



APO PRODUCTION UNIT, INC.
PERFORMANCE SCORECARD



	Formula	Baseline	2021	1st Quarter 2021		2nd Quarter 2021		3rd Quarter 2021		4th Quarter 2021		
		2020		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
SO1	Revenue Growth											
	Revenue Growth from previous year											
SM1	a. QC and LIMA Plant	Actual Total Revenues	1,628.60 M	1,662.40 M	415.60 M	500.04M	831.20 M	1,347.39M	1,246.80 M	1,750.55M	1,662.40 M	2,323.24M
	b. Joint Venture Company		1,254.40 M	886.40 M	221.60 M	421.65M	443.20 M	764.52M	664.80 M	1,221.56M	886.40 M	1,851.40M
SM2	EBITDA (in Millions)	Net Income + Interest + Taxes + Depreciation	328.79 M	235.20 M	n/a	n/a	n/a	n/a	n/a	n/a	235.20 M	272.44M
SO2	Maximize return to our shareholders											
SM3	Dividends Remittance to National Government (NG) -in Millions	Actual Remittance	111.70 M	144.60 M	36.15 M	31.83M	72.30 M	55.93M	108.45 M	80.03M	144.60 M	104.13M
SO3	To provide the best customer service											
SM4	Customer Satisfaction Rating	Average % Rating	90%	90%	n/a	n/a	n/a	n/a	n/a	n/a	90%	on-going
SO4	To increase customer base											
SM5	Increase in government agencies served	No. of Agencies	42	100	n/a	n/a	n/a	n/a	n/a	n/a	100	
SO5	To provide on-time delivery of products											
SM6	Reduction Penalties Incurred	Total Penalties / Total Sales	0.05%	0.05%	n/a	n/a	n/a	n/a	n/a	n/a	0.050%	
SO6	To set up world class systems and processes											
	ISO Certification											
SM7	a. QC Plant	% of Accomplishment	Pass Surveillance Audit (ISO 9001:2015)	Pass Surveillance Audit (ISO 9001:2015)	n/a	n/a	n/a	n/a	n/a	n/a	Pass Surveillance Audit (ISO 9001:2015)	Pass Surveillance Audit (ISO 9001:2015)
	b. LIMA Plant		Pass Surveillance Audit (ISO 9001:2015)	Pass Surveillance Audit (ISO 9001:2015)	n/a	n/a	n/a	n/a	n/a	n/a	Pass Surveillance Audit (ISO 9001:2015)	Pass Surveillance Audit (ISO 9001:2015)
SM8	New Strategic Measure on APO-PUI's Thrust towards e-governance	% of Actual Accomplishment	n/a	Installation of "Central Correspondence System"	n/a	n/a	n/a	n/a	n/a	n/a	Installation of "Central Correspondence System"	
SO7	To develop Competency Framework											
SM9	Percentage of Employees with Required Competencies Met	% of Actual Accomplishment	a. Board-approved Competency Framework	a. Board-approved Competency Framework	n/a	n/a	n/a	n/a	n/a	n/a	a. Board-approved Competency Framework	
			b. Establish Baseline	b. Establish Baseline	n/a	n/a	n/a	n/a	n/a	n/a	b. Establish Baseline	

Approved by:


MICHAEL D. DALLUMPINES
Chairman and President