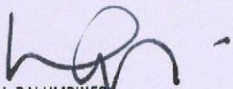




APO PRODUCTION UNIT, INC.
PERFORMANCE SCORECARD
YEAR 2021



	Weight		Formula	Baseline	2021	1st Quarter 2021		2nd Quarter 2021		3rd Quarter 2021		4th Quarter 2021		
	Original	Proposed		Recalibrated 2020		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
S01														
SM1	Revenue Growth from previous year													
	a. QC and LIMA Plant	30%	30%	Actual Total Revenues	1,628.60 M	1,662.40 M	415.60 M	500.04 M	831.20 M		1,246.80 M		1,662.40 M	
	b. Joint Venture Company	10%	10%		1,254.40 M	886.40 M	221.60 M	421.65 M	443.20 M		664.80 M		886.40 M	
SM2	EBITDA (in Millions)	15%	15%	Net Income + Interest + Taxes + Depreciation	328.79 M	235.20 M	n/a	n/a	n/a		n/a		235.20 M	
S02	Maximize return to our shareholders													
SM3	Dividends Remittance to National Government (NG) - in Millions	15%	15%	Actual Remittance	111.70 M	144.60 M	36.15 M	24.10 M	72.3 M		108.45 M		144.6 M	
S03	To provide the best customer service													
SM4	Customer Satisfaction Rating	5%	5%	Average % Rating	90%	90%	n/a	n/a	n/a		n/a		90%	
S04	To increase customer base													
SM5	Increase in government agencies served	5%	5%	No. of Agencies	42	100	n/a	n/a	n/a		n/a		42	
S05	To provide on-time delivery of products													
SM6	Reduction Penalties Incurred	5%	3%	Total Penalties / Total Sales	0.050%	0.050%	n/a	n/a	n/a		n/a		0.050%	
S06	To set up world class systems and processes													
SM7	ISO Certification													
	a. QC Plant	5%	4%	% of Accomplishment	Pass Surveillance Audit (ISO 9001:2015)	Pass Surveillance Audit (ISO 9001:2015)	n/a	n/a	n/a		n/a		Pass Surveillance Audit (ISO 9001:2015)	
b. LIMA Plant	5%	4%	Pass Surveillance Audit (ISO 9001:2015)		Pass Surveillance Audit (ISO 9001:2015)	n/a	n/a	n/a		n/a		Pass Surveillance Audit (ISO 9001:2015)		
SM8	New Strategic Measure on APO-PUI's Thrust towards e-governance		3%		na	Installation of "Central Correspondence System"		n/a	n/a	n/a		n/a		Installation of Document Digitization Equipment
S07	To develop Competency Framework													
SM9	Percentage of Employees with Required Competencies Met		2.5%	3%	Actual Accomplishment	a. Board-approved Competency Framework	a. Board-approved Competency Framework	n/a	n/a	n/a		n/a		a. Board-approved Competency Framework
			2.5%	3%		b. Establish Baseline	b. Establish Baseline	n/a	n/a	n/a		n/a		b. Establish Baseline

Approved: 
MICHAEL J. DALUMPINES
Chairman and President