



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 | 1347.39 M | 1,246.80 M | 1,750.55 M | 1,662.40 M | |
| | b. Joint Venture Company | 10% | 10% | Actual Revenue | 1,254.40 M | 886.40 M | 221.60 M | 421.65 M | 443.20 M | 764.52 M | 664.80 M | 1,221.56 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 | 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 | 48.20 M | 108.45 M | 72.30 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 | 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 | n/a | n/a | 42 | |
| S05 | To provide on-time delivery of products | | | | | | | | | | | | | |
| SM6 | Reduction Penalties Incurred | 5% | 3% | Total Penalties / Total Sales | 0.05% | 0.05% | n/a | n/a | 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 | 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 | n/a | n/a | Pass Surveillance Audit (ISO 9001:2015) | |
| | | | na | | Installation of "Central Correspondence System" | | | n/a | n/a | n/a | n/a | n/a | Installation of Document Digitization Equipment | |
| SM8 | New Strategic Measure on APO-PUI's Thrust towards e-governance | | 3% | | | | | | | | | | | |
| 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 | 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 | n/a | n/a | b. Establish Baseline | |

Approved:

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Chairman and President