

APO PRODUCTION UNIT, INC. (APO-PUI)

	Component				Baseline Data		Targets		
	Objective/Measure	Formula	Weight	Rating System ^{a/}	2019	2020	2021	2022	
FINANCE	SO 1	Revenue Growth							
	SM 1	Revenue Growth from Previous Year							
		a. QC Plant and Lima Plant	Actual Total Revenues	30%	Actual / Target	₱1,396.3 M	₱1,430.83 M	₱1,662.4 M	₱2,011.10 M
		b. Joint Venture Company		10%	Actual / Target	₱3,126.7 M	₱1,516.26 M	₱886.4 M	₱2,390.20 M
	SO 2	To Maintain Healthy Cash Flow from Operations							
	SM 2	EBITDA	Net Income + Interest + Taxes + Depreciation + Amortization	15%	Actual / Target	₱353.46 M	₱281.29 M	₱297.41 M	₱415.7 M
	SO 3	To Maximize Returns to the National Government							
	SM 3	Dividends Remittance to the National Government (NG)	Actual Remittance	15%	Actual / Target	₱63.776 M	₱111.69 M	₱144.605 M	₱103.25 M
	SO 4	To Utilize Funds Based on Approved Budget							
	SM 4	Budget Utilization Rate (BUR)	Actual Disbursement / Total Approved COB (Both Net of PS Cost)	5%	Actual / Target	N/A	N/A	N/A	90%
		Sub-total	75%						

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CUSTOMERS / STAKEHOLDERS	SO 5	To Provide the Best Customer Service							
	SM 5	Percentage of Satisfied Customers	Number of respondents who gave <i>at least</i> a Satisfactory rating / Total number of respondents	4%	Actual / Target 0% = If less than 80%	-	Using the Enhanced Guidelines for the Conduct of the CSS by the GCG		
						96.67%	90%	90%	
	SO 6	To Increase Customer Base							
	SM 6	Increase in Government Agencies Served	No. of Agencies	4%	Actual / Target	177	95	139	122
			Sub-total	8%					
INTERNAL PROCESS	SO 7	To Provide On-Time Delivery of Products							
	SM 7	Reduction of Penalties Incurred	$\frac{\text{Total Penalties}}{\text{Total Sales}}$	2%	Actual / Target	0.008%	0.119%	0.030%	0.05%
	SO 8	To Set Up World-class Systems and Processes							
	SM 8	ISO Certification							
	a. QC Plant	Actual Accomplishment	4%	All or Nothing	Certified to ISO 9001:2015	Passed Surveillance Audit (ISO 9001:2015)	Pass Surveillance Audit (ISO 9001:2015)	Pass Surveillance Audit (ISO 9001:2015)	

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	b. Lima Plant		4%	All or Nothing	Pass Surveillance Audit (ISO 9001:2015)	Passed Surveillance Audit (ISO 9001:2015)	Pass Surveillance Audit (ISO 9001:2015)	Pass Surveillance Audit (ISO 9001:2015)	
	SO 9	To Set-up the Company Towards Attaining e-Governance							
	SM 9	Thrust Towards e-Governance	Actual Accomplishment	3%	All or Nothing	N/A	N/A	Installation of Central Correspondence System	Installation of Central Correspondence System
		Sub-total		13%					
LEARNING & GROWTH	SO 10	To Upgrade the Skills and Technical Know-how of Workforce							
	SM 10	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	2%	All or Nothing	No Accomplishment	No Accomplishment	a. Board-Approved Competency Model	a. Board-Approved Competency Model
				2%		No Accomplishment	No Accomplishment	b. Establish Baseline	b. Establish Baseline
		Sub-total		4%					
	TOTAL		100%						

a/ But not to exceed the weight assigned per indicator.