APO PRODUCTION UNIT, INC.

PERFORMANCE EVALUATION SCORECARD 2022

		Weight	Rating Scale	Formula	Target	1st Quarter 202		2nd Quarter 202		3rd Quarter 202		4rt Quarter 202	
					2022	Target	Actual	Target	Actual	Target	Actual	Target	Actual
SO 1	**Revenue Growth**												
SM 1	Revenue Growth from previous year												
	a. QC and Lima Plants	30%	Actual / Target	Actual Total Revenues	2,011.1 M	502.78 M	384.27M	1,005.56 M	627.63 M	1,508.34 M	1,222.83 M	2,011.12 M	
	b. Joint Venture Company	10%			2,390.2 M	597.55 M	591.82M	1,195.10 M	1,528.15 M	1,792.65 M	2302.35 M	2,390.20 M	
SM 2	EBITDA (in Millions)	15%	Actual / Target	Net Income + Interest + Taxes + Depreciation + Amortization	415.7 M	N/A	N/A	N/A	N/A	N/A	N/A	415.70 M	
SO 2	**Maximize return to our shareholders**												
SM 3	Dividends Remittance to National Government (NG) - in Millions	15%	Actual / Target	Actual Remittance	103.25 M	25.81 M	24.10M	51.62 M	48.10 M	77.44 M	64.96 M	103.25 M	
SM 4	Budget Utilization Rate (BUR)	na	Actual / Budget	Actual Disbursement/Budget* *(MOOE and CAPEX)	90%	N/A	N/A	N/A	N/A	N/A	N/A	90%	
SO 3	**To provide the best customer service**												
SM 5	Customer Satisfaction Rating	5%	Actual / Target 0%=if less than 80%	Number of respondents who gave at least a Satisfactory rating / Total number of respondents	90%	N/A	N/A	N/A	N/A	N/A	N/A	90%	
SO 4	**To increase customer base**												
SM 6	Increase in government agencies served	5%	Actual / Target	plus 5% of actual agencies from previous year	122	N/A	N/A	N/A	N/A	N/A	N/A	122	
SO 5	**To provide on-time delivery of products**												
SM 7	Reduction Penalties Incurred	3%		Total Penalties/Total Sales	0.05%	N/A	N/A	N/A	N/A	N/A	N/A	0.050%	
SO 6	**To set up world class systems and processes**												
SM 8	ISO Certification												
	a. QC Plant	4%	All or Nothing	Actual Accomplishment	Passed Surveillance Audit (ISO 9001:2015)	N/A	N/A	N/A	N/A	N/A	N/A	Passed Surveillance Audit (ISO 9001:2015)	
	b. LIMA Plant	4%	All or Nothing	Actual Accomplishment	Passed Surveillance Audit (ISO 9001:2015)	N/A	N/A	N/A	N/A	N/A	N/A	Passed Surveillance Audit (ISO 9001:2015)	
SM 9	New Strategic Measure on APO-PUI's Thrust towards e-governance	3%	All or Nothing	Actual Accomplishment	Installation of "Central Correspondence System"	N/A	N/A	N/A	N/A	N/A	N/A	Installation of "Central Correspondence System"	
SO 7	**To develop Competency Framework**												
SM 10	Percentage of Employees with Required Competencies Met	3%	All or Nothing	Actual Accomplishment	1. Board-approved Competency Model	N/A	N/A	N/A	N/A	N/A	N/A	1. Board-approved Competency Model	
		3%			2. Establish Baseline	N/A	N/A	N/A	N/A	N/A	N/A	2. Establish Baseline	
TOTAL		**100%**											