



APO PRODUCTION UNIT, INC. PERFORMANCE SCORECARD



		Formula	Baseline	1st Quarter 2020		2nd Quarter 2020		3rd Quarter 2020		4rt Quarter 2020	
			2019	Target	Actual	Target	Actual	Target	Actual	Target	Actual
SO1	Revenue Growth										
	Revenue Growth from previous year										
	a. QC and LIMA Plant	Actual Total Revenues	1,154.0M	459.50M	115.59M	919.00M	267.77M	1,378.50M	625.53M	1,838.00M	
	b. Joint Venture Company		3,267.0M	858.25M	677.29M	1,716.50M	768.91M	2,574.75M	867.78M	3,433.00M	
SM2	EBITDA (in Millions)	Net Income + Interest + Taxes + Depreciation	227.0M	na	na	na	na	na	na	na	
SO2	Maximize return to our shareholders										
SM3	Dividends Remittance to National Government (NG) - in Millions	Actual Remittance	51.55M	27.92M	27.92M	55.84M	55.84M	83.77M	83.77M	111.69M	
SO3	To provide the best customer service										
SM4	Customer Satisfaction Rating	Average % Rating	90%	na		na		na		90%	
SO4	To increase customer base										
SM5	Increase in government agencies served	No. of Agencies	155	na		na		na		158	
SO5	To provide on-time delivery of products										
SM6	Reduction Penalties Incurred	Total Penalties / Total Sales	0.050%	na		na		na		0.050%	
SO6	To set up world class systems and processes										
	ISO Certification										
SM7	a. QC Plant	% Accomplishment	Pass Surveillance Audit (ISO 9001:2015)	na		na		na		Pass Surveillance Audit (ISO 9001:2015)	
	b. LIMA Plant		Pass Surveillance Audit (ISO 9001:2015)	na		na		na		Pass Surveillance Audit (ISO 9001:2015)	
SO7	To develop Competency Framework										
SM8	Percentage of Employees with Required Competencies Met	Actual Accomplishment	a. Board-approved Competency Framework b. Establish Baseline	na		na		na		a. Board-approved Competency Framework b. Establish	

Approved by:

MICHAEL J. DALLUMPINES
Chairman and President