



APO PRODUCTION UNIT, INC.
PERFORMANCE SCORECARD 2023



| | Component | Objective Measures | Formula | Weight | Rating System | Baseline Data | | Targets | | 1st Quarter 2023 | | 2nd Quarter 2023 | | 3rd Quarter 2023 | | 4th Quarter 2023 | | |
|-------------------------|---------------------------------------------------------------|-------------------------------------------------------------|---------------------------------------------------------------------------------------------|-------------------|-------------------------------------------|-------------------------------------------|-------------------------------------------------|-------------------------------------------------|------------------------------------|------------------|----------|------------------|-------------------------------------------------|------------------------------------|--------|------------------|--------|--|
| | | | | | | 2020 | 2021 | 2022 | 2023 | Target | Actual | Target | Actual | Target | Actual | Target | Actual | |
| FINANCE | SO1 | Revenue Growth | | | | | | | | | | | | | | | | |
| | Revenue Growth from Previous Year | | | | | | | | | | | | | | | | | |
| | SM1 | a. QC and Lima Plants | Actual Total Revenues | 30% | Actual / Target | 1,430.83 M | 2,323.27 M | 2,011.10 M | 2,286.59 M | 554.14 M | 264.07 M | 1,156.95 M | 1,757.24 M | 2,286.59 M | | | | |
| | | b. Joint Venture Company | | 10% | Actual / Target | 1,516.26 M | 1,965.20 M | 2,390.20 M | 3,839.21 M | 959.80 M | 703.46 M | 1,919.61 M | 2,879.41 M | 3,839.21 M | | | | |
| SO2 | To Maintain Healthy Cash Flow from Operations | | | | | | | | | | | | | | | | | |
| SM2 | EBITDA | Net Income + Interest + Taxes + Depreciation + Amortization | 15% | Actual / Target | 281.29 M | 223.99 M | 415.70 M | 376.49 M | n/a | 30.27 M | n/a | n/a | 376.49 M | | | | | |
| SO3 | To Maximize Returns to the National Government | | | | | | | | | | | | | | | | | |
| SM3 | Dividends Remittance to National Government (NG) | Actual Remittance | 15% | Actual / Target | 111.69 M | 104.13 M | 103.25 M | 91.40 M | 22.85 M | 33.51 M | 45.7 M | 68.55 M | 91.40 M | | | | | |
| SO4 | To Utilize Funds Based on Approved Budget | | | | | | | | | | | | | | | | | |
| SM4 | Budget Utilization Rate (BUR) | Actual Disbursement / Budget* *(MOOE and CAPEX) | 3% | Actual / Target | N/A | N/A | 90% | 90% | n/a | n/a | n/a | n/a | 90% | | | | | |
| | | Sub-total | 73% | | | | | | | | | | | | | | | |
| CUSTOMERS/STAKE HOLDERS | SO5 | To Provide the Best Customer Service | | | | | | | | | | | | | | | | |
| | SM5 | Percentage of Satisfied Customers | Number of respondents who gave at least a Satisfactory rating / Total number of respondents | 4% | Actual / Target | 96.67% | 93.51% | 90.00% | 90.00% | n/a | n/a | n/a | n/a | 90.00% | | | | |
| | SO6 | To Increase Customer Base | | | | | | | | | | | | | | | | |
| SM6 | Increase in Government Agencies Served | Number of Agencies | 4% | Actual / Target | 95 | 115 | 122 | 119 | n/a | n/a | n/a | n/a | 119 | | | | | |
| | | Sub-total | 8% | | | | | | | | | | | | | | | |
| INTERNAL PROCESS | SO7 | To Provide On-time Delivery of Products | | | | | | | | | | | | | | | | |
| | SM7 | Reduction of Penalties Incurred | Total Penalties / Total Sales | 2% | Actual / Target | 0.119% | 0.238% | 0.050% | 0.050% | n/a | n/a | n/a | n/a | 0.050% | | | | |
| | SO8 | To Set-up World-class Systems and Processes | | | | | | | | | | | | | | | | |
| | SM8 | ISO Certification | | | | Passed Surveillance Audit (ISO 9001:2015) | Passed Surveillance Audit (ISO 9001:2015) | Passed Surveillance Audit (ISO 9001:2015) | ISO 9001:2015 Certification | n/a | n/a | n/a | n/a | ISO 9001:2015 Certification | | | | |
| | a. QC Plant | Actual Accomplishment | 4% | All or Nothing | Passed Surveillance Audit (ISO 9001:2015) | Passed Surveillance Audit (ISO 9001:2015) | Passed Surveillance Audit (ISO 9001:2015) | ISO 9001:2015 Certification | n/a | n/a | n/a | n/a | ISO 9001:2015 Certification | | | | | |
| | b. LIMA Plant | Actual Accomplishment | 4% | All or Nothing | Passed Surveillance Audit (ISO 9001:2015) | Passed Surveillance Audit (ISO 9001:2015) | Passed Surveillance Audit (ISO 9001:2015) | ISO 9001:2015 Certification | n/a | n/a | n/a | n/a | ISO 9001:2015 Certification | | | | | |
| SO9 | To Set-up Company Towards Attaining e-Governance | | | | | | | | | | | | | | | | | |
| SM9 | New Strategic Measure on APO-PU's Thrust towards e-governance | n/a | 5% | All or Nothing | n/a | n/a | Installation of "Central Correspondence System" | Installation of "Central Correspondence System" | n/a | n/a | n/a | | Installation of "Central Correspondence System" | | | | | |
| | | Sub-total | 15% | | | | | | | | | | | | | | | |
| LEARNING GROWTH | SO10 | To Upgrade the Skills and Technical Know-how of Workforce | | | | | | | | | | | | | | | | |
| | SM10 | Percentage of Employees with Required Competencies Met | Actual Accomplishment | 2% | All or Nothing | No Accomplishment | No Accomplishment | a. Board-approved Competency Model | a. Board-approved Competency Model | n/a | n/a | n/a | n/a | 1. Board-approved Competency Model | | | | |
| | | | 2% | No Accomplishment | | No Accomplishment | b. Establish Baseline | b. Establish Baseline | n/a | n/a | n/a | n/a | 2. Establish Baseline | | | | | |
| | | Sub-total | 4% | | | | | | | | | | | | | | | |
| | | TOTAL | 100% | | | | | | | | | | | | | | | |

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