



APO PRODUCTION UNIT, INC.
2024 PERFORMANCE SCORECARD



	Objective/Measure	Formula	Weight	Rating System	2024 Target	2025 Target	2025 Target	2025 Target	2025 Target	2025 Target	2025 Target	2025 Target	2025 Target		
						1st Quarter		2nd Quarter		3rd Quarter		4th Quarter			
						Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
FINANCE	SO 1	To Increase Revenue													
	SM 1	Gross Sales Revenue	Sales Revenue line item in the Notes to FS	35%	Actual / Target	2.860 B	0.715 B	0.560 B	1.430 B	1.015 B	2.145 B	1.600 B	2.860 B	2.120 B	
	SM 2	Revenues of Joint Venture (JV) Company	Actual Total Revenues	10%	Actual / Target	2.427 B	0.607 B	0.188 B	1.213 B	0.860 B	1.820 B	1.464 B	2.427 B	1.883 B	
	SO 2	To Maintain Healthy Cash Flow from Operations													
	SM 3	EBITDA (in Millions)	Net income + Interest + Taxes + Depreciation + Amortization	15%	Actual / Target	249.06 M	n/a	72.21 M	n/a	38.34 M	n/a	64.76 M	249.06 M	153.32 M	
	SO 3	To Utilize Funds Based on Approved Budget													
	SM 4	Budget Utilization Rate (BUR)	Actual Disbursement/Budget* (MOOE and CAPEX)	5%	Actual / Target	90%	n/a	n/a	n/a	n/a	n/a	n/a	90%	100%	
		Sub-total													
CUSTOMERS / STAKEHOLD	SO 4	To Provide the Best Customer Service													
	SM 5	Percentage of Satisfied Customers	Number of respondents who gave at least a Satisfactory rating/ Total number of respondents	5%	Actual/Target 0%=if less than 80%	90%	90%	n/a	90%	n/a	90%	n/a	90%	95%	
	SO 5	To increase Customer Base													
	SM 6	Number of Government Agencies Served	Actual number of agencies with delivered order	5%	Actual/Target	125	n/a	n/a	n/a	n/a	n/a	n/a	125	167	
		Sub-total													
INTERNAL PROCESS	SO 6	To Provide On-time Delivery of Products and Services													
	SM 7	Volume of Sales without penalty	Total Sales less Penalty / Total Delivered Sales	3%	99.8%-100% = 3 99.65%-99.79% = 2 99.50%-99.64% = 1 Below 99.50% = 0	99.50%	n/a	n/a	n/a	n/a	n/a	n/a	99.50%	99.96%	
	SO 7	To Set-up World-class Systems and Processes													
		ISO Certification													
	SM 8	a. QC Plant	Actual Accomplishment	6%	All or Nothing	Maintain ISO Certification (ISO 9001:2015)	n/a	n/a	n/a	n/a	n/a	n/a	Maintain ISO Certification (ISO 9001:2015)	Maintained ISO Certification (ISO 9001:2015)	
		b. LIMA Plant		6%	All or Nothing	Maintain ISO Certification (ISO 9001:2015)	n/a	n/a	n/a	n/a	n/a	n/a	Maintain ISO Certification (ISO 9001:2015)	Maintained ISO Certification (ISO 9001:2015)	
	SO 8	To Set-up the Company Towards Attaining e-Governance													
	SM 9	Thrust towards e-Governance	Actual Accomplishment	5.0%	All or nothing	100% Completion and Rollout of the Accounting System for the "Enterprise Resource Planning" Project	n/a	n/a	n/a	n/a	n/a	n/a	100% Completion and Rollout of the Accounting System for the "Enterprise Resource Planning" Project	100% Completion and Rollout of the Accounting System for the "Enterprise Resource Planning" Project	
		Sub-total													
LEARNING	SO 9	To Upgrade the Skills and Technical Know-how of Workforce													
	SM 10	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or nothing	Improvement from the 2023 Baseline	n/a	n/a	n/a	n/a	n/a	n/a	Improvement from the 2023 Baseline	95.75%	
	Sub-total														
	TOTAL														

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