



	Objective/Measure	Formula	Weight	Rating System	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		
					Target	Actual	Target	Actual	Target	Actual	Target	Actual	
FINANCE	SO 1	To Increase Revenue											
	SM 1	Gross Sales Revenue		Actual / Target	756 M	790.7 M	1,052 M	1,342 M	2,268 M	2,252 M	3,024 M	2,600 M	
	SM 2	Revenues of Joint Venture (JV) Company	Actual Total Revenues	10%	Actual / Target	482 M	479 M	964 M	924 M	1,446 M	1,929 M	1,704 M	
	SO 2	To Maintain Healthy Cash Flow from Operations											
	SM 3	EBITDA	Net income + Interest + Taxes + Depreciation + Amortization	15%	Actual / Target	101.4 M	79.07 M	203.5 M	256.6 M	305.3 M	351.8 M	407.08	312.3 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	n/a	n/a	n/a	n/a	n/a	n/a	90%	14%
		<i>Sub-total</i>		65%									
	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%	n/a	n/a	n/a	n/a	n/a	n/a	90%	ongoing
SO 5	To increase Customer Base												
SM 6	Number of Government Agencies Served	Actual number of agencies with delivered order	5%	Actual/Target	n/a	n/a	n/a	n/a	n/a	n/a	141	165	
	<i>Sub-total</i>		10%										
SO 6	To Provide On-time Delivery of Products and Services												
SM 7	Volume of Sales without penalty	[Sales Revenue Divided by (Penalty + Sales Revenue)] x 100	3%	99.8%-100% = 3 99.65%-99.79% = 2 99.50%-99.64% = 1 Below 99.50% = 0	n/a	n/a	n/a	n/a	n/a	n/a	99.80%	99.85%	
SO 7	To Set-up World-class Systems and Processes												
INTERNAL PROCESS	SM 8	ISO Certification											
	a. QC Plant	Actual Accomplishment	6%	All or Nothing	Maintain ISO Certification	n/a	n/a	n/a	n/a	n/a	Maintain ISO Certification	Maintained ISO Certification	
	b. LIMA Plant		6%	All or Nothing									
	SM 9	Development and Implementation of Disaster Risk reduction and Management (DRRM) Plan	Actual Accomplishment	2.5%	All or Nothing	Board-approved Enhanced DRRM Plan	n/a	n/a	n/a	n/a	n/a	Board-approved Public Service Continuity Plan	-
SO 8	To Set-up the Company Towards Attaining e-Governance												
SM 10	Thrust towards e-Governance	Actual Accomplishment	2.5%	All or nothing	100% completion of target ISSP projects planned for 2025 based on BOD-approved or DICT endorsed ISSP	n/a	n/a	n/a	n/a	n/a	Submission of the Board-approved ISSP to DICT	-	
	<i>Sub-total</i>		20%										
SO 9	To Upgrade the Skills and Technical Know-how of Workforce												
LEARNINI	SM 11	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or nothing	Improvement from the 2024 Baseline	n/a	n/a	n/a	n/a	n/a	Improvement from the 2024 Baseline	Improvement from the 2024 Baseline - Status Report
			Actual accomplishment		All or nothing								
	<i>Sub-total</i>		5%										
	<b>TOTAL</b>		<b>100%</b>										
<b>Bonus Measures</b>													
	SM 12	GAD Budget Utilization	Budget Utilized for GAD / Total COB	1%	All or Nothing	5% of the Total of MOOE, PS and CAPEX	n/a	n/a	n/a	n/a	n/a	5% of the Total of MOOE, PS and CAPEX	on-going reconciliation
	SM 13	ISO Certification on Environmental Management System or Business Continuity Management System	Actual Accomplishment	1%	All or Nothing	ISO 14001:2015 or ISO 22301:2019 Certification	n/a	n/a	n/a	n/a	n/a	ISO 14001:2015 or ISO 22301:2019 Certification	
	<i>Sub-total</i>		2%										

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