



	Objective/Measure	Formula	Weight	Rating System	2025 Target	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 Total Revenues	35%	Actual / Target	3,024 M	756 M	751.9 M	1,052 M		2,268 M		3,024 M
	SM 2	Revenues of Joint Venture (JV) Company	Actual Total Revenues	10%	Actual / Target	1,929 M	482 M	479 M	964 M		1,446 M		1,929 M
	SO 2	To Maintain Healthy Cash Flow from Operations											
	SM 3	EBITDA	Net income + Interest + Taxes + Depreciation + Amortization	15%	Actual / Target	407.08 M	101.4 M	n/a	203.5 M		305.3 M		6
	SO3	To Utilize Funds Based on Approved Budget											
	SM 4	Budget Utilization Rate (BUR)	Actual Disbursement/Budget (MOOE and CAPEX)	5%	Actual/Target	90%	90%	n/a	90%		90%		90%
		<i>Sub-total</i>											
CUSTOMERS / STAKEHOLD	SO4	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%		90%		90%
	SO5	To increase Customer Base											
	SM 6	Number of Government Agencies Served	Actual number of agencies with delivered order	5%	Actual/Target	141	130	n/a	130		130		130
			<i>Sub-total</i>										
	SO6	To Provide On-time Delivery of Products and Services											
INTERNAL PROCESS	SM 7	Volume of Sales without penalty	[Sales Revenue Divided by (Penalty + Sales Revenue)] x 100	3%	99.8%-100% = 3 99.85%-99.79% = 2 99.50%-99.64% = 1 Below 99.50% = 0	99.80%	99.50%	n/a	99.50%		99.50%		99.50%
	SO7	To Set-up World-class Systems and Processes											
		ISO Certification											
	SM 8	a. QC Plant	Actual Accomplishment	6%	All or Nothing	Maintain ISO Certification	Maintain ISO Certification	n/a	Maintain ISO Certification		Maintain ISO Certification		Maintain 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	Board-approved Enhanced DRRM Plan	n/a	Board-approved Enhanced DRRM Plan		Board-approved Enhanced DRRM Plan		Board-approved Enhanced DRRM 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	Submission of the Board-approved ISSP to DICT	Submission of the Board-approved ISSP to DICT	n/a	Submission of the Board-approved ISSP to DICT		Submission of the Board-approved ISSP to DICT		Submission of the Board-approved ISSP to DICT
		<i>Sub-total</i>											
	SO 9	To Upgrade the Skills and Technical Know-how of Workforce											
SM11	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or nothing	Improvement from the 2024 Baseline	Improvement from the 2024 Baseline	n/a	Improvement from the 2024 Baseline		Improvement from the 2024 Baseline		Improvement from the 2024 Baseline	
		Actual accomplishment		All or nothing									
	<i>Sub-total</i>												
	TOTAL												
Bonus Measures													
	SM 12	GAD Budget Utilization	Budget Utilized for GAD / Total COB	1%	All or Nothing	5% of the Total of MOOE, PS and CAPEX	5% of the Total of MOOE, PS and CAPEX	n/a	5% of the Total of MOOE, PS and CAPEX		5% of the Total of MOOE, PS and CAPEX		5% of the Total of MOOE, PS and CAPEX
	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	ISO 14001:2015 or ISO 22301:2019 Certification	n/a	ISO 14001:2015 or ISO 22301:2019 Certification		ISO 14001:2015 or ISO 22301:2019 Certification		ISO 14001:2015 or ISO 22301:2019 Certification
		<i>Sub-total</i>											

Note : This report is tentative and subject to audit adjustments

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