



APO PRODUCTION UNIT, INC.
2025 PERFORMANCE SCORECARD

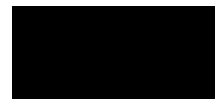


	Objective/Measure	Formula	Weight	Rating System	2025 Target	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter	
						Target	Actual	Target	Actual	Target	Actual	Target	Actual
FINANCE	SO 1 To Increase Revenue												
	SM 1 Gross Sales Revenue	Sales Revenue line item in the Notes to FS relating to Sales from QC and Lima Plants	35%	Actual / Target	3,024 M	756 M	791 M	1,052 M	1,342 M	2,268 M		3,024 M	
	SM 2 Revenues of Joint Venture (JV) Company	Sales Revenue for the Joint Venture on DFA Projects	10%	Actual / Target	1,929 M	482 M	479 M	964 M	925 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	n/a	n/a	n/a	n/a	n/a		407.08 M	
	SO3 To Utilize Funds Based on Approved Budget												
	SM 4 Budget Utilization Rate (BUR)	Actual Disbursement/Board-Approved MOOE and CO (Excluding Direct Cost)	5%	Actual / Target	90%	n/a	n/a	n/a	n/a	n/a		90%	
	<i>Sub-total</i>		65%										
CUSTOMERS / STAKEHOLDERS	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%	n/a	n/a	n/a	n/a	n/a		90%	
	SO5 To increase Customer Base												
	SM 6 Number of Government Agencies Served	Actual number of agencies with delivered order	5%	Actual / Target	141	n/a	n/a	n/a	n/a	n/a		141	
		<i>Sub-total</i>		10%									
	SO6 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	99.80%	n/a	n/a	n/a	n/a	n/a		99.80%	
INTERNAL PROCESS	SO7 To Set-up World-class Systems and Processes												
	Compliance to Quality Standards (ISO QMS)												
	SM 8 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	
	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 Public Service Continuity 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 Number of Information Strategic Systems Plan (ISSP) Projects Completed On-time	Actual Accomplishment	2.5%	All or nothing	Submission of the Board-approved ISSP to DICT	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													
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		
	<i>Sub-total</i>		5%										
	TOTAL		100%										
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	n/a	n/a	n/a	n/a	n/a		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	n/a	n/a	n/a	n/a	n/a		ISO 14001:2015 or ISO 22301:2019 Certification		
	<i>Sub-total</i>		2%										

PREPARED BY:



Accounting Staff

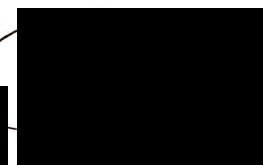


Corporate Planning Analyst

REVIEWED AND NOTED BY:

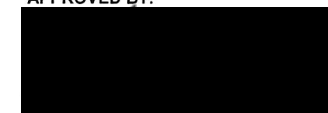


Financial Comptroller

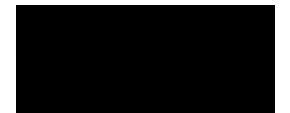


Corporate Planning Manager

APPROVED BY:



EVP and General Manager



President