



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		35%	Actual / Target	3,024 M	756 M	1,342 M	790.7 M	1,052 M	1,342 M	2,268 M	2,252 M	3,024 M	
SM 2 Revenues of Joint Venture (JV) Company		10%	Actual / Target	1,929 M	482 M	924 M	479 M	964 M	924 M	1,446 M	1,361 M	1,929 M	
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	n/a	n/a	407.08	
SO3 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	n/a	90%	
Sub-total		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	n/a	n/a	90%	
SO5 To Increase Customer Base													
SM 6 Number of Government Agencies Served	Actual number of agencies with delivered products	5%	Actual/Target	141	n/a	n/a	n/a	n/a	n/a	n/a	n/a	141	
Sub-total		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%		99.80%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	99.80%	
INTERNAL PROCESS													
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	n/a	n/a	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	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	Submission of the Board-approved ISSP to DICT	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Submission of the Board-approved ISSP to DICT	
Sub-total		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	n/a	n/a	Improvement from the 2024 Baseline	
Sub-total		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	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	n/a	n/a	ISO 14001:2015 or ISO 22301:2019 Certification	
Sub-total		2%											

Certified by:

Financial Controller

Noted by:

President