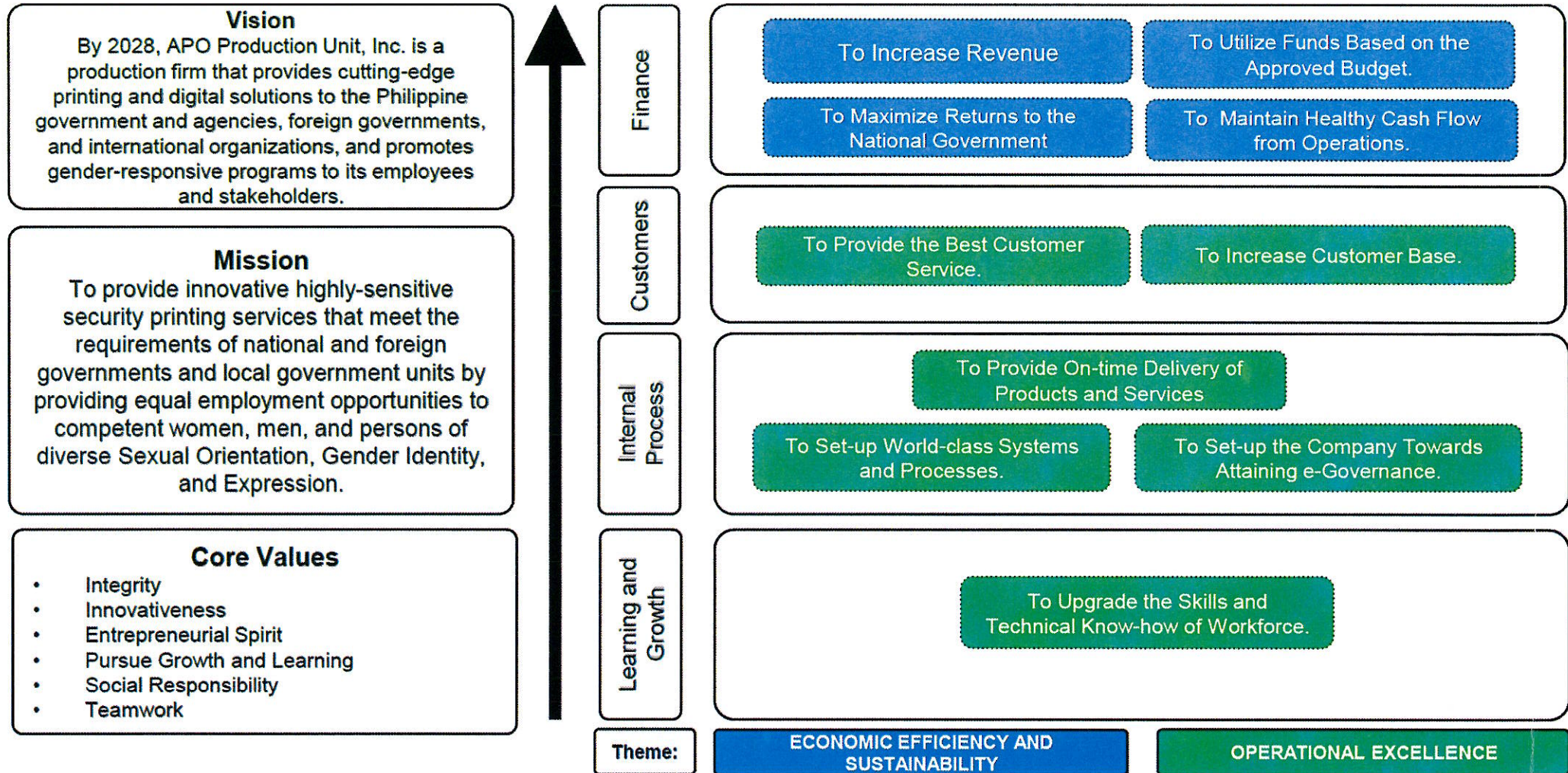


APO Production Unit, Inc.

Strategy Map and Charter Statement



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2025 PERFORMANCE SCORECARD (Annex B)

APO PRODUCTION UNIT, INC. (APO-PUI)

Component					Baseline				Target		
Objective/ Measure	Formula	Weight	Rating System	2020	2021	2022	2023	2024	2025		
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	₱ 4.431 Billion	₱ 2.323 Billion	₱ 2.011 Billion	₱ 2.976 Billion	₱ 2.860 Billion	₱3.024 Billion
	SM 2	Revenues of Joint Venture (JV) Company	Sales Revenue from the Joint Venture on DFA projects	10%	Actual/Target	₱ 1.516 Billion	₱ 1.965 Billion	₱ 2.390 Billion	₱ 2.419 Billion	₱ 2.427 Billion	₱1.929 Billion
	SO 2	To Maintain Healthy Cash Flow from Operations									
	SM 3	EBITDA (in Millions)	Net income + Interest + Taxes + Depreciation + Amortization	15%	Actual/Target	₱ 218 Million	₱ 224 Million	₱ 416 Million	₱ 568 Million	₱ 249 Million	₱407.08 Million
	SO 3	To Utilize Funds Based on Approved Budget									
	SM 4	Budget Utilization Rate (BUR)	Actual Disbursement / Board-Approved MOOE and CO (Excluding Direct Costs)	5%	Actual/Target	N/A	N/A	90.00%	65.75%	90%	90%
			Sub-total	65%							
CUSTOMERS / STAKEHOLDERS	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 <i>0%=if less than 80%</i>	96.57%	93.67%	90.00%	96.75%	90%	90%

Component					Baseline				Target		
Objective/ Measure	Formula	Weight	Rating System	2020	2021	2022	2023	2024	2025		
CUSTOMERS / STAKEHOLDERS	SO 5	To increase Customer Base									
	SM 6	Number of Government Agencies Served	Actual number of agencies with delivered order	5%	Actual/ Target	95	115	113	158	125	141
		Sub-total		10%							
INTERNAL PROCESS	SO 6	To Provide On-time Delivery of Products and Services									
	SM7	Volume Sales without Penalty	[Sales Revenue Divided by (Penalty + Sales Revenue)] x 100	3%	99.80% to 100.00% = 3% 99.65% to 99.79% = 2% 99.50% to 99.64% = 1% Below 99.50% = 0%	99.77%	99.57%	99.80%	99.66%	99.50%	99.80%
	SO 7	To Set-up World-class Systems and Processes									
	SM 8	<i>Compliance to Quality Standards (ISO QMS)</i>									
		a. QC Plant	Actual Accomplishment	6%	All or Nothing	N/A	Passed Surveillance Audit (ISO 9001:2015)	Passed Surveillance Audit (ISO 9001:2015)	Passed Surveillance Audit (ISO 9001:2015)	Maintain ISO Certification	Maintain ISO Certification
b. LIMA Plant	6%	All or Nothing		Passed Surveillance Audit (ISO 9001:2015)	Passed Surveillance Audit (ISO 9001:2015)	Passed Surveillance Audit (ISO 9001:2015)	Passed Surveillance Audit (ISO 9001:2015)	Maintain ISO Certification	Maintain ISO Certification		

Component					Baseline				Target		
Objective/ Measure	Formula	Weight	Rating System	2020	2021	2022	2023	2024	2025		
INTERNAL PROCESS	SM 9	Development and Implementation of Disaster Risk reduction and Management (DRRM) Plan	Actual Accomplishment	2.5%	All or Nothing	N/A	N/A	N/A	N/A	N/A	Board-approved Public Service Continuity Plan (PSCP)
	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	N/A	N/A	No accomplishment	Installation of "Central Correspondence System" Completed	100% Completion and Rollout of the Accounting System for the "Enterprise Resource Planning" Project	Submission of the Board-approved ISSP to DICT
		Sub-total		20%							
LEARNING AND GROWTH	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	No accomplishment	No accomplishment	No accomplishment	Board-approved Competency Framework dated 22 December 2023	Improvement from the 2023 Baseline	Improvement from the 2024 Baseline
		Sub-total		5%							
	TOTAL		100%								

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Component					Baseline				Target	
Objective/ Measure	Formula	Weight	Rating System	2020	2021	2022	2023	2024	2025	
BONUS STRATEGIC MEASURES										
SM 12	GAD Budget Utilization	Budget Utilized for GAD / Total COB	1.00%	All or Nothing	-	-	-	-	-	5% of the Total of MOOE, PS and CAPEX
SM 13	ISO Certification on Environmental Management System or Business Continuity Management System	Actual Accomplishment	1.00%	All or Nothing	-	-	-	-	-	ISO 14001:2015 or ISO 22301:2019 Certification

For GCG:



ATTY. MARIUS P. CORPUS
Chairman

For APO-PUI:



ATTY. GIL CARLOS R. PUYAT IV
President