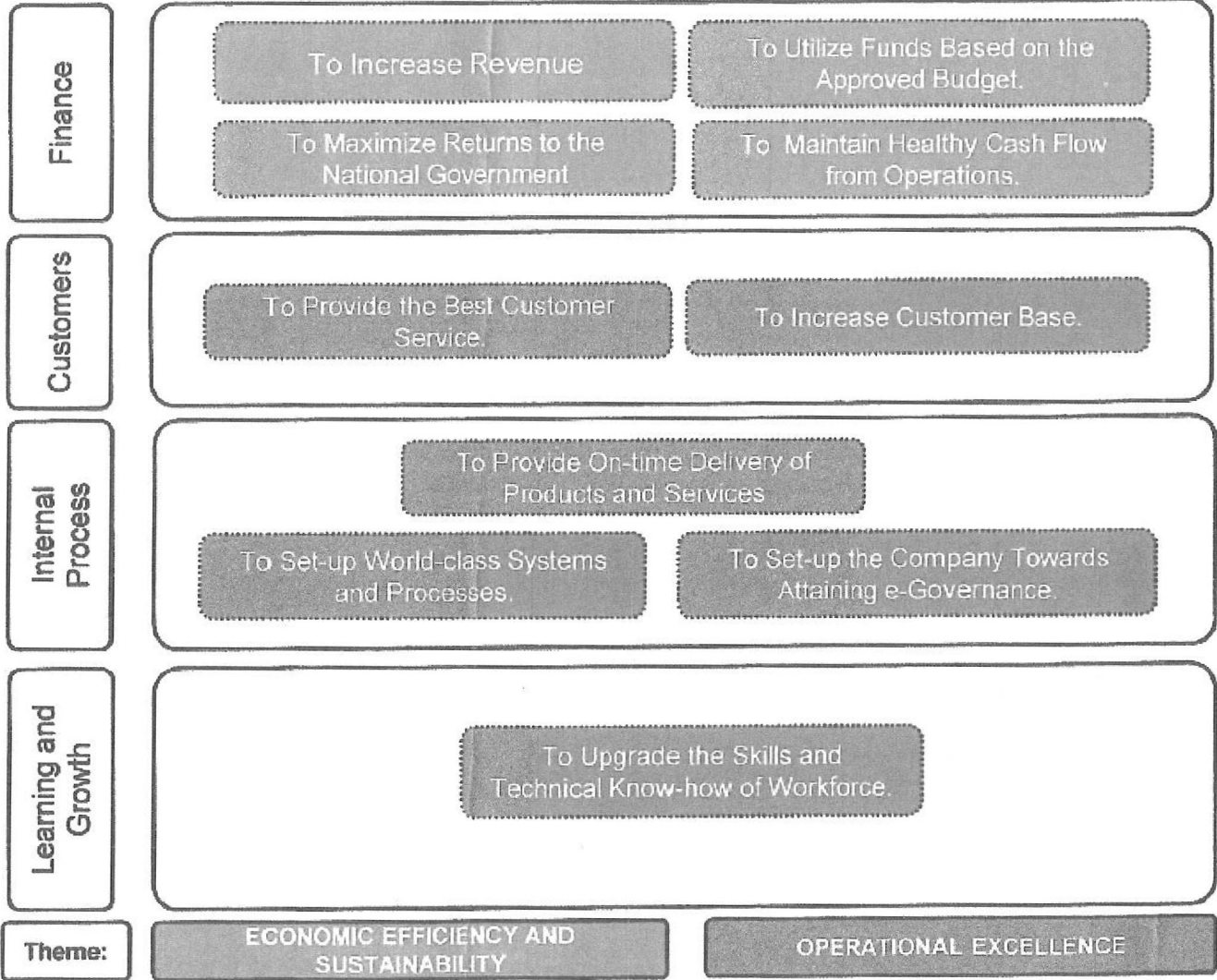


**APO Production Unit, Inc.**

**Vision**  
 By 2028, APO Production Unit, Inc. is a production firm that provides cutting-edge printing and digital solutions to the Philippine government and agencies, foreign governments, and international organizations, and promotes gender-responsive programs to its employees and stakeholders.

**Mission**  
 To provide innovative highly-sensitive security printing services that meet the requirements of national and foreign governments and local government units by providing equal employment opportunities to competent women, men, and persons of diverse Sexual Orientation, Gender Identity, and Expression.

- Core Values**
- Integrity
  - Innovativeness
  - Entrepreneurial Spirit
  - Pursue Growth and Learning
  - Social Responsibility
  - Teamwork



*Handwritten signature*

*Handwritten initials*

**APO PRODUCTION UNIT, INC. (APO-PUI)**

FINANCE	Component				Baseline Data						Target
	Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022	2023	2024	
SO 1	<b>To Increase Revenue</b>										
SM 1	Gross Sales Revenues <sup>a</sup>	Sales Revenue line item in the Notes to FS	35%	Actual / Target	₱1.315 Billion	₱1.431 Billion	₱2.323 Billion	₱2.016 Billion	₱2.287 Billion	₱2.860 Billion	
SM 2	Revenues of Joint Venture (JV) Company <sup>b</sup>	Actual Total Revenues	10%	Actual / Target	₱3.127 Billion	₱1.516 Billion	₱1.965 billion	₱3.056 Billion	₱3.839 Billion	₱2.427 Billion	
SO 2	<b>To Maintain Healthy Cash Flow from Operations</b>										
SM 3	EBITDA (in Millions) <sup>c</sup>	Net Income + Interest + Taxes + Depreciation + Amortization	15%	Actual / Target	₱349.16 Million	₱244.26 Million	₱216.95 Million	₱370.40 Million	₱376.49 Million	₱249.06 Million	
SO 3	<b>To Maximize Returns to the National Government</b>										
SO 4	<b>To Utilize Funds Based on Approved Budget</b>										
SM 4	Budget Utilization Rate (BUR)	Actual Disbursement / Budget* *(MOOE and CAPEX)	5%	Actual / Target	N/A	N/A	N/A	39.26%	90%	90%	
	<b>Sub-total</b>		<b>65%</b>								

Notes: a. The baseline figures for Gross Sales Revenues are based on the Commission on Audit (COA)'s Annual Audit Report (AAR) of APO-PUI's Financial Statements. Differences are noted between the baseline figures and the COA-audited numbers since the measure in the previous performance scorecards of APO-PUI only pertain to sales from the Quezon City and Limasat Batangas plants. The 2024 measure includes all sales revenues including those from APO-PUI's satellite offices.  
b. The baseline figures for Revenues of the JV Company are based on COA AAR. Differences are noted between the GCG-validated figures and the COA-audited figures for 2020 and 2021 due to restatements in the COA-audited FS.  
c. The baseline figures for EBITDA are based on the COA AAR of APO-PUI's Financial Statements. Differences are noted between the baseline figures and the COA-audited numbers due to the restatements of the balances in APO-PUI's Financial Statements.




	Component				Baseline Data					Target	
	Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022	2023	2024	
CUSTOMERS / STAKEHOLDERS	<b>SO 5</b>	<b>To Provide the Best Customer Service</b>									
	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%	Non-compliant with the prescribed guidelines of the GCG Standard Methodology	96.67%	93.51%	92.38%	90%	90%
	<b>SO 6</b>	<b>To Increase Customer Base</b>									
	SM 6	Number of Government Agencies Served	Actual number of agencies with delivered order	5%	Actual / Target	177	95	115	113	119	125
		<b>Sub-total</b>		<b>10%</b>							
	<b>SO 7</b>	<b>To Provide On-Time Delivery of Products and Services</b>									
	SM 7	Volume of Sales without Penalty*	Total Sales without Penalty / Total Contracted Sales	3%	99.50% = 3% 99.25% = 2% 99.00% = 1% 0% if lower than 99.00%	99.97%	99.77%	99.57%	99.80%	0.05%	99.50%
	<b>SO 8</b>	<b>To Set-Up World-Class Systems and Processes</b>									
	INTERNAL PROCESS	ISO Certification									
		SM 8	a. QC Plant	Actual Accomplishment	6%	All or Nothing	Certified to ISO 9001:2015	Passed Surveillance Audit (ISO 9001:2015)	Passed Surveillance Audit (ISO 9001:2015)	Passed Surveillance Audit (ISO 9001:2015)	ISO 9001:2015 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)	ISO 9001:2015 Certification	Maintain ISO Certification

\* Baseline figure is different from validated figures because a new formula is adopted starting 2024.

	Component				Baseline Data				Target		
	Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022	2023	2024	
<b>LEARNING &amp; GROWTH</b>	<b>SO 9</b>	<b>To Set-up the Company Towards Attaining e-Governance</b>									
	SM 9	Thrust towards e-Governance	Actual Accomplishment	5%	All or Nothing	N/A	N/A	No Accomplishment	No Accomplishment	Installation of "Central Correspondence System"	100% Completion and Rollout of the Accounting System for the "Enterprise Resource Planning" Project
		<i>Sub-total</i>		<b>20%</b>							
	<b>SO 10</b>	<b>To Upgrade the Skills and Technical Know-how of Workforce</b>									
SM 10	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	<i>Not Accomplished</i>	<i>Not Accomplished</i>	No Accomplishment	No Accomplishment	a. Board-Approved Competency Model	Improvement from the 2023 Baseline	
							No Accomplishment	No Accomplishment	b. Establish Baseline		
	<i>Sub-total</i>		<b>5%</b>								
	<b>TOTAL</b>		<b>100%</b>								

For GCG:

  
**ATTY. MARIUS P. CORPUS**  
*Chairperson*

For APO-PUI:

  
**HON. HERMAN EMILIANO M. MEDINA-CUE**  
*President*