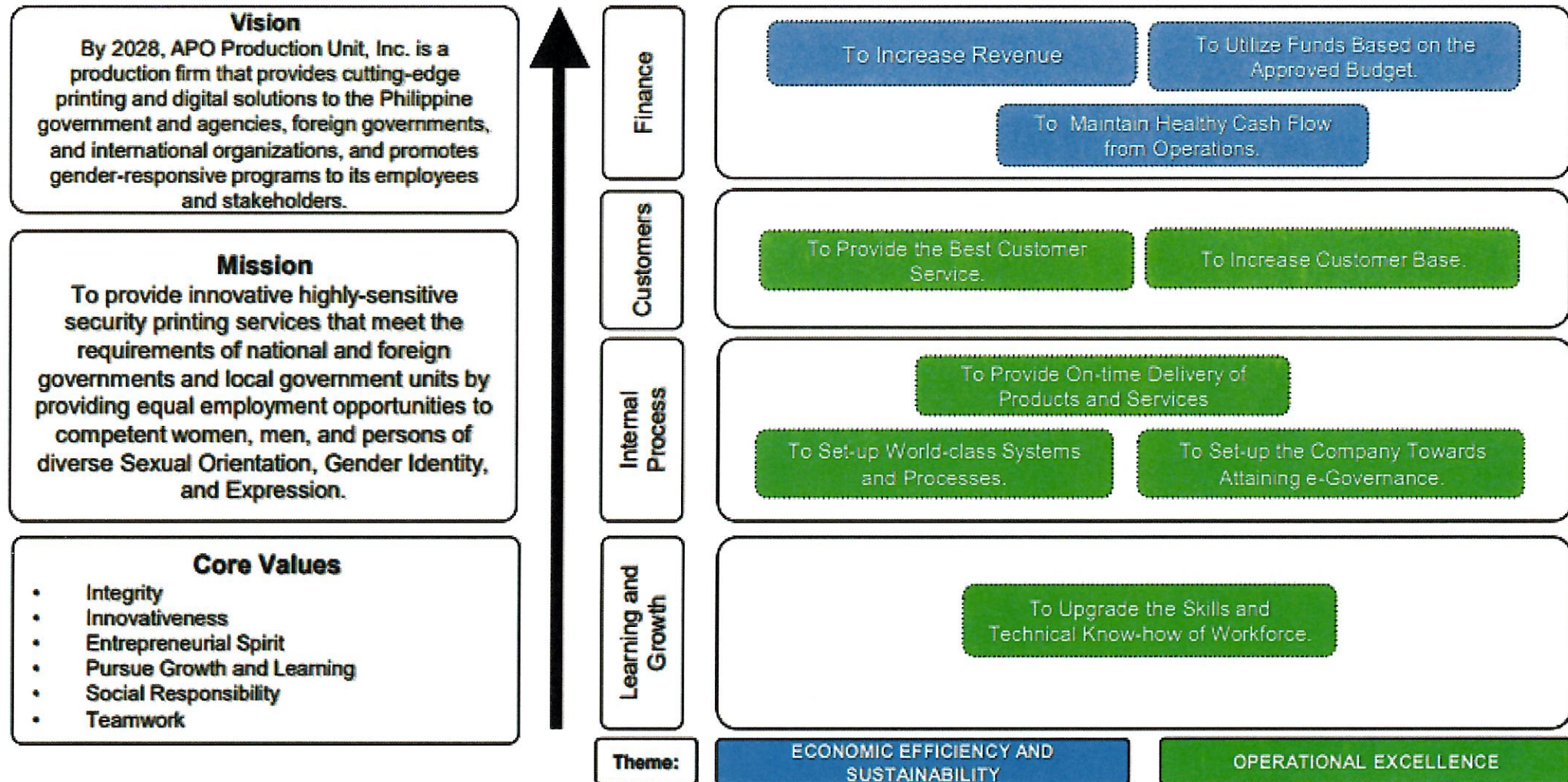


APO Production Unit, Inc.



APO PRODUCTION UNIT, INC. (APO-PUI)

2026 Performance Scorecard (Annex B)

Components					Baseline		Target		
Objective/ Measure	Formula	Weight	Rating System	2022	2023	2024	2025	2026	
SO 1	To Increase Revenue								
SM 1	Gross Sales Revenue	Sales Revenue per Notes to FS, excluding Revenues from passport printing and Share in the Profit/Revenue from Joint Venture	24%	(Actual/Target) x Weight	₱2.011 Billion	₱2.976 Billion	₱2.860 Billion	₱3.024 Billion	₱3.149 Billion
SM 2	Revenue from Passport Project	Sales Revenue from the Passport Project	10%	(Actual/Target) x Weight	₱2.390 Billion	₱2.419 Billion	₱2.427 Billion	₱1.929 Billion	₱2.219 Billion
SO 2	To Maintain Healthy Cash Flow from Operations								
SM 3	EBITDA (in Millions)	Net income + Interest + Taxes + Depreciation + Amortization	25%	(Actual/Target) x Weight	₱416 Million	₱568 Million	₱249 Million	₱407.08 Million	₱216.71 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) x Weight	39.26%	65.75%	90%	90%	90%
		Sub-total	64%						

FINANCE

Components					Baseline		Target			
Objective/ Measure	Formula	Weight	Rating System	2022	2023	2024	2025	2026		
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) x Weight 0%=if less than 80%	90%	96.75%	90%	90%	90%
	SO 5	To Increase Customer Base								
	SM 6	Number of Government Agencies Served	Actual number of agencies with delivered order	5%	(Actual/Target) x Weight	113	158	125	141	150
			Sub-total	10%						
INTERNAL PROCESS	SO 6	To Provide On-time Delivery of Products and Services								
	SM7	Volume of 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%	99.80%	99.66%	99.50%	99.80%	99.80%
	SO 7	To Set-up World-class Systems and Processes								
		<i>Compliance with Quality Standards (ISO QMS)</i>								
	SM 8	a. Tax Stamp Production in QC and Lima Plants	Actual Accomplishment	4%	All or Nothing	Passed Surveillance Audit	Passed Surveillance Audit	Maintain ISO Certification	Maintain ISO Certification	Maintain ISO Certification
	b. Security Printing of passports in Lima Plant	4%		All or Nothing	Passed Surveillance Audit	Passed Surveillance Audit	Maintain ISO Certification	Maintain ISO Certification	Maintain ISO Certification	

Components					Baseline		Target			
Objective/ Measure	Formula	Weight	Rating System	2022	2023	2024	2025	2026		
INTERNAL PROCESS	SM 9	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	-	-	-	Board-approved Public Service Continuity Plan (PSCP)	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	5%	All or Nothing	No Accomplishment	Installation of "Central Correspondence System" Completed	100% Completion and Rollout of Accounting System for the "Enterprise Resource Planning" Project	Submission of the Board-approved ISSP to DICT	Submission of the Board-approved ISSP to DICT/MITHI
			Sub-total	21%						
LEARNING GROWTH	SO 9	To Upgrade the Skills and Technical Know-how of Workforce								
	SM11	Percentage of Employees Meeting Required Competencies	Number of Plantilla Employees Meeting Required Competencies ÷ Total Filled Plantilla by Year-end	5%	All or Nothing	No Accomplishment	Board-approved Competency Framework dated 22 December 2023	Improvement from the 2023 Baseline	Improvement from the 2024 Baseline	Improvement from the 2025 Baseline
			Sub-total	5%						
		TOTAL		100%						

Components				Baseline		Target			
Objective/ Measure	Formula	Weight	Rating System	2022	2023	2024	2025	2026	
BONUS MEASURES									
	GAD Budget Utilization	Budget Utilized for GAD ÷ Total COB	1.00%	All or Nothing	-	-	-	-	5%
	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