

**PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)**  
**Validated 2023 Performance Scorecard**

Component						PADC Submission		GCG Validation		Supporting Documents	Remarks											
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating														
FINANCE	SO 1 Expand Revenue Generation to Support Corporate Growth																					
	SM 1	Growth Revenues (in millions)	Absolute Amount	20%	Actual / Target	155.44	No Annual Audit Report (ARR)	-	₱62.446 million	8.03%	- COA's Management Letter to PADC for CY 2023	<table><tr><th>Revenue Items</th><th>Amount (P)</th></tr><tr><td>Sales Income</td><td>0.061</td></tr><tr><td>Rental Income</td><td>59.097</td></tr><tr><td>Other Income</td><td>3.288</td></tr><tr><td>Total</td><td>62.446</td></tr></table>	Revenue Items	Amount (P)	Sales Income	0.061	Rental Income	59.097	Other Income	3.288	Total	62.446
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	Sales Income	0.061																				
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Other Income	3.288																					
Total	62.446																					
SO 2 Exercise Sound Financial Management																						
SM 2	Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA) (in millions)	Net Income + Interest + Taxes + Depreciation + Amortization	10%	Actual / Target	2.36	No Annual Audit Report (ARR)	-	Unverifiable	0%	- COA's Management Letter to PADC for CY 2023	PADC has no Annual Audit Report for CY 2023.											
SM 3	Percentage of Core Revenues Against Total Revenues	Core Revenues / Total Revenues	20%	Actual / Target 0% = If less than 30%	51.46%	No Annual Audit Report (ARR)	-	0.10%	0%	- COA's Management Letter to PADC for CY 2023	PADC has no Annual Audit Report for CY 2023.											

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FINANCE	SM 4	Payment of Dividends	Dividends Paid / Amount Due	5%	Actual / Target	Payment in accordance with DOF Payment Plan	No Annual Audit Report (ARR)	-	58.14% of Total Amount Due was paid in 2023	2.91%	- COA's Management Letter to PADC for CY 2023	The total payment of ₱29.822 million from 2021-2023 translates to 58.14% of the total dividends due.	
	SM 5	Budget Utilization Rate (BUR)	Actual Disbursement / Total Budget for CO and MOOE	10%	Actual / Target	90%	No approved COB	-	Unverifiable	0%	- COA's Management Letter to PADC for CY 2023	PADC has no approved COB and Annual Audit Report for CY 2023.	
	Sub-total			65%				-		10.94%			
CUSTOMERS/STAKEHOLDERS	SO 3 Provide Maintenance, Repair, and Overhaul (MRO) Services to Stakeholders												
	SM 6	Percentage of Satisfied Customers	Number of respondents which gave at least a Satisfactory rating / Total number of respondents		Actual / Target  0% = If less than 80%	90%						ARTA's CSM compliance status for CY 2023	PADC has no submission, thus tagged as <b>non-compliant</b> .
		a. Lessees		5%			Non-compliant	-	Non-compliant	0%			
		b. MRO Clients		5%			Non-compliant	-	Non-compliant	0%			
	Sub-total			10%				-		0%			

for



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INTERNAL PROCESS	SO 4 Technology Advancement											
	SM 7	MOU/MOA with Other Government/ Private MRO Providers	Actual Accomplishment	5%	All or Nothing	Signed MOU/MOA	Signed MOU	-	Signed MOU	5%	Signed MOU with INAEC Aviation Corporation and Alpha Aviation Group (Phil.) Inc.	PADC signed two (2) Memoranda of Understanding (MOU) with the following: 1. INAEC Aviation Corporation and Alpha Aviation Group (Phil.) Inc. 2. Alpha Aviation Group (Phil.) Inc.
	SM 8	Modernize Existing Equipment	Actual Accomplishment	10%	All or Nothing	Modernize Existing Equipment	-	-	Not Accomplished	0%	N/A	This measure was not provided by PADC with any reported accomplishments from the 1 <sup>st</sup> to 4 <sup>th</sup> quarters of 2023. Likewise, no supporting documents nor relevant information are available to determine the status of the target.
	SO 5 Compliance to International Standards											
	SM 9	ISO Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification	No approved COB	-	Not Accomplished	0%	- Database of ISO QMS Certifications/Recertification as Evidence for 2022 PBB (as of 15 December 2023)  - Letter from PADC re ISO Audit.	Target not met.
Sub-total			20%				-		5%			

*Signature*

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	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
LEARNING & GROWTH	SO 6 Maintain Professionalized Work Force											
	SM 10	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	Board-approved Competency Framework	-	-	Not Accomplished	0%	N/A	This measure was not provided by PADC with any reported accomplishments from the 1 <sup>st</sup> to 4 <sup>th</sup> quarters of 2023. Likewise, no supporting documents nor relevant information are available to determine the status of the target.
	Sub-total			5%				-		0%		
	TOTAL			100%				-		15.94%		

for