

## Annex A

**PNOC RENEWABLES CORPORATION (PNOC RC)**  
**Validated 2022 Performance Scorecard**

Component					Target	PNOC RC Submission		GCG Validation		Supporting Documents	Remarks											
Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating														
SOCIAL IMPACT	SO 1	Promote Low Carbon Development Strategies																				
	SM 1	Amount of CO <sub>2</sub> (tCO <sub>2</sub> e) Reduced/Avoided	Absolute Amount	15%	Actual over Target	2,837.34	2,837.34	15%	2,837.34	15%	<ul style="list-style-type: none"><li>PNOC RC Memorandum dated 20 January 2023, re: Equivalent GHG Reduction/ Avoidance for 2022</li></ul>	Breakdown of accomplishment: <table><tr><th>Existing Projects</th><th>Actual CO<sub>2</sub> Equivalent reduction for 2022 4Q (tCO<sub>2</sub>e)</th></tr><tr><td>EEL</td><td>102.14 tCO<sub>2</sub>e</td></tr><tr><td>Solar Rooftop</td><td>2,724.20 tCO<sub>2</sub>e</td></tr><tr><td>Hydropower</td><td>11.00 tCO<sub>2</sub>e</td></tr><tr><td>TOTAL EXISTING</td><td>2,837.34 tCO<sub>2</sub>e</td></tr></table>	Existing Projects	Actual CO <sub>2</sub> Equivalent reduction for 2022 4Q (tCO <sub>2</sub> e)	EEL	102.14 tCO <sub>2</sub> e	Solar Rooftop	2,724.20 tCO <sub>2</sub> e	Hydropower	11.00 tCO <sub>2</sub> e	TOTAL EXISTING	2,837.34 tCO <sub>2</sub> e
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TOTAL EXISTING	2,837.34 tCO <sub>2</sub> e																					
	Sub-total		15%				15%		15%													
FINANCE	SO 2	Achieve Sustainable Fiscal Growth																				
	SM 2	Gross Revenue in Php	Absolute Amount	20%	Actual over Target	₱ 20.40 Million	₱ 30.532 Million	20%	₱ 30.836 Million	20%	<ul style="list-style-type: none"><li>PNOC RC Memorandum dated 23 January 2023, re: Revenue as of 31 December 2022</li><li>2022 COA-Audited Financial Statements (FS)</li></ul>	Breakdown of PNOC RC's Gross Revenue for 2022 is as follows: <table><tr><th>Particulars</th><th>2022 COA Audit Report</th></tr><tr><td>Power Supply System Fees</td><td>15,890,957.00</td></tr><tr><td>Solar and Wind Project</td><td>14,945,479.00</td></tr><tr><td>TOTAL</td><td>₱30,836,436.00</td></tr></table> <p>Excluding ₱1,638,069.00 interest income gained from long-term and short-term investments.</p>	Particulars	2022 COA Audit Report	Power Supply System Fees	15,890,957.00	Solar and Wind Project	14,945,479.00	TOTAL	₱30,836,436.00		
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Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating															
FINANCE	SM 3 Amount of Investment by PNOC RC and/or Partners (in Php)																						
	3a	Amount of Investment by PNOC RC Partners (in Php)	Actual Accomplishment	0%	All or Nothing	Submission of Update Report	None	0%	None	0%	-	No accomplishment reported.											
	3b	Budget Utilization Rate	Actual Disbursement Total Approved Corporate Operating Budget  (Both Net of PS Cost)	5%	Actual over Target	90%	79%	4.37%	59.88%	3.33%	<ul style="list-style-type: none"><li>PNOC RC Memo dated 31 Jan 2023, re: 2022 Budget Utilization Report</li><li>Budget Utilization Report as of 4<sup>th</sup> Quarter</li><li>2022 COA-Audited Financial Statements (FS)</li></ul> <table><tr><th>Account</th><th>Amount (Million ₱)</th></tr><tr><td>Total Disbursements</td><td>15.570</td></tr><tr><td>Capital Outlay</td><td>1.497</td></tr><tr><td>MOOE</td><td>14.073</td></tr><tr><td>Approved COB</td><td>26.000</td></tr><tr><td>BUR</td><td>59.88%</td></tr></table>	Account	Amount (Million ₱)	Total Disbursements	15.570	Capital Outlay	1.497	MOOE	14.073	Approved COB	26.000	BUR	59.88%
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	Sub-total		25%				24.37%		23.33%														
STAKEHOLDERS	SO 3 Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders																						
	SM 4	Percentage of Satisfied Customers	Total Number of Respondents who gave at least Satisfactory Rating Total Number of Respondents	10%	Actual over Target  (If less than 80% = 0%)	90%	75%	0%	75%	0%	<ul style="list-style-type: none"><li>PNOC RC 2022 Final CSS Report dated January 2023 prepared by Premium Value Provider, Inc.</li><li>PVP Encoded Data of All Respondents</li></ul>	Only 9 out of 12 (75%) survey respondents gave at least a satisfactory raring to PNOC RC.											

Component					Target	PNOC RC Submission		GCG Validation		Supporting Documents	Remarks											
Objective/Measure		Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating													
STAKEHOLDERS	SO 4 Forged Links with Stakeholders																					
	SM 5	Number of Signed RE/EE-Related Projects (MOU/NDA/MOA)	Actual Accomplishment	15%	Actual over Target	3	4	15%	4	15%	<ul style="list-style-type: none"><li>Receiving copies of signed Memorandum of Agreements/ Understanding/ NDCAs with partner agencies/ companies</li></ul>	<table><thead><tr><th>Project</th><th>Date signed</th></tr></thead><tbody><tr><td>100 MW Lal-lo Solar Farm Consultancy Project</td><td>March 2022</td></tr><tr><td>Government Energy Management Program</td><td>March 2022</td></tr><tr><td>Renewable Energy Projects for Electric Cooperatives</td><td>April 2022</td></tr><tr><td>150 MW Cagayan Wind Farm Consultancy Project</td><td>April 2022</td></tr></tbody></table>	Project	Date signed	100 MW Lal-lo Solar Farm Consultancy Project	March 2022	Government Energy Management Program	March 2022	Renewable Energy Projects for Electric Cooperatives	April 2022	150 MW Cagayan Wind Farm Consultancy Project	April 2022
	Project	Date signed																				
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Sub-total			25%				15%		15%													
INTERNAL PROCESS	SO 5 Ensure Effective Project Development Processes																					
	SM 6	Number of Technical Studies Conducted	Actual Accomplishment	15%	Actual over Target	3	3	15%	3	15%	<ul style="list-style-type: none"><li>Copies of Technical and Financial Studies crafted by PNOC RC</li></ul>	Technical and Financial Studies for Solar PV Rooftop Projects as follows:  <ol style="list-style-type: none"><li>100 kWp PTTC Solar PV Rooftop</li><li>585 kWp BSP (Manila) Solar Rooftop Expansion</li><li>200 kWp SSS Solar Rooftop Project</li></ol>										
	Sub-total			15%				15%		15%												



Component					Target	PNOC RC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating				
LEARNING AND GROWTH	SO 6	Build the Organization										
	SO 7	Enhance the Organizational Capital										
	SM 7	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification	ISO 9001:2015 Certification	5%	ISO 9001:2015 Certification	5%	<ul style="list-style-type: none"><li>ISO 9001:2015 Certification issued by TUV SUD Group on 19 December 2022</li></ul>	ISO 9001:2015 Certification for Provision of Technical services for Renewable Energy and Energy Efficiency and Conservation Programs issued by TUV SUD Group last 19 December 2022.
	SM 8	Maintain a Disaster Recovery (DR) System on Company's Critical Electronic Files	Actual Accomplishment	10%	Actual over Target	Submission of Quarterly Monitoring Reports to the PNOC RC Office of the President	3	10%	3	10%	<ul style="list-style-type: none"><li>PNOC RC Memorandum re: PNOC RC 1<sup>st</sup> – 3<sup>rd</sup> Quarter 2022 Disaster Recovery Backup Report</li><li>Quarterly submission of Backup Tasks FY 2022</li></ul>	Based on the DR Backup Reports submitted, all backup tasks attained 100% backup frequency and has not encountered any loss and/or system disruption.
	SO 8	Enhance the Human Capital										
	SM 9	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies Met Total Employees	5%	Actual over Target	85%	89%	5%	88.89%	5%	<ul style="list-style-type: none"><li>PNOC RC Memorandum dated 19 January 2023 re: Employee Competency Report 2022 (Annual)</li><li>PNOC RC Employee Competency Report 2022</li></ul>	32 out of 36 (88.89%) total PNOC RC employees met the required competencies of their respective positions.
		Sub-total	20%			20%		20%				
		VALIDATED TOTAL	100%			89.37%		88.33%				

LEARNING AND GROWTH