

2024 PERFORMANCE SCORECARD

CLARK INTERNATIONAL AIRPORT CORPORATION (CIAC)

Component					Baseline Data				Targets		
Objective/Measure	Formula	Rating Scale	Weight	2019	2020	2021	2022	2023	2024		
SOCIAL IMPACT	SO 1	Enabled Dynamic Development of the Clark Civil Aviation Complex									
	SM 1	Aircraft Movement Volume	International + Domestic + General Aviation Flights	Actual / Target	0%	35,738	8,920	2,386	5,664	9,552	18,608
	SM 2	Number of New Employment Generated by CCAC Locators (including sub-lessees)	Absolute Number	Actual / Target	5%	N/A	408	918	990	2,000	1,000
		Subtotal			5%						
FINANCIAL	SO 2	Sustained Financial Performance									
	SM 3	Revenues (in million pesos)	Service & Business Income + Gains + Other Non-operating Income	Actual / Target	20%	₱1,055.176	₱471.254	₱557.395	₱761.326	₱514.275	₱640.237
	SM 4	EBITDA (in million pesos)	Net Income + Interest Exp + Income Taxes + Depreciation + Amortization	Actual / Target	10%	₱368.995	₱258.844	₱376.730	₱558.922	₱201.479	₱360.157
	SM 5	Budget Utilization Rate (BUR)	Actual Disbursement/ Scheduled Disbursement (Total COB net of PS Cost)	Actual / Target	5%	N/A	N/A	N/A	67.09%	90%	90%
		Subtotal			35%						

Component					Baseline Data				Targets		
Objective/Measure	Formula	Rating Scale	Weight	2019	2020	2021	2022	2023	2024		
STAKEHOLDERS	SO 3	Increased Economic Opportunities									
	SM 6	Number of Lease Agreements Signed (Locators within CCAC)	Retained Plus New Less Expired, Terminated, and Merged Lease Agreements	Actual / Target	10%	159	47	51	51	Additional 10 Locators from 2022 Cumulative Total	Additional 5 Lease Agreements (Locators) from 2023 Cumulative Total
	SO 4	Enhanced Stakeholder Experience									
	SM 7	Percentage of Satisfied Customers	Number of respondents who gave at least a Satisfactory rating / Total number of respondents	Actual / Target <i>0% = If less than 80%</i>	5%	92.86%	95.00%	97.78%	88.37%	90%	90%
			Subtotal		15%						
INTERNAL PROCESS	SO 5	Strengthen Business Processes									
	SM 8	ISO 9001:2015	Actual Accomplishment	All or Nothing	5%	<i>Measure Excluded (due to transfer of O&M functions)</i>	Certified to ISO 9001:2015	Maintained ISO 9001:2015 Certification (Passed 1st Surveillance Audit)	Maintained ISO 9001:2015 Certification (Passed 2nd Surveillance Audit)	Pass Re-Certification Audit	Pass 1 st Surveillance Audit



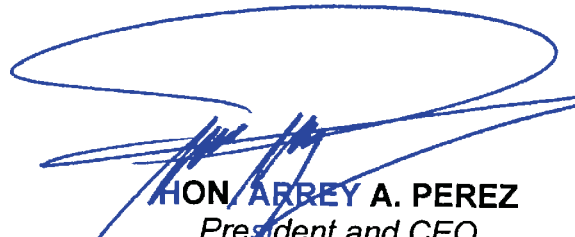
Component				Baseline Data				Targets		
Objective/Measure	Formula	Rating Scale	Weight	2019	2020	2021	2022	2023	2024	
SO 6	Develop and Upgrade Airport and CCAC Infrastructure/Equipment									
	Implementation of Airport Infrastructure Projects									
	Design and Build of the New Eighteen-Storey Air Traffic Control Tower Building Facility at CRK	Percentage Accomplishment	Actual/ Target	10%	N/A	Submitted Bidding Docs and TOR to BCDA on 07 Oct 2020	27.606% actual progress on Design and Construction of New CRK Control Tower	39.60% Completed	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments
SM 9	Supply, Installation, Testing, and Commissioning of Primary Surveillance Radar (PSR) and Secondary Surveillance Radar (SSR)	Percentage Accomplishment	Actual/ Target	10%	N/A	Submitted Bidding Docs to BCDA on 28 October 2020	Revised Project Start Date on 26 December 2021 Phase 1 of the Supply, Installation, Testing, and Commissioning of PSR and SSR	10.83% actual progress rate versus 10.76% scheduled percentage of completion as per contract	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments
	Supply, Installation, Testing & Commissioning of New Air Traffic Communication System and Relocation of Various Communication, Navigation, and Surveillance (CNS) Equipment	Percentage Accomplishment	Actual/ Target	15%	N/A	N/A	N/A	N/A	N/A	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments
	Subtotal			40%						

Component					Baseline Data				Targets		
Objective/Measure	Formula	Rating Scale	Weight	2019	2020	2021	2022	2023	2024		
LEARNING & GROWTH	SO 7	Enrich Employee Performance and Development									
	SM 10	Percentage of Employees Meeting Required Competencies	Plantilla Employees Meeting Required Competencies / Total Filled Plantilla as of Yearend	Actual/ Target	5%	74.34% (84 out of 113 employees)	85.19% (92 out of 108 employees)	100% (112 out of 112 employees)	100% (108 out of 108 employees)	100%	100%
			Subtotal		5%						
			TOTAL		100%						

For GCG:


ATTY. MARIUS P. CORPUS
Chairperson

For CIAC:


HON. ARREY A. PEREZ
President and CEO