PERFORMANCE SCORECARD 2020

PNOC RENEWABLES CORPORATION (PNOC RC)

	Component					Baseline		Target		
		Objective/Measure	Formula	Wt.	Rating System	2017	2018	2019	2020	
SOCIAL IMPACT	SO 1	Promote Low Carbon Development Strategies								
	SM 1	Amount of CO ₂ (tCO ₂ e) Reduced/Avoided	Total tons of actual carbon dioxide (tCO ₂) avoided based on the tCO ₂ e per technology	10%	Actual over Target	941.61∞	1,618.34∞	2,996.34	2,837.34	
Ö			Sub-total	10%						
	SO 2	Achieve Sustainable Fiscal Growth								
	SM 2	Gross Revenue in PhP	Amount of gross revenue from projects in PhP	20%	Actual over Target	23.36 Million	21.28 Million	27.23 Million	26.78 Million	
SE	SM 3	Amount of Investment by PNOC RC and/or Partners (in PhP)	Amount of investment by PNOC RC and/or partners in PhP			105 Million				
FINANCE	SM 3a	Amount of Investment by PNOC RC and/or Partners (in PhP)	Amount of investment by PNOC RC and/or partners in PhP	0%	All or Nothing	N/A	N/A	Submission of Update Report	Submission of Update Report	
	SM 3b	Budget Utilization (OPEX)	Actual operating <u>expenditure</u> Budgeted operating expenditure	10%	Actual over Target	N/A	N/A	N/A	70%	
			Sub-total	<i>30</i> %						

			Component			Baseline		Target		
		Objective/Measure	Formula	Wt.	Rating System	2017	2018	2019	2020	
	SO 3	Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders								
STAKEHOLDER	SM 4	Percentage of Satisfied Customers	Number of Satisfied Respondents Total Number of Respondents	10%	(Actual over Target) If less than 80%= 0%	92.50%	100%	90% Satisfied Customers*	90% Satisfied Customers**	
KEH	SO 4	Forged Links with Stakeholders								
STA	SM 5	Number of Signed RE/EE- Related Projects (MOU/NDA/MOA)	Total number of RE/EE projects with signed agreements	10%	Actual over Target	14	12	12	3	
			Sub-total							
	SO 5	5 Ensure Effective Project Development Processes								
INTERNAL PROCESS	SM 6	Number of Technical Studies Conducted/ Completed	Total number of completed technical studies	15%	Actual over Target	17	12	12	3	
=			Sub-total	15%						

Component					Baseline		Target			
	Objective/Measure	Formula	Wt.	Rating System	2017	2018	2019	2020		
SO 6	6 Build the Organization									
SO 7	7 Enhance the Organizational Capital									
SM 7	Develop Strategic Performance Management System Guidebook		5%	All or Nothing	N/A	N/A	N/A	Submission of Board- Approved Manual		
SM 8	Compliance to Quality Standards	ISO 9001 Certificate Awarded	10%	All or Nothing	Passed Surveillance Audit	Passed 2 nd Surveillance Audit	ISO Re- Certification	Passed Surveillance Audit		
SO 8	8 Enhance the Human Capital									
SM 9	Percentage of Employees with Required Competencies Met	No. of employees with required competencies met Total employees	10%	Actual over Target (If less than 80%= 0%)	Established Baseline (80.39%)	91.49%	85%	91.49%		
		25%								
7 approfi	5 K	TOTAL	100%		п 11					

^{*} Using the Enhanced Standard Methodology and Questionnaire developed by GCG.

* Rebased using the 2019 standard reference of 0.6032 tCO₂e/1,000 kWh for EEL projects (from 15.98 tCO₂e/1,000 kWh).