

PERFORMANCE SCORECARD 2019
PNOC RENEWABLES CORPORATION (PNOC RC)

Component					Baseline		Target		
	Objective/Measure	Formula	Wt.	Rating System	2016	2017	2018	2019	
SOCIAL IMPACT	SO 1	Promote Low Carbon Development Strategies							
	SM 1	Amount of potential CO ₂ (tCO ₂ e) reduced/avoided	Total tons of potential carbon dioxide (tCO ₂) avoided based on the tCO ₂ e per technology	10%	Actual over Target	N/A	1,715.00	2,162.40	1,238.08
	SM 2	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	-	2,506.96	4,222.00	2,996.34*
		Sub-total		20%					
	SO 2	Achieve Sustainable Fiscal Growth							
FINANCE	SM 3	Gross Revenue in Php	Amount of gross revenue from projects in Php	20%	Actual over Target	2.86 Million	23.36 Million	16.55 Million	27.23 Million
	SM 4	Amount of Investment by PNOC RC and/or Partners (in Php)	Amount of investment by PNOC RC and/or partners in Php			268.18 Million	105 Million		
	SM 4a	Amount of Investment by PNOC RC Partners	Amount of investment by PNOC RC partners in Php	0%	All or Nothing	N/A	N/A	5 Million	Submission of Update Report
	SM 4b	Budget Utilization of RE and EE Projects	Actual capital expenditure for RE projects Budgeted capital expenditure for RE projects	15%	Actual over Target	N/A	N/A	80%	80%
		Sub-total		35%					

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STAKEHOLDER	SO 3	Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders						
	SM 5	Percentage of Satisfied Customers	Number of Satisfied Respondents over Total Number of Respondents	5%	(Actual/Target) If less than 80%= 0%	90.80%	92.50%	90% Satisfied Customers*
	SO 4	Forged Links with Stakeholders						
	SM 6	Number of signed RE/EE-related projects (MOU/NDA/MOA)	Total number of RE projects with signed agreements	10%	Actual over Target	12	14	12
	Sub-total		15%					
INTERNAL PROCESS	SO 5	Ensure Effective Project Development Processes						
	SM 7	Number of Feasibility Studies conducted/completed a. EE Projects - Solar Rooftop - EEL b. Hydro	Total number of completed FS	15%	Actual over Target	26	17	12
						4		
						22		
						-		
	Sub-total		15%					

* Using the Standard Methodology and Questionnaire prescribed by GCG.

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LEARNING AND GROWTH	SO 5	Build the Organization						
	SO 6	Enhance the Organizational Capital						
	SM 8	Compliance to Quality Standards	ISO 9001 Certificate Awarded	10%	All or Nothing	ISO Certification	Passed Surveillance Audit	ISO Re-Certification
	SO 7	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	Board-Approved Competency Framework	Established Baseline (80.39%)	83%
Sub-total			15%					
TOTAL			100%					

* Using the Standard Methodology and Questionnaire developed by GCG.

* In prior years' computations, PNO C RC uses 15.98 tCO₂e/1,000 kWh standard reference for EEL projects. For 2019, the standard reference used is .6032 tCO₂e/1,000 kWh. Using the 2019 standard reference, the figures for 2017 and 2018 would be 941.61 tCO₂e and 1,618.34 tCO₂e, respectively.