

(ANNEX B) PERFORMANCE SCORECARD 2018

PNOC RENEWABLES CORPORATION (PNOC RC)

Component					Baseline		Target		
	Objective/Measure		Formula	Wt.	Rating System	2015	2016	2017	2018
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	N/A	17,783.20	2,162.40
	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	13.64	1,093.68	2,496.97	4,222
		Sub-total		20%					
FINANCE	SO 2	Achieve Sustainable Fiscal Growth							
	SM 3	Gross Revenue	Amount of gross revenue from projects in Php	15%	Actual over Target	N/A	2.86 Million	22.04 Million	16.55 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			325.80 Million	268.18 Million	105 Million	
	SM 4a	Amount of Investment by PNOC RC Partners	Amount of investment by PNOC RC partners in Php	5%	Actual over Target	N/A	N/A	N/A	5 Million
	SM 4b	Budget Utilization of RE Projects	Actual capital expenditure for RE projects Budgeted capital expenditure for RE projects	15%	Actual over Target	N/A	N/A	N/A	80%
		Sub-total		35%					

Component					Baseline		Target		
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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	Average satisfaction rating	5%	(Actual/Target) If less than 80%= 0%	98.90%	90.80%	≥ 90%	90%*
	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	10	12	12	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	7	26 4 22 -	12 10 2	12
	Sub-total		15%						
LEARNING AND GROWTH	SO 6	Enhance the Organizational Capital							
	SM 8	ISO Certification	Maintained certification	5%	All or Nothing	N/A	ISO Certification	Passed Surveillance Audit	Passed Surveillance Audit
	SO 7	Enhance the Human Capital							
	SM 9	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies Met Total Employees	10%	Actual Increase Target Increase	N/A	N/A	Established Baseline	83%
	Sub-total		15%						
TOTAL			100%						

* Using the Standard Methodology and Questionnaire developed by GCG.