

PNOC RENEWABLES CORPORATION (PNOC RC)

Component					Baseline		Target		
	Objective/Measure		Formula	Wt.	Rating System	2020	2021	2022	2023
SOCIAL IMPACT	SO 1	Promote Low Carbon Development Strategies							
	SM 1	Amount of CO <sub>2</sub> (tCO <sub>2</sub> e) Reduced/Avoided (in metric tons)	Absolute Amount	15.00%	Actual over Target	2,837.34	2,837.34	2,837.34	3,132
	Subtotal			15.00%					
FINANCE	SO 2	Achieve Sustainable Fiscal Growth							
	SM 2	Net Income (in Million Php)	Absolute Amount	20.00%	Actual over Target	(37.91)	(40.62)	N/A	5.00 <sup>1</sup>
	SM 3	Budget Utilization Rate	<div>Actual Disbursement Total Approved COB</div> <div>(Both Net of PS Cost)</div>	5.00%	Actual over Target	N/A	N/A	90%	90%
	Subtotal			25.00%					
STAKEHOLDERS	SO 3	Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders							
	SM 4	Percentage of Satisfied Customers	<div>Number of Satisfied respondents</div> <div>Total number of respondents</div>	10.00%	Actual over Target (if less than 80% = 0)	80.00%	90.00%	90.00%	90.00%

<sup>1</sup> Subject to the financial viability of the disposition of assets.



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**2023 Performance Scorecard**

Component						Baseline		Target	
	Objective/Measure		Formula	Wt.	Rating System	2020	2021	2022	2023
STAKEHOLDERS	SO 4	Forged links with Stakeholders							
	SM 5	Number of Signed RE/EE-Related Projects	Actual Accomplishment	17.50%	Actual over Target	2	5	3	6
	Subtotal			27.50%					
INTERNAL PROCESS	SO 5	Ensure Effective Project Development Processes							
	SM 6	No. of Technical Studies conducted	Actual Accomplishment	17.50%	Actual over Target	5	4	3	6
	Subtotal			17.50%					
LEARNING AND GROWTH	SO 6	Enhance the Organizational Capital							
	SM 7	Compliance to Quality Standards	Actual Accomplishment	10.00%	Pass or Fail	No Actual Accomplishment	N/A	ISO 9001:2015 Certification	ISO 9001:2015 Certification (1 <sup>st</sup> Surveillance)
	SM 8	Percentage of Employees with Required Competencies Met	Number of employees with required competencies met Total employees	5.00%	Actual over Target	5.26%	86.11%	85%	90%
	Subtotal			15.00%					
TOTAL				100.00%					

For GCG:

JUSTICE ALEX L. QUIROZ (RET.)

Chairperson

For PNOC RC:

MR. JOHN J. ARENAS

President and Chief Executive Officer