

## PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)

Components						Baseline Data		Targets	
	Objective/Measure		Formula	Rating Scale <sup>al</sup>	Weight	2019	2020	2021	2022
FINANCIAL	SO 1	Expand Revenue Generation to Support Corporate Growth							
	SM 1	Gross Revenues <i>(in millions)</i>	Absolute Amount	Actual / Target	25%	—	60.54	63.62	57.41
	SO 2	Exercise Sound Financial Management							
	SM 2	Earnings Before Interest, Taxes, Depreciation, and Amortization [EBITDA] <i>(in millions)</i>	Net Income + Interest + Taxes + Depreciation + Amortization	Actual / Target	10%	—	19.47	18.84	18.49
	SM 3	Percentage of Core Revenues Against Total Revenues	Core Revenues / Total Revenues	Actual / Target <i>0% = If less than 30%</i>	25%	—	5.41%	51%	51%
	SM 4	Payment of Dividends	Dividends Paid / Amount Due	Actual / Target	10%	—	—	Payment in accordance with DOF Payment Plan	Payment in accordance with DOF Payment Plan
	SM 5	Budget Utilization Rate (BUR)	Actual Disbursement / Total Budget for CO and MOOE	Actual / Target	10%	N/A	N/A	N/A	90%
	Sub-total				80%				
	CUSTOMERS / STAKEHOLDERS	SO 3	Provide Transport Services to Stakeholders						
SM 6		Percentage of Satisfied Customers	Number of respondents which gave <i>at least</i> a Satisfactory rating / Total number of respondents	Actual / Target <i>0% = If less than 80%</i>		—	Not Accomplished	Using the Enhanced Standard Guideline on the Conduct of CSS by the GCG	
		a. Lessees						90%	90%
		b. MRO Clients						90%	90%
Sub-total				10%					

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INTERNAL PROCESS	SO 4	Develop/ Modernize PADC Capability							
	SO 5	Compliance to International Standards							
	SM 7	ISO Certification	Actual Accomplishment	All or Nothing	5%	—	Not Accomplished	ISO 9001:2015 Certification	ISO 9001:2015 Certification
	Sub-total				5%				
LEARNING & GROWTH	SO 6	Maintain Professionalized Work Force							
	SM 8	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	All or Nothing	5%	—	None	Board-approved Competency Framework	Board-approved Competency Framework
	Sub-total				5%				
	TOTAL WEIGHT				100%				

a/ But not to exceed the weight assigned per indicator.