ANNEX A

PNOC RENEWABLES CORPORATION (PNOC RC) Validated 2019 Performance Scorecard

		Compor	nent			Target	Submis	sion	GCG Vali	idation	Supporting	Remark	(e
	Objective/Measure Formula		Weight	Rating System	2019	Actual	Rating	Score	Rating	Documents	Kentur		
	SO 1	Promote Low Ca	rbon Development	t Strategie	s								
SOCIAL IMPACT	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	0%	Actual over Target	1,238.08	No Solar Installations	0.00%	Excluded	0.00%	 PES Form 2 PNOC RC Memorandum dated 23 January 2020, re: Q4 2019 Budget Utilization Report PNOC RC Memorandum dated 16 March 2020, re: 2019 Budget Utilization Report (Based on 2019 Audited Balances) Copy of Secretary's Certificates dated 15 February (PNOC RC) and 30 May 2019 (PNOC) 	<i>Measure and target</i> No projects complete the year due to direction in its Corpo Budget and prioritiz projects, as appro PNOC RC and PNO	ed/installed for changes in rate Operating ation of other ved by both
SOCIA			Total tons of								PNOC RC Memorandum dated 20 January 2020, re:	Breakdown of accon	nplishment: Actual CO2
												Existing Project	Equivalent reduction for 2019 4Q (tCO ₂ e)
		Amount of CO ₂	actual carbon dioxide (tCO ₂)	100/	Actual			o (=0)		a .=a/		1MW Rizal Hydropower Project	11 tCO ₂ e
	SM 2	(tCO ₂ e) Reduced/Avoided) avoided based 10%	10%	over Target	2,996.34	2,837.34	9.47%	2,837.34	9.47%	Equivalent GHG	2,570kWp at several government offices	2,724.2 tCO ₂ e
											Reduction/ Avoidance for 2019	LED Replacement Project for PPPC PNPA Silang Cavite (3,725 LED bulbs)	102.14 tCO ₂ e
												TOTAL EXISTING	2,837.34 tCO ₂ e
			Sub-total	10%				9.47%		9.47%			

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	Compo			Target	Submission		GCG Validation		Supporting	Domosiko		
Obj	Objective/Measure Formula		Weight	Rating System	2019	Actual	Rating	Score	Rating	Documents	Remarks	
SO 2	Achieve Sustair	able Fiscal Growth	ı									
	Gross	Amount of gross		Actual						 PNOC RC Memorandum dated 21 January 2020, re: 	The breakdown o Gross Revenue f follows:	
SM 3	Revenue in	revenue from	20%	over	27.23 Million	33.02 Million	20%	32.94 Million	20%	Revenue as of 31	Particulars	2019
	PhP	projects in PhP		Target	Willion	Minor		Minion		December 2019 2019 COA Audited Financial Statements	Power Supply System Fees	22,943,201.00
											Dividend Income	10,000,000.00
											TOTAL	P 32,943,201.00
	Amount of Invest	ment by PNOC RC a	ners (in Phl	^{>})								
	a. Amount of Investment by PNOC RC Partners	Amount of investment by PNOC RC partners in PhP	0%	All or Nothing	Submission of Update Report	No Investment for 2019	0.00%	Submission of Update Report	0.00%	PNOC RC Monthly Project Monitoring Report	Measure and target retained for monitoring purposes.	
SM 4	b. Budget Utilization of RE and EE Projects	Actual capital expenditure for <u>RE projects</u> Budgeted capital expenditure for RE projects	0%	Actual over Target	80%	0.00%	0.00%	Excluded	0.00%	 PNOC RC Memo dated 23 January 2020, re: Q4 2019 Budget Utilization Report PNOC RC Memo dated 16 March 2020, re: 2019 Budget Utilization Report (Based on 2019 Audited Balances) Secretary's Certificates dated 15 February and 30 May 2019 2019 Actual Budget Utilization Report 2019 COA Audited Financial Statements 	2019 Corporate (as approved by and PNOC, co budget for Pers	in direction, the Dperating Budget, both PNOC RC ponsisted only of ponnel Cost (PS) ace and Other
		Sub-total	20%				20%		20%			

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	Component					Target	Submis	sion	GCG Validation		Supporting	Remarks	
	Obje	Objective/Measure Formula		Weight	Rating System	2019	Actual	Rating	Score	Rating	Documents	Remarks	
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 over Target If less than 80%=0%	90%	84%	4.67%	90.91%	5%	 Customer Satisfaction Survey 2019 Final Report prepared for PNOC RC by People Dynamics, Inc. 	It must be noted that while PNOC RC tried to comply with the minimum sample size of 100, for GCG purposes, only one response will be considered for each business customer, identified by the mode of all the responses from each business customer. Recomputed, 10 out of 11 (90.91%) of the agencies rated PNOC RC with at least satisfactory rating.	
SO 4 Forged Links with Stakeholders													
STAKEHOLDERS	SM 6	Number of Signed Renewable Energy (RE) / Energy Efficiency (EE) Related Projects (MOU/NDA/MOA)	Total number of RE projects with signed agreements	10%	Actual over Target	12	12	10%	14	10%	 Copies of MOUs/ MOAs/NDCA with partner agencies/ companies. 	No Partner/Project 1 LGU-Baguio City (MOU) 2 Philippine Economic Zone Authority (MOU) 3 National Development Company (MOU) 4 Benguet Electric Cooperative, Inc. (MOU) 5 LGU-Baguio City (MOU) 6 HUU Building Solutions Inc. (MOU) 7 Challenergy Philippines, Inc. (MOU) 8 RCDG Construction Corporation (MOU) 9 SAMJIN LND Co., Ltd. (MOU) Philippine Globe Energy Development and Const. Corp. (MOU) 11 DBM (NDCA) 12 Province of Batanes (MOU) 13 Provincial Government of Quirino 14 The Provincial Government of Quirino	
			Sub-total	15%				14.67%		15%		(MOA)	

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						Target	Submis	sion	GCG Val	idation				
		Component				laiget	ousinic				Supporting Documents	Remarks		
	Objective/Measure		Formula	Weight	Rating System	2019	Actual	Rating	Score	Rating	Documents			
	SO 5	Ensure Effective Project Development Processes												
INTERNAL PROCESS	SM 7	Number of Feasibility Studies Conducted/ Completed a. EE Projects - Solar Rooftop - EEL b. Hydro	Total number of completed FS	0%	Actual over Target	12	12	15%	Excluded	0.00%	 Copies of Technical and Financial Studies and Pre-Feasibility Study crafted by PNOC RC 	Measure and target excluded. No feasibility studies were completed in 2019. PNOC RC requested the amendment of the measure to "Number of Technical Studies Conducted/Completed" with a corresponding target of three (3) completed studies. The request was based on the "new directives set by the PNOC and PNOC RC BODs" which directed PNOC RC to focus on Waste- to-Energy (WTE), AFP Modernization through RE Technology, RE in SPUG Areas, and Operation and Maintenance of Existing Projects.		
			Sub-total	0%				15%		0.00%				
	SO 6	Build the Organization												
H	SO 7	Enhance the Org	anizational Capita	ıl										
LEARNING AND GROWTH	SM 8	Compliance to Quality Standards	ISO 9001 Certificate Awarded	10%	All or nothing	ISO Re- Certification	-	0.00%	-	0.00%	 PNOC RC Letter dated 22 January 2020, re: Submission of 4th Qtr. Performance Scorecard Status Report and Validating Documents Timeline of Events/ Activities on the ISO Re-Certification 	PNOC RC failed to recertify its ISO 9001:2015 Certification due to four (4) failed biddings. PNOC RC's certification expired on 18 November 2019.		

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	Component					Target Submission		ssion	GCG Validation		Supporting	Remarks	
	Objective/Measure Form		Formula	Weight	Rating System	2019	Actual	Rating	Score	Rating	Documents	Kontarko	
	SO 7 Enhance the Human Capital												
LEARNING AND GROWTH	SM 9	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies Met over Total Number of Employees	5%	Actual over Target	85%	85%	5%	85.37%	5%	 PNOC RC Memorandum dated 20 January 2020, re: Employee Competency Report 2019. PNOC RC Employee Competency Report 2019 	35 out of the 41 total employees met the required competencies of their respective positions.	
	Sub-total 15%							5%		5%			
			TOTAL	60%				64.14%		49.47%			

PNOC RC Validated Score: <u>49.47%</u> = 82.45% 60.00%