

2025 PERFORMANCE SCORECARD (ANNEX B)

MACTAN-CEBU INTERNATIONAL AIRPORT AUTHORITY (MCIAA)

Component					Baseline		Targets		
Objective/Measure	Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025		
SOCIAL IMPACT	<b>SO 1</b>	<b>Ensure Air Network/Route Development responsive to Sustainable and Inclusive Economy</b>							
	SM1	Volume in Passenger (in Millions)	Domestic Passengers + International Passengers	10%	Actual / Target	5.56	10.125	11.5	11.70
	SM 2	Volume in Aircraft Movement	Domestic Flights + International Flights	10%		54,997	123,095	104,092	100,038
	SM 3	Volume of Cargo Movements (in Metric Tons)	Domestic Cargo + International Cargo	8%		56,596	58,035	60,309	63,336
	<b>SO 2</b>	<b>Enhance Climate Action and Disaster Resilience</b>							
	SM 4	Airport Emergency Readiness for Disaster Resiliency – Airport Partial Emergency Exercise with Evaluation	Actual Accomplishment	5%	All or Nothing	MCIAA's Korean Air Incident Response in October 2022 considered by CAAP as Full-scale Emergency Exercise.	Passed Tabletop Airport Emergency Exercise with a rating of 85.41%	4.51 Rating for Mactan Airport Crash and Rescue Exercise (MACREX)	Achieve 4.0 or higher rating  50% of the evaluators must not give an overall rating of below 4.0
	SM 5	Percentage of Incidents Responded to within ICAO Standard Time for the following emergencies:							
		a. Aircraft – 3 mins	Incidents Responded to within ICAO Standard Time / Total Incidents for the Year	1%	All or Nothing	100%	100%	100%	100%
		b. Security – 10 mins		1%		100%	100%	100%	100%
		c. Medical – 8 mins		1%		100%	100%	100%	100%
<b>Subtotal</b>			<b>36%</b>						

		Component			Baseline		Targets		
Objective/Measure		Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025	
<b>FINANCE</b>	<b>SO 3</b>	<b>Maintain Capital Spending and Financial Sustainability</b>							
	SM 6	EBITDA <i>(in Million Pesos)</i>	Net Income + Interest Expense + Taxes + Depreciation + Amortization	8%	Actual / Target	283.263	640.31	538.76	599.51
	SM 7	Aeronautical Revenues <i>(in Million Pesos)</i>	Landing & Take-off Fees + Aircraft Lighting Charges + Aircraft Parking Fees + Passenger Service Charge	8%	Actual / Target	394.23	784.6	917.527	1,146.24
	SM 8	Non-Aeronautical Revenues <i>(in Million Pesos)</i>	Total Service Income + Other Business Income (excluding Aero and Advance Rental Income) + Other Non-Operating Income	8%	Actual / Target	502.48	559.56	428.3	490.17
	SM 9	Budget Utilization Rate (BUR)	Actual Disbursement (net of PS Cost) / Total COB (net of PS Cost and planned disbursement for subsequent years)	5%	Actual / Target	90.34%	91.28%	90%	90%
			<b>Subtotal</b>		<b>29%</b>				



		Component			Baseline		Targets		
Objective/Measure		Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025	
CUSTOMERS & STAKEHOLDERS	SO 4	Create an Accessible and Stress-Free Passenger Experience							
	SM 10	Percentage of Satisfied Customers	Number of respondents giving at least a Satisfactory rating / Total number of respondents	5%	Actual / Target 0% = if less than 80%	Passengers – 96.99% Airlines – 82.35% Concessionaires – 95.77%	95.70%	90%	90%
	SM 11	Rating for ACI-ASQ Survey (Departure)	Actual rating for "Overall Satisfaction"	5%	Actual / Target 0% = if below 3.5	N/A	4.67	4.25	4.5
	<b>Subtotal</b>			<b>10%</b>					
	SO 5	Develop MCIAA Process to Regulate Partners According to the Concession Agreement							
SM 12	Compliance Rate of Concessionaire to Performance Commitments under the Concession Agreement	Actual Compliance / Total Performance Commitments	5%	Actual / Target	86.96%	93.56%	100%	100% (excluding the Parameter on Immigration)	
INTERNAL PROCESS	SO 6	Comply with Prevailing Statutory, Regulatory and Legal Requirements Especially ICAO Standards							
	SM 13	a. ISO 9001:2015 Quality Management System Certification	Actual Accomplishment	5%	All or Nothing	Maintained ISO 9001:2015 Certification	Maintained ISO 9001:2015 Certification (Re-certification)	Maintain ISO 9001:2015 Certification	Maintain ISO 9001:2015 Certification



Component					Baseline		Targets	
Objective/Measure	Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025	
b. ISO 45001:2018 Occupational Health & Safety Certification	Actual Accomplishment	5%	All or Nothing	Attained ISO 45001:2018 Certification	Maintained ISO 45001:2018 Certification (Passed 1 <sup>st</sup> Surveillance Audit)	Maintain ISO 45001:2018 Certification	Maintain ISO 45001:2018 Certification	
SM 14 Aerodrome Certification	Actual Accomplishment	1%	All or Nothing	Passed Aerodrome Surveillance Audit	Measure excluded	N/A	Pass Aerodrome Surveillance Audit	
SM 15 Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	4%	All or Nothing	N/A	N/A	N/A	Board-approved Public Service Continuity Plan (PSCP)	
<b>SO 7</b>	<b>Plan and Develop the Friendliest Airport Resort</b>							
<b>SO 8</b>	<b>Collaborate with Key Stakeholders for Seamless Integration of Transport and Connectivity</b>							
	<b>Subtotal</b>	<b>20%</b>						
<b>SO 9</b>	<b>Reorganize, Re-orient, and Right-size MCIAA to Fulfill Its Current and Emerging Roles</b>							
SM 16 Percentage of Employees Meeting Required Competencies	Percentage of incumbents meeting required competency / filled plantilla	5%	Actual / Target	94.25% (475 out of 504 employees)	97.32% (545 out of 560 employees)	100%	100%	
<b>SO 10</b>	<b>Equip/Provide appropriate Modern Work Facilities, IT Systems and Cybersecurity Infrastructure</b>							
	<b>Subtotal</b>	<b>5%</b>						
	<b>TOTAL</b>	<b>100%</b>						

LEARNING & GROWTH

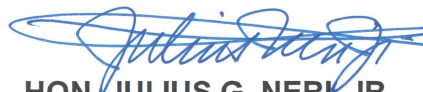
Component				Baseline		Targets	
Objective/Measure	Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025
<b>BONUS STRATEGIC MEASURE:</b>							
GAD Budget Utilization	5% of total COB	1%	All or Nothing		N/A		5% of total budget
ISO 14001:2015 Environment Management System Certification	Actual Accomplishment	1%	All or Nothing		N/A		ISO 14001:2015 Certification

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

For GCG:

  
**ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ**  
*Commissioner*

For MCIAA:

  
**HON. JULIUS G. NERI, JR.**  
*CEO / General Manager*