

PNOC RENEWABLES CORPORATION (PNOC RC)

Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
SOCIAL IMPACT	SO 1	Promote Low Carbon Development Strategies							
	SM 1	Amount of CO ₂ (tCO ₂ e) Reduced/ Avoided <i>(In metric tons)</i>	Absolute Amount	15%	(Actual / Target) x Weight	13,756 tCO ₂ e ¹	19,396 tCO ₂ e	3,132 tCO ₂ e ²	18,822.20 tCO ₂ e
	Subtotal			15%					
FINANCIAL	SO 2	Achieve Sustainable Fiscal Growth							
	SM 2	Gross Revenue <i>(In Php)</i>	Absolute Amount	20%	(Actual / Target) x Weight	₱30.84 Million	N/A	₱22.45 Million	₱22.45 Million
	SM 3	Budget Utilization Rate	Actual Disbursement over Total Approved COB <i>(both Net of PS Cost)</i>	10%	(Actual / Target) x Weight	59.88%	54.21%	90%	90%
	Subtotal			30%					
STAKEHOLDERS	SO 3	Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders							
	SM 4	Customer Satisfaction Survey (CSS)	Total Number of Respondents who gave at least Satisfactory Rating over Total Number of Respondents	15%	(Actual / Target) x Weight <i>(If less than 80%= 0%)</i>	75%	99.77%	90%	90% ²

¹ This a restated figure to include accomplishment from MGI.

² Approved target does not include projected accomplishment from MGI.

² Based on GCG – ARTA Joint Memorandum Circular No. 1, s. 2023. Covers external customers only.

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	SO 4	Forged Links with Stakeholders							
	SM 5	Number of Signed RE/EE Related Contracts	Actual Accomplishment	10%	(Actual / Target) x Weight	4	7	N/A	3
	Subtotal			25%					
INTERNAL PROCESS	SO 5	Ensure Effective Project Development Processes							
	SM 6	Creation of Operation and Maintenance Manual for Solar Rooftop Project	Actual Accomplishment	10%	All or Nothing	N/A	N/A	Operation and Maintenance Manual for Solar Rooftop Projects	Board-Approved Operation and Maintenance Manual for Solar Rooftop Projects
	SM 7	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification	ISO 9001:2015 (1st Surveillance Audit)	ISO 9001:2015 (2nd Surveillance Audit)	ISO 9001:2015 Certification
	Subtotal			15%					
LEARNING & GROWTH	SO 6	Build the Organization							
	SO 7	Enhance the Human Capital							
	SM 8	Percentage of Employees with Required Competencies Met	Competency Level 2025 – Competency Level 2024 (where Competency Level = Total Number of Employees with Required Competencies Met / Total Number of Employees)	10%	All or Nothing	88.89%	96.67%	90%	Increase from 2024 Competency Level

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	SO 8	Enhance the Organizational Capital							
	SM 9	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	Board-Approved Public Service Continuity Plan (PSCP)
		Sub-total		15%					
		TOTAL		100%					
BONUS STRATEGIC MEASURES AND TARGETS									
FINANCIAL	GAD Budget Utilization Rate		Actual Disbursement for GAD-related Activities / Total COB	1%	All or Nothing	N/A	N/A	N/A	5% of Total COB
INTERNAL PROCESS	ISO Certification on any of the following Standards:								
	i.	Environmental Management System (EMS) Certification	Actual Accomplishment	1%	All or Nothing	N/A	N/A	N/A	ISO 14001:2015 Certification
	ii.	Business Continuity Management Systems (BCMS)	Actual Accomplishment		All or Nothing	N/A	N/A	N/A	ISO 22301:2019 Certification

