

PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)

Component					Baseline Data				Target		
	Objective/Measure	Formula	Rating Scale	Weight	2019	2020	2021	2022	2023	2024	
FINANCIAL	SO 1	Expand Revenue Generation to Support Corporate Growth									
	SM 1	Gross Revenues ^a	Absolute Amount	Actual / Target	20%	₱75.056 million	₱60.544 million	₱54.291 million	₱62.837 million	₱155.440 million	₱205 million
	SO 2	Exercise Sound Financial Management									
	SM 2	Earnings Before Interest, Taxes, Depreciation, and Amortization [EBITDA] ^a	Net Income + Interest + Taxes + Depreciation + Amortization	Actual / Target	20%	₱18.986 million	₱19.550 million	₱17.509 million	₱18.778 million	₱2.360 million	₱24.877 million
	SM 3	Percentage of Core Revenues Against Total Revenues ^a	Gross Revenues without Rental Income ÷ Gross Revenues	Actual / Target <i>0% = If less than 30%</i>	10%	38.62%	15.63%	6.13%	0.03%	51.46%	61.95%
	SM 4	Payment of Dividends	Dividends Paid / Total Dividends Due	Actual / Target	5%	N/A	N/A	₱6.359 million	₱8.78 million out of ₱31.77 million	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	42.63%	90%	90%
	Sub-total				65%						

Note: a. The baseline figures for SM 1, SM 2, and SM 3 from 2019-2021 are based on the Commission on Audit (COA)'s Annual Audit Report (AAR) of PADC's Financial Statements (including the restatement of prior years' figures). The 2022 baseline for the three measures is based on the GCG's validated accomplishment computed using the figures from PADC's submission.

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CUSTOMERS/ STAKEHOLDERS	SO 3	Provide Maintenance, Repair, and Overhaul (MRO) Services to Stakeholders									
	SM 6	Percentage of Satisfied Customers	Number of respondents who gave at least a satisfactory rating / Total Number of Respondents	Actual / Target <i>0% = If less than 80%</i>	10%	-	No accomplishment	No accomplishment	No accomplishment	90%	90%
		Sub-total			10%						
INTERNAL PROCESS	SO 4	Technology Advancement									
	SM7	MOU/MOA with Other Government/ Private MRO Provider	Signed Memorandum of Agreement/ Understanding with a new client for MRO services	All or Nothing	5%	N/A	N/A	N/A	N/A	Signed MOU/MOA	Signed MOU/MOA
	SM 8	Modernize Existing Equipment	Actual Accomplishment	Actual / Target a. 2% b. 8%	10%	N/A	N/A	N/A	N/A	Modernized Existing Equipment	a. 100% completion of repairs and maintenance of tools and equipment b. 100% supply and delivery of new Machinery Equipment budgeted in Capital Outlay

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	SO 5	Compliance to International Standards								
	SM 9	ISO Certification	Actual Accomplishment	All or Nothing	5%	-	No accomplishment	No accomplishment	No accomplishment	ISO 9001:2015 Certification
				Sub-total	20%					
LEARNING & GROWTH	SO 6	Maintain Professionalized Work Force								
	SM 10	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	All or Nothing	5%	-	No accomplishment	No accomplishment	No accomplishment	Board-approved Competency Framework
				Sub-total	5%					
				TOTAL WEIGHT	100%					