

**PITC PHARMA INC.**  
**2015 Performance Scorecard**

| Component     |                   |  |                 |        | PPI Submission         |                        | GCG Evaluation |                        | Supporting Documents | Remarks   |            |
|---------------|-------------------|--|-----------------|--------|------------------------|------------------------|----------------|------------------------|----------------------|---|------------|
|               | Objective/Measure | Formula  | Weight          | Target | Actual                 | Rating                 | Score          | Rating                 |                      |   |            |
|               | SO 1              | Provide Access to Affordable Essential Medicines through Public Entities / Facilities  |                 |        |                        |                        |                |                        |                      |   |            |
| SOCIAL IMPACT | SM 1              | Participate in all DOH, PHIC and PCSO bidding. Present price list, price of winning bidder should be comparable or lower that the price offered by PPI for oncology and vaccines | Absolute Number | 15%    | 90%                    | 3 out of 3<br>100%     | 15%            | 3 out of 3<br>100%     | 15%                  | -Memorandum showing that DOH conducted a competitive public bidding and sales invoice from the delivery of vaccines to PCSO<br>-PPI's 2015 price list | Acceptable |
|               | SM 2              | Number of PHIC-Contracted and DOH Medicines Access Sites served/ Total Number of PHIC-Contracted and DOH Medicines Access Sites  | Absolute Number | 10%    | 100%<br>(25 out of 25) | 100%<br>(25 out of 25) | 10%            | 100%<br>(25 out of 25) | 10%                  | List of Philhealth contracted hospitals and sales invoices per list of PHIC contracted DOH Medicine Access Sites served                               | Acceptable |
|               | SM 3              | Number of Local Government Units (LGUs) served by PPI Provinces - 80; Cities -122 and Municipalities - 1,496   | Absolute Number | 10%    | 1,104                  | 1,629                  | 10%            | 1,629                  | 10%                  | Copies of Sales invoice per LGU and BHS   | Acceptable |

| Component |                   |                                      |                 |        |                    | PPI Submission     |        | GCG Evaluation                     |        | Supporting Documents   | Remarks  |
|-----------|-------------------|--------------------------------------|-----------------|--------|--------------------|--------------------|--------|------------------------------------|--------|--|--|
|           | Objective/Measure |                                      | Formula         | Weight | Target             | Actual             | Rating | Score                              | Rating |  |  |
|           |                   | Sub-Total                            |                 | 35%    |                    |                    | 35%    |                                    | 35%    |  |  |
| FINANCIAL | SO 2              | Grow Sales                           |                 |        |                    |                    |        |                                    |        |  |  |
|           | SM 4              | Amount of Sales net of VAT           | Absolute Number | 20%    | ₱900.006 Million   | ₱941.258 Million   | 20%    | ₱941.258 Million                   | 20%    | Income Statement (EBITDA method) - and breakdown of Output stated on the interim financial statement | Sales of PPI has 3 categories. These categories are sales from Other Government Accounts, and sales from Private Accounts. It is noted that the sales from DOH increased by 76% from ₱ 514.794 Million in 2014. However, sales from Other Government Accounts and Private Accounts decreased by 24% and 19%, respectively. Overall, the 2015 sales increased by 68.10% compared to 2014 sales. |
|           | SO 3              | Sustain the Organization's Viability |                 |        |                    |                    |        |                                    |        |  |  |
|           | SM 5              | Positive EBITDA                      | Absolute Number | 10%    | ₱4.8 Million       | ₱12.860 Million    | 10%    | ₱12.860 Million                    | 10%    | Income Statement (EBITDA method)   | Acceptable   |
|           |                   | Sub-Total                            |                 | 30%    |                    |                    | 30%    |                                    | 30%    |  |  |
| CUSTOMERS | SO 4              | Achieve Customer Satisfaction        |                 |        |                    |                    |        |                                    |        |  |  |
|           | SM 6              | Overall satisfaction rating          |                 | 5%     | Above satisfactory | Above satisfactory | 5%     | Score of 4.10 or Very Satisfactory | 5%     | -Overall Satisfaction Rating Result.<br>-Copy of contract of third party provider                    | It was noticeable that out of the 50 respondents only 21 or 42% were able to accomplish the customer service feedback survey.  |

| Component |  |   |                 |        | PPI Submission |        | GCG Evaluation |        | Supporting Documents | Remarks   |
|-----------|--|---|-----------------|--------|----------------|--------|----------------|--------|----------------------|---|
|           | Objective/Measure  | Formula   | Weight          | Target | Actual         | Rating | Score          | Rating |                      |   |
|           |  |   |                 |        |                |        |                |        | and questionnaire    | <p>85.71% of the respondents gave an excellent to very satisfactory rating.</p> <p>The survey also reflected the problems being encountered by PPI in terms of timeliness of delivery of services completed within the agreed time frame, outcome achieved or meeting certain requirements and understanding client needs as these attributes received unsatisfactory rating.</p>   |
|           | <b>SO 5 Ensure a Transparent and Fair Business Process for Suppliers</b> |   |                 |        |                |        |                |        |                      |   |
|           | SM 7   | Number of suppliers participating in procurement activities for trade goods | Absolute Number | 5%     | 38             | 95     | 5%             | 69     | 5%                   | <p>List of Suppliers participated in procurement activities and attendance on the public bidding</p> <p>Based on the PPI's submission of actual accomplishment, the total suppliers participated in procurement is 95. However, upon validation of supporting documents submitted, the number of suppliers participated on the procurement activities is only 69.</p> <p>PPI counted the number of suppliers based on manufacturer/principal they represent. Since the measure counts the number of suppliers which participated during the procurement</p> |

| Component        |                   |   |                 |            |   | PPI Submission |            | GCG Evaluation |            | Supporting Documents   | Remarks   |
|------------------|-------------------|---|-----------------|------------|---|----------------|------------|----------------|------------|--|---|
|                  | Objective/Measure | Formula   | Weight          | Target     |   | Actual         | Rating     | Score          | Rating     |  |   |
|                  |                   |   |                 |            |   |                |            |                |            |  | process, the counting of suppliers is regardless of what manufacturers they represent.  |
|                  |                   | <b>Sub-Total</b>                                      |                 | <b>10%</b> |   |                | <b>10%</b> |                | <b>10%</b> |  |   |
| INTERNAL PROCESS | <b>SO 6</b>       | <b>Expand Product Lines and Business Partnerships</b> |                 |            |   |                |            |                |            |  |   |
|                  | SM 8              | New product lines and packages introduced             | Absolute Number | 5%         | 3 | 4              | 5%         | 3              | 5%         | -List of 2014 Products Lines and Packages<br>-Sales invoice of new products & packages provided by PPI | The new products and packages are TB Drugs for Adult CAT 1, TB Drugs for Children Kit, Digital Sphygmomanometer. The Anti - Rabies Vaccine - Chick embryo cell (purified, inactivated) Lyophilized powder is included on the 2014 list of product lines and packages though a sales transaction is made on 2015.  |
|                  | SM 9              | New business partnerships                             | Absolute Number | 5%         | 3 | 3              | 5%         | 1              | 2%         | Copies of MOU with Biofarma, contract with MSD, and MOA with DOH                                       | PPI reported generating 3 new partnerships. Review of the supporting documents showed that PPI signed a Memorandum of Understanding (MOU) with Biofarma, a pharmaceutical company in Indonesia, to undergo negotiations and discussions regarding the implementation of supply and distribution of products manufactured by Biofarma to government hospitals and agencies and other local |

| Component |                   |  |        |        |     | PPI Submission |        | GCG Evaluation |        | Supporting Documents                                   | Remarks   |
|-----------|-------------------|--|--------|--------|-----|----------------|--------|----------------|--------|--|---|
|           | Objective/Measure | Formula  | Weight | Target |     | Actual         | Rating | Score          | Rating |  |   |
|           |                   |  |        |        |     |                |        |                |        |  | <p>consumers in the Philippines. The MOU however shall not constitute a partnership between the two parties as stated in Section 3.1 of the MOU.</p> <p>The Memorandum of Agreement (MOA) signed with DOH is not considered to be a new business partnership since PPI and DOH have been business partners, although a new contract has been signed between the two parties, it does not signify new partnership since it's a revision of existing arrangement from sales to service fee.</p> |
|           | <b>SO 7</b>       | <b>Deliver Responsive and Timely Services to Customers</b>     |        |        |     |                |        |                |        |  |   |
|           | SM 10             | Percentage of orders delivered on time for DOH, PHIC, and PCSO |        | 5%     | 90% | 62.75%         | 3%     | 62.75%         | 3%     | Table of delayed and on time delivery per order to DOH | <p>The total number of delivery of PPI to DOH, PHIC, and PCSO is 291 orders. The delivery of orders is scheduled on a quarterly basis. On the 1Q of 2015, PPI has delivered 39 or 93% of the due deliverables for the quarter on-time. On the contrary, 114 orders out of 291 is scheduled to be delivered on 4Q of 2015 in which PPI has failed to delivered on-time. Out of 114</p>   |

| Component         |                   |   |                 |             |   | PPI Submission                            |            | GCG Evaluation                            |            | Supporting Documents  | Remarks   |
|-------------------|-------------------|---|-----------------|-------------|---|---|------------|---|------------|---|---|
|                   | Objective/Measure |   | Formula         | Weight      | Target                                    | Actual                                    | Rating     | Score                                     | Rating     |   |   |
|                   |                   |   |                 |             |   |   |            |   |            |   | orders due on 4Q, only 20 or 18% was delivered on time. |
|                   |                   | <b>Sub-Total</b>                                    |                 | <b>15%</b>  |   |   | <b>13%</b> |   | <b>10%</b> |   |   |
| LEARNING & GROWTH | <b>SO 8</b>       | <b>Develop Organizational Competencies</b>          |                 |             |   |   |            |   |            |   |   |
|                   | SM 11             | Units achieving its target                          | Absolute Number | 5%          | 5   | 3   | 3%         | 3   | 3%         | Consolidated Departmental Objectives target and actual accomplishment | Acceptable  |
|                   | <b>SO 9</b>       | <b>Institutionalize a Quality Management System</b> |                 |             |   |   |            |   |            |   |   |
|                   | SM 12             | ISO Certification                                   |                 | 5%          | ISO Certification all sites all processes | ISO Certification all sites all processes | 5%         | ISO Certification all sites all processes | 5%         | ISO Certificate   | Acceptable  |
|                   |                   | <b>Sub-Total</b>                                    |                 | <b>10%</b>  |   |   | <b>8%</b>  |   | <b>8%</b>  |   |   |
|                   |                   | <b>TOTAL</b>  |                 | <b>100%</b> |   |   | <b>96%</b> |   | <b>93%</b> |   |   |