

**SUMMARY OF AGREEMENTS
APO PRODUCTION UNIT, INC.
2016 PERFORMANCE SCORECARD**


		PAN AGREEMENT								
		Weight	Formula	2013	2014	2015	Proposed 2016 Target	Agreed Full Year 2016 Target	Remarks	
FINANCE	SO 1	Revenue Growth								
	SM 1	Increase in revenue growth from previous year	35%	[(Current FY Sales/ Last FY Sales) - 1] x100%	30% 531M	35%	40% 1B	2 B (with Passport Printing)	2 B (with Passport Printing)	
		a. QC Plant	15%				667 M	600 M	600 M	
		b. Lima Plant	20%				487 M	1,400 M	1,400 M	
	SM 2	Increase in EBITDA (in Millions)	15%	[(Current FY EBITDA/ Last FY EBITDA) - 1] x100%	40.10	31.90	62.70	110.00	110.00	
				% Change		-26%	49%	43%		
	SO 2	Maximize return to our shareholders								
SM 3	Dividends Remittance to National Government (NG) - in Millions	15%	Actual Remittance	2.6	10	18	40	40		
			% Change		74%	44%	55%			
CUSTOMERS	SO 3	To provide the best customer service								
	SM 4	Customer Satisfaction Rating	7%	Average % Rating	N/A	N/A	80%	+3% from 2015	83%	
	SO 4	To increase customer base								
	SM 5	Increase in Government Agencies Served	5%	No. Of Agencies				+5% of actual number in 2015	+5% of actual number in 2015	To provide baseline
INTERNAL PROCESS	SO 5	To provide on-time delivery of products								
	SM 6	Penalties Incurred	5%	Total Penalties / Total Sales	0.08%	0.07%	0.06%	0.06%	0.06%	
	SO 6	To continuously improve printing efficiency and effectiveness								
	SM 7	Upgrade of Press Printing Facilities	4%	Ratio of New Press Machines to Old Press Machines	N/A	N/A	25% (new) : 75% (old)	30%	30% (new) : 70% (old)	
	SO 7	To maximize press machine utilization								
SM 8	Utilization of Press Machines	0%	No. of operating hours/ 2 shifts operating hours	N/A	N/A				For Monitoring Purposes	
	a. QC Plant	0%		N/A	N/A	70%	75%	75%		
	b. Lima Plant	0%		N/A	N/A	Set baseline	100%	100%		

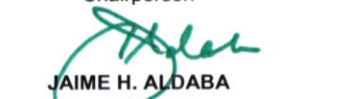
LEARNING & GROWTH	SO 8	To upgrade the skills/technical know-how of workforce							
	SM 9	Implementation of Approved Rationalization Plan	7%	% Accomplishment	N/A	N/A	N/A	25%	100% Implementation
	SM 10	Enhanced Public Relations and Reputation	0%	Actual Creation	N/A	N/A	N/A		Creation of a Public Relations and Reputation Management Committee
	SO 9	To set up world class systems and processes							
	SM 11	ISO Manual	7%	% accomplishment	N/A	N/A	N/A	100% ISO Manualization of QC Plant	100% ISO Manualization of QC Plant
		a. QC Plant	3%						
		b. Lima Plant	4%						
	Total Weight		100%						

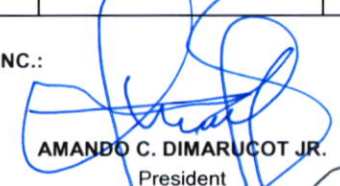
For GOVERNANCE COMMISSION FOR GOCCs:

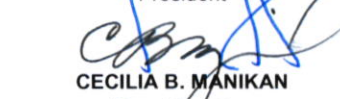

RAINER B. BUTALID
 Commissioner

For APO PRODUCTION UNIT, INC.:


MILAGROS S. ALORA
 Chairperson


JAIME H. ALDABA
 EVP and General Manager


AMANDO C. DIMARUCOT JR.
 President


CECILIA B. MANIKAN
 Board Member