

PNOC RENEWABLES CORPORATION (PNOC RC)
Validated 2021 Performance Scorecard

Component					Target	Submission		GCG Validation		Supporting Documents	Remarks											
Objective/Measure	Formula	Wt.	Rating System	2021	Actual	Rating	Score	Rating														
SOCIAL IMPACT	SO 1	Promote Low Carbon Development Strategies																				
	SM 1	Amount of CO ₂ (tCO ₂ e) Reduced/ Avoided	Total tons of actual carbon dioxide (tCO ₂) avoided based on the tCO ₂ e per technology	10%	Actual over Target	2,837.34	2,837.4	10.00%	2,837.34	10.00%	<ul style="list-style-type: none">PNOC RC Memorandum dated 23 February 2022, re: Equivalent GHG Reduction/ Avoidance for 2021	Breakdown of accomplishment: <table><tr><th>Existing Projects</th><th>Actual CO₂ Equivalent reduction for 2021 4Q (tCO₂e)</th></tr><tr><td>EEL</td><td>102.14 tCO₂e</td></tr><tr><td>Solar Rooftop</td><td>2,724.20 tCO₂e</td></tr><tr><td>Hydropower</td><td>11.00 tCO₂e</td></tr><tr><td>TOTAL EXISTING</td><td>2,837.34 tCO₂e</td></tr></table>	Existing Projects	Actual CO ₂ Equivalent reduction for 2021 4Q (tCO ₂ e)	EEL	102.14 tCO ₂ e	Solar Rooftop	2,724.20 tCO ₂ e	Hydropower	11.00 tCO ₂ e	TOTAL EXISTING	2,837.34 tCO ₂ e
	Existing Projects	Actual CO ₂ Equivalent reduction for 2021 4Q (tCO ₂ e)																				
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Solar Rooftop	2,724.20 tCO ₂ e																					
Hydropower	11.00 tCO ₂ e																					
TOTAL EXISTING	2,837.34 tCO ₂ e																					
	Sub-total		10%				10.00%		10.00%													
FINANCE	SO 2	Achieve Sustainable Fiscal Growth																				
	SM 2	Gross Revenue in Php	Amount of gross revenue from projects in Php	20%	Actual over Target	26 Million	23.81 Million	17.84%	23.81 Million	18.32%	<ul style="list-style-type: none">PNOC RC Memorandum dated 29 January 2021, re: Revenue as of 31 December 20212021 COA-Audited Financial Statements (FS)	The breakdown of PNOC RC's Gross Revenue for 2021 is as follows: <table><tr><th>Particulars</th><th>2021</th></tr><tr><td>Power Supply System Fees</td><td>15,810,890.00</td></tr><tr><td>Dividend Income</td><td>8,000,000.00</td></tr><tr><td>TOTAL</td><td>₱23,810,890.00</td></tr></table>	Particulars	2021	Power Supply System Fees	15,810,890.00	Dividend Income	8,000,000.00	TOTAL	₱23,810,890.00		
	Particulars	2021																				
Power Supply System Fees	15,810,890.00																					
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FINANCE	SM 3	Amount of Investment by PNOC RC and/or Partners (in Php)																			
	SM 3a	Amount of Investment by PNOC RC <i>Partners</i> *	Amount of investment by PNOC RC <i>partners</i> in Php*	0%	All or Nothing	Submission of Update Report	-	0.00%	-	0.00%	No reported investment activity in 2021.										
	SM 3b	Budget Utilization (OPEX)	Actual operating <u>expenditure</u> Budgeted operating expenditure	10%	Actual over Target	80%	79.00%	10.00%	71.52%	8.94%	<div>Details:<table><tr><th>Account</th><th>Utilization (%)</th></tr><tr><td>Operating Expenses</td><td></td></tr><tr><td>Employee Cost</td><td>79.71%</td></tr><tr><td>Maintenance and Other Operating Expenses</td><td>55.60%</td></tr><tr><td>TOTAL OPERATING EXPENSE UTILIZATION</td><td>71.52%</td></tr></table></div> <div><ul style="list-style-type: none">• PNOC RC Memo dated 09 Feb 2022, re: 2021 Budget Utilization Report• Secretary's Certificate• Budget Utilization Report as of 4th Quarter• 2021 COA Audited FS</div>	Account	Utilization (%)	Operating Expenses		Employee Cost	79.71%	Maintenance and Other Operating Expenses	55.60%	TOTAL OPERATING EXPENSE UTILIZATION	71.52%
	Account	Utilization (%)																			
	Operating Expenses																				
Employee Cost	79.71%																				
Maintenance and Other Operating Expenses	55.60%																				
TOTAL OPERATING EXPENSE UTILIZATION	71.52%																				
	Sub-total		30%				27.84%		27.26%												

* Corrected from "Amount of Investment PNOC RC and/or Partners (in Php)."

Component					Target	Submission		GCG Validation		Supporting Documents	Remarks										
Objective/Measure		Formula	Wt.	Rating System	2021	Actual	Rating	Score	Rating												
SO 3	Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders																				
SM 4	Percentage of Satisfied Customers	Number of Satisfied Respondents over Total Number of Respondents	10%	Actual over Target <i>(If less than 80%= 0%)</i>	90%	90%	-	-	0.00%	<ul style="list-style-type: none">PNOC RC 2021 Final CSS Report dated 31 May 2022 prepared by People Dynamics, Inc.Ten (10) Accomplished QuestionnairesBackchecking report submitted through email dated 23 August 2022	<p>PNOC RC was approved to conduct its 2021 CSS in-house, on the condition that it complies with all the provisions and requirements in the Enhanced Standard Methodology for the Conduct of the Customer Satisfaction Survey.</p> <p>PNOC RC reported that 9 of the 10 (90%) survey respondents gave at least a satisfactory score.</p> <p>However, PNOC RC failed to comply with the requirement for surveys conducted in-house that a comprehensive report on the procedures and processes undertaken during the administration of the survey should be presented and that the third-party should have undertaken quality control/quality assurance procedures, particularly backchecking.</p>										
SO 4	Forged Links with Stakeholders																				
SM 5	Number of Signed Renewable Energy (RE) / Energy Efficiency (EE)-Related Projects (MOU/NDA/MOA)	Total number of RE/EE projects with signed agreements	10%	Actual over Target	2	3	10.00%	5	10.00%	<ul style="list-style-type: none">Copies of MOUs/ MOAs/ NDCAs with partner agencies/ companies.	<div>Details:<table><tr><th>No. of Projects</th><th>Partner/Project</th></tr><tr><td>1</td><td>Consolidated Mines, Inc. (NDCA)</td></tr><tr><td>1</td><td>Philippine Fisheries Development Corporation (NDCA)</td></tr><tr><td>1</td><td>Superserve Corporation (NDCA)</td></tr><tr><td>2</td><td>Municipality of Bauang (MOA)</td></tr></table></div>	No. of Projects	Partner/Project	1	Consolidated Mines, Inc. (NDCA)	1	Philippine Fisheries Development Corporation (NDCA)	1	Superserve Corporation (NDCA)	2	Municipality of Bauang (MOA)
No. of Projects	Partner/Project																				
1	Consolidated Mines, Inc. (NDCA)																				
1	Philippine Fisheries Development Corporation (NDCA)																				
1	Superserve Corporation (NDCA)																				
2	Municipality of Bauang (MOA)																				
	Sub-total		20%				10.00%		10.00%												

Component					Target	Submission		GCG Validation		Supporting Documents	Remarks	
	Objective/Measure	Formula	Wt.	Rating System	2021	Actual	Rating	Score	Rating			
INTERNAL PROCESS	SO 5	Ensure Effective Project Development Processes										
	SM 6	Number of Technical Studies Conducted/ Completed	Total number of completed technical studies	15%	Actual over Target	2	3	15.00%	4	15.00%	<ul style="list-style-type: none">Copies of Technical and Financial Studies crafted by PNOC RC	Upon review of PNOC RC's quarterly monitoring reports, it was verified that there is a total of four (4) Technical and Financial Studies completed in the third quarter of 2021. The list of accomplishments is as follows: Solar PV Rooftop Project 1. 30 kWp Solar PV - LGU Bauang 2. 10 kWp Solar PV - LGU Sugpon Energy Efficient Lighting 3. 1,115 units of Solar Streetlights - McArthur Highway, Central West, Bauang Hydropower Project 4. Acquisition of Casecnan HPP
		Sub-total		15%				15.00%		15.00%		
	SO 6	Build the Organization										
LEARNING & GROWTH	SO 7	Enhance the Organizational Capital										
	SM 7	Submission of Current State Assessment (CSA)	Current State Assessment conducted In-House	10%	All or Nothing	Submission of CSA by 2Q of 2021	Board Approved last April 16, 2021	10.00%	Board-Approved CSA submitted on 26 April 2021	10.00%	<ul style="list-style-type: none">PNOC RC 2021 CSA ReportSecretary's Certificate dated 22 April 2021	The PNOC RC Board of Directors (BOD) approved its 2021 CSA during the 16 April 2021 BOD meeting.

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LEARNING AND GROWTH	SM 8	Compliance to Quality Standards	ISO 9001 Certificate Awarded	5%	All or Nothing	Passed ISO Certification	-	0.00%	-	0.00%	<ul style="list-style-type: none">• PNOC RC Letter dated 11 July 2022 submitting justification on the request for exemption• DBM Letter dated 20 June 2022	PNOC RC failed to recertify its ISO 9001:2015 certification which expired on 18 November 2019. PNOC RC's request for exemption was also denied by the DBM.
	SM 9	Maintain a Disaster Recovery (DR) System on Company's Critical Electronic Files	Submission of Board-approved DR Plan and Quarterly Maintenance Reports	5%	Actual over Target	a. Submission of a Board-approved DR Plan; and b. Quarterly Maintenance Reports	a. Secretary's Certificate b. Submitted on 29 Apr, 26 Jul, 27 Oct 2021 and 24 Feb 2021 [sic]	5.00%	a. Secretary's Certificate b. Submitted Four (4) Quarterly Maintenance Reports	5.00%	<ul style="list-style-type: none">• 2021 DR Backup Reports• PNOC RC Disaster Recovery Plan• Secretary's Certificate dated 20 October 2021	
	SO 8	Enhance the Human Capital										
	SM 10	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies Met Over Total number of Employees	5%	Actual over Target (If less than 80%= 0%)	85%	86%	5.00%	86.11%	5.00%	<ul style="list-style-type: none">• PNOC RC Employee Competency Report 2021	31 out of 36 total employees met the required competencies of their respective positions.
	Sub-total			25%				20.00%		20.00%		
TOTAL			100%				82.84%		82.26%			