

2020 PERFORMANCE SCORECARD (ANNEX B)

PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)

| Component | | | | | Baseline Data | | | Target | |
|--------------------------|-------------------|---|---|---|----------------|--------|--------|--------|--|
| | Objective/Measure | Formula | Rating Scale ^{a/} | Weight | 2017 | 2018 | 2019 | 2020 | |
| FINANCIAL | SO 1 | Expand Revenue Generation to Support Corporate Growth | | | | | | | |
| | SM 1 | Gross Revenues <i>(in millions)</i> | Absolute Amount | Actual / Target | 30% | 47.08 | 56.17 | — | 56.66 |
| | SO 2 | Exercise Sound Financial Management | | | | | | | |
| | SM 2 | Earnings Before Interest, Taxes, Depreciation, and Amortization [EBITDA] <i>(in millions)</i> | Net Income + Interest + Taxes + Depreciation + Amortization | Actual / Target | 10% | 11.52 | 22.85 | — | 16.78 |
| | SM 3 | Percentage of Core Revenues Against Total Revenues | Core Revenues / Total Revenues | Actual / Target | 30% | 15.01% | 22.65% | — | 30% |
| | Sub-total | | | | 70% | | | | |
| CUSTOMERS / STAKEHOLDERS | SO 3 | Provide Transport Services to Stakeholders | | | | | | | |
| | SM 4 | Increased Number of Trained Students from Aviation Schools | Actual Accomplishment | All or Nothing | 5% | — | — | — | Increase from 2019 Actual Students Trained |
| | SM 5 | Percentage of Satisfied Customers <i>a. Lessees</i> <i>b. MRO Clients</i> | Number of respondents which gave at least a Satisfactory rating / Total number of respondents | Actual / Target <i>0% = If less than 80%</i> | a. 5% b. 5% | — | — | — | 90% ⁱ |
| | Sub-total | | | | 15% | | | | |

ⁱ Using the Enhanced Standard Guideline on the Conduct of Customer Satisfaction Survey by the GCG.

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| INTERNAL PROCESS | SO 4 | Develop/ Modernize PADC Capability | | | | | | | |
| | SM 6 | Signed MOAs/MOUs with Original Equipment Manufacturers (OEMs) | Actual Accomplishment | All or Nothing | 5% | — | — | — | 1 Signed MOA/MOU with an OEM |
| | SO 5 | Compliance to International Standards | | | | | | | |
| | SM 7 | ISO Certification | Actual Accomplishment | All or Nothing | 5% | — | — | — | ISO 9001:2015 Certification |
| | Sub-total | | | | 10% | | | | |
| LEARNING & GROWTH | SO 6 | Maintain Professionalized Work Force | | | | | | | |
| | SM 8 | Percentage of Employees Meeting Required Competencies | Actual Accomplishment | All or Nothing | 5% | — | — | — | Board-approved Competency Framework |
| | Sub-total | | | | 5% | | | | |
| | TOTAL WEIGHT | | | | 100% | | | | |

a/ But not to exceed the weight assigned per indicator.