

PNOC RENEWABLES CORPORATION (PNOC RC)
Validated 2020 Performance Scorecard

Component					Target	Submission		GCG Validation		Supporting Documents	Remarks											
	Objective/Measure		Formula	Weight	Rating System	2020	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	10.00%	Actual over Target	2,837.34	2,837.34	10.00%	2,837.34	10.00%	<ul style="list-style-type: none">PNOC RC Memorandum dated 28 January 2021, re: Equivalent GHG Reduction/ Avoidance for 2020	<div>Breakdown of accomplishment:</div> <table><tr><td>Existing Projects</td><td>Actual CO2 Equivalent reduction for 2020 4Q (tCO₂e)</td></tr><tr><td>EEL</td><td>102.14 tCO₂e</td></tr><tr><td>Solar Rooftop</td><td>2,724.2 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 CO2 Equivalent reduction for 2020 4Q (tCO ₂ e)	EEL	102.14 tCO ₂ e	Solar Rooftop	2,724.2 tCO ₂ e	Hydropower	11.00 tCO ₂ e	TOTAL EXISTING	2,837.34 tCO ₂ e
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TOTAL EXISTING	2,837.34 tCO ₂ e																					
	Sub-total		10.00%				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	20.00%	Actual over Target	26.78 Million	25.00 Million	18.73%	25.00 Million	18.67%	<ul style="list-style-type: none">PNOC RC Memorandum dated 26 January 2020, re: Revenue as of 31 December 20202020 Audited COA Financial Statements	<div>The breakdown of PNOC RC's Gross Revenue for 2020 is as follows:</div> <table><tr><td>Particulars</td><td>2020</td></tr><tr><td>Power Supply System Fees</td><td>18,003,929.00</td></tr><tr><td>Dividend Income</td><td>7,000,000.00</td></tr><tr><td>TOTAL</td><td>₱ 25,003,929.00</td></tr></table>	Particulars	2020	Power Supply System Fees	18,003,929.00	Dividend Income	7,000,000.00	TOTAL	₱ 25,003,929.00		
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	Power Supply System Fees	18,003,929.00																				
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FINANCE	SM 3	Amount of Investment by PNOC RC and/or Partners (in PhP)																				
		3a. Amount of Investment by PNOC RC Partners	Amount of investment by PNOC RC partners in PhP	0%	All or Nothing	Submission of Update Report	No Investment for 2020	0.00%	-	0.00%	<ul style="list-style-type: none">No submission of Update Report											
		3b. Budget Utilization (OPEX)	Actual capital expenditure for <u>RE projects</u> Budgeted capital expenditure for RE projects	10.00%	Actual over Target	70%	89.00%	10.00%	81.23%	10.00%	<ul style="list-style-type: none">PNOC RC Memo dated 28 January 2020, re: Q4 2020 Budget Utilization ReportPNOC RC Memo dated 27 October 2020, re: Q3 2020 Budget Utilization ReportSecretary's Certificate dated 17 May 20182020 Actual Budget Utilization Report2020 COA Audited Financial Statements	<div>Details:</div> <table><tr><th>Account</th><th>Utilization (%)</th></tr><tr><td>Operating Expenses</td><td></td></tr><tr><td>Employee Cost</td><td>86.14%</td></tr><tr><td>Maintenance and Other Operating Expenses</td><td>70.27%</td></tr><tr><td>TOTAL OPERATING EXPENSE UTILIZATION</td><td>81.23%</td></tr></table>	Account	Utilization (%)	Operating Expenses		Employee Cost	86.14%	Maintenance and Other Operating Expenses	70.27%	TOTAL OPERATING EXPENSE UTILIZATION	81.23%
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	Sub-total		30.00%				28.73%		28.67%													

Component					Target	Submission		GCG Validation		Supporting Documents	Remarks							
	Objective/Measure		Formula	Weight	Rating System	2020	Actual	Rating	Score			Rating						
STAKEHOLDERS	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	10.00%	(Actual over Target) If less than 80%=0%	90%	80%	8.89%	80%	0%	<ul style="list-style-type: none">PNOC RC Internal Memorandum dated 28 January 2021 on the “result of the in-house customer satisfaction survey conducted.”Interview log sheet and encoded survey responses.	Despite receiving a satisfactory rating from 80% (8 out of 10) of its customers, PNOC RC is credited with zero rating for failing to comply with all the requirements provided in the Enhanced Standard Methodology. PNOC RC failed to comply with Part II of the Enhanced Standard Methodology which requires that for CSS conducted in-house, quality control/quality assurance (i.e. back-checking and double encoding), data analysis and data interpretation must be undertaken by a third-party. Furthermore, PNOC RC did not use the questionnaire as transmitted through GCG letter dated 15 May 2020.						
	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 projects with signed agreements	10.00%	Actual over Target	3	4	10%	2	6.67%	<ul style="list-style-type: none">Copies of MOUs/ MOAs/NDCA with partner agencies/ companies.	<div>Details:<table><tr><th>No.</th><th>Partner/Project</th></tr><tr><td>1</td><td>Bases Conversion and Development Authority (MOU)</td></tr><tr><td>2</td><td>Hitachi Zosen Corporation (NDCA)</td></tr></table></div>	No.	Partner/Project	1	Bases Conversion and Development Authority (MOU)	2	Hitachi Zosen Corporation (NDCA)
	No.	Partner/Project																
1	Bases Conversion and Development Authority (MOU)																	
2	Hitachi Zosen Corporation (NDCA)																	
	Sub-total		20.00%				18.89%		6.67%									

Component					Target	Submission		GCG Validation		Supporting Documents	Remarks	
	Objective/Measure		Formula	Weight	Rating System	2020	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 FS involving RE/EE projects=Σ(FS)	15.00%	Actual over Target	3	4	15.00%	5	15.00%	<ul style="list-style-type: none">Copies of Technical and Financial Studies and Pre-Feasibility Study crafted by PNOC RC	Upon review of PNOC RC's quarterly monitoring reports and annual accomplishment report, it was verified that there is a total of five (5) Technical and Financial Studies and Feasibility Studies completed in 2020. The list of accomplishments is as follows:
												1Q Solar PV Rooftop Project 1. 240 kWp Solar PV -MMSU 2. 103 kWp Solar PV - TESDA
												2Q Waste to Energy Project 3. 6.5 MWe WTE – Baguio City
												4Q Solar PV Project 4. 5 MW Floating Solar PV – Mogpog Marinduque 5. 1M ARIS – San Miguel, Pangasinan
		Sub-total		15.00%				15.00%		15.00%		
LEARNING AND	SO 6	Build the Organization										
	SO 7	Enhance the Organizational Capital										
	SM 7	Develop Strategic Performance Management System Guidebook	Develop strategic performance management system manual approved by the Board of Directors	5.00%	All or Nothing	Submission of Board-Approved Manual	-	0.00%	-	0.00%	No submission.	PNOC RC failed to submit a board-approved manual as committed for this measure.

Component						Target	Submission		GCG Validation		Supporting Documents	Remarks
	Objective/Measure		Formula	Weight	Rating System	2020	Actual	Rating	Score	Rating		
LEARNING AND GROWTH	SM 8	Compliance to Quality Standards	ISO 9001 Certificate Awarded	10.00%	All or nothing	Passed the Surveillance Audit	-	0.00%	-	0.00%	<ul style="list-style-type: none">PNOC RC Letter dated 26 January 2021, re: Submission of 4th Qtr. Performance Scorecard Status Report and Validating Documents	PNOC RC failed to recertify its ISO 9001:2015 certification which expired on 18 November 2019.
	SO 7	Enhance the Human Capital										
	SM 9	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies Met Over Total number of Employees	10.00%	Actual over Target	91.49%	5.26%	0.57%	5.26%	0.57%	<ul style="list-style-type: none">PNOC RC Memorandum dated 20 January 2020, re: Employee Competency Report 2020.PNOC RC Employee Competency Report 2020	Upon validation, PNOC RC's actual competency is 5.26% or two (2) out of thirty-five (35) employees who met the required competencies for their positions. The abrupt decrease in competency was attributed to factors such as employee separation, mode of learning delivery and limited training participation due to pandemic restrictions.
	Sub-total			25.00%				0.57%		0.57%		
	TOTAL			100%				73.19%		60.91%		