

## PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC) Validated 2020 Performance Scorecard

Component					PADC Submission		GCG Validation		Supporting Documents	Remarks													
Objective/ Measure	Formula	Weight	Rating Scale <sup>a/</sup>	Target	Actual	Rating	Score	Rating															
FINANCIAL	SO 1	Expand Revenue Generation to Support Corporate Growth																					
	SM 1	Gross Revenues <i>(in millions)</i>	Absolute Amount	30%	Actual / Target	56.66	None	–	60.54	30%	Management Letter (ML) on the audit of the PADC for the period 01 January – 31 December 2020 by the COA	<table><tr><th>Revenue Items</th><th>2020</th></tr><tr><td>Sales Revenue</td><td>3.275</td></tr><tr><td>Rental Income</td><td>51.08</td></tr><tr><td>Other Income</td><td>6.188</td></tr><tr><td><b>Total</b></td><td><b>60.543</b></td></tr></table>	Revenue Items	2020	Sales Revenue	3.275	Rental Income	51.08	Other Income	6.188	<b>Total</b>	<b>60.543</b>	
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	Sales Revenue	3.275																					
	Rental Income	51.08																					
Other Income	6.188																						
<b>Total</b>	<b>60.543</b>																						
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	10%	Actual / Target	16.78	None	–	19.470	10%	ML on the audit of the PADC for the period 01 January – 31 December 2020 by the COA	<table><tr><th>Items</th><th>Amount (₱) in millions</th></tr><tr><td>Net Income before Tax</td><td>18.086</td></tr><tr><td>Interest Exp.</td><td><i>Cannot be determined</i></td></tr><tr><td>Depreciation</td><td>1.384</td></tr><tr><td>Amortization</td><td>–</td></tr><tr><td><b>EBITDA (minimum)</b></td><td><b>19.470</b></td></tr></table> <p>EBITDA target for 2020 has been exceeded as computed EBITDA is already at ₱19.47 Million (even without the amounts of interest, being added back, if any).</p>	Items	Amount (₱) in millions	Net Income before Tax	18.086	Interest Exp.	<i>Cannot be determined</i>	Depreciation	1.384	Amortization	–	<b>EBITDA (minimum)</b>	<b>19.470</b>
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Objective/ Measure		Formula	Weight	Rating Scale <sup>a/</sup>	Target	Actual	Rating	Score	Rating																		
	SM 3	Percentage of Core Revenues Against Total Revenues	Core Revenues / Total Revenues	30%	Actual / Target	30%	None	–	5.41%	5.41%	ML on the audit of the PADC for the period 01 January – 31 December 2020 by the COA	<table><tr><th>Revenues</th><th>2020</th><th>%</th></tr><tr><td>Core</td><td>3.275</td><td>5.41%</td></tr><tr><td>Rental</td><td>51.080</td><td>84.37%</td></tr><tr><td>Other</td><td>6.188</td><td>10.22%</td></tr><tr><td><b>Total</b></td><td><b>60.543</b></td><td><b>100%</b></td></tr></table> While the pandemic had affected the operations of businesses in 2020, the further increase in PADC's Rental Income contributed to the lower percentage of its core revenues vis-à-vis the total.	Revenues	2020	%	Core	3.275	5.41%	Rental	51.080	84.37%	Other	6.188	10.22%	<b>Total</b>	<b>60.543</b>	<b>100%</b>
	Revenues	2020	%																								
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<b>Total</b>	<b>60.543</b>	<b>100%</b>																									
	Sub-total		70%				–		45.41%																		
CUSTOMERS / STAKEHOLDERS	SO 3	Provide Transport Services to Stakeholders																									
	SM 4	Increased Number of Trained Students from Aviation Schools	Actual Accomplishment	5%	All or Nothing	Increase from 2019 Actual Students Trained	None	–	None	0%	N/A	These measures were not provided with any reported accomplishments by the PADC from the 1 <sup>st</sup> - 4 <sup>th</sup> quarters of 2020, as well as no supporting documents nor available information on the status of the targets.															
	SM 5	Percentage of Satisfied Customers a. Lessees b. MRO Clients	Number of respondents which gave at least a Satisfactory rating / Total number of respondents	a. 5% b. 5%	Actual / Target  0% = If less than 80%		None	–	None	0%	N/A																
	Sub-total		15%					–		0%																	

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Objective/ Measure		Formula	Weight	Rating Scale <sup>a/</sup>	Target	Actual	Rating	Score	Rating			
INTERNAL PROCESS	SO 4	Develop / Modernize PADC Capability										
	SM 6	Signed MOAs/MOUs with Original Equipment Manufacturers (OEMs)	Actual Accomplishment	5%	All or Nothing	1 Signed MOA/MOU with an OEM	None	–	None	0%	N/A	This measure was not provided with any reported accomplishment by the PADC from the 1 <sup>st</sup> - 4 <sup>th</sup> quarters of 2020, as well as no supporting document nor available information on the status of the target.
	SO 5	Compliance to International Standards										
	SM 7	ISO Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification	None	–	Not accomplished	0%	Memorandum from AO25 Secretariat to GCG re Final Compliance Validation Results of GOCCs under R.A. 10149 for the FY 2020 PBB	In the list of final Non-Compliant agencies, PADC was found to be non-compliant with the ISO-QMS requirement.
	Sub-total			10%				–		0%		
LEARNING & GROWTH	SO 6	Maintain Professionalized Work Force										
	SM 8	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	Board-approved Competency Framework	None	–	None	0%	N/A	This measure was not provided with any reported accomplishment by the PADC from the 1 <sup>st</sup> - 4 <sup>th</sup> quarters of 2020, as well as no supporting document nor available information on the status of the target.
	Sub-total			5%						0%		
TOTAL			100%						45.41%			

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