## PNOC RENEWABLES CORPORATION (PNOC RC) Validated 2018 Performance Scorecard

|               | Component                 |  |   |                  |                          | Target   | Target Submission GCG Validation Supporting Documen |        | Supporting Documents | Remarks              |  |   |  |   |   |
|---------------|---------------------------|--|---|------------------|--------------------------|----------|---|--------|----------------------|----------------------|--|---|--|---|---|
|               | Objective/Measure Formula |  | Weight  | Rating<br>System | 2018                     | Actual   | Rating  | Score  | Rating               | Supporting Documents |  | nemark  |  |   |   |
|               | SO 1                      | Promote Low C  | arbon Developme   | nt Strategi      | ies                      |          |   |        |                      |                      |  |   |  |   |   |
| SOCIAL IMPACT | SM 1                      | Amount of potential CO <sub>2</sub> (tCO <sub>2</sub> e) reduced/avoided | Total tons of potential carbon dioxide (tCO₂) avoided based on the tCO₂e per technology | 10%              | Actual<br>over<br>Target | 2,162.40 | 1,219   | 5.64%  | 1,219                | 5.64%                | Certificate of Work Completion/ Acceptance issued by:  Philippine International Convention Center (1,050 kWp)  Office of the Building Official- City of Naga (100 kWp)  Memorandum to PCEO J. J. Arenas dated 17 January 2019, re: Equivalent GHG Reduction/ Avoidance for the 4th Quarter of 2018 | The breakdow follows:  Project  PICC  City of Naga  TOTAL PO  | Capacity<br>Energy<br>Consumpti<br>Saved                           | / Ac (Esti C )  | etual mated O2) 3 tCO2e 6 tCO2e   |
| SOCIAL        | SM 2                      | Amount of CO <sub>2</sub> (tCO <sub>2</sub> e)<br>Reduced/Avoided        | Total tons of actual carbon dioxide (tCO₂) avoided based on the tCO₂e per technology    | 10%              | Actual<br>over<br>Target | 4,222    | 4,222   | 10%    | 4,222                | 10%                  | Memorandum to PCEO     J. J. Arenas dated 17     January 2019, re:     Equivalent GHG     Reduction/ Avoidance     for the 4 <sup>th</sup> Quarter of     2018   | Breakdown of ac  Existing Project  1MW Rizal Hydropower Project  1420kWp at several government offices  LED Replacement Project for PPPC Philippine National Police Academy, Silang Cavite (3,725 LED bulbs)  TOTAL EXIST | Capacity/<br>Energy<br>Consumpti<br>on/Saved<br>1.0 MW<br>1,420kWp | Annual Estimated CO2 Equivalent (tCO2e)  11 tCO2e  1505.2 tCO2e  2,705.82 tCO2e | Actual CO2 Equivalent reduction for 2018 40 (tCO <sub>2</sub> e)  11 tCO <sub>2</sub> e  1505.2 tCO <sub>2</sub> e  2,705.82 tCO <sub>2</sub> e |
|               |                           |  | Sub-total   | 20%              |                          |          |   | 15.64% |                      | 15.64%               |  |   |  |   |   |

|         |  | Compo   | onent   |                  |                          | Target        | Submi            | ssion | GCG Vali         | idation              | Supporting Documents                                       |   |  |                        |       |
|---------|--|---|---|------------------|--------------------------|---------------|------------------|-------|------------------|----------------------|--|---|--|------------------------|-------|
|         | THE PARTY OF THE P |   | Weight  | Rating<br>System | 2018                     | Actual        | Rating           | Score | Rating           | Supporting Documents |  | Remar   | <b>15</b>                                      |                        |       |
|         | SO 2   | Achieve Sustai  | inable Fiscal Grow                                      | th               |                          |               |                  |       |                  |                      |  |   |  |                        |       |
|         | SM3  | Gross revenue   | Amount of gross<br>revenue from<br>projects in Php      | 15%              | Actual<br>over<br>Target | 16.55 Million | 21.28<br>Million | 15%   | 21.28<br>Million | 15%                  | COA 2018 Audited<br>Financial Statements                   | The breakdown of PNOC RC's Gross Rever 2018 is as follows:  Particulars Power Supply System Fees Dividend Income 5,000,000.0 TOTAL P 21,282,783.0 |  |                        | 3.00  |
| i i     |  |   | a. Amount of<br>Investment<br>by PNOC<br>RC<br>Partners | 0%               | Actual<br>over<br>Target | 5 Million     | 0                | 0%    | Excluded         | -                    | -  | As discussi<br>excluded if<br>partners in   | M, this measur<br>tments from PI               | re will be<br>NOC RC   |       |
| FINACNE | SM 4   | Amount of<br>Investment by<br>PNOC RC<br>and/or<br>partners | b. Budget   |                  | Actual                   |               |                  |       | 94.37%           | % 15%                | Memorandum dated 15  | The break follows:  Project  PICC Solar PV  LGU   | Planned Capital Expenditure 48,700,000         | 2018 Actual 48,705,000 | BU %  |
|         |  |   | Utilization<br>or RE<br>Projects                        | 15%              | over<br>Target           | 80%           | 92.49%           | 15%   |                  |                      | January 2019 re<br>Planned Capital<br>Expenditure for 2018 | Naga<br>Solar PV<br>Solar PV<br>Proj 1<br>Solar PV<br>Proj 2<br>Solar PV<br>Proj 3  | 5,400,000<br>1,300,000<br>1,300,000<br>700,000 | 5,400,000              |       |
|         |  |   |   |                  |                          |               |                  |       |                  |                      |  | TOTAL   | 57,400,000                                     | 54,167,780             | 94.37 |
|         |  |   | Sub-total   | 30%              |                          |               |                  | 30%   |                  | 30%                  |  |   |  |                        |       |

|      | Component                               |                                   |        |  | Target Submission GCG Validation Supporting Documents                   |        | Supporting Documents |       | Remarks | 17 世間  |             |   |  |  |
|------|---|-----------------------------------|--------|--|---|--------|----------------------|-------|---------|--|-------------|---|--|--|
| Ob   | Objective/Measure Formula Weig          |                                   | Weight | Rating<br>System                                     | 2018  | Actual | Rating               | Score | Rating  | Supporting Documents   |             | Hemaiks   |  |  |
| so a | Operated in an                          | Environment of Fa                 |        |  |   |        |                      |       |         |  |             |   |  |  |
| SMS  | Percentage of<br>Satisfied<br>Customers | Average<br>satisfaction<br>rating | 5%     | (Actual/T<br>arget)<br>If less<br>than<br>80%=0<br>% | 90%  Using the Standard Methodology and Questionnair e developed by GCG | 93%    | 5%                   | 100%  | 5%      | Memorandum dated 7 January 2019, re: Transmittal of Final Report for the 2018 Customer Satisfaction Survey.      Customer/ Stakeholder Satisfaction Survey 2018 (Solar PV Rooftop) dated 4 January 2019 prepared for PNOC RC by Market Relevance Corp. | GCC<br>cons | nust be noted that while PNOC<br>ply with the minimum sample siz<br>a purposes, only one respo<br>sidered for each business custon<br>the modality of all the respondents from that business custon | ze of 100, for<br>onse will be<br>mer, identified<br>ponses from |  |
| SO 4 | Forged Links v                          | vith Stakeholders                 |        |  |   |        |                      |       |         | · 图 · · · · · · · · · · · · · · · · · ·  |             |   |  |  |
|      |   |                                   |        |  |   |        |                      |       |         | Copies of MOUs/  | Details:    |   |  |  |
|      |   |                                   |        |  |   |        |                      |       |         |  | No.         | Partner   | MOU/NDA/<br>MOA Date   |  |
|      | Number of                               |                                   |        |  |   |        |                      |       |         |  | 1           | Lyfepower Technologies (NDA)  | 30-Oct-18  |  |
|      | Signed<br>Renewable                     |                                   |        |  |   |        |                      |       |         |  | 2           | Grass Electric Energy of Northern Iloilo Inc., (GREEN-ILOILO) (NDA)   | 19-Nov-18  |  |
|      | Energy (RE) /                           | Total number of                   |        | Actual   |   |        |                      |       |         |  | 3           | Universal Hydrotechnologies Inc.<br>(UNIHYDRO) (NDA)  | 22-Nov-18  |  |
| SM   | Energy                                  | RE projects with                  | 10%    | over   | 12  | 12     | 10%                  | 12    | 10%     | MOAs/NDCA with   | 4           | LBP (MOA)   | 22-Nov-18  |  |
| SIVI | Efficiency (EE)                         | signed                            | 1076   | Target   | 12  | 12     | 10%                  | 12    | 10%     | partner agencies/  | 5           | BSP (NDA)   | 19-Nov-18  |  |
|      | Related                                 | agreements                        |        | raiget   |   |        |                      |       |         | companies.   | 6           | Consolidated Mines, Inc. (MOU)  NIA (MOA)   | 18-Dec-18<br>12-Jul-18   |  |
|      | Projects                                |                                   |        |  |   |        |                      |       |         |  | 8           | Mariano Marcoz State University (MOA)   | 30-Jul-18  |  |
|      | (MOU/NDA/M                              |                                   |        |  |   |        |                      |       |         |  | 9           | TESDA (MOA)   | 19-Aug-18  |  |
|      | OA)                                     |                                   |        |  |   |        |                      |       |         |  | 10          | DNV GL Phils. And DNC GL Sing, Ltd. (NDCA)  | 4-Jul-18   |  |
|      |   |                                   |        |  |   |        |                      |       |         |  | 11          | Challenergy, Inc. (MOU)   | 23-May-18  |  |
|      |   |                                   |        |  |   |        |                      |       |         |  | 12          | Green Energy Machine Investment Corp.   | Jan 2018   |  |
|      |   |                                   |        |  |   |        |                      |       |         | -  |             |   |  |  |
|      |   | Sub-total                         | 15%    |  |   |        | 15%                  |       | 15%     |  |             |   |  |  |

| 25 50 50            |                   |  | A State of the Sta |           |                          |                                 |   |        |  |        |  | Almex A   |  |  |
|---------------------|-------------------|--|--|-----------|--------------------------|---------------------------------|---|--------|--|--------|--|---|--|--|
|                     |                   | Compo  | nent   |           |                          | Target                          | Submis  | ssion  | GCG Valid  | dation | 0  |   |  |  |
|                     | Objective/Measure |  | Formula  | Weight    | Rating<br>System         | 2018                            | Actual  | Rating | Score  | Rating | Supporting Documents   | Remarks   |  |  |
|                     | SO 5              | Ensure Effectiv  | e Project Developr   | ment Proc | esses                    |                                 |   |        |  |        |  |   |  |  |
| INTERNAL PROCESS    | SM 7              | Number of Feasibility Studies conducted/ completed  a. EE Projects - Solar Rooft op - EEL b. Hydro | Total number of completed FS   | 15%       | Actual<br>over<br>Target | 12                              | 12  | 15%    | 12   | 15%    | Copies of Technical and<br>Financial Studies crafted<br>by PNOC RC | <ol> <li>Solar Rooftop Projects</li> <li>Heroes Hill, San Fernando City, Pampanga</li> <li>Cagayan State University (CSU) Andrews Campus, Tuguegarao City, Cagayan</li> <li>Commission on Audit- Regional Office 2, Tuguegarao City, Cagayan</li> <li>LGU, Baliuag, Bulacan</li> <li>Light Rail Authority Line 2, Santolan, Pasig City</li> <li>Pampanga Provincial Capitol, San Fernando, Pampanga</li> <li>Mariano Marcos State University (MMSU), Batac, Ilocos North</li> <li>Commission on Higher Education</li> <li>Technical Education and Skills Development Authority (TESDA), Taguig City</li> <li>Department of Agriculture (DA), Quezon City</li> <li>Philippine National Police (PNP), Quezon City</li> <li>Social Security System (SSS), Quezon City</li> </ol> |  |  |
|                     |                   |  | Sub-total  | 15%       |                          |                                 |   | 15%    |  | 15%    |  |   |  |  |
|                     | SO 6              | Enhance the Or   | rganizational Capit  | al        |                          |                                 |   |        |  |        |  |   |  |  |
| LEARNING AND GROWTH | SM 8              | ISO<br>Certification   | Maintained<br>certification  | 5%        | All or nothing           | Passed<br>Surveillance<br>Audit | Passed<br>Surveillance<br>Audit on 10<br>November<br>2017 | 5%     | Passed 2 <sup>nd</sup><br>Surveillance<br>Audit on 5<br>November<br>2018 | 5%     | Audit Report (undated) prepared by TUV Rheinland                   | PNOC RC passed the 2 <sup>nd</sup> surveillance audit conducted by TUV Rheinland on 5 November 2018 for the process of preparation of feasibility studies for renewable energy and energy efficiency projects.  |  |  |
|                     |                   |  |  |           |                          |                                 |   |        |  |        |  | *   |  |  |

PNOC RC | 5 of 5 Validated Performance Scorecard 2018 (Annex A)

|                     |                   | Component  |  | Component |                   | Component |        | Component |        | Component |  | Component  |  | Component Target Submission GCG Validation |  | idation | Supporting Documents | Remarks |  |
|---------------------|-------------------|--|--|-----------|-------------------|-----------|--------|-----------|--------|-----------|--|--|--|--|--|---------|----------------------|---------|--|
|                     | Objective/Measure |  | Formula  | Weight    | Rating<br>System  | 2018      | Actual | Rating    | Score  | Rating    | Cupporting Doddinents  |  |  |  |  |         |                      |         |  |
|                     | SO 7              | Enhance the H  | uman Capital   |           |                   |           |        |           |        |           |  |  |  |  |  |         |                      |         |  |
| LEARNING AND GROWTH | SM 9              | Percentage of<br>Employees<br>with Required<br>Competencies<br>Met | No. of Employees with Required Competencies Met Over Total number of Employees | 10%       | All or<br>nothing | 83%       | 91.49% | 10%       | 91.49% | 10%       | Memorandum dated 10<br>January 2019, re:<br>Employee Competency<br>Report (Annual).      PNOC RC Employee<br>Competency Report<br>2018 | A copy of PNOC RC's Employee Competency<br>Report 2018 (signed by the HR Manager, J. N.<br>Garcia and the VP for Corporate Affairs, J. J. Cui)<br>was submitted to GCG on 23 January 2019. |  |  |  |         |                      |         |  |
|                     |                   |  | Sub-total  | 15%       |                   |           |        | 15%       |        | 15%       |  |  |  |  |  |         |                      |         |  |
|                     |                   |  | TOTAL  | 95%       |                   |           |        | 90.64%    |        | 90.64%    |  |  |  |  |  |         |                      |         |  |

90.64% = 95.41% 95.00% PNOC RC Validated Score: