

PNOC RENEWABLES CORPORATION (PNOC RC)

Component					Baseline		Target		
	Objective/Measure		Formula	Wt.	Rating System	2018	2019	2020	2021
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	1,618.34 [∞]	2,837.34	2,837.34	2,837.34
		Sub-total		10%					
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	21.28 Million	32.94 Million	26.78 Million	26 Million
	SM 3	Amount of Investment by PNOC RC and/or Partners (in Php)	Amount of Investment by PNOC RC and/or Partners in Php			105 Million			
	SM 3a	Amount of Investment by PNOC RC and/or Partners (in Php)	Amount of Investment by PNOC RC and/or Partners in Php	0%	All or Nothing	N/A	Submission of Update Report	Submission of Update Report	Submission of Update Report
	SM 3b	Budget Utilization (OPEX)	Actual Operating Expenditure Budgeted Operating Expenditure	10%	Actual over Target	N/A	N/A	70%	80%
		Sub-total		30%					

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STAKEHOLDER	SO 3	Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders						
	SM 4	Percentage of Satisfied Customers	Number of <u>Satisfied Respondents</u> Total Number of Respondents	10%	Actual over Target (If less than 80%= 0%)	100%	90.91%	90%
	SO 4	Forged Links with Stakeholders						
	SM 5	Number of Signed RE/EE-Related Projects (MOU/NDA/MOA)	Total Number of RE/EE Projects with Signed Agreements	10%	Actual over Target	12	14	3
	Sub-total		20%					
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	12	-	3
	Sub-total		15%					

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LEARNING AND GROWTH	SO 6	Build the Organization							
	SO 7	Enhance the Organizational Capital							
	SM 7	Submission of Current State Assessment (CSA)	Current State Assessment conducted In-House	10%	All or Nothing	N/A	N/A	N/A	Submission by 2Q of 2021
	SM 8	Compliance to Quality Standards	ISO 9001 Certificate Awarded	5%	All or Nothing	Passed 2 nd Surveillance Audit	-	Passed Surveillance Audit	Passed ISO Certification
	SM 9	Maintain a Disaster Recovery (DR) System on Company's Critical Electronic Files	Submission of Board-approved Disaster Recovery Plan and Quarterly Maintenance Reports	5%	Actual over Target	N/A	N/A	N/A	a. Submission of a Board-approved Disaster Recovery Plan; and b. Quarterly Maintenance Reports
	SO 8	Enhance the Human Capital							
	SM 10	Percentage of Employees with Required Competencies Met	No. of employees with <u>required competencies met</u> Total employees	5%	Actual over Target (If less than 80%= 0%)	91.49%	85.37%	91.49%	85%
	Sub-total			25%					
TOTAL			100%						

* Using the Enhanced Standard Methodology and Questionnaire developed by GCG.

∞ Rebased using the 2019 standard reference of 0.6032 tCO₂e/1,000 kWh for EEL projects (from 15.98 tCO₂e/1,000 kWh