

PNOC RENEWABLES CORPORATION

Component					Baseline Data (if applicable)			Target	
	Objective/Measure		Formula	Weight	Rating System	2013	2014	2015 _{/a}	2016
SOCIAL IMPACT	SO 1	Promote Low Carbon Development Strategies							
	SM 1	Amount of Carbon Dioxide (CO ₂) Reduced/Avoided Measured in tCO ₂ e	Total tons of Carbon Dioxide (tCO ₂ e) avoided = $\sum (1.05/\text{kW tCO}_2\text{e for solar} + 0.030 \text{ tCO}_2\text{e/bulb for ESCO})$	15%	Actual over Target	N/A	N/A	210	1,230
		Sub-total		15%					
STAKEHOLDER	SO 2	Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders							
	SM 2	Stakeholder Satisfaction Survey	90 and above - 100 80 to 89 - 90 70 to 79 - 80 60 to 69 - 70 59 and below - 0	5%	Rating Scale	N/A	N/A	≥90	≥90
	SO 3	Forged Links with Stakeholders							
	SM 3	Number of Signed Renewable Energy (RE) Related Projects (MOU/MOA)	Total number of projects with signed agreements involving RE projects = $\sum (\text{agreements})$	10%	Actual over Target	N/A	4	12	12
		Sub-total		15%					

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FINANCE	SO 4	Achieve Sustainable Fiscal Growth							
	SM 4	Amount of Revenue from RE Projects (in PhP)	Total revenue = \sum (Amount of Revenue in Pesos from RE projects)	10%	Actual over Target	₱46.39 Million	N/A	₱2 Million	₱10 Million
	SM 5	Amount of Investment by PNOC RC and/or partners (in PhP)	Total financial commitment = \sum (financial commitments of all projects)	15%	Actual over Target	₱21.30 Million	₱99 Million	₱22 Million	₱66 Million
		Sub-total		25%					
INTERNAL PROCESS	SO 5	Ensure Effective Project Development Processes							
	SM 6	Number of Feasibility Studies Conducted/Completed	Total number of FS involving RE projects = \sum (FS)	10%	Actual over Target	5	6	6	11
	SM 7	Submission of Monthly Project Monitoring Reports to GCG	Total number of Project Monitoring Reports submitted to GCG within 30 days from end of every month = \sum (PMRS)	10%	Actual over Target	12	12	12	12
	SM 8	Satisfactory Feedback for RE Related Information Education (IEC) Campaigns	Pass or Fail	5%	Actual over Target	N/A	N/A	N/A	3
		Sub-total		25%					

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LEARNING AND GROWTH	SO 6	Develop a Highly Competent Workforce							
	SM 9	ISO Certification 9008:2015	Pass or Fail	5%	All or nothing	N/A	N/A	Procurement of consultant for ISO 9001:2015	ISO Certified
	SM10	Reorganization Plan	Pass or Fail	10%	All or nothing	N/A	N/A	N/A	Submission to GCG of a Board approved Reorganization Plan
	SM11	Average Percentage of Required Competencies Met	Pass or Fail	5%	All or nothing	N/A	N/A	N/A	Submission to GCG of a Board approved Competency Model
		Sub-total		20%					
	TOTAL		100%						

^{/a} Subject to GCG Validation

