

APO PRODUCTION UNIT, INC.

		Component				Baseline Data (if applicable)			Target	
		Objective/Measure	Formula	Weight	Rating System	Data Provider	2012	2013	2014	2015
FINANCE	SO 1	Revenue Growth								
	SM 1	Increase in revenue growth from previous year	$[(\text{Current FY Sales} / \text{Last FY Sales}) - 1] \times 100\%$	30%			N/A	30% (531M)	35%	40%
	SO 2	To increase security printing revenue								
	SM 2	Security Printing Revenue	Security Printing Revenues / Total Revenues	25%			N/A	8%	30%	50%
	SO 3	To sustain cash flow from operations								
	SM 3	EBITDA (in million pesos)	Total EBITDA	15%			N/A	40.1	31.9	62.7
	SO 4	Maximize return to our shareholders								
	SM 4	Net Income After Tax (in million pesos)	Total NIAT	5%			N/A	21.8	15.2	35.8
			Sub-total		75%					
CUSTOMERS	SO 5	To provide the best customer service								
	SM 5	Customer Satisfaction Rating	Average % Rating	5%			N/A	N/A	N/A	80%
			Sub-total		5%					

	Component		Weight	Rating System ^{a/}	Data Provider	Baseline Data (if applicable)			Target	
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INTERNAL PROCESS	SO 6	To continuously improve printing efficiency and effectiveness								
	SM 6	Increase number of new Press Printing equipment (Base Year 2011)		2%			N/A	N/A	N/A	30%
	SO 7	To maximize press machine utilization								
	SM 7	Utilization of Press Machines	Number of operating hours / 2 shifts operating hours	3%			N/A	N/A	N/A	70%
	SO 8	To provide on-time delivery of products								
	SM 8	Penalties Incurred	Total Penalties/ Total Sales	2%			N/A	0.08%	0.07%	0.06%
	SO 9	To provide real-time information for management on financial and control processes								
	SM 9	Computerization of Accounting System - Production and Warehouse Modules	% Accomplishment	4%			N/A	N/A	N/A	100%
			Sub-total		11%					

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LEARNING AND GROWTH	SO 10	To set up world class systems and processes								
	SM 10	ISO Certification	ISO Certification	3%			N/A	N/A	N/A	Issuance of ISO Certification
	SO 11	To develop new capabilities through R&D								
	SM 11	Knowledge system manuals with program implementation based from technical conferences attended	Establish knowledge system	6%			N/A	N/A	N/A	Established knowledge system
		Sub-total			9%					
	TOTAL			100%						