

## PNOC RENEWABLES CORPORATION (PNOC RC)

Component					Baseline			Target	
	Objective/Measure	Formula	Wt.	Rating System	2020	2021	2022	2023	2024
SOCIAL IMPACT	SO 1	Promote Low Carbon Development Strategies							
	SM 1	Amount of CO <sub>2</sub> (tCO <sub>2</sub> e) Reduced/ Avoided (in metric tons)	Absolute Amount	15%	Actual over Target	2,837.34 tCO <sub>2</sub> e	2,837.34 tCO <sub>2</sub> e	2,837.34 tCO <sub>2</sub> e	3,132 tCO <sub>2</sub> e
		Sub-total		15%					
FINANCIAL	SO 2	Achieve Sustainable Fiscal Growth							
	SM 2	Gross Revenue (in Php)	Absolute Amount	20%	Actual over Target	₱25.00	₱23.81	₱30.84	N/A
	SM 3	Budget Utilization Rate	Actual Disbursement / Total Approved COB (both Net of PS Cost)	10%	Actual over Target	N/A	N/A	59.88%	90%
		Sub-total		30%					
STAKEHOLDERS	SO 3	Operated in an Environment of Fairness and Transparency in Dealing with Stakeholders							
	SM 4	Percentage of Satisfied Customers	Total Number of Respondents who gave at least Satisfactory Rating / Total Number of Respondents	15%	Actual over Target (If less than 80%= 0%)	80%	80%	75%	90%
		Sub-total		15%					
	SO 4	Forged Links with Stakeholders							
	SM 5	Number of Signed Management Contracts	Actual Accomplishment	15%	Actual over Target	N/A	N/A	N/A	3
		Sub-total		15%					

<sup>1</sup> Based on GCG – ARTA Joint Memorandum Circular No. 1, s. 2023. Covers external customers only.



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INTERNAL PROCESS	SO 5	Ensure Effective Project Development Processes							
	SM 6	Creation of Operation and Maintenance Manual for Solar Rooftop Project	Actual Accomplishment	10%	All or Nothing	N/A	N/A	N/A	Operation and Maintenance Manual for Solar Rooftop Projects
	SM 7	Compliance to Quality Standards	Actual Accomplishment	7.50%	All or Nothing	No Actual Accomplishment	N/A	ISO 9001:2015 Certification	ISO 9001:2015 (2nd Surveillance Audit)
		Sub-total		17.50%					
LEARNING AND GROWTH	SO 6	Build the Organization							
	SO 7	Enhance the Human Capital							
	SO 8	Enhance the Organizational Capital							
	SM 8	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies Met / Total Employees	7.50%	Actual over Target	5.26%	86.11%	88.89%	90%
		Sub-total		7.50%					
		TOTAL		100%					