



# APO PRODUCTION UNIT, INC.

## PERFORMANCE SCORECARD



		Formula	Baseline	1st Quarter 2020		2nd Quarter 2020		3rd Quarter 2020		4th Quarter 2020	
			2019	Target	Actual	Target	Actual	Target	Actual	Target	Actual
<b>SO1</b>	<b>Revenue Growth</b>										
	Revenue Growth from previous year										
SM1	a. QC and LIMA Plant	Actual Total Revenues	1,154.0M	459.50M	115.59M	919.00M	267.77M	1,378.50M		1,838.00M	
	b. Joint Venture Company		3,267.0M	858.25M	677.29M	1,716.50M	768.91M	2,574.75M		3,433.00M	
SM2	EBITDA (in Millions)	Net Income + Interest + Taxes + Depreciation	227.0M	na	na	na	na	na		328.79M	
<b>SO2</b>	<b>Maximize return to our shareholders</b>										
SM3	Dividends Remittance to National Government (NG) in Millions	Actual Remittance	51.55M	27.92M	27.92M	55.84M	55.84M	83.77M		111.69M	
<b>SO3</b>	<b>To provide the best customer service</b>										
SM4	Customer Satisfaction Rating	Average % Rating	90%	na		na		na		90%	
<b>SO4</b>	<b>To increase customer base</b>										
SM5	Increase in government agencies served	No. of Agencies	155	na		na		na		158	
<b>SO5</b>	<b>To provide on-time delivery of products</b>										
SM6	Reduction Penalties Incurred	Total Penalties / Total Sales	0.050%	na		na		na		0.050%	
<b>SO6</b>	<b>To set up world class systems and processes</b>										
	ISO Certification	% Accomplishment									
SM7	a. QC Plant		Pass Surveillance Audit (ISO 9001:2015)	na		na		na		Pass Surveillance Audit (ISO 9001:2015)	
	b. LIMA Plant		Pass Surveillance Audit (ISO 9001:2015)	na		na		na		Pass Surveillance Audit (ISO 9001:2015)	
<b>SO7</b>	<b>To develop Competency Framework</b>										
SM8	Percentage of Employees with Required Competencies Met	Actual Accomplishment	a. Board-approved Competency Framework b. Establish Baseline	na		na		na		a. Board-approved Competency Framework b. Establish	

Approved by:

**MICHAEL J. DALLUMPINES**  
Chairman and President