



12 July 2021

MAJ. GEN. DELFIN N. LORENZANA, AFP (RET.)

Chairman and DND Secretary

ATTY. RAYMOND L. MITRA

Acting President and CEO (PCEO)

PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)

PADC Hangar 2, General Aviation Area

Domestic Airport Rd., Pasay City

RE: TRANSMITTAL OF 2021 PERFORMANCE SCORECARD

Dear Sec. Lorenzana and Acting PCEO Mitra,

This is to formally transmit the Charter Statement and Strategy Map (**Annex A**) and 2021 Performance Scorecard (**Annex B**) of PADC. The same is to be posted in PADC's website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

The Governance Commission notes that PADC had failed to submit the required documents for its Performance Evaluation System (PES) for 2021, despite the call for submission through GCG's letter dated 30 October 2020.² Consequently, there was also no Technical Panel Meeting (TPM) that was conducted between the GCG and PADC to discuss the relevant performance measures and targets of PADC for 2021 on account of the lack of submission.

In accordance with Item 3 of GCG M.C. No. 2017-02,³ GOCCs who fail to comply with the requirements shall be deemed to have waived its opportunity to propose performance targets and measures, and the GCG shall accordingly complete the GOCC's Performance Scorecard based on its own assessment. As such, PADC's 2021 Performance Scorecard was **FINALIZED** based on the Governance Commission's assessment of existing and available data.

We take this opportunity to remind PADC that Item 5 of GCG M.C. No. 2017-02 mandates GOCCs to submit Quarterly Monitoring Reports and upload the same in the GOCC's website within thirty (30) calendar days from the close of each quarter. PADC is thus requested to submit its revised Quarterly Targets based on the attached scorecard upon submission of the 2nd Quarter Monitoring Report for 2021.

Finally, under the GCG M.C. No. 2017-02, GOCCs can no longer renegotiate the targets set in their Performance Scorecards for the current year. Thus, any request for

¹ CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

² Officially received by the PADC on 09 November 2020.

³ INTERIM PES FOR THE GOCC SECTOR, dated 30 June 2017.

modification in the 2021 Performance Scorecard will instead be considered during the validation of the reported annual accomplishments.

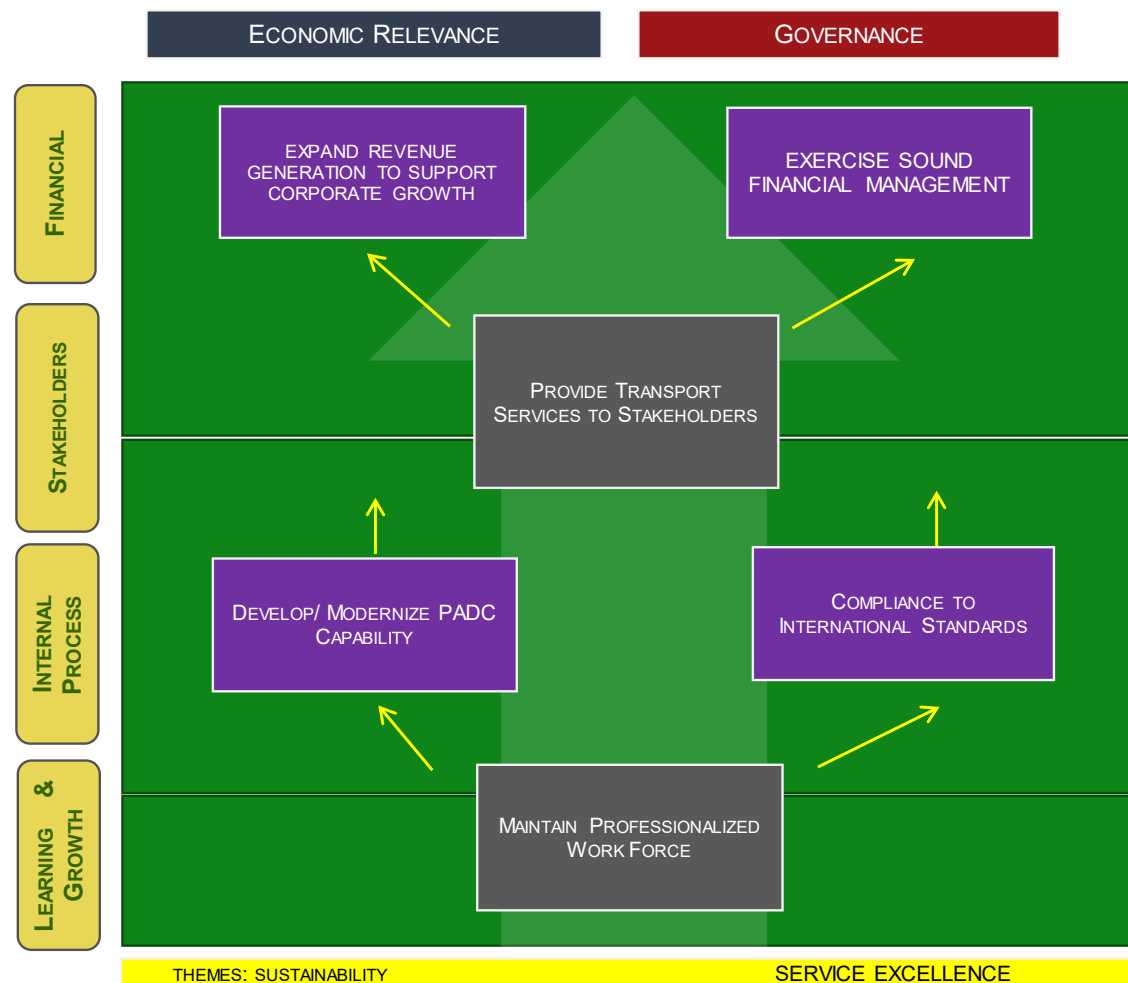
FOR PADC'S COMPLIANCE.

Very truly yours,

STRATEGY MAP

VISION

By 2020, PADC is the Philippine premier global service organization of the aerospace industry in our geographical areas of operations



PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)

Component					Baseline Data		Targets		
	Objective/Measure		Formula	Rating Scale ^{a/}	Weight	2018	2019	2020	2021
FINANCIAL	SO 1	Expand Revenue Generation to Support Corporate Growth							
	SM 1	Gross Revenues (<i>in millions</i>)	Absolute Amount	Actual / Target	30%	56.17	—	56.66	63.62
	SO 2	Exercise Sound Financial Management							
	SM 2	Earnings Before Interest, Taxes, Depreciation, and Amortization [EBITDA] (<i>in millions</i>)	Net Income + Interest + Taxes + Depreciation + Amortization	Actual / Target	10%	22.85	—	16.78	18.84
	SM 3	Percentage of Core Revenues Against Total Revenues	Core Revenues / Total Revenues	Actual / Target <i>0% = If less than 30%</i>	30%	22.65%	—	30%	51%
	SM 4	Payment of Dividends to NG	Dividends Paid / Amount Due	Actual / Target	10%	—	—	—	Payment in accordance with DOF Payment Plan
	Sub-total				80%				
CUSTOMERS / STAKEHOLDERS	SO 3	Provide Transport Services to Stakeholders							
	SM 4	Percentage of Satisfied Customers	Number of respondents which gave at least a Satisfactory rating / Total number of respondents	Actual / Target <i>0% = If less than 80%</i>	5%	—	—	Using the Enhanced Standard Guideline on the Conduct of Customer Satisfaction Survey by the GCG	
		a. Lessees						90%	90%
		b. MRO Clients						90%	90%
	Sub-total				10%				

Component						Baseline Data		Targets	
	Objective/Measure		Formula	Rating Scale ^{a/}	Weight	2018	2019	2020	2021
INTERNAL PROCESS	SO 4	Develop/ Modernize PADC Capability							
	SO 5	Compliance to International Standards							
	SM 7	ISO Certification	Actual Accomplishment	All or Nothing	5%	—	—	ISO 9001:2015 Certification	ISO 9001:2015 Certification
	Sub-total				5%				
LEARNING & GROWTH	SO 6	Maintain Professionalized Work Force							
	SM 8	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	All or Nothing	5%	—	—	Board-approved Competency Framework	Board-approved Competency Framework
	Sub-total				5%				
	TOTAL WEIGHT				100%				

a/ But not to exceed the weight assigned per indicator.