



Office of the President of the Philippines  
**GOVERNANCE COMMISSION**  
FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS  
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23 May 2022

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

*Chairman and DND Secretary*

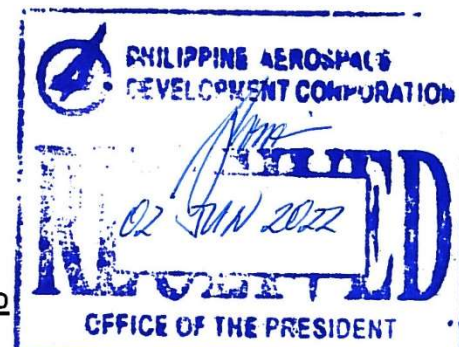
**ATTY. RAYMOND L. MITRA**

*President*

**PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)**

PADC Hangar 2, General Aviation Area

Domestic Airport Rd., Pasay City



RE: TRANSMITTAL OF 2022 PERFORMANCE SCORECARD

Dear Secretary Lorenzana and Pres. Mitra,

This is to formally transmit the Charter Statement and Strategy Map (**Annex A**) and 2022 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.

Note that PADC had failed to submit the required documents for its Performance Evaluation System (PES) for 2022, despite the call for submission through GCG's letter dated 03 January 2022.<sup>1</sup> Consequently, no Technical Panel Meeting (TPM) was conducted between GCG and PADC to discuss the relevant performance measures and targets of PADC for 2022.

In accordance with Item 3 of GCG M.C. No. 2017-02, GOCCs that 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 2022 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 its Quarterly Monitoring Report for 2022.

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 modification in the 2022 Performance Scorecard will instead be considered during the validation of the reported annual accomplishments.

**FOR PADC'S INFORMATION AND COMPLIANCE.**

Very truly yours,

Digitally signed by:  
CHAIRMAN SAMUEL G. DAGPIN, JR.

Digitally signed by:  
OIC-COMMISSIONER\* JAYPEE O. ABESAMIS

Digitally signed by:  
COMMISSIONER MARITES C. DORAL

<sup>1</sup> Officially received by the PADC on 11 January 2022.

\*By virtue of the Memorandum from the Executive Secretary dated 21 March 2021

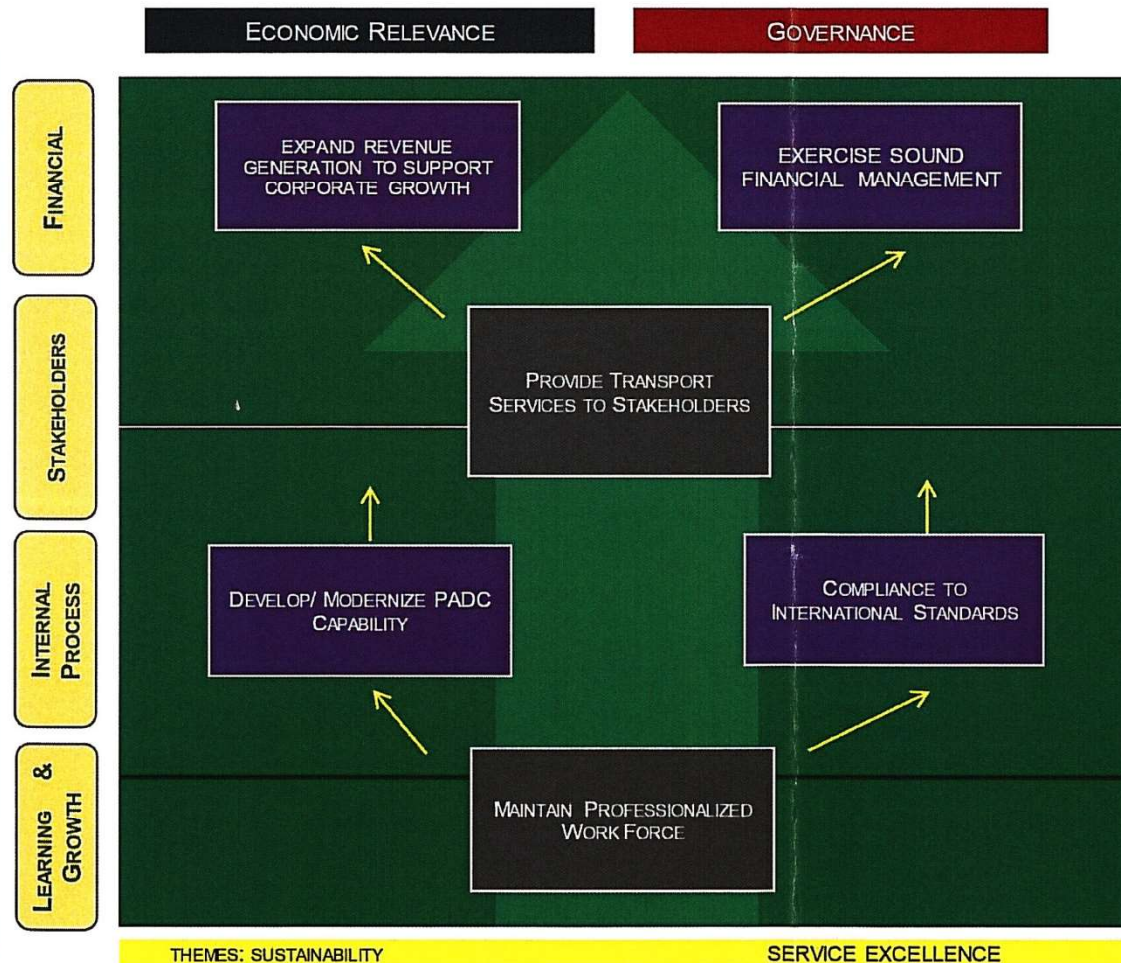
## STRATEGY MAP

### VISION

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



MISSION
To provide world-class support services and research for aerospace development for private and government customers
CORE VALUES
<b>Integrity</b> Firm adherence to the highest ethical and professional standards <b>Professionalism</b> Conducts services professionally compliant to international and local rules <b>Safety</b> Ensure safety and security at all times <b>Service Excellence</b> Upholding the highest global standards in Customer service and satisfying the needs of our customers at all times <b>Teamwork</b> Each member contributes one's talents and skills to achieve a common goal



# 2022 PERFORMANCE SCORECARD

## PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)

Components					Baseline Data		Targets		
	Objective/Measure	Formula	Rating Scale <sup>a/</sup>	Weight	2019	2020	2021	2022	
FINANCIAL	SO 1	Expand Revenue Generation to Support Corporate Growth							
	SM 1	Gross Revenues <i>(in millions)</i>	Absolute Amount	Actual / Target	25%	–	60.54	63.62	57.41
	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%	–	19.47	18.84	18.49
	SM 3	Percentage of Core Revenues Against Total Revenues	Core Revenues / Total Revenues	Actual / Target <i>0% = If less than 30%</i>	25%	–	5.41%	51%	51%
	SM 4	Payment of Dividends	Dividends Paid / Amount Due	Actual / Target	10%	–	–	Payment in accordance with DOF Payment Plan	Payment in accordance with DOF Payment Plan
	SM 5	Budget Utilization Rate (BUR)	Actual Disbursement / Total Budget for CO and MOOE	Actual / Target	10%	N/A	N/A	N/A	90%
	Sub-total				80%				
CUSTOMERS / STAKEHOLDERS	SO 3	Provide Transport Services to Stakeholders							
	SM 6	Percentage of Satisfied Customers	Number of respondents which gave <i>at least</i> a Satisfactory rating / Total number of respondents	Actual / Target <i>0% = If less than 80%</i>		–	Not Accomplished	Using the Enhanced Standard Guideline on the Conduct of CSS by the GCG	
		a. Lessees						90%	90%
		b. MRO Clients						90%	90%
	Sub-total				10%				

Components					Baseline Data		Targets	
	Objective/Measure	Formula	Rating Scale <sup>a/</sup>	Weight	2019	2020	2021	2022
INTERNAL PROCESS	SO 4	Develop/ Modernize PADC Capability						
	SO 5	Compliance to International Standards						
	SM 7	ISO Certification	Actual Accomplishment	All or Nothing	5%	—	Not Accomplished	ISO 9001:2015 Certification
				<b>Sub-total</b>	<b>5%</b>			
LEARNING & GROWTH	SO 6	Maintain Professionalized Work Force						
	SM 8	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	All or Nothing	5%	—	None	Board-approved Competency Framework
				<b>Sub-total</b>	<b>5%</b>			
				<b>TOTAL WEIGHT</b>	<b>100%</b>			

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