

STRATEGY MAP

VISION

By 2028, the PADC is the main platform for Philippine world-class aerospace development, self-reliance, and strategic partnerships.



ECONOMIC RELEVANCE

GOVERNANCE

MISSION

The PADC is the sole government corporation that satisfies the developmental and self-reliance needs of the Philippines by providing quality and cohesive solutions to civilian and military customers through research, design, manufacture, assembly, manufacture, assembly, and maintenance of aerospace assets by developing and sustaining a competent workforce.

FINANCIAL

STAKEHOLDERS

INTERNAL PROCESS

LEARNING AND GROWTH

CORE VALUES

- Integrity**
Firm adherence to the highest ethical and professional standards.
- Professionalism**
Conducts services professionally compliant to international and local rules.
- Safety**
Ensure safety and security at all times
- Service Excellence**
Upholding the highest global standards in Customer service and satisfying the needs of our customers at all times.
- Teamwork**
Each Member contributes one's talents and skills to achieve a common goal.

EXPAND REVENUE GENERATION TO SUPPORT CORPORATE GROWTH

EXERCISE SOUND FINANCIAL MANAGEMENT

PROVIDE MAINTENANCE, REPAIR AND OVERHAUL (MRO) SERVICES TO STAKEHOLDERS

TECHNOLOGY ADVANCEMENT

COMPLIANCE TO INTERNATIONAL STANDARDS

MAINTAIN PROFESSIONALIZED WORK FORCE

THEMES: SUSTAINABILITY

SERVICE EXCELLENCE

PHILIPPINE AEROSPACE DEVELOPMENT CORPORATION (PADC)

| | Component | | | | Baseline Data | | | | Target | | |
|------------------|-------------------|---|---|---|---------------|-----------------|-----------------|-----------------|-------------------------------------|---|---|
| | Objective/Measure | Formula | Rating Scale | Weight | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | |
| FINANCIAL | SO 1 | Expand Revenue Generation to Support Corporate Growth | | | | | | | | | |
| | SM 1 | Gross Revenues ^a | Absolute Amount | Actual / Target | 20% | ₱75.056 million | ₱60.544 million | ₱54.291 million | ₱62.837 million | ₱155.440 million | ₱205 million |
| | SO 2 | Exercise Sound Financial Management | | | | | | | | | |
| | SM 2 | Earnings Before Interest, Taxes, Depreciation, and Amortization [EBITDA] ^a | Net Income + Interest + Taxes + Depreciation + Amortization | Actual / Target | 20% | ₱18.986 million | ₱19.550 million | ₱17.509 million | ₱18.778 million | ₱2.360 million | ₱24.877 million |
| | SM 3 | Percentage of Core Revenues Against Total Revenues ^a | Gross Revenues without Rental Income + Gross Revenues | Actual / Target <i>0% = If less than 30%</i> | 10% | 38.62% | 15.63% | 6.13% | 0.03% | 51.46% | 61.95% |
| | SM 4 | Payment of Dividends | Dividends Paid / Total Dividends Due | Actual / Target | 5% | N/A | N/A | ₱6.359 million | ₱8.78 million out of ₱31.77 million | 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 | 42.63% | 90% | 90% |
| Sub-total | | | | 65% | | | | | | | |

Note: a. The baseline figures for SM 1, SM 2, and SM 3 from 2019-2021 are based on the Commission on Audit (COA)'s Annual Audit Report (AAR) of PADC's Financial Statements (including the restatement of prior years' figures). The 2022 baseline for the three measures is based on the GCG's validated accomplishment computed using the figures from PADC's submission.

| | | Component | | | | Baseline Data | | | | Target | |
|--------------------------------|------------------|---|---|---|------------|---------------|-------------------|-------------------|-------------------|-------------------------------|---|
| | | Objective/Measure | Formula | Rating Scale | Weight | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
| CUSTOMERS/ STAKEHOLDERS | SO 3 | Provide Maintenance, Repair, and Overhaul (MRO) Services to Stakeholders | | | | | | | | | |
| | SM 6 | Percentage of Satisfied Customers | Number of respondents who gave at least a satisfactory rating / Total Number of Respondents | Actual / Target <i>0% = If less than 80%</i> | 10% | - | No accomplishment | No accomplishment | No accomplishment | 90% | 90% |
| | Sub-total | | | | 10% | | | | | | |
| | SO 4 | Technology Advancement | | | | | | | | | |
| INTERNAL PROCESS | SM7 | MOU/MOA with Other Government/ Private MRO Provider | Signed Memorandum of Agreement/ Understanding with a new client for MRO services | All or Nothing | 5% | N/A | N/A | N/A | N/A | Signed MOU/MOA | Signed MOU/MOA |
| | SM 8 | Modernize Existing Equipment | Actual Accomplishment | Actual / Target a. 2% b. 8% | 10% | N/A | N/A | N/A | N/A | Modernized Existing Equipment | a. 100% completion of repairs and maintenance of tools and equipment b. 100% supply and delivery of new Machinery Equipment budgeted in Capital Outlay |

| Component | | Baseline Data | | | | Target | | | | |
|---------------------|---|-----------------------|----------------|------|------|-------------------|-------------------|-------------------|-------------------------------------|-------------------------------------|
| Objective/Measure | Formula | Rating Scale | Weight | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | |
| SO 5 | Compliance to International Standards | | | | | | | | | |
| SM 9 | ISO Certification | Actual Accomplishment | All or Nothing | 5% | - | No accomplishment | No accomplishment | No accomplishment | ISO 9001:2015 Certification | ISO 9001:2015 Certification |
| Sub-total | | | 20% | | | | | | | |
| SO 6 | Maintain Professionalized Work Force | | | | | | | | | |
| SM 10 | Percentage of Employees Meeting Required Competencies | Actual Accomplishment | All or Nothing | 5% | - | No accomplishment | No accomplishment | No accomplishment | Board-approved Competency Framework | Board-approved Competency Framework |
| Sub-total | | | 5% | | | | | | | |
| TOTAL WEIGHT | | | 100% | | | | | | | |

LEARNING & GROWTH