PES FORM 4
4<sup>th</sup> Quarter Monitoring Report

| PERS-                  |   |  | 2019 Annual   | 4 <sup>th</sup> Quarter |   |   |                    |                           |
|------------------------|---|--|---|-------------------------|---|---|--------------------|---------------------------|
| PECTIVE                | Strategic Objective (SO) / Strategic Measure (SM) |  | Formula   | Weight                  | Rating System                                 | Target  | Target             | Actual                    |
| CUSTOMERS/STAKEHOLDERS | SO 1  | Provided Adequate Power Supply in Missionary Areas   |   |                         |   |   |                    |                           |
|                        | SM 1  | Supply   | ∑Plant Dependable Capacity  | 10.00%                  | Actual Over Target                            | 185.89 MW   | -                  | 138.697MW                 |
|                        | SO 2  | Contributed to the Power Supply in the Main Grids thru the Agus-Pulangi Plants                         |   |                         |   |   |                    |                           |
|                        | SM 2  | Energy Generation  | Total Energy Generation   | 10.00%                  | Actual Over Target                            | 2,872.11 GWH*   | 2,339.74 GWH       | <b>2,275.35</b> GWH       |
|                        | SO 3  | Ensured Customer/ Stakeholder Satisfaction   |   |                         |   |   |                    |                           |
|                        | SM 3  | Percentage of Satisfied Customers  | $\Sigma$ No. of Satisfied Respondents ÷ $\Sigma$ No. of Respondents   | 5.00%                   | Actual Over Target<br>(If less than 80% = 0%) | 90%<br>(Using the Standard<br>Methodology and<br>Questionnaire<br>developed by GCG) | 90.0%              | 94.77%                    |
|                        |   |  | Subtotal:   | 25.00%                  |   |   |                    |                           |
|                        | SO 4  | Provided Efficient and Reliable Power Supply in Missionary Areas                                       |   |                         |   |   |                    |                           |
| CESS                   | SM4   | Percentage of Unexpected Power<br>Interruption (Forced Outage Rate)                                    | ∑(Forced Outage Hours) ÷ ∑(Operating Hours<br>+ Forced Outage Hours)  | 5.00%                   | Actual Over Target                            | 0.111%  | 0.111%             | 0.011%                    |
|                        | SM5   | Plant Operation Efficiency (Net Heat Rate)   | $[\Sigma(\text{Diesel Fuel Consumption x Ave Diesel Fuel Heating Value}) + \Sigma(\text{Bunker Fuel Consumption x Ave Bunker Fuel Heating Value})]} \div \Sigma(\text{Net Generation})$ | 5.00%                   | Actual Over Target                            | 10,771<br>BTU/kWh   | 10,771<br>BTU/kWh  | <b>10,686</b><br>BTU/kWh  |
| L PRO                  | SO 5  | 5 Increased Power Generations in Missionary Areas pursuant to the Approved Budget                      |   |                         |   |   |                    |                           |
| INTERNAL PROCESS       | SM6a  | Completed Transmission Line  | Actual Completed Transmission Lines   | 5.00%                   | Actual Over Target                            | 157.00 **<br>Ckt. Kms.  | 81.00<br>Ckt. Kms. | <b>29.90</b><br>Ckt. Kms. |
|                        | SM6b  | Completed Substation Facilities  | Actual Completed Substations  | 5.00%                   | Actual Over Target                            | 30.0 MVA  | 25.0<br>MVA        | <b>5.0</b><br>MVA         |
|                        | SO 6  | Contributed to Efficient Operation of Generation Assets in the Main Grids thru the Agus-Pulangi Plants |   |                         |   |   |                    |                           |
|                        | SM7   | Controlled Unexpected Power Interruption (Forced Outage Hour)  | Actual Forced Outage Hour   | 5.00%                   | All or Nothing                                | 24 hrs.   | 24 hrs.            | <b>16.848</b> hrs         |

## PES FORM 4 4<sup>th</sup> Quarter Monitoring Report

| PERS-            | PERFORMANCE MEASURES |   |  |        |                    | 2019 Annual  | 4 <sup>th</sup> Quarter                          |  |
|------------------|----------------------|---|--|--------|--------------------|--|--|--|
| PECTIVE          | Strategi             | c Objective (SO) / Strategic Measure (SM)   | Formula  | Weight | Rating System      | Target   | Target   | Actual   |
| INTERNAL PROCESS | SO 7                 | 7 Contributed to Sustainable Hydro and Geothermal Plant Operations  |  |        |                    |  |  |  |
|                  | SM8                  | Hectares of Open Areas Reforested   | Actual Areas Reforested  | 5.00%  | Actual Over Target | 9,638.48 has.<br>(+1,245 has.)   | 1,245 has.                                       | No areas reforested due to<br>the pending approval of<br>ERC on NPC's petition for<br>the availment of UC-EC<br>Plans (Plan 11). |
|                  | SO 8                 | Ensured the Structural and Operational Safety of Dams to Mitigate Flooding in the Downstream Communities.   |  |        |                    |  |  |  |
|                  | SM9                  | Maintenance Requirements of Dams and Other Non-Power Components   | Actual No. Of Maintenance Activities Implemented<br>÷ Target No. Of Maintenance Activities   | 5.00%  | Actual Over Target | 100% [ based on the 17 planned maintenance activities (8 for Luzon, and 9 for Mindanao) identified for 2019] | 88.24%<br>(15 planned<br>maintenance activities) | 80.0% [12 maintenance activity implemented)  |
| ERNA             | SO 9                 | SO 9: Consolidation of Ownership of NPC Assets/Property Boundaries/Tenurial Rights  |  |        |                    |  |  |  |
| INI              | SM10a                | Number of Transferred Certificates of Titles/Decrees and Land Registration Case Decisions under OMA to PSALM, Filed Applications for Titling/Issuance of Certificates of Titles/Decrees of Unregistered/Untitled Lots | Actual No. Of Lots with Transferred<br>Certificates of Titles/Decrees/LRC Decisions<br>under OMA to PSALM and Lots with Filed<br>Applications for Titling/Issuance of Certificates<br>of Titles/Decrees under OMA Properties | 2.50%  | Actual Over Target | 35 lots  | 8 lots   | <b>15</b> lots   |
|                  | SM10b                | Tenurial Rights/Issuance of Certificates of Titles of Unregistered/Untitled Non-OMA   | Actual No. of Lots with Filed Applications for Titling or Tenurial Rights/Issuance of Certificates of Titles and Reconstructed/Deeds of Donations  | 2.50%  | Actual Over Target | 10 lots  | 2 lots   | 4 lots   |
|                  | Subtotal: 40.00%     |   |  |        |                    |  |  |  |
| FINANCE          | SO10                 | Exercised Fiscal Prudence to Optimize Use of Resources  |  |        |                    |  |  |  |
|                  | SM11a                | Fixed Cost Efficiency Ratio in the Missionary Areas   | ∑[PS + MOOE] ÷ ∑(Energy Sales)   | 5.00%  | Actual Over Target | 4.89 ₽/kWh   | TO FOLLOW  | TO FOLLOW  |
|                  | SM11b                | Fixed Cost Efficiency Ratio in the<br>Main Grids<br>Hydro Plants (Agus- Pulangi)  | ∑[PS + MOOE] ÷ ∑(Energy Sales)   | 5.00%  | Actual Over Target | 0.32 ₽/kWh   | TO FOLLOW  | TO FOLLOW  |
|                  | SM12                 | OMA Budget Utilization Efficiency<br>Ratio  | ∑(Miscellaneous OMA Budget) ÷<br>∑(Energy Sales)   | 5.00%  | Actual Over Target | 0.08 <b>₽</b> /kWh   | TO FOLLOW  | TO FOLLOW  |

## PES FORM 4 4<sup>th</sup> Quarter Monitoring Report

| PERS-<br>PECTIVE    |   |   | 2019 Annual  | 4 <sup>th</sup> Quarter |                    |   |   |   |
|---------------------|---|---|--|-------------------------|--------------------|---|---|---|
|                     | Strategic Objective (SO) / Strategic Measure (SM) |   | Formula  | Weight                  | Rating System      | Target  | Target  | Actual  |
| FINANCE             | SO11  | SO11 Ensured Adequate Fund Sources for Sustainability and Improve Corporate Liquidity |  |                         |                    |   |   |   |
|                     | SM13  | Improved Collection Efficiency  | Total Collections ÷ Total Accounts<br>Receivables                    | 5.00%                   | Actual Over Target | 53.92%  | 53.92%  | 54.13%  |
|                     | SM14  | EBITDAS Margin with UCME  | EBITDAS ÷ (Total Revenue/Income)                                     | 5.00%                   | Actual Over Target | 8.55%   | TO FOLLOW   | TO FOLLOW                                       |
|                     | Subtotal: 25.00%                                  |   |  |                         |                    |   |   |   |
| LEARNING AND GROWTH | SO 12   | SO 12 Ensured Employee Productivity and Competency                                    |  |                         |                    |   |   |   |
|                     | SM15  | Compliance to Quality Standards   | Actual Accomplishment  | 5.00%                   | All or Nothing     | Surveillance Audit<br>Passed                  | N/A   | N/A   |
|                     | SM16  | Percentage of Employees with<br>Required Competencies Met                             | No. Of Employees with Required<br>Competencies Met ÷ Total Employees | 5.00%                   | Actual Over Target | 10%<br>Increase from 2018<br>Competency Level | 5.0%<br>Increase from<br>2018 Competency<br>Level | 4.33%<br>increase from 2018<br>Competency Level |
| LEA                 |   |   | 10.00%   |                         |                    |   |   |   |
|                     | Overall Total:                                    |   |  |                         |                    |   |   |   |

<sup>\*</sup> With Revised/Updated Energy Generation Target of 2,339.74 GWH pursuant to the approved NPC-PSALM CY 2019 Plant Performance Measurement (PPM) Agreement

<sup>\*\*</sup> Actual length of Mansalay-San Jose 69 kV T/L reduced from 68.00 ckt. kms. to 60.00 ckt. kms. as per Contract No. LuzP17Z835Sdg/HO-PIB18-001 (Sch. 1=34.00 ckt kms/Sch. 2=26.00 ckt kms)