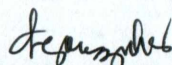







Component					Annual Target	First Quarter		Second Quarter		Third Quarter		Fourth Quarter		TOTAL		
Objective/Measure		Formula	Weight	Rating System	2023	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
Learning & Growth	SO 6	Sustain the Development of Expertise and Human Resources in the Field of Sugarcane Industry, Development and Related Areas														
	SM 10	Percentage of Personnel with Required Competencies Met	Number of Incumbents Meeting Required Competency over Number of Filled Plantilla	5%	All or Nothing	Improvement from the baseline	46.72%		58.20%		58.20%		88.34%		88.34%	
Learning & Growth	SM 11	ISO 9001 Certification	Milestone	5%	All or Nothing	Passed 1st Surveillance Audit	Passed the 1st Year Surveillance Audit by the ISO 9001 Certifying Body last March 7, 2023 (FIRST QUARTER 2023)									
	<b>subtotal</b>			<b>10%</b>												
Financial	SO 7	Maintain Sound Financial Management														
	SM 12	EBITDA Margin	EBITDA / Total Revenues	5%	Actual/Target	16%	16%	70.67%	16%	68.11%	16%	69.21%	16%	62.14%	16%	62.14%
	SM 13	Budget Utilization Rate (BUR)														
		a. Subsidy														
		a.1 Obligation Rate														
		Current	Total Obligated Subsidy over Total COB from Subsidy (both net of PS Cost)	1%	Actual/Target	90%	90%	0%	90%	60%	90%	62%	90%	71%	90%	71%
	Carry-over		1%	Actual/Target	90%	90%	100%	90%	100%	90%	100%	90%	100%	90%	100%	
	a.2 Disbursement Rate															
	Current	Total Disbursement over Total Obligations (both net of PS Cost)	1%	Actual/Target	90%	90%	-	90%	6.64%	90%	9.13%	90%	67.08%	90%	67.08%	
	Carry-over		1%	Actual/Target	90%	90%	20.78%	90%	44.39%	90%	48.08%	90%	60.73%	90%	60.73%	
	b. Disbursement of Internally generated Funds (IGF)	Total disbursement from IGF over Total COB from IGF (both net of PS Cost)	2%	Actual/Target	90%	90%	8.56%	90%	21.63%	90%	33.25%	90%	51.87%	90%	51.87%	
<b>subtotal</b>			<b>11%</b>													
<b>TOTAL</b>			<b>100%</b>													

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