

CLARK INTERNATIONAL AIRPORT CORPORATION

	Component				Annual Target	4 TH Quarter		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual	
Social Impact	SO 1	Increased Mobility and Connectivity of North Luzon						
	SM 1	Passenger Volume from Catchment Area (Regions I,II,III and CAR)	Total number of passengers from Catchment Area by the end of CY2017	10%	(Actual / Target) x Weight	1,252,058 pax	325,535	396,561
	SM 2	Annual Aircraft Operations	Total takeoffs and landings for passenger domestic and international flights	10%	(Actual / Target) x Weight	11,161	2,902	3,940
	SM 3	Increase in Serviced Destinations	Total number of domestic and international destinations	10%	(Actual / Target) x Weight	15	15 (Q1-Q4)	24
	Sub-total				30%			

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	Financial	SO 2	Improve Financial Performance					
SM 4		Revenues (in thousand pesos)	Absolute Amount	10%	(Actual / Target) x Weight	760,847	209,808	200,274
SM 5		EBITDA (in thousand pesos)	Absolute Amount	8%	(Actual / Target) x Weight	306,892	143,213	64,144
SO 3		Diversify Non-Aeronautical Revenue Sources						
SM 6		Non-Aeronautical Revenues	Absolute Amount	7%	(Actual / Target) x Weight	417,470	116,305	108,407
Sub-total				25%				

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	Stakeholders	SO 4	Increase Economic Opportunities					
SM 7		Number of Lease Agreements signed (Locators within CCAC)	Cumulative Number	6%	(Actual / Target) x Weight	69	69	90
SO 5		Enhance Stakeholder Experience						
SM 8		Passenger Satisfaction Survey	Average rating of passengers on a 5-point scale	8%	(Actual / Target) x Weight	4.2	4.2	4.1
Sub-total			14%					

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	Internal Process	SO 6	Deliver Quality Service					
SM 9		ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certified	Maintain ISO 9001:2015 Certification	ISO 9001:2015 Certification Maintained
SM 10		Aerodrome Certification	Actual Accomplishment	5%	All or Nothing	Aerodrome Certification Maintained	Aerodrome Certification Maintained	Aerodrome Certification Maintained
SO 7		Engage in Infrastructure/Equipment Development/Upgrade that Accommodate Growth and Advance Strategic Objectives						

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		SM 11	Budget Utilization Rate	(Budget Utilized/ Total Allocated Amount for 2017 Airport Projects) x 100		8%	Actual / Target x Weight	100%
Internal Process	SO 8	Improve Safety and Security at Clark Civil Aviation Complex						
	SM 12	Percentage Compliance with the Prescribed Response Time to Safety and Security Incidents/Emergencies at CCAC						
	a. Aircraft Emergencies	(Actual no. of incidents or emergencies responded to within the prescribed time/ Total number of incidents or emergencies) x 100%	1%	All or Nothing	100% (3 mins)	100%	100%	
b. Security-related Airport Incidents		1%	100% (10 mins)		100%	No airport incidents transpired within the 4th quarter of 2017		

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		c. Medical Emergencies		1%		100% (3 mins)	100%	100%
	Sub-total			3%				
Learning and Growth	SO 9	Enrich Employee Performance and Development						
	SM 13	Competency Framework	Actual Accomplishment	5%	All or Nothing	Availability of Management-Approved Competency Framework	Board-Approved Competency Framework	<i>For exclusion</i>
	SM 14	Rationalization Plan (RP)	Actual Accomplishment	5%	All or Nothing	Availability of Management-Approved Enhanced Individual Evaluation Forms	Submission to GCG	<i>For exclusion</i>
	Sub-total			10%				
	TOTAL			100%				