

**CLARK INTERNATIONAL AIRPORT CORPORATION**

	Component				Annual 2024	2 <sup>nd</sup> Quarter		
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating Scale <sup>1</sup>		Target	Actual	
<b>Social Impact</b>	SO 1	<b>Enabled Dynamic Development of the Clark Civil Aviation Complex</b>						
	SM 1	Aircraft Movement Volume	International + Domestic + General Aviation Flights	0%	Actual / Target	18,608 <sup>2</sup>	18,608 (Q1-Q4)	2024 Q2: 6,730 (Int'l Flts: 2,227, Dom Flts: 2,010; GenAv Flts: 2,493)  As of 30 June 2024: 13,338 (Int'l Flts: 4,793, Dom Flts: 4,105; GenAv Flts: 4,440) :
	SM 2	Number of New Employment Generated by CCAC Locators (including sub lessees)	Absolute Number	5%	Actual / Target	1,000	250	2024 Q2: 763  As of 30 June 2024: 1,245

<sup>1</sup> But not to exceed the weight assigned per indicator

<sup>2</sup> Reference: LIPAD target

**PES Form 4**  
**2<sup>nd</sup> Quarter Monitoring Report**

	Component				Annual 2024	2 <sup>nd</sup> Quarter														
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating Scale <sup>1</sup>		Target	Actual													
	<b>Sub-total</b>		<b>5%</b>																	
<b>Financial</b>	SO 2	Sustained Financial Performance																		
	SM 3	Revenues (in million pesos)	Service and Business Income + Gains + Other Non-Operating Income	20%	Actual / Target	640.237	154.508	<table border="1"> <thead> <tr> <th>Items</th> <th>In-'000</th> </tr> </thead> <tbody> <tr> <td>Service &amp; Business Income</td> <td>215.803</td> </tr> <tr> <td>Gains</td> <td>7.771</td> </tr> <tr> <td>Other Non-Operating Income</td> <td>0.274</td> </tr> <tr> <td>Total Revenue</td> <td>223.848</td> </tr> </tbody> </table>	Items	In-'000	Service & Business Income	215.803	Gains	7.771	Other Non-Operating Income	0.274	Total Revenue	223.848		
	Items	In-'000																		
	Service & Business Income	215.803																		
Gains	7.771																			
Other Non-Operating Income	0.274																			
Total Revenue	223.848																			
SM 4	EBITDA (in million pesos)	Net Income + Interest Exp + Income Taxes + Depreciation + Amortization	10%	360.157	84.488	<table border="1"> <thead> <tr> <th>Items</th> <th>In-'000</th> </tr> </thead> <tbody> <tr> <td>Net-Income</td> <td>139.791</td> </tr> <tr> <td>Interest</td> <td>0.000</td> </tr> <tr> <td>Depreciation</td> <td>22.101</td> </tr> <tr> <td>Amortization</td> <td>0.096</td> </tr> <tr> <td>Income Tax</td> <td>6.873</td> </tr> <tr> <td>EBITDA</td> <td>161.988</td> </tr> </tbody> </table>	Items	In-'000	Net-Income	139.791	Interest	0.000	Depreciation	22.101	Amortization	0.096	Income Tax	6.873	EBITDA	161.988
Items	In-'000																			
Net-Income	139.791																			
Interest	0.000																			
Depreciation	22.101																			
Amortization	0.096																			
Income Tax	6.873																			
EBITDA	161.988																			
SM 5	Budget Utilization Rate (BUR)	Actual Disbursement / Scheduled Disbursement (Total COB net of PS Cost)	5%	90%	10%	As of 30 June 2024: 75.35%														

**PES Form 4**  
**2<sup>nd</sup> Quarter Monitoring Report**

	Component				Annual 2024	2 <sup>nd</sup> Quarter	
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating Scale <sup>1</sup>		Target	Actual
	<b>Sub-total</b>			<b>35%</b>			
<b>Stakeholders</b>	SO 3	Increased Economic Opportunities					
	SM 6	Number of Lease Agreements Signed (Locators within CCAC)	Retained plus New Less Expired, Terminated, and Merged Lease Agreements	10%	Actual / Target	Additional 5 Lease Agreements (Locators) from 2023 Cumulative Total	2  2024 Q2: No new locator  As of 30 June 2024: No new locator
	SO 4	Enhanced Stakeholder Experience					
	SM 7	Percentage of Satisfied Customers	Number of respondents which gave at least a Satisfactory rating / Total number of respondents	5%	Actual / Target  <i>0% = If less than 80%</i>	90%	N/A
	<b>Sub-total</b>			<b>15%</b>			

**PES Form 4**  
**2<sup>nd</sup> Quarter Monitoring Report**

	Component				Annual 2024	2 <sup>nd</sup> Quarter		
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating Scale <sup>1</sup>		Target	Actual	
<b>Internal Processes</b>	SO 5	Strengthen Business Processes						
	SM 8	ISO 9001:2015	Actual Accomplishment	5%	All or Nothing	Pass 1 <sup>st</sup> Surveillance Audit	N/A	1 <sup>st</sup> Surveillance Audit will be conducted by the TÜV Rheinland Auditors in November 2024.
	SO 6	Develop and Upgrade Airport and CCAC Infrastructure/Equipment						
		Implementation of Airport Infrastructure Projects						
	SM 9	Design and Build of the New Eighteen-Storey Air Traffic Control Tower Building Facility at CRK	Percentage Accomplishment	10%	Actual / Target	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments	80.06% Accomplished as of 30 June 2024 against the scheduled progress of 81.64% (based on the Approved Extension of Time No. 6), negative variance of -1.58% Note: Revised Target Completion Date is on 22 December 2024
		Supply, Installation, Testing, and Commissioning of Primary Surveillance Radar (PSR) and Secondary Surveillance Radar (SSR)	Percentage Accomplishment	10%	Actual / Target	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments	86.04% Accomplished as of 30 June 2024 against the scheduled progress of 78.96% (based on the Approved Extension of Time No. 3), positive variance of 7.08% Note: Revised Target Completion Date is on 30 November 2024

**PES Form 4**  
**2<sup>nd</sup> Quarter Monitoring Report**

	Component				Annual 2024	2 <sup>nd</sup> Quarter	
	Strategic Objective (SO) / Strategic Measure (SM)		Formula	Weight		Rating Scale <sup>1</sup>	Target
		Supply, Installation, Testing & Commissioning of New Air Traffic Communication System and Relocation of Various Communication, Navigation, and Surveillance (CNS) Equipment	Percentage Accomplishment	15%	Actual / Target	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments	100% Accomplishment of Deliverables based on the Contract Schedule and its Amendments  4.28% Accomplished as of 30 June 2024 against the scheduled progress of 2.17%, positive variance of 2.11%  Note: NTP was issued on 16 February 2024; and Target completion date is on 12 March 2025.
	<b>Sub-total</b>			<b>40%</b>			
<b>Learning and Growth</b>	SO 7	Enrich Employee Performance and Development					
	SM 10	Percentage of Employees Meeting Required Competencies	Plantilla Employees Meeting Required Competencies / Total Filled Plantilla as of Yearend	5%	Actual / Target	100%	Conduct of competency interventions in the form of training activities (external and in-house training) to 50% of CIAC's total number of employees (1 <sup>st</sup> to 2 <sup>nd</sup> quarter)  Semestral Competency Assessment of CIAC employees on or before 30 June 2024  110 CIAC employees or 94% of the 117 filled plantilla positions as of the 2 <sup>nd</sup> Quarter had undergone competency enhancement intervention. Semestral Competency Assessment to be conducted within the month of July but covering the 1 <sup>st</sup> Semester of the year. This is to ensure that all newly-hired employees as of June 30, 2024 will already be included in the Competency Assessment.
	<b>Sub-total</b>			<b>5%</b>			
	<b>TOTAL</b>			<b>100%</b>			