

CLARK INTERNATIONAL AIRPORT CORPORATION

	Component				Annual 2024	1st Quarter		
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating Scale ¹		Target	Actual	
Social Impact	SO 1	Enabled Dynamic Development of the Clark Civil Aviation Complex						
	SM 1	Aircraft Movement Volume	International + Domestic + General Aviation Flights	0%	Actual / Target	18,608 ²	18,608 (Q1-Q4)	7,632 Q1 Total Flights Int'l: 2,095 Dom: 2,566 GenAv: 2,971
	SM 2	Number of New Employment Generated by CCAC Locators (including sub lessees)	Absolute Number	5%	Actual / Target	1,000	250	482
	Sub-total				5%			

¹ But not to exceed the weight assigned per indicator

² Reference: LIPAD target

PES Form 4
1st Quarter Monitoring Report

	Component				Annual 2024	1st Quarter														
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating Scale ¹		Target	Actual													
Financial	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" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Items</th> <th>In '000</th> </tr> </thead> <tbody> <tr> <td>Service/ Business</td> <td>154.118</td> </tr> <tr> <td>Gains</td> <td>1.188</td> </tr> <tr> <td>Other Non-Operating</td> <td>0.963</td> </tr> <tr> <td>Total Revenue</td> <td>156.269</td> </tr> </tbody> </table>	Items	In '000	Service/ Business	154.118	Gains	1.188	Other Non-Operating	0.963	Total Revenue	156.269		
	Items	In '000																		
Service/ Business	154.118																			
Gains	1.188																			
Other Non-Operating	0.963																			
Total Revenue	156.269																			
SM 4	EBITDA (in million pesos)	Net Income + Interest Exp + Income Taxes + Depreciation + Amortization	10%	360.157	84.488	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Items</th> <th>In '000</th> </tr> </thead> <tbody> <tr> <td>Net Income</td> <td>77.647</td> </tr> <tr> <td>Interest</td> <td>0.00</td> </tr> <tr> <td>Depreciation</td> <td>22.030</td> </tr> <tr> <td>Amortization</td> <td>0.097</td> </tr> <tr> <td>Income Tax</td> <td>4.073</td> </tr> <tr> <td>EBITDA</td> <td>103.847</td> </tr> </tbody> </table>	Items	In '000	Net Income	77.647	Interest	0.00	Depreciation	22.030	Amortization	0.097	Income Tax	4.073	EBITDA	103.847
Items	In '000																			
Net Income	77.647																			
Interest	0.00																			
Depreciation	22.030																			
Amortization	0.097																			
Income Tax	4.073																			
EBITDA	103.847																			
SM 5	Budget Utilization Rate (BUR)	Actual Disbursement / Scheduled Disbursement(Total COB net of PS Cost)	5%	90%	10%	5%														

PES Form 4
1st Quarter Monitoring Report

	Component				Annual 2024	1st Quarter		
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating Scale ¹		Target	Actual	
	Sub-total			35%				
Stakeholders	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	1	No New Lease Agreement Signed
	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	N/A
	Sub-total			15%				
Internal Processes	SO 5	Strengthen Business Processes						
	SM 8	ISO 9001:2015	Actual Accomplishment	5%	All or Nothing	Pass 1 st Surveillance Audit	N/A	N/A

PES Form 4
1st Quarter Monitoring Report

	Component				Annual 2024	1st Quarter	
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating Scale ¹		Target	Actual
	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	67.66% actual progress as of March 31, 2024 against the scheduled progress of 67.14% (based on the approved Extension of Time No. 6), positive variance of 0.52% <small>Note: Revised Target Completion Date is on December 22, 2024.</small>
		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	85.88% actual progress as of March 31, 2024 against the scheduled progress of 52.68% (based on the approved Extension of Time No. 3), positive variance of 33.20% <small>Note: Revised Target Completion Date is on November 30, 2024.</small>
		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	Notice to Proceed was issued last February 16, 2024. Progress / Status: On-going mobilization, preparation /updating of construction drawing plans and layout, necessary permit application, purchasing activities and other associated activities for the project. <small>Note: Target Completion Date is on March 12, 2025.</small>

PES Form 4
1st Quarter Monitoring Report

	Component				Annual 2024	1st Quarter	
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating Scale ¹		Target	Actual
	Sub-total		40%				
Learning and Growth	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 25% of CIAC's total number of employees 90 CIAC employees or 79% of the 114 filled up plantilla positions as of the 1 st Quarter had undergone competency enhancement intervention
	Sub-total			5%			
	TOTAL		100%				