

		Performance Measures				Baseline Data (if available)				
		Description	Formula	Weight	Data Provider if applicable	2013	2014	CY 2015 Targets	CY 2015 Accomplishments	Rating
Social Impact	SO 1	Efficient Supply Chain for Foreign and Domestic Requirements								
	SM 1	Improved participation of accredited suppliers	Absolute Number	0%		n/a	400	440	442	0%
	SM 2	Proportion of successful contracts to the value of the contract	Number of successful contracts/number of suppliers	12%			6.25% (25 successful contracts/400 accredited suppliers)	10% (44 successful contracts/440 accredited suppliers)	9.729% (43 successful contracts/442 accredited suppliers)	11.674%
	Subtotal of Weights:			12%						11.674%
Financial	SO 2	Improve Financial Performance on Core Business Operations								
	SM 3	International Trade Revenue	Absolute Amount	15%		₱934.024 Million	₱1,128 Million	₱1,811.22 Million	₱1,642.666 Million	13.604%
	SM 4	Gross Revenue from Procurement	Absolute Amount	5%		₱1,228 Million	₱2,206 Million	₱2,213.71 Million	₱1,805.333 Million	4.078%
	SO 3	Attain Financial Sustainability								
	SM 5	Net Income	Gross Profit + Operating Income + Other Operating Income - Operating Expense - Finance Cost	10%		₱(0.222 Million)	₱ 0.238 Million	₱4.714 Million	₱15.621 Million	10%
Subtotal of Weights:			30%						27.682%	

	Performance Measures				Baseline Data (if available)		CY 2015 Targets	CY 2015 Accomplishments	Rating	
	Description	Formula	Weight	Data Provider if applicable	2013	2014				
Clients / Stakeholders	SO 4	Customer Satisfaction								
	SM 6	Number of Agreements or Contracts signed with suppliers and buyers (Trading)	Absolute Number	10%		35	68	84	72	8.571%
	SM 7	Over-all satisfaction rating (Third Party)	Adjectival Rating	10%	Contact Asia Services, Inc. (CASI)	n/a	Very Satisfactory	At least Satisfactory	Very Satisfactory	10%
	Subtotal of Weights:			20%						18.571%
Internal Process	SO 5	Offer an Array of Innovative and Non-Traditional Approaches and Customized Services for Its Extensive Network of Clients								
	SM 8	No. of Dealerships or Local Representations for New Technologies or Component Materials	Absolute Number	5%		n/a	3	4	5	5%
	SM 9	No. of Export Producers Utilizing Customs Bonded Warehouse Services	Absolute Number	5%		22	17	20	13	3.250%
	SM 10	No. of Countertrade Agreements Signed with Suppliers	Absolute Number	5%		n/a	5	6	15	5%

PHILIPPINE INTERNATIONAL TRADING CORPORATION

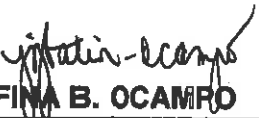
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Interim PES Form 3

	Performance Measures				Baseline Data (if available)		CY 2015 Targets	CY 2015 Accomplishments	Rating	
	Description	Formula	Weight	Data Provider <i>if applicable</i>	2013	2014				
Internal Process	SO 6	Check Compliance of Supplier with PH Government and International Regulatory Bodies (Vetting)								
	SM 11	No. of Export Suppliers Vetted & Certified	Absolute Number	5%		310	400	440	442	5%
	SO 7	Resolve Contract Implementation Issues (Project Implementation)								
	SM 12	Percentage of requests responded on Exports	Total number of responses made (email or letter)/Total number of issues raised/received	5%		n/a	85%	85%	98.752%	5%
	Subtotal of Weights:			25%						23.250%
Learning & Growth	SO 8	Increase the Competencies of the Business and Support Units								
	SM 13	Achieve group performance targets	Actual/Target x 100	5%		n/a	90%	95%	85.666%	4.509%
	SO 9	Automate Key Business Processes								
	SM 14	ICT-based systems automated	Absolute Number	3%		n/a	1	3	3	3%
	SO 10	Acquire and Sustain ISO Certification of QMS								
	SM 15	ISO 9001:2008 QMS acquired and sustained		5%		n/a	Prepared QMS Manual & Manual of Procedures	ISO Certification acquired	ISO Certification acquired	5%
Subtotal of Weights:			13%						12.509%	
TOTAL OF WEIGHTS:			100%						93.686%	

Certified Correct:


JOSEFINA B. OCAMPO
Head of Planning

23 February 2016
Date


ATTY. MA. VICTORIA C. MAGCASE
Vice President, Corporate Governance
Group/Head of Finance

23 February 2016
Date

Approved by:


MARIA LOURDES T. BAUA
President & Chief Executive
Officer

23 February 2016
Date


ADRIAN S. CRISTOBAL JR.
Chairperson, Board of Directors

23 March 2016
Date