Bonus Strategic Measure – **GAD Budget Utilization Rate (1%).** This bonus SM has a weight of 1% and the target is utilization of at least 5% of the total budget.

Upon motion duly made and seconded, the Corporate Governance PAN Joint Committees noted the report of the Management on the PNCC PES for CY 2026.

V. 2025 PNCC PERFORMANCE EVALUATION SCORECARD MONITORING REPORT

Ms. Delivios presented the 2025 Performance Evaluation Scorecard (PES) Monitoring Report, as follows:

For Strategic Measure (SM) 1 – **Construction and Development of Expressway Projects (12.5%).** This SM is composed of five (5) expressway projects with a weight of 2.5% each or a total of 12.5%. The PNCC PES-TWG is still waiting for the SMHC to provide its final report for submission to GCG.

For SM 2 – **Annual Vehicle Traffic of Metro Manila Skyway (12.5%).** The target for this is SM is 164.26 million and as of 31 December 2025, the total traffic count is at 168,443,509 which translates to 103% of the target or 5.18 million higher than the target.

For SM 3 – **Disposal/Development of Real Properties (7%).** This SM has a rating scale of all or nothing and the Company was not able to achieve the target of turn-over of the affected portion of the Bicutan Property to the DOTr.

For SM 4 - **Percentage of Satisfied Customers (10%).** This SM has a weight of 10% with a satisfaction overall rating of 98.37%. For 2025, out of 10,616 transactions, there are 10,260 responses for internal and external services provided by PNCC and the response rate is 96.64% meeting ARTA's requirement of 90%.

For SM 5 – **ISO Certification (7%).** The weight for this SM is 7% and this measure was achieved when the Company passed the 1st surveillance audit conducted last 28 April 2025.

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For SM 6 – **Computerization of System (2.5%).** The Company was not able to achieve this target considering that the Human Resources Information System (HRIS) was put on hold and that there was realignment of budget. A justification shall be attached to the report stating the reason for deferring the HRIS.

For SM 7 – **Percentage of Receivables Collected (6%).** The actual collection is 26.312 million out of the current receivables of 438.597 million which translates to 6%. The non-achievement of target was due to deferment of check payment by PCPI amounting to Php 376.68 million as of 31 December 2025.

For SM 8 – **EBITDA (20%).** The weight for this SM is 20% with EBITDA of Php 829,849,104 which translates to 114.38% of the target. The achievement of target is attributable to increase in interest income and share in revenue of Joint Venture Partner/s.

For SM 9 – **Revenues (10%).** This SM has a weight of 10% with a total revenue of Php 964,994,441 which translates to 112.75% of the annual target.

For SM 10 – **Budget Utilization Rate (BUR) (5%).** The weight of this SM is 5% with 95.86% actual disbursement.

For SM 11 – **Percentage of Employees Meeting Required Competencies (5%).** The weight for this SM is 5% with improvement from the 2023 or 2024 baseline, whichever is higher. In December 2025, the competency assessment was conducted for 54 positions. All 54 employees met the competencies required as their overall rating is above 3.0. The baseline for 2025 is now at 100%.

Ms. Delivios clarified that the above PES Report is only a self-assessment and is still subject to final evaluation by the GCG. Ms. Delivios stated that a 90% overall rating is needed to be able to qualify for Performance-Based Bonus (PBB) and/or Performance-Based Incentives (PBI).

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