

CLARK DEVELOPMENT CORPORATION (CDC)

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025	
SO 1	Generate Productive Economic Business Activity							
SM 1	Number of New Locators (Direct Lease)	Absolute Number	15%	(Actual / Target) x Weight	Not Applicable	Not Applicable	8	11
SM 2	New Committed Investments ¹ by CDC-Direct Lessees	Absolute Amount	15%	(Actual / Target) x Weight	₱2.56 Billion	₱854.84 Million	₱2.86 Billion	₱3.34 Billion
SM 3	Number of Jobs Generated Within the CFZ and CSEZ	Actual Accomplishment at Yearend	10%	(Actual / Target) x Weight	Not Applicable	8.88% Increase from the 2022 Actual Employment Data	3.5% Increase from the 2023 GCG-Validated Actual Accomplishment	3.5% Increase from the 2024 GCG-Validated Actual Accomplishment
<i>For Monitoring Only:</i>								
SM 4	Number of Attendees in CDC-Tourism Activities and Projects Initiated and Participated	Absolute Number	0%	Not Applicable	Not Applicable	Not Applicable	Not Applicable	300,000
	Sub-total		40%					
SO 2	Increase Operating Profitability and Cash Levels							
SM 5	Increase Earnings Before Interest, Tax, Depreciation, and Amortization (EBITDA)	Net Income + Interest + Taxes + Depreciation + Amortization	10%	(Actual / Target) x Weight	₱2.62 Billion	₱3.28 Billion	₱2.964 Billion	₱3.75 Billion

¹ The measure on committed investments of locators is limited to investments related to plant, property, and equipment.

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025	
SM 6	Disbursement Budget Utilization Rate	Total Disbursements / BCDA-Approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual / Target) x Weight	22.62%	38.94%	90%	90%
Sub-total			15%					
SO 3	Ensure Customer Satisfaction							
SM 7	Percentage of Satisfied Customers	Total Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight If Less Than 80% = 0%	91% ²	96.77%	90%	90% ³
SO 4	Maintain Environmental Sustainability Goals							
SM 8a	Compliance to Clean Air Act (Ambient Air)							
	Total Suspended Particulates (TSP)	Absolute Number	5%	All or Nothing	58.7 µg/NCM	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81
	Particulate Matter 10 (PM10)	Absolute Number	5%	All or Nothing	36.3 µg/NCM	Within the National Ambient Air Quality Guidelines Provided Under DENR	Within the National Ambient Air Quality Guidelines Provided Under DENR	Within the National Ambient Air Quality Guidelines Provided Under DENR

STAKEHOLDER

² The data is based on the survey results using the methodology of the Governance Commission.

³ Based on GCG – ARTA Joint Memorandum Circular No. 1, series of 2023. Covers customers availing the GOCC's **external services** only.

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	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
						Administrative Order No. 2000-81	Administrative Order No. 2000-81	Administrative Order No. 2000-81
SM 8b	Compliance to Clean Water Act (Effluent)							
	Biochemical Oxygen Demand (BOD)	Absolute Number	5%	All or Nothing	10 mg/L	Within the Water Quality Guidelines Provided Under DENR Administrative Order No. 2016-08	Within the Water Quality Guidelines Provided Under DENR Administrative Order No. 2016-08	Within the Water Quality Guidelines Provided Under DENR Administrative Order No. 2016-08
	Total Suspended Solids (TSS)	Absolute Number	5%	All or Nothing	12.1 mg/L	Within the Water Quality Guidelines Provided Under DENR Administrative Order No. 2016-08	Within the Water Quality Guidelines Provided Under DENR Administrative Order No. 2016-08	Within the Water Quality Guidelines Provided Under DENR Administrative Order No. 2016-08

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025	
	Sub-total		25%						
INTERNAL PROCESS	SO 5	Provide Efficient Service to Locators							
	SM 9	Percentage of Permits for Business Enterprises Issued Within the Applicable Processing Time ⁴	Total Number of Permits Issued Within Applicable Processing Time / Total Number of Applications for Permits Received	7.5%	(Actual / Target) x Weight	Not Applicable	Not Applicable	100%	100%
	SM 10	Implementation of the Information System Strategic Plan (ISSP)	Total Number of Deliverables Due for 2025 Attained / Total Number of Deliverables Due for 2025	5%	(Actual / Target) x Weight	Electronic New Application for Registration System Rolled Out and 2022-2024 ISSP Submitted to DICT	Implemented 100% of 2023 Deliverables Under the 2023-2025 ISSP	100% Implementation of 2024 Deliverables Under the 2023-2025 ISSP	100% Implementation of the 2025 Deliverables Under the 2023-2025 ISSP

⁴ The measure shall cover the following services of the corporation: Building Permit, Occupancy Permit, Certificate of Annual Inspection, Authority to Operate – New, Authority to Operate – Renewal, Application for Certificate of Registration (COR), Application for Certificate of Registration under CREATE Law, Certificate of Environmental Compliance (CEC), Sanitary Permit, and Fire Safety Inspection Certificate (FSIC).

Component					Baseline Data		Target	
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	Sub-total		12.5%					
SO 6	Develop Skills Training and Culture of Inclusivity, Equity Reformation							
SM 11	Percentage of Employees Meeting Required Competencies	Competency Level 2025 – Competency Level 2024 (where Competency Level = Total Number of Employees with Required Competencies Met / Total Number of Employees)	2.5%	All or Nothing	Cannot Be Validated	Cannot Be Validated	Increase from 2023 Actual Competency Level	Increase from 2024 Actual Competency Level
SO 7	Formulate a Disaster Resilient Plan for the Freeport Zone							
SM 12	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	2.5%	All or Nothing	Not Applicable	Not Applicable	Not Applicable	Board-Approved Public Service Continuity Plan (PSCP)
SO 8	Maintain Quality Management System							
SM 13	Maintenance of ISO Certification	Actual Accomplishment	2.5%	All or Nothing	ISO 9001:2015 Recertification	ISO 9001:2015 Recertification	Maintenance of the ISO 9001:2015 Certification	Maintain ISO 9001:2015 Certification (First Surveillance Audit)
	Sub-total		7.5%					

LEARNING AND GROWTH

Component				Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
TOTAL		100%					
BONUS STRATEGIC MEASURES							
GAD Budget Utilization		1%	All or Nothing	N/A		5% of Total COB	
ISO Certification on any of the following Standards: i) Environmental Management System (EMS) Certification ii) Business Continuity Management Systems (BCMS)		1%	All or Nothing	N/A		Certification on Environmental Management System (ISO 14001:2015) or Business Continuity Management System (ISO 22301:2019)	

For GCG:


ATTY. MARIUS P. CORPUS
 Chairperson

For CDC:


HON. AGNES VST DEVANADERA
 Acting President/CEO (PCEO)