NATIONAL DEVELOPMENT COMPANY (NDC)

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
SO 1	**Ensure Inclusive Growth and Development**							
SM 1	Cumulative Number of Local Jobs Generated by the Projects/Investments	Number of Local Jobs Generated per Operational Report	10%	(Actual / Target) x Weight If Less Than the 2022 Actual = 0%	807	871	2021 Actual + 50 New Jobs	2022 Actual + 80 New Jobs
SO 2	**Increase Social and Economic Dividends**							
SM 2	Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Survey Respondents	5%	(Actual / Target) x Weight *If Lower Than 80% = 0%*	95%	90.70%	100%	90%
SM 3	Return on Investments	Total Amount of Dividends Received[1] / Total Investments Excluding Companies for Dissolution and Pre-Operating Companies	20%	(Actual / Target) x Weight	42.52%	4.71%	2.41%	3.34%
	Sub-Total		35%					

[1] Based on the 2023 income of the following subsidiaries/affiliates: Batangas Land Company, Inc., Kamayan Realty Corporation, Science Park of the Philippines, Inc., and Philippine International Trading Corporation.

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
STRATEGIC FOCUS	**SO 3**	**Strengthen Business Sustainability**							
	SM 4	Return on Equity	Total Comprehensive Income / Total Equity	20%	(Actual / Target) x Weight	11.21%	12.23%	3.95%	10%[2]
	SM 5	Disbursements Budget Utilization Rate	Total Disbursement / DBM-Approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual / Target) x Weight	97.28%	25.21%	90%	90%
		Sub-Total		**25%**					
CORE PROCESS	**SO 4**	**Prioritize Investments in Health, Food Supply Chain, Climate Change Mitigation, and Technology Innovation**							
	SM 6	Cumulative Value of Investments	Actual Amount	10%	(Actual / Target) x Weight If Less Than the 2022 Actual = 0%	₱138 Million	No Investments for the Year	2021 Actual + ₱500 Million	2022 Actual + ₱954 Million
	SO 5	**Leverage Assets of NDC and its Subsidiaries to Further Optimize Their Economic Value**							
	SM 7	Lease Income	Total Amount of Lease Income (as Reflected in Statement of Comprehensive Income)	15%	(Actual / Target) x Weight	₱192.11 Million	₱177.16 Million	₱199.56 Million	₱210.10 Million
		Sub-Total		**25%**					

[2] The target shall be subject to review for factors beyond the control of the NDC (e.g., decrease in appraisal value of properties).

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
SO 6	**Restructure and Retool the Organization While Strengthening the HR System**							
SM 8	Improvement in the Competency Level of the Organization	Competency Baseline[2] 2023 – Competency Baseline 2022	5%	All or Nothing	Competency Level Improved by 0.93%	0.95% Improvement in the Competency Baseline	Improvement in the Competency Baseline of the Organization	Improvement in the Competency Baseline of the Organization
SO 7	**Upgrade ICT Infrastructure and Security**							
SM 9	Implement the Information Systems Strategic Plan	Total Number of Deliverables Due for 2023 Delivered / Total Number of Deliverables Due for 2023[3]	5%	(Actual / Target) x Weight	Completed 100% of 2020 ISSP Deliverables as Submitted to DICT	Implemented 5 out of 8 Projects (Existing ICT Infrastructure Upgrade and Maintenance, Digitization of All Relevant NDC Records and Uploading to Knowledge Management and Information System, Cloud Integrated Information System, Financial Management System, Human Resources	100% Completion of the 2021 ISSP Deliverables as Submitted to DICT and Submission of Board-Approved ISSP 2023-2025	100% Completion of the 2023 ISSP Deliverables as Submitted to DICT

(Left vertical header spanning SO 7 row: LEARNING AND GROWTH)

[2] The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the formula:
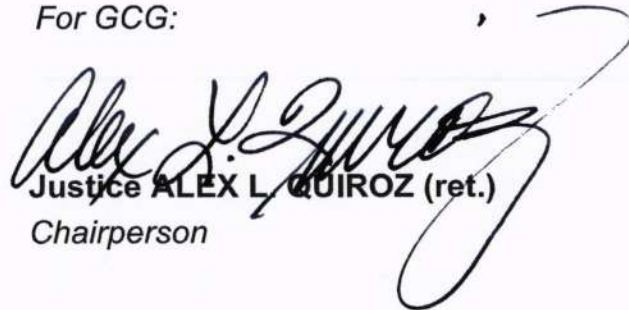
$$\frac{\sum_{b=1}^{B}\left[\frac{\sum_{a=1}^{A}\left(\frac{Actual\ Competency\ Level}{Required\ Competency\ Level}\right)a}{A}\right]b}{B}$$

where a = Competency required. A = Total number of competencies required of position, b = Personnel profiled, B = Total number of **personnel profiled.**

[3] Deliverables refer to systems/applications.

Component					Baseline Data		Target	
Objective/Measure		Formula	Weight	Rating System	2020	2021	2022	2023
						Information System)		
SO 8	**Adopt Global Best Practices for Transparency and Accountability**							
SM 10	ISO Certification	Actual Accomplishment	5%	All or Nothing	Re-Certification to ISO 9001:2015 Standards	Maintained ISO 9001:2015 Certification	ISO 9001:2015 Certification Maintained	ISO 9001:2015 Certification Maintained
	Sub-Total		*15%*					
	TOTAL		**100%**					

For GCG:

Justice ALEX L. QUIROZ (ret.)
Chairperson

For NDC:

ANTONILO D. MAURICIO
Acting General Manager (GM)