

NATIONAL DEVELOPMENT COMPANY

	Objective/Measure	Component	Weight	Rating System	Baseline Data		Target	
		Formula			2015	2016	2017	
SOCIAL IMPACT	SO 1	Increase Value of Strategic Investments in Priority Sectors						
	SM 1	Increase investment funds in priority areas (agriculture and renewable energy)	Amount of investments in priority areas per annum / Total amount of investments for the year	20.00%	Actual / Target x Weight	100%	100%	75%
		Sub-total		20.00%				
FINANCIAL	SO 2	Sustain Profitability						
	SM 2	Net profit margin	Net income / Total revenues	15.00%	Actual / Target x Weight	94.00%	50.62%	45%
	SO 3	Generate Funds from Asset Management						
	SM 3	Sales proceeds for the year	Actual amount of sales proceeds	5.00%	Actual / Target x Weight	₱4.6 Billion	₱95.83 Million	₱8.7 Million
	SM 4	Lease income	Actual amount of lease income	5.00%	Actual / Target x Weight	₱120 Million	₱150 Million	₱150 Million
	SO 4	Optimize the Economic Value of Portfolio Investments						
SM 5	Return on investments	Amount of returns / Total investment infused net of allowance for impairment and	10.00%	Actual / Target x Weight	19.43%	153.00%	33%	

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		Formula				2015	2016	2017
			excluding companies for dissolution and pre-operating expenses					
		Sub-total		35.00%				
STAKEHOLDERS	SO 5	Enhance Investment Opportunities of Stakeholders						
	SM 6	Percent of stakeholders who rated NDC as good or better	Number of stakeholders who rated NDC good or better as a partner / Total number of stakeholders surveyed	5.00%	All or nothing	-	-	100%
		Sub-total		5.00%				
INTERNAL PROCESS	SO 6	Strengthen Investment Management Capacity						
	SM 7	Increase the utilization rate of budgeted investment funds for Board-approved projects	Amount utilized for the year / Amount budgeted for the year	15.00%	100% = 15% 95-99% = 10% 90-94% = 5% <90% = 0%	0.43%	100.00%	100%
	SO 7	Forge Partnerships with Foreign and Local Groups for Various Investment Areas						
	SM 8	Percentage of agreements signed after compliance with all the legal requirements of both parties within the applicable time	Request processed within 15 working days / Total number of requests	10.00%	Actual / Target x Weight	-	-	100%
		Sub-total		25.00%				

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LEARNING AND GROWTH	SO 8	Build a High Performing Team Culture						
	SM 9	Implementation of a Knowledge Management Information System	Knowledge Management Information System implemented	5.00%	All or nothing	-	-	100% of the Deliverables accomplished based on the Terms of Reference
	SM 10	Establishment of a Competency Model	Baseline of the competency model established	5.00%	All or nothing	-	Board-Approved Competency Framework	Establish Baseline
	SO 9	Institutionalize the Quality Management System						
	SM 11	ISO 9001:2015 Certification	ISO 9001:2015 Certification	5.00%	All or nothing	ISO 9001:2008 Re-certification	ISO 9001:2008 Re-certification	ISO 9001:2015 Certification
			Sub-total		15.00%			
				100.00%				
				TOTAL				