

NATIONAL DEVELOPMENT COMPANY

	Objective/Measure	Component	Weight	Rating System	Baseline Data			Target	
		Formula			2015	2016	2017	2018	
IMPACT	SO 1	Strengthen Business Sustainability							
	SM 1	Return on Equity	Net Income / Stockholder's equity adjusted	10%	(Actual / Target) x Weight	59%	0.97%	N/A	3.00%
	SO 2	Support Local Development							
	SM 2	Cumulative Number of Local Jobs Generated by the Projects/ Investment	Number of local jobs generated per operational report	10%	(Actual / Target) x Weight	312	323	N/A	423
			Sub-total	20%					
STRATEGIC FOCUS	SO 3	Increase Investments in High Impact Priority Areas by Leveraging in NDC's Competitive Advantage							
	SM 3	Cumulative value of investments	Amount of investments in high impact priority areas ¹ as approved by the NDC Board	15%	All or Nothing	₱2.71 Billion	₱2.71 Billion	N/A	₱3.70 Billion

¹ Renewable energy, food exchanges and complexes; food processing, palm oil processing; tourism sector; and road, port and transportation sector

CORE PROCESSES	Component		Baseline Data				Target	
	Objective/Measure	Formula	Weight	Rating System	2015	2016	2017	2018
	SO 4	Enhance the Value of Investment Portfolio						
SM 4	Return on Investments	Amount of dividends received/ Total investment excluding companies for dissolution and pre-operating companies	10%	(Actual / Target) x Weight 0% = if below 4%	19%	153%	33%	5.70%
SO 5	Improve Customer Satisfaction							
SM 5	Percentage of Satisfied Customers	Number of respondents who rated Satisfactory and Very Satisfactory (upper two boxes in a 5-point scale) / Total number of survey respondents	5%	(Actual / Target) x Weight 0% = if below 90%	N/A	100%	100%	100%
		Sub-total	30%					
SO 6	Optimize the Economic Value of NDC Land Assets							
SM 6	Value of Investments Arising from Best-used Study of NDC Idle-Assets	Actual amount of investments from the best used study of NDC idle-assets	15%	(Actual / Target) x Weight	N/A	N/A	N/A	₱8 Billion

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	Component				Baseline Data			Target	
	Objective/Measure	Formula	Weight	Rating System	2015	2016	2017	2018	
LEARNING AND GROWTH	SM 7	Lease Income	Actual amount of lease income collected	10%	(Actual / Target) x Weight 0% = if below ₱169 Million	₱120.44 Million	₱148.18 Million	₱150 Million	₱197 Million
	SO 7	Improve Budget Utilization to Support Operational Efficiency							
	SM 8	Budget Utilization Rate	Total amount of cash disbursements / Total budget for the year	5%	91% to 100% = 5% 80% to 90% = 2.5% <80% = 0% More than 100% = 0%	N/A	N/A	N/A	> 90%
	Sub-total			30%					
	SO 8	Prioritize Competency Build-up of Project Teams							
	SM 9	Percentage of Personnel Meeting Required Competency Standards	Number of employees meeting competency standard / Total number of employees for the year	5%	(Actual / Target) x Weight	50%	50%	Establish Competency Baseline	Increase the Baseline Level by 15%

Objective/Measure	Component		Weight	Rating System	Baseline Data			Target
	Formula				2015	2016	2017	2018
SO 9	Build a Culture of Continual Improvement and Excellence							
SM 10	ISO Certification	Certification	5%	All or Nothing	Re-certified and Certified support processes	Re-certified	ISO 9001:2015 Certification	Maintain ISO 9001:2015 Certification
SM 11	PGS Status Conferral	Conferment of Certificate	5%	All or Nothing	Passed 3rd party Audit	Proficient	N/A	Passed 3rd Party Audit for Institutionalization
SO 10	Integrate Knowledge Management in the Business Decision-Making Process							
SM 12	Implementation of a Knowledge Management Information System (KMIS)	Actual Accomplishment	5%	All or Nothing	N/A	N/A	100% of the Deliverables Accomplished Based on the Terms of Reference	Full implementation of KMIS
			Sub-total	20%				
			Total	100%				

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