

NATIONAL DEVELOPMENT COMPANY

		COMPONENT						AS OF DECEMBER 2022	
STRATEGIC OBJECTIVE (SO) / STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL TARGET	ACTUAL	RATING		
IMPACT	SO 1	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 0% = if less than the 2021 Actual	2021 Actual + 50 New Jobs	74 new jobs	10%	
	Sub-total			10%				10%	
	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 0% = if lower than 80%	100%	86.21%	4.31%	
	SM 3	Return of Investments	Total amount of dividends received / Total Investments excluding companies for dissolution and pre-operating companies	15%	(Actual / Target) x Weight	2.41%	6.82%	15%	
	Sub-total			20%				19.31%	
STRATEGIC FOCUS	SO 3	Strengthened Business Sustainability							
	SM 4	Return on Equity	Net income after tax / Total equity	20%	(Actual / Target) x Weight	3.95%	10.19%	20%	
	Sub-total			20%				20%	
CORE PROCESS	SO 4	Prioritize Investments in Health, Food Supply Chain, Climate Change Mitigation, and Technology Innovation							
	SM 5	Cumulative Value of Investments	Amount of investments in high impact priority areas as approved by the NDC Board	10%	(Actual / Target) x Weight 0% = if less than the 2021 Actual	2021 Actual + ₱500 million	0 ¹	0%	
	Sub-total			10%				0%	
	SO 5	Leverage Assets of NDC and its Subsidiaries to Further Optimize their Economic Value							
	SM 6	Lease Income	Total amount of Lease Income (as reflected in Statement of Comprehensive Income)	10%	(Actual / Target) x Weight	₱199.56 million	₱206.377 million	10%	

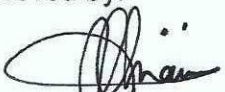
¹ With Justification - Delay in the approval of the SVF Guidelines

		COMPONENT				ANNUAL TARGET	AS OF DECEMBER 2022	
		STRATEGIC OBJECTIVE (SO) / STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM		ACTUAL	RATING
LEARNING AND GROWTH	SM 7	Proceeds from Sales of Assets	Total amount of Proceeds from Sale of Assets (as reflected in Cash Flow Statement)	10%	(Actual / Target) x Weight	₱577.83 million	₱8.48 million ²	0.15%
	Sub-total			20%				10.15%
	SO 6	Restructure and Retool the Organization while Strengthening the HR System						
	SM 8	Improvement in the Competency Level of the Organization	Competency baseline 2022 – Competency baseline 2021	5%	All or Nothing	Improvement in the Competency Baseline of the Organization	Competency Baseline Improved	5%
	Sub-total			5%				5%
	SO 7	Upgrade ICT Infrastructure and Security						
	SM 9	Implement the Information Systems Strategic Plan	Total number of deliverables due for 2022 delivered / Total number of deliverables due for 2022	2.5%	(Actual / Target) x Weight	100% Completion of the 2022 ISSP Deliverables as Submitted to DICT	100%	2.5%
			Actual accomplishment	2.5%	All or Nothing	Submission of Board-Approved ISSP 2023-2025	Submitted the Board-Approved ISSP 2023-2025	2.5%
	Sub-total			5%				5%
	SO 8	Adopt Global Best Practices for Transparency and Accountability						
	SM 10	Disbursements Budget Utilization Rate	Total disbursement / DBM-approved Corporate Operating Budget (both net of PS Cost)	5%	(Actual / Target) x Weight	90%	99%	5%
	SM 11	ISO Certification	Actual accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintained	ISO 9001:2015 Certification Maintained	5%
	Sub-total			10%				10%
TOTAL			100%				79.46%	

Certified Correct by:


JOYCE ANNE N. ALIMON
 Department Manager III

Approved by:


ANTONIO D.C. MAURICIO
 Acting General Manager

² With justification - due to the protracted negotiation for the payment of Right-of-Way compensation from DPWH.