NATIONAL DEVELOPMENT COMPANY (NDC)

<table>
<tr><th colspan="3" rowspan="1">COMPONENT</th><th></th><th></th><th rowspan="2">ANNUAL TARGET</th><th colspan="2">AS OF MARCH 2022</th></tr>
<tr><th></th><th colspan="2">STRATEGIC OBJECTIVE (SO) / STRATEGIC MEASURE (SM)</th><th>FORMULA</th><th>WEIGHT</th><th>RATING SYSTEM</th><th>ACTUAL</th><th>RATING</th></tr>
<tr><td rowspan="7">IMPACT</td><td>SO 1</td><td colspan="7">Ensure Inclusive Growth and Development</td></tr>
<tr><td>SM 1</td><td>Cumulative Number of Local Jobs Generated by the Projects / Investments</td><td>Number of local jobs generated per operational report</td><td>10%</td><td>(Actual / Target) x Weight
If less than the 2022 Actual = 0%</td><td>2022 Actual + 80 New Jobs</td><td>0</td><td>0%</td></tr>
<tr><td>SO 2</td><td colspan="7">Increase Social and Economic Dividends</td></tr>
<tr><td>SM 2</td><td>Percentage of Satisfied Customers</td><td>Number of respondents who gave a rating of at least Satisfactory / Total number of Survey Respondents</td><td>5%</td><td>(Actual / Target) x Weight
If lower than 80% = 0%</td><td>90%</td><td>0%</td><td>0%</td></tr>
<tr><td>SM 3</td><td>Return of Investments</td><td>Total amount of dividends received / Total Investments excluding companies for dissolution and pre-operating companies</td><td>20%</td><td>(Actual / Target) x Weight</td><td>3.34%</td><td>0%</td><td>0%</td></tr>
<tr><td colspan="3" align="right">Sub-total</td><td>35%</td><td></td><td></td><td></td><td>0%</td></tr>
<tr><td colspan="8"></td></tr>
<tr><td rowspan="4">STRATEGIC FOCUS</td><td>SO 3</td><td colspan="7">Strengthen Business Sustainability</td></tr>
<tr><td>SM 4</td><td>Return on Equity</td><td>Total Comprehensive Income / Total Equity</td><td>20%</td><td>(Actual / Target) x Weight</td><td>10%</td><td>0.10%</td><td>0.20%</td></tr>
<tr><td>SM 5</td><td>Disbursements Budget Utilization Rate</td><td>Total disbursement / DBM-approved Corporate Operating Budget (both net of PS Cost)</td><td>5%</td><td>(Actual / Target) x Weight</td><td>90%</td><td>5%</td><td>0.045%</td></tr>
<tr><td colspan="3" align="right">Sub-total</td><td>25%</td><td></td><td></td><td></td><td>0.245%</td></tr>
<tr><td rowspan="5">CORE PROCESS</td><td>SO 4</td><td colspan="7">Prioritize Investments in Heath, Food Supply Chain, Climate Change Mitigation, and Technology Innovation</td></tr>
<tr><td>SM 6</td><td>Cumulative Value of Investments</td><td>Actual amount</td><td>10%</td><td>(Actual / Target) x Weight
If less than the 2022 Actual = 0%</td><td>2022 Actual + ₱ 954 million</td><td>2022 Actual + ₱ 19 million</td><td>0.20%</td></tr>
<tr><td>SO 5</td><td colspan="7">Leverage Assets of NDC and its Subsidiaries to Further Optimize their Economic Value</td></tr>
<tr><td>SM 7</td><td>Lease Income</td><td>Total amount of Lease Income (as reflected in Statement of Comprehensive Income)</td><td>15%</td><td>(Actual / Target) x Weight</td><td>₱ 210.10 million</td><td>₱ 48.75 million</td><td>3.48%</td></tr>
<tr><td colspan="3" align="right">Sub-total</td><td>25%</td><td></td><td></td><td></td><td>3.68%</td></tr>
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COMPONENT						ANNUAL TARGETS	AS OF JUNE 2022	
	STRATEGIC OBJECTIVE (SO) / STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM		ACTUAL	RATING
LEARNING AND GROWTH	**SO 6**	**Restructure and Retool the Organization while Strengthening the HR System**						
	SM 8	Improvement in the Competency Level of the Organization	Competency baseline 2023 – Competency baseline 2022	5%	All or Nothing	Improvement in the Competency Baseline of the Organization	0	0%
	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	5%	(Actual / Target) x Weight	100% Completion of the 2023 ISSP Deliverables as Submitted to DICT	0%	0%
	SO 8	**Adopt Global Best Practices for Transparency and Accountability**						
	SM 10	ISO Certification	Actual accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintained	0	0%
			Sub-total	***15%***			0	**0%**
			TOTAL	100%				3.925%

Certified Correct by:

JOYCE ANNE N. ALIMON
Department Manager III

Approved By:

ANTONILO DC. MAURICIO
Acting General Manager