

NATIONAL DEVELOPMENT COMPANY (NDC)

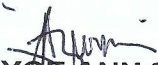
COMPONENT								
	STRATEGIC OBJECTIVE (SO) / STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL TARGET	AS OF SEPT 2023	
							ACTUAL	RATING
IMPACT	SO 1	Ensure Inclusive Growth and Development						
	SM 1	Cumulative Number of Local Jobs Generated by the Projects / Investments	Number of local jobs generated per operational report	10%	(Actual / Target) x Weight If less than the 2022 Actual = 0%	2022 Actual + 80 New Jobs	2022 Actual + 127 New Jobs	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 If lower than 80% = 0%	90%	0%	0%
	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	3.34%	4.31%	20%
	Sub-total			35%				30%
STRATEGIC FOCUS	SO 3	Strengthen Business Sustainability						
	SM 4	Return on Equity	Total Comprehensive Income / Total Equity	20%	(Actual / Target) x Weight	10% ²	15.07%	20%
	SM 5	Disbursements Budget Utilization Rate	Total disbursement / DBM-approved Corporate Operating Budget (both net of PS Cost)	5%	(Actual / Target) x Weight	90%	21%	1.17%
	Sub-total			25%				21.17%
CORE PROCESS	SO 4	Prioritize Investments in Health, Food Supply Chain, Climate Change Mitigation, and Technology Innovation ¹						
	SM 6	Cumulative Value of Investments	Actual amount	10%	(Actual / Target) x Weight If less than the 2022 Actual = 0%	2022 Actual + ₱ 954 million	2022 Actual + ₱ 73.51 million	0.77%
	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	₱ 210.10million	₱ 157.99 million	11.28%
	Sub-total			25%				12.05%

¹ Based on the GCG-approved 2023 Scorecard, the total dividends received is based on the 2023 income of the subsidiaries/affiliates: Batagas Land Company, Inc., Kamayan Realty Corporation, Science Park of the Philippines, Inc., and Philippine International Trading Corporation.

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									AS OF JUNE 2023	
	STRATEGIC OBJECTIVE (SO) / STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL TARGETS	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 ³	Improvement in the Competency Baseline of the Organization	5%		
	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	42.86%	2%		
	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	ISO 9001:2015 Certification Maintained	5%		
	Sub-total			15%			0	12%		
TOTAL			100%				75.22%			


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³ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the formula:

$$\frac{\sum_{b=1}^B \left[\frac{\sum_{a=1}^A (\text{Actual Competency Level})}{\text{Required Competency Level}} \right] a}{B}$$

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