

NATIONAL DEVELOPMENT COMPANY (NDC)

		COMPONENT				4th Quarter		
Strategic Objective (SO) / Strategic Measure (SM)		Formula	Weight	Rating System	Annual Target	Target	Actual	
SOCIAL IMPACT	SO 1	Increase Value of Strategic Investments in Priority Sectors						
	SM1	Increase of 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	75%	-	-
		Sub-total		20.00%				
FINANCIAL	SO 2	Sustain Profitability						
	SM2	Net Profit Margin	Net Income / Total revenues	15.00%	Actual / Target x Weight	45%	45%	92.00%
	SO 3	Generate Funds from Asset Management						
	SM3	Sales proceeds for the year	Actual amount of sales proceeds	5.00%	Actual / Target x Weight	₱8.7 M	₱4.704 M	₱4.704 M
	SM4	Lease income	Actual amount of lease income	5.00%	Actual / Target x Weight	₱150.0 M	₱150.0M	₱165.80M
SO 4	Optimize the Economic Value of Portfolio Investments							
SM5	Return on Investments	Amount of returns / Total investments infused net of allowance for impairment and excluding companies	10.00%	Actual / Target x Weight	33.00%	33.00%	29.00%	

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			for dissolution and pre-operating expenses					
		Sub-total		35.00%				
STAKEHOLDERS	SO 5	Enhance Investment Opportunities of Stakeholders						
	SM6	Percent of stakeholders who rated NDC as good or better	Number of stakeholders who rated NDC good or better partner as a partner / Total number of stakeholders surveyed	5.00%	All or nothing	100.00%	100.0%	100.0%
		Sub-total		5.00%				
INTERNAL PROCESS	SO 6	Strengthen Investment Management Capacity						
	SM7	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%	100.00%	100.00%	-
	SO 7	Forge Partnerships with Foreign and Local Groups for Various Investment Areas						

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	SM8	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%	100%	-
		Sub-total		25.00%				
LEARNING AND GROWTH	SO 8	Build a High Performing Team Culture						
	SM9	Implementation of a Knowledge Management Information System	KMIS implemented	5.00%	All or nothing	100% of the Deliverables accomplished based on the TOR	100%	100% deliverables
	SM 10	Establishment of a Competency Model	Baseline of the competency model established	5.00%	All or nothing	Established Baseline	Approved Baseline	Approved Baseline
	SO 9	Institutionalize the Quality Management System						
	SM 11	ISO 9001:2015 Certification	ISO 9001:2015 Certification	5.00%	All or nothing	ISO 9001:2015 Certification	ISO 9001:2015 Certified	ISO 9001:2015 Certified
		Sub-total		10.00%				
		TOTAL		100.00%				