



NATIONAL DEVELOPMENT COMPANY

Objective / Measure	Formula	Weight	Rating System	Data Provider (if applicable)	Baseline Data (if available)		CY 2015 Targets	C Accou
					2014	2015		
<b>SO1: Increase Value of Strategic Investments</b>								
<b>SM1:</b> Cumulative total value of projects preferably in agriculture and power	Actual Cumulative Total Value of Projects	15%	Actual Increase/Target Increase x Weight		P 1,264.15 M (additional of P 763.80 M validated by GCG))		P 2,737 M	P 2 (ad P 1 (Anne
<b>SO2: Enhance Investment Opportunities of Stakeholders</b>								
<b>SM2:</b> % of JV partners/proponents who rated NDC good or better as partner	No. of JV partners who rated NDC good or better as a partner / total no of JV partners	5%	Actual / Target x Weight		100%		100%	(Ani
<b>SM3:</b> % of investment funds in agriculture and power	Amount of investments in agriculture and power / Total Amount of Investments	15%	Actual / Target x Weight		65%		70%	(Anne
<b>Subtotal of Weights:</b>		35%						

Objective / Measure	Formula	Weight	Rating System	Data Provider (if applicable)	Baseline Data (if available)		CY 2015 Targets	C Accou
					2014	2015		
<b>SO3: Sustain Profitability</b>								
<b>SM4:</b> Net Profit Margin	Net Income/Total Revenues	10%	Actual / Target x Weight		57.18%		43.35% (net of impairment loss)	(Anne
<b>SO4: Generate Funds from Asset Management</b>								
<b>SM5:</b> Sales proceeds for the year	Actual amount of sales proceeds	5%	Actual / Target x Weight		P 5 M		P 73.5 M	P (Ani
<b>SM6:</b> Lease Income	Actual amount of lease income	5%	Actual / Target x Weight		P 131 M		P 176 M	P (Ani
<b>SO5: Optimize the Economic Value of Portfolio Investments</b>								
<b>SM7:</b> Return on Investment	Amount of returns/total investment infused net of allowance for impairment and excluding companies for dissolution and pre-operating companies	10%	Actual / Target x Weight		20.95%		32.34%	1 (Anne
<b>Subtotal of Weights:</b>		30%						

Objective / Measure	Formula	Weight	Rating System	Data Provider (if applicable)	Baseline Data (if available)		CY 2015 Targets	C Accou
					2014	2015		
<b>SO6: Strengthen Investment Management Capability</b>								
<b>SM8:</b> % of funds released (internal or external source) for investment / financing activities within TAT of not more than 2 weeks after completion of documentation	Funds released within the TAT / Total number of requested fund releases	10%	Actual / Target x Weight		14		12 calendar days	(An
<b>SO7: Forge Partnerships with Foreign and Local Groups for Identified Investment Areas</b>								
<b>SM9:</b> Average TAT for JV or partnership agreements for signing after approval of the Board.	Average TAT for JV or partnership agreements for signing after approval of the NDC Board	10%	Actual / Target x Weight		103 calendar days		50 calendar days	4 cal (An
<b>SO8: Build a High-Performing Team Culture</b>								
<b>SM10:</b> PGS Certification	Conferment of Certificate	5%	Actual / Target x Weight		Compliance		Passing the Pre-Audit Assessment for Proficiency	F (Anr
<b>Subtotal of Weights:</b>		25%						

Objective / Measure	Formula	Weight	Rating System	Data Provider (if applicable)	Baseline Data (if available)		CY 2015 Targets	Accountability
					2014	2015		
<b>SO9: Integrate Support Process Through Automation</b>								
<b>SM11:</b> No. of functional automated systems	Absolute Number	5%	All or nothing		2		1	(Anr
<b>SO10: Institutionalize the Quality Management System</b>								
<b>SM12:</b> ISO Certification for all process	Certification	5%	All or nothing		Re-certified		Re-certification for the 4 core processes; Certification for 2 support processes	Re-c Certif Pr (Anr
<b>Subtotal of Weights:</b>		<b>10%</b>						
<b>TOTAL OF WEIGHTS:</b>		<b>100%</b>						

*Certified Correct:*

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**Colette H. Cordial**, Head of Planning

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Date

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**Ma. Christina D. De Castro**, Head of Finance

\_\_\_\_\_  
Date

Approved by:

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**Ma. Lourdes F. Rebueno**  
General Manager

\_\_\_\_\_  
Date

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**Adrian S. Cristobal, Jr**  
Chairperson

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Date