



PES FORM 3



NATIONAL DEVELOPMENT COMPANY

Objective / Measure	Formula	Weight	Rating System	Baseline Data (if available)		CY 2016 Targets	CY 2016 Accomplishments	Rating
				2014	2015			
SO 1 : Increase Value of Strategic Investment								
SM1: Increase in investment funds in Priority Areas, such as power and logistics per annum	Amount of investments in Priority Areas, such as power and logistics per annum / Total amount of investments for the year	15%	Actual / Target x Weight	65%	65%	70%	100% P 2.2 Million Daram Aqua-culture Project	15%
SM2: Cumulative total value of projects preferably in agriculture and power	Actual Cumulative value of projects endorsed to the Board for approval.	15%	Actual Increase/Target Increase x Weight	P 1,264.15 M (additional of P 763.80 M validated by GCG	P 2,712.50 M (validated by GCG)	P 4.2 B	P 3.37 Billion (Additional of P 657.29 Million)	12%
Subtotal of Weights:		30%						27%
SO 2: Sustain Profitability								
SM3: Net Profit Margin	Net Income/Total Revenues	10%	Actual / Target x Weight	57.18%	94%	a) If Dividend Income of Semirara is included, it should be 40.4%; b) If Semirara is disposed, then	50.62 % Note: For re-negotiation since Semirara shares were transacted with the	10%

Objective / Measure	Formula	Weight	Rating System	Baseline Data (if available)		CY 2016 Targets	CY 2016 Accomplishments	Rating
				2014	2015			
						94.52%	<i>government in 2015.</i>	
Subtotal of Weights:		10%						<u>10%</u>
SO 3: Generate Funds From Asset Management								
SM4: Sales proceeds for the year	Actual amount of sales proceeds	5%	Actual / Target x Weight	P 5 M	P 4,639.07 M	a) Semirara is not disposed, P33.62 M b) If Semirara is disposed, P 4.4 B	P 104.80 Million <i>Note: Adopting A since Semirara shares were transacted with the government in 2015.</i>	5%
SM5: Lease Income	Actual amount of lease income	5%	Actual / Target x Weight	P 131 M	P 120.44 M	P 152.0 M	P 148.18 M	4.87%
Subtotal of Weights:		10%						<u>9.87</u>
SO 4: Optimize the Economic Value of Portfolio Investments								
SM6: Return on Investment	Amount of returns/total investment infused net of allowance for impairment and	10%	Actual / Target x Weight	20.95%	19.43%	a) If Dividend Income of Semirara is included, it should be 22.8%;	153.65%	10%

Objective / Measure	Formula	Weight	Rating System	Baseline Data (if available)		CY 2016 Targets	CY 2016 Accomplishments	Rating
				2014	2015			
	excluding companies for dissolution and pre-operating companies					b) If Semirara is disposed, then 8.10%		
Subtotal of Weights:		10%						<u>10%</u>
SO 5: Enhance Investment Opportunities of Stakeholders								
SM7: % of JV partners/proponents who rated NDC good or better as partner	No. of partners who rated NDC good or better as a partner / total no. of JV partners surveyed	5%	Actual / Target x Weight	-	-	Satisfactory	100%	5%
Subtotal of Weights:		5%						<u>5%</u>
SO 6: Strengthen Investment Management Capability								
SM8: Increase the utilization rate of budgeted investment funds for Board-approved projects	Amount of investment funds endorsed to the Board for approval of its utilization / amount of budgeted for the year. (For re-negotiation)	10%	Actual / Target x Weight	-	7.69%	70%	72.38%	10%

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				2014	2015			
Subtotal of Weights:		10%						10%
SO 7: Forge Partnerships with Foreign and Local Groups for Identified Investment Areas								
SM9: Average TAT for JV or partnership agreements for signing after NDC's Legal review. (For re-negotiation)	Average Processing Time	10%	(1-(Actual-Target) /Target) x Weight	-	-	45 calendar days	11 days	10%
Subtotal of Weights:		10%						10%
SO 8: Build a High Performing Team								
SM10: PGS Certification	Milestone/s achieved	5%	All or nothing	Compliant	Passed the pre-audit assessment for proficiency	Proficiency	Conferred Proficient	5%
SM11: Establishment of a Competency Model	Milestone/s achieved	5%	All or nothing	-	-	Board approved Competency Model	Board-approved	5%
Subtotal of Weights:		10%						10%

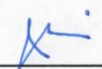
Objective / Measure	Formula	Weight	Rating System	Baseline Data (if available)		CY 2016 Targets	CY 2016 Accomplishments	Rating
				2014	2015			
SO 9: Institutionalize the Quality Management System								
SM12: ISO Certification for all process	Certification	5%	All or nothing	Re-certified	Re-certified and Certified Support Processes	Re-certification for the 4 core processes; Certification for 2 support processes	Re-certified and Certified Support Processes	5%
Subtotal of Weights:		5%						5%
TOTAL OF WEIGHTS:		100%						96.87 %

Certified Correct:



Colette H. Cordial
 Head of Planning

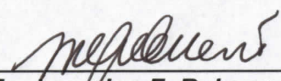
August 15, 2017
 Date



Joyce Anne N. Alimon
 Head of Finance

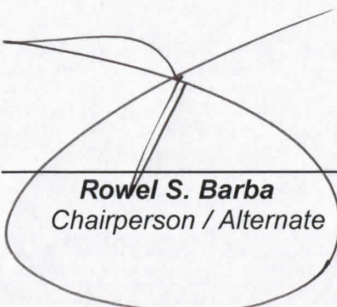
August 15, 2017
 Date

Approved by:



Ma. Lourdes F. Rebuena
 General Manager

August 15, 2017
 Date



Rowel S. Barba
 Chairperson / Alternate

August 15, 2017