

NATIONAL DEVELOPMENT COMPANY

	Component				Annual Target	1st Quarter		
	Strategic Objective (SO)/ Strategic Measure (SM)	Formula	Weight	Rating System		Target	Actual	
SOCIAL IMPACT	SO 1	Ensure Inclusive Growth and Development						
	SM 1	Cumulative Number of Local Jobs Generated	Number of Local Jobs Generated per Operational Report	15%	(Actual / Target) x Weight <i>If Less Than the 2023 Actual = 0%</i>	2023 Actual + 150 New Jobs	25	48
	SO 2	Improve Stakeholder Satisfaction						
	SM 2	Percentage of Satisfied Customers ¹	Number of Respondents Who gave a Rating of At least Satisfactory / Total Number of Survey Respondents	5%	(Actual / Target) x Weight <i>If Less Than 80% = 0%</i>	90% ²	-	-
		Sub-total		20%				
	SO 3	Increase Social and Economic Dividends						
FINANCE	SM 3	Return on Investment	Total Amount of Dividends ³ Received in 2024 from CY 2023 Earnings / Total Investments Excluding Companies from Dissolution and Pre-Operating Companies	15%	(Actual / Target) x Weight)	4.26%	-	-

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FINANCE	SO 4	Strengthen Business Sustainability						
	SM 4	Return on Equity	Total Comprehensive Income / Total Equity	15%	(Actual / Target) x Weight	10%	-	0.09%
	SM 5	Disbursements Budget Utilization Rate	Total Disbursement / DBM-Approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual / Target) x Weight	90%	-	4%
	SO 5	Prioritize Investments in Health, Food Supply Chain, Climate Change Mitigation, Water, Construction, Education, Connectivity, and Technology Innovation						
	SM 6	Cumulative Value of Investment	Actual Amount	10%	(Actual / Target) x Weight	P1.92 Billion	P40 Million	P40 Million
	SM 7	Startup Venture Funding	Number of Startups Approved by the Investment Committee	5%	(Actual / Target) x Weight	4	1	0
		Sub-total		35%				
	SO 6	Leverage Assets of NDC and its Subsidiaries to Further Optimize Their Economic Value						
	SM 8	Lease Income	Total Amount of Lease Income (as Reflected in Statement of Comprehensive Income)	15%	(Actual / Target) x Weight	P245 Million	P46 Million	P47.02 Million
		Sub-total		30%				

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LEARNING AND GROWTH	SO 7	Restructure and Retool the Organization While Strengthening the HR System						
	SM 9	Percentage of Employees Meeting Required Competencies	Total Number of Employees with Required Competencies Met / Total Number of Employees	5%	All or Nothing	Establish Competency Baseline	-	-
		Sub-total		5%				
INTERNAL PROCESS	SO 8	Upgrade ICT Infrastructure and Security						
	SM 10	Implement the Information Systems Strategic Plan	Total Number of Deliverables Due for 2024 Attained / Total Number of Deliverables Due for 2024 ⁴	5%	(Actual / Target) x Weight	100% Accomplishment of the 2024 Deliverables under the 2023-2025 DICT-Approved ISSP	-	-
	SO 9	Adopt Global Best Practices for Transparency and Accountability						
	SM 11	Maintain ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintained	-	-
		Sub-total		10%				
		TOTAL		100%				