

NATIONAL DEVELOPMENT COMPANY

	COMPONENT				ANNUAL TARGET	3 RD 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	2023 actual + 100 new jobs (cumulative)	2023 actual + 1,836 new jobs (cumulative)
	SO 2	Improve Stakeholder Satisfaction						
	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 <i>If Less Than 80% = 0%</i>	90%	-	99.55% ¹
		Sub-total		20%				
	SO 3	Increase Social and Economic Dividends						
FINANCE	SM 3	Return on Investment	Total Amount of Dividends Received in 2024 from CY 2023 Earnings/Total Investments Excluding Companies from Dissolution and Pre-Operating Companies	15%	(Actual/Target) x Weight	4.26%	-	9.68%
	SO 4	Strengthen Business Sustainability						
	SM 4	Return on Equity	Total Comprehensive Income/Total Equity	15%	(Actual/Target) x Weight	10%	-	6.35% ²

¹ CSM percentage from January - September 2024

² The adjusted actual as of September was due to the inclusion of gain from changes in FMV of Investment Property, appraisal conducted by AMG from January to September 2024

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	STRATEGIC OBJECTIVE (SO)/STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM		TARGET	ACTUAL	
	SM 5	Disbursements Budget Utilization Rate	Total Disbursement/DBM-Approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual/Target) x Weight	90%	-	24.02%
	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 ³	Actual Amount	10%	(Actual/Target) x Weight	₱1.92 Billion (501.7M)	₱147.70 Million (cumulative)	₱124.26 Million (cumulative)
	SM 7	Startup Venture Funding	Number of Startups Approved by the Investment Committee	5%	(Actual/Target) x Weight	4	3 startups approved by IC (cumulative)	2 startups approved by IC (cumulative)
		Sub-total		50%				
	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	₱245 Million	₱171.5 Million (cumulative)	₱174.148 Million (cumulative)
		Sub-total		15%				
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	-	61.89%
		Sub-total		5%				

³ Note: Projected Quarterly Targets for the Cumulative Value of Investment is based on the projected amount that will be disbursed to finance NDC projects and investments. The NDC initially disclosed with GCG that the annual target of ₱1.92 billion, which is the total amount reflected in the NDC Corporate Operating Budget for 2024, includes those that are for budgeting or procurement purposes only.

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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	-	100%
	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	ISO 9001:2015 Certification Maintained	ISO 9001:2015 Certification Maintained
		Sub-total		10%				
	TOTAL		100%					