

**NATIONAL DEVELOPMENT COMPANY (NDC)**

COMPONENT					Annual Target	As of March 2019		
Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating System	Actual		Rating		
IMPACT	SO 1	Strengthen Business Sustainability (Financial Impact)						
	SM1	Return on Equity	Net Income / Stockholder's equity adjusted	15 %	Actual / Target x Weight	3.0%	9%	15%
	SO 2	Support Local Development (Social Impact)						
	SM2	Cumulative Number of Local Jobs Generated by the Projects / Investment	Number of local jobs generated per operational support	10 %	Actual / Target x Weight 0%=if below 2018 Actual	523 (2018 Actual) + 127 new jobs=650	650	10 %
		Sub-total		25 %				25%
STRATEGIC FOCUS	SO3	Increase Investments in High Impact Priority Areas by Leveraging in NDC's Competitive Advantage						
	SM3	Cumulative value of Investments	Amount of investments in high impact priority areas as approved by the NDC Board	15 %	Actual / Target x Weight 0%=if below 2018 Actual	₱ 3.80 B (2018 Actual + P1.5 B	₱3.8 B	0 %

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	SO4	Enhance the Value of Investment Portfolio						
	SM4	Return on Investments	Amount of dividends received / Total Investments excluding companies for dissolution and pre-operating companies	10 %	All or nothing	2.22 %	0%	0%
	SO5	Improve Customer Satisfaction						
	SM5	Percentage of Satisfied Customers	Number of respondents who rated Sat and VS (upper 2 boxes in a 5-point scale) / Total number of survey respondents	5 %	Actual / Target x Weight  0% - if below 90%	100 %	-	-
		Sub-total		30 %				0%
INTERNAL PROCESS	SO 6	SO6: Optimize the Economic Value of NDC Land Assets						
	SM6	Income from Asset Management	Amount of Lease Income and Sales Proceeds Collected	20.00%	Actual / Target) x Weight 0 = if below ₱ 253 M	₱ 505 Million	₱76.77M	0%



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	SO 7	SO7: Improve Budget Utilization to Support Operational Efficiency						
	SM7	Budget Utilization Rate	Total disbursements / Total budget for the year	5 %	92% - 100% = 5% 80% - 91% = 2.5%  More than 100% and below 80%= 0%	>91%	-	-
		Sub-total		25 %				0%
	LEARNING AND GROWTH	SO 8	Prioritize Competency Build-up of Project Teams					
SM8		Percentage of personnel meeting required competency standards	Actual Accomplishment	5%	All or Nothing	Competency Baseline Improved	-	-
SO 9		Build a Culture of Continual Improvement and Excellence						
SM9		ISO Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Maintained	-	-

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	SM 10	PGS Status Conferral	Actual Accomplishment	5%	All or Nothing	Institutionalized	-
	<b>SO 10</b>	<b>Automate Key Process</b>					
	SM 11	Information Technology Systems Implemented	Actual Accomplishment	5%	All or Nothing	Cash Accounting System Submitted for BIR's Accreditation and Board-Approved ISSP 2020-2022 as submitted to DICT	-
		<b>Sub-total</b>		<b>20 %</b>			<b>0%</b>
		<b>TOTAL</b>		<b>100 %</b>			<b>25%</b>

Certified Correct by :

**JOYCE ANNE N. ALIMON**  
Department Manager III

Approved by:

**MA. LOURDES F. REBUENO**  
General Manager