

NATIONAL DEVELOPMENT COMPANY

	COMPONENT					ANNUAL TARGET	1 ST QUARTER	
	STRATEGIC OBJECTIVE (SO)/STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM	TARGET		ACTUAL	
SOCIAL IMPACT	SO 1	Ensure Inclusive Growth and Development						
	SM 1	Number of Local Jobs Generated	Number of Local Jobs Generated Based on Submitted Reports of Companies/Projects During the Rating Period	5%	(Actual/Target) x Weight	380 New Jobs	230 New Jobs	230 New Jobs
	SO 2	Improve Delivery of Services						
	SM 2	Percentage of Satisfied Customers	Total Number of Respondents Who Gave a Rating of At Least Satisfactory/Total Number of Survey Respondents	10%	(Actual/Target) x Weight <i>If Less Than 80% = 0%</i>	90% ¹	90%	100%
	SO 3	Prioritize Investments in Health, Food Supply Chain, Climate Change Mitigation, Construction, Logistics, Manufacturing, Connectivity, and Technology Innovation						
	SM 3	Value of Investment	Board-Approved Value of Investments During the Rating Period	12.5%	(Actual/Target) x Weight	₱125 million	-	-
	SM 4	Startup Venture Funding	Number of Startups Approved by the Investment Committee	10%	(Actual/Target) x Weight	4	-	-
		Subtotal		37.5%				
	SO 4	Increase Social and Economic Dividends						
FINANCE	SM 5	Return on Investment ²	Total Amount of Dividends Received in 2026 from CY 2025 Earnings / Total Investments	15%	(Actual/Target) x Weight	37.12%	-	-
	SO 5	Strengthen Business Sustainability and Resiliency						
	SM 6	Increase in Business Income	Lease Income, Interest Income, Share in Profit of Associates/Affiliates, Dividend Income, and Management Fees	17.5%	(Actual/Target) x Weight	₱407.48 million	79.13 million	79.13 million
	SM 7	Return on Equity ³	Total Comprehensive Income/Total Equity	5%	(Actual/Target) x Weight	2.37%	-	0.07%
	SM 8	Disbursements Budget Utilization Rate	Total Disbursement/DBM-Approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual/Target) x Weight	90%	-	4.61%
			Subtotal		42.5%			
LEARNING AND GROWTH	SO 6	Restructure and Retool the Organization While Strengthening the HR System						
	SM 9	Development and Implementation of Disaster Risk Reduction and Management Plan	Total Number of Exercise/Drills/Tests Conducted in 2026 over Total Number of Exercise/Drills/Tests Scheduled in 2026 ⁴	5%	(Actual/Target) x Weight	Implementation of Public Service Continuity Plan (PSCP)	100% Accomplishment Based on Timeline of Implementation	100% Accomplishment Based on Timeline of Implementation

¹ Based on GCG-ARTA Joint Memorandum Circular No. 1, Series of 2023. External Customers only.

² Based on the dividends remitted to NDC of the following subsidiaries/affiliates: Batangas Land Company, Inc., Kamayan Realty Corporation, NDC Philippine Infrastructure Corporation, and Science Park of the Philippines.

³ For 2026, gains from property appraisals or other sources will not be included in the computation.

⁴ As enumerated under the Testing and Maintenance Section of NDC's PSCP.

PES Form 4
1st Quarter Monitoring Report

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	STRATEGIC OBJECTIVE (SO)/STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM		TARGET	ACTUAL
	SM 10	Percentage of Employees Meeting Required Competencies	Competency Level 2026 – Competency Level 2025 (where Competency Level = Total Number of Employees with Required Competencies Met/Total Number of Employees)	5%	All or Nothing	Increase from 2025 Actual Competency Level	-	-
		Subtotal		10%				
INTERNAL PROCESS	SO 7	Upgrade ICT Infrastructure and Security						
	SM 11	Implementation of the Information Systems Strategic Plan	Total Number of Deliverables Due for 2026 Attained/Total Number of Deliverables Due for 2026	5%	(Actual/Target) x Weight	100%	100% Accomplishment Based on Timeline of Implementation	100% Accomplishment Based on Timeline of Implementation
	SO 8	Adopt Global Best Practices for Transparency and Accountability						
	SM 12	Compliance to ISO Quality Standards (ISO QMS)	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification (Recertification)	-	-
		Sub-total		10%				
		TOTAL		100%				

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	BONUS STRATEGIC MEASURES						
	GAD Budget Utilization Rate		1%	All or Nothing	5% of Total COB	-	-
	ISO Certification on any of the following Standards i. Environmental Management System (EMS) Certification ii. Business Continuity Management Systems (BCMS) Certification		1%	All or Nothing	Certification on EMS (ISO 14001:2005) or BCMS (ISO 22301:2019)	-	-