

BASES CONVERSION AND DEVELOPMENT AUTHORITY

		Component				Baseline (if applicable)		Target	
	Objective/Measure	Formula	Weight	Rating System	Data Provider	2013	2014	2015	
SOCIAL IMPACT/ STAKEHOLDERS	SO 1	Develop the Baselands into World-Class Economic Centers							
	SM 1	BCDA Economic Zones Area disposed according to Board-Approved Master Plan	Area in hectares	10%	Actual / Target x Weight		7 has.	42.50 has.	200 has.
	SM 2	Actual Investment in BCDA Economic Zones	Total amount in Million Peso	10%	Actual / Target x Weight		-	-	₱200 Mn
	SO 2	Optimize the Benefits of the Country from the Conversion and Development of the Baselands							
	SM 3	Total Remittance to the National Government	Total amount in Billion Peso	10%	Actual / Target x Weight		₱2.20 Bn	₱2.20 Bn	₱2.20 Bn
	SM 4	Average Stakeholder Satisfaction Survey	Based on result of satisfaction survey	10%	Satisfactory-10% Below Satisfactory-5% Poor- 0%		-	-	Satisfactory
	Sub-total		40%						
FINANCIAL	SO 3	Achieve Best Value from the Disposition of Lands							
	SM 5	EBITDA Margin	Earnings less Interest Expense, Taxes, Depreciation and Amortization	10%	Actual / Target x Weight		24%	16%	20%
	SM 6	Cash Proceeds from Business Contracts in BCDA Economic Zones	Total amount in Billion Peso	10%	Actual / Target x Weight		₱1.31 Bn	₱1.80 Bn	₱1.50 Bn

		Component					Baseline (if applicable)		Target
	Objective/Measure	Formula	Weight	Rating System	Data Provider	2013	2014	2015	
	SM 7	Cash proceeds from regular accounts	Total amount in Billion Peso	5%	Actual / Target x Weight		₱3.27 Bn	₱3.55 Bn	₱2.50 Bn
	SM 8	Cash proceeds from special projects	Total amount in Billion Peso	10%	Actual / Target x Weight		₱1.04 Bn	₱1.21 Bn	₱3.50 Bn
		Sub-total		35%					
INTERNAL BUSINESS PROCESS	SO 4	Strengthen and Streamline Project Management Processes							
	SM 9	Adherence to the asset disposition schedule per Board approved timeline	Calendar days	5%	Actual / Target x Weight		-	120 days	90 days
	SO 5	Efficient Coordination with Subsidiaries							
	SM 10	Average response time to issues raised by subsidiaries	Working days	5%	Actual / Target x Weight		30 working days	20 working days	15 working days
	Sub-total		10%						
LEARNING AND GROWTH	SO 6	Develop a Quality Management System (ISO 9001:2008) for All Processes							
	SM 11	ISO Certification for all processes	Based third party Audit	3%	All or Nothing		-	ISO Certified	ISO certificate retained
	SO 7	Optimize the Use of Information Technology							
	SM 12a	Implementation of the ICT Plan	No. of processes implemented	3%	Actual / Target x Weight		-	-	4 processes
	SM 12b	Establishment of the EZ Biz	Based on agreed milestone	3%	All or Nothing		-	-	Operational for CDC by end of 2015

Component					Baseline (if applicable)		Target	
	Objective/Measure	Formula	Weight	Rating System	Data Provider	2013	2014	2015
SO 8	Establish a Competency-Based Framework for BCDA Personnel							
SM 13	Establishment of a Competency-Based Framework Model	Based on agreed milestone	3%	All or Nothing		-	-	Board-approved Competency-Based Framework Model
SM 14	Development of Integrity Management Plan and BCDA Code of Conduct	Based on agreed milestone	3%	All or Nothing		-	-	Board-approved Integrity Management Plan and BCDA Code of Conduct
	Sub-total		15%					
	TOTAL		100%					

✓