

BCDA 2025 PERFORMANCE SCORECARD

ANNUAL REPORT

MEASURE		COMPONENT			ANNUAL TARGET	4TH QUARTER	
		FORMULA	WEIGHT	RATING SYSTEM		TARGET	ACTUAL ACCOMPLISHMENTS
SOCIAL IMPACT PERSPECTIVE							
SO 1 Improve the Facilities for the Military							
SM 1	Percentage of Completion of Facilities Constructed for the Armed Forces of the Philippines (AFP)	Number of Deliverables Attained / Total Number of Deliverables	12.5%	(Actual / Target) x Weight	100% Accomplishment of Deliverables Based on Contract Schedule of Replication Project for the Philippine Armed Forces (PAF), Philippine Marine Corps (PMC), and Philippine Navy (PN)		
					a) Site Development of the 65-Hectare Relocation Site of PAF - 2.5%	40.15%	41.09%
					b) PMC Structures, Facilities, and Utilities Package 1 - 2%	98.83%	98.84%
					c) PMC Structures, Facilities, and Utilities Package 2 - 2%	93.30%	93.32%
					d) PMC Structures, Facilities, and Utilities Package 3 - 1%	100.00%	72.66%
					e) Senior Officers' Quarter for PN - 2.5%	50.71%	54.48%
					f) Married Enlisted Personnel Quarters (MEPQ) - 2.5%	9.24%	10.16%
SO 2 Create Communities Where Families Can Work, Live, and Play Together							
SM 2	Percentage of Implementation of Infrastructure Projects	Number of Deliverables Attained / Total Number of Deliverables	10%	(Actual / Target) x Weight	100% Accomplishment of Deliverables Based on Contract Schedule of NCC Connecting Road Package 2, BSP Access Road, (West Road), and NCC Access Road Phase 3		
					1) NCC Connecting Road Package 2 - 4%	41.10%	43.90%
					2) BSP Access Road (West Road) - 3%	34.85%	40.72%
					3) NCC Access Road Phase 3 - 3%	100.00%	100.00%

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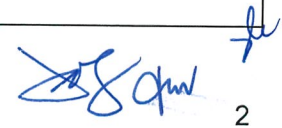
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SM 3	Number of Development Contracts Signed for BCDA Properties	Actual Accomplishment	15%	(Actual / Target) x Weight	Five (5) Signed Development Contracts	Five (5) Signed Development Contracts	Seven (7) contracts signed as of December 2025: 1) (NCC) - Science Park of the Philippines, Inc. (SPP) - 100-ha industrial estate lease in New Clark City (23 January 2025) 2) (Metro Manila)- Manila International Airport Authority - lease with an option to buy for Ninoy Aquino International Airport Terminal 3 (NAIA T3) (25 March 2025) 3) (NCC) - 4PH Housing in New Clark City - contract of lease (22 April 2025) 4) (CJH) - Ayala Land Inc, Commercial Area - Camp John Hay Baguio City - contract of lease (16 May 2025) 5) (NCC) - SKYBLUE-KORE-IT Deed of Assignment - (26 September 2025) 6) (CJH) - Mile-Hi Commercial Area - contract of lease (07 October 2025) 7) (NCC) - Waste-to-Energy (WTE) ATD - contract of lease (19 November 2025)
Sub-Total			37.50%				

FINANCE PERSPECTIVE

SO 3 Provide Consistent Contribution to the AFP and National Government							
SM 4	Remittance to the AFP and the National Government	Total Amount Remitted to the Bureau of Treasury / Total Required Mandatory Contribution	12%	(Actual / Target) x Weight	100% Remittance of Required Mandatory Contribution to the AFP and the National Government	100% Remittance of Required Mandatory Contribution to the AFP and the National Government	Php5.453 billion mandatory contribution to the AFP and the National Government remitted, representing 100% remittance
SO 4 Ensure Sustainability of BCDA by Building Recurring Revenue Sources and Effectively Managing Costs							
SM 5	Cash Proceeds from Business Contracts	Total Cash Proceeds from Joint Venture Agreements, Lease Contracts, and Other Business Contracts	10%	(Actual / Target) x Weight	Php7.8 Billion	Php7.8 billion	Php11.682 billion


 2

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MEASURE		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL TARGET	4TH QUARTER	
						TARGET	ACTUAL ACCOMPLISHMENTS
SM 6a	Obligations Subsidy Budget Utilization Rate	Total Obligated Subsidy / Total Corporate Operating Budget from Subsidy (Both Net of PS Cost)	2.5%	(Actual / Target) x Weight	90%	90%	98.48% (inclusive of prior years)
SM 6b	Disbursements Subsidy Budget Utilization Rate	Total Disbursements / Total Obligations (Both Net of PS Cost)	2.5%	(Actual / Target) x Weight	90%	90%	102.46% (inclusive of prior years)
SM 6c	Corporate Fund Budget Utilization Rate	Total Disbursements / Total Corporate Operating Budget for Internally Generated Funds (Both Net of PS Cost)	2.5%	(Actual / Target) x Weight	90%	90%	60.60%
Sub-Total			29.50%				

CUSTOMERS/STAKEHOLDERS PERSPECTIVE

SO 5 Cultivate Strong and Fair Partnerships with Customers, Partners, and Stakeholders							
SM 7	Percentage of Satisfied Customers	Number of Respondents Who Rated At Least Satisfactory / Total Number of Survey Respondents	8%	(Actual / Target) x Weight If Less Than 80% = 0%	90%	2025 Client Satisfaction Measurement Report with an overall satisfaction score of at least 90%	99.30% Overall Satisfaction Scores for External Services BCDA 2025 Client Satisfaction Measurement Report submitted to ARTA on 14 April 2026
Sub-Total			8%				

INTERNAL PROCESS PERSPECTIVE

SO 6 Design, Develop, and Ensure Full Execution of Master Plans of Communities							
SM 8	Implementation of Developmental Information Projects	Actual Accomplishment	5%	All or Nothing	Board-Approved Comprehensive Master Development Plan of Camp John Hay	Submission and Approval of Inception Report and Preliminary Study Report	Comprehensive Master Development Plan of Camp John Hay approved by the Board on 18 December 2025
SO 7 Establish and Maintain Robust Internal Control and Governance Systems							

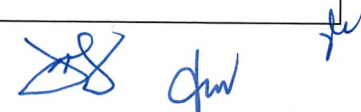
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SM 9	Implementation of the Information Systems Strategic Plan (ISSP)	Total Number of Deliverables Due for 2025 Attained / Total Number of Deliverables Due for 2025	5%	(Actual / Target) x Weight	100% Implementation of the 2025 Deliverables under the 2023-2025 ISSP	100% Implementation of the 2025 Deliverables under the 2023-2025 ISSP	Full implementation of the following: 1) Integrated Cloud Backup Project (Phase 1 - Desktops and Servers) 2) Data Security and Analytics (Secure Access Service Edge Platform) 3) Internet of Things (IOT) Project (Additional devices for BCDA Offices and NCC) 4) Integrated Cloud Backup Project (Phase 2) - 150 Desktops and Servers) - Merged with item no. 1 project 5) Data Management and Analytics - (Phase 2) 6) Data Privacy Management System - (Phase 3) 7) Issues and Risk Management System - (Phase 2) 8) Office Automation - Payment Monitoring System (PayMoS) 9) Human Resource Information System - PRIME Modules
SM 10	ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	Certification under ISO 9001:2015 Maintained	Certification under ISO 9001:2015 maintained	Certification under the ISO 9001:2015 maintained
Sub-Total			15%				
LEARNING AND GROWTH PERSPECTIVE							
SO 8 Build and Maintain a Highly Competent, Creative, and Committed Workforce							
SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	Board-Approved Public Service Continuity Plan (PSCP)	Board-Approved Public Service Continuity Plan (PSCP)	Public Service Continuity Plan (PSCP) Approved by the Board on 14 November 2025
SM 12	Percentage of Employees Meeting the Required Competencies	Competency Level 2025 - Competency Level 2024 (where Competency Level = Total Number of Employees with Required Competencies Met / Total Number of Employees)	5%	All or Nothing	Increase from the 2024 Competency Level	Increase in competency level from 2024 baseline through implementation of learning and development (L&D) programs	36 Learning & Development L&D programs (Core: 4, Technical: 15, Leadership: 16, Personal Development: 1) conducted with the following details: 1. Training hours delivered: 515.5 2. Learners trained: 754
Sub-Total			10%				
TOTAL			100%				





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BONUS STRATEGIC MEASURES						
GAD Budget Utilization Rate		1%	All or Nothing	5% of Total COB	5% of Total COB	7.99% of total COB

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