| Perspectives          | Metric / KPI                                |
|-----------------------|---|
| Financial             | Return on Investment (ROI)                  |
|                       | Rate of revenue growth                      |
|                       | Rate of cost reduction                      |
| Customer              | Level of customer satisfaction              |
|                       | Level of customers' data access             |
|                       | Easiness level of customers' data access    |
| Internal Operation    | Visibility level for corrective actions     |
|                       | On-budget delivery                          |
|                       | Increased accuracy of diagnosis             |
|                       | Increased interoperability of healthcare IS |
| Innovation and        | Traceability level of pharmaceuticals       |
| Learning              | Training days / person                      |
| External & Regulatory | Compliance level with HIPPA                 |
|                       | Administration cost to comply with HIPPA    |
|                       | Compliance costs for GDPR                   |
|                       | Rate of data breach                         |