



Office of the President of the Philippines  
**GOVERNANCE COMMISSION**  
 FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS  
 3/F, BDO Towers Paseo, 8741 Paseo De Roxas, Makati City, Philippines 1226



30 May 2022

**MR. MANUEL C. PICZON**

*Chairperson*

**MR. RICARDO C. JULIANO**

*President and Chief Executive Officer (PCEO)*

**LBP RESOURCES AND DEVELOPMENT CORPORATION (LBRDC)**

24/F Landbank of the Philippines, 1598 M.H. Del Pilar  
 Cor. Dr. Quintos St., Malate, Manila

**RE : TRANSMITTAL OF 2022 PERFORMANCE SCORECARD**

Dear Chairperson Piczon and PCEO Juliano,

This is to formally transmit the 2022 Charter Statement and Strategy Map (**Annex A**) and 2022 Performance Scorecard (**Annex B**) of LBRDC. The same is to be posted on LBRDC's website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.<sup>1</sup>

The LBRDC proposed Charter Statement, Strategy Map, and Performance Scorecard submitted through its letter dated 19 November 2021<sup>2</sup> were **MODIFIED** based on the discussions made during the Technical Panel Meeting (TPM) held on 06 December 2021; and the evaluation of revised documents submitted through its letters dated 21 January 2022 and 05 April 2022.<sup>3</sup>

We take this opportunity to **REMIND** LBRDC that Item 5 of GCG M.C. No. 2017-02<sup>4</sup> mandates GOCCs to submit Quarterly Monitoring Reports and upload the same to the GOCC's website within thirty (30) calendar days from the close of each quarter. LBRDC is requested to submit its revised Quarterly Targets based on the attached scorecard upon the submission of the Quarterly Monitoring Report for 2022.

Finally, under GCG M.C. No. 2017-02, GOCCs can no longer renegotiate the targets set in their Performance Scorecards for the current year. Thus, any request for modification in the 2022 Performance Scorecard will instead be considered during the validation of the reported annual accomplishments.

**FOR LBRDC'S INFORMATION AND COMPLIANCE.**

Very truly yours,

Digitally signed by:  
**CHAIRMAN SAMUEL G. DAGPIN, JR.**

Digitally signed by:  
**OIC-COMMISSIONER\* JAYPEE O. ABESAMIS**

Digitally signed by:  
**COMMISSIONER MARITES C. DORAL**

<sup>1</sup> Code of Corporate Governance for GOCCs dated 28 November 2012.  
<sup>2</sup> Officially received by the Governance Commission on 19 November 2021.  
<sup>3</sup> Officially received by the Governance Commission on 21 January 2022 and 07 April 2022.  
<sup>4</sup> INTERIM PES FOR THE GOCC SECTOR, dated 30 June 2017.  
 \*By virtue of the Memorandum from the Executive Secretary dated 21 March 2022.

LBRDC STRATEGY MAP



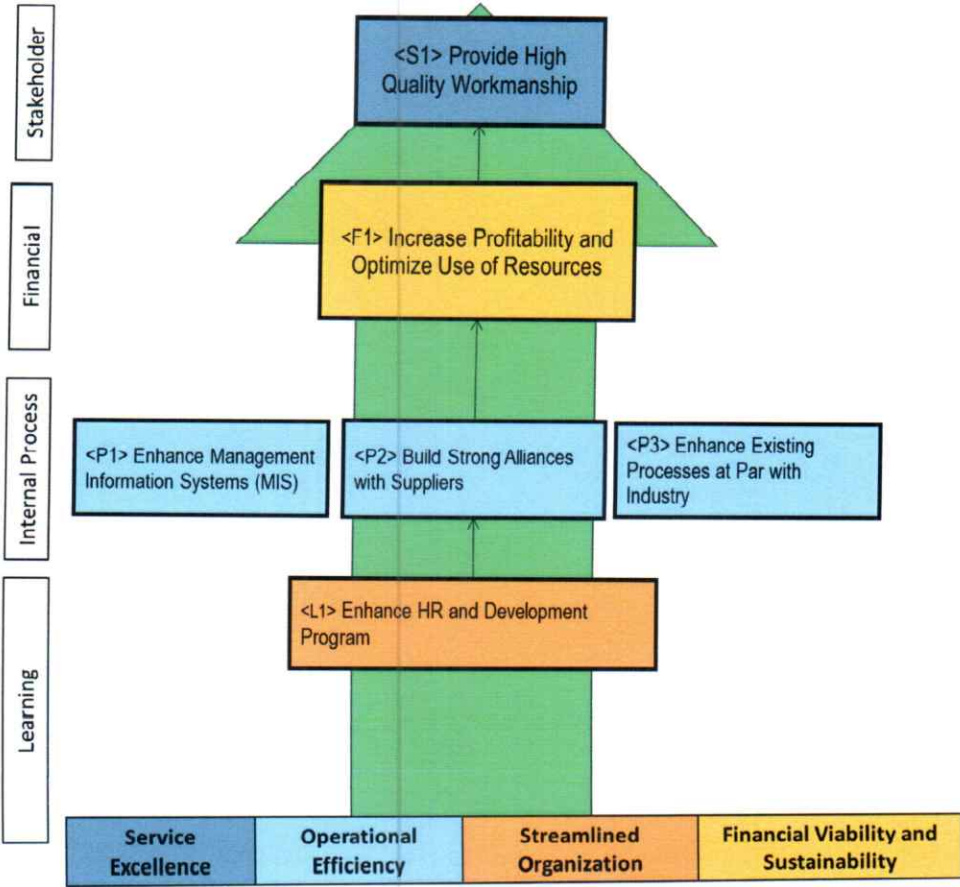
**VISION:** By 2022, LBRDC shall administer the construction and renovation projects of LANDBANK, as well as its manpower and other allied services requirements through the use of contemporary technology and currently available innovative systems and processes.

**MISSION:**

To efficiently deliver LBRDC's products, goods and services through competent, committed and well-rounded personnel, high-quality workmanship, and first-class components to LANDBANK.

**CORE VALUES:**

- Professionalism
- Integrity
- Prudent
- Excellence
- Employee's Welfare





2022 PERFORMANCE SCORECARD (ANNEX B)

LBP RESOURCES AND DEVELOPMENT CORPORATION

Component					Baseline Data		Target		
Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022		
STAKEHOLDERS	<b>SO 1</b>	<b>Provide High-Quality Workmanship</b>							
	SM 1	Number of Projects Completed On-Time:							
		Construction	Actual number of projects completed on-time	12.5%	(Actual / Target) x Weight	0	Unverifiable	3	2
		Renovation		17.5%		14	Unverifiable	21	13
	SM 2	Manpower Service Agreement Established	Actual number of manpower service clients	10%	(Actual / Target) x Weight	N/A	7	6 <sup>1</sup>	7 <sup>2</sup>
	SM 3	Percentage of Satisfied Customers	Total number of respondents who gave a rating of at least Satisfactory / Total number of respondents	5%	(Actual / Target) x Weight 0% = If less than 80%	Customer Satisfaction Survey was implemented without third-party evaluation.	-	90%	90%
	<b>Sub-total</b>		<b>45%</b>						
FINANCIAL	<b>SO 2</b>	<b>Increase Profitability and Optimize Use of Resources</b>							
	SM 4	a) Increase Earnings before Interest, Tax, Depreciation, and Amortization (EBITDA)	Total Comprehensive Income + Interest + Tax + Depreciation + Amortization	10%	(Actual / Target) x Weight	₱80.86 Million	₱67.08 Million	₱75.45 Million	₱72.65 Million

<sup>1</sup> Pertains to service agreements with effectivity period of not less than seven (7) months.

<sup>2</sup> Pertains to service agreements with effectivity period of not less than seven (7) months. See Appendix 2 for list of clients targeted for the year.

		Component			Baseline Data		Target		
Objective/Measure		Formula	Weight	Rating System	2019	2020	2021	2022	
	b) Construction Margin	Net Income from Construction / Total Revenue from Construction	5%	(Actual / Target) x Weight	N/A	N/A	N/A	₱43.57 Million	
SM 5	Strengthen Return on Equity	Total Comprehensive Income / Total Shareholder's Equity	10%	(Actual / Target) x Weight	9.05%	7.26%	8.00%	8.00%	
SM 6	Budget Utilization Rate (BUR)	Total Disbursements / DBM-Approved or Board-Approved COB (both net of PS Cost)	5%	(Actual/Target) x Weight	N/A	N/A	N/A	90%	
	<b>Sub-total</b>		<b>30%</b>						
<b>INTERNAL PROCESS</b>	<b>SO 3</b>	<b>Enhance Management and Information System</b>							
	SM 7	Number of Vital Processes Automated	Actual accomplishment	5%	All or Nothing	N/A	Inventory System	Full roll-out of one automated system	Full roll-out of one automated system
	<b>SO 4</b>	<b>Build Strong Alliances with Suppliers</b>							
	SM 8	Number of Strategic Tie-ups Established with Key Suppliers	Actual number of strategic tie-ups with suppliers	5%	(Actual / Target) x Weight	5	6	7	7
	<b>SO 5</b>	<b>Enhance Existing Processes at Par with Industry</b>							
SM 9	Implement Quality Management System	Actual accomplishment	5%	All or Nothing	ISO 9001:2015 Certification maintained	ISO 9001:2015	ISO 9001:2015 Recertification	Pass surveillance audit - 1	

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022	
						Re-certification			
	SM 10	Strict Occupational Health and Safety Standards	Actual Accomplishment	5%	Zero (0) Accident = 5% 1-5 Accident = 2.5% More than 5 Accidents = 0% Death or permanent disability = 0%	Zero (0) Accident	Zero (0) Accident	Zero (0) Accident	Zero (0) Accident
		<b>Sub-total</b>		<b>20%</b>					
LEARNING AND GROWTH	SO 6	<b>Enhance HR and Development Program</b>							
	SM 11	Percentage of Employees Meeting Required Competencies	Actual accomplishment <sup>3</sup>	5%	All or Nothing	3 of the targeted employees were able to close the identified competency gaps	Unverifiable	Improve Competency Baseline of the Organization	Improve Competency Baseline of the Organization
		<b>Sub-total</b>		<b>5%</b>					
		<b>TOTAL</b>		<b>100%</b>					

<sup>3</sup> Improvement in the competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[ \frac{\sum_{a=1}^A (\text{Actual Competency Level})_a}{A} \right]}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled



## SM 2: MANPOWER SERVICE AGREEMENT

CLIENT	AGREEMENT	PROJECTED DURATION
Land Bank of the Philippines	Janitorial Services Contract	January 1 - December 31, 2022
Land Bank of the Philippines	Utility and Messengerial Contract	January 1 - December 31, 2022
Land Bank of the Philippines	Office Manpower Contract	January 1 - December 31, 2022
Overseas Filipino Bank	Janitorial Services Contract	January 1 - December 31, 2022
Bureau of Treasury	Janitorial Services Contract	January 1 - December 31, 2022
PNOC Renewables Corporation	Janitorial Services Contract	January 1 - December 31, 2022
Social Housing Finance Corporation	Office Manpower Contract	January 1 - December 31, 2022