LBRDC STRATEGY MAP



VISION: By 2028, LBRDC shall be present on all regions to cater the services of construction and renovation, manpower, appraisal, ecozone development, and other allied services to LANDBANK and other Government Financial Institutions, Government-Owned and Controlled Corporations, National Government Agencies, Local Government Units, and other government agencies, instrumentalities and corporation.

MISSION: efficiently To Stakeholder deliver LBRDC's products, goods, and services through competent, committed, and well-rounded personnel, highquality workmanship, and Financial first-class <F1> Increase components to Profitability and LANDBANK and Optimize Use of other Government Resources Financial Institutions, Governmentowned and Process Controlled Corporations, <P1> Enhance <P2> Build <P3> Enhance National Mgt. Strong Alliances Existing Government Internal Information with Suppliers Processes at Par with the industry Agencies, Local System Government Units, and other government agencies, instrumentalities Learning & Growth and corporation. CORE VALUES: Professionalism <L1> Enhance Integrity Competency and Prudence **Risk Reduction** Excellence Program Employees' Welfare **Financial** Operational Streamlined Viability & Organization xcellence Efficiency



Sustainability

LBP RESOURCES AND DEVELOPMENT CORPORATION (LBRDC) 2025 PERFORMANCE SCORECARD

		Component				Baseli	ine		2024		
Ol	bjective/ Measure	Formula	Weight	Rating System	2021	2022	2023	Target	4 th Quarter (Tentative)	2025 Target	
SO 1	Provide High Quality	Workmanship									
	Number of Construction and Renovation Projects Awarded and Completed										
SM 1	a. Number of On- going Projects Completed on Time	Number of projects as of 31 December 2025 with on-time completion as per schedule	10%	Actual over Target	8	17	15	16	15	13	
	b. Number of Additional Projects Awarded	Actual Number of Contracts Signed for Construction, Renovation, and Project Management	5%	Actual over Target	N/A	N/A	N/A	N/A	N/A	3	
SM 2	Number of Signed Workforce Service Agreements	Actual Number of Workforce Service Agreements Signed in 2025	10%	Actual over Target	6	8	6	14	18	17	
	Occupancy Rate and I	Development of LBRDC	S-SEZ			1					
SM3	a. Percentage of Occupancy of the Ecozone's Leasable Space	Total Standard Factory Building (SFB) Leased Space ÷ Total SFB	5%	Actual over Target	N/A	N/A	N/A	90% of Leasable Space	95.15%	100%	





	Component							Base	line	2024		
	Ob	bjective/ Measure	Formula	Weight	Rating Syst	tem	2021	2022	2023	Target	4 th Quarter (Tentative)	2025 Target
					Terms of Reference for the Consultancy Service	1%						
	SM 3	b. Formulation of LBRDC – Special Economic Zone (SEZ) Master Plan	Actual Accomplishment	5%	Awarding of the Consultancy Service for the development of LBRDC-SEZ Master Plan	1%	N/A	N/A	N/A	N/A	N/A	Board-Approved LBRDC-SEZ Master Plan
DER.					Board-approved LBRDC-SEZ Master Plan	3%						
STAKEHOLDER	SM 4	Total Price of Completed Appraisal Contracts	Performance Year's Amount of all Completed Appraisal Contracts	10%	Actual ove Target	er	N/A	N/A	1,769 Accounts Appraised and Accepted by Clients	600 Accounts Appraised and Accepted by Clients	876 Accounts Appraised and Accepted by Clients	2024 Total Contract Price + 20% Increment
	SM 5	Percentage of Satisfied Customers	Total Number of Respondents which gave at least Satisfactory rating + Total Number of Respondents	5%	Actual ove Target 0% = if less t 80%		0%	97%	58.82%	90%	Pending ARTA validation	90%
			Sub-total	50%								
	SO 2	Increase Profitability a	and Optimize Use of I	Resource	s							
FINANCIAL	SM 6	Earnings before Interest, Taxes, Depreciation, and Amortization (EBITDA)	Net Income + Interest Expenses + Income Taxes + Depreciation Expenses + Amortization Expenses	7.5%	Actual ove Target	er	₱72.37 million	₱92.06 million	₱28.14 million	₱85.07 million	₱48.59 million	₱55.50 million





Component						Basel	ine		2024	
Ob	ojective/ Measure	Formula	Weight	Rating System	2021	2022	2023	Target	4 th Quarter (Tentative)	2025 Target
SM 7	Return on Equity (ROE)	Net Income ÷ Total Stockholder's Equity	7.5%	Actual over Target	7.81%	9.65%	2.56%	10.00%	4.67%	5.00%
SM 8	Budget Utilization Rate (BUR)	Actual Disbursements ÷ Total MOOE and CO as per COB (both excluding PS and Direct Cost)	5%	Actual over Target	N/A	86.81%	83.88%	90%	98%	90%
		Sub-total	20%							
SO 3	Enhance Managemen	t and Information Sys	tem							
SM 9	Percentage of Information System Strategic Plan (ISSP) Projects Completed	Number of Deliverable Projects Completed ÷ Total Number of Deliverable Projects	7.5%	Actual over Target	Full Roll- out of Document Managem ent System	Measure excluded	Full Roll-out of Human Resources and Payroll System (HRPS) and My Personal Administrator (MyPAD) Application	Board Approved ISSP as submitted to DICT	Board Approved ISSP submitted to DICT	100% of Projects Completed On-Time (based on the DICT- approved/endorsed ISS 2025-2027)
SO 4	Enhance Existing Processes at Par with Industry									
SM 10	Compliance with Quality Standards	Actual Accomplishment	7.5%	All or Nothing	ISO 9001:2015 Recertifica tion	Passed 1st Surveillanc e Audit	Passed 2nd Surveillance Audit	ISO 9001:2015 Recertification	ISO 9001:2015 Recertification	Pass 1st Surveillance Audit
		Sub-total	15%			_				

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Component						Baseli	ne		2024	
Ot	bjective/ Measure	Formula	Weight	Rating System	2021	2022	2023	Target	4 th Quarter (Tentative)	2025 Target
SO 5	Enhance Competency	and Risk Reduction	Program						1	
SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	N/A	Board-approved Public Service Continuity Plan (PSCP)
	Percentage of	Actual Accomplishment	5%			Improveme nt in the Competenc y Baseline of the		Board approved Competency Framework	No Accomplishment	Board approved Competency Framework
SM 12	Employees Meeting Required Competencies	Number of Plantilla Employees Meeting Required	5%	All or Nothing	0%	organizatio n	0%	Establishment of Baseline based on Board	No	Established Competency Level
		Competencies ÷ Total Filled Plantilla by Year- end	370			Competency Baseline)		approved Competency Framework	Accomplishment	Baseline
		Sub-total	15%							
		Total	100%							

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Component									
Objective/ Measure	Formula	Weight	Rating System	2021	2022	2023	Target	4 th Quarter (Tentative)	2025 Target
Bonus Strategic Measures:									
Gender and Development (GAD) Budget Utilization	Budget Utilized for GAD / Total Board- approved COB	1%	All or Nothing	-	-	-	-	-	GAD 5% Budget Utilization
ISO Certification on Environmental Management System or Business Continuity Management System	Actual Accomplishment	1%	All or Nothing	-	-	-	-	-	ISO 14001:2015 or ISO 22301:2019 Certification

For GCG:

ATTY. MARIUS P. CORPUS

Chairman

For LBRDC: _

COL. RICARDO C. JULIANO, CPA, PA (MNSA) (RES)

President and CEO