



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



12 March 2026

**HON. LT. GEN. ANTONIO RAMON A. LIM (RET.)**

*Chairperson*

**HON. COL. RICARDO C. JULIANO, MNSA**

*President and Chief Executive Officer (PCEO)*

**LBP RESOURCES AND DEVELOPMENT CORPORATION**

24/F LandBank Plaza, 1598 M.H. del Pilar

Corner Dr. Quintos St., Malate, Manila

**RE: TRANSMITTAL OF 2026 CHARTER STATEMENT AND  
STRATEGY MAP AND 2026 PERFORMANCE SCORECARD**

Dear Chairperson Lim and PCEO Juliano,

This is to formally transmit the 2026 Charter Statement and Strategy Map (**Annex A**) and 2026 Performance Scorecard (**Annex B**) of the **LBP RESOURCES AND DEVELOPMENT CORPORATION (LBRDC)**, to be posted on the LBRDC's website in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.<sup>1</sup>

The LBRDC's proposed Charter Statement, Strategy Map, and Performance Scorecard, submitted through a letter dated 30 October 2025,<sup>2</sup> were **MODIFIED** based on: (i) discussions made during the Technical Panel Meeting (TPM) held on 25 November 2025; (ii) evaluation of revised documents submitted through the LBRDC's email dated 17 December 2025<sup>3</sup> and subsequent emails,<sup>4</sup> with the last document received on 13 February 2026; and (iii) agreements during the Performance Target Conference held on 05 March 2026.

Pursuant to Item 9 of GCG M.C. No. 2024-01,<sup>5</sup> GOCCs are required to accomplish and submit the requisite Quarterly Monitoring Reports (*i.e.*, PES Form 4) for the calendar year detailing their progress in accomplishing their performance targets. The Quarterly Monitoring Reports shall likewise disclose substantial changes in circumstances, if any, that were unforeseen during the TPM that may affect the timely achievement of the GOCC's targets.

**FOR THE LBRDC'S INFORMATION AND GUIDANCE.**

Very truly yours,

**ATTY. MARIUS P. CORPUS**  
*Chairperson*

**ATTY. GERALDINE MARIE B.  
BERBERABE-MARTINEZ**  
*Commissioner*

<sup>1</sup> CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

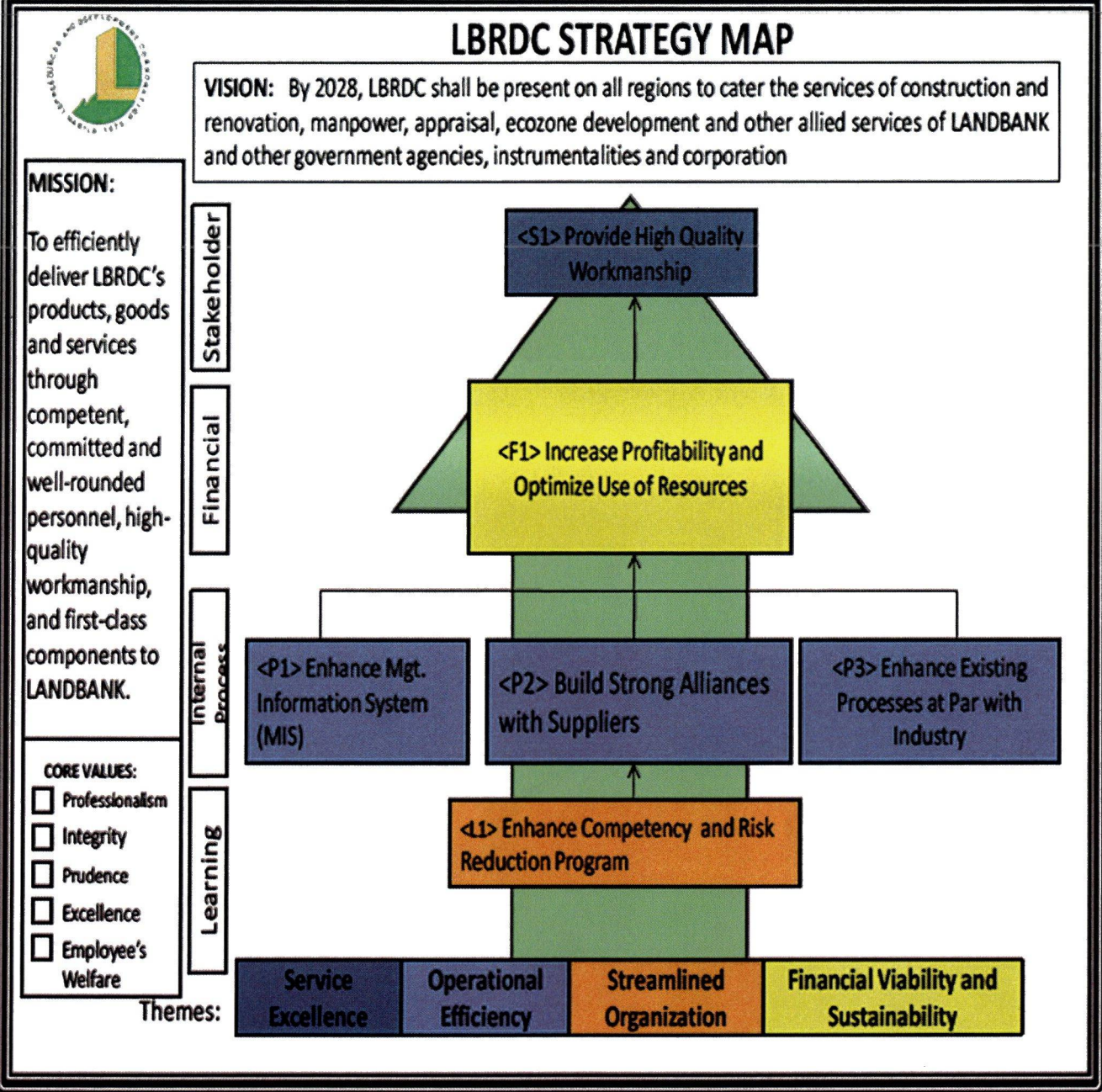
<sup>2</sup> Officially received by the Governance Commission on 30 October 2025. Barcode No. 2025-029594.

<sup>3</sup> Officially received by the Governance Commission on 05 January 2026. Barcode No. 2026-000138.

<sup>4</sup> Officially received by the Governance Commission on 27 January 2026, 4 and 6 February 2026.

<sup>5</sup> ENHANCED PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 28 June 2024.

LBP RESOURCES AND DEVELOPMENT CORPORATION



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LBP RESOURCES AND DEVELOPMENT CORPORATION (LBRDC)

Component					Baseline			Target	
Objective/ Measure	Formula	Weight	Rating System	2022	2023	2024	2025	2026	
<b>SO 1</b>	<b>Provide High Quality Workmanship</b>								
	<i>Number of Construction and Renovation Projects Awarded and Completed on Time</i>								
SM 1	a. Number of On-going Projects Completed on Time	Number of projects as of 31 December 2026 with on-time completion as per schedule	15%	Actual over Target	17	15	9	13	11
	b. Number of Additional Projects Awarded	Actual Number of Contracts Signed for Construction, Renovation, or Project Management	5%	Actual over Target	N/A	N/A	N/A	3	5
SM 2	Number of Signed Workforce Service Agreements	Actual Number of Workforce Service Agreements Signed in 2026	10%	Actual over Target	8	6	18	17	18
	<i>Occupancy Rate and Development of LBRDC-Special Economic Zone (SEZ)</i>								
SM 3	a. Percentage of Occupancy of the Ecozone's Leasable Space	Total Standard Factory Building (SFB) Leased Space ÷ Total SFB  <i>Total SFB is 60,025.30 sq.m, pending LBRDC and LGU reconciliation.</i>	3%	Actual over Target	N/A	N/A	71.85%	100%	100%

STAKEHOLDER

Component					Baseline			Target		
	Objective/ Measure	Formula	Weight	Rating System	2022	2023	2024	2025	2026	
STAKEHOLDER	SM 3	b. Formulation of LBRDC – SEZ Master Plan	Actual Accomplishment	2%	Board-Approved Conceptual Master Development Plan	N/A	N/A	N/A	Board-Approved LBRDC-SEZ Master Plan	Board-Approved Comprehensive Master Development Plan
				5%	Board-Approved Comprehensive Master Development Plan					
	SM 4	Total Price of Completed Appraisal Contracts	Performance Year's Amount of all Completed Appraisal Contracts	10%	Actual over Target	N/A	N/A	N/A	2024 Total Contract Price + 20% Increment	2025 Total Contract Price + 10% Increment
	SM 5	Percentage of Satisfied Customers	Total Number of Respondents which gave at least <i>Satisfactory</i> rating ÷ Total Number of Respondents	5%	Actual over Target 0% = if less than 80%	97%	58.82%	80.79%	90%	90%
	<b>Sub-total</b>			<b>55%</b>						
FINANCIAL	<b>SO 2</b>	<b>Increase Profitability and Optimize Use of Resources</b>								
	SM 6	Operational Revenue	<i>Services and Business Income</i> line item in the Financial Statements Less: <i>Interest Income</i>	5%	Actual over Target	N/A	N/A	N/A	N/A	₱1,328.28 million
	SM 7	Return on Equity (ROE)	Net Income ÷ Total Stockholder's Equity	10%	Actual over Target	9.65%	2.56%	4.44%	5.00%	5.00%

Component					Baseline			Target		
	Objective/ Measure	Formula	Weight	Rating System	2022	2023	2024	2025	2026	
FINANCIAL	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	86.81%	83.88%	91.95%	90%	90%
	<b>Sub-total</b>			<b>20%</b>						
	<b>SO 3</b>	<b>Enhance Management and Information System</b>								
	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	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	100% of Projects Completed on-Time  (based on the DICT-approved/endorsed ISSP 2025-2027)	100% of Projects Completed On-Time  (based on the MITHI/DICT-approved/endorsed ISSP 2025-2027)
	<b>SO 4</b>	<b>Build Strong Alliances with Suppliers</b>								
	<b>SO 5</b>	<b>Enhance Existing Processes at Par with Industry</b>								
INTERNAL PROCESS	SM 10	Compliance with Quality Standards	Actual Accomplishment	7.5%	All or Nothing	Passed 1st Surveillance Audit	Passed 2nd Surveillance Audit	ISO 9001:2015 Recertification	Passed 1 <sup>st</sup> Surveillance Audit	Pass the 2 <sup>nd</sup> Surveillance Audit
	<b>Sub-total</b>			<b>15%</b>						

Component					Baseline			Target		
Objective/ Measure	Formula	Weight	Rating System	2022	2023	2024	2025	2026		
<b>SO 6</b>	<b>Enhance Competency and Risk Reduction Program</b>									
LEARNING AND GROWTH	SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Number of Deliverable Projects Completed ÷ Total Number of Deliverable Projects	5%	Actual over Target	N/A	N/A	N/A	Board-approved Public Service Continuity Plan (PSCP)	100% of Projects Completed On-Time <i>(based on the Board Approved PSCP)</i>
	SM 12	Percentage of Employees Meeting Required Competencies	Number of Plantilla Employees Meeting Required Competencies ÷ Total Filled Plantilla by Year-end	5%	All or Nothing	Improvement in the Competency Baseline of the organization  <i>(108.56% Competency Baseline)</i>	0%	No Reported Accomplishment	Board approved Competency Framework	Improvement from 2025 Baseline
								No Reported Accomplishment	Established Competency Level Baseline	
			<b>Sub-total</b>	<b>10%</b>						
		<b>Total</b>	<b>100%</b>							

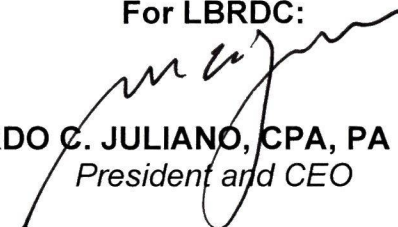
Component					Baseline			Target	
Objective/ Measure	Formula	Weight	Rating System	2022	2023	2024	2025	2026	
<b>Bonus Strategic Measures:</b>									
Gender and Development (GAD) Budget Utilization	Budget Utilized for GAD / Total Board-approved COB	1%	All or Nothing	N/A	N/A	N/A	GAD 5% Budget Utilization	GAD 5% Budget Utilization	
ISO Certification on Environmental Management System or Business Continuity Management System	Actual Accomplishment	1%	All or Nothing	N/A	N/A	N/A	ISO 14001:2015 or ISO 22301:2019 Certification	ISO 14001:2015 or ISO 22301:2019 Certification	

**For GCG:**



**ATTY. MARIUS P. CORPUS**  
*Chairperson*

**For LBRDC:**



**COL. RICARDO C. JULIANO, CPA, PA (MNSA) (RES)**  
*President and CEO*