



LBP Resources and Development Corporation

Formerly: LB (Land Bank) Realty Development Corporation

A Subsidiary of the Land Bank of the Philippines

VAT Reg. TIN 000-129-546

BS EN ISO 9001:2015



Performance Scorecard (Interim PES Form 3)

PERSPECTIVE	Objectives	Performance Measures			CY 2023 Targets	CY 2023 Accomplishment	Rating
		Description	Rating Scale	Weight			
STAKEHOLDERS	Provide High Quality Workmanship	Completion of projects on-time	Actual number of projects completed on time	15%	13	18	15%
		Manpower Service Agreements Established	Actual number of Manpower Service Agreements	10%	9	10	10%
		Number of Ecozone Locators retained	Actual no. of Ecozone Locators agreement	10%	22	22	10%
		Number of Accounts appraised and accepted by Clients	Actual no. of accounts appraised and accepted by the client	5%	Baseline Data	282	5%
		Percentage of Satisfied Customers	Total number of respondents which gave at least Satisfactory rating/Total number of respondents	5%	90% of the respondents gave LBRDC at least satisfactory rating	90% of the respondents gave LBRDC at least satisfactory rating	5%



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PERSPECTIVE	Objectives	Performance Measures			CY 2023 Targets (Revised)	CY 2023 Accomplishment	Rating
		Description	Rating Scale	Weight			
FINANCIAL	Increase Earnings Before Interest, Tax, Depn and Amort. (EBITDA)	EBITDA Margin	(Actual/Target) X Weight	10 %	37.16	41.01	10%
	Strengthen Return on Equity	Return on equity	(Actual/Target) X Weight	10 %	3.28%	4.10%	10%
	Total Disbursements / DBM – Approved or Board – Approved COB (both net of PS Cost)	Total Disbursements / DBM – Approved or Board – Approved COB (both net of PS Cost)	(Actual/Target) X Weight	5 %	90%	89.29%	4.96%

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		Description	Rating Scale	Weight			
INTERNAL	Enhance Management System	Actual Accomplishment	All or nothing	5%	Roll-out of one Automated System	Human Resources and Payroll System	5.00%
	Build strong alliances with suppliers	Actual number of strategic tie-ups with suppliers	Actual/Target x Weight	5%	7	7	5.00%
	Enhance Existing Processes at Par with Industry	Implement Quality Mgt. System	All or nothing	5%	Passed ISO 9001:2015 Second Surveillance Audit	Passed ISO 9001:2015 Second Surveillance Audit	5.00%
		No. of Site Personnel (e.g. Engineers, Foreman, Laborers) who attended Health and Safety Training	Absolute Number	5%	100%	100%	5.00%
		Percentage of personnel issued with Personnel Protective Equipment (e.g. Hard Hat, Safety Shoes, Safety Vest)	Absolute Number	55	100%	100%	5.00%



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		Description	Formula	Weight			
LEARNING	Enhance HR and Development Program	Percentage of employees meeting required competencies	All or nothing.	5%	Improve Competency Baseline of the Organization	Improve Competency Baseline of the Organization	5.00%
						Total Rating	99.96%

Certified Correct:

JAN CARLO L. LIBIRAN

GCG Focal Person/OIC, PMMS

4-30-2024

Date

OLIVE PRINCESS S. RAMAL

OIC, Finance Dept.

4.30.24

Date

Approved By:

COL. RICARDO C. JULIANO, MNSA

President & CEO

4/30/2024

Date