

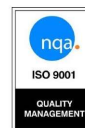


LBP Resources and Development Corporation

A Subsidiary of the Land Bank of the Philippines

VAT Reg. TIN 000-129-546

BS EN ISO 9001:2015



30 April 2025

ATTY. MARIUS P. CORPUS

Chairman, Governance Commission for GOCCs (GCG)

3/F BDO Towers (formerly Citibank Center)

8741 Paseo de Roxas, Makati City, Philippines 1226

Subject : **PES 2024 Accomplishments**

Dear Chairman Corpus:

In accordance with Section 10 of the GCG Memorandum Circular No. 2024-01, LBP Resources and Development Corporation (LBRDC) hereby submits its duly accomplished PES Form 4 – Annual Monitoring Report for Performance Scorecard CY 2024.

In relation to this, we are also submitting the necessary partial documents to support LBRDC's accomplishments, for your validation. We will be submitting additional supporting documents related to the PES 2024 accomplishments will be submitted until May 30, 2025, as indicated in our letter request for extension dated April 28, 2025.

Thank you.

Very truly yours,


RICARDO C. JULIANO
President and CEO



LBP RESOURCES AND DEVELOPMENT CORPORATION


Objective/Measure		Formula	Weight	Rating System	Annual Target	As of December 31, 2024	
SO 1	Provide High Quality Workmanship					Target	Actual
SM 1	Number of Projects completed on-time	Actual number of projects completed on-time	15%	(Actual/Target) x Weight	16	16	15
SM 2	Number of Manpower Service Agreement established	Actual number of manpower service Agreements for at least seven (7) months	5%	(Actual/Target) x Weight	9	9	14
		Actual number of manpower service Agreements for at less than seven (7) months	5%	(Actual/Target) x Weight	4	4	5
SM 3	Percentage of occupancy on the Leasable Space on the Ecozone	Occupied Area/Leasable Area	10%	(Actual/Target) x Weight	90%	90%	95.63%
SM 4	Number of Accounts appraised and accepted by Clients	Actual no. of accounts appraised and accepted by the client	5%	(Actual/Target) x Weight	600	600	876
SM 5	Percentage of Satisfied Customers	Total no. of respondents which gave at least Satisfactory rating/total no. of respondents	5%	(Actual/Target) x Weight	90% respondents gave LBRDC at least satisfactory rating	90% respondents gave LBRDC at least satisfactory rating	84.67% based on "SQD 0" of the Harmonized CSM Report submitted to ARTA
SO 2	Increase Profitability and Optimize Use of Resources						
SM 6	EBITDA	Total Comprehensive Income + Interest + Tax + Depn. + Amort.	10%	(Actual/Target) x Weight	P 82.45 million*	P 82.45 million	P48.59 million

Objective/Measure		Formula	Weight	Rating System	Annual Target	As of December 31, 2024	
SO 2	Increase Profitability and Optimize Use of Resources					Target	Actual
SM 7	Strengthen Return on Equity	Total Comprehensive Income/ Stockholders' Equity	10%	(Actual/Target) x Weight	10%	10%	5%
SM 8	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)	5%	(Actual/Target) x Weight	90%	90%	93%
SO 3	Enhance Management and Information System						
SM 9	Implementation of IT Projects	Actual accomplishment	5%	All or nothing	Board Approved ISSP as submitted to DICT	Board Approved ISSP as submitted to DICT	Board Approved ISSP as submitted to DICT on Dec. 17, 2024
SO 4	Enhance Existing Processes at Par with Industry						
SM 10	Implement Quality Mgt. System	Actual accomplishment	5%	All or nothing	ISO 9001:2015 ISO Recertification	ISO 9001:2015 ISO Recertification	Passed the ISO 9001:2015 ISO Recertification Audit
SM 11a	No. of Site Personnel (e.g. Engineers, Foreman, Laborers) who attended Health and Safety Training	Absolute Number	5%	All or nothing	100%	100%	100%
SM 11b	Percentage of personnel issued with Personnel Protective Equipment (e.g. Hard Hat, Safety Shoes, Safety Vest)	Absolute Number	5%	All or nothing	100%	100%	100%


Objective/Measure		Formula	Weight	Rating System	Annual Target	As of December 31, 2024	
SO 5	Enhance HR and Development Program					Target	Actual
SM 12	Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	All or nothing	Board approved Competency Framework	-	-
		Actual accomplishment	5%	All or nothing	Establishment of Baseline based on Board approved Competency Framework	-	-

**Adjusted correspondingly with the approved revised Target for SM4 – No. of Accounts appraised and accepted by clients*

Prepared by:


Olive Princess S. Ramal
GCG Focal Person/Asst. Manager, Finance

Approved by:


Ricardo C. Juliano
President and CEO