

LBP RESOURCES AND DEVELOPMENT CORPORATION

Objective/Measure		Formula	Weight	Rating System	Annual Target	As of March 31, 2025	
SO 1	<i>Provide High Quality Workmanship</i>					Target	Actual
	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	10.00%	(Actual/Target) x Weight	13	3	4
	b. Number of Additional Projects Awarded	Actual Number of Contracts Signed for Construction, Renovation, and Project Management	5.00%	(Actual/Target) x Weight	3	0	0
SM 2	Number of Signed Workforce Service Agreements	Actual Number of Workforce Service Agreements Signed in 2025	10.00%	(Actual/Target) x Weight	17	11	11
SM 3	a. Percentage of Occupancy of the Ecozone's Leasable Space	Total Standard Factory Building (SFB) Leased Space / Total SFB	5.00%	(Actual/Target) x Weight	100%	93.51%	93.01%
	b. Formulation of LBRDC – Special Economic Zone (SEZ) Master Plan	Actual Accomplishment	5.00%	Terms of Reference for the Consultancy Service (1%) Awarding of the Consultancy Service for the development of LBRDC-SEZ Master Plan (1%)	100%	-	Ongoing discussion for the formulation of the Master Plan

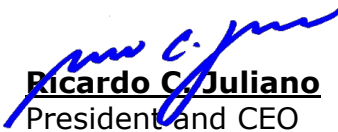
				Board-approved LBRDC-SEZ Master Plan (3%)			
SM 4	Total Price of Completed Appraisal Contracts	Performance Year's Amount of all Completed Appraisal Contracts	10.00%	(Actual/Target) x Weight	5.12 Million	0.36 Million	0.23 Million
SM 5	Percentage of Satisfied Customers	Total Number of Respondents which gave at least Satisfactory rating / Total Number of Respondents	5.00%	(Actual / Target) x Weight 0% = if less than 80%	90%	Ongoing collection of data from the respondents	Ongoing collection of data from the respondents
SO 2	Increase Profitability and Optimize Use of Resources						
SM 6	Earnings before Interest, Taxes, Depreciation, and Amortization (EBITDA)	Net Income + Interest Expenses + Income Taxes + Depreciation Expenses + Amortization Expenses	7.50%	(Actual/Target) x Weight	55.5 Million	13.87 Million	13.83 Million
SM 7	Return on Equity (ROE)	Net Income / Total Stockholders' Equity	7.50%	(Actual/Target) x Weight	5%	5.00%	5.00%
SM 8	Budget Utilization Rate (BUR)	Actual Disbursements / Total MOOE and CO as per COB (both excluding PS and Direct Cost)	5.00%	(Actual/Target) x Weight	90%	22.50%	4.00%
SO 3	Enhance Management and Information System						
SM 9	Percentage of Information System Strategic Plan (ISSP) Projects Completed	Number of Deliverable Projects Completed / Total Number of Deliverable Projects	7.50%	(Actual/Target) x Weight	100%	-	Ongoing development of ISSP Projects
SO 4	Enhance Existing Processes at Par with Industry						
SM 10	Compliance with Quality Standards	Actual Accomplishment	7.50%	All or nothing	ISO 9001:2015 ISO Recertification	-	Ongoing compliance

SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5.00%	All or nothing	Board-approved Public Service Continuity Plan (PSCP)	-	Ongoing development of PSCP
SO 5	Enhance HR and Development Program						
SM 12	Percentage of Employees meeting required competency	Actual Accomplishment	5.00%	All or nothing	Board approved Competency Framework	-	Ongoing development
		Number of Plantilla Employees Meeting Required Competencies / Total Filled Plantilla by Year-end	5.00%	All or nothing	Established Competency Level Baseline	-	Ongoing development

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