

LBP RESOURCES AND DEVELOPMENT CORPORATION

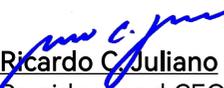
Objective/Measure		Formula	Weight	Rating System	Annual Target	As of September 30, 2024	
SO 1	<i>Provide High Quality Workmanship</i>					Target	Actual
SM 1	Number of Projects completed on-time	Actual number of projects completed on-time	15%	(Actual/Target) x Weight	16	8	12
SM 2	Number of Manpower Service 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%	93.84%
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	300	409
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	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	EBITDA	Total Comprehensive Income + Interest + Tax + Depn. + Amort.	10%	(Actual/Target) x Weight	P 85.065 million	P 42.53 million	P45.65 million
SM 7	Strengthen Return on Equity	Total Comprehensive Income/ Stockholders' Equity	10%	(Actual/Target) x Weight	10%	10%	6%

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%	45%	55%
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	Ongoing Formulation of the ISSP	Ongoing Formulation of the ISSP
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	-	-
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%	56%
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%
SO 5	Enhance HR and Development Program						
SM 12	Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	All or nothing	Board approved Competency Framework	Ongoing Formulation of Competency Framework	Ongoing Formulation of Competency Framework
		Actual accomplishment	5%	All or nothing	Establishment of Baseline based on Board approved Competency Framework	-	-

Prepared by:


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

Approved by:


Ricardo C. Juliano
 President and CEO