

LBP RESOURCES AND DEVELOPMENT CORPORATION


Objective/Measure		Formula	Weight	Rating System		Annual Target	As of December 31, 2025	
SO 1	Provide High Quality Workmanship						Target	Actual
	<i>Number of Construction and Renovation Projects Awarded and Completed</i>							
SM 1	a. Number of Projects Completed on-time	Number of projects as of 31 December 2025 with on-time completion as per schedule	10%	Actual over Target		16*	16*	14*
	b. Number of Additional Projects Awarded	Actual number of Contracts Signed for Construction, Renovation, and Project Management	5%	Actual over Target		3	3	4
SM 2	Number of Signed Workforce Service Agreements	Actual number of Workforce Service Agreements Signed in 2025	10%	Actual over Target		17	17	18
	<i>Occupancy Rate and Development of the SEZ</i>							
SM 3	a. Percentage of occupancy of the Ecozone's Leasable Space	Total Standard Factory Building (SFB) Leased Space ÷ Total SFB	5%	Actual over Target		100%	100%	100%
	b. Formulation of LBRDC – Special Economic Zone (SEZ) Master Plan	Actual Accomplishment	5%	Terms of Reference for the Consultancy Service	1%	Board-approved LBRDC-SEZ Master Plan	-	Awarded the Consultancy Service for the development of the LBRDC-SEZ Master Plan
				Awarding of the Consultancy Service for the development of the LBRDC-SEZ Master Plan	1%			
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%	Actual over Target		2024 Total Contract Price + 20% Increment	2024 Total Contract Price + 20% Increment	PhP2.71 million

Objective/Measure		Formula	Weight	Rating System	Annual Target	As of December 31, 2025	
SO 1	<i>Provide High Quality Workmanship</i>						
SM 5	Percentage of Satisfied Customers	Total Number of Respondents which gave at least Satisfactory rating ÷ Total Number of Respondents	5%	Actual over Target 0% = if less than 80%	90%	90%	98%
SO 2	<i>Increase Profitability and Optimize Use of Resources</i>						
SM 6	EBITDA	Net Income + Interest Expenses + Income Taxes + Depreciation Expenses + Amortization Expenses	7.5%	Actual over Target	PhP55.55 million	PhP55.55 million	PhP50.01 million
SM 7	Strengthen Return on Equity	Net Income ÷ Stockholders' Equity	7.5%	Actual over Target	5%	5%	4.51%
SM 8	Budget Utilization Rate	Actual Disbursements ÷ Total MOOE and CO per COB (both excluding PS and Direct Cost)	5%	Actual over Target	90%	90%	76.16%
SO 3	<i>Enhance Management and Information System</i>						
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	100% of Projects Completed On-Time <i>(based on the DICT-approved/endorsed ISSP 2025-2027)</i>	100% of Projects Completed On-Time <i>(based on the DICT-approved/endorsed ISSP 2025-2027)</i>	3 of 3 Projects Completed On-Time

Objective/Measure		Formula	Weight	Rating System	Annual Target	As of December 31, 2025	
SO 4	Enhance Existing Processes at Par with Industry						
SM 10	Compliance with Quality Standards	Actual accomplishment	7.5%	All or nothing	Pass 1 st Surveillance Audit	Pass 1 st Surveillance Audit	Passed 1 st Surveillance Audit conducted on 12/26/2025
SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or nothing	Board-approved Public Service Continuity Plan (PCSP)	Board-approved Public Service Continuity Plan (PCSP)	Public Service Continuity Plan approved by the Board on 12/18/2025
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	Board approved Competency Framework	Competency Framework approved by the Board on 12/18/2025
		Number of Plantilla Employees Meeting Required Competencies ÷ Total Filled Plantilla by Year-end	5%		Established Competency Level Baseline	Established Competency Level Baseline	Established Competency Level as of 12/31/2025 as Baseline

*Includes additional actual accomplishments

Prepared by:



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