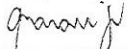


LBP RESOURCES AND DEVELOPMENT CORPORATION  
 MONITORING REPORT OF PERFORMANCE TARGETS – CY 2019

| Objective/Measure | Formula   | Weight  | Rating System | Baseline 2016   | Baseline 2017 | Target 2018 | Target 2019 (GCG approved)   | 1 <sup>st</sup> Qtr | 2 <sup>nd</sup> Qtr. | 3 <sup>rd</sup> Qtr | 4 <sup>th</sup> Qtr |
|-------------------|---|---|---------------|---|---------------|-------------|--|---------------------|----------------------|---------------------|---------------------|
| <b>SO 1</b>       | <b>Provide High Quality Service</b>                             |   |               |   |               |             |  |                     |                      |                     |                     |
| SM 1              | Number of Projects completed on-time<br>Construction Renovation | Actual number of projects completed on-time   | 10%<br>15%    | (Actual/Target) x Weight                                  | 3<br>25       | 3<br>30     | 4<br>35  | 4<br>35             | -<br>9               |                     |                     |
| SM 2              | Number of Manpower service clients retained                     | Actual number of manpower service clients   | 15%           | (Actual/Target) x Weight                                  | 5             | 6           | 4  | 4                   | 3                    |                     |                     |
| SM 3              | Percentage of Satisfied Customers                               | Total no. of respondents which gave at least Satisfactory rating/total no. of respondents | 10%           | (Actual/Target) x Weight<br><br>0% = if less than 80%     | N/A           | 100%        | 90% of the respondents gave LBRDC at least satisfactory rating (upper two boxes of a 5-point rating scale) | 90%                 |                      |                     |                     |
| <b>SO 2</b>       | <b>Increase Profitability and Optimize Use of Resources</b>     |   |               |   |               |             |  |                     |                      |                     |                     |
| SM 4              | EBITDA  | Absolute amount (in million pesos)  | 10%           | (Actual/Target) x Weight<br><br>0% = if less than P85.9 M | 91.35         | 96.83       | 103.57   | 103.57              | 18.23                |                     |                     |
| SM 5              | Construction Margin   | Absolute rate   | 10%           | (Actual/Target) x Weight<br><br>0% = if less than 19.20%  | 23%           | 25.3%       | 26%  | 20%                 | 9                    |                     |                     |
| SM 6              | Return on Equity  | Net income/Total Stockholders' Equity   | 5%            | (Actual/Target) x Weight<br><br>0% = if less than 11.8%   | 11.49%        | 12.64%      | 12%  | 12%                 | 2%                   |                     |                     |

|       |  |  |    |   |                  |  |   |  |   |  |  |  |  |
|-------|--|--|----|---|------------------|--|---|--|---|--|--|--|--|
| SO-3  | Build Strong Alliances with Suppliers                                      |  |    |   |                  |  |   |  |   |  |  |  |  |
| SM 7  | Number of Strategic Tie-ups with Key Suppliers                             | Actual no. of strategic tie-ups with suppliers | 5% | (Actual/Target) x Weight  | 3                | 4  | 5   | 5  | 5 |  |  |  |  |
| SO 4  | Enhance Existing Processes at Par with Industry                            |  |    |   |                  |  |   |  |   |  |  |  |  |
| SM 8  | Improve processes to Quality Mgt. System                                   | Actual accomplishment                          | 5% | All or nothing  | N/A              | Cert of Readiness for ISO 9001:2015                      | Certification under ISO 9001:2015 Standards       | Pass Surveillance Audit  | - |  |  |  |  |
| SM 9  | Upgrade license category with Phil. Contractors Accreditation Board (PCAB) | Actual accomplishment                          | 5% | 5% Achieve PCAB license "AA"<br>2.5%- Maintain PCAB License "A" | PCAB license "A" | PCAB license "A"   | PCAB license Category: "AA"                       | PCAB license Category: "AA"                                      | - |  |  |  |  |
| SO 5  | Enhance HR and Development Program   |  |    |   |                  |  |   |  |   |  |  |  |  |
| SM 10 | Percentage of Employees Meeting Required Competencies                      | Actual accomplishment                          | 5% | All or nothing  | N/A              | Board-approved Competency Framework and Est. of Baseline | Establish Competency Baseline of the organization | Identified competency gaps closed for 100% of targeted employees | - |  |  |  |  |

Prepared by:

  
**SELENA L. MARASIGAN**  
 GCG Focal Person

Noted by:

  
**SIMEONA S. GUEVARRA**  
 President & CEO