

LBP RESOURCES AND DEVELOPMENT CORPORATION

Component					Baseline Data (if applicable)		Target	
Objective/Measure	Formula	Weight	Rating System	2013	2014	2015	2016	
FINANCIAL								
SO 1	Increase Net Income							
SM 1	EBITDA	Absolute Amount	15%	(Actual/Target) x weight	₱37.20 Million	₱41.50 Million	₱67.37 Million	₱77.32 Million
SO 2 Cost Efficiency								
SM 2	Construction Margin	Absolute Rate (in %)	15%	(Actual/Target) x weight	12.2%	12.2%	12.5%	12.75%
SO 3 Maximize Resources and ROE								
SM 3	Return on Equity	Net Income/ Total Shareholders' Equity	5%	(Actual/Target) x weight	5.22%	7.13%	8%	8.5%
	Sub-total		35%					
STAKEHOLDER								
SO 4	Provide High Quality Services in Construction/ Renovation, ROPA and Real Estate Management & Development and Other Allied Services							
SM 4	Completion of Projects On-time (Construction and Renovation Projects)	No. of projects completed on time/ no. of projects completed	15%	(Actual/Target) x weight	n/a	n/a	100%	100%
SM 5	Client Retention or Positive Customer Satisfaction for Terminated Contracts (Manpower and Housekeeping)	No. of clients retained or evaluation of terminated/ separated manpower clients	10%	(Actual/Target) x weight	5	4	4	4
	Sub-total		25%					

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Component				Baseline Data (if applicable)		Target		
Objective/Measure	Formula	Weight	Rating System	2013	2014	2015	2016	
INTERNAL PROCESS								
SO 5	Enhance Management Information System (MIS) Reporting System							
SM 6	Number of New/Upgraded IT Projects Implemented	Absolute Number	5%	(Actual/Target) x weight	1	1	1	1
SO 6	Build Strong Alliances with Suppliers							
SM 7	Number of Strategic Tie-ups with Suppliers of Key Materials	Absolute Number	10%	(Actual/Target) x weight	1	n/a	2	3
SO 7	Establish Clear and More Responsive Company Policies							
SM 8	Number of Manuals Approved and Implemented	Absolute Number	10%	(Actual/Target) x weight	n/a	n/a	Finance and Construction Processes	1. Manpower Services 2. Aircon Maintenance 3. Brokering Services 4. Property Management
Sub-total			25%					
LEARNING AND GROWTH								
SO 9	Enhance HR and Development Program							
SM 9	Percentage of Organic Employees Trained	Total no. of organic employees trained/ total no. of organic employees	5%	(Actual/Target) x weight	100%	100%	100%	100%

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 Internal Process
 Summary

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 Learning and Growth

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Component					Baseline Data (if applicable)		Target		
	Objective/Measure	Formula	Weight	Rating System	2013	2014	2015	2016	
	SM 10	Percentage of Core Laborers Trained	Total no. of core workers trained/ total no. of core workers	5%	(Actual/Target) x weight	n/a	n/a	40%	45%
SO 9 Attract and Retain Talents for Competent and Efficient Workforce									
	SM 11	Percentage of Needed Manpower Filled During the Year	No. of manpower hired/ total no. of manpower needed for the year	5%	(Actual/Target) x weight	100%	100%	100%	100%
		Sub-total		15%					
		TOTAL		100%					

SM 11

