

LBP RESOURCES AND DEVELOPMENT CORPORATION

		Component			Baseline Data		Target		
Objective/Measure		Formula	Weight	Rating System	2019	2020	2021	2022	
STAKEHOLDERS	SO 1	Provide High-Quality Workmanship							
	SM 1	Number of Projects Completed On-Time:							
		Construction	Actual number of projects completed on-time	12.5%	(Actual / Target) x Weight	0	Unverifiable	3	2
	Renovation	17.5%		14		Unverifiable	21	13	
	SM 2	Manpower Service Agreement Established	Actual number of manpower service clients	10%	(Actual / Target) x Weight	N/A	7	6 ¹	7 ²
	SM 3	Percentage of Satisfied Customers	Total number of respondents who gave a rating of at least Satisfactory / Total number of respondents	5%	(Actual / Target) x Weight 0% = If less than 80%	Customer Satisfaction Survey was implemented without third-party evaluation.	-	90%	90%
Sub-total			45%						
FINANCIAL	SO 2	Increase Profitability and Optimize Use of Resources							
	SM 4	a) Increase Earnings before Interest, Tax, Depreciation, and Amortization (EBITDA)	Total Comprehensive Income + Interest + Tax + Depreciation + Amortization	10%	(Actual / Target) x Weight	₱80.86 Million	₱67.08 Million	₱75.45 Million	₱72.65 Million

¹ Pertains to service agreements with effectivity period of not less than seven (7) months.

² Pertains to service agreements with effectivity period of not less than seven (7) months. See Appendix 2 for list of clients targeted for the year.

		Component			Baseline Data		Target	
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	b) Construction Margin	Net Income from Construction / Total Revenue from Construction	5%	(Actual / Target) x Weight	N/A	N/A	N/A	₱43.57 Million
SM 5	Strengthen Return on Equity	Total Comprehensive Income / Total Shareholder's Equity	10%	(Actual / Target) x Weight	9.05%	7.26%	8.00%	8.00%
SM 6	Budget Utilization Rate (BUR)	Total Disbursements / DBM-Approved or Board-Approved COB (both net of PS Cost)	5%	(Actual/Target) x Weight	N/A	N/A	N/A	90%
Sub-total			30%					
SO 3	Enhance Management and Information System							
SM 7	Number of Vital Processes Automated	Actual accomplishment	5%	All or Nothing	N/A	Inventory System	Full roll-out of one automated system	Full roll-out of one automated system
SO 4	Build Strong Alliances with Suppliers							
SM 8	Number of Strategic Tie-ups Established with Key Suppliers	Actual number of strategic tie-ups with suppliers	5%	(Actual / Target) x Weight	5	6	7	7
SO 5	Enhance Existing Processes at Par with Industry							
SM 9	Implement Quality Management System	Actual accomplishment	5%	All or Nothing	ISO 9001:2015 Certification maintained	ISO 9001:2015	ISO 9001:2015 Recertification	Pass surveillance audit - 1

INTERNAL PROCESS

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022	
						Re-certification			
	SM 10 Strict Occupational Health and Safety Standards	Actual Accomplishment	5%	Zero (0) Accident = 5% 1-5 Accident = 2.5% More than 5 Accidents = 0% Death or permanent disability = 0%	Zero (0) Accident	Zero (0) Accident	Zero (0) Accident	Zero (0) Accident	
		Sub-total	20%						
LEARNING AND GROWTH	SO 6	Enhance HR and Development Program							
	SM 11	Percentage of Employees Meeting Required Competencies	Actual accomplishment ³	5%	All or Nothing	3 of the targeted employees were able to close the identified competency gaps	Unverifiable	Improve Competency Baseline of the Organization	Improve Competency Baseline of the Organization
		Sub-total		5%					
		TOTAL	100%						

³ Improvement in the competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{a=1}^A \left(\frac{\text{Actual Competency Level}}{\text{Required Competency Level}} \right)_n}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled

SM 2: MANPOWER SERVICE AGREEMENT

CLIENT	AGREEMENT	PROJECTED DURATION
Land Bank of the Philippines	Janitorial Services Contract	January 1 - December 31, 2022
Land Bank of the Philippines	Utility and Messengerial Contract	January 1 - December 31, 2022
Land Bank of the Philippines	Office Manpower Contract	January 1 - December 31, 2022
Overseas Filipino Bank	Janitorial Services Contract	January 1 - December 31, 2022
Bureau of Treasury	Janitorial Services Contract	January 1 - December 31, 2022
PNOC Renewables Corporation	Janitorial Services Contract	January 1 - December 31, 2022
Social Housing Finance Corporation	Office Manpower Contract	January 1 - December 31, 2022