

RECALIBRATED 2020 PERFORMANCE SCORECARD (ANNEX A)

LBP RESOURCES AND DEVELOPMENT CORPORATION

		Component			Baseline Data		Target		
		Objective/Measure	Formula	Weight	Rating System	2017	2018	2019	2020
STAKEHOLDERS	SO 1	Provide High Quality Services							
		Number of Projects Completed On-Time:							
	SM 1	Construction	Actual number of projects completed on-time	7.5%	(Actual / Target) x Weight	4	<i>Reported accomplishment cannot be objectively verified</i>	4	<u>2</u>
		Renovation		12.5%		23		35	<u>23</u>
	SM 2	Number of Construction/ Renovation Projects Received	Actual number of NOA for non-LBP projects	10%	(Actual / Target) x Weight	N/A	N/A	N/A	<u>2</u>
	SM 3a	Manpower Service Agreements Established	Actual number of Manpower Service Agreements	10%	(Actual / Target) x Weight	N/A	N/A	N/A	5
SM 3b	Number of Manpower Service Clients Retained ¹	Actual number of manpower service clients	0%	N/A	3	2	4	N/A	

¹ For monitoring purposes only.

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2017	2018	2019	2020	
SM 4	Percentage of Satisfied Customers	Total number of respondents which gave <i>at least</i> Satisfactory rating / Total number of respondents	5%	(Actual / Target) x Weight 0% = If less than 80%	90.36%	No Report Submitted	90%	90%
	Sub-total		45%					
SO 2	Increase Profitability and Optimize Use of Resources							
SM 5	Increase Earnings before Interest, Tax, Depreciation, and Amortization (EBITDA)	Total Comprehensive Income + Interest + Tax + Depreciation + Amortization	10%	(Actual / Target) x Weight	₱100.42 Million	₱81.05 Million	₱103.57 Million	<u>₱81.83 Million</u>
SM 6	Improve Construction Margin	Net Income from Construction / Total Revenue from Construction	10%	(Actual / Target) x Weight	25.36%	15.03%	20.00%	<u>10%</u>
SM 7	Strengthen Return on Equity	Total Comprehensive Income / Total Shareholder's Equity	10%	(Actual / Target) x Weight	12.25%	9.51%	12.00%	<u>9%</u>
	Sub-total		30%					

FINANCIAL

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2017	2018	2019	2020
INTERNAL PROCESS	SO 3	Enhance Management Information System							
	SM 8	Number of Vital Processes Automated	Actual accomplishment	5%	All or Nothing	N/A	N/A	N/A	Full Roll-out of One (1) Automated System <i>(either of the following: 1. Archiving System or 2. Inventory System)</i>
	SO 4	Build Strong Alliances with Suppliers							
	SM 9	Number of Strategic Tie-ups Established with Key Suppliers	Actual number of strategic tie-ups with suppliers	5%	(Actual / Target) x Weight	4	5	5	6
		Sub-total		10%					
LEARNING AND GROWTH	SO 5	Enhance Existing Processes at Par With Industry							
	SM 10	Implement Quality Management System	Actual accomplishment	5%	All or Nothing	Certificate of Readiness for ISO 9001:2015	Certification under ISO 9001:2015 Standards	Pass Surveillance Audit	ISO 9001:2015 Re-Certification

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2017	2018	2019	2020	
	SM 11	Strict Occupational Health and Safety Standards	Actual accomplishment	5%	Zero (0) Accident = 5%; One (1) to five (5) accidents = 2.5%; More than five (5) accidents = 0%; <i>*if any accident results to death or permanent total disability = 0%</i>	N/A	N/A	N/A	Zero (0) Accident
	SO 6	Enhance HR and Development Program							
	SM 12	Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	All or Nothing	Board Resolution No. 17-11-14 dated 21 November 2017	13% (5 out of 40 employees met the required competencies for their respective positions)	Identified competency gaps closed for 100% of targeted employees	Improve Competency Baseline of the Organization
		Sub-total		15%					
		TOTAL		100%					