

**LBP RESOURCES AND DEVELOPMENT CORPORATION (LBRDC)  
Revalidation Result of 2022 Performance Scorecard**

Objective / Measure	Component			Target	Submission		GCG Validation		Supporting Documents	GCG Remarks		
	Formula	Weight	Rating Scale	2022	Actual	Rating	Score	Rating				
STAKEHOLDERS	SO 1	<b>Provide High Quality Workmanship</b>										
	SM 1	Number of Projects Completed On-Time:										
		Construction	<u>Actual Progress / Progress Required by Client</u>	12.5%	(Actual / Target) x Weight	<u>100% Accomplishment of Progress Required per Project</u>	2	12.5%	<u>Balayan Branch: 109.95% (work in advance)</u> <u>Calinan Branch: 107.78% (work in advance)</u>	12.5%	<ul style="list-style-type: none"> <li>Client Project Inspection and Update Report (PIUR)</li> <li>S-Curve, Cash Flow &amp; Manpower Schedule</li> </ul>	This request for reconsideration is <b>APPROVED WITH MODIFICATIONS</b> to recognize LBRDC's achievements and client commitments notwithstanding project completion. Validated score based on actual and projected progress figures in LANDBANK PIUR Nos. 5 and 6.
		Renovation	Actual number of projects completed on-time	17.5%		13	15	17.50%	15	17.50%	<ul style="list-style-type: none"> <li>Turn-Over Acceptance (TOA)</li> <li>Project Inspection Update Report (PIUR)</li> </ul>	Target exceeded.
SM 2	Manpower Service Agreement Established	Actual number of Manpower Service Clients	10%	(Actual / Target) x Weight	7	8	10%	8	10%	<ul style="list-style-type: none"> <li>Manpower Service Agreements</li> </ul>	Target exceeded.	

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SM 3	Percentage of Satisfied Customers	Total number of respondents which gave at least Satisfactory rating / Total number of respondents	5%	(Actual / Target) x Weight  0% = If less than 80%	90%	90%	5%	97%	5%	<ul style="list-style-type: none"> <li>CSS Final Report</li> <li>Sample Accomplished Questionnaires</li> </ul>	Acceptable.	
<b>Sub-total</b>			<b>45%</b>				<b>45%</b>		<b>45%</b>			
<b>SO 2 Increase Profitability and Optimize Use of Resources</b>												
FINANCIAL	SM 4	a.) Increase Earnings before Interest, Tax, Depreciation, and Amortization (EBITDA)	Total Comprehensive Income + Interest + Tax + Depreciation + Amortization	10%	(Actual / Target) x Weight	₱72.65 Million	₱94.70 Million	10%	₱92.06 Million	10%	<ul style="list-style-type: none"> <li>Unaudited Financial Statement as submitted to Commission on Audit (COA)</li> <li>Computation of 2022 EBITDA</li> <li>2022 COA Annual Audit Report</li> </ul>	Target exceeded.
	SM 4	b.) Construction Margin	Net Income from Construction / Total Revenue from Construction	5%	(Actual / Target) x Weight	₱43.57 Million	₱49.077 Million	5%	₱49.08 Million	5%	<ul style="list-style-type: none"> <li>Unaudited Financial Statement as submitted to Commission on Audit (COA)</li> <li>Computation of 2022 Construction Margin</li> <li>2022 COA Annual Audit Report</li> </ul>	Target exceeded.

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SM 5	Strengthen Return on Equity	Total Comprehensive Income / Total Shareholder's Equity	10%	(Actual / Target) x Weight	8%	10%	5%	9.65%	10%	<ul style="list-style-type: none"> <li>Unaudited Financial Statement as submitted to Commission on Audit (COA)</li> <li>Computation of 2022 ROE</li> <li>2022 COA Annual Audit Report</li> </ul>	Target exceeded.
SM 6	Budget Utilization Report (BUR)	Total Disbursements / DBM- Approved or Board- Approved COB (both net of PS Cost)	5%	(Actual / Target) x Weight	90%	91%	5%	<u>86.81%</u>	<u>4.82%</u>	<ul style="list-style-type: none"> <li>Unaudited Financial Statement as submitted to Commission on Audit (COA)</li> <li>2022 COA Annual Audit Report</li> <li>Screenshot of acknowledgment as proof of submission to ICRS.</li> </ul>	<p>This request for reconsideration is <b>APPROVED</b>.</p> <p>The submission of the 2022 budget utilization report to the ICRS is noted. LBRDC is reminded to comply with ICRS reporting requirements in a timely manner.</p>
<b>Sub-total</b>			<b>30%</b>				<b>25%</b>		<b><u>29.82%</u></b>		

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	Objective / Measure	Formula	Weight	Rating Scale	2022	Actual	Rating	Score	Rating			
INTERNAL PROCESS	<b>SO 3 Enhance Management and Information System</b>											
	SM 7	Number of Vital Processes Automated	Actual accomplishment	5%	All or Nothing	Full Roll-out of One (1) Automated System	No system was automated	5%	No system was automated	-	<ul style="list-style-type: none"> <li>Memorandum to the LBRDC PCEO dated 18 January 2023</li> <li>Chronological Report</li> <li>IT Work's Solution's letters dated 12 Sept 2022 and 14 October 2022</li> </ul>	<p>The request for exclusion of this measure is APPROVED but for 2022 validations only.</p> <p>LBRDC was able to submit the necessary documents in order to justify that the non-attainment of the target is beyond LBRDC's control.</p>
	<b>SO 4 Build Strong Alliances with Suppliers</b>											
SM 8	Number of Strategic Tie-ups Established with Key Suppliers	Actual number of strategic tie-ups with suppliers	5%	(Actual / Target) x Weight	7	7	5%	7	5%	Copies of notarized Supply Agreements	Target met.	

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<b>SO 5 Enhance Existing Processes at Par with Industry</b>											
SM 9	Implement Quality Management System	Actual Accomplishment	5%	All or Nothing	Pass surveillance audit - 1	Passed surveillance audit 1	5%	Passed surveillance audit 1	5%	ISO 9001:2015 Re-Certification and Audit Report	Target met.
SM 10	Strict Occupational Health and Safety Standards	Actual Accomplishment	5%	Zero (0) Accident = 5% 1-5 Accidents = 2.5% More than five (5) accidents = 0% Death or permanent disability = 0%	Zero (0) Accident	One (1) Accident	2.50%	One (1) Accident	2.50%	Annual Work Accident/ Illness Exposure Data Report issued by the Department of Labor and Employment (DOLE)	Target not met.
		<b>Sub-total</b>	<b>20%</b>				<b>17.50%</b>		<b>12.50%</b>		

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<b>LEARNING AND GROWTH</b>	<b>SO 6</b>	<b>Enhance HR and Development Program</b>										
	SM 11	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	Improve Competency Baseline of the Organization <sup>1</sup>	Improved Competency Baseline of the Organization	5%	Improved Competency Level of the Organization	5%	<ul style="list-style-type: none"> <li>• Samples of Competency Evaluation Forms;</li> <li>• Competency assessment report; and</li> <li>• Computation of the 58 employees</li> </ul>	Target met.
			<b>Sub-total</b>	<b>5%</b>				<b>5%</b>		<b>5%</b>		
			<b>TOTAL</b>	<b>100%</b>				<b>92.50%</b>		<b>92.32% out of 95%</b>		
									<b>97.18% out of 100%</b>			

<sup>1</sup> 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:

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

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