

## LBP RESOURCES DEVELOPMENT CORPORATION

		Component			Baseline Data		Target	
Objective/Measure		Formula	Weight	Rating System	2015	2016	2017	
STAKEHOLDERS	<b>SO 1</b>	<b>Provide High Quality Services</b>						
	SM 1	Projects completed on-time: Construction Renovation	No. of projects completed on-time	5% 15%	(Actual / Target) x Weight	3 24	3 25	4 30
	SM 2	Manpower service clients	No. of manpower service clients	15%	(Actual / Target) x Weight	5	5	6
	SM 3	Customer Satisfaction Survey (Construction and Manpower Services)	Average satisfaction rating	10%	(Actual / Target) x Weight	N/A	N/A	100%
		<b>Sub-total</b>			<b>45%</b>			
FINANCIAL	<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	85.90	91.35	96.83
	SM 5	Construction Margin	Absolute rate	10%	(Actual / Target) x Weight	19.20%	23.00%	25.30%
	SM 6	Return on Equity	Net income / Total Shareholder's Equity	5%	(Actual / Target) x Weight	11.79%	11.49%	12.64%
	<b>Sub-total</b>			<b>25%</b>				

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		Objective/Measure	Formula	Weight	Rating System	2015	2016	2017
INTERNAL PROCESS	SO 3	<b>Enhance Management and Information Systems (MIS)</b>						
	SM 7	Processes Automated	No. of processes automated	5%	50% - Notice of Award to HRIS vendor  50% - Full automation of HR processes	1 (Upgrade of Payroll System)	1	1 (HRIS)
	SO 4	<b>Build Strong Alliances with Suppliers</b>						
	SM 8	Strategic Tie-ups with Key Suppliers	No. of strategic tie-ups with suppliers	10%	(Actual / Target) x Weight	3	3	4
	SO 5	<b>Enhance Existing Processes at Par with Industry</b>						
	SM 9	ISO 9001 Certification		5%	All or Nothing	N/A	N/A	Certificate of Readiness for ISO 9001:2015
			<b>Sub-total</b>		<b>20%</b>			
LEARNING AND GROWTH	SO 6	<b>Enhance HR and Development Programs</b>						
	SM 10	Competency-Based Organization		10%	All or Nothing	N/A	N/A	Board-approved Competency Framework and Establishment of Baseline
			<b>Sub-total</b>		<b>10%</b>			
		<b>TOTAL</b>		<b>100%</b>				