

**LBP RESOURCES AND DEVELOPMENT CORPORATION (LBRDC)
2025 PERFORMANCE SCORECARD**

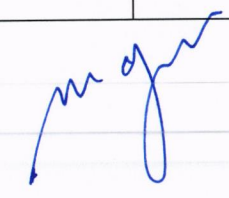
Component					Baseline			2024		2025 Target	
	Objective/ Measure		Formula	Weight	Rating System	2021	2022	2023	Target		4 th Quarter (Tentative)
STAKEHOLDER	SO 1	Provide High Quality Workmanship									
	SM 1	Number of Construction and Renovation Projects Awarded and Completed									
		a. Number of On-going Projects Completed on Time	Number of projects as of 31 December 2025 with on-time completion as per schedule	10%	Actual over Target	8	17	15	16	15	13
		b. Number of Additional Projects Awarded	Actual Number of Contracts Signed for Construction, Renovation, and Project Management	5%	Actual over Target	N/A	N/A	N/A	N/A	N/A	3
	SM 2	Number of Signed Workforce Service Agreements	Actual Number of Workforce Service Agreements Signed in 2025	10%	Actual over Target	6	8	6	14	18	17
	SM 3	Occupancy Rate and Development of LBRDC-SEZ									
		a. Percentage of Occupancy of the Ecozone's Leasable Space	Total Standard Factory Building (SFB) Leased Space ÷ Total SFB	5%	Actual over Target	N/A	N/A	N/A	90% of Leasable Space	95.15%	100%



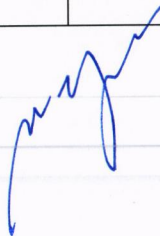

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STAKEHOLDER	SM 3	b. Formulation of LBRDC – Special Economic Zone (SEZ) Master Plan	Actual Accomplishment	5%	Terms of Reference for the Consultancy Service	1%	N/A	N/A	N/A	N/A	N/A	Board-Approved LBRDC-SEZ Master Plan
					Awarding of the Consultancy Service for the development of LBRDC-SEZ Master Plan	1%						
					Board-approved LBRDC-SEZ Master Plan	3%						
	SM 4	Total Price of Completed Appraisal Contracts	Performance Year's Amount of all Completed Appraisal Contracts	10%	Actual over Target		N/A	N/A	1,769 Accounts Appraised and Accepted by Clients	600 Accounts Appraised and Accepted by Clients	876 Accounts Appraised and Accepted by Clients	2024 Total Contract Price + 20% Increment
	SM 5	Percentage of Satisfied Customers	Total Number of Respondents which gave at least <i>Satisfactory</i> rating ÷ Total Number of Respondents	5%	Actual over Target 0% = if less than 80%		0%	97%	58.82%	90%	Pending ARTA validation	90%
	Sub-total			50%								
FINANCIAL	SO 2	Increase Profitability and Optimize Use of Resources										
	SM 6	Earnings before Interest, Taxes, Depreciation, and Amortization (EBITDA)	Net Income + Interest Expenses + Income Taxes + Depreciation Expenses + Amortization Expenses	7.5%	Actual over Target	₱72.37 million	₱92.06 million	₱28.14 million	₱85.07 million	₱48.59 million	₱55.50 million	



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	SM 7	Return on Equity (ROE)	Net Income ÷ Total Stockholder's Equity	7.5%	Actual over Target	7.81%	9.65%	2.56%	10.00%	4.67%	5.00%
	SM 8	Budget Utilization Rate (BUR)	Actual Disbursements ÷ Total MOOE and CO as per COB (both excluding PS and Direct Cost)	5%	Actual over Target	N/A	86.81%	83.88%	90%	98%	90%
		Sub-total		20%							
INTERNAL PROCESS	SO 3	Enhance Management and Information System									
	SM 9	Percentage of Information System Strategic Plan (ISSP) Projects Completed	Number of Deliverable Projects Completed ÷ Total Number of Deliverable Projects	7.5%	Actual over Target	Full Roll-out of Document Management System	Measure excluded	Full Roll-out of Human Resources and Payroll System (HRPS) and My Personal Administrator (MyPAD) Application	Board Approved ISSP as submitted to DICT	Board Approved ISSP submitted to DICT	100% of Projects Completed On-Time (based on the DICT-approved/endorsed ISSP 2025-2027)
	SO 4	Enhance Existing Processes at Par with Industry									
	SM 10	Compliance with Quality Standards	Actual Accomplishment	7.5%	All or Nothing	ISO 9001:2015 Recertification	Passed 1st Surveillance Audit	Passed 2nd Surveillance Audit	ISO 9001:2015 Recertification	ISO 9001:2015 Recertification	Pass 1st Surveillance Audit
			Sub-total		15%						



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LEARNING AND GROWTH	SO 5	Enhance Competency and Risk Reduction Program									
	SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	N/A	Board-approved Public Service Continuity Plan (PSCP)
	SM 12	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	0%	Improvement in the Competency Baseline of the organization (108.56% Competency Baseline)	0%	Board approved Competency Framework	No Accomplishment	Board approved Competency Framework
			Number of Plantilla Employees Meeting Required Competencies ÷ Total Filled Plantilla by Year-end	5%					Establishment of Baseline based on Board approved Competency Framework	No Accomplishment	Established Competency Level Baseline
			Sub-total	15%							
			Total	100%							

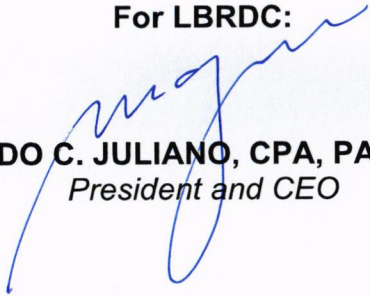


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	Bonus Strategic Measures:									
	Gender and Development (GAD) Budget Utilization	Budget Utilized for GAD / Total Board-approved COB	1%	All or Nothing	-	-	-	-	-	GAD 5% Budget Utilization
	ISO Certification on Environmental Management System or Business Continuity Management System	Actual Accomplishment	1%	All or Nothing	-	-	-	-	-	ISO 14001:2015 or ISO 22301:2019 Certification

For GCG:


ATTY. MARIUS P. CORPUS
Chairman

For LBRDC:


COL. RICARDO C. JULIANO, CPA, PA (MNSA) (RES)
President and CEO