

2019 PERFORMANCE SCORECARD (ANNEX B)

LBP RESOURCES DEVELOPMENT CORPORATION

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2016	2017	2018	2019	
STAKEHOLDERS	SO 1	Provide High Quality Services							
	SM 1	Number of Projects Completed On-Time:							
		Construction	Actual number of projects completed on-time	10%	(Actual / Target) x Weight	3	4	4	4
		Renovation		15%		25	23	35	35
	SM 2	Number of Manpower Service Clients Retained	Actual number of manpower service clients	15%	(Actual / Target) x Weight	5	3	4	4
	SM 3	Percentage of Satisfied Customers	Total number of respondents which gave <i>at least</i> Satisfactory rating / Total number of respondents	10%	(Actual / Target) x Weight 0% = If less than 80%	N/A	90.36%	90% of the respondents gave LBRDC at least satisfactory rating (upper two boxes of a 5-point rating scale)	90%
	<b>Sub-total</b>		<b>50%</b>						
FINANCIAL	SO 2	Increase Profitability and Optimize Use of Resources							
	SM 4	Increase Earnings before Interest, Tax, Depreciation, and Amortization (EBITDA)	Total Comprehensive Income + Interest + Tax + Depreciation + Amortization	10%	(Actual / Target) x Weight 0% = If less than ₱85.9 Million	₱91.35 Million	₱100.42 Million	₱103.57 Million	₱103.57 Million
	SM 5	Improve Construction Margin	Net Income from Construction / Total Revenue from Construction	10%	(Actual / Target) x Weight 0% = If less than 15%	23.00%	25.36%	26.00%	20.00%
	SM 6	Strengthen Return on Equity	Total Comprehensive Income / Total Shareholder's Equity	10%	(Actual / Target) x Weight 0% = If less than 11.8%	11.49%	12.25%	12.00%	12.00%
		<b>Sub-total</b>		<b>30%</b>					



	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2016	2017	2018	2019	
INTERNAL PROCESS	SO 3	<b>Build Strong Alliances with Suppliers</b>							
	SM 7	Number of Strategic Tie-ups Established with Key Suppliers	Actual number of strategic tie-ups with suppliers	5%	(Actual / Target) x Weight	3	4	5	5
	SO 4	<b>Enhance Existing Processes at Par with Industry</b>							
	SM 8	Implement Quality Management System	Actual accomplishment	5%	All or Nothing	N/A	Certificate of Readiness for ISO 9001:2015	Certification under ISO 9001:2015 Standards	Pass Surveillance Audit
	SM 9	Upgrade License Category with Philippine Contractors Accreditation Board (PCAB)	Actual accomplishment	5%	5.0% - Achieve PCAB License "AA" 2.5% - Maintain PCAB License "A"	PCAB License Category: "A"	PCAB License Category: "A"	PCAB License Category: "AA"	PCAB License Category: "AA"
		<b>Sub-total</b>		<b>15%</b>					
LEARNING AND GROWTH	SO 5	<b>Enhance HR and Development Program</b>							
	SM 10	Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	All or Nothing	N/A	Board Resolution No. 17-11-14 dated 21 November 2017	Establish Competency Baseline of the Organization <sup>1</sup>	Identified competency gaps closed for 100% of targeted employees
		<b>Sub-total</b>		<b>5%</b>					
	<b>TOTAL</b>		<b>100%</b>						

<sup>1</sup> Competency assessment of 100% of its employees.

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