



ANNEX A: CHARTER STATEMENT AND STRATEGY MAP

VISION: By 2033, LCDFI will be the primary partner of LANDBANK in delivering innovative capacity-building services to strengthen cooperatives and assist farmers and fishers in their development.

MISSION:

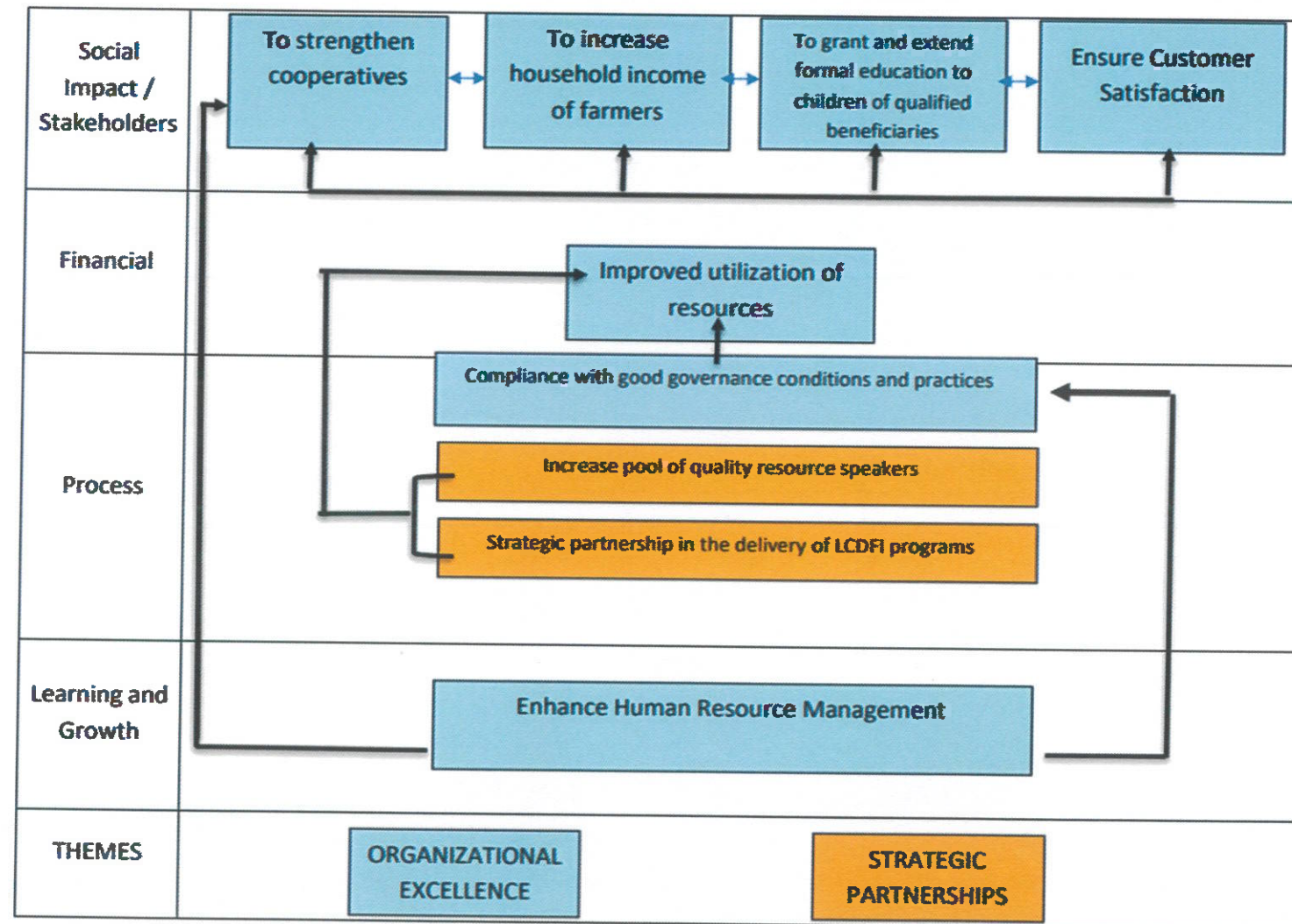
To our Beneficiaries: We will deliver responsive capacity-building services to our beneficiaries while promoting sustainable development.

To our Donors: We will deliver quality program services through effective and efficient use of resources.

To our Employees: We will develop and nurture talents that will exemplify the highest standard of ethics and excellence.

CORE VALUES:

- Social Responsibility
- Trust
- Excellence
- Professionalism



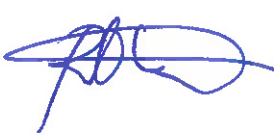

ANNEX A: CHARTER STATEMENT AND STRATEGY MAP

LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC. (LCDFI)

Component					Baseline		Target		
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025	
SOCIAL IMPACT/STAKEHOLDERS	SO 1	To Strengthen Cooperatives							
	SM 1	Number of Assessment of Operations for Cooperatives Conducted for LCDFI-Trained Borrowing Cooperatives	Actual Accomplishment	15%	Actual over Target	4 Cooperatives	8 Cooperatives	12 Cooperatives	16 Cooperatives with Maturity Level C and D
	SM 2	Number of Trainings Conducted for LBP Borrowing Cooperatives (LBP-BCs).	Actual Number of Training Batches Conducted for LBP-BCs	12.5%	Actual over Target	46 Batches	64 Batches	80 Batches	96 Batches
	SO 2	To Increase Household Income of Farmers							
	SM 3	Number of Small Farmers and Fishers (SFFs), Agrarian Reform Beneficiaries (ARBs) and Members of their Household (spouse and children) Trained on Financial Literacy Training	Actual Number of SFFs, ARBs, and Members of their Household	22.5%	Actual over Target	N/A	N/A	N/A	20,000 Training Participants
	SO 3	To Grant and Extend Formal Education to Children of Qualified Beneficiaries							
	SM 4	Number of Scholars Onboarded for the Iskolar ng LANDBANK Program	Actual Number of Scholars Onboarded	15%	Actual over Target	N/A	60 Scholars	60 New Scholars	60 New Scholars
	SO 4	Ensure Customer Satisfaction							
	SM 5	Customer Satisfaction Survey	Number of Respondents who Rated at least Satisfactory / Total Number of Survey Respondents	5%	Actual over Target If less than 80% = 0	0%	94.59%	90%	90%
		Sub-total		70%					

Component					Baseline		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
FINANCIAL	SO 5	Improved Utilization of Resources							
	SM 6	Budget Utilization Rate (BUR)	Total Amount of Disbursements/ Total Budget for the Year <i>(both net of PS cost and DME)</i>	5%	Actual over Target	72.69%	76.72%	90%	90%
		Sub-total		5%					
INTERNAL PROCESS	SO 6	Compliance with Good Governance Conditions & Practices							
	SM 7	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	Surveillance Audit for ISO 9001:2025 Certification	Surveillance Audit Passed	ISO 9001:2015 Re-certification	ISO 9001:2015 - Surveillance Audit Passed
	SO 7	Strategic Partnership in Delivery of LCDFI Programs							
	SM 8	Number of Partnerships for Iskolar ng LANDBANK Program	Actual Number of Partnerships	10%	Actual over Target	7 New Partners	15 New Partners	13 New Partners	15 New Partners

Component					Baseline		Target	
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
INTERNAL PROCESS	SO 8	Increase Pool of Quality Resource Speakers						
	SM 9	Number of Resource Speakers with Satisfactory Rating	Total Number of Resource Speakers with Average Satisfactory Rating for Trainings Conducted / Total Number of Speakers with Trainings Conducted within the Year	5%	Actual over Target	100% of RS with Satisfactory Rating	100% of RS with Satisfactory Rating	100% of RS with Satisfactory Rating
		Sub-total		20%				
LEARNING & GROWTH	SO 9	Enhance Human Resource Management						
	SM 10	Percentage of Employees with Required Competencies Met	Incumbents Meeting Required Competencies / Total Filled Plantilla Positions (as of September 30, 2025)	2.5%	All or Nothing	Improvement in the Competency Baseline of the organization	Improvement in the Competency Baseline of the organization	Establish Baseline
	SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	2.5%	All or Nothing	N/A	N/A	Board-approved Public Service Continuity Plan (PSCP)
		Sub-total		5%				
		TOTAL		100%				

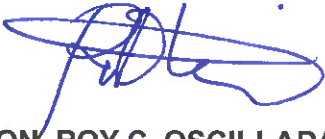
Component					Baseline		Target	
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
	BONUS STRATEGIC MEASURE							
	GAD Budget Utilization	Actual Disbursement for GAD-related Activities over Total COB	1%	All or Nothing	N/A		5% of Total COB	

For GCG:



ATTY. GERALDINE MARIE BERBERABE-MARTINEZ
Commissioner

For LCDFI:



HON. ROY C. OSCILLADA
Officer- In- Charge / Executive Director