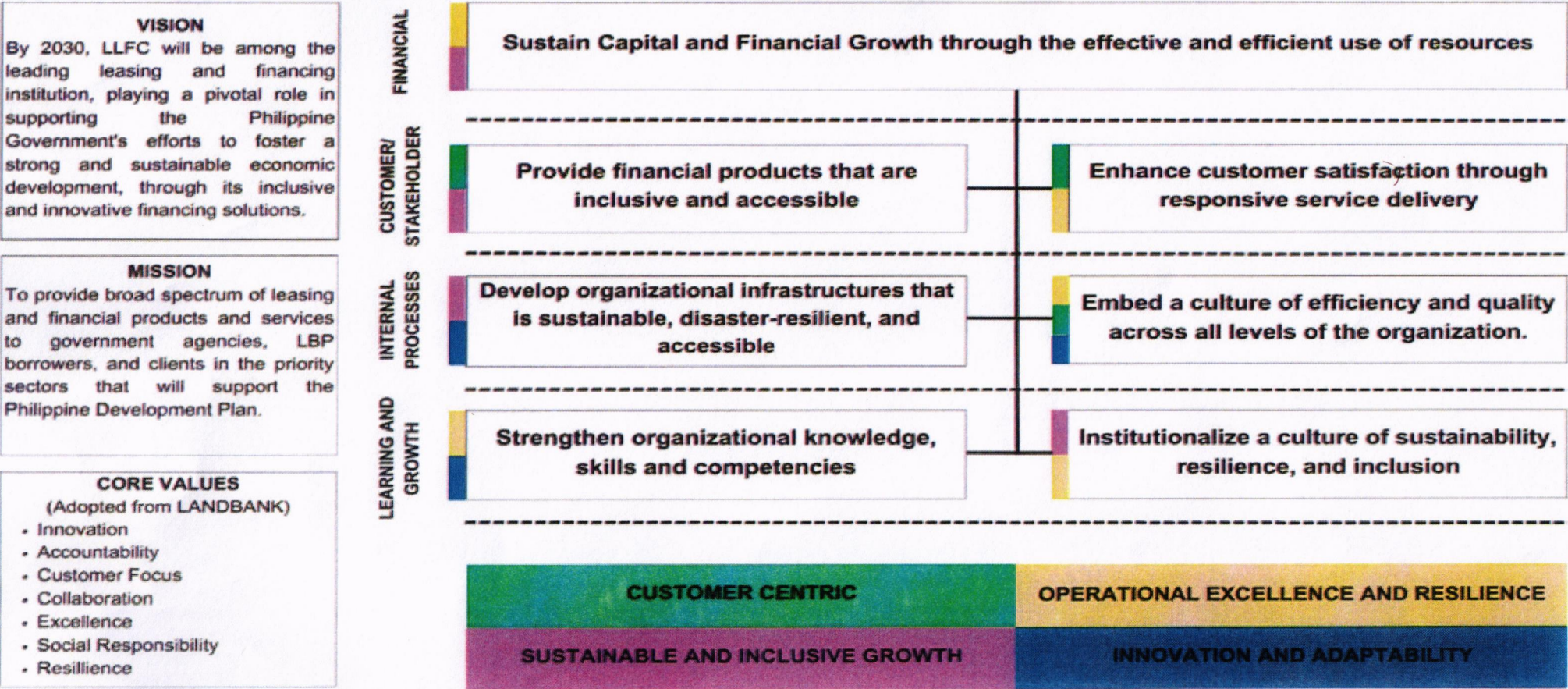


2025 Strategy Map and Charter Statement

LBP LEASING AND FINANCE CORPORATION

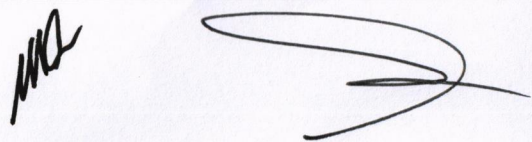


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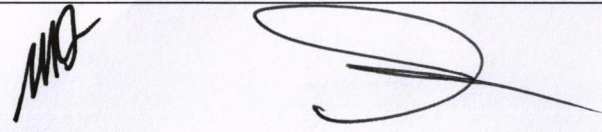
LBP LEASING AND FINANCE CORPORATION (LLFC)

Component					Baseline			Target			
Objective/ Measure		Formula	Wt.	Rating System	2021	2022	2023	2024	2024 4 <sup>th</sup> Quarter (Tentative)	2025	
FINANCIAL	SO 1	Sustain Capital and Financial Growth Through the Effective and Efficient Use of Resources									
	SM 1	Total Net Portfolio	Finance Lease Receivables (Current and Non-current) Add: Loans and Receivables – Others (Current and Noncurrent) Add: (BIR–Reserves and EOPL, net) Less: Deposit on Lease Contract	15%	(Actual/Target) x Weight	₱4.746 Billion	₱4.866 Billion	₱5.336 Billion	₱5.700 Billion	₱6.170 Billion	₱6.366 Billion
	SM 2	Net Past Due Rate	Total Past Due at the end of the period Less Unearned Leasing Income, Unearned Interest Income & Specific for Loan Loss Provision ÷ Total Net Portfolio	7%	{1 – (Actual/Target)/Target} x Weight	2.42%	9.44%	7.25%	5.00%	6.74%	5.00%
	SM 3	Total Asset Size	Absolute Amount of Total Assets by Yearend	10%	(Actual/Target) x Weight	₱4.967 Billion	₱5.472 Billion	₱6.165 Billion	₱5.900 Billion	₱7.28 Billion	₱7.476 Billion
	SM 4	Net Income After Tax	Net Income After tax (Before Other Comprehensive Income/Loss) Line Item in the Financial Statements	15%	(Actual/Target) x Weight	₱29.92 Million	₱41.067 Million	₱70.198 Million	₱80.00 Million	₱56.78 Million	₱90.10 Million





Component						Baseline			Target		
Objective/ Measure			Formula	Wt.	Rating System	2021	2022	2023	2024	2024 4 <sup>th</sup> Quarter (Tentative)	2025
	SM 5	Budget Utilization Rate (BUR)	Actual Disbursements ÷ Total MOOE, CO, and Financial Expenses as per Board-approved COB	5%	(Actual/ Target) x Weight	N/A	70.30%	76.25%	90%	76.25%	90%
		Sub-total		52%							
CUSTOMER / STAKEHOLDER	SO 2	Provide Financial Products that are Inclusive and Accessible									
	SM 6	Percentage of Portfolio Level Allocated to Priority Sectors	Total Amount of Portfolio Allocated to Priority Sectors ÷ Total Portfolio at the End of the Year	10%	Below 80% = 0%; 80% - 89.99% = 5% 90%-90.99% = 7% 91% and above = 10%.	85.43%	94.46%	91.95%	90.00%	91.25%	91.00%
	SO 3	Enhance Customer Satisfaction Through Responsive Service Delivery									
	SM 7	Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory ÷ Total Number of Respondents	5%	(Actual/ Target) x Weight 0% = If below 80%	99.0%	98.0%	99.81%	95%	97.62%	90%
	SM 8	Percentage of Credit Approvals Processed Within the Applicable Time	Total Number of Credit Approvals for New and Existing Clients Processed Within the Applicable Processing Time ÷ Total Number of Credit Approvals	10%	(Actual/ Target) x Weight	96.77%	96.90%	97.50%	100%	100%	100%
		Sub-total		25%							





Component					Baseline			Target			
Objective/ Measure			Formula	Wt.	Rating System	2021	2022	2023	2024	2024 4 <sup>th</sup> Quarter (Tentative)	2025
INTERNAL PROCESS	SO 4	Develop Organizational Infrastructures that is Sustainable, Disaster-resilient, and Accessible									
	SM 9	Percentage of ISSP Projects Completed	Number of Deliverable Projects and Systems Completed ÷ Total Number of Deliverable Projects	5%	All or Nothing	100%	100%	100%	100%	100%	100%
	SO 5	Embed a Culture of Efficiency and Quality Across All Levels of the Organization									
	SM 10	Compliance with Quality Standards (ISO QMS)	Actual Accomplishment	5%	All or Nothing	Maintained ISO 9001:2015 Certification	ISO 9001:2015 Re-certified	Maintained ISO 9001:2015 Certification	Maintain ISO 9001:2015 Certification	Maintained ISO 9001:2015 Certification	ISO 9001:2015 Re-certification
		Sub-total			10%						
LEARNING AND GROWTH	SO 6	Strengthen Organizational Knowledge, Skills and Competencies									
	SM 11	Percentage of Employees Meeting Required Competencies	Plantilla Employees Meeting Required Competencies ÷ Total Filled Plantilla as of Year-end	5%	(Actual/ Target) x Weight	Improved Competency based on the 2020 year-end assessment	Increased Overall Competency by 1.59%	Revised Competency Framework was approved through Board in December 2023	Improvement in the Competency Level Based on the 2023 Year-end Assessment	Improved Competency Level	10% Increase from the 2024 Competency Level (using new formula)




Component						Baseline			Target		
Objective/ Measure			Formula	Wt.	Rating System	2021	2022	2023	2024	2024 4 <sup>th</sup> Quarter (Tentative)	2025
	SM 12	Restructuring Plan (RP)	Actual Accomplishment	3%	All or Nothing	N/A	N/A	N/A	N/A	N/A	Complete Submission of RP Requirements to GCG (including supervising agency's endorsement) on or before the deadline set by the Office of the President
	SO 7	Institutionalize a Culture of Sustainability, Resilience, and Inclusion									
	SM 13	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)
		Sub-total			13%						
	TOTAL			100%							






Component				Baseline			Target		
Objective/ Measure	Formula	Wt.	Rating System	2021	2022	2023	2024	2024 4 <sup>th</sup> Quarter (Tentative)	2025
BONUS STRATEGIC MEASURES									
GAD Budget Utilization	Budget Utilized for GAD ÷ Total COB	1%	All or Nothing	-	-	-	-	-	5% of Total Budget
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 LLFC:



HON. MICHAEL P. ARANAS  
President and Chief Executive Officer (PCEO)