LANDBANK OF THE PHILIPPINES (LANDBANK)

		Components				Baseline Data			Target
		Objectives/Measures	Formula	Weight	Rating System	2021	2022	2023	2024
SOCIO-ECONOMIC IMPACT	**SO1**	Accelerate financial inclusion by making the financial services accessible and responsive to all sectors of the society (through digitalization)							
		Expand Retail Customer Base:							
	SM1	a. Number of BDA/PISO accounts onboarded	Actual Accomplishment	5%	(Actual / Target) x Weight	N/A	N/A	20, 000 New BDA Accounts	10% increase from end-2023 figures
		b. Consumer Loan Portfolio (auto, salary, credit card, small business & housing loans)	Actual Accomplishment	5%	(Actual / Target) x Weight	N/A	N/A	N/A	P85.80 Billion
	SM2	a. No. of LGUs onboarded as merchants in the Link.Biz/E-Gov Pay with active utilization	Actual Accomplishment	5%	(Actual / Target) x Weight	N/A	N/A	N/A	Additional 200 LGUs
		b. Increase in Volume and Value of Institutional Transactions	Actual Accomplishment	5%	(Actual / Target) x Weight	N/A	N/A	N/A	10% increase in volume and value
	SO2	Sustain support to the National Government's socio-economic agenda including food security enhancement, better infrastructure, and transition to a green and blue economy							
	SM3	a. Outstanding Loans and Investments to Agriculture, Fisheries, and Rural Development	Total Outstanding Loan and Investment Amount	7.5%	(Actual / Target) x Weight	N/A	N/A	N/A	P825 Billion

		Components				Baseline Data			Target
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FINANCIAL		b. Outstanding Loans and Investments to Environmental, Social and Sustainable development related projects	Total Outstanding Loan and Investment Amount	5%	(Actual / Target) x Weight	587.35 Billion	774.75 Billion	N/A	10% Increase from 2023 year-end figures
		Sub-total		**32.5%**					
	SO3	**Optimize bank resources for higher returns, while supporting green, national, and local government programs**							
	SM4	Net Income After Tax (NIAT)	(Interest Income + Other Operating Income) - (Interest Expense + Provision for Losses + Other Operating Expenses + Provision for Income Tax)	7.5%	(Actual/Target) x Weight	₱24.956 Billion	₱36.763 Billion	₱35 Billion	₱45.0 Billion
	SM 5	Increase in private deposits	Actual Accomplishment	5%	(Actual/Target) x Weight	N/A	N/A	N/A	20% increase from end-2023 figures
	SM 6	Increase in Commercial and Treasury Loans	Outstanding Regular/ Commercial and Treasury Loans	5%	(Actual/Target) x Weight	N/A	N/A	N/A	₱1,300 Billion

Components				Baseline Data			Target
Objectives/Measures	Formula	Weight	Rating System	2021	2022	2023	2024
SM 7 Cost to Income Ratio	Annualized Non-Interest Expenses / Annualized Total Operating Income	2.5%	$\{1 - [(\text{Actual} - \text{Target}) / \text{Target}] \times \text{Weight}\}$	N/A	N/A	50%	55%
SM 8 Efficient Utilization of Corporate Budget	Total Disbursement[1] / Board Approved Corporate Operating Budget (both net of PS Cost)	2.5%	(Actual / Target) x Weight	N/A	91.91%	90%	90%
Sub-total		**22.5%**					
SO4 Cultivate relationship with customers and other stakeholders through timely, appropriate, and accessible products and services on various customer touchpoints and platforms that will address the current and future requirements of our diverse customer base							
SM 9 Percentage of Satisfied Customers	Actual Accomplishment	5%	(Actual/Target) x Weight If below 80%=0	92.30%	Individual: 95.6% Business Org: 95.9%	Individual: 90% Business Org: 90%	90%
SM 10 Percentage of Loan Applications Processed within the Applicable Turnaround Time (TAT)	Number of loan proposals processed within prescribed TAT/ Number of loan proposals processed	5%	(Actual/Target) x Weight	99.91%	99.79%	100%	100% of loan proposals processed within the prescribed TAT

[1] Net of Interest Cost Budget and others. However, LANDBANK is hereby advised to properly document the factors averred to have affected the timely achievement of its respective targets.

STAKEHOLDERS

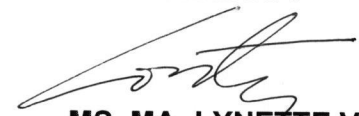|		Components			Baseline Data		Target	
	Objectives/Measures	Formula	Weight	Rating System	2021	2022	2023	2024
SM 11	Average Percentage Service Availability of Internet Banking Services	Total service availability in days/ 365 days	7.5%	(Actual / Target) x Weight	98%	98%	90% Average Service Availability of Internet Banking Services (Iaccess, WeAccess, MBA)	90% Average Service Availability of Internet Banking Services (iAccess, WeAccess, MBA)
SM12	Average Percentage of Service Availability of Automated Tellering Machines (ATM)	Total number of onsite ATMs with at least 80% availability / Total number of onsite ATMs	5%	(Actual / Target) x Weight	92.77%	84.40%	90% Onsite ATMs with at least 80% availability	90% of Onsite ATMs with at least 80% availability
		Total number of onffsite ATMs with at least 75% availability / Total number of offsite ATMs	2.5%	(Actual / Target) x Weight	83.59%	83.41%	Offsite ATMs with at least 75% availability	80% of Offsite ATMs in NCR with at least 75% availability 70% of Offfsite ATMs in the Field Units with atleast 75% availability
	Sub-total		**25%**					
SO5	**Achieve increased productivity, efficiency and seamless work experience through innovation and adoption of a unified platform**							
SM 13	Workstreams established	Actual Accomplishment	5%	(Actual / Target) x Weight	N/A	N/A	2 digital workflows established	2 digital workflows established

| | | Components | | | | Baseline Data | | | Target |
	Objectives/Measures	Formula	Weight	Rating System	2021	2022	2023		2024
INTERNAL PROCESS	SM 14	Maintain ISO 9001:2015 Certification	Actual Accomplishment	7.5%	All or Nothing	Passed the surveillance audit or IMS last September 2021 and was recommended for continued certification	100% completion of the conduct of IMS refresh and IMS Assessment (IA) of 95 field units and 10 HO units and 12 cross-functional processes	Conduct of 2023 Internal IMS Assessment based on IMS Assessment Plan	Maintain ISO Certification 9001:2015
							100% completion of the conduct of IMS briefing for 38 LANDBANK-converted UCPB branches and readiness assessment (RA) of 21 converted branches	Facilitate Certification of the Bank QMS	
		Sub-total		**12.5%**					

Components					Baseline Data		Target	
	Objectives/Measures	Formula	Weight	Rating System	2021	2022	2023	2024
SO 6	**Acquire, develop, engage talent critical for future-ready organizational capabilities**							
LEARNING & GROWTH	**SM15** Improvement in the Competency Level of the Organization	Actual Accomplishment[2]	7.5%	(Actual / Target) x Weight	103.64%	Obtained Board approval on the enhanced Position Competency Profile on 7 August 2023	Board-approved enhanced Competency Model (Position Competency Profiles of Critical Positions)	Increase in the level of competency over the 2023 competency assessment
						Accomplished 100% competency assessment of 7,434 eligible ratees which concluded on 15 December 2022	Competency Assessment using the enhanced PCPs (baseline data)	
	Sub-total		**7.5%**					
	Total		**100%**					

For GCG:

ATTY. MARIUS P. CORPUS
Chairperson

For LANDBANK:

MS. MA. LYNETTE V. ORTIZ
President and CEO (PCEO)

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[2] The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\sum_{b=1}^{B} \frac{\left[\frac{\sum_{a=1}^{A}\left(\frac{Actual\ Competency\ Level}{Required\ Competency\ Level}\right)_a}{A}\right]_b}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled