

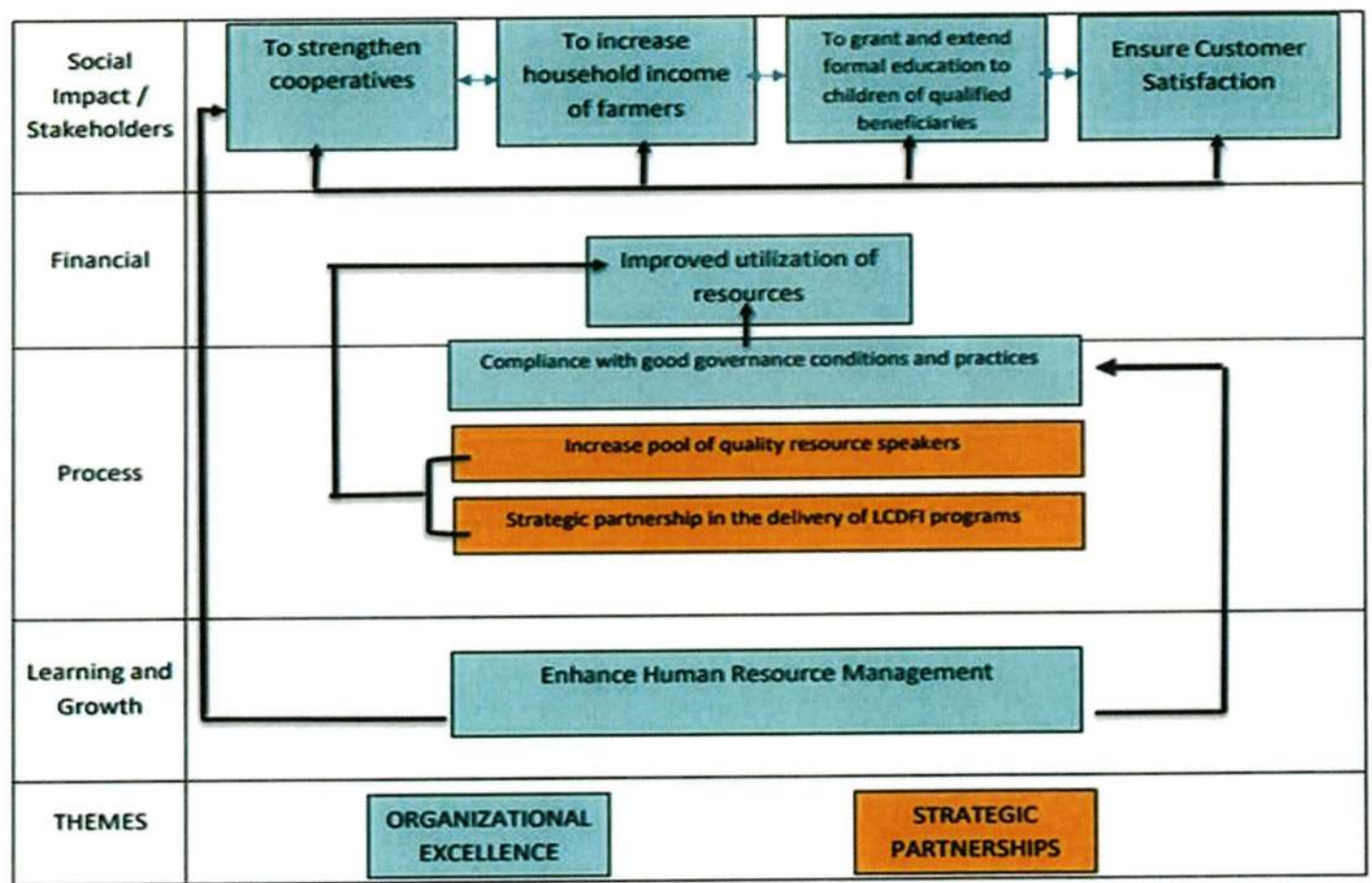
LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC. (LCDFI)



Our Goal: To be the leading enabler of inclusive countryside development, empowering rural communities through innovative, scalable, and sustainable capacity-building solutions.

Our Purpose:
Empowering rural communities to thrive through learning and sustainable growth.

- CORE VALUES:**
- Social Responsibility
 - Trust
 - Excellence
 - Professionalism



LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC. (LCDFI)

	Component				Baseline		Target		
	Objective/Measure	Formula	Weight	Rating System	2023	2024	2025	2026	
SOCIAL IMPACT/STAKEHOLDERS	SO 1	To Strengthen Cooperatives							
	SM 1	Number of LCDFI-Trained Borrowing Cooperatives Assessed using Cooperative Operations Review and Evaluation (CORE)	Number of Cooperatives with Maturity Level C & D Assessed in 2026	15%	(Actual / Target) x Weight	6 Cooperatives with Maturity Level C and D	12 Cooperatives with Maturity Level C and D	16 Cooperatives with Maturity Level C and D	20 Cooperatives with Maturity Level C & D
	SM 2	Number of Training Batches for LANDBANK Borrowing Cooperatives (LANDBANK-BCs)	Actual Number of Training Batches for LBP-BCs Conducted in 2026	12.5%	(Actual / Target) x Weight	64 Batches	86 Batches	96 Batches	108 Batches Trained
	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 & Children) Trained on Digital Financial Education	Actual Number of SFFs, ARBs, and Members of their Household trained on Digital Financial Education in 2026	20%	(Actual / Target) x Weight	N/A	N/A	20,000 Training Participants	24,000 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 in 2026	15%	(Actual / Target) x Weight	60 New Scholars	60 New Scholars	60 New Scholars	60 New Scholars

		Component				Baseline		Target	
		Objective/Measure	Formula	Weight	Rating System	2023	2024	2025	2026
SOCIAL IMPACT/ STAKEHOLDERS	SO 4	Ensure Customer Satisfaction							
	SM 5	Customer Satisfaction Survey	Total No. of Respondents Who Gave a Rating of at least Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight If Less Than 80% = 0%	94.59%	100%	90%	90%
	Sub-total			67.5%					
FINANCIAL	SO 5	Improved Utilization of Resources							
	SM 6	Budget Utilization Rate (BUR)	Total Amount of Disbursements over Total LANDBANK-Approved COB (Net of PS Cost)	5%	(Actual / Target) x Weight	76.72%	87.68%	90%	90%
	Sub-total			5%					
INTERNAL PROCESS	SO 6	Compliance with Good Governance Conditions and Practices							
	SM 7	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	Surveillance Audit Passed	ISO 9001:2015 Recertification	ISO 9001:2015 - Surveillance Audit Passed	ISO 9001:2015 - 2 nd Surveillance Audit Passed
	SO 7	Strategic Partnership in Delivery of LCDFI Programs							
	SM 8	Number of Partnerships for Iskolar ng LANDBANK Program	Total Number of New Partnerships in 2026	7.5%	(Actual / Target) x Weight	16 New Partners	15 New Partners	15 New Partners	8 New Partners

	Component				Baseline		Target		
	Objective/Measure	Formula	Weight	Rating System	2023	2024	2025	2026	
INTERNAL PROCESS	SO 8	Increase in Pool of Quality Resource Speakers							
	SM 9	Number of Resource Speakers with Very Satisfactory Rating	Total Number of Resource Speakers with Average "Very Satisfactory" Rating for Trainings Conducted over Total Number of Speakers with Trainings Conducted within the Year	5%	(Actual / Target) x Weight	100% of RS with Excellent Rating	100% of RS with Excellent Rating	100% of RS with Satisfactory Rating	100% of RS with "Very Satisfactory" Rating
	Sub-total			17.5%					
LEARNING & GROWTH	SO 9	Enhance Human Resource Management							
	SM 10	Percentage of Employees with Required Competencies Met	Competency Level 2026 less Competency Level 2025 <i>(where Competency Level = Total Number of Employees with Required Competencies Met over Total Number of Employees as of 31 December 2026)</i>	5%	All or Nothing	No Improvement in the Competency Baseline	Baseline Established	Improvement from the 2024 Competency Baseline	Improvement from the 2025 Competency Level
LEARNING & GROWTH	SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Total Number of Exercise/Drills/Tests Conducted in 2026 over Total Number of Exercise/Drills/Tests Scheduled in 2026	5%	(Actual / Target) x Weight	N/A	N/A	Board-approved Public Service Continuity Plan (PSCP)	Implementation of Public Service Continuity Plan (PSCP)
	Sub-total			10%					
TOTAL			100%						

Component					Baseline		Target	
Objective/Measure	Formula	Weight	Rating System	2023	2024	2025	2026	
BONUS STRATEGIC MEASURE								
FINANCIAL	GAD Budget Utilization	Total Disbursements for GAD-related Activities over Total COB	1%	All or Nothing	N/A	N/A	5% of Total COB	
	ISO Certification on any of the standards							
INTERNAL PROCESS	i. Environmental Management System (EMS) Certification	Actual Accomplishment	1 %	All or Nothing	N/A	N/A	Certification on Environmental Management System (ISO 14001:2015) or Business Continuity Management System (ISO 22301:2019)	
	ii. Business Continuity Management Systems (BCMS)							