



Office of the President of the Philippines
GOVERNANCE COMMISSION
 FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS
 3/F, BDO Towers Paseo, 8741 Paseo De Roxas, Makati City, Philippines 1226



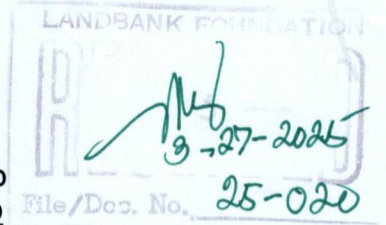
17 March 2025

HON. ROY C. OSCILLADA

Officer-In-Charge / Executive Director (ED)

LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC.

14th Floor, Landbank Plaza, Land Bank of the Philippines,
 1598 M.H. Del Pilar cor. Dr. J. Quintos St.
 Malate, Manila



RE: TRANSMITTAL OF 2025 CHARTER STATEMENT AND STRATEGY MAP AND 2025 PERFORMANCE SCORECARD

Dear ED Oscillada,

This is to formally transmit the 2025 Charter Statement and Strategy Map (**Annex A**) and the 2025 Performance Scorecard (**Annex B**) of the **LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC. (LCDFI)**, to be posted on the LCDFI's website in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

The LCDFI's proposed Charter Statement, Strategy Map, and Performance Scorecard, submitted through a letter dated 29 November 2024,² were **MODIFIED** based on: (i) discussions during the Technical Panel Meeting (TPM) held on 16 December 2024; (ii) evaluation of revised documents submitted through email, the last of which was submitted on 06 March 2025;³ and (iii) agreements during the Performance Target Conference held on 13 March 2025.

Item 9 of GCG M.C. No. 2024-01⁴ mandates GOCCs to accomplish the requisite Quarterly Monitoring Reports (*i.e.*, PES Form 4) for the calendar year, detailing their progress in accomplishing their performance targets. The Quarterly Monitoring Reports should also disclose any substantial changes in circumstances that were unforeseen during the TPM that may affect the timely achievement of the targets.

FOR THE LCDFI'S INFORMATION AND COMPLIANCE.

Very truly yours,

ATTY. MARIUS P. CORPUS
Chairperson



ATTY. BRIAN KEITH F. HOSAKA
Commissioner

ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ
Commissioner

¹ CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

² Officially received by the Governance Commission on 29 November 2024

³ Officially received by the Governance Commission on 06 March 2025.

⁴ ENHANCED PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 28 June 2024.





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:

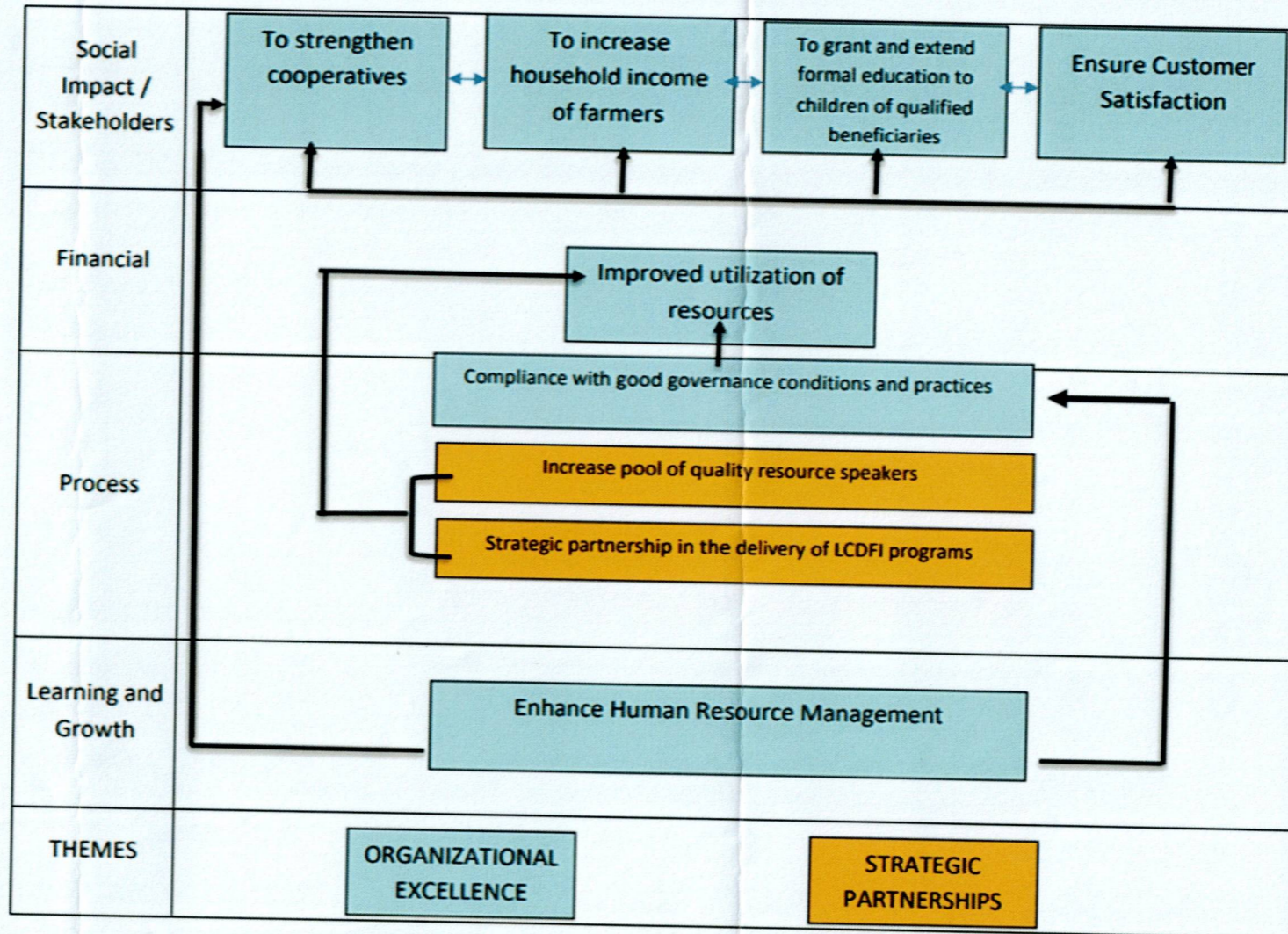
To our Beneficiaries: We will deliver responsive capacity-building services to our beneficiaries while promoting sustainable development.

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)

SOCIAL IMPACT/STAKEHOLDERS	Component				Baseline		Target	
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
	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	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 <i>(as of September 30, 2025)</i>	2.5%	All or Nothing	Improvement in the Competency Baseline of the organization	Improvement in the Competency Baseline of the organization	Establish Baseline	Improvement from the 2024 Competency 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	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