



Global Reporting Initiative (GRI)

Detailed Content Index

2016 Sustainability Report

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VISION

By 2018, LANDBANK will be the top universal bank that promotes inclusive growth and improves the quality of life especially in the countryside through the delivery of innovative financial and other services in all provinces, cities and municipalities.

MISSION

To Our Clients and Publics:

We will use the best technology solutions to deliver responsive financial and support services to our clients, while promoting sustainable development, and environmental protection.

To Our Employees:

We will develop and nurture talents that will exemplify the highest standards of ethics and excellence consistent with the best in the world.

General Standard Disclosures

Organizational Profile

G4-3 Organization name

Land Bank of the Philippines (LANDBANK)

G4-4 Primary brands, products, and services

As a universal bank with a social mandate, LANDBANK provides its retail and institutional clients with a wide variety of banking and financial products, services and programs broken down as follows:

- Deposit Products
- Loan Products
- Card Products
- E-Banking Products
- Investment Products
- Remittance Products

For a complete list of the Bank's products and services, please see Annex B.

G4-5 Headquarters location

The Head Office of the Land Bank of the Philippines is located at:

LANDBANK Plaza
1598 M.H. del Pilar corner Dr. J. Quintos Streets
Malate, Manila 1004

G4-6 Where the organization operates

LANDBANK has a total of 370 Branches, 1,634 ATMs, 39 provincial Lending Centers and 8 Head Office-based lending units. It is also the only Philippine bank present in all 81 provinces of the country.

G4-7 Nature of ownership and legal form

LANDBANK is a Government-owned and -Controlled Corporation (GOCC).

G4-8 Markets served

LANDBANK serves the following markets / sectors:

- **Mandated Sectors:** Small Farmers and Fishers and their Associations, and Agrarian Reform Beneficiaries (ARBs)
- **Agriculture and Fisheries:** Agri-business, Aqua-business and Agri-Aqua-related projects of Local Government Units (LGUs) and Government-Owned and Controlled Corporations
- **Other National Government Priority Programs (including Public-Private Partnership Projects):** Micro, Small and Medium Enterprises (MSMEs), Communications, Transportation, Housing (socialized, low-cost, and medium-cost), Education, Health Care, Environment-related projects, Tourism, Utilities, and Livelihood Loans

For the geographic breakdown of markets served, please refer to LBP Loans to All Sectors (Annex A).

G4-9 Scale of the organization

Total number of employees	9,194 regular and contractual employees
Total number of operations	370 Branches, 1,634 ATMs, 39 provincial Lending Centers and 8 Head Office-based lending units
Net income	Parent (unaudited) – P 13,580 Million
Total capitalization	Parent (unaudited) – P 85,380 Million
Quantity of products or services provided	Please refer to Annex B

G4-10 Total number of employees by type

As of December 31, 2016, LANDBANK has 9,194 regular and contractual employees broken down as follows:

Total number of employees by employment contract and gender

Appointment Status	Female	Male	Total
Permanent	5,176	2,626	7,802
Co-terminous	14	17	31
Temporary	0	1	1
Grand Total	5,190	2,644	7,834

Total number of permanent employees by employment type and gender

Employment Type	Female	Male	Total
Full-Time	5,190	2,644	7,834
Part-Time	0	0	0
Grand Total	5,190	2,644	7,834

Total workforce by employees and supervised workers and by gender

Appointment Status	Female	Male	Total
Employees	5,190	2,644	7,834
Supervised Workers (Service Company Workers - SCWs)	862	498	1,360
Grand Total	6,052	3,142	9,194

Total workforce by region and gender

Geographical Location	Female	Male	Total
1 - National Capital Region (NCR)	2,463	1,372	3,835
2 - Cordillera Autonomous Region (CAR)	71	33	104
3 - Ilocos Region	230	96	326
4 - Cagayan Valley	215	131	346
5 - Central Luzon	513	224	737

Geographical Location	Female	Male	Total
6 - CALABARZON (Cavite, Laguna, Batangas, Rizal, Quezon)	490	201	691
7 - MIMAROPA (Mindoro, Marinduque, Romblon, Palawan)	140	68	208
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14 - Davao Region	212	117	329
15 - SOCCSKSARGEN (South Cotabato, Cotabato, Sultan Kudarat, Sarangani, General Santos)	240	146	386
16 - Autonomous Region for Muslim Mindanao (ARMM)	43	28	71
17 - Caraga	73	47	120
Grand Total	6,052	3,142	9,194

G4-11 Collective bargaining agreements

6,825 or 100% of rank-and-file employees equivalent to 87.12% % of the total LANDBANK population are covered by the Collective Negotiation Agreement (CNA), which is the public sector's equivalent to collective bargaining agreements.

G4-12 Supply chain description

The Bank's supply chain process centers on financial intermediation. Financial intermediation is a business activity whereby a bank or any formal financial institution pools funds from various sources and these are used for loans and investments.

Among the sources of funds are depositors or savers and investors. The depositors earn income from interest rate by letting other people use their excess funds. On the

other hand, the users of funds are loan availers. The fund availers or borrowers pay corresponding interest for expending other people's money.

Funds channelled through banks provide for an organized structure for a more efficient and optimum utilization of financial resources. As a government-owned financial intermediary, LANDBANK ensures that this role is effectively carried out.

G4-13 Organizational changes during the reporting period

Following the 2016 National Elections, Sec. Carlos Dominguez III has been appointed as the Head of the Department of Finance and Chairman of LANDBANK. Subsequently, Mr. Alex Buenaventura has been appointed as the Bank's President and CEO.

G4-14 Precautionary principle

The Bank takes a precautionary approach in its operations, as well as the innovation and development of new products and technologies. It strictly follows a step-by-step approach of engaging in peer review, and considering the benefits and risks of innovation in a systematic and transparent manner. This way, the Bank prevents any risk of causing any form of harm or negative impacts to the public.

G4-15 External charters, principles, or other initiatives

The Bank subscribes to the following external charters, principles, and initiatives:

- Sustainable Development Goals (SDGs)
- Global Reporting Initiative (GRI)
- World Resources Institute (WRI)
- World Business Council on Sustainable Development (WBCSD)
- United Nations Framework Convention on Climate Change (UNFCCC)

G4-16 Membership associations

The Bank is a member of the following associations:

- Association of Development Financing Institutions in Asia and the Pacific (ADFIAP)
- Asia Pacific Rural and Agricultural Credit Association
- Association of Government Accountants of the Philippines
- Association of Government Internal Auditors
- Bankers Institute of the Philippines
- Bank Marketing Association of the Philippines
- Bankers Association of the Philippines
- Development and Communication Coordinating Network (Devcomnet)
- Government Corporations Athletic Association
- Internet and Mobile Marketing Association of the Philippines (IMMAP)
- International Association of Business Communicators
- IT Interaction Philippines
- People Management Association of the Philippines
- Philippine Business for the Environment
- Philippine Marketing Association
- Philippine Society for Training and Development
- Public Relations Society of the Philippines
- Trust Officers Association of the Philippines
- United Nations Environment Programme Finance Initiative (UNEPFI)

Identified Material Aspects and Boundaries

G4-17 Entities included in financial statements

Please refer to the unaudited LANDBANK 2016 Statement of Condition (Prudential) and Statement of Income and Expenses (Prudential) – Annexes C-1 and C-2.

G4-18 Process for defining report boundaries and content

This report discloses LANDBANK's sustainability activities that are material to its stakeholders, which consist of Bank clients, Bank employees, service company workers deployed in the Bank, government agencies, communities, business partners, industry organizations, and service firms. These stakeholders have been determined

throughout the meetings of the CSR TWG, and plotted by means of a Stakeholder Identification Workshop.

This report likewise discloses information that represents the areas where LANDBANK has operational control and social involvement.

G4-22 Restatements

There are no major restatements for this report. Relevant data have been updated.

Report Profile

G4-28 Reporting period

2016

G4-29 Date of most recent report

The Bank's most recent report is the **2014-2015 Sustainability Report: Enhancing Partnerships, Enriching Lives.**

G4-30 Reporting cycle

Annual starting with the 2016 Sustainability Report

G4-31 Report contact

LANDBANK welcomes your comments about this Report. Please send any feedback to:

CSR Relations Unit, Corporate Affairs Department

32/F LANDBANK Plaza, 1598 MH del Pilar cor. Dr. J. Quintos Sts. Malate, Manila
(02) 522-0000 local 7374 / 405-7374

G4-32 "In accordance" option, GRI Index and report assurance

The Bank's 2016 Sustainability Report follows the "In accordance: Core" option of the G4 Guidelines of sustainability reporting.

Governance

G4-34 Governance structure of the organization

LANDBANK is a government-owned and -controlled corporation. The Bank's Board of Directors is chaired by the Secretary of Finance. Six (6) Board-level committees have been created. They are: the Audit and Compliance Committee (Audit Com), Risk Oversight Committee (Risk Com), Trust Committee (Trust Com), Corporate Governance Committee (CG Com), Investment and Loans Committee (ILC), and the Agri-Agra Social Concerns Committee.

The Audit and Compliance Committee assists the Board of Directors in fulfilling its oversight responsibilities over the Bank's financial reporting policies, practices and control, internal and external audit functions, and compliance functions.

The Risk Oversight Committee fulfils statutory, fiduciary, and regulatory services of the Bank. It assists the Board in identifying, defining, and assessing risks at all levels of the Bank, and ensures the alignment of risk objectives with overall business strategies and performance goals. RiskCom is also in charge of developing a continuing education program to enhance its members' understanding of relevant issues pertaining to the banking industry.

The Trust Committee serves as the oversight committee on the fiduciary activities of the trust business, and ensures that these are conducted in accordance with applicable laws, rules and regulations, internal policies and procedures, with the required skill, care, prudence and diligence in the management and administration of fiduciary assets.

The Corporate Governance Committee oversees matters pertaining to the organizational structure of the Bank, its selection and promotion of officers, periodic performance evaluation of the Board, its committees and the executive management, and annual self-evaluation of its performance. Apart from these, CG Com also studies and recommends policies to ensure appropriate and effective management through organizational and procedural controls and independent audit mechanisms. It also acts as the oversight committee for the Bank's implementation of the Internal Capital Adequacy Assessment Process (ICAAP).

The Investment and Loans Committee evaluates and recommends to the Board for consideration and approval investments and loans; and recommends investment and credit policies and guidelines that define the structure, eligible investments and management of investment portfolios.

The Agri-Agra Social Concerns Committee formulates non-credit policies to improve the delivery of services on CARP and other agri-agra matters; serves as clearing house for CARP-related non-credit programs of the Bank; and monitors the status of implementation of the Bank's various non-credit agri-agra and social concerns programs.

G4-36 High-level accountability for sustainability topics

The Bank's Corporate Social Responsibility Technical Working Group (CSR TWG) is tasked to review and identify sustainability indicators applicable to the Bank, and propose to MANCOM/CSR Steering Committee a matrix of GRI indicators and report outline. The CSR TWG also regularly meets to discuss the preparation status of sustainability reporting, and it reviews and edits the reports submitted by concerned contributors for inclusion in the report.

G4-38 Composition of the board and its committees

With LANDBANK considered as government-owned or –controlled corporation (GOCC), the nomination and selection of its highest governing body is governed by

the LANDBANK Charter, the GOCC Governance Act of 2011 and Governance Commission for GOCCs (GCG) Memorandum Circulars.

G4-39 Whether the chair of the board is also an executive officer

The Ex-Officio Chairman of the LANDBANK Governing Board, the Secretary of the Department of Finance, is NOT an executive officer of the Bank.

G4-40 Nomination and selection processes for the board and its committees

As a GOCC, the Bank's nomination and selection of the highest governing body is governed by the LANDBANK Charter, the GOCC Governance Act of 2011 and Governance Commission for GOCCs (GCG) Memorandum Circulars.

The Bangko Sentral ng Pilipinas (BSP) designates from among the members of the LBP Board the LBP's independent directors.

G4-44 Board performance with respect to governance of sustainability topics

Performance rating sheets from the Institute of Corporate Directors are disseminated yearly to evaluate the performance of the Board. The individual members evaluate the Board as a body and themselves as individual members. The members of the Board-level Committees also evaluate the Committees as a body. The results of this self-rating system are evaluated and deliberated upon by the Corporate Governance Committee in a duly constituted meeting.

The Governance Commission for GOCCs (GCG) has also developed the internet-based Performance Evaluation for Directors (iPED) System. Director Performance Review (DPR), which is one of the components of the Performance Evaluation for Directors in the GOCC Sector, appraises the performance of the individual members of the GOCC

Governing Board. The DPR Forms are accomplished yearly and submitted directly to the GCG by each director thru the iPED System.

Each Board-level committee considers the recommendation/ directives of the Board resulting from the evaluation of the results of the self-rating system.

G4-45 Board role in the identification and management of sustainability impacts, risks, and opportunities

The Risk Oversight Committee, a Board-level Committee, regularly reports to the Board, and the Board notes/confirms the reports or makes directives.

G4-46 Board role in reviewing risk management processes for sustainability topics

The Bank's Corporate Social Responsibility Technical Working Group (CSR-TWG) is tasked to review and identify sustainability indicators applicable to the Bank, and propose to MANCOM/CSR Steering Committee a matrix of GRI indicators and report outline. The CSR-TWG also regularly meets to discuss the preparation status of sustainability reporting, and it reviews and edits the reports submitted by concerned contributors for inclusion in the report.

G4-47 Frequency of the board's review of sustainability impacts, risks, and opportunities

The concerned units of the Bank report at least monthly, which reports include, President's Report, Loan Portfolio Quality Report, Financial Performance Report, and Resolutions approved by the Board-level Committees.

G4-48 Highest committee or position that formally reviews and approves the organization's sustainability report

The Bank's Corporate Social Responsibility Technical Working Group (CSR-TWG) is tasked to review and identify sustainability indicators applicable to the Bank, and propose to MANCOM/CSR Steering Committee a matrix of GRI indicators and report outline. The CSR-TWG also regularly meets to discuss the preparation status of sustainability reporting, and it reviews and edits the reports submitted by concerned contributors for inclusion in the report.

G4-52 Process for determining remuneration

Compensation/remuneration of LBP employees follows the LBP Interim Pay Plan as approved by the President of the Republic of the Philippines in 2011. As a government financial institution (GFI), the Bank's compensation and position classification is governed by the Governance Commission for GOCCs (government-owned and controlled corporation) or GCG, with the final approval of the Philippine President.

Ethics and Integrity

G4-56 Code of conduct

The Code of Conduct for LANDBANK Employees (the Code) was established and approved by the LBP Board of Directors on November 23, 2006. Through the years, new policies/guidelines that had been issued and implemented within the Bank required changes in the Code. In 2016, additional provisions were incorporated and revisions were made in the Code, as follows:

Additional provisions

- Internal Whistleblowing and Reporting
- No Gift Policy
- Rules on Prohibited Concerted Mass Actions
- Access and Usage of Official and Personal Social Networking Site (SNS) Accounts
- Code of Conduct Compliance Recommitment Certificate
- The Landbanker's Prayer

Revisions

- Cover design
- LBP Vision and Mission
- Purpose
- Conflict of Interest
- Sexual Harassment or Misconduct
- Distribution of the Code
- Code of Conduct Compliance Certificate
- LANDBANK Milestones

The revised/updated Code was confirmed by the LBP Board of Directors in March 2016. The revised booklet was distributed to all Bank employees in October 2016.

G4-57 **Helplines or advice lines for employees**

The Bank's Ethics Hotline No. 405-7660 or local 7660 was established since 2009 to serve as additional medium for Bank employees to confidentially report instances of graft and corruption or any complaint on fraudulent acts, wrongdoings, misdeeds and/or irregularities committed or taking place that have adverse or negative effect to the Bank.

The Civil Service Commission's (CSC) Contact Center ng Bayan (CCB) 1-6565 has been implemented since 2012 as a means to receive customer complaints.

In 2016, in compliance with Office of the Philippine President Executive Order No. 06, dated October 14, 2016, the Bank implemented the 8888 Citizen's Complaint Hotline. It shall serve as a mechanism where citizens may report their complaints and grievances on acts of red tape, and/or corruption of any national government agency, GOCC, GFI and other instrumentalities of the government, and ensure prompt action on the public concerns.

G4-58 **Mechanisms for reporting concerns about unethical or unlawful behaviour**

In compliance with Memo Circular No. 2016-02 which was issued by GCG on April 22, 2016, LANDBANK implemented the Revised Whistleblowing Policy for the GOCC Sector and established an online link in the Bank's official website to GCG's whistleblowing web portal www.whistleblowing.gcg.gov.ph.

In April 2016, the Bank's Integrity Committee was reconstituted and renamed as Integrity Management Committee (IMC) in compliance with Malacañang Executive Order No. 176, dated December 1, 2014, Institutionalizing the Integrity Management Program (IMP) as the National Corruption Prevention Program in All Government Departments, Bureaus, Offices, Agencies, Including GOCCs, GFIs, SUCs, and LGUS through the Establishment of Integrity Management Systems (IMS). The IMP is the government's national corruption prevention program established to harmonize and simplify integrity development initiatives. It is jointly implemented across the bureaucracy by the Office of the President-Office of the Deputy Executive Secretary for Legal Affairs (OP-ODESLA) and the Office of the Ombudsman (OMB).

The following guidelines were formulated by the Bank's Employee Relations Department in 2016:

- LANDBANK Anti-Bribery and Anti-Graft and Corruption Policy – to reaffirm the Bank's commitment to implement tighter measures against bribery and graft and corrupt practices

Revised Guidelines in Handling Past Due Financial Obligations of LANDBANK Employees – to align with the principle of leading simple and modest lifestyles as embodied in the Code of Conduct for LANDBANK Employees and Republic Act No. 6713, An Act Establishing a Code of Conduct and Ethical Standards for Public Officials and Employees

Specific Standard Disclosures

Economic Economic Performance

G4-EC1 Direct economic value generated and distributed

The direct economic value generated and distributed were as follows:

Parent	
Revenues	P 46,647 M
Operating Costs	P 13,147 M
Employee Compensation and Fringe Benefits	P 8,671 M
Dividend Paid to National Government	P 6.6 B M
Taxes and Licenses paid to the Government	P 2,726.7 M
Donations/Contributions to Charitable Organizations (community investments)	P 73.8 M

G4-EC3 Coverage of the organization's defined benefit plan obligations

LANDBANK pays for its employees its share in the Provident Fund (PF) and the Government Service Insurance System (GSIS) equivalent to 30% and 12% of the employee's basic pay, respectively. The corresponding employee's share with the PF is equivalent to 5% of his/her basic pay, and 9% of his/her basic pay for the GSIS. Further, the Bank pays its corresponding share in the employees' premiums for the Philippine Health Insurance Corporation (PHIC) and Home Development Mutual Fund (HDMF).

G4-EC4 Financial assistance received from government

Tax Credits Used (for Income Tax and Gross Receipts Tax) – P 1,089.0 M (parent)

Market Presence

G4-EC5 Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation

No. of Employees Receiving Entry Level Salary (by Pay Grade and Gender)

Pay Grade	Female	Male
3	0	3
4	145	52
5	844	362
6	136	118
7	8	56
8	69	24
9	1	3
10	22	24
11	2	3
Total	1,227	645

G4-EC6 Proportion of senior management hired from the local community at significant locations of operation

Percentage of Senior Management

Location	No.	% to Total
NCR	13	100%
Total	13	100%

LANDBANK's senior management includes the President and CEO and Bank officers holding a Senior Vice President and Executive Vice President position title who heads

a group or sector within the organization. They act as members of the Bank's Management Committee and are tasked to formulate the Bank's strategic thrust and directions and regularly review the Bank's business performance, major programs and overall organizational effectiveness. They are all Filipino citizens.

Indirect Economic Impacts

G4-EC7 Development and impact of infrastructure investments and services supported

G4-EC8 Significant indirect economic impacts, including the extent of impacts

In 2016, LANDBANK strengthened its credit support to mandated sectors, and other priority sectors with projects of high development impact in support of the government's priority programs and thrust towards inclusive growth.

The Bank's priority sectors comprise of small farmers and fishers and their associations, agrarian reform beneficiaries, agri-business and aqua-business of private enterprises, agri-aqua-related projects of Local Government Units and Government Owned and Controlled Corporations, micro, small and medium enterprises, communications, transportation, housing (socialized, low-cost, and medium-cost), education, health care, environment-related projects, tourism, utilities, and livelihood loans.

As of 31 Dec. 2016 total mandated and priority sector loans reached P 440.4 billion comprising 90.1% of the Bank's loans to all sectors of P 488.8 billion.

In 2016, loans released to small farmers and fishers reached P 58.5 billion which were channelled through 989 farmers and fishers cooperatives, 164 countryside financial institutions and 163 irrigators' associations and benefited 838,627 small farmers and fishers.

Development impact of LANDBANK loans for 2016 are as follows:

- 14 new hospitals and 1,877 additional hospital beds
- 68 new school buildings and 1,070 additional classrooms
- 110,962 additional MWH of power produced
- 41,495 new households connected with potable water
- 1,158 additional kilometers of farm to market roads

The Bank's outstanding loans to the twenty (20) poorest provinces identified under the Registry System for Basic Sector in Agriculture of the Department of Agriculture amount to P 26.0 billion as of end-2016.

Please refer to Annex D for the breakdown of LBP Loans to All Sectors and Annex E for the LBP Lending Program (Food Supply Chain Program).

Environmental

Energy

G4-EN3 Energy consumption within the organization

In 2016, the Bank's total fuel consumption from non-renewable sources at the LANDBANK Plaza is as follows:

- Reported Gasoline consumption = 37,299.032 liters
- Equivalent energy consumption (gasoline) = 1,252,455.94 MJ
- Reported Diesel consumption = 115,340.064 liters
- Equivalent energy consumption (diesel) = 4,416,420.14 MJ

The reported total electricity consumption at the LANDBANK Plaza totals to 9,625,000 kWh, while the total energy consumption for electricity at the LANDBANK Plaza is 34,648,561.50 MJ.

The conversion factors (sourced from US Energy Information Administration website, <http://www.eia.gov/>) used are as follows:

- Gasoline, heat value: 120,476 Btu per US gallon;
- Diesel, heat value: 137,381 Btu per US gallon;
- 1 US gallon = 3.78541 liters
- 1 Btu = 1,055.06 joules
- 1 kWh = 3,600,000 joules

Water

G4-EN8 Total water withdrawal by source

In 2016, the Bank's total water consumption is 73,053 cubic meters sourced from Maynilad Water Services.

Biodiversity

G4-EN13 Habitats protected or restored

LANDBANK has two corporate social responsibility (CSR) programs that focus on environment: the Gawad Sibol Program (Adopt-A-Watershed Program Phase III) and Manila Bay SUNSET Partnership Program, Inc. (MBSPPPI).

The **Gawad Sibol Program** is a continuation of the Adopt-A-Watershed which started in 2006 with the following objectives:

- To reforest, protect and increase biodiversity of denuded watersheds across the Philippines;
- To contribute to the National Greening Program (NGP) of the Philippine's Department of Environment and Natural Resources (DENR);
- To help mitigate the impact of global warming and climate change, and minimize floods during typhoons in the covered areas;

- To empower local community groups (indigenous people and peoples' organizations) as partner for the program's success and sustainability; and
- To provide volunteerism opportunities to LANDBANK employees.

To date, the program has evolved – increasing the number of areas covered across the country.

The launching of the Gawad Sibol program in July 2015 was a celebration of a sustainable accomplishment of the Adopt-A-Watershed program Phase I and II, and a renewal of a commitment for the consistent initiative towards environmental protection and preservation.

Based from the continuous monitoring, rigid on-site validation and consultation, and impact assessment and evaluation, the following were accomplished:

1. A total of 133,300 hardwood, mangroves and fruit-bearing trees were planted during the entire course of the program. More than 20,000 trees will still be planted for the year 2017.
2. Since it launched in 2006, the program covered a total of 100 hectares of land in various watersheds located in all 18 regions in the Philippines.
3. Close to 5,000 volunteers from LANDBANK nationwide have actively participated in the conduct of the program where each employee volunteer planted 20-25 trees each. More volunteers are expected to participate during the Phase III of the program which will end on 2018.
4. During the Phase II of the Adopt-A-Watershed, the program achieved 91.48% survival rate among all the trees planted in six (6) sites nationwide.

MBSPPPI is the flagship Corporate Social Responsibility Program of LANDBANK. It is a public-private collaboration of 26 member institutions to implement a sustainable approach to help clean and protect the marine and coastal resources of the Manila Bay and promote proper management and correct attitude toward handling garbage.

Part of the on-going priority activities of the partnership program includes events and undertakings that involve its member institutions. Its activities are as follows: 1) quarterly clean-up of Manila Bay areas, 2) information, education, and communication (IEC) campaigns at different public schools in Manila City, 3) fund-raising activities through the Manila Bay Clean-Up Run, 4) recovery program of collecting waste polystyrene from partner institutions, and 5) adopting of a Manila Bay tributary/ estero and introducing water quality improvement interventions.

To date, the following are the accomplishments of the program:

1. Conduct of Campus School Tours

- Four (4) school tours conducted to high school students in Manila, Quezon City, and Las Piñas City
- A total of 1,500 high school students attended
- The IEC Video on proper waste management “That Thing Called Basura” was shown
- A total of 1,500 up-cycled rulers made from waste polystyrene products from the PPCP were distributed

2. Manila Bay and tributary clean-up

- An increase of 80.5% in the total number of volunteers in clean-up activities from 1,800 volunteers in 2015 to 2,235 volunteers in 2016.
- An increase of 288.9 % in the total number of truckloads of trash collected from 9 truckloads in 2015 to 26 truckloads in 2016.
- 34 MBSPPPI member and non-member organizations/institutions participated in the clean-up activities

3. Retrieval of 273 kgs waste polystyrene products to be recycled to rulers

4. Contracting of EM Mudballs and EM Solution technology to improve the water quality of one tributary of Manila Bay

5. The creation of MBSPPPI Facebook Page entitled “Solusyon Ni Binion” generated a total of 3,368 “Likes” with an average of 1,979 “Reach” and 544 “Engagement” per post in 2016.

6. Continuous growth in the number of MBSPPPI members from 21 in 2015 to 26 in 2016.

Social

Labor Practices and Decent Work

Employment

G4-LAI Total number and rates of new employee hires and employee turnover by age group, gender, and region

Total number of employees by employment contract and gender

Appointment Status	Female	Male	Total
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Total workforce by employees and supervised workers and by gender

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16 - Autonomous Region for Muslim Mindanao (ARMM)	43	28	71
17 - Caraga	73	47	120
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G4-LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Standard Benefits/Allowances

- Personnel Economic Relief Allowance
- Meal Allowance
- Uniform Allowance
- Rice Subsidy

Specific Purpose Benefits/ Allowances (including Magna Carta Benefits)

- Children's Allowance
- Representation Allowance (for Pay Grade 8 & up)
- Transportation Allowance (for PG 8 & up)
- Housing Allowance (for PG 10 & up assigned in the field)
- Teller's Allowance
- Business Promotion Expense Fund/Extraordinary and Miscellaneous Expense Fund (for AVP & up)
- Compensation Package for Overseas Remittance Officers
- Overtime Pay
- Night Differential Pay
- Legal Assistance and Indemnification Plan
- Travel Expenses
- Mobile Communication Facility

Rewards and Incentives

- Year-End Bonus and Cash Gift
- 14th Month Pay
- Merit Increase Program
- Anniversary Cash Gift
- Christmas Gift Package/Raffle
- Awards for Institutional Achievement

- Collective Negotiation Agreement (CNA) Incentive
- Productivity Enhancement Incentive
- Professional Award
- Length of Service Award
- Loyalty Cash Award
- Longevity Pay
- Perfect Attendance Award

Medical/Health Care/Life Care Benefits

- Total Annual Medical Benefit
- Financial Assistance for Dreaded Diseases
- Loss of Life and Disability Benefit Plan
- Mutual Aid Benefit Program
- Mandatory Annual Medical Examination
- Flu Vaccination
- Access to Emergency Medicines for Field Unit Employees
- Access to Medical Clinic/ Retainer
- Physician's Services

Leave Benefits

- Sick Leave
- Vacation Leave
- Maternity Leave
- Paternity Leave
- Maternity and Paternity Leave Benefits for Adoptive Parents
- Parental Leave for Solo Parents
- Special Emergency Leave
- Special Leave Privilege
- Special Leave Benefits for Women
- Sick Leave with Pay
- Rehabilitation Privilege
- Study Leave

- Forced Mandatory Leave
- Compensatory Service
- 10-Day Leave under Republic Act No. 9262
- LBPEA Time-Off
- Muslim Holiday in Areas Outside the Autonomous Region
- Monetization of Leave Credits
- Terminal Leave

Bank's Provident Fund Share

Others

- Financial Assistance and Relief Goods
- Floral Wreath for Deceased Employees, their Immediate Family Members & Retirees
- Shuttle Service
- Birthday Cards for Employees
- Health Care Coverage
- Financial Assistance and Sick Leave Extension with Pay for Employees with Dreaded Diseases
- Reimbursable First Aid Expense and Rehabilitation Leave Privilege for employees who sustained physical injuries while the performance of service
- Loss of Life and Disability Benefit Plan

Labor / Management Relations

G4-LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements

Section 10, Article III of the 5th Collective Negotiation Agreement (CNA) regarding Right to Information, specifically states that the Bank shall provide the LBPEA an e-mail address (Lotus Notes) subject to existing policy on the proper use of the Bank's

e-mail system. Through this e-mail address, the LBPEA shall be furnished with copies of all memoranda to the members of the negotiating unit concerning hiring, reassignments, promotions, resignations, and retirements, as and when these occur; notification of demotions and dismissals of members of the negotiating unit, as and when these occur; copies of Bank's annual reports and the quarterly State of the Bank Address of the President; and copies of the approved Bank rules and regulations or personnel policies concerning and affecting the rights and welfare of rank-and-file employees, as well as updates thereof, as far as practicable, prior to effectivity. It also provides that the Management shall acknowledge the right of the LBPEA to give suggestions and recommendations in the issuance of guidelines or policies directly affecting their rights and welfare to ensure that they are safeguarded.

Occupational Health and Safety

G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety program

LANDBANK's Health and Safety Committee (HSC) serves as a planning and policy-making body for all matters pertaining to occupational safety and health. Four (4) representatives of the LBP Employees' Association (LBPEA) are members of the HSC representing 100% of rank-and-file employees. The HSC was created to ensure a work environment that is free from occupational safety and health hazards in order to maintain the health, safety and well-being of LANDBANK employees, as well as promote work-productivity.

100% of rank-and-file employees are represented by the LBPEA which has four seats in the HSC.

G4-LA8 Health and safety topics covered in formal agreements with trade unions

The 5th Collective Negotiation Agreement covers health-related aspects, e.g., implementation of Employee Wellness program, administration of health-related benefits as prescribed by law, and special privilege for pregnant and nursing women exempting them from work-related physical exertion.

The 5th CNA includes the following provisions on health and safety:

- Article VIII, Section 1. Existing Leave Benefits – The Bank shall continue to implement existing leave benefits already enjoyed by all regular employees such as Vacation Leave, Sick Leave, Rehabilitation Privilege, Special Leave Privileges, Paternity Leave, Maternity Leave, Study Leave and all other leaves as may be allowed by law.
- Article VIII, Section 3. Parental Leave – Pursuant to Republic Act No. 8972, the Bank shall implement the seven (7) – day Parental Leave for solo parents subject to applicable rules and regulations.
- Article VIII, Section 4. Special Leave Benefits for Women – Pursuant to CSC Memorandum Circular No. 25, s. 2010 (Guidelines on the Availment of the Special Leave Benefits for Women Under RA 9710 [An Act Providing for the Magna Carta for Women]), the Bank shall implement the special leave benefits equivalent to a maximum period of two (2) months with full pay for qualified female employees who have undergone surgery caused by gynecological disorders, provided she has rendered at least six (6) months aggregate government service for the last twelve (12) months prior to surgery.
- Article VIII, Section 5. Rehabilitation Privilege – The Bank shall ensure the implementation of the Rehabilitation Privilege for wounds and/or injuries sustained while in the performance of official duties in accordance with CSC-DBM Joint Circular No. 01, s. 2006 (Guidelines for Availing of the Rehabilitation Privilege). It shall provide assistance to employees availing of the Employees' Compensation Program (ECP) being implemented by the Employees' Compensation Commission (ECC).

- Article IX, Section 2. Special privilege for pregnant and nursing women – The concerned employees, upon recommendation of the Bank physician, shall be excused from physical exertion or relieved of heavy work load, or be temporarily reassigned to jobs more suitable to their condition.
- Article IX, Section 4. Wellness Program – The Bank shall consult the LBPEA on the components of the employees’ annual Wellness Program with the Bank providing funding for reasonable expenses to be incurred in connection thereto. The Bank shall involve the LBPEA in the implementation of the annual Wellness Program.
- Article IX, Section 7. LANDBANK Day Care Center – The Bank shall continue to support the operation of the LBP Day Care Center in compliance with Executive Order No. 340 which directs national government agencies and government owned and controlled corporations to provide day care services.

In addition to the CNA, the representatives from the LBPEA and even the LBP Middle Management Officers Association, Inc. are represented in the Health and Safety Committee and the Health Maintenance Office (HMO) Advisory Committee. Membership to these committees is covered by an office order while collegial discussions, deliberations and agreements are documented in minutes of meetings, resolutions and other formal documents.

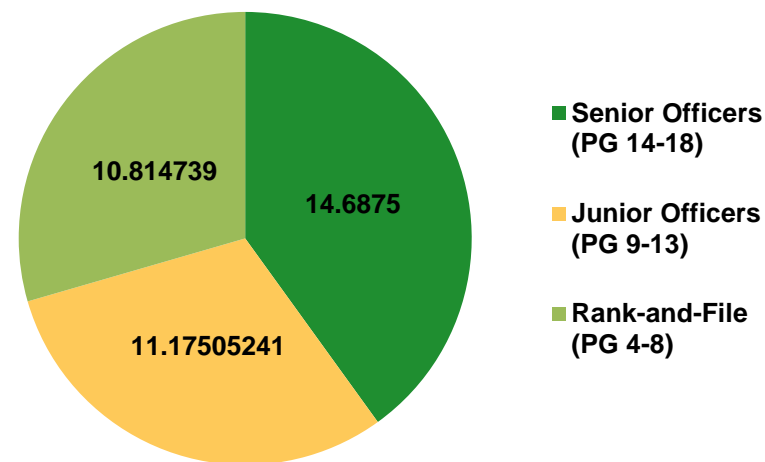
Training and Education

G4-LA9 Average hours of training per year per employee by gender, and by employee category

Gender	Total No.	%	Training Hours
Female	5,802	66%	10.61 HRS
Male	2,989	34%	10.61 HRS

TOTAL NUMBER OF TRAINING HOURS: 93,304.5

Average Number of Training Hours



G4-LA10 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings

Type and scope of programs implemented/assistance provided

Functional Grouping	No. of Pax	Functional Grouping	No. of Pax
Branch Banking	14,901	Procurement	143
Compliance	9,146	Agrarian	127
Information Technology	6,110	Administrative	116
Human Resources Management	3,497	Remittance	56
Culture-Building	2,073	Engineering	38
Lending Operations	1,625	Investment	36

Management and Leadership	1,530	Facilities Management	34
Environmental Management	1,268	Labor Relations	34
Risk Management	809	Core Banking	31
Financial Management	633	International Banking	20
Customer Service	494	Data Analysis	18
Treasury Management	444	Appraisal	8
Supervision	391	Banking Operations	6
Occupational Safety and Health	352	Office Management	5
Marketing	350	Security	5
Communication	291	Corporate Social Responsibility	4
Legal	250	Security Management	3
Audit	232	Property Appraisal	2
Economics	164	Investment Banking	1
Trust Operations	155	Social Media	1
Quality Management	153		

TOTAL: 45,634 Training Incidences

Transition assistance programs provided in 2016

Program	No. of Participants
Pre-Retirement Seminar for would-be retirees	
• Towards New Horizons	38

Program	No. of Participants
Livelihood Learning Sessions under the iLive Wellness	

Program	No. of Participants
Program	
• Ice Cream Making & Shop Business	26
• No Bake Cake & Cheesecake for Business	33
• Meat Processing & Meat Shop Business	19
• Meat Processing & Meat Shop Business	18
• Basic Commercial Bread Making & Bakery	23
• Barista Training & Coffee Shop Management	22
• Travel Agency Business & Management	31
• Pizza Making & How to Operate a Pizza Parlor	23
• Balloons and Party Needs Business	23
• Homemade Chocolate Molding for Business	19
• T-shirt Printing for Business	18
• ABC's of UITF - A Briefing on Unit Investment Trust Fund	57
• Finance and Lending Business	25
• Food Service Business and Management	60
• On-Line Retail Business	86
• Rice Business for Retailer and Wholesaler	43
• Water Refilling Station Business and Management	40

Diversity and Equal Opportunity

G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

New Hires by Age Group and Gender

Age Group	Female	Male	Total
25 and below	312	122	434
26-35	97	52	149

<i>Age Group</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
36-45	8	6	14
46-49	1		1
50-55	1		1
60 and up	1	3	4
Grand Total	420	183	603

New Hires by Region and Gender

<i>Geographical Location</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
1 - NCR	133	73	206
2 - CAR	12	7	19
3 - Ilocos Region	28	15	43
4 - Cagayan Valley	20	11	31
5 - Central Luzon	35	12	47
6 - CALABARZON	28	5	33
7 - MIMAROPA	10	4	14
8 - Bicol Region	16	5	21
9 - Western Visayas	18	5	23
10 - Central Visayas	28	9	37
11 - Eastern Visayas	15	3	18
12 - Zamboanga Peninsula	18	6	24
13 - Northern Mindanao	24	10	34
14 - Davao Region	11	5	16
15 - SOCCSKSARGEN	13	7	20
16 - ARMM	7	1	8
17 - Caraga	4	5	9
Grand Total	420	183	603

Separated Employees by Age Group and Gender

<i>Age Group</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
20-25	15	8	23
26-35	40	24	64
36-45	35	18	53

<i>Age Group</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
46-49	27	10	37
50-55	45	42	87
56-59	50	50	100
60 & above	39	35	74
Grand Total	251	187	438

Separated Employees by Region and Gender

<i>Geographical Location</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
1 - NCR	121	76	197
2 - CAR	4	2	6
3 - Ilocos Region	3		3
4 - Cagayan Valley	4	3	7
5 - Central Luzon	14	17	31
6 - CALABARZON	15	7	22
7 - MIMAROPA	6	9	15
8 - Bicol Region	8	9	17
9 - Western Visayas	10	21	31
10 - Central Visayas	17	9	26
11 - Eastern Visayas	6	7	13
12 - Zamboanga Peninsula	5	8	13
13 - Northern Mindanao	12	5	17
14 - Davao Region	8	6	14
15 - SOCCSKSARGEN	10	6	16
17 - Caraga	8	2	10
Grand Total	251	187	438

Equal Remuneration for Women and Men

G4-LA13 Ratio of basic salary and remuneration of women and men

<i>Gender/Location</i>	<i>No.</i>	<i>Total Remuneration</i>	<i>Percentage</i>
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<i>Gender/Location</i>	<i>No.</i>	<i>Total Remuneration</i>	<i>Percentage</i>
MALE			
Head Office	787	858,688,866.85	39%
NCR Branches	15	13,557,883.51	37%
Field Units	1,845	1,814,946,951.03	32%
Total	2,647	2,687,193,701.39	34%
FEMALE			
Head Office	1,207	1,278,816,604.23	61%
NCR Branches	26	28,842,212.01	63%
Field Units	3,960	3,662,295,372.83	68%
Total	5,193	4,969,954,189.07	66%
<i>Grand Total</i>	7,840	7,657,147,890.46	

Human Rights

Non-Discrimination

G4-HR3 Total number of incidents of discrimination and corrective actions taken

In 2016, the Bank's Committee on Decorum and Investigation has resolved a case of sexual harassment involving a rank-and-file employee. The employee concerned was found guilty of a less grave offense of sexual harassment and meted a penalty of one (1) month suspension.

Freedom of Association and Collective Bargaining

G4-HR4 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at

significant risk, and measures taken to support these rights

There are no operations and suppliers identified in which the right to collective negotiation may be at significant risk.

The 5th Collective Negotiation Agreement (CNA) specifically stipulates the following provisions in the Philippine Constitution granting to government workers the right to form unions and to collective negotiations:

- Art. IX (B), Sec. 2 (5) – The right to self-organization shall not be denied to government workers.
- Art. III, Sec. 8 – The right of the people, including those in the public and private sectors, to form unions, associations, or societies for purposes not contrary to law shall not be abridged.
- Art. XIII, Sec. 3 – The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all. It shall guarantee the rights of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with the law. They shall be entitled to security of tenure, humane conditions of work, and a living wage. They shall also participate in policy and decision-making processes affecting their rights and benefits as may be provided by law.

Security Practices

G4-HR7 Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations

One Hundred percent of PSO personnel are trained and continually attending seminars/conventions with regard to application of security measures including strict adherence to human rights policies.

The premise and escort guards hired by the Bank have also attended trainings on the Bank's policy and the government's regulations on human rights as supervised / monitored by PSO from time to time.

Premise and Escort guards are required to undergo security training at Camp Crame / Provincial PNP office, 60 days before the expiration of their respective licenses.

Every first Saturdays of the month, PSO religiously conducts security briefing held at LANDBANK Plaza attended by 401 security guards deployed in LBP Plaza/Branches/EOs and 179 armored car personnel deployed in NCR under ACMD Cash Centers.

PSO personnel conducted security briefings to 1,217 security guards & 602 armored car crews deployed in Provincial Branches/Cash Operations Units.

Annual Security Symposiums for 2016 were held at LBP Macapagal Hall attended by 401 premise guards & 179 armored car escort personnel

Society

Local Communities

G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs

Capacity Building Program

For 2016, LCDFI provided **77** training batches to **511** cooperatives nationwide, benefiting a total of **2,036** participants, slightly higher than the target of 75 training batches for the year or **103%** accomplishment.

Twelve (12) Priority Training Modules identified by LANDBANK through the Lending Program Management Group (LPMG) were conducted, **26%** of which accounted for the module on Risk and Control Self-Assessment (RCSA) for Cooperatives with **128 cooperatives trained**, followed by **13%** each for the Entrepreneurial and Business Management with **55 cooperatives trained** and Policy and Rules Formulation modules with **68 cooperatives trained**. Also, two (2) out of the twelve (12) modules were updated.

The Capacity Building Unit (CBU) piloted **twelve (12) batches of Monitoring and Evaluation of Action Plans** committed by trained LBP Borrowing Cooperatives. LCDFI initially selected 12 LCDFI Trained Cooperatives (TCs) or three (3) cooperatives per area. This is about 16% of the LCDFI TCs with available Enhanced Cooperative Operations Review Instrument (ECORI) results identified as with Maturity Levels C and D. The activity aims to determine the level of compliance of Action Plans prepared by participating cooperatives at the end of each training program and determine areas for improvement in the conduct of LCDFI training.

Moreover, LCDFI initiated the implementation of the **Coaching and Mentoring Program** for LANDBANK Borrowing Cooperatives. During the last quarter of 2016, LCDFI selected the cooperatives to be endorsed to LBP Lending Centers. The program aims to provide an intensive and personalized capacity building assistance to selected LANDBANK BCs to address the various and diverse needs specifically of levels C and D cooperatives. Ultimately, this shall allow participating BCs to improve not just their ECORI rating but also their categorization in the Enhanced Cooperative Accreditation Criteria (ECAC).

Bangon Mini-Farms Program

LCDFI was able to assist **three hundred six (306) farmers** and conduct **eleven (11) batches of monitoring meetings** in Capoocan, Kananga, Tabango and other areas in Leyte.

Two (2) farm audits were also conducted in various areas in Leyte to ensure proper implementation of Bangon's Organic Farming Protocol, as well as address emerging concerns of the farmer-members of Bangon Mini-Farms Alpha Sector Association, Inc. (BMAFSAI).

LCDFI and BMAFSAI conducted various trainings to continuously upgrade its member's skills and knowledge. For the first quarter of 2016, trainings on **"Basic Bookkeeping and Accounting for Non-Accountants"** were held in Ormoc City, Leyte where 39 farmer-members attended.

For the second quarter, trainings on **"Pest and Disease Management"** and **"Greenhouse Management"** were conducted in Kananga, Leyte wherein 93 and 37 farmer-members attended, respectively. These were done in partnership with the Visayas State University (VSU), HARBEST Agribusiness Corporation, and the Philippine Carabao Center.

For the rest of 2016, a **"Refresher on the Principles of Organic Agriculture and Concoctions"** and another round of **"Pest and Disease Management"** were held on July 27-28 to further beef up the technical expertise of the beneficiaries in implementing Bangon's Organic Farming Protocol.

Fifty-three (53) hogs were also dispersed to farmer-partners to supplement their income from their organic crop production activities. The Hog Dispersal program was made possible through a partnership with the Department of Agriculture (DA).

BMAFSAI also started to venture into **agri-processing** and value-added activities. They were able to obtain drier and pulverizing machines to process its members' harvest to dried and powdered goods such as chili and moringa (malunggay) powder. Additional trainings on **"Crop Production of Garlic, Ginger, Bay Leaf, Lemongrass, Purple Yam and Basil for Agri-Processing Purposes"** and **"Proper Drying Procedures"** were conducted to widen the interest and skills of the beneficiaries in this area.

Plans to build the **Bangon Farmer Center of Our Lady of Hope** are also underway to serve as the focal point of the Program's operations in the province. A learning and

earning farm will be located beside the Center while the Center itself will serve as the consolidation and agri-processing area of the farmer-members' produce. Most construction expenditures have been sourced through private donations.

Likas Saka Program

LCDFI also continued to implement the Likas Saka Program in 2016. From the two (2) existing program sites from the previous year, the Program has expanded to **seven (7) more program sites**, namely, (a) Cavinti, Laguna; (b) Balasan, Iloilo; (c) Hinigaran, Negros Occidental; (d) Calape, Bohol; (e) Imelda, Zamboanga Sibugay; (f) Claveria, Misamis Oriental; and (g) Sibagay, Agusan del Sur.

For the year, LCDFI was able to distribute organic farm inputs such as Effective Microorganisms-1, Mykoplus© and other farm materials to all program sites.

Twelve (12) batches of monitoring and support activities were conducted to determine needs of the participating farmer-clusters, as well as provide updates on the organic agriculture technology.

LCDFI also partnered with the City Governments of Cavinti, Laguna; Calape, Bohol; and Imelda, Zamboanga Sibugay to provide additional support activities for the Program's beneficiaries. LCDFI has also forged a partnership with **Balay Mindanaw Foundation, Inc.** for the implementation of the program in Claveria, Misamis Oriental.

Finally LCDFI was able to link up with University of St. La Salle University-Bacolod through the program to provide funding support for the **Bahay Pag-Asa Youth Center (BPYC) Organic Mini-Farm Project** in Bgy. Granada, Bacolod City. BPYC partakes in the mission of rehabilitating children-in-conflict with the law through an innovative and holistic educational program by incorporating sustainable agriculture in its program.

Gawad Patnubay Scholarship Program

1. **Cong. Rodriguez Educational Assistance**

Eight (8) scholars of LANDBANK under the “LBPEA/MMOAI Scholarship Program” (formerly called College Scholarship Program of the Office of Representative Rufus Rodriguez) successfully earned their academic degrees last 29 March 2016.

The scholars, all from the **Misamis Oriental State College of Agriculture and Technology (MOSCAT)** in Claveria, Misamis Oriental, earned their degrees in various agriculture-related courses in line with the program’s thrust to assist financially needy but deserving dependents of agrarian reform communities (ARCs) obtain quality tertiary education, specializing in the fields of agriculture and fisheries.

The scholarship program started in the Second Semester of SY 2012-2013. It was funded by the voluntary financial contributions of LANDBANK employees which is being managed by the LBP Employees Association (LBPEA), Middle Management and Officers Association (MMOAI) and Senior Management, through the Employee Relations Department (ERD). The program is administered by LCDFI.

With an educational assistance grant of Twenty Five Thousand Pesos (P25,000.00) per student, per school year, the program aims to develop the skills of students in modern agriculture and fisheries, with the end view of having graduates infuse “fresh blood” and renewed enthusiasm for the agricultural sector, and ultimately, help promote sustainable development and reduce poverty in the countryside.

2. CFC-ANCOP

For 2016, the management and administration of the **six (6) scholars** under this scholarship program, which includes **two (2) scholars and two (2) vacated slots**, were turned over to ANCOP through the LANDBANK Corporate Affairs Department (CAD) starting SY 2016-2017.

Mr. Mark Gil Flores earned his Diploma in Agricultural Technology in SY 2015-2016 and is now currently one of the Local Resource Persons of LCDFI’s Likas Saka Program, Quezon Province cluster. At present, only one (1) scholar is being assisted by LCDFI, Ms. Ruby Tambong. She is currently on her 3rd year taking up BS Agriculture major in Crop Science at the Aklan State University in Banga, Aklan.

LANDBANK Corporate Social Responsibility Programs

LANDBANK Gawad Kabuhayan Program

LANDBANK’s Gawad Kabuhayan Program is a “recovery through livelihood” program launched by the Bank in early 2013 in partnership with Habitat for Humanity Philippines (HFHP).

The program is the first of its kind which integrates a livelihood component in HFHP’s disaster recovery effort as it goes beyond building houses for disaster survivors to equip relocated families with skills that allow them to start income-generating enterprises.

In 2016, LANDBANK and HFHP inaugurated the Macapaya Livelihood Center in Cagayan de Oro City. The livelihood center is designed to cater wholesale selling of rice and other goods to Calaanan Home Partners Phase 3 and to nearby communities. Around 420 direct home partners will benefit from these livelihood and the greater community of Camaman-an and Indahag with approximately 1,200 households.

Education to Employment (E2E) Internship Program under the Gawad Patnubay Scholarship Program

To ensure that the support to the Gawad Patnubay scholars does not end upon graduation, the Bank has established the E2E Internship Program. It aims to provide holistic educational support to the graduates of the scholarship through the following:

- 100% subsidy for their review and examination for the Licensure Exam for Agriculturists (LEA)
- 10-week internship wherein three weeks are spent for classroom lectures at the LANDBANK Plaza and seven week are spent for field internship with partner institutions
- Assistance in securing employment in Lending Centers or partner institutions

In 2016, nine scholars graduated, which automatically qualifies them to participate in the program. Also in the same year, three graduated with *Cum Laude* honors, and two of them passed the LEA.

Name	School	Course	Honors Received	Placement
Jannie Gracelyn Aviles	UPLB	BS AgriBusiness Management	Cum Laude	LANDBANK
Jessica Evangelista	UPLB	BS Agricultural Economics		LANDBANK
Aizel Perez	UPLB	BS Agricultural Economics		University of the Philippines Los Baños (UPLB)
Erin Marie San Valentin	UPLB	BS Agriculture Biotechnology		International Rice Research Institute (IRRI)
El Shaira Labargan	VSU	BS Food Technology		Philippine Rice Research Institute (PhilRice)
Phebelyn Andres	USM	BS Agricultural Economics	Cum Laude, Licensed Agriculturist	LANDBANK
Rheo Ryan Balbuena	USM	BS Agriculture, Major in Horticulture	Cum Laude, Licensed Agriculturist	International Rice Research Institute (IRRI)

Gizel Jade Dublas	USM	BS Agriculture, Major in Entomology	Licensed Agriculturist	Universal Harvester, Inc.
Ricmar Marcos	USM	BS Agriculture, Major in Agronomy		Universal Harvester, Inc.

Gawad e-dukasyon Program

As a way to reach the youth to educate them about the importance of agriculture, LANDBANK established the Gawad e-dukasyon Program. This is in partnership with the Knowledge Channel Foundation, Inc. (KCFI), and in cooperation with the Department of Education (DepEd).

The program introduces new media component in education by making use of modern and innovative forms of media such as videos and internet modules. It sends across the Bank's message of promoting agriculture and agriculture studies among the youth to encourage them to pursue agriculture-related courses in college.

Gawad e-Dukasyon Program's primary objective is to produce videos: Crop Production and Harvest, Poultry Raising, and Aquaculture and Fisheries. These videos, entitled "AgriCOOLture," are aired over Knowledge Channel, and the e-modules are made available on the internet. The videos are also shown over all Knowledge Channel-connected public schools nationwide as supplement for the students' Agriculture subject in the curriculum.

In 2016, the video series, which stars popular young actor Enchong Dee, was able to reach the following:

- 5,007,943 learners of the 6,000+ public schools connected to K Channel through on-air broadcast and videos on-demand
- 10,000+ out-of-school youth and mature learners enrolled in the DepEd Alternative Learning System (ALS) with access to K Channel On-Demand package for ALS

- 100,000+ teachers of formal schools and community learning centers with access to K Channel
- Learners of private and public schools, and their parents and siblings in the 1,500,000+ households all over the country with access to K Channel broadcast
- The general public with access to K Channel through its online learning portal

This complements the Bank's Gawad PATNUBAY Scholarship Program, as both Programs bring forward the message that agriculture is a good career path and a possible source of income and business.

Ipon at Kabuhayan para sa mga Kababayan (Financial Inclusion Caravan)

LANDBANK continuously prioritizes programs aimed at promoting greater financial inclusion among the unbanked and unserved communities in the country. In 2016, the Bank led a nine-municipality caravan themed, "Ipon at Kabuhayan para sa mga Kababayan", wherein participants engaged in half-day forums featuring modules on financial literacy. The move is a way for the Bank to introduce formal banking services, as well as business and livelihood opportunities.

Each caravan venue featured several booths, including a savings booth where LANDBANK offered a simplified account opening process. An ATM and Cash Deposit Machine demonstration booth was also made available to acquaint participants with use of the machines. These machines are accessible in LANDBANK Easy Access Facilities (LEAFs) that function as Other Banking Offices in areas where it has no branches.

LANDBANK gave 100 lucky attendees in each area with ATM accounts with P100 initial deposit while the first 100 to open accounts were automatically credited with P50. These are special accounts that do not require an initial deposit or maintaining balance for the first six months. This was done to further encourage participants to open their own savings accounts,

The Bank partnered with local government units and partner cooperatives in each area, and was joined by Philippine Long Distance Telephone's financial technology

solutions company FINTQ and the Department of Social Welfare and Development in select areas. Also a partner in the savings module is the Bangko Sentral ng Pilipinas. The caravan was held simultaneously last June 11, 2016 in nine provinces; namely: Sta. Marcela, Apayao San Antonio, Zambales Palayan, Nueva Ecija Alabat, Quezon Laurel, Batangas Sta. Margarita, Western Samar Amlan, Negros Oriental Sulop, Davao del Sur Sinacaban, and Misamis Occidental.

The Financial Inclusion Caravan allowed LANDBANK to reach out to an estimated 4,000 unbanked Filipinos, most of whom opened savings accounts on the spot.

One Million Lapis Program

Pledging support to improving education in the country, LANDBANK participated in the "One Million Lapis Campaign", with lead agencies Council for Welfare of Children (CWC) and the Department of Education.

The campaign worked to collect a million pencils for the benefit of underprivileged students in primary schools across the country. The donations received from Bank employees during the period covering July 1, 2016 to September 26, 2016 is part of efforts to address the lack of school tools necessary for effective learning in the classroom. Together with private establishments, and other government institutions, LANDBANK displayed 20 drop boxes for new or old pencil donations in various floors of the LANDBANK Plaza.

LANDBANK turned over the donations totalling 54,056 pencils to CWC on September 30, 2016. All donations were officially counted in November in time for the celebration of National Children's Month.

Volunteerific Program

The Volunteerific Program of LANDBANK is an open opportunity platform for employees and partner members of LANDBANK to extend their time and capabilities to help marginalized sectors of society.

This Bank program was initiated to promote and nurture the culture of volunteerism among the workforce, following support for Republic Act No. 9418 (s.2016) - An Act Institutionalizing a Strategy for Rural Development, Strengthening Volunteerism and for Other Purposes, and the Civil Service Commission Memorandum Circular No. 23 (s.2012) – Volunteer Program in the Public Sector. Implementation of the annual Program proper is in coordination with the Philippine National Volunteer Service Coordinating Agency. Participants are able to spend their off-work time in various programs under the CSR thrust of LANDBANK. These include the Gawad KABUHAYAN Program, Gawad PATNUBAY Scholarship Program, Manila Bay SUNSET Partnership Program, Gawad SIBOL, and Gawad KATUBIGAN among others. Each are anchored on specific causes, such as livelihood, education, environment, and disaster mitigation.

Information on available volunteer-related activities originates from the Corporate Affairs Department that manages the Bank's CSR programs, and are cascaded to the various sectors of the Bank. LANDBANK allows pursuit of other volunteer efforts under approval of designated authorities or prescribed guidelines.

Time rendered under the Volunteerific Program are verified and recorded for monitoring of volunteer hours per Bank Sector. This is part of the criteria for the granting of a yearly Volunteerism Award to the sector that will garner the most points based on hours served by each employee and combined number of hours within each sector. Specifically, the required time for individuals is 24 hours with at least 50 per cent participation of total number of employees per sector.

Any monetary award will be donated to a volunteer involving organization or beneficiary of choice of the winning sector.

LANDBANK Christmas CSR Program

In the spirit of Christmas in 2015, Landbankers join hand in hand in earning fund intended for book printing to support the project "One Million Books for One Million Filipino Children" of Center for Art, New Ventures and Sustainability Development (CANVAS).

A total of 850 story books were turned over to students of Nicomedes C. Tolentino Elementary School and Pangyan National High School in Glan, Saranggani in February 2016.

These story books were funded by head office-based Landbankers through a fund-raising activity led by CARITAS during the LANDBANK Christmas Bazaar where an employee can fund one book by paying 100php for a caricature specially drawn by a CARITAS artist.

For 2016, Landbankers once again worked together during the Christmas Bazaar 2016 in collecting books intended for the creation of a Solar Library in Shalom Science Institute (SSI), Lanao del Sur. At the end of the bazaar, 21 boxes of books were collected.

Partner Givebay will also give its counterpart by providing twice the number of boxes of books donated by Landbankers.

These books are scheduled to be turnover on February 2017 through a book giving activity with SSI and other LANDBANK employees in the region.

Gawad KATUBIGAN Program

The Gawad (Kaakibat na Tulong sa Bayan para sa Inuming Kailangan) KATUBIGAN Program is an innovation of the disaster response program "Malinis na Tubig, Handog ng LANDBANK" which initially started in 2015 after Typhoon Lando hit the province of Nueva Ecija.

From being a disaster response providing access to clean drinking water to calamity-stricken areas, the program incorporated a disaster preparedness program.

In partnership with Waves for Water International (W4W) and Philippine Disaster Resilience Foundation (PDRF), the program distributes water filtration systems capable of filtering one million gallons of water per device which can last from five to ten years.

Aside from providing access to clean drinking water, the program also aims to reduce waterborne diseases.

During its disaster response activities, a total of 270 filters were distributed to 24 municipalities across the country benefiting about 27,000 individuals.

Meanwhile, the disaster preparedness program has helped three pre-identified disaster-prone communities which were selected based from the assessment of partners W4W and PDRF, and with the cooperation of local government units.

Said communities are Baguio, Coron and Tacloban where a total of 362 water filtration systems, 6 tanks and 6 drums were allocated, benefitting almost 12,000 individuals in all three areas.

Anti-corruption

G4-S03 Number and percentage of operations assessed for risks related to corruption and the significant risks identified

1. Coordinated with Business Risk Management Department (BRMD) the data required from Risk Management Group (RMG) on the Number and percentage of operations assessed for risks related to corruption and the significant risks identified.
2. BRMD disclosed that 671 Business Units (Bus) were assessed for risks related to corruption per Risk & Control Self-Assessment (RCSA) validated for 2016. Details are as follows:

LBP Sector and Subsidiaries	BUs
Office of the President	50
Operations Sector	154
Branch Banking Sector	379
Corporate Services Sector	10

LBP Sector and Subsidiaries	BUs
Treasury & Investment Banking Sector	12
Agricultural & Development Lending Sector	61
LBP Subsidiaries	5
Total	671

In view of the fact that various administrative cases of the Bank against LBP personnel is being handled by Accountability Assessment Committee (AAC), BRMD suggested that the requirement on significant risks related to corruption identified through the risk assessment be referred to AAC by CAD.

G4-S05 Confirmed incidents of corruption and actions taken

In 2016, there has been one case noted, which is the Falsification of Civil Service Commission Certificate of Eligibility (COE) and Use of Falsified COE for application for promotion committed by a Landbanker.

One employee was dismissed from service per Formal Investigation Report dated 15 December 2015, which was approved on 11 January 2016 by the Bank's Disciplining Authority.

Compliance

G4-S08 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations

In 2016, the Bank did not pay any significant monetary sanction for non-compliance with laws or regulations. The Bank did not incur any non-monetary sanction for non-compliance with laws or regulations.

Customer Health and Safety

G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

LANDBANK's products and services are designed to be compliant with the Monetary Board guidelines, BSP rules and regulations, and relevant laws of the Philippine Government, and there has been no incident of non-compliance with these regulations. These products and services do not directly affect the health and safety of the Bank's customers and stakeholders.

G4-PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes

LANDBANK's products and services are designed to be compliant with the Monetary Board guidelines, BSP rules and regulations, and relevant laws of the Philippine Government, and there has been no incident of non-compliance with these regulations. These products and services do not directly affect the health and safety of the Bank's customers and stakeholders.

Product and Service Labelling

G4-PR5 Results of surveys measuring customer satisfaction

Anti-Red Tape Act (ARTA) Compliance for 2016

In 2016, as one of its commitments under its Performance Scorecard required by the Governance Commission for GOCCs (GCG), the Bank entered into an agreement with the Civil Service Commission (CSC) for the conduct of the 2nd run of the self-funded Anti-Red Tape Act Report Card Survey (ARTA-RCS). The survey covered 100 selected LANDBANK Branches and Extension Offices (branch banking operations) nationwide which have not undergone the ARTA-RCS. The results showed that the Bank

obtained 100% passing rate with an overall national score of 88.14% equivalent to a "Good" descriptive rating, the same rating obtained by the Bank in the 2015 ARTA-RCS:

- 35 Branches/Extension Offices got Excellent rating;
- 64 were rated Good; and
- 1 garnered an Acceptable rating

In compliance with the implementing rules and regulations of Republic Act No. 9485 or the ARTA of 2007, the Citizen's Charter for Branch Banking Products and Services was repackaged to make it user-friendly. Further, the Citizen's Charter for Agrarian Products and Services was formulated to provide support to agrarian reform beneficiaries.

Marketing Communications

G4-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by types of outcomes

There have been no incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship.

Customer Privacy

G4-PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data

There are no records of substantiated complaints on 2016.

Compliance

G4-PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

In 2016, the Bank did not pay any monetary sanction for non-compliance with laws or regulations concerning the provision and use of products and services.

Financial Services Sector Disclosure

Product Portfolio

G4-FS7 Monetary value of products and services designed to deliver a specific social benefit for each Business line broken down by purpose

G4-FS8 Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose

Please refer to LBP Loans to All Sectors - Annex D.

Audit-DMA Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures (former FS9)

One of the cornerstones of effective corporate governance is internal audit. The LANDBANK's Internal Audit Group (IAG) directly reports to the Audit and Compliance Committee, a Board-level committee. Such reporting line allows the Group to exercise organizational independence to ensure that it is free from interference from

Management in establishing its risk-based Audit Plan specifically as to scope and frequency of audit engagements. In this way, IAG can provide a reasonable assurance to the Board of Directors and Management that governance, risk management and control processes are present and functioning and are working together using an Audit Rating System that is aligned with the COSO Internal Control – Integrated Framework 2013. The said framework is recognized as a leading framework for designing, implementing and conducting internal control and in assessing the effectiveness of systems of internal control. It enables the organization:

- To effectively and efficiently develop systems of internal control that adapt to changing business and operating environments
- To mitigate risks to acceptable levels
- To support sound decision making and governance of the organization

IAG, through its different units, plays a very important role in the Bank's initiatives to ensure that environmental and social policies and risk assessment procedures are being implemented. It provides a strong support to the Bank's continuing initiatives to be compliant with environmental laws, rules and regulations through the following:

1. As the Lead Auditor of the EMS Internal Audit which is composed of 16 auditors from different units of the Bank.

The EMS internal audit is an important management tool for verifying and monitoring the effective implementation of the Bank's EMS. It helps the Bank achieve its environmental goals by determining whether the requirements of applicable regulations/EMS standards are complied with and the areas for improvement, if any, are identified and properly addressed on a timely basis.

It basically covers the annual EMS audit of LBP Plaza and the 28 ISO 14001:2004 - certified branches in NCR and provinces which complements the annual surveillance EMS audit being conducted by an external service provider.

In relation thereto, the Quality Assurance and Support Team which reports directly to the Office of the Group Head- IAG conducts a Quality Assurance Review (QAR) of the EMS Internal Audit Process to provide reasonable

assurance to the Environmental Management Representative that the latter was conducted in an effective and efficient manner and in accordance with ISO 19011:2011 - Guidelines for Auditing Management Systems

The said QAR basically covers the examination of the whole process of EMS internal audit conducted at the LANDBANK Plaza and the rest of the ISO 14001:2004 - certified Branches.

2. As provider of assurance services to the Bank thru the regular conduct of Risk-Based Operations Audit of all Business Units using the Risk-Based Internal Audit Methodology

IAG conducts the Risk-Based Operations Audit of its entire audit universe within the three – year cycle except for those mandated by BSP to be audited on an annual basis. In performing the said audit, all IAG departments/unit include in the Engagement Work Programs the review of the auditee's compliance with the EMS Good Practices and Housekeeping. Any exception or audit finding as a result of such validation is being considered in determining the audit rating of the Business Unit under review.

Additionally, the Credit Review Department of IAG validates the conformity with applicable environmental laws, regulations and requirements of projects financed by the Bank in their review of the Loan Evaluation and Packaging process of Lending Units. This is being carried out thru reliance with the Environmental Assessment Report being issued by the Environmental Program and Management Department (EPMD) whose main function, among others, is to implement the environmental policy on credit delivery and provides technical support on environmental due diligence and climate change vulnerability assessment on Bank-financed programs and projects . The operations of EPMD are being audited by HOSTAD normally once in three years.

ANNEX A

LBP LOANS TO ALL SECTORS

As of 31 December 2016

(₱ Millions)

	SECTORS	LUZON	VISAYAS	MINDANAO	HEAD OFFICE-BASED LOANS	TOTAL
I	<i>Mandated Sector</i>					
	Small farmers including agrarian reform beneficiaries and their associations	20,319.91	10,207.46	9,720.32	469.00	40,716.69
	Small fisherfolk and their associations	52.69	22.81	31.90	-	107.40
	Sub-Total	20,372.60	10,230.27	9,752.22	469.00	40,824.09
II	<i>Support for Agriculture and Fisheries</i>					
	Agribusiness	10,393.27	10,296.24	13,630.96	19,475.96	53,796.43
	Aqua-business	-	10.20	476.95	808.93	1,296.08
	Agri-Aqua related projects of Local Government Units (LGUs) and Government-Owned and -Controlled Corporations (GOCCs)	7,933.05	4,116.27	6,222.79	37,636.18	55,908.29
	Sub-Total	18,326.32	14,422.71	20,330.70	57,921.07	111,000.80
III	<i>Support for Other National Government Priority Programs (including Public-Private Partnership (PPP) projects)</i>					
	Micro, small and medium enterprises	-	-	-	-	-
	Communications	19,584.40	7,680.00	10,095.81	25,407.95	62,768.16
	Transportation	114.69	133.39	-	27,800.00	28,048.08
	Housing (Socialized, Low Cost and Medium Cost)	5,163.05	5,694.07	3,585.66	15,589.29	30,032.07
	Education	4,162.76	3,110.69	222.49	32,958.17	40,454.11
	Health Care	1,671.05	218.42	518.46	2,126.99	4,534.92
	Environment-related projects	3,971.71	926.91	986.56	4,282.12	10,167.30
	Tourism	796.18	229.20	1,026.21	13,337.47	15,389.06
	Utilities	1,238.00	437.89	1,595.55	3,259.44	6,530.88
	Others	2,942.34	3,310.45	1,571.63	62,621.03	70,445.45
	Sub-Total	11,686.08	2,633.82	5,946.21	-	20,266.11
	TOTAL PRIORITY SECTOR LOANS	51,330.26	24,374.84	25,548.58	187,382.46	288,636.14
		90,029.18	49,027.82	55,631.50	245,772.53	440,461.03
	<i>Others</i>					
	Other LGU Loans	4,741.32	2,487.24	1,941.05	1,782.33	10,951.94
	Other GOCC Loans	-	-	-	14,852.25	14,852.25
	Others	1,707.34	6,206.48	4,806.74	9,868.98	22,589.54
	TOTAL OTHER SECTOR LOANS	6,448.66	8,693.72	6,747.79	26,503.56	48,393.73
	LOANS TO ALL SECTORS	<u>96,477.84</u>	<u>57,721.54</u>	<u>62,379.29</u>	<u>272,276.09</u>	<u>488,854.76</u>

ANNEX B: LANDBANK PRODUCTS AND SERVICES

DEPOSIT PRODUCTS

1. Regular Passbook Savings Account
2. ATM Savings Account
3. Regular Current Account
4. Current Account with ATM Access
5. Peso E.A.S.Y (Earning Access & Sure Yield) Check
6. Peso E.A.S.Y (Earning Access & Sure Yield) Check with ATM Access
7. Regular Peso Time Deposit
8. Easy Savings Plus (ESP)
9. High Yield Savings Account (HYSA)
10. US \$ Dollar Savings Deposit
11. US \$ Dollar Time Deposit
12. Easy \$ Dollar Pension
13. Euro Savings Account
14. Euro Time Deposit Account
15. High Yield U.S. Dollar Time Deposit
16. High Yield U.S. Dollar 3-Year Time Deposit
17. Renminbi (Chinese Yuan) Savings Account
18. Renminbi (Chinese Yuan) Time Deposit Account
19. Auto-Save Deposit Account
20. Overseas Filipino (OF) Deposit Account

FCDU PRODUCTS and SERVICES

- Deposit Transaction
 1. Clearing of FX Check Deposited in an FCDU account via Cash Letter Service
 2. Clearing of FX Check Drawn Against a Local Bank via Collection Letter Service
 3. FX Check
 4. FX Currencies
 5. Incoming Local Remittance Phil. Domestic Dollar Transfer System (PDDTS) via Gross Settlement Real Time (GSRT) Mode/End-of-day (EOD) Netting
 6. Incoming Foreign Remittance
- Withdrawal Transaction
 1. Via Foreign Currency Demand Draft
 2. Via FX Currencies
 3. Via Outgoing PDDTS - GSRT Mode

4. Via Outgoing Foreign Electronic Fund Transfer
5. Via Philippine Peso

- FX Currency Purchase Transactions
 1. Outright Purchase of FX Currencies
 2. Outright Purchase of FX Instruments
- FX Currency Sale Transactions
 1. Sale of FX Currencies
 2. Sale of FX thru Telegraphic Transfer
 3. Sale of FX thru Demand Draft
- Inward Remittance
 1. Incoming Foreign Remittance from any Foreign Bank
 2. Incoming Local Remittance PDDTS via GSRT Mode/EOD Netting
 3. Inward Remittance
 4. Inward Remittances (prior to shipment)
 5. Inward Remittances (with shipping documents)

e-BANKING PRODUCTS

1. i-Access (Retail Internet Banking Facility)
2. weAccess (Institutional Internet Banking Facility)
3. Easy Check Plus (Corporate Check Printing System)
4. LGU-Online Collection
5. LANDBANK E-Card
6. LANDBANK Cash Card
7. wePayAccess (Micro Internet Banking Facility)
8. Easy Padala
9. LANDBANK Phone Access
10. Globe G-Cash
11. Radio Frequency Identification Card (RFID)
12. eTax Payment System (eTPS)
13. LANDBANK Visa Card
14. Electronic Modified Disbursement System (EMDS)
15. LANDBANK Mobile Banking Application (MBA)
16. ePayment Portal

ANCILLARY PRODUCTS

1. Deposit Pick-Up Services
2. Payroll Services
3. Revenue Collection Agreement
4. Safety Deposit Box
5. Demand Draft
6. Manager's Check
7. LANDBANK Gift Check

LOANS

- Agrarian
 1. Land Transfer Claims
 2. Bonds Transactions
 3. Landowners Assistance
 4. Special Lending Window for Landowners and Bondholders
- Housing and Mortgage Programs
 1. Home Program (LANDBANK Housing Opportunities Made Easy)
 2. End Buyers Financing Tie-Up with the Developers engaged in Socialized, Low Cost and Medium Cost Housing Easy Home Loan
 3. Bahay Para sa Bagong Bayani (3-B) Program
 4. Mortgage Loan
- Equity Investment Programs
 1. Strengthening Program for Cooperatives Bank Plus (SPCB Plus)
 2. Consolidation Program for Rural Banks (CPRB)
- Mobile Loan Saver
 1. Mobile Loan Saver
- Development Lending Program
 - Commodity - Based Program
 1. Cacao 100 Program
 2. Kawayan Financing Program
 3. Coffee 100 Financing Program
 4. Coconut Production and Processing Financing Program
 5. Banana Financing Program

6. LBP – SMC Corn/Cassava Assemblers and Consolidation Financing Program
7. Rubber Financing Program
8. ISDA Program
9. MILK Program
10. Poultry Lending Program
11. Seaweeds Financing Program
12. Oil Palm Financing Program

- Programs for Individual Small Farmers & Fishers and Agrarian Reform Beneficiaries
 1. Empowering Barangays in Remote Areas through Credit and Enterprises (EMBRACE)
 2. Agricultural and Fisheries Financing Program (AFFP)
 3. Agrarian Production Credit Program (APCP)
 4. Sikat Saka I and II Program (SSP I & II)
 5. Credit Assistance Program - Prog. Beneficiaries Dev't (CAP-PBD)

LOANS

- Microfinance Program
 1. Microfinance Program for Microfinance Institutions (MFI) Retailers
- Calamity Assistance Program
 1. LBP Calamity Rehabilitation Support (CARES) Program
 2. CFI-Calamity Assistance Program (CFI-CAP)
 3. Yolanda Rehabilitation Program (YRP) – Fund fully committed
- Step Up Loan Program
 1. Step Up Loan Program
- Agricultural Credit Support Project
 1. Agricultural Credit Support Project
- Infrastructure Development Credit Program
 1. Metro Manila Wastewater Management Project (MWMP)
 2. Builders Program
 3. Local Government Unit (LGUs) Lending Program

- Power/Water Sector Development and Environment Protection Credit Programs
 1. Bringing Inclusive Growth in every Household Through National Electrification Support Services (BRIGHTNESS)
 2. Renewable Energy Lending Program
 3. H2HOPE (Water Program for Everyone)
 4. Climate Safe Program (Special Adaptation Facility for the Ecosystem)
 5. Carbon Finance Support Facility (LANDBANK's Flagship Program for Climate Change Mitigation)
 6. Climate Smart Financing Program (Positive Action Towards Sustainable Development)
 7. Development)
 8. Project Preparation Fund
- Business Development and Entrepreneurial Credit Programs
 1. Access of Small Enterprises to Sound Lending Opportunities (ASENSO) Program
 2. SSS Business Development Facility
 3. SSS Social Development Loan Facility
 4. OFW Filipino Workers (OFW) Reintegration Program
 5. Health-Plus Program
- Credit Programs for Educational Support
 1. Lending Program for State Universities and Colleges

INTERNATIONAL TRADE SERVICES

- Export
 1. Advice of Export LC/s/Amendments
 2. Export Collections/Outward Bills for Collection (OBC)
 3. Export Bills Purchase (EBP)
 4. Collection of Documentary Stamp Fees

- Import
 1. Opening or Issuance of Foreign Commercial Letter of Credit (LC)
 2. Opening or Issuance of Domestic Commercial LC
 3. Processing of Commercial LC Amendment (Foreign & Domestic)
 4. Issuance of Shipping Guaranty/Advance Release
 5. Processing of Import Bills
 6. Processing of Domestic Bills (DB)
 7. Processing of Inward Bills for Collection
 8. Processing of Direct Import Remittance (DIR)
 9. Processing Advance Import Payments (AIP)
 10. Conversion of Import to Trust Receipts (TR)
 11. Opening or Issuance of Stand-By LC
 12. Issuance of Guarantee (Against Foreign Bank Counter – Guarantee)

INVESTMENTS

- Trust Products and Services
 1. Trust Arrangements
 - Unit Investment Fund (UITF)
 - Personal Equity & Retirement Account – Unit Investment Trust Funds (PERA-UITFs)
 2. Institutional Trust Accounts
 3. Other Institutional Services
 4. Investment/Portfolio Management (PhP or US\$)
 5. Special Purpose Trust
 6. Basic Documentary Requirements for Account Opening
- Treasury Products
 1. Government Securities
 2. Corporate Securities
 3. LANDBANK Issues

ANNEX C-1

STATEMENT OF CONDITION (PRUDENTIAL) * December 31, 2016 (In Million Pesos)

ASSETS	
Cash, Cash and Other Cash Items, Due from Banks	395,222
Investments (net)	465,802
Loans and Receivables (net)	508,734
Regular Loans	478,368
Treasury Loans	30,366
Bank Premises and Equipment	6,624
Real and Other Properties Acquired (net)	4,057
Other Assets	14,821
TOTAL ASSETS	1,395,260
LIABILITIES AND CAPITAL	
LIABILITIES	
Deposits	1,236,291
Bills Payable	29,971
Other Liabilities	43,618
TOTAL LIABILITIES	1,309,880
CAPITAL	85,380
TOTAL LIABILITIES AND CAPITAL	1,395,260

* Unaudited

ANNEX C-2

STATEMENT OF INCOME AND EXPENSES - PRUDENTIAL * For the year ended December 31, 2016 (In Million Pesos)

REVENUES	
Loans	23,994
Investments	16,491
Foreign Exchange Profit/Loss	523
Fees and Commissions	1,616
Others	4,023
GROSS REVENUES	46,647
EXPENSES	
Interest on Deposits	9,410
Interest on Borrowed Funds	845
Interest on Unsecured Subordinated Debt	46
Manpower Cost	8,671
Operating Expenses	13,147
Depreciation/Amortization	928
Taxes & Licenses	2,727
Administrative & Other Expenses	9,492
Provision for Losses	118
TOTAL EXPENSES	32,237
NET INCOME BEFORE TAX	14,410
PROVISION FOR INCOME TAX/(INCOME TAX BENEFIT)	830
NET INCOME AFTER TAX	13,580

* Unaudited

ANNEX D

LBP LOANS TO ALL SECTORS

As of 31 December 2016

(₱ Millions)

SECTORS		AMOUNT	% TO TOTAL	
I	<u>Mandated Sector</u>			
	Small farmers including agrarian reform beneficiaries and their associations	40,716.69	8.33%	
	Small fishers and their associations	107.40	0.02%	
	Sub-Total	40,824.09	8.35%	
II	<u>Support for Agriculture and Fisheries</u>			
	Agri-business	53,796.43	11.00%	
	Aqua-business	1,296.08	0.27%	
	Agri-aqua related projects of Local Government Units and Government Owned and Controlled Corporations	55,908.29	11.44%	
	Sub-Total	111,000.80	22.71%	
III	<u>Support for Other National Government Priority Programs (Including PPP Projects)</u>			
	Micro, small and medium enterprises	62,768.16	12.84%	
	Communications	28,048.08	5.74%	
	Transportation	30,032.07	6.14%	
	Housing (Socialized, low-cost and medium-cost)	40,454.11	8.28%	
	Education	4,534.92	0.93%	
	Health care	10,167.30	2.08%	
	Environment-related projects	15,389.06	3.15%	
	Tourism	6,530.88	1.34%	
	Utilities	70,445.45	14.41%	
	Others	20,266.11	4.15%	
		Sub-Total	288,636.14	59.04%
		TOTAL PRIORITY SECTOR LOANS	440,461.03	90.10%
		<u>Others</u>		
	Local Government Units - Others	10,951.94	2.24%	
	Government Owned and Controlled Corporations - Others	14,852.25	3.04%	
	Others	22,589.54	4.62%	
	TOTAL LOANS TO OTHERS	48,393.73	9.90%	
	LOANS TO ALL SECTORS	488,854.76	100%	