

Component Objective/Measure		Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
SOCIO-ECONOMIC					
SO 1	Expand Financial And Other Services In All Provinces, Cities And Municipalities				
SM 1	Amount of outstanding loans in the 20 poorest provinces as identified under the RSBSA of the DA	5%	₱27.0 Bn	₱28.1 Bn	5%
SM 2	Percentage of loans to priority sectors	n/a	90%	93.9%	n/a
SM 3	Amount of outstanding loans to small farmers and fishers	5%	₱41.0 Bn	₱45.3 Bn	5%
SM 4	Launch of financial inclusion caravans in rural municipalities	2.5%	Financial inclusion caravans in 6 sites	Conducted six (6) Financial Inclusion Caravans in the following sites: 1. Barotac Nuevo, Iloilo 2. Argao, Cebu 3. Sugbongcogon, Misamis Oriental 4. Moncada, Tarlac 5. Braulio E. Dujali, Davao del Norte 6. Kiangnan, Ifugao	2.5%
SM 5	Amount of outstanding loans supporting Agriculture and Fisheries	10%	₱118.0 Bn	₱138.1 Bn	10%
SO 2	Support National Development Programs (micro, small and medium enterprises, communications, transportation, housing (socialized, low cost and medium cost), education, health care, environment-related projects, tourism, utilities and livelihood/salary loans)				
SM 6	Amount of loans supporting other government programs	10%	₱309.0 Bn	₱380.7 Bn	10%

Component Objective/Measure		Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
SO 3 Maintain Competitive ROE					
SM 7	ROE higher than the industry rate	5%	ROE equal or higher than the industry rate	14.80 % Industry Average Ratio as of 30 September 2017 - 9.66% (source: BSP)	5%
FINANCE					

Component Objective/Measure	Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
SO 4 Provide The Funding & Assistance In A Timely Manner				
SM 8a Percentage of accounts with loan amounts of ≤ ₱15 M processed within Turn-around Time (TAT) – from receipt of complete documents to loan approval/denial	7.5%	80% of loan accounts with amount of ≤ ₱15M are processed within 15 banking days	99% of loan proposals are processed within the 15 banking days period	7.5%
SM 8b Percentage of accounts with loan amounts of > ₱15 M processed within Turn-around Time (TAT) - from receipt of complete documents)	7.5%	80% of loan accounts with amount of > ₱15M are processed within 45 banking days	98% of loan proposals are processed within the 45 banking days period	7.5%
STAKEHOLDERS				

Component Objective/Measure		Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
STAKEHOLDERS					
SO 5 Anticipate The Needs & Provide New/Enhanced Products & Services In A Timely Manner					
SM 9	Customer Satisfaction based on Third-Party Survey	7.5%	85% of respondents giving "Satisfactory Rating"	<ul style="list-style-type: none"> In general, the 3rd wave of the Nationwide Customer Satisfaction Survey (NCSS) conducted by Nielsen Philippines in 2017 reflects that 96% of the respondents gave a "Satisfactory Rating". 	7.5%

Component Objective/Measure		Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
STAKEHOLDERS					
SO 6	Process Land Transfer In A Timely Manner				
SM 10	Percentage of claim folders processed within the average turn-around time (30 working days) from receipt of complete documents	5%	100%	100%	5%

Component Objective/Measure	Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
SO 7 Enhance Banking Operations Thru Technological Solutions				
INTERNAL PROCESS SM 11 No. of new IT projects implemented	10%	3 IT projects to be implemented as follows: 1. New ATM Switch System – EMV-Compliant 2. LANDBANK Phone Access Upgrade Phase II 3. Integrated Treasury System	1. Implemented – June 25, 2017 2. Implemented – June 25, 2017 3. Users Acceptance Testing (UAT) Certificate signed on December 29, 2017	10%

Component Objective/Measure	Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
INTERNAL PROCESS				
SO 8	Establish Strategic Alliances In The Delivery Of Bank Services			
SM 12	No. of strategic alliances formed (including outsourcing of services, joint ventures, horizontal & vertical strategic alliances etc.)	5%	<ul style="list-style-type: none"> • 2 strategic alliances to be formed • DEPED Bridge Financing for K-12 Schools • LTFRB Cashless Payment Solution 	5%
			<ul style="list-style-type: none"> • Completed – Issuance of LANDBANK Executive Order 15 s. 2017 • Done – Launching / Signing of Memorandum of Agreement was held on May 08, 2017 	

Component Objective/Measure	Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
SO 9 Enhance And Accelerate New Product Development & New Channel Development				
SM 13 No. of new products and channels developed	5%	4 new products to be developed: <ol style="list-style-type: none"> 1. Harnessing Agribusiness Opportunities through Robust and Vibrant Entrepreneurship Supportive of Peaceful Transformation (HARVEST) 2. Lending to Young Agri – Entrepreneurs 3. Franchising Lending 4. LBP-Sugar Regulatory Administration (SRA) Socialized Credit Facility for small sugarcane farmers under the Sugarcane Industry Development Act (SIDA) 5. LBP-Charoen Pokphand Foods Philippines (LBP-CPFP) Livestock Contract Growing Farmers Financing Program 6. LANDBANK Special Program for Environment- friendly and Efficiently- Driven (SPEED) Jeepneys 	<ol style="list-style-type: none"> 1. JICA declared loan effectivity 09 June 2017 2. Completed – Issuance of LBP Executive Order 115 s. 2017 Effective 28 December 2017 3. Completed – Issuance of LBP Executive Order 110 s. 2017 Effective 10 December 2017 4. Completed – Issuance of LBP Executive Order 117 s. 2017 Effective 28 December 2017 5. Completed – Issuance of LBP Executive Order 75 s. 2017 Effective 31 July 2017 6. Completed – Issuance of LBP Executive Order 58 s. 2017 Effective 26 April 2017 	5%
INTERNAL PROCESS				

Component Objective/Measure	Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
INTERNAL PROCESS				
SO 10	Establish A Robust Risk Management System			
SM 14	No. of internal models developed to quantify risk	5%	<p>(3) Credit rating models to be developed:</p> <ol style="list-style-type: none"> 1. Commercial/ Offshore/ Foreign Banks 2. Credit Card 3. LANDBANK Mobile Loan Saver Facility 	<ol style="list-style-type: none"> 1. <u>Developed</u> Deliberated and approved by the Credit Committee (CreCom) on 28 November 2017 and complied instructions on 11 December 2017 2. <u>Developed</u> Deliberated and approved by the Branch Operations Committee (BOC) on 28 November 2017 per Resolution No. 2017-1128-153 3. <u>Developed</u> Deliberated and approved by the Branch Operations Committee (BOC) on 22 December 2017 per Resolution No. 2017-1221-183
				5%

Component Objective/Measure	Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating	
INTERNAL PROCESS					
SO 10 SM 14	Establish A Robust Risk Management System No. of internal models developed to quantify risk	5%	(2) behavioral models to be developed for cash flow forecasting 1. CASA core deposit 2. Time deposit pre-termination	Guidelines for the two behavioral models were approved by Asset and Liability Committee (ALCO) on 24 November 2017, Risk Oversight Committee (ROC) on 27 November 2017 and the Board of Directors (BOD) on 12 December 2017	5%

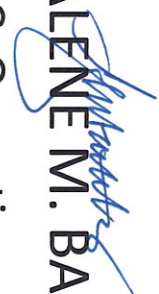
Component Objective/Measure	Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
SO 11 Establish High Performance Culture				
SM 15 Average Competency Level of the Organization	5%	30 % of employees with identified competency gaps addressed by providing the following interventions: 1. In-house and external formal classroom trainings; and 2. Job Knowledge Enhancement (JKE) sessions	Completed as scheduled The Organization Development Department provided the 1,453 or 98% of 1,475 employees (whose assessment results are below 80%) with at least one formal/classroom training (majority of which belong to the top 5 functional groups as indicated below), and/or Job Knowledge Enhancement (JKE) sessions on their specific department's functions, processes and systems.	5%
LEARNING AND GROWTH				

Component Objective/Measure	Weight	2017 Targets	Performance/ Accomplishments Jan. – Dec. 2017	Rating
SO 12 Develop World-Class Operations				
SMI 16 Establishment of Quality Management System	5%	<ol style="list-style-type: none"> 1. Approved Quality Manual and approved Procedures and Work Instructions Manual, including forms, Integrated Quality & Environmental Management System Manual and Integrated Management System Policy. 2. Evidence of ISO 9001-aligned QMS implementation: <ul style="list-style-type: none"> ✓ Certification of the Head of Agency on the conduct of Internal Quality Audit; and ✓ Minutes of the FY 2017 Management Review 	<ol style="list-style-type: none"> 1. Training-Workshop on IMS Internal Assessment 2. Conduct of IMS Internal Assessment (Quality and Environment) of selected Bank units 3. Compliance to GQMC 2017-01 requirements: <ul style="list-style-type: none"> • Posting of IMS Manual • Minutes of Management Review • Conducted ISO 9001 and 14001 audit/assessment 	5%
TOTAL OF WEIGHT	100%			100%

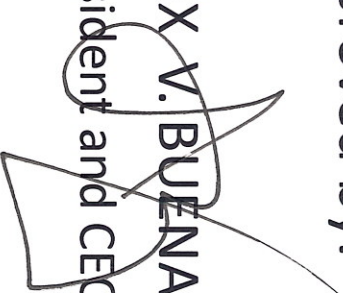
LEARNING AND GROWTH

Certified Correct:

 **ELCID C. PANGILINAN** 27 Feb 2018
FVP, Strategic Planning Group Date

 **ANNAELENE M. BAUSTISTA** 27 Feb 2018
FVP/OIC, Operations Sector Date

Approved by:

 **ALEX V. BUENAVENTURA** _____
President and CEO Date

CARLOS G. DOMINGUEZ III _____
Chairman, Board of Directors Date