

Component					1 st Quarter			
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System	Annual	Target	Actual	
F i n a n c i a l	SO 1	Ensure Sustainable Financial Growth						
	SM 1	Increase Net Income After Tax (NIAT)	Net Income Less Income Tax	20%	(Actual / Target) x Weight	₱162.63 Million	₱47.04 Million	₱55.43 Million (20%)
	SM 2	Improve Return on Equity (ROE)	Net Income / Shareholders' Equity	5%	(Actual / Target) x Weight	13.00%	13.00%	16.19% (5%)
	SM 3	Improve Budget Utilization Rate	Actual Expenses / Budgeted Expenses	5%	(Actual / Target) x Weight	Not lower than 90%, but not exceeding 100%	90%	93.15% (5%)
	Sub-total						30%	
S t a k e h o l d e r s / C u s t o m e r s	SO 2	Improve Service Delivery						
	SM 4	Percentage of Satisfied Customers	Number of respondents which gave at least Satisfactorily rating / Total number of respondents	5%	(Actual / Target) x Weight Below 80% = 0%	90% of respondents rated LIBI "Satisfied"	Scouting of 3rd party service provider	Revisited the Guidelines on the Conduct of CSAT for 2022 and for preparation of the Terms of Reference (TOR) to be used for the selection of the Service Provider (0.00%)
	SO 3	Provide Wider Market Reach for Microinsurance Products for Agricultural and Fisheries Development						
	SM 5	Number of Clients covered by Microinsurance	Absolute Figure	5%	(Actual / Target) x Weight	500 farmers covered by Microinsurance	125	10 (5%)
	SM 6	Number of Clients covered by various LBP Programs		5%		200 farmers covered by ACEF Program	50	51 (5%)
	SO 4	Provide Wider Market Reach for Financial Viability						

	SM 7	Increase Premium Volume	Absolute Amount	30%	(Actual / Target) x Weight	₱1,230.41 Million	₱307.6 Million	365.47 (30.00%)
	Sub-total			45%				(40.00%)
I n t e r n a l P r o c e s s e s	SO 5	Improve Efficiency and Quality of Insurance Process						
	SM 8	Percentage of Notification of Coverage issued within the applicable processing time	Total Processing Time of All Issuance of Notification of Coverage / Total Number Issuance of Notification of Coverage	5%	(Actual / Target) x Weight	100% Applicable Processing Time based on LIBI's compliance with ARTA	Provide quarterly accomplishment report	Continued monitoring and measurements of the Turn-around time (TAT)
	SO 6	Enhance Existing Processes Comparable with the Industry						
	SM 9	Improve Processes to Quality Management System	Actual Accomplishment	10%	All or Nothing	Pass Surveillance Audit for ISO 9001: 2015 Certification	Coordinate with Certifying Body on the new regulations for Certification per IATF Memo. Cir. 2022-01 and Identification of one core internal service/process to be included in the Certification	Working on the Opportunity for Improvement (OFI's) based on the Findings in the Surveillance Audit and Coordinating with the NQA Phil. regarding new requirements for per IATF Memo. Cir. 2022-01
	Sub-total			15%				
L e a r n i n g & G	SO 7	Develop Strategic Skills & Competence of Officers and Staff						
	SM 10	Improve Competency of the Organization	2022 Competency Level vs 2021 Baseline for all competencies	5%	All or Nothing	Improvement on the Organizational Competency Level based on the 2021 year-end assessment	Provide Quarterly Accomplishment Report	Evaluation of the Competency Result Analysis and in process of scouting possible trainings/ interventions upon implementation of Capability Training Program

r o w t h	SO 8	Enhance IT Infrastructure						
	SM 11	Implementation IT Projects	Actual Accomplishment vs Work Program	5%	(Actual / Target) x Weight	100% Implementation of the following IT projects based on ISSP: 1. Payroll System 2. IBM Notes (email)	Provide Quarterly Accomplishment Report	Conducted Bidding and Awards for Payroll System
	Sub-total			10%				
	TOTAL			100%				