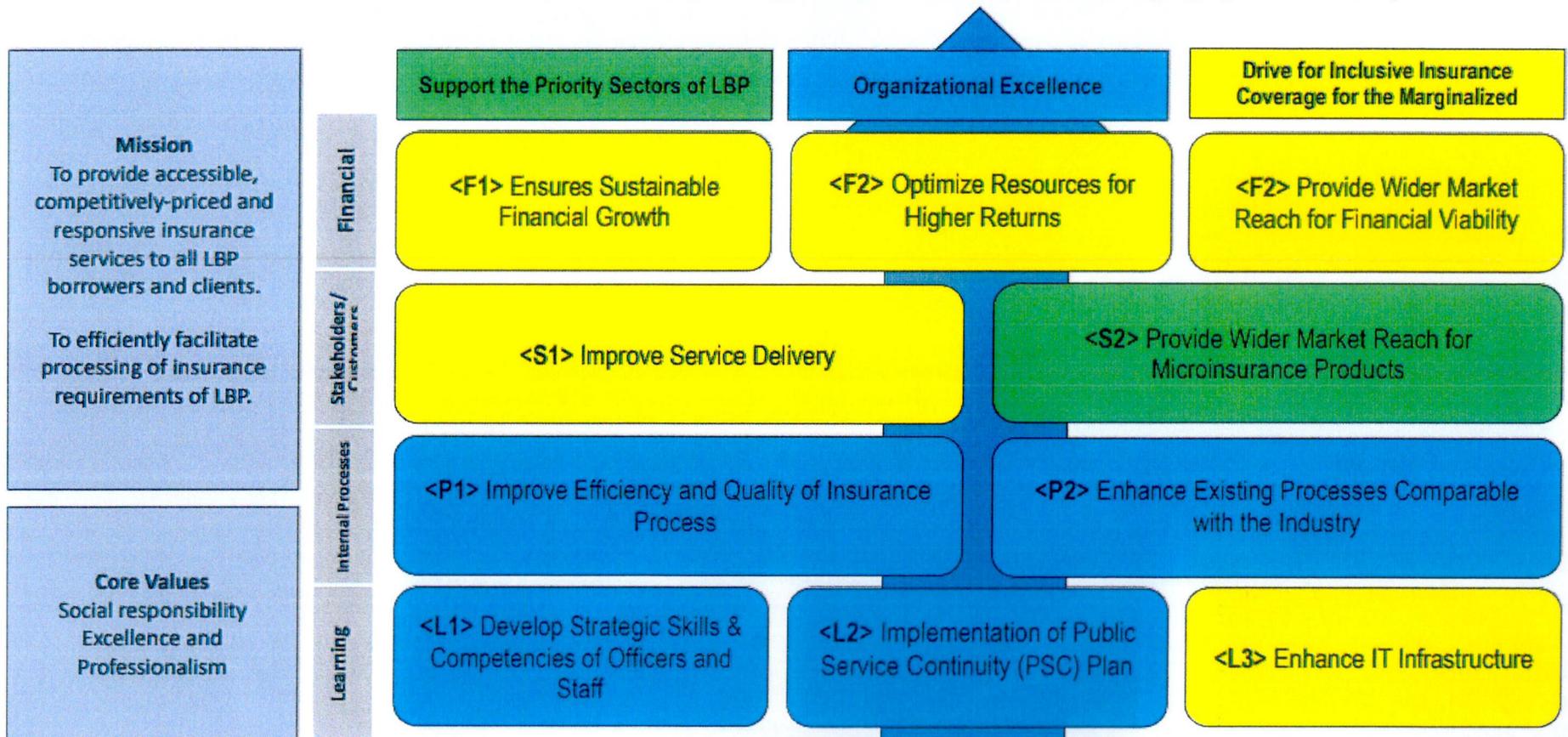


LBP (Land Bank of the Phil.) Insurance Brokerage, Inc. (LBP-IBI)

LIBI 2026 LIBI STRATEGY MAP

By 2029, LIBI shall be one of the leading and most trusted insurance brokerage firms, with customer satisfaction as its top priority by leveraging technology to serve its clients, and increasing its competitiveness in the industry while contributing to global sustainability, United Nations Sustainable Development Goals (UNSDG), disaster resilience, and fostering equity and inclusivity.



[Handwritten signatures]

LBP INSURANCE BROKERAGE, INC. (LIBI)
2026 Performance Scorecard

COMPONENT					BASELINE DATA			TARGET		
	OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2022	2023	2024	2025	2026	
FINANCIAL	SO 1	Ensure Sustainable Financial Growth								
	SM 1	Net Income After Tax (NIAT)	Net Income Less Income Tax	15%	(Actual / Target) x Weight	₱251.25 Million ¹	₱186.03 Million	₱201.4 Million	₱145 Million	₱120 Million
	SO 2	Optimize Resources for Higher Returns								
	SM 2	Improve Budget Utilization Rate	Total Disbursements / Board-approved Corporate Operating Budget (both net of PS)	5%	(Actual / Target) x Weight	72.10%	55.38%	68.77%	90%	90%
	SO 3	Provide Wider Market Reach for Financial Viability								
	SM 3	Total Premium Volume								
	a)	Life Insurance	Absolute Amount	12.5%	(Actual / Target) x Weight	₱1,622.45 Million ²	₱1,159.60 Million	₱519.06 Million	₱179.25 Million	₱128.78 Million
	b)	Non-Life Insurance		12.5%	(Actual / Target) x Weight		₱722.47 Million	₱628.20 Million	₱583.85 Million	₱650 Million
		Sub-Total		45%						

¹ Prior to the adoption of PFRS 15.

² Life and Non-Life Insurance.

COMPONENT					BASELINE DATA			TARGET	
OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2022	2023	2024	2025	2026	
SO 4 Improve Service Delivery									
SM 4	Customer Satisfaction Survey (CSS)	Number of respondents who gave at least Satisfactorily rating / Total number of respondents	5%	(Actual / Target) x Weight 0%=if less than 80%	82.89%	98.60%	96.70%	90%	90%
SO 5 Provide Wider Market Reach for Microinsurance Products									
SM 5	Clients Covered by Microinsurance	Absolute Number	15%	(Actual / Target) x Weight	542 beneficiaries covered by Microinsurance	Unverifiable	3,830 beneficiaries covered by Microinsurance	4,500 beneficiaries covered by Microinsurance ³	4,500 clients covered by Microinsurance ⁴
Sub-Total			20%						

STAKEHOLDERS/ CUSTOMERS

³ Pertains to the total number of assured clients (one count per insured individual, regardless of the number of policies obtained).

⁴ *Id.*

COMPONENT					BASELINE DATA			TARGET	
	OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2022	2023	2024	2025	2026
INTERNAL PROCESSES	SO 6	Improve Efficiency and Quality of Insurance Process							
	SM 6	Percentage of: (a) Insurance Quotation/Proposal; (b) Notification of Coverage/Insurance Policy Issued/Processed; and (c) Insurance Claims Settled, within the Applicable Processing Time. ⁵							
	a)	Issuance of Insurance Quotation/Proposal	Number of Quotations or Proposal Issued within the Applicable Processing Time / Total Applications for Issuance of Quotation or Proposal Received	5%	(Actual / Target) x Weight	-	-	-	-
b)	Issuance of Notification of Coverage/ Insurance Policy	Number of Applications for Issuance of Notification of Coverage Processed within the Applicable Processing Time / Total Applications for Issuance of Notification Coverage Received	5%	(Actual / Target) x Weight	79.96%	42.51%	74.01%	100%	100% of Notices of Coverage issued within the Applicable Processing Time based on LIBI's compliance with ARTA

⁵ Applicable Processing Time will be based on LIBI's Citizen's Charter in compliance with Republic Act No. 11032.

COMPONENT					BASELINE DATA			TARGET		
OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2022	2023	2024	2025	2026		
c)	Settlement of Insurance Claims	Number of Claims Settled within the Applicable Processing Time / Total Applications for Claims Received	5%	(Actual / Target) x Weight	-	-	-	-	100% Claims Settled within the Applicable Processing Time based on LIBI's compliance with ARTA	
SO 7	Enhance Existing Processes Comparable with the Industry									
SM 7	Compliance with Quality Standards (ISO QMS)	Actual Accomplishment	5%	All or Nothing	Recertification of ISO 9001:2015 Certification	Passed the surveillance Audit for ISO 9001 :2015	Undue delay in the conduct of audit	Pass the Surveillance Audit ISO 9001:2015 Certification	Maintain ISO 9001:2015 Certification	
	<i>Sub-Total</i>		20%							
SO 8	Develop Strategic Skills & Competencies of Officers and Staff									
LEARNING & GROWTH	SM 8	Percentage of Employees with Required Competencies Met	Number of Personnel Who Met All the Required Competencies over Total Number of Personnel	5%	All or Nothing	Improved the Competency Level of the Organization However, the CGO-A cannot objectively validate the reported accomplishment	Improved the Competency Level of the Organization	Secretary's Certificate re Board-approved Competency Framework	Improvement on the Organizational Competency Level based on the 2024 Baseline Assessment	Improvement on the Organizational Competency Level based on the 2025 Assessment
								Conducted beyond the prescribed timeline		

COMPONENT					BASELINE DATA			TARGET	
OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2022	2023	2024	2025	2026	
SO 9 Implementation of Public Service Continuity (PSC) Plan									
SM 9	Implementation of Public Service Continuity Plan	Actual Accomplishment	5%	(Actual / Target) x Weight	-	-	-	Board - Approved Public Service Continuity Plan (PSCP)	100% Implementation of 2026 deliverables based on the Board-Approved PSCP
SO 10 Enhance IT Infrastructure									
SM 10	Implementation of IT Projects	Number of 2026 deliverables completed / Total number of 2026 deliverables per ISSP submitted to DICT/MITHI	5%	(Actual / Target) x Weight	Implemented the following systems: 1. Enhancement of Timekeeping and Payroll 2. Enhancement of Email System	Implemented the following systems: 1. IIBS Virtualization 2. DMS Visualization 3. Automation of TAT Monitoring (as part of the enhancement of IIBS)	1/1 of IT Projects Implemented (Supplies and Inventory Management System)	100% Implementation of the IT project based on the DICT-approved ISSP	100% Accomplishment of 2026 deliverables based on the 2024-2026 ISSP submitted to or approved by the DICT/MITHI
Subtotal			15%						
Total			100%						

COMPONENT				BASELINE DATA			TARGET	
OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2022	2023	2024	2025	2026
BONUS STRATEGIC MEASURE								
GAD Budget Utilization		1%	All or Nothing	-	-	5.37%	5% of Total COB	5% of Total COB
ISO Certification on any of the following standards: a. Environmental Management System b. Business Continuity Management System (BCMS)		1%	All or Nothing	-	-	-	a. ISO 14001:2015 Certification b. ISO 22301:2019 Certification	a. ISO 14001:2015 Certification b. ISO 22301:2019 Certification

For GCG:



ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ

Commissioner

For LIBI:



HON. EUSEBIO A. CORTEZ

President and Chief Executive Officer