

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2026**

|  |                |  |              |  |
|--|----------------|--|--------------|--|
| <b>Organization:</b> LBP Insurance Brokerage, Inc.           |                | <b>Organization Category:</b> National Government, Government-Owned and Controlled Corporation |              |  |
| <b>Organization Hierarchy:</b> LBP Insurance Brokerage, Inc. |                |  |              |  |
| <b>Total Budget/GAA of Organization:</b>                     | 154,515,479.51 |  |              |  |
| <b>Total GAD Budget</b>                                      | 9,307,164.58   | <b>Primary Sources</b>   | 9,307,164.58 |  |
|  |                | <b>Other Sources</b>   | 0.00         |  |
| <b>% of GAD Allocation:</b>                                  | 6.02%          |  |              |  |

|                                  | <b>Gender Issue /GAD Mandate</b> | <b>Cause of Gender Issue</b> | <b>GAD Result Statement /GAD Objective</b> | <b>Relevant Organization MFO/PAP or PPA</b> | <b>GAD Activity</b> | <b>Performance Indicators /Targets</b> | <b>GAD Budget</b> | <b>Source of Budget</b> | <b>Responsible Unit /Office</b> |
|----------------------------------|----------------------------------|------------------------------|--|---|---------------------|--|-------------------|-------------------------|---------------------------------|
|                                  | 1                                | 2                            | 3  | 4   | 5                   | 6                                      | 7                 | 8                       | 9                               |
| <b>CLIENT-FOCUSED ACTIVITIES</b> |                                  |                              |  |   |                     |  |                   |                         |                                 |

|   | Gender Issue /GAD Mandate  | Cause of Gender Issue  | GAD Result Statement /GAD Objective  | Relevant Organization MFO/PAP or PPA         | GAD Activity  | Performance Indicators /Targets   | GAD Budget               | Source of Budget | Responsible Unit /Office                              |
|---|--|--|--|--|---|---|--------------------------|------------------|---|
|   | 1  | 2  | 3  | 4  | 5   | 6   | 7                        | 8                | 9   |
| 1 | Magna Carta of Women SEC. 27. Social Protection - The State shall institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving peoples capacity to manage risks. | Vulnerable or marginalized groups of women assisted by Landbank lack the awareness and access to insurance products and services, that provide social protection to their livelihood and employment, protection against hazards and sudden loss of income, and capacity to manage risks. | Increased awareness of LIBI's client's information to other insurance products and services offered through the Conduct of Social Protection Orientation/Seminar | MFO: Corporate Social Responsibility Program | Conduct of Orientation/Seminar on LIBI's products and services to the marginalized sector | Number of Social Protection Orientation/Seminar Conducted: - Number of Social Protection Orientation/Seminar Conducted: once a month<br><br>Number of vulnerable/marginalized women attended/oriented: - Number of vulnerable/marginalized women attended/oriented: at least 605 vulnerable/marginalized women attended/oriented(70% women and 30% men) | See Annex A 2,683,768.01 | Corporate Funds  | Marketing Unit with coordination of TWG-GAD Committee |

|   | Gender Issue /GAD Mandate  | Cause of Gender Issue  | GAD Result Statement /GAD Objective  | Relevant Organization MFO/PAP or PPA         | GAD Activity   | Performance Indicators /Targets   | GAD Budget               | Source of Budget | Responsible Unit /Office                                |
|---|--|--|--|--|--|---|--------------------------|------------------|---|
|   | 1  | 2  | 3  | 4  | 5  | 6   | 7                        | 8                | 9   |
| 2 | R.A. 9710 "Magna Carta of Women"Chapter V Section 26 Right to Information. Access to information regarding policies on women, including programs, projects, and funding outlays that affect them, shall be ensured." | Limited access of marginalized and vulnerable women and men to information on GAD-related laws, programs, and available microinsurance products and services, resulting in low awareness of their rights and limited participation in social protection initiatives. | Increased access of vulnerable/marginalized women and men to IEC materials on GAD-related laws and insurance products and services | MFO: Corporate Social Responsibility Program | Reproduction and Distribution of IEC Materials (Micro Insurance Products and Services and GAD Related Campaign) to Vulnerable/Marginalized Women and Men | Number of IEC Materials has been produced and distribute:<br>- At least 3000 vulnerable/marginalized women provided | See Annex C<br>55,000.00 | Corporate Funds  | TWG-GAD Committee, IT Personnel and Administrative Unit |

|   | Gender Issue /GAD Mandate   | Cause of Gender Issue  | GAD Result Statement /GAD Objective  | Relevant Organization MFO/PAP or PPA         | GAD Activity   | Performance Indicators /Targets   | GAD Budget                | Source of Budget | Responsible Unit /Office                              |
|---|---|--|--|--|--|---|---------------------------|------------------|---|
|   | 1   | 2  | 3  | 4  | 5  | 6   | 7                         | 8                | 9   |
| 3 | R.A 9710 "Magna Carta of Women" Sec. 27c Social Protection - State shall institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving peoples capacity to manage risks. | Limited access of marginalized and vulnerable women (such as workers in the informal economy, farmers, rural workers, womens economic development cooperatives, VAWC victims, and micro-entrepreneurs) to social protection programs and microinsurance services, resulting in inadequate protection from income loss, economic shocks, and livelihood risks | Increased access of vulnerable/marginalized women who provided to LIBI's insurance products, process and services. | MFO: Corporate Social Responsibility Program | Provision of Micro Insurance to vulnerable/marginalized women (Workers of Informal Economy, Farmers, Rural Workers, WEDC, VAWC Victims, Micro Enterprises) | Number of microinsurance coverage provided to vulnerable/marginalized women - At least 3,000 vulnerable/marginalized women(70% women 30% men) | See Annex D<br>150,000.00 | Corporate Funds  | Marketing Unit with coordination of TWG-GAD Committee |

|   | Gender Issue /GAD Mandate   | Cause of Gender Issue   | GAD Result Statement /GAD Objective  | Relevant Organization MFO/PAP or PPA         | GAD Activity  | Performance Indicators /Targets                 | GAD Budget  | Source of Budget | Responsible Unit /Office                              |
|---|---|---|--|--|---|---|---|------------------|---|
|   | 1   | 2   | 3  | 4  | 5   | 6   | 7   | 8                | 9   |
| 4 | R.A 9710 "Magna Carta of Women" Sec. 27c Social Protection - State shall institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving peoples capacity to manage risks. | Limited participation of marginalized and vulnerable women and men in the consultation and decision-making processes on insurance products and services, resulting in programs that are less responsive to their specific protection needs and socio-economic conditions. | Increased participation of various ofwomen and men from vulnerable/marginalized sectors in the consultation processes of insurance products and services | MFO: Corporate Social Responsibility Program | Conduct of Consultation of Various Insurance Products and Services in the marginalized sector(In line with Social Protection Orientation/Seminar) | Number of Consultation conducted - Once a month | See Annex E. The budget is already covered under the Social Protection Orientation Program 0.00 | Corporate Funds  | Marketing Unit with coordination of TWG-GAD Committee |

|  | Gender Issue /GAD Mandate   | Cause of Gender Issue  | GAD Result Statement /GAD Objective                                       | Relevant Organization MFO/PAP or PPA         | GAD Activity   | Performance Indicators /Targets  | GAD Budget   | Source of Budget | Responsible Unit /Office                                   |
|--|---|--|---|--|--|--|--|------------------|--|
|  | 1   | 2  | 3   | 4  | 5  | 6  | 7  | 8                | 9  |
| 5                                      | Absence of a Monitoring and Evaluation System for Social Protection Program for Marginalized and Vulnerable groups of women- Existing Application Forms Lack of client's vulnerability information - Absence of Post Evaluation/Profiling Form (answerable by Yes/No) e.g Senior, PWD, Indigenous People, Sector and Post Evaluation/Profiling Form (answerable by Yes/No) e.g Senior, PWD, Indigenous People, Sector | Lack of gender-responsive monitoring and evaluation mechanisms in the Social Protection Program hinders the identification and assessment of the specific needs and vulnerabilities of marginalized and vulnerable groups of women (e.g., seniors, PWDs, and Indigenous Peoples), resulting in limited access to appropriate and equitable services. | Improved Service Delivery to Marginalized and Vulnerable groups of women. | MFO: Corporate Social Responsibility Program | On-site administration of the CSM survey (during the issuance of the microinsurance policy | Number of accomplished CSM surveys - 6000 CSM survey questionnaires accomplished | See Annex B. The budget is already covered under the Social Protection Orientation Program. 0.00 | Corporate Funds  | Technical Working Group - Gender and Development (TWG-GAD) |
| <b>ORGANIZATION-FOCUSED ACTIVITIES</b> |   |  |   |  |  |  |  |                  |  |

|   | Gender Issue /GAD Mandate  | Cause of Gender Issue   | GAD Result Statement /GAD Objective   | Relevant Organization MFO/PAP or PPA        | GAD Activity  | Performance Indicators /Targets   | GAD Budget             | Source of Budget | Responsible Unit /Office |
|---|--|---|---|---|---|---|------------------------|------------------|--------------------------|
|   | 1  | 2   | 3   | 4   | 5   | 6   | 7                      | 8                | 9                        |
| 6 | Proclamation No. 227 s.1988 - Providing for the observance of the month of March as WOMENS ROLE IN HISTORY MONTH and Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Womens Day   | Increased information and engagement of women as pioneers and beneficiaries of LIBI programs and services | 1. To inform and engage women as pioneers and beneficiaries of LIBI programs and services2. To create and facilitate platforms to discuss good practices, gaps, challenges, and commitments in pursuing gender and development (GAD) 3. To inspire and empower women and girls to be agents of change | GASS: Support to Operations                 | Conduct of activities in observance of women's day in accordance to the theme | Number of activities conducted: - Conduct Activities in line with the annual guidelines.Number of activities conducted - at least one (1) activityTarget: Female - 44 and Male - 36 | See Annex F 736,438.37 | Corporate Funds  | TWG-GAD Committee        |
| 7 | MEMORANDUM CIRCULAR NO. 2011-01October 21, 2011GUIDELINES FOR THE CREATION, STRENGTHENING, AND INSTITUTIONALIZATION OF THE GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM 4. GENERAL GUIDELINES 4.4. Agencies shall develop GAD capacity development programs that support continuing gender education, updating and enhancing skills customized according to the functions of the GFPS | Inadequate capacity building for the members of the GFPS in continuous support on gender mechanisms       | To strengthen the capacity of GFPS to integrate gender in regular PAPs.   | MFO: Board Members Training and Development | Conduct Capacity-development program for the members of GFPS                  | Number of Trainings Attended: - Number of Trainings Attended - Atleast one (1) training attended for each TWG MemberTarget: 6 Males, and 4 Females                                  | See Annex G 245,762.66 | Corporate Funds  | TWG-GAD Committee        |

|   | Gender Issue /GAD Mandate  | Cause of Gender Issue  | GAD Result Statement /GAD Objective  | Relevant Organization MFO/PAP or PPA | GAD Activity   | Performance Indicators /Targets   | GAD Budget             | Source of Budget | Responsible Unit /Office                  |
|---|--|--|--|--------------------------------------|--|---|------------------------|------------------|---|
|   | 1  | 2  | 3  | 4                                    | 5  | 6   | 7                      | 8                | 9   |
| 8 | RA 10028, Expanded Breastfeeding Promotion Act 2009 Sec 9/12<br>Information dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age   | Current lactation station needs to update its design to comply with the prescribed requirements of DOLE. | Upgraded and Maintained Lactation Facility   | GASS: Support to Operations          | Maintenance of Lactation Station   | Number of gender-friendly facilities improved: - No. of gender-friendly facilities improved - 1 Improved Lactation Station following Lactation Model 3<br><br>Number of women availed of the facility services: - Number of women availed of the facility services - at least 1 | See Annex L 50,000.00  | Corporate Funds  | TWG-GAD Committee and Administrative Unit |
| 9 | Observance of Annual 18-day Campaign to End Violence Against Women (VAW) per Presidential Proclamation 1172 (18-Day Campaign to End Violence Against Women (VAW)) and Republic Act 10398 (National Consciousness Day for the Elimination of Violence Against Women and Children) | Insufficient involvement in advocacy and awareness on emerging issues related to gender-based violence.  | Increased awareness, participation, and strengthen the advocacy of LIBI on National Womens Month, and violence against women and other gender-based violence | MFO: Support to Operations           | Conduct of advocacy activities to participate in the 18-day VAW Campaign | Number of activities conducted: - No. of activities conducted - At least one (1) activity that was completed in line with the theme.  | See Annex N 725,075.98 | Corporate Funds  | TWG-GAD Committee                         |

|    | Gender Issue /GAD Mandate  | Cause of Gender Issue  | GAD Result Statement /GAD Objective                            | Relevant Organization MFO/PAP or PPA | GAD Activity   | Performance Indicators /Targets  | GAD Budget             | Source of Budget | Responsible Unit /Office |
|----|--|--|--|--------------------------------------|--|--|------------------------|------------------|--------------------------|
|    | 1  | 2  | 3  | 4                                    | 5  | 6  | 7                      | 8                | 9                        |
| 10 | Republic Act No. 9710 or the Magna Carta of Women (MCW)CHAPTER VI: Institutional MechanismsSECTION 37 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of WomenSECTION 36 of the MCW-IRR which provides that the GFPS shall spearhead the preparation of the agency annual performance-based GAD Plans, Programs and Budget in response to the women and gender issues of their employees/constituencies.SECTION 36 (a) Planning, Budgeting, Monitoring and Evaluation for GAD. | Need to formulate programs, projects and activities to address gender issues and concerns of LIBI clients and employees. | Strengthen compliance with GAD Planning and Budgeting Policies | MFO: Support to Operations           | Conduct of GAD Planning and Budgeting exercises to prepare the 2025 Accomplishment Report and 2027 GAD Plan and Budget | Number of Board-approved and PCW-endorsed GAD Plan and Budget, and Accomplishment Report: - Number of plans prepared - 1 FY 2027 Gender and Development (GAD) Plans and Budget | See Annex H 280,441.10 | Corporate Funds  | TWG-GAD Committee        |

|    | Gender Issue /GAD Mandate   | Cause of Gender Issue   | GAD Result Statement /GAD Objective   | Relevant Organization MFO/PAP or PPA | GAD Activity                       | Performance Indicators /Targets  | GAD Budget             | Source of Budget | Responsible Unit /Office   |
|----|---|---|---|--------------------------------------|------------------------------------|--|------------------------|------------------|--|
|    | 1   | 2   | 3   | 4                                    | 5                                  | 6  | 7                      | 8                | 9  |
| 11 | Magna Carta of Women Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that ""The GFP shall take the lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective in the agency programs, projects, activities, and processes.REPUBLIC ACT No. 11313 An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, and Educational or Training Institutions, Providing Protective Measures and Prescribing Penalties Therefor | Need to carry out the roles and functions set in the PCW MC No 2011-01 and LIBI GFPS Special Order Functional Committee on Decorum and Investigation (CODI) and other GBV related mechanism | To provide a venue for the GFPS to efficiently and effectively carry out their roles and functions. | MFO: Support to Operations           | Conducting regular meeting of GFPS | Number of meetings: Number of participants: - Number of meetings - 4, Number of participants - 100% GFPS Members | See Annex I 664,226.32 | Corporate Funds  | TWG-GAD Committee, and Committee on Decorum and Investigation (CODI) |

|    | Gender Issue /GAD Mandate   | Cause of Gender Issue   | GAD Result Statement /GAD Objective  | Relevant Organization MFO/PAP or PPA | GAD Activity                          | Performance Indicators /Targets           | GAD Budget            | Source of Budget | Responsible Unit /Office                      |
|----|---|---|--|--------------------------------------|---------------------------------------|---|-----------------------|------------------|---|
|    | 1   | 2   | 3  | 4                                    | 5                                     | 6   | 7                     | 8                | 9   |
| 12 | REPUBLIC ACT No. 11313 An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, and Educational or Training Institutions, Providing Protective Measures and Prescribing Penalties Therefor | Weak implementation and monitoring of mechanisms addressing gender-based sexual harassment (GBSH) and other forms of gender-based violence (GBV) in the workplace due to the absence or non-functional Committee on Decorum and Investigation (CODI), resulting in limited protection and redress for affected employees, particularly women. | Functional Committee on Decorum and Investigation (CODI) and other GBV related mechanism | MFO: Support to Operations           | Preparation of CODI Monitoring Report | Number of Report - CODI Monitoring Report | See Annex J 20,000.00 | Corporate Funds  | Committee on Decorum and Investigation (CODI) |

|    | Gender Issue /GAD Mandate  | Cause of Gender Issue   | GAD Result Statement /GAD Objective               | Relevant Organization MFO/PAP or PPA | GAD Activity  | Performance Indicators /Targets  | GAD Budget            | Source of Budget | Responsible Unit /Office |
|----|--|---|---|--------------------------------------|---|--|-----------------------|------------------|--------------------------|
|    | 1  | 2   | 3   | 4                                    | 5   | 6  | 7                     | 8                | 9                        |
| 13 | MEMORANDUM CIRCULAR NO. 2011-01 GUIDELINES FOR THE CREATION, STRENGTHENING, AND INSTITUTIONALIZATION OF THE GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM 5.2 Functions of the GAD Focal Point System f) Lead in monitoring the effective implementation of GAD-related policies and the annual GAD Plans, Programs and Budget; Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that "The GFP shall take the lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective in the agency programs, projects, activities, and processes. | Absence of an incentive and recognition system for the GAD Focal Point System (GFPS) members and other personnel engaged in gender mainstreaming efforts, resulting in low motivation, limited participation, and inconsistent implementation of GAD-related programs and activities. | Enhanced incentives for gender mainstreaming work | MFO: Support to Operations           | Approval and Implementation of GAD Incentives and Awards Policy | Number of policy established: -<br>Established policy for Gender Incentives and Awards | See Annex K 10,000.00 | Corporate Funds  | TWG-GAD Committee        |

|    | Gender Issue /GAD Mandate  | Cause of Gender Issue  | GAD Result Statement /GAD Objective                   | Relevant Organization MFO/PAP or PPA | GAD Activity   | Performance Indicators /Targets  | GAD Budget                | Source of Budget | Responsible Unit /Office                      |
|----|--|--|---|--------------------------------------|--|--|---------------------------|------------------|---|
|    | 1  | 2  | 3   | 4                                    | 5  | 6  | 7                         | 8                | 9   |
| 14 | Republic Act No. 9710 or the Magna Carta of Women (MCW)CHAPTER VI: Institutional MechanismsSEC. 36. Gender Mainstreaming as a Strategy for Implementingthe Magna Carta of Women.(c) Generation and Maintenance of Gad Database. All departments,including their attached agencies, offices, bureaus-state universities andcolleges, government-owned and controlled corporations, local governmentunits, and other government instrumentalities shall develop and maintain aGAD database containing gender statistics and sex-disaggregated data thathave been systematically gathered, regularly updated, and subjected togender analysis for planning, programming, and policy formulation.SECTION 37d - Gender Mainstreaming as a Strategy for Implementing the Magna Carta of WomenD. GAD Database | LIBI's Gender and Development (GAD) Database is not updated.Existing KYC but no indication of sex and status | Enhanced GAD Database for LIBI Employees and Clients. | MFO: Support to Operations           | Updating and Maintenance of the LIBI's manually-operated GAD database or LibraryConduct of GAD Survey-Analyze the result of the Conducted Revised SurveyIntegration of GAD indicator in the KYC Database | Number of GAD database updated: - Number of database updated - 1 Updated GAD Database<br><br>Number of Reports Generated: - Number of Reports Generated - Revised Survey Tool Survey Report<br><br>Number of Systems Enhanced: - Number of Systems Enhanced - Improved system with the ability to generate at least one report | See Annex M<br>160,000.00 | Corporate Funds  | TWG-GAD Committee, IT Personnel and Marketing |

|    | Gender Issue /GAD Mandate   | Cause of Gender Issue  | GAD Result Statement /GAD Objective                                     | Relevant Organization MFO/PAP or PPA | GAD Activity  | Performance Indicators /Targets  | GAD Budget                | Source of Budget | Responsible Unit /Office                                 |
|----|---|--|---|--------------------------------------|---|--|---------------------------|------------------|--|
|    | 1   | 2  | 3   | 4                                    | 5   | 6  | 7                         | 8                | 9  |
| 15 | MCW Sec. 29 Right to Information develop and make available information, education and communication (IEC) materials on their specific programs, services and funding outlays on womens empowerment and gender equality. This information shall be translated in major Filipino dialects and disseminated to the public, especially in remote or rural areas. | Limited access employees and clients to information on GAD-related laws, policies, programs and other initiatives of LIBI. | Increased access of LIBI clients and stakeholders on GAD IEC materials. | MFO: Support to Operations           | Updating and Uploading of the GAD website with GAD-related policies, accomplishments, reports, and other related documentations | <p>Frequency of Updating GAD Section in LIBI Website: - Frequency of Updating GAD Section in LIBI Website- GAD website updated quarterly</p> <p>Number of visits the GAD Corner: - Number of visits the GAD Corner - GAD website updated quarterly</p> <p>Number of Distributed IEC Materials: - Number of Distributed IEC Materials - 100copies/law</p> | See Annex O<br>192,478.24 | Corporate Funds  | TWG-GAD Committee, IT Personnel, and Administrative Unit |

|    | Gender Issue /GAD Mandate   | Cause of Gender Issue  | GAD Result Statement /GAD Objective                                     | Relevant Organization MFO/PAP or PPA | GAD Activity   | Performance Indicators /Targets   | GAD Budget            | Source of Budget | Responsible Unit /Office                                 |
|----|---|--|---|--------------------------------------|--|---|-----------------------|------------------|--|
|    | 1   | 2  | 3   | 4                                    | 5  | 6   | 7                     | 8                | 9  |
| 16 | MCW Sec. 29 Right to Information develop and make available information, education and communication (IEC) materials on their specific programs, services and funding outlays on womens empowerment and gender equality. This information shall be translated in major Filipino dialects and disseminated to the public, especially in remote or rural areas. | Limited access of LIBI clients and stakeholders, particularly women in remote or rural areas, to information and education materials on gender-related laws and protection mechanisms, resulting in low awareness of their rights and available legal remedies against gender-based violence and discrimination. | Increased access of LIBI clients and stakeholders on GAD IEC materials. | MFO: Support to Operations           | Printing of additional or revised IEC Materials (RA 9262-ANTI-VIOLENCE AGAINST WOMEN AND CHILDREN, RA 9208- ANTI-TRAFFICKING IN PERSON ACT, RA-8353- ANTI-RAPE LAW, RA 11313- SAFE SPACES ACT) | Number of IEC Materials produced: -<br>Number of IEC Materials produced - 100copies/law | See Annex P 10,000.00 | Corporate Funds  | TWG-GAD Committee, IT Personnel, and Administrative Unit |

|    | Gender Issue /GAD Mandate   | Cause of Gender Issue  | GAD Result Statement /GAD Objective   | Relevant Organization MFO/PAP or PPA | GAD Activity  | Performance Indicators /Targets  | GAD Budget               | Source of Budget | Responsible Unit /Office                                   |
|----|---|--|---|--------------------------------------|---|--|--------------------------|------------------|--|
|    | 1   | 2  | 3   | 4                                    | 5   | 6  | 7                        | 8                | 9  |
| 17 | Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, Section 36 - adopting Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women | Absence or lack of integration of gender mainstreaming principles in LIBIs existing corporate and operational policies, resulting in weak institutional support, inconsistent implementation of GAD-related initiatives, and non-alignment with current PCW and regulatory guidelines. | Strengthened and streamlined compliance by ensuring that LIBI GAD-related policies are aligned with the Gender Mainstreaming Policy and regularly updated in accordance with latest issuance of PCW and regulatory bodies | MFO: Support to Operations           | Inclusion/Integration of provisions/statements in support for Gender Mainstreaming on the following: Quality Policy, Code of Conduct, Manual of Corporate Governance, Operations Manual and Annual Report | Number of Revised Policy: - Number of Revised Policy: Revised Quality Policy, Code of Conduct, Manual of Corporate Governance, QMS Operations Manual and Annual Report | See Annex Q<br>20,000.00 | Corporate Funds  | Technical Working Group - Gender and Development (TWG-GAD) |

|    | Gender Issue /GAD Mandate   | Cause of Gender Issue   | GAD Result Statement /GAD Objective   | Relevant Organization MFO/PAP or PPA | GAD Activity  | Performance Indicators /Targets   | GAD Budget            | Source of Budget | Responsible Unit /Office                                   |
|----|---|---|---|--------------------------------------|---|---|-----------------------|------------------|--|
|    | 1   | 2   | 3   | 4                                    | 5   | 6   | 7                     | 8                | 9  |
| 18 | Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, Section 36 - adopting Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women | Limited integration of gender and development (GAD) provisions in the existing Business Continuity Management (BCM) Framework and Business Continuity Plan (BCP), resulting in the lack of gender-responsive strategies and underrepresentation of women in leadership and decision-making roles within emergency response and crisis management teams. This gap hinders the consideration of womens specific needs, perspectives, and capacities during planning, response, and recovery operations. | Strengthened and streamlined compliance by ensuring that LIBI GAD-related policies are aligned with the Gender Mainstreaming Policy and regularly updated in accordance with latest issuance of PCW and regulatory bodies | MFO: Support to Operations           | Enhancement of Business Continuity Management (BCM) Framework and Business Continuity Plan (BCP) by formulating sections aligned with gender and development provisions | Framework formulated: - Formulation of Business Continuity Management (BCM) Framework and enhancement of Business Continuity Plan (BCP) in accordance with gender related issuances | See Annex R 50,000.00 | Corporate Funds  | Technical Working Group - Gender and Development (TWG-GAD) |

|    | Gender Issue /GAD Mandate   | Cause of Gender Issue  | GAD Result Statement /GAD Objective   | Relevant Organization MFO/PAP or PPA | GAD Activity              | Performance Indicators /Targets   | GAD Budget               | Source of Budget | Responsible Unit /Office   |
|----|---|--|---|--------------------------------------|---------------------------|---|--------------------------|------------------|--|
|    | 1   | 2  | 3   | 4                                    | 5                         | 6   | 7                        | 8                | 9  |
| 19 | Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, Section 36 - adopting Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women | Non-implementation of a Gender-Fair Language Policy in the workplace results in the continued use of gender-biased and non-inclusive terms in official communications, documents, and interactions, which reinforces gender stereotypes and hinders the promotion of an equitable and respectful work environment for all employees. | Strengthened and streamlined compliance by ensuring that LIBI GAD-related policies are aligned with the Gender Mainstreaming Policy and regularly updated in accordance with latest issuance of PCW and regulatory bodies | MFO: Support to Operations           | Orientation on GFL Policy | Training Conducted: -<br>Training Conducted -<br>Conducted GFL<br>Orientation | See Annex S<br>50,000.00 | Corporate Funds  | Technical Working Group - Gender and Development (TWG-GAD) and Administrative Unit |

|    | Gender Issue /GAD Mandate   | Cause of Gender Issue   | GAD Result Statement /GAD Objective                            | Relevant Organization MFO/PAP or PPA | GAD Activity  | Performance Indicators /Targets   | GAD Budget             | Source of Budget | Responsible Unit /Office                             |
|----|---|---|--|--------------------------------------|---|---|------------------------|------------------|--|
|    | 1   | 2   | 3  | 4                                    | 5   | 6   | 7                      | 8                | 9  |
| 20 | Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, Section 36 (a) Planning, Budgeting, Monitoring and Evaluation for GAD. | Weak institutional mechanism for tracking and reporting GAD-related expenses due to the absence of a fully integrated system linking the GFPS responsibility centers with financial monitoring and reporting requirements, resulting in challenges in complying with GAD planning and budgeting policies. | Strengthen compliance with GAD Planning and Budgeting Policies | MFO: Support to Operations           | System Integration of Responsibility Center for the GFPS to account, monitor and report GAD Expenses and other GAD-Related Financial Transactions pursuant to COA Circular No. 2021-008 dated September 6, 2021 | Integration of the RCs in the existing Brokerage System - Integration of the RCs in the existing Brokerage System | See Annex T 500,000.00 | Corporate Funds  | TWG-GAD Committee, IT Personnel, and Accounting Unit |

|    | Gender Issue /GAD Mandate  | Cause of Gender Issue   | GAD Result Statement /GAD Objective   | Relevant Organization MFO/PAP or PPA | GAD Activity   | Performance Indicators /Targets                 | GAD Budget                | Source of Budget | Responsible Unit /Office                                    |
|----|--|---|---|--------------------------------------|--|---|---------------------------|------------------|---|
|    | 1  | 2   | 3   | 4                                    | 5  | 6   | 7                         | 8                | 9   |
| 21 | Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, Section 36 () - Creation and/or Strengthening of the GAD Focal Point System (GFPS). | Limited capacity and functionality of the GAD Focal Point System (GFPS) due to insufficient orientation and capacity-building activities, as well as gaps in compliance with prescribed composition requirements under PCW guidelines and other regulatory bodies.                        | Compliance with the composition of GFPS pursuant to PCW M.C. No. 2011-01 and increased capacity of GFPS to carry out its roles and responsibilities outlined in the Special Order | MFO: Support to Operations           | Implementation of mandatory GAD Trainings pursuant to Whistle Blowing and Integrity Program (WHIP), Training Roadmap and Annual Training Plan.       | Training Programs - Training Programs           | See Annex U<br>100,000.00 | Corporate Funds  | TWG-GAD Committee and Administrative Unit - Human Resources |
| 22 | Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, Section 36 () - Creation and/or Strengthening of the GAD Focal Point System (GFPS). | Non-compliance with the prescribed structure and composition of the GAD Focal Point System (GFPS) due to lack of regular review and updating of its membership in accordance with PCW Memorandum Circular No. 2011-01, resulting in limited representation and functionality of the GFPS. | Compliance with the composition of GFPS pursuant to PCW M.C. No. 2011-01 and increased capacity of GFPS to carry out its roles and responsibilities outlined in the Special Order | MFO: Support to Operations           | Reconstitution of GFPS in accordance with PCW M.C. No. 2011-01 whereas the TWG-GAD consists of Division/Unit Heads and appointment of TWG Alternates | Reconstitution of GFPS - Reconstitution of GFPS | See Annex V<br>20,000.00  | Corporate Funds  | Technical Working Group - Gender and Development (TWG-GAD)  |

|                           | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity   | Performance Indicators /Targets | GAD Budget   | Source of Budget | Responsible Unit /Office |
|---------------------------|---------------------------|-----------------------|-------------------------------------|--------------------------------------|--|---------------------------------|--------------|------------------|--------------------------|
|                           | 1                         | 2                     | 3                                   | 4                                    | 5  | 6                               | 7            | 8                | 9                        |
| <b>ATTRIBUTED PROGRAM</b> |                           |                       |                                     |                                      |  |                                 |              |                  |                          |
| 23                        |                           |                       |                                     |                                      | CY2026 Client Satisfaction Management (CSM) HGDG Score 12.34 / 20 61.70% x PhP500,000.00 |                                 | 308,500.00   | Corporate Funds  | Administrative Unit      |
| 24                        |                           |                       |                                     |                                      | LIBI Employees Training and Workshops (HGDG Score 17.67/20 88.35% x PhP2,575,522.24)     |                                 | 2,275,473.90 | Corporate Funds  | Administrative Unit      |
| <b>SUB-TOTAL</b>          |                           |                       |                                     |                                      |  |                                 | 9,307,164.58 | Corporate Funds  |                          |
| <b>TOTAL GAD BUDGET</b>   |                           |                       |                                     |                                      |  |                                 | 9,307,164.58 |                  |                          |

|                     |                        |             |
|---------------------|------------------------|-------------|
| <b>Prepared By:</b> | <b>Approved By:</b>    | <b>Date</b> |
| Melvin D. Barnes    | Eusebio A. Cortez      |             |
| TWG-GAD, Head       | Acting President & CEO |             |