

Component					4 th 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%	0% if Lower than ₱95M; 5% if ₱95M to ₱100M; ₱101M to ₱105M = 20%; ₱106M to ₱110.32M = 25%; Above ₱110.32 M = 30% (for revision based on the revised target)	₱144.29 Million (revised)	₱144.29 Million (revised)	₱188.15 Million (See Financial Highlight year ended December 31, 2021 - Tentative) (20%)
	SM 2	Improve Return on Equity (ROE)	Net Income / Shareholders' Equity	10%	(Actual / Target) x Weight	8.37%	8.37%	14.99% (See Condensed Statement of Financial Position as at December 31, 2021 and 2020) (10%)
	Sub-total			30%				(30.00%)
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 3	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%	90%	Already secured service contract agreement with PSRC. On-going project implementation. (See Procurement Documentation) (0%)
	SO 3	Provide Wider Market Reach for Microinsurance Products for Agricultural and Fisheries Development						
	SM 4	Number of Clients covered by Microinsurance	Absolute Figure	5%	(Actual / Target) x Weight	200 Farmers and Fisherfolks under the ACEF Program covered by Microinsurance	200 Farmers and Fisherfolks under the ACEF Program covered by Microinsurance	327 covered by ACEF Program (See List of Booking (ACEF Program)) (5.00%)
				5%		500 Farmers and Fisherfolks outside the ACEF Program covered by Microinsurance	500 Farmers and Fisherfolks outside the ACEF Program covered by Microinsurance	738 covered by Microinsurance outside the ACEF Program (See UNLAD Landbank List of Coverages outside ACEF Program) (5.00%)
SO 4	Provide Wider Market Reach for Financial Viability							
SM 5	Increase Premium Volume	Absolute Amount	30%	(Actual / Target) x Weight	₱1,001.97 million (revised)	₱1,001.97 million (revised)	₱1,255.14 Million (See Production Report as of December 31, 2021) (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 6	Percentage of Notification of Coverage issued within the applicable processing time	Number of Notification of Coverage issued within applicable TAT / Number of received application for Issuance of Notification of Coverage	5%	(Actual / Target) x Weight	100% of Notification of Coverage Issued within the Applicable Processing Time	100% of Notification of Coverage Issued within the Applicable Processing Time	On-going consolidation of Turnaround-time transactions (0%)
	SO 6	Enhance Existing Processes Comparable with the Industry						
	SM 7	Improve Processes to Quality Management System	Actual Accomplishment	10%	All or Nothing	Recertification of ISO 9001:2015 Certification	Recertification of ISO 9001:2015 Certification	ISO Certificate has been extended until June 27, 2022. Also, LIBI passed the 2021 Recertification Audit, awaiting the release of its ISO recertification valid for the next 3 years. (See Recertification Process Audit Report.) (10%)
	Sub-total			15%				(10.00%)
L e a r n i n g & G r o w t h	SO 7	Develop Strategic Skills & Competence of Officers and Staff						
	SM 8	Improve Competency of the Organization	Competency Baseline 2010 - Competency Baseline 2020	5%	All or Nothing	Improvement on the Organization Competency Level of the Organization based on the 2020 year-end assessment	Improvement on the Organization Competency Level of the Organization based on the 2020 year-end assessment	There's an increase in organizational competency level based on 2020 Competency Assessment Report. (See the 2021 Competency Survey and 7S Result) (5%)
	SO 8	Enhance IT Infrastructure						
	SM 9	Implementation IT Projects	Actual Accomplishment	5%	(Actual / Target) x Weight	100% Implementation of the ISSP as submitted to the DICT	100% Implementation of the ISSP as submitted to the DICT	1. Website Enhancement for Public Disclosures - See BOD Resolution No. 2021-015-068 2. Virtualization and cloud computing software (VMWare) - See Certificate of Completion

								3. Conference Call Meeting Application - See Certificate of Completion 4. Additional Workstation/PCs/Laptops - See Certificate of Completion (5.00%)
	Sub-total			10%				(10.00%)
	TOTAL			100%				(90.00%)