

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

Component					1st Quarter		
Strategic Objective (SO)/ Strategic Measure (SM)	Formula	Weight	Rating System	Annual	Target	Actual	
SO 1	Ensure Sustainable Financial Growth						
SM 1	Increase Net Income After Tax (NIAT)	Net Income Less Income Tax	15%	(Actual / Target) x Weight	₱120 Million	₱36.25 Million	₱42.24 Million 5.28%
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	90%	25%	49.20 % 2.73%
SO 3	Provide Wider Market Reach for Financial Viability						
SM 3	Increase Premium Volume						
a)	Life Insurance	Absolute Amount	12.5%	(Actual / Target) x Weight	₱128.78 Million	₱32.195 Million	₱38.5 Million 3.73%
b)	Non-Life Insurance		12.5%	(Actual / Target) x Weight	₱650 Million	₱162.5 Million	₱172.2 Million 3.31%
Sub-total			45%				

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Strategic Objective (SO)/ Strategic Measure (SM)	Formula	Weight	Rating System	Annual	Target	Actual	
SO 4	Improve Service Delivery						
SM 4	Customer Satisfaction Survey	Number of respondents who gave at least Satisfactorily rating / Total number of respondents	5%	(Actual / Target) x Weight 0%=if less than 80%	90%	Sending of Survey Forms to clients with completed transactions	On-going integration of online survey forms.
SO 5	Provide Wider Market Reach for Microinsurance Products						
SM 5	Clients Covered by Microinsurance	Absolute Number	15%	(Actual / Target) x Weight	4,500 Clients covered by Microinsurance	1,125 Clients covered by Microinsurance	9,993 Clients covered by Microinsurance 15%
Sub-total			20%				

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Strategic Objective (SO)/ Strategic Measure (SM)	Formula	Weight	Rating System	Annual	Target	Actual	
SO 6	Improve Efficiency and Quality of Insurance Process						
Internal Process	SM 6	Percentage of Notification of Coverage/Insurance Policy Issued within the Applicable Processing Time					
	a)	Notice of Insurance Quotation/Proposal	Number of Applications Processed within the Applicable Processing Time / Total Applications for	5%	(Actual / Target) x Weight	100% of Insurance Quotations/ Proposals issued within the Applicable Processing	100% of Insurance Quotations/ Proposals issued within the Applicable

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		<p>Issuance of Notification Coverage Received</p> <p>Start Time: Upon receipt and acknowledgment of complete documents End Time: Issuance of notice of coverage</p>			Time based on LIBI's compliance with ARTA	Processing Time based on LIBI's compliance with ARTA	Proposals issued within the Applicable Processing Time based on LIBI's compliance with ARTA 5%
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	100% of Notices of Coverage issued within the Applicable Processing Time based on LIBI's compliance with ARTA	100% of Insurance Quotations/ Proposals issued within the Applicable Processing Time based on LIBI's compliance with ARTA	100% of Insurance Quotations/ Proposals issued within the Applicable Processing Time based on LIBI's compliance with ARTA 5%
c)	Settlement of Insurance of 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	100% Claims Settled within the Applicable Processing Time based on LIBI's compliance with ARTA	100% Claims Settled within the Applicable Processing Time based on LIBI's compliance with ARTA 5%

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	SO 7	Enhance Existing Processes Comparable with the Industry						
	SM 7	Compliance with Quality Standards (ISO QMS)	Actual Accomplishment	5%	All or Nothing	Pass the Surveillance Audit and Maintain ISO 9001:2015 Certification	Preparation of QMS Team for the Audit	Revisit audit observations of 2025 Surveillance Audit
	Sub-total			20%				

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	Strategic Objective (SO)/ Strategic Measure (SM)	Formula	Weight	Rating System	Annual	Target	Actual	
Learning & Growth	SO 8	Develop Strategic Skills & Competence of Officers and Staff						
		Competency of the Organization						
	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	Improvement on the Organizational Competency Level based on 2025 assessment	Training of Officers & Employees	3 Technical Trainings has been conducted in 1 st Quarter attended by 24 employees
	SO 9	Development and Implementation of Disaster Risk Reduction and Management (DRMM) Plan						
	SM 9	Implementation of Public Service Continuity Plan	Actual Accomplishment	5%	(Actual/Target) x Weight	100% implementation of 2026 deliverables based on the approved PSCP	Activation of PSCP Steering Committee and TWG	Conduct of Business Impact Analysis
	SO 10	Enhance IT Infrastructure						
SM 10	Implementation of IT Projects	Number of 2026 deliverables/Total number of 2026 deliverables per ISSP submitted to DICT/MITHI	5%	Actual / Target) x Accomplishment	100% Accomplishment of 2026 deliverables based on the 2024-2026 ISSP submitted to or approved by the DICT/MITHI	Preparation of Procurement Documents and Awarding of Project	The Terms of Reference (TOR) and all required supporting documentation have been fully prepared, reviewed, and finalized, and are ready for posting in	

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							the PhilGEPS as of the 1st Quarter.
	Sub-total		15%				
	TOTAL		100%				45.05%
	GAD Budget Utilization	All or Nothing	1%	-	5% of Total COB	Utilized 100% of the allocated GAD Budget (₱) Million	Ongoing reassessment and reclassification of expenses due to COA Audit Observations
	ISO Certification on any of the following standards: a. Environmental Management System b. Business Continuity Management System (BCMS)	All or Nothing	-	-			N/A