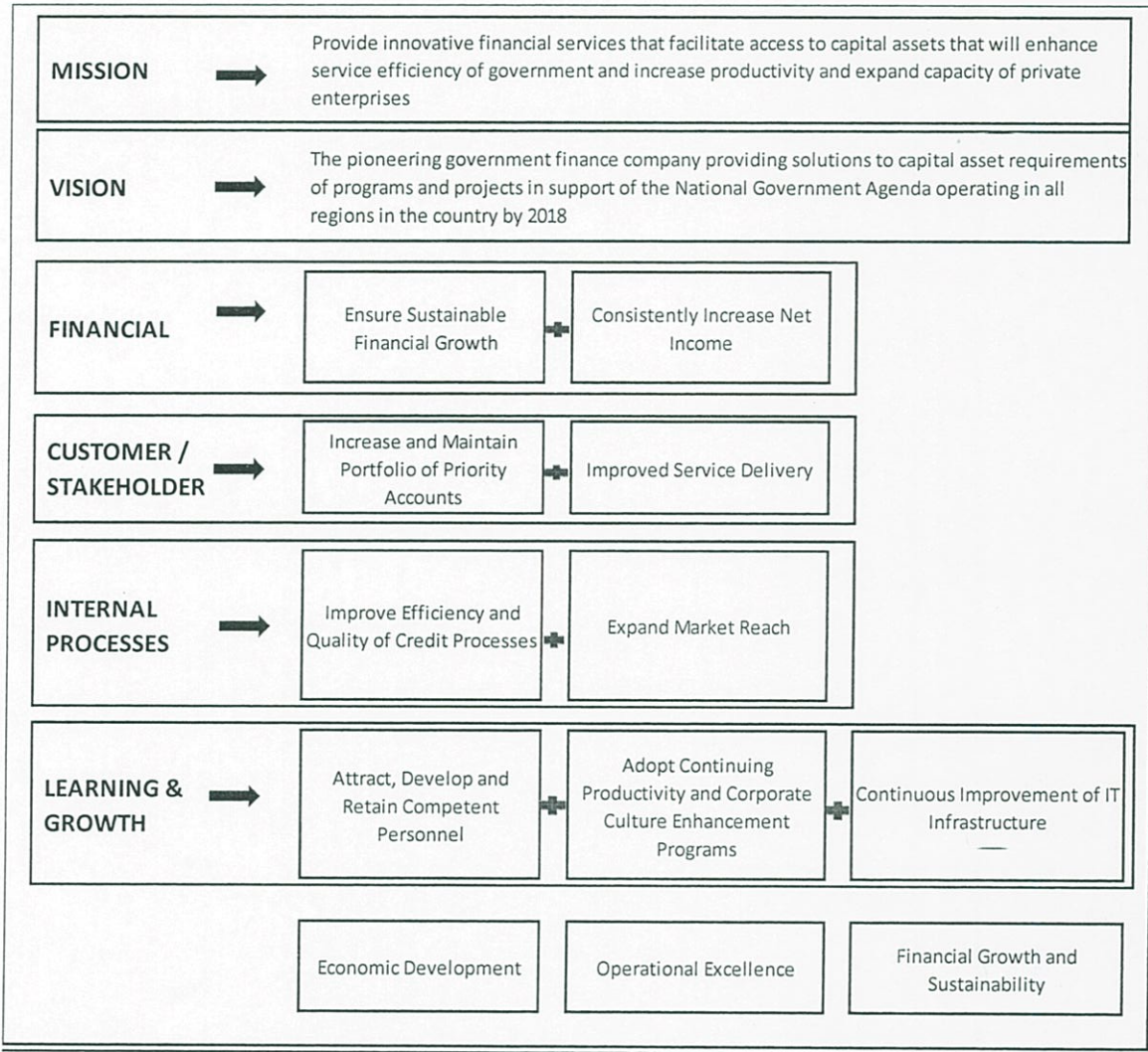


LANDBANK OF THE PHILIPPINES LEASING CORPORATION



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LANDBANK OF THE PHILIPPINES LEASING CORPORATION

Component					Baseline	Target		
	Objectives/ Measures	Formula	Weight	Rating System	2014	2015	2016	
FINANCIAL	SO 1	Ensure Sustainable Financial Growth						
	SM 1	Increase Total Portfolio	Absolute Amount	15%	(Actual / Target) x Weight	₱3.731 Billion	₱3.8 Billion	₱4.25 Billion
	SM 2	Maintain Net Past Due Rate	Total Past Due less Deferred Leasing Income / Unearned Credits & Specific Loan Loss Provision Over Total Portfolio	10%	(Actual / Target) x Weight	1.90%	2%	2%
	SO 2	Consistently Increase Net Income						
	SM 3	Increase Net Income After Tax	Absolute Amount	15%	(Actual / Target) x Weight	₱139.507 Million	₱143 Million	₱160 Million
		Sub-total		40%				
CUSTOMERS / STAKEHOLDERS	SO 3	Increase and Maintain Portfolio of Priority Accounts						
	SM 4	Increase Percentage of Priority Sectors Portfolio	Percentage of Priority Sectors Portfolio over Total Portfolio	20%	(Actual / Target) x Weight	75.18%	65%	70%
	SM 5	Increase Number of Units under Special Financing/Leasing Programs to Support Government Projects	Absolute Number	5%	(Actual / Target) x Weight	48 units	50 units	75 units

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Component					Baseline	Target		
	Objectives/ Measures	Formula	Weight	Rating System	2014	2015	2016	
	SO 4 Improved Service Delivery							
	SM 6	Customer Satisfaction Rating Based on In-house Survey		5%	All or nothing	n/a	80% of respondents should have rated LBP LC "Satisfactory" or higher	85% of respondents should have rated LBP LC "Satisfactory" or higher
			Sub-total	30%				
	SO 5 Improve Efficiency and Quality of Credit Processes							
INTERNAL PROCESS	SM 7	Average No. of Days to Process Applications of New Clients from Receipt of Complete Docs to Approval	Total Actual No. of Days for All Applications of New Clients from Receipts of Complete Documents over Total No. of Applications Processed/ Approved	5%	$(1 - ((\text{Actual-Target})/\text{Target})) \times \text{Weight}$	34.95 days	45 days	45 days
	SM 8	Average No. of Days to Process Applications of Existing Clients from Receipt of Complete Docs to Approval	Total Actual No. of Days for All Applications of Existing Clients from Receipt of Complete Documents over Total No. of Applications Processed/ Approved	5%	$(1 - ((\text{Actual-Target})/\text{Target})) \times \text{Weight}$	34.95 days	35 days	30 days

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Component					Baseline	Target		
	Objectives/ Measures	Formula	Weight	Rating System	2014	2015	2016	
	SO 6	Expand Market Reach						
	SM 9	Number of LBP LC Desks Established in LBP Lending Centers outside Metro Manila	Absolute Number	5%	(Actual / Target) x Weight	n/a	3 (1 in Northern Luzon; 1 in Cebu; 1 in Davao)	5
			Sub-total	15%				
LEARNING & GROWTH	SO 7	Attract, Develop, and Retain Competent Personnel						
	SM 10	Percentage of Existing Personnel vs. Approved Manpower Complement	Actual No. of Regular Personnel over Total Approved Manpower Complement at year end	5%	(Actual / Target) x Weight	56%	75%	80%
	SO 8	Adopt Continuing Productivity and Corporate Culture Enhancement Programs						
	SM 11	Competency Level of the Corporation	Percentage of Incumbents without Competency Gaps	5%	All or nothing	n/a	Competency Framework Approved by the LBP LC Board	Improvement from Baseline
	SO 9	Continuous Improvement of IT Infrastructure						
	SM 12	Automation of Key Processes	Actual Accomplishment vs. Work Program	5%	All or nothing	100% FMS	100% Complete Lease and Loan System	30% Complete Document Management System, 100% Complete Customer Relationship Management
			Sub-total	15%				
			TOTAL	100%				

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