

LBP LEASING AND FINANCE CORPORATION

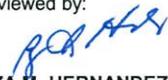
COMPONENTS			2025 Modified Target	As of December 31, 2025 (in Millions)		Accomplishment		Rating	
	Objective/Measure	Consolidated (LLFC + ULFC)		LLFC Only	Consolidated (LLFC + ULFC)	LLFC Only	Consolidated (LLFC + ULFC)	LLFC Only	
FINANCIAL	SO1	Sustain Capital and Financial Growth through the effective and efficient use of resources							
	SM 1	Total Net Portfolio	P 6.366 Billion	7,432.29	6,562.52	116.75%	103.09%	15%	15%
	SM 2	Net Past Due Rate	5.00%	9.26%	6.40%	14.80%	72.00%	1.04%	5.04%
	SM 3	Total Asset Size	P 7.476 Billion	8,747.05	7,629.63	117.00%	102.05%	10%	10%
	SM 4	Increase Net Income After Tax	P 90.10 Million	86.14	83.15	95.60%	92.29%	14.34%	13.84%
	SM 5	Budget Utilization Rate (BUR)	90%	62.81%	62.81%	69.79%	69.79%	3.49%	3.49%
		SUB-TOTAL							43.87%
CUSTOMER/ STAKEHOLDERS	SO 2	Provide financial products that are inclusive and accessible							
	SM 6	Percentage of Portfolio Level allocated to priority sectors	91%	92.40%	91.87%	101.54%	100.96%	10%	10%
	SO 3	Enhance customer satisfaction through responsive service delivery							
	SM 7	Percentage of Satisfied Customers	90%	95%	95%	100%	100%	5%	5%
	SM 8	Percentage of Credit Approvals Processed within the Applicable Time	100%**	100%	100%	100%	100%	10%	10%
		SUB-TOTAL							25.00%
INTERNAL PROCESSES	SO 4	Develop organizational infrastructures that is sustainable, disaster-resilient, and accessible							
	SM 9	Percentage of ISSP Projects Completed	100%	100% of ISSP Projects were completed	100% of ISSP Projects were completed	100%	100%	5%	5%
	SO 5	Embed a culture of efficiency and quality across all levels of the organization.							
	SM 10	Compliance with Quality Standards (ISO QMS)	ISO 9001:2015 Re-certification	ISO 9001:2015 Recertified	ISO 9001:2015 Recertified	100%	100%	5%	5%
	SUB-TOTAL							10.00%	10.00%

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COMPONENTS			2025 Modified Target	As of December 31, 2025 (in Millions)		Accomplishment		Rating	
				Consolidated (LLFC + ULFC)	LLFC Only	Consolidated (LLFC + ULFC)	LLFC Only	Consolidated (LLFC + ULFC)	LLFC Only
LEARNING AND GROWTH	SO 6	Strengthen organizational knowledge, skills and competencies							
	SM 11	Percentage of Employees Meeting Required Competencies	10% Increase from the 2024 Competency Level (using new formula)	13.77% increase from 2024 competency level	13.77% increase from 2024 competency level	N/A	N/A	5%	5%
	SM 12	Restructuring Plan (RP)	Complete Submission of RP Requirements to GCG (including supervising agency's endorsement) on or before the deadline set by the Office of the President	Reorganization Plan is ongoing	Reorganization Plan is ongoing	0%	0%	0%	0%
	SO 7	Institutionalize a culture of sustainability, resilience, and inclusion							
	SM 13	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Board-approved Public Service Continuity Plan (PSCP)	Board Approved on December 17, 2025	Board Approved on December 17, 2025	100%	100%	5%	5%
	SUB-TOTAL								10.00%
TOTAL								88.87%	92.37%
BONUS STRATEGIC MEASURES									
FINANCIAL	GAD Budget Utilization		5% of Total Budget	Actual Utilization of P89.46 Million or 15.90% of the Total Budget for the year 2025	Actual Utilization of P89.46 Million or 15.90% of the Total Budget for the year 2025			1%	1%
INTERNAL PROCESSES	ISO Certification on Environmental Management System or Business Continuity Management System		ISO 14001:2015 or ISO 22301:2019 Certification	Not achieved	Not achieved			0%	0%

Prepared by:

ANGELIQUE D. JAVIER
Compliance Specialist I

Reviewed by:

RIZA M. HERNANDEZ
VP/Head - Account Servicing Group


PETER PAUL I. RIGOR
VP/Head - Account Management Group


RAIZZA L. GONZALES
VP/Head - Corporate Services Group

Noted by:

ROBERTO U. TEO
President and CEO

LBP LEASING AND FINANCE CORPORATION

COMPONENTS					4th Quarter 2025 (October to December)				
	Objective/Measure	Formula	Weight	Rating System	2025 Modified Target	Target	Actual	Over (Under)	
FINANCIAL	SO 1	Sustain Capital and Financial Growth through the effective and efficient use of resources							
	SM 1	Total Net Portfolio	Finance Lease Receivables (Current and Non-current) Add: Loans and Receivables - Others (Current and Non-current) Add: (BIR - Reserves and EOPL, net) Less: Deposit on Lease Contract	15%	(Actual / Target) x Weight	P 6.366 Billion	P 6.366 Billion	P 7.432 Billion	P1.066 Billion
	SM 2	Net Past Due Rate	Total Past Due at the end of the period Less Unearned Leasing Income, Unearned Interest Income and Specific for Loan Loss Provision ÷ Total Net Portfolio	7%	(1-(Actual-Target)/Target) x Weight	5.00%	5.00%	9.26%	(4.26%)
	SM 3	Total Asset Size	Absolute amount of Total Assets by end of year-end	10%	(Actual / Target) x Weight	P 7.476 Billion	P 7.476 Billion	P 8.747 Billion	P1.271 Billion
	SM 4	Increase Net Income After Tax	Net Income After Tax (Before Other Comprehensive Income/Loss) Line Item in the Financial Statements	15%	(Actual / Target) x Weight	P 90.10 Million	P 90.10 Million	P 86.14 Million	(P3.96 Million)
	SM 5	Budget Utilization Rate (BUR)	Actual Disbursements ÷ Total MOOE, CO, and Financial Expenses as per Board-approved COB	5%	(Actual / Target) x Weight	90%	90%	62.81%	(27.19%)
		SUB-TOTAL		52%					
CUSTOMER/ STAKEHOLDERS	SO 2	Provide financial products that are inclusive and accessible							
	SM 6	Percentage of Portfolio Level allocated to priority sectors	Total amount of portfolio allocated to priority sector ÷ Total portfolio at the end of the year	10%	Below 80% = 0% 80% - 89.99% = 5% 90% - 90.99 = 7% 91% and above 10%	91%	91%	92.40%	1.40%
	SO 3	Enhance customer satisfaction through responsive service delivery							
	SM 7	Percentage of Satisfied Customers	Number of respondents who gave a rating of at least Satisfactory ÷ Total number of respondents	5%	(Actual / Target) x Weight; 0% = If below 80%	90%	90%	95%	N/A
	SM 8	Percentage of Credit Approvals Processed within the Applicable Time	Total Number of Credit Approvals for New and Existing Clients Processed within the Applicable Processing Time ÷ Total Number of Credit Approvals	10%	(Actual / Target) x Weight	100%	100%	100%	0%
	SUB-TOTAL		25%						
INTERNAL PROCESSES	SO 4	Develop organizational infrastructures that is sustainable, disaster-resilient, and accessible							
	SM 9	Percentage of ISSP Projects Completed	Number of Deliverable Projects and Systems Completed ÷ Total Number of Deliverable Projects	5%	All or nothing	100%	100%	100% of ISSP Projects were completed	N/A
	SO 5	Embed a culture of efficiency and quality across all levels of the organization.							
	SM 10	Compliance with Quality Standards (ISO QMS)	Actual accomplishment	5%	All or nothing	ISO 9001:2015 Re-certification	ISO 9001:2015 Re-certification	ISO 9001:2015 Recertified	N/A

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COMPONENTS					2025 Modified Target	4th Quarter 2025 (October to December)			
	Objective/Measure	Formula	Weight	Rating System		Target	Actual	Over (Under)	
	SUB-TOTAL		10.0%						
LEARNING AND GROWTH	SO 6	Strengthen organizational knowledge, skills and competencies							
	SM 11	Percentage of Employees Meeting Required Competencies	Plantilla Employees Meeting Required Competencies ÷ Total Filled Plantilla as of Year-end	5%	(Actual / Target) x Weight	10% Increase from the 2024 Competency Level (using new formula)	10% Increase from the 2024 Competency Level (using new formula)	13.77% increase from 2024 competency level	N/A
	SM 12	Restructuring Plan (RP)	Actual Accomplishment	3%	All or Nothing	Complete Submission of RP Requirements to GCG (including supervising agency's endorsement) on or before the deadline set by the Office of the President	Complete Submission of RP Requirements to GCG (including supervising agency's endorsement) on or before the deadline set by the Office of the President	Reorganization Plan is ongoing	N/A
	SO 7	Institutionalize a culture of sustainability, resilience, and inclusion							
	SM 13	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual accomplishment	5%	All or nothing	Board-approved Public Service Continuity Plan (PSCP)	Board-approved Public Service Continuity Plan (PSCP)	Board Approved on December 17, 2025	N/A
		SUB-TOTAL		13.0%					
	TOTAL		100.0%						
BONUS STRATEGIC MEASURES									
INTERNAL PROCESSES	FINANCIAL	GAD Budget Utilization	Actual accomplishment	1%	All or nothing	5% of Total Budget	5% of Total Budget	Actual Utilization of P89.46 Million or 15.90% of the Total Budget for the year 2025	N/A
		ISO Certification on Environmental Management System or Business Continuity Management System	Actual accomplishment	1%	All or nothing	ISO 14001:2015 or ISO 22301:2019 Certification	ISO 14001:2015 or ISO 22301:2019 Certification	Not achieved	N/A

*Based on ARTA Client Satisfaction Measure
 **Applicable processing time will be based on LLFC's compliance with Republic Act No. 11032
 ***The competency baseline of the organization shall pertain to the average percentage required competencies met which can be computed using the formula

Prepared by:

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