

CY 2025 CORPORATE GOVERNANCE REPORT

The 2025 Corporate Governance Report reflects the Foundation's steadfast commitment to integrity, accountability, and transparency in institutional stewardship. Guided by national policy directives and global best practices, the LCDFI Board and Management continue to strengthen governance frameworks that ensure compliance, safeguard stakeholder trust, and advance the Foundation's mission of inclusive and sustainable development. This report highlights the systems, processes, and values that underpin its operations - demonstrating how LCDFI integrates ethical leadership, gender-responsive programming, and strategic alignment into every facet of organizational performance. Through this, LCDFI reaffirms its commitment to building a resilient institution that upholds the highest standards of governance while creating a lasting impact for the sector it serves.

Chapter 1: CORPORATE STATEMENTS

On 30 January 2025, the Board of Trustees approved the Charter Statements and Strategy Map of the Foundation, affirming LCDFI's commitment to clarity of purpose and strategic alignment.

Subsequently, on 03 April 2025, Management received instructions from the Board to review and present proposals to revise the Vision and Mission statements, ensuring that these core declarations reflect the evolving role of LCDFI in the *Iskolar ng LANDBANK* Program. The proposals were presented to ManCom on 13 May 2025 and to the Board on 29 July 2025. The Board noted the proposals.

On 13 December 2025, the Board approved the final version of the Vision and Mission Statements of LCDFI:

Our GOAL: To be the leading enabler of inclusive countryside development, empowering rural communities through innovative, scalable, and sustainable capacity-building solutions.

Our PURPOSE: Empowering rural communities to thrive through learning and sustainable growth.

Our VALUES: Social Responsibility, Trust, Excellence, and Professionalism.

The Board of Trustees directed Management to report on the status and challenges in implementing the Corporate Strategy.

Quarter 1: [PES Form 4 PES Monitoring Report 1st Qtr website.pdf](#)

Quarter 2: [PES Form 4 PES Monitoring Report 2nd Qtr.pdf](#)

Quarter 3: [PES Form 4 PES Monitoring Report 3rd Qtr.pdf](#)

Quarter 4: for GCG Validation



Orientation Program for New Trustees

The Corporate Secretary has the following responsibilities for the Orientation Program for New Trustees upon their assumption:

1. Schedules a meeting for the newly-onboarded Trustees/s with the Management team;
2. Provides the following documents:
 - Articles of Incorporation and By Laws
 - Corporate Governance Manual
3. Conducts a briefing, if requested, to discuss further any matter affecting the Trustee’s responsibilities as a member of the Board.

For CY 2025, no new Trustee/s were appointed.

Training and Continuous Programs for Trustees

LCDFI recognizes the importance of training and continuous education programs for its Trustees. Accordingly, a dedicated training budget has been allocated in the CY 2025 budget to support Trustees throughout the assessment year. This ensures access to relevant capacity-building initiatives that enhance their competencies and promote effective governance.

Training	Staff Development and Other Training	1,350,000.00
	BoT Training	150,000.00

For CY 2025, Trustees did not participate in any training sessions. While no training was attended, the trustees remained actively engaged in board meetings and strategic discussions, contributing to the Foundation’s governance and decision-making processes.

Board Meetings and Attendance

The Board of Trustees determines its meeting schedule each January.

For CY 2025, the schedule was finalized and confirmed during the Board Meeting held on 30 January 2025. The Calendar complies with the mandated schedule of at least one (1) Board meeting per month. However, only six (6) out of twelve (12) regular meetings (50%) were conducted. Due to a lack of quorum, the Board did not meet in April, May, June, September, October, and December. Two (2) Special Board meetings were conducted in CY 2025, in May and October, to discuss the results of the Impact Assessment Study of the Polytechnic University of the Philippines on LCDFI training and the proposed 2026 Plans and Programs of LCDFI.

As much as practicable, the agenda and meeting materials are provided to Board members at least three business days before the scheduled meeting.



The Board of Trustees and Board-level Committees

- On 25 February 2025, with a valid quorum present, the Board approved the nomination and election of Ms. Amelita L. Dela Cruz as Interim Chairperson, vice Ms. Consuelo N. Padilla, whose resignation was accepted by Malacañang effective 28 February 2025.
- On 25 March 2025, the Board accepted the resignation of Ms. Annalene M. Bautista as Corporate Treasurer of LCDFI due to her retirement from the Bank.
- On 02 December 2025, the Board confirmed the designation of AVP Andrian M. dela Cruz as Corporate Treasurer of LCDFI.

During the 29 April 2021 Meeting of the LCDFI Board of Trustees, with a valid quorum present, the Board approved the creation of LCDFI Board Committees in accordance with Article VI, Section 6 of the Amended By-Laws.

Two committees were established:

1. Executive, Governance, and Nomination-Remuneration Committee – Chaired by the Chairperson of the Board and composed of trustees and key executives, including the President and CEO.

2. Audit and Risk Management Committee – Chaired by a Trustee with an accounting background, with three additional trustee members. Committee members will serve until a successor is elected or in accordance with LCDFI’s By Laws and applicable governance policies.

Management Report

The following Policy/Guidelines were approved by the Board of Trustees for CY 2025, reinforcing LCDFI’s policy to nurture talent, advance organizational capacity, and embed inclusive, values-driven practices into its governance framework:

Date	Board Resolution No.	Agenda	Rationale/Policy
30 January 2025	25-003	Guidelines on the Disbursement of Communication Expenses	LCDFI ensures the equitable and efficient use of government funds while providing essential communication services for official duties.
25 March 2025	25-012	Guidelines on Overtime Services and Overtime Pay	LCDFI is committed to providing clear guidelines for overtime work and fair compensation. The issuance of the Guidelines on Compensatory Services and Overtime Pay for LCDFI Employees will ensure that the additional efforts of LCDFI’s workforce are properly acknowledged and rewarded.



			Moreover, it will help maintain morale, motivation, and a positive work environment while safeguarding the well-being and work-life balance of the employees.
19 July 2025	25-024	Revised Guidelines on Whistleblowing	LCDFI upholds the highest standards of ethics, professionalism, and accountability in public service. LCDFI is committed to fostering integrity and ethical conduct among its officials and employees and ensuring transparent, responsible, and effective governance in all its operations by encouraging employees and stakeholders to report any instances of graft, corruption, abuse of authority, or other misconduct involving LCDFI trustees, officers, and personnel.
19 July 2025	25-025	PRAISE Policy	The PRAISE-LCDFI aims to foster creativity, innovation, efficiency, integrity, and productivity in public service by acknowledging and rewarding officials and employees, whether individually or as a group, for their valuable contributions. These may include suggestions, inventions, outstanding achievements, or personal initiatives that enhance the Foundation's operations, promote efficiency and effectiveness, generate cost savings, or deliver extraordinary service in the public interest.
02 December 2025	25-035	Guidelines on the Grant of Medical Allowance	LCDFI affirms that the health and well-being of its people are vital to sustaining a compassionate, high-performing, and mission-driven organization. In line with this commitment, LCDFI provides clear and equitable guidelines for the grant of Medical Allowance to support the physical wellness of its personnel.