

**CORPORATE GOVERNANCE SCORECARD REPORT A**

Name of GOCC: Land Bank Countryside Development Foundation, Inc.  
 Sector: Government Financial Institutions  
 Date submitted: Government Financial Institutions  
 Year being assessed: Government Financial Institutions

2025

COMPONENT			GOCC SUBMISSION		
GRP	ITEM	QUESTION	COMPLIANCE	ANS	REFERENCE
<b>I. Stakeholder Relationship</b>					
I	1.a	Does the GOCC disclose a policy that: Stipulates the existence and scope of its effort to address customer's welfare?	<i>The LCDFI Articles of Incorporation identify the stakeholders of the Foundation and their underlying principles and guidelines for their welfare:</i>  <i>"...a non-profit Foundation which shall initiate, stimulate, encourage, promote, develop, support, assist, undertake, finance, provide, manage, operate and/or maintain programs, plans, projects or enterprises for the improvement, promotion and advancement of agrarian reform beneficiaries, farmers, tillers, fisherman and other agricultural workers and the social and economic development of the countryside."</i>	Y	<a href="https://www.landbankfoundation.com/gcg-mc-no-2012-07">https://www.landbankfoundation.com/gcg-mc-no-2012-07</a> <i>under "Articles of Incorporation."</i>  <a href="https://www.landbankfoundation.com/programs-and-projects">https://www.landbankfoundation.com/programs-and-projects</a>
I	1.b	Does the GOCC disclose a policy that: Elaborates its efforts to interact with the communities in which they operate?	<i>The Program Guidelines of the Capacity-Building Program for LBP-Borrowing Cooperatives, the Digital Financial Education Training, and the Iskolar ng LANDBANK Program exhibit the Foundation's policy on interacting with the target beneficiaries.</i>	Y	<a href="#">Programs and Projects   LANDBANK Countryside Development Foundation Inc.</a>
I	1.c	Does the GOCC disclose a policy that: Ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	<i>"As part of LCDFI's commitment to mitigating the risks associated with climate change, the training module incorporates a dedicated discussion on climate change under the Environmental Risk component. By integrating this topic into its training programs, LCDFI reinforces its role in promoting environmental responsibility and building the resilience of rural communities against the adverse effects of a changing climate."</i>	Y	<a href="https://landbankfoundation.com/sites/default/files/inline-files/122025%20EDU%20Accomplishment%20Report_CGSR_0.pdf">https://landbankfoundation.com/sites/default/files/inline-files/122025%20EDU%20Accomplishment%20Report_CGSR_0.pdf</a>
I	2.a	Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies? (Customer health and safety)	<i>LCDFI has always, as a matter of policy, included customer safety and health in its training programs and in the annual gathering of ILP Scholars.</i>	Y	<a href="https://landbankfoundation.com/sites/default/files/inline-files/122025%20EDU%20Accomplishment%20Report_CGSR_0.pdf">https://landbankfoundation.com/sites/default/files/inline-files/122025%20EDU%20Accomplishment%20Report_CGSR_0.pdf</a>  <a href="https://landbankfoundation.com/sites/default/files/inline-files/ILP%20Narrative%20Accomplishment%20Report%20as%20of%20December%2031%2C%202025_for%20web">https://landbankfoundation.com/sites/default/files/inline-files/ILP%20Narrative%20Accomplishment%20Report%20as%20of%20December%2031%2C%202025_for%20web</a>

I	2.b	Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies? (Interaction with the communities)	<i>LCDFI has stated in its Annual Reports the dates when it has implemented its policies on community interaction.</i>	Y	<a href="https://www.landbankfoundation.com/programs-and-projects">https://www.landbankfoundation.com/programs-and-projects</a>
I	2.c	Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies? (Environmentally-friendly value chain)	<i>LCDFI is committed to providing sustainable development in the countryside.</i>	Y	<a href="https://landbankfoundation.com/sites/default/files/inline-files/122025%20EDU%20Accomplishment%20Report_CGSR_0.pdf">https://landbankfoundation.com/sites/default/files/inline-files/122025%20EDU%20Accomplishment%20Report_CGSR_0.pdf</a>
I	3	Does the GOCC have a separate corporate social responsibility (CSR) report/section or sustainability report/section?	<i>LCDFI advocates for assessing and resolving ESG issues of its stakeholders. Focused-group discussions were conducted during the Assessment of Cooperatives (AoCs) as part of the Capacity-Building Program for LBP-Borrowing Cooperatives.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/CBU%20Performance%20Highlights%20as%20of%20December%2031%2C%202025.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/CBU%20Performance%20Highlights%20as%20of%20December%2031%2C%202025.pdf</a>
I	4	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights. Does the GOCC provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	<i>LCDFI upholds the highest standards of ethics, professionalism, and accountability in public service.</i>  <i>The Guidelines on Whistleblowing provide reporting channels available to all its stakeholders to obtain effective redress for violation of their rights.</i>	Y	<a href="https://landbankfoundation.com/sites/default/files/inline-files/OM-ADM-024-Whistleblowing%20Guidelines.pdf">https://landbankfoundation.com/sites/default/files/inline-files/OM-ADM-024-Whistleblowing%20Guidelines.pdf</a>

I	5.a	Performance-enhancing mechanisms for employee participation should be permitted to develop. Does the GOCC explicitly mention the health, safety and welfare policy for its employees?	<i>LCDFI affirms that the health and well-being of its people are vital to sustaining a compassionate, high-performing, and mission-driven organization.</i>	Y	<a href="https://www.landbankfoundation.com/gcg-mc-no-2012-07">https://www.landbankfoundation.com/gcg-mc-no-2012-07</a>
I	5.b	Does the GOCC publish data relating to health, safety and welfare of its employees?	<i>LCDFI affirms that the health and well-being of its people are vital to sustaining a compassionate, high-performing, and mission-driven organization.</i>	Y	<a href="https://www.landbankfoundation.com/gcg-mc-no-2012-07">https://www.landbankfoundation.com/gcg-mc-no-2012-07</a>
I	5.c	Does the GOCC have training and development programmes for its employees?	<i>LCDFI have training and development programs for its employees.</i>	Y	<a href="https://drive.google.com/file/d/1j73C8zLfDdZ6hqjGGqooQWQVzWF2lhB9/view?usp=sharing">https://drive.google.com/file/d/1j73C8zLfDdZ6hqjGGqooQWQVzWF2lhB9/view?usp=sharing</a>
I	5.d	Does the GOCC publish data on training and development programmes for its employees?	<i>LCDFI have training and development programs for its employees.</i>	Y	<a href="https://drive.google.com/file/d/1j73C8zLfDdZ6hqjGGqooQWQVzWF2lhB9/view?usp=sharing">https://drive.google.com/file/d/1j73C8zLfDdZ6hqjGGqooQWQVzWF2lhB9/view?usp=sharing</a>

I	6.a	Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this. Does the GOCC have procedures for complaints by employees concerning illegal (including corruption) and unethical behavior?	<p><i>LCDFI upholds the highest standards of ethics, professionalism, and accountability in public service.</i></p> <p><i>The Guidelines on Whistleblowing provide a clear and secure process for reporting unethical behavior, breaches of public trust, and corrupt practices, while ensuring whistleblowers receive protection when presenting credible information.</i></p>	Y	<a href="https://landbankfoundation.com/sites/default/files/inline-files/OM-ADM-024-Whistleblowing%20Guidelines.pdf">https://landbankfoundation.com/sites/default/files/inline-files/OM-ADM-024-Whistleblowing%20Guidelines.pdf</a>
I	6.b	Does the GOCC have procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	<p><i>LCDFI upholds the highest standards of ethics, professionalism, and accountability in public service.</i></p> <p><i>The Guidelines on Whistleblowing provide a clear and secure process for reporting unethical behavior, breaches of public trust, and corrupt practices, while ensuring whistleblowers receive protection when presenting credible information.</i></p>	Y	<a href="https://landbankfoundation.com/sites/default/files/inline-files/OM-ADM-024-Whistleblowing%20Guidelines.pdf">https://landbankfoundation.com/sites/default/files/inline-files/OM-ADM-024-Whistleblowing%20Guidelines.pdf</a>

COMPONENT			GOCC SUBMISSION		
GRP	ITEM	QUESTION	COMPLIANCE	ANS	REFERENCE
<b>II. Disclosure and Transparency</b>					
II	7.a	Does the GOCC's website disclose the following items: Corporate objectives	Yes. <i>LCDFI's corporate objectives are SMART.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/Transmittal%20of%202025%20Charter%20Statement-Strategy%20Map-2025%20Performance%20Scorecard.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/Transmittal%20of%202025%20Charter%20Statement-Strategy%20Map-2025%20Performance%20Scorecard.pdf</a>
II	7.b	Does the GOCC's website disclose the following items: Financial performance indicators	<p><i>In its 2025 Performance Scorecard, LCDFI has one strategic measure that focuses on financial performance:</i></p> <p><i>SM 6: Budget Utilization Rate</i></p> <p><i>For details on the accomplishments for Q3 2025, please refer to the link provided</i></p>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/PES%20Form%204_PES%20Monitoring%20Report%203rd%20Qtr.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/PES%20Form%204_PES%20Monitoring%20Report%203rd%20Qtr.pdf</a>

II	7.c	Does the GOCC's website disclose the following items: Non-financial performance indicators	<p><i>As a matter of policy, all material information such as earning results, acquisition or disposal of assets, Board changes, related party transactions, shareholdings of Trustees, changes to ownership, off balance sheet transactions, corporate strategy, shall be disclosed.</i></p> <p>Yes. In its 2025 Performance Scorecard, LCDFI has ten(10) strategic measures focused on non financial indicators.these are</p> <p>SM1 - Number of Assessment of Operations for Cooperatives conducted for LCDFI-TRained Borrowing Cooperatives  SM2- Number of Trainings Conducted for LBP Borrowing Cooperatives  SM3- Number of SFFs, ARBs, and members if their households trained on Financial Literacy Training  SM4- Number of Scholars onboarded for the Iskolar ng LANDBANK Program  SM5- Customer Satisfaction Survey  SM7- Compliance to Quality Standards  SM8 - Number of Partnerships for ILP  SM9- Number of Resource Speakers with Satisfactory Rating  SM10- Percentage of Employees with Required Competencies Met  SM11 - Development and Implementation of DRRM Plan</p> <p>For details of accomplishments (Q3 2025), please see the link provided:  <a href="https://www.landbankfoundation.com/sites/default/files/">https://www.landbankfoundation.com/sites/default/files/</a></p>	Y	<p><a href="https://www.landbankfoundation.com/sites/default/files/inline-files/CBU%20Performance%20Highlights%20as%20of%20December%2031%2C%202025.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/CBU%20Performance%20Highlights%20as%20of%20December%2031%2C%202025.pdf</a></p> <p><a href="https://www.landbankfoundation.com/sites/default/files/inline-files/122025%20EDU%20Accomplishment%20Report_CGSR_0.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/122025%20EDU%20Accomplishment%20Report_CGSR_0.pdf</a></p> <p><a href="https://landbankfoundation.com/sites/default/files/inline-files/ILP%20Narrative%20Accomplishment%20Report%20as%20of%20December%2031%2C%202025_for%20website%20posting.pdf">https://landbankfoundation.com/sites/default/files/inline-files/ILP%20Narrative%20Accomplishment%20Report%20as%20of%20December%2031%2C%202025_for%20website%20posting.pdf</a></p>
II	7.d	Does the GOCC's website disclose the following items: Details of whistle-blowing policy	<p><i>LCDFI upholds the highest standards of ethics, professionalism, and accountability in public service.</i></p> <p><i>The Guidelines on Whistleblowing provide a clear and secure process for reporting unethical behavior, breaches of public trust, and corrupt practices, while ensuring whistleblowers receive protection when presenting credible information.</i></p>	Y	<p><a href="https://landbankfoundation.com/sites/default/files/inline-files/OM-ADM-024-Whistleblowing%20Guidelines.pdf">https://landbankfoundation.com/sites/default/files/inline-files/OM-ADM-024-Whistleblowing%20Guidelines.pdf</a></p>

II	7.e	Does the GOCC's website disclose the following items: Biographical details (at least age, qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of directors/commissioners	As a matter of policy, LCDFI commits to full disclosure of material information for the interest of the stakeholders.	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inlin_e-files/LCDFI%20Board%20Bio_Revised.pdf">https://www.landbankfoundation.com/sites/default/files/inlin_e-files/LCDFI%20Board%20Bio_Revised.pdf</a>
II	7.f	Does the GOCC's website disclose the following items: Training and/or continuing education programme attended by each director/commissioner	As a matter of policy, LCDFI is committed to full disclosure of material information for the benefit of its stakeholders.  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.	Y	<a href="https://www.landbankfoundation.com/gcg-mc-no-2012-07">https://www.landbankfoundation.com/gcg-mc-no-2012-07</a>
II	9	Does the GOCC's website contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue?	The Board of Trustees, Management, and Employees of LCDFI wholeheartedly commit to the principles and best practices outlined in the Manual of Corporate Governance.	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inlin_e-files/2014%20LCDFI%20Manual%20on%20Corporate%20Governance.pdf">https://www.landbankfoundation.com/sites/default/files/inlin_e-files/2014%20LCDFI%20Manual%20on%20Corporate%20Governance.pdf</a>

COMPONENT			GOCC SUBMISSION		
GRP	ITEM	QUESTION	COMPLIANCE	ANS	REFERENCE
<b>III. Board Responsibility</b>					
III	11.a	Has the Board of Directors reviewed the vision and mission/ strategy in the last financial year?	The Board of Trustees reviewed the Foundation's corporate statements and the Strategic Measures for CY 2025 on December 20, 2024 as per Board Resolution No. 2024-024 . The approved Scorecard was uploaded to the transparency page of the LCDFI Website.	Y	<a href="https://www.landbankfoundation.com/compliance-sec-93">https://www.landbankfoundation.com/compliance-sec-93</a>
III	11.b	Does the Board of Directors monitor/oversee the implementation of the corporate strategy?	The Board of Trustees directed Management to report on the status and challenges in implementing the Corporate Strategy. The Quarterly Monitoring reports were uploaded to the LCDFI Website.	Y	<a href="https://www.landbankfoundation.com/compliance-sec-93">https://www.landbankfoundation.com/compliance-sec-93</a>
III	13.a	Are the details of the code of ethics or conduct disclosed?	The updated Code of Conduct for LCDFI Employees and Board of Trustees were approved as per Board Resolution No. 22-009.	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inlin_e-files/OM-ADM-015%20Code%20of%20Conduct%20for%20LCDFI%20Employees%20and%20Board%20of%20Trustees_0.pdf">https://www.landbankfoundation.com/sites/default/files/inlin_e-files/OM-ADM-015%20Code%20of%20Conduct%20for%20LCDFI%20Employees%20and%20Board%20of%20Trustees_0.pdf</a>

III	13.b	Does the GOCC disclose that all Directors/Commissioners, senior management and employees are required to comply with the code?	<p><i>The Code of Conduct covers the following:</i>  * ALL LCDFI EMPLOYEES, regardless of rank and whether permanent, temporary, co-terminus, directly-hired, contractual</p> <p><b>** MEMBERS OF THE BOARD OF TRUSTEES are included in the term "employee" that is used in the Code</b></p>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/OM-ADM-015%20Code%20of%20Conduct%20for%20LCDFI%20Employees%20and%20Board%20of%20Trustees_0.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/OM-ADM-015%20Code%20of%20Conduct%20for%20LCDFI%20Employees%20and%20Board%20of%20Trustees_0.pdf</a>
III	13.c	Does the company disclose how it implements and monitors compliance with the code of ethics or conduct?	<p><i>Compliance with the Code of Conduct if mandatory.</i></p> <p><i>Every January, Program Heads conduct Code of Conduct re-orientation sessions, during which employees recommit by signing the Recommitment Certificate and Acceptable Use Policy Compliance Certificate. Program Heads certify completion of the sessions and retention of signed documents. The Executive Director issues a compliance certificate upon submission of all forms, while the Executive Assistant maintains records as proof of LCDFI employee compliance.</i></p>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/OM-ADM-015%20Code%20of%20Conduct%20for%20LCDFI%20Employees%20and%20Board%20of%20Trustees_0.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/OM-ADM-015%20Code%20of%20Conduct%20for%20LCDFI%20Employees%20and%20Board%20of%20Trustees_0.pdf</a>
III	14	Does the Board appoint a Nomination Compensation / Remuneration Committee?	<p><i>The Board of Trustees approved the creation of the Executive, Governance and Nomination-Remuneration Committee as per Board Resolution No. 21-008 on 29 April 2021.</i></p> <p><i>The Committee is composed of the following:</i></p> <ol style="list-style-type: none"> <li>1. Chairperson (Incumbent Chair of the Board) - Ms. Amelita L. dela Cruz, vice Ms. Consuelo N. Padilla (resigned in February 2025)</li> <li>2. Member (One (1) Member of the Board) - Mr. Honorio G. Sison</li> <li>3. Member - (LCDFI President &amp; CEO) - vacant</li> <li>4. Member - (Executive Director) - Mr. Roy C. Oscillada</li> <li>5. Member - (Corporate Secretary) - Atty. Chrisa Sheila I Pimentel</li> <li>6. Member - (Corporate Treasurer) - Mr. Andrian dela Cruz, vice Ms. Annalene M. Bautista (retired in April 2025)</li> </ol>	Y	<a href="https://www.landbankfoundation.com/about-us/name-of-officials">https://www.landbankfoundation.com/about-us/name-of-officials</a>
III	15	Did the Nomination Compensation/Remuneration Committee meet at least twice during the year?	<p><i>The Executive, Governance, and Nomination-Remuneration Committee met six (6) times in 2025. The attendance record for CY 2025 is available via the website.</i></p>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28ExecutiveCom%29.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28ExecutiveCom%29.pdf</a>

III	16	If yes, is the report of the Nomination Compensation/Remuneration Committee publicly disclosed?	<i>The Summary of Resolutions of the Executive, Governance, and Nomination-Remuneration Committee is publicly disclosed via LCDFI website.</i>	Y	<a href="https://www.landbankfoundation.com/gcg-mc-no-2012-07">https://www.landbankfoundation.com/gcg-mc-no-2012-07</a>
III	17	Does the Board appoint an Audit Committee?	<i>The Board of Trustees approved the creation of the Audit and Risk Committee as per Board Resolution No. 2021-006 on 29 April 2021.</i>  <i>The Committee is composed of the following:</i> 1. Chairperson - Member of the Board - Ms. Teresita Soriano-Brazil 2. Member - Member of the Board - Ms. Consuelo N. Padilla (resigned on February 2025) 3. Member - Member of the Board - Gen. Ricardo A. Nepomuceno, Ret. 4. Member - Member of the Board - Ms. Annalyn J. Cuisia	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20AuditCom_Reviewed.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20AuditCom_Reviewed.pdf</a>
III	18	If yes, is the report of the Audit Committee publicly disclosed?	<i>The Summary of Agenda is publicly disclosed via the website.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/10.%202025%20Summary%20of%20Resolutions%20-%20%20ARMC%20Activities.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/10.%202025%20Summary%20of%20Resolutions%20-%20%20ARMC%20Activities.pdf</a>
III	19	Does at least one member of the Audit Committee have an audit, accounting or finance background (qualification or experience)?	<i>Consuelo N. Padilla, a CPA, served as a member of the Audit and Risk Management Committee. She previously held key positions in the Treasury offices of the Philippine Associated Smelting and Refining Corporation and the Bank of the Philippine Islands. She earned her MBA from AIM. She resigned as Chairperson and Trustee in February 2025.</i>  <i>Teresita Soriano-Brazil, serves as the Chairperson of the Audit and Risk Management Committee. A registered Social Worker, she earned her Master in Science in Economic majoring in Social Policy and Planning from the London School of Economics. She previously held key positions at the Philippine Charity Sweepstakes Office (PCSO) as Department Manager under the Office of the General Manager, Office of the Assistant General Manager for Finance and Office of the Chairman. She also spearheaded the establishment of the Social Services Division under the Fund Allocation Department and development of guidelines on Individual Medical Assistance Program for indigent patients, Financial Assistance to Institutions to ensure transparency in the processing of requests for Charity Fund disbursements and accountability of funded beneficiaries.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20AuditCom_Reviewed.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20AuditCom_Reviewed.pdf</a>

III	20	Did the Audit Committee meet at least four times during the year?	<i>The Summary of Agenda is publicly disclosed via the website.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/10.%202025%20Summary%20of%20Resolutions%20-%20%20ARMC%20Activities.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/10.%202025%20Summary%20of%20Resolutions%20-%20%20ARMC%20Activities.pdf</a>
III	21	Does the Board appoint a Risk Management Committee?	<i>The Board of Trustees approved the creation of the Audit and Risk Committee as per Board Resolution No. 2021-006 on 29 April 2021.</i>  <i>The Committee is composed of the following:</i> <i>1. Chairperson - Member of the Board - Ms. Teresita Soriano-Brazil</i> <i>2. Member - Member of the Board - Ms. Consuelo N. Padilla (resigned on February 2025)</i> <i>3. Member - Member of the Board - Gen. Ricardo A. Nepomuceno, Ret.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20AuditCom_Reviewed.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20AuditCom_Reviewed.pdf</a>
III	22	If yes, is the report on Risk Management Committee publicly disclosed?	<i>The Summary of Agenda is publicly disclosed via the website.</i>	Y	<a href="https://drive.google.com/file/d/1Yw4RkWzj1ANiJKToEmbPb3r0_ew0Qu5c/view?usp=sharing">https://drive.google.com/file/d/1Yw4RkWzj1ANiJKToEmbPb3r0_ew0Qu5c/view?usp=sharing</a>
III	23	Does at least one member of the Risk Management Committee have a background in finance and investments?	<i>Consuelo N. Padilla, a CPA, served as a member of the Audit and Risk Management Committee. She previously held key positions in the Treasury offices of the Philippine Associated Smelting and Refining Corporation and the Bank of the Philippine Islands. She earned her MBA from AIM. She resigned as Chairperson and Trustee in February 2025.</i>  <i>Teresita Soriano-Brazil, serves as the Chairperson of the Audit and Risk Management Committee. A registered Social Worker, she earned her Master in Science in Economic majoring in Social Policy and Planning from the London School of Economics. She previously held key positions at the Philippine Charity Sweepstakes Office (PCSO) as Department Manager under the Office of the General Manager, Office of the Assistant General Manager for Finance and Office of the Chairman. She also spearheaded the establishment of the Social Services Division under the Fund Allocation Department and development of guidelines on Individual Medical Assistance Program for indigent patients, Financial Assistance to Institutions to ensure transparency in the processing of requests for Charity Fund disbursements and accountability of funded beneficiaries.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20AuditCom_Reviewed.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20AuditCom_Reviewed.pdf</a>

III	24.a	Are the Board of Directors meetings scheduled at the beginning of the year? (end of Q1)	<i>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.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf</a>
III	24.b	Does the Board of Directors meet at least monthly?	<i>The Meetings were scheduled monthly; however, only 6 out of 12 regular meetings pushed through. Two (2) special Board meetings were conducted in CY 2025.  Due to lack of quorum, the Board did not meet on April, May, June, September, October and December.</i>	N	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf</a>
III	24.c	Did the Board of Directors meet on at least 75% on their scheduled meetings?	<i>The Calendar of Board Meetings was confirmed during the regular Board Meeting on 30 January 2025. It complies with the mandated schedule of at least one (1) Board meeting per month. However, only 6 out of 12 regular meetings or 50% pushed through. Two (2) special Board meetings were conducted in CY 2025.</i>	N	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf</a>
III	24.d	Has each of the directors/commissioners attended at least 90% of all the board meetings held during the year?	<i>No Trustee was able to attend at least 90% of the Board meetings held during CY 2025.</i>	N	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf</a>
III	24.e	Did the Board of Directors meet separately at least once during the year without the President/CEO present?	<i>LCDFI has had no PCEO since the resignation of Mr. Celestino R. Salinas in 2022.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf</a>
III	25.a	Does the GOCC have a policy that stipulates board papers for Board of Directors/Commissioners meetings be provided to the Board at least three (3) working days in advance of the board meeting?	<i>As much as practicable, the Agenda, Notice of Meeting, and Materials are provided to Trustees at least three (3) business days before the scheduled Meeting.</i>	Y	<a href="https://www.landbankfoundation.com/gcq-mc-no-2012-07">https://www.landbankfoundation.com/gcq-mc-no-2012-07</a>

III	25.b	Is the Board Secretary trained in legal, accountancy or company secretarial practices?	<i>The Corporate Secretary, Atty. Chrisa Sheila I. Pimentel, has been a member of the Philippine Bar since 1995 and is in good standing.</i>	Y	
III	26.a	Does the company have a separate internal audit function?	<i>The Internal Audit Group of the Land Bank of the Philippines acts as a separate internal audit of LCDFI.</i>	Y	<a href="https://drive.google.com/file/d/1cTyigmqzU0WkHMkeep9QTro9ga2TwrI/view?usp=sharing">https://drive.google.com/file/d/1cTyigmqzU0WkHMkeep9QTro9ga2TwrI/view?usp=sharing</a>
III	26.b	Does the appointment and removal of the internal auditor require the recommendation of the Audit Committee?	<i>There is no Internal Auditor in the plantilla of the Foundation.</i>	N	<a href="https://www.landbankfoundation.com/about-us/organizational-structure">https://www.landbankfoundation.com/about-us/organizational-structure</a>
III	27.a	Does the company disclose the internal control procedures/risk management systems it has in place?	<i>LCDFI has made available the key internal control procedures and its risk management system in the website.</i>		
III	27.b	Does the Annual Report disclose that the board of directors/commissioners has conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems?			
III	27.c	Does the company disclose how key risks are managed?			
III	27.d	Does the Annual Report contain a statement from the Board of Directors or Audit Committee commenting on the adequacy of the GOCC's internal controls/risk management systems?			
III	28	Do different persons assume the roles of Chairman and CEO?	<i>A different person has assumed the role of Chairperson in CY 2025:  From January to her resignation in February, Ms. Consuelo N. Padilla was the Chairperson. The Board nominated and elected Ms. Amelita L. dela Cruz as Interim Chairperson since then.</i>	Y	<a href="https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf">https://www.landbankfoundation.com/sites/default/files/inline-files/9.%202025%20Board%20and%20Committee%20Level%20Attendance%20%28Board%29.pdf</a>

III	29.a	Does the GOCC have orientation programs for new Directors?	<p><i>The Corporate Secretary has the following responsibilities for the Orientation Program for New Trustees upon their assumption:</i></p> <ol style="list-style-type: none"> <li>1. <i>Schedules a meeting for the newly-onboarded Trustees/s with the Management team;</i></li> <li>2. <i>Provides the following documents:</i> <ul style="list-style-type: none"> <li>• <i>Articles of Incorporation and By Laws</i></li> <li>• <i>Corporate Governance Manual</i></li> </ul> </li> <li>3. <i>Conducts a briefing, if requested, to discuss further any matter affecting the Trustee's responsibilities as a member of the Board.</i></li> </ol> <p><i>However, no new Trustee/s were appointed for Calendar Year 2025.</i></p>	Y	<a href="https://www.landbankfoundation.com/gcq-mc-no-2012-07">https://www.landbankfoundation.com/gcq-mc-no-2012-07</a>
III	29.b	Does the GOCC have a policy that encourages Directors/Commissioners to attend on-going or continuous professional education programs?	<p><i>LCDFI recognizes the importance of training and continuous education programs for its Trustees. Accordingly, a dedicated training budget has been allocated in the CY 2024 budget to support Trustees throughout the assessment year. This ensures access to relevant capacity building initiatives that enhance their competencies and promote effective governance.</i></p>	Y	<a href="https://www.landbankfoundation.com/gcq-mc-no-2012-07">https://www.landbankfoundation.com/gcq-mc-no-2012-07</a>
III	29.c	Did all Appointive Directors attend at least 1 training for the calendar year?	<p><i>For the CY 2025, Trustees did not participate in any training sessions. While no trainings were attended, the trustees remained actively engaged in board meetings and strategic discussions, contributing to the organization's governance and decision-making processes.</i></p>	N	<a href="https://www.landbankfoundation.com/gcq-mc-no-2012-07">https://www.landbankfoundation.com/gcq-mc-no-2012-07</a>
III	30.a	Is an annual performance assessment conducted of the Board of Directors?		N	
III	30.b	Does the GOCC disclose the process followed in conducting the Board assessment?		N	
III	30.c	Does the GOCC disclose the criteria used in the Board assessment?		N	
III	31	Is an annual performance assessment conducted of the Board of Directors Committees?		N	