

CORPORATE GOVERNANCE SCORECARD REPORT A

Name of GOCC: LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC.
 Sector: GOVERNMENT FINANCIAL INSTITUTIONS
 Date submitted: March 31, 2025
 Year being assessed: 2024

COMPONENT			GOCC SUBMISSION		
GRP	ITEM	QUESTION	COMPLIANCE	ANS	REFERENCE LINK/SUPPORTING DOCUMENTS
I. Stakeholder Relationship					
I	1.a	Does the GOCC disclose a policy that: Stipulates the existence and scope of its effort to address customer's welfare?	<i>LCDFI is committed to promoting customer welfare by providing targeted capacity-building programs that empower farmers, fishers, cooperatives, and their communities. These initiatives include financial literacy training, agripreneurship development, and leadership training to enhance their knowledge and skills for sustainable growth. Additionally, LCDFI manages a nationwide scholarship program that supports the education of deserving dependents of agrarian reform beneficiaries (ARBs) and small farmers and fisherfolk, ensuring long-term economic opportunities for their families. Through these efforts, LCDFI actively works to improve the financial resilience and overall well-being of its beneficiaries</i>	Y	https://www.landbankfoundation.com/programs-and-projects
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 for LBP Borrowing Cooperatives, the Financial Literacy Program, and the Iskolar ng Landbank Program exhibit LCDFI's policy on interacting with the target stakeholders.</i>	Y	https://www.landbankfoundation.com/programs-and-projects
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>Phase 2 of the Financial Literacy Program aims to capacitate the identified Farmers' Associations with Natural Farming Technology and Farm Planning and Management to ensure sustainable development in the countryside. Moreover, climate change training was also provided during the last year of engagement with the identified Farmers' Associations.</i>	Y	Guidelines on Financial Literacy Program Year-End Accomplishment Reports (2022-2024)
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 during its capacity-building programs, and in the annual gatehring of ILP Scholars.</i>	Y	ILP Reminders for the Annual Gathering of Scholars (Safety and Health reminders) CBP Orientation Material (safety and health reminders)

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 Quarterly and Annual Reports the dates when it has implemented its policies on community interaction.</i>	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Developmental%20Interventions.pdf
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	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Developmental%20Interventions.pdf
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 social and environmental issues of its stakeholders. Focused-group discussions were conducted to assess the stakeholders' social and environmental issues as part the FinLit Program Phase 2.</i>	Y	https://www.landbankfoundation.com/programs-and-projects
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 is committed to providing its stakeholders with the opportunity to obtain effective redress for violations of their rights. The LCDFI website contains contact details that LCDFI's stakeholders can use to voice their concerns and/or complaints for possible violations of their rights.</i>	Y	https://www.landbankfoundation.com/contact
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, as a matter of policy, advocates for the health, welfare, and safety of its employees.</i>	Y	Call Tree Policy
I	5.b	Does the GOCC publish data relating to health, safety and welfare of its employees?		N	
I	5.c	Does the GOCC have training and development programmes for its employees?	<i>LCDFI have training and development programmes for its employees</i>	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Training%20Calendar%20Memo_1.pdf
I	5.d	Does the GOCC publish data on training and development programmes for its employees?	<i>LCDFI have training and development programmes for its employees</i>	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Training%20Calendar%20Memo_1.pdf

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?	LCDFI has established procedures for employees to report illegal or unethical behavior, including corruption. The Guidelines on Whistle Blowing and Reporting outline LCDFI's commitment to upholding the highest ethical standards and promoting good governance. The guidelines encourage officers and employees with credible information to report graft, corrupt practices, and other reportable conditions. The policy ensures that individuals can report such concerns without fear of retaliation	Y	https://landbankfoundation.com/sites/default/files/Guidelines-Whistle-Blowing-Policy.pdf
I	6.b	Does the GOCC have procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	<i>LCDFI has established procedures to protect employees who report illegal or unethical behavior from retaliation. According to their Whistle-Blowing Policy, LCDFI is committed to maintaining the highest standards of integrity, transparency, and accountability. The policy provides a secure and confidential channel for employees, partners, and stakeholders to report concerns related to unethical conduct, fraud, or policy violations. It ensures that individuals can report such concerns without fear of retaliation</i>	Y	https://landbankfoundation.com/sites/default/files/Guidelines-Whistle-Blowing-Policy.pdf
COMPONENT			GOCC SUBMISSION		
GRP	ITEM	QUESTION	COMPLIANCE	ANS	REFERENCE LINK/SUPPORTING DOCUMENTS
II. Disclosure and Transparency					
II	7.a	Does the GOCC's website disclose the following items: Corporate objectives	Yes. Please see the 2024 GCG Performance Scorecard Scorecard.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Performance%20Scorecard.PDF
II	7.b	Does the GOCC's website disclose the following items: Financial performance indicators	<i>LCDFI discloses the financial Strategic Measures.</i>	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Performance%20Scorecard.PDF
II	7.c	Does the GOCC's website disclose the following items: Non-financial performance indicators	<i>LCDFI discloses its Non-Financial Strategic Measures, highlighting key performance indicators that align with its corporate objectives and mission.</i>	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Performance%20Scorecard.PDF
II	7.d	Does the GOCC's website disclose the following items: Details of whistle-blowing policy	<i>LCDFI discloses details of whistleblowing</i>	Y	https://landbankfoundation.com/sites/default/files/Guidelines-Whistle-Blowing-Policy.pdf
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	<i>LCDFI discloses the Biographical details.</i>	Y	https://www.landbankfoundation.com/sites/default/files/2025-01/Trustee_Cuisia.pdf

II	7.f	Does the GOCC's website disclose the following items: Training and/or continuing education programme attended by each director/commissioner	For the assessment year 2024, 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.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/CGS_%20Board%20_1.pdf
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 LCDFI Manual of Corporate Governance. We recognize that these guidelines are instrumental in achieving our corporate objectives.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2023%20LCDFI%20ANNUAL%20REPORT_0.pdf
COMPONENT			GOCC SUBMISSION		
GRP	ITEM	QUESTION	COMPLIANCE	ANS	REFERENCE LINK/SUPPORTING DOCUMENTS
III. Board Responsibility					
III	11.a	Has the Board of Directors reviewed the vision and mission/ strategy in the last financial year?	The LCDFI Board of Trustees reviewed the Mission, Vision, Corporate Strategic and Corporate Objectives, and Strategic Measures for CY 2024 on November 24, 2023. The approved scorecard was uploaded to the transparency page of the LCDFI website.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Performance%20Scorecard.PDF
III	11.b	Does the Board of Directors monitor/oversee the implementation of the corporate strategy?	The LCDFI Board of Trustees directed Management to report on the status and challenges in implementing the Corporate Strategy. The quarterly monitoring reports were uploaded on LCDFI website.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/4th%20Qtr%20PES%20-%202023.pdf
					https://www.landbankfoundation.com/sites/default/files/inline-files/2024_2nd%20Qtr%20PES.pdf
					https://www.landbankfoundation.com/sites/default/files/inline-files/2024_3rd%20Qtr%20PES%20Monitoring%20FINAL.pdf
					4th Quarter – To be presented to the LCDFI Board of Trustees during the April scheduled meeting.
III	13.a	Are the details of the code of ethics or conduct disclosed?	<i>The Updated Code of Conduct for LCDFI Employees and Board of Trustees were approved as per Board Resolution No. 22-009</i>	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20Code%20of%20Conduct.pdf

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 (Page 6, Coverage):</i></p> <ul style="list-style-type: none"> • ALL LCDFI EMPLOYEES <i>regardless of rank and whether permanent, temporary, co-terminus or directly-hired contractual;</i> • MEMBERS OF THE BOARD OF TRUSTEES <i>The term "employee" that is used in the Code includes the Members of the Board of Trustee</i> 	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20Code%20of%20Conduct.pdf
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 is mandatory.</i></p> <p><i>Every January, the following needs to be accomplished:</i></p> <ul style="list-style-type: none"> • <i>Program Heads should conduct cascading sessions to refresh employees on the pertinent provisions of the Code.</i> • <i>Employees are required to recommit themselves to the Code by signing the Recombitment Certificate and Acceptable Use Policy Compliance Certificate (Annex A) after attending the re-orientation. Each of the Program Heads shall sign a certification (Annex B) that certifies that the re-orientation was conducted, all employees have signed Annex A, and that signed document are retained in the office files.</i> • <i>The Executive Director signs the Certification of Compliance (Annex C) once Annex B forms from all Program Heads are complete.</i> • <i>Annex C is submitted to the Executive Assistant for filing and to serve as proof of compliance of all LCDFI employees.</i> 	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/LCDFI%20Code%20of%20Conduct.pdf

III	14	Does the Board appoint a Nomination Compensation / Remuneration Committee?	<p>The LCDFI Board of Trustees approved the creation of Executive, Governance and Nomination-Remunerations Committee as per Board Resolution No. 21-008 dated April 29, 2021.</p> <p>The committee composition:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Trustees – Chairman (Consuelo N. Padilla) 2. One (1) Member of the Board of Trustees – Member (Honorio G. Sison) 3. President and CEO – Member (Vacant) 4. Executive Director – Member (Roy C. Oscillada) 5. Corporate Secretary – Member (Atty. Chrisa Sheila I. Pimentel) 6. Corporate Treasurer – Member (Annalene M. Bautista) 	Y	
III	15	Did the Nomination Compensation/Remuneration Committee meet at least twice during the year?	Yes. The Nomination Compensation/Remuneration Committee meeting at least twice.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20ExeCom%20Attendance.pdf
III	16	If yes, is the report of the Nomination Compensation/Remuneration Committee publicly disclosed?	The summary of resolutions were posted on LCDFI website.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Summary%20of%20ExeCom%20Resolutions.pdf
III	17	Does the Board appoint an Audit Committee?	<p>The LCDFI Board of Trustees approved the creation of Audit and Risk Management Committee as per Board Resolution No. 21-008 dated April 29, 2021.</p> <p>The committee composition:</p> <ol style="list-style-type: none"> 1. Teresita S. Brazil, Chairperson 2. Consuelo N. Padilla, Member 3. Ricardo A. Nepomuceno, Member 4. Annalyn J. Cuisia, Member 	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/List%20of%20LCDFI%20Board%20of%20Trustees%20and%20other%20Board%20Level%20Committees%20and%20Corporate%20Officers.pdf
III	18	If yes, is the report of the Audit Committee publicly disclosed?	The summary of agendas were posted on LCDFI website.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Summary%20of%20AuditCom%20Agenda.pdf
III	19	Does at least one member of the Audit Committee have an audit, accounting or finance background (qualification or experience)?	Consuelo N. Padilla, a CPA, served as member of LCDFI Audit and Risk Management Committee She is currently Director of PTFC Baesa Redevelopment Corporation, Padilla De Los Reyes Inc., Seltoh Inc., and Tohsel Inc. She previously held key positions in the Treasury offices of Philippine Associated Smelting and Refining Corporation and the Bank of the Philippine Islands, and was the Philippine Representative to OBU Bank Dagang Nasional Indonesia. She earned her Master in Business Management from the Asian Institute of Management.	Y	https://www.landbankfoundation.com/sites/default/files/2025-03/Chair%20Padilla.pdf
III	20	Did the Audit Committee meet at least four times during the year?	Yes. The Audit Committee meet four (4) times for CY 2024.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20AuditCom%20Attendance.pdf

III	21	Does the Board appoint a Risk Management Committee?	<p><i>The LCDFI Board of Trustees approved the creation of Audit and Risk Management Committee as per Board Resolution No. 21-008 dated April 29, 2021.</i></p> <p><i>The committee composition:</i></p> <ol style="list-style-type: none"> 1. <i>Teresita S. Brazil, Chairperson</i> 2. <i>Consuelo N. Padilla, Member</i> 3. <i>Ricardo A. Nepomuceno, Member</i> 4. <i>Annalyn J. Cuisia, Member</i> 	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/List%20of%20LCDFI%20Board%20of%20Trustees%20and%20other%20Board%20Level%20Committees%20and%20Corporate%20Officers.pdf
III	22	If yes, is the report on Risk Management Committee publicly disclosed?	<i>The summary of agendas were posted on LCDFI website.</i>	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Summary%20of%20AuditCom%20Agenda.pdf
III	23	Does at least one member of the Risk Management Committee have a background in finance and investments?	Consuelo N. Padilla, a CPA, served as member of LCDFI Audit and Risk Management Committee She is currently Director of PTFC Baesa Redevelopment Corporation, Padilla De Los Reyes Inc., Seltoh Inc., and Tohsel Inc. She previously held key positions in the Treasury offices of Philippine Associated Smelting and Refining Corporation and the Bank of the Philippine Islands, and was the Philippine Representative to OBU Bank Dagang Nasional Indonesia. She earned her Master in Business Management from the Asian Institute of Management.	Y	https://www.landbankfoundation.com/sites/default/files/2025-03/Chair%20Padilla.pdf
III	24.a	Are the Board of Directors meetings scheduled at the beginning of the year? (end of Q1)	The Board of Trustees determines its meeting schedule each January. For Calendar Year (CY) 2024, the schedule was finalized during the Board meeting held on January 26, 2024.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/CGS_%20Board%20.pdf
III	24.b	Does the Board of Directors meet at least monthly?	The meetings were scheduled monthly; however, only 9 out of 12 meetings or 75% were successfully conducted.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/2024%20Board%20Attendance.pdf
III	24.c	Did the Board of Directors meet on at least 75% on their scheduled meetings?	The meetings were scheduled monthly; however, only 9 out of 12 meetings or 75% were successfully conducted.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/CGS_%20Board%20_0.pdf
III	24.d	Has each of the directors/commissioners attended at least 90% of all the board meetings held during the year?		N	
III	24.e	Did the Board of Directors meet separately at least once during the year without the President/CEO present?		N	
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?	As much as practicable, the agenda and meeting materials are provided to Board members at least three business days before the scheduled meeting.		https://www.landbankfoundation.com/sites/default/files/inline-files/CGS_%20Board%20.pdf

III	25.b	Is the Board Secretary trained in legal, accountancy or company secretarial practices?	Atty. Chrisa Sheila I. Pimentel, has been a member of the Philippine Bar since 1995.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/CGS_%20Board%20.pdf
III	26.a	Does the company have a separate internal audit function?		N	
III	26.b	Does the appointment and removal of the internal auditor require the recommendation of the Audit Committee?		N	
III	27.a	Does the company disclose the internal control procedures/risk management systems it has in place?		N	
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?		N	
III	27.c	Does the company disclose how key risks are managed?		N	
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?		N	

III	28	Do different persons assume the roles of Chairman and CEO?	A different individual has assumed the roles of Chairperson and OIC-PCEO. For January to December 2024, Ms. Consuelo N. Padilla serves as the Chairperson, while Mr. Roy C. Oscillada holds the position of OIC-PCEO.	Y	https://www.landbankfoundation.com/about-us/name-of-officials
III	29.a	Does the GOCC have orientation programs for new Directors?	<p>The Corporate Secretary has the following responsibilities for the Orientation Program for New Trustees upon their assumption:</p> <ol style="list-style-type: none"> 1. Schedules a meeting for the newly-onboarded Trustees/s with the Management team; 2. Provides the following documents: <ul style="list-style-type: none"> •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 member of the Board. <p>However, no new Trustees were appointed for Calendar Year 2024.</p>	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/CGS_%20Board%201.pdf
III	29.b	Does the GOCC have a policy that encourages Directors/Commissioners to attend on-going or continuous professional education programs?	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.	Y	https://www.landbankfoundation.com/sites/default/files/inline-files/CGS_%20Board%201.pdf
III	29.c	Did all Appointive Directors attend at least 1 training for the calendar year?		N	

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	