



Board Committees
Activities from January 1 – December 31, 2023

COMMITTEE/ DATE OF MEETING	ACTIONS TAKEN
Corporate Governance Committee	
16 January 2023	<p>Confirmed the endorsement via referendum of the following:</p> <ol style="list-style-type: none"> 1. Grant of Service Recognition Incentive for FY2022 <p>Discussed and endorsed to the Board the following:</p> <ol style="list-style-type: none"> 1. Enhanced Guidelines for Payment of Reimbursable Expenses of the Board of Directors <p>Discussed and noted the following:</p> <ol style="list-style-type: none"> 1. Authorization to Grant FY2020 Performance-Based Incentive to LLFC Entitled Board of Directors 2. Results of 2021 Corporate Governance Scorecard Validation 3. Performance Assessment for CY2022
17 February 2023	<p>Discussed and approved the following:</p> <ol style="list-style-type: none"> 1. Release of the Yr2020 Performance-Based Incentives to LLFC Entitled Board of Directors <p>Discussed and endorsed to the Board the following:</p> <ol style="list-style-type: none"> 1. Guidelines on the Grant of Parental Leaves for Solo Parents 2. Revised Table of Organization 3. Overall Results of the Yr2022 Board-Level Committee Assessment
12 May 2023	<p>Discussed and endorsed to the Board the following:</p> <ol style="list-style-type: none"> 1. Guidelines on Compensation for Overtime Work 2. Transfer of Employee Membership from SSS to GSIS 3. Promotion to Information Technology Unit Head (Assistant Manager) 4. Promotion to Head-Credit Investigation and Appraisal Unit (Assistant Manager) 5. Promotion to Account Officer (Assistant Manager) 6. Promotion to Group Head-Account Management Group (Vice-President) 7. Yr2022 Board Self-Assessment



LBP LEASING AND FINANCE CORPORATION
(A LANDBANK Subsidiary)

COMMITTEE/ DATE OF MEETING	ACTIONS TAKEN
Corporate Governance Committee	
14 July 2023	Discussed and endorsed to the Board the following: <ol style="list-style-type: none"> 1. Proposed Hiring of the General Counsel 2. Proposed Revised Guidelines on Five-Day Mandatory/Forced Vacation Leave 3. Proposed Adjustments in Salary Scheme for Various Position Level under Job Grade 11 and 12
11 August 2023	Discussed and endorsed to the Board the following: <ol style="list-style-type: none"> 1. Proposed Guidelines on Availment of Rehabilitation Privilege 2. Proposed Revised Guidelines on Maternity Leave Benefits 3. Application for Yr2021 Performance-Based Bonus (PBB)
22 November 2023	Discussed and noted the following: <ol style="list-style-type: none"> 1. Accident Insurance for the Members of the Board Confirmed the endorsement via referendum of the following: <ol style="list-style-type: none"> 1. Yr2021 BPI Forms for Submission to GCG Discussed and endorsed to the Board the following: <ol style="list-style-type: none"> 1. Job Offer for ULFC Officers 2. Proposed Guidelines on the Establishment of Provident Fund 3. Proposed Guidelines on LLFC's Inception of Collective Negotiation Agreement (CNA) Incentive 4. Proposed Revised Whistleblowing Policy and Procedure 5. Proposed Revisions on the Manual on Corporate Governance
20 December 2023	Discussed and endorsed to the Board the following: <ol style="list-style-type: none"> 1. Proposed Revised Competency Framework and Job Profiles 2. Grant of One-Time Rice Assistance for FY2022 3. Grant of Service Recognition Incentive for FY2023