



**LBP LEASING AND FINANCE CORPORATION**  
(A LANDBANK Subsidiary)

**Board Committees**

**Activities from January 1 – December 31, 2025**

COMMITTEE/ DATE OF MEETING	ACTIONS TAKEN
<b>Corporate Governance Committee</b>	
24 January 2025	<ol style="list-style-type: none"> <li>1. Confirmation of the Endorsement to the Board via Referendum of the Grant of Yr2024 Service Recognition Incentive (SRI) and Productivity Enhancement Incentive (PEI)</li> <li>2. Discussed and endorsed to the Board the Proposed Reorganization Plan</li> <li>3. Noted the report on the Corporate Governance Committee's Self-Assessment for Year 2024</li> </ol>
21 February 2025	<ol style="list-style-type: none"> <li>1. Discussed and endorsed to the Board the AMG Workforce Optimization Plan for 2025</li> <li>2. Noted the Result of Validation of Board-Level Committee PRS Assessment for Yr2024</li> </ol>
16 May 2025	Discussed and endorsed to the Board the following: <ol style="list-style-type: none"> <li>1. 2023 Performance-Based Incentive Forms for Submission to GCG</li> <li>2. Revised Whistleblowing Policies and Procedures</li> <li>3. Revised Guidelines for Participation in Conventions, Seminars, Conferences, and similar Activities</li> </ol>
20 June 2025	Discussed and endorsed to the Board the following: <ol style="list-style-type: none"> <li>1. Addendum to the 2023 Performance-Based Bonus</li> <li>2. Appointment for Account Administration Head</li> <li>3. Revised Corporate Governance Committee Charter</li> </ol> <p>Approved the recommendation on the Request for Extension of Employee Mandatorily Retiring in July 2025</p>
25 July 2025	Discussed and deferred the following: <ol style="list-style-type: none"> <li>1. Hiring of Accounting Unit Head</li> <li>2. Hiring of Administrative Unit Head</li> </ol>
22 August 2025	Discussed and endorsed to the Board the following: <ul style="list-style-type: none"> <li>• Hiring of Head-Administrative Unit</li> </ul>
21 November 2025	Discussed and endorsed to the Board the following: <ol style="list-style-type: none"> <li>1. Hiring of Technical Assistant (Assistant Vice-President)</li> <li>2. Hiring of Head-Administrative Unit</li> <li>3. 2024 Performance-Based Bonus (PBB)</li> <li>4. Proposed Guidelines on the Grant of Medical Allowance</li> <li>5. Proposed Guidelines on the Grant of Special Counsel Allowance to Deputized LLFC Lawyers</li> </ol>
12 December 2025	Discussed and endorsed to the Board the following:



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Corporate Governance Committee	
	<ol style="list-style-type: none"><li>1. Adoption of the CPCS II in Accordance with EO No. 95, s. 2025 and its IRR</li><li>2. Rationalization of Executive Salary Grades in Alignment with CPCS II</li><li>3. Revised Human Resource Manual 2025</li></ol>
17 December 2025	<p>Discussed and endorsed to the Board the following:</p> <ul style="list-style-type: none"><li>• Service Recognition Incentive</li></ul> <p>Noted the report on the Corporate Governance Committee's Self-Assessment for Year 2025</p>