PHILIPPINE GUARANTEE CORPORATION (PHILGUARANTEE)

Component				Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022
SO 1 **Contributing to Value Creation and Regional Development**							
Increase Value of Gross Loans Guaranteed to the Following Sectors (Year-to-Date):							
SM 1 a. Housing	Value of Gross Loans Guaranteed for the Year[1]	20%	(Actual / Target) x Weight	₱252.83 Billion	₱227.45 Billion	N.A.	₱229.07 Billion
b. Priority Sectors/MSME		5%		N.A.	₱0.32 Billion	N.A.	₱4.40 Billion
c. Agriculture		5%		₱6.3 Billion	₱4.0 Billion	N.A.	₱6.06 Billion
Sub-total		**30%**					

[1] Baseline data are internal figures reported by PHILGUARANTEE.

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022
STAKEHOLDERS	**SO 2**	**Expanding the Reach of the Benefits of State Guarantee Finance**							
		Increase No. of Beneficiaries in the Key Sectors (Year-to-Date)							
	SM 2	a. Housing	Actual Accomplishment	5%	(Actual / Target) x Weight	N.A.	11,281 New Housing Loan Borrowers	10,302 New Housing Loan Borrowers	18,750 New Housing Loan Borrowers
		b. Priority Sectors		5%		N.A.	2,944 Businesses	8,000 additional MSMEs	8,800 MSMEs
		c. Agriculture		5%		N.A.	48,038 Agri-Based Workers	40,950 Additional Agri-Based Workers	42,997 Agri-Based Workers
	SO 3	**Enhancing Public Image/Reputation as a Reliable Partner of Progress**							
	SM 3	Percentage of Satisfied Customers	Number of Respondents who Gave a Rating of at Least Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight If less than 80% = 0%	N.A.	Accomplishment Not Acceptable	90%	90%

Component				Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022
SO 4 Implementing Regulatory and Supervisory Functions over Building and Loan Associations (BLAs)							
SM 4 Conduct Operations Audit in Building and Loan Associations	Number of Operations Audits Conducted	5%	(Actual / Target) x Weight	N.A.	Completed the Conduct of Operations Audit to All BLAs under the Supervision and Regulation of PHILGUARANTEE	Conducted Operations Audit to All BLAs under the Supervision and Regulation of PHILGUARANTEE	Conducted Operations Audit to All BLAs under the Supervision and Regulation of PHILGUARANTEE
Sub-total		**25%**					
SO 5 Achieving Sound Financial Results							
SM 5 Increase Total Comprehensive Income	Total Revenue Less Total Expenses	10%	(Actual / Target) x Weight	N.A.	₱536.973 Million	₱449.18 Million	₱789.84 Million
SM 6 Sales Value of Acquired Assets	Actual Sales Values of Acquired Asset / Target Sales Value	7.5%	(Actual/Target) x Weight	N.A.	₱35.02 Million	₱159.60 Million	₱87.50 Million
SM 7 Improve Collection Efficiency Rate of the Acquired Assets Portfolio	Value of Actual Collections during the Year / Total Collections for the Year	7.5%	(Actual/Target) x Weight	N.A.	Unverifiable	At Least 75% Collection Efficiency	85%

FINANCE

		Component			Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022
SM 8	Efficient Utilization of Corporate Budget	Total Disbursement / DBM-Approved Corporate Operating Budget (both net of PS Cost)	5%	(Actual/Target) x Weight	N.A.	N.A.	N.A.	90%
		Sub-total	**30%**					
SO 6	**Enhancing Operational Reliability**							
SM 9	Implement Quality Management	Actual Accomplishment	5%	(Actual/Target) x Weight	N.A.	ISO 9001:2015 Certification	Maintain ISO 9001:2015 Certification	ISO 9001:2015 and 27001:2013 Recertification
SM 10	Implementation of Information Systems Strategic Plan	Actual Accomplishment	5%	(Actual/Target) x Weight	N.A.	ISSP (Phase 1 - 2020 ICT Resource Acquisition Clearance)	100% Implementation of the Targets based on the ISSP as Submitted to DICT	100% Implementation of the Targets based on the ISSP as Submitted to DICT
		Sub-total	**10%**					

INTERNAL PROCESS

		Component			Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2019	2020	2021	2022
LEARNING AND GROWTH	**SO 7**	**Improving Competencies**							
	SM 11	Improve Competency Level	Actual Accomplishment	5%	All or Nothing	N.A.	Accomplishment Not Acceptable	Board Approved Competency Framework: 1. Competency Catalogue 2. Competency Tables 3. Competency Matrix 4. Position Profiles 5. Competency-Based Job Description	Establishment of Competency Baseline[2]
		Sub-total .		**5%**					
		Grand Total		**100%**					

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[2] The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^{B}\left[\frac{\sum_{a=1}^{A}\left(\frac{Actual\ Competency\ Level}{Required\ Competency\ Level}\right)_a}{A}\right]_b}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled