PHILIPPINE GUARANTEE CORPORATION

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	2021
SOCIO- ECONOMIC IMPACT	**SO 1**	**Contribute to Inclusive Growth and Spur Regional Development**							
	SM 1	Increase Total Value of Loans Guaranteed to the following Sectors:							
		a. Housing	Value of Outstanding Guaranty for the year	15%	(Actual / Target) x Weight	N/A	N/A	₱160.11 Billion	₱146.29 Billion
		b. Priority Sector/MSME		10%				₱3.6 Billion	₱4 Billion
		c. Agriculture (AGFP)		5%				₱3.5 Billon	₱3.12 Billion
		Sub-Total		**30%**					
STAKEHOLDERS	**SO 2**	**Implement Programs as a Reliable Key Partner**							
	SM 2a	Percentage Implementation of the MSME Credit Guarantee Program	Actual Accomplishment	5%	(Actual / Target) x Weight	N/A	N/A	Implemented to 2,000 MSMEs	Implement to 8,000 additional MSMEs
	SM 2b	*Increase No. of Beneficiaries in the Key Sectors*	*Actual Accomplishment*	0%	(Actual / Target) x Weight	N/A	N/A	*Housing Sector: 4,121 New Housing Loan Borrowers* *Priority Sector/MSME: 2,000 Businesses* *Agri: 39,000 Agri-based workers*	*Housing Sector: 10,302 New Housing Loan Borrowers* *Priority Sector/MSMEs: 8,000 additional MSMEs* *Agri: 40,950 additional Agri-based workers*

| | | Component | | | | Baseline Data | | Target | |
		Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	2021
								(For Monitoring Only)	
	SO 3	**Enhance 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 over Total Number of respondents	5%	(Actual / Target) x Weight If less than 80% = 0%	N/A	N/A	90% Satisfactory Rating	90%
	SO 4	**Implement Regulatory and Supervisory Functions over Building and Loans Association (BLAs)**							
	SM 4	Conduct Operations Audit in Building and Loan Associations	Number of operations audits conducted	5%	(Actual / Target) x Weight	N/A	N/A	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		**15%**					
FINANCE	**SO 5**	**Achieve Sound Financial Results**							
	SM 5	Increase Total Comprehensive Income	Total Revenue less total expenses	10%	(Actual / Target) x Weight	N/A	N/A	₱221.79 Million	₱449.18 Million
	SM 6	Sales Value of Acquired Asset	Actual Sales Values of Acquired Asset / Target sales value	5%	(Actual / Target) x Weight	N/A	N/A	₱6 Million	₱159.60 Million

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INTERNAL PROCESS	SM 7	Improve Collection Efficiency Rate	Value of actual collections during the year / Total Projected Collections for the year	10%	(Actual / Target) x Weight	N/A	N/A	At least 60% Collection Efficiency (Amortization Payments of Housing Loans from Disposed Acquired Assets)	At least 75% Collection Efficiency
		Sub total		**25%**					
	SO 6	**Enhance Operational Reliability**							
	SM 8	Implement Quality Management	Actual Accomplishment	5%	All or Nothing	N/A	N/A	ISO 9001:2015 Certification	Maintain ISO 9001:2015 Certification
	SM 9	Implementation of Information Systems Strategic Plans	Actual Accomplishment	5%	All or Nothing	N/A	N/A	ISSP (Phase 1-2020 ICT Resource Acquisition Clearance from the Department of Information and Communications Technology)	100% Implementation of the targets based on the ISSP as submitted to DICT
	SO 7	**Digital Transformation**							
	SM 10	Automation of Key Processes	Actual Accomplishment	10%	All or Nothing	N/A	N/A	Automation of one (1) Key Process (preferably establishment of Digital Payment Platforms)	Full implementation of the digital payment platform as ongoing frontline service automation innovation
		Sub-total		**20%**					

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	2021
LEARNING AND GROWTH	**SO 8**	**Improve Competencies**							
	SM 11	Improve Competency Level	Actual Accomplishment	10%	All or Nothing	N/A	N/A	Board Approved Competency Framework with 1. Competency Catalogue 2. Competency Tables 3. Competency Matrix 4. Position Profiles 5. Competency-Based Job Description	Board Approved Competency Framework:[1] 1. Competency Catalogue 2. Competency Tables 3. Competency Matrix 4. Position Profiles 5. Competency-Based Job Description
		Sub-total		**10%**					
		Total		**100%**					

[1] Competency Catalogue – A document that identifies the competencies relevant to the organization; Competency Framework – A diagram that clusters the competencies identified under the Competency Catalogue into Core, Leadership, Technical and Organizational themes; Competency Tables – A set of tables containing an operational definition for each competency, identifying the behavioral indicators associated with the competency, and classifying the behavioral indicators into different levels, showing a progression of proficiency; Competency Matrix – A matrix of all position titles and competencies that identifies the (1) competencies required for each position and (2) the required competency levels for those competencies; Position Profiles – A set of profiles for all positions identifying the (1) competencies required for each position title, and the (2) behavioral indicators associated with these required competencies. The behavioral indicators must be in accordance with the competency levels required for the position title under the Competency Matrix; Competency-Based Job Description – A set of all job descriptions of all position titles identifying the (1) tasks and sub-tasks associated with each position title, (2) the competencies required for the position title, (3) the competency levels for these required competencies, and (4) the behavioral indicators associated with the competency levels.