

PHILIPPINE GUARANTEE CORPORATION (PHILGUARANTEE)

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SOCIO-ECONOMIC IMPACT	SO 1	Contributing to Value Creation and Regional Development							
		Increase Value of Gross Loans Guaranteed to the Following Sectors (Year-to-Date):							
		a. Housing		20%		₱175.71 Billion	₱178.90 Billion	₱229.07 Billion	₱ 242.75 Billion
	SM 1	b. Priority Sectors/MSME	Value of Gross Loans Guaranteed for the Year ¹	5%	(Actual / Target) x Weight	₱3.08 Billion	₱3.80 Billion	₱4.40 Billion	₱ 1.63 Billion
		c. Agriculture		5%		₱0.40 Billion	₱1.22 Billion	₱6.06 Billion	₱ 4.09 Billion
	Sub-total		30%						

¹ This represents the total value of loans mobilized by PHILGUARANTEE through its credit guarantee facilities, inclusive of guarantee renewals for the year. For 2020-2021, the baseline figures represent the value of Outstanding Guarantee for the year.


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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	11,281 New Housing Loan Borrowers	Housing Sector: 35,797 New Housing Loan Borrowers	18,750 New Housing Loan Borrowers	19,583 New Housing Loan Borrowers
		b. Priority Sectors		5%		2,944 Businesses	Priority Sector/MSMEs: 16,217 additional MSMEs	8,800 MSMEs	9,600 MSMEs
		c. Agriculture		5%		48,038 Agri-Based Workers	Agri: Accomplishment not verifiable.	42,997 Agri-Based Workers	45,147 Agri-Based Workers
	SO 3	Enhancing Public Image/Reputation as a Reliable Partner of Progress							
		Percentage of Satisfied Customers							
	SM 3	a. Housing	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%	Accomplishment not acceptable	84%	90%	90% Satisfactory Rating
		b. Priority Sectors		2.5%					
		c. Agriculture		2.5%					
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	0%	(Actual / Target) x Weight	Completed the Conduct of Operations Audit to All BLAs under the Supervision and	Completed the Conduct of Operations Audit to All BLAs under the Supervision and	Conducted Operations Audit to All BLAs under the Supervision and	Conducted Operations Audit to All BLAs under the Supervision and	

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			<i>For monitoring only</i>		Regulation of PHILGUARANTEE	Regulation of PHILGUARANTEE	Regulation of PHILGUARANTEE	Regulation of PHILGUARANTEE	
	Sub-total		25%						
FINANCE	SO 5	Achieving Sound Financial Results							
	SM 5	Increase Total Comprehensive Income	Total Revenue Less Total Expense plus Other Comprehensive Income (net of Tax)	10%	(Actual / Target) x Weight	₱536.973 Million	₱1.45 Billion	₱789.84 Million	₱1.0 Billion
	SM 6	Sales Value of Acquired Assets	Actual Sales Values of Acquired Asset	5%	(Actual/Target) x Weight	₱35.02 Million	<i>Measure Excluded</i>	₱87.50 Million	₱57.4 Million
	SM 7	Improve Collection Efficiency Rate of the Acquired Assets Portfolio	Value of Actual Collections during the Year / Total Collections for the Year	5%	(Actual/Target) x Weight	Unverifiable	112.90%	85%	90%
	SM 8	Efficient Utilization of Corporate Budget	Total Disbursement / Board-Approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual/Target) x Weight	Not Applicable	Not Applicable	90%	90%
		Sub-total		25%					

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INTERNAL PROCESS	SO 6	Enhancing Operational Reliability							
	SM 9	Implement Quality Management	Actual Accomplishment	10%	(Actual/Target) x Weight	ISO 9001:2015 Certification	2 nd surveillance audit for ISO 9001:2015 was not conducted in 2021	ISO 9001:2015 and 27001.2013 Recertification	ISO 9001:2015 and 27001:2013 Certification (1 st Surveillance Audit)
	SM 10	Implementation of Information Systems Strategic Plan	Actual Accomplishment	5%	(Actual/Target) x Weight	ISSP (Phase 1 - 2020 ICT Resource Acquisition Clearance)	ICT Modernization Study resulting in 2022-2024 ISSP Infrastructure Upgrade (Firewall with Transceiver Module)	100% Implementation of the Targets based on the ISSP as Submitted to DICT	100% Implementation of 2023 targets based on the ISSP as approved by DICT
	Sub-total		15%						

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LEARNING AND GROWTH	SO 7	Improving Competencies							
	SM 11	Improve Competency Level	Actual Accomplishment ²	5%	All or Nothing	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	Improvement on the competency level of the organization from the 2022 baseline
		Sub-total		5%					
		Grand Total.		100%					

For GCG:


Justice ALEX L. QUIROZ (Ret.)
Chairperson

For PHILGUARANTEE:


MR. ALBERTO E. PASCUAL
President and CEO (PCEO)

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:

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

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