

PHILIPPINE GUARANTEE CORPORATION (PHILGUARANTEE)

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024	
SOCIO-ECONOMIC IMPACT	SO 1	Contributing to Value Creation and Regional Development							
		Increase Value of Gross Loans Guaranteed to the following Sectors:							
	SM 1	a. Housing	Value of Gross Loans Guaranteed for the Year	20%	(Actual / Target) x Weight	₱ 178.90 Billion	₱ 232.59 Billion	₱ 242.75 Billion	₱195.08 Billion
		b. Priority Sectors		5%		₱ 3.80 Billion	₱ 1.36 Billion	₱ 1.63 Billion	₱1.71 Billion
		c. Agriculture		5%		₱ 1.22 Billion	₱ 4.83 Billion	₱ 4.09 Billion	₱4.83 Billion
	<b>Sub-total</b>		<b>30%</b>						

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<b>STAKEHOLDERS</b>	<b>SO 2</b>	<b>Expanding the Reach of the Benefits of State Guarantee Finance</b>							
		Increase No. of Beneficiaries in the Key Sectors (Year-to-Date)							
	SM 2	a. Housing	Actual Accomplishment	5%	(Actual / Target) x Weight	35,797 Housing Loan Borrowers	43,535 New Housing Loan Borrowers	19,583 New Housing Loan Borrowers	12,600 New Housing Loan Borrowers
		b. Priority Sectors		5%		16,217 MSMEs	8,864 MSMEs	9,600 MSMEs	10,080 MSMEs
c. Agriculture		5%		Accomplishment not verifiable		39,811 Agri-Based Workers	45,147 Agri-Based Workers	47,856 Agri-Based Workers	

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	<b>SO 3</b>	<b>Enhancing Public Image/Reputation as a Reliable Partner of Progress</b>							
	SM 3	Percentage of Satisfied Customers	Number of respondents who gave a rating of at least Satisfactory / Total Number of respondents	10%	(Actual / Target) x Weight  If less than 80% = 0%	84%	97.9%	90%	90%
		<b>Sub-total</b>		<b>25%</b>					
	<b>SO 4</b>	<b>Achieving Sound Financial Results</b>							
<b>FINANCE</b>	SM 4	Increase Total Comprehensive Income <sup>1</sup>	Total Revenue less total expenses plus Other Comprehensive Income (net of tax)	10%	(Actual / Target) x Weight	₱1.45 Billion	₱664.19 Million	₱1.0 Billion	₱1.7 Billion

<sup>1</sup> STATEMENT OF FINANCIAL PERFORMANCE: PHILGUARANTEE CONSOLIDATED (PHILGUARANTEE, AGFP, AKPF).

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SM 5	Efficient Utilization of Corporate Budget	Total Disbursement/DB M-Approved Corporate Operating Budget (both net of PS Cost)	5%	(Actual / Target) x Weight	-	59.13%	90%	90%
SM 6	Asset Management / Disposition Plan	Endorsement for sale / total inventory of assets projected for sales	2.5%	(Actual / Target) x Weight	N/A	N/A	N/A	75% of the inventory assets projected for sales endorsement to Asset Sales and Disposition Department (ASDD)
		Posted for sale / total assets endorsed for sale	2.5%					75% of the assets endorsed by Recovery Management Department are posted for sale
<b>Subtotal</b>			<b>20%</b>					

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Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024		
<b>SO 5</b>	<b>Enhancing Operational Reliability</b>								
<b>INTERNAL PROCESS</b>	SM 7	Implement Quality Management	Actual Accomplishment	5%	(Actual / Target) x Weight	ISO Certificate already considered as 2020 accomplishment based on the request and manifestation of PHILGUARANTEE	ISO 9001:2015 and 27001:2013 Recertification	ISO 9001:2015 and 27001:2013 Certification (1st Surveillance Audit)	ISO 9001:2015 and 27001:2013 Certification (2nd Surveillance Audit)
	SM 8	Implementation of Information Systems Strategic Plan	Actual Accomplishment	10%	(Actual / Target) x Weight	ICT Modernization Study resulting in 2022-2024 ISSP Infrastructure Upgrade (Firewall with Transceiver Module)	Measure Excluded	100% Implementation of 2023 targets based on the ISSP as approved by DICT	100% Implementation of 2024 targets based on the ISSP as approved by DICT
		<b>Sub-total</b>		<b>15%</b>					

		Component			Baseline Data		Target		
		Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024
<b>LEARNING AND GROWTH</b>	<b>SO 6</b>	<b>Improving Competencies</b>							
	SM 9	Improve Competency Level	Actual accomplishment <sup>2</sup>	10%	All or Nothing	Board-Approved Competency Framework: 1. Competency Catalogue 2. Competency Tables 3. Competency Matrix 4. Position Profiles 5. Competency-Based Job Description	138.18%	Improvement on the competency level of the organization from the 2022 baseline	Improvement on the competency level of the organization from the 2023 baseline
		<b>Sub-total</b>		<b>10%</b>					
		<b>TOTAL</b>		<b>100%</b>					

<sup>2</sup> The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

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

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

For GCG:



**ATTY. MARIUS P. CORPUS**  
*Chairperson*

For PHILGUARANTEE:



**HON. ALBERTO E. PASCUAL**  
*President and CEO (PCEO)*