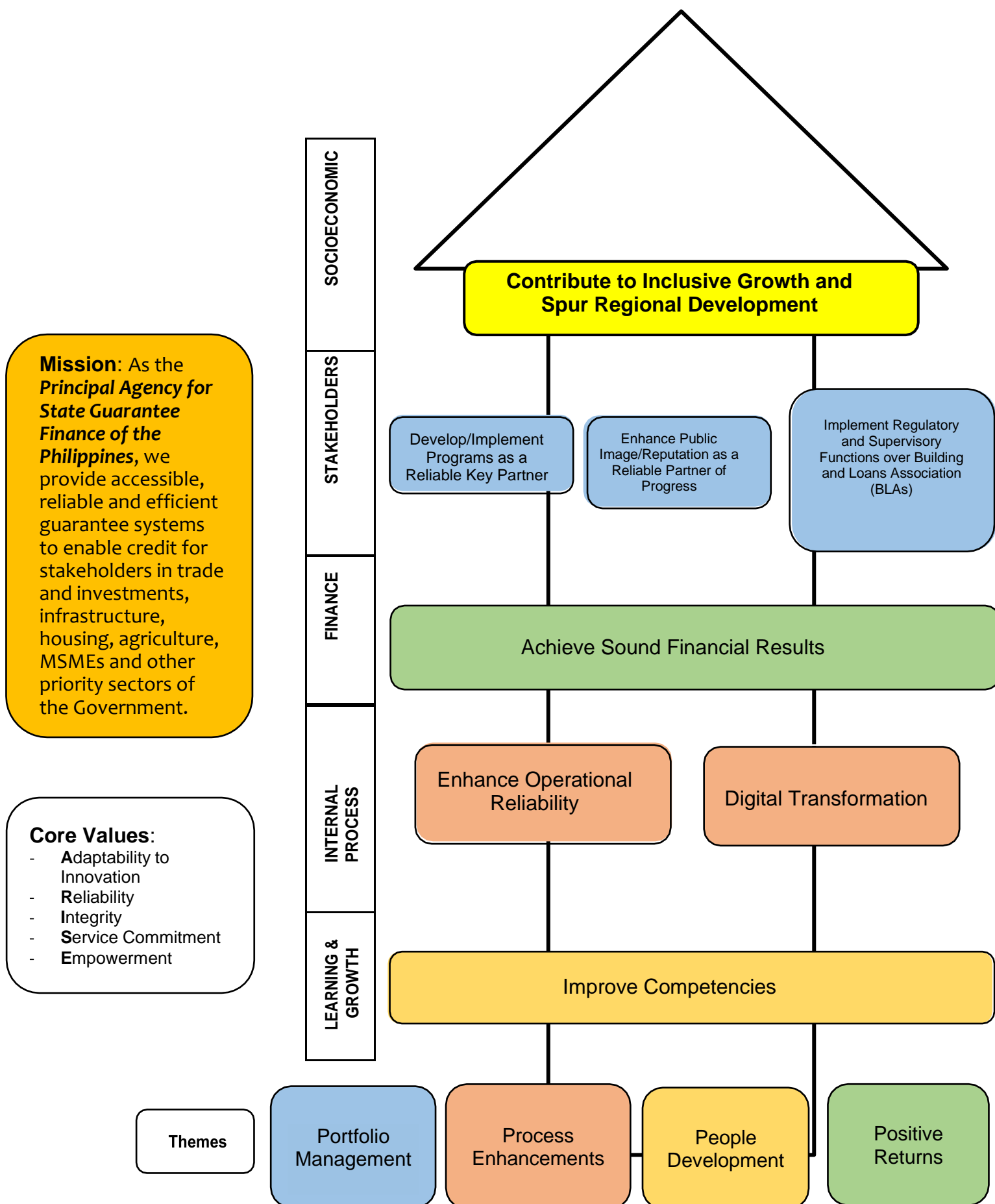


Vision: By 2025, **PHILGUARANTEE** shall be a strong and trusted State-Owned Enterprise, the reliable and responsive partner in championing inclusive growth and catalyzing regional development of economic sectors, and a key regional player for guarantee finance in the ASEAN Community.



Component						Baseline Data		Target
	Objective/Measure		Formula	Weight	Rating System	2018	2019	2020
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 Guarantee for the year	15%	(Actual / Target) x Weight	N.A.	N.A.	P160.11 Billion
		b. Priority Sector/MSME		10%				P3.6 Billion
		c. Agriculture		5%				P3.5 Billion
		Sub-Total		30%				
STAKEHOLDERS	SO 2	Develop or 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
	SM 2b	Increase No. of Beneficiaries in the Key Sectors	Actual Accomplishment	0% <i>(For Monitoring Only)</i>	(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

Component					Baseline Data		Target	
	Objective/Measure		Formula	Weight	Rating System	2018	2019	2020
	SO 3	Enhance Public Image or 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
	SO 4	Implement Regulatory and Supervisory Functions over 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
		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.	P221.79 Million

Component						Baseline Data		Target
	Objective/Measure		Formula	Weight	Rating System	2018	2019	2020
	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.	P6 Million
	SM 7	Improve Collection Efficiency Rate	Value of actual collections during the year / Total Collections for the year	10%	(Actual / Target) x Weight	N.A.	N.A.	60% Collection Efficiency
		Sub total		25%				
INTERNAL PROCESS	SO 6	Enhance Operational Reliability						
	SM 8	Implement Quality Management	Actual Accomplishment	5%	All or Nothing	N.A.	N.A.	ISO 9001:2015 Certification (1 st Surveillance Audit)
	SM 9	Development of Internal Policies Focused on Operational Efficiency	Actual Accomplishment	5%	All or Nothing	N.A.	N.A.	Board Approved Enterprise Risk Management Plan (ERM) or Business Continuity Plan (BCP) or Actuarially Determined Premium Pricing
	SM 10	Implementation of Information Systems Strategic Plans	Actual Accomplishment	5%	All or Nothing	N/A	N/A	Information Systems Strategic Plan (ISSP) – Phase 1 (Resource Acquisition Clearance from the Department of Information and Communications Technology (DICT))

Component						Baseline Data		Target
	Objective/Measure		Formula	Weight	Rating System	2018	2019	2020
	SO 7	Digital Transformation						
	SM 11	Automation of Key Process/es	Actual Accomplishment	5%	All or Nothing	N/A	N/A	Automation of one (1) Key Process (preferably establishment of Digital Payment Platforms)
		Sub-total		20%				
LEARNING AND GROWTH	SO 8	Improve Competencies						
	SM 12	Develop/Establish a Competency Framework	Actual Accomplishment	10%	All or Nothing	N/A	N/A	Establish a Competency Framework
		Sub-total		10%				
		Total		100%				