

HOME GUARANTY CORPORATION

2017 Performance Targets

		Objective/ Measure	Formula	Weight	Rating System	2017		
						Annual	Target	Actual
LEARNING & GROWTH	SO 13	Improve Competencies						
	SM 14	Competency gaps given intervention	Actual accomplishment	5.00%	(Actual/Target) * Weight	Address Gap on the following Competencies: -Risk management and compliance; -Technical documentation; -Written documentation; -Oral communication; -Critical thinking	Address Gap on the following Competencies: -Risk management and compliance; -Technical documentation; -Written documentation; -Oral communication; -Critical thinking	Interventions have been provided to employees with competency gaps on risk management;written documentation; oral communication; and critical thinking
			Total	100.00%				

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SOCIAL IMPACT	SO 1	Target						
	SM 1	Total value of loans guaranteed	Value of outstanding guaranty for the year	15%	(Actual/Target) * Weight	₱ 160.00 Billion	₱ 160.00 Billion	₱ 164.70 Billion
	SO 2	Guaranty Portfolio in Favor of the Low-Income Groups						
	SM 2	Percentage of value of outstanding guaranty allocated for socialized and low-cost housing (excluding HDMF accounts)	Value of outstanding guaranty allocated for socialized and low-cost housing (excluding HDMF accounts) divided by total value of outstanding guaranty	10.00%	Anything lower than 70%=0% 70% to 75%=5% 76% and above=10%	70%	70%	56.63%
	SM 3	Total value of new enrollment covering socialized housing units	Absolute value	5.00%	(Actual/Target) * Weight	₱ 400.00 Million	₱ 400.00 Million	₱ 88.28 Million

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STAKEHOLDERS	SO 3	To Increase Number of New Partner Banks, Developers and Other Financial Institutions Lending in the Regions						
	SM 4	Number of active partner banks, developers and other financial institutions (FIs) lending in the regions	Actual number of active partner banks, developers and other FIs in the regions	5.00%	(Actual/Target) * Weight	80 active partners banks, developers and other FIs lending in the regions	80 active partners banks, developers and other FIs lending in the regions	63
	SO4	Develop Public Image/Reputation as a Dependable/Strong, Efficient and Professional Corporation						
	SM 5	Satisfaction rating based on a survey conducted by a third party	No. of respondents who gave a rating of at Least Satisfactory/ Total no. of respondents	5.00%	All or Nothing	90% of the respondents gave a rating of Satisfactory or higher	90% of the respondents gave a rating of Satisfactory or higher	On-going
	SO 5	Enhance Regulatory and Supervisory Functions over Building and Loan Associations (BLAs)						
	SM 6	Operations audit conducted on BLAs	No. of operations audit conducted	5.00%	(Actual/Target) * Weight	3 Operations audit conducted	3 Operations audit conducted	3 Operations audit conducted

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FINANCE	SO 6	Improve Financial Viability/ Sustainability of Guaranty Operations						
	SM 7	Net Operating Income	Operating revenues less operating expenses	10.00%	(Actual/Target) * Weight	₱ 1.221 Billion	₱ 1.221 Billion	₱ 1.215 Billion
	SO 7	Speed up Asset Disposition						
	SM 8	Sales value of assets	Sales value of acquired assets sold for the year	10.00%	(Actual/Target) * Weight	₱ 687.20 Million	₱ 687.20 Million	₱ 1,342.09 Million
	SO 8	Enhance Collection Efficiency to Improve Liquidity						
	SM 9	Collection Efficiency	Value of actual collections during the year divided by total collectibles for the year	10.00%	(Actual/Target) * Weight	95%	95%	92.19%

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INTERNAL PROCESSES	SO 9	Enhance Operational Efficiency						
	SM 10	Delivery of Services within prescribed processing period	Average percentage of: (a) approved guaranty calls paid within 20 calendar days upon receipt of complete documentation;	5.00%	(Actual/Target) * Weight	100% of requests processed within the prescribed period	100% of requests processed within the prescribed period	100%
			(b) title consolidations filed within 7 working days upon receipt of request with complete requirements;					100%
			and (c) sales document executed within 25 working days from receipt of reservation payment/ downpayment					100%

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LEARNING & GROWTH	SO 10	Implement Government Quality Management System (GQMS)						
	SM 11	Quality Management System ISO 9001:2015 re-certification	Actual accomplishment	5.00%	All or nothing	Quality Management System ISO 9001:2015 re-certification	Quality Management System ISO 9001:2015 re-certification	Quality Management System ISO 9001:2015 re-certified
	SO 11	Improvement of Information Security Management						
	SM 12	Information Security Management System ISO 27001:2013 re-certification	Actual accomplishment	5.00%	All or nothing	Information Security Management System ISO 27001:2013 re-certification	Information Security Management System ISO 27001:2013 re-certification	HGC’s Information Security Management System ISO 27001:2013 re-certified
	SO 12	Automate System Processes						
	SM 13	Automation of system processses	Actual accomplishment	5.00%	All or nothing	Roll-out and implementation of AX System Enhancement Project	Roll-out and implementation of AX System Enhancement Project	Rolled-out AX System Enhancement Project