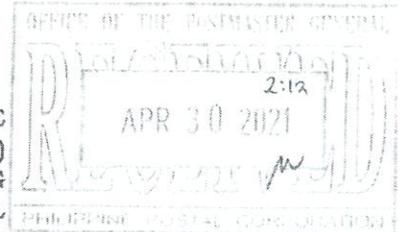


SECRETARY'S CERTIFICATE

1. I am presently the Corporate Secretary of the Philippine Postal Corporation;
2. The Office of the Corporate Secretary holds office at the 3rd Floor, Manila Central Post Office Building, Magallanes Drive, Liwasang Bonifacio, Barangay 659-A, Ermita, Manila;
3. I am the custodian of the records of the Corporation, including the Minutes of Meetings and Resolutions;
4. In the 6th Special Meeting of the Board held on April 28, 2021 via videoconference (Zoom Meeting with ID No. 3726631056) during which a quorum was present and acted throughout, Board Resolution No. 2021-51 was unanimously approved and adopted, as follows:

Board Resolution No. 2021 - 51

"APPROVING THE SUBMISSION TO THE GOVERNANCE COMMISSION FOR GOCCs (GCG) OF THE PERFORMANCE TARGETS MONITORING REPORT OF THE PHILIPPINE POSTAL CORPORATION (PHLPost) FOR THE FOURTH QUARTER OF CALENDAR YEAR (CY) 2020."



WHEREAS, Item 5 of GCG Memorandum Circular No. 2013-02 (Re-Issued) dated 23 June 2014, requires Government-Owned and Controlled Corporations (GOCCs) to submit and upload in its official websites their Quarterly Performance Targets Monitoring Reports based on their GCG-approved performance scorecards;

WHEREAS, in its letter dated 09 January 2020, GCG approved the Performance Scorecard of PHLPost for CY 2020;

WHEREAS, in compliance with the directive from GCG requiring GOCCs to recalibrate its performance targets for CY 2020 to take into account the impact of the COVID-19 pandemic in their operations, PHLPost submitted to GCG a

Recalibrated Performance Targets for CY 2020 and the same was approved by GCG through its letter dated January 25, 2021;

WHEREAS, PHLPost requested extension for submission of the 4th Quarter Monitoring Report from March 31, 2021 to April 30, 2021;

WHEREAS, in its Resolution No. 2021-30 dated 22 April 2021, the Management Executive Committee recommended for approval of the Board of Directors the submission to GCG of the Performance Targets Monitoring Report of PHLPost for the fourth quarter of CY 2020;

WHEREFORE, foregoing premises considered, **BE IT RESOLVED**, as it is hereby **RESOLVED**, to approve the submission to GCG of the Performance Targets Monitoring Report of PHLPost for the fourth quarter of CY 2020;

RESOLVED FINALLY, that Management is hereby directed to upload in PHLPost's official website the Performance Targets Monitoring Report of PHLPost for the fourth quarter of CY 2020 and to do such acts as may be required/necessary to implement this resolution.

Issued this 29th day of April 2021 at the City of Manila, Philippines.


ATTY. LINDEZA R. ROGERO-GAVINO
Corporate Secretary

PHILIPPINE POSTAL CORPORATION (PHLPost)
4th Quarter Monitoring Report

Measures by Perspective and Objective	Formula	Weight	Rating Scale	2020 Recalibrated Target		4th Quarter Actual Accomplishments	Rating	Remarks		
				Annual	4th Quarter					
TOTAL RATING							70.06%			
TOTAL RATING TO BE ELIGIBLE FOR PBB							85.05%			
SO 1 - Linked people with access to communication services, delivery of goods and merchandise, and provision of postal payments										
SOCIAL IMPACT	SM 1 - Postal Traffic									
	SM 1 - Postal Mail Traffic (Transactions Handled in Millions)	Actual Figure	8.0%	Actual / Target	31.57	31.57	38.48	8.00%		
<i>Sub-Total > Social Impact</i>							8.00%			
SO 2 - Continue postal service in the community through sustainable partnership with public and private entities										
CUSTOMERS & STAKEHOLDERS	SM 2 - Number of Municipalities and Cities with Postal Access (out of a total of 1,628)	Number of Municipalities with PHLPost-operated, Local Government Unit (LGU)-operated or Private-operated postal outlet/s	5.0%	Actual / Target	9 additional cities and municipalities	9 additional cities and municipalities	2 Postal Outlets	1.11%		
	SM 3 - Number of NGAs/NGOs partners for services	Actual Number of Partners	5.0%	Actual / Target	6	6	6 partners	5.00%		
	SO 3 - Enhance Postal Service experience of customers and partners through proactive customer service management									
	SM 4 - Percentage of Satisfied Customers	Number of Customers Who Rated Satisfactory or Very Satisfactory / Total Number of Customers Sampled		Actual / Target	90% Using the GCG Enhanced Guidelines for the Conduct of the CSS with 5% weight on Corporate Clients	Excluded	1. Failure of bidding for the procurement of 3rd party Customer Satisfaction Survey 2. Deferment of Alternative Procurement of 3rd party Customer Satisfaction Survey due to time constraint in the implementation of the project	Excluded		
	a. Individual Customers		(3.0%)							
	b. Corporate Clients		2.0%							90%
<i>Sub-Total > Customers & Stakeholders</i>							6.11%			

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PHILIPPINE POSTAL CORPORATION (PHLPost)
4th Quarter Monitoring Report

Measures by Perspective and Objective	Formula	Weight	Rating Scale	2020 Recalibrated Target		4th Quarter Actual Accomplishments	Rating	Remarks	
				Annual	4th Quarter				
SO 4 - Ensure financial growth and efficiency through market sustainability and cost management									
FINANCIAL	SM 5 - Revenues	Total Revenues	6.0%	Actual / Target	PhP 3.179 B	PhP 3.179 B	2.189.69	4.13%	
	SM 6 - Earnings before Interest, Taxes, Depreciation and Amortization	EBITDA Excluding Subsidies (Franking Privilege reimbursed from National Government and from non-shareholders)	6.0%	Actual / Target	PhP 80.308 M	PhP 80.308 M	-670.9	0.00%	
	<i>Sub-Total > Financial</i>							4.13%	
SO 5 - Sustain the efficiency and reliability in the delivery of postal items and provision of payment services by quality processes and procedures									
SM 7 - Express Post Delivery Performance									
INTERNAL PROCESSES	7.1. Domestic Express Post Delivery Performance, Committed Areas in Metro Manila	Percentage of Postal Items Delivered within the Standard Turnaround Time	7.0%	Actual / Target	90% of items delivered within 3 days after posting	90% of items delivered within 3 days after posting	No Data	0.00%	
	7.2. Domestic Express Post Delivery Performance, Committed Areas outside of Metro Metro Manila		7.0%	Actual / Target	90% of items delivered within 10 days in Luzon and 15 days in VisMin after posting	90% of items delivered within 10 days in Luzon and 15 days in VisMin after posting	92.85 % of items delivered within 10 days in Luzon and 90% of items delivered within 15 days in VisMin after posting	7.00%	

8

PHILIPPINE POSTAL CORPORATION (PHLPost)
4th Quarter Monitoring Report

Measures by Perspective and Objective	Formula	Weight	Rating Scale	2020 Recalibrated Target		4th Quarter Actual Accomplishments	Rating	Remarks	
				Annual	4th Quarter				
INTERNAL PROCESSES	7.3. International Express Post Delivery Performance, Committed Areas handled by Express Mail Exchange Department	Percentage of Postal Items Delivered within the Standard Turnaround Time	7.0%	Actual / Target	95% of items delivered within 3 days after Customs clearance	95% of items delivered within 3 days after Customs clearance	95.12% of items delivered within 3 days after Customs clearance	7.00%	
	7.4. International Express Post Delivery Performance, Committed Areas outside of those handled by Express Mail Exchange Department		7.0%	Actual / Target	95% of items delivered within 10 days in Luzon and 15 days in VisMin after Customs clearance	95% of items delivered within 10 days in Luzon and 15 days in VisMin after Customs clearance	100% of items delivered within 10 days in Luzon 95.83% of items delivered within 15 days in VisMin after Customs clearance	7.00%	
	SM 8 - International Parcel Post Delivery Performance		4.0%	Actual / Target	85% of items delivered within 15 days in Luzon and 30 days in VisMin after Customs clearance	85% of items delivered within 15 days in Luzon and 30 days in VisMin after Customs clearance	100% of items delivered within 15 days in Luzon and 92.12% of items delivered within 30 days in VisMin after Customs clearance	4.00%	
	SM 9 - Letter Post Delivery Performance								
	9.1. Domestic Ordinary Letter Post Delivery Performance		7.0%	Actual / Target	85% of items delivered within 15 days in Luzon and 30 days in VisMin after posting	85% of items delivered within 15 days in Luzon and 30 days in VisMin after posting	91.37% of items delivered within 15 days in Luzon and 90.32% of items delivered within 30 days in VisMin after posting	7.00%	
9.2. Domestic Registered Letter Post Delivery Performance	Percentage of Postal Items Delivered within the Standard Turnaround Time	7.0%	Actual / Target	85% of items delivered within 15 days in Luzon and 30 days in VisMin after posting	85% of items delivered within 15 days in Luzon and 30 days in VisMin after posting	90.95% of items delivered within 15 days in Luzon and 92.47% of items delivered within 30 days in VisMin after posting	7.00%		
9.3. International Letter Post Delivery Performance		4.0%	Actual / Target	85% of items delivered within 15 days in Luzon and 30 days in VisMin after Customs clearance	85% of items delivered within 15 days in Luzon and 30 days in VisMin after Customs clearance	97.02% of items delivered within 15 days in Luzon and 96.68% of items delivered within 30 days in VisMin after Customs clearance	4.00%		

8

**PHILIPPINE POSTAL CORPORATION (PHLPost)
4th Quarter Monitoring Report**

Measures by Perspective and Objective	Formula	Weight	Rating Scale	2020 Recalibrated Target		4th Quarter Actual Accomplishments	Rating	Remarks
				Annual	4th Quarter			
INTERNAL PROCESSES								
SO 6 - Uphold postal service integrity by implementing QMS in the postal processes								
SM 10 - ISO Certification	ISO Certification of Frontline Services	5.0%	All or Nothing	ISO 9001:2015 Certification of Post Offices within the City of Manila and in the Offices of Exchange	ISO 9001:2015 Certification of Post Offices within the City of Manila and in the Offices of Exchange	1. Approval of Quality Manual & Final Draft of Document Control Manual; 2. Implementation of all (91) Revised QMS Procedures; 3. Continuous monitoring on the implementation of the QMS procedures and the ISO requirements; 4. On-going repairs, arrangement and installation of equipment at the Post Offices, CMEC and SMED; 5. On-going 5S Program in concerned Offices and trainings to personnel; and, 6. Preparation of updated TOR and Purchase Request for the procurement of ISO Certifying Body.	0.00%	
SO 7 - Improve efficiencies in the Postal Service through innovation and ICT								
SM 11. Percentage of PHLPost-Operated Postal Outlets with Internet Connectivity Enabling Track and Trace	Number of PHLPost-operated Postal Outlets with Internet Connectivity Enabling Track and Trace / Total Number of PHLPost-Operated Postal Outlets	5.0%	Actual / Target	60%	60%	55% / 742 Postal Outlets with Enabled Track and Trace	4.61%	
Sub-Total > Internal Processes							47.61%	

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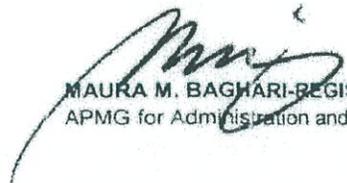
**PHILIPPINE POSTAL CORPORATION (PHLPost)
4th Quarter Monitoring Report**

Measures by Perspective and Objective	Formula	Weight	Rating Scale	2020 Recalibrated Target		4th Quarter Actual Accomplishments	Rating	Remarks	
				Annual	4th Quarter				
SO 8 - Manage organizational competencies through the implementation of competency-based human resource management systems									
LEARNING & GROWTH	SM 12. Percentage of Employees Meeting Required Competencies	Personnel meeting Required Competencies / Total Number of Personnel	Actual / Target	2.5%	100% of Frontline Personnel Meeting Required Technical Competencies	100% of Frontline Personnel Meeting Required Technical Competencies	A total of 2,035 (68.41%) frontline personnel trained on technical competency	1.71%	
				1.5%	35% of Frontline Personnel Meeting Required Organizational and Leadership Competencies	35% of Frontline Personnel Meeting Required Organizational and Leadership Competencies	A total of 1,333 (45.65%) of frontline personnel meeting the required organizational and leadership competencies.	1.50%	
				1.0%	Establish Baseline on Competency of Supervisors in the Operations Group	Establish Baseline on Competency of Supervisors in the Operations Group	A total of 215 of the operations personnel and supervisors with baseline data on competency assessment	1.00%	
Sub-Total > Learning & Growth							4.21%		
				TOTAL RATING EXCLUDED WEIGHT'S RECALIBRATED TOTAL			70.06% (3%)		

Certified Correct:

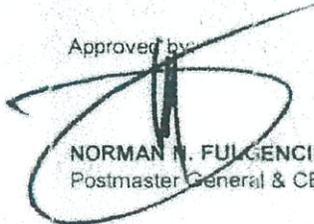

MARIA LOURDES L. RIFAREAL
 Manager, Corporate Planning Department

Date: _____


MAURA M. BAGHARI-BEGIS
 APMG for Administration and Finance

Date: _____

Approved by:


NORMAN N. FULGENCIO
 Postmaster General & CEO

Date: _____


RAUL B. BENDIGO
 Chairman, Board of Directors

Date: _____