



Annual Performance Agreement

Between

Prime Minister and

Minister, Ministry of Infrastructure and Transport

(July 1, 2026 – June 30, 2027)

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Section 1: Vision, Mission and 13 FYP Outcome(s).

a. Vision:

Building quality and sustainable infrastructure, transportation services and built environment for socio economic well being and happiness.

b. Mission:

- i. To promote safe, inclusive, and quality human settlements
- ii. To develop green, sustainable, and quality infrastructure
- iii. To develop green, sustainable, and integrated transport infrastructure and services.

13th FYP Outcome:

By 2029, Bhutan has enhanced productivity and diversified products and markets driving sustainable economic growth.

Section 2: Planning Matrix

1. Department of Infrastructure Development (DoID)

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality infrastructure, connectivity and energy ensured	Ensure Quality Drinking Water Supply and Irrigation Infrastructure	Numbers of Drinking Water Supply	0	1. Construction of water supply system for Gasa town 2. Construction of WSS for 6 gewogs of Tsirang 3. Construction of Rural Drinking Water Supply & Irrigation Scheme for Tshithang Chiwog, Sergitthang Gewog 4. Construction of Water Treatment Plant in Punakha Dzongkhag 5. Construction of Integrated Drinking Water and Irrigation Scheme in Zhemgang 6. Construction of new RWSS for 4 Gewogs of Paro
Quality infrastructure, connectivity and energy ensured	Ensure Quality Drinking Water Supply and Irrigation Infrastructure	Numbers Irrigation Infrastructure constructed	0	1. Construction of 4 irrigation schemes of Radi (Trashigang), Tseza (Dagana), Logchina (Chukha), and Wangchang (Paro) 2. Design and award of work for 7 irrigation schemes of Tshokhoma (Paro),

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
				Nyzerkha (Thimphu), Lachu Yuewa (Wangdiphodrang), Rongdidang (Zhemgang), Hangey (Samtse), Youngsibji (Dagana), and Menchudrang-Langling (Trashiyangtse)
Quality infrastructure, connectivity and energy ensured	Implementation of the 10x initiative	Percentage of building projects designed using emerging technologies such as BIM (Revit, MEP-HVAC)	NA	80%
Quality infrastructure, connectivity and energy ensured	Implementation of the 10x initiative	Number of projects managed using Construction Manager Software across the country	1200	1662

2. Department of Surface Transport(DoST)

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality infrastructure, connectivity and energy ensure	Improve road connectivity and accessibility	Length of National Highways Improved	0.0	35.0 KM (Formation Cutting/Widening)
Quality infrastructure, connectivity and energy ensured	Improve road connectivity and accessibility	Length of Dzongkhag Roads Improvement Completed	277.0	300.0 KM
Quality infrastructure, connectivity and energy ensured	Improve road connectivity and accessibility	Numbers of Detailed Project Reports (DPRs) prepared for new road construction and improvement	0.0	4 Nos Preparation of DPR and Detail Design for Gelephu-Taraythang Road-9.0km_funded by WB 2. Preparation of DPR for the construction of Lhamoizingkha-Sarpan g PNH (30%)_funded by ADB 3. Preparation of DPR for Relangtang-Sechamthang_11.0km

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
				4. Preparation of DPR for Waklaytar-Wangdueza m PNH_10.00 km
Quality infrastructure, connectivity and energy ensured	Improve road connectivity and accessibility	Length of Formation Cutting for highways/DzR completed	• Boxcut Bypass=5.40 km • Lunana DzR=0.0 km	43.8 KM -Construction of Boxcut bypass (2 packages, Jigmecholing to Tshachu Top) (19.3km)_Formation Cutting: 5.0km - Construction of Lunana Dzongkhag Road (15km)_Formation cutting: 4.50km
Quality infrastructure, connectivity and energy ensured	Improve road connectivity and accessibility	Number of new bridges completed	7 Nos.	2 Nos. 1.Pakhadrang Zam (Yadi-Kheri) 2. Sherichu Zam (Chazam-Yadi)
Business Ecosystem Improved	Service Delivery Improved	TAT to issue approval for construction of Approach Road	15 Days	10 Days

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Business Ecosystem Improved	Implementation of the 10X Initiative	Digital process adopted (Project Monitoring Dashboard)	NA	November, 2026
Business Ecosystem Improved	Implementation of the 10X Initiative	RISE (Research Innovation and Solution for Excellence) Implementation initiated	NA	December, 2026

3. Department of Air Transport (DoAT)

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality infrastructure, connectivity, and energy ensured	Construction of airstrip in the identified strategic regions.	Number of airstrip constructed	0	1 Construction of airstrip at Yoeseltse in Samtse.
Quality infrastructure, connectivity, and energy ensured	Maintain Zero-Incidence threshold for all air connectivity	Zero-Incidence threshold maintained for all air connectivity	0	0

4. Department of Human Settlement (DHS)

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality infrastructure, connectivity, and energy ensured	Prepare Local Area Plans to promote planned development of Human Settlements	Number of LAPs Validated and Demarcated	0	5 LAPs of Lamgong, Shaba, Bondey, Tshongdue and Drukyeldingkha under Paro and 2 LAPs of Kabesa and Ngabiphu under Thimphu
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Percentage of implementation of Bus Prioritization services (Expressway)	10%	50%
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Percentage of Changlam street development works completed by June 2027 (GoI-PTA)	12%	70%
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Percentage of Debsi Bridge Construction (GoI-PTA)	15%	75%
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Timeline by which the concept designs for Lungten Zampa Bridge is completed	NA	December 30, 2026
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Proportion of design completed of Hongtsho Crematorium	0%	100%

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Proportion by which the enhancement works for Chubachhu Stream is completed (ECRUL)	0	50%
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Proportion of the progress for Construction of extended KaJa Throm (ESP)	0	50%
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Number of green infrastructures and open spaces developed (GoI-PTA)	3	2 1. Tshalumaphey park 2. Kabesa park
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Proportion of Design of Norzin Lam Mobility Improvement	10%	100%
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Construction of Tshalumarphy Bridge	0%	100%
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Proportion of Design of Wangchhu River Corridor to Adapt to Floods and Landslide Through Urban Forestry	10%	100%
Quality infrastructure, connectivity, and energy ensured	Implement priority projects of the Thimphu Structure Plan.	Proportion of the design of Government Office Complex completed (GoI-PTA)	5	100%

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality infrastructure, connectivity, and energy ensured	Promote Energy Efficiency, Disaster Resilient Buildings and Disaster Resilient Settlement	Proportion of DRIVE project-Gelephu flood protection wall completed	NA	December 30, 2026 100%
Quality Infrastructure, connectivity, and energy ensured	Service Delivery Improved	Implement Integrated Zhichar system for planning and development	NA	Timeline by which Zhichar is integrated with e-sakor - Q2 (31/12/2026)
Quality Infrastructure, connectivity, and energy ensured	Regulatory Burden Reduced	Timeline by which hotel clearance is decentralized to RoIDs	NA	Timeline by which hotel clearance are approved by RoID - Q2 (31/12/2026)
Quality Infrastructure, connectivity, and energy ensured	Implementation of the 10X Initiative	Timeline by which LAPs for 20 Yenlag Thomdes are presented/reviewed	NA	Q4 (31/06/2027)

5. Bhutan Construction and Transport Authority (BCTA)

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Business Ecosystem improved	Strengthen Road Safety Compliance and Enforcement.	Percentage reduction in Motor Vehicle Accidents	NA	50%

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Business Ecosystem improved	Operationalize outsourced roadworthiness inspection services	Timeline by which Road worthiness inspection (WRI) services outsourced	NA	Q1:Develop outsourcing framework, SOPs, and MoU documents to transfer RWI operations to qualified private operators under BCTA regulatory oversight. Q2:Modality studies Q3:Train MVIs/private operators on compliance standards, Q4:Establish RWI centers with mechanical and environmental diagnostic tools, and reduce manual inspection gaps and improve road safety and emissions compliance.
Business Ecosystem improved	Operationalize smart driving licences and vehicle registration certificates	Timeline by which smart driving license and registration certificate introduced	NA	Q1: Development of concept note and requirement features of smart License and Registration Certificate

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
				Q2: Procurement process Q3: Testing, training and system enhancement Q4: Introduction and Integration into the eRaLIS system
Business Ecosystem improved	Development of Online Payment System and redevelopment of registration (G2C system) within CRPS.	Timeline by which online construction payment System Developed	NA	Q1- Development of Business Requirements Document (BRD) and its prototype for the redevelopment of registration (G2C) within CRPS & integration of online payment Q2-Procurement of Consultancy Firms completed. 20% of the Development of Registration System & Integration of online payment completed. Q3-63% of the Development of Registration System &

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
				Integration of online payment completed. Q4-Completed 100% of Development of Registration System & Integration of online payment completed.Completed User Acceptance Testing (UAT) & System Go Live.
Business Ecosystem improved	Operationalize the Smart Driving Test System at the Thimphu Regional Office	Timeline by which smart driving test system introduced in Thimphu Regional office	NA	December 2026

6. Bhutan Civil Aviation Authority (BCAA)

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality infrastructure, connectivity, and energy ensured	Enhancement of Air Connectivity	Numbers of Air Service Agreements Initiated and MoUs to be signed	0	13 countries
Quality infrastructure, connectivity, and energy	Enhancement of Air Connectivity	Numbers of aviation regulatory preparedness for Gelephu	0	4 Numbers

ensured		Mindfulness City (GMC)		
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7. Secretariat

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality infrastructure, connectivity and energy ensured	Development of National Transport Policy	Timeline by which 1st draft of the National Transport Policy is developed	NA	By 30/06/2027 submitted to OCASC

Section 3: Description of Key Performance Indicators

KPIs	Description of the KPI	Means of Verification	Department Responsible
Numbers of Drinking Water Supply	This KPI measures the following: Q1 – 100 % Completion of WSS for 6 gewogs of Tsirang, 70% completion of Water Treatment Plant in Punakha Dzongkhag, 60% completion Integrated Drinking Water and Irrigation Scheme in Zhemgang, 70% completion of water supply system for Gasa town, 50% new RWSS for 4 Gewogs of Paro (Balakha), 80 % completion of Rural Drinking Water Supply & Irrigation Scheme for Tshithang Chiwog, Sergitthang Gewog. Q2 – 85% completion of Water Treatment Plant in Punakha Dzongkhag, 75% completion Integrated Drinking Water and Irrigation Scheme in Zhemgang, 85% completion of water supply system for Gasa town, 65% new RWSS for 4 Gewogs of Paro (Balakha), 90 % completion of Rural Drinking Water Supply & Irrigation Scheme for Tshithang Chiwog, Sergitthang Gewog. Q3 – 90% completion of Water Treatment Plant in Punakha Dzongkhag, 85% completion Integrated Drinking Water and Irrigation Scheme in Zhemgang, 95% completion of water supply system for Gasa town,	Completion Certificate/Handin g-Taking over note for completed projects. Progress reports for percentage completion	Department of Infrastructure Development (DoID)

KPIs	Description of the KPI	Means of Verification	Department Responsible
	75% new RWSS for 4 Gewogs of Paro (Balakha), 100% completion of Rural Drinking Water Supply & Irrigation Scheme for Tshithang Chiwog, Sergitthang Gewog. Q4 - 95% completion of Water Treatment Plant in Punakha Dzongkhag, 100% completion Integrated Drinking Water and Irrigation Scheme in Zhemgang, 100% completion of water supply system for Gasa town, 90% new RWSS for 4 Gewogs of Paro (Balakha), 100% completion of Rural Drinking Water Supply & Irrigation Scheme for Tshithang Chiwog, Sergitthang Gewog.		
Numbers Irrigation Infrastructure constructed	This KPI measures the following: Q1 - Complete design, estimates and issue technical sanction for 7 irrigation schemes of Tshokhoma (Paro), Nyzerkha (Thimphu), Lachu Yueva (Wangdiphodrang), Rongdidang (Zhemgang), Hangey (Samtse), Youngsibji (Dagana), and Menchudrang-Langling (Trashiyangtse) Q2 - Construction completion of 2 irrigation schemes i.e. Tseza (Dagana), Logchina (Chukha) Tender and award work for 7 irrigation schemes of	Contract Agreement Handing-taking and completion certificate , work award letter	Department of Infrastructure Development (DoID)

KPIs	Description of the KPI	Means of Verification	Department Responsible
	Tshokhoma (Paro), Nyzerkha (Thimphu), Lachu Yuewa (Wangdiphodrang), Rongdidang (Zhemgang), Hangey (Samtse), Youngsibji (Dagana), and Menchudrang-Langling (Trashiyangtse) Q3 - Construction completion of 1 irrigation scheme i.e. Wangchang (Paro) Q4 - Construction completion of 3 irrigation schemes i.e. in Radi (Trashigang), Nyzerkha (Thimphu), Lachu Yuewa (Wangdiphodrang)		
Percentage of building projects designed using emerging technologies such as BIM (Revit, MEP-HVAC)	This KPI measures the following: An adoption rate of 80% for use of emerging technologies such as BIM in design of building projects.	Approved Report	Department of Infrastructure Development (DoID)
Number of projects managed using Construction Manager Software across the country	This KPI measures the following: A total number 1662 projects managed using the Construction Manager Software at the end of the FY 2026-2027.	CMS Web data	Department of Infrastructure Development (DoID)

KPIs	Description of the KPI	Means of Verification	Department Responsible
Timeline by which 1st draft of the National Transport Policy is developed	This KPI measures the timeline by which the first draft of the National Transport Policy is completed and submitted to OCASC	First Draft National Transport Policy document	Policy and Planning Division (PPD)

Length of National Highways Improved	This KPI measures the Improvement of National Highways: Formation Cutting completed- 35.0km; 1. Improvement of Trongsa-Gelephu PNH (30 km from Trongsa to Rafee), 2 packages-12.0km 2. Improvement of Dareychu-Relangthang along Tsirang-Sarpang PNH (22 km), 2 packages-7.0km 3. Improvement of Yongkola-Lingmithang (Menchugang), (17 km), 2 packages.-6.0km 4. Improvement of Gangola-Lhuentse SNH (23 km), 2 packages.-4.0km 5. Improvement of Haa-Samtse SNH (Latshona-Phutsena), 14.15 km, 2 packages.-6.0km	Progress report, Project Completion Report, Handing Taking Notes	Department of Surface Transport(DoST)
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Length of Dzongkhag Roads Improvement Completed	This KPI measures the Improvement of Dzongkhag Roads completed _300.0 km 1. Improvement of Wolakha-Talo DzR-19.10km (contract end date: 7 oct 2026) 2. Improvement of Dzomi-Shengana Dz Road-13.74km(contract end date: 28 Aug 2026) 3. Improvement of Baylangdra AR-12.0km (contract end date: 24 Nov, 2026) 4. Improvement of Gangtey Dz Road -6.65km (contract end date: 12 Nov 2026) 5. Improvement of Drugyel-Shana Dz Road-16.20km(contract end date: 25 May, 2027) 6. Improvement of Kilkhorthang- Dungalang Dz Road-12.5km(contract end date: 29 July, 2026) 7. Improvement of Drujaygang Dz Road-9.2 km(contract end date: 17 July 2026) 8. Improvement of Bumdelling Dz Road (Package-II)-4.5km (contract end date: 12 July 2026) 9. Improvement of Decheling Dz Road-16.30km(Contract end date: 20 March, 2027) 10. Improvement of Orong Dz Road-12.65km (contract end date: 1 Feb 2027) 11. Improvement of Martshala	Progress report, Project Completion Report, Handing Taking Notes	Department of Surface Transport(DoST)
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KPIs	Description of the KPI	Means of Verification	Department Responsible
	DR,Package-II-6.09km(contract duration: Contract end date: 15 Feb, 2027) 12. Improvement of Bartshong Dz Road-9.5km(contract end date: 15 Nov, 2026) 13. Improvement of Logchina Dz Road-22.9km(contract end date: 10 Feb 2027) 14. Improvement of Khar Dz Road-13.4km (Contract end: 28 Feb, 2027) 15. Improvement of Gomdar Dz Road-22.0km (Contract end: 8 may 2027) 16. Improvement of Sakteng DzR-38km (Majority of Bridge works)(Contract end: 27 Nov 2026) 17. Improvement of Gakiling DzR-4.8km (Cost estimation is being prepared) 18. Improvement of Buli-Nimshong DzR (29km) 19. Improvement of Doongna DzR (9.93km) 20. Improvement of Bidung DzR (11.50km) 21. Improvement of Bjoka DzR (5.00km) 22. Improvement of Goshing DzR (8.00km) 23. Improvement of Lamgong DzR (7.00km)		

KPIs	Description of the KPI	Means of Verification	Department Responsible
Numbers of Detailed Project Reports (DPRs) prepared for new road construction and improvement	This KPI measures the following: Preparation of DPR for 30. kms of road including completion of 30% DPR for Lhamoizingkha-Sarpang Road. 1. Preparation of DPR and Detail Design for Gelephu-Taraythang Road-9.0km_funded by WB 2. Preparation of DPR for the construction of Lhamoizingkha-Sarpang PNH (30%)_funded by ADB 3. Preparation of DPR for Relangtang-Sechamthang_11.0km 4. Preparation of DPR for Waklaytar-Wangduezam PNH_10.00km	Detailed Project Reports published/Monthly Progress Report/other documents and reports	Department of Surface Transport(DoST)
Length of Formation Cutting for highways/DzR completed	This KPI measures the following: - Construction of Boxcut bypass (2 packages, Jigmecholing to Tshachu Top) (19.3km)_Formation Cutting: 5.0km - Construction of Lunana Dzongkhag Road (15km)_Formation cutting: 4.50km	Monthly Progress Report/Work Completion Certificate/ Completion Report	Department of Surface Transport(DoST)
Number of new bridges completed	This KPI measures the following: 1. Pakhadrang Zam (Yadi-Kheri) 2. Sherichu Zam (Chazam-Yadi)	Monthly Progress Report/Project Completion Report/ Handing Taking Note/Work	Department of Surface Transport(DoST)

KPIs	Description of the KPI	Means of Verification	Department Responsible
		Completion Certificate	
TAT to issue approval for construction of Approach Road	This KPI measures the reduction of turnaround time for approval from 15 days to 10 days.	Application date and approval date	DoST
Digital process adopted (Project Monitoring Dashboard)	This KPI measures the Department will adopt the Project Monitoring Dashboard for reporting the progress of capital activities starting November 2026	Dashboard Records/Summary Reports	DoST
RISE (Research Innovation and Solution for Excellence) Implementation initiated	This KPI measures the Department will undertake at least one research study and produce a report during this financial year.	Research carried out and report produced	DoST
Number of airstrip constructed	This KPI measures the construction of an airstrip at Yoeseltse in Samtse.	Monthly Progress Report/Project Completion Report/ Handing Taking Note/Work Completion Certificate	Department of Air Transport (DoAT)

KPIs	Description of the KPI	Means of Verification	Department Responsible
Zero-Incidence threshold maintained for all air connectivity	This KPI measures the following: - Construction and maintenance of airside drainage at the Paro International Airport (PIA). - Maintenance of roads, water supply network and perimeter fencing for all Airports - Construction of Runway End Safety Area (RESA) at Runway (RWY) 32 at the Bumthang Domestic Airport (BDA). - Major Maintenance of the Terminal building at the Gelephu International Airport (GIA)	Administrative records	Department of Air Transport (DoAT)
Number of LAPs Validated and Demarcated	This KPI measures the following: 5 LAPs of Lamgong, Shaba, Bondey, Tshongdue and Drukyeldingkha under Paro and 2 LAPs of Kabesa and Ngabiphu under Thimphu.	Demarcation survey report, approved/demarcated Local Area Plan Report/New Lagthram issued	Department of Human Settlement (DHS)
Percentage of implementation of Bus Prioritization services (Expressway)	This KPI measures the following: - Dismantling of existing infrastructure - Preparation of Subgrade and laying of GSB and WMM for roads - Stormwater drain, utility duct, water supply, and cross drainage will be completed.	Progress report	Department of Human Settlement (DHS)

KPIs	Description of the KPI	Means of Verification	Department Responsible
Percentage of Changlam street development works completed by June 2027 (GoI-PTA)	This KPI measures the following: - Preparation of Subgrade, laying of GSB and WMM, and retaining wall - Stormwater drain, water supply works, wastewater collection system, and utility duct will be completed. - The boundary wall will be completed.	Progress report	Department of Human Settlement (DHS)
Percentage of Debsi Bridge Construction (GoI-PTA)	This KPI measures the Excavation work for both the abutments, shuttering, bbs and RCC casting of both the abutments, which will be completed this FY	Progress report	Department of Human Settlement (DHS)
Timeline by which the concept designs for Lungten Zampa Bridge is completed	This KPI measures the timeline of Concept Design of Lungtenzampa, along with the Concept Design of Pedestrian Bridge, that will be completed this FY	Concept design report/completion certificate	Department of Human Settlement (DHS)
Proportion of design completed of Hongtsho Crematorium	This KPI measures the proportion of the Design completed of the Hongtsho Crematorium	Final Design Report/completion certificate	Department of Human Settlement (DHS)
Proportion by which the enhancement works for Chubachhu Stream is completed (ECRUL)	This KPI measures the following: Review of the design works, tendering out, and start of the construction works	Tender document, contract document, progress report	Department of Human Settlement (DHS)
Proportion of the progress for Construction of extended KaJa Throm (ESP)	This KPI measures the following: - Structural part- 50% completion and site development,	Progress report/completion certificate	Department of Human Settlement (DHS)

KPIs	Description of the KPI	Means of Verification	Department Responsible
	- Construction of RRM wall and Flood Protection wall.		
Number of green infrastructures and open spaces developed (GoI-PTA)	This KPI measures the following: 1. Tshalumaphey park 2. Kabesa park	Site Report, Physical Progress at Site, Work completion Report	Department of Human Settlement (DHS)
Proportion of Design of Norzin Lam Mobility Improvement	This KPI measures the proportion of the Design of Norzin Lam Mobility Improvement	Final Design Report	Department of Human Settlement (DHS)
Construction of Tshalumarphy Bridge	This KPI measures the following: 100% of the work including the abutments, return wall, cross girders and flood protection works	T Progress report/work completion report	Department of Human Settlement (DHS)
Proportion of Design of Wangchhu River Corridor to Adapt to Floods and Landslide Through Urban Forestry	This KPI measures the design works to be completed.	Final Design Report	Department of Human Settlement (DHS)
Proportion of the design of Government Office Complex completed (GoI-PTA)	This KPI measures the Government Office Complexes will be implemented in phases, with locations prioritized according to strategic importance, development needs, and implementation feasibility.	Final Design Report Completion report	Department of Human Settlement (DHS)
Proportion of DRIVE project-Gelephu flood protection wall completed	This KPI measures the Gelephu DRIVE project funded by 50% RGoB and 50% GEF will be completed by	Handing taking note	Department of Human Settlement

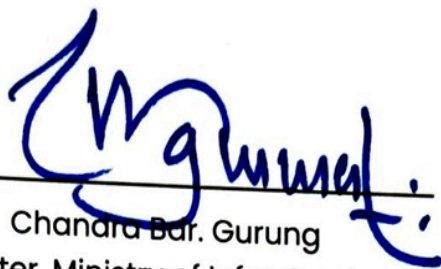
KPIs	Description of the KPI	Means of Verification	Department Responsible
	September, 2026		(DHS)
Timeline by which hotel clearance is decentralized to RoIDs	This KPI measures timeline by which hotel clearance are approved by RoID	Hotel clearances approved by RoID	Department of Human Settlement (DHS)
Implement Integrated Zhichar System for Planning and Development	This KPI measures by which Zhichar is integrated with e-sakor	Validate from system	Department of Human Settlement (DHS)
Timeline by which LAPs for 20 Yenlag Thromdes are presented/reviewed	This KPI measures by which LAPs for 20 Yenlag Thromdes are prepared/reviewed	LAP Reports	Department of Human Settlement (DHS)
Percentage reduction in Motor Vehicle Accidents	Conduct mandatory drug and alcohol tests for drivers and reduce accidents related to them by 50%	eRaLIS system	Bhutan Construction and Transport Authority (BCTA)
Timeline by which Road worthiness inspection (WRI) services outsourced	Q1:Develop outsourcing framework, SOPs, and MoU documents to transfer RWI operations to qualified private operators under BCTA regulatory oversight. Q2:Modality studies Q3:Train Motor Vehicle Inspectors(MVI)/private operators on compliance standards	ToR/Tender Documents/Contract Documents	Bhutan Construction and Transport Authority (BCTA)

KPIs	Description of the KPI	Means of Verification	Department Responsible
	Q4: Establish RWI centers with mechanical and environmental diagnostic tools, and reduce manual inspection gaps and improve road safety and emissions compliance.		
Timeline by which smart driving license and registration certificate introduced	Q1: Development of concept note and requirement features of smart License and Registration Certificate Q2: Procurement process Q3: Testing, training and system enhancement Q4: Introduction and Integration into the eRaLIS system	Tender Documents Proof of Concept Report/ DLTC Minutes/Contract Documents	Bhutan Construction and Transport Authority (BCTA)
Timeline by which online construction payment System Developed	Q1- Development of Business Requirements Document (BRD) and its prototype for the redevelopment of registration (G2C) within CRPS & integration of online payment Q2-Procurement of Consultancy Firms completed. 20% of the Development of Registration System & Integration of online payment completed. Q3-63% of the Development of Registration System & Integration of online payment completed. Q4-Completed 100% of Development of Registration	BRD document/Tender document/ Contract document/ Hand taking note	Bhutan Construction and Transport Authority (BCTA)

KPIs	Description of the KPI	Means of Verification	Department Responsible
	System & Integration of online payment completed.Completed User Acceptance Testing (UAT) & System Go Live.		
Timeline by which smart driving test system introduced in Thimphu Regional office	Introduction of a modern, standardized and competency-based driving testing system incorporating AI-enabled assessment.	Proof of Concept Report/DLTC Minutes/Contract Documents	Bhutan Construction and Transport Authority (BCTA)
Numbers of Air Service Agreements Initiated and MoUs to be signed	Air Service Agreement (ASA) with (Australia, Brunei, Cambodia, Germany, Indonesia, Japan, Lao PDR, Malaysia, Philippines, Republic of Korea, Sri Lanka, Turkey, Vietnam)	MoUs/ Official Correspondences	Bhutan Civil Aviation Authority (BCAA)
Numbers of aviation regulatory preparedness for Gelephu Mindfulness City (GMC)	Develop, review and publish four new regulatory requirements addressing the specific civil aviation operational needs of GMC, ensuring alignment with ICAO Standards and Recommended Practices (SARPs), applicable BCAR provisions, and the evolving aviation framework of GMC.	Published rules and regulations	Bhutan Civil Aviation Authority (BCAA)

Execution Clause

I, Minister, Ministry of Infrastructure and Transport, hereby commit to the Prime Minister, the Government, and the People of Bhutan to deliver the results described in this Annual Performance Agreement.



Chandra Bar. Gurung
Minister, Ministry of Infrastructure
and Transport, (MoIT)

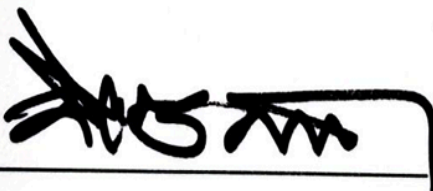
The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the Minister, Ministry of Infrastructure and Transport, on behalf of the Government and the People of Bhutan, to provide the necessary resources, including the financial resources, human resources and civil service support, required for the delivery of the results described in this Annual Performance Agreement.



Lekey Dorji
Minister, Ministry of
Finance



Tashi Pem
Chairperson, Royal Civil
Service Commission



Dasho Tshering Tobgay
Prime Minister of Bhutan



Signed on this 16 day of September 2026