

Annual Performance Agreement
Between
Prime Minister and
Minister, Ministry of Industry, Commerce and Employment

(July 1, 2026 - June 30, 2027)

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

a. Vision:

To promote quality and sustained economic growth with decent and productive employment through creative and innovative interventions to promote the private sectors.

b. Mission:

- Improving the ease of doing business by establishing a responsive and coordinated regulatory framework, and integrating all business licensing systems and sectoral clearances.
- Promotion of Foreign Direct Investment [FDI] and integration of local industries with the global value chain.
- Diversification of exports in the regional and international markets through promotion of Brand Bhutan, Intellectual Property, Trade Agreements, and Mutual Recognition Instruments.
- Diversification of economy through promotion of digital jobs, creativity and innovation.
- Create backward and forward linkages between CSIs and medium/large industries.

c. 13th FYP Outcome

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

Section 2: Planning Matrix

1. Department of Employment and Entrepreneurship

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased (drivers; construction, tourism, mining, agri, energy, forest, digital and environment)	Advance sustainable, regenerative, and green growth initiatives	Number of nature-based solution entrepreneurs upscaled through equipment and technical support.	NA	6
Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	Number of startups created	0	25
Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	Number of startups /early stage businesses accelerated	39	85
Supply of skilled domestic labour force ensured	Build workforce skills and stable employment for competitive labour market	Number of job seekers provided with productive and gainful employment by engaging in various youth programs	5500	5500: 2500 -YELP 1250 -Overseas Employment Program 1750 - Employment Service Centres
Supply of skilled domestic labour force ensured	Build workforce skills and stable employment for	Timeline by which the National Employment Policy (2013) is	NA	June 2027

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
	competitive labour market	revised and submitted to OCASC		
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Number of measures to improve access to finance initiated	1	2

2. Department of Industry

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased (drivers; construction, tourism, mining, agri, energy, forest, digital and environment)	Advance sustainable, regenerative, and green growth initiatives	Mobilize Foreign Direct Investment (FDI)	0	3.5 (Nu. Billion)
Contribution of strategic sectors to GDP increased (drivers; construction, tourism, mining, agri, energy, forest, digital and environment)	Advance sustainable, regenerative, and green growth initiatives	Number of FDI projects approved	14	20
Business ecosystem improved	Enhance value addition and export competitiveness	Number of new industries established	0	100

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
		away from Thimphu and Chhukha		
Business ecosystem improved	Accelerate export-led growth and ensure global integration	Number of CSI's supported with market research and product promotion	0	50
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Number of measures to improve access to finance initiated	1	2
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Number of services Integrated into IBLS (Integrated Business Licensing System)	0	3
Quality infrastructure, connectivity and energy ensured	Strengthen industrial infrastructure and logistics efficiency for scaling priority sectors	Number of new industrial sites identified and pre-feasibility study initiated	0	3

3. Department of Labor

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Supply of skilled domestic labour force ensured	Build workforce skills and stable employment for competitive labour market	Timeline by which the development of flexible working hours, promoting a fair wage system and workers insurance and PF & Gratuity is completed	NA	June 2027
Supply of skilled domestic labour force ensured	Build workforce skills and stable employment for competitive labour market	Percentage of Labour Dispute cases resolved	NA	75%
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Timeline by which the amendments of the Labour and Employment Act, 2007 is submitted to National Assembly	NA	June 2027

4. Department of Media, Creative Industry and Intellectual Property

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	Number of new Indigenous craft products certified and marketed	NA	30
Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	Amount of revenue generated from the Intellectual Property Services	NA	15 (Nu. Million)
Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	Number of National/Regional level Creative Events organized in Design, Art, Music and Movies	5	7
Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	Timeline by which the Intellectual Property Bill of the Kingdom of Bhutan is submitted to the Parliament	NA	June 2027
Business ecosystem improved	Enhance value addition and export competitiveness	Number of products recognised for Geographical Indication	4	6
Business ecosystem improved	Enhance value addition and export competitiveness	Amount of revenue generated by establishing formal payment partnerships with Youtube and	NA	90,000 USD

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
		Facebook		

5. Department of Tourism

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased	Advance sustainable, regenerative, and green growth initiatives	Percentage of Tourism shares in less visited Dzongkhags increased	30%	45%
Contribution of strategic sectors to GDP increased	Advance sustainable, regenerative, and green growth initiatives	Number of overall tourist arrival increased	175,451	300,000
Contribution of strategic sectors to GDP increased	Advance sustainable, regenerative, and green growth initiatives	Direct revenue (Nu)generation from tourism increased (Europe & ASEAN)	NA	Nu. 778 Million
Contribution of strategic sectors to GDP increased	Advance sustainable, regenerative, and green growth initiatives	Number of source markets enhanced	NA	20
Contribution of strategic sectors to GDP increased	Advance sustainable, regenerative, and green growth initiatives	Timeline by which National Career and Occupational Framework 2025 for Tourism and Hospitality Sector	NA	June 2027

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
		implemented		
Contribution of strategic sectors to GDP increased	Advance sustainable, regenerative, and green growth initiatives	Timeline by which strategy to promote and enable repeat visitors into Bhutan implemented	NA	June 2027
Contribution of strategic sectors to GDP increased	Advance sustainable, regenerative, and green growth initiatives	Numbers of New Tourism Packages developed	NA	5
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Timeline by which full system integration of end-to-end Tourist Registration System, Immigration Services Portal and other Tourism service portals completed	NA	June 2027
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Timeline by which hotel certification criteria and requirements are reviewed and streamlined based on location-specific guest turnover and operational characteristics	NA	December, 2026

6. Department of Trade

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Business ecosystem improved	Enhance value addition and export competitiveness	Number of high-potential export products marked under "Brand Bhutan"	61	17
Business ecosystem improved	Accelerate export-led growth and ensure global integration	Number of working party meetings in pursuit of WTO accession completed by June 2027	0	2
Business ecosystem improved	Accelerate export-led growth and ensure global integration	Timeline by which Free Trade Agreement with the Government of India is extended	NA	June 2027
Business ecosystem improved	Accelerate export-led growth and ensure global integration	Timeline by which new FTA with Vietnam, or one of the gulf countries identified by GMC is initiated	NA	June 2027
Business ecosystem improved	Accelerate export-led growth and ensure global	Timeline by which establishment of Export Processing Zone (EPZ)	NA	June 2027

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
	integration	is initiated		
Quality infrastructure, connectivity and energy ensured	Strengthen industrial infrastructure and logistics efficiency for scaling priority sectors	Timeline by which the Nganglam and Pasakha Dry Ports are operationalized	NA	June 2027
Quality infrastructure, connectivity and energy ensured	Strengthen industrial infrastructure and logistics efficiency for scaling priority sectors	Timeline by which the renewal of MoU between RGoB and GoI on General Supply of Petroleum, Oil and Lubricants and related products is initiated	March 2024	March 2027
Quality infrastructure, connectivity and energy ensured	Strengthen industrial infrastructure and logistics efficiency for scaling priority sectors	Percentage of fuel stocking at Garmani Petroleum, Oil and Lubricant (POL) depot	75%	100%
Quality infrastructure, connectivity and energy ensured	Strengthen industrial infrastructure and logistics efficiency for scaling priority sectors	Frequency of POL pricing and notification computed	Fortnightly	Fortnightly

7. Bhutan InfoComm and Media Authority

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target

Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	Number of households with enhanced Mobile network connectivity	200	551
Quality infrastructure, connectivity and energy ensured.	Strengthen industrial infrastructure and logistics efficiency for scaling priority sectors	Number of Cinema Halls constructed in Bajo and Samdrup Jongkhar	NA	2 Bajo and Samdrup Jongkhar

8. Bhutan Standards Bureau

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	Timeline by which MRA signing with the Government of Bangladesh is initiated	NA	June 2027
Business ecosystem improved	Enhance value addition and export competitiveness	Percentage of completion of establishment of the National Metrology Laboratory	NA	30%
Business ecosystem improved	Enhance value addition and export competitiveness	Number of National standards developed/adopted for the products and services	10	10 Fruit Squash, Chilli pastes (ezay), Chocolate bar, Essential oil (Juniperus recurva), Wool (Yarn), Cage-Free Egg

				production, Raw Milk, Yogurt, Pasteurized Milk & Mugwort Foot soaking solution

9. Competition and Consumer Affairs Authority

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	Timeline by which Consumer Protection and Competition Act is submitted to the National Assembly	NA	June 2027
Business ecosystem improved	Strengthen the ecosystem required for innovation-led growth	No. of timely dissemination of market price information on essential commodities	(i) 4 Quarterly MPI (ii) 12 Monthly Price Watch	(i) 4 Quarterly MPI (ii) 12 Monthly Price Watch
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Percentage of grievances from consumer redressed effectively	95%	95%

10. Corporate Regulatory Authority

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased (drivers; construction, tourism, mining, agri, energy, forest, digital and environment).	Advance sustainable, regenerative, and green growth initiatives	Timeline by which Environmental, Social and Governance (ESG) reporting framework for companies developed	NA	June 2027
Supply of skilled domestic labour force ensured	Build workforce skills and stable employment for competitive labour market	Number of company secretaries and independent directors trained and certified as per the regulation adopted by CRA under Companies Act 2016	10	30
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Percentage increase in annual value of fund raised from the capital market using financial instruments organized and registered under the Companies Act of Bhutan, 2016	10	10
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Number of Regulations related to Corporate Governance & Corporate Responsibility Regulations and Capital market revised	2	3
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Timeline by which new regulations on Beneficial Ownership Transparency for Companies in keeping with requirements of AML/CFT Act of Bhutan is adopted	NA	June 2027

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Number of companies reviewed for compliance	200 companies	400 companies
Business ecosystem improved	Enable access to finance and promote ethical and ease of doing business	Number of measures to improve access to finance initiated	1	2

11. Secretariat

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Business ecosystem improved	Accelerate export-led growth and ensure global integration	Timeline by which Trade and Investment Bill is submitted to the Parliament	NA	June 2027

Section 3: Description of Key Performance Indicators

KPIs	Description	MoV	Department Responsible
Number of nature-based solution entrepreneurs upscaled through equipment and technical support.	This KPI measures the Nature based solution upscaled by providing equipment support to the Nature based Solution entrepreneurs on cost sharing basis (this KPI target is dependent on applicants)	Supply Order Verification through procurement and supply order records	DoEE
Number of startups created	This KPI measures the number of startup created through training, access to finance, equipment support, and startup events	Post-Event Reports and Tracer Reports Review of post-event reports and tracer study findings	DoEE
Number of startups /early stage businesses accelerated	This KPI measures the number of startups accelerated through acceleration program and business curation programs (Business Health Checkup, Mentoring, and Handholding support)	Post-Event Reports, Attendance Records and Press Releases Compilation of attendance records and review of event outcomes	DoEE
Number of job seekers provided with productive and gainful employment by engaging in various youth programs.	This KPI measures the 5500 jobseekers provided employment through: 2500 -YELP 1250 -Overseas Employment Program	Excel Database, Google Sheets and Looker Studio Dashboards Compilation and analysis of administrative data using	DoEE

KPIs	Description	MoV	Department Responsible
	1750 - Employment Service Centres	approved digital platforms	
Timeline by which the National Employment Policy (2013) is revised and submitted to OCASC	Review and submit the existing National Employment Policy (2013) to reflect the changing labour market dynamics and emerging needs by June 2027	OCASC endorsement	DoEE
Mobilize Foreign Direct Investment (FDI)	This KPI measures efforts to mobilize and support high-potential sectors, including clean technologies, creative industries, Information Technology (IT) and Information Technology Enabled Services (ITES), renewable energy, wellness, and agro-processing	Departmental Documents and Administrative Records; FDI Annual Report; FDI Registry Compilation and verification of FDI administrative records	DoI
Number of FDI projects approved	This KPI measures the FDI projects targeting high-potential sectors such as clean technologies, creative industries, Information Technology (IT) and Information Technology Enabled Services (ITES) sectors, renewable energy, wellness, and agro-processing	Departmental Documents and Administrative Records; FDI Annual Report; FDI Registry	DoI
Number of new industries established away from Thimphu and Chhukha	This KPI measures the numbers of New Industries Licensed (of all categories) away from Thimphu and Chhukha	Industrial Licensing Records and Industry Registry Extraction and analysis of data from the Integrated Business	DoI

KPIs	Description	MoV	Department Responsible
		Licensing System (IBLS).	
Number of CSI's supported with market research and product promotion	This KPI measures the numbers of CSI Products promoted/exported (to the newly established CSI Market Outside Bhutan/existing CSI Market abroad/During Fairs/Exhibition Outside)	CSI Export Promotion Records Compilation of export promotion records and participation in overseas exhibitions and fairs	DoI
Number of new industrial sites identified and pre-feasibility study initiated	This KPI measures the numbers of new Industrial Sites identified with pre-feasibility study	Pre-feasibility Report Review of pre-feasibility study findings	DoI
Timeline by which the development of flexible working hours, promoting a fair wage system and workers insurance and PF & Gratuity is completed	This KPI measures the timeline by which the following works to be completed: Develop flexible working hours such as part-time work and drafting of its regulation Come up with a process for a fair wage system and PF for flexible/part-time work. Promote a fair wage system through sector-specific wage	Framework on Flexible Working Hours, Fair Wage System, Workers' Insurance, PF & Gratuity Review of approved framework and implementation documents	DoL
Percentage of Labour Dispute cases resolved	This KPI measures the percentage of registered labour dispute cases resolved	Dispute Registry and Resolved Case Records Compilation and analysis of	DoL

KPIs	Description	MoV	Department Responsible
		dispute resolution records	
Timeline by which the amendments of the Labour and Employment Act, 2007 is submitted to National Assembly	This KPI measures the timeline by which the final draft of the LEA, 2007 amendment submitted to the National Assembly by June 2027	Submission Records Verification against official submission records	DoL
Number of new Indigenous craft products certified and marketed.	This KPI measures the Numbers of new Souvenir products (Textiles, home decors, handicrafts, wood based, cane and bamboo, souvenirs, etc.) developed/certified and marketed (domestic/regional/international), and at least 1 Collective Mark Store operational by March 2027	Records of New Craft Products and Revenue Data Compilation of production and revenue data from individuals and craft clusters	DoMCIIP
Amount of revenue generated from the Intellectual Property Services	This KPI measures the Revenue generated from Intellectual Property Services (Trademark, Patent, Design, and Copyright)	Industrial Property Automation System (IPAS) Reports, National Registry Reports, WIPO International Filing Reports Extraction and compilation of IP registration data from IPAS, the national registry, and WIPO systems	DoMCIIP
Number of National/Regional level	This KPI measures the number of Support	Event Reports	DoMCIIP

KPIs	Description	MoV	Department Responsible
Creative Events organized in Design, Art, Music and Movies	provided to National and Regional level Creative Events to Promote Content Creation for Foreign Markets and Facilitate Marketing in Global OTTs	Compilation and review of event reports	
Timeline by which the Intellectual Property Bill of the Kingdom of Bhutan is submitted to the Parliament	This KPI measures the timeline by which the two IP Acts (Copyright Act 2001 and Industrial Property Act 2001) are merged as Intellectual Property Bill and submitted to the Parliament.	Submission Records Verification against official submission records	DoMCIIP
Number of products recognised for Geographical Indication	This KPI measures the number of Initiatives undertaken to assist registration of 6 newly identified GI products	Press Releases on Registered GI Products Review of official press releases and GI registration records.	DoMCIIP
Amount of revenue generated by establishing formal payment partnerships with Youtube and Facebook	This KPI measures the revenue generated by Signing of payment partnership agreements with Youtube and Facebook by June 2027 and generate USD 90,000 revenue	Payment Partnership Agreement and Revenue Records Verification of payment partnership agreements and revenue records	DoMCIIP

KPIs	Description	MoV	Department Responsible
Percentage of Tourism shares in less visited Dzongkhags increased	The KPI measures the sector's contribution to tourism growth through enhanced tourist arrivals, investment promotion, destination marketing, and capacity-building initiatives implemented across the 16 Dzongkhags (Other than Thimphu, Paro, Punakha and Wangdue). Target for this FY is set at 15%.	Administrative data (TRS/Port of Entry data from Dept. of Immigration)	DoT
Number of overall tourist arrival increased	The KPI measures the number of Increase in the international tourist (SDF paying and Non-SDF paying) arrival to 300,000	Administrative data (Dept. of Immigration)	DoT
Direct revenue (Nu)generation from tourism increased (Europe & ASEAN)	The KPI measures the Increase in the revenue generated from the SDF collected from 10 European countries (Russia, Poland, Czech Republic, Romania, Bulgaria, Hungary, Ukraine, Slovakia, Belarus, and Moldova) and 5 ASEAN countries (Indonesia, Malaysia, Singapore, Thailand, and Vietnam) to Nu. 778 Million	Administrative data (Department of Immigration)	DoT
Number of source markets enhanced	The KPI measures the number of source markets enhanced. The existing top 20 source markets (India, United States, China, Singapore, United Kingdom, Malaysia, Bangladesh,	Report using administrative data (Dept. of Immigration)	DoT

KPIs	Description	MoV	Department Responsible
	Germany, Republic of China, Australia, Thailand, Vietnam, Italy, Spain, France, Canada, Japan, Nepal, Switzerland, Israel)		
Timeline by which National Career and Occupational Framework 2025 for Tourism and Hospitality Sector implemented	The KPI measures the timeline by which NCOF to be implemented in 2 Dzongkhags (Thimphu and Paro) in the tourism and hospitality sector with 200 participants certified through Recognition of Prior Learning (RPL). RPL will be done for 4 departments: Front office, House Keeping, Food and Beverage and Food production	NCOF Implementation Report	DoT
Timeline by which strategy to promote and enable repeat visitors into Bhutan implemented	The KPI measures the timeline by which strategy to promote repeat visitation to Bhutan is implemented through product diversification and targeted marketing in key source markets, incorporating sustainability and regenerative tourism principles.	Strategy Implementation Report	DoT
Numbers of New Tourism Packages developed	This KPI measures the number of new tourism packages developed: 1. Wildlife based tourism 2. High-end flyfishing	Reports and Press Releases on New Tourism Packages	DoT

KPIs	Description	MoV	Department Responsible
	3. Agri agro tourism 4. Astrotourism 5. Palace Tour		
Timeline by which Full system Integration of end-to-end Tourist Registration System, Immigration Services Portal and other Tourism service portals completed	The KPI describes the timeline by which full system Integration of end-to-end Tourist Registration System, Immigration Services Portal and other Tourism service portals is completed by June 2027	Administrative Report	DoT
Timeline by which hotel certification criteria and requirements are reviewed and streamlined based on location-specific guest turnover and operational characteristics	The review of hotel certification criteria and requirements and streamlined based on location-specific guest turnover and operational by December, 2026	Issuance of Notifications	DoT
Number of high-potential export products marked under “Brand Bhutan”	This KPI measures the number of Mark 15 high-potential export products marked under “Brand Bhutan” and conduct 2 Brand Bhutan promotional events High-potential export products refers to products with strong potential for international market demand, competitiveness, and	Certification Records, Branding Approvals, Product Database, Event Reports and Press Releases	DoTr

KPIs	Description	MoV	Department Responsible
	sustainable export growth		
Number of working party meetings in pursuit of WTO accession completed by June 2027	This KPI measures, conduct two working party meetings (stakeholder consultations, impact analysis, plurilateral agreements, sensitisation and thematic capacity-building programs)	Working Party Meeting Records, Official Correspondence and WTO Accession Documents	DoTr
Timeline by which Free Trade Agreement with the Government of India is extended	This KPI measures the following: Conduct several activities on preparing for the renewal such as stakeholder consultations on rules of origin, analysis on the inclusion/exclusion of services in the agreement etc	Official Correspondence and Records of Discussion	DoTr
Timeline by which New FTA with Vietnam, or one of the gulf countries identified by GMC is initiated	This KPI measures the following: Conduct activities such as stakeholder consultations, negotiations and bilateral meetings but contingent to the concurrence of the Government of Vietnam or the gulf country	Official Correspondence	DoTr
Timeline by which establishment of Export Processing Zone (EPZ) is initiated	This KPI measures the following: Complete preparatory actions, approvals, and implementation steps within the targeted timeline of June 2027 subject to further directives on the EPZ feasibility report from the	Detailed Design Report and PIU Establishment Records	DoTr

KPIs	Description	MoV	Department Responsible
	Government		
Timeline by which the Nganglam and Pasakha Dry Ports are operationalized	Complete activities such as procurement of the necessary equipment and machinery, finalization of operational guidelines, establishment of operation and management frameworks, outsourcing of dry port operations to the private sector, recruitment and deployment of essential staff, and formal handover of the facilities for commencement of commercial operations	Dry Port Operational Guidelines, Tariff Framework, Procurement Documents, Request for Proposals (RfPs), Evaluation Reports, Contract Award Documents, Staff Records, Handover Documents	DoTr
Timeline by which the renewal of MoU between RGoB and GoI on General Supply of Petroleum, Oil and Lubricants and related products is initiated	This KPI intends to work towards completing the necessary internal procedures including stakeholders consultation with fuel dealers and other government agencies and prepare for renewal or extension depending on the need prior to the expiry of the MoU.	Consultation reports/minutes, stakeholder feedback, draft/final renewal documents, correspondence with the GoI through MoFAET.	DoTr
Percentage of fuel stocking at Garmani Petroleum, Oil and Lubricant (POL) depot	This KPI will measure the progress of stockpiling of fuel (both diesel and petrol) at Garmani depot as part of the national reserves. The target is to stockpile to the full technical capacity of the depot. During the course of the	Fuel stocks position data maintained by the Depot management at Garmani	DoTr

KPIs	Description	MoV	Department Responsible
	year, fuel tankers will be deployed in a phase manner to transport the required quantities of petrol and High-Speed Diesel from Samdrup Jongkhar to the Garmani POL Depot in consultation with the local fuel dealers and public sector undertakings in India.		
Frequency of POL pricing and notification computed	This KPI will measure the fortnightly computation and review of PoL prices in consultation with DMDF/MoF and PMO, and notify the revised prices to relevant stakeholders	1)Emails/communication sent to the fuel dealers every fortnight with the revised rates. 2) Department's internal records of the computed prices every maintained for every fortnight	DoTr
Number of households with enhanced Mobile network connectivity	This KPI will measure the number of households with mobile enhanced connectivity via: - 51 households connected through the RCP (Rural Connectivity Program) along with 500 households connected by telcos themselves. 51 households (in 3 dzongkhags) connected through RCP: - 3 households connected in Gasa	Signed Household Mobile Connectivity Report	BICMA

KPIs	Description	MoV	Department Responsible
	(Rodophu) - 45 households connected in Samtse (Thanchenang, Perkarling & Yurunthang) - 3 Households connected in Chhukha (Menphu)		
Number of Cinema Halls constructed in Bajo and Samdrup Jongkhar	This KPI measures the number of cinema halls in Bajo and Samdrup Jongkhar constructed	Handover/ Taking-over Note	BICMA
Timeline by which MRA signing with the Government of Bangladesh is initiated	This KPI measures the: Sign MRA to enable Government of Bangladesh (GoB) to issue a gazette for the acceptance of Bhutanese products certified by the BSB, after ratification by the Parliament, without the need for BIS certification. This will significantly facilitate trade between the two countries and assist our local manufacturers	Draft MRA with GoB	BSB
Percentage of completion of establishment of the National Metrology Laboratory	This KPI measures the following : 1. Tender Floatation and Tender Awarding, 2. Site Clearing and Preparation, 3. Completion of Foundation, 4. Casting of Ground Floor Slab,	Progress Reports and Site Inspection Reports	BSB

KPIs	Description	MoV	Department Responsible
	5. Casting of Ground Floor Columns, 6. Casting of First Floor Slab		
Number of National standards developed/adopted for the products and services	This KPI measures the number of National standards developed/adopted/formulated for the following products and services: Fruit Squash, Chilli pastes (ezay), Chocolate bar, Essential oil (Juniperus recurva), Wool (Yarn), Cage-Free Egg production, Raw Milk, Yogurt, Pasteurized Milk & Mugwort Foot soaking solution	Published Standards and Approval Records	BSB
Timeline by which Consumer Protection and Competition Act is submitted to the National Assembly	This KPI measures the timeline by which pursuant to the directive of the Lhengye Zhungtshog (Cabinet), the Competition Bill and the Consumer Protection Bill have been merged into a single bill as the Consumer Protection and Competition Act.	Submission Records	CCAA
Percentage of grievances from consumer redressed effectively	This KPI measures the percentage of consumer complaints received by the CCAA are effectively addressed through investigation, mediation, or enforcement in accordance with the Consumer Protection Act, 2012	Complaint Records maintained under Consumer Complaint Management System (CCMS)	CCAA

KPIs	Description	MoV	Department Responsible
No. of timely dissemination of market price information on essential commodities	Timely collection, consolidation and dissemination on market prices on 50 commodities under 5 categories (Category 1: rice, oil, flour, noodles, cereals, Category 2: dairy and poultry products, Category 3: tea, coffee and sweetener and salt, Category 4: Edible oil and Category 5: Meat) through: (i) Quarterly Market Price Information (MPI) for 20 Dzongkhags and (ii) Monthly Price Watch for 6 Regional Towns (Phuentsholing, Thimphu, Mongar, Gelephu, Trongsa and Samdrup Jongkhar)	Publication on CCAA website and CCAA Facebook Page	CCAA
Timeline by which Environmental, Social and Governance (ESG) reporting framework for companies developed	Develop Environmental, Social and Governance (ESG) reporting framework for 17 listed and 23 DHI companies to allow these companies to report CSR/ESG compliance	ESG Framework Document	CRA
Number of company secretaries and independent directors trained and certified as per the regulation	Train and certify 10 Corporate Filing Agents, 10 Company Secretaries and 10 Independent Directors	Reports and Press Releases	CRA

KPIs	Description	MoV	Department Responsible
adopted by CRA under Companies Act 2016			
Percentage increase in annual value of fund raised from the capital market using financial instruments organized and registered under the Companies Act of Bhutan, 2016	Increase 10% in value computed by comparing the value of market capitalization with total value of newly approved Commercial Papers and Corporate Bonds issued by Companies in the present fiscal year	CRA-approved Corporate Bond and Commercial Paper Records; RSEB Market Capitalization Data	CRA
Number of Regulations related to Corporate Governance & Corporate Responsibility Regulations and Capital market revised	Revise 3 regulations related to Corporate Governance & Corporate Social Responsibility, Corporate Bond and Initial Public Offering	Approved Regulations	CRA
Timeline by which new regulations on Beneficial Ownership Transparency for Companies in keeping with requirements of AML/CFT Act of Bhutan is adopted	Draft and adopt a new regulation on Beneficial Ownership Transparency	Approved Regulations	CRA
Number of companies reviewed for compliance	Annual compliance review conducted for 400 companies for the following areas: 1. On-site review of Financial Statements	Company Review Checklist	CRA

KPIs	Description	MoV	Department Responsible
	2. Documents related to Annual General Meeting & Board Meetings 3. Statutory requirements listed in the compliance checklist		
Number of measures to improve access to finance initiated	This KPI measures the following measures: 1. Develop proposal/study to enhance access to affordable finance for Industries 2. Develop startup financing manual 3. Conduct one feasibility study on Green and Sustainable Bond	Proposal, Financing Manual and Green/Sustainable Bond Feasibility Report	DoI, DoEE, CRA
Number of services Integrated into IBLS (Integrated Business Licensing System)	This KPI will measure the number of sector clearance services for business licensing integrated into IBLS System. However, achieving this KPI is conditional upon support from GovTech Agency, as the integration budget resides with them and pursuant to the MoUs/Agreement/ Letter with relevant agencies for service integration into IBLS.	Actual services integrated into the system through enhancement and undertaking of Agreements and MoU	DoI
Timeline by which Trade and Investment Bill is submitted to the Parliament	Submit the Trade and Investment Bill to the Parliament by June 2027	Record of submission	Legal Division

Execution Clause

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

Namgyal Dorji
Minister, Ministry of Industry,
Commerce and Employment

The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the Minister, Ministry of Industry, Commerce and Employment, 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 ___ day of September *2026*