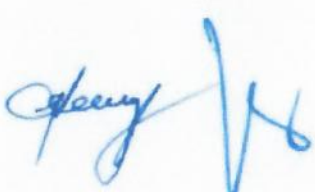




**JOHN HAY MANAGEMENT CORPORATION**  
**CY 2021 Performance Scorecard**

PES Form 3  
 Performance Scorecard 2021

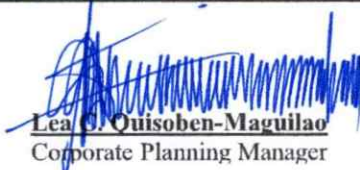
Component					Target	January 01, 2021 to December 31, 2021		
Objective/ Measure	Formula	Weight	Rating System	Actual Accomplishment		Weight (%)		
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	<b>SO1 John Hay as a Premier Tourist and Investment Destination</b>							
	SM 1	Number of New Locators or Developmental Projects Signed	Absolute number	10%	(Actual/Target) x Weight	5	3	6
	SM 2	Number of Jobs Generated in the JHSEZ	Total Number of Jobs Generated by Locators for the Year/ 12 months	10%	(Actual/Target) x Weight	4,720	5484	10
	SM 3	Gross Sales of Business Enterprises within the JHSEZ	Actual amount	10%	(Actual/Target) x Weight	₱ 626 Million	₱661,601,033.42	10
	<b>SO 2 Ensure Sustainable Multiple Use of Forest Watershed</b>							
SM4	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ	Number of tests which resulted in Good Air Quality (0-54µg/nm)/Total number of tests	10%	All or Nothing	100% tests resulted in Good Air Quality	100% tests resulted in Good Air Quality  (Nine (9) Ambient Air Monitoring was conducted that resulted to Good Air Quality: July 12 to 13, 2021; August 12 -13, 2021; December 22 - 23, 2021; December 23 - 24, 2021; December 24 - 25, 2021; December 25 - 26, 2021; December 26 - 27; December 27 - 28; and December 28 - 29, 2021.)	10	


<b>SO 3 Enforce Efficient and Effective Regulation in the JHSEZ and JHRA</b>								
	SM 5	Percentage of Satisfied Customers	Number of respondents who rated atleast Satisfactory/ Total number of respondents	10%	(Actual/Target) x Weight  0% = if less than 80%	85%	92.67%	10
			<b>Sub-total</b>	<b>50%</b>				
<b>SO 4 Increase JHMC Revenues to Attain Financial Viability</b>								
FINANCIAL	SM 6	Increase Internally Generated Revenue of JHMC	Actual amount of revenue collections	10%	(Actual / Target) x Weight  0%=if less than 50% of the Target Amount	₱ 8.718 M	₱11,290,716.00	10
	SM 7	Zone Revenue Collection Efficiency (includes Business Center for CUSA collection)	Actual Collection / Total Zone Revenue due for collection (both to exclude advance payments and penalties collected)	10%	(Actual / Target) x Weight  0%=if less than 50%	65%	93.63%	10
				<b>Sub-total</b>	<b>20%</b>			
<b>SO 5 Improve Efficiency and Effectiveness</b>								
INTERNAL PROCESS	SM 8	Issuance of ISO 14001 Environmental Management System	Actual accomplishment	5%	All or Nothing	Re-Certification under ISO 14001:2015 Standards	Passed the Re-certification Audit conducted on 28 December 2021	5
	SM 9	Percentage of Regulatory Permits for Business Enterprises issued within Applicable Processing Time	Number of requests processed within applicable processing time/ Total number of requests received	10%	(Actual/Target) x Weight  0% = if less than 90%	100%	97.30% <i>(3,095 out of 3,182)</i> Regulatory Permits for Business Enterprises were issued within applicable processing time	9.73

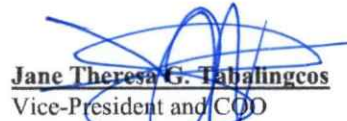
		<b>Sub-total</b>		<b>15%</b>				
<b>LEARNING AND GROWTH</b>	<b>SO 6 Establish and Maintain the Quality Management System</b>							
	SM 10	ISO Certification for all Processes	Actual accomplishment	5%	All or Nothing	Re-Certification under ISO 9001:2015 Standards	Passed the Re-certification Audit conducted on 03 November 2021	5
	<b>SO 7 Improve Technology and Infrastructure Support</b>							
	SM 11	Number of processes automated	Absolute Number	5%	All or Nothing	Roll-out/ implementation of the Environment and Forest Management Information System (EFMIS)	Orientation and roll-out of the system to the end-user was conducted on November 18, 2021	5
	<b>SO 8 Improve Knowledge and Skills, Professionalism and Career Development</b>							
SM 12	Improvement on the Competency Baseline of the Organization	Actual accomplishment	5%	All or Nothing	Improve Competency Baseline of the Organization	Improved Competency Baseline of the Organization	5	
		<b>Sub-total</b>		<b>15%</b>				
		<b>TOTAL</b>		<b>100%</b>				<b>95.73</b>

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