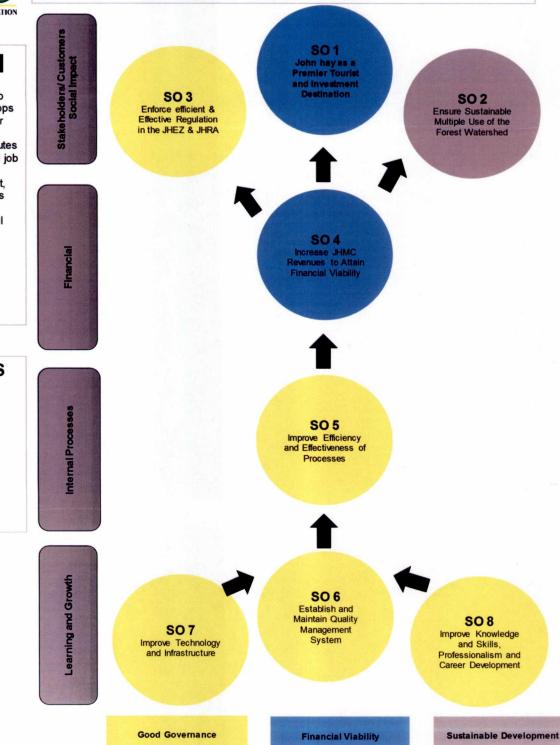
2019 CHARTER STATEMENT AND STRATEGY MAP (ANNEX A)

JOHN HAY MANAGEMENT CORPORATION CHARTER STATEMENT AND STRATEGY MAP

Vision : By 2030, JHMC shall have transformed Camp John Hay into a sustainable tourism destination in the North with innovative approaches to promote investments, improved employment opportunities and quality services while preserving the environment.



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MISSION

As the Steward of Camp John Hay, JHMC develops the estate into a premier tourist and investment destination, that contributes to economic growth and job generation; ensures sustainable use of forest, watershed, and enforces efficient and effective regulation of the Special Economic Zone.

CORE VALUES

Stewardship Passion for the Environment Integrity Commitment Excellence

JOHN HAY MANAGEMENT CORPORATION CY 2019 Performance Evaluation Scorecard

		Objective/ Measure	Formula	Weight	Rating System				Baseline		Target (2019)	Jan 01, 2019 -December 31, 2019 (4th Quarter)	
SM1 Number of new locators or development projects signed Absolute number 10% (Actual/Target) x Weight - - 3 3 4 4 6 10 SM2 Number of jobs generated in the JISEZ Absolute number 10% (Actual/Target) x Weight 3.473 4.176 5.523 5.830 6.106 6.300 6.597 10 SM3 Gross sales of business enterprises within the JISEZ Absolute number 10% (Actual/Target) x Weight No Baseline Data Available P150M P 875.57 M P 967 M P1.083 B P1.152 B 1,095,785.358.18 9.51 SM4 Compare of JIMC to Cert Forcet Maternale (RM3) of the tests particular Matter 10 Number of result 10% All or Nothing 10 22.95 µg/m ² PM 10 22.95 µg/m ² PM 10 8 out of 8 of the 10 100% of tests resulted in Good Air Quality Quality Category 8 out of 8 of the test resulted in Good Air Quality Quality Category Number of result of the Good Air Quality Category 8 out of 8 of the test resulted in Good Air Quality Category 10% of tests resulted in Good Air Quality Category 100% of tests resulted in Good Air Quality Quality Quality Quality 10 SM4 Compare of Forcet Micentaria of Sifecture Regulation in the JHSEZ and JHRA Vergett 80% (SEZAD)		Coljective Measure	r of mana		, in the second second	2013	2014	2016	2017	2018		Actual	Weight (in %)
M development projects signed International internatinternation international international international inu	SO1	Develop Camp John Hay as	s a Premier Tourist a	and Investi	ment Destination		Mela Silio mak						
Me JHSEZ weight weight weight weight weight weight weight weight weight P1083 P1.083 B P1.152 B 1,095,785,358.18 9,51 SM3 Gross sales of business enterprises within the JHSEZ James of source Sustainable Multiple Use of Forest Watershedt Image: Sustainable Multip	SM 1		and the second second second second	10%		-	-	3	3	4	4	6 .	10
enterprises within the JHSEZ Image: Statianable Multiple Use of Forest Watershed Meight Available Image: Mail and Compliance of JHMC to National Ambient Air Quality Standards on Good Air Quality (o Particulate Matter 10 (PM10) within the JHSEZ Number of tests 10% All or Nothing 11 µg/ m ³ PM 10 22.95 µg/ m ³ PM 10 (8/8) of the tests resulted in Good Quality Category 8 our of 8 of the tests resulted in Good Air Quality (R)8 readings resulted to Good Air Quality (R)8 readings resulted to Good Air Quality (R)8 Image: Resulted to Good Air Quality (R)8 readings resulted to Good Air Quality (R)8 9 on of 8 of the tests resulted in Good Air Quality 9 our of 8 of the tests resulted in Good Air Quality Image: Resulted to Good Air Quality Image: Resulted	SM 2		Absolute number	10%		3,473	4,176	5,523	5,830	6,106	6,300	6,597	10
point rating scale)/ Total number of respondents 60% If respondent 60% If respondent 80% 60% 60% 60% 60% 60% 60% 60% 60% 60% 6		enterprises within the	Absolute number	10%			₽150M	₱ 875.57 M	₽ 967 M	₱ 1.083 B	P 1.152 B	1,095,785,358.18	9.51
point rating scale)/ Total number of respondents 60% If respondent 60% If respondent 80% 60% 60% 60% 60% 60% 60% 60% 60% 60% 6	SO 2												
point rating scale)/ Total number of respondents 60% If respondent 60% If respondent 80% 60% 60% 60% 60% 60% 60% 60% 60% 60% 6	SM4	National Ambient Air Quality Standards on Particulate Matter 10	which resulted in Good Air Quality (0- 54µg/ncm)/Total		All or Nothing	11 μg/ m ³ PM 10		resulted in Good	(8/8) of the tests resulted in	tests resulted in	resulted in Good Air	resulted in Good Air Quality (8/8 readings resulted to	10
point rating scale)/ Total number of respondents 60% If respondent 60% If respondent 80% 60% 60% 60% 60% 60% 60% 60% 60% 60% 6	SO 3												
	SM 5		respondents who rated atleast Satisfactory (upper 2-boxes of a 5- point rating scale)/ Total number of		Weight 0% = if less than	80% (SEZAD)		90.9% (Overall)	92% (Overall)	report on 24 January 2019 stating that the customer satisfaction rating			10

JOHN HAY MANAGEMENT CORPORATION CY 2019 Performance Evaluation Scorecard

		Objective/ Measure	Formula	Weight	Rating System			Baseline			Target (2019)	Jan 01, 2019 -December 31, 2019 (4th Quarter)	
		Objective/ measure	Formula			2013	2014	2016	2017	2018		Actual	Weight (in %)
	SO 4	Increase JHMC Revenues to	o Attain Financial Vi	iability									
AL		Increase internally generated revenue of JHMC	Actual amount	10%	(Actual / Target) x Weight 0%=if less than P6.43 Million		5,945,315.81	₽ 7.96 M	P 9 M	₱ 10.35 M	11.90 M	11,212,516.74	9.42
FINANCIAL		Efficiency (includes	Actual Collection / Total Zone Revenue due for collection	10%	(Actual / Target) x Weight 0%=if less than 85%	61%	84%	100%	100%	100%	100%	100%	10
		Sub-total		20%									
	SO 5	Improve Efficiency and Effe										and the second second second second	and the second second
	SM 8	Issuance of ISO 14001 Environmental Management System	Actual	5%	All or Nothing	No Baseline Data Available	No Baseline Data Available	a. Established the Solid Waste Management and Hazardous Waste Management Manuals b. On-going Assessment of the Environmental Impacts of JHMC processes and activities for submission to EMB-CAR.	Board- Approved Environmental Management System (EMS)	Certification under ISO 14001:2015 Standards	Pass Surveillance Audit	Passed the Surveillance Audit	5
								e. Regulatory and Permitting Review of Projects within the JHSE2, and d. Updating of a Comprehensive Information for Direct Environmental and Indirect Environmental Impacts of Projects in the JHSEZ	System (EMS)				
INTERNAL PROCESS		Enterprises issued within	Number of requests processed within applicable processing time/ Total number of requests received	10%	(Actual/Target) x Weight 0% = if less than 95%	20 mins. for renewal	30 mins. for renewal		-	-		Total: <u>271/271</u> Regulatory Permits for Business Enterprises were issued within applicable processing time.	10
INTERNA								Average of 36 working days	Average of 15 working days	Average of 15 working days		72/72 CECs were issued and processed within 15 working	
								No Available Data	Average of five (5) working days upon payment of annual fees	Average of five (5) working days upon payment of annual fees	100%	davs <u>61 out of 61</u> <u>Certificate of</u> <u>Mechanical Inspection</u> and <u>42 out of 42</u> <u>Certificate of Annual</u> <u>Inspection were issued</u> and processed within five (5) working days upon payment of annual fees.	
								8.04 mins. for renewal	15 mins. for renewal	15 mins. for renewal		96 out of 96 PTOs were processed within 15 minutes for renewal.	
		Sub-total		15%									

Jan 01, 2019 - December 31, 2019 Baseline Target (2019) (4th Quarter) Rating System **Objective/ Measure** Formula Weight 2017 2018 Weight (in %) 2013 2014 2016 Actual SO 6 Establish and Maintain the Quality Management System Certification Pass Surveillance Passed the 5 SM 10 ISO Certification for all Actual 5% All or Nothing 4 processes 6 out of 6 Passed Surveillance Passed documented documented Audit Surveillance under ISO Audit Surveillance Audit processes accomplishment 9001:2015 Audit Standards SO 7 Improve Technology and Infrastructure Support 1 (Special SEZAD Information Development Roll-out/ The Board-approved 5 SM 11 Number of processes Absolute Number 5% All or Nothing 1 (Document 2 (Roll out/ Economic Zone System (Phase 2) of a Boardimplementation of Document Tracking automated Management Approved ICT implementation of Board-approved System (DTS) was Information System) Road Map Board-approved rolled-Document Tracking System) ICT Disaster System (DTS) out/implemented Recovery Plan; and Full Roll out/implementatio n of a Help Desk Information System LEARNING AND GROWTH SO 8 Improve Knowledge and Skills, Professionalism and Career Development Established 90 % of gaps for 96.71% of gaps for 5 Actual Number of 5% No Baseline Data Assess and Improve SM 12 Percentage of Employees (Actual/Target) Establish Competency Model competencies on Employees meet the Available Competency competencies on x Weight Meeting Required Competency Quality and Baseline Quality and set required Competencies Baseline of the Environmental Environmental competencies /Total Organization Management System number of Management System identified in the employees identified in the 2018 assessment 2018 assessment competencies addressed addressed 15% Sub-total 98.93 TOTAL. 100%

JOHN HAY MANAGEMENT CORPORATION CY 2019 Performance Evaluation Scorecard

JOHN HAY MANAGEMENT CORPORATION CY 2019 Performance Evaluation Scorecard

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Baseline Target Jan 01, 2019 -December 31, 2019 (2019) (4th Quarter) **Objective**/ Measure Formula Weight Rating System 2013 2014 2016 2017 2018 Weight (in %) Actual Reviewed by: Prepared by: rero RONALD B. ZAMBRANO JANE THERE BEVERLEE NADEN Vice Preside Finance Manager Date JAN 2 3 2020 Corporate Planting Assistant Date: 23 Jonary 2020 Date Approved by: SILVESTRE C AFABLE Chairman of the HIMC BOD Date: ALLAN R. GARCIA President and CEO Date: JAN 27 2020