

SECRETARY'S CERTIFICATE

REPUBLIC OF THE PHILIPPINES) Sc.

— **BAGUIO CITY**)

I, **TEDDY ESTEBAN F. RIGOROSO**, of legal age, married, with office address in Rigoroso Galindez Rabino Laron & Maristela Law Offices, 901 Fil Garcia Tower, 140 Kalayaan Avenue, Diliman, Quezon City, Metro Manila, Philippines, being the Corporate Secretary of the John Hay Management Corporation (JHMC), after having been duly sworn in accordance with law, hereby CERTIFY, that during the 270th Special Meeting of the JHMC Board of Directors held on July 26, 2022 at the Hotel Celeste, 02 San Lorenzo Drive corner A. Arnaiz Avenue, San Lorenzo Village, Makati City, where a quorum was present, upon motion made and duly seconded, the Board passed and approved the following resolution:

John Hay Management Corporation
Board Resolution No. 2022-0726-147

Resolve, as it is hereby **resolved**, that the **John Hay Management Corporation** ("JHMC") **Board of Directors** hereby **approves** the following:

- 1) Revised 2022 Performance Evaluation Scorecard Form 2a (Quarterly Targets);
- 2) Performance Evaluation Scorecard Monitoring Report for the First Quarter of CY 2022;
- 3) Performance Evaluation Scorecard Monitoring Report for the Second Quarter of CY 2022; and

Resolved, finally, that this Resolution shall take effect immediately on July 26, 2022 and shall supersede all prior JHMC resolutions, instructions, memoranda, circulars, or instruments inconsistent herewith.

IN WITNESS WHEREOF, I have set my hand this 28 day of JULY 2022 in BAGUIO CITY

ATTY. TEDDY ESTEBAN F. RIGOROSO
Corporate Secretary

SUBSCRIBED AND SWORN TO before me this 28 day of JULY 2022 in BAGUIO CITY,
affiant exhibiting to me his IBP Identification Card No. 42240.



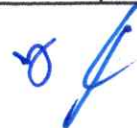

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Series of 2022

GRAY S. TAMBIAK
Notary Public for Baguio City
Notarial Commission N.A.-96-NC-20-R
My Commission Expires on DEC 31 2022
As per B.M. No. 3795
ROLL No. 63487; 05-08-14; Manila
MCLE COMPLIANCE No. VI-0017631; 2-11-19
PTR No. 5419755; 01-03-2021; Baguio City
IBP P.R. No. 006974; 01-03-22; Baguio-Benguet Chapter


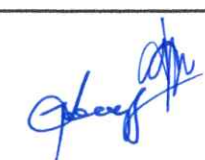
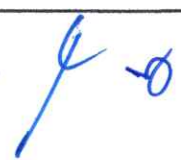

JOHN HAY MANAGEMENT CORPORATION
CY 2022 Performance Scorecard

Component						Target (2022)	January 01, 2022 to June 30, 2022 (as of 2nd Quarter)	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	Weight (%)
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO1	John Hay as a Premier Tourist and Investment Destination						
	SM 1	Number of New Locators or Development Projects Signed	Absolute number	10%	(Actual/Target) x Weight	5	16	10
	SM 2	Number of Jobs Generated in JHSEZ	Total Number of Jobs Generated by Locators for the Year/ 12 months	10%	All or Nothing	Equal to or higher than the GCG-validated 2021 actual	6,164	10
	SM 3	Gross Sales of Business Enterprises within the JHSEZ	Absolute amount	10%	All or Nothing	Equal to or higher than the GCG-validated 2021 actual	₱364,342,962.78	0
	Sub-total			30%				
	SO 2	Ensure Sustainable Multiple Use of Forest Watershed						
	SM4	Compliance of JHMC National Ambient Air Quality Standards on Particulate Matter 10 (PM10) within the JHSEZ	Number of tests which resulted in Good Air Quality (0-54µg/ncm)/Total number of tests	7.5%	All or Nothing	100% tests resulted in Good Quality	100% tests resulted in Good Air Quality Twenty-eight (28) Ambient Air Monitoring conducted resulted to Good Air Quality.	7.5
	Sub-total			7.5%				

Component						Target (2022)	January 01, 2022 to June 30, 2022 (as of 2nd Quarter)	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	Weight (%)
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA						
	SM 5a	Percentage of Satisfied Customers - Business Organizations	Number of respondents who gave a rating of at least Satisfactory/ Total number of respondents	5%	(Actual/Target) x Weight 0% = if less than 80%	90%	The Pre-Test report was submitted to JHMC by the Third-Party Service Provider in June 2022.	0
	SM 5b	Percentage of Satisfied Customers - Individual	Number of respondents who gave a rating of at least Satisfactory/ Total number of respondents	5%	(Actual/Target) x Weight 0% = if less than 80%	90%	For the conduct of the actual CSS by the Third-Party upon re-launching of the Historical Core via public advisory. Target re-launching of the Historical Core is by Q3 of CY 2022.	0
	Sub-total			10%				
	SO 4	Increase JHMC Revenues to Attain Financial Viability						
FINANCIAL	SM 6	Increase Internally Generated Revenue of JHMC	Actual amount of revenue collections	10%	(Actual / Target) x Weight	₱ 13.455 Million	₱8,792,973.94	6.54
	SM 7	Zone Revenue Collection Efficiency (includes Business Center for CUSA collection)	Actual Collection / Total Zone Revenue due for collection (excluding advance payments and penalties collected)	10%	(Actual / Target) x Weight	100%	₱39,440,333.90	6.40
	SM 8	Disbursement Budget Utilization Rate	Total Disbursements/ BCDA approved COB (both net of PS Cost)	5%	(Actual / Target) x Weight	90%	64.26%	3.57
	Sub-total			25%				







Component					Target (2022)	January 01, 2022 to June 30, 2022 (as of 2nd Quarter)		
	Objective/ Measure	Formula	Weight	Rating System		Actual Accomplishment	Weight (%)	
INTERNAL PROCESS	SO 5	Improve Efficiency and Effectiveness of Process						
	SM 9	Issuance of ISO 14001 Environmental Management System	Actual accomplishment	5%	All or Nothing	Pass the 1st Year Surveillance Audit	On-going preparation for the conduct of the Internal Environment Audit (IEA)	0
	SM 10	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	7.5%	(Actual/Target) x Weight	100%	2182 out of 2188 Regulatory Permits for Business Enterprises were issued within applicable processing time.	7.48
	Sub-total			12.50%				
	SO 6	Establish and Maintain the Quality Management System						
	SM 11	ISO Certification for all Processes	Actual accomplishment	5%	All or Nothing	Pass the 1st Year Surveillance Audit	Verification audit was completed in Q2. Internal Quality Audit (IQA) is scheduled in Q3.	0
	Sub-total			5%				
	SO 7	Improve Technology and Infrastructure						
	SM 12	Implementation of Information System Strategic Plan	Actual accomplishments	2.5%	All or Nothing	Roll-out/ implementation of the Land and Asset Management Information System (LAMIS)	On-going Collaboration with BCDA on the development of LAMIS. (Awaiting BCDA's approval of the reuest for the supplemental budget for this project).	0
			Actual accomplishments	2.5%	All or Nothing	Submission of the Information System Strategic Plan (ISSP) for 2023 - 2025 to DICT	On-going preparation of the ISSP for 2023 - 2025	0
	Sub-total			5%				

Component						Target (2022)	January 01, 2022 to June 30, 2022 (as of 2nd Quarter)	
	Objective/ Measure		Formula	Weight	Rating System		Actual Accomplishment	Weight (%)
LEARNING AND GROWTH	SO 8	Improve Knowledge and Skills, Professionalism and Career Development						
	SM 13	Percentage of Employees Meeting Required Competencies	Competency Baseline 2022 - Competency Baseline 2021	5%	All or Nothing	Improve Competency Baseline of the Organization	On-going implementation of the approved HRDP	0
	Sub-total			5%				
	TOTAL			100%			51.49	


Prepared by:


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 Corporate Planning Manager


Beyerlee O. Gunaden
 Corporate Planning Clerk

Reviewed by:


Jane Theresa G. Tabalingcos
 Vice-President and COO


Ronald B. Zambrano
 Finance Manager

Approved by:


P/DIRECTOR RUFINO G. IBAY JR.
 Chairman, Board of Directors


ALLAN R. GARCIA
 President and Chief Executive Officer