

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 273rd Special Meeting of the JHMC Board of Directors held on October 24, 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. 2022-1024-199*

Resolve, as it is hereby resolved, that the **John Hay Management Corporation ("JHMC") Board of Directors** hereby approves the JHMC Performance Scorecard Monitoring Report for the Third Quarter of CY 2022; and

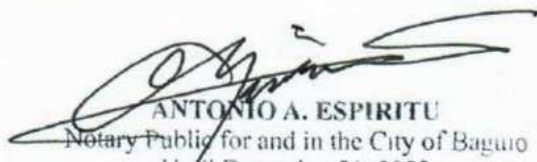
Resolved, finally, that this Resolution shall take effect immediately on October 24, 2022 and shall supersede all prior JHMC resolutions, instructions, memoranda, circulars, or instruments inconsistent herewith.

IN WITNESS WHEREOF, I have set my hand this 27 OCT 2022 2022 in Baguio City

ATTY. TEDDY ESTEBAN F. RIGOROSO
Corporate Secretary

SUBSCRIBED AND SWORN TO before me this 27 OCT 2022 2022 in Baguio City
affiant exhibiting to me his IBP Identification Card No. 42240.

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Series of 2022


ANTONIO A. ESPIRITU
Notary Public for and in the City of Baguio
Until December 31, 2022
2F Security Bank Building, Abanao, Baguio City
PTR NO. 1327273, Baguio City 05 27/22
ROLL NO. 23153; IBP NO. 00505 (Lifetime)
IBP O.R No. 386734 January 2, 1996
MCLE Compliance No. VII-0021556
Notarial Commission No. 39-NC-20-R; 12-4-2020,

JOHN HAY MANAGEMENT CORPORATION
CY 2022 Performance Scorecard

Component					Target (2022)	January 01, 2022 to September 30, 2022 3rd 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	17	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	5,993	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	₱546,872,302.52	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 Seventy-three (73) Ambient Air Monitoring conducted resulted to Good Air Quality.	7.5
Sub-total			7.5%					

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Component					Target (2022)	January 01, 2022 to September 30, 2022 3rd 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%	Ongoing conduct of the survey by the 3rd Party Provider (SLC) to the JHSEZ Locators 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%	Ongoing conduct of the survey by the 3rd Party Provider (SLC) to the Individual-paying Tourists of the Historical Core 0
	Sub-total			10%			
FINANCIAL	SO 4 Increase JHMC Revenues to Attain Financial Viability						
	SM 6	Increase Internally Generated Revenue of JHMC	Actual amount of revenue collections	10%	(Actual / Target) x Weight	₱ 13.455 Million	₱11,891,064.17 8.84
	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%	76.42% 7.64
							₱47,070,635.77
	SM 8	Disbursement Budget Utilization Rate	Total Disbursements/ BCDA approved COB (both net of PS Cost)	5%	(Actual / Target) x Weight	90%	64.61% 3.59
Sub-total			25%				

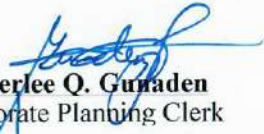
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Component					Target (2022)	January 01, 2022 to September 30, 2022 3rd Quarter		
	Objective/ Measure	Formula	Weight	Rating System		Actual Accomplishment	Weight (%)	
INTERNAL PROCESS	SO 5	Improve Efficiency and Effectiveness of Process						
	SM 9	Issuance of ISO 14001 Environmental Management System	Actual accomplishment	5%	All or Nothing	Pass the 1st Year Surveillance Audit	Ongoing preparation for the conduct of the Environment Internal Audit (EIA) by the IE Auditors	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%	99.69% 3,905 out of 3,917 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	Ongoing conduct of the Internal Quality Audit (IQA) by the IQ Auditors.	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)	Awarded to the winning Consultant	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 September 30, 2022 3rd 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; 3 out of 55 employees has improved competency baseline from CY 2021	0
		<i>Sub-total</i>		5%				
	TOTAL		100%				55.05	

Prepared by:


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 Corporate Planning Manager


Beverlee O. Guiraden
 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