

30 July 2025

ATTY. MARIUS P. CORPUS

Chairperson

Governance Commission for GOCCs (GCG)

3/F BDO Towers Paseo

8741 Paseo de Roxas Avenue, Makati City

Attention: **Atty. Nesie B. Volante**
Corporate Governance Officer
Corporate Governance Office – C

Realty and Area Development Division
GCG

Subject: **Submission of the CY 2025 2nd Quarter Performance
Scorecard Monitoring Report of JHMC**

John Hay Special Economic Zone
P.O. Box 1088
Baguio City 2600
Philippines

(+6374) 422-4360
mgmt@jhmc.com.ph
www.jhmc.com.ph

Dear **Chairperson Corpus**:

This is to submit the Performance Scorecard Monitoring Report of the John Hay Management Corporation (JHMC) and the supporting documents for 2nd Quarter of CY 2025. This submission complies with item 9 of GCG Memorandum Circular No. 2024-01, which mandates the GOCCs to submit Quarterly Monitoring Reports and upload the same to the GOCC's website within thirty (30) calendar days from the close of each quarter.

If there are any concerns regarding this submission, the GCG may coordinate with Ms. Beryl Blanche S. Bahatan, Corporate Planning Manager, at 0926 654 5098 or Ms. Beverlee Q. Gunaden, Corporate Planning Clerk, at 0950 330 0232.

We hope that you find things in order.

Thank you very much.

Very truly yours,


MANJIT T. SINGH REANDI
President and Chief Executive Officer



JOHN HAY MANAGEMENT CORPORATION
CY 2025 Performance Scorecard

Component						Annual Target (2025)	2nd Quarter	
	Objective/ Measure	Formula	Weight	Rating System	Target		Actual	
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO1	Develop Camp John Hay as a Premier Ecotourism and Investment Destination						
	SM 1	Number of New Locators (Direct Lease)	Absolute Number	15%	(Actual/Target) x Weight	10	2	9
	SO 2	Ensure Responsible and Sustainable Multiple Uses of the Forest Watershed						
	SM2	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) Within the JHSEZ	Average of the Monthly Values in ug/m3 Particulate Matter 10 (PM10)	10%	All or Nothing	Within the National Ambient Air Quality Guidelines Provided under DENR Administrative Order No. 2000-81	Within the National Ambient Air Quality Guidelines Provided under DENR Administrative Order No. 2000-81	Within the National Ambient Air Quality Guidelines Provided under DENR Administrative Order No. 2000-81 (Average of 17ug/m3)
	SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA						
	SM 3	Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory/ Total Number of Respondents	10%	(Actual/Target) x Weight 0% = if less than 80%	90%	90%	Ongoing conduct of the survey by the Third-Party
		Sub-total		35%				

Component						Annual Target (2025)	2nd Quarter	
	Objective/ Measure		Formula	Weight	Rating System		Target	Actual
FINANCIAL	SO 4	Increase JHMC Revenues to Attain Financial Viability						
	SM 4	Increase Internally Generated Revenue of JHMC	Revenue from Regulatory Functions, CUSA, Historical Core, and Gains and Miscellaneous Income	10%	(Actual / Target) x Weight	₱ 20.30 M	₱8,120,000.00	₱14,758,066.41
	SM 5	Zone Revenue Collection Efficiency	Actual Collection / Total Amount Due per Lease Agreement <i>(Excluding Advance Payments and Penalties Collected)</i>	7.5%	(Actual / Target) x Weight	100%	50%	6.17% Excluding payments made directly to BCDA - Ongoing coordination with the BCDA for the total collections.
			Actual Collection / Actual Revenue from Regulatory Fees and Historical Core <i>(Excluding Advance Payments and Penalties Collected)</i>	7.5%	(Actual / Target) x Weight	100%	40%	100%


	SO 5	Exercise Fiscal Discipline						
	SM 6	Disbursement Budget Utilization Rate	Total Disbursements/ BCDA - Approved Corporate Operating (COB) (Both Net of PS Cost)	5%	(Actual / Target) x Weight	90% (254,011,500.00)	30% (76,203,450.00)	15.27% (38,777,388.00)
	Sub-total			30%				
Component					Annual Target (2025)	2nd Quarter		
	Objective/ Measure		Formula	Weight		Rating System	Target	Actual
SS	SO 6	Continual Improvement of Process for Efficiency and Effectiveness						
	SM 7	Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time	Total Number of Permits Issued Within Applicable Processing Time/ Total Number of Applications for Permits Received	10.0%	(Actual/Target) x Weight	100%	100%	100%
								749 out of 749 Regulatory Permits for Business Enterprises were issued within applicable processing time.
	SO 7	Maintain the Quality and Environmental Management System						
	SM 8	Maintenance of ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintenance	Preparatory Activities	Preliminary activities were being undertaken: a. Conduct of the 1st Verification Audit for findings in CY 2024; and, b. Amendment of the JHMC Quality and Risk Management Policy.

INTERNAL PROCE	SM 9	Maintenance of ISO 14001:2015 Certification	Actual accomplishment	5%	All or Nothing	ISO 14001:2015 Certification Maintenance	Preparatory Activities	Preliminary activities were being undertaken: a. Updating of Input-Activity-Output Registry Offices; and, b. EMS Core Team Planning.
	SO 8	Adapt Technology and Improve ICT Infrastructure as Effective Management Tools						
	SM 10	Implementation of the Information System Strategic Plan (ISSP)	Total Number of Deliverables Due for 2025 Attained/Total Number of Deliverables Due for 2025	5%	(Actual/Target) x Weight	100% Accomplishment of the 2025 ISSP Deliverables	Implementation	Ongoing activities: a. formulation of Terms of Reference (TOR) for the Integrated Information System (IIS) b. finalization of the Scope of Services (SOS) for the enhancement of the Human Resource Information System (HRIS) Note: Receipt of the new certificate of the Land and Asset Management System (LAMIS) in May 2025.
	<i>Sub-total</i>			25%				

Component					Annual Target (2025)	2nd Quarter		
	Objective/ Measure	Formula	Weight	Rating System		Target	Actual	
LEARNING AND GROWTH	SO 9	Improve Knowledge, Enhance Skills, and Promote Integrity, Professionalism, and Career Development						
	SM 11	Percentage of Employees Meeting Required Competencies	Competency Level 2025 - Competency Level 2024 (where Competency Level = Total Number of Employees with Required Competencies Met/ Total Number of Employees)	5%	All or Nothing	Increase from 2024 Actual Competency Level	Implementation of the 2025 Human Resource Development Program (HRDP)	Ongoing implementation of the 2025 HRDP.
	SM 12	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	Board-Approved Public Service Continuity Plan (PSCP)	Preparatory Activities	Ongoing crafting of the PSCP Plan.
	Sub-total			10%				
		TOTAL		100%				

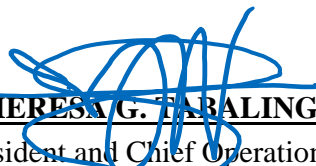
Component					Annual Target (2025)	2nd Quarter	
	Objective/ Measure	Formula	Weight	Rating System		Target	Actual
	BONUS STRATEGIC MEASURES						
	GAD Budget Utilitization Rate	None	1%	All or Nothing	5% of Total COB	Implementation of GAD-attributed Projects, Activities, Programs (PAPs)	Ongoing implementation of the GAD-attributed PAPs.
	ISO Certification on any of the following Standards: i. Environment Management System (EMS) Certification ii. Business Continuity Management System (BCMS)	None	1%	All or Nothing	Certification on Environmental Management System (ISO 14001:2015) or Business Continuity Management System (ISO 22301:2019)	Preparatory Activities	1 EMS (ISO 14001:2015) Certified


Prepared by:


BERYL BLANCHE S. BAHATAN
 Corporate Planning Manager

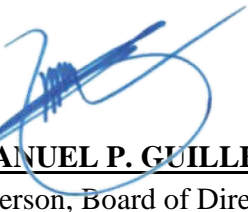

BEVERLEE Q. GUNADEN
 Corporate Planning Clerk


Reviewed by:


JANE THERESA G. TARALINGCOS
 Vice-President and Chief Operations Officer


LEA C. QUISOBEN-MAGUILAO
 Finance Manager

Approved by:


JOSE EMMANUEL P. GUILLERMO
 Chairperson, Board of Directors


MANJIT T. SINGH REANDI
 President and Chief Executive Officer