



Office of the President of the Philippines
GOVERNANCE COMMISSION
FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS
3/F, BDO Towers Paseo, 8741 Paseo De Roxas, Makati City, Philippines 1226



11 September 2025

HON. JOSE EMMANUEL P. GUILLERMO

Chairperson

HON. MANJIT T. SINGH REANDI

President and Chief Executive Officer (PCEO)

JOHN HAY MANAGEMENT CORPORATION (JHMC)

John Hay Special Economic Zone

Camp John Hay, Baguio City

**RE : VALIDATION RESULT OF THE 2024
PERFORMANCE SCORECARD OF JHMC**

Dear Chairperson Guillermo and PCEO Singh Reandi,

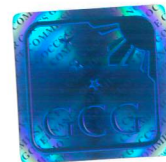
This is to formally transmit the validation result of the JHMC's 2024 Performance Scorecard. Based on the Governance Commission's validation of the GOCC's documentary submissions, JHMC obtained an overall score of **90.25%** (See **Annex A**). The same is to be posted on JHMC's website, in accordance with section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

FOR JHMC'S INFORMATION AND GUIDANCE.

Very truly yours,

ATTY. MARIUS P. CORPUS

Chairperson



ATTY. BRIAN KEITH F. HOSAKA
Commissioner

**ATTY. GERALDINE MARIE B.
BERBERABE-MARTINEZ**
Commissioner

cc: Resident COA Auditor – JHMC

¹ Code of Corporate Governance for GOCCs dated 28 November 2012.



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JOHN HAY MANAGEMENT CORPORATION (JHMC)
Validation Result of 2024 Performance Scorecard

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	SO 1	Develop John Hay as a Premier Tourist and Investment Destination										
	SM 1	Number of New Locators ¹	Absolute Number	15%	(Actual / Target) x Weight	10	11	15%	11	15%	Lease Contracts	Target exceeded.
	SM 2	Monthly Average Number of Jobs Generated	Total Number of Jobs Generated by Locators for the Year / 12 Months	10%	(Actual / Target) x Weight	5% Increase from the 2023 GCG Validated Actual	4,259	6.45%	4,260	6.45%	Copies of Employment Reports Summary of Employment Reports from January to December	The 2024 accomplishment is a 32% decrease from the 2023 validated actual of 6,290.
	SM 3	Gross Sales of Business Enterprises Within the JHSEZ	Actual Amount	10%	(Actual / Target) x Weight	15% Increase from the 2023 GCG Validated Actual	₱1.10 Billion	9.37%	₱1.10 Billion	9.37%	Copies of Locator Sales Report from January to December 2024 Summary of JHSEZ Locator's Sales Report	The 2024 accomplishment is a 7.84% increase from the 2023 validated actual of ₱1.02 Billion.

¹ New locators pertain to lessees under long-term or short-term lease contracts.

Validation Result of the 2024 Performance Scorecard (Annex A)

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
	SO 2	Ensure Responsible and Sustainable Multiple Uses of the Watershed										
	SM 4	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) Within the JHSEZ	Absolute Number	7.5%	All or Nothing	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81	100% Tests Resulted in Good Air Quality	7.5%	Within the National Ambient Air Quality Guidelines Provided Under DENR Administrative Order No. 2000-81	7.5%	Ambient Air Monitoring Reports of Camp John Hay Acknowledgement Receipt from DENR-EMB Status Report on the Ambient Air Monitoring and the E-Bam Plus Machine in Camp John Hay	Target met.
	SO 3	Enforce Efficient and Effective Regulation in the JHSEZ and JHRA										
	SM 5	Percentage of Satisfied Customers ²	Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight <i>If Less Than 80% = 0%</i>	90%	93.88%	5%	72.18%	0%	Harmonized Client Satisfaction Measurement Results of GOCCs Covered by R.A. No. 10149 as endorsed by the Anti-Red Tape Authority (ARTA)	The measure covered the responses of stakeholders availing of JHMC's external services only. JHMC did not meet the minimum threshold rating of 80% to qualify for a pro-rated score, hence, the zero rating for this measure.
		Sub-total		47.5%				43.32%		38.32%		

² Based on GCG – ARTA Joint Memorandum Circular No. 1, series of 2023.

Validation Result of the 2024 Performance Scorecard (Annex A)

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
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	₱17.95 Million	₱21.48 Million	10%	₱21.56 Million	10%	Zone Collection Efficiency Report Estate Performance Revenue / Expense Report BCDA Letter on Verified Collections	Target exceeded.
	SM 7	Zone Revenue Collection Efficiency	<u>Actual Collection</u> / <u>Actual Revenue</u>	10%	(Actual / Target) x Weight	100%	131.72%	10%	99.01%	9.90%	Zone Collection Efficiency Report Estate Performance Revenue / Expense Report BCDA Letter on Verified Collections	The accomplishment was computed based on actual collection of ₱99.746 Million and actual zone revenue of ₱100.746 Million.
	SO 5	Exercise Fiscal Discipline										
			Total Disbursements / BCDA-Approved Corporate Operating Budget (COB)								COA Annual Audit Report	JHMC disbursed a total of ₱43.42 Million out of the total 2024 budget of ₱52.11 Million (excluding PS Cost and Land Related Cost).
	SM 8	Disbursement Budget Utilization Rate		5%	(Actual / Target) x Weight	90%	86.97%	4.83%	83.32%	4.63%	Revised 2024 Corporate Operating Budget (COB) as approved by BCDA	
			(Both Net of PS Cost)									
		Sub-total		25%			24.83%		24.53%			

Validation Result of the 2024 Performance Scorecard (Annex A)

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
INTERNAL PROCESS	SO 6	Ensure Continual Improvement of Process for Efficiency and Effectiveness										
	SM 9	Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time	Number of Requests Processed Within Applicable Processing Time ³ / Total Number of Requests Received	7.5%	(Actual / Target) x Weight	100%	94.84%	7.11%	94.33%	7.07%	2024 Citizen's Charter Revised Summary Breakdown of Transactions per Process Copies of Issued Permits / Certificates / Passes	JHMC processed 6,525 out of 6,917 applications within the prescribed turnaround time.
	SO 7	Maintain the Quality and Environment Management Systems										
	SM 10	Maintenance of ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintained	Passed the Recertification Audit	5%	Passed the Recertification Audit	5%	ISO 9001:2015 Certificate Audit Report	Both certifications cover "Public Administration for Business Development and Events Management, Regulatory Services, Forest and Environment Management, and Land and Asset Management".
	SM 11	Maintenance of ISO 14001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 14001:2015 Certification Maintained	Passed the Recertification Audit	5%	Passed the Recertification Audit	5%	ISO 14001:2015 Certificate Audit Report	

³ The applicable processing time will be based on JHMC's compliance with Republic Act No. 11032, as reflected in JHMC's Citizen's Charter.

Validation Result of the 2024 Performance Scorecard (Annex A)

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
	SO 8	Adapt Technology and Improve ICT Infrastructure as Effective Management Tools										
	SM 12	Implementation of the Information System Strategic Plan (ISSP)	Actual Accomplishment	5%	All or Nothing	100% Accomplishment of the 2024 ISSP Deliverables	Completed Five (5) Deliverables: Virtual Private Network (VPN) Digitalization of Vital Records and Documents Upgrading / Replacement of ICT Equipment Billing and Contract Monitoring Information System (BCMIS) Enhancement of the Land and Assets Management Information System (LAMIS)	5%	2 out of 3 Deliverables Implemented: Billing and Contract Monitoring Information System (BCMIS) Enhancement of the Land and Assets Management Information System (LAMIS)	3.33%	Compliance Checklist Rollout of the Systems	JHMC completed two (2) out of three (3) deliverables: 1. Billing and Contract Monitoring Information System (BCMIS); and 2. Enhancement of the Land and Assets Management Information System (LAMIS). JHMC was not able to implement the Enhancement of the SEZ Regulatory Information System (SEZRIS).
		Sub-Total		22.5%				22.11%		20.40%		

Validation Result of the 2024 Performance Scorecard (Annex A)

Component						JHMC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
LEARNING AND GROWTH	SO 9	Improve Knowledge, Enhance Skills, and Promote Professionalism and Career Development										
	SM 13	Percentage of Employees Meeting Required Competencies	Number of Employees with Required Competencies Met / Total Number of Employees	5%	All or Nothing	Increase from 2023 Actual Competency Level	Competency Baseline of the Organization Improved by 5.09%	5%	Improvement in the Competency Baseline	5%	Revised Competency Assessment Report Copies of Behavioral Description Interview (BDI) Forms	The corporation's competency baseline improved from 92.73% in 2023 to 93.75% in 2024.
		Sub-total		5%				5%		5%		
		TOTAL		100%				95.26%		88.25%		
BONUS STRATEGIC MEASURES												
	GAD Budget Utilization Rate		1%	All or Nothing	5% of Total COB	N/A	N/A	19.91%	1%	COA Annual Audit Report	The GAD utilization rate of JHMC was computed based on disbursements equal to ₱41.75 Million and a total budget of ₱209.74 Million.	

Validation Result of the 2024 Performance Scorecard (Annex A)

Component					JHMC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
ISO Certification: i. Environmental Management System (EMS) Certification		1%	All or Nothing	Certification on Environmental Management System (ISO 14001:2015)	N/A	N/A	Certification under ISO 14001:2015 Standards	1%	ISO 14001:2015 Certificate	Target met.
	Sub-total	2%				N/A		2%		
	TOTAL (including bonus)	100%				N/A		90.25%		

Annex A Reviewed and Certified Correct by:



JAENA M. ROSAL
OIC – Director IV
Corporate Governance Officer C