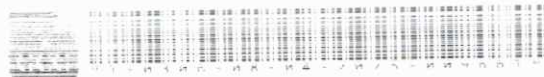




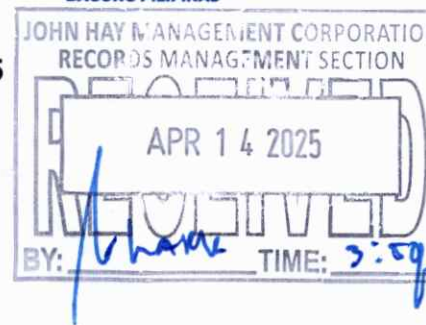
Office of the President of the Philippines
GOVERNANCE COMMISSION
FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS
3/F, BDO Towers Paseo, 8741 Paseo De Roxas, Makati City, Philippines 1226



BAGONG PILIPINAS

02 April 2025

HON. MARLO IGNACIO V. QUADRA
President and Chief Executive Officer (PCEO)
JOHN HAY MANAGEMENT CORPORATION
John Hay Special Economic Zone
Camp John Hay, Baguio City



**RE: TRANSMITTAL OF 2025 CHARTER STATEMENT AND
STRATEGY MAP, AND 2025 PERFORMANCE SCORECARD**

Dear PCEO Quadra,

John Hay Management Corporation
a member of the BCDA Group
OPCEO-IN-2025-493

This is to formally transmit the 2025 Charter Statement and Strategy Map (**Annex A**) and the 2025 Performance Scorecard (**Annex B**) of the **JOHN HAY MANAGEMENT CORPORATION (JHMC)**, to be posted on the JHMC's website in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

The JHMC's proposed Charter Statement and Strategy Map were RETAINED and the Performance Scorecard submitted through a letter dated 28 October 2024² was MODIFIED based on: (i) discussions made during the Technical Panel Meeting (TPM) held on 05 December 2024; (ii) evaluation of revised documents submitted through the JHMC's letters and emails dated 20 December 2024, 17, 20, 26, and 28 February 2025, and 10 March 2025;³ and (iii) agreements during the Performance Target Conference held on 21 March 2025.

Item 9 of GCG M.C. No. 2024-01⁴ mandates GOCCs to accomplish the requisite Quarterly Monitoring Reports (*i.e.*, PES Form 4) for the calendar year, detailing their progress in accomplishing their performance targets. The Quarterly Monitoring Reports should also disclose substantial changes in circumstances, if any, that were unforeseen during the TPM that may affect the timely achievement of the GOCC's targets.

FOR THE JHMC'S INFORMATION AND COMPLIANCE.

Very truly yours,


ATTY. MARIUS P. CORPUS
Chairperson




ATTY. BRIAN KEITH F. HOSAKA
Commissioner


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

¹ CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

² Officially received by the Governance Commission on 30 October 2024.

³ Officially received by the Governance Commission on 20 December 2024, 19 February 2025, 20 February 2025, 26 February 2025, 03 March 2025 and 10 March 2025, respectively.

⁴ ENHANCED PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 28 June 2024.





VISION

JHMC shall develop and transform Camp John Hay into the premier ecotourism and investment destination in the Philippines.

MISSION

People empowerment in JHMC to be stewards of the forest watershed with effective regulations to transform Camp John Hay (CJH) into the premier ecotourism and investment destination in the Philippines:

1. To sustainably develop, manage, and promote CJH as a vibrant ecotourism and investment hub, fostering economic growth, responsible environmental stewardship, and community and stakeholders' empowerment;
2. To manage and enhance CJH as a model of sustainable development, delivering exceptional ecotourism experience and creating opportunities for investment while preserving its natural and cultural heritage;
3. To lead the development of CJH with integrity and innovation, ensuring it thrives as an ecotourism and investment destination that benefits the environment, economy, and community; and,
4. To provide world-class ecotourism and investment opportunities in CJH through sustainable practices, customer-focused services, and partnerships that benefit the local community and the nation.

CORE VALUES

- Stewardship
- Passion
- Integrity
- Commitment
- Excellence
- Spirituality

Customer/
Stakeholder
& Social Impact

Financial

Internal Process

Learning & Growth

SO 1
Develop Camp John Hay as a premier ecotourism and investment destination.

SO 2
Ensure responsible and sustainable multiple uses of the forest watershed.

SO 3
Enforce efficient and effective regulation in the JHSEZ and JHRA.

SO 4
Increase JHMC revenues to attain financial viability and autonomy.

SO 5
Exercise fiscal discipline.

SO 6
Continual improvement of processes for efficiency and effectiveness.

SO 7
Maintain the Quality and Environment Management Systems.

SO 8
Adapt technology and improve ICT infrastructure as effective management tools.

SO 9
Improve knowledge, enhance skills, and promote integrity, professionalism and career development.

GOOD GOVERNANCE

FINANCIAL VIABILITY

SUSTAINABLE DEVELOPMENT

JOHN HAY MANAGEMENT CORPORATION (JHMC)

Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
CUSTOMER/STAKEHOLDERS & SOCIAL IMPACT	SO 1	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	Not Applicable	Not Applicable	10	10
	SO 2	Ensure Responsible and Sustainable Multiple Uses of the Forest Watershed							
	SM 2	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	100% of Tests Resulted in Good Air Quality	100% of Tests Resulted in Good Air Quality	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
	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 If Less Than 80% = 0%	Business Organizations - 94.03% Individuals - 100%¹	94.38%	90%	90%²
		Sub-Total			35%				

¹ The data is based on the survey results using the methodology of the Governance Commission.
² Based on GCG-ARTA Joint Memorandum Circular No. 1, series of 2023. External customers only.



Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
FINANCIAL	SO 4	Increase JHMC Revenues to Attain Financial Viability and Autonomy							
	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	₱ 19.54 Million	₱ 23.57 Million	₱ 17.95 Million	₱ 20.30 Million
	SM 5	Zone Revenue Collection Efficiency	Actual Collection / Total Amount Due per Lease Agreement (Excluding Advance Payments and Penalties Collected)	7.5%	(Actual / Target) x Weight	Not Applicable	Not Applicable	Not Applicable	100%
			Actual Collection / Actual Revenue from Regulatory Fees and Historical Core (Excluding Advance Payments and Penalties Collected)	7.5%	(Actual / Target) x Weight	Not Applicable	Not Applicable	Not Applicable	100%
	SO 5	Exercise Fiscal Discipline							
	SM 6	Disbursement Budget Utilization Rate	Total Disbursements / BCDA-Approved Corporate Operating Budget (COB) (Both Net of PS Cost)	5%	(Actual / Target) x Weight	73%	80.60%	90%	90%
		Sub-Total			30%				

Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
INTERNAL PROCESS	SO 6	Continual Improvement of Processes for Efficiency and Effectiveness							
	SM 7	Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time ³	Total Number of Permits Issued Within Applicable Processing Time / Total Number of Applications for Permits Received	10%	(Actual / Target) x Weight	Cannot Be Validated	Cannot Be Validated	100%	100%
	SO 7	Maintain the Quality and Environment Management Systems							
	SM 8	Maintenance of ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintained (1 st Surveillance Audit Passed)	ISO 9001:2015 Certification Maintained (2 nd Surveillance Audit Passed)	ISO 9001:2015 Certification Maintained	ISO 9001:2015 Certification Maintained
	SM 9	Maintenance of ISO 14001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 14001:2015 Certification Maintained (1 st Surveillance Passed)	ISO 14001:2015 Certification Maintained (2 nd Surveillance Audit Passed)	ISO 14001:2015 Certification Maintained	ISO 14001:2015 Certification Maintained

³ The measure shall cover the following core services of the corporation: (a) Certificate of Environmental Compliance (CEC); (b) Building Permit (BP); (c) Certificate of Occupancy (COO); (d) Gate Pass (GP); (e) Permit to Bring-In (PBI); (f) Permit to Bring Out (PBO) – Forest Products; (g) Fireworks Display Permit; (h) Permit to Bring Out (PBO) for Locators – Local Articles for Permanent Pull-Out; (i) Permit to Bring Out (PBO) for Locators – Temporary Transfer; and (j) Permit to Bring Out (PBO) for Stakeholders.



Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
LEARNING AND GROWTH	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 ⁴ Due for 2025 Attained / Total Number of Deliverables Due for 2025	5%	(Actual / Target) x Weight	Roll-Out and Implementation of Land and Asset Management Information System (LAMIS)	100% Accomplishment of the 2023 ISSP Deliverables	100% Accomplishment of the 2024 ISSP Deliverables	100% Accomplishment of the 2025 ISSP Deliverables
		Sub-Total		25%					
	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	Competency Baseline of the Organization Improved by 0.68%	Cannot Be Validated	Increase from 2023 Actual Competency Level	Increase from 2024 Actual Competency Level
	SM 12	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	Not Applicable	Not Applicable	Not Applicable	Board-Approved Public Service Continuity Plan (PSCP)
		Sub-Total		10%					
		TOTAL		100%					

⁴ Deliverables refer to systems/applications



Component				Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
BONUS STRATEGIC MEASURES							
GAD Budget Utilization Rate		1%	All or Nothing	N/A		5% of Total COB	
ISO Certification on any of the following Standards i. Environmental Management System (EMS) Certification ii. Business Continuity Management Systems (BCMS)		1%	All or Nothing	N/A		Certification on Environmental Management System (ISO 14001:2015) or Business Continuity Management System (ISO 22301:2019)	

For GCG:


ATTY. BRIAN KEITH F. HOSAKA
Commissioner

For JHMC:


HON. MARLO IGNACIO V. QUADRA
President and Chief Executive Officer (PCEO)