

JOHN HAY MANAGEMENT CORPORATION
CY 2025 Performance Scorecard

Component						Annual Target (2025)	3rd 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	12
	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	Tests resulted in good air quality (Average of 13ug/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 outsourced Third-Party Consultant.
		Sub-total		35%				

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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	₱11,165,000.00	₱24,169,167.89
	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	100%	75%	54%
			Actual Collection / Actual Revenue from Regulatory Fees and Historical Core (Excluding Advance Payments and Penalties Collected)	7.5%	(Actual / Target) x Weight	100%	65%	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% (183,610,350.00) BCDA - Approved COB (Both Net of PS Cost) - 204,011,500.00	70% (142,808,050.00)	31.93% (65,143,364.27)
Sub-total			30%					

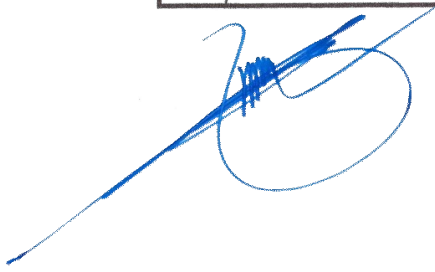
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INTERNAL PROCESS	Component					Annual Target (2025)	3rd Quarter	
	Objective/ Measure	Formula	Weight	Rating System	Target		Actual	
	SO 6	Continual Improvement of Process for Efficiency and Effectiveness						
	SM 7	Percentage of Regulatory Permits for 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% 2416 out of 2416 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 the findings in CY 2024 on March 20, 2025. b. Approval of the Amended JHMC Quality and Risk Management Policy. c. Development and implementation of the Audit Plan for 2025. d. Conduct of the Internal Quality Audit is until 15 September 2025. e. Approval of the Quality Procedure in the Workplace (24 September 2025). f. Conduct of the ISO 9001:2015 QMS Review (30 September 2025). g. First Surveillance Audit by the Third Party is on 6-7 October 2025.
	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 of Offices. b. EMS Core Team Planning. c. Ongoing conduct of the Internal EMS Audit.

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INTERNAL PROCESS	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	a. Integrated Information System (ISS) - Ongoing preparation of the Terms of Reference. b. Enhancement of the Human Resource Information System (HRIS) - The procurement was awarded to the winning bidder (ongoing implementation). c. Enhancement of the Land and Assets Management Information System (LAMIS) - Uploaded the surveyed maps in accordance with the approved BCDA survey plan.
	Sub-total			25%				








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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	The PSCP is scheduled for Board approval in the fourth quarter of 2025.
	Sub-total			10%				
	TOTAL			100%				

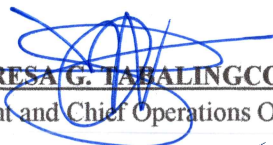
	Component				Annual Target (2025)	3rd Quarter	
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	BONUS STRATEGIC MEASURES						
	GAD Budget Utilitization Rate	None	1%	All or Nothing	5% of Total COB	Implementation of GAD-attributed Projects, Activities, Programs (PAPs)	Ongoing implementation of the 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

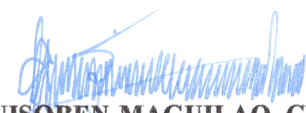
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