

HIGHLIGHTS OF ACCOMPLISHMENTS FOR CALENDAR YEAR 2025

Amended Vision Statement

To transform Camp John Hay into leading ecotourism and investment hub in the Philippines.

Amended Mission Statement

JHMC is dedicated to the sustainable development and transformation of Camp John Hay into a vibrant ecotourism and investment hub –promoting economic growth, environmental stewardship, and the empowerment of communities and stakeholders.

Core Values

▫**S**tewardship ▫**P**assion ▫**I**ntegrity ▫**C**ommitment ▫**E**xcellence ▫**S**piritual

Strategic Goals:

1. Sustainable Development and Growth

To develop, manage, and promote Camp John Hay as a vibrant ecotourism and investment hub that drives economic growth, upholds environmental responsibility, and empowers local communities and stakeholders.

2. Heritage Preservation and Eco-Excellence

To manage and enhance Camp John Hay as a model of sustainable development- offering exceptional ecotourism experiences while preserving its natural beauty and cultural legacy.

3. Integrity and Innovation in Leadership

To lead the transformation of Camp John Hay with integrity and innovation, ensuring its growth benefits the environment, the economy, and the people.

4. World Class Service and Community Partnership

To provide world-class ecotourism and investment opportunities through sustainable practices, excellent customer service, and inclusive partnership that uplift the local community and contribute to the national progress.

Strategic Priorities:

1. Environmental protection;
2. Revenue generation through traditional and ecotourism development;
3. Human resource development (internal and external);
4. Building and enhancing relationships with internal and external stakeholders;
5. Safe and secure environment; and,
6. Responsible use of resources.

2025 was a year of transformation and renewed purpose for the John Hay Management Corporation (JHMC). Following the handover of the 247-hectare portion of the John Hay Special Economic Zone (JHSEZ) to the Bases Conversion and Development Authority (BCDA), with JHMC as its implementing arm, our Board, Management, and General Staff embraced the challenge with determination and unwavering commitment. Their collective efforts not only strengthened our operations but also paved the way for new opportunities and innovations, reflecting JHMC’s dedication to excellence and meaningful impact for the community and stakeholders we serve. I am honored to present JHMC’s achievement for CY 2025, highlighting the key milestones that ensured continuity during this period of transition.

I. ON CUSTOMER/ STAKEHOLDER & SOCIAL IMPACT PERSPECTIVE

JHMC’s diverse stakeholders include Office of the President/ National Government, Congress, National Government Agencies (NGAs), Bases Conversion and Development Authority (BCDA), BCDA Subsidiaries, Local Government Units (LGUs), Regulatory Bodies, Partner Agencies/ Organizations, JHSEZ and John Hay Reservation Area (JHRA) Residents and Structure Owners, Investors/ Joint Venture (JV) Partners/ Lessees, Locators, External Providers/ Suppliers, Media, Socio-Civic Organizations, Employees, Tourists, Event Organizers, and the General Public.

1.1 Customer Satisfaction Measurement

The JHMC achieved an overall rating of **93.42%** in its 2025 Customer Satisfaction Measurement (CSM), reflecting a “Very Satisfactory” adjectival rating. The survey was carried out among JHMC clients by

an independent third-party provider, following the prescribed standards and methodologies of the Anti-Red Tape Authority (ARTA) and the Governance Commission for Government-Owned or Controlled Corporations (GCG).

This result indicates a sustained level of strong performance and reinforces the agency's continued commitment to delivering responsive, reliable, and high-quality services. It highlights JHMC's dedication to meeting client expectations while upholding efficiency, accountability, and value in its operations.

1.2 **ARTA- Report Card Survey**

The Report Card Survey Awards (RCS) recognize government agencies for efficient, citizen-centered service delivery under the Ease of Doing Business Law (RA 11032).

On 23 October 2025, JHMC was recognized as one of the Top Performing Government Agencies in the 2024 **RCS Survey 2.0** out of the 904 agencies evaluated nationwide. It received a Silver Award garnering a **93.12%** or a "Very Satisfactory" rating.

1.3 **Corporate Governance Scorecard (CGS)**

On 01 December 2025, JHMC secured a place among the top ten highest-performing Government-Owned or Controlled Corporations (GOCCs), achieving an outstanding **99%** rating in the Corporate Governance Scorecard (CGS). This accomplishment demonstrates the agency's adherence to the highest standards of transparency, accountability, and corporate governance.

JHMC's strong performance in the CGS underscores its firm commitment to institutional excellence and responsible public service. The recognition was formally conferred by the Governance Commission for GOCCs (GCG) during the 2025 GCG Awards Ceremony for the 2024 CGS results, held at the Sequoia Hotel Manila Bay.

Top-Ranking GOCCs	
The Corporate Governance Scorecard (CGS) evaluates GOCCs based on international governance benchmarks. 11 GOCCs earned the highest CGS ratings for CY 2024:	
1	Development Bank of the Philippines (DBP)
2	National Electrification Administration (NEA)
3	Philippine Deposit Insurance Corporation (PDIC)
4	Small Business Corporation (SBCorp)
5	Landbank
6	Philippine Reclamation Authority (PRA)
7	LBP Leasing and Finance Corporation (LLFC)
8	Cebu Port Authority (CPA)
9	Government Service Insurance System (GSIS);
10	Clark Development Corporation (CDC); and
11	John Hay Management Corporation (JHMC)

Note: The list of top-ranking GOCCs for the CGCS is arranged in no particular order, as provided by the GCG.

1.4 Performance Scorecard (PES)

1.4.1. 2024 Performance Scorecard

On 10 December 2025, JHMC obtained a revalidated score of **95.25%**, corresponding to an “Outstanding” rating. This result affirms the agency’s strong performance and its adherence to established standards in governance and organizational effectiveness.

1.4.2 2025 Performance Scorecard

The proposed 2026 GCG-JHMC Performance Evaluation System (PES) was taken up during the Technical Panel Meeting held at the GCG Office in Makati City on 20 December 2025.

Members of the JHMC team participated virtually, while the President and Chief Executive Officer (PCEO), Vice President and Chief Operating Officer (VPCOO), and selected JHMC representatives were present onsite at the GCG Office to engage in the discussions.

1.5 **International Organization for Standardization or ISO Certifications**

1.5.1 **ISO 9001: 2015 (Quality Management System)**

On 06–07 October 2025, JHMC successfully sustained its ISO 9001:2015 Quality Management System certification for its 5th cycle following the required audit by an external certifying body. This milestone highlights the agency’s sustained focus on quality management and effective service delivery to its stakeholders.

1.5.2 **ISO 14001: 2015 (Environmental Management System)**

Subsequently, on 12 December 2025, JHMC also maintained its ISO 14001:2015 Environmental Management System certification for its 3rd cycle. This achievement underscores the organization’s commitment to environmental responsibility and the consistent implementation of sound environmental management practices.

1.6 **Freedom on Information**

The quarterly FOI Reports for CY 2025 were prepared, submitted, and posted on the JHMC website.

JHMC’s continued compliance in this area highlights its firm commitment to transparency and accountability, as well as its dedication to upholding the public’s right to access information on matters of public concern.

1.7 **Gender and Development (GAD)**

On 25 September 2025, JHMC was recognized by the Philippine Commission on Women (PCW) as one of the top-performing agencies in the GAD Budget for 2024.

The agency ranked **10th** among Government-Owned or Controlled Corporations (GOCCs) in terms of highest attributed expenses, underscoring its strong support for gender-responsive programs and reinforcing its role in promoting inclusive and equitable development initiatives.

1.8 **Prioritization of Stakeholders**

1.8.1 **Customer Welfare**

a. New and/or Amended Policies

Policy for the Accreditation of Enterprises Doing Business inside the John Hay Special Economic Zone (JHSEZ)

Policy on the Application and Issuance of Zone Access and Movement Clearances for Local Articles and Workforce in the John Hay Special Economic Zone

Policy on the Submission of Reportorial Requirements by Business Enterprises Doing Business inside the JHSEZ

Policy for the Authority to Operate, Accreditation, Re-accreditation, and Provisional Grant of Entities Doing Business inside the John Hay Special Economic Zone

Revised Guidelines on the Implementation of Common Usage Services (CUSA) Fees

Revised Policy on Whistleblowing and Integrity Program
- JHMC updated its Whistleblowing Policy in 2025 to align with GCG Memorandum Circular No. 2025-01, revising provisions to ensure full compliance with current regulatory standards.

Public Service Continuity Plan (PSCP)

-This was developed in compliance with national government directives. This policy establishes a

framework to ensure the continuous delivery of essential services in the event of disruptions, while strengthening the organization's preparedness and resilience in managing Camp John Hay and the JHSEZ.

Anti-Littering Policy

-The regulatory framework for environmental cleanliness was strengthened with the development and finalization of the Anti-Littering Policy (Version 1) for the JHSEZ.

The Information Systems Strategic Plan (ISSP) for CY 2026–2028

-It was formulated to support the continuous innovation of JHMC's process, programs, and services through ICT-driven solutions aimed at enhancing performance, productivity, reliability, and overall service quality.

Status: Approved by the JHMC Board and submitted to the Department of Information and Communications Technology (DICT) for review and endorsement.

b. Stakeholder Engagement through Quarterly Locators' Meetings

JHMC conducted its quarterly Locators' Meetings in 2025 to engage registered business enterprises, concessionaires, and JHSEZ residents.

These meetings served as a platform to communicate key policy updates, address stakeholder concerns, and ensure continued regulatory compliance during the transition. The inclusion of JHSEZ residents enhanced stakeholder participation and supported a more coordinated and responsive approach to estate management.

Overall, the initiative contributed to maintaining operational stability and stakeholder confidence, underscoring JHMC's commitment to transparency and effective transition

management.

c. Asset Disposition: Camp John Hay Community Redevelopment Project

This program, led by the BCDA and JHMC, addresses the needs of informal settlers in the John Hay area using verified census data from 1991, 2001, and 2012. It aims to provide home lots to qualified occupants, protect the watershed, support infrastructure development, and generate revenue through structured payments.

Implementation is carried out in three phases: (1) titled properties, (2) untitled properties pending Special Patent applications, and (3) areas under CALT/CADT, subject to the resolution of related Supreme Court cases.

d. Asset Disposition: Scout Barrio Housing Project (SBHP)

The Scout Barrio Housing Project has reached a **92.64%** completion rate, with 151 out of 163 awardees already receiving their Transfer Certificates of Title (TCTs).

On 16 December 2025, the TCT was formally awarded to the Heirs of Tabligan.

The remaining twelve (12) beneficiaries have yet to receive their TCTs due to incomplete documentation and unresolved issues.

e. Land Asset Management

▪ **Special Patent Application (SPA) for the BCDA Land**

The 258.7614-hectare Special Patent Application (SPA) is still awaiting re-evaluation by the DENR–Land Management Bureau after BCDA–JHMC and DENR–CAR jointly submitted clarification reports and supporting documents, in

compliance with directives from the Office of the President – Office of the Deputy Executive Secretary for General Administration (ODESGA).

Meanwhile, the 217.7382-hectare SPA remains on hold pending the resolution of title cancellation and reversion cases filed by BCDA through the Office of the Solicitor General (OSG).

- **Ancestral Land Claim within Camp John Hay**

As of the latest inventory, the National Commission on Indigenous Peoples (NCIP) has issued a total of 53 Certificates of Ancestral Land Title (CALTs) and one Certificate of Ancestral Domain Title (CADT), covering around 220 hectares or about 38% of the BCDA property within Camp John Hay.

JHMC continues to support the BCDA by providing technical assistance and documentation. Out of the issued CALTs, 36 are currently involved in ongoing title cancellation and reversion cases filed by BCDA through the Office of the Solicitor General (OSG). In addition, documentation for nine CALTs has already been prepared to facilitate the filing of appropriate cases in 2025.

1.8.2 **Customer Health and Safety**

a. Biodiversity Maintenance: Sanitation Tree Cutting and Pruning Operations

In maintaining the ecological balance and ensuring public safety within the Camp, tree mortality management remained a priority. A total of **60** dead and hazardous trees, including Benguet pines, were cut and properly disposed of due to safety risks and pest infestation concerns, with a portion requiring emergency action within the JHSEZ.

All activities were undertaken in full compliance with permits and clearances from the Department of Environment and Natural Resources (DENR) and the City Mayor's Office, with proper documentation and monitoring to ensure adherence to environmental regulations.

b. Endorsement of Tree Cutting and Pruning Permit

▪ **Applications for Sanitation Tree Cutting Activities**

Within the John Hay Reservation Area (JHRA) and the JHSEZ, the cutting of trees that pose risks to life and property is permitted as a public safety measure. JHMC plays a vital role in promoting public safety and environmental compliance by thoroughly evaluating tree cutting applications and endorsing them to the appropriate authorities, such as the DENR or the Office of the City Mayor, for the issuance of Tree Cutting Permits in accordance with applicable laws and regulations.

In 2025, JHMC received a total of **12** tree-related applications, including 11 for tree cutting (covering 7 live trees and 24 dead trees) and 1 for pruning. All submitted applications involved trees assessed as potential hazards, and those with complete documentation were duly evaluated and endorsed for further processing.

c. Conduct of Environment and Sanitation Audits to JHSEZ Locators

During the second quarter of 2025, a total of **26** Certificates of Environmental Compliance (CECs) were processed for JHSEZ locators. These issuances reflect JHMC's continuing regulatory efforts to uphold environmental and sanitation standards, confirming that the concerned locators successfully passed the required inspections and compliance audits.

d. Hazardous Management

During 2025, JHMC continued to ensure proper hazardous waste (HW) management in compliance with DENR regulations. Mixed hazardous wastes from JHMC operations were properly stored, inventoried, and classified for safe hauling, treatment, and disposal. Laboratory testing confirmed the presence of asbestos in the Old Theater building (Mt. Breeze Cottage), enabling appropriate management prior to the development of the CJH Museum.

JHMC also procured hazardous waste management materials to maintain regulatory compliance and coordinated with EMB-CAR units to ensure continuity of proper HW handling for properties and operations turned over to BCDA, including the **John Hay Golf** operations. Hazardous wastes from the former CJH Golf Club were temporarily stored at JHMC's Temporary Hazardous Waste Storage Area.

Additionally, several JHSEZ locators, including **Le Chef, Pancake House, Ayala Technohub,** and **Yellow Cab,** completed permitting for the proper management of their operational hazardous wastes, with approximately **5 metric tons** transported from CJH for treatment and final disposal.

1.8.3 Community Interaction

a. Corporate Social Responsibility Projects: HEALTH, WELLNESS, and LIVELIHOOD

CSR initiatives prioritize Camp John Hay and nearby communities, while remaining responsive to external partnership requests, subject to evaluation and approval by the management.

- **HEALTHY BARANGAY (WELLNESS AND EDUCATION)**

29 April 2025

Free medical and dental services, chest X-rays, legal aid, and nutrition awareness programs were provided to residents of the **15 barangays** surrounding John Hay Reservation, including **Atok Trail** and **Greenwater**.

This initiative was implemented in partnership with the Department of Health (DOH), Philippine Business for Social Progress, local health centers, University of the Cordilleras College of Law, UNILAB, Inc., and the Philippine Red Cross.

- **COMMUNITY HEALTH CARAVAN**

07 October 2025

The activity provided extended medical and dental check-ups, health education sessions, bloodletting activities, and HIV testing to residents of **14 barangays**, including **Camp 8** and **Poliwes**, in collaboration with the Baguio City Health Services Office, Engineers Hill Health Center Primary Care Facility, and Camp 7 barangay health workers.

- **RATTAN WEAVING: A LIVELIHOOD INITIATIVE BY JHMC AND DSWD-SLPA**

20 October 2025

A rattan weaving workshop was conducted in collaboration with the Ili Likha Artist, benefiting women's and community associations across multiple barangays, including **Atok Trail Women's SLPA**, **Salat SLPA**, **Happy Hollow Agriculture SLPA**, **Indigenous Community Livelihood Association**, **Loakan-Apugan Sustainable Livelihood Association**, **Irisan Women's Association**, and individual members, including the **PWD Association** of Baguio.

The program was implemented in partnership with the DSWD Sustainable Livelihood Program and the Department of Trade and Industry (DTI).

- **SUPPORT FOR EDUCATIONAL FACILITIES**

09 September 2025

Construction materials were provided to augment the ongoing improvement of facilities at **Jose P. Laurel Elementary School** and **Happy Hollows Elementary School**, supporting enhanced learning environments for students.

b. Relief Response Operations

Relief operations have been promptly initiated to assist families affected by the fire. Key areas of intervention include:

Camp 7 Barangay – Provision of emergency supplies, food, and essential support services to affected households.

Country Club Village Barangay (13 December 2025) – Distribution of relief goods and coordination with local authorities to ensure immediate assistance and recovery support.

Efforts extended to aid all impacted communities, ensuring that the needs of fire victims are addressed.

c. Reforestation through Seedling Donations to Partner Groups and Other Agencies

- **Seedling Donations to Partner Groups and Other Agencies**

JHMC worked hand in hand with the Department of Education (DepEd) to advance the government's reforestation efforts and uphold their mutual commitment to protecting forest resources. As part of this collaboration, **500** coffee seedlings were distributed to aid in reforestation and encourage sustainable land management practices. The initiative not only reinforced cooperation between

agencies but also supported environmental preservation and fostered active community participation in forest rehabilitation.

d. National Greening Program Assistance to Communities

▪ **Forest Enrichment/ Tree Planting Activities**

JHMC strengthened its commitment to environmental stewardship through collaborative reforestation initiatives with **various partner agencies**, as detailed in the table below:

Partner Agencies	Particulars
1. Bureau of Jail Management and Penology (BJMP)	50 Benguet pine seedlings at the Tree Top Adventure area
2. Iglesia ni Cristo	600 coffee seedlings at VOA
3. Don't Stop Running Community	750 maguay for green breaks at Kadaclan
4. Le Monet Hotel	69 Benguet pine seedlings at the Country Club Ranger Station
5. Clean Tech Global Renewables Inc.	200 Benguet pine seedlings planted at the Baguio Country Club Village near the ranger station

1.8.4 Sustainable Development and Environmentally-Friendly Value Chain

a. Forest Protection and Management

Camp John Hay, under JHMC’s stewardship, remains a vital ecological refuge in Baguio City, with its dense pine forest and critical watershed functions. Comprising an estimated 53% of the city’s remaining forest cover, based on DENR–CAR data, its protection is both an environmental and civic responsibility. Ensuring its sustainability and enhancing its forest resources must continue to be a key priority through responsible and proactive management.

▪ **Enrichment: Annual Tree Planting Activity**

In line with the National Greening Program and JHMC’s mandate to sustain and protect the forest watershed, employees, their families, interns, and service providers (Northcom and McKleene) actively took part in a tree-planting activity. On 25 June 2025, a total of **1,000** Benguet pine seedlings were successfully planted at Sitio Ditep, **Loakan Liwanag** within Camp John Hay—an area that serves as a key source of the camp’s water supply.

▪ **Validation and Assessment of Survival at the Planting Site**

A site validation was conducted on 5 June 2024 at **Camp 6, Tuba, Benguet**, to assess seedling survival and confirm the area’s suitability for reforestation.

Similarly, on 10 August 2025, the survival of seedlings planted between 2023 and 2024 at the **Voice of America (VOA)** site was evaluated to ensure the site remains appropriate for ongoing tree-planting efforts.

▪ **Collaboration with Stakeholders for Better Forest Protection**

JHMC is actively partnering with government agencies, NGOs, and academic institutions to implement programs focused on water, forest, and solid waste management.

April 03, 2025	Stakeholders' Consultation and Forum on Camp John Hay Trail Guidelines and Etiquette
May 28, 2025	PAMB Meeting (Amare and Historical Core improvement project)
June 04, 2025	BLISTT Airshed Meeting
June 27, 2025	Eco walk activity with the DENR

April 03, 2025	Stakeholders' Consultation and Forum on Camp John Hay Trail Guidelines and Etiquette
May 28, 2025	PAMB Meeting (Amare and Historical Core improvement project)
June 04, 2025	BLISTT Airshed Meeting
June 27, 2025	2nd Quarter Anti Smoke Belching Operations at Tuding, Itogon, Benguet
August 18-19, 26, 2025	Meeting and fieldwork with ERDB-WWRDEC on the LEARN Eco Park and Restoration project

It also continues to strengthen its role in environmental governance through active participation in key regional bodies.

Role/ Designation	Organization/ Body	Key Contribution
Member	BUED WQMA	Water quality management and monitoring
Technical Working Group	BLISTT Airshed	Air quality planning and coordination
Regional Ecological Center (REC)	DENR / Regional Network	Solid waste management and sustainability programs

b. General Forest Care Activities

General forest care activities were successfully carried out, including propagation and planting of ornamental plants and tree seedlings, sourcing of reforestation materials, and the turnover of **3,000** Benguet pine and Coffea arabica seedlings to DENR-CENRO Baguio for replacement planting.

Scout Hill parks—including the Pet Park, Mini Golf Area, and Children’s Park—were cleaned, cleared, and planted with ornamentals.

Forest management interventions such as thinning, removal of invasive species, assisted natural regeneration, fireline maintenance, and greenbelt establishment were implemented to enhance forest health and protection. Additionally, JHMC’s Composting Facility produced 100 sacks, approximately **2,000 kg** of compost to support the circular economy.

- **Fire Lines Maintenance**

Regularly cleared firelines in forest areas prevent wildfire spread, safeguarding trees, wildlife, and nearby communities.

Fireline maintenance was conducted in Lower Dagsian, Barangay Scout Barrio, Barangay Hillside, and Yellow Trail to strengthen forest protection and prevent wildfire risks.

c. Nursery Management and Propagation

- **Production of Tree Seedlings**

For CY 2025, JHMC continued propagating and maintaining ornamental plants to support landscape beautification across its areas of responsibility, including replacement planting in the Historical Core and enhancements around the new JHMC office. The nursery also maintained 15,457 forest tree seedlings, primarily Benguet Pine and Coffee arabica, for the agency’s tree planting program and donations to partner agencies for reforestation and greening efforts.

▪ **Vegetation and Landscape Maintenance**

For CY 2025, JHMC continued regular upkeep across JHMC areas, including the Historical Core, old and new JHMC offices, Mini Golf and Pet Park, Loakan Cemetery, and Scout Hill. Activities included pruning, weeding, trimming, soil conditioning, pest control, transplanting ornamental plants, and placing potted flowers to enhance aesthetics and safety.

Personnel also supported the rehabilitation of landscapes at the U.S. Embassy, assisted the Camp John Hay Christmas Night Market, and maintained roadsides, picnic areas, and residential grounds to ensure a clean, safe, and inviting environment.

d. Waste and Resources Management

▪ **Solid Waste Management**

- Community environmental stewardship was reinforced during the 2025 National Clean-up Month, with around 200 participants from JHMC, OJT programs, and 14 corporate locators collecting 49 bags of waste, totaling **287.10 kg**.
- On 20 February 2025, JHMC formally sought guidance from the Environmental Management Bureau (EMB) on design standards, regulatory requirements, and best practices for the development of a transfer station. This was followed by a coordination meeting with EMB on 28 April 2025 to discuss the preliminary facility design.

To support the initiative, JHMC conducted a benchmarking activity on 13 June 2025 in coordination with DENR-EMB and the local government of San Carlos City, Pangasinan, which included the assessment of Food Waste Technology

and site visits to operational waste management facilities in Urdaneta City. Subsequently, on 25 June 2025, JHMC Top Management met with MAA Aagsalud Integrated Waste Solutions to discuss the feasibility of potential implementation.

e. Water Quality Management

▪ JHMC Utilities

During the CJH turnover, JHMC was collectively tasked to ensure the continued operations of water and wastewater facilities. The organization coordinated with the Baguio Water District (BWD) as interim Operations and Maintenance (O&M) provider and participated in the rapid assessment of existing facilities, ensuring minimal disruption to stakeholders. Wastewater systems were given focused attention, while O&M services were subsequently procured by BCDA and awarded to South Balibago Resources Inc. (SBRI).

Following JHMC's transfer to the former IHG facility, responsibility for Sewage Treatment Plant (STP) compliance was assumed by the organization. Operational records and manuals were established, and efficiency assessments were conducted to support effective management. The STP is now under JHMC management.

▪ Waste Water Management

Ensuring proper wastewater management through the interim O&M provider of BCDA, JHMC actively undertook the assessment, inspection, and reporting of wastewater leaks and clogged pipelines within Camp John Hay, facilitating prompt action by the BWD and SBRI.

- **Collaboration Project on Water Sustainability in Camp John Hay**

Project Title: Development of Surface Run-off Water Harvesting Technology for Water Supply in Camp John Hay (CJH) Catchment Areas

Duration: April 2024 - May 2025

Project Sites: Camp John Hay Forest Reserve, Baguio City

Coordinating Agencies: JHMC, DENR - ERDB, DENR - CAR

Funding Agency: The DENR-Water Resources Management Office

- **Water Surveys in Camp John Hay**

The resistivity survey conducted at Camp John Hay, covering the JHSEZ and the JHRA, was approved by the Mancom and Board of Directors. Commissioned by JHMC, the study identified two potential groundwater drilling sites to help augment water supply for existing locators and future developments.

- **Assessment of Water Resources and MOA with Korea Water Resources Inc.**

BCDA has partnered with Korea Water Resources Corporation (**K-Water**) through an MOU, supported by a MOA with JHMC, to advance sustainable water solutions in BCDA-managed areas, including New Clark City, Camp John Hay, and Poro Point. K-Water experts are conducting assessments and feasibility studies on smart water sourcing, AI-powered purification, sewage monitoring, and intelligent network management to ensure stable, eco-friendly water supply amid growing demand.

f. Air Quality Management

- **Ambient Air Quality Monitoring on Particulate Matter 10 (PM10)**

All monthly ambient air quality monitoring conducted from January to June 2025 recorded results within the *Good* Air Quality Index (AQI) category for Particulate Matter 10 (PM10), meeting the target threshold of less than 55 µg/m³.

On April 4, 2025, the faulty Comet CCS Modem-9800 was successfully reinstalled, restoring full monitoring functionality. The monitoring results were submitted to EMB-CAR and presented during the quarterly meeting of the BLISTT Airshed.

A summary of the air sampling and monitoring results is provided in the table below.

Sampling Month	Particulate Matter 10 Level ug/m3	Air Quality Index
March	23	Good
April	28	Good
May	14	Good
June	10	Good
July	7	Good
August	12	Good
September	6	Good
October	8	Good
November	9	Good
December	13	Good
Average	13	Good

**Target is <55 ug/m3 of PM10*

▪ **Pollution Control and Related Compliances**

All requisite Pollution Control Officer (PCO) Self-Monitoring Reports (SMRs), Project Description Reports (PDRs), and applications for permits covering identified pollution sources were duly prepared and submitted to the Environmental Management Bureau – Cordillera Administrative Region (EMB-CAR) for CY 2025.

Quarterly SMR submissions were completed in accordance with regulatory timelines, namely: First Quarter on 15 April 2025, Second Quarter on 14 July 2025, Third Quarter on 15 October 2025, and Fourth Quarter on 16 January 2026.

In addition, four (4) Discharge Permits and one (1) Permit to Operate were processed and applied for renewal, ensuring continued compliance with environmental regulations.

g. Raising Ecological Awareness

The following efforts supports the organization’s commitment to raising ecological awareness, promoting environmental responsibility, and ensuring public access to relevant environmental information:

As part of its Information, Education, and Communication (IEC) initiatives, JHMC disseminated an informative narrative on the importance of clean air through the official JHMC Facebook page.

Date	Participants	Event / Policy / Program Highlighted
April 07, 2025	JHMC-EAMD and BSU	Environmental Impact Assessment visit of the Wastewater Treatment Facility
April 25, 2025	JHMC, EMB-CAR, Barangay Ampucao residents, municipal employees, LGU Tuba and	Clean Up Drive at Ampucao, Itogon with EMB-CAR in celebration of 9th Bued River Day

	CEPMO-EMD, national line agencies, Sangguniang Kabataan, senior citizens, and women's organizations	
May 5, 2025	JHMC and SLU Students	Clean UP Drive in Camp John Hay
May 15, 2025	JHMC Newly Hired Employees	EMS Orientation
June 26, 2025	JHMC and BJMP	Clean Up Drive in Camp John Hay
July 22, 2025	JHMC Newly Hired Employees	EMS Orientation
September 5, 2025	JHMC Newly Hired Employees	EMS Orientation
September 19, 2025	JHMC employees, OJT students, Hillsford Property Corporation, Nailhouse, Concentrix, Avignon, Bratpack & Res-Toe-Runun, Northcom Security, Mckleene, Seafood Island, Sumo Sam Crustasia, Kabadjo, Banana Girls, John Hay Hotels	Participation to the National Clean Up Month, Environmental Health Consciousness Week and International Coastal Clean Up Month
September 19, 2025	JHMC Board of Director & JHMC Manager	EMS Awareness
October 14, 2025	JHMC Newly Hired Employees	EMS Orientation
Month of November	JHMC Employees	KALAKALikasan Event

h. Deputy Environment and Natural Resource Officers (DENROs)

A total of **16 personnel** from JHMC, along with **27 forest patrol guards**, successfully completed the Deputized Environment and Natural Resources Officers (DENROs) training conducted within Camp John Hay.

This capacity-building initiative was undertaken to enhance participants' competencies in the enforcement of environmental laws, strengthen forest protection efforts, and support sustainable forest management within the JHRA. The program further reinforces JHMC's institutional capability to effectively implement environmental regulations and safeguard forest resources, in close coordination with the DENR.

i. Environmental Impact Statement System

Following the turnover of 247 hectares of the JHSEZ to the BCDA, JHMC initiated coordination for the transfer of the Environmental Compliance Certificate (ECC) from the former private developer to BCDA.

In support of this, JHMC facilitated consultative meetings with EMB-CAR to ensure proper guidance and alignment with regulatory requirements. On 30 May 2025, the EMB Central Office, through its Legal and EIA Divisions, conducted site inspection and validation in coordination with EMB-CAR, with participation from BCDA and JHMC.

Subsequently, in June 2025, BCDA and JHMC jointly submitted an updated Project Description Report based on the validation results.

1.9 Strategic Partnerships and Stakeholder Engagement

In line with its commitment to good governance and inclusive development, JHMC strengthened its stakeholder engagement initiatives through the execution of eight (8) Memoranda of Agreement (MOA) and Memoranda of Understanding (MOU) with key partners from the public and private sectors.

These partnerships encompass collaborations with national government agencies/GOCCs, as well as private organizations, academic institutions, and community-based groups. The initiatives collectively support priority areas such as environmental sustainability, social development, tourism promotion, and institutional capacity building.

Notably, JHMC's agreements on environmental programs advanced watershed management, ecological restoration, and the development of green spaces such as the ecopark and bambusetum. Meanwhile, its social development partnerships expanded livelihood opportunities for marginalized sectors and supported rehabilitation programs for persons deprived of liberty. Strategic collaborations with transport, infrastructure, and tourism stakeholders further enhanced economic activity and improved service delivery within Camp John Hay.

These efforts highlight JHMC's commitment to building partnerships that promote sustainable growth, strengthen linkages, and create lasting value for stakeholders and the community.

MOA and MOU

- 1 Memorandum of Agreement (JHMC and Baguio City Jail-Male Dormitory)
- 2 Memorandum of Understanding (JHMC and Philippine Trail Running Association/ PhilTRA)
- 3 Memorandum of Understanding between JHMC and DSWD (Expansion of Livelihood Opportunities for Marginalized Communities)
- 5 Memorandum of Understanding among BCDA, JHMC, and [Devicedesign Co., Ltd.](#) and Cordillera Basic Sector Transport Cooperative (DDKR and CBSTC)
- 6 Memorandum of Understanding between JHMC and Clark International Airport Corporation (CIAC)
- 7 Memorandum of Agreement JHMC and ERDB Restoration Project (for SWHT-Phase 1 in Camp John Hay Catchment Areas)
- 8 Memorandum of Understanding JHMC and ERDB - WWRRDEC (Ecopark and Philippine Bambusetum)

1.10 Business Development and Promotions

1.10.1 New Businesses and Lease Agreements/ Contracts

a. Long-Term Lease Contract

In support of long-term development objectives, BCDA, with JHMC providing technical and administrative assistance, proceeded with the execution of long-term lease agreements with lessees following the turnover of JHSEZ in early 2025. These agreements include, but are not limited to, leases covering residential units within the Forest Cabins and the Forest Estate Complex, as well as designated commercial lots, thereby fostering investment stability and reinforcing the sustained development of the JHSEZ.

b. Short-Term Lease Contract

In furtherance of its mandate to ensure operational continuity and to promote economic activity within JHSEZ, JHMC facilitated the execution of **26** Short-Term Lease Contracts (STLCs) covering various properties intended for business use. Prior to the turnover of the subject areas, leasing activities were confined to the Historical Core and Mile Hi areas.

Subsequent thereto, and consistent with the expanded authority of JHMC, commercial spaces were made available for lease within Liberty Loop, Scout Hill, and other identified areas within the JHSEZ.

1.10.2 Major Projects Implemented

- a. Panagbenga 2025 (Kick Off Parade)
- b. Panagbenga 2025 Float Parade
- c. 2025 Terrarium Making Competition
- d. Relaunching of the Secret Garden

1.10.3 Other Events and Activities

- a. Holy Week Activities at the Historical Core

- b. 122nd Anniversary of Camp John Hay
- c. 2025 Art Contest- Photo Contest
- d. 4th of July Celebration: Fil-AM Friendship Chili Cook-off
- e. 2025 Camp Wide Thanksgiving Celebration
- f. Chill & Chilli Music Festival
- g. Advent Fair
- h. Mandeko Kito
- i. EcoVibe Fair and Visual Art Exhibit
- j. The John Hay Christmas Market
- k. Official Christmas Lighting Ceremony

1.10.4 **Additional Attractions Opened Within Camp John Hay Scout Hill Playground:**

- Relaunching of the Mini Golf
- Pet Park: John Hay Pawradise
- Children's Playground- As part of our commitment to enhancing community spaces, the completion of procurement and ongoing installation of new playground equipment were undertaken in preparation for the children's playground reopening in 2026. The upgraded playground is expected to serve as one of the key attractions in the area, this initiative supports the children's physical activity, creativity, and social interaction.

1.10.5 **Number of Historical Core Events and Activities**

From January to December 2025, a total of **253 events** were held, with **photoshoots** comprising the majority at 233 events **or 92%** of the total, highlighting their strong demand and significant contribution to overall activities.

Type of Event	Number of Events per Quarter				Total
	1 st	2 nd	3 rd	4 th	
Photoshoot	51	49	59	74	233
Trade Fair/Bazaar/Food Truck	1	-	-	1	2
Wedding Ceremony	-	-	-	-	-
Wedding Ceremony and Reception	4	3	-	9	16
Family / Corporate / Group Events	1	-	1	-	2
Events Reception (Corporate Events - Free of Charge)	-	-	-	-	-
Grand Total	57	52	60	84	253

1.10.6 Tourist Arrival at the Historical Core, Camp John Hay

Tourist arrivals at the Historical Core of Camp John Hay increased significantly in 2025, reaching **219,393** visitors compared to 124,285 in 2024, reflecting a strong growth in visitor interest and overall tourism activity within the area.

Month and Year	Visitors
January to December 2024	124,285
January to December 2025	219,393
	76.52% increase

1.10.7 Historical Core Revenue on Admission of Tickets (in PHP)

Revenue from ticket sales at the Historical Core of Camp John Hay grew substantially in 2025, reaching ₱15,339,383.30—an increase of 75.5% from ₱8,740,478.00 in 2024—demonstrating the rising popularity of the site and its growing contribution to JHMC’s income.

Month and Year	Ticket Sales
January to December 2024	8,740,478.00
January to December 2025	15,339,383.30
	75.50% increase

1.10.8 Quarterly Meetings with Locators and Residents

The 2025 Quarterly Locators Meeting were successfully held, bringing together registered business enterprises, concessionaires, and residents/lessees within the JHSEZ for a day of meaningful engagement. Through open forums and policy updates, the meeting provided a strategic platform for dialogue addressing their concerns, ensured regulatory compliance during the transition, strengthened collaboration, and aligned stakeholders on initiatives and priorities critical to the sustainable growth and development of the JHSEZ community.

1.11 Special Economic Zone Administration

1.11.1 JHSEZ Locators

By the end of the year, JHSEZ recorded a total of 107 registered locators actively conducting business within the zone, showing steady growth and strengthening its position as a favorable place for business.

1.11.2 Labor Center Generation

17,629 total jobs generated for the year, or an average of **1,469** monthly jobs generated in 2025 (excluded PEZA Registered Business Enterprise within JHSEZ).

90% sourced from the Baguio- La Trinidad- Itogon –Sablan-

Tuba- Tublay (BLISTT) area.

1.12 Regulatory Services

1.12.1 Registration of a Business Enterprise

Successfully facilitated the registration of Baguio Mountainscapes, Inc. (BMI) as JHMC’s first Registered Business Enterprise (RBE) under the CREATE MORE Act.

Under the CREATE regimes, JHMC serves as an Investment Promotions Agency (IPA) authorized to grant tax and non-tax incentives to new qualified enterprises in the JHSEZ, marking a significant milestone in promoting investment and business growth within the zone.

1.12.2 Implementation of Rules and Regulations

Strict enforcement of JHSEZ regulations to ensure full compliance by business enterprises/ locators and residents.

Regulatory Inspections Conducted for 2025

Semester	Number of Inspections Conducted
1st Semester	13,163
2nd Semester	25,571
Rate of Change	+94.26%

Note:

- The 94.26% increase indicates a massive ramp-up in trade activity or monitoring capacity in the latter half of the year.
- December saw the highest volume of trade movements while April was noted as the most inactive month of trade movement and activity.

1.12.3 Issuance of Regulatory Permits

OSAC Type A Permits

Metric	CY 2024	CY 2025	Rate of Change
Permits Issued	6,169	6,655	+7.88%
Total Collection	Php 1,068,336.00	Php 1,162,584.00	+8.11%

- Between 1st and 2nd Semester of 2025, an increase of **24.79%** in regulatory revenue was noted.
- The month of November had the highest percentage of permit issuances while the month of May had the lowest.

Accreditation

Metric	CY 2024	CY 2025	Rate of Change
Certificates Issued	77	626	+712.98%
Amount Generated	Php 567,613.53	Php 609,000.00	+7.29%

A comparison of the 1st and 2nd semester of 2025 reveals that an increase of **304.84%** for the permits issued and **291.13%** for amount generated were noted indicating a significant increase in regulatory activities and amount generated respectively.

1.13 Project Management

1.13.1 Infrastructure Projects

Various infrastructure projects were completed and continued after 2025 within Camp John Hay to enhance facilities and support efficient operations. These initiatives focused on improving roads, utilities, and key amenities, contributing to a better business environment and overall visitor experience.

- Enhancement of Historical Core Phase 2: Secret Garden
- Improvement of the JHMC Office: Enclosure of OPCEO Office and Improvement of Level 3
- Construction of the JHMC Wastewater Treatment Plant (WTP)
- Improvement of the JHMC Office at the former IHG
- Open Area with Farmer’s Market
- Rest Rooms at Scout Hill

Additional Infrastructure projects were conceptualized:

1. Picnic Areas
2. Scout Hill Parking area
3. Ayuyang Park
4. Tranquility Park
5. Racetrack

II. FINANCIAL PERSPECTIVES

Adherence to R.A. 7656 or “An Act Requiring Government-Owned or Controlled Corporations to Declare Dividends Under Certain Conditions to the National Government, and for Other Purposes

On 16 September 2025, during the GOCC Day Celebration, the Department of Finance (DOF) recognized the top-performing GOCCs for their significant contributions to nation-building, particularly through high dividend remittances.

JHMC was commended for fiscal excellence receiving an award for **₱14.33 million dividend remittance**, highlighting the agency’s strong financial performance and dedication to supporting government programs.

III. INTERNAL PROCESS PERSPECTIVES

In alignment with the government’s socio-economic agenda on the ease of doing business, several processes of JHMC are being reviewed, streamlined, and digitized to ensure more effective and efficient delivery of public service.

3.1. **Review of the JHMC Charter Statement and Strategy Map**

During the Strategic Planning session on 28–29 August 2025, the Board of Directors and Management reviewed and refined the Corporation’s Vision and Mission. The Board likewise established Strategic Goals to provide clear direction and ensure alignment of Management’s programs, projects, and activities toward achieving its long-term objectives.

3.2. Welfare of Internal Stakeholders

A comprehensive review of all personnel policies was conducted to ensure alignment with new laws, rules, regulations, and the evolving needs of JHMC. Based on the findings, amendments are required in 2026 for the following policies to ensure compliance with E.O. No. 95, s. 2025:

- a. Compensation for Overtime Work
- b. Loyalty Award
- c. PRAISE
- d. Leave Credits
- e. Monetization of Leave Credits
- f. Rehabilitation Privilege

3.3. Risk Assessment and Management

3.1.1 Management Performance Reviews

CY 2024 Annual Performance Review	
03-04 February 2025	CY 2024 Annual Performance Review The session is aimed at checking on the result of the progress of implementation of the approved plans and programs of the offices, the challenges encountered, and ways to move forward to mitigate risks and achieve continual improvement within JHMC operations.
CY 2025 Quarterly Performance Review	
21 April 2025	First Quarter Performance Review
29 July 2025	Second Quarter Performance Review
29 October 2025	Third Quarter Performance Review

3.1.2 Corporate Planning Sessions

28–29 August 2025: Strategic Planning

In line with its governance and strategic oversight functions, JHMC, through its Board of Directors (BOD) and Management, conducted its CY 2025 Strategic Planning on 28–29 August 2025 in Tagaytay City, under the leadership of the Chairperson and with support from the Corporate Planning Unit.

The activity included the review and refinement of the Charter Statement and Strategy Map, ensuring alignment with the directives of the BCDA, and national development priorities.

The Chairperson emphasized the importance of the exercise in defining JHMC’s strategic direction, and reinforcing alignment between the Board and Management toward the organization’s medium- to long-term goals.

10–11 June 2025: Operations Planning

The Operations Planning was successfully conducted with the JHMC Management at the Mount Data Hotel in Sinto, Bauko, Mountain Province. At this level of planning, key operational measures, performance targets, and potential risks were thoroughly identified. Risk treatment strategies were also developed and integrated into the Corporate Plans, ensuring alignment with organizational goals and improving the agency’s ability to implement them effectively

09–10 July 2025: Departmental and Budget Planning

Departmental Planning plays a key role in identifying action plans for effective risk management. The Departmental and Budget Planning was successfully conducted with JHMC Management at the Lafayette Luxury Suites in Baguio City.

This activity advanced the implementation of the JHMC Strategic Plan 2024–2028 and supported the preparation of the proposed Corporate Operating Budget (COB) for CY 2026.

3.1.4 Legal Risk Assessment/ Management

Legal opinions on matters referred by Management and the Board were issued to assess legal risks and recommend appropriate actions for their effective management and mitigation.

3.1.5 Annual Legal Risk Assessment

In December 2025, the annual Legal Risk Assessment Survey (LRAS) was conducted, with a 48.86% participation rate to assess employees' awareness of Republic Act No. 12066. The results are being utilized to guide necessary legal risk interventions in 2026.

3.1.6 Case Management

JHMC manages legal cases in coordination with the OGCC, OSG, and BCDA-LSD, while independently handling matters where external representation is not applicable.

The tables below present the current status of pending reversion cases, as well as a summary of the various legal cases filed by or against JHMC/BCDA.

Reversion Case and Cancellation of Title			
Venue	MTCC	RTC	SC
No. of Cases Pending	10	5	10
		1 (for re-filing)	
Total	25		

	Total No. of Cases Pending	Quasi-Judicial Bodies/ Commission Proper	Court	CA	SC
Civil	3		3		
Criminal	1		1		
COA	10	10			
Labor	9	3		3	3
NWRB	5	4		1	

3.4. **Good Governance Conditions**

For 2025, the JHMC sustained its full compliance with the Good Governance Conditions (GGCs) and Other Conditions and Requirements (OCRs), pursuant to the applicable issuances of the GCG under the Enhanced Performance Evaluation System (PES).

3.5. Senate Bills and House Bills

JHMC prepared position papers and participated in meetings/hearings concerning various Senate and House bills, ensuring the organization's perspectives and interests were effectively represented in legislative discussions:

1. Consolidated Enrolled Bill Senate Bill No. 2647/House Bill No. 8505- amending RA 7227 or the BCDA Act of 1992
2. House Bill No. 10755, Senate Bill No. 2898
3. House Bills Numbered 4490 And 4899- to strengthen the BCDA, endorsing the extension of its corporate term and the limited declaration of alienable and disposable lands in Camp John Hay, subject to the Master Development Plan, environmental safeguards, and equitable sharing of proceeds.
4. BCDA's Proposed Draft Substitute Bill- supported the refined BCDA substitute bill on Camp John Hay, particularly the DENR safeguards, joint preparation of the Master Development Plan, and the need for reinvestment of proceeds into environmental and community programs.

3.6. **Process Review and Streamlining Efforts**

In 2025, review sessions were conducted to update and enhance the systems and procedures of the Community Relations Office (CRO), Project Management Division (PMD), Land and Asset Management Division (LAMD), Office of the Building Official (OBO), Environment Management Division (EMD), and General Services Division (GSD). These updates are scheduled for Board of Directors (BOD) approval in 2026.

Additionally, the Special Economic Zone Administration Department (SEZAD) revised Citizen's Charter was successfully approved by the BOD in 2025.

3.7. **Digitization Efforts (Digital Systems Enhancement)**

Improved JHMC's operational efficiency and communication systems through the successful implementation and roll-out of priority Information and Communications Technology (ICT) projects:

3.7.1 **LAMIS**

Aligned with the JHMC Information Systems Strategic Plan (ISSP) 2023–2025, JHMC, in partnership with BCDA, launched the development and rollout of the Land and Asset Management Information System (LAMIS). This initiative seeks to streamline and automate land-related processes while enabling the creation of web-based mapping applications that are integrated with the BCDA Web Mapping Platform.

As an internally developed system, LAMIS supports ongoing improvements and updates. In 2025, the EAMD-LAMD enhanced its databases, web maps, and system features, incorporating BCDA-approved lot plans as well as outputs from the continuing development of the CJH Master Development Plan.

3.7.2 **HRIS**

The HRIS was enhanced to align with updated policies, the Citizen's Charter, established guidelines, and mandatory reporting requirements, as well as applicable government rules and regulations. The improvements also addressed user feedback and system issues identified since its initial implementation.

Status: Implemented.

3.7.3 Website

The JHMC website is being improved to align with the newly approved logo and branding guidelines, while also strengthening its security. Updates to add-ons, plugins, and extensions are being carried out to enhance functionality and overall performance. The project also incorporates feedback and addresses issues identified during earlier data-gathering activities.

Status: Ongoing, with continuous integration of comments and inputs from various offices.

3.7.4 Regulatory Information System

The in-house development of the Regulatory Information System (RIS) commenced in August 2025 to automate and streamline service processing across offices with regulatory functions.

Status: Development was initially based on the previous SEZAD Citizen’s Charter; however, following its amendment and Board approval in December 2025, the system design was fully reworked to ensure alignment with the updated Charter.

3.8. Website Statistics

Based on the data presented below, the official JHMC website (<http://www.jhmc.com.ph>) recorded the following statistics as reported by AWStats of its service provider. The data indicates an increase in the number of unique visitors to the website.

MONTH	UNIQUE VISITS		NUMBER OF VISITS		HITS	
	2024	2025	2024	2025	2024	2025
January	7,744	8,538	13,274	23,232	902,506	455,533
February	9,584	6,827	26,207	14,100	382,625	346,377
March	9,614	8,187	38,645	15,761	514,902	424,588
April	8,070	7,666	28,925	14,493	382,313	380,858
May	7,157	7,256	24,952	14,210	334,033	291,145
June	7,783	7,216	27,339	12,758	382,886	281,239

July	8,744	8,700	28,966	15,547	383,474	323,705
August	2,762	19,006	7,416	26,764	138,523	321,099
September	7,221	16,177	22,251	24,033	458,207	338,584
October	8,269	12,443	25,397	22,854	445,646	362,789
November	7,716	14,639	21,943	22,263	339,836	386,998
December	8,330	14,576	22,539	21,854	310,573	367,273
TOTAL	92,994	131,231	287,854	227,869	4,975,524	4,280,188
REMARKS	41.1% ↑		20.8% ↑		13.9% ↑	

Note: Visits refer to the number of times the website was accessed and hits refer to any files or pages requested from the website.

3.9. Disposition of Records

No records disposition activity was conducted in 2025 due to the relocation of JHMC to its new office building. The designated records storage room is scheduled for construction in 2026.

In the interim, all JHMC records were transferred to a temporary storage facility for safekeeping.

3.10. Implementation of the Approved Amended Strategic Performance Management System (SPMS) Manual of JHMC

JHMC continued the full implementation of its Strategic Performance Management System (SPMS) in its 5th year, maintaining compliance with GCG Memorandum Circular No. 2021-01 and ensuring the ongoing alignment of performance management with Civil Service Commission (CSC) standards.

IV. Human Resource Development Program

4.1 Strategic Measure: Increase the Organizational Competency

By the end of CY 2025, JHMC conducted a competency assessment using a new evaluation form, establishing JHMC's competency baseline at 0.45%. Identified gaps will be addressed through the CY 2026 Human Resource Development Programs to ensure employees meet position requirements and perform effectively.

4.2 Organizational Development Programs

One of the JHMC's core pillars is promoting employee and stakeholder learning growth. JHMC ensured that all regular

employees received a minimum of 16 hours of trainings in 2025, achieving 100% participation in developmental programs.

JHMC provided training programs for committee members, project-based and fixed-term employees on EMS, QMS, Safety and Health, the New Procurement Law, and GAD. The office also facilitated learning opportunities for university students from the University of Baguio, Saint Louis University, Apayao State University, and Abra State Institute of Science and Technology through OJT.

Additionally, these students, along with new employees and newly appointed Board members, participated in QMS and EMS awareness programs.

AWARENESS PROGRAM	NO. OF STUDENTS, NEWLY HIRED EMPLOYEES, BOD
QMS ORIENTATION	78 newly hired employees, 29 OJTs, 1 BOD
EMS ORIENTATION	72 newly hired employees, 26 OJTs

4.3 Work-Life Balance

- **Health and Wellness Activity**

JHMC’s Health and Wellness Program focused on the physical, mental, and overall well-being of employees, promoting work-life balance, healthy habits, camaraderie, creativity, stress management, and environmental advocacy.

To support these objectives and enhance employee productivity and wellness, JHMC implemented the following activities:

Month	Activity
January	Flu Vaccination
February	Valentine’s Day
March	Kick – off Program: Mental Health Activity Larong Pinoy Tara Makisaya Finish If You Can Wit and Wellness
April	Play and Laugh Mystery Stations The Race To Solve It All Earth Day Plogging National Records and Information Management Month

May	Mother's Day HPG Road Safety Talk
June	Arbor day Tree Planting Activity International Day Against Drug Abuse and Illicit Trafficking Father's day
July	National Resilient Month: Color Fun Run or Earthquake Drill Blood Donation Drive
August	World Lung Cancer Day Economic and Financial Literacy
September	World Clean and Green Week: Run/Walk and Plogging Family Week Eye Check Up
October	Spooky Health and Wellness Random Drug Testing
November	18-day Campaign to End Violence Against Women World Quality Week
December	World's Aids Day Closing and Awarding Ceremony

4.4 Rewards and Recognition

JHMC implemented the PRAISE program with Equal Opportunity Principle (EOP) to recognize and reward JHMC employees and stakeholders for creativity, efficiency, integrity, and contributions toward achieving the organization's mandate.

A rewards and recognition program was conducted:

Rewards and Recognition	Award	Awardees
JHMC Employees	Loyalty Award	<p>Celebrating 30 Years of Dedicated Service Luzviminda Panganiban Evangeline Domingo Ponciano Delos Reyes Jr.</p> <p>15 Years of Service Josephine Tecan Editha Mejia</p>

		<p>Benjamin Quiño Jr. Julie-ann Dawagui</p> <p>10 Years of Service Mary Ellen Cabuhat Beryl Blanche Bahatan Juvy Belino Chisamay Kedweng</p> <p>5 Years of Service Lara Melissa Antonio Mcvay Bogsit</p>
	Kaisa Ng Kalikasan Award	<p>Gerald Duagan Leoardo Biasura Jr. Corporate Planning Unit (CPU)</p>
JHMC Stakeholders	Gender Mainstreaming Efforts	<p>Mckleene Premium Products Inc. NorthCom Security and Investigation Agency, Inc.</p>

4.5 GAD Activities

JHMC advanced gender mainstreaming by establishing the “**Rainbow Lane**” or “**Pridestrian Lane**” at Camp John Hay, in partnership with Philippine Financial & Inter- Industry Pride (PFIP) and Cordillera Pride Community Leaders (CPCL). The project promotes inclusive infrastructure, supports compliance with the Safe Spaces Act (RA 11313), raises public awareness on gender rights, and reinforces JHMC’s zero-tolerance policy on gender-based harassment, contributing to the agency’s GAD objectives under RA 9710.

As an additional initiative, and in support of its commitment to gender mainstreaming, the organization continues to provide opportunities for employees’ learning and professional growth, thus, the following activities were also undertaken:

GAD Plan and Budget Workshop, 23 October 2025

Trainings/ Seminars

Gender Sensitivity Training, 10–13 October 2025

Safe Spaces Act

Inter-Agency Joint Session on the GFPS Functionality Assessment Tool (GFAT), 14 November 2025

2nd BCDA GAD Summit: Maximizing Opportunities Advancing Equality, 18 - 19 November 2025

CLOSING STATEMENT

As we close the chapter on 2025, we do so with a stronger sense of purpose, forged through a year of transition, resilience, and growth. The challenges we faced have become stepping stones, and the progress we achieved stands as a testament to the unwavering dedication and unity of our Board, Management, and General Staff. Together, we proved that with courage and collaboration, change can lead to meaningful and lasting impact.

With heartfelt gratitude, I thank every member of the JHMC family and our valued partners whose commitment made this journey possible. As we move forward, let us carry this momentum with us—continuing to innovate, to serve with integrity, and to uplift the communities entrusted to us.

With confidence and hope, we embrace the future, ready to shape new opportunities and create a legacy of excellence.

MANJIT T. SINGH REANDI

President and CEO