

## 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<br><br>If Less Than 80% = 0% | Business Organizations - 94.03%<br>Individuals - 100% <sup>1</sup> | 94.38%                                     | 90%   | 90% <sup>2</sup>  |
|                                       |                   | Sub-Total   |  | 35%           |   |  |  |   |   |

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



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|-----------|-------------------|---|---|---------------|----------------------------|-----------------|-----------------|-----------------|-----------------|
|           | 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<br>(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<br>(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)<br>(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 <sup>3</sup> | 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 <sup>st</sup> Surveillance Audit Passed) | ISO 9001:2015 Certification Maintained (2 <sup>nd</sup> 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 <sup>st</sup> Surveillance Passed)      | ISO 14001:2015 Certification Maintained (2 <sup>nd</sup> Surveillance Audit Passed) | ISO 14001:2015 Certification Maintained | ISO 14001:2015 Certification Maintained |

<sup>3</sup> 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 <sup>4</sup> 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<br><br>(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%          |                            |   |   |   |  |

<sup>4</sup> Deliverables refer to systems/applications

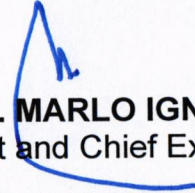


| Component  |         |        |                | Baseline Data |      | Target  |      |
|--|---------|--------|----------------|---------------|------|---|------|
| Objective/Measure  | Formula | Weight | Rating System  | 2022          | 2023 | 2024  | 2025 |
| BONUS STRATEGIC MEASURES   |         |        |                |               |      |   |      |
| GAD Budget Utilization Rate  |         | 1%     | All or Nothing | N/A           |      | 5% of Total COB   |      |
| ISO Certification on any of the following Standards<br>i. Environmental Management System (EMS) Certification<br>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)