

## 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 effective regulations to transform Camp John Hay (CJH) into the premier ecotourism and investment destination in the Philippines:

Stakeholder

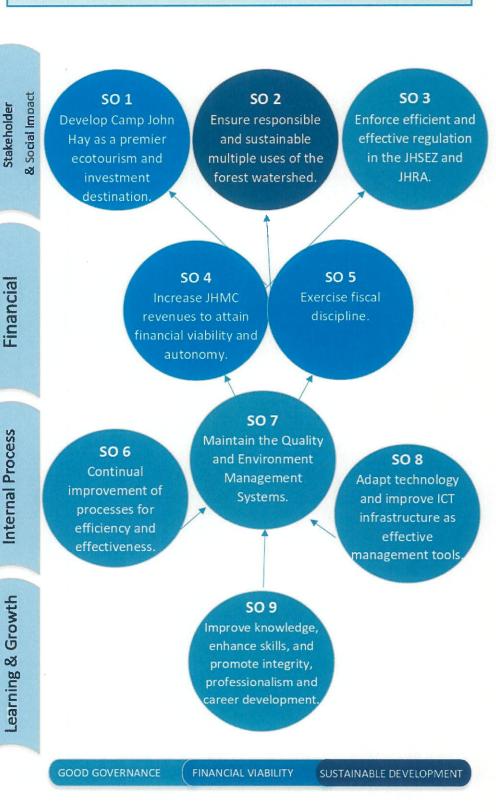
Financial

Internal Process

- 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 and experience creating opportunities for investment while preserving its natural and cultural heritage;
- 3. To lead the development of CIH 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 CIH through sustainable practices, customerfocused services, and partnerships that benefit the local community and the nation.

## CORE **VALUES**

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





## JOHN HAY MANAGEMENT CORPORATION (JHMC)

	Component					ne Data	Target			
(	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025		
SO 1	Develop Camp John Hay a	s a Premier Ecotouris	m and Inves	tment Destination	tination					
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 S	Sustainable Multiple Us	ses of the Fe	orest 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% <sup>1</sup>	94.38%	90%	90%²		
	Sub-Total		35%							

<sup>&</sup>lt;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.



J H M C | Page 2 of 5 2025 Performance Scorecard (Annex B)

	Component					ne Data	Target				
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025			
SO 4	Increase JHMC Revenues	to Attain Financial Via	bility and A	utonomy	tonomy						
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			
9	Zone Revenue Collection	Actual Collection / Total Amount Due per Lease Agreement (Excluding Advance Payments and Penalties Collected)		(Actual / Target) x Weight	Not Applicable	Not Applicable	Not Applicable	100%			
SM 5	Efficiency	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%								

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J H M C | Page 3 of 5 2025 Performance Scorecard (Annex B)

			Baselii	ne Data	Target				
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025	
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 E	invironment Managem	ent System	S					
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 (1st 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>&</sup>lt;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 Trapsfer; and (j) Permit to Bring Out (PBO) for Stakeholders.

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			Component			Baseli	ne Data	Tai	rget		
		Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025		
	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, Enha	nce Skills, and Promo	te Integrity,	Professionalism, and	Career Development					
LEARNING AND GROWTH	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		
LEAR	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>&</sup>lt;sup>4</sup> Deliverables refer to systems/applications

Fifth



JHMC | Page 5 of 5 2025 Performance Scorecard (Annex B)

		Baseline Data		Target			
Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
BONUS STRATEGIC MEASURES							<b>对此的条件</b>
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)