PHILIPPINE GAMING INDUSTRY PERFORMANCE SCORECARD
CLARK LICENSEES
2nd Quarter 2025

COMPONENT		Objective/Measure	Formula	Weight	Targets	WPI (HANN)	BILRDC (MID)	EIDC (ROY)	DCC (DH)	CASINO PLUS (FGC)	UHRI (NRC)	Total	Total	Total 2nd Quarter 2025 Rating
SOCIAL IMPACT	SO1	**Increase Contribution to Nation Building Efforts**												
	SM1	Formalized corporate social responsibility efforts of CSEZ licensees	Amount allocated / total collection	12%	40% in June; 70% by December	129,953,982.58	31,788,609.90	23,765,109.32	18,741,383.00	21,718,708.50	47,009,429.39	**272,977,222.69**	47.11%	12.000%
						214,867,396.06	69,119,525.60	118,425,257.00	67,455,223.50	21,743,107.76	87,882,760.25	**579,493,270.17**		
						60.48%	**45.99%**	**20.07%**	**27.78%**	**99.89%**	**53.49%**	**47.11%**		
	SM2	% of local hires to total hires (*local hires shall mean employees from the region)	Local hires / total hirees	8%	75%	1,463	453	1,302	838	583	1,637	**6,276**	96.24%	8.00%
						1,589	483	1,328	854	594	1,673	**6,521**		
						92.07%	**93.79%**	**98.04%**	**98.13%**	**98.15%**	**97.85%**	**96.24%**		
			Sub-total	20%										20.00%
CUSTOMER	SO2	**Ensure a Conducive Business Environment within a Level Playing Field**												
	SM3	No. of legitimate complaints of customers elevated to PAGCOR	Absolute Number	4%	<=5		1					1	1.00	4.00%
	SM4	% of compliance to annual Certificate of Inspection issued by Clark Development Corporation	Number of health and safety requirements undertaken / Number of required health & safety	8%	100%	59	8	6	1	13	1	**88**	100.00%	8.00%
						59	8	6	1	13	1	**88**		
						100.00%	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**		
	SM5	% of security staff with 3 years employment who received security training	Number of security staff with security training / Total number of security staff with 3 years of employment	4%	100%	86	-	46	30	17	65	**244**	100.00%	4.00%
						86	-	46	30	17	65	**244**		
						100.00%		**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**		
	SM6	Licensee satisfaction index (4th quarter)	Average score on a scale from 1 to 5, 5 being the highest	4%	3									
			Sub-total	20%										16.00%
COMPLIANCE	SO3	**Strengthen Compliance of Licensees to the Regulatory Manuals**												
	SM7	% of notification forms (NF) submitted on time to PAGCOR Notification forms: 1. Installation of additional gaming tables and EGMs (2/13) 2. Electronic Gaming Machines Game Conversion (11) 3. Marketing Promotion Form (33)	No. of NFs submitted on time / Total NFs	15%	100%	35	12	24	15	14	40	**140**	100.00%	15.00%
						35	12	24	15	14	40	**140**		
						100.00%	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**		
	SM8	% of CSEZ Licensees' employees (involved in gaming operations) with a valid gaming employment license (GEL) issued by PAGCOR	No. of new hires and existing employees with GEL / total no. of employees in casino operations	15%	100%	1,589	483	1,328	854	594	1,102	**5,950**	100.00%	15.00%
						1,589	483	1,328	854	594	1,102	**5,950**		
						100.00%	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**		
	SM9	% of approved gaming tables capacity installed	Number of gaming tables installed / number of approved gaming tables capacity	15%	=<100%	235	50	139	137	33	196	**790**	48.05%	15.00%
						449	116	298	187	116	478	**1,644**		
						52.34%	**43.10%**	**46.64%**	**73.26%**	**28.45%**	**41.00%**	**48.05%**		
	SM10	% of approved EGM installed	Number of EGMS installed / Number of approved EGMs capacity	15%	=<100%	1,046	308	890	520	150	800	**3,714**	42.87%	15.00%
						1,680	770	1,660	1,162	828	2,564	**8,664**		
						62.26%	**40.00%**	**53.61%**	**44.75%**	**18.12%**	**31.20%**	**42.87%**		
			Sub-total	60%										60.00%
			TOTAL	100%										96.00%