## PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC) Revalidated 2018 Performance Scorecard

	Component					Target	Submission		GCG Validation		Supporting Documents	Remarks							
	Obj	ective/Measure	Formula	Weight	Rating Syste m	2018	Actual	Rating	Actual	Rating									
	SO 1	Enhanced Compan	y Profitability																
FINANCE	SM1	EBITDA	Earnings before interest, taxes, depreciation, and amortization	20%	Actual over Target	₽12 Million	₽92.26 Million	20.00%	₽89.97 Million	20.00%	COA     Statement of     Comprehensiv     e Income for     the year     ended     December 31,     2018	Breakdown of EBITDA is as follows:         Net Income (Loss) after Tax       ₽ 64,781,211.00         Add:       1nt. Exp.       7,607,483.00         Income Tax       13,389,007.00       Depreciation       2,588,163.00         Amortization       234,324.20         EBITDA       ₽ 88,600,188.00							
			Sub-total	20%				20.00%		20.00%									
	SO 2	Enhanced Operato	rs' Capacity																
DERS	SM2	Percentage of Planned/ Required Mining Activities Completed per Project	∑ Actual number of completed mining activities per project ÷ ∑ Planned/ required mining activities completed per project	10%	Actual over Target	100%	100% (11/11)	10.00%	100% (11/11)	10.00%	PMDC Chart of Activities for CY 2018 with supporting documents per activities completed	By the end of the year, PMDC accomplished a total of 11 out of 11 activities (five exploration activities for Opol Gold and Pinamungahan Limestone, and six production activities for Dinagat Parcels 1 and 2) with supporting documents per completed activity							
STAKEHOLDERS	SM3	Percentage of PMDC Mining Projects that are 100% Compliant with all Regulatory and Statutory Requirements and the Standards of Responsible Mining	∑ Actual number of PMDC mining projects fully compliant with all regulatory and statutory requirements and standards of responsible mining ÷ ∑ PMDC mining projects	10%	Actual over Target	100%	100%	10.00%	100%	10.00%	Checklist for regulatory and statutory requirements  List of Mining Permits/ WPs/ Reportorial Requirements	Validated with submissions from operators, stamped received by DENR Bureaus.							

	Component				Target		arget Submission		GCG Validation		Supporting Documents			rks	
	Obje	ective/Measure	Formula	Weight	Rating Syste m	2018	Actual	Rating	Actual	Rating					
	SO 3	Sustained Progres	ssive Communities	Through	Responsib	ole Mining									W-1501165
												Details are			, , , , , , , , , , , , , , , , , , ,
												CSR Medical Mission	1,645	1,329	Remarks 316 without signature excluded
												Food Subsidy	135	135	
								_				Water System Beneficiaries	543	431	112 without signature excluded
							Donation of Medicines	2	2						
												EDUCATION	2,796	2,796	
STAKEHOLDERS	SM 4	Percentage of Actual CSR	∑ Actual number of CSR of beneficiaries ÷	5%	Actual over	100% (6,000 identified	9,522	5.00%	8,129	5.00%	Certifications     List of     Beneficiaries     Sheets	Environment -Advocacy Campaign on Responsible Mining and Sustainable development	825	776	49 individuals were PMDC Resource persons
STAKE		Beneficiaries	Target CSR beneficiaries		Target	beneficia ries)					CSR     Attendance     Sheets				Total validated count is
0,												IEC In Responsible Mining	1,645	841	1,448. From this, 607 minors and beneficiarie s without signatures excluded
												Rural Infrastructure -Water System Project	1,326	1,214	Excluded 112 beneficiarie s without signature
												Opportunities to Earn	605	605	
												Total	9,522	8,129	

	Component					Target	Submi	ission	GCG Valid	dation	Supporting Documents	Remarks
	Obj	ective/Measure	Formula	Weight	Rating Syste m	2018	Actual	Rating	Actual	Rating		
STAKEHOLDERS	SM 5	Percentage of Satisfied Customers	No. of respondents with a rating of at least satisfactory ÷ Total number of respondents	0%	Actual over Target If less than 80%= 0%	90% (Using the Standard Methodology and Questionnaire developed by GCG)	93.13%	5.00%	Excluded	0.00%	Report on PMDC's 2018 Customer Satisfaction Survey prepared by Ms. Fraulein A. Oclarit, MDC.     Further explanation on the Data Gathering Procedure prepared by Ms. Estrella B. Jesuro, Community Relations Supervisor     Accomplished Customer Satisfaction Survey	Measure and target excluded.
											Questionnaires	
			Sub-total	25%				30.00%		25.00%		
	SO 4	Develop the Diwal	wal Mining Area a	nd other M	ining Ten	ements						
INTERNAL PROCESS	SM 6	Percentage of Planned Activities under the Board- Approved Diwalwal Action Plan Completed	∑ Activities Implemented ÷ Planned Activities as per Board-Approved Action Plan	15%	Actual Over Target	100% (15 Activities)	21 Activities	15.00%	66.67% (10 out of 15 activities)	10%	Board- Approved Diwalwal Action Plan     List of Completed activities with corresponding supporting documents	Validation only considered completed activities based on the PMDC Board-approved Action Plan.  Based on additional supporting documents provided by PMDC, two activities under Mine Development-Agreement of Project Schedule and Mobilization, were reconsidered.

	Component					Target	Subm	ission	GCG Valid	lation	Supporting Documents	Rer	narks	
	Obj	ective/Measure	Formula	Weight	Rating Syste m	2018	Actual	Rating	Actual	Rating				
												Based on the validation, the following assets were offered:		
张生品												Property	Location/ Area	
		Number of Mining	enements Offered to red to Mining Mining								PMDC BAC     Resolution No.     2018-05, series	Cagayan de     Oro City Opol Gold	Tuburan, Tingalan, Taglimao, Cagayan de Oro and Opol, Misamis Oriental/ 992 has	
					Actual							Guihulngan     Limestone	Guihulngan City and La Libertad, Negros Oriental/ 3100 has	
	SM 7	Tenements Offered to Mining Operators		Actual over Target	1	7	15.00%	7	15.00%	of 2018  Invitation to Apply for	3. Toledo Limestone	Toledo City and Naga City, Cebu/ 549 has		
SS											Eligibility and To Bid	4. Basay Limestone	Basay, Negros Oriental/ 789.5 has	
ROCES											10 810	5. San Ildefonso Marbelized Limestone	San Ildefonso. Bulacan/ 26.57 has	
AL P												6. San Ildefonso Silica	San Ildefonso. Bulacan/ 332.4 has	
INTERNAL PROCESS												7. Homonhon Chromite	Homonhon, Guiuanb, Eastern Samar/286 has	
	SO 5	Enhance Operation	nal Efficiency											
	SM8	Percentage of Ore Shipment by Operators Accepted by Buyers	∑ Ore shipment accepted by buyers ÷ ∑ Ore shipment	10%	Actual over Target	100%	100%	10.00%	100% (3 out of 3 ore shipments)	10.00%	Ore Transports Permits (OTPs), and Mineral Ore Export Permits (MOEPs) of the 3 Ore Shipments to the Buyer, Crown Group Universal Ltd., China	PMDC, through operator AAM-PHIL Natural Resources Exploration and Development Corp. (AAMPHIL), completed 3 shipments of Nickel Ore covered with 3 OTPs and 3 MOEPs.		
		1	Sub-total	40%				40.00%		35.00%				

	Component						Submi	ssion	GCG Valid	lation	Supporting Documents	Remarks	
	Obj	ective/Measure	Formula	Weight	Rating Syste m	2018	Actual	Rating	Actual	Rating			
	SO6	Improve Manpower Competence and Management Effectiveness											
LEARNING & GROWTH	SM 9	Percentage of Employees with Required Competencies Met	No. of Employees with Required <u>Competencies Met</u> Total Employees	0%	All or nothing	Increase from Baseline	13% (7 out of 52 employees)	5.00%	Excluded	0.00%	<ul> <li>Summary of Position and Person Profiling</li> <li>Position Profile for Core Competencies</li> <li>Position Profile for Functional Competencies</li> <li>Competencies Assessment Rating Sheets</li> </ul>	Measure and target excluded.	
Ę	SO 7	Institutionalize the	Quality Managem	ent System	n								
	307	mattutionanze the	Quality Managem	Citt Oyster							100		
	SM10	Compliance with Quality Standards	ISO Certification	5%	All or nothing		ISO Certification 9001:2015	5.00%	ISO Certification 9001:2015	5.00%	ISO     9001:2015     Certification     issued by     TUV     Rheinland on     21 June 2018		
	Sub-total 5%							10.00%		5.00%			
			TOTAL	90%				100.00%		85.00%			

PMDC's revalidated score: 85.00%

----- x 100 = 94.44%

90.00%