

PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)

Component					Baseline		Target		
	Objective/Measure		Formula	Wt.	Rating System	2019	2020	2021	2022
FINANCE	SO 1	Enhanced Company Profitability							
	SM 1	EBITDA	Earnings Less Operating Expenses (excluding interest, tax, depreciation, and amortization)	10.00%	Actual over Target	P92.97 M	-	₱ 12.12 Million	₱ 9.93 Million
	SM 2	Budget Utilization Rate (BUR)	<u>Actual disbursement</u> Total approved budget for CO and MOOE	5.00%	Actual over Target	N/A	N/A	N/A	90%
	Subtotal			15.00%					
STAKEHOLDERS	SO 2	Enhanced Operators' Capacity							
	SM 3	Percentage of Planned/ Required Mining Activities Completed Per Project	$\frac{\Sigma \text{ Actual number of completed mining activities per project}}{\Sigma \text{ Planned/ required mining activities completed per project}}$	10.00%	Actual over Target	100%	100%	100%	100% <sup>i</sup> (22 out of 22 target mining activities)
	SM 4	Percentage of Ore Shipment by Operators Accepted by Buyers	$\frac{\Sigma \text{ Ore shipment Accepted by buyers}}{\Sigma \text{ Ore shipment}}$	5.00%	Actual over Target	Excluded	Excluded	100%	100%

<sup>i</sup> Appendix A.

Component					Baseline		Target		
	Objective/Measure	Formula	Wt.	Rating System	2019	2020	2021	2022	
STAKEHOLDERS	SO 3	Sustain Progressive Communities through Responsible Mining							
	SM 5	Percentage of Actual CSR Beneficiaries	$\frac{\Sigma \text{ Actual number of CSR beneficiaries}}{\Sigma \text{ Target CSR beneficiaries}}$	10.00%	Actual over Target	100% (7,467 beneficiaries)	100% (8,238 beneficiaries)	100% (6,000 beneficiaries)	100% (6,100 beneficiaries)
	SM 6	Percentage of Satisfied Customers	$\frac{\text{No. of Satisfied Respondents}}{\text{Total number of respondents}}$	5.00%	Actual/Target If less than 80% = 0%	91.04%	93.16%	90%	90%
	Subtotal		30.00%						
	SO 4	Develop the Diwalwal Mining Area and other Mining Tenements							
INTERNAL PROCESS	SM 7	Percentage of Planned Activities Completed Relative to the Board-Approved Diwalwal Action Plan	$\frac{\Sigma \text{ Activities Implemented Planned Activities as per Board-Approved Action Plan}}{\Sigma \text{ Activities Implemented completed}}$	10.00%	Actual over Target	71.43%	66.67%	100%	100% <sup>ii</sup>
	SM 8	Percentage of Planned Activities completed for the Exploration of Dinagat Parcel 2A as agreed with the Financial Service Provider (FSP)	$\frac{\Sigma \text{ Activities Implemented completed}}{\text{Total activities targeted}}$	10.00%	Actual over Target	N/A	N/A	100%	100% <sup>iii</sup>

<sup>ii</sup> Appendix B.

<sup>iii</sup> Appendix C.

Component					Baseline		Target		
	Objective/Measure		Formula	Wt.	Rating System	2019	2020	2021	2022
INTERNAL PROCESS	SM 9	Number of Mining Tenements Offered to Mining Operators	Absolute Number	10.00%	Actual over Target	9	2	5	7
	SO 5	Enhance Operational Efficiency							
	SM 10	Percentage of PMDC Mining Projects that are 100% Compliant with All Regulatory and Statutory Requirements and Standards of Responsible Mining	$\frac{\sum \text{Actual number of PMDC mining projects fully compliant with all regulatory and statutory requirements and standards of responsible mining}}{\sum \text{PMDC mining projects committed}}$	5.00%	Actual over Target	100% 2 operating, 3 explorations	0%	100% (3 production, 1 exploration)	100% (3 production, 1 exploration)
	SM 11	Establishment of Facilities to Protect the Environment in the DMRA	Actual Accomplishment	10.00%	Actual over Target	Establishment of Facilities: 1. Latrine 2. Cyanide-Water Recycling 3. Interim Dam Excavation and Spillway	Establishment of Matangad Water System	Establishment of the following: 1. Decantation Tower 2. Material Recovery Facility 3. Phase 1 and 2, Main Dam Pre-Engineering Studies	Establishment of the following: 1. Material Recovery Facility 2. Construction of Gate and Perimeter Fence at Interim Dam 3. Improvement in Tailings Launder System
	Subtotal			45.00%					



Component					Baseline		Target		
	Objective/Measure	Formula	Wt.	Rating System	2019	2020	2021	2022	
LEARNING AND GROWTH	SO 6	Improve Manpower Competence and Management Effectiveness							
	SM 12	Percentage of Employees with Required Competencies Met	$\frac{\text{Number of employees with required competencies met}}{\text{Total number of employees}}$	5.00%	All or Nothing	27.78%	35.19%	Increase from 2020 competency level	Increase from 2021 competency level
	SO 7	Institutionalize the Quality Management System							
	SM 13	Compliance to Quality Standards	Milestone	5.00%	All or Nothing	Surveillance Audit Passed	2nd Surveillance Audit Passed	ISO 9001:2015 Re-Certification	1st Surveillance Audit Passed
	Subtotal		10.00%						
	TOTAL		100.00%						

**SM 3: PERCENTAGE OF PLANNED/REQUIRED MINING ACTIVITIES  
COMPLETED PER PROJECT**

No.	Plans/Programs/Activity	Validating Document	Remarks
<b>I</b>	<b>Exploration Stage</b>		
	<i>Filing of the DMPF</i>		
1	<p><i>Evaluation of the SDMP by the concerned MGB RO</i></p> <p>- Follow up with the Partner/Operator and MGB regarding the status of the SDMP Approval</p> <p>- Certification should be acquired if its approved already</p>	<p>PMDC Letter to Operator and/or MGB RO No. VII following up the status of the SDMP Evaluation Approval; and/or</p> <p>Reports of Operator informing status of the same; and/or</p> <p>Certification of SDMP Approval, if approved already.</p>	
2	<p>Evaluation of EPEP and FMRDP by the CLRFSC</p> <p>- Follow up with the MGB and Partner/Operator the status of the evaluation of the EPEP and FMRDP.</p> <p>- Participation of PMDC with the evaluation if there is any scheduled set</p>	<p>PMDC Letter to Operator and/or MGB following up the status of the EPEP/FMRDP Evaluation and Approval; and/or</p> <p>Reports of Operator informing status of the same; and/or</p> <p>Certification of SDMP Approval, if approved already.</p>	
3	<p>Evaluation of the Feasibility Study by MGB Technical Working Group</p> <p>- Follow up with the MGB and Partner/Operator the status of the evaluation of the EPEP and FMRDP.</p> <p>- Participation of PMDC with the evaluation if there is any scheduled set.</p>	<p>PMDC Letter to Operator and/or MGB following up the status of the evaluation of Feasibility Study Evaluation and Approval; and/or</p> <p>Reports of Operator informing status of the same; and/or</p> <p>Minutes of the meeting and/or technical report regarding the evaluation.</p>	
4	<p>Approval of the SDMP</p> <p>- If approved already, coordinate with Partner/Operator on the Copy of the Certification</p>	PMDC Letter to Operator requesting copy of certification or the copy of the certification itself, if the SDMP is already approved.	
5	<p>Approval of the Feasibility Study</p> <p>- If approved already, coordinate with Partner/Operator on the Copy of the Notice for Approval</p>	PMDC Letter to Operator requesting certification or letter citing approval or the document itself, if the Feasibility Study is already approved.	
6	<p>Approval of the EPEP and FMRDP</p> <p>- If approved already, coordinate with Partner/Operator on the Copy of the Notice for Approval</p>	PMDC Letter to Operator requesting certification or letter citing approval or the document itself, if the EPEP and FMRDP is already approved.	
7	<p>Issuance of the Approval of the DMPF</p> <p>- If approved already, coordinate with Partner/Operator on the Copy of the Notice of the Issuance of the Order by the DENR/MGB approving the DMPF</p>	PMDC Letter to Operator requesting copy of the issuance of an order approving the DMPF or the order itself, if the DMPF is already approved.	

**PMDC 2022 PERFORMANCE SCORECARD**  
**APPENDIX A**

No.	Plans/ Programs/ Activity	Validating Document	Remarks
II	<b>Developmental Stage</b>		
1	Works undertaken to explore and prepare an ore body or a mineral deposit for mining, including the construction of necessary infrastructure and related facilities.	PMDC Letter to Operator and/or quarterly reports of Operators stating the status of this pertinent activity	
III	<b>Production Stage - Evaluation and Approval of Annual EPEP and SDMP by the MRFC</b>		
2	a. Presentation of the Annual EPEP and SDMP to the MRFC	Certificate of Approval issued by the MGB Regional Office No. VII; and/or	
	b. Evaluation of the MRFC		
	c. Approval of the Annual EPEP and SDMP		
	- Coordination with Partner/Operator and acquire the Certificate of Approval of Annual EPEP or CMP and SDMP	PMDC Letter to Operator requesting for the status of the said activity or technical reports of the Operator stating the status of the same	
3	Multi-Partite Monitoring Team Inspection and MRFC Evaluation - Coordination with Partner/Operator of the status of the project area and any findings and recommendations of the MMT if there is any inspection or evaluation undertaken.	PMDC Letter to Operator on the results of the MMT Inspection or MRFC Evaluation; and/or Minutes of the Meeting or Exit Conference or technical reports detailing the necessary information of the inspection and MRFC Evaluation	

No.	Plans/ Programs/ Activity	Validating Document	Remarks
III	<b>Production Stage - Filing of the DMPF covering the whole project area</b>		(For both Dinagat Parcels 1 and 2B Projects)
1	Approval of the Feasibility Study - Follow up with the Partner/Operator the status of the approval; if technical conference is set, participation of PMDC personnel is necessary	PMDC Letter to Operator requesting status of the said activity or technical report of the Operator informing the same.	
2	Approval of the EPEP and FMRDP - Follow up with the Partner/Operator the status of the approval; if technical conference is set, participation of PMDC personnel is necessary	PMDC Letter to Operator requesting status of the said activity or technical report of the Operator informing the same; and/or If PMDC participated, Attendance and corresponding technical report of the said technical conference	
3	Issuance of the Order Approving the DMPF -If approved already, coordinate with the Partner/Operator on the copy of the Notice of Issuance of an Order approving the DMPF	PMDC Letter to Operator requesting status of the said activity or technical report of the Operator informing the same; and/or Copy of the Notice of Issuance of an Order Approving the DMPF	

**PMDC 2022 PERFORMANCE SCORECARD**  
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No.	Plans/ Programs/ Activity	Validating Document	Remarks
iii	<b><i>Production Stage - Evaluation and Approval of Annual EPEP and SDMP by the MRFC</i></b>		
4	a. Presentation of the Annual EPEP and SDMP or Care and Maintenance Program to the MRFC b. Evaluation of the MRFC c. Approval of the Annual EPEP and SDMP or Care and Maintenance Program - Coordination with Partner/Operator and acquire the Certificate of Approval of Annual EPEP or CMP and SDMP	Certificate of Approval issued by the MGB Regional Office No. XIII; and/or  PMDC Letter to Operator requesting for the status of the said activity or technical reports of the Operator stating the status of the same	
	<b><i>Production Stage - Multi-Partite Monitoring Team Inspection and MRFC Evaluation</i></b>		
5	Coordination with Partner/Operator of the status of the project area and any findings and recommendations of the MMT if there is any inspection or evaluation undertaken.	PMDC Letter to Operator on the results of the MMT Inspection or MRFC Evaluation; and/or  Minutes of the Meeting or Exit Conference or technical reports detailing the necessary information of the inspection and MRFC Evaluation	
	<b><i>Production Stage - Application Ore Transport Permit and Mineral Ore Export Permit (OTP and MOEP) and Issuance of the Same (*if there were shipment)</i></b>		
6	a. Submission of Requirements for OTP and MOEP b. Evaluation of the MGB RO endorsed to the MGB Central Office c. Evaluation and Issuance of the MGB Central Office - Ensure that all shipments are documented with an OTP and MOEP.	If there is/are shipment, copy of all OTP/s and MOEP/s issued by the MGB  Certification from the MGB detailing all the shipments and corresponding OTPs and MOEPs	

**SM 7: PERCENTAGE OF 2022 PLANNED ACTIVITIES COMPLETED RELATIVE TO THE BOARD-APPROVED DIWALWAL ACTION PLAN**

No.	Plans/ Programs/ Activity	Validating Document	Remarks
	<b>1. Business Development</b>		
	1.1 Diwalwal Special Economic Zone and Jewelry Park		
	a. FPIC Process		
1	a.1. Submission of documents/reports related to the Free, Prior and Informed Consent process to PEZA	Receiving copy of PMDC letter to PEZA submitting progress reports, minutes of meetings and reports on activities undertaken by the NCIP.	
2	b. Engineering Geological and Geohazard Assessment of the proposed ecozone site	Approved TOR of the required Engineering Geological and Geohazard Assessment	
	c. Marketing and Promotions		
3	c.1. Initial Promotion and Marketing for diversified locators by actively engaging PEZA, BOI, and other external stakeholders and partners	Minutes of online meeting with PEZA, BOI and DTI (PTIC) and/or Minutes of the PMDC Board with updates on the initial promotion conducted by the BDD	
	1.2 National Advocacy		
4	a. Capacity Building and Training Program on Responsible Mining and Sustainable Development Implementation	-Certificate of attendance -Post-training report or Overview of training if PMDC-initiated	Webinars attended by PMDC employees
	<b>2. Mine Development (PMD)</b>		
5	a. Partner/Operator's rehabilitation of Victory Tunnel including dewatering, extension of mine services, to allow for safety entry and egress of personnel and equipment. PMDC to continue monitoring JOA's regular submission of regulatory reports and underground safety performance together with their commitment with respect to rehabilitation activities.	PMDC Monitoring Report submitted to Management as regards to the validation of the activities of the Partner/Operator.	Based on 2021-2022 Exploration Work Program
6	b. Partner/Operator's mineral resource estimation in compliance with the Australasian JORC Code 2021 and continuation of other exploration related activities. PMDC will continue to monitor and validate the activities of Partner/Operator as well as the monitoring the JOA's submission of all the quarterly reports	PMDC Monitoring Report submitted to Management as regards to the validation of the activities of the Partner/Operator.	Based on 2021-2022 Exploration Work Program



**SM 8: PERCENTAGE OF PLANNED ACTIVITIES COMPLETED FOR THE EXPLORATION OF DINAGAT PARCEL 2A AS AGREED WITH THE FINANCIAL SERVICE PROVIDER**

No.	Plans/ Programs/ Activity	Validating Document	Remarks
I	Collaboration with the FSP re: Exploration Program		
1	Registration of the Financial Service Provider Agreement (FSPA) with Mines and Geosciences Bureau (MGB) No. 13	PMDC Letter providing the FSPA to MGB RO No. 13 duly received by the latter.	
2	Submission of Exploration, Environmental and Community Development Work Programs	PMDC Letter to MGB RO No. 13 submitting the work programs duly received by the latter.	
3	On time submission of quarterly and annual accomplishment reports (15 days after end of quarter and 15 days after end of the year, respectively)	PMDC Letter to MGB RO No. 13 submitting the work programs duly received by the latter.	
4	100% attendance to MGB 13 meetings	Attendance, Minutes of the Meeting, and other document proof of the said activity.	
5	Timely payment of annual occupation fees to LGUs	Proof of payment of the said fees	
6	Gathering of at least 100 samples for laboratory analysis	Technical Report stating accomplishment of the said activity	