

PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)

		Component			Baseline		Target		
		Objective/Measure	Formula	Wt.	Rating System	2015	2016	2017	2018
FINANCE	SO 1	Enhanced Company Profitability							
	SM 1	EBITDA	Earnings before interest, taxes, depreciation, and amortization.	20.00%	Actual over Target	₱70.3M	₱16.1M	₱16.1M	₱12M
	Subtotal			20.00%					
	SO 2	Enhanced Operators' Capacity							
STAKEHOLDERS	SM 2	Percentage of Planned/ Required Mining Activities Completed Per Project	\sum Actual number of completed mining activities per project \div \sum Planned/ required mining activities completed per project	10.00%	Actual over Target	100% (24/24)	100% (19/19)	100%	100%
	SM 3	Percentage of PMDC Mining Projects that are 100% Compliant with all Regulatory and Statutory Requirements and the Standards of Responsible Mining	\sum Actual number of PMDC mining projects fully compliant with all regulatory and statutory requirements and standards of responsible mining \div \sum PMDC mining projects	10.00%	Actual over Target	-	-	100%	100%

STAKEHOLDERS	SO 3	Sustained Progressive Communities Through Responsible Mining						
	SM 4	Percentage of Actual CSR Beneficiaries	Σ Actual number of CSR beneficiaries ÷ Target CSR beneficiaries	5.00%	Actual over Target	5720 beneficiaries	3708 beneficiaries	Established socio-economic profile and baseline data of DMRA and Dinagat host communities 100% (6,000 identified beneficiaries)
	SM 5	Percentage of Satisfied Customers	No. of respondents with a rating of at least satisfactory ÷ Total number of respondents	5.00%	(Actual/Target) <i>If less than 80%= 0%</i>	none	80.90%	81% 90% (Using the Standard Methodology and Questionnaire developed by GCG)
	Subtotal			30.00%				
INTERNAL PROCESS	SO 4	Develop the Diwalwal Mining Area and other Mining Tenements						
	SM 6	Percentage of Planned Activities under the Board-Approved Diwalwal Action Plan Completed	Σ Activities Implemented ÷ Planned Activities as per Board-Approved Action Plan	15.00%	Actual over Target	-	-	- 100% (15 activities)
	SM 7	Number of Mining Tenements Offered to Mining Operators	Σ No. of Mining Tenements Offered to Mining Operators ÷ Target	15.00%	Actual over Target	-	-	- 1

INTERNAL PROCESS	Establish Institutional Linkages/Partnerships with Relevant Government and Non-Government Entities							
	SO 5	Enhance Operational Efficiency						
	SM 8	Percentage of Ore Shipment by Operators Accepted by Buyers	\sum Ore shipment accepted by buyers \div \sum Ore shipment	10.00%	Actual over Target	100%	100%	100%
		Sub-total		40.00%				
LEARNING AND GROWTH	SO 6	Improve Manpower Competence and Management Effectiveness						
	SM 9	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies Met \div Total Employees	5.00%	All or Nothing	Attendance to Training of Competency Team	Submission of Board-Approved Competency Framework	Increase from baseline
	SO 7	Institutionalize the Quality Management System						
	SM 10	Compliance with Quality Standards	ISO 9001 Certificate awarded	5.00%	All or nothing	ISO 9001:2008 Certification	Surveillance Audit Passed	Maintained ISO Certification
		Sub-total		10.00%				
		TOTAL		100.00%				