

PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)

Component					Baseline		Targets		
	Objective/Measure		Formula	Wt.	Rating System	2022	2023	2024	2025
FINANCIAL	SO 1	Enhance Company Profitability							
	SM 1	EBITDA	Earnings Less Operating Expenses (excluding interest, tax, depreciation, and amortization)	10%	(Actual / Target) x Weight	(P50.34 Million)	(P13.47 Million)	P9.15 Million	P13.77 Million
	SM 2	Budget Utilization Rate (BUR)	Actual Disbursement over Total Approved Budget for CO and MOOE	5%	(Actual / Target) x Weight	47.45%	67.62%	90%	90%
	Subtotal			15%					
STAKEHOLDERS	SO 2	Optimize the Revenue Potential and Utilization of Awarded Mining Projects							
	SM 3	Percentage of Planned/Required Mining Activities Completed per Project							
		a. PMDC Priority Projects under Exploration Stage: Dinagat 2A and North Davao	$\Sigma$ Actual Number of Completed Mining Activities per Project over $\Sigma$ Planned/Required Mining Activities Completed per Project	10%	(Actual / Target) x Weight	100% (3/3)	0% (0/7)	100% (4/4)	100% <sup>1</sup> (9 activities)
		b. PMDC Priority Projects under Production Stage: Pinamungahan and Dinagat Parcel 1	$\Sigma$ Actual Number of Completed Mining Activities per Project over $\Sigma$ Planned/Required Mining Activities Completed per Project	10%	(Actual / Target) x Weight	100% (9/9)	80% (6/10)	100% (5/5)	100% <sup>2</sup> (7 activities)
	SM 4	Percentage of Ore Shipments by Operators accepted by Buyers	$\Sigma$ Ore Shipment accepted by Buyers over $\Sigma$ Ore Shipments	5%	(Actual / Target) x Weight	100%	100%	100%	100%

<sup>1</sup> Appendix A.  
<sup>2</sup> Appendix B.

Component					Baseline		Targets		
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STAKEHOLDERS	SO 3	Sustain Progressive, Inclusive and Resilient Communities through Responsible Mining							
	SM 5	Percentage of Actual CSR Beneficiaries (HERO Program)	$\frac{\Sigma \text{ Actual number of CSR Beneficiaries over } \Sigma \text{ Target CSR Beneficiaries}}{\phantom{x}}$	10%	(Actual / Target) x Weight	100% (10,095)	100% (8,467)	100% (6,300)	100% (6,400)
	SM 6	Customer Satisfaction Survey (CSS)	$\frac{\text{No. of Satisfied Respondents over Total number of Respondents}}{\phantom{x}}$	5%	(Actual / Target) x Weight  (if less than 80%=0%)	98.90%	100%	90%	90% <sup>3</sup>
	Subtotal			40%					
INTERNAL PROCESS	SO 4	Hasten the Development of the Diwalwal Mining Area							
	SM 7	Percentage of Planned Activities completed relative to the PMDC Board-Approved Diwalwal Action Plan	$\frac{\Sigma \text{ Actual activities completed over Total targeted activities}}{\phantom{x}}$	10%	(Actual / Target) x Weight	100% (6 activities)	100% (2 activities)	100% (4 activities)	100% <sup>4</sup> (4 activities)
	SO 5	Enhance Operational Efficiency							
	SM 8	Establishment of Facilities to Protect the Environment in the DMRA	$\frac{\Sigma \text{ Actual number of facilities established over } \Sigma \text{ Target number of facilities completed}}{\phantom{x}}$	10%	(Actual / Target) x Weight	•Material Recovery Facility • Construction of Gate and Perimeter Fence at Interim Dam • Improvement in Tailings Launder System	•Nursery Plantation •Construction of Mine Tailings Containment Barrier •Slope Protection for Launder Network •Earth Embankment	•Tailings Storage Facility (TSF) Improvement •Rehabilitation of Roads and Slope Protection Structures	•Tagbanao Water System •Nursery seedlings propagation and tree planting
	SM 9	Percentage of Implementation of Information System Strategic Plan (ISSP)	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	Board-approved ISSP from 2025 to 2027 as submitted to the DICT

<sup>3</sup> Based on GCG – ARTA Joint Memorandum Circular No. 1, s. 2023. Covers external customers only.

<sup>4</sup> Appendix C.

Component					Baseline		Targets		
	Objective/Measure		Formula	Wt.	Rating System	2022	2023	2024	2025
	SO 6	Institutionalize the Quality Management System							
	SM 10	Compliance to Quality Standards (ISO QMS)	Actual Accomplishment	5%	All or Nothing	1 <sup>st</sup> Surveillance Audit Passed	2 <sup>nd</sup> Surveillance Audit Passed	ISO 9001:2015 Recertification	1 <sup>st</sup> Surveillance Audit Passed
	Subtotal			30%					
LEARNING AND GROWTH	SO 7	Inclusive Enhancement of Human Resource Competency and Management Effectiveness							
	SM 11	Percentage of Employees with Required Competencies Met	Competency Level 2025 – Competency Level 2024;  Where Competency Level = Total Number of Employees with Required Competencies Met / Total Number of Employee	5%	All or Nothing	64.15%	65.38%	Increase from 2023 Competency Level	Increase from 2024 Competency Level
	SO 8	Inclusive DRRM for External and Internal Customers							
	SM 12	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	10%	All or Nothing	N/A	N/A	N/A	Board-Approved Public Service Continuity Plan (PSCP)
	Subtotal			15%					
TOTAL			100%						



BONUS STRATEGIC MEASURES AND TARGETS								
Component					Baseline		Targets	
	Objective/Measure	Formula	Wt.	Rating System	2022	2023	2024	2025
FINANCIAL	GAD Budget Utilization Rate	Total GAD-related Disbursements over Total COB	1%	All or Nothing	N/A	N/A	N/A	5% of Total Budget
	ISO Certification on any of the following standards:							
INTERNAL PROCESS	i. Environmental Management System Certification	Actual Accomplishment	1%	All or Nothing	N/A	N/A	N/A	ISO 14001:2015 Certification
	ii. Business Continuity Management System (BCMS)	Actual Accomplishment		All or Nothing	N/A	N/A	N/A	ISO 22301:2019 Certification