

PERFORMANCE SCORECARD 2015-2016 (Annex B)

PHILIPPINE MINING DEVELOPMENT CORPORATION

	Objective/Measure	Formula	Weight		Rating System	Baseline Data (if applicable)		Target		
			2015	2016		2013	2014	2015	2016	
CUSTOMERS/STAKEHOLDERS	SO 1	Enhanced Operator's Capacity								
	SM 1	Percentage of Mining Activities Completed*								
	a.	Exploration Stage		10%	10%	Actual over target	100%	N/A	100%	100%
	b.	Development Stage		N/A	N/A	Actual over target	100%	N/A	N/A	N/A
	c.	Production Stage		10%	10%	Actual over target	100%	N/A	100%	100%
	SO 2	Sustained Community Development								
	SM 2	Number of CSR Beneficiaries (Diwalwal, Dinagat, Kalinga)		10%	10%	Actual over target	2,500	4,329	4,500	5,000
	SM 3	Percentage of Reforested Areas in PMDC Mining Areas		10%	10%	Actual over target	Preparatory Works	50% (20/40 ha.)	50% (20/40 ha.)	75% (20/40 ha.)
	SO 3	Attained Acceptance of Responsible Mining								
	SM 4	Favorable Perception of the Miing Project [Through a Post Information, Education and Communication (IEC) Evaluation Survey]		5%	5%	Scale of 1-5 5 as most favorable	N/A	N/A	Average of 3	Average of 3
	SM 5	Stakeholders' Satisfaction Survey		5%	5%		N/A	N/A	90%	90%
		Sub-total		50%	50%					

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			2015	2016		2013	2014	2015	2016	
FINANCIAL	SO 4	Boost Revenue Generating Capacities								
	SM 6	EBITDA	Earnings before Interest, Tax, Depreciation and Amortization	10%	5%		₱93.25 Million	₱105.82 Million	₱60.74 Million	₱7.19 Million
		Sub-total		10%	5%					
INTERNAL PROCESS	SO 5	Increase Operational Efficiency								
	SM 7	Percentage of Ore Shipments by Operators Accepted by Buyers		10%	10%		100%	100%	100%	100%
	SO 6	Improve Database on Inactive Mining Tenements								
	SM 8	Percentage of Unbidded Tenements with Technical Data Request		10%	N/A		50%	92%	100%	N/A
	SM 9	Number of Cases Filed for Cancellation of Joint Operating Agreement (JOA)		N/A	10%		N/A	N/A	N/A	4
		Sub-total		20%	20%					

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			2015	2016		2013	2014	2015	2016	
LEARNING AND GROWTH	SO 7	Improve Manpower Competence and Management Effectiveness								
	SM10	Average Percentage of Required Competencies Met		5%	5%	Pass or fail	N/A	N/A	Training of the Competency Team	Submission of Board-approved Competency Framework
	SM11	ISO 9001:2008 Certification		10%	10%	Pass or fail	N/A	N/A	ISO Certification	Surveillance Audit Passed
	SM12	Establishment of IT System		5%	10%	Pass or fail	N/A	N/A	Formulation of IT Road Map	20% Implementation
		Sub-total		20%	25%					
	TOTAL		100%	100%						

*See Annex E: BMDC Chart of Mission Activities

*See Annex F: PMDC Chart of Mining Activities