

PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)
Validated 2020 Performance Scorecard

Component					Targets	Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure		Formula	Wt.	Rating System	2020	Actual	Rating	Actual	Rating		
FINANCE	SO 1	Enhanced Company Profitability									
	SM 1	Revenue Generated from New Mining Assets	Earnings from Commitment Fee from new Mining Assets	15.00% ¹	Actual over Target	P60M (Hermani Chromite Project and Dinagat Parcel 2A)	0	-	0	0%	<ul style="list-style-type: none"> 2020 COA Audited Financial Statement <p>Measure substituted for EBITDA during recalibration. Recalibrated measure, target and weight indicated in 2021 GCG-approved scorecard.</p> <p>Based on 2020 COA Audited Financial Report, PMDC was only able to generate a total of P229,363.00 coming from Interest Income and Other Business income, none of which came from new mining assets.</p>
	Subtotal		15.00%						0%		
	SO 2	Enhanced Operators' Capacity									
STAKEHOLDERS	SM 2	Percentage of Planned/ Required Mining Activities Completed Per Project	$\frac{\sum \text{Actual number of completed mining activities per project}}{\sum \text{Planned/ required mining activities completed per project}}$	10.00%	Actual over Target	100% (Based on the Revised Planned/ Required Mining Activities Completed Per Project)	100% (12/12)	-	100% (12/12)	10.00%	<ul style="list-style-type: none"> PMDC Chart of Activities for CY 2020 with supporting documents per activities completed <p>Upon validation on its submitted report and supporting documents, PMDC completed 12 out of 12 activities. All activities under Exploration, Development and Production stages were completed.</p>
	SM 3	Percentage of Ore Shipment by Operators Accepted by Buyers	$\frac{\sum \text{Ore shipment accepted by buyers}}{\sum \text{Ore shipment}}$	5.00%	Actual over Target	100%	-	-	-	-	-
	Subtotal		15.00%						10.00%		Deleted on recalibration

¹ Weight adjusted from 25.00% to 15.00% on recalibration. Adjusted weight reflected in 2021 GCG-approved scorecard.

STAKEHOLDERS	Component				Targets	Submission		GCG Validation		Supporting Documents	Remarks																																
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	SO 3	Sustain Progressive Communities Through Responsible Mining																																									
	SM 4	Percentage of Actual CSR Beneficiaries	$\frac{\Sigma \text{ Actual number of CSR beneficiaries}}{\Sigma \text{ Target CSR beneficiaries}}$	10.00%	Actual over Target	100% (5,500)	8,690	-	8,238	10.00%	<ul style="list-style-type: none">• CSR Annual Accomplishment Report CY 2020• List of Beneficiaries• Attendance Sheets	Based on the validation of the submitted supporting documents, there was a total of 8,238 individuals benefited from the CSR projects.																															
	SM 5	Percentage of Satisfied Customers	$\frac{\text{No. of respondents with a rating of at least satisfactory}}{\text{Total number of respondents}}$	5.00%	Actual over Target If less than 80% = 0%	90%	90% satisfied customers	-	93.16% satisfied customers	5.00%	<ul style="list-style-type: none">• CSS 2020 Final Report• CV of Mr. Sunshine Paulin, third-party Consultant• Five samples of Accomplished Questionnaire	<p>Based on the CSS report submitted, 332 out of 375 respondents gave PMDC at least a "Satisfied" rating. The CSS result, was however, recomputed to consider only one response for PACOMINCO. Using the modal rating for all seven (7) PACOMINCO Employees, the following is the recomputed CSS Result:</p> <table><tr><th colspan="4">GCG-Validated</th></tr><tr><th>Satisfaction</th><th>No. of respondents</th><th>%</th><th>% of Satisfied Customers</th></tr><tr><td>Very Satisfied</td><td>199</td><td>56.69%</td><td rowspan="2">93.16%</td></tr><tr><td>Satisfied</td><td>128</td><td>36.57%</td></tr><tr><td>Neither</td><td>22</td><td>6.27%</td><td></td></tr><tr><td>Dissatisfied</td><td>2</td><td>0.57%</td><td></td></tr><tr><td>Very Dissatisfied</td><td>0</td><td>-</td><td></td></tr><tr><td>TOTAL</td><td>351</td><td>100%</td><td></td></tr></table>	GCG-Validated				Satisfaction	No. of respondents	%	% of Satisfied Customers	Very Satisfied	199	56.69%	93.16%	Satisfied	128	36.57%	Neither	22	6.27%		Dissatisfied	2	0.57%		Very Dissatisfied	0	-		TOTAL	351	100%	
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SO 4	Develop the Diwalwal Mining Area and other Mining Tenements										
SM 6	Percentage of 2020 Planned Activities Completed Relative to the Board-Approved Diwalwal Action Plan	$\frac{\Sigma \text{Activities Implemented}}{\text{Planned Activities as per Board-Approved Action Plan}}$	10.00%	Actual over Target	100% (9 activities)	8 out of 9 activities	-	6 out of 9 activities	6.67%	<ul style="list-style-type: none"> Board-Approved Diwalwal Action Plan 4th Quarter Report – Business Development Department List of Completed activities with corresponding supporting documents 	<p>The validated accomplishment is broken down as follows:</p> <p><u>Accomplished</u></p> <ol style="list-style-type: none"> Filing of ECC Application Submission of draft EIS Report Review (EIARC) Compliance to PEZA's requirements for Presidential Proclamation Initial Promotion and Marketing for diversified locators by actively engaging PEZA, BOI and other external stakeholders Capacity Building and Training Program on Responsible Mining and Sustainable Development Implementation <p><u>Unaccomplished</u></p> <ol style="list-style-type: none"> Issuance of ECC Rehabilitation of the Victory Tunnel Improvement of necessary facilities and access to the drilling sites/stations (e.g. Access Road, ore and waste stockpile area, settling pond and magazine) <p><u>Excluded</u></p> <ol style="list-style-type: none"> Publication for Public Hearing Public Hearing
SM 7	Number of Mining Tenements Offered to Mining Operators	Absolute Number	10.00%	Actual over Target	2 Limestones Properties (Maasin and Liloy)	2	-	2	10.00%	<ul style="list-style-type: none"> Invitation to Apply for Eligibility and To Bid for (1) Dinagat Nickel Chromite and (2) Hernani Chromite Property 	<p>Based on validation, PMDC offered the following mining properties in 2020:</p> <ul style="list-style-type: none"> Dinagat Nickel Chromite (Parcel 2A of Lot II) Hernani Chromite Property
Subtotal		20.00%							16.67%		

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SO 5	Enhance Operational Efficiency																																
SM 8	Percentage of PMDC Mining Projects that are 100% Compliant with All Regulatory and Statutory Requirements and Standards of Responsible Mining	Σ Actual number of PMDC mining projects fully compliant with all regulatory and statutory requirements and standards of responsible mining Σ PMDC mining projects	5.00%	Actual over Target	100% (3 Production, 1 Exploration)	100% (3 Production, 1 Exploration)	-	0	0%	<ul style="list-style-type: none">Checklist for regulatory and statutory requirements & their corresponding supporting documents	<p>Upon validation, it was found that while the submitted checklist indicates that all four projects are compliant with all regulatory and statutory requirements, PMDC failed to provide all corresponding supporting documents. Based on the supporting documents submitted, the following is the validated status of compliance of the four mining projects:</p> <table><tr><th rowspan="2">Project</th><th rowspan="2">No. of Req's</th><th colspan="2">Compliance</th></tr><tr><th>Reported</th><th>Validated</th></tr><tr><td>Dinagat Parcel 1</td><td>16</td><td>16</td><td>12</td></tr><tr><td>Dinagat Parcel 1</td><td>16</td><td>16</td><td>10</td></tr><tr><td>Pinamungahan</td><td>9</td><td>9</td><td>6</td></tr><tr><td>San Fernando</td><td>9</td><td>9</td><td>0</td></tr></table> <p>Given the incomplete documentation on the reported accomplishment, PMDC is given zero score (Section 2.1.1. of GCG MC No. 2017-01).</p>	Project	No. of Req's	Compliance		Reported	Validated	Dinagat Parcel 1	16	16	12	Dinagat Parcel 1	16	16	10	Pinamungahan	9	9	6	San Fernando	9	9	0
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San Fernando	9	9	0																														
SM 9	Establishment of Facilities to Protect the Environment in the DMRA	Actual Accomplishment	10.00%	Actual over Target	Establishment of Matangad Water System	Completion of the Matangad Water Source Pipe-Laying Project	-	Completion of the Matangad Water Source Pipe-Laying Project	10.00%	<ul style="list-style-type: none">Certificate of Completion (November 26 – December 23, 2020) – Bluerex Construction and Supply;Certificate of Acceptance dated 28 Dec 2020	PMDC completed the Matangad Water Source Pipe-Laying Project.																						
Subtotal		15.00%						10.00%																									

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LEARNING AND GROWTH	SO 6	Improve Manpower Competence and Management Effectiveness										
	SM 10	Percentage of Employees with Required Competencies Met	Number of employees with required competencies met Total number of employees	5.00%	Actual over Target	Increase from 2019 competency level	6.77% increase from 2019 competency level	-	7.41% increase from 2019 competency level	5.00%	• Summary of Positions and Person Profiling CY 2020	19 out of 54 employees (35.19%), excluding the PMDC Chairman (OIC President), met the required competencies for their position. This translates to 7.41% increase from PMDC's 2019 competency level of 27.78%.
	SO 7	Institutionalize the Quality Management System										
	SM 11	Compliance to Quality Standards	Milestone	5.00%	All or Nothing	2 nd Surveillance Audit Passed	2 nd Surveillance Audit Passed	-	2 nd Surveillance Audit Passed	5.00%	• Audit Report dated 24 July 2020 (Remote Audit) and 1 September 2020 (Onsite Audit) by TUV Rheinland	PMDC passed the 2 nd surveillance audit conducted by TUV Rheinland Philippines, Inc. last 24 July 2020 (Remote) – 01 September 2020 (On-site).
		Subtotal		10.00%				-		10.00%		
		TOTAL DELETED WEIGHTS		90.00% 5.00%				-		61.67%		
		VALIDATED TOTAL		85.00%					61.67 / 85.00 = 72.55%			