

FINANCE

	Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks																
	Objective/Measure	Formula	Weight	Rating System	2017	Actual	Rating	Actual	Rating																		
SO 1	Boost Revenue Generating Capacities																										
SM 1	EBITDA	Earnings before interest, taxes, depreciation, and amortization	15%	Actual over Target	₱16.0 Million	₱3.3 Million	-	₱3.3 Million	3.07%	• COA Audited Financial Statement for FY 2017	Breakdown of EBITDA is as follows:  Net Income (Loss) after Tax    ₱ (8.08 M) Add: Int. Exp.                            8.64M Income Tax                        - Depreciation                      2.73 M <b>EBITDA</b> <b><u>₱ 3.29 M</u></b>																
Sub-total			15%				-		3.07%																		
SO 2	Enhance Operators' Capacity																										
SM 2	Percentage of Planned/ Required Mining Activities Completed per Project	Σ Actual number of completed mining activities per project ÷ Σ Planned/ required mining activities completed per project	10%	Actual over Target	100%	100% (11/11)	-	91.67% (11/12)	9.17%	• PMDC Chart of Activities for CY 2017	Based on the submitted chart of activities for 2017, PMDC completed 91.67% of its target and will be credited 9.17% weight, viz: <table><tr><td></td><td>Exp. Stage</td><td>Prod. Stage</td><td>Total</td></tr><tr><td>Target</td><td>4</td><td>8</td><td>12</td></tr><tr><td>Actual</td><td>5</td><td>6</td><td>11</td></tr><tr><td></td><td></td><td></td><td>91.67%</td></tr></table>		Exp. Stage	Prod. Stage	Total	Target	4	8	12	Actual	5	6	11				91.67%
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STAKEHOLDERS

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	SO 3 Sustain Progressive Communities through Responsible Mining										
SM3	Percentage of PMDC Mining Projects that are 100% Compliant with all Regulatory 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 + $\sum$ PMDC mining projects	10%	Actual over Target	100%	100%	-	No documents were made available to support accomplishment of target	0.00%	<ul style="list-style-type: none"> <li>List of Mining Permits/ WPs/ Reportorial Requirements</li> </ul>	<ul style="list-style-type: none"> <li>Despite numerous follow up, PMDC failed to submit any validating documents to support its accomplishment.</li> <li>Under Section 2.1.1 of GCG Memorandum Circular No. 2017-01, measures wherein accomplishments for the same cannot be objectively verified by GCG on account of inadequate or incomplete documentation by the GOCC on how such accomplishments were determined may be given an automatic zero score.</li> </ul>
SM 4	Stakeholder Satisfaction Survey	Average satisfaction rating	5%	All or Nothing	81%	TOR and MOA transmitted to PIA	0.00%	No Survey Conducted	0.00%	-	<ul style="list-style-type: none"> <li>PMDC reported that the coordination with the Philippine Information Agency (PIA) - the third party consultant - for the implementation of the survey was communicated on the 3<sup>rd</sup> quarter of 2017. By end of 2017, PMDC finished with the drafting of Terms of Reference and Memorandum of Agreement which were transmitted to PIA for signing.</li> </ul>



## Validated 2017 Performance Scorecard (Annex A)

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STAKEHOLDERS	SM 5	Number of Community Development Beneficiaries	Establishment of socio-economic profile and baseline data	5%	All or Nothing	Established socio-economic profile and baseline data of DMRA and Dinagat host communities	Established socio-economic profile and baseline data of DMWA and Dinagat host communities	-	Established socio-economic profile and baseline data of DMWA and Dinagat host communities prepared by Third-party consultants	5.00%	<ul style="list-style-type: none"> <li>Collection of Sex-Disaggregated Data in Dinagat Parcel 1 and 2B Communities for the Institutionalization of PMDC Gender and Development (GAD) Database prepared by Caraga State University</li> <li>Collection of Dex-Disaggregated Data in Diwalwal Mineral Reservation Area (DMRA) Community for Institutionalization of PMDC GAD Database prepared by SGP Research and Consulting</li> </ul> <ul style="list-style-type: none"> <li>For Dinagat Parcels 1 and 2B communities, the report was prepared by CARAGA State University and conducted among 381 respondents.</li> <li>For the DMWA community, the report was prepared by SGP Research and Consulting and conducted among 351 respondents.</li> </ul>
	Sub-total		30%				-		14.17%		
INTERNAL PROCESS	SO 4	Develop the Diwalwal Mining Area and other Mining Tenements									
	SM 6a	Number of New Mining Areas/ Tenements Operated and/or Successfully Bidded Out	Board-approval of Action Plan	10%	All or Nothing	Board-approved Action Plan for development & rehabilitation of the DMRA secured	Action Plan approved by the Board last February 2018 Board Meeting	-	Diwalwal Mineral Reservation Area Action Plan 2017-2022	0.00%	<ul style="list-style-type: none"> <li>Diwalwal Mineral Reservation Area Action Plan 2017-2022</li> <li>Secretary's Certificate</li> </ul> <p>Approved by the PMDC Board last February 2018 Board Meeting; beyond 2017.</p>

INTERNAL PROCESS	Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks
	Objective/Measure	Formula	Weight	Rating System	2017	Actual	Rating	Actual	Rating		
SM 6b	Number of New Mining Areas/ Tenements Operated and/or Successfully Bidded Out	a. Actual number of mining properties bidded-out/ disposed	10%	Actual over Target	Three (3) new properties bidded out/ disposed	No property bidded out	-	-	-	-	No mining properties were bid out due to DENR Memorandum Order No. 2016-01 wherein it provided a moratorium on the "acceptance, processing, and/or approval of mining applications and/or new mining projects for all metallic and non-metallic minerals."  DMO No. 2016-01 was lifted by DENR Secretary Roy Cimatu through DENR Administrative Order (DAO) 2018-13 effective 03 July 2018.  <i>Measure is excluded.</i>
SO 5	Strengthen and Expand Ownership and Control of PMDC Mining Assets										
SM 7	Percentage of PMDC Mining Projects that are Operating in Accordance with Approved Project Plans and the JOA Provisions	$\sum \text{Actual number of reviewed JOAs} + \sum \text{JOAs}$	10%	Actual over Target	Review of 100% of JOAs relative to non-moving mining projects, resulting to the undertaking of appropriate action i.e. issuance of Show-Cause Letters, Contract Rescission, Resolution of Issues, etc.	Review of 100% of JOAs relative to non-moving mining projects, resulting to the undertaking of appropriate action i.e. issuance of Show-Cause Letters, Contract Rescission, Resolution of Issues, etc.	-	Review of 17 out of 17 JOAs and issuance of 17 show cause letters.	10.00%	• 17 Show cause letters	PMDC reviewed 17 out of 17 JOAs within the year. Consequently, PMDC issued a total of seventeen (17) show cause letters to seventeen (17) projects. Thirteen (13) of which were for cancellation, and four (4) were considered for reconsideration.



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SO 6	Enhance Operational Efficiency																											
SM 8	Percentage of Ore Shipment by Operators Accepted by Buyers	$\sum \text{ Ore shipment accepted by buyers } + \sum \text{ Ore shipment}$	5%	Actual over Target	100% (11/11)	-	100% (11/11)	5.00%	<ul style="list-style-type: none"><li>Report on CY 2017 Shipments for Parcel 1 (Panamoan, Loreto, Dinagat Islands) prepared by PMDC/AAMPHIL Natural Resources Exploration and Development Corp.;</li><li>Ore Transports Permits (OTPs), and Mineral Ore Export Permits (MOEPs) of the 11 Ore Shipments</li></ul>	PMDC, through operator AAM-PHIL Natural Resources Exploration and Development Corp. (AAMPHIL), completed 11 shipments of Nickel Ore covered with 11 OTPs and 11 MOEPs.																		
		Sub-total		35%		-		15.00%																				
SO 7	Foster Enabling Environment																											
SM 9	Establishment of IT System	$\sum \text{ Established and implemented Information System } + \sum \text{ Target established and implemented Information System}$	10%	Actual over Target	Update report	-	Geographic Information System (GIS) - put on hold; Adoption and implementation of the Computerized Accounting System - implemented; Adoption and implementation of the Payroll System - implemented; Continuous Improvement of Records Management System – no revision	5.00%	<ul style="list-style-type: none"><li>End-User License Agreement / User's Manual for MSI Payroll System for Windows,</li><li>Screenshot of MSI Payroll System Enterprise Edition portal,</li><li>Screenshots of IP Systems Financials (Computerized Accounting Systems) portal,</li></ul>	<ul style="list-style-type: none"><li>PMDC will be credited 5.00% rating based on the following:</li></ul> <table><thead><tr><th>System</th><th>Score</th><th>Rating</th></tr></thead><tbody><tr><td>Geographic Information System</td><td>0%</td><td>0.00%</td></tr><tr><td>Computerized Accounting System</td><td>25%</td><td>2.50%</td></tr><tr><td>Payroll System</td><td>25%</td><td>2.50%</td></tr><tr><td>Records Management System</td><td>0%</td><td>0.00%</td></tr><tr><td>TOTAL SCORE</td><td>50%</td><td>5.00%</td></tr></tbody></table>	System	Score	Rating	Geographic Information System	0%	0.00%	Computerized Accounting System	25%	2.50%	Payroll System	25%	2.50%	Records Management System	0%	0.00%	TOTAL SCORE	50%	5.00%
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TOTAL SCORE	50%	5.00%																										

INTERNAL PROCESS

LEARNING & GROWTH

		Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure		Formula	Weight	Rating System	2017	Actual	Rating	Actual	Rating			
LEARNING & GROWTH	SO8	Improve Manpower Competence and Management Effectiveness										
	SM 10	Compliance with Quality Standards	ISO Certification	5%	All or nothing	Maintained ISO Certification	Maintained ISO Certification	-	Maintained ISO Certification	5.00%	• Audit Report from TUV Rheinland dated 28 March 2017	PMDC passed the surveillance audit conducted by TUV Rheinland on 20 March 2017.
	SM11	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies Met Total Employees	5%	All or nothing	Established Baseline	Completed the revision of functional competencies of Departments; and the behavioral indicators for all competencies	-	Submission of Revised Competency Framework	0.00%	• Competency Framework and Dictionary Manual prepared on December 2016 (revised on January 2018)	PMDC failed to accomplish its target due to the revisions made in the Competency Framework.  As of end of 2017, PMDC finalized the said Framework reflecting the Civil Service Commission's (CSC) inputs on the different functional competencies with various departments.
	Sub-total			20%				-		10.00%		
TOTAL			100%				-		42.24%			

PMDC Validated Score:  $\frac{42.24\%}{90.00\%} = 46.93\%$