

## PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDc)

Component					Baseline		Recalibrated	Target	
	Objective/Measure		Formula	Wt.	Rating System	2018	2019	2020	2021
FINANCE	SO 1	Enhanced Company Profitability							
	SM 1	EBITDA	Earnings Less Operating Expenses (excluding interest, tax, depreciation and amortization)	15%	Actual over Target	₱89.97 M	₱92.97 M	-**	₱12.12 M
		Sub-total		15%					
STAKEHOLDERS	SO 2	Enhanced Partner-Operator Capacity							
	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%	Actual over Target	100% (11/11)	100% (28/28)	100%	100%††
	SM 3	Percentage of Ore Shipment by Operators Accepted by Buyers	$\sum$ Ore shipment accepted by buyers $\div$ $\sum$ Ore shipment	5%	Actual over Target	100% (3 out of 3 ore shipments)	(Excluded)	(Excluded)	100%
	SO 3	Sustained Progressive Mining Communities							
	SM 4	Percentage of Actual CSR Beneficiaries	$\sum$ Actual number of CSR beneficiaries $\div$ $\sum$ Target CSR beneficiaries	10%	Actual over Target	100% (8,129 beneficiaries)	100% (7,467 beneficiaries)	100% (5,500 beneficiaries)	100% (6,000 beneficiaries)
	SM 5	Percentage of Satisfied Customers	No. of respondents with a rating of at least satisfactory $\div$ Total number of respondents	5%	(Actual/Target)  If less than 80%= 0%	(Excluded)	91.04%	90%	90%
		Sub-total		30%					

\*\* Replaced with Revenue Measure with a target of ₱60 Million.

††Annex B-1

Component					Baseline		Recalibrated	Target	
	Objective/Measure	Formula	Wt.	Rating System	2018	2019	2020	2021	
INTERNAL PROCESS	SO 4	Develop the Diwalwal Mining Area and other Mining Tenements							
	SM 6	Percentage of Planned Activities Completed relative to the Board-Approved Diwalwal Action Plan	$\Sigma$ Activities Implemented $\div$ Planned Activities as per Board-Approved Action Plan	10%	Actual over Target	66.67% (10 out of 15 Activities)	71.43% (10 out of 14 activities)	100%	100% <sup>††</sup>
	SM 7	Percentage of Planned Activities completed for the Exploration of Dinagat Parcel 2A as agreed with the Financial Service Provider (FSP)	$\Sigma$ Activities Implemented $\div$ Total activities targeted	10 %	Actual over Target	N/A	N/A	N/A	100% <sup>§§</sup>
	SM 8	Number of Mining Tenements Offered to Mining Operators	Absolute Number	10%	Actual over Target	7	9	2	5
	SO 5	Enhance Operational Efficiency							
	SM 9	Percentage of PMDC Mining Projects that are 100% Compliant with All Regulatory and Statutory Requirements and Standards of Responsible Mining	$\Sigma$ Actual number of PMDC mining projects fully compliant with all regulatory and statutory requirements and standards of responsible mining $\div$ $\Sigma$ PMDC mining projects committed	5%	Actual over Target	100% (2 operating, 2 exploration)	100% (2 production, 3 exploration)	100% (3 production, 1 exploration)	100% (3 production, 1 exploration)

†† Annex B-2

§§ Annex B-3

Component					Baseline		Recalibrated	Target	
	Objective/Measure		Formula	Wt.	Rating System	2018	2019	2020	2021
INTERNAL PROCESS	SM 10	Establishment of Facilities to Protect the Environment in the DMRA	Actual accomplishment	10%	Actual over Target	N/A	Established 3 facilities as targeted: <ul style="list-style-type: none"><li>• Latrine;</li><li>• Cyanide-Water Recycling; and</li><li>• Interim Dam Excavation and Spillway</li></ul>	<i>Establishment of Matangad Water System</i>	Establishment of the following: <ul style="list-style-type: none"><li>• Decantation Tower;</li><li>• Material Recovery Facility; and</li><li>• Phase 1 and 2, Main Dam Pre-engineering Studies</li></ul>
	Sub-total			45%					
LEARNING AND GROWTH	SO 6	Improve Manpower Competence and Management Effectiveness							
	SM 11	Percentage of Employees with Required Competencies Met	Number of Employees with required competencies ÷ Total Number of Employees	5%	All or Nothing	(Excluded)	27.78%	Increase from 2019 competency level	Increase from 2020 competency level
	SO 7	Institutionalize the Quality Management System							
	SM 12	Compliance to Quality Standards	Milestone	5%	All or Nothing		Surveillance Audit Passed	2 <sup>nd</sup> Surveillance Audit Passed	ISO 9001:2015 Re-certification
	Sub-total			10%					
TOTAL				100%					

**PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)  
2021 PROPOSED PERFORMANCE SCORECARD**

**SM 2 – PERCENTAGE OF PLANNED / REQUIRED MINING ACTIVITIES COMPLETED PER PROJECT**

<b>ANNEX B-1</b>			
<b>No.</b>	<b>Plans/ Programs/ Activity</b>	<b>Validating Document</b>	<b>Remarks</b>
<b>SAN FERNANDO PROPERTY</b>			
<b>I</b>	<b>Exploration Stage</b>		
	<i>Filing of the DMPF</i>		
1	<i>Evaluation of the SDMP by the concerned MGB RO</i>  - Follow up with the Partner/Operator and MGB regarding the status of the SDMP Approval. - Certification should be acquired if its approved already	PMDC Letter to Operator and/or MGB RO No. VII following up the status of the SDMP Evaluation Approval; and/or  Reports of Operator informing status of the same; and/or  Certification of SDMP Approval, if approved already	
2	<i>Evaluation of EPEP and FMRDP by the CLRFSC</i>  - Follow up with the MGB and Partner/Operator the status of the evaluation of the EPEP and FMRDP. - Participation of PMDC with the evaluation if there is any scheduled set	PMDC Letter to Operator and/or MGB following up the status of the EPEP/FMRDP Evaluation and Approval; and/or  Reports of Operator informing status of the same; and/or  Certification of SDMP Approval, if approved already	
3	<i>Evaluation of the Feasibility Study by MGB Technical Working Group</i>  - Follow up with the MGB and Partner/Operator the status of the evaluation of the EPEP and FMRDP. - Participation of PMDC with the evaluation if there is any scheduled set	PMDC Letter to Operator and/or MGB following up the status of the evaluation of Feasibility Study Evaluation and Approval; and/or  Reports of Operator informing status of the same; and/or  Minutes of the meeting and/or technical report regarding the evaluation	
4	Approval of the SDMP - If approved already, coordinate with Partner/Operator on the Copy of the Certification	PMDC Letter to Operator requesting copy of certification or the copy of the certification itself, if the SDMP is already approved	
5	Approval of the Feasibility Study - If approved already, coordinate with Partner/Operator on the Copy of the Notice for Approval	PMDC Letter to Operator requesting certification or letter citing approval or the document itself, if the Feasibility Study is already approved	

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<b>No.</b>	<b>Plans/ Programs/ Activity</b>	<b>Validating Document</b>	<b>Remarks</b>
6	Approval of the EPEP and FMRDP - If approved already, coordinate with Partner/Operator on the Copy of the Notice for Approval	PMDC Letter to Operator requesting certification or letter citing approval or the document itself, if the EPEP and FMRDP is already approved	
7	Issuance of the Approval of the DMPF - If approved already, coordinate with Partner/Operator on the Copy of the Notice of the Issuance of the Order by the DENR/MGB approving the DMPF	PMDC Letter to Operator requesting copy of the issuance of an order approving the DMPF or the order itself, if the DMPF is already approved	

<b>No.</b>	<b>Plans/ Programs/ Activity</b>	<b>Validating Document</b>	<b>Remarks</b>
<b>PINAMUNGAHAN PROPERTY</b>			
<b>II</b>	<b><i>Developmental Stage</i></b>		
1	<i>Works undertaken to explore and prepare an ore body or a mineral deposit for mining, including the construction of necessary infrastructure and related facilities.</i>	PMDC Letter to Operator and/or quarterly reports of Operators stating the status of this pertinent activity	
<b>III</b>	<b><i>Production Stage - Evaluation and Approval of Annual EPEP and SDMP by the MRFC</i></b>		
2	<i>a. Presentation of the Annual EPEP and SDMP to the MRFC b. Evaluation of the MRFC c. Approval of the Annual EPEP and SDMP - Coordination with Partner/Operator and acquire the Certificate of Approval of Annual EPEP or CMP and SDMP</i>	Certificate of Approval issued by the MGB Regional Office No. VII; and/or  PMDC Letter to Operator requesting for the status of the said activity or technical reports of the Operator stating the status of the same	
3	<i>Multi-Partite Monitoring Team Inspection and MRFC Evaluation - Coordination with Partner/Operator of the status of the project area and any findings and recommendations of the MMT if there is any inspection or evaluation undertaken.</i>	PMDC Letter to Operator on the results of the MMT Inspection or MRFC Evaluation; and/or  Minutes of the Meeting or Exit Conference or technical reports detailing the necessary information of the inspection and MRFC Evaluation	

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<b>ANNEX B-1</b>			
<b>No.</b>	<b>Plans/ Programs/ Activity</b>	<b>Validating Document</b>	<b>Remarks</b>
<b>DINAGAT PARCEL 1 AND 2B</b>			
<b>III</b>	<b><i>Production Stage - Filing of the DMPF covering the whole project area</i></b>		
<b>1</b>	<i>Approval of the Feasibility Study</i>  - Follow up with the Partner/Operator the status of the approval; if technical conference is set, participation of PMDC personnel is necessary	PMDC Letter to Operator requesting status of the said activity or technical report of the Operator informing the same.	
<b>2</b>	<i>Approval of the EPEP and FMRDP</i>  - Follow up with the Partner/Operator the status of the approval; if technical conference is set, participation of PMDC personnel is necessary	PMDC Letter to Operator requesting status of the said activity or technical report of the Operator informing the same; and/or  If PMDC participated, Attendance and corresponding technical report of the said technical conference	
<b>3</b>	<i>Issuance of the Order Approving the DMPF</i>  - If approved already, coordinate with the Partner/Operator on the copy of the Notice of Issuance of an Order approving the DMPF	PMDC Letter to Operator requesting status of the said activity or technical report of the Operator informing the same; and/or  Copy of the Notice of Issuance of an Order Approving the DMPF	
<b>III</b>	<b><i>Production Stage - Evaluation and Approval of Annual EPEP and SDMP by the MRFC</i></b>		
<b>4</b>	<i>a. Presentation of the Annual EPEP and SDMP or Care and Maintenance Program to the MRFC</i> <i>b. Evaluation of the MRFC</i> <i>c. Approval of the Annual EPEP and SDMP or Care and Maintenance Program</i>  - Coordination with Partner/Operator and acquire the Certificate of Approval of Annual EPEP or CMP and SDMP	Certificate of Approval issued by the MGB Regional Office No. XIII; and/or  PMDC Letter to Operator requesting for the status of the said activity or technical reports of the Operator stating the status of the same	

No.	Plans/ Programs/ Activity	Validating Document	Remarks
	<b><i>Production Stage - Multi-Partite Monitoring Team Inspection and MRFC Evaluation</i></b>		
5	Coordination with Partner/Operator of the status of the project area and any findings and recommendations of the MMT if there is any inspection or evaluation undertaken.	PMDC Letter to Operator on the results of the MMT Inspection or MRFC Evaluation; and/or  Minutes of the Meeting or Exit Conference or technical reports detailing the necessary information of the inspection and MRFC Evaluation	
	<b><i>Production Stage - Application Ore Transport Permit and Mineral Ore Export Permit (OTP and MOEP) and Issuance of the Same (*if there were shipment)</i></b>		
6	<i>a. Submission of Requirements for OTP and MOEP</i> <i>b. Evaluation of the MGB RO endorsed to the MGB Central Office</i> <i>c. Evaluation and Issuance of the MGB Central Office</i> <i>- Ensure that all shipments are documented with an OTP and MOEP.</i>	If there is/are shipment, copy of all OTP/s and MOEP/s issued by the MGB  Certification from the MGB detailing all the shipments and corresponding OTPs and MOEPs	

**SM 6 - PERCENTAGE OF 2020 PLANNED ACTIVITIES COMPLETED  
RELATIVE TO THE BOARD-APPROVED DIWALWAL ACTION PLAN**

No.	Plans/ Programs/ Activity	Validating Document	Remarks
	<b>1. Business Development</b>		
	1.1 Diwalwal Special Economic Zone and Jewelry Park		
	a. FPIC Process		
1	a.1. Submission of documents/reports related to the Free, Prior and Informed Consent process to PEZA	Receiving copy of PMDC letter to PEZA submitting progress reports from NCIP.	
2	b. Engineering Geological and Geohazard Assessment of the proposed ecozone site	Engineering Geological and Geohazard Assessment Report as submitted to PEZA	
	c. Marketing and Promotions		
3	c.1. Initial Promotion and Marketing for diversified locators by actively engaging PEZA, BOI, and other external stakeholders and partners	Minutes of online meeting with PEZA, BOI, and Mindanao Development Authority	
	1.2 National Advocacy		
4	a. Capacity Building and Training Program on Responsible Mining and Sustainable Development Implementation	-Certificate of attendance -Post-training report or Overview of training if PMDC-initiated	Webinars attended by PMDC employees
	<b>2. Mine Development (PMD)</b>		
5	a. JOA's rehabilitation of Victory Tunnel drilling stations scheduled in 2021 Exploration Work Program. PMDC to continue monitoring JOA's regular submission of regulatory reports and underground safety performance	PMDC Monitoring Report on the rehabilitation of Victory Tunnel submitted to Management detailing actual submissions from JOA Partner Operator and other actions taken by PMDC, if any	Based on 2021-2022 Exploration Work Program
6	b. JOA's drilling target of 5,000m in 2021 Exploration Work Program. PMDC will continue monitoring the JOA's submission of quarterly exploration drilling reports	PMDC Monitoring Report on the exploration activity (drilling) submitted to Management detailing actual submissions from JOA Partner Operator and other actions taken by PMDC, if any	

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**SM 7 – PERCENTAGE OF PLANNED ACTIVITIES FOR THE EXPLORATION OF DINAGAT PARCEL 2A  
AS AGREED WITH THE FINANCIAL SERVICE PROVIDER (FSP)**

<b>ANNEX B-1</b>			
<b>No.</b>	<b>Plans/ Programs/ Activity</b>	<b>Validating Document</b>	<b>Remarks</b>
<b>DINAGAT PARCEL 2A</b>			
<b>I</b>	<b><i>Collaboration with the FSP re: Exploration Work Program</i></b>		
<b>1</b>	<i>Coordination with Project's Financial Service Provider (FSP) in preparation of Work Programs for Exploration (ExWP) and Environmental (EnWP)</i>	PMDC Letter to FSP regarding the said activity; and/or Minutes of the Meeting, if any.	
<b>2</b>	Submission, registration and approval of Work Programs at MGB Region XIII	PMDC Letter to MGB RO No. XIII submitting the work programs.	
<b>3</b>	Coordination with FSP in preparation and submission of the Quarterly, Semi-annual, Annual accomplishment reports and other mandatory reports to the MGB Reg. XIII	PMDC Letter to FSP regarding the said activity; and/or Minutes of the Meeting, if any.  PMDC Letter to MGB RO No. XIII submitting the mandatory accomplishment reports	
<b>4</b>	Participation in MGB's monitoring and validation of submitted accomplishment reports and actual activities as stated in the ExWP & EnWP	Attendance, Minutes of the Meeting, and other document proof of the said inspection	
<b>II</b>	<b><i>Environmental Baseline Study and preparation of Environmental Impact Statement (EIS) report for ECC application once the area is determined to be economically feasible for mining within the year.</i></b>		
<b>5</b>	<i>Coordination with FSP regarding the environmental study and preparation of EIS for the ECC Application</i>  <i>Once done, submission of necessary documents for ECC Application</i>	PMDC Letter to FSP and/or Minutes of the meeting detailing plans for the environmental study and preparation of EIS  PMDC Letter to EMB RO for the ECC Application	

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AS AGREED WITH THE FINANCIAL SERVICE PROVIDER (FSP)**

<b>ANNEX B-1</b>			
<b>No.</b>	<b>Plans/ Programs/ Activity</b>	<b>Validating Document</b>	<b>Remarks</b>
III	<b><i>Collaboration with the FSP in the preparation of requirements for Declaration of Mining Project Feasibility (DMPF), if the area is determined to be economically feasible for mining within the year.</i></b>		
6	Coordinate with the FSP in the preparation of Mandatory Requirements for DMPF such as: the evaluation of minable ore reserve, location and area of mine development and the mining and processing methods	PMDC Letter to Operator regarding the preparation of the documents for the DMPF; and/or  Minutes of the Meeting detailing the plans for the DMPF application	