

PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)

Component					Baseline		Targets		
Objective/Measure		Formula	Wt.	Rating System	2017	2018	2019	2020	
FINANCE	SO 1	Enhanced Company Profitability							
	SM 1	EBITDA	Earnings Less Operating Expenses (excluding interest, tax, depreciation and amortization)	25%	Actual over Target	₱16.1M	₱89.97M	₱2.84M	₱13.43M
		Sub-total		25%					
	SO 2	Enhanced Partner-Operator Capacity							
STAKEHOLDERS			$\sum \text{Actual number of completed mining activities per project} \div \sum \text{Planned/ required mining activities completed per project}$	10%	100% = 10% 70% - 99% = 5% Below 70% = 0%	100%	100% (11/11)	100%	100%
	SM 2	Percentage of planned/required mining activities completed per project							
	SM 3	Percentage of Ore Shipment by Operators Accepted by Buyers	$\sum \text{Ore shipment accepted by buyers} \div \sum \text{Ore shipment}$	5%	Actual over Target	100%	100% (3 out of 3 ore shipments)	100%	100%

Component					Baseline		Targets		
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STAKEHOLDERS	SO 3	Sustained Progressive Mining Communities							
	SM 4	Percentage of actual CSR beneficiaries	$\sum \text{Actual number of CSR beneficiaries} \div \sum \text{Target CSR beneficiaries}$	10%	Actual over Target	100%	135.48% (8,129 beneficiaries)	100% (5,000 beneficiaries)	100% (5,500 beneficiaries)
	SM 5	Percentage of satisfied customers	No. of respondents with a rating of at least satisfactory ÷ Total number of respondents	5%	Actual over Target If less than 80%= 0%	81%	-	90%	90%
	Sub-total		30%						
	SO 4	Develop the Diwalwal Mining Area and other Mining Tenements							
INTERNAL PROCESS	SM 6	Percentage of 2020 Planned Activities completed relative to the Board-Approved Diwalwal Action Plan	$\sum \text{Activities Implemented} \div \text{Planned Activities as per Board-Approved Action Plan}$	10%	Actual over Target	N/A	53.33% (8 out of 15 Activities)	100%	100%
	SM 7	Number of Mining Tenements Offered to Mining Operators	Absolute Number	10%	Actual over Target	N/A	7	2	2

	Component				Baseline		Targets	
	Objective/Measure	Formula	Wt.	Rating System	2017	2018	2019	2020
INTERNAL PROCESS	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 \div Σ PMDC mining projects	5%	Actual over Target	No Documents submitted	100% (2 operating, 2 exploration)	100% (2 production, 3 exploration)
	SM 9	Establishment of facilities to protect the environment in the DMRA	Actual accomplishment	10%	Actual over Target	N/A	N/A	Establishment of the following: <ul style="list-style-type: none"> Water supply system and other water sources in Tagbanao/ other location within DMRA; Mabatás Complex Fence (linear fence with guard house)^{†††} Material Recovery Facility
	Sub-total		35%					

^{†††} Will cover only 20% of the total complex area of 27 hectares.

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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 ÷ Total Number of Employees	5%	All or Nothing	N/A	Failed	Increase from Baseline	Increase from 2019 competency level
	SO 7	Institutionalize the Quality Management System							
	SM 11	Compliance to Quality Standards	Milestone	5%	All or Nothing	Maintained ISO Certification	ISO 9001:2015 Certification	Surveillance Audit Passed	2 nd Surveillance Audit Passed
			Sub-total	10%					
TOTAL			100%						

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