

PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)

Component					Baseline		Target		
	Objective/Measure	Formula	Wt.	Rating System	2020	2021	2022	2023	
FINANCE	SO 1 Enhanced Company Profitability								
	SM 1	EBITDA	Earnings Less Operating Expenses (excluding interest, tax, depreciation, and amortization)	10.00%	Actual over Target	-	₱ 77.17 Million	₱ 9.93 Million	₱ 28.84 Million
	SM 2	Budget Utilization Rate (BUR)	$\frac{\text{Actual Disbursement}}{\text{Total Approved Budget for CO and MOOE}}$	5.00%	Actual over Target	N/A	N/A	90%	90%
	Subtotal		15.00%						
STAKEHOLDERS	SO 2 Enhanced Operators' Capacity								
	SM 3	Percentage of Planned / Required Mining Activities Completed Per Project	$\frac{\Sigma \text{ Actual Number of Completed Mining Activities per Project}}{\Sigma \text{ Planned / Required Mining Activities Completed per Project}}$	10.00%	Actual over Target	100% (12/12)	100% (16/16)	100% (22/22)	100% ¹ (19/19)

¹ Appendix A.

Component					Baseline		Target		
Objective/Measure		Formula	Wt.	Rating System	2020	2021	2022	2023	
STAKEHOLDERS	SM 4	Percentage of Ore Shipment by Operators Accepted by Buyers	$\frac{\Sigma \text{ Ore Shipment Accepted by Buyers}}{\Sigma \text{ Ore shipment}}$	5.00%	Actual over Target	-	100%	100%	100%
	SO 3	Sustain Progressive Communities through Responsible Mining							
	SM 5	Percentage of Actual CSR Beneficiaries	$\frac{\Sigma \text{ Actual number of CSR beneficiaries}}{\Sigma \text{ Target CSR beneficiaries}}$	10.00%	Actual over Target	100% (8,238)	100% (7,390)	100% (6,100)	100% (6,200)
	SM 6	Percentage of Satisfied Customers	$\frac{\text{No. of Satisfied Respondents}}{\text{Total Number of Respondents}}$	5.00%	Actual over Target If less than 80% = 0%	93.16%	91.92%	90%	90%
Subtotal			30.00%						

Component					Baseline		Target	
Objective/Measure	Formula	Wt.	Rating System	2020	2021	2022	2023	
SO 4	Develop the Diwalwal Mining Area and other Mining Tenements							
SM 7	Percentage of Planned Activities Completed Relative to the Board-Approved Diwalwal Action Plan	Σ Activities Implemented Planned Activities as per Board-Approved Action Plan	10.00%	Actual over Target	66.67%	100%	100%	100% ²
SM 8	Percentage of Planned Activities completed for the Exploration of Dinagat Parcel 2A as agreed with the Financial Service Provider (FSP)	Σ Activities <u>Implemented Completed</u> Total Activities Targeted	10.00%	Actual over Target	N/A	-	100%	100% ³
SM 9	Number of Mining Tenements Offered to Mining Operators	Absolute Number	10.00%	Actual over Target	2	8 (Mining Properties)	7	9

² Appendix B.

³ Appendix C.

Component					Baseline		Target		
	Objective/Measure	Formula	Wt.	Rating System	2020	2021	2022	2023	
INTERNAL PROCESS	SO 5 Enhance Operational Efficiency								
	SM 10	Percentage of PMDC Mining Projects that are 100% Compliant with All Regulatory and Statutory Requirements and Standards of Responsible Mining	$\frac{\sum \text{Actual Number of PMDC Mining Projects Fully Compliant with All Regulatory and Statutory Requirements and Standards of Responsible Mining}}{\sum \text{PMDC Mining Projects Committed}}$	5.00%	Actual over Target	0%	25% (1 of 4)	100% (3 Production, 1 Exploration)	100% (3 Production, 1 Exploration)
	SM 11	Establishment of Facilities to Protect the Environment in the DMRA	Actual Accomplishment	10.00%	Actual over Target	Completion of the Matangad Water Source Pipe-Laying Project	1. Decantation Tower 2. Construction of Project Works (Gabion) Project 3. Latrine Waterline Connection	1. Material Recovery Facility 2. Construction of Gate and Perimeter Fence at Interim Dam 3. Improvement in Tailings Launder System	1. Nursery Plantation 2. Additional Water Intake (Matangad Water System)
	Subtotal		45.00%						

Component					Baseline		Target	
	Objective/Measure	Formula	Wt.	Rating System	2020	2021	2022	2023
LEARNING AND GROWTH	SO 6 Improve Manpower Competence and Management Effectiveness							
	SM 12	Percentage of Employees with Required Competencies Met	Number of Employees with Required Competencies Met Total Number of Employees	5.00%	All or Nothing	35.19%	47.17%	Increase from 2021 Competency Level Increase from 2022 Competency Level
	SO 7 Institutionalize the Quality Management System							
	SM 13	Compliance to Quality Standards	Actual Accomplishment	5.00%	All or Nothing	2 nd Surveillance Audit Passed	Stage 2 Certification Remote Audit	1 st Surveillance Audit Passed 2 nd Surveillance Audit Passed
			Subtotal	10.00%				
			TOTAL	100.00%				

For GCG:


JUSTICE ALEX L. QUIROZ (RET.)
Chairperson

For PMDC:


ATTY. ALBERTO B. SIPACO, JR.
Chairperson

