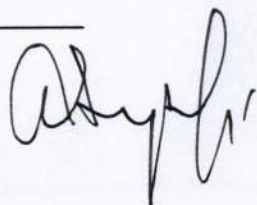


# 2024 PERFORMANCE SCORECARD (ANNEX B)

## PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)

| Component    |                   |  |  |     |                    | Baseline |                |                  | Target         |                                   |
|--------------|-------------------|--|--|-----|--------------------|----------|----------------|------------------|----------------|-----------------------------------|
|              | Objective/Measure |  | Formula  | Wt. | Rating System      | 2020     | 2021           | 2022             | 2023           | 2024                              |
| FINANCE      | SO 1              | Enhance Company Profitability  |  |     |                    |          |                |                  |                |                                   |
|              | SM 1              | EBITDA   | Earnings Less Operating Expenses (excluding interest, tax, depreciation, and amortization)                                       | 10% | Actual over Target | -        | ₱77.17 Million | (₱50.34 Million) | ₱28.84 Million | ₱9.15 Million                     |
|              | SM 2              | Budget Utilization Rate (BUR)  | Actual Disbursement over Total Approved Budget for CO and MOOE   | 5%  | Actual over Target | N/A      | N/A            | 47.45%           | 90%            | 90%                               |
|              | Subtotal          |  |  | 15% |                    |          |                |                  |                |                                   |
| STAKEHOLDERS | SO 2              | Enhanced Operator's Capacity   |  |     |                    |          |                |                  |                |                                   |
|              | SM 3              | Percentage of Planned / Required Mining Activities Completed Per Project | $\Sigma$ Actual Number of Completed Mining Activities per Project over $\Sigma$ Planned / Required Mining Activities per Project | 10% | Actual over Target | 100%     | 100% (16/16)   | 100% (12/12)     | 100% (19/19)   | 100% <sup>1</sup> (13 activities) |
|              | SM 4              | Percentage of Ore Shipment by Operators Accepted by Buyers               | $\Sigma$ Ore Shipment Accepted by Buyers over $\Sigma$ Ore shipment  | 5%  | Actual over Target | Excluded | 100%           | 100%             | 100%           | 100%                              |

<sup>1</sup> Appendix A.




|                  | Component  |  |  |               | Baseline                                      |                            |                     | Target              |                     |                                  |
|------------------|--|--|--|---------------|---|----------------------------|---------------------|---------------------|---------------------|----------------------------------|
|                  | Objective/Measure  | Formula  | Wt.  | Rating System | 2020  | 2021                       | 2022                | 2023                | 2024                |                                  |
| STAKEHOLDERS     | SO 3 Sustain Progressive Communities through Responsible Mining  |  |  |               |   |                            |                     |                     |                     |                                  |
|                  | SM 5   | Percentage of Actual CSR Beneficiaries   | $\frac{\Sigma \text{ Actual number of CSR beneficiaries over } \Sigma \text{ Target CSR beneficiaries}}$ | 10%           | Actual over Target                            | 100% (8,238 beneficiaries) | 100% (7,390)        | 100% (10,095)       | 100% (6,200)        | 100% (6,300)                     |
|                  | SM 6   | Percentage of Satisfied Customers  | No. of Satisfied Respondents over Total Number of Respondents  | 5%            | Actual over Target<br>(If less than 80% = 0%) | 93.16%                     | 91.92%              | 98.90%              | 90%                 | 90% <sup>2</sup>                 |
|                  | Subtotal   |  | 30%  |               |   |                            |                     |                     |                     |                                  |
| INTERNAL PROCESS | 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 | $\frac{\Sigma \text{ Activities Implemented over Planned Activities as per Board-Approved Action Plan}}$ | 10%           | Actual over Target                            | 66.67%                     | 100% (6 activities) | 100% (6 activities) | 100% (5 activities) | 100% <sup>3</sup> (4 activities) |

<sup>2</sup> Based on GCG – ARTA Joint Memorandum Circular No. 1, s. 2023. Covers external customers only.

<sup>3</sup> Appendix B.



| INTERNAL PROCESS | Component         |   |  |     | Baseline           |  |  | Target   |   |  |
|------------------|-------------------|---|--|-----|--------------------|--|--|--|---|--|
|                  | Objective/Measure |   | Formula  | Wt. | Rating System      | 2020                                   | 2021   | 2022   | 2023  | 2024   |
|                  | SM 8              | Percentage of Planned Activities Completed for the Exploration of Dinagat Parcel 2A and Cagayan De Oro (CDO) Gold as agreed with the Financial Service Provider (FSP) | $\Sigma$ Activities Implemented over Total Activities Targeted | 15% | Actual over Target | N/A                                    | -  | 83.33% (5 out of 6 activities)   | 100% (6 activities)   | 100% <sup>4</sup> (9 activities)   |
|                  | SM 9              | Number of Mining Tenements Offered to Mining Operators  | Absolute Number  | 10% | Actual over Target | 2                                      | 8 (Mining Properties)  | 10   | 9   | 9  |
|                  | SO 5              | Enhance Operational Efficiency  |  |     |                    |  |  |  |   |  |
|                  | SM 10             | Enhancement of Facilities to Ensure the Protection of the Environment in the DMRA   | Actual Accomplishment  | 10% | Actual over Target | Establishment of Matangad Water System | 1. Decantation Tower<br>2. Construction of Project Works (Gabion) Project<br>3. Latrine Waterline Connection | 1. Material Recovery Facility<br>2. Construction of Gate and Perimeter Fence at Interim Dam<br>3. Improvement in Tailings Launder System | 1. Nursery Plantation<br>2. Additional Water Intake (Matangad Water System) | 1. Tailings Storage Facility (TSF) Improvement<br>2. Rehabilitation of Roads and Slope Protection Structures |
|                  | Subtotal          |   |  | 45% |                    |  |  |  |   |  |
|                  |                   |   |  |     |                    |  |  |  |   |  |
|                  |                   |   |  |     |                    |  |  |  |   |  |
|                  |                   |   |  |     |                    |  |  |  |   |  |

<sup>4</sup> Appendix C.

| LEARNING AND GROWTH | Component  |  |  |               | Baseline       |   |                                    | Target                                    |  |
|---------------------|--|--|--|---------------|----------------|---|------------------------------------|---|--|
|                     | Objective/Measure  | Formula  | Wt.  | Rating System | 2020           | 2021                                      | 2022                               | 2023                                      | 2024   |
|                     |  |  |  |               |                |   |                                    |   |  |
|                     | <b>SO 6 Improve Manpower Competence and Management Effectiveness</b> |  |  |               |                |   |                                    |   |  |
|                     | SM 11  | Percentage of Employees with Required Competencies Met | Competency Level 2024 - Competency Level 2023<br>(where Competency Level = Total Number of Employees with Required Competencies Met / Total Number of Employees) | 5%            | All or Nothing | 35.19%                                    | 47.17%                             | 64.15%                                    | Increase from 2022 Competency Level<br>Increase from 2023 Competency Level |
|                     | <b>SO 7 Institutionalize the Quality Management System</b>           |  |  |               |                |   |                                    |   |  |
|                     | SM 12  | Compliance to Quality Standards                        | Actual Accomplishment  | 5%            | All or Nothing | 1 <sup>st</sup> Surveillance Audit Passed | Stage 2 Certification Remote Audit | 1 <sup>st</sup> Surveillance Audit Passed | 2 <sup>nd</sup> Surveillance Audit Passed<br>ISO 9001:2015 Recertification |
|                     |  |  | <b>Subtotal</b>  | <b>10%</b>    |                |   |                                    |   |  |
|                     |  |  | <b>TOTAL</b>   | <b>100%</b>   |                |   |                                    |   |  |

For GCG:

  
**ATTY. MARIUS P. CORPUS**  
Chairperson

For PMDC:

  
**ATTY. ALBERTO B. SIPACO, JR.**  
Chairperson