PHILIPPINE MINING DEVELOPMENT CORPORATION

Monitoring Report CY 2016 (4th Quarter)

	Objective/Measure		Formula	Weight	Baseline 2015	1st Quarter		2nd Quarter		2016 Revised Full Year Target	3rd Quarter		4th Quarter	
						Target	Actual	Target	Actual		Target	Actual	Target	Actual
Customers/Stakeholders	**SO 1**	**Enhanced Operator's Capacity**												
	SM1	Percentage of Mining Activities Completed*												
	a.	Exploration Stage	Actual over Target	10%	100%		16.67% (2/12)		75% (9/12)			91.67% (11/12)	100%	100% (12/12)
	b.	Development Stage		N/A	N/A	N/A		N/A			N/A		N/A	
	c.	Production Stage		10%	100%		29% (2/7)		85.71% (6/7)			100% (7/7)	100%	100% (7/7)
	SO 2	**Sustained Community Development**												
	SM 2	Number of CSR Beneficiaries (Diwalwal, Dinagat, Kalinga)	Actual over Target	10%	4,890	100	112	2,500	3,109		1,200	1,580	1,200	334
	SM 3	Percentage of Reforested Areas in PMDC Mining Areas	Actual over Target	10%	50% (20/40 ha)	50% (20/40 ha)	50% (20/40 ha)	50% (20/40 ha)	50% (20/40 ha)		75% (30/40 ha)	50% (20/40 ha)	75% (30/40 ha)	75% (30/40)
	SO 3	**Attained Acceptance of Responsible Mining**												
	SM 4	Favorable Perception of the Mining Project [Through a Post Information, Education and Communication (IEC) Evaluation Survey]	Pass or Fail	5%	Average of 3.86	Average of 3	No IEC scheduled/ conducted since Partner/Operators prefer to schedule after elections	Average of 3	No IEC scheduled/ conducted since Partner/Operators prefer to schedule after inauguration of newly elected national and local officials		Average of 3	3.78	Average of 3	Targetted IEC activities already conducted in the 3rd Quarter of the Year
	SM 5	Stakeholder's Satisfaction Survey	Pass or Fail	5%			Coordination with a possible 3rd Party to conduct the Satisfaction Survey		Ongoing coordination with Philippine Information Agency (PIA); Proposal under evaluation			MOA with 3rd party is for signing. Survey is expected to commence in November	90%	See attached timeline of activities for the 4th Quarter of CY 2016 up to present
			Sub-total	**50%**										

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						Target	Actual	Target	Actual		Target	Actual	Target	Actual
Financial	**SO 4**	**Boost Revenue Generating Capacities**												
	SM 6	EBITDA	Earnings before Interest, Tax, Depreciation and Amortization	5%	P60.74 Million	P3.45 Million	P1.69 Million	P0.24 Million	P(10.4) Million		P0.24 Million	P(1.76) Million	P3.26 Million	P25.9 Million
			Sub-total	**5%**										
Internal Process	**SO 5**	**Increase Operational Efficiency**												
	SM 7	Percentage of Ore Shipments by Operators Accepted by Buyers		10%	100%	100%	No shipments	100%	100%		100%	100%	100%	100%
	SO 6	**Improve Database on Inactive Mining Tenements**												
	SM 8	Percentage of Unbidded Tenements with Technical Data Request		N/A	100%	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A
	SM 9	Number of Cases Filed for Cancellation of Joint Operating Agreement (JOA)		10%		N/A	N/A	Endorsement to OGCC of the documents for the filing of actions for the judicial cancellation of 4 cases	Documents of 4 cases for judicial cancellation endorsed to OGCC on April 26, 2016			OGCC is preparing the draft complaint for filing with courts	4	4
			Sub-total	**20%**										

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						Target	Actual	Target	Actual		Target	Actual	Target	Actual
Learning and Growth	SO 7	Improve Manpower Competence and Management Effectiveness												
	SM 10	Average Percentage of Required Competencies Met		5%	Training of the Compe-tency Team			Conduct of Competency-Based HR Orientation and Job Analysis for HRAD and FAD	Competency-Based HR Orientation conducted on16 May 2016. Completion of Job Analysis with the HRAD and FAD.		Completion of Job Analysis (LD, PMD, Field Offices, OP & OVP) & Submission of Competency Framework to Top Management by September 2016.	Draft Competency Framework completed. For presentation to the PMDC Board for approval.	Submission of Board Approved Competency Framework	Scheduled for BOD presentation in Feb 2017. Note: No quorum for a PMDC BOD meeting in the 4th Quarter of 2016; New set of PMDC BOD convened only on January 12, 2017 for the election of President & CEO & other organizational matters.
	SM 11	ISO 9001:2008 Certification		10%	ISO Certi-fication	To pass 1st Surveillance Audit	1st Surveillance Audit Passed							
	SM 12	Establishment of IT System		10%	Formula-tion of IT Road Map	10% Implemented	10% Implemented				Another 10% Implemented	10% implemented		
			Sub-total	**25%**										
			TOTAL	**100%**										