

**PHILIPPINE MINING DEVELOPMENT CORPORATION**

Monitoring Report CY 2018

	Objective/Measure	Formula	Weight	Rating System	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		Annual		
					Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
FINANCE	<b>SO 1</b>	<b>Enhanced Company Profitability</b>													
	SM1	EBITDA	Earnings before interest, taxes, depreciation and amortization	20.00%	Actual over Target	P0.00	P(9.05) million	P6.0 million	P76.21 million	P2.0 million	P(11.11) million	P4.0 million	P36.22 million	P12.0 million	P92.26 million
	<b>Sub-total</b>			<b>20.00%</b>											
STAKEHOLDERS	<b>SO 2</b>	<b>Enhanced Operators' Capacity</b>													
	SM 2	Percentage of Planned/Required Mining Activities Completed Per Project	$\frac{\sum \text{Actual number of completed mining activities per project}}{\sum \text{Planned/required mining activities completed per project}}$	10.00%	Actual over Target	27% (3/11)	27% (3/11)	45% (5/11)	45% (5/11)	91% (10/11)	91% (10/11)	100% (11/11)	100% (11/11)	100% (11/11)	100% (11/11)
	SM 3	Percentage of PMDC Mining Projects that are 100% Compliant with all Regulatory and Statutory Requirements, and the Standards of Responsible Mining	$\frac{\sum \text{Actual number of PMDC mining projects fully compliant with all regulatory and statutory requirements and standards of responsible mining}}{\sum \text{of PMDC mining projects}}$	10.00%	Actual over Target	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	<b>SO 3</b>	<b>Sustained Progressive Communities Through Responsible Mining</b>													
	SM 4	Percentage of Actual CSR Beneficiaries	$\frac{\sum \text{Actual number of CSR beneficiaries}}{\text{Target CSR beneficiaries}}$	5.00%	Actual over Target	-	-	2,000	2,885	2,000	64	2,000	6,546	100% (6,000 identified beneficiaries)	9,495
SM 5	Percentage of Satisfied Customers	No. of respondents with a rating of at least satisfactory ÷ Total number of respondents	5.00%	Actual/Target (If less than 80%=0)	-	-	-	-	-	-	90%	In-house survey to be conducted	90% (Using the Standard Methodology and Questionnaire developed by GCG)	In-house survey to be conducted	

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					Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	
			<b>30.00%</b>												
INTERNAL PROCESSES	<b>SO 4 Develop the Diwalwal Mining Area and other Mining Tenements</b>														
	SM 6	Percentage of Planned Activities Under the Board-Approved Diwalwal Action Plan Completed	$\Sigma$ Activities implemented ÷ Planned activities as per Board-approved action plan	15.00%	Actual over Target	7	8	5	5	2	4	1	4	100% (15 activities)	21 activities
	SM 7	Number of Mining Tenements Offered to Mining Operators	$\Sigma$ No. of mining tenements offered to mining operators ÷ Target	15.00%	Actual over Target	Evaluation of PMDC Mining Properties for Bidding.	Mining Properties evaluated.	Finalization of list of PMDC Mining Properties for Bidding including preparation of technical data.	Six (6) properties were finalized for bidding; Recommended to MANCOM.	Drafting of TOR of mining properties recommended for bidding.	Drafted Terms of Reference (TORs) for Board Approval.	Publication of mining properties to be bid out in at least two (2) major broadsheets.	TORs approved by the Board and publication of the mining properties to be bid out.	1	7
	<b>SO 5 Enhance Operational Efficiency</b>														
	SM 8	Percentage of Ore Shipments by Operators Accepted by Buyers	$\Sigma$ Ore shipment accepted by buyers ÷ $\Sigma$ Ore shipment	10.00%	Actual over Target	No shipment for the Quarter.	No shipment for the Quarter.	100%	100% (1/1 shipment)	100%	100% (2/2 shipments)	No shipment for the Quarter.	No shipment for the Quarter.	100%	100%
		<b>Sub-Total</b>		<b>40.00%</b>											
	<b>SO 6 Improve manpower competence and management effectiveness</b>														
	SM 9	Percentage of Employees with Required Competencies Met	No. of employees with required competencies met ÷ Total employees	5.00%	All or Nothing	-	-	-	-	-	-	Establishment of PMDC Baseline	98%	Establishment of PMDC Baseline	98%
	<b>SO 7 Institutionalize The Quality Management System</b>														
	SM 10	Compliance with Quality Standards	ISO 9001 Certificate awarded	5.00%	All or Nothing	-	-	ISO 9001:2015 Certification	ISO 9001:2015 Certification	ISO 9001:2015 Certification	ISO 9001:2015 Certification	ISO 9001:2015 Certification	ISO 9001:2015 Certification	ISO 9001:2015 Certification	ISO 9001:2015 Certification
	<b>Sub-Total</b>		<b>10.00%</b>												
	<b>TOTAL</b>		<b>100.00%</b>												

INTERNAL PROCESSES

LEARNING AND GROWTH