



Office of the President of the Philippines
GOVERNANCE COMMISSION
 FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS
 3/F, BDO Towers Paseo, 8741 Paseo De Roxas, Makati City, Philippines 1226



27 February 2024

HON. ALBERTO B. SIPACO, JR.
 Chairperson

PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)
 Unit 3001B, West Tower, PSE Center
 Ortigas Center, Pasig City



RE: TRANSMITTAL OF 2024 PERFORMANCE SCORECARD

Dear Chairperson Sipaco, Jr.,

This is to formally transmit the 2024 Charter Statement and Strategy Map (**Annex A**) and 2024 Performance Scorecard (**Annex B**) of PMDC. The same is to be posted on PMDC's website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

The PMDC-proposed Charter Statement and Strategy Map were RETAINED while the Performance Scorecard submitted through its letter dated 24 November 2023² was MODIFIED based on the discussions made during the Technical Panel Meeting (TPM) held on 20 December 2023, evaluation of revised documents submitted through a letter dated 04 January 2024³ and finalized during the Performance Target Conference (PTC) held on 27 February 2024.

We remind PMDC that Item 6 of GCG M.C. No. 2023-01⁴ requires GOCCs to submit its Quarterly Targets within 15 calendar days from receipt of the GCG-approved Performance Scorecard. Moreover, Item 7 of the same Circular directs GOCCs to accomplish the requisite Quarterly Monitoring Reports detailing its progress in accomplishing its performance targets. The Quarterly Monitoring Reports should disclose substantial changes in circumstances that were unforeseen during the TPM that may affect the timely achievement of targets.

FOR PMDC'S INFORMATION AND COMPLIANCE.

Very truly yours,

ATTY. MARIUS P. CORPUS
 Chairperson

ATTY. BRIAN KEITH F. HOSAKA
 Commissioner

ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ
 Commissioner

¹ CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

² Officially received by the Governance Commission on 30 November 2023.

³ Officially received by the Governance Commission on 05 January 2024.

⁴ PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 19 January 2023.



Management System
 ISO 9001:2015
 www.tuv.com
 ID 910508109

Philippine Mining Development Corporation



VISION

By 2028, PMDC is a sustainable mining firm generating bigger revenues for the State, embracing first-rate norms and international standards in responsible mining, espousing policies that protect the environment, and helping transform communities into healthy, progressive, and ecologically-sound settlements.

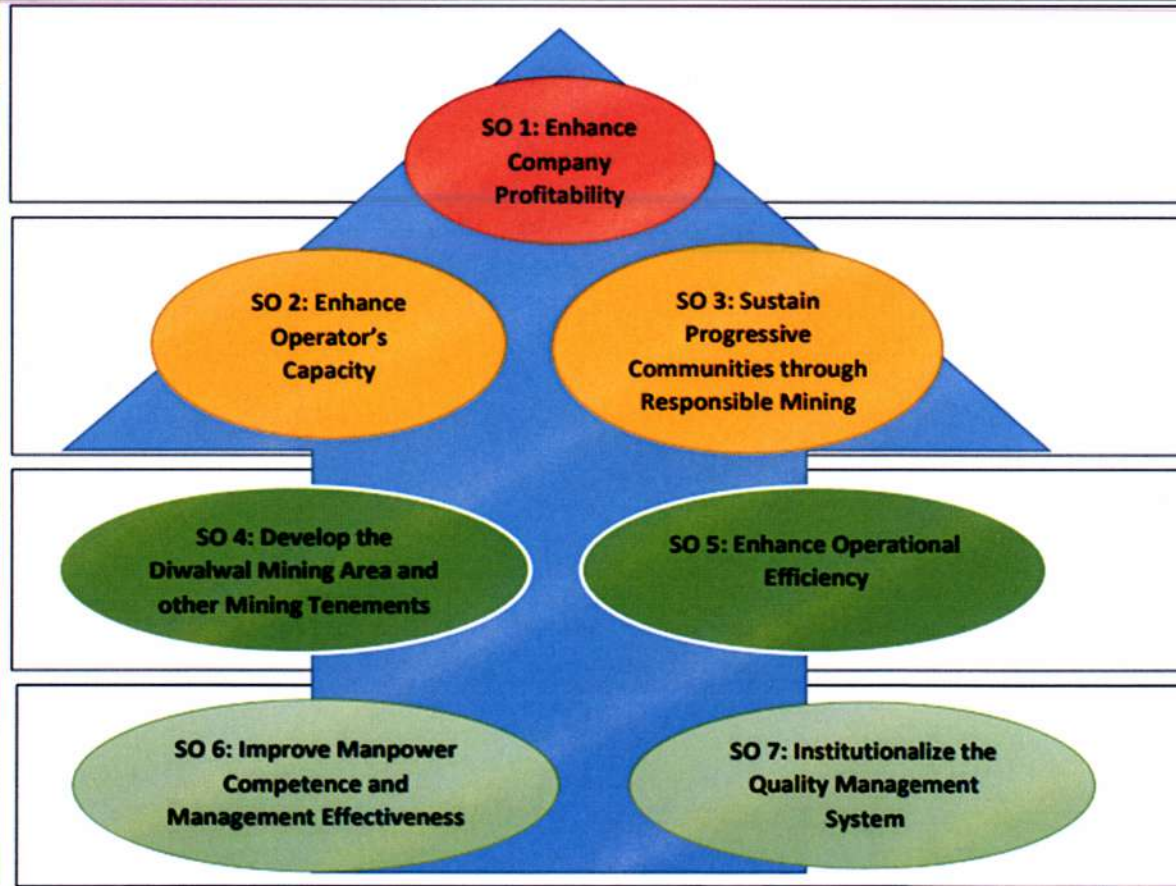
PMDC STRATEGY MAP
2023-2028

MISSION

We serve as the government's mining arm to generate revenue and develop progressive communities through responsible mining.

CORE VALUES

Patriotism,
Integrity,
Excellence and
Spirituality



Financial Stewardship

Stakeholders

Process Excellence

Learning and Growth

Asyph

MLC

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	$\frac{\Sigma \text{ Actual Number of Completed Mining Activities per Project over } \Sigma \text{ Planned / Required Mining Activities per Project}}{\Sigma \text{ Planned / Required Mining Activities per Project}}$	10%	Actual over Target	100%	100% (16/16)	100% (12/12)	100% (19/19)	100% ¹ (13 activities)
	SM 4	Percentage of Ore Shipment by Operators Accepted by Buyers	$\frac{\Sigma \text{ Ore Shipment Accepted by Buyers over } \Sigma \text{ Ore shipment}}{\Sigma \text{ Ore shipment}}$	5%	Actual over Target	Excluded	100%	100%	100%	100%

¹ 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	$\frac{\Sigma \text{ Actual number of CSR beneficiaries}}{\Sigma \text{ Target CSR beneficiaries}}$	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 <i>(If less than 80% = 0%)</i>	93.16%	91.92%	98.90%	90%	90% ²
	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	$\frac{\Sigma \text{ Activities Implemented over Planned Activities as per Board-Approved Action Plan}}{\Sigma \text{ Planned Activities}}$	10%	Actual over Target	66.67%	100% (6 activities)	100% (6 activities)	100% (5 activities)	100% ³ (4 activities)

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

³ Appendix B.

Component		Baseline			Target					
		Objective/Measure	Formula	Wt.	Rating System	2020	2021	2022	2023	2024
INTERNAL PROCESS	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)	Σ Activities Implemented over Total Activities Targeted	15%	Actual over Target	N/A	-	83.33% (5 out of 6 activities)	100% (6 activities)	100% ⁴ (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	<ol style="list-style-type: none"> Decantation Tower Construction of Project Works (Gabion) Project Latrine Waterline Connection 	<ol style="list-style-type: none"> Material Recovery Facility Construction of Gate and Perimeter Fence at Interim Dam Improvement in Tailings Launder System 	<ol style="list-style-type: none"> Nursery Plantation Additional Water Intake (Matangad Water System) 	<ol style="list-style-type: none"> Tailings Storage Facility (TSF) Improvement Rehabilitation of Roads and Slope Protection Structures
	Subtotal			45%						

⁴ Appendix C.

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

For GCG:


ATTY. MARIUS P. CORPUS
 Chairperson

For PMDC:


ATTY. ALBERTO B. SIPACO, JR.
 Chairperson

SM 3: PERCENTAGE OF PLANNED/ REQUIRED MINING ACTIVITIES COMPLETED PER PROJECT**A. Labo-Jose Panganiban Gold Project**

No.	PLANS/ PROGRAMS/ ACTIVITY	VALIDATING DOCUMENTS
Exploration Stage		
1.	Community Assemblies and Consultations - If there is any IEC to be scheduled in the project area, PMDC shall participate with the said activity (LGU Consultation and Information, Education and Communication (IEC) Campaign	Post Visit Report by the PMDC Technical Personnel, proof of activities conducted; or attendance to the said activity
2.	Submission of the Quarterly, Monthly, Semi-Annual and Annual Reports to MGB of the Partner/Operator and evaluation of the same.	Evaluation Report of the Technical Personnel of the submitted reports of the Partner/Operator signed by the VP for Operations and/or PMD Manager and proof of submission of the particular reports to the MGB.

B. San Fernando Limestone Project

No.	PLANS/ PROGRAMS/ ACTIVITY	VALIDATING DOCUMENTS
Exploration Stage		
1.	Submission of the Quarterly, Monthly, Semi-Annual and Annual Reports to MGB of the Partner/Operator and evaluation of the same.	Evaluation Report of the Technical Personnel of the submitted reports of the Partner/Operator signed by the VP for Operations and/or PMD Manager and proof of submission of the particular reports to the MGB.
Production Stage		
2.	Ensure approval of the Annual Environmental Protection and Enhancement Program (EPEP) and Annual Social Development Management Program (SDMP)	Copy of Certificate of Approval of Annual EPEP and Annual SDMP
3.	Coordination with the Partner/Operator of the status of the project area and any findings and recommendations of the Multi-Partite Monitoring Team (MMT) during Inspection and MRFC Evaluation, if there is any.	Copy of the MMT Report or Minutes of the Meeting; or PMDC Letter to ensure compliance of the Partner/Operator to the findings of the MMT or MRFC, if there is any.




C. Dinagat Parcel 1 and 2B – Nickel Chromite Project

No.	PLANS/ PROGRAMS/ ACTIVITY	VALIDATING DOCUMENTS
Exploration Stage		
1.	Submission of the Quarterly, Monthly, Semi-Annual and Annual Reports to MGB of the Partner/Operator and evaluation of the same.	Evaluation Report of the Technical Personnel of the submitted reports of the Partner/Operator signed by the VP for Operations and/or PMD Manager and proof of submission of the particular reports to the MGB.
Production Stage		
2.	Ensure approval of the Annual Environmental Protection and Enhancement Program (EPEP) and Annual Social Development Management Program (SDMP)	Copy of Certificate of Approval of Annual EPEP and Annual SDMP
3.	Coordination with the Partner/Operator of the status of the project area and any findings and recommendations of the Multi-Partite Monitoring Team (MMT) during Inspection and MRFC Evaluation, if there is any.	Copy of the MMT Report or Minutes of the Meeting; or PMDC Letter to ensure compliance of the Partner/Operator to the findings of the MMT or MRFC, if there is any.
4.	Ensure all shipments, if any, are issued with valid Ore Transport Permits (OTPs) and Mineral Ore Export Permits (MOEPs)	Copy of all MGB issued OTPs and MOEPs or Certification from the MGB of all shipments done in the project area.

SM 7: PERCENTAGE OF PLANNED ACTIVITIES COMPLETED RELATIVE TO THE BOARD-APPROVED DIWALWAL ACTION PLAN

No.	PLANS/ PROGRAMS/ ACTIVITY	VALIDATING DOCUMENTS
Diwalwal Economic Zone		
	<u>FPIC Process</u>	
1.	Submission of documents/ reports related to the Free, Prior and Informed Consent process to PEZA	Report/s related to FPIC Process submitted to PEZA
	<u>Marketing and Promotions</u>	
2.	Initial Promotion and Marketing for diversified locators by actively engaging PEZA, BOI, and other external stakeholders and partners	Invitation/ Minutes of the Meeting with BOI, PEZA, Mindanao Development Authority or DTI
National Advocacy for Responsible Mining		
1.	Capacity Building and Training Program on Responsible Mining and Sustainable Development Implementation	Post Training Reports/ Activity Reports
Mine Development		
2.	Monitoring and Evaluation of Exploration Work Program for CY 2024 including but not limited to underground mapping, face sampling, drilling, data analysis, etc.	Monthly/ Quarterly Monitoring and Evaluation Reports

SM 8: PERCENTAGE OF PLANNED ACTIVITIES COMPLETED FOR THE EXPLORATION OF FSP PROJECTS AS AGREED WITH THE FINANCIAL SERVICE PROVIDERS

A. Dinagat Parcel 2A Nickel-Chromite Project

No.	PLANS/ PROGRAMS/ ACTIVITY	VALIDATING DOCUMENTS
1.	Initial Computation of the Ore Reserve	Technical Report stating initial ore reserve
2.	Establishment of Environmental Baseline Data	Technical Report of the baseline data
3.	On-time submission of monthly, quarterly, and annual accomplishment reports to MGB CARAGA	PMDC Letter submitting the said reports, duly received by MGB
4.	100% attendance to MGB ARAGA meeting	Attendance, Minutes of the Meeting, and other document proof of the said activity
5.	On-time payment of annual occupation fees to LGUs	Proof of payment of the said fees

B. Cagayan De Oro Gold Project

No.	PLANS/ PROGRAMS/ ACTIVITY	VALIDATING DOCUMENTS
1.	Gathering of at least ten (10) samples during reconnaissance	Technical Report on the reconnaissance activity
2.	Approval of the Work and Financial Plan (WFP) for the Conduct of the Free, Prior, and Informed Consent (FPIC) Process	Signed Work and Financial Plan (WFP)
3.	Filing for the Exploration Permit Application (ExPA)	MGB Stamped Application Form with ExPA Number
4.	100% attendance to MGB Region 10 meetings	Attendance, Minutes of the Meeting, and other document proof of the said activity

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