



Republic of the Philippines
**PHILIPPINE MINING
 DEVELOPMENT CORPORATION**

Creating Wealth. Enriching Lives.



SECRETARY'S CERTIFICATE

The undersigned, **ATTY. JAMES ADRIAN M. CAGAS**, as Acting Corporate Secretary of the **PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)**, a corporation duly organized and existing under the laws of the Philippines, with principal office address at Unit 3001-B, 30th Floor, West Tower, Tektite Towers, Exchange Road, Ortigas Center, Pasig City, hereby certifies and states that:

During the Regular Board Meeting of the Corporation that was held on November 18, 2025 where a quorum was present, the following Resolution was approved and adopted:

**Resolution No. BD-45-25
 (Series of 2025)**

**APPROVAL OF THE PROPOSED CORPORATE OPERATING
 BUDGET (COB) FOR CY 2026**

"WHEREAS, the Management has estimated a total corporate operating budget requirement of P106,790,463.00 for CY 2026, summarized as follows:

- *Personnel Services (PS) – P76,540,360.00*
- *Maintenance and Other Operating Expenses (MOOE) – P27,487,495.00*
- *Capital Outlay – P2,762,608.00*

NOW, BE IT RESOLVED, that the Board of Directors of PMDC hereby APPROVES the proposed Corporate Operating Budget (COB) of PMDC amounting to P106,790,463.00 for CY 2026."

07 JAN 2026

IN WITNESS WHEREOF, I have hereunto affixed my signature this _____ day of _____, 2025

ATTY. JAMES ADRIAN M. CAGAS
 Acting Corporate Secretary

07 JAN 2026

Subscribed and sworn to before me this _____ day of _____, 2025, affiant having exhibited to me his Driver's License with No. L05-22-001157 issued at _____ on _____

Mandaluyong City

Doc. No. 175 ; Book No. 68 ;
 Page No. 84 ; Series of 2026

ATTY. JAMES K. BUGAN
 Notary Public
 APPT. NO. 0442-25 Until 12-31, 2026
 IBP No. 536658 Jan. 06, 2026 Rizal Chapter
 Roll No. 26890 Lifetime
 MCLE No. VIII-9022918 until 4/14/2028





SECRETARY’S CERTIFICATE

The undersigned, **ATTY. JAMES ADRIAN M. CAGAS**, as Acting Corporate Secretary of the **PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)**, a corporation duly organized and existing under the laws of the Philippines, with principal office address at Unit 3001-B, 30th Floor, West Tower, Tektite Towers, Exchange Road, Ortigas Center, Pasig City, hereby certifies and states that:

During the Special Board Meeting of the Corporation that was held on December 23, 2025, where a quorum was present, the following Resolution was approved and adopted:

**Resolution No. BD-52-25
 (Series of 2025)**

**CONFIRMATION AND APPROVAL OF PMDC CPCS II
 IMPLEMENTATION; GRANT OF MEDICAL ALLOWANCE TO
 ELIGIBLE INCUMBENT OFFICERS AND EMPLOYEES; AND
 CY 2026 PERSONNEL SERVICES (PS) SUPPLEMENTAL BUDGET**

“WHEREAS, on September 16, 2025, President Ferdinand R. Marcos, Jr. signed and approved Executive Order (EO) No. 95, s. 2025 entitled “Approving the Compensation and Position Classification System II and Pay Grades for Government-owned or controlled Corporations, repealing Executive Order No. 150 (s. 2021), and for Other Purposes”;

WHEREAS, the Governance Commission for GOCCs (GCG) issued the Implementing Guidelines of EO No. 95, s. 2025 (CPCS Implementing Guidelines No. 2025-01 dated October 22, 2025);

WHEREAS, on December 18, 2025, the Philippine Mining Development Corporation (PMDC) received the Authority to Implement (ATI) the CPCS II and the Authority to Grant Medical Allowance to Eligible Incumbent Officers and Employees. PMDC CPCS II classification and tier is summarized as follows:

PMDC	
Category	1
GOCC Grade	16
Tier	N/A
Applicable CPCS Salary Structure	Category 1 Salary Structure

WHEREAS, the Authorization also provided that PMDC may retroactively adopt the appropriate salary structure, and the enhanced allowances, benefits, and incentives under the CPCS II effective January 1, 2025, in accordance with Section 3 of EO 95, s. 2025;

WHEREAS, the GCG also authorizes the PMDC to grant the Medical Allowance to eligible incumbent officer and employee in the amount not to exceed Seven Thousand Pesos (P7,000.00) per annum in accordance with CPCS Circular No. 2025-01;

WHEREAS, the Authorization also emphasized the following conditions:

- a) That PMDC shall adopt the Category I Salary Structure based on the scheme that will be approved by its Governing Board, with due consideration of the PMDC's financial capacity to continually implement the CPCS II rates for its officers and employees.*
- b) PMDC shall use the CPCS II Pay Grade (PG) equivalent of its positions.*
- c) The PMDC Governing Board is enjoined to pursue the correction of its staffing pattern with the GCG.*
- d) The PMDC Governing Board is also enjoined to ensure faithful compliance with the provisions of EO No. 95, s. 2025, CPCS Implementing Guidelines and CPCS Circular No. 2025-01.*
- e) Failure or refusal to implement the CPCS II rates, or the lower amounts, shall cause the PMDC to undergo a mandatory action and be reorganized, merged, streamlined, abolished or privatized, upon the recommendation of the Supervising Agency.*

WHEREAS, the Management has estimated a CY 2026 Supplemental Budget requirement of P8,145,705.00 for the implementation of PMDC CPCS II Category I Salary Schedule under EO No. 95, s. 2025;

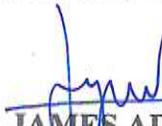
WHEREAS, the funding requirement for the proposed Supplemental Budget shall be taken from the cash flows generated from the revenues and other fees of PMDC;

NOW, BE IT RESOLVED, that the Board CONFIRMS and APPROVES the PMDC Management proposals, as follows:

- a) Implementation of PMDC CPCS II pursuant to EO No. 95, s. 2025 and its Implementing Rules and Regulations (IRR).*
- b) Grant of medical allowance to eligible incumbent officers and employees.*
- c) CY 2026 Personnel Services (PS) Supplemental Budget for the implementation of the CPCS II amounting to P8,145,705.00.*

RESOLVED FURTHER, that the PMDC Management thru the HRAD shall submit to the GCG its Salary Administration Scheme and other reportorial requirements.

IN WITNESS WHEREOF, I have hereunto affixed my signature this _____ day of DEC 26 2025,


ATTY. JAMES ADRIAN M. CAGAS
Acting Corporate Secretary

Subscribed and sworn to before me this _____ day of DEC 26 2025,
affiant having exhibited to me his Driver's License with No. L05-22-001167 issued at _____
on _____.

Doc. No. 497; Book No. IV;
Page No. 101; Series of 2025


ATTY. IZRA M. LUMAAN
Notary Public for Davao City
Until December 31, 2025
Commission Serial No. 2024-314-2025
Issued on April 05, 2024
Roll No. 81951
IBP No. 497851 • 01/04/2025
PTR No. 0814519D • 01/03/2025



SECRETARY'S CERTIFICATE

The undersigned, **ATTY. JAMES ADRIAN M. CAGAS**, as Acting Corporate Secretary of the **PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)**, a corporation duly organized and existing under the laws of the Philippines, with principal office address at Unit 3001-B, 30th Floor, West Tower, Tektite Towers, Exchange Road, Ortigas Center, Pasig City, hereby certifies and states that:

During the Regular Board Meeting of the Corporation that was held on January 23, 2026, where a quorum was present, the following Resolution was approved and adopted:

Resolution No. BD-04-26 (Series of 2026)

APPROVAL FOR CY 2026 PROPOSED SETTLING POND #5 EMBANKMENT RAISE-UP SUPPLEMENTAL BUDGET

“WHEREAS, Natural Resources Mining and Development Corporation (NRMDC) [now known as PMDC] was appointed and constituted as DENR’s implementing arm in undertaking mining and mineral processing operations at the 8,100 hectare Diwalwal Mineral Reservation Area (DMRA), located in the Municipality of Monkayo, Compostela Valley Province, under and pursuant to the terms and conditions of a Memorandum of Agreement dated 18 November 2003 (the “2003 MOA”) entered into between the DENR, NRMDC (now known as PMDC) and Natural Resources Development Corporation (NRDC);

WHEREAS, as part of its responsibility under the 2003 MOA, NRMDC was tasked to address the environmental concerns in the DMRA, including construction of a tailings disposal facility and undertaking the cleanup of the Diwalwal mining areas, in coordination with DENR, LGUs and other concerned government agencies (par. 3.2.4).

WHEREAS, the National Task Force (NTF) – Program Monitoring and Coordination Center (PMCC) Resolution No. 3, Series of 2025, authorized the Chairperson, Atty. Ma. Mercedes V. Dumagan, to issue a Temporary Suspension Order (TSO) on October 23, 2026 addressed to the Philippine Mining Development Corporation (PMDC) directing to temporarily suspend the discharging and/or disposal of mill tailings to the Interim Tailings Storage Facility (TSF) No. 1 within Mabatas Mineral Processing Zone in Diwalwal Mineral Reservation Area due to the clear and imminent danger posed by the potential overtopping of the continued tailings disposal in the said Facility for thirty (3) working days or until such time the said imminent danger is sufficiently addressed.

WHEREAS, a supplemental budget of P1,367,753.84 is hereby proposed to procure the Proposed Settling Pond #5 Embankment Raise-Up to comply with the requirements of DENR and NTF-PMCC.

NOW, BE IT RESOLVED, that the Board of Directors of PMDC hereby **APPROVES** the request for the procurement of the Proposed Settling Pond #5 Embankment Raise-Up and a Supplemental Budget of P1,367,753.84 for CY 2026."

04 FEB 2026

IN WITNESS WHEREOF, I have hereunto affixed my signature this _____ day of _____, 2026

Mandaluyong City


ATTY. JAMES ADRIAN M. CAGAS
Acting Corporate Secretary

04 FEB 2026

Subscribed and sworn to before me this _____ day of _____, 2026, affiant having exhibited to me his Driver's License with No. L05-22-001157 issued at _____ on _____.

Doc. No. 117 ;
Page No. 27 ;
Book No. 97 ;
Series of 2026

ATTY. JAMES K. ABUGAN
Notary Public
APPT. NO. 0442-15 Until 12-31, 2026
LBP No. 536658 Jan. 06, 2026 Rizal Chapter
Roll No. 26890 Lifetime
P.S. No. VIII-0022918 until 4/14/2028
TIN No. 116-239-956
PTR No. 6028802 01/06/2026
No. 201 J & L Bldg., 251 EDSA,
Mandaluyong City Tel. No. (02)854-523-21

PHILIPPINE MINING DEVELOPMENT CORPORATION
APPROVED COB - CY 2026

BUDGETARY ITEMS	APPROVED COB	BD 52-25	BD 04-26	TOTAL APPROVED COB CY 2026
		SUPPLEMENTAL BUDGET	SUPPLEMENTAL BUDGET	
I. Personnel Services	76,540,360	8,145,705	-	84,686,065
II. MOOE	27,487,495	-	-	27,487,495
III. Financial Expense	-	-	-	-
IV. Capital Outlay	2,762,608	-	1,367,754	4,130,362
TOTAL	106,790,463	8,145,705	1,367,754	116,303,922

BUDGETARY ITEMS	APPROVED COB	BD 52-25	BD 15-25	TOTAL APPROVED COB CY 2026
		SUPPLEMENTAL BUDGET	SUPPLEMENTAL BUDGET	
TOTAL	106,790,463	8,145,705	1,367,754	116,303,922

I. PERSONNEL SERVICES (PS)	76,540,360	8,145,705	-	84,686,065
Employee Compensation	50,715,564	5,605,008	-	56,320,572
Salaries & Wages	50,715,564	5,605,008	-	56,320,572
Other Employee Costs	25,824,796	2,540,697	-	28,365,493
Personnel Economic Relief Allowance (PERA)	1,536,000	-	-	1,536,000
Representation Allowance (RA)	1,038,000	-	-	1,038,000
Transportation Allowance (TA)	1,038,000	-	-	1,038,000
Clothing/Uniform Allowance	679,000	-	-	679,000
Productivity Incentive Allowance	485,000	-	-	485,000
Year-End Bonus	4,226,297	467,084	-	4,693,381
Mid-Year Bonus	4,226,297	467,084	-	4,693,381
Cash Gift	485,000	-	-	485,000
Directors and Committee Members' Fees	750,000	-	-	750,000
Other Bonuses and Allowance	1,990,000	-	-	1,990,000
SSS	844,440	-	-	844,440
GSIS	4,062,478	620,578	-	4,683,056
Pag-ibig Contributions	218,400	-	-	218,400
Philhealth Contributions	1,136,933	128,208	-	1,265,142
ECC Contribution	70,800	-	-	70,800
Other Personnel Benefits	3,038,151	857,742	-	3,895,893
II. MAINT. & OTHER OPERATING EXPENSES (MOOE)	27,487,495	-	-	27,487,495
Local Travel	2,509,245	-	-	2,509,245
Training Expenses	782,000	-	-	782,000
Materials & Supplies	1,858,058	-	-	1,858,058
Office Supplies Expenses	385,636	-	-	385,636
Non-Accountable Forms Expenses/Accounta	3,600	-	-	3,600
Drugs and Medicines Expenses	38,200	-	-	38,200
Fuel, Oil and Lubricants Expenses	918,383	-	-	918,383
Semi-Expendable Machinery and Equipment	225,471	-	-	225,471
Electrical Supplies and Materials Expenses	38,870	-	-	38,870
Housekeeping/Cleaning Supplies Expense	66,031	-	-	66,031
Other Supplies and Materials Expenses	181,866	-	-	181,866
Maintenance & Repairs	1,655,188	-	-	1,655,188
Repairs and Maintenance-Infrastructure Ass	77,273	-	-	77,273
Repairs and Maintenance-Buildings and Oth	40,505	-	-	40,505
Repairs and Maintenance-Machinery and Eq	695,900	-	-	695,900
Repairs and Maintenance-Transportation Eq	798,510	-	-	798,510
Repairs and Maintenance-Furniture and Fixt	15,000	-	-	15,000
Repairs and Maintenance-Leased Assets Imp	18,000	-	-	18,000
Repairs and Maintenance-Other Property, Pl	10,000	-	-	10,000
Extraordinary and Miscellaneous Expenses	108,000	-	-	108,000
Confidential Fund	-	-	-	-
Professional Service & Other Purchased Services	9,571,578	-	-	9,571,578
Water Expenses	9,096	-	-	9,096
Electricity Expenses	818,630	-	-	818,630
Other Utility Expenses	479,907	-	-	479,907
Postage and Courier Services	54,000	-	-	54,000
Telephone Expenses	517,200	-	-	517,200
Internet Subscription Expenses	272,704	-	-	272,704
Legal Services	300,000	-	-	300,000
Auditing Services	4,822,180	-	-	4,822,180

BUDGETARY ITEMS	APPROVED COB	BD 52-25 SUPPLEMENTAL BUDGET	BD 15-25 SUPPLEMENTAL BUDGET	TOTAL APPROVED COB CY 2026
Consultancy Services	44,800			44,800
Environment/Sanitary Services	87,000			87,000
Other General Services	2,166,062			2,166,062
				-
Taxes, Insurance and Other Fees	2,117,368	-	-	2,117,368
Business Taxes	774,500			774,500
Motor Vehicle Registration	27,001			27,001
Other Taxes, Fees and License	5,000			5,000
Fidelity Bond Premiums	237,500			237,500
Insurance/Reinsurance Expenses	958,122			958,122
Documentary Stamp Taxes	115,246			115,246
Other MOOE (Classification per COA Revised Ch	8,886,058	-	-	8,886,058
Rent/Lease Expenses	5,086,768			5,086,768
Representation Expenses	175,950			175,950
Advertising, Promotional and Marketing Exp	60,000			60,000
Printing and Publication Expenses	86,000			86,000
Subscription/Publications and Space in Peric	579,293			579,293
Major Events and Convention Expense	803,000			803,000
CSR Expenses	1,594,180			1,594,180
Other Business Expenses	378,467			378,467
Sundry	122,400			122,400
TOTAL PS & MOOE	104,027,856	8,145,705	-	112,173,560
III. FINANCIAL EXPENSE	-	-	-	-
IV. CAPITAL OUTLAY	2,762,608	-	1,367,754	4,130,362
Head Office/Field Office	2,762,608	-	1,367,754	4,130,362

Prepared By:


Rose Ann B. San Andres

Checked and Reviewed By:


Mary Ann P. Zarcilla

**PHILIPPINE MINING DEVELOPMENT CORPORATION
CY 2026 APPROVED COB**

Department Name	Description	Quantity	Estimated Cost	Supplemental	Total Approved Budget
PMD	Laptop, Technical	2	300,000.00		300,000.00
PMD	MS Office	4	64,000.00		64,000.00
Civil Works	Laptop, High-end, for technical personnel	1	90,000.00		90,000.00
Civil Works	Settling Pond #5 Embankment Raise-Up	1	2,158,607.99	1,367,753.84	3,526,361.83
SHE	DN100 Water Meter	1	150,000.00		150,000.00
		Total	2,762,607.99	1,367,753.84	4,130,361.83