



31 March 2026

HON. JOB ADRIAN M. AMBROSIO
Acting President and Chief Executive Officer (PCEO)
**PHILIPPINE MINING DEVELOPMENT
CORPORATION (PMDC)**
Unit 3001 B&C, West Tower, Tektite Towers
Exchange Road, Ortigas Center, Pasig City

**RE: TRANSMITTAL OF 2026 CHARTER STATEMENT AND
STRATEGY MAP AND 2026 PERFORMANCE SCORECARD**

Dear PCEO Ambrosio,

This is to formally transmit the 2026 Charter Statement and Strategy Map (**Annex A**) and the 2026 Performance Scorecard (**Annex B**) of the **PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)**, to be posted on the PMDC's website in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

The PMDC's proposed Charter Statement and Strategy Map were **RETAINED** while the Performance Scorecard submitted through a letter dated 23 October 2025² was **MODIFIED** based on: (i) the discussions made during the Technical Panel Meeting (TPM) held on 15 December 2025; and (ii) evaluation of revised documents submitted through the PMDC's letters dated 09 and 30 January 2026,³ and 09 March 2026.⁴

Pursuant to Item 9 of GCG M.C. No. 2024-01,⁵ GOCCs are required to accomplish and submit the requisite Quarterly Monitoring Reports (*i.e.*, PES Form 4) for the calendar year, detailing their progress in accomplishing their performance targets. The Quarterly Monitoring Reports shall likewise disclose any substantial changes in circumstances that were unforeseen during the TPM that may affect the timely achievement of the targets.

FOR THE PMDC'S INFORMATION AND COMPLIANCE.

Very truly yours,




ATTY. MARIUS P. CORPUS
Chairperson


**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 October 2025.

³ Officially received by the Governance Commission on 09 and 30 January 2026, respectively.

⁴ Officially received by the Governance Commission on 10 March 2026.

⁵ ENHANCED PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 28 June 2024.



PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)

PHILIPPINE MINING DEVELOPMENT CORPORATION



VISION

By 2029, 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 progressive, inclusive, resilient and ecologically-sound settlements.



PMDC STRATEGY MAP 2025-2029

MISSION

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

CORE VALUES

Patriotism,
Integrity,
Excellence and
Spirituality



PHILIPPINE MINING DEVELOPMENT CORPORATION (PMDC)

Component					Baseline		Targets		
	Objective/Measure	Formula	Weight	Rating System	2023	2024	2025	2026	
FINANCIAL	SO 1	Enhanced Company Profitability							
	SM 1	EBITDA	Earnings less Operating Expenses (excluding interest, tax, depreciation, and amortization)	10%	Actual over Target	(₱13.47 Million)	(₱20.13 Million)	₱13.77 Million	₱21.05 Million
	SM 2	Budget Utilization Rate (BUR)	Actual disbursement of Capital Expenditure & MOOE over Approved COB for Capital Outlay and MOOE	5%	Actual over Target	67.62%	49.45%	90%	90%
	Subtotal			15%					
STAKEHOLDERS	SO 2	Strengthen Stakeholders Engagement to Maximize the Utilization and Development of Awarded Mining Projects							
	SM 3	Percentage of Planned/Required Mining Activities Completed per Project							
	a. PMDC Priority Projects under Exploration Stage (North Davao and San Fernando Limestone)	Actual Number of Completed Mining Activities per Project over Planned/Required Mining Activities Completed per Project	10%	Actual over Target	0% (0/7)	100% (4/4)	100% (9 activities)	100% ¹ (7 activities)	
b. PMDC Priority Projects under Production Stage (Dinagat Parcel 1, Dinagat Parcel 2A, and Pinamungahan Limestone Projects)	Actual Number of Completed Mining Activities per Project over Planned/Required Mining Activities Completed per Project	10%	Actual over Target	80% (8/10)	62.50% (5/8)	100% (7 activities)	100% ² (11 activities)		

¹ See Appendix A.² See Appendix B.

Component					Baseline		Targets		
	Objective/Measure	Formula	Weight	Rating System	2023	2024	2025	2026	
STAKEHOLDERS	SM 4	Percentage of Ore Shipments by Operators accepted by Buyers	Ore Shipment accepted by Buyers over Ore Shipments	5%	Actual over Target	100%	100%	100%	100%
	SM 5	Percentage of coordinated and implemented Stakeholders Activities with DENR, Stockholders, Other Relevant Agencies	Actual number of completed activities over Planned/required activities	5%	Actual over Target	N/A	N/A	N/A	100% ³ (5 activities)
	SO 3	Sustain the Development of the Diwalwal Mining Area							
	SM 6	Percentage of Planned Activities completed relative to the PMDC Board-Approved Diwalwal Action Plan	Actual activities completed over Total targeted activities	10%	Actual over Target	100% (5 activities)	100% (4 activities)	100% (4 activities)	100% ⁴ (4 activities)
	SO 4	Promote Environmental Protection and Stewardship							
	SM 7	Establishment of Facilities to Protect the Environment in the DMRA	Actual Accomplishment	5%	All or nothing	<ul style="list-style-type: none"> Established the Nursery Plantation Construction of Mine Tailings Containment Barrier Slope Protection for Launder Network Earth Embankment 	<ul style="list-style-type: none"> Tailings Storage Facility (TSF) Improvement Rehabilitation of Roads and Slope Protection Structures 	<ul style="list-style-type: none"> Tagbanao Water System Nursery seedlings propagation and tree planting 	<ul style="list-style-type: none"> Settling Pond No. 5 - Embankment Raise-Up

³ See Appendix C.

⁴ See Appendix D.

Component					Baseline		Targets		
	Objective/Measure	Formula	Weight	Rating System	2023	2024	2025	2026	
STAKEHOLDERS	SO 5 Sustain Progressive, Inclusive and Resilient Communities through Responsible Mining								
	SM 8	Percentage of Actual CSR Beneficiaries (HERO Program)	Actual number of CSR Beneficiaries over Target CSR Beneficiaries	10%	Actual over Target	100% (8,467)	100% (7,333)	100% (6,400)	100% (6,450)
	SM 9	Customer Satisfaction Survey (CSS)	No. of Satisfied Respondents over Total No. of Respondents	5%	Actual over Target 0% = if less than 80%	100%	92.31%	90%	90% ⁵
	Subtotal			60%					
INTERNAL PROCESS	SO 6 Enhance Operational Efficiency								
	SM 10	Percentage of Implementation of Information System Strategic Plan (ISSP)	Total Number of IS Deliverables Attained in 2026 over Total Number of IS Deliverables Due for 2026 ⁶	5%	Actual over Target	N/A	N/A	100% Attainment of 2025 Deliverables (Based on the DICT-endorsed ISSP)	100% attainment of 2026 Deliverables based on the 2026-2028 ISSP
	SO 7 Institutionalize the Quality Management System								
	SM 11	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	2 nd Surveillance Audit Passed	ISO 9001:2015 Recertification	1 st Surveillance Audit Passed	2 nd Surveillance Audit Passed
Subtotal			10%						

⁵ Based on GCG – ARTA Joint Memorandum Circular No. 1, s. 2023. Covers external customers only.

⁶ Deliverables refers to systems/applications.

Component					Baseline		Targets		
	Objective/Measure	Formula	Weight	Rating System	2023	2024	2025	2026	
LEARNING AND GROWTH	SO 8	Inclusive Enhancement of Human Resource Competency and Management Effectiveness							
	SM 12	Percentage of Employees with Required Competencies Met	Competency Level 2026 less Competency Level 2025 where Competency Level = Total Number of Employee with required competencies Met over Total number of Employees	5%	All or Nothing	65.38%	Increase from 2023 Competency Level	Increase from 2024 Competency Level	Increase from 2025 Competency Level
	SO 9	Inclusive enhancement of human resource competency and management effectiveness							
	SM 13	Development of Disaster Risk Reduction and Management (DRRM) Plan	Total Number of Exercise/Drills/Tests Conducted in 2026 over Total Number of Exercises/Drills/Tests Scheduled in 2026	10%	Actual over Target	N/A	N/A	Board-Approved Public Service Continuity Plan (PSCP)	Implementation of Public Service Continuity Plan (PSCP) Deliverables
			Subtotal	15%					
		TOTAL	100%						

BONUS STRATEGIC MEASURES AND TARGETS								
Component					Baseline		Targets	
	Objective/Measure	Formula	Weight	Rating System	2023	2024	2025	2026
FINANCIAL	GAD Budget Utilization Rate	Total Actual GAD-related Activities Disbursement over Total COB	1%	All or Nothing	N/A	N/A	5% of Total Budget	5% of Total Budget
INTERNAL PROCESS	ISO Certification on any of the following standards:							
	Environmental Management System Certification	Actual Accomplishment	1%	All or Nothing	N/A	N/A	ISO 14001:2015 Certification	ISO 14001:2015 Certification
	Business Continuity Management System (BCMS)	Actual Accomplishment		All or Nothing	N/A	N/A	ISO 22301:2019 Certification	ISO 22301:2019 Certification

**SM 3a: PMDC PRIORITY PROJECTS (NORTH DAVAO AND SAN FERNANDO LIMESTONE)
UNDER EXPLORATION STAGE**

A. North Davao Mining Project

No.	PLANS/PROGRAMS/ACTIVITY	VALIDATING DOCUMENTS
1.	Submission of Requirements for Filing of Declaration of Mine Project Feasibility (DMPF)	MGB-stamped Letter submitting the requirements for filing of DMPF
2.	On-time submission of monthly, quarterly, and/or annual accomplishment reports to MGB Region 11	MGB-stamped Reports
3.	Attendance to at least two (2) required MGB Region 11 meetings such as but not limited to monitoring/validation	Attendance, Certificate of Appearance/Participation, Minutes of the Meeting, and/or other document proof of the said activity

B. San Fernando Limestone Project

No.	PLANS/PROGRAMS/ACTIVITY	VALIDATING DOCUMENTS
1.	Submission of Requirements for Environmental Compliance Certificate (ECC)	EMB-stamped Letter submitting the requirements for ECC
2.	On-time submission of monthly, quarterly, and annual accomplishment reports to MGB 7	MGB-stamped Reports
3.	Attendance to at least two (2) required MGB meetings such as but not limited to monitoring/validation	Attendance, Certificate of Appearance/Participation, Minutes of the Meeting, and/or other document proof of the said activity
4.	On-time payment of annual occupation fees to LGUs	Proof of payment of the said fees

SM 3b: PMDC PRIORITY PROJECTS (DINAGAT PARCEL 1, DINAGAT PARCEL 2A AND, PINAMUNGAHAN LIMESTONE PROJECTS) UNDER PRODUCTION STAGE

A. Dinagat Parcel 1 Nickel Chromite Project

No.	PLANS/PROGRAMS/ACTIVITY	VALIDATING DOCUMENTS
1.	Submission of the Quarterly, Monthly, Semi-Annual and Annual Reports to MGB	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
2.	Ensure approval of the Environmental Protection and Enhancement Program (EPEP) and Social Development Management Program (SDMP)	Copy of Certificate of Approval of EPEP and 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	Any of the following: 1. Copy of the MMT Report or Minutes of the Meeting 2. PMDC Letter to ensure compliance of the Partner/Operator to the findings of the MMT or MRFC, if there is any Participation in the MMT Inspection or MRFC meetings
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

B. Dinagat Parcel 2A Nickel Chromite Project

No.	PLANS/PROGRAMS/ACTIVITY	VALIDATING DOCUMENTS
1.	On-time submission of the Quarterly, Monthly, Semi-Annual and Annual Reports to MGB	Proof of submission of the particular reports to the MGB
2.	Ensure approval of the Environmental Protection and Enhancement Program (EPEP) and Social Development Management Program (SDMP)	Copy of Certificate of Approval of EPEP and SDMP
3.	Participation to the Multi-Partite Monitoring Team (MMT) during Inspection and MRFC Meeting, if there is any	Any of the following: 1. Copy of the MMT Report of Minutes of the Meeting: 2. Attendance in the MMT Inspection or MRFC Meetings
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
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

C. Pinamungahan Limestone Project

No.	PLANS/PROGRAMS/ACTIVITY	VALIDATING DOCUMENTS
1.	Submission of the Quarterly, Monthly, Semi-Annual and Annual Reports to MGB	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
2.	Ensure approval of the Environmental Protection and Enhancement Program (EPEP) and Social Development Management Program (SDMP)	Copy of Certificate of Approval of EPEP and 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	Any of the following: 1. Copy of the MMT Report or Minutes of the Meeting 2. PMDC Letter to ensure compliance of the Partner/Operator to the findings of the MMT or MRFC, if there is any Participation in the MMT Inspection or MRFC meetings

**SM 5: PERCENTAGE OF COORDINATED AND IMPLEMENTED STAKEHOLDERS ACTIVITIES
WITH DENR, STOCKHOLDERS, OTHER RELEVANT AGENCIES**

No.	PLANS/PROGRAMS/ACTIVITY	TARGET DATE	VALIDATING DOCUMENTS
1.	Meeting with DENR (Undersecretary/Assistant Secretary for Mining Concerns or MGB Director)	1st Semester – March 2026 2nd Semester – July 2026	Consolidated Report signed by the PCEO and/or PMDC Bahandi Newsletter Article; Photo Documentations
2.	Furnishing of PMDC's Financial Positions to Shareholders (NDC, NRDC, and PNOC)	1st Quarter - March 31 2nd Quarter - June 30 3rd Quarter - September 30 4th Quarter - 29 December	NDC-, NRDC-, and PNOC-stamped receiving copies of the submitted documents
3.	Meeting with the Mindanao Development Authority or BOI	Quarterly	Consolidated Report signed by the PCEO and/or PMDC Bahandi Newsletter Article; Photo Documentations
4.	Meeting with NCIP	1st Semester 2nd Semester	Minutes of the Meeting; Attendance Sheet
5.	Participation in at least two (2) DENR/MGB-led Activities	Depending on the schedule of the DENR/MGB-led activities	Certificate of Attendance

SM 6: PERCENTAGE OF PLANNED ACTIVITIES COMPLETED RELATIVE TO THE PMDC BOARD-APPROVED DIWALWAL ACTION PLAN

No.	PLANS/PROGRAMS/ACTIVITY	VALIDATING DOCUMENTS
1. Business Development		
1.1 Diwalwal Economic Zone and Jewelry Park		
a.	<p><u>FPIC Process</u> Submission of documents/ reports/minutes of the meeting with the NCIP related to the Free, Prior and Informed Consent process to PEZA</p>	<p>Reports/documents related to FPIC submitted to PEZA: 1. Meetings with the NCIP Davao de Oro and Regional Office 2. Consultative Meetings with the Ips (FOTRADOMACO) for the preparation of the Supplemental MOA</p>
b.	<p><u>Marketing and Promotions</u> Marketing and promotions initiatives benchmarking and networking events in coordination with PEZA, DTI, and other investment promotion agencies/relevant mining organization</p>	<p>Post activity reports on marketing, promotions, benchmarking initiatives and other events</p>
1.2 National Advocacy for Responsible Mining		
c.	<p>Capacity Building and Training Program on GEDSI, DRRM, and Responsible Mining and Sustainable Development</p>	<p>Post Training Reports on GEDSI, DRRM, and Responsible Mining related trainings</p>
2. Mine Development		
d.	<p>ECC and DMPF Monitoring</p>	<p>Monthly Monitoring Reports</p>