## PHILIPPINE MINING DEVELOPMENT CORPORATION

Monitoring Report CY 2019

						Monitoring Report C1 2019									
	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
	SO 1	Enhanced Company F	Profitability												
FINANCE	SM 1	EBITDA	Earnings Less Operating Expenses (excluding interest, tax, depreciation and amortization)	20.00%	Actual over Target	P-	P(20.63)M	P2.84	P159.96M	P-	P(18.54)M	P-	P(28.29)M	P2.84M	P92.5M
		-	Sub-total	20.00%											
	SO 2	Enhanced Partner-Op	erator Capacity												
		Percentage of Planned/Required Mining Activities Completed Per Project	Σ Actual number of completed mining activities per project ÷ Σ Planned/ required mining activities completed per project	10.00%	100%=10% 70%-99%= 5% Below 70%= 0%	14% (4/28)	14% (4/28)	-	Ongoing	-	50% (14/28)	-	100% (28/28)	100%	100% (28/28)
	SM 3	Percentage of Ore Shipments by Operators Accepted by Buyers	Σ Ore shipment accepted by buyers ÷ $Σ$ Ore shipment	5.00%	Actual over Target	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IRS	SO 3	Sustained Progressiv	e Mining Communities												
STAKEHOLDERS	SM 4	Percentage of Actual CSR Beneficiaries	Σ Actual number of CSR beneficiaries ÷ Target CSR beneficiaries	10.00%	Actual over Target	-	Health = 278 Education = 0 Environment = 0 Rural Infrastructure = 14 Opportunities to Earn = 0 Total = 292	-	Health = 256 Education = 2,315 Environment = 0 Rural Infrastructure = 0 Opportunities to Earn = 108 Total = 2,679		Health = 184 Education = 0 Environment = 832 Rural Infrastructure = 0 Opportunities to Earn = 55 Total = 1,071	-	Health = 2,251 Education = 65 Environment = 1,165 Rural Infrastructure = 759 Opportunities to Earn = 175 Total = 4,415	Health = 1,418 Education = 1,700 Environment = 1,302 Rural Infrastructure = 300 Opportunities to Earn = 280 Total = 5,000	Health = 2,969 Education = 2,380 Environment = 1,997 Rural Infrastructure = 773 Opportunities to Earn = 338 Total = 8,457
	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%	-	90%	91%
			Sub-total	30.00%									_	_	

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Percentage of 2019 Planned Activities Completed relative to the Board-Approved Diwalwal Action Pla  Number of Mining	implemented ÷ Planned activities as per Board-approved action plan		Actual over Target	Target 5	Actual 4	Target 2	Actual 4	Target	Actual	Target	Actual	Target	Actual
Percentage of 2019 Planned Activities SM 6 completed relative to the Board-Approved Diwalwal Action Pla  Number of Mining Tenements Offered	9 Σ Activities implemented ÷ Planned activities as per Board-approved action plan	10.00%	Actual over	5	4	2	4						
Planned Activities completed relative to the Board-Approved Diwalwal Action Pla  Number of Mining Tenements Offered	to implemented ÷ Planned activities as per Board-approved action plan	10.00%		5	4	2	4						
SM 7 Tenements Offered		5.00%						-	2	-	5	100%	100%
		2.3070	Actual over Target	Activities were postponed due to May 2019 Election ban.	Activities were postponed due to May 2019 Election ban.	-	Ongoing	-	2	-		2	2
SM 8 Number of drilling activities conducted high potential areas within DMRA  SO 5 Adopt and Implem  Percentage of PMD		10.00%	Actual over Target	-	-	-	-	-	-	-	-	3 holes	None
SO 5 Adopt and Implem	nent Responsible Mining St	andards											
Mining Projects that are 100% Complian	fully compliant with all regulatory and statutory requirements and standards of responsible mining $\div \Sigma$	5.00%	Actual over Target	100%	100%	100%	100%	100%	100%	100%	100%	100% (2 production, 3 exploration)	100%
SM 10 Establishment of facilities to protect the environment in the DMRA		10.00%	Actual over Target	-	Ongoing	-	Ongoing	-	Ongoing	-	-	Establishment of Facilities: - Latriines - Cyanide-water Recycling - Interim Dam Excavation and Spillway	All facilities were completed during the year.
	Sub-Total	40.00%											
SO 6 Improve manpowe	er competence and manage	ment effecti	veness										
SO 6 Improve manpowe Percentage of Employees with Required Competencies Met	No. of employees with required competencies met ÷ Total employees	5.00%	All or Nothing	-	Ongoing	-	Ongoing	-	Ongoing	Increase from Baseline (2%)	-	Increase from Baseline (2%)	14.32%
SO 7 Instutionalize The	e Quality Management Syste	em											

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						Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
LEARNING ND GROWTH	SM 12	Compliance to Quality Standards	Milestone	5.00%	All or Nothing	-		-	-	-	With initial audit report	Surveillance Audit Passed	Surveillance Audit Passed	Surveillance Audit Passed	First Surveillance Audit Passed
_ A		Sub-Total 10.00%													
			TOTAL	100.00%	•										