

VOL. 2 NO. 1

SPECIAL EDITION 2026

THE OFFICIAL PUBLICATION OF PHILSAGA MINING CORPORATION

# THE VEIN

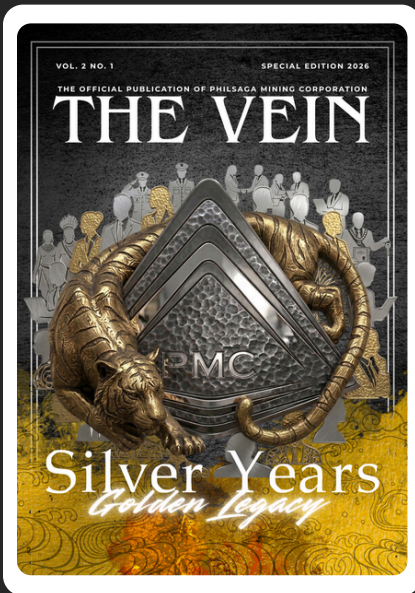


Silver Years  
*Golden Legacy*



# PMC and MMPRC

A SOCIALLY-RESPONSIBLE AND  
ENVIRONMENT-FRIENDLY  
COMPANY



The golden tiger embodying the core values and employees coils around the Philsaga Mining Corporation logo as representation of reaching each milestones side-by-side, leaving a trace to the surrounding community with a solid legacy through collaboration with different sectors of aligned mission such as the men-in-uniform, Indigenous People, Local Governments, and National Agencies.

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# EDITORIAL

## SILVER YEARS, GOLDEN LEGACY

The true measure of gold is not found in its surface luster, but in its ability to withstand the furnace. As Philsaga Mining Corporation (PMC) marks twenty-five years since its incorporation in May 2001, we are reminded that a legacy is not merely built; it is refined. To look back at the last two and a half decades is to witness the evolution of an institution that has navigated the volatile currents of the Philippine mining industry—standing tall, like a metal forged in fire, through every shift of the earth and the economy.

When PMC took the helm of the Co-O Gold Project in 2003, it set out to show that responsible mining can spark real progress for communities. Milestones like securing its Mineral Production Sharing Agreements (MPSAs) in 2008 and modernizing the Co-O plant positioned Agusan del Sur as a regional hub for premium mineral processing, while also creating over 1,500 local jobs and launching community development programs that improved access to healthcare, education, and infrastructure for surrounding barangays.

Philsaga's true strength exceeds its infrastructure. It is the "Way of the T.I.G.E.R."—principles of Teamwork, Integrity, Growth, Excellence, and Responsibility that have guided the company for twenty-five years. By aligning its operations with Mindanao Mineral Processing and Refining Corporation (MMPRC), PMC established a continuous system of excellence, ensuring consistency as others faltered. Forged at the crossroads of industry and environment. In an era where sustainability is frequently mentioned, PMC's ISO 14001:2015 certification—maintained through its most recent audit in 2024—serves as tangible proof of its commitment. The company's influence is seen in preserved local habitats, stable employment for over 2,600 individuals, and the Philsaga High School Foundation, which has fostered technical and academic growth for Mindanaoan youth since 2005.

As we look toward the horizon, Philsaga Mining Corporation remains a testament to the fact that when a company is rooted in responsibility and tempered by experience, it does not just survive the fire—it is perfected by it. Standing tall at twenty-five, the legacy remains unyielding, brilliant, and deeply rooted in the soil of the Philippines.

Today, we proudly mark 25 years of excellence, dedication, and shared success. This milestone reflects the continued hard work of our employees, the continuing trust of our partners, and the loyalty of our stakeholders, especially the indigenous Manobo Tribal groups.

Every achievement, from our beginning to today, has been possible through teamwork, integrity, and commitment to our vision.

As we aim for the next 25 years, we must continue to succeed through Teamwork, act with Integrity, achieve Growth, commit to Excellence, and operate with Responsibility.

On behalf of the Board of Directors, I extend my wholehearted gratitude to everyone who has been part of this notable journey.

Happy 25<sup>th</sup> Anniversary to all of us.

*Raul C. Villanueva*  
**ATTY. RAUL C. VILLANUEVA**



# PRESIDENT



To our dedicated team, partners, and stakeholders,

Our 25<sup>th</sup> anniversary is not only a milestone but also a testament to our resilience and shared commitment to progress. From the beginning, we aimed to create lasting value. Today, we have achieved that and set new standards of excellence in our industry.

Our success is rooted in integrity and a commitment to sustainability. As we look ahead, we will continue to pursue new opportunities and embrace innovation. Thank you for your dedication and for being the driving force behind our organization. Together, we will shape an even brighter future.

**ENGR. FERDINAND A. CORTES**

**VICE PRESIDENT**

As we celebrate the 25th anniversary of Philsaga Mining Corporation (PMC), I would like to take a moment to sincerely thank everyone who has been part of this journey especially those who have stayed with the company through the years.

I joined the company in 2009, and I have personally witnessed how challenging it is to remain committed over time. There are always opportunities elsewhere, greener pastures to explore, and moments that test one's resolve during difficult times such as the pandemic, times of low production, and when company policies had to become tighter and more disciplined. Yet many of you chose to stay. That decision speaks a lot about your loyalty and your belief in the company.

To those who have joined us more recently, I encourage you to find that same sense of purpose and belonging. Give yourself the chance to see how the company continues to grow and evolve, how challenges make us stronger, and how our achievements become a source of pride for everyone who is part of PMC.

Like silver, PMC's 25-year journey has endured pressure, economic shifts, and competition proving its strength and stability. And just as silver is malleable, PMC has continuously adapted, innovated, and evolved without breaking, allowing us to thrive in an ever-changing industry.

But none of this would have been possible without the people behind PMC. From management to our rank-and-file employees, to our consultants, contractors, suppliers, stakeholders, and the strong support of our LGUs, IP communities, and our partner regulatory agencies who guide and keep us on track, you have all played a part in making PMC what it is today. Even those who are no longer with the company have left their mark on this journey, and we are thankful for that.

As we celebrate this milestone, I hope we take time to look back on our journey, appreciate how far we've come, and continue building on the TIGER legacy we all share. Thank you for being part of PMC.

  
**ENGR. ALVIN B. CASTAÑOS**



# RESIDENT MANAGER

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**I WAS A SCHOLAR AT MINDANAO MINERAL PROCESSING AND REFINING CORPORATION (MMPRC) - SDMP, AND FOR FIVE YEARS, THE COMPANY COVERED EVERYTHING, INCLUDING TRAVEL, FIELD TRIPS, AND EVEN MY THESIS. IT DOESN'T STOP THERE; THEY ALSO SUPPORTED MY REVIEW IN MANILA. I AM VERY LUCKY AND GRATEFUL.**

**ENGR. RENAN N. BRONIO**  
Compliance and Emergency  
Management Section Head

# SCHOLARS

**I WAS HIRED IN 2015 AS A JUNIOR MINING ENGINEER. THE COMPANY HAS BROUGHT US SO MUCH JOY. WE ARE LESS PRIVILEGED PEOPLE, I KNOW THAT AS AN IP MEMBER. "BAHALAG WALA MI KAUGMAON, BASTA MAUGMAAN." THAT'S OUR SAYING, YET WHEN PHILSAGA CAME, IT GAVE US THE VISION FOR A FUTURE, A QUALITY LIFE, AND A LIVELIHOOD. NOW WE CAN AFFORD TO HAVE A HOUSE AND WEAR CLOTHES BEYOND THE UKAY-UKAY WE KNOW.**

**ENGR. JONEL CABRIADAS**  
Project Manager





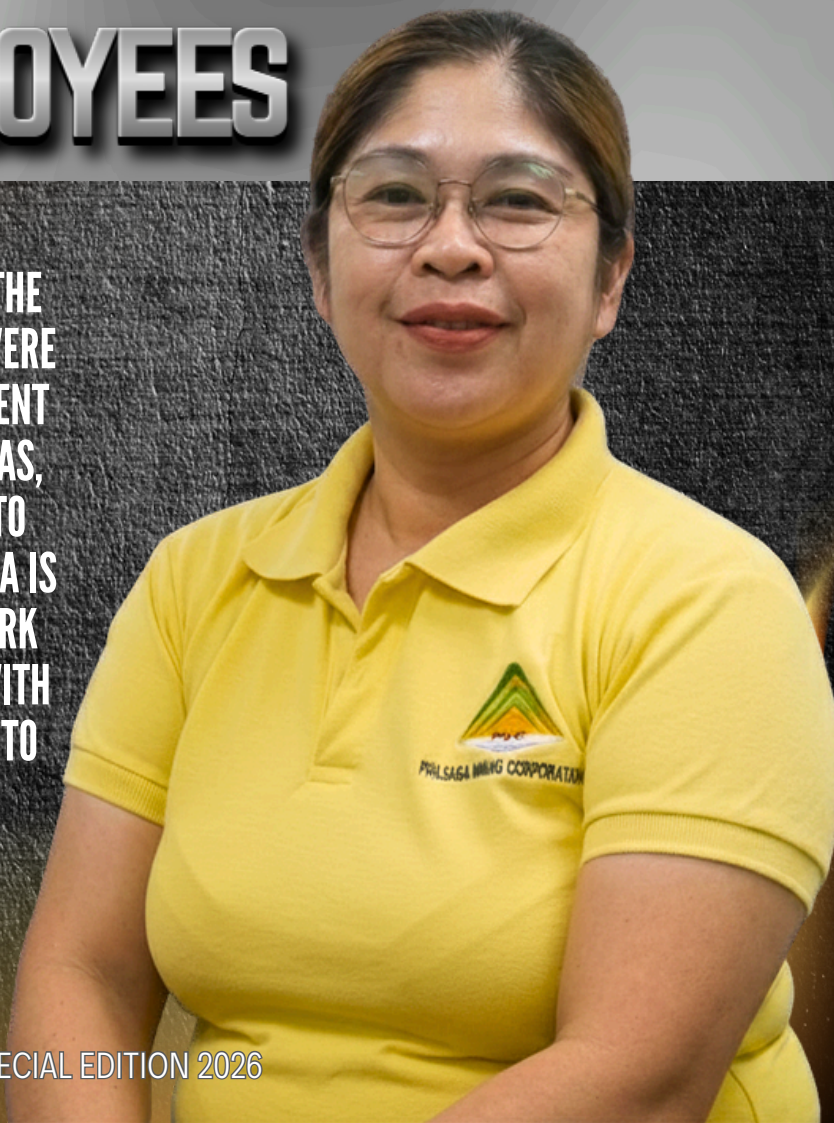
**I BEGAN WORKING AT PHILSAGA ON JULY 1, 2005, AS AN INVENTORY CLERK. THIS IS MY FIRST COMPANY WHERE I TRANSITIONED FROM SINGLE TO MARRIED, MET THE LOVE OF MY LIFE, AND ALSO GREW AS AN EMPLOYEE. FOR ME, IT'S NOT JUST A JOB BUT ALSO MY PURPOSE. I AM VERY PROUD THAT PHILSAGA REACHED 25 YEARS. AS I HAVE SAID, THIS IS MY FIRST COMPANY, AND IT MAY BE WHERE I RETIRE. THE COMPANY REALLY HELPED A LOT; THEY SAW THE EFFORT AND SUPPORT. I PROBABLY WON'T LAST THIS LONG IF I DIDN'T LOVE MY WORK AND THE COMPANY DIDN'T LOVE ME. THANK YOU FOR EVERYTHING.**

**KATHERINE D. FUSINGAN**  
MCD Assistant Manager

## TENURED EMPLOYEES

**WHEN I STARTED IN SEPTEMBER 2003, THE COMPANY WAS STILL GROWING. BACK THEN, THE SIGNAL WAS POOR, AND VERY FEW VEHICLES WERE AVAILABLE. NOW, ALMOST ALL THE MANAGEMENT HAVE CARS TO REACH THEIR DESIGNATED AREAS, AS THE NUMBER OF EMPLOYEES CONTINUES TO INCREASE. THE 25<sup>TH</sup> ANNIVERSARY OF PHILSAGA IS A CELEBRATION OF THE COMPANY'S HARD WORK AND A REMINDER OF THE JOURNEY I SHARED WITH THE COMPANY AND THE PEOPLE WHO HELPED TO BUILD ITS LEGACY. CONGRATULATIONS!**

**JUNAFE V. TURTOSA**  
Accounting Supervisor





**I HAVE BEEN IN THE COMPANY FOR 15 YEARS NOW. PHILSAGA FOR ME IS A FAMILY, ALWAYS THERE TO ACCEPT AND SUPPORT YOU. I AM VERY HAPPY TO BE PART OF THE COMPANY'S 25TH YEAR, AS IT HAS SUPPORTED ME, MY FAMILY, AND COWORKERS THROUGHOUT THE YEARS. MAY THE COMPANY CONTINUE TO BE THERE, AS COUNTLESS PEOPLE DEPEND ON IT.**

**LYNN M. SALIPURAN**  
Group Accountant



**I JOINED PHILSAGA MINING CORPORATION ON MARCH 16, 2006, AS A COMMUNITY RELATIONS OFFICER. MY MEMORABLE MOMENT WAS IN 2010. I WAS A POLITICIAN FOR 20 YEARS, BUT WHEN I TRANSFERRED TO PHILSAGA, IT ENHANCED MY EXPERIENCE IN DEALING WITH PEOPLE – LGU OFFICIALS, COMMUNITIES, IPS, AND NATIONAL GOVERNMENT AGENCIES.**

**RUBEN S. PEÑALOGA**  
PMC Consultant



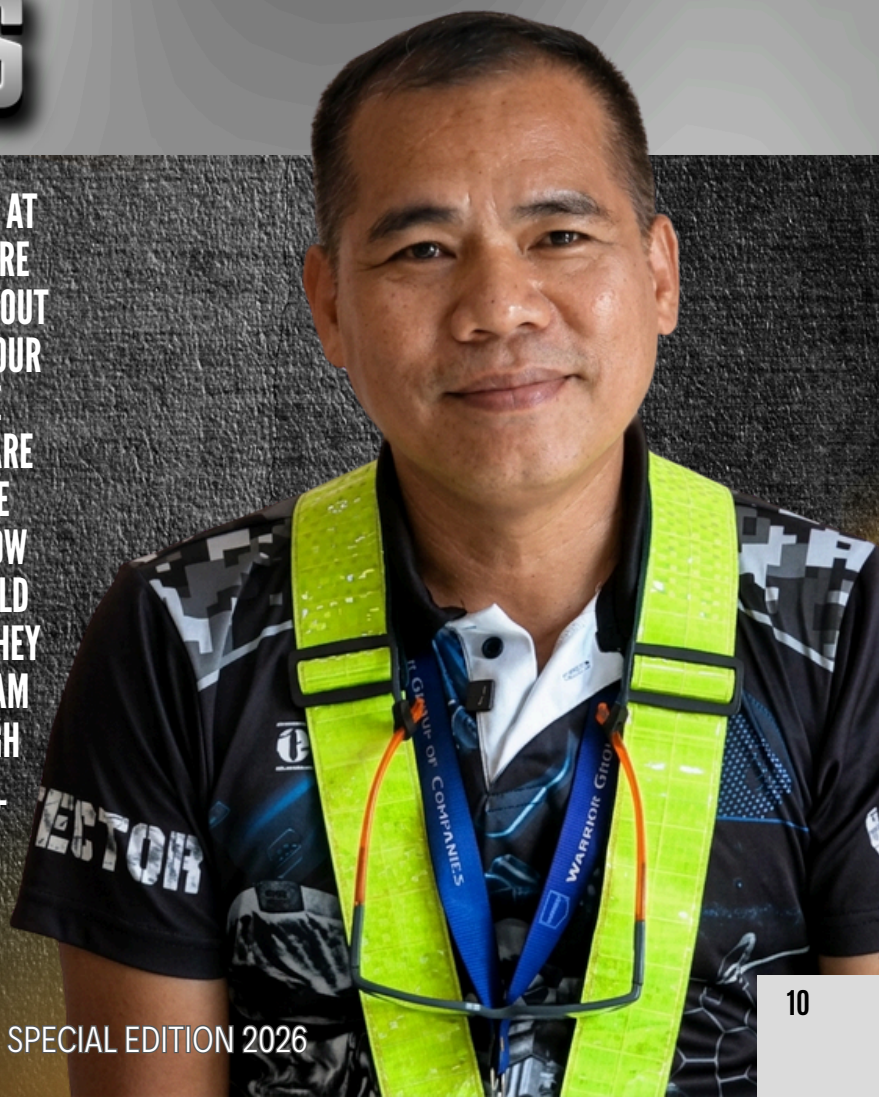
**I STARTED IN 2002 AS A CASHIER, BACK WHEN IT WAS STILL CALLED BANAHAW MINING. SINCE THEN, THE COMPANY WENT THROUGH A LOT OF GOOD CHANGES, AND WITH IT COMES THE MEMORABLE EVENTS WITH MY COLLEAGUES AND FRIENDS. PERSONALLY, I WAS ABLE TO LET MY KIDS FINISH THEIR STUDIES AND WAS ABLE TO PROVIDE FOR OUR DAILY NEEDS. 25 YEARS IN PHILSAGA HAS BEEN A REMARKABLE CHAPTER IN MY LIFE. I FEEL PROUD AND GRATEFUL TO BE PART OF ITS JOURNEY. SERVING IN THIS COMPANY HAS BEEN MORE THAN JUST WORK, IT HAS BEEN MY SECOND HOME.**

**ROSANA G. GASTA**  
Administration Office  
Davao – Accounting and Finance

# PARTNERS

**IT WAS JUNE 1, 2021, WHEN WE POSTED OUR PEOPLE AT PHILSAGA. WE WERE ONLY GIVEN 62 GUARDS. WE ARE PROUD TO SEE PHILSAGA GROW AS WE NOW HAVE ABOUT 200 GUARDS, WHICH HAS SIGNIFICANTLY BOOSTED OUR PROFITS AND DEEPENED OUR KNOWLEDGE OF THE MINING INDUSTRY. THE STANDARDS OF PHILSAGA ARE DIFFERENT; COMPLIANCE AND REQUIREMENTS ARE DIFFICULT TO DEBATE; YOU ARE REQUIRED TO FOLLOW THEM, UPHOLDING THE VALUE OF DISCIPLINE. I COULD DESCRIBE PHILSAGA WITH ONE WORD: INTEGRITY. THEY REALLY LIVE IT BECAUSE OF THEIR HUMAN CARE. I AM NOT A LOCAL HERE, BUT I CAN SEE IT WITH THE HIGH SCHOOL, FOUNDATION, TOWARD US CONTRACTUAL PEOPLE, AND THE SOCIETY.**

**DANILO L LAGADON**  
Kublai Khan Security Services  
Inc. – Operation Manager





**IN 1986, I BECAME A BARANGAY KAGAWAD HERE IN CONSUELO; THE COMPANY WAS STILL CALLED BANAHAW MINING CORPORATION AT THAT TIME, BUT IT HAD ALREADY BEEN A PARTNER OF OUR COMMUNITY. EVEN AFTER I BECAME THE BARANGAY CAPTAIN IN 2002, PHILSAGA'S CONSISTENT PROJECTS CONTINUE, SUCH AS LIVELIHOOD PROJECTS AND THE CONSTRUCTION OF OUR BARANGAY HALL, WHICH WOULD NOT HAVE BEEN POSSIBLE WITHOUT THE COMPANY'S ASSISTANCE.**

**HON. GREGORIO B.  
MALOLOY-ON, SR.  
Punong Barangay - BLGU  
Consuelo**

**BACK WHEN I WAS STILL A STUDENT, I HAD ALREADY OBSERVED THE PHILSAGA PROGRAMS BEING IMPLEMENTED HERE IN OUR BARANGAY. I SAW THE GREAT VALUE IT BROUGHT, AND ON BEHALF OF OUR COMMUNITY, AS A BARANGAY CAPTAIN, WE SEND OUR WARMEST CONGRATULATIONS TO THE PHILSAGA MINING CORPORATION. MAY YOUR SUPPORT CONTINUE; THE COMMUNITY AND ITS PEOPLE STILL NEED YOU.**

**HON. IMAN PAUL S. DESALES  
Punong Barangay - BLGU  
Mambalili**





**SINCE I WAS ASSIGNED TO CENRO BUNAWAN, WE GIVE OUR BIG THANKS TO THE PHILSAGA AS OUR PARTNER IN CONSERVATION, DEVELOPMENT, MANAGEMENT, AND ESPECIALLY IN ENVIRONMENTAL PROTECTION WITHIN ROSARIO AND BUNAWAN, AS WELL AS IN ADJACENT MUNICIPALITIES. THE PARTNERSHIP ALSO GAVE US MAJOR PROJECTS, SUCH AS THE 3 NURSERY ESTABLISHMENTS IN KALINGAYAN, BUNAWAN, AND TRENTO. THESE NURSERIES WON'T BE POSSIBLE WITHOUT THE FINANCIAL SUPPORT OF PHILSAGA.**

FOR. JEROME H. ALBIA  
Provincial Environmental and  
Natural Resources Officer

**THE RELATIONSHIP WITH PHILSAGA LIKELY BEGAN WITH A MIX OF REGULATORY COMMISSION AND SAFETY INITIATIVES THEN GREW INTO A MUTUAL SUPPORT PARTNERSHIP FOCUSED ON EMERGENCY PREPAREDNESS, INDUSTRIAL SAFETY, AND COMMUNITY PROTECTION. ONE OF THE MOST MEMORABLE INITIATIVES DURING OUR COLLABORATION WAS THE FIRE BRIGADE TRAINING CONDUCTED FOR PMC PERSONNEL. IT WAS PARTICULARLY SIGNIFICANT BECAUSE IT DEVELOPED THEIR CAPABILITY TO ACT AS FIRST RESPONDERS WHILE WAITING FOR BFP UNITS TO ARRIVE. IT STRENGTHENED COORDINATION BETWEEN OUR STATION AND THEIR TEAM, ESPECIALLY IN TERMS OF COMMUNICATION AND EMERGENCY RESPONSE PROTOCOLS.**

FO2 EDGAR A. YBAÑEZ, JR.  
Bureau of Fire Protection  
Chief Admin





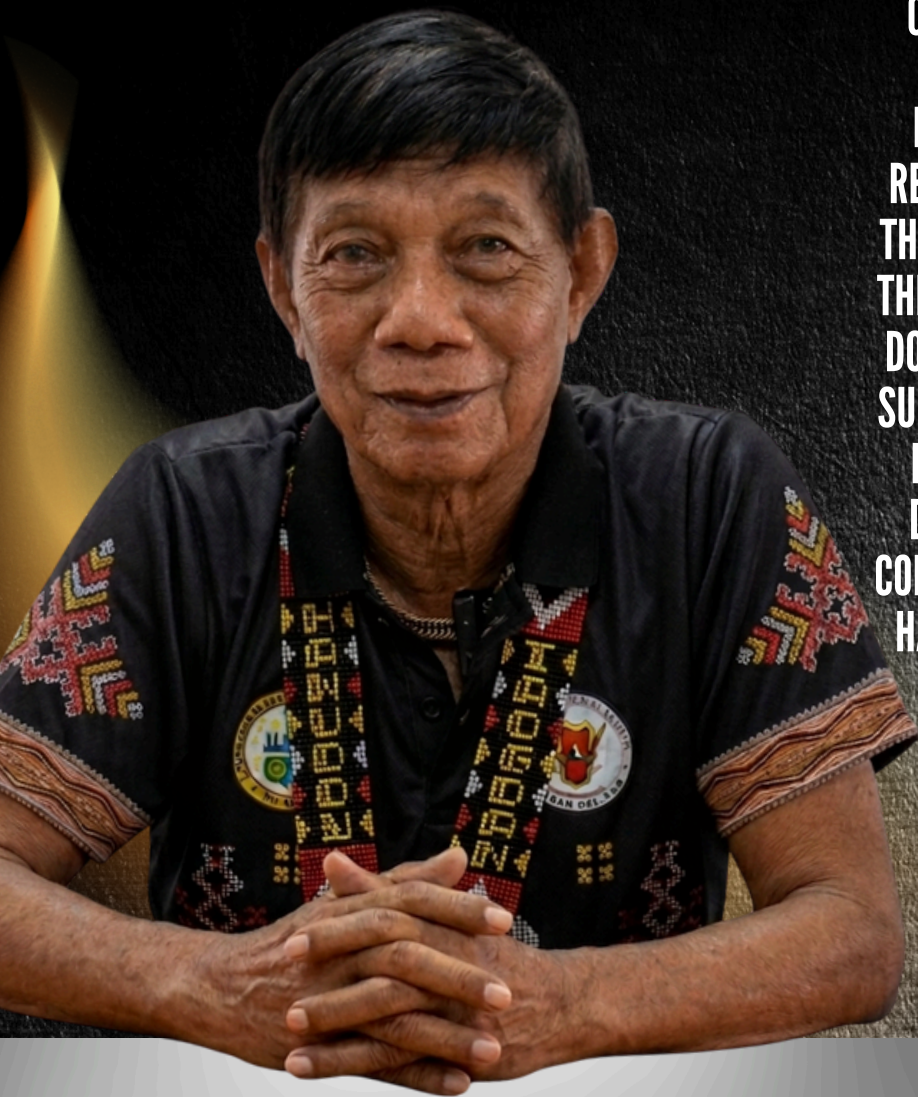
**I WAS AN EMPLOYEE IN THIS COMPANY FROM 1988 TO 1990; IT WAS STILL CALLED BANAHAW MINING CORPORATION. THE PARTNERSHIP WITH PHILSAGA STARTED IN 2005. AT FIRST, WE SUPPLIED IN SMALLER QUANTITIES AS THE COMPANY WAS IN THE PROCESS OF TRANSITION. THEN, THE PURCHASE ORDER INCREASED OVER THE YEARS, AND WITH IT, THE ENJING CYCLE PARTS EXPANDED. CONGRATULATIONS TO PHILSAGA ON ITS 25TH ANNIVERSARY. YOUR DEDICATION TO EXCELLENCE, RESPONSIBLE OPERATION, AND STRONG PARTNERSHIP HAS MADE A SIGNIFICANT IMPACT ON MANY BUSINESSES AND COMMUNITIES. WE ARE PROUD TO BE PART OF YOUR JOURNEY.**

**TEODORA T. CONTRERAS**  
Enjing Cycle Parts & General  
Merchandise - Owner

**WE ARE GLAD THAT THE PARTNERSHIP WITH PHILSAGA HAS CONTINUED THROUGH THE YEARS. MONARK DIDN'T HAVE ANY SIGNIFICANT TROUBLE. THAT IS WHY THE RELATIONSHIP IS RUNNING SMOOTHLY. CONGRATULATIONS, PHILSAGA MINING CORPORATION, HAPPY 25<sup>TH</sup> SILVER ANNIVERSARY.**

**GINO D. RAMOS**  
Monark Equipment Corporation -  
Senior Account Manager



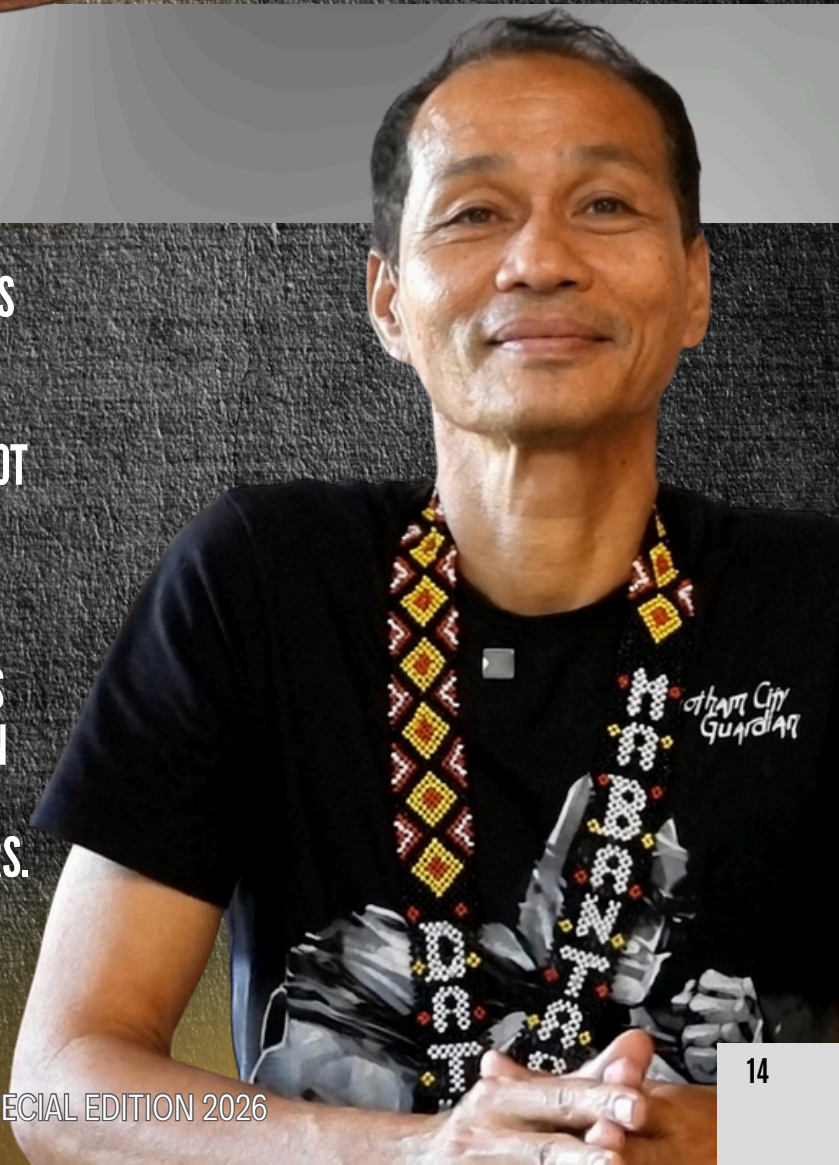


**OUR PARTNERSHIP WITH THE PHILSAGA BEGAN ON MAY 3, 2003, UNDER A MEMORANDUM AGREEMENT, WITH OUR REGIONAL DIRECTOR, PAREJA. BACK THEN, THE COMPANY HAD FINANCIALLY ASSISTED THE TRIBE IN REGISTERING OUR ANCESTRAL DOMAIN, AND IN 2009, THE CADT-136 WAS SUCCESSFULLY TITLED. OUR IP MANDATORY ROYALTY WAS ALWAYS GIVEN WITH NO DELAY, AND WITH IT, WE WERE ABLE TO CONSTRUCT OUR HERITAGE HOUSE. WE ALSO HAVE AN UPCOMING PARTNERSHIP FOR A LEARNING CENTER, WHICH WE LOOK FORWARD TO IMPLEMENTING.**

**HAWODON TAOGDAN ROLITO  
S. PEÑALOGA, SR.  
BMADMCI Tribal Chieftain**

**WE EXTEND OUR HEARTFELT CONGRATULATIONS TO PHILSAGA MINING CORPORATION. FOR 25 YEARS, THE COMPANY DEMONSTRATED RESILIENCE, EXCELLENCE, AND COMMITMENT NOT ONLY IN THE FIELD OF MINING BUT ALSO IN UPLIFTING THE COMMUNITIES, PROSPERING PARTNERSHIPS, AND CONTRIBUTING TO SUSTAINABLE DEVELOPMENT. THE COMPANY'S IMPACT ON THE TRIBAL COMMUNITY HAS BEEN SIGNIFICANT THROUGH THE LIVELIHOOD PROJECTS IT HAS IMPLEMENTED OVER THE YEARS.**

**HAWODON MABANTAO II  
RODGING O. REYES  
CAMMPACAMM Tribal Chieftain**





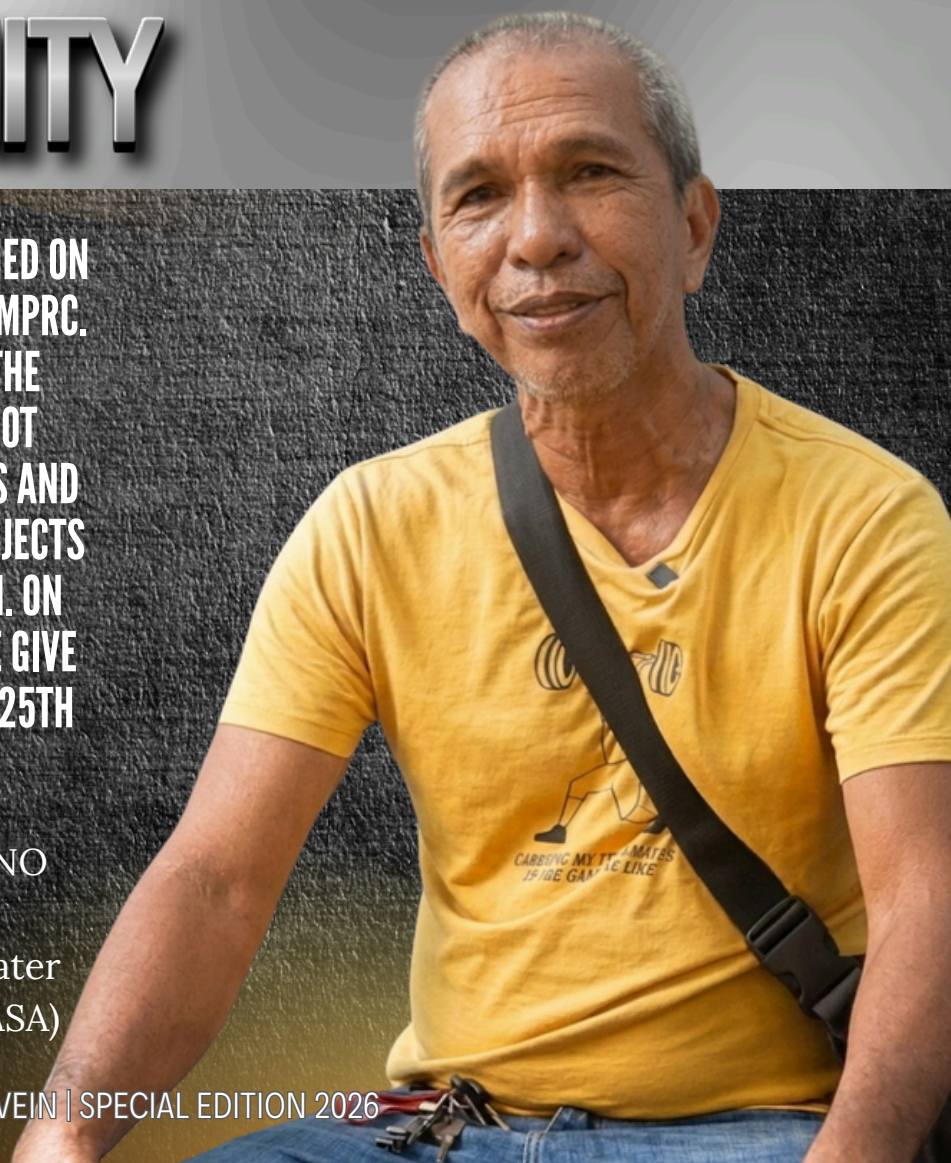
**THIS BAKERY WAS STARTED BY THE ASSOCIATION AND WAS GRANTED TO ME IN 2022 AS PART OF THE FAMILY ENTERPRISE PROGRAM. THIS BENEFIT WILL NOT BE WASTED, AS IT HAS HELPED MY FAMILY AND OUR COMMUNITY. CHILDREN CAN EAT BREAD FOR JUST 5 PESOS. BACK THEN, I WAS JUST A SIMPLE HOUSEWIFE WHO DEPENDED ON MY HUSBAND'S INCOME; NOW I GRATEFULLY THANK THE PHILSAGA BECAUSE I'LL NO LONGER BE LEFT WITH JUST A PESO. THANK YOU, AND MAY YOU CONTINUE LONGER.**

**MS. MARIVIC HAVANA**  
SDMP Beneficiary- Family Based Enterprise Barangay San Teodoro

## COMMUNITY

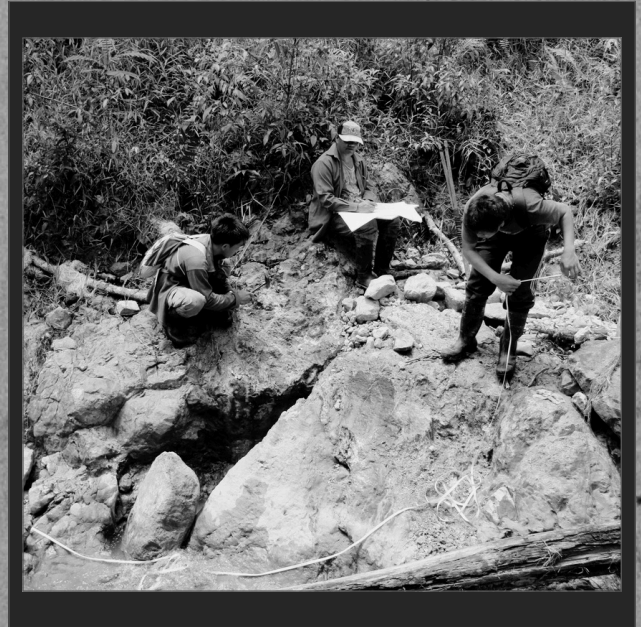
**THE ASSOCIATION WAS ESTABLISHED ON SEPTEMBER 15, 2018, THROUGH MMPRC. WE ARE REALLY GRATEFUL TO THE COMPANY BECAUSE THEY DO NOT DISREGARD THE PEOPLE'S WISHES AND HAVE IMPLEMENTED A LOT OF PROJECTS ASIDE FROM THE WATER SYSTEM. ON BEHALF OF OUR ASSOCIATION, WE GIVE OUR JOYFUL GREETINGS TO YOUR 25TH ANNIVERSARY.**

**MR. VENERANDO B. TABUNO**  
Chairman  
Bayugan 3 Beneficiary of Water System Association (BABWASA)









Extension of TSF#5B. Crest view.

