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Republic of the Philippines
Securities and Exchange Commission

EDSA, Greenhills, Mandaluyong
Metro-Manila

S.E.C. Reg. No. 136908

CERTIFICATE OF FILING OF AMENDED BY-LAWS

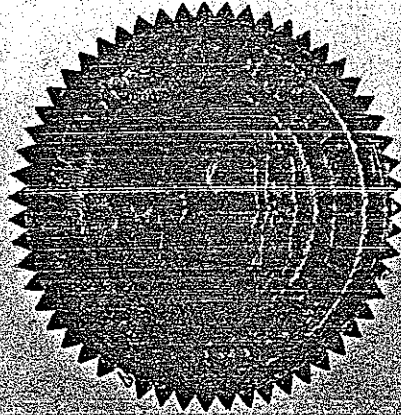
TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS:

THIS IS TO CERTIFY that the amended By-Laws of the

ABCAR-PARAGON MINING CORPORATION

copy annexed, adopted by majority vote of the Board of Directors and the stockholders owning or representing at least a majority of all the outstanding capital stock on March 13, 1987, certified to by a majority of the Board of Directors and countersigned by the Secretary of the Corporation, was ~~fixed~~ ^{approved} by this Office on the 19th day of August, 1987 pursuant to the provisions of Section 48 of the Corporation Code of the Philippines, Batas Pambansa Blg. 68 approved on May 1, 1980, and attached to the other papers pertaining to said corporation.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of this Commission to be affixed at Mandaluyong, Metro Manila, Philippines this 19th day of August, in the year of our Lord nineteen hundred and ~~Eighty-Seven~~



Rosario N. Lopez
ROSARIO N. LOPEZ

Associate Commissioner

Recd. 1988
2.1.88

C E R T I F I C A T I O N

KNOW ALL MEN BY THESE PRESENTS:

WE, the undersigned, being the Chairman of the Board of Directors, the Secretary, and a majority of the members of the Board of Directors of ABCAR PARAGON MINING CORPORATION (the "Corporation"), hereby certify that the accompanying Amended By-Laws of the Corporation embodying amendments to

(1) Article III, Section 2 -- to change the annual stockholders meeting from "the third Tuesday of November each year beginning in the year 1987" to "the third Tuesday of April each year beginning in the year 1988";

(2) Article III, Section 6 -- to include the Chairman of the Board as the principal officer who is empowered to preside over meetings of the stockholders;

(3) Article IV, Section 8 -- to include the Chairman of the Board as among the officers who may call a special meeting of the Board, in addition to the President and the Secretary (the latter upon the request of at least two members of the Board);

(4) Article VI, Section 4 -- to make resignations of members of the Board effective upon receipt thereof or at such other time as the Board of Directors shall determine;

(5) Article VI, Section 6 -- to introduce certain changes in the functions and duties of the Chairman of the Board;

(6) Article VI, Section 7 -- to introduce certain changes in the functions and duties of the President;

(7) Article VI, Section 10 -- to include the Chairman of the Board, in addition to the President, to whom reports may be rendered by the Treasurer and from whom he may accept additional duties;

(8) Article VI, Section 11 -- to delete the entire Section.

are true and correct, and the aforesaid amendments were duly approved by (i) at least the majority of the Board of

Directors at a special meeting held on March 13, 1987 and (ii) stockholders owning at least two-thirds of the outstanding capital stock of the Corporation at a special stockholders' meeting held on March 13, 1987.

IN WITNESS WHEREOF, we have signed these presents this 3rd day of August 1987, in Makati, Metro Manila.

P. E. Waugh

P. EWAN WAUGH
Chairman of the Board

Mia G. Gentugaya
MIA G. GENTUGAYA
Corporate Secretary

[Signature]
ERNESTO M. CARINGAL
Director

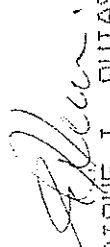
[Signature]
EDMUNDO M. TOLENTINO
Director

[Signature]
VICTORIANO A. MIGUEL
Director

REPUBLIC OF THE PHILIPPINES)
 MAKATI, METRO MANILA) SS.

SUBSCRIBED AND SWORN to before me this 3rd day of August 1987 at Makati, Metro Manila, affiants exhibited to me their following residence certificates:

<u>Name</u>	<u>Res. Cert./ Passport No.</u>	<u>Date and Place of Issue</u>
P. Ewan Waugh	N 264245-E	October 17, 1987; Newport, Gwent London
Ernesto M. Caringal	6196697	February 11, 1987 Makati, Metro Manila
Edmundo M. Tolentino	80327-A	March 20, 1987 Quezon City
Mia G. Gentugaya	1924394-F	January 20, 1987 Makati, Metro Manila
Victoriano A. Miguél	1924395-F	January 20, 1987 Makati, Metro Manila


 ENRIQUE I. QUIASON

Notary Public

Until December 31, 1987

PTR No. 003593 1/14/87

Makati, Metro Manila

Doc. No. 415
 Page No. 79
 Book No. VI
 Series of 1987.

ABCAR-PARAGON MINING CORPORATION

ARTICLE I
Offices

Section 1. Principal office. - The principal office of "ABCAR-PARAGON MINING CORPORATION", hereinafter called the "Corporation", shall be located in Makati Metropolitan Manila, Republic of the Philippines, or at such place therein as the Board of Directors may fix.

Section 2. Other Office. - The Corporation may also have a branch office or offices at such other place or places within or without the Republic of the Philippines so the Board of Directors may from time to time determine or as the business of the Corporation may require.

ARTICLE II
Shares of Stock and
Their Transfer

Section 1. Certificates of Stock. - Each stockholder shall be entitled to receive one or more certificates of stock for each fully paid stock subscription showing the number of shares registered in his name upon full payment of his subscription, together with interest and expenses thereon if any is due. The certificates of stock shall be signed by the President or the Vice President and countersigned by the Secretary or the Assistant Secretary of the Corporation, and sealed with its corporation seal. They shall be issued in consecutive order and be in such form as shall be approved by the Board of Directors.

Section 2. Transfer of Stock. - Transfer of shares of the capital stock of the Corporation shall be made only on the books of Corporation by the holder thereof, or by his duly authorized attorney-in-fact or legal representative,

so as to show the names of the parties to the transaction, the date of the transfer, the number of the certificate and the number of shares transferred, and upon such transfer the old certificate shall be surrendered to the Corporation by the delivery thereof to the person in charge of the stock and transfer books and ledgers, or to such other person as the Board of Directors may designate, by whom it shall be cancelled, and a new certificate shall thereupon be issued.

Section 3. Addresses of Stockholders. - Each stockholder shall designate to the Secretary of the Corporation an address at which notices of meetings and all other corporate notices may be served upon or mailed to him, and if any stockholder shall fail to designate such address, corporate notices may be served upon him by mail directed to him at his last known post office address.

Section 4. Lost, Destroyed and Mutilated Certificates. - The holder of any stock of the Corporation shall immediately notify the Corporation of any loss, destruction or mutilation of the certificates therefor, and the Board of Directors may cause to be issued to him a new certificate or certificates of stock, upon the surrender of the mutilated certificate or, in case of loss or destruction of the certificate, upon compliance with the procedure required under Section 73 of the Corporation Code. The Board of Directors may require the owner of the lost or destroyed certificate or his legal representative to give the Corporation a bond in such sum, not exceeding double the back value of such stock, and with such surety or sureties, as it may direct, to indemnify the Corporation against any claim that may be made against it on account of the alleged loss or destruction of any such certificate in compliance with Section 73 of the Corporation Code.

Section 5. Closing of Transfer Books. - The Board of Directors may, by resolution, direct that the stock and transfer books of the Corporation be closed for a period not exceeding thirty (30) days preceding the date of any meeting of stockholders, or the date for the payment of any dividend, or the date for the allotment of rights, or the date when any change or conversion or exchange of capital stock shall go into effect, as a record date for the determination of the stockholders, entitled to notice of, and to vote at, any such meeting, or entitled to receive payment of any such dividend, or to any such allotment of rights, or to exercise the rights in respect to any change, conversion or exchange of the capital stock, and in each such case only such stockholders as shall be stockholders of record on the date so fixed shall be entitled to notice of, or to vote at, such meeting, or to receive payment of such dividend, or to receive such allotment of rights, or to exercise such rights, as the case may be, notwithstanding any transfer of any stock on the books of the Corporation after such record date as aforesaid.

Section 6. Subscriptions. - Unpaid subscriptions to the capital stock of the Corporation shall be due and payable at anytime or from time to time as they shall be declared due and payable by the Board of Directors. Unless otherwise provided in the subscription agreement, no interest shall be due on unpaid subscriptions until such subscriptions are declared delinquent.

ARTICLE III

Meeting of Stockholders

Section 1. Place of meetings. - All meetings of stockholders shall be held at the principal office of the Corporation unless written notices of such meeting should fix another place within Makati, Metropolitan Manila, Philippines.

* Section 2. Annual Meeting. - The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held on the third Tuesday of April each year beginning in the year 1980, or as the Board of Directors may determine. If the election of directors shall not be held on the day designated for the annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at a special meeting as soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with same force and effect as at an annual meeting only called and held.

Section 3. Special Meeting. - Special meetings of the stockholders may be called at any time by resolution of the Board of Directors or by order of the President or upon the written request of stockholders registered as owners of one-third (1/3), of the total outstanding stock having voting powers. Such request shall state the purpose or purposes of the proposed meeting.

Section 4. Notice of Meeting. - Except as otherwise provided by law, written or printed notice of all annual and special meetings of stockholders, stating the place and time of the meeting and, if necessary, the general nature of the business to be considered, shall be transmitted by personal delivery, mail, telegram, or cable to each stockholder of record entitled to vote there at his address last known to the Secretary of the Corporation, at least fifteen (15) days before the date of the meeting, if an annual meeting, or at least seven (7) days before the date of the meeting, if a special meeting. Except where expressly required by law, no publication of any notice of a meeting of stockholders shall be required. If any stockholder shall, in person or by attorney-in-fact thereunto authorized, in writing, or by telegram, cable, radio or wireless, waive notice of any meeting, whether before or after the holding of such meeting, notice thereof need not

*As amended at a special stockholders' meeting held on March 13, 1987.

be given to him. Notice of any adjourned meeting of the stockholders shall not be required to be given, except when expressly required by law.

Section 5. Quorum. - At each meeting of the stockholders, the holder or holders of two-thirds (2/3) of the outstanding capital stock of the Corporation having voting powers, who is or are present in person or represented by proxy, shall constitute a quorum for the transaction of business, same in those cases where the Corporation Code or the Articles of Incorporation requires the presence at the meeting, in person or by proxy, of a greater proportion of the outstanding capital stock. In the absence of a quorum, the stockholders of the Corporation present in person or represented by proxy and entitled to vote, by majority vote, or in the absence of all the stockholders, any officer entitled to preside or not as Secretary at such meeting, shall have the power to adjourn the meeting from time to time, until stockholders holding the requisite amount of stock shall be present or represented. At any such adjourned meeting at which a quorum may be present, any business may be transacted which might have been transacted at the meeting as originally called. The absence from any meeting of the number required by the laws of the Republic of the Philippines or by the Articles of Incorporation or these by-laws for action upon any given matter shall not prevent action at such meeting upon any matter or matters which may properly come before the meeting, if the number of stockholders required in respect of such other matter or matters shall be present.

*Section 6. Organization of Meeting. - At every meeting of the stockholders, the Chairman of the Board, the President, or, in the absence of either, a Chairman chosen by the stockholders present in person or by proxy and entitled to vote thereat, by majority vote, shall act as Chairman. The Secretary shall act as secretary at all meetings of the stockholders. In the absence from such meetings of the Secretary, the Chairman of the meeting may appoint any person to act as secretary of the meeting.

*As amended at a special stockholders' meeting held on
March 13, 1987.

Section 7. Voting. - At every meeting of the stockholders, each stockholder shall be entitled to vote in person or by proxy and, unless otherwise provided by law, he shall have one vote for each share of stock entitled to vote and recorded in his name in the books of the Corporation. At all meetings of the stockholders, all elections and all questions shall be decided by the plurality vote of stockholders present in person or by proxy and entitled to vote thereat, a quorum being present, except in cases where other provision is made by statute. Unless required by law, or demanded by a stockholder present in person or by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be any ballot. On a vote by ballot, each ballot shall be signed by the stockholder, voting, or in his name by his proxy if there be such proxy, and shall state the number of shares voted by him.

ARTICLE IV

Board of Directors

Section 1. General Powers. - Unless otherwise provided by law, the powers, business and property of the Corporation shall be exercised, conducted and controlled by the Board of Directors.

Section 2. Number, Qualifications and Term of Office. The number of directors shall be five (5). Each director shall own in his own right at least one (1) share of the capital stock of the Corporation. The directors shall be elected annually in the manner provided in these by-laws and each director shall hold office until the annual meeting, held next after his election and until his successor shall have been elected and shall have qualified, or until his death or until he shall resign or shall have been removed in the manner hereinafter provided. The directors named in the Articles of Incorporation of the Corporation and their successors in accordance with these by-laws shall hold office until the first annual meeting of

the stockholders for the election of directors and until their successors have been elected and shall have qualified.

Section 3. Election of Directors. - At each meeting of the stockholders for the election of directors, at which a quorum is present, the persons receiving the highest number of votes of the stockholders present in person or by proxy and entitled to vote shall be the directors. In case of any ~~increase~~ in the number of directors, the additional directors may be elected by the stockholders (i) at the first annual meeting held after such increase has been approved, (ii) or at a special meeting called for the purpose, or (iii) at the same meeting authorizing the increase of directors if so stated in the notice of the meeting.

Section 4. Quorum and Manner of Action. - Except as otherwise provided by statute, by the Articles of Incorporation or by these By-laws, at least two-thirds (2/3) of the number of directors specified in the Articles of Incorporation shall constitute a quorum for the transaction of business of the meeting, and the act of a majority of the directors present at any meeting at which there is a quorum shall be valid as a corporate act. In the absence of a quorum, a majority of the directors present may adjourn any meeting from time to time until a quorum be had. Notice of any adjourned meeting need not be given. In the following instances, no corporate act shall be deemed to have been taken by the Corporation without the affirmative vote of two-thirds (2/3) of the entire membership of the Board of Directors, in addition to any applicable requirements of law or the Articles of Incorporation:

- (a) Amendment of the Articles of Incorporation;
- (b) Amendment or repeal of the by-laws;
- (c) Creation or increase of any bonded indebtedness, the giving of guarantees, or

otherwise incurring obligation in excess of One Million Pesos (P1,000,000.00), Philippine currency;

(d) Any merger, consolidation or reorganization to which the Corporation is a party, or any acquisition of all or part of the assets of any other Corporation or business;

(e) Dissolution of the corporation;

(f) Sales, pledge, lease, mortgage, charge, transfer or any other disposition of all or a substantial portion of the assets of the Corporation or of any subsidiary thereof;

(g) Issuance of securities convertible into shares of stock;

(h) Declaration of any dividend;

(i) Removal of Directors.

Section 5. Place of Meeting. - The Board of Directors may hold its meeting at the principal office of the Corporation or at such other places within or without the Republic of the Philippines as the Board may from time to time determine or shall be specified or fixed in the respective notices or waivers of notice thereof.

Section 6. Organization Meeting. - The Board of Directors shall meet for the purpose of organization, the election of officers and the transaction of other business, as soon as practicable after each annual election of directors and on the same day, at the same place at which regular meetings of the Board of Directors are held. Notice of such meeting need not be given. Such meeting may be held at any other time or place which shall be specified in a notice given as hereinafter provided for special meetings of the Board of Directors or in a consent and waiver of notice thereof signed by all the directors.

Section 7. Regular Meetings. - Regular meetings of the Board of Directors shall be held at such place and at such time as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is to be

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held, than the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding business day not a legal holiday. Notice of regular meetings need not be given.

*Section 8. Special Meetings: Notice. - Special meetings of the Board of Directors shall be held when called by the Chairman of the Board, or the President, or by the Secretary at the request of any two (2) of the directors. Notice of such meeting shall be mailed to each directors, address to him at his residence or usual place of business, at least twenty (20) days before the day on which the meeting is to be held, or shall be sent to him at such place by telegraph, cable, radio or wireless, or be delivered personally or by telephone, not later than five (5) days before the day on which the meeting is to be held. Every such notice shall state the time and place of the meeting, but need not state the purpose thereof except as otherwise in these By-laws expressly provided. Notice of any meeting of the board need not be given to any director, however, if waived by him in writing or by telegraph, cable, radio or wireless whether before or after such meeting is held or if he shall be present at the meeting, and any meeting of the board shall be a legal meeting without any notice thereof having been given to any director, if all of the directors shall be present thereat.

*Section 9. Resignation. - Any director of the Corporation may resign at any time by giving written notice to the Chairman of the Board, or the President or the Secretary of the Corporation. The resignation of any director shall take effect at the time specified therein and, unless otherwise specified therein the acceptance of such resignation shall not be necessary to make it effective.

Section 10. Removal of Directors. Any director may be removed, either with or without cause, at any time, by the affirmative vote of the stockholders holding or representing at least two-thirds (2/3) of the outstanding

*As amended at a special stockholders' meeting held on March 13, 1987.

capital stock entitled to vote at a regular meeting or at a special meeting of the stockholders called for the purpose and held after due notice as provided in Section 28 of the Corporation Code. The vacancy in the Board caused by any such removal may be filled by the stockholders at such meeting without further notice, or at any regular or at any special meeting called for the purpose after giving notice as prescribed by the Corporation Code.

Section 11. Vacancies. - Any vacancy in the Board of Directors caused by death, resignation, disqualification, or any other cause, except removal may be filled by the majority vote of the remaining directors then in office, constituting a quorum, and each director so elected shall hold office for a term to expire at the next annual election of directors, and until his successors shall be duly elected and qualified, or until his death, or until he shall resign or shall have been removed in the manner herein provided.

Section 12. Compensation. - Except for reasonable per diems, a director as such, shall be entitled to receive only such compensation as may be granted to them by the vote of the stockholders representing at least a majority of the outstanding capital stock at a regular or special meeting of the stockholders.

ARTICLE V Committees

Section 1. Executive Committee. - The Board of Directors may, by resolution or resolutions passed by a majority of all its members, create an executive committee whose members shall be appointed by the Board. At least two (2) members of the executive committee shall be members of the Board. Except as provided in Section 35 of the Corporation Code, the executive committee shall have and exercise all such powers as may be delegated to it by the Board of Directors. The executive committee shall keep

regular minutes of its proceedings and report the same to the Board whenever required. The Board shall have the power to change the members of the executive committee at any time, to fill vacancies therein and to discharge or dissolve such committee either with or without cause.

Section 2. Other Committees. - The majority of all the members of the Board of Directors may by resolution create other committees with such powers and functions as may be delegated to them by the Board. All such committees shall keep a record of their proceedings and report the same to the Board whenever required. The Board shall have the power to appoint and remove the members of such committees and may at any time with or without cause dissolve any of such committees.

ARTICLE VI

Officers

Section 1. Number. - The Officers of the Corporation shall be a Chairman, a President, one or more Vice Presidents, a Secretary, a Treasurer and such other officers as may from time to time be elected or appointed by the Board of Directors. Any two or more positions may be held concurrently by the same person, except that no one shall act as President and Secretary or as President and Treasurer at the same time.

Section 2. Election, Term of Office and Qualification. The Chairman, the President, the Vice President(s), the Secretary and the Treasurer shall be elected annually by the affirmative vote of two-thirds (2/3) of all the members of the Board of Directors. Each officer shall hold office until his successor is elected and qualified in his stead, or until he shall have resigned or shall have been removed in the manner hereinafter provided. Such other officers as may from time to time be elected or appointed by the Board of Directors shall hold office for such period, have such authority and perform such duties as are provided in these By-laws or as the Board may determine. The Chairman of the

Board and the President shall be chosen from among the directors, and the Secretary shall be a resident and a citizen of the Philippines.

Section 3. Removal. - Any officer may be removed, either with or without cause, by the vote of a majority of the whole Board of Directors.

* Section 4. Resignations. - Any officer may resign at any time by giving written notice to the Board of Directors, or the Chairman of the Board, or to the President. Any such resignation shall take effect upon receipt of such notice, or at such other time as the Board may decide and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 5. Vacancies. - A vacancy in any office because of death, resignation, removal, disqualification or any other cause may be filled for the unexpired portion of the term of the Board of Directors.

* Section 6. The Chairman of the Board. - The Chairman of the Board shall be the Chief Executive Officer of the Corporation and shall, if present, preside at all meetings of the stockholders and of the Board of Directors. Subject to the control of the Board of Directors, he shall have overall supervision of the business and affairs of the Corporation, execute and implement the orders, resolutions and policies of the Board of Directors and, in general, exercise such powers and perform such duties as may be incidental to his office.

* Section 7. President. The President shall be the Chief Operating Officer of the Corporation. As Chief Operating Officer, he will be responsible to the Chairman and Chief Executive for the general management of the mining operations of the Corporation and any related business in the principal office of the Corporation. He shall, in the absence of the Chairman of the Board preside

*As amended at a special stockholders' meeting held on March 13, 1987.

at all meetings of the stockholders and of the Board of Directors. He may sign with the Secretary or an Assistant Secretary any or all certificates of stock of the Corporation; provide the stockholders and the Board of Directors such reports, memoranda, accounts and data which may be required of him and in general, perform all duties incident to the office of the President and such other duties as may from time to time be assigned to him by the Board of Directors or as prescribed by these by-laws.

Section 8. Vice Presidents. At the request of the President, any Vice-President who is also a director, or in the absence or disability of the President, the most senior Vice President who is also a director, shall perform all the duties of the President, and, when so acting, shall have all the powers of, and be subject to all the restrictions upon, the President. Any Vice President shall perform such other duties as may, from time to time, be assigned to him by the Board of Directors or the President. Any Vice President may also sign with the Secretary or an Assistant Secretary any or all certificates of stock of the Corporation.

Section 9. The Secretary. The Secretary who shall be a resident and citizen of the Philippines shall keep or cause to be kept in books provided for the purpose, minutes of the meetings of the stockholders and of the Board of Directors; shall give or cause to be given, notice of all meetings of stockholders and directors and all other notices required by law or by these by-laws; and in case of his absence or refusal or neglect to do so, any such notice may be given by any person thereunto directed by the President, or by the directors or stockholders, upon whose request the meeting is called as provided in these by-laws; shall, unless otherwise determined by the Board of Directors, be custodian of the records and of the seal of the Corporation and see that the seal or a facsimile thereof is affixed to all documents the execution of which on behalf of the Corporation under its seal is duly

authorized in accordance with the provisions of these by-laws, and shall attest the same; shall keep a register of the post office address of each stockholder, and make all proper changes in such register, retaining and filling his authority for all such entries; may sign with the President any or all certificates or stock books, transfer books and stock ledgers and act as transfer agent in respect of the stock and securities of the Corporation; and, in general shall perform such other duties as may from time to time be assigned to him by the Board of Directors or the President or are incidental to his office as Secretary.

(X)* Section 10. The Treasurer. The Treasurer shall give such bond for the faithful performance of his duties as the Board of Directors may require. He shall have charge and custody of, and be responsible for, all funds, securities, evidences of indebtedness and other valuable documents of the Corporation, and deposit all such funds in the name of the Corporation in such banks, trust companies or other depositories as shall be selected in accordance with the provisions of these By-laws; at all reasonable times exhibit his books of account and records to any of the directors of the Corporation where such books of accounts the records are kept; when required by the Chairman of the Board or the President or the Board of Directors render a statement of the condition of finances of the Corporation; receive, and give, or cause to be given, receipts for moneys due and payable to the Corporation from any sources whatsoever, and pay out money as the business of the Corporation may require; and, in general, perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the Board of Directors or by the Chairman of the Board or the President.

Section 11. Compensation. The Board of Directors shall fix the salaries and bonuses of all officers. The fact that any officer is a director shall not preclude him from receiving a salary or bonus or from voting upon the resolution fixing the same.

*As amended at a special stockholders' meeting held on March 13, 1987.

ARTICLE VII
Dividends and Finance

Section 1. Fiscal Year. The fiscal year of the Corporation shall commence with the opening of business on the first day of such calendar year and shall close on the 31st day of December of the same calendar year.

Section 2. Dividends. Dividends shall be declared only from surplus profit and shall be payable at such time and in such manner and in such amount as the Board of Directors shall determine. No dividends shall be declared which would impair the capital of the Corporation.

Section 3. Auditors. Auditors shall be designated by the Board of Directors prior to the close of the business in each fiscal year, who shall audit and examine the books of account of the Corporation, and shall certify to the Board of Directors and the shareholders the annual balance of said book, which shall be prepared at the close of the said year under the direction of the Treasurer. No director or officer of the Corporation, and no firm or corporation of which such officer or director is a member, shall be eligible to discharge the duties of auditor. The compensation of the Auditor shall be fixed by the Board of Directors.

ARTICLE VIII

Seal

The seal of the Corporation shall be in such form as shall be ordered by the Board of Directors.

ARTICLE IX

Amendments

All By-laws of the Corporation shall be subject to amendment, alteration or repeal, and new by-laws, not

inconsistent with any provision of law may be made by a majority vote of the Board of Directors and two thirds (2/3) vote of the outstanding capital stock of the Corporation in respect thereof, given at an annual meeting or at any special meeting, provided that notice of the proposed amendment, alteration or repeal or of the proposed new by-laws be included in the notice of such meeting. The Board of Directors may likewise amend, alter or repeal the by-laws or adopt new by-laws, at any regular or special meeting of the board, if authorized by the stockholders as provided in Section 48 of the Corporation Code.

The foregoing by-laws were adopted by the unanimous consent of the owners of at least a majority of the outstanding capital stock of the Corporation at the first meeting of the stockholders held on the 10th day of December, 1986, at Makati, Metro Manila, Philippines.

(Sgd.) FELICIANO R. BELMONTE, SR. (Sgd.) EDMUNDO M. TOLENTINO

(Sgd.) AURORA B. CARINGAL

(Sgd.) AZUCENA F. TOLENTINO

(Sgd.) ERNESTO M. CARINGAL

DIRECTOR'S CERTIFICATE

KNOW ALL MEN BY THESE PRESENTS:

THAT WE, the undersigned, consisting of a majority of the Board of Directors of ABCAR-PARAGON MINING CORPORATION and the President and Secretary thereof, do hereby certify, that the attached document is a true and correct copy of the By-laws of the said Corporation approved and accepted by the unanimous vote of all the members of its Board of Directors and also the unanimous vote of the entire outstanding capital stock of said Corporation during its organizational meeting held on December 10, 1986, at Makati, Metro Manila, Philippines.

IN WITNESS WHEREOF, we have hereunto set our hands this 12th day of December, 1987, at Pasig, Metro Manila, Philippines.

(Sgd.) FELICIANO R. BELMONTE, SR. (Sgd.) EDMUNDO M. TOLENTINO

(Sgd.) ERNESTO M. CARINGAL (Sgd.) AURORA B. CARINGAL

(Sgd.) AZUCENA F. TOLENTINO

ATTESTED BY:

(Sgd.) FELICIANO R. BELMONTE, SR.
Chairman, Stockholders' Meeting

(Sgd.) AURORA B. CARINGAL
Secretary, Stockholders' Meeting

REPUBLIC OF THE PHILIPPINES)
IN THE PROVINCE OF RIZAL) SS.
MUNICIPALITY OF PASIG)

SUBSCRIBED AND SWORN to before me this 12th day of December, 1987, at Pasig, Metro Manila, affiants exhibiting

to me their Residence Certificates hereunder detailed
opposite their respective names, to wit:

<u>N A M E</u>	<u>RES. CERT. NO.</u>	<u>DATE & PLACE ISSUED</u>
Feliciano R. Belmonte, Sr.	12310251	March 31, 1986 Baguio City
Ernesto M. Caringal	17617231	March 4, 1986 Makati, Metro Manila
Edmundo M. Tolentino	17699202	April 15, 1986 Quezon City
Aurora M. Caringal	1743675F	August 26, 1986 Paranaque, Metro Mla.
Azucena F. Tolentino	17899203	April 15, 1986 Quezon City

WITNESS MY HAND AND NOTARIAL SEAL hereunto affixed on
the date and place above-written.

Jose A. Racho
Notary Public
Until December 31, 1986
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BY-LAWS 1/16

DIRECTOR'S CERTIFICATE

KNOW ALL MEN BY THESE PRESENTS:

THAT WE, the undersigned, consisting of a majority of the Board of Directors of ABCAR-PARAGON MINING CORPORATION and the President and Secretary thereof, do hereby certify, that the attached document is a true and current copy of the By-laws of the said Corporation approved and accepted by the unanimous vote of all the members of its Board of Directors and also the unanimous vote of the entire outstanding capital stock of said Corporation during its organizational meeting held on December 10, 1986, at Makati, Metro Manila, Philippines.

IN WITNESS WHEREOF, we have hereunto set our hands this 12th day of December, 1986 at Pasig, Metro Manila, Philippines.

(Sgd.) FELICIANO R. BELMONTE, SR. (Sgd.) EDMUNDO M. TOLENTINO

(Sgd.) ERNESTO M. CARINGAL (Sgd.) AURORA B. CARINGAL

(Sgd.) AZUCENA F. TOLENTINO

ATTESTED BY:

(Sgd.) FELICIANO R. BELMONTE, SR.
Chairman, Stockholders' Meeting

(Sgd.) AURORA B. CARINGAL
Secretary, Stockholders' Meeting

Jurat . . .