

PHILIPPINE EXPLORATION CORPORATION (PNOC EC)

		Component			Baseline			Targets		
Objective/Measure		Formula	Wt. (2024)	Rating System	2020	2021	2022	2023	2024	
CUSTOMERS / STAKEHOLDERS	SO 1	Operate In a Regime of Transparency and Fairness in our Dealings with our Business Partners								
	SM 1	Percentage of Satisfied Customers and Stakeholders	No. of Satisfied Respondents over Total No. of Respondents	5%	(Actual / Target) If less than 80%= 0%	100%	100%	99%	93%	90% ¹
	SO 2	Become the Partner of Choice of Other Energy Enterprises in Energy Exploration and Production								
	SM 2	No. of JV Partnerships Resulting from Farm-In/ Farm-Out Activities	No. of new JV partnership as a result of farm-in/ farm-out activities	0%	(For monitoring)	0	Excluded	Excluded	1	1
	Subtotal			5%						
FINANCE	SO 3	Ensure Profitability in a Sustainable Manner								
	SM 3	NET INCOME before FOREX Gain/Loss and Petroleum Exploration Cost (in billion pesos)	Amount of Annual NET INCOME before FOREX gain/loss and petroleum exploration costs	15%	Actual over Target	0.549 Billion	0.659 Billion	1.811 Billion	0.574 Billion	0.763 Billion

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

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FINANCE	SM 4	Budget Utilization Rate	Actual disbursement of capital expenditure and MOOE over Approved corporate operating budget for Capital Outlay and MOOE	5%	Actual over Target	N/A	N/A	35.74%	90%	90%
	Subtotal			20%						
INTERNAL PROCESS	SO 4	Focus Exploration for the Discovery of Potential Petroleum and Coal Resources for the Country								
	SM 5	No. of Line-Kilometers of Seismic Data Interpreted in SCs	Total no. of line-kilometers of seismic data interpreted	10%	Actual over Target	418.5 line-km	2,903 line-km	2,020 line-km	2,000 line-km	3,000 line-km
	SM 6	Implementation of SC 37 Chico-1 Drilling Program	Implementation of component work programs of SC 37 Chico-1 Drilling Program	5%	Milestone ²	N/A	N/A	N/A	N/A	100% Completion of Target Deliverables: a) Geomechanical Study, Geotechnical Survey, Predelivery Inspection of LLIs b) Road and Drill Site Preparation c) Exploration Drilling

² See Appendix 1.

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Component					Baseline			Targets	
INTERNAL PROCESS	Objective/Measure	Formula	Wt. (2024)	Rating System	2020	2021	2022	2023	2024
	SM 7	Coal Production	Metric tons of coal produced	5%	Actual over Target	N/A	N/A	N/A	36,000 mt
SM 8	Length of COC 41 Mine 4 Development Meterage	Total length of development meterage as validated by DOE	5%	Actual over Target	N/A	Excluded	379 meters	N/A	300 m
SO 5	Pursue Partnership with Other Energy Enterprises as Risk Management Strategy								
SM 9	No. of Due Diligence or Evaluation Reports of Areas under consideration	No. of Due Diligence or Evaluation Reports of Areas under consideration validated by DOE	10%	All or Nothing		1	1	1	1
SO 6	Determine the Prospectivity of the Areas Covered by the Service Contracts and Coal Operating Contracts								
SM 10	No. of Geological Evaluation for Petroleum	No. of Geologic Evaluation Report/s validated by DOE	5%	All or Nothing	2	2	1	1	1
SM 11	No. of Geophysical Evaluation for Petroleum	No. of Geophysical Interpretation Report/s validated by DOE	10%	Actual over Target	1	1	1	2	2

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SM 12	No. of Geologic Survey for Coal	No. of Geologic Survey validated by DOE	5%	All or Nothing	1	1	1	1	1
Subtotal		55%							
SO 7	Achieve Operational Excellence Through Establishment and Implementation of Internationally Accepted Quality Standards								
SM 13	Adherence to Company Safety Programs	a. Actual Number of PNOEC Employees with Fatal LTA	3.75%	All or Nothing	N/A	0	0	0	0
		b. Actual Number of PNOEC Employees with Non-Fatal LTA	3.75%	≤ 2 = 100% 3 to 4 = 80% 5 to 6 = 60% 7 to 8 = 40% 9 to 11 = 20% ≥ 12 = 0%	N/A	0	0	≤ 1	≤ 2
SM 14	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	Surveillance Audit Passed	Surveillance Audit Passed	Surveillance Audit Passed	Surveillance Audit Passed	Recertification Passed

LEARNING AND GROWTH

Component					Baseline			Targets		
	Objective/Measure	Formula	Wt. (2024)	Rating System	2020	2021	2022	2023	2024	
LEARNING AND GROWTH	SO 8	Provide our People with Appropriate Training and Exposure to New Developments in the Industry								
	SM 15	Percentage of Employees with Required Competencies Met	Competency Level 2024 – Competency Level 2023 (where Competency Level = Total Number of Employees with Required Competencies Met / Total Number of Employees)	7.50%	Actual over Target	20.45%	27.42%	33.33%	Increase from 2022 Competency Level	Increase from 2023 Competency Level
	Subtotal			20%						
	TOTAL			100%						

For GCG:


ATTY. MARIUS P. CORPUS
Chairperson

For PNOC EC:


MR. FRANZ JOSEF GEORGE E. ALVAREZ
President and CEO (PCEO)