

PNOC EXPLORATION CORPORATION (PNOC EC)

Component					Baseline		Targets		
	Objective/Measure	Formula	Wt.	Rating System	2019	2020	2021	2022	
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	No. of Satisfied Respondents Total No. of Respondents	10.00%	(Actual/ Target) If less than 80% = 0%	93.89%	100%	92% ⁱ	93% ⁱ
	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 or PCECP	10.00%	Actual over Target	0	0	1	1
	Subtotal			20.00%					
FINANCE	SO 3	Ensure Profitability in a Sustainable Manner							
	SM 3	NET INCOME before FOREX Gain/Loss and Petroleum Exploration Cost (in billion ₱)	Amount of Annual NET INCOME before FOREX gain/loss and petroleum exploration costs	15.00%	Actual over Target	1.23 Billion	0.549 Billion	0.324 Billion ⁱⁱ	0.538 Billion ⁱⁱ

ⁱ Using the Enhanced Standard Methodology and Questionnaire prescribed by the GCG.

ⁱⁱ Income from SC 38 (Malampaya) shall be based on actual pricing reflected in the invoice.

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FINANCE	SM 4	Budget Utilization Rate	Actual disbursement of capital expenditure & MOOE over Approved corporate operating budget for Capital Outlay and MOOE	5.00%	Actual over Target	N/A	N/A	N/A	90%
	Subtotal			20.00%					
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	5.00%	Actual over Target	2,011.51 line-km	418.50 line-km	2,000 line-km	2,000 line-km
	SM 6	No. of Hectares Mapped in Coal Operating Contracts	Total no. of hectares mapped	5.00%	Actual over Target	21.36 has.	220 has.	350 has.	1,000 has.
	SM 7	Length of COC 41 Mine 3 Development Meterage	Total length of development meterage as validated by DoE	7.50%	Actual over Target	N/A	N/A	1,430 meters	1,575 meters

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INTERNAL PROCESS	SO 5 Pursue Partnership with Other Energy Enterprises as Risk Management Strategy								
	SM 8	No. of Due Diligence Examination of Petroleum Concessions	No. of Petroleum Concessions Due Diligence Report	5.00%	Actual over Target	1	1	1	1
	SO 6 Determine the Prospectivity of the Areas Covered by the Service Contracts and Coal Operating Contracts								
	SM 9	No. of Geological Evaluation for Petroleum	No. of Geologic Evaluation Report/s validated by DoE	7.50%	Actual over Target	2	2	2	1
	SM 10	No. of Geophysical Evaluation for Petroleum	No. of Geophysical Interpretation Report/s validated by DoE	5.00%	Actual over Target	1	1	1	1
	SM 11	No. of Geologic Survey for Coal	No. of Geologic Survey validated by DoE	5.00%	Actual over Target	1	1	1	1
	SM 12	No. of Coal Mine Development Plan	No. of Coal Mine Development Plan validated by DoE	5.00%	Actual over Target	1	0	1	1
	Subtotal			45.00%					

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SO 7	Achieve Operational Excellence Through Establishment and Implementation of Internationally-Accepted Quality Standards							
SM 13	Adherence to Company Safety Programs	Accident Frequency Rate= (No. of LTA/ Total Man-hours) x 1,000,000 Where: • No. of LTA= No. of LTA in a year • Total Man-Hours= (No. of workers) x (working hours/day) x (working days/month) x (12 months/year)	5.00%	All or Nothing	0 (based on PNOCEC submission)	0 (based on PNOCEC submission)	≤ 1 frequency rate on non-fatal lost-time accident (with zero number of fatal LTA)	≤ 1 frequency rate on non-fatal lost-time accident (with zero number of fatal LTA)
SM 14	Compliance to Quality Standards	ISO 9001 Audit Results	5.00%	All or Nothing	Surveillance Audit Passed	Surveillance Audit Passed	ISO 9001:2015 Recertification ⁱⁱⁱ	Surveillance Audit Passed
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	No. of Employees with Required Competencies Met Total Employees	5.00%	All or Nothing	8.15%	20.45%	25%	Increase from 2021 Competency Level
Subtotal			15.00%					
TOTAL			100.00%					

LEARNING AND GROWTH

ⁱⁱⁱ Corrected from "Surveillance Audit Passed."