

**PNOC EXPLORATION CORPORATION**  
**Interim Performance Scorecard**

Performance Measures				Targets	Accomplishment		CGO-B Validation		Supporting Documents	Remarks
Description	Formula	Weight	Data Provider <i>if applicable</i>	2013	Actual	Rating	Score	Rating		
<b>MFO 1: Petroleum and Coal Exploration and Development</b>										
Quantity 1 – Geophysical Evaluation for Petroleum	No. of geophysical interpretation report/s validated by DOE	9%	Upstream Operations Division	3	4	12%	4	9%	DOE Certifications stating that PNOC-EC reports conform to the standards of technical reporting in the Oil and Gas Industry. The Certifications are signed by DOE Usec. Ramon Allan V. Oca	Petroleum Geophysical Reports cover the ff: (1) Prospects and Leads Inventory, SC 63; (2) 2013 Seismic Interpretation Report, SC 57; (3) Inboard 3D Seismic Interpretation Report, SC 59; (4) Analysis of High Amplitude Anomalies in the Pagasa Formation, Southwest Palawan Basin.
Quantity 2 – Geological Evaluation for Petroleum	No. of geological evaluation report/s validated by DOE	8%	Upstream Operations Division	4	4	8%	4	8%		Petroleum Geological Reports cover the ff: (1) 2013 Prospect Review, SC 58; (2) Malampaya East Prospect, SC 38; (3) 2013 Due Diligence Report-Domestic and Overseas Ventures; (4) CHICO Prospect File, SC 37.
Quantity 3 – Farm-out and Farm-in Efforts	No. of confidentiality agreement/s signed with interested party	8%	Upstream Operations Division	5	8	12.8%	8	8%	Signed Copies of Confidentiality Agreements	Confidentiality Agreements entered into by PNOC-EC in FY 2013 are as follows: (1) For COC 130 – Philex Petroleum Corp. (2) For COC 140 – Nihao Mineral Resources International, Inc. (3) For SC 37 – RMA Energy Pte. Ltd. (4) For SC 47 – RMA Energy Pte. Ltd. (5) For SC 50 – Frontier Oil Corporation (6) For COC 41 – Binani Industries Ltd. (7) For SC 40 – Forum Exploration, Inc. (8) For SC 55 - Otto Energy Investments Ltd.

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Quantity 4 - Coal geologic survey	No. of geologic survey report/s validated by DOE	9%	Upstream Operations Division	2	2	9%	2	9%	DOE Certifications stating that PNOC-EC reports conform to the standards of technical reporting in the Oil and Gas Industry. The Certifications are signed by DOE Usec. Ramon Allan V. Oca	Coal Geologic Survey Reports cover the ff: (1) Final Coal Exploration Report lower Butong and Sta. Barbara – Malongon – Imelda, ZamboangaSibugay, COC 41; (2) Geologic and Project Closure Report for COC 140 (Cagwait-Tago, Surigao del Sur).
Quantity 5 - Coal drilling/ geophysical logging	No. of drilling program approved by the DOE	9%	Upstream Operations Division	1	1	9%	1	9%		Coal Exploration Drilling Report*: (1) Final Coal Exploration Report lower Butong and Sta. Barbara – Malongon – Imelda, ZamboangaSibugay, COC 41.
Quantity 6 – Mine Development	No. of mine development plan approved by the DOE	9%	Upstream Operations Division	1	1	9%	1	9%		Coal Development Report**: (1) Lower Butong Coal Project (CBS 41-H-400) and CBS 41-I-361) Pre-Feasibility Study.
Quantity 7 - Position paper (2013)	No. of position paper submitted for resolution of NEDA	2%	Upstream Operations Division/ Legal Department	1	1	2%	1	2%	Copy of Letter received by NEDA dated 20 December 2013	-
Quantity 8 - Position paper (2013)	No. of position paper submitted for resolution of OP	2%	Upstream Operations Division/ Legal Department	1	1	2%	1	2%	Copy of Letter received in OP, addressed to DES Teofilo S. Pilando, dated 20 December 2013	-
Quality 1 - Safety Performance of the project sites and business/field units	Lost-time Incident (LTI)	4%	HSSSED/Project Site/ Business or Field Units	0	0	4%	0	4%	DOE Certification that PNOC-EC did not experience any Fatal Lost-Time Incident (LTI-FATAL) in the Company's Coal Operation in FY 2013	The DOE Certification qualified on the following: (1) Covers Fatal Lost-Time Incident only; (2) PNOC-EC's Coal Operation only.

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Financial 1- Annual Net Income	Actual- 2.34B Target -2.34B	30%	Finance Department/ Planning & Budget Department	2,600 <sup>1</sup>	2.953	45%	2.953	30%	2013 Unaudited Financial Statement	Subject to COA's issuance of Audited Financial Statements for PNOC-EC.
<b>Subtotal of Weights:</b>		<b>90%</b>				<b>112.8%</b>		<b>90%</b>		
<b>General Administrative Support Services</b>										
Financial 2 - Dividends paid to the Gov't (Nat'l Treasury and PNOC)	Actual- 1.35B Target -1.35B	10%	Finance Department/ Planning & Budget Department	1,500 <sup>2</sup>	3,000	15%	3.000	10%	Copy of BTR Official Receipt (OR) No. 4704042X and PNOC OR No. 20367	PNOC exceeded its target by 100%
Human Resources	No. of training programs conducted	-	Human Resources Department	4	5	-	5	-	N/A	No weight.
Finance	No. of financial reports produced on or before the 15 <sup>th</sup> of following month	-	Finance Department	12	12	-	12	-	N/A	No weight.
<b>Subtotal of Weights:</b>		<b>10%</b>				<b>15%</b>		<b>10%</b>		
<b>TOTAL OF WEIGHTS:</b>		<b>100%</b>				<b>127.8%</b>		<b>100%</b>		

<sup>1</sup> Due to 30-day maintenance shutdown of the SC38 Malampaya production facilities; gas off-take is also expected to fall due to equipment failure of gas customers up to March 2014.

<sup>2</sup> In consideration of the funding requirements for the medium-term projects.