

PHILIPPINE NATIONAL OIL COMPANY (PNOC)
Validated 2023 Performance Scorecard

Component					Target	PNOC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating			
SOCIAL IMPACT	SO 1	Contribute to Energy Security Targets										
	SM 1	Development of Decentralized Energy System through the Use of Renewable Energy (Solar PV Technology)	Actual Accomplishment	10%	All or Nothing	Board-Approved Detailed Feasibility Study (DFS) on Decentralized Energy Systems (DES) Using Renewable Energy (Solar PV Technology)	Secured Board Approval for the Detailed Feasibility Study on Decentralized Energy Systems Utilizing Renewable Energy (Solar PV Technology)	10%	Board-Approved Detailed Feasibility Study (DFS) on Decentralized Energy Systems (DES) Utilizing Renewable Energy (Solar PV Technology)	10%	<ul style="list-style-type: none">Detailed Feasibility Study for the DES using Solar PV TechnologySecretary's Certificate signed by Corporate Secretary, notarized on 16 November 2023	PNOC Board approved the DFS on the DES Project (Solar PV Systems) on 20 October 2023 per Board Resolution No. 2889, s. 2023.
	Subtotal		10%				10%		10%			
STAKEHOLDERS	SO 2	Establish a Comprehensive Relationship Management for Mutually Beneficial Linkages with Key Stakeholders										
	SM 2	Percentage of Satisfied Customers	No. of Satisfied Respondents over Total Number of Respondents	10%	Actual over Target If less than 80% = 0%	90% Satisfied Customers	98.77%	10%	98.77%	10%	<ul style="list-style-type: none">ARTA Harmonized Client Satisfaction Measurement Results of GOCCs dated 31 May 2024	The result is based on the responses of clients availing external services only. The CSM score refers to the percentage of respondents who rated 'Agree' and 'Strongly Agree' for <i>Service Quality Dimension 0: "I am satisfied with the service that I availed"</i> .
	Subtotal		10%				10%		10%			

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FINANCE	SO 3	Maintain a Sound Financial Condition																						
	SM 3	Net Income	Income from Operations Add/Deduct: FOREX Gains/Losses, Other Income, Income Tax and Unrealized Gains/Losses	25%	Actual over Target	₱1.987 Billion	₱3.479 Billion	25%	₱3.394 Billion	25%	<ul style="list-style-type: none">COA Audited Statement of Comprehensive Income	<div>The breakdown of the validated Net Income for 2023 is as follows: <i>In Billions</i><table><tr><th>PARTICULARS</th><th>AMOUNT</th></tr><tr><td>Total Income</td><td>6.546</td></tr><tr><td>Total Expenses</td><td>2.115</td></tr><tr><td>Profit Before Tax</td><td>4.431</td></tr><tr><td>Income Tax Expense</td><td>1.037</td></tr><tr><td>NET INCOME</td><td>3.394</td></tr></table></div>	PARTICULARS	AMOUNT	Total Income	6.546	Total Expenses	2.115	Profit Before Tax	4.431	Income Tax Expense	1.037	NET INCOME	3.394
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SM 4	Budget Utilization Rate (BUR)	Actual Disbursement over Total Approved Budget for CO and MOOE	5%	Actual over Target	90%	39.86%	2.21%	27.52%	1.53%	<ul style="list-style-type: none">DBM-Approved COBBudget Utilization Report as of 31 December 2023	<div>The breakdown of the computed BUR for 2023 is as follows: <i>In Billions</i><table><tr><th>PARTICULARS</th><th>AMOUNT</th></tr><tr><td>Actual Disbursement</td><td>0.226</td></tr><tr><td>MOOE</td><td>0.218</td></tr><tr><td>CO</td><td>0.008</td></tr><tr><td>ADJUSTED COB</td><td>0.820</td></tr><tr><td>BUR (%)</td><td>27.52%</td></tr></table></div>	PARTICULARS	AMOUNT	Actual Disbursement	0.226	MOOE	0.218	CO	0.008	ADJUSTED COB	0.820	BUR (%)	27.52%	
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BUR (%)	27.52%																							
	Subtotal			30%			27.21%		26.53%															
INTERNAL PROCESS	SO 4	Develop Energy Infrastructure																						
	SO 5	Maintain Efficient Management of PNOC's Energy Facilities																						
	SM 5	Compliance to Integrated Management System (IMS) Standards for PNOC Industrial Park	Actual Accomplishment	5%	All or Nothing	Pass 1st Surveillance Audit	Passed 1st Surveillance Audit	5%	Passed 1st Surveillance Audit	5%	<ul style="list-style-type: none">ISO Certification from SOCOTEC	PNOC successfully passed the 1 st Surveillance Audit conducted last 29 August 2023 by SOCOTEC Certification International in accordance with the ISO 9001:2015 & 14001:2015 and ISO 45001:2018.												

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Objective/Measure		Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating		
INTERNAL PROCESS	SM 6	Pass Certification - ISO 9001:2015 Quality Management Systems for ESB Operations and ISO 45001:2018 Occupational Health and Safety Management System	Actual Accomplishment	5%	All or Nothing	Pass Re-Certification	Passed Re-Certification	5%	Passed Re-Certification	5%	<ul style="list-style-type: none">ISO Certification from SOCOTEC <p>PNOC successfully passed the ISO 9001:2015 and ISO 45001:2018 re-certification conducted by SOCOTEC Certification International on 06 December 2023 of the PNOC Energy Supply Base Operations.</p>
	SO 6	Optimize Asset Productivity									
	SM 7	Operation of Energy Supply Base (ESB)	Total No. of DoS Conducted over Total No. of Berthed Foreign Vessels	5%	Actual over Target	100% Conduct of Declaration of Security (DoS) within 14 hours upon berth of foreign vessel at ESB Pier	Conducted 100% (59/59) DOS of Foreign Vessels Berthed at ESB	5%	100% Conduct of Declaration of Security (DOS) within 14 hours upon berth of foreign vessel at ESB Pier	5%	<ul style="list-style-type: none">Declaration of Security Time Log Summary 2023 <p>DoS was conducted on 59 out of 59 foreign vessels within 14 hours.</p>
	SM 8	Number of PDMC Assets Utilized/ Disposed at a Gain	Number of PDMC Assets Utilized over Disposed at a Gain	5%	Actual over Target	Disposal through sale of 5 additional Costa Verde and/or El Pueblo Properties	Disposed through sale of 5 Costa Verde and El Pueblo Properties: <u>2 Costa Verde:</u> -Blk 38 Lot 64 -Blk 38 Lot 65 <u>3 El Pueblo:</u> -Unit C 442 -Unit C 714 -Unit C 406	5%	Disposed through sale of 5 Costa Verde and El Pueblo Properties: <u>2 Costa Verde:</u> -Blk 38 Lot 64 -Blk 38 Lot 65 <u>3 El Pueblo:</u> -Unit C 442 -Unit C 714 -Unit C 406	5%	<ul style="list-style-type: none">Copies of the Deed of Absolute Sale (DOAS) of the following: <u>2 Costa Verde</u> - Blk 38 Lot 64 - Blk 38 Lot 65 <u>3 El Pueblo</u> - Unit C 442 - Unit C 714 - Unit C 406 <p>PNOC was able to dispose at a gain a total of five (5) Costa Verde and El Pueblo Properties.</p>

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INTERNAL PROCESS				5%	Actual over Target	Disposal through sale of 10 Socialized Housing Program Lots	Disposed through sale of 7 Socialized Housing Program Lots	3.50%	Disposed though sale of 7 Socialized Housing Program Lots	3.50%	<ul style="list-style-type: none">Deed of Absolute Sale on 7 Socialized Housing Program Lots	Target not met. PNOC was able to dispose at a gain seven (7) out of the ten (10) target Socialized Housing Program Lots.
	SM 9	PNOC/PAFC/ PSTC Property Utilized/Leased/ Disposed	Actual Accomplishment	5%	Actual over Target	Utilization/ Lease/ Disposal of any one (1) PNOC/PAFC/P STC Property	Executed Lease Agreements: 1. PNOC and NRDC 2. PNOC and Samat LNG Corp.	5%	Executed Two (2) Lease Agreements	5%	<ul style="list-style-type: none">Lease Agreements of: - PNOC and NRDC - PNOC and Samat LNG Corporation	Two (2) lease agreements were duly executed in 2023: 1. PNOC and NRDC 2. PNOC and Samat LNG Corporation
INTERNAL PROCESS	SM 10	Disposal of Banked Gas	Actual Accomplishment	10%	Actual over Target	Delivery of 5 Petajoules (PJ) of Banked Gas	Delivered a total of 11.485 Petajoules of Banked Gas	10%	Delivered a Total of 11.485 Petajoules of Banked Gas	10%	<ul style="list-style-type: none">Secretary's Certificate on the delivery of banked gasMonthly Delivery StatementsTransmittal letters to DOE	PNOC delivered a total of 9.554 PJ to San Gabriel Power Plant of First NatGas Power Corporation and 1.931 PJ to Avion Power Plant of Prime Meridian PowerGen Corporation, for a total of 11.485 PJ of banked gas.
Subtotal				40%				38.50%		38.5%		
LEARNING AND GROWTH	SO 7	Acquire, Develop, Retain and Motivate Talents for Peak Performance										
	SM 11	Percentage of Employees with Required Competencies Met	Number of Employees with Required Competencies Met over Total Number of Employees	5%	All or Nothing	Increase from 2022 Baseline	Increase from 2022 Baseline by an additional 5 employees who matched their competency gap.	5%	86.54% (Increase of 2.16% from 2022 Baseline)	5%	<ul style="list-style-type: none">Approved Personnel Development Policy GuidelinesSummary 2022 Baseline Competency Monitoring ReportEmployee Competency Assessment Forms	For 2023, 90 out of 104 (86.54%) PNOC employees met the required competencies for their respective positions. This is a 2.16% increase from the 2022 validated competency level of 84.38%.
	Subtotal			5%				5%		5%		

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Objective/Measure		Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating			
LEARNING AND GROWTH	SO 8	Develop, Implement and Maintain Efficient and Effective Systems										
	SM 12	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	Pass Re-Certification	Passed Re-Certification Audit	5%	Passed Re-Certification Audit	5%	• ISO Certification from SOCOTEC	Target met. PNOC successfully passed the re-certification audit conducted on 27 October 2023 by SOCOTEC Certification International at the PNOC Head Office. The scope of the certification is the “Management of the provision of vital energy resource development and energy infrastructure conducive to a clean environment and balanced and sustainable economic growth.”
	Subtotal		5%				5%		5%			
	TOTAL		100%				95.71%		95.03%			

Annex A Reviewed and Certified Correct by:

SIGNATURE REDACTED

ATTY. MARICOR E. LACAMBACAL
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