

PNOC EXPLORATION CORPORATION (PNOC EC)

Component					Baseline		Targets		
	Objective/Measure	Formula	Wt.	Rating System	2018	2019	2020	2021	
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 Total No. of Respondents	5.00%	(Actual/Target) If less than 80%= 0%	96.1%	93.89%	92% ⁱ	92% ⁱⁱ
	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	10.00%	Actual over Target	0	-	1	1
	Subtotal			15.00%					
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	1.24 Billion	1.23 Billion ⁱⁱⁱ	0.951 Billion ⁱⁱⁱ	0.324 Billion ⁱⁱⁱ
	Subtotal			15.00%					

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

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

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

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INTERNAL PROCESS	SO 4	Focus Exploration for the Discovery of Potential Petroleum and Coal Resources for the Country							
	SM 4	No. of Line-Kilometers of Seismic Data Interpreted in SCs	Total no. of line-kilometers of seismic data interpreted	5.00%	Actual over Target	3,146	2,011.51	300 line-km	2,000 line-km
	SM 5	No. of Hectares Mapped in Coal Operating Contracts	Total no. of hectares mapped	5.00%	Actual over Target	N/A	21.36 has.	264 has.	350 has.
	SM 6	Length of COC 41 Mine 3 Development Meterage	Total length of development meterage as validated by DoE	10.00%	Actual over Target	N/A	N/A	N/A	1,430 meters
	SO 5	Pursue Partnership with Other Energy Enterprises as Risk Management Strategy							
	SM 7	No. of Companies Who Signified Interest to Partner in Projects	No. of signed Confidentiality Agreements	5.00%	Actual over Target	4	4	2	1
	SM 8	No. of Due Diligence Examination of Petroleum Concessions	No. of Petroleum Concessions Due Diligence Report	5.00%	Actual over Target	N/A	1	1	1

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INTERNAL PROCESS	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	10.00%	Actual over Target	2	2	2	2
	SM 10	No. of Geophysical Evaluation for Petroleum	No. of Geophysical Interpretation Report/s validated by DoE	5.00%	Actual over Target	2	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	1	1	1
	Subtotal			55.00%					

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LEARNING AND GROWTH	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	N/A	N/A	N/A	≤ 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	Maintained Certification	Recertified to ISO 9001:2015	Surveillance Audit Passed	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	$\frac{\text{No. of Employees with Required Competencies Met}}{\text{Total Employees}}$	5.00%	Actual over Target	16.78%	8.15%	20%	25%
	Subtotal			15.00%					
TOTAL			100.00%						