

**PHILIPPINE NATIONAL OIL COMPANY**  
**2019 COMPENSATION PACKAGE OF EXECUTIVE OFFICERS**  
**FY 2019**  
**(IN THOUSAND PESOS)**

2019 COMPENSATION PACKAGE FOR OFFICERS											
		Annual Basic Salary		Annual Benefits		Total Compensation Framework (TCF)		PBB		No. of Officers	Position TCF
		(A)	(B)	(C)	(D)	(E)=(A)+(C)	(F)=(B)+(D)	(G)	(H)	(I)	(J)=(E)+(F)+(G)+(H)
Position/Title	Job Grade/Job level	Min.	Max	Min.	Max	Min.	Max	Min.	Max		
President	SG30/Step 2	-	2,107	-	532	-	2,639	-		1	2,639
Senior Vice President	SG 28/STEP 4; 6	1,722	1,785	458	466	2,180	2,251			2	4,431
Corporate Secretary	SG 25/STEP 1	1,024	0	291		1,315	0			1	1,315
LIST OF BENEFITS											
Name of Benefit		Amount Per Officer		Coverage		83					
PERA		2		Civilian govt. personnel occupying regular, contractual, or casual positions; appointive or elective; rendering services on a full time or part time basis and whose positions are covered by RA 6758 "Compensation and Position Classification Act of 1989"		5					
Clothing Allowance		6		Civilian govt. personnel occupying regular, contractual, or casual positions; appointive or elective; rendering services on a full time or part time basis		General Appropriations Act					
Service Recognition Incentive (SRI)		10		Civil personnel in National Government (NGAs) including those in the state universities and colleges (SUCs) and Government Owned and Controlled Corporations (GOCCs) occupying regular, contractual or casual positions		Administrative Order No. 2019-19					
Midyear Bonus (President)		175		Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis		DBM BC#2017-2 dated 5.08.2017 (3.1)					

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Midyear Bonus(SVP-SG28/Step 6)		149	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2017-2 dated 5.08.2017 (3.1)							
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LIST OF BENEFITS										
Name of Benefit		Amount Per Officer	Coverage	Legal Basis						
Midyear Bonus(SVP-SG28/Step 4)		144	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2017-2 dated 5.08.2017 (3.1)						
Midyear Bonus(CORSEC-SG25/Step 1)		83	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2017-2 dated 5.08.2017 (3.1)						
Year End Bonus (President)		175	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2016-4 dated 4.28.2016 (3.1)						
Year End Bonus (SVP-SG 28/Step 6)		149	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2016-4 dated 4.28.2016 (3.1)						
Year End Bonus (SVP-SG28/Step 4)		144	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2016-4 dated 4.28.2016 (3.1)						
Year End Bonus (CORSEC-SG25/Step 1)		83	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2016-4 dated 4.28.2016 (3.1)						
LIST OF BENEFITS										
Name of Benefit		Amount Per Officer	Coverage	Legal Basis						
Productivity Enhancement Incentive (PEI)		5	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2017-4 dated 12.04.17 (3.1)						

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Representation Allowance (President) **		11**	Department Undersecretaries and those of equivalent ranks	General Appropriations Act								
** with assigned vehicle												

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LIST OF BENEFITS										
Representation Allowance (Senior Vice President)		10**	Department Asst. Secretaries and those of equivalent ranks	General Appropriations Act						
** with assigned vehicle										
Cash Gift		5	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2016-4 dated 4.28.2016 (3.1)						

**PHILIPPINE NATIONAL OIL COMPANY**  
**2019 COMPENSATION PACKAGE OF BOARD OF DIRECTORS**  
**FY 2019**  
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2019 COMPENSATION FOR DIRECTORS										
GOCC Class per EO 24:	Category C									
Per Diem for Board Meetings:	15									
Per Diem for Committee Meetings:	9									
Name of Director		BOD Meetings Attended (No. of times)	Total BOD Per Diems	Committee Membership	Committee Meetings Attended (No. of times)	Total Per Diem on Committee Meeting	Reimbursements (Actual)	Total per DIEM	PBI (FY2017)	
ATIENZA, Hermann Roy M.		13	195	Risk Mgt./Exec./Nomination & Remuneration & Audit Committee	13	117		312	115	
BORJE, Adolf P.		13	195	Executive/ Nomination & Remuneration/Audit Committee	12	108		303	98	
Concepcion, Bruce S.									123	
DE LEON, Jonas Guy S.		13	195	Risk Mgt./Governance	20	180		375	87	
MACAPAGAL, Michael Ted R.		4	60	Nomination & Remuneration Committee	1	9		69		
MITRA, Victor Antonio B.		13	195	Risk Mgt. & Executive Committee	20	180		375	147	
POQUIZ, Romeo D.		13	195	Risk Mgt./Audit & Nomination & Remuneration	22	198		393		
TANTIONGCO, Rex V.		13	195	Audit/Nomination & Remuneration Committee	15	135		330	142	

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2019 COMPENSATION FOR DIRECTORS										
ALLOWABLE REIMBURSABLE EXPENSES (EO 24)										
Name of Director	Breakdown									
	Communication	Representation	Transportation			Total				
ATIENZA, Hermann Roy M.	31	90	41			162				
BORJE, Adolf P.	55	190	163			407				
DE LEON, Jonas Guy S.	60	240	180			480				
MACAPAGAL, Michael Ted R.	11	68	58			137				
MITRA, Victor Antonio B.	55	213	158			426				
POQUIZ, Romeo D.	37	203	156			396				
TANTIONGCO, Rex V.	60	230	170			460				
COMPENSATION FROM INVESTEE COMPANIES										
<i>(if applicable)</i>										
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown					