



31 AUGUST 2022

JESUS CRISTINO P. POSADAS
President and CEO (PCEO)
PHILIPPINE NATIONAL OIL COMPANY (PNOC)

ACKNOWLEDGEMENT RECEIPT

LETTER **31 August 2022**
 DATE:

RE: **[E] EMAIL FROM PNOC TO GCG RE
 SUBMISSION OF PERFORMANCE EVALUATION
 SYSTEM REQUIREMENTS FOR CY 2023**

The said document was officially received by the Governance Commission on 31 August 2022 and has been forwarded to the responsible GCG Officer for appropriate action.

To follow-up for further action on the document, you may contact us through telephone numbers (02) 5328-2030 or (02) 5318-1000. Please cite the GCG Document Management System (DMS) Barcode Number: **0-0512-31-08-2022-014834.**

THIS RECEIPT IS COMPUTER GENERATED AND DOES NOT REQUIRE SIGNATURE.

Received by:

Signature over Printed Name

Date and Time

PRIVACY NOTICE: Any or all personal data you provided will only be used to process your transaction with the GCG and for other compatible purposes. All collected data will be kept secure and confidential, unless otherwise authorized by law. They will be disposed of as soon as the purpose for their use has been achieved. Only aggregate or anonymized data shall be subject to further processing. We respect your rights under the Data Privacy Act. Should you wish to invoke any such rights in relation to our processing of your personal data, or have questions or clarifications relative to privacy and data protection, you may contact the GCG – Data Privacy Team at privacy@gcg.gov.ph. You may lodge your complaint or submit an incident report form in the same email address.



**PHILIPPINE NATIONAL OIL COMPANY
2023 PROPOSED PERFORMANCE SCORECARD**

Strategic Perspective	Strategic Objective	Formula	Weight	Rating System	GCG-Approved	Target	
					2022	2023	
SOCIAL IMPACT	SO 1	Contribute to Energy Security Targets					
	SM 1	Petroleum Products Sourcing, Storage and Distribution Project (Strategic Petroleum Reserve Program)	Actual Accomplishment	2.50%	All or Nothing	President Approved Inception Report and Work and Financial Plan on Strategic Petroleum Reserve (SPR) Program	President Approved Technical Feasibility Study (TFS)
	SM 2	Development of Decentralized Energy System through the Use of Renewable Energy Technology (DES-RE Technology)	Actual Accomplishment	2.50%	All or Nothing	President Approved Concept Study/Paper on Decentralized Energy Systems (DES) Using Waste to Energy Technologies	President's endorsement of Detailed Feasibility Study (DFS) on Decentralized Energy Systems (DES) Using Renewable Energy Technology/ies for Board approval
STAKEHOLDERS	SO 2	Establish a Comprehensive Relationship Management for Mutually Beneficial Linkages with Key Stakeholders					
	SM 3	Percentage of Satisfied Customers	Number of satisfied respondents /Total number of respondents	10%	Actual over Target If less than 80% = 0%	90% Satisfied Customers (Lessees, PNOC Industrial Park Locators & ESB Customers)	90% Satisfied Customers (Lessees, PNOC Industrial Park Locators & ESB Customers)

**PHILIPPINE NATIONAL OIL COMPANY
2023 PROPOSED PERFORMANCE SCORECARD**

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	GCG-Approved	Target	
						2022	2023	
FINANCE	SO 3	Maintain a Sound Financial Condition						
	SM 4	Net Income	Income from Operations <i>Add/deduct:</i> Forex Gains/Losses, Other Income, Income Tax & Unrealized Gains/Losses	25%	Actual over Target	P104.50 Million	P1,987 Million	
	SM 5	Budget Utilization Rate (BUR)	Actual Disbursement over Total Approved Budget for CO and MOOE	5%	Actual over Target	90%	90%	
INTERNAL BUSINESS PROCESS	SO 4	Develop Energy Infrastructure						
	SO 5	Maintain Efficient Management of PNOC Energy Facilities						
	SM 6	Compliance to Integrated Management System (IMS) Standards for PNOC Industrial Park	Actual Accomplishment	5%	All or Nothing	Pass Re-Certification	Pass 1st Surveillance Audit	
	SM 7	Pass Certification - ISO 9001:2015 Quality Management Systems for ESB Operations (Systems and Procedures) and ISO 45001:2018 Occupational Health and Safety Management System	Actual Accomplishment	5.0%	All or Nothing	Pass 2nd Surveillance Audit	Pass Re-Certification	

**PHILIPPINE NATIONAL OIL COMPANY
2023 PROPOSED PERFORMANCE SCORECARD**

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	GCG-Approved	Target
						2022	2023
INTERNAL BUSINESS PROCESS	SO 6	Optimize Asset Productivity					
	SM 8	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 the Declaration of Security (DOS) within 18 hours upon berth of foreign vessel at ESB Pier	100% Conduct of the Declaration of Security (DOS) within 14 hours upon berth of foreign vessel at ESB Pier
	SM 9	Improvement/Upgrade of ESB's Facility	Actual Accomplishment	5%	All or Nothing	Completion of Repair of damaged RIP-RAP	100% Completion of the Rehabilitation of Electrical Wiring and Lighting of Warehouses 1,2,3 & 4
		Improvement/Upgrade of ESB's Facility	Actual Accomplishment	5%	All or Nothing	Completion of Construction of Ingress/Egress Ramp at ESB Main Gate	100% Completion of the Upgrade and Improvement of Drainage System
	SM 10	Number of PDMC Assets Utilized/Disposed at a Gain	Number of PDMC Assets Utilized/Disposed at a Gain over a Target Number of PDMC Assets Utilized/Disposed at a Gain	4%	Actual over Target	Disposal through sale of 5 additional Costa Verde and/or El Pueblo Properties	Disposal through sale of 5 additional Costa Verde and/or El Pueblo Properties
		Number of PDMC Assets Utilized/Disposed at a Gain	Actual Accomplishment	4%	Actual over Target	Disposal through sale of 10 Socialized Housing Program Lots	Disposal through sale of 10 Socialized Housing Program Lots

**PHILIPPINE NATIONAL OIL COMPANY
2023 PROPOSED PERFORMANCE SCORECARD**

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	GCG-Approved	Target
						2022	2023
	SM 11	PNOC/PAFC/PSTC Property Utilized/ Leased/Disposed	Actual Accomplishment	2%	Actual over Target	Utilization/Lease/ Disposal of any one (1) PNOC/PAFC/ PSTC Property	Utilization/Lease/ Disposal of any one (1) PNOC/PAFC/ PSTC Property
	SM 12	Disposal of Banked Gas	Actual Accomplishment	5%	5% - 5 Petajoules (PJ) or more of banked gas delivered 3% - more than 2.5 PJ up to less than 5 PJ of banked gas delivered 1% - 1 PJ up to less than 2.5 PJ of banked gas delivered	Delivery of 3 Petajoules of Banked Gas	Delivery of 5 Petajoules of Banked Gas

**PHILIPPINE NATIONAL OIL COMPANY
2023 PROPOSED PERFORMANCE SCORECARD**

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	GCG-Approved	Target
						2022	2023
	SO 7	Acquire, Develop, Retain and Motivate Talents for Peak Performance					
LEARNING & GROWTH	SM 13	Percentage of employees with required competencies met	Targeted Number of Employees with Required Competencies over Total Number of Targeted Employees	5%	All or Nothing	Increase from 2021 Baseline Employees for competency matching will meet their required baseline competency by end of 2022	Increase from CY2022 competency baseline of PNOC employees
	SO 8	Develop, Implement and Maintain Efficient and Effective Systems					
	SM 14	PNOC Compliance to Quality Standards (PNOC ISO Certification)	Actual Accomplishment	10%	All or Nothing	Pass 2nd Surveillance Audit	Pass Re-Certification
		Total Weight		100%			