

**PHILIPPINE NATIONAL OIL COMPANY**  
**COMPENSATION PACKAGE OF BOARD OF DIRECTORS**  
**FY 2022**  
**(IN THOUSAND PESOS)**

2022 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	Reimbursement s (Actual)	Total per DIEM	Performance Based Incentive (PBI) for 2019	
ARENAS, John J.		11	165	Audit/Nomination & Remuneration/Risk Management Committee	13	117		282		
BORJE, Adolf P.		11	165	Audit Committee	9	81		246	63	
CAMINADE, Joel R.		8	120	Audit Committee	6	54		174		
DE LEON, Jonas Guy S.									78	
DELA SERNA, Celestina Ma. Jude P.		8	120	Nomination & Remuneration Committee	2	18		138		
MACAPAGAL, Michael Ted R.		11	165	Nomination & Remuneration/ Risk Management Committee	11	99		264	23	
MITRA, Victor Antonio B.		0		Risk Management Committee	2	18		18	78	
POQUIZ, Romeo D.		11	165	Risk Management Committee	10	90		255	82	
TANTIONGCO, Rex V.		8	120	Audit/Nomination & Remuneration Committee	8	72		192	69	

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2022 COMPENSATION FOR DIRECTORS									
ALLOWABLE REIMBURSABLE EXPENSES (EO 24)									
Name of Director		Breakdown							
		Communication	Representation	Transportation			Total		
ARENAS, John J.		26	124	89			239		
BORJE, Adolf P.		52	94	79			225		
CAMINADE, Joel R.		0	105	93			198		
DELA SERNA, Celestina Ma. Jude P.		0	120	100			220		
MACAPAGAL, Michael Ted R.		17	23	190			230		
POQUIZ, Romeo D.		34	83	114			231		
TANTIONGCO, Rex V.		38	53	61			152		
COMPENSATION FROM INVESTEE COMPANIES		(if applicable)							
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown				



**PHILIPPINE NATIONAL OIL COMPANY**  
**COMPENSATION PACKAGE OF EXECUTIVE OFFICERS**  
**FY 2022**  
**(IN THOUSAND PESOS)**

2022 COMPENSATION PACKAGE FOR OFFICERS									
		Annual Basic Salary		Annual Benefits		Total Compensation Framework (TCF)		No. of Officers	Position TCF
		(A)	(B)	(C)	(D)	(E)=(A)+(C)	(F)=(B)+(D)	(I)	(J)=(E)+(F)+(G)+(H)
Position/Title	Job Grade/Job level	Min.	Max	Min.	Max	Min.	Max		
President	JG17/Step 1	0	1,933	0	567	0	2,500	1	2,500
Senior Vice President	JG 16/STEP 1: 2	2,096	2,103	569	690	2,665	2,793	3	5,458
Corporate Secretary		0	0	0	0	0	0	0	0
<b>LIST OF BENEFITS</b>									
<b>Name of Benefit</b>		<b>Amount Per Officer</b>	<b>Coverage</b>						
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"	Senate Bill No. 3125/DBM Circular No. 2009-3					
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)		20	Civilian personnel in National Government (NGAs) including those in the state universities and colleges (SUC's) and Government Owned and Controlled Corporations (GOCCs) occupying regular, contractual or casual positions	DBM Budget Circular No. 2022-4 dated 12/20/2022					
Midyear Bonus (President)		189	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC No.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-JG16/Step 2)		170	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC No.2017-2 dated 5.08.2017 (3.1)					
Midyear Bonus(SVP-JG16/Step 1)		167	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(SVP-JG16/Step 1)		167	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)		189	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	GCG MC#2017-04 dated 11.09.17/DBM BC#2016-4 dated 4.28.2016 (3.1)					
Year End Bonus (SVP-JG 16/Step 2)		193	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	GCG MC#2017-04 dated 11.09.17/DBM BC#2016-4 dated 4.28.2016 (3.1)					
Year End Bonus (SVP-JG16/Step 1)		197	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	GCG MC#2017-04 dated 11.09.17/DBM BC#2016-4 dated 4.28.2016 (3.1)					
Year End Bonus (SVP-JG16/Step 1)		197	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	GCG MC#2017-04 dated 11.09.17/DBM BC#2016-4 dated 4.28.2016 (3.1)					



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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	GCG Memorandum Circular No. 2017-05 dated Dec. 05, 2017/DBM BC No. 2017-4 dated 12.04.17 (3.1)					
Representation Allowance (President)		11	Department Undersecretaries and those of equivalent ranks	General Appropriations Act					
Representation Allowance (Senior Vice President)		10	Department Asst. Secretaries and those of equivalent ranks	General Appropriations Act					
Transportation Allowance (Senior Vice President)		10 /a	Department Asst. Secretaries and those of equivalent ranks	General Appropriations Act					
/a without 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	GCG MC#2017-04 dated 11.09.17/DBM BC#2016-4 dated 4.28.2016 (3.1)					
CNA		25	Government personnel occupying regular, contractual or casual positions rendering services on full time or part time basis in the National Govt. agencies including SUCs, GOCCs, and GFIs and in LGUs	DBM BC #2022-3 dated 10.19.2022					