

**PHILIPPINE NATIONAL OIL COMPANY**  
**COMPENSATION PACKAGE OF EXECUTIVE OFFICERS**  
**FY 2023**  
**(IN THOUSAND PESOS)**

2023 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	1,122	1,135	273	454	1,395	1,589	2	1,589
Senior Vice President	JG 16/STEP 1:2	287	2,043	214	763	501	2,806	3	3,307
Corporate Secretary		0	0	0	0	0	0	0	0
<b>LIST OF BENEFITS</b>									
Name of Benefit		Amount Per Officer	Coverage						
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					
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 2)		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)		170	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 2)		167	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					
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)					
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)					
CNA		30	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 #2023-1 dated 11.10.2023					
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. 2023-2 dated 12/13/2023					

**PHILIPPINE NATIONAL OIL COMPANY**  
**COMPENSATION PACKAGE OF BOARD OF DIRECTORS**  
**FY 2023**  
**(IN THOUSAND PESOS)**

2023 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		
ARENAS, John J.		14	210	Audit/Nomination & Remuneration/Risk Management Committee	15	135		345		
BORJE, Adolf P.		5	75	Audit Committee	6	54		129		
CAMINADE, Joel R.		14	210	Audit Committee	12	108		318		
DELA SERNA, Celestina Ma. Jude P.		14	210	Nomination & Remuneration Committee	9	81		291		
MACAPAGAL, Michael Ted R.		7	105	Nomination & Remuneration/ Risk Management Committee	8	72		177		
POQUIZ, Romeo D.		5	75	Risk Management Committee	11	99		174		
DATO, Victor Emmanuel S.		7	105	Risk Management Committee	1	9		114		
CABARABAN, Ma. Cristina Sheila C.		9	135	Risk Management Committee	16	144		279		
ALVAREZ, Franz Josef George E.		9	135	Audit Committee	6	54		189		
BUTALID, Oliver Mario B.		8	120	Governance Committee	3	27		147		

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<b>2023 COMPENSATION FOR DIRECTORS</b>									
<b>ALLOWABLE REIMBURSABLE EXPENSES (EO 24)</b>									
<b>Name of Director</b>		<b>Breakdown</b>							
		Communication	Representation	Transportation		<b>Total</b>			
ARENAS, John J.		15	89	120		224			
BORJE, Adolf P.		27	56	24		107			
CAMINADE, Joel R.			63	158		221			
DELA SERNA, Celestina Ma. Jude P.			170	58		228			
MACAPAGAL, Michael Ted R.				97		97			
POQUIZ, Romeo D.		14	49	37		100			
DATO, Victor Emmanuel S.		4	3	42		49			
CABARABAN, Ma. Cristina Sheila C.			12	10		22			
ALVAREZ, Franz Josef George E.						0			
<b>COMPENSATION FROM INVESTEE COMPANIES</b>		<i>(if applicable)</i>							
<b>Name of Director</b>	<b>Investee Company</b>	<b>Total Compensation Received</b>	<b>Breakdown</b>	<b>Total Reimbursed Expenses</b>	<b>Breakdown</b>				