



**28 OCTOBER 2024**

**OLIVER B. BUTALID**

*President and Chief Executive Officer*

**PHILIPPINE NATIONAL OIL COMPANY (PNOC)**

PNOC Building 6, Energy Center, Rizal Drive, Bonifacio Global City Taguig City

**ACKNOWLEDGEMENT RECEIPT**

LETTER **21 OCTOBER 2024**

DATE:

RE: **[E] LETTER FROM PNOC TO GCG RE SUBMISSION  
 OF PERFORMANCE EVALUATION SYSTEM  
 REQUIREMENTS FOR CY 2025 & OTHER REQUIRED  
 DOCUMENTS UNDER GCG MEMORANDUM CIRCULAR  
 No. 2024-01**

The said document was officially received by the Governance Commission on 28 October 2024 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: **0-0225-28-10-2024-026795**.

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Received by:

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Signature over Printed Name

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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](mailto:privacy@gcg.gov.ph). You may lodge your complaint or submit an incident report form in the same email address.



Management System  
 ISO 9001:2015  
 www.tuv.com  
 ID 9105080109

October 21, 2024

**ATTY. MARIUS P. CORPUS**  
Chairperson

**ATTY. BRIAN KEITH F. HOSAKA**  
Commissioner

**ATTY. GERALDINE MARIE BERBERABE-MARTINEZ**  
Commissioner

Governance Commission for GOCCs  
3/F BDO Paseo Towers (Formerly Citibank Centre),  
Paseo de Roxas Avenue, Makati City

Dear Chairperson and Commissioners:

We are pleased to submit the PNOC's Performance Evaluation System (PES) for CY 2025, along with the other required documents under GCG Memorandum Circular No. 2024-01, as follows:

1. Annex A – PES Form 1 PNOC Charter Statement and Strategy Map
2. Annex B – PES Form 2 PNOC Performance Scorecard for CY 2025
3. Annex C – PES Form 2a Measure Profile
4. Annex D – PES Form 2b Quarterly Targets
5. Annex E – PES Form 3 Strategic Initiative Profile
6. Annex F – Briefer on the Rationale of the CY 2025 Targets
7. Annex G - Corporate Operating Budget for CY 2025 as submitted to DBM

The PES forms and other documents mentioned above were approved by the PNOC Board of Directors during their meeting on October 18, 2024.

We hope you find our submitted documents in order. Our focal person for your staff to coordinate with should you have any questions, clarifications or need additional information, is Ms. Alma B. Taganas, Department Manager A of the Strategy Management Office (email: abtaganas@pnoc.com.ph).

Thank you.

Very truly yours,



**OLIVER. B. BUTALID**  
President and Chief Executive Officer

**PHILIPPINE NATIONAL OIL COMPANY  
2025 PROPOSED PERFORMANCE SCORECARD**

Strategic Perspective	Strategic Objective	Formula	Weight	Rating System	GCG Approved	Proposed	
					2024	2025	
<b>CUSTOMERS/STAKEHOLDERS</b>	<b>SO 1</b>	<b>Provide Strategic Support to the Energy Sector</b>					
	SM 1	Batangas Offshore Wind Power Integration Port	Actual Accomplishment	10%	All or Nothing	Not Applicable	Board-approved Project Memorandum
	SM 2	Industrial Dispersal through Energy, Ancillary Services, and Local Leadership (IDEAL)	Actual Accomplishment	2%	All or Nothing	Not Applicable	2% - Completed Feasibility Study for 1 IDEAL site
			Actual Accomplishment	2%	All or Nothing	Not Applicable	2% - Completed Feasibility Study for 1 IDEAL site
	SM 2		Actual Accomplishment	2%	All or Nothing	Not Applicable	2% - Completed Feasibility Study for 1 IDEAL site
	<b>SO 2</b>	<b>Develop Sustainable Business Models for the Underserved Renewable Energy Market</b>					
	SM 3	Rooftop Solar PV System for Government Agencies	Actual Accomplishment	10%	Actual over Target	Signed MOA with Government Agencies for an aggregate capacity of 5 MW	Signed MOAs with Government Agencies with an aggregate capacity of 5 MW

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	GCG Approved	Proposed
					2024		2025
CUSTOMERS/ STAKEHOLDERS	SM 4	Retail Electricity Supplier	Actual Accomplishment	10%	Actual over Target	Secured Retail Electricity Supply License	Signed MOUs with Government Agencies for an Aggregate Capacity of 10 MW
	<b>SO 4</b>	<b>Provide Quality Service to PNOC's Customers/Clients</b>					
	SM 5	Percentage of Satisfied Customers/Clients  Based on the Results of the PNOC ARTA Client Satisfaction Measurement Surveys	Number of satisfied respondents over Total number of respondents  [Number of strongly agree plus agree answers over total number of respondents minus "N/A" answers]	10%	Actual over Target  If less than 80% = 0%	90% Satisfied Customers  (External Customers Only)	90% Satisfied Customers  (External Customers Only)
	<b>SO 5</b>	<b>Streamline Key Business Processes While Strengthening Internal Controls</b>					
INTERNAL PROCESSES	SM 6	Pass Certification - ISO 9001:2015 Quality Management Systems for PNOC Head Office	Actual Accomplishment	3%	All or Nothing	Passed new certification Audit	Passed New Certification Audit
	SM 7	Implementation of PNOC Information Systems Strategic Plan (ISSP)	Actual Accomplishment	5%	Actual over Target	Awarded contract for the development and implementation of 2 Systems (PIMS and CAS)	Awarded contract for the development and implementation of 2 Systems: Human Resources Information System (HRIS) and Real Estate Assets Management System (REAMS)

Strategic Perspective	Strategic Objective	Formula	Weight	Rating System	GCG Approved	Proposed	
					2024	2025	
LEARNING & GROWTH	<b>SO 8</b>	<b>Attract and Retain the Best Talents Suited for PNOC's Mission</b>					
	SM 8	Percentage of Employees with Required Competencies Met	Increase number of Employees with matched competencies from 2024 baseline	5%	All or Nothing	Increase from CY 2023 Baseline	Increase from CY 2024 Baseline
	<b>SO 9</b>	<b>Encourage a Continuous Learning Culture among PNOC Employees</b>					
	SM 9	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	Not Applicable	Board-approved DRRM Plan
	SM10	Conduct of Monthly Learning Activities	Actual Accomplishment	6%	Actual over Target	Not Applicable	Conduct of 10 continuous learning programs
FINANCIALS	<b>SO 11</b>	<b>Optimize Strategic Assets to Improve Income Stream</b>					
	SM 11	Disposal of Banked Gas	Actual Accomplishment	10%	Actual over Target	Delivery of 1.3 Petajoule of Banked Gas	Delivery of 1 Petajoule of Banked Gas
	<b>SO 13</b>	<b>Exercise Prudence in Public Fund Expenditure</b>					
	SM 12	Budget Utilization Rate (BUR)	Actual Disbursement over Total Approved Budget for CO and MOOE	5%	Actual over Target	90%	90%

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	GCG Approved	Proposed
						2024	2025
FINANCIALS	SM 13	Operating Profit Margin	Total Revenues less Operating Expenses (PS and MOOE) over Total Revenues	15%	Actual over Target	10%	20%
		<b>Total Weight</b>		<b>100%</b>			

### BONUS STRATEGIC MEASURES AND TARGETS

FINANCIAL		GAD Utilization Budget	Actual Accomplishment	1%	All or Nothing		5% of total budget
INTERNAL PROCESS		ISO Certification on Environmental Management System Certification (PIP)	Actual Accomplishment	1%	All or Nothing		ISO 14001:2015 Certification