



23 APRIL 2025

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 APRIL 2025**

DATE:

RE: **[E] LETTER FROM PNOC TO GCG RE SUBMISSION OF
ITS 1ST QUARTER MONITORING REPORT OF
PERFORMANCE TARGETS FOR CY 2025**

The said document was officially received by the Governance Commission on 23 April 2025 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: **0-1144-23-04-2025-010866**.

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.



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April 21, 2025

ATTY. MARIUS P. CORPUS

Chairperson

Governance Commission for GOCCs

3/F BDO Paseo Towers (Formerly Citibank Centre),

Paseo de Roxas Avenue, Makati City

Subject: **PNOC's 1st Quarter Monitoring Report of Performance Targets for CY 2025**

Dear **Chairperson Corpus**,

We are pleased to submit PNOC's 1st Quarter Monitoring Report of Performance Targets for CY 2025.

We trust that the submitted documents are in order. Should you have any questions, clarifications, or require additional information, please coordinate with our focal person, Ms. Helen M. Alfonso, Officer-in-Charge, Department Manager A of the Strategy Management Office. She may be reached via email at hmalfonso@pnoc.com.ph.

Thank you.

Very truly yours,



OLIVER B. BUTALID

President and Chief Executive Officer

PHILIPPINE NATIONAL OIL COMPANY
MONITORING REPORT OF CY 2025 PERFORMANCE TARGETS
FIRST QUARTER REPORT

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	Proposed	1st Quarter		2nd Quarter	3rd Quarter	4th Quarter
						2025	Target	Actual	Target	Target	Target
CUSTOMERS/STAKEHOLDERS	SO 1	Act as Strategic Catalyst to the Energy Sector in partnership with the private sector									
	SM 1	Batangas Offshore Wind Power Integration Port	Actual Accomplishment	7.5%	All or Nothing	Board-Approved Project Memorandum	Board-Approved Lease Contract Template	Ongoing preparation of the Project Memorandum	Signed Lease Contract	Secure board approval of the Project Memorandum	Start of development activities
	SM 2	Self-Generating Industrial Park (SGIP)	Actual Accomplishment	10%	All or Nothing	Board-Approved Project Memorandum	Preparation of Terms of Reference (TOR) for Pre-FS Consultancy Investor Engagement Activities: Site Visit to Tawi-Tawi	Prepared TOR for the Pre-FS Consultancy, ongoing procurement of the consultancy contract Conducted Site Visit to Tawi-Tawi See Annex A	Preparation of Project Memoradum	Preparation of Project Memorandum based on the preparatory study	Secure board approval of the Project Memorandum
	SO 2	Provide Energy-Related Services to Government Entities									
	SM 3	Rooftop Solar PV System for Government Agencies	Actual Accomplishment	10%	Actual over Target	Commercial Operations of 500 kWp	Awarding of EPCC contracts	Ongoing EPCC activities for the aggregate 385 kWp capacity; Ongoing procurement process for the EPCC contractor for the aggregate 153 kWp	Commencement of EPCC activities	Completion of installation, testing and commissioning	Commencement of commercial operations
	SM 4	Ground-Mounted Solar Project with the National Irrigation Administration (NIA)	Actual Accomplishment	7.5%	All or Nothing	Board-Approved Detailed Feasibility Study (DFS) for the proposed 7 MW Solar PV Project	Awarding of Consultancy Contract	Ongoing procurement process of the third-party consultant for the conduct of the DFS	Preparation of Detailed Feasibility Study	Preparation of Detailed Feasibility Study	Board-approved Detailed Feasibility Study (DFS) for the proposed 7 MW Solar PV Project

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	Proposed	1st Quarter		2nd Quarter	3rd Quarter	4th Quarter
						2025	Target	Actual	Target	Target	Target
	SO 3	Provide Responsive Services to PNOC Stakeholders									
CUSTOMERS/ STAKEHOLDERS	SM 5	Customer Satisfaction Survey (CSS)	Number of satisfied clients over Total number of clients	10%	Actual over Target If less than 80% = 0%	90% Satisfied Customers (External Customers Only)	Consolidation of CSM Surveys for 1st Quarter	Consolidated CSM Surveys for 1st Quarter The Overall Rating for PNOC ARTA CSM Surveys is 97.83% <i>See Annex B</i>	Consolidation of CSM Surveys for 2nd Quarter	Consolidation of CSM Surveys for 3rd Quarter	Consolidation of CSM Surveys for 4th Quarter Conduct of Analysis of the Results of CSM Surveys CSM Report Preparation, Approval and Submission to ARTA
	SO 5	Create Organizational Efficiency in all Aspects									
INTERNAL PROCESSES	SM 6	Percentage of Implementation of Information Systems Strategic Plan (ISSP)	Number of Deliverables Due for 2025 Completed over Total Number of Deliverables Due for 2025	5%	Actual over Target	100% attainment of Deliverables based on the Amended 2025 ISSP	3 ISs TOR are completed (BI Dashboard, REAMS, HRIS)	TORs for BI Dashboard, REAMS, and HRIS were completed	1. Accepted / Completed AIMS 2. Awarded CAS 3. Awarded TAP	Signing of Project Contract with 3rd-Party Solution Provider	Kick-off/Start of contract implementation
	SO 8	Implement a Principle-Based Quality Management System									
	SM 7	Compliance to Quality Standards (ISO QMS)	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification	Procurement of new Certifying Body	20 new Quality Process Flows were approved by PCEO Oliver B. Butalid. A Process Excellence (PREX) Workshop was conducted on April 2–3, 2025 as part of PNOC’s ongoing ISO initiatives to enhance and standardize internal processes. <i>See Annex C</i>	Conduct of Document Review Conduct of Internal Quality Audit	Conduct of Management Review Conduct of Audit	Issuance of new Certification by Certifying Body

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	Proposed	1st Quarter		2nd Quarter	3rd Quarter	4th Quarter
						2025	Target	Actual	Target	Target	Target
LEARNING & GROWTH	SO 10	Create a PNOC Talent and Resources Pool (Internal and External)									
	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 2024 Competency Level	Submit the 1st Quarter Summary of Employee Competency Gap Monitoring Report (ECGMR)	Submitted Summary Competency Monitoring Report for Q1 2025. According to the report, based on the original baseline figures, 9 employees have one or more identified competency gaps. Of these, 2 are classified as resigned, separated, or retired; 4 are in pending status; and 3 are currently categorized as work in progress. See Annex D	Submit the 2nd Quarter Summary of Employee Competency Gap Monitoring Report (ECGMR)	Submit the 3rd Quarter Summary of Employee Competency Gap Monitoring Report (ECGMR)	Submit to SMO the 4th Quarter ECGMR in January 2026
	SO 11	Institutionalize a Responsive Performance Management System									
	SM 9	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	Board-Approved Public Service Continuity Plan (PSCP)	Establishment of a Continuity Core Team (CCT)	PCEO O. B. Butalid formally approved the composition of the Public Service Continuity Plan (PSCP) Continuity Core Team (CCT) on April 15, 2025. See Annex E	Undergo the necessary training, clearances and other requirements from oversight agencies	Formulation of the PSCP	Board Approval of the PSCP
FINANCIALS	SO 13	Optimize Assets for Improved Income Streams									
	SM 10	Disposal of Banked Gas	Actual Accomplishment	15%	Actual over Target	Delivery of 9 PJ of Banked Gas	Continuation of GSPA Administration/Delivery of Contracted Banked Gas Submission of Delivery Reportorial Requirement to DOE	Submitted Delivery reports to DOE (January to March 2025) Delivered a total of 1.412 PJ (covering a period of 1 January 2025 to 25 March 2025) See Annex F	Continuation of GSPA Administration/Delivery of Contracted Banked Gas Submission of Delivery Reportorial Requirement to DOE	Continuation of GSPA Administration/Delivery of Contracted Banked Gas Submission of Delivery Reportorial Requirement to DOE	Continuation of GSPA Administration/Delivery of Contracted Banked Gas Submission of Delivery Reportorial Requirement to DOE

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	Proposed	1st Quarter		2nd Quarter	3rd Quarter	4th Quarter
						2025	Target	Actual	Target	Target	Target
	SO 15	Establish an Effective COB Planning and Approval Process that is aligned to PNOC's Strategic Objectives									
	SM 11	Budget Utilization Rate (BUR)	Actual Disbursement over Approved Budget for CO and MOOE	5%	Actual over Target	90%		CO = 5.99% MOOE = 2.44% Total: 3.04% See Annex G			
FINANCIALS	SM 12	Net Profit Margin	Total Revenues less Total Expenses over Total Revenue	15%	Actual over Target	53%		PNOC has achieved a net profit margin of 56.85% as of March 31, 2025 See Annex H			53%
		Total Weight		100%							
BONUS STRATEGIC MEASURES AND TARGETS											
FINANCIAL		GAD Budget Utilization Rate	Actual Accomplishment	1%	All or Nothing	5% of Total Budget					5% of total budget
INTERNAL PROCESS		ISO Certification on Environmental Management System Certification (PIP)	Actual Accomplishment	1%	All or Nothing	ISO 14001:2015 Certification	Review and Updating of IMS Manual Close-out of 2024 IMS Internal Audit Finding		Close-out of 2024 IMS Internal Audit Finding Conduct of 2nd Surveillance Audit Issuance of Attestation by Certifying Body		ISO 14001:2015 Certification