

**PHILIPPINE NATIONAL OIL COMPANY**  
**COMPENSATION PACKAGE OF EXECUTIVE OFFICERS**  
**FY 2025 ( as of November 30, 2025)**  
**(IN THOUSAND PESOS)**

2025 COMPENSATION PACKAGE FOR OFFICERS											
		Annual Basic Salary		Annual Benefits		Total Compensation Framework (TCF)		PBB (FOR 2023)		No. of Officers	Position TCF
		(A)	(B)	(C)	(D)	(E)=(A)+(C)	(F)=(B)+(D)	(G)	(H)	(I)	(J)=(E)+(F)+(G)+(H)
Position/Title	Pay Grade/Job level	Min.	Max	Min.	Max	Min.	Max	Min.	Max		
President	PG28/Step 1	1,264	2,551	56	737	1,320	3,288	0	44	2	4,652
Senior Vice President	PG 26/STEP 1:2	2,538	2,614	603	621	3,141	3,235	65	98	3	6,539
Corporate Secretary	PG 23/STEP 1	1,526	1,526	436	436	1,962	1,962	0	0	1	3,924
LIST OF BENEFITS											
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		7		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)		347		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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<b>LIST OF BENEFITS</b>											
<b>Name of Benefit</b>		<b>Amount Per Officer</b>	<b>Coverage</b>	<b>Legal Basis</b>							
Midyear Bonus(SVP-PG 26/STEP 1)		231	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-PG 26/STEP 3)		239	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(CORSEC-PG25/STEP 1)		139	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)		277	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-PG 26/STEP 1)		231	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-PG 26/STEP 3))		239	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 (CORSEC-PG25/STEP 1)		139	Civilian govt. employees occupying regular, contractual, or casual positions;appointive or elective rendering services on a full time or part time basis	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)		12.5	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) /a without assigned vehicle		10 /a	Department Asst. Secretaries and those of equivalent ranks	General Appropriations Act							
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)							

**PHILIPPINE NATIONAL OIL COMPANY**  
**COMPENSATION PACKAGE OF BOARD OF DIRECTORS**  
**FY 2025 ( as of November 30, 2025)**  
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2025 COMPENSATION FOR DIRECTORS										
GOCC Class per EO 24:	Category B	Category C								
Per Diem for Board Meetings:	20	15								
Per Diem for Committee Meetings:	12	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	Reimbursements (Actual)	Total per DIEM		
ARENAS, John J.		11	185	Governance/Nomination & Remuneration/Risk Management Committee	9	87		272		
BUTALID, Oliver B.		11	185	Governance Committee	1	9		194		
CABARABAN, Ma. Cristina Sheila C.		14	245	Audit/Governance/Nomination & Remuneration/ Risk Management Committee	10	93		338		
CAMINADE, Joel R.		14	245	Audit Committee	19	195		440		
CHUA, Patrick Leo T.		1	20	Audit Committee	0			20		
DATO, Victor Emmanuel S.		14	245	Audit Committee//Risk Management Committee	21	213		458		
DEL ROSARIO, Gemiliano Abelardo I.		1	20	Audit Committee	0			20		
GO, Gonzalo O. Jr.		2	40	Nomination & Remuneration Committee//Risk Management Committee				40		
OPORTO, Maria Jasmine S.		14	245	Governance/Risk Management Committee	12	120		365		
PATRIMONIO, Robert N.		1	20	Audit Committee	0			20		

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2025 COMPENSATION FOR DIRECTORS									
ALLOWABLE REIMBURSABLE EXPENSES (EO 24)									
Name of Director		Breakdown							
		Communication	Representation	Transportation				Total	
ARENAS, John J.		10	105	48				163	
CABARABAN, Ma. Cristina Sheila C.			117	35				152	
CAMINADE, Joel R.		3	168	45				216	
DATO, Victor Emmanuel S.		75	8	73				156	
OPORTO, Maria Jasmine S.		75	22	52				149	
COMPENSATION FROM INVESTEE COMPANIES		(if applicable)							
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown				