

PHILIPPINE NATIONAL OIL COMPANY
COMPENSATION PACKAGE OF EXECUTIVE OFFICERS
FY 2025 (as of December 31, 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)		
Position/Title	Pay Grade/Job level	Min.	Max	Min.	Max	Min.	Max	Min.	Max		
President	PG28/Step 1	1,611	2,551	81	737	1,692	3,288	0	44	2	5,024
Senior Vice President	PG 26/STEP 1:2	2,769	2,852	640	658	3,409	3,510	66	98	3	7,083
Corporate Secretary	PG 23/STEP 1	1,665	1,665	482	482	2,147	2,147	0	0	1	4,294
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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Name of Benefit		Amount Per Officer	Coverage	Legal Basis						
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)						
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)						
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. 2025-3 dated 12/15/2025						

PHILIPPINE NATIONAL OIL COMPANY
COMPENSATION PACKAGE OF BOARD OF DIRECTORS
FY 2025 (as of December 31, 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.		16	285	Audit/Governance/Nomination & Remuneration/ Risk Management Committee	11	105		390	
CAMINADE, Joel R.		17	305	Audit Committee	24	255		560	
CHUA, Patrick Leo T.		3	60	Audit Committee	2	24		84	
DATO, Victor Emmanuel S.		16	285	Audit Committee//Risk Management Committee	24	249		534	
DEL ROSARIO, Gemiliano Abelardo I.		3	60	Audit Committee	3	36		96	
GO, Gonzalo O. Jr.		4	80	Nomination & Remuneration Committee//Risk Management Committee	2	24		104	
OPORTO, Maria Jasmine S.		16	285	Governance/Risk Management Committee	16	168		453	
PATRIMONIO, Robert N.		3	60	Audit Committee	2	24		84	

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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.	7	218	48	273					
CHUA, Patrick Leo T.		18	10	28					
DATO, Victor Emmanuel S.	100	11	93	204					
DEL ROSARIO, Gemiliano Abelardo I.	2		17	19					
GO, Gonzalo O. Jr.			53	53					
OPORTO, Maria Jasmine S.	93	22	77	192					
PATRIMONIO, Robert N.		17	19	36					
COMPENSATION FROM INVESTEE COMPANIES									
<i>(if applicable)</i>									
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown				