

PHILIPPINE NATIONAL OIL COMPANY
ANNUAL SCORECARD MONITORING REPORT OF CY 2017 (As Approved by GCG)

	Component							CY 2017 Accomplishment	%	
	Objective / Measure	Formula	Wt.	Data Provider	Baseline	Target				
					2016	2017				
SOCIAL IMPACT	SO 1	Contribute to Energy Security Targets								
	SM 1	Establishment of PNOC Batangas Liquefied Natural Gas (LNG) Hub Project	All or Nothing	15%	Project Management Department	N/A	Board approved PNOC Batangas LNG Hub Project Framework Study	The Board approved the PNOC Batangas LNG Hub Project Framework Study on December 15, 2017	15%	
STAKEHOLDERS	SO 2	Establish a Comprehensive Relationship Management for Mutually Beneficial Linkages with Key Stakeholders								
	SM 2	Stakeholder Satisfaction Survey	90 and above = 100% 80 to 89 = 90% 70 to 79 = 80% 60 to 69 = 70% 59 & below = 0%	10%	Corporate Planning Department (3rd Party: UPLBFI)	Very Satisfactory	Very Satisfactory	Very Satisfactory	10%	
FINANCE	SO 3	Maintain a Sound Financial Condition								
	SM 3	Net Income (excluding all income or dividends received from operating subsidiaries)	Actual Net Income/ Target Net Income	10%	Accounting Department	P246 Million	P258 Million	P284.27 Million	10%	
	SM 4	Gain from Disposal of PNOC Assets	Sale > Net Book Value = 100% Sale ≤ Net Book Value = 0%	5%	Estate Management Department	N/A	Gain on Disposal of 2 Properties	Gained P1.276 Million from the lease of 3 PNOC Properties. The gain is based on the total lease contract price less the appraised rental value <i>(GOCCs are refrained from selling its real properties, hence, formula used for this target is rental rate ≥ appraised rental value)</i>	5%	

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FINANCE	SM 5	Gain from Disposal of Abolished Subsidiary Assets	Sale > Net Book Value = 100% Sale ≤ Net Book Value = 0%	10%	Estate Management Department	N/A	Gain on Disposal (Disposal of 6 Real Properties, 3 Floating Assets & All Industrial Fuel Oil)	Gained P18.70 Million from the sale of abolished subsidiary assets <u>net of the total book value</u> ► (14 Costa Verde Subdivision properties & 5 El Pueblo Condomitel units) The PSTC floating assets (tankers) and all industrial fuel were donated to the Philippine Navy on March 10, 2017	10%
	SO 4	Develop a Liquefied Natural Gas (LNG) Energy Hub							
INTERNAL BUSINESS PROCESS	SM 6a	Development of PNOC Batangas Properties to an Energy Hub (Energy Supply Base)	All or Nothing	10%	Estate Management Department	Lease Agreement bet. PNOC and PNOC-EC	Complete Phase 2 of the Transition Plan	Phase 2 - Completed on December 31, 2017	10%
	SM 6b	Development of PNOC Batangas Properties to an Energy Hub (PNOC-RC Bauan Housing Property)	All or Nothing	10%	Estate Management Department	N/A	Signed MOU bet PNOC and PNOC-RC	Signed MOU bet PNOC and PNOC-RC	10%
	SO 5	Maintain Efficient Management of Industrial Park							
	SM 7	Additional Area of the Industrial Park Leased-Out	Actual over Target	5%	OIC-Park Administrator	N/A	11,000 sqm	Lease Agreement Signed between PNOC and PRII	5%



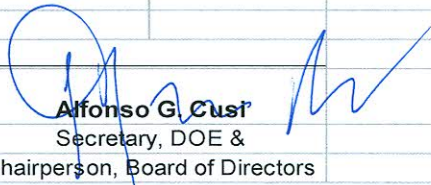
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INTERNAL BUSINESS PROCESS	SM 8	PNOC Industrial Park ISO Certification	All or Nothing	5%	Internal Control Office	Integrated Management Systems (IMS) Certified (ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007) October 2016	Pass PNOC Industrial Park Surveillance Audit	Passed PNOC Industrial Park Surveillance Audit	5%
	SO 6	Develop, Implement and Maintain Efficient and Effective Systems							
LEARNING & GROWTH	SM 9	PNOC ISO Certification	All or Nothing	10%	Internal Control Office	Internal Quality Audit completed	ISO QMS 9001:2015 Certification	Secured Certification on ISO 9001:2015	10%
	SO 7	Restructure the Organization to an Operating Energy Company that is Responsive to the Attainment of the Vision							
	SM 10	Percentage of Average Required Competencies Met	All or Nothing	5%	Administrative Services Department	N/A	Submission of Board Approved Competency Framework	<p align="center">93%</p> <p>of 100 employees was provided with Development Interventions based on IDP*</p> <p>(Per PNOC-GCG TWG Summary of Agreements, the target is the conduct of development interventions in lieu of competency framework)</p>	5%
	SO 7	Acquire, Develop, Retain and Motivate Talents for Peak Performance							
	SM 11	Implementation of the PNOC Restructuring Plan	All or Nothing	5%	SVP for LAEMS & Administrative Services Department	Submitted Board-approved Revised Reorganization Plan to GCG	Submission of Revised Board Approved Reorganization Plan	Submitted the Revised Board Approved Reorganization Plan to GCG	5%
		Total Weight		100%				Total Weight	100%

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<p>Certified Correct by:</p> <p style="text-align: center;"> Glenda G. Martinez SVP for Management Services OIC-Manager, Corporate Planning</p> <p style="text-align: center;"><u>March 14, 2018</u> Date</p>								
<p>Approved by:</p> <p style="text-align: center;"> ADM Reuben S. Lista (Ret) President & CEO</p> <p style="text-align: center;">_____ Date</p>							 Alfonso G. Cust Secretary, DOE & Chairperson, Board of Directors	_____ Date



Republic of the Philippines
 DEPARTMENT OF ENERGY
 IN REPLYING PLS. CITE:
DOE-AGC-18009051
