

PHILIPPINE NATIONAL OIL COMPANY
COMPENSATION PACKAGE OF EXECUTIVE OFFICERS
FY 2020
(IN THOUSAND PESOS)

2020 COMPENSATION PACKAGE FOR OFFICERS											
		Annual Basic Salary		Annual Benefits		Total Compensation Framework (TCF)		PBB		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	Job Grade/Job level	Min.	Max	Min.	Max	Min.	Max	Min.	Max		
President	SG30/Step 2	0	2,137	0	538	0	2,675			1	2,675
Senior Vice President	SG 28/STEP 1: 4; 6	233	1,728	39	505	272	2,233			5	2,505
Corporate Secretary		0	0	0		0	0			0	0
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		6	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							
Service Recognition Incentive (SRI)		10	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	Administrative Order No. 37/DBM Circular No. 2020-6 dated 12/22/20							
Midyear Bonus (President)		178	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-SG28/Step 6)		151	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-SG28/Step 4)		144	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)							
Midyear Bonus(SVP-SG28/Step 1)		137	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)		178	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)							
Year End Bonus (SVP-SG 28/Step 6)		136 /a	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)							
/a Pro rated from Jan. 1 - Sept. 2,2020											
Year End Bonus (SVP-SG28/Step 4)		144	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)							
Year End Bonus (SVP-SG28/Step 1)		137	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							
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	DBM BC No. 2017-4 dated 12.04.17 (3.1)							
Representation Allowance (President)		11 /b	Department Undersecretaries and those of equivalent ranks	General Appropriations Act							
/b with assigned vehicle											
Representation Allowance (Senior Vice President)			Department Asst. Secretaries and those of equivalent ranks	General Appropriations Act							
Transportation Allowance (Senior Vice President)		10 /c	Department Asst. Secretaries and those of equivalent ranks	General Appropriations Act							
/c without assigned vehicle											
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	DBM BC No.2016-4 dated 4.28.2016 (3.1)							

PHILIPPINE NATIONAL OIL COMPANY
COMPENSATION PACKAGE OF BOARD OF DIRECTORS
FY 2020
(IN THOUSAND PESOS)

2020 COMPENSATION FOR DIRECTORS									
GOCC Class per EO 24:	Category C								
Per Diem for Board Meetings:	15								
Per Diem for Committee Meetings:	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	
ATIENZA, Hermann Roy M.		12	180	Nomination & Remuneration & Audit Committee	9	81		261	
BORJE, Adolf P.		12	180	Executive/ Nomination & Remuneration/Audit Committee	6	54		234	
DE LEON, Jonas Guy S.		12	180	Risk Mgt./Governance	15	135		315	
MACAPAGAL, Michael Ted R.		12	180	Governance/Nomination & Remuneration Committee	6	54		234	
MITRA, Victor Antonio B.		12	180	Risk Mgt. & Executive Committee	15	135		315	
POQUIZ, Romeo D.		12	180	Risk Mgt./Audit & Nomination & Remuneration/Executive	15	135		315	
TANTIONGCO, Rex V.		12	180	Audit/Nomination & Remuneration Committee	8	72		252	

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2020 COMPENSATION FOR DIRECTORS										
ALLOWABLE REIMBURSABLE EXPENSES (EO 24)										
Name of Director		Breakdown								
		Communication	Representation	Transportation			Total			
ATIENZA, Hermann Roy M.		24	34	19			77			
BORJE, Adolf P.		56	99	97			252			
DE LEON, Jonas Guy S.		42	122	98			262			
MACAPAGAL, Michael Ted R.		55	53	79			187			
MITRA, Victor Antonio B.		43	103	69			215			
POQUIZ, Romeo D.		25	106	53			184			
TANTIONGCO, Rex V.		41	155	78			274			
COMPENSATION FROM INVESTEE COMPANIES		<i>(if applicable)</i>								
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown					