





#### **23 OCTOBER 2019**

**ADM REUBEN S. LISTA (RET)** President

	g. 6, Energ	rgy Center, Merritt Rd., raguig							
		ACKNOWLEDGEMENT RECEIPT							
	LETTER DATE:	18 October 2019							
	Re:	SUBMISSION OF PNOC'S MONITORING REPORT OF PERFORMANCE TARGETS FOR THE THIRD QUARTER OF 2019	-						
The said document was officially received by the Governance Commission on 23 October 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 nu									
		02) 318-1000. Please cite the GCG Document Management Sys-0339-23-10-2019-017480.	tem (DMS)						
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	Signature	e over Printed Name Date and Time							

### PHILIPPINE NATIONAL OIL COMPANY



18 October 2019

HON. SAMUEL G. DAGPIN, JR.
Chairman
Governance Commission for GOCCs
Office of the President of the Philippines
3/F Citibank Center, Citibank Plaza

8741 Paseo De Roxas Makati City RECEIVED

GGG

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Dear Chairman Dagpin:

We are pleased to submit PNOC's "Monitoring Report of Performance Targets" for the Third Quarter of 2019.

If you have any questions or clarifications relative to our submissions, please do not hesitate to coordinate with Eleanor Rochelle S. Cruz, Officer-in-Charge of our Corporate Planning Department. Her contact number is 8789-7613 and her e-mail address is <a href="mailto:erscruz@pnoc.com.ph">erscruz@pnoc.com.ph</a>.

Thank you.

Very truly yours,

ADM Reuben S Lista (Ret President & GEQ

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ADM Reuben S Lista (Ret)
President & GEQ 40-400

# PHILIPPINE NATIONAL OIL COMPANY MONITORING REPORT OF CY 2019 PERFORMANCE TARGETS THIRD QUARTER REPORT

(ene		Strategic Objective	Formula	Weight	Rating	Baseline	GCG-Approved Targets	1st Quarter	2 <sup>hd</sup> Quarter	3 <sup>rd</sup> Q	uarter	4 <sup>th</sup> Quarter
		Silategis Objective	CONTRACTOR OF THE PARTY OF THE		System	2018	2019	Actual	Actual	Target	Actual	Target
	SO 1	Contribute to Energy Sec	urity Targets									
							Submission of the Preliminary Feasibility Study to the PNOC Board	'Conducted data gathering activities, specifically on site technical data, as inputs in the preparation of the Pre-FS.	Finalizing Preliminary Feasibility Study for the PNOC LNG Hub Project		Finalizing Pre-Feasibility Study for the PNOC LNG Hub Project	Submission of the Preliminary Study to the PNOC Board
PACT						Board-Approved		-	Ongoing study on the potential investment opportunities/ participation of PNOC in the LNG Project.	Continue with the study on the potential investment opportunities/ participation of PNOC in the LNG Project	Ongoing study on the potential investment opportunities/ participation of PNOC in the LNG Project.	Approval of the Board of PNOC's participation in the LNG Project
SOCIAL IMPACT	SM 1	Establishment of the PNOC Batangas Liquefied Natural Gas (LNG) Project	Actual Accomplishment 1	10%	All or Nothing	Evaluation Criteria for Evaluating the Eligibility Requirements of the Proponents		Signed the MoU with Tanglawan Philippines LNG Inc for PNOC's potential participation in their LNG Hub Project following DOE's issuance of a Notice to	Signed MoU with Lloyds Energy for the possibility of developing LNG facilities in the country	Continue discussion with potential partners for the LNG Project		Continue discussion with potential partners for the LNG Project
								Proceed to the company	Prepared Part 1 of the Project Framework covering the following components background/ rationale, introduction to the downstream oil industry, market study and project concept	Continue with the preparation of Project Framework	On-going preparation of the Project Framework for the Oil Depot Project	Completion of Project Framework & Submission to the PNOC Board
	SO 2	Establish a Comprehensi	ve Relationship Man	agement fo	or Mutually Be	neficial Linkages wit	h Key Stakeholders					
STAKEHOLDERS	SM 2	Percentage of Satisfied Customers	Number of satisfied customers / Total number of customers	10%	Actual over Target If less than 80% = 0%	90% Satisfied Customers (Using the Standard Methodology and Questionnaire developed by GCG)	90% Satisfied Customers (Lessees, PAFC Locators & ESB Customers)		Prepared Terms of Reference (TOR) and Work Order Requisition (WOR) for the Conduct of PNOC Customer Satisfaction Survey for CY 2019	Procure/Bid Consultant for the Conduct of Customer Satisfaction Survey for CY 2019	Notice of Award was given to a UPLBFI as the third party consultant for the conduct of 2019 Customer Satisfaction Survey  (See Annex 1)	Engage Consultant for the Conduct of the Customer Satisfaction Survey for CY 2019
$\vdash$	SO 3	Maintain a Sound Financi	al Condition								(See Alliex 1)	
FINANCE	SM 3	Net Income	Income from Operations Add/deduct: Forex Gains/Loss, Other Income, Income Tax & Unrealized Gain/Loss	30%	Actual over Target	P 269.0 Million*	P 405.67 Million	P 222.59 Million	P 185.84 Million	P 101.42 M	户 122.73 M (See Annex 2)	P 101.42 M
	SO 5	Maintain Efficient Manage	ment of PNOC Indus	strial Park	•							
	SM 4	Compliance to Integrated Management System (IMS) Standards	Actual Accomplishment	10%	All or Nothing	Passed PNOC Industrial Park 2nd Year Surveillance Audit	Pass Re-Certification Audit of PNOC Industrial Park	Conducted IMS Monitoring/ Parkwide Meetings at the PNOC Industrial Park last Jan 23 & Feb 20, 2019	Conducted IMS Review and Planning on June 25-25, 2019	Conduct of IMS Review & Planning, IMS Documentation Updating and IMS Audit Workshop	Finalized IMS Policy, Systems and Procedures Manual  Conducted the Management Review Meeting on Sept. 24, 2019  (See Annex 3)	Conduct of the Re-certification Audit

# PHILIPPINE NATIONAL OIL COMPANY MONITORING REPORT OF CY 2019 PERFORMANCE TARGETS THIRD QUARTER REPORT

		EDISTON OF PARTITIONS	Formula	Weight	Rating	Baseline	GCG-Approved Targets	1 <sup>st</sup> Quarter	2 <sup>ne</sup> Quarter	3 <sup>rd</sup> Q	uarter	4 <sup>th</sup> Quarter
		Strategic Objective	romusa	vveignt	System	2018	2019	Actual	Actual	Target	Actual	Target
	SO 6	Optimize Asset Productiv  Operation of Energy Supply Base	Actual Accomplishment	10%	All or Nothing	Board Approved Minimum Performance Specifications Standards	Board-Approved Detailed Feasibility Study (DFS) on the ESB Masterplan	Completed Technical Evaluation of the Short-listed Bidders for the Procurement of Consultant for the Conduct of Detailed Feasibility Study (DFS) and Detailed Engineering Design (DED) for the ESB Masterplan/Port Development.  Accredited Allied Regency Arrastre & Stevedoring Services Phils, Inc. & Speedup Cargo as Additional Cargo Handling Operator (ACHO) Accommodated Artemis Salt Corporation as an Additional Locator in ESB Issued Notice to Proceed to a Contractor on February 7, 2019 for the Rehabilitation of Triangular Pier and Repair of Road	Endorsed to Bids and Awards Committee (BAC) the highest calculated and responsive bidder for the Conduct of Detailed Feasibility Study (DFS) and Detailed Engineering Design (DED) for the ESB Masterplan/Port Development.  Accredited Maptan Construction & Equipment Rental as Additional Cargo Handling Operator (ACHO).  Completed 28.92% of the strengthening of Deck 3 & repair works of Decks 1, 2, & 4 Completed 50.73% of the concrete pavement project.	,	Awarded the consultancy services for the conduct of DFS and DED to a third party on August 13, 2019  Accredited Mabini Integrated Marine & Allied Services as Additional Cargo Handling Operator (ACHO) Accommodated OilServe Trading as an Additional Locator in ESB  Completed 37.42% of the strengthening of Deck 3 & repair works of Deck 1, 2, & 4. Completed 95.80% of	
SESS	SM 6	Contracting Out of PAFC Industrial Park Assets	Actual Accomplishment	5%	All or Nothing	Expansion of Leased Area: PRII (6,000 sqm) Long Term Lease: SMC Consolidated (6.6 has)	Board-Approved Evaluation Report for the Issuance of the Certificate of Conformance (CoC) for PRI/MVC based on the criteria set in the PNOC-AFC Industrial Park Guidebook	Completed the Quantitative Risk Assessment (QRA) and Forwarded the Results to PRII	The PNOC Board approved, during its meetings on May 27 and June 28, 2019, the Evaluation Report for the Issuance of the CoC for Mabuhay Vinyl Corporation (MVC) and Philippine Resins Industries, Inc. (PRII) respectively, based on the Criteria set in the PNOC-AFC Industrial Park Guidebook.	Draft CoC for Presentation to the PNOC Board	the concrete pavement	Present to the PNOC Board of Directors the Evaluation Report for the Issuance of the CoC for PRI/MVC based on the Criteria set in the PNOC-AFC Industrial Park Guidebook for their approval
INTERNAL BUSINESS PROCESS	SM 7	Number of PDMC Assets Utilized/Disposed at a Gain	Number of PDMC Assets Utilized/Disposed at a Gain over Target Number of PDMC Assets Utilized/Disposed at a Gain	5%	Actual over Target	a) 100% Collection Efficiency from Lease of CEPZA & Antonio Luna b) 50% Collection Efficiency from Socialized Housing Project in Cavite	Disposal through sale of 5 Costa Verde Properties	Executed Deed of Absolute Sale between PDMC and Buyers for the Disposal of Six (6) Costa Verde Properties	Executed Deed of Sale between PDMC and Buyers for the Disposal of additional two (2) Costa Verde Properties		Executed Deed of Sale between PDMC and Buyers for the Disposal of additional two (2) Costa Verde Properties (See Annex 4)	

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.com		Strategic Objective	Formula	Weight	t Rating System	Baseline	GCG-Approved Targets 2019	1 <sup>st</sup> Quarter Actual	2 <sup>nd</sup> Quarter Actual	3 <sup>rd</sup> Quarter		4 <sup>th</sup> Quarter
Persona		Sualegic Objective	Tomala	rreigns		2018				Target	Actual	Target
	SO 7	Develop, Implement and	Maintain Efficient an	d Effective	Systems			ř				
LEARNING AND GROWTH	SM 8	Compliance to Quality Standards (PNOC ISO Certification)	Actual Accomplishment	10%	All or Nothing	Passed PNOC QMS 1st Surveillance Audit	Pass PNOC QMS 2nd Surveillance Audit	Conducted QMS orientation to five (5) PNOC Departments Completed Conduct of PNOC Internal Quality Audit on March 28-29, 2019	Passed PNOC QMS 2nd Surveillance Audit on June 18, 2019	N/A	N/A	N/A
IG A	SO 8	SO 8 Acquire, Develop, Retain and Motivate Talents for Peak Performance										
LEARNIN	SM 9	Percentage of employees with required competencies met	Number of Employees with Required Competencies over Total Number of Employees	10%	Actual over target	Establish Baseline	Increase from Established Baseline	Conducted Reassessment of Employees' Competencies and Identified six (6) Employees with Negative Gaps	Prepared Competency Gap Monitoring Report to Address Competency Deficiencies of the Identified PNOC Employees. Two (2) employees completed required competencies	Monitor Progress of Employees through the Competency Gap Monitoring Report/Plan	One (1) employee completed required competencies based on the Competency Gap Monitoring Report  (See Annex 5)	Conduct Final Assessment and Validation by Department Manager and Approved by SVP Concerned on the Competency Acquired by the Employee
		Total Weig	ght	100%								