

**PHILIPPINE NATIONAL OIL COMPANY
ANNUAL SCORECARD MONITORING REPORT OF CY 2018**

Strategic Perspective	Strategic Objective		Weight	Formula	Baseline	GCG - Approved Performance Targets CY 2018	Accomplishments	Percent (%)
					2017			
SOCIAL IMPACT	SO 1	Contribute to Energy Security Targets						
	SM 1	Establishment of the PNOC Batangas Liquefied Natural Gas (LNG) Hub Project	15%	Pass or Fail	Board-approved PNOC Batangas LNG Hub Project Framework Study	Board-Approved Evaluation Criteria for Evaluating the Eligibility Requirements of the Proponents	The PNOC Board approved the Evaluation Criteria for Evaluating the Eligibility Requirements of the Proponents on April 27, 2018	15%
STAKEHOLDERS	SO 2	Establish a Comprehensive Relationship Management for Mutually Beneficial Linkages with Key Stakeholders						
	SM 2	Percentage of Satisfied Customers	15%	Actual over Target (if less than 70% = 0%)	Very Satisfactory (DOE, CSC, House Comm on Appro, LBRMO, DBM, COA, PNOC-EC, PNOC-RC & PNOC Lessees)	90% Satisfied Customers (Lessees, PAFC Locators & ESB Customers)	Result of the PNOC 2018 Client Satisfaction Survey elicited an 84.10% Satisfied Customers (Lessees, PAFC Locators & ESB Customers)	12.62%
FINANCE	SO 3	Maintain a Sound Financial Condition						
	SM 3	Net Income (excluding all income or dividends received from operating subsidiaries) <i>Based on profitability formula on Item 4.2.2 in the GCG MC 2018-01</i>	10%	Actual over Target	P258 Million	P269 Million	P615.67 Million	10%

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INTERNAL BUSINESS PROCESS	SO 4	Maintain Efficient Management of PNOC Industrial Park						
	SM 4	Compliance to Integrated Management System Standards	10%	Pass or Fail	Pass PNOC Industrial Park 1st Year Surveillance Audit	Pass PNOC Industrial Park 2nd Year Surveillance Audit	Passed the 2nd Year Surveillance Audit, validated thru attached Attestation dated 4 October 2018	10%
	SM 5	Percentage of Water and Jetty Services Provided to Locators without complaints	10%	Actual over Target	N/A	100%	Supplied 100% of Locators requirements for water and jetty services for the year with no complaint received	10%
	SM 6	Re-development of Energy Center	5%	Pass or Fail	N/A	Board Approved Minimum Performance Specifications Standards	PNOC Board Approved the Minimum Performance Specifications Standards on June 26, 2018	5%
	SO 5	Optimize Asset Productivity						
	SM 7	No. of Properties Leased Out	5%	Pass or Fail (No. of properties leased out with rental rate higher than the appraised rental value)	N/A	Expansion of Leased Area: PRII (6,000 sqm) Long Term Lease: SMC Consolidated (6.6 has)	Leased out a total area of 12.20 hectares: a) PRII - 5.6 hectares (P18.33 vs. P6.33) b) SMC - 6.6 hectares (P6.50 vs. P5.40) (rental rate vs appraised rental value, per sqm, per month)	5%
	SM 8a	Collection Efficiency from PNOC-DMC Assets	5%	Leased payments collected over Total Receivables from CEPZA and Antonio Luna (Actual over Target)	N/A	100% (Target Collection = P20.5 M)	PNOC collected a total amount of P17.826 Million from CEPZA & Antonio Luna	4.35%

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	SM 8b	Collection Efficiency from PNOC-DMC Assets	5%	Instalment Sale collected over Total Receivables from PNOC-DMC Socialized Housing Projects (Actual over Target)	N/A	50% (Target Collection = P24 M)	PNOC collected a total amount of P18 Million from PDMC Socialized Housing Project	5%
LEARNING AND GROWTH	SO 7	Develop, Implement and Maintain Efficient and Effective Systems						
	SM 9	Compliance to Quality Standards (PNOC ISO 9001 Certification)	10%	Pass or Fail	ISO QMS 9001:2015 Certification	Pass PNOC QMS Surveillance Audit	Passed 1st Surveillance Audit, validated thru attached Attestation dated June 26, 2018	10%
	SO 8	Acquire, Develop, Retain and Motivate Talents for Peak Performance						
	SM 10	Percentage of Average Required Competencies Met	10%	Pass or Fail (No. of Employees with Required Competencies Met over Total Employees)	N/A	Establish Baseline	PNOC's competency baseline is 72.73% based on its new CBHRS	10%
		Total Weight	100%				Total Weight	96.97%

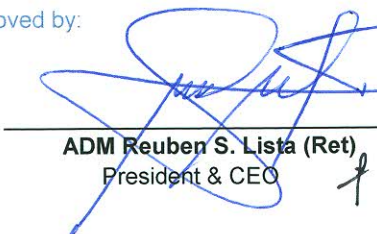
Certified Correct by:


Glenda G. Martinez
 SVP for Management Services


April 03, 2019
 Date



Approved by:


ADM Reuben S. Lista (Ret)
 President & CEO

 Date


Alfonso G. Cusi
 Secretary, Department of Energy &
 Chairperson, PNOC Board of Directors

 Date