

**PHILIPPINE NATIONAL OIL COMPANY
ANNUAL SCORECARD MONITORING REPORT OF CY 2016**

Perspectives	Performance Measures						CY 2016 Accomplishment	Rating	
	Objective/Measure	Formula	Weight	Data Provider	Baseline				
					2014	2015			
SO 1 Provided Vital Energy Infrastructure for the Development of the Energy Industry									
SM1	Establishment of the Country's Natural Gas Infrastructure								
		Pass or Fail	10%	Project Management Department	Completed Technical Study	DFS Certified by DOE	Letter from TRB addressed to SLEX and STAR Management	Received copy of letter sent by the Toll Regulatory Board to toll operators dated Sept. 16, 2016 informing the Toll Operators that the TRB has no objection to PNOC's request for access to the toll roads for the conduct of due diligence and for the latter to extend assistance to PNOC.	10%
	Batangas-Manila (BatMan) Gas Pipeline Project	80% = 1 90% = 2 100% = >2	5%	Project Management Department	N/A	N/A	Acquisition of at least two (2) complete As-Built Plans from LGUs/followway operators/utilities	Acquired three (3) As-Built Plans from DPWH and TRB: 1) Manila-Batangas Road, Tambo Section, Lipa City, Batangas & inventory section data 2) Rehabilitation & widening project of the Alabang-Calamba section of SLEX 3) Extension project of the Calamba-Sto. Tomas section of SLEX	5%
		80% = 1 90% = 2 100% = >2	10%	Project Management Department	N/A	N/A	At least two (2) favorable endorsements from LGUs	Secured three (3) LGU Endorsements from Ibaan and Malvar in Batangas and Carmona, Cavite	10%
SM 2	Establishment of the Country's Strategic Petroleum Reserve	Pass or Fail	5%	Corporate Planning Department	N/A	Concept Paper for SPR Approved by the Board	Final Recommendation by the Board on the directions for SPR	Secured PNOC Board Direction on the SPR	5%

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					2014	2015					
STAKEHOLDERS	SO 2	Operated in an Environment of Fairness and Transparency in our Dealing with Stakeholders									
	SM 3	Stakeholder Satisfaction Rating	90 and above = 100%	Corporate Planning Department	N/A	Very Satisfactory	Satisfactory	(DOE, CSC, House Committee on Appro, Senate LBRMO, DBM, COA, PNOC-EC, PNOC-RC, SC 38 Consortium (Shell & Chevron))	Very Satisfactory	(DOE, CSC, House Committee on Appro, Senate LBRMO, DBM, COA, PNOC-EC, PNOC-RC, SPEX and PSPC)	5%
			80 to 89 = 90%								
		70 to 79 = 80%									
		60 to 69 = 70%									
		59 and below = 0%									
		Scale for recommendation to third party surveyor		(3rd Party: UPLB)							
FINANCE	SO 3	Ensure Sound Financial Condition									
	SM 4	Net Income (excluding all income or dividends received from operating subsidiaries and Banked Gas) Based on profitability formula on Item 6 in the GCG MC 2014-05 (Re-issued)	Actual Net Income/ Target Net Income	Accounting Department	P1,983 billion	P298 Million	P148.50 Million	P246 Million	10%		
SO 4	Ensure Optimal Use of Assets										
SM 5	Sale of Banked Gas	Pass or Fail	Treasury Department	N/A	Signed Joint Tender Agreement	Finalized Term Sheet of the Negotiation/Sale: a) As agreed between representatives of PNOC & SC-38 Consortium	Finalized and signed the Term Sheet as agreed between representatives of PNOC and SC-38 Consortium	15%			
		Pass or Fail	Treasury Department	N/A	Signed Joint Tender Agreement	b) As approved by PNOC Board		0%			

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	SO 5 Build Operating Company Capabilities								
SM 6	IMS Certification for PAFC Industrial Park	Pass or Fail	10%	Internal Control Office	N/A	N/A	Favorable Recommendation by Accredited 3rd Party Certifying Body	IMS Certification by Accredited 3rd Party Certifying Body	10%
	SO 6 Develop Full Employee Potential								
SM 7	% Implementation of the PNOC Restructuring Plan	Pass or Fail	10%	Change Management Team	N/A	Executed a MOA with Development Academy of the Philippines	Submission of the Board-approved Restructuring Plan	Submitted the Board-Approved PNOC Reorganization Plan to GCG on 20 December 2016	10%
SM 8	Average Percentage of Required Competencies Met	Pass or Fail	5%	Administration Department	N/A	N/A	Finalized TOR for the hiring of a consultant to do competency model	Prepared and finalized the TOR for the hiring of a consultant to do Competency Model	5%
	S07 Develop a Professional Culture and Better Employee Morale								
SM 9	ISO 9001:2015 Certification for PNOC	Completion of the internal Quality Audit - 90% Favorable recommendation from accredited 3rd party certifying body - 100%	10%	Internal Control Office	N/A	N/A	Favorable recommendation from accredited 3rd Party Certifying Body	Completed conduct of the QMS Internal Audit	9%
	Total Weight		100%						94%

