

PHILIPPINE NATIONAL OIL COMPANY
COMPENSATION PACKAGE OF EXECUTIVE OFFICERS
FY 2021
(IN THOUSAND PESOS)

2021 COMPENSATION PACKAGE FOR OFFICERS											
		Annual Basic Salary		Annual Benefits		Total Compensation Framework (TCF)		PBB (FOR 2018 & 2019)		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	1,424	0	453	0	1,877			1	1,877
Senior Vice President	SG 28/STEP 1: 4	1,646	1,728	444	564	2,090	2,292	111	151	3	4,644
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. 45 s.2021/DBM Circular No. 2021-14 dated 12/28/21							
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 4)		144	Civilian govt. employees occupying regular, contractual, or casual positions;appointive or elective rendering services on a full tme or part time basis	DBM BC No.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 tme 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 tme 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 tme or part time basis	GCG MC#2017-04 dated 11.09.17/DBM BC#2016-4 dated 4.28.2016 (3.1)						
Year End Bonus (SVP-SG 28/Step 4)		144	Civilian govt. employees occupying regular, contractual, or casual positions;appointive or elective rendering services on a full tme or part time basis	GCG MC#2017-04 dated 11.09.17/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 tme or part time basis	GCG MC#2017-04 dated 11.09.17/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 tme or part time basis	GCG MC#2017-04 dated 11.09.17/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	GCG Memorandum Circular No. 2017-05 dated Dec. 05, 2017/DBM BC No. 2017-4 dated 12.04.17 (3.1)							
Loyalty Award (SVP-SG28/Step 4)		5	P10,000 for each qualified employee with 10 yrs in service and P5,000 each for qualified employee with 15 yrs in service	CSC MCR#6 s-2002							
Representation Allowance (President)		11	Department Undersecretaries and those of equivalent ranks	General Appropriations Act							
Representation Allowance (Senior Vice President)		10	Department Asst. Secretaries and those of equivalent ranks	General Appropriations Act							
Transportation Allowance (Senior Vice President) /a without assigned vehicle		10 /a	Department Asst. Secretaries and those of equivalent ranks	General Appropriations Act							
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	GCG MC#2017-04 dated 11.09.17/DBM BC#2016-4 dated 4.28.2016 (3.1)							

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LIST OF BENEFITS										
Performance Based Bonus -2018 (SVP-SG 28/Step 1)		47	All Officers and Employees of GOCC's who occupy a regular, casual or contractual positions with employer-employee relationship, shall be entitled to full grant of the PBB from their employer at the time of the release of the PBB; Provided they have rendered an aggregate of at least nine (9) months of service in the public sector for the applicable PBB year. Officers and Employees who do not meet the 9-month service requirement but have served at least 3 months of service shall be entitled to PBB on a pro-rata basis, as provided in Section 5.1.6.	GCG Memorandum Circular No. 2017-01 dated June 9, 2017						
Performance Based Bonus -2018 (SVP-SG 28/Step 4)		68	All Officers and Employees of GOCC's who occupy a regular, casual or contractual positions with employer-employee relationship, shall be entitled to full grant of the PBB from their employer at the time of the release of the PBB; Provided they have rendered an aggregate of at least nine (9) months of service in the public sector for the applicable PBB year. Officers and Employees who do not meet the 9-month service requirement but have served at least 3 months of service shall be entitled to PBB on a pro-rata basis, as provided in Section 5.1.6.	GCG Memorandum Circular No. 2017-01 dated June 9, 2017						

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LIST OF BENEFITS										
Performance Based Bonus -2019 (SVP-SG 28/Step 1)		64	All Officers and Employees of GOCC's who occupy a regular, casual or contractual positions with employer-employee relationship, shall be entitled to full grant of the PBB from their employer at the time of the release of the PBB; Provided they have rendered an aggregate of at least nine (9) months of service in the public sector for the applicable PBB year. Officers and Employees who do not meet the 9-month service requirement but have served at least 3 months of service shall be entitled to PBB on a pro-rata basis, as provided in Section 5.1.6.	GCG Memorandum Circular No. 2019-02 dated July 25,2019						
Performance Based Bonus -2019 (SVP-SG 28/Step 1)		-	All Officers and Employees of GOCC's who occupy a regular, casual or contractual positions with employer-employee relationship, shall be entitled to full grant of the PBB from their employer at the time of the release of the PBB; Provided they have rendered an aggregate of at least nine (9) months of service in the public sector for the applicable PBB year. Officers and Employees who do not meet the 9-month service requirement but have served at least 3 months of service shall be entitled to PBB on a pro-rata basis, as provided in Section 5.1.6.	GCG Memorandum Circular No. 2019-02 dated July 25,2019						

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LIST OF BENEFITS											
Performance Based Bonus -2019 (SVP-SG 28/Step 4)		83	All Officers and Employees of GOCC's who occupy a regular, casual or contractual positions with employer-employee relationship, shall be entitled to full grant of the PBB from their employer at the time of the release of the PBB; Provided they have rendered an aggregate of at least nine (9) months of service in the public sector for the applicable PBB year. Officers and Employees who do not meet the 9-month service requirement but have served at least 3 months of service shall be entitled to PBB on a pro-rata basis, as provided in Section 5.1.6.	GCG Memorandum Circular No. 2019-02 dated July 25,2019							

PHILIPPINE NATIONAL OIL COMPANY
COMPENSATION PACKAGE OF BOARD OF DIRECTORS
FY 2021
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2021 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.		4	60	Audit Committee	4	36		96		
BORJE, Adolf P.		13	195	Audit Committee	10	90		285		
DE LEON, Jonas Guy S.		10	150	Risk Mgt. Committee	11	99		249		
MACAPAGAL, Michael Ted R.		10	150	Nomination & Remuneration/Audit Committee	5	45		195		
MITRA, Victor Antonio B.		13	195	Risk Mgt. & Nomination & Remuneration Committee	15	135		330		
POQUIZ, Romeo D.		13	195	Risk Mgt. Cmmittee	12	108		303		
TANTIONGCO, Rex V.		13	195	Audit/Nomination & Remuneration Committee	13	117		312		

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2021 COMPENSATION FOR DIRECTORS										
ALLOWABLE REIMBURSABLE EXPENSES (EO 24)										
Name of Director		Breakdown								
		Communication	Representation	Transportation						
ATIENZA, Hermann Roy M.		5	24	3			32			
BORJE, Adolf P.		67	88	107			262			
DE LEON, Jonas Guy S.		24	36	136			196			
MACAPAGAL, Michael Ted R.		61	67	82			210			
MITRA, Victor Antonio B.		70	90	47			207			
POQUIZ, Romeo D.		11	147	47			205			
TANTIONGCO, Rex V.		64	106	67			237			
COMPENSATION FROM INVESTEE COMPANIES		<i>(if applicable)</i>								
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown					