



Office of the President of the Philippines  
**GOVERNANCE COMMISSION**  
 FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS  
 3/F, BDO Towers Paseo, 8741 Paseo De Roxas, Makati City, Philippines 1226



**26 APRIL 2023**

**JESUS CRISTINO P. POSADAS**  
*President and CEO*  
**PHILIPPINE NATIONAL OIL COMPANY (PNOC)**  
 PNOC Building 6, Energy Center, Rizal Drive,  
 Bonifacio Global City Taguig City

**ACKNOWLEDGEMENT RECEIPT**

LETTER **24 APRIL 2023**  
 DATE:

RE: **[E] LETTER FROM PNOC TO GCG RE SUBMISSION OF ITS  
 1ST QUARTER MONITORING REPORTS FOR THE YEAR  
 2023**

The said document was officially received by the Governance Commission on 26 April 2023 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 numbers (02) 5328-2030 or (02) 5318-1000. Please cite the GCG Document Management System (DMS) Barcode Number: **0-1215-26-04-2023-007904**.

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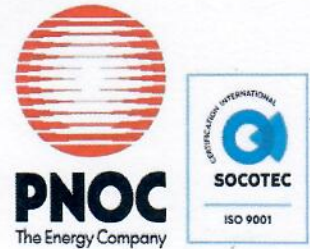
\_\_\_\_\_  
 Signature over Printed Name

\_\_\_\_\_  
 Date and Time

**PRIVACY NOTICE:** Any or all personal data you provided will only be used to process your transaction with the GCG and for other compatible purposes. All collected data will be kept secure and confidential, unless otherwise authorized by law. They will be disposed of as soon as the purpose for their use has been achieved. Only aggregate or anonymized data shall be subject to further processing. We respect your rights under the Data Privacy Act. Should you wish to invoke any such rights in relation to our processing of your personal data, or have questions or clarifications relative to privacy and data protection, you may contact the GCG – Data Privacy Team at [privacy@gcg.gov.ph](mailto:privacy@gcg.gov.ph). You may lodge your complaint or submit an incident report form in the same email address.

**“Upholding a Transparent and Responsive GOCC Sector for the Filipino People”**





April 24, 2023

**JUSTICE ALEX L. QUIROZ (Ret.)**

Chairperson

**ATTY. GIDEON D. V. MORTEL, D.C.L.**

Commissioner

**ATTY. GERALDINE MARIE BERBERABE-MARTINEZ**

Commissioner

Governance Commission for GOCCs  
3/F Citibank Center, Citibank Plaza  
8741 Paseo De Roxas, Makati City

Dear Chairperson and Commissioners:

We are pleased to submit PNOC's "Monitoring Report of Performance Targets" for the First Quarter of 2023.

We hope you find our submitted documents in order. Our focal person for your staff to coordinate with should you have any questions, clarifications or need additional information, is Ms. Alma B. Taganas, Officer in Charge of the Strategy Management Office (email: [abtaganas@pnoc.com.ph](mailto:abtaganas@pnoc.com.ph)).

Thank you.

Very truly yours,

**JESUS CRISTINO P. ROSADAS**

President and Chief Executive Officer

**PHILIPPINE NATIONAL OIL COMPANY**  
**MONITORING REPORT OF CY 2023 PERFORMANCE TARGETS**  
**FIRST QUARTER REPORT**

Strategic Perspective	Strategic Objective	Formula	Weight	Rating System	Target	1st Quarter		2nd Quarter	3rd Quarter	4th Quarter	
					2023	Target	Actual	Target	Target	Target	
SOCIAL IMPACT	SO 1	Contribute to Energy Security Targets									
	SM 1	Development of Decentralized Energy System through the Use of Renewable Energy Technology (Solar PV Technology)	Actual Accomplishment	10%	All or Nothing	Board-Approved Detailed Feasibility Study (DFS) on Decentralized Energy Systems (DES) Using Renewable Energy (Solar PV Technology)	Preparation of Project DFS	Commenced preparation of the Detailed Feasibility Study on the Decentralized Energy Systems (DES) using Renewable Energy (Solar PV Technology)	Continuing Preparation of Project DFS	Presentation of Project DFS to the PNOC President for endorsement to PNOC Board for approval	Commence competitive selection for Engineering, Procurement and Construction
STAKEHOLDERS	SO 2	Establish a Comprehensive Relationship Management for Mutually Beneficial Linkages with Key Stakeholders									
	SM 2	Percentage of Satisfied Customers	Number of satisfied respondents /Total number of respondents	10%	Actual over Target  If less than 80% = 0%	90% Satisfied Customers (Lessees, PNOC Industrial Park Locators & ESB Customers)			Prepare Terms of Reference and Work Order Requisition for the Conduct of PNOC Customer Satisfaction Survey for CY 2023	Procure/Bid Consultant for the Conduct of Customer Satisfaction Survey for CY 2023	Engage Consultant for the Conduct of the Customer Satisfaction Survey for CY 2023
FINANCE	SO 3	Maintain a Sound Financial Condition									
	SM 3	Net Income	Income from Operations  <i>Add/deduct:</i> Forex Gains/Losses, Other Income, Income Tax & Unrealized Gains/Losses	25%	Actual over Target	P1,987 Million	P497 Million	P678.87 Million  <b>See Annex A</b>	P497 Million	P497 Million	P496 Million
	SM 4	Budget Utilization Rate (BUR)	Actual Disbursement over Total Approved Budget for CO and MOOE	5%	Actual over Target	90%		8.87%  <b>See Annex B</b>			90%

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					2023	Target	Actual	Target	Target	Target	
	SO 4	Develop Energy Infrastructure									
	SO 5	Maintain Efficient Management of PNOG Energy Facilities									
<b>INTERNAL BUSINESS PROCESS</b>	SM 5	Compliance to Integrated Management System (IMS) Standards for PNOG Industrial Park	Actual Accomplishment	5%	All or Nothing	Pass 1st Surveillance Audit	Issuance of Special Orders  Review and updating of IMS Manual	Issued Special Order for the composition of the IMS Secretariat.  Review and updating of IMS Manual ongoing.  <b>See Annex C</b>	Review and updating of IMS Manual  Attendance to Trainings	Review and updating of IMS Manual  Conduct of Internal Audit  Conduct of Management Review	Conduct of 1st Surveillance Audit  Issuance of Certificate by CB
	SM 6	Pass Certification - ISO 9001:2015 Quality Management Systems for ESB Operations and ISO 45001:2018 Occupational Health and Safety Management System	Actual Accomplishment	5%	All or Nothing	Pass Re-Certification	Conduct IMS Meetings (3/12 Minutes of Meeting)	Conducted 3 IMS Meetings: Jan. 27, 2023 Feb. 28, 2023 Mar. 24, 2023  Review of IMS Manual and HIRAC ongoing.  <b>See Annex D</b>	Conduct IMS Meetings (6/12 Minutes of Meeting)  Conduct Process Review	Conduct IMS Meetings (9/12 Minutes of Meeting)  Conduct Internal Audit  Review/revisit HIRAC/FMEA	Conduct of Management Review  Conduct of Re-Certification Audit
	SO 6	Optimize Asset Productivity									
	SM 7	Operation of Energy Supply Base (ESB)	Total No. of DOS conducted over Total No. of Berthed Foreign Vessels	5%	Actual over Target	100% Conduct of the Declaration of Security (DOS) within 14 hours upon berth of foreign vessel at ESB Pier	100% Conduct of the DOS within 14 hours upon berth of foreign vessel at ESB Pier	Conducted 15/15 DOS of foreign vessels berthed at ESB.  Ave = 4 hours and 26 minutes  <b>See Annex E</b>	100% Conduct of the DOS within 14 hours upon berth of foreign vessel at ESB Pier	100% Conduct of the DOS within 14 hours upon berth of foreign vessel at ESB Pier	100% Conduct of the DOS within 14 hours upon berth of foreign vessel at ESB Pier

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						2023	Target	Actual	Target	Target	Target
	SM 8	Number of PDMC Assets Utilized/Disposed at a Gain	Number of PDMC Assets Utilized/Disposed at a Gain	5%	Actual over Target	Disposal through sale of 5 additional Costa Verde and/or El Pueblo Properties	Disposal through sale of 5 additional Costa Verde and/or El Pueblo Properties	Disposed through sale 4 Costa Verde and El Pueblo Properties: <u>2 Costa Verde</u> - Blk 38 Lot 64 - Blk 38 Lot 65  <u>2 El Pueblo</u> - Unit C 442 - Unit C 714  <b>See Annex F</b>	Disposal through sale of 5 additional Costa Verde and/or El Pueblo Properties	Disposal through sale of 5 additional Costa Verde and/or El Pueblo Properties	Disposal through sale of 5 additional Costa Verde and/or El Pueblo Properties
		Number of PDMC Assets Utilized/Disposed at a Gain	Number of PDMC Assets Utilized/Disposed at a Gain	5%	Actual over Target	Disposal through sale of 10 Socialized Housing Program Lots	Disposal through sale of 10 Socialized Housing Program Lots		Disposal through sale of 10 Socialized Housing Program Lots	Disposal through sale of 10 Socialized Housing Program Lots	Disposal through sale of 10 Socialized Housing Program Lots
	SM 9	PNOC/PAFC/PSTC Property Utilized/ Leased/Disposed	Actual Accomplishment	5%	Actual over Target	Utilization/Lease/ Disposal of any one (1) PNOC/PAFC/ PSTC Property	Utilization/Lease/ Disposal of any one (1) PNOC/PAFC/ PSTC Property	Executed Locator Agreement bet. PNOC (as administrator of PAFC) and Natural Resources Development Corporation (NRDC) for the lease of 7,629,909 sqm. at the PNOC Industrial Park  <b>See Annex G</b>	Utilization/Lease/ Disposal of any one (1) PNOC/PAFC/ PSTC Property	Utilization/Lease/ Disposal of any one (1) PNOC/PAFC/ PSTC Property	Utilization/Lease/ Disposal of any one (1) PNOC/PAFC/ PSTC Property

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						2023	Target	Actual	Target	Target	Target
INTERNAL BUSINESS PROCESS	SM 10	Disposal of Banked Gas	Actual Accomplishment	10%	Actual over Target	Delivery of 5 Petajoules (PJ) of Banked Gas	Continuation of GSPA Administration /Delivery of Contracted Banked Gas  Submission of Delivery Reportorial Requirement to DOE	Submitted delivery reports to DOE (January to March 2023)  Delivered a total of <b>2.577 PJ</b> (Covering a period of 26 Dec. 2022 to 25 March 2023)  <b>See Annex H</b>	Continuation of GSPA Administration/ Delivery of Contracted Banked Gas  Submission of Delivery Reportorial Requirement to DOE	Continuation of GSPA Administration /Delivery of Contracted Banked Gas  Submission of Delivery Reportorial Requirement to DOE	Continuation of GSPA Administration/ Delivery of Contracted Banked Gas  Submission of Delivery Reportorial Requirement to DOE
	SO 7	Acquire, Develop, Retain and Motivate Talents for Peak Performance									
LEARNING & GROWTH	SM 11	Percentage of Employees with Required Competencies Met	Number of Employees with Required Competencies Met over Total Number of Employees	5%	All or Nothing	Increase from 2022 Baseline	Update Employee Competency Assessment (ECA) and Individual Development Plan (IDP); Coordinate/ monitor with departments the completion of the target employees' competency needs using the Employee Baseline Competency Monitoring Report (Prioritize attendance to training that will address gaps)	Disseminated to employees the list of trainings /seminars offered by training institutions to address their competency gaps.  Facilitated attendance of employees to trainings/ seminars:  Local = 31 In-House = 2  <b>See Annex I</b>	Submit the 2nd Quarter Summary of Employee Competency Gap Monitoring Report (ECGMR)  Remind employees with competency gaps to attend relevant trainings	Submit the 3rd Quarter Summary of Employee Competency Gap Monitoring Report (ECGMR)	Submit the 4th Quarter Summary of Employee Competency Gap Monitoring Report (ECGMR), and Summary of Employee Baseline Competency Report
	SO 8	Develop, Implement and Maintain Efficient and Effective Systems									



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						2023	Target	Actual	Target	Target	Target
LEARNING & GROWTH	SM 12	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	Pass Re-Certification	QMS Trainings	Completed Terms of Reference (TOR) for the engagement of a Training Provider on QMS Appreciation  <b>See Annex J</b>	Document Review  Internal Quality Audit	Management Review  ISO 9001:2015 recertification	
		<b>Total Weight</b>		<b>100%</b>							