

**PHILIPPINE NATIONAL OIL COMPANY  
 COMPENSATION PACKAGE OF EXECUTIVE OFFICERS  
 FY 2024 ( as of December 31, 2024)  
 (IN THOUSAND PESOS)**

2024 COMPENSATION PACKAGE FOR OFFICERS											
		Annual Basic Salary		Annual Benefits		Total Compensation Framework (TCF)		PBB (FOR 2022)		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	JG17/Step 1	2,270	2,270	589	589	2,859	2,859	0	0	1	2,859
Senior Vice President	JG 16/STEP 1:2	394	2,043	223	516	617	2,559	0	96	4	3,272
Corporate Secretary	JG 12/STEP 1	258	258	54	54	312	312	0	0	0	624
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		7	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							
Midyear Bonus (President)		189	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-JG16/Step 2)		170	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)							
Year End Bonus (President)		189	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-JG 16/Step 2)		170	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-JG16/Step 1)		167	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							
Representation Allowance (President)		12.5	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)							
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)							
Service Recognition Incentive (SRI)		20	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	DBM Budget Circular No. 2023-2 dated 12/13/2023							

**PHILIPPINE NATIONAL OIL COMPANY**  
**COMPENSATION PACKAGE OF BOARD OF DIRECTORS**  
**FY 2024 ( as of December 31, 2024)**  
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2024 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	
ALVAREZ, Franz Josef George E.		13	195	Audit Committee	6	54		249	
ARENAS, John J.		16	240	Governance/Nomination & Remuneration/Risk Management Committee	16	144		384	
BUTALID, Oliver B.		17	255	Governance Committee	6	54		309	
CABARABAN, Ma. Cristina Sheila C.		17	255	Audit/Governance/Nomination & Remuneration/ Risk Management Committee	24	216		471	
CAMINADE, Joel R.		16	240	Audit Committee	10	90		330	
DATO, Victor Emmanuel S.		17	255	Audit Committee//Risk Management Committee	14	126		381	
DELA SERNA, Celestina Ma. Jude P.		9	135	Nomination & Remuneration Committee//Risk Management Committee	7	63		198	
OPORTO, Maria Jasmine S.		8	120	Governance/Risk Management Committee	10	90		210	

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2024 COMPENSATION FOR DIRECTORS									
ALLOWABLE REIMBURSABLE EXPENSES (EO 24)									
Name of Director		Breakdown							
		Communication	Representation	Transportation	Total				
ARENAS, John J.		19	58	118	195				
CABARABAN, Ma. Cristina Sheila C.			88	17	105				
CAMINADE, Joel R.			142	104	246				
DATO, Victor Emmanuel S.		120	11	97	228				
DELA SERNA, Celestina Ma. Jude P.			44	86	130				
POQUIZ, Romeo D.					0				
OPORTO, Maria Jasmine S.		50	42	37	129				
					0				
					0				
COMPENSATION FROM INVESTEE COMPANIES		<i>(if applicable)</i>							
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown				