



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



24 JANUARY 2025

OLIVER B. BUTALID

President and Chief Executive Officer

PHILIPPINE NATIONAL OIL COMPANY (PNOC)

PNOC Building 6, Energy Center, Rizal Drive, Bonifacio Global City Taguig City

ACKNOWLEDGEMENT RECEIPT

LETTER **20 JANUARY 2025**

DATE:

RE: **[E] LETTER FROM PNOC TO GCG SUBMITTING THE
 ADDITIONAL REQUESTED DOCUMENTS FOR ITS 2025
 PERFORMANCE SCORECARD**

The said document was officially received by the Governance Commission on 24 January 2025 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: **0-0314-24-01-2025-001970**.

THIS RECEIPT IS COMPUTER GENERATED AND DOES NOT REQUIRE SIGNATURE.

Received by:

 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. You may lodge your complaint or submit an incident report form in the same email address.



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January 20, 2025

ATTY. MARIUS P. CORPUS
Chairperson

ATTY. BRIAN KEITH F. HOSAKA
Commissioner

ATTY. GERALDINE MARIE BERBERABE-MARTINEZ
Commissioner

Governance Commission for GOCCs
3/F BDO Paseo Towers (Formerly Citibank Centre),
Paseo de Roxas Avenue, Makati City

Dear Chairperson and Commissioners:

This refers to the Governance Commission for Government-Owned and Controlled Corporations' (GCG) request for additional documents subsequent to the Technical Panel Meeting (TPM) on PNOC's 2025 Performance Scorecard held on December 17, 2024. We are pleased to submit the requested documents as outlined below:

Annex A	-	Revised PNOC Strategy Map;
Annex B	-	Revised PES Form 2 – PNOC Performance Scorecard for CY 2025;
Annex C	-	Revised PES Form 2a for In-house study on Batangas Offshore Wind Power Integration Port; Self-Generating Industrial PARK (SGIP), Rooftop Solar PV System for Government Agencies (RGB), and Solar PV Project with National Irrigation Administration (NIA);
Annex D	-	Revised PES Form 2b – PNOC Quarterly Targets for CY 2025;
Annex E	-	Revised PES Form 3 for In-house study on Batangas Offshore Wind Power Integration Port; Board-approved Project Memorandum for the SGIP, Commercial Operations of 500 kWp for RGB, and Board-approved Detailed Feasibility Study (DFS) for Solar Project with the NIA;
Annex F	-	Narrative on the Removal of the Electric Vehicle Fast Charging Station (EVCS) Initiative from PNOC's 2025 Strategic Measure;
Annex G	-	Narrative for the Target Delivery of One (1) Petajoule (PJ) of Banked Gas for 2025; and

Annex H	-	Net Profit Margin Formula to Total Revenues less Total Expenses over Total Revenues together with the following submission: <ol style="list-style-type: none">1. Projected breakdown on the Total Revenue2. Projected breakdown Total Expenses3. Computation and assumptions of the 20% Target
Annex I	-	Secretary's Certificate

The PES Forms and other documents mentioned above were approved by the PNOB Board of Directors during their meeting on January 17, 2025.

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. Helen M. Alfonso, OIC, Department Manager A of the Strategy Management Office (email: hmalfonso@pnoc.com.ph).

Thank you.

Very truly yours,


OLIVER. B. BUTALID
President and Chief Executive Officer

**PHILIPPINE NATIONAL OIL COMPANY
2025 PROPOSED PERFORMANCE SCORECARD**

Strategic Perspective	Strategic Objective	Formula	Weight	Rating System	GCG Approved	Proposed	
					2024	2025	
CUSTOMERS/STAKEHOLDERS	SO 1	Act as Strategic Catalyst to the Energy Sector in partnership with the private sector					
	SM 1	In-house study on Batangas Offshore Wind Power Integration Port	Actual Accomplishment	5%	All or Nothing	Not Applicable	Board-approved Project Memorandum
	SM 2	Self-Generating Industrial Park (SGIP)	Actual Accomplishment	10%	All or Nothing	Not Applicable	Board-approved Project Memorandum
	SO 2	Provide Energy-Related Services to Government Entities					
	SM 3	Rooftop Solar PV System for Government Agencies	Actual Accomplishment	10%	Actual over Target	Signed MOA with Government Agencies for an aggregate capacity of 5 MW	Commercial Operations of 500 kWp
	SM 4	Solar PV Project with National Irrigation Administration (NIA)	Actual Accomplishment	10%	All or Nothing	Secured Retail Electricity Supply License	Board-approved Detailed Feasibility Study (DFS) for the proposed 7 MW Solar PV Project

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	GCG Approved	Proposed
						2024	2025
	SO 3	Provide Responsive Services to PNOC Stakeholders					
CUSTOMERS/ STAKEHOLDERS	SM 5	Percentage of Satisfied Customers/Clients Based on the Results of the PNOC ARTA Client Satisfaction Measurement Surveys	Number of satisfied respondents over Total number of respondents [Number of strongly agree plus agree answers over total number of respondents minus "N/A" answers]	10%	Actual over Target If less than 80% = 0%	90% Satisfied Customers (External Customers Only)	90% Satisfied Customers (External Customers Only)
	SO 5	Create Organizational Efficiency in all Aspects					
INTERNAL PROCESSES	SM 6	Implementation of PNOC Information Systems Strategic Plan (ISSP)	Actual Accomplishment	5%	Actual over Target	Awarded contract for the development and implementation of 2 Systems (PIMS and CAS)	Awarded contract for the development and implementation of 2 Systems: Human Resources Information System (HRIS) and Real Estate Assets Management System (REAMS)
	SO 8	Implement a Principle-Based Quality Management System					
	SM 7	Pass Certification - ISO 9001:2015 Quality Management Systems for PNOC Head Office	Actual Accomplishment	5%	All or Nothing	Passed new certification Audit	ISO 9001:2015 Certified

Strategic Perspective	Strategic Objective	Formula	Weight	Rating System	GCG Approved	Proposed	
					2024	2025	
LEARNING & GROWTH	SO 10	Create a PNOG Talent and Resources Pool (Internal and External)					
	SM 8	Percentage of Employees with Required Competencies Met	Increase number of Employees with matched competencies from 2024 baseline	5%	All or Nothing	Increase from CY 2023 Baseline	Increase from CY 2024 Baseline
	SO 11	Institutionalize a Responsive Performance Management System					
	SM 9	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	Not Applicable	Board-approved DRRM Plan
FINANCIALS	SO 13	Optimize Assets for Improved Income Streams					
	SM 10	Disposal of Banked Gas	Actual Accomplishment	15%	Actual over Target	Delivery of 1.3 Petajoule of Banked Gas	Delivery of 1 Petajoule of Banked Gas
	SO 15	Establish an Effective COB Planning and Approval Process that is aligned to PNOG's Strategic Objectives					
	SM 11	Budget Utilization Rate (BUR)	Actual Disbursement over Total Approved Budget for CO and MOOE	5%	Actual over Target	90%	90%

Strategic Perspective	Strategic Objective		Formula	Weight	Rating System	GCG Approved	Proposed
						2024	2025
FINANCIALS	SM 12	Net Profit Margin	Total Revenues less Total Expenses (PS and MOOE) over Total Revenues	15%	Actual over Target	10%	20%
		Total Weight		100%			
BONUS STRATEGIC MEASURES AND TARGETS							
FINANCIAL		GAD Utilization Budget	Actual Accomplishment	1%	All or Nothing		5% of total budget
INTERNAL PROCESS		ISO Certification on Environmental Management System Certification (PIP)	Actual Accomplishment	1%	All or Nothing		ISO 14001:2015 Certification