



| Performance Measures  |   |                     |  | Baseline Data<br>(if applicable) |      |      |      | CY 2014<br>Targets | CY 2014<br>Accomplish<br>ments | Rating |
|---|---|---------------------|--|----------------------------------|------|------|------|--------------------|--------------------------------|--------|
| Description   | Formula   | Weight              | Data-Provider<br><i>if applicable</i>                  | 2010                             | 2011 | 2012 | 2013 |                    |                                |        |
| <b>MFO 1: Petroleum and Coal Exploration and Development</b>                      |   |                     |  |                                  |      |      |      |                    |                                |        |
| Quantity 1:<br>Geophysical Evaluation for<br>Petroleum                            | No. of geophysical<br>interpretation report/s<br>validated by DOE     | 9%                  | Upstream<br>Operations<br>Division                     | 3                                | 2    | 2    | 4    | 3                  | 3                              | 9.0%   |
| Quantity 2:<br>Geological Evaluation for<br>Petroleum                             | No. of geological evaluation<br>report/s validated by DOE             | 2013-8%<br>2014-10% | Upstream<br>Operations<br>Division                     | 3                                | 2    | 4    | 4    | 4                  | 4                              | 10.0%  |
| Quantity 3:<br>Farm-out and Farm-in Efforts                                       | No. of Confidentiality<br>Agreement/s signed with<br>interested party | 2013-8%<br>2014-10% | Upstream<br>Operations<br>Division                     | 7                                | 3    | 5    | 8    | 5                  | 7                              | 10.0%  |
| Quantity 4:<br>Coal Geologic Survey   | No. of geologic survey<br>report/s validated by DOE                   | 9%                  | Upstream<br>Operations<br>Division                     | 1                                | 1    | 2    | 2    | 3                  | 3                              | 9.0%   |
| Quantity 5:<br>Coal Drilling/Geophysical Logging                                  | No. of drilling program<br>approved by the DOE                        | 9%                  | Upstream<br>Operations<br>Division                     | 1                                | 1    | 1    | 1    | 1                  | 1                              | 9.0%   |
| Quantity 6:<br>Mine Development   | No. of mine development<br>plan approved by the DOE                   | 9%                  | Upstream<br>Operations<br>Division                     | 1                                | 1    | 0    | 1    | 1                  | 1                              | 9.0%   |
| Quantity 7:<br>Position Paper prepared and<br>submitted on NEDA Guidelines        | No. of position paper<br>submitted for resolution of<br>NEDA          | 2013-2%<br>2014-0%  | Upstream<br>Operations<br>Division/Legal<br>Department | 0                                | 0    | 0    | 1    | 0                  | 0                              | -      |
| Quantity 8:<br>Position Paper prepared and<br>submitted on EO556                  | No. of position paper<br>submitted for resolution of<br>OP            | 2013-2%<br>2014-0%  | Upstream<br>Operations<br>Division/Legal<br>Department | 0                                | 0    | 0    | 1    | 0                  | 0                              | -      |
| Quality 1:<br>Safety Performance of the project<br>sites and business/field units | Lost-time Incident*   | 4%                  | HSSE/Project<br>Site/Business or<br>Field Offices      | 0                                | 0    | 1    | 0    | 0                  | 0                              | 4.0%   |



Interim PES Form 3

|   |  |             |  |       |       |       |       |       |       |              |
|---|--|-------------|--|-------|-------|-------|-------|-------|-------|--------------|
| Financial 1:<br>Annual Net Income<br><i>(in billion Pesos)</i>  | <u>Actual**</u><br>Target  | 30%         | Finance<br>Department/<br>Planning and<br>Budget<br>Department | 2.477 | 3.023 | 2.934 | 2.933 | 2.900 | 2.452 | 25.4%        |
| <b>Subtotal of Weights:</b>   |  | <b>90%</b>  |  |       |       |       |       |       |       | <b>85.4%</b> |
| <b>General Administrative and Support Services</b>  |  |             |  |       |       |       |       |       |       |              |
| Financial 1:<br>Dividends paid to the Government<br>(National Treasury and PNOC)<br><i>(in billion Pesos)</i> | <u>Actual – 1.35B</u><br>Target – 1.35B  | 10%         | Finance<br>Department/<br>Planning and<br>Budget<br>Department | 3.00  | 2.00  | 2.00  | 3.00  | 1.50  | 1.50  | 10%          |
| Human Resources   | No. of trainings programs<br>conducted   | -           | Human<br>Resources<br>Department                               | 4     | 6     | 4     | 5     | 4     | 4     | -            |
| Finance   | No. of financial reports<br>produced on or before the<br>15 <sup>th</sup> of following month | -           | Finance<br>Department  | 12    | 12    | 12    | 12    | 12    | 12    | -            |
| <b>Subtotal of Weights:</b>   |  | <b>10%</b>  |  |       |       |       |       |       |       | <b>10%</b>   |
| <b>TOTAL OF WEIGHTS:</b>  |  | <b>100%</b> |  |       |       |       |       |       |       | <b>95.4%</b> |

\* Lost Time Incident resulting to fatality

\*\* GCG approved revision to linear form during the Renegotiation-Meeting held on November 18, 2014

Certified Correct:

  
**LOURDES S. GELACIO**  
 Head of Planning and Finance  
 (VP, Management Services)

Date **2-25-15**

Approved by:

  
**PEDRO A. AQUINO, JR.**  
 President and Chief Executive Officer

Date

  
**GEMILIANO C. LOPEZ, JR.**  
 Chairman, Board of Directors

Date