

PNOC EXPLORATION CORPORATION

	Component				Baseline Data (if applicable)			Target	
	Objective/Measure	Formula	Weight	Rating System	2012	2013	2014	2015	
CUSTOMERS/STAKEHOLDERS	SO 1	Focused exploration for the discovery of potential petroleum and coal for the country resources							
	SM 1	No. of Line-Kilometers of Seismic Data Interpreted in SCs	Total no. of line-kilometers of seismic data interpreted	6%	Total no. of line-kilometres of seismic data interpreted	3,700	3,000	4,500	4,350
	SM 2	Coal Exploration Drilling Meterage in COCs	Total no. of meters drilled	3%	-	6,400	3,900	3,200	4,900
	SM 3	No. of Hectares Mapped in COCs	Total no. of hectares mapped	4%	-	30	2,500	2,500	340 ^{-/a}
	SO 2	Created an environment that promotes business opportunities and development in the communities where we operate							
	SM 4	Social Performance Programs	No. of beneficiaries of livelihood programs implemented in project areas	5%	-	55	16	155	300
	SO 3	Operated in a regime of transparency and fairness in our dealings with our business partners							
	SM 5	Satisfaction rating based on a survey conducted by a third party (DOE, PNOC, JV partners, community)	Satisfaction Rating	5%	-	NA	NA	NA	Satisfactory

Handwritten signature

Handwritten signature

Handwritten signature

Handwritten signature

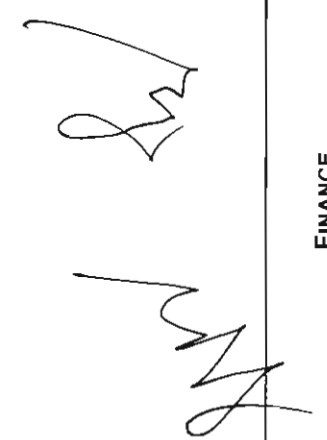
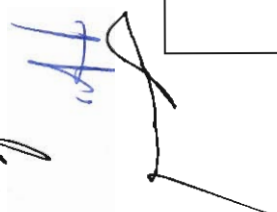
Handwritten signature

Handwritten signature

Component					Baseline Data (if applicable)			Target	
	Objective/Measure	Formula	Weight	Rating System	2012	2013	2014	2015	
	SO 4	Became the partner of choice of other energy enterprises in energy exploration and production							
	SM 6	JV Partnership	No. of new JV partnership (Farm-in Agreement) as a result of farm-in/farm-out activities	3%	-	0	0	1	1
	Sub-total			26%					
	SO 5	Optimized the financial benefits to shareholders							
	SM 7	Dividends to National Government and PNO C (in billion Pesos)	Amount of Dividends from year's income paid to NG and PNO C	12%	-	2	3	1.5	1.7
FINANCE	SO 6	Accessed capital without government guarantee							
	SM 8	Percent of funding raised through Internal Cash Generation and Corporate Loans without government guarantee or support	Amount of funding raised through Internal Cash Generation and Corporate Loans without government guarantee or support Over Total funding	12%	-	100%	100%	100%	100%

me
H

13 p.m.

	Component				Baseline Data (if applicable)			Target	
	Objective/Measure	Formula	Weight	Rating System	2012	2013	2014	2015	
	SO 7	Ensured profitability in a sustainable manner							
	SM 9	NET INCOME before FOREX gain/loss and exploration costs (in billion Pesos)	Amount of Annual NET INCOME before FOREX gain/loss and exploration costs	10%	-	3	2.8	2.9	2.7 ^{-b}
		<i>Sub-total</i>		34%					
INTERNAL PROCESS	SO 8	Achieve operational excellence through establishment and implementation of internationally-accepted quality standards							
	SM 10	Compliance to ISO 9001	ISO 9001 Audit Results (All or nothing)	5%	-	N/A	N/A	N/A	Compliant
	SM 11	No. of Lost Time Incident resulting to fatality to PNO C EC employees	No. of reported Lost Time Incident resulting to fatality to PNO C EC employees	4%	-	0	0	0	0
	SO 9	Pursue partnership with other energy enterprises as risk management strategy							
	SM 12	No. of companies who signified interest to partner in projects	No. of signed Confidentiality Agreements	6%	-	5	8	5	6

Compl. 100%

15.8.2015

Component					Baseline Data (if applicable)			Target	
	Objective/Measure	Formula	Weight	Rating System	2012	2013	2014	2015	
	SO 10	Determine the prospectivity of the areas covered by the Service Contracts and Coal Operating Contracts							
	SM 13	Geological Evaluation for Petroleum	No. of Geologic Evaluation Report/s validated by DoE	5%	-	4	4	4	4
	SM 14	Geophysical Evaluation for Petroleum	No. of Geophysical Interpretation Report/s validated by DoE	5%	-	2	4	3	4
	SM 15	Geologic Survey for Coal	No. of Geologic Survey validated by DoE	3%	-	2	2	3	3
	SM 16	Drilling Program/Geophysical Logging for Coal	No. of Coal Drilling Programs validated by DoE	3%	-	1	1	1	1
		Sub-total		31%					
LEARNING AND GROWTH	SO 11	Recruit highly competent people for technical positions based on meritocracy and fairness							
	SM 18	Percentage filled-up of the required technical position	Actual no. of employees in technical positions Over Total no. of required technical positions based on Work Program ^{fc}	3%	-	100%	95%	95%	95%

Completed

J.S. R. ...

#

Component					Baseline Data (if applicable)			Target
	Objective/Measure	Formula	Weight	Rating System	2012	2013	2014	2015
SO 12	Provide our people with appropriate training and exposure to new developments in the industry							
SM 19	Percentage of eligible Management, Professional and Technical (MPT) employees with at least one training attended (as identified in the Training Needs Analysis to address gaps in skills)	Actual no. of eligible MPT employees with at least one training attended Over Total no. of eligible MPT employees ^{-1d}	3%	-	94%	75%	80%	82%
SM 20	Development of Manpower Competency Framework b	Completed/Updated Manpower Competency Framework (All or nothing)	3%	All or nothing	N/A	N/A	N/A	Complete
	Sub-total		9%					
	TOTAL		100%					

^{-1a} In connection with studies involving surface mapping conducted in prior years, a more concentrated area will be mapped was programmed for 2015.
^{-1b} Attributed to the 30-day scheduled maintenance shutdown in SC38.
^{-1c} Targets are made on the assumption that PNO C-EC will be given flexibility to adjust current compensation in order to attract professionals.
^{-1d} Attendees are required to provide Knowledge Upgrade and/or Process Improvement recommendations on the Evaluation Report.

Done
 1.3. Review



 H
