

GOVERNMENT CORPORATION INFORMATION SHEET (GCIS)

FOR THE YEAR 2012

GENERAL INSTRUCTIONS:

1. FOR GOVERNMENT CORPORATION: THIS GCIS SHOULD BE SUBMITTED WITHIN THIRTY (30) CALENDAR DAYS FROM THE DATE OF RELEASE OF MEMORANDUM CIRCULAR NO. 3 AND SUBSEQUENTLY THEREAFTER, 30 DAYS FROM THE DATE OF THE STOCKHOLDERS' MEETING. DO NOT LEAVE ANY ITEM BLANK. WRITE "N.A." IF THE INFORMATION REQUIRED IS NOT APPLICABLE TO THE GOVERNMENT CORPORATION OR "NONE" IF THE INFORMATION IS NON-EXISTENT.
2. IF NO MEETING IS HELD, THE CORPORATION SHALL SUBMIT THE GCIS TOGETHER WITH AN AFFIDAVIT OF NON-HOLDING OF MEETING WITHIN THIRTY (30) CALENDAR DAYS FROM THE DATE OF THE SCHEDULED ANNUAL MEETING (AS PROVIDED IN THE BY-LAWS). HOWEVER, SHOULD AN ANNUAL STOCKHOLDERS' MEETING BE HELD THEREAFTER, A NEW GCIS SHALL BE SUBMITTED/FILED.
3. THIS GCIS SHALL BE ACCOMPLISHED IN ENGLISH AND CERTIFIED AND SWORN TO BY THE CORPORATE SECRETARY OF THE GOVERNMENT CORPORATION.
4. THE GCG SHOULD BE TIMELY APPRISED OF RELEVANT CHANGES IN THE SUBMITTED INFORMATION AS THEY ARISE. FOR CHANGES RESULTING FROM ACTIONS THAT AROSE BETWEEN THE ANNUAL MEETINGS, THE GOVERNMENT CORPORATION SHALL SUBMIT ONLY THE AFFECTED PAGE OF THE GCIS THAT RELATES TO THE NEW INFORMATION TOGETHER WITH A COVER LETTER SIGNED BY THE CORPORATE SECRETARY OF THE GOVERNMENT CORPORATION. THE PAGE OF THE GCIS AND COVER LETTER SHALL BE SUBMITTED WITHIN SEVEN (7) DAYS AFTER SUCH CHANGE OCCURRED OR BECAME EFFECTIVE.
5. SUBMIT A SOFT COPY IN EXCEL FORMAT SAVED IN A NON-REWRITABLE CD THE GCIS TO THE GCG SECRETARIAT, ROOM 479 MABINI HALL, MALACANANG COMPOUND.
6. ONLY THE GCIS ACCOMPLISHED IN ACCORDANCE WITH THESE INSTRUCTIONS SHALL BE CONSIDERED AS HAVING BEEN FILED.
7. THIS GCIS MAY BE USED AS EVIDENCE AGAINST THE GOVERNMENT CORPORATION AND ITS RESPONSIBLE DIRECTORS/OFFICERS FOR ANY VIOLATION OF EXISTING LAWS, RULES AND REGULATIONS

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME: PNOC EXPLORATION CORPORATION	DATE CREATED: 20-Apr-76
SECONDARY NAME, IF ANY. None	FISCAL YEAR END: December 31
CHARTER, IF ANY. None	
DATE OF ANNUAL MEETING PER BY-LAWS: 1st day of July	CORPORATE TAX IDENTIFICATION NUMBER (TIN) 000-169-576-000
ACTUAL DATE OF ANNUAL MEETING: 2-Jul-12	URL ADDRESS: www.pnoc-ec.com.ph
COMPLETE PRINCIPAL OFFICE ADDRESS: Bldg. 1, Energy Center, Rizal Drive, Bonifacio Global City, Taguig 1634	E-MAIL ADDRESS: jcstaana@pnoc-ec.com.ph
COMPLETE BUSINESS ADDRESS: Bldg. 1, Energy Center, Rizal Drive, Bonifacio Global City, Taguig 1634	FAX NUMBER: (632) 840-2026
NAME OF EXTERNAL AUDITOR & ITS SIGNING PARTNER: Commission on Audit - Atty. Edna D. Santos	ATTACHED AGENCY (if applicable): N/A TELEPHONE NUMBER(S): (632)479-9400
PRIMARY PURPOSE/ACTIVITY/INDUSTRY PRESENTLY ENGAGED IN: Energy Resources Development, Exploration, Exploitation and Utilization	GEOGRAPHICAL CODE:

===== INTERCOMPANY AFFILIATIONS =====

PARENT COMPANY	ADDRESS
Philippine National Oil Company	Bldg. 6, Energy Center, Rizal Drive, BGC, Taguig, MM
SUBSIDIARY/AFFILIATE	ADDRESS
PNOC Malampaya Production Corp. ("PMPC")	Bldg. 1, Energy Center, Rizal Drive, BGC, Taguig, MM

NOTE: USE ADDITIONAL SHEET IF NECESSARY

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME: **PNOX EXPLORATION CORPORATION**

CAPITAL STRUCTURE

AUTHORIZED CAPITAL STOCK, if applicable

	TYPE OF SHARES *	NUMBER OF SHARES	PAR/STATED VALUE	AMOUNT (PhP) (No. of shares X Par/Stated Value)
	Common A	2,100,000,000	1.00	2,100,000,000.00
	Common B	1,400,000,000	1.00	1,400,000,000.00
TOTAL		3,500,000,000	TOTAL P	3,500,000,000.00

SUBSCRIBED CAPITAL, if applicable

FILIPINO	NO. OF STOCK-HOLDERS	TYPE OF SHARES *	NUMBER OF SHARES	NUMBER OF SHARES IN THE HANDS OF THE PUBLIC **	PAR/STATED VALUE	AMOUNT (PhP)	% OF OWNERSHIP
	1	Common A	1,522,253,065		1.00	1,522,253,065.00	100%
	1,319	Common B	479,751,200	4,218,785	1.00	479,751,200.00	100%
TOTAL			2,002,004,265	TOTAL	TOTAL P	2,002,004,265.00	

PAID-UP CAPITAL, if applicable

FILIPINO	NO. OF STOCK-HOLDERS	TYPE OF SHARES *	NUMBER OF SHARES	PAR/STATED VALUE	AMOUNT (PhP)	% OF OWNERSHIP
	1	Common A	1,522,253,065	1.00	1,522,253,065.00	100%
	1,319	Common B	479,751,200	1.00	479,751,200.00	100%
TOTAL			2,002,004,265	TOTAL P	2,002,004,265.00	

NOTE: USE ADDITIONAL SHEET IF NECESSARY

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME:								
PNOC EXPLORATION CORPORATION								
DIRECTORS / OFFICERS								
NAME, NATIONALITY AND CURRENT RESIDENTIAL ADDRESS	PRESIDENTIAL APPOINTEE	BOARD	STOCK HOLDER	Officer	EXEC. COMM.	TAX IDENTIFICATION NO. (TIN)	COMPENSATION PACKAGE/YR	DESIGNATION TO OTHER BOARDS OF AFFILIATES/SUBSIDIARIES
1. Gemiliano C. Lopez, Jr., Filipino, 19 West Avenue, Quezon City	Y	C	Y	N/A		137-436-812	Per EO No. 24 Please see Annex A for details	
2. Pedro A. Aquino, Jr., Filipino, 550 M. Almeda St., Pateros, Metro Manila	Y	M	Y	Pres. & CEO		105-558-554	170,000.00/mo Please see Annex B for details	
3. Rafael E. del Pilar, Filipino, 15 C.P. Romulo, Pacific Malayan Village, Cupang Muntinlupa City	Y	M	Y	N/A	A/C	115-349-485	Per EO No. 24 Please see Annex A for details	PMPC President and CEO
4. Rufino B. Bomasang, Filipino, 8135 Santol St. Marcelo Green	Y	M	Y	N/A	C/M	108-104-804	Per EO No. 24 Please see Annex A for details	
5. Armando P. Galimba, Filipino, Gen. Luna Road, Baguio City	Y	M	Y	N/A	C/C	140-136-846	Per EO No. 24 Please see Annex A	PMPC Director
6. Francisco T. Ignalaga, Jr., Filipino, 8th/F Strata 2000 Bldg. Ortigas Center Pasig City	Y	M	Y	N/A	A/M & C/M	182-029-662	Per EO No. 24 Please see Annex A for details	
7. Luis Ma. G. Uianza, Filipino, Rm 400-D 4th/F Delta Bldg. cor. West Ave & Quezon City	Y	M	Y	N/A	A/M & C/M	113-361-544	Per EO No. 24 Please see Annex A for details	
8. Leopoldo E. Petilla, Filipino, Petilla Apartment, Real St. Tacloban City	Y	M	Y	N/A	A/M	925-044-274	Per EO No. 24 Please see Annex A for details	
9. Niel D. Tupas, Sr., Filipino, #5 Purdue St. Cubao, Quezon City	Y	M	Y	N/A	A/M & C/M	105-549-377	Per EO No. 24 Please see Annex A for details	
INSTRUCTIONS: FOR BOARD COLUMN, PUT "C" FOR CHAIRMAN, "M" FOR MEMBER, "I" FOR INDEPENDENT DIRECTOR. FOR PRESIDENTIAL APPOINTEE COLUMN, PUT "Y" IF A PRESIDENTIAL APPOINTEE "N" IF NOT. FOR STOCKHOLDER COLUMN, PUT "Y" IF A STOCKHOLDER, "N" IF NOT. FOR OFFICER COLUMN, INDICATE PARTICULAR POSITION IF AN OFFICER, FROM VP UP INCLUDING THE POSITION OF THE TREASURER, SECRETARY, COMPLIANCE OFFICER AND/OR ASSOCIATED PERSON. FOR EXECUTIVE COMMITTEE, INDICATE "C" IF MEMBER OF THE COMPENSATION COMMITTEE; "A" FOR AUDIT COMMITTEE; "N" FOR NOMINATION AND ELECTION COMMITTEE. ADDITIONALLY WRITE "C" AFTER SLASH IF CHAIRMAN AND "M" IF MEMBER.								

GOVERNMENT CORPORATION INFORMATION SHEET

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GOVERNMENT CORPORATION NAME: PNOC EXPLORATION CORPORATION								
DIRECTORS / OFFICERS								
NAME, NATIONALITY AND CURRENT RESIDENTIAL ADDRESS	PRESIDENTIAL APPOINTEE	BOARD	STOCK HOLDER	EX-Officio	EXEC. COMM.	TAX IDENTIFICATION NO. (TIN)	COMPENSATION PACKAGE/YR	DESIGNATION TO OTHER BOARDS OF AFFILIATES/SUBSIDIARIES
10. Lourdes S. Gelacio, Filipino, 807 Jackielou Ave., Jackielou Ville Subdivision, BF Homes, Paranaque City	N		N	Treasurer/ VP-Corp. Services	N/A	206-540-301	197,189.00/mo Plese see Annex C for details	PMPC Treasurer
11. Raymundo B. Savella, Filipino, 49C Mabait St. Teacher Village East Diliman Quezon City	N		N	VP- Petroleum & Coal Ops	N/A	115-349-637	171,945.00/mo Plese see Annex C for details	
12. Joseph Omar A. Castillo, Filipino, #3 Tirad Pass St. Sta. Mesa Heights Quezon City	N		N	VP- Business Ops	N/A	909-197-296	160,000.00/mo Plese see Annex C for details	
13. Manuel C. Mendoza, Filipino, 5 Dalahican, Damar Village, Quezon City	N		N	VP- Treasury & Planning	N/A	109-927-325	135,000.00/mo Plese see Annex C for details	
14. Silvestre R. Punsalan III, Filipino, 405 La Mesa St. Ayala Alabang, Muntinlupa City	N		N	CoS & Compliance Officer	N/A	152-808-166	125,000.00/mo Plese see Annex C for details	
15. Jose C. Sta. Ana, Filipino, 12 Cambridge St. Hillsborough Village, Alabang Muntinlupa	N		N	Gen. Counsel & Corp. Sec.	N/A	132-181-808	154,809.00/mo Plese see Annex C for details	PMPC Compliance Officer
INSTRUCTIONS: FOR BOARD COLUMN, PUT "C" FOR CHAIRMAN, "M" FOR MEMBER, "I" FOR INDEPENDENT DIRECTOR. FOR PRESIDENTIAL APPOINTEE COLUMN, PUT "Y" IF A PRESIDENTIAL APPOINTEE "N" IF NOT. FOR STOCKHOLDER COLUMN, PUT "Y" IF A STOCKHOLDER, "N" IF NOT. FOR OFFICER COLUMN, INDICATE PARTICULAR POSITION IF AN OFFICER. FROM VP UP INCLUDING THE POSITION OF THE TREASURER, SECRETARY, COMPLIANCE OFFICER AND/OR ASSOCIATED PERSON. FOR EXECUTIVE COMMITTEE, INDICATE "C" IF MEMBER OF THE COMPENSATION COMMITTEE; "A" FOR AUDIT COMMITTEE; "N" FOR NOMINATION AND ELECTION COMMITTEE. ADDITIONALLY WRITE "C" AFTER SLASH IF CHAIRMAN AND "M" IF MEMBER.								

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME: PNOC Exploration Corporation

BOARD COMMITTEES	FUNCTION	COMPOSITION
Audit and Risk Management Committee	Please see page 5-a	Dir. Rafael E. del Pilar (Chairman) Dir. Leopoldo E. Petilla (Member) Dir. Luis Ma. G. Uianza (Member) Dir. Francisco T. Ignalaga Jr. (Member) Dir. Niel D. Tupas, Sr. (Member)
Compensation, Education & Employee Welfare Committee	Please see page 5-a	Dir. Armando P. Galimba (Chairman) Dir. Rufino B. Bomasang (Member) Dir. Luis Ma. G. Uianza (Member) Dir. Francisco T. Ignalaga, Jr. (Member) Dir. Niel D. Tupas Sr. (Member)
Project Development & New Ventures Committee	Please see page 5-a	Dir. Rufino B. Bomasang (Chairman) Dir. Rafael E. del Pilar (Member) Dir. Armando P. Galimba (Member) Dir. Leopoldo E. Petilla (Member) Dir. Niel D. Tupas Sr. (Member)
Environment, Community Relations, and Quality Control Committee	Please see page 5-a	Dir. Niel D. Tupas, Sr. (Chairman) Dir. Francisco T. Ignalaga Jr. (Member) Dir. Rafael E. del Pilar (Member)
Executive Committee	Please see page 5-a	Chairman Gemiliano C. Lopez Jr. (Chairman) Dir. Pedro A. Aquino, Jr. (Member) Dir. Leopoldo E. Petilla (Member) Dir. Rufino B. Bomasang (Member) Dir. Armando P. Galimba (Member) Dir. Luis Ma. G. Uianza (Member)

NOTE: USE ADDITIONAL SHEET IF NECESSARY

GOVERNMENT CORPORATION INFORMATION SHEET

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GOVERNMENT CORPORATION NAME: PNO Exploration Corporation

FUNCTIONS OF THE COMMITTEES

Audit and Risk Management Committee

1. Check all financial reports against their compliance with both the internal financial management handbook and pertinent accounting standards, including regulatory requirements.
2. Perform oversight financial management functions specifically in the areas of managing credit, market, liquidity, operational, legal and other risks of the Company, and crisis management.
3. Pre-approve all audit plans, scope and frequency one (1) month before the conduct of external audit.
4. Perform direct interface functions with the internal and external auditors.
5. Elevate to international standards the accounting and auditing processes, practices and methodologies and develop the following in relation to this reform: (a) A definitive timetable within which the accounting system of the Company will be 100% International Accounting Standard (IAS) compliant; and (b) An accountability statement that will specifically identify officers and/ or personnel directly responsible for the accomplishment of such task.
6. Develop a transparent financial management system that will ensure the integrity of internal control activities throughout the company through a step-by-step procedures and policies handbook that will be used by the entire organization.

Compensation, Education and Employee Welfare Committee

1. Establish a formal and transparent procedure for developing a policy on executive remuneration and for fixing the remuneration packages of corporate officers and directors, and provide oversight over remuneration of senior management and other key personnel ensuring that compensation is consistent with the Company's culture, strategy and control environment.
2. Designate amount of remuneration, which shall be in a sufficient level to attract and retain directors and officers who are needed to run the Company successfully.
3. Establish a formal and transparent procedure for developing a policy on executive remuneration and for fixing the remuneration packages of individual directors, if any, and officers.
4. Develop a form on Full Business Interest Disclosure as part of the pre-employment requirements for all incoming officers, which among others compel all officers to declare under the penalty of perjury all their existing business interests or shareholdings that may directly or indirectly conflict in their performance of duties once hired.
5. Disallow any director from deciding on his or her own remuneration.
6. Provide in the Company's annual reports, information and proxy statement a clear, concise and understandable disclosure of compensation of its executive officers for the previous fiscal year and the ensuing year.
7. Review of the existing Human Resources Development or Personnel Handbook, to strengthen provisions on conflict of interest, salaries and benefits policies, promotion and career advancement directives and compliance of personnel concerned with all statutory requirements that must be periodically met in their respective posts.
8. Review and evaluate the education and welfare benefits of the Company.
9. Provide policy directions on the education and welfare benefits of the Company.

Project Development and New Ventures Committee

1. Review, evaluate, and monitor current and new projects being undertaken by the Company.
2. Recommend to and assist the Board on matters affecting current and new projects of the Company.

Environment, Community Relations, and Quality Control Committee

1. Review, evaluate, and monitor the Company's projects and programs and their effects on the environment.
2. Review, evaluate and monitor the conduct of the Company's community/external relations activities.
3. Review, evaluate and monitor the quality control process of the Company.
4. Recommend measures to and assist the Board on environmental, community relations and quality control issues affecting the Company.

Executive Committee

Advise with and aid the officers of the Company in all matters concerning its interests and the management of the business and, in between meetings of the Board of Directors, shall have and may exercise all the powers of the Board of Directors which may be delegated to it by said Board.

NOTE: USE ADDITIONAL SHEET IF NECESSARY

GOVERNMENT CORPORATION INFORMATION SHEET

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GOVERNMENT CORPORATION NAME: PNOC Exploration Corporation

LIST OF AFFILIATES/SUBSIDIARIES	DESCRIPTION	NATURE/ EXTENT OF INVESTMENT
PNOC Malampaya Production Corp.	Energy Resources Development, Exploration, and Utilization	100% Ownership of PMPC/ Php 624,995.00

NOTE: USE ADDITIONAL SHEET IF NECESSARY

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====							
GOVERNMENT CORPORATION NAME: PNOC Exploration Corporation							
TOTAL NUMBER OF STOCKHOLDERS		1,320					
TOTAL ASSETS BASED ON LATEST AUDITED FINANCIAL STATEMENTS:		12,942,769,959					
STOCKHOLDER'S INFORMATION							
NAME, NATIONALITY, IF APPLICABLE AND CURRENT ADDRESS	SHARES SUBSCRIBED				AMOUNT PAID (PhP), IF APPLICABLE	TAX IDENTIFICATION NO. (TIN) FOR FILIPINOS	
	TYPE	NUMBER	AMOUNT (PhP)	% OF OWNERSHIP			
1. PNOC Filipino Bldg. 6 Energy Center, Merritt Rd., Fort Bonifacio, Taguig City	Common				76.03%	1,522,253,065.00	000-169-191-000
	Stock						
	A	1,522,253,065	1,522,253,065.00				
	TOTAL	1,522,253,065	1,522,253,065.00				
2. PNOC Filipino Bldg. 6 Energy Center, Merritt Rd., Fort Bonifacio, Taguig City	Common				23.75%	475,532,415.00	000-169-191-000
	Stock						
	B	475,532,415	475,532,415.00				
	TOTAL	475,532,415	475,532,415.00				
3. PCD Nominee Corporation Filipino 37F Tower 1, The Enterprise Center 6766 Ayala Ave., Makati City 1226	Common				0.04145%	829,800.00	050-004-774-849
	Stock						
	B	829,800	829,800.00				
	TOTAL	829,800	829,800.00				
4. Dychiao, Vicente Filipino No. 37 N. Domingo St., Quezon City	Common				0.00499%	100,000.00	163-891-400
	Stock						
	B	100,000	100,000.00				
	TOTAL	100,000	100,000.00				
5. Espino, Romeo C. Filipino Camp Aguinaldo, Quezon City	Common				0.00250%	50,000.00	438-040-870
	Stock						
	B	50,000	50,000.00				
	TOTAL	50,000	50,000.00				
6. Go, Delfin Filipino c/o Uyanguren Hardware, Davao City	Common				0.00250%	50,000.00	253-628-000
	Stock						
	B	50,000	50,000.00				
	TOTAL	50,000	50,000.00				
7. Onglatco, Alexander C. Filipino No. 673, Rizal Ave., Manila	Common				0.00250%	50,000.00	141-880-980
	Stock						
	B	50,000	50,000.00				
	TOTAL	50,000	50,000.00				
TOTAL AMOUNT OF SUBSCRIBED CAPITAL							
TOTAL AMOUNT OF PAID-UP CAPITAL							

INSTRUCTION: SPECIFY THE TOP 20 STOCKHOLDERS AND INDICATE THE REST AS OTHERS

Note: For PDTC Nominee included in the list, please indicate further the beneficial owners owning more than 5% of any class of the company's voting securities. Attach separate sheet, if necessary.

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

CORPORATE NAME: PNOC Exploration Corporation						
TOTAL NUMBER OF STOCKHOLDERS:		1,320				
TOTAL ASSETS BASED ON LATEST AUDITED FINANCIAL STATEMENTS:		12,942,769,959				
STOCKHOLDER'S INFORMATION						
NAME, NATIONALITY, IF APPLICABLE AND CURRENT ADDRESS	SHARES SUBSCRIBED				AMOUNT PAID (PhP)	TAX IDENTIFICATION NO. (TIN)
	TYPE	NUMBER	AMOUNT (PhP)	% OF OWNER-SHIP		
8. Villaneva, Francisco M. Filipino No. 1555 Bambang, Sta. Cruz, Manila	Common				50,000.00	160-936-000
	Stock					
	B	50,000	50,000.00	0.00250%		
	TOTAL	50,000	50,000.00			
9. Young, George U. Jr. Filipino 33F EIB Plaza, Chino Roces Ave, Cor Sen. Gil Puyat Ave., Makati 1231	Common				50,000.00	137-206-162
	Stock					
	B	50,000	50,000.00	0.00250%		
	TOTAL	50,000	50,000.00			
10. Oropilla, Quintin F. Filipino 90 Maginhawa St. Teachers Village East Diliman Quezon City	Common				40,000.00	252-173-252
	Stock					
	B	40,000	40,000.00	0.00200%		
	TOTAL	40,000	40,000.00			
11. Lui, Mary Uy Filipino 71 Flamingo St. Greenmeadows Subd. Quezon City 1100	Common				30,000.00	168-205-161
	Stock					
	B	30,000	30,000.00	0.00150%		
	TOTAL	30,000	30,000.00			
12. The Best Company Inc. Filipino P. O. Box 634, Manila 1045	Common				30,000.00	151-358-203
	Stock					
	B	30,000	30,000.00	0.00150%		
	TOTAL	30,000	30,000.00			
13. Chua, Josephine Filipino 1867 Sagu St., Dasmarinas Village Makati City 1200	Common				20,000.00	114-274-220
	Stock					
	B	20,000	20,000.00	0.00100%		
	TOTAL	20,000	20,000.00			
14. Chui, Ernesto L. Quirobin Filipino c/o Quirobin Const. Sup Co., Rizal St., Mandaue City 6014	Common				20,000.00	430-906-200
	Stock					
	B	20,000	20,000.00	0.00100%		
	TOTAL	20,000	20,000.00			
TOTAL AMOUNT OF SUBSCRIBED CAPITAL						
TOTAL AMOUNT OF PAID-UP CAPITAL						
INSTRUCTION: SPECIFY THE TOP 20 STOCKHOLDERS AND INDICATE THE REST AS OTHERS						

GOVERNMENT CORPORATION INFORMATION SHEET

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CORPORATE NAME: PNOG Exploration Corporation

TOTAL NUMBER OF STOCKHOLDERS: 1,320

TOTAL ASSETS BASED ON LATEST AUDITED FINANCIAL STATEMENTS: 12,942,769,959

STOCKHOLDER'S INFORMATION

NAME, NATIONALITY AND CURRENT RESIDENTIAL ADDRESS	SHARES SUBSCRIBED				AMOUNT PAID (PhP)	TAX IDENTIFICATION NO. (TIN)
	TYPE	NUMBER	AMOUNT (PhP)	% OF OWNER-SHIP		
15. Concepcion, Jesusa Filipino 2 Balete St., Forbes Park, Makati City 1220	Common			0.00100%	20,000.00	115-100-130
	Stock					
	B	20,000	20,000.00			
	TOTAL	20,000	20,000.00			
16. Galang, Jacinto A. Jr. Filipino Q-110 McArthur Ave., Ft. Bonifacio, Makati City 1201	Common			0.00100%	20,000.00	438-298-520
	Stock					
	B	20,000	20,000.00			
	TOTAL	20,000	20,000.00			
17. Lazatin, Esteban Filipino 303 Aguirre Ave., Paranaque City 1700	Common			0.00100%	20,000.00	131-431-020
	Stock					
	B	20,000	20,000.00			
	TOTAL	20,000	20,000.00			
18. Ong, Emil L. Filipino 431 Q. Paredes St. Manila 1000	Common			0.00100%	20,000.00	141-707-570
	Stock					
	B	20,000	20,000.00			
	TOTAL	20,000	20,000.00			
19. Pe, Gloria S. Filipino P. O. Box 1823, Manila 1058	Common			0.00100%	20,000.00	155-176-750
	Stock					
	B	20,000	20,000.00			
	TOTAL	20,000	20,000.00			
20. Santani, Prakash N. Filipino P.O Box 1957, Manila	Common			0.00100%	20,000.00	125-216-552
	Stock					
	B	20,000	20,000.00			
	TOTAL	20,000	20,000.00			
21. OTHERS (1,300 remaining stockholders) Filipino	Common			0.13881%	2,778,985.00	
	Stock	2,778,985	2,778,985.00			
	B	2,778,985	2,778,985.00			
	TOTAL					
TOTAL AMOUNT OF SUBSCRIBED CAPITAL					2,002,004,265.00	
TOTAL AMOUNT OF PAID-UP CAPITAL						

INSTRUCTION: SPECIFY THE TOP 20 STOCKHOLDERS AND INDICATE THE REST AS OTHERS

GOVERNMENT CORPORATION INFORMATION SHEET

PLEASE PRINT LEGIBLY			
GOVERNMENT CORPORATION NAME: PNOC EXPLORATION CORPORATION			
1. INVESTMENT OF CORPORATE FUNDS IN ANOTHER CORPORATION	AMOUNT (PhP)	DATE OF BOARD RESOLUTION	
1.1 STOCKS	None	N/A	
1.2 BONDS/COMMERCIAL PAPER (Issued by Private Corporations, <i>IF APPLICABLE</i>)	None	N/A	
1.3 LOANS/ CREDITS/ ADVANCES	None	N/A	
1.4 GOVERNMENT TREASURY BILLS	None	N/A	
1.5 OTHERS	None	N/A	
2. INVESTMENT OF CORPORATE FUNDS IN ACTIVITIES UNDER ITS SECONDARY PURPOSES (PLEASE SPECIFY:)	DATE OF BOARD RESOLUTION	DATE OF STOCKHOLDERS RATIFICATION	
ESB Operations	Nov. 29, 1993	Jun. 28, 1994	
3. TREASURY SHARES	NO. OF SHARES	% AS TO THE TOTAL NO. OF SHARES ISSUED	
	248,800	0.01%	
4. UNRESTRICTED/UNAPPROPRIATED RETAINED EARNINGS AS OF END OF LAST FISCAL YEAR			2,161,427,837
5. DIVIDENDS DECLARED DURING THE IMMEDIATELY PRECEDING YEAR:			
TYPE OF DIVIDEND	AMOUNT (PhP)	DATE DECLARED	
5.1 CASH	5,007,229,862	March 1 & July 12, 2011	
5.2 STOCK		N/A	
5.3 PROPERTY		N/A	
TOTAL	5,007,229,862		
6. ADDITIONAL SHARES ISSUED DURING THE PERIOD:			
DATE	NO. OF SHARES	AMOUNT	
N/A	N/A	N/A	
SECONDARY LICENSE/REGISTRATION WITH SEC AND/OR OTHER GOV'T AGENCY:			
NAME OF AGENCY:	SEC	B S P	I C
TYPE OF LICENSE/REGN.	N/A	N/A	N/A
DATE ISSUED:	N/A	N/A	N/A
DATE STARTED OPERATIONS:	N/A	N/A	N/A
TOTAL ANNUAL COMPENSATION OF DIRECTORS DURING THE PRECEDING FISCAL YEAR (in PhP)	TOTAL NO. OF OFFICERS	TOTAL NO. OF RANK & FILE & OTHER EMPLOYEES	TOTAL MANPOWER COMPLEMENT
2,765,000.00	24	297	321

NOTE: USE ADDITIONAL SHEET IF NECESSARY

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME: **PNOC EXPLORATION CORPORATION**

SCHEDULE OF CAPITAL EXPENDITURE

PARTICULARS	SECTOR	FOREIGN COMPONENT		NO SUPPORT SUBSIDY		Bank loans
		Loan	Grant	Project	Tax	
	N/A	N/A	N/A	N/A	N/A	N/A
FOR THE YEAR 2011	Other Source	Total Local Component	Total Cost	Status		
INVESTMENT PROJECTS:						
ISABELA COAL PROJECT (COC 122)	18,665,591	18,665,591	18,665,591			
ISABELA COAL EXPLORATION NEW AREA (COC 141)	335,421	335,421	335,421			
SURIGAO COAL PROJECT (COC 140)	441,530	441,530	441,530			
SIAY COAL PROJECT (COC 152)	405,539	405,539	405,539			
LUMBOG COAL PROJECT	26,004,398	26,004,398	26,004,398			
MALONGON & ALEGRIA COAL PROJECT (COC 41)	18,777,825	18,777,825	18,777,825			
65 MW MALANGAS POWERPLANT	723,732	723,732	723,732			
CAPEX ACQUISITIONS:						
GENERAL PLANT FACILITIES	20,282,413	20,282,413	20,282,413			
FURNITURES, FIXTURES & EQUIPMENT	25,706,428	25,706,428	25,706,428			
SCIENTIFIC EQUIPMENT	9,186,677	9,186,677	9,186,677			
WELLS, PLATFORMS AND OTHER FACILITIES	301,879,939	301,879,939	301,879,939			
CONSTRUCTION IN PROGRESS	6,526,993	6,526,993	6,526,993			
MARINE EQUIPMENT AND FACILITIES	4,029,277	4,029,277	4,029,277			
TOTAL	432,965,761	432,965,761	432,965,761			

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME: **PNOC EXPLORATION CORPORATION**

INCOME STATEMENT

For the year : 2011

	Amount
INCOME	
Business and Service Income	10,042,466,282
Gains and Premiums	-
Others (Interest Income)	121,808,336
Total Income	10,164,274,618
Less: Share of National Government	-
Income After Share of National Government	10,164,274,618
EXPENSES	
Business Expenses (Cost of Sales & Admin Expenses)	5,178,424,177
Personal Services	45,307,149
Maintenance and Other Operating Expenses	256,844,788
Financial Expenses	5,592,597
Others (includes Royalty Payments)	258,688,413
Total Expenses	5,744,857,124
Net Income (Loss) Before Subsidy	4,419,417,494
Subsidy Income	-
Net Income (Loss) Before Tax	4,419,417,494
Income Tax Expense	1,416,868,087
Net Income (Loss) After Tax	3,002,549,407

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME: **PNOC EXPLORATION CORPORATION**

CASH FLOW STATEMENT

For the year : 2011

CASH FLOW FROM OPERATING ACTIVITIES	Amount
Cash Inflows	32,891,251,456
Cash receipts from customers	32,809,936,796
Interest Income	81,314,660
Cash Outflows	(29,209,560,505)
Cash paid to suppliers, affiliates and employees	(27,830,770,632)
Interest paid	(5,592,597)
Income taxes paid	(1,373,197,276)
Net Cash Provided By (Used in) Operating Actitives	3,681,690,951
CASH FLOWS FROM INVESTING ACTIVITIES	
Cash inflows	-
Cash Outflows	(423,902,486)
Exploration and development costs	(65,441,689)
Capital expenditures	(358,460,797)
Net Cash Provided By (Used In) Investing Activities	(423,902,486)
CASH FLOWS FROM FINANCING ACTIVITIES	
Cash Inflows	-
Cash Outflows	(5,396,362,862)
Payment of short-term loan	(389,133,000)
Payment of cash dividends	(5,007,229,862)
Net Cash Provided By (Used In) Financing Activities	(5,396,362,862)
Net Increase (Decrease) in Cash and Cash Equivalents	(2,138,574,397)
Effects of Exchange Rate Changes on Cash and Cash Equivalents	504,823
Cash and Cash Equivalents, Beginning of Period	3,985,907,148
Cash and Cash Equivalents, End of Period	1,847,837,574

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME:	PNOC EXPLORATION CORPORATION
------------------------------	------------------------------

For the year: 2011

CASH AND INVESTMENT BALANCE REPORT

	AMOUNT	TERM (No. of Days)	RATE (Per Annum)	DATE	
				Issue	Maturity
I. Cash on Hand	546,456				
II. Cash in Banks	359,688,348				
III. Net Deposits with BTr					
IV. Special Series (Treasury Bills) with Bangko Sentral (Identify those under trust agreements)					
V. Special Series Placements with BTr (Identify those under trust agreements)					
VI. Investments in Other Securities					
VII. Others (Peso and Dollar Placements)	1,487,602,770	1-350 days	1.25% to 4.6875%	various	various

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME: PNOX EXPLORATION CORPORATION
BALANCE SHEET (For the year: 2011)

ASSETS		<i>Amount</i>
Current Assets		
Cash & Cash Equivalents		1,847,837,574
Short-Term Investments		1,123,772
Receivables (net)		1,371,619,338
Inventories		283,864,399
Prepayments and Deferred Charges		534,344,626
Gross International Reserves		-
Others (Due from affiliates - net)		25,127,499
Total Current Assets		4,063,917,208
Non-Current Assets		
Long -term Receivables (net)		-
Long-term Investments (net)		827,272,622
Property, Plant & Equipment (net)		7,868,590,249
Investment Property		-
Intangible Assets		-
Others		182,989,880
Total Non-Current Assets		8,878,852,751
	TOTAL ASSETS	12,942,769,959
LIABILITIES AND EQUITY		
LIABILITIES		
Current Liabilities		
Trade and Non-Trade Payables		804,666,860
Current Portion of Long-term Debt		-
Deposit Liabilities		-
Currency in Circulation		-
Securities sold under agreements to repurchase		-
Current Liabilities of Water Districts		-
Others		-
Total Current Liabilities		804,666,860
Non-Current Liabilities		
Deposit Payables		-
Bills Payable		-
Bonds Payable		-
Notes Payable		-
Mortgage Payable		-
Loans and Advances Payable		-
Accrued Retirement Benefits		-
Deferred Credits		2,476,422,213
Non-Current Liabilities of Water Districts		-
Others		187,001,552
Total Non-Current Liabilities		2,663,423,765
	TOTAL LIABILITIES	3,468,090,625
EQUITY		
Government Equity		
Capital Stock		2,024,678,016
Treasury Shares		(734,924)
Retained Earnings		7,361,427,837
Others (Donated Capital)		89,308,405
TOTAL EQUITY		9,474,679,334
TOTAL LIABILITIES AND EQUITY		12,942,769,959

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME: PNOG EXPLORATION CORPORATION

NET OPERATING INCOME	<i>Amount</i>
Schedule 1A	
Accounts receivable - national government	N/A
Clients deposit	N/A
Collection from advances on insured receivables	N/A
Collection of loans receivables	N/A
Collection of pari-passu payables	N/A
Collection of receivables -- clients	-
Collection of receivables -- employees/others	-
Collection of receivables -- clients, employees, others	32,809,936,796
Collection of Sales Contract Receivable	N/A
Dividend Income	N/A
Foreign Exchange gains	
Gain on sale of Investment	N/A
Interest and penalties	5,592,597
interest on investments and deposits	75,466,876
Lease income (office space)	-
Lease income from acquired assets	-
Lease payment receivable -- car plan	N/A
Miscellaneous deposit	N/A
Misc inc-- service charge	N/A
Payable to government agencies (taxes)	(1,373,197,276)
Payable to clients/employees/ others	(27,830,770,632)
Redemption of agrarian reform bonds	N/A
Reinsurance claims -- ECI	N/A
Reinsurance premium -- Trust liabilities	N/A
Sale of transportation of equipment	N/A
Sale of unserviceable equipment	N/A
Add: (other Receipts)	
Total:	3,687,028,361
TOTAL:	3,687,028,361

GOVERNMENT CORPORATION INFORMATION SHEET

===== PLEASE PRINT LEGIBLY =====

GOVERNMENT CORPORATION NAME: **PNOC EXPLORATION CORPORATION**

CHART OF ACCOUNTS

For the year : 2011


Net Operating Income	3,687,028,361
Sale of Acquired Assets	-
Collection of Advances on Guaranteed Loans	-
Advances on Guaranteed Loans	-
Capital Expenditures	(423,902,486)
Dividend Payments	(5,007,229,862)
CASH SURPLUS/DEFICIT	(1,744,103,987)
<i>Operating Receipts</i>	
Sale of goods/services	-
Income from commitment and gtee fee	-
Filing, processing & amendment fees	-
Interest Income -- Direct lending	-
Insurance Premium	-
Fund Arrangement Fees	-
Add: (Other receipts)	504,823
TOTAL:	504,823
Current Subsidies:	-
Other receipts: (Schedule 1A)	-
Total Receipts:	(1,743,599,164)
Less:	
Interest and Financial Charges	-
Final Withholding Tax	-
Prior period expenses	-
Other current expenditures	(389,133,000)
Total:	(2,132,732,164)

I, JOSE C. STA. ANA, Corporate Secretary OF THE ABOVE-MENTIONED
(NAME) (POSITION)

GOVERNMENT CORPORATION DECLARE UNDER THE PENALTY OF PERJURY, THAT ALL MATTERS SET FORTH IN THIS GOVERNMENT CORPORATION INFORMATION SHEET WHICH CONSISTS OF (19) PAGES HAVE BEEN MADE IN GOOD FAITH, DULY VERIFIED BY ME AND TO THE BEST OF MY KNOWLEDGE AND BELIEF, ARE TRUE AND

I UNDERSTAND THAT THE FAILURE OF THE CORPORATION TO FILE THIS GIS FOR FIVE (5) CONSECUTIVE YEARS SHALL BE CONSTRUED AS NON-OPERATION OF THE CORPORATION AND A GROUND FOR THE REVOCATION OF THE CORPORATIONS CERTIFICATE OF INCORPORATION. IN THIS EVENTUALITY, THE CORPORATION HEREBY WAIVES ITS RIGHT TO A HEARING FOR THE SAID REVOCATION.

DONE THIS 31st DAY OF July, 2012 IN Taguig City.


(SIGNATURE) *and by*

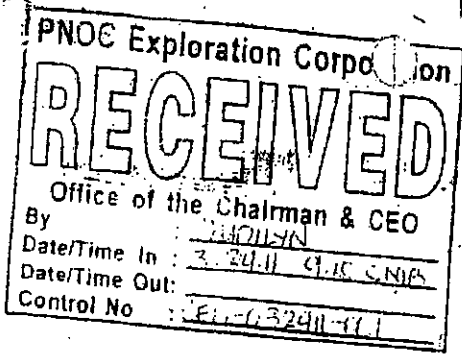
SUBSCRIBED AND SWORN TO BEFORE ME IN Taguig CITY/PROVINCE, PHILIPPINES on AUG 01 2012

AFFIANT PERSONALLY APPEARED BEFORE ME AND EXHIBITED TO ME HIS/HER Passport No. EB 1273568 ISSUED AT Manila, Philippines on October 19, 2010.



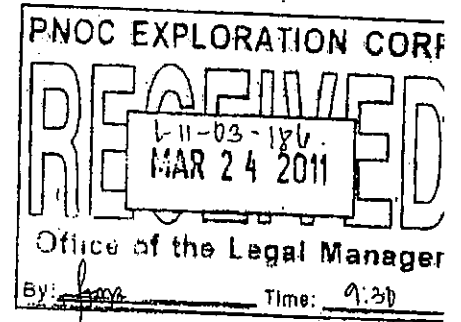
ATTY. ISIDRO V. ALMENTEROS
NOTARY PUBLIC FOR _____ CITY/PROVINCE
Notarial Commission No. 31, 2012
Commission Expires on December 31, 2010
Roll of Attorneys Numbers 2011 and 2012
PTR No. 0314645/MLA, Jan. 2, 2012
IBP No. E Compliance No. III-0016394
Office Address: _____

DOC. NO: 127 :
PAGE NO. 01 :
BOOK NO. 127 :
SERIES OF 2012 :



MEMORANDUM

21 March 2011



For : All the Chief Executive Officers of PNOE Subsidiary Corporations

Cc : Chairman Jose Rene D. Almendras
President Antonio M. Cailag

Compensation of the Members of the Board of Directors

In compliance with Executive Order No. 24 (EO 24) standardizing the salaries and bonuses of the Members of the Board of Directors, the PNOE Board of Directors, in its meeting of 17 March 2011, adopted the new compensation package for the Members of the Board of Directors of PNOE. For consistency and uniformity at the parent and subsidiary levels, the PNOE Board enjoins you to adopt the same as well, to wit:

- (1) Per diems for board meetings and committee meetings shall be in amounts as prescribed under Sections 9 and 10 of EO24, which shall be based on the size of the GOCC but not to exceed the maximum annual amounts as specified therein.
- (2) Necessary expenses incurred by the Members of the Board in the performance of official functions may be reimbursed by the company on a monthly basis subject to submission of receipts and compliance with budgeting, accounting, and auditing rules and regulations. Reimbursement of the following items shall be capped as follows:

	<u>Monthly Allowance</u>
Transportation	Php15,000.00
Communication	Php 5,000.00
Representation	Php20,000.00

However, the subsidiary may adopt a lower limit in consideration of its current and prospective financial position and capability.


- (3) Performance-based Incentives. The Members of the Board may also be provided with performance-based incentives (rewards in cash or in kind for exceeding performance targets). The provision of performance-based incentives shall be in accordance with the conditions and approvals as prescribed under Section 11 of EO24.

Memorandum to all the CEOs of PNOC Subsidiary Corporations.
Subject: Compensation of the Members of the Board of Directors

Page 2

All the subsidiaries are further requested to submit to the PNOC Board a copy of the resolutions to be passed by their respective Boards adopting the foregoing compensation levels for their Members of the Board of Directors.

For the PNOC Board




Graciela M. Barleta
Corporate Secretary, PNOC

**Revised Guidelines for the Compensation
of PNOC EC Board of Directors for 2011**

Pursuant to Executive Order No. 24 (EO 24) dated February 10, 2011 providing for the rationalization of the compensation of the Members of the Board of Directors of GOCCs/GFIs and the Memorandum of PNOC dated 21 March 2011 signed by its Corporate Secretary, Atty. Graciela M. Barleta, enjoining the PNOC subsidiaries to adopt the guidelines implemented by the parent company, PNOC EC hereby issues the following guidelines for the compensation of the members of the Board of Directors for 2011. Effective April 1, 2011, the Members of the Board shall be entitled to the following:

1. Maximum per diem for Regular or Special Board meetings actually attended under Classification C of EO 24 of P15,000 per meeting but no to exceed P360,000 per year.
2. Maximum per diem for Committee meeting actually attended under Classification C of EO 24 of P9,000 per meeting but no to exceed P216,000 per year.
3. Reimbursable Expenses in the performance of their official function subject to the submission of receipts and compliance with budgeting, accounting and auditing rules and regulations such as:
 - a. Actual travel expenses when attending Board Meetings representing costs of plane fare, food and lodging of Members of the Board residing in the provinces accessible by airplane. The reimbursable lodging expense is for a maximum period of 3 days per trip. However, when the board meetings are conducted for more than one day, the number of days allowable for reimbursement will also be adjusted accordingly. Aside from the Official Receipt, a Statement of Account shall be required in order to determine the reimbursable lodging cost.
 - b. Transportation expenses for Members of the Board, in going to and from the place of meeting, up to a maximum of P15,000 per month
 - c. Communication expenses covered by cellphone Plan 1200 provided by the company. The company will shoulder charges for official use in excess of the fixed minimum charge of P1,200 but not to exceed P5,000 per month.
 - d. Representation expenses provided the attendees and purpose of meetings are specified in the DES up to a maximum of P20,000 per month.
4. Payment of Per Diem will be made every Regular Meeting for attendance in the previous month's meeting, while reimbursable expenses will be paid on the next meeting following the submission of receipts.

APPROVED BY:

 5/10/11

G.C. LOPEZ, JR.

PNOC EXPLORATION CORPORATION

Summary of Benefits – President

As of July 2012

	ENTITLEMENT
Monthly Base Pay	PhP170,000.00 per PNOC Board of Directors' Resolution
Bonuses/ Gratuities	1. Anniversary Bonus - to be released on April 2. Mid-Year Bonus - to be released on May 3. Performance Incentive Pay - to be released on July 4. Financial Assistance - to be released on September 5. Christmas Bonus - to be released on November <i>Release of the above is approved by the PNOC EC Board of Directors</i>
Laundry Subsidy	PhP300.00/month
Meal Subsidy	Daily Minimum Wage x 25% x No. of Working Days (PhP404.00/mo. as of July 1, 2010)
Rice Subsidy	PhP1,500.00/month
Service Vehicle	A Service Vehicle for the use of the President & CEO shall be provided by the Company
Gas for Service Vehicle	Fleet Card: up to 400L per month
Vehicle Loan Entitlement	Post-Adjustment: PhP25,833.33 per month (PhP1,550,000.00 / 60)
Attache Case/ Brief Bag	Worth PhP4,000.00, once every 3 years
Desk Pen and Desk Pad	Once (replaced only when damaged or broken)
Corporate Business Travel Insurance (CBTI)	Monthly Basepay x 48 (maximum of PHP5,000,000.00)
Club Membership	Membership in: Professional/Trade, Civic, Social (No Limit); (1) Health
Company Emergency Loan	PhP30,000.00, payable within 24 mos.
Day Care	PhP18,000.00/annum/child (up to 4 children)
Death Assistance	Cash Donation: PhP20,000.00 Cost of transporting the cadaver from the place of death to the place of interment is shouldered by the Company if either of the following conditions are met:

	a. The death of the employee occurred while on duty b. The death of the employee occurred while off-duty in a place where he/she is considered a transient	
Executive Health Exam	Male: PhP30,700.00	
Group Hospitalization Insurance Plan (GHIP)	Dreaded: PhP 800,000.00 Non-Dreaded: PhP 469,600.00 Room and Board: PhP 1,800.00	
Group Life and Accident Insurance Plan (GLAIP)	Monthly Basepay x 48 (maximum of PhP4,000,000.00)	
Hazard/Hardship Assignment Expense	Entitled to Hazard/Hardship Benefit: 25% of Monthly Base Pay	
Medical and Dental Services for Reimbursement	Medical Consultation: PhP 300.00 per consultation Medicines: Prescribed medicines up to 5 days Maximum Entitlement of other outpatient/diagnostic/dental procedures is subject to PNOC EC's Schedule of Benefits	
Special Circumstance Privilege	PhP3,000.00 worth of tokens such as flowers, fruits, etc. in account of hospital confinement, marriage, birth of baby, bereavement and other special circumstances	
Separation Pay	Equivalent to two (2) months' salary for every year of service	
Uniform Entitlement	Maximum entitlement shall be based on the year's approved budget: Year 2012 Approved Budget: Male: PhP16,580.00 Coat (Male): PhP7,000.00 – once every 3 years	
Vacation Reimbursement	PhP58,800.00	
Work-related Sickness and Disability Policy	Period of Disability	
	Entitlement	
	80 working days	Regular Income
	Additional 100 working days (after the initial 80 days)	70% of regular income, provided extension is approved by SSS/ECC
PTB (Pulmonary Tuberculosis) & Critical Disability Leave of Absence	PTB leave at full pay: 2 months + 1 additional month for each year of service with a maximum of 12 months, followed by: PTB leave at half pay: 2 months + 1 additional month for each year of service with a maximum of 12 months	

PNOG EXPLORATION CORPORATION
Summary of Benefits – Vice President
as of March 2012

	ENTITLEMENT
Bonuses/Gratuities	Equivalent to one month's basepay 1. Anniversary Bonus 2. Mid-Year Bonus 3. Performance Incentive Pay 4. Financial Assistance 5. Christmas Bonus
Attache Case/Brief Bag	Worth PHP 4,000.00
Corporate Business Travel Insurance (CBTI)	Monthly Basepay x 48 (maximum of PHP5,000,000.00)
Club Membership	Membership in: Professional/Trade, Civic; (2) Social; (1) Health
Company Emergency Loan	PHP 30,000.00, payable within 24 mos.
Day Care	PHP 18,000.00/annum/child (up to 4 children)
Death Assistance	Cash Donation: PHP 20,000.00 Cost of transporting the cadaver from the place of death to the place of interment is shouldered by the Company if either of the following conditions are met: a. The death of the employee occurred while on duty b. The death of the employee occurred while off-duty in a place where he/she is considered a transient
Executive Health Exam	Year 2012 Budget: Female: PHP33,915.00 Male: PHP32,235.00
Education Refund Plan ***	Reimbursement of 75% of expenses incurred in the following: Graduate Studies: Tuition Fee: PHP 18,200.00/semester Books and Materials: PHP 1,730.00/semester Undergraduate Studies: Tuition Fee: PHP 28,350.00/semester Books and Materials: PHP 3,570.00/semester
Gas Reimbursement	250L per month
Group Hospitalization Insurance Plan (GHIP)	Dreaded: PHP 800,000.00 Non-Dreaded: PHP 469,600.00 Room and Board: PHP 1,800.00
Group Life and Accident Insurance Plan (GLAIP)**	Monthly Basepay x 48 (maximum of PHP4,000,000.00)
Hazard/Hardship Assignment Expense **	Entitled to Hazard/Hardship Benefit : 25% of Monthly Base Pay
Laundry Subsidy	PHP 300.00/month

Local Travel	Transportation – Reasonable Actual		
	Lodging – Reasonable Actual		
	ACTUAL (with official receipts)		
	Meals: PHP 250.00		
	Snacks: PHP 100.00		
Maternity Assistance	Caesarian: PHP 55,100.00 Normal: PHP 30,400.00 Miscarriage/Abortion: PHP 17,700.00 Home Delivery: PHP 4,100.00		
Meal Subsidy	Daily Minimum Wage x 25% x No. of Working Days		
Medical and Dental Services for Reimbursement	Medical Consultation: PHP 300.00 per month Medicines: Prescribed medicines up to 5 days Maximum Entitlement of other outpatient/diagnostic/dental procedures is subject to PNOEC's Schedule of Benefits		
Multipurpose Loan (Cocolife)****	Loan Facility of Cocolife made available to PNOEC employees; PNOEC acts as administrator of the loan program Up to PHP 100,000.00, with an interest rate of (per annum): 1 year (12%), 2 years (24%), 3 years (43%)		
Provident Plan	Employee Contribution: 5 to 15% of Monthly Basepay Company Contribution: 50% of employee contribution		
Rest Period and Transportation Reimbursement	6 consecutive days rest period for 24 consecutive working days rendered by an employee assigned in the project site		
Rice Subsidy	PHP 1,500.00/month		
Service Award*****	LENGTH OF SERVICE		
	CASH AWARD		
	GIFT ITEMS		
	10 years	PHP 5,000.00	14k Gold Pin with Company Logo
	15 years	PHP 7,500.00	7,500 Gift Certificate + plaque
	20 years	PHP 10,000.00	10,000 Gift Certificate + plaque
	25 years	PHP 12,500.00	12,500 Gift Certificate + plaque
	30 years	PHP 15,000.00	15,000 Gift Certificate + plaque
35 years	PHP 17,500.00	14k Signet Ring w/ 1 diamond & Company Logo	
40 years	PHP 20,000.00	Gold Watch w/ Company Gold Strip	
Savings and Land & Homeownership Plan (SLHOP)*****	TYPE OF LOAN		
	LOAN AMOUNT		
	One Step Method	15% contribution: 350% of annual basic salary (abs) Below 15% contribution: 300% of abs	
Two Step Method	1 st step: loan for lot purchase - 200% of abs 2 nd Step: Recast loan for house construction - 15% contribution: 350% of abs Below 15% contribution: 300% of abs Recasted Loan: Payable in 15 years		
Special Circumstance Privilege	PHP 3,000.00 worth of tokens such as flowers, fruits, etc. in account of hospital confinement, marriage, birth of baby, bereavement and other special circumstances		

Temporary Assignment (1 - 6 months)**	Transportation: Reasonable Actual Lodging: Reasonable Actual Breakfast: PHP 80.00 Lunch: PHP 110.00 Dinner: PHP 110.00 Miscellaneous: PHP 45.00																		
Temporary Overseas Assignment Expense (Indonesia)	Based on Travel Period and its corresponding Schedule of Benefits																		
Transportation Expense Payment	Covers costs incurred for the repair and maintenance of vehicles, driver's salary, and other related expenses PHP14,630.00																		
Uniform Entitlement:	Year 2012 Budget: Female: PHP19,077.00 Male: PHP16,580.00 Coat (Male): PHP7,000.00 - once every 3 years																		
Vacation Reimbursement ***	PHP42,200.00																		
Vehicle Loan Policy	Maximum Loan Entitlement: PHP1,350,000.00																		
Work-related Sickness and Disability Policy**	<table border="1"> <thead> <tr> <th>Period of Disability</th> <th>Entitlement</th> </tr> </thead> <tbody> <tr> <td>80 working days</td> <td>Regular Income</td> </tr> <tr> <td>Additional 100 working days (after the initial 80 days)</td> <td>70% of regular income, provided extension is approved by SSS/ECC</td> </tr> </tbody> </table>	Period of Disability	Entitlement	80 working days	Regular Income	Additional 100 working days (after the initial 80 days)	70% of regular income, provided extension is approved by SSS/ECC												
	Period of Disability	Entitlement																	
80 working days	Regular Income																		
Additional 100 working days (after the initial 80 days)	70% of regular income, provided extension is approved by SSS/ECC																		
Retirement Benefit	Normal Retirement: Monthly Basepay x (14/12) x 200% x No. of Service Years Company Option: Monthly Basepay x (12/12) x 200% x No. of Service Years Employee Option: Monthly Basepay x (12/12) x 200% x No. of Service Years																		
Annual Vacation Leave***	<table border="1"> <thead> <tr> <th colspan="2">Years of Service</th> <th>No. of Days per Year</th> </tr> </thead> <tbody> <tr> <td>At least</td> <td>Less Than</td> <td></td> </tr> <tr> <td>1</td> <td>10</td> <td>15</td> </tr> <tr> <td>10</td> <td>20</td> <td>17</td> </tr> <tr> <td>20</td> <td>30</td> <td>20</td> </tr> <tr> <td>30 and up</td> <td></td> <td>25</td> </tr> </tbody> </table>	Years of Service		No. of Days per Year	At least	Less Than		1	10	15	10	20	17	20	30	20	30 and up		25
	Years of Service		No. of Days per Year																
At least	Less Than																		
1	10	15																	
10	20	17																	
20	30	20																	
30 and up		25																	
Educational Leave	Initial leave period without pay of 1 year; additional leave may be granted on a year-to-year basis upon review by Department Manager and concurrence of HR Manager																		
Emergency Leave	5 working days per calendar year																		
Maternity Leave**	60 days for normal, 78 days for caesarian; covers first 4 complete deliveries																		
Military Leave***	Pay equivalent to the difference between the military remuneration and the base pay the employee receives from the Company																		
Paternity Leave**	7 days to be availed on a continuous or intermittent basis not later than 60 days after delivery or miscarriage																		
Personal Leave without Pay***	Up to 3 months, and may be extended for another 3 months provided that the employee has 10 or more years in service																		
PTB (Pulmonary Tuberculosis) & Critical Disability Leave of Absence***	PTB leave at full pay: 2 months + 1 additional month for each year of service with a maximum of 12 months, followed by:																		
	PTB leave at half pay: 2 months + 1 additional month for each year of service with a maximum of 12 months																		

Sick Leave	Service Credits	Working Days at Full Pay	Per Year at Half Pay	Maximum Leave Credits for Annual at Full Pay
	1	15	15	
2	16	17		30
3	17	20		31
4	18	24		32
5	19	30		33
6	20	38		34
7	21	48		35
8	22	60		36
9	23	74		37
10-14	28	90		42
15-19	31	108		45
20-24	35	120		49
25 and up	40	120		55

- * once every three (3) years
- ** upon hiring
- *** with at least one (1) year of service
- **** with at least two (2) years of service
- ***** with at least ten (10) years of service
- ***** with at least three (3) years of service with at least 1 year of contribution (1st mortgage)
or at least five (5) years of service with at least 3 years of contribution (2nd mortgage)