



PHILIPPINE
NATIONAL
CONSTRUCTION
CORPORATION

Performance-Enhancing Mechanisms for Employee Participation for CY 2024

Training Programs and Activities Conducted

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Employee Wellness and Fitness Program

Through the years, the Company employs a collection of initiatives to promote healthy lifestyles among employees. These initiatives address different areas or dimensions of well-being through a workplace program. Included in the wellness program are the following:

Chair Exercise

The Human Resources Department through the Company Physician facilitated the **chair exercises**. It started in June 2024, a twice a month activity and later became a once a week activity participated by employees which provide an excellent opportunity for employees with restricted mobility to stay fit and healthy. It includes anything from a total body workout to chair aerobics and stretching exercises accompanied by upbeat music. Some of the chair exercises includes: increase flexibility and mobility, decreased falling risks, improve balance, gait and posture, reduced joint pain and stiffness, better blood circulation, added muscle strength, greater concentration levels, boosted mood and reduced anxiety and improved respiratory health.





Administration of Anti Flu Vaccine to PNCC Employees

In May 2024, the Company Physician assisted by the Company Nurse administered the anti-flu vaccine to all employees. The Flu shot mainly address employee's physical wellness. This initiative has been part of the employee benefits and became a yearly precautionary measure in adopting to the new normal, ensuring in the process the health, safety and well-being of all employees.



On-site Clinic

The company has provided a convenient access to health care for employees through its medical clinic. Located at the ground floor of the Bicutan office, staffed with Company Nurse and Physician. The Company Physician reports to office every Mondays and Wednesday. The medical clinic is the company's primary healthcare facility which provides medical assistance to employees who needs it. Medicine such as Antihistamine, Ascorbic Acid, Loperamide, Vitamin B Complex, Phenylpropanolamine, Paracetamol is provided to employee when needed.



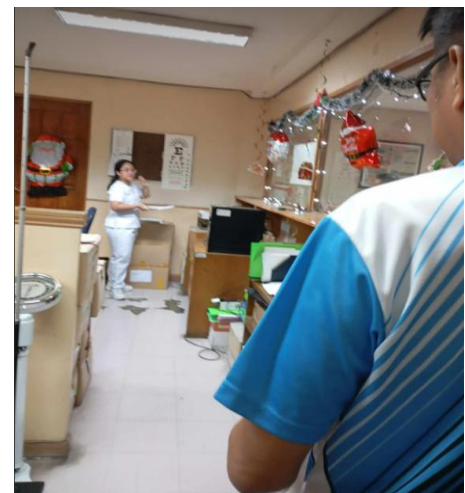
Telemedicine

The company Physician also provides online consultation to PNCC employees through free mobile messaging app (FB Messenger) or cross-platform voice over IP and instant messaging software app (Viber).

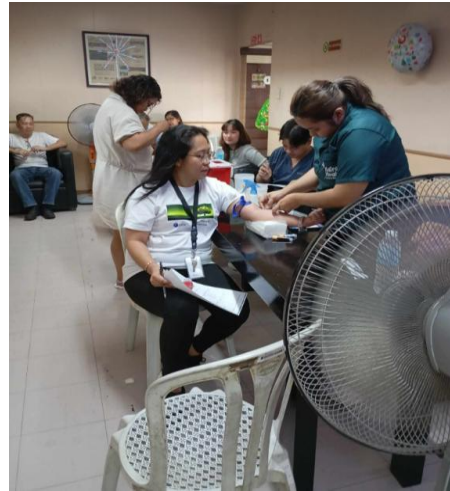
Annual Physical Examination of PNCC Employees

Annual Physical Examination (APE) for PNCC employees was conducted on December 17, 2024 by Kairos Laboratory and Diagnostics, Inc., contracted by the Human Resource Department.

The APE is a series of routine examinations performed every year that typically included comprehensive evaluations and



screenings to proactively identify health issues. The wellness checkup empowers the employees to take control of their well-being through early detection and intervention. Employees undergone consultation and physical examination by the doctor and diagnostic tests and procedures such as Complete Blood Count, Routine Urinalysis, Routine Fecalalysis, Blood Glucose (Fasting Blood Sugar), Lipid/Cholesterol Profile, Creatinine Test, Alanine Aminotransferase Test, Blood Urea Nitrogen Test, Chest X-ray, Electrocardiogram or ECG (for employees ages 45 and up) and PAP Smear (for women).



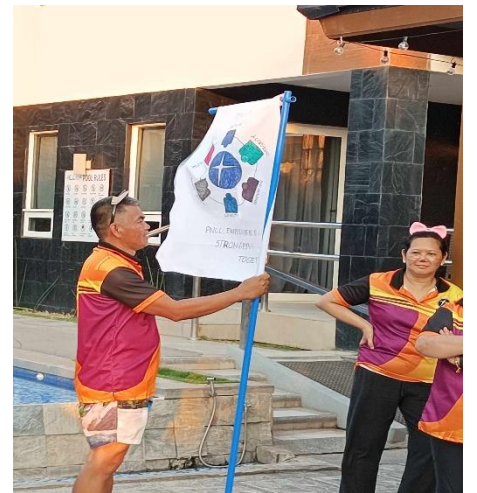
Team Building



Over the past few years, PNCC had undertaken regular team building activities to make time and space for employees. The activities have proven to increase productivity, encourage creativity and enhance communication among the employees. While on employees' personal scale, they tend to improve morale, build trust, discover strengths and weaknesses and develop confidence. For 2024, the Team Building was held on April 18-19, 2024 at Acqua Morong Resort in Morong, Bataan.

The activities were organized by the Team Building Committee headed by Mr. Felix M. Erece, Jr., Head of Human Resource Department. Prior to the event, participating employees were divided into 2 groups: Team A and Team B. Each team was composed of mixed gender and age. The event was graced by the presence of PNCC's President and CEO, Atty. Miguel E. Umali, members of the governing Board namely Chairman Herculano C. Co, Jr., Atty.

Mariano Jesus S. Averia, PLT Gen. Danilo S. Constantino, Alex L. Sembrano, and Judge Oscar T. Zaldivar who untiringly observed and determined the winning team for every activity.



Bowling Tournament

During the pandemic, the bowling tournament was put on hold at the height of COVID-19. It was in 2022 when PNCC's Bowling Tournament was once again held as part of the activities in celebration of the company's 55th foundation anniversary. The tournament for 2024 was opened on August 15, 2024 headed by its President and CEO Miguel E. Umali and graced by Chairman Herculano C. Co, Jr. at Paeng's Bowl & Billiard Room, Eastwood Citywalk 2, Quezon City.

Patterned from the previous years' tournament, joining employees were divided into two (2) teams. Selection of each team players were based on their previous year average scores. The team with the highest combined total from all five (5) games was named the tournament champion.

Through the years, bowling is PNCC's effective team sport as it promotes a culture of wellness among incumbent employees and serves as a powerful icebreaker for newcomers. It also facilitates gatherings around the area of sport that influences positive changes and increase employee collaboration and camaraderie.



Manpower Development

Competency Assessment

As one of the strategic measures of PNCC in the Performance Scorecard required by the Governance Commission for GOCCs (GCG), PNCC has developed a Competency Framework. The framework is a means by which PNCC communicate which behaviors are required, valued, recognized with respect to specific organizational roles. It ensures that personnel have a common understanding of PNCC's values and expected excellent performance behaviors.

In 2023, a pilot competency assessment was conducted. It covered 13 employees which corresponds to 23% of the company's manpower. For 2024, competency assessment was conducted which covered all (54 plantilla positions) and based on the result of the assessment, **54 employees** or 100% have met the required competencies for their position as their overall rating is above 3.00. The result of assessment will be submitted to GCG as part of the Annual Accomplishment Report. Likewise, the Human Resources shall analyze the result to identify the developmental interventions for the subject employees.

Trainings and Seminars Attended

Training / Seminar Title	Conducted By	Inclusive Date/s	No. of Employees					
			R&F	S	M	E	Total	
Year End Tax Reminders	PICPA	January 10, 2024			1		1	
Know Your Money and Counterfeit Detection	BAIPHIL	January 25, 2024		1			1	
		March 19, 2024		1			1	
		August 15, 2024	1				1	
		December 16, 2024	1				1	
Certification Course for Tax Compliance Specialist	Center for Global Best Practices	July 2, 9, 16, 23, 2024 and August 20, 2024				1	1	
GAD Planning and Budgeting	PCW	September 25, 2024		2	6	3	11	
Procurement Training Program on Republic Act No. 12009	GPPB	November 6-7, 2024	3	13	9	4	29	
Roles, Responsibilities and Liabilities of Board of Director	Center for Global Best Practices	November 8, 2024			3	2	5	
CIO Conference	DICT	December 4, 2024	1		1		2	
ISO Awareness Training	In-house	December 5, 2024	1	1	1		3	
Pag-Ibig Forum	PAG-IBIG	December 5, 2024	1					
Root Cause Analysis	SGS Phils., Inc.	December 16, 2024	2	13	9	6	30	
Legend : R&F – Rank and File			S – Supervisory Level		M – Managerial level		E – Executive	

CERTIFICATION COURSE FOR TAX COMPLIANCE SPECIALIST. This a six-session certification course designed for attendees to have a solid understanding of the Philippines tax compliance landscape and to be well-equipped to take on such a role in a variety of settings to effectively deal with corporate finance, accounting, and tax department in a private or government corporation.

CIO CONFERENCE. The Department of Information and Communications Technology (DICT) has officially launched the landmark eGovernment Masterplan (eGMP) on the first-ever Chief Information Officer (CIO). The eGMP aims to unify ICT initiatives nationwide, propelling the digital transformation of public services. The plan envisions a prosperous, inclusive and resilient society led by a digitally transformed government that is citizen-centric, integrated, secure and transparent.

GAD PLANNING AND BUDGETING. It is a training course where participants learn how to integrate gender considerations into their planning and budgeting processes. It includes presentations, discussions and exercise which purpose are: 1) to help achieve gender equality and women's empowerment, 2) to create more inclusive and equitable societies, 3) to respond to the United Nations Sustainable Development Goals (UN SDGs) and 4) to strengthen the capacity of local governments to integrate GAD into their planning and budgeting processes.

ISO AWARENESS TRAINING. This is an in-housed training program for newly hired employees which focus on how to comply with ISO standards and how their actions contribute to the company's goals. It discusses how to apply best practices within the organization, how to identify and implement enhancements, how to communicate relevant information about the quality management system (QMS) and how to understand roles and responsibilities in the QMS.

KNOW YOUR MONEY AND COUNTERFEIT DETECTION. It is a course which features the following: the money and its role in the development of our economy, the security features of Philippine money and US Dollars, helpful tips on how to detect counterfeit Philippine Peso and US Dollars and Laws and Circulars regarding treatment and disposition of Philippine Peso and US Dollar banknotes.

PAG-IBIG FORUM. The Home Development Mutual Fund (HDMF) held the Employers' and Fund Coordinators' Forum to present and discuss issues and concerns on its programs and services.



PROCUREMENT TRAINING PROGRAM. The training is aimed to enhance the knowledge and skills of personnel involved in various procurement activities. Specifically, it was designed to familiarize the members of the Bids and Awards Committee (BAC) on the provisions of the law as well as the latest updates and issuances from the GPPB.

PROCUREMENT PLANNING AND BUDGET LINKAGE INCLUDING EARLY PROCUREMENT ACTIVITIES. Part of the four-day webinar on RA 12009 and its Revised Implementing Rules and Regulations which discussed the preparation of the Project Procurement Management Plan (PPMP) and Annual Procurement Plan (APP), and the basic principles in the conduct of market study.

ROLES, RESPONSIBILITIES AND LIABILITIES OF BOARD OF DIRECTOR. The course teaches the roles and responsibilities of board members, as well as how to apply legal and ethical principles in decision-making. The course also helps board members develop their leadership skills and understand how to work together to achieve goals. It covered leadership, risk management, legal and ethical principles, corporate governance, stakeholder management, boardroom meetings, board evaluation and communication.

ROOT CAUSE ANALYSIS. This training course will introduce the participants to the concept of root cause analysis as well as the analytical methods used. It will provide an understanding of a simple management tool which can then be used to improve our quality system. It comprises a series of exercises and case studies to ensure that participants are able to: 1) Define, classify and prioritize problems, 2) Evaluate and diagnose the root cause of a problem and 3) Determine, select, implement and follow-up on appropriate remedial actions.