



PHILIPPINE
NATIONAL
CONSTRUCTION
CORPORATION

Performance-Enhancing Mechanisms for Employee Participation for CY 2023

Training Programs and Activities Conducted

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Employee Wellness Program

Through the years, the Company employs has 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:

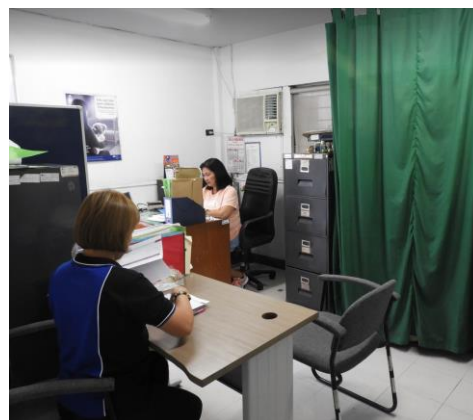
Administration of Anti Flu Vaccine to PNCC Employees

In August 2023, 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 12, 2023 by Christian Medical Clinic, 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 increased productivity, encouraged creativity and enhanced communication among the employees. While on employees' personal scale, they tend to improve morale, building trust, discover strengths and weaknesses and develop confidence. For 2023, the Team Building was held on May 11-12, 2023 at Calayo Green Terrace Resort in Nasugbu, Batangas.

The activities were organized by Team Building Committee headed by Mr. Felix M. Erece, Jr., Head of Human Resource Department. Prior 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.





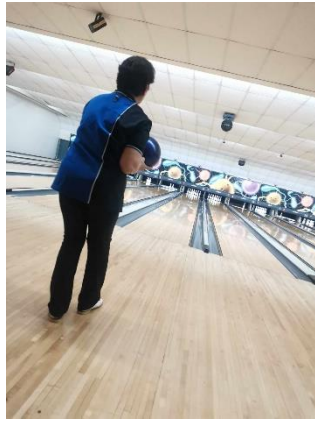
Bowling Tournament

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 2023 was opened on September 7, 2023 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.





TRAINING / SEMINARS ATTENDED

Training / Seminar Title	Conducted By	Inclusive Date/s	No. of Employees				
			R&F	S	M	E	Total
Corporate Governance	ICD	March 9, 2023			2	1	3
Webinar on RA 9184 and its 2016 Revised Implementing Rules and Regulations – Government Procurement 101	GPPB	January 11, 2023	1	6	8		15
Procurement Planning and Budget Linkage including Early Procurement Activities	GPPB	January 12, 2023	1	6	8		15
Standard Bidding Procedure for Goods and Infrastructure Projects	GPPB	January 25, 2023	1	6	8		15
Preparation of 6 th Philippine Bidding Documents for Goods and Infrastructure Projects	GPPB	January 26, 2023	1	6	8		15
Best Practices and Remedies to Avoid COA Disallowance	COA	April 13-14, 2023			2		2
Introduction to Corporate Governance for GOCCs	ICD	June 8-9, 2023			2		2
Risk Management in the Post COVID Age	ICD	December 13, 2023			2		2
Forum on the Results of the NEDA Study on Competitive Neutrality	NEDA	July 13, 2023			2		2
Year End Tax Reminders Navigating Yearend BIR Compliance and LGU Tax Rules	PICPA	December 13, 2023		2			2
Common Issues and Errors on Value-Added Tax	PICPA	December 5, 2023		1	1		2
Webinar on Online Registration Update System (ORUS)	BIR	November 23, 2023		2	1		3
Documentary Requirements on Government Procurement RA 9184	PICPA	June 2, 2023		1			1
Minimize Your Risk: Year End Withholding Tax on Compensation Compliance Reminders	Zalamea	October 5, 2023		1			1
AFS: Global Regulations and Best Practices	COA	March 10, 2023			1		1
AMLC Registration and Reporting Guidelines	AMLC	March 15, 2023			1		1
AML / CTF Fundamentals	AML	March 21, 2023			1		1
Internal Certifications...The Next Professional Development of CPAs	COA	August 12, 2023			1		1
Navigating Recent Changes in SEC Financial Reporting	SEC	September 19, 2023			1		1
2023 PICE Midyear National Convention and Technical Conference	PICE	June 9-10, 2023			1		1
49 th PICE National Convention and Technical Conference	PICE	November 24-25, 2023			1		1
TOTAL			4	31	49	1	85
Legend : R&F – Rank and File			S – Supervisory Level				
			M – Managerial level				
			E - Executive				

CORPORATE GOVERNANCE. The course is a basic orientation on the concepts and applications of Corporate Governance (CG) as defined under pertinent legislation and administrative issuances in the Philippines. Directors and Key Officers of companies established and/or operating in the Philippines corporations will benefit from the course. First-time Directors and Key Officers, or persons who are about to be appointed as such in a Publicly-Listed Corporation, in particular, will meet the required training and basic orientation on CG. Beyond mere compliance, participants will benefit from practical frameworks and tools that can be employed inside their companies to employ CG as a means of promoting adherence to internal controls, preventing fraud, and developing a culture of good governance.

PROCUREMENT 101 : REVISED IRR OF RA 9184. The online training aimed to enhance the knowledge and skills of personnel involved in various procurement activities. Specifically, it was designed to familiarize the new 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 9184 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.

STANDARD BIDDING PROCEDURE FOR GOODS AND INFRASTRUCTURE PROJECTS. Part of the four-day webinar on RA 9184 and its Revised Implementing Rules and Regulations which discussed the standard bidding procedures for goods and services.

PREPARATION OF 6TH PHILIPPINE BIDDING DOCUMENTS FOR GOODS AND INFRASTRUCTURE PROJECTS. Part of the four-day webinar on RA 9184 and its Revised Implementing Rules and Regulations which discussed the use of other modes of procurement other than competitive bidding as provided for under RA 9184 and its Revised IRR.

RISK MANAGEMENT IN THE POST COVID AGE. Training necessary for all professionals who help manage exposure to risks of their organization.

FORUM ON THE RESULTS OF THE NEDA STUDY ON COMPETITIVE NEUTRALITY. A forum attended by representatives of GOCC which discussed the results of NEDA study on competitive neutrality.

PICPA YEAR-END TAX REMINDERS. The webinar aims to provide participants information such as existing laws, rules, regulations and jurisprudence in relation to tax assets that may be utilized by taxpayers in filing their annual tax returns.

PICPA COMMON ISSUES AND ERRORS ON VALUE ADDED TAX. The program aims to help the participants learn about the fundamental concepts and common issues on value-added tax (VAT). It aims to help the participants become knowledgeable of the important considerations in the proper computation of VAT, prescribed documentation requirements on VAT, compliance matters on VAT, and the administrative requirements of the Bureau of Internal Revenue (BIR).

BIR WEBINAR ON ONLINE REGISTRATION AND UPDATE SYSTEM (ORUS). A webinar conducted by BIR on Online Registration and Update System (ORUS) is a web-based system that provides an end-to-end process for registration of taxpayers and updating of their registration information.

2023 PICE MIDYEAR NATIONAL CONVENTION AND TECHNICAL CONFERENCE. The 2023 PICE MNCTC will be a great avenue for Civil Engineers to earn the continuing professional development units required by RA 10912 (CPD Law). The Technical Program will include topics on the state-of-the-art civil engineering technologies related to the seven (7) specialty divisions of PICE, namely: Project Management and Construction Engineering, Geotechnical Engineering, Structural Engineering, Transportation Engineering, Water Engineering, Environmental & Energy Engineering, and Civil Engineering Education.

49th PICE NATIONAL CONVENTION AND TECHNICAL CONFERENCE. The 2023 PICE MNCTC will be a great avenue for Civil Engineers to earn the continuing professional development units required by RA 10912 (CPD Law). The Technical Program will include topics on the state-of-the-art civil engineering technologies related to Applied Construction Management such as: Construction of Magat Multi-Purpose Dam, First Ever Road Mountain Tunnel in the Philippines, The Future of Philippine Civil Engineering Education and the Profession: Vision 2040, Coastal Disaster Analysis and Planning and Design Strategies for Coastal Infrastructure in the Philippines, The Cutting Edge Technologies in Bridge Design and How They Are Applied to the BCIP Project in the Philippines, Laguna Lakeshore Road Networks (LLRN) Project: Developing a Safe, Reliable and Resilient Transport Network. For its technical session, discussed were: Investigation of Structural Damage of an Industrial Plant Intake Structure under Typhoon Conditions, Examining the Pros and Cons of Elective Specialized Professional Courses in the Bachelor of Science Programs for Engineering, Prediction of Shaft Resistance of Large Diameter Bored Piles Socketed in Guadalupe Taft Formation, Applied Construction Management: North-South Commuter Rail Project, Redevelopment of a Tool for Novice Screeners of Seismic Risk to Low-Risk to Low-Rise Concrete Structure, Factors Influencing the Propensity of Cycle in a Component City in Pampanga Using Structural Equations Modelling and Water-Saving Potential of Rainwater Harvesting Systems for Household Applications in the Provinces of the Philippines.