

BOARD ACCOMPLISHMENT FOR CY 2024 – Work Done and Issues Addressed

NAME OF COMMITTEE	WORK DONE	ISSUES ADDRESSED
All committees	<p>Approved and adopted the first set of Rules and Regulations on the grant of standard allowances, benefits and incentives under the CPCS particularly: 1) Year-end Bonus and Cash Gift; 2) Uniform/Clothing Allowance (U/CA); 3) Grant of Personnel Economic Relief (PERA); 4) Mid-Year Bonus (MYB); and 5) Productivity Enhancement Incentive (PEI).</p> <p>Setting a fixed schedule of its regular meetings on the fourth (4th) Wednesday of every month. Thus, the following dates shall be the schedule of the regular board meetings for CY 2024 unless otherwise revised by the Board.</p>	<p>Compliance with the Implementing Rules and Guidelines of CPCS under Executive Order No. 150</p> <p>To ensure every member of the Board is aware of the exact time and day they need to be available, promoting accountability, preventing confusion, and allowing for efficient scheduling by eliminating the need to constantly negotiate time slots with multiple people</p>
All committees	Approved and adopted the Annual Procurement Plan for FY 2024 of PNCC prepared and executed by the PNCC Bids and Awards Committee and approved by the President & CEO, as the Head of Procuring Entity for PNCC	In compliance with GPPB requirement
All committees	Resolved that the annual stockholders' meeting of PNCC scheduled to be held on March 26, 2024 pursuant to the Corporation's By-Laws be postponed to November 21, 2024 at 3:00 P.M. and that the appropriate notices of postponement of the annual stockholders' meeting be effected by the Corporate Secretary	In compliance with the Securities Regulations Code
All committees	Resolved to adopt the joint committees' recommendation to approve the transmittal of the 2023 Financial Statement to the COA for final audit	In compliance with the requirements of statutory auditor
All committees	Resolved that AVILA PRINTING PRESS, represented by Shirley G. Hunggay, with address at Block 142 Lot 53 San Diego St., Central Bicutan, Taguig City is hereby authorized to print the Official Receipts/Billing Invoices of PNCC	In compliance with the requirements of BIR

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All committees	Authorized the Company’s stock transfer agent, the Professional Stock Transfer, Inc. to cancel the PNCC Stock Certificate in the name of Eastern Securities Development Corp. under Certification No. 51804 with the total number of shares of 1,259 and to issue a new Stock Certificate in its place.	To resolved issue of lost stock certificate																								
All committees	<p>Confirmed and validated the existence of the following positions as of the pertinent dates as hereunder indicated: POSITIONS WITH NO JOB GRADES</p> <table border="0"> <thead> <tr> <th></th> <th style="text-align: right;">EFFECTIVITY DATE</th> </tr> </thead> <tbody> <tr> <td>1) Dispatcher/SV Driver</td> <td style="text-align: right;">April 20, 2022</td> </tr> <tr> <td>2) Recruitment/Employee Relations manager</td> <td style="text-align: right;">May 5, 2022</td> </tr> <tr> <td>3) Aircon Technician/Electrician</td> <td style="text-align: right;">August 22, 2022</td> </tr> <tr> <td>4) Executive Assistant (OC)</td> <td style="text-align: right;">January 26, 2023</td> </tr> <tr> <td>5) Liason/Driver</td> <td style="text-align: right;">January 26, 2023</td> </tr> <tr> <td>6) Field Operations/Billing Officer-Principal Engineer</td> <td style="text-align: right;">March 1, 2023</td> </tr> <tr> <td>7) Coordinator/Billing Officer</td> <td style="text-align: right;">March 1, 2023</td> </tr> <tr> <td>8) Purchasing Assistant</td> <td style="text-align: right;">August 5, 2023</td> </tr> <tr> <td>9) Building Maintenance Supervisor</td> <td style="text-align: right;">August 5, 2023</td> </tr> <tr> <td>10) Senior Mechanic</td> <td style="text-align: right;">August 5, 2023</td> </tr> <tr> <td>11) Wage & Benefits Administrative Manager</td> <td style="text-align: right;">August 17, 2023</td> </tr> </tbody> </table>		EFFECTIVITY DATE	1) Dispatcher/SV Driver	April 20, 2022	2) Recruitment/Employee Relations manager	May 5, 2022	3) Aircon Technician/Electrician	August 22, 2022	4) Executive Assistant (OC)	January 26, 2023	5) Liason/Driver	January 26, 2023	6) Field Operations/Billing Officer-Principal Engineer	March 1, 2023	7) Coordinator/Billing Officer	March 1, 2023	8) Purchasing Assistant	August 5, 2023	9) Building Maintenance Supervisor	August 5, 2023	10) Senior Mechanic	August 5, 2023	11) Wage & Benefits Administrative Manager	August 17, 2023	Resolved the issue with employees not included in the CPCS ATI
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All committees	<p>BD-10-2024 RESOLVED, AS IT IS HEREBY RESOLVED that the Board, constituting a quorum, unanimously designates Ms. Veronica B. Tacderas, Mr. Paul C. Vicente, and Manuel R. Forbes as Authorized Representatives of PNCC to submit with the BIR the following documentary requirements for CY 2024, to wit:</p> <ol style="list-style-type: none"> 1. Application for Authority to Print (ATP) Receipts and Invoices; 2. Application for Registration of Books of Accounts; 3. Application for Permit to Use Manual Loose Leaf; 4. Application for TIN Card Issuance/Registration Information Updates; 5. Application for Transfer of Registration; and 6. To submit Registration Update Sheet. 	In compliance with requirement of BIR																								

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	Further authorized representatives of PNCC is also authorized to sign, execute and deliver any all documents necessary to achieve the above stated purpose and to perform any and all acts necessary for the fulfilment of the given authority.	
All committees	Approved the application for the transfer of water service connection of MAYNILAD with Contract No. 56077689 under the name of World Trading & Handicraft Corp. to the name of Philippine National Construction Corporation.	To protect the interest of the company
All committees	Adopted and approved the Terms of Reference (TOR) and other bid documents submitted by the Management and LSC for the proposed lease of the Sta. Rita Property through open bidding and adopted and approved the immediate implementation of the open bidding for the lease of the Sta. Rita Property.	To maximize the rental potential of PNCC property
All committees	Resolved to designate as authorized signatories for the said account the President & CEO, Head of Treasury and Head of Human Resources and resolved further that any transaction to be executed for and on behalf of the Company involving the said account should have the signatures of any of the two authorized signatories.	To maintain control and security over the company account and to delegate certain financial tasks to trusted individuals, facilitating smoother banking operations
All committees	Approved and adopted the Rules and Regulations on the grant of standard allowances, benefits and incentives under the CPCS particularly: 1) Loyalty Award; 2) Anniversary Bonus; 3) Leave Credits; 4) Monetization of Leave Credits; and 5) Terminal Leave Benefits.	Compliance with the Implementing Rules and Guidelines of CPCS under Executive Order No. 150
All committees	Authorized PNCC’s President & CEO as the authorized representative of PNCC to sign the Verification of the Motion for Reconsideration of the COA Decision No. 2023-322	To verify the truthfulness of the information within the pleading and signify that the document is being filed in good faith, not for harassment or delay, and that the signer has the authority to represent you in the legal matter; this is important because a signature on a pleading carries legal

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		weight and can lead to sanctions if filed without proper authorization or with false information
All committees	Approved the reprioritization of the two (2) service vehicles included in the 2023 APMV but will be procured in 2024 and accordingly, to amend the request for APMV stating therein the specific intended use/user of the requested two (2) service vehicles. Resolved further that the Board confirms that these procurements in the total amount of Thirteen Million Nine Hundred Thousand Pesos (Php 13,900,000.00) is included and incorporated in the approved 2024 Corporate Operating Budget.	To comply and complete all necessary submissions to the DBM and secure the requisite Authority to Purchase Motor Vehicle (APMV) from the DBM for the purpose of implementing the 2nd Year of the approved 3 – Year Re-Fleeting Program
All committees	Approved the supplemental budget in the amount of Six Hundred Thirty Thousand Three Hundred Sixty Four Pesos (Php 630,364.00) to be included in the 2024 Corporate Operating Budget (COB) to cover the retirement benefits of Mr. Roy D. Pasos.	To finally resolved the issue with former PNCC employee
All committees	Accepted the resignation of Atty. Kevin Jordan DL. Mendoza as the Corporate Secretary of PNCC. Resolved further that the Board appoints and designates Atty. JOHN BENEDICK RIGOS DELA CRUZ as the new Corporate Secretary of PNCC effective 16 May 2024.	To fill up the vacancy position to ensure that smooth flow of tasks in the Board are properly attended to
All committees	Appointed and designated Atty. ERIKA GRACE E. VELASCO as the new Assistant Corporate Secretary of PNCC effective 22 May 2024.	To fill up the vacancy position to ensure that smooth flow of tasks in the Board are properly attended to
All committees	Resolved that the Board, constituting a quorum, unanimously approves the assignment and transfer of rights in favor of the Toll Regulatory Board, pursuant to P.D. 1113 over the following described service vehicles of PNCC	To resolve issue with TRB
All committees	Designated Atty. John Benedick R. Dela Cruz, in his capacity as Corporate Secretary, to represent the Corporation and act for it in the submission of reportorial requirements with the SEC through the use of Electronic Filing and Submission Tool (eFAST).	In compliance with the requirements of SEC

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<p>All committees</p>	<p>Approved and adopted the <i>Per Diem rates</i> for appointive Directors as provided in GCG Memorandum Circular No. 2016-01 for Medium sized GOCCs, as follows:</p> <ul style="list-style-type: none"> I. Board Meetings: For regular or special meetings actually attended, Php 20,000.00 per diem per meeting, but not to exceed the amount of Php 480,000.00 per annum; II. Committee Meetings: For regular and special committee meetings actually attended, Php 12,000.00 per diem per meeting, but not to exceed the amount of Php 288,000.00 per annum; and III. For Board Meetings, Appointive Board Chairpersons will receive 20% more than the <i>per diem</i> rate set for the other Appointive Directors. For Committee Meetings, Committee Chairpersons will receive at most 20% more than the <i>per diem</i> rate set for the other Appointive Directors. <p>Resolved further that the adjustment in the <i>per diem</i> of Appointive Directors shall be effected retroactively to 17 August 2023 when the Company officially received a copy of the ATI-CPCS from the GCG.</p> <p>Resolved finally that the Board approves a supplemental budget in the total amount of Six Million One Hundred Ninety Two Thousand Eight Hundred Pesos (Php 6,192,800.00) to be included in the 2024 Corporate Operating Budget (COB) to cover the adjustment of <i>per diem</i>.</p>	<p>To comply with the requirements of CPCS in regard to the benefits of governing board</p>
<p>All committees</p>	<p>Approved a supplemental budget for the Income Tax Expense account in the amount of Sixty-Six Million Five Hundred Fifty-Two Thousand Seven Hundred Four Pesos and Ninety Centavos (PhP66,552,704.90) to be included in the 2024 COB to cover PNCC’s Income Tax Expense for CY 2024.</p>	<p>In compliance with the requirements of BIR</p>
<p>All committees</p>	<p>Authorized PNCC’s President & CEO Miguel E. Umali as the authorized representative of PNCC to sign the Contract for Installation and Deployment of Accounting System for PNCC with PHILSOFT TECHNOLOGIES GROUP, INC.</p>	<p>To ensure that only individuals with the legal authority to bind a company or organization to an agreement can do so, preventing unauthorized</p>

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		actions, upholding accountability, and protecting the entity from potential legal issues arising from contracts signed by unqualified individuals
All committees	Resolved that OGCC to file a Motion for Execution of the Decision pending Appeal in the event that the Defendant LCDC do not appeal the Decision in order to regain possession of the property and the payment of the award as contained in the Appealed Decision and resolved finally for the Company to inform and direct the OGCC to implement this resolution by filing the appropriate Notice of Partial Appeal and such other necessary pleadings and motions in connection therewith.	To protect the company’s interest in legal issues
All committees	Approved and adopted the <i>Representation Allowance</i> in the amount of PhP 12,500.00 and <i>Transportation Allowance</i> of PhP 12,500.00 for appointive Directors as provided in GCG Memorandum Circular No. 2016-01 and DBM Circular No. 593 effective 01 January 2024 and approved the realignment of budget in the 2024 Corporate Operating Budget for the purpose of funding the increase in the <i>Representation Allowance</i> and <i>Transportation Allowance</i> of Directors to cover the adjustment from 01 January 2024 up to 30 December 2024.	To comply with the requirements of DBM
All committees	Approved the supplemental budget in the amount to be included in the 2024 Corporate Operating Budget (COB) to cover the retirement benefits of Mr. Dionisio C. Quiño.	To provide a compensation package to its employees to invest in the financial security of its employees upon retirement
All committees	Approved the supplemental budget in the amount to be included in the 2024 Corporate Operating Budget (COB) to cover the retirement benefits of Mr. Moses M. Pangilinan.	To provide a compensation package to its employees to invest in the financial security of its employees upon retirement
All committees	Adopted and approved the Terms of Reference (TOR) and other bid documents submitted by the Management for the proposed procurement of services of a Contractor for the Sewage Treatment Plant in the PNCC’s Financial Center Area Property at Pasay City through competitive bidding and adopted and approved	To protect public health and the environment by effectively treating wastewater, preventing water pollution, and reducing the risk of

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	the immediate implementation of the competitive bidding for the procurement of services of a Contractor for the Design and Build of the Sewage Treatment Plant in the PNCC’s Financial Center Area Property at Pasay City.	waterborne diseases by removing harmful contaminants from sewage before it is discharged back into waterways; essentially ensuring clean water sources for reuse and maintaining ecological balance.
All committees	Approved the disposal of the service vehicles through public bidding and authorized the President & CEO to sign for and on behalf of the Corporation on the Deeds of Sale with the winning bidders, covering the above-mentioned Service Vehicles.	To maximize profit from non-performing assets of the company
All committees	Adopted and approved the Terms of Reference (TOR) submitted by the Compliance Team for the services of a facilitator for the 2024 PNCC Strategic Planning	To provide a clear roadmap for achieving long-term goals, aligning all levels of the company around a shared vision, identifying opportunities, mitigating risks, and ensuring everyone is working towards common objectives, ultimately leading to increased productivity and profitability
All committees	Approved to amend the THIRD Article of the Amended Articles of Incorporation, subject to the approval of the shareholders, so as to read as follows: “THIRD: That the corporation shall have its principal office and place of business at PNCC Complex, KM 15 East Service Road, Bicutan, Parañaque City, Philippines, but may have such branches, agencies and correspondents in the Philippines and in foreign countries as may be necessary for the proper conduct of its business.” RESOLVED FURTHER, that the Board directs the Corporate Secretariat to include the above-stated amendment in the Agenda for the upcoming Annual Stockholders’ Meeting.	To comply with Securities Regulation Code
All committees	Approved the Agenda for the conduct of the 2024 Annual Stockholders’ Meeting on 21 November 2024 and fixed 30 September 2024 as the Record Date for the Annual Stockholders’ Meeting on 21 November 2024 at 3:00 P.M. to be held at the PNCC Complex, KM 15 East Service Road, Bicutan, Parañaque City.	To comply with Securities Regulation Code

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All committees	Resolved that the Board approves the supplemental budget in the amount of Nine Million Six Hundred Thousand Pesos (PhP 9,600,000.00) to be included in the 2024 COB to cover the ABC of the procurement of services of a Contractor for the Sewage Treatment Plant in the PNCC’s Financial Center Area Property at Pasay City	To protect public health and the environment by effectively treating wastewater, preventing water pollution, and reducing the risk of waterborne diseases by removing harmful contaminants from sewage before it is discharged back into waterways; essentially ensuring clean water sources for reuse and maintaining ecological balance.
All committees	Adopted and approved the PNCC Implementing Rules for the Step Increments based on Length of Service and resolved that the Management thru the President & CEO shall make the requisite submissions to the GCG for the purpose of securing the approval of the Company’s Implementation of the Step Increments based on Length of Service.	To comply with CPCS implementation
All committees	Appointed Head of the Corporate Legal Department, as the authorized representative/Proxy of PNCC to attend, vote, ratify and confirm any and all matters which may be properly approved during the Annual Stockholders Meeting of the Alabang-Sto. Tomas Development Inc. on 03 September 2024.	To protect the interest of the company in the JV partner
All committees	Appointed and designated P/MGen. Christopher A. Laxa (Ret) as the Administrative/Security Representative of PNCC in the FCA (Hobbies of Asia) Property and authorized Management to amend the Service Contract of P/MGen. Christopher A. Laxa (Ret) to include in the duties and responsibilities the administration and overseeing of FCA (Hobbies of Asia) Property in addition to the FCA (Dampa Seaside) Property.	To allow for efficient management of the property, including handling day-to-day operations, tenant relations, maintenance, repairs, rent collection, and overall upkeep, especially when the owner is unable to personally manage the property due to distance, lack of time, or expertise; essentially ensuring the property is well-maintained and generates optimal returns while minimizing potential issues
All committees	Designated the Head of Treasury Department and/or the Head of the Corporate Legal Department or any employee of PNCC that the said department heads	To protect the interest of PNCC in the bank account of its subsidiary

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	may designate through an authorization letter, as the duly authorized representatives of the Company to make representations with the LBP-Pasig Branch to recover the dormant bank account of CDCP-FC and to coordinate with LBP and redeem the Agrarian Reform Bonds with Serial Nos. A-0059217 and A-0059263 registered in the name of CDCP-FC.	
All committees	Approved the revisited vision, mission and core values of PNCC required under GCG M.C. No. 2024-01	To comply with the requirements of GCG
All committees	Approved the PNCC CY 2025 proposed performance scorecard and all other documents as required under GCG M.C. No. 2024-01, and its submission to the GCG and approved the authorization of the officers and employees to constitute the PNCC Technical Panel to provide the GCG all necessary information relevant and material to the measures and targets in the proposed performance scorecard.	To comply with the requirements of GCG
All committees	Adopted and approved PNCC’s 2025 Table of Organization and resolved further that in the future hiring of personnel on the PNCC’s 2025 Table of Organization, said hiring shall be based on the administrative and operational needs/requirements of PNCC as per recommendation of the Management and resolved finally that PNCC’s 2025 Table of Organization be submitted to Governance Commission for GOCCs (GCGs) for their information and appropriate approval.	To improve a company's efficiency, profitability, or strategic position by realigning resources, adapting to changing market conditions, addressing internal problems, and allowing for quicker decision-making and faster responses to new opportunities or challenges; essentially, it helps the company optimize its structure to better achieve its goals.
All committees	Appointed the Head of the Corporate Legal Department, as the authorized representative/Proxy of PNCC to attend, vote, ratify and confirm any and all matters which may be properly approved during the Annual Stockholders Meeting of the Alabang-Sto. Tomas Development Inc. on 17 October 2024.	To protect the interest of the company in its JV partner
All committees	Approved the proposed Corporate Operating Budget for 2025 submitted by the Management.	To provide a detailed financial plan outlining a company's expected revenues and expenses over for

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		2025, acting as a roadmap for managing day-to-day operations, allocating resources, and achieving short-term financial goals by forecasting future costs and income to make informed decisions about spending and resource allocation.
All committees	Resolved that AVILA PRINTING PRESS, represented by Shirley G. Hunggay, with address at Block 142 Lot 53 San Diego St., Central Bicutan, Taguig City is hereby authorized to print the Collection Receipts and Billing Invoices of PNCC.	To comply with the requirements of BIR
All committees	Approved the creation of the Board of Election Inspectors for the Annual Stockholders Meeting on 21 November 2024, composed of: [a] Chairman, with an Honorarium [b] two (2) representatives from the stock transfer agent (Professional Stock Transfer, Inc.), with an Honorarium; [c] two (2) PNCC employees, with an Honorarium and [d] two (2) representatives from the Commission on Audit as election validators. Resolved further that the Board approves the Honorarium in the amount of PhP 700.00 to each of the fifteen (15) personnel who will render assistance in the formal requirements and physical arrangements for the 2024 Annual Stockholders Meeting.	To comply with the Securities Regulations Code
All committees	<p>Approved to authorize Engr. Demosthenes F. Faminiano, or any PNCC authorized representative to be designated by Engr. Faminiano to secure documents from the Register of Deeds and to cause the annotation of the Affidavit of Loss of Transfer Certificate of Title No. (452587) 23646 before the Registry of Deeds for Parañaque City.</p> <p>Resolved, for the PNCC Management and Office of the Government Corporate Counsel (OGCC) to file the necessary Petition for Reconstitution of Title before the appropriate court for the purpose.</p> <p>Resolved, that the Board authorizes Atty. Ilie Lionel B. Gramata and/or Engr. Demosthenes F. Faminiano, to represent the Corporation, its officers and employees, in connection with the filing of the necessary Petition for Reconstitution of Title before the appropriate Court, to sign verifications and</p>	To protect the interest of the company in its real property

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	certifications against forum-shopping, affidavits, pleadings, other documents and to take similar courses of action in connection with the said Petition.	
All committees	<p>Authorized the Office of the Government Corporate Counsel and/or Head of Legal Department and their co-legal counsels and paralegals, to represent the Corporation at the pre-trial conferences, hearings of the case and appear as the Corporation’s duly authorized representative during the pre-trial, mediation and trial of the case with full power and authority to enter stipulations, agreements and/or compromise settlement that they may deem fit and necessary, to sign and verify as well as to authenticate such Petition, pleadings, documents, records and other papers necessary for the purpose, including verifications and certifications against forum-shopping, affidavits, pleadings and documents for and in behalf of the Corporation.</p> <p>Resolved that the Board hereby authorizes and empowers Atty. Ilie Lionel B. Gramata and/or Engr. Demosthenes F. Faminiano and the OGCC to sign, execute and deliver any and all documents necessary and proper to carry out the foregoing resolution.</p>	To protect the interest of the company in its real property
All committees	Approved the employees corresponding salary adjustment based on length of service all in accordance with CPCS Circular No. 2023-01 and the Board-approved Implementing Rules for the Step Increments Based on Length of Service.	To comply with CPCS implementation requirements