



PHILIPPINE  
NATIONAL  
CONSTRUCTION  
CORPORATION

# Performance-Enhancing Mechanisms for Employee Participation for CY 2025

Training Programs and Activities Conducted

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**TOLLROAD TO CHANGE**  
**TOLLROAD TO PROGRESS**

# 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 and lasted in the first few months of 2025, 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*



On July 28, 2025, 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 November 17, 2025 by Global Health, 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 Fecalysis, 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 2025, the Team Building was held on May 28-29, 2025 at Seves Hotel Resort in Sariaya, Quezon.

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.





## Dart Tournament



considered “closed”. To close the bull’s eye, the outer bull counts as single, and the inner bull count as double. The bull’s eye and all numbers can be closed in any order.

PNCC Dart Tournament was highly effective at promoting camaraderie, serving as a social-building activity that blends friendly competition with relationship building. Darts acts as a social outlet that brings together employees from different Departments, fostering a sense of community and friendship. While competitive, the tournament fostered “friendly rivalry” rather than animosity,

Darts Tournament was held as part of the Sports program under the Family Welfare Program for 2025. The tournament was played in a Cricket format, the aim is to “close” the numbers on the board. At the start of the game, each participating player threw a dart to the board and try to hit the bull’s eye to determine the player’s turn. The player whose dart was nearest to the bull’s eye was the first or was first to throw the dart followed by the second, etc. Each player takes turn throwing three darts in a row (“an inning”). To close an inning, the player needed to score a three of a number – with three singles, a single and a double, or a triple. When the player scored three of a number, it was



often with a “good game” culture and camaraderie that extended beyond the dartboard.

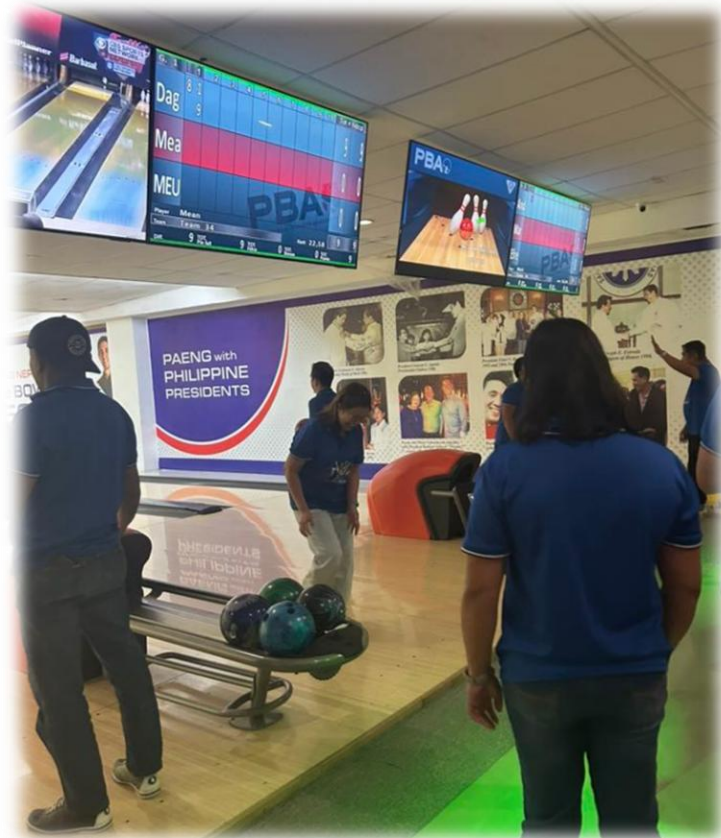


## Bowling Tournament

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 2025 was opened on August 28, 2025 headed by its President and CEO Miguel E. Umali at Paeng's Bowl & Billiard Room, Festival Mall, Alabang, Muntinlupa 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 six (6) 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.



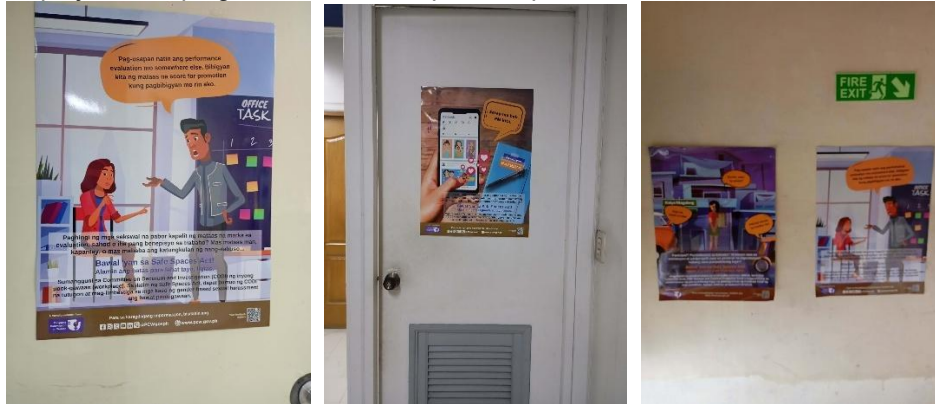
# Gender and Development Program

The Gender and Development Committee of PNCC chaired by Ms. Cristy M. Mediavillo adopted gender mainstreaming within the company to ensure both genders benefit equally from development, and acts against discrimination and violence.

## Observance of the 18-Day Campaign to End VAW

PNCC joined Philippine Commission on Women (PCW) in its campaign to end the violence against women with its recurring theme for 2022-2027, “**UNiTed for a VAW-free Philippines,**” which highlights the transformative power of collective and coordinated action in addressing this urgent issue. Aligned with the UNiTE by 2030 to End Violence Against Women,” a global initiative of UN Women, the campaign enforces the message that lasting change requires united effort across all sectors of society.

Display of Campaign Banner at conspicuous places in PNCC office



Motorcade and Dissemination of IEC Materials to PNCC stakeholders



The PNCC VAW Kit includes IEC materials and self-defense kit (a collection of non-lethal, portable tools designed to deter, disorient, or incapacitate an attacker, facilitating escape).

*VAW-Related Film Showing*



As part of PNCC's campaign to end violence against women to contribute to the nationwide information dissemination, employees were enjoined to a film showing on December 10, 2025 at PNCC's Director Lounge.

*Anti-Violence Against Women Lecture*

On December 11, 2025, Atty. Angemeir Chloe C. Francisco of Public Attorney's Office (PAO), conducted a lecture on Anti-Violence Against Women to raise awareness and strengthen employees understanding on the protection of women and children. The activity was held at Director's Lounge of PNCC Bicutan Office. The activity highlighted the importance of promoting the safety, welfare and empowerment of women while encouraging active participation in preventing acts of violence.

Through the lecture, participants were equipped with knowledge and strategies to foster a safe and supportive environment, reinforcing the collective responsibility of the community in protecting vulnerable members and upholding their rights.



# 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 2025, competency assessment was conducted which covered all (56 plantilla positions) and based on the result of the assessment, **56 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
3 <sup>rd</sup> National Cyber Security Plan 2023-2028 Implementation Workshop	DICT-CIO	August 13, 2025	1		1	1	3
Acca Sustainability Conference	PICPA-ACCA	April 29, 2025				1	1
Anti-Violence Against Women	In-house	December 10, 2025	18	6	8	6	38
Awareness Training and Updates on AMLA	CGBP	October 29, 2025			1	1	1
Basic Records and Archives Management	NAP	September 15-16, 2025	6	15	7	6	34
Cybersecurity Awareness Seminar	In-house	July 7, 2025	12	12	6	5	35
Digital Leadership Course	PTA-DOF	November 6-7, 2025				3	3
ISO 9001:2015 IQA Refresher Training Course	SGS Phils., Inc.	December 15, 2025		9	6	6	21
Mandatory Continuing Legal Education (MCLE)	IBP	April 4-5, 11-12, 2025				1	1
OGCC Legal Conclave	OGCC	November 27, 2025				1	1
Orientation on Implementation of 3 Signatories (ARTA Circular No. 2024-05)	ARTA	November 19, 2025			1		1
Procurement in Transition: Aligning with the NGPA (R.A. 12009)	GPPB-TSO	September 24, 2025	2	4	4	3	13
		October 29, 2025			3	2	5
Tax Reduction Strategies	BIR	January 25, 2025				1	1
Tax Updates and Year-End Compliance	BIR	January 17, 2025				1	1
<b>Legend : R&amp;F – Rank and File</b>			<b>S – Supervisory Level</b>		<b>M – Managerial level</b>		<b>E – Executive</b>



**3<sup>RD</sup> NATIONAL CYBER SECURITY PLAN 2023-2028 IMPLEMENTATION WORKSHOP.** The DICT conducted the National Cybersecurity Plan 2023–2028 Implementation Workshop on August 13, 2025 at Sequoia Hotel, Quezon City, with participants from various government-owned and controlled corporations (GOCCs). The National Cybersecurity Plan (NCSP) 2023-2028 is a comprehensive plan that addresses the growing challenges in cybersecurity through a multi-faceted approach involving government, private sector, and international partnerships. By implementing these strategies, the Philippines aims to secure its cyberspace and foster a culture of cybersecurity awareness and resilience.



The workshop reviewed accomplishments, aligned efforts with NCSP strategies, and strengthened collaboration toward a more secure and resilient Philippine cyberspace.

NCSP 2023-2028 IMPLEMENTATION WORKSHOP 2025  
August 13, 2025 | Sequoia Hotel, Quezon City

**ACCA SUSTAINABILITY CONFERENCE.** The ACCA sustainability half-day conference explains the concept of sustainability, its importance and the need for regulatory frameworks. It also explains the importance of ethical principles and apply ethical guidance as a sustainability professional, the need for alignment of an organization's sustainability strategy and evaluate sustainability-related opportunities and challenges.

**ANTI-VIOLENCE AGAINST WOMEN ➔ AWARENESS TRAINING.** This awareness training focuses on recognizing, reporting, and preventing gender-based violence, covering topics like intimate partner violence, legal rights (e.g. RA 9262), and bystander intervention. Programs aim to dismantle harmful stereotypes, promote gender equality, and empower survivors.



### **AWARENESS TRAINING AND UPDATES**

**ON AMLA.** This awareness training is mandatory in the Philippines for all covered persons under the AMCL, including financial institutions, real estate brokers, and designated non-financial businesses. These training sessions provide critical updates on the 2021 Revised IRR, customer diligence (CCD), and legal compliance to prevent severe penalties. The topics discussed were: (1) Revised Regulations: implementation of the 2021 Revised IRR of RA 9160, (2) Customer Due Diligence (CCD): enhanced Know Your Customer (KYC) procedures, including verification of beneficial owners and using PhilSys/National ID for verification, (3) Compliance Requirements: Detailed policies, risk management, and training to prevent money laundering and terrorism financing, Awareness Training and Updates on AMLA, Risk-Based Approach: using risk assessment to apply appropriate due diligence levels (reduced, average, or enhanced), 4(Guidance from the Bangko Sentral ng Pilipinas (BSP), Insurance Commission (IC), and Securities and Exchange Commission (SEC) and (5) Suspicious Transaction Reporting (STR).

**BASIC RECORDS AND ARCHIVES MANAGEMENT.** The National Archives of the Philippines conducted the Seminar-Workshop on Basic Records and Archives Management (BRAM), a 2-day program designed to train government personnel in systematic records handling. It provided knowledge and skills in record management, ensuring compliance with RA 9470. It focuses on RA 9470 compliance, covering records creation, maintenance, appraisal and disposal. Key details for NAP BRAM Training includes: (1) Records Archives Management Program (RAMP): introduction to systematic record handling, (2) Mail and Files Management: best practices in organizing files, (3) Records Disposition Administration (RDA): identification of valuable records and disposal of valueless ones, (4) Records Appraisal and Retention: determining the lifespan of records and (5) Storage and Preservation: protecting physical and electronic records.



**CYBER SECURITY AWARENESS SEMINAR.** Cyber awareness training educates the employees to recognize, avoid, and report cyber threats, aiming to reduce human-driven security risks like phishing and data breaches. It was aimed at promoting awareness and best practices in digital safety to help strengthen the defenses against growing cyber threats. The participants were able to enhanced their knowledge on data protection, cyber hygiene and secure online behavior.

**DIGITAL LEADERSHIP COURSE.** The Philippine Tax Academy of the Department of Finance (DOF) conducted a specialized course on Digital in support of the government’s ongoing digital transformation efforts. The program was designed to equip leaders with the vision, strategies, and tools needed to champion digital transformation in the public sector. The participants were able to manage digital transformation initiatives, develop plans with digital leadership expectations, and achieve organizational goals in ever-evolving environment.

**ISO 9001:2015 INTERNAL QUALITY AUDITOR’S (IQA) REFRESHER TRAINING.**

The conduct of refresher course on ISO 9001:2015 Internal Quality Auditor was a corrective action on the observation of Certifying Body on PNCC’s QMS. The initiative was to (1) refresh and improve practical skills of IQAs: it was an opportunity to revisit and sharpen key skills and knowledge to assess and report on nonconformance and effective implementation of QMS like preparing for an audit, gathering evidence through interviews and document reviews, evaluating findings, and writing reports; (2) stay current with legal and regulatory changes: in view that the compliance landscape is always shifting, and internal audit keeps auditors informed of new laws, regulations and industry standards, they must adhere to; (3) adapt to new auditing techniques: the auditing technique evolves since new approaches are being introduced, in this way, auditors can apply in actual scenarios; (4) address infrequent auditing: auditors who are exposed to frequent audit can benefit from a refresher to maintain their proficiency and discuss common audit challenges with experienced peers, and (5) ensure audit effectiveness: regular trainings help IQAs stay effective and ensures their work continues to drive improvement and accurately assess the effectiveness of the company’s quality management system.



**MANDATORY CONTINUING LEGAL EDUCATION (MCLE).** The MCLE is a continuing legal education require for members of the Integrated Bar of the Philippines (IBP) to ensure that throughout their career, to keep abreast with law and jurisprudence, maintain the ethics of the profession and enhance the standards of the practice of law.

**OGCC LEGAL CONCLAVE.** The Office of the Government Corporate Counsel (OGCC) held the Legal Conclave in celebration of the agency’s 90<sup>th</sup> anniversary with the theme “Uniting Pillars of Legal Excellence. The event brought together around 200 lawyers and legal heads from various government-owned or controlled corporations (GOCCs) to discuss best practices, legal updates, and enhance collaboration with the OGCC.

**ORIENTATION ON IMPLEMENTATION OF 3 SIGNATORIES (ARTA CIRCULAR NO. 2024-05).** The Anti-Red Tape Authority conducted an orientation on the guidelines for the Implementation of the Three Signatory Rule (ARTA MC No. 2024-05) which mandates government agencies, LGUs, and GOCCs to limit signatories on official documents to a maximum of three (3), promoting efficiency under RA 11032. The policy prohibits initials, encourages electronic signatures, and requires submission of authorized signatory lists.

**PROCUREMENT IN TRANSITION: ALIGNING WITH THE NGPA (RA 12009).** The training is a capacity-building initiative by the GPPB-TSO to equip professionals with knowledge of the New Government Procurement Act’s Implementing Rules and Regulation (IRR). This 8-hour, four-module focuses on shifting from “lowest price” to “best value” through Green Public Procurement (GPP), covering strategic planning, new procurement modes, and e-marketplace tools starting from 2025. The training covers the integration of sustainability criteria (Green Public Procurement (GPP), Life Cycle Costing (LCC), and new procurement modes.

**TAX REDUCTION STRATEGIES.** The tax reduction strategies training focuses on legally minimizing tax liabilities through enhanced compliance, deductions, and credits, often featuring topics like payroll law, fringe benefits, and investment optimization. Key training areas include maximizing business expenses, utilizing retirement plans, and selecting efficient business structures.

**TAX UPDATES AND YEAR-END COMPLIANCE.** The Bureau of Internal Revenue (BIR) conducted a tax updates and year-end compliance training that focuses on crucial BIR regulations, Revenue Memorandum Circulars (RMCs), and Supreme Court/CTA decisions covering January to November 2025. Key topics include updating 2024-2025 rulings, ensuring accurate year-end payroll, BIR Form 2316 preparation, and optimizing tax payments to avoid penalties and assessments.