



2021  
SUSTAINABILITY  
REPORT

The  
**PTC**  
Group

# 2021

SUSTAINABILITY  
REPORT

The  
**PTC**  
Group



## MOVING TOWARDS A BETTER, MORE RESILIENT TOMORROW

The PTC Group's vision *"to move the world in more ways than one,"* has evolved over 42 years. Coming off a strong maritime heritage, we have expanded into our current business architecture across five main industries: shipping, real estate development, healthcare, energy and infrastructure, and aviation, plus our business incubator—PTCapital—nurturing new areas of opportunity that complement our lines of business.

Such an architecture has allowed us to meaningfully contribute to the overall economic development of the Philippines through 2,300 PTC Group personnel; an active pool of over 72,000 Filipino global professionals at sea, on land, and in the air; and over 22,500 trainees and students—reskilling and upskilling their competencies, as they strive for an inspired future.

With a focus on people, process, and technology, underpinned by a commitment to adopt various UN Sustainable Development Goals (UN SDGs) in our work, The PTC Group has crafted its own Sustainability Policy emphasizing Human Capital Development, Resilience, Environmental Stewardship, and Inclusive Growth as key drivers.

We take special pride in releasing this maiden 2021 Sustainability Report. The report lays down a foundation for a broad range of engaged efforts across our Group as we drive a better, more resilient tomorrow for each of us, our families, the communities we serve, and our country.

GERARDO A. BORROMELO  
Vice Chairman and Chief Executive Officer  
PTC Holdings Corporation



# 01 INTRODUCTION

# THE PTC GROUP VISION

MOVING THE WORLD IN MORE WAYS THAN ONE.

# THE PTC GROUP MISSION

We are a respected and trusted group of companies operating globally through an interfacing network of diversified investments, strategic alliances, and select partnerships, committed to provide world-class PTC-branded professionals, resources, and services that develop communities, help build nations, and move the world.

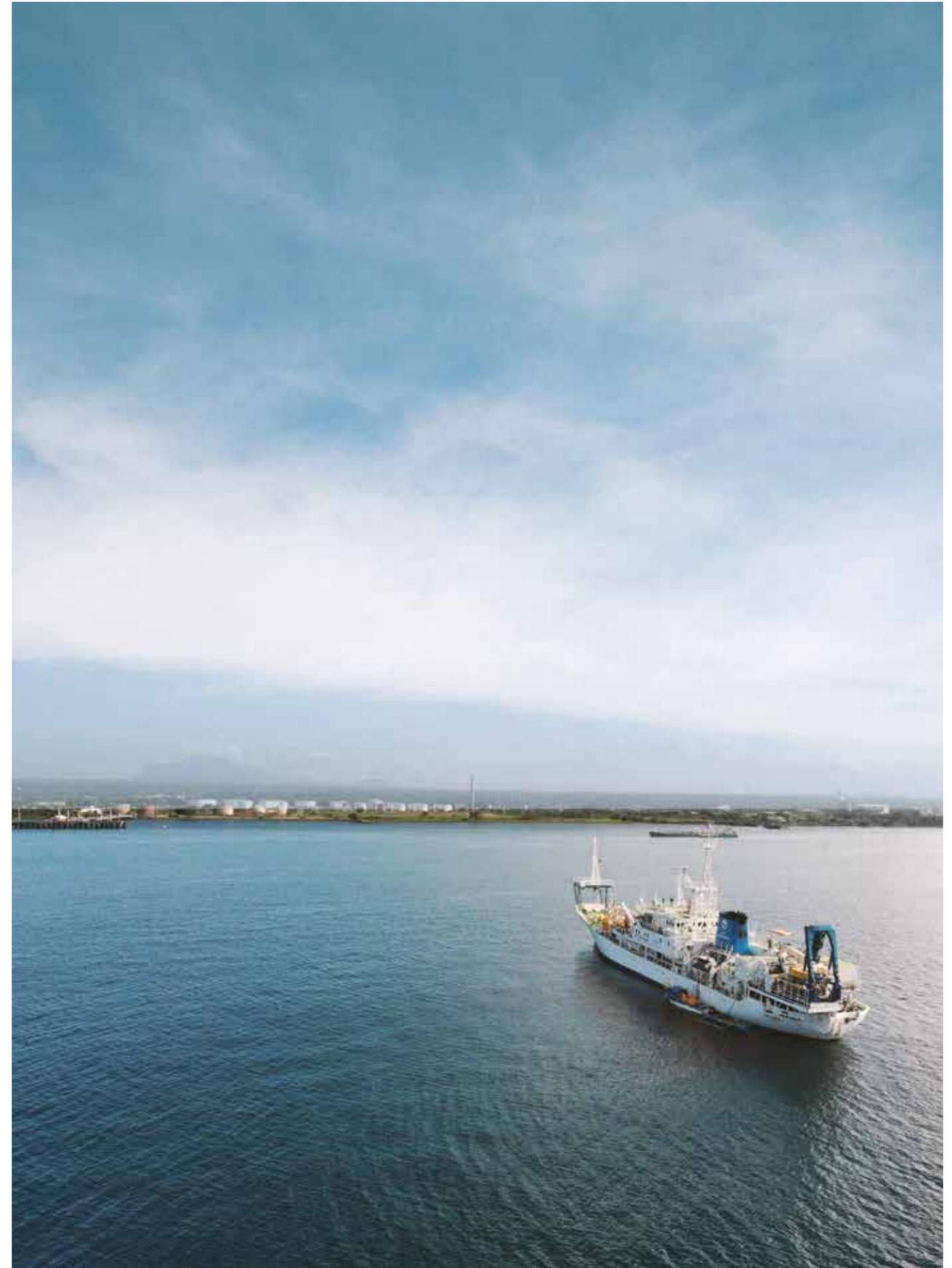
# PROFILE

THE PTC GROUP IS A DIVERSIFIED CONGLOMERATE.

The group consists of over 25 business units spread across six different industries.

Its legacy springs from the vision of its founder, Ambassador Carlos Salinas, to help transform the Philippines into a maritime nation, while celebrating Filipino professional excellence.

Over the years, the PTC Group has created a dynamic social infrastructure platform providing not only careers at sea, but also on land and in the air; continuously seeking to expand its reach for the betterment of the communities it serves, the country and the world.





## TOWARDS A CLEANER, GREENER, SAFER, AND SOUND FUTURE

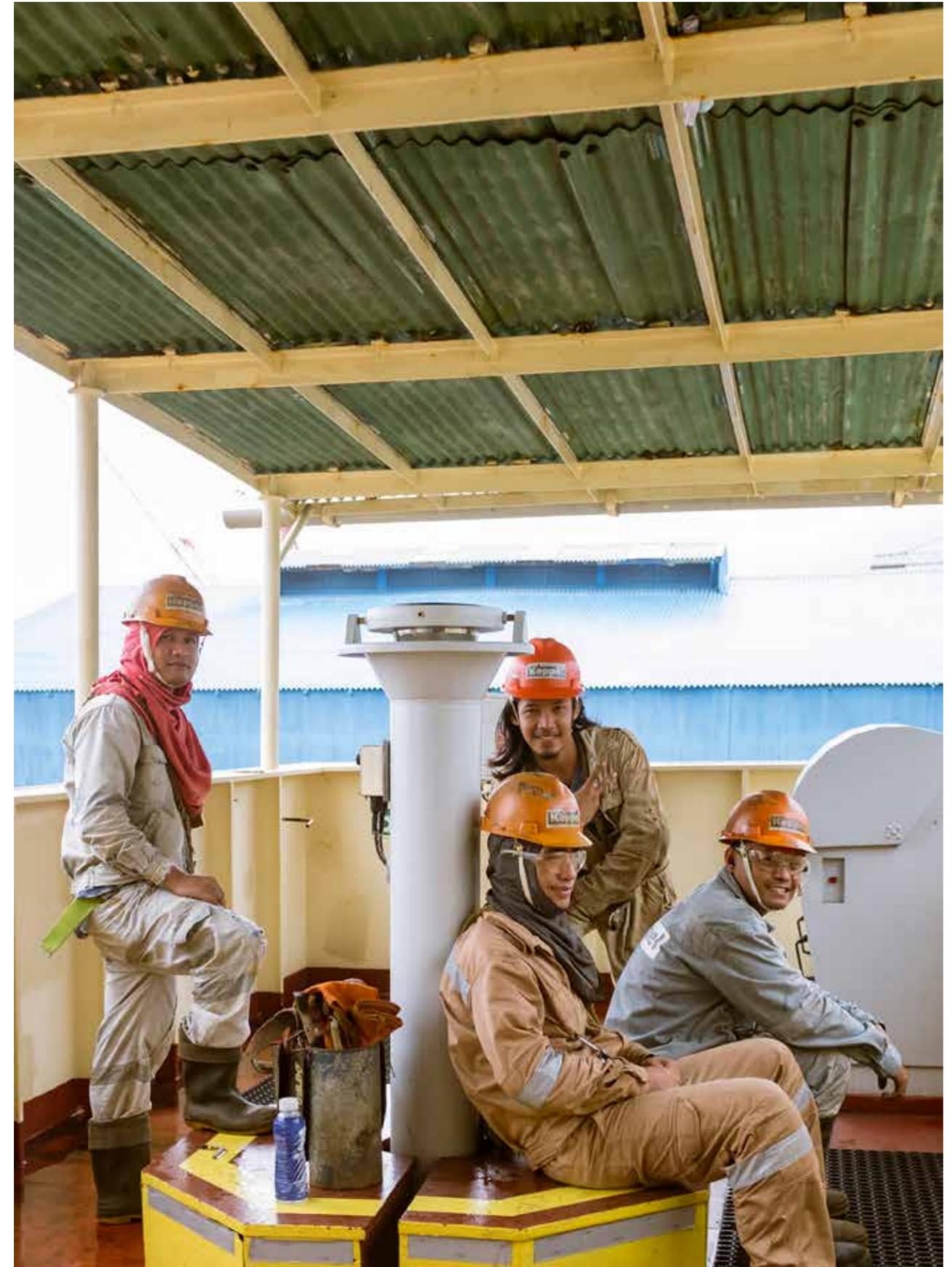
Throughout the history of mankind, society and industry have evolved the way we utilize the resources available on land, at sea, and in the air, driving development, global trade and humanity. As we look to create a sustainable future, we acknowledge that what got us to where we are today—our practices, mindsets, and habits—will not get us to where we need to be tomorrow.

The good news is that at PTC, we have in each of us the capacity to strive and progress toward a better future for all. Our ability to challenge ourselves and to work together, rising to whatever difficulties come our way, has been the hallmark and ultimate success of the PTC Group as we know it.

This inaugural Group Sustainability Report marks an important milestone in our corporate history. One that further deepens our commitment to the purposeful pursuit of good as we move the world in more ways than one.

Much work remains ahead of us. We are totally committed to sustainability in all its facets. Let us join together then, as **rPTCStrong**, to deliver a future that is cleaner, greener, safer, and sound.

AMB. CARLOS C. SALINAS  
PTC Founder  
IMO Maritime Ambassador



# PTC LOG

**1979**

Philippine Transmarine Carriers, Inc. (PTC) is founded by Carlos and Isabelita Salinas.

PTC bareboat charters 3 car bulk carriers staffing it with an all-Filipino crew.

**1984**

PTC builds 3 OBOs in Sweden.

**1985**

PTC moves its headquarters into Legaspi Village, Makati City.

**1989**

PTC marks its first decade in the industry.

**1990 - 2005**

PTC repeatedly garners recognition from the Philippine Overseas Employment Administration (POEA) for service excellence.

**1991**

PTC creates its logistics arm: PTC Agency and Transport (PTCAT).

**1992**

PTC opens the Philippine Center for Advanced Maritime Simulation & Training (PHILCAMSAT).

**1994**

PTC marks its 15th year hailing the theme "Progress, Teamwork, Commitment, and Integrity."

**1995**

PTC develops community housing with ACM Landholdings, Inc.

**1997**

PTC breaks ground for First Maritime Place on Bagtikan Street, Makati City.

**1999**

PTC transcends time at 25 years.

**2004**

PTC sets up Lifelinks International Resources, Inc.— a professional search and processing company that deploys skilled Filipino workers across the globe, providing careers in fields such as hospitality and healthcare.

**2006**

PTC expands outside the NCR with PTC Cebu.

**2007**

PTC strengthens its culture of care and launches Health Metrics, Inc.

Pacific Terraces Community (PTC) South is launched, a residential development created in a joint-venture with PTC and ACM Homes as the first in a roster of PTC seafarers' villages across the country.

**2008**

PTC partners with Mapúa Institute of Technology to create the Mapúa-PTC College of Maritime Education and Training (CMET).

**2009**

PTC celebrates "Living with Gratitude" at 30 years.

PTC establishes First Maritime Shared Services, Inc. (FMSS), as an outsourced services group, providing back office support and cost management services to various global industries.

PTC establishes a holding company to tee up The PTC Group's further diversification through PTC Holdings Corp.

**2010**

PTC activates its corporate social responsibility with the PTC-CSJ Foundation, The Group's way of "giving back" and "Moving Hearts to Action."

PTC empowers GMP economic freedom through First Maritime Credit Corp (FMCC).

PTC receives the Presidential Award of Excellence.

**2010-2019**

PHILCAMSAT is repeatedly acclaimed for maritime training excellence.

PTC embarks on fuel distribution through Northern Star Energy Corporation.

**2012**

The PTC Group expands into clean energy for a sustainable future.

PTC establishes its ship management arm through Lighthouse Ship Management.

**2013**

PHILCAMSAT's Maritime Skills Training Campus goes into operation.

PTC continues to "Move the World" at 35 years.

PTC opens Iloilo office.

**2014**

PTC broadens crew and ship management through a partnership with Aboitiz Jebsen.

PTC garners the MARINA Maritime Excellence Award. Northern Star Energy sets up GoPetrol Transport and moves into point-to-point liquid cargo transport.

PTC receives MARINA's Timonel Award for Maritime Excellence.

The PTC Group diversifies into aviation through its Aviation Training Center to enable cabin crew, aircraft maintenance, and flight dispatch careers.

The PTC Group embarks on construction through Finlay Development Corp.

The PTC Group establishes PTC Real Estate Development (PTC RED).

**2017**

PTC partners with MacroAsia to open the First Aviation Academy (FAA).

PTC wins the Welfare and CSR CrewConnect Global Industry Award.

**2018**

PTC earns POEA Blue Philippines Partner Recognition.

Northern Star Energy kicks off Northern Star Fuel Facilities Solutions, Inc.

PTC establishes presence in Japan.

PTCH pens partnership with Accor.

**2019**

PTC celebrates 40 years: Imagineering the Future.

PHILCAMSAT is honored by Lloyd's List Global, Lloyd's List Asia Pacific, Safety at Sea, and the CrewConnect Global Industry Awards for its Human Element Leadership & Management (HELM) program.

Pharm Metrics Drug Inc. opens its first branch of *Farmacia ni Dok*.

PTC Holdings celebrates its 10th year anniversary and expands its footprint into agriculture.

Health Metrics establishes its own molecular laboratory at its Makati clinic.

PTC-CSJ Foundation marks 10 years.

**2020**

Aboitiz Jebsen is renamed Jebsen PTC to reflect its expanding partnership with the PTC Group.

With all hands on deck, The PTC Group's Covid response results in the repatriation of 18,000 crew, redeployment of 15,000 GMPs onboard; PTCAT facilitates 4,500 crew changes; and, Health Metrics, Inc. administers 20,000 COVID-19 tests on seafarers.

Digital recruitment and talent acquisition delivers 130,000 seafaring applicants.

PTC provides emotional and well-being support by establishing WeTeam, a partnership with Synergy Marine Group.

**2021**

The PTC Group participates in the government's national COVID vaccination programs, actively facilitating the inoculation of global maritime professionals and employees.

The PTC Group implements its Quality, Safety, and Risk Management programs as it builds a culture of continuous improvement and operational excellence.

The PTC Group publishes its Sustainability Policy, deepening its commitment to sustainable development.

# OUR BUSINESS ARCHITECTURE



## SHIPPING

A total maritime solutions and social infrastructure program built to educate, develop, and support Filipino global seafarers, while also offering a comprehensive range of services to our Principals.

- Ship Management
- Crew Management
- Logistics
- Education and Training
- Outsourcing Solutions



## REAL ESTATE DEVELOPMENT

Creating both homes and hospitality, the Company transforms land into the habitats and venues where families and futures are nurtured, tourism is buoyed, and careers are created and sustained.

- Housing, Community, Property Development
- Construction
- Property Management



## ENERGY, ENVIRONMENT, AND INFRASTRUCTURE

Building and bolstering a balanced mix of energy sources fueled and empowered by the commitment to developing sustainable power and infrastructure solutions.

- Fuel Distribution
- Renewable Energy
- Rice Production



## HEALTHCARE

This cornerstone of our social infrastructure platform sustains the careers of our global maritime professionals (GMPs) and the communities we serve through medical diagnostics, active engagement, and interventions that ensure health and well-being.

- Diagnostics and Medical Care
- COVID-19 testing and vaccination
- Pharmacy Services



## AVIATION

Cultivating aviation expertise and developing skilled pilots, cabin attendants, and aviation technicians, enabling the industry to fly high and move the world.

- Pilot Training
- Cabin Crew Training



## PTCAPITAL

A sandbox that enables us to help create and establish extensions of our integrated platform of services.

- International Professional Placement
- Microfinance
- Insurance



**DRIVEN BY OUR VALUES**

Our commitment to serve is the cornerstone of the PTC Group and represents the heart and soul of who we are. Our core values of: Integrity, Compassion, Sustainability and Excellence, Dignity and Professionalism, and the Purposeful Pursuit of Doing Good, define how we conduct ourselves individually and as an organization. Combined, they provide the strong bonds that drive our culture when nurtured and lived out each day.

We proudly embrace sustainability as a key element of our overall strategic efforts, recognizing the responsibility to “do the right thing because it is the right thing to do,” particularly toward the people and the communities we serve. Our mantra to move the world in more ways than one is only as effective as our ensuring that we look after the world as well.

As we celebrate this first edition of our Group’s Sustainability Report, we do so knowing that our journey to a greener, more resilient future has just started. If we have proven anything over our last four decades, it is that passion, commitment, and dedication provide the impetus for us to achieve our goals and objectives, no matter how big or small, no matter the challenges faced. We are excited about what the future brings as we “imagineer” a better and more sustainable world for all.

CHRISTINA SALINAS MANZANO  
Executive Managing Director  
PTC Holdings Corporation

**OUR VALUES**  
THAT GUIDE OUR DAY-TO-DAY



**INTEGRITY**

Honoring our commitments. Encouraging our people to shine and become the best of themselves as part of The PTC Group community.



**DIGNITY AND PROFESSIONALISM**

Taking pride in our work and in working together to move the world in more ways than one.



**SUSTAINABILITY AND EXCELLENCE**

Promoting people, planet, and prosperity for the betterment of the communities we serve, the country, and the world.



**COMPASSION**

A culture of care, service, and respect, bringing out what is more human in each of us.



**PURPOSEFUL PURSUIT OF DOING GOOD**

Living out our vision and mission. Doing good while doing well.



# 02 SUSTAINABILITY

# OUR SUSTAINABILITY COMMITMENT

In our commitment to actively promote people, planet, and prosperity, the PTC Group embraces sustainability as we strive to effect change and move the world in more ways than one.

As a Group, we are focused on improving the lives of Filipinos and aim to contribute to the development of communities and the country. Anchored on our values, we have set out on a mission to not only move the world, but to also look after it.

## OUR APPROACH TO SUSTAINABILITY

We maintain that sustainability necessitates taking care of our people, keeping in mind the communities we serve, and being mindful of, purposeful with, and accountable for our actions. This means always acting with integrity, delivering our promise with quality and excellence, and driving a culture of care for our customers, our people, and our planet. We align all our actions with our values and ethics, always grounded and guided by our mission and purpose.

Sustainability is embedded in the way we live. It is, consciously and thoroughly, in everything we do day after day.

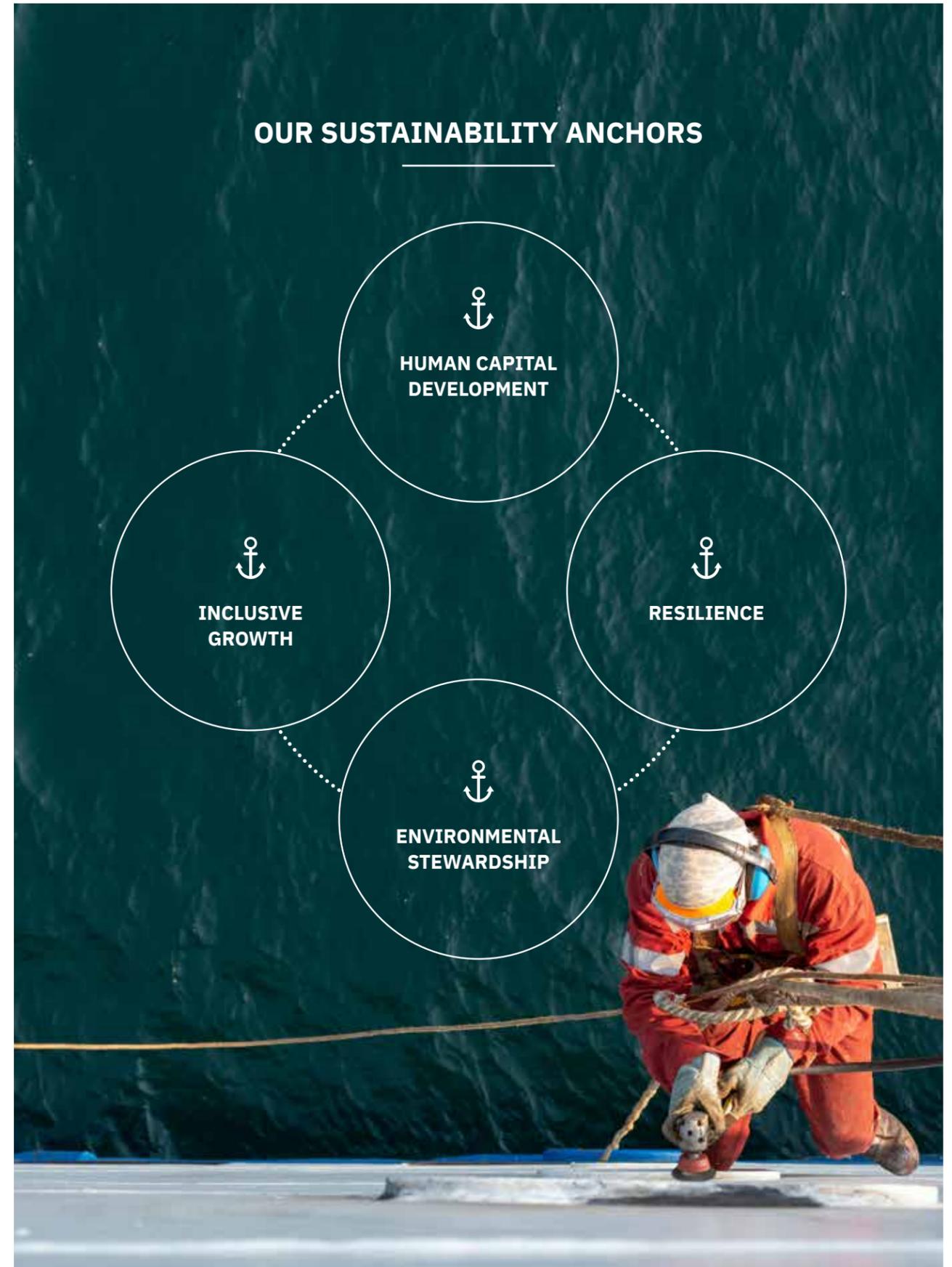
In 2021, we began setting specific goals and developing pathways to ensure we achieve our sustainability goals. In support of this, we established our Sustainability Policy to guide the decisions we make and the way we enact them.

## OUR SUSTAINABILITY POLICY

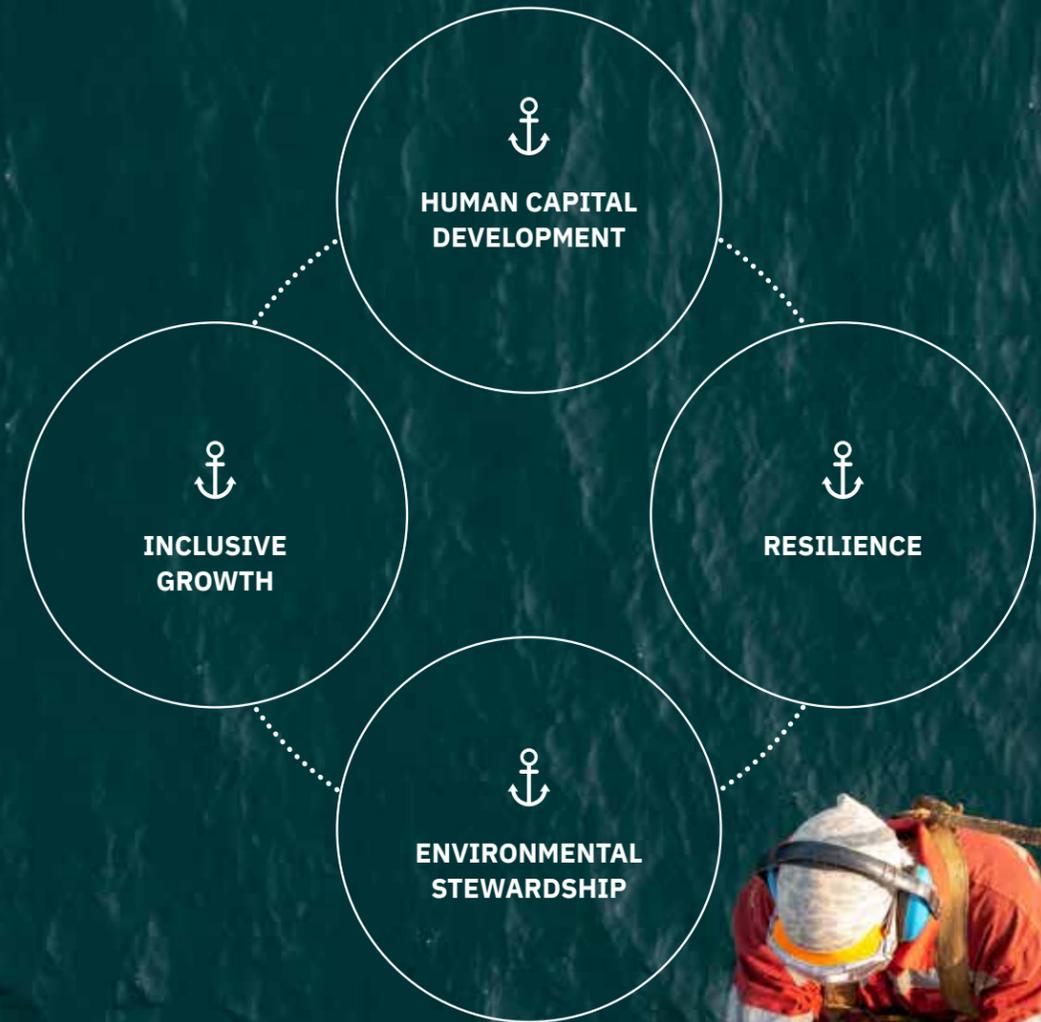
PTC Holdings Corporation has adopted sound and sustainable management practices, social and environmental responsibilities, and good governance.

It is the duty and responsibility of management and employees to:

- Integrate sustainability considerations in our operations and all our business decisions;
- Comply with all applicable legislation, regulations, and codes of practice;
- Minimize the negative impact of our operations on people, communities, and the environment;
- Streamline our business processes to ensure we lessen our emissions and waste, and use less water and energy; and,
- Monitor, review, report, and continually strive to improve our sustainability performance.



## OUR SUSTAINABILITY ANCHORS





## OUR SUSTAINABILITY ANCHORS

# HUMAN CAPITAL DEVELOPMENT

THE HEART AND SOUL OF THE PTC GROUP IS PEOPLE. In many ways, we owe our success to the people who have walked with us throughout our journey. It is through the commitment of our people that we are able to provide thousands of jobs for Filipino professionals across the globe, transform communities, and move lives. This is why human capital is an essential element in ensuring the sustainability of PTC. We invest heavily in training and skills development because upskilling and reskilling our people will prepare them for the rapidly changing future and will be a key element of our sustainability. We continue to pursue our goal of evolving Filipinos into professionals highly sought after in varied industries.

Through our social infrastructure platform, we have created a comprehensive solution for the selection, deployment, and continuous development of Filipino professionals on land, in the air, and at sea.

“

The more attuned we are to able-skilling our people, the more we can help enable Filipinos to excel as global professionals.

**GERARDO A. BORROMEIO**  
CEO



## OUR SUSTAINABILITY ANCHORS RESILIENCE

IN THE FACE OF CURRENT CHALLENGES, true grit and resilience prepare us to adapt to change and withstand shock.

At PTC, sustainability is equated with resilience, as it enables us to endure despite uncertainty, to continue to move the world and sustain lives.

Our businesses allocate resources and work towards boosting resilience in our operations, our people, and their communities. Through our health cluster, we provide complete diagnostic services at Health Metrics, Inc., as well as affordable medicine in *Farmacia ni Dok*.

We seek to promote not only physical health but also psychological, emotional, and social well-being as they are equally crucial components of health overall. In partnership with the Synergy Marine Group, we offer mental health support for seafarers as well as employees through WeTeam, an emotional well-being and support platform that is available 24/7, confidential, and free.

Our shipping cluster deploys skilled seafarers trained as first responders. With a strong base of trained maritime professionals, particularly in emergency response, we launched Project RISE (Resilience Improvement Support and Education for Seafarer Communities in the Philippines) as a flagship initiative on resiliency, targeting vulnerable communities using seafarers as model first responders while also engaging other community members, including the youth, developing and implementing disaster preparedness programs.

“

Future proofing will be at the center of our team's work in the years to come. The landscape is rapidly changing and so we strengthen our plans and systems in anticipating an evolving future of work.

**MAJ. GEN. RESTITUTO PADILLA JR. PAF (RET)**  
Executive Director for Corporate Public Policy,  
Risks, and Sustainability  
PTC Holdings Corporation



## OUR SUSTAINABILITY ANCHORS ENVIRONMENTAL STEWARDSHIP

AS OUR BUSINESSES GROW AND EXPAND THEIR REACH on land, air, and sea, we take to heart our responsibility to guarantee that our operations do not negatively affect the environment.

As stewards of the ocean, our shipping cluster, particularly the ship management business, ensures the implementation and strict compliance with regulations set by the International Convention for the Prevention of Pollution from Ships (MARPOL 73/78).

Our travel assistance group and our aviation cluster have begun setting targets to reduce their carbon footprint through investments in low carbon technologies and carbon offsetting initiatives by 2030.

For the homes we build and the communities we develop, we have shifted new projects to using water-saving installations and energy-efficient technologies. We are developing new communities that incorporate sustainable design and methodologies in the building process. Our aim is to build and maintain sustainable communities in the years to come.

Our energy cluster has formed its Environment, Social, and Governance (ESG) committee to lead sustainability governance and ensure monitoring and maintenance of ESG related targets. All of Northern Star Energy Corporation's trucks are 100% compliant with truck emissions regulations as per the Clean Air Act of 1999.

In our pursuit to protect marine life, sustain clean oceans, and help find solutions to the alarming severity of global plastic pollution, we created *Plastic Free Starts with Me* as a Group-wide initiative that engages our employees and our communities. To date, this initiative has prevented 1.7 metric tons of plastic from polluting our waterways and seas.

“

Environmental stewardship has always been a main thrust of our work. From sparking the curiosity of children to encouraging passion about nature and environmental issues among the youth, we hope that through the work that we do, we can be a part of the solution and inspire people to become lifelong advocates of sustainability.

**FLORY A. TABIO**  
Executive Director, PTC-CSJ Foundation



## OUR SUSTAINABILITY ANCHORS INCLUSIVE GROWTH

OUR FOURTH SUSTAINABILITY ANCHOR is one that strongly reflects the PTC Group's purpose. Inclusive growth means creating opportunities for all, raising the standard and quality of living, and specifically for us, ensuring productive employment for the global Filipino professional.

Our first venture in agriculture is an example of our effort to foster inclusive growth. By working in unison with farmers and communities, we create jobs, increase income and wealth and, improve access to resources, technology, and markets. We've established new channels in our health cluster that make affordable medicine and healthcare more accessible. Through PTC Insurance Agency, Inc. and First Maritime Credit Corporation, we help safeguard families and contribute to broadening the base for the financial inclusion of seafarers and their families.

The work that our Lifelinks International Resources, Inc. team has done over the years has provided access to employment for healthcare professionals all over the world, as well as workers with diverse skills suited for different industries. As part of Lifelinks' contribution to sustainable development, more opportunities and access to jobs for unemployed youth are underway. In carrying out our work, we remain mindful of the responsibility to ensure safe working conditions and the promotion of fair labor practices for all.

Broad-based inclusive growth requires a longer term perspective, taking the time to reinforce the key principles and philosophies embodied in any sustainability effort. In so doing, when we foster inclusive growth, our actions make a more transformational impact on people and communities.

“

The PTC Group's dynamic social infrastructure platform is a testament to our commitment to create opportunities for all—whether on land, in the air, or at sea. We continuously seek to expand our reach and broaden the base for the betterment of the communities we serve, the country, and the world.

**DENISE ALAMPAY**  
Sustainability Manager  
PTC Holdings Corporation

## OUR SUSTAINABILITY INITIATIVES

# PROJECT RISE



### PROJECT RISE

#### Resiliency Improvement Support and Education for Seafarer Communities in the Philippines

Project RISE develops and implements disaster preparedness programs for seafarer communities. The project contributes as well to ongoing local and national efforts to capacitate communities for better disaster risk reduction and management.



### RIS2E

#### Resiliency Improvement for Seafarers and Seafaring Enterprises

RIS2E was developed in collaboration with DEG (German Investment Corporation) and ASSIST (Asia Society for Social Improvement and Sustainable Transformation). The project enhances the capacity of domestic fleet operators and communities to respond to calamities through training and implementing disaster preparedness programs. The program has been ISO 22301:2019 Security and resilience - Business continuity management systems certified.



### SEA MARINERS

#### A youth engagement program for disaster preparedness.

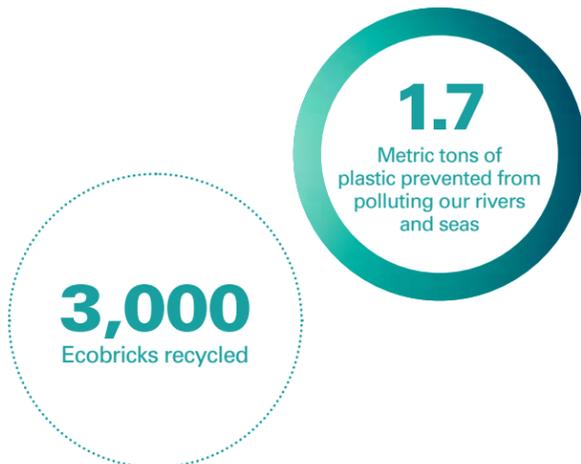
A volunteer-led initiative for the youth, aged 11-21, educating them on sustainability principles and resilience. This after-school program has developed over 200 learning modules on protection, climate change, disaster preparedness, health and sanitation, youth leadership, financial literacy, and basic seamanship.



## OUR SUSTAINABILITY INITIATIVES PLASTIC FREE STARTS WITH ME

**PLASTIC FREE STARTS WITH ME IS AN EMPLOYEE-LED CAMPAIGN** that contributes to the UN Sustainable Development Goals of protecting Life Below Water and Responsible Consumption and Production. Among the objectives of this campaign are to enact behavioral change and broaden the consciousness of employees and communities concerning plastic pollution.

Since its inception, the campaign has produced 3,000 ecobricks and prevented 1.7 metric tons of plastic from entering the waterways and seas. Aside from the collection of plastic waste and turning them into ecobricks, PLASTIC FREE STARTS WITH ME established partnerships with local governments and organizations to ensure circularity from aggregation, upcycling, and livelihood creation.



## OUR SUSTAINABILITY INITIATIVES RICE, INC.

**RICE INTEGRATED COMMERCIAL ENTERPRISES, INC. IS PTC HOLDING'S FIRST VENTURE IN AGRICULTURE.**

RICE, Inc. is a social impact investment of PTCH. Through this program the PTC Group hopes to improve the efficiency, consistency, and sustainability of rice production in the country.

Operating in the province of Tarlac, RICE, Inc. is a collaboration with small farmers and landowners to implement a modern, non-traditional program of quality palay production. A partnership of value creation, it aims to integrate the components of rice production into one single entity operating under a centralized system of productivity, cost control, and quality.





# 03 BUSINESS UNITS AND SUSTAINABILITY GOALS

# SHIPPING CLUSTER SHIP MANAGEMENT

OUR SHIP MANAGEMENT TEAM PROVIDES COMPREHENSIVE ship management services and complementary maritime solutions customized to meet the individual needs of our customers. These encompass:

- Technical management
- Marine operations management
- Crew management
- Vessel accounting
- Vessel purchasing

We focus and synergize our teams' knowledge and expertise, alongside global innovations, to sustain our partners' businesses, helping them achieve their objectives.

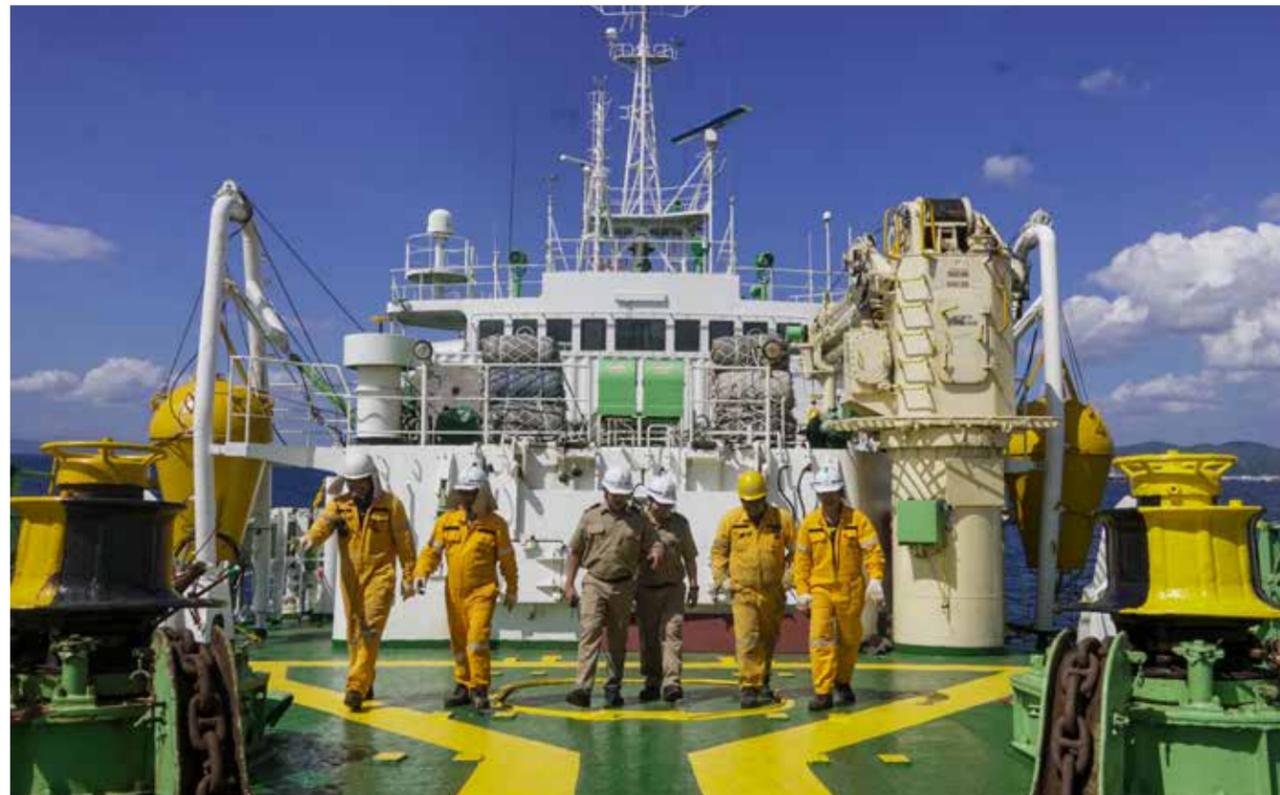
**We commit the following to all our customers:**

Maximum vessels' safety, reliability, and efficiency to allow them to achieve higher income at the lowest possible operating cost. This also includes operating with zero tolerance for oil pollution with a keen emphasis on the prevention of marine pollution of any kind, and the sustainable operations of vessels.

Enhancing our clients' reputations by operating with integrity, full compliance with international standards and regulations, and a top quartile safety and performance record.

Quality professional shipping and ship management services to owners, operators, and charterers.

Competent and qualified personnel, both onboard and ashore.



We maintain strict compliance with international standards and local statutory regulations largely focused on the prevention of maritime pollution.

**This includes programs and systems in response to the UN Sustainable Development Goals 13 and 14.**

- 100 percent of vessels in the fleet are duly certified with the Ship Energy Efficiency Management Plan (SEEMP) that is designed to improve the energy efficiency of a ship in a cost effective manner. This also aims to measure the amount of carbon emissions per ton of cargo carried by the vessel, thereby monitoring carbon footprints in the environment.
- 100 percent of vessels are in full compliance with IMO 2020 that limits the sulphur in the fuel oil used on board ships. A reduction in sulphur oxides in the air is highly beneficial to the environment and human health.
- All vessels are certified in compliance with the MARPOL 73/78 Convention.
- 100 percent compliant with the European Union (EU) MRV Regulation 2015/757 on the monitoring, reporting, and verification of carbon dioxide emissions from maritime transport.
- 100 percent compliant with the International Convention for the Control and Management of Ships' Ballast Water and Sediments (BWM Convention)



PTCSMI, as vessel managers, engaged largely in maintaining full compliance with standards and international conventions aimed at sustaining marine life, lessening pollution in the waters, and reducing harmful or poisonous emissions.

OBJECTIVE	INITIATIVE	KPI
<b>UN SDG 13 - Climate Action</b> Monitoring of CO2 emissions and reporting to the IMO	IMO DCS / EU MRV	<ul style="list-style-type: none"> <li>100% compliance</li> </ul>
<b>UN SDG 13 - Climate Action</b> Low sulphur fuels	Fuel sulphur content management	<ul style="list-style-type: none"> <li>100% compliance</li> </ul>
<b>UN SDG 14 - Life Below Water</b> Marine Pollution training and education	PHILCAMSAT's 2C training on marine pollution	<ul style="list-style-type: none"> <li>Increase access of officers, crew, and shore-based personnel to marine pollution training</li> </ul>
<b>UN SDG 14 - Life Below Water</b> Garbage discharge as per MARPOL Annex V	Garbage management plan on board	<ul style="list-style-type: none"> <li>100% compliance</li> <li>Shore disposal of garbage through accredited shore reception facility</li> </ul>
<b>UN SDG 14 - Life Below Water</b> Sewage treatment on board ships prior to discharge MARPOL Annex IV	No sewage to be discharged untreated as per MARPOL regulations	<ul style="list-style-type: none"> <li>100% compliance (all vessels are equipped with approved sewage treatment plants)</li> </ul>
<b>UN SDG 14 - Life Below Water</b> Garbage discharge as per MARPOL Annex V	Garbage management plan onboard	<ul style="list-style-type: none"> <li>100% compliance</li> <li>Shore disposal of garbage through accredited shore reception facility</li> </ul>
<b>UN SDG 14 - Life Below Water</b> Ballast water pollution prevention	Ballast water treatment systems	<ul style="list-style-type: none"> <li>100% compliance (all vessels equipped with approved Ballast Water Treatment Plant)</li> </ul>
<b>UN SDG 14 - Life Below Water</b> Anti-fouling paint	Application of non-TBT anti-fouling paints	<ul style="list-style-type: none"> <li>100% compliance coated with non-TBT paints during drydocking</li> </ul>
<b>UN SDG 14 - Life Below Water</b> Oil pollution control MARPOL Annex I	Zero tolerance to oil pollution	<ul style="list-style-type: none"> <li>100% compliance (no oil pollution policy)</li> </ul>

## CERTIFICATIONS, AWARDS, AND PARTNERSHIPS

- ISO 9001 : 2015 Certified – TUV Rheinland
- International Safety Management Certified Safety Management System - Class NK / Panama
- International Safety Management Certified – Safety Management System - Class NK / Republic of Marshal Islands
- International Safety Management Certified – Safety Management System - American Bureau of Shipping / Maritime Industry Authority

To guarantee that PTCSMI provides safe, reliable, efficient, and sustainable ship management services to clients, our team operates in partnership with international certifying bodies and standards organizations to ensure complete compliance with the UN Sustainable Development Goals.



# SHIPPING CLUSTER CREW MANAGEMENT

THE PTC GROUP COMPRISES SOME OF THE LARGEST CREW MANAGEMENT and diversified maritime services companies in the Philippines, with, altogether, over 36,000 crew on board at any given time on over 1,200 vessels worldwide. Though operations have been challenged by the COVID-19 pandemic, the Group has continued to service and provide skilled crew for its principals.

A pioneering spirit is characteristic of our crewing operations. From deploying the first all-Filipino onboard crew early on, to cultivating the first Filipina officer and up until recently, pioneering a digital crewing system solution. At the core of this drive is a deep appreciation for the importance and contribution of the crew—every ship’s heart and soul.

Our overall crew management philosophy and business model are anchored on the principle of establishing “partnerships of equal interest” with a fundamental focus on the overall development of the Global Maritime Professional (GMP). The approach has successfully been cascaded and applied with our 122 principals—each an industry leader in Europe, Asia, and North America. Our principals share our focus on seafarer welfare and career development, and are our committed partners in inspiring lives, building futures, and moving the world.

Crew Management at The PTC Group is in the able hands of Philippine Transmarine Carriers, Inc., Jebesen PTC Maritime, Transocean Shipmanagement, Royal Caribbean Crew Management, PTC Japan, and MSC Crewing Services Philippines.



Our key efforts during the COVID-19 pandemic were directed at programs designed to secure the health, safety, and welfare of our GMPs—as well as boost their eligibility for redeployment. Among the initiatives activated was #VaxUpPTCI, a massive vaccination program that ran in coordination with the PTC Cares programs and was conducted in cooperation with the Maritime Industry Authority and Local Government Units.

Healthy lifestyles are championed with the crew and staff—and all the way down to the passengers. General wellness, most especially mental wellness, is a key priority. We implement various programs supporting over-all health with the help of our health and wellness arm, Health Metrics, Inc.

### WeTeam

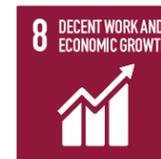
Realizing that the effects of COVID-19 went beyond physical illness, the WeTeam program was established offering confidential counseling and further psychosocial support to both our seafarers and employees.

### ONLINE LIFE SKILLS

Making full and better use of the lockdowns, our Family and Crew Relations partnered with PHILCAMSAT and Fair Training Center to continuously look after the well-being of our GMPs. Among the subjects offered were: Mental Health, Resiliency, Effective Communication, Conflict Management, Self-care, Financial Literacy, and Migration. In 2021, a total of 380 GMPs graduated from 30 batches of these workshops. In 2022, the workshops continue.



We encourage equal opportunity employment, benefits, and growth for all genders, and are against any form of gender discrimination.



Despite the travel restrictions, closed borders, and country- and world-wide lockdowns, our Crew Management teams were able to deploy over 22,000 seafarers on board.

We ensure decent work and provide significant employment opportunities to competent and skilled workers which help them provide for the needs of their families and communities. Furthermore, the remittances of our GMPs contribute to the economic growth of the country.

OBJECTIVE	INITIATIVE	KPI
<b>UN SDG 3 - Good Health and Well Being</b> Promote health and wellness programs to our crew	<ul style="list-style-type: none"> <li>Cascade to all crewmembers and onshore employees existing health and wellness programs</li> <li>Provide help through WeTeam in case of mental wellness issues</li> </ul>	Inclusion in the orientation briefing
<b>UN SDG 5 - Gender Equality</b> Women Empowerment	<ul style="list-style-type: none"> <li>Embrace inclusiveness and eliminate gender biases</li> </ul>	Garner at least a 5% increase in women crewmembers on board
<b>UN SDG 8 - Decent Work and Economic Growth</b> Additional job opportunities on board and onshore	<ul style="list-style-type: none"> <li>Encourage our Principals to provide more positions for Filipinos</li> <li>Hold regular training upgrades for the crew so that they can move up to more senior positions</li> </ul>	Increasing Filipino crew on board by 24% or more by 2026

## STANDARDS, MEMBERSHIPS, RECOGNITION

We hold ourselves to the highest global standards, ensuring that we adhere to industry requirements and benchmark ourselves against the best in class.

Our team is honored by and grateful for the recognition of its hard work and sustained level of excellence by international maritime organizations, as well as by the Philippine Department of Labor through the Philippine Overseas Employment Administration (POEA).

### STANDARDS

- ISO 9001:2015 Quality management system
- ISO 14001: 2015 Environmental management system (PTCI)
- ISO 22301:2012 Business continuity management system (PTCI)
- POEA LICENSE (with MLC provision)
- MARITIME LABOUR CONVENTION 2006
- TANKER MANAGEMENT AND SELF-ASSESSMENT (Audited by Ark Marine)
- MARINA
- RA 10173 – DATA PRIVACY

### MEMBERSHIPS

- Maritime Anti-Corruption Network (MACN)
- International Maritime Employers Council Ltd. (IMEC)

### AWARDS & CITATIONS

- Top Ten Manning Agencies in the Philippines: PTCI and RCM
- Nordic Sustainability Awards 2021 - Finalist for Sustainability Business Partner of the Year Category
- MARINA Exceptional Bravery at Sea Award 2021: 2/O Lacruser P. Relativo of Marin Shipmanagement Ltd.
- Mission to Seafarers' Seafarer of the Year Award 2021: Chief Cook Luvimar Ibay
- Mission to Seafarers' Seafarer of the Year Award 2021 (Shortlisted): Captain Giovanni Perucho
- Global Maritime Forum's Future Maritime Leaders essay competition 2021: Criselle Angela David, PTC Business Strategy Officer

## COVID-19 RESPONSE

COMING FROM A TOUGH 2020 which saw the repatriation of more than 19,000 passenger vessel crew and 1,185 cargo crew whose contracts had been extended, the 2021 focus was on supporting the cautious and healthy revitalization of shipping and the safe return of our Global Maritime Professionals to sea.

A number of programs were poured into supporting the government's national COVID-19 vaccination program. Crewing managers partnered with the Philippine Maritime Authority and the Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP) to allow for the vaccination of our Global Maritime Professionals at their

local health centers. Working closely with principals and our preferred health partner, the team also provided vaccines to GMPs for whom the Group's assigned inoculation centers were accessible.

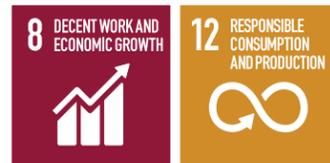
Supporting the mental wellness of the crew was a priority. Members of the team provided coaching and encouragement to crew members who were understandably hesitant to get back on board after the struggles they experienced in 2020. In addition, in partnership with WeTeam professionals, calls were made to check in on 53 seafarers and provide them with emotional support while they were in quarantine.



# SHIPPING CLUSTER PTC AGENCY & TRANSPORT INC. (PTCAT)

PTC AGENCY & TRANSPORT INC. IS A SUPPLY CHAIN SOLUTIONS company. Fully licensed, PTCAT offers a full suite of services that caters to both vessel and crew, as well as freight management requirements.

PTCAT is capable of performing land, air, and sea end-to-end logistics.



In support of the United Nation's sustainability goal to make available decent work to support economic growth, PTCAT will strive to ensure 100% labor compliance, equitable wage scaling, contribute to job creation while also investing in education to improve learning and the development of our people.



Logistics and connectivity play key roles in enabling sustainable supply chain patterns that will contribute to the achievement of SDG 12. Beginning 2022, PTCAT will embody SDG 12—by encouraging the adoption of sustainable practices through support for solar power, clean water, and reduction of our businesses' emissions and waste.



# SHIPPING CLUSTER

## PHILIPPINE CENTER FOR ADVANCED MARITIME SIMULATION AND TRAINING, INC. (PHILCAMSAT)

PHILCAMSAT was established on May 26, 1992. Headquartered in the central business district of Makati City, the center offers state-of-the-art facilities and cutting-edge technology that mimics the onboard environment.

IT IS THE FIRST MARITIME TRAINING CENTER IN THE PHILIPPINES thrice-certified by Det Norske Veritas for Maritime Training, Maritime Simulator Training Services, and ISO 9001. In addition, PHILCAMSAT is the only institution in Asia certified by the Belgian Maritime Inspectorate, thus setting a global standard for training in the Philippines.

PHILCAMSAT is committed to discovering and harnessing top maritime talent and turning out highly-skilled, well-trained, global maritime professionals (GMPs) capable of ensuring safety, security, and quality service onboard.

### SUSTAINABLE DEVELOPMENT GOALS



PHILCAMSAT serves as the implementing body for the partnership between PTC and the Synergy Marine Group, whose aim is to provide emotional well-being support to seafarers through the 24/7 WeTeam Helpline.

Number of voice and SMS calls received by the WeTeam Helpline

	2021	2022 - Q1
Voice	86	11
SMS	4	5



PHILCAMSAT's Cornerstone and Capstone (2C) Program is designed to enhance our GMP's technical and behavioral skills and address competency gaps. It is aimed at producing competent GMPs with qualifications and capabilities above minimum standards.



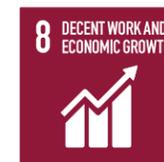
Our training center provides equal access for men and women, allowing them quality technical and vocational education. Beyond this, one of the cornerstones of the 2C Program is a social and behavioral understanding of gender diversity.



At the MAST, our newly completed Materials Recovery Facility (MRF) began operations. It was approved and certified to be in compliance with the requirements of the Maragondon LGU.



With many benefits that can be derived from having affordable and clean energy, the MAST Campus is investing in a Solar Street Project, a green alternative to traditional lighting completely independent of the grid. This means that they no longer rely on power from the grid to run their operations. This comes with the added advantage of having a continuous supply of light even during a power outage.



PHILCAMSAT recognizes the contributions of seafarers to national growth and their ability to achieve higher levels of economic productivity. We shall continue to attract and engage more trainees with the clear and focused intention of transforming them into global maritime professionals.



PHILCAMSAT has transitioned from the traditional method of course delivery. The Center has strengthened its training capabilities via its e-learning platform. This allows the Center to seek and embrace various sustainable learning solutions applying enhanced research and development efforts.



PHILCAMSAT's Culinary Program aims to enhance the ship personnel's knowledge, understanding, and appreciation of the importance of proper nutrition and a healthy lifestyle on board. The program offers food safety courses, focusing on general stocks handling procedures required for kitchen goods, including the proper disposal of damaged and spoiled supplies in accordance with port regulations and government requirements.



Our proprietary 2C Program delivers education options to seafarers. Among its objectives is to increase their awareness of environmental laws and policies.



Recognizing the importance of marine conservation and protection for the sustainable development of our ocean-based resources, PHILCAMSAT offers training that provides our seafarers with a deeper knowledge of environmental laws and regulations, with a particular focus on measures that can be implemented to protect marine resources from environmental damage from vessels.



OBJECTIVE	INITIATIVE	KPI
Keeping seafarers' emotional well-being front and center	<ul style="list-style-type: none"> <li>WeTeam 24/7 Helpline</li> </ul>	Increase WeTeam coverage and awareness by 25% annually
Strengthen the resiliency and adaptive capacity of our GMPs to climate-related hazards and natural disasters	<ul style="list-style-type: none"> <li>2C Program</li> </ul>	To increase the number of trainees by 15% annually
Reduction of marine pollution through education and training	<ul style="list-style-type: none"> <li>2C Program</li> </ul>	To increase the number of trainees by 15% annually
Promote harmonious relationships onboard and raise awareness of gender diversity	<ul style="list-style-type: none"> <li>2C Program</li> </ul>	To increase the number of trainees by 15% annually
Ensure that pool water is safe for the trainees by securing a sanitary permit that requires a microbiological test for pool and domestic water	<ul style="list-style-type: none"> <li>Swimming pool monitoring</li> </ul>	Compliance with: <ul style="list-style-type: none"> <li>Monthly microbiological test of pool water from an accredited testing center</li> <li>Quarterly and annual report to Department of Energy and Natural Resources (DENR) for Discharge Water Permit</li> <li>Annual sanitary permit</li> </ul>
Reduce dependence on utility grid	<ul style="list-style-type: none"> <li>Solar streetlighting project</li> </ul>	100% of the street lighting converted to solar powered streetlights
Develop and train more Global Maritime Professionals	<ul style="list-style-type: none"> <li>Enhanced promotions and awareness campaign</li> </ul>	Increase the number of trainees by acquiring new clients annually: 10 internal and 10 external clients
Use innovative course design and delivery options	<ul style="list-style-type: none"> <li>82 face-to-face courses converted to online courses as of 2021</li> </ul>	<ul style="list-style-type: none"> <li>10 days turnaround time for conversion of face-to-face course to online course</li> <li>Converted within 5 days with excellent rating</li> </ul>
Establish a repository for segregated waste that can be reused or recycled	<ul style="list-style-type: none"> <li>Materials Recovery Facility</li> </ul>	<ul style="list-style-type: none"> <li>100% compliance with national and local regulations</li> <li>Reduce hauling costs by PhP 20,000 per year</li> </ul>
Strengthen ecological solid waste management and reduce the adverse effects of climate change		
Promote the importance of recycling and segregation by collecting plastic bottles inside a metal bin		

## CERTIFICATIONS AND OTHER SUSTAINABILITY EFFORTS

- PHILCAMSAT designed modules to explain how the gas emissions on ships contribute to air pollution, as well as the environmental effects of sulphur oxide. The modules were created in partnership with Ecospray, an engineering company that has made industrial processes more sustainable with the cleaning and treatment of polluting emissions.
- PHILCAMSAT's partnership with ERMA FIRST, a leading manufacturer of ballast water treatment systems (BWTS), highlights the importance of learning about environmental protection systems, water filtration, and waste water management.
- PHILCAMSAT is ISO 9001:2015 certified. It adopts a Quality management system that provides a framework for the development of a sustainable organization.

## ACCREDITATIONS, PARTNERSHIPS, MEMBERSHIPS, AND AWARDS

### ACCREDITATION BODIES

#### ISO

- DNV-GL: ISO 9001: Quality management system certification

#### Local

- MARINA
- TESDA

#### International

- Belgian Maritime Inspectorate (BMI)
- OPITO
- UK Merchant Navy Training Board

#### Partnerships

- Ecospray
- ERMA FIRST
- Gass Teknikk
- WeTeam
- Simwave

### MEMBERSHIPS

- PAMTCI
- Filipino Shipowners Association
- InterManager
- Dutch Chamber of Commerce in the Philippines

### AWARDS

- SAFETY AT SEA Awards 2019: Best Crew Training Program
- LLOYD'S LIST Asia Pacific Awards 2019
- Global Awards 2020: Excellence in Safety & Training
- CREW CONNECT GLOBAL 2019: Safety at Sea



# SHIPPING CLUSTER

## FIRST MARITIME SHARED SERVICES (FMSS)

First Maritime Shared Services (FMSS) is a diversified business process outsourcing platform.

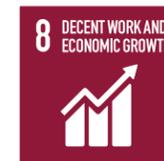
WE ARE BUILDING TEAMS OF GLOBAL PROFESSIONALS and knowledge workers with particular expertise and competencies in the various facets of the maritime industry. This is aligned with PTC's mandate to enable the continuous expansion of unique maritime solutions—keeping in mind the global communities we serve and leveraging on a disciplined, highly-skilled, globally-oriented, and digital-savvy workforce.

We service a wide range of requirements for ship management, supply chain operations, human resource administration, customer engagement, accounting, travel and communications, and IT application.

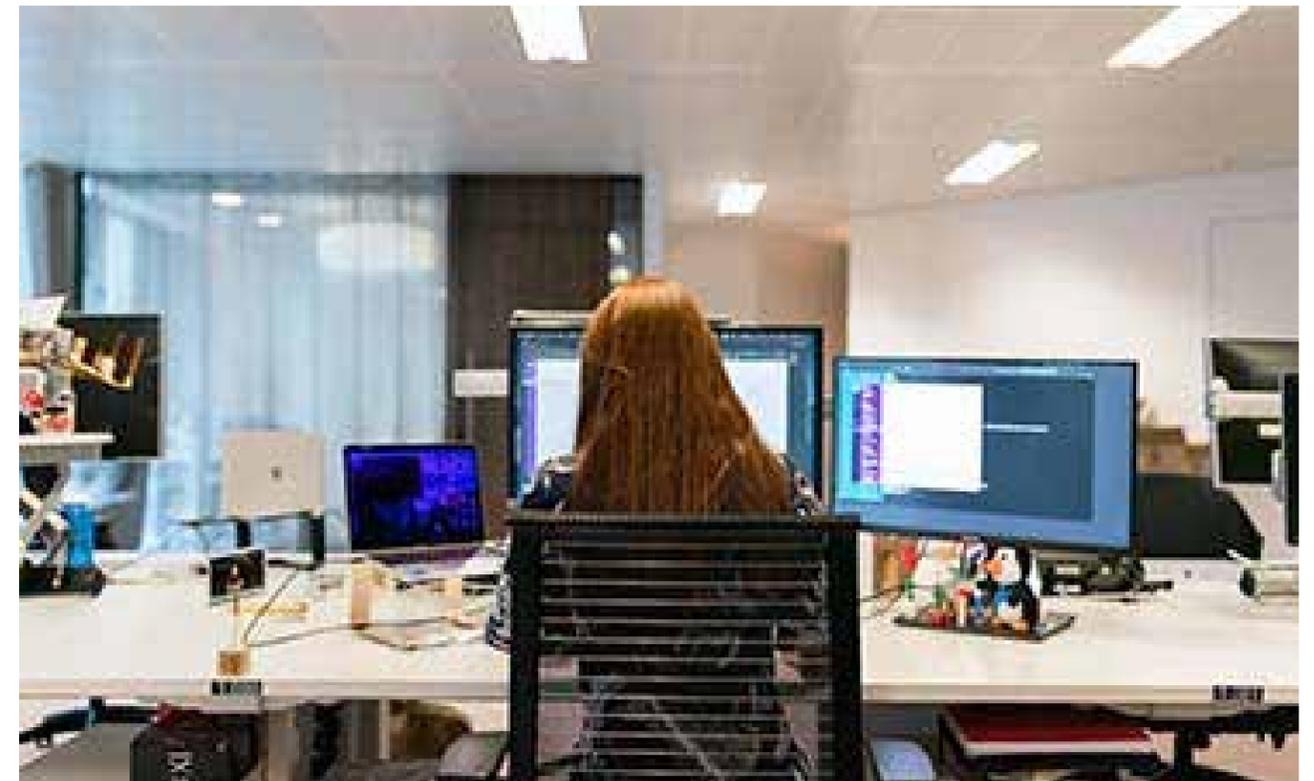
As a result of the COVID-19 pandemic, outsourcing has become even more of a growth industry.



FMSS belongs to the country's BPO industry—currently a major employer of Filipinos and contributor to the Philippines' GDP (PHP 26 bn or 11% of GDP; employing 1.3 million Filipinos). In tandem with our OFWs, the BPO industry has long been a pillar of the Philippine economy. We believe that through our work and the dedication of our people, we are able to contribute to the development of the country as we serve industries across the globe.



FMSS provides access to productive employment, enhancing professional skills through basic and further training, creating a globally competitive workforce. We allow businesses to seamlessly operate 24/7, improving productivity, and resulting in further economic growth.



# SHIPPING CLUSTER

## OUR LATEST NUMBERS

### CREW MANAGEMENT



**+72,000**  
TOTAL POOL

**+36,000**  
CREW ON BOARD

**1,272**  
VESSELS

### SHIP MANAGEMENT



 **16**  
VESSELS

### LOGISTICS



**30**  
YEARS OF SEAMLESS  
MOVEMENT AND ON-TIME  
DELIVERY

### OUTSOURCING SOLUTIONS



 **147**  
VESSELS

### EDUCATION & TRAINING



**500** **243**  
GRADUATES CAETS

**22,000**  
TRAINEES ANNUALLY

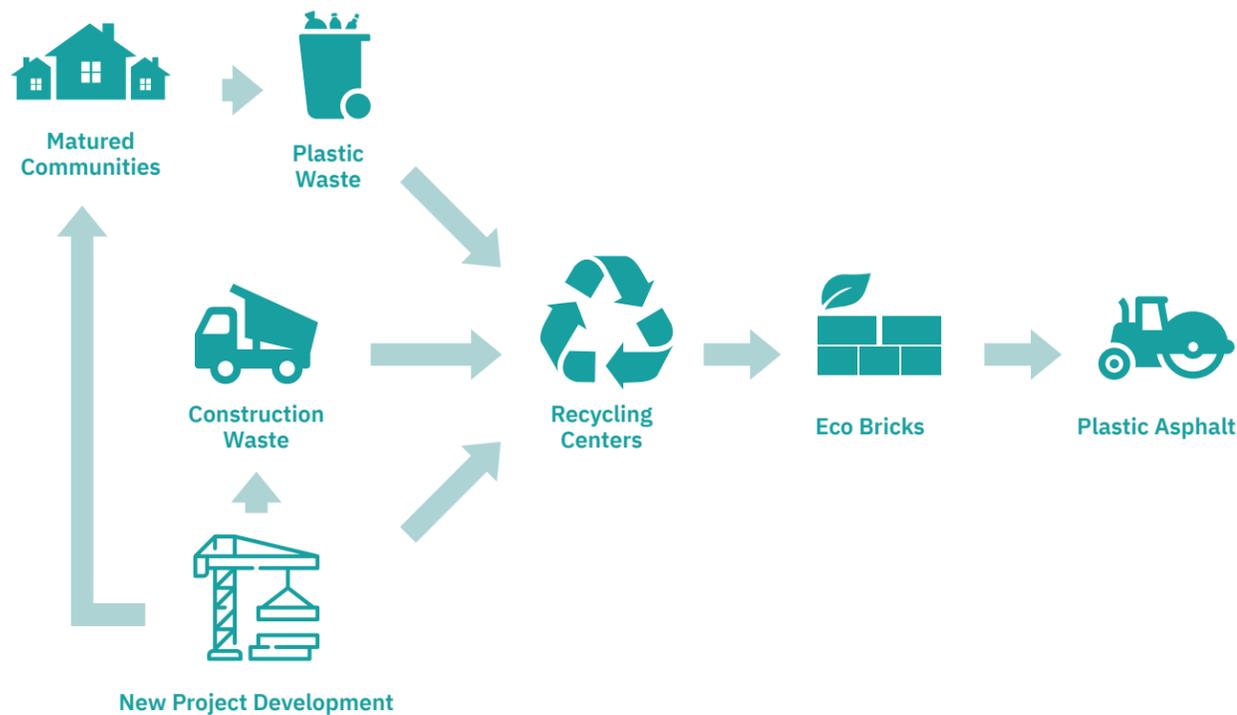


# PTC REAL ESTATE DEVELOPMENT, HOSPITALITY, AND LEISURE ACM HOMES AND PTC RED PROPERTY MANAGEMENT

Founded in 1992, ACM Homes was established to provide Filipinos access to affordable housing. The goal is to create enduring value by building quality homes and communities.

PTC AND ACM HOMES CHAMPION HOUSING AS A HUMAN RIGHT, particularly in light of our seafarers' special need for living communities that nurture holistic growth. The partnership enabled ACM Homes to exclusively tap the demand potential of the PTC Group seafaring community. The Group's flagship developments: Pacific Terraces Community (PTC) and PTC South, PTC North and PTC East in Cavite; Mahogany Place in Lipa; and Salas Real in Iloilo, hope to fulfill every Filipino seafarer's dream of having a home.

ACM Homes and its communities are developed with sustainability built into both planning and design by using green technologies and methodologies. In the years to come, ACM Homes will continue to adhere to and integrate sustainable concepts and circular economy principles in building communities across the country.



## SUSTAINABLE DEVELOPMENT GOALS



In an effort to champion women empowerment and reduce gender bias, ACM Homes has begun training women for construction work and will continue to ensure equitable and diverse work opportunities for all.



Key to building sustainable communities are pollution reduction efforts. A huge part of ACM's clean energy programs is the use of solar power for street and public area lighting. Homeowners are also given the option to shift to solar power for their household energy needs.



We are currently pursuing the use of new construction technologies. Among these is recycled pavers made of plastic collected from both construction and community waste. This reduces our carbon footprint and our costs, and makes use of plastics that would otherwise contribute to solid waste pollution. This program garnered an EDGE certification. EDGE, or Excellence in Design for Greener Efficiencies, is a green building certification system focused on making buildings and homes more resource-efficient, maximizing natural light and ventilation while conserving energy and water.



To hone in on human interrelationship with nature, we maintain green spaces equivalent to 20% of the total area for all our projects. By keeping to this floor-to-area ratio, the company garnered another EDGE certification.

OBJECTIVE	INITIATIVE	KPI
<b>UN SDG 5 – Gender Equality</b> Eliminate gender bias by promoting gender equality in ACM’s organization.	Create policies that enjoin our business partners (i.e. contractors) to provide opportunities for women and disadvantaged members of the community through incentives	Number of women trained in construction work
<b>UN SDG 7 – Affordable and Clean Energy</b> Contribute to the campaign to counter climate change by using sustainable, clean energy.	Use of solar power for streetlights and partial electrical requirement of houses	Number of solar powered streetlights installed  Dual metering (Solar power combined with grid power) for amenities
<b>UN SDG 9 - Industry, Innovation and Infrastructure</b> Incorporate sustainable, innovative technologies in every ACM house and community.	Use of new technologies for the faster construction of roads, water systems, and energy- and water-efficient homes.	Suncrest, Hana, and Mansfield <ul style="list-style-type: none"> <li>• Wall systems (Cavite form tiles, cast-in-place RC walls)</li> <li>• Foundations (screw piles)</li> <li>• Land development (HDPE pipes)</li> <li>• Perimeter fence (EH precast panels, compressed soil, and interlocking bricks - FCS)</li> </ul>
<b>UN SDG 11 - Sustainable Cities and Communities</b> Develop communities that are safe, resilient, sustainable, and promote green-living and enduring values.	Development of communities with adequate infrastructure and well-managed estates.  Planning and launching a Circular Economy for sustainability.	PTC Estate and Salas Real maintain green spaces at 20% of the total area of the projects.  Use of recycled plastic pavers for sidewalks and parks from plastic collected from construction sites and communities.



## EDGE\* CERTIFICATIONS TO DATE

EDGE SIMULATION FOR ERICA MODEL HOME	TARGET SAVINGS
<b>ENERGY – EDGE TARGET</b>	<b>20%</b>
<b>ENERGY – HANA SOUTH (SIMULATION)</b>	<b>20.28% - STANDARD</b>
<ul style="list-style-type: none"> <li>• Window to Wall Ratio: L: 5.07-E: 5.37%</li> <li>• Reflective Roof SRI</li> <li>• Reflective Exterior Wall</li> <li>• Insulation of Roof</li> <li>• Efficiency of Glass</li> <li>• Natural Ventilation</li> <li>• Efficient Lighting for Internal Areas</li> <li>• Efficient Lighting for External Areas</li> </ul>	
<b>WATER – EDGE TARGET</b>	<b>20%</b>
<b>WATER – HANA SOUTH (SIMULATION)</b>	<b>36.97% - STANDARD</b>
<ul style="list-style-type: none"> <li>• Water-efficient showerheads</li> <li>• Water-efficient faucets for all bathrooms</li> <li>• Water-efficient water closets for all bathrooms</li> <li>• Water-efficient faucets for kitchen sinks</li> </ul>	
<b>MATERIALS – EDGE TARGET</b>	<b>20%</b>
<b>MATERIALS – HANA SOUTH (SIMULATION)</b>	<b>21.00% - STANDARD</b>
<ul style="list-style-type: none"> <li>• Bottom floor construction</li> <li>• Intermediate floor construction</li> <li>• Floor finish</li> <li>• Roof construction</li> <li>• Exterior walls</li> <li>• Interior walls</li> <li>• Window frames</li> <li>• Window glazing</li> <li>• Roof insulation</li> </ul>	

\*EDGE, or Excellence in Design for Greater Efficiencies, is an innovation of IFC, a member of the World Bank Group, and is a green building standard rating system.

## CIRCULAR ECONOMY FOR SUSTAINABILITY CONCEPTS

### PHASE 1: METAL SCRAPS



#### Collection of construction metal scraps

- Paint cans
- Roof sheets
- Rebar

#### Sell to scrap yard / recycling facility

#### Purchase construction material

- Raw material
- Recycled materials

### PHASE 2: CONVERSION OF WASTE PLASTIC INTO PAVERS FOR SIDEWALKS AND PARKS



#### Collection of plastic waste

- Matured Community waste
- Construction waste

#### Recycling Facility

- Eco Pavement
- Eco Brick
- Eco Cast

#### Project Use

- Sidewalk
- Driveway / Parking
- Perimeter fence

## PTC REAL ESTATE OUR LATEST NUMBERS

### HOUSING, COMMUNITY DEVELOPMENT



Batangas, Cavite, Iloilo

**13,500**  
HOMES

**31**  
COMMUNITIES

### TRAVEL MANAGEMENT



**VISAS** **AIRLINE BOOKING** **TICKETING**

**ACCOMMODATION** **TRANSPORT**

**24,000** TRANSACTIONS  
ANNUALLY

### PROPERTY MANAGEMENT



**8**  
BUILDINGS

**45,000**  
PARKING SPACES

**100**  
PARKING FACILITIES

**150,000** DAILY VEHICLE  
TRANSACTIONS

### CONSTRUCTION



Batangas, Cavite, Iloilo

**575**  
HOMES

### PROPERTY DEVELOPMENT



Cavite, Makati

**250**  
HECTARES

# PTC HEALTHCARE HEALTH METRICS, INC.

HEALTH METRICS, INC. (HMI) is a state-of-the-art diagnostic medical facility with core competencies in providing cost-effective, and high-quality services through an integrated information technology system.



THE ORGANIZATION IS CUSTOMER ORIENTED, AND DATA AND QUALITY DRIVEN. HMI offers competent and complete diagnostic services delivered by highly-trained and experienced medical professionals with access to in-house diagnostic facilities, working in tandem with skilled dental, optical, and nursing practitioners, as well as medical-imaging technologists and technicians.

The healthcare managers and administrative staff carry with them years of experience and expertise in the management and administration of health delivery systems ensuring unique and incomparable service to its clientele.

## QUALITY POLICY

To provide unmatched value by offering medical diagnostic services that consistently meet the needs and expectations of our patients, clients, and the communities we serve.

### We achieve this by:

1. Providing quality medical diagnostic services in the most cost-effective and accurate manner;
2. Responding to all the requirements of our various clientele in the most expedient and proactive manner;
3. Empowering our staff through continuous training and development;
4. Promoting the concept of prevention as the major component in health maintenance for all our clients; and,
5. Continuously committing to improving the effectiveness of the quality management system by which we deliver our services.



Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality, and affordable essential medicines and vaccines for all.



## HMI'S COVID-19 RESPONSE

### MARCH 2020

Health Metrics, Inc. was called on by crewing companies to do health checks at the various hotels in Metro Manila. We sent teams of doctors and nurses and did live consultations with the first batch of returning Filipinos, issuing 14-day quarantine certificates for thousands of repatriated Filipinos.

### MAY

The RT-PCR test was a mandatory screening tool for returning Filipinos upon arrival. We partnered with various laboratories and swabbed Filipino seafarers on board the ships in Manila Bay, as well as in NAIA and Clark airports. More than 23,000 RT-PCR tests were administered in this effort from May to December 2020.

### JUNE

After consulting with the DOH, we decided to build our own molecular biology laboratory to address the urgent need for COVID-19 testing. We received our license to operate an RT-PCR testing facility with BSL2 accreditation by October 2020.

### AUGUST 2021

HMI continued to be at the forefront of fighting the COVID-19 pandemic, helping companies return to the new normal through the inoculation of COVID-19 vaccines to employees across various industries. The team's commitment was to serve, most importantly, its seafaring clients through vaccine administration, ensuring that they were protected from the virus as they prepared to go back on board. Helping in the recovery of local industries, we managed to inoculate more than 2,300 employees of our partner companies in the maritime, real estate, travel, aviation, energy, and financial services sectors.

**ASSESSMENT FINDINGS:** *HMI has exhibited preparedness of their healthcare facility in dealing with COVID-19 infection, prevention, and control. High level of compliance to applicable DOH and WHO requirements was confirmed during the actual assessment.* — Asia Society for Social Improvement and Sustainable Transformation (ASSIST)

# PTC HEALTHCARE PHARM METRICS DRUG, INC. (PMDI)

A challenge that the Philippines faces is that less than 10% of the population has access to quality primary health care. As a result, many Filipinos are turning to drug stores to access medical advice as well as obtain affordable medical products and services.

IN A STUDY BY THE RESEARCH COMPANY CURIOSITY, people from a significant segment of the Philippine population self-medicate instead of seeking professional assistance.

The patients would normally first visit the nearest drugstore and approach the pharmacist or pharmacy assistants for advice.

This is where the high influence of drugstores comes into play as they are the first touchpoints for Filipino patients' health consultations.

## PMDI SUSTAINABILITY INITIATIVE:

PMDI aims to address the seemingly unmet right to quality, affordable, and accessible healthcare in the urban poor sector.

Through its local store marketing (LSM) activities, PMDI intends to provide quality and affordable diagnostic/laboratory services and free medical consultation to the underserved communities of Dasmariñas, Taguig, Silang, Caloocan, Muntinlupa, Las Piñas, Parañaque, Pasig, Tondo, Makati, Rosario and Imus in Cavite, and Sto. Tomas and Langkiwa in Biñan in partnership with a generic drug store with a diagnostic clinic.

A mobile laboratory is brought to the barangay, where pre-registered patients may avail of eight to 10 laboratory tests for a minimal fee and free medical consultation at the *Farmacia ni Dok* drugstores.

## FARMACIA NI DOK:

The results of the lab tests are released by a physician stationed at *Farmacia ni Dok*. This is a free medical consultation called *Konsultang Farmacia*. For a minimum of 50 patients, free medical consultation is provided and the required medication is accessible at *Farmacia ni Dok*.

LOCAL STORE MARKETING	2021		2022	
	NUMBER CONDUCTED	PATIENTS SERVED	NUMBER TO BE CONDUCTED	PATIENTS TO BE SERVED
<b>Libreng Konsulta</b>	20	1920	360	28800
<b>Mobile Lab</b>	14	1360	180	27360





# PTC HEALTHCARE

## OUR LATEST NUMBERS

DIAGNOSTICS AND MEDICAL CARE



 **93,000**  
PEMEs in 2021

PHARMACEUTICAL SERVICES



 **19**  
Outlets by end  
of 2021

COVID-19 TESTING CERTIFICATION



 **55,000**  
Tests conducted

# ENERGY CLUSTER NORTHERN STAR ENERGY CORPORATION

Northern Star Energy, Northern Star Fuel Facilities, and Go Petrol are a group of companies operating across the Philippines engaged in various segments of fuel distribution, energy, and convenience industries.



OPERATING THROUGH OUR CORE COMPANY AND SUBSIDIARIES, we play a vital role in national development by moving people and powering businesses and industries via our Fuel and Non-Fuel Convenience Retail network; Commercial & Industrial business; Alternative Digital Payment and Remittance Solutions; Fuel Transport; and Fuel Facilities Management & Maintenance operations.

Financially, socially, and environmentally responsible—and the preferred partner of our customers—we operate in relatively underserved areas across the Philippines. Our retail network manages 71 Caltex branded service stations in Regions 1, 2, 3, and CAR, as well as in selected sites in Benguet, Zambales, Laguna, and Metro Manila. Our commercial and industrial business operations cover the entire Philippines with subsidiaries operating in Luzon, Visayas, and Mindanao.

As a joint venture between PTC Holdings Corporation and Citadel Petroleum Logistics, Inc., Northern Star Energy Corp. is largely engaged in marketing and distribution partnerships with Shell and Chevron.

Spurred on and operating under our corporate values of INTEGRITY, EXCELLENCE, COMMITMENT, INNOVATIVENESS, and TEAMWORK— or what we affectionately dub “I ExCITe”—we have held to a number of the UN’s impact programs. Our *SIKAP, TULONG, SULONG* (STS) social investment program, for instance, is designed to create a lasting legacy in the communities where we operate with activities in education, health, the environment, and values formation. These initiatives are in line with the United Nations Sustainable Development Goals to be achieved by 2030: end poverty, promote prosperity and well-being for all, and protect the planet.

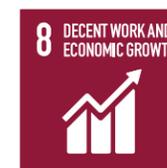
Beyond these, we have achieved and maintained several ISO certifications namely: ISO 9001:2015 Quality management system; ISO 14001: 2015 Environmental management system; and ISO 45001: 2018 Occupational health and safety management system. We believe we owe this to our partners and employees.



The company monitors the daily health condition of every employee. As a company, we also promote well-being with various programs and regular health checks, as we feel it is important to ensure that our people stay healthy.



**SIKAP, TULONG, SULONG (STS)**, Northern Star’s social investment program in partnership with various non-government organizations, aims to create a lasting legacy in the communities where we operate. STS’s central themes are education, health, environment, and values formation. With the joint passion and effort (SIKAP) of the community, retailers, and the help (TULONG) of the Northern Star team, beneficiaries can improve their lives, move forward (SULONG), and aspire for a better future.



Safety and emergency preparedness is fundamental to our operations. The company continues to reinforce the importance of “near miss” reporting so as to prevent accidents with the goal of achieving a “zero-incident rate” status. As of the writing of this report, our decline in Lost Time Incident Frequency Rate (LTIFR) is at 1.5.

Corporate governance and ethics are also one of our main lookouts. We have an HSSE (Health, Safety, Security, and Environment) committee to guide and ensure sustainability governance.



We are 100% compliant with the Clean Air Act of 1999 and continue to improve our awareness of and corporate behavior concerning climate change. Among our climate change programs is the development and implementation of our company-wide low carbon strategy.

OBJECTIVE	INITIATIVE	KPI
<b>UN SDG 3 – Good Health and Well Being</b>	<ul style="list-style-type: none"> <li>Ensure healthy lives and promote well-being for all at all ages</li> </ul>	<ul style="list-style-type: none"> <li>100% monitoring of daily health of all employees</li> <li>100% issuance of vitamin C during the COVID-19 pandemic.</li> </ul>
<b>UN SDG 8 – Decent Work and Economic Growth:</b> Protect labor rights and promote safe and secure working environments for all workers, including migrant workers	<ul style="list-style-type: none"> <li>Health and Safety Training and Awareness</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining Zero Lost Time Incident Frequency Rate</li> </ul>
<b>UN SDG 13 – Climate Action:</b> Take urgent action to combat climate change	<ul style="list-style-type: none"> <li>Compliance to truck emission regulations as per Clean Air Act of 1999</li> </ul>	<ul style="list-style-type: none"> <li>100% compliant to truck emission testing</li> </ul>

**THE NORTHERN STAR ENERGY CORP. COVID-19 RESPONSE**

To help fight the global pandemic, Northern Star launched the **‘Vaccine Champion’ campaign** to encourage its employees to get vaccinated against COVID-19.

Employees availing of the COVID-19 vaccine – whether from their local community, the company, or other legitimate sources – automatically got two additional days of Vacation Leave.



**NorthernStar COMMUNITY PANTRY**

“The idea behind the community pantry was that people could take as much as they need and donate whatever they can. What Ana Patricia Non, organizer of the viral Maginhawa community pantry in Quezon City, believed was a necessary act of help cascaded into a social solidarity that spans a nation.” CNN Philippines Life.

The Community Pantry spirit reached our Caltex service stations in San Fernando City, Aringay, and Rosario, La Union. With our retailers and staff, the company prepared grocery items and vegetables for those in need in the area, as well as encouraged the support of those who could help, either with their time or donations.

**REMOTE WORK ARRANGEMENT**

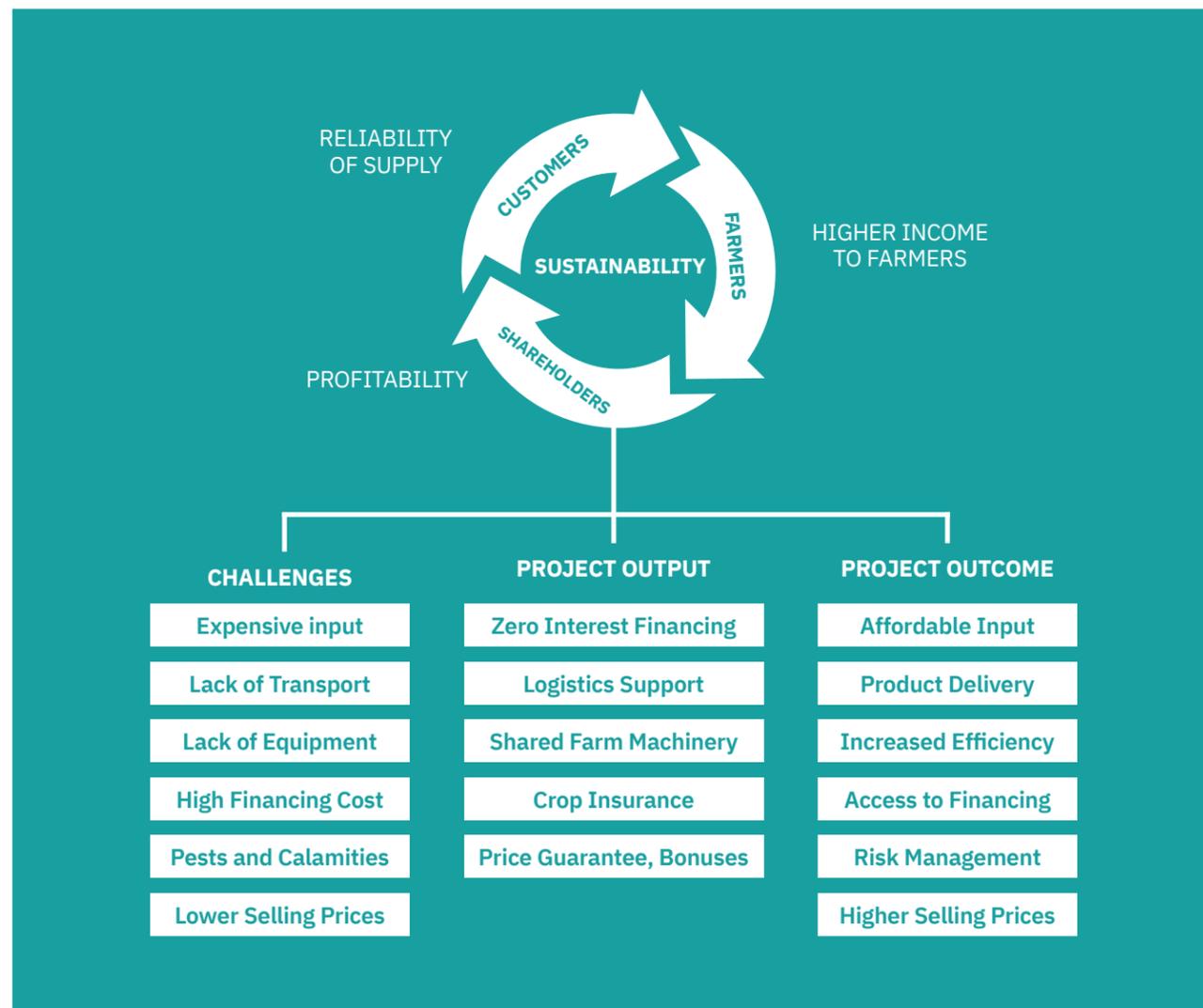
An innovative approach to the challenges posed by the COVID-19 pandemic was our REMOTE WORK ARRANGEMENT. The dedicated men and women of Northern Star Energy Corporation continued to work, both at home and in the field, to continue to move lives forward during the pandemic.

# ENERGY CLUSTER

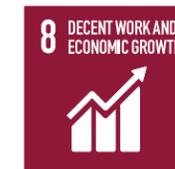
## RICE INTEGRATED COMMERCIAL ENTERPRISE, INC. (RICE, INC.)

RICE, Inc. is the PTC Holdings’ first venture in agriculture. A social impact investment, the project aims to fulfill the company’s vision to improve the efficiency, consistency, and sustainability of rice production in the country.

WITH THE INITIAL BASE IN THE PROVINCE OF TARLAC, the project is a collaboration with small farmers and landowners in implementing a modern, non-traditional program of quality palay production. A partnership of value creation, it aims to integrate the components of rice production into one single entity operating under a centralized system of productivity, cost control, and quality.



The RICE, Inc. program is specially designed to engage and enable members of farming cooperatives to be more productive, resulting in increased farmer income. Higher incomes lead to better quality of life, including overall health and nutrition.



RICE, Inc. promotes sustained, inclusive and sustainable economic growth by providing decent work to our farmer partners, allowing them to increase their production and income.

OBJECTIVE	INITIATIVE	KPI
<b>UN SDG 2 – Zero Hunger</b> By 2030, double the agricultural productivity and income of small-scale food producers, in particular: women, indigenous peoples, family farmers, pastoralists and fishers; through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets, and opportunities.	<ul style="list-style-type: none"> <li>Contract growing agreement with special farmer organizations</li> </ul>	<ul style="list-style-type: none"> <li>Above market price compensation for farmers and landowners</li> </ul>
<b>UN SDG 8 – Decent Work and Economic Growth</b> Achieve higher levels of economic productivity through diversification, technological upgrading, innovation, and a focus on high-value added and labor-intensive sectors.	<ul style="list-style-type: none"> <li>Development of rice production protocol</li> <li>Conducting training programs at least 2x a year</li> <li>Use of hybrid seeds</li> <li>Mechanization</li> </ul>	<ul style="list-style-type: none"> <li>Not less than 6MT yield per hectare</li> <li>Investment in farm machinery and equipment</li> </ul>



## PARTNERSHIPS

- Collaboration with **SEARCA** on education, training, and research. SEARCA commits to contribute and allocate resources toward the achievement of five SDGs that directly align with its mandate and focus, with greater emphasis on creating partnerships (SDG17).
- Develop information and communication technology (ICT)- and Internet of Things (IoT)-based tools for improving decision making on water and weed management, recommend best practices for rainfed environments, and introduce mechanization for land leveling and planting to improve water-use efficiency.
- Engaged **Social Enterprise Development Partnership, Inc. (SEDPI)** to: a) identify challenges, gaps, and areas for improvement in the implementation of the program using social entrepreneurship as a framework; and, b) develop a capacity building plan for the farmers.



# AVIATION CLUSTER

## FIRST AVIATION ACADEMY, INC. (FAAi)

FAAi is a joint venture between MacroAsia Corporation and the PTC Group, combining their expertise to develop future global aviation professionals.

- FAAi's Board of Directors is comprised of industry stalwarts with decades of experience who are lending their expertise to advance the global aviation industry.
- Students at FAAi will have access to state-of-the-art aircraft and flight simulators that are the industry standard for pilot training.
- At FAAi, students are immersed in an airline environment where their skills are developed and honed on brand new Tecnam and Cessna planes equipped with full glass cockpit electronic instrumentation. We have the most number of flight simulators among local flight schools, and highly experienced ground and flight instructors.



### SUSTAINABLE DEVELOPMENT GOALS



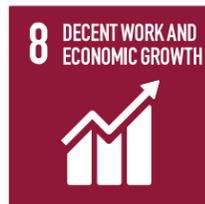
FAAi has implemented its SAFETY FIRST Policy. This focuses on ensuring the safety of its operations through the implementation of its Renewed Safety Management System.



The training our students can expect to get at FAAi is world-class and comprehensive. We have invested in the most advanced flight simulators, G1000 trainers and glass-cockpit aircraft to ensure we deliver only global standard flight instruction. Our Airline Transport Pilot License (ATPT) program is a CAAP-approved course designed to prepare our pilots for an Airbus Type Rating Course.



Gender is not a consideration for acceptance to FAAi. We give women the same access to our world-class flight training, as well as consider women equally when it comes to job opportunities, particularly in becoming flight instructors. So far, FAAi has five female cadets and three female flight instructors. FAAi consciously promotes gender sensitivity and does not tolerate any sexual harassment in the office.



We develop education-to-employment pathways for our students. We also assist in our employees' financial well-being through a partnership with a cooperative that employees can avail of.



We encourage recycling and segregation in all our training facilities. FAAi is also creating steps to minimize the use of plastic packaging, among these is choosing suppliers who can provide reusable packaging.

We also have regular seminars on "Sustainable Consumption" for both our employees and students.



FAAi recognizes the urgent problem of global warming and climate change. It intends to give its employees and cadets an orientation on this topic. We have also partnered with Jungle Environment Survival Training (JEST) in Subic to heighten the awareness of the importance of forests, in tandem with their jungle survival course, for our instructors and cadets at the start of their flight training.

OBJECTIVE	INITIATIVE	KPI
<b>UN SDG 3 – Good Health and Well Being</b>	Safety First Policy. A program designed to ensure the safety of its operations through the implementation of the Renewed Safety Management System.	Zero accidents
<b>UN SDG 4 – Quality Education</b>	FAAi offers world-class, comprehensive flight training. Our ATPT program is a CAAP approved course designed to prepare our pilots for an Airbus Type Rating Course.	Top training for pilots ATPT certified graduates exhibit the necessary proficiencies
<b>UN SDG 5 – Gender Equality</b>	FAAi promotes gender sensitivity and does not tolerate sexual harassment in the office or on campus. Women have equal access to our world-class flight training as well as available job opportunities, including becoming flight instructors. So far, FAAi has 5 female cadets and 3 female flight instructors.	Zero cases of sexual harassment Equal opportunity organizational structure with no gender barriers
<b>UN SDG 8 – Decent Work and Economic Growth</b>	We develop education-to-employment pathways for our students. Partnership with a cooperative that employees can avail of.	Improved access to jobs in aviation
<b>UN SDG 12 – Responsible Consumption and Production</b>	We encourage recycling and minimize using plastic packaging. We have suggested to our suppliers to use reusable packaging. We reuse and repurpose plastic cargo pallets. We will conduct sessions on sustainable consumption for our employees and cadets.	Promote recycling and reduce plastic waste Certificates of Orientation on Sustainable Consumption
<b>UN SDG 13 – Climate Action</b>	FAAi recognizes the urgent problem of global warming and climate change. We intend to give our employees and cadets an orientation on this topic. We have partnered with Jungle Environment Survival Training (JEST) in Subic to provide an awareness of the importance of forests in tandem with the jungle survival course for our instructors and cadets prior to flight training.	Certificates of Orientation on Sustainable Consumption

# AVIATION CLUSTER

## PTC AVIATION TRAINING CENTER INC.

PTC Aviation Training Center Inc. opened its doors on May 2016. It is the first aviation academy in the Philippines to use a full Airbus A320 Cabin Mockup, used by major airlines around the world to train cabin crew personnel. The company aims to provide high-quality aviation training by investing heavily in faculty training and development, as well as industry based training tools and the equipment necessary to offer world-class aviation instruction in the Philippines.

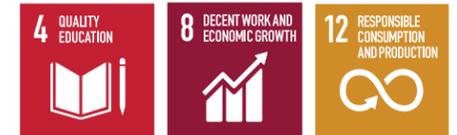
LOCATED CONVENIENTLY NEAR THE NAIA COMPLEX in Parañaque City, Metro Manila, Philippines, the training center offers various courses including aircraft maintenance, flight dispatch, and cabin training.

Reinforcing its commitment to enhancing the global competitiveness of Filipino aviation professionals, it has partnered with

**PTC Aviation Training Center Inc. is committed to giving its trainees an EDGE in aviation training thru:**

- E** — education
- D** — development of skills
- G** — guidance
- E** — empowerment

Jeppesen—a Boeing Company—and *AirportCollege.com* based in Finland, to offer certification training courses that qualify its graduates for specialized work within the aviation industry. Industry-academic linkages remain a strong supplement to its training programs. The company has partnered with educational institutions and airline companies for the creation of links between the providers of basic and tertiary level education, and the end-users: airlines, MRO (maintenance, repair, and overhaul) facilities, and other service-oriented companies.



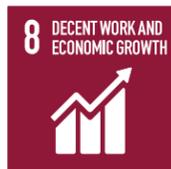
OBJECTIVE	INITIATIVE	KPI
<b>UN SDG 4 – Quality Education</b> Ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university	Provide equal access to training for all genders	Zero discrimination / affordable pricing / scholarship programs to provide access to our training
<b>UN SDG 8 – Decent Work and Economic Growth</b> Substantially reduce the proportion of youth not in employment, education, or training	Provide affordable training  Promote employment opportunities in the aviation industry – local and overseas	Competitive training prices  Affordable training for low skilled workers (i.e. aircraft cleaners)  Scholarship programs (free training to deserving students)
<b>UN SDG 12 – Responsible Consumption and Production</b> Ensure that people everywhere have the relevant information and awareness of sustainable development and lifestyles in harmony with nature	Include in the training topics on global warming; an explanation of how the aviation industry is addressing these issues to reduce CO2 emission  Use of IATA/ICAO videos	Achieve 70% awareness among all students

# PTC CAPITAL LIFELINKS INTERNATIONAL RESOURCES, INC.

DULY LICENSED BY THE POEA, LIFELINKS INTERNATIONAL RESOURCES, INC. is a professional search and processing company whose expertise is in the recruitment, processing, and deployment of world-class Filipino professionals and talents sought after for their skills, competence, and professionalism. Lifelinks deals with companies and entities across the world that provide either temporary or permanent land-based employment opportunities.



Lifelinks works closely with employers to identify gaps in the education and training needs of our applicant pool. Once identified, we provide supplemental training through our training partners, to upgrade and enhance their skills thereby qualifying them for higher positions abroad.



At least 10% of our deployment involves entry-level workers. Another 10% involves senior high school graduates. This helps guarantee that those in need of work are able to find decent jobs.

To make sure that we have given our workers good employment, we call them within two weeks of their deployment to check on their working and living conditions.



We work very closely with the POEA so that the processes and documentation required for deployment are handled as smoothly and professionally as possible. The organization also helps us find possible placements for our workers.

OBJECTIVE	INITIATIVE	KPI
<b>UN SDG 4 – Quality Education</b> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.	Include SHS graduates in mix of job opportunities.	At least 10% of our deployments cover senior high school graduates.
<b>UN SDG 8 – Decent Work and Economic Growth</b> Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Include entry-level workers in mix of job opportunities.  Ensure that all Lifelinks employers provide safe and secure working environments for our deployed workers.	At least 10% of our deployments cover basic to entry-level workers  Call workers within 2 weeks of deployment to check on their working and living conditions.



Filipino nurses in Germany, successfully deployed through Lifelinks

## PTC CAPITAL FIRST MARITIME CREDIT CORPORATION

The Philippines holds the honor of being a primary supplier of maritime professionals worldwide. Our seafarers contribute significantly to the Philippine economy through the foreign exchange remittances they pour into our country. Despite this, the group has very little access to formal credit.

IN RESPONSE, A NUMBER OF FINANCIAL INSTITUTIONS have evolved to cater to the needs of the maritime sector. However, the approach offered has not always been for the benefit of seafarers given the high degree of risk associated with offering uncollateralized loans.

Moved by a commitment to champion and advance the interests of our Global Maritime Professionals, PTC established FMCC to address seafarers' lack of access to reasonable financial services. Our vision is to empower economic freedom across the community of PTC Group and seafarers.

### FMCC OFFERINGS:

#### A. The FMCC *Pang-Tawid, Pang Asenso* Loan

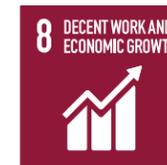
A multi-purpose loan that can be used for home improvements, capital for a business, education, medical treatments, and other purposes, the *Pang-Tawid, Pang Asenso* Loan comes with a very low interest rate of 1.5% per month and is deducted from salaries, making payments easy and hassle-free.

The loan is designed to be "fast, convenient, simple, and relevant." Seafarers, or their beneficiaries, and PTC employees can apply for the *Pang-Tawid, Pang Asenso* Loan by submitting an application form with some other basic requirements, and obtaining a co-borrower to guarantee the loan.

The applications go through an evaluation process that may include an interview and orientation for the co-borrower. A turn-around time of 48-hours from the time the requirements are completely submitted is regularly observed for processing up to releasing.

#### B. Value Added Services

In line with the objective of providing a reliable and accessible means of extending financial services to our seafarers, FMCC pushes an advocacy to create a better quality of life for our GMPs and their families by offering seminars in partnership with the Family and Crewing Services Department on financial management, livelihood and entrepreneurship, and other relevant subjects.



As of the writing of this report, our *Pang-Tawid, Pang Asenso* Loan program already has a total of 2,154 borrowers with total loans amounting to PHP 162,479,000. In the works and coming in the near future, FMCC is setting up:

FMCC's Loan Management System (LMS) – while waiting for SEC approval, which we hope to get by the first or second quarter of next year, we have forecast that the program will generate at least a 20% increase in loans, at the very minimum.

#### Loans for Micro, Small, and Medium Enterprises

Through our partnership with SEEKCAP—a lending platform where SMEs can apply for business loans in the Philippines—FMCC will soon venture into providing loans to support micro, small, and medium enterprises.



# PTC CAPITAL PTC INSURANCE AGENCY, INC. (PTCIA)

PTC INSURANCE AGENCY, INC. COMMENCED OPERATIONS ON JANUARY 1, 2021 and is the newest business unit within The PTC Group. The people behind PTCIA have over 40 years of insurance experience from various industries, including manufacturing, utilities, aviation, power and energy, shipping, and transportation.

Licensed and accredited by the Insurance Commission of the Philippines to act as an insurance intermediary, PTCIA recommends to its clients the best insurance coverage following thorough risk identification, evaluation, and assessment processes. If the recommended insurance coverage is not available, PTCIA recommends instead risk management tools to control, mitigate, and finance uninsured risks.



Another of our key programs involves our Education for Employment & Entrepreneurship efforts. The campaign is designed to encourage and assist both out-of-school youth and adults with the necessary skills or interests to enrol in and graduate from training and vocational schools for employment and entrepreneurship. The program targets residents of select lower-income communities.



To be able to provide the orientation seminars for our Defensive and Safe Driving program, we partner with other insurance companies. For our education and livelihood activities we have developed partnerships with TESDA and certain NGOs.

Many of our programs overlap the classifications of the UN SDGs as our group supports safety, sustainability, resilience, mental health, as well as community livelihood. We are currently working on improving people's lives with sustainable community livelihood programs that contribute to the economic advancement of marginalized communities.

Among our other activities is a health and wellness campaign in selected low-income communities that focuses on disseminating information about the importance of proper nutrition and exercise, and the dangers of smoking.

We also seek to build safer work environments and improve community well-being by working to minimize and eliminate workplace hazards, ensuring that employees are properly trained and making sure that safety is always top-of-mind. Our people are also given training on how to safely and correctly respond to threats, accidents, natural disasters, and other disruptive or life-threatening events.

A top project is the company's "Defensive and Safe Driving" program—a series of orientation sessions that teach defensive and safe driving to our car and motorcycle drivers. The program hopes to reduce the number of injuries or deaths from car and motorcycle accidents.

It is also important to note that a key philosophy of the company is to never indulge in harassment and bullying of any sort. This behavior impacts heavily on the mental health of those involved and consequently, adversely affects productivity.



# PTC-CSJ FOUNDATION MOVING HEARTS TO ACTION

The PTC-CSJ Foundation pursues the unwavering commitment of the PTC Group to go beyond its business concerns and respond to development issues affecting the Philippines, particularly in the priority areas of quality education and the environment.

ESTABLISHED IN 2010 IN MEMORY OF CARLOS SALINAS, JR., the Foundation is guided by the tenet “Moving Hearts to Action” and is driven to help propel social change by empowering and cultivating the capacities of underprivileged and disadvantaged sectors of Philippine society through education.

More than just “giving back,” the PTC Group sees corporate social responsibility as a way of life and a necessary task in the pursuit of nation-building. This involves supporting community initiatives, working to strengthen family and crew relations, and designing programs to sustain Mother Earth, day-to-day.



## SUSTAINABLE DEVELOPMENT GOALS



In the Philippines, malnutrition remains a major issue, especially among school children. Many Filipino students drop out of school or miss classes due to hunger and malnutrition. The Foundation’s flagship **Growing Good to Great Kids** or **3G Program** addresses basic education by helping to keep elementary students in school through nutrition enhancement/feeding as the main intervention.



The 3G Program is an integrated approach that addresses quality education as well, through such interventions as learning enrichment in reading and arts; psychosocial development thru character education; training for parents and teachers; and sports development thru baseball.

The **My Ship, My World** program is a collaboration between PTC-CSJ Foundation, PTC Group Principals, ship officers onboard, and school teachers to introduce the world of shipping to young students by integrating shipping-related concepts and add knowledge of the maritime profession and life into the school curriculum.



The **Education for Sustainable Development (ESD)** project is an ongoing program that works with public elementary schools to create in our youth an environmental consciousness and encourage them to act in ways to achieve a more sustainable future.

## THE PTC-CSJ SUSTAINABILITY ACTIONS

# MY SHIP, MY WORLD

## CREATING THE NEXT GENERATIONS OF MARITIME PROFESSIONALS

Among the tasks earmarked by the PTC-CSJ Foundation is the mission to sustain the country’s maritime industry. Recognizing that education is key to this, the Foundation launched “My Ship, My World”—a project designed to create an interest in the youth for seafaring, and give rise to the next generations of maritime professionals.

THE OBJECTIVE OF THE PROGRAM IS TO FOSTER AN EARLY APPRECIATION OF THE SHIPPING INDUSTRY, life at sea, cargo carried by ships, trading patterns, as well as geography. Students in grades 4 – 7 are assigned to a vessel. Each ship’s selected officer and class teacher correspond on how to integrate shipping-related concepts into the curriculum. Among the activities is one where students track their assigned ship’s movements on a map as it travels across the globe.

**In 2019, a total of 58 vessels and their officers representing 13 Principals participated in the program, benefitting almost 14,000 students and 89 teachers from 28 partner schools.**



# GROWING GOOD TO GREAT KIDS (3G) PROGRAM

The Foundation’s flagship Growing Good to Great Kids or 3G Program addresses basic education by helping to keep elementary students in school through nutrition enhancement/feeding as the main intervention.

**Components:**

1. Learning enrichment in reading and arts
2. Sports development thru baseball
3. Training for parents and teachers
4. Psychosocial development thru character education

PTC Aviation Training Center Inc. is committed to giving its trainees an EDGE in aviation training thru:

**Components:**

- E — education
- D — development of skills
- G — guidance
- E — empowerment

**BENEFICIARIES:**



**12 public elementary schools, including their students, teachers and parents, in Muntinlupa City**

OUTCOME (2021)	CUMULATIVE OUTCOME (2011-2021)	PARTNERS
<p><b>1,885 undernourished students and their families</b> were provided food packages during the pandemic</p> <p><b>1,125 public elementary students</b> from <b>12 schools</b> participated in learning enrichment thru a storytelling session</p> <p><b>496 parents</b> attended a webinar on how to teach basic reading</p> <p><b>33 parents and 32 teachers</b> learned about vegetable gardening to address food security at home and in schools during the pandemic</p> <p><b>32 Guidance counselors/teachers</b> attended a training on Mental Health Facilitation</p>	<p><b>5,161 undernourished public school students</b> were fed with a daily nutritious lunch in school, resulting in at least <b>90% normal nutritional status</b> and <b>95% average daily attendance in school</b></p> <p><b>25,575 students</b> participated in learning enrichment activities, including remedial reading during summer vacations</p> <p><b>460 baseball players</b> regularly trained and participated in four tournaments per year</p> <p><b>2,869 parents</b> participated in various training programs, including parenting, good nutrition, and teaching basic reading</p> <p><b>1,303 teachers</b> trained on such subjects including teaching basic reading and math more effectively and environmental education among others</p>	<p><b>Synergeia Foundation</b></p> <p><b>Lingkod Muntinlupa Foundation</b></p> <p><b>Department of Education</b> – Schools Division Office of Muntinlupa City and its 12 public elementary schools</p>

**MY SHIP MY WORLD ACCOMPLISHES 2021 MISSION**

In support of the Department of Education’s blended learning approach as a result of the pandemic, PTC-CSJ Foundation produced five short videos earlier this year to serve as supplementary learning materials for Grade 6 students.

The videos are part of the Foundation’s My Ship, My World (MSMW) Project. MSMW introduces the world of shipping to young students by integrating shipping-related concepts in the curricula of Science, Math, English, and *Araling Panlipunan*.

The videos featured Jebesen PTC’s four captains and a chief engineer who discussed how concepts such as speed, distance, sound, and water consumption are applied in shipping. The officers also shared their personal experiences as Global Maritime Professionals.

MSMW is adapted from the Adopt-A-Ship Program initiated by the Cyprus Shipping Chamber, CYMEPA. The Adopt-A-Ship Program was promoted by InterManager and piloted by PTC-CSJ in the Philippines in 2017.

In 2018, PTC-CSJ initiated MSMW which has since been expanded by IMO Maritime Ambassador Carlos C. Salinas, in coordination with the Department of Education and ship owners whose ships and captains participate in the program.



## EDUCATION FOR SUSTAINABLE DEVELOPMENT (ESD) PROJECT



The Education for Sustainable Development (ESD) Project, implemented annually by PTC-CSJ in partnership with WWF-Philippines, works with the academe—largely with public elementary schools—to promote environmental consciousness and encourage environmental action among the youth and the educators of the youth.

**Objectives:**

1. To increase awareness of the issues of climate change and biodiversity, and how they are inextricably related to the COVID-19 pandemic; and,
2. To highlight the significance of ESD in dealing with the current situation and present changes in our lifestyles to prevent or mitigate future catastrophes.

**Activities/Components:**

1. Teachers’ Training on ESD
2. ESD Sessions with students
3. Demo Teaching by trained teachers

**Beneficiaries:**

Public elementary students and teachers in Muntinlupa City.

OUTCOME (2021)	CUMULATIVE OUTCOME (2011-2021)	PARTNERS
<ul style="list-style-type: none"> <li>• <b>100 teachers</b> trained on ESD</li> <li>• <b>1,200 public elementary students</b> participated in ESD sessions</li> <li>• <b>16 demo teachers</b> had successfully integrated ESD concepts in their respective subjects/curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• <b>1,003 teachers</b> trained on ESD</li> <li>• <b>5,538 public elementary students</b> participated in ESD sessions</li> <li>• <b>38 demo teachers</b> had successfully integrated ESD concepts in their respective subjects/curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• WWF-Philippines, Department of Education – Schools Division Office of Muntinlupa City and its 12 public elementary schools</li> </ul>



**04 ONWARD AND UPWARD**

# OUR PEOPLE

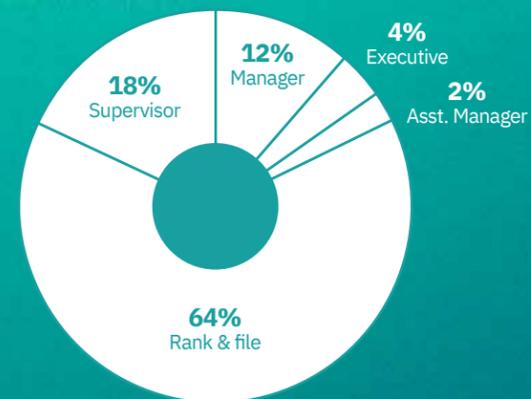
PTC GROUP 2021 DEMOGRAPHICS as of December 31, 2021

**1,392** PTC TOTAL HEADCOUNT

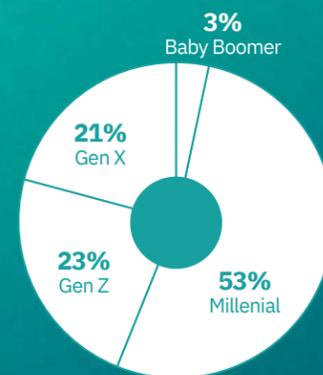
**35** years AVERAGE AGE

**4** years AVERAGE TENURE

## EMPLOYEE LEVEL



## GENERATION



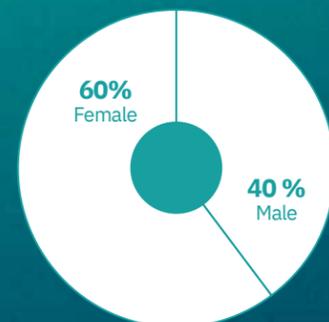
**GEN Z**  
Born between 1995-2015

**MILLENNIAL**  
Born between 1980-1994

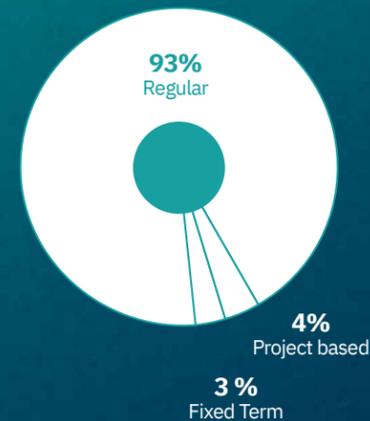
**GEN X**  
Born between 1965-1979

**BABY BOOMER**  
Born between 1944-1964

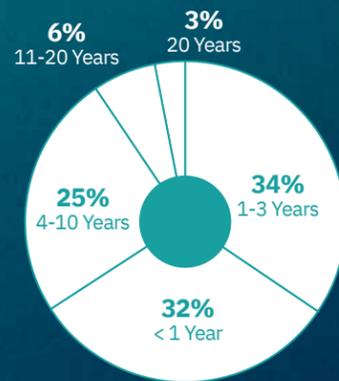
## GENDER



## CONTRACT TYPE

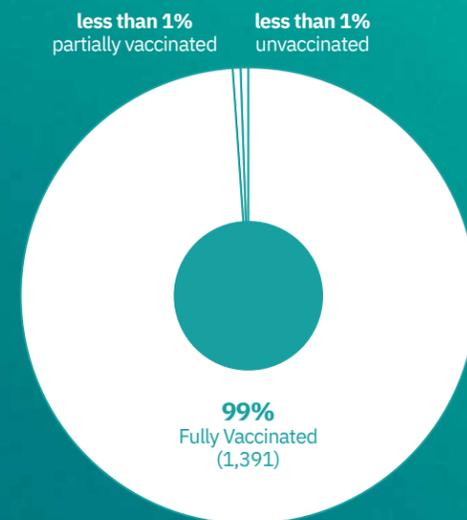


## TENURE (Years)



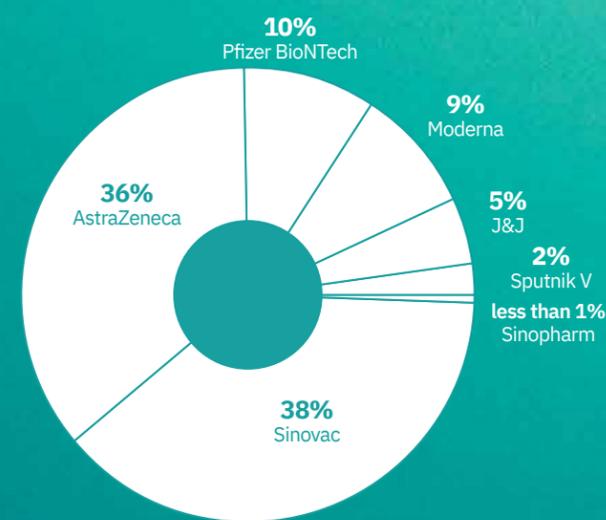
# COVID-19 RESPONSE

## PTC GROUP COVID-19 VACCINATION RATE as of February 7, 2022

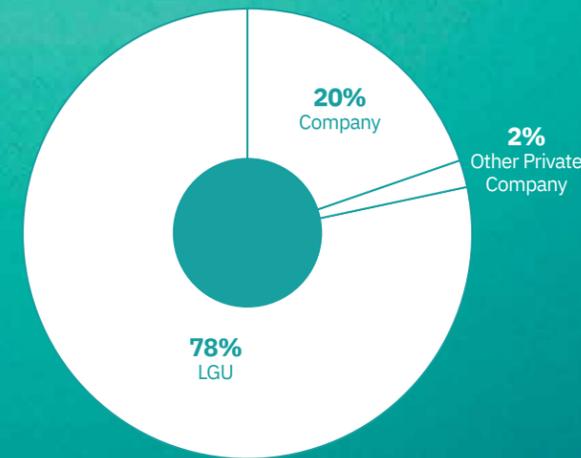


\*5 Partially Vaccinated - Fully Vaccinated by March 2022  
 \*5 Unvaccinated - Due to pregnancy

## COVID-19 VACCINE BRAND



## COVID 19 VACCINE SOURCE



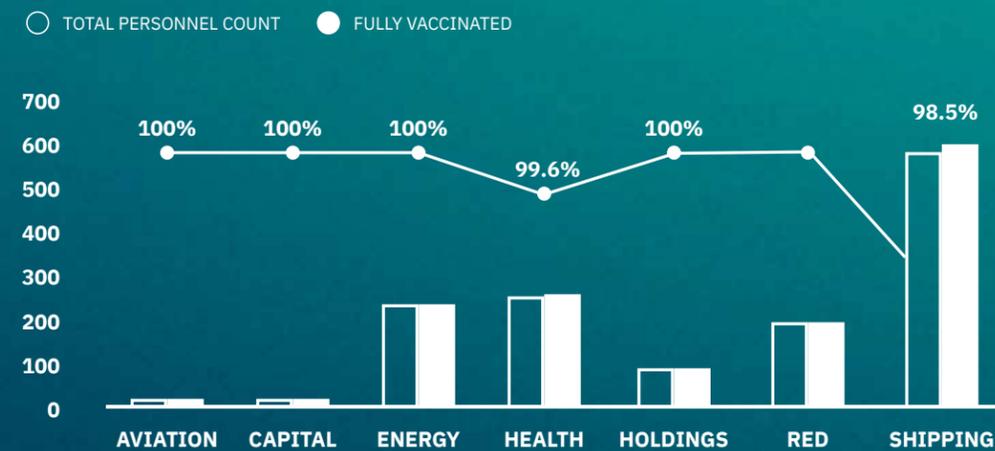
## EXISTING POLICY

**NO VACCINE  
NO ENTRY**

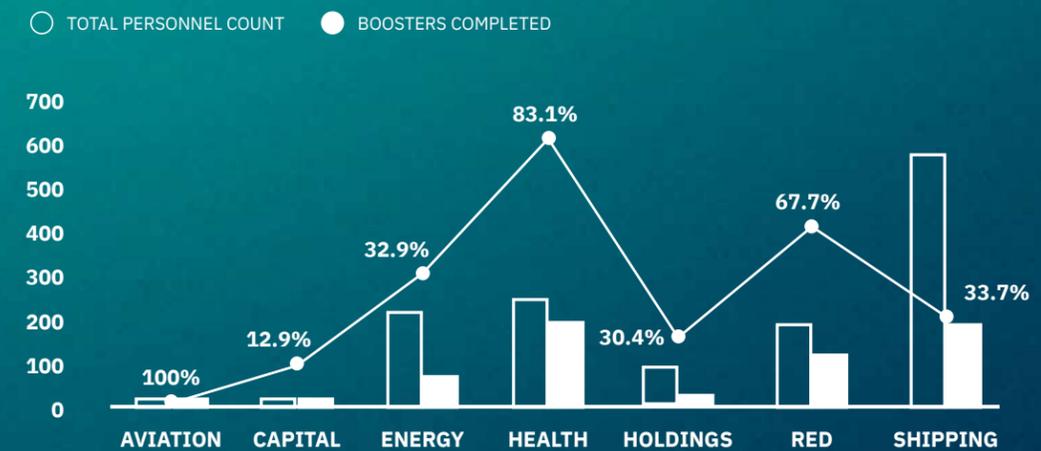


## NEXT STEP: TRANSITION FROM OPLAN BAKUNA TO OPLAN BOOSTER

## COVID 19 VACCINATION RATE PER CLUSTER



## COVID 19 BOOSTER RATE PER CLUSTER



# DIVERSITY AND INCLUSION

## WOMEN IN MARITIME PHILIPPINES (WIMAPHIL) Celebrating Gender Equality in the Maritime Industry

For the past 14 years, Women in Maritime Philippines (WIMAPHIL) has been advocating for the greater role of women in shipping.

WIMAPHIL was co-founded by PTC in 2007 as a response to the call of the International Maritime Organization (IMO) for an enhanced participation of women in the maritime industry. Today, the organization continues to galvanize seafarers' wives, female cadets, government and private sector personnel, and other women leaders in the industry to promote gender equality and other relevant concerns.

While it remains committed to advocating for the expanded role of Filipinas in the maritime sector, WIMAPHIL also now leads the governing council of WIMA Asia. The participating 18 member countries of WIMA Asia aim for regional integration, support, and cooperation of women in national maritime associations. Its focus is the promotion of greater and active participation towards the adoption of United Nations Sustainable Development Goals. WIMAPHIL also collaborates with IMO's other regional networks in Latin America, Middle East, the Caribbean, and the Pacific to promote women empowerment.



*“Seafaring can be very demanding, but it will allow you to realize your strengths as a person.”*

3/E Micah De Guzman made history as the first female from the Mapua-PTC College of Maritime Education and Training (CMET) to pass the MARINA Theoretical Exam for Engine Management Level - Chief Engineer.



*“Women have so much to offer this industry and have such great potential to move the world.”*

Back when she was a cadet on her first vessel, 3/O Angela Manaog was already determined to challenge herself and exceed expectations. “There were times that my officers would not give me the same difficulty of work as my male counterparts on board,” she shares. “Probably because they did not yet have confidence in my abilities as a young, female seafarer.”

“That is why I worked doubly hard to show them that they could count on me and that I was committed to pull my weight on board.”

Her career would, however, face an unprecedented challenge as her second contract took effect during the pandemic. It was her first stint as an officer on board.

But despite this, Angela still enthusiastically says that she would recommend seafaring to other women. “If this is your dream, then go for it. Do not limit yourself just because there aren’t a lot of women in this profession. The maritime trade serves a significant role in moving the world and developing the world’s economy so I am sure other women will also find that being a part of this industry is definitely a fulfilling and rewarding experience.”

# CULTURE OF CARE



## WeTeam

After its successful roll-out to our seafarers, WeTeam’s emotional well-being and mental health support services have been made available to all PTC Group personnel. The move is part of The Group’s commitment to look after the health and well-being of its people, especially as the company continues to drive towards a better normal—greater, faster, and stronger together. WeTeam provides professional counseling 24/7 and guarantees 100% confidentiality.

## AN ADVOCACY FOR COMMUNITY-BASED PLASTIC RECYCLING

The PTC Group is among the finalists of the Ending Plastic Pollution Innovation Challenge (EPPIC) 2021, an ASEAN-wide competition calling for innovators to share their ideas for tackling plastic pollution.

EPPIC provides innovators with the opportunity to receive seed funding and incubation training to help maximize their chances of success. The initiative is spearheaded by the United Nations Development Programme (UNDP) with support from the Norwegian Ministry of Foreign Affairs and the Norwegian Agency for Development Cooperation (NORAD).

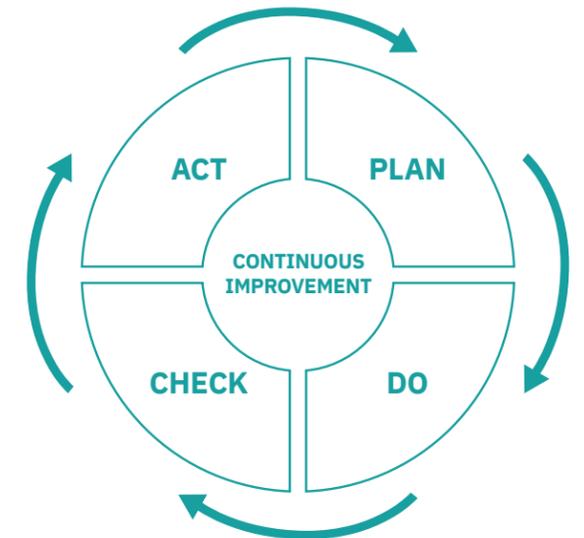
PTC’s program promotes a ground-up model integrating plastic waste recycling into communities by incentivizing residents, consumers, and businesses to adopt a circulatory mindset. This is a collaboration project with the Regional Director for Tourism in Davao, the Samal Mayor’s Office, and Envirotech Waste Recycling, Inc. that will set up local recycling banks to collect plastic waste within Samal communities and transform these into furniture, building materials, and common household items. As a finalist, the PTC team completed a three-month incubation training exercise to prepare and better equip them for the final phase.



## SAFETY AND SUSTAINABILITY REVIEW BOARD (SSRB) Driving a culture of safety, quality, operational excellence, and sustainability

The Safety and Sustainability Review Board was created to drive the PTC Group towards a safe, secure, resilient, and sustainable future—growing in value through the years.

The Safety and Sustainability Review Board guides the management of the PTC Group to ensure pertinent health, safety, and environmental legislation, policies, and procedures, and that the adherence to sustainable development standards are consistent with corporate objectives and stakeholder expectations. SSRB bolsters the work of businesses and enables them to achieve their sustainability objectives. The Board also ensures that all business units of the PTC Group are certified with the relevant ISO management system standards. The ISO standards provide the framework and regulations to ensure that all processes, inputs, and services are capable of meeting every customer requirement. As The Group works to build a culture of quality and continuous improvement, the company presses on with programs designed to develop every employee’s appreciation of productivity, while driving sustainable improvements and financial value.



## SSRB KEY PROGRAMS: 2021/2022

CORPORATE PUBLIC POLICY (CPP)	COMPLIANCE TO ISO MANAGEMENT SYSTEMS	CONTINUOUS IMPROVEMENT PROGRAMS (Operational Excellence/Lean)
<ul style="list-style-type: none"> <li>• Create a robust, group-wide Corporate Public Engagement Network (CPEN) responsive to the groups' needs, requirements, and compliance advocacies.</li> <li>• Instill commitment to the creation of a responsive CPEN to strengthen and sustain the business.</li> <li>• Ensure inclusion of CPP initiatives in all Cluster and BU programs related to public-private engagements and partnerships.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>ISO 9001:</b> 2015 Quality management systems</li> <li>• <b>ISO 14001:</b> 2015 Environmental management systems</li> <li>• <b>ISO 45001:</b> 2018 Occupational health and safety management systems</li> <li>• <b>ISO 22301:</b> 2019 Security and resilience -- Business continuity management systems</li> <li>• <b>ISO 27001:</b> 2013 Information security management</li> <li>• <b>ISO 31000:</b> 2018 Risk management</li> </ul>	<ul style="list-style-type: none"> <li>• Develop people and culture around productivity while driving sustainable improvements and financial value.</li> <li>• Create one group-wide Continuous Improvement Program (CIP).</li> <li>• Challenge the status quo and strive for sustainable solutions.</li> <li>• Adoption of NICPAR (Non-Conformity, Incident, Corrective and Preventive Action Report) System to allow users to create and/or issue a non-conformance, observation, incident report to all employees based on audits, incidents, or operational lapses leading to investigation and/or process improvement.</li> </ul>
SUSTAINABILITY	HEALTH AND SAFETY	SECURITY
<ul style="list-style-type: none"> <li>• Promote people, planet, and prosperity and continue to strengthen the sustainability agenda of The Group.</li> <li>• Integrate sustainability into The Group's strategy, operations, and activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Integrate the efforts of management and employees to identify and control hazards, define safety responsibilities, and respond to emergencies with the intent to prevent accidents, workplace injuries, and occupational diseases.</li> <li>• Integrate safety and health measures into the work environment, as well as all systems, procedures, and practices.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement programs that support and enable business objectives with practical and responsive measures where security threats are effectively prevented or properly contained.</li> <li>• Develop a security culture that promotes workforce engagement on security issues and compliance with prescribed protocols.</li> </ul>

## ISO CERTIFICATIONS

<b>ISO 9001:</b> 2015 QUALITY MANAGEMENT SYSTEMS	<b>ISO 45001:</b> 2018 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS	<b>ISO 14001:</b> 2015 ENVIRONMENTAL MANAGEMENT SYSTEMS	<b>ISO 22301:</b> 2019 SECURITY AND RESILIENCE --BUSINESS CONTINUITY MANAGEMENT SYSTEMS	<b>ISO 31000:</b> 2018 RISK MANAGEMENT SYSTEMS
-----------------------------------------------------	-----------------------------------------------------------------------------	------------------------------------------------------------	--------------------------------------------------------------------------------------------	---------------------------------------------------



# 2022 AND BEYOND



## Carrying on the drive towards a better normal; promoting people, planet, and prosperity; moving a sustainable world.

From the very beginning, the PTC Group has always aspired to be a good corporate citizen. From baby steps to massive leaps, we operate urged on by the hope to be a model among Filipino-owned companies. To do this, we know that we must endeavor to be truly sustainable—in every way. Right now, we are committing to making this a big part of our reality.

By 2022, the PTC Group will define tangible milestones and set its sustainability goals as we carry on the drive towards a more resilient and sustainable future. This means aligning our Group's strategy with our sustainability priorities, with the goal of creating long-term value for all. Each business unit will undergo a more thorough introspection of their operations and activities. We will then chart a course towards sustained growth, while ensuring transparency and accountability all throughout.

The first step we will take is to change the way that we perceive sustainability. Going beyond compliance and standalone environmental projects, sustainability will become for us a way

of life that is embedded in the way we do business and the day-to-day decisions we make. This necessitates a shift in perspective so that sustainability becomes a mindset that is well integrated into our strategy, our operations, our decisions, our actions.

As a group, we know for certain that our role in the sustainability ecosystem is far greater now than ever. We take to heart the urgency for climate action and we will develop a plan to reduce waste and lessen emissions of all our businesses. We are aware of the changing landscape in maritime, aviation, real estate, travel, and even the future of work. Therefore, we will strengthen our risk management systems and business continuity plans to future proof our people and operations.

Future proofing will be at the center of our team's work for the next couple of years. The pandemic has allowed us to see the importance of examining our operations more closely and ensuring that we have the necessary safeguards to future proof our businesses and our people and enable them to pivot and adapt. We will upskill and reskill our employees and the global Filipino professionals that we deploy; and equip them with the necessary skills, tools, and knowledge as a way of ensuring a just transition for all.

As we pursue new ventures and expand our reach in health, aviation, energy, and rice production, we remain true to our mission, anchored by our values, always advocating for people, planet, and ensuring prosperity for all.

For 2022 and beyond, we set our sights on the horizon, we commit to being a force for good, and we strive to contribute meaningfully to the development of our country and the world as we navigate into the new reality.

MAJ. GEN. RESTITUTO PADILLA JR. PAF (RET.)  
Executive Director for Corporate Public Policy,  
Risks, and Sustainability  
PTC Holdings Corporation



Guided by our core values of **Integrity, Compassion, Sustainability and Excellence, Dignity and Professionalism, and a Purposeful Pursuit of Doing Good;** and as integral and committed members of the PTC Group, we hereby pledge:

- To provide the **highest quality of service to our stakeholders;**
- To develop ourselves, our abilities and that of our co-workers, **taking full responsibility for our actions, conduct and performance;**
- **To operate as one team,** collaborating and supporting one another to achieve our common goals while delivering the best results;
- To ensure at all times the **safety, security, and well-being** of our co-workers, our stakeholders, and the communities we serve;
- To strictly **advocate for people, planet, and prosperity,** striving for the betterment of society, the country, and the world.

We expressly affirm our commitment to **ZERO TOLERANCE** of any and all actions and behaviors that defy our Code of Ethics.

May the Lord guide us in fulfilling this pledge, that we may continue to build on, protect, and uphold the name and reputation of the PTC Group, its affiliates, and all its stakeholders. This oath I make freely and upon my honor.



MOVING THE WORLD  
*in more ways than one.*

Carrying on the drive towards a better normal.  
Promoting people, planet, prosperity.  
Moving a sustainable world.

# CORPORATE INFORMATION

## **The PTC Group**

First Maritime Place  
7458 Bagtikan Street, San Antonio Village  
Makati City, 1203  
Philippines  
+63 2 7798 1111

For inquiries from media, customers, and the general public,  
please contact:  
[pvalles@ptc.com.ph](mailto:pvalles@ptc.com.ph)

For inquiries regarding this report and our sustainability  
initiatives, please contact:  
[dalampay@ptc.com.ph](mailto:dalampay@ptc.com.ph)

Concept and design by:  
o63 Brand Design

Photographs:  
PTC Group Marketing and Communications

This report is printed on Mohawk Options recycled paper.  
Mohawk's products are FSC certified and sustainably sourced.

“We move the world together,  
not for ourselves, but for the country, for the environment,  
and for the planet; never losing sight of our vision,  
our mission and our commitment to sustainability  
in everything we do.”

---

Amb. Carlos C. Salinas

The  
**PTC**  
Group