

FY 2024

The Philippine National Oil Company (PNOC) continued to implement employee safety and health programs and activities aimed at protecting personnel from sickness, workplace hazards, and other health-related risks. These initiatives include regular health and safety awareness activities, workplace inspections, and the promotion of preventive health measures to ensure a safe working environment.

The Company also supports programs that encourage employees to maintain healthy lifestyles and physical well-being, while strengthening preparedness for potential emergencies and occupational risks. Through these continuing efforts, PNOC reinforces its commitment to safeguarding the health and safety of its workforce and promoting a culture of prevention and responsibility in the workplace.

The FY 2024 PNOC Health, Safety and Wellness activities/program conducted are as follows:

PROGRAM	DATE
A. Health	
• Provided Over-the-Counter Medicines	January – December 2024
• Engagement of Retainer Physician	September – December 2024
• Administered Flu Vaccine	May 3, 2024
• Conducted Annual Physical Exam	November 26, 2024
• Conducted Free Cholesterol and Uric Acid Tests	November 15, 2024
B. Safety	
• Creation of Emergency Response Team	August 16, 2024
• Self Defense Training for PNOC employees	December 5, 2024
• First Aid Training for PNOC Employees	December 11, 2024
C. Wellness Programs	
• Use of Gym Facility	January- December 2024
• Sports Programs	January – December 2024
○ Walking	
○ Table Tennis	
○ Badminton	
• Biggest Loser Challenge	June 24 – October 18, 2024
• Zumba Class	July 23 – November 5, 2024 (every Tuesday at 5 PM)
• Biker’s Club Launching	November 6, 2024
• Wellness Talks	
○ Redefining Wellness	January 30, 2024
○ Positive Leadership “ Nurturing Workppalce Well Being with the Thin-Feel-Do Well Model	April 19, 2024
• Cleanliness in the work environment through 5S program implementation	October 2, 2024 and December 26-27, 2024

FY 2025

In 2025, the Philippine National Oil Company (PNOC) sustained its commitment to employee welfare by continuing the implementation of safety and health programs and activities designed to protect personnel from sickness, workplace hazards, and other health-related risks. The Company conducted regular health and safety awareness initiatives, workplace inspections, and promoted preventive health measures to ensure that a safe and healthy working environment is maintained across the organization.

PNOC also strengthened programs that encourage employees to adopt healthy lifestyles and maintain physical well-being, while enhancing organizational preparedness for potential emergencies and occupational risks. Through these continuing efforts, the Company reinforced its commitment to safeguarding the health and safety of its workforce and fostering a culture of prevention, responsibility, and well-being in the workplace.

The FY 2025 PNOC Health, Safety and Wellness activities conducted are as follows:

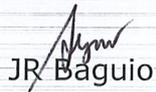
PROGRAM	DATE
A. Health	
• Essential Health Checks for Healthier You (Free Blood Sugar, Total Cholesterol and Uric Acid Screening)	May 16, 2025
• Administered Flu Vaccine	June 3, 2025
• Wellness Caravan (Health Screenings for Uric Acid, Cholesterol, Blood Pressure and Basic ECG)	September 26, 2025
• Conducted Annual Physical Exam	November 6, 2025
• Provided Over-the-Counter Medicines	January – December 2025
• Engagement of Retainer Physician	January – December 2025
B. Safety	
• Fire Prevention Seminar and Fire Fighting Exercises	March 26, 2025
• Purchased Emergency Lights and 8 First Aid Kits installed in various areas of the Building premises	April 2025
• Basic Life Support-Lay Rescuer Training	June 9, 2025
• Standard First Aid Training	June 10-11, 2025
• Earthquake Drill	June 19, 2025 November 6, 2025
• Earthquake Preparedness Orientation	November 5, 2025
• Distribution of Go-Bag	November 4, 2025
C. Wellness Programs	
• Use of Gym Facility	January- December 2025
• Sports Programs	January – December 2025
○ Walking	
○ Table Tennis	
○ Badminton	
• Mountain Climbing	March 15, 2025
• Basic Pickleball Training	July 9, 2025
• Wellness Talks	

<ul style="list-style-type: none"> ○ Busting Common Health Myths 	September 26, 2025
<ul style="list-style-type: none"> ○ Online Talk on Dental and Self Care for PNOG employees 	December 11, 2025
<ul style="list-style-type: none"> ● 18-Day Self Care Challenge 	November 25 – December 12, 2025
<ul style="list-style-type: none"> ● Cleanliness in the work environment through 5S program implementation 	March 20-14, 2025 June 2-24, 2025 August 20-21, 2025 September 23, 2025

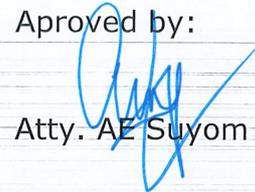
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