



BCDA Corporate Governance Scorecard Report (CGSR) CY 2024

BCDA MANDATE

Vision

Leading the way towards creating viable, sustainable and world-class economic zones for nation building through the sound and balanced conversion and development of selected military baselands.

Mission

BCDA, as the Principal Conversion Authority, commits to:

1. Accelerate the sound and balanced conversion of former of former military baselands into self-sustaining, productive-use, anchored on private sector participation and with the involvement of affected sectors and communities;
2. Optimize revenue generation from disposition of, and business developed from, Metro Manila camps to fund conversion and development;
3. Create opportunities for investment and employment in Central Luzon; and,
4. Develop a highly motivated professional workforce.

STAKEHOLDER RELATIONSHIPS

BCDA's stakeholders are as follows:

1. **the Office of the President/ National Government;**
2. **Congress;**
3. **the Armed Forces of the Philippines;**
4. **the Project-Affected People;**
5. **Local Government Units;**
6. **BCDA's subsidiaries; and**
7. **BCDA's Investors/ Joint Venture Partners/ Lessees.**

BCDA is an Active Partner of Government in National Development

It shall perform its functions towards this end through the responsible stewardship of the country's resources, as well as the production and creation of wealth and infrastructure necessary to support vital government initiatives.

BCDA is committed to fulfill its mandate to its stakeholders by improving the quality of life of and giving dignity to the workforce, their families and the communities that it develops through the conversion of former military bases and other properties into premier sustainable centers of economic growth.

In order to promote sustainable development following the conversion of former military baselands and the creation of centers of growth, BCDA follows an approved Master Development Plan which ensures the optimized values of land development. Likewise, BCDA secures an Environmental Compliance Certificate and complies with the Design Standards and Guidelines—such as in Fort Bonifacio and New Clark City—to ensure that its development is within these prescribed guidelines and that the projects and activities are environment-friendly. A joint Monitoring Team composed of BCDA representatives and its private partners is likewise in place to monitor compliance with said Guidelines. Non-compliance of which is meted with sanctions and appropriate penalties.

BCDA engages with its Stakeholders to improve on its services

BCDA recognizes the rights of stakeholders as established by law or through mutual agreements and encourages active cooperation between BCDA and its stakeholders.

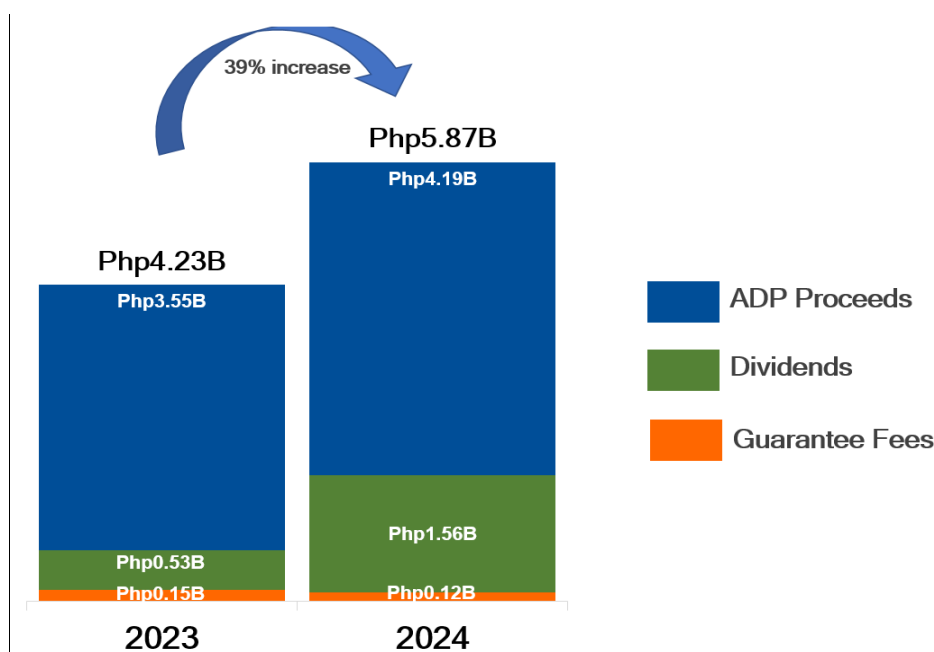
During the past year, BCDA continued to engage with its stakeholders through the following activities:

1) Office of the President/National Government

BCDA remits the net proceeds from the disposition program to the Bureau of Treasury (Btr) on an annual basis.

After remittance, it is the responsibility of the Department of Budget and Management (DMB) to release the respective shares of the beneficiary agencies based on the budget execution guidelines and the approved fiscal program of the government.

Remittances to the National Government



BCDA was able to remit Php5.87B to the national government from January to December 2024, a 39% increase from the previous year's remittances, to improve the state coffers while supporting the modernization of the country's armed forces.

BCDA also presented its infrastructure projects and programs for the approval of the Office of the President and for implementation by the concerned government entities such as the National Economic and Development Authority (NEDA) Board Committee on Infrastructure (Infracom) and/or its committees.

2) **Congress**

BCDA attended Congressional hearings concerning BCDA-related projects and programs. It also actively participated in discussions during meetings convened by the House Committee on Bases Conversion which dealt on matters concerning policies and programs relating to bases conversion, the operation of special economic zones in former military bases, sale of military camps and disposition of proceeds thereof.¹

In 2024, BCDA actively participated in Congressional hearings on matters which will affect the interest and mandate of BCDA on the following legislations:

- a. House Resolution (HR) No. 1390 adopted as HR 168 – Study the Construction of a New House of Representatives Building and the Relocation of the House of Representatives;
- b. Bills on E-Governance/ E-Government;
- c. Bills on Amendments to Board of Claim Act;
- d. Bills on the Bulacan Airport City Special Economic Zone and Freeport Act
- e. Bills on the Philippine National Nuclear Energy Safety Act;
- f. Unnumbered Substitute Bill to PHIVOLCS Modernization Act;
- g. National Museum Design Act;
- h. Amendatory Bills on the Government Procurement Reform Act;
- i. Unnumbered Substitute Bill to National Measurement System Modernization Act;
- j. New Clark City Freeport Area of 2023;
- k. Bills on Department of Water Resources/ National Water Act;
- l. Corporate Recovery and Tax Incentives for Enterprises to Maximize Opportunities for Reinvigorating the Economy (CREATE MORE);

¹ Republic of the Philippines, House of Representatives 19th Congress, House Committees' Jurisdiction
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- m. Amending certain sections of Republic Act No. 11689 or the Revised Charter of the City of Baguio;
- n. Resolution of Both Houses of Congress Proposing Amendments to Certain Economic Provisions of the 1987 Constitution of the Republic of the Philippines, Particularly XII, XIV, and XVI;
- o. Clark National Food Hub;
- p. Inquiry in Aid of Legislation on the Winding Up of the Business Operations of Existing Philippine Offshore Gaming Operators (POGOs); and
- q. National Film Archive of the Philippines.

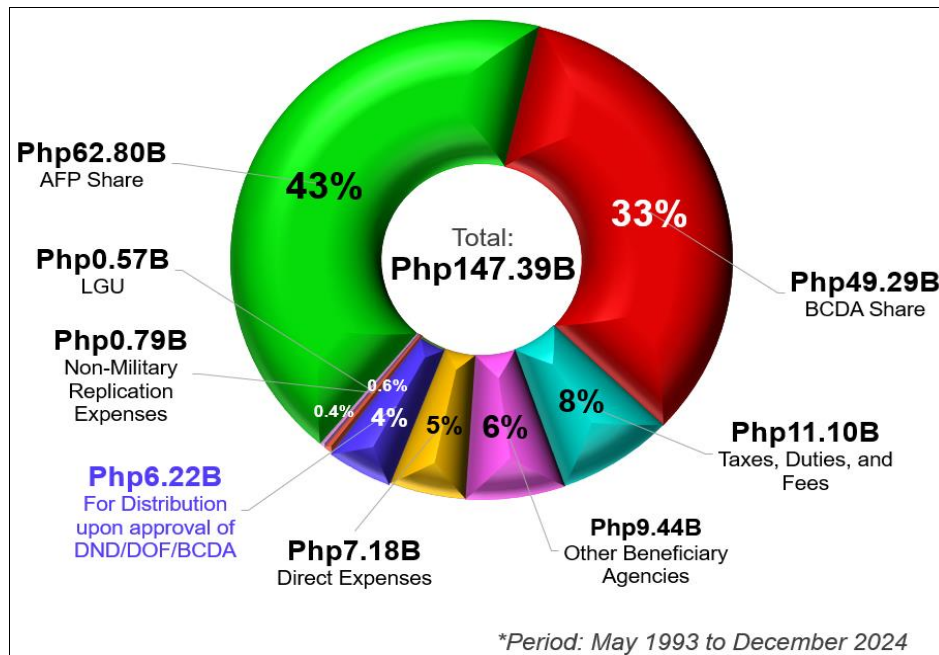
Likewise, BCDA submitted its position papers and other compliance reports on the following legislations to the Senate Committee on Science and Technology, Senate Committee on Finance, Senate Committee on Economic Affairs, House Special Committee on Creative Industries, House Leadership, Senate Committee on Ways and Means, Senate Committee on Constitutional Amendments and Revision of Laws, Senate Committee on Public Services, Senate Committee on Local Government, House Committees on Trade and Industry, Ways and Means, and Appropriations, Senate Committee on Public Works, Senate Committee on Justice and Human Rights.

- a. Unnumbered Substitute Bill to Philippine Institute of Volcanology and Seismology (PHIVOLCS) Modernization Act;
- b. Senate Bill No. 2593 – New Government Procurement Act;
- c. Senate Bill No. 1013 and 2266 – Bulacan Airport City Special Economic and Freeport Act;
- d. House Bill No. 622 – National Museum of Design Act;
- e. Unnumbered Substitute Bill – National Measurement System Modernization Act;
- f. Senate Bill No. 2654 – Corporate Recovery and Tax Incentives for Enterprises to Maximize Opportunities for Reinvigorating the Economy (CREATE MORE);
- g. Resolution of Both Houses No. 16 – Resolution of Both Houses of Congress Proposing Amendments to Certain Economic Provisions of the 1987 Constitution of the Republic of the Philippines, Particularly XII, XIV, and XVI;
- h. Senate Bill Nos. 87, 102, 185, 268, 1021, 1244, 1395, 1428, 2013, and 2412 – Department of Water Resources/ National Water Act;
- i. Unnumbered Substitute Bill – Creating the Virology and Vaccine Institute of the Philippines (VIP);

- j. House Bill No. 7046 – Amending the Revised Charter of the City of Baguio;
- k. House Bill No. 10678 – Clark National Food Hub;
- l. Senate Bill No. 2821 – Accelerate and Reformed Right-Of-Way;
- m. Senate Bill No. 2799 – Metro Bataan Development Authority Act;
- n. House Bill No. 8039 – Green Lanes Act; and
- o. House Bill Nos. 936, 2164, 4787, and 9036 – National Firm Archive of the Philippines.

3) **Armed Forces of the Philippines (AFP)**

Breakdown of Gross Disposition Proceeds



AFP Share

Particulars	Amount (Php)
AFP Modernization Program	51.68
Replication of Military Facilities	11.12
Total	62.80

The Armed Forces of the Philippines is the BCDA's main beneficiary of disposition proceeds receiving Php62.80 billion or equivalent to 43% of the total disposition proceeds generated since 1993.

The AFP share consisted of Php51.69 billion for the AFP Modernization Program and Php11.12 billion for the replication of military facilities in Fort Bonifacio and Villamor Air Base. The replication projects of Php11 billion funded by the General Appropriations Act are not yet included in the AFP Share.

The share of BCDA accounted for 33% or Php49.29 billion, while the share of other beneficiary agencies represented 6% or Php9.44 billion of the total. The Local Government units also benefited from the asset disposition program with the receipt of Php573 million of the proceeds.

Disposition-related expenses deducted from the gross proceeds include Php7.18 billion in direct expenses for on-site development and infrastructure projects, relocation of informal settlers, survey, titling, appraisal, and administrative expenses; Php11.10 billion for taxes, duties, and fees; and Php790 million for the replication of non-military facilities.

On the other hand, Php6.22 billion, representing the gross disposition proceeds received in 2024, is for distribution to the AFP and other beneficiary agencies upon approval of the DND, BCDA, DOF/BTr, and DBM.

By law, the AFP's share comprises 35% of sale transactions and 50% of non-sale transactions. The BCDA share of 27.5% from sale transactions and 50% from non-sale transactions are being used to fund its operations, development of former military bases, and construction of infrastructure projects on its properties.

BCDA's role in modernizing the Armed Forces of the Philippines is summed up in this quote: *"We help strengthen the Armed Forces while building great cities."*

Furthermore, BCDA took a proactive approach in dealing with the AFP, particularly where remittance and accounting of AFP disposition proceeds were concerned. Institutional mechanisms were put in place to foster smooth communications with the AFP which included:

- a) consultations and dialogues among BCDA-Senior DND/AFP Leaders/Officials;
- b) attendance to Joint DND/AFP-BCDA Technical Working Groups regarding military replication projects;
- c) membership to the Philippine Multi-Sectoral Advisory Board (MASB) composed of representatives from key sectors of society which aims to help the Philippine Army pursue its transformation initiatives;
- d) conduct of the AFP Regional Forum as part of BCDA's Stakeholder Engagement Program; and,
- e) the formal issuances of notices/copies to concerned parties on the regular remittances by BCDA to Bureau of Treasury.

The BCDA Public Affairs Department (PAD) carried on the directives of the BCDA Board for PAD to lead the implementation of a Stakeholder Satisfaction Program. In response to this, PAD introduced its Stakeholder Satisfaction and Awareness Program to measure both impact of BCDA on the country's progress and its responsiveness to the needs of stakeholders. Recognizing that the AFP is BCDA's biggest stakeholder, PAD carried out a series of fora in different military camps in Luzon, Visayas and Mindanao. Serving as secretariat to the fora series was the Philippine Army Civil Military Operations Group.

The fora highlights two major activities: the presentation on the "Role of the BCDA in the AFP Modernization Program" by the BCDA President and Chief Executive Officer; and, the dissemination of PAD survey questionnaire intended to measure awareness and satisfaction of the military attendees in BCDA's performance under its mandate for the AFP.

As of 31 December 2024, the BCDA has conducted thirty (30) forums for the Armed Forces to boost awareness of programs and activities mainly benefiting the uniformed services. The list is provided below:

	Event Description	Date
1	Camp Aguinaldo for DND-AFP Metro Manila-based Public Information Officers	August 2011
2	Antipolo, Metro Manila for AFP Regional Public Information Officers	06-07 September 2012
3	3rd Infantry Division, Camp Peralta in Jamindan, Capiz	11-12 October 2012
4	Eastern Mindanao Command in Camp Panacan, Davao City	06-07 November 2012
5	Central Command in Camp Lapu-Lapu, Cebu	18-19 March 2013
6	9th Infantry Division, Camp Elias Angeles, Camarines Sur	04-05 July 2013
7	Western Command in Camp Artemio Ricarte, Puerto Princesa, Palawan	30-31 January 2014
8	North Luzon Command in Camp Servillano Aquino, Tarlac	09 September 2014
9	Philippine Army Forum, PA Headquarters	16 October 2014
10	Southern Luzon Command in Camp Guillermo Nakar, Lucena, Quezon	20 April 2015
11	Philippine Navy Governance Forum, Headquarters, Philippine Navy Naval Station Jose B. Andrada, Roxas Boulevard, Manila	25 November 2015
12	4th Infantry Diamond Division, Cagayan de Oro	26 November 2015
13	Army Wide Civil Military Operations, Baguio City	08 December 2016
14	Philippine Army CMOG, Fort Bonifacio	14 February 2017
15	Philippine Air Force, 1 st Division, 600 th Air Base Group and Air Logistics Command, Clark Air Base, Pampanga	25 August 2017
16	Forum for the Public Information Officers of the AFP held at Seda Hotel, BGC, Taguig City	01 March 2018
17	Forum for the 202 nd Infantry Brigade, 2 nd Infantry	19 April 2018

	Division, Philippine Army, Lake Caliraya, Brgy, West Talaongan, Cavinti, Laguna	
18	Forum for the AFP Northern Luzon Command, Camp Servillano A. Aquino, San Miguel, Tarlac	31 May 2018
19	Public Information Officers Forum held at Ascott Hotel, BGC, Taguig City	20 June 2019
20	Philippine Navy Forum held at the Asero Hall, Philippine Marine Corps, Marine Barracks Rudiardo Brown, Bonifacio Naval Station, Fort Bonifacio, Taguig City	27 January 2020
21	Usapang Pangkaunlaran, Usapang Pangkapayapaan Clark: Philippine Air Force Virtual Forum	29 January 2021
22	Usapang Pangkaunlaran, Usapang Pangkapayapaan Northern Luzon: Philippine Air Force Virtual Forum	16 December 2021
23	7 th Infantry (Kaugnay) Division, Philippine Army	August 25, 2022
24	AFP CS LtGen Bacarro, Headquarters AFP, Major Services	September 19, 2022
25	Civil-Military Operations Regiment (CMOR) Forum	November 24, 2022
26	Forum for the Public Information Officer of the AFP and DND	May 2, 2023
27	Forum for the AFP Chief of Staff, General Headquarters, Major Services and Unified Commands	September 15, 2023
28	Forum for the AFP Western Command	November 17, 2023
29	Forum for the Philippine Navy	December 17, 2023
30	AFP Forum: Lecture for First Year Cadets of the Philippine Military Academy	January 29, 2024

4) **Project-Affected People (PAP)**

BCDA values the opportunity to give back to the project-affected people and indigenous communities as it builds New Clark City.

The BCDA's Social Support Division took care of the Project-Affected People (PAP) in New Clark City, by conducting dialogues and focus discussions on the effects of BCDA's projects on them and of BCDA's offer of relocation site or financial assistance. BCDA even conducted house-to-house visits to address PAP issues on livelihood projects. An inter-agency Committee composed of the Commission on Human Rights, the Philippine Commission on Urban Poor, the Philippine National Police and affected LGUs was also created to ensure that the relocation activities of BCDA are within the bounds of the law and that the rights and safety of the PAPs are protected.

Moreover, to ensure the health and well-being of the PAPs, medical and dental missions have been conducted on a regular basis to assist the PAPs who have been directly affected by the development of the area.

5) ***Local Government Units (LGUs)***

The BCDA is in constant consultation and coordination with the concerned LGUs when it comes to the implementation of its projects, particularly in the New Clark City. This is to get the support of the LGUs as well as ensure the smooth and speedy completion of BCDA projects.

6) ***BCDA Subsidiaries***

The BCDA had set policy directions on properties/lands to be developed in consonance with BCDA's mandate.

BCDA executed Performance Agreements (PAs) with its subsidiaries to set their respective annual key targets and to ensure that they remain committed into delivering their projects and programs. As part of its oversight function, BCDA required the subsidiaries to submit their Corporate Operating Budget for approval by the BCDA Board.

7) ***Investors/Joint Venture (JV) Partners/Lessees***

A Project Management and Monitoring Committee (PMMC), composed of members from both the BCDA and the JV partners, meet once a month to discuss issues arising from the implementation of the Joint Venture Agreement. The Agreements reached by the PMMC were submitted to their respective Boards for approval. The Top Management of the JV Partner likewise made presentations to the Board on the status of the Projects being undertaken and apprised the Board of their plans for the property.

Regular meetings with BCDA's JV Partners were also conducted to thresh out issues before they become unmanageable.

CORPORATE SOCIAL RESPONSIBILITY

The BCDA pursues with enthusiasm its various corporate social responsibility programs—reaching not only people who have been directly affected by its undertakings but also those who share the organization’s aspirations for a more caring, more nurturing Philippine society.

In responding to its stakeholders, BCDA adopts the following CSR philosophy:

“We at BCDA are committed to fulfill our mandate to our stakeholders by improving the quality of life of and giving dignity to our workforce, our families, and the communities that we develop through the conversion of former military bases and other properties into premier sustainable centers of economic growth.”

The mission of BCDA, as laid down by its mandate, is to help build a strong nation and bring prosperity to all Filipinos. Its Corporate Social Responsibility (CSR) advocacies are focused towards that goal— achieving inclusive growth. Its various development projects are rooted in protecting the welfare and further improving the lives of people in the communities where BCDA and its subsidiaries operate.

Consistent with this CSR philosophy is the BCDA’s two-pronged approach to deliver services to its stakeholders, to wit:

- **PEOPLE-oriented projects** geared towards improving life in communities and benefitting targeted stakeholders affected by BCDA development projects. Its objectives are succinctly encapsulated in its “Yaman at Kaalaman Alay sa Kapwa” (YAKAP) program.
- **ENVIRONMENT-oriented activities** for the protection, preservation and sustainable use of natural resources in project areas, which is appropriately expressed in KKK (Kalinga sa Kalikasan para sa Kabuhayan) program.

Serving the Military and the Communities

The extent of BCDA’s CSR activities goes far beyond its considerable financial support to beneficiary agencies and contiguous cities and municipalities.

BCDA pays tribute to the men and women of the Armed Forces of the Philippines (AFP), who go above and beyond the call of duty to keep our nation free. Through its CSR projects, it aims to contribute to the development of “a world-class Armed Forces, source of national pride.”

BCDA recognizes its duty and responsibility to support its major stakeholder, the AFP, through its “Saludo sa Sundalo” program.

The program encompasses stakeholder engagement activities that recognize the troops as a partner and as a hero, given their service and sacrifice. Aside from responding to the needs of the armed forces, the BCDA seeks to improve the quality of life of its project-affected communities, a goal that is anchored on its desire for inclusivity in its development projects.

BCDA Sets Transfer of PAF Facilities to New Clark City



The Bases Conversion and Development Authority (BCDA) is moving forward with the Php 4.24 billion project to transfer the Philippine Air Force's (PAF) housing facilities from the Air Force City in Clark Freeport Zone, Pampanga to an 85-hectare property in New Clark City, Tarlac.

BCDA President and Chief Executive Officer Engr. Joshua M. Bingcang said the first phase of the project involves site development works and construction management services estimated to cost around Php742 million. The project is in line with the Memorandum of Agreement signed by the Department of National Defense and BCDA back in August 2019 to facilitate the transfer of PAF's billeting facilities to the 85-hectare property in New Clark City, as well as its operational facilities to another 147-hectare area within the OMNI Aviation near the Clark International Airport (CRK).

"With the support of the Marcos administration, the BCDA is now ready to commence the relocation of PAF's housing and operational facilities. Once completed, this project will allow us to provide modern and world-class facilities for the Air Force and at the same time free up 300 hectares of prime property in the middle of Clark's commercial area," PCEO Bingcang said.

The BCDA chief said this will open up the area for more developments, including the proposed Clark Central Business District (CBD), a 100-hectare mixed-use commercial and lifestyle hub, and the second runway as part of the CRK terminal expansion.

“The transfer of PAF’s facilities is just the first step to unlocking more opportunities in Clark. We believe that Clark still has so much to offer, and we are committed to bring out its full potential for the benefit of the people of Pampanga and nearby provinces,” he said.

After site development, BCDA will proceed with the second phase, which will cover the construction of PAF’s housing and support facilities amounting to Php 3.5 billion.

“We at the BCDA value the military as one of our most important stakeholders. As such, we always ensure that the new facilities we construct are designed to address the needs of our soldiers, and are completed at the highest possible standards,” PCEO Bingcang said.

The New Air Force City

<ul style="list-style-type: none"> • Housing and support facilities 	85-hectare area in New Clark City
<ul style="list-style-type: none"> • Operational facilities 	146.88-hectare area in OMNI Aviation and Southeast of CRK
<ul style="list-style-type: none"> • Billeting facilities* 	<ul style="list-style-type: none"> ➤ Senior Officer Single Detached (49 units) ➤ Company Grade Officer Duplex (30 buildings) ➤ Field Grade Officer Duplex (34 buildings) ➤ Senior NCO Walkup with Elevator (26 units x 9 buildings) ➤ Junior NCO Walkup with Elevator (26 units x 10 buildings)
<ul style="list-style-type: none"> • Morale, Welfare, and Recreational Facilities 	<ul style="list-style-type: none"> ➤ Hospital & Dental Building ➤ School Building ➤ Clubhouse Building ➤ Swimming Pool ➤ Admin Building ➤ Catholic Church Building ➤ Multi-Purpose Gym Building ➤ Concessionaire Building ➤ Interfaith Building ➤ Muslim Building ➤ Open Court ➤ Open Field

* more than 700 personnel will occupy the billeting facilities

Building Connections with Future Soldiers



Over 300 graduating First Class Cadet students and officers of the Philippine Military Academy (PMA) joined the lecture on the role of the Bases Conversion and Development Authority (BCDA) in the Armed Forces of the Philippines (AFP) Modernization Program held last January 29, 2024 at the PMA, Fort Gregorio Del Pilar, Baguio City.

The lecture was spearheaded by BCDA Chairman Delfin N. Lorenzana, who is a member of the PMA MAAGAP Class of 1973. The forum focused on the contributions of the BCDA to the AFP Modernization program—helping our future soldiers understand how they can benefit on the transformation of former military bases, including the John Hay Special Economic Zone in Baguio, into investment hubs and centers of economic activity.

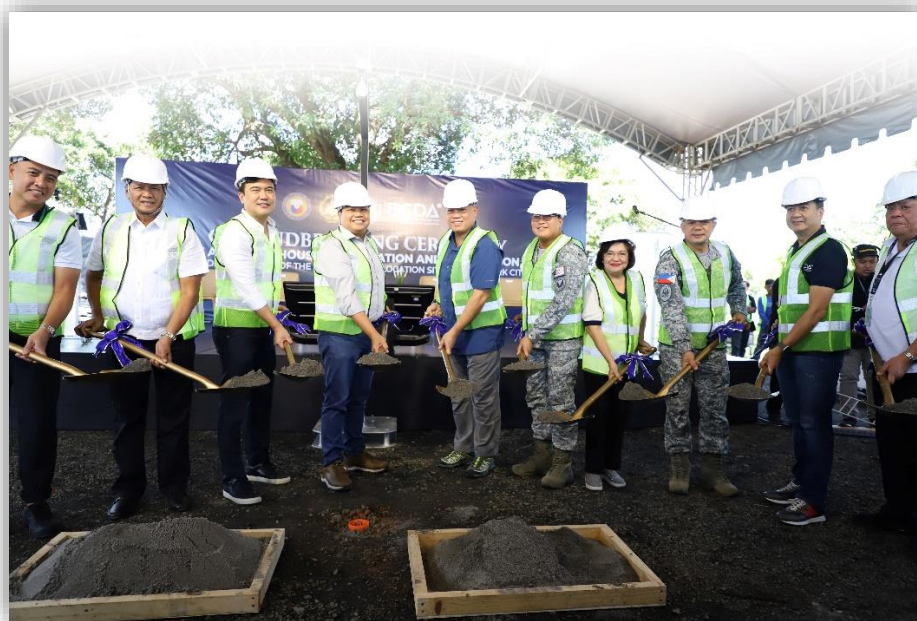


PMA Superintendent LtGen. Rowen S. Tolentino PA led the delegation of BCDA along with other key officers of the Academy, Commo. Roger Viduya, BGen Jose Demmar Pauly and BGen Ramon Flores.

LtGen Tolentino toured Chairman Lorenzana and the BCDA delegation composed of Engr. Mark Torres, Vice President for Engineering and Social Support Department; Leilani Barlongay- Macasaet, Vice President for Public Affairs; Atty. Kim Uy, Vice President for Legal Services Department; Kenneth Peralta, Vice President for Investment Promotions and Marketing Department and the officials of the BCDA subsidiary John Hay Management Corporation (JHMC) led by Chairman Atty. Marlo Quadra; Allan Garcia, President and CEO; and, Vice President Jane Tabalingcos inside the PMA.

BCDA is created by Republic Act 7227 (Bases Conversion and Development Act of 1992) to transform former military camps into economic centers of growth. Since 1992, BCDA has generated P141.31 billion from the disposition of former Metro Manila camps. Of the said amount, 44 percent or Php 62.64 billion was remitted to the National Treasury for the AFP Modernization Program.

BCDA Breaks Ground on Philippine Air Force Facilities in New Clark City



READY TO BUILD. (From left) Clark International Airport Corporation President and CEO Joseph Alcazar; Bamban Municipal Mayor Leonardo Anunciacion; Bases Conversion and Development Authority (BCDA) President and CEO Engr. Joshua Bingcang, BCDA Chairman Atty. Hilario Paredes, Department of National Defense (DND) Undersecretary Salvador Melchor Mison, Jr., Philippine Air Force (PAF) Commanding General Lt.Gen. Stephen Parreño; Clark Development Corporation (CDC) President and CEO Atty. Agnes VST Devanadera; PAF Air Installation and Base Development Command (AIBDC) Commander MGen. Pablo Rustia, Jr.; BCDA Directors Gerard Seno and Roberto Flores ready their shovels during the groundbreaking ceremonies for the site development of the PAF housing facility in Bamban.

The Bases Conversion and Development Authority (BCDA) is a step closer towards the completion of its Php 4.24-billion project to transfer the Philippine Air Force's (PAF) housing facilities from the Air Force City in Clark Freeport Zone, Pampanga to a 65-hectare property in New Clark City, Tarlac.

This comes after the BCDA, Department of National Defense (DND), Armed Forces of the Philippines (AFP), and PAF started the site development for the 65-hectare relocation site in New Clark City on 19 November 2024. The event was attended by BCDA Chairperson Atty. Hilario B. Paredes, BCDA President and CEO Engr. Joshua M. Bingcang, DND Undersecretary for Acquisition and Resource Management Salvador Melchor B. Mison, Jr., PAF Commanding General LtGen. Stephen P. Parreño, Tarlac Governor Susan A. Yap, Clark Development Corporation (CDC) President and CEO Atty. Agnes VST Devanadera, Clark International Airport Corporation President and CEO Joseph P. Alcazar and Bamban City Mayor Leonardo C. Anunciacion.

“At BCDA, while our mandate is to support the AFP, we view this responsibility as a personal commitment. It is our pledge to ensure that our soldiers are treated with the respect and dignity they deserve by delivering replication projects that are modern, world-class, and sustainable. This is not merely a task—it is a debt we must repay,” said Atty. Paredes.

For Engr. Bingcang: “We owe our national security to the military. We assure you that the projects we undertake for the military will be world class and will serve as a model of military camps. We don’t want to lose sight of our focus on helping strengthen the Armed Forces. We will continue to share revenues and support the AFP Modernization Program.”

The project is in line with the memorandum of agreement signed by the DND and BCDA back in August 2019 to facilitate the transfer of PAF’s billeting facilities to the 65-hectare property in New Clark City, as well as its operational facilities to another 147-hectare area within the OMNI Aviation near the Clark International Airport.

The PAF relocation project in New Clark City is divided into two phases. Phase 1 will be the site development of the 65-hectare relocation property, which was awarded to R.D. Policarpio and Company in August 2024 and will be completed in September 2025.

Meanwhile, Phase 2 of the project is composed of housing and community facilities, which include churches, clubhouse, and administration building, among others. This phase of the project is targeted to be procured and implemented in 2026.

Once completed, this project will allow BCDA to provide modern and world-class facilities for the Air Force and at the same time free up 300 hectares of prime property in the middle of Clark’s commercial area.

Developments eyed in the soon-to-be-vacated property in Clark include the proposed Clark Central Business District, a 100-hectare mixed-use commercial and lifestyle hub, and the second runway of Clark International Airport.



WELL-DESERVED. PAF Commanding General Lt.Gen. Stephen Parreño (center) is flanked by key officers of the PAF Air Installation and Base Development Command (AIBDC). Our Airman witnessed the beginnings of the site development for their new and modern housing facilities, being built by BCDA in honor of their service to our country.

HONORING OUR AIR FORCE, TOGETHER.

Gathering for the special event held last November 19 are DND, PAF, BCDA, CDC and CIAC heads with the local chief executive of the Province of Tarlac, Governor Susan Yap. The event is a milestone in the history of BCDA involving the transfer of PAF's billeting facilities to the 65-hectare property in New Clark City, as well as its operational facilities to another 147-hectare area within the OMNI Aviation near the Clark International Airport.



BCDA, PAF PARTNERS. PAF officials led by Commanding General Lt.Gen. Stephen Parreño with BCDA officials and the event organizing staff pose for a group photo after the successful groundbreaking ceremony of the 65-hectare Housing Relocation and Replication Project for the Philippine Air Force.



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AS WE MARK THIS MILESTONE TO REPLICATE THE STRUCTURES AND FACILITIES OF AIR FORCE CITY HERE, WHAT WE ARE REALLY TRYING TO REPLICATE IS THE SENSE OF COMMUNITY THAT WE HAVE BUILT TOGETHER OVER THESE PAST YEARS. WE YEARN TO GIVE THE PAF COMMUNITY A PLACE WHERE THEY CAN FEEL SAFE AND SECURE, WHERE THEIR FAMILIES CAN LIVE A PEACEFUL AND HAPPY LIFE, AND WHERE TOGETHER, THEY CAN PERFORM THE TASKS THEY ARE MANDATED TO DO.

THEY DESERVE THIS MUCH BECAUSE THE MEN AND WOMEN OF THE PAF DEDICATE THEMSELVES TIRELESSLY TO SERVE AND DEFEND OUR NATION. THEY ENDURE GREAT SACRIFICES, OFTEN FACING NUMEROUS CHALLENGES THAT DEMAND FROM THEM, TO RISK EVERYTHING THEY HOLD CLEAR EVEN THEIR OWN LIVES."

— LtGen. Stephen P. Parreño PAF
Commanding General, Philippine Air Force



STARTING A MILESTONE. Guest of Honor, DND Undersecretary Salvador Melchor Mison, Jr. leads government partners in the capsule-laying ceremony for the groundbreaking rites held in New Clark City, marking the beginning of the site development of the 65-hectare housing facility for the PAF.

Running in solidarity for West Philippine Sea

Members of the Bases Conversion and Development Authority (BCDA) on 13 October 2024 joined the Philippine Marine Corps' (PMC) Sovereignty Run to honor the valor and sacrifices of the country's soldiers, and stand in solidarity with them in reaffirming the nation's commitment to sovereignty amid issues in the West Philippine Sea.

The Sovereignty Run is one of the activities leading to PMC's observance of its 74th anniversary held every 7th of November. Proceeds from the marathon will benefit families left behind by fallen Marines as well as troops currently stationed in the West Philippine Sea. Over 4,400 uniformed personnel and running enthusiasts joined the 2024 Sovereignty Run Marathon of the PMC in Fort Bonifacio in Taguig.

"We at BCDA stand with our troops and the whole of the Philippine government in defending the lawful and sovereign rights over our nation's exclusive economic zone in the West Philippine Sea. Through our own little ways, we vow to support the men and women of the Corps, especially those defending the West Philippine Sea on the frontlines, be it through participating in their stakeholder engagement activities or helping modernize their facilities," said BCDA Corporate Social Responsibility and Stakeholder Relations Division Chief Maricar Savella-Villamil.



Modernizing Facilities

The BCDA Board of Directors in October engaged with key officers of PMC to discuss the timely transfer of the PMC headquarters from Bonifacio South Pointe, Taguig to Morong Discovery Park, Bataan.

As part of its mandate, BCDA is replicating and modernizing PMC's new headquarters at a 100-hectare area at the Morong Discovery Park, from their 12-hectare lot in Bonifacio South Pointe, Taguig.

The Marines' future headquarters is located at the eastern half of the Morong Discovery Park, directly facing the West Philippines Sea. It will also be accessible to major and access roads including the Subic-Clark-Tarlac Expressway.

Unlike its current headquarters in Taguig, where operations are hindered by Metro Manila traffic congestion, the Bataan location is deemed strategic for the Marines as it would help expedite emergency response and ease deployment of troops. The new headquarters will also feature modern, state-of-the-art facilities to ensure more efficient operations.



BCDA employees are among the finishers of the "Sovereignty Run." A total of 55 members of the BCDA workforce ran alongside our troops during the 74th PMC Anniversary.



Runners gathered as early as 4:00am to join the warm-up exercises before the gunstart.

Celebrating Disciplined and Healthy Warriors



Philippine Army Commanding General Lt.Gen. Roy Galido (center) is flanked by officers, officer candidate course graduates and event sponsors during the closing ceremonies of the Warrior's Run held at New Clark City.

New Clark City is the venue for the “Warrior’s Run,” the graduation run of Officer Candidate Class ‘61, led by the Philippine Army Officer Candidate School (PAOCS), with the Army Dragon Warriors, Inc. (Dragonboat Team). A fitting event to commemorate Andres Bonifacio Day on November 30, it also coincides with the 73rd anniversary of the PA Training and Doctrine Command (TRACOM).

LtGen Roy M. Galido, Commanding General of the Philippine Army, who was among the early finishers of the 10-kilometer (km) category, thanked BCDA for the partnership and expressed his appreciation for the “wonderful running route” of New Clark City. Speaking before 700 soon-to-be platoon leaders, he emphasized the value of embracing the kind of discipline displayed by our world-class athletes. “I hope TRACOM, the home of army standards will implement this athletes’ discipline to make our army better... Our service is like a marathon, it entails a long preparation if you want to succeed.”

TRACOM Commander MGen Danilo D Benavides PA, and PAOCS Commandant Col Harold M Cabunoc distributed awards to the top male and female finishers of the 5, 10 and 21-km categories. Around 2,000 runners joined the event.



Graduates doing synchronized push ups as part of their post 21-kilometer run routine, with New Clark City Athletics Stadium as their backdrop.



From left: Investment Promotions and Marketing Department Officer Suzanne Marie Ramos-Liwanag; Security Service Officer Mr. Regelo Rogel; and, Public Affairs Department - CSR and Stakeholder Relations Division Chief Maricar Gay Savella-Villamil greet the Philippine Army Commanding General LtGen. Roy M. Galido PA after his successful 10-kilometer run.

Enhancing the Workspace of our Armed Forces

The Bases Conversion and Development Authority (BCDA) donated over 300 office furniture and fixtures to members of the Armed Forces of the Philippines (AFP) on separate occasions at a BCDA facility in Camp John Hay.

Receiving the donation in November and December were military units from the Philippine Army (PA), the Philippine Air Force (PAF) and the Philippine Navy (PN).

This is a timely initiative in support of the AFP as it celebrates its 89th Founding Anniversary and is aligned with BCDA's corporate social responsibility program for our soldiers dubbed, "Saludo sa Sundalo."

BCDA turned over to our troops modular partitions, office desks and mobile drawers that could enhance the workspace of our uniformed personnel, and help them perform their vital mission with greater efficiency and comfort.



Receiving the donation in behalf of the Philippine Army is Lt.Col. Karlwin Monteron PA. Looking on are BCDA Vice President for Public Affairs Lani Macasaet and CSR and Stakeholder Relations Division Chief Maricar Villamil.

Supporting the Army's Mission to Serve

The first group to receive the equipment from BCDA was the 15th Installation Battalion (15IMB) of the Installation Management Command, Philippine Army.

In simple ceremonies held November 29 at the 15IMB headquarters, Camp O' Donnell, Capas, Tarlac, Commanding Officer Lt.Col. Karlwin Monteron PA and BCDA Vice President for Public Affairs Leilani Macasaet led the ceremonial turnover of the office fixtures.

During the program, LtCol Monteron recognized BCDA's commitment to support their unit's mission and expressed gratitude for its contribution to the troops. "This marks a significant milestone for us. These will not only enhance our physical workspace but also boost our morale and productivity," said Monteron.

In response, VP Macasaet, thanked the 15IMB for preserving the peace in the region. The 15IMB is tasked to manage and administer the military installations of Camp O' Donnell in Tarlac, Camp Camacho in Bataan, and Camps Malong and Abat in Pangasinan.



Philippine Army representative Lt.Col. Monteron (left) inspects the partitions with BCDA VP for Public Affairs Lani Macasaet and CSR Division Chief Maricar Villamil.

Better Facilities for our Airmen's Civil-Military Operations

By mid-December the Philippine Air Force Civil-Military Operations Group (PAF-CMOG), represented by 1Lt Armstrong De Castro PAF, received the above donation from BCDA, represented by Vice President Josefina Pe of the Procurement and Property Management Department.

Facilitating the hauling operations were officers from the BCDA Property Division and the John Hay Management Corporation (JHMC) Supply Unit. Also present as witnesses to the turnover are CSR and Stakeholder Relations Division Chief Maricar Gay Villamil and Property Management Division Chief Desiree Paras.



Philippine Air Force hauls the donated fixtures and furniture.

Assisting Naval Combat Support Operations

The Navy Combat Engineering Brigade (NCEBde), also known as the Seabees, received office equipment from BCDA a few days before New Year's eve.

NCEBde is the unit providing engineering support for naval construction and combat engineering operations to help the Philippine Navy accomplish its mission of safeguarding national security.

Present to oversee hauling operations were LCDR Elgin Nilayan, Assistant Chief of Staff for Operations (CEB3). With him were BCDA Communications Division Chief Rosbert Serona, Jr. and Property Officer Elmer Elizaga.

BCDA welcomes the opportunity to contribute to the welfare and well-being of its major stakeholder, the AFP. This CSR project is expected to help improve the workspace of our soldiers, facilitating the enhancement of capabilities to accomplish their mission of protecting our people and securing the state.



BCDA Public Affairs Department-Communications Division Chief Rosber Serona, Jr. (left) and Property Division officer Elmer Elizaga (center) turnover the fixtures and furniture to the Philippine Navy represented by LCDR Elcin Nilavan, Assistant Chief of Staff for Operations of the NCEBde.

BCDA Supports 1st ARRAPI General Assembly with Raffle Appliance Sponsorship

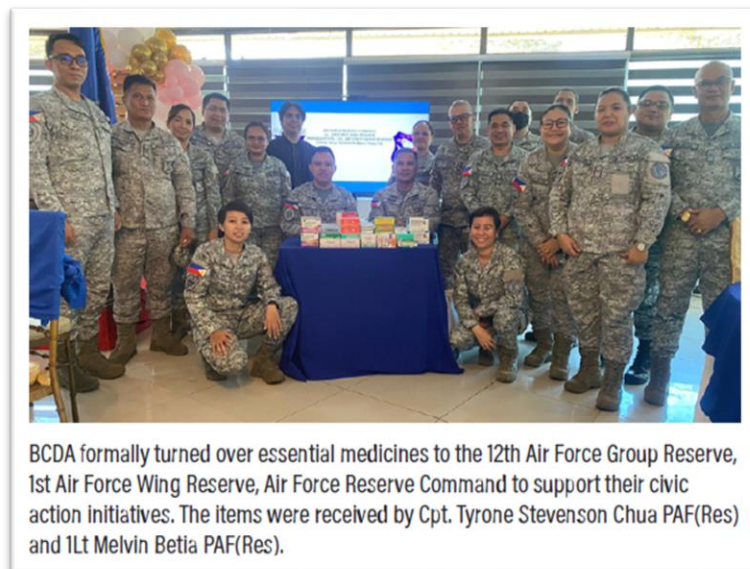


The Bases Conversion and Development Authority (BCDA) joined the Association of Reservist and Reservist Administrators of the Philippines, Inc. (ARRAPI) in celebrating the Reservist National Convention CY 2024 and the 1st ARRAPI General Assembly. The event, held at Megatrade Hall 2, Level 5, Mega B, SM Megamall, Mandaluyong City, brought together AFP reservists from across the country in a gathering that showcased patriotism, camaraderie, and dedication to service.

BCDA, as part of its support to the Armed Forces of the Philippines and its reservists, sponsored appliances for the event's raffle, adding excitement and joy to the occasion. This sponsorship highlights BCDA's commitment to honoring the sacrifices and contributions of AFP reservists who balance their civilian professions with their role in national defense.

This momentous event celebrated the resilience and volunteerism of the reservists, whose readiness to serve the nation during crises and wartime embodies the true spirit of patriotism. The convention also emphasized the importance of strengthening partnerships and recognizing the efforts of our modern-day heroes. BCDA congratulates ARRAPI for the successful event and reaffirms its dedication to supporting initiatives that uplift the lives of our AFP reservists and their families.

BCDA Turns Over Medicines to 12th Air Force Group Reserve During Milestone Celebration



In its commitment to support the request of the community, the Bases Conversion and Development Authority (BCDA) turned over essential medicines to the 12th Air Force Group Reserve under the 1st Air Force Wing Reserve, Air Force Reserve Command. The ceremonial handover was represented by BCDA's Corporate Social Responsibility and Stakeholder Relations Officer, Jazzner Julian S. De Dios, and was held at the Ballroom Hall, PAF Golf Course Club, Pasay City.

The medicines were received by Cpt. Tyrone Stevenson Chua PAF(Res) and 1Lt Melvin Betia PAF(Res) on behalf of their Group Commander Lt.Col. Donald Patrick Lim PAF(GSC)(RES). These supplies are earmarked for upcoming medical and civic action missions aimed at underserved communities.

The turnover event coincided with two significant milestones for the 12th Air Force Group Reserve: the Pinning Ceremony for the Military Civic Action Medal (MCAM) and the celebration of the new year. The MCAM, awarded to selected reservists for outstanding service and commitment to civic action programs, served as a fitting backdrop for the occasion.

Army's Armor Division Visits BCDA



Last August 2024, BCDA Chairperson Delfin Lorenzana received officers of the Philippine Army's Armor "Pambato" Division, led by its commander, MGen Pedro C. Balisi, Jr. PA. During the courtesy visit, MGen Balisi invited former Chairman Lorenzana to visit the infantry and presented partnership opportunities for CSR projects for the military.

The Armor "Pambato" Division, one of the Philippine Army's major units, is a combined arms organization composed of Tanks, Cavalry, and Mechanized infantry stationed in Camp O' Donnell, Capas, Tarlac.

Being a Hero to Our Heroes



On National Heroes Day, BCDA joins the Wounded Soldiers Agriculture Cooperative in celebrating the heroism of our wounded troops during their event entitled “Wounded Heroes with Eagles: Run and Raffle for a Cause 2024” held at Camp Aguinaldo. The activity gathered participants as early as 4:00AM for a benefit run, followed by a heartwarming awarding ceremony graced by officers of the Armed Forces of the Philippines, the Department of Agriculture, CoopNatcco Partylist and the BCDA.

Former BCDA Chairman Delfin Lorenzana delivered his message of support as one of the guests. "Being a soldier is not an easy task. I commend everyone for volunteering to serve the country. Now is the time for the government to serve you." The Chairman congratulated the organizers for its comprehensive rehabilitation program for those wounded in action and for hosting the event where inspiring stories of resilience were shared.

In the aftermath of Typhoon Carina: Keeping our coworkers afloat



(From left) Senior Administrative Assistant Stefany Mateo, Administrative Officer IV Ursula Tablon, and Public Relations Officer IV Garry Cativo purchased grocery items for BCDA employees affected by the onslaught of Typhoon Carina.

Typhoon Carina recently left massive devastation in the island of Luzon leaving Metro Manila and nearby regions heavily flooded. With this, the Philippine government placed the National Capital Region (NCR) and other nearby provinces such as Cainta Rizal, Cavite, Batangas and Baco, Oriental Mindoro under a state of calamity.

On 24 July 2024, in the midst of the storm, a group of BCDA volunteers took action and started to monitor co-workers who are in need. A donation drive was quickly set off for the purchase of food, medicine, and cleaning materials. From 12 affected colleagues the number ballooned to 56 workers overnight as the storm hammered on. Through the collaborative efforts of BCDA employees, a significant amount of money was raised and efficiently utilized to support our colleagues who have been hit by the typhoon.

The Public Affairs Department (PAD), the Human Resources Management Department (HRMD), the Procurement and Property Management Department (PPMD), and the Security Management Department (SMD) — with the guidance of the President and CEO—launched an economic assistance project which entailed the provision of recovery packs for all affected workers. This is in line with BCDA’s corporate social responsibility (CSR) Philosophy, “We at BCDA are committed to fulfill our mandates to our stakeholders by improving the quality of life of and giving dignity to our workforce, our families, and the communities that we develop through the conversion of former military bases and other properties into premier sustainable centers of economic growth.”



The devastation brought about by Typhoon Carina left a significant impact on many communities as they faced power and water shortages, and transport disruptions.

Majority of BCDA employees whose homes were severely flooded were living in Rizal and Manila. Many were residing in the cities of Pasig, Quezon and Taguig. Also, among affected are those from the provinces of Pampanga, Bulacan, and Tarlac, as well as cities of Marikina and Paranaque. One or two flood victims were living in the province of Cavite and the cities of Valenzuela and Mandaluyong.

In this regard, BCDA volunteers solicited cash from employees which was used to purchase Doxycycline, medicine that can help prevent Leptospirosis for exposed individuals. This was based on the guidance of company physician Dr. Faith Reyes, who also made sure that information on the disease was sent out to all affected workers and employees. Using BCDA CSR funds, recovery packs valued at Php5,000 were purchased, sorted and organized by BCDA volunteers, ensuring that the recovery packs were distributed efficiently and effectively.

The packs contained rice, canned food, cleaning materials, medicine, drinking water, and flyers on Leptospirosis.

The swift response and the outpouring of support highlighted the strength of community spirit and the importance of solidarity during crises. Many beneficiaries expressed their gratitude for the timely assistance, which provided them with much-needed relief.

“I am personally grateful for generous donation of BCDA during this challenging time. Your support has brought relief to those affected by Typhoon Carina, showing the true strength of our community. Thank you for your compassion and willingness to help when it was needed most,” said one of the beneficiaries.

The success of the donation drive was largely due to the enthusiastic participation of BCDA top management and employees, who not only contributed funding but also volunteered their time to help monitor each coworker in their time of need, organized themselves into teams despite the work cancellation, purchased bulk resources and distributed the donations.

In the aftermath of Carina, the BCDA family showed its commitment to being proactive and responsible citizens, ready to lend a helping hand to coworkers whenever and wherever it is needed.

Empowering communities with life-saving skills



The Bases Conversion and Development Authority (BCDA), in partnership with the St. Luke’s Medical Center Foundation, Inc. (SLMCFI), successfully conducted a Basic Life Support (BLS) training for project-affected communities in Capas, Tarlac, on December 10, 2024. The event, held at the Aquatics Center in New Clark City, aimed to equip indigenous peoples (IPs) and barangay health workers with critical emergency response skills.

There were 80 participants from Sitio Sapangkawayan, Sitio Kalangitan, Barangay Aranguren, Sta. Lucia, and O’Donnell who benefited from the training, which covered essential basic life-saving techniques. The collaboration highlights BCDA’s commitment to empowering communities and fostering inclusive development.



BCDA Vice President for Public Affairs Ms. Leilani Barlongay-Macasaet briefs IPs during the training.

Mr. Michael Cabalquinto speaks explains topic on Basic Life Support to IP participants.

BCDA Vice President for Public Affairs, Leilani Barlongay-Macasaet opened the event with a warm message, emphasizing the importance of equipping communities with the skills to respond effectively during emergencies. “Strengthening the capability of our partner communities ensures that we build a stronger and more resilient region,” she said.

Ms. Anna Gizelle Camua, assistant vice president and programs head of SLMCFI, expressed gratitude for the opportunity to collaborate with BCDA. SLMCFI provided a team of expert trainers, learning materials, and a medical “mannequin” for practical exercises under its BLS for Bystanders Training Program. Conducting the BLS training is Mr. Michael Cabalquinto, department manager - Healthcare Academy, St. Lukes’ Medical Center.

As part of the initiative, BCDA turned over the donated mannequin along with first aid kits to the Municipality of Capas. These first aid kits, containing essential emergency medical supplies, will complement the skills learned during the training and support barangay health workers in their crucial roles.

The activity demonstrates BCDA’s corporate social responsibility philosophy of uplifting lives and ensuring the well-being of communities within its areas of development. By fostering partnerships with organizations like SLMCFI, BCDA continues to advance its mission of creating sustainable and inclusive growth for all.

Our vibrant BGC community



Over 20 employees of the Bases Conversion and Development Authority (BCDA) braved the gloomy weather to join other similarly amazing BGC-itizens during the BGC Passionfest Parade held on 01 December 2024, a celebration of unity and creativity that continue to shape Bonifacio Global City today.

BCDA employees traversed Federacion Drive, and 5th Avenue on foot, taking the opportunity to amplify their ongoing 18-day campaign to end violence against women while donning their Gender and Development inspired advocacy shirts.

BCDA's participation was led by the Human Resources Management Department in support of the BGC Group of Companies. Twenty-seven other organizations joined the annual parade which capped the BGC-wide fest, themed "Passions as Bridges."

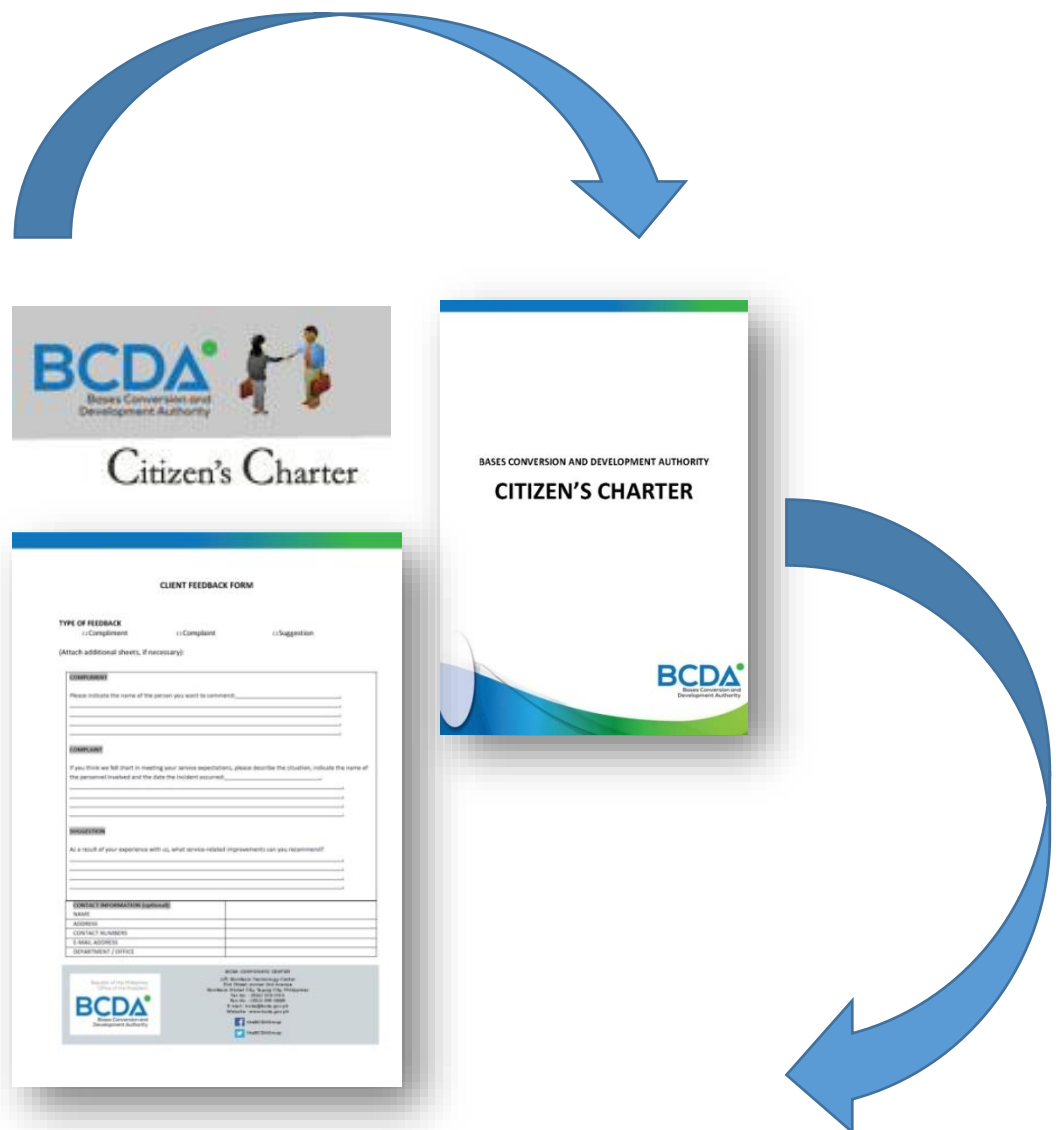
FEEDBACK MECHANISM

BCDA's stakeholders can air their concerns to BCDA through various means:

Website

The Homepage contains links to the Citizen's Charter, the Good Governance Conditions and the Corporate Governance Scorecard of BCDA.

The downloadable Citizen's Charter contains BCDA's Service Philosophy and Client Feedback Form. The charter is immediately accessible in the Home Page of the BCDA's website, www.bcdaph.gov.ph.



The contact details of the BCDA are also published on the website in both the Home and Contact Us pages. Each page also links to the Contact Us page.

Annual Report

The Annual Report also contains the contact details of BCDA Management and the corporate office.

Feedback and other concerns such as possible violation of their rights could contact Ms. Leilani B. Macaset, Vice President of the of the Public Affairs Department, at her email address lbmacasaet@bcda.gov.ph and phone number (632) 8575-1733 and also through the corporate address bcda@bcda.gov.ph, jointly managed by Corporate Communications Officer Maricar Villamil of the Public Affairs Department, along with identified departments designated by Management.

Other contact numbers of BCDA officials are declared on the BCDA Website under the BCDA Management Directory.

EMPLOYEE HEALTH, SAFETY AND WELFARE


2024 Health and Wellness Programs and Activities

BCDA actively implements a holistic Health and Wellness Program that aims to prevent and minimize work-related health problems that affect employees' physical and mental health.

In line with this, BCDA provided the following services and activities geared to promote wellness and cultivate a work environment where employees are safe, happy, healthy and productive:

- **HMO Coverage.** Through the BCDA Employee Provident Fund, 109 regular employees availed of a health insurance package for themselves and their dependents. Enrollment is voluntary.
- **Annual Physical Exam (APE).** Forty-nine (49) percent of the regular employees availed of the APE as part of the HMO services. The APE package consisted of the physical exam with CBC, urinalysis, fecalysis, chest x-ray, ECG, pap smear for females 35 years old and above, and Basic Blood Chemistry (FBS, Lipid Profile, Creatinine and SGPT) for employees 35 years old and above.
- **Vaccination Program.** To cultivate a healthy workplace environment and limit the spread of communicable illnesses, BCDA provides employees access to vaccines.
 - **Corporate-wide Flu Vaccination.** Four hundred eighty (480) employees received free quadrivalent flu vaccines as part of BCDA's CSR Program.
 - **Pneumonia Vaccination.** Thirty-five (35) employees and dependents purchased and received the pneumonia vaccines.

- **Health and Wellness Webinars.** BCDA aims to increase wellness literacy through webinars. From their workstations, employees had access to one-hour learning sessions on the following topics concerning physical and mental health:
 - Working Smart: A Time and Self Management Seminar
 - Understanding the Tanita Measurements
 - Workplace Ergonomics
 - Recalibrating Power Skills in a Multigenerational Workforce
 - The Secret to Nutrition for Weight Management
 - Money and Mental Health: Why Financial Literacy Matters
 - Emotional Intelligence in Action
 - Key to Healthy Aging



WEBINAR **BCDA**
Bases Conversion and Development Authority


Money and Mental Health: Why Financial Literacy Matters

10:00 AM - 11:30 AM
August 2, 2024
Via Zoom

DESCRIPTION

This webinar examines the relationship between money and mental health, highlighting the impact of financial stress on wellness. Participants will gain practical strategies for financial responsibility and enhance their understanding of financial literacy and health.

For Inquiries:
training@pvpi.ph



WEBINAR **BCDA**
Bases Conversion and Development Authority

Emotional Intelligence in Action: Building Better Relationships and Self-Awareness

10:00 AM - 11:30 AM
September 13, 2024
Via Zoom

DESCRIPTION

This webinar explores the power of Emotional Intelligence (EI) in building better relationships and self-awareness. Participants will learn to manage emotions, foster positive workplace dynamics, and gain practical tools to enhance leadership skills, ultimately creating a more supportive and respectful work environment.

- **Training and Workshop on Mental Health.** To help increase organizational strength and capability in workplace mental health, the following training sessions were conducted for managers and the Mental Health Committee:
 - Mental Health First Aid
 - Empathy in Leadership
- **Mental Health Services and Awareness Activities.** BCDA employees have access to mental health professionals via the Listening Room, a free online counselling session provided by BCDA's Mental Health Provider. To build better mental health, BCDA observes the Mental Health Awareness Month in October with the following activities:
 - **PAWS Dr. Dog Program.** A two-hour interaction with well-behaved, neutered, and vaccinated dogs.
 - **Spiritual Wellness Seminar.** A two-hour face-to-face seminar where participants learn spiritual values such as acceptance, hope, forgiveness, and life's meaning and purpose.
 - **Yoga sessions.** This happens 1-2x a week. CHOOSEday Wellness in Clark and FITness Fridays in BTC.
 - **Mindful Monday Mental Health Tips.** Employees start the week with a positive mindset and clear focus by practising mindfulness on Mondays.

FITNESS FRIDAYS

Chair Yoga

🗓️ 19 JULY 2024
🕒 3:30PM - 4:30PM
📍 BTC LOBBY HALL

JOANNE VILLABLANCA
CERTIFIED YOGA INSTRUCTOR
CERTIFIED LAUGHTER YOGA LEADER

- Fitness Advocate
- Health and Wellness Personality
- Commercial Model
- Public Speaker
- Healthy and Fast Meal Preps
- Fitness Coach

- Laughter Yoga
- HFI
- Chair Yoga
- Bootcamp
- Laughter Wellness
- Vinyasa Yoga

- Conducted in various public speaking engagements
- Facilitated sports fests and team building events in HoliFit

THE JOURNEY
Coach Jo combines her passion for fitness with a warm, approachable style, making her a beloved and effective yoga instructor. Her enthusiasm for wellness is contagious, as she loves sharing her knowledge and guiding others through their fitness journeys.

HOLI FIT
holifit.ph | info@holifit.ph | holifit.ph | holifit.ph

FITNESS FRIDAYS

Chair Yoga

30 AUGUST 2024
3:30PM - 4:30PM
BTC LOBBY HALL

NAZ NEKOUDEST
YOGA INSTRUCTOR/
FITNESS INSTRUCTOR

- CERTIFIED MULTI-STYLE YOGA TEACHER
- ICE IMMERSION THERAPY FACILITATOR
- YOGA ASANA
- MOBILITY AND SOMATIC MOVEMENT
- PRANAYAMA
- BRAINWORK
- MINDFULNESS COACHING
- INVERSIONS & ARM BALANCES
- COLD IMMERSION THERAPY

FOUNDER & LEAD COACH OF THE HOLON YOGA OCTOBER 2023 PRESENT SPEAKER & HOST

THE JOURNEY
Certified in multiple yoga styles and a breathwork coach, this individual blends their passion for anatomy, biomechanics, and quantum physics into their teaching. With a background in physics, art, and design, her classes explore the mind-body connection through creative yoga, mobility drills, and breathing techniques. She strives to create a safe space for self-exploration and authentic expression, emphasizing mental wellness and physiological aspects of breathwork.

HOLIFIT | holifit.ph | info@holifit.ph | holifitph | Holifit PH

CHAIR YOGA

04 OCTOBER 2024
03:30PM - 04:30PM
BTC LOBBY HALL

FITNESS FRIDAYS

NAZ NEKOUDEST
YOGA INSTRUCTOR/
FITNESS INSTRUCTOR

- CERTIFIED MULTI-STYLE YOGA TEACHER
- ICE IMMERSION THERAPY FACILITATOR
- YOGA ASANA
- MOBILITY AND SOMATIC MOVEMENT
- PRANAYAMA
- BRAINWORK
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Certified in multiple yoga styles and a breathwork coach, this individual blends their passion for anatomy, biomechanics, and quantum physics into their teaching. With a background in physics, art, and design, her classes explore the mind-body connection through creative yoga, mobility drills, and breathing techniques. She strives to create a safe space for self-exploration and authentic expression, emphasizing mental wellness and physiological aspects of breathwork.

HOLIFIT | holifit.ph | info@holifit.ph | holifitph | Holifit PH

WEAR GREEN ON FRIDAYS
to raise awareness that it's okay not be okay

**BUILD
BETTER**
MENTALHEALTH
@BCDA

OCTOBER 2024

- **Sports and Fitness Activities.** BCDA aims to encourage employees to develop healthy lifestyle habits through regular, inclusive and sustainable sports and fitness activities. In 2024, The BCDA Wellness Committee organized the following activities for the employees:

- 60 indoor group exercise classes (Zumba, Yoga and Kickboxing)
- 4 running events
- 1 sports day
- 1 corporate-wide fitness challenge
- Rest and Relaxation workshop

ZUMBA
WITH COACH IBN DAVIS

16 AUGUST 2024
3:30 PM - 4:30 PM
BTC LOBBY HALL

FITNESS FRIDAYS

IBN DAVIS
FITNESS INSTRUCTOR
MOTIVATIONAL SPEAKER

- US Marine Veteran (Coastal)
- 14 Years Marine Corp. Marine at Sea
- Sharp Shooter Rifle and Pistol Marksmanship
- American Red Cross First Aid (CPR/AED) Certified
- Zumba Fitness
- Strong By Zumba
- Power Backpedal Workout
- Interval Fitness
- HIIT
- Group fitness certification with American Council on exercise
- Reg. insured with US registry for exercise professionals
- Practice nutrition level 1 certified
- Multiple sports athlete
- Public Speaker

THE JOURNEY
Coach Ibn is a highly qualified fitness instructor, holds a group fitness certification from the American Council on Exercise and is registered with the US Registry for Exercise Professionals. His background as a multi-sport athlete, Precision Nutrition level 1 certification, and experience as a public speaker inherently position him to inspire and educate in diverse aspects of fitness and nutrition.

HOLIFIT | holifit.ph | info@holifit.ph | holifitph | Holifit.ph

FITNESS FRIDAYS
LET'S GO!
ZUMBA

27 SEPTEMBER 2024
3:30PM - 4:30PM
BTC LOBBY HALL

MG MANALO
FITNESS INSTRUCTOR

- UNIVERSITY OF MANILA - Hotel and Restaurant Management
- CERTIFIED ZUMBA COACH
- ALSO TEACHES THE FOLLOWING:
 - ZUMBA FITNESS
 - ZUMBA (HIGH INTENSITY)
 - HOT DANCE
 - TIKTOK

THE JOURNEY
Coach MG is a dynamic and certified Zumba instructor, renowned for teaching a variety of energetic dance styles including Zumba Fitness, high-intensity Zumba, Pop Dance, and TikTok-themed routines. Her classes are known for their vibrant energy and engaging choreography, appealing to a wide range of students seeking fun, fitness, and the latest dance trends.

HOLIFIT | holifit.ph | info@holifit.ph | holifitph | Holifit.ph

- **OSH Awareness Campaign.** A year-round campaign sharing information and increasing awareness on health and safety.
 - HIV and AIDS Education Program: HIV 101 Seminar, free HIV Testing and Counseling, and AIDS/HIV Trivia Quiz.
 - Hepatitis B
 - Leptospirosis
 - Eye Health
 - Breast Cancer
 - Rabies
 - Fireworks Safety



- **COVID-19 Management and Monitoring.** BCDA abides by the latest DOH COVID-19 guidelines, where wearing masks is optional but is required for symptomatic employees. Employees with flu-like symptoms must disclose them to the BCDA Clinic for monitoring, and COVID-19 test kits are made available as needed. Only 29 confirmed cases were reported in 2024.

These programs are cascaded to the employees, published via email and social media, and posted on the BCDA bulletin board.

Fostering a Wellness Culture

A Vital Health Initiative

The Bases Conversion and Development Authority (BCDA) has taken a significant step in promoting public health with its flu vaccination activity, held on June 19 and 20 (Clark and BGC Offices, respectively). This was an initiative of the Public Affairs Department – Corporate Social Responsibility and Stakeholder Engagement Division in partnership with the Human Resource Management Department – Clinic. Recognizing the importance of a healthy workforce, this program not only underscores BCDA’s commitment to health and well-being but also aligns with broader public health goals.

The BCDA’s flu vaccination program is a proactive measure to safeguard its workforce from the annual influenza outbreaks. By providing free flu shots, the Authority aims to reduce absenteeism due to illness, enhance productivity, and foster a culture of health and wellness within the organization. The initiative is part of a broader health strategy that includes regular health check-ups, wellness programs, and health education campaigns.

Further, this initiative supports the United Nation’s Sustainable Development Goal 3, which seeks to ensure healthy lives and promote well-being for all ages. The World Health Organization (WHO) states that “vaccines are universally considered as one of the most successful and cost-effective medical interventions,” thus, BCDA sees the importance of implementing the activity among its employees.

Beyond the immediate benefits to BCDA employees, the flu vaccination initiative has a broader community impact. By increasing vaccination rates within the BCDA community, the program helps to build herd immunity, reducing the spread of the flu virus and protecting those who are most vulnerable.

“We must keep our employees healthy and safe. Influenza can easily spread from person to person through coughing, sneezing, and touching contaminated surfaces. The on-site free vaccination program is an efficient and convenient way to achieve ‘herd immunity in the workplace by reducing the risk of spreading the flu. The shot protects not only the employees but also their loved ones from the deadly complications of the virus. In BCDA, we believe prevention is better than cure,” said Dr. Faith Reyes, BCDA physician.

This initiative also serves as a model for other organizations, demonstrating the importance and feasibility of corporate-led health programs.

The BCDA’s flu vaccination program is an effort that highlights the organization’s dedication to public health and employee well-being. By investing in preventive healthcare measures, the BCDA is not only protecting its workforce but also contributing to the overall health of the community. This initiative exemplifies the positive role that organizations can play in supporting public health initiatives, and it sets a precedent for other entities to follow.



'Move More in 2024' Fitness Team Challenge

The BCDA Wellness Committee initiated the 'Move More in 2024' Fitness Team Challenge, from September 15 to November 30, 2024. This activity encourages the BCDA movers and shakers to live healthier and achieve their fitness goals.

The goal is for each participant to accumulate at least 350,000 steps in 70 days, or at least 5,000 steps a day. If you achieve this goal, you have walked an equivalent of at least 280 kilometers in distance—the same distance from Bonifacio Global City, Taguig to San Juan, La Union!

Thirty teams with five members each or a total of 150 BCDA employees had signed up to participate in the challenge. Prizes were awarded to top-performing teams and raffle prizes were given to participants who completed the 350,000-step goal. There were also a special prize for the “biggest loser,” or the employee with the most significant weight loss.





VibeRun: Takbo para sa mga Servant-Heroes

September 1, 2024 | Quirino Grandstand, Manila

Over 20 BCDA employees joined this PCSA celebration kickoff activity. This is to raise funds and gain public support for the *Pamanang Lingkod Bayani* (PLBi) Program, which provides financial assistance to the families of servant-heroes who died in the line of duty. This fun run also intends to promote mental and physical health among government workers.



“Dugtong Buhay Handog ng Lingkod Bayan” Bloodletting Activity

September 12, 2024 | CSC Central Office, Quezon City

Emphasizing the importance of caring for others, CSC, in partnership with the Philippine Blood Center and Dr. Jose N. Rodriguez Memorial Hospital and Sanitarium, called for civil servants for a nationwide blood donation drive.



National Coastal Clean-up

September 21, 2024 | Central Park, SM by the Bay, Pasay

BCDA is among the government agencies that joined the International Coastal Clean-up Drive, just in time for the month-long celebration of the 124th PCSA. This activity showcased the commitment of civil servants as stewards of the environment, signifying the strong link between public service and environment protection.

BCDA's Mental Health Program for Employees

Pursuant to Republic Act No.11306 also known as the Mental Health Act (MHA) of 2018, the Civil Service Commission (CSC) issued Memorandum Circular No. 4, Series of 2020, on the Mental Health Program in the Public Sector, which took effect on January 26, 2020.

The issuance requires government agencies to develop a mental health program that shall promote overall mental wellness and provide an inclusive, conducive, and supportive work environment to ensure a productive and healthy workforce.

In this light, the BCDA aims to establish a mental health program for all its employees with the following objectives:

- Strengthen effective leadership and governance for mental health by formulating, developing, and implementing policies, strategies, programs, and regulations relating to mental health in the workplace;
- Develop a comprehensive, integrated, effective and efficient mental health program to meet the psychosocial needs of its employees;
- Protect the rights of employees with psychiatric, neurologic, and psychological health needs;
- Integrate mental health care in the basic health services and in the human resources systems and processes; and
- Integrate services promoting mental health in the workplace.

The Mental Health Program for BCDA was undertaken through the engagement of a mental health service provider. The said program included activities that looked into work-related issues and concerns that affected the overall health and wellness of BCDA employees. These activities included the conduct of first aid training on mental health to help the organization recognize early warning signs of mental health problems in the workforce; giving psychological first-response; and referring people to a mental health professional, if needed.

An easy online access to licensed local psychologists was also made available for employees, for consultations and counseling sessions. These sessions maintained strict standards of confidentiality.

For information dissemination, BCDA also conducted regular mental health webinars and sent out educational email campaigns.

To institutionalize the program, a Mental Health Policy that complies with the Mental Health Act was drawn up for BCDA. This policy shall endeavor to strengthen the management's advocacy towards raising mental health awareness, preventing stigma and discrimination, and providing support to those who are at risk and/or with mental health conditions in BCDA.

EMPLOYEE TRAINING AND DEVELOPMENT

BCDA strives to continuously support employee development through continuous enhancement of knowledge, skills and attitudes aligned with the BCDA mandate.

BCDA advocates fairness and equitability in providing formal Learning and Development (L&D) interventions in a manner that all men and women regardless of employment status, age, religion, sexual orientation, ideologies & beliefs and those with special needs will receive equitable distribution of planned interventions that will enhance personal and professional growth.

At the start of the year, an annual training program (in-house) is prepared by the Human Resource Management Department (HRMD) through its training and development unit. The in-house training programs offers various programs to professionalize the workforce such as undergoing continuing education or introducing new work standards. These programs allow the employees to hone the skills they need to perform their duties and tasks in the office, while at the same time help achieve personal growth and advancement in their careers.

Data on training and development programs for its employees are regularly cascaded and are published via email and posted in the BCDA bulletin board and on the BCDA Enhanced Digital Gateway for Employees (EDGE) platform which was launched in 2021. The BCDA EDGE is a project of HRMD in collaboration with the Information and Communication Technology Department (ICTD).

The EDGE is the one-stop shop for the formal training programs available that aims to strengthen the competence of the BCDA employees. It is BCDA's cloud-based learning and development hub, which aims to provide BCDA personnel with easier access to learning opportunities. It offers access to a wide array of training programs, webinars, and scholarship opportunities—all of which are carefully curated to make searching for opportunities for professional development easier and more enjoyable.

Aside from the basic programs that discuss core, technical, and leadership competencies, personal development courses have also been added to balance work related interventions.

Some of the subject matters covered are communication and interpersonal skills, financial management, I.T. skills, health and wellness, personal mastery, and various general interest topics, including life skills.

It also offers asynchronous digital learning through “lunch and learn,” or bite sized videos that can help BCDA employees build the necessary skills to be successful in their respective roles.

TRAINING AND DEVELOPMENT FOR CY 2024

Learning and Development (L&D) is a vital part of human resource management and development. It provides both new and experienced employees the opportunity to continuously upskill and be at pace with the increasing demand for a more responsive and efficient public service.

In support of this endeavor, BCDA provides opportunities to upgrade and upskill the competencies of the workforce to ensure effective and efficient delivery of high quality services mandated by the BCDA Law.

Thus, the L&D interventions are not only focused on the capacity development of its human resource but in the development of future leaders as well. Specifically, it is aimed to:

- Increase employee performance and strengthen the core, technical and leadership competencies;
- Improve employee satisfaction and morale through development of right capabilities, perspectives and mindset required to contribute meaningfully to the efficient, effective and ethical achievement of its mission, vision, strategic goals and directions; and
- Intensify productivity and adherence to quality standards by providing purposive and needs based interventions that is also designed to increase portability of skills which may be transferable between jobs or assignments, as necessary.

Relatedly, the BCDA conducted a total of one hundred twenty-five (125) Learning and Development (L&D) programs for CY 2024 that were attended by 1,707 learners.

The L&D programs are classified into four categories, wherein the first three are aligned with the BCDA competency framework:

- CORE programs are the *“must have” training programs regardless of job level/rank*;
- TECHNICAL programs aim to improve the “hard skills” or job-specific know-how/abilities to carry out specific functions;
- LEADERSHIP programs aim to prepare/improve management skills to effectively plan, prepare and execute business goals;
- PERSONAL DEVELOPMENT programs are focused on the “soft skills” and are aimed to raise awareness and help the workforce make conscious choice towards self-improvement.

For CY 2024, a total of 1,673 training hours were provided to 1,707 learners across all departments.

The summary is illustrated accordingly:

Total L&D Conducted

Summary of 2024 L&D Interventions Conducted					
	Q1	Q2	Q3	Q4	TOTAL
No. of L&D Conducted	38	31	22	34	125
No. of Learners	245	594	279	589	1707
No. of Dept/Office Provided with L&D	135	177	109	208	629
No. of Training Hours	345	460	262	606	1673

L&D Classification and Sex Disaggregated Data

Summary of 2024 L&D Interventions Conducted					
	Q1	Q2	Q3	Q4	TOTAL
CORE	4	9	10	8	31
TECHNICAL	16	20	11	24	71
LEADERSHIP	17	2	1	2	22
PERSONAL DEVELOPMENT	1	0	0	0	1
No. of MALE Learners	128	399	181	317	1025
No. of FEMALE Learners	117	195	98	272	682

List of Training Programs Conducted in 2024

	TITLE	CATEGORY	DATE CONDUCTED	TRAINING HOURS
1	Emerging Trends in Real Estate Asia Pacific 2024	Technical	January 5, 2024	3
2	Working Smart: A Time & Self Management Webinar	Personal Development	January 5, 2024	3
3	New Employees Orientation (NEO) Program	Core	January 16, 2024	2
4	8th Joint Economic Briefing with the theme "Fostering Economic Resilience through Sustainability and Infrastructure"	Leadership	January 17, 2024	2.5
5	Chief Information Office (CIO) Leadership Development Training	Leadership	October 5, 2023 - January 18, 2024	48
6	Leadership and Supervision During Crisis	Leadership	January 22, 2024	3
7	Managing Millennials and Multigenerational Workforce	Leadership	January 23, 2024	3
8	Diversity, Equity and Inclusion in the Workplace	Leadership	January 26, 2024	3
9	People Management Skills Training	Leadership	January 30, 2024	3
10	Process Management	Leadership	January 30, 2024	3
11	Training and Seminar on Effective Procedures and Best Practices on the Establishment of Records Management Program in the Government Office	Technical	February 6, 2024 - February 8, 2024	16
12	Leader's Guide to Teambuilding & Network	Leadership	February 6, 2024	3
13	Effective Office Administration	Leadership	February 7, 2024	3
14	Google Workspace Refresher Training (Batch 1)	Technical	February 7, 2024	4
15	Google Workspace Refresher Training (Batch 2)	Technical	February 8, 2024	4

16	Negotiation & Assertiveness Skills	Leadership	February 14, 2024	3
17	Project Management Fundamentals	Leadership	February 16, 2024	3
18	Advanced Supervisory Skills Training	Leadership	February 16, 2024	3
19	Basic Supervisory Skills Training	Leadership	February 16, 2024	3
20	Stakeholder Mapping and Advocacy Workshop for Policy Impact	Technical	February 16, 2024	8
21	Effective Meeting Management	Leadership	February 21, 2024	3
22	Mental Health First Aid Training: Establishing Mental Health Champions in the Workplace	Leadership	February 26, 2024	8
23	New Employees Orientation (NEO) Program	Core	February 26, 2024	3
24	Orientation on the Philippine Competition Act (PCA)	Technical	March 1, 2024	6.5
25	Philippine Chamber of Commerce, Inc. (PCCI) Joint Induction Ceremonies and General Membership Meeting	Leadership	March 1, 2024	5
26	26th Commercial Arbitration Training Webinar	Leadership	March 4, 2024 - March 9, 2024	40
27	Results-Based Monitoring & Evaluation Program	Technical	March 4, 2024 - March 22, 2024	30
28	Small Value Procurement (SVP) Forum	Technical	March 5, 2024	3
29	DBPSC New Employees Orientation (NEO) Program	Core	March 11, 2024	2
30	New Employees Orientation (NEO) Program	Core	March 12, 2024	4
31	Strategic & Critical Thinking Program	Leadership	March 14, 2024 - March 15, 2024	16
32	Masterclass on HR Analytics: The Tools & Techniques You Need for a Data-Driven Workforce	Technical	March 18, 2024 - March 19, 2024	16
33	Project Management System (Smartsheet) End-Users Training	Technical	March 19, 2024	3
34	Preparing and Serving Coffee Beverages	Technical	March 19, 2024	8
35	2024 Fastbreak Workshop Series: Designing Citizen-Centered Public Services	Technical	March 19, 2024 - March 21, 2024	24
36	Project Management System (Smartsheet) Admin Training	Technical	March 20, 2024	2
37	Financial Modeling Workshop	Technical	March 20, 2024 - March 22, 2024	24
38	Training and Seminar entitled "Digitization and Digital Preservation of Permanent Records for Easy Access and Retrieval"	Technical	March 20, 2024 - March 22, 2024	24
39	Business Case Development and Presentation Training	Technical	April 2 - 25, 2024	24
40	BCDA Editorial Style Guide Workshop	Technical	April 5, 2024	8
41	Capacity Building Program on Effective Strategic Planning and Operationalization of Plans	Technical	April 8 - 22, 2024	32
42	GEPI-NCR 4th Regional Convention and Seminar with the theme "Mapping the Future: Embracing Innovations and Technological Advancements for Geodetic Engineers"	Technical	April 12 - 13, 2024	16
43	Online Public Procurement Specialist Certification Course - Basic Level 1	Technical	April 16 - May 3, 2024	32

44	Course 1: Tax Compliance for Tax Processors	Technical	April 17, 2024	8
45	2024 1st Philippine Association for Government Budget Administration (PAGBA) Seminar and Meeting with the theme "Responding to the Continuing Challenges of Innovations & Technology to Public Financial Management"	Technical	April 17 - 20, 2024	32
46	New Employees' Orientation (NEO) Program	Core	April 17, 2024	3
47	Seminar on Appraisal and Disposal of Government Properties	Technical	April 23 - 25, 2024	24
48	2024 Joint Foreign Chamber (JFC) Clark International Mixer	Leadership	April 23, 2024	3
49	New Employees' Orientation (NEO) Program	Core	April 24, 2024	3
50	Course 2: CREATE Law and Other Laws Applicable to BCDA Operations	Technical	April 29, 2024	8
51	Course 3: Tax Compliance for Special Economic Zones	Technical	April 30, 2024	8
52	New Employees' Orientation (NEO) Program	Core	May 3, 2024	3
53	DRIVE HR Module 1: Building Relationship and Corporate Image Development	Core	May 4, 2024	4
54	DRIVE HR Module 2: Gender Sensitivity Training	Core	May 4, 2024	6
55	New Employees' Orientation (NEO) Program	Core	May 6, 2024	3
56	Training on AutoCAD Civil 3d Drafting for Survey, Road Design, and Water Systems	Technical	May 5 - June 23, 2024	55
57	Gender-Fair Communication Workshop	Core	May 13 and 15, 2024	16
58	Asia and the Pacific Transport Forum	Technical	May 14 -17, 2024	16
59	Orientation on Gender Equality, Disability and Social Inclusion (GEDSI) Concepts	Core	May 21, 2024	8
60	8-Hour Environmental Orientation for Managing Heads	Leadership	May 21, 2024	8
61	New Employees' Orientation (NEO) Program	Core	May 29, 2024	3
62	Drive HR Module 3: Empowerment through Knowledge Enhancement	Technical	June 1, 2024	6
63	Resilient Records Management	Technical	June 4 - 6, 2024	24
64	ISO 9001:2015 Awareness Course	Technical	June 4, 2024	8
65	Gender Sensitivity Training	Core	June 5 - 7, 2024	16
66	DRIVE-HR Module 4: Basic Vehicle Maintenance and Automotive Troubleshooting	Technical	June 8, 2024	4
67	ISO 9001:2015 Internal Audit based on ISO 19011:2018 Guidelines	Technical	June 10 - 11, 2024	16
68	Gender and Development (GAD) Planning and Budgeting Workshop	Core	June 18 -20, 2024	16
69	DRIVE HR Module 1: Building Relationship and Corporate Image Development	Core	June 22, 2024	4
70	DRIVE HR Module 2: Gender Sensitivity Training	Core	June 22, 2024	4

71	Intensive Course in Environmental Planning (Batch 3)	Technical	June 24 - 28, 2024	40
72	Online Public Procurement Specialist Certification Course - Basic Level 1	Technical	June 27 - July 24, 2024	64
73	Drive HR Module 3: Empowerment through Knowledge Enhancement	Technical	June 29, 2024	8
74	Training on Diplomatic Protocol, Etiquette and Social Graces	Technical	July 2 - 3, 2024	16
75	Orientation on GAD-Related Laws and Issuances	Core	July 4, 2024	3
76	New Employees' Orientation (NEO) Program	Core	July 10, 2024	3
77	Dynamic Leadership through ESSENCE Personality Theory	Leadership	July 10 - 12, 2024	14
78	New Employees' Orientation (NEO) Program	Core	July 10, 2024	3
79	DRIVE-HR Module 4: Basic Vehicle Maintenance and Automotive Troubleshooting	Technical	July 13, 2024	6
80	New Employees' Orientation (NEO) Program	Core	July 16, 2024	3
81	New Employees' Orientation (NEO) Program	Core	July 31, 2024	3
82	Road Safety and Law Enforcement	Technical	August 7 - 8, 2024	16
83	Basic Occupational Safety and Health Training (Safety Officer I Certification)	Technical	August 14 -15, 2024	10
84	Orientation on Strategic Project Management System	Technical	August 20, 2024	4
85	Online Public Procurement Specialist Certification Course Basic Level 1	Technical	August 22 -29, 2024	64
86	OSH Orientation and Training of Trainers for BOSH Training for Public Sector (Safety Officer I Certification)	Technical	August 27 -28, 2024	10
87	Drive-HR Culminating Program for GSD Support Staff/Team Building Activity)	Core	August 31 - September 1, 2024	4
88	ACCESS MCLE Online on Demand Training	Technical	September 1 -21, 2024	36
89	New Employees' Orientation (NEO) Program	Core	September 4, 2024	3
90	2nd File Counsel Training Program	Technical	September 12 -14, 2024	20
91	Training Workshop on the Baseline Assessment of Internal Control System (BAICS)	Technical	September 18 -20, 23, 2024	32
92	Small Value Procurement (SVP) Forum for Suppliers	Technical	September 24, 2024	3
93	31st National Public Relations Congress	Technical	September 26 -27, 2024	16
94	Online Training on Marketing Innovation and Design Thinking	Technical	September 28 - October 19, 2024	32
95	Online Training on Construction Contract Management	Technical	September 28 - October 19, 2024	32
96	ADB Workshop on Monitoring Completion Report and Sports Facilities PPP	Technical	October 1, 2024	8
97	New Employees' Orientation (NEO) Program	Core	October 3, 2024	3
98	3rd Facilities Management Summit	Technical	October 3 - 4, 2024	16

99	Online Training on Mastering Parliamentary Procedures for Highly Effective Meetings	Technical	October 3 - 4, 2024	16
100	Empathy in Leadership Training	Leadership	October 11, 2024	8
101	Online Public Procurement Specialist Certification Course Basic Level 1	Technical	October 15 - 25, 2024	64
102	Data Privacy Awareness Seminar	Technical	October 16, 2024	3
103	Knowledge Management System Using Google Sites and GAD Sex Disaggregated Data	Technical	October 16 -17, 2024	9
104	Global Trends in Construction Law and Contracts	Technical	October 17, 2024	8
105	Data Privacy Awareness Seminar	Technical	October 18, 2024	3
106	Gender Fair Language Workshop	Core	October 21 - 22, 2024	16
107	Digital Transformation ICT Project Management Training	Leadership	October 22 - 24, 2024	24
108	2nd International Engineering Expo and 50th National Convention and Technical Conference	Technical	October 28 -30, 2024	24
109	Gender Equality, Disability and Social Inclusion (GEDSI) for Urban Planning and Infrastructure	Technical	October 29 -30, 2024	16
110	New Employees' Orientation (NEO) Program	Core	November 7, 2024	4
111	5th International Conference on Urban and Regional Planning	Technical	November 12 - 13, 2024	16
112	GFL Cascading Seminar	Core	November 15, 2024	4
113	Construction Occupational Safety and Health Training	Technical	November 18 -21, 2024	40
114	Online Study Program on Waste Management	Technical	November 18 -22, 2024	14
115	MCLE Program (8th Compliance Period)	Technical	November 20, 28 - 29, 2024 December 5 -6, 2024	40
116	DRIVE HR Module 1: Gender Sensitivity Training	Core	November 23, 2024	4
117	DRIVE HR Module 2: Building Relationships and Corporate Image	Core	November 23, 2024	4
118	Gender Sensitivity Training	Core	November 26 -28, 2024	16
119	Seminar Workshop on Basic Records and Archives Management	Technical	December 2 - 3, 2024	16
120	Orientation on GAD-Related Laws and Issuances	Core	December 3, 2024	4
121	Standard First Aid and Basic Life Support Training	Technical	December 3 - 6, 2024	32
122	DRIVE HR Module 3: Basic Occupational and Health Training for the Utility and Other Skilled GSD Personnel	Technical	December 7, 2024	4
123	Seminar Workshop on Records Disposition Administration	Technical	December 9 - 10, 2024	16
124	Effective Business Writing Workshop	Technical	December 16 - 17, 2024	16
125	RA 9184 and its Implementing Rules and Regulations	Technical	December 18 -19, 2024	14
				1673

Here are glimpses of training programs that surely left the BCDA employees nourished with lots of learnings and wisdom.

***BCDA Editorial Style Guide Workshop
April 5, 2024***



Training on Diplomatic Protocol, Etiquette and Social Graces
July 2 - 3, 2024



Orientation on GAD-Related Laws and Issuances
July 4, 2024



The event primarily aims to establish a workplace culture where everyone feels safe, respected, and valued. It also sought to educate employees on recognizing, preventing, and addressing harassment and violence in the workplace

BCDA Sexual Harassment Electronic Box



***Orientation on Strategic Performance Management System
August 20, 2024***



Road Safety and Law Enforcement
August 7 - 8, 2024



Drivers' Teambuilding Activity
August 31 - September 1, 2024



**Small Value Procurement Forum
September 24, 2024**



**Gender-Fair Communication Workshop
October 21-22, 2024**

The BCDA GAD Focal Point System (GFPS) organized a Gender-Fair Communication Workshop participated in by the officers and staff of the Public Affairs Department and Investment Promotions and Marketing Departments



CORPORATE GOVERNANCE

The BCDA is committed to good governance practices while pursuing its mandate to develop former military bases and Metro Manila camps into centers of productive commercial use for the benefit of the country, the Armed Forces, and other government beneficiaries.

Governance Framework

BCDA adopts the Governance Commission for GOCCs' (GCG) Code of Corporate Governance for GOCCs. In doing so, it proves to be responsive to its stakeholders while serving as a responsible steward of state resources.

The BCDA Board of Directors sets policies to guide Management in carrying out its duties and responsibilities with integrity and transparency. This affirms BCDA's full compliance with the Code of Corporate Governance. In addition, the BCDA Manual of Corporate Governance serves as a guide in achieving BCDA's corporate goals while adhering to the principles of good corporate governance. The Manual, which was approved by the Board on July 09, 2014 through Board Resolution No. 2014-07-115, is envisioned to steer the organization towards excellence and competitiveness both locally and globally, as such, enabling BCDA to be a valuable partner of the government in national development.

The Manual aims to set in place the promotion and pursuit of corporate governance reforms and the observance of the principles of accountability, transparency, and professionalism within the organization. It details the duties and responsibilities of the Board to the state and its stakeholders, and provides the structure through which the corporation's objectives are set and the means to achieve these.

Board Appraisal

The Board recognizes the importance and benefits of conducting a regular evaluation to determine its effectiveness. In 2024, the members of the Board conducted a self-assessment to evaluate the performance of the Board as a whole and that of the Board Committees. The members of the Board and of the Board Committees accomplished their Self-Assessment Questionnaire, answering questions which had the following criteria: Leadership, Roles and Responsibilities, Independence, Stewardship, Reporting and Disclosure.

Ethical Standards for Public Officials and Employees and the BCDA Code of Conduct

The highest standards of ethics are embodied in Republic Act No. 6713 or the Code of Conduct and Ethical Standards for Public Officials and Employees. It provides the eight (8) norms of conduct – commitment to public interest, professionalism, justness and sincerity, political neutrality, responsiveness to the public, nationalism and patriotism, commitment to democracy, and simple living.

In line with RA 6713, the BCDA Code of Conduct was developed and approved by the Board in 2015. The BCDA Code of Conduct was issued through Office Order No. 004. As described in Section 5.2, the members of the BCDA Board, officers, personnel, project employees, consultants and contractual employees working for BCDA are directed to strictly observe the provisions of the BCDA Code of Conduct. The code, which incorporates the organization's Whistleblowing Policy and No Gift Policy, set forth the principles, corporate values, and rules of conduct that both officers and employees must observe in carrying out their official duties and responsibilities. This includes the policies instituted by the Civil Service Commission (CSC) relating to integrity, transparency, and accountability in government.

BCDA strictly adheres to the BCDA Code of Conduct and its provisions are cascaded to new employees through the New Employees Orientation (NEO) Program conducted by the HRMD.

The Board of Directors, Top Management and Employees of BCDA, upon the discharge of his/her duties, are required to take an oath of office. It is an oath or affirmation of the public official to uphold and defend the Constitution; that he/she will bear true faith and allegiance to it; obey the laws, legal orders and decrees promulgated by the duly constituted authorities; will faithfully discharge to the best of his/her ability the duties of the office or position upon which he/she is about to enter; and that he/she voluntarily assumes the obligation imposed by his/her oath of office, without mental reservation or purpose of evasion.

Copies of said oaths are given to the public official and the same is deposited with the CSC and the National Archives.

There is also an Integrity Pledge that was issued and signed by every employee which acknowledges an employee's responsibility to serve as an example in the fight against corruption.

There are processes and steps to monitor compliance by employees, which are undertaken by the BCDA Internal Auditor. For the Board of Directors, there is a Compliance Officer assigned to monitor the same.

Whistleblowing Policy

The BCDA's Whistleblowing Policy defines and prescribes the protection afforded to whistle blowers and witnesses and the conditions for entitlement to protection to deter frivolous and false disclosures. It promotes responsible reporting and disclosure of vital information in response to the detection of fraud, bribery and corruption within the organization. It aims to encourage concerned individuals to report on actions or omissions of the BCDA officers and staff, including the BCDA Board, which are deemed illegal and unethical – or those which are in violation of good governance principles and entail unhealthy business practices that are grossly disadvantageous to BCDA.

No Gift Policy

In line with Section 29 of the Code of Corporate Governance for Government Owned and Controlled Corporations (GOCCs) on policies and rules governing solicitation and acceptance of gifts and benefits, the BCDA's No Gift Policy adheres to the highest form of ethical standards and compels the BCDA organization to demonstrate fairness, professionalism and excellence in delivering quality services, without expecting any undue favor or reward.

BCDA Freedom of Information

In compliance with Executive Order No. 2 of 2016, which upholds transparency measures in the Philippine government, BCDA supports Freedom of Information (FOI) by having its own People's FOI Manual.

The Freedom of Information upholds the constitutional right of the Filipino people to access information that is of public concern. The public may request for any information or document regarding BCDA and its projects via the FOI portal.

Risk Oversight

Risk management system and how risks are managed

To ensure that risk factors encountered by the organization are adequately identified, accurately assessed, and prioritized, BCDA developed the BCDA Corporate Risk Registry. The risk registry was developed through the concerted effort and inputs of the different BCDA departments and units after a series of pre-work activities held in 2021 headed by the Regulatory, Compliance and Risk Management Department (RCRMD).

RCRMD conducts risk management activities at the department-level. This includes orientation on Risk Management and workshop for departments to properly ascertain the risks attendant to their department's objectives and functions. Moreover, RCRMD assists departments in the preparation of their risk treatment plans.

RCRMD then collates risks from all departments that have high to very high ratings. These risks are assessed based on how it impacts the achievement of corporate objectives and plotted them in the BCDA Corporate Registry. This includes the identified risks, controls to manage the risk, level of severity/ impact to the organization and the risk treatment plan in addressing the risk. The BCDA Corporate Risk Registry is then presented to the Management Committee and endorsed to the Legal, Risk Management and External Relations Board Committee for discussion/ review/ evaluation. It is then presented to the BCDA Board for approval.

The BCDA Corporate Risk Registry is a tool for the organization to track and monitor the occurrence of risks. It includes the identified risks, controls to manage such risk, level of severity/impact to the organization and the risk treatment plan in addressing the risk. It is a living document which means that it should be periodically reviewed, revised and updated. Specifically, the occurrence of the risk effectiveness of the risk

treatment plans needs to be assessed. Ideally, the risk of each risk entry should decrease over time.

Management of Risks in 2024

The BCDA Management, through the President and Chief Executive Officer, is promoting the consolidation of resources and efforts in the Clark Freeport and Special Economic Zone, which is bannered as the “One Clark” vision. The consolidated resources and efforts are projected to generate increased revenues that will finance component programs and projects of the said vision. However, challenges in the revenue stream might occur due to the following identified risks:

a. **Operational Risks**

As a major development corporation, operational risks on the implementation of infrastructure projects are inherent and unavoidable.

Specifically, the untimely implementation of infrastructure projects is attributed to insufficient deployment of manpower, equipment and materials by the contractor. This will then result in delays in revenue receipt from partners who are expected to benefit from the accomplished project. Notably, the BCDA has established control measures to lessen the impact of a potential operation risk.

Additionally, among the identified risks in the development of New Clark City include the delayed implementation of projects which can be attributed to the lack of transaction advisors, failure of bidding, and challenges in the clearing operations. To address these issues, BCDA conducted market studies, engaged with global and local experts on the project, and conducted advance clearing activities prior to awarding of contract to avoid issues regarding right-of-way.

b. **Reputational Risk**

Reputational Risks are similarly situated with operational risks. With the national scope of the projects that the BCDA is venturing into, unfavorable news is inherent and unavoidable.

These news often come from high-impact projects that have strong opposition arising from legal issues, while others are operated through black propaganda. The BCDA has mitigated these risks through the implementation of a communication plan that counters negative, or wrong information about BCDA. This plan consists of positive stories about BCDA, improved relationship with all stakeholders and media partners, and conduct of series of dialogues with concerned sectors.

It bears stressing that risks are inherent to any public corporation, more so with BCDA which has a national portfolio and has evolved into a major developer in the country today. While these risks are unavoidable, the BCDA has remained steadfast in implementing controls that will help mitigate these risks, ensuring that the programs,

projects and activities of the BCDA are achieved within the prescribed timelines and are compliant with the standard set by the GCG.

The BCDA Board has reviewed the corporation's material controls and risk management system and found them to be adequate. The report on risk management is likewise posted on the BCDA website under the Good Governance Conditions Section - *Any material risk factors and measures taken to manage such risks.*

COMPOSITION OF THE BOARD

Website

The BCDA Website contains information on the BCDA Board of Directors, which includes their biographical details and the number of board meetings attended in 2024.

Such details are shown below:

ATTY. HILARIO B. PAREDES

52, Filipino

Date of Appointment: 12 April 2023

Date of Oath: 17 April 2023

Number of Board Meetings attended in CY2024: 25/25

Atty. Paredes does not hold more than five positions in Government-Owned and Controlled Corporations (GOCCs) and publicly-listed companies.

GOCC

- Chairperson, Bases Conversion and Development Authority
- Chairman, North Luzon Railways Corporation

Private but not publicly-listed company

- Chairman, Heritage Park Management Corporation
- Chairman, Philippine Japan Initiative for Clark, Inc.
- Vice Chairman, Fort Bonifacio Development Corporation
- Member, Board of Directors, Subic-Clark Alliance for Development Council
- Member, Bonifacio Communications Corporation
- Member, Board of Trustees, Bonifacio Arts Foundation, Inc.
- Member, Board of Directors, Filinvest BCDA Clark, Inc.

Larry is a lawyer and a businessman.

In 1996, he graduated with honors at the top 5 of his batch from the Ateneo de Manila University School of Law with a Juris Doctor degree at the age of 23. He finished his college education with a Bachelor's Degree in Political Science also from the Ateneo de Manila University in 1992. He was Valedictorian in his High School class Batch 88 at the Divine Word College of Bangued in the Province of Abra where he was born.

His early training in the field of law started at a very young age from his father Atty. Romulo V. Paredes, uncle and then Abra Provincial Fiscal Sergio V. Paredes and his grandfather Judge Federico B. Paredes, to whom he dedicates his success. Before he graduated from law school, he interned at the Regional Trial Court, Branch 96, Quezon City then presided by Judge Lucas P. Bersamin, who later became Chief Justice of the Supreme Court.

After passing the 1996 Bar Examinations, he immediately immersed himself in private practice, where he would further hone his skills as a litigator and a corporate lawyer. He started as an associate in various law firms, starting at the Law Firm of Alan F. Paguia (1996 - 1997), Villanueva Bernardo & Gabionza Law Offices (1998), Castillo Laman Tan Pantaleon & San Jose Law Offices (1998 – 1999), and then in Puyat Jacinto and Santos Law Office (2000 – 2003) where he became a partner in May 2003. He later set up his own Law Firm on June 15, 2006, the Paredes Law Group, a full service firm, where, together with his 3 partners, they lead a team of young, dedicated, smart and competent lawyers and paralegals. Larry has developed extensive experience in the fields of Corporate and Commercial Law, Litigation, Public-Private Partnerships, BOT Law and Government Infrastructure (Toll Roads, Rail and Power Plant projects both in the country and abroad), Banking and Corporate Finance, Real Estate Law, Succession and Estate Planning, Immigration, and Labor and Employment. Aside from his law practice, he is also involved in various businesses in real estate, telecommunication and information technology, distribution/trading, educational and consultancy services. He is currently the Chairman and President of Paredes Holdings, Asian Center For Legal Excellence, Inc. (a Supreme Court accredited MCLE provider), NorthTel Trading, Inc., Centel Trading, Inc., Prime Logistics Group and Consultancy, Inc. and other companies. He also sits in the Board of Directors and/or as corporate secretary of various corporations. On his free time, he paints in oil, acrylic and/or other media, and, from time to time, goes on great and amazing adventures within and outside the country on motorcycles.

ENGR. JOSHUA M. BINGCANG

51, Filipino

Date of Appointment: 02 June 2023

Date of Oath of Office: 06 June 2023

Number of Board Meetings attended in CY 2024: 25/25

Engr. Bingcang does not hold more than five positions in Government-Owned and Controlled Corporations (GOCCs) and publicly-listed companies.

GOCC

- President and CEO, Bases Conversion and Development Authority
- Member, Board of Directors, Bases Conversion and Development Authority
- Vice Chairperson, Clark International Airport Corporation
- Member, Board of Directors, North Luzon Railways Corporation

Private but not publicly-listed company

Member, Board of Directors, Subic-Clark Alliance for Development Council

Member, Board of Trustees, Heritage Park Management Corporation

Member, Board of Directors, Fort Bonifacio Development Corporation

Member, Board of Directors, Bonifacio Estate Services Corporation

Member, Board of Directors, Bonifacio Global City Estate Association

Member, Board of Directors, Bonifacio Water Corporation

Member, Board of Directors, Bonifacio Transport Corporation
Member, Board of Directors, Crescent West Development Corporation
Member, Board of Trustees, Fort Bonifacio Development Foundation, Inc.
Member, Board of Directors, Philippine Japan Initiative for CGC, Inc.

Joshua M. Bingcang is currently the President and Chief Executive Officer (PCEO) of the Bases Conversion and Development Authority (BCDA). A licensed electrical engineer, PCEO Bingcang is a pioneer and homegrown BCDA officer, whose expertise has been helping the BCDA grow for the past 27 years.

PCEO Engr. Joshua M. Bingcang is highly experienced in handling high-impact development projects in various capacities. Among these projects are the construction of the Subic-Clark-Tarlac Expressway (SCTEX), the construction of the first phase of the National Government Administrative Center in New Clark City; and the expansion of Clark International Airport, and continued development of the Clark Freeport Zone.

For one, while serving as BCDA Senior Vice President for Conversion and Development Group, he took the lead in the formulation of business strategies and construction of the New Clark City—the first smart, green, and resilient metropolis in the Philippines.

In March 2023, President Ferdinand R. Marcos Jr. named him PCEO of the Clark International Airport Corporation (CIAC). On June 02, 2023, President Marcos Jr. reappointed him to the BCDA to become its PCEO, allowing him to resume his close-to-three-decades of serving the institution.

PCEO “Jake,” as he is dearly called by colleagues and BCDA employees, envisions consolidating all resources of the BCDA: its business districts in former Metro Manila camps—Bonifacio Global City and Newport City, and the zones under its stewardship: Clark Freeport and Special Economic Zone, John Hay Special Economic Zone, Poro Point Freeport Zone, and the Bataan Technology Park.

This native of Pampanga holds a Master’s degree in Business Administration from the University of the Philippines. He took part in the Executive Training Program in Urban Policy and Governance of the Nanyang Technological University in Singapore and in the training on Public-Private Partnership from the Harvard Kennedy School, Massachusetts, USA.

ATTY. ANTHONY MARVIN G. PONCE DE LEON

57, Filipino

Date of Appointment: 28 December 2022

Date of Oath of Office: 10 January 2023

Number of Board Meetings attended in CY2024: 25/25

Atty. Ponce de Leon does not hold more than five positions in Government-Owned and Controlled Corporations (GOCCs) and publicly-listed companies.

GOCC

Member, Board of Directors, Bases Conversion and Development Authority
Member, Board of Directors, North Luzon Railways Corporation

Private but not publicly-listed company

Member, Board of Directors, Fort Bonifacio Development Corporation
Member, Board of Directors, Bonifacio Water Corporation
Member, Board of Directors, Rosehills Memorial Management Inc.
Member, Board of Directors, Shin Clark Power Corporation

Atty. Pocholo, as he is fondly called by friends, joined the corporate world in 1986 as Area Manager for Cagayan de Oro, Bukidnon, and Iligan areas for Procter and Gamble Philippines. Then, in 1988, he joined Ponce Industrial Sales Corporation based in Cagayan de Oro as a Manager, a position he served until 1991. He then studied law and passed the 1996 Bar.

He obtained his law degree from the Ateneo de Davao University on March 1995. He Holds a Business Management degree Major in Marketing from Xavier University in Cagayan de Oro City.

Since then he has been a law practitioner for the past 27 years. His expertise lies in the Corporate, Election and Criminal law.

In 2001, he worked as Assistant Legal Counsel for then Vice Gubernatorial Candidate for the Province of Misamis Oriental, Hon. Ruthie Guingona who eventually ran and became the Governor of the same Province in 2003.

He has also worked as the Regional Coordinator for the Senatorial campaign of Juan Castener Ponce Enrile Jr. for Region 9 and 10 respectively, {Zamboanga Peninsula and Northern Mindanao} in 2013.

In 2016, Atty. Anthony Marvin G. Ponce de Leon was handpicked to handle all election related issues for the candidacy of Vice-Presidential bid of now President Ferdinand “Bongbong” R. Marcos Jr. Where in 2022, he was the trainer for Poll Watchers’ and legal team of the BBM-Sara Uniteam for Mindanao.

He was President of the Macajalar Eagles Club for Three (3) consecutive terms from 2013-2015 and then got re-elected from 2020 to Eagle Year 2022.

MR. ROLEN C. PAULINO

61, Filipino

Date of Appointment: 25 April 2023

Date of Oath of Office: 05 May 2023

Number of Board Meetings attended in CY2024: 25/25

Mr. Paulino does not hold more than five positions in Government-Owned and Controlled Corporations (GOCCs) and publicly-listed companies.

GOCC

Member, Board of Directors, Bases Conversion and Development Authority

Member, Board of Directors, North Luzon Railways Corporation

Private but not publicly-listed company

Member, Board of Directors, Fort Bonifacio Development Corporation

Member, Board of Directors, New Clark Government Center Corporation

Rolen as Olongapeños fondly called him, endured much in pursuing his aspirations to serve the people of Olongapo City; and fate paved the way to fulfill his dreams and promises.

He started his duty as public servant when he became a City Councilor, Vice Mayor and City Mayor of Olongapo City.

During his first term as Mayor, he poured out himself to work and proved a lot, and the people believed in what this man can deliver in dedication to public service. He continues to excel and re-invent public service under the fundamentals of Transparency and Good Governance. He did not fail his supporters and yet gaining more.

In April 2021, he was elected as the Grand Master of the Most Worshipful Grand Lodge of Free and Accepted Masons of the Philippines. In the midst of the COVID-19 pandemic, he accepted the challenge to lead the Philippine Freemasonry.

He was once again seated in public service when President Rodrigo Roa Duterte appointed him as the Chairman and Administrator of the Subic Bay Metropolitan Authority (SBMA) on March 01, 2023 and lead the agency with his Fast, Friendly and Flexible mantra that has worked wonders for the stakeholders and locators of the Subic Bay Freeport Zone. It has made the business and other processes easy among locators and stakeholders. Consequently, it has brought the confidence of locators and stakeholders with SBMA.

His stint as Chairman and Administrator of SBMA was cut short when his Courtesy Resignation was accepted by President Ferdinand R. Marcos, Jr. He was however appointed as member of the board of directors of Bases Conversion and Development Authority. Indeed, his passion and desire to serve never stops.

Aside from being a public servant, Rolen was also a sports enthusiast. He is a former Clerk of Course of the Subic Bay International Raceway, a holder of Fédération Internationale de l'Automobile (FIA) and Fédération Internationale de Motocyclisme (FIM). On his free time, Rolen plays chess, tennis and golf.

At present, he is the Potentate of the Mabuhay Shriners Philippines, a philanthropic organization treating children up to 18 years of age who have orthopedic conditions, burns, spinal cord injuries, cleft lip and palate, and more.

MR. GERARD R. SENO

65, Filipino

Date of Appointment: 26 May 2023

Date of Oath of Office: 01 June 2023

Number of Board Meetings attended in CY2024: 25/25

Mr. Seno does not hold more than five positions in Government-Owned and Controlled Corporations (GOCCs) and publicly-listed companies.

GOCC

Member, Board of Directors, Bases Conversion and Development Authority

Member, Board of Directors, North Luzon Railways Corporation

Private but not publicly-listed company

Member, Board of Directors, Fort Bonifacio Development Corporation

Member, Board of Directors, Bonifacio Estate Services Corporation

Member, Board of Directors, Bonifacio Global City Estate Association

Member, Board of Directors, Filinvest BCDA Clark, Inc.

Member, Board of Directors, Philippine Japan Initiative for Clark, Inc.

Mr. Seno is a labor rights advocate and an educator.

His expertise ranges from project development, monitoring and implementation in the fields of union organizing, workers' education, construction health and safety, organization and management of cooperatives, labor policy and advocacy, industrial relations and collective bargaining, among others.

He is currently the National President of the Associated Professional, Supervisory, Office and Technical Employees Union (APSOTEU). Concurrently, he is also the President of Vimcontu Broadcasting Corporation (VBC) and the National Executive Vice President of the Associated Labor Unions (ALU) and Associated Philippine Seafarers Union (APSU).

Likewise, Mr. Seno is the Vice President, National Executive Board Member and General Council Member of the Trade Union Congress of the Philippines (TUCP). He is also Labor Sector Representative of various tripartite industry councils such as the National Tripartite Industrial Peace Council (NTIPC); Bank Industry Tripartite Council (BITC); Hotel and Restaurant Tripartite Consultative Board (HRTCB); Overseas Land-based Tripartite Consultative Council (OLTCC). He is also Mill Worker Sector Representative of the Sugar Tripartite Council (STC), and a member of the Board of Trustees and Vice Chairman of the Sugar Industry Foundation, Inc. (SIFI), among other key positions.

He was first appointed to BCDA as a member of the Board of Directors in April 2001, a position he held until April 2011. He was then reappointed to the position in September 2015. This time, Mr. Seno served until January 2018. And for the third time, he was reappointed to the position by President Ferdinand R. Marcos, Jr. on 26 May 2023.

He was one of the delegates to the International Labor Conference in Geneva, Switzerland from 2012 to 2019 and 2023. Among the seminar/conferences he attended from 2013-2015 were the European and Global Lafarge-Holcim Conference, held June 16-17, 2015 in Zurich, Switzerland; the International Transport Workers' Federation 43rd Congress in Sofia, Bulgaria; the Japan Autoworkers Union 43rd Convention in Haneda, Japan in 2014; and the Workshop on Labor Management Relations with Special Focus on the Automobile Industry sponsored by Asian Productivity Organization in Tokyo, Japan in 2013.

He graduated with Bachelor of Laws and Bachelor of Science in Business Administration degrees from University of San Carlos, Cebu City in 1986 and 1981, respectively.

MR. ROBERTO A. FLORES

79, Filipino

Date of Appointment: 13 May 2024

Date of Oath of Office: 21 May 2024

Number of Board Meetings attended in CY2024: 15/15

Mr. Flores does not hold more than five positions in Government-Owned and Controlled Corporations (GOCCs) and publicly-listed companies.

GOCC

Member, Board of Directors, Bases Conversion and Development Authority

Member, Board of Directors, North Luzon Railways Corporation

Private but not publicly-listed company

Member, Board of Directors, Fort Bonifacio Development Corporation

Member, Board of Directors, Bonifacio Estate Services Corporation

Member, Board of Directors, Crescent West Development Corporation

Mr. Roberto A. Flores was appointed Director of the Bases Conversion and Development Authority (BCDA) on 13 May 2024. He is concurrently a Director of Fort Bonifacio Development Corporation.

Mr. Flores is a seasoned labor advocate, having held various position in various capacities with labor organizations and labor groups. Since 1992 to present, he has been a member of the National Executive Board of the National Trade Union Center (NTUC) and President of *Alyansa ng mga Manggagawa at Pilipinong Organisado* (AMAPO) since 1998 to present.

From 1990 until 1998, Mr. Flores was a Country Delegate and Representative to notable international labor conferences, including the 1998 Israel Labor Party Convention in Tel Aviv, Israel, 1998 International Labor Organization Convention in Geneva, Switzerland; and 1990 American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Convention in Los Angeles, California, USA. Mr. Flores also attended a 3-month course on Labor Relations at the University of the Philippines, Asian Labor Education.

From 1990 until 2001, Mr. Flores was appointed as Pag-IBIG Fund Board of Trustee. From 1992 until 2001, Mr. Flores was appointed as Board Member of the Bases Conversion and Development Authority (BCDA). From 1997 until 2001, Mr. Flores was appointed as a Board Member of the Fort Bonifacio Development Corporation (FBDC). From 1994 until 1997, Mr. Flores was appointed as a Member of the Board of Directors of the Clark Development Corporation (CDC).

Previously, Mr. Flores was a City Councilor of Olongapo City and also a Member of the Legislative Executive Bases Council.

MR. LEON GONZALO G. MONTEMAYOR

73, Filipino

Date of Appointment: 13 May 2024

Date of Oath of Office: 17 May 2024

Number of Board Meetings attended in CY2024: 15/15

Mr. Montemayor does not hold more than five positions in Government-Owned and Controlled Corporations (GOCCs) and publicly-listed companies.

GOCC

Member, Board of Directors, Bases Conversion and Development Authority

Member, Board of Directors, North Luzon Railways Corporation

Private but not publicly-listed company

Member, Board of Directors, Bonifacio Water Corporation

Mr. Montemayor brings with him a long and extensive experience in both the public and private sector prior to his stint as Director of BCDA. Currently, he is also the President of Villa Margarita Corporation, and Board Member of the Cagayan Economic Zone Authority (CEZA). Previously, Mr. Montemayor also held leadership positions in various corporations, including General Manager of Garcia Theatrical Co., Inc., Proprietor of LGM Trading Company, and General Manager of Xenon Insurance Corporation.

Mr. Montemayor was also a Commissioner of the Philippine Sports Commission (PSC) from 2002-2007. During his stint with the Commission, he advocated for better harmony and partnership between the PSC and Philippine Olympic Committee, as well as the PSC and its partner agencies and stakeholders for the promotion of sports excellence and unity of sporting bodies in the country.

He implemented and supported locally-initiated grassroots and “sports for all” programs with sports stakeholders in Mindanao for both in-and out-of-school youth, the elderly, the women’s groups, the differently-abled persons, the indigenous peoples, the religious communities, sports associations, sports writers, among others.

As Executive Committee Chairman and Commissioner-in-charge of Sports for Peace, he was instrumental in the Trainers and Officials Program – Science Training for Athletes (TOP-START) in 2002, as a Sports for Peace Program for unity among Christians, Lumads, and Muslims and as hands-on training to local coaches and athletes in selected sports in order to promote a world-class and elite training in the provinces of Mindanao. While Commissioner-in-charge of the Mindanao Games 2003 in Mati, Davao Oriental, the games drew in participation of 47 local government units of Mindanao and over 4,500 athletes and officials.

Mr. Montemayor has Master’s Degrees on Hotel and Restaurant Management from the New York University, USA and Business Administration from the Ateneo de Davao University.

MR. THOMPSON C. LANTION

79, Filipino

Date of Appointment: 05 September 2024

Date of Oath of Office: 09 September 2024

Number of Board Meetings attended in CY2024: 7/7

Mr. Lantion does not hold more than five positions in Government-Owned and Controlled Corporations (GOCCs) and publicly-listed companies.

GOCC

Member, Board of Directors, Bases Conversion and Development Authority

Member, Board of Directors, North Luzon Railways Corporation

Private but not publicly-listed company

Member, Board of Directors, Fort Bonifacio Development Corporation

Member, Board of Directors, Filinvest BCDA Clark, Inc.

After being active in the police force for about three decades and assuming critical government posts in the transportation department, retired police general Thompson “GT” Catabian Lantion is able and ready to oversee the development of former military bases and US military camps into economic growth centers in the country as a member of the Board of Directors of the Bases Conversion and Development Authority (BCDA).

His service in the Philippine National Police (PNP) earned him recognitions as well as service and conduct star medals, including Outstanding Service Medal and PNP Heroism Medal. After his PNP stint, General Lantion served as the Spokesperson and Undersecretary for Rail and Maritime Transport of then Department of Transportation and Communications (now Department of Transportation), where he led the

implementation of the Roll-On, Roll-Off (RORO) Terminal System. He then became the Chairman of the Land Transportation, Franchising, and Regulatory Board (LTFRB), paving the way for Philippines' first efficient bus service through the implementation of Garage to Terminal (GT) Express Service as well as the conception of yellow cab for airport services.

General Lantion, who graduated from the Philippine Military Academy in 1969, received the Lifetime Achievement Award for spending "at least 50 years of dedicated, exemplary, and unblemished service to the country and countrymen."

ATTY. CHRISTIAN T. DULDULAO

35, Filipino

Date of Appointment as Corporate Secretary: 22 November 2023

Atty. Christian T. Duldulao is the Assistant Vice President of the BCDA Legal Services Department and concurrently, the Corporate Secretary of BCDA.

Mr. Duldulao obtained his degree in Bachelor of Laws from the San Beda University and became a member of the bar in 22 June 2016.

Atty. Duldulao attended the following training programs in CY 2024:

- Online Training on Mastering Parliamentary Procedures for Highly Effective Meetings, 03 October 2024
- Orientation on Strategic Performance Management System, 20 August 2024
- Dynamic Leadership Through ESSENCE Personality Theory, 10 July 2024
- Training on Diplomatic Protocol, Etiquette and Social Graces, 07 July 2024
- Handling Office Politics, Business Coach, Inc., 14 May 2024
- Tax Compliance for Special Economic Zones, 30 April 20024
- Middle Management Training and Development, Business Coach, Inc., 05 April 2024
- 2024 Global General Counsel & Board Secretary Transformation, Corporate World Intelligence, 05-07 March 2024
- Orientation on the Philippine Competition Act (PCA), 01 March 2024
- Effective Meeting Management, Business Coach Inc., 21 February 2024
- Advanced Supervisory Skills Training, Business Coach, Inc., 16 February 2024
- Project Management Fundamentals, Business Coach, Inc., 14 February 2024
- Negotiation and Assertiveness Training, Business Coach, Inc., 07 February 2024
- Leaders Guide to Team Building and Teamwork, Business Coach, Inc., 06 February 2024
- People Management Skills Training, Business Coach, Inc., 30 January 2024
- Diversity, Equity, and Inclusion in the Workplace, Business Coach, Inc. 26 January 2024
- Managing Millennials and Multigenerational Workforce, Business Coach, Inc., 23 January 2024
- Leadership & Supervision During Crisis, Business Coach, Inc., 22 Jan 2024

RESPONSIBILITIES OF THE BOARD

Composition of the Board. The powers and functions of BCDA are exercised by the Board of Directors to be composed of nine (9) members, as follows:

- a) A full-time Chairman;
- b) Eight other members from the private sector, two (2) of whom shall come from the labor sector.²

The current Chairperson is **Atty. Hilario B. Paredes**, while the President & Chief Executive Officer is **Engr. Joshua M. Bingcang**.

The Board is the policy making body and is primarily responsible for good governance in BCDA. Corollary to this main responsibility, the Board shall chart the corporate strategy and set guidelines for accomplishment of corporate objectives, as well as provide an independent check on management.

1.1. *Mandate and Responsibility for BCDA's Performance.* The responsibilities of Board are articulated in the BCDA Charter and other relevant legislation, rules and regulations. These responsibilities shall include the duty to:

- 1.1.1 Provide corporate leadership to BCDA subject to rule of law, and the objectives set by the State and BCDA.
- 1.1.2 Establish BCDA's vision and mission, strategic objectives, policies and procedures that shall guide its activities, including the means to effectively monitor Management's performance.
- 1.1.3 Define BCDA's values and standards.
- 1.1.4 Foster the long-term success of BCDA and secure its sustained competitiveness and profitability in a manner consistent with its corporate objectives and the best interests of the State.
- 1.1.5 Determine the organizational structure of BCDA, define the duties and responsibilities of its officials and employees and adopt a compensation and benefit scheme at least equivalent to that of the Central Bank of the Philippines.³
- 1.1.6 Appoint all officials down to the third level and authorize the BCDA President to appoint all others: Provided, that all appointments shall be based on merit and fitness and all personnel actions shall be in pursuance of Civil Service Laws, rules and regulations, except those coterminous employees of Members of the Board.⁴
- 1.1.7 The Board, in the performance of its duty to manage the business

² Sec. 9, R.A. 7227

³ Section 10 (a), Republic Act No. 7227

⁴ Sec. 10 (b), R.A. 7227

and affairs of BCDA, shall delegate the management authority to the President and CEO. The President is charged by the Board with the day-to-day leadership of Management of BCDA. The President is expected to keep the Board apprised and updated, in an open and transparent manner, of BCDA's progress and of any material deviations from the goals, objectives or policies established by the Board. To this end, the Board shall refrain from giving direct instructions to Management and shall course all directives through the President and CEO.

1.1.8 Prepare the annual and supplemental budgets of BCDA.⁵

1.1.9 Comply with reportorial requirements, as required in the BCDA Charter, as well as applicable laws, rules and regulations.

1.1.10 Carry out the mandate of BCDA, as provided in its Charter.

1.1.11 Act as an effective and independent check on Management.

On 23 May 2024, the BCDA Board has reviewed BCDA's mission and vision during the assessment of the BCDA Strategic Plan 2023 – 2028 in Camp John Hay, Baguio City.

During the said assessment, strategic priorities were reaffirmed and new instructions were identified to operationalize the strategic directions of the BCDA Group's Big Bold Moves. This is in alignment with the current administration's development agenda priorities.

The Board has likewise monitored the implementation of BCDA's corporate strategy by requiring the BCDA Management to give an update on BCDA's major projects on a monthly basis.

BCDA BOARD COMMITTEES

To aid in ensuring compliance with the principles of sound corporate governance, the Board has created committees to support it in the performance of its functions and in accordance with the Charter and to aid in good governance.

The BCDA Board has created the following Committees:

- Organization Development Committee
- Audit and Corporate Governance Committee
- Risk Management, Legal and External Relations Committee
- Finance and Investments Committee
- Business Development Committee

⁵ Sec. 10 (c), R.A. 7227

Organization Development Committee

In lieu of the Nomination Compensation/Remuneration Committee, the Board has created the Organization Development (OD) Committee which shall be composed of at least three (3) members, which shall include one (1) of the directors representing the labor sector.

The Committee shall meet at least once every quarter. The Chairperson of the Committee may call a special meeting whenever necessary. The presence of two (2) members shall constitute a quorum.

The actual composition of the OD Committee as of 31 December 2024 are as follows:

Chairman	Director Gerard R. Seno
Members	Chairman Hilario B. Paredes PCEO Joshua M. Bingcang Director Anthony Marvin G. Ponce de Leon Director Rolan C. Paulino Director Roberto A. Flores Director Leon Gonzalo G. Montemayor Director Thompson C. Lantion

The OD Committee is chaired by Director Gerard R. Seno. Mr. Seno is a labor rights advocate and an educator. He graduated with Bachelor of Laws and Bachelor of Science in Business Administration degrees from University of San Carlos, Cebu City.

Mr. Seno's expertise ranges from project development, monitoring and implementation in the fields of union organizing, workers' education, construction health and safety, organization and management of cooperatives, labor policy and advocacy, industrial relations and collective bargaining, among others.

The OD Committee met twice in 2024 and discussed the following agenda items:

- a. Reclassification of the Position of Assistant Vice President for Internal Audit Services to Vice President
- b. Approval of Plantilla Corporate Secretary

During the year, the Committee performed the following duties:

- Assisted the Board of Directors in the conduct of studies and policy formulation, pertaining to issues, concerns and problems affecting the organization and its personnel.
- Coordinated with Management in addressing specific key result areas (KRAs) and in adhering to existing policies on such matters as personnel recruitment, performance evaluation standards and processes, assignments, promotions and entitlements.
- Pursued organizational goals such as the promotion of meritocracy, the development of teamwork and the enhancement of morale among personnel.

- Conducted a review of the organizational structure to ensure that it remains responsive to BCDA’s goals, objectives and strategies.

Audit and Corporate Governance Committee

The Committee shall be composed of at least three (3) members. An independent board member, if any, shall chair the Audit and Corporate Governance Committee. Each member shall have an adequate understanding of accounting and auditing principles in general and of the BCDA’s financial management systems and environment in particular.

The Committee shall meet at least once every quarter. The Chairperson of the Committee may call a special meeting whenever necessary. The presence of two (2) members shall constitute a quorum.

The actual composition of the Audit and Corporate Governance Committee as of 31 December 2024 are as follows:

Chairman	Chairman Hilario B. Paredes
Members	Director Anthony Marvin G. Ponce de Leon Director Rolan C. Paulino Director Gerard R. Seno Director Roberto A. Flores Director Leon Gonzalo G. Montemayor Director Thompson C. Lantion

The Audit Committee is headed by Chairman Hilario B. Paredes. Atty. Paredes is a lawyer and a businessman. He graduated with honors from the Ateneo de Manila University School of Law with a Juris Doctor degree. He finished his college education with a Bachelor’s Degree in Political Science also from the Ateneo de Manila University.

Atty. Paredes has developed extensive experience in the fields of Corporate and Commercial Law, Litigation, Public-Private Partnerships, BOT Law and Government Infrastructure (Toll Roads, Rail and Power Plant projects both in the country and abroad), Banking and Corporate Finance, Real Estate Law, Succession and Estate Planning, Immigration, and Labor and Employment.

Aside from his law practice, he is also involved in various businesses in real estate, telecommunication and information technology, distribution/trading, educational and consultancy services. He is currently the Chairman and President of Paredes Holdings, Asian Center for Legal Excellence, Inc. (a Supreme Court accredited MCLE provider), NorthTel Trading, Inc, Centel Trading, Inc., Prime Logistics Group and Consultancy, Inc. and other companies. He also sits in the Board of Directors and/or as corporate secretary of various corporations.

The Audit Committee met six (6) times in CY 2024. Some of the agenda items that were taken up during the said meetings were as follows:

- a. Audit Report on Project Management System – Infrastructure Projects
- b. Audit Report on Operation & Maintenance of NCC NGAC Sports Facilities
- c. Audit Report on Series of Amendments to the Independent Consultants Contract for the Clark International Airport

During the year, the Committee performed the following functions:

- Reviewed and approved the Annual Audit Plan of the IASD;
- Reviewed the IASD's audit report and recommended solutions that would address the audit findings to the BCDA Board. The Audit Committee likewise ensured that the resolutions, as concurred in by the BCDA Board, will be acted upon by Management to address the audit findings;
- Ensured that the IASD reviewed the periodic financial statements focusing on the propriety of changes in accounting policies and practices, significant adjustments resulting from the audit and compliance with accounting standards, and check the financial reports against its compliance with both the internal financial management policies and pertinent accounting standards, including regulatory requirements;
- Ensured that the IASD monitored and evaluated the adequacy of BCDA's internal control systems, and that proper coordination was made with the Commission on Audit (COA); and
- Ensured that the IASD had free and full access to all the company's records, properties and personnel relevant to the internal audit activity and that the internal audit activity was free from interference.

Risk Management, Legal and External Relations Committee

The Risk Management, Legal and External Relations Committee shall be composed of three (3) members. The Chairman of the Committee must possess an adequate understanding of Philippine Law and the legal system and knowledgeable in strategic publicity and issues management.

The Committee shall meet at least once every quarter. The Chairperson of the Committee may call a special meeting whenever necessary. The presence of two (2) members shall constitute a quorum.

The actual composition of the Risk Management, Legal and External Relations Committee as of 31 December 2024 are as follows:

Chairman	Director Anthony Marvin G. Ponce de Leon
Members	Chairman Hilario B. Paredes PCEO Joshua M. Bingcang Director Rolan C. Paulino Director Gerard R. Seno Director Roberto A. Flores Director Leon Gonzalo G. Montemayor Director Thompson C. Lantion

The Risk Management, Legal and External Relations Committee is chaired by Director Anthony Marvin G. Ponce de Leon. He obtained his law degree from the Ateneo de Davao University in March 1995. He Holds a Business Management degree Major in Marketing from Xavier University in Cagayan de Oro City.

Since then, he has been a law practioner for the past 27 years. His expertise lies in the Corporate, Election and Criminal law.

The Risk Management, Legal and External Relations Committee met fifteen (15) times in CY 2024. Some of the agenda items that were taken up during the meeting were as follows:

- a. Engagement of Consulting Services for the Implementation of a Strategic Communication and Advocacy Program
- b. Engagement of the Services of a Reputation Management Consultant
- c. Policy re Sustainability Provisions and Environmental Protection in all BCDA contracts/TORs
- d. MOA among BCDA, TRB and NLEX Corportion for the SCTEX NCC Toll Plaza
- e. Proposed 2025 BCDA Performance Evaluation System (PES) Documents
- f. Renewal of MOA among BCDA, Clark Development Corporation, and Philippine Disaster Resilience Foundation
- g. MOA with PPMC re Interim Operation of Seaport in La Union
- h. 2024 BCDA Risk Management Report

The Risk Management, Legal and External Relations Committee reviews and evaluates legal strategies, risk management measures, and public affairs issues to ensure that risks are identified and are addressed immediately and accordingly.

During the year, the Committee undertook the following tasks:

- Monitored the creation of a risk management structure for the organization by Management;
- Reviewed, evaluated and monitored policy-level studies, risks and threat assessments and other reports provided by Management for consideration of the Board;
- Assessed the information provided by Management on risk exposures and risk management activities;

- Reviewed, evaluated and monitored Management’s researches on the probable causes and possible solutions to risks that were faced by Management;
- Reviewed and recommended measures on legislative proposals affecting BCDA;
- Assessed the Annual Planning Program of the Corporate Planning Department as it relates to risk management;
- Provided oversight over Management’s activities in managing market liquidity, operational, legal and other risks of the corporation;
- Reviewed and evaluated public affairs’ issues affecting BCDA’s activities, programs and projects, as identified and presented by Management. It also reviewed and evaluated the measures recommended by Management to address such issues for possible consideration of the Board; and
- Reviewed, evaluated and monitored Management’s policies pertaining to the organization’s relationship with its stakeholders, as well as with the national and local government units.

Finance and Investments Committee

The Finance and Investments Committee shall be composed of at least three (3) members. Each member must possess an adequate understanding of accounting and auditing principles in general and of BCDA’s financial management systems and environment in particular.

The Committee shall meet at least once every quarter. The Chairperson of the Committee may call a special meeting whenever necessary. The presence of two (2) members shall constitute a quorum.

Below is the actual composition of the Finance and Investments Committee as of 31 December 2024:

Chairman	Chairman Hilario B. Paredes
Members	PCEO Joshua M. Bingcang Director Anthony Marvin G. Ponce de Leon Director Rolan C. Paulino Director Gerard R. Seno Director Roberto A. Flores Director Leon G. Montemayor Director Thompson C. Lantion

The Finance and Investments Committee is headed by Director Hilario B. Paredes. Atty. Paredes is a lawyer and a businessman.

After passing the 1996 Bar Examinations, he immediately immersed himself in private practice, where he would further hone his skills as a litigator and a corporate lawyer. He started as an associate in various law firms. He later set up his own Law Firm on June 15, 2006, the Paredes Law Group, a full service firm, where, together with his 3 partners, they lead a team of young, dedicated, smart and competent lawyers and paralegals.

Mr. Paredes has developed extensive experience in the fields of Corporate and Commercial Law, Litigation, Public-Private Partnerships, Build-Operate-Transfer (BOT) Law and Government Infrastructure (Toll Roads, Rail and Power Plant projects both in the country and abroad), Banking and Corporate Finance, Real Estate Law, Succession and Estate Planning, Immigration, and Labor and Employment. Aside from his law practice, he is also involved in various businesses in real estate, telecommunication and information technology, distribution/trading, educational and consultancy services. He is currently the Chairman and President of Paredes Holdings, Asian Center for Legal Excellence, Inc. (a Supreme Court accredited MCLE provider), NorthTel Trading, Inc, Centel Trading, Inc., Prime Logistics Group and Consultancy, Inc. and other companies.

The Finance and Investments Committee met fifteen (15) times in CY 2024. Some of the agenda items that were taken up during the said meetings were as follows:

- a. 2024 Revised Corporate Operating Budget
- b. Utilization of Prior Years Unobligated SARO
- c. 2025 Budget Proposal
- d. Approval of the Initial Dividend to National Government (NG) based on Preliminary Financial Statement (FS) submitted to COA
- e. Remittance of Disposition Proceeds
- f. Request for Supplemental Budget of the Clark Development Corporation
- g. Shin Clark Power Corporation's Distribution Rate Application with Energy Regulatory Commission
- h. Adjustment in the 2023 Dividend due to the National Government
- i. Shin Clark Power Corporation's Distribution Rate Filing
- j. 2023 BCDA Financial Statements
- k. Financial Policy No.303-2 - Revised Policy and Guidelines on the Reimbursable Expenses of the Board of Directors
- l. Amendment of 2023 Dividend and Supplemental Budget to Finance the Adjustment of 2023 Dividend
- m. Appropriation of Retained Earnings
- n. 2025 Corporate Operating Budget
- o. Remittance to the Bureau of Treasury relative to the Disposition Proceeds Received in 2023

During the year, the Committee discharged the following functions:

For Sale, Lease or Joint Venture Agreement involving BCDA properties

- Reviewed the financial feasibility of the mode of disposition of the project, as endorsed by the Business Development Department (BDD);

- Reviewed the continuing financial status and compliance with the agreement, as reported by the Subsidiaries, Affiliates and Projects Monitoring Department (SAPMD); and
- Identified key issues, provided guidance and proposed solutions for approval of the Board.

Exercise oversight function in the fiscal management of BCDA resources

- Formulated policies and guidelines for the annual and supplemental budgets of the BCDA and its subsidiaries for approval of the Board;
- Provided guidelines for the investment of corporate funds and conducted periodic review to determine the profitability of investments and/or placements for approval of the Board;
- Reviewed receivables and recommended actions to the Board to increase collection efficiency; and
- Determined the necessity of incurring loans or other financing arrangement, and reviewed proposed terms for approval by the Board.

Exercise financial oversight on BCDA Subsidiaries and Affiliates

- Recommended appropriate business model for, and reviewed the financial targets of the Performance Agreement with the Subsidiary;
- Reviewed the proposed annual and supplemental budget of the Subsidiaries for approval by the Board;
- Reviewed the performance and determine the financial viability of BCDA's subsidiaries and affiliates, and recommended the need for reorganization, streamlining, abolition or privatization for approval by the Board; and
- Provided financial policies and guidelines for approval by the Board and monitored compliance based on report of Management.

Business Development Committee

The Business Development Committee shall be composed of at least three (3) members. Each member shall have experience in the fields of business, economics, finance management and/or marketing.

The Committee shall meet at least once every quarter. The Chairperson of the Committee may call a special meeting whenever necessary. The presence of two (2) members shall constitute a quorum.

The actual composition of the Business Development Committee as of 31 December 2024 are as follows:

Chairman	Chairman Hilario B. Paredes
Members	PCEO Joshua M. Bingcang Director Anthony Marvin G. Ponce de Leon Director Rolen C. Paulino Director Gerard R. Seno Director Roberto A. Flores Director Leon G. Montemayor Director Thompson C. Lantion

The Finance and Investments Committee is headed by Chairman Hilario B. Paredes. Atty. Paredes is a lawyer and a businessman. He graduated with honors from the Ateneo de Manila University School of Law with a Juris Doctor degree. He finished his college education with a Bachelor’s Degree in Political Science also from the Ateneo de Manila University.

Atty. Paredes has developed extensive experience in the fields of Corporate and Commercial Law, Litigation, Public-Private Partnerships, BOT Law and Government Infrastructure (Toll Roads, Rail and Power Plant projects both in the country and abroad), Banking and Corporate Finance, Real Estate Law, Succession and Estate Planning, Immigration, and Labor and Employment.

Aside from his law practice, he is also involved in various businesses in real estate, telecommunication and information technology, distribution/trading, educational and consultancy services. He is currently the Chairman and President of Paredes Holdings, Asian Center for Legal Excellence, Inc. (a Supreme Court accredited MCLE provider), NorthTel Trading, Inc, Centel Trading, Inc., Prime Logistics Group and Consultancy, Inc. and other companies. He also sits in the Board of Directors and/or as corporate secretary of various corporations.

The Committee convened fourteen (14) times in CY 2024. Some of the agenda items that were taken up during the said meeting were as follows:

- a. Approval of the 10-hectare Public Park to be Developed by Hann Development Corporation
- b. Presentation of the Clark International Airport Master Development Plan (LIPAD Concession Area)
- c. Approval of the Guidelines on the Valuation of Properties
- d. Competitive Challenge for the Bonifacio Capital District – Mixed Use Development Unsolicited Proposal
- e. Long Term Lease and Development of 1-HA Property in New Clark City (NCC) into a Full Service Gasoline Station with Mixed Use Commercial Facilities
- f. Negotiation Terms for the John Hay Residential Leases
- g. Disposition of Remaining VOA Loghomes
- h. Results of the Competitive Challenge for the Bonifacio Capital District Mixed-Use Development Project

- i. Contract of Lease Between the BCDA and the Philippine Space Agency (PhilSA) for the Development of a 1-Ha. Property in NCC
- j. Approval of the Conceptual Development Plan for the Bonifacio South Pointe
- k. Disposition of the 100-ha Industrial Estate 1 in New Clark City
- l. Amendment on the Guidelines for the Grant of Financial Assistance to the Project-Affected People in New Clark City
- m. Bridge Options for the Long-term Solution of the Pasig-Potrero Bridge
- n. Approval of the Negotiation Parameters and Direct Negotiation of the Proponents for the Long-term Lease and Development of 5.7-has Residential Estate with 4PH Buildings in New Clark City
- o. Deed of Usufruct between CDC and TESDA
- p. MOA with CAAP for the Operations and Maintenance of Air Traffic Services and Communication, Navigation and Surveillance Equipment at the Clark Airport
- q. Approval of the 10-ha Area Allocated for the Ayta Ethno Botanical Center Project and Engagement of Pampanga State Agricultural University as the Project Co- Implementer
- r. Contract of Lease for the Le Monet Hotel and Filling Station
- s. Contract of Lease of The Manor, Forest Lodge, and Convention Center to Landco Pacific Corporation
- t. Policy on Board Approval of Variation Orders

During the year, the Committee performed the following duties and responsibilities:

- Reviewed the strategies and policies that generally affect the investment climate, marketing and after-sales service programs of BCDA;
- Conducted periodic review and validation to determine the viability of the assets for disposition;
- Conducted regular validation and review of the Master Development Plans of BCDA properties to determine its suitability to current real estate trends and developments;
- Formulated sound, strategic business management framework to maximize benefits from the disposition and development of land and other assets; and
- Assessed investment proposals which will require study for formulation of policies for approval by the Board.

Meetings of the Board

The dates of the CY 2024 Board meetings have been agreed upon with the Directors before the end of CY 2023 to ensure optimal attendance rates. The agreed upon dates is attached hereto as **Annex "A"**. In addition, teleconferencing/videoconferencing is allowed to enable the Director who could not be physically present in the Board meeting to participate in the discussion and to vote on the issues presented.

The Board met twice a month and they had attended at least 90% of all the authorized and duly called for Board meetings. The high attendance record of the Board members demonstrates their strong commitment to devote sufficient time and attention to perform their duties and responsibilities.

The attendance record of the Board Members to Board and Committee meetings is hereby attached as **Annex “B”** and could be accessed on the BCDA website under the *Board and Officers Section* of the Good Governance Conditions - *b.4 CY2024 Attendance Record of Directors in Board and Committee Meetings*.

Access to Information

To give the Board sufficient time to prepare for Board and Committee meetings, the agenda and Board materials, including the pertinent attachments, were uploaded into the BCDA Dropbox Folder at least three (3) working days before the scheduled Board and Committee meetings, pursuant to the Operations Manual of the BCDA Board Secretariat.

Internal Audit

BCDA has a separate internal audit function. The Head of the Internal Audit Services Department (IASD) is Mr. Marvin D. Obaob, who occupies the position of Job Grade 13 (Assistant Vice President).

Under the new BCDA organizational structure, which was approved by the GCG in 2019, the IASD is under the supervision of the Office of the Chairman.

The appointment and removal of the internal Auditor does not require the approval of the Audit and Corporate Governance Committee since it is the BCDA President and CEO who has the authority to appoint the internal auditor, upon the recommendation of the BCDA Chairman and the Organization Development Committee.

Likewise, the internal auditor occupies a *plantilla* position hence, his appointment is not dependent on the decision of the Audit and Corporate Governance Committee. However, said Committee provides feedback on the performance of the internal auditor.

Board Orientation and Training

Upon appointment to the BCDA Board, each Director is given a Directors' explaining the Directors' duties, roles and responsibilities. The Manual likewise gives an overview of the mandate of BCDA and its subsidiaries. A presentation on the different projects of BCDA, the issues confronting the corporation and the remedial measures being undertaken is also provided by Management. For a better appreciation by the Directors of the different projects of BCDA and those of its subsidiaries and affiliates, an ocular inspection is also conducted of the same.

The members of the BCDA Board further enhanced their knowledge and skill set as key-decision makers through capability building and training activities which are deemed necessary for them to fully understand and efficiently lead the implementation of good governance principles.

As part of the corporation’s continuing education for the Board of Directors, the Board Secretariat and the HRMD inform the Board of the seminars and trainings which are relevant to the core functions of the corporation.

The BCDA arranges and funds seminars and training sessions attended by the Board of Directors. The Directors are also regularly updated of laws, rules and regulations that are applicable to BCDA.

In CY 2024, the Board Members attended the following seminars/ training programs/ business missions as shown in the matrix below.

Board of Directors	Training / Seminar/Business Mission
<p>Atty. Hilario B. Paredes Chairman and Member, Board of Directors</p>	<ul style="list-style-type: none"> • Institute of Corporate Directors (ICD) Philippine Economic Briefing entitled “<i>Beyond Borders: Navigating the Philippine Economic Horizon</i>” on 27 February 2024 at 8:00 AM to 10:45 PM at Dusit Thani, Makati City and via Zoom platform
<p>Engr. Joshua M. Bingcang President and CEO; and Member, Board of Directors</p>	<ul style="list-style-type: none"> • Orientation for Board Members conducted by the Governance Commission for GOCCs (GCG) on 17 January 2024 • United Kingdom Familiarization Visit on Financing and Delivering Sustainable Infrastructure Projects organized by the British Embassy Manila on 29 January – 03 February 2024 in London, United Kingdom • Senior Leaders Seminar on 15 February 2024 at the US Chamber of Commerce, Washington DC, USA organized by the US Embassy • Institute of Corporate Directors (ICD) Philippine Economic Briefing entitled “<i>Beyond Borders: Navigating the Philippine Economic Horizon</i>” on 27 February 2024 at 8:00 AM to 10:45 PM at Dusit Thani, Makati City and via Zoom platform • Global Infrastructure Cooperation Conference (GICC) on 10 – 12 September 2024 Grand InterContinental Hotel Seoul

	<p>Parnas, hosted by Ministry of Land Infrastructure and Transport (MOLIT) and organized by International Contractors Association of Korea</p>
<p>Atty. Anthony Marvin G. Ponce de Leon Member, Board of Directors</p>	<ul style="list-style-type: none"> • Institute of Corporate Directors (ICD) Philippine Economic Briefing entitled “<i>Beyond Borders: Navigating the Philippine Economic Horizon</i>” on 27 February 2024 at 8:00 AM to 10:45 PM at Dusit Thani, Makati City and via Zoom platform • Participated as one of BCDA’s representatives in the Project for Capacity Enhancement for Transit Oriented Development (TODCUP) on 15-24 April 2024 in Tokyo and Osaka, Japan • Joined the BCDA Team in the business mission to Qatar to conduct business meetings with the leadership of Qatar Cool to further explore opportunities for collaboration on 29 November to 02 December 2024
<p>Mr. Rolen C. Paulino Member, Board of Directors</p>	<ul style="list-style-type: none"> • Institute of Corporate Directors (ICD) Philippine Economic Briefing entitled “<i>Beyond Borders: Navigating the Philippine Economic Horizon</i>” on 27 February 2024 at 8:00 AM to 10:45 PM at Dusit Thani, Makati City and via Zoom platform • Orientation for Board Members conducted by the Governance Commission for GOCCs (GCG) on 14 February 2024
<p>Mr. Gerard R. Seno Member, Board of Directors</p>	<ul style="list-style-type: none"> • Institute of Corporate Directors (ICD) Philippine Economic Briefing entitled “<i>Beyond Borders: Navigating the Philippine Economic Horizon</i>” on 27 February 2024 at 8:00 AM to 10:45 PM at Dusit Thani, Makati City and via Zoom platform
<p>Mr. Roberto A. Flores Member, Board of Directors</p>	<ul style="list-style-type: none"> • Online Course on Corporate Governance Orientation Program (CGOP) for GOCCs on 22-23 August 2024 from 8:00 AM to 12:00 NN via Zoom conducted by the Institute of Corporate Directors (ICD)

<p>Mr. Leon Gonzalo G. Montemayor Member, Board of Directors</p>	<ul style="list-style-type: none"> • Online Course on Corporate Governance Orientation Program (CGOP) for GOCCs on 22-23 August 2024 from 8:00 AM to 12:00 NN via Zoom conducted by the Institute of Corporate Directors (ICD)
<p>Mr. Thompson C. Lantion Member, Board of Directors</p>	<ul style="list-style-type: none"> • Mr. Lantion was not able to attend any training in 2024 due to his hectic schedule.

**Board Agreed Schedule vs. Actual Date
of Board Meetings for CY 2024**

Board Agreed schedule of Board Meetings for CY 2024	Actual Date of Board Meetings for CY 2024
January 10 and 24, 2024	January 10 and 24, 2024
February 08 and 21, 2024	February 08 and 21, 2024
March 06 and 20, 2024	March 06, 20, and 22, 2024
April 10 and 24, 2024	April 11 and 25, 2024
May 08 and 22, 2024	May 08 and 23, 2024
June 05 and 19, 2024	June 05 and 19, 2024
July 10 and 24, 2024	July 10 and 24, 2024
August 14 and 28, 2024	August 14 and 28, 2024
September 11 and 25, 2024	September 11 and 25, 2024
October 09 and 23, 2024	October 09 and 29, 2024
November 06 and 20, 2024	November 06 and 20, 2024
December 04 and 18, 2024	December 04 and 17, 2024

References:

- Republic Act No. 7227
- BCDA Manual of Corporate Governance
- BCDA e-Newsletter entitled “InFocus” issued from January to December 2024
- BCDA e-Bulletin entitled “Saludo sa Sundalo” Issue Nos. 7 and 8

Annex “B”

Attendance Record of the BCDA BOD for CY 2024

Bases Conversion and Development Authority
Directors' Attendance Record for the Period JANUARY 2024 to DECEMBER 2022

Name of Board Member	Position	Date of Most Recent Appointment	Audit and Corporate Governance Committee	Business Development Committee	Finance and Investments Committee	Organization Development Committee	Legal, Risk Management, and External Relations Committee
HILARIO B. PAREDES	Chairperson/ Member	Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 28 October 2024 Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 27 September 2024	Y	Y	Y	Y	Y
DELFIN N. LORENZANA	Acting Chairperson	Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 04 July 2022	Y	Y	Y	Y	Y
JOSHUA M. BINGCANG	PCEO/Member	Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 27 September 2024	N	Y	Y	Y	Y
FERDINAND S. GOLEZ	Member	Pursuant to the appointment paper signed by President Rodrigo Roa Duterte dated 16 June 2017, to serve the unexpired Term of Office that begun on 01 July 2016 and will end on 30 June 2017	N	N	N	N	N
DAVID L. DIWA	Member	Pursuant to the appointment paper signed by President Rodrigo Roa Duterte dated 07 February 2018, to serve the unexpired Term of Office that began on 01 July 2017 and will end on 30 June 2018	Y	Y	Y	Y	Y
ANTHONY MARVIN G. PONCE DE LEON	Member	Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 27 August 2024	Y	Y	Y	Y	Y
ROLEN C. PAULINO	Acting Member	Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 25 April 2023	Y	Y	Y	Y	Y
GERARD R. SENO	Member	Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 27 August 2024	Y	Y	Y	Y	Y
ROBERTO A. FLORES	Acting Member	Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 13 May 2024	Y	Y	Y	Y	Y
LEON GONZALO G. MONTEMAYOR	Acting Member	Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 13 May 2024	Y	Y	Y	Y	Y
THOMPSON C. LANTION	Member	Pursuant to the appointment paper signed by President Ferdinand R. Marcos, Jr. dated 27 September 2024	Y	Y	Y	Y	Y

LEGENDS: P – Present
A – Absent
NA – Not Applicable
OB – Official Business



Bases Conversion and Development Authority

Attendance Record of Directors in Board and Committee Meetings for the Period JANUARY 2024 to DECEMBER 2024

Name of Board Member	Nature of Position	Position	Board and Committee			Board Attendance			Committee Attendance		
			Total	Actual	Percentage	Total	Actual	Percentage	Total	Actual	Percentage
HILARIO B. PAREDES	Appointive	Chairperson and Member	49	49	100%	25	25	100%	24	24	100%
DELFIN N. LORENZANA	Appointive	Acting Chairperson	32	32	100%	18	18	100%	14	14	100%
JOSHUA M. BINGCANG	Appointive	PCEO and Member	43	43	100%	25	25	100%	18	18	100%
FERDINAND S. GOLEZ*	Appointive	Member	0	0	0	0	0	0	0	0	0
DAVID L. DIWA	Appointive	Member	13	13	100%	10	10	100%	3	3	100%
ANTHONY MARVIN G. PONCE DE LEON	Appointive	Member	49	49	100%	25	25	100%	24	24	100%
ROLEN C. PAULINO	Appointive	Acting Member	49	49	100%	25	25	100%	24	24	100%
GERARD R. SENO	Appointive	Member	49	49	100%	25	25	100%	24	24	100%
ROBERTO A. FLORES	Appointive	Acting Member	36	36	100%	15	15	100%	21	21	100%
LEON GONZALO G. MONTEMAYOR	Appointive	Acting Member	35	35	97.22%	15	15	100%	20	20	100%
THOMPSON C. LANNTON	Appointive	Member	17	17	100%	7	7	100%	10	10	100%

*Director Ferdinand S. Golez filed an indefinite leave of absence effective 13 October 2022.

Bases Conversion and Development Authority

Attendance Record of Directors in Committee Meetings for the Period JANUARY 2024 to DECEMBER 2024

AUDIT AND CORPORATE GOVERNANCE COMMITTEE MEETING										
Name of Board Member	Total	Actual	% Attendance	Date of Committee Meeting						
				Aug 28	Oct 09	Oct 14	Oct 15	Oct 22	Dec 04	
HILARIO B. PAREDES	6	6	100%	P	P	P	P	P	P	P
DELFIN N. LORENZANA	1	1	100%	P	NA	NA	NA	NA	NA	NA
ANTHONY MARVIN G. PONCE DE LEON	6	6	100%	P	P	P	P	P	P	P
ROLEN C. PAULINO	6	6	100%	P	P	P	P	P	P	P
GERARD R. SENO	6	6	100%	P	P	P	P	P	P	P
ROBERTO A. FLORES	6	6	100%	P	P	P	P	P	P	P
LEON GONZALO G. MONTEMAYOR	6	5	83.33%	P	P	P	A	P	P	P
THOMPSON C. LANTION	5	5	100%	NA	P	P	P	P	P	P

Bases Conversion and Development Authority

Attendance Record of Directors in Committee Meetings for the Period JANUARY 2024 to DECEMBER 2024

FINANCE AND INVESTMENTS COMMITTEE MEETING						
Name of Board Member	Total	Actual	% Attendance	Date of Committee Meeting		
				Sep 09	Sep 10	
HILARIO B. PAREDES	2	2	100%	P	P	
DELFIN N. LORENZANA	2	2	100%	P	P	
JOSHUA M. BINGCANG	2	2	100%	OB	OB	
ANTHONY MARVIN G. PONCE DE LEON	2	2	100%	P	P	
ROLEN C. PAULINO	2	2	100%	P	P	
GERARD R. SENO	2	2	100%	P	P	
ROBERTO A. FLORES	2	2	100%	P	P	
LEON GONZALO G. MONTEMAYOR	2	2	100%	P	P	

Bases Conversion and Development Authority

Attendance Record of Directors in Committee Meetings for the Period JANUARY 2024 to DECEMBER 2024

ORGANIZATION DEVELOPMENT COMMITTEE MEETING					
Name of Board Member	Total	Actual	% Attendance	Date of Committee Meeting	
GERRARD R. SENO	1	1	100%		P
HILARIO B. PAREDES	1	1	100%		P
DELFIN N. LORENZANA	1	1	100%		P
JOSHUA M. BINGCANG	1	1	100%		P
ANTHONY MARVIN G. PONCE DE LEON	1	1	100%		P
ROLEN C. PAULINO	1	1	100%		P
ROBERTO A. FLORES	1	1	100%		P
LEON GONZALO G. MONTEMAYOR	1	1	100%		P

Bases Conversion and Development Authority

Attendance Record of Directors in Committee Meetings for the Period JANUARY 2024 to DECEMBER 2024

LEGAL, RISK MANAGEMENT & EXTERNAL RELATIONS COMMITTEE MEETING					
Name of Board Member	Total	Actual	% Attendance	Date of Committee Meeting	
ANTHONY MARVIN G. PONCE DE LEON	1	1	100%		P
HILARIO B. PAREDES	1	1	100%		P
DELFIN N. LORENZANA	1	1	100%		P
JOSHUA M. BINGCANG	1	1	100%		P
ROLEN C. PAULINO	1	1	100%		P
GERARD R. SENO	1	1	100%		P
ROBERTO A. FLORES	1	1	100%		P
LEON GONZALO G. MONTEMAYOR	1	1	100%		P

Bases Conversion and Development Authority
Attendance Record of Directors in Committee Meetings for the Period JANUARY 2024 to DECEMBER 2024

Name of Board Member	Total	Actual	% Attendance	Date of Committee Meeting												
				Jan 24	Mar 20	Apr 11	Jun 04	Jul 10	Aug 28	Sep 10	Sep 25	Oct 09	Nov 06	Nov 20	Dec 04	
HILARIO B. PAREDES	12	12	100%	P	P	P	P	P	P	P	P	P	P	P	P	P
DELFIN N. LORENZANA	7	7	100%	P	P	P	P	P	P	P	NA	NA	NA	NA	NA	NA
JOSHUA M. BINGCANG	12	12	100%	P	P	P	P	P	P	P	OB	P	P	P	P	P
FERDINAND S. GOLEZ	0	0	0	A	A	A	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
DAVID L. DIWA	3	3	100%	P	P	P	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
ANTHONY MARVIN G. PONCE DE LEON	12	12	100%	P	P	P	P	P	P	P	P	P	P	P	P	P
ROLEN C. PAULINO	12	12	100%	P	P	P	P	P	P	P	P	P	P	P	P	P
GERARD R. SENO	12	12	100%	P	P	P	P	P	P	P	P	P	P	P	P	P
ROBERTO A. FLORES	9	9	100%	NA	NA	NA	P	P	P	P	P	P	P	P	P	P
LEON GONZALO G. MONTEMAYOR	9	9	100%	NA	NA	NA	P	P	P	P	P	P	P	P	P	P
THOMPSON C. LATION	5	5	100%	NA	NA	NA	NA	NA	NA	NA	P	P	P	P	P	P

*Director Ferdinand S. Golez filed an indefinite leave of absence effective 13 October 2022.

Bases Conversion and Development Authority

Attendance Record of Directors in Committee Meetings for the Period JANUARY 2024 to DECEMBER 2024

BUSINESS DEVELOPMENT AND LEGAL, RISK MANAGEMENT & EXTERNAL RELATIONS COMMITTEE MEETING				
Name of Board Member	Total	Actual	% Attendance	Date of Committee Meeting
				Aug 14
HILARIO B. PAREDES	1	1	100%	P
DELFIN N. LORENZANA	1	1	100%	P
JOSHUA M. BINGCANG	1	1	100%	P
ANTHONY MARVIN G. PONCE DE LEON	1	1	100%	P
ROLEN C. PAULINO	1	1	100%	P
GERARD R. SENO	1	1	100%	P
ROBERTO A. FLORES	1	1	100%	P
LEON GONZALO G. MONTEMAYOR	1	1	100%	P

Bases Conversion and Development Authority

Attendance Record of Directors in Committee Meetings for the Period JANUARY 2024 to DECEMBER 2024

ORGANIZATION DEVELOPMENT, BUSINESS DEVELOPMENT, FINANCE & INVESTMENT, AND LEGAL, RISK MANAGEMENT & EXTERNAL RELATIONS COMMITTEE MEETING				
Name of Board Member	Total	Actual	% Attendance	Date of Committee Meeting
				Sep 11
HILARIO B. PAREDES	1	1	100%	P
DELFIN N. LORENZANA	1	1	100%	P
JOSHUA M. BINGCANG	1	1	100%	P
ANTHONY MARVIN G. PONCE DE LEON	1	1	100%	P
ROLEN C. PAULINO	1	1	100%	P
GERARD R. SENO	1	1	100%	P
ROBERTO A. FLORES	1	1	100%	P
LEON GONZALO G. MONTEMAYOR	1	1	100%	P

Bases Conversion and Development Authority
Attendance Record of Directors in Committee Meetings for the Period JANUARY 2024 to DECEMBER 2024

Board Committees	Total Number of Committee Meetings Conducted in CY 2024
Audit and Corporate Governance Committee	6
Finance and Investments Committee	2
Organization and Development Committee	1
Legal, Risk Management and External Relations Committee	1
Joint Business Development, Finance & Investments, and Legal, Risk Management & External Relations Committees	12
Joint Business Development and Legal & Risk Management and External Relations Committees	1
Joint Organization Development, Business Development, Finance & Investments, and Legal, Risk Management & External Relations Committees	1
Total	24

Prepared by:


MIGNON L. GANDO
BS V, Board Secretariat

27 January 2025

Noted by:


ATTY. CHRISTIAN T. DUDILAO
Corporate Secretary