

THE SYNERGY

IN COMBINED ACTION AND OPERATION, WE BUILD THE FUTURE

BOC includes GNPD in the loop of 2023 top taxpayers in PH

Synergist: Raymund Tamayo



In frame: (From left to right): AboitizPower External Relations Manager Anna Jasmin Maniego, BOC-PCAG Assistant Commissioner Atty. Vincent Maronilla, GNPD AVP for Community Relations Arcel Madrid

Bureau of Customs Post Clearance Audit Group (BOC-PCAG) through its Prior Disclosure Program awarded the Top 10 Taxpayers in the Philippines held at the BOC Compound in which GNPower Dinginin Ltd. Co. (GNPD) champed a slot.

The recognition was part of the annual tradition of acknowledging the nation's foremost contributors to the agency. In a convergence of ten elite companies hailing from diverse sectors, GNPD and its counterparts received plaques of recognition for their exceptional degree of compliance with the programs and policies of the BOC-PCAG.

"This achievement signifies our commitment to transparent business practices. We believe that fostering a culture of compliance is essential for the growth and sustainability of our industry," said GNPD AVP for Community Relations Arcel Madrid.

BOC-PCAG Assistant Commissioner Atty. Vincent Maronilla expressed his gratitude to GNPD and the other awardees for their

"consistent cooperation and volunteerism."

He underscored the pivotal role played by their contributions, emphasizing that last year's record-high collection would translate into tangible benefits for the Filipino people, including the construction of schools, hospitals, and kilometers of roads.

The other award recipients are: CSC Time, Inc., Organon (Philippines) Inc., Abbott Laboratories Inc., Mondelez Philippines Inc., Nestle Philippines Inc., Merck Sharp & Dohme (I.A.) LLC, JT International (Phils.) Inc., Anda Power Corporation, and Royal Canin Philippines, Inc.

As GNPD continues to shine on the national stage, the recognition as one of the Top Ten Taxpayers serves as a beacon of inspiration for other companies, emphasizing the pivotal role of compliance and corporate citizenship in empowering progress to the nation. ■

GMEC Units 1 and 2 overcome adversity: Back online!

Synergists: Arthur Mercado, Jonielyn Victorio, Edson Sunga



On February 3, GNPower Mariveles Energy Center (GMEC) Unit 2 accomplished a significant milestone by successfully syncing to the grid, marking the conclusion of a 48-day forced outage that began on December 17 last year, following the CC6 fire incident. Unit 1 was then successfully synced to the grid on March 6. In response to this event and to mitigate the impact on GMEC's Availability Factor (EAF), management opted to expedite the Interim Repair (IR) of Unit 1 and the Short-Term Outage (STO) of Unit 2.

Originally slated from February 26 to March 31, 2024, the IR of Unit 1 was rescheduled for the third week of December. Similarly, the STO of Unit 2, initially planned for February 12–25, 2024, was also brought early. This strategic decision aimed to align with the MH conveyor restoration project, ensuring optimal resource and time management.

Commencing the outage ahead of schedule presented several challenges, including limited spare parts availability and a shortage of manpower due to the holiday season. The timely execution of these critical maintenance activities not only underscores GMEC's commitment to maintaining a reliable power supply but also highlights the exceptional dedication of the workforce, who play a crucial role in the smooth operation of the facility.

As the company navigates growth and adapts to various challenges, the unwavering resilience of its employees serves as a testament to GMEC's pursuit of excellence and its mission to deliver clean, efficient energy solutions. ■

GNPD Unit 2 beats the clock during scheduled outage

Synergist: Garbien Ken Fulgencio

The stars may have aligned in favor of Unit 2 during the last start-up. In a remarkable turn of events, Unit 2 synchronized two hours ahead of schedule during its return from planned outage which lasted from February 16 to March 6. This achievement follows the unit's stellar performance in January where it recorded 100% EAF.

While Unit 1 may have set a high bar with its two-day early synchronization during its planned outage last year, Unit 2's two-hour achievement is no small feat. Despite the challenges posed by high vibrations on key equipment and other minor malfunctions, the team's meticulous planning, accurate execution, and a touch of luck were the contributing factors for this achievement.

Even the fuel oil guns who were notorious in causing start-up delays in the past all worked smoothly. Seems like the operators' wishes were granted this time.

As we celebrate this achievement, let us also recognize the hard work and commitment of everyone involved. Congratulations to Unit 2, the dedicated people behind its continued success, and the stars who found the time to align for this celestial event! ■



In frame: GNPD Unit 2 team in action

GMEC continues to power efficiency and operational excellence through Heat Rate Working Group

Synergist: Gerald Palaruan



In frame: GMEC's Heat Rate Working Group members

GMEC is making significant strides toward a greener and more efficient future with the establishment of its Heat Rate Working Group. This dedicated team, comprising skilled engineers, technicians, and experts, is laser-focused on improving heat rate performance.

At the core of the Heat Rate Working Group's mission is the optimization of heat rate performance across GMEC's two units. Heat rate, which measures a power plant's efficiency in converting fuel into electricity, is pivotal for reducing fuel consumption, cutting costs, and minimizing environmental impact. Through collaborative efforts and

innovative solutions, the Heat Rate Working Group aims to achieve these objectives, ensuring that GMEC remains a leader in sustainable energy practices.

By analyzing current performance and identifying areas for improvement, the Heat Rate Working Group is propelling continuous progress toward enhanced efficiency and operational excellence. From optimizing equipment and processes to harnessing cutting-edge technologies, every endeavor is geared toward delivering tangible results that benefit both the company and the environment.

One of the pilot projects initiated by the Heat Rate Working Group, approved by the Investment Committee, is the introduction and implementation of thermal digital-twin technology. This initiative aims to decrease the heat rate by approximately 0.7%, resulting in annual fuel savings of around USD 1.6 million and a reduction of 410k tons of CO2 emissions per year for the two units. The project is slated for completion in the third quarter of 2024.



GMEC Unit 1 and Unit 2

As GMEC continues its journey toward sustainability and efficiency, the Heat Rate Working Group remains a vital force driving progress and realizing the company's vision of a cleaner, greener future. With their expertise, dedication, and innovative spirit, the Heat Rate Working Group is paving the way for a brighter tomorrow, one efficient step at a time. ■

GNPD continues to smash performance records

Synergist: Rowena Diaz



In frame: GNPD Operations team in action

GNPD Unit 1 is crushing 2024, showcasing exceptional performance as it wraps up the first quarter with an outstanding 99.94% Equipment Availability Factor (EAF)! This achievement is even more remarkable considering the unit's non-stop operation for 147 consecutive days since its synchronization back in October, surpassing its previous record of 128 days.

The success of GNPD Unit 1 is attributed to the tremendous effort and dedication of the Operating team and the entire GNPD crew. Their relentless commitment ensures that the unit runs smoothly, and they are always ready to step in and resolve any challenges that arise.

Reflecting on past challenges, such as mill upsets that temporarily affected capacity and slightly lowered the January EAF by 0.16%, the team's swift response is commendable. Their rapid actions have resulted in 72 days (and counting) of deration-free operation, achieving a flawless 100% EAF in both February and March. This achievement is a testament to the combined dedication and teamwork exhibited by the GNPD team.

The continuous high performance of GNPD Unit 1 not only demonstrates operational excellence but also underscores the team's ability to adapt, overcome obstacles, and maintain peak efficiency. It sets a benchmark for excellence in the industry and reflects the spirit of collaboration and determination within the GNPD organization. ■

Shooting for the stars amid setbacks

Synergist: Edson Sunga

Neil Armstrong once said, "Shoot for the stars, and if you happen to miss, you'll land on the moon." This sentiment encapsulates our aspirations over the past year, where everyone has been united in striving to achieve a remarkable milestone. Pursuing to achieve a 93% Equivalent Availability Factor is no small endeavor. It required a blend of knowledge, teamwork, grit, and perhaps a touch of luck to reach for the stars. However, luck did not favor us. Just a mere 14 days before the year's end, disaster struck right under our noses.

The news left everyone disheartened. All the hard work, stress, and sleepless nights devoted to achieving an unprecedented milestone seemed to have gone to waste.

I vividly recall being on vacation when someone forwarded me a video of the

tragedy. Witnessing it on video left me feeling dejected, a sentiment shared by every employee who saw the footage or images.

Yet, from this setback, valuable lessons and experiences emerged, poised to guide us in the future. We have arranged further training sessions and simulations to bolster our readiness and prevent such tragedies from recurring. Despite the setback, we are grateful that no one was injured. Everyone involved in responding to the fire returned home safely. Though we fell short of our target with an 89.5% achievement, we can still take pride in having reached a significant milestone – indeed, we landed on the moon. ■

LEADERS' POV

Their Insights. Our Guide.



Dennis Jordan
President & CEO
GMEC-GNPD

“Personal growth and development are the foundation upon which organizational success is built.

When employees within an organization are empowered to grow, to learn, and to innovate, they cultivate a culture of synergy that propels the entire organization forward.”



Emmanuel Lopez
Chief Operating Officer
GMEC-GNPD

“One characteristic that separates great companies from the rest is their ability to execute. Let us always strive to deliver what we said we are going to do.”



Ryno Lacock
Chief Technology
Officer
GMEC-GNPD

“Rather than telling a person why must you understand your metapurpose and dictate it, lead them to realize it upon themselves, and explore the meaningfulness of what you are doing.”

GNPD given major credits for AboitizPower's 27% net income rise in 2023

Synergist: Laurice Anne Zapanta

Aboitiz Power Corp. (AboitizPower) has reported a substantial increase in profits for the past year, driven by strong performances in its generation and distribution sectors, especially from GNPower Dinginin Ltd. Co.

GNPD's improved availability across its generation portfolio is a vital contribution to its 27% surge in net income between January and December 2023, reaching P33.1 billion compared to P26 billion in the previous year.

Looking forward, AboitizPower outlined its strategy for sustained growth, emphasizing strategic investments, operational efficiencies, and building strong alliances.

In 2023, AboitizPower's generation and retail supply segment achieved an Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA) of P61.3 billion, marking a 20% increase from P51.2 billion in 2022.

Energy sales also saw a significant uptick, rising by 17% to 35,372 gigawatt-hours (GWh) compared to 30,251 GWh in 2022. The distribution business of AboitizPower contributed to this success as well, generating an EBITDA of P8.7 billion throughout 2023, which is an 8% increase from the P8 billion reported in the previous year.

Energy sales in the distribution sector witnessed a six percent growth, reaching 6,157 GWh in 2023, up from 5,785 GWh in 2022. ■

GNPD soars to new heights with enhanced fly ash silos for superior efficiency

Synergist: Christopher Arconcil

Fly ash silo facilities and nearby structures are currently undergoing improvements in line with the management initiative for Project China.

Various corrections on operations, housekeeping, maintenance, and engineering matters are put together to address the causes of leaks and spillages that made ash dwell on the surfaces of equipment, tanks, railings, floors, and nearby structures. Corrective actions were identified and smoothly rectified along with the execution of preventive and sustainable improvements to deliver and maintain the envisioned leak-free brand new fly ash silo system. It is expected to achieve 87% completion by the end of May 2024 out of the 47 work items, and the implementation of major equipment engineering change and tank repainting will conclude the entire fly ash silo improvements project.

GNPD fly ash silo is one of the high-rise, eye-catching structures of the plant that welcomes the employees, contractors, and visitors passing along the east side of the plant access road. Operations – Materials Handling is committed to maintaining a clean and tidy fly ash silo area and dust-free environment with the unfaltering support of the Maintenance and Engineering team. ■



GNPD's fly ash silos after the improvements



GMEC, GNPD launches Project SIKLAB: Inyovation 2024

Synergist: Jane Nicdao

GMEC-GNPD Business Process and Quality is set to launch Project SIKLAB, an ambitious innovation and continual improvement initiative. The inaugural year of the program will revolve around the theme "Igniting Innovation, Energizing the Future."

The primary objective of Project SIKLAB is to foster a culture of continuous improvement and innovation within the organization. It will offer rewards and recognition to both projects and employees who demonstrate excellence in implementing the Kaizen Principle and Lean Six Sigma Methodology. Project SIKLAB features three distinct categories for projects:

- 1. Kaizen Express:** These are quick-win projects undertaken individually by Rank-and-File employees. They aim to address immediate improvement opportunities.
- 2. Kaizen Impact:** This category encompasses Innovation-Driven Projects (such as new products, services, or processes) and Quality Improvement initiatives (involving existing processes with initial unknown solutions). These projects are executed by a group of 3-5 members utilizing the Kaizen Methodology and PDCA (Plan-Do-Check-Act) cycle.
- 3. Lean Six Sigma Projects:** Led by a Lean Six Sigma Greenbelt, these projects involve a maximum of seven team members. They utilize the rigorous Lean Six Sigma Methodology to drive process optimization and quality enhancement.

To recognize outstanding achievements, Project SIKLAB will award the best Kaizen Express Projects every quarter. Additionally, an annual PASIKLABAN Award ceremony will be held to honor top performers in Kaizen Express, Kaizen Impact, and Lean Six Sigma Projects, with separate categories for Support and Technical Projects.

Furthermore, GMEC and GNPD's Project SIKLAB aligns seamlessly with the AP Thermal Inyovation Program, reinforcing the organization's commitment to driving innovation, efficiency and excellence across all operational aspects. ■



LET'S G Google

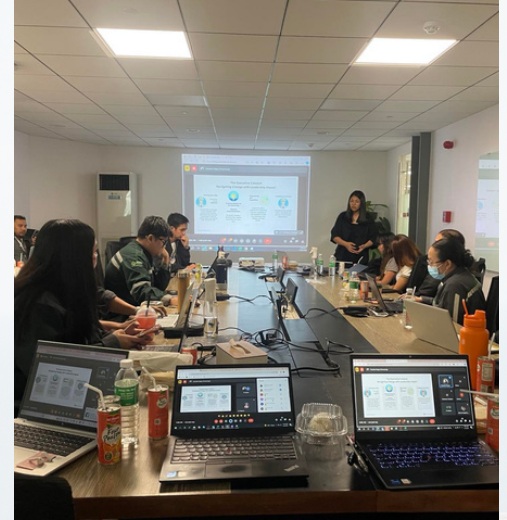
EXCITE. ENABLE. EXPAND. EMBED.

Synergists: Christine Joy Pascua & Paul Dalisay

Embracing the New Era: Google Migration Series



Change Management Team during Day 1 of the GWS Change Management Workshop



In the lead of Globe Company, the GNPD-TSD, and GMEC-TSD organized a Change Management cascade event on March 7 and March 8, 2024, respectively, at the GNPD Command Center. This transformative gathering aimed to spotlight the significance of organizational conversion while instilling confidence among employees regarding the transition to Google. The event showed a robust Change Management design, shaped to navigate the complexities of the transition and introduce to the organization a proven method to effectively manage the aspect of the move.

As the migration intends to have seamless communication between the business units of AboitizPower its focus areas in transformation were People, Processes, and Technology. The methodology of the change transcends that it is not just an IT project instead the support and participation of the group, the change of legacy behavior, and the understanding of the business goals matter. Additionally, it takes time to deliberate completely.

There are three-phased deployment timelines initially, the Core IT team was to confirm and test technical design, identify the integration points, and become familiar with tools and technology. Secondly, the Early Adopters, which is about 5-10% of the workforce, validate the migration approach, test the change management asset plan, gather feedback on training and communications, and enable Google Guides. Finally, the Global Go Live phase signals the cascading transition of the entire organization onto the Google ecosystem, entailing comprehensive training on email, calendar, contacts, chat, Docs, and Drive.

In a bid to ensure the success of migration efforts, stakeholders have outlined a comprehensive strategy aimed at long-term achievement. Central to this approach is a focus on excitement, engagement, and support throughout the migration process. The plan encompasses the deployment of services across all involved organizations, facilitated by the establishment of a dedicated Google Cloud team tasked with the transformation initiatives and overseeing support operations.

Furthermore, efforts will be made to measure adoption progress, highlight success stories, and empower users through self-help resources. This multi-faceted strategy, designed to EXCITE, ENABLE, EXPAND, and EMBED key elements of migration, underscores a commitment to a smooth and sustainable transition.

While challenges await, the platform is set to embrace the new era in which Google Migration redefines how we operate and collaborate to adapt to the inevitable change. ■

FREQUENTLY ASKED QUESTIONS

ABOUT GOOGLE WORKSPACE MIGRATION

What is Google Workspace?

Google Workspace brings all your favorite communication and collaboration apps under one roof, including Gmail, Calendar, Drive, Docs, Sheets, Slides, and Meet. This integrated platform will allow for:



- Seamless communication: Streamlined email, chat, and video conferencing features will keep us all connected with the organizations that we are working with.
- Enhanced collaboration: Real-time co-editing of documents, presentations, and spreadsheets will ensure everyone is on the same page and can contribute effortlessly.
- Increased efficiency: Improved organization and accessibility of files and projects will boost our productivity and streamline workflows.

What does the Google Workspace Migration mean for us?

Over the coming weeks, you'll receive further communication with detailed information on the transition process. This will include training resources and support to help you get acclimated to the new platform. In the meantime, if you have any questions, please don't hesitate to reach out to the IT team.

What will happen in the migration process?

During this timeframe, your emails, calendars, and potentially other data (depending on your previous platform) will be transferred to Google Workspace. If possible, take some time to organize your emails and files in your current platform. This will make the migration process smoother.

How do I know if the migration is finished?

You'll receive a separate email notification once your data migration is complete. In the meantime, you can continue using your existing email and collaboration tools. There will be a brief period of downtime during the actual migration process, but the IT Team will keep you updated.

How do we get the most out of Google Workspace?

The IT team has compiled a comprehensive set of resources to help you get the most out of Google Workspace, including:

- Knowledge Base Articles: In-depth guides on using Google Workspace tools and FAQs: [[Link to Google Workspace Knowledge Base article](#)]
- Training Materials: Optional video tutorials and training materials to familiarize yourself with the platform (link will be provided separately).



Looking Ahead, the IT team believes Google Workspace will empower us to collaborate and achieve success like never before. We're confident this transition will be smooth and seamless thanks to your cooperation.

If you have any questions or require further assistance, please don't hesitate to reach out to the IT teams of GMEC and GNPD. ■

Setting the Safety Standard: GNPD gears up for U2 Outage with Standdown Toolbox Meeting

Synergist: Laurice Anne Zapanta



With the success of Unit 1's planned outage last October, GNPD stays more committed to safety as they kicked off the planned outage for Unit 2 with the Mass Standdown Toolbox Meeting at the U2 Aeration Pond last February 19, 2024.

While some may think that coming back from a remarkable win at the previously scheduled outage is an excuse to be less stringent in our safety protocols, GNPD just takes this as a challenge - a baseline for the safety standard they are setting for everyone present at the plant.

"Paalalahanan natin ang mga kasama natin," started Allen Andres, Deputy Maintenance Manager of GNPD during the meeting. "Ginawa na natin ito noon... simple lang naman 'yung rules. Complete PPEs, risk assessment, at i-ensure lang natin 'yung trabaho natin, at tignan natin 'yung mga kasama natin."

Also present in the mass standdown meeting is Deputy Plant Manager Young Comaad, who reiterated the importance of commitment to safety. "Itong planta na ito ay atin ito, kaya dapat mas aayusin natin ito," he says.

To wrap up the standdown meeting, GNPD SHE Manager John Paulo Lazaro emphasized the weight of the responsibility they are all sharing during the outage, and that everyone must adhere to the safety identity of GNPD -- being a **SHEGURISTA**. "Stick to our identity... lahat po ng activities natin ay sigurado tayo at walang mangyayaring aksidente. Ang pinakaimportante po dito ay ang pang-unawa. Naiintindihan po natin ang mga activities natin..."

kung paano sya matatapos nang ligtas."

GNPD highlights that there is no uniform when it comes to safety -- be it for organic employees or contractors, everyone must adhere to the safety standards, as it also depicts the success of the organization.

Indeed, staying safe is more than a chore we need to check off our to-do lists once we step foot in the plant. It's our collective responsibility, a mindset that we all need to instill, and a lifestyle that we all should lead toward our road to becoming a bastion of excellence in the power industry. ■

Step Change on Safety, Revolutionizing Our Safety Culture

Synergist: John Paulo Lazaro

As part of GNPD's strategy to revolutionize our safety culture and achieve our ZERO HARM goal, several programs have been launched to promote the SHE-GURISTA identity. One of these key initiatives is the Gemba walk, a joint effort between management and contractor leads to conduct safety walkdowns and the Behavior Based Safety (BBS) program.

Gemba, a Japanese term meaning "the actual place," is one of the driving forces to our safety culture revolution at GNPD.

The Gemba walks are an integral part of our strategy as they provide firsthand insights



into the real situations at our GNPD plant. This direct engagement with our operational environment allows us to identify potential hazards, address safety concerns proactively, and make informed decisions to enhance safety measures.

This synergistic collaboration not only enhances communication and understanding

but also promotes a sense of shared responsibility for safety. During the walks, attendees are also encouraged to participate in activities such as picking up trash in the areas being visited, reinforcing the importance of cleanliness and safety practices. ■





Double Down: GNPD unlocks another back-to-back safety milestone

Synergist: John Paulo Lazaro

GNPD's recent safety achievements highlight the organization's dedication to creating a safe and healthy workplace environment for every SHE-GURISTA at GNPD. And yes, we did it again! On January 12, 2024, GNPD achieved another significant safety milestone - 2 million Man-Hours Without a Lost Time Incident (LTI). Not just that, during the scheduled outage in U2, the GNPD team proved that the previous feat of achieving the ZERO HARM goal is not just luck, as we completed the U2 outage with another remarkable milestone - ZERO INJURY-RELATED INCIDENTS AND FIRST AID CASES, and it's ahead of schedule!

This accomplishment is a testament to the dedication, vigilance, and unwavering commitment to safety that define us as GNPD SHE-GURISTAs. This is all made possible by everyone playing an integral role in making our workplace a beacon of safety and excellence. As we celebrate this achievement, let's continue to uphold our safety standards and look out for one another. With our sights set on 3 million Safe Manhours, let this milestone serve as a reminder of our commitment to our SHE-GURISTA identity in achieving our ZERO HARM goal.

Let's use this momentum to uphold our safety commitment throughout the coming years and aim for a ZERO HARM goal GRANDSLAM during the July outage and end the year strong. Together, we can continue to embrace our shared responsibility for safety and work towards a safe and healthy GNPD.



From One Day to Day One: GNPD launches BBS program

Synergist: John Paulo Lazaro

The Behavior-Based Safety (BBS) program is a proactive approach aimed at increasing and reinforcing positive safety behaviors, which plays a vital role in our journey toward achieving our ZERO harm goal. This program serves as a crucial control to reduce at-risk behaviors and eliminate work-related injuries or illnesses. It functions as a supplementary tool that enhances the effectiveness of our existing safety practices and facilitates an objective measurement system.

In the first two months of running the BBS program since January 2024, we have received a total of 1093 observation reports from both GNPD organic employees and contractors. These reports have been instrumental in identifying potential hazards, addressing safety gaps, and recognizing exemplary safety behaviors among our workforce.

The BBS Hero Awardees for January and February 2024, whose contributions were highlighted through these observation reports, exemplify the dedication and commitment of our employees and contractors toward creating a safer work environment. Their proactive approach and adherence to safety protocols have significantly contributed to preventing incidents and injuries, thus aligning with our ZERO harm goal. By leveraging the insights gained from these observation reports and recognizing outstanding safety behaviors, we reinforce a culture of safety excellence at GNPD. ■





GNPD Tees Up Stronger Relations at the AFAB CEO Golf Tournament

Synergist: Laurice Anne Zapanta



GNPower Dinginin Ltd. Co. (GNPD) successfully swung for improved relations with the Authority of the Freeport Area of Bataan (AFAB) through its participation in the very first AFAB Administrator & CEO Golf Tournament last January 27, 2024.

Held at Pradera Verde Golf and Country Club, Lubao, Pampanga, GNPD President & CEO Dennis B. Jordan was joined by several AFAB stakeholders, partners, and locators, such as Petron Corporation, Dong-in Entech Co. Ltd., GURUFIN, and PHILCEMENT. Executives and top leaders of the companies were invited to compete in the tournament, wherein they were separated into different classes and flights to play the 18-hole course through a System 36 scoring system.



Beyond the competitive swings and putts, the AFAB Administrator & CEO Golf Tournament provides a relaxed environment where executives and business leaders can build personal connections by transcending corporate boundaries. This helps foster a network of relationships that extends beyond the tournament, translating into enhanced communication, trust, and collaboration in the business realm.

This is also a great avenue for GNPD to strengthen its CSR programs in the province. As a platinum sponsor of the tournament, GNPD provided a major contribution for the chosen beneficiary of the event – the SOS Children's Village in Mariveles, Bataan.

As such, there is no denying that genuine collaboration often starts with a swing of a golf club and evolves into a strategic partnership. With each stroke, we are not just playing a game but shaping the future of our professional interactions. Here's to the bonds forged, the memories created, and the prosperous ventures that will undoubtedly ignite from this shared experience. ■

COMREL Embraces Kaizen:

Transforming Community Relations

Synergist: Joseph Paolo Mendoza

In the ever-evolving landscape of Community Relations (COMREL), GNPower Mariveles Energy Center Ltd. Co. (GMEC) and GNPower Dinginin Ltd. Co. (GNPD) are pioneering a transformative approach to project management through the adoption of the Kaizen philosophy. At the heart of this initiative lies the newly minted Project Management Framework, **CoRetrack (Corporate Relations Track)**, affectionately referred to as "CoRe," from the COMREL Team symbolizing the core relationships that bind GMEC-GNPD with its stakeholders, and community where it operates.

CoRetrack serves as a beacon of innovation, guiding the COMREL team towards a standardized framework for the inception and execution of PROGRESS initiatives. Anchored on pillars of community engagement, stakeholder focus, and business benefits, this framework is poised to drive meaningful impact across the organization.

At the forefront of CoRetrack's implementation are the four key dimensions: Input, Output, Outcome, and Impact. By meticulously charting the project journey from inception to fruition, COMREL is equipped to monitor progress, assess results, and amplify the impact of its initiatives in alignment with the company's CSR P.R.O.G.R.E.S.S framework.

Underpinning CoRetrack is a suite of tools and databases designed to streamline project management processes. From Project Proposal Forms to Volunteer Engagement Surveys, each component is meticulously crafted to optimize efficiency, enhance transparency, and foster collaboration within the department and beyond.

As part of the company's broader innovation agenda, COMREL is proud to unveil Kaizen Express—a dynamic program aimed at eliminating waste and driving continuous improvement. By focusing on the tenets of Muda, teams are empowered to identify quick wins, streamline processes, and unlock untapped potential across the organization.

Through initiatives like Kaizen Express and CoRetrack, COMREL is poised to lead the charge toward a culture of excellence, innovation, and social responsibility. As we embark on this journey of transformation, we remain committed to our mission of fostering meaningful connections, driving positive change, and leaving a legacy in the communities we serve. Together, we will continue to innovate, inspire, and elevate—propelling GMEC-GNPD towards a brighter, more sustainable future. ■

GMEC, GNPD celebrate impact across different sectors through Project Saysay

Synergists: Abigail Jacinto & Patrick Collantes

In the midst of busy schedules and work demands, it's easy to get caught up in the day-to-day grind, focusing solely on professional goals and deadlines. But amidst all this hustle and bustle, GNPD and GMEC are redefining corporate responsibility through Project Saysay, a testament to the power of volunteering and human kindness.

JANUARY 2024

GNPD employees teamed up with SAGIP Pawikan Sitio Fuerte Association. GNPD's partner in their pawikan project, to support the grand releasing event in Morong, Bataan. Employees also gave away headlamps that volunteers could use for their night patrols.



GMEC volunteers celebrated with the officers and men of the Philippine Army's 69th Infantry Battalion (Cougar), stationed at Camp Camacho in Balanga, Bataan. They also donated supplies and conducted a heartfelt program to pay tribute to the soldiers, particularly those who exhibited remarkable courage during the Marawi Siege of 2017.



FEBRUARY 2024



February saw birthday celebrators and blood crusaders from GNPD donating blood and engaging in heartfelt conversations with dialysis patients at the Bataan Kidney and Dialysis Center in Balanga City. More than 60 blood bags were given to patients for free.



GMEC birthday celebrators organized a heartwarming mass wedding ceremony for 19 couples from Mariveles, extending blessings to families already expecting the arrival of new members in the months ahead. GMEC volunteers donated wedding gifts for each couple and a photobooth service to capture cherished moments.

MARCH 2024

March celebrators from GNPD opted to support a group of cancer patients from the Bataan Cancer Society & Support Group by providing livelihood training on making dishwashing liquid and assisting them in selling their products to the public.



GMEC, on the other hand, donated futsal accessories, supplies, and team uniforms to the Cabcaban Futsal Team spearheaded by coach Jerwin Valenzuela. An exhibition game and a short program were held at the Cristina Square covered court, where GMEC March celebrators played a game against the said Cabcaban team. ■



Elevating Communities: Leyte's CSR Initiative for Education Empowerment

Synergist: Allan Paul Parani

Leyte Electric Cooperative IV (LEYECO IV), in partnership with GNPower Dinginin Ltd. Co. (GNPD), has undertaken a transformative Corporate Social Responsibility (CSR) initiative aimed at enhancing educational opportunities in Leyte. Through the generous donation of 16 computer sets to public schools, this initiative seeks to empower students and educators with the tools necessary to thrive in today's digital age. By actively engaging in initiatives that address societal needs, GNPD together with its

customer demonstrates its commitment to making a meaningful impact beyond business operations.

Through collaborative efforts and strategic partnerships, GNPD continues to elevate communities, empower individuals, and create a more inclusive and prosperous society for the beneficiaries of its customers.

This initiative extends beyond the tangible donations—it represents a shared commitment to education, innovation, and social progress.

It serves as a testament to the power of collaboration and collective action in driving positive change at the grassroots level.

Through this milestone, GNPD will continue to empower progress to its customers and affirm its dedication to supporting initiatives that uplift and inspire, ultimately paving the way for a brighter and more equitable future for all. ■

GMEC engages in exploratory talks with Mariveles LGU

Synergist: Catherine Natividad

The GNPowr Mariveles Energy Center (GMEC) CSR team engaged in exploratory talks with Mariveles government agencies Municipal Health Office (MHO), Municipal Planning and Development Office (MPDO), Municipal Environment and Natural Resources Office (MENRO), and the Municipal Administration, discussing potential future projects in the municipality.

On January 31, GMEC CSR manager Joseph Chavez, CSR supervisor Abigail Jacinto, and CSR associates Catherine Natividad and Manuel Villaluz, together with GNPD CSR superintendent Joseph Paolo Mendoza met with MENRO's Gladys Gomez to review forthcoming initiatives. Some of the plans talked about were the establishment of a National (Eco-savers) Eco-school Zone, starting a Nursery on Dumpsite project, conducting Coastal Cleanup every Friday, and the expansion of the Wealth on Waste (WOW) Drive to cover other barangays in Mariveles.

Meanwhile, on February 23, the GMEC CSR team convened with Municipal Administrator Tito Pancho Katipon and municipal doctors Dr. Gerald Sebastian, Dr. Abigail Ramos, Dr. Franchezca Amanda Culala, and Dr. Rame John Mina.

With the MDPO and municipal administrator, the GMEC team discussed a potential training for the Barangay Townsite Mangingitang's fisherfolk spouses called "Elevate AIDA," construction of a water line for the dialysis center in Barangay Alas-asin, and the Eco-park (transfer station, MRF, and recycling station) in Mariveles.

With the MHO, the GMEC team deliberated screening and capacity building for communicable and non-communicable diseases in the municipality, launching of "Tulong, Agapay, Gabay" (Mental Health Awareness) School Caravan project in August 2024, administrating of HPV vaccine to adolescents 14 years old and above, and starting a weekly mobile community clinic. Aside from that, the MHO also requested a weighing scale for each barangay's health clinic, a dental chair for the Rural Health Unit (RHU), and medicines for barangays far from the RHU. ■



GMEC initiates mangrove site extension

Synergist: Manuel Villaluz

The GNPowr Mariveles Energy Center (GMEC) CSR-Environment team initiated the expansion of the company's existing adopted mangrove area in Orani, Bataan by proposing a new five-hectare extension of the site at Tubo-Tubo, Sitio Pulo in Barangay Kabalutan.

On February 19, GMEC CSR manager Joseph Chavez led the company's delegates in a consultation meeting with Orani mayor Efren "Bonjong" Pascual, discussing the project's accomplishments, recommending a potential expansion, and planning for the upcoming two-year implementation. Barangay Kabalutan chairman and Tubo-Tubo Fisherfolks Association vice president Jose Sally Raymundo, Orani Municipal agriculturist Rizal Ally Tala, MENRO's Jayde Del Valle, and PGENRO's Mistylyn Isidro and Jaira Manalili were also present during the engagement.

Mayor Pascual suggested integrating the proposed expansion with the municipality's nine-year development plan. Also, he proposed a livelihood program for the fisherfolks in the area, which is included in the plans of the GMEC team.

GMEC's Mangrove Adoption and Protection Program is an almost P7M worth project with a duration of five years. It is under the company's flagship program called P.R.O.G.R.E.S.S., under the "P" or Protect marine life arm, and began with a MOA signing in June 2023, followed by the planting of more than 1,000 mangrove seedlings and propagules in November 2023. ■

From Hatcheries to Hope: GNPD's Journey to Protecting Marine Life

Synergist: Nikki Bryce Roque

Turtles are among the most endangered species of animals on the planet. Their dwindling numbers are attributed to multiple factors, including climate change, global warming, and most notably, anthropogenic activities. There are seven marine turtles in the world. Five of them are regular migrants in the Philippine waters, while three roam freely in the coastal areas of the Bataan Peninsula.

One year has passed since GNPD inked the agreement to protect these magnificent creatures. The company has achieved marvelous feats of accomplishments. In fact, in GNPD-adopted sites alone, more than 15,000 pieces of eggs had been collected. This number was complimented by the high survival rate of the clutches reared in hatchery sites compared to those hatching from unprotected soils.

Additionally, the Pawikan Hatchery initiatives, particularly the Grand

Releasing Event attracted some major media engagements which boosted the company's exposure and reputation.

This year, GNPD plans to amplify the outputs of our partners by providing key tools and equipment to increase the capacity and skills needed for sustainable project implementation.

Under the name of the Tugon programs, GNPD seeks to not just generate livelihood but also restore ecosystems in Bataan! ■

Empowering Excellence: GMEC and GNPD Leaders Soar in Management Development Program

Synergist: Joseph Paolo Mendoza

In an ongoing commitment to foster professional growth and leadership excellence, GNPowr Mariveles Energy Center Ltd. Co. (GMEC) and GNPowr Dinginin Ltd. Co. (GNPD) have embarked on an enriching journey through the Management Development Program (MDP) offered by Ateneo de Manila University's Graduate School of Business - Center for Continuing Education.

With more than 30 dedicated employees enrolled in the program, spanning from January to March, GMEC and GNPD are actively investing in the advancement of their workforce. The curriculum encompasses key areas crucial for effective leadership, including Operations Management, Financial Management, Human Resources Management, and Business Process Improvement.

The overarching goal of this initiative is twofold: to enhance the capabilities of GMEC/GNPD leaders and to drive productivity across the organization. By strengthening fundamental management skills and broadening perspectives on the commercial aspects of the business, employees are poised to make significant contributions to the success of the company.

Through participation in the MDP, employees are honing critical competencies that are essential for leadership excellence like leadership skills, communication and interpersonal skills, decision-making and problem-solving, change management, and talent development to name a few.

The management recognizes the importance of empowering employees

through professional development initiatives like the MDP. By investing in the growth and development of its workforce, GMEC and GNPD are not only enriching individual careers but also strengthening the foundation for sustainable success.

As the program progresses, GMEC and GNPD remain committed to supporting their employees on their journey toward leadership excellence. Through continued learning, collaboration, and innovation, they are poised to achieve new heights of success in the dynamic energy landscape.

Together, GMEC and GNPD are shaping a future where leadership thrives, innovation flourishes, and organizational excellence prevails. ■

Magiting class set to complete academic phase, gears towards in-plant phase of the cadetship program

Synergist: Jordan Teodoro Pascual



Magiting Class of 2023 during the academic phase

The cadets of GMEC & GNPD, branded as the Magiting Class of 2023, are set to complete the academic phase of their training program in mid-April. In-plant training will be the next phase, where they will be familiarized with the actual units through line-tracing, writing system reports, watch standing, and close interaction with plant operators and personnel.

Prior to the commencement of the in-plant training phase, the cadets will be interviewed by the managers of both plants to determine who will be assigned to GMEC and to GNPD.

“Through this academic phase of the program, I have learned a lot of things. From the simplest or smallest things to major and minor components, to its principles, purposes, cycles, to the process of the entire plant, even safety advice, troubleshooting or problem-solving skills, [and] personal experiences that our instructors shared to us,” Cyrus Diocales, one of the cadets shared.

On the next phase of their training, Diocales said he expects “to be able not just to relate but to apply everything I have learned during academic phase. Also, to learn more new knowledge, techniques, and strategies inside the plant.”

“I [also] expect that the upcoming in-plant phase will be fun, enjoyable, mind-blowing, and full of amazement since this is my first work experience – first time that I will be able to enter a coal power plant and see its components and its process in actual,” the cadet added.

Aside from the academic and in-plant training, a final interview on plant systems and advanced simulator training comprises the four phases of the whole cadetship program.

The GMEC-GNPD Cadetship Program was launched in November of last year and is set to conclude on November 15 this year.

Magiting class is composed of 30 young engineers from the various fields of mechanical, electrical, electronics, and chemical engineering disciplines. ■

GNPD MH team engages in worthwhile discussions

Synergist: Christopher Arconcil



MH team during their discussions

Shift turnover is crucial to ensure a smooth transition and continuity of work. After every shift, a pair of Supervisors, Control Room Operators, and Plant Operators gather in every corner of the rooms to deliver one of the most fruitful conversations among GNPD employees. Ship Unloader and Stacker Reclaimer plant operators carry out their shift turnover in their respective areas, especially when there is a coal vessel unloading activity.



The GNPD Operations team is guided by a checklist during the turnover to make sure that all work-related items are properly discussed. Aside from the checklist, the operator's shift logs are being turned over and acknowledged by the incoming shift by affixing their name and signature. The Shift Supervisor on training joins the shift turnover to be aware of the trend of issues and events before going on duty. ■



GMEC, Zero NC: A Journey of Continuing System Excellence

Synergist: Jane Nicdao

GNPower Mariveles Energy Center Ltd. Co. (GMEC) continues to showcase its unwavering dedication to management system excellence, as evidenced by its successful recertification to ISO 9001:2015 – Quality Management System and ISO 45001:2018 Occupational Safety and Health Management System. The recent third-party certification audit, conducted on January 8 and 9, 2024, led by TUV Rheinland Philippines, resulted in ZERO Non-Conformity. GMEC also maintained its certification to ISO 14001:2015 Environmental Management System during the same evaluation.

GMEC embarked on its journey towards management system excellence in 2017, securing its initial certification for ISO 14001:2015. This certification underscored the company's commitment to environmental stewardship, reassuring stakeholders in the neighboring community of its dedication to environmental protection and pollution prevention. The following year, GMEC further demonstrated its commitment to employee well-being with the certification to OHSAS 18001:2017 (now replaced by ISO 45001:2018). Concurrently, GMEC attained its quality assurance badge with the first-ever certification to ISO 9001:2015 Quality Management System.

Remarkably, GMEC has maintained a flawless record throughout its seven-year certification journey, having never received any non-conformities. This achievement stands as a testament to the company's unwavering commitment to upholding its objectives, goals, strategies, and documented information. ■

GNPD ERT engage in Fire Brigade Training

Synergist: Edmund Cruz



Last February 12-13, 2024, selected GNPD employees from the Operating and Maintenance Department attended the GNPD Emergency Response Team's Fire Brigade Training at MAAP Facilities.

The Training provider from the Canadian Consultancy on Industrial Safety (CCIS) discussed to the group the Fire Safety Fundamentals and Live Firefighting techniques.



Moreover, the group was given the chance to execute the proper donning fire suit, self-contained breathing apparatus (SCBA), fire hose deployment, and actual catch and control of live fire. ■

Secure Frame 365: A Yearlong Snap of Data Privacy Excellence

Synergist: Roan Cantuango

In the domain of data privacy, meticulous attention to detail is paramount. Whether through digital encryption or physical safeguards, safeguarding personal data requires unwavering vigilance. Acknowledging the critical role that our work environments play in maintaining these standards, the Data Privacy Team launched its initiative "Secure Frame 365: A Yearlong Snap of Data Privacy Excellence" in February. This endeavor aims to underscore the significance of upholding data privacy standards throughout the year.

The inaugural theme for February, "Clean Desk/Work Area," emphasizes the importance of maintaining orderly workspaces to uphold data privacy standards. Employees from GMEC and GNPD enthusiastically participated in the contest by visually documenting the transformation of their workspaces. By submitting before-and-after photos showcasing the cleanliness and organization of their desks or work areas, participants showcased their commitment to data privacy excellence.

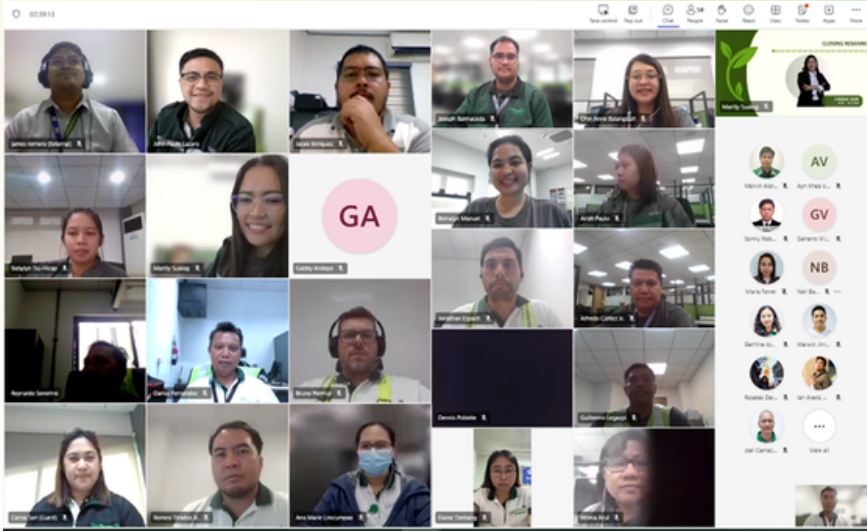


Following careful deliberation, the Data Privacy Team announced the winners. Three outstanding entries were selected as the top winners, while an additional seven entries received consolation prizes. This recognition not only applauds the creativity and effort of participants but also reinforces the importance of maintaining tidy workspaces in preserving data privacy standards.

By highlighting the significance of cleanliness and organization in the workplace, this contest serves as a reminder of the collective responsibility we bear in safeguarding personal data. Through ongoing initiatives like this, we can continue to elevate awareness and adherence to data privacy standards, ensuring a secure and protected digital landscape for all. ■

GNPD launches 2024 envi festivities

Synergist: Marilly Sualog



GNPD's Environment Section recently launched its year-long program, titled "2024 Environmental Festivities," with a theme of Becoming an Environmental HERO (Holistic Approach to Envi Sustainability, Enriching the Environment, Reducing Carbon Footprint, Overcoming Barriers) last March 4, 2024.

The program aims to increase awareness of relevant environmental issues and promote eco-friendly behavior in the workplace. Each month tackles predefined environmental topics with a corresponding webinar or training, followed by activities that engage employees to implement what they have learned. As an added initiative, employees will be rewarded for their participation and championing the environment through Hero Points.

March focused on Carbon Accounting and the 5Rs of Waste Management. Joining the launch was Engr. James Romero from DENR, who discussed Greenhouse Gas Accounting. Participants also learn what these do to climate change and why it is essential to monitor our carbon footprint as a measure of sustainability. ■

GNPD inspires change with Earth Hour initiatives

Synergist: Laurice Anne Zapanta

On March 23, 2024, GNPD joined millions around the globe in observing Earth Hour, a symbolic event promoting environmental awareness and action. GNPD encouraged individuals, families, and friends to participate in activities that support the environment and sustainability.

Participants should capture their eco-friendly actions through original photos and share them, along with a short narrative describing their chosen activity and experience. Activities included turning off lights for an hour, organizing community clean-up drives, preparing zero-waste meals with locally sourced ingredients, hiking, camping, watching nature documentaries, donating old clothes and toys, recycling, and more.

The initiative aimed to inspire individuals to take simple yet impactful steps towards protecting the planet. GNPD's commemoration of Earth Hour 2024 reflected its ongoing dedication to environmental stewardship and sustainable practices. ■

Innovate to Elevate: GForce gears up plans for 2024

Synergist: Laurice Anne Zapanta

Last March 20-21, 2024, GMEC and GNPD's employee council, also called GForce, laid down their proposed projects and activities for the year during their first Strategic Planning at Clark Marriott Hotel in Pampanga.

Led by Rachel Consunji, the Change Management Lead for GMEC & GNPD, the two-day session commenced with interactive workshops focusing on the core principles of employee councils and fostering the right mindset for committee success. Engaging activities, such as creating a jingle for GForce, added a creative dimension to the learning experience.



As the first day drew to a close, GForce members collaborated in groups to develop project proposals tailored to their respective committees. These proposals were then presented to the Steering Committee, consisting of AVP for HRA Irene Bagtas and COO Manny Lopez, for evaluation and feedback. Representatives from various committees also participated, facilitating an open and constructive exchange of ideas among all members.

The strategic planning session exemplified GForce's commitment to empowering employees and enhancing organizational effectiveness through collaborative initiatives. By harnessing the members' collective expertise and creativity, GForce aims to drive innovation, foster employee engagement, and ultimately contribute to the overall success of GMEC and GNPD. ■



GNPD
*Empowering
Progress*

GNPD

GNPower Dinginin Ltd. Co. (GNPD) is a 2x725 MW (gross) coal-fired power plant in Mariveles, Bataan which is considered by far the biggest coal-fired power plant in the country today, spanning more than 20 supply agreements.

GNPD operates under the private limited partnership of AboitizPower's Therma Power, Inc., AC Energy Holdings of Ayala Corporation, and Power Partners Ltd. Co.

UNIT 1 of the project has been generating power since March 2021 and went on commercial operation on December 2, 2021. Unit 2 successfully synchronized to the grid on April 23, 2022 and on May 27, 2022 it started to operate at its full load capacity.

Certificate of Compliance was awarded to GNPD Unit 2 last October 11, 2022. ■

GMEC

GNPower Mariveles Energy Center Ltd. Co. is a private limited partnership registered with the Philippine Securities and Exchange Commission since 2007. It is a special purpose entity organized to engage in the development, construction, operation, and ownership of the 2x345 MW (gross) clean coal-fired power plant in Mariveles, Bataan, Philippines.

GMEC achieved commercial operation on January 27, 2014 for its two (2) units and it operates under the private limited partnership of AboitizPower's Therma Power, Inc., AC Energy Holdings, Inc. of Ayala Corporation, and Power Partners Ltd. Co. ■



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ABOUT THE SYNERGY

Synergy means the combined effort and power of a group of things when working together is greater than the total power achieved by each working separately. We believe that working together produces great effect most importantly in the business where we operate.

In combined action and operation, we build our future. Let's keep the energy, keep the SYNERGY. ■

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