

MAPUA MALAYAN COLLEGES MINDANAO

SUSTAINABILITY REPORT

Excellence in Action, Relevance in Impact

20
25



MAPÚA MALAYAN COLLEGES MINDANAO SUSTAINABILITY REPORT 2025

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Mapúa Malayan Colleges Mindanao

Matina, Davao City, Philippines

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Executive Summary

The 2025 Sustainability Report of Mapúa Malayan Colleges Mindanao (Mapúa MCM) highlights the institution's continued commitment to integrating sustainable development practices in alignment with the United Nations Sustainable Development Goals (SDGs). It reflects the school's efforts to ensure that economic performance, environmental responsibility, social inclusivity, and governance systems are cohesively embedded into the college's strategic direction.

Economic Commitment

Mapúa MCM allocated 68% of its generated economic value toward suppliers and contractors, 29% for advancing employee empowerment, and 3% for the government. These economic decisions reflect the school's priority on inclusive growth and local economic empowerment.

Environmental Sustainability

While the institution began its transition toward more sustainable operations in the previous year, notable gaps remain:

- 68% of Mapúa MCM's energy consumption still comes from non-renewable sources.
- 100% of the institution's vehicle fuel and fuel consumption for the generator is diesel.
- Only 6% of discharged water is recycled, and 100% is sourced from external utilities.
- 96% of waste is non-hazardous.

Programs like "Walk on Wednesdays" and Mapúa MCM's solar partnership reflect early progress, but long-term strategies for water reclamation and energy transition are needed.

Social Responsibility

Mapúa MCM maintains a workforce of 376 employees with a 60% female majority, reflecting positive gender representation (SDG 5). The institution reported a low attrition rate of 9%, and invested over 35,774 hours in employee training — signaling a deep commitment to inclusive growth and human capital development (SDGs 4 and 8).

Governance and Policy

Mapúa MCM enforces critical internal institutional policies, continues to strengthen its commitment to integrity, ethical labor practices, data privacy, supply chain sustainability, and meaningful community engagement as part of its people-centered governance. With open communication across all employees—ensuring that every employee is provided with safe, accessible, and consistent avenues to express their views, raise concerns, and contribute ideas. This reinforces a workplace culture where every employee is valued, heard, and taken into consideration, supporting a more inclusive, transparent, and employee-focused organization.

Sustainability Initiatives

In 2025, Mapúa MCM conducted over 10 sustainability-focused initiatives, including Walk on Wednesdays, Plastic Pitch-in, and Farm-to-School Market Days.

These programs engage multiple SDGs (1, 2, 3, 7, 8, 12, 13, 17), demonstrating Mapúa MCM's commitment to cross-sector collaboration and social impact.

About This Report

This report presents the 2025 sustainability performance of Mapúa Malayan Colleges Mindanao (Mapúa MCM) across economic, environmental, social, and governance pillars. It is aligned with the United Nations Sustainable Development Goals (SDGs) and aims to highlight both achievements and opportunities for institutional growth.

The data reflects the school's initiatives, operations, and impacts from January to December 2025, sourced from internal departments and verified by the Institute for Global Sustainability (IGS). This publication serves as a tool for transparency, reflection, and strategic planning—intended for stakeholders within and beyond the Mapúa MCM community.



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SECTION 1

Economic Performance

As part of its commitment to inclusive and sustainable growth, Mapúa MCM continues to integrate economic responsibility into its operations. The following section outlines the institution's financial performance, value distribution, and support for local economic ecosystems.



ECONOMIC

Economic Performance

True to its pursuit of Excellence and Relevance and its pledge under the SDG Accord, Mapúa Malayan Colleges Mindanao demonstrates its commitment to sustainable development by allocating **83%** of the institution's generated economic value toward workforce compensation (SDG 8: Decent Work and Economic Growth), community impact (SDG 10: Reduced Inequalities), and supporting strategic operational stakeholders such as suppliers and contractors (SDG 12: Responsible Consumption and Production), providers of capital (SDG 17: Partnerships for the Goals), government entities (SDG 16: Peace, Justice and Strong Institutions), and other core institutional functions (SDG 9: Industry, Innovation, and Infrastructure). As seen in **Figure 1**, the remaining **17%** of economic value is retained to strengthen institutional resilience, ensuring long-term sustainability and innovation capacity.

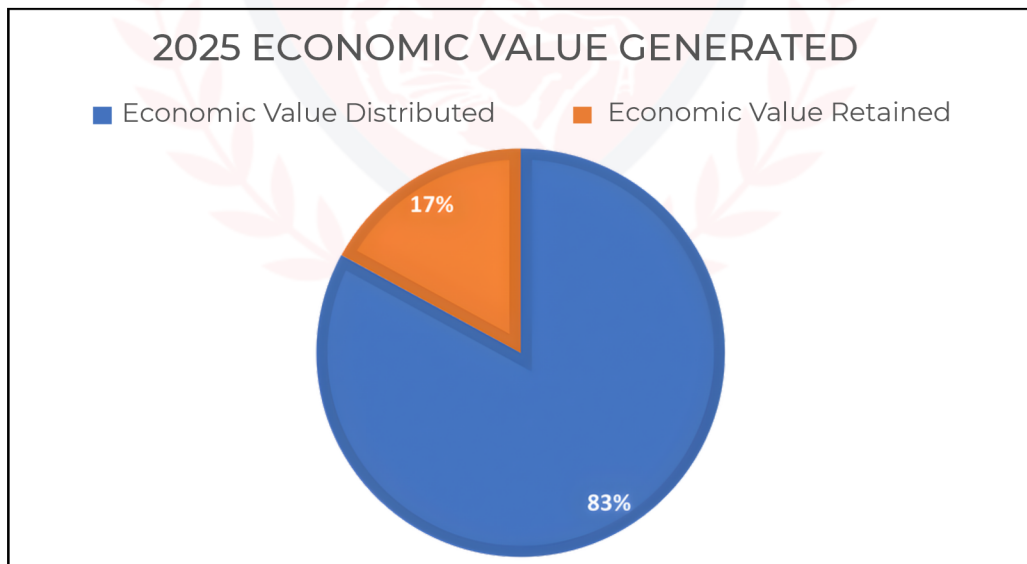


Figure 1. Economic Value Generated

The 2025 figures clearly illustrate how Mapúa MCM channels its economic value in ways that reflect its pledge to champion sustainability.

The largest portion, **68%**, is directed toward **payments to suppliers and contractors**, a sharp increase from last year's 28%. This reallocation reflects the college's urgent prioritization of rebuilding and restoring facilities after the 2025 earthquake. Beyond immediate recovery, it underscores the institution's reliance on ethical and sustainable partnerships, ensuring that procurement practices remain responsible and aligned with SDG 12: Responsible Consumption and Production. The emphasis on contractors and suppliers highlights resilience and collaboration in sustaining operations during a period of disruption.

In parallel, **29%** of the distribution supports **employees**, reaffirming the institution's people-first approach. Though slightly lower than last year's 35%, this allocation continues to safeguard fair compensation, benefits, and workforce stability. In a year marked by disruption, prioritizing staff welfare was essential to sustaining morale and enabling recovery, aligning with SDG 8: Decent Work and Economic Growth.

Government contributions account for **3%**, slightly lower than last year's 4%. This reflects ongoing compliance and civic responsibility, reinforcing the institution's role in supporting public services and governance outcomes under SDG 16: Peace, Justice, and Strong Institutions.

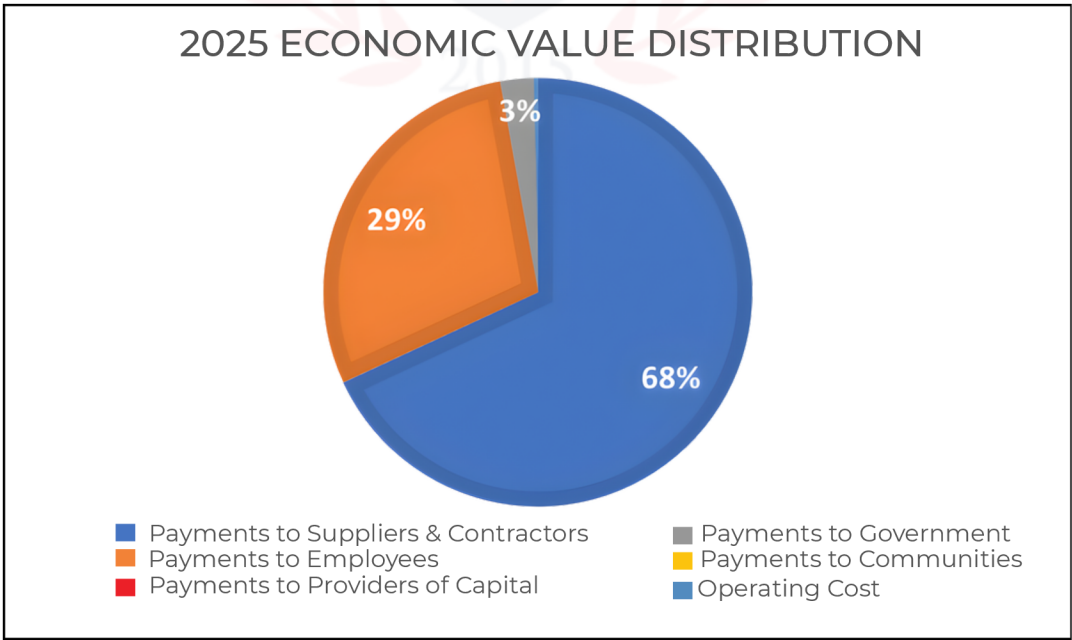


Figure 2. Economic Value Distributed

Notably, **community allocations** still remain minimal, consistent with the previous year. Rather than direct financial transfers, the college channels its engagement through outreach programs, educational initiatives, and collaborative projects. These non-monetary contributions, as reflected in **Figure 2**, continue to generate meaningful impact, advancing SDG 4: Quality Education by fostering equity, inclusion, and empowerment across its communities.

Procurement Practices

Mapúa MCM directs nearly all of its procurement spending to **local suppliers**. As illustrated in **Figure 3**, **99%** of total procurement in 2025 was allocated to suppliers based in the Philippines, with only **1%** directed **abroad**. This marks a slight increase from last year's 98% local share, further strengthening the institution's commitment to supporting domestic businesses and minimizing international sourcing.

By prioritizing local procurement, the college not only strengthens regional economies but also reduces carbon emissions from long-distance transport, advancing both SDG 8: Decent Work and Economic Growth and SDG 13: Climate Action.

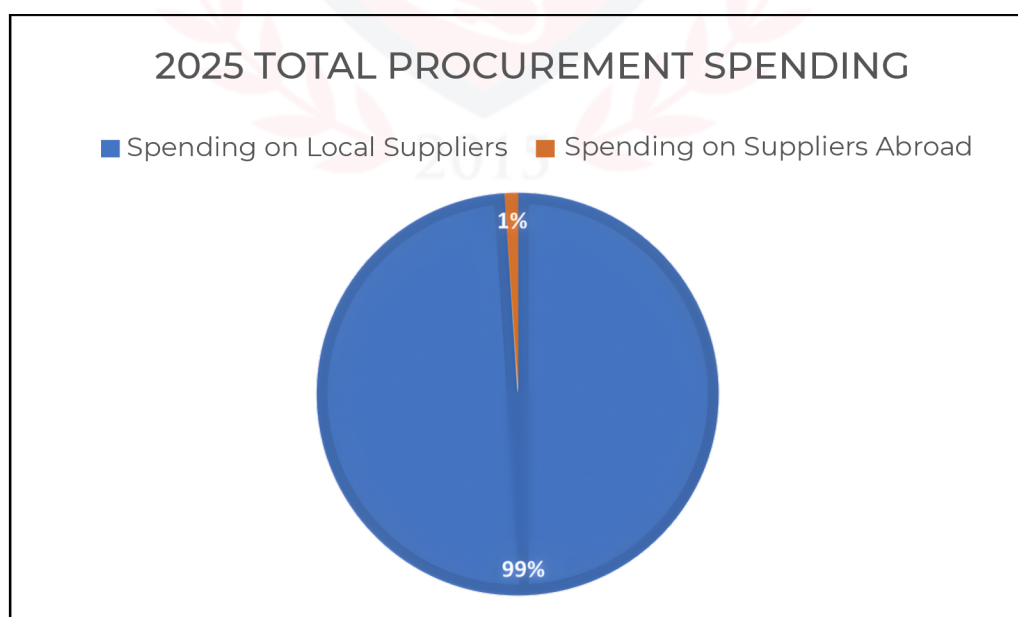


Figure 3. Total Procurement Spending

As presented in **Figure 4**, compared to last year’s 95% local and 5% international mix, 2025 shows an even stronger reliance on nearby vendors, with **97%** now sourced **locally** and only **3% abroad**. This gradual shift underscores Mapúa MCM’s commitment to building a supply chain that is less exposed to global disruptions and conflicts. By deepening ties with local partners, the institution strengthens oversight of sourcing practices, advances ethical standards, and nurtures long-term collaborations rooted in shared sustainability values.



Figure 4. Number of Suppliers

Overall, Mapúa Malayan Colleges Mindanao’s procurement strategy reflect a strategic blend of cost-effective sourcing and a strong commitment to sustainable development.

SECTION 2

Environmental Performance

As part of its commitment to inclusive and sustainable growth, Mapúa MCM continues to integrate environmental responsibility into its operations. The following section outlines the institution's environmental performance, resource management efforts, and initiatives that support ecological sustainability.



ENVIRONMENTAL

Resource Management

Energy Consumption

Figure 5 shows that in 2025, Mapúa Malayan Colleges Mindanao recorded a notable improvement in its energy profile, with **38%** of total consumption sourced from **renewables**, compared to only 14% in 2024. This progress is largely attributed to the full operation of the 360-kilowatt-peak solar rooftop systems installed in partnership with PetroGreen Energy Corporation, which began generating power in the latter half of 2024. Despite this advancement, **62%** of energy use remains **non-renewable**, highlighting the continuing challenge of reducing the institution's greenhouse gas emissions.

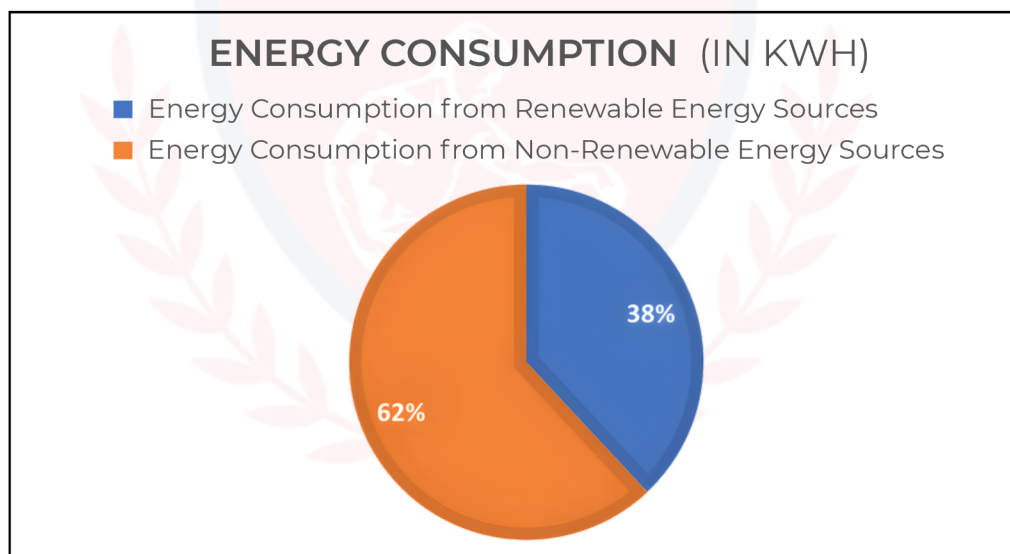


Figure 5. Energy Consumption

Complementing infrastructure efforts, the “Walk on Wednesdays” campaign, initiated in late 2024, has continued into 2025, encouraging energy-conscious practices across the college community. While its measurable impact is still emerging, the initiative reflects a growing institutional commitment to sustainability and behavioral change alongside technological solutions.

Looking ahead, Mapúa MCM projects that renewable energy could reach approximately 50% of total consumption by 2026, assuming continued optimization of the solar systems and expansion of conservation programs. Achieving this balance between renewable and non-renewable sources will be critical for aligning with the United Nations Sustainable Development Goals on affordable and clean energy (SDG 7) and climate action (SDG 13), and for positioning the institution as a leader in campus sustainability within Mindanao.

Fuel Consumption

Fuel consumption at Mapúa Malayan Colleges Mindanao in 2025 has been concentrated on two primary sources: company-owned vehicles and the backup generator system. As shown in **Figure 7, Institutional vehicles** now operate exclusively on **diesel (100%)**, with no gasoline usage recorded. **Figure 6**, likewise indicates that the school's **generator system** continues to rely entirely on **diesel (100%)**.

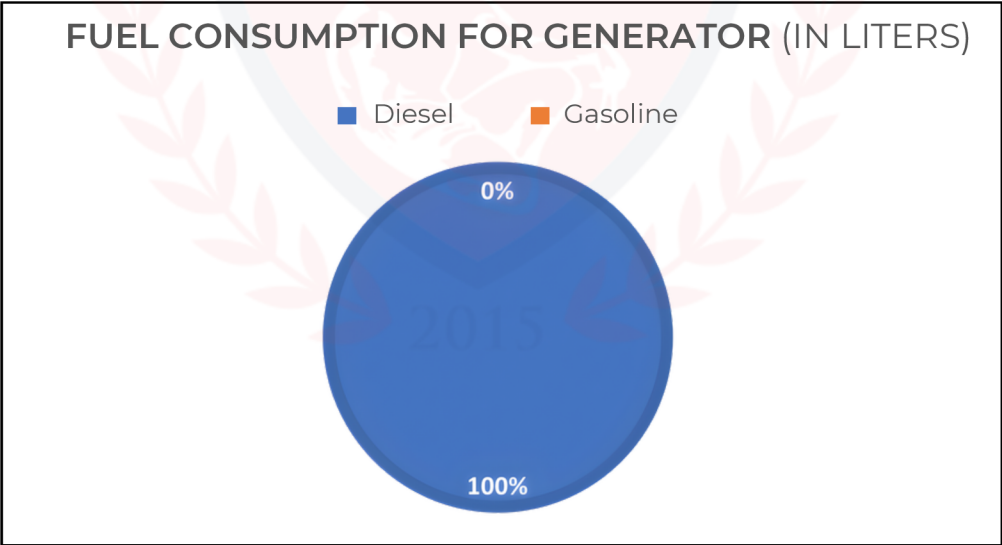


Figure 6. Fuel Consumption for Generator

This outcome reflects a marked change from 2024, when company-owned vehicles still exhibited a mixed profile—69% diesel and 31% gasoline, while generators already operated solely on diesel. The complete transition to diesel across both vehicles and generators underscores the institution’s heightened dependence on a single fossil fuel source.

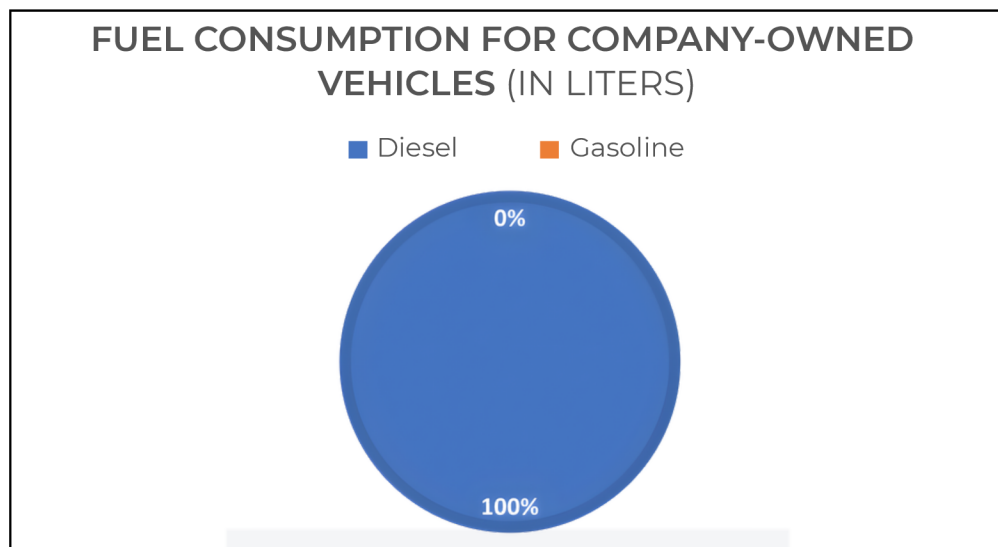


Figure 7. Fuel Consumption for Company-owned Vehicles

Although diesel offers greater fuel efficiency compared to gasoline, its higher greenhouse gas emissions intensify the institution's environmental impact. The shift from partial reliance on gasoline to full reliance on diesel magnifies the college's carbon footprint and raises pressing concerns about sustainability.

In alignment with the United Nations Sustainable Development Goals (SDGs), this consumption pattern directly challenges progress toward SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action). The exclusive reliance on diesel highlights the urgency of diversifying energy sources and accelerating the transition toward cleaner, more sustainable alternatives.

Water Usage

In 2025, **Figure 8** details Mapúa MCM's water usage profile as a campus in transition toward more sustainable practices. With **48%** of water **consumed**, **46% discharged**, and **6% recycled and reused**, the institution has begun to move away from last year's heavier reliance on discharge and minimal recycling. This shift, though modest, signals that early steps toward more responsible water management are taking root.

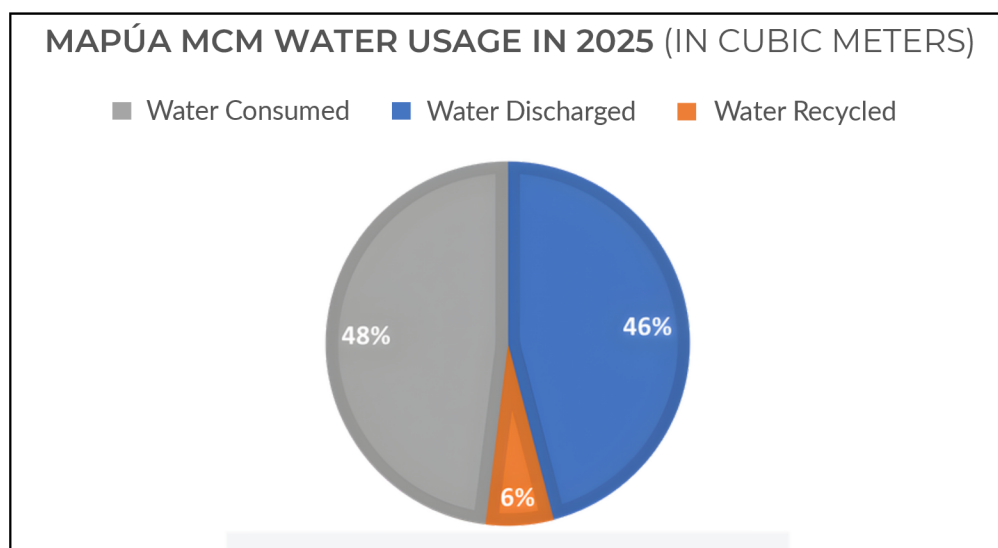


Figure 8. Water Usage

The balance between consumption and discharge illustrates the scale of daily operations—from restrooms and laboratories to food service and cooling systems—while the rise in recycling, though still limited, points to growing awareness and action. Compared to 2024, when recycling was lower and discharge dominated, the current figures suggest that Mapúa MCM is gradually reshaping its water footprint.

The challenge now lies in accelerating this momentum. Expanding water reuse programs, investing in treatment systems, and embedding conservation practices across campus life can transform incremental progress into systemic change. These efforts not only strengthen institutional efficiency but also advance the Sustainable Development Goals, particularly SDG 6, which calls for improved water quality and increased reuse.

Water Withdrawal

In 2025, **Figure 9** depicts that Mapúa Malayan Colleges Mindanao continues to source **100%** of its water from **utility providers**, just as in 2024. While this continued centralized approach ensures consistent access and operational stability, the absence of diversification highlights a critical gap in the institution's long-term sustainability.

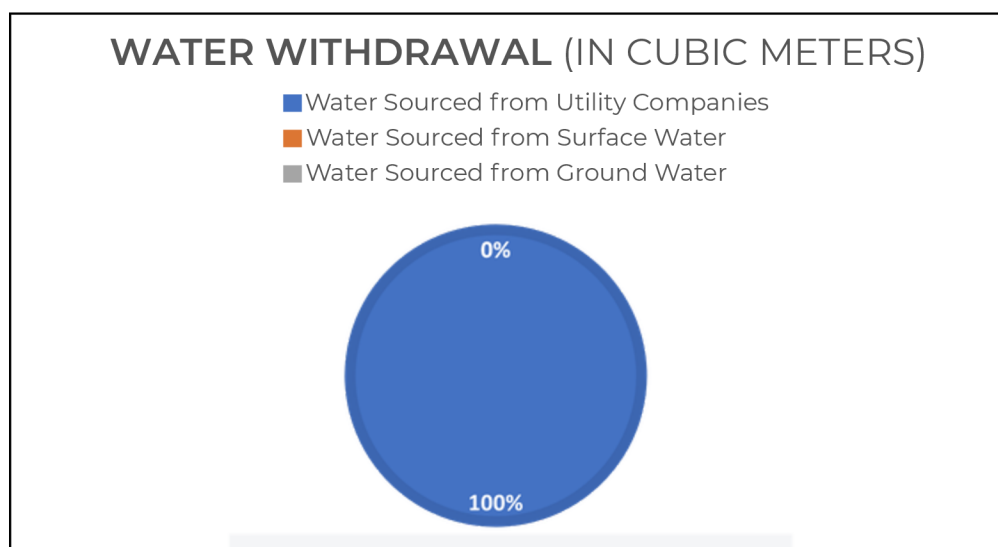


Figure 9. Water Withdrawal

The absence of alternative water sources, such as surface or groundwater signals missed opportunities to enhance resource efficiency and reduce environmental impact. With water scarcity and supply variability becoming more pressing, exclusive reliance on external utilities exposes the institution to potential risks that could disrupt operations and hinder sustainability objectives.

Mapúa MCM's continued reliance on utility-provided water underscores an urgent need for diversification. Remaining dependent on utility providers alone not only heightens vulnerability to supply disruptions but also limits progress toward sustainable resource management. Moving toward resilient and responsibly sourced water systems is essential for strengthening operational stability, reducing environmental impact, and demonstrating sustainability.

Water Discharge

Figure 10 illustrates Mapúa Malayan Colleges Mindanao's water discharge data in 2025, revealing that **78%** of the institution's wastewater is released into **surface water** sources, just as in rivers, streams, lakes, dams, or oceans, while **22%** is directed toward **groundwater systems**, including springs and wells.

This reflects a slight increase in surface water discharge compared to 2024, when 71% of wastewater was directed to surface sources and 29% to groundwater. The shift suggests a growing reliance on surface water systems, which are commonly utilized in urban areas due to their accessibility and ease of monitoring.

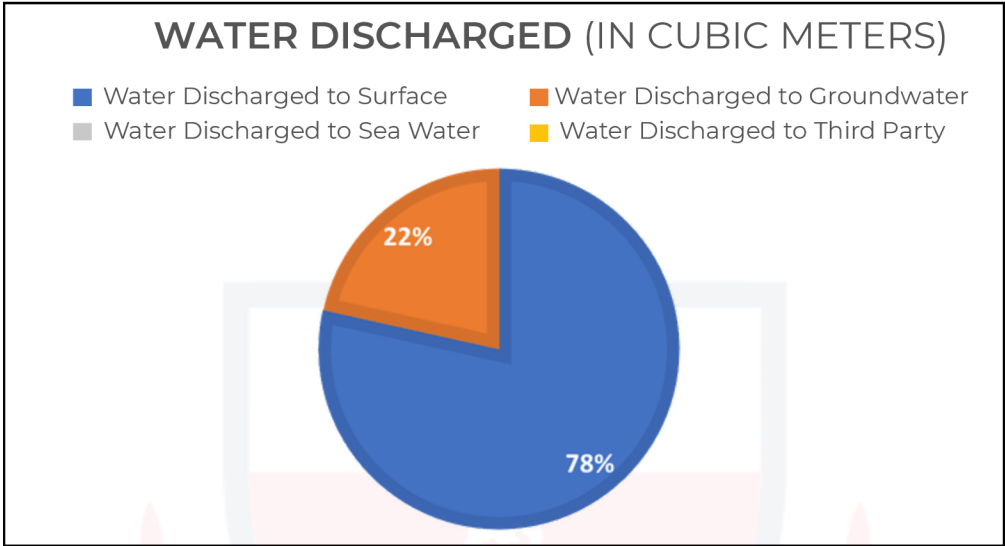


Figure 10. Water Discharge

Mapúa MCM's surface water discharge system may be efficient, as it is commonly utilized in urban areas due to its accessibility and easier monitoring. However, this method still carries risks if wastewater is not properly treated. Therefore, to champion sustainability and in firm commitment to SDG 6 (Clean Water and Sanitation), the effectiveness of water treatment facilities and the regular monitoring of water quality before release is encouraged.

Waste Generated

The data for 2025 highlights Mapúa MCM's waste generation profile, showing that **96%** of the total waste is **non-hazardous** while only **4%** is **hazardous**, as shown in **Figure 11**. This distribution illustrates the institution's environmental footprint and signals its growing capacity for sustainable transformation.

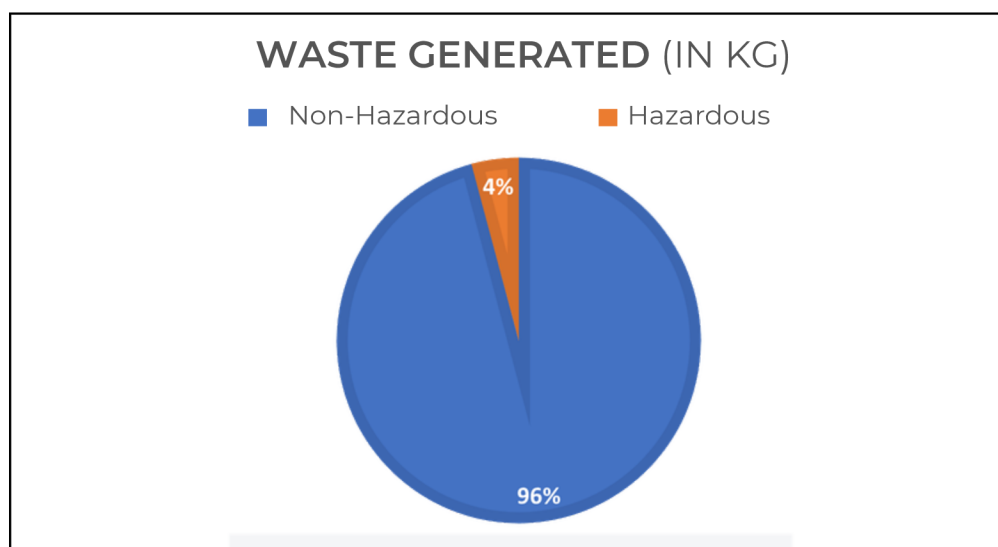


Figure 11. Waste Generated

Compared to last year's profile of 94% non-hazardous and 6% hazardous, the current figures reveal a modest but meaningful improvement. The two-percentage-point drop in hazardous waste reflects stronger disposal protocols and heightened awareness in campus operations, reducing risks to both human health and ecosystems.

The predominance of non-hazardous waste—boxes, papers, cans, plastics, and food scraps—continues to open pathways for scaling recycling programs, composting systems, and paperless processes. Hazardous waste, though smaller in proportion, still demands strict monitoring and specialized handling to ensure safety.

This year-on-year progress, visualized in the chart, reinforces Mapúa MCM's alignment with Sustainable Development Goals 12 (Responsible Consumption and Production) and 13 (Climate Action). By embedding these goals into operations and curriculum, the institution demonstrates not only consistency in sustainability efforts but also measurable improvement, positioning itself as a proactive model for responsible environmental stewardship.

The 2025 data on non-hazardous waste diverted from disposal, as detailed in **Figure 12**, highlights Mapúa MCM's evolving and strategic approach to environmental responsibility. It shows that **88%** of diverted waste is **food waste used for composting**, **11%** is **reused**, and **1%** is **recycled**. This distribution underscores the institution's strong emphasis on circular resource recovery, with composting emerging as the dominant practice.

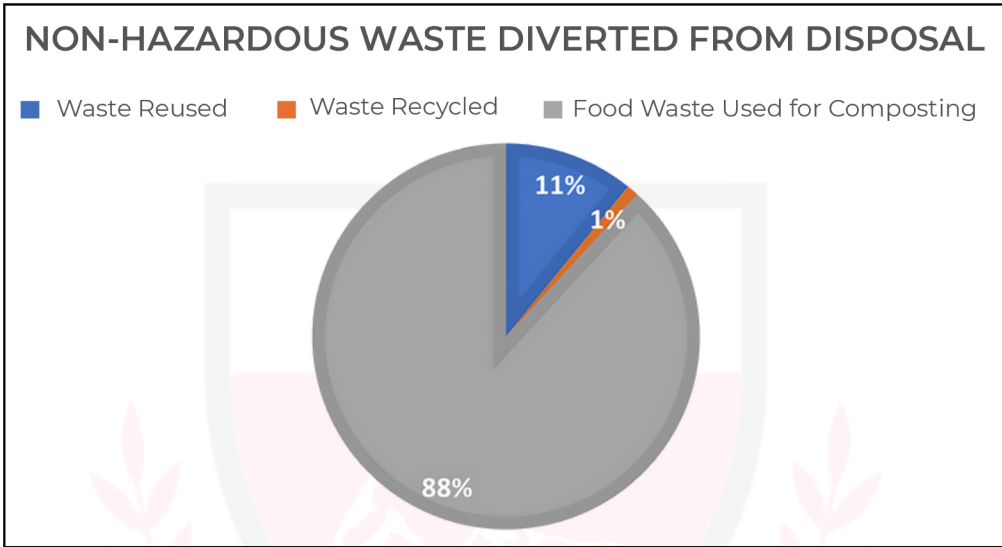


Figure 12. Waste Diverted from Disposal

A key development this year is Mapúa MCM's partnership with Limadol, which has enabled large-scale food waste composting, turning organic scraps into valuable soil resources. At the same time, the school has continued its collaboration with Winder, ensuring that plastic waste is collected and transformed into durable, functional items such as furniture—an initiative that adds tangible value to what would otherwise be discarded.

Compared to last year's profile, the current data reflects a more diversified mix of diversion strategies. The increase in reuse and composting signals a growing culture of resource efficiency, while recycling, though modest, remains a consistent pathway for materials like paper and plastics. This shift demonstrates incremental progress in reducing reliance on disposal and embedding circular economy principles into campus operations.

By ensuring that 100% of diverted waste is non-hazardous, Mapúa MCM reaffirms its commitment to safe, sustainable waste handling. More importantly, these partnerships and practices align closely with SDG 12: Responsible Consumption and Production, positioning the institution as a proactive model for sustainability and innovation in resource recovery.

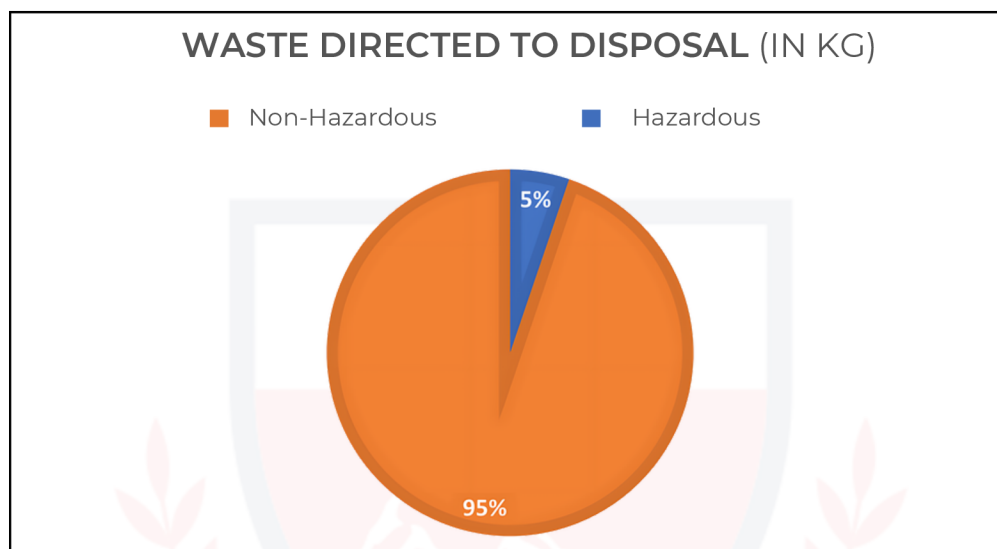


Figure 13. Waste Directed to Disposal

The waste management profile of Mapúa MCM in 2025 paints a comprehensive picture of the institution's environmental footprint and its evolving strategies for sustainability. The data on waste generation shows in **Figure 13** that **95%** of the total waste directed to disposal is **non-hazardous**, while only **5%** is **hazardous**. This distribution is generally favorable, as it minimizes risks to human health and ecosystems and provides greater opportunities for safe and efficient management. Non-hazardous materials such as paper, plastics, and food scraps dominate the profile, offering pathways for recycling, composting, and reuse, while hazardous waste, though minimal, requires strict monitoring and disposal protocols.

Looking more closely at disposal methods, **100%** of Mapúa MCM's hazardous waste is managed entirely through incineration, as seen in the **Figure 14** data. This approach ensures compliance with safety regulations and minimizes immediate risks to human health and ecosystems. However, reliance on a single disposal pathway underscores the need for innovation and diversification, as advanced treatment technologies or external partnerships could further reduce long-term environmental impacts.

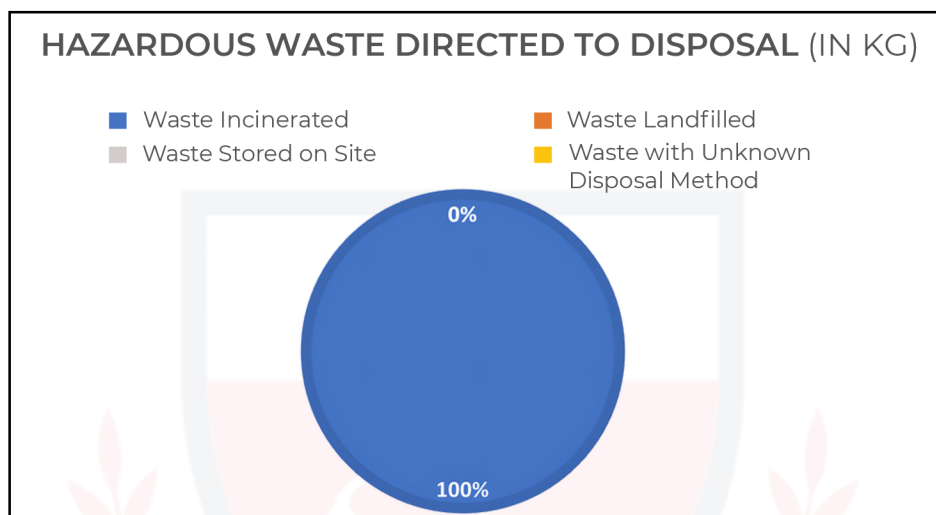


Figure 14. Hazardous Waste Directed to Disposal

On the other hand, **Figure 15** presents that **100%** of non-hazardous waste, is directed entirely to landfills. While this guarantees containment, it also highlights a continued dependency on traditional disposal methods. The absence of alternative disposal routes suggests opportunities for improvement, particularly in reducing landfill reliance through expanded strategies that could complement existing safety measures.

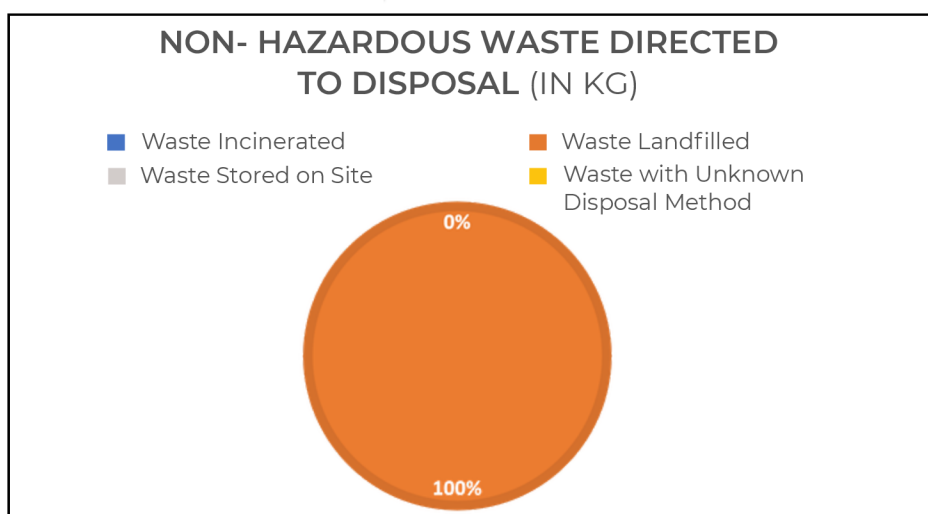


Figure 15. Non- Hazardous Waste Directed to Disposal

Taken together, these figures emphasize that Mapúa MCM's disposal practices in 2025 remain controlled and compliant, but they also point to areas where sustainability can be strengthened. The predominance of non-hazardous waste in disposal reflects the institution's capacity to manage materials with lower risk, yet the reliance on landfill and incineration signals the importance of exploring more innovative solutions. Aligning these practices with Sustainable Development Goals 3 (Good Health and Well-being), 6 (Clean Water and Sanitation), and 12 (Responsible Consumption and Production) would ensure that the institution not only safeguards health and safety but also advances its role as a proactive model of environmental stewardship.



SECTION 3

Social Performance

As part of its dedication to inclusive and sustainable growth, Mapúa MCM actively fosters a socially responsible environment by prioritizing equity, education, and employee well-being. The following section outlines the institution's social performance, inclusive employment practices, and initiatives that promote human development, community impact, and educational access.



SOCIAL

Employee Management

Employee Hiring

Mapúa MCM's 2025 workforce data in **Figure 16** reflects a clear majority of female employees, with **women** comprising **60%** of the total workforce compared to **40% male** representation. This shift underscores the institution's ongoing commitment to advancing workplace gender equality and ensuring that women are empowered to participate, lead, and shape organizational progress.

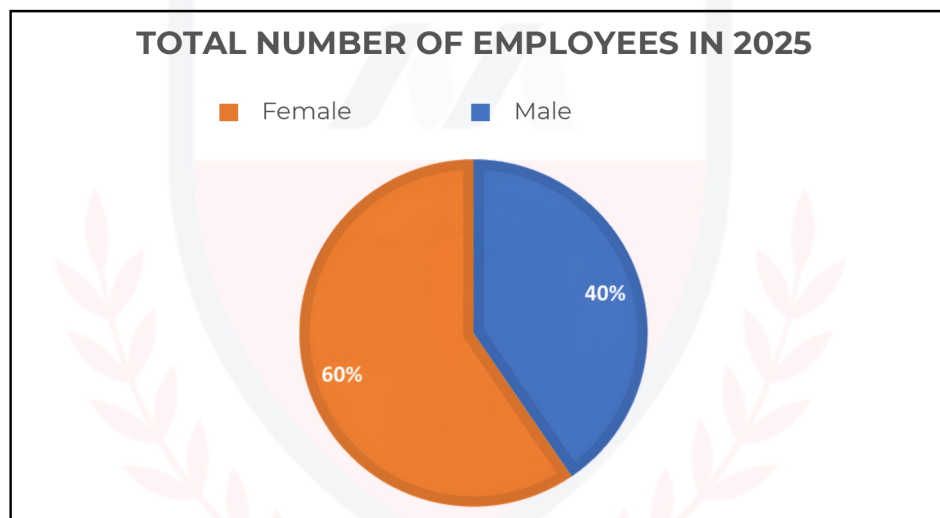


Figure 16. Total Number of Employees in 2025

Such representation directly supports SDG 5: Gender Equality, which calls for eliminating disparities and strengthening women's roles across sectors. By maintaining a female-majority workforce, Mapúa MCM highlights its dedication to inclusivity and demonstrates how equitable opportunities translate into meaningful contributions to institutional development.

The data also resonates with SDG 8: Decent Work and Economic Growth. A workforce that is both diverse and inclusive enriches decision-making, fosters innovation, and strengthens organizational resilience. Mapúa MCM's employment practices reflect principles of equal access to dignified work, productivity, and sustainability—values that reinforce the institution's role in driving long-term economic and social progress.

Mapúa MCM's sustained inclusion in the Times Higher Education Impact Rankings for SDG 8 underscores its dedication to advancing decent work and economic growth. This recognition reflects not only academic excellence but also the institution's willingness to confront workforce realities with transparency.

In 2025, the institution reported an **average of 240 regular employees** alongside a **9% attrition rate**, as seen in **Table 1**. Rather than viewing these numbers in isolation, they highlight the ongoing need to strengthen employee engagement, retention strategies, and workplace well-being. A higher attrition rate points to challenges, yet it also presents opportunities for refining practices that ensure decent work remains central to the mission.

By acknowledging these dynamics openly, Mapúa MCM demonstrates resilience and a proactive stance in aligning employment practices with the United Nations Sustainable Development Goals. The data continues to serve as a meaningful lens for assessing how the institution fosters inclusive and sustainable economic growth through its workforce policies and initiatives.

Table 1. Employee Data

DISCLOSURE	UNIT	2025
Average Number of Regular Employees	Number	240
Attrition Rate	Percentage	9%

Employee Training

Table 2 presents that across the calendar year 2025, employees collectively logged **35,774 training hours**, with **regular male employees** accounting for **18,232 hours** and **regular female employees** contributing **17,542 hours**. The near-equal distribution of training opportunities demonstrates transparency and supports SDG 5: Gender Equality, offering a clear lens through which to assess parity in workforce engagement.

On average, each employee received **26.39 hours of training**, signaling a practical yet meaningful investment in human capital. This focus on skill development aligns with SDG 8: Decent Work and Economic Growth, cultivating a workforce that is resilient, adaptable, and prepared to contribute to sustainable economic progress.

Table 2. Employee Training Data

DISCLOSURE	UNIT	2025
Total Training Hours Provided for Regular Employees	Hours	35,774
Regular Female Employees	Hours	17,542
Regular Male Employees	Hours	18,232
Average Training Hours Provided to Regular Employees	Hours/Employee	26.39
Spending on Employee Training and Development	Currency in Peso	PHP 4,743,642.66

As for the year 2025, Mapúa MCM allocated **PHP 4,743,642.66** of its budget toward **employee training**, underscoring its strategic commitment to professional development and capacity-building. This financial investment reflects the institution’s prioritization of lifelong learning and continuous skill enhancement, a cornerstone of SDG 4: Quality Education.

Workforce Inclusivity and Support

Mapúa Malayan Colleges Mindanao’s 2025 employment data in **Table 3**, showing three female employees entitled to maternity leave, with two availing it, alongside the hiring of two PWDs, generally illustrates the institution’s commitment to inclusivity and sustainability in practice. The maternity leave figures highlight the accessibility of gender-sensitive policies, advancing SDG 5: Gender Equality by ensuring women can balance family and career without compromising professional growth. Meanwhile, the hiring of PWDs demonstrates deliberate efforts to foster diversity and equitable opportunities, aligning with SDG 8: Decent Work and Economic Growth and SDG 10: Reduced Inequalities. Though modest in scale, these actions reflect Mapúa MCM’s role in embedding inclusivity into its workforce culture, showing how institutional choices contribute to the broader global agenda of sustainable development.

Table 3. Number of Employees Who Availed Maternity Leave and PWDs Hired

DISCLOSURE	UNIT	2025
Number of Female Employees Entitled to Maternity Leave	Number	3
Number of Female Employees Who Availed Maternity Leave	Number	2
Number of PWDs Hired in 2025	Number	2

Workplace Strategy

Mapúa Malayan Colleges Mindanao's workplace strategy for 2025 are firmly grounded in the **YGC Core Values**, which serve as the guiding principles for how the institution conducts its operations and nurtures its people. These values—Passion for **Excellence**, Professional **Discipline**, **Loyalty**, Sense of **Urgency**, and **Teamwork**—are not abstract ideals but practical standards that shape daily behaviors and long-term strategies. By embedding them into workplace practices, the college ensures that its employees and stakeholders experience a culture of integrity, resilience, and collaboration.

Passion for Excellence drives the institution to continuously improve its programs and operations, encouraging employees to embrace innovation, rise above obstacles, and treat excellence as an ongoing journey. Professional Discipline reinforces integrity and accountability, ensuring that decisions are made transparently and resources are used prudently. Loyalty is expressed through a deep sense of *malasakit*—genuine care for organizational well-being—where employees take pride in achievements and stand by the institution even in times of crisis. Sense of Urgency ensures that quality outcomes are delivered on time, cultivating agility and responsiveness as competitive advantages. Teamwork, finally, emphasizes collaboration across departments and functions, recognizing that success is achieved through collective effort and synergy.

Workplace Targets

For 2025, Mapúa Malayan Colleges Mindanao's institutional objectives are designed not only to advance learner outcomes but also to strengthen the workplace, fostering innovation, accountability, and professional growth among its academic and administrative community.

More than expanding enrollment, increasing licensure performance and employability, raising the net promoter score, enrolling external

micro-credential learners, and deploying a student information system, Mapúa MCM's targets for 2025, as detailed in **Table 4**, also include establishing a pool of thought leaders, publishing Scopus-indexed research papers, developing a unified AI-integrated curriculum framework, and offering fully online professional modular courses.

Aside from student-centered targets, the institution also sets objectives that build a responsible workplace; one that invests in faculty research, recognizes thought leadership, and equips its workforce with tools and frameworks to adapt to technological change. These initiatives demonstrate that institutional progress is pursued not only through student success but also through the empowerment and accountability of its people, ensuring that Mapúa MCM remains a forward-looking and sustainable academic community.

Table 4. Mapúa MCM's Institutional Objectives 2025

2025 OBJECTIVES	WEIGHT	PERFORMNANCE TARGET
Achieve growth in new enrollment and overall enrollment	10%	3,100 new enrollees
Increase employability rate by 5% vs PY	10%	85% employability rate
Achieve excellent passing rate in licensure/certification exams	10%	85% overall passing rate
Publish research/thesis papers in ISI/Scopus-indexed journals/conferences	10%	150 publications
Increase Net Promoter Score (NPS)	10%	25 average NPS

Table 4. Mapúa MCM's Institutional Objectives 2025

2025 OBJECTIVES	WEIGHT	PERFROMANCE TARGET
Increase external micro-credential learners to 755	10%	755 learners
Deploy Student Information System (SIS)	10%	SIS deployed by July 2025
Develop unified AI-integrated curriculum framework	10%	80% of courses AI-integrated
Offer QM-certified fully online professional modular courses	10%	3 courses
Establish pool of Mapúa MCM Thought Leaders	10%	At least 3 thought leaders

Key Practices and Performance Results

In 2025, Mapúa MCM employees' performance results highlight several key practices that underpin the institution's culture of excellence. The impressive average rating of **4.22** out of 5.00 reflects a strong commitment to cultivating high standards and improvement across the workforce. The score demonstrates how employee dedication to consistently meeting and exceeding expectations is supported by organizational systems that foster engagement, accountability, and professional growth. These practices affirm the reliability and competence of the college's personnel, while also strengthening its reputation as a resilient and forward-looking institution. By embedding excellence and sustainability into daily operations, Mapúa MCM continues to position itself as a trusted partner and a leader in delivering quality education and impactful initiatives.

Employee Survey and Workplace Impacts

The Internal Process Satisfaction Survey (IPSS) at Mapúa Malayan Colleges Mindanao for 2025 produced an average **Net Promoter Score (NPS)** of **4.09** out of 5.00, reflecting a generally high level of satisfaction among employees with departmental services. Ratings across dimensions such as staff competence, manner of interaction, and responsiveness suggest that internal processes are perceived as reliable and supportive, contributing to a positive workplace climate. The score surpasses the *good* benchmark range (3.5–4.0) and falls within the *excellent* category, indicating strong confidence in institutional systems and their alignment with employee needs.

This outcome carries several workplace implications. High satisfaction levels reinforce operational efficiency and collegiality, which in turn foster employee engagement, morale, and advocacy for the institution. The willingness of staff to recommend departmental services signals trust in organizational processes and strengthens Mapúa MCM's credibility in both internal and external contexts. Meanwhile, the qualitative feedback sections highlight opportunities for refinement, such as enhancing communication or responsiveness during peak demands, which can guide continuous improvement.

From a business perspective, this result signals not only internal harmony but also strategic advantage. High employee satisfaction with processes translates into greater productivity, reduced turnover, and enhanced institutional resilience. These outcomes strengthen Mapúa MCM's competitiveness, bolster its reputation among stakeholders, and create a foundation for sustainable growth. Moreover, when employees trust and advocate for internal systems, they become ambassadors of the institution's credibility, supporting external partnerships, student recruitment, and community confidence. By aligning operational excellence with employee needs, the institution secures both workplace well-being and long-term business performance.

Overall, the NPS result underscores that Mapúa MCM's internal processes are a source of institutional strength, while also emphasizing the importance of adjustments to sustain excellence and resilience.

SECTION 4

SDG Blueprint

As a signatory of the SDG Accord, Mapúa Malayan Colleges Mindanao (Mapúa MCM) affirms its commitment to global sustainability by aligning its core operations with the United Nations Sustainable Development Goals. This section highlights how Mapúa MCM integrates the SDGs into its academic, environmental, social, and governance efforts—serving as a roadmap for institutional transformation and impact.



SDG BLUEPRINT

In 2025, Mapúa MCM recorded an enrollment of **6,811** students across junior high, senior high, undergraduate, and non-traditional programs as shown in **Table 5**, affirming its identity as a dynamic and inclusive learning community. This level of participation reflects the institution's dedication to educational access and equity, a commitment that directly advances SDG 4: Quality Education.

Just as in the previous year, Mapúa MCM still extends learning beyond conventional tiers by offering flexible pathways such as short courses, training programs, and professional certifications. These initiatives foster a culture of lifelong learning, empowering individuals to adapt, innovate, and thrive in both personal and professional contexts. Through this enduring approach, the institution ensures that education remains resilient, relevant, and inclusive within an ever-changing global landscape.

Table 5. Students Enrolled in 2025

DISCLOSURE	UNIT	2025
Enrollment Count for Junior High School	Number	371
Enrollment Count for Senior High School	Number	1,289
Enrollment Count for Undergraduate Students	Number	5,065
Enrollment Count for Non-Traditional Courses	Number	86

Figure 17 data depicts that in 2025, Mapúa MCM's student body remains heavily concentrated within a single income bracket, with **81%** of respondents reporting family earnings between **PHP 25,000 and PHP 64,999**. Students from households earning **PHP 65,000 and above** now account for **19%**, while representation from families below PHP 25,000 is minimal. Compared to last year's 88% concentration in the mid-range and 11% from higher-income households, this year's figures reveal a modest broadening of economic diversity, though the lower-income segment remains almost absent.

This shift suggests that while the institution continues to be most accessible to middle-income families, there is growing participation from more financially stable households. Such movement may reflect improvements in institutional reputation or affordability for higher-income groups, but the lack of representation from the lowest income bracket underscores persistent barriers. Tuition costs, limited financial aid, and opportunity costs continue to restrict access for those who could benefit most from education's transformative potential.

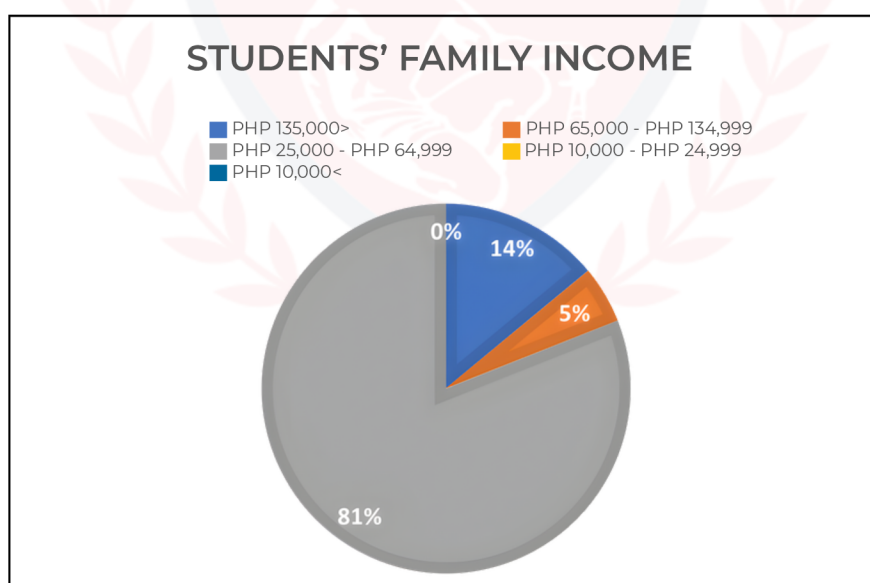


Figure 17. Students' Family Income

Viewed through the Sustainable Development Goals, the data show both progress and limitation. SDG 4 and SDG 10 call for inclusive access, yet the near absence of low-income students reveals barriers that persist. The rise in higher-income representation signals growth, but the silence at the lowest end underscores a missed opportunity to harness education as a pathway out of poverty.

Board exam results from Mapúa MCM show strong performance across multiple disciplines. **Table 6** shows that electronics engineers, electronics technicians, and chemical engineers achieved perfect passing rates, while chemical technicians and civil engineers also surpassed national averages. Even in fields with more modest outcomes, such as accountancy, the institution demonstrates resilience and commitment to preparing graduates for professional practice.

These outcomes highlight Mapúa MCM's role in shaping diverse, solutions-driven professionals whose expertise advances SDG 4: Quality Education, SDG 9: Industry, Innovation & Infrastructure, SDG 12: Responsible Consumption & Production, and SDG 13: Climate Action.

By excelling across disciplines, the institution positions academic success not merely as a milestone but as a foundation for systemic change, equipping graduates to lead in sustainability and future-ready innovation.

Table 6. Board Exam Passers 2025

DISCLOSURE	Board Exam Passing Rate (%) (Overall with re-takers)	National Average Passing Rate (%)
Chemical Technicians	87.50%	83.88%
Electronics Engineers	100%	44.85%
Electronics Technicians	100%	65.22%
Certified Public Accountants	22.22%	34.02%
Chemical Engineers	100%	79.01%
Civil Engineers	54.55%	30.39%

The data on Mapúa MCM's 2025 graduates provides valuable insight into the institution's ongoing efforts to foster career readiness and international competitiveness among its students. With an average employment rate of **63.42% within 120 days of graduation**, shown in **Table 7**, the school continues to demonstrate its commitment to equipping graduates with the skills and credentials required for workforce entry. Although this marks a decrease from the employment rate recorded in the previous year, the figure remains a strong indicator of the institution's ability to place a majority of its graduates in the workforce. More importantly, the comparison underscores Mapúa MCM's adaptability and resilience in sustaining meaningful employment outcomes despite evolving labor market conditions, reaffirming its role as a catalyst for professional growth and global competitiveness.

Table 7. Mapúa MCM Employment Rate and Global Competitiveness 2025

DISCLOSURE	Total Number
Employment Rate (Graduates accepted for employment within 120 days after graduation)	63.42%
Global Competitiveness (Number of graduates accepted for employment by a multinational company or abroad within 120 days after graduation)	16/291 (1 st Quarter) 16/291 (2 nd Quarter) 3/120 (3 rd Quarter) 3/120 (4 th Quarter)

While graduates of Mapúa MCM in 2025 continue to demonstrate strong local employability, the data for global placements remain modest. In the **1st** and **2nd Batches**, **16 out of 291 graduates** each quarter secured employment abroad or with multinational companies. By contrast, the **3rd Batch** recorded only **3 out of 120 graduates** achieving similar outcomes, with the **4th Batch** showing the same figure. These results underscore the need for deeper institutional efforts to strengthen international visibility and equip students for increasingly globalized career paths.

Though the institution’s graduate employment data reflects a strong domestic footprint in career readiness, the relatively modest figures for global placements highlight an opportunity for growth. By investing in global-facing initiatives, the institution can ensure its graduates not only secure employment but also thrive across borders—strengthening individual careers and amplifying long-term impact.

Moreso, the 2025 student outcome data from Mapúa MCM in **Table 8**, presents a revealing snapshot of academic performance and educational equity, categorized into three indicators: promotion, retention, and dropout. With **1,286** students advancing to the next grade, the **promotion** rate stands as a strong indicator of effective teaching strategies and a supportive learning environment. This figure shows growth compared to the previous year, reflecting the success of pedagogical frameworks and the availability of academic support systems that address diverse learner needs.

Table 8. Promotion, Retention, and Dropout 2025

DISCLOSURE	Total Number
Students Promoted	1,286
Students Retained	3,103 (average)
Students Dropped Out	108

Note: Students promoted include Grade 11 - 12 and Grade 12 - College Graduates of 2025

Retention accounts for an average of **3,103** students, representing the largest segment of the population. This indicates that a significant proportion of learners remain engaged in their current level, highlighting the importance of sustained monitoring and support to ensure successful completion and eventual advancement.

On the other hand, the **dropout** figure rose to **108** students in 2025, compared to 90 in the previous year. This increase points to persistent challenges beyond academics, such as socioeconomic barriers and accessibility issues. Addressing this concern requires stronger interventions, including early warning systems, targeted outreach, and expanded psychosocial support, to balance the gains in promotion with reduced attrition.

From a sustainability standpoint, particularly through the lens of SDG 4: Quality Education, the 2025 student outcome data highlights both strengths and areas for improvement. Promotion and retention figures point to a stable academic structure and effective support systems that foster student engagement. However, the rise in dropout cases compared to the previous year signals persistent challenges that require more inclusive and equity-driven strategies. By translating these insights into targeted policy adjustments and stronger community collaboration, the institution can move closer to building resilient education systems that ensure no learner is left behind.

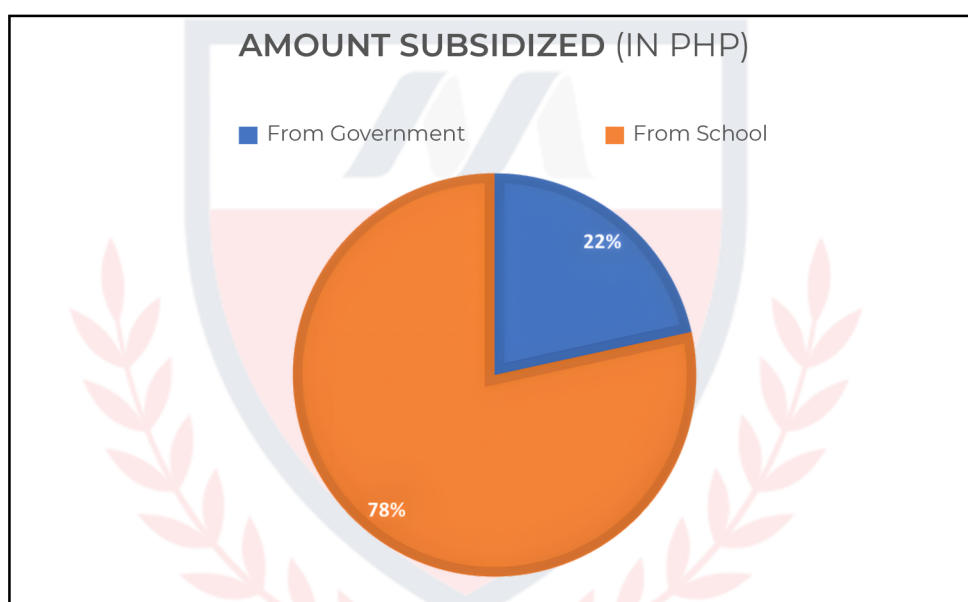


Figure 18. Amount Subsidized 2025

On the side, an updated review of Mapúa MCM's 2025 subsidy distribution, detailed in **Figure 18** and **Figure 19** highlights a notable recalibration in the balance between government and school-based support. The **government** now contributes **22%** of the total subsidy amount while supporting only **13%** of scholars, reflecting a shift toward leaner but still targeted aid. Compared with 2024, when government funding accounted for 87% of the amount yet covered 36% of scholars, which represents a marked contraction, underscoring a shift in the depth of public support. Even so, this continues to align with SDG 4: Quality Education, sustaining targeted assistance for priority groups.

In contrast, the institution has expanded its role: **78%** of the subsidy amount now comes directly from the **school**, covering **84%** of scholars. This represents a decisive pivot from last year's breadth-over-depth approach, where the school subsidized 62% of scholars but contributed only 13% of the total amount. The 2025 pattern demonstrates both reach and depth, signaling a stronger institutional commitment to equitable access and reinforcing social sustainability through community engagement.

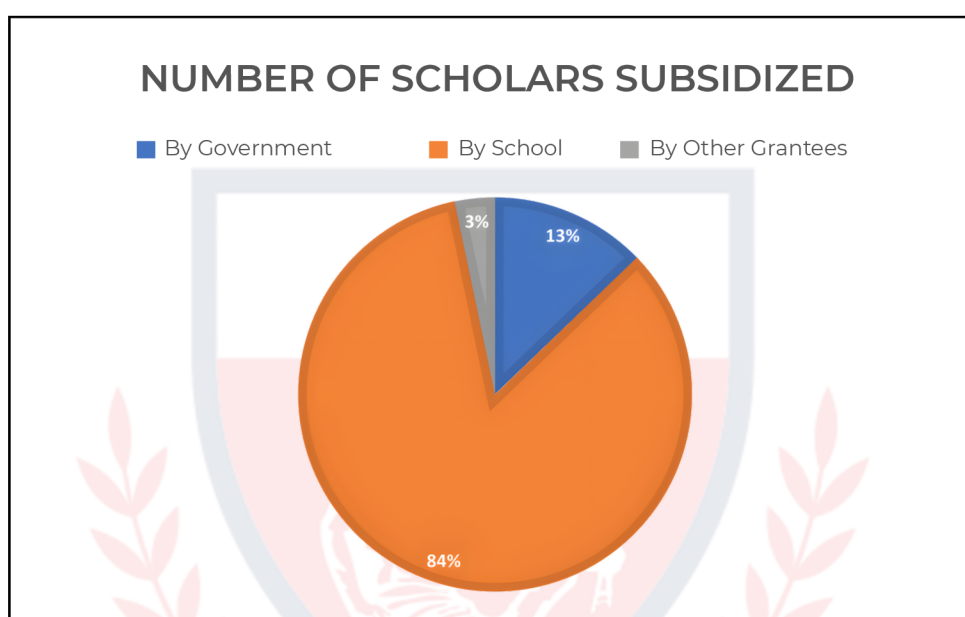


Figure 19. Number of Scholars Subsidized

Meanwhile, **other grantees** remain marginal at **3%**, only slightly above last year's 2%. This underscores a continuing opportunity to diversify funding streams. Strategic partnerships with NGOs and private donors could strengthen economic sustainability and reduce vulnerability to fluctuations in government or institutional budgets.

Institutionally, the broadened and deepened school contribution enhances resilience, supporting retention, reputation, and alignment with sustainability goals. Taken together, the 2025 subsidy framework reflects a more balanced model than in 2024: government aid remains targeted, but the school has stepped forward to provide both scale and substance, converging toward a sustainable and inclusive education ecosystem.

Mapúa MCM's faculty data reflects a strong and growing commitment to sustainability-aligned education, particularly in support of SDG 4: Quality Education.

Table 9. Mapúa MCM Teachers who Passed the LET

DISCLOSURE	Total Number	Licensed Teachers
High School Teachers	48	47
College Professors	174	26

In 2025, Mapúa MCM recorded distinct numbers of LET passers across its academic divisions, with both high school and college faculty contributing to the institution's pool of licensed professionals, as seen in **Table 9**. While not all teachers are LET passers, Mapúa MCM continues to provide opportunities for them to teach, recognizing the value of their expertise and commitment to student learning. This inclusive approach reflects the school's confidence in nurturing diverse talents while supporting faculty members on their journey toward licensure. On a positive note, the presence of certified educators alongside those still pursuing licensure underscores Mapúa MCM's proactive stance in maintaining national teaching standards, investing in professional development, and delivering high-quality, student-centered education.

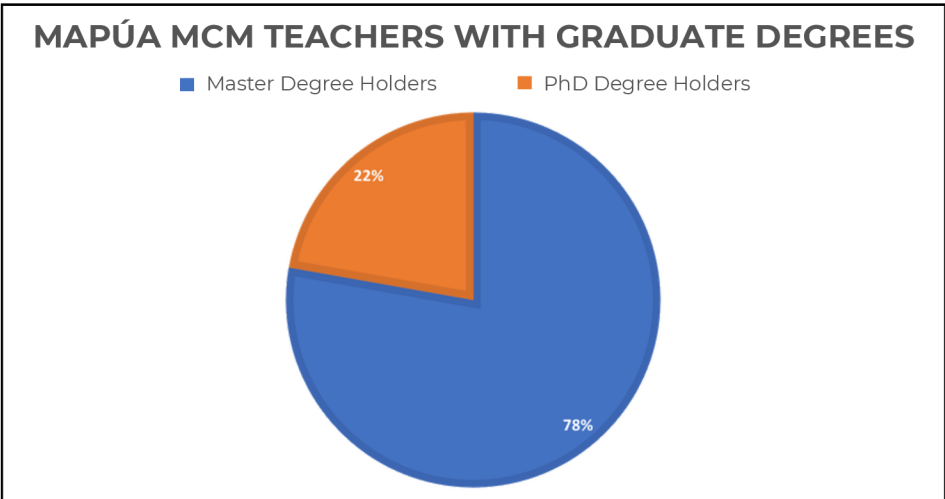


Figure 20. Mapúa MCM Teachers with Graduate Degrees

Figure 20 shows Mapúa MCM’s faculty profile, highlighting both achievement and opportunity. In 2025, **78%** of faculty hold **master’s degrees**, while **22%** possess **doctoral qualifications**—a notable shift from last year’s distribution of 83% master’s and 17% doctoral degree holders. This steady rise in doctoral representation signals a maturing research culture and strengthens the institution’s capacity for sustainability-focused pedagogy.

These advanced credentials reflect Mapúa MCM’s dedication to academic excellence and its potential to lead in sustainability-driven research. Graduate-level educators bring critical expertise for integrating sustainability into curricula and addressing pressing local challenges such as waste management and climate adaptation.

By continuing to invest in professional development and leveraging academic expertise, the institution can further embed sustainability into its core practices—empowering educators and students alike to drive meaningful, systemic change.

Table 10. Mapúa MCM Research Output and Investment 2025

DISCLOSURE	Total Number
Total Number of Papers	114
Pesos spent by the school on internal R&D	PHP 5.03M (cumulative)

In 2025, Mapúa MCM demonstrated a significant expansion of its research capacity, producing one hundred fourteen **(114) papers** supported by a cumulative **PHP 5.03 million** investment in internal R&D, as highlighted in **Table 10**. This growth reflects a marked acceleration compared to 2024, when twelve (12) papers were generated with PHP 3,216,327.29 in funding. The contrast underscores both the institution’s scaling of research productivity and its deepening financial commitment to innovation.

The increase in output highlights a broadened engagement in knowledge creation, with research contributions now spanning a wider range of academic and sustainability-driven themes. This trajectory strengthens the institution's role in addressing global challenges, particularly through alignment with the Sustainable Development Goals (SDGs). The expanded portfolio continues to reinforce SDG 4: Quality Education, SDG 9: Industry, Innovation, and Infrastructure, and SDG 17: Partnerships for the Goals, but at a scale that magnifies institutional impact.

From a financial perspective, the cumulative investment in 2025 translates to approximately **PHP 44,122.81 per paper**—substantially lower than the PHP 268,027.27 per paper in 2024. This shift suggests improved efficiency in resource allocation, with greater returns in terms of research output per peso invested. The data illustrate how Mapúa MCM has strategically optimized its research ecosystem, balancing fiscal responsibility with academic ambition.

By embedding SDG-aligned research into its academic framework and scaling both output and investment, Mapúa MCM positions itself not only as a proactive contributor to national development but also as a regional leader in sustainability-driven education and inquiry.

SECTION 5

GOVERNANCE

Strong governance anchors Mapúa MCM's commitment to ethical, inclusive, and sustainable development. This section highlights the institution's key policies that uphold accountability, safeguard rights, and align operations with the Sustainable Development Goals.



Governance

List of MAPÚA MCM's Policies Present in 2025

Table 11. List of MAPÚA MCM's Policies 2025

CATEGORY	INDICATOR	ATTACHMENT/S
Environmental	Policy to manage environmental impact	Policy on Waste Management for all Campus Operations
	Policy for the treatment and reuse of water excess in campus	Policy on Water Reuse
Human Capital	Policy to manage human resources or capital	Benefits of Regular Non-teaching Employees and Administrators
		Policy on Remote Working (Telecommuting)
		Benefits for Tenured Faculty Members
Human Rights	Policy safeguarding human rights within operations and/or supply chain	Modern Slavery Policy
Diversity	Policy to ensure diversity within your workforce, management, and board	Gender and Development, Non-discrimination, Diversity and Inclusion
Non-discrimination	Policy addressing discrimination and harassment in the workplace	

Table 11. List of MAPÚA MCM's Policies 2025

CATEGORY	INDICATOR	ATTACHMENT/S
Child Labor	Policy addressing child labor within your operations and/or supply chain	Modern Slavery Policy
Forced Labor	Policy addressing forced labor within your operations and/or supply chain	
Occupational Health and Safety	Policy on occupational health and safety	Safety and Security Policy
Management System	Policy on Management Systems	Policy on Educational Organization Management System (EOMS) Documentation, Monitoring, and Continual Improvement
Community Engagement	Policy on community engagement	Conduct of Service-learning and Community Engagement Initiatives
Data Protection/Privacy & Security	Data protection and/or data privacy and security policy	Data Privacy and Protection Policy
Product/Service Quality & Safety	Policy on product/service quality and safety	Receiving of Products and Services
Supply Chain	Supply chain management policy	Sustainable Procurement Policy

Table 11. List of MAPÚA MCM's Policies 2025

CATEGORY	INDICATOR	ATTACHMENT/S
Sustainable Procurement	Policy stating environmental, social, and governance considerations in your procurement practices	Sustainable Procurement Policy
Anti-corruption & Anti-bribery	Policy addressing corruption and/or bribery in your operations	Anti-corruption and Anti-bribery Policy
Whistleblowing	Whistleblower policy	Whistleblowing Policy
Disaster and Emergency Preparedness	Policy on Emergency Preparedness Procedures	Disaster Preparedness and Response Measures Policy
Strategic Partnerships and External Relations	Policy governing institutional partners	Institutional Linkages and Partnerships
External Engagement and Institutional Advancement	Policy for receiving solicitations, grants, donations, sponsorships, and gifts	Receiving Sponsorships, Grants, Donations, and Gifts
Academic	Policy for Academic Freedom	Academic Freedom
Admissions	Policy governing student admissions into degree programs across the institution	Admission of Students to Degree Programs
Finance and Institutional Governance	Policy addressing financial sustainability within institution	Financial Sustainability Policy

Table 11. List of MAPÚA MCM's Policies 2025

CATEGORY	INDICATOR	ATTACHMENT/S
Contract and Agreements	Policy governing authorized signatories for entering into contracts and agreements within organization and/or affiliated entities	Policy on Authorized Signatories to Enter into Contracts and Agreements
Governance / Institutional Policies	Policy on Sustainability	Policy on Sustainability

Mapúa MCM's 2025 institutional policy landscape, as detailed in **Table 11**, reflects a deepening commitment to sustainability, ethics, and resilience, building on the foundations of the previous year. The framework demonstrates stronger emphasis on environmental responsibility, inclusivity, and governance integrity, while maintaining continuity in areas such as human capital, academic freedom, admissions, and financial sustainability. Compared to 2024, the policies appear more structured and comprehensive, signaling the institution's progression toward a more mature and integrated approach to sustainability and ethical stewardship. This evolution highlights Mapúa MCM's ongoing alignment with global standards and its dedication to fostering accountability, resilience, and inclusivity across its operations

STRENGTHS IN GOVERNANCE, ETHICS, AND RESILIENCE

Mapúa MCM's 2025 policy framework demonstrates stronger governance maturity, with reinforced measures on anti-corruption, anti-bribery, whistleblowing, and disaster preparedness. These policies fortify ethical accountability and institutional resilience, aligning with SDG 16: Peace, Justice, and Strong Institutions and SDG 11: Sustainable Cities and Communities. The inclusion of authorized signatories and strategic partnerships further enhances transparency and external credibility.

COMMITMENT TO INCLUSION AND LABOR STANDARDS

The institution continues to uphold human rights and labor protections, with policies against child and forced labor, occupational health and safety, and non-discrimination. The consolidation of diversity and inclusion into a unified policy underscores a holistic approach to equity, supporting SDGs 5, 8, and 10. These measures affirm Mapúa MCM's dedication to fostering safe, inclusive, and empowering educational environments.

ENVIRONMENTAL AWARENESS

Policies on waste management and water reuse highlight a stronger emphasis on resource efficiency and environmental responsibility. Together with community engagement initiatives, these align with SDGs 12 (Responsible Consumption) and 13 (Climate Action), reflecting the institution's commitment to sustainability and its role in shaping responsible campus operations.

ENGAGEMENT BEYOND CAMPUS

The 2025 framework expands external engagement through policies on sponsorships, donations, and institutional linkages, strengthening collaboration and accountability. Building on insights from 2024, it now highlights opportunities to further improve avenues for employee feedback and collaboration, paving the way for more inclusive governance. This momentum enhances progress toward SDG 17 and underscores the institution's commitment to participatory governance and broader stakeholder empowerment.

SECTION 6

INITIATIVES

Mapúa MCM reinforces its sustainability goals through service learning and community engagement initiatives. These programs reflect the institution's commitment to education, environmental stewardship, and social development—driven by active collaboration among students, employees, and partners. This section outlines how these efforts contribute to the realization of key Sustainable Development Goals.



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 1: NO POVERTY

FinEd Unboxed

A financial literacy initiative in partnership with BPI Foundation, Inc., designed to empower Mapúa MCM's partner schools and communities with practical financial education.

Corporate Social Responsibility (CSR)



E-Shop For A Cause

A live online selling initiative led by Mapúa MCM employees to raise funds for the PAID Fund, CSCE projects, and the YGC Christmas Fund Drive.

Employee Engagement Initiative



SDG 2: ZERO HUNGER

Farm-to-School Market Days

Local farmers sold produce on campus, supporting 17 livelihoods while promoting food security and healthy eating within the Mapúa MCM community.

Corporate Social Responsibility (CSR)



Food Waste Collection

Mapúa MCM partners with LimaDOL Upcycling Corp. to turn monthly campus food waste into boosterfrass, an organic fertilizer that enriches plants and protects the planet.

Waste management initiative



Iftar Drive

Mapúa United Muslim Individuals carried out an Iftar Drive wherein meals are distributed in line with the sacred month of Ramadan.

Corporate Social Responsibility (CSR)



H.O.P.E.

(Holding On to Positive Expectations)
Gift-Giving Activity

An annual gift-giving where 110 jeepney drivers received care packages from 30 Mapúa MCM volunteers, fostering community and compassion.

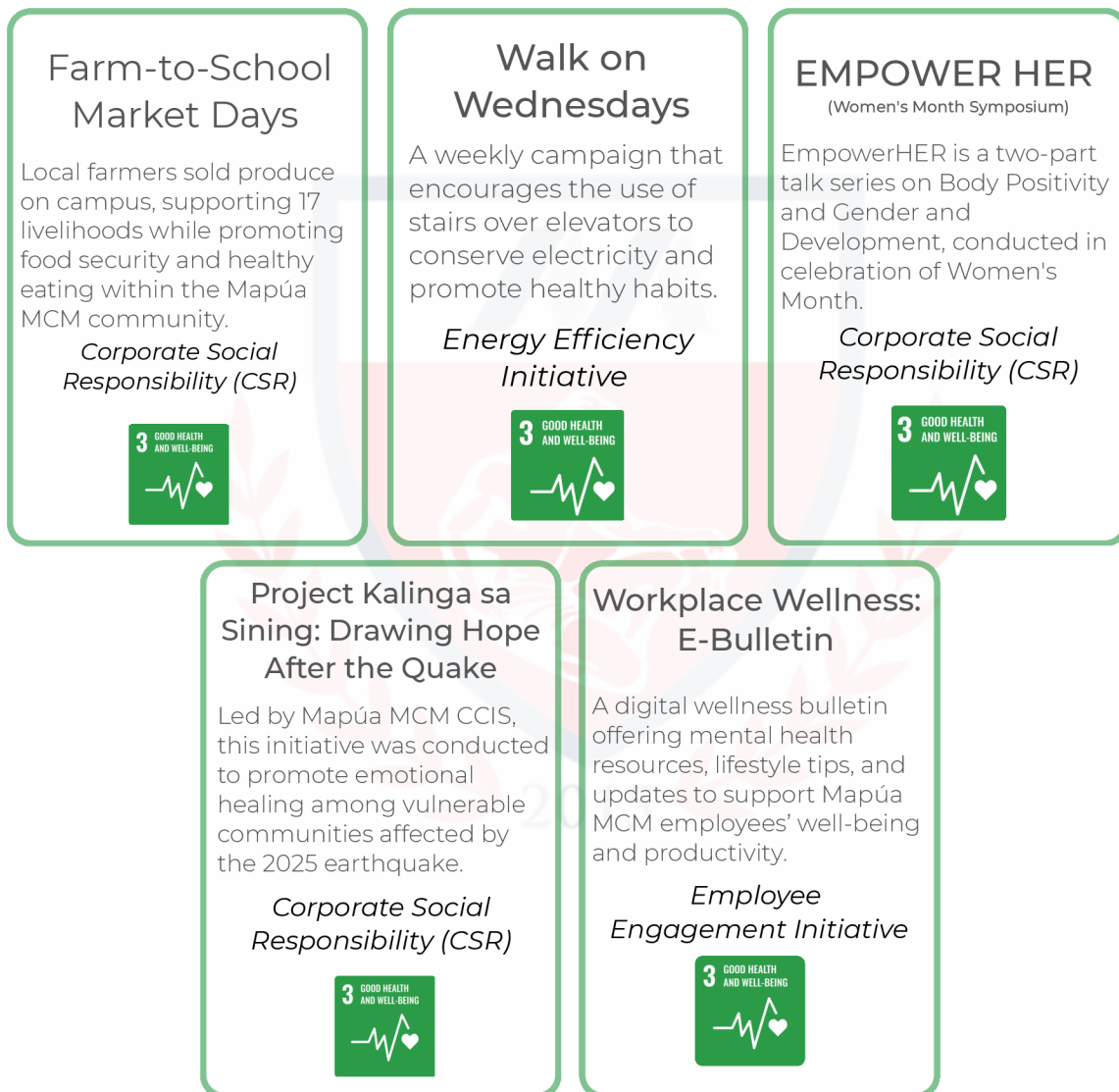
Corporate Social Responsibility (CSR)



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 3: GOOD HEALTH AND WELL-BEING



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 4: QUALITY EDUCATION

Project Kalinga sa Sining: Drawing Hope After the Quake

Led by Mapúa MCM CCIS, this initiative was conducted to promote emotional healing among vulnerable communities affected by the 2025 earthquake.

Corporate Social Responsibility (CSR)



Sign Language and FSL Orientation

In lieu of International Volunteers Day, Mapúa MCM facilitated a Sign Language Orientation/Workshop, to upskill student and employee volunteers.

Corporate Social Responsibility (CSR)



The SDG Seminar Series

An annual DepEd-led initiative where Mapúa MCM volunteers prepare partner schools for the academic year. The initiative engages student organizations and 10 partner schools.

Corporate Social Responsibility (CSR)



FinEd Unboxed

A financial literacy initiative in partnership with BPI Foundation, Inc., designed to empower Mapúa MCM's partner schools and communities with practical financial education.

Corporate Social Responsibility (CSR)



Program H.E.L.P: Help End Learning Poverty

A bi-weekly reading intervention initiative which aims to provide learning support to primary learners in Mapúa MCM's partner schools.

Corporate Social Responsibility (CSR)



Brigada Eskwela 2025

An annual DepEd-led initiative where Mapúa MCM volunteers prepare partner schools for the academic year. The initiative engages student organizations and 10 partner schools.

Corporate Social Responsibility (CSR)



Mass Tutorial

NSTP students and Mapúa MCM volunteers conduct tutorial sessions for Kindergarten learners at New Matina, R.C. Quimpo, and Langub Elementary School.

Corporate Social Responsibility (CSR)



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 5: GENDER EQUALITY

EMPOWER HER

(Women's Month Symposium)

EmpowerHER is a two-part talk series on Body Positivity and Gender and Development, conducted in celebration of Women's Month.

Corporate Social Responsibility (CSR)



Anti-Sexual Harassment Law and Safe Spaces Act Orientation and Awareness

A seminar for faculty and student leaders on their rights and responsibilities in fostering a safe, secure learning environment.

Corporate Social Responsibility (CSR)



SDG 6: CLEAN WATER AND SANITATION

Drink Your Water Beh: SMART Approach

A seminar conducted by COMM111 students on safe sanitation, promoting sustainable water use, and inspiring collaborative efforts to ensure clean water access for all.

Corporate Social Responsibility (CSR)



Tree-growing Activity

Tree planting in Ali Davao Carbon Forest and along Brgy. Tawan-Tawan's riverbank to promote ecosystem restoration and environmental partnership.

Corporate Social Responsibility (CSR)



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 7: AFFORDABLE AND CLEAN ENERGY

Walk on Wednesdays

A weekly campaign that encourages the use of stairs over elevators to conserve electricity and promote healthy habits.

Energy Efficiency Initiative



Earth Hour

An initiative aimed to save energy/power through switching off electricity and lights within campus for an hour. This marks the beginning of the month-long Earth Month celebration.

*Waste management initiative
Corporate Social Responsibility (CSR)*

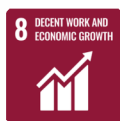


SDG 8: DECENT WORK & ECONOMIC GROWTH

E-Shop For A Cause

A live online selling initiative led by Mapúa MCM employees to raise funds for the PAID Fund, CSCE projects, and the YGC Christmas Fund Drive.

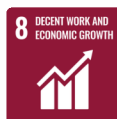
Employee Engagement Initiative



Quarterly Get Together

A quarterly team-building and social event celebrating employee birthdays to strengthen morale and camaraderie.

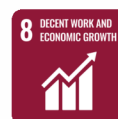
Employee Engagement Initiative



Teachers' Day Token

Tokens of appreciation are given to employees, especially faculty, in recognition of their dedication and contribution to education.

Employee Engagement Initiative



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 10: REDUCED INEQUALITIES

Sign Language and FSL Orientation

In lieu of International Volunteers Day, Mapúa MCM facilitated a Sign Language Orientation/Workshop, to upskill student and employee volunteers.

Corporate Social Responsibility (CSR)



H.O.P.E.

(Holding On to Positive Expectations)
Gift-Giving Activity

An annual gift-giving where 110 jeepney drivers received care packages from 30 Mapúa MCM volunteers, fostering community and compassion.

Corporate Social Responsibility (CSR)



SDG 11: SUSTAINABLE CITIES & COMMUNITIES

Relief Operation and Aid Distribution

Mapúa MCM distributed essential relief items to the residents of Brgy. San Ignacio, Manay, Davao Oriental to support their recovery from the 2025 earthquake.

Corporate Social Responsibility (CSR)



Project APULA: Fire Prevention Donation Drive

The Mapúa Academe Communication Society donated First Aid Kits, Safety Gear, and Megaphones to boost disaster readiness in Barangay Bankerohan.

Corporate Social Responsibility (CSR)



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 12: RESPONSIBLE CONSUMPTION & PRODUCTION

Food Waste Collection

Mapúa MCM partners with LimaDOL Upcycling Corp. to turn monthly campus food waste into boosterfrass, an organic fertilizer that enriches plants and protects the planet.

Waste management initiative



Plastic Free Fridays

In this initiative, single-used plastics, including plastic bottles, cellophane, sachets, and straws are not allowed within the campus premises on Fridays.

Waste management initiative



Plastic Pitch-In Project

Campus-wide collection of plastic waste for up-cycling through a partner recycler (Winder Recycling), reducing landfill impact.

*Waste management initiative
Corporate Social Responsibility (CSR)*



SDG 13: CLIMATE ACTION

Earth Hour

An initiative aimed to save energy/power through switching off electricity and lights within campus for an hour. This marks the beginning of the month-long Earth Month celebration.

*Waste management initiative
Corporate Social Responsibility (CSR)*



Plastic Free Fridays

In this initiative, single-used plastics, including plastic bottles, cellophane, sachets, and straws are not allowed within the campus premises on Fridays.

Waste management initiative



Tree-growing Activity

Tree planting in Ali Davao Carbon Forest and along Brgy. Tawan-Tawan's riverbank to promote ecosystem restoration and environmental partnership.

Corporate Social Responsibility (CSR)



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 13: CLIMATE ACTION

Coastal Clean-up Drive

Volunteers from Mapúa MCM collected sacks of waste at Barangay Daliao, contributing to marine life protection.

Waste Management Initiative



Plastic Pitch-In Project

Campus-wide collection of plastic waste for up-cycling through a partner recycler (Winder Recycling), reducing landfill impact.

*Waste management initiative
Corporate Social Responsibility (CSR)*



SDG 14: LIFE BELOW WATER

Coastal Clean-up Drive

Volunteers from Mapúa MCM collected sacks of waste at Barangay Daliao, contributing to marine life protection.

Waste Management Initiative



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 15: LIFE ON LAND

Tree-growing Activity

Tree planting in Ali Davao Carbon Forest and along Brgy. Tawan-Tawan's riverbank to promote ecosystem restoration and environmental partnership.

Corporate Social Responsibility (CSR)



SDG 16: PEACE, JUSTICE, & STRONG INSTITUTIONS

Cybersecurity, Data Privacy, and Protection Awareness Rollout

This seminar is an educational session aimed to teach individuals and organizations how to handle personal information legally, ethically, and securely.

Corporate Social Responsibility (CSR)



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 17: PARTNERSHIPS FOR THE GOALS

FinEd Unboxed

A financial literacy initiative in partnership with BPI Foundation, Inc., designed to empower Mapúa MCM's partner schools and communities with practical financial education.

Corporate Social Responsibility (CSR)



Farm-to-School Market Days

Local farmers sold produce on campus, supporting 17 livelihoods while promoting food security and healthy eating within the Mapúa MCM community.

Corporate Social Responsibility (CSR)



Food Waste Collection

Mapúa MCM partners with LimaDOL Upcycling Corp. to turn monthly campus food waste into boosterfrass, an organic fertilizer that enriches plants and protects the planet.

Waste management initiative



Program H.E.L.P: Help End Learning Poverty

A bi-weekly reading intervention initiative which aims to provide learning support to primary learners in Mapúa MCM's partner schools.

Corporate Social Responsibility (CSR)



Tree-growing Activity

Tree planting in Ali Davao Carbon Forest and along Brgy. Tawan-Tawan's riverbank to promote ecosystem restoration and environmental partnership.

Corporate Social Responsibility (CSR)



Brigada Eskwela 2025

An annual DepEd-led initiative where Mapúa MCM volunteers prepare partner schools for the academic year. The initiative engages student organizations and 10 partner schools.

Corporate Social Responsibility (CSR)



Mass Tutorial

NSTP students and Mapúa MCM volunteers conduct tutorial sessions for Kindergarten learners at New Matina, R.C. Quimpo, and Langub Elementary School.

Corporate Social Responsibility (CSR)



Project Kalinga sa Sining: Drawing Hope After the Quake

Led by Mapúa MCM CCIS, this initiative was conducted to promote emotional healing among vulnerable communities affected by the 2025 earthquake.

Corporate Social Responsibility (CSR)



INITIATIVES

List of MAPÚA MCM's initiatives launched or were continued in 2025

SDG 17: PARTNERSHIPS FOR THE GOALS

Relief Operation and Aid Distribution

Mapúa MCM distributed essential relief items to the residents of Brgy. San Ignacio, Manay, Davao Oriental to support their recovery from the 2025 earthquake.

Corporate Social Responsibility (CSR)



Project APULA: Fire Prevention Donation Drive

The Mapúa Academe Communication Society donated First Aid Kits, Safety Gear, and Megaphones to boost disaster readiness in Barangay Bankerohan.

Corporate Social Responsibility (CSR)



Cybersecurity, Data Privacy, and Protection Awareness Rollout

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Corporate Social Responsibility (CSR)



E-Shop For A Cause

A live online selling initiative led by Mapúa MCM employees to raise funds for the PAID Fund, CSCE projects, and the YGC Christmas Fund Drive.

Employee Engagement Initiative



The SDG Seminar Series

An annual DepEd-led initiative where Mapúa MCM volunteers prepare partner schools for the academic year. The initiative engages student organizations and 10 partner schools.

Corporate Social Responsibility (CSR)



Mapúa MCM made significant strides in 2025 by expanding the scope of its sustainability initiatives and strengthening their alignment with the United Nations Sustainable Development Goals (SDGs). The year's efforts reflect a diversified portfolio spanning education, environmental stewardship, social inclusion, disaster resilience, and employee engagement. Notably, several initiatives were mapped across multiple SDGs, underscoring their interconnected impact—for example, programs that simultaneously advance food security, health, and partnerships. This multi-SDG integration highlights a shift from siloed outreach to holistic sustainability practice, balancing ecological responsibility, social equity, and institutional resilience. Collectively, these efforts demonstrate the institution's growing maturity, moving toward integrated, future-oriented engagement that fosters both community well-being and long-term impact.

Dominant SDGs and Signature Contributions

SDG 2: Zero Hunger. Food security and compassion were advanced through livelihood support, sustainable food practices, and community-driven outreach, reinforcing Mapúa MCM's role in fostering resilience and care among vulnerable groups.

SDG 3: Good Health and Well-Being. Wellness initiatives broadened in scope, combining workplace health promotion, community healing, and empowerment activities, highlighting a holistic approach to physical, mental, and social well-being.

SDG 4: Quality Education. Academic support remained a central pillar in 2025, with strengthened learning interventions and volunteer-driven programs that deepened partnerships with schools and communities, underscoring Mapúa MCM's sustained role in advancing inclusive education.

SDG 13: Climate Action. Environmental stewardship grew more systematic, with expanded conservation and waste reduction efforts that reinforced resilience and ecosystem restoration, reflecting a stronger institutional commitment compared to the previous year.

SDG 17: Partnerships for the Goals. Collaboration remained a defining feature, with strengthened ties to NGOs, local government units, and partner schools, ensuring that sustainability efforts were amplified through collective action and shared responsibility.

Additional SDGs Reflected in 2025 Initiatives

SDG 1: No Poverty. Select initiatives in 2025 addressed economic vulnerability through financial literacy programs and donation drives, offering practical support to underserved communities and reinforcing inclusive development.

SDG 5: Gender Equality. Women's Month campaigns, leadership forums, and safe-space initiatives promoted equal participation and empowerment, strengthening institutional commitment to gender-responsive practices.

SDG 6: Clean Water and Sanitation. Sanitation seminars, riverbank restoration, and water stewardship programs highlighted sustainable water use and community awareness of watershed health.

SDG 7: Affordable and Clean Energy. Energy-saving campaigns and Earth Hour observance encouraged responsible consumption, while campus initiatives piloted renewable energy integration to reduce environmental impact.

SDG 8: Decent Work and Economic Growth. Employee-led fundraising, livelihood programs, and morale-boosting activities sustained inclusive economic participation and reinforced workplace solidarity.

SDG 10: Reduced Inequalities. Outreach programs for underserved schools, inclusive tutorial sessions, and community partnerships promoted equitable access to education and opportunities, bridging social and economic gaps.

SDG 11: Sustainable Cities and Communities. Disaster recovery efforts, eco-friendly campus design, and community resilience projects supported safe, sustainable spaces and strengthened collective preparedness for future challenges.

SDG 12: Responsible Consumption and Production. Waste-reduction initiatives expanded to include food waste upcycling, plastic-free campaigns, and sustainable procurement practices, reinforcing circular economy principles and responsible material use.

Underserved SDGs and Opportunities for Expansion

While Mapúa MCM has made notable strides across various sustainability goals, some SDGs remain comparatively underrepresented or are addressed only at a surface level. These include:

SDG 9: Industry, Innovation, and Infrastructure. This SDG was largely absent in 2025 initiatives. There is significant potential to develop innovation labs, integrate sustainable campus infrastructure, and encourage staff- and student-led technology solutions that foster resilience and forward-thinking systems.

SDG 14: Life Below Water. While coastal clean-up drives were conducted, deeper engagement in marine conservation remains limited. Opportunities include long-term partnerships with coastal communities, marine biodiversity monitoring programs, and integration of ocean literacy into academic and outreach activities. Student-led research on plastic pollution and sustainable fisheries could expand the institution's impact.

SDG 15: Life on Land. Tree-growing activities demonstrated support for biodiversity, but broader ecosystem rehabilitation strategies are still underdeveloped. Expansion could involve watershed management projects, wildlife habitat restoration, and community-based conservation education. Collaborations with local environmental groups and integration of biodiversity studies into coursework would strengthen long-term stewardship.

SDG 16: Peace, Justice, and Strong Institutions. Initial steps were taken through seminars on data privacy and safe spaces, but the institution can expand by embedding civic education, ethical leadership training, transparent reporting, and youth-led advocacy to strengthen institutional integrity.



CONCLUSION AND RECOMMENDATIONS

Mapúa MCM continues to build its sustainability identity across the economic, social, environmental, initiative, and governance domains. With the institution's growing alignment with the United Nations Sustainable Development Goals (SDGs), it now stands at a pivotal juncture—poised to translate its sustainability commitments into long-term, measurable impact.

Economic Performance and Opportunities for Community Engagement

In 2025, Mapúa Malayan Colleges Mindanao showed strong economic resilience by channeling much of its resources toward suppliers and contractors to address urgent post-earthquake recovery needs. This emphasis underscores its commitment to responsible procurement and sustainable partnerships, aligned with SDG 12. Alongside this, the institution safeguarded employee compensation and benefits, reflecting a people-first approach consistent with SDG 8, while also maintaining civic responsibility through government contributions. Its procurement practices further demonstrate support for local economic ecosystems, with nearly all spending and supplier relationships rooted in the Philippines—strengthening national resilience and reducing exposure to global disruptions.

Despite these strengths, direct financial allocations to communities remain limited, with engagement largely expressed through outreach programs and educational initiatives. While these non-monetary contributions generate meaningful impact, dedicating a portion of institutional resources to community-focused programs such as scholarships, infrastructure projects, or capacity-building initiatives could significantly enhance socio-economic benefits. Expanding this dimension of engagement would deepen Mapúa MCM's external impact, reinforce its alignment with SDG 4 and SDG 17, and strengthen its pledge to excellence and relevance beyond campus.

Environmental Sustainability: Confronting Resource and Waste Challenges

Environmental indicators highlight both progress and persistent challenges for Mapúa MCM. The institution has expanded renewable energy use through solar rooftop systems, yet non-renewable sources remain dominant, and all generators and vehicles continue to rely solely on diesel. Water management shows early steps toward sustainability, with recycling and reuse beginning to take hold, though discharge still outweighs recovery and all water is sourced from utility providers. These patterns underscore the need for diversification of energy and water systems to reduce emissions and strengthen resilience.

Waste management presents clearer opportunities for transformation. Most campus waste is non-hazardous, enabling diversion through composting, reuse, and recycling. Partnerships have already turned food scraps into compost and plastics into functional items, demonstrating the potential of circular resource recovery. However, reliance on landfills and incineration persists, pointing to the importance of expanding alternative disposal strategies. A comprehensive sustainability plan that integrates renewable energy expansion, diversified water sourcing, and innovative waste diversion will be critical in advancing climate resilience and aligning with SDG 6, SDG 12, and SDG 13.

Social Responsibility: A Model of Inclusivity and Workforce Health

Mapúa MCM's workplace culture is anchored in inclusivity, professional growth, and resilience. The institution places strong emphasis on employee development, dedicating substantial resources to training and skill enhancement. This investment underscores its commitment to lifelong learning and the continuous strengthening of human capital.

Gender representation within the workforce is notably balanced, complemented by inclusive practices such as accessible maternity leave and opportunities for persons with disabilities. These measures embed equity into daily operations and align with broader sustainability goals. While workforce transitions remain a natural challenge, the institution's openness to addressing them reflects a proactive stance toward employee well-being and retention.

Together, these practices position Mapúa MCM as a workplace of choice and a leader in advancing equity and professional development. To build on this foundation, the institution may expand initiatives by introducing structured empowerment programs, mentorship networks, and wellness strategies that strengthen mental health and work-life balance.

Governance: Advancing Procurement and Addressing Policy Gaps

Mapúa MCM's 2025 governance framework reflects stronger maturity with the adoption of a Sustainable Procurement Policy. This advancement complements existing measures on anti-corruption, anti-bribery, and modern slavery, reinforcing accountability and ethical stewardship across operations. To ensure consistent application, the institution should implement regular supply chain audits and establish sustainability reporting mechanisms that track procurement outcomes against institutional values. These steps will help consolidate procurement reforms and strengthen transparency in institutional practices.

While progress has been significant, opportunities remain to further strengthen governance practices. Addressing these areas will advance inclusivity, ensure closer alignment with global frameworks, and foster a more resilient ecosystem. Building on procurement reforms and related initiatives will position Mapúa MCM as a responsible institutional buyer, reinforcing its commitment to sustainability and governance benchmarks.

The 2025 Initiatives

Mapúa MCM's 2025 initiatives demonstrate a strong and diversified alignment with the United Nations Sustainable Development Goals, particularly in the areas of Quality Education (SDG 4), Climate Action (SDG 13), Good Health and Well-Being (SDG 3), Zero Hunger (SDG 2), and Partnerships for the Goals (SDG 17). The institution has matured from siloed outreach to integrated sustainability practices, weaving together education, environmental stewardship, social inclusion, and employee engagement. These efforts highlight a holistic approach that balances ecological responsibility, social equity, and institutional resilience, while reinforcing Mapúa MCM's role as a community-centered academic institution.

To sustain momentum and broaden impact, Mapúa MCM should expand underrepresented areas such as Industry, Innovation, and Infrastructure (SDG 9), Peace, Justice, and Strong Institutions (SDG 16), Life Below Water (SDG 14), and Life on Land (SDG 15). Recommendations include establishing innovation labs and sustainable campus infrastructure, embedding civic education and ethical leadership programs, deepening marine conservation partnerships, and strengthening biodiversity initiatives through watershed management and habitat restoration. By strategically investing in these areas, Mapúa MCM can achieve a more balanced portfolio of sustainability initiatives, ensuring long-term resilience and reinforcing its leadership in holistic, future-oriented community engagement.

Conclusion: From Resilience to Transformation

Mapúa Malayan Colleges Mindanao has steadily advanced its sustainability identity, demonstrating resilience in economic recovery, inclusivity in workforce practices, and integrity in governance reforms. Yet, the institution's greatest opportunity lies in deepening its environmental strategies and broadening underrepresented SDG initiatives. By diversifying energy and water systems, expanding waste diversion, and investing in innovation, biodiversity, and civic education, Mapúa MCM can transform its commitments into measurable, long-term impact. This holistic approach will not only reinforce its role as a community-centered academic institution but also position it as a catalyst for systemic sustainability leadership in the Philippines.

APPENDICES

Includes performance indicators, procurement data, institutional policies, SDG-aligned initiatives, and community engagement records.



APPENDICES

Appendix A – Supplementary Resources

- YGC Core Values:
<https://mcm.edu.ph/about/core-values/>
- Scholarships Offered in Mapúa MCM:
<https://mcm.edu.ph/admissions/scholarships/>
- Mapúa MCM 2025 Policies:
<https://mcm.edu.ph/policies/>
- Mapúa MCM Sustainability-Aligned Initiatives:
<https://mcm.edu.ph/sustainability-at-mapua-mcm/>

Appendix B – Data Sources and Verification

Data indicated in this Sustainability Report were sourced from the following offices/departments:

- Accounting Office (*Economic Performance*)
- Purchasing Office (*Economic Performance*)
- Institutional Facilities Office (*Environmental Performance*)
- Human Resources and Management Office (*Social Performance*)
- Registrar's Office (*SDG Blueprint*)
- Office for Corporate Partnerships (*SDG Blueprint*)
- Office for Research, Development, and Innovation (*SDG Blueprint*)
- Quality Assurance and Enhancement Office (*Governance*)
- Center for Service-learning and Community Engagement -
Institute for Global Sustainability (*SDG Initiatives*)

All information were verified by the Institute for Global Sustainability for accuracy and alignment with the SDG indicators.

APPENDICES

Appendix C – Mapúa MCM Institutional Objectives 2025



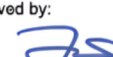
2025 INSTITUTIONAL OBJECTIVES

CODE	2025 OBJECTIVES	LEAD	WEIGHTS	PERFORMANCE TARGET	SCORING RUBRICS				
					1 (<70%)	2 (71%-89%)	3 (90%-105%)	4 (106%-120%)	5 (>120%)
KA1	Achieve Growth in NE and Overall Enrollment	MCO	10%	3,100 New Enrollment	Less than 2,201	2,201-2,789	2,790-3,255	3,256-3,720	More than 3,720
KA3	Increase Mapúa MCM's board and non-board programs employability rate by 5% vs PY (SO1/EO1/LA52)	OCP	10%	85% Employability Rate	Less than 60%	60-76%	77-89%	90-99%	100%
KA3	Achieve excellent passing rate performance in licensure and certification exams (SO4/EO14/LA35)	OVPAA	10%	85% overall passing rate	Below 60%	60-76%	77-89%	90-99%	100%
KA4	Publish research/thesis papers to local and/or international ISI and Scopus-indexed conferences or journal publications (SO3/EO7/LA19)	ORDI	10%	150 Scopus-Indexed Publications	Less than 107	107-134	135-158	159-180	More than 180
KA5	Increase NPS of MMCM (SO5/EO17/LA45)	OSS	10%	25 Average Net Promoter Score (NPS)	Less than 17.5	17.75-22.25	22.5-26.25	26.5-30	Greater than 30
KA7	Increase the number of external micro-credentialing learners to 755 (10% higher than PY at 686) (SO5/EO19/LA72)	ICELL	10%	755 external learners	Less than 528	528-680 learners	681-793 learners	794-906 learners	Greater than 906 learners
KA8	Deploy the Student Information System	ITO	10%	SIS deployed by July 2025	Deployed by Sept 2025	Deployed by Aug 2025	Deployed by Jul 2025	Deployed by Jun 2025	Deployed by May 2025
KA9	Develop a unified AI-integrated curriculum framework based on the Mapúa schools' consolidated AI Strategy Roadmap	OVPAA	10%	80% of identified courses per program were AI-Integrated relevant to TLAs	<57%	57 - 72%	72.1 - 84%	84.1 – 96%	>96%
KA10	Offer QM-certified fully online professional modular courses to MapúaX	IDEaLS	10%	3 professional courses	1	2	3	4	5
KA11	Establish a pool of Mapúa MCM Thought Leaders.	HR	10%	Conferment of at least 3 Mapúa MCM Thought Leaders	1	2	3	4	5

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GLOSSARY

A quick reference to sustainability concepts, academic terms, and governance definitions used in this report.



Glossary

Academic Promotion

The advancement of a student to the next academic level based on academic performance and eligibility.

Attrition Rate

The percentage of employees or students who leave the institution over a given period.

Circular Economy

An economic model aimed at eliminating waste and promoting the continual use of resources through reuse, recycling, and regeneration.

Community Engagement

The process of working collaboratively with local groups to address issues affecting their well-being.

Diversity and Inclusion

Practices that promote fair treatment, access, opportunity, and advancement for all individuals while eliminating barriers.

Dropout Rate

The percentage of students who discontinue their studies without completing the academic program.

Environmental Policy

A formal statement outlining an institution's commitment to sustainable and responsible environmental practices.

ESG (Environmental, Social, Governance)

A framework used to assess an institution's impact on environmental sustainability, social responsibility, and ethical governance.

Lifelong Learning

The ongoing pursuit of knowledge and skills throughout a person's life, beyond formal education.

Local Procurement

The sourcing of goods and services from suppliers within the same geographic or national region.

Occupational Health and Safety

Policies and procedures that ensure the physical and mental well-being of employees in the workplace.

Promotion Rate

The percentage of students who successfully move on to the next level or grade in a given academic year.

R&D (Research and Development)

Activities undertaken to innovate and improve knowledge, products, or processes through scientific inquiry and experimentation.

SDGs (Sustainable Development Goals)

A set of 17 global goals set by the United Nations to address urgent social, economic, and environmental challenges.

Sustainable Procurement

The process of purchasing goods and services in a way that achieves value for money while minimizing environmental impact and promoting social equity.

Waste Diversion

The process of redirecting waste from landfills through methods like recycling, composting, and reuse.



Aligned with the United Nations Sustainable Development Goals

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*"Sustainability is excellence in action and
relevance in impact with purpose — shaping
tomorrow with responsibility today."*

