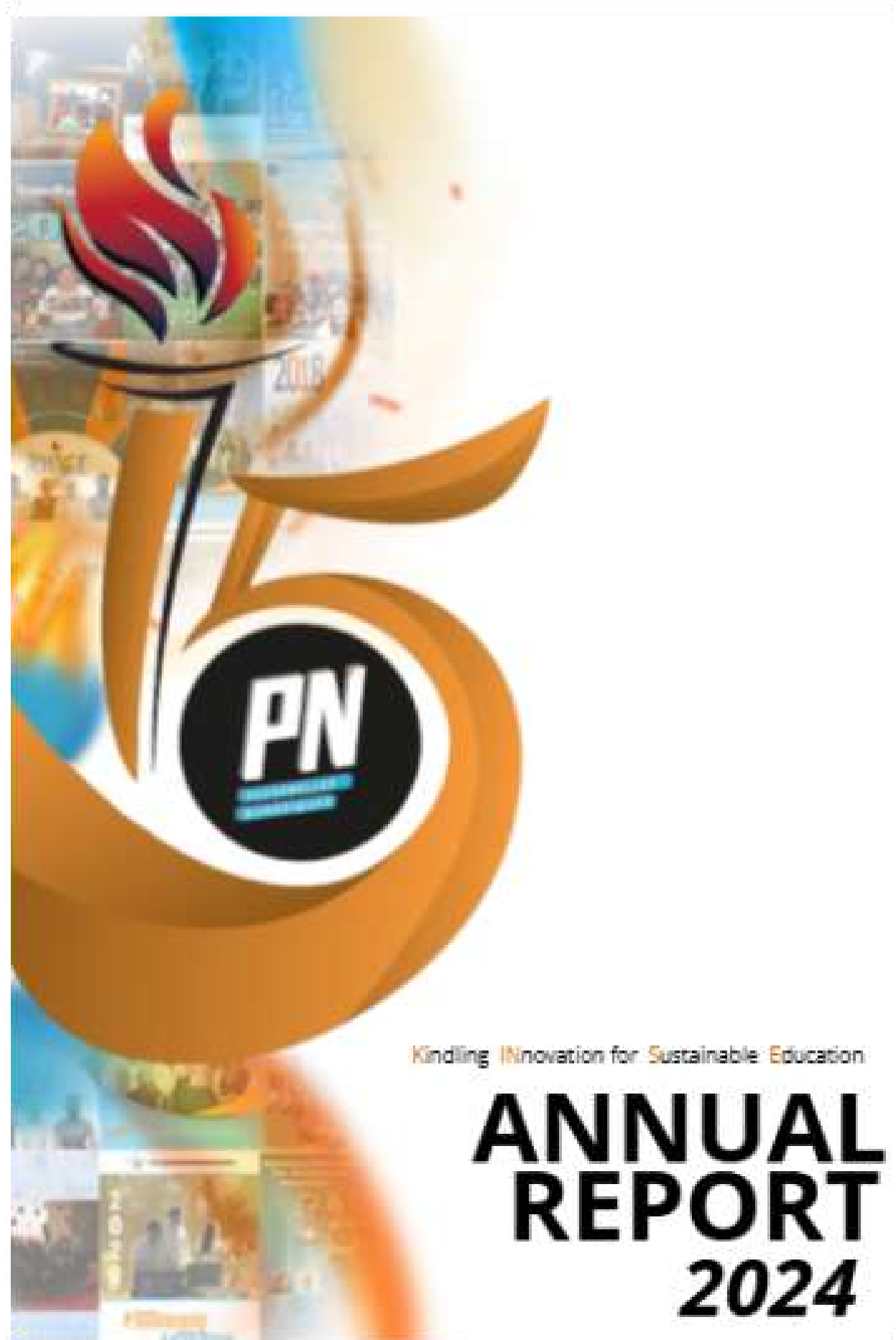




Kindling INnovation for Sustainable Education

ANNUAL REPORT 2024



About the Cover

Forged in fire, PNPh has remained a burning light for 15 transformative years. The torch bears flames signifying the collective mission and journey of empowering underprivileged youth.

We spark change, innovation and hope, as we continue to kindle innovation through sustainable education.

While dimness is inevitable, PNPh remains ablaze for the years to come.

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Disclaimer: Passerelles Numeriques Philippines (PNPh) is a non-stock non profit organization operating under Philippine Laws, committed to providing digital education to employment pathways for underserved young people. All images used in this report have the prior consent of the models. No part of this report should be reproduced and/or distributed without the prior consent of PNPh.

From the Pillars' Desk

A Message from the PN Global Pillars

Dear Friends and Partners of Passerelles
Numériques Philippines,

As Passerelles Numériques globally moves toward its 20th anniversary in 2025, 2024 has been a year focused on building stability, long-term sustainability, and local autonomy across all our centers.

In 2023, we reflected on a year of transition for Passerelles Numériques Philippines (PNPh)—marked by relocation, adaptation, and organizational shifts. In 2024, the focus has been on building innovation and sustainability as reflected in this year's theme "Kinse – Kindling Innovation for Sustainable Education".

In the Philippines, global priorities have taken shape in concrete and impactful ways. Passerelles Numériques Philippines (PNPh) has continued to strengthen its organizational foundations and further align with PN's overall strategy of developing independent, resilient centers. This includes internal capacity-building, deeper engagement with partners, and increased local ownership of program delivery—all crucial steps toward a sustainable long-term impact.

A key achievement this year is the launch of the BRIDGES project, co-funded by the French Development Agency (AFD) and implemented in both the Philippines and Cambodia. BRIDGES (Building a Resilient and Inclusive Digital and Gender-Aware Economy in Southeast Asia) supports inclusive digital education with a strong focus on gender equality, professional integration, and center sustainability. This multi-year project reflects our broader commitment to securing longer-term, mission-aligned partnerships that reinforce both quality and resilience across PN centers.

2024 marks a chapter of increasing local capacity. PNPh's efforts to strengthen multi-year relationships with key partners such as EMpower, Accenture, and others are also aligned with this direction. These partnerships allow for innovation in curriculum design, targeted support for students, and deeper collaboration in preparing youth for an ever-changing digital landscape.

Innovation remains at the heart of our work. PNPh continues to adapt its program to the ever-evolving demands of the digital sector. Students are gaining not only technical skills, but also the critical thinking and soft skills needed to thrive in a competitive and fast-changing job market. Thanks to this commitment, PNPh continues to maintain high employment rates for its graduates. These contribute directly to our shared goal: supporting young people from underserved backgrounds to secure quality employment and break the cycle of poverty.

We are proud of the progress made by the PNPh team and grateful to all the partners, trainers, and supporters who help make this work possible. As we prepare to mark two decades of Passerelles Numériques globally, we remain committed to a model that is both high-impact and locally grounded—empowering youth to thrive in the digital economy.

Thank you for your continued support.

In solidarity,

Duc Ha Duong
PN Global President

Phuong Do
PN Global Executive Director



DUC HA DUONG
PN GLOBAL PRESIDENT



PHUONG DO
PN EXECUTIVE DIRECTOR





A Message from the PNPh Local Pillars

Dear Partners, Supporters, and Friends,

As Passerelles Numériques Philippines (PN Ph) marks its 15th anniversary, we reflect on a decade and a half of transforming lives through digital education and employment pathways for underserved Filipino youth. Since 2009, we have championed inclusive access to technology, bridging the gap between potential and opportunity. This year’s milestones reaffirm our commitment to nurturing resilient, skilled, and socially responsible leaders for the 21st century.

Rekindling Connections

In February 2024, our annual Foundation Days brought together students, alumni, staff, and partners to celebrate PN Ph’s core values of solidarity, trust, responsibility and integrity. Through workshops, team-building activities, and dialogues, we reignited our shared mission: to equip youth with technical expertise and the ethical foundation to thrive in a rapidly evolving digital world.

Class of 2023: Innovating Changemakers
We proudly celebrated the graduation of 69 students from PN Ph’s Class of 2023, who now join our network of 800+ alumni. Armed with certificates in computer technology major in software development, these young professionals are poised to drive innovation in the ICT sector. Their success stories—from overcoming socioeconomic barriers to securing roles in top tech firms—embody the transformative power of education.

Sustaining Women Empowerment in ICT: Trailblazers Leading the Way

This year, we launched “Dis-S-Sais” a poster exhibit showcasing 16 Filipino women trailblazers in ICT. From startup founders to cybersecurity experts, these stories inspire our students—over 50% of whom are young women—to break barriers and redefine gender norms in technology. PNPh remains dedicated to fostering an inclusive environment where women claim their space as leaders and innovators.

Strengthening Partnerships, Amplifying Impact

Our work thrives through collaboration. We extend profound gratitude to the French Development Agency (AFD) for their steadfast support in scaling our programs, enabling us to reach more marginalized communities. Additionally, our partnership with TELUS Digital empowered students to design and implement a hydroponics farming project, blending IT skills with sustainable agriculture. This initiative not only addresses food security but also highlights technology’s role in solving local challenges. EMpower and Accenture are two partners remain steadfast in supporting PNPh to attain its goal of empowering young people in the 21st century.

Looking Ahead: Building a Future of Possibilities

As we enter our next chapter, PNPh remains anchored in its vision to empower youth as catalysts of progress. We will expand hands-on learning initiatives, deepen industry partnerships, and prioritize mental health and climate resilience in our curriculum. Every student trained is a testament to our belief that education unlocks limitless potential.

None of this would be possible without the trust of our donors and partners, the resilience of our students and dedication of our PN global and local board and staff. Together, we are rewriting narratives of poverty into stories of hope and achievement. We invite you to join us as we continue lighting pathways to opportunity—one student, one community, one innovation at a time.

Here’s to 15 years of impact, and to many more ahead!

ATTY. GERALDINE JORDA
PNPh President

MARILOU FLORES
PNPh Country Director



ATTY. GERALDINE JORDA
PNPh PRESIDENT



MARILOU FLORES
PNPh COUNTRY DIRECTOR



*Kindling **IN**novation for **S**ustainable **E**ducation*



Class 2024

KINSE [kin.si.] : fifteen

The Annual Report 2024 follows a journey of growth and sustainability since 2009. Each page is proof of our transformative mission in the aspects of selection, IT & Training, Partnerships and Education.

This is KINSE.



*K*indling

Igniting the Journey:
Access to Education



The Selection Process: Search for Class 2026

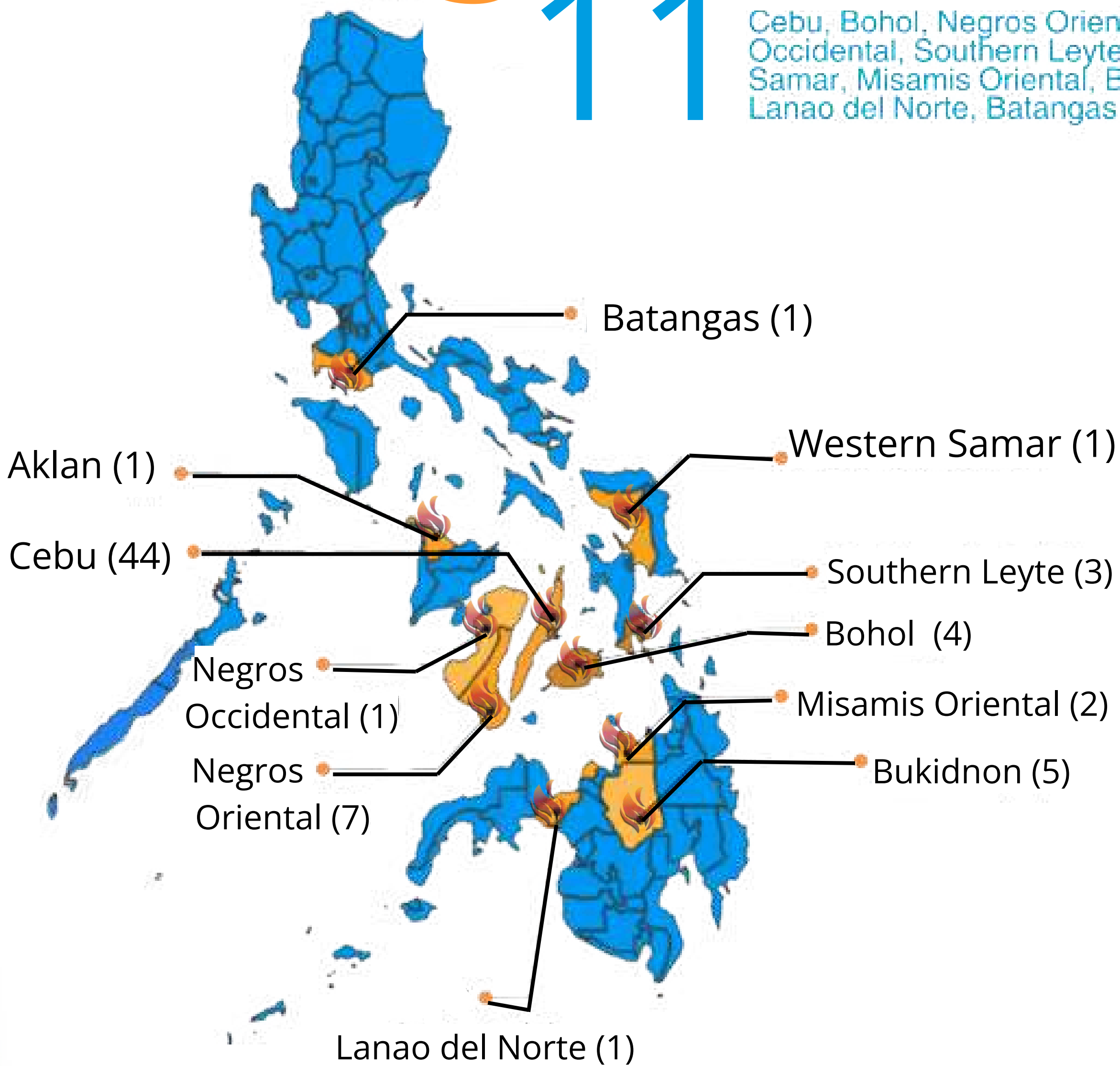
From October 2023 to August 2024, PNPh conducted a multi-phase selection process for Class 2026.

It began with 72 information sessions reaching over 5,000 students, followed by entrance exams taken by 890 applicants. Of those, 330 passed and 273 joined the Motivation Interviews.

Home visits were conducted to assess the applicants' socio-economic status and validate their application to the program. 153 families were screened before final deliberations were made to select the most deserving candidates.



5 Regions 4-A, VI, VII, VIII, X
11 Provinces
Cebu, Bohol, Negros Oriental, Negros Occidental, Southern Leyte, Western Samar, Misamis Oriental, Bukidnon, Lanao del Norte, Batangas, Aklan



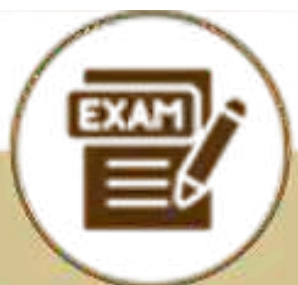
135 schools reached
76 schools for the face-to-face IS and 59 schools for the online IS.

By the Numbers: Our Reach in 2024



5018

Information
Session Attendees



890

Written
Exam Takers



273

Motivation
Interviewees



153

Home
Visits



70

Contract
Signees



Welcoming 70 Young Dreamers of Class 2026

On August 11 and 12, PNPh welcomed 70 bright and determined students from across the Visayas and some parts of Mindanao. Among them were 34 boys and 36 girls, marking an important milestone as PNPh continues to advance our goal of gender equality in the IT and digital industry—one of PNPh’s key strategic priorities.

The new class settled into their new home, meeting their roommates and connecting with their senior peers from Classes 2025 and 2024. The students also began their academic journey with an orientation and their first assessment exam at the University of San Jose- Recoletos (USJR), our esteemed academic partner.

Having successfully navigated PNPh’s rigorous selection process, these students embarked on a life-changing path towards earning an Associate Degree in Computer Technology, with a Major in Software Development.





novation

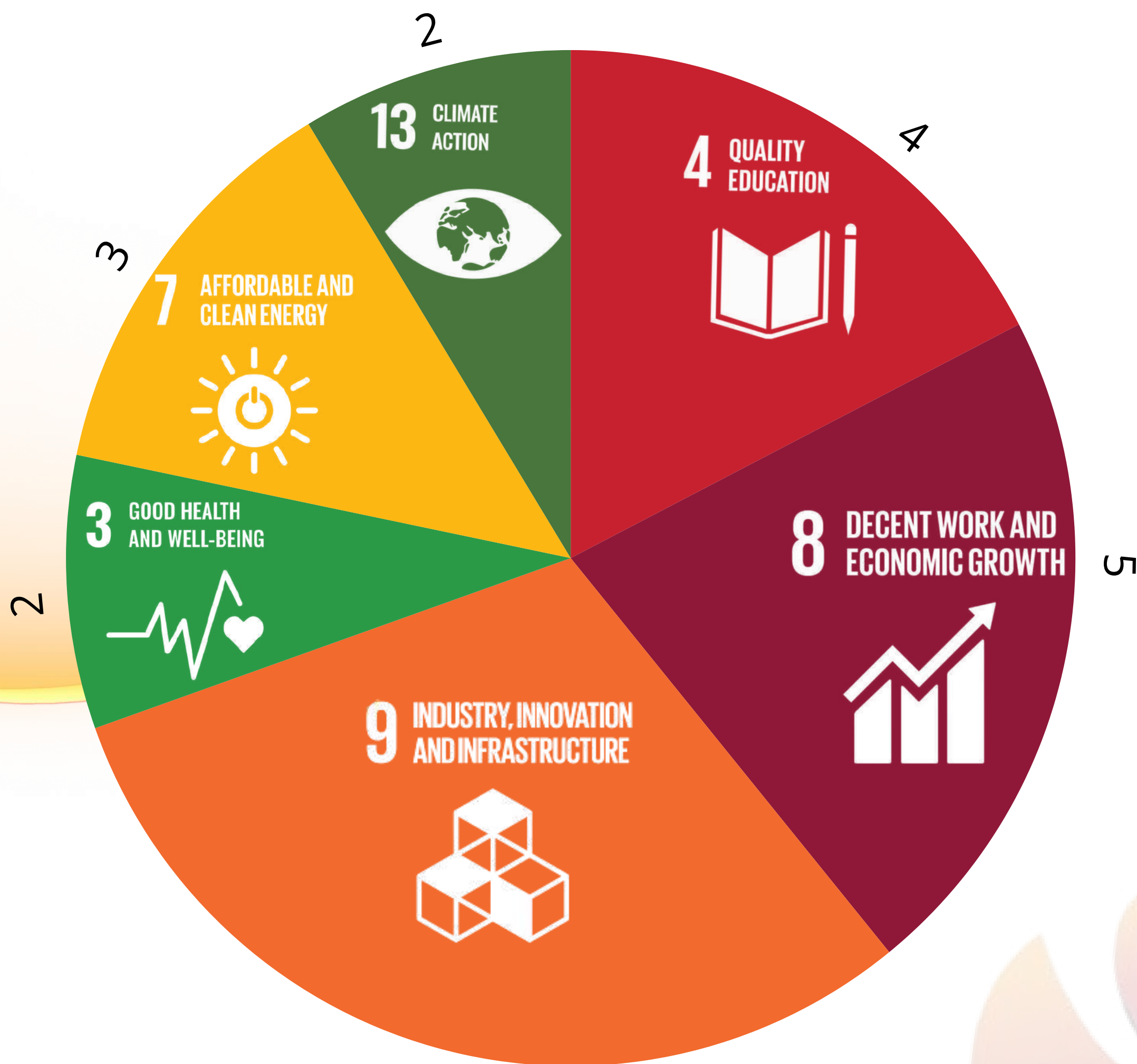
Fueling Growth:
Training & Development



Class 2024 Capstone Projects

PNPh equips its students to be critical thinkers and problem-solvers in the field of technology, with the Capstone Project serving as the culminating platform for practical skills application.

In 2024, PNPh students collaborated with various partner organizations to design and implement customized, tech-driven solutions that address real-world societal challenges and operational gaps.



CAPSTONE PROJECTS: Addressing SDGs

23 Capstone Projects were developed by Class 2024. Six of the United Nations' Sustainable Development Goals (SDGs) served as the driving forces behind these capstone projects, aligning them with the principles of sustainability in Information Technology. Some of these projects served as a springboard for our students to embark on their own start-ups..

SDG 3: Good Health and Well-being

SDG 4: Quality Education

SDG 7: Affordable and Clean Energy

SDG 8: Decent Work and Economic Growth

SDG 9: Industry, Innovation, and Infrastructure

SDG 13: Climate Action

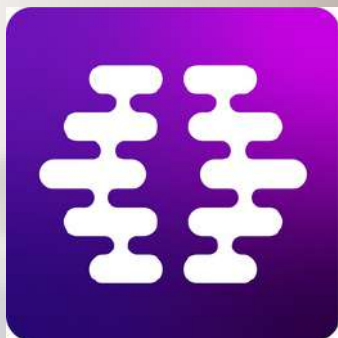


Internship 2024

As part of the students' hands-on training and industry immersion, 90 students from Class 2024 embarked on internships with some of Cebu's top IT and business process companies. This on-the-job training is a critical component of PNPh's mission to prepare underprivileged youth for meaningful careers in the digital sector.

A total of 13 companies welcomed PNPh interns, offering real-world experience in software development, IT support, business intelligence, digital content, and more. These companies included well-established industry leaders and innovative tech firms:

Company	Number of Interns
MLhuillier	41
Datawords	14
Kyocera	6
House of I.T.	5
Geidi	4
Chronostep, Narrasoft, Prince Retail, Smartsourcing, and WebriQ	3 each
Knowles and Tamarind Boost Pro	2 each
Viseo	1
90 Interns	



Tamarind Boost Pro





Building a Resilient Future: Hackathon with Ateneo Business School

The Class 2025 Two-Day Hackathon, themed “Sustainable Development and Innovation: Building a Resilient Future,” was successfully held on August 17 and 24, 2024, at The Studio at Nest Workspaces in Cebu City. Facilitated by Ateneo Business School volunteers Maynard Paye, Wayne Wong, and Reanne Go, the event aimed to strengthen students’ soft skills—such as communication, collaboration, and leadership—while introducing them to potential IT career paths.

The first session featured workshops on professional development, team formation, and problem-solving, culminating in a one-minute pitch challenge. After a week of independent project refinement, the second session included final presentations, a panel Q&A, and an awards ceremony recognizing the top three teams. The event’s success was made possible with the support of PNPh alumna Tressa Pradilla, whose active involvement underscored the enduring impact of the PNPh community.



Class 2025 Summer Boot Camp

From July 3 to 11, our first-year students embarked on an intensive bootcamp, developing autonomous website projects under the mentorship of our trainers and IMT France volunteer Julien Moullec. After initial presentations on July 11, seven standout teams advanced to the finals on July 12, where they unveiled their redesigned USJR websites to a distinguished panel of judges from the University of San Jose-Recoletos and Accenture Philippines. Over the course of the program, these teams dedicated themselves to crafting innovative digital experiences—prioritizing intuitive design, robust functionality, and cross-device accessibility. The bootcamp not only sharpened their technical expertise in software development but also instilled a deeper appreciation for user-centric design, aesthetic precision, and clean, efficient coding.





ustainable

Strengthening Roots:
Sustaining Partnerships



Promoting Digital Learning & Gender Equality

BRIDGES – Building a Resilient and Inclusive Digital and Gender-aware Economy in South-East Asia

In May 2024, PNPh officially began implementation of the BRIDGES project, a regional initiative conducted in partnership with Passerelles Numériques Cambodia and supported by the Agence Française de Développement (AFD). The three-year project aims to foster greater access to digital careers for disadvantaged youth in Southeast Asia, with a particular focus on gender inclusion and pedagogical innovation. PNPh has made a formal commitment to ensuring that at least 50% of its students are young women, a goal reflected in the outcomes of our 2024 selection process and the current composition of our student body.

To formally launch the project in the Philippines, PNPh organized a steering committee meeting on September 26, 2024, which convened stakeholders from the academe, industry, government and non-government sectors. The event was also attended virtually by PN Deputy Director Aurélie Bureth. The University of San Jose-Recoletos was elected as co-chairperson of the Steering Committee for Year 1.



En partenariat
avec



RÉPUBLIQUE
FRANÇAISE

Liberté
Égalité
Fraternité



AFD

AGENCE FRANÇAISE
DE DÉVELOPPEMENT

BRIDGES STEERING COMMITTEE

Chairperson: Aurelie Bureth (PN Global)

Co-Chairperson: Dr. Jovelyn Cuizon (University
of San Jose-Recoletos)

Industry

Accenture

Datawords

JP Morgan Chase & Co

PLDT and Smart

TrustArc

NGO

Children of Asia Foundation

Enfants du Mekong

Life Project 4 Youth (LP4Y)

Ramon Aboitiz Foundation Inc. (RAFI)

PNPh

Atty. Geraldine Jorda, President

Marilou Flores, Country Director

Throughout the year, BRIDGES activities were implemented in line with the program timeline, covering essential elements such as student selection, academic and social support, and career preparation. A local operational committee, composed of PNPh's management team and project leadership, monitors progress on a quarterly basis. PN Deputy Director Aurélie Bureth's visit to the Philippines reinforced the organization's holistic support to the Project.

A key development under BRIDGES in 2024 was the introduction of the Outcomes Star framework. On November 4, PNPh's entire education team was trained by Triangle Consulting to use this tool. The tool supports the structured monitoring of students' personal and academic growth across eight key development areas. The introduction of this framework is a cornerstone of the project's goal to enhance both the quality and impact of our educational model.



Promoting LGU Partnerships

Passerelles Numériques Philippines (PNPh) marked its 15th year of empowering underprivileged youth through education and digital skills by strengthening ties with local government partners. This year, PNPh welcomed Carcar City and Padre Burgos as new partners, supporting five scholars for Class 2026. These collaborations expanded access to technical education, helping youth from underserved communities secure brighter futures.

The long-standing partnership with Bantayan Municipality continues, with 29 scholars supported across Classes 2025 and 2026. These alliances go beyond symbolic gestures—they provide real pathways from education to employment, helping break the cycle of poverty.

PNPh remains grateful for the trust of its LGU partners, proving that public-private collective action creates lasting impact. With shared commitment, we equip Filipino youth with the skills to thrive in the digital economy—because every young person deserves a fair chance at success.





Extending Generosity with PayPal

During PayPal's 2024 Impact Days, the leading fintech company donated 1,282 learning kits to Passerelles Numériques Philippines (PNPh) to support underprivileged students.

These essential materials were distributed in July and August 2024 in collaboration with barangays Luz and Mabolo in Cebu City, Barangay Paknaan in Mandaue City, Barangay Calawisan and the socio-civic group Eagles Sidlakan in Lapulapu City.



PNPh extends its deepest gratitude to PayPal Philippines for their generous contribution. These school supplies have made a meaningful difference in students' educational journeys as they began the 2024-2025 academic year. This partnership reflects our shared commitment to empowering Filipino youth through education.



Since 2009, PNPh has been transforming lives through IT education, and support from partners like PayPal Philippines helps us create more opportunities for underserved communities.



Promoting Sustainable Urban Agriculture for a Better Environment

In August 2024, PNPh launched the KALIKUPAN project, an initiative designed to promote sustainable agricultural practices through hydroponics and community engagement. Funded by TELUS Digital, the project marked PNPh's first foray into environmental programming and aims to integrate sustainability into the everyday life of students and surrounding communities.

KALIKUPAN: Growing a Greener Future

Throughout the final quarter of 2024, 23 students from the Eco-Green Club and 90 students from Class 2024 participated in a six-session training series on hydroponic farming. These sessions were facilitated by Marco Balhon, owner of Mambo Hydroponics Farm, who was specifically engaged to provide expert guidance.

One of the project's major milestones was the construction and completion of a rooftop hydroponics system at the PNPh center. Completed before the December holiday break, this system provides both a practical learning environment and a symbolic step toward sustainable food practices.

KALIKUPAN exemplifies PNPh's commitment to linking technical training with values-based education, contributing to a broader understanding of sustainability among students and community stakeholders. This project will run until August 2025.

The project was officially launched on October 25, 2024, through a dedicated event held at the Quincentennial Hotel, Cebu. The launch was attended by students from the PNPh Eco-Green Club, barangay officials from Luz and Mabolo, representatives from Luz and Mabolo National High Schools, and members of partner organizations such as SOS Children's Village.



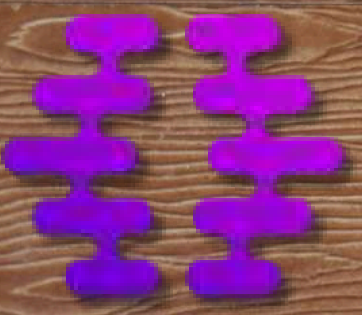


Accenture has been a longstanding partner since 2009, providing internships and support in the IT industry for 15 years.



Partnerships That Sustain

Since 2021, DATAWORDS has trained PNPh students with Adobe Photoshop, covering essential techniques from fundamental tools to professional-grade design execution.



Since 2021, 283 or 35% of the 804 PNPh alumni have graduated under EMpower support.



Education

Transforming Futures: Student Life



Promoting Women Empowerment in ICT

On August 29 2024, PNPh celebrated the Culmination Program of the "Buwan ng Wika" at ParkMall, Mandaue City. Taking center stage were portraits of empowered Filipino women in the field of Information and Communications Technology (ICT).

This vibrant showcase highlights the remarkable contributions of trailblazing women whose work in ICT is both pioneering and transformative.

Among these inspiring women was Janette Toral, known as the "Mother of E-Commerce in the Philippines". She conducted a cybersecurity seminar, sharing her expertise as a community leader, consultant and respected IT expert.

Additionally, Stephanie Orlino, Stakeholder Management Head of PLDT-SMART, delivered the keynote speech, tackling her journey navigating the industry as a woman and emphasizing the broader impact of women in ICT to the global arena.

The 3-day exhibit featured a diverse array of artworks, each reflecting the unique experiences and innovations of Filipino women in the tech industry.

Also featured in the exhibit were our very own PNPh alumna, Welnee Butterfield (Narrasoft) and Tressa Pradilla (Fulcrum).





Class 2026 Integration

The students of Class 2026 gathered for their much-anticipated Integration Day on September 8, 2024 at Family Park, Talamban, Cebu City. This event marked a significant milestone for this new set of PNPh students as they embarked on their educational journey, filled with hopes and aspirations for the future.

The theme, "Bag-ong Sinugdanan, Lantaw sa Kaugmaon," captures the essence of new beginnings and the exciting possibilities that lie ahead. It symbolizes the students' transition into a phase of growth and discovery, emphasizing that this is the start of something transformative and promising.

The primary objective of the Integration Day is to foster a sense of belonging and community among the students, helping them transition smoothly into their new academic environment. A new set of Student Body Officers (SBO) was also inducted, showcasing responsibility and leadership.

Through engaging activities and collaborative exercises, the event aimed to encourage teamwork, solidarity, and unity, ensuring that every student felt welcomed and supported.

Together, they looked forward to the endless possibilities that lay ahead, eager to learn, grow, and thrive in the months and years to come. This day truly marked the beginning of something new and exciting for each student.





Company Visits: Learning from the Industry Leaders

As part of its commitment to holistic student development, Passerelles Numériques Philippines (PNPh) organized a series of company visits in 2024 for the 70 students of Class 2025. These activities were designed to bridge the gap between classroom learning and real-world industry expectations, giving students a firsthand look at the working environments they will soon enter.

With internship season fast approaching in the next year, the company visits provide valuable exposure that helps prepare them not just technically, but mentally and professionally for the demands of the digital workforce.

The company visits in the House of I.T., Accenture, Viseo, Smartsourcing, Qualfon, and DICT Region 7 prove that public and private sector alliances can be aligned to achieve our mission of digital inclusion and youth empowerment.

These visits allowed students to tour office spaces, observe live operations, and engage with professionals in various roles, such as software development, tech support, data analysis, and project management. More than just a walkthrough, these were immersive experiences designed to help students envision themselves as future professionals contributing meaningfully to the tech industry.



One of the key highlights of the visits was the interactive sessions between students and employees, where students had the opportunity to ask questions, hear personal career stories, and receive practical advice. These open conversations provided clarity on industry expectations, workplace culture, and the importance of acquiring soft skills alongside technical proficiency. For many students, these visits marked the first time they stepped into a corporate environment, making the learning experience both impactful and inspiring.

Looking ahead, PNPh remains committed to providing meaningful industry exposure opportunities that complement academic training. We believe that learning extends beyond the classroom, and these company visits are vital in building the confidence, perspective, and motivation that our students need as they prepare for their internships in 2025 and, eventually, employment.





Better Today Conversations



In partnership with TelCo Industry Stalwart, PLDT-SMART Foundation, PNPh students underwent mini seminars on mental health awareness and Cybersecurity. Following the successful conduct of Better Today Conversations in 2023, PLDT SMART Foundation and PNPh, in collaboration with the Carcar City LGU ran another BTC series last June 14, 2024. The event focused on two essential aspects of well-being - mental health awareness and digital literacy, specially tailored for our beloved senior citizens.

Carcar City mayor, the Hon. Patrick Barcenas opened the program to the senior citizens present.



70 of our Class 2025, together with Mental Health experts provided by PLDT SMART, conducted a seminar on Mental Health Awareness and Advancement on Technology for the senior citizens of Carcar City. Dubbed, "Higala, Magtabi 'ta!", 200 senior citizens were oriented on cybersecurity (scam awareness) and the use of social media. Before stepping into their teaching roles, the students attended an insightful session on mental health and cybersecurity.





PNPh successfully completed its first intercultural exchange with Japan's Waku Work on June 27, 2024. The month-long program involved two students and two educators, along with five professionals from Nabtesco Corporation who completed a week-long internship at our facilities. This initiative provided valuable cultural and professional exchange opportunities, allowing participants to share educational approaches and workplace traditions. The program continues with a second cohort, further strengthening PNPh's partnership with Waku Work and Nabtesco.

Building Bridges Across Cultures

Last September 6, 2024, eight of our first- and second-year students had the enriching opportunity to participate in a cross-cultural exchange with students from Juntendo University at Cebu Quincentennial Hotel. This event, organized by Juntendo in collaboration with Passerelles Numériques Philippines, provided a platform for meaningful interaction and learning. These types of exchanges are more than just cultural discovery- they are vital for developing key skills in our students, such as public speaking, effective communication, and the ability to work in multicultural environments. Through discussions on global issues like climate change, poverty, and peace, our students honed their ability to express ideas clearly, think critically, and work collaboratively with peers from different cultural backgrounds.





Year End Christmas Party

The 2024 Christmas Party, held on December 20 from 6:00 PM to 10:00 PM at Mabolo National High School Gymnasium, was a joyful celebration of community, holiday cheer, and unity. Celebrating the spirit of the season and creating lasting memories together, the Christmas fellowship fostered camaraderie among PN students from Class 2024 to 2026 and the management staff. The gathering featured lively dance and song performances. Raffle draws brought excitement to all students. The night continued with fun games, including Charades and Guess the Christmas Song, and concluded with a traditional exchange gift segment.





15

*Years of Forging
Pathways for Education
and Employment*



Molding Young Minds for a Better Tomorrow: An Art Exhibit

During the month of February, PNPh proudly celebrates its anniversary to look back at milestones over the years.

In celebration of the 15th anniversary, PNPh held a special three-day art exhibit from February 22–24, 2024, at Parkmall Mandaue, Cebu. The exhibit, themed “15 Years of Molding Young Minds for a Better Tomorrow,” highlighted PNPh’s journey of empowering underserved Filipino youth through education and digital inclusion.

The exhibit featured a vibrant collection of digital posters created by PNPh students—photographs turned into digital artworks using Adobe Photoshop, a skill learned through training by Datawords. Each piece illustrated a key PNPh milestone from 2009 to 2024, telling stories of hope, perseverance, and transformation.

For 15 years, PNPh has shaped lives not only through technical training, but also by nurturing confidence, resilience, and purpose. The exhibit honored this impact and celebrated the partners, donors, staff, and volunteers who made the journey possible.

Visitors were moved by the powerful narratives and inspired by the lives transformed through PNPh’s holistic development program. As PNPh looks ahead, the exhibit stands as a proud reminder of what can be achieved through shared vision and lasting commitment.

Special thanks to Parkmall and our generous sponsors: Datawords, TrustArc, House of I.T., STEAG State Power Inc., Geidi, Flarego, RAFI, PLDT Smart, and Arcanys.



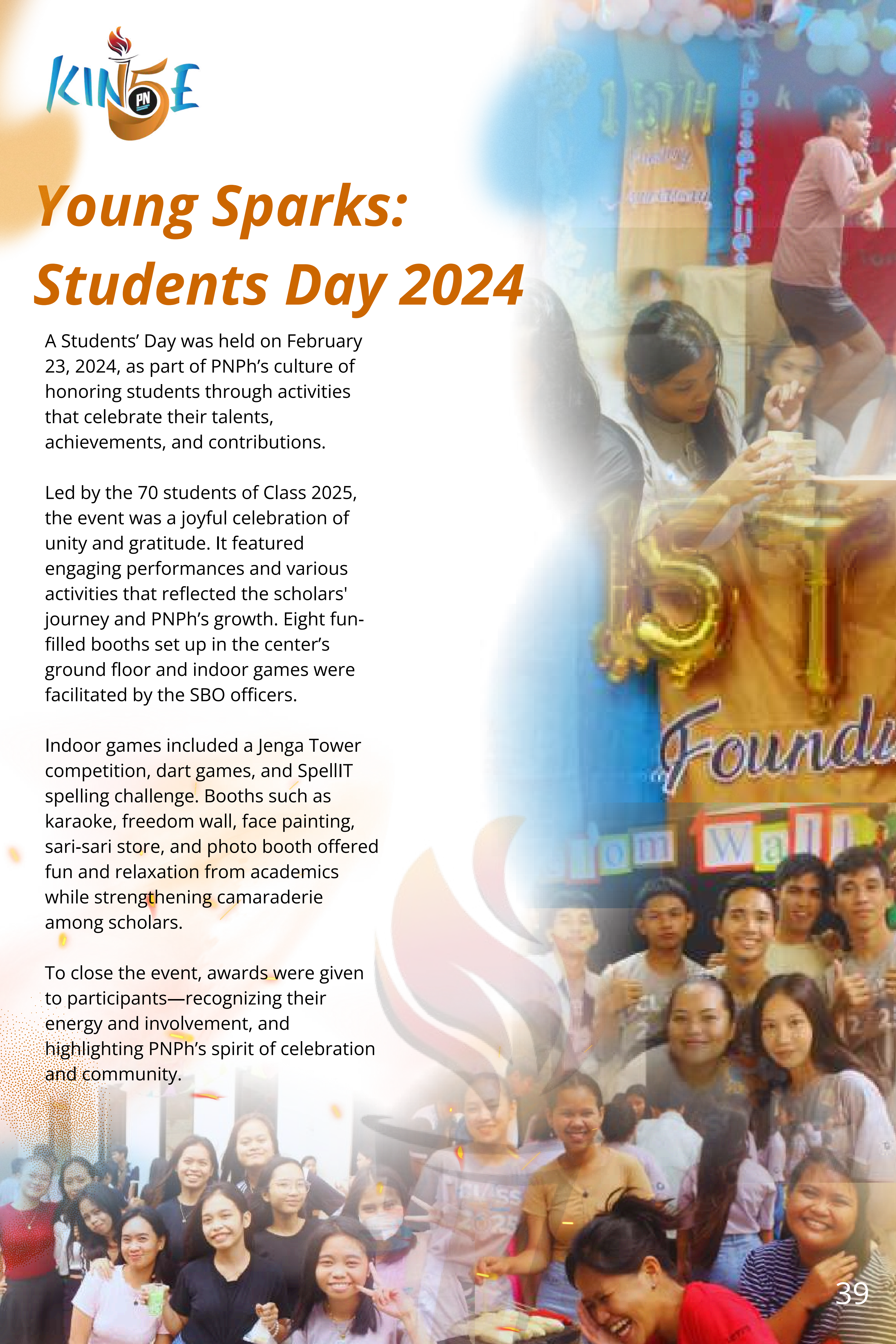
Young Sparks: Students Day 2024

A Students' Day was held on February 23, 2024, as part of PNPh's culture of honoring students through activities that celebrate their talents, achievements, and contributions.

Led by the 70 students of Class 2025, the event was a joyful celebration of unity and gratitude. It featured engaging performances and various activities that reflected the scholars' journey and PNPh's growth. Eight fun-filled booths set up in the center's ground floor and indoor games were facilitated by the SBO officers.

Indoor games included a Jenga Tower competition, dart games, and SpellIT spelling challenge. Booths such as karaoke, freedom wall, face painting, sari-sari store, and photo booth offered fun and relaxation from academics while strengthening camaraderie among scholars.

To close the event, awards were given to participants—recognizing their energy and involvement, and highlighting PNPh's spirit of celebration and community.





Lighting the Way Together: Partner's Night 2024

A meaningful Partners' Night was held on February 23, 2024, at the Golden Prince Hotel. The gathering honored the generosity and commitment of PNPh's donors, internship partners, and staff who have contributed to 15 years of empowering underserved Filipino youth through digital education

Country Director Ms. Luchi Flores expressed heartfelt thanks to institutional and internship partners whose support has enabled hundreds of students to access quality IT training and life skills. Internship partners were also recognized for their vital role in preparing scholars for the professional world.

A highlight of the evening was the tribute to Loyalty Awardees from our staff—Ms. Marilyn Avila, House Parent for 10 years, and Ms. Fe Cabando, who has served PNPh for 5 years. Their dedication has been central to the organization's impact. The night featured partner testimonials, student performances, and tokens of appreciation—reflecting the unity and shared mission that continues to drive PNPh forward.



Passing the Torch: Graduation Ceremony

On February 24, 2024, Passerelles Numériques Philippines (PNPh) proudly celebrated the graduation of 69 students from Class 2023 in a solemn and joyful ceremony held at the St. Joseph Chapel, University of San Carlos – Talamban Campus. This momentous event also marked the culmination of the 15th Foundation Day, making the day even more meaningful and symbolic for the organization.



The ceremony brought together students, families, PNPh staff, partner organizations, and academic collaborators to honor the resilience, dedication, and achievements of the graduates. The Class of 2023, having undergone PNPh's rigorous 2.5 years of education and training program, emerged not only with technical competencies but also with strong values, soft skills, and the readiness to build a brighter future for themselves and their communities.

The celebration included heartfelt messages from the Regional Director of DICT Region VII, Dir. Frederick Amores, parents, as well as a recognition of Medal of Excellence Awardee to Mr. Julecenio Estorco and the Best in Capstone Project composed of team members Hannah Cagaanan, Julecenio Estorco, Christine Martonia, and Omne Jean Pelingon. It was a day of reflection and gratitude, highlighting the impact of PNPh's mission to empower underprivileged youth through education and digital training.

As the graduates now embark on their professional journeys, their stories of transformation serve as a powerful testament to what is possible when opportunity, support, and determination converge. The Class of 2023 stands as a beacon of hope and inspiration for the generations of students to come. Passerelles Numériques Philippines congratulates the graduates and expresses its deepest appreciation to all partners, sponsors, and supporters who continue to believe in the power of education to change lives.



Cementing Bridges: Courtesy Visits





**BENOIT
GENUINI**
PN Honorary
President



PHUONG DO
PN Executive Director

Bridging Borders: Visits from PN Global



**AURÉLIE
BURETH**
PN Deputy Director



**CLÉMENCE
JUNOT**
Global Development Manager



GLOBAL PARTNERS

En partenariat
avec



UBS Optimus
Foundation



L'ORÉAL



LOCAL PARTNERS



KINSE Flamekeepers: People, Resources & Progress



ATTY. GERALDINE JORDA
President



ATTY. RUFÉ PAUL LEGORIO
Vice President



MARIFE PINERO
Treasurer



ELIZABETH LEPITEN
Secretary



PHUONG DO
Member (PN Global)



NOREENA LAGMAY
Member (Business)



MARICRIS JOY
ANUNCIACION
Member (PNPh Alumni)

Board of Trustees 2024

A large, faded background image of a diverse group of people, mostly women, cheering and raising their hands in excitement. They are wearing white t-shirts with the "Gateway for Life" logo.

The People Behind PNPh





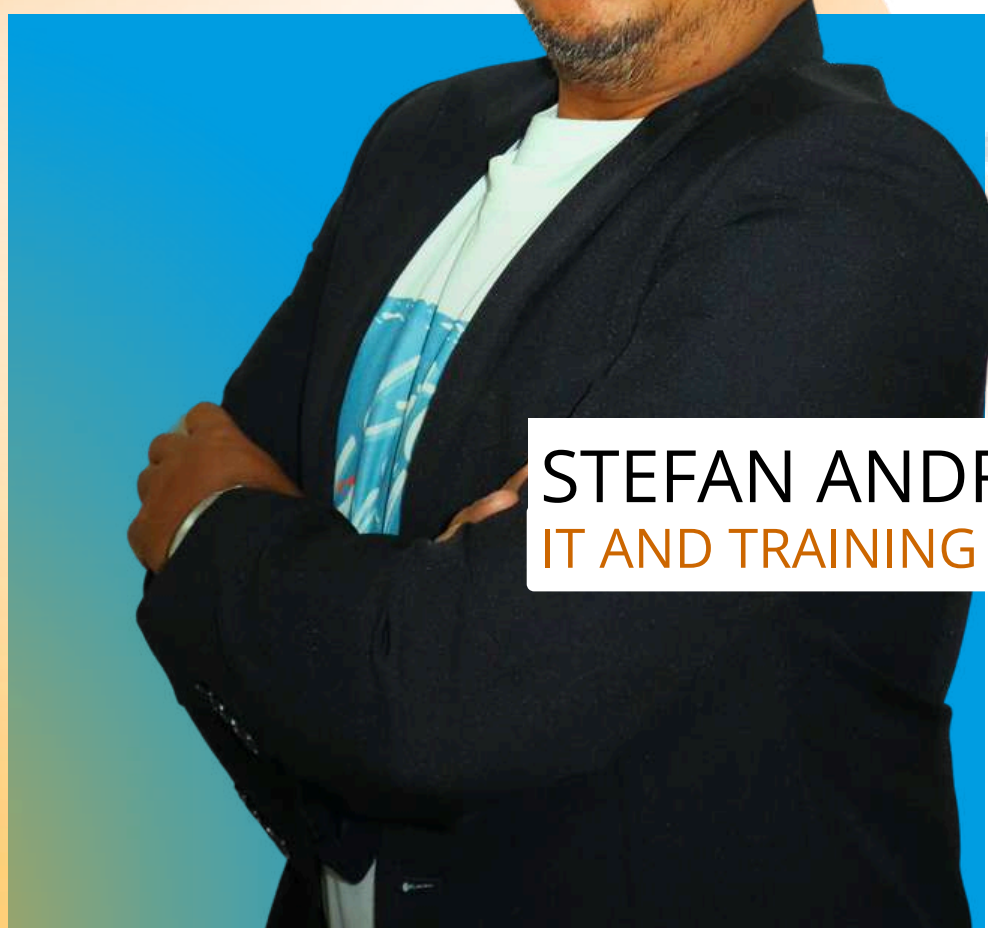
MARILOU FLORES
COUNTRY DIRECTOR



IRISH MAY BULAN
SELECTION & EDUCATION MANAGER



JEANNE SALVE
ADMIN & FINANCE MANAGER

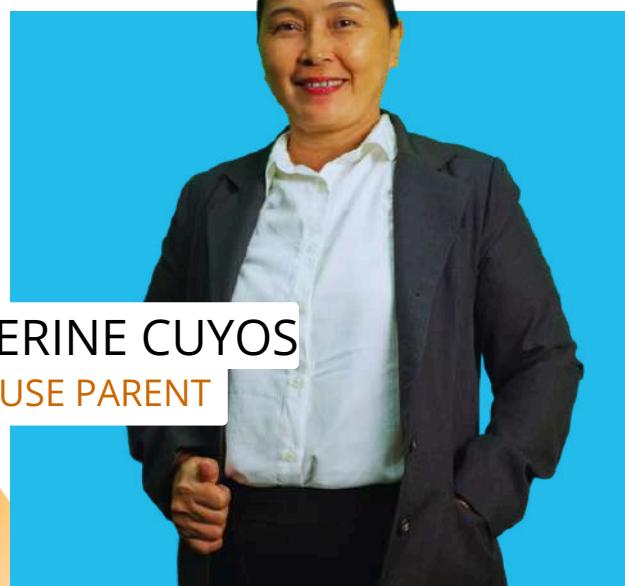


STEFAN ANDREI FLORES
IT AND TRAINING MANAGER



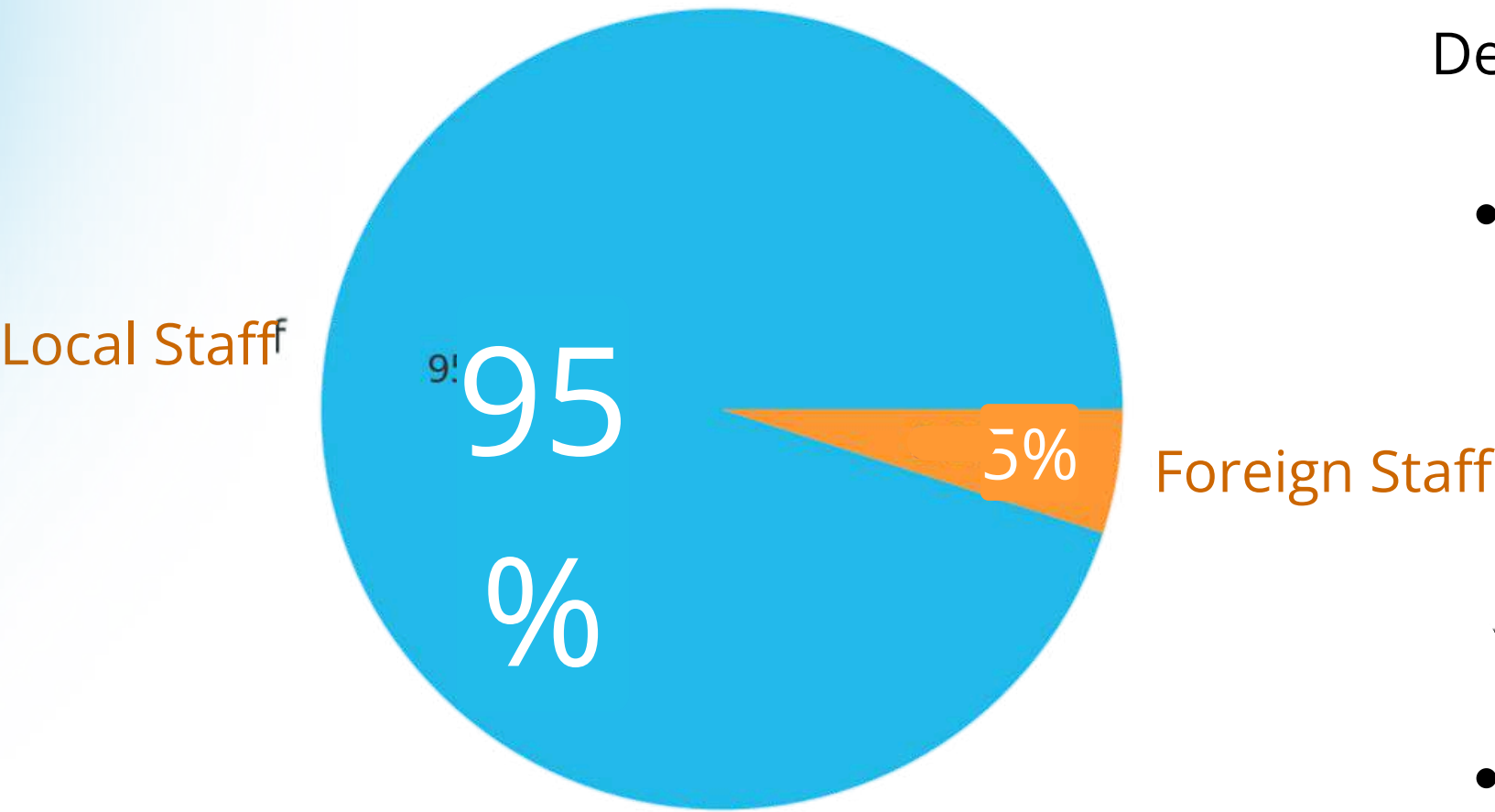
ISABELLE BARREAU
EXTERNAL RELATIONS MANAGER

MANAGEMENT COMMITTEE





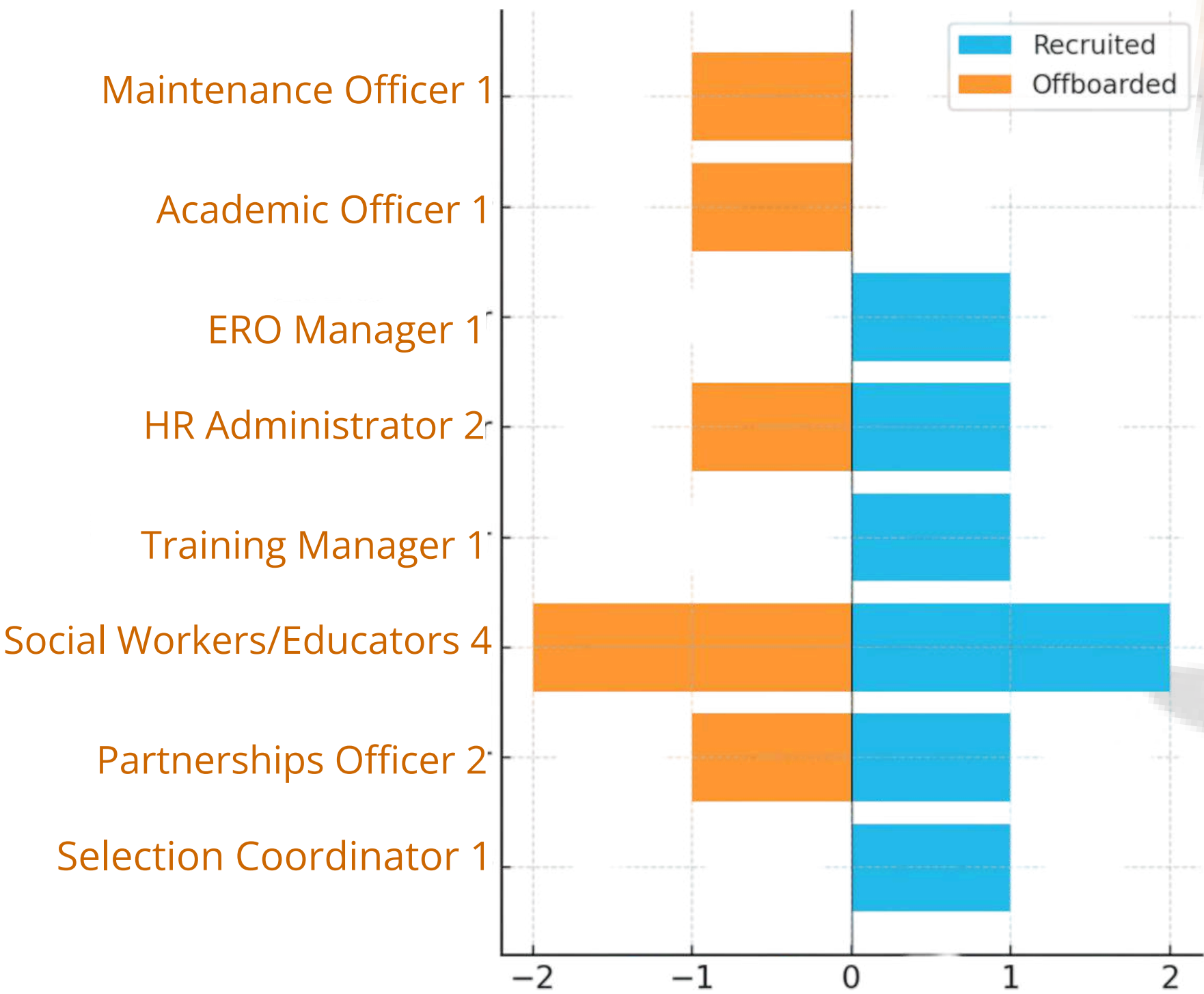
HR Report: Staff Movement



Employee Headcount (as of December 31, 2024):

- Total Employees: 20
 - Local Staff: 19
 - Foreign Staff: 1 (administered by PN Global, processed with the assistance of France Volontaires)
- Full-Time: 19
- Part-Time: 1
- male - 3
- female 17

Rrecruitment vs. Offboarding (2024)



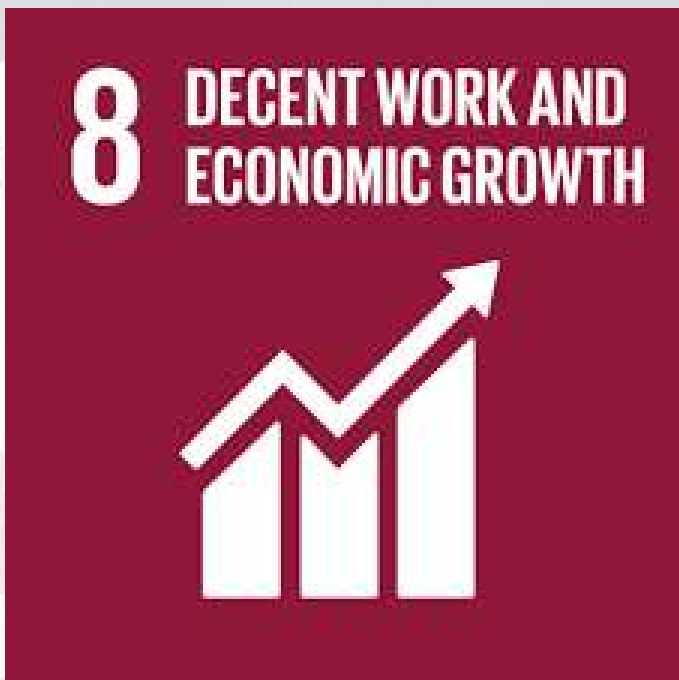
The vacated positions of Social Worker/Educator, Partnerships Officer, and HR Administrator were promptly filled within the same year. Additionally, critical leadership roles such as Selection Coordinator, Training Manager, and ERO Manager were appointed to ensure the organization's continued operational efficiency.



51.4% of Class 2026 were girls, supported by BRIDGES project

PNPh equipped 230 students with IT degrees, partnering with 135 schools and integrating gender-sensitive workshops and hydroponics training (KALIKUPAN project).

90 interns placed in 13 companies, with capstone projects addressing real-world industry needs.



SDG Highlights



PNPh provided 230 underprivileged students with full scholarships, targeting families earning 80% below the national average income (₱12,623/month).

78.6% of scholars came from rural areas, prioritizing marginalized groups (e.g., Sisters of Mary partnerships) and non-binary inclusion (5.7% of Class 2026).

Collaborated with LGUs (Carcar, Padre Burgos), PLDT-SMART (mental health/cybersecurity training), and AFD (BRIDGES project) to amplify impact.

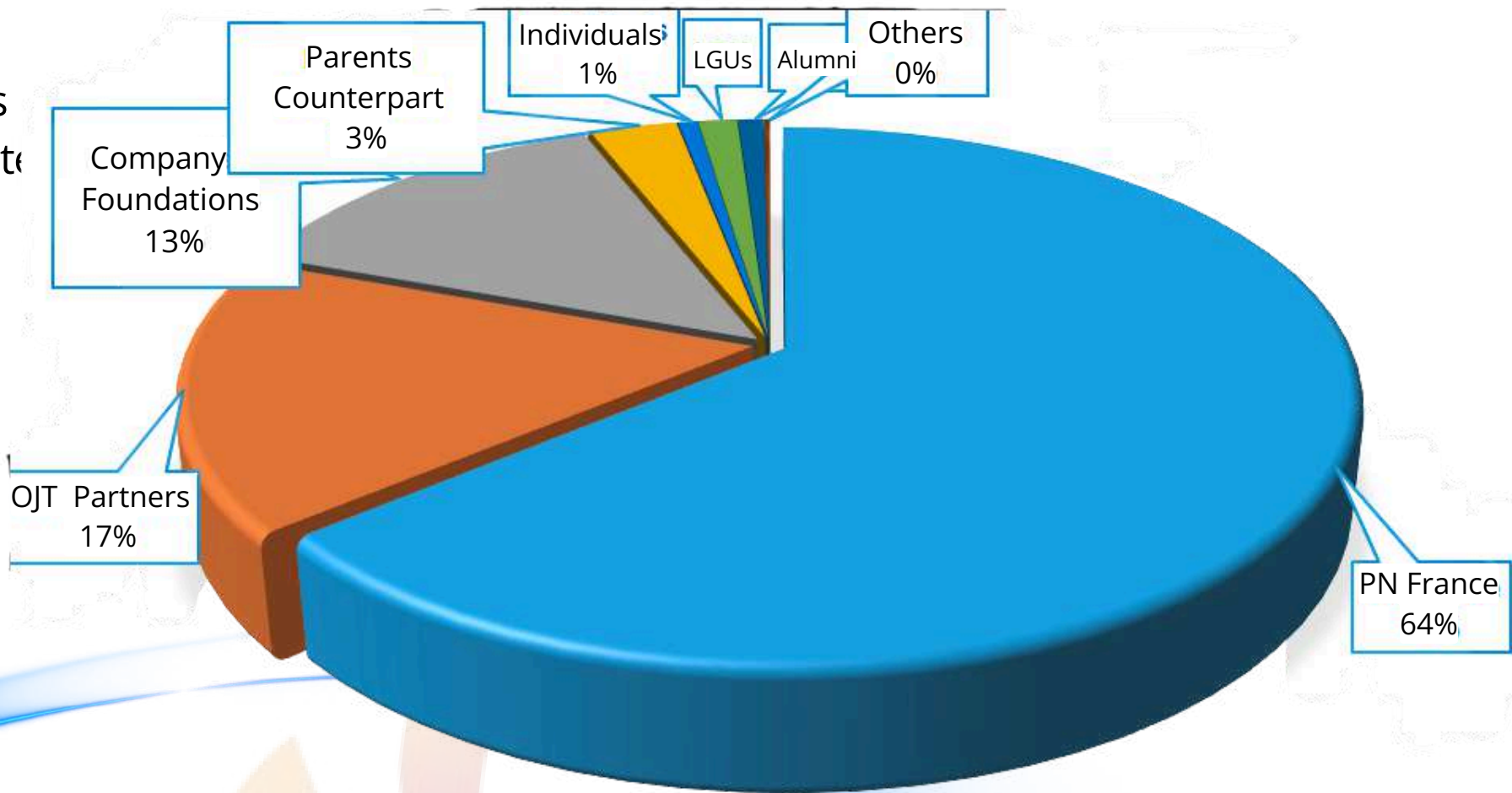


Financial Highlights

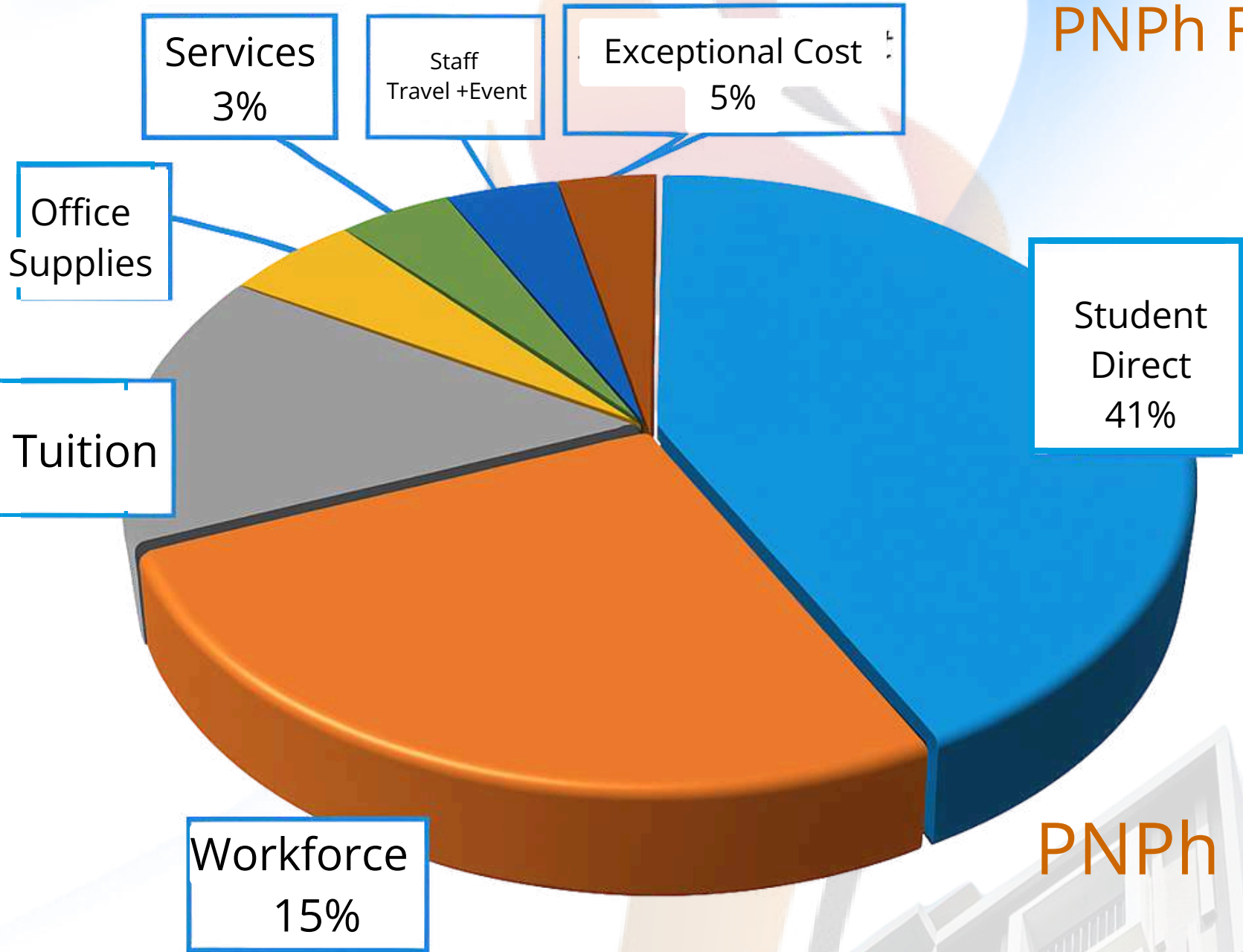
In 2024, the Company incurred one-time expenses related to the PN Lot Sale, other exceptional and new project costs, which significantly impacted the overall PNPh expenses for the year. As a result, PNPh expenses exceeded 13% of total expenditures compared to Budget 2024. These 6% costs arose related to PN Lot Sale, primarily from the resolution of encroachment issues identified through surveys conducted by both the buyer and the seller.

The one-time PN Lot expenses included the following:

- Agent Commissions
- Land Surveys
- Legal Fees
- Retitling Costs
- Other associated



PNPh Fund Source 2024



PNPh Expenses 2024

These expenses are considered extraordinary in nature and are not expected to recur in future reporting periods. In addition to the one-time PN Lot expenses, several programmatic and project costs contributed to the overall increase in expenditures for 2024.

These include:

- 4% Student travel costs associated with our new location and to our new university partner, Center to University and vice versa travel expenses.
- 2% Event-related expenses tied to the launch of a new project under the Agence Française de Développement (AFD), aimed at expanding our program reach and impact.
- 1% Initial implementation costs for the Hydroponics Project, supported by Telus International, including materials, setup, and pilot training sessions.



Class 2012

Aldiano, Catherine
Anggo, Emelie
Bagahansol, Ricky Jay
Canaya, Luisa
Delabrino, April Jane
Ebonalo, Ana Marie
Flores, John Rey
Laurente, Rey Anthony
Madaje, Catherine
Monterola, Albert Keith
Nepangue, Josephine
Nuñez, Mark Bernard
Oliva, Cherwin
Pitogo, Jennifer
Tero, Michelle
Vailoces, Nova

Class 2015

Abia, Carl Lorner
Albariga, Elvira
Belcina, Mary Clarette
Cabasag, Melchi
Compuesto, Geno
Corpuz, Regina
Desucatan, Ethel May
Escosar, Helen
Estrella, Leah
Fernandez, Jet-Sun C.
Fernandez, Rose Pearl
Geolion, Mary Jean
Gulfo, Rocelle
Jacinto, Melanie
Largo, Merelyn
Magallanes, Felma

Micasros, Karen
Mier, Aurelia
Ocana, Jolane
Dilla, Eliza Ross
Pandac, Ana Liza
Parlubasan, Rosser
Reyes, Mary Jane
Robles, John Virgilio
Rosales, Queenie
Sitones, Michelle D
Suquib, Hannah M
Tangpos, Marvin
Tiangzon, Rose

Class 2013

Cambarijan, Rex
Elmino, Fritz Ronel
Estriba, Rutchel
Gonzaga, Jacqueline
Perpo, Hipolito
Redira, Cindy
Tangpos, Jonathan

Class 2016

Centinales, Lyndon
Fomilmar, Roque
Gealon, Mike Gil
Geligan, Niño
Lenteria, Edna
Malisa, Aimelo
Marquez, Hefe
Paragasdas, Joneil
Sears, Russel John

Class 2014

Bordadora, Cristy B.
Cabungcag, Mary Pauline R.
Eteuban, Pauline Marie G.
Ibarra, Inaki M.
Lenteria, Amel T.
Magdadaro, Moonyeen T.
Mantilla, Leia Anjelica
Ohagan, Dial A.
Pitogo, Adones B.
Tangao, Divina M.
Villarba, Rhuby Jane R.
Ygrubay, Angeline C.

Class 2017

Amaya, Marjorie
Arguelles, Mar Jude
Camangyan, Reymark

Class 2018

Jadulco, JesseLito
Juni, JeffreyJohn

Class 2023

Bedoria, Soseit

Solidarity Act Completers: Giving Back to the Next Generation

The PNPh Solidarity Acts is a meaningful initiative that encourages alumni to support the next generation of PN students by contributing ₱20,000 over three years. This act of solidarity helps sustain the institution’s mission and ensures that future students receive the same opportunities that alumni once benefited from. We extend our deepest gratitude to the dedicated alumni who have completed their pledges—your generosity paves the way for new dreams to flourish. Beyond financial support, your mentorship and guidance inspire students to succeed and, in turn, give back when they too become successful alumni.

INDEPENDENT AUDITOR'S REPORT

**The Board of Trustees and Members,
PASSERELLES NUMERIQUES PHILIPPINES
FOUNDATION INC.**

**The Bird Bldg., Block 2, Lot 19, New Era St.
Barangay Luz, Mabolo, Cebu City**

Opinion

I have audited the financial statements of **PASSERELLES NUMERIQUES PHILIPPINES FOUNDATION INC.** (the Business), which comprise the statements of financial position as at **December 31, 2024 and 2023**, and the statements of income, statements of changes in equity and the statements of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Business as at **December 31, 2024 and 2023** and its financial performance and its cash flows for the year ended in accordance with Philippine Financial Reporting Standards for Small and Medium-sized Entities.

Basis of Opinion

I conducted my audit in accordance with Philippine Standards in Auditing (PSAs). My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the Business in accordance with the ethical requirements that are relevant to my audit of the financial statements in the Philippines, the Code of Ethics for Professional Accountants in the Philippines, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statement

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Philippine Financial Reporting Standards for Small and Medium-sized Entities, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Business' ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Business or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Business' financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with PSAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Business' ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Business to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Report on the Supplementary Information Required by Bureau of Internal Revenue

My audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary information to the financial statements is presented for purposes of filing with the Bureau of Internal Revenue and is not a required part of the basic financial statements. Such supplementary information is the responsibility of management and has been subjected to the auditing procedures applied in my audit of the basic financial statements. In my opinion, the supplementary information is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Cebu City, Philippines
April 13, 2025



Meriam G. Balagtas
CPA Cert No. 13195
BOA Registration No. 1211
Valid until June 30, 2027
BIR A.N. 13-131114-003-2023
Date Issued: January 20, 2023
Expiry Date: January 20, 2026
T.I.N: 123-767-094
PTR No. 1989640/January 06, 2025
Mandaue City

PASSERELLES NUMERIQUES PHILIPPINES FOUNDATION INC.
(A Non-stock, Non-Profit Organization)
Statement of Financial Position

		As at 31 December	
	Notes	2024	2023
A S S E T S			
Current Assets			
Cash and Cash Equivalents	3	2,876,513	831,476
Receivables	4	3,455,226	13,037,924
Advances & Prepayments		265,448	36,745
Total		6,597,187	13,906,145
Non-Current Assets			
Property, Plant and Equipment-Net	5	745,032	619,851
Other Assets	6	1,211,538	1,475,944
Total		1,956,570	2,095,795
Total Assets		8,553,757	16,001,940
LIABILITIES			
Current Liability			
Accounts Payable	7	4,082,864	5,438,397
Total		4,082,864	5,438,397
Non-Current Liabilities			
Due to PN Mother Association		4,421,248	5,332,960
Total		4,421,248	5,332,960
Fund balance		49,645	5,230,583
Total Liabilities and Fund Balance		8,553,757	16,001,940

(See Accompanying Notes to Financial Statements)

PASSERELLES NUMERIQUES PHILIPPINES FOUNDATION INC.
(A Non-stock, Non-Profit Organization)
Statement of Cash Flow

		Calendar year ended 31 December	
(In Philippine Peso)	Notes	2024	2023
Cash flow from operating activities			
Excess of Revenues and Supports		(5,180,938)	36,800
-Depreciation		179,889	283,379
Receivables		9,582,698	(9,081,591)
Advances & Prepayments		(228,703)	(10,223)
Other Assets		264,406	(1,030,650)
Accounts Payable		(1,355,533)	2,446,563
Due to PN Mother Association		(911,712)	(206,717)
Gain on Sale of Lot		-	(6,082,500)
Cash generated from operations		2,350,107	(13,644,939)
Income tax paid		-	-
NET CASH FLOW FROM OPERATING ACTIVITIES		2,350,107	(13,644,939)
Cash Flow from Investing Activities			
Acquisition of subsidiary, net of cash acquired		-	-
Purchases of property, plant and equipment(PPE)	3	(305,070)	(43,450)
Proceeds from sale of PPE		-	12,165,000
Net cash used in investing activities		(305,070)	12,121,550
Net(decrease)/increase in cash & cash equivalents		2,045,037	(1,523,389)
Cash and cash equivalents at beginning of year		831,476	2,354,865
Cash and cash equivalents end of year	3	2,876,513	831,476

(See Accompanying Notes to Financial Statements)



Passerelles Numériques (PN) is a French non-profit organization, created in 2005, working in Cambodia, the Philippines, Vietnam and Madagascar. In the Philippines the center is residential based with board, lodging and tuitions provided for 2.5 years.

Launched in 2009 in Cebu, Passerelles Numériques Philippines (PNPh) offers a 2.5 year IT training program based on a holistic educative approach including technical and soft skills, and a personal development program. Our students come from the poorest regions of Visayas and Mindanao. These geopolitical divisions form part of the priority areas for economic growth and development.

Our goal is that each student finds a quality job aligned with local tech market needs, allowing them and their families to escape poverty in a sustainable way and contribute to the social and economic development of their country.





Passerelles Numériques Philippines

The Bird Bldg., Lot 19, Block 2, New Era St., Brgy. Luz, Cebu City
info.philippines@passerellesnumeriques.org
www.passerellesnumeriques.org/philippines