

THE ArtiKel

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Full Transition to a Free Address Environment



Ideal for hybrid work, a Free Address office promotes mobility, increases collaboration and supports modern, agile work culture. Kelphil is one of the many companies that have embraced the flexibility of remote work, and employees have come to appreciate the benefits of a more balanced work-life equation.

Employees at a free address workspace are not restricted to particular workstations or desks. Free address is occasionally equated with "hot desking," but it's more about flexible possibilities for

different work environments than about having a choice of desk.

In the end, it is a paradigm that places an emphasis on adaptability, mobility, and teamwork.

The modern workforce might not be best served by a traditional workplace, particularly if you have a hybrid team. Adopting the idea of a free address workspace can lead to a host of advantages, including reduced expenses, improved teamwork, and increased worker satisfaction. It's a calculated decision that sets up your business for success in the changing workforce environment. ■

A Night of Opulence: Kelphil at its Brightest

December 19, 2025 at Discovery Suites Hotel



As the season ends, Kelphil has commenced their Christmas & Year End Party in the form of a Masquerade Ball - embracing a formal and elegant event showcasing sharp suited looks and beautiful, glittering dresses adorned with a mix of traditional and contemporary styled masks.

A masquerade ball in this day and age takes two exquisite time periods and Kelphil has brought them together through this event flawlessly.

The evening started off with opening remarks and Christmas greetings from General Manager Wataru Hoshina. Words of recognition and appreciation filled the venue along with the elated smiles from employees as a year-end bonus and salary increase was announced. A well-deserved treat for everyone in recognition of their hard work.

To kickstart the fun, party games stirred up everyone's enthusiasm as cash prizes were at stake. Adding to the excitement was the highly anticipated raffle draw with a variety of prizes ranging from appliances, cash prizes and even a staycation for 2 at a 5-star hotel. Winners were announced and Ms. Leslie Canapi attained the grand prize - TCL 55" Google TV.

After a hearty dinner, the presentation of Service Awardees

took place - a significant milestone for individuals whose unwavering dedication and contributions brought success and fulfillment to the company. As a profound gesture, the awardees were given a plaque along with a cash incentive, exhibiting the company's genuine gratitude for their loyalty and commitment.

The top performers, creatives, and employees with their commitment, tenacity, and contagious enthusiasm were also honored. These honors served as a reminder of the importance of cooperation, optimism, and quiet greatness, inspiring everyone and making them recognize the distinctive contributions that each person makes to the company. ■

A Night of Opulence: Kelphil at its Brightest (Continuation)

2025 Top Performer Award Recipients



Left to Right:

Eljon Nikko Tanega
(Plant Design and Engineering)

John Levie Manalad (Structural)

Kim Pearly Daliva (Kokuyo)

Jarrie Arriane Mactal
(Architectural)

Rachelle Anne Dino (Kokuyo)

Ma. Elizabeth Ann Uy (Fujiki)

Jinky Beredo
(System Building Group)

Joshua Jay Mendoza
(Construction Support Group)

2025 Special Awards



Rising Star Award

Rafaella Mercado &
Kriesel Marie Capistrano

Active Contributor Award

Abegail Layosa &
Alvin James Arboleda

Innovator Award

Marifer Victorino & Jerico Bandonill

Heart of the Team Award

Marco Samaniego &
James Mark Gonzales

Can Do Attitude Award

Marvin Parian & Debra Mae Jeves

After-Hours Hero Award

Leo Malig & Ivanne Manalo

Peak Performer Award

Shane Hilary Abado, Roselyn Anonical
& Krizzia Neth Orario

Resilient Award

Rhearose Mandario

A Night of Opulence: Kelphil at its Brightest (Continuation)*James, Star of the Night*

Everyone appeared dashing with their formal and luxurious attire but some of which really stood out that night. Ms. Shane from Archi Group and Mr. James from Structural Group rose to the top as the Stars of the Night. Meanwhile, for the Best Dressed category, Ms. Jehlie May from Kokuyo Group and Mr. Patch from Fujiki Group shone brightly, with Mr. Patch winning in this category for the second time in a row! Talk about fashion sense!

The evening ended with smiles, priceless memories, and a fresh outlook on improving and strengthening Kelphil for 2026 and far beyond.

*Patch, Star of the Night**Shane, Star of the Night**Jehlie May, Best Dressed*

A Night of Opulence: Kelphil at its Brightest (Continuation)

Service Awardees



Roselyn R. Anonical
Julianne Nicole D. Cometa
Jarrie Arriane E. Mactal
Shane Hilary L. Abado
Marco M. Samaniego
Roniel T. Miranda



Kenneth Primo N. Gayados
John Levie V. Manalad
Abner Aslee C. Lopez
James Mark C. Gonzales



Herme Vallerie G. Patulot
Jaison A. Erpelo

A Night of Opulence: Kelphil at its Brightest (Continuation)

Service Awardee



Armando T. Genovante

A Memorable Return: President Araki-san at Kelphil Inc.



Over a year ago, President Araki-san visited Kelphil Inc., based in Mandaluyong, Philippines, and created a memorable experience for employees by organizing a BINGO game. The activity brought excitement and joy to the workplace, leaving a lasting impression on everyone who participated. This year, President Araki once again visited the Philippines for a business trip from February 9 to 12, 2026. For employees who had experienced his visit the previous year, the occasion brought a sense of déjà vu. Meanwhile, for those witnessing President Araki's visit for the first time, it was a truly memorable moment.

In his address, Araki-san recognized the outstanding performance of 2025, highlighting that it marked the highest sales on record. He extended his heartfelt thanks to all employees for their hard work and dedication.

As part of the visit, another BINGO game was held on February 9, 2026, with chocolate treats given as prizes to the winners. Adding to the cheerful atmosphere, Araki-san humorously guided the first few winners in selecting their chocolates, encouraging them to choose the most expensive and beautifully wrapped ones. This thoughtful gesture from President Araki reflects the company's appreciation for its employees and serves as a reminder that everyone's efforts and contributions are recognized and valued. Such moments not only foster a positive workplace culture but also strengthen the spirit of teamwork within the organization. ■

Mr. Alvin James Arboleda Begins Long-Term Assignment in Chiba, Japan



As part of our continued collaboration with our Japanese counterparts, Mr. Alvin James Arboleda officially began his long-term assignment in Chiba, Japan on February 2, 2026.

Having previously experienced an overseas assignment, Mr. Arboleda shared that his transition and adjustment have been relatively smooth. Drawing from his past experience, he was able to quickly adapt to his new environment and routine.

In his current role, Mr. Arboleda is responsible for handling design-

related work requests from various Japanese counterparts. Depending on the nature of the request, he either coordinates the tasks with Kelphil, Inc. or completes the design work himself.

Although he describes his experience so far as still developing, Mr. Arboleda noted that the assignment has already contributed to his personal growth by helping him become more independent.

We wish Mr. Arboleda continued success in his assignment and look forward to hearing more about his experiences and achievements in Japan in the coming months. ■

His role plays an important part in ensuring efficient communication and support between teams.

JLPT Passers (December 2025)



Kudos to the Kelphil employees who successfully completed the JLPT exam last December 2025. Your effort towards becoming proficient in Japanese has certainly paid off.

N3: Agerico Funelas

N4: Alexander Brey Pisigan

N3: John Paul Larracas

N5: Eljon Nikko Tanega

Happy at Work, Happy in Life: Discovering Joy in Your Career, "I Choose Happiness"

By Ms. Jeanne M. Capulong, Life Coach



PhilCare
ActiveNation

**HAPPY AT WORK, HAPPY IN LIFE:
DISCOVERING JOY IN YOUR CAREER**

Jeanne Capulong is a graduate of the University of the Philippines with an educational background in social sciences; she majored in history and minored in philosophy. She has been responsible for developing and executing employee retention strategies that enhance workplace performance, satisfaction, and retention. Her expertise includes collaborating with cross-functional teams to align initiatives with organizational goals, resulting in a positive work culture and increased productivity. She also consults, analyzes, and drives training initiatives and interventions with various lines of business. With her educational and professional background, Jeanne understands that employees and people have varied responses to stress, learning, and socializing. She combines her academic expertise with her practical experience in employee engagement and training. She is an active volunteer with numerous organizations - having her ability to manage large-scale projects and create efficient processes. She is a compelling speaker offering insights into leadership, stress management, training programs and is committed to creating inclusive and supportive work environments.

**DECEMBER 11, 2025
10:00 AM - 11:00 AM**

**ZOOM MEETING ID: 878 0360 1341
PASSCODE: JOY**

JEANNE M. CAPULONG
LIFE COACH

On a typical 9–5 workday, it's easy to get caught up in deadlines, meetings, check-ins, and those unexpected "urgent" tasks that pop up along the way. With so much going on, maintaining a sense of balance and well-being can sometimes feel like a challenge.

To support employees in navigating these demands, a life coach affiliated with PhilCare, Ms. Jeanne M. Capulong, conducted an interactive Zoom webinar with Kelphil, Inc. on December 11, 2025, titled "Happy at Work, Happy in Life: Discovering

Joy in Your Career." The session created an engaging space where participants could reflect on their experiences and share insights.

Workplace happiness is not just about external rewards, but also about mindset, purpose, and healthy work habits.

The webinar highlighted the importance of finding balance and meaning in one's professional life, emphasizing that workplace happiness is not just about external rewards, but also about mindset, purpose, and healthy work habits. One of the key takeaways from the

session was the quote, *"I choose happiness,"* reminding participants that while challenges at work are inevitable, how we respond to them is within our control.

The discussion also touched on general strategies such as building positive relationships in the workplace, managing stress effectively, and aligning personal values with organizational goals. It emphasized the value of cross-functional collaboration in fostering a supportive and productive work environment. When teams work together toward shared goals, it not only improves efficiency but also strengthens a positive work culture. Overall, the webinar encouraged employees to take a step back and reflect on how they can cultivate joy in their careers, reinforcing the idea that happiness at work can lead to a more fulfilling and balanced life. ■

Successful Implementation of 60% WFH Flexible Schedule Policy



Starting January 2026, our company successfully implemented the **60% WFH Flexible Schedule Policy**, allowing employees to work from home for up to **12 days per month**.

This hybrid arrangement was introduced to support flexibility, improve work-life balance, and create a more sustainable way of working.

Since its rollout, employees have smoothly adapted to the hybrid setup, balancing remote work and onsite reporting. Office days remain focused on collaboration, planning,

and team engagement, while work-from-home days support focused and uninterrupted productivity.

The policy has also helped ease external challenges such as rising fuel prices and transportation difficulties. Employees shared that reduced commuting has lessened both financial costs and daily travel stress, making work routines more manageable in the current economic environment.

Employee feedback has been largely positive. Many noted improved productivity during remote workdays, better energy levels due to less commuting, and financial savings from reduced transportation expenses. Office days, meanwhile, have become more intentional and effective for collaboration and team alignment.

An added benefit has been the reduction in Vacation Leave usage,

as employees are now better able to manage short personal needs through the flexible hybrid schedule, reserving leave for longer and more meaningful breaks.

Overall, the successful implementation of the **60% WFH Flexible Schedule Policy** reflects our company's commitment to employee well-being, productivity, and adaptability in both workplace and external environment. ■

KELPHIL New Regular Employee



**Jelly Ann
Rancap**

**Plant Design and
Engineering Group**



**What message would you like to share
about your regularization?**

I'm grateful for the opportunity to officially be part of the KEL fam. Over the past six months, I've become more confident in my 3D modeling skills thanks to my teammates. I look forward to learning even more in the future.

**Design.
Connect.
Affect.**



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