

METHODOLOGY

The Philippines' Best Employers **2027**

Scope, Data Collection, Evaluation and Results

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The Philippines' Best Employers recognizes organizations that create an **attractive work environment** for their employees



Methodology

- The Philippines' Best Employers were selected through an independent study conducted on a broad sample of employees working in companies with **at least 250 employees** in the Philippines.
- The survey was conducted using several online access panels, ensuring a representative sample of employees in the Philippines. Each respondent was asked, in an open-ended question with an auto-complete option, to indicate the company or institution they work for. The study included companies from **all sectors** employing at least 250 people in the Philippines. To build the evaluated sample, the study included more than **700,000 employer evaluations**.
- The final score is based on two types of evaluations: employees' willingness to recommend their own employer and their willingness to recommend other employers within the same industry in which they are currently employed. Greater weight is given to the willingness to recommend one's own employer.
- Completing the questionnaire took an average of **10 minutes**.
- The 300 companies that achieve the highest total scores will be awarded the title of **"The Philippines' Best Employers 2027"**.

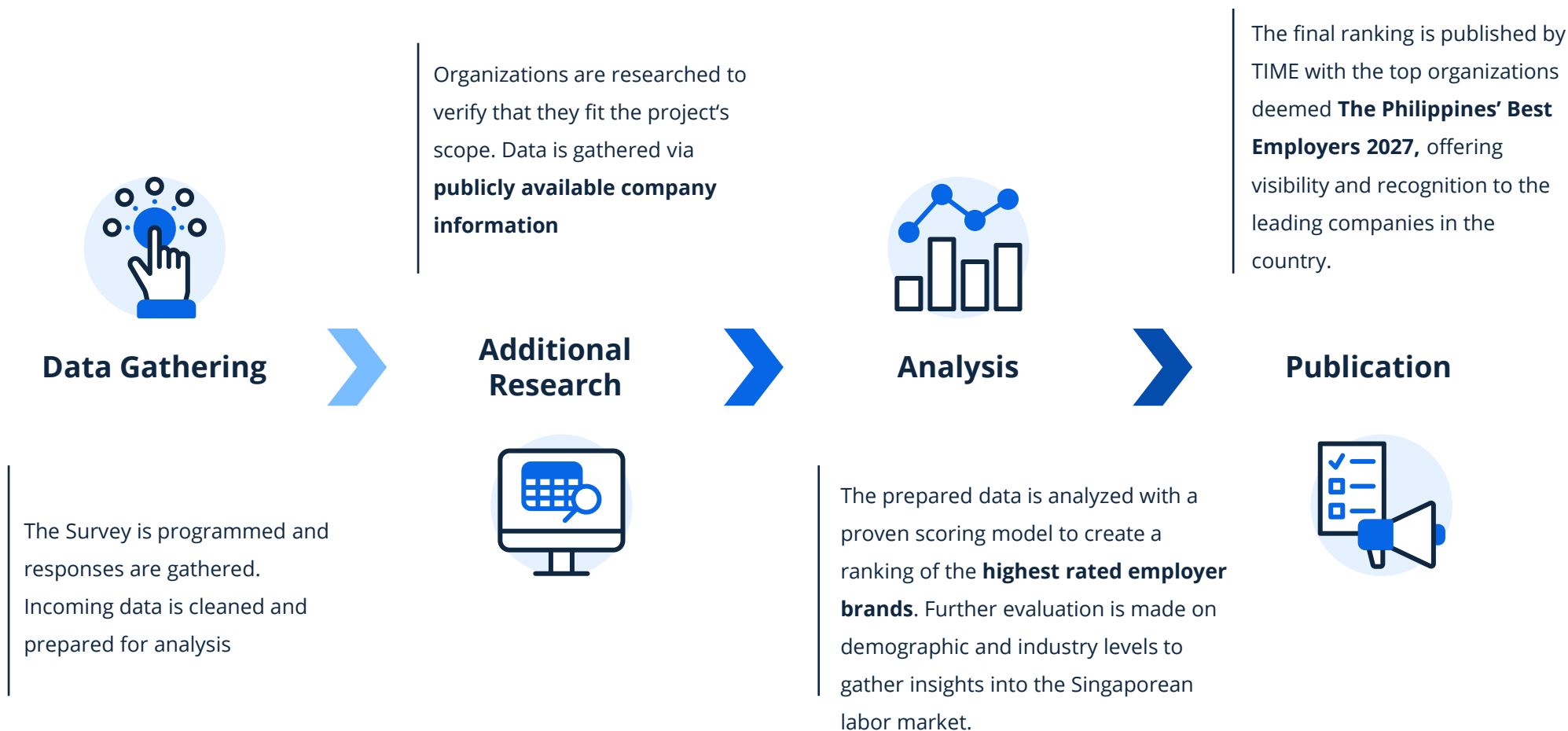


Executive Summary

- **Title of ranking:** The Philippines' Best Employers 2027
- **Media partner:** The Philippine Daily Inquirer
- **Edition:** 5th
- **Number of awardees:** 300
- **Methodology:** Survey
- **Criteria used for determining rank:** Willingness to recommend one's own employer and willingness to recommend employers from other companies within the same sector.

The Philippines' Best Employers follows a proven approach to determine the ranking

Data-based results



The evaluation is based on data collected through online panels, with **over 700,000** employer evaluations

Data collection through online access panels



Online Access Panel

An online access panel is a sample group set up by a survey company and available for custom-built surveys. People register and agree to take part in online surveys.



Participants

- ✓ **Full-Time** (> 35 hours per week)
- ✓ **Part-Time** (< 35 hours per week)
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size** < 250 employees



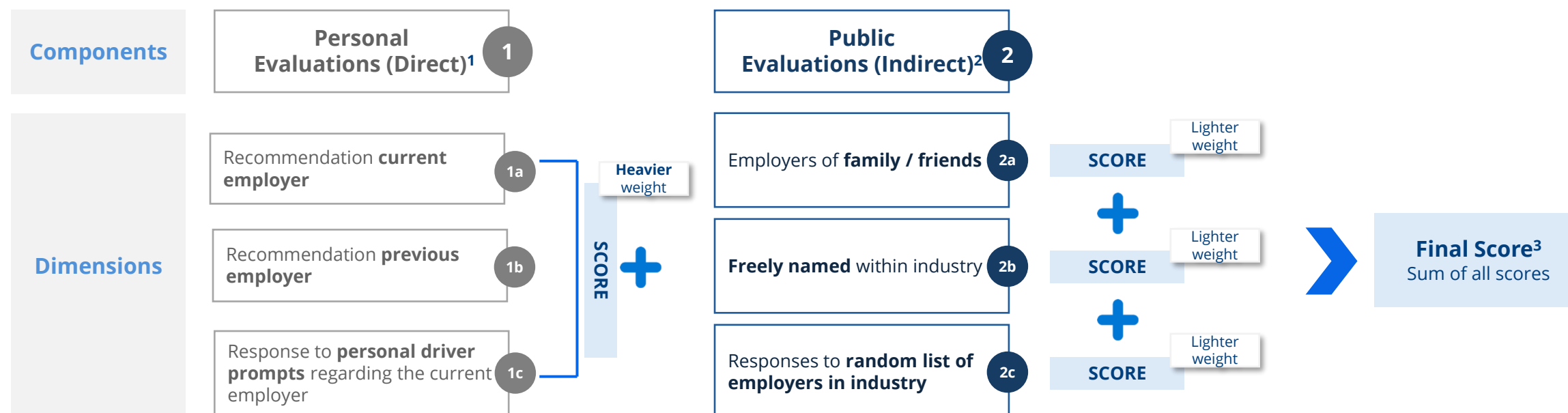
Survey Periods

April – end of May 2026

The survey utilizes an **online access panel** to gather a representative sample of **employees in the Philippines** — both part-time and full-time for **companies and institutions employing at least 250 employees** in the Philippines.

Willingness to recommend plays a particularly important role in shaping the ranking score.

Scoring Model



1 - **Personal Evaluations (Direct)** is the willingness to recommend one's own employer.

2 - **Public Evaluations (Indirect)** is the willingness to recommend other employers within the industry.

3 - **Final Score** : Relative benchmark scoring system is used to set the top performer to 100 and scales all other scores accordingly, ensuring direct comparability and fair evaluation relative to the best observed performance.

Industries

Each employer was assigned a respective industry

1. Aerospace & Defense
2. Agriculture
3. Automotive (Automotive and Suppliers)
4. Banking and Financial Services
5. Business Process Outsourcing
6. Clothing, Shoes, Sports Equipment
7. Construction, Oil & Gas Operations, Mining and Chemicals
8. Drugs & Biotechnology
9. Economy, Politics & NGO
10. Education
11. Engineering, Manufacturing
12. Food, Soft Beverages, Alcohol & Tobacco
13. Government Services
14. Health Care Equipment & Services
15. Health Care & Social
16. Insurance
17. IT, Internet, Software & Services
18. Media & Advertising
19. Packaged Goods
20. Professional Services
21. Real Estate
22. Restaurants
23. Retail and Wholesale
24. Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
25. Telecommunications Services, Cable Supplier
26. Transportation and Logistics
27. Travel & Leisure
28. Utilities

Legal disclaimer for the ranking **The Philippines' Best Employers 2027**

Disclaimer

The ranking is comprised exclusively of employers that are eligible regarding the scope described in this document. A mention in the ranking is a positive recognition based on employee recommendations, peer recommendations and publicly available data sources at the time. The ranking is the result of an elaborate process which, due to the interval of data-collection and analysis, is a reflection of this calendar year. Furthermore, events following August 1st, 2026, and/or pertaining to individual persons affiliated/associated to the employers were not included in the metrics. As such, the results of this ranking should not be used as the sole source of information for future deliberations. The information provided in this ranking should be considered in conjunction with other available information about the employers. The quality of employers that are not included in the rankings is not disputed.