

SUSTAINABILITY PERFORMANCE INDICATORS

About our sustainability performance indicators

For disclosures in this report that reference sustainability reporting standards such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB), we cover entities within ACEN's operational control, unless indicated otherwise. Reporting using the operational control approach entails that we account for 100% of an entity's data if ACEN or its subsidiaries can implement operating policies over the entity. Aside from qualitative and quantitative disclosures using sustainability reporting standards, we report on areas where ACEN has considerable financial, environmental and social impacts. For example, our programs and impact on local communities include not only ACEN and its subsidiaries but also affiliates over which ACEN does not necessarily have operational control.

Our environmental data has been restated to align to the operational control approach for reporting non-financial data. In previous years, ACEN followed the approach of applying equity share in facilities where it does not have operational control for energy, water and waste data. Starting 2024, we report using the operational control approach for disclosing environmental information, including energy, water, waste and emissions data.

Economic

Economic performance

Methodology

Economic values are based on ACEN's consolidated audited financial statements.

Amount in thousand pesos (in ₱ '000s)	2022	2023	2024
Direct economic value generated	55,470,788	45,391,095	47,384,845
Direct economic value distributed	69,819,161	54,017,490	43,898,741
a. Operating cost (payments to suppliers)	36,882,765	31,916,830	26,933,442
b. Employee wages and benefits	1,185,226	1,765,391	2,425,800
c. Dividends given to stockholders and interest payments to loan providers	30,383,216	17,959,328	12,046,620
d. Taxes given to government	1,264,356	2,263,716	2,304,752
e. Investments to community (CSR, sponsorships donations, contributions)	103,599	112,225	188,127
Procurement practice (in %)			
	2022	2023	2024
Procurement budget spent on local suppliers	97	100	99

Environment

Energy

Methodology

Our direct energy consumption include various fuels used for our operating projects. Indirect energy consumption comes from electricity purchased for our offices and operating projects. To calculate for the share of energy consumption from renewable sources, self-generated energy from our renewable plants used for own consumption is divided by the total energy consumption within the organization. The figures for our fuel and electricity consumption are based on utility bills, sales invoices and internal trackers.

Energy consumption within the organization (in kWh)	2022	2023	2024
Fuel	76,171,470	479,514,810	314,560,672
Electricity	14,037,503	10,935,222	70,485,138
> Purchased from the grid	14,037,503	10,935,222	45,825,366
> From own generation	-	-	24,659,772
Total	775,208,973	490,450,031	385,045,809
% Renewable	-	-	5%
% Non-renewable	100%	100%	95%

Energy consumption within the organization	2022	2023	2024
Fuel (in L)	64,301,265	40,566,220	26,684,535
Electricity (in GJ)	50,535	39,367	253,747

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GHG emissions

Methodology

We use the GHG Protocol Corporate Standard in accounting and reporting GHG emissions. Following the operational control approach, facilities under our operational control are included in the scope 1, 2 and 3 reporting, while other sites, such as joint ventures, are included in the scope 3 investments category only. The global warming potential (GWP) values used in our GHG inventory are based on the Intergovernmental Panel on Climate Change's (IPCC) 'Fourth Assessment Report' (AR4).

Our scope 1 emissions come from the combustion of fuels for energy generation and to power our equipment, generator sets and company vehicles. Scope 2 emissions come from electricity purchased by our plants and offices. Lastly, our scope 3 emissions come from upstream and downstream activities outside our operational control. This includes purchased goods and services and capital goods procured during the year for projects under construction, fuel- and energy- related activities, transportation and distribution of goods purchased for the year, management of waste from operating projects, and operational emissions from plants that are not under our operational control. We use primary data to calculate emissions for all scopes except purchased goods and services and capital goods, which use spend-based data.

Emissions disclosed in the table reflect the divestment of our only coal-fired power plant, South Luzon Thermal Energy Corp (SLTEC).

GHG intensity is calculated by dividing scope 1 and 2 emissions over our total attributable output for facilities under our operational control.

GHG emissions intensity (in tCO ₂ e)	2022	2023	2024
Scope 1	176,722	109,452	84,282
› Stationary	173,266	109,015	83,589
› Mobile	3,456	437	693
Scope 2			
› Location-based	9,765	7,788	32,239
› Market-based	9,765	7,788	27,969
Scope 3	4,556,958	3,837,880	3,978,047
› Purchased goods and services	34,303	38,254	236,716
› Capital goods	65,061	76,349	107,143
› Fuel- and energy-related activities	3,609,006	3,440,289	3,320,256
› Upstream transportation and distribution	797,661	263,640	245,919
› Waste	140	165	248
› Investments	50,497	18,461	67,766
Total	4,743,156	3,954,398	4,090,299
GHG emissions intensity (in tCO₂e/MWh)	2022	2023	2024
Scope 1 and 2 (market-based)	0.182	0.069	0.044

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Waste

Methodology

We monitor certain types of waste that are material to ACEN's operations. Waste diversion methods include recycling and treatment in accordance with national regulations. Waste that has not be disposed has been stored for treatment or disposal. The figures for our waste generation data are based on internal monitoring logs. On the other hand, waste diversion and disposal data are based on self-monitoring reports submitted to regulatory agencies or hauling receipts.

Waste generation (in kg)	2022	2023	2024
Hazardous waste			
› Used oil (in L)	1,110,236	740,077	398,216
› Electronic waste	5,400	3,814	9,266
› Batteries	477	1,260	3,352
› Busted fluorescent lamps	5	10	105
› Contaminated containers	1,431	672	1,026
› Oil contaminated materials	43,225	47,662	72,596
› Other hazardous wastes*	2,949	1,154	3,806
Non-hazardous waste	35,407	45,935	128,905
Total (excluding used oil)	88,894	100,507	219,056

*Other hazardous wastes include plant-specific wastes such as lead compounds, clinical waste, resinous materials

Waste diversion (in kg)	2024
Hazardous waste	89,602
› Diverted from disposal	59,913
› Directed to disposal	29,690
Non-hazardous waste	129,007
› Diverted from disposal	33,100
› Directed to disposal	95,907
Total	218,610
% Diverted	59%
% Disposed	41%

*Figures on hazardous waste disposal and diversion exclude used oil, which is measured in liters. For used oil, 274,578 liters were diverted from disposal while 54,039 liters were disposed.

Water

Methodology

Water withdrawal includes all water sources that are material to ACEN's operations. The figures for water-related data are based on meter readings and utility bills for third-party water. Water-stressed areas are areas tagged as "High Risk" or "Extremely High Risk" based on WRI's Aqueduct Global Water Tool. We calculate water intensity using total water withdrawal per unit of energy generation. Water intensity is computed by dividing total water withdrawn by total attributable output for facilities under our operational control.

Water consumption (in cubic meters)	2022	2023	2024
Water withdrawal	220,611,875	72,608	78,056
› Surface water	8,216	11,124	14,986
› Groundwater	8,789	8,611	6,250
› Third-party water	50,063	52,873	56,819
› Seawater	220,544,807	-	-
Water discharge	-	18,052	25,721
› Surface water	-	4,633	6,630
› Groundwater	-	1,924	6,749
› Third-party water	-	11,495	12,251
› Seawater	-	-	90
Water withdrawal in water-stressed areas	5,383	5,486	5,044
Water consumption in water-stressed areas	-	4,358	2,848
Water intensity (cubic meter per MWh)	215,643	0.043	0.030

Environmental compliance

Environmental compliance	Unit	2023	2024
Total amount of significant fines paid for non-compliance of environmental laws and regulations	₱	0	0

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Social

Employment

Methodology

Employees included in this headcount are those who have a direct contract with ACEN and are not hired through agencies or contractors. Permanent employees consider those who are on probation and regularized. Temporary employees, which we began reporting in more detail in 2024, include consultants, project-based employees, as well as those with fixed terms indicated in their contracts.

Employee headcount	2022	2023	2024
Permanent employees	713	914	1,056
Temporary employees	26	42	138
Total	739	956	1,194

Employees by gender	2022	2023	2024
Permanent employees			
› Female	278	368	483
› Male	435	546	573
Temporary employees			
› Female	-	-	50
› Male	-	-	88

Employees by age	2022	2023	2024
Permanent employees			
› Under 30 years old	212	238	258
› 30-50 years old	435	599	714
› Over 50 years old	66	77	84
Temporary employees			
› Under 30 years old	-	-	50
› 30-50 years old	-	-	56
› Over 50 years old	-	-	32

Employees by position	2022	2023	2024
Permanent employees			
› Rank-and-file	392	353	388
› Middle management	259	493	570
› Senior management	62	66	98
Temporary employees			
› Rank-and-file	-	-	54
› Middle management	-	-	62
› Senior management	-	-	22

Employees by type	2024
Permanent employees	
› Full-time	1,052
› Part-time	4
Temporary employees	
› Full-time	133
› Part-time	5

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New hires

Methodology

New hires include permanent and temporary employees whose hiring date is on or between January 1, 2024 to December 31, 2024.

	2022	2023	2024
New hires	288	313	376
New hires by gender	2024	New hires by age	2024
> Female	182	> Full-time	370
> Male	194	> Part-time	6
New hires by age	2024	New hires by position	2024
> Under 30 years old	137	> Rank-and-file	141
> 30-50 years old	206	> Middle management	200
> Over 50 years old	33	> Senior management	35
Employee turnover¹	2022	2023	2024
Voluntary turnover	70	93	116
Involuntary turnover	14	15	15
Retirement	14	8	3
End-of-contract	21	13	10
Turnover rate ²	9.40%	11.40%	11.80%

1. Voluntary turnover, involuntary turnover and retirement comprise of permanent employees, while end-of-contract comprises of temporary employees.
2. Turnover rate is calculated by dividing voluntary turnover with average permanent employee headcount during the year.

Diversity

Methodology

We report on employees by gender to determine gender diversity of our workforce. The percentage of women in leadership positions is the same as the percentage of females in senior management. Permanent and temporary employees were considered in this count.

Percentage of females per rank	2023	2024
Senior management	42%	38%
Middle management	46%	49%
Rank-and-file	31%	41%
Total management	45%	47%
Total workforce	40%	45%



As our business continues to grow, we ensure our workforce remains diverse and inclusive.

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Parental leaves

Methodology

Parental leaves include employees who have taken time off from work to perform parental duties and responsibilities. We comply with applicable laws and regulations in providing parental leave benefits for the countries where we operate.

	2024
Employees entitled to the benefit	
› Female	342
› Male	418
› Solo parent	6
Employees who availed the benefit	
› Female	23
› Male	20
› Solo parent	-
Employees who returned to work after parental leave	
› Female	23
› Male	18
› Solo parent	-
Employees who retained 12 months after returning to work	
› Female	13
› Male	6
› Solo parent	-

Training and development

Methodology

Training hours cover the trainings attended by permanent and temporary employees within ACEN. Average training hours is calculated by dividing the total training hours by the total number of employees (permanent and temporary).

Total training hours by gender	2022	2023	2024
› Female	8,443	11,588	12,001
› Male	33,237	20,302	20,164

Total training hours by position	2022	2023	2024
› Rank-and-file	22,399	11,844	12,112
› Middle management	18,574	16,779	18,645
› Senior management	706	3,267	1,408

Average training hours by gender	2022	2023	2024
› Female	30	31	23
› Male	76	37	31

Average training hours by position	2022	2023	2024
› Rank-and-file	57	34	27
› Middle management	72	34	30
› Senior management	11	50	12

Investment (in ₱ millions)	2022	2023	2024
Total amount spent for training and development*	33	14	49

*2023 data only considered investment for core and targeted programs for employees situated in the Philippines



Led by our human resources team, we regularly conduct "Lunch & Learn" sessions about various company-related topics to improve the skillset of our employees.

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Health and safety

Methodology

We report on health and safety data of our employees and contractors. In previous years, numbers were consolidated. In 2024, we began separating the data between our employees and contractors.

Lost time injuries refer to injuries resulting in permanent partial disability that partially limits a person's ability to work or perform daily activities but does not completely prevent them from working. Non-lost time injuries refer to injuries that do not result in lost workdays such as restricted work cases and medical treatment cases. TRCF, Fatality Rate and LTIFR were computed based on a 1,000,000-hour basis. Formula is based on the number of cases, fatalities or injuries multiplied by 1,000,000 and divided by total man-hours.

To comply with our sustainability reporting approach in which we include entities within ACEN's operational control, we disclose health and safety performance for ACEN and its subsidiaries in the first table. The second table covers ACEN, its subsidiaries and affiliates, reflecting the company's entire portfolio.



We are committed to transparency by reporting our 2024 health and safety performance covering employees and contractors.

Health and safety performance (ACEN and subsidiaries)	2024	
	Employees	Contractors
Total recordable cases (injuries)	-	24
> High-consequence work-related injuries	-	-
• Fatalities	-	-
• Permanent total disability	-	-
> Non-high consequence work related injuries	-	24
• Lost time injuries	-	5
• Non-lost time injuries	-	19
Total recordable cases frequency rate (TRCF)	0%	2.68%
Fatality rate	0%	0%
High consequence work-related injury rate	0%	0%

Health and safety performance (ACEN, subsidiaries and affiliates)	2024	
	Employees	Contractors
Total recordable cases (injuries)	-	26
> High-consequence work-related injuries	-	-
• Fatalities	-	-
• Permanent total disability	-	-
> Non-high consequence work related injuries	-	26
• Lost time injuries	-	5
• Non-lost time injuries	-	21
Total recordable cases frequency rate (TRCF)	0%	1.85%
Fatality rate	0%	0%
High consequence work-related injury rate	0%	0%