



HUMAN RIGHTS POLICY STATEMENT

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Document Control

This document shall be reviewed annually by the ACEN Corporation Corporate Governance and Nomination Committee.

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HUMAN RIGHTS POLICY STATEMENT

We in ACEN CORPORATION and its subsidiaries (“ACEN”) believe that respect for human rights is indispensable in the conduct of our business and that the achievement of our long-term goals should not come at the expense of the communities where we do business, and the individuals who are affected by our business.

Our Human Rights Policy Statement sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights.

Our approach to human rights is based on:

- 1) The United Nations Guiding Principles on Business and Human Rights
- 2) The United Nations Universal Declaration of Human Rights
- 3) The International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work
- 4) OECD Guidelines for Multinational Enterprises

We believe that respect for and protection of human rights entails that:

- 1) not only do we avoid causing or contributing to adverse human rights impacts, but we must also actively address such adverse human rights impacts;
- 2) we should seek ways to prevent or mitigate adverse human rights impacts that are directly linked to our business operations, products or services by a business relationship, even if we ourselves do not contribute to those impacts.
- 3) we carry out human rights due diligence in order to identify, prevent, mitigate and account for how we address their adverse human rights impacts, including assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed.
- 4) we provide for or cooperate through legitimate processes in the remediation of adverse human rights impacts where they identify that they have caused or contributed to these impacts.

We are responsible for upholding these principles throughout our entire organization, including our stakeholders, including business partners, vendors and suppliers, and clients.

ACEN’s Board of Directors is responsible for reviewing and overseeing corporate responsibility policies and programs. ACEN’s executive team, including the Chief Executive Officer and Chief Financial Officer, oversees the implementation of these policies and coordinates our efforts to identify, address, train and report on our human rights risks and opportunities and foster a dialogue on these issues with human rights experts, employees, shareholders and other stakeholders. In carrying out these responsibilities, the Board of Directors and Officers are guided by the following principles:

SUSTAINABILITY. ACEN recognizes the right to a clean, healthy and sustainable environment as a human right as recognized by the UN General Assembly. To this end, we have set our environmental goals in our Environment and Social Policy Statement. We affirm our commitment to Net Zero and to this end, ACEN will take measures to prevent, minimize and control its direct greenhouse gas (GHG) emissions and will transition to a low carbon portfolio by 2030. We likewise affirm our commitment to protect biodiversity, forest areas, endangered and migratory species, water resources and aquatic habitats.

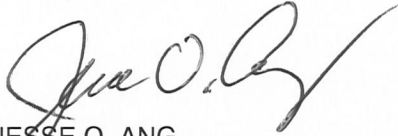

ETHICAL BUSINESS CONDUCT. As detailed in our Code of Business Conduct and Ethics, we are committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business transacted on behalf of ACEN to be conducted with honesty and integrity, in full compliance with all applicable laws and regulations.



SAFE AND HEALTHY WORKPLACE, EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES. We believe in treating our employees with integrity and respect. Therefore, we promote a work environment of transparency and trust. We endeavor to compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards, and provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws. We respect the principles of freedom of association and collective bargaining. We do not and will not engage in or condone any form of forced labor, human trafficking or child labor.

DIVERSITY AND INCLUSION. We believe in a workplace free from discrimination on the basis of race, sex, color, social status, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other protected status. We support and encourage diversity and inclusion within our business and the organizations with which we do business. We are committed to the protection of women’s rights. We are committed to providing equal opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation.

INDIGENOUS PEOPLE’S RIGHTS. We recognize that our power projects may require the utilization and/or acquisition of rights to indigenous land and may impact indigenous communities. Consistent with our Environment and Social Policy, we recognize and will protect indigenous people’s rights to be fairly compensated for the use of indigenous land and will adhere to the principle of “free, prior, and informed consent” when carrying out projects on indigenous lands.

Date of Board Approval:	7 August 2023
Date of Committee Approval:	26 July 2023  JESSE O. ANG Chair, Corporate Governance and Nomination Committee
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