



ESG Data Sheet

As of December 2023



Introduction

This ESG data sheet aims to provide a consolidated overview of ACEN's non-financial performance. Metrics included in this datasheet cover our activities during the period 1 January to 31 December for the years indicated.

Selected performance data included in this data sheet is discussed further in the ACEN Integrated Report 2023. The data sheet should be read in conjunction with the sustainability report and is not a substitute for it. The report is available at <https://www.acenrenewables.com/sustainability/policy-reports/>

How we report ESG data

The disclosures of this report cover entities and operations consolidated in ACEN's financial statements. We report on group-level data, including ACEN Australia as a new subsidiary under the ACEN Group beginning 2023. ESG data for South Luzon Thermal Energy Corporation (SLTEC) were excluded in the reporting scope following the divestment of SLTEC in November 2022.

ACEN uses the GHG Protocol Corporate Standard in disclosing emissions data. Operational control is used in which the organization accounts for 100% of operational emissions if the organization or one of its subsidiaries has the ability to introduce and implement operating policies. For projects that ACEN does not have operational control in, emissions are categorized under Scope 3: Investments. For other environmental disclosures on energy, water and waste, ACEN follows the approach of applying equity share in facilities where it does not have operational control.



Reports and frameworks

Copies of all ACEN's key reports can be found on our website: <https://www.acenrenewables.com/sustainability/policy-reports/>

Reports

- ▶ [2023 Integrated Report](#)
- ▶ [SEC 17A Annual Report 2023](#)
- ▶ [Full Year 2023 Analyst and Investor Briefing](#)
- ▶ [2024 Definitive Information Statement \(DIS\)](#)

Reporting Standards and Frameworks

- ▶ [Task Force on Climate-related Financial Disclosures](#)
- ▶ [SASB Standards \(Sector: Electric Utilities & Power Generators\)](#)
- ▶ [GRI Standards](#)
- ▶ [International Integrated Reporting Framework](#)
- ▶ [UN Sustainable Development Goals](#)
- ▶ [CDP Climate Change Questionnaire](#)

Policies and positions

- ▶ [Code of Conduct](#)
- ▶ [Corporate Governance Manual](#)
- ▶ [Enterprise Risk Management \(ERM\) Policy](#)
- ▶ [Enterprise Risk Management \(ERM\) Policy Statement](#)
- ▶ [ESG Policy](#)
- ▶ [Data Privacy Policy](#)
- ▶ [Health, Safety, Security, and Environment Policy](#)
- ▶ [Human Rights Policy](#)
- ▶ [Information Security Policy Statement](#)
- ▶ [Internal Audit Charter](#)
- ▶ [Learning and Development Policy](#)
- ▶ [Procurement Policy](#)
- ▶ [Related-Party Transactions Policy](#)
- ▶ [Succession Policy](#)
- ▶ [Sustainability Committee Charter](#)
- ▶ [Supplier Code of Conduct](#)
- ▶ [Whistleblower Policy](#)



Materiality Process

To determine economic, environmental, social and governance issues that are important to ACEN and its stakeholders, we conducted a series of materiality exercises in collaboration with an external consultant and business unit heads, identifying topics that are important to ACEN both financially and from an external impact perspective.

Our material ESG issues were updated to reflect our engagements with investors, rating institutions, and other stakeholder concerns regarding ESG. This was supplemented by research activities on the latest developments around sustainability reporting frameworks and industry-specific sustainability issues. Roadshows were also conducted with our leadership team and the board-level Sustainability Committee to validate our material ESG issues and identify strategic action plans around key ESG issues moving forward.

We conduct the materiality process every 1-2 years to ensure that material ESG topics and our ESG strategy are continuously updated to ensure relevance to our stakeholders.

ACEN's Material Issues

Environment

- 1 Circular economy
- 2 Energy efficiency and carbon reduction
- 3 Climate risks and opportunities
- 4 Biodiversity
- 5 Air pollution
- 6 Waste management
- 7 Environmental policy and certifications

Social

- 8 Human rights
- 9 Occupational health and safety
- 10 Supply chain sustainability
- 11 Human capital management
- 12 Local communities
- 13 Customers

Economic/Governance

- 14 Energy infrastructure
- 15 Business ethics & good governance
- 16 Sustainable finance
- 17 Innovation, digitalization, cybersecurity



Economic

Economic performance (amounts in php '000s)

	2021	2022	2023
Direct economic value generated	33,627,623.10	55,470,787.95	45,391,095.28
Direct economic value distributed	40,534,616.27	69,819,161.34	54,017,489.72
a. Operating cost (Payments to suppliers)	22,041,560.21	36,882,765.06	31,916,829.60
b. Employee wages and benefits	902,207.00	1,185,226.00	1,765,391.00
c. Dividends given to stockholders and interest payments to loan providers	14,417,369.62	30,383,216.05	17,959,328.39
d. Taxes given to government	3,097,378.49	1,264,355.69	2,263,716.05
e. Investments to community (CSR, sponsorships, donations, contributions)	76,100.96	103,598.54	112,225.68

Based on ACEN Consolidated Audited FS

Procurement practice (in %)

	2021	2022	2023
Procurement budget spent on local suppliers	96	97	100



Environment

Electricity and fuel consumption

	Unit	2021	2022	2023
Electricity consumption	kWh	16,509,786.89	24,011,801.42	18,812,314.86
Diesel consumption	liters	73,868,365.41	92,268,777.27	44,931,819.48
Gasoline consumption	liters	17,936.61	19,552.98	412,270.71

Electricity consumption pertains to total electricity purchased from the grid.

Energy consumption (in GJ)

	2021	2022	2023
Energy consumption from diesel	2,828,678.73	3,533,012.22	1,702,076.02
Energy consumption from gasoline	621.67	669.91	9,693.45
Energy consumption from coal	20,499,934.95	19,626,167.30	-
Electricity/indirect energy	58,605.85	75,895.82	67,724.33
Energy consumed within the organization	23,387,841.20	23,235,745.24	1,779,493.80
Energy intensity (in GJ/GWh)	5,048.16	4,694.36	382.90

Energy consumption from coal is zero due to the divestment of the SLTEC plant through ACEN's Energy Transition Mechanism.

Air emissions (in tonnes)

	2023
NOx	10,829.33
SOx	7,531.03
CO	3,235.57
PM10	730.88

Air emissions data covers ACEN's thermal assets.



Environment

Greenhouse gas emissions (in tonnes CO₂e)

	2021	2022	2023
Scope 1 emissions	2,141,993.03	2,076,894.27	109,451.85
Scope 2 emissions (location-based)	10,069.12	12,172.21	7,788.29
Scope 2 emissions (market-based)	10,069.12	12,172.21	7,788.29
Scope 3 emissions (OPG&S)	116,992.00	588,382.18	1,219,521.08
Scope 3 emissions (capital goods)	63,029.00	68,255.91	64,453.28
Scope 3 emissions (FERA)	4,020,973.00	1,432,701.41	3,738,335.63
Scope 3 emissions (upstream transportation)	397.76	703.00	453.61
Scope 3 emissions (waste generated)	19,064.00	33,268.53	16,899.17
Scope 3 emissions (investments)	61,199.00	76,432.00	18,461.14
Total scope 3 emissions	4,281,654.76	2,199,743.03	5,058,123.92
Emissions intensity (Scopes 1 and 2) (in tonnes CO₂e/GWh)	464.51	422.06	78.08

Our scope 1 emissions include the direct combustion of various diesel and gasoline among our Company's plant equipment, generator sets, and company-owned vehicles. Standards used for the computations are based on the GHG Protocol Corporate Accounting and Reporting Standard. The gases reported include carbon dioxide, methane, and nitrous oxide.

Our scope 2 emissions include the indirect energy emissions from the purchase of electricity from the national grid. Location-based grid emission factors used for local facilities are based on the Department of Energy (Philippines).

ACEN's 2022 and 2023 GHG emissions disclosures follow the operational control approach prescribed by the GHG Protocol.

ACEN's 2021 Scope 3 emissions are a result of rebaselining activities conducted with a third party consultant to reflect the divestment of the SLTEC coal asset.



Environment

Water (in cu.m)

	2021	2022	2023
Water consumption	180,984.21	196,641.19	80,126.04
Water consumption intensity (in cu.m/GWh)	39.06	39.73	17.24
Water withdrawal	257,437,958.44	220,778,969.16	146,663.88
Surface water	5,158.00	11,915.64	12,869.52
Groundwater	46,063.80	84,641.81	56,383.77
Seawater	257,256,974.23	220,544,807.23	-
Third-party water	129,762.41	137,604.48	77,410.59
Water discharge	257,256,974.23	220,582,327.97	66,537.83
Surface water	-	-	14,561.50
Groundwater	-	-	33,887.03
Seawater	-	-	-
Third-party water	-	-	18,089.31
Water consumption in water-stressed areas	-	-	19,426.27

ACEN has included the breakdown for water discharge figures in 2023.

Water-stressed areas are defined as "High Risk" or "Extremely High Risk" areas, as mapped by WRI's Aqueduct Global Water Tool.

Seawater withdrawal and discharge is zero due to the divestment of the SLTEC plant through ACEN's Energy Transition Mechanism.

Environmental compliance

	2021	2022	2023
Total number of significant fines paid for non-compliance of environmental laws and regulations	-	-	-

Significant fines are fines that amount to Php 50,000 and above.



Environment

Waste generated by type (in kg)

	2021	2022	2023
Batteries	12,113.36	15,676.40	1,449.48
Electronic waste	7,998.69	20,746.25	6,632.41
Used oil (in liters)	1,145,922.27	1,408,450.54	769,480.78
Busted fluorescent lamps	107.50	-	40.25
Oil contaminated containers and materials	41,558.95	96,152.39	61,823.82
Chemical contaminated materials	3,733.00	11,199.89	1,014.19
Other hazardous wastes	17,352.41	3,362.55	2,141.74
Solid waste	-	462,727.53	74,702.10

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

Waste disposed by type (in kg)

	2023
Batteries	6,219.75
Electronic waste	10,675.28
Used oil (in liters)	730,530.07
Busted fluorescent lamps	42.97
Oil contaminated containers and materials	56,571.94
Chemical contaminated materials	717.94
Other hazardous wastes	1,735.67
Solid waste	70,680.96

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



Social

Employee headcount

	2021	2022	2023
Permanent employees	702	713	914
Temporary employees	48	26	42

Permanent employees by age

2021			2022			2023		
Under 30 years old	30-50 years old	Over 50 years old	Under 30 years old	30-50 years old	Over 50 years old	Under 30 years old	30-50 years old	Over 50 years old
222	393	87	212	435	66	238	599	77

Permanent employees by gender

2021		2022		2023	
Male	Female	Male	Female	Male	Female
515	187	435	278	546	368

Permanent employees by position

2021			2022			2023		
Rank-and-file	Middle management	Senior management	Rank-and-file	Middle management	Senior management	Rank-and-file	Middle management	Senior management
422	249	31	392	259	62	353	493	66

Secondes are not included in this count.



Social

New hires by age

2023		
Under 30 years old	30-50 years old	Over 50 years old
133	170	10

New hires by position

2023		
Rank-and-file	Middle management	Senior management
121	175	17

New hires by gender

2023	
Male	Female
177	136

Hires and turnover

	2021	2022	2023
% of positions filled by internal candidates (internal hires)	-	-	1.3%
New employee hires	140	288	313
Voluntary turnover	56	70	93
Involuntary turnover	32	14	15
Retirement	11	14	8
End-of-contract	11	21	13
Turnover rate	8.0%	9.8%	10.2%

ACEN's turnover rate was determined by dividing voluntary turnover by permanent employee headcount in a given year.

Percent of positions filled by internal candidates does not include employees under plant operations in the Philippines.

Share of women by position (% of total in category)

2023				
Rank-and-file	Middle management	Senior management	Total management	Total workforce
31.34%	45.87%	41.77%	45.32%	39.94%

Permanent and temporary employees are considered in this count.



Social

Training hours by gender

	2021		2022		2023	
	Total hours	Average hours	Total hours	Average hours	Total hours	Average hours
Male	21,770	42	33,237	53	20,302	49
Female	5,116	27	8,443	27	11,588	60

2023 training figures cover ACEN's Philippine Head Office and Plant Operations.

Training hours by position

	2021		2022		2023	
	Total hours	Average hours	Total hours	Average hours	Total hours	Average hours
Rank-and-file	16,953	40	22,399	40	11,844	49
Middle management	8,497	34	18,574	60	16,779	55
Senior management	1,436	46	706	11	3,267	55

2023 training figures cover ACEN's Philippine Head Office and Plant Operations.

Total training hours

	2021	2022	2023
Total employee training hours	26,886	41,680	31,890
Company-wide average training hours	38	44	53

2023 training figures cover ACEN's Philippine Head Office and Plant Operations.



Social

Occupational health and safety

	2021		2022	2023
Total number of fatalities	0	Total number of fatalities	0	0
Total number of non-disabling injuries	90	Lost time injury cases	3	0
Total number of disabling injuries	0	Lost time injury frequency	0	0
Safe manhours	6,468,047	Total recordable cases	22	20
		Safe manhours	19,249,258	22,552,798

This table includes occupational health and safety data for both direct and indirect workers at the plant level.

Lost time injury - Work-related incident that results in a worker being unable to return to work within 24 hours;

Total recordable cases - Sum of LTI, medical treatment case and restricted work case

Supply chain

	2022	2023
Number of Tier-1 suppliers	653	882
Significant suppliers in Tier-1	101	358
% of total spend on significant suppliers in Tier-1	1	82%
Number of significant suppliers in non Tier-1	-	-
Total number of significant suppliers (both Tier-1 & non Tier-1)	101	358



Governance

Anti-corruption and business ethics

	2021	2022	2023
Incidents of corruption and breaches of the Code of Conduct	0	0	0

Diversity in leadership (in %)

	2021	2022	2023
Percentage of board members who are women	45%	45%	27%
Percentage of board members who are independent directors	36%	36%	36%
Percentage of women in leadership positions (AVP and above)	35%	39%	42%

Corporate Information

Stakeholder Inquiries

We welcome inquiries from analysts, the financial community, institutional and retail investors, customers, media and the general public. Please contact:

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Human Resources

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Financial Statements

Our 2023 Audited Financial Statements and Definitive Information Statement may be accessed from www.acenrenewables.com

Shareholder Services and Assistance

For inquiries regarding dividend payments, change of address and account status, and lost or damaged stock certificates, please write or call:

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