

# Economic Performance Indices

2019 and 2020 figures are restated to reflect the retroactive infusion of international assets into ACEN

Economic Performance	Unit	2019 Performance	2020 Performance	2021 Performance
Direct economic value generated	PhP	17,802,268.00	25,426,041.63	33,627,623.10
Direct economic value distributed	PhP	24,556,605.00	36,514,841.48	40,534,616.27
a. Operating cost (Payments to suppliers)	PhP	15,212,620.26	14,487,138.51	22,041,560.21
b. Employee wages and benefits	PhP	429,912.17	938,163.00	902,207.00
c. Dividends given to stockholders and interest payments to loan providers	PhP	7,224,516.00	18,421,475.00	14,417,369.62
d. Taxes given to government	PhP	1,689,556.56	2,602,372.53	3,097,378.49
e. Investments to community (CSR, sponsorships, donations, contributions)	PhP	-	65,692.44	76,100.96

Based on ACEN Consolidated Audited FS

Procurement Practice	Unit	2019 Performance	2020 Performance	2021 Performance
Procurement budget spent on local suppliers	%	90	89	96

# Environmental Performance Indices

2019 and 2020 figures are restated to reflect the retroactive infusion of international assets into ACEN

Electricity and Fuel Consumption	Unit	2019 Performance	2020 Performance	2021 Performance
Electricity Consumption	kWh	23,722,107.48	15,403,417.67	16,509,786.89
Diesel Consumption	liters	41,674,180.50	15,104,243.66	73,868,365.41
Gasoline Consumption	liters	1,842,086.79	32,953.59	17,936.61
Coal Consumption	Tons	782,489.30	1,037,355.79	1,084,652.64

Energy Consumption	Unit	2019 Performance	2020 Performance	2021 Performance
Energy consumption from diesel	GJ	1,595,850.50	578,394.45	2,828,678.73
Energy consumption from gasoline	GJ	63,845.21	1,142.14	621.67
Energy consumption from coal	GJ	14,789,047.77	19,606,024.41	20,499,934.95
Electricity/indirect energy	GJ	85,399.59	54,876.78	58,605.85
Energy consumed within the organization	GJ	16,534,143.07	20,240,437.78	23,387,841.20
Energy intensity	GJ/GWh	4,731.46	5,300.96	5,048.16

Emissions	Unit	2019 Performance	2020 Performance	2021 Performance
Scope 1 Emissions	Tons CO <sub>2</sub> e	1,256,933.46	1,574,956.48	2,343,050.57
Scope 2 Emissions	Tons CO <sub>2</sub> e	16,617.31	11,942.01	11,849.48
Scope 1 Emissions (Attributable)	Tons CO <sub>2</sub> e	1,057,138.93	1,286,896.34	2,141,993.03
Scope 2 Emissions (Attributable)	Tons CO <sub>2</sub> e	16,245.32	10,960.41	10,069.12
Total Attributable GHG Emissions	Tons CO <sub>2</sub> e	1,073,384.25	1,297,856.74	2,152,062.15
Emissions Intensity	Tons CO <sub>2</sub> e/ GWh	307.16	339.91	464.51

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, as well as, the combustion of coal in SLTEC. 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.

# Environmental Performance Indices

Water	Unit	2019 Performance	2020 Performance	2021 Performance
Water Consumption	cu.m	136,418.59	200,357.27	180,984.21
Water Withdrawal	cu.m	248,347,418.59	265,206,702.35	257,437,958.44
Surface Water	cu.m	-	2,445.00	5,158.00
Ground Water	cu.m	19,042.19	9,191.10	46,063.80
Seawater	cu.m	248,211,000.00	265,006,345.08	257,256,974.23
3rd Party Water	cu.m	117,376.40	188,721.17	129,762.41

*Seawater withdrawn by SLTEC from Balayan Bay is pass-through water for cooling purposes*

Hazardous Waste Generated by Type	Unit	2019 Performance	2020 Performance	2021 Performance
Batteries	kg	11,038.80	5,597.00	12,113.36
Electronic waste	kg	1,381.00	5,172.45	7,998.69
Used oil	kg	1,031,302.98	1,034,353.52	1,145,922.27
Busted fluorescent lamps	kg	500.50	485.62	107.50
Oil contaminated materials	kg	63,089.30	1,433,841.80	41,558.95
Chemical contaminated materials	kg	240.00	2,777.40	3,733.00
Other hazardous wastes	kg	3,320.20	1,159.80	17,352.41

Flyash Management	Unit	2019 Performance	2020 Performance	2021 Performance
Flyash generated	tons	44,277.15	60,955.65	82,196.77
Percentage of flyash recycled	%	92	82	83

# Human Capital Performance Indices

Employee Headcount			
	2019	2020	2021
Total Permanent Employees	428	649	702

Permanent Employees by Age								
2019			2020			2021		
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
153	188	87	222	332	95	222	393	87

Permanent Employees by Gender					
2019		2020		2021	
Male	Female	Male	Female	Male	Female
328	100	488	161	515	187

Permanent Employees by Position								
2019			2020			2021		
Rank-and-file	Middle Management	Senior Management	Rank-and-file	Middle Management	Senior Management	Rank-and-file	Middle Management	Senior Management
54	350	24	208	388	53	422	249	31

Hires and Turnover					
2019		2020		2021	
New Employee Hires	Total Employee Turnover	New Employee Hires	Total Employee Turnover	New Employee Hires	Total Employee Turnover
67	53	90	63	140	110

# Human Capital Performance Indices

Training Hours by Position								
2019			2020			2021		
Employee Position	Total Training Hours	Average Training Hours	Employee Position	Total Training Hours	Average Training Hours	Employee Position	Total Training Hours	Average Training Hours
Rank-and-file	584	11	Rank-and-file	4,789	23	Rank-and-file	16,953	40
Middle Management	5,371	15	Middle Management	4,400	11	Middle Management	8,497	34
Senior Management	106	4	Senior Management	840	16	Senior Management	1,436	46

Training Hours by Gender								
Gender	Total Training Hours	Average Training Hours	Gender	Total Training Hours	Average Training Hours	Gender	Total Training Hours	Average Training Hours
Male	4,592	14	Male	6,749	14	Male	21,770	42
Female	1,469	15	Female	3,280	20	Female	5,116	27

Total Training Hours			
<b>Total Employee Training Hours</b>	6,061	<b>Total Employee Training Hours</b>	10,029
<b>Company-wide Average Training Hours</b>	14	<b>Company-wide Average Training Hours</b>	15
<b>Total Employee Training Hours</b>		<b>Total Employee Training Hours</b>	26,886
<b>Company-wide Average Training Hours</b>		<b>Company-wide Average Training Hours</b>	38

Occupational Health and Safety							
2019				2020			
Total number of non-disabling injuries	Total number of disabling injuries	Total number of fatalities	Safe manhours	Total number of non-disabling injuries for employees	Total number of disabling injuries	Total number of fatalities	Safe manhours
15	0	0	2,543,234	109	14	1	7,256,162
2021							
Total number of non-disabling injuries	Total number of disabling injuries	Total number of fatalities	Safe manhours				
90	0	0	6,468,047				

This table includes Occupational Health and Safety data for both direct and indirect workers at the plant level.