



Environmental, Social and Governance (ESG)

Investor Pack

As of June 2025



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For inquiries and feedback on this deck, please email investorrelations@acenrenewables.com.

Message from Jonathan Back



Jonathan Back
Group Chief Finance Officer &
Group Chief Strategy Officer
ACEN

ACEN's commitment to sustainability is rooted in our belief that strong ESG performance drives long-term value creation. As we navigate a dynamic global environment—characterized by technology advancements, evolving energy policies, and more volatile capital markets—we remain focused on executing our strategy with discipline and clarity.

The long-term fundamentals of renewable energy remain compelling, especially in our core markets in the Philippines, Australia, India and Vietnam, where supportive policy and growing demand continue to drive momentum. We are focused on the delivery of our renewable energy pipeline, optimizing capital deployment, and building capabilities to scale with resilience.

Sustainability is fully integrated into our strategic planning process. Our investment decisions, risk assessments, and project execution now reflect material ESG factors—from environmental management and social license to operate, to governance and transparency. This approach enhances our ability to anticipate risks, unlock new growth drivers, and strengthen our competitive edge in a rapidly transitioning energy market. We continue to engage investors, regulators, and partners with transparency—tracking both financial and non-financial performance to ensure we remain accountable to our commitments and aligned with global best practices.

As this ESG Pack shows, ACEN is not just growing megawatts—we are building a future-ready energy platform that balances purpose and performance. We thank you for your continued trust and support as we shape the energy transition in Asia Pacific with scale, impact, and integrity.

Message from Irene Maranan



Irene Maranan
Head of Corporate Communications
and Sustainability
ACEN

At ACEN, we've moved beyond ambition—embedding sustainability into how we operate, make decisions, and create impact. Over the past year, we've strengthened our systems and capabilities to translate ESG commitments into real outcomes on the ground.

We expanded the reach of our Environmental and Social Management System (ESMS) to proactively address climate and social risks across the lifecycle of our projects. We now integrate climate adaptation measures into project design, identifying and addressing risks such as typhoons, droughts, and flooding early in the development process. Our project teams undergo regular environmental and social due diligence, supported by updated tools, data systems, and monitoring protocols.

We've also deepened our engagement with host communities—allocating ₱222 million in community investments and hiring 95% of our construction workforce locally. Our livelihood programs are co-developed with stakeholders to ensure long-term relevance, inclusion, and self-sufficiency.

In parallel, we have enhanced transparency and accountability through improved data collection, internal capacity building, and third-party benchmarking. Our recent A rating and Leadership level from CDP reflect our efforts to strengthen disclosures and governance around climate action.

From restoring degraded forests to strengthening social safeguards, ESG is no longer a separate track—it is how we build and grow. This ESG Pack outlines the tangible steps we've taken and the direction we're heading as we continue to deliver long-term, sustainable value for our stakeholders, our communities, and the environment.

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Context

Aside from developing the 585 MW SanMar Solar, we also built large-scale infrastructure in San Marcelino, Zambales. This includes a 14-kilometer power transmission line, almost six kilometers of access road and two concrete bridges, improving accessibility for the indigenous peoples to the main town.

Our reporting suite

Integrated Report



- Strategic report
- Corporate governance
- Financial performance
- Sustainability
- TCFD
- Net Zero

ESG Data Sheet



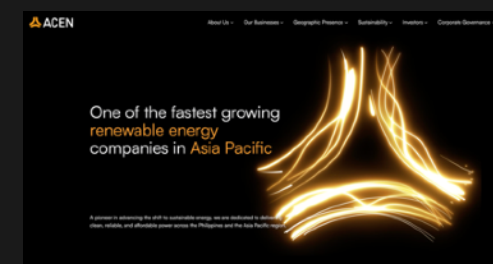
- Materiality
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Investor Pack



- ESG approach
- ESG initiatives and targets
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Official Website



- All reports
- Policies and positions
- Frameworks and standards
- Latest company news
- ESG Profile
- Archives



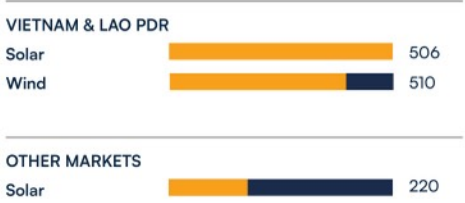
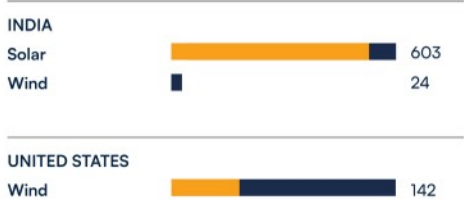
What is included in this presentation

This pack consolidated various ESG-related elements found in our corporate reports. For convenience, this pack includes “Learn more” references to provide more information on the subject.

Attributable renewables capacity

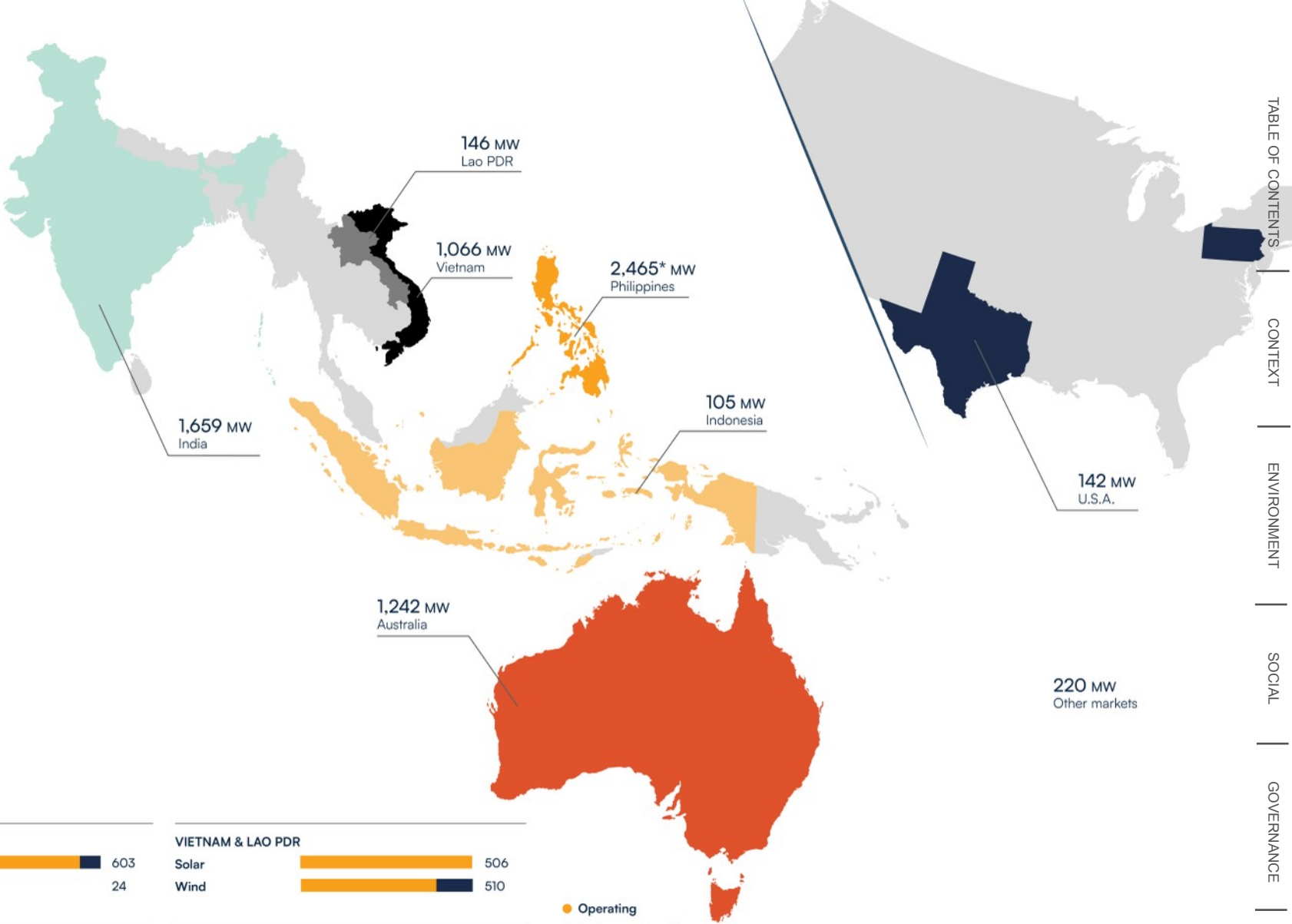
7 GW

> Projects in operation, under construction and with signed agreements



● Operating
● Under construction

Numbers are in MW



*2,465 MW includes 68 MW Diesel

ACEN sustainability roadmap

Pivot to renewables

Ayala's energy group was established in 2011 and was focused on building reliable and affordable power for the Philippines. Thermal-fossil fuel capacity initially accounted for ~90% of its portfolio.

In 2016, renewables started to scale up and increase in competitiveness globally, while the demand for sustainable investments was becoming stronger. As such, the group made a transformational shift to expand across the region, focus on scaling up renewable investments, and divest its fossil fuel investments.

In 2019, Ayala decided to transform ACEN to become its listed renewable energy platform by consolidating all its renewable energy investments and accelerating its renewables investments in the Philippines and across Asia Pacific.

2011

OUR PROGRESS HIGHLIGHTS

Implementation of framework

- Raised a total of ~\$1.8 B of green bonds (2019-2022) to fund its renewable energy projects
- Rolled-out the company's Environment and Social (E&S) policy and management system, with a commitment on Zero Coal by 2030
- Announced its 5 GW renewables capacity by 2025 goal

Established flagship programs:

- Biodiversity Conservation - 625 hectares
- Circularity approach piloted in Alaminos Solar
- Planted 216,000 trees

2019

Embedding sustainability

- Commitment to Net Zero GHG emissions by 2050
- Established Executive-level ESG Committee and Board-level Sustainability Committee
- Implementation of Health, Safety, Security, and Environment (HSSE) Policy for operating plants, and its management process
- Alignment to Task Force for Climate-Related Financial Disclosures along with the Ayala group

Leading sustainability

- ACEN completed the full divestment of its 246-MW coal plant using the Energy Transition Mechanism (ETM) framework. The transaction will also enable the early retirement of the coal plant by 2040 and its transition to a cleaner technology
- Completed Net Zero roadmap aligned with climate-science 1.5°C pathway
- Announced its new vision, ACEN 2030, which is to reach 20 GW of renewables by 2030

2022

- We have ~7GW of attributable renewable energy capacity spanning projects in operation, under construction and with signed agreements
- At the COP28 in Dubai, we announced our partnership with the Rockefeller Foundation's Coal to Clean Credit Initiative and Monetary Authority of Singapore to pilot the use of Transition Credits for the early retirement of coal plants.
- In August 2024, we signed a Memorandum of Understanding (MOU) with GenZero and Keppel Ltd. to jointly explore the origination and utilization of Transition Credits to accelerate the retirement of the SLTEC coal plant, and replace it with a clean energy dispatch facility.

2023 - 2024

Net Zero company by 2050

- By 2030, ACEN aims to reach 20 GW of renewables capacity and deliver its near-term Net Zero targets, reducing scope 1, 2 and 3 GHG emissions
- By 2040, ACEN aims to deliver its long-term Net Zero targets, reducing scope 1, 2 and 3 GHG emissions



Learn more



Highlights




Environment

- **~1,017,103 trees planted** across 43 sites in our areas of operation by 2024, achieving our 1 million trees target ahead of schedule
- **Net Zero Progress:** 2030 target for Scope 1 emissions achieved in 2024
- **ACEN, GenZero and Keppel MOU Signing** to jointly explore the origination and utilization of Transition Credits (TCs)
- **~94 KT of carbon stored** as a result of our efforts in forestland protection and implementation programs at our Conservation Estate in Ilocos Norte as of 2023
- **~2,800 hectares of natural habitat areas protected**
- **~60,000 kg of plastic collected and ~380,000 eco-products produced** since piloting our circularity approach in 2019
- **20.9 GWh** of electricity consumed by projects from **renewable sources**
- **551 customers** shifted to renewable energy through our retail business, ACEN Renewable Energy Solutions (RES)

Social

- Recognized as one of the **Best Companies to Work for in Asia** by HR Asia
- **94%** top talent retention rate
- **45% women** across ACEN group vs 40% in 2023, demonstrating our commitment to diversity, equity and inclusion
- **Launched MyHR**, an all-in-one platform for better employee experience
- **20.3 million safe manhours** in 2024 as a result of our initiatives to uphold a strong safety culture across the organization
- **~9,000 jobs created** across ACEN group
- **~95% hired from local communities** during construction of our projects
- **~PhP 222 million** invested in community programs, benefitting ~46,000 individuals, ~13,000 families, over 400 communities, ~700 institutional organizations, ~350 community-based organizations, and 160 livelihood groups across our areas of operations

ESG Ratings

ESG Rater	Scoring <i>Lowest to Highest</i>	2021/2022	2023	2024	2025
	<div><div>D- Disclosure</div><div>D Awareness</div><div>C- Management</div><div>C Leadership</div></div>	-	C	B	A- as of February 2025
	<div><div>CCC Laggard</div><div>B</div><div>BB</div><div>BBB</div><div>A</div><div>AA</div><div>AAA Leader</div></div>	BB 3.7 2022	BBB 5.2	BBB 5.6	A 6.7 as of March 2025
	0 to 100	21 2021 45 2022	54	57	58 as of September 2025
	<div><div>Negligible 0 - 10</div><div>Low 10 - 20</div><div>Medium 20 - 30</div><div>High 30 - 40</div><div>Severe 40+</div></div>	40.9 Severe Risk 2022	36.8 High Risk	29.0 Medium Risk	21.3 Medium Risk as of July 2025

*Scores are based on year of release

Our ESG Policy

We are guided by our **ESG Policy** on how we integrate sustainability in our decision-making, strategy, capital allocation, operations, governance and culture.

ACEN, its subsidiaries, and its affiliates (the “ACEN group”) aligns itself with the United Nations Framework Convention on Climate Change and the Paris Agreement on reducing global carbon emissions to limit global temperature increase to well below 2 degrees Celsius. Consistent with the Ayala group’s commitment to the UN Sustainable Development Goals.

This ESG policy statement has been approved by the ACEN Board of Directors and is fully supported by the ACEN Group’s management, officers, and employees, and serves as a guide to the ACEN Group as it pursues its priority targets and goals through 2050.

We aspire to be a governance leader in the power industry

- ACEN commits to **put a premium on environmental and social considerations in making investment decisions** and to ensure that adequate systems, processes and measures are in place to ensure that this ESG Policy is properly and sufficiently implemented from project conceptualization to investment decision making, then to project development and operations.
- ACEN also commits to **regularly report on its environmental performance and initiatives**, ensuring transparency and accountability in its operations. ACEN **promotes environmental awareness** through training, stakeholder engagement, and community initiatives, while collaborating with external partners and experts to drive progress.
- ACEN **aspires to be a power industry governance leader** in all the jurisdictions where it operates and it commits to continuously transform and evolve, as needed, to achieve this target.

We aspire for excellence in environmental management

- ACEN commits to protecting and conserving biodiversity, preserving ecosystem services, and sustainably managing and utilizing living natural resources throughout the lifecycle of its power plants.
- Biodiversity Assessments**
- ACEN undertakes to **conduct rapid biodiversity assessments prior to implementing projects and at regular intervals thereafter**. Operations in critical habitats will occur if no other viable alternatives are available in the area (e.g., modified or non-critical natural habitats).
- Forest Use/Land Conversion**
- ACEN endeavors to utilize areas that are not considered as natural habitats and to only convert natural habitats to power plant use, in coordination with regulatory agencies and local communities, if no other viable alternatives are available in the area.
 - In utilizing forest areas, ACEN also undertakes **to implement mitigation measures designed to achieve no net loss**.
- Endangered and Migratory Species**
- ACEN aims to implement projects in areas: (a) which are not of significant importance to IUCN Red List of Threatened Species if the project would lead to a net reduction of the species over a reasonable period of time; and (b) where migratory species will not be threatened with extinction or would significantly benefit from international cooperation.
- Water Resources and Aquatic Habitats**
- ACEN aims to **conserve water resources particularly in areas with limited water resources** by using site appropriate technologies in coordination with regulatory agencies and local communities.
 - ACEN aims to reduce intake flow from freshwater sources to a level sufficient for resource use.
 - ACEN also commits to **managing and reducing effluents from its operations** to prevent pollution and safeguard water quality in the ecosystems where it operates.
- Waste Management**
- ACEN is committed to managing waste responsibly across all its operations. It aims to **minimize the generation of solid waste and to maximize waste recovery, recycling, and responsible disposal**.
 - ACEN also commits to **reducing hazardous waste production and ensuring that any hazardous materials are handled, stored, treated, and disposed of in a manner** that safeguards human health and the environment.

We seek to fulfill our commitment to protect and improve the communities affected by our operations

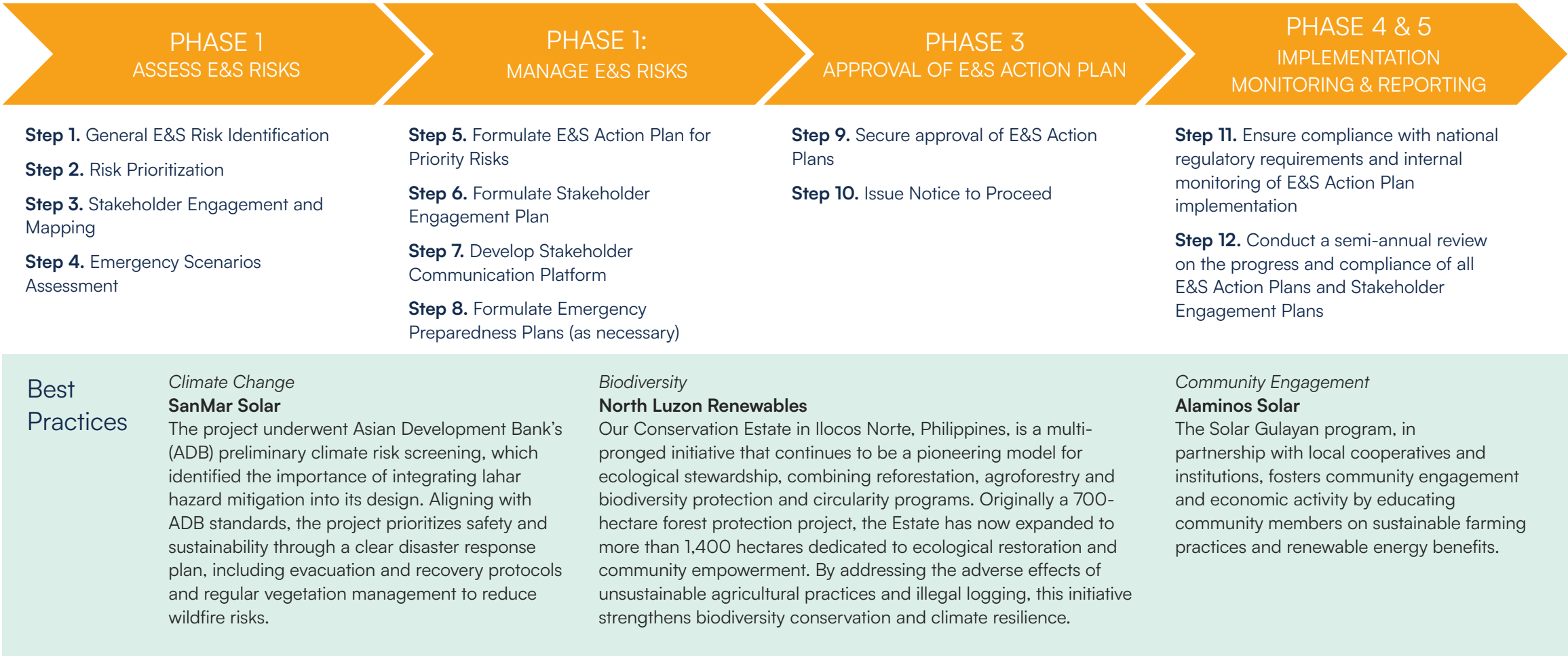
- ACEN commits to protecting and improving communities, including indigenous populations and vulnerable populations, that are affected by its operations.
- ACEN **commits to engage with affected communities and local government units** in developing and operating its projects and throughout the lifecycle of its power plants. ACEN will **establish grievance mechanisms** as early as possible in project development phases.
 - ACEN seeks to **develop and operate projects in areas that require little or no involuntary resettlement**. As part of its process, ACEN undertakes to conduct a rapid assessment prior to implementing a project to determine if involuntary resettlement or economic displacement will occur.
 - In the case of physical displacement, ACEN will provide compensation, in either resettlement property or cash, at full replacement cost for land and other assets lost.
 - In the case of economic displacement, ACEN will compensate for lost assets and access to assets at full replacement cost, and provide opportunities to improve or at least restore their means of income-earning capacity production levels and standards of living.

We are committed to Net Zero GHG emissions by 2050

- ACEN commits to take measures to prevent, minimize and control its direct greenhouse gas (GHG) emissions. ACEN is the **first energy company in Southeast Asia to announce its Net Zero roadmap** that includes near-term scope 1, 2 and 3 greenhouse gas (GHG) emissions reduction targets, aligned with a 1.5°C pathway for the power sector and long-term targets that are consistent with the deep decarbonization of the power sector.
- By 2025:
 - ACEN attributable capacity will be **100% renewables generation**, which will result in zero Scope 1 stationary GHG emissions from the company’s generation portfolio.
 - By 2030:
 - ACEN aspires to reach **20 GW of renewables capacity** and **achieve its near-term emission reduction targets**.
 - By 2040:
 - **Early retirement of the 246 MW SLTEC coal plant**, and its transition to cleaner technology. ACEN also aspires to **achieve its long-term emission reduction targets**.

Environmental and Social Management System

Our Environmental and Social Management System (ESMS) guides project teams in identifying, mitigating and managing risks referencing to prescribed international standards. We implement ESMS to manage environment and social (E&S) risks and impacts throughout the life cycle of our projects. Apart from this, adherence of project sites to ESMS also addresses investment criteria of green financial institutions and investors, necessary for renewables expansion.



 [Learn more](#)

PositiveCharge⁺

PositiveCharge+ is our visionary strategy built on three pillars that embody our commitment not just to lead the energy transition, but to lead it with vigor, innovation and a deep sense of responsibility towards our planet and its inhabitants.



ENVIRONMENT

Protect ⁺ Sustain

SOCIAL

Unite ⁺ Thrive

GOVERNANCE

Influence ⁺ Innovate



ENVIRONMENT

Protect + Sustain

The 81 MW North Luzon Renewables wind farm is spread across a 700-hectare mountainous terrain in Ilocos Norte, Philippines.

Our net zero progress

- In December 2022, we announced the completion of a robust **Net Zero roadmap**. Our near-term and long-term targets are **aligned with climate-science 1.5-degree Celsius pathway**.
- Our targets support the company’s net zero ambition and are consistent **with the target emissions intensity of the power sector** according to best practice emissions reduction modelling for deep decarbonization of the sector by 2040.
- ACEN is the **first energy company in Southeast Asia** to announce its Net Zero roadmap that includes near-term scope 1, 2 and 3 greenhouse gas (GHG) emissions reduction targets, aligned with a 1.5°C pathway for the power sector.

Net Zero Target	Unit	2021 Baseline	2024 Performance	2024 Progress	2030 Target	2040 Target
TARGET 1 Own generation scope 1	tCO2e/MWh	0.169	0.033	📉 81%	📉 73.6%	📉 94.5%
TARGET 2 Other scope 1 and 2	tCO2e	7,362	19,089	📈 159%	📉 42%	📉 90%
TARGET 3 Own generation scope 1 and retail scope 3	tCO2e/MWh	0.955	0.583	📉 39%	📉 73.8%	📉 99%
TARGET 4 Other scope 3	tCO2e/MWh	0.191	0.114	📉 40%	📉 51.6^	📉 97%

Target 1 covers scope 1 emissions from our own generation activities.

- With the successful implementation of the world’s first market-based Energy Transition Mechanism (ETM), our scope 1 emissions have significantly decreased. The ETM enabled the divestment and early retirement of the 246 MW SLTEC coal plant by 2040, 15 to 25 years ahead of its typical operational lifespan.
- In 2024, **we achieved an 81 percent reduction from our 2021 baseline, effectively surpassing our 2030 target of 73.6 percent reduction**. This achievement was driven by a 55 percent decrease in scope 1 emissions associated with energy generation due to lower fuel consumption, coupled with a 130 percent increase in output from renewable sources.

Target 2 addresses scope 1 emissions from sources other than own electricity generation such as from fleet vehicles and scope 2 emissions from electricity consumption.

- To reduce our emissions from these scopes and achieve the 2030 target, we aim to procure Energy Attribute Certificates (EACs) and install solar technologies across sites to reduce grid consumption.
- In 2024, our scope 1 emissions from nongeneration-related activities and scope 2 emissions increased to 19,089 tCO2e as more renewable sites began construction and operations. Acknowledging the gap that must be addressed for this target, we continue to promote energy efficiency across our sites and are exploring greener options for fuel and electricity.

Target 3 addresses scope 1 and scope 3 emissions from our own generation and retail electricity activities.

- To achieve our 2030 target, aside from divesting our thermal assets by 2025 and increasing our generation output from renewable sources, we intend to address emissions associated with retail electricity.
- In 2024, we achieved a 39 percent reduction compared to our baseline in 2021. In addition to having lower scope 1 emissions from energy generation and higher renewable energy output, our scope 3 emissions from retail activities also decreased, contributing to improved performance on this target.

Target 4 addresses the remaining scope 3 emissions from upstream and downstream activities, including purchased goods and services, capital goods, fuel- and energy- related emissions, upstream transportation and distribution, upstream leased assets, waste, employee commuting, business travel and investments.

- Emissions from our supply chain—purchased goods and services, capital goods and upstream transportation and distribution—constitute the biggest share of this target.
- In 2024, **our intensity from other scope 3 emissions decreased by 40 percent** compared to 2021 levels, a significant progress from last year’s performance. This performance reflects our increasing RE output from newly completed projects.

Pioneering energy transition

2022

In November 2022, we completed the world's first market-based **Energy Transition Mechanism** transaction for the divestment and early retirement of the 246 MW SLTEC coal plant in the Philippines.



Read more about our [Energy Transition Mechanism](#)

2023

At COP28, we announced our partnership with The Rockefeller Foundation's Coal to Clean Credit Initiative (CCCI) and the Monetary Authority of Singapore (MAS) to develop the world's first **Transition Credits** project that would leverage carbon finance to phase out a coal-fired power plant and replace it with renewable energy, in line with the Paris Agreement.



Read more on our pioneering initiative on [Transition Credits](#)

2024-2025

Mitsubishi Corporation and its subsidiary, **Diamond Generating Asia (DGA)**, formally joined the collaboration through the signing of a Deed of Accession to the **Memorandum of Understanding originally established in 2024 by ACEN, GenZero, and Keppel**. This development marks a critical step toward scaling credible climate solutions and accelerating the region's transition to clean energy.



Read the [press release](#) on our collaboration with GenZero and Keppel

Since 2021, we have been a **supporter of the Task Force for Climate-Related Disclosures (TCFD)**, established by the Financial Stability Board to develop voluntary, consistent, climate-related financial disclosures to improve transparency on climate risks and opportunities.

These disclosures revolve around four thematic areas: governance, strategy, risk management, and metrics and targets.



Governance

Board oversight

- The Board reviews and approves major strategic decisions proposed by senior management around energy transition, decarbonization strategy, portfolio of top risks including climate, and medium and long-term science-based metrics and targets towards our Net Zero goal by 2050. The Board was likewise instrumental to the divestment and early retirement of the 246 MW SLTEC coal plant and its transition to cleaner technology by 2040 through the landmark Energy Transition Mechanism.
- In 2021, the Board created the **Sustainability Committee** to review strategic objectives and monitor the progress of sustainability initiatives, including climate change and lead all climate-related matters.
- The Board's **Risk Management and Related Party Transaction Committee** also has oversight of our Enterprise Risk Management system, which includes climate, as well as all material related party transactions.

Management oversight

- Management is primarily responsible for the execution of Board-approved climate-related strategies and monitoring of performance.
- In 2022, the **ESG Committee** was created at the executive level to review, monitor and aid senior management and the Board on policymaking and decision-making processes around ESG issues. review, monitor and aid senior management and the Board on policymaking and decision-making processes around ESG issues.

Risk Management

- Climate-related risks are considered in our **Enterprise Risk Management process**, with climate-related physical and transition risks part of our risk universe and risk dictionary. Identifying climate-related risks is embedded in our project development and operational cycles.
- Part of our project development process is an assessment of the risks around topography, weather patterns, hydrological studies, seismological studies, volcanic activities and water levels. These assessments inform mitigation measures that are implemented across the construction and operation phases.
- For operating assets, we regularly review the risk of natural catastrophe to our projects sites, leveraging available tools such as the NATHAN tool from Swiss Re, a leading global insurance provider.

Strategy

To quantify our climate-related risks, we modelled RCP 4.5 and RCP 8.5 scenarios until 2030, to 40 of the company's existing sites.

Climate-related physical risks

- Based on the scenario analyses, extreme temperature was the most significant physical risk. We adjust work schedules and monitor heat indices to safeguard workers during extreme heat. We also continue to improve our emergency response plans for various climate hazards.
- To mitigate the risk of flooding, key equipment is placed in higher or raised areas while the rest of the power generation assets are built to become more flood-resilient.
- To reduce wildfire occurrence, our projects install fire breaks and regularly manage vegetation.

in millions		RCP 4.5		RCP 8.5	
Hazard	% Risk	MAAL (in USD)	% Risk	MAAL (in USD)	
Temperature extremes	0.2983%	15.17	0.3450%	17.55	
Coastal flooding	0.1874%	9.53	0.2073%	10.54	
Fluvial flooding	0.1323%	6.73	0.1943%	9.88	
Wildfire	0.0656%	3.34	0.0516%	2.62	
Water stress	0.0260%	1.32	0.0260%	1.32	
Tropical cyclone	-0.0173%	-0.76	-0.0173%	-0.88	

Climate-related transition risks

- To address transition risk, we are committed to becoming a Net Zero company by 2050, with near-term emission reduction targets aligned with the GHG Protocol and the latest climate science, and long-term targets that are consistent with the deep decarbonization of the power sector.
- We are also leading efforts on energy transition with the first market-based Energy Transition Mechanism (ETM) and pioneering initiatives on Transition Credits.

in millions		RCP 4.5		RCP 8.5	
Hazard	% Risk	MAAL (in USD)	% Risk	MAAL (in USD)	
Technology	0.0908%	4.62	0.1091%	5.55	
Reputation	0.0637%	3.24	0.0763%	3.88	
Market	0.0511%	2.60	0.0611%	3.11	
Litigation	0.0153%	0.78	0.0183%	0.93	

Metrics and targets

Having established our near-term and long-term greenhouse gas (GHG) emissions reduction targets as part of our Net Zero roadmap, we have monitored our progress in 2024 covering scope 1, 2 and 3 GHG emissions.

- [ACEN's Net Zero Roadmap](#)
- [Our 2024 Progress](#)

Greenhouse Gas Emissions (in tCO2e)		2024
Scope 1		84,282
Scope 2 (market-based)		27,969
Scope 3		3,978,047

Climate adaptation and resilience

We proactively identify and address the environmental and social risks across our projects, including climate risks, through our Environment and Social Management System (ESMS).

Our best practices on climate change resiliency through ESMS

Sitara Solar

The project conducted a thorough Environmental Impact Assessment and established a robust Emergency Response Plan in compliance with regulatory standards. A comprehensive Health, Safety and Environment (HSE) Management Plan is in place, supported by regular HSE and technical training, mock drills and a preventive maintenance schedule to maintain operational readiness.

Lac Hoa & Hoa Dong Wind

The project underwent Asian Development Bank's (ADB) preliminary climate risk screening, which identified the importance of integrating lahar hazard mitigation into its design. The project prioritizes safety and sustainability through a clear disaster response plan, including evacuation and recovery protocols and vegetation management to reduce wildfire risks.

➔ Alignment to sustainability frameworks: SDG 13; TCFD



 [Learn more](#)

Our assessments include **exposure to physical risks**, including tropical cyclones, flooding, water stress, drought, wildfires and extreme temperatures. We also **identify climate risk adaptation and mitigation measures** as part of our environmental assessment studies during the development phase. These studies play a crucial role in shaping engineering solutions that will help **optimize our construction design and operational and management plans**.

Project measures on climate adaptation and resilience

Before the event	Preparedness measures Goal: Reduce risk and improve readiness
Extreme weather preparedness <ul style="list-style-type: none">➤ Protocols for key equipment during extreme weather events to ensure operational safety➤ Regular assessments and maintenance of equipment and electrical systems to withstand extreme weather➤ Pre- and post-disaster checks as part of the typhoon preparedness plan➤ Proactive preparation of sites for extreme weather by securing equipment, maintaining drainage systems and safeguarding public access roads	
Early warning systems <ul style="list-style-type: none">➤ Solar projects: Use of phone applications for early warnings on storms and bushfires➤ Wind projects: (i) Use of weather tracking and real-time monitoring systems to enable proactive shutdowns and asset protection during storms; (ii) Use of early notifications to ensure that personnel can evacuate or seek shelter promptly	
During and immediately after the event	Preparedness measures Goal: Ensure safety and enable rapid and effective recovery
Training and emergency responses <ul style="list-style-type: none">➤ Regular health and safety trainings, technical trainings, mock drills and fire safety initiatives➤ Development of comprehensive emergency response plan	
Sustained measures over time	Preparedness measures Goal: Reduce risk and improve readiness
Climate-resilient design and infrastructure <ul style="list-style-type: none">➤ Solar projects: (i) Incorporation of design that minimizes hail damage by optimizing panel angles to reduce potential impacts; (ii) Incorporation of bushfire risk assessment in fire response plans and implemented measures to manage fire risk; (iii) Implementation of solar grazing with sheep to manage grass height, reducing fire risk➤ Wind projects: (i) Alignment with International Electrotechnical Commission (IEC) standards on wind turbine generator model selection, ensuring technical excellence and adaptability to varying wind conditions; (ii) Incorporation of design that minimizes noise emissions and visual impact, balancing efficiency with community and environmental considerations; (iii) Reinforcement of turbines and foundations to withstand high wind speeds, flooding and erosion; (iv) Establishment of automatic shutdown systems to protect equipment during extreme weather events➤ Behavioral and managerial adaptation measures: Implementation of adaptive work schedules and real-time heat index tracking to protect employees from extreme heat conditions	

Biodiversity

We have successfully surpassed our ambition one year ahead of schedule with 1,017,103 trees planted across 2,815 hectares of forestland to date.

	Trees and mangroves planted	Natural area protected (hectares)
Philippines	794,087	2,188
ACEN sites	563,744	1,483
Adopted National Greening Program sites	126,738	546
Mangrove forests	28,082	46
Other partners	75,523	113
International <i>(Australia, India, Indonesia and Vietnam sites)</i>	223,016	627
Total	1,017,103	2,815



➔ Alignment to sustainability frameworks: SDGs 14 & 15; GRI 304

Biodiversity assessments

- During pre-development, we use the **Integrated Biodiversity Assessment Tool (IBAT) to assess biodiversity risks and impacts**. The insights from IBAT and biodiversity assessment reports enable our project teams to apply the mitigation hierarchy throughout a project’s lifecycle.
- To ensure the effectiveness of our efforts, we implement rigorous monitoring and adaptive management practices. We conduct regular biodiversity surveys across our projects to assess and mitigate potential impacts on local species.

Embedding mitigation hierarchy principles in project development

- We integrate the mitigation hierarchy principles —**avoid, minimize, restore and offset**— as well as international conservation standards into our projects.
- Key strategies implemented in our Philippine sites:
 - Established protective buffers or “No Go Zones” around critical habitats to prevent disturbance and support local wildlife
 - Deployed forest guards to protect natural habitats from illegal activities like logging and slash-and-burn farming, while implementing fire prevention measures and community awareness programs
- Our project teams work with the Department of Environment and Natural Resources (DENR) in conducting tree survey, tree earth-balling and tree inventory activities. We adhere to a **1:50 or 1:100 tree replacement policy**, ensuring that for every tree removed during development, at most one hundred are planted.

 [Learn more](#)

Biodiversity

Our pioneering Conservation Estate in Ilocos Norte is a multi-pronged initiative that continues to be a pioneering model for ecological stewardship.

Biodiversity	
Flora	
Trees planed since 2014	563,744
No. of threatened native flora species planted	10
Fauna	
Threatened fauna species protected	12
Sea turtle nests recorded and protected since 2013	45
Sea turtles rescued since 2020	58
Sea turtle hatchlings released since 2013	2,646
Habitat	
Forestland protected	1,402 ha
Social program	
Farmers trained and provided assistance on agroforestry development	~300
Farming families involved in community seedling production	~300
Resource efficiency	
Plastics collected from host communities	614 kg
Upcycled products made from plastics	150 trash bins 300 chairs 100 crates

➔ Alignment to sustainability frameworks: SDGs 14 & 15; GRI 304

Located within our 81 MW North Luzon Renewables (NLR) wind farm, the project combines **reforestation, agroforestry and biodiversity protection and circularity programs**, transforming once degraded landscapes into thriving ecosystems while fostering community development.

By addressing the adverse effects of unsustainable agricultural practices and illegal logging, this initiative strengthens biodiversity conservation and climate resilience.

Biodiversity protection

- Conducted regular biodiversity surveys and monitoring to track the health and diversity of local ecosystems
- Established a no-impact eco-trail near fruit-bearing trees allowing documentation and study of forest birds
- Planted threatened native tree species (i.e. Narra, Tindalo, Apitong) to maintain biodiversity and build resilience
- Implemented a Sea Turtle Conservation Program focused on safeguarding the nesting and hatching of 3 IUCN Red List threatened species: Olive Ridley, Green sea turtle and Hawksbill

Reforestation and agroforestry

- Our sustainable practices improved land and water quality, restoring degraded landscapes
- Provided access to educational initiatives on sustainable farming to our host communities

Circular economy

- The introduction of circular initiatives, such as the eco-brick classroom, minimizes waste and promotes resource efficiency

Nature-based solutions

~345 KTCO₂e

Carbon stored as of 2023



2014

2022



We conducted a baseline assessment of the carbon stock in our Conservation Estate with our forestry partner, the University of the Philippines Los Baños College of Forestry and Natural Resources, in 2018. Following a five-year update, we engaged an auditor, Carbon Check, to verify the carbon sequestration or additionality in the site using ISO-14064-2:2019.

 [Learn more](#)

Biodiversity

We understand that rich and diverse ecosystems provide essential impact to the health and livelihood of our workforce and communities.

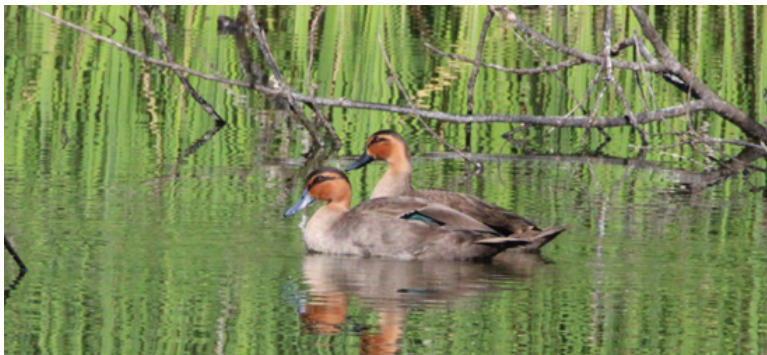
Natural habitat areas protected

2,815 hectares

Threatened species protected through established conservation programs

15 species of reptiles, birds & mammals

Based on the International Union of Conservation of Nature (IUCN) Red List of Threatened Species



➔ Alignment to sustainability frameworks: SDGs 14 & 15; GRI 304

 [Learn more](#)

Conservation efforts in the Philippines

- **Palauig Solar:** Uses native plants like vetiver grass for soil retention and erosion control, stabilizing slopes, promoting ecosystem recovery and reinforcing commitment to sustainable land management.
- **Quezon North Wind:** Conducts High Conservation Value Area (HCVA) assessments and Natural Capital Accounting to identify and manage biodiversity risks.
- **North Luzon Renewables:** Actively conserves and monitors wetland ponds, which are vital habitats for resident and migratory birds. The consistent presence of the endemic Philippine Duck, underscores the value of these wetlands as thriving ecosystems.

Conservation efforts in international plants

Australia

- **Stubbo Solar:** During construction, cleared trees are repurposed into mulch for erosion control and ground stabilization, ensuring minimal waste and maximum resource efficiency.
- **New England Solar:** Promotes land use coexistence where more than 6,000 merino sheep graze among solar panels. The same site also features "No Go Zones" for sensitive ecological areas. Additionally, gum trees removed during construction have been repurposed to enhance biodiversity along a 30-kilometer stretch of the Peel River, revitalizing local ecosystems.

Vietnam

- **Ninh Thuan Wind:** Bat curtailment systems and bird diverters are implemented to minimize collision risks with the wind turbines.
- **Super (Solar NT):** Collaborates with the Sông Foundation on a five-year mangrove afforestation campaign, planting 5,555 trees by 2027 to restore 1.3 hectares of mangroves while equally promoting environmental education. Community-led roadside planting in Lai Hoa commune further strengthens local engagement in sustainability efforts.

United States

- **Chestnut Flats and Stockyard Wind:** Wind turbines are strategically installed to avoid critical habitats and adopt noise mitigation measures to reduce wildlife disruption in our projects.

Indonesia

- **Salak and Darajat Geothermal:** Focused on reforesting critical lands, preventing landslides and conducting regular biodiversity monitoring with key stakeholders to ensure long-term forest conservation.

Resource efficiency

We continue to look for opportunities to lower our environmental footprint through the reduction and recirculation of resources.



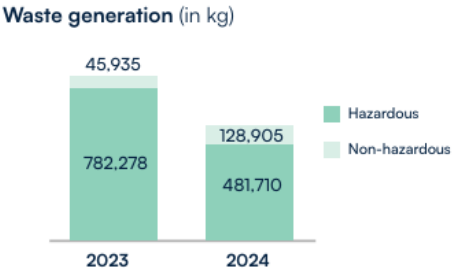
Environmental management system and procedures

- 8 out of 12 of ACEN’s Philippine operating plants under our control have garnered the Integrated Management System (IMS) certification which incorporates:
 - Environmental Management System (EMS) ISO 14001:2015,
 - Quality Management System (QMS) ISO 9001:2015
 - Occupational Health and Safety Management System (OHSMS) ISO 45001:2018.
- Regular environmental impact audits are conducted annually across all our operational sites that are ISO-certified, which take into consideration the management of waste, water and energy
- All plants are to be certified under IMS to reinforce our dedication to sustainability and ensure continued operational excellence.

➡ Alignment to sustainability frameworks: SDG 12; GRI 306

Conservation efforts in the Philippines

- Waste management initiatives are customized to plants’ operations, aligned with ACEN’s commitment to sustainably utilize natural resources in line with regulatory policies and with reference to international standards.
- In developing project environmental and social management plans, efforts are integrated to **minimize, reduce and reuse waste throughout the life cycle of our projects.**
- Philippine initiatives
 - **ACEN is the first renewable energy company to implement an integrated circular approach** in solar plants.
 - Partnerships with waste management companies such as Integrated Waste Management (IWM), Sentinel Upcycling Technologies and Zolo Philippines Corporation are formed to upcycle plastic waste and manage electronic waste (e-waste) effectively.
- International initiatives
 - In Australia, New England Solar provides damaged PV modules to a local recycling facility. All steel, timber pallets, cable reels and other waste timber from the site have been recycled.
 - In India and Vietnam, hazardous waste from projects is managed through recycling methods and buyback procurement for battery waste. Damaged modules, depending on the extent, are either repaired on site or recycled to minimize disposal.



End-of-life management

- **EPC contractors are selected and monitored on their compliance with applicable standards provided by International Electrotechnical Commission (IEC) standards and ISO standards.**
- **Solar projects:** EPC contractors implement appropriate waste management practices for the disposal of PV panels, including recommended treatment, storage and disposal facilities within the operational areas.
- **Wind projects:** Strategies are explored to extend the useful life of existing wind farms through preventative maintenance and repowering, including our 136 MW Stockyard Wind in Texas, U.S.

 [Learn more](#)

Resource efficiency

We commit to the efficient use of our resources, implementing systems and initiatives to monitor emissions and energy use, reduce waste generation and water usage.

20.9 GWh

Electricity used from RE sources

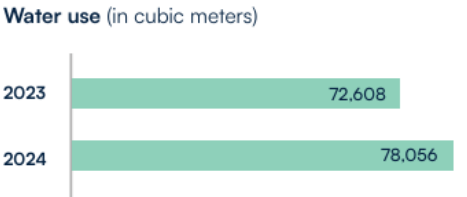


➡ Alignment to sustainability frameworks: SDG 12; GRI 306

 [Learn more](#)

Water management

- We **pursue water stewardship in our projects and offices by transitioning from freshwater to alternative sources.**
- We adhere to local and national water management regulations throughout the lifecycle of our projects and regularly test for harmful substances to preserve the marine ecosystem.
- Our strategy of developing solar and wind projects, which are generally low water intensive, enables us to minimize exposure from risks associated with water scarcity.
- Philippine initiatives
 - Use rainwater harvesting system to utilize natural precipitation for facility needs such as PV module cleaning.
 - Installed water meters to monitor water usage and establish water reduction targets.
- International initiatives
 - In Australia, rainwater tanks are attached to operations warehouses, which the captured rainwater will be utilized for all water requirements. The operational buildings are also equipped with water-efficient fixtures for taps and toilets.
 - In India, all water required for dust suppression during construction was sourced from non-potable sources.



Energy consumption

- We use various strategies to conserve energy, such as upgrading existing systems with newer, more efficient technologies, optimizing operations and maintenance to minimize energy use and promote behavioral adjustments while complying with regulatory requirements.
- Philippine initiatives
 - Installed solar panels for the roofing of the control building’s parking area to reduce consumption.
 - Track energy export and import as well as vehicle routes to optimize fuel and minimize facility light usage.
- International initiatives
 - In Australia, our sites’ electricity requirements for the operation of the plants are mitigated through the Large-Scale Generation Certificates (LGCs) process.
 - In our Vietnam sites, infrastructure lighting is energized either through rooftop solar panels or electricity generation of our own plants.

Energy consumption (in GWh)		
	2023	2024
Electricity purchased from the grid	10.9	45.8
Electricity from own generation	-	24.7
Renewables	-	20.9
Thermal	-	3.8
Fuel consumption	479.5	314.6

SOCIAL

Unite + Thrive

In the early development stage of our projects, we proactively identify opportunities for building infrastructure that not only facilitates project construction and operations but also benefits our host communities.

Human rights

Our policy

Our Human Rights Policy Statement sets 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.

ACEN's executive team, including the CEO and CFO, 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.

Basis for our approach to human rights

- UN Guiding Principles on Business and Human Rights,
- UN Universal Declaration of Human Rights,
- ILO's 1998 Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises



[Read about our policy](#)

Safe and healthy workplace, employee rights and fair labor practices

- Treatment of employees with integrity and respect
- Promotion of a safe, healthy and productive work environment of transparency and trust
- Competitive and fair compensation
- Compliance with applicable wage, work hours, overtime and benefits laws and international labor standards
- Respect the principles of freedom of association and collective bargaining
- Non-engagement or condoning of any form of forced labor, human trafficking or child labor

Diversity and inclusion

- A workplace free from discrimination (i.e. race, sex, color, social status, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other protected status)
- Support for diversity and inclusion within our business and the organizations with which we do business
- Protection of women's rights
- Equal opportunities for all employees, eliminating all discriminatory practices, harassment, violence and

Indigenous People's rights

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 our projects on indigenous lands.

Community initiatives

Our interactions with stakeholders, counterparties and communities are guided by a profound respect for human rights.

We recognize diversity and inclusivity as effective means to uphold human rights. In areas where we operate, our projects continuously work with a network of organizations to ensure that we create safe spaces and opportunities for all.

Best Practices

Pagudpud Wind

Collaboration with Yapayao Tribe through the National Commission on Indigenous Peoples (NCIP) has created programs that uphold culture and heritage, scholarships and farming equipment to support livelihood.

Quang Binh Wind

Implementing a Land Acquisition Audit (LAA) and LRP, this project supported the livelihood restoration of impacted households, providing compensation and assistance in job transitions and life stabilization recruitment assistance.

Yindjibarndii Energy

Through our subsidiary, ACEN Investments Australia Pty. Ltd., we established Yindjibarndi Energy Corporation (YEC), a historic partnership with the Yindjibarndi people, traditional owners in the Pilbara, Western Australia (WA). YEC will develop large-scale renewables of up to 3 GW.

People and Culture

We recognize that our people are the foundation of our organization. To empower them to thrive and drive our long-term vision, our programs are designed to enhance their skills, support career growth, promote well-being, and cultivate a safe, inclusive, and engaging work environment.

₱49M

spent in training and development

92%

latest employee engagement score conducted in 2023

94%

top talent retention rate

Diversity in our Workforce

	% Females
Board	27
Leadership Positions	38
Middle Management	49
Rank-and-File	41
All Workforce	45

➔ Alignment to sustainability frameworks: SDG 8; GRI 401 & 404

 [Learn more](#)

Growth and Development

- Development framework follows the 3Es of learning: education, exposure and experience
- Programs to provide training and promote career development of our employees:
 - Succession planning
 - Emerging Ayala Group Leaders (EAGLE) Program
 - ACEN Cadetship Program, Mentoring and Coaching Programs
 - LinkedIn Learning
 - ACEN Individual development plan

Employee Engagement

- Our **People Committee**, composed of representatives from different business units, champion employee engagement alongside our HR team and serves as employees’ voices on critical organization agenda
- We **foster work-life balance through special interest groups** that cater to various personal interests of our employees, allowing them to pursue hobbies and passions outside of work
- We organize mental health awareness sessions and mental well-being programs to ensure that our employees are provided with access to mental health services

Compensation and Benefits

- Aside from standard compensation packages, we offer:
 - Long-term incentive plan (LTIP*) to executives and key employees, and Defined Contribution (DC) as our retirement program
 - Health-related benefits extended to immediate family members
 - Gender-support benefits with health insurance covering common law and LGBTQ+ partners
 - Sponsorship for professional or organizational club memberships, and subsidy for activities that promote overall well-being
 - Variable pay in the form of a performance bonus

*LTIP is an equity-based compensation program designed with a three-year performance cycle. Rewards under this plan are granted in the form of Performance Shares, which are awarded to executives and key employees in the year following the completion of the performance cycle. These shares are then subject to a three-year vesting period. Sustainability is a key performance metric within the LTIP, reflecting the company's commitment to long-term responsible and sustainable growth.

We recognize that our people are the foundation of our organization. To empower them to thrive and drive our long-term vision, our programs are designed to enhance their skills, support career growth, promote well-being, and cultivate a safe, inclusive, and engaging work environment.

ISO 45001:2018

certification in all operation sites in the Philippines

20.3

million safe man-hours in 2024

43,176

safety training hours in 2024

➔ Alignment to sustainability frameworks: SDG 8; GRI 403; SASB IF-EU 320

 [Learn more](#)

Governance

- Our Chief Risk Officer oversees the HSSE policy and represents Health and Safety at the executive level. Performance parameters on safety include contractors required to undergo a prequalification process aligned with ACEN’s safety rules, policies and workplace procedures.
- Our HSSE team also has set time-specific, quantitative targets to reduce health and safety incidents based on industry standards.

Incident Management

- Our Incident Management System (IMS) provides a structured approach in responding to any kind of emergency that has impact on people, asset, community and environment.
- We have a standardized incident reporting process and require all incidents to be logged in our Automated Incident Reporting System (AIRS) within 24 hours of the incident occurring, followed by internal and external notification and incident investigation and review.

Training

- Safety trainings are conducted monthly across our operating sites. Health and safety reorientations are also held yearly for all employees.
- Incident Management Teams are required to take courses on Incident Management System (IMS) 100, 200 and 300.
- We engage contractors to promote health and safety through workshops and the HSSE Leaders Contractors’ Forum.

2024 Health and Safety Performance

	Employees	Contractors	Third-party
Fatalities	0	0	4
Permanent total disability	0	0	N/A
Lost-time injuries*	0	5	N/A

*Lost time injuries refer to injuries resulting to permanent partial disability that partially limits a person’s ability to work or perform daily activities but does not completely prevent them from working.

Social Programs

Our sustainability programs are designed to improve the well-being of our host communities, particularly Indigenous and vulnerable populations, by addressing their specific needs through globally recognized frameworks.

We actively engage with communities and local government units throughout the lifecycle of our projects. Beyond energy, we are committed to creating a lasting impact in the communities in which we operate through our social programs.



➔ Alignment to sustainability frameworks: SDGs 1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 13, 16, 17; GRI 413

 [Learn more](#)

Engagement Process

- **Before development**
 - During the early development phase, we conduct consultations to gather views on project risks, impacts and mitigation measures using various methods such as interviews with stakeholder representatives, public meetings, focus group discussions and surveys, ensuring that we enable culturally appropriate measures and provide opportunities for two-way dialogue.
 - Our grievance mechanism covers the procedures to receive, screen, resolve, monitor and report grievances from host communities to facilitate resolution of their issues.
 - Before constructing any project, we conduct comprehensive Environmental and Social Impact Assessments (ESIA) and develop detailed Environmental and Social Management Plans (ESMP).
- **During development**
 - We create meaningful environmental and social programs tailored to the needs of our communities.
 - For our areas of operations near ancestral domains or indigenous land, we ensure that we involve indigenous peoples (IPs) as part of our social assessment and stakeholder engagement process.
 - We develop livelihood programs based on existing industries and skills of communities we work with and create corresponding eligibility and entitlement criteria to ensure impactful implementation.
- To enhance the impact of our sustainability efforts, we assess our programs using the **Social Progress Index (SPI)**.
 - SPI evaluates initiatives on three dimensions to measure social progress, focusing on how well societies are doing in providing for their citizens' basic human needs, improving the quality of life and enabling individuals to achieve their potential.

Basic Human Needs	Foundations of Well-being	Opportunity
<ul style="list-style-type: none">• Nutrition and Basic Medical Care• Water and Sanitation• Shelter• Personal Safety	<ul style="list-style-type: none">• Access to Basic Knowledge• Access to Information and Communication• Health and Wellness• Environmental Quality	<ul style="list-style-type: none">• Personal Rights• Personal Freedom and Choice• Inclusion• Access to Advanced Education

Social Programs

Program Highlights

Community Infrastructure

Enhancing community safety and security

By installing solar-powered parameter lights, solar streetlights, and solar lighting within our host communities in Zambales and Quezon

Supporting education through infrastructure

By constructing eco-classrooms from upcycled materials in Ilocos Norte and by installing solar panels to a remote school in Negros Occidental

*Alignment to SPI: Basic Human Needs, Foundations of Well-being, Opportunity
Contribution to SDGs: 7, 9, 11, 13, 17*

Education

Supporting higher education

Through scholarship programs like in Ilocos Norte, where our current substation engineer in NorthWind was once a scholarship beneficiary.

Enhancing access to education and resources

Through financial aids, improvement of facilities, and donations across our project sites

*Alignment to SPI: Foundations of Well-being, Opportunity
Contribution to SDGs: 4, 5, 8, 10, 17*

Livelihood Creation

Agro-Circularity in Renewable Energy (ACRE) program

To support our Certificate of Stewardship Contract or CSC-holder farmers within the Conservation Estate in Ilocos Norte through capacity-building training, access to agricultural inputs and market integration strategies.

PhP 14.6M

Total investments for livelihood creation and support

*Alignment to SPI: Basic Human Needs, Foundations of Well-being, Opportunity
Contribution to SDGs: 1, 5, 8, 10, 17*

Empowering Indigenous Peoples

Strengthening Indigenous leadership and livelihoods

SanMar Solar supports IP communities by establishing an Indigenous Peoples Organization (IP) by providing digital tools such as the KOBO app

Preserving Indigenous heritage

New England Solar integrates Indigenous participation through land stewardship and heritage protection programs

*Alignment to SPI: Basic Human Needs, Foundations of Well-being, Opportunity
Contribution to SDGs: 1, 4, 5, 8, 10 16, 17*

Health and Wellness

Promoting clean water and sanitation

Our Safe Water Project in Ilocos Norte provides communities with improved access to potable water and sanitary facilities

Improving healthcare access and services

Stubbo Solar has supported Wings4Kids program which provides free flights for children in regional areas to access treatment at major hospitals

*Alignment to SPI: Basic Human Needs, Foundations of Well-being
Contribution to SDGs: 2, 3*

Climate Change and Emergency Preparedness, Mitigation and Adaptation

Strengthening response capabilities

To support community response capacities, protect lives and ensure long-term disaster resilience

PhP 7.4M

Investments in disaster preparedness and response efforts for local communities in the Philippines

*Alignment to SPI: Basic Human Needs, Foundations of Well-being
Contribution to SDGs: 11, 13, 17*



Social Programs

Measuring our impact

We aim to ensure that our social programs are finely tuned to the needs of the communities we serve and make a meaningful difference in their lives and the health of our planet by mapping programs and measuring progress using global standards and local realities.

₱222M

spent in social programs in 2024, benefitting:

- ~46,000 individuals
- ~13,000 families
- ~400 communities
- ~700 institutional organizations
- ~350 community-based organizations
- ~160 livelihood groups

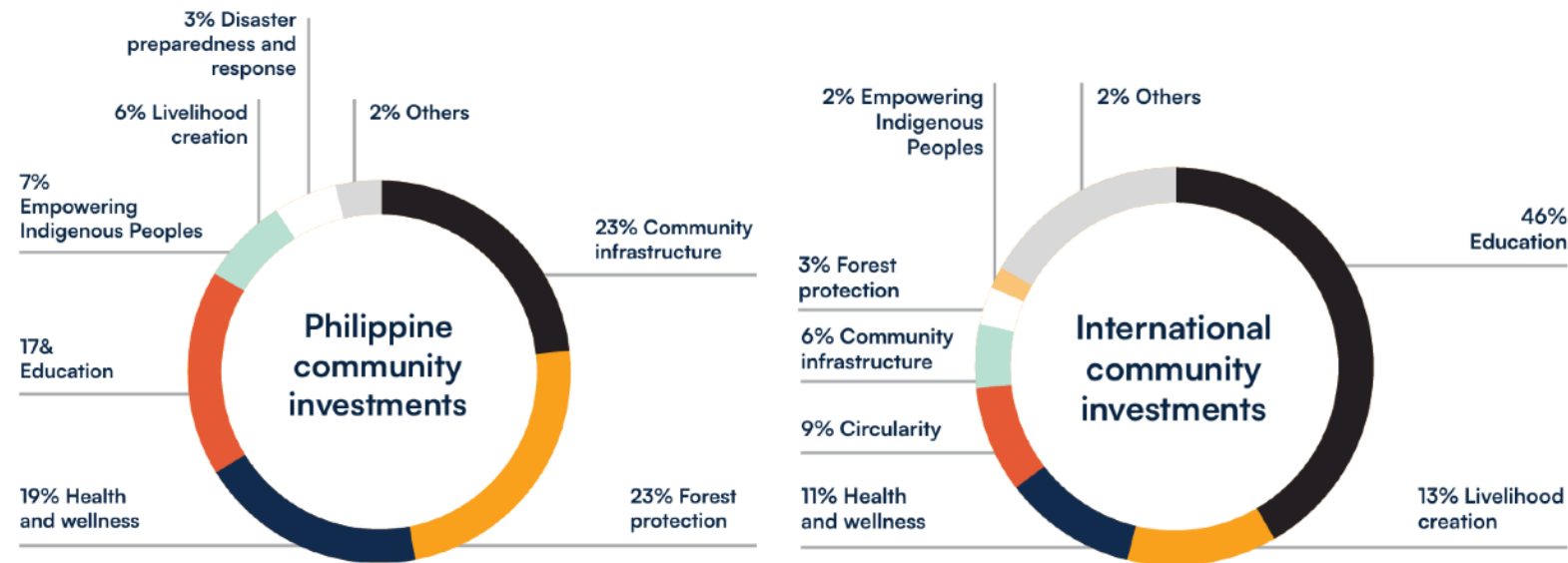


We are partnering with RiShift, a consultancy firm, to adopt the Social Progress Index (SPI).

The **Social Progress Index (SPI)** is a tool used to assess how effectively our initiatives meet the social and environmental needs of the communities we serve, mapping and measuring social progress on three dimension: basic human needs, foundations of well-being and opportunity.

In 2024, we assessed all our sustainability programs implemented across all sites to see which types of strategic programs we allocate our resources to. We began developing a Theory of Change (ToC) for our sustainability programs by actively engaging with community stakeholders. This framework outlines clear pathways from inputs to long-term outcomes and sets both short- and long-term targets that contribute to the SDGs.

Baseline resource allocation on community programs



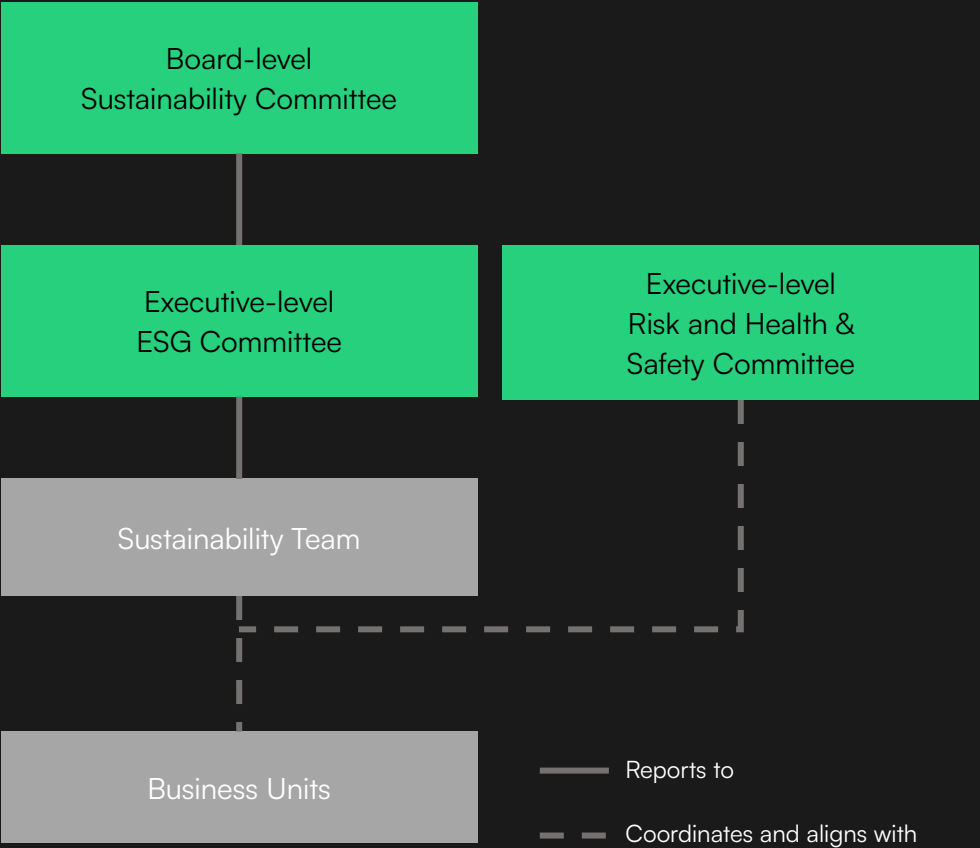
GOVERNANCE

Influence + Innovate

We propel the regulatory, financial and technological advancements required to accelerate clean energy adoption.



Sustainability governance structure



Sustainability Committee

- Responsible for the oversight and regular review of the company’s sustainability strategy and issues as well as climate-related risks and opportunities

Charter of the Sustainability Committee

ESG Committee

- Advises on ESG-related matters in policymaking and monitors our performance on key ESG and climate-related metrics


Risk and Health & Safety Committee

- Provides an oversight function towards operational safety and sustainability-related risks

Sustainability Team

- Performs sustainability and climate oversight functions led by the Head of Corporate Communications and Sustainability
- Proactively works with all business units within ACEN, including project-level development leads, plant managers, HSSE leads, pollution control officers and sustainability officers to assess and manage environmental and social risks and issues
- Facilitates capacity-building and ESG awareness campaigns for senior leaders and across the organization

The company includes ESG indicators in its corporate key result areas (KRAs), adopting metrics and targets to bring sustainability as a critical evaluation parameter for group-wide employee compensation and incentives. This applies to the KRAs of ACEN’s senior executives, including the CEO.

 [Learn more](#)

ESG Policy Commitments

- 1. We are committed to Net Zero GHG emissions by 2050
 - By 2025: ACEN attributable capacity will be 100% renewables generation, which will result in zero Scope 1 stationary GHG emissions from the company’s generation portfolio.
 - By 2030: ACEN aspires to reach 20 GW of renewables capacity by 2030
 - By 2040: Early retirement of the 246 MW SLTEC coal plant, and its transition to cleaner technology by 2040
- 2. We aspire for excellence in environmental management
 - ACEN commits to protecting and conserving biodiversity, preserving ecosystem services, and sustainably managing and utilizing living natural resources throughout the lifecycle of its power plants.
- 3. We seek to fulfill our commitment to protect and improve the communities affected by our operation
 - ACEN commits to protecting and improving communities, including indigenous populations and vulnerable populations, that are affected by its operations
- 4. We aspire to be a governance leader in the power industry
 - ACEN aspires to be a power industry governance leader in all the jurisdictions where it operates and it commits to continuously transform and evolve, as needed, to achieve this target

ACEN Speak Up Safely

To provide a mechanism to report any perceived wrongdoing, malpractice and any irregularities that are contrary to the Company’s core values, we launched ACEN Speak Up Safely, an independent whistleblowing service managed by a third-party. This service is offered to our employees, customers, suppliers, contractors, other third-party service providers and any person connected to ACEN, its subsidiaries, associated or related parties as a channel for reporting fraud or other misconduct

ACEN Speak Up Safely is available in the Philippines, Australia, Vietnam, Indonesia, India and the United States and will support reports in English, Tagalog, Bahasa Indonesia and Vietnamese through its translation feature.

Coverage of ACEN’s Code of Conduct:

- 1) Fair dealing with customers, suppliers and business partners
- 2) Confidentiality of information
- 3) Conflicts of interest
- 4) Insider trading
- 5) Safety in the workplace, including anti-harassment, and Anti-bribery and anti-corruption

Our policies:

- Code of Conduct
- Corporate Governance Manual
- Enterprise Risk Management (ERM) Policy
- Enterprise Risk Management Policy Statement
- ESG Policy
- Guidelines on Anti-Bribery, Anti-Corruption and on Gifts and Gratuities
- 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
- Supplier Code of Conduct
- Whistleblower Policy

Governance policies and initiatives

Business Ethics

Code of Conduct and Ethics

- Fair dealing with customers, suppliers and business partners
- Confidentiality of information
- Conflicts of interest
- Insider trading
- Safety in the workplace, including anti-harassment
- Anti-bribery and anti-corruption

Related Party Transactions (RPTs) Policy

- Defines related party relationships and transactions
- Provides guidance in the review, approval, maintenance of registry, and disclosure of material RPTs to ensure that the terms are fair and accounts for the best interest of ACEN and all its shareholders
- Mandates regular monitoring of the Company’s business relationships
- Promotes the objectives of the SEC Rules on material RPTs for Publicly Listed Companies
- Prohibits, remedies, and penalizes material RPTs deemed non-compliant with policy.

Conflict of Interest Policy

Ensures no officer or employee may be involved in any business or undertaking that influences or could influence the ability to exercise objectivity and perform responsibilities in the best interest of the Company

Anti-Fraud Policy

Prohibits directors, officers and employees from fraudulent reporting, misappropriation of assets, corruption, bribery in any form, and all unethical business practices with malicious intent

Whistleblower Policy

Provides a mechanism and an avenue to report any perceived wrongdoing, malpractice, and any irregularities that are contrary to the Company’s core values and protects whistleblowers against possible retaliation

Cybersecurity

Information Security Policy

We have aligned our Information Security Policy with ISO 27001 on information security management system and ISO 27002 on information security controls. The policy supports in ensuring that our IT environment is secure, particularly on the confidentiality, integrity and availability of information and information systems.

Cybersecurity awareness training

Our employees are required to undergo a mandatory online training on a quarterly basis. This training aims to equip our workforce with the knowledge to recognize and avoid cybersecurity threats such as malware, phishing, and social hacking.

Tools for information security

Annually, we conduct Vulnerability Assessment and Penetration Testing (VAPT) and third-party audit covering the ACEN IT Suite to ensure that our current security measures are either within industry standards or above them. We also employ third party tools such as online monitoring, firewall, software and patch management, virus management, and vulnerability assessments to strengthen the company’s capability to respond to cyber threats.

Supply chain

We seek to partner with suppliers that share our commitment to conducting business with integrity and the highest ethical standards. By building and maintaining strategic partnerships that are anchored on sustainability, we create a ripple effect that drives positive environmental and social impact for our stakeholders.



➔ Alignment to sustainability frameworks: SDGs 8, 12, 17; GRI 305

Supplier Code of Conduct

- All suppliers are required to acknowledge and sign ACEN’s Board-approved Supplier Code of Conduct which states that all suppliers must uphold and protect human rights, adhere to labor, environmental, health, and safety standards, and always observe ethical business practices. It provides comprehensive and specific standards and principles that ACEN expects its suppliers to adhere to, covering areas on:
 - Compliance with laws, human rights and labor standards
 - Environmental, health and safety standards
 - Ethical business practices
 - Management systems
- As part of the vendor accreditation process, ACEN gathers information regarding human rights, labor, environment and governance practices of the vendor, such as policies or management systems on child and forced labor, and compliance to health, safety and environmental requirements. These information will be used for vendor screening and assessment.

Procurement Policy

- The policy establishes key principles and best to uphold high standards throughout the procurement process while ensuring compliance with business integrity, ethical conduct and our ESG policy

How we engage with Suppliers

- We closely coordinate with and continue to have dialogues with suppliers, exchanging best practices
- We ensure acknowledgement and adherence of suppliers to Supplier Code of Conduct
- We utilize supplier feedback forms for business units to monitor supplier performance on service quality

ACEN Australia has signed a modern slavery pledge developed by the Clean Energy Council to strengthen efforts in managing the risks of modern slavery in the supply chain.

 [Read about our policy](#)

Annex

We have the largest wind portfolio in the Philippines at 417 MW, with 317 MW in operation and 100 MW under construction. Almost 90 percent of our wind projects are in Ilocos Norte.

About our ESG Pack

Coverage

The disclosures in this ESG pack cover entities within ACEN Group's equity and operational control. For non-financial data, we report using operational control approach, which entails that we account for 100% of an entity's non-financial data if ACEN or its subsidiaries can implement operating policies over the entity. The governing management procedures and policies outlined in this ESG pack are applicable to ACEN Corporation and its subsidiaries in the Philippines, unless stated otherwise.

Frameworks, Guidelines and Standards



Supplemental Disclosures

[Energy Transition](#)

[Net Zero](#)

[Task Force for Climate-Related Financial Disclosures \(TCFD\)](#)

[ESG Profile](#)

Verification and Assurance



We engaged SyCip Gorres Velayo & Co. to perform limited assurance on selected GRI and SASB disclosures in our 2024 Integrated Report. The engagement was conducted in accordance with PSAE 3000 (Revised) and covers selected disclosures on economic, environmental, social and governance aspects of our business.

Responsibility Statement

The contents of this ESG pack were based on the 2024 Integrated Report.

The Board-level Sustainability Committee reviewed the contents of the report and believes that the 2024 Integrated Report fairly presents the overall performance of ACEN Corporation for the reporting year 2024. A working committee composed of groups from various disciplines including Corporate Communications and Sustainability, Corporate Planning and Investor Relations, Legal, Governance and Compliance, Finance, Risk, and key operating units across ACEN were responsible for the contents presented in this report.

The Sustainability Committee unanimously approved the 2024 Integrated Report on April 14, 2025.

Awards

Corporate awards



DOE 1st Sustainable Energy Awards

- Winner, Renewable Energy Projects in On-Grid Areas: North Luzon Renewables



HR Asia

- Winner, Best Companies to Work for in Asia 2024: ACEN



ACGS 2024 Golden Arrow Awards

- 4 Golden Arrows: ACEN



The Asset Triple A Awards for Sustainable Finance 2024

- Best Issuer for Sustainable Finance in the Philippines: ACEN's ₱25 billion perpetual preferred shares transaction



2024 Stevie International Business Awards

- Gold, Brand Experience of the Year, B2B category: ACEN RES' "Leveraging the power of Phygital (physical and digital) Connections with B2B Audiences"



59th Anvil Awards

- Silver, "Marketing and Brand Communication" category: ACEN RES



Alpha Southeast Asia Awards 2024

- Most Innovative Deal in Southeast Asia 2024: ACEN's ₱11 billion Sustainability-Linked Loan with ADB & BPI



Legal 500's GC Powerlist Philippines Teams 2024

- Awarded as one of the Philippines' premier legal teams: ACEN Legal



9TH Investment House Association of the Philippines (IHAP) Awards

- Best Equity Deal: ACEN's ₱25 billion perpetual preferred shares transaction



Delaware, a global company that delivers advanced ICT solutions

- Partner of the Decade: ACEN

Awards

Philippine plant operations awards



Safety Organization of the Philippines, Inc. (SOPH)

- **North Luzon Renewables:** Award of Merit for achieving 1,749,948 safe man-hours without Lost Time Accident (LTA) attained from March 1, 2020 to August 31, 2024
- **NorthWind:** Perfect Safety Record for achieving 752,622 safe man-hours without Lost Time Accident (LTA) attained from February 21, 2020 to August 31, 2024



Safety & Health Association of the Philippine Energy Sector, Inc. (SHAPES)

- **North Luzon Renewables:** Silver Corporate Safety and Health Excellence Award for attaining Zero (0) Lost Time Accident for four (4) years
- **NorthWind:** Silver Corporate Safety and Health Excellence Award for attaining Zero (0) Lost Time Accident for four (4) years
- **Pagudpud Wind:** Corporate Safety and Health Excellence Award for attaining Zero (0) Lost Time Accident for one (1) year
- **Cagayan North Solar:** Corporate Safety and Health Excellence Award for attaining Zero (0) Lost Time Accident for one (1) year



Philippine Red Cross

- **North Luzon Renewables:** Scroll of Honor in recognition and deepest appreciation for its continuous participation in providing Red Cross services designed to improve the well-being of humanity



Department of Environment and Natural Resources (DENR) Region I

- North Luzon Renewables: Environmental Partner



WESM Annual Compliance Awards

- **Guimaras Wind:** 1st Rank — Wind Resource Type
- **North Luzon Renewables:** 2nd Rank — Wind Resource Type
- **NorthWind:** 3rd Rank — Wind Resource Type



Department of Education

- Most Innovative Deal in Southeast Asia 2024: ACEN's ₱11 billion Sustainability-Linked Loan with ADB & BPI

International plant operations awards



The Asset Triple A Sustainable Infrastructure Awards
➤ **Monsoon Wind:** Asia Pacific Deal of the Year



KEMNAKER
Ministry of Manpower
➤ **Salak & Darajat Geothermal (Salak):** 2024 Zero Incident Award, PH2HIV-AIDS Platinum Award
➤ **Salak & Darajat Geothermal (Darajat):** 2024 Zero Incident Award, PH2HIV-AIDS Platinum Award



Ministry of Energy & Mineral Resources
➤ **Salak & Darajat Geothermal (Salak):** Subroto Award: K3 and Geothermal Engineering Performance
➤ **Salak & Darajat Geothermal (Darajat):** Aditama rating: K3 and Geothermal Engineering Performance



Ministry of Environment
➤ **Salak & Darajat Geothermal (Salak):** PROPER Green Award
➤ **Salak & Darajat Geothermal (Darajat):** PROPER Green Award



Garut Head of Regency
➤ **Salak & Darajat Geothermal (Darajat):** CSR Award



Sukabumi Head of Regency
➤ **Salak & Darajat Geothermal (Salak):** CSR Environmental Award



Governor of West Java Province
➤ **Salak & Darajat Geothermal (Salak):** 2024 Zero Incident Award, PH2HIV-AIDS Platinum Award, OHS Committee Platinum Award
➤ **Salak & Darajat Geothermal (Darajat):** 2024 Zero Incident Award, PH2HIV-AIDS Platinum Award, OHS Committee Platinum Award

Stakeholder Inquiries

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

Investors

investorrelations@acenrenewables.com

Corporate communications and sustainability

corpcomm@acenrenewables.com

Governance

corpsec.acen@acenrenewables.com

Data Protection

dataprivacy@acenrenewables.com

Human Resources

careers@acenrenewables.com

Financial Statements

Our 2024 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:

Stock Transfer Service, Inc. (STSI)

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