

2023

SUSTAINABILITY SCORECARD



EXECUTIVE SUMMARY



San Miguel Global Power's (SMGP) 2023 Sustainability Scorecard provides an overview of our sustainability performance as we continue to strive for excellence and growth. We are introducing the SMGP Scorecard as a streamlined approach and a supplement to our upcoming 2023-2024 Integrated Sustainability Report (ISR).

This first-ever sustainability scorecard includes the performance and sustainability impacts of SMGP from January 1, 2023 to December 31, 2023 using two globally recognized reporting frameworks—the GRI Standards and the International Integrated Reporting Council (IIRC) <IR> Framework.

The decision to release our ISR biennially and by adopting a scorecard format yearly is driven by several key factors:

- It allows us to focus on the most critical sustainability metrics that impact our operations and stakeholders
- It helps us identify gaps, enabling us to implement improvements more promptly
- It provides a more structured yet agile reporting mechanism
- It makes it easier for our stakeholders to understand and engage more effectively
- It demonstrates our commitment to transparency which then further reinforces credibility
- It reaffirms our dedication to sustainable practices and our determination to achieve our short, mid, and long-term environmental, social, and governance (ESG) goals.

The scorecard allows us to maintain transparency and accountability without compromising the quality of our reporting. The SMGP Scorecard for 2023 will effectively communicate the company's sustainability performance and provide a solid foundation for our future reporting efforts.

To provide assurance on the credibility and reliability of our disclosures, KPMG assured SMGP's financial performance while DNV Business Assurance Singapore Pte Ltd (DNV) assured the non-financial data.

Overview of the Company

San Miguel Global Power (SMGP) is a wholly-owned subsidiary of San Miguel Corporation, one of the largest and most diversified publicly listed conglomerates in the Philippines. As one of the leading power companies in the Philippines, SMGP is ushering an era of growth and sustainability through its diversified portfolio and reliable power that fuels the nation's growth. Our installed capacities as of December 2023 are as follows:

Luzon		Visayas	
Sual Coal-fired Power Plant	1000 MW	Battery Energy Storage Systems (BESS)	130 MW
Ilijan Natural Gas Power Plant	1200 MW		
San Roque Hydroelectric Power Plant	345 MW		
Limay Coal-fired Power Plant	600 MW		
Masinloc Coal-fired Power Plant	1023 MW		
Angat Hydroelectric Power Plant	119 MW		
Battery Energy Storage Systems (BESS)	250 MW		

Total Installed Capacity
5,057 MW

Scope and Boundaries

Entities covered in this scorecard include our owned and operated power plants alongside the Independent Power Producer Administrator (IPPA) power plants, namely:

Mindanao	
Limay Power Plant	100%
Malita Power Plant	100%
Masinloc Power Plant	100%
Joint Venture Angat Hydroelectric Power Plant	60%

Material topics included in this Sustainability Scorecard

Economic

1. Economic Performance
2. Procurement Practices
3. Indirect Economic Impacts

Environmental

1. Materials
2. Energy
3. Water and Effluents
4. Biodiversity
5. Emissions
6. Waste

Social

1. Employment
2. Training and Education
3. Diversity and Equal Opportunity
4. Supplier Social Assessment
5. Local Community
6. Supplier Social Assessment

Governance

- *Company Policies and Programs

*SMGP's materiality topics under Governance will be disclosed on our upcoming ISR 2023-2024.

In our 2021-2022 Sustainability Report, we share two years worth of metrics in our financial, human, intellectual, manufacturing, natural, and social and relationship capitals. This 2023, we are proud that our indicators gear toward the positive direction. Our Economic, Environment, Social, and Governance (ESG) performance and priorities show that we align with the UN Sustainable Development Goals (SDGs) to help address identified societal challenges.

As a key player in the power generation industry, we understand our role in helping achieve a better future for all by creating a more sustainable world. As we support San Miguel Corporation's Net Zero by 2050 objectives and as we strive to put into action the sustainability commitments of SMGP, we have put together our ESG Roadmap, called CARE Pathways – Collaborative Action for a Resilience-focused Business Enterprise (CARE) Pathways that will define our business direction in the short, mid, and long term. CARE for Progress focuses on low carbon investments for clean energy access, CARE for the Planet highlights our targets on GHG reduction and resource protection, CARE for People and Communities centers on cutting-edge sustainable solutions for stakeholders, and CARE for Governance and Leadership is anchored on the practice good governance that supports sustainability and climate resilience. These are the standards we have set to grow our business while uplifting Filipinos and reducing carbon emissions with Net Zero as our ultimate goal. As part of our long-term plan, we will incorporate more renewable energy into our strategy to enhance this commitment. Through SMGP's ESG roadmap, we aim to achieve our decarbonization targets and Net Zero plans aligned with the Paris Agreement and UN SDG goals by 2050.

In 2023, we have successfully activated new programs and have continuously vitalized ongoing projects in the Environment, Social, and Governance aspects of our corporate strategy. For Environment, "Project 747" (Ridge to Reef Conservation Program) and the recently launched "Project BLUE" (Balanced and Healthful Life Underwater Ecosystem) are two of San Miguel Global Power Foundation's Flagship Programs, focused particularly on Environmental Stewardship. As of December 2023, **6,527,895** Seedlings and Propagules were planted in Upland and Mangrove rehabilitation sites nationwide, enabling us to reach our target sooner than anticipated.



For projects under Social, SMGP through its Corporate Social Responsibility (CSR) arm, SMGP Foundation, has conducted CSR programs including the "Masaganang Negosyo, Masaganang Buhay" program in partnership with the Department of Trade and Industry and Local Government Units, the Tertiary Scholarship Program, ENGINE Scholarship Program, IP Tulong Dunong Program, BESS Scholarship Program, GREEN Educational Assistance Program, medical, dental, and optical missions, Buntis Congress, donations of medical equipment to Barangay Health Units and district hospitals, and capacity building for Barangay Health Workers, and outreaches such as Disaster Response and Relief Assistance, Balik Eskwela and Brigada Eskwela, Community Pantry, among many others. We have also enhanced our employee engagement initiatives by dedicating each month to a specific theme. These include Nutrition Month, Women's Month, Fire Prevention Month, tree planting, and other meaningful activities.

Additionally, SMGP's Vision, Core Purpose, Corporate Values, and Sustainable Agenda were updated to more effectively reflect our sustainability commitment and vision for the future. As the power arm of San Miguel Corporation, this reinforces our shared focus in empowering a better world for Filipinos.

In 2023, SMGP embarked on an exciting journey to unveil its refreshed corporate identity through the SMGP Brand Roadshow. As it highlights the strength of our San Miguel roots, our re-energized logo was also designed to represent our sustainability commitment as we incorporate the same in our business plan and model. This Brand Roadshow was a landmark event to celebrate our updated brand with employees and stakeholders across all our sites, providing a comprehensive understanding of our new brand name, strategic direction, and vision. The roadshow featured a dynamic and interactive brand cascade, introducing the key elements of our refreshed identity. This included our new logo, tagline, and corporate colors, all carefully crafted to represent the essence and future direction of SMGP while fostering greater engagement with our employees who are integral to SMGP's success.

In 2025, we will be releasing our 2023-2024 Integrated Sustainability Report. Looking ahead, we are optimistic that as we grow as a company and advance in our sustainability journey, our strategic focus will remain anchored on our commitment to providing reliable power that uplifts the lives of generations of Filipinos and fuels the economic growth of the country.

OUR BUSINESS MODEL

INPUTS

FINANCIAL

- Capital expenditure (CAPEX) **Php 36,457 M**
- Operational expenditure (OPEX) **Php 157,601 M**

HUMAN

- Number of employees: **2,100**
- Percentage of females in Senior Management: **29%**
- Training and development for employees: **28.59 hours**

INTELLECTUAL

- IT platforms and digital innovation
- Data Privacy Policy and CRM facility
- Expansion
- SMC and San Miguel Global Power brands
- Establishment of ESG Roadmap

MANUFACTURED

- Total installed capacity: **5,057 MW**
- 3 CFB power plants installed capacity: **1,900MW**
- 1 Supercritical power plant installed capacity: **1023MW**
- 1 LNG power plant installed capacity: **1,200 MW**
- MHI 501G gas turbine in CCGT
- 1 Hydroelectric power plant installed capacity: **218 MW**
- BESS installed capacity: **770 MW**
- Units of conventional power plants (Masinloc): **2**

NATURAL

- Non-Renewable materials consumed: **6.59 M MT**
- Renewable materials consumed: **11.62 M MT**
- Water withdrawal: **5.12 M ML**
- Energy consumed: **92.25 M GJ**

SOCIAL & RELATIONSHIP

- Community investments, donations, and contributions **Php 165 M**
- Compliance with government regulations
- 59 partner peoples' organizations (POs) in 20 provinces since 2019
- Continuing support to POs in partner communities

Collaborative Action for a Resilience-focused Business Enterprise Pathways

CARE Pathways

PURPOSE

To provide stable, reliable, and affordable energy that advances inclusive growth and enhances people's lives

VISION

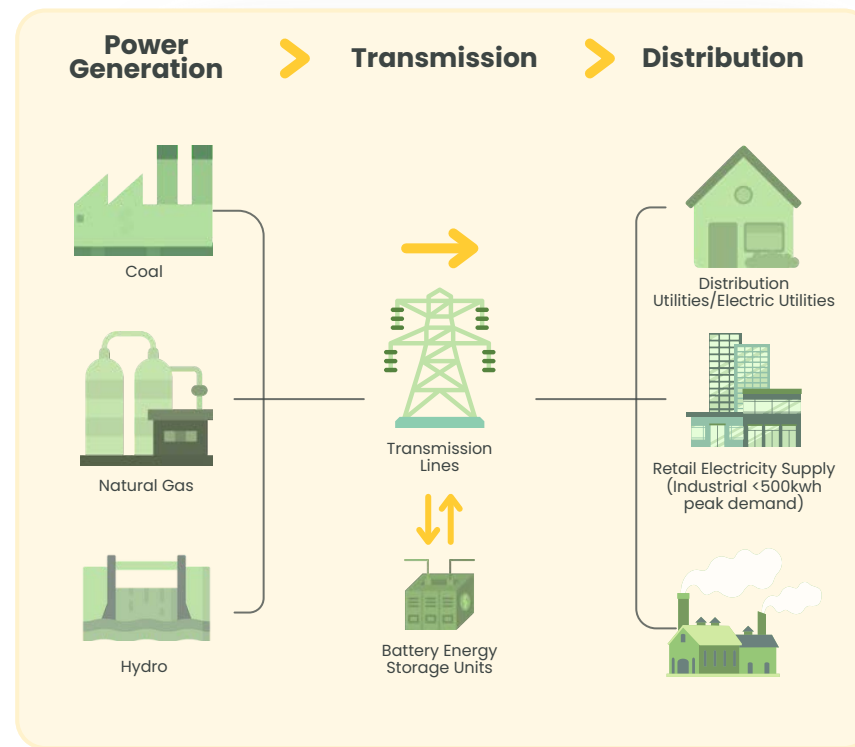
To be trusted partner leading in sustainable and resilient energy business geared towards a globally competitive Philippines

CORE VALUES: MALASAKIT

Integrity | Service Excellence | Accountability | Innovation
Empowerment | Sustainability | Corporate Social Responsibility | God Above All

SUSTAINABLE AGENDA

We aspire to integrate sustainability in every aspect of our business to continue creating shared value with our stakeholders – communities, customers, employees and investors.



Our Corporate Strategy guided by our CARE Pathways

- CARE for Progress**: Low carbon investments for clean energy access
- CARE for the Planet**: GHG reduction and resource protection
- CARE for People and Communities**: Cutting-edge sustainable solutions for stakeholders
- CARE for Governance and Leadership**: Good governance that supports sustainability and climate resilience

Cognizant of our External Environment, we intend to manage each Risk and Opportunity and act on our Outlook to continuously create and preserve value for our stakeholders.

OUTPUT

OUR PRODUCT

14.76 GWh
total power generated

WASTE:

- 1,363.54 MT waste generated and disposed
- 269,000 MT of recycled ash

OTHER BY-PRODUCTS:

- 12.2 M tCO₂e of Scope 1 emissions
- 30,127 tCO₂e of Scope 2 emissions
- 5.12 M ML of water discharged
- 2,218 ML of water consumed
- 5,248 M³ of water recycled

OUTCOMES

Value created to our stakeholders

Value creation: ■ Preserved ▲ Created, Increased ▼ Eroded, Decreased
Compared to previous reporting year

FINANCIAL		2023
Direct economic value generated:	Php 171.3 B	↓
Economic value distributed:	Php 157.6 B	↓
Economic value retained:	Php 13.7 B	↑
Spending on local suppliers:	Php 5.1 B	↓

HUMAN		2023
Average training hours per employee:	28.59	↑
Accession rate:	24%	↓
Turnover rate:	8%	↑
Female representation in senior management	29%	■
Percentage of employees covered by an OSH system (GRI 403):	100%	■

INTELLECTUAL

IT platforms developed across San Miguel Global Power facilities: 12*

No data privacy breach

Harmonized brand for all San Miguel Global Power subsidiaries

SMGP update on Vision, Core, Purpose and Core values integrating sustainability commitments

MANUFACTURED		2023
Amount of power produced:	14.76 million MWh	↑
Contribution to the Philippine grid:	19%	■
Power security of the country	-	-
Frequency regulation of BESS	-	-

NATURAL

6,527,895 seedlings and propagules for upland & mangrove rehab

1,625 hectares upland rehab & protection

472.6 hectares mangrove rehab & protection

91% upland survival rate

93% survival rate of adopt-a-river

250 reef modules installed, 200 coral fragments (5 species types) transplanted, 12 coral species & 7 reef fishes recruits identified

SOCIAL & RELATIONSHIP		2023
New suppliers	117	↑
Total scholars graduated and employed	203	↑
Community People' Organizations participating in livelihood programs	11	■
Total scholarship grants from 2019-2023	541	↑

ECONOMIC

ECONOMIC PERFORMANCE

2023 ECONOMIC VALUE (GRI 201)



	UOM	2021	2022	2023
Economic value generated	in million pesos	134,680	234,787	171,318
Economic value distributed	in million pesos	117,383	226,606	157,601
Operating cost	in million pesos	74,948	182,045	113,842
Employee wages and benefits	in million pesos	1,741	2,127	2,321
Payments to providers of capital	in million pesos	30,531	31,651	29,398
Payments to government	in million pesos	9,877	10,629	11,876
Community investments Donations & Contributions	in million pesos	286	155	165
Economic Value Retained	in million pesos	17,296	8,181	13,717

Figures are based on all operating power plants of SMGP

Economic value generated in 2022 comprised mainly of sale of power which increased by 65.7% compared to 2021 as revenues included fuel price adjustments passed on to bilateral customers as a result of the surge in global coal prices at unprecedented levels beyond US\$400/MT (which averaged at US\$137.28/MT in 2021 and US\$60.49/MT in 2020) initially triggered by a month-long ban on the exportation of coal by the Government of Indonesia and further worsened by the Russia-Ukraine conflict which started in February 2022 and continuing to this day.

Meanwhile, the Group's generated economic value from sale of power dropped by 23.2% in 2023 compared to 2022 mainly attributable to the decline in the average realization price resulting from the overall decline in global coal prices (averaging at US\$172.79/MT in 2023 versus US\$360.19/MT in 2022), and following the suspension in December 2022 and eventual termination of the Group's 670MW power supply agreement with Manila Electric Company (Meralco) anchored on a favorable decision from the higher court. The Group, however, was able to secure several emergency power supply agreements from Meralco and other distribution utilities that allowed the contracting of its available capacities with the resumption of operations in June 2023 of the Ilijan Power Plant using commercial liquefied natural gas on a fuel passthrough basis. The decline in revenues was also partially mitigated by additional revenues from ancillary services rendered for the National Grid Corporation of the Philippines by 7 BESS facilities of the Group, with a combined capacity of 220 megawatt hours (MWh), which commenced operations in the second semester of 2023.

Economic value distributed mainly pertains to operating costs which increased in 2022 due to: (i) higher generation costs on account of the increase in fuel prices particularly for coal and the Malampaya gas used by the Ilijan Power Plant prior to its turnover to the Group from Power Sector Assets and Liabilities Management Corporation on June 4, 2022, and (ii) higher volume and average price for power purchased from the Philippine Wholesale Electricity Spot Market (WESM) to augment the Group's power supply in order to meet the bilateral nominations from its contracted demand.

On the other hand, the Group's operating costs in 2023 dropped by 37.5% compared to 2022 as global coal prices went down by an average of 52% during the year. Moreover, the Group was able to substantially reduce its exposure to power purchases from the WESM to supplement its required generation output, following the suspension and eventual termination of the obligation to deliver the 670MW contract capacity to Meralco.



PROCUREMENT PRACTICES

2023 Procurement Spending (204-1)



	2021	2022	2023
% Foreign	43%	52%	63%
% Local	57%	48%	37%

Excluding Capital expenses, plus other operational items and power purchases.

INDIRECT ECONOMIC IMPACT

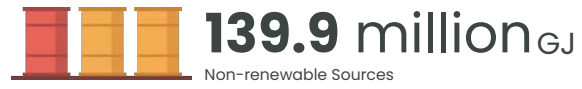
Infrastructure Investments (203-1)

Project Name	Location	Purpose	Type of Investment
Handwashing facility	Angat, Bulacan	Provision of Water Storage Tank and Hardware Materials to NPCHS for the construction of the school's Handwashing Facility	Pro-bono
PNP Headquarter	Ilijan, Batangas	Use of 1000sqm of land and donation of materials for the construction of the headquarter to establish a safe community for crime and accidents reduction	Pro-bono
Handwashing stations at Limay Power Plant's partner schools	Limay, Bataan	For improved sanitation and hygiene access and practices	Pro-bono



ENVIRONMENTAL

ENERGY CONSUMPTION



NOTE: Power plants included in the calculation are Angat, Ilijan, Limay, Malita, and Masinloc

WATER AND EFFLUENTS

With Water Stress



Without Water Stress



Water Consumption



MATERIALS

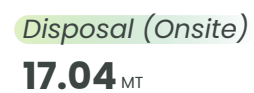
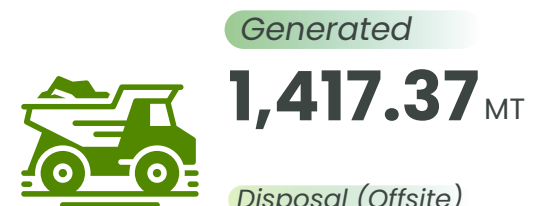
Non-renewable Materials



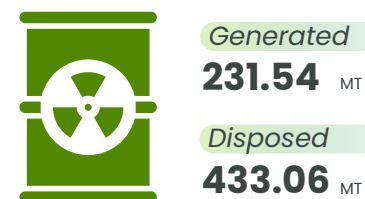
Renewable Materials



NON-HAZARDOUS WASTE



HAZARDOUS WASTE

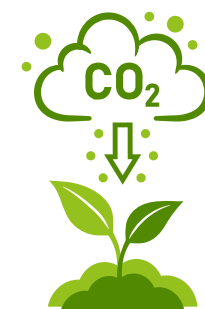


**Hazardous wastes disposed of in 2023 include those from the previous year
Not all wastes are disposed of in the year they are generated.



PROJECT 747
6.52 Million
Upland and Coastal Seedlings and Propagules Planted
(as of December 2023)

GHG EMISSIONS & AIR POLLUTANTS



SOx Concentration	2023	DENR Limit	World Bank Limit
Angat, in PPM	N/A	N/A	N/A
Ilijan, in PPM	5.07	245.30	700.85
Limay, in PPM	57.59	245.30	700.85
Malita, in PPM	58.54	245.30	700.85
Masinloc (Unit 1 & 2), in PPM	334.80	525.63	700.85
Masinloc (Unit 3), in PPM	82.05	245.30	700.85

CO Concentration	2023	DENR Limit	World Bank Limit
Angat, in PPM	N/A	N/A	N/A
Ilijan, in PPM	46.00	400.48	-
Limay, in PPM	19.73	400.48	-
Malita, in PPM	20.73	400.48	-
Masinloc (Unit 1 & 2), in PPM	209.50	400.48	-
Masinloc (Unit 3), in PPM	23.92	400.48	-

NOx Concentration	2023	DENR Limit	World Bank Limit
Angat, in PPM	N/A	N/A	N/A
Ilijan, in PPM	41.66	486.57	365.66
Limay, in PPM	62.76	486.57	365.66
Malita, in PPM	62.76	486.57	365.66
Masinloc (Unit 1 & 2), in PPM	191.72	731.32	365.66
Masinloc (Unit 3), in PPM	103.33	486.57	365.66



ENVIRONMENTAL

GRI 302: ENERGY CONSUMPTION

Particulars	2022	2023	% Diff
Energy consumption (renewable sources), in GJ	3,724.10	10,484.42	95.16%
Energy consumption (non-renewable), in GJ	132,605,356.29	139,902,507.88	5.36%
Electricity consumption (Household), in GJ	4,573,935.52	4,586,950.87	0.28%
Self-generated energy which are not consumed, in GJ	421,122.76	311,711.53	29.86%
Sold Energy (Electricity, Heating, Cooling, Steam), in GJ	43,312,877.37	48,538,773.49	11.38%
Gross Energy Consumption, in GJ	132,668,531.31	139,956,145.88	5.35%
Total Energy Consumption, in GJ	90,054,545.46	92,246,206.35	2.40%
Net Electricity Generated, in MWH	13,301,892.47	14,757,145.65	10.37%
Energy Intensity	6.77	6.25	7.97%

GRI 303: WATER AND EFFLUENTS

	2021	2022	2023
With Water Stress, in ML	9,916,210.35	9,357,412.76	9,625,415.32
Withdrawal, in ML	4,958,977.07	4,679,633.76	4,813,668.74
Domestic Water, in ML	64.04	70.62	102.37
Groundwater, in ML	1,172.09	1,078.55	1,004.97
Seawater, in ML	2,536,681.63	2,534,844.48	2,918,299.58
Surface Water, in ML	2,421,059.32	2,143,640.12	1,894,261.82
Discharge, in ML	4,957,233.28	4,677,778.99	4,811,746.58
Seawater, in ML	2,537,003.28	2,535,059.71	2,918,356.58
Surface Water, in ML	2,420,230.00	2,142,719.28	1,893,390.01
Without Water Stress, in ML	695,613.65	673,090.18	610,116.78
Withdrawal, in ML	347,933.49	336,691.42	305,206.32
Domestic Water, in ML	36.23	98.21	98.33
Seawater, in ML	347,573.15	336,319.31	304,837.04
Surface Water, in ML	324.11	273.90	270.95
Discharge, in ML	347,680.16	336,398.76	304,910.46
Seawater, in ML	347,680.16	336,398.76	304,910.46
Total Water Consumption, in ML	1,997.12	2,147.44	2,218.01

GRI 306: NON-HAZARDOUS WASTE MANAGEMENT

	2021	2022	2023
Offsite, in MT	363.44	767.21	1,400.33
Waste Directed To Disposal			
Landfill, in MT	246.44	327.74	1,355.59
Other Disposal Operations, in MT	117.00	-	-
Waste Diverted from Disposal			
Other Recovery Operations, in MT	-	17.58	14.95
Preparation for Reuse, in MT	-	99.61	-
Recycling, in MT	-	322.28	29.79
Onsite, in MT	1.41	26.37	17.04
Waste Directed To Disposal			
Landfill, in MT	1.41	-	-
Other Disposal Operations, in MT	-	12.21	7.95
Waste Diverted from Disposal			
Other Recovery Operations, in MT	-	7.49	1.91
Preparation for Reuse, in MT	-	5.60	2.30
Recycling, in MT	-	1.07	4.88

GRI 306: HAZARDOUS WASTE

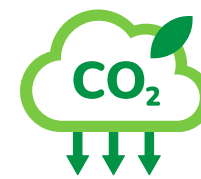
	2021	2022	2023
Offsite, in MT	211.40	351.06	433.06
GENERATED, in MT	113.47	215.98	231.54
Incineration (no energy recovery), in MT	1.71	2.93	0.57
Incineration (WTE), in MT	-	0.06	0.43
Landfill, in MT	3.61	66.78	2.51
Other Disposal Operations, in MT	105.01	49.96	33.74
Other Recovery Operations, in MT	1.70	43.14	101.04
Preparation for Reuse, in MT	-	48.78	0.48
Recycling, in MT	1.44	4.34	92.78
DISPOSED, in MT	97.93	135.07	201.52
Incineration(no energy recovery), in MT	1.43	2.93	0.50
Landfill, in MT	7.06	43.82	3.73
Other Disposal Operations, in MT	87.00	3.12	0.87
Other Recovery Operations, in MT	1.00	42.74	72.70
Preparation for Reuse	-	42.21	-
Recycling, in MT	1.44	0.25	123.72

GRI 301: MATERIALS

	2021	2022	2023
Non-Renewable, in MT	6,597,265.04	6,673,626.21	6,592,025.36
Associated to Process, in MT	37,572.19	46,549.51	41,386.59
Raw Materials, in MT	6,559,692.85	6,627,076.70	6,550,638.77
Renewable, in MT	10,611,759.96	10,030,432.32	11,623,883.13
Raw Materials, in MT	10,611,759.96	10,030,432.32	11,623,883.13

GRI 305: GHG EMISSIONS & AIR POLLUTANTS

	2022	2023	% Diff
Direct (Scope 1) GHG Emissions, in MT CO ₂ e	12,317,589.80	12,183,876.27	1%
Energy indirect (Scope 2) GHG Emissions, in MT CO ₂ e	11,999.29	30,172.10	86%
GHG Emissions Intensity, in tCO ₂ e/MWh	0.92	0.82	11%



	2022	2023	% Diff
Total Amount of Carbon Monoxide Produced, in MT	374.56	249.42	40.11%
Total Amount of Nitrous Oxides Produced, in MT	1,246.28	1,767.21	34.57%
Total Amount of Particulate Matter Produced, in MT	82.17	9.06	160.29%
Total Amount of Sulfur Oxides Produced, in MT	1,282.55	1,950.82	41.34%

SOx Concentration

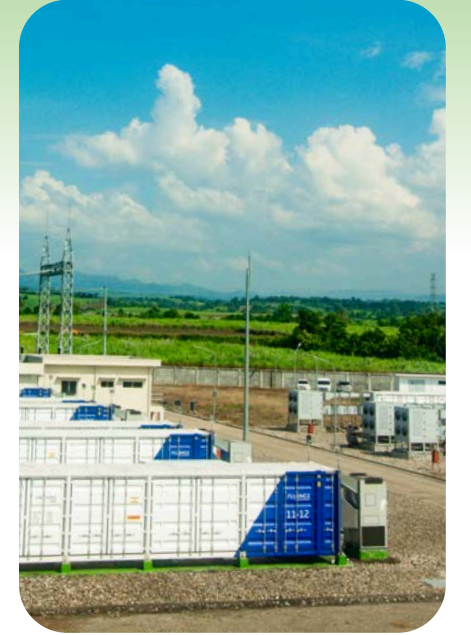
	2021	2022	2023	DENR Limit	World Bank Limit
Angat, in PPM	-	-	N/A	N/A	N/A
Ilijan, in PPM	-	-	5.07	245.30	700.85
Limay, in PPM	49.85	101.76	57.59	245.30	700.85
Malita, in PPM	33.71	59.36	58.54	245.30	700.85
Masinloc (Unit 1 & 2), in PPM	426.74	329.73	334.80	525.63	700.85
Masinloc (Unit 3), in PPM	33.73	35.72	82.05	245.30	700.85

CO Concentration

	2021	2022	2023	DENR Limit	World Bank Limit
Angat, in PPM	-	-	N/A	N/A	N/A
Ilijan, in PPM	-	-	46.00	400.48	-
Limay, in PPM	9.18	24.29	19.73	400.48	-
Malita, in PPM	3.50	5.91	20.73	400.48	-
Masinloc (Unit 1 & 2), in PPM	77.28	183.57	209.50	400.48	-
Masinloc (Unit 3), in PPM	49.94	27.95	23.92	400.48	-

NOx Concentration

	2021	2022	2023	DENR Limit	World Bank Limit
Angat, in PPM	-	-	N/A	N/A	N/A
Ilijan, in PPM	-	66.37	41.66	486.57	365.66
Limay, in PPM	60.34	66.37	62.76	486.57	365.66
Malita, in PPM	38.41	56.08	62.76	486.57	365.66
Masinloc (Unit 1 & 2), in PPM	220.29	181.20	191.72	731.32	365.66
Masinloc (Unit 3), in PPM	87.58	88.40	103.33	486.57	365.66



SOCIAL

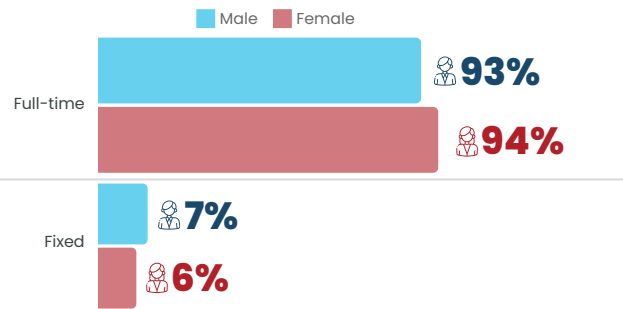
(GRI 2-7, 401-1, 401-3, 403, 404, 405, 414)

EMPLOYMENT

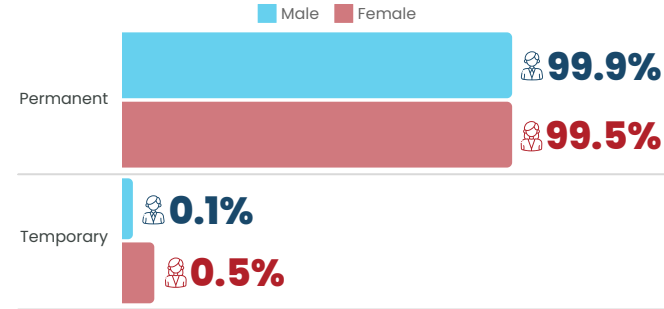
Total Number of Employees



Employees by Employment Contract



Employees by Employment Type



Fixed (contract with employee for a fixed period i.e. project hires, consultants, probationary employees)
Full-time (contract with employee for an indefinite period i.e. regular employees)

Permanent - based on the standard work hours/ week (40 hours) (i.e. regular, probationary, full-time consultants, project hires)
Temporary - less than the standard work hours/ week (i.e. part-time consultants)

DIVERSITY AND EQUAL OPPORTUNITY

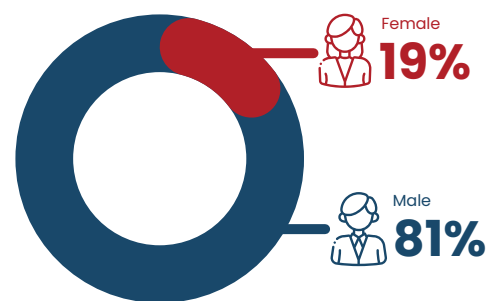
Employees by Age



Employees by Job Level



Employees by Gender

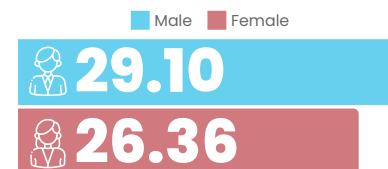


TRAINING AND EDUCATION

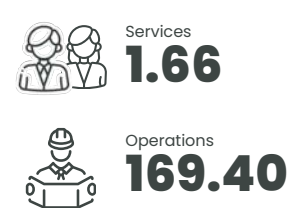
Average Training Hours By Level



Average Training Hours By Gender

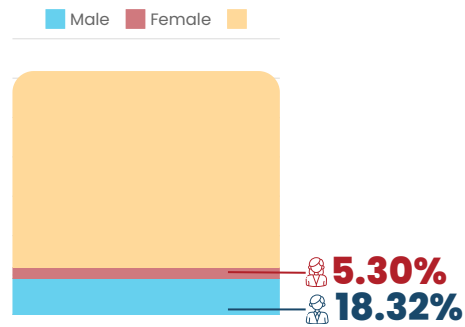


Average Training Hours By Function

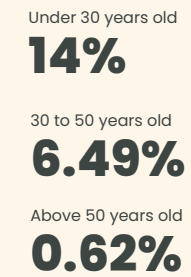


NEW HIRES AND TURNOVERS

New Hires by Gender



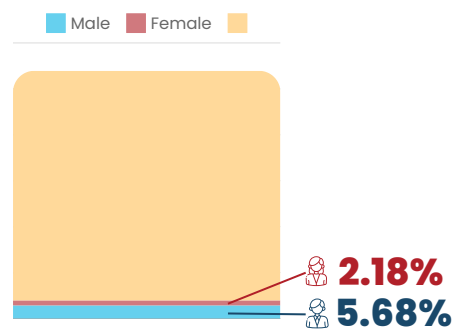
New Hires by Age



New Hire Overall Rate



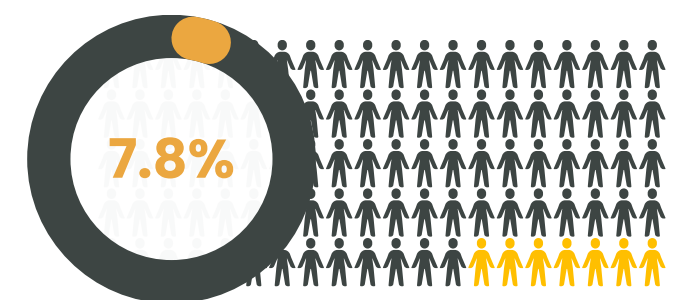
Turnover by Gender



Turnover by Age



Turnover Overall Rate



PARENTAL LEAVES

	Male	Female
Employees took the Parental Leave	50	16
Employees returned after took PL	50	16
Employees returned after PL who are still employed 12 months after their return to work	49	13
Return to work rate	100.00%	100.00%
Retention rate	98%	81%

SUPPLIER SOCIAL ASSESSMENT



GRI 2-7: GENERAL DISCLOSURES ON EMPLOYMENT

Total Number of Employees

	2021	2022	2023
	1358	1771	2100

Employees By Employment Contract

Female	2021	2022	2023
Fixed	7.24%	7.10%	6.35%
Full-time	92.76%	92.90%	93.65%

Male	2021	2022	2023
Fixed	14.42%	8.22%	7.22%
Full-time	85.58%	91.78%	92.78%

Fixed (contract with employee for a fixed period i.e. project hires, consultants, probationary employees)
Full-time (contract with employee for an indefinite period i.e. regular employees)

Employees By Employment Type

Female	2021	2022	2023
Permanent	99.31%	99.03%	99.49%
Temporary	0.69%	0.97%	0.51%

Male	2021	2022	2023
Permanent	98.60%	98.37%	99.88%
Temporary	1.40%	1.63%	0.12%

Permanent - based on the standard work hours/ week (40 hours) (i.e. regular, probationary, full-time consultants, project hires)
Temporary - less than the standard work hours/ week (i.e. part-time consultants)



GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

Employees by Age

	2021	2022	2023
Under 30 years old	37.11%	35.76%	35.04%
30 to 50 years old	47.86%	50.99%	53.03%
Above 50 years old	15.02%	13.25%	11.93%

Employees by Gender

	2021	2022	2023
Female	21.35%	18.66%	18.66%
Male	78.65%	81.34%	81.34%

Employees By Job Level

	2021	2022	2023
Non-Supervisory	80.04%	83.56%	82.48%
Supervisory	11.05%	9.39%	10.75%
Managerial	5.52%	3.97%	3.98%
Consultants	2.36%	2.17%	2.18%
Senior Management	1.03%	0.90%	0.62%

GRI 401-1: NEW HIRES & TURNOVERS

New Hires by Age

	2021	2022	2023
Under 30 years old	7.95%	15.17%	14.73%
30 to 50 years old	10.09%	9.51%	6.49%
Above 50 years old	1.77%	1.08%	0.62%

New Hires by Gender

	2021	2022	2023
Female	3.09%	3.91%	5.30%
Male	16.72%	21.85%	18.32%

New Hire Rate (Overall)

	2021	2022	2023
Percent	19.81%	25.77%	23.63%

Turnover Rate by Age

	2021	2022	2023
Under 30 years old	3.46%	3.67%	3.36%
30 to 50 years old	2.58%	2.89%	3.93%
Above 50 years old	0.96%	1.02%	0.57%

Turnover Rate by Gender

	2021	2022	2023
Female	1.62%	2.71%	2.18%
Male	5.38%	4.88%	5.68%

Turnover Rate (Overall)

	2021	2022	2023
Percent	7.00%	7.59%	7.86%

GRI 401-3: PARENTAL LEAVES

Male

Parental Leaves	2021	2022	2023
Employees took the Parental Leave	32	40	50
Employees returned after took PL	32	40	50
Employees returned after PL who are still employed 12 months after their return to work	31	39	49
Return to work rate	100.00%	100.00%	100.00%
Retention rate	97%	98%	98%

Female

Parental Leaves	2021	2022	2023
Employees took the Parental Leave	13	20	16
Employees returned after took PL	12	19	16
Employees returned after PL who are still employed 12 months after their return to work	12	19	13
Return to work rate	92.31%	95.00%	100.00%
Retention rate	92%	95%	81%

GRI 404: TRAINING AND EDUCATION

Average Training Hours

By Level	2021	2022	2023
Non-Supervisory	6.77	22.41	28.69
Supervisory	11.03	35.87	41.02
Managerial	8.80	13.05	12.13
Consultants	0.34	2.00	0.70
Senior Management	7.14	0.00	3.08

By Gender	2021	2022	2023
Female	9.57	19.21	26.36
Male	6.56	23.44	29.10

By Function	2021	2022	2023
Operations	25.34	111.38	169.40
Services	2.13	2.38	1.66

Overall Average Training Hours	2021	2022	2023
Grand Total	7.20	22.65	28.59

GRI 414: SUPPLIER SOCIAL ASSESMENT

	2021	2022	2023
No. of New Suppliers	74	91	117

GRI 411: LOCAL COMMUNITIES

SMGP Foundation's Program Milestones (2019-2023)

- 6,527,895 seedlings and propagules for upland & mangrove rehab
- 1,625 HAs upland rehab & protection
- 472.6 HAs mangrove rehab & protection
- 91% upland survival rate
- 88% mangrove survival rate
- 99 kms streambank for adopt-a river
- 93% survival rate of adopt-a-river
- 59 partner peoples' organizations (POs) in 20 provinces
- 250 reef modules installed, 200 coral fragments (5 species types) transplanted, 12 coral species & 7 reef fishes recruits identified
- 11 POs organized for BioChar project



GOVERNANCE

OUR BEST GOVERNANCE PRACTICES



Fair Compensation

Top Management approves salary increases and compensation based on objective performance evaluation criteria while considering business affordability.



Culture of Care and Ethics

Leadership is selected based on evaluating competency and core values alignment, leading by example, and cultivating a culture of compassion and performance excellence. The Management also supports ethical conduct, anti-corruption, and whistleblower protection.



Diversity and Inclusivity

The Board conducts a self-assessment in line with our Board Diversity Policy to measure performance and identify strengths, weaknesses, behavior, perspective, and character significantly impacting Board effectiveness.



Innovation

The Board and Management's collective body of knowledge keeps the Company updated with emerging industry technologies— especially for renewable energy— which we further through partnerships, acquisitions, and other business ventures.



Stakeholder Touchpoints

Executives hold regular meetings with key stakeholders to determine the annual direction of the Company and priority items that take stakeholders' concerns into mind. Concerned parties may also report possible misconduct in line with our Whistle Blowing Policy.

COMPANY POLICIES AND PROGRAMS

- 1 **Board and Organizational Diversity**
[Click for more information.](#)
- 2 **Whistle Blower Protection**
[Click for more information.](#)
- 3 **Conflict of Interest**
[Click for more information.](#)
- 4 **Code of Conduct and Ethical Business Policy**
[Click for more information.](#)
- 5 **Anti-corruption and Anti-competitive Behavior**
[Click for more information.](#)
- 6 **Related Party Transactions**
[Click for more information.](#)
- 7 **Health, Safety and Welfare, and Training**
[Click for more information.](#)
- 8 **Dealings in Securities**
[Click for more information.](#)

Go to SMGP's [website](http://www.smcglobalpower.com.ph) to access our Policies: www.smcglobalpower.com.ph



GRI 405-1: DIVERSITY OF GOVERNANCE BODIES

Gender and age group distribution of the members of San Miguel Global Power's governance bodies

By Gender



Male

71.4%



Female

28.5%

By Age Group

30-50 years old

28.57%

Above 50 years old

71.43%

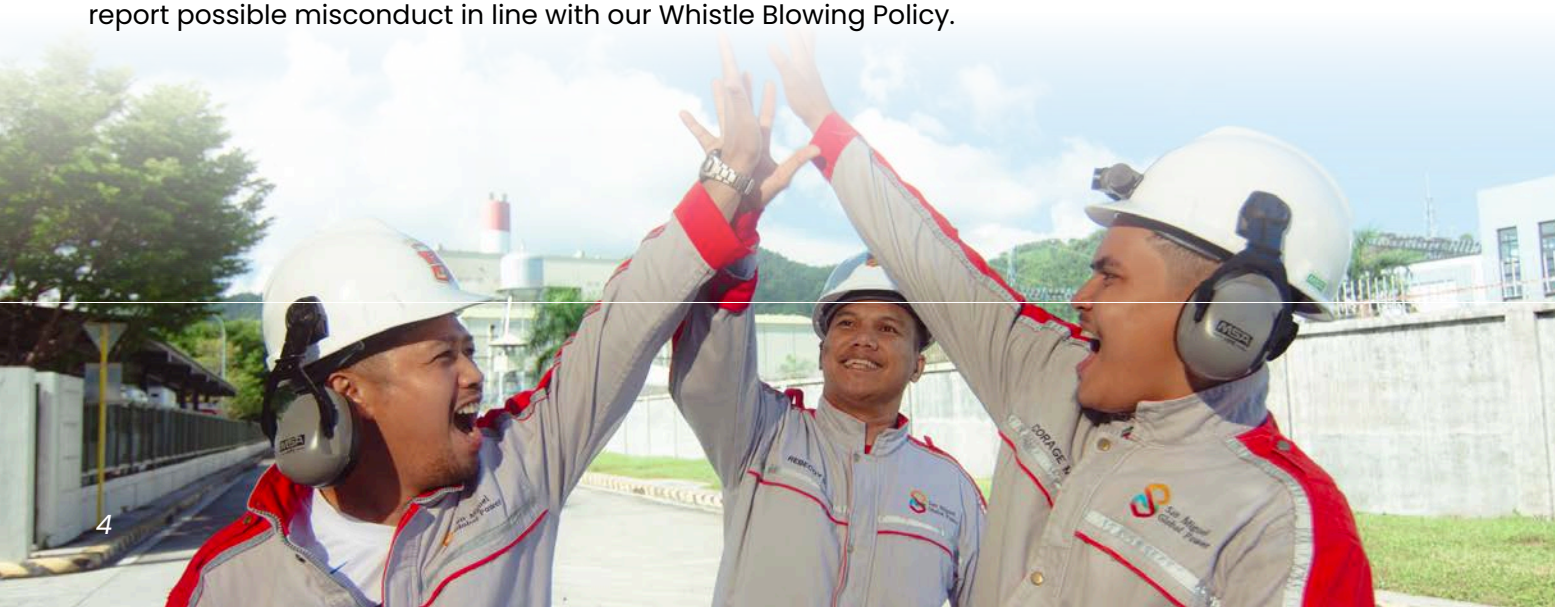
EXECUTIVE COMPENSATION

Total compensation of the Chief Executive Officer, President and Chief Operating Officer and Senior Executive Officers	2021	2022	2023
Salary (in millions)	₱73.9	₱76.3	₱79.5
Bonus (in millions)	₱24.2	₱24.5	₱16.3

Note: The Chief Executive Officer, President & Chief Operating Officer, and Senior Executive Officers of the Company for 2021 to 2023 are Ramon S. Ang, Elenita D. Go, Paul Bernard D. Causon and Ramon U. Agay.

All other Officers and Directors as a group unnamed	2021	2022	2023
Salary (in millions)	₱43.6	₱47.1	₱53.7
Bonus (in millions)	₱26.1	₱29.6	₱27.1

Executive compensation can be found in our [SEC 17A \(2023\)](#) available on our website.



INDEPENDENT ASSURANCE STATEMENT

(C713952)

Introduction

DNV AS Philippine Branch ('DNV') has been commissioned by the management of San Miguel Global Power Holdings Corp ('SMGP' or 'the Company', Securities and Exchange Commission Identification Number: CS200801099) to undertake an independent assurance of selected information disclosed in SMGP's 2023 Sustainability Scorecard (hereafter referred as 'Report') for the year ended 31st December 2023.

Assurance approach

This assurance engagement has been carried out in accordance with DNV's VeriSustain protocol, V6.0, which is based on our professional experience and international assurance best practice including the International Standard on Assurance Engagements (ISAE) 3000 revised – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited and reasonable assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 – Conformity assessment, whose general principles are requirements for validation and verification bodies. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We performed the activities applying a limited level of assurance for a selection of indicators, as described in the following sections. Our assurance engagement was carried out during April 2024 to July 2024.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less detailed than, those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced, but not reduced completely.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on SMGP's website for the current reporting period.

Reporting criteria for selected information

The selected information has been prepared by SMGP with reference to ("Reporting Criteria"):

- Global Reporting Initiative (GRI) Standards

Responsibilities of the Directors of SMGP and of the assurance providers

The Management of SMGP has sole responsibility for:

- Preparing and presenting the selected information;
- Designing, implementing and maintaining effective internal controls over the information and data, resulting in the preparation of the selected information that is free from material misstatements;
- Measuring and reporting the selected information.

DNV's responsibility is to plan and perform the work to obtain assurance about whether the selected information has been prepared with reference to the reporting requirements and to report to SMGP in the form of an independent assurance conclusion, based on the work performed and the evidence obtained.

Our statement represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Assurance Statement.

Scope of assurance

The scope of our engagement includes the following disclosures ('Selected information'):

GRI	GRI Indicator
201	201-1 Direct economic value generated and distributed
203	203-1 Infrastructure investments and services supported
204	204-1 Proportion of spending on local suppliers
301	301-1 Materials used by weight or volume
301	301-2 Recycled input materials used
302	302-1 Energy consumption within the organization
302	302-2 Energy consumption outside of the organization

	302-3 Energy intensity
	302-4 Reduction of energy consumption
	302-5 Reductions in energy requirements of products and services
303	303-1 Interactions with water as a shared resource
303	303-3 Water withdrawal
303	303-4 Water discharge
303	303-5 Water consumption
305	305-1 Direct (Scope 1) GHG emissions
305	305-2 Energy indirect (Scope 2) GHG emissions
305	305-4 GHG emissions intensity
305	305-5 Reduction of GHG emissions
305	305-6 Emissions of ozone-depleting substances (ODS)
305	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
306	306-1 Waste generation and significant waste-related impacts
306	306-3 Waste generated
306	306-4 Waste diverted from disposal
306	306-5 Waste directed to disposal
401	401-1 New employee hires and employee turnover
401	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees
401	401-3 Parental leave
404	404-1 Average hours of training per year per employee
404	404-3 Percentage of employees receiving regular performance and career development reviews
405	405-1 Diversity of governance bodies and employees
414	414-1 New suppliers that were screened using social criteria

Our competence, independence and quality control

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. We have no other contract with SMGP.

Our multi-disciplinary team consisted of professionals with a combination of sustainability assurance experiences.

Inherent limitations

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.

The engagement excludes the sustainability management, performance, and reporting practices of the Company's suppliers, contractors, and any third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement.

We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures and data as they are not within the scope of our assurance engagement.

The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Basis of our conclusions

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of SMGP. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. Our limited assurance procedures included, but were not limited to, the following activities:

- Review of the disclosures according to reporting requirements. Our focus included ESG disclosures and management processes;
- Peer and media review to identify relevant sustainability issues for SMGP in the reporting period;
- Understanding of the key systems, processes and controls for collecting, managing and reporting disclosures in the Report;



- Walk-through of key data sets. Understanding and testing, on a sample basis, of the processes used to adhere to and evaluate adherence to the reporting requirements;
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles and requirements;
- Interviews with the senior managers responsible for management of disclosures. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data consolidation and reporting of the selected information;
- On-site audits for SMGP's Headquarters, Limay Power Plant and Masinloc Power Plant and sample-based assessment of site-specific data disclosures was carried out.

Limited Level of Assurance

On the basis of the work undertaken, nothing came to our attention to suggest that the Selected Information as described in 'Scope of assurance' is not fairly stated and has not been prepared, in all material respects, with reference to the Reporting Criteria specified in this Statement.

Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company for our work or this report.

For and on behalf of DNV AS Philippine Branch

<p>Gangwar, Vishal</p> <p>Digitally signed by Gangwar, Vishal Date: 2024.07.31 18:30:55 +08'00'</p> <p>Vishal Gangwar Lead Verifier Supply Chain and Product Assurance</p>	<p>Kim, Jae Hee</p> <p>Digitally signed by Kim, Jae Hee Date: 2024.07.31 19:45:31 +09'00'</p> <p>Jae Hee Kim Assurance Reviewer Supply Chain and Product Assurance</p>
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31 July 2024

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