Annex A: Reporting Template

(For additional guidance on how to answer the Topics, organizations may refer to Annex B: Topic Guide)

Contextual Information

Company Details	
Name of Organization	Repower Energy Development Corporation
Location of Headquarters	3/F JTKC Centre 2155 Don Chino Roces Avenue, Makati City
Location of Operations	Provinces of Laguna, Quezon and Camarines Sur
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	This sustainability report covers the performance of Repower Energy Development Corporation and its subsidiaries
Business Model, including Primary Activities, Brands, Products, and Services	Repower Energy Development Corporation. is an investment holding company of companies specializing in the generation of Hydro Power Renewable Energy in the Philippines
Reporting Period	January to December 2025
Highest Ranking Person responsible for this report	Eric Peter Y. Roxas President

**If you are a holding company, you could have an option whether to report on the holding company only or include the subsidiaries. However, please consider the principle of materiality when defining your report boundary.*

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.[1]
The management of Repower Energy Development Corporation (REDC) used the Sustainability Accounting Standard Board (SASB) Materiality Map in the assessment and determination of the materiality process, principles and topics. By the end of 2025, REDC's 6 subsidiaries has 8 operating hydropower plants for the reporting period January to December 2025 and as such had significant economic, environmental, and social impacts that will substantially affect the decisions of its stakeholders.

[1] See *GRI 102-46* (2016) for more guidance.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	775,808,592.00	PhP
Direct economic value distributed:		
a. Operating costs	182,692,371.00	PhP
b. Employee wages and benefits	44,046,410.00	PhP
c. Payments to suppliers, other operating costs	66,869,406.00	Php
d. Dividends given to stockholders and interest payments to loan providers	177,382,143.00	PhP
e. Taxes given to government	18,321,732.00	PhP
f. Investments to community (e.g. donations, CSR)	666,350.00	PhP

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
In 2025, REDC had significant economic activities from its 6 subsidiaries. The energy generated from the 8 operational plants impact country's economy through electricity prices.	Customers, Employees, Shareholders, Community and Government	All operating hydro power plants of REDC's subsidiaries are under the Feed-in-Tariff program of the DOE. Moreover, all electricity generated are must and first dispatch.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
1. Electricity Supply, Demand and Price 2. Water Level available for electricity generation	Shareholders, Employees, Government, Partners, Suppliers, Contractors, the Community and the Environment	All operating hydro power plants of REDC's subsidiaries are under the Feed-in-Tariff program of the DOE. Moreover, all electricity generated are must and first dispatch.

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
The steady increase in the country's population has created an additional power purchase and production demand, whilst the increase in economic development, growth and technological and scientific enhancements have paved the way for more accurate determination of possible renewable energy sites and more eco-friendly and efficient production methods.	Shareholders, Employees, Government, Partners, Suppliers, Contractors, the Community and the Environment	REDC aims to continuously develop, build, operate and modernize new and or existing hydro power plants throughout the Philippines.

Climate-related risks and opportunities[2]

Governance	Strategy	Risk Management	Metrics and Targets
REDC is a holding company for the generation of sustainable renewable energy. Moreover, REDC has corporate environmental programs which seeks to address factors that affect climate change such as air emission and both solid and waste pollution.	According to the United Nations, Renewable Energy emit little to no greenhouse gases and pollutants into the air.	Pollution Control Officers are designated per site / office to assess and manage all climate related risks and ensure the compliance of all DENR environmental rules and regulations.	The REDC management and pollution control officers provide programs to reduce solid wastes and unnecessary energy usage. As operations rely heavily on water availability and resource, the company protects the watersheds in which the projects are located.

[2] Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers		%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
REDC is a holding company and does not procure any materials. Its subsidiaries however procure supplies and equipment.	Suppliers, Management and Contractors	The REDC management team and that of its subsidiaries has appropriate policies, guidelines and procedures which are strictly enforced such as supplier accreditation policy.
What are the Risk/s Identified?		
1. Supplier and contractor credibility 2. Performance risks and or material or production quality		
What are the Opportunity/ies Identified?		
1. Price and Quality Comparison 2. Payment Terms, bargaining power 3. Project opportunities		

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	3	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	0	%
Percentage of directors and management that have received anti-corruption training	7	%
Percentage of employees that have received anti-corruption training	0	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
As a publicly listed company, REDC values and puts high regard to the maintenance of high standards of ethical conduct at all times and across all its constituents.	Employees, Suppliers, Government, Management and Community	REDC implements a code of conduct applicable to all its constituents. Violators will be reprimanded and sanctioned accordingly.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Corrupt act such as fraudulent transactions done by employees and the management in order to better their current stature in life or to increase financial gains	Employees, Suppliers, Government, Management and Community	Aside from the company's anti-corruption policies, All REDC employees are briefed and informed of all companywide policies during their initial orientation.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
The creation of anti-corruption policies alongside other company policies fosters employee and management integrity and honesty and increase company values.	Employees, Shareholders, Suppliers, Government, Management and Community	The anti-corruption code must be strictly enforced and reviewed timely and adjusted accordingly.

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
There have been no incidents of corruption within the REDC organization.	Employees, Shareholders, Government, Contractors, Management and Community	REDC implements a code of conduct applicable to all its constituents. Violators will be reprimanded and sanctioned accordingly.
What are the Risk/s Identified?	**Which stakeholders are affected?**	**Management Approach**
Corrupt acts such as fraudulent transactions done by employees and the management in order to better their current stature in life or to increase financial gains OR payment to the Government for certain favors.	Employees, Suppliers, Government, Contractors, Management and Community	Aside from the company's anti-corruption policies, All REDC employees are briefed and informed of all companywide policies during their initial orientation.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	**Management Approach**
The creation of anti-corruption policies alongside other company policies foster employee and management integrity and honesty and increase company values.	Employees, Shareholders, Suppliers, Government, Contractors, Management and Community	The anti-corruption code must be strictly enforced and reviewed timely and adjusted accordingly.

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	GJ
Energy consumption (gasoline)	N/A	GJ
Energy consumption (LPG)	N/A	GJ
Energy consumption (diesel)	42,900	GJ
Energy consumption (electricity)	1,535 camp usage	kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (gasoline)	N/A	GJ
Energy reduction (LPG)	N/A	GJ
Energy reduction (diesel)	N/A	GJ
Energy reduction (electricity)	N/A	kWh
Energy reduction (gasoline)	N/A	GJ

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Which stakeholders are affected?**	**Management Approach**
REDC is a holding company for the generation of sustainable renewable energy.	Employees, Shareholders, Government, Management and Community	The REDC management and pollution control officers provide programs to reduce solid wastes and unnecessary energy usage.
What are the Risk/s Identified?	**Which stakeholders are affected?**	Pollution Control Officers are designated per site / office to assess and manage all climate related risks and ensure the compliance of all DENR environmental rules and regulations.
According to the United Nations, Renewable Energy emit little to no greenhouse gases and pollutants into the air.	Employees, Shareholders, Government, Management and Community	Additionally, as operations rely heavily on water availability and resource, the company protects the watersheds in which the projects are located.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	

Since REDC is a holding company for the generation of sustainable renewable energy, the company generates carbon credits.	Employees, Shareholders, Government, Management and Community	

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	156,700 (camp supply)	Cubic meters
Water recycled and reused	N/A	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
REDC is a holding company and had minimal activities which resulted in minor water consumption which is attributed to office use. Its subsidiaries rely heavily on water to turn the turbines. These however are not consumed. The water is simply used to turn the turbines and returned back to the river.	Employees, Shareholders, Government, Management and Community	The REDC management and pollution control officers provide programs to reduce solid wastes and unnecessary energy usage. Pollution Control Officers are designated per site / office to assess and manage all climate related risks and ensure the compliance of all DENR environmental rules and regulations. Additionally, As operations rely heavily on water availability and resource, the company protects the watersheds in which the projects are located.
What are the Risk/s Identified?	**Which stakeholders are affected?**	
1. Decrease in amount of water available directly result the generation capacity of the power plants. 2. Water diversions and impounding	Employees, Shareholders, Government, Management and Community	
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	

The water is cleaned of trash before entering the pipes and the turbines. All water used is returned to its river.	Employees, Shareholders, Government, Management and Community	

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
● renewable	N/A	kg/liters
● non-renewable	N/A	kg/liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	N/A	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
REDC is a holding company for the generation of sustainable renewable energy. Its subsidiaries do not require a vast amount of manpower and supplies and materials for the day-to-day activities. Materials used during the year are limited to gasoline or diesel for transportation used and office supplies.	Employees and Management	REDC has corporate environmental programs which seeks to address factors that affect climate change such as air emission and both solid and waste pollution Pollution Control Officers are designated per site / office to assess and manage all climate related risks and ensure the compliance of all DENR environmental rules and regulations. The organization will as much as possible use eco-friendly materials in the daily operations should activities resume.
What are the Risk/s Identified?	**Which stakeholders are affected?**	
No risks were identified as the company and its subsidiaries has minimal materials consumption for its day-to-day operations.	n/a	
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	

As the world becomes more conscious of environmental changes, REDC may use eco-friendly materials.	Employees, Management, government and community	

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	
Habitats protected or restored	N/A	ha
IUCN[3] Red List species and national conservation list species with habitats in areas affected by operations	N/A	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
REDC is a holding company and had minimal activities which resulted in minor water consumption which is attributed to office use. Its subsidiaries rely heavily on water to turn the turbines. In most cases water from rivers is impounded and or diverted. Fish paths are made in order to continue the biodiversity found in the rivers and streams. The water is also not consumed and returned back to the river after going through the turbines.	Community and Government	The management undertakes programs such as reforestation and tree planting activities within the hydropower plant and other environmental stewardship programs which aims to maintain the natural ecosystems and bio diversities located in the project site areas. Additionally, As operations rely heavily on water availability and resource, the company protects the watersheds and its eco systems and bio diversities in which the projects are located.
What are the Risk/s Identified?	**Which stakeholders are affected?**	
1. Decrease in amount of water available directly result the generation capacity of the power plants.	n/a	

[3] International Union for Conservation of Nature

2. Water diversions and impounding		
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	
It would be in the company's best interest as well as the community to maintain the surrounding areas of the power plants in order to maximize the generation and extend and fully utilize its useful life.	Shareholders, Community and Government	

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	N/A	Tonnes CO_2e
Energy indirect (Scope 2) GHG Emissions	N/A	Tonnes CO_2e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
According to the United Nations, Renewable Energy emit little to no greenhouse gases and pollutants into the air.	Management, Community and Government	Pollution Control Officers are designated per site / office to assess and manage all climate related risks and ensure the compliance of all DENR environmental rules and regulations.
What are the Risk/s Identified?	**Which stakeholders are affected?**	
No risks were identified as Renewable energy emit little to no greenhouse gasses and pollutants into the air.	n/a	

What are the Opportunity/ies Identified?	Which stakeholders are affected?
Since REDC is a holding company for the generation of sustainable renewable energy, the company generates carbon credits.	Management, Community and Government

Air pollutants

Disclosure	Quantity	Units
NO_x	N/A	kg
SO_x	N/A	kg
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
According to the United Nations, Renewable Energy emit little to no greenhouse gases and pollutants into the air.	Management, Community and Government	Pollution Control Officers are designated per site / office to assess and manage all climate related risks and ensure the compliance of all DENR environmental rules and regulations.
What are the Risk/s Identified?	**Which stakeholders are affected?**	
No risks were identified as Renewable energy emit little to no greenhouse gasses and pollutants into the air.	n/a	
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	
Since REDC is a holding company for the generation of sustainable renewable energy, the company generates carbon credits.	Management, Community and Government	

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	5,180	kg
Reusable	N/A	kg
Recyclable	N/A	kg
Composted	N/A	kg
Incinerated	N/A	kg
Residuals/Landfilled	N/A	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Since REDC is a holding company, the company has little to no solid wastes. If any, these wastes are primarily produced by the head office. REDC's powerplants on the other hand and manned by a maximum of 3 personnel per shift consuming little to no solid wastes.	Management, Employees, Community and Government	REDC has corporate environmental programs which seeks to address factors that affect the environment. Pollution Control Officers are designated per site / office to assess and manage all solid waste related risks and ensure the compliance of all DENR environmental rules and regulations. In order to minimize solid wastes and expenses, a reduce, reuse and recycle program is also being implemented by the organization.
What are the Risk/s Identified?	**Which stakeholders are affected?**	
No risks were identified as the company is currently not operational and undertaking any activities.	n/a	
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	
REDC and its subsidiaries management is expected to continuously be aware of the latest developments and technologies in the field of hydropower generation, specifically those that increase production efficiency and reduce solid waste generation.	Management, Employees, Community and Government	

In order to minimize solid wastes and expenses, a reduce, reuse and recycle program is also being implemented by the organization.		

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	265	kg
Total weight of hazardous waste transported	N/A	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
REDC has no hazardous wastes.	Management, Employees, Community and Government	Aside from the presence of corporate environmental programs which seeks to address factors that affect the environment. Pollution Control Officers are designated per site / office to assess and manage all hazardous waste, its corresponding risks and ensure the compliance of all DENR environmental rules and regulations.
What are the Risk/s Identified?	**Which stakeholders are affected?**	
No risks were identified as the company has no hazardous wastes	n/a	
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	
No opportunities were identified as the company has no hazardous wastes	n/a	

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	0	Cubic meters
Percent of wastewater recycled	N/A	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
REDC has no hazardous wastes.	Management, Employees, Community and Government	Aside from the presence of corporate environmental programs which seeks to address factors that affect the environment. Pollution Control Officers are designated per site / office to assess and manage all hazardous waste, its corresponding risks and ensure the compliance of all DENR environmental rules and regulations.
What are the Risk/s Identified?	**Which stakeholders are affected?**	
No risks were identified as the company has no hazardous wastes	n/a	
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	
No opportunities were identified as the company has no hazardous wastes	n/a	

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	0	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	#
No. of cases resolved through dispute resolution mechanism	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
REDC and its subsidiaries are in compliance with the laws and regulations which protect the environment surrounding the sites.	Government, Employees, Shareholder, Stakeholders and Community	Aside from the presence of corporate environmental programs which seeks to address factors that affect the environment.

What are the Risk/s Identified?	Which stakeholders are affected?	
Non-compliance to environmental compliance procedures, rules, laws and regulations implemented by the DENR lead to the deterioration of the surrounding environment and corresponding sanctions and penalties from the DENR.	Government, Employees, Shareholder, Stakeholders and Community	Pollution Control Officers are designated per site / office to assess and manage all hazardous waste, its corresponding risks and ensure the compliance of all DENR environmental rules and regulations.
What are the Opportunity/ies Identified?	**Which stakeholders are affected?**	
With the compliance and adherence to environmental protection and the compliance to the rules which further seeks to protect the environment, the proper maintenance of the future project and site surroundings will ensure the long term viability of the project.	Government, Employees, Shareholder, Stakeholders and Community	

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees[4]		
a. Number of female employees	19	#
b. Number of male employees	22	#
Attrition rate[5]	2%	rate
Ratio of lowest paid employee against minimum wage	1:1	ratio

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS		100%	100%
PhilHealth		100%	100%
Pag-ibig		100%	100%
Parental leaves		0	0
Vacation leaves		100%	100%
Sick leaves		0	0
Medical benefits (aside from PhilHealth))		0	0
Housing assistance (aside from Pag-ibig)		0	0
Retirement fund (aside from SSS)		0	0
Further education support		0	0
Company stock options		0	0
Telecommuting		0	0
Flexible-working Hours		0	0
(Others)		0	0

[4] Employees are individuals who are in an employment relationship with the organization, according to national law or its application (GRI Standards 2016 Glossary)

[5] Attrition are = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
At REDC, its human resources are considered one of the company's most important factors in achieving its goals and targets. Aside from the provision of all government mandated benefits, REDC seeks to provide a competitive career growth and compensation package for all its employees and additional company-initiated benefits such as health care cards and additional performance-based incentives.	Aside from the competitive compensation and benefit packages offered to all employees of the company, REDC management also employs a vigorous employment selection process which is spearheaded by the Human Resource Department.
What are the Risk/s Identified?	**Management Approach**
1.Location of work as the power plants are situated in remote areas of the country, it is often quite difficult to find local employees with the technical knowledge needed for the project. 2. Due to a competitive market for employees with the proper and adequate technical knowhow, turnover rates may be high. 3. Compensation and Benefits	REDC maintains a competitive compensation and benefit package to entice employees to join the company and lower employment turnover.
What are the Opportunity/ies Identified?	**Management Approach**
REDC seeks to provide its employees with career development opportunities and both government mandated and company initiative benefits.	The management provides a venue and encourages its constituents to partake in training, conferences, and seminars which will not only enhance and further the company's growth but the employees career and valuability as well.

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
a. Female employees	0	hours
b. Male employees	0	hours
Average training hours provided to employees		
a. Female employees	0	hours/employee
b. Male employees	0	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
REDC's management and employees undergo regular training, seminars and conferences in order to boost employee performance, productivity and efficiency, beneficial both to the organization and the employee's career. REDC management is also encouraged to create a succession and leadership management plan.	The management provides a venue and encourages its constituents to partake in training, conferences, and seminars which will not only enhance and further the company's growth but the employees career and valuability as well.
What are the Risk/s Identified?	
1.Location of work as the power plants are situated in remote areas of the country, it is often quite difficult to find local employees with the technical knowledge needed for the project. 2. Due to a competitive market for employees with the proper and adequate technical knowhow, turnover rates may be high. 3. Compensation and Benefits	
What are the Opportunity/ies Identified?	
REDC seeks to provide its employees with career development opportunities which is expected to increase employee productivity, efficiency and performance.	

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	0	%
Number of consultations conducted with employees concerning employee-related policies	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach

Within REDC, there are no labor unions or employee groups.	Upon regularization, all employees are given contracts which includes the terms and conditions of their tenure for the duration of their employment with the organization.
What are the Risk/s Identified?	
Since there are no labor unions or employee groups, there is little to no risks of any labor unrest.	In order to prevent future labor unrest, the management facilitates a semi-annual labor management meeting where both employees and management can air their comments, suggestions and grievances.
What are the Opportunity/ies Identified?	
The continued employee - employer relations not only promote a harmonious and safe workplace for all it is also expected to boost employee morale camaraderie and performance.	

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	46	%
% of male workers in the workforce	54	%
Number of employees from indigenous communities and/or vulnerable sector*	0	#

**Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The REDC management does not discriminate on the elderly, women, indigenous, PWD, or any vulnerable or minority sector for work opportunities.	REDC promotes equal employment opportunities for all persons regardless of gender, race, age, religion, social status, disabilities and alike.
What are the Risk/s Identified?	
The malpractice and abuse of employees from the vulnerable sectors may be detrimental to the health and safety of the employees involved	It is noteworthy however, that the required specific skills set per task must be met so as not to compromise the outcome of the project and safety of other constituents.
What are the Opportunity/ies Identified?	

REDC provides all employees regardless of gender, age, social status, disability, etc. equal opportunities for growth and employment as long as he or she is technically qualified for the post.	

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	8,760	Man-hours
No. of work-related injuries	0	#
No. of work-related fatalities	0	#
No. of work related ill-health	0	#
No. of safety drills	0	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
REDC and its subsidiaries are equipped with a Health and Safety Program and Committee headed by an accredited Health and Safety Officer who has undergone the necessary training with the Department of Labor and Employment.	REDC is compliant with the requirements mandated by the rules and regulations of both the Department of Labor and Employment and the Department of Energy.
What are the Risk/s Identified?	
Unforeseen and unwanted accidents may occur especially when employees do not practice the health and safety procedures mandated by the company.	The organization also has the necessary health and safety procedures and systems as well as certifications to continuously conduct its business and activities such as work permit, fire and electrical clearances. Regular safety inspections and reporting are implemented.
What are the Opportunity/ies Identified?	
The compliance of all safety procedures and the ensurement of the health and safety of all REDC constituents will decrease unnecessary expenses and cessation of operations and activities brought about by accidents.	The Company's safety officers and committee are expected to carefully and thoroughly assess and address risks and hazards immediately.

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor		#

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor		
Child labor		
Human Rights		

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
REDC's Human Resource department does not only ensure compliance of all government laws, rules and regulations but also company policies on employee rights and benefits.	Aside from the standard government policies, REDC also upholds the following internal company policies catered to the protection of employee and human rights: 1. Anti Sexual Harassment Policy 2. Maternity and Paternity Leaves 3. Drug Free Workplace 4. Whistle Blowing Policy 5. Confidentiality Agreements
What are the Risk/s Identified?	
Should employee and human rights violations occur, it would lead to possible lawsuits, increased expenses and loss of employee morale	
What are the Opportunity/ies Identified?	
The enforcement and promotion of company wide respect to co-employee and employee and human rights leads to employee camaraderie and motivation	

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

_____

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance		
Forced labor		
Child labor		
Human rights		
Bribery and corruption		

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
REDC is a holding company and does not procure any materials. Its subsidiaries however procure supplies and equipment.	Suppliers, Management and Contractors	The REDC management team and that of its subsidiaries has appropriate policies, guidelines and procedures which are strictly enforced such as supplier accreditation policy.
What are the Risk/s Identified?		
1. Supplier and contractor credibility 2. Performance risks and or material or production quality		
What are the Opportunity/ies Identified?		
1. Price and Quality Comparison 2. Payment Terms, bargaining power 3. Project opportunities		

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or	Location	Vulnerable groups (if applicable)*	Does the particular operation	Collective or individual rights that	Mitigating measures (if negative) or

negative) impacts on local communities (exclude CSR projects; this has to be business operations)			have impacts on indigenous people (Y/N)?	have been identified that or particular concern for the community	enhancement measures (if positive)
Road Maintenance	Quezon Province	Indigenous People and Locals	Y	n/a	Joint coordination with the LGU for road maintenance
Supplies Donation to Fire Station	Quezon Province	Indigenous People and Locals	Y	n/a	Continued fire prevention, mitigation and protection

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____

Certificates	Quantity	Units
CP for exploration is secured		#
FPIC for development and production ongoing		#

What are the Risk/s Identified?	Management Approach
REDC and its subsidiaries have good relations with the local LGU and indigenous people and locals of its projects sites. However, Possible future conflicts with the local LGU and indigenous people could lead to safety concerns and destruction of company properties	REDC management seeks to maintain the good and harmonious relationships with the government and community of the project sites through continued communication and Corporate Social Responsibility Programs.
What are the Opportunity/ies Identified?	
Continued harmonious relationships with the local LGU, indigenous people and locals would result in the continued harmonious operations of the company.	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction		

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
REDC is a holding company and has no customers. Its subsidiaries on the other hand only have 1 customer, IEMOP / WESM before FIT approval is given and Transco upon FIT approval is received.	REDC and its subsidiaries management maintain a good and healthy relationship with both IEMOP and Transco.
What are the Risk/s Identified?	
There are no risks identified as Run off River hydropower is considered a must dispatch, meaning all electricity generated are completely sold at either the SPOT rate or FIT rate.	
What are the Opportunity/ies Identified?	
There are no opportunities identified as Run off River hydropower is considered a must dispatch, meaning all electricity generated are completely sold at either the SPOT rate or FIT rate.	

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*		#
No. of complaints addressed		#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach

This is not applicable to REDC or any of its subsidiaries as the energy produced is directly transmitted via transmission lines connected to the National Grid.	REDC and its subsidiaries management maintain a good and healthy relationship with NGCP and/or the distribution utilities.
What are the Risk/s Identified?	
There are no risks identified as the energy produced is directly transmitted via transmission lines connected to the National Grid.	
What are the Opportunity/ies Identified?	
There are no opportunities identified as the energy produced is directly transmitted via transmission lines connected to the National Grid.	

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*		#
No. of complaints addressed		#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
REDC is a holding company and has no customers. Its subsidiaries on the other hand only have 1 customer, IEMOP / WESM before FIT approval is given and Transco upon FIT approval is received.	REDC and its subsidiaries management maintain a good and healthy relationship with both IEMOP and Transco.
What are the Risk/s Identified?	
There are no risks identified as Run off River hydropower is considered a must dispatch, meaning all electricity generated are completely sold at either the SPOT rate or FIT rate.	
What are the Opportunity/ies Identified?	
There are no opportunities identified as Run off River hydropower is considered a must dispatch, meaning	

all electricity generated are completely sold at either the SPOT rate or FIT rate.	

Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*		#
No. of complaints addressed		#
No. of customers, users and account holders whose information is used for secondary purposes		#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Management Approach**
Since REDC is a publicly listed company, data security breaches may lead to Financial, Legal and or Reputational damages, all of which are very detrimental to the company.	All constituents of REDC and its subsidiaries must follow strict company information confidentiality policies.
What are the Risk/s Identified?	
Since REDC is a publicly listed company security breaches may lead to Financial, Legal and Reputational damages.	Designated third party website and email providers put in practice strict IT security protocols in order to prevent information and data leaks, breaches and online hacks / cyber attacks.
What are the Opportunity/ies Identified?	
The constant global innovations allow the processing and relaying of data to be more secure and efficient.	Regular system evaluation and upgrades will be done in order to ensure the safety of all company data and information.

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data		#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Since REDC is a publicly listed company, data security breaches may lead to Financial, Legal and or Reputational damages, all of which are very detrimental to the company.	All constituents of REDC and its subsidiaries must follow strict company information confidentiality policies.
What are the Risk/s Identified?	
Since REDC is a publicly listed company security breaches may lead to Financial, Legal and Reputational damages.	Designated third party website and email providers put in practice strict IT security protocols in order to prevent information and data leaks, breaches and online hacks / cyber attacks.
What are the Opportunity/ies Identified?	
The constant global innovations allow the processing and relaying of data to be more secure and efficient.	Regular system evaluation and upgrades will be done in order to ensure the safety of all company data and information.

UN SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Energy	1. Local Employment Opportunities 2. Stable Source of Power / Electricity	1. Stable source of income for employees 2. Corresponding environmental side effects 3. Lack of proper employee training and skills set capabilities	1. Proper and continued employees trainings, workshops and programs 2. Use of eco-friendly and cost efficient technologies and innovations

** None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*