

# ESG DATA

## Power

### AVERAGE RETAIL ELECTRICITY RATE (in PhP/kWh)

	MERALCO			CLARK ELECTRIC		
	2022	2023	2024	2022	2023	2024
Residential	10.40	11.86	12.14	6.68	6.60	6.70
Commercial	9.57	10.36	10.14	6.67	6.56	6.65
Industrial	8.31	9.10	8.86	6.47	6.40	6.50
<b>OVERALL</b>	<b>9.52</b>	<b>10.55</b>	<b>10.54</b>	<b>6.58</b>	<b>6.50</b>	<b>6.59</b>

### SYSTEM LOSS METRICS

	MERALCO			CLARK ELECTRIC		
	2022	2023	2024	2022	2023	2024
Amount of energy lost through the distribution system (in MWh)	2,919,488	3,095,968	3,373,343	11,868	13,388	16,692
Energy lost in the distribution system vs. net system input (in %)	5.77	5.88	5.99	1.81	1.92	2.28
Customer savings due to lower system loss vs. ERC's system loss cap (in PhP million)	4,688.26	4,876.21	5,060.41	139.51	164.50	146.15

### NUMBER OF CUSTOMER CONNECTIONS PER TYPE

	MERALCO			CLARK ELECTRIC		
	2022	2023	2024	2022	2023	2024
Residential	7,039,706	7,229,899	7,430,561	1,142	1,245	1,219
Commercial	567,498	579,721	593,897	1,324	1,320	1,313
Industrial	10,683	10,753	10,806	152	151	152
Flat Streetlights	4,931	4,925	4,920	93	92	93
<b>TOTAL</b>	<b>7,622,818</b>	<b>7,825,298</b>	<b>8,040,184</b>	<b>2,711</b>	<b>2,808</b>	<b>2,777</b>

## ENERGY SALES PER CUSTOMER TYPE (in GWh)

	MERALCO			CLARK ELECTRIC		
	2022	2023	2024	2022	2023	2024
Residential	17,140	17,772	19,446	7	8	9
Commercial	17,052	18,612	19,980	351	393	422
Industrial	13,935	13,831	14,036	285	282	282
Flat Streetlights	143	143	145	2	2	2
<b>TOTAL</b>	<b>48,271</b>	<b>50,359</b>	<b>53,606</b>	<b>645</b>	<b>685</b>	<b>715</b>

## DISTRIBUTION RELIABILITY METRICS

	MERALCO			CLARK ELECTRIC		
	2022	2023	2024	2022	2023	2024
SAIFI (in no. of times)	1.30	1.19	1.04	2.04	1.57	1.22
SAIDI (in minutes)	128.42	123.71	108.21	214.99	590.73	65.84
CAIDI (in minutes)	98.78	103.61	103.98	0.03	44.46	49.76

## INFRASTRUCTURE HARDENING FOR STORM RESILIENCY METRICS

	MERALCO			CLARK ELECTRIC		
	2022	2023	2024	2022	2023	2024
Number of poles replaced	10,870	12,054	12,012	-	-	10
Upgraded conductors (in spans)	22,325	19,975	20,150	6	46	16
Number of line and equipment covers installed	13,458	26,593	7,824	-	-	222
Number of wooden crossarms converted to fiberglass	3,639	3,296	3,382	-	-	-

## LIGHTNING PROTECTION IMPROVEMENT METRICS

	MERALCO			CLARK ELECTRIC		
	2022	2023	2024	2022	2023	2024
Number of surge arresters installed/replaced	28,555	31,147	36,218	18	9	9
Length of system neutrals installed/replaced (in spans)	11,400	10,550	10,225	-	-	-
Length of overhead shield wires installed (in spans)	19,025	16,800	15,350	-	-	-
Number of remote-controlled line reclosers installed	226	200	334	4	7	2

## POWER DISTRIBUTION UTILITY FUEL MIX (in %)

	MERALCO			CLARK ELECTRIC		
	2022	2023	2024	2022	2023	2024
Coal	30.90	32.89	27.30	59.17	54.25	51.09
Natural gas	53.84	42.07	42.14	0.00	0.00	0.00
Oil	4.13	4.18	0.13	0.00	0.00	0.00
Hydro	1.05	0.08	0.24	24.99	22.69	21.30
Geothermal	0.93	1.20	1.03	0.00	0.00	0.00
Wind	0.00	0.00	0.00	0.00	0.00	0.00
Solar	0.75	0.75	0.82	0.01	0.02	0.02
Biomass	0.02	0.00	0.00	0.00	0.00	0.00
WESM	8.37	18.83	28.34	15.83	23.04	27.59
<b>TOTAL</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

**ENERGY DELIVERED BY MGEN BY BUSINESS UNIT (in GWh)**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MThermal	5,756	5,878	5,654
SBPL	2,765	2,360	3,205
PLP	5,619	5,719	5,820
MGreen	112	349	617
<b>TOTAL</b>	<b>14,252</b>	<b>14,306</b>	<b>15,296</b>

**FUEL MIX OF ENERGY GENERATED BY MGEN (in %)**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
Coal	56.18	57.11	56.70
Natural gas	42.13	41.17	38.66
Diesel	0.80	0.47	0.29
Solar	0.89	1.25	4.35
<b>TOTAL</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>



# ESG DATA

## Planet

### TOTAL AMOUNT OF ELECTRICITY SOURCED FROM THE GRID THEN USED FOR OWN CONSUMPTION (in kWh)

	2022	2023	2024
MERALCO	61,894,437	59,889,812	65,971,203
SUBSIDIARIES	27,523,989	23,058,618	30,992,510
<b>TOTAL</b>	<b>89,418,426</b>	<b>82,948,430</b>	<b>96,963,713</b>

### SCOPE 2 EMISSIONS FROM ELECTRICITY CONSUMPTION

	2022	2023	2024
MERALCO	44,081	42,654	45,751
SUBSIDIARIES	19,603	16,422	21,493
<b>TOTAL</b>	<b>63,684</b>	<b>59,076</b>	<b>67,244</b>

### SF<sub>6</sub> LEAKAGE

	2022	2023	2024
SF6 Leakage (in kg)	105.43	143.99	166.98
Equivalent Emissions (in tCO <sub>2</sub> e)	2,477.61	3,383.77	4,207.90

### AMOUNT OF GASOLINE CONSUMED TO RUN COMPANY-OWNED VEHICLES (in liters)

	2022	2023	2024
MERALCO	255,473.17	230,180.11	220,990.16
SUBSIDIARIES	707,879.51	704,923.44	892,747.69
<b>TOTAL</b>	<b>963,352.68</b>	<b>935,103.55</b>	<b>1,113,737.85</b>

**AMOUNT OF GASOLINE CONSUMED TO RUN COMPANY-OWNED GENERATOR SETS (in liters)**

	2022	2023	2024
MERALCO	23,082.00	25,098.96	27,209.06
SUBSIDIARIES	51,765.14	33,099.00	37,490.71
<b>TOTAL</b>	<b>74,847.14</b>	<b>58,197.96</b>	<b>64,699.77</b>

**AMOUNT OF GASOLINE CONSUMED TO RUN RENTED/THIRD-PARTY VEHICLES (in liters)**

	2022	2023	2024
MERALCO	-	-	-
SUBSIDIARIES	25,919.22	893.17	17,200.05
<b>TOTAL</b>	<b>25,919.22</b>	<b>893.17</b>	<b>17,200.05</b>

**SCOPE 1 EMISSIONS FROM COMBUSTION OF GASOLINE USED TO RUN COMPANY-OWNED VEHICLES (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
MERALCO	704.75	634.97	609.62
SUBSIDIARIES	1,952.76	1,944.60	2,462.73
<b>TOTAL</b>	<b>2,657.50</b>	<b>2,579.58</b>	<b>3,072.36</b>

**SCOPE 1 EMISSIONS FROM COMBUSTION OF GASOLINE USED TO RUN COMPANY-OWNED GENERATOR SETS (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
MERALCO	63.67	69.24	75.06
SUBSIDIARIES	142.80	91.31	103.42
<b>TOTAL</b>	<b>206.47</b>	<b>160.54</b>	<b>178.48</b>



**SCOPE 3 EMISSIONS FROM COMBUSTION OF GASOLINE USED TO RUN RENTED/THIRD-PARTY VEHICLES (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
MERALCO	-	-	-
SUBSIDIARIES	71.50	2.46	47.45
<b>TOTAL</b>	<b>71.50</b>	<b>2.46</b>	<b>47.45</b>



**TOTAL SCOPE 1 EMISSIONS FROM GASOLINE CONSUMPTION (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
	2,863.98	2,740.12	3,250.84

**TOTAL SCOPE 3 EMISSIONS FROM GASOLINE CONSUMPTION (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
	71.50	2.46	47.45

**AMOUNT OF DIESEL CONSUMED TO RUN COMPANY-OWNED VEHICLES (in liters)**

	2022	2023	2024
MERALCO	3,260,194.01	3,172,941.23	3,269,897.63
SUBSIDIARIES	1,728,598.04	2,255,985.15	2,446,925.33
<b>TOTAL</b>	<b>4,988,792.05</b>	<b>5,428,926.38</b>	<b>5,716,822.96</b>

**AMOUNT OF DIESEL CONSUMED TO RUN COMPANY-OWNED GENERATOR SETS (in liters)**

	2022	2023	2024
MERALCO	24,770.00	25,957.46	30,649.10
SUBSIDIARIES	65,477.30	324,162.19	491,810.43
<b>TOTAL</b>	<b>90,247.30</b>	<b>350,119.65</b>	<b>522,459.53</b>

**AMOUNT OF DIESEL CONSUMED TO RUN RENTED/THIRD-PARTY VEHICLES (in liters)**

	2022	2023	2024
MERALCO	-	-	-
SUBSIDIARIES	4,452.01	1,999.97	8,544.88
<b>TOTAL</b>	<b>4,452.01</b>	<b>1,999.97</b>	<b>8,544.88</b>

**SCOPE 1 EMISSIONS FROM COMBUSTION OF DIESEL USED TO RUN COMPANY-OWNED VEHICLES (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
MERALCO	8,338.92	8,115.75	8,363.74
SUBSIDIARIES	4,421.41	5,770.36	6,258.75
<b>TOTAL</b>	<b>12,760.33</b>	<b>13,886.11</b>	<b>14,622.49</b>

**SCOPE 1 EMISSIONS FROM COMBUSTION OF DIESEL USED TO RUN COMPANY-OWNED GENERATOR SETS (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
MERALCO	63.36	66.39	78.39
SUBSIDIARIES	167.48	829.14	1,257.95
<b>TOTAL</b>	<b>230.83</b>	<b>895.54</b>	<b>1,336.35</b>

**SCOPE 3 EMISSIONS FROM COMBUSTION OF DIESEL USED TO RUN RENTED/THIRD-PARTY VEHICLES (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
MERALCO	-	-	-
SUBSIDIARIES	11.39	5.12	21.86
<b>TOTAL</b>	<b>11.39</b>	<b>5.12</b>	<b>21.86</b>



#### TOTAL SCOPE 1 EMISSIONS FROM DIESEL CONSUMPTION (in tonnes CO<sub>2</sub>e)

2022	2023	2024
12,991.17	14,781.64	15,958.84

#### TOTAL SCOPE 3 EMISSIONS FROM DIESEL CONSUMPTION (in tonnes CO<sub>2</sub>e)

2022	2023	2024
11.39	5.12	21.86

#### TOTAL ENERGY GENERATED FROM COAL COMBUSTION (in GWh)

	2022	2023	2024
SBPL	2,764.98	2,654.14	3,205.92
CEDC	1,331.48	1,653.25	1,368.81
TPC 1 (Sangi) and TPC 1A	505.76	557.49	609.76
PEDC 1 & 2	848.07	908.28	873.64
PEDC 3	815.17	903.92	690.85
SEC 1 and SEC 2	827.96	1,182.23	1,290.87
<b>TOTAL</b>	<b>7,093.43</b>	<b>7,859.31</b>	<b>8,039.86</b>

#### EQUITY-APPLIED SCOPE 1 EMISSIONS FROM COAL COMBUSTION (in tonnes CO<sub>2</sub>e)

	2022	2023	2024
SBPL	1,331,540.65	1,150,180.93	1,501,212.31
CEDC	897,315.92	943,490.21	889,993.69
TPC 1 (Sangi) and TPC 1A	613,981.45	683,809.81	722,631.74
PEDC 1 & 2	988,817.11	1,065,376.35	1,062,600.17
PEDC 3	866,416.10	955,074.54	752,278.67
SEC 1 and SEC 2	385,136.94	509,322.91	561,922.41
<b>TOTAL</b>	<b>5,083,208.18</b>	<b>5,307,254.75</b>	<b>5,490,638.99</b>

**TOTAL ENERGY GENERATED FROM NATURAL GAS COMBUSTION (in GWh)**

	2022	2023	2024
PLP	5,318.85	5,289.38	5,481.23

**EQUITY-APPLIED SCOPE 1 EMISSIONS FROM NATURAL GAS COMBUSTION (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
PLP	1,081,710.34	1,066,488.34	1,080,536.45

**TOTAL ENERGY GENERATED FROM DIESEL COMBUSTION (in GWh)**

	2022	2023	2024
TPC (Carmen)	44.61	51.05	30.91
PPC 1 & 2 (Iloilo)	51.93	3.37	-
PPC 3 (Nabas)	3.75	4.56	8.54
PPC 4 (New Washington)	0.83	1.43	2.17
GPRI	-	-	-
<b>TOTAL</b>	<b>101.11</b>	<b>60.41</b>	<b>41.62</b>

**EQUITY-APPLIED SCOPE 1 EMISSIONS FROM DIESEL COMBUSTION (in tonnes CO<sub>2</sub>e)**

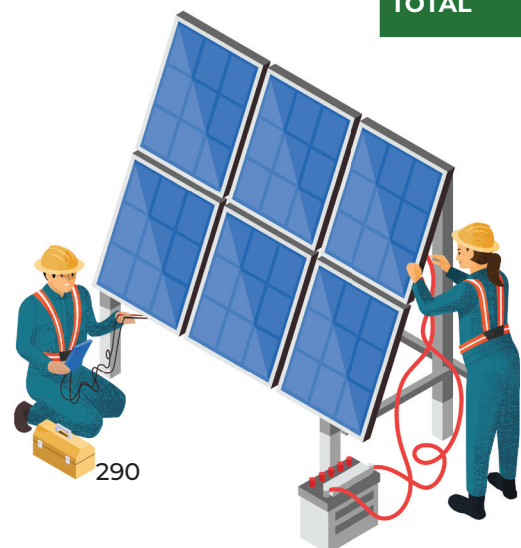
	2022	2023	2024
TPC (Carmen)	36,232.82	43,031.44	28,713.72
PPC 1 & 2 (Iloilo)	34,786.72	2,110.85	-
PPC 3 (Nabas)	2,560.82	3,153.66	6,209.82
PPC 4 (New Washington)	603.07	1,029.48	1,436.74
GPRI	-	-	-
<b>TOTAL</b>	<b>74,183.43</b>	<b>49,325.43</b>	<b>36,360.28</b>

### TOTAL ENERGY GENERATED FROM SOLAR PLANTS (in GWh)

	2022	2023	2024
FPBSI	112,461,487.60	110,913,093.20	107,114,061.60
PHRI	-	88,609,530.00	139,418,197.00
NSEC	-	109,943,389.96	145,055,782.18
SPTC	-	-	139,955,126.87
SPCC	-	-	83,372,959.12
GSEI	-	-	2,287,600.00
<b>TOTAL</b>	<b>112,461,487.60</b>	<b>309,466,013.16</b>	<b>617,203,726.77</b>

### EQUITY-APPLIED SCOPE 1 EMISSIONS BY SOURCE (in tCO<sub>2</sub>e)

	2022	2023	2024
SF <sub>6</sub> leakage	2,478	3,384	4,208
Vehicular gasoline consumption	2,864	2,740	3,251
Vehicular diesel consumption	12,761	14,519	15,959
Coal combustion in power plants	5,083,208	5,307,255	5,490,639
Natural gas combustion in power plants	1,081,710	1,066,488	1,080,536
Diesel combustion in power plants	74,183	49,325	36,360
<b>TOTAL</b>	<b>6,257,204</b>	<b>6,443,711</b>	<b>6,630,953</b>



**GROSS SCOPE 1 EMISSIONS PER SOURCE (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
SF <sub>6</sub> leakage	2,477.61	3,383.77	4,207.90
Gasoline consumption	2,863.98	2,740.12	3,250.84
Diesel consumption	12,991.17	14,781.64	15,958.84
Coal combustion	8,048,731.50	8,367,602.78	8,902,279.62
Natural gas combustion	1,865,017.82	1,838,773.00	1,862,993.87
Diesel combustion	78,730.71	50,079.58	37,276.50
<b>TOTAL</b>	<b>10,010,812.78</b>	<b>10,277,360.88</b>	<b>10,825,967.56</b>

**SCOPE 2 EMISSIONS PER SOURCE (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
System loss	2,087,698.83	2,214,380.79	2,350,989.37
Electricity consumption	63,683.80	59,075.87	67,244.33
<b>TOTAL</b>	<b>2,151,382.63</b>	<b>2,273,456.67</b>	<b>2,418,233.70</b>

**EQUITY-ADJUSTED TOTAL EMISSIONS FROM ENERGY SALES OF MERALCO DU (in tonnes CO<sub>2</sub>e)**

	2022	2023	2024
Emissions from Meralco DU Energy Sales	34,833,330.01	35,865,665.47	37,175,926.84
Less: Emissions from PEDC	(457,097.09)	-	-
Less: Emissions from SBPL	(1,331,540.65)	(1,023.44)	-
<b>TOTAL</b>	<b>33,044,692.27</b>	<b>35,864,642.03</b>	<b>37,175,926.84</b>

### EQUITY-ADJUSTED SCOPE 3 EMISSIONS FROM ENERGY SALES (in tonnes CO<sub>2</sub>e)

	2022	2023	2024
Adjusted emissions from Meralco DU energy sales	33,044,692.27	35,864,642.03	37,175,926.84
Emissions from Clark Electric energy sales	397,150.51	487,858.00	495,747.58
<b>TOTAL</b>	<b>33,441,842.78</b>	<b>36,352,500.03</b>	<b>37,671,674.42</b>

### EQUITY-ADJUSTED APPLIED SCOPE 3 EMISSIONS PER SOURCE (in tonnes CO<sub>2</sub>e)

	2022	2023	2024
Energy Sales	33,441,842.78	36,352,500.03	37,671,674.42
Gasoline consumption of rented/ contractor-owned vehicles	71.50	2.46	47.45
Diesel consumption of rented/ contractor-owned vehicles	11.39	5.12	21.86
<b>TOTAL</b>	<b>33,441,925.67</b>	<b>36,352,507.61</b>	<b>37,671,743.73</b>

### EQUITY-ADJUSTED TOTAL EMISSIONS (in tonnes CO<sub>2</sub>e)

	2022	2023	2024
Scope 1	6,257,434.70	6,443,974.05	6,630,953.29
Scope 2	2,151,382.63	2,273,456.67	2,418,233.70
Scope 3	33,441,925.67	36,352,507.61	37,671,743.73
<b>TOTAL</b>	<b>41,850,743.01</b>	<b>45,069,938.32</b>	<b>46,720,930.72</b>

### DU ENERGY SALES (in GWh)

	2022	2023	2024
Meralco	48,271	50,359	53,606
Clark Electric	558	685	538
<b>TOTAL</b>	<b>48,829</b>	<b>51,044</b>	<b>54,144</b>



### EQUITY ADJUSTED SCOPE 1+2 EMISSIONS INTENSITY (in tCO<sub>2</sub>e/GWh)

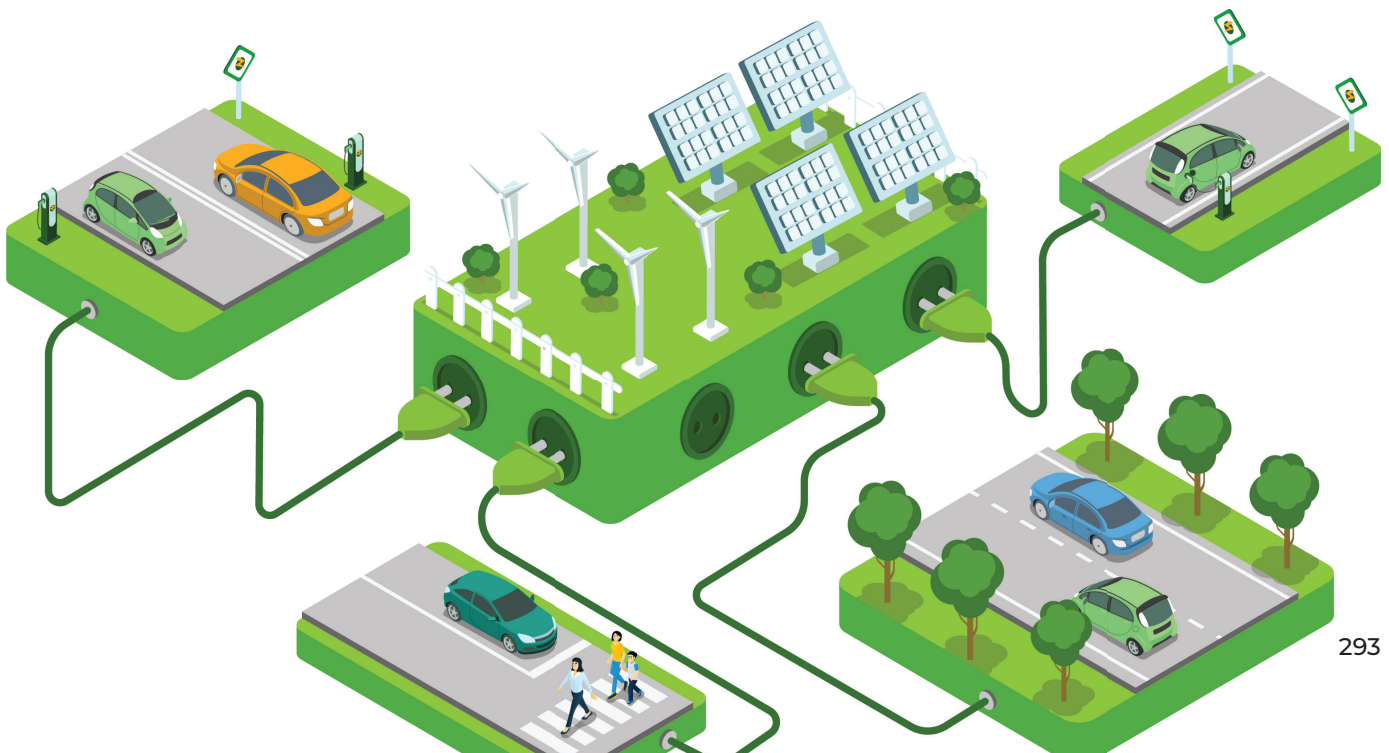
	2022	2023	2024
Total scope 1+2 emissions	8,408,817	8,717,431	9,049,187
DU and Power Gen energy sales	61,342	64,253	67,706
<b>TOTAL</b>	<b>137.08</b>	<b>135.67</b>	<b>133.65</b>

### EQUITY ADJUSTED SCOPE 3 EMISSIONS INTENSITY (in tCO<sub>2</sub>e/GWh)

	2022	2023	2024
Total scope 3 emissions	33,441,926	36,352,508	37,671,744
DU energy sales	48,829	51,044	54,144
<b>TOTAL</b>	<b>684.88</b>	<b>712.18</b>	<b>695.77</b>

### EQUITY ADJUSTED TOTAL EMISSIONS INTENSITY (in tCO<sub>2</sub>e/GWh)

	2022	2023	2024
Total GHG emissions	41,850,743	45,069,938	46,720,931
DU and Power Gen energy sales	61,342	64,253	67,706
<b>TOTAL</b>	<b>682.25</b>	<b>701.44</b>	<b>690.05</b>



**CONCENTRATION OF AIR POLLUTANTS RELEASED BY MGEN'S POWER PLANTS  
(in mg/Nm<sup>3</sup>)**

	2022	2023	2024
Nitrogen oxides (NOx)	155.66	153.98	118.85
Sulfur oxides (SOx)	337.67	221.37	116.55
Particulate matter (PM10)	3.78	7.19	7.71
Persistent organic pollutants (POPs)			
Volatile organic compounds (VOCs)			
Lead (Pb)			
Mercury (Hg)			

**INTENSITY OF AIR POLLUTANTS RELEASED BY MGEN'S POWER PLANTS  
(in mg/Nm<sup>3</sup>/GWh)**

	2022	2023	2024
Nitrogen oxides (NOx)	0.0124	0.0120	0.0217
Sulfur oxides (SOx)	0.0268	0.0172	0.0144
Particulate matter (PM10)	0.0003	0.0005	0.0013
Persistent organic pollutants (POPs)			
Volatile organic compounds (VOCs)			
Lead (Pb)			
Mercury (Hg)			



**WATER MANAGEMENT METRICS OF MGEN (in liters)**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
Withdrawn	1,201,625,458,354	1,468,927,962,266	1,464,319,694,119
Consumed	616,394,544	222,101,199,665	5,159,980,161
Discharged	1,201,009,063,810	1,246,826,762,601	1,459,159,713,958

**AMOUNT OF WATER WITHDRAWN BY MGEN (in liters)**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
Surface water	113,862,000	692,045,200	1,274,119,000
Groundwater	95,763,050	3,505,183,314	3,240,317,489
Seawater	1,201,407,404,500	1,464,729,543,752	1,459,743,130,818
Third-party water	8,428,804	1,190,000	62,126,813
<b>TOTAL</b>	<b>1,201,625,458,354</b>	<b>1,468,927,962,266</b>	<b>1,464,319,694,119</b>

**AMOUNT OF WATER DISCHARGED BY MGEN (in liters)**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
Surface water	2,973,700	1,147,300	65,082,246
Groundwater	-	-	1,142,680
Seawater	1,201,006,090,110	1,246,824,722,624	1,459,005,280,978
Third-party water	-	892,678	88,208,054
<b>TOTAL</b>	<b>1,201,009,063,810</b>	<b>1,246,826,762,602</b>	<b>1,459,159,713,958</b>

**AMOUNT OF SOLID WASTE TREATED OR DISPOSED OF BY MERALCO DU (in tonnes)**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
Biodegradable	2,133.35	1,561.54	1,729.64
Recyclable	411.23	403.17	315.80
Residual	115.72	104.59	117.27
<b>TOTAL</b>	<b>2,660.29</b>	<b>2,069.30</b>	<b>2,162.71</b>

**AMOUNT OF SOLID WASTE TREATED OR DISPOSED OF BY MGEN (in tonnes)**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
Biodegradable	14.42	33.28	10.27
Recyclable	2.84	1,076.80	30.01
Residual	45.25	7,888.05	142.92
<b>TOTAL</b>	<b>62.51</b>	<b>8,998.13</b>	<b>183.20</b>

**AMOUNT OF SOLID WASTE DIRECTED TO OR DIVERTED FROM DISPOSAL BY MERALCO DU (in tonnes)**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
Composted or recycled	2,544.57	1,964.70	2,045.45
Disposed of in landfill sites	115.72	104.59	117.27
<b>TOTAL</b>	<b>2,660.29</b>	<b>2,069.30</b>	<b>2,162.71</b>

**AMOUNT OF SOLID WASTE DIRECTED TO OR DIVERTED FROM DISPOSAL BY MGEN (in tonnes)**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
Composted or recycled	17.26	1,110.08	40.28
Disposed of in landfill sites	45.25	7,888.05	142.92
<b>TOTAL</b>	<b>62.51</b>	<b>8,998.13</b>	<b>183.20</b>



# ESG DATA

## People



## Summary Tables

MERALCO DU EMPLOYEES BY EMPLOYMENT STATUS

	2022		2023		2024	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Permanent	4,481	1,239	4,518	1,262	4,531	1,333
Probationary	150	60	122	66	112	51
Fixed-term and project-based	230	90	218	90	190	85
<b>SUBTOTAL</b>	<b>4,861</b>	<b>1,389</b>	<b>4,858</b>	<b>1,418</b>	<b>4,833</b>	<b>1,469</b>
<b>OVERALL</b>		<b>6,250</b>		<b>6,276</b>		<b>6,302</b>

SUBSIDIARY EMPLOYEES BY EMPLOYMENT STATUS

	2022		2023		2024	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Permanent	4,796	1,970	4,079	1,795	8,159	2,641
Probationary	260	408	341	633	213	367
Fixed-term and project-based	6,180	1,138	6,096	1,288	1,619	322
<b>SUBTOTAL</b>	<b>11,236</b>	<b>3,516</b>	<b>10,516</b>	<b>3,716</b>	<b>9,991</b>	<b>3,330</b>
<b>OVERALL</b>		<b>14,752</b>		<b>14,232</b>		<b>13,321</b>

### MATERNITY LEAVE

		2022	2023	2024
Entitled to leave	MERALCO DU	1,299	1,328	1,384
	SUBSIDIARIES	3,065	3,462	3,060
Took leave	MERALCO DU	87	110	276
	SUBSIDIARIES	176	159	237
Returned after leave	MERALCO DU	86	110	276
	SUBSIDIARIES	137	154	188
Returned and still employed 12 months after leave	MERALCO DU	80	107	99
	SUBSIDIARIES	126	145	181

### PATERNITY LEAVE

		2022	2023	2024
Entitled to leave	MERALCO DU	4,631	4,640	4,543
	SUBSIDIARIES	5,741	5,415	4,969
Took leave	MERALCO DU	200	236	225
	SUBSIDIARIES	197	192	275
Returned after leave	MERALCO DU	200	236	225
	SUBSIDIARIES	190	190	274
Returned and still employed 12 months after leave	MERALCO DU	198	230	220
	SUBSIDIARIES	183	186	271

### SOLO PARENT LEAVE

		2022		2023		2024	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Entitled to leave	MERALCO DU	11	24	11	28	9	22
	SUBSIDIARIES	1,063	491	19	72	1,071	117
Took leave	MERALCO DU	11	23	11	28	32	106
	SUBSIDIARIES	9	79	21	83	16	119
Returned after leave	MERALCO DU	11	23	11	38	32	106
	SUBSIDIARIES	9	79	21	83	7	118
Returned and still employed 12 months after leave	MERALCO DU	9	23	11	26	28	106
	SUBSIDIARIES	9	74	15	85	7	103

#### AVERAGE TRAINING HOURS FOR MERALCO DU EMPLOYEES BY RANK

	2022		2023		2024	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Senior management	38.3	31.2	44.9	29.8	29.4	30.9
Middle management	38.7	38.6	47.8	36.3	30.9	26.8
Rank and file	49.4	35.2	66.3	36.8	57	35.1
<b>WEIGHTED AVERAGE</b>	<b>45.5</b>	<b>34</b>	<b>59.4</b>	<b>34.4</b>	<b>49.5</b>	<b>31.6</b>
<b>OVERALL AVERAGE</b>		<b>42.9</b>		<b>53.8</b>		<b>45.4</b>

#### AVERAGE TRAINING HOURS FOR SUBSIDIARY EMPLOYEES BY RANK

	2022		2023		2024	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Senior management	11.1	4.7	29.8	43.2	13.3	15.9
Middle management	2.6	8.4	23	19	14.6	9.5
Rank and file	7.7	5	6.6	3	6.1	7.4
<b>WEIGHTED AVERAGE</b>	<b>3.6</b>	<b>7</b>	<b>6.7</b>	<b>4.5</b>	<b>8</b>	<b>8.7</b>
<b>OVERALL AVERAGE</b>		<b>4.6</b>		<b>6.3</b>		<b>8.5</b>

#### EMPLOYEES COVERED BY CBAs

	2022	2023	2024
Meralco DU	4,346	4,332	4,326
Subsidiaries	1,683	1,538	1,238
<b>TOTAL</b>	<b>6,029</b>	<b>5,870</b>	<b>5,564</b>



## KEY OHS METRICS

		2022	2023	2024
Total employee hours worked	MERALCO DU	13,235,096	14,262,953	13,376,584
	SUBSIDIARIES	37,411,073	42,046,928	37,583,689
Safe person-hours	MERALCO DU	13,152,203	14,009,289	13,376,584
	SUBSIDIARIES	28,836,133	30,951,493	37,196,107
OHS training hours	MERALCO DU	30,423	30,649	26,880
	SUBSIDIARIES	36,735	15,548	20,917
Average OHS training hours per employee	MERALCO DU	5.12	5.14	4.46
	SUBSIDIARIES	3.22	1.4	1.84
	OVERALL	3.88	2.71	2.75

## EMPLOYEES COVERED BY AN OHS MANAGEMENT SYSTEM

		2022	2023	2024
Permanent and Probationary	MERALCO DU	5,930	5,928	6,027
	SUBSIDIARIES	5,845	5,362	5,795
Fixed-term and project-based	MERALCO DU	310	304	275
	SUBSIDIARIES	7,555	6,902	6,228
<b>TOTAL</b>		<b>19,640</b>	<b>18,496</b>	<b>18,325</b>

## NEW HIRES

	2022		2023		2024	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Meralco DU	304	130	309	129	289	144
Subsidiaries	3,325	1,158	2,979	1,143	2,796	1,076
<b>SUBTOTAL</b>	<b>3,629</b>	<b>1,288</b>	<b>3,288</b>	<b>1,272</b>	<b>3,085</b>	<b>1,220</b>
<b>TOTAL</b>		<b>4,917</b>		<b>4,560</b>		<b>4,305</b>

### MERALCO DU EMPLOYEES BY RANK

	2022		2023		2024	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Senior management	587	202	615	212	632	217
Middle management	480	315	485	324	498	354
Rank and file	3,564	782	3,540	792	3,513	813
Fixed-term and project-based	230	90	218	90	190	85
<b>SUBTOTAL</b>	<b>4,861</b>	<b>1,389</b>	<b>4,858</b>	<b>1,418</b>	<b>4,833</b>	<b>1,469</b>
<b>TOTAL</b>		<b>6,250</b>		<b>6,276</b>		<b>6,302</b>

### SUBSIDIARY EMPLOYEES BY RANK

	2022		2023		2024	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Senior management	129	71	74	43	126	69
Middle management	964	437	871	351	1,253	696
Rank and file	3,897	1,936	7,153	2,590	6,993	2,243
Fixed-term and project-based	7,746	1,150	2,517	745	1,619	322
<b>SUBTOTAL</b>	<b>12,736</b>	<b>3,594</b>	<b>10,615</b>	<b>3,729</b>	<b>9,991</b>	<b>3,330</b>
<b>TOTAL</b>		<b>16,330</b>		<b>14,344</b>		<b>13,321</b>

### AVERAGE GENDER PAY GAP IN MERALCO DU

	2022	2023	2024
Senior management	4.30%	-0.5%	7.96%
Middle management	1.50%	-1.1%	-0.79%
Rank and file	11.60%	11.80%	13.37%
Fixed-term and project-based	-23.1%	-29.0%	-0.59%
<b>WEIGHTED AVERAGE</b>	<b>4.00%</b>	<b>0.20%</b>	<b>-0.12%</b>





# Hiring

## NUMBER OF NEW HIRES UNDER 30 YEARS OLD

	2022	2023	2024
MERALCO	341	304	305
SUBSIDIARIES	2,418	2,313	1,950
<b>TOTAL</b>	<b>2,759</b>	<b>2,617</b>	<b>2,255</b>

## NUMBER OF NEW HIRES BETWEEN 30 AND 50 YEARS OLD

	2022	2023	2024
MERALCO	92	130	125
SUBSIDIARIES	1,908	1,635	1,721
<b>TOTAL</b>	<b>2,000</b>	<b>1,765</b>	<b>1,846</b>

## NUMBER OF NEW HIRES OVER 50 YEARS OLD

	2022	2023	2024
MERALCO	1	4	3
SUBSIDIARIES	157	174	201
<b>TOTAL</b>	<b>158</b>	<b>178</b>	<b>204</b>

## TOTAL NUMBER OF NEW MALE HIRES

	2022	2023	2024
MERALCO	304	309	289
SUBSIDIARIES	3,325	2,979	2,796
<b>TOTAL</b>	<b>3,629</b>	<b>3,288</b>	<b>3,085</b>

#### TOTAL NUMBER OF NEW FEMALE HIRES

	2022	2023	2024
MERALCO	130	129	144
SUBSIDIARIES	1,158	1,143	1,076
<b>TOTAL</b>	<b>1,288</b>	<b>1,272</b>	<b>1,220</b>

#### TOTAL NUMBER OF NEW HIRES

	2022	2023	2024
MERALCO	434	438	433
SUBSIDIARIES	4,483	4,122	3,872
<b>TOTAL</b>	<b>4,917</b>	<b>4,560</b>	<b>4,305</b>

## Separations

#### NUMBER OF EMPLOYEES UNDER 30 YEARS OLD WHO RESIGNED OR RETIRED

	2022	2023	2024
MERALCO	135	103	75
SUBSIDIARIES	2,047	1,349	871
<b>TOTAL</b>	<b>2,182</b>	<b>1,452</b>	<b>946</b>

#### NUMBER OF EMPLOYEES BETWEEN 30 AND 50 YEARS OLD WHO RESIGNED OR RETIRED

	2022	2023	2024
MERALCO	110	162	169
SUBSIDIARIES	1,888	1,169	874
<b>TOTAL</b>	<b>1,998</b>	<b>1,331</b>	<b>1,043</b>

#### NUMBER OF EMPLOYEES OVER 50 YEARS OLD WHO RESIGNED OR RETIRED

	2022	2023	2024
MERALCO	164	135	130
SUBSIDIARIES	268	181	115
<b>TOTAL</b>	<b>432</b>	<b>316</b>	<b>245</b>

#### TOTAL NUMBER OF MALE EMPLOYEE SEPARATIONS

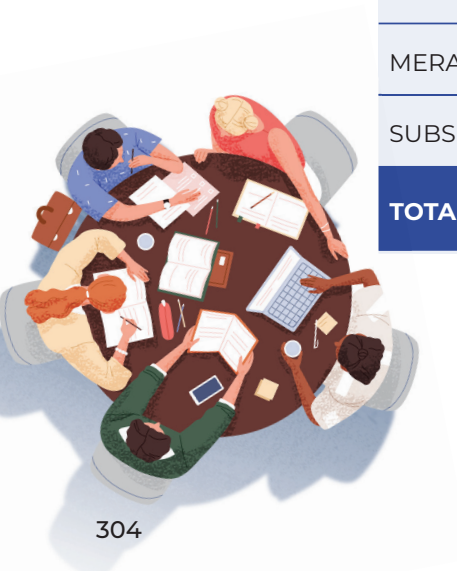
	2022	2023	2024
MERALCO	300	299	285
SUBSIDIARIES	2,799	1,797	1,307
<b>TOTAL</b>	<b>3,099</b>	<b>2,096</b>	<b>1,592</b>

#### TOTAL NUMBER OF FEMALE EMPLOYEE SEPARATIONS

	2022	2023	2024
MERALCO	109	101	89
SUBSIDIARIES	1,404	902	553
<b>TOTAL</b>	<b>1,513</b>	<b>1,003</b>	<b>642</b>

#### TOTAL NUMBER OF EMPLOYEE SEPARATIONS

	2022	2023	2024
MERALCO	409	400	374
SUBSIDIARIES	4,203	2,699	1,860
<b>TOTAL</b>	<b>4,612</b>	<b>3,099</b>	<b>2,234</b>



# Total Employees - Senior Management

## TOTAL NUMBER OF MALE SENIOR MANAGERS

	2022	2023	2024
MERALCO	587	615	632
SUBSIDIARIES	129	74	126
<b>TOTAL</b>	<b>716</b>	<b>689</b>	<b>758</b>

## TOTAL NUMBER OF FEMALE SENIOR MANAGERS

	2022	2023	2024
MERALCO	202	212	217
SUBSIDIARIES	71	43	69
<b>TOTAL</b>	<b>273</b>	<b>255</b>	<b>286</b>

## TOTAL NUMBER OF SENIOR MANAGERS UNDER 30 YEARS OLD

	2022	2023	2024
MERALCO	13	10	5
SUBSIDIARIES	12	13	12
<b>TOTAL</b>	<b>25</b>	<b>23</b>	<b>17</b>

## TOTAL NUMBER OF SENIOR MANAGERS BETWEEN 30 AND 50 YEARS OLD

	2022	2023	2024
MERALCO	523	569	608
SUBSIDIARIES	122	61	109
<b>TOTAL</b>	<b>645</b>	<b>630</b>	<b>717</b>

#### TOTAL NUMBER OF SENIOR MANAGERS OVER 50 YEARS OLD

	2022	2023	2024
MERALCO	253	248	236
SUBSIDIARIES	66	43	74
<b>TOTAL</b>	<b>319</b>	<b>291</b>	<b>310</b>

#### TOTAL NUMBER OF SENIOR MANAGERS

	2022	2023	2024
MERALCO	789	827	849
SUBSIDIARIES	200	117	195
<b>TOTAL</b>	<b>989</b>	<b>944</b>	<b>1,044</b>

## Total Employees Middle Management

#### TOTAL NUMBER OF MALE MIDDLE MANAGERS

	2022	2023	2024
MERALCO	480	485	498
SUBSIDIARIES	964	871	1,253
<b>TOTAL</b>	<b>1,444</b>	<b>1,356</b>	<b>1,751</b>

#### TOTAL NUMBER OF FEMALE MIDDLE MANAGERS

	2022	2023	2024
MERALCO	315	324	354
SUBSIDIARIES	437	351	696
<b>TOTAL</b>	<b>752</b>	<b>675</b>	<b>1,050</b>

**TOTAL NUMBER OF MIDDLE MANAGERS UNDER 30 YEARS OLD**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	97	110	127
SUBSIDIARIES	279	165	796
<b>TOTAL</b>	<b>376</b>	<b>275</b>	<b>923</b>

**TOTAL NUMBER OF MIDDLE MANAGERS BETWEEN 30 AND 50 YEARS OLD**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	609	621	658
SUBSIDIARIES	898	823	1,019
<b>TOTAL</b>	<b>1,507</b>	<b>1,444</b>	<b>1,677</b>

**TOTAL NUMBER OF MIDDLE MANAGERS OVER 50 YEARS OLD**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	89	78	67
SUBSIDIARIES	224	234	134
<b>TOTAL</b>	<b>313</b>	<b>312</b>	<b>201</b>

**TOTAL NUMBER OF MIDDLE MANAGERS**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	795	809	852
SUBSIDIARIES	1,401	1,222	1,949
<b>TOTAL</b>	<b>2,196</b>	<b>2,031</b>	<b>2,801</b>



# Total Employees

## Rank and File

### TOTAL NUMBER OF MALE RANK-AND-FILE EMPLOYEES

	2022	2023	2024
MERALCO	3,564	3,540	3,513
SUBSIDIARIES	8,091	7,153	6,993
<b>TOTAL</b>	<b>11,655</b>	<b>10,693</b>	<b>10,506</b>

### TOTAL NUMBER OF FEMALE RANK-AND-FILE EMPLOYEES

	2022	2023	2024
MERALCO	782	792	813
SUBSIDIARIES	2,786	2,590	2,243
<b>TOTAL</b>	<b>3,568</b>	<b>3,382</b>	<b>3,056</b>

### TOTAL NUMBER OF RANK-AND-FILE EMPLOYEES UNDER 30 YEARS OLD

	2022	2023	2024
MERALCO	1,257	1,247	1,254
SUBSIDIARIES	4,348	3,576	2,776
<b>TOTAL</b>	<b>5,605</b>	<b>4,823</b>	<b>4,030</b>

### TOTAL NUMBER OF RANK-AND-FILE EMPLOYEES BETWEEN 30 AND 50 YEARS OLD

	2022	2023	2024
MERALCO	2,354	2,409	2,455
SUBSIDIARIES	5,545	5,182	5,258
<b>TOTAL</b>	<b>7,899</b>	<b>7,591</b>	<b>7,713</b>

**TOTAL NUMBER OF RANK-AND-FILE EMPLOYEES OVER 50 YEARS OLD**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	735	676	617
SUBSIDIARIES	984	985	1,202
<b>TOTAL</b>	<b>1,719</b>	<b>1,661</b>	<b>1,819</b>

**TOTAL NUMBER OF RANK-AND-FILE EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	4,346	4,332	4,326
SUBSIDIARIES	10,877	9,743	9,236
<b>TOTAL</b>	<b>15,223</b>	<b>14,075</b>	<b>13,562</b>

## Total Employees Project Based/Fixed Term

**TOTAL NUMBER OF MALE PROJECT-BASED/FIXED-TERM EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	230	218	190
SUBSIDIARIES	2,067	2,213	1,619
<b>TOTAL</b>	<b>2,297</b>	<b>2,431</b>	<b>1,809</b>

**TOTAL NUMBER OF FEMALE PROJECT-BASED/FIXED-TERM EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	90	90	85
SUBSIDIARIES	387	577	322
<b>TOTAL</b>	<b>477</b>	<b>667</b>	<b>407</b>



**TOTAL NUMBER OF PROJECT-BASED/FIXED-TERM EMPLOYEES UNDER 30 YEARS OLD**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	253	232	200
SUBSIDIARIES	869	1,323	754
<b>TOTAL</b>	<b>1,122</b>	<b>1,555</b>	<b>954</b>

**TOTAL NUMBER OF PROJECT-BASED/FIXED-TERM EMPLOYEES BETWEEN 30 AND 50 YEARS OLD**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	65	75	75
SUBSIDIARIES	1,458	1,320	1,031
<b>TOTAL</b>	<b>1,523</b>	<b>1,395</b>	<b>1,106</b>

**TOTAL NUMBER OF PROJECT-BASED/FIXED-TERM EMPLOYEES OVER 50 YEARS OLD**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	2	1	-
SUBSIDIARIES	127	147	156
<b>TOTAL</b>	<b>129</b>	<b>148</b>	<b>156</b>

**TOTAL NUMBER OF PROJECT-BASED/FIXED-TERM EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	320	308	275
SUBSIDIARIES	2,454	2,790	1,941
<b>TOTAL</b>	<b>2,774</b>	<b>3,098</b>	<b>2,216</b>



# Total Workers

## Third Party/Contracted

### TOTAL NUMBER OF MALE THIRD-PARTY/CONTRACTED EMPLOYEES

	2022	2023	2024
MERALCO	N/A	N/A	N/A
SUBSIDIARIES	2,754	92	250
<b>TOTAL</b>	<b>2,754</b>	<b>92</b>	<b>250</b>

### TOTAL NUMBER OF FEMALE THIRD-PARTY/CONTRACTED EMPLOYEES

	2022	2023	2024
MERALCO	N/A	N/A	N/A
SUBSIDIARIES	4	8	27
<b>TOTAL</b>	<b>4</b>	<b>8</b>	<b>27</b>

### TOTAL NUMBER OF THIRD-PARTY/CONTRACTED EMPLOYEES UNDER 30 YEARS OLD

	2022	2023	2024
MERALCO	N/A	N/A	N/A
SUBSIDIARIES	16	32	73
<b>TOTAL</b>	<b>16</b>	<b>32</b>	<b>73</b>

### TOTAL NUMBER OF THIRD-PARTY/CONTRACTED EMPLOYEES BETWEEN 30 AND 50 YEARS OLD

	2022	2023	2024
MERALCO	N/A	N/A	N/A
SUBSIDIARIES	2,729	59	177
<b>TOTAL</b>	<b>2,729</b>	<b>59</b>	<b>177</b>

**TOTAL NUMBER OF THIRD-PARTY/CONTRACTED EMPLOYEES OVER 50 YEARS OLD**

	2022	2023	2024
MERALCO	N/A	N/A	N/A
SUBSIDIARIES	13	9	27
<b>TOTAL</b>	<b>13</b>	<b>9</b>	<b>27</b>

**TOTAL NUMBER OF THIRD-PARTY/CONTRACTED EMPLOYEES**

	2022	2023	2024
MERALCO	N/A	N/A	N/A
SUBSIDIARIES	2,758	100	277
<b>TOTAL</b>	<b>2,758</b>	<b>100</b>	<b>277</b>



## Training and Development

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY MALE SENIOR MANAGERS**

	2022	2023	2024
MERALCO	22,496	27,597	18,573
SUBSIDIARIES	1,428	2,205	1,673
<b>TOTAL</b>	<b>23,924</b>	<b>29,802</b>	<b>20,246</b>

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY FEMALE SENIOR MANAGERS**

	2022	2023	2024
MERALCO	6,304	6,311	6,711
SUBSIDIARIES	335	1,858	1,096
<b>TOTAL</b>	<b>6,639</b>	<b>8,168</b>	<b>7,807</b>

**TOTAL NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY SENIOR MANAGERS**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	28,800	33,908	25,284
SUBSIDIARIES	1,763	4,063	2,769
<b>TOTAL</b>	<b>30,563</b>	<b>37,971</b>	<b>28,053</b>

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY MALE MIDDLE MANAGERS**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	18,585	23,201	15,386
SUBSIDIARIES	2,462	20,076	18,298
<b>TOTAL</b>	<b>21,047</b>	<b>43,277</b>	<b>33,683</b>

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY FEMALE MIDDLE MANAGERS**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	12,151	11,765	9,504
SUBSIDIARIES	3,689	6,668	6,646
<b>TOTAL</b>	<b>15,839</b>	<b>18,433</b>	<b>16,150</b>

**TOTAL NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY MIDDLE MANAGERS**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	30,736	34,966	24,890
SUBSIDIARIES	6,150	26,744	24,944
<b>TOTAL</b>	<b>36,886</b>	<b>61,709</b>	<b>49,833</b>

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY MALE RANK-AND-FILE EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	176,216	234,539	200,236
SUBSIDIARIES	29,986	47,114	42,353
<b>TOTAL</b>	<b>206,202</b>	<b>281,653</b>	<b>242,588</b>

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY FEMALE RANK-AND-FILE EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	27,527	29,179	28,541
SUBSIDIARIES	9,688	7,846	16,710
<b>TOTAL</b>	<b>37,214</b>	<b>37,025</b>	<b>45,251</b>

**TOTAL NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY RANK-AND-FILE EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	203,743	263,718	228,777
SUBSIDIARIES	39,673	54,961	59,063
<b>TOTAL</b>	<b>243,416</b>	<b>318,678</b>	<b>287,840</b>

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY PROJECT-BASED/FIXED-TERM MALE EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	3,707	3,277	3,443
SUBSIDIARIES	3,269	1,010	16,991
<b>TOTAL</b>	<b>6,976</b>	<b>4,286</b>	<b>20,434</b>

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY PROJECT-BASED/FIXED-TERM FEMALE EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	1,178	1,514	1,146
SUBSIDIARIES	5,427	86	4,776
<b>TOTAL</b>	<b>6,605</b>	<b>1,599</b>	<b>5,922</b>

**TOTAL NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY PROJECT-BASED/FIXED-TERM EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	4,885	4,790	4,589
SUBSIDIARIES	8,696	1,095	21,767
<b>TOTAL</b>	<b>13,581</b>	<b>5,885</b>	<b>26,356</b>

**TOTAL NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY MALE EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	221,004	288,613	237,637
SUBSIDIARIES	39,790	70,506	79,314
<b>TOTAL</b>	<b>260,794</b>	<b>359,119</b>	<b>316,951</b>

**TOTAL NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY FEMALE EMPLOYEES**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
MERALCO	47,159	48,768	45,902
SUBSIDIARIES	24,443	16,579	29,228
<b>TOTAL</b>	<b>71,602</b>	<b>65,346</b>	<b>75,130</b>



**TOTAL NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY ALL EMPLOYEES**

	2022	2023	2024
MERALCO	268,163	337,381	283,539
SUBSIDIARIES	64,233	87,085	108,542
<b>TOTAL</b>	<b>332,396</b>	<b>424,465</b>	<b>392,081</b>

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY THIRD-PARTY MALE WORKERS**

	2022	2023	2024
MERALCO	N/A	N/A	N/A
SUBSIDIARIES	2,646	101	1,496
<b>TOTAL</b>	<b>2,646</b>	<b>101</b>	<b>1,496</b>

**NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY THIRD-PARTY FEMALE WORKERS**

	2022	2023	2024
MERALCO	N/A	N/A	N/A
SUBSIDIARIES	5,306	121	104
<b>TOTAL</b>	<b>5,306</b>	<b>121</b>	<b>104</b>

**TOTAL NUMBER OF PERFORMANCE AND CAREER DEVELOPMENT TRAINING HOURS RECEIVED BY THIRD-PARTY WORKERS**

	2022	2023	2024
MERALCO	N/A	N/A	N/A
SUBSIDIARIES	7,952	222	1,600
<b>TOTAL</b>	<b>7,952</b>	<b>222</b>	<b>1,600</b>





# Occupational Health and Safety

## NUMBER OF SAFETY DRILLS CONDUCTED

	2022	2023	2024
MERALCO	7	7	280
SUBSIDIARIES	200	230	723
<b>TOTAL</b>	<b>207</b>	<b>237</b>	<b>1,003</b>

## NUMBER OF RECORDABLE WORK-RELATED INJURIES (INCLUDING FATALITIES)

	2022	2023	2024
MERALCO	34	21	47
SUBSIDIARIES	102	115	106
<b>TOTAL</b>	<b>136</b>	<b>136</b>	<b>153</b>

## NUMBER OF HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING FATALITIES)

	2022	2023	2024
MERALCO	10	4	18
SUBSIDIARIES	6	6	12
<b>TOTAL</b>	<b>16</b>	<b>10</b>	<b>30</b>

## NUMBER OF FATALITIES AS A RESULT OF WORK-RELATED INJURY

	2022	2023	2024
MERALCO	-	-	1
SUBSIDIARIES	1	-	1
<b>TOTAL</b>	<b>1</b>	<b>-</b>	<b>2</b>

**NUMBER OF FATALITIES AS A RESULT OF ILL HEALTH**

	2022	2023	2024
MERALCO	-	-	-
SUBSIDIARIES	-	-	1
<b>TOTAL</b>	<b>-</b>	<b>-</b>	<b>1</b>

**NUMBER OF INJURIES DUE TO PUBLIC ACTION**

	2022	2023	2024
MERALCO	157	132	191
SUBSIDIARIES	-	-	4
<b>TOTAL</b>	<b>157</b>	<b>132</b>	<b>195</b>

**NUMBER OF PUBLIC ACCIDENTS CAUSED BY THE COMPANY**

	2022	2023	2024
MERALCO	89	70	28
SUBSIDIARIES	-	5	3
<b>TOTAL</b>	<b>89</b>	<b>75</b>	<b>31</b>

**NUMBER OF PUBLIC ACCIDENTS DUE TO COMPANY-OWNED EQUIPMENT AND FACILITIES**

	2022	2023	2024
MERALCO	-	17	76
SUBSIDIARIES	30	74	109
<b>TOTAL</b>	<b>30</b>	<b>91</b>	<b>185</b>

**TOTAL LOST WORKING DAYS DUE TO INJURIES**

	2022	2023	2024
MERALCO	356	256	6,498
SUBSIDIARIES	393	1,134	285
<b>TOTAL</b>	<b>749</b>	<b>1,390</b>	<b>6,783</b>

# ESG DATA

## PROSPERITY

### DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (in PhP million)

	2022	2023	2024
<b>DIRECT ECONOMIC VALUE GENERATED (REVENUES)</b>	<b>432,292</b>	<b>447,762</b>	<b>476,847</b>
Economic value distributed	412,958	419,078	431,953
<i>Operating costs (including payment to suppliers)</i>	366,284	364,585	371,310
<i>Employee wages and benefits</i>	15,836	16,521	17,974
<i>Payments to providers of capital (investors and shareholders)</i>	21,824	27,161	29,568
<i>Payments to government (taxes)</i>	8,780	10,436	12,876
<i>Community investments (expenses for CSR projects)</i>	234	375	224
Economic value retained	19,334	28,684	44,894

### MERALCO'S CUSTOMER SERVICE METRICS

	2022	2023	2024
<b>ANNUAL CUSTOMER SATISFACTION RATING BASED ON CONDUCTED SURVEY</b>	<b>8.03</b>	<b>8.20</b>	<b>8.11</b>
Complaints per 1000 customers	100.97	97.97	112.36
Number of substantiated complaints concerning breaches of customer data privacy and losses of customer data	3.00	-	-



**TOTAL PROCUREMENT SPEND IN 2024 (in PHP million)**

	Local	Foreign	Subtotal
Meralco	32,768	5,452	38,220
Subsidiaries	10,426	12,833	23,259
<b>TOTAL</b>	<b>43,195</b>	<b>18,285</b>	<b>61,480</b>

**TOTAL NUMBER OF SUPPLIERS BY CLASSIFICATION IN 2024**

	Tier 1	Non-Tier 1	Subtotal
Meralco	3,056	0	3,056
Subsidiaries	2,084	43	2,127
<b>TOTAL</b>	<b>5,140</b>	<b>43</b>	<b>5,183</b>

**TOTAL NUMBER OF SUPPLIERS BY LOCATION IN 2024**

	Local	Foreign	Subtotal
Meralco	2,440	616	3,056
Subsidiaries	1,897	230	2,127
<b>TOTAL</b>	<b>4,337</b>	<b>846</b>	<b>5,183</b>

**COMMUNICATION OF ANTI-CORRUPTION POLICIES AND PROCEDURES IN MERALCO**

	2022	2023	2024
Board of directors	11	11	11
Senior management	749	789	825
Middle management	754	795	809
Rank and file	4,639	4,346	4,372
Fixed-term and project-based hires	323	320	297
Third-party workers	0	0	0
Business partners	707	1,292	409

### TRAINING ON ANTI-CORRUPTION IN MERALCO

	2022	2023	2024
Board of directors	11	11	11
Senior management	749	789	825
Middle management	754	795	809
Rank and file	4,639	4,346	4,372
Fixed-term and project-based hires	323	320	297
Third-party workers	0	0	0
Business partners	707	1,292	409

### NUMBER OF CORRUPTION INCIDENTS IN MERALCO REPORTED VIA OUR SPEAK OUT PLATFORM

	2022	2023	2024
Under ongoing investigation	0	0	0
Closed with corresponding corrective action	0	0	0
Closed without corresponding corrective action	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>

### NUMBER OF REPORTED DISCRIMINATION INCIDENTS IN MERALCO

	2022	2023	2024
Under ongoing investigation	0	0	0
Closed with corresponding corrective action	0	0	0
Closed without corresponding corrective action	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>

