

PACIFIC IMPACT

ENVIRONMENTAL · SOCIAL · GOVERNANCE

Pacific Impact Development

ESG Report
Reporting Year 2025



SOLAR



WIND



STORAGE

Albay Wind Project – Advancing Wind Resource Assessment
Meteorological mast installed to collect wind data and support project feasibility
and de-risking





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Outlook



Pacific Impact Development (Pacific Impact) is a renewable energy project development company focused on originating, developing, and de-risking solar, wind, and battery energy storage projects in Southeast Asia. In 2025, the company continued to advance its mission of supporting the energy transition through responsible project development, proactive stakeholder engagement, and the integration of environmental, social and governance (ESG) considerations across all development activities.

Key Milestones in 2025

- ✓ Awarded the 50MWp (61.5 MW) Capantolan Solar Power Project through the Green Energy Auction Program (GEAP), marking a significant milestone in Pacific Impact's contribution to the Philippines' renewable energy targets.
- ✓ Successfully installed the meteorological mast for the 99 MW Albay Wind Project, initiating wind resource measurement and advancing resource assessment and project development activities.
- ✓ Conducted multiple stakeholder engagement sessions and public consultations with communities potentially impacted by project development, reinforcing Pacific Impact's commitment to responsible development and stakeholder engagement.
- ✓ Secured Board of Investments (BOI) Green Lane approval for the Capantolan Solar and Albay Wind Projects, supporting accelerated permitting and prioritised government coordination.

About This Report

This report presents the Environmental, Social and Governance (ESG) performance of Pacific Impact Development for the reporting period January–December 2025.

The report covers Pacific Impact Development's corporate development activities and project portfolio across Southeast Asia, including projects under development in the Philippines and Cambodia.

As a renewable energy development company, Pacific Impact does not currently operate energy generation assets. Accordingly, the environmental metrics presented in this report relate primarily to corporate operational emissions, including purchased electricity and business travel associated with project development activities. Project-level environmental and social performance will be reported as projects progress into construction and operations.



Pacific Impact Development is a renewable energy developer focused on Southeast Asia, particularly the Philippines. The company works across the full lifecycle of renewable energy projects, from early-stage site identification and feasibility assessment through permitting, stakeholder engagement, financing, and project delivery.

- Solar, wind, and battery energy storage project development
- Project origination and technical feasibility studies
- Environmental permitting and regulatory approvals
- Stakeholder engagement and community consultations
- Project structuring and development risk management

Pacific Impact is advancing a ~347 MW development pipeline across four projects spanning solar and wind technologies.

Project Name	Country	Technology	Capacity	Stage	Expected COD
Kampong Thom Solar Project (Jefferson)	Cambodia	Ground-mount Solar	125 MW	Development	Q4 2027
Capantolan Solar Power Project (Charlie)	Philippines	Ground-mount Solar	61.5 MW	Construction	Q1 2027
Malasiqui Solar Power Project (Angel)	Philippines	Ground-mount Solar	61.5 MW	Development	Q1 2027
Albay Wind Power Project (Banana)	Philippines	Wind	99 MW	Development	Q1 2028



Pacific Impact Development integrates ESG principles across four strategic pillars that guide every aspect of project development, from initial site selection through to stakeholder engagement and regulatory compliance.



Energy Transition & Climate Impact

Development of renewable energy projects contributing to decarbonisation and energy system resilience across Southeast Asia.



Responsible Development & Environmental Risk Management

Environmental screening, permitting, and sustainable site selection practices integrated into every stage of project development.



Stakeholder Engagement & Social Integration

Community consultations, stakeholder engagement sessions, and social acceptance processes ensuring inclusive development.



Governance & Risk Management

Regulatory compliance, project governance, ethical practices, and responsible development practices underpinning all project activities.

Pacific Impact aligns its ESG approach with internationally recognised sustainability frameworks and responsible investment principles, including the UN Sustainable Development Goals (SDGs) and the GHG Protocol for greenhouse gas accounting. Environmental and social risk management practices are also informed by internationally recognised project development standards.

Capantolan Solar Project – Site Investigations with EPC and Owner's Engineer
Geotechnical and boundary surveys conducted to support project development and design





Key performance indicators for the 2025 reporting period

PIPELINE CAPACITY

347 MW

PROJECTS IN DEVELOPMENT

4

SOLAR PROJECTS

3

WIND PROJECTS

1

TOTAL GHG EMISSIONS

2,513.38 tCO₂e

SCOPE 1 EMISSIONS

0 tCO₂e

TOTAL TEAM (DEC 2025)

12 FTE

FEMALE EMPLOYEES

5 FTE

WORKING HOURS

24,927 hrs

LOST TIME INJURIES

0

FATALITIES

0

SENIOR MANAGEMENT

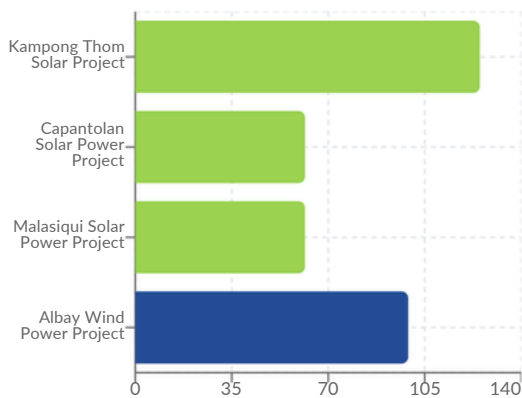
2 persons



Pacific Impact is developing approximately **347 MW** of renewable energy capacity across the Philippines and Cambodia. Once operational, these projects are expected to contribute significantly to decarbonisation by displacing fossil fuel-based electricity generation. The company's portfolio demonstrates a clear commitment to the energy transition, with projects spanning solar and wind technologies.

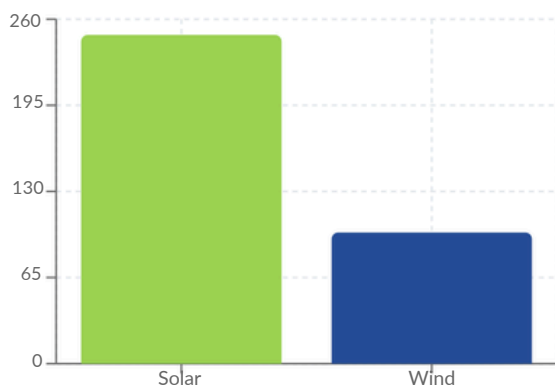
Solar leads the portfolio at 248 MW, while wind projects diversify the development pipeline.

Project Capacity (MW)



71% solar, 29% wind – a balanced approach to renewable energy development

Capacity by Technology (MW)

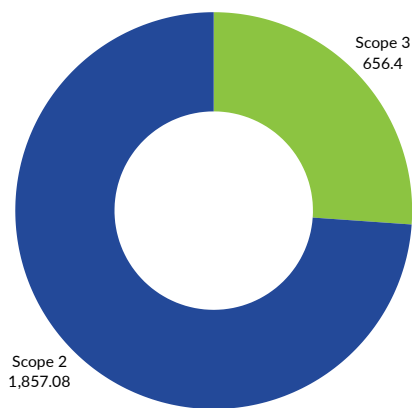




As a project development company that does not operate energy assets, Pacific Impact's direct emissions profile is relatively modest. Scope 1 emissions are zero, as the company does not own or operate stationary combustion equipment or a vehicle fleet. Scope 2 emissions arise from purchased grid electricity in the Philippines. Scope 3 emissions are primarily associated with business travel required for site visits, stakeholder engagement, and project development activities.

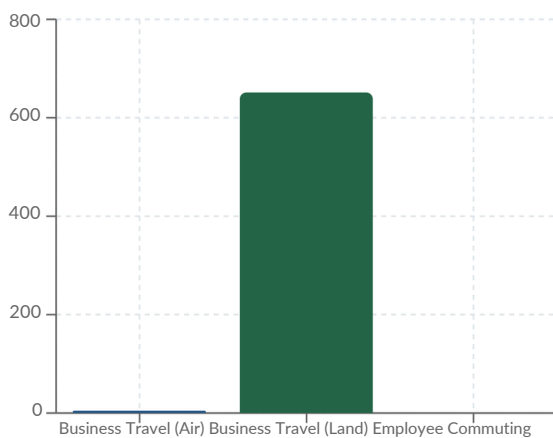
Scope 2 dominates the emissions profile at 74% of total GHG output

Emissions by Scope (tCO₂e)



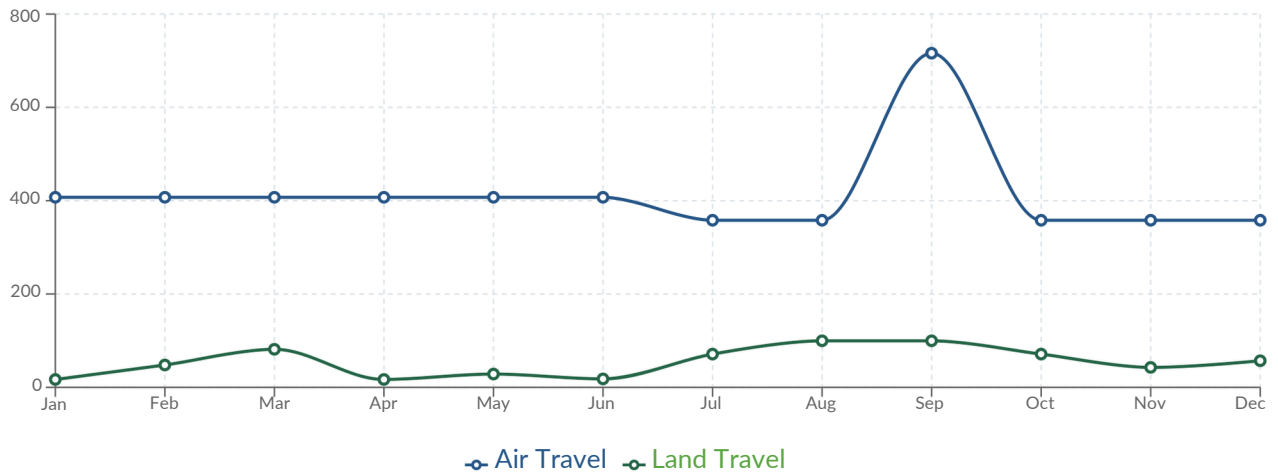
Land-based business travel accounts for 99% of Scope 3 emissions

Scope 3 Breakdown (tCO₂e)



Travel-related emissions peaked in September due to increased site visits and development activities across multiple project locations.

Monthly Scope 3 Emissions Trend (kgCO₂e)



Emission Scope	tCO ₂ e	% of Total
Scope 1 – Direct Emissions	0.00	0.0%
Scope 2 – Purchased Electricity	1,857.08	73.9%
Scope 3 – Indirect Emissions	656.31	26.1%
Total Emissions	2,513.38	100%

Greenhouse Gas Accounting Methodology

Greenhouse gas emissions in this report were calculated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

The emissions inventory includes:

- Scope 1 emissions – direct emissions from company-owned or controlled sources
- Scope 2 emissions – indirect emissions from purchased electricity
- Scope 3 emissions – indirect emissions associated with company activities such as business travel and employee commuting.

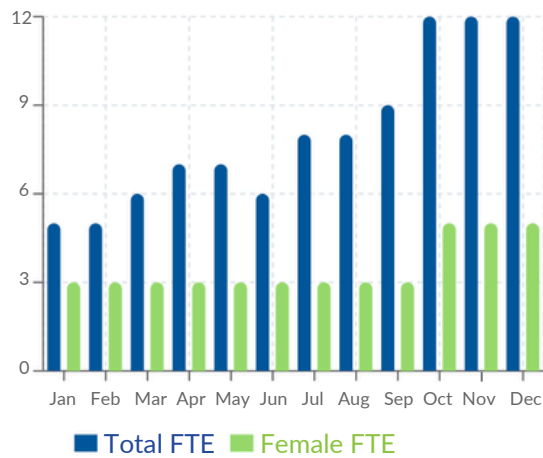
Emission factors used in calculations are based on internationally recognised sources and regional electricity grid factors where available. As a developer, Pacific Impact’s emissions are not representative of the lifecycle emissions of the renewable energy assets it develops.



Pacific Impact Development operates with a lean and highly specialised development team. The company is committed to building a diverse workforce, engaging constructively with communities impacted by project development.

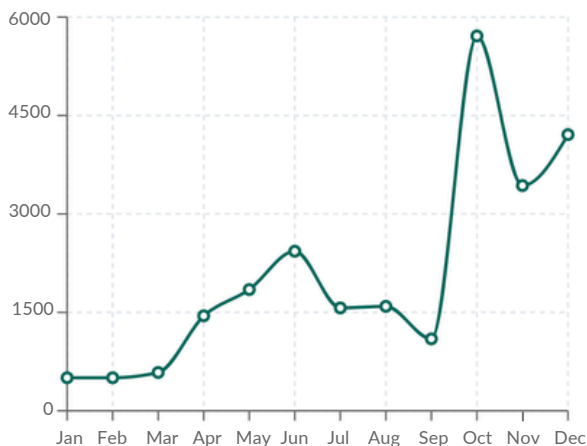
Team grew 140% during 2025, reaching 12 FTE by December

Monthly Workforce Composition (FTE)



Zero lost-time injuries across 24,927 working hours – exemplary safety record

Monthly Working Hours



Workforce Summary

Total Team (Dec 2025)	12 FTE
Female Employees	5 FTE (42%)
Senior Management	2 persons
ILO Compliance	Yes

Health & Safety Record

Total Working Hours	24,927
Fatalities	0
Lost Time Injuries (LTI)	0
Total Recordable Injuries (TRI)	0
LTIFR	0.00
TRIFR	0.00
Near Misses	0

Stakeholder Engagement

Throughout 2025, Pacific Impact conducted multiple stakeholder engagement sessions and public consultations with communities potentially impacted by project development. These activities are a core part of Pacific Impact's development process, ensuring that community perspectives are considered in project design, environmental assessments, and social management planning. Engagement activities were conducted across project sites in the Philippines, covering the Capantolan Solar Project, Malasiqui Solar Project, and Albay Wind Project.



BOI Green Lane Approval – Accelerating Project Development
Capantolan Solar and Albay Wind Projects granted Board of Investments Green Lane status, supporting streamlined permitting and government coordination





Structured Stakeholder Engagement Across Project Development

Engagement conducted across multiple levels, from barangays to municipalities

Public consultations and ESIA processes embedded throughout development

Inclusive engagement covering local government, landowners and vulnerable groups

Engagement Breakdown by Project

Albay Wind Project
99 MW · Wind

- Barangays Engaged 6
- Public Consultations 4
- Municipalities Engaged 4

Multi-stage ESIA engagement across Ligao, Guinobatan, Oas & Polangui

Capantolan Solar Project
61.5 MW · Solar

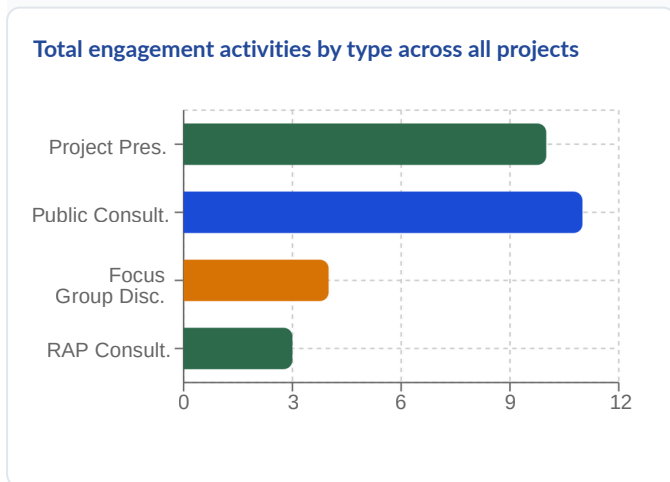
- Barangays Engaged 3
- Public Consultations 7
- RAP Consultations 3

Focus group discussions with LGU offices, youth, women, vulnerable groups & farmers

Malasiqui Solar Project
61.5 MW · Solar

- Barangays Engaged 1

Barangay council presentation conducted

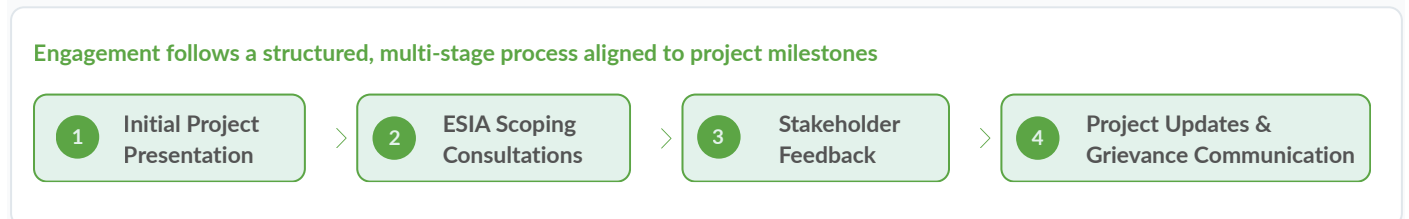


Typical participation levels per engagement type

Public Consultations **25-75** participants

Presentations **10-15** participants

Focus Groups **5-10** participants



Pacific Impact's structured stakeholder engagement approach supports early identification of social risks, ensures community perspectives are considered in project development, and contributes to building long-term project acceptance. Engagement activities span from initial project presentations through ESIA scoping, feedback collection, and ongoing grievance communication, ensuring transparency and inclusivity at every stage.



Governance & Compliance Checklist

- E&S Policy / Human Rights Policy
- Ongoing E&S Action Plan (ESAP)
- Major ESAP Delays
- ILO Core Labour Standards Compliance
- Anti-Corruption Policy
- Anti-Corruption Policy Communicated
- Commitment to Women in Supply Chain
- ESMS Manual
- Climate Policy / Strategy

Anti-corruption training: 67-92% of employees

Corporate Governance

Pacific Impact maintains a governance structure with senior management oversight of project development, compliance, and risk management activities.

Regulatory Compliance

All projects undergo rigorous permitting processes aligned with national environmental and energy regulations in the Philippines and Cambodia.

Ethical Development Practices

Anti-corruption policies are in place and communicated to all employees. Between 67% and 92% of employees received anti-corruption training during 2025.

Project Risk Management

Each project follows a structured development framework that includes environmental screening, feasibility assessment, and stakeholder mapping to identify and mitigate risks early.

Data Protection & Information Management

The company maintains appropriate data protection practices and controls to safeguard project, employee, and stakeholder information.



CASE STUDY 1

Capantolan Solar Project – Supporting Renewable Energy Expansion

The project has a contracted capacity of 50 MWp under GEAP, with a total installed capacity of approximately 61.5 MW.

Capacity
50 MWp

Technology
Ground-mount Solar

Country
Philippines

Expected COD
Q1 2027

The Capantolan Solar Power Project represents a landmark achievement for Pacific Impact Development. Awarded through the Department of Energy's Green Energy Auction Program (GEAP), the project demonstrates the company's ability to compete in and win national renewable energy procurement processes. The project will contribute to the Philippines' renewable energy generation targets and support the country's energy transition.

ESG Integration

- ✓ Environmental impact assessments conducted as part of the permitting process
- ✓ Stakeholder engagement sessions held with local communities and government officials
- ✓ Social acceptance processes integrated into the development timeline
- ✓ BOI Green Lane approval secured, supporting streamlined permitting and project advancement



100MW wind project with meteorological mast installed to de-risk development

Capacity
99 MW

Technology
Wind

Country
Philippines

Expected COD
Q1 2028

The Albay Wind Power Project represents Pacific Impact's entry into wind energy development in the Philippines. In 2025, the company successfully installed a meteorological mast to measure wind resources, a critical step in de-risking the project and validating the site's energy generation potential. The project has the potential to deliver 100MW of clean wind energy to the Philippine grid.

ESG Integration

- ✓ Installation of meteorological mast with minimal environmental footprint
- ✓ Wind resource measurement programme to validate project feasibility
- ✓ Community engagement conducted with local stakeholders in Albay province
- ✓ BOI Green Lane approval secured, supporting efficient regulatory coordination and development progress



Looking ahead, Pacific Impact Development remains committed to its mission of developing renewable energy projects that support the energy transition in Southeast Asia. The company will continue to expand its development pipeline, engage meaningfully with stakeholders, and integrate ESG principles into every aspect of its operations.



Continued Pipeline Development

Pacific Impact will continue advancing its ~347 MW development pipeline across the Philippines and Cambodia, progressing projects through permitting, feasibility, and towards construction readiness.



Stakeholder Engagement

Ongoing community consultations and stakeholder engagement sessions will remain a cornerstone of the development process, ensuring social acceptance and community benefit.



ESG Integration

The company will continue to deepen ESG integration across all development activities, working towards establishing a formal Environmental and Social Management System (ESMS) and climate strategy.



Technology Diversification

Pacific Impact plans to expand into battery energy storage systems (BESS) in addition to its existing solar and wind portfolio, supporting grid stability and energy system resilience.



Emissions Management

The company will continue monitoring and reporting greenhouse gas emissions, identifying opportunities to reduce travel-related emissions through optimised site visit scheduling.

A tropical landscape featuring lush green vegetation, including palm trees and banana plants, in the foreground. In the background, there is a vast expanse of water leading to a range of mountains under a blue sky with scattered white clouds. The overall scene is bright and scenic.

PACIFIC IMPACT

Pacific Impact Development — ESG Report 2025
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