



Energy Management

POLICY



Energy Management Policy

Document No.: POL---

Version. No. 1

Governing policy:	N/A	
Policy applies to:	<input checked="" type="checkbox"/> Company-wide <input type="checkbox"/> Specific group or employees only	
Documented type:	<input checked="" type="checkbox"/> New <input type="checkbox"/> Revision of existing documented information	
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Policy / Process Control Review Authority:	Safety, Health, Environment, and Security Committee	
Corporate governance review owner:	ORIGINAL SIGNED John Michael C. Avila Regulatory, Ethics, and Governance Lead Date: _____ ORIGINAL SIGNED George P. Ponce De Leon Business Compliance and Process Excellence Lead Date: _____	
Strategy Management review owner:	ORIGINAL SIGNED Lea L. Rocamora Corporate Projects and Planning Manager Date: _____ ORIGINAL SIGNED Benjamin Rex Emilio B. Azada Executive VP and Chief Strategy Officer Date: _____	
Supply Chain review Officer	ORIGINAL SIGNED Jeremy J. Gatpo VP and Head of Supply Chain Management Date: _____	
Enterprise Risk Management review officer:	ORIGINAL SIGNED Jerome Mario T. Orfano VP and Head of Enterprise Risk Management Date: _____	
Corporate Governance review officer:	ORIGINAL SIGNED Atty. Laurice P. Esteban-Tuason Sr. VP & Corporate Compliance / Data Protection Officer Date: _____	
Workplace Premises Management review owner:	ORIGINAL SIGNED Enrique B. Balangue Facilities Manager and Certified Energy Manager Date: _____	

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	Solomon R. Joya, Jr. VP and Head of Workplace Premises Management	Date: _____
Network Transformation review officer:	ORIGINAL SIGNED	
	Miguel B. Gile III Data Center Operations Head and Certified Energy Manager	Date: _____
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	Paulo Martin G. Santos Executive VP and Chief Network Transformation Officer	Date: _____

Executive approval authority:	ORIGINAL SIGNED	
	Maria Grace Y. Uy President, Chief Resources Officer, Founder & Executive Director	Date: _____
	ORIGINAL SIGNED	
	Amando M. Tetangco, Jr. Chairman of the Board Risk Oversight Committee	Date: _____

Implementation effectivity date:	December — 2022
Approval Date of last revision	N/A
Effectivity Date of last revision	N/A
Date of governing policy review*	December --- 2022

***Unless otherwise indicated, this policy shall apply beyond the review date**

<p><i>Related legislation, standards, policies, procedures, guidelines, and local protocols</i></p>	<p>External References:</p> <p>ISO 50001 - Energy Management System Standards Article II, Section 16, 1987 Constitution of the Republic of the Philippines Republic Act No. 11285 - The Energy Efficiency and Conservation Act Other energy related legislation or regulation that will be enacted by the Philippine Government UN Doc. A/CONF.151/26 (Vol. I) (August 12, 1992) - Rio Declaration on Environment and Development, in the Report of the United Nations Conference on Environment and Development. UN Resolution A/76/L.75 (July 28, 2022) - The human right to a clean, healthy, and sustainable environment</p> <p>Internal References:</p> <p>Sustainability Commitments Converge ICT Solutions, Inc. - UN Global Compact Letter of Commitment (April 1, 2022) Human Rights Policy - POL-CGDP-REG-0001 Code of Business Ethics - POL-SARC-QRMS-1007 Employee Discipline Policy - CICT-HR POLICY-001 Energy Manual</p>
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Table of Contents

1. Purpose	1
2. Scope	1
3. Policy Statements	1
4. Implementation and Monitoring	3
5. Communication	3
6. Non-Compliance and Reporting Process	4
7. Related document references	4
8. Details of revision/s made to this policy	4

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1. Purpose

Converge ICT Solutions Inc. (“Converge” or “The Company”) implements this Energy Management Policy (EMP) to express our commitments in ensuring that we utilize proper energy management strategies in the conduct of our operations, in accordance with our Sustainability Commitment, ISO 50001 standards, and any local energy legislation applicable to our business.

2. Scope

This EMP shall apply to all employees of Converge, as well as its subsidiaries, Metroworks ICT Construction Inc. and Pentagon Holding Co. Inc., and its affiliates, (collectively referred to herein as “Company”), who are enjoined to adhere to the policy statements in this document.

In addition, relevant stakeholders such as but not limited to customers, investors, suppliers, vendors, business partners, third-party intermediaries and communities are expected to embody the principles enshrined in our policy statements.

3. Policy Statements

As stated in Converge’s Human Rights policy, the Company respects the constitutional right of people to a "balanced and healthful ecology in accord with the rhythm and harmony of nature and therefore take a precautionary approach to environmental challenges. Further, the Company supports the Ten Principles of the United Nations Global Compact, particularly Principles 7, 8 and 9 on the environment:

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Accordingly, the Company understands the need to integrate proper energy management strategies in the conduct of our business. We are committed to provide quality service to our customers and stakeholders all while being mindful of our energy targets, sustainability commitments and any environmental, social, and economic impact our services may touch on.

In accordance with the standards prescribed under ISO 50001, the following areas and key points show our commitments towards implementing proper energy management.

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Information availability and resource allocation

The Company commits to properly manage its data and any information related to energy management to ensure that our energy targets and objectives are being met. We understand our responsibility to properly monitor and track our energy data to analyze trends, impacts, risks, and opportunities affecting our business. Similarly, we commit to utilize the information we have gathered to provide for and allocate resources in implementing our energy management strategies.

Legal and regulatory compliance

The company commits to adhere to all applicable legal and regulatory mandates relating to energy, its use, efficiency, and consumption. We likewise commit to determine how such energy mandates affect and apply to our operations. We shall ensure that all legal and regulatory matters are periodically reviewed for our compliance requirements.

Similarly, we commit to foster a collaborative partnership with relevant government entities such the Department of Energy (DOE), Energy Regulatory Commission (ERC), Department of Environment and Natural Resources (DENR), and local government units.

Development and progression

To ensure suitability, adequacy, and effectiveness of our energy management strategies, the Company commits to demonstrate continual energy performance improvement. We intend to adopt frameworks, technologies, and best practices that are geared towards energy efficiency. We shall also align our development efforts to the standards prescribed by ISO 50001 and other related ISO standards.

Procurement

We commit to support the procurement of energy efficient products and services that impact energy and performance. To this effect, we shall consider energy performance and efficiency when procuring energy using products, equipment, and services. We shall also consider how these products and services will impact the Company's energy performance. We shall inform our suppliers, third party intermediaries, and business partners that we consider energy performance as the main criteria in procuring energy related products or services.

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Activities to support energy performance

The Company commits to support activities and initiatives that are designed to improve on energy efficiency and performance. This includes acting on opportunities to improve energy performance through the design and development of new, modified, or renovated facilities, equipment, systems, and other energy related processes, which has significant impact to our operations. Our initiatives to act on opportunities shall be supplemented by industry recognized principles and guidelines, such as but not limited to Green Building Certifications Leadership in Energy and Environmental Design (LEED), Building for Ecologically Responsive Design Excellence (BERDE), and Philippine Institute of Energy Management Professionals, Inc. (PIEMPI).

4. Implementation and Monitoring

This EMP shall be implemented and enforced by the Energy Team, overseen by our Safety, Health, Environment and Security (SHES) Committee. All relevant business units that form part or would contribute to the objectives of the EMP are expected to help operationalize our commitments. To this effect, this EMP shall be integrated and will be annexed to our Energy Manual.

The Company shall review and update this policy on a periodic basis, or as may be necessary to continue addressing energy operational impacts and opportunities.

5. Communication

The Company is committed to communicate and implement this document to relevant internal and external stakeholders of the organization. In full transparency, we shall reflect how we uphold our commitments in our related company documents and reports.

Upon approval of this EMP, the SHES Committee, is tasked to immediately disseminate and enforce this policy, company wide. It should be noted however that the primary responsibility of ensuring that the provisions of this policy are operationalized, rests with the responsible business units and support groups tagged by the Energy Team and the SHES Committee.

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6. Non-Compliance and Reporting Process

We expect our personnel, third-party intermediaries, business partners, and other relevant stakeholders to act in full compliance to the provisions of this policy. Anyone found to have violated or infringed this Energy Management Policy, in relation to the course of our operations, products, and services shall be dealt with in accordance with local legislation, supported by our existing policies and procedures.

An employee found to have violated the provisions of this EMP may be subject to disciplinary action in accordance with the Company’s Employee Discipline Policy.

Any person, with knowledge of, or has observed, any form of disregard for this EMP or any act in violation of any related legislation, may choose to file a report to the proper authorities or through the whistleblowing reporting channels for immediate attention. Further details on how the Company handles reports can be found in its Whistleblowing Policy and Whistleblowing Procedure documents.

7. Related document references

Please see the cover page for the breakdown of reference documents.

8. Details of revision/s made to this policy

From time-to-time the Company may amend this Policy and set out relevant guidelines to continuously improve its suitability, adequacy, and effectiveness.

Version No.	Date	Description of Change	Author	Approver
1.0	November 2022	Initial policy draft	JM Avila	Please see cover sheet for the list of approvers

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