

**Company:** Manila Electric Company

**Company Description:** Meralco is the largest private sector electric distribution utility company in the Philippines covering 39 cities and 72 municipalities. Its franchise area of over 9,685 km<sup>2</sup> is just 3% of the total land area of the Philippines, but accounts for 55% of the country's electricity output.

**Nomination Category:** Sustainability Categories

**Nomination Sub Category:** Sustainability Hero of the Year - in Asia, Australia and New Zealand

**Nomination Title:** Raymond Ravelo: Chief Sustainability Officer

1. Which will you submit for your nomination in this category, a video of up to five (5) minutes in length about the achievements of the nominated organization since 1 January 2023, OR written answers to the questions for this category? (Choose one):

Written answers to the questions

2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the nominated video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video.

3. If you are providing written answers for your submission, you must provide an answer to this first question: Briefly describe the nominated individual's organization: its history and past performance (up to 200 words):

**Total 196 words used.**

Raymond Ravelo is Meralco's first-ever Chief Sustainability Officer, appointed in 2020 to lead the company's transformation into a sustainability leader in the energy industry. From day one, he championed the integration of sustainability into Meralco's strategy, operations, and culture.

Raymond organized the Sustainability Office into three core functions: Strategy, which defines Meralco's long-term plans and aspirations; Programs, which drives execution of initiatives focused on the "here and now"; and Reporting, which ensures accountability through ESG disclosures and stakeholder engagement.

Under Raymond's leadership, Meralco launched its overarching sustainability agenda, "Powering the Good Life," anchored on four strategic pillars—Power, Planet, People, and Prosperity—designed to go beyond environmentalism and contribute to a wider set of the UN SDGs.

Raymond likewise spearheaded game-changing programs—Green Mobility (fleet electrification), Race to Zero Waste (waste reduction), #Mbrace (gender diversity and inclusion), Resource Conservation and Efficiency (energy and water efficiency), and Greening the Network (phaseout of non-sustainable compounds in distribution operations). Moreover, he institutionalized corporate-wide sustainability metrics tied to top management decision-making and performance.

Through Raymond's visionary leadership, sustainability is now fully embedded in Meralco's DNA—empowering the company to make meaningful strides toward a brighter future for its customers, communities, and the country.

4. If you are providing written answers for your submission, you must provide an answer to this second question: Outline the nominated individual's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words):

**Total 249 words used.**

With sustainability deeply ingrained in Meralco's business, Raymond has, since 2023, focused on elevating and evolving the company's sustainability agenda—achieving significant milestones across the four pillars:

Power

- Long-Term Sustainability Strategy: Meralco's just, orderly, and affordable transition to clean energy, aiming to become coal-free before 2050.

- Built attributable renewable energy (RE) capacity of 1,826MW (vs. 1,500MW target by 2030).
- Secured RE supply of 2,282MW (vs. 1,500MW target by 2030).
- Launched landmark project to build the world's largest integrated solar and battery storage facility—set to deliver 3,500MW solar power and 4,500MWh battery storage, to displace 4.3 million tons of coal, and to power 2.4M households annually.

Planet

- Green Mobility: Electrified 6% of vehicle fleet (vs. government-mandated 5%).
- Race to Zero Waste: Achieved 95% waste diversion rate (vs. 17% pre-program, 30% Philippine corporate average).
- Resource Conservation and Efficiency: Generated 4% energy and 10% water savings across facilities.
- Greening The Network: Implemented 100% transition to biodegradable ester oil (vs. mineral oil) distribution transformers.

People

- #Mbrace Diversity and Inclusion: Increased female workforce representation to 23% (vs. 13% global energy sector average).

Prosperity

- Education Reach: Energized 304 off-grid schools.
- Water Access: Provided for 837 households.
- Disaster Resilience: Trained 286 cooperative/community members.
- Meralco Supplier Sustainability Scorecard: Integrated sustainability in 100% of supplier assessments.

Moreover, Raymond has ensured Meralco's robust sustainability governance and reporting:

- Board-level Sustainability Committee and Sustainability Champions (30 executives).
- Sustainability metrics representing 10% of top corporate KPIs.
- Annual Sustainability/Integrated Reports (since 2019), all with international/local awards.

5. If you are providing written answers for your submission, you must provide an answer to this third question: Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominated individual's past performance (up to 250 words):

**Total 232 words used.**

Raymond's contributions have been pivotal to Meralco's transformation from a sustainability laggard into a recognized industry leader—achieving all-time best ESG scores, multiple sustainability index inclusions, and global recognition.

ESG Ratings & Indices

- MSCI: ESG rating upgraded to all-time best BBB (from B in 2018).

- CDP: Climate Change and Water Security scores improved to C (from previous F rating).

- FTSE Russell: Recognized as one of the world's most socially and environmentally responsible companies, surpassing Philippine and global energy sector averages. Meralco is only the second Philippine power company in the FTSE4Good Index Series.

- Bloomberg Gender Equality Index (GEI): First Philippine utility recognized as official GEI member.

- World Benchmarking Alliance's SDG2000: Named among 2,000 most influential companies globally, cited for its role in advancing UN SDGs.

Recognitions

- 2023 Sustainable Company Awards by Environmental Finance: "Sustainability Thought Leader of the Year"

- 2023 and 2024 International Business Awards: "Sustainability Hero of the Year"

- 2024 and 2025 Asia-Pacific Stevie Awards: "Climate Hero of the Year"

Due to these accomplishments, Raymond was promoted to First Vice President in 2023—the youngest in Meralco's 122-year history. Recognized as a sustainability and thought leader by prestigious organizations including International Business Awards, Asia-Pacific Stevie Awards, Environmental Finance, and Triple P, his achievements reflect visionary leadership and an earnest commitment to a more sustainable future. Raymond stands out as a sustainability hero in the energy sector—the world's largest contributor to climate change.

6. You have the option to answer this final question: Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

**Attachments/Videos/Links:**

[Raymond Ravelo: Chief Sustainability Officer](#)

[REDACTED FOR PUBLICATION]

