



Building Sustainable Energy and Water Systems for The Philippines

A business plan to establish and scale decentralised solar-powered water and energy systems in Iloilo.

Business Plan

Global Leaders Programme 2026
Hong Kong & The Philippines

TABLE OF CONTENTS

Overview	<u>3</u>
Current Situation and Challenges	<u>10</u>
Proposed Solution	<u>16</u>
Business Strategy	<u>23</u>
Governance and Organisational Structure	<u>28</u>
Policy Recommendations	<u>35</u>
Strategic Partnerships and Stakeholders	<u>43</u>
Operations	<u>52</u>
Funding and Financials	<u>73</u>
Impact Analysis	<u>83</u>
Risks Analysis and Mitigation	<u>88</u>
Conclusion	<u>92</u>
Appendix	<u>94</u>



An aerial photograph of a city, likely in the Philippines, showing a mix of urban development and greenery. In the foreground, there's a dense residential area with many small houses with red and blue roofs. A large river flows through the middle of the city. In the background, there are several high-rise buildings and a range of mountains under a clear blue sky with some light clouds.

OVERVIEW

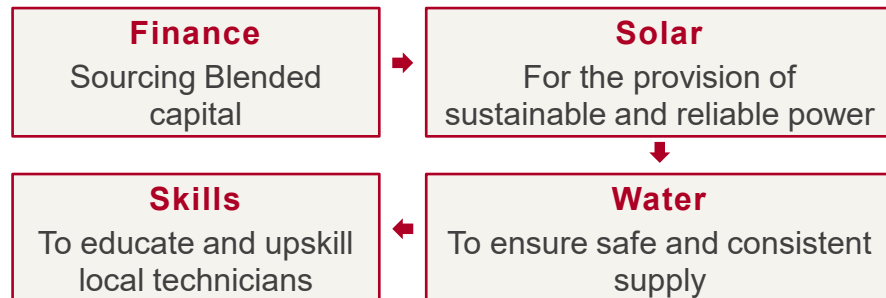
EXECUTIVE SUMMARY 1/2

Households and small enterprises in Iloilo face a set of interconnected challenges: high electricity costs, unreliable grid supply, limited access to clean water, rising climate and flood risks, and a shortage of skilled technicians. Because these issues reinforce one another, addressing them in isolation is unlikely to deliver lasting impact.

Adlaw Tubig is an **integrated social enterprise** designed to tackle these challenges simultaneously. Through blended finance, it makes infrastructure affordable; solar energy systems provide reliable power; water treatment solutions improve access to safe water; and local technician training ensures long-term system performance.

Delivered through **PPA, lease, and service-based models**, the solution is supported by ongoing operations, maintenance, and smart data monitoring. The result is a more resilient utility model that lowers energy and water costs, improves service reliability, creates local green jobs, and delivers measurable social and environmental impact.

One Integrated Chain



EXECUTIVE SUMMARY 2/2

Strategic Partnership & Governance

Adlaw Tubig's model relies on a coordinated ecosystem of government agencies, end-user institutions, investors, technical partners, knowledge partners, and community leaders that mobilise capital, secure regulatory support, delivers technical expertise, develops local talent, and ensures community trust.

Revenue Model

One-time installation fee	A Power Purchase Agreement with revenue earned through service fees
---------------------------	---

Financial Projections (5-Year Outlook)

Capital Investment: USD 12.45 million

Weighted Avg. Gross Margin: 33.35%

Payback: 5.5 Years

Avg. Net Profit: USD 214,422.286

Breakeven: 2 Years, in 2029

Scaled Impact: 900 Boarding Houses, 24 Hospitals, 9 Universities Reached

Social Impact Objectives

Climate Change Mitigation | Affordable basic infrastructure; Access to Clean Water | Employment Generation

Company Establishment Timeline

Week 1-2

Site survey, load assessment, water quality baseline testing, and PEC-compliant system design

Week 3-5

Procurement, mounting structure installation, panel and inverter installation by DOE-registered crew

Week 6-7

Water purification unit integration, electrical safety testing, and grid connection commissioning

Week 8

Energisation, monitoring system activation, community handover training, and SLA start date



THE GLOBAL LEADERS PROGRAMME

The Global Institute For Tomorrow (GIFT) is an independent pan-Asian reinvention agency, committed to purposeful leadership learning and partnering with clients to help them unlearn conventional wisdom and unleash organisational potential to redesign society.

The Global Leaders Programme (GLP) is GIFT's flagship experiential programme designed for managers from leading global organisations to think critically about the drivers of change in the 21st century and develop new business models that address the defining challenges of our times.

The proposal highlights were presented at a Public Forum in Manila on 24th July 2026, which was attended by stakeholders in-person from the private sector, relevant industries, NGO practitioners, and academics.



PROJECT TEAM

Seventeen (17) participants from twelve (12) countries all over the world convened for this GLP in Hong Kong and The Philippines (Manila & Iloilo City) from 17 – 24 July 2026.

The participants were identified as high-performing talents and leaders within their organisations. They come from businesses and civil society organisations. The cohort's professional profile is diverse, with roles including Executive Directors, Head of Departments, Regional Office Heads, and Senior Managers.



Participating Organisations



Local Project Partners



SUPPORTING ORGANISATIONS & SPONSORS

Successful completion of the project would not have been possible without the support we received from the following organisations in arranging expert sharing, site visits, and stakeholder interviews.

Supporting Organisations



LOCAL PROJECT PARTNERS



Background & History

Since its inception in 2015, the not-for-profit **Center for Renewable Energy and Sustainable Technology (CREST)** has worked with different stakeholders to advance community renewable energy systems, promote climate and green energy policies and programmes and push forward skills development towards green jobs. CREST is actively working in The Philippines' clean energy ecosystem and providing a bridge between the government and industries to communities.



Achievements

- ✓ Partners actively supports policies for a just energy transition, climate and green energy finance.
- ✓ Partners actively working with different stakeholders to advance renewable energy and energy efficiency adoption.

CB Environmental and Energy Consultancy Services (CBEEMS) is an energy service company that provides technical services on ESG integration, energy efficiency, production and quality standards. CBEEMS has been working with the Iloilo local governments and stakeholders to advance renewable energy adoption in the province.

A photograph of a dilapidated room, likely a shelter or a room in a damaged building. The floor is covered with debris, including wood planks, plastic, and other trash. A stone wall is visible in the background, and there is a pile of clothes and a mattress on the right side. The text "CURRENT SITUATION AND CHALLENGES" is overlaid in large, bold, red capital letters.

CURRENT SITUATION AND CHALLENGES

PHILIPPINES' MACRO-ECONOMIC LANDSCAPE

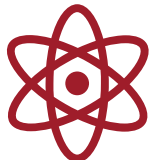
- **Demographic Pressure:** The Philippines, with a population of 115 million (projected to reach **134 million by 2050**), is rapidly urbanising and straining municipal utility capacity.
- **Utility Inequity in Informal & Substandard Housing:** Iloilo City, a fast-growing education and business hub, exemplifies these challenges - thousands of boarding houses and hospitals struggle with utility costs and service disruptions, undermining economic and social resilience.



115m Population
(134m by 2050)



Over 7,600 Islands



GDP per capita
USD4,321



~22% Renewable Energy
Adoption (National target
40%+ by 2030)

THE CHALLENGE

Why The Philippines Utilities' Sector Needs Immediate Action

Expensive yet Unstable Electricity



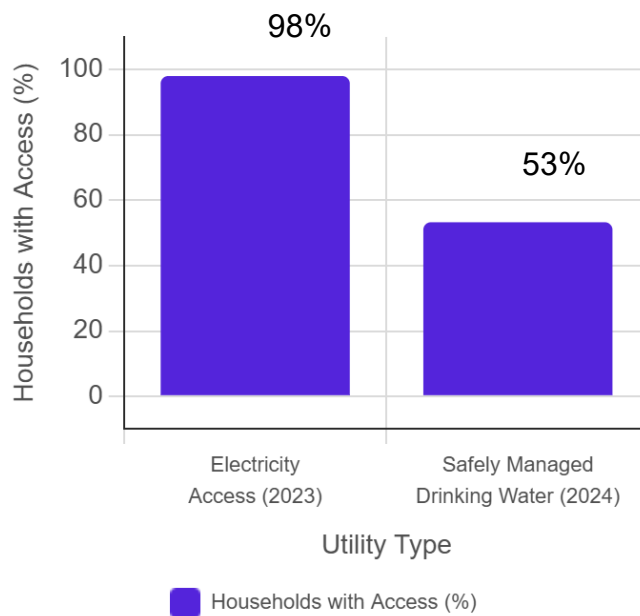
98% access nationwide, but among the highest residential rates in Asia (USD 0.207/kWh), with frequent outages

Safe Water access lags far behind



Only 53% of households have access to safely managed drinking water; 58% rely on costly water refilling stations

Access to Electricity vs Safely Managed Drinking Water in the Philippines



Slow Adoption of RE



Current renewable energy adoption at ~22% (vs National Target 40% by 2030), exposing the country to price shocks and climate risk

Community Impact



Boarding houses, universities and hospitals face high, unpredictable utility costs and unreliable supply, directly affecting students, workers, and patient care

THE LOCALISED EMERGENCY: WHY ILOILO?

CAPTIVE, EXPANDING TARGET MARKET



- As the **higher education and healthcare hub** of Western Visayas, Iloilo City hosts over **60,000 university students annually** - targeting **80,000+ in coming years**.
- Most of whom live in **substandard boarding houses** are dependent on **intermittent power and water supply**, directly impacting student health, sanitation, and academic performance.

MASSIVE WATER & POWER SUPPLY DEFICIT



- Current piped water reaches only **26% of households**.
- Iloilo City faces a **63% daily municipal water supply shortfall** (a 139 MLD gap) and **frequent grid reliability issues**, forcing health facilities, campuses, and housing to rely on **expensive, unreliable utilities**.

LOCAL TECHNICAL CAPABILITY & TALENTS



- The presence of established institutional partners (hospitals, universities, and CREST's local network) in Iloilo City provides immediate anchor clients.
- Direct access to **local technical labour for upskilling (e.g. from universities)**, and a dense urban testbed to prove commercial scalability before nationwide expansion.

*The initiative aims to solve the urgent problem of **unreliable, unaffordable electricity and safe water access** for **boarding houses, hospitals, and institutions in Iloilo, The Philippines**.*

*This will be achieved by deploying **scalable, solar-powered water purification solutions** that lower costs, improve resilience, and deliver measurable social impact.*

WHY ILOILO CITY AS PILOT?

*Current Challenges of Water and Electricity Supply for **Boarding Houses and Universities***

Iloilo City positions as a "University Town" with 8 universities, resulting in tens of thousands of students and young professionals renting rooms or bed spaces in boarding houses near campuses and business districts

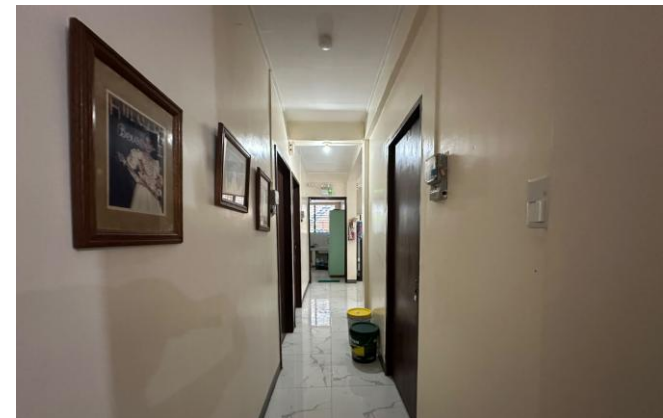
In 2026, **nearly 3,000 boarding houses were operating without formal business permits**, indicating a large informal sector with regulatory and safety challenges.

Challenges faced by the Boarding House

- **Cost Pressures:** High electricity and water costs for boarding house owners. Tenants often face inflated charges as landlords pass on these costs.
- **Water Access:** Most residents and boarding house tenants rely on water refilling stations for drinking water due to distrust in piped supply and inconsistent water quality.
- **Energy Reliability:** The city has experienced major power outages (e.g., January 2024 blackouts), highlighting the vulnerability of boarding houses to grid disruptions.

Sector Opportunity for Scalability

The City Government through the Boarding House Commission regulates this sector and is a key stakeholder for any intervention. The sector's scale, economic vulnerability, and geographic clustering make it an ideal pilot for integrated solar-water solutions.



WHY ILOILO CITY AS PILOT?

*Current Challenges of Water and Electricity Supply for **Public and Private Hospitals***

Iloilo Province hosts a mix of public and private hospitals that provide essential healthcare to nearly half a million residents and surrounding communities. These hospitals face persistent challenges with high electricity costs, grid reliability, and water infrastructure, but have also begun adopting renewable energy solutions such as rooftop solar PV systems in Aleosan District Hospital.

The Provincial Government of Iloilo owns **13 public and private hospitals**. Prioritising hospitals serves as anchor facilities for scalable, climate-resilient energy and water solutions

Challenges faced by the Hospitals

- **Energy Reliability and Costs:** The Provincial Government of Iloilo started to install rooftop solar PV systems in public hospitals to reduce high electricity costs. However, the installed systems only covered partial percentage of the total hospital electricity consumption.
- **Water Infrastructure:** Many of these hospitals have underutilised rainwater harvesting and existing water wells and continue to face challenges in water security, making them potential beneficiaries of integrated solar-powered water solutions.
- **Operational Priorities:** Hospitals prioritise uninterrupted power and water supply for critical services but are vulnerable to grid outages and infrastructure constraints.

Sector Opportunity for Scalability

The province has demonstrated leadership in renewable energy adoption, with local government support and recognition, making hospitals ideal anchor sites for scalable, climate-resilient utility solutions.





PROPOSED SOLUTION

PROPOSED SOLUTION: ADLAW TUBIG

A new social enterprise integrating solar, water, financing and workforce - answering what the problem is, why Adlaw Tubig exists, and the value it creates

Adlaw Tubig exists because Iloilo's energy, water and workforce challenges cannot be solved independently. There is a need to integrate finance, infrastructure, operations, and skills development surrounding renewable energy ecosystems into one platform

Why Change Is Needed

-  High electricity cost
-  Grid outage exposure
-  Low water coverage
-  Contaminated Water
-  Climate & flood stress
-  Skills & maintenance gap

All In One Model



Integrated Solar, Water, Financing & Workforce Platform



Blended Finance



Solar Energy Systems



Clean-Water Systems



Local Technician Training

PPA / Lease / Service Agreements · Operations & Maintenance · Smart Data Monitoring

Value Created

- Predictable utility costs** 
- Critical service continuity** 
- Safe, clean water access** 
- Local green jobs** 
- Lower operating risk** 
- Measurable Social Impact** 



Brand Idea

ADLAW means sunlight; TUBIG means water. The identity combines solar energy, clean water, reliability and local community impact



Tagline

Sun-powered water. Stronger communities.

Adlaw Tubig's aim is to connect Iloilo's community challenges and sustainable, measurable impact

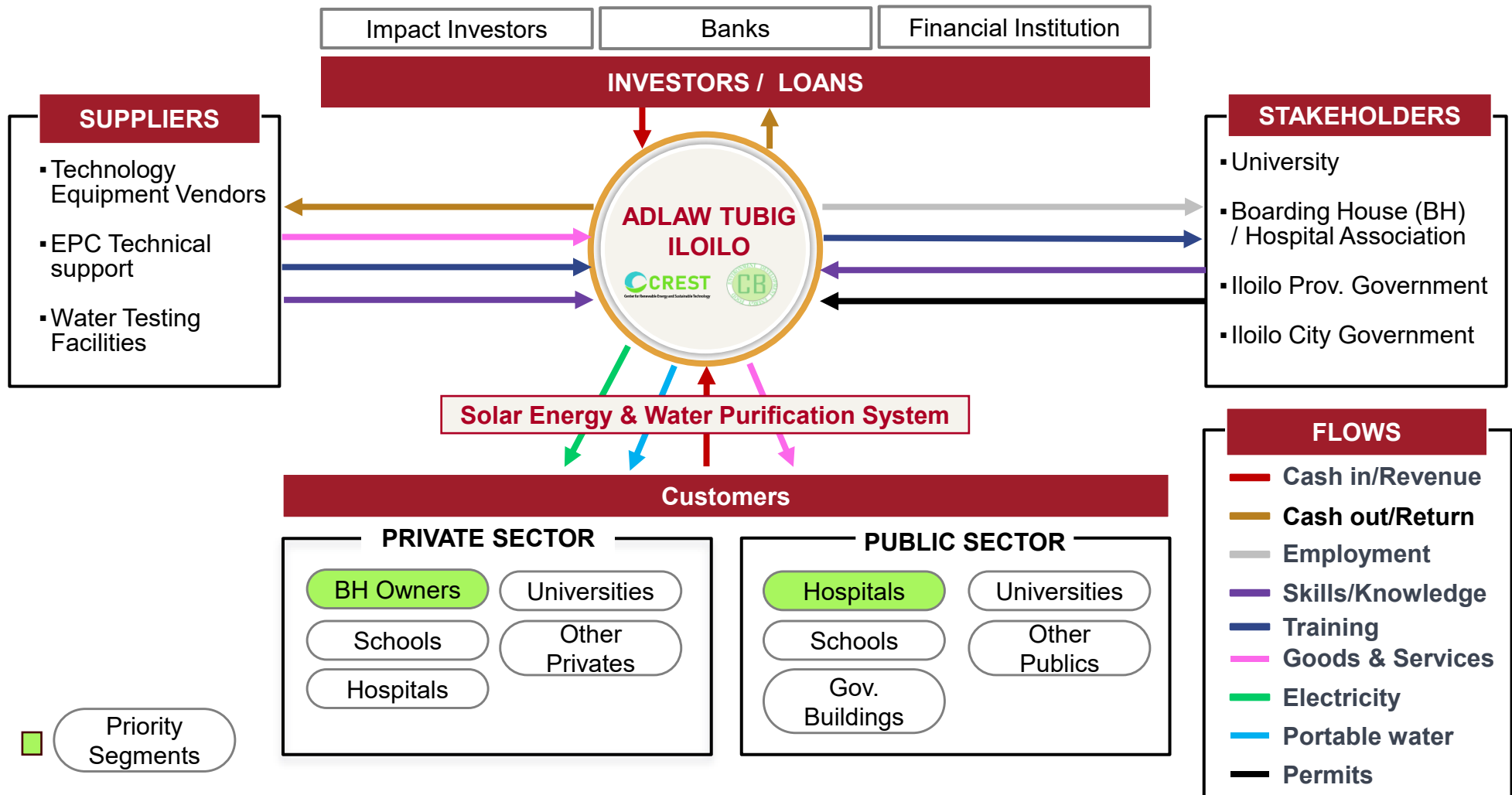
BUSINESS MODEL OVERVIEW

The challenges are interconnected - Adlaw Tubiq bundles energy, water, resilience and skills into one delivery model

The Challenge <i>Why Adlaw Tubig</i>	How Adlaw Tubig Delivers <i>The solution</i>	Purpose <i>To turn community challenges into community assets - transforming energy insecurity, water scarcity and skills gaps into affordable services, local jobs and measurable social impact.</i>
P13 /kWh Highest power rates in ASEAN – Philippines’ households pay the region's steepest tariffs (June 2026)	Affordable solar power Provision of Solar-powered energy with no upfront costs to the customer, cuts utility bills by up to 70%	
47% Of Philippines households still lack safely managed drinking water (PSA, 2024)	Clean water at the source Ensuring clean, safe water availability at an affordable price	
~20 / year Typhoons hit The Philippines yearly, with the Visayas grid under repeated outage alerts	Resilience by design Distributed assets plus trained local technicians and maintenance keep essential services running before, during and after installation	
350,000 Skilled clean-energy workers needed by 2030 - only 120,000 employed today (ILO)	Local capability & jobs Training, certification, and internships tie green skills directly to installation and maintenance work in the community.	

Adlaw Tubig turns four individual challenges into one integrated, revenue-generating solution

PROPOSED BUSINESS MODEL



BUSINESS MODEL RATIONALE



Support growing end-users demand to have **uninterrupted but affordable** electricity and water services.



Enable small businesses to **access clean technologies**.



Raise quality living standards of students and tenant workers living in Iloilo City.



Improve MSMEs cashflows by optimising production and reduce utility expenses.



Minimise public spending on utilities and re-channel for other social services.



Increase property value and leverage existing incentives for renewable energy.



Support government's **climate targets** and fostering **green jobs**.



Scale from Iloilo pilot → **city-wide adoption** → national replication.



COMMERCIAL CONCEPT

Monetisation Strategy



- Social adoption through lower-income boarding houses
- Revenue stability through public hospitals, schools and universities
- Profit maximisation through private institutions and companies
- Balanced customer portfolio across social, public and private sectors
- Cross-segment value creation through differentiated EBIT contributions
- Sustainable growth through portfolio optimisation

Pricing Structure



- Customised pricing models aligned with customer needs, affordability and value creation
- Differentiated sector pricing across lower-income, public and private customer segments
- Infrastructure pricing for access to solar, battery and potable water assets
- Service pricing for operation, maintenance and performance management
- Consumption pricing based on energy and potable water utilisation
- Portfolio pricing balancing accessibility, revenue stability and profitability

Billing Mechanisms



- Infrastructure access charges
- Treatment service fees
- Operations & maintenance fees
- Availability fees for guaranteed service levels and resilience
- Consumption-based charges
- Platform subscription fees for monitoring, reporting and digital services

TECHNICAL DESCRIPTION

Core System Features

- Site analysis and feasibility study
 - Provision of 10 kW for boarding houses and 100 kW for hospitals
 - Systems designed and sized for other customers
- Set-up of solar system including panels, inverter/battery energy storage
- Water pumping from existing wells, rainwater harvesting facility and other sources
- Water treatment to meet potable water standards
 - Water storage for emergency storage
- Regular system operation and maintenance to ensure system optimum performance

Delivery model

- Rooftop solar PV installations for private and public customers
- All potable water and energy is produced and consumed on-site.

Technical Architecture Logic

Feasibility Study

Water & PV System Installation

Processing

Storage

Distribution

Consumption





BUSINESS STRATEGY

NEW STANDARDS FOR BOARDING HOUSES

Re-inventing the Iloilo Boarding House Association (BHA) to institutionalise Boarding House standards & improve liveability through cheaper electricity and clean water supply

Boarding House Association (BHA) Vision

BHA will thrive to ensure safe, liveable and reliable Boarding Houses to improve student well-being and academic success, while strengthening Iloilo City as the Hub of “Future Talents for The Philippines”

What does BHA do?

Ensure Utility Reliability & Infrastructure

- **Water Resilience:** help members install certified water purification systems & rainwater harvesting at BHs
- **Power Stability:** explore bulk discounts on community solar power installations and redundant systems

In partnership with the Boarding House Commission to facilitate member engagement, programme adoption, and implementation support.

Establish Standards & Accreditation Framework

Establish a Quality Seal for member BHs based on:

- Water quality testing
- Electrical safety audits (e.g. wiring compliance, fire extinguishers etc.)
- Enhanced standards: Ventilation, study areas and security
- Monthly reports by new company
- Random audit by City office

In partnership with the City Health and City Engineers' Offices to develop, validate, and enforce quality and safety standards.

Promote Advocacy & Capacity Building

Build up community awareness and buy-in for solar-panels adoption and water purification system

- Target audience: BH owners, general community who will use the service
- Format of Education: Workshops on local ordinances and BH standards

In partnership with Nexus Barangays and the Boarding House Commission to drive community outreach, education, and stakeholder engagement.*

Nexus Barangay: Partnerships between community outreach groups and local barangays to run programmes that improve livelihoods, health awareness, and community well-being.

VALUE OF THE ILOILO BHA

By organising operators under one accredited body, the BHA turns fragmented rentals into a trusted, standards-driven housing market for Iloilo

For Boarding House Operators



- **Reduced Costs** due to bulk procurement
- **Compliance Support** helping navigate LGU permits (e.g. Business Permit, Fire Safety etc.)
- **Credibility & Visibility** with official accreditation badge to attract more student tenants to the member Boarding Houses
- **City/Provincial-level Policy Benefits** by helping to drive policies which supports the sustainable growth of BH

For Community, Students & Parents



- **Stronger incentive to rent** as students and parents are assured of the Boarding House quality.
- **Dispute Resolution** as neutral body to help resolve tenant-landlord conflicts.

For Local Govt. Units & Universities



- **Single Point of Contact** to make public health, safety, and housing standards enforcement easier for the city government.
- **Trusted Accommodations** provider for local Universities.
- **Application of technical know-how** from University to the community for R&D

MARKET ENTRY STRATEGY

The following phased strategy outlines how Adlaw Tubig moves from pilot deployment to province-wide scale through a “Pilot → Anchor → Replicate” model

Step 1: Pilot Phase

Year 1: 2027

Objective: Demonstrate technical viability, customer demand, and partnership effectiveness

- Deploy pilot across 100 boarding houses
- Establish partnership with BHA and local government
- Validate solar-water service model
- Explore public-sector PPP opportunities
- Generate first operating data and customer case studies

Duration: 12 months

Step 3: Replicate

Years 4-5: 2030 onwards

Objective: Scale the model across Iloilo and prepare for replication and scaling up

- Standardise technical designs, financing structures, contracts and installation playbooks
- Expand across Iloilo Province
- Prepare replication in other Philippine cities

Duration: 24+ months

Step 2: Anchor

Years 2-3: 2028-2029

Objective: Prove commercial viability and build investor confidence

- Secure additional growth capital
- Expand into hospitals and universities
- Build recurring revenue base
- Formalise long-term service contracts
- Establish bankability and operating track record

Duration: 24 months

MARKET ENTRY STRATEGY

Unified Brand Statement

Adlaw Tubig is Iloilo's climate-resilient utility partner - delivering affordable solar energy, clean water security, and green skills development through a commercially sustainable platform.

Brand Promise

Reliable, affordable solar-powered energy and clean water - built for Iloilo, built to last.

Proof Points



Commercial Strength

- 10-year service agreements
- Predictable recurring revenue
- Performance guarantees (SLAs)
- Transparent cost-savings models

Technical Credibility

- Integrated solar + water systems
- Smart monitoring technology
- Climate-resilient system design

Social Impact

- Utility burden reduction
- Local green-skills training
- Internship & workforce pathways

Trust Signals



Public Sector

- Formal MOUs & LGU alignment
- DOE/DENR compliance
- Impact reporting metrics

Private Sector

- Case studies with savings data
- Clear ROI projections
- Transparent contracts & billing

Community

- Barangay consultations
- Local hiring
- Visible pilot installations

Communication Channels



Public Institutions

- Executive briefings
- Policy forums
- Chamber of Commerce
- Climate & infrastructure events

Private Sector

- Direct outreach + energy audits
- Real estate & industry networks
- LinkedIn engagement

Communities

- Barangay assemblies
- Local radio
- Facebook groups
- Pilot site demonstrations

A photograph of the Coit City Hall building in San Francisco, featuring a large arched window and a clock tower. The word "GOVERNANCE" is overlaid in large red letters.

GOVERNANCE

OVERVIEW

Governance and Management

To protect the interests of all stakeholders, ensure operational excellence, and facilitate transparent decision making, Adlaw Tubig will be led by a core management team and governed by a Board of Directors. Risk management will also be an integral part of good governance and best management practice.

Board of Directors

The Board of Directors will include executive and management members from CREST, CBEEMS and any other additional parties.

Objectives of the Executive board

- CREST and CBEEMS intend to maintain min. 51% share as the majority shareholder to manage Adlaw Tubig.
- Provide strategic guidance and inputs to the Adlaw Tubig management team.
- Ensure compliance with all national laws and regulations.

Role of Management Team

- Chief Administrative Officer
Planning customer approach strategy, Project management, Management marketing outsourcing
- Chief Financial Officer
Financial management, Investor management and report
- Chief Technology Officer
Training for technical staff, Project technology management, Management technical outsourcing



RATIONALE FOR GOVERNANCE STRUCTURE

Balancing Commercial Rigour with a Social Mission

- Adlaw Tubig's governance model is focused on ensuring long-term financial sustainability while steadfastly advancing its social mission.
- Its robust oversight frameworks provide the strategic clarity, operational discipline, and stakeholder alignment critical to delivering rural impact at scale.

Core Governance Objectives

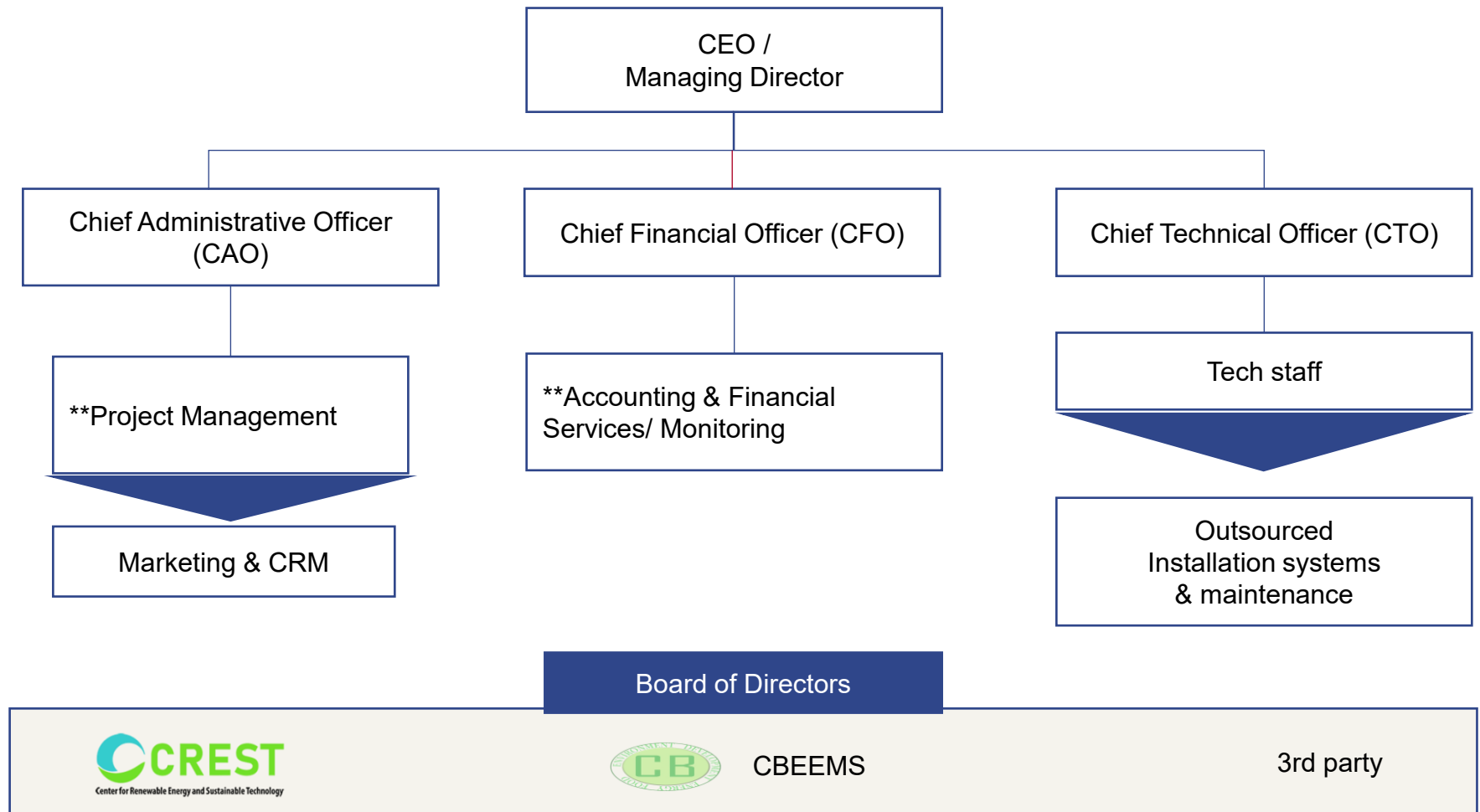
- **Stakeholder Symbiosis**
Cultivate sustainable partnerships with government agencies, boarding house associations, and impact investors, prioritising customer welfare, particularly that of students and hospital patients, as the ultimate measure of success
- **Sustainable development**
Meet all financial commitments to investors while safeguarding access to safe energy and water through inclusive decision-making

Guiding Principles

- **Community protection**
CREST and CBEEMS hold more than 51% of voting rights, ensuring continued support for community well-being, social sustainability, and the protection of human rights.
- **Regulatory Vigilance**
Maintain full compliance with all national, provincial, and municipal regulations governing the energy and water sectors, social enterprises, and rural investment.



ORGANISATIONAL CHART



***3 Chiefs and some Tech Staff are needed, Installation/O&M are Outsourced*

MARKET SEGMENTATION

Adlaw Tubig's target market spans both public and private sector institutions with significant water and energy needs, with an initial focus on boarding houses, dormitories and public hospitals in Iloilo City

Public Sector



- A. Local Government Units (LGUs)
 - 1. Iloilo City Government
 - 2. Barangay Governments
- B. Public Hospitals & Health Facilities
- C. Public Education Institutions
- D. National Government Agencies (Local Offices)
- E. Public Housing & Relocation Sites
- F. Public Markets & Transport Terminals

Private Sector



- A. Residential Sector
 - 1. Boarding Houses & Dormitories
 - 2. Private Subdivisions & Gated Communities
- B. Education (Private Institutions)
- C. Healthcare (Private)
- D. Commercial Buildings
- E. Hospitality Sector
- F. Industrial & SME Sector
- G. Agribusiness & Fisheries
- H. Corporate ESG Partners

TARGET STAKEHOLDER PRIORITISATION

I. Public Sector

Stakeholder Category	Specific Examples	Primary Use Case	Revenue Stability	Social Impact	Expected Buy-In	Priority Level
Public Hospitals	Western Visayas Medical Center, RHUs	Reliable power + water	High	Very High	✓✓✓✓ Very High	★★★★★
Public Universities	UP Visayas, WVSU, ISAT U	Solar campuses + training pipeline	High	High	✓✓✓✓ Very High	★★★★★
City Government (LGU)	Mayor's Office, CPDO, CENRO, Engineering	Solar for city facilities, water systems, climate alignment	Medium	Very High	✓✓✓ High (climate + cost savings)	★★★★

II. Private Sector

Stakeholder Category	Specific Examples	Primary Use Case	Revenue Stability	Social Impact	Expected Buy-In	Priority Level
Boarding Houses & Dormitories	Student housing clusters	Lower electricity + water costs	High (clustered)	High	✓✓✓✓ Very High	★★★★★
Private Hospitals	Mission hospitals, specialty clinics	24/7 reliable power + water	Very High	High	✓✓✓✓ Very High	★★★★★
Private Universities	CPU, Univ. of San Agustin	ESG branding + cost savings	Very High	High	✓✓✓✓ Very High	★★★★★

GO-TO-MARKET STRATEGY PER PRIORITY SEGMENT

Public Hospitals

Strategy Type: Institutional Proposal + LGU Support



Entry Point

- Hospital Chief
- DOH Regional Office
- City Mayor endorsement



Value Proposition

- Disaster-resilient infrastructure
- Reduced operating budget pressure
- Public service reliability



Strategy

- Align with climate action goals
- Frame as resilience infrastructure
- Explore blended financing



Sales Cycle

6-12 months

Boarding House Clusters

Strategy Type: Cluster Aggregation Model



Target Area

Clusters near to:

- CPU
- UP Visayas
- ISAT U
- University of San Agustin



Approach

- Identify 10-20 adjacent boarding houses
- Offer group solar + water system
- Reduce individual capex
- Structured monthly utility fee



Advantage

- High density
- Faster contracts
- Lower political complexity



Sales Cycle

1-3 months (fastest segment)



POLICY RECOMMENDATIONS

SUPPORTIVE POLICY RECOMMENDATIONS

These policy recommendations are designed to create an enabling environment for the Adlaw Tubig model by reducing adoption barriers, protecting end users, and supporting long-term operational sustainability

1 Incentivise Adoption

- Expand the property tax discount to boarding houses and MSMEs with rooftop solar.
- Require part of any rebate to be reinvested in maintenance, safety upgrades or expansion.

RESULT:

Drives long-term upkeep, instead of focusing solely on one-off installations.

2 Simplify Deployment

- Create a fast-track permit pathway for site-specific systems at or under 10kW.
- Reduce small-project permit cost and avoid treating community systems like utility-scale projects.

RESULT:

Turns rollout into a repeatable, lower-friction process.

3 Protect Public Value

- Link boarding-house accreditation to on-site potable water access.
- Enable ESCO service agreements so hospitals can adopt renewable energy without upfront capital burden.

RESULT:

Builds confidence for students, tenants and public institutions.



ALIGNING WITH THE PHILIPPINES' POLICIES

Executed with tight permitting, quality O&M, and transparent KPIs, Adlaw Tubig can provide measurable contributions to 2030 renewable energy share goals while improving resilience and affordability in priority community segments

Areas of Alignment	Details of the National Agenda
Targets for renewable energy share in the mix	The Philippine Energy Plan (PEP) 2023–2050 aims for 40%+ renewable energy by 2030 and 50%+ by 2040 . The project directly deploys distributed solar in priority loads (boarding houses, hospitals, schools), adding renewable energy where it reduces grid stress and cuts fossil demand.
Shift to decentralised systems	National policy supports distributed energy resources for resilience and last-mile access. The project's rooftop and site-level systems align with this decentralisation, especially in an archipelagic context.
Green Energy Auction Programme (GEAP) and solar expansion	With 3.4 GW awarded in 2024 and DOE renewable energy service contracts totalling 93.7 GW (incl. 21 GW solar), the national pipeline prioritises solar scale-up. The project complements utility-scale build-out with community-scale adoption and demand-side relief.
Renewable Portfolio Standard (RPS) signal	The 2.52% annual increment raises utility procurement of renewable energy. Local distributed generation can help distributors meet RPS over time (via net-metering and contracted arrangements), especially where transmission bottlenecks limit utility-scale offtake.
Net-metering and investment liberalisation	Net-metering and the ERC/DOE 2024 guidelines eases foreign ownership support private capital in small-scale solar. The project's ESCO/lease-type structure is compatible with these rules and can navigate approvals once streamlined.
Energy-water nexus and resilience	Solar-powered purification reduces dependence on costly refilling stations and maintains potable water supply during outages - critical after events like the Jan 2024 Visayas blackouts .
Green jobs and skills	Policy narratives emphasise local employment in RE. The project embeds workforce upskilling (installation, O&M, monitoring), aligning with job-creation goals.
LGU leadership and pilots	Iloilo's I-PORE allocates 0.5% of the provincial budget to renewable energy and has already deployed hospital solar.

EXPAND PROPERTY TAX DISCOUNT

Extend property tax incentives to MSMEs that install rooftop solar photovoltaic systems. Conditional reinvestment of a portion of the incentive can support facility upgrades, system maintenance, operational improvements, and future expansion

Rationale:

Boarding houses are classified as commercial properties and are therefore excluded from Iloilo City's existing 20% property tax incentive for residential properties equipped with rooftop solar PV systems.

Extending eligibility to boarding-house operators would strengthen solar adoption while encouraging reinvestment into maintenance, safety enhancements, and system expansion, thereby supporting long-term asset performance and public value creation.

Key Benefit	Explanation
Reduces adoption barrier	Boarding house owners gain the same incentive residential owners already have
System Longevity	Reinvestment condition keeps systems functional and safe long-term
Better tenant welfare	Students and other tenants benefit from safer, better-maintained housing
Optimises public resource allocation	Refund drives durable outcomes

SIMPLIFIED PERMITTING PROCESSES

Establish a fast-tracked, simplified permitting processes for solar PV registration and net-metering. Waive permitting fees for solar PV systems with capacity of 10 kW and below

Rationale:

Fees and permitting processes are disproportionately burdensome for micro-scale rooftop solar PV systems usually installed in MSMEs and boarding houses.

A simplified, pathway for installations at or under 10kW removes that bottleneck, accelerates rollout across boarding houses, and signals that government permitting is calibrated to the scale of the project.

Key Benefit	Explanation
Faster Rollout	Removes permitting delays that would otherwise slow adoption across many small, individual boarding house sites
Easier adoption	Waive permit fees for rooftop solar PV with capacity 10 KW and below.
Scalability	A streamlined pathway makes it practical to replicate across 100+ sites without permitting becoming a bottleneck
Government Efficiency	Reduces administrative burden on permitting offices by separating small-scale applications from complex utility-scale ones

ACCESS TO QUALITY POTABLE WATER

Require boarding houses to provide potable water on the premises, meeting the existing water quality standards already required of water filling stations. Compliance is linked directly to formal accreditation

Rationale:

Requiring students to leave their residence in search of potable water is an unnecessary distraction from their academic priorities. Mandating in-house availability, at existing municipal standards, removes that burden.

Linking this to formal accreditation gives landlords a clear compliance incentive and gives students a trustworthy way to verify safe housing. This also supports Iloilo's positioning as the country's university and education hub, embedding quality of student life into its education brand.

Key Benefit	Explanation
Protect students' health	Guarantees safe, in-house drinking water access at existing filling station standards
Removes daily burden on students	Students no longer need to travel off-premises to secure potable water, protecting study time
Built-in trust signal	Accreditation gives tenants/families a visible marker of improved living standards.
Supports Iloilo city's education hub positioning	Strengthens the city's appeal to students nationwide by embedding quality-of-life standards into its education brand

STRENGTHEN PUBLIC-PRIVATE PARTNERSHIP

Ease processes that will fast track collaboration between Energy Service Companies (ESCO) and government in support of bringing renewable energy and energy efficiency to public buildings, hospitals and other public institutions

Rationale:

Hospitals and public institutions need reliable, lower-cost electricity, but building and maintaining their own renewable energy infrastructure is neither their core function nor a viable use of limited public funds.

An ESCO model shifts that responsibility to the private sector that could provide electricity at an affordable price and enable faster renewable energy and energy efficiency adoption in critical facilities without adding capital burden or technical operating risk to government budgets.

Key Benefit	Explanation
No upfront capital burden	Hospitals/public institutions avoid the high cost of purchasing and installing their own systems
Faster renewable energy adoption in critical facilities	Private providers can deploy and operate systems more quickly than public procurement cycles allow
Risk transfer	Technical and operational risk sits with the private ESCO provider, not the public institution
Unlocks Phase 2 scaling	Provides the formal mechanism needed for the project to expand beyond boarding houses into hospitals and public institutions

ADDITIONAL POLICY RECOMMENDATIONS

- **Renewable Energy-priority dispatch policy (solar-first mechanism):**
Establish a policy mechanism mandating that available solar generation be consumed before drawing from the grid, effectively setting a priority ratio favoring renewable energy over mainstream grid electricity at the point of use.
- **Community education & awareness policy:**
Formalise public education and awareness programs on renewable energy adoption as a supported government initiative, building community trust and accelerating acceptance.
- **Government-backed credit guarantee:**
Provincial/DOE guarantee facility to de-risk lending for renewable energy projects via partial credit guarantee to lenders, or lowering interest rates on loans for renewable energy projects.





STRATEGIC PARTNERSHIPS & STAKEHOLDERS

STAKEHOLDER ENGAGEMENT FRAMEWORK

UNDERLYING CHALLENGE

A systems-design problem involving trust, public authority, capital, affordability, performance, permits, data, maintenance and resilience.

SUCCESS FACTOR

Align all stakeholders in one trusted system that delivers affordable services and reliable assets, with a focus on data-driven decisions and resilient operations.

Stakeholder Group	Priority Stakeholders	Primary Interest	Engagement Objective
Government & Regulators	Iloilo Province; Iloilo City Gov't; LEDIP; BPLO; BHC; CENRO; Barangays; DOE-REMB; CHO; CEO; HMO	Compliance, permits, public value, resilience, service quality and policy alignment	Secure enabling framework, efficient coordination, policy advocacy and credible public oversight
Customers & Beneficiaries	Private and public hospitals; boarding houses; universities; schools; other suitable public and private entities	Reliable, affordable and safe water and energy services	Build trust, secure contracts, protect affordability and maintain service quality
Finance & Investments	ORIX METRO; impact investors; FSSI; Landbank; DBP; grant providers	Bankable cash flows, risk control, impact evidence and scalability	Mobilise staged capital and maintain transparent performance reporting
Technical & Delivery	EPC contractors; O&M partners; equipment and utility suppliers; water-testing specialists; insurers	Clear scope, predictable pipeline, performance standards and payment certainty, single contact point for sales of solar water system	Deliver reliable systems under enforceable performance guarantees
Knowledge & Academic	Universities; New Energy Nexus; LCS Impact; Green Forum; telco and digital partners	Research, skills acquisition, entrepreneurship, ESG credibility and ecosystem growth	Strengthen design, talent, credibility and replication capacity
Governance & Community	CREST; Steering Committee; advisory council; Boarding House Association; community leaders	Mission, safeguards, local legitimacy and accountability	Maintain alignment, resolve issues and incorporate beneficiary voice

GOVERNMENT & REGULATORS

Converting good ideas into approved, legitimate and coordinated action

Why this group is critical

- The project cannot scale without public authority - permitting discipline and credible oversight.
- Government partners ensure the solution fits local rules, public priorities and community needs.

What they make possible

- Clear regulatory pathways and local approvals
- Access to public facilities, data and agencies
- Public legitimacy and continuity across leadership changes

Engagement Focus

Formalise roles through MOAs, steering committee terms and focal persons

Use early permit mapping to reduce delays and uncertainty

Keep government informed through concise performance and issue reports



Government stakeholders provide the public mandate, policy alignment and trust needed to move from concept to deployment.

Value Proposition:

- Better coordination, compliance, and visibility across agencies.

Impact: *Faster approvals mean communities receive reliable water and energy sooner*

Success depends on aligning stakeholders within one trusted system that delivers affordable services, reliable assets, data-driven decisions and resilient operations.

CUSTOMERS & BENEFICIARIES

Turning the service model into real savings, reliability and public value

Why this group is critical

Customers' demand, payments, site access and feedback determine whether the venture becomes bankable and trusted at community level.

What they make possible

- Long-term offtake through service agreements
- Baseline utility data and practical site access
- Feedback on affordability, service quality and reliability

Engagement Focus

Keep tariffs transparent and tied to clear service expectations

Explain responsibilities before signing long-term agreements

Collect feedback regularly and resolve complaints quickly



Hospitals and boarding houses anchor demand and prove whether the service is useful, affordable and reliable in daily life.

Value Proposition:

- More reliable, safe, and affordable water and energy services

Impact: Lower utility stress for operators and safer services for patients, students and tenants

Success depends on aligning stakeholders within one trusted system that delivers affordable services, reliable assets, data-driven decisions and resilient operations

FINANCE & INVESTMENTS

Providing the capital discipline that moves the venture from pilot to scale

Why this group is critical

- Private capital will only flow when risks, cash flows and governance are visible
- Investors and lenders help test whether the project is commercially credible as well as socially useful

What they make possible

- Grants, equity, concessional loans and leasing options
- Bankability discipline and risk screening
- Transparent reporting requirements that improve governance

Engagement Focus

Use phased financing tied to performance gates

Share clear data on collections, savings, uptime and impact

Match each funder to the risk it is best placed to carry



ORGANISATION	PREFERENCE SOUND	PORTFOLIO COMPANIES
 LVA Ventures	Crédito Serbia A	 Industriya  SARAJEVO  FORTUNA  ibisla  PRIZETA  X
 AROWANA	Seed Serbia A	 GREEN TONIC  E  Kosmetika CO
 villagio	Seed	 AniTech  GreenLife  Aurora  SUSTAINIA  1914
 change	Seed Serbia A	 HAPPY NOY  EcoSpice  MIRR  MIRRI PINK
 ignite impact	Seed	 Circlesaver  plentia
 MIRRI PINK	Seed Serbia A	 Vivencia  LIVE GOOD  GUSTO  WYPOKO  SUN
	Seed Serbia A	 AGRO-DIGITAL  PMI

Financiers help convert proof-of-concept evidence into staged, disciplined and scalable capital deployment.

Value Proposition:

- Predictable returns through structured contracts and performance monitoring.

Impact: Patient capital helps keep upfront costs away from customers while protecting long-term service quality

Success depends on aligning stakeholders within one trusted system that delivers affordable services, reliable assets, data-driven decisions and resilient operations

TECHNICAL & DELIVERY PARTNERS

Making reliability visible through design, installation and maintenance performance

Why this group is critical

- The venture's reputation depends on whether assets work safely and consistently over time.
- Technical partners protect quality, uptime, water safety and lifecycle cost.

What they make possible

- Engineering, procurement, construction and commissioning capability
- Preventive maintenance, testing and performance guarantees
- Practical field knowledge on equipment, safety and repair

Engagement Focus

Procure on quality, lifecycle cost and service performance, not price alone

Set clear SLAs* for uptime, response time and water quality

Train local technicians to reduce downtime and build local competency and capability



Technical partners make the difference between installed equipment, and a dependable service people can rely on.

Value Proposition:

- Long-term opportunities for installation, operations, and maintenance work.

Impact: *Reliable maintenance turns infrastructure into confidence and reliable, not just hardware.*

Success depends on aligning stakeholders within one trusted system that delivers affordable services, reliable assets, data-driven decisions and resilient operations

* SLA stands for Service Level Agreement - a formal contract between a service provider and a customer that defines the agreed-upon level of service, how it will be measured, and the consequences if those levels are not met

KNOWLEDGE & ACADEMIC PARTNERS

Turning the project into a learning platform for better design and local talent

Why this group is critical

Scaling needs research, training, entrepreneurship support, ESG guidance and data capability that can be transferred to future locations.

What they make possible

- Technical research, testing and design improvement
- Training pathways and green-skills development
- Ecosystem connections, ESG guidance and replication support

Engagement Focus

Co-design training with real operational roles in mind

Capture lessons from each deployment batch

Use universities and ecosystem partners to strengthen credibility



**NEW
ENERGY
NEXUS**
Philippines

Knowledge partners strengthen technical design, local skills, evidence generation and future replication.

Value Proposition:

- Access to real-world research, training, and innovation opportunities.

Impact: Local skills create local ownership and reduce dependency on outside expertise

Success depends on aligning stakeholders within one trusted system that delivers affordable services, reliable assets, data-driven decisions and resilient operations

GOVERNANCE & COMMUNITY

Keeping many voices aligned around one trusted system

Why this group is critical

- A systems solution needs legitimacy, safeguards and a practical way to resolve issues
- Governance and community partners protect trust while balancing commercial delivery and public benefit

What they make possible

- Mission stewardship and beneficiary safeguards
- Community intelligence and practical issue resolution
- Accountability through forums, feedback and grievance channels

Engagement Focus

Use regular community forums and clear grievance pathways

Document commitments and follow up visibly

Ensure beneficiary voice influences service quality and affordability decisions



Community and governance partners keep the project accountable, inclusive and grounded in actual beneficiary needs.

Value Proposition:

- Stronger voice in project decisions and beneficiary protection.

Impact: People support what they understand, trust and can influence.

Success depends on aligning stakeholders within one trusted system that delivers affordable services, reliable assets, data-driven decisions and resilient operations

PARTNERSHIP STRATEGY TAKEAWAYS

The partnership must be simple enough to run and disciplined enough to satisfy government, communities and funders



1. Formalise roles

MOAs, focal persons, steering committee charter and clear decision rights.



2. Engage early

Barangay consultations, customer briefings and simple issue escalation.



3. Report evidence

Dashboards on uptime, water quality, collections, savings and impact.



4. Scale in batches

Release expansion only when technical, financial and social gates are met.



Partnership Principle:

Make commitments visible, follow up consistently and keep benefits clear to the people affected

OPERATIONS

OVERALL PROJECT TIMELINE

A macro 5-year phasing plan, translated into a repeatable micro-level deployment cycle

Macro: Iloilo-wide Phasing (Year 1 - 5)

Year	1	2	3	4	5
Boarding House	100	300	500	700	900
Hospital	-	5	10	15	24
University	-	2	4	6	9
Total	100	307	514	721	933

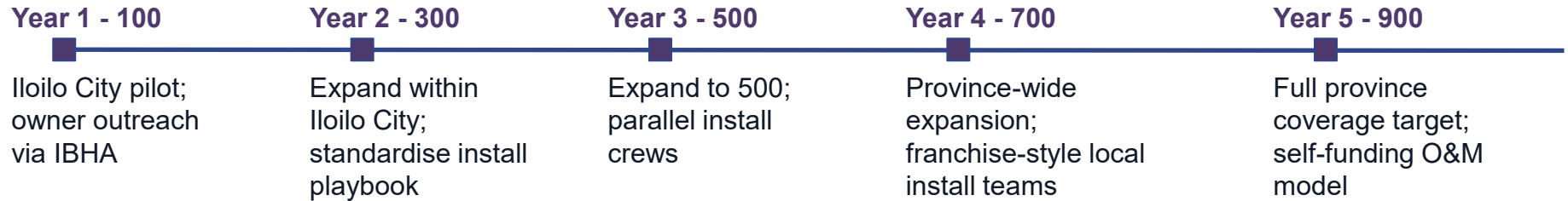
Micro: Single-site Deployment Cycle (Week 1 - 8)



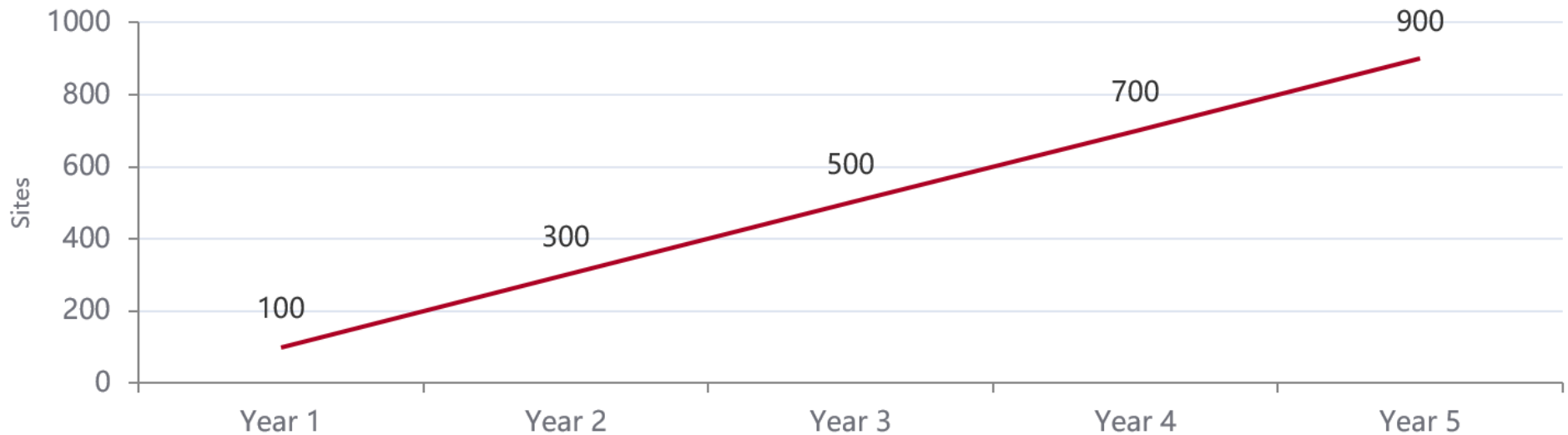
This 8-week cycle repeats across every site, enabling predictable, replicable scaling from a single boarding house to province-wide coverage

BOARDING HOUSE ROLLOUT TIMELINE

Adlaw Tubig's highest-volume track - from a 100-site pilot to 900 sites Iloilo-wide by Year 5

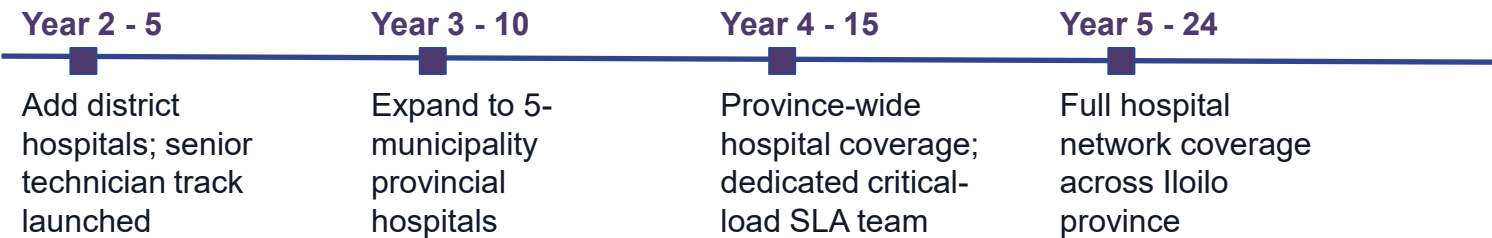


Cumulative Boarding House Sites

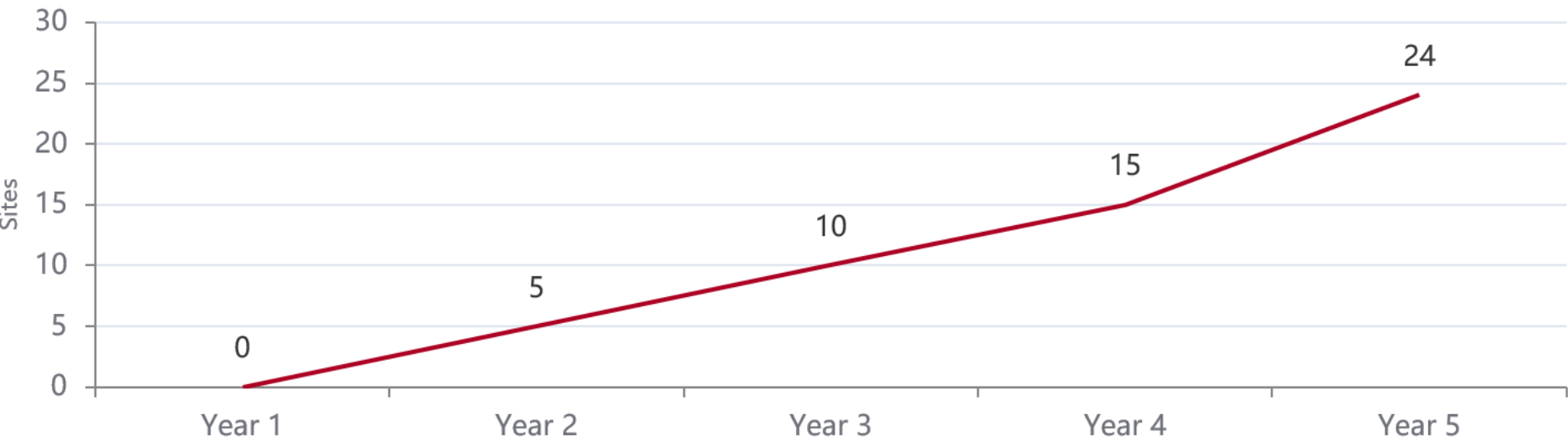


HOSPITAL ROLLOUT TIMELINE

Lower-volume, higher-complexity track: critical-load systems requiring senior technicians and stricter SLAs



Cumulative Hospital Sites



AN INTEGRATED 4-PHASE OPERATING MODEL

01 Resource Mobilisation

Secure blended finance, establish the SPV, form the Iloilo Boarding House Association (IBHA) partnership, and align with the I-PORE provincial ordinance.

02 EPC: Engineering & Construction

Design PEC 2017-compliant solar systems, procure Tier-1 components, deploy via DOE-registered installers, and integrate solar-powered water purification units.

03 O&M and Asset Management

Continuous remote monitoring, preventive maintenance, performance tracking, and warranty/contract management, with strict SLA adherence and incident reporting.

04 Community Contribution

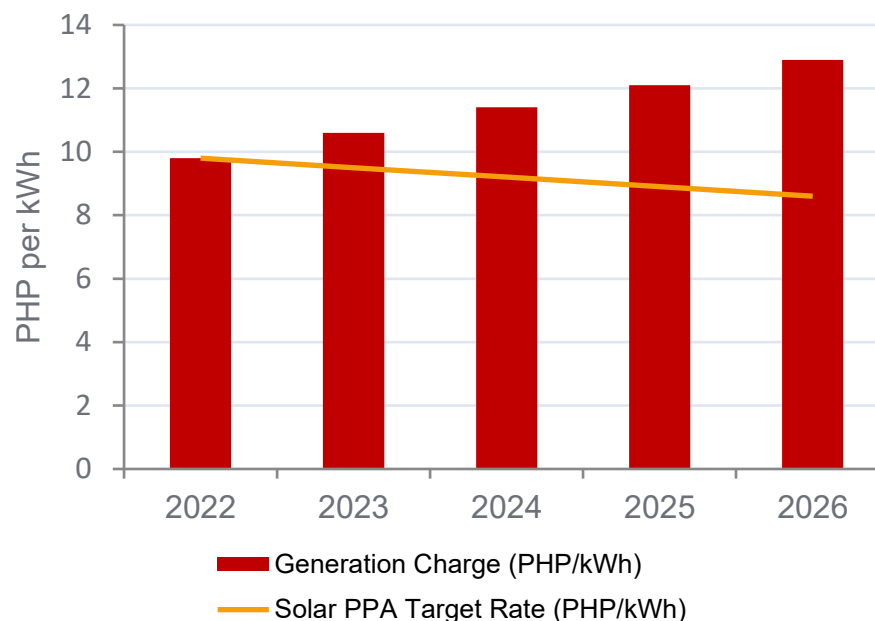
Awareness campaigns, green-skills training, TESDA certification pathways, and university research partnerships - building a self-sustaining local workforce.

End-to-end accountability from mobilisation to community impact

THE OPERATING ENVIRONMENT: HIGH COSTS, HIGH VULNERABILITY

- **Rising electricity costs:** ILECO cooperatives' generation charges have climbed steadily, driven by dependence on imported fuel and grid transmission fees, squeezing household and institutional budgets.
- **Grid instability:** Frequent brownouts disrupt hospitals, schools, and boarding houses, especially during typhoon season and peak demand periods.
- **Widening water access gap:** A growing share of Iloilo households lack reliable access to safe drinking water, forcing reliance on costly bottled water or unsafe sources.
- **No integrated solution exists:** Current market players address energy or water in isolation - none offer a combined, locally-operated utility model.

Illustrative Grid Electricity Rate Trend



Iloilo faces compounding pressure from volatile electricity costs and a widening clean-water access gap

ADLAW TUBIG'S KEY VALUE PROPOSITIONS

Six dimensions that sets this social enterprise model apart

Dimension	Conventional Solar EPC	Adlaw Tubig
Scope	Energy only	Energy + Clean Water (integrated utility)
Business Model	Sell & exit	Operate & stay (managed utility + O&M)
Revenue Model	One-time installation fee	Recurring PPA/lease + service fees
Workforce	External contractors	Locally trained, TESDA-certified technicians
Community Role	Vendor	Embedded partner + capacity builder
Social Impact	Incidental	Core to the business model (green jobs pipeline)

PROPOSED TECHNOLOGY STACK: BUILT FOR ILOILO'S CLIMATE AND WATER NEEDS

Component choices are driven by typhoon resilience, tropical heat performance, and national water safety standards

1. Energy Generation & Storage

- **Panels:** Tier-1 monocrystalline PERC
- **Mounting:** Category 5 wind-rated racking
- **Inverters:** Hybrid grid-tie
- **Storage:** LiFePO4 batteries

2. Water Filtration & Purification

- **Pre-treatment:** Sediment & carbon filtration
- **Core treatment:** Reverse Osmosis / Ultrafiltration
- **Disinfection:** UV-C sterilisation
- **Standard:** PNSDW-compliant

3. Smart Systems & Deployment

- **Monitoring:** IoT sensors, real-time data
- **Maintenance:** Predictive fault alerts
- **Deployment:** Standardised 8-week cycle
- **Dashboard:** Live performance visibility

4. Rainwater Harvesting

- **Collection:** Rooftop catchment + first-flush diverter
- **Storage:** Modular cisterns
- **Integration:** Feeds into filtration train
- **Value:** Dry-season buffer

All components are Tier-1 sourced, DOE-registry compliant for solar, and PNSDW-tested for water systems.

SCALABLE DAILY OPERATIONS

Structured protocols tiered by system size (10 kW vs 100 kW)

Operational Activity	10 kW System (Boarding Houses)	100 kW System (Hospitals/Public Buildings)
System Monitoring	Monthly inverter alert review	Continuous remote monitoring; daily alarm review
Performance Review	Compare monthly output vs. expected	Monthly yield, performance ratio, availability analysis
Alarm Response	Owner or service provider notified	Defined response times + escalation procedures
Meter Reading	Monthly (often automatic)	Monthly or more frequently for billing & reporting
Electricity Billing	Net-metering / self-consumption	Formal billing, export reconciliation, utility reporting
Grid Coordination	Contact utility for outages/faults	Manage utility instructions, planned outages, grid compliance
Incident Management	Record faults, outages, repairs	Formal incident reporting, root-cause analysis, corrective actions



BANKABLE PERFORMANCE GUARANTEES

Protecting investor returns through strict, IEC 61724-aligned SLA metrics*

98%

Minimum guaranteed system availability during daylight hours

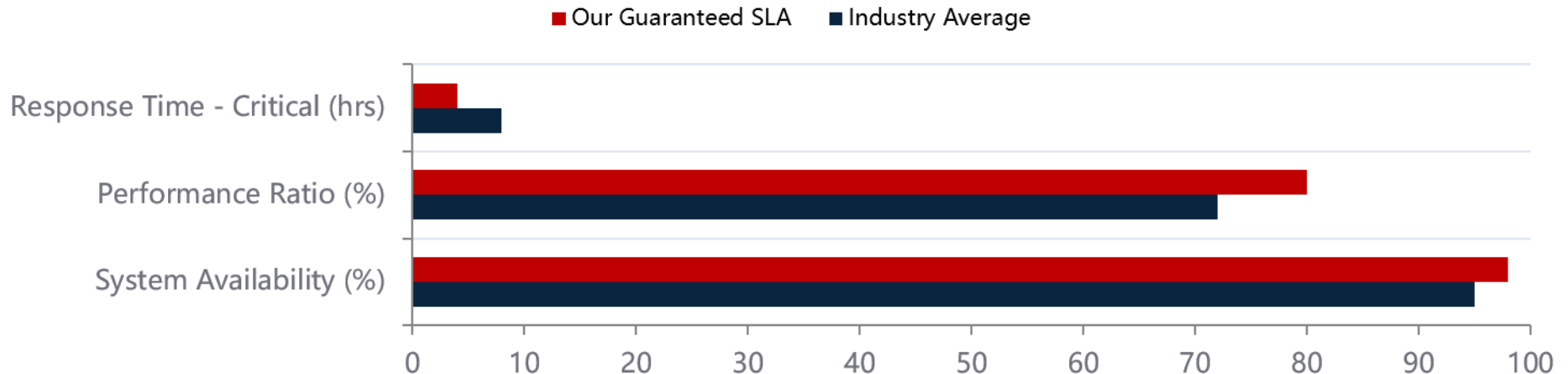
75-85%

Target performance ratio (PR) benchmark for system efficiency

<4 hrs

Guaranteed response time for Class 1 (critical) fault classification

Our SLA Targets V/S Industry Benchmarks



**IEC 61724-1:2021 is the international standard that defines the terminology, equipment, and methods for monitoring the performance of photovoltaic (PV) systems, including sensor requirements, data acquisition rules, and performance ratio calculations*

PREVENTIVE MAINTENANCE

Structured maintenance schedules to mitigate degradation and protect yield

Maintenance Activity	10 kW System	100 kW System
Visual Panel Inspection	Every 6 months	Quarterly
Panel Cleaning	1-2 times/year (condition-based)	2-4 times/year (condition-based)
Mounting Structure Check	Annually + after severe weather	Every 6 months + after severe weather
Inverter Inspection	Annually	Quarterly visual + annual detailed service
Electrical Safety Testing	Annually by qualified technician	Annually incl. string-level measurements
Thermal Imaging	Annually or when underperformance detected	Annually: modules, connections, combiner boxes, inverters
Protection Equipment Check	Annually: isolators, breakers, earthing, surge protection	Annually with documented test results



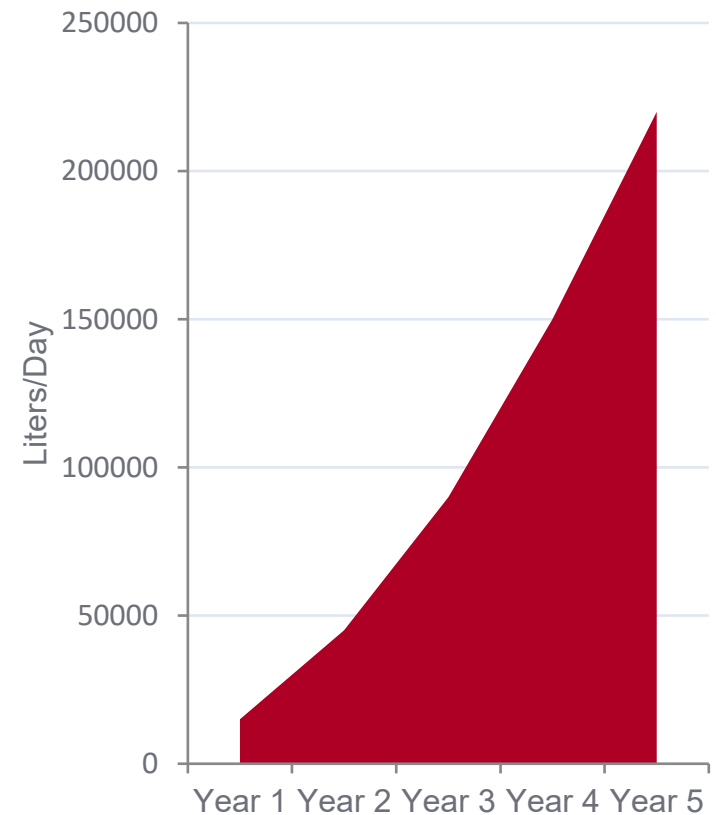
MANAGING THE CLEAN WATER COMPONENT

Strict adherence to the Philippine Clean Water Act and MWSS standards

- **Daily Operations:** Consistent startup/shutdown schedules; daily visual inspection of UV lamps and filtration membranes.
- **Maintenance Schedule:** Filter membrane replacement every 6-12 months; UV lamp replacement annually; pump servicing per manufacturer guidelines.
- **Water Quality Testing:** Mandatory testing of 10 core parameters (incl. thermotolerant coliforms) per the Philippine National Standards for Drinking Water.
- **Testing Frequency:** Monthly sampling for community systems, conducted by certified third-party laboratories to ensure unbiased compliance.



Projected Clean Water Capacity (Liters/Day, Cumulative)



TYPHOON & FLOOD RESILIENCE PROTOCOLS

Safeguarding assets in a highly vulnerable region

Pre-Disaster Protocols

System Hardening - mounting structures engineered to withstand Category 5 typhoon wind loads.

Preventive Shutdown - standardised inverter shutdown and isolator procedures executed 24 hours prior to projected landfall.

Inventory Readiness - critical spare parts (inverters, fuses, water filters) stored in elevated, dry facilities to prevent flood damage.

Post-Disaster Recovery

Rapid Assessment - immediate visual inspection of panels, mounting structures, and cabling once conditions are safe.

Microgrid Islanding - systems capable of operating independently of the grid to power hospitals and evacuation centers.

Priority Restoration - SLA response times strictly prioritised for critical facilities (hospitals, water pumping stations).



ROBUST ASSET MANAGEMENT PROTECTS LONG-TERM RETURNS

Formal oversight of performance, contracts, warranties, and compliance

Performance Oversight

Track performance ratio, availability, degradation, and monthly revenue loss. Quarterly reporting to investors and lenders.

O&M Contractor Oversight

Monitor service levels against agreed KPIs. Enforce SLAs with strict corrective action protocols.

Warranty Management

Maintain a comprehensive warranty register with evidence, deadlines, and a streamlined claims process.

Insurance Management

Review coverage annually, ensuring adequate protection including business interruption insurance for critical facilities.

Regulatory Compliance

Track permits, tax obligations, and grid compliance. Ensure strict alignment with I-PORE and DOE requirements.

Lifecycle Planning

Plan for component replacement, repowering, refinancing, and eventual decommissioning starting from Year 1.

Risk Register

A formal, continuously updated risk register covers technical, contractual, regulatory, and counterparty risks to proactively mitigate potential disruptions.

BUILDING ILOILO'S GREEN WORKFORCE

A structured 3-tier capacity building program

TIER 1 | AWARENESS (Community Level)

- Target: boarding house owners, barangay leaders
- Format: workshops on solar basics, water quality, energy efficiency
- Partners: IBHA, Barangay Councils, ICARE

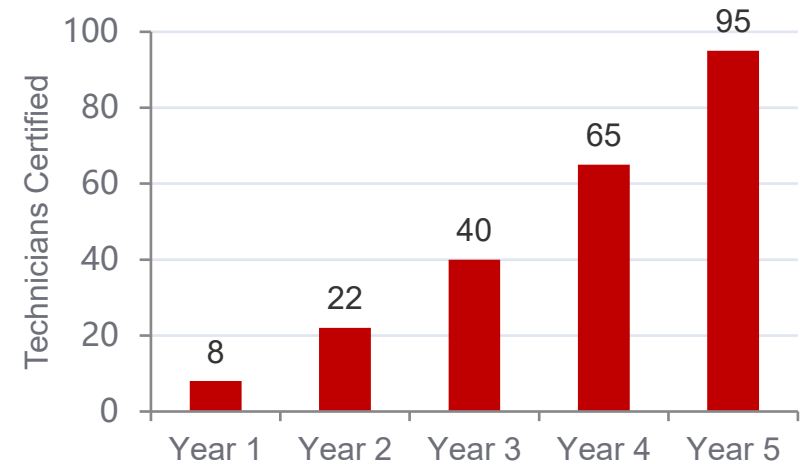
TIER 2 | TECHNICAL SKILLS (Technician Level)

- Target: out-of-school youth, TVET graduates, electricians
- Format: blended online modules + hands-on training
- Certification: TESDA PV Systems Installation NC II
- Partners: New Energy Nexus, TESDA Region VI.

TIER 3 | ADVANCED RESEARCH (Professional Level)

- Target: engineering students, faculty
- Format: research collaboration, internships, capstone projects
- Partners: CPU-AREC, ISAT U, UP Visayas.

Cumulative Tesda-certified Technicians



- Certification pace tracks the site rollout (50 → 108 → 232 → 500 → 1,000 sites).
- Each technician supports ~10 boarding-house sites or ~3 hospital sites, so field manpower needs grow from **6 technicians in Year 1** to **62 by Year 4** and **~124 by Year 5**.
- We certify slightly ahead of this curve (buffer of 5-8/year) to cover attrition and absorb new hospital sites, which demand more senior technicians per site than boarding houses.

TECHNICAL STAFFING AND REGIONAL CONTRIBUTION: PHASE 1

Challenge

Shortage of technical personnel

- Lack of personnel capable of maintaining solar panels after installation
- One boarding house owner cited "not knowing who to consult in case of an issue" as one of the reasons for hesitating to install solar panels

Approach

Internship Programme

- Accepting student interns through our partnership with Central Philippine University (CPU), where aspiring renewable energy and mechanical engineers learn
- Receive a referral for an internship candidate from CPU, conduct a brief interview, and implement OJT

Referral from CPU

Brief interview

Implement OJT

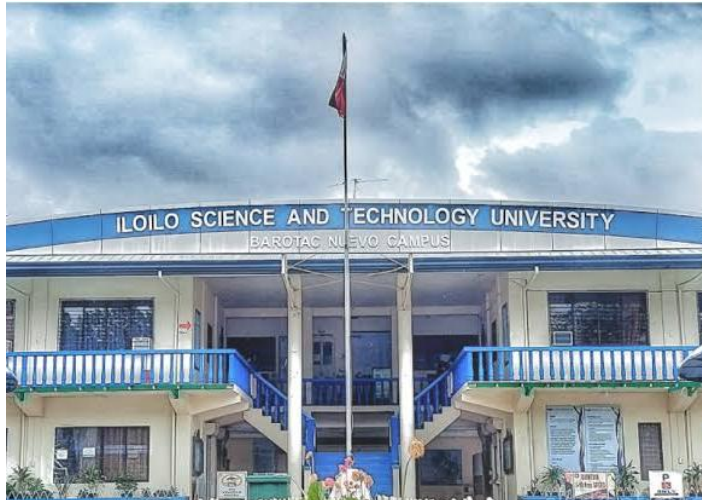
- Contributing to the local community by addressing staffing shortages while providing students with opportunities to gain practical hands-on experience



Addressing the shortage of technical personnel in Iloilo and contributing to the region through the acceptance of interns from Central Philippine University

TECHNICAL STAFFING AND REGIONAL CONTRIBUTION: PHASE 2

Iloilo Science & Tech (ISAT U)



ENGAGEMENT

ISAT U hosts TESDA-aligned training programs; faculty serve as training facilitators for Tier 2 capacity building.

VALUE

Steady supply of trained interns who become full-time hires; ISAT U gains real-world industry exposure.

UP Visayas (UPV)



ENGAGEMENT

UPV's Regional Research Center provides independent performance monitoring and impact assessment of deployed systems.

VALUE

Independent credibility for investor reporting; UPV gains valuable field research data for publication.

RECRUITING FULL-TIME STUDENTS INTO ADLAW TUBIG

A structured pipeline turns students into paid staff before they graduate

01

Campus Talent Scouting

Recruit directly from CPU, ISAT U, and UP Visayas engineering, electrical, and environmental science programs via career fairs and faculty referrals from our MOU partners. Students apply as early as 2nd year.

02

OJT / Practicum Absorption

Host mandatory On-the-Job Training (OJT) hours required by CHED curricula. Students earn academic credit while gaining hands-on exposure to live solar and water installations, supervised by in-house engineers.

03

Part-Time Paid Apprenticeship

Top OJT performers are offered flexible, part-time paid roles (10-15 hrs/week) as junior field assistants or data monitoring associates, scheduled around their class hours.

04

Full-Time Absorption at Graduation

Graduating apprentices who complete TESDA NC II certification are guaranteed a first interview for full-time technician or engineering roles, converting trainees directly into staff.

Retention Mechanism:

Scholarship-for-service bonds: students receiving training subsidies or tuition support commit to a 1-2 year employment bond post-graduation, securing our workforce pipeline and protecting training ROI.

ALIGNING WITH NATIONAL COMPETENCY STANDARDS

Integrating TESDA NC II into workforce development

BASIC COMPETENCIES

- Workplace communication and reporting
- Teamwork and collaborative problem solving
- Occupational health and safety (OHS) protocols

CORE COMPETENCIES

- Perform comprehensive site assessment
- Check PV components and materials compliance
- Install and commission PV systems safely



THE OUTCOME



TESDA National Certificate II

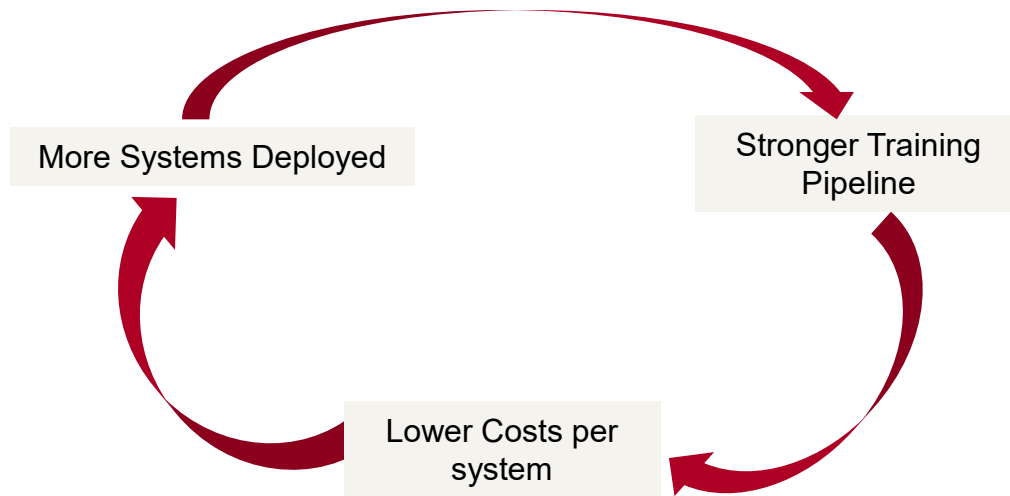
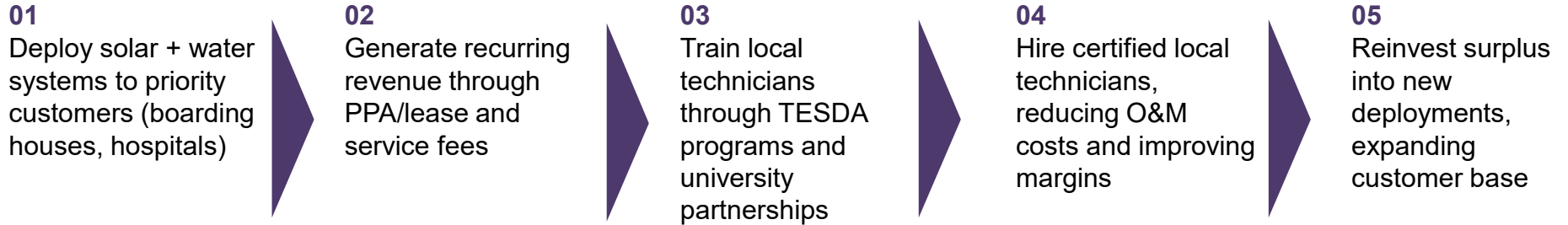
Graduates receive a National Certificate II, validating their ability to safely maintain solar assets - directly feeding the local hiring pipeline and reducing long-term O&M costs.



EVERY SYSTEM MEETS THE HIGHEST PHILIPPINE STANDARDS

Standard / Regulation	Scope	Adlaw Tubig's Commitment
Philippine Electrical Code (PEC) 2017	All solar PV installations	All designs reviewed and certified by a Registered Electrical Engineer
DOE Solar PV Installer Registry	Installer qualifications	All lead installers registered with the Department of Energy (DOE)
TESDA PV Systems Installation NC II	Technician competency	All O&M technicians hold this national certification
Philippine Clean Water Act (RA 9275)	Water purification output	All water systems tested against MWSS drinking water standards
Philippine Green Jobs Act (RA 10771)	Workforce development	Training programs aligned with TESDA green skills framework
I-PORE (Provincial Ordinance 2022-277)	Local regulatory alignment	Operations designed to support and benefit from I-PORE mandates

CREATING A SELF-REINFORCING GROWTH ENGINE





FUNDING & FINANCIALS

FINANCIALS SUMMARY

- The creation of Adlaw Tubig presents an excellent opportunity for investors, both locally and internationally, who wish to create significant impact on The Philippines' promising renewable energy sector.
- This section includes the base case financial projections for the first five years of operations.
- Adlaw Tubig will require an initial investment of **USD12.45 million** to cover capital expenditures and expenses.
- Adlaw Tubig will have an **Avg. Net Profit: USD 214,422.286** with a payback period of 5.5 years.
- The model shows that Adlaw Tubig offers investors an **attractive Weighted Avg. Gross Margin of 33.35%** over a five year period.
- Key underlying financial assumptions are highlighted in the following page.

	Metrics	Results
Investors	Initial Investment	USD 12.45 million
	Avg. Net Profit	USD 214,422.286
	Weighted Avg. Gross Margin	33.35%
Business Stakeholders	Payback Period	5.5 Years
	Year 6 Net Profit (%)	34.1%

KEY FINANCIAL ASSUMPTIONS

Capital Structure



Investment amount: USD12.45 million



Equity : 30%



Debt : 70%, interest rate of 10% p.a, 5-year tenure

Cost



Average annual **headcount:** 48



Average annual **staff cost:** USD 9,500 per head count



Maintenance cost: 7% of investment cost



Depreciation: solar PV @ 20 years, other equipment @ 10 years

Scale of Operations



Boarding house: 100 in Year 1, to achieve 900 in Year 5



Hospitals: 5 in Year 2, to achieve 24 in Year 5



Universities: 2 in Year 2, to achieve 9 in Year 5

Revenue



Purified water services



Electricity services



Fee at discount tariff: 5% for the boarding houses and hospital, 10% for university

FUNDING STRATEGY

The Investment: **USD 12.45 million**, covering the installation for the solar panel for the boarding houses, hospitals and universities in the Iloilo province, to supply.

The Opportunity: **USD 3.74 million** will be raised in **equity** to fund the infrastructure, deploying integrated solar power and clean water solutions across a pre-identified pipeline of boarding houses, hospitals, and universities.

Capital Structure: This equity represents **30%** of the total investment cost of **USD 12.45 million**. This will be contributed by the equity partners, as well as the funding from grants, philanthropies and impact investors. The remaining **70% (USD 8.72 million)** will be secured via institutional debt, in Year 2, to maximise equity returns while maintaining tight capital discipline.

Financial Dynamics & De-Risking:

- **Fully Funded Infrastructure:** Total capital covers all initial engineering, procurement, construction (CAPEX), and early-stage operational runway, maintenance cost, staff cost, and other operational expenses costs (OPEX).
- **Rapid De-leveraging:** Backed by predictable, contracted cash flows from essential utility delivery, the project is structured to become completely **debt-free within 5 years**.
- **Investor Alignment:** The elimination of debt service radically expands net margins, accelerating free cash flow availability for investor distributions and non-dilutive phase-two scaling.



OPERATIONS BUDGET INPUT: ONE-TIME VS. RECURRING COSTS

Per-site One-time Costs (Capex)

Site Type	Basis	Est. USD
10 kW Boarding House	Solar + battery + water unit + permits + commissioning	17,100
100 kW Hospital	Commercial solar + 80kWh battery + industrial water + permits + commissioning	330,200

Per-site Recurring Costs (Opex/Year)

Site Type	Basis	Est. USD/Yr
10 kW Boarding House	Maintenance, testing, insurance, labor share	1,690
100 kW Hospital	~6% of CapEx: critical-load maintenance, testing, insurance, senior labor	19,800

Program-wide Rollout Cost (Usd, Iloilo-realistic)

Year	Sites (Cum.)	New CapEx (USD)	Annual OpEx (USD)
Year 1	50 BH + 2 Hosp	1,515,000	123,900
Year 2	100 BH + 5 Hosp	1,846,000	267,600
Year 3	220 BH + 10 Hosp	3,703,000	568,970
Year 4	480 BH + 18 Hosp	7,088,000	1,165,700
Year 5	975 BH + 25 Hosp	10,776,000	2,138,800

Total program investment to reach 975 boarding houses + 25 hospitals (near-full realistic province coverage)

Cumulative CapEx by Year 5: \$24.9M

Note:
 Converted at ~₱61.7 = \$1 (July 2026). Hospital CapEx reflects 100kW commercial solar (\$200K-\$400K market range), 80kWh critical-load battery, and industrial-scale water treatment - properly scaled vs. the 10kW boarding house unit, not a linear extrapolation. Figures remain directional market-rate estimates, not vendor quotes.

REVENUE (USD)

1. Boarding House

Boarding houses are the primary revenue driver, generating recurring income from both purified water and electricity services and reaching annual revenues of USD 3.59 million by 2031.

	2027	2028	2029	2030	2031	2032	2033
Fee: Purified Water	68,213	409,279	682,131	954,984	1,227,836	1,227,836	1,227,836
Fee: Electricity	131,193	787,161	1,311,934	1,836,708	2,361,482	2,361,482	2,361,482
TOTAL	199,407	1,196,439	1,994,066	2,791,692	3,589,318	3,589,318	3,589,318

2. Hospital

Hospital deployments provide a stable secondary revenue stream, scaling progressively and contributing over USD 460,000 in annual revenue from 2031 onwards.

	2027	2028	2029	2030	2031	2032	2033
Fee: Purified Water		25,580	51,160	76,740	122,784	122,784	122,784
Fee: Electricity		71,063	142,126	213,189	341,103	341,103	341,103
TOTAL		96,643	193,286	289,929	463,887	463,887	463,887

3. University

University installations deliver an additional diversified income source, achieving annual revenues of approximately USD 345,000 at full operational capacity.

	2027	2028	2029	2030	2031	2032	2033
Fee: Purified Water		26,926	53,852	80,779	121,168	121,168	121,168
Fee: Electricity		49,715	99,431	149,146	223,719	223,719	223,719
TOTAL		76,642	153,283	229,925	344,887	344,887	344,887

EXPENSES (USD)

1. Boarding House

Boarding houses account for the largest share of operating costs, reflecting the scale of deployment while benefiting from declining financing costs as debt is repaid.

	2027	2028	2029	2030	2031	2032	2033
Personnel	30,649.76	52,383.22	84,983.41	112,150.24	112,150.24	112,150.24	112,150.24
Maintenance	50,575.00	151,725.00	252,875.00	354,025.00	455,175.00	455,175.00	455,175.00
Depreciation	93,012.30	232,512.30	372,012.30	511,512.30	651,012.30	651,012.30	651,012.30
Insurance	5,062.50	15,187.50	25,312.50	35,437.50	45,562.50	45,562.50	45,562.50
Office	9,596.16	9,596.16	9,596.16	9,596.16	9,596.16	9,596.16	9,596.16
Interest	-	637,875.00	533,392.68	418,462.13	292,038.53	152,972.56	-
TOTAL	188,895.71	1,099,279.18	1,278,172.05	1,441,183.33	1,565,534.73	1,426,468.76	1,273,496.20

2. Hospital

Hospital operating expenses rise alongside capacity expansion before stabilising as infrastructure reaches maturity and financing obligations decrease.

	2027	2028	2029	2030	2031	2032	2033
Personnel	114,937	196,437	318,688	420,563	420,563	420,563	420,563
Maintenance	-	25,288	50,575	75,863	121,380	121,380	121,380
Depreciation	-	34,875	69,750	104,625	167,400	167,400	167,400
Insurance	-	2,531	5,063	7,594	12,150	12,150	12,150
Office	35,986	35,986	35,986	35,986	35,986	35,986	35,986
Interest	-	170,100	142,238	111,590	77,877	40,793	-
TOTAL	150,922.19	465,216.43	622,298.96	756,220.17	835,355.96	798,271.70	757,479.02

EXPENSES (USD)

3. University

University operating costs remain comparatively lean, supporting strong operating leverage once systems are fully deployed.

	2027	2028	2029	2030	2031	2032	2033
Personnel	11,494	19,644	31,869	42,056	42,056	42,056	42,056
Maintenance	-	10,115	20,230	30,345	45,518	45,518	45,518
Depreciation	-	13,950	27,900	41,850	62,775	62,775	62,775
Insurance	-	1,013	2,025	3,038	4,556	4,556	4,556
Office	3,599	3,599	3,599	3,599	3,599	3,599	3,599
Interest	-	63,788	53,339	41,846	29,204	15,297	-
TOTAL	15,092.22	112,107.27	138,961.61	162,733.62	187,707.50	173,800.91	158,503.65

INCOME STATEMENT

The income statement presents the project's projected profitability over time, outlining revenue, operating costs, taxes, and net earnings under the base-case scenario.

The base scenario shows Adlaw Tubig absorbing early losses in 2027-2028 before reaching positive profitability in 2029, with margins steadily improving to 50% by 2033 as revenues stabilise and operating costs decline.

		Income statement BASE scenario						
in USD		2027	2028	2029	2030	2031	2032	2033
1. Revenue		199 407	1 369 724	2 340 635	3 311 546	4 398 092	4 398 092	4 398 092
2. Operational cost	-	354 910	- 1 676 603	- 2 039 433	- 2 360 137	- 2 588 598	- 2 398 541	- 2 189 479
3. Result before taxes	-	155 504	- 306 879	301 202	951 409	1 809 494	1 999 551	2 208 613
Gross margin		-78%	-22%	13%	29%	41%	45%	50%
Corporate income tax				- 75 301	- 237 852	- 452 373	- 499 888	- 552 153
4. Result after taxes	-	155 504	- 306 879	225 902	713 557	1 357 120	1 499 663	1 656 460
Break-even point		-78%	-22%	10%	22%	31%	34%	38%

CASH FLOW PROJECTION

The cash flow projection shows that Adlaw Tubig requires significant upfront investment, but becomes operationally cash-positive from 2028, with cumulative cash flow recovering by 2033 and ROI achieved in around 5.5 years.

in USD	Cash flow BASE scenario						
	2027	2028	2029	2030	2031	2032	2033
1. Revenue	199 407	1 369 724	2 340 635	3 311 546	4 398 092	4 398 092	4 398 092
2. Operational expenses	- 261 898	- 523 503	- 840 800	- 1 130 252	- 1 308 292	- 1 308 292	- 1 308 292
3. Operating Cash Flow	- 62 491	846 221	1 499 835	2 181 294	3 089 800	3 089 800	3 089 800
4. Taxes	-	-	- 75 301	- 237 852	- 452 373	- 499 888	- 552 153
- Corporate Income Tax	-	-	- 75 301	- 237 852	- 452 373	- 499 888	- 552 153
5. Investing cash flow	- 1 128 811	- 2 733 750	- 2 733 750	- 2 733 750	- 3 240 000	-	-
- Investment for project	- 1 012 500	- 2 733 750	- 2 733 750	- 2 733 750	- 3 240 000	-	-
- Investment for operation	- 116 311						
6. Financing Cash Flow	3 736 125	6 417 937	- 2 299 688	- 2 299 688	- 2 299 688	- 2 299 688	-
- Equity contribution	3 736 125						
- Loan		8 717 625					
- Principal Repayment		- 1 427 925	- 1 570 718	- 1 727 789	- 1 900 568	- 2 090 625	-
- Interest Expense		- 871 763	- 728 970	- 571 898	- 399 119	- 209 063	-
7. Net Cash Flow	2 544 822	4 530 408	- 3 608 903	- 3 089 995	- 2 902 261	290 225	2 537 647
8. Cumulative Cash Flow	2 544 822	7 075 231	3 466 327	376 332	- 2 525 929	- 2 235 704	301 944
9. Project Cash Flow	- 1 191 303	- 1 887 529	- 1 309 216	- 790 308	- 602 573	2 589 913	2 537 647
Return on Investment	5.5 years						

A woman in a red polka-dot sleeveless top and black pants is sitting on a wooden stool in a kitchen, washing a white plate. She is smiling at the camera. The kitchen has green walls and a corrugated metal roof. There are several large pots and pans on the floor, and laundry is hanging on a line in the background. A sign on the wall says "OPEN" and "CLOSED".

IMPACT ANALYSIS

OVERVIEW

Current State

Residents rely on refilling stations for drinking water; on-grid electricity is unreliable due to frequent outages/brownouts.

What changes?

- Boarding houses become hubs of resilience with clean water, renewable energy, and affordable housing, while preparing the city for future scarcity
- When disaster strikes, Iloilo is prepared with a decentralised water and electricity source, independent of centralised systems

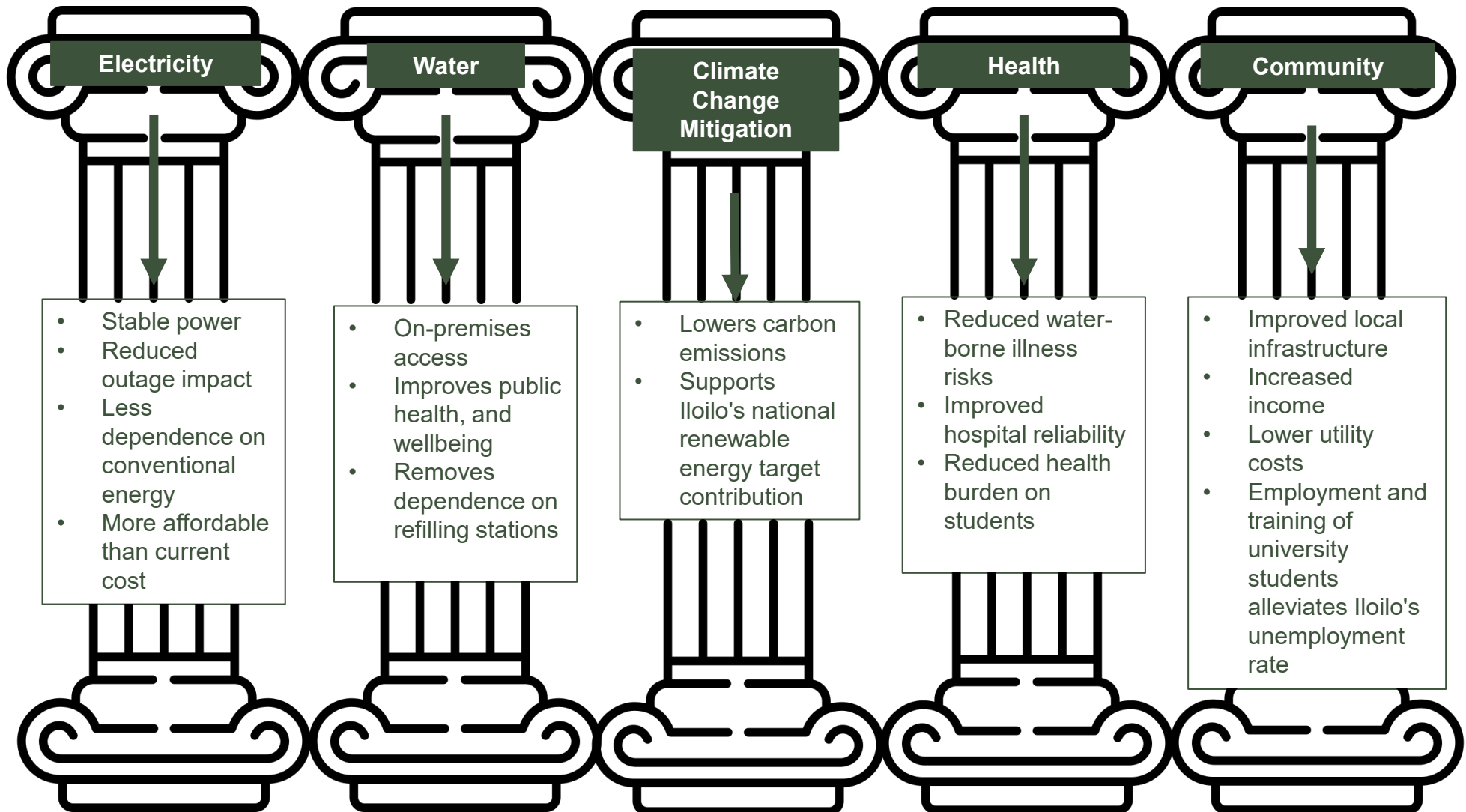
Climate Imperative

Contributes to Iloilo's alignment with national Renewable Energy targets (35% by 2030, 50% by 2040)

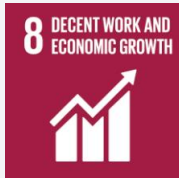
By securing reliable electricity and clean water access - two of Iloilo's most essential basic needs - this social enterprise creates lasting social, economic, and environmental benefits



IMPACT PILLARS



CORE IMPACT OBJECTIVES

Sustainability Benefit	Impact Metric	Alignment with UN SDGs
Climate Change Mitigation	- Solar energy capacity added (kW) - Annual GHG emissions avoided	
Affordable basic infrastructure; access to clean water	Number of residents with access to clean and affordable electricity and water	 
Employment Generation	Rate of local employment	

MEASURING AND SUSTAINING IMPACT



Employment, training & upskilling

Direct jobs (installation, O&M) + long-term workforce development, benchmarked against Iloilo's unemployment rate



Education

Improved living conditions support better study conditions; reinforces Iloilo's positioning as an education/university hub



Measurement approach

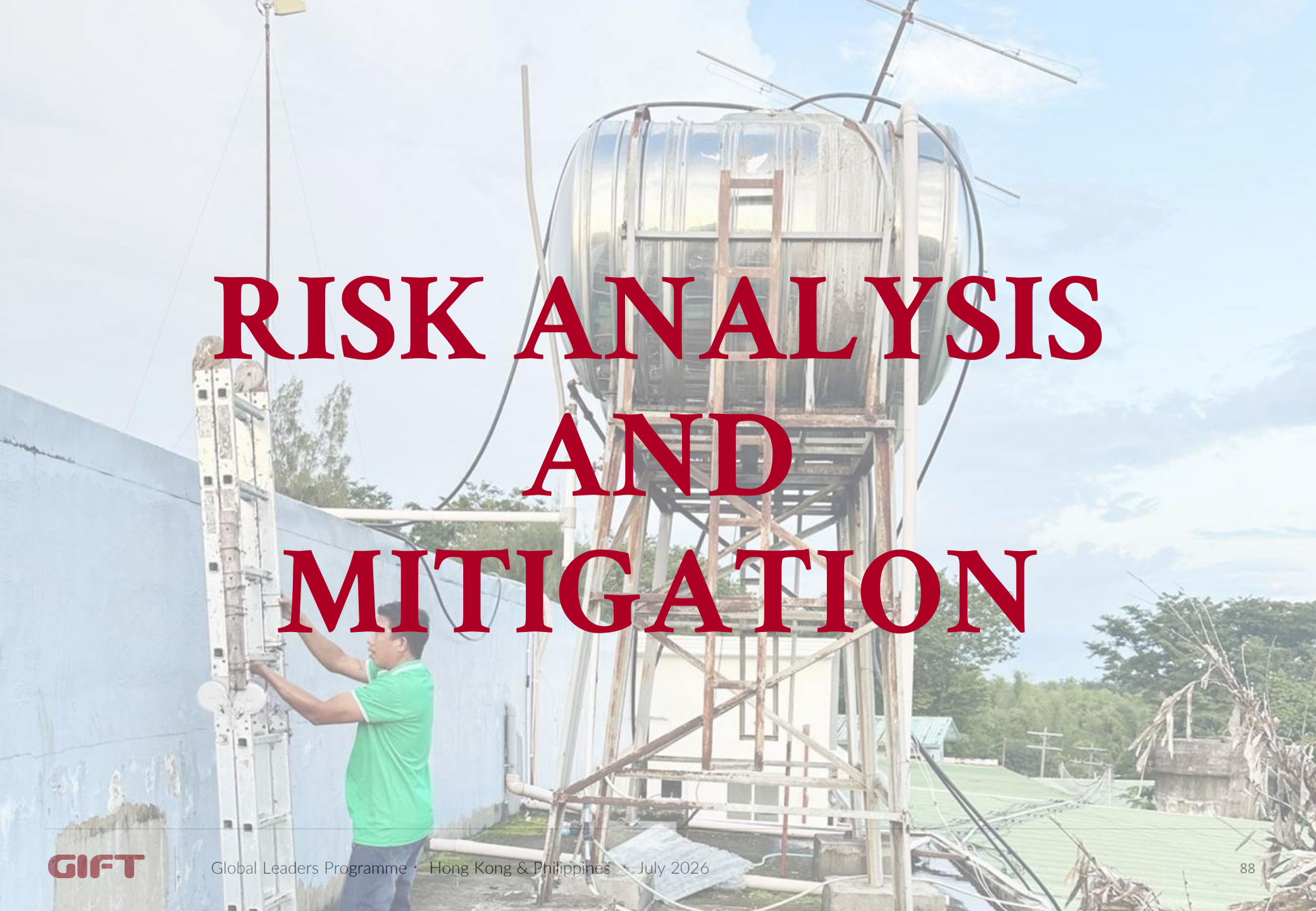
Continuous, annual reporting using survey-based social and environmental indicators



Timeline

Implement impact measurement mechanisms permanently in 4-5 years. Replicated in other provinces



A man in a green shirt is standing on a rooftop, leaning against a tall, white ladder. He is looking up at a large, rusted metal water tank that is mounted on a wooden frame. The tank is cylindrical and has a ladder leading up to it. The background shows a clear blue sky with some clouds and some trees in the distance. The overall scene suggests a maintenance or safety inspection of the water tank.

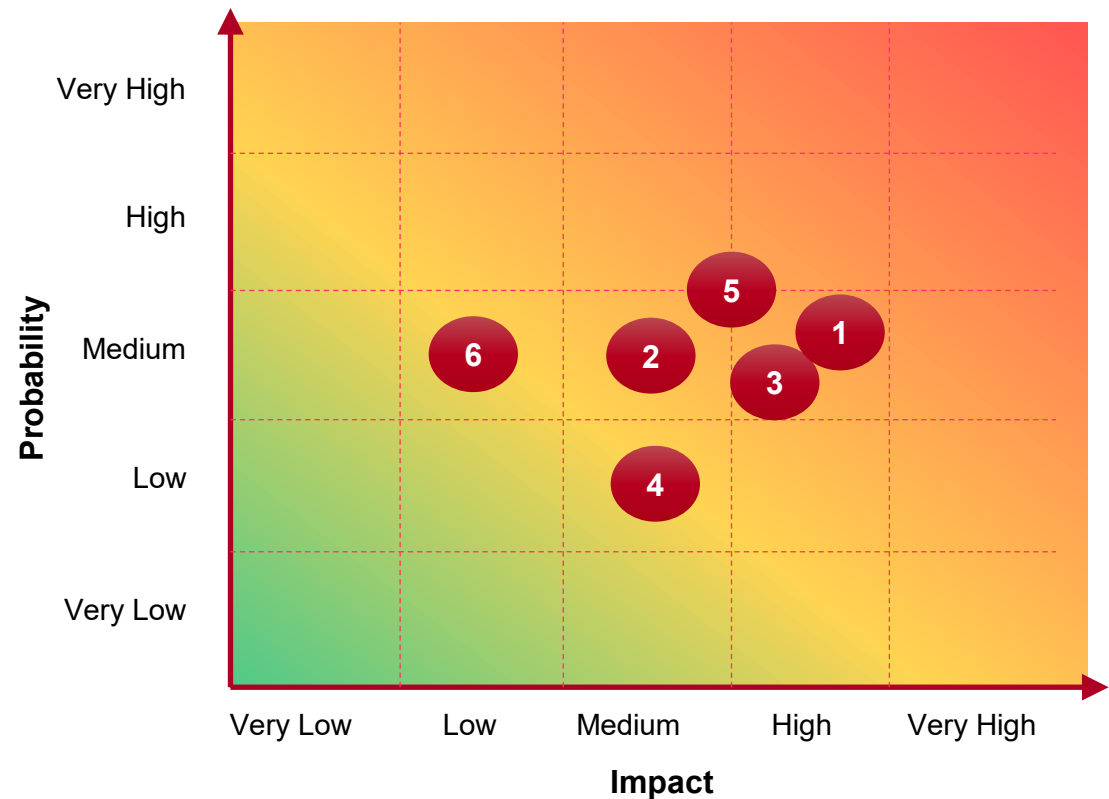
RISK ANALYSIS AND MITIGATION

RISK ANALYSIS & MITIGATION MEASURES

	Key Risks	Potential Impact	Mitigation Measures
Financial & Funding	1. Failure to raise capital 2. Credit risk - risk of recovery of revenue from customer	Inability to start the project Cashflow strain	▪ Maintaining statutory reserve, attract with renewable energy initiatives and impact ▪ 10-years supply and maintenance agreement with customers, arrange buy-back or re-marketing plans with suppliers
Market & Price	1. Inability to onboard the target customer (boarding house, hospital, university, etc) 2. Increase of price from supplier	Failure to achieve business income Cashflow strain	▪ Robust marketing plan ▪ Long-term agreement with suppliers
Regulatory	1. Inability to enact new policy to suit the business model (hospital) 2. Change of government administration 3. Delayed permits	Adverse impact to business model	▪ Active advocacy with policy makers ▪ Strong engagement with concerned party
Operational	1. Natural disasters 2. Supply chain failure 3. Insufficient technical competence and operational capability	Cashflow implications Adverse impact on business model	▪ Insurance coverage ▪ Clear planning with suppliers ▪ Hiring of qualified technical and operating staff, proper outsourcing where needed
Technology & Cybersecurity	1. Speed of technological advancement	Increased cost	▪ Arrange buy-back or re-marketing plans with suppliers
Governance	1. Ineffective governance, communication & coordination among key stakeholders	Delayed or suboptimal decision making, derailing from business purpose	▪ Establish a competency based and independent Board of Directors, conduct regular meetings, standardised management reporting

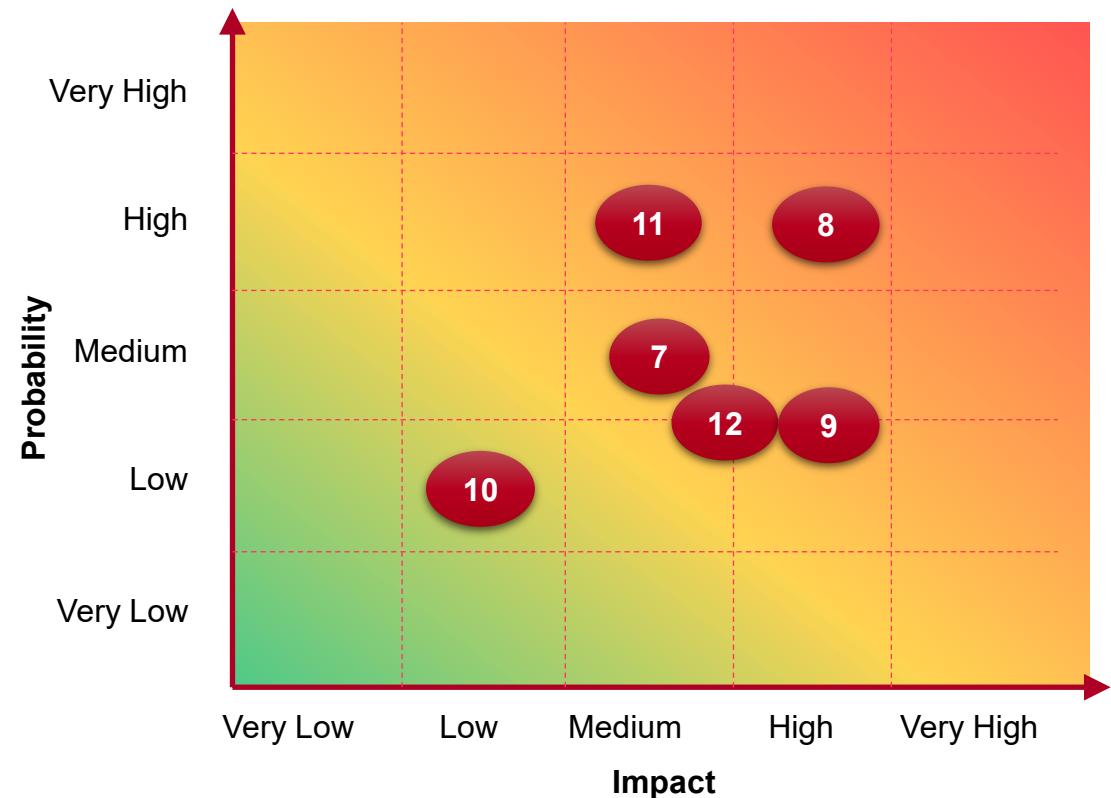
RISK MAPPING

- 1** **Risk:** Failure to raise capital
Mitigation: Maintaining statutory reserve, attract investors on Renewable Energy initiatives and impacts
- 2** **Risk:** Credit risk: risk of recovery of revenue from customer
Mitigation: 10-years supply and maintenance agreement with customers, arrange buy-back or re-marketing plans with suppliers
- 3** **Risk:** Inability to onboard the target customer
Mitigation: Robust marketing plan
- 4** **Risk:** Increase of price from supplier
Mitigation: Long-term agreement with suppliers
- 5** **Risk:** Inability to enact new policy to suit the business model
Mitigation: Active advocacy with policy makers
- 6** **Risk:** Change of government administration
Mitigation: Strong engagement with concerned party



RISK MAPPING

- 7** **Risk:** Delayed permits
Mitigation: Strong engagement with concerned party
- 8** **Risk:** Natural disasters
Mitigation: Insurance coverage
- 9** **Risk:** Supply chain failure
Mitigation: Clear planning with suppliers
- 10** **Risk:** Insufficient technical competence and operational capability
Mitigation: Hiring of qualified technical and operating staff, proper outsourcing where needed
- 11** **Risk:** Speed of technological advancement
Mitigation: Arrange buy-back or re-marketing plans with suppliers
- 12** **Risk:** Ineffective governance, communication & coordination among key stakeholders
Mitigation: Establish a competency based and independent Board of Directors, conduct regular meetings, standardised management reporting



CONCLUSION

CONCLUSION AND KEY RECOMMENDATIONS

Adlaw Tubig presents a scalable and commercially sustainable response to Iloilo's interconnected challenges of energy insecurity, unsafe water access, climate vulnerability, and skills shortages.

By integrating blended finance, solar energy, water purification, and workforce development into a single delivery platform, the model addresses immediate community needs while creating long-term economic, social, and environmental value.

Key Conclusions

- Existing energy, water, and workforce challenges in The Philippines are **interconnected** and cannot be effectively solved through isolated interventions.
- Adlaw Tubig offers a **financially viable model** with projected profitability, recurring revenue streams, and a payback period of approximately 5.5 years.
- The initiative generates **measurable impact** through improved utility access, lower costs, local job creation, green skills development, and support for The Philippines' renewable energy transition.
- **Iloilo provides an ideal pilot** environment due to its concentrated target market, supportive local stakeholders, and pressing utility challenges.

Key Recommendations

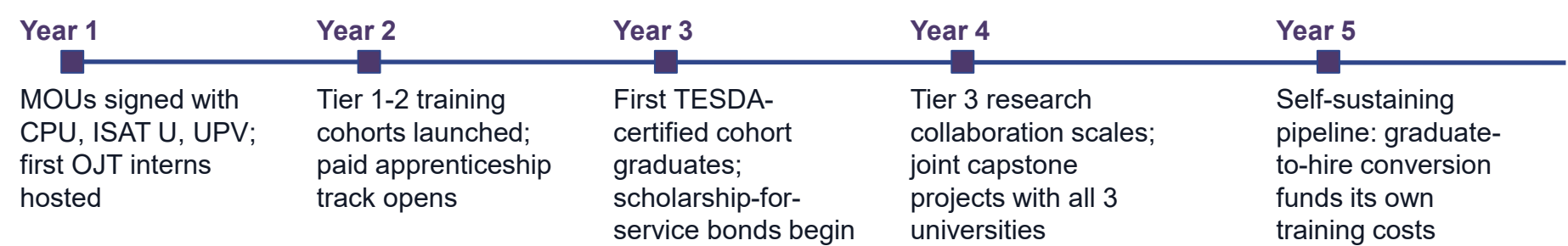
- **Formalise strategic partnerships** with local government, universities, healthcare institutions, financial partners, and community organisations to support implementation and scaling.
- **Advance supportive policy reforms** that reduce adoption barriers, accelerate permitting, and encourage renewable energy and clean water investments.
- Establish a **phased scaling pathway** from pilot validation to province-wide expansion and eventual replication across The Philippines.



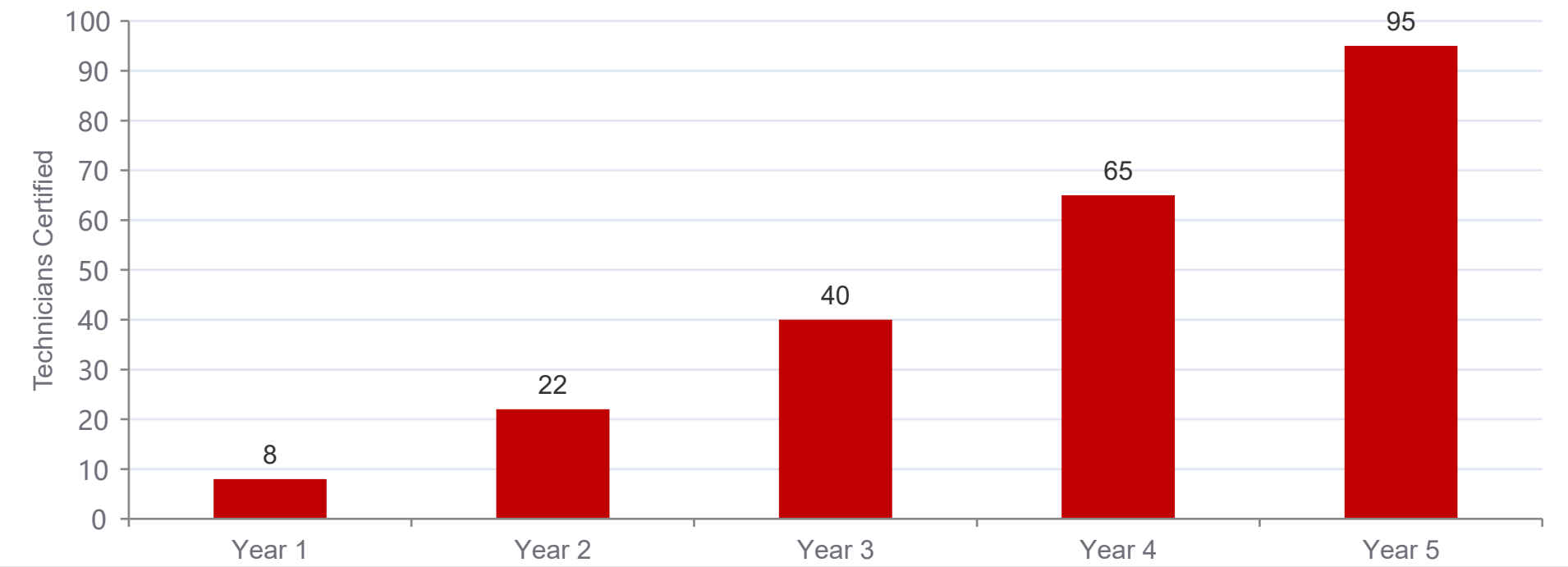


APPENDIX

UNIVERSITY PARTNERSHIP TIMELINE

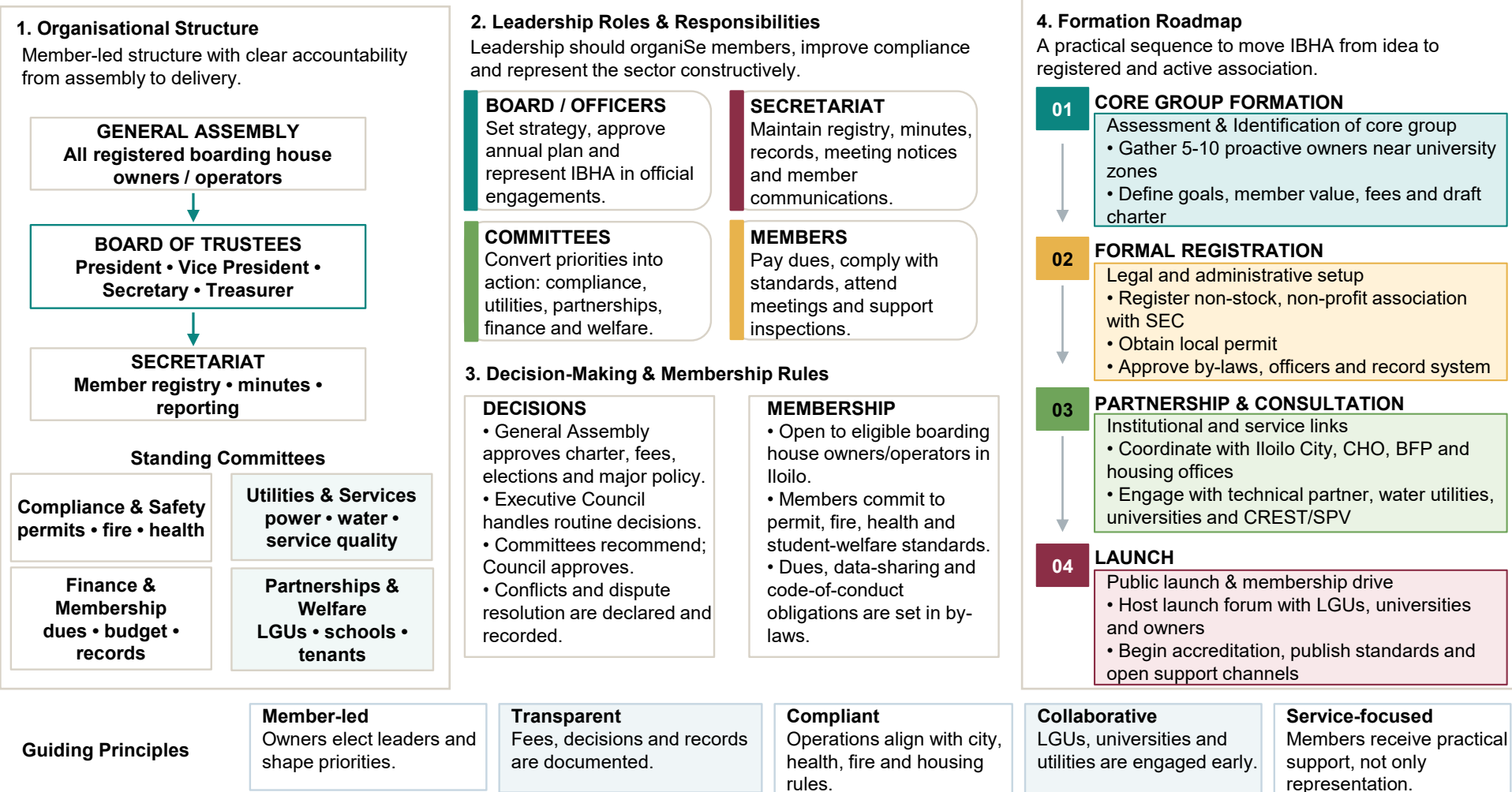


Cumulative TESDA-certified Technicians Sourced Via Partnerships



PROPOSED BOARDING HOUSE ASSOCIATION

Governance Framework | Formation Roadmap | Partnership Readiness for Solar-Water Services

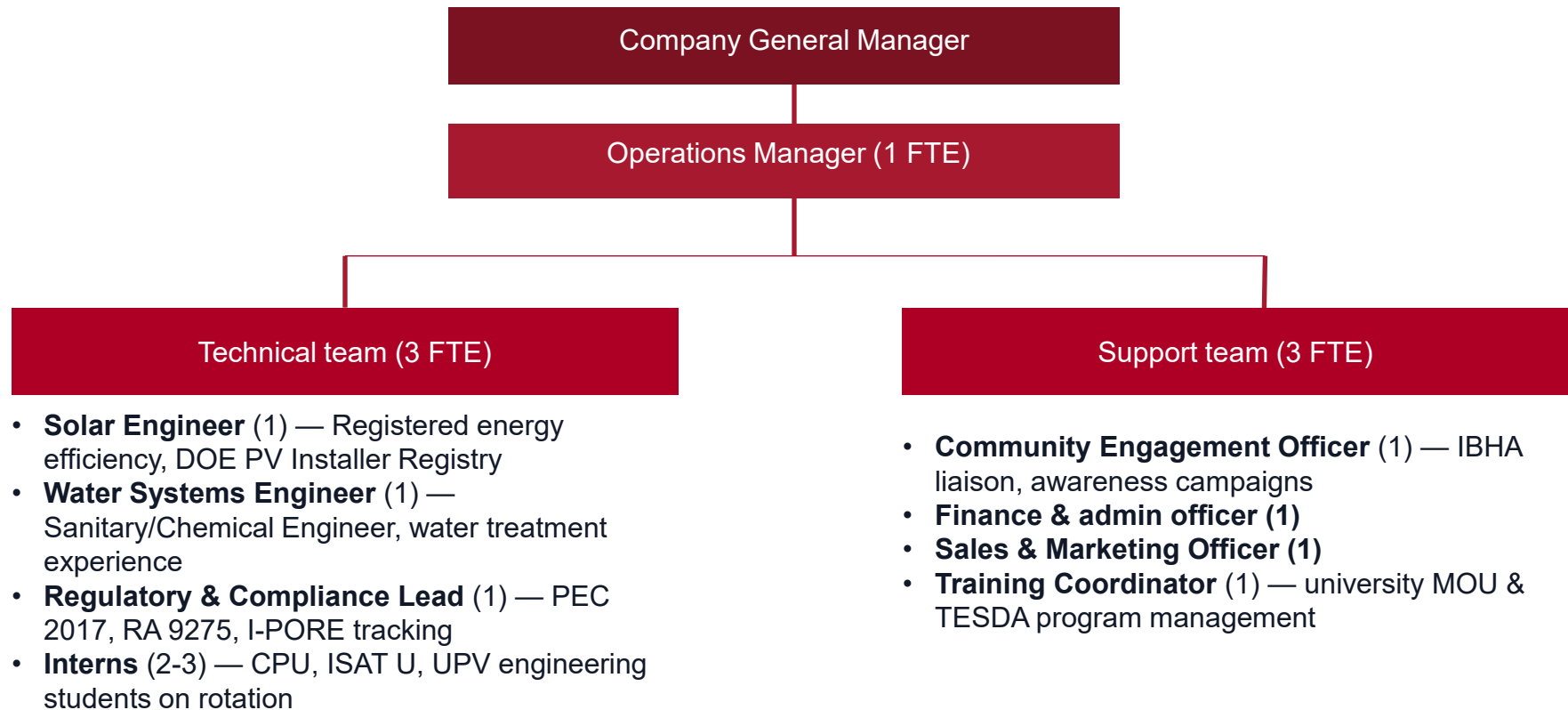


PROPOSAL FOR OFFICE SPACE



Location	Office requirement	Estimated rent
Iloilo Business Park	10–15 people, 80–120 sqm	₱50,000–₱120,000

ALIGNING WITH NATIONAL COMPETENCY STANDARDS



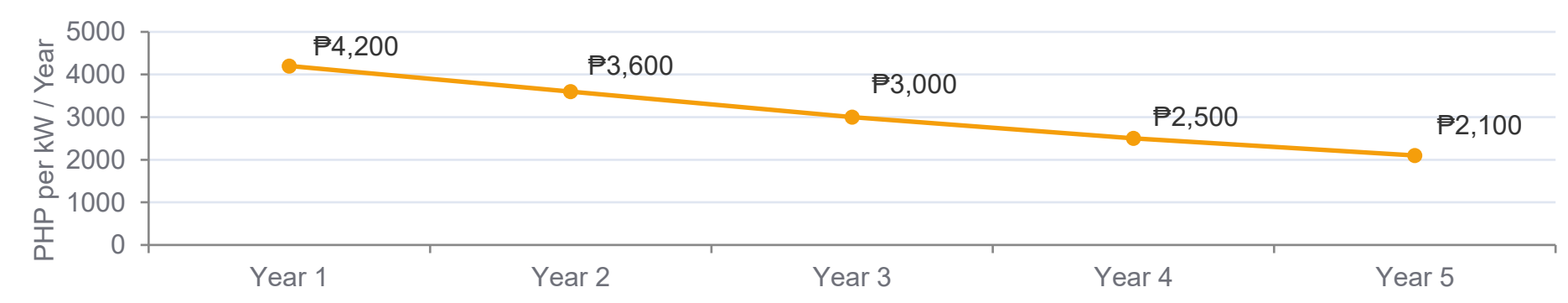
Year 3-5 Scale-Up:

As coverage expands to 100+ boarding houses and 13 hospitals, this structure grows to 30-40 FTEs, sourced primarily through TESDA and university training pipeline.

RIGHT PEOPLE, RIGHT ROLES: FIELD & COMMUNITY

Role	Count	Key Responsibilities	Required Qualifications
Solar O&M Technicians	4 FTEs	Preventive maintenance, alarm response, panel cleaning	TESDA PV Systems Installation NC II
Water Technicians	2 FTEs	Water system maintenance, quality testing	TESDA Water Treatment NC II or equivalent
Community & Training	2 FTEs	IBHA liaison, university MOU coordination, awareness campaigns	Community development / TVET background

O&M Cost per kW as Local Hiring Ramps Up (Year 1-5)



By year 5 we will reduce our operations cost by 50%

Eric Stryson

Managing Director,
Global Institute For Tomorrow (GIFT)

estryson@global-inst.com
(852) 9736 5595



Connect with me
on LinkedIn:



Connect with me
on WhatsApp:



Rei Panaligan

President,
Center for Renewable Energy and Sustainable
Technology

crestphilippines@gmail.com
(63) 917 804 6177



Connect with me
on LinkedIn:





The Global Institute For Tomorrow (GIFT) is an independent pan-Asian think tank. We are dedicated to advancing a deeper understanding of today's most critical drivers of change—from the emergence of a post-Western world to the reshaping of global capitalism and the dynamic relationship between business, society, and the state. With offices in Hong Kong and Kuala Lumpur, our practical insights, internationally acclaimed leadership learning curriculum, and outcome-driven facilitation help our clients anticipate and navigate a turbulent 21st century.

global-inst.com

- Leadership Development
- Management & Organisational Development
- Sustainability Advisory
- Policy Advisory
- Understanding Global Shifts & The Rise of Asia