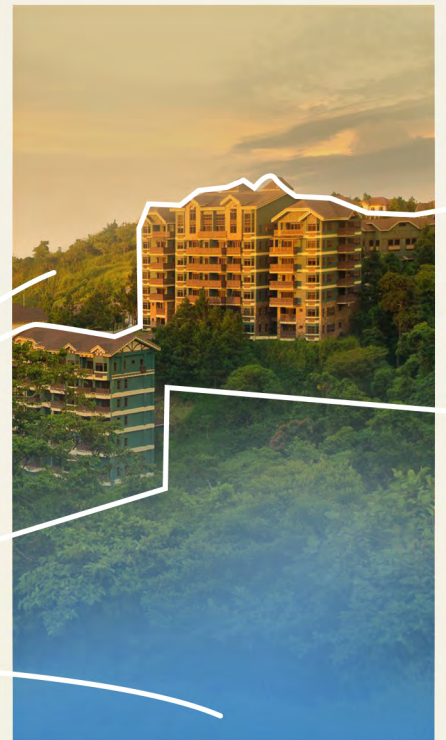




A Time to Recover

2021 SUSTAINABILITY REPORT







“ We mark 2021 as
our milestone year
— demonstrating
the resiliency and
strength of AllDay
amidst a global crisis. ”

PRESIDENT'S REPORT

2-22

To Our Stakeholders,

It is with gratitude for your support and partnership that together we mark the year 2021 as a milestone year for AllDay Supermarket, demonstrating the strength and resiliency of our organization through the crisis of a protracted pandemic.

As we have shared in our Annual Report the many stories of our company's milestones and achievements in the market and the industry, we also want to share with you through this Sustainability Report how AllDay has progressed on our commitments while we maintained focus on growth and on delivering unique customer experiences.

I am proud to share how our sustainability journey continues as a story of strategic expansion and as a story of a responsible corporate citizen who truly takes care of its employees, customers, and all stakeholders. Our story is about a business that contributes to making our communities better, safer, and more resilient to any crisis.

A case in point would be our strategic investment in new AllDay stores in five new locations – Talisay, Bacolod, Cauayan, Santo Tomas, and East Lake. We ensured that this growth is supported with stable working capital, albeit temporarily elevated, as we continued to bring our distinct supermarket experience to even more Filipinos despite the challenges in inflation and the global supply chain crisis.

Throughout the year, our focus remained firmly on listening to the needs of our customers. As a result, the company received an average score of 8.02 on its customer satisfaction surveys. This is within the range of previous surveys, with a pre-pandemic rating averaging 8.5 for the then 18 stores we were operating. We look at the result as an opportunity to address the increasing consumer expectations as the market becomes more technology-savvy and our store networks continue to expand.

We have set up a Customer Experience team and strengthened our customer experience channels such as email, contact form via AllDay's website, and Facebook page, all of which are accessible to customers at any time. Throughout the pandemic, AllDay concentrated on making online channels more useful and engaging and fast-tracked improvements to our e-commerce website.

Meanwhile, ensuring the health and safety of our customers along with a memorable shopping experience was paramount. Within our store operations, AllDay strictly followed the minimum health requirements set by the Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF), respective local government units (LGUs), and health agencies. Through proactive and consistent best practices in health and safety, some AllDay stores have been recognized and certified with the government's official Safety Seal.

In addition, we continued to introduce unique and first-to-market innovations such as our self-checkout counters. We will continue to explore and implement similar experiences while continuing to improve the execution and efficiency of the in-store journey of each AllDay store.

We also made sure to extend the same quality of customer experience online, and we were successful in laying a solid e-commerce foundation through our best-in-class www.allday.com.ph. The platform features a uniform user experience across all devices, and already deploys marketing automation, delivering customized marketing campaigns to ensure higher quality of engagements with customers. These improvements seek to further grow AllDay's current e-commerce revenue share which is already high by industry standards.

As an organization, we recognize our role in helping to stimulate the local economy as the country strives to recover and bounce back from the socio-economic crisis brought about by the global pandemic. At the same time, AllDay has been keen to align programs and initiatives with the global movement that is driven by the UN Sustainable Development Goals (UN SDGs) and its objective of ensuring progress is inclusive and leaves no one behind.

Looking forward to AllDay's pursuit of expansion, you can be sure that we will continue to take a proactive stance in the responsible and sustainable conduct of its business to benefit all its stakeholders, including the protection of their health and safety during a time of crisis such as the COVID-19 pandemic.

As we continue powering through 2022, we find confidence in the agility and resilience of our solid business model, scalable stores, highly capable management and teams, upgraded logistics and IT systems, developed e-commerce operational systems, and our synergies with the country's leading homebuilder and its retail ecosystem.

And with your support, and the collaboration of all our stakeholders, AllDay Supermarket will always be the dependable partner for inclusive progress and sustainable growth of Filipino families and communities.

Frances Rosalie Coloma

Frances Rosalie T. Coloma
President, Chief Executive Officer & Director
AllDay Marts Inc.

PERFORMANCE HIGHLIGHTS

Indicator		2019	2020	2021
	Total number of branches	22	29	34
	Metro Manila	7	8	9
	Luzon	14	20	22
	Visayas	1	1	3
	Number of provinces present in	8	10	13
	Number of cities and municipalities present in	16	21	25
	Total number of opened stores	5	7	5



THE COMPANY

VISION 2-23

To be the Philippines' leading premium supermarket chain, offering a world-class customer experience that constantly innovates to stay on the cutting edge of the grocery retail industry.

MISSION 2-23

AllDay aims to provide an elevated grocery shopping experience, bringing the best of the world closer to Filipinos through a strategy of premium in-store aesthetic experiences and innovations, technology forward-services and best in-class e-commerce capabilities that adhere to the highest standards of total customer satisfaction.

VALUES ²⁻²³



Cost Consciousness

Cost is not a question of numbers, but a question of value.

It is not what we can cut out, but what we can save on.

We are lean because we know that success does not depend on the number of people, but on the number of ideas, and the brilliance of those ideas.

We are not cost-conscious to increase our profit margins but to guarantee that we have sufficient resources for tomorrow.

It is not just the cost to us that we must concern ourselves with, but that cost to our customers as well.



Teamwork

Synergy is one of a corporation's greatest assets.

The solitary genius is nice, but teams are stronger.

We have a common goal, and we need each other to get there.

We have each other's back.

We have the company's back.



Honesty

We need to be trustworthy, and we need to be trusted.

There must be integrity and reliability in our word, and our character.

Honesty necessitates dependability, fairness, probity, and holding on to high principles.

It is the only way we can believe in each other and our customers can believe in us.



Competitive Spirit

Everyday, we step into the battlefield knowing we are well-equipped.

We are a crack team. Better trained. Better skilled. Better motivated.

The competition is there for two reasons: To learn from and to knock out.

We owe it to ourselves to keep building muscle, and we owe it to our customers to keep fighting.



Closeness to Customers

Our future is wrapped up in our customers — along with their dreams, their hopes, their lives.

We must become part of their community — and their family.

What they need is as important as what we do. It is what drives what we do.

To them, we will always listen. From them, we will always learn.

They are the reason we exist.

BUSINESS MODEL

2-1, 2-6

AllDay Supermarket is a proudly Filipino chain of supermarkets that endeavors to provide Filipinos an elevated, refreshed, and world-class grocery experience.

We are a retail operator, primarily in the business of establishing and operating supermarkets all over the country.



“AllDay is a leading player in the mid-premium supermarket segment.”

– GlobalData

Our innovative dual-format business model encompasses operations of an in-store and online integrated modern grocery business. We have about 30,000 to 40,000 SKUs, including a comprehensive and curated selection of international brands proven to appeal to Filipino consumers.

PRODUCT CATEGORIES



FRESH ITEMS



FOOD ITEMS



NON-FOOD ITEMS



3,600

local and international brands



About
30,000 to 40,000
SKUs

It is the combination of store aesthetics, comfort, accessibility, and convenience that creates the elevated in-store customer experience, attracting the clientele who has relatively higher buying power and puts a premium on their overall shopping experience.

Integrated into our approach is our drive towards digital innovation to benefit customer experience. AllDay seeks to be one of the most innovative supermarket retailers in the Philippines and these digital innovations have also put us in a leading competitive position. We intend to further embrace digital innovation along with our physical store network expansion in pursuit of our vision of becoming the largest platform to drive digitalization of the Philippines' supermarket retail industry.

STORES ²⁻²

Since its incorporation in December 2016, AllDay has bolstered its reach through the expansion of its store network, serving customers physically and digitally.

Through this strategic and sustainable physical store network expansion, and our synergy with the country's leading homebuilder and its retail ecosystem, we are able to serve more customers in-store and digitally.



Spread across
25
Cities and Municipalities in PH



Approx.
57,772 m²
net selling space



34
full-format supermarkets

SUSTAINABILITY

MATERIALITY PROCESS

2-23, 3-1, 3-2

AllDay is guided by the set of standards and processes from the GRI Sustainability Reporting Standards and the Sustainability Accounting Standards Board (SASB). We therefore follow their guidance on the conduct of the materiality process and the recommended steps.



1 Pre-identification of topics

Issues and topics from different references such as the sector-specific publications from GRI and SASB standards for Multiline and Specialty Retailers & Distributors, and industry peers were collated. The list was simplified to integrate common topics while adding a few more to ensure that the economic, environmental, social, and governance (EESG) aspects of the organization were covered.



2 Identification of Material Topics

The Company revisited the list to assess if the topics are material to the operations and stakeholders. A standardized form was used by the Company to identify material topics, with options 'Yes' or 'No'.



3 Materiality Assessment

Topics deemed as material were processed into an online survey where the Company further assessed the criticality of impact of each topic using a five-point scale (with 1 as low to no impact; 5 as highest impact).

The survey results showed that 87% of respondents have an enthusiastic interest in topics related to sustainability. Majority of them considered that sustainability is important for AllDay's overall business success. Issues and risks on supply chain issues, water and energy, risks, costs and economic challenges were identified as potentially impacting the Company's sustainability.

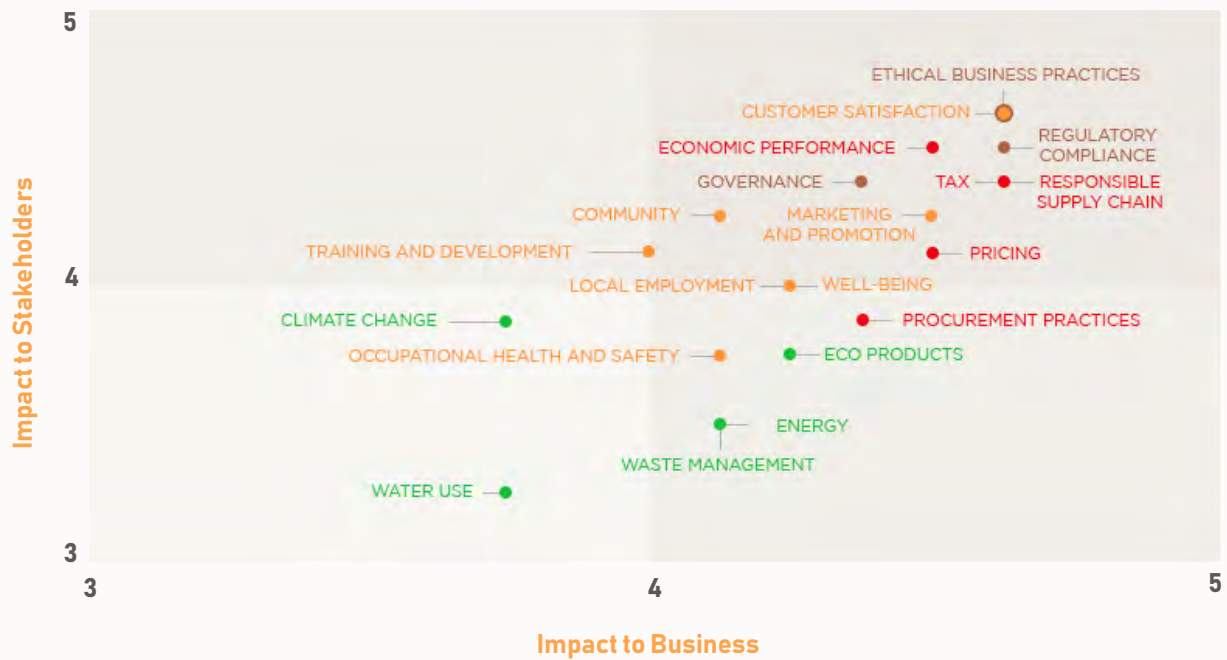
The survey respondents noted the following as successful sustainability practices in the company: the recycling of packaging materials, strategically locating future stores in underserved communities, continuously innovating its business model, and providing equal employment opportunities.

Meanwhile, respondents suggested for the Company to create sustainability goals such as reducing wastes and use of single-use items and more community engagements. They noted that having access to tangible results, trackable and clear sustainability KPIs, support from upper management, and facilitating regular meaningful conversations on business improvements will make stakeholders feel part of the Company's sustainability journey.

At the same time, AllDay recognized how essential corporate governance is to creating sound and strategic business management. Therefore, the company takes pains to adhere to the highest ethical standards and practices in the conducts of its business.

MATERIALITY MATRIX

AllDay 2021 Materiality Matrix



RANK	TOPICS
1	Ethical Business Practices
2	Customer Satisfaction
3	Regulatory Compliance
4	Tax
5	Responsible Supply Chain
6	Economic Performance
7	Governance
8	Marketing and Promotion
9	Training and Development
10	Local Employment
11	Well-being
12	Procurement Practices

RANK	TOPICS
1	Climate Change
2	Occupational Health and Safety
3	Energy
4	Waste Management
5	Water Use
6	Eco Products
7	Local Employment
8	Procurement Practices
9	Training and Development
10	Occupational Health and Safety
11	Climate Change
12	Water Use

STAKEHOLDER ENGAGEMENT 2-28

AllDay's sustainability journey entails building relationships and collaborations with important groups and teams who influence how the company continues to grow and make its impact on communities where it operates. The company utilizes a variety of channels to ensure open and accessible communication with these stakeholders:

ENGAGEMENT	FREQUENCY	KEY TOPICS AND CONCERNS	COMPANY'S RESPONSE
CUSTOMERS INTERNAL			
1. Customer satisfaction 2. Viber Community 3. Website: www.allday.com.ph 4. Social Media 5. Feedback and suggestion form	As Necessary	1. Safe Shopping 2. Customer data privacy 3. Stock availability 4. Shopping and payment channels 5. Convenience and accessibility	1. Digitized services: 1.1 Personal shopper service 1.2 24/7 delivery 1.3 Same day delivery 1.4 Contactless payment 1.5 Self-checkout counters 1.6 Smart shopping through allday.com.ph 2. Adherence to Data Privacy Act 3. Use multi-layer security technologies on customer data 4. Adherence to laws and regulations on health, food and cosmetic products 5. Implementation of safety protocols set by IATF and LGUs
EMPLOYEES EXTERNAL			
1. Social media and email 2. Team-building sessions 3. Performance evaluations 4. Training and development sessions 5. Jumpstart 6. Bonding	1. Regularly 2. Annual 3. Annual 4. Regularly 5. Quarterly 6. Quarterly	1. Career longevity and retention 2. Competitive salary and benefits 3. Continuous learning and growth 4. Safe workplace during COVID-19 Pandemic	1. COVID-19 response 1.1 Work-from-home arrangement 1.2 Shuttle services 1.3 Facilitated Rapid and RT-PCR tests 1.4 Access to free COVID-19 vaccine 1.5 Regular screening for COVID-19 symptoms 1.6 Implementation of safety protocols set by IATF and LGUs 1.7 Temporary waive of attendance 1.8 Digitized recruitment process 2. Other health and safety protocols 2.1 Regular cleaning and sanitation of office 2.2 Annual physical examinations and health care plans 2.3 Participation in earthquake and disaster response drills 2.4 First aid kit 2.5 Certified Philippine Red Cross basic emergency professional 2.6 Adherence to OHS laws and regulations 3. Review of salary and compensation packages 4. Online training and development sessions 5. Diverse and inclusive workplace culture
REGULATORY BODIES EXTERNAL			
1. Submission of requirements 2. Company disclosure submissions 3. Correspondences 4. Physical and virtual meetings 5. Examinations and audits	Regularly, as scheduled and as necessary	1. Compliance to financial, environmental, employee, and other social regulations 2. Timeliness and completeness of disclosures 3. COVID-19 response	1. Timely submission of requirements for renewal or acquisition of permits/ licenses 2. Coordination with LGUs and national agencies for compliance 3. Timely and complete submission of necessary disclosures 4. Response to queries 5. Strict implementation of safety protocols set by IATF, DOLE, LGUs, and other agencies
COMMUNITIES EXTERNAL			
1. Community consultations 2. Social media 3. Live chats 4. Viber groups	As Necessary	1. Livelihood and job generation 2. Safety of operations 3. Health and livelihood programs 4. Accessibility to stores	1. Providing employment to local communities 2. Sourcing fresh goods from local markets 3. Locating stores in underserved communities 4. Corporate Social Responsibility Activities: 5. Implementation of environment-friendly practices
INVESTORS AND SHAREHOLDERS EXTERNAL			
1. Annual Stockholders' Meetings 2. Special Stockholders' Meetings 3. Analysts' Briefings 4. One-on-one meetings	1. Annual 2. As necessary 3. Quarterly 4. Per request	1. Financial sustainability 2. Ethical operations 3. Long-term plans	1. Company updates and disclosures 2. Board meetings 3. Fair presentation of financial statements certified by one of the top 4 audit firms 4. Company policies on sound business practices 5. ERM, Risk Management Policy and Business Continuity Plan 6. Financial risk mitigation strategies
SUPPLIERS EXTERNAL			
1. Accreditation Process 2. Business Performance Reviews 3. Email and phone	1. As Necessary 2. Monthly and Annual 3. As Necessary	1. Transparency in accreditation and procurement processes 2. Disrupted operations due to the COVID-19 pandemic 3. Supplier data privacy 4. Corruption practices	1. Products made outside the Philippines are purchased from distributors in the Philippines or from third parties who import these products into the Philippines. 2. Large network of suppliers 3. Review of supplier base and processes 4. Adherence to Data Privacy Act 5. Adherence to company policies and procedures

CONTRIBUTION TO THE UN SDGs

2-23

AllDay has been keen to align programs and initiatives with the global movement that is driven by the UN Sustainable Development Goals (UN SDGs) and its objective of ensuring progress is inclusive and leaves no one behind.

AllDay continues to take a proactive stance in the responsible and sustainable conduct of its business to benefit all of its stakeholders, including the protection of their health and safety during a time of crisis such as the COVID-19 pandemic.



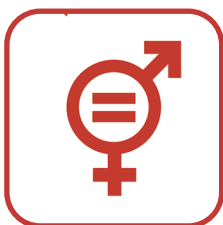
SDG 2 ZERO HUNGER

AllDay offers its fresh and food items to communities where it is present in. This contributes to the supply of accessible food in different parts of the country. Moreover, the Company also distributes food items to malnourished and undernourished people in orphanages, schools, churches, and communities in partnership with the PH Food Bank Foundation.



SDG 3 GOOD HEALTH AND WELL-BEING

As part of the Company's effort to ensure the safety of its employees and its customers, the Company has reached its goal of 100% vaccination for its entire workforce across its stores nationwide. All eligible employees have received their second dose of the COVID-19 vaccine. Booster shots were also provided by the end of 2021. This served as another layer of protection added to the Company's existing health protocols which are strictly implemented in stores to ensure a safe and clean environment – boosting consumer confidence.



SDG 5 GENDER EQUALITY

Currently, majority of the executive positions are held by female officers. AllDay ensures that both male and female employees are provided just and humane treatment, equal employment opportunity and protection from any harm and discrimination. Its practices are set to be aligned for compliance with the requirements of due process aside from making sure that sound and clear Company policies, rules and regulations are implemented.



SDG 8 DECENT WORK AND ECONOMIC GROWTH

Store expansions provide employment and business opportunities to the nearby communities. Retail trade fosters economic growth through the extensive and reliable supply chain from different local suppliers and the establishment of a wide retail network across the country, resulting in job creation and employment opportunities for people living in nearby communities around AllDay stores. In 2021, an average of 35 employees and workers were hired per new store.

Aside from employment opportunities in all our stores, AllDay launched the Reseller Program which provided livelihood opportunities for Filipinos during the Christmas season. This program allowed customers to be resellers of AllDay's pre-packed and customized Christmas baskets. The initiative supported entrepreneurship and growth of micro-sized enterprises. The program was monitored through reseller sales monitoring and sales performance of multiple partner resellers.



SDG 11 SUSTAINABLE CITIES AND COMMUNITIES

AllDay's stores are optimally positioned to promote the development of sustainable communities. Located inside, adjacent, or near settlements, the company makes essential goods and sustainable options easily accessible for members of the community.



SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

By promoting the use of eco-friendly bags instead of single-use plastics, AllDay encourages customers to help reduce the volume of wastes generated by retail activities and therefore promote awareness and protection of the environment.

CUSTOMER EXPERIENCE

CUSTOMER SATISFACTION ³⁻³

AllDay is designed for customers in the upper middle and upper income segment. Our in-store and online experiences are emphasized and elevated to suit their premium tastes. We offer vast product selection, convenient store locations, and intuitive services via our e-commerce website, Personal Shopper, and Self-Check Out Counters. Topping these off, we boost our stores' aesthetics with mood-boosting lighting and curated interior design.



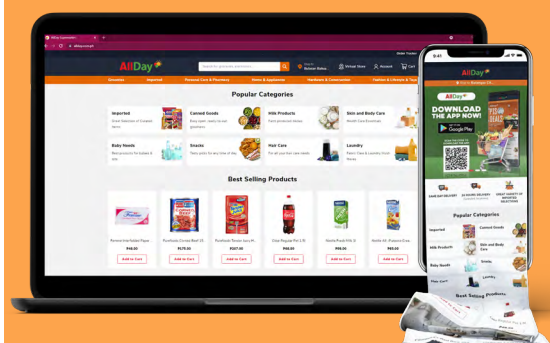
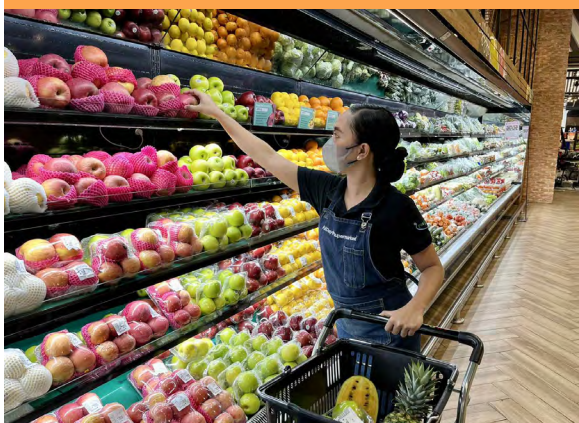
AllDay scored
8.02/10
in 2021

The company received an average score of 8.02 on its 2021 Customer Satisfaction Surveys. Well within the range of previous surveys, with pre-pandemic rating averaging 8.5 for the then 18 stores operated. Heightened consumer expectations during the pandemic period and the addition of new stores contributed to this slight decline. These results highlight an opportunity to address the heightened consumer expectations as the market becomes more technology-savvy.

In line with our thrust of keeping customers satisfied, we welcome customer concerns and do our best to resolve them in a timely and satisfying manner. In 2021, most customer concerns were on product availability and visibility in our online platforms. These include out-of-stock items still appearing in the online order page, order status not updating, and incorrect or incomplete items being released to customers.

And as the transition to online continues to evolve, we continue to enhance our inventory management system and work on effective and efficient resolution of customer concerns through our customer experience channels.

In 2022, the Company plans to extend its customer experience channel through an in-store customer satisfaction feedback mechanism.



Innovation 3-3

AllDay is guided by customer insights in designing continuous process improvements and identifying possible innovative opportunities. Relevant information are gathered from all available platforms using established processes such as internal and customer surveys, industry report reviews, trade show participation, and industry benchmarking.

These keep us abreast of changes in customer preferences, enabling us to accurately forecast and manage fluctuations in customer demand.

Regular training for in-store personnel is also conducted as part of AllDay's effective store management and operation to ensure every AllDay employee is enabled to contribute to our drive for innovation and customer satisfaction.

Accessible Customer Service

We have set up a Customer Experience team and strengthened our customer experience channels such as email, contact form via AllDay's website, and Facebook page which are accessible to customers at any time.

Progressive Web Application (PWA)

Throughout the pandemic, AllDay concentrated in making online channels more useful and engaging and fast-tracked improvements to our e-commerce website by utilizing the Progressive Web Application (PWA).

PWA is a web development nomenclature for websites that adopted a user interface that functions like a mobile application without having to install the application on the device. It helps ensure a uniform experience across all AllDay digital platforms. This also allows to feature the same streamlined and intuitive experience on both mobile and desktop. Because of this, experience is improved due to ease of use and loading speed. The platform is accessible to any mobile operating systems for Android and Apple users. Customers may also choose to download AllDay Supermarket in Apple's App Store and Google Play.

MoEngage

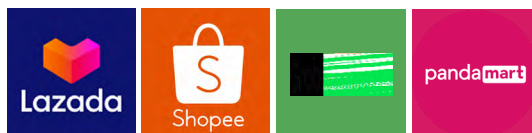
3-3

In addition, we optimized web traffic coming into the e-commerce platform through MoEngage – a marketing automation service which uses triggers such as first time use of the platform or abandoned carts to push relevant promotions to drive higher conversions. Prior to automated marketing, AllDay would send blanket communications to all customers, leading to inefficiencies in media spend. With MoEngage, AllDay has marketed through a more targeted communication which provides insights on the audience and best performing promotions. This was launched in the e-commerce platform in November 2021.



Building Partnerships

Believing in the power of partnerships, AllDay continues to cultivate our relationship with the country's top e-commerce aggregators and on-demand service providers such as Grab, Pandamart, Lazada, and Shopee.



Zero

substantiated complaints in 2021

AllDay ensures that its digital systems are protected and maintained in accordance with the guidelines set by the Department of Trade and Industry (DTI), the Data Privacy Act of 2012, and the Company's Code of Business Conduct and Ethics. We promulgate a strict policy that prohibits deliberate disclosures of data, submission of fraudulent documents, misrepresentation, and falsification of any kind, and disclosing, leaking out or revealing confidential or classified information, technique, method and Company secret to unauthorized person or employee.

The Company also recognized that channels such as the COVID-19 Tracker, e-commerce platform, and AllRewards Loyalty Program are vulnerable to data security risks due to their external-facing nature and the sensitivity of personal data collected by these platforms. For this reason, the Company presents a Data Privacy Consent before the customers share their information.

To provide the appropriate protection, AllDay uses a multi-layer of security technologies from Anti-Virus to IPS/IDS (Intrusion Prevention System/Intrusion Detection System) on its data centers. Third-party risk assessments are performed semi-annually to determine security improvements and to check if multi-layer security technologies are in place. Additionally, for external-facing applications, AllDay uses SSL/TLS (Secured Socket Layer/Transport Layer Security) based security. For employees in the work-from-home setup, the Company provides an IPSec VPN Client and Zero Trust Network Access (ZTNA) for corporate resource access.

ZTNA enforces granular, adaptive, and context-aware policies for providing secure and seamless Zero Trust access to private applications hosted across clouds and corporate data centers, from any remote location and device. That context can be a combination of user identity, user or service location, time of the day, type of service, and security posture of the device.

On assessment of user identity, device identity, and other contextual factors, ZTNA allows "least privilege" access to specific applications, and not the entire underlying network to any user with valid login keys, reducing the attack surface and preventing lateral movement of threats from compromised accounts or devices.

ZTNA builds upon the concept of "Zero Trust", which asserts that organizations should not trust any entity, whether inside or outside the security perimeters, and instead must verify every user or device before granting them access to sensitive resources, ensuring data safety and integrity.

The Company plans for continuous improvement of security controls through a waterfall model of a seven-point objective:

- 1. Audit for existing system:** Conduct system hardening assessments against resources using industry standards from National Institute of Standards and Technology (NIST), Microsoft, Center for Internet Security (CIS), Defense Information Systems Administration (DISA), etc.
- 2. Strategy for systems hardening:** Create a strategy and plan based on risks identified within the technology ecosystem and use a phased approach to remediate flaws.
- 3. Immediate patching of vulnerabilities.** Utilize automated and comprehensive vulnerability identification and patching system.
- 4. Network hardening:** Ensure the firewall is regularly audited, and remote access points and users are secured.
- 5. Server hardening:** All servers are in a secure data center and are segregated appropriately.
- 6. Operating system hardening:** Apply operating system (OS) updates, service packs, and patches automatically.
- 7. Elimination of unnecessary accounts and privileges:** Enforce least privilege.

HEALTH AND SAFETY 3-3, 416-2



Zero

substantiated complaints in 2021



Zero incidents

of non-compliance with FDA licenses

The protocols established in our stores include the use of StaySafe and QR code apparatuses in entrances, for contact tracing. Temperature checks are also done for customers coming in the stores. There are floor markings to guide customer traffic within stores for social distancing and assurance of adherence to IATF guidelines. Total store disinfection is conducted once a month and deep sanitation is regularly performed in all store locations.

And in addition to providing a beautiful in-store experience for our customers, our self-service counters are another innovation designed to provide an added layer of safety. The self-service kiosks are a direct answer to the market's need for efficiency as well as its desire for additional safety measures, providing a dual benefit of customer option for non-face to face interactions while still receiving the full benefit of the in-store experience.

Furthermore, AllDay's digital services have also been a major factor in ensuring the health and safety of customers, who can do their shopping online. In both environments, customers are assured of safety as our digital services and in-store services both comply with all applicable government regulations. As a responsible enterprise in the retail sector, the Company adheres to all regulations relating to health, food, and cosmetic products:

- FDA Rules and Regulations
- The Food Safety Act
- The Livestock and Poultry Feeds Act
- The Meat Inspection Code
- The Philippine Food Fortification Act
- The Food, Drug and Cosmetics Act

Potential risk associated with chemicals is not considered as a major hazard in AllDay's day-to-day operations. Any issue regarding product expiry is met with quick action. Store heads are responsible by automatically seeking out dialogue with the customer concerned and replace an item as needed.

MARKETING AND PROMOTION 3-3, 417-2, 417-3



AllDay leverages technology to optimize marketing strategies that allows us to create engagements and initiatives that attract customers and earn their patronage. The Company's clear vision of offering Filipino shoppers with a curated retail experience and a premium vibe is supported through stores that exude aesthetics, comfort, accessibility, and convenience. While no two AllDay locations are alike in design, they all deliver farm-fresh produce, local and global brands, enjoyable hubs like the Paluto and Gastrovilla sections, as well as digital integration.

By providing Filipino consumers an elevated, modern grocery shopping experience built on a foundation of premium in-store journey and innovative consumer solutions, AllDay's unique brand personality has helped make us a leading player in the mid-premium supermarket segment.

The Company also conducts promotional campaigns to support categories, such as health and beauty, fresh foods, and its international selections.

Each approach uses campaigns on the digital channels, saturation (mailers and flyers), Out of Home (OOH) materials including billboards, outdoor materials such as lamp post banners along major thoroughfares to create awareness for AllDay product offers in-store.

In 2021, AllDay implemented a thematic campaign to support its Initial Public Offering under the message "Always Innovating" which was implemented via digital channels (ads in Facebook, Google, and Youtube) and print media. Online content creators were tapped to talk about AllDay's innovations. In the same year, AllDay also utilized Facebook and Google ads to market its monthly calendar of activities that are invariably a menu of price offers for regular customers.

AllDay's website traffic in 2021 showed remarkable improve-



AllDay employs a two-pronged marketing approach for brand building:

- Thematic campaigns that speak to the broad AllDay customer experience and build the AllDay brand
- Tactical campaigns that capitalize on Supermarket seasons specifically summer, school year and Christmas.

ment, a direct testament to the campaigns implemented to raise AllDay's profile and drive people to the e-commerce website. The Facebook page also expanded its reach – from barely registering at below 1,000 impressions per month in 2020 to over 4,000 impressions per month in 2021, with record highs in August 2021 at over 15,000 impressions.

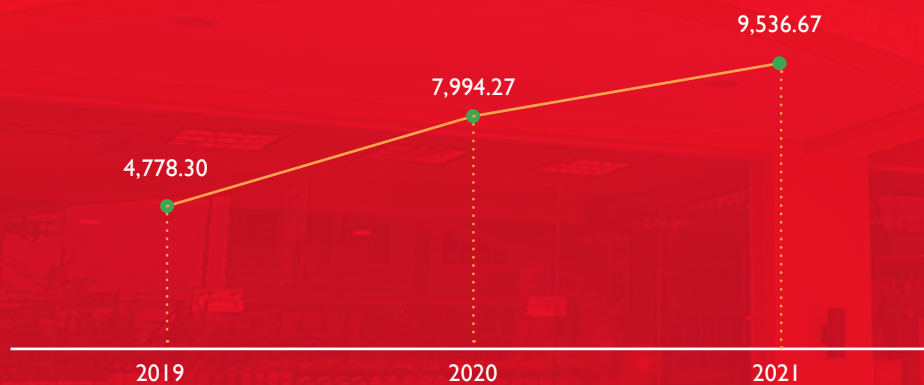
PROFIT

ECONOMIC PERFORMANCE 3-3, 201-I

AllDay has focused on ensuring capability to sustain growth for the business not just in the short-term but also over the long-term. The Company has been consistent in its commitment to execute and successfully operate a clearly differentiated supermarket model that can continue to deliver outstanding results for the benefit of all stakeholders.

DIRECT ECONOMIC VALUE GENERATED

—●— PhP millions



DISCLOSURE	Amount (in million PhP)
Direct economic value distributed:	
a. Operating costs	1,421.17
b. Employee wages and benefits	118.23
c. Payments to suppliers, other operating costs	8,064.61
d. Dividends given to stockholders and interest payments to loan providers	6.25
e. Taxes given to government	194.18
f. Investments to community (e.g., donations, CSR)	1.07

The Company's efforts resulted in a net income of PhP386 million for 2021, up from PhP220 million in 2020 and PhP98 million in 2019. This translates to a compound annual growth rate of 131.4% since 2017, demonstrating AllDay's successful expansion strategy over the years.

AllDay follows the principles of Transparency, Materiality, and Completeness in financial reporting. We keep stakeholders informed of financial activities with regular and timely reports using proper channels. Moreover, the Company's fair presentation of financial results, certified by one of the top audit firms in the country, demonstrates a commitment to transparency.

At the same time, AllDay has been prudent in managing risks that the Company is exposed to. We strive to always improve margin efficiencies through better product sourcing. Cost control measures are also in place to maximize operational efficiency. Other financial risk-mitigation strategies the Company has in place include:

- Selection of strategic locations for store network
- Capitalizing on synergistic relationships with affiliates (i.e., Vista Land's access to prime locations across the country and consolidated purchases for similar product needs; pool of third-party contractors/builders in the Villar group; primary captive market from Villar group residential communities).
- Effective cash and collection management
- Sound cost and operating expenditure control
- Strategic and periodic merchandise purchases to maximize volume discounts and logistics requirements
- Efficient loan management

In addition to profitability, AllDay considers sustainability in all its decisions, including those pertaining to the Company's growth, to ensure that it benefits the welfare of its employees and the environment.



22%
for operations



3%
for employee wages
and benefits



69%
for suppliers



1%
for investors and
stockholders



5%
for taxes



<1%
for community
investments

TAX 3-3, 207-1, 207-2, 207-4

The Audit Committee oversees the Company's tax compliance and ensures the Company keeps pace with evolving tax regulations. With its guidance, risk management and tax planning are done to examine financial situations, minimize tax burden, and maximize tax relief and credits based on the Company's policies and declarations, as well as stockholder engagement and relevant laws and regulations.

One such regulation was signed last March 26, 2021. Republic Act (R.A.) No. 11534 or the Corporate Recovery and Tax Incentives for Enterprises (CREATE) Act was signed into law and declared effective beginning July 1, 2020. The following are the major changes brought about by the CREATE Act that are relevant to and considered by the Company:

- Regular corporate income tax (RCIT) rate was reduced from 30% to 25% starting July 1, 2020
- Minimum corporate income tax (MCIT) rate was reduced from 2% to 1% starting July 1, 2020 until June 30, 2023
- The allowable deduction for interest expense is reduced from 33% to 20% of the interest income subjected to final tax

As a result of the application of the lower tax rate, the current income tax expense and income tax payable were lower by P1.2 million than the amount presented in the 2020 financial statements. Such amount was therefore charged to the 2021 profit or loss.

Tax accounting, compliance, advice, planning and other form of tax services are not rendered by the appointed external auditor of the Company, but are secured from other entities. And as of December 31, 2021, the Company does not have any final deficiency tax assessment from the BIR nor it does have tax cases outstanding or pending in courts or bodies outside of the BIR in any of the open taxable years.

DISCLOSURE	AMOUNT in millions
Revenues from 3rd-party sales	₱9,536.67
Profit/Loss before tax	₱444.59
Tangible Assets	₱5,833.55
Corporate Income Tax paid on a cash basis	₱26.55
Corporate Income Tax Accrued on Profit/Loss	₱18.21



SUPPLY CHAIN 308-2, 414-2

As the Company derives revenues from outright sales and sales of concession products, business success is contingent on retaining existing suppliers and concessionaires while attracting new ones on favorable terms and conditions. Maintaining good relationships with current and future partners is a key factor for long-term business success.

Our five largest suppliers constituted 20% of sales for 2021¹.

It is by making the right choices on supplier-partners that the Company has been able to build and maintain longstanding relationships with a broad range of national and multinational suppliers across all product categories. This has helped us remain competitive in both variety and price that meet market demand.

98%

of procurement budget for store operations were spent on local suppliers

With a sourcing network of around 1,000 suppliers and concessionaires, AllDay avoids reliance on any single or limited number of suppliers, allowing the Company to curate a well-balanced inventory of imported products and well-known local delicacies/products. AllDay pays special attention as this is a point of differentiation from its competitors.

Imported and locally manufactured products are selected based on their marketability. The Merchandising Team monitors each store's profitability and, if needed, adjust merchandise mix. All new product offerings from suppliers in the Philippines and abroad are assessed carefully by the Merchandising Team. Products made outside the Philippines are purchased from distributors in the Philippines or from third parties who import these products into the Philippines.

The selection policy for suppliers includes consideration of the suppliers' location, brand reputation, capacity to supply, ability to deliver on time, and compliance with the Company's requirements. We work only with suppliers who share our corporate values and business ethics.

The most critical risk to the Company is the strength of its supply chain – our suppliers' capacity to consistently and reliably supply is related to their strengths in manufacturing, logistics and processes to deliver goods to provincial

stores. Indeed, the entire supply chain industry proved their resilience amidst the COVID-19 pandemic crisis which disrupted operations of business partners and third-party suppliers and disrupted supply chain of materials, facilities, and other products due to travel restrictions, quarantines, closure of factories and facilities.

AllDay mitigates supply chain risks by creating parameters and metrics that depend on the criticality of situation. For instance, supply chain issues such as vendor supply insufficiency, port congestion, raw material stock outs, and vendor logistics issues are immediately addressed by maintaining a safety stock level that is good for 30-90 days. These measures are aligned with the Company's financial targets. For provincial stores, we also set a buffer to sustain availability of merchandise in stores should there be delays in transportation. This is also done during peak season when projected demand is high.

AllDay's supply chain group works closely together to ensure a sustainable inventory using the most efficient processes in procuring, handling, and storing to maximize support while minimizing costs for the business.

An auto-replenishment system is used to manage inventory and ensure that orders are placed at the right time and in the right quantity. This system is guided by sales projections, which are typically based on historical sales data as well as projected market trends. Concessionaires bear the costs and inventory risk in concession arrangements until the product is sold.

The Company maintains transparency with vendors and category buyers/managers through monthly business performance reviews. Meanwhile, more strategic and lengthy business reviews with suppliers are done annually. Through these, AllDay discusses performances, critical issues, and relevant plans. It also records, documents, and resolves issues with suppliers through incident reports (IR). Vendor contracts are not automatically terminated. Incidents are investigated and actions are taken depending on the gravity of the issue.

Aligned with the overall business strategy, our supply chain approach is also focused on continuous improvement. Part of this strategy is an initiative to further strengthen Global Sourcing. The Company will therefore continue to take good care of its suppliers by bolstering transparency between parties, making sure that AllDay is the top of mind and considered a priority business partner. Another project currently being rolled out is the Procurement Automation system, aiming to increase efficiencies and reduce human error in orders.

Since AllDay aims to champion business and environmental responsibility, the Company plans to include in the selection criteria that suppliers demonstrate good procurement and sustainability practices as part of their mechanisms and processes. These are just among the improvements that we continue to implement as we focus on sustainable growth of the business.

¹Outright sales and concession sales

PEOPLE

2-7, 405-1

250
employees in 2021

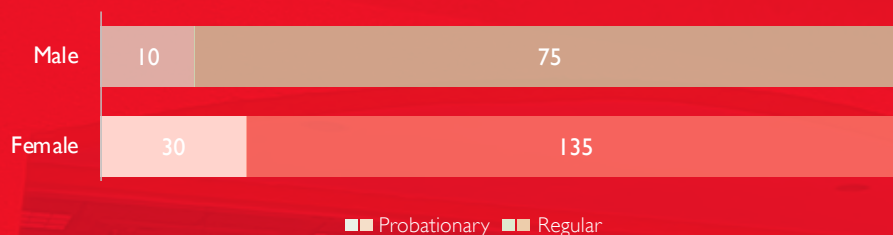


34%



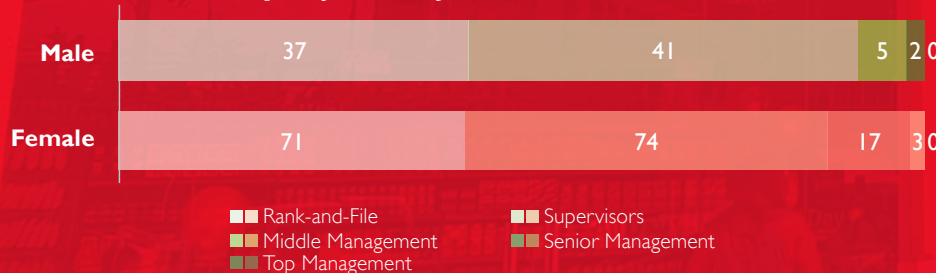
66%

Employees by Contract in 2021



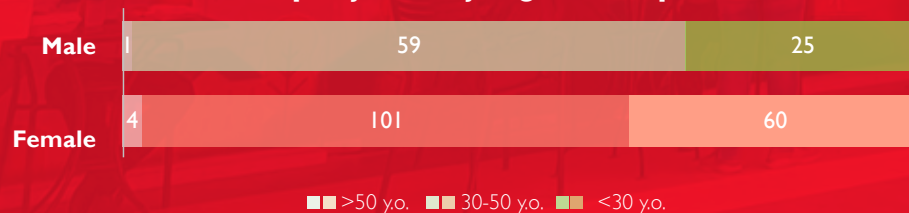
38%
new hire rate
401-1

Employees by Position in 2021



<5%
turnover rate

Employees by Age Group in 2021



100%
of employees are
Filipino nationals
202-2

The Company's success is contingent not only upon the quality of our products but also the quality of our service that is delivered by our people. Our ability to recruit, retain, and train an effective workforce equipped with the necessary skills and knowledge to serve customers has been key to our continued growth.

AllDay's expansion strategy has created more job opportunities in local communities where new stores were located and has also resulted in continued revenue growth for the business.

Therefore, we developed a strong human resources program that provides a competitive compensation package and fosters positive relationships with our regular employees as well as third-party manpower service providers (security and manpower agencies) who assist in regular operations and new store openings.

This program is supported by a recruitment process that leverages online connections with promising talent. AllDay digitized its recruitment process and asynchronous job interviews were discovered to be an effective tool in the hiring process by the recruitment team. Video interviews have been beneficial for virtual hiring as they allow for a more objective evaluation of candidates while also helping save time for both parties.

Although the COVID-19 crisis brought about challenges especially during the implementation of the community quarantines when the Company had to temporarily reduce its workforce and arrange alternative work arrangements, the

organization remained stable as we doubled down on communication efforts to protect employees' and clients' health, safety, and well-being while ensuring the business's continuity.

Today, AllDay remains an inclusive workplace that nurtures a corporate culture where all voices are heard and valued. Management promotes diversity and inclusion in the workplace and practices non-discrimination. Additionally, the Company has developed a multigenerational workforce and successfully increased employee engagement.

The Company recognizes the value of a diverse culture, encouraging women to take on leadership roles as we institutionalized a non-discrimination policy in our recruitment and promotion processes. All these are fully aligned with the regulations set by the Department of Labor and Employment (DOLE). The policy ensures that people are chosen for job fit and competencies, with no discrimination or preference based on gender, age, disability, educational attainment, race, or religion.

Looking forward to the years following the pandemic, as the national economy recovers and further strengthens, the Company recognizes the need to hire additional personnel to handle its expansion plans. We expect to hire approximately 60 to 70 new employees in the next 12 months primarily for the new stores, subject to the changing needs of the business and prevailing market conditions.



WELL-BEING

BENEFITS 401-2

In addition to statutory benefits required under Philippine labor law, the Company provides a range of incentives to its employees, including Health Maintenance Organization coverage, car plan, mobile phone plan, store purchase discount, allowances, and paid leaves such as sick leave and vacation leaves.

List of Benefits	Y/N	% of female employees who availed in 2021	% of male employees who availed in 2021
SSS	Y	15%	14%
PhilHealth	Y	10%	1%
Pag-IBIG	Y	8%	6%
Parental leaves	Y	9%	2%
Vacation leaves	Y	72%	71%
Sick leaves	Y	58%	49%
Medical Benefits (aside from PhilHealth)	Y	12%	7%
Housing assistance (aside from Pag-IBIG)	Y	0%	0%
Retirement fund (aside from SSS)	N	N/A	N/A
Further education support	N	N/A	N/A
Company stock options	N	N/A	N/A
Telecommuting	N	N/A	N/A
Flexible working hours	N	N/A	N/A

Parental Leaves 401-3

Indicators	Male	Female	Total
Total number of employees that were entitled to parental leave	38	107	145
Total number of employees that took parental leave in 2021	2	15	17
Total number of employees that returned to work in 2021 after parental leave ended	2	13	15
Return to work rate	100%	87%	88%
Total number of employees who availed the parental leave in 2020 and returned to work in 2021	0	2	2
Total number of employees that took parental leave in 2020	3	12	15
Retention rate	0%	17%	13%

Solo Parental Leaves 401-3

Indicators	Male	Female	Total
Total number of employees that were entitled to parental leave	0	2	2
Total number of employees that took parental leave in 2021	0	2	2
Total number of employees that returned to work in 2021 after parental leave ended	0	2	2
Return to work rate	-	100%	100%
Total number of employees who availed the parental leave in 2020 and returned to work in 2021	0	0	0
Total number of employees that took parental leave in 2020	0	2	2
Retention rate	-	0%	0%

HUMAN RIGHTS

2-25, 2-26, 2-30, 3-3

AllDay ensures that employees are treated fairly and humanely, that they have equal employment opportunities, and that they are protected from harm and discrimination. The Company strives to protect the human rights of our employees and we have instituted anti-discrimination policies and guidelines towards this goal.

Apart from ensuring that sound and clear Company policies, rules, and regulations are implemented and practiced by all, established policies are clearly communicated through periodic training sessions and new employee orientations. This aims to raise awareness on our stand on diversity and inclusion, our expectation for everyone to respect differences in all aspects, and respond to complaints of discrimination promptly and with utmost confidentiality.

Employees are regularly reminded of the Company's core values and the importance of showing respect for one another, including one's personal boundaries. The HRD promulgates the Code of Discipline and relevant labor laws as it implements disciplinary actions on erring employees.

**Zero employees are
part of a union**

**Zero employees are
under a CBA**

The Company prohibits retaliation against anyone who brings a complaint or raises any work-related concerns. AllDay believes that two-way communication is an effective way to ensure that everyone can voice their concerns with the assurance that they will be treated fairly and with utmost confidentiality. This fosters loyalty and results in increased productivity.

Grievance procedures and complaint mechanisms are in place to hear and investigate reports and allegations of human rights violations. Due process is followed for cases of policy violations. Potential issues and concerns are identified and gathered by the Department Heads before they escalate into formal grievances.

Grievance procedures are also available to suppliers who may report complaints or issues through email or phone communication channels.

Communication channels for any employee concerns:

- Meetings
- Pep talks
- Store visits
- Structured suggestion systems
- Employee surveys

Such grievances are dealt with promptly, fairly, and in accordance with the Company policies. Officers or employees who witness or who were subjected to workplace harassment or discrimination must immediately report incidents to the Committee on Decorum and Investigation or Employee Relations of the Human Resources Department (HRD). The Committee conducts the investigation into the incident and, upon completion, notifies all parties of the outcome and decision.

The Company aims to proactively identify and act upon actual and potential human rights risk for staff and other service providers who work with us. We conduct due diligence by studying our own policies and processes, and engaging with stakeholders for collaborative action. This enables better visibility on operational processes, reduced attrition, improved hiring and training and enhanced reputation and credibility.

AllDay continues to develop new and innovative strategies for engaging a diverse and dynamic pool of talent and increasing participation at all levels. The importance of encouraging employee participation helps improve AllDay's products and services such that Management's decision-making process will continue to include a summary of employee concerns, thoughts, and recommendations.

SAFETY

3-3, 403-1, 403-2, 403-4

AllDay is committed to providing a safe and healthy environment for our employees and our customers. In accordance with Section 32 of Republic Act 11058 on Occupational Safety and Health and the provisions of DO 198-18 Implementing Rules and Regulations, we implement a Health and Safety Policy enabled with a robust Occupational Health and Safety Management system.

AllDay identified a Safety Officer for each area who are responsible for promoting the health and safety policy program, resolving worker health and safety complaints and monitoring compliance with health and safety regulations. Our Safety Officers have completed DOLE-mandated safety officer training on fundamental occupational safety and health.

Just as important, the Company emphasizes that health and safety is everyone's concern and responsibility, and that everyone should always be careful and be aware of how to protect oneself from potential danger.

Through regular site inspection, audit and assessment, the Company identifies areas that needs to be checked and regularly monitored. Employees and authorized personnel such as Safety Officers and security personnel can report directly to the Facilities Management department if they notice any work-related hazards. This enables the concerned department to promptly address the issues identified.

In 2021, there were reported bruises (3), dislocations (1), and muscle strains (1) which are caused by lifting merchandise on racks and these were addressed through reminders on proper use of equipment as well as orientation on how to properly handle merchandise to avoid injuries and harm.



2,416
Man-hours
Safe Man-Hours



2,496
Man-hours
Number of hours worked



30

Safety drills participated
403-5



0

Work-related fatalities
and ill-health since 2019
403-10



5

Work-related injuries
403-9



5

Lost time
accidents



0.8

Incidence Rate



2

Severity Rate⁹



10

Lost Days

Disease Prevention 403-3, 403-6

AllDay ensures its facilities are conducive to the well-being of employees by upholding policies on occupational health and safety.

Disease transmission is reduced by providing adequate ventilation and sanitary facilities. A monitoring system is also used to ensure that the facilities are kept in good condition and that all employees are safe.

In compliance with the DOLE guidelines on workplace policies to manage Tuberculosis, Hepatitis B, and HIV, the Company promulgated guidelines for the prevention and control of these health risks. AllDay facilitates a referral system to provide assistance and to offer the best management and treatment of these cases.

Furthermore, regularized employees and their eligible declared dependents are automatically enrolled in a health care plan provided by a partner health maintenance organization (HMO) to assist them in managing their health and resolving medical issues. They are also entitled to paid sick leave as part of their employment benefits package. Annual medical exams are performed to confirm previous findings, aid in the early detection of occupational and non-occupational diseases and evaluate the impact of employee exposure to health hazards.

Safety Trainings 403-5

AllDay encourages employees to take an active role in health and safety and provides opportunities for training on the topic.

Annually, selected employees in each work area are also offered a variety of free health and safety training programs, such as Basic Occupational Safety and Health (BOSH) and First Aid.

In 2021, the trainings were delivered through the online Zoom platform. The level of safety training is proportional to the level of risk inherent in the job. These trainings ensure that each department has a member who possesses the knowledge and skills required to ensure safety and respond appropriately in emergency situations. For trainings held off-site, attendees are provided with meals, transportation, and a copy of their training certificate.





COVID-19 Response 403-7

The main goal of the Company's health and safety policy is to ensure that both employees and customers are safe, so all employees are properly oriented, and first responders and safety officers are properly trained, especially in COVID-19 protocols. Safety Officers ensure that prevention and control procedures are strictly followed:

- Employees are asked to fill out a Daily Health Symptoms form, monitor their temperature, wash their hands frequently, maintain physical distance, and limit face-to-face interaction.
- In addition to regular disinfection and cleaning of work areas and common spaces, posters and print resources about COVID-19 are placed in entrance points of offices and stores.
- Everyone is constantly reminded to follow health and safety protocols, wear masks properly, follow cough/sneeze etiquette, and to always maintain proper personal hygiene.
- Offices have alcohol, a sanitizing footbath, a thermometer, and medicine kits, while employees are provided surgical masks, face shields, alcohol and sanitizer, and personal protective equipment.
- Employees were advised to work from home during the implementation of the community quarantine, and shuttle services were provided to alleviate transportation concerns and reduce the risk of exposure.
- The Company also created a protocol for properly managing cases of those who may have contracted the disease and their close contacts. Employees who are ill or develop symptoms were advised to stay at home, self-isolate, and contact a medical professional for testing and referral. Employees are further safeguarded by on-site annual physical examinations and health care plans for eligible declared dependents. At the same time, educational campaigns and activities encouraged employees to live an active and healthy lifestyle.

AllDay continues to adapt to the new normal and collaborate actively with employees on health and safety programs to ensure a safe shopping experience can be enjoyed in our stores. To foster collaboration, we gather people's ideas and suggestions through employee feedback and surveys conducted through Zoom, Viber, and emails. Moreover, safety training will be continued to keep everyone alert and equipped to protect themselves and the people around them.

TRAINING AND DEVELOPMENT 3-3, 404-2

The Company provides employees with training and other development programs to enable them to effectively carry out their jobs and prepare them for career advancement in the Company. In particular, the Company provides training on operational procedures, covering topics such as customer service, monitoring inventory, returns, security, and cash handling.

In essence, our training programs are designed to boost productivity and performance. Programs are built around clearly defined productive objectives as we believe that our well-trained team members contribute significantly to increased sales. Additionally, training enable proactive planning for future talent requirements associated with expansion.

AllDay's Training Academy determines the required training hours and modules/programs for each employee. The Academy aimed for each employee to undergo at least 8 hours of training and participate to at least 1 program.

In 2021, it was recorded that each employee had 6 hours of training (74% achievement) and 0.22 program participated (23% achievement). Connectivity in remote learning continues to be a significant challenge in training employees, as face-to-face instruction was still prohibited.

As we continue to improve and adjust learning programs, we opted to lower the ideal number of participants per session to maintain engagement and learner participation in a remote learning environment. Secondly, training hours were spread over more sessions resulting to shorter time per meeting (e.g., an 8-hour program is spread out to 4 sessions with 2 hours each). Number of participants were also reduced to a maximum of 20 attendees per session. This ensures that enough time is provided for all participants to raise their questions and clarifications.



In 2021, AllDay provided 24 internal and 13 external training sessions which included the following:

- **Customer Service Program** Given to all frontliners (direct and third-party team members) assigned for in-store operations, this 3-module program covered behavioral and proven techniques of building customer relationship.
- **Personal Effectiveness Program** (Module 1: Executive Presence, Module 2: Strategic Thinking). Given to Supervisors and Managers for both Central office and store operations, this 2-module program helped officers unleash their potential through holistic and practical lessons while learning skills required to make decisions on real-world challenges.
- **Effective Negotiation Skills** (Basic and Advanced). Given to all Merchandising, Marketing, and Purchasing teams, this 2-module

program on effective negotiation was designed to help buyers, category managers, and purchasers to negotiate effectively and ensure win-win transaction for the Company and its suppliers.

- **Digital Marketing.** Given to key officers in the Marketing and Research department tasked to handle digital solutions, this external 15-session online program conducted on Saturdays provided participants with tools to become a smart and capable player on the digital stage and create a powerful digital marketing strategy. This training was conducted by third-party providers, Digital Marketers HQ (DMHQ) and Learning Curve.

The effectivity of our training programs is gauged by the resulting performance. Each employee is evaluated based on skill development, job performance, and adherence to corporate values. In 2021, 100% of employees received career development reviews.

RESOURCES

WASTE MANAGEMENT 3-3, 306-1, 306-2, CG-MR-410a.3

306-3, 306-5



330,199 kgs
carton wastes



596 pcs
bulbs disposed of

The nature of retail business – which is buying, selling, and distributing fresh, food and non-food items – entail the use of cartons and packaging for the merchandise which are identified as the main source of waste from AllDay's operations.

As part of its sustainability strategy, AllDay explores best practices to manage such waste materials and lessen the need for new materials, especially plastics. One such practice currently being implemented in stores is reusing cartons as packaging for customer purchases. Additionally, the stores use paper bags and encourages customers to use eco-bags. By encouraging customers to use reusable bags, AllDay supports the policies and efforts of LGUs to ban single-use plastics. We do our part in promoting the use of recyclable containers and boxes instead of cartons to support the transition to a circular economy.

While most cartons are repurposed as packaging for AllDay customers' purchased merchandise, other

cartons and used papers are sold to recyclers. These cartons that cannot be reused have previously contained chemical products.

For the rest of the waste generated by the Company's operations, including busted fluorescent bulbs, third-party hauler services are contracted for further waste collection. These contracted services are separate from those contracted by Vistamalls. Third-party haulers are accredited by the Environmental Management Bureau (EMB) and are adequately equipped to handle, transport, and treat various types of wastes.

Proper handling of waste materials is communicated to our employees and customers, and they are provided with reminders through in-store signage. Compliance is monitored daily with the assistance of store and security personnel, and a contracted hauler. Store personnel keep track of waste data using log books to record the quantity of waste to be transported by the waste hauler.



ENERGY & EMISSIONS 3-3, 306-1, 306-2, CG-MR-410a.3

302-1

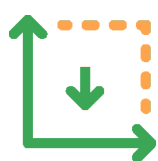


516 L
Diesel

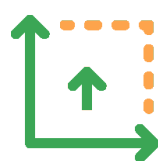


28,478,150 kWh
Electricity

302-3, 305-4



Average of
315 kWh
consumed per sqm



Average of
0.22 tCO₂e
emitted per sqm

305-1, 305-2



SCOPE 1
1.39 tCO₂e

SCOPE 2
20,282.14 tCO₂e

Refrigeration equipment such as freezers, chillers and cold rooms, and direct expansion (DX) type air conditioning systems consumed the most energy for the year. Because of this, AllDay keeps up with the latest best practices to maximize air-conditioning units to lessen its electricity consumption.

For instance, AllDay adjusts the number of operating air conditioner units when the stores are not crowded or when it rains. And it is the Company's practice not to overstock freezers and chillers to prevent over burdening the motor compressors resulting to reduced energy consumption.

Other energy-saving initiatives being practiced are the use of energy-efficient lighting and equipment and turning off devices and equipment when not in use. At the same time, minimal power interruption in 2021

resulted to lower fuel consumption on generator sets. Regular preventive maintenance for generator sets is conducted to ensure their working condition and to guarantee maximum fuel efficiency.

AllDay also recognizes that the Company can contribute to efforts on controlling emissions. With our continuous expansion, the vehicles used to transport merchandise between stores or to customers are the main source of air pollutants from the Company's operations. Through proper inventory planning, AllDay aims to optimize the use of delivery vehicles in order to reduce the intensity of emissions. In addition, company-owned vehicles go through emission testing in compliance with the DENR requirements. For leased stores, the administrative team of Vistamalls conducts in-house physical checking monthly to monitor emissions for the entire mall.

¹ This covers the diesel consumption from stores in Cerritos Mart, Ponti Mart, Tierra Mart, Las Piñas MI, and Cauayan.

² The data covers the wastes generated from 33 stores. The 34th store in Eastlake was newly opened in December 2021 hence, data from the said store will be included in the next reporting year.



WATER USE 3-3, 303-1

303-5



73,802 m³
consumed in 2021

AllDay is conscientious about the efficient use of water resources as water is essential to maintain the sanitation and cleanliness of all stores.

AllDay's ice makers are the most water-intensive appliance in the store. Next highest use of water in our operations is for the maintenance of sanitation and cleanliness in the preparation area of fresh items.

Water is sourced through the mall's water tanks which reliably provide continuous water supply to tenants

such as our stores. At the same time, AllDay stores are connected to the mall's sewage treatment plants to ensure proper management of all effluents.

The Company conserves water resources by maximizing the use of the ice maker and ensuring faucets are turned off when not in use. Ice makers undergo regular preventive maintenance to ensure efficient operation.

COMMUNITY

AllDay is a conscientious and responsible corporate citizen, committed to playing an active role in advocating inclusive progress and development for our communities. Through our drive for sustainable business growth, we contribute to the strengthening of harmonious relationships within communities.

As part of the Villar Group, AllDay participates in the volunteer community programs by the Villar SIPAG Foundation. Within AllDay, we find avenues and opportunities for our people to bolster the spirit of volunteerism and community, and practice corporate values inside and outside the stores.

AllDay has come up with initiatives that benefit customers, communities, and the environment:

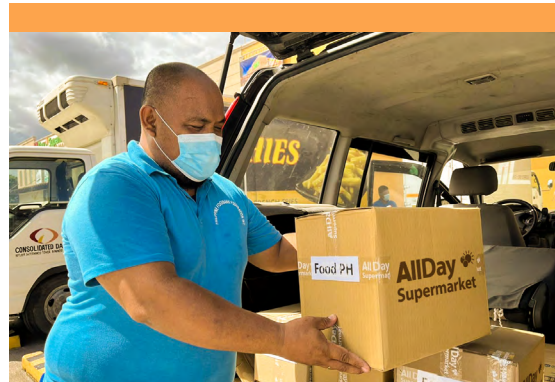
- National Hakot Day**
 Last September, AllDay chose 10 participants whose livelihood had been adversely affected by the pandemic. The chosen participants were given two minutes to “hakot” (“load up”) and shop for all their essential needs for free.
- AllRewards +5 points**
 To encourage customers to use eco-friendly bags instead of plastics, AllRewards members get an additional 5 points for using their AllDay eco-bag or 2 points for using other eco-bags.
- Stepping Stone Coin Bank Partnership**
 AllDay supports the Stepping Stone Foundation in their aim of helping underprivileged special needs children get an educational scholarship and therapy services. Through coin banks placed in our stores, AllDay customers can donate to the cause and help out the foundation. As of 2021, AllDay has collected over PhP15,000 from coin banks.
- Christmas Basket Reseller Program**
 Supporting the entrepreneurial spirit of Filipinos, AllDay launched a Christmas season project and invited its customers to be resellers of pre-packed and customized Christmas baskets. There were 10 resellers who joined the program. They sold 50–100 baskets worth a total of PhP16,000.
- Vaccination Promo**
 In support of the government’s public campaign for its COVID-19 vaccination program, AllDay offered a PhP200 discount for fully vaccinated customers with minimum of PhP3,000 worth of purchases. Around 30,000 customers were able to avail of the discount.
- PH Food Bank Foundation Partnership**
 AllDay runs a donation program to benefit malnourished and undernourished people in orphanages, schools, churches, and communities. The program is implemented through a partnership with the PH Food Bank Foundation. The Company has donated items amounting to PhP364,000 in 2021.



Collected
PhP15,000
in 2021



Sold
PhP16,000 total
worth of baskets
Christmas Basket Reseller Program



Donated
PhP364,000
worth of Items

PH Food Bank Foundation Partnership

GOVERNANCE

STRUCTURE 2-9, 2-11

Our Board of Directors is responsible for the overall management and supervision of the organization. The executive officers and management team, meanwhile, cooperate with the Board by preparing appropriate information and documents concerning our business operations, financial condition, and results of operations for its review. The Board consists of seven members, of which two are independent directors. All the directors named below were elected at the special meeting of the stockholders of the Company held on August 5, 2021. All directors will hold office until their successors have been duly elected and qualified.



Manuel B. Villar Jr.
Chairman



Camille A. Villar
Vice Chairman



Frances Rosalie T. Coloma
Director; President and CEO



Manuel Paolo A. Villar
Director



Benjamarie Therese N. Serrano
Director



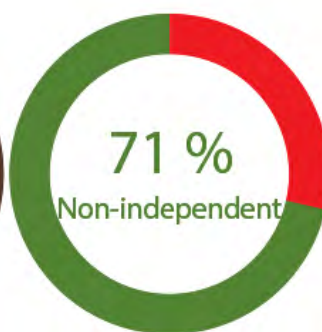
Jessie D. Cabaluna
Independent Director



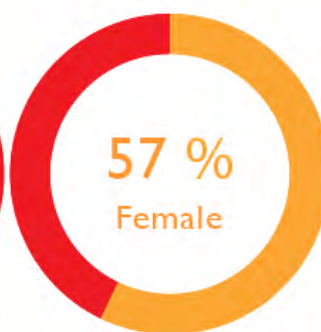
Raul Juan N. Esteban
Independent Director



■ Executive ■ Non-executive



■ Independent ■ Non-independent



■ Female ■ Male



AUDIT COMMITTEE

The Audit Committee shall enhance the Board's oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations. It shall be responsible for the setting up of the Internal Audit Department and for the appointment of the Internal Auditor as well as the independent external auditor who shall both report directly to the Audit Committee. It shall monitor and evaluate the adequacy and effectiveness of the internal control system. Further, the Audit Committee shall have explicit authority to investigate any matter within its terms of reference, full access to and cooperation by management and full discretion to invite any director or executive officer to attend meetings, and adequate resources to enable it to effectively discharge its functions.

Jessie D. Cabaluna
Chairman

Raul Juan N. Esteban
Member

Manuel Paolo A. Villar
Member

CORPORATE GOVERNANCE COMMITTEE

The Corporate Governance Committee has the duty and responsibility to assist the Board of Directors in the performance of its corporate governance responsibilities, including the functions of a nomination and remuneration committee. It should be composed of at least three members, at least two (2) of whom shall be independent directors including the chairman of the committee.

Raul Juan N. Esteban
Chairman

Jessie D. Cabaluna
Member

Manuel B. Villar, Jr.
Member

RELATED PARTIES TRANSACTIONS COMMITTEE

The Related Parties Transactions Committee is tasked with reviewing all material related party transactions of the company. It should be composed of at least three members, at least two (2) of whom shall be independent directors including the chairman of the committee.

Raul Juan N. Esteban
Chairman

Jessie D. Cabaluna
Member

Benjaminie Therese N. Serrano
Member

BOARD RISK OVERSIGHT COMMITTEE

The Board Risk Oversight Committee is responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness. It should be composed of at least three members, at least two (2) of whom shall be independent directors including the chairman of the committee.

Jessie D. Cabaluna
Chairman

Raul Juan N. Esteban
Member

Frances Rosalie T. Coloma
Member

ETHICAL BUSINESS PRACTICES

The Board of Directors and Management, employees, and shareholders, believe that corporate governance is a necessary component of what constitutes sound strategic business management.

Directors undergo annual seminars on corporate governance which are conducted by a duly recognized private or government institute. First-time directors are required to attend an orientation program which covers topics mandated by the Securities and Exchange Commission (SEC) and an introduction of

the Company's business, Articles of Incorporation, and Code of Conduct.

All employees are required to attend the Corporate Policy and Code of Conduct Training. For new hires, this is part of their onboarding while incumbent employees are required to attend a refresher course annually. Suppliers and vendors are also properly informed of the Code of Conduct and Anti-Corruption Policies that they must comply with.

Company Policies ²⁻²³

AllDay implements the following policies as it conducts sound business practices:

Conduct of Business and Fair Dealings

The Company expects all employees to exercise good judgment to ensure the safety and welfare of the Company, and maintain a cooperative, efficient, and productive work environment and business organization. These standards apply while working on Company premises, at offsite locations where Company business is being conducted, at Company-sponsored business and social events, or at any other place where the employee is a representative of the Company.

Whistle-blowing Policy ²⁻²⁵

Any director, officer, manager, or employee may discuss or disclose in writing any concern on potential violation of the laws and Company policies and procedure. Any report covered by this policy may be made to the Human Resource Department Head or to the President of the Company.

Open Door Policy ²⁻²⁵

The Company observes an "open-door" policy which is a voluntary process that encourages all employees, regardless of rank or role, to communicate with management regarding their ideas, suggestions, and concerns without fear of censure or reprisals.

Receipt of gifts from third parties

Under no circumstances may employees accept any offer, payment, money, gift, or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision. Employees are required to disclose names of external parties who are engaged in these practices and to surrender to the Company for proper disposition, any material object given to them arising from similar transactions.

Conflict of Interest ²⁻¹⁵

Each employee has a responsibility to the Company to avoid situations where a conflict of interest might occur. Employees are required to disclose to the Company any interest or benefits they have that may conflict with the business or interests of the Company. Board Directors are not to use the position to profit or gain some benefit or advantage for themselves or their related interests. A director should avoid situations that may compromise impartiality. If an actual or potential conflict of interest may arise on the part of a director, he should fully and immediately disclose it and should not participate in the decision-making process.

Employees are expected to devote their full attention to the business interests of the Company. They are prohibited from engaging in any activity that interferes with the performance of their responsibilities to the Company or is otherwise in conflict with or prejudicial to the Company. Employees are prohibited from accepting simultaneous employment with another Company, or with a supplier, customer, or competitor, and from taking part in any activity that enhances or supports a competitor's position.

Insider Trading and Related Party Transactions

The Board has the overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions, particularly those which pass certain thresholds of materiality. The policy includes the appropriate review and approval of material or significant RPTs, which guarantees fairness and transparency of the transactions. This covers all entities within the group, considering their size, structure, risk profile and complexity of operations. As a rule, employees should also avoid conducting Company business with related parties. Willful withholding of information regarding a prohibited relationship may be subject to corrective action.

Anti-Corruption

3-3, 205-2, 205-3

AllDay aims to cultivate a workplace with honesty and transparency, and the company promulgates a clear **Policy on Anti-Corruption** that prohibits employees to pay bribes, kickbacks or compensation to Government officials and employees, political parties and or business partners. Facilitating payments or gifts of this nature will be subject to corrective action. Indeed, transparency is central to AllDay's corporate governance. The Board is expected to disclose material information dealings through appropriate disclosure mechanisms in the Securities and Exchange Commission for the interest of its stockholders and other stakeholders.

100%
of employees, directors,
and business partners
are communicated
and trained on anti-
corruption policies and
procedures

Zero
incidents of corruption
in 2021

Regulatory Compliance

3-3, 205-2, 205-3

Directors, managers, and employees shall have a working knowledge of the statutory and regulatory requirements that affect the Company, including its articles of incorporation and by-laws, the rules and regulations of the Securities and Exchange Commission (SEC) and, where applicable, the requirements of relevant regulatory agencies.

Everyone is expected to comply with Philippine laws, which include laws on employment, health and safety, discrimination, environment, trade practices, intellectual property, data privacy, financial reporting, bribery, corruption, and sanctions.

Zero fines and sanctions for non-compliance with environmental and socioeconomic laws and regulations



AllDay's business operations are subject to various laws, rules and regulations that have been promulgated for the protection of the environment which includes the following:

1. Presidential Decree 1586 (Philippine Environmental Impact Statement System)
2. Republic Act No. 9275 (Clean Water Act of 2004)
3. Presidential Decree No. 1067 (Water Code)
4. Republic Act No. 8749 (Clean Air Act of 1999)
5. Republic Act No. 6969 (Toxic Substances and Hazardous and Nuclear Waste Act of 1990)
6. Republic Act No. 9003 (Ecological Solid Waste Management Act of 2000)
7. Presidential Decree No. 856 (Code on Sanitation of the Philippines)
8. Republic Act No. 4850 (Laguna Lake Development Authority Act of 1966)

AllDay believes it has materially complied with all applicable laws, rules, and regulations at all relevant times, and has established a strong compliance culture to ensure that all requirements, permits, and approvals are obtained in a timely manner. Permits and approvals are monitored on a regular basis to ensure they are renewed and maintained properly. Regular communication with relevant regulators also enables the Company to monitor regulatory changes and ensure it can comply with new regulatory requirements on a timely basis.

For instance, AllDay is in full compliance with environmental laws and LGU initiatives to eliminate single-use plastics. Recognizing that single-use plastics contribute to the growing solid-waste problem of highly urbanized cities, many LGUs have come up with local ordinances to regulate their use and distribution.

AllDay considers this as an opportunity to continue our own efforts towards a zero-waste business. As responsible advocates for the environment, we encourage shoppers to purchase and make use of AllDay's reusable shopping totes through promotions, discounts, and freebies.



GRI CONTENT INDEX

Statement of use	AllDay Marts Inc. has reported the information cited in this GRI content index for the period January 1, 2021 to December 31, 2021 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021

GENERAL DISCLOSURES

STANDARD	DISCLOSURE	LOCATION	OMISSION
General Disclosure			
GRI 2: GENERAL DISCLOSURES 2021	The Organization and its Reporting Practices		
	2-1	Organizational details	10
	2-2	Entities included in the organizations's sustainability reporting	11
	2-3	Reporting period, frequency and contact point	January 1 to December 31, 2021 Annual Emerito M. Purisima Jr. (Investor Relations Officer)
	2-4	Restatements of information	None
	2-5	External assurance	This report is not assured by a third-party organization.
	Activities and Workers		
	2-6	Activities structure and composition	10, 12, 13
	2-7	Employees	29
	2-8	Workers who are not employee	Not applicable Monitoring includes regular and probationary employees only
	Governance		
	2-9	Governance structure and composition	46
	2-10	Nomination and selection of the highest governance body	2021 AllDay Marts, Inc. IACGR
	2-11	Chair of the highest governance body	Manuel B. Villar, Jr.
	2-12	Role of the highest governance body in overseeing the management of impacts	46
	2-13	Delegation of responsibility for managing impacts	2021 AllDay Marts, Inc. IACGR
	2-14	Role of the highest governance body in sustainability reporting	2021 AllDay Marts, Inc. IACGR
	2-15	Conflict of interest	AllDay Manual of Corporate Governance p.2-15
	2-16	Communication of critical concerns	2021 AllDay Marts, Inc. IACGR
	2-17	Collective knowledge of the highest governance body	2021 AllDay Marts, Inc. IACGR
	2-18	Evaluation of the performance of the highest governance body	2021 AllDay Marts, Inc. IACGR
	2-19	Remuneration policies	2021 AllDay Marts, Inc. IACGR
	2-20	Process to determine remuneration	2021 AllDay Marts, Inc. IACGR
	2-21	Annual total compensation ratio	AllDay Annual Report 2021 p.2-21
	Strategy, Policies and Practices		
	2-22	Statement on sustainable development strategy	4-5
	2-23	Policies commitments	8, 9, 12, 16, 17 48
	2-24	Embedding policy commitment	2021 AllDay Marts, Inc. IACGR
	2-25	Processes to remediate negative impacts	36
	2-26	Compliance with laws and regulations	36
	2-27	Membership association	49

GRI CONTENT INDEX

GENERAL DISCLOSURES

GRI 2: GENERAL DISCLOSURES 2021	Stakeholder Engagement			
	2-28	Approach to stakeholder engagement	15	
	2-29	Collective bargaining agreements	36	
Material Topics				
GRI 3: MATERIAL TOPICS 2021	3-1	Process to determine material topics	12-13	
	3-2	List of Material Topics	24	

TOPIC SPECIFIC DISCLOSURE

STANDARD		DISCLOSURE	LOCATION	OMISSION
Economic Performance				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	24, 27	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	24	
	201-3	Defined benefit plan obligations and other retirement plans	AllDay Annual Report 2021	
Tax				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	28	
GRI 207: TAX 2019	207-1	Approach to tax	28	
	207-2	Tax governance, control and risk management	26	
	207-3	Stakeholder engagement and management of concerns related to tax	15	
	207-4	Country-by-country reporting	26	
Responsible Supply Chain & Procurement Practices				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	39	
GRI 204: PROCUREMENT PRACTICES 2016	204-1	Proportion of spending on local suppliers	39	
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	39	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1	New suppliers that were screened using environmental criteria	39	
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	39	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1	New suppliers that were screened using social criteria	39	
Customer Satisfaction				
Health and Safety				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	18, 22	
GRI 417: CUSTOMER HEALTH AND SAFETY 2016	416-1	Assessment of the health and safety impacts of products and service categories	22	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	22	

GRI CONTENT INDEX

TOPIC SPECIFIC DISCLOSURE

STANDARD		DISCLOSURE	LOCATION	OMISSION
Customer Satisfaction				
Marketing and Promotions				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	20, 23	
GRI 417: MARKETING AND LABELING 2016	417-2	Incidents of non-compliance concerning product and service information and labelling	23	
	417-3	Incident of non-compliance concerning marketing communications	23	
Data Protection and Cyber Security				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	21	
GRI 418: CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	21	
Employment				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	29	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	28	
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	30	
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	28	
Local Employment				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	30	
GRI 202: MARKET PRESENCE 2016	201-1	Ratios of standard entry level wage by gender compared to local minimum wage	1:1 (in Mega Manila); 7:5 (in Luzon and Visayas); 3:1 (in Mindanao)	
	201-2	Proportion of senior management hired from the local community	100% are Filipino locals	
Training and Development				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	35	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	35	
	404-2	Programs for upgrading employee skills and transition assistance program	35	
	404-3	Percentage of employee receiving regular performance and career development reviews	35	
Well-being				
Benefits				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	30	
GRI 401: EMPLOYMENT 2016	401-1	Benefits provided to full-time employees that are not provided to temporary or part-time employees	30	
	401-2	Parental Leaves	30	

GRI CONTENT INDEX

TOPIC SPECIFIC DISCLOSURE

STANDARD		DISCLOSURE	LOCATION	OMISSION
Well-being				
Human Rights				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	31	
GRI 402: LABOR/ MANAGEMENT RELATIONS 2016	402-1	Minimum notice periods regarding operational changes	1 week	
Occupational Health and Safety				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	32	
GRI 403: Occupational Health & Safety 2018	403-1	Occupational health and safety management system	32	
	403-2	Hazard identification, risk assessment, and incident investigation	32	
	403-3	Occupational health services	32	
	403-4	Worker participation, consultation, and communication on occupational health and safety	32	
	403-5	Worker training on occupational health and safety	33	
	403-6	Promotion of worker health	32	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	33	
	403-8	Workers covered by an occupational health and safety system	32	
	403-9	Work-related injuries	32	
	403-10	Work-related ill health	33	
Community				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	40	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1	Infrastructure investments and services supported	41	
	203-2	Significant indirect economic impacts	25, 45	
Energy				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	38	
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	38	
	302-4	Reduction of energy consumption	38	
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	38	
	305-2	Energy indirect (Scope 2) GHG emissions	38	
	305-5	Reduction of GHG emissions	38	

GRI CONTENT INDEX

TOPIC SPECIFIC DISCLOSURE

STANDARD		DISCLOSURE	LOCATION	OMISSION
Water Use				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	39	
GRU 303: WATER AND EFFLUENTS 2018	303-1	Interactions with water as a shared resource	39	
	303-2	Management of water discharge-related impacts	Not applicable	Discharges are managed by Vista Malls
	303-5	Water Consumption	39	
Waste Management				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	37	
GRI 306: WASTE 2020	306-1	Waste generation and significant waste-related impacts	37	
	306-2	Management of significant waste-related impacts	37	
	306-3	Waste generated	37	
Ethical Business Practices				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	45	
GRI 205: ANTI-CORRUPTION 2016	205-1	Operations assessed for risk related to corruption	AllDay Annual Report 2021 p.63	
	205-2	Communication and training about anti-corruption policies and procedure	AllDay Annual Report 2021 p.63	
	205-3	Confirmed incidents of corruption and actions taken	AllDay Annual Report 2021 p.63	

SASB CONTENT INDEX

Multiline and Specialty

STANDARD		DISCLOSURE	LOCATION
Multiline and Specialty Retailers & Distributors			
Portfolio	CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	6
	CG-MR-000.A	Total area of: (1) retail space and (2) distribution centers	6
Energy			
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	41
Data Protection and Cyber Security			
Data Security	CG-MR-230.1	Description of approach to identify and addressing data security risks	38
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	38
Employment			
Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Confidential constrains
	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	29
	CG-MR-310a.3	Total amount of monetary losses as result of legal proceedings associated with labor law violations	Zero monetary losses
Workforce Diversity & Inclusion	CG-MR-310a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employment discrimination	29, 47
	CG-MR-310a.2	Total amount of monetary losses as result of legal proceedings associated with employment discrimination	Zero monetary losses
Impacts of Products and Packaging			
Products Sourcing, Packaging & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Not applicable
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	23
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	43





