
# CONSCIOUS CONSUMPTION

AllDay

# ABOUT THE REPORT 2-2, 2-3

AllDay Marts Inc. shares its third Sustainability Report covering its economic, social and environmental performance for the period January 1, 2023 to December 31, 2023.

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB).

The report is available online at https://corporate.allday.com.ph/company-disclosures/sustainability-reports/

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# PRESIDENT'S REPORT 2-22

Dear AllDay Stakeholders,

I am pleased to report that we achieved a year of sustained growth in 2023. As the leading player in the Philippines' mid-premium supermarket segment, we end the year with Php10,914 billion in revenue, 4.4% higher than 2022's Php9.760 billion. Our net income of Php 369 million is 22.4% higher versus previous year's Php 302 million. AllDay also increases its Gross Profit at Php2.055 billion versus 2022's Php 2.003 billion and turned in an EBITDA of Php 995 million which is 19.2% higher than 2022's Php830.2 million. In the same period, we were able to generate Php125.5 million in vendor support, rentals, and other fees, a 144% increase from the prior year.

This is a testament not only of how our vision of an elevated supermarket experience is well received by Filipino consumers returning to brick-and mortar stores for their grocery needs but also our capability to sustain exceptional results.

I believe that much of our success is due to our relentless pursuit of operational optimization and efficiency. We continue to rely on continuous improvement of AllDay operations, leaving no stone unturned. By focusing on our customers, tightening up store operations and continuing to strengthen AllDay's leadership, we are confident in our abilities: both in providing our customers an even better AllDay supermarket experience and offering, as well as delivering our valued stakeholders a return on the value they have entrusted to us.

Although we were challenged by inflationary pressures and general economic uncertainties over the year, we ensured that quality and value remained priorities. In our desire to satisfy our market's preference for experiences and flavors they experienced abroad, we saw a window of opportunity in improving our product range through importation and leveraging our international selections. Our imported selections' share of business grew by 30% in 2023 versus the same period in 2022, and we look to double this share in the year 2024.

Our continuous gains can also be credited in part to the opening of four new minimart locations. We established a foothold in the communities of Camella East and Ponticelli in Bacoor, Maia Alta in Antipolo, and along Governor's Drive in Dasmarinas. This strategy allowed us not only to move closer to communities but also build on the elevated supermarket experience we have long bannered across the chain. This recent development brings the AllDay Supermarket store network to a total of 40 stores across the Philippines to date, 31 of which are in Mega Manila, six in other parts of Luzon and three stores in the Visayas region. The chain's total assets now stand at Php9.6 billion, 5.2% more than 2022, through additions in property and equipment.

In synergy with the other companies under the Villar Group, AllDay prioritizes profitability, growth, and sustainability that will most benefit its stakeholders and the environment for all its decisions. AllDay is committed to delivering outstanding value for all stakeholders,to identify cost efficiencies in our operations and to maximizing opportunities as a critical component of the Villar retail ecosystem.

We are dedicated more than ever to operate in a sustainable manner. The AllDay sustainability strategy incorporates the increasing need to build resiliency into our operations, safeguard our supply chain, employees, and customers, while continuously seeking ways to reduce our carbon footprint. We continue to incentivize stores and customers in minimizing their waste footprint, done with the continuous deployment of initiatives such as rewarding customers with AllRewards points for eco bag use. In 2023 alone, we recycled 303,728 kilos of cardboard packaging.

**As our contribution to achieve the UN SDG goal of food security, AllDay increased its contributions by 9% in 2023 to the Philippine Food Bank Foundation, donating Php3.5 million worth of food items to malnourished and undernourished people in orphanages, schools, churches, and communities.**

As grocers in an ever-changing consumer landscape rife with intense competition for talent and profitable growth, our goal is to move quickly to solidify and extend our current position while enjoying the tailwind of demand as the store experience once again takes centerstage. We see this dominant narrative carrying through the near future and we remain ready to be of service to shoppers in search of value and a consistent, seamless, personalized shopping experience that has evolved into a must-have.

For the incredible milestones we have achieved this year, we at AllDay are grateful to our customers for their business and trust, to all employees for their hard work and loyalty, and to our shareholders for their encouragement and support.

**Frances Rosalie T. Coloma**
**President and CEO**

# OUR 2023 MILESTONES

CG-MR-000.A, CG-MR-00.B

| Indicator | 2023 | 2022 | 2021 |
|---|---|---|---|
| Total number of branches | 40 | 36 | 34 |
| Metro Manila | 10 | 10 | 9 |
| Luzon | 27 | 23 | 22 |
| Visayas | 3 | 3 | 3 |
| Number of provinces present in | 13 | 13 | 13 |
| Number of cities and municipalities present in | 29 | 25 | 25 |
| Total number of opened stores | 4 | 3 | 5 |
| Total net selling area in sqm. | 72,545 | 1,245,023 | 167,000 |

# 2023 PERFORMANCE HIGHLIGHTS

## ECONOMIC

**Php10,914B**
in revenue

**Php9.6B**
in total assets

**10,193.89M**
direct economic value generated

## GOVERNANCE

**100%**
Filipino board members

## ENVIRONMENT

**303,728 kg**
of cardboard recycled

**328,539 kg**
of total solid waste generated

**338,753 kg**
of renewable waste generated

**62,279 m³**
of water consumed

**32,820,347.10 kWh**
of total electricity consumption

**0.997 kg $CO^2$**
of Scope 1 emissions

**23,374 $tCO^2e$**
of Scope 2 emissions

## SOCIAL

**Php3.5M**
worth of food items donated to the Philippine Food Bank Foundation

**Php 31,778.50**
collected from the Stepping Stone Coin Bank Partnership

**275** Total employees

**37.8%**
Turnover rate

**43%**
New Hire Rate

# THIS IS ALLDAY 2-1

**AllDay Marts, Inc. (the "Company") is the Philippine's fastest growing supermarket operator and a leading player in the mid-premium supermarket segment. AllDay operates a dual-format business model that offers an elevated, modern, and digitally innovative grocery shopping experience through in-store and e-commerce platforms. Its supermarket stores curate a comprehensive selection of approximately 4,200 local and international product brands of fresh items like meat, fruits, and vegetables, food items and nonfood items to appeal to the increasingly discerning Filipino consumers.**

## 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 common goal, 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

2-6

AllDay takes special pride in its array of extensive international brands that are carefully curated to elevate the Filipino's shopping experience through a combination of store aesthetics, comfort, accessibility, and convenience.

## The Country's First Smart Grocery Carts

AllDay Supermarket released the first smart carts in the Philippines in 2022 as part of its sustained tradition of innovation-first customer experiences, yet another global best practice made local to suit Filipino grocery shoppers.

## The Philippines' First-ever Automated Grocery Assistant

On October 14, 2022, AllDay Supermarket introduced Addie, the first-ever grocery service robot in the Philippines, as its latest groundbreaking innovation.



## The First-ever Self-checkout Counters in the Country

Inspired by the pandemic-driven self-checkout counters in fast-food restaurants, AllDay Supermarket launched the Philippines' first-ever grocery self-checkout counters.

AllDay Marts, Inc. is a retail operator that is primarily in the business of establishing and operating supermarkets all over the country.

AllDay's innovative dual-format business model encompasses the operations of an in-store and online integrated modern grocery business. The Company has about 40,000 SKUs, including a comprehensive and curated selection of international brands proven to appeal to Filipino consumers. Through a combination of modern store aesthetics, comfort, accessibility, and convenience, AllDay promotes a premium shopping experience that meets the tastes of a discerning clientele who has a relatively higher buying power.

AllDay seeks to be one of the most innovative and competitive supermarket retailers in the Philippines. This is seen by its digitally driven campaigns to improve customer experience as well as its physical store network expansion. AllDay is keen in its pursuit of becoming the largest platform that will drive the digitalization of the Philippines' supermarket retail industry.

## PRODUCT CATEGORIES 2-23

**Fresh Items** | **Food Items** | **Non-food Items**

**4,200** local and international brands

More than **40,000** different items

Over **1,000** suppliers (including concessionaires), both from the Philippines and abroad

## STORES

CG-MR-000.A, CG-MR-000.B

Since its inception in December 2016, AllDay has grown its reach by expanding its retail network, servicing clients both physically and digitally. The Company increased its capacity to serve more clients in-store and virtually through its strategic and sustainable physical store network development, as well as collaborating with the country's premier homebuilder and its retail ecosystem.

**4,200**
**local and international brands**

**Spread across**
**25**
**cities and municipalities in PH**

**Approx.**
**60,000sqm**
**net selling space**

**27**
**stores are located in Mega Manila,**
**6 in Luzon (outside Mega Manila)**
**3 stores in Visayas region**



# SUSTAINABILITY AT ALLDAY

## MATERIALITY PROCESS

3-1

To ensure alignment of our internal and external stakeholders' concerns and expectations, the Company conducted a materiality assessment survey guided by the process below:

### 01 Pre-identification of topics

Issues and topics from different references such as the sector-specific publications from GRI and SASB standards for Multi-line and Specialty Retailers & Distributors, and industry peers were collated.

### 02 Identification of Material Topics

An online form is provided that allowed the Company to identify topics that are material by selecting "Yes" or "No."

### 03 Materiality Assessment

Topics deemed as material are processed into an online survey where the Company further assessed the criticality of impact of each topic using a five-point scale (1 as low to no impact; 5 as highest impact). The online survey was conducted on various departments to capture as many insights as possible from stakeholders.

In 2023, AllDay reassessed sustainability topics that are material to the Company. Survey results showed that 93.75% of the overall respondents deemed sustainability as an important factor in AllDay's business success. As with the 2022 survey, 87.50% respondents reported being enthusiastic about sustainable development.

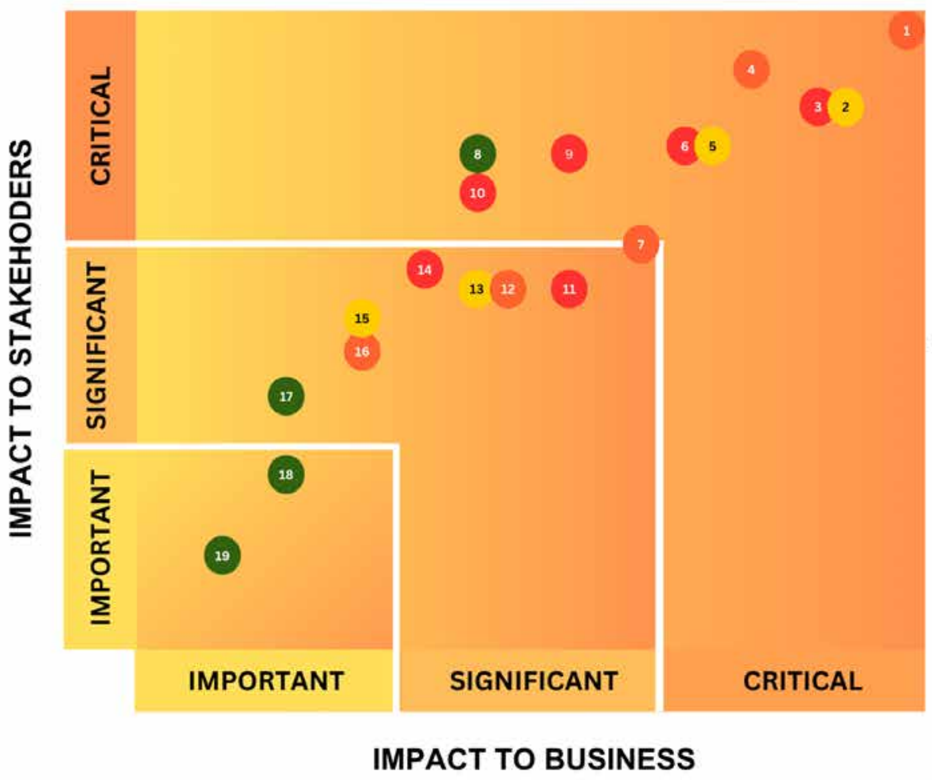
AllDay was awarded a good performance rating in its sustainability goals in the areas of sustainable sourcing, local employment, supporting local communities and waste reduction. Other efforts also acknowledged as contributing to its sustainability efforts were existing practices such as reusing cartons and promoting the use of eco-bags in stores contributed to their sustainability goals. The assessment also noted that the transparency levels in sustainable sourcing were also improved to maintain strong relationships with suppliers.

In addition, it was also suggested that the Company set measurable sustainability goals that were aligned with the Company's goals and values specifically in reducing food wastes, bolstering sustainable sourcing, improving employee satisfaction, and committing to transparency in reporting sustainability efforts to its stakeholders.

AllDay identified that regulatory compliance, economic performance, and employee health and safety are significantly important to its business operations and to its stakeholders.

As was also observed in 2022, AllDay acknowledged that corporate governance was necessary to attain sound strategic business management. It recognizes the value of observing the highest ethical standards and practices and abides by these benchmarks as it conducts its business as a consumer-focused retail company.

## ALLDAY MATERIALITY MATRIX 3-2




1. Regulatory Compliance
2. Economic Performance
3. Employee Health and Safety
4. Sustainabaility Governance & Ethical Practices
5. Responsible Supply Chain
6. Customer Relationship and Quality Management
7. Board competence, diversity, independence
8. Waste Management
9. Accident and Safety Management
10. Diversity, Inclusion & human rights
11. Talent Management
12. Cybersecurity & Data Privacy
13. Tax
14. Community Engagement
15. Procurement Practices
16. Long-term monitoring and maintenance
17. Climate Mitigation
18. Ecosystem and Biodiversity Protection
19. Noise and vibration Management

Economic
Environment
Social
Governance

## STAKEHOLDER ENGAGEMENT
2-29

AlDay's sustainability journey is founded on developing relationships and collaborating with key groups and teams that determine how the Company grows and impacts its host communities. 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 AND CLIENTS** | | | |
| 1. Customer satisfaction<br>2. Viber Community<br>3. Website: www.allday.com.ph<br>4. Social Media<br>5. Feedback and suggestion form | As necessary | 1. Safe Shopping<br>2. Customer data privacy<br>3. Stock availability<br>4. Shopping and payment channels<br>5. Convenience and accessibility | 1. Digitized services:<br>a. Personal shopper service<br>b. 24/7 delivery<br>c. Same day delivery<br>d. Contactless payment (QR code or card payment)<br>e. Self-checkout counters<br>f. Smart Carts and Addie, the Service Robot<br>g. Smart shopping through allday.com.ph<br>2. Adherence to Data Privacy Act<br>3. Use multi-layer security technologies on customer data<br>a. Secured Socket Layer (SSL) or Transport Later Security (TSL)<br>b. 3.2 IPS/IDS (Intrusion Prevention System/Intrusion Detection System)<br>4. Adherence to laws and regulations on health, food and cosmetic products<br>5. Implementation of safety protocols set by IATF and LGUs |
| **EMPLOYEES** | | | |
| 1. Social media and email<br>2. Team-building sessions<br>3. Performance evaluations<br>4. Training and development sessions<br>5. Jumpstart<br>6. Night-out | 1. Regularly<br>2. Annual<br>3. Annual<br>4. Regularly<br>5. Quarterly<br>6. Quarterly | 1. Career longevity and retention<br>2. Competitive salary and benefits<br>3. Continuous learning and growth<br>4. Health, safety and wellness of employees | 1. Other health and safety protocols<br>a. Regular cleaning and sanitation of office<br>b. Annual physical examinations and health care plans<br>c. Participation in earthquake and disaster response drills<br>d. Every department is equipped with first aid kit and a certified Philippine Red Cross basic emergency professional as person-in-charge in case of emergency<br>e. Adherence to laws and regulations on Occupational Health and Safety<br>2. Review of salary and compensation packages<br>3. Physical and Virtual training and development sessions<br>4. Diverse and inclusive workplace culture |
| **REGULATORY BODIES** | | | |
| 1. Submission of requirements<br>2. Company disclosure submissions<br>3. Correspondences<br>4. Physical and virtual meetings<br>5. Examinations and audits | Regularly, as scheduled and as necessary | 1. Compliance to financial, environmental, employee, and other social regulations<br>2. Timeliness and completeness of disclosures<br>3. COVID-19 response | 1. Timely submission of requirements for renewal or acquisition of permits/ licenses<br>2. Coordination with LGUs and national agencies for compliance<br>3. Timely and complete submission of necessary disclosures<br>4. Response to queries<br>5. Strict implementation of safety protocols set by IATF, DOLE, LGUs, and other agencies |
| **COMMUNITIES** | | | |
| 1. Community consultations<br>2. Social media<br>3. Live chats<br>4. Viber groups | As necessary | 1. Livelihood and job generation<br>2. Safety of operations<br>3. Health and livelihood program<br>4. Accessibility to stores | 1. Providing employment to local communities<br>2. Sourcing fresh goods from local markets<br>3. Locating stores in underserved communities<br>4. Corporate Social Responsibility Activities:<br>a. AllRewards +5 points<br>b. Stepping Stone Coin Bank partnership<br>c. PH Food Bank Foundation partnership<br>5. Implementation of environment-friendly practices<br>a. Recycling packaging materials and reducing wastes<br>b. Using paper bags and eco-bags<br>c. Proper scheduling and maintenance of its equipment and fixtures<br>d. Adherence to laws and regulations promulgated for the protection of environment |

| ENGAGEMENT | FREQUENCY | KEY TOPICS AND CONCERNS | COMPANY'S RESPONSE |
|---|---|---|---|
| **INVESTORS AND SHAREHOLDERS** | | | |
| 1. Annual Stockholders' Meetings<br>2. Special Stockholders' Meetings<br>3. Analysts' Briefings<br>4. One-on-one meetings | 1. Annual<br>2. As necessary<br>3. Quarterly<br>4. Per request | 1. Financial sustainability<br>2. Ethical operations<br>3. Long-term plans<br>4. Corporate governance | 1. Company updates and disclosures<br>2. Board meetings<br>3. Fair presentation of financial statements certified by one of the top 4 audit firms<br>4. Company policies on sound business practices<br>a. Whistle-blowing policy<br>b. Conduct of business and fair dealings policy<br>c. Receipt of gifts from third parties policy<br>d. Conflict of interest policy<br>e. Insider trading and related party transactions policy<br>5. ERM, Risk Management Policy and Business Continuity Plan<br>6. Implementation of financial risk mitigation strategies<br>a. Selection of strategic locations for store network<br>7. Manual on Good Corporate Governance |
| **SUPPLIERS** | | | |
| 1. Accreditation Process<br>2. Business Performance Reviews<br>3. Email and phone | 1. As Necessary<br>2. Monthly and Annual<br>3. As Necessary | 1. Transparency in accreditation and procurement processes<br>2. Supplier data privacy<br>3. 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.<br>2. Large network of suppliers<br>3. Review of supplier base and processes<br>4. Adherence to Data Privacy Act<br>5. Adherence to company policies and procedures |




## CONTRIBUTION TO THE UNSDGS

AllDay has been eager to link its programs and efforts with the global movement fueled by the UN Sustainable Development Goals (UN SDGs) and its goal of ensuring inclusive progress. AllDay maintains a proactive approach to the appropriate and sustainable conduct of its business to benefit all stakeholders, including the preservation of their health and safety during a crisis like the COVID-19 pandemic.

**SDG 2: Zero Hunger**

AllDay offers fresh and food items to the communities where it operates. This helps increase the availability of food in various parts of the country. Furthermore, in collaboration with the PH Food Bank Foundation, the Company distributes food to malnourished and undernourished individuals in orphanages, schools, churches, and communities.

**SDG 5: Gender Equality**

AllDay ensures that both male and female employees are treated fairly and humanely, have equal employment opportunities, and are protected from danger and prejudice. Female officers hold most of the executive roles as of 2023. Procedures are designed to be aligned with the needs of due process, aside from ensuring that solid and unambiguous Company policies, rules, and laws are implemented.

**SDG 8: Decent Work and Economic Growth**

AllDay store expansions provide employment and business opportunities to the nearby communities. Retail trade fosters economic growth through the extensive and reliable supply chain of 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 proximity to AllDay stores.

**SDG 11: Sustainable Cities & Communities**

AllDay's stores are optimally positioned to promote the development of sustainable communities. Located inside, adjacent, or near settlements, the Company promotes easy access to essential goods and sustainable options to community residents.

**SDG 12: Responsible Consumption and Production**

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

## ALLDAY CARES: ESG INITIATIVES

### SOURCING FROM THE COMMUNITY

AllDay continues its partnership with the Department of Trade & Industry (DTI), with Go Lokal SMEs getting more share of shelf at 14% more SKUs over 2021

### CONTINUING THE FIGHT AGAINST HUNGER

As a partner of the Philippine Food Bank Foundation, AllDay donated food products and supplies to churches, orphanages, schools, and communities that help feed malnourished and undernourished people.  AllDay donated Php 3,566,969.00 worth of items in 2023.

### VALUING SUSTAINABILITY

AllDay encouraged its AllRewards members to use eco-bags instead of single use plastic bags to reduce waste footprint. AllRewards members who will use their AllDay Eco bag will get +5 AllRewards points and +2 AllRewards points if they use other eco bags.




# CUSTOMER EXPERIENCE

# CUSTOMER SATISFACTION

3-3

AllDay's in-store and online experiences are designed and upgraded to meet the high standards of its target customers who are from the upper middle- to upper-income class levels. AllDay's product offerings, strategic retail locations and intuitive services through its e-commerce website such as personal shopper, Self-Check Out Counters, and smart carts were created with efficiency and convenience in mind.

Customer issues raised in 2023 were mostly about product selection, competitive pricing, facilities, and customer service. These concerns were addressed by the Company in a timely and satisfactory manner.

**AllDay scored**

**4.16**

**in 2023**

**Sales contribution of e-commerce is at**

**1.5%**


# LEADING IN INNOVATION

3-3

Customer insights aid AllDay in building continual process improvements and discovering potential new opportunities. Relevant information is obtained from all available platforms through established methods such as internal and consumer surveys, industry report reviews, trade show attendance, and industry benchmarking. These channels enable the Company to be updated and proactively manage  any changes in customer preferences.

In-store workers are regularly trained to meet company standards of customer satisfaction as part of AllDay's effective store management and operation protocols.

## E-COMMERCE PLATFORM

AllDay established a Customer Experience team and strengthened its customer experience channels, which include email, a contact form on AllDay's website, and a Facebook page for the latest updates.

## PROGRESSIVE WEB APPLICATION (PWA)

Throughout the pandemic, AllDay Supermarket prioritized the productive and captivating development of its online channels, while also expediting improvements to its e-commerce website with the implementation of the Progressive Web Application (PWA).

PWA refers to websites that offer a mobile application-like user interface without needing installation on the device. This approach ensures a consistent experience across all AllDay digital platforms, providing a seamless and straightforward interface for both mobile and desktop users. Consequently, users benefit from improved ease of use and faster loading speeds. The platform is compatible with all major mobile operating systems, such as Android and Apple, and customers also have the option to download the AllDay Supermarket app from the Apple App Store or Google Play.

## MOENGAGE

AllDay increased web traffic in the e-commerce platform when it launched MoEngage in 2021. This marketing automation system uses triggers such as first-time platform use or abandoned carts to push essential offers in order to drive more sales. Previously, AllDay would send blanket notifications to all customers, resulting in media cost inefficiencies. AllDay marketed to more targeted customers with MoEngage, which provides insights on audience statistics and best performing promotions.

## ADDIE, THE SUPERMARKET SERVICE ROBOT

In 2022, AllDay introduced Addie, the country's first fully automated supermarket assistant and product promoter. Shoppers can interact with the robot through product pushes, audio prompts, and an interactive touchscreen interface. Addie is AllDay's first foray into modern interactive product marketing, pushing awareness for new items, ongoing promos, and other offerings.

## BUILDING PARTNERSHIPS

Believing in the potential of collaboration, AllDay maintains relationships with the country's biggest e-commerce aggregators and on-demand service providers, including Grab, Pandamart, Lazada, and Shopee.

# INFORMATION SECURITY

3-3, 418-1, CG-MR-230A.1, CG-MR-230A.2

AllDay assures that its digital systems are safeguarded and maintained according to the requirements established by the Department of Trade and Industry (DTI), the Data Privacy Act of 2012, and the Company's Code of Business Conduct and Ethics. The Company enforces 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 any other Company secrets to unauthorized persons or employees.

The Company also acknowledged that owing to its external-facing nature and the sensitivity of personal data acquired by its platforms, channels such as the COVID-19 Tracker, e-commerce platform, and AllRewards Loyalty Program are subject to data security concerns. As such, the Company presents a Data Privacy Consent before the customers share their information.

On its data centers, AllDay employs a multi-layer of security technologies ranging from anti-virus to IPS/IDS (Intrusion Prevention System/Intrusion Detection System). Third Party risk assessments are conducted semi-annually to establish security upgrades and to determine the presence of multi-layer security systems. In addition, AllDay employs SSL/TLS (Secure Socket Layer/Transport Layer Security)-based security for external-facing applications. The Company provides an IPSec VPN Client and Zero Trust Network Access (ZTNA) for corporate resource access to workers who work from home.

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.

ZTNA grants "least privilege" access to specific applications rather than the entire underlying network to any user with valid login keys based on user identity, device identity, and other contextual factors, reducing the attack surface and preventing lateral movement of threats from compromised accounts or devices.

ZTNA is based on the "Zero Trust" idea, which states that businesses should not trust any entity, whether inside or outside the security perimeters, and must instead check every person or device before providing them access to critical resources, assuring 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.

**0**
**substantiated information security complaints in 2023**

# HEALTH AND SAFETY

3-3, 416-1, 416-2, 417-1, CG-MR-410A.2

AllDay complies with the minimum health regulations established by corresponding local government units (LGUs) and health organizations in our retail operations.

Some AllDay stores have been recognized and accredited with the government's official Safety Seal for their proactive and continuous health and safety best practices.

AllDay's self-service counters were created as a direct response to the market's need for efficiency and as additional safety measure, offering customers the choice of no-contact interactions while still obtaining the full benefit of the in-store experience.


AllDay's digital services also played an important role in protecting the health and safety of clients from the pandemic. In 2023, these self-service counters are still operational.

As a responsible retail enterprise, the Company abides by every regulation pertaining to health, food, and cosmetic products including:

- 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

Chemical-related risk is not regarded as a key hazard in AllDay's day-to-day activities. Any product expiration concern is dealt with promptly. Store managers are accountable for immediately reaching out to the consumer in question and replacing items as needed.

**0**
**substantiated health and safety complaints in 2023**

# MARKETING AND PROMOTION

3-3, 417-2, 417-3

The Company's goal of providing well-designed retail experiences and elite ambiance for Filipino customers is supported by the added benefits of its stores' strategic locations that radiate aesthetics, comfort, accessibility, and convenience.

AllDay considered technology as a highly useful tool to optimize marketing efforts, increase interactions and generate campaigns that attract and retain customers.  Every approach combines digital marketing, saturation (mailers and flyers), Out of Home (OOH) materials such as billboards, and outdoor materials such as lamp post banners along key thoroughfares

**0 substantiated marketing and promotion complaints in 2023**


While no two AllDays are alike, all stores offer farm-fresh produce, local and worldwide brands, entertaining hubs such as the Paluto and Gastroville areas, and digital integration. In addition, the Company ran promotional programs to highlight focus areas such as health and beauty, fresh foods, and international offerings.

AllDay increased its exposure on third-party aggregators such as GrabMart, PandaMart, Metromart, and Pick-A-Roo in 2022. This improved its online business share from 1% to 4% of total sales. The  percentage of third-party aggregators contributing to its total online sales increased from 52% to 64%, further confirming said aggregators as a key source of development for the online business and a priority for 2023.

**856,636 AllRewards cardholders**


As a member of the network of AllValue Stores, customers earn points for purchases at AllDay under AllValue's AllRewards membership program. Once the minimum balance of points is reached, the points can be used as payment for purchases at any AllValue Store.



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.

# GROWING SUSTAINABLY

# ECONOMIC PERFORMANCE

3-3, 201-1

AllDay remains steadfast in boosting its business capacity to maintain both short-term and long-term growth. The Company has remained committed effectively operating a clearly distinct supermarket model that can continue to provide exceptional outcomes for the benefit of all stakeholders.


**Direct Economic Value Generated (in million Php)**

| | |
|---|---|
| 2021 | 9,536.67 |
| 2022 | 9,811.09 |
| 2023 | 10,193.89 |

**Operating Costs**

| | |
|---|---|
| 2021 | 1,421.17 |
| 2022 | 1,553.28 |
| 2023 | 1,652.55 |

**Payments to suppliers, other operating costs**

| | |
|---|---|
| 2021 | 8,064.61 |
| 2022 | 8,242.81 |
| 2023 | 9,344.63 |

**Taxes given to government**

| | |
|---|---|
| 2021 | 194.18 |
| 2022 | 140.4 |
| 2023 | 160.4 |

**Employee wages and benefits**

| | |
|---|---|
| 2021 | 118.23 |
| 2022 | 103.34 |
| 2023 | 120.07 |

**Dividends given to stockholders and interest payments to loan providers**

| | |
|---|---|
| 2021 | 6.25 |
| 2022 | 73.14 |
| 2023 | 183.46 |

**Investments to community (e.g. donations, CSR)**

| | |
|---|---|
| 2021 | 1.07 |
| 2022 | 2.85 |
| 2023 | 1.83 |




AllDay has consistently delivered landmark achievements through the years since 2016. AllDay Supermarket, a key competitor in the Philippines' mid-premium supermarket category, increased its core net income by 22% to P369 million versus P302 million in 2022.

The Company adheres to the principles of Transparency, Materiality, and Completeness for its financial reports. It keeps stakeholders aware of financial activity through frequent and timely reports delivered through appropriate means. Additionally, the Company's fair disclosure of financial statements, certified by one of the country's top audit firms, demonstrates the Company's commitment to transparency.

AllDay has likewise been diligent in controlling the risks to which the Company is exposed. It seeks to increase margin efficiencies through improved product sourcing. Cost cutting measures are also in place to maximize operational efficiency. Other financial risk-mitigation strategies implemented by the Company 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

AllDay considers sustainability, growth, and profitability in its operations to ensure that it supports the well-being of its employees, stakeholders and the environment.

# TAX

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

AllDay has an Audit Committee which monitors the Company's tax compliance and is tasked to be updated with any changes in the tax legislation. The Committee leads risk management and tax planning sessions to assess financial conditions, minimize tax burden, and maximize tax relief and credits based on the Company's policies and declarations, 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 reverted to 2% starting July 1, 2023; and
- 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 RCIT rate of 25% starting July 1, 2020, the current income tax expense and income tax payable, as presented in the 2020 annual income tax return (ITR) of the Company, were lower by P1.2 million than the amount presented in the 2020 financial statements and such amount was charged to 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, 2023, 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.

**PhP 0**
**Revenue from third-party sales**

**PhP 492,040,727**
**Profit/Loss before tax**

**PhP 6,318,037,126**
**Tangible Assets**

**PhP 33,245,590**
**Corporate Income Tax Accrued on Profit/Loss**


# SUPPLY CHAIN

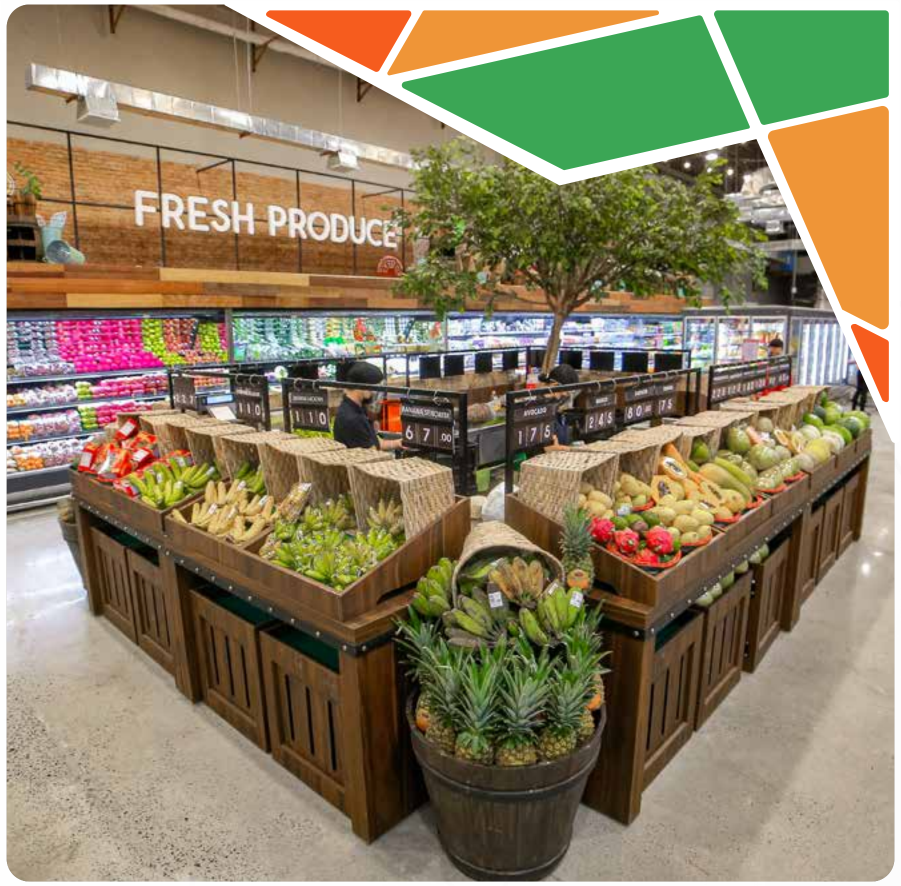
2-6, 3-3, 204-1

AllDay's commercial performance is dependent on maintaining existing suppliers and concessionaires while attracting new ones on favorable terms and conditions. Maintaining positive relationships with existing and prospective partners is critical to long-term company success.

**Our five largest suppliers[1] constituted 21% of sales in 2023.**

The Company's capacity to make prudent supplier-partner choices allowed it to create and maintain long-term partnerships with a diverse variety of national and global suppliers across all product categories, In turn, this sustained AllDay's competitive standing in terms of both variety and pricing in order to fulfill market demand.

**78%**
**of procurement budget for store operations were spent on local suppliers**




AllDay's sourcing network has steadily expanded to over 1,000 suppliers and concessionaires by year end 2023. A large network of suppliers is maintained to avoid reliance on a single or limited number of suppliers and in turn prevents supply chain disruptions.

AllDay considers its carefully curated inventory of international and unique local brands as one of its competitive edges. Imported and domestically produced goods are chosen for their marketability. The Merchandising Team evaluates the profitability of each shop and, if necessary, adjusts the product mix. The Merchandising Team thoroughly evaluates all new product offers from vendors in and outside the Philippines. Products manufactured outside the Philippines are obtained via wholesalers in the Philippines or from third-party Importers.

The supplier procurement policy takes into account the supplier's location, brand reputation, capacity to supply, ability to deliver on time and compliance with the Company's requirements. AllDay has made it a policy to collaborate only with vendors who share its values and work ethics.

[1] *Outright sales and concession sales*

The strength of this supply chain is critical to the Company. The suppliers' ability to consistently and reliably provide is tied to their capabilities in production, transportation, and processes to deliver items to stores. Indeed, the entire supply chain industry demonstrated its resilience in the face of the Covid-19 pandemic crisis, which disrupted business partners' and third-party suppliers' operations as well as the supply chain of materials, facilities, and other products due to travel restrictions, quarantines, and factory and facility closures.

AllDay reduces supply chain risks by developing standards and metrics based on the severity of the situation. For instance, supply chain difficulties such as vendor supply insufficiency, port congestion, raw material stock outs, and vendor logistical issues are addressed quickly by maintaining a 30 to 90 days' safety stock level. These metrics are in line with the Company's financial targets. For provincial stores, AllDay sets a buffer to ensure availability of merchandise in stores even in instances when transportation is delayed. This is also done during peak season when demand is expected to be strong.

The supply chain team at AllDay collaborates closely to achieve an environmentally friendly inventory by optimizing the procurement, handling, and storage processes, aiming to provide maximum support to the business while minimizing costs.

An auto-replenishment system is used to manage inventories and guarantee that orders are issued at the right time and in the right quantity. The system is founded on sales projections which are typically based on historical sales data as well as expected market trends.

For concession arrangements, concessionaires pay the costs shoulder until the product is sold.

AllDay ensures transparent transactions with vendors and category buyers/ managers via monthly business performance assessments. Meanwhile, more strategic and in-depth business reviews with suppliers are conducted annually, during which performance, critical issues, and relevant plans moving forward are discussed. AllDay records and documents any concerns with suppliers, as well as the essential actions in the settlement of said issues through the preparation of an Incident Report. Contracts between vendors are not automatically forfeited. For all events, a proper and complete investigation is undertaken and measures are made based on the severity of the problem.


AllDay's supply chain strategy is aligned with its entire business plan with a bent on continual development and an enhanced global sourcing approach. The Company aims to be in a top-of-mind standing with its suppliers by sustaining its levels of transparent engagements and continuous improvements in operations such as the adoption of the Procurement Automation System which aims to boost efficiency and eliminate human error in order processing.

Since AllDay aims to champion business and environment stability, the Company plans to include as an additional requirement to its selection process that suppliers should adopt good procurement and sustainability practices as part of their mechanisms and processes.

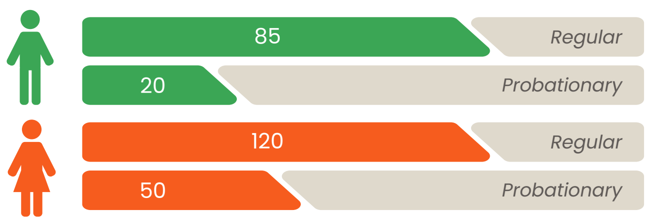
# FORMING A WORKFORCE THAT CARES

# PROFILE

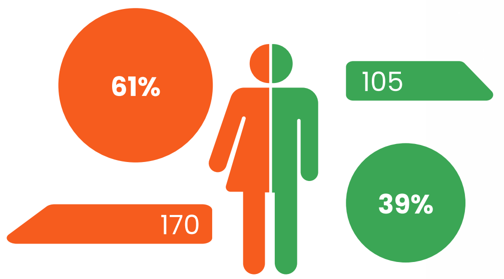
3-3 ,2-7, 202-2, 401-1, 405-1, CG-MR-310A.2

AllDay believes that its success is dependent not only in the quality of our products but also in the level of service. In 2023, we persistently nurtured a sustainable, inclusive, and diverse workforce by strengthening our engagement and benefit programs to empower our employees.

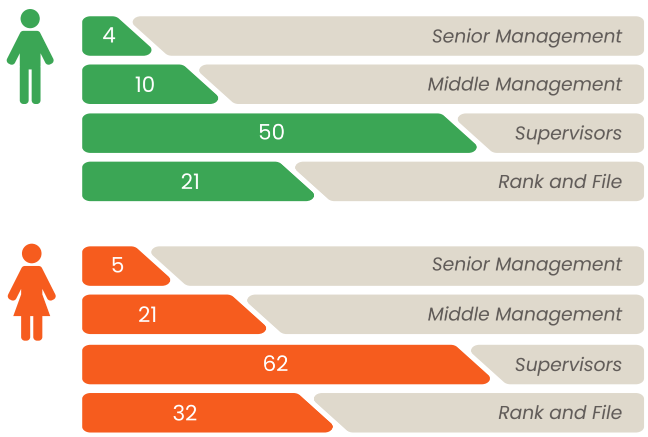
## Employees by Contract



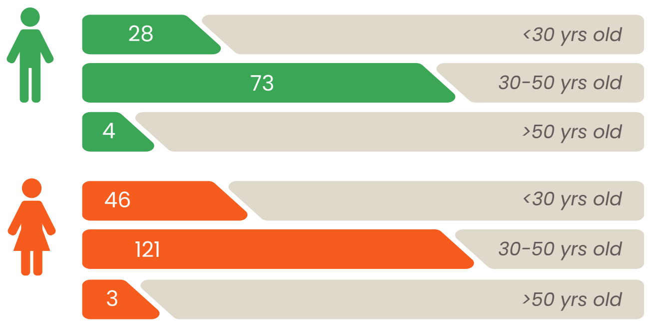

## Total Number of Employees & Employees by Gender




## Employees by Position




## Employees by Age Group




**43%**
new hire rate

**37.8%**
turnover rate

**100%**
employees are Filipino nationals

The Company gives credit for its continuing success on the ability to attract, retain, and develop an effective team armed with the skills and expertise required to service clients.

It is for this reason that AllDay developed a strong human resources program that provides a competitive compensation package and fosters positive relationships with its employees. In addition, the Company also engages third-party manpower service providers (security and manpower agencies) to assist with personnel requirements for regular operations and new store openings.

This program includes a recruitment procedure that makes use of online connections to find excellent candidates. The recruitment team recognized that asynchronous job interviews were an effective tool in the hiring process. Video interviews have been beneficial for virtual hiring because these allowed for a more objective evaluation of candidates while also saving time for both parties and offered the zero-commute convenience for the applicants.

AllDay continues to be an inclusive workplace that fosters a corporate culture in which all views are heard and acknowledged. Management promotes diversity and inclusion in the workplace and practices nondiscrimination. Additionally, the Company has developed a multi-generational workforce and successfully increased employee engagement.

The Company values a diverse culture and encourages women to take on leadership roles while instituting a non-discrimination policy in our recruitment and promotion procedures.

These policies follow the regulations established by the Department of Labor and Employment (DOLE). The policy also guarantees that employees are selected for job fit and skills, without regard for gender, age, impairment, educational achievement, race, or religion.

Looking ahead, as the national economy recovers and improves post pandemic, the Company understands the need to recruit additional employees to support its expansion plans, subject to changing business needs and 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.

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 leaves 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.

| List of Benefits | Y/N | % of female employees who availed | | % of male employees who availed | |
|---|---|---|---|---|---|
| | | 2023 | 2022 | 2023 | 2022 |
| SSS | Y | **20** | 29 | **14** | 16 |
| PhilHealth | Y | **7** | 7 | **7** | 3 |
| Pag-IBIG | Y | **13** | 10 | **9** | 10 |
| Parental leaves | Y | **8** | 6 | **7** | 3 |
| Vacation leaves | Y | **78** | 79 | **73** | 72 |
| Sick leaves | Y | **62** | 68 | **71** | 54 |
| Medical Benefits (aside from PhilHealth) | Y | **44** | 49 | **38** | 23 |
| Housing assistance (aside from Pag- IBIG) | Y | **3** | 0 | **2** | 0 |
| Retirement fund (aside from SSS) | Y | **Confidential** | Confidential | **Confidential** | Confidential |

## PARENTAL LEAVES

401-3

| Indicators | Female | Male | Total |
|---|---|---|---|
| Total number of employees that were entitled to parental leave | 120 | 85 | **205** |
| Total number of employees that took parental leave in 2023 | 9 | 6 | **15** |
| Total number of employees that returned to work in 2023 after parental leave ended | 9 | 6 | **15** |
| Return to work rate | 100% | 100% | **100%** |

## SOLO PARENTAL LEAVES

401-3

| Indicators | Female | Male | Total |
|---|---|---|---|
| Total number of employees that were entitled to parental leave | 68 | 64 | **132** |
| Total number of employees that took parental leave in 2023 | 1 | 0 | **1** |
| Total number of employees that returned to work in 2023 after parental leave ended | 1 | 0 | **1** |
| Return to work rate | 100% | 100% | **100%** |

# HUMAN RIGHTS

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

As a proud Equal Opportunity Employer, AllDay ensures that its employees are treated fairly and humanely, as well as protected from harm and discrimination. The Company strives to protect workers' human rights through the implementation of anti-discrimination rules and guidelines.

The Company holds regular training courses to promote diversity and inclusion. Anti-Discrimination policies are communicated during every new employee orientation. Employees are encouraged to be aware of unconscious bias, 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 Human Resources Department (HRD) imposes disciplinary actions on erring employees in accordance with the Code of Discipline and relevant labor laws.

Retaliation against anybody who lodges a complaint or expresses any work-related issues is prohibited by the Company. AllDay believes that two-way communication is an effective approach to ensure that everyone can voice their concerns with the assurance that they will be treated fairly and the investigation handled confidentially.

Grievances, 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.

Suppliers may also report complaints or issues through email or phone communication channels. Such complaints are handled swiftly, equitably, and in compliance with Company policy. Officers or employees who observe or are victims of workplace harassment or discrimination must promptly report instances to the Human Resources Department's Committee on Decorum and Investigation or Employee Relations. The Committee investigates the occurrence and, once completed, notifies all parties of the outcome and decision.

**0**

employees are part of a union and under a CBA

The Company intends to proactively identify and address actual and possible human rights risks for its employees and service providers. The Company's approach to due diligence is based on engagement and collaborative action. This allows for better visibility on operational processes, reduced attrition, improved hiring and training, and enhanced reputation and credibility.

AllDay continues to develop new and innovative strategies to engage a wide and dynamic pool of talent and increase engagement at all levels.

**COMMUNICATION CHANNELS FOR ANY EMPLOYEE CONCERNS:**

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

# SAFETY

3-3, 403-1, 403-2, 403-4, 403-6, 403-8

The Company emphasizes that health and safety are everyone's concern and obligation, and that everyone should constantly be cautious and aware of how to protect themselves from any risk.

AllDay is dedicated to creating a safe and healthy workplace for both employees and customers. Its Health and Safety Policy is supported by a comprehensive Occupational Health and Safety Management System in compliance with Section 32 of Republic Act 11058 on Occupational Safety and Health and the provisions of DO 198-18 Implementing Rules and Regulations.

The Company determines areas that need to be monitored and managed on a regular basis through routine site inspection, audit, and evaluation. Employees and authorized staff, such as Safety Officers and security personnel, can report any work-related dangers immediately to the Facilities Management department for the concerned department to move quickly and solve concerns that needed to be addressed.

Each area is allocated a Safety Officer who oversees the health and safety policy program, addresses worker health and safety concerns, and monitors compliance with health and safety requirements. AllDay requires its Safety Officers to also undergo the DOLE-mandated safety officer training on fundamental occupational safety and health.

In 2023, the recorded injuries incurred by workers were: muscle strains, cuts, lacerations, slips, trips, and falls.


**30**
**Drills participated by employees across all stores**
403-5

**0**
**Work-related fatalities and ill-health**
403-10

**6**
**Work-related injuries**
403-9

**53.17** Lost time accidents

**132.91** Incidence Rate

**265.82** Severity Rate

**14** Lost Days

## SAFE ENVIRONMENT

403-3, 403-6

AllDay established a monitoring system to ensure all its facilities are favorable to the employees and disease transmission is reduced through proper ventilation and sanitary facilities. Company health guidelines include DOLE-approved implementation of workplace policy and program to prevent and control health risks such as tuberculosis, Hepatitis B, and HIV. The Company facilitates a referral system to aid, manage and treat such cases.

## SAFETY TRAININGS

403-5

AllDay encourages employees to take an active role in health and safety training and program development through a variety of channels, including email, adequate signage throughout the workplace, and routine safety checks.

Selected employees in each work area are offered a variety of free health and safety training programs, such as Basic Occupational Safety and Health (BOSH) and First Aid on an annual basis. For training held off-site, attendees are provided with meals, transportation, and a copy of their training certificate. 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.

In the event of a disaster or natural calamity, AllDay's priority is to keep employees and clients safe and prevent further injury by relocating them to a safer location. AllDay participates in earthquake and disaster response drills on a regular basis in collaboration with the mall and building administration. Through these training sessions, employees and building personnel are equipped with knowledge and skills to enhance disaster preparedness and response.

The Company strictly adheres to and follows the safety rules and protocols of local government units, the NDRRMC's, and other relevant agencies.

# TRAINING AND DEVELOPMENT

3-3, 404-2

AllDay encourages its internal stakeholders to participate in all relevant training and other development programs to help employees accomplish their duties successfully and to equip them for potential career progression. The Company conducts training on operating procedures, including customer service, inventory management, returns, security, and cash processing.

All training programs are built around clearly defined objectives. AllDay regularly conducts performance evaluation for the continuous improvement of the employees' performance. The Company recognizes the value of its employees and aims to ensure that all employees are high-performing and motivated to stay through different career longevity programs and retention policies.

AllDay holds regular employee engagement events called "Jumpstart," during which incentives and recognitions are announced including individual and team performance. Individual rewards can be in the form of merit increase. Jumpstart is conducted twice a year.

AllDay believes having productive team members will result in increased sales and boost overall employee performance levels. The programs also offer the bonus of proactive planning for future talent requirements associated with expansion.

Training hours, modules, and programs needed by each employee are determined by the Training Academy. Each employee is required to complete at least four hours of training and participate in at least one program by the Academy. In 2023, each employee received an average of 4.7 hours of training and participated in six programs.

The Company provided a total of 40 internal and 33 external training sessions in 2023, including the following:

### Decoding Expiration Dates Training

This is a straightforward course given to all store-based employees and officers. Participants are instructed on how to properly read different expiration dates formats encountered in stores.

**3,172**
Total training hours in 2023
404-1

**4.7**
Average training hours per employee

**100%**
of employees received career development reviews
404-3

### Retail Salesmanship

This short but impactful course is crafted for store sales personnel to enhance their retail selling skills. Training includes understanding customer needs to closing sales effectively, practical insights and techniques to excel in the retail sales environment.

### The Art of Supervisory

The program is crafted to arm employees in supervisory roles with the essential skills for effective team leadership. Participants immerse in the fundamentals of supervision, communication, conflict resolution, and team motivation with a strong emphasis on developing the ability to guide and support team members, fostering a positive and productive work environment.

### Personality Development and Strategic Thinking Workshop

The program is crafted to empower leaders with the skills needed to navigate complexity and drive organizational success. From essentials of strategic leadership to envisioning the future to executing actionable plans, the training helps leaders develop the ability to analyze internal and external factors, foster innovation, and lead with a forward-thinking perspective.

### Impactful Presentation Skills

Designed to boost a participant's the ability to captivate, engage, and influence the audience effectively. Participants learned the art of crafting compelling messages, enhancing verbal and non-verbal communication, and using visual aids strategically.

The program places a strong emphasis on building confidence, managing nervousness, and handling questions adeptly. Through interactive sessions and practical exercises, participants will develop the skills needed to deliver presentations that leave a lasting impact.

### MS Excel Intermediate Course

This hands-on course is designed to enhance spreadsheet skills of participants. The course teaches the fundamentals of Excel, from basic data entry to advanced functions and formulas which includes practical exercises and real-world applications that reinforces participants' proficiency in data analysis, visualization, and reporting.

### Webinar Series on Wellness Program

A webinar series covering the seven pillars of wellness through physical (Fit n Right, Yoga and Zumba clubs), mental health talks series, Project Kalinisan, financial wellness talk series. The program encourages participants to discover a balanced and healthier life.

### Retail Solution Selling

This training program focused on instilling Solution Selling principles among sales personnel and team leads. Participants will learn to shift from a product-centric to a customer-centric approach, identifying and addressing customer needs effectively. The curriculum covers customer profiling, active listening, and the art of tailoring presentations to showcase personalized value propositions. Emphasis is placed on collaborative selling techniques, both internally and externally, along with strategies for overcoming common objections.

### Retail Marketing

Tailored for Marketing professionals, this program leads participants to dive into key strategies that drive customer engagement, boost sales, and enhance brand visibility following the framework on 5Ps of Marketing including introduction to Blue Ocean Strategy.

### Brand DNA Workshop

This workshop explores the core elements that define AllHome brand's identity, personality, and values. Participants will engage in interactive sessions to articulate a compelling brand story, identify key differentiators, and establish a unique position in the market it serves, as well as empower teams to strengthen brand coherence and resonance.

Each employee is evaluated based on skills development, job performance, and adherence to corporate values. In 2023, 100% of employees received career development reviews.

# MINIMIZING THE IMPACT OF OUR OPERATIONS

## ENERGY AND EMISSIONS 3-3, CG-MR-130A.1

Electric consumption increased in 2023 when the Company opened four new stories.

With the post pandemic return of shoppers, as affirmed by the growing foot traffic, the Company wants to uphold the shoppers' premium shopping experience by ensuring comfortable temperatures in all stores. Refrigeration equipment such as freezers, chillers, and cold rooms, as well as direct expansion (DX) type air conditioning systems, consumed the most energy within AllDay stores.

AllDay adopted best practices in the optimized use and proper maintenance of its air conditioning systems to ensure ideal energy efficiency levels during business hours. Less units are used during cooler weather or during non-peak shopping hours. The Company avoided overstocking its cold storage facilities to prevent high energy consumption when motor compressors need to run at full capacity.

AllDay was also able to reduce its diesel consumption due to fewer power outages. This resulted in lower utilization hours of its generator sets.

AllDay's strategic inventory planning efforts did not only ensure nil to minimal business interruptions but it also contributed to reducing carbon emissions by optimizing delivery vehicles operations which were considered its principal contributor to air pollution. In addition, all company-owned vehicles are subjected to regular DENR-mandated emission testing.

302-1, 305-1, 305-2

| | |
|---|---|
| Diesel (L) | 468 |
| Electricity (KwH) | 32,820,347.10 |
| Scope 1 kg CO2 | 0.997 |
| Scope 2 (tonnes $CO_2e$) | 23,374.65 |

## WATER USE

3-3, 303-1, 303-5

### WATER CONSUMPTION IN CUBIC METERS


AllDay considered water as an essential resource and thus was keen to promote efficient sourcing, sanitation, and overall utilization within stores. The ice makers at AllDay were the most water-intensive equipment in the facility and were subjected to regular preventive care to optimize efficiency. The Company conserved its water resources by making the most of the ice machine and turning off faucets when not in use.

Water was also essential not just for drinking but also in ensuring an overall sanitary environment that ranged from food preparation to cleaning of common areas.

Water is sourced from the mall's water tanks, which ensured a consistent supply of water to tenants such as AllDay's stores.

AllDay stores are linked to the mall's sewage treatment plants to guarantee adequate effluent control.

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

AllDay implements best practices for managing such waste materials and reducing the demand for new materials, particularly plastics, as part of its sustainability strategy. Reusing cartons as packaging for consumer purchases is one such approach that is presently being applied in stores. AllDay also employs paper bags and urges consumers to use eco-bags. AllDay supports

The policies and initiatives of local government units to ban single-use plastics by encouraging consumers to use reusable bags. To facilitate the shift to a circular economy, the Company promotes the use of recyclable containers and boxes instead of cartons.

The Company recognizes that due to the nature of its business, its major source of waste involves use of cartons and product packaging materials with approximately 50% used as packaging for customer purchase and 50% sold to recyclers. Cartons that have previously contained chemicals cannot be reused.

Third-party hauler services are engaged to collect the remainder of the waste generated by the Company's operations. These contracted services are separate from those contracted by Vistamalls. The Environmental Management Bureau (EMB) accredits third-party haulers who are adequately equipped to handle, transport, and treat various types of wastes.

Employees and customers are reminded of the proper waste disposal through constant reminders and visual 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.

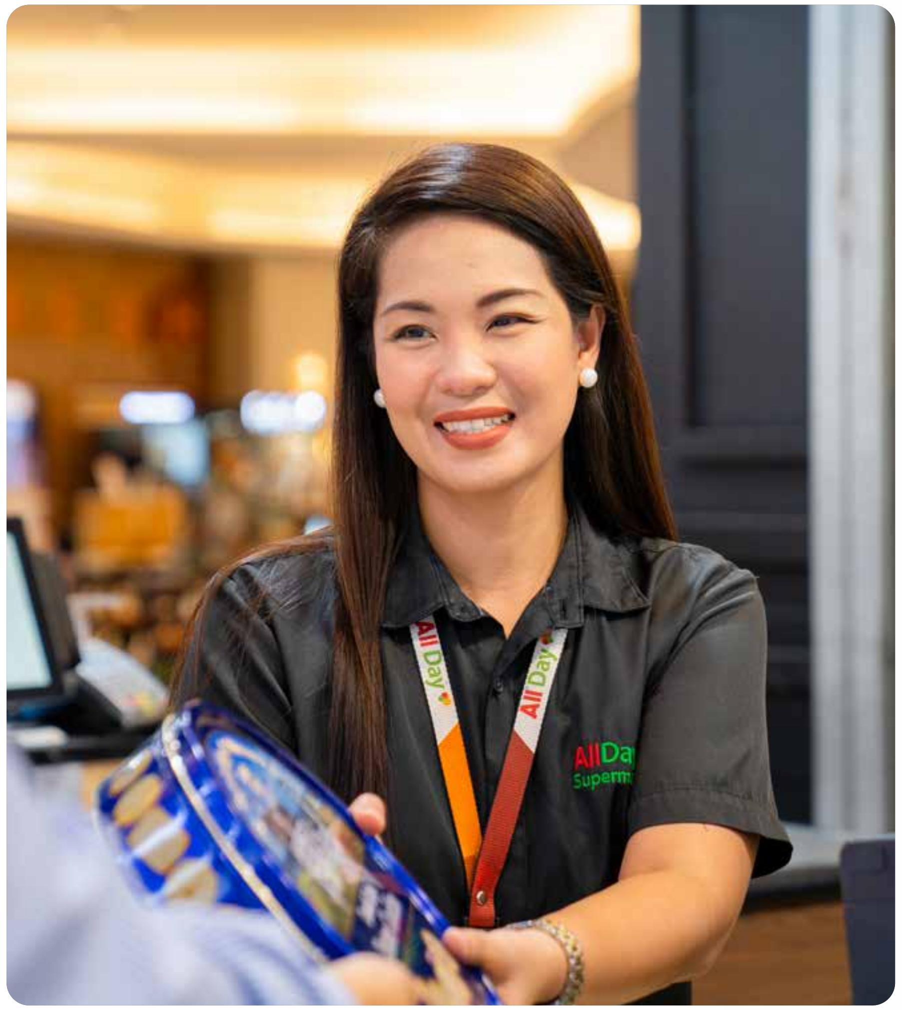
**338,753** kgs of renewable waste

**1,341** pcs of bulbs disposed as of 2023

| | Quantity |
|---|---|
| **Total solid waste generated (in kg)** | **328,539** |
| Residuals/ Landfilled | 329,833 |
| Total weight of hazardous waste generated | 1,341 |

**Materials used by AllDay**

| | |
|---|---|
| Materials used by weight or volume | cartons |
| Renewable | 338,753 kilos |



# SUSTAINING OUR COMMUNITIES 3-3, 203-1, 203-2

AllDay believes its success is founded in the progress of the communities where it serves. Given its strategic proximity to communities, the Company sought opportunities to foster relationships with these external stakeholders to foster inclusive growth.

AllDay, as part of the Villar Group of Companies, is an active collaborator in the Villar SIPAG Foundation's volunteer community activities. AllDay employees are encouraged to exercise volunteerism together and within these communities under the SIPAG programs.

Some of the win-win programs that AllDay developed to benefit its customers, communities, and the environment are as follows:

- **AllRewards +5 points!** – AllRewards members who will use their AllDay Eco bag will get +5 AllRewards points and +2 AllRewards points if they use other eco bags. This encourages the customers to use eco-friendly bags instead of plastics and serves as an additional perk to AllRewards members.
- **Stepping Stone Coin Bank Partnership** – Coin banks were provided in stores and the donations from AllDay customers will help underprivileged children with special needs to get an educational scholarship and therapy services. The students under the Stepping Stone Foundation are the beneficiaries of this program. In 2023, AllDay collected a total of Php 31,778.50 from coin banks.
- **PH Food Bank Foundation Partnership** – AllDay donates food items and supplies to churches, orphanages, schools, and communities that help malnourished and undernourished people through PH Food Bank Foundation. AllDay donated Php 3,566,969.00 worth of items in 2023.

**STEPPING STONE COIN BANK PARTNERSHIP**


Collected
**Php 31,778.50**

**PH FOOD BANK FOUNDATION PARTNERSHIP**


Donated
**Php 3,566,969**
worth of items

# LEADERSHIP AND GOVERNANCE


## STRUCTURE 2-9, 2-11

The AllDay Board of Directors is tasked with the organization's general management and operations monitoring.

The executive officers and management team collaborate with the Board by preparing reports data and documentation on company operations, financial condition, and performance results for Board review.

The Board has seven members, two of whom are independent directors. All the directors listed below were elected during the Company's special meeting of stockholders previously on August 5, 2021. All directors will serve accordingly until new representatives are elected and qualified.

**MANUEL B. VILLAR JR.**
Chairman of the Board

**CAMILLE A. VILLAR**
Vice Chairman

**FRANCES ROSALIE T. COLOMA**
President,CEO and Director

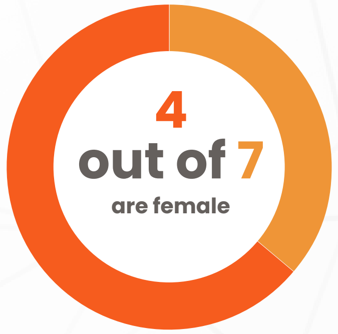
**MANUEL PAOLO A. VILLAR**
Director

**BENJAMARIE THERESE N. SERRANO**
Director

**JESSIE D. CABALUNA**
Independent Director

**RAUL JUAN N. ESTEBAN**
Independent Director







- Executive
- Non-executive

- Independent
- Non-independent

- Male
- Female

# BOARD COMMITTEES 2-9, 2-12, 2-28

## NOMINATION COMMITTEE

The Nomination Committee has the duty and responsibility to assist the Board of Directors to review and evaluate the qualifications of all persons nominated to the Board and other appointments that require Board approval, and to assess the effectiveness of the Board's processes and procedures in the election or replacement of directors. It shall pre-screen and shortlist all candidates nominated to become a member of the Board. It should be composed of at least three members, one of whom shall be an independent director.

| Members | | |
|---|---|---|
| **Manuel B. Villar, Jr.**<br>Chairman | **Camille A. Villar**<br>Member | **Raul Juan N. Esteban**<br>Member |

## COMPENSATION AND REMUNERATION COMMITTEE

The Compensation and Remuneration Committee has the duty and responsibility to establish a formal and transparent procedure for developing a policy on remuneration of directors and officers to ensure that their compensation is consistent with the Corporation's culture, strategy and the business environment in which it operates. It should be composed of at least three members, one of whom shall be an independent director.

| Members | | |
|---|---|---|
| **Manuel Paolo A. Villar**<br>Chairman | **Benjamarie Therese N. Serrano**<br>Member | **Jessie D. Cabaluna**<br>Member |

## AUDIT COMMITTEE

The Audit Committee is tasked to 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 is 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, both of whom report directly to the Audit Committee. The Audit Committee monitors and evaluates the levels of adequacy and effectiveness of the internal control system. Further, the Audit Committee has 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.

| Members | | |
|---|---|---|
| **Jessie D. Cabaluna**<br>Chairman | **Raul Juan N. Esteban**<br>Member | **Manuel Paolo A. Villar**<br>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.

| Members | | |
|---|---|---|
| **Raul Juan N. Esteban**<br>Chairman | **Jessie D. Cabaluna**<br>Member | **Manuel B. Villar, Jr.**<br>Member |

## RELATED PARTIES TRANSACTIONS COMMITTEE

The RPT 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.

| Members | | |
|---|---|---|
| **Raul Juan N. Esteban**<br>Chairman | **Jessie D. Cabaluna**<br>Member | **Benjamarie Therese N. Serrano**<br>Member |

## BOARD RISK OVERSIGHT COMMITTEE

The BROC 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.

| Members | | |
|---|---|---|
| **Jessie D. Cabaluna**<br>Chairman | **Raul Juan N. Esteban**<br>Member | **Frances Rosalie T. Coloma**<br>Member |

# ETHICAL BUSINESS PRACTICES

The Board of Directors and Management, as well as employees and shareholders, consider corporate governance as an essential tool to achieve a strong and strategically managed company.

Fully accredited private or government organizations hold annual corporate governance seminars for its directors. First-time directors are required to attend an orientation session that covers Securities and Exchange Commission (SEC) mandated subjects as well as an introduction to the Company's operations, Articles of Incorporation, and Code of Conduct.

All employees are required to undergo the Corporate Policy and Code of Conduct Training. This is part of the onboarding process for new employees, while veteran staff must take a refresher session once a year. Suppliers and vendors are also oriented on and mandated to observe the Code of Conduct and Anti-Corruption Policies.

## COMPANY POLICIES

2-24 , 3-3, 2-23

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

**Conduct of Business and Fair Dealings**

The Company requires all workers to use reasonable discretion to protect not only the Company's safety and well-being, but also to preserve a cooperative, efficient, and productive workplace and company culture. These standards apply whether working on Company premises, off sites where Company business is conducted, at Company-sponsored business and social activities, or wherever else the employee represents the Company.

### WHISTLE-BLOWING POLICY

2-25

Directors, officers, managers, and employees are allowed and free to discuss or disclose in writing any concern about a potential violation of the laws, as well as Company rules and procedures. Any report addressed by this policy may be submitted to the Human Resources Department Head or the Company's President.

### OPEN DOOR POLICY

2-25

The Company follows an "open-door" policy, which is a voluntary approach that encourages all workers, regardless of rank or function, to interact with management and leadership about

their thoughts, recommendations, and concerns without fear of repercussions or condemnation.

### RECEIPT OF GIFTS FROM THIRD PARTIES

2-25

Employees are forbidden to accept any offer, payment, money, gift, or anything of value from customers, vendors, consultants, or anyone that may be viewed as attempting to influence any Company decision, directly or indirectly. Employees are obligated to declare the identities of external parties involved in these practices and to return any material item received from similar transactions to the Company for proper disposition.

### CONFLICT OF INTEREST

2-25

Any staff member is required to avoid circumstances where a conflict of interest may arise.

Employees are obligated to report to the Company any interests or advantages they may have that may conflict with the Company's operations or interests. The position of Board Director is not to be used to profit or acquire some benefit or advantage for themselves or their linked interests. A director should avoid situations that might jeopardize his or her impartiality. If a director has an actual or possible conflict of interest, complete and prompt disclosure is made, and the director is barred from making decisions on the topic.

Employees are required to dedicate their complete attention to the Company's business objectives. They are not permitted to engage in any activity that interferes with the performance of their obligations to the Company, or that is otherwise in conflict with or unfavorable to the Company. Employees are not permitted to take simultaneous employment with another company, or with a supplier, client, or rival, or to participate in any action that strengthens or promotes a competitor's position.

### INSIDER TRADING AND RELATED PARTY TRANSACTIONS

The Board is primarily responsible for ensuring that there is a group-wide policy and structure in place to control related party transactions (RPTs) and other unusual or rarely occurring transactions, particularly those that exceed specific materiality levels.

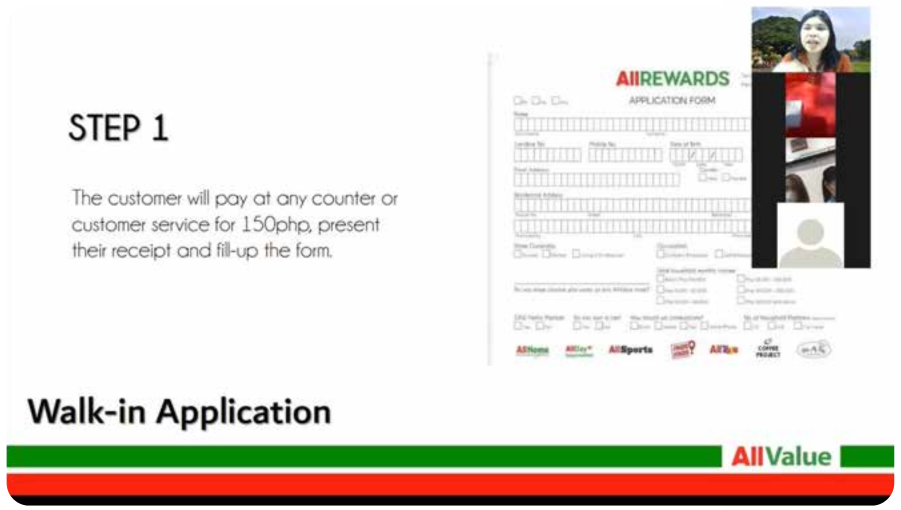
The policy requires the proper examination and approval of substantial or significant RPTs, ensuring the transactions' fairness and openness. This applies to all entities within the group, considering their size, structure, risk profile, and operational complexity. Employees should generally avoid doing Company business with linked parties. Willful concealing of information about a forbidden relationship may result in disciplinary 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.

Transparency is considered vital to AllDay's corporate governance. The Board is anticipated to provide material information transactions and to cause the filing of all relevant information through the proper Exchange channels for listed companies, as well as feedback to the Commission in the benefit of its stockholders and other stakeholders.




## REGULATORY COMPLIANCE

2-27, 3-3, 205-2

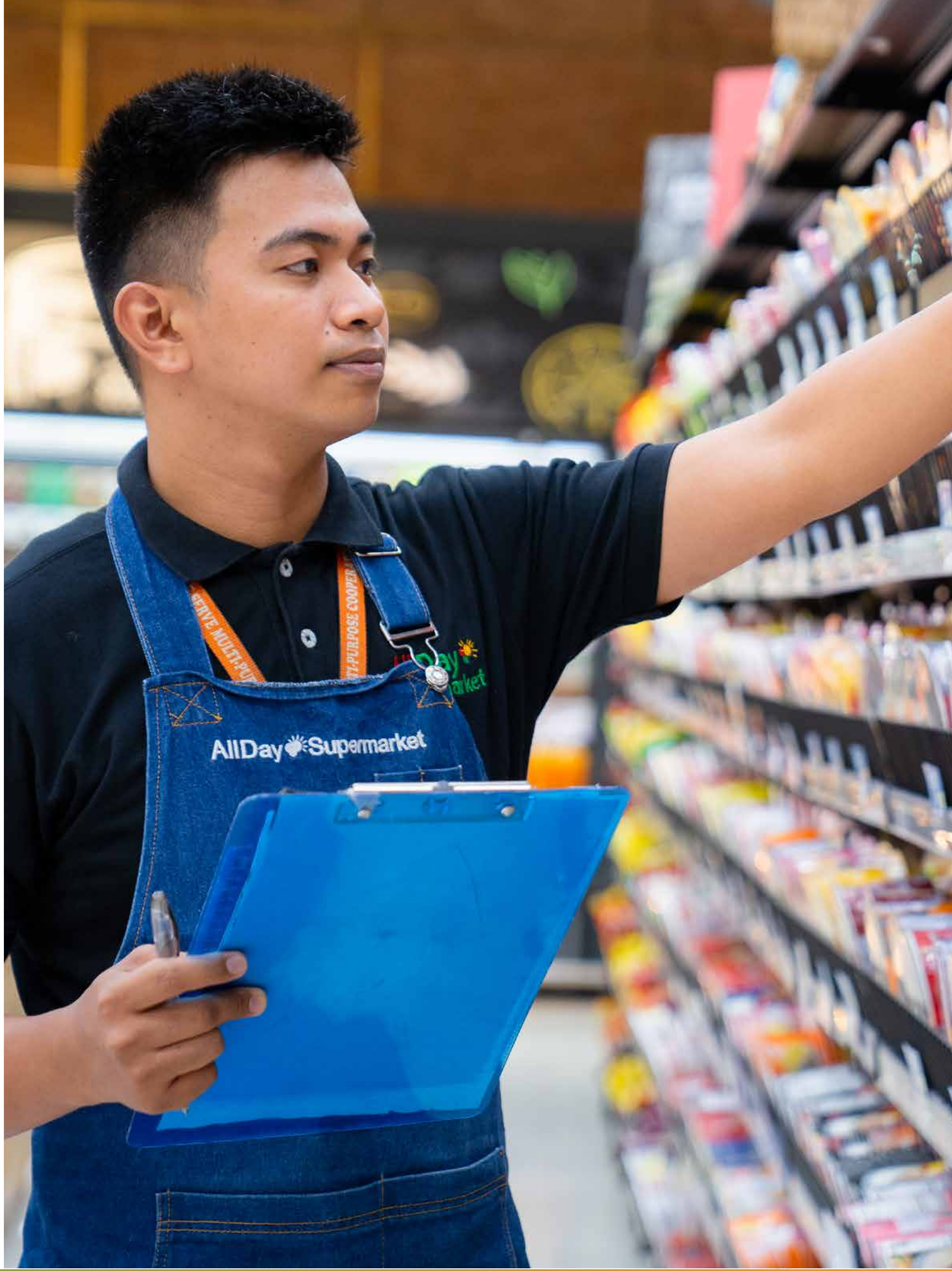
Any director, manager, or employee must be familiar with the legal and regulatory obligations that apply to the Company, which involves its articles of incorporation and bylaws, the Securities and Exchange Commission's (SEC) rules and regulations, and, where applicable, the requirements of relevant regulatory agencies.

Individuals are obligated to follow Philippine laws, including those governing employment, health and safety, discrimination, the environment, trade practices, intellectual property, data protection, financial reporting, bribery, corruption, and penalties.

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 built a strong compliance culture to ensure that all requirements, permits, and approvals are received on time. Permits and authorizations are reviewed regularly in assurance that it is appropriately renewed and maintained. Regular communication with key regulators also helps the Company to monitor regulatory developments and guarantee timely compliance with new regulatory requirements.



# GRI INDEX

| | | | | | | |
|---|---|---|---|---|---|---|
| Statement of use | AllDay Marts Inc. has reported in accordance with the GRI Standards for the period January 1, 2023 to December 31, 2023 | | | | | |
| GRI 1 used | GRI 1: Foundation 2021 | | | | | |
| **GRI Standard** | **Disclosure** | | **Page number(s) and/or direct answers** | **Reason for omission** | | |
| | | | | **Requirement(s) omitted** | **Reason** | **Explanation** |
| **General disclosures** | | | | | | |
| GRI 2: General Disclosures 2021 | The organization and its reporting practices | | | | | |
| | 2-1 | Organizational details | 10 | | | |
| | 2-2 | Entities included in the organization's sustainability reporting | 4 | | | |
| | 2-3 | Reporting period, frequency and contact point | 4 | | | |
| | 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, value chain and other business relationships | 12-13, 31-32 | | | |
| | 2-7 | Employees | 34 | | | |
| | 2-8 | Workers who are not employees | Not applicable | | | Monitoring includes regular and probationary employees only |
| | Governance | | | | | |
| | 2-9 | Governance structure and composition | 47-49 | | | |
| | 2-10 | Nomination and selection of the highest governance body | 2023 AllDay Marts Inc., IACGR | | | |
| | 2-11 | Chair of the highest governance body | 47 | | | |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | 48-49 | | | |
| | 2-13 | Role of the highest governance body in sustainability reporting | 2023 AllDay Marts Inc., IACGR | | | |
| | 2-14 | Delegation of responsibility for managing impacts | 48 | | | |
| | 2-15 | Role of the highest governance body in sustainability reporting | 2023 AllDay Marts Inc., IACGR | | | |
| | 2-16 | Communication of critical concerns | 2023 AllDay Marts Inc., IACGR | | | |
| | 2-17 | Collective knowledge of the highest governance body | 2023 AllDay Marts Inc., IACGR | | | |
| GRI 2: General Disclosures 2021 | 2-18 | Evaluation of the performance of the highest governance body | 2023 AllDay Marts Inc., IACGR | | | |
| | 2-19 | Remuneration policies | 2023 AllDay Marts Inc., IACGR | | | |
| | 2-20 | Process to determine remuneration | 2023 AllDay Marts Inc., IACGR | | | |
| | 2-21 | Annual total compensation ratio | 2023 AllDay Marts Inc., IACGR | | | |
| | Strategy, policies and practices | | | | | |
| | 2-22 | Statement on sustainable development strategy | 6-7 | | | |
| | 2-23 | Policy commitments | 10-11, 13, 50-51 | | | |
| | 2-24 | Embedding policy commitments | 50-51 | | | |
| | 2-25 | Processes to remediate negative impacts | 37-38, 50-51 | | | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | 37-38 | | | |
| | 2-27 | Compliance with laws and regulations | 52 | | | |
| | 2-28 | Membership Associations | 48 | | | |
| | Stakeholder engagement | | | | | |
| | 2-29 | Approach to stakeholder engagement | 17-18 | | | |
| | 2-30 | Collective bargaining agreements | 37 | | | |
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| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | 15 | | | |
| | 3-2 | List of material topics | 16 | | | |
| **TOPIC SPECIFIC DISCLOSURE** | | | | | | |
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| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 28-29 | | | |
| GRI 201: Economic Performance 2016 | 201-1 | Direct economic value generated and distributed | 28-29 | | | |
| | 201-3 | Defined benefit plan obligations and other retirement plans | confidential | | | |
| **Tax** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 30 | | | |
| GRI 207: Tax 2019 | 207-1 | Approach to tax | 30 | | | |
| | 207-2 | Tax governance, control, and risk management | 30 | | | |
| | 207-3 | Stakeholder engagement and management of concerns related to tax | 17-18 | | | |
| | 207-4 | Country-by-country reporting | 30 | | | |
| **Responsible Supply Chain & Procurement Practices** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 31-32 | | | |
| GRI 204: Procurement Practices 2016 | 204-1 | Proportion of spending on local suppliers | 31-32 | | | |

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| **CUSTOMER SATISFACTION** | | | | | | |
| **Health and Safety** | | | | | | |
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| GRI 416: Customer Health and Safety 2016 | 416-1 | Assessment of the health and safety impacts of products and service categories | 25 | | | |
| | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | 25 | | | |
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| GRI 417: Marketing and Labeling 2016 | 417-2 | Incidents of non-compliance concerning product and service information and labeling | 25 | | | |
| | 417-3 | Incident of non-compliance concerning marketing communications | 26 | | | |
| | | 3-1 Process to determine material topics | 26 | | | |
| **Data Protection and Cyber Security** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 24 | | | |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 24 | | | |
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| **Local Employment** | | | | | | |
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| GRI 202: Market | 202-1 | Ratios of standard entry level wage by gender | 1:1 (in Mega Manila); 7:5 (in Luzon and Visayas), 3:1 (in Mindanao) | | | |
| | 202-2 | compared to local minimum wage | 34 | | | |
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| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 40-41 | | | |
| GRI 404: Training and Education 2016 | 404-1 | Average hours of training per year per employee | 40 | | | |
| | 404-2 | Programs for upgrading employee skills and transition assistance program | 40-41 | | | |
| | 404-3 | "Percentage of employees receiving regular | 40 | | | |
| **WELL-BEING** | | | | | | |
| **Benefits** | | | | | | |
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| GRI 401: Employment 2016 | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 36 | | | |
| | 401-3 | Parental leaves | 36-37 | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| **Human Rights** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 37-38 | | | |
| 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 | 38-39 | | | |
| GRI 403: Occupational Health & Safety 2018 | 403-1 | Occupational health and safety management system | 38 | | | |
| | 403-2 | Hazard identification, risk assessment, and incident investigatioN | 38 | | | |
| | 403-3 | Occupational health services | 38-39 | | | |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | 38 | | | |
| | 403-5 | Worker training on occupational health and safety | 39 | | | |
| | 403-6 | Promotion of worker health | 38 | | | |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 38 | | | |
| | 403-8 | Workers covered by an occupational health and safety system | 39 | | | |
| | 403-9 | Work-related injuries | 39 | | | |
| | 403-10 | Worker-related ill health | 50 | | | |
| **Community** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 45 | | | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 | Infrastructure investments and services supported | 45 | | | |
| | 203-2 | Significant indirect economic impacts | 45 | | | |
| **Energy** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 43-44 | | | |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | 43 | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 43-44 | | | |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | 43 | | | |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 43 | | | |
| **Water Use** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 43 | | | |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | 43 | | | |
| | 306-2 | Management of significant waste-related impacts | Not applicable | | | Discharges are managed by Vista Malls |
| | 306-5 | Waste directed to disposal | 43 | | | |

| Waste Management | | | | | | |
|---|---|---|---|---|---|---|
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 44 | | | |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | 44 | | | |
| | 306-2 | Management of significant waste-related impacts | 44 | | | |
| | 306-3 | Waste generated | 44 | | | |
| | 306-5 | Waste directed to disposal | 61 | | | |
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| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 44 | | | |
| GRI 301: Materials 2016 | 301-1 | Materials used by weight or volume | 44 | | | |
| **Ethical Business Practices** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 52 | | | |
| GRI 205: Anti-corruption 2016 | 205-1 | Operations assessed for risks related to corruption | AllDay 2023 Annual Report | | | |
| | 205-2 | Communication and training about anti-corruption policies and procedures | 52 | | | |
| | 205-3 | Confirmed incidents of corruption and actions taken | 52 | | | |

# SASB

| Topics | Code | Metric | Location |
|---|---|---|---|
| **Multiline and Specialty Retailers & Distributors** | | | |
| Porfolio | CG-MR-000.A | Number of: (1) retail locations and (2) distribution centers | 8, 14 |
| | CG-MR-000.B | Total area of: (1) retail space and (2) distribution centers | 8, 14 |
| **Energy** | | | |
| Energy Management in Retail & Distribution | CG-MR-130a.1 | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | 43 |
| **Data Protection and Cyber Security** | | | |
| Data Security | CG-MR-230a.1 | Description of approach to identifying and addressing data security risks | 24 |
| | CG-MR-230a.2 | (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected | 24 |
| **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 | 34 |
| | CG-MR-310a.3 | Total amount of monetary losses as a result of legal proceedings associated with labor law violations | None |
| Workforce Diversity & Inclusion | CG-MR-330a.1 | Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees | Not applicable |
| | CG-MR-330a.2 | Total amount of monetary losses as a result of legal proceedings associated with employment discrimination | None |
| **Impacts of Products and Packaging** | | | |
| Product 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 | 25 |
| | CG-MR-410a.3 | Discussion of strategies to reduce the environmental impact of packaging | 25, 44 |


# CONSCIOUS CONSUMPTION

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