AllDay

OUR PATH TO RESPONSIBLE RETAIL

ABOUT THE REPORT

2-1, 2-2, 2-3

AllDay Marts Inc. shares its third Sustainability Report prepared and reported in accordance with the 2021 Global Reporting Initiative (GRI) Standards and the Multiline and Specialty Retailers and Distributors Standards of the Sustainability Accounting Standards Board (SASB) for the time period of January 1, 2024 to December 31, 2024.

This report encompasses the economic, social and environmental performance of AllDay Marts, Inc. for the specified time period with comparative figures from the two previous years.

Find this Report online:

https://corporate.allday.com.ph/company-disclosures/sustainability-reports/

For inquiries regarding this Sustainability Report, please contact

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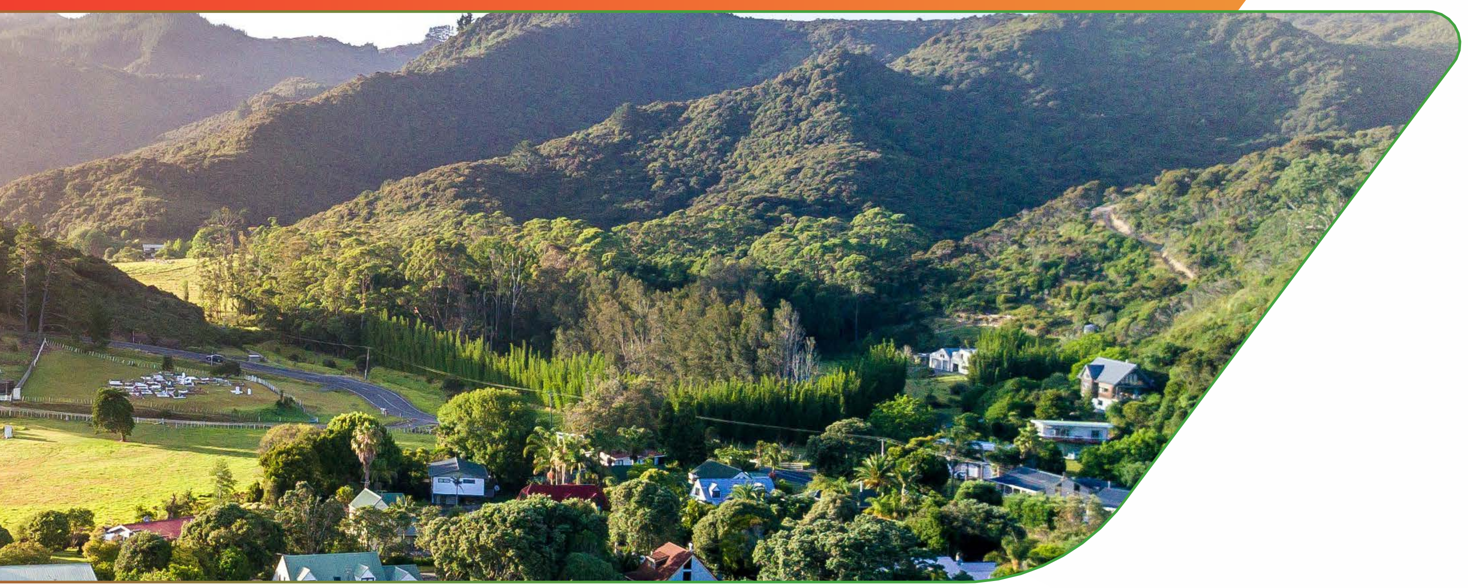

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PRESIDENT'S REPORT 2-2

MAGDALENA G. DE GUZMAN

Acting President and Chief Operating Officer

Dear AllDay Stakeholders,

As the Philippines' fastest-growing supermarket chain operator and one of the country's top mid-premium players, I am pleased that in 2024 AllDay remained committed to its vision of providing an elevated, refreshed, and world-class grocery experience to Filipino families.

In 2024, we created direct economic value worth Php 9.25 billion. Although this is a 9.2% drop from Php 10.19 billion in 2023 under difficult market conditions, we also registered important victories. Notably, we trimmed our operating expenses from Php 1.65 billion to Php 1.54 billion, a 6.6% reduction fueled by efficiency gains across our network. This enabled us to operate more efficiently, reinvesting in customer experiences, employee development, and community initiatives. By prioritizing these areas, AllDay continues to create value that matters most to the stakeholders who count: our customers, our shareholders, our employees, and our community partners.

Underpinned by our dual-format business model, we stuck to our founding belief of marrying the comfort and familiarity of well-designed supermarkets with the contemporary convenience of digitally advanced platforms. This strategy guarantees an easy and pleasurable experience for our customers, whether they shop online or in-store.

Our network currently encompasses 36 supermarkets in 25 cities and municipalities all over the country, totalling close to 60,000 square meters of net selling area — 27 in Mega Manila, six in the rest of Luzon, and three in the Visayas.

We offer a carefully edited mix of 4,200 Filipino and international brands and more than 40,000 products sourced from over 1,000 partners from around the globe, bringing the world closer to Filipino homes.

In 2024, we improved our feedback loop to resolve customers' issues regarding product choice, price, facilities, and service quickly and efficiently. The initiative yielded a customer satisfaction rate of 4.2 out of 5 and solidified our value of hearing from the people we are serving.

Concurrently, we provided firmer shareholder returns. Interest and dividends increased to Php 238.89 million from Php 183.46 million, or a 30.2% year-on-year increase, a testament to our sound performance.

Our people continue to be the focal point of AllDay's success. Employee compensation and benefits increased to Php 128.11 million from Php 120.07 million the previous year, up 6.7% and ensuring that our team members participated directly in the company's success. Beyond pay, we made sure to continue embracing inclusion and development: women leaders filled most executive roles, and staff throughout the organization accumulated over 2,800 training hours to develop their skills and careers.

I am also proud of the contributions that we made in our communities. Community investments increased to Php 2.10 million from Php 1.83 million (+14.8%), including assistance to the Philippine Food Bank Foundation, wherein we have donated over Php 100,000 worth of food and educational supplies to orphanages, schools, churches, and communities nationwide.

Sustainability is still at the core of our growth narrative. During 2024, we recycled 244,677 kilograms of carton waste, eliminated the use of diesel in logistics, and encouraged the use of eco-bags through AllRewards rewards. Such programs not only lowered our carbon footprint but also involved our customers, employees, and societies in the collective pursuit of helping preserve the planet for future generations.

Forward to 2025, I am determined to continue this momentum with responsible growth, further innovation in in-store as well as online experiences, and a more intensified sustainability journey. Through these, we take a step closer towards our goal of positioning AllDay as the Philippines' best premium supermarket chain — one that continuously innovates to stay at the forefront of grocery retailing.

OUR 2024 MILESTONES

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

	2024	2023	2022
TOTAL NUMBER OF BRANCHES	40	40	36
Metro Manila	10	10	10
Luzon	27	27	23
Visayas	3	3	3
NUMBER OF PROVINCES PRESENT IN	13	13	13
NUMBER OF CITIES AND MUNICIPALITIES PRESENT IN	29	29	25
TOTAL NUMBER OF NEWLY OPENED STORES	0	4	3
TOTAL NET SELLING AREA IN SQM.	72,545	72,545	1,245,023

THIS IS ALLDAY

AllDay Marts, Inc. (the "Company") is the Philippines' 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 non-food 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

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

Cost Consciousness

Cost is not a question of numbers, but a question of value. It is not what we can cut out, but what we can save on. We are lean because we know that success does not depend on the number of people, but on the number of ideas, and the brilliance of those ideas. We are not cost-conscious to increase our profit margins, but to guarantee that we have sufficient resources for tomorrow. It is not just the cost to us that we must concern ourselves with, but that cost to our customers as well.

Teamwork

Synergy is one of a corporation's greatest assets. The solitary genius is nice, but teams are stronger. We have a common goal; 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 in 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

Every day, 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 Supermarket 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

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

Approx. 60,000 sqm net selling space

Spread across 25 cities and municipalities in the PH

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

OUR VALUE CREATION MODEL

Our Business Model

Vision
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
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
Cost Consciousness, Teamwork, Honesty, Competitive Spirit, Closeness to Consumers

	How we Deliver (Input)	Value Created (Output)	UN SDGs
Natural	**29,622,527 Kwh** Total Electricity Consumption **20,543.22 tCO2** Total Scope 2 Emissions **70,650 m³** Total Water Consumption **244, 677 kg** Total Waste Generated	**Incentivized use of eco-bags through AllDay Rewards**	6 Clean Water and Sanitation; 12 Responsible Consumption and Production
Human	**241** Total Employees	**39%** Male Employees **61%** Female Employees **51, 200** Total Safe Man Hours	5 Gender Equality; 8 Decent Work and Economic Growth
Intellectual	**2,820** Total Training Hours	**50,628** AllRewards Members **0** Data Security Breaches	9 Industry, Innovation and Infrastructure
Manufactured	**40** Stores	**Php 9,252 million** Total Economic Value Generated	8 Decent Work and Economic Growth
Financial	**Php 1.544 M** Operating Costs		8 Decent Work and Economic Growth
Social and Relationship	**Php 2.10 M** Community Investments	**Php 101,405.87** worth of items donated to the PH Food Bank Foundation **49%** Employee Turnover Rate **4.2** Customer Satisfaction Rate	11 Sustainable Cities and Communities; 17 Partnerships for the Goals

SUSTAINABILITY AT ALLDAY

MATERIALITY PROCESS 2-23, 3-1

AllDay conducts its materiality assessment annually to ensure stakeholder expectations are reflected in its overall sustainability strategy. The process follows a structured three-step approach guided by the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) framework.

01 Pre-identification of topics

The process begins by compiling a list of relevant issues and topics, drawing from sector-specific publications such as the GRI and SASB standards for Multiline and Specialty Retailers & Distributors, as well as insights from industry peers. Additional categories are included to ensure all economic, environmental, social, and governance (EESG) dimensions are addressed.

02 Identification of Material Topics

The Company revisited the list to assess if the topics are material to the operations and stakeholders. An online form is provided that allows 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 assesses the criticality of the impact

In line with AllDay's commitment to enhancing the customer experience, Customer Relationship and Quality Management was identified as the most critical material topic. The Company has adopted technology-driven initiatives since 2021, beginning with MoEngage. Further improvements were made in 2022 through upgraded communication channels and e-commerce platforms to support a more targeted and responsive customer management approach. In 2024, this resulted in a customer satisfaction rating of 4.2.

Other highly rated material topics included Economic Performance, Cybersecurity and Data Privacy, Procurement Practices, and Accident and Safety Management. These remain priority areas, as demonstrated by AllDay's continued risk assessments, implementation of occupational safety protocols, and efforts to strengthen supplier relationships.

Although topics such as Climate Change Mitigation and Adaptation and Noise and Vibration Management ranked lower, AllDay continues to pursue waste reduction through carton reuse and the promotion of eco-bags in stores.

Despite challenges in 2024, AllDay remained committed to delivering a premium shopping experience while upholding strong ethical standards. The Company views corporate governance as essential to sound strategic management and to sustaining long-term stakeholder relationships.

This approach ensures that AllHome's sustainability efforts are continuously aligned with the evolving priorities of its stakeholders and the business itself.

1. Customer Relationship & Quality Management
2. Economic Performance
3. Cybersecurity & Data Privacy
4. Procurement Practices
5. Accident and Safety Management
6. Talent Management
7. Sustainability Governance & Ethical Practices
8. Employee Health and Safety
9. Responsible Supply Chain
10. Board Competence, Diversity, & Independence
11. Regulatory Compliance
12. Community Engagement
13. Long-term Monitoring and Maintenance
14. Tax
15. Waste Management
16. Ecosystem and Biodiversity Protection
17. Diversity, Inclusion & Human Rights
18. Climate Change Mitigation and Adaptation
19. Noise and Vibration Management

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 REPSONSE
CUSTOMERS AND CLIENTS (EXTERNAL)			
1. Customer satisfaction 2. Viber Community 3. Website: www. allday.com.ph 4. Social Media 5. Feedback and suggestion form	As Necessary	1. Safe Shopping 2. Customer data privacy 3. Stock Availability 4. Shopping and payment channels 5. Convenience and accessibility	1. Digitized services: 1. Personal shopper service 2. 24/7 delivery 3. Same-day delivery 4. Contactless payment (QR code or card payment) 5. Self-checkout counters 6. Smart Carts and Addie, the Service Robot 7. Smart shopping through allday.com.ph 1. Adherence to Data Privacy Act 2. Use multi-layer security technologies on customer data 1. Secured Socket Layer (SSL) or Transport Later Security (TSL) 2. 3.2 IPS/IDS (Intrusion Prevention System/Intrusion Detection System) 3. Adherence to laws and regulations on health, food, and cosmetic products 4. Implementation of safety protocols set by LGUs
EMPLOYEES (INTERNAL)			
1. Social media and email 2. Team-building sessions 3. Performance evaluations 4. Training and development sessions 5. Jumpstart 6. Night-out	1. Regularly 2. Annual 3. Annual 4. Regularly 5. Quarterly 6. Quarterly	1. Career longevity and retention 2. Competitive salary and benefits 3. Continuous learning and growth 4. Health, safety, and wellness of employees	1. Other health and safety protocols 1. Regular cleaning and sanitation of office 2. Annual physical examinations and health care plans 3. Participation in earthquake and disaster response drills 4. 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 5. Adherence to laws and regulations on Occupational Health and Safety 1. Review of salary and compensation packages 2. Physical and virtual training and development sessions 3. Diverse and inclusive workplace culture
REGULATORY BODIES (EXTERNAL)			
1. Submission of requirements 2. Company disclosure submissions 3. Correspondences 4. Physical and virtual meetings 5. Examinations and audits	Regularly, as scheduled and as necessary	1. Compliance to financial, environmental, employee, and other social regulations 2. Timeliness and completeness of disclosures	1. Timely submission of requirements for renewal or acquisition of permits/ licenses 2. Coordination with LGUs and national agencies for compliance 3. Timely and complete submission of necessary disclosures 4. Response to queries 5. Strict implementation of safety protocols set by DOLE, LGUs, and other agencies

ENGAGEMENT	FREQUENCY	KEY TOPICS AND CONCERNS	COMPANY'S REPSONSE
COMMUNITIES (EXTERNAL)			
1. Community consultations 2. Social media 3. Live chats 4. Viber groups	As necessary	1. Livelihood and job generation 2. Safety of operations 3. Health and livelihood program 4. Accessibility to stores	2. Providing employment to local communities 3. Sourcing fresh goods from local markets 4. Locating stores in underserved communities 5. Corporate social responsibility activities: 6. AllRewards +5 points 7. PH Food Bank Foundation partnership 8. Implementation of environment-friendly practices 9. Recycling packaging materials and reducing wastes 10. Using paper bags and eco-bags 11. Proper scheduling and maintenance of its equipment and fixtures 12. Adherence to laws and regulations promulgated for the protection of environment
INVESTORS AND SHAREHOLDERS (EXTERNAL)			
1. Annual Stockholders' Meetings 2. Special Stockholders' Meetings 3. Analysts' Briefings 4. One-on-one meetings	1. Annual 2. As necessary 3. Quarterly 4. Per request	1. Financial sustainability 2. Ethical operations 3. Long-term plans 4. Corporate governance	1. Company updates and disclosures 2. Board meetings 3. Fair presentation of financial statements certified by one of the top 4 audit firms 4. Company policies on sound business practices 5. Whistle-Blowing Policy 6. Conduct of Business and Fair Dealings Policy 7. Receipt of Gifts from Third Parties Policy 8. Conflict of Interest Policy 9. Insider Trading and Related Party Transactions Policy 10. ERM, Risk Management Policy and Business Continuity Plan 11. Implementation of financial risk mitigation strategies 12. Selection of strategic locations for store network 13. Manual on Good Corporate Governance
REGULATORY BODIES (EXTERNAL)			
1. Accreditation Process 2. Business Performance Reviews 3. Email and phone	1. As Necessary 2. Monthly and Annual 3. As Necessary	1. Transparency in accreditation and procurement processes 2. Supplier data privacy 3. Corruption practices	1. Products made outside the country are sourced from local distributors or third parties who import them into the Philippines. 2. Large network of suppliers 3. Review of supplier base and processes 4. Adherence to Data Privacy Act 5. Adherence to company policies and procedures

CONTRIBUTION TO THE UNSDGS 2-23

AllDay actively aligns its programs and initiatives with the global movement inspired by the UN Sustainable Development Goals (UN SDGs), which promote inclusive and sustainable progress. AllDay maintains a proactive approach to the appropriate and sustainable conduct of its business to benefit all stakeholders.

SDG 2: Zero Hunger: AllDay offers fresh 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 2024. 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 and 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 for 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 Php 101,405.87 worth of items in 2024. These contributions helped provide meals and essential school supplies to various orphanages, schools, churches, and communities.

Valuing Sustainability
AllDay continues to encourage its AllRewards members to use eco-bags instead of single-use plastic bags to reduce waste. Members earn +5 AllRewards points when using an AllDay Eco Bag, and +2 points when using other eco-bags.

CUSTOMER EXPERIENCE

CUSTOMER SATISFACTION 3-3

Customer Satisfaction 3-3

AllDay's in-store and online experiences continue to be designed and enhanced to meet the high standards of its target customers, particularly those from the upper middle- to upper-income segments. Our product offerings, strategic retail locations, and intuitive e-commerce features such as the personal shopper service, Self-Check Out Counters, and smart carts are developed with efficiency and convenience in mind.

Customer concerns in 2024, mostly related to product selection, competitive pricing, store facilities, and customer service, were promptly and satisfactorily addressed.

4.2
AllDay scored 4.2 in 2024

1%
Sales contribution of e-commerce

Leading in Innovation

Customer insights continue to support AllDay in driving process improvements and identifying potential growth opportunities. Relevant data is gathered through internal and consumer surveys, industry report reviews, trade show participation, and benchmarking. These channels help the Company stay informed and respond proactively to shifts in customer preferences.

In-store personnel are regularly trained to meet AllDay's standards for customer satisfaction, as part of effective store management and operational protocols.

E-Commerce Platform
AllDay maintains its dedicated Customer Experience team and customer support channels, including email, a contact form on the AllDay website, and its Facebook page for the latest updates.

Progressive Web Application (PWA)
Launched in September 2021, AllDay's Progressive Web Application (PWA) supports the continued enhancement of its e-commerce platform. The PWA delivers a mobile app-like experience without requiring installation, ensuring a consistent, fast, and user-friendly interface across both mobile and desktop devices. It is compatible with major mobile operating systems, such as Android and iOS, and customers may also download the AllDay Supermarket app via the Apple App Store or Google Play.

MoEngage
AllDay continues to benefit from MoEngage, a marketing automation system that helps boost e-commerce performance through personalized triggers such as first-time visits or abandoned carts. MoEngage allows AllDay to deliver targeted promotions based on customer behavior, improving campaign effectiveness and reducing media cost inefficiencies.

Addie, the Supermarket Service Robot
Addie, the Philippines' first fully automated supermarket assistant and product promoter, remains active in-store. Through audio prompts, product recommendations, and an interactive touchscreen, Addie enhances customer engagement while promoting new products and ongoing deals.

Building Partnerships
AllDay maintains strong collaborations with leading e-commerce aggregators and on-demand delivery platforms, including Grab, Pandamart, Lazada, and Shopee, to ensure accessibility and convenience for its customers.

Information Security

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

AllDay ensures that its digital systems remain secure and are maintained in accordance with the requirements of 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 upholds strict policies that prohibit unauthorized data disclosures, submission of fraudulent documents, misrepresentation and falsification, and the sharing of confidential or classified information, techniques, methods, and other proprietary details with unauthorized individuals or employees

Due to the external-facing nature of its platforms and the sensitivity of the personal data they collect, such as those from the e-commerce website and AllRewards Loyalty Program, AllDay continues to require a Data Privacy Consent before customers share their information.

To safeguard its data centers, AllDay applies multiple layers of security technologies such as antivirus software and Intrusion Prevention and Detection Systems (IPS/IDS). The Company conducts third-party risk assessments semi-annually to evaluate the need for security upgrades. External-facing applications are protected through SSL/TLS protocols, and employees working remotely access corporate resources via IPSec VPN Clients and Zero Trust Network Access (ZTNA).

ZTNA supports secure, adaptive, and context-aware access to private applications hosted in the cloud or in corporate data centers. It considers factors such as user identity, device posture, location, time, and type of service. Access is granted on a "least privilege" basis, giving users access only to the specific applications they need rather than to the entire network. This reduces the risk of attacks and limits the spread of potential threats from compromised accounts or devices.

Based on the Zero Trust model, ZTNA operates on the principle that no entity, whether internal or external, should be automatically trusted. Every user and device must be verified before being allowed access to critical resources to ensure data security 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 complaints for information and security in 2024

Health and Safety

416-1, 416-2

AllDay continues to comply with health and safety regulations set by relevant local government units (LGUs) and health authorities in the conduct of its retail operations.

Several AllDay stores remain accredited with the government's official Safety Seal, in recognition of the Company's proactive and ongoing implementation of health and safety best practices.

Self-service counters across select stores were introduced to meet the market's growing demand for convenience while also offering a no-contact option for customers who prefer minimal interaction without compromising the in-store experience.

AllDay's digital services remain instrumental in supporting the health and safety of customers who opt to shop online.

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 complaints in 2024

0

incidents of non-compliance with FDA licenses

Marketing and Promotion

417-1, 417-2, 417-3

AllDay remains committed to delivering well-designed retail experiences and a premium ambiance for Filipino consumers. This is further enhanced by the strategic locations of its stores, which offer aesthetics, comfort, accessibility, and convenience.

AllDay continues to view technology as an essential tool to refine its marketing strategies, increase engagement, and roll out campaigns that attract and retain customers. Its integrated approach includes digital platforms, saturation efforts such as mailers and flyers, and Out-of-Home (OOH) materials like billboards and lamp post banners along key routes.

While each AllDay store is unique, all locations consistently feature farm-fresh produce, a wide range of local and international brands, engaging food destinations such as Paluto and Gastroville, and digital integration. The Company also launched promotional initiatives centered on categories like health and beauty, fresh food, and international selections.

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.

0

substantiated complaints for marketing and promotion in 2024

50,628

AllRewards cardholders

Customers earn points for their purchases at AllDay through AllValue's AllRewards membership program, which spans the entire network of AllValue stores. Once a minimum number of points is reached, they may be redeemed as payment 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)

2024	9,252.8
2023	10,193.89
2022	9,811.09

Payments to suppliers, other operating costs

2024	8,066.14
2023	9,344.63
2022	8,242.81

Employee wages and benefits

2024	128.11
2023	120.07
2022	103.34

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

2024	2.10
2023	1.83
2022	2.85

Operating Costs

2024	1,544.06
2023	1,652.55
2022	1,553.28

Taxes given to government

2024	150.44
2023	160.4
2022	140.4

Dividends given to stockholders and interest payments to loan providers

2024	2023	2022
9,252.8	10,193.89	9,811.09

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. Stakeholders are kept informed through regular and timely financial disclosures, delivered via appropriate channels. These reports certified by one of the country's leading audit firms reinforce AllDay's commitment to transparency and accountability.

AllDay remains diligent in controlling the risks it is exposed to. 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's Audit Committee is responsible for monitoring the Company's tax compliance and staying informed of any developments in tax legislation. The Committee also leads risk management and tax planning sessions to evaluate financial standing, reduce tax liabilities, and optimize available tax reliefs and credits—guided by the Company's policies, shareholder involvement, and applicable laws and regulations.

One such regulation is Republic Act (R.A.) No. 11534, or the Corporate Recovery and Tax Incentives for Enterprises (CREATE) Act, which was signed into law on March 26, 2021, and took effect retroactively on July 1, 2020. Key provisions of the law considered by the Company include:

- The reduction of the regular corporate income tax (RCIT) rate from 30% to 25%, effective July 1, 2020
- The reversion of the minimum corporate income tax (MCIT) rate to 2%, effective July 1, 2023
- The reduction in the allowable deduction for interest expense—from 33% to 20% of the interest income subjected to final tax

Following the application of the reduced 25% RCIT rate starting July 1, 2020, the Company's current income tax expense and income tax payable, as reflected in its 2020 annual income tax return (ITR), were lower by ₱1.2 million compared to the amount reported in the 2020 financial statements. This difference was recognized in the 2021 profit or loss.

The Company sources tax accounting, compliance, advisory, planning, and related services from providers other than its external auditor. As of December 31, 2024, AllDay has not received any final deficiency tax assessments from the Bureau of Internal Revenue (BIR), nor does it have any pending or outstanding tax cases with courts or other entities outside the BIR for any of its open taxable years.

PHP368,619,695
Profit/Loss before tax

PHP11,047,068,407
Tangible Assets

PHP39,558,396
Corporate Income Tax Accrued on Profit/Loss

SUPPLY CHAIN 2-6, 3-3, 204-1

AllDay's commercial success relies on sustaining strong relationships with existing suppliers and concessionaires, while also securing new partnerships under favorable terms. Building and maintaining positive ties with both current and potential partners is essential to the Company's long-term growth and stability.

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.

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 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 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.

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. The entire supply chain industry demonstrated its resilience during COVID-19 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.

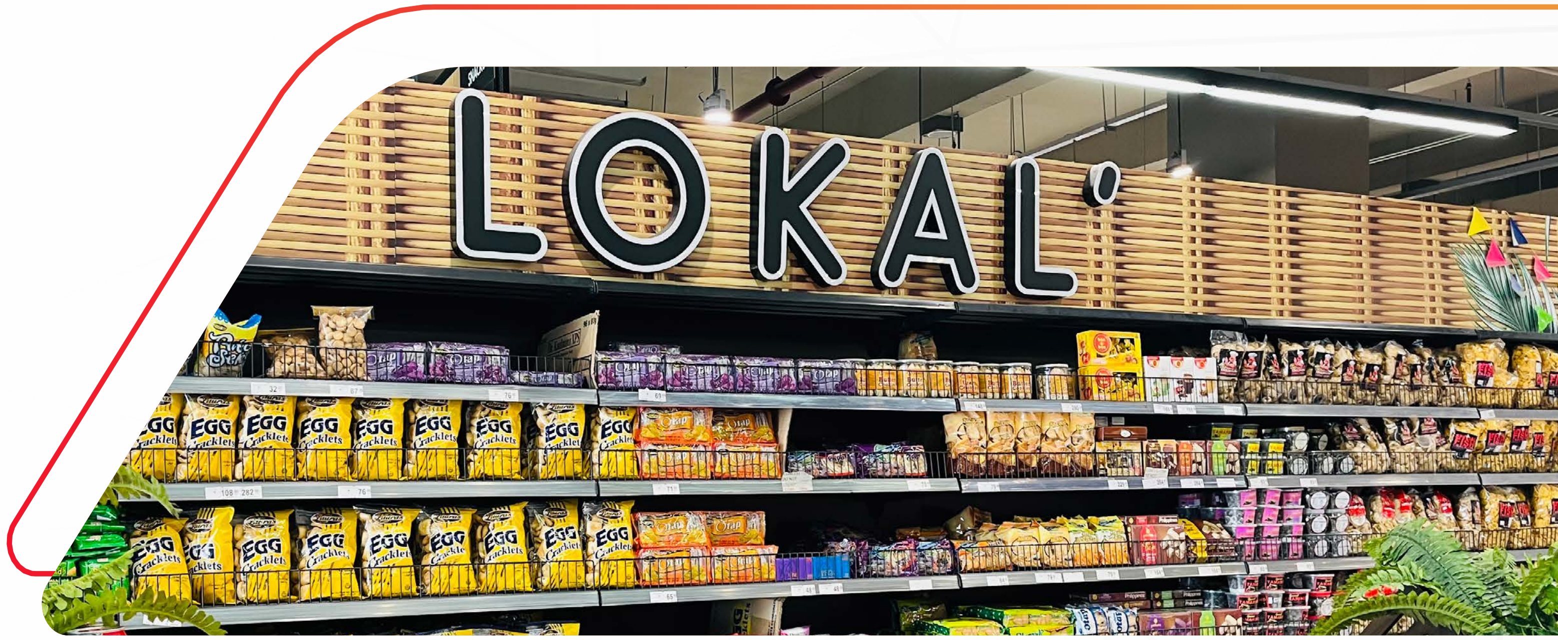
The supply chain team at AllDay collaborates closely to achieve an environmentally friendly inventory by optimizing the procurement, handling, and storage processes, aiming to provide maximum support to the business while minimizing costs.

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 based on historical sales data as well as expected market trends. For concession arrangements, concessionaires shoulder the costs until the product is sold.

AllDay ensures transparent transactions with vendors and category buyers/ managers via monthly business performance assessments. 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 focus 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, to boost efficiency and eliminate human error in order processing.

Since AllDay aims to champion business and environmental stability, the Company plans to include as an additional requirement 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, 401-1, 405-1, CG-MR-310A.2

Total Number of Employees & Employees by Gender

Male	95 | 39%
Female	146 | 61%
Total	**241**

Employees by Contract

Contract Type	Male	Female	Total
Regular	89	135	224
Probationary	6	11	17

Employees by Position

Contract Type	Male	Female	**Total**
Senior Management	1	5	**6**
Middle Management	18	32	**50**
Supervisors	56	73	**129**
Rank and File	20	36	**56**

Employees by Position

Contract Type	Male	Female	**Total**
Senior Management	1	5	**6**
Middle Management	18	32	**50**
Supervisors	56	73	**129**
Rank and File	20	36	**56**

18.22%
New Hire Rate

49%
Turnover Rate

100%
Employees are Filipino nationals

The evolving job market and increased candidate expectations have intensified competition for talent, making retention a key challenge. In 2024, AllDay focused on restructuring the organization and optimizing the workforce, resulting in a higher attrition rate. To address this, the Company continues to implement initiatives that promote long-term employee retention. These include expanding internal career opportunities, offering targeted upskilling and reskilling programs, and enhancing workplace policies to foster a more inclusive and equitable environment.

AllDay believes that its success is dependent not only on the quality of its products, but also on the level of service provided by its employees. The Company credits its continuing success to the ability to attract, retain, and develop an effective team equipped with the skills and expertise needed to serve its customers.

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 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 platforms to find excellent candidates. The recruitment team recognized that asynchronous job interviews are an effective tool in the hiring process. Video interviews have proven beneficial for virtual hiring, allowing for more objective evaluations while also saving time and offering zero-commute convenience for applicants.

AllDay continues to be an inclusive workplace that fosters a corporate culture where 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 recruitment and promotion procedures. These policies follow the regulations established by the Department of Labor and Employment (DOLE). The policy 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 continues to recover, the Company recognizes the need to recruit additional employees to support its expansion plans, subject to changing business needs and market conditions.

WELL-BEING 3-3

Health and Safety 401-2

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

List of Benefits	% of female employees who availed		% of male employees who availed	
	2024	2023	2024	2023
SSS	10	20	3	14
PhilHealth	1	7	0	7
Pag-IBIG	7	13	3	9
Parental leaves	6	8	1	7
Vacation leaves	89	78	37	73
Sick leaves	89	62	37	71
Medical Benefits (aside from PhilHealth)	1	44	0	38
Housing assistance (aside from Pag-IBIG)	4	3	2	2
Retirement fund (aside from SSS)	Confidential		Confidential	

Parental Leave 401-3

Indicators	Male	Female	Total
Total number of employees that were entitled to parental leave	XXX	XX	**XX**
Total number of employees that took parental leave in 2024	2	9	**11**
Total number of employees that returned to work in 2024 after parental leave ended	2	9	**11**
Return to work rate		**100%**	

HUMAN RIGHTS 2-25, 2-26, 2-30, 3-3

As a proud Equal Opportunity Employer, AllDay makes sure that its workers receive humane, equitable treatment and are shielded from discrimination and injury. By putting anti-discrimination policies and procedures into place, the company aims to safeguard the human rights of its employees

To promote a diverse and inclusive work environment, AllDay regularly conducts training programs. Anti-discrimination policies are introduced during employee onboarding, with ongoing reminders to raise awareness about unconscious bias, encourage respect for differences, and ensure that discrimination complaints are handled promptly and with strict confidentiality.

Employees are regularly reminded of the Company's core values, especially the importance of respecting personal boundaries and maintaining professionalism in the workplace. The Human Resources Department (HRD) enforces disciplinary action in line with the Code of Discipline and relevant labor laws when violations occur.

The Company strictly prohibits retaliation against any individual who files a complaint or raises a work-related concern. AllDay believes that open and respectful two-way communication is vital to creating a safe space where employees feel heard and confident that issues will be handled fairly and discreetly.

Clear grievance procedures and complaint mechanisms are in place to address and investigate reports of human rights violations. All concerns are reviewed through due process. Department Heads are tasked with identifying and resolving potential issues early, before they escalate into formal grievances.

Suppliers are likewise encouraged to report complaints or concerns via email or phone. These are acted on promptly, fairly, and in accordance with Company policy. Employees and officers who experience or witness workplace harassment or discrimination are urged to report the incident to the HR Department's Committee on Decorum and Investigation or Employee Relations. The Committee conducts a thorough investigation and informs all involved parties of the findings and resolution.

AllDay takes a proactive approach in identifying and addressing both actual and potential human rights risks across its workforce and service providers. Its due diligence process emphasizes collaboration and continuous engagement, resulting in greater operational visibility, lower attrition, better hiring and training outcomes, and stronger reputation and trust.

AllDay continues to design innovative strategies to attract diverse talent and boost engagement at all levels of the organization.

0 employees are part of a union

0 employees are under a CBA

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, 403-8

Total Safe man-hours	51,200
Number of Hours Worked	XXX

403-5, 403-9, 403-10

Drills participated by employees across all stores	30
Work-related fatalities and ill-health	0
Work-related injuries	
Lost time Accidents	3
Incidence Rate	
Severity Rate	
Lost Days	

AllDay remains committed to maintaining a safe and healthy environment for both its employees and customers. In 2024, the Company emphasized that health and safety are a shared responsibility, encouraging all employees to stay alert and proactive in preventing hazards. As part of this commitment, AllDay recorded 51,200 total safe man-hours, conducted 30 safety drills across all stores, and reported zero work-related fatalities or cases of ill-health, with only three work-related injuries.

To support its safety efforts, the Company implements a comprehensive Occupational Health and Safety Management System aligned with Section 32 of Republic Act 11058 and the Department Order 198-18 (DOLE's Implementing Rules and Regulations). This includes regular site inspections, audits, and evaluations to ensure continuous compliance and improvement.

Each store is assigned a dedicated Safety Officer trained in DOLE-mandated occupational safety and health protocols. These officers monitor policy implementation, respond to employee concerns, and help enforce health and safety standards. Employees and designated personnel, such as security staff, are empowered to report work-related hazards directly to the Facilities Management department, enabling swift and appropriate resolution of safety concerns.

DISEASE PREVENTION

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

AllDay has implemented a monitoring system to ensure all facilities remain conducive to employee well-being and to minimize the risk of disease transmission through adequate ventilation and sanitary provisions. The Company follows DOLE-approved workplace health policies aimed at preventing and controlling illnesses such as tuberculosis, Hepatitis B, and HIV, supported by a referral system for proper case management and treatment.

All regular employees, along with their eligible declared dependents, are automatically enrolled in a health care plan through a partner health maintenance organization (HMO), helping them manage health concerns and access medical services. Paid sick leave is also part of the employee benefits package. In addition, annual medical examinations are conducted to confirm previous diagnoses, support early detection of both occupational and non-occupational illnesses, and assess the effects of potential exposure to health risks in the workplace.

SAFETY TRAININGS

403-5, 403-6

AllDay actively promotes employee involvement in health and safety initiatives through various channels such as email communications, clear workplace signage, and regular safety inspections.

Selected employees from each work area are provided with free annual training programs—including Basic Occupational Safety and Health (BOSH) and First Aid. Off-site training participants receive meals, transportation, and a copy of their training certificate. The extent of training aligns with the level of risk associated with each role, ensuring that every department has personnel equipped with the skills and knowledge to maintain safety and respond effectively during emergencies.

In times of disaster or natural calamities, the safety of employees and customers remains AllDay's top priority. Evacuation protocols are in place to relocate individuals to safer areas when needed. The Company regularly takes part in earthquake and emergency response drills in coordination with mall and building management. These exercises help strengthen the disaster preparedness and response capabilities of both employees and facility staff.

AllDay also maintains full compliance with the safety regulations of local government units, the NDRRMC, and other relevant authorities.

TRAINING AND DEVELOPMENT 3-3, 404-2

404-1, 404-3

2,820 Total training hours in 2024

3.21 Average training hours per employee

100% employees received career development reviews

AllDay encourages its internal stakeholders to actively participate in relevant training and development programs to enhance job performance and prepare for future career growth. Training sessions cover a range of essential topics, including customer service, inventory management, returns, security, and cash processing. All programs are designed with clear objectives to ensure learning effectiveness and alignment with business goals.

In 2024, the Company recorded a total of 2,820 training hours, with an average of 3.21 hours per employee. Additionally, 100% of employees received career development reviews, underscoring AllDay's commitment to continuous learning and performance improvement.

Performance evaluations are conducted regularly to guide individual development and identify areas for improvement. AllDay recognizes that investing in its workforce supports retention and promotes a high-performance culture through various longevity and development programs.

The Company also organizes employee engagement events called "Jumpstart," held twice a year, where outstanding individual and team performances are recognized. Rewards may include merit increases and other incentives that motivate employees to perform their best.

Training hours and learning modules for each employee are determined by the Training Academy. Each team member is required to complete a minimum of four training hours and join at least one program per year. These initiatives not only enhance skills and morale but also support workforce planning for future expansion needs.

The Company provided a total of 40 internal and 33 external training sessions in 2024, including the following:

- **B.E.S.T. Leaders**

  Designed for newly promoted Team Leads and Managers, this program aims to build authentic leadership by covering performance management, effective communication, and basic coaching to drive team success.

- **HR Programs (Behavior Based Interview, Conducting Due Process, Performance Management)**

  A series of HR modules given to Team Leads and Managers for talent management and employee relations. This program covers Behavior Based Interviewing to hire the right talent, Conducting Due Process to ensure fair and compliant employee actions, and Performance Management to set goals, track progress, and drive employee growth.

- **Effective Time Management**

  Aligned with the rightsizing initiative, this helps develop skills in prioritizing tasks, managing workloads, and maximizing productivity for Team Leads and Managers with added responsibilities to lead teams efficiently and achieve business goals.

- **Project Management Workshop**

Designed for employees with additional responsibilities in handling key projects, this provides the skills needed for effective project planning, execution, and monitoring. It prepares participants to successfully manage projects outside their primary roles and deliver results on time and within scope.

- **MS Excel Advanced Course**

Aimed at improving data management skills, this hands-on course focused on advanced functions, formulas, and data visualization techniques to enhance participants' proficiency in spreadsheet analysis and reporting.

- **eLearning Pilot Module**

The eLearning pilot features modules on Basic Company Information, VMV (Vision, Mission, Values), Code of Discipline, and other essential topics. This initiative is designed to save on training costs and logistics by transitioning regular weekly sessions to an eLearning format, making training more efficient and accessible for all employees.

- **The Art of Supervisory**

Aimed at developing leadership skills, this training empowered participants with essential supervisory skills, including communication, conflict resolution, and team motivation, to effectively lead and support team members.

- **Basic Telephone Courtesy**

This equips AllDay Supermarket employees with essential telephone etiquette to enhance customer service and professional communication. Participants learn proper greeting protocols, active listening skills, tone management, and effective call handling to ensure a courteous and seamless customer experience.

- **Effective Presentation Skills**

This provides employees with the skills to deliver clear, confident, and engaging presentations. Participants learn techniques for structuring content, enhancing delivery, managing nerves, and using visual aids effectively to communicate ideas with impact.

- **Problem Solving Decision Making**

This enhances employees' ability to analyze challenges, evaluate alternatives, and make sound decisions. Through structured techniques and real-world applications, participants develop critical thinking skills to resolve issues effectively and contribute to operational efficiency at AllDay Supermarket.

- **Basic Inventory Management**

This provides team members with fundamental inventory management skills to ensure accurate stock control, minimize losses, and maintain product availability. Participants learn best practices in tracking, organizing, and replenishing inventory to support efficient store operations.

- **Cheese and Deli Product Proficiency**

This workshop equips employees with in-depth knowledge of cheese and deli products, including proper handling, storage, and pairing techniques. Participants also learn the art of creating visually appealing and well-balanced charcuterie boards, enhancing customer experience and product presentation.

- **Wine 101**

This provides employees with foundational knowledge of wine, including types, origins, proper storage, and serving techniques. Participants also learn basic food and wine pairing principles to enhance customer recommendations and elevate the shopping experience.

- **Creating Christmas Basket**

This teaches employees the art of assembling festive and well-curated Christmas baskets. They learn product selection, arrangement techniques, and packaging best practices to create attractive and value-packed gift baskets that enhance the holiday shopping experience.

Each employee is evaluated based on skills development, job performance, and adherence to corporate values. In 2024, 100% of employees received career development reviews.

MINIMIZING THE IMPACT OF OUR OPERATIONS

WASTE MANAGEMENT 3-3, 301-1, 306-1, 306-2, CG-MR-410A.3

As part of its sustainability strategy, AllDay continues to adopt best practices for managing waste and minimizing reliance on new materials, especially plastics. One practical initiative currently in place across stores is the reuse of cartons for customer packaging. The Company also makes use of paper bags and actively encourages customers to bring reusable eco-bags. In line with local government regulations on banning single-use plastics, AllDay promotes the use of recyclable containers and boxes to support the transition to a circular economy.

Due to the nature of its operations, AllDay generates waste primarily from cartons and product packaging materials. Around 50% of these cartons are reused for customer purchases, while the remaining 50% are sold to recyclers. Cartons that previously contained chemicals are excluded from reuse. In 2024, the Company reported generating 244,677 kilograms of carton waste.

To handle residual waste responsibly, AllDay engages EMB-accredited third-party haulers—separate from those used by Vistamalls—who are authorized to collect, transport, and treat various types of waste. Compliance is monitored daily by store and security personnel, with proper documentation of waste volume logged by staff before pickup.

Employees and customers are regularly reminded about proper waste disposal through visible signage and verbal reminders. These efforts help ensure store-level compliance and accountability.

Importantly, total waste generated in 2024 decreased compared to 2023, a result of reduced delivery frequency per store, according to AllDay. This improvement reflects the Company's ongoing commitment to operational efficiency and environmental responsibility.

244,677KGS
of carton wastes

416PCS
of bulbs disposed as of 2024

Disclosures	Quantity
Total solid waste generated	244,677
Reusable	244,677
Recyclable	Data not available
Residuals/Landfilled	416 pcs of bulbs

Disclosure	Quantity
Total weight of hazardous waste generated	1,442

Materials used byAllDay

Materials used by weight or volume	cartons
Renewable	244,677
Non-renewable	No data

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

In 2024, electricity consumption decreased, reflecting more stabilized store operations and improved energy management practices.

This reduction comes despite continued efforts to maintain a premium shopping experience for customers, especially with the return of strong foot traffic. Refrigeration equipment, such as freezers, chillers, and cold rooms, and direct expansion (DX) type air conditioning systems remained the primary sources of energy use across 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.

In 2024, AllDay reported zero diesel consumption, attributed to a lower frequency of deliveries throughout the year.

This shift reflects the Company's strategic planning efforts to streamline operations and reduce its environmental impact. By optimizing delivery schedules and minimizing the use of delivery vehicles—previously identified as a key source of air pollution—AllDay not only avoided business disruptions but also contributed to a reduction in carbon emissions. Additionally, all company-owned vehicles continue to undergo regular DENR-mandated emission testing to ensure compliance with environmental standards.

302-1, 305-1, 305-2

Diesel (L)	0
Electricity (KwH)	29,622,527
Scope 1 (tonnes CO2e)	N/A
Scope 2 (tonnes CO2e)	20,543.22

WATER USE 3-3, 303-1, 303-5

Water Consumption

2024	**70,650**
2023	62,279 m3
2022	73,802 m3

AllDay continues to implement water conservation practices across its operations, recognizing water as a vital resource for both sanitation and daily store activities. In 2024, the Company recorded a total water consumption of 70,650 m³.

Water is essential for various functions, from food preparation and cleaning of common areas to maintaining a sanitary environment for customers and staff. Ice makers, identified as the most water-intensive equipment in stores, are regularly maintained to ensure optimal efficiency. Employees are also encouraged to conserve water by turning off faucets when not in use.

AllDay stores source water through the mall's centralized water tanks, ensuring a steady and reliable supply.
To manage wastewater, stores are connected to the mall's sewage treatment facilities, helping maintain proper effluent control and support responsible water management.

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

AllDay believes that its success is closely tied to the development of the communities it serves. With stores strategically located within these areas, the Company actively seeks ways to engage external stakeholders and promote inclusive growth.

As part of the Villar Group of Companies, AllDay supports the community initiatives of the Villar SIPAG Foundation. Employees are encouraged to participate in volunteer activities through the foundation's programs, fostering a spirit of shared responsibility and community involvement.

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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.
- **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 104,405.87 worth of items in 2024.

PHP 101,405.87

worth of items to PH Food Bank Foundation

OUR GOVERNANCE

BOARD STRUCTURE 2-9, 2-11

The AllDay Board of Directors is responsible for overseeing the company's general management and monitoring its operational performance. Working closely with the Board, the executive officers and management team prepare and submit relevant reports, data, and documentation on the company's operations, financial standing, and performance results for the Board's review.

The Board is composed of seven members, two of whom are independent directors. As of 2024, 29% of the Board are executive directors, while 71% are non-executive. Independent directors make up 29% of the Board, with the remaining 71% being non-independent. The Board also reflects gender diversity, with 43% male and 57% female representation. All members of the Board are Filipino.

The current directors were elected during the Company's special meeting of stockholders on August 5, 2021, and will serve until their successors are duly elected and qualified.

100% Filipino Nationality	Executive	29%	Independent	29%	Male	43%
	Non-executive	71%	Non-independent	71%	Female	57%

Manuel B. Villar, *Chairman of the Board* - Mr. Villar, 74, was Senator of the Philippines from 2001 to June 2013. He served as Senate President from 2006 to 2008. He also served as a Congressman from 1992 to 2001 and as Speaker of the House of Representatives from 1998 to 2000. A Certified Public Accountant, Mr. Villar graduated from the University of the Philippines in 1970 with the degree of Bachelor of Science in Business Administration and in 1973 with the degree of Masters in Business Administration. He founded Camella Homes in the early 1970s and successfully managed said company over the years, to become the largest homebuilder in the Philippines now known as the Vista Land Group.

Camille A. Villar, *Vice Chairman* - Ms. Villar, 39, graduated from Ateneo de Manila University with a degree in Bachelor of Science in Management in 2006. She took Management in Business Administration, Global Executive MBA Program in Instituto de Estudios Superiores de la Eprese (IESE) Business School, Barcelona, Spain in 2014. Ms. Villar is currently a Congresswoman, representing Las Pinas City.

Frances Rosalie T. Coloma, *Director* - Ms. Coloma, 61, graduated cum laude from the University of the Philippines with the degree of Bachelor of Science in Business Administration and Accountancy in 1984. She is a Certified Public Accountant. She is currently the Treasurer and a Director of AllHome Corp. and Director of Golden MV Holdings, Inc. (formerly Golden Bria Holdings, Inc.).

Manuel Paolo A. Villar, *Director* - Mr. Villar, 47, graduated from the Wharton School of the University of Pennsylvania, Philadelphia, USA with a Bachelor of Science in Economics and Bachelor of Applied Science in 1999. He was an Analyst for McKinsey &Co. in the United States from 1999 to 2001. He is the CEO and Chairman of St. Augustine Gold and Copper Limited and Chairman of TVI Resources Development Philippines, Inc., Camella Homes, Inc., Communities Philippines, Inc., Crown Asia Properties, Inc., Brittany Corporation, Vista Residences, Inc., VistaREIT, Inc., and Powersource Phils Development Corp. Mr. Villar is also the majority shareholder of Prime Asset Ventures, Inc., and director of Fine Properties, Inc, AllHome Corp., and Premiere Island Power REIT Corporation.

Magdalena G. De Guzman, *Director* - Ms. De Guzman, graduated from the University of Sto. Tomas, with a degree in AB Behavioral Science in 1988. She began her career in the real estate industry, serving as Administrative Head and eventually as Operating Head of Vistaland from 2001 to 2008. She handled the post of Purchasing Head before transitioning to the retail sector, where she held the role of merchandising head of AllHome from 2015 to 2017. In 2018, she returned to Vistaland as Administrative Group Head. She joined PAVI Group in 2022 where she currently leads the Purchasing Group and the Regulatory and Compliance Departments.

Jessie D. Cabaluna, *Independent Director* - Ms. Cabaluna, 67, graduated with a degree in Bachelor of Science in Commerce, major in Accounting from University of St. La Salle in 1977. She also completed the Management Development Program from the Asian Institute of Management in 1988, and Advance Management Program from the Harvard Business School in 2012. Ms. Cabaluna also completed Finance for Corporate Directors Program in 2017. She was previously a Partner at SGV & Co. from 1997 to 2017. She is presently an independent director of AllHome. Corp.

Raul Juan N. Esteban, *Independent Director* - Mr. Esteban, 62, graduated from the Ateneo de Manila University with a degree of Bachelor of Science in Management Engineering. He held various positions in the Advertising Board of the Philippines, Advertising Congress, MORES (Marketing & Opinion Research Society of the Philippines) and ESOMAR (World Association of Marketing, Social, and Opinion Research) from 2000 to present. Currently, he is the Managing Director of Philippine Survey and Research Center Inc. Mr. Esteban is currently an independent director of Vistamalls, Inc. (formerly Starmalls, Inc.)

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

NOMINATION COMMITTEE		
The Nomination Committee assists the Board of Directors in reviewing and evaluating the qualifications of all nominees to the Board and other appointments requiring Board approval. It also assesses the effectiveness of the Board's processes for electing or replacing directors. The committee pre-screens and shortlists all candidates nominated to the Board. It must have at least three members, including one independent director.		
Members		
Manuel B. Villar, Jr Chairman	**Camille A. Villar** Member	**Raul Juan N. Esteban** Member

COMPENSATION AND REMUNERATION COMMITTEE		
The Compensation and Remuneration Committee establishes a formal and transparent process for developing a policy on director and officer compensation, ensuring alignment with the Corporation's culture, strategy, and operating environment. It must have at least three members, including one independent director.		
Members		
Manuel Paolo A. Villar Chairman	**Magdalena G. De Guzman** Member	**Jessie D. Cabaluna** Member

AUDIT COMMITTEE		
The Audit Committee enhances the Board's oversight of financial reporting, internal controls, audit processes, and regulatory compliance. It establishes the Internal Audit Department and appoints both the Internal Auditor and independent external auditor, who report directly to the Committee. It monitors the adequacy and effectiveness of the internal control system and has full authority to investigate matters within its mandate. The Committee is granted full access to management, may invite any director or officer to meetings, and is provided with sufficient resources to perform its duties.		
Members		
Jessie D. Cabaluna Chairman	**Raul Juan N. Esteban** Member	**Manuel Paolo A. Villar** Member

CORPORATE GOVERNANCE COMMITTEE		
The Corporate Governance Committee assists the Board in fulfilling its corporate governance responsibilities, including nomination and remuneration functions. It must have at least three members, with at least two independent directors, one of whom serves as the committee chair.		
Members		
Raul Juan N. Esteban Chairman	**Jessie Cabaluna** Member	**Manuel B. Villar, Jr.** Member

RELATED PARTIES TRANSACTIONS COMMITTEE		
The RPT Committee reviews all material related party transactions of the company. It must have at least three members, with at least two independent directors, including the committee chair.		
Members		
Jessie Cabaluna Chairman	**Raul Juan N. Esteban** Member	**Magdalena G. De Guzman** Member

RELATED PARTY TRANSACTION COMMITTEE		
With duty and responsibility to ensure that terms and conditions of all RPTs must be equivalent to those that prevail in arm's length transactions and shall be subject to appropriate corporate approvals and actions of the corporation and of related parties, with the best interest of the investing public and the Corporation in mind. Composed of at least three members, a majority of whom should be independent directors, including the chairman of the committee.		
Members		
Raul Juan N. Esteban Chairman	**Jessie Cabaluna** Member	**Frances Rosalie Coloma** Member

SUSTAINING OUR COMMUNITIES

The Board of Directors, Management, employees, and shareholders recognize corporate governance as a vital framework in building a strong, well-managed organization.

All directors participate in annual corporate governance seminars conducted by duly accredited private or government institutions. First-time directors are required to attend an orientation that includes topics mandated by the Securities and Exchange Commission (SEC), as well as an overview of the Company's operations, Articles of Incorporation, and Code of Conduct.

All employees are mandated to complete training on the Corporate Policy and Code of Conduct. This is integrated into the onboarding process for new hires, while tenured employees are required to undergo annual refresher courses. Suppliers and vendors are also briefed on, and expected to comply with, the Company's Code of Conduct and Anti-Corruption Policies.

COMPANY POLICIES

3-3, 303-1, 303-5

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

Conduct of Business and Fair Dealings

All employees are expected to act with discretion, upholding a professional and productive environment across all settings where they represent the Company, whether on-site, during off-site business activities, or at company-sponsored events.

WHISTLE-BLOWING POLICY 2-25

Any employee, manager, officer, or director may report in writing any potential violations of law or company policies. Reports can be submitted directly to the Head of Human Resources or the Company President.

OPEN DOOR POLICY
2-16

All employees, regardless of rank or position, are encouraged to approach management to raise any ideas, concerns, or suggestions. This voluntary policy supports open communication and assures employees that they may speak freely without fear of retaliation or adverse consequences.

RECEIPT OF GIFTS FROM THIRD PARTIES
2-25

Employees are prohibited from accepting gifts, payments, or anything of value that may influence business decisions. Any material gift received must be declared and returned to the Company for proper handling. External parties involved in such exchanges must also be reported.

CONFLICT OF INTEREST
2-15

Employees and directors must avoid situations that may result in a conflict of interest. Any personal interest that may interfere with company decisions or operations must be disclosed. Directors must recuse themselves from decisions involving actual or potential conflicts. Employees are also prohibited from engaging in outside employment or business that competes with or interferes with their duties at AllDay.

INSIDER TRADING AND RELATED PARTY TRANSACTIONS

The Board ensures that a company-wide policy governs related party transactions (RPTs), especially those involving significant or material transactions. This includes safeguards to promote transparency and fairness across the organization. Employees are expected to avoid doing business with affiliated parties, and failure to disclose such relationships may result in disciplinary action.

ANTI-CORRUPTION
3-3, 205-2

AllDay promotes a culture of transparency and integrity. Its Anti-Corruption Policy strictly prohibits offering bribes, kickbacks, or unauthorized payments to government officials, political groups, or business partners. Any attempt to facilitate such actions will be met with appropriate disciplinary measures.

Transparency is also central to the Company's governance approach. The Board is responsible for timely and accurate disclosures, including filing material transaction information with the Exchange and other regulatory agencies for the benefit of stockholders and stakeholders.

REGULATORY COMPLIANCE
2-27, 3-3

All directors, officers, and employees must be familiar with and comply with all relevant laws, rules, and regulations affecting the Company. This includes SEC rules, company by-laws, and applicable policies from relevant authorities.

Compliance covers key areas such as labor, occupational health and safety, anti-discrimination, environmental protection, trade practices, intellectual property, data privacy, financial reporting, and anti-corruption, 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:

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

AllDay affirms its material compliance with these laws and maintains a strong culture of regulatory adherence. The Company ensures timely renewal and monitoring of all permits and licenses and maintains regular communication with key regulatory bodies to stay updated on policy changes and ensure compliance.

GRI CONTENT INDEX

Statement of use	AllDay Marts, Inc. has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.			
GRI 1 used	GRI 1: Foundation 2021			
GRI Standard		**Disclosure**	**Page Number/ Location**	**Omission**
General disclosures				
GRI 2: General Disclosures 2021	The organization and its reporting practices			
	2-1	Organizational details	3	
	2-2	Entities included in the organization's sustainability reporting	3	
	2-3	Reporting period, frequency and contact point	3	
	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	9-10, 25	
	2-7	Employees	28	
	2-8	Workers who are not employees	Not applicable	
	Governance			
	2-9	Governance structure and composition	39-42	
	2-10	Nomination and selection of the highest governance body	2024 AllDay Marts Inc., IACGR	
	2-11	Chair of the highest governance body	39	
	2-12	Role of the highest governance body in overseeing themanagement of impacts	2024 AllDay Marts Inc., IACGR	
	2-13	Delegation of responsibility for managing impacts	2024 AllDay Marts Inc., IACGR	
	2-14	Role of the highest governance body in sustainability reporting	2024 AllDay Marts Inc., IACGR	
	2-15	Conflicts of interest	2024 AllDay Marts Inc., IACGR	
	2-16	Communication of critical concerns	2024 AllDay Marts Inc., IACGR	
	2-17	Collective knowledge of the highest governance body	2024 AllDay Marts Inc., IACGR	
	2-18	Evaluation of the performance of the highest governance body	2024 AllDay Marts Inc., IACGR	
	2-19	Remuneration policies	2024 AllDay Marts Inc., IACGR	
	2-20	Process to determine remuneration	2024 AllDay Marts Inc., IACGR	
	2-21	Annual total compensation ratio	2024 AllDay Marts Inc., IACGR	

GRI 2: General Disclosures 2021	Strategy, policies and practices			
	2-22	Statement on sustainable development strategy	5-6	
	2-23	Policy commitments	8, 17	
	2-24	Embedding policy commitments	30	
	2-25	Processes to remediate negative impacts	30, 43	
	2-26	Mechanisms for seeking advice and raising concerns	30	
	2-27	Compliance with laws and regulations	30, 44	
	2-28	Membership associations		
	Stakeholder engagement			
	2-29	Approach to stakeholder engagement	16-17	
	2-30	Collective bargaining agreements	30	
Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	14	
	3-2	List of material topics	15	
TOPIC SPECIFIC DISCLOSURE				
GRI Standard		**Disclosure**	**Location**	**Omission**
Economic Performance				
GRI 3: Material Topics 2021	3-3	Management of material topics	24	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	24	
	201-3	Defined benefit plan obligations and other retirement plans	Confidential	
Tax				
GRI 3: Material Topics 2021	3-3	Management of material topics	25	
GRI 207: Tax 2019	207-1	Approach to tax	25	
	207-2	Tax governance, control, and risk management	25	
	207-3	Stakeholder engagement and management of concerns related to tax	25	
	207-4	Country-by-country reporting	25	
Responsible Supply Chain & Procurement Practices				
GRI 3: Material Topics 2021	3-3	Management of material topics	25-26	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	25	
CUSTOMER SATISFACTION				
Health and Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	20	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	21	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	21	

Marketing and Promotion				
GRI 3: Material Topics 2021	3-3	Management of material topics	21-22	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	21-22	
	417-2	Incidents of non-compliance concerning product and service information and labeling	22	
	417-3	Incident of non-compliance concerning marketing communications	22	
Data Protection and Cyber Security				
GRI 3: Material Topics 2021	3-3	Management of material topics	20	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	21	
EMPLOYMENT				
GRI 3: Material Topics 2021	3-3	Management of material topics	28	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	28	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	28	
Local Employment				
GRI 3: Material Topics 2021	3-3	Management of material topics	28	
GRI 401: Employment 2016	202-2	Proportion of senior management hired from the local community	28	
TRAINING AND DEVELOPMENT				
GRI 3: Material Topics 2021	3-3	Management of material topics	32	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	32	
	404-2	Programs for upgrading employee skills and transition assistance program	32	
	404-3	Percentage of employees receiving regular performance and career development reviews	32	
WELL-BEING				
Benefits				
GRI 3: Material Topics 2021	3-3	Management of material topics	29	
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	29	
	401-3	Parental leave	30	
Human Rights				
GRI 3: Material Topics 2021	3-3	Management of material topics	30	
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Not applicable	

Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	31	
GRI 403: Occupational Health & Safety 2018	403-1	Occupational health and safety management system	31	
	403-2	Hazard identification, risk assessment, and incident investigatioN	31	
	403-3	Occupational health services	31	
	403-4	Worker participation, consultation, and communication on occupational health and safety	31	
	403-5	Worker training on occupational health and safety	31	
	403-6	Promotion of worker health	31	
	403-8	Workers covered by an occupational health and safety system	31	
	403-9	Work-related injuries	31	
	403-10	Worker-related ill health	31	
Community				
GRI 3: Material Topics 2021	3-3	Management of material topics	37	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	37	
	203-2	Significant indirect economic impacts	37	
Energy				
GRI 3: Material Topics 2021	3-3	Management of material topics	35	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	36	
GRI 3: Material Topics 2021	3-3	Management of material topics	35	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	36	
	305-2	Energy indirect (Scope 2) GHG emissions	36	
Water Use				
GRI 3: Material Topics 2021	3-3	Management of material topics	36	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	36	
	303-2	Management of water discharge-related impacts	None	
	303-5	Water consumption	36	

Waste Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	35	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	35	
	306-2	Management of significant waste-related impacts	35	
	306-3	Waste generated	35	
Materials				
GRI 3: Material Topics 2021	3-3	Management of material topics	35	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	35	
Ethical Business Practices				
GRI 3: Material Topics 2021	3-3	Management of material topics	43	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	43	
	205-2	Communication and training about anti-corruption policies and procedures	43	
	205-3	Confirmed incidents of corruption and actions taken	None	

SASB CONTENT INDEX

Standard		Disclosure	Location
Multiline and Specialty Retailers & Distributors			
Portfolio	CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	7
	CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	7, 10
Energy			
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	36
Data Protection and Cyber Security			
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	20-21
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	21
Employment			
Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Confidential constraints
	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	28
	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	None
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	35

OUR PATH TO RESPONSIBLE RETAIL

Lower Ground Floor, Building B, Evia Lifestyle Center,
Vista City, Daanghari, Almanza II, Las Piñas City