

COVER SHEET

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(Company's Full Name)

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(Business Address: No. Street/City/Province)

Maria Cristina O. Barao

Contact Person

(632) 8830-1900

Company Telephone Number

1	2
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Month
Calendar Year

3	1
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Day

17-A

FORM TYPE

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Month
Annual Meeting

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Day

Secondary License Type, If
Applicable

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Dept. Requiring this
Doc.

Amended Articles
Number/Section

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Total No. of
Stockholders

Total Amount of Borrowings

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Domestic

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Foreign

To be accomplished by SEC Personnel concerned

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File Number

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Document I.D.

Cashier

SECURITIES AND EXCHANGE COMMISSION

SEC FORM 17-A, AS AMENDED

ANNUAL REPORT PURSUANT TO SECTION 17
OF THE SECURITIES REGULATION CODE AND SECTION 141
OF THE CORPORATION CODE OF THE PHILIPPINES

1. For the fiscal year ended December 31, 2023
2. SEC Identification Number CS-201629673
3. BIR Tax Identification No. 009-491-731
4. Exact name of issuer as specified in its charter ALLDAY MARTS, INC.
5. Philippines
Province, Country or other jurisdiction of
incorporation or organization
6. (SEC Use Only)
Industry Classification Code:
7. Lower Ground Floor, EVIA Lifestyle Center, Daanghari 1750
Almanza Dos, Las Piñas City
Address of principal office Postal Code
8. (632) 8880-1900
Issuer's telephone number, including area code
9. N/A
Former name, former address, and former fiscal year, if changed since last report.
10. Securities registered pursuant to Sections 8 and 12 of the SRC, or Sec. 4 and 8 of the RSA

Title of Each Class	Number of Shares of Common Stock Outstanding and Amount of Debt Outstanding
<u>Common stock</u>	<u>22,857,145,000 shares</u>
11. Are any or all of these securities listed on a Stock Exchange.

Yes [/] No []

If yes, state the name of such stock exchange and the classes of securities listed therein:
Philippine Stock Exchange Common stocks
12. Check whether the issuer:

(a) has filed all reports required to be filed by Section 17 of the SRC and SRC Rule 17.1 thereunder or
Section 11 of the RSA and RSA Rule 11(a)-1 thereunder, and Sections 26 and 141 of The Corporation
Code of the Philippines during the preceding twelve (12) months (or for such shorter period that the
registrant was required to file such reports);

Yes [/] No []
(b) has been subject to such filing requirements for the past ninety (90) days.

Yes [/] No []
13. State the aggregate market value of the voting stock held by non-affiliates of the registrant. The

aggregate market value shall be computed by reference to the price at which the stock was sold, or the average bid and asked prices of such stock, as of a specified date within sixty (60) days prior to the date of filing. If a determination as to whether a particular person or entity is an affiliate cannot be made without involving unreasonable effort and expense, the aggregate market value of the common stock held by non-affiliates may be calculated on the basis of assumptions reasonable under the circumstances, provided the assumptions are set forth in this Form. (See definition of "affiliate" in "Annex B").

P2.1 Billion as of December 31, 2023

**APPLICABLE ONLY TO ISSUERS INVOLVED IN
INSOLVENCY/SUSPENSION OF PAYMENTS
PROCEEDINGS DURING THE PRECEDING FIVE
YEARS:**

14. Check whether the issuer has filed all documents and reports required to be filed by Section 17 of the Code subsequent to the distribution of securities under a plan confirmed by a court or the Commission.

Yes []

No [/]

NOT APPLICABLE

DOCUMENTS INCORPORATED BY REFERENCE

15. Briefly describe documents incorporated by reference and identify the part of SEC Form 17-A into which the document is incorporated:

**Financial Statements as of and for the year ended December 31,
2023 (incorporated as reference for Items 7 and 12 of SEC Form
17-A)**

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PART I – BUSINESS

Item 1. Business

Overview

AllDay Marts, Inc. (the “Company”) is the fastest growing supermarket operator in the Philippines and a leading player in the mid-premium supermarket segment. Since its incorporation in December 2016, the Company has grown to 40 physical stores as of December 31, 2023, with an aggregate net selling space of approximately 60,000 sqm across 29 cities and municipalities in the Philippines. Twenty-seven of the stores are located in Mega Manila, six stores are in Luzon (outside Mega Manila) and three stores are in the Visayas region. The Company opened its first store in the Visayas region, AllDay Iloilo, in 2018 and first store in North Luzon, AllDay Santiago in 2020.

The Company believes that it offers Filipino consumers an elevated, modern grocery shopping experience with its innovative solutions and dual-format business model. The Company operates an in-store and online integrated modern grocery business offering approximately 4,200 local and international product brands that fall under three key categories, namely fresh items, food items and non-food items.

Through a combination of store aesthetics, comfort, accessibility and convenience, the Company believes that it offers an elevated in-store customer experience, thereby attracting a discerning clientele who has a relatively higher buying power and puts a premium on their overall shopping experience. To complement this in-store experience, the Company also operate its own e-commerce platform through www.allday.com.ph which provides a responsive, secure, and fast online shopping experience for its customers. In addition, customers may also do their shopping through the Company’s Personal Shopper Service. These on-demand platforms are available throughout its store network, utilizing its physical locations as last-mile fulfillment centers.

Store Formats

The Company’s brick and mortar stores are its primary sales channel and point of contact with consumers, while its online shopping platforms provide another avenue for expansion. A typical AllDay supermarket has a net selling area of approximately 1,600 sqm to 1,800 sqm.

Products

The Company offers an assortment of imported and locally manufactured products from approximately 4,200 brands consisting of approximately 40,000 SKUs that fall under three key categories, namely fresh items, food items and non-food items. It sources its products from over 1,000 suppliers (including concessionaires), both from the Philippines and abroad. Additionally, the Company pays special attention to the curation of its international and unique local brands as a point of differentiation from its competition.

Distribution Methods of Products

Inventories are forwarded to stores via direct-to-store delivery and cross-docking (via Distribution Center). Inventories are stored in one distribution center and in-store warehouses located at the back of each store. Suppliers are responsible for packing and delivering the products to the Company’s distribution center located in Las Piñas or directly to the warehouses located at the back of each store in Mega Manila. Using both methods, the Company believes that it makes inventory immediately available to its locations. This method is also particularly important to product freshness.

The Company’s Greater Manila Area stores use both trucking and co-loading forwarding models. For North Luzon stores, the Company utilize a line-hauling system to forward inventory. For its Visayas stores, the Company utilizes intermodal methods—air freight, sea freight and inter-island ferrying (RoRo).

Competition

In terms of location, product offering and pricing, the Company has identified the industry’s major players such as SM Retail Inc., Robinsons Retail Holdings Inc. and Puregold Price Club Inc. as its direct competition. The Company believes that it is well positioned to compete given its competitive advantages including, among others,

an elevated customer experience, diverse products and services mix, and a synergistic relationship with the Villar Group.

Suppliers

The Company has steadily expanded its network of suppliers and concessionaires since commencing operations. As of December 31, 2023, it maintained a sourcing network comprising an aggregate of over 1,000 suppliers, including concessionaires. Products manufactured outside the Philippines are purchased from distributors located in the Philippines or through other third parties who import these products into the Philippines. The Company selects its suppliers based on a number of criteria including their reputation in the industry, quality and standards, reliability of delivery, exclusivity and price. It does not rely on any single supplier or a limited number of suppliers as it maintains a wide network of suppliers.

The Company generally does not enter into long term agreements with its suppliers. Purchase price of a product is agreed between the supplier and the Company by reference to the supplier's wholesale price and purchase quantity. In general, most of its suppliers grant approximately seven to 30 days' average payment terms after date of delivery pursuant to the purchase orders. Under the Company's trade terms agreements, suppliers can provide volume-based incentives, marketing support and store opening support.

Services

To complement its stores' product offerings, the Company provides the following value-added services in its stores:

Paluto. Paluto service, located near a stores' fresh section, allows customers to have the fresh items and food items they purchase on site to be prepared and cooked to their liking by the on-site team of chefs. Every Paluto section is accompanied by seating provisions to allow customers to enjoy their freshly-cooked meals inside the store.

Gastroville. Gastroville is an in-store food hub, curated to reflect international cuisines and is akin to hawker centres found in developed countries. A typical Gastroville section is composed of three clusters of six to eight different food concepts. These food concepts also make use of the dining area shared with Paluto.

Customer Service Counter. Each store also provides customers with a bills payment facility at the customer service area, adding efficiency and convenience to customer experience by allowing them to do the groceries and pay the bills in one trip.

Personal Shopper Service. The Company rolled out the Personal Shopper Service program across its store network in April 2020 which allowed customers to simply send their orders through the Company's dedicated hotlines for fulfillment by Personal Shoppers in stores and delivery direct to their homes.

Customers

As a retail grocery business, the Company caters to a wide consumer base. The Company's branding, communications and product offering is tailored towards the upper middle income to upper income segment. The Company is not dependent on any single customer or a few customers and the loss of any of its customers would not have a material adverse effect on its operations.

Customer Loyalty Program- AllRewards Card

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 also regularly enters into partnerships with its top suppliers and credit card companies to rollout incentive promos that include but are not limited to rebate and Gift with purchase (GWP) promotions

Transactions with Related Parties

Please refer to Item 12 of this report (“Certain Relationships and Related Transaction”).

Intellectual Property

The Company’s registered trademark with the Philippine Intellectual Property Office covers the following:



This trademark is important because name recognition and exclusivity of use are contributing factors to the Company’s success. Failure to protect its intellectual property against infringement or misappropriation could have a material adverse effect on the Company’s business, results of operations, financial condition and prospects.

As of December 31, 2023, the Company has no other trademarks registered or pending registration with the Intellectual Property Office.

Government Approval and Regulations

The Company has all the applicable and material permits and licenses necessary to operate business as currently conducted, and such permits and licenses are valid, subsisting, or pending renewal.

Effect of Existing or Probable Governmental Regulations

As of December 31, 2023, the Company is not aware of any existing or probable governmental regulations that will have an effect on the Company’s business operations.

Employees

As of December 31, 2023, the Company has 275 employees broken down by function as follows:

Function	No. of Employees
Executive	12
Managerial	43
Supervisory	148
General Staff	72
TOTAL	275

In addition to regular employees, the Company engages third-party manpower service providers (security and manpower agencies) to support the personnel requirements of the business and new store openings. The Company recognizes the need to hire additional personnel to handle its expansion plans and expect to hire approximately 60 to 70 new employees in the next 12 months primarily for the new stores, subject to the changing needs of the business and prevailing market conditions.

The Company has no collective bargaining agreement with any employee and none of the employees belongs to a union. The Company believes that it has a good relationship with the employees and no key employee has left the Company during the past three years.

The Company provides employees with training and other development programs to enable them to effectively carry out their jobs and prepare them for career advancement in the Company. In particular, the Company has operational procedures and training covering customer service, monitoring inventory, returns, security and cash handling and its supervisors oversee compliance with these procedures. The Company takes measures to control its labor costs with improved worker productivity through cross-training of personnel to enable them to handle multiple areas of operation.

In addition to statutory benefits required under Philippine labor law, the Company provides the following incentives to its employees: Health Maintenance Organization coverage; car plan; mobile phone plan; store purchase discount; allowances; and vacation leaves and sick leaves.

Risks

Risks related to the Company's Business

The Company may not be successful in implementing its growth strategy, including plans to expand its store network and product offerings, and it may not be able to manage future growth efficiently.

The Company intends to increase its revenues through, among others, expanding its store network, introducing new products and broadening its product offering. Its expansion activities may be financed by a combination of equity and additional borrowings. A significant part of its growth strategy entails the opening of new stores in suitable locations in various areas of the Philippines, including in areas where the Company does not currently have a presence.

Its plans and strategy are subject to various factors affecting its ability to implement its growth strategy, including, among others:

- market conditions, the general state of the Philippine economy, global economic conditions and regulatory environment;
- its ability to identify suitable sites for store locations;
- its ability to lease appropriate real estate for store locations;
- its ability to obtain required permits and licenses and meet regulatory requirements to establish, fit-out and open new stores;
- its ability to bear the increase in logistics costs when regional expansion occurs;
- its ability to open new stores in a timely manner;
- its ability to continue to attract customers to its stores;
- its ability to obtain financing and other support for expansion;
- its ability to maintain the scale and stability of its information technology systems to support its current operations and continuous business growth;
- the hiring, training and retention of skilled store personnel;
- the identification and relocation of experienced store management personnel;
- the effective management of inventory to meet the needs of its stores on a timely basis;
- its operating performance and the availability of sufficient levels of cash flow or necessary financing to support its expansion; and
- its ability to successfully address competitive merchandising, distribution and other challenges encountered in connection with expansion into new geographic areas and markets.

The Company may experience delays in opening new stores within the time frames it initially targets. Any of the above factors or other similar challenges could delay or prevent the Company from completing store openings and its store network expansion plan. If the Company fails to successfully implement its growth strategy and open new stores in a timely manner due to the absence of, or its inability to carry out or sufficiently address, any of the above-mentioned factors, or otherwise, its business, financial condition and results of operations may be materially and adversely affected.

Expansion into new geographical areas will expose the Company to additional operational, logistical and other risks and there is no assurance that its new stores will be successful or profitable. Any difficulties the Company experiences with respect to developing its business operations in new geographical areas may materially and adversely affect its business, financial condition and results of operations.

In addition, if the Company is unable to successfully manage the potential difficulties associated with store growth, it may not be able to capture the scale efficiencies that it expects from expansion. If the Company is unable to continue to capture scale efficiencies, it may not be able to achieve its goals with respect to operating margins. An inability to manage future growth efficiently could have a material adverse effect on its business, financial condition, cash flows, results of operations and prospects.

Demand for its products and services may be adversely impacted by changes in the economy.

Its business and results of operations are highly dependent on demand from its customers for its products and services, and such demand may be adversely impacted by changes in the economy. As with other retail businesses, demand for its products and services depends in part on prevailing economic conditions. Negative developments in the local or national economy, credit conditions and availability, disposable income, employment conditions or other factors may decrease consumer spending generally or demand for its products and services, thus resulting in decreased demand for some or all of its products and services. In particular, its business is subject to changes in the retail and real estate market environment in the Philippines.

Any changes in these markets, including adverse regulatory developments or adverse developments in consumer disposable income could have an adverse effect on its business. The outlook for the Philippine economy remains uncertain and may be affected by future government policies, developments in the global economy or international relations and other factors.

The Company may not timely identify or effectively respond to consumer needs, expectations or trends and source and sell the appropriate mix of products to suit changing customer preferences.

Consumer demand for its products is significantly affected by consumer preferences. Its success depends in part on its ability to identify social, style and other trends that affect customer preferences, and to source and sell products that both meet its standards for quality and respond to changing customers' preferences. The rapid availability of new products and changes in consumer preferences have made it more difficult to reliably predict sales demand. The Company relies on experience, data and established processes to accurately forecast and manage fluctuations in demand. These processes include conducting internal and customer surveys, reviewing industry reports, attending trade shows and industry benchmarking to assess changes in consumer preferences. Failure to source and effectively market products, or to accurately forecast changes in customer preferences, could negatively affect its customer satisfaction levels, its relationship with its customers and demand for its products and services. In addition, it may be affected negatively by changes in the consumer preferences relating to the method of shopping. In the event that the Company is unable to identify and adapt to such changes in consumer preferences quickly or the products which it currently carries are superseded by merchandise carried by its competitors (including online competitors), consumer demand for its products may decline and its business, financial condition, results of operations and prospects may be materially and adversely affected.

Strong competition could negatively affect prices and demand for its products and services and could decrease its market share.

The retail industry in the Philippines is very competitive. The Company competes with various retail outlets selling merchandise falling under the same product categories that it offers based on factors such as price, store location, product assortment, availability and quality, customer service, customer shopping experience, attractiveness of its stores and presentation of merchandise and brand recognition, or a combination of these factors. Moreover, the Company anticipates competition from new market entrants and joint partnerships between national and international operators in certain product categories. Intense competitive pressures, including those arising from its expansion strategy or its inability to adapt effectively and quickly to a changing competitive landscape could affect its prices, its margins or demand for its products and services.

In addition, some of its competitors are also aggressively expanding their number of stores or their product offerings. Some of these competitors may have been in business longer or may have greater financial, distribution or marketing resources than the Company and may be able to devote greater resources to sourcing, promoting and selling their products. There can be no assurance that it will be able to compete successfully against current competitors or new entrants. The Company believes that the retail market in areas outside the Mega Manila region is dominated by independent local operations. Expansion into these areas exposes the Company to operational, logistical and other risks of doing business in new territories. It may also find difficulties in obtaining regulatory or local government approvals for new stores in these areas due to differences in local requirements and processes. Moreover, it may experience difficulty in building the "AllDay" brand name in these new areas as some of these competitors may have been in the area for a long time. Operationally, it may experience supply, distribution, transportation and/or inventory management issues due to the limited presence of large retailers and underdevelopment of distribution networks. Any difficulty the Company experiences with respect to developing its business presence in emerging urban areas outside Mega Manila and increasing competition in certain areas wherein competitors open stores within close proximity to its stores, could negatively impact its results of operations through a loss of sales, reductions in margins from competitive price changes

or greater operating costs, and could materially affect its growth strategy and financial condition.

The Company relies on distributors, third-party service providers and the distribution networks of its suppliers for transportation, warehousing and delivery of products to its warehouses and stores.

The Company relies on third-party distributors and suppliers, including concessionaires for its inventory intake and store displays, and other third-party service providers such as logistics services for the delivery of its products to its stores, distribution center and in-store warehouses. Consequently, it has only limited control over the timing of deliveries and the security of its products while they are being transported. A disruption within its logistics or supply chain network could adversely affect its ability to distribute and maintain inventory, which could impair its ability to meet customer demand for products and result in lost sales, increased supply chain costs, or damage to its reputation. The Company has an automated inventory system that regularly monitors its inventory levels and considers order lead time in the replenishment of its inventories to mitigate the risk of product unavailability. However, any deterioration in the relationships between suppliers, distributors and third-party service providers or other changes relating to these parties, including changes in supply and distribution chains, could have an adverse effect on its business, financial condition and results of operations.

In addition, there can be no assurance that it will be able to effectively coordinate its logistics strategy to the degree necessary for the realization of its growth plans. As the Company continues to expand, the Company will need to ensure that it is able to secure efficient distributors and service providers for its stores to be opened in new locations. An inability to efficiently operate and expand its warehouses and logistics capabilities could have a material adverse effect on its business, financial condition, cash flows, results of operations and prospects.

The Company relies on third-party suppliers for the provision of merchandise.

The Company relies on third-party suppliers (including concessionaires) for the provision of merchandise in its stores. The Company may experience material disruptions in the supply of products due to prolonged interruptions in the operations of these suppliers, which may in turn be caused by a number of factors, including equipment failures or property damage experienced by these suppliers, changes in laws and regulations that affect their manufacturing processes, or financial difficulties, and labor disputes faced by these suppliers. Other factors may also disrupt the Company's ability to obtain products from these suppliers including weather-related events; natural disasters; trade policy changes or restrictions; tariffs or import-related taxes; third-party strikes, lock-outs, work stoppages or slowdowns; shipping capacity constraints; port congestion; third-party contract disputes; supply or shipping interruptions or costs; military conflicts; acts of terrorism; or other factors beyond its control. Any such disruption could negatively impact its financial performance or financial condition.

Further, there can be no assurance that its suppliers will have sufficient resources to continue to meet its demands. In the event that these suppliers cannot fulfill their obligations to supply sufficient quantities and in such quality as required, the Company may not be able to find suitable alternative suppliers on a timely basis to supply the same or similar types and quantities of merchandise, which may materially and adversely affect its business, financial condition and results of operations.

The Company is subject to inventory risks and face challenges in effectively managing its inventory.

Outright sales accounted for approximately 80% of its sales for the year ended December 31, 2023, while concession sales accounted for the remainder of its sales. Outright sales expose the Company to increased inventory risk, which includes inventory losses due to obsolescence, theft, pilferage, spoilage, and other damage. For products sourced for outright sales, the Company bears all risks and costs of inventory management, including shrinkage losses due to a discrepancy between its inventory based on a physical count and the amounts generated by its inventory system. If it fails to properly manage its inventory in relation to outright sales, the Company may suffer lower inventory turnover, which could have an adverse effect on its business, financial condition and results of operations.

The Company must also manage its merchandise in stock and inventory levels to track customer demand. It faces challenges in managing its inventory levels, including significant ordering lead time for certain types of products and seasonality of demand for some products. As a result of these and other factors, the Company is vulnerable to demand and pricing shifts and to misjudgments in the selection and timing of merchandise purchases, which could have an adverse effect on its business, financial condition and results of operations.

The success of its business depends in part on its ability to develop and maintain good relationships with its current and future outright sales suppliers and concessionaires.

The Company derives its revenues from outright sales and sales of concession products, and its success depends on its ability to retain existing suppliers and concessionaires, and attract new suppliers and concessionaires on terms and conditions favorable to the Company. The sourcing of its products is dependent, in part, on its relationships with its suppliers. The Company has longstanding working relationships with a broad range of national and multinational suppliers across all of its product categories. The Company does not enter into long-term supply contracts and its supplier and concessionaire contracts generally have a one year term renewable year-on-year. If the Company is unable to maintain these relationships, or if it loses suppliers for any reason, it may not be able to continue to source products at competitive prices that both meet its standards and appeal to customers. Its five largest suppliers (outright sales and concession sales) accounted for approximately 21% and approximately 22% of its sales in 2022 and 2023, respectively. The loss of any one of these major suppliers could have an adverse effect on its sales.

The Company obtains discounts and rebates from suppliers, tied to meeting sales targets, which allows it to keep its pricing competitive. Should changes occur in market conditions or its competitive position, it may not be able to meet these targets or maintain or negotiate adequate support, which could have an adverse effect on its business, financial condition and results of operations.

If the Company is unable to maintain good relationships with its existing suppliers and concessionaires (which provide support teams for the sale of the consigned products), or if it is unable to develop and maintain new supplier and concessionaire relationships, it will be unable to carry merchandise and products that are in demand and can generate profit for the Company. Furthermore, if any of its outright sales suppliers or concessionaires changes its distribution methods, it may experience a disruption in its product supply. As a result, its market positioning, image and reputation may be adversely affected, and its revenue and profitability may be impaired.

Dissatisfaction with its customer service could prevent the Company from retaining its customers.

The satisfaction of its customers depends in particular on the effectiveness of its customer service, in particular its ability to address requests and inquiries, and deal with complaints, in a timely and satisfying manner. The Company has physical customer service desks, store hotlines and email and social media accounts to address customer needs and concerns. Any unsatisfactory response or lack of responsiveness by its customer service team could adversely affect customer satisfaction and loyalty.

Dissatisfaction with its customer service could have a material adverse effect on its business, financial condition, cash flows, results of operations and prospects.

Any damage to its brand name “AllDay” could harm its business.

The Company’s brand image and reputation is a key factor in the success of its business. The Company believes that maintaining and enhancing its brand is integral to its business and to the implementation of its growth strategy. Maintaining its brand requires the Company to continue to make investments in areas such as marketing and advertising, as well as the day-to-day investments required for store operations, employee training and website operations. Its brand image may be damaged if new stores, products, services or other businesses fail to maintain or enhance its brand image, or if it fails to maintain high standards for merchandise and service quality. Its brand image may also be damaged by activities of related companies carrying the AllDay name such as AllDay Convenience Stores and AllDay RX. The strength of its brand could also be affected due to noncompliance with laws and regulations, misconduct by its employees or sales personnel or merchandisers assigned to its stores by its suppliers, product defects, customer claims, product recalls or liability, employee dissatisfaction with its employment practices or other negative publicity involving the Company or its products and other entities carrying the AllDay name.

Intellectual property claims by third parties or its failure or inability to protect its intellectual property rights could diminish the value of its brand and weaken its competitive position.

The Company believes that its trademarks and other proprietary rights, including its brands, have significant value and are important to identifying and differentiating its brand from those of its competitors. There can be no assurance that third parties will not assert rights in, or ownership of, its name, trademarks and other intellectual property rights.

Successful infringement claims against the Company could result in significant monetary liability and prevent it from using the “AllDay” brand. In addition, resolution of claims may require the Company to license rights from third parties or cease using those rights altogether. The costs of defending and enforcing its intellectual property rights may cause it to incur significant time and legal expense, and it may not be entirely successful in protecting its assets and enforcing its rights. If it is unable to protect and maintain its intellectual property rights, the value of its brand could be diminished and its competitive position could suffer.

The Company may incur liability for goods sold in its stores that violate the intellectual property rights of third parties.

The Company and its suppliers source merchandise worldwide. The measures it implements to minimize potential infringement of intellectual property rights of third parties may not always be successful. In the event that goods sold in its stores violate the intellectual property rights of third parties, the Company, in its capacity as retailer, may be found liable for intellectual property violation and may be compelled to pay damages. Moreover, it cannot assure that it can successfully obtain indemnity payments from its suppliers or that such indemnity payments will fully cover all of its loss associated with its liability. If any claims alleging infringement of intellectual property rights are brought against the Company or its suppliers, its reputation may also be damaged.

The Company relies on information technology in its operations, and any failure of such systems could harm its ability to effectively operate its business.

Its business operations are heavily dependent on the integrity of the information technology systems supporting them, many of which have only recently been implemented. The Company manages its inventory and logistical operations through the use of various information technologies, including intranet, networked personal computers, servers and automated inventory management systems. Its systems and operations may be vulnerable to damage or interruption from human error, data inconsistency, natural disasters, power loss, computer viruses, intentional acts of vandalism, breach of security and similar events. While there are contingency plans in place to deal with such events, there is no assurance that these will prevent its systems from suffering failures or delays that might cause significant losses to its business. Equipment breakdowns may result in productivity losses and potential inoperability of store trading software for significant periods of time. Significant systems failures, delays in the implementation of upgrades, equipment breakdowns and delays in the integration of information technology systems in new stores may also cause unanticipated disruptions in service, loss of inventory, decreased customer service and customer satisfaction and harm to its reputation, which could have a material adverse effect on its business, financial condition and results of operations.

The Company leases all of its store premises and it may not be able to continue to renew these leases or to enter into new leases in favorable locations on acceptable terms and conditions.

As of December 31, 2023, the company leased all of its net selling space and its distribution center. Almost all of its sites are leased from related parties. Its practice is to enter into contracts with these affiliated companies on commercial terms which are at least as favorable as the terms available to or from non-affiliated parties. While its leases contain a provision that these are renewable upon agreement of the parties, there is no assurance that it will be able to renew its leases on acceptable terms and conditions or at all upon their expiry. Leases of store premises in large shopping centers may not be available for extension because lessors may decide to change tenants for better commercial arrangements. If the Company is unable to renew leases with related parties, it may have to enter into new agreements with third parties. There is no assurance that it will be able to enter into such new agreements with third parties on terms and conditions that are acceptable to it or at all, and its failure to do so may materially and adversely affect its business, financial condition and results of operations.

Moreover, if rent prices increase significantly throughout the Philippines, or in a particular region, it may cease to be economical to lease stores and it may have to discontinue operations at some of its stores. Any inability to renew leases as they expire or acquire new leases in other favorable locations and sites on acceptable terms and conditions, termination of the existing leases, or revision of the terms and conditions of leases to its detriment may have an adverse effect on its business, financial condition and results of operations. Further, a number of its lease contracts grant the lessor the right to terminate the relevant lease for cause prior to their expiration. In the event that any of its leases are terminated for any

reason prior to their expiration, it will need to either close its operations at such locations or relocate to alternative premises. Relocation of any of its operations may cause disruptions to its business and may require significant expenditure, and it cannot assure that it will be able to find suitable premises on acceptable terms and conditions or at all in a timely manner.

The Company may not be able to hire, retain and train sufficient qualified personnel to support its operations and it may be subject to increased labor costs.

The Company employs a large number of employees in its stores. The success of its stores depends on its ability to hire, retain and educate an effective workforce with the requisite skills and knowledge to serve its customers. Additionally, recent trends in employment regulation, such as restrictions on employers' discretion to hire employees on a temporary basis or to offer employment conditions that differ between full-time and part-time employees for the sole reason that the period of employment is stipulated in the employment contract, have led to increased fixed labor costs for employers seeking to hire part-time and temporary workers. Stricter regulation of labor and employment may affect its ability to hire sufficient employees in a cost efficient manner at its stores. If the Company experiences difficulties in maintaining a qualified workforce or experience increased labor costs associated with its workforce, its ability to compete effectively in its target markets, provide high-quality customer service, open new stores and execute its business strategy could be adversely impacted, and its results of operations could in turn be negatively affected.

Its business is subject to seasonal influences.

The Company experiences seasonal fluctuations in its operations. Historically, its sales tend to peak in the fourth quarter of each year, primarily attributable to the Christmas and New Year holidays.

In preparation for its peak selling periods, the Company procures additional inventory, which would require additional cost. If sales during its peak selling periods are significantly lower than it expects for any reason, or if there is any prolonged disruption in its operations during its peak selling periods, it may be unable to make purchases in a timely manner and may be left with a substantial amount of unsold inventory, especially seasonal merchandise that is difficult to liquidate after the applicable season. This may materially and adversely affect its business, financial condition and results of operations.

The Company is exposed to certain risks in connection with the substantial use of cash in its operations.

Due to the nature of its retail business and the demographics of the majority of its customers, the Company processes a large volume of cash transactions in the course of its operations. The Company uses a Point of Sale ("POS") system to track sales and cash flow. Its customers usually pay for their purchases in cash. Therefore, the Company is exposed to the risk of cash shortages, petty theft and robbery, which, if substantial in the aggregate, could have an adverse effect on its business, financial condition and results of operations.

Its operations have significant liquidity and capital requirements. It requires significant cash to purchase sufficient inventory for its stores in advance of anticipated demand, and it has invested significant capital in opening new stores and expects to continue to make similar investments in the future. The Company expects to continue to incur significant capital expenditures going forward, as it continues to expand its store network.

The Company sources its funding from a combination of cash flow from operations, working capital lines and long-term debt. It may not be able to fund capital expenditures and working capital requirements solely from cash from its operating activities or existing cash or proceeds from the IPO, and it may not be able to obtain additional debt or equity financing. It may also require additional financing to fund day-to-day operational needs and debt service payments. Additional financing may not be available as and when required. If the Company incurs additional debt, it will result in increased debt service obligations and could result in additional operating and financing covenants, or liens on its assets, that would restrict its operations. Without required financing, it may not be able to continue its operations, hire, train and retain employees or respond to competitive pressures. Its ability to obtain additional funding will be subject to various factors, including general market conditions, its operating performance, the market's perception of its growth potential, lender sentiment and its ability to incur additional debt in compliance with other contractual restrictions, revenue and cash flow from operations and its ability to manage costs and working capital successfully. Any inability to access favorable debt financing may adversely impact the Company if it experiences cash flow shortfalls in the future or wish to raise funds to take advantage of unanticipated opportunities or respond to changing business conditions or

unanticipated competitive pressures. In addition, it cannot assure that its future financing requirements would not involve equity issuances that would be dilutive to holders of its capital stock. There can be no assurance that necessary financing will be available in amounts or on terms acceptable to the Company, or at all.

If the Company fails to raise sufficient additional funds, it may be required to delay or abandon some of its planned future expenditures or aspects of its current operations, and its financial condition and results of operations may be materially and adversely affected.

Its margins may be affected by increases in its operating and other expenses.

Its operations may be subject to increases in operating and other expenses due to a number of factors including, but not limited to, any of the following:

- increases in rent;
- increases in repair and maintenance costs for the distribution center and existing stores, and construction costs relating to fit-out of new stores;
- a change in laws, regulations or government policies which increases the cost of compliance with such laws, regulations or policies;
- increases in service costs;
- increases in labor costs;
- increases in the rate of inflation;
- adverse changes in the cost of existing and future debt financing;
- increases in insurance premiums;
- increases in the cost of utilities; and
- increases in property taxes and other statutory charges.

Any increase in operating and other expenses will have an impact on its cash flow. Due to the nature of its business, its margins may be affected by increases in operating and other expenses. The resulting buffer available to account for changes to costs is consequently small. If its stores do not generate revenue sufficient to meet its operating expenses and debt service and capital expenditure requirements, its business, results of operations and financial condition could be materially and adversely affected.

Its business is sensitive to changes in purchase and selling prices.

Its margins are sensitive to price increases in the products sold in its stores. Wherever practicable, it seeks to put in place supply contracts which ensure the supply of products for the period that they are anticipated to be offered by the Company and in such quantities as its forecasts require. There can be no assurance that it will be able to successfully contain the growth of its purchase prices. If these prices do rise, it may need to pass all or a portion of these additional costs on to its customers to maintain its gross profit margins. However, it may not be possible for the Company to significantly increase its retail prices to offset price increases by suppliers, particularly if its main competitors choose not to implement such price increases.

As competition in the Philippine retail market intensifies, any unilateral price increases may lead to declines in sales, loss of customer traffic, loss of market share and other adverse consequences. Consequently, the Company may be significantly constrained in its pricing policy. In the event that it is unable to pass increases in prices charged by its suppliers on to its customers, its financial condition and results of operations may be materially and adversely affected.

Any future changes in PFRS may affect the financial reporting of its business.

PFRS continues to evolve as standards and interpretations are promulgated and come into effect. New standards may result to changes in the financial reporting of its business.

The Company is subject to the risk of fluctuations in foreign currency exchange rates.

While its sales are all denominated in Philippine Peso, its operations involve the purchase of products from distributors

and suppliers who purchase products that may be denominated in currencies other than Philippine Pesos, such as the U.S. dollar. Fluctuations between the value of the Philippine Peso and other currencies may affect the price of products when converted into Philippine Pesos and may have an adverse effect on its financial performance.

The Company is subject to the risk of litigation and other legal proceedings in the ordinary course of business.

Although the Company is not party to any material ongoing litigation, it may be adversely affected by complaints and litigation from customers or regulatory authorities resulting from product quality, illness, injury or other safety concerns or other issues stemming from one or more products, their packaging or advertising. The Company requires its product suppliers to satisfy certain standards regarding the quality and specification of their products. It currently does not have any product liability insurance. In the event of a product liability claim or product recall being required in circumstances where the financial consequences are not satisfied by a supplier, it may have a material adverse effect on its financial performance. Any such litigation, claims or complaints and any adverse publicity surrounding such allegations and/or actions could materially adversely affect its business, reputation, financial condition and/or operating results. The Company may also experience reduced demand for its products as a result of negative publicity surrounding the retail sector in general or in relation to products sold by other retailers.

The Company is subject to various risks for which it may not be adequately insured.

The Company maintains comprehensive property and liability insurance that it considers to be insurance coverage customary in the industry. Nonetheless, such insurance does not cover all risks associated with the business. Accidents and other events could potentially lead to interruptions of its operations or cause the Company to incur significant costs, all of which may not be fully covered by its insurance policies. In addition, its insurance coverage is subject to various limitations and exclusions, retention amounts and limits and it does not maintain business interruption insurance or product liability insurance. Furthermore, if any of its insurance providers becomes insolvent, it may not be able to successfully claim payment from them. Moreover, its insurance policies and terms of coverage will be subject to renewals and negotiations on a periodic basis and there is no assurance that adequate insurance coverage will be available on commercially reasonable terms in the future. Any material increase in insurance rates, decrease in available coverage or any failure to maintain adequate insurance in the future could adversely affect its business, financial condition and results of operations.

The Company is subject to various laws and regulations, and any violations of applicable laws or regulations or changes to such laws and regulations could adversely affect its business and its results of operations.

Its business and operations are subject to a wide range of laws and regulations, including those relating to employment, working conditions, consumer protection, the environment, competition, trade and intellectual property.

New laws, rules or regulations, or revisions to existing laws, rules or regulations, could impose additional restrictions and requirements on its business and operations and could result in additional compliance costs, capital expenditures or other costs. As a result, the Company could experience disruptions to its operations and be unable to execute its business strategy, and its results of operations could be adversely affected. In addition, its ability to comply with applicable laws and regulations can be affected by a variety of factors, including the effectiveness of its compliance and risk management policies, the ability of its management to adequately monitor its operations and intentional or unintentional misconduct or errors of its officers, employees, affiliates or other parties with whom the Company does business. If it fails to comply with applicable laws and regulations, the Company may be subject to investigations, fines, penalties, sanctions and private litigation, and it could lose regulatory permissions or licenses necessary for its business or experience harm to its reputation.

The Company may fail to fulfill the terms and conditions of licenses, permits and other authorizations, or fail to renew them on expiration.

The Company is required to maintain licenses, permits and other authorizations, including those relating to certain construction activities for new and existing stores, and is also required to obtain and renew various permits. Its licenses, permits and other authorizations contain various requirements that must be complied with to keep such licenses, permits and other authorizations valid. If it fails to meet the terms and conditions of any of its licenses, permits or other authorizations necessary for its operations, these may be suspended or terminated, leading to temporary or potentially

permanent closing of stores, suspension of construction activities or other adverse consequences. In addition, it cannot be certain that any given license, permit or authorization will be deemed sufficient by the relevant governmental authorities to fully cover activities conducted in reliance on such license, permit or authorization.

The Company regularly monitors its permits and approvals to ensure that all are properly renewed and maintained. However, there can be no assurance that it will continue to be able to renew the necessary licenses, permits and other authorizations for its stores as necessary or that such licenses, permits and other authorizations will not be revoked. If it is unable to obtain or renew them or are only able to do so on unfavorable terms, this could have an adverse effect on its business, financial condition and results of operations.

Continued compliance with, and any changes in, environmental laws and regulations may adversely affect its results of operations and financial condition.

The Company is subject to various laws relating to environmental matters. Such laws provide that it could be liable for the costs of removal of certain hazardous substances and clean-up of certain hazardous locations. The failure to remove or clean-up such substances or locations, if any, could adversely affect its operations on such sites and could potentially also result in claims against the owner by the claimants.

In addition, it cannot predict what environmental legislation or regulations will be enacted or amended in the future, how existing or future laws or regulations will be enforced, administered or interpreted, or the amount of future expenditures that may be required to comply with these environmental laws or regulations or to respond to environmental claims. The introduction or inconsistent application of, or changes in, laws and regulations applicable to its business could have an adverse effect on its business, financial condition and results of operations.

The Company is party to a number of related party transactions.

Certain companies controlled by the Villar Group enter into significant commercial transactions with the Company. It enters into a number of transactions with related parties, which primarily consist of lease agreements. Its practice is to enter into contracts with these affiliated companies on commercial terms which are at least as favorable as the terms available to or from non-affiliated parties. Such interdependence may mean that any material adverse changes in the operations or financial condition of the companies which are controlled by the Villar Family could adversely affect its results of operations.

While the Company believes that it enters into transactions with related parties on an arm's length basis and documented pursuant to the Transfer Pricing Regulations, there can be no assurance that the BIR will confirm these transactions as arm's length on the basis of the Transfer Pricing Regulations and there can be no assurance that any transfer pricing adjustments by the BIR will not have a material adverse effect on its business, financial condition or results of operations.

The Company is controlled by the Villar Group and its interests may differ significantly from the interests of other shareholders.

The Company is controlled by the Villar Group and members of the Villar Family serve as directors and officers of the Villar Group and AllDay. The Company expects that it will continue to enter into transactions with companies directly or indirectly controlled by or associated with the Villar Group. These transactions may involve potential conflicts of interest which could be detrimental to the Company or its shareholders. There is nothing to prevent other companies that are controlled by the Villar Group from engaging in activities that compete directly with the Company's retail businesses or activities, which could have a negative impact on its business. The interests of the Villar Group as its controlling shareholders may differ significantly from or compete with its interests or the interests of its other shareholders, and there can be no assurance that the Villar Group will exercise influence over the Company in a manner that is in the best interests of its other shareholders.

Villar Family's political involvement.

Members of the Villar Family have been and are currently involved in Philippine politics. Given the Villar family's

involvement in politics, allegations of conflicts of interest, improper influence or corruption on the part of members of the Villar Family may have an adverse effect on the Company's business and goodwill.

Its business and operations are dependent upon key executives.

The Company's key executives and members of management have greatly contributed to its success with their knowledge, business relationships and expertise. If it is unable to fill any vacant key executive or management positions with qualified candidates, its business, operating efficiency and financial performance may be adversely affected.

The Company plans to mitigate the aforementioned risks through its competitive strengths and strategies.

Strengths

Modern grocery concept that is adaptive to changing customer behavior

The Company believes it has the most modern grocery concept which combines e-commerce-integrated last-mile fulfillment capabilities with the traditional supermarket, a hybrid model that is adaptive to changing customer behavior. The dual function of our physical stores as last-mile fulfillment centers of the www.allday.com.ph online shopping platform allows the Company to seamlessly download at the onset our technological capability to each location, thereby avoiding the tech adoption pitfalls commonly being encountered by legacy supermarkets. Its online shopping platform is also integrated with industry leading technology services for secure online payment processing and for the last mile delivery of ordered products. To distinguish its e-commerce platform from the influx of other online shopping platforms, the Company launched the first on-demand 24-hour Delivery Service.

The integration of digital customer touchpoints also provides a source of valuable customer insights which, coupled with its active analysis of sales data across all its product categories, enables the Company to identify sales trends across its store network and capitalize on market opportunities and optimize its inventory management. With this, the Company can quickly and consistently recognize market behavior, identify shifts in customers' preferences, and introduce new concepts to respond to the needs of its target market and enhance and elevate the customer experience in its stores.

Elevated customer experience rooted in premium aesthetics and innovative in-store concepts

The Company believes it has a distinct supermarket concept that caters to the tastes and preferences of the Filipino consumer through a combination of store aesthetics, comfort, accessibility and convenience which allows it to provide an elevated customer experience. The Company believes that its stores, as a result, attract a discerning clientele who has a relatively higher buying power and puts a premium on their overall shopping experience.

At the core of the AllDay shopping experience is its extensive offering of fresh, food, and non-food products with approximately 4,200 local and international brands, with each store carrying approximately 40,000 SKUs. In addition, about 23% of its stores' SKUs are curated international brands of sought-after or difficult-to find products as well as locally preferred regional brands that appeal to its target market.

Its modern and functional store design puts emphasis on enhancing the shopping experience of its customers by providing wider aisles, calibrated lighting, and unique store decorations. In addition, the Company has a pool of trained staff and established policies and procedures that enable it to provide consistent and excellent customer service to its shoppers. Finally, its value-added services, such as Paluto, Gastroville, and Personal Shopper Service, and its self-checkout kiosks and smart carts round out the AllDay shopping experience by providing reliable, fast, and convenient options to its customers.

These pioneering initiatives shift the Company's competitive differentiation towards experience and away from pricing, allowing it to implement a pricing strategy that is relatively more resilient against inflation risk. It believes that this also positions the Company to capture the growth in the particular market segment in which it plays.

Best-in-class, superior e-commerce platform driving growth in user base

The Company believes its online shopping platform www.allday.com.ph is among the leading, user-friendly e-commerce platforms and will be able to drive significant growth because of the accessibility, convenience, and safety that it offers. In anticipation of higher customer engagements via online channels as internet adoption continue to rise in the Philippines, it believes that having a superior e-commerce platform would place the Company at the top-of-mind of customers who are adopting online shopping. Its e-commerce platform www.allday.com.ph currently serves a number of NCR cities. In addition, the Company is present in online third party platforms and marketplaces such as MetroMart, Pick A Roo, Lazada, Shopee, GrabMart, and PandaMart.

Gearing towards the continuation of the growth of its online user base, the Company migrated its current platform to a PWA format which allows for improved functionality and usability for customers who do their shopping either on desktop computers, mobile phones, or tablets.

Strategic and sustainable physical store network expansion arising from its synergistic relationship with the country's leading homebuilder and its retail ecosystem

The Company strategically locates its stores in established residential communities and commercial projects of the Villar Group. This ensures that the expansion of its store network is sustainable by ensuring that new stores are in areas with an immediate consumer base and a catchment area that can sustain its store presence.

The Company believes that the residential and commercial projects of the Villar Group, typically located in mature and well-established communities, provide a large customer base for its stores. As part of the Villar Group, the Company has access to these communities that are suited to its operations as well as gain insight on a significant share of the Philippine home market, giving it an in-depth understanding of customer preferences and the demographics of its store locations. Its stores are typically located in what it believes are high retail traffic locations, primarily in shopping malls and residential communities of the Villar Group. The Company believes it is well positioned to benefit from the Villar Group's land bank, extensive project pipeline, in-depth knowledge and resources to pursue a strategic, systematic and sustainable store expansion plan.

Further, AllDay also benefits from the AllValue retail ecosystem in the expansion areas as the other AllValue stores also attract the clustering of the same target customers as AllDay which are those within the upper-middle income to upper income segment who value experience-based shopping. The presence of other AllValue retailers also increases the likelihood that the existing customer base in the expansion areas would already be members of the AllRewards program. This benefits the Company at the onset as AllRewards cardholders typically spend 50% more than the average AllDay customer.

Established operational expertise, highly scalable store and micro-fulfillment hub hybrid business model that allows for expansion

The Company believes that as it expanded its store network, its management team has developed and/or gained significant experience and knowledge relevant to the establishment and operation of a chain of supermarkets. It has also established strong relationships with the country's leading supermarket suppliers and other key partners in the supermarket business which it is able to leverage to control the procurement and operating costs of its stores and thereby improve its profit margin, to readily replicate and fine tune its extensive and diverse product offerings and to ensure continuing support for the operational requirements and targets of each of its stores.

In the course of operating its e-commerce platform, www.allday.com.ph, it has also developed operational principles, methods and procedures that enable the Company to scale and replicate its hybrid business model of using its physical stores as micro-fulfillment hubs for its e-commerce operations in a seamless manner. Through the establishment and fine tuning of these e-commerce operations, its stores have become fully capable of fulfilling the dual roles of physical store and microfulfillment hub, which allows its e-commerce capabilities to expand in parallel to its physical store network.

Demonstrated record of significant growth and profitability

The Company believes it has delivered strong sales and net profit growth since inception. It has consistently grown its physical presence since the start of its operations in December 2016, increasing the number of its stores over five times from 7 to 40 in just seven years. It has also increased its SKUs from less than 30,000 to almost 40,000 over the same period.

Experienced and founder-led management team with track record of successful expansion

The vision and entrepreneurial spirit of its management team have played a critical role in establishing the AllDay brand and developing its business. Since the launch of the AllValue brand in 2014, the Company believes its founder-led management team has proficiently guided the expansion of the AllValue retail ecosystem to include AllHome one-stop home centers, Coffee Project cafes, Dear Joe Coffee & Juice cafes, and Bake My Day artisan bakeries, among other retail concepts and have grown the brand equity of AllValue through the years.

Strategies

- ***Further expand the store network across the Philippines***
- ***Increase investment in smart technology, information systems and logistics systems***
- ***Continue to enhance shopping experience to grow and retain customer base through innovative concepts***
- ***Pursue initiatives that improve margin efficiency via improved product sourcing***

There is no guarantee, however that these strategies and measures would ultimately eliminate the risks of delays in the Company's expansion plans.

Item 2. Properties

The Company does not own any land and have no ongoing process for the acquisition of any property. The Company leases spaces for all of its retail stores primarily from its related parties.

The lease rates and terms for these properties follow standard market rates and practices for similar businesses. The lease rates for its existing store operations are generally based on a percentage ranging from 2.5% to 3.0% of gross sales. In addition, the rates are generally inclusive of common use service area fees, as may be agreed upon between parties.

Item 3. Legal Proceedings

The Company is not currently involved in any material litigation, arbitration or similar proceedings, and it is not aware of any such proceedings pending or threatened against it or any of its properties, which have material effect on the financial statements.

Item 4. Submission of Matters to a Vote of Security Holders

Except for matters taken up during the Annual Stockholders Meeting, there was no other matter submitted to a vote of security holders during the period covered by this report.

PART II – OPERATIONAL AND FINANCIAL INFORMATION

Item 5. Market for Issuer’s Common Equity and Related Stockholders Matters

Market Information

The Company’s common shares are being traded at the Philippine Stock Exchange. The high and low sales prices for each quarter within the last three fiscal years as traded on the Philippine Stock Exchange are as follows:

Quarter	2023			2022			2021		
	High	Low	Close	High	Low	Close	High	Low	Close
1 st	0.315	0.225	0.240	0.630	0.425	0.480	n/a	n/a	n/a
2 nd	0.201	0.197	0.198	0.480	0.300	0.325	n/a	n/a	n/a
3 rd	0.195	0.188	0.188	0.370	0.260	0.260	n/a	n/a	n/a
4 th	0.157	0.156	0.156	0.275	0.219	0.225	0.900	0.570	0.610

The market capitalization of ALLDY as of December 31, 2023, based on the closing price of ₱0.275 per share, was approximately ₱6.29 billion.

Stockholders

There are approximately 21 holders of common equity security of the Company as of December 31, 2023 (based on the number of accounts registered with the Stock Transfer Agent).

The following are the top 20 holders of the common securities of the Company:

	Stockholder's Name	Common Shares	Percentage
1	AllValue Holdings Corp.	15,309,286,000	66.98%
2	PCD Nominee Corporation – Filipino	6,295,298,396	27.54%
3	PCD Nominee Corporation – Non Filipino	1,246,942,604	5.46%
4	Manuel Bamba Villar Jr.	1,000,000	0.00%
5	Camille Aguilar Villar	1,000,000	0.00%
6	Manuel Paolo Aguilar Villar	1,000,000	0.00%
7	Frances Rosalie Toribio Coloma	1,000,000	0.00%
8	Benjamarie Therese Noel Serrano	1,000,000	0.00%
9	Myra P. Villanueva	150,000	0.00%
10	Myrna P. Villanueva	150,000	0.00%
11	Milagros P. Villanueva	150,000	0.00%
12	Rogelio Pescos Montanez	125,000	0.00%
13	Agnes Victoria D. Casal	90,000	0.00%
14	Juan Trinidad Lim	65,000	0.00%
15	Marietta V. Cabreza	30,000	0.00%
16	Jennifer T. Ramos	20,000	0.00%
17	Joselito C. Herrera	15,000	0.00%
18	Gabrielle Claudia F. Herrera	13,000	0.00%
19	Nadezhda Iskra F. Herrera	12,000	0.00%

20	Kennedy M. Olvido	10,000	0.00%
21	Jessie D. Cabaluna	1,000	0.00%
22	Raul Juan N. Esteban	1,000	0.00%
23	Glenn Maverick Almonte Ang	1,000	0.00%
	Total issued and outstanding common shares as of December 31, 2023	22,857,145,000	100.00%

Dividends

On August 14, 2023, the Company's Board of Directors approved the declaration of cash dividends amounting to ₱59.43 million and payable to stockholders of record as of September 12, 2023. The cash dividends were paid on October 4, 2023.

Recent Sale of Unregistered Securities

Prior to the Company's Initial Public Offering, on June 25, 2021, with the approval by the SEC of the increase in its authorized capital stock from ₱2,000,000,000.00 divided into 20,000,000 common shares with a par value of ₱100.00 per common share to ₱3,000,000,000.00 divided into 30,000,000,000 common shares with a par value of ₱0.10 per share, the Company issued 2,615,000,000 common shares to AllValue Holdings, Corp. at par value equivalent to ₱261,500,000.00. Payment for such shares was made in cash.

There have been no other sales of unregistered securities in the past three years.

Stock Options

None.

Item 6. Management's Discussion and Analysis

REVIEW OF YEAR END 2023 VS YEAR END 2022

RESULTS OF OPERATIONS

Year ended December 31, 2023 compared to Year ended December 31, 2022

	For the nine-month period ended December 31		Horizontal analysis	Vertical analysis	
	2023	2022		2023	2022
	(in millions of ₱)		% Change	% of Total Sales	
Sales	₱ 10,193.9	₱ 9,759.7	4.4%	100.0%	100.0%
Cost of merchandise sold	8,139.1	7,756.9	4.9%	79.8%	79.5%
Other income	125.5	51.4	144.3%	1.2%	0.5%
Other operating expenses	1,652.6	1,625.1	6.4%	16.2%	15.9%
Finance income (costs)					
Finance costs	(36.0)	(27.5)	31.0%	-0.4%	-0.3%
Finance income.....	0.3	0.3	-18.0%	0.0%	0.0%
Losses from Fire Damage	-	(71.8)	-100.0%	0.0%	-0.7%
Tax expense	122.8	100.1	22.6%	1.2%	1.0%
Net profit (loss).....	369.2	301.8	22.4%	3.6%	3.1%

Sales

The company recorded sales of ₱10,193.9 million for the year ended 31 December 2023, an increase of 4.4% from ₱9,759.7 million for the year ended 31 December 2022. The increase was attributable to sales growth from existing stores and revenue contribution of new stores.

Cost of Merchandise Sold

For the year ended 31 December 2023, cost of merchandise sold was at ₱8,139.1 million, an increase of 4.9% compared to ₱7,756.9 million for the same period in 2022, largely driven by the increase in sales in existing stores and incremental sales from the four new stores added during the period.

Support, Fees, Rentals and Other Income

Support, fees, rentals and other income increased by 144.3% from ₱51.4 million for the year ended 31 December 2022 to ₱125.5 million for the year ended 31 December 2023 due to increase in vendor support fees and opening of new stores.

Other Operating Expenses

Selling Expenses

Selling expenses increased by 3.4% to ₱1,071.9 million for the year ended 31 December 2023 from ₱1,036.6 million for the same period in 2022 primarily due to the following:

- Increase in rentals from ₱281.0 million for the year ended 31 December 2022 to ₱293.5 million for the year ended 31 December 2023 due to higher sales recorded during the period. Rent is charged as a percentage of sales.
- Increase in communication and utilities from ₱273.3 million for the year ended 31 December 2022 to ₱292.8 million for the year ended 31 December 2023 primarily as a result of higher electricity rate and increasing number of stores.
- Increase in agency fee from ₱235.5 million for the year ended 31 December 2022 to ₱244.8 million for the year ended 31 December 2023 attributable to the additional manpower from agencies.
- Increase in salaries, wages, and other employee benefits from ₱103.3 million for the year ended 31 December 2022 to ₱120.1 million for the year ended 31 December 2023 due to the additional manpower in the central office and for new stores.
- Decrease in merchant fee from ₱43.9 million for the year ended 31 December 2022 to ₱42.1 million for the year ended 31 December 2023 primarily due to lower debit and credit card sales for the period.
- Decrease in repairs and maintenance from ₱41.6 million for the year ended 31 December 2022 to ₱26.7 million for the year ended 31 December 2023 due to efficient store asset management initiatives.
- Decrease in operating supplies from ₱37.1 million for the year ended 31 December 2022 to ₱27.6 million for the year ended 31 December 2023 due to company's initiative to transition to paperless processes.
- Increase in advertising and promotions from ₱18.1million for the year ended 31 December 2022 to ₱21.6 million for the year ended 31 December 2023 due to social media boosting and printing of promotional materials.
- Despite a rise in revenues for the year ended 31 December 2023, delivery fees remained fixed at ₱2.8 million as more customers prefer shop in-stores than online

General and administrative expenses

General and administrative expenses increased by 12.4% from ₱516.6 million for the year ended 31 December 2022

to ₱581.0 million for the year ended 31 December 2023 primarily due to the following:

- Increase in depreciation and amortization from ₱400.8 million for the year ended 31 December 2022 to ₱467.0 million for the year ended 31 December 2023 due to the increase in the number of stores and amortization of capitalized interest.
- Increase in taxes and licenses from ₱49.5 million for the year ended 31 December 2022 to ₱3.5 million for the year ended 31 December 2023 due to increase in number of stores as well as increase in revenues.
- Increase in professional fees from ₱3.8 million for the year ended 31 December 2022 to ₱4.3 million for the year ended 31 December 2023 due to audit fees, board of directors' fees, and consultancy fees for sustainability reporting.
- Increase in travel and transportation from ₱19.1 million for the year ended 31 December 2022 to ₱19.2 million for the year ended 31 December 2023 due to increasing fuel prices and increased logistics activities.
- Increase in insurance from ₱13.2 million for the year ended 31 December 2022 to ₱17.9 million for the year ended 31 December 2023 due primarily to the increase in the number of stores and adjustment in insurance coverages.
- Decrease in dues and subscription from ₱25.5 million for the year ended 31 December 2022 to ₱15.4 million for the year ended 31 December 2023 due to cost-saving measures implemented.
- Decrease in miscellaneous expense from ₱4.9 million for the year ended 31 December 2022 to ₱ 3.4 million for the year ended 31 December 2023 due to cost-cutting measures implemented.

Finance Cost

Finance cost increased by 31% from ₱27.5 million for the year ended 31 December 2022 to ₱36.0 million for the year ended 31 December 2023 primarily due to the increase in interest expense from lease liability.

Finance Income

Finance income decreased by 18.0% from ₱0.32 million for the year ended 31 December 2022 to ₱0.27 million for the year ended 31 December 2023. The decrease was primarily attributable to the lower average cash balance during the year ended 31 December 2023 compared to the year ended 31 December 2022.

Provision for Income Tax

Provision for income tax increased by 22.6% from ₱100.1 million for the year ended 31 December 2022 to ₱122.8 million for the year ended 31 December 2023 due to higher taxable income for the period.

Net Profit

As a result of the foregoing, our net income increased by 22.4% to ₱369.2 million for the year ended 31 December 2023 from ₱301.8 million for the year ended 31 December 2022.

FINANCIAL CONDITION

As of 31 December 2023 vs. 31 December 2022

	For the period ended,		Horizontal	Vertical analysis	
	December 31, 2023	December 31, 2022		December 31, 2023	December 31, 2022
	(in millions of ₱)		% Change	% of Total Assets	
Total Current Assets.....	₱4,288.6	₱3,775.4	13.6%	44.7%	41.3%
Total Noncurrent Assets.....	5,316.1	5,356.1	-0.7%	55.3%	58.7%

	For the period ended,		Horizontal	Vertical analysis	
	December 31,	December 31,	analysis	December 31,	December 31,
	2023	2022		2023	2022
	(in millions of ₱)		% Change	% of Total Assets	
Total Assets	9,604.7	9,131.5	5.2%	100.0%	100.0%
Total Current Liabilities	1,763.4	1,849.2	-4.6%	25.5%	28.0%
Total Noncurrent Liabilities	927.5	678.2	36.8%	9.7%	7.4%
Total Liabilities	2,690.9	2,527.5	6.5%	28.0%	27.7%
Equity.....	6,913.8	6,604.1	4.7%	72.0%	72.3%
Total Liabilities and Equity.....	9,604.7	9,131.5	5.2%	100.0%	100.0%

Total assets amounting to ₱9,604.7 million as of 31 December 2023 recorded an increase of 5.2% from the reported amount of ₱9,131.5 million in 31 December 2022 due to the following:

- Cash increased by 1.2% from ₱992.2 million as of 31 December 2022 to ₱1,003.6 million as of 31 December 2023 due primarily to higher sales for the period.
- Receivables increased by 44.4% from ₱132.0 million as of 31 December 2022 to ₱190.7 million as of 31 December 2023 due to collections made.
- Merchandise inventories increased slightly by 15.8% from ₱1,797.9 million as of 31 December 2022 to ₱2,081.9 million as of 31 December 2023 due primarily to increase in inventory purchases during the period on account of higher sales and buying of stocks for the incoming holidays.
- Prepayments and other current assets increased by 18.6% from ₱853.2 million as of 31 December 2022 to ₱1,012.3 million as of 31 December 2023 due primarily to advances to suppliers and input VAT from merchandise inventories and capital expenditures.
- Property and equipment decreased by 0.2% from ₱4,243.1 million as of 31 December 2022 to ₱4,236.1 million as of 31 December 2023 due primarily to depreciation for the period.
- Intangible assets decreased by 0.5% from ₱554.4 million as of 31 December 2022 to ₱557.2 million as of 31 December 2023 due to amortization for the period.
- Right-of-use assets decreased by 10.4% from ₱147.5 million as of 31 December 2022 to ₱132.1 million as of 31 December 2023 due primarily to amortization for the period.
- Other non-current assets decreased by 0.5% from ₱411.1 million as of 31 December 2022 to ₱390.6 million as of 31 December 2023 due primarily to security deposit paid.

Total liabilities amounting to ₱2,690.9 million as of 31 December 2023 recorded an increase of 6.5% from the reported amount of ₱2,527.5 million in 31 December 2022. This was due to the following:

- Trade and other payables decreased by 38.8% from ₱592.8 million as of 31 December 2022 to ₱362.8 million as of 31 December 2023 due to payments made for the period.
- Loans payable including non-current portion increased by 21.3% from ₱1,432.4 million as of 31 December 2022 to ₱1,736.8 million as of 31 December 2023 primarily due to loan payments for the period.
- Lease liability including non-current portion decreased by 4.0% from ₱217.6 million as of 31 December 2022 to ₱209.0 million as of 31 December 2023 due to lease payments made.
- Deferred tax liabilities increased by 34.1% from ₱262.7 million as of 31 December 2022 to ₱352.2 million as of 31 December 2023 due to tax credits.

million as of 31 December 2023 attributable to additional temporary tax differences recognized for the period.

- Retirement benefit obligation increased by 36.8% from ₱22.0 million as of 31 December 2022 to ₱30.1 million as of 31 December 2023.

Total equity increased by 4.7% from ₱6,604.1 million as of 31 December 2022 to ₱6,913.8 million as of 31 December 2023 due to net income recorded for the period.

Considered as the top five key performance indicators of the Company as shown below:

Key Performance Indicators	12/31/2023	12/31/2022
Sales (₱ millions)	₱ 10,193.9	₱ 9,759.7
Sales Growth (%)	4.4%	3.0%
Gross Profit Margin (%) ⁽¹⁾	20.2%	20.5%
Net Profit or Loss (₱ millions)	369.2	301.8
Net Profit Margin (%) ⁽²⁾	3.6%	3.1%

Notes:

1) Gross Profit Margin: This ratio is obtained by dividing the Gross Profit of the Company by its Sales

2) Net Profit Margin: This ratio is obtained by dividing the Net Profit of the Company by its Sales

Because there are various calculation methods for the performance indicators above, the Company's presentation of such may not be comparable to similarly titled measures used by other companies.

Sales increased for the year ended 31 December 2023 compared to the year ended 31 December 2022 due to the same store sales growth of existing stores and the additional revenues generated from the new stores.

Gross Profit Margin slightly decreased for the year ended 31 December 2023 compared to the year ended 31 December 2022 due to the higher cost of merchandise driven by inflation.

Net Profit and Net Profit Margin increased for the year ended 31 December 2023 compared to the year ended 31 December 2022 attributable to the reduction of cost production without sacrificing quality.

Material Changes to the Company's Balance Sheet as of 31 December 2023 compared to 31 December 2022 (increase/decrease of 5% or more)

Receivables increased by 44.4% from ₱132.0 million as of 31 December 2022 to ₱190.7 million as of 31 December 2023 due to collections made.

Prepayments and other current assets increased by 18.6% from ₱853.2 million as of 31 December 2022 to ₱1,012.3 million as of 31 December 2023 due primarily to advances to suppliers and input VAT from merchandise inventories and capital expenditures.

Right-of-use assets decreased by 10.4% from ₱147.5 million as of 31 December 2022 to ₱132.1 million as of 31 December 2023 due primarily to amortization for the period.

Trade and other payables decreased by 38.8% from ₱592.8 million as of 31 December 2022 to ₱362.8 million as of 31 December 2023 due to payments made for the period.

Deferred tax liabilities increased by 34.1% from ₱262.7 million as of 31 December 2022 to ₱352.2 million as of 31 December 2023 attributable to additional temporary tax differences recognized for the period.

Material Changes to the Company's Balance Sheet as of 31 December 2022 compared to 31 December 2021 (increase/decrease of 5% or more)

Cash increased by 6.9% from ₱927.8 million as of 31 December 2021 to ₱992.2 million as of 31 December 2022 as cash used for investing and financing was partially offset by cash generated from operating activities.

Prepayments and other current assets decreased by 9.2% from ₱939.6 million as of 31 December 2021 to ₱853.2 million as of 31 December 2022 due primarily to the decrease in carried over input VAT.

Property and equipment increased by 6.3% from ₱3,989.8 million as of 31 December 2021 to ₱4,243.1 million as of 31 December 2022 due primarily to acquisitions of equipment and furniture and fixtures as well as increase in leasehold improvements for new stores.

Right-of-use assets decreased by 9.4% from ₱162.9 million as of 31 December 2021 to ₱147.5 million as of 31 December 2022 due to amortization for the period.

Intangible assets increased by 27.6% from ₱434.6 million as of 31 December 2021 to ₱554.4 million as of 31 December 2022 due to acquisition of additional license software.

Other non-current assets increased by 12.6% from ₱365.2 million as of 31 December 2021 to ₱411.1 million as of 31 December 2022 due primarily to advances to contractors and lease security deposits of new stores.

Trade and other payables increased by 8.7% from ₱545.6 million as of 31 December 2021 to ₱592.8 million as of 31 December 2022 due primarily to inventory build up for holiday season and initial inventory of two new stores for the last quarter of 2022.

Retirement benefit obligation increased by 5.5% from ₱20.9 as of 31 December 2021 to ₱22.0 million as of 31 December 2022 due to adjustment of provision for the retirement benefit.

Deferred tax liabilities increased by 43.6% from ₱182.9 million as of December 31, 2021 to ₱262.7 million as of 31 December 2022 attributable to additional temporary tax differences recognized for the period

COMMITMENTS AND CONTINGENCIES

There is no material commitment and contingency as of 31 December 2023 and as of 31 December 2022.

REVIEW OF YEAR END 2022 VS YEAR END 2021

RESULTS OF OPERATIONS

Year Ended December 31, 2023 compared to year ended December 31, 2021

	For the year ended December 31,		Horizontal analysis	Vertical analysis	
	2022	2021		2022	2021
	(in millions of ₱)		% Change	% of Total Sales	
Sales	₱9,759.7	₱9,456.4	3.2%	100.0%	100.0%
Cost of merchandise sold.....	7,756.9	7,600.5	2.1%	79.5%	80.4%
Other income.....	51.4	80.3	-36.0%	0.5%	0.8%
Other operating expenses	1,553.3	1,421.2	9.3%	15.9%	15.0%
Finance income (costs)					
Finance costs.....	(27.5)	(70.8)	-61.2%	-0.3%	-0.7%
Finance income	0.3	0.4	-20.5%	0.0%	0.0%
Losses from Fire Damage.....	(71.8)	-	-	-0.7%	0.0%
Tax expense	100.1	58.1	72.4%	1.0%	0.6%
Net profit.....	301.8	386.5	-21.9%	3.1%	4.1%

Sales

The company recorded sales of ₱9,759.7 million for the year ended 31 December 2022, an increase of 3.2% from ₱9,456.4 million for the year ended 31 December 2021. The increase was attributable to sales growth from existing stores and revenue contribution of new stores.

Cost of Merchandise Sold

For the year ended 31 December 2022, cost of merchandise sold was at ₱7,756.9 million, an increase of 2.1% compared to ₱7,600.5 million for the year ended 31 December 2021, largely driven by the increase in sales in existing stores and incremental sales from the new stores added during the period.

Support, Fees, Rentals and Other Income

Support, fees, rentals and other income decreased by 36.0% from ₱80.3 million for the year ended 31 December 2021 to ₱51.4 million for the year ended 31 December 2022, primarily due to the decrease of support fees from suppliers with lesser stores opened during the period.

Other Operating Expenses

Selling Expenses

Selling expenses increased by 5.4% from ₱984.0 million for the year ended 31 December 2021 to ₱1,036.6 million for the year ended 31 December 2022 primarily due to the following:

- Decrease in delivery fees from ₱5.4 million for the year ended 31 December 2021 to ₱2.8 million for the year ended 31 December 2022 on account of decrease in the volume of deliveries for the year.
- Decrease in salaries, wages, and other employee benefits from ₱118.2 million for the year ended 31 December 2021 to ₱103.3 million for the year ended 31 December 2022 due to overtime pay and transportation allowance provided to employees in 2021 in light of the pandemic.
- Increase in operating supplies from ₱29.6 million for the year ended 31 December 2021 to ₱37.1 million for the year ended 31 December 2022 due primarily to purchases of supplies in the head office and due to increase in the number of stores.
- Increase in communication and utilities from ₱243.2 million for the year ended 31 December 2021 to ₱273.3 million for the year ended 31 December 2022 due to the increase in utilities cost and higher store network for the year.
- Increase in repairs and maintenance from ₱37.1 million for the year ended 31 December 2021 to ₱41.6 million for the year ended 31 December 2022 due to the additional disinfection and sanitation protocols implemented as well as to maintenance services done in the stores
- Decrease in merchant fee from ₱48.9 million for the year ended 31 December 2021 to ₱43.9 million for the year ended 31 December 2022 primarily due to lower debit and credit card sales for the period.
- Increase in agency fee from ₱218.5 million for the year ended 31 December 2021 to ₱235.5 million for the year ended 31 December 2022 attributable to the additional manpower of new stores added during the period.
- Increase in rentals from ₱264.6 million for the year ended 31 December 2021 to ₱281.0 million for the year ended 31 December 2022 due to higher sales recorded during the period. Rent is charged as a percentage of sales.
- Decrease in advertising and promotions from ₱18.4 million for the year ended 31 December 2021 to ₱18.1 million for the year ended 31 December 2022 on account of cost-cutting measures implemented and usage of online digital and social media platforms for marketing purposes.

General and administrative expenses

General and administrative expenses increased by 18.2% from ₱437.2 million for the year ended 31 December 2021

to ₱516.6 million for year ended 31 December 2022 primarily due to the following:

- Increase in dues and subscriptions from ₱3.1 million for the year ended 31 December 2021 to ₱25.5 million for the year ended 31 December 2022 attributable to the acquisition of new IT systems during the year and increase in the number of stores.
- Decrease in professional fees from ₱33.4 million for the year ended 31 December 2021 to ₱3.8 million for the year ended 31 December 2022 primarily due to the audit, market research, and other fees incurred in 2021 in relation to the company's initial public offering.
- Decrease in other general and administrative expenses from ₱19.5 million for the year ended 31 December 2021 to ₱4.9 million for the year ended 31 December 2021 attributable to the one-time fees incurred in 2021 in relation to the company's initial public offering.
- Increase in depreciation and amortization from ₱296.9 million for the year ended 31 December 2021 to ₱400.8 million for the year ended 31 December 2022 due to the increase in the number of stores.
- Increase in insurance from ₱10.5 million for the year ended 31 December 2021 to ₱13.2 million for the year ended 31 December 2022 due primarily to the increase in the number of stores and adjustment in insurance coverages.
- Decrease in taxes and licenses from ₱54.6 million for the year ended 31 December 2021 to ₱49.5 million for the year ended 31 December 2022 on account of lower documentary stamp tax paid during the year.
- Decrease in travel and transportation from ₱19.3 million for the year ended December 31, 2021 to ₱19.1 million for the year ended December 31, 2022 due to cost-saving measures being implemented.

Finance Cost

Finance Cost decreased from ₱70.8 million for the year ended 31 December 2021 to ₱27.5 million for the year ended 31 December 2022. The decrease was primarily attributable to the loan settlements made from proceeds of the initial public offering.

Finance Income

Finance income decreased by 20.5% from ₱406.5 thousand for the year ended 31 December 2021 to ₱323.3 thousand for the year ended 31 December 2022 due primarily to the decrease in the interest income on deposits.

Loss from Fire Damage

On January 8, 2022, the Company's distribution warehouse, selling area, and head office, located in Alabang, Muntinlupa City, was severely damaged by a fire. As a result, the Company wrote-off certain inventories and property and equipment with the net carrying value amounting to ₱58.0 million and ₱112.2 million, respectively. The Company received total insurance claims amounting to ₱98.3 million, which was offset against the losses incurred from the fire incident. Thus, the related net losses from the fire amounted to ₱71.8 million.

Tax Expense

Tax expense increased by 72.4% from ₱58.1 million for the year ended 31 December 2021 to ₱100.1 million for the year ended 31 December 2022. The lower tax expense in 2021 was primarily attributable to the reversal of deferred tax liabilities due to the change in tax rate as an effect of CREATE to align with the 25% corporate income tax rate and the tax effect of the Initial Public Offering expenses charged against equity.

Net Profit

As a result of the foregoing, our net income decreased by 21.9% from ₱386.5 million for the year ended 31 December 2021 to ₱301.8 million for the year ended 31 December 2022.

FINANCIAL CONDITION

As of 31 December 2022 vs. 31 December 2021

	For the period ended,		Horizontal analysis	Vertical analysis	
	December 31, 2022	December 31, 2021		December 31, 2022	December 31, 2021
	(in millions of ₱)		% Change	% of Total Assets	
Total Current Assets	₱3,775.4	₱3,823.9	-2.1%	41.3%	43.6%
Total Noncurrent Assets	5,356.1	4,952.5	8.8%	58.7%	56.4%
Total Assets	9,131.5	8,776.4	4.0%	100.0%	100.0%
Total Current Liabilities	1,849.2	1,516.7	21.9%	20.3%	17.3%
Total Noncurrent Liabilities	678.2	890.6	-23.8%	7.4%	10.1%
Total Liabilities.....	2,527.5	2,407.3	5.0%	27.7%	27.4%
Equity.....	6,604.1	6,369.1	3.7%	72.3%	72.6%
Total Liabilities and Equity	9,131.5	8,776.4	4.0%	100.0%	100.0%

As of 31 December 2022 vs. 31 December 2021

Total assets as of 31 December 2022 were ₱9,131.5 million compared to ₱8,776.4 million as of 31 December 2021, or about 4.0% increase due to the following:

- Cash increased by 6.9% from ₱927.8 million as of 31 December 2021 to ₱992.2 million as of 31 December 2022 as cash used for investing and financing was partially offset by cash generated from operating activities.
- Receivables increased by 1.2% from ₱130.4 million as of 31 December 2021 to ₱132.0 million as of 31 December 2022 due primarily to the increase in third party receivables pertaining to online sales for the period.
- Merchandise inventories decreased by 1.5% from ₱1,826.1 million as of 31 December 2021 to ₱1,797.9 million as of 31 December 2022 due primarily to inventory optimization.
- Prepayments and other current assets decreased by 9.2% from ₱939.6 million as of 31 December 2021 to ₱853.2 million as of 31 December 2022 due primarily to the decrease in carried over input VAT.
- Property and equipment increased by 6.3% from ₱3,989.8 million as of 31 December 2021 to ₱4,243.1 million as of 31 December 2022 due primarily to acquisitions of equipment and furniture and fixtures as well as increase in leasehold improvements for new stores.
- Right-of-use assets decreased by 9.4% from ₱162.9 million as of 31 December 2021 to ₱147.5 million as of 31 December 2022 due to amortization for the period.
- Intangible assets increased by 27.6% from ₱434.6 million as of 31 December 2021 to ₱554.4 million as of 31 December 2022 due to acquisition of additional license software.
- Other non-current assets increased by 12.6% from ₱365.2 million as of 31 December 2021 to ₱411.1 million as of 31 December 2022 due primarily to advances to contractors and lease security deposits of new stores.

Total liabilities as of 31 December 2021 were ₱2,407.3 million compared to ₱2,527.5 million as of 31 December 2022, or a 5.0% increase. This was due to the following:

- Trade and other payables increased by 8.7% from ₱545.6 million as of 31 December 2021 to ₱592.8 million as of 31 December 2022 due primarily to inventory build up for holiday season and initial inventory of two new stores for the last quarter of 2022.
- Loans payable including non-current portion decreased by 0.1% from ₱1,433.8 million as of 31 December 2021 to ₱1,432.4 million as of 31 December 2022 primarily due to loan payments for the period.

- Lease liabilities including non-current portion decreased by 2.9% from ₱224.2 million as of 31 December 2021 to ₱217.6 million as of 31 December 2022 due to lease payments made.
- Retirement benefit obligation increased by 5.5% from ₱20.9 as of 31 December 2021 to ₱22.0 million as of 31 December 2022 due to adjustment of provision for the retirement benefit.
- Deferred tax liabilities increased by 43.6% from ₱182.9 million as of December 31, 2021 to ₱262.7 million as of 31 December 2022 attributable to additional temporary tax differences recognized for the period

Total equity increased by 3.7% from ₱6,369.1 as of 31 December 2021 to ₱6,604.1 million as of 31 December 2022 due to net income recorded for the period and recognition of revaluation reserves for the remeasurement of post-employment defined benefit plan.

Considered as the top five key performance indicators of the Company as shown below:

Key Performance Indicators	12/31/2022	12/31/2021
Sales (₱ millions)	₱9,759.7	₱9,456.4
Sales Growth (%)	3.2%	19.2%
Gross Profit Margin (%) ⁽¹⁾	20.5%	19.6%
Net Profit (₱ millions)	301.8	386.5
Net Profit Margin (%) ⁽²⁾	3.1%	4.1%

Notes:

3) Gross Profit Margin: This ratio is obtained by dividing the Gross Profit of the Company by its Sales

4) Net Profit Margin: This ratio is obtained by dividing the Net Profit of the Company by its Sales

Because there are various calculation methods for the performance indicators above, the Company's presentation of such may not be comparable to similarly titled measures used by other companies.

Sales increased for the year ended 31 December 2022 compared to year ended 31 December 2021 due to the same store sales growth of existing stores and the additional revenues generated from the new stores.

Gross Profit Margin increased for the year ended 31 December 2022 compared to year ended 31 December 2021 due to economies of scale achieved as a result of higher purchases made during the period and increased revenue contribution of imported products and private label items.

Net Profit and Net Profit Margin decreased for the year ended 31 December 2022 compared to year ended 31 December 2021 primarily due to higher tax expense and incurrence of loss on damaged assets due to fire loss.

Material Changes to the Company's Balance Sheet as of 31 December 2022 compared to 31 December 2021 (increase/decrease of 5% or more)

Cash increased by 6.9% from ₱927.8 million as of 31 December 2021 to ₱992.2 million as of 31 December 2022 as cash used for investing and financing was partially offset by cash generated from operating activities.

Prepayments and other current assets decreased by 9.2% from ₱939.6 million as of 31 December 2021 to ₱853.2 million as of 31 December 2022 due primarily to the decrease in carried over input VAT.

Property and equipment increased by 6.3% from ₱3,989.8 million as of 31 December 2021 to ₱4,243.1 million as of 31 December 2022 due primarily to acquisitions of equipment and furniture and fixtures as well as increase in leasehold improvements for new stores.

Right-of-use assets decreased by 9.4% from ₱162.9 million as of 31 December 2021 to ₱147.5 million as of 31 December 2022 due to amortization for the period.

Intangible assets increased by 27.6% from ₱434.6 million as of 31 December 2021 to ₱554.4 million as of 31 December 2022 due to acquisition of additional license software.

Other non-current assets increased by 12.6% from ₱365.2 million as of 31 December 2021 to ₱411.1 million as of 31 December 2022 due primarily to advances to contractors and lease security deposits of new stores.

Trade and other payables increased by 8.7% from ₱545.6 million as of 31 December 2021 to ₱592.8 million as of 31 December 2022 due primarily to inventory build up for holiday season and initial inventory of two new stores for the last quarter of 2022.

Retirement benefit obligation increased by 5.5% from ₱20.9 as of 31 December 2021 to ₱22.0 million as of 31 December 2022 due to adjustment of provision for the retirement benefit.

Deferred tax liabilities increased by 43.6% from ₱182.9 million as of December 31, 2021 to ₱262.7 million as of 31 December 2022 attributable to additional temporary tax differences recognized for the period

Material Changes to the Company's Statement of income for the 12-month of 2021 compared to the 12-month of 2020 (increase/decrease of 5% or more)

Support, fees, rentals and other income decreased by 36.0% from ₱80.3 million for the year ended 31 December 2021 to ₱51.4 million for the year ended 31 December 2022, primarily due to the decrease of support fees from suppliers with lesser stores opened during the period.

Selling, general and administrative expenses increased by 9.3% from ₱1,421.2 million for the year ended 31 December 2021 to ₱1,553.3 million for the year ended 31 December 2022 due to the above-mentioned reasons.

Finance Cost decreased by 61.2% from ₱70.8 million for the year ended 31 December 2021 to ₱27.5 million for the year ended 31 December 2022. The decrease was primarily attributable to the loan settlements made from proceeds of the initial public offering.

Finance income decreased by 20.5% from ₱406.5 thousand for the year ended 31 December 2021 to ₱323.3 thousand for the year ended 31 December 2022 due primarily to the decrease in the interest income on deposits.

On January 8, 2022, the Company's distribution warehouse, selling area, and head office, located in Alabang, Muntinlupa City, was severely damaged by a fire. As a result, the Company wrote-off certain inventories and property and equipment with the net carrying value amounting to ₱58.0 million and ₱112.2 million, respectively. The Company received total insurance claims amounting to ₱98.3 million, which was offset against the losses incurred from the fire incident. Thus, the related net losses from the fire amounted to ₱71.8 million.

Tax expense increased by 72.4% from ₱58.1 million for the year ended 31 December 2021 to ₱100.1 million for the year ended 31 December 2022. The lower tax expense in 2021 was primarily attributable to the reversal of deferred tax liabilities due to the change in tax rate as an effect of CREATE to align with the 25% corporate income tax rate and the tax effect of the Initial Public Offering expenses charged against equity.

Net income decreased by 21.9% from ₱386.5 million for the year ended 31 December 2021 to ₱301.8 million for the year ended 31 December 2022 due to the foregoing movements in the income statement items.

There is no other material change in the Company's financial position (changes of 5% or more) and condition that will warrant a more detailed discussion.

COMMITMENTS AND CONTINGENCIES

There is no material commitment and contingency as of 31 December 2022 and as of 31 December 2021.

REVIEW OF YEAR END 2021 VS YEAR END 2020

RESULTS OF OPERATIONS

The impact of COVID-19 to the Company's business operations relates to certain operational adjustments to ensure appropriate response to the effects of COVID-19. In response to this matter, the Company innovated operational strategy in order to adapt to the 'new normal mindset', minimized operating expenses and implement cost saving measures, notwithstanding compliance with health and safety guidelines to protect employees, contractors and customers.

Year Ended December 31, 2021 compared to year ended December 31, 2020

	For the year ended December 31,		Horizontal analysis	Vertical analysis	
	2021	2020		2021	2020
	(in millions of ₱)		% Change	% of Total Sales	
Sales	₱9,456.4	₱7,931.0	19.2%	100.0%	100.0%
Cost of merchandise sold.....	7,600.5	6,392.4	18.9%	80.4%	80.6%
Other income.....	80.3	63.2	26.9%	0.8%	0.8%
Other operating expenses	1,421.2	1,209.3	17.5%	15.0%	15.2%
Finance income (costs)					
Finance costs.....	(70.8)	(79.2)	-10.5%	-0.7%	-1.0%
Finance income	0.4	0.3	29.5%	0.0%	0.0%
Tax expense	58.1	94.0	-38.2%	0.6%	1.2%
Net profit.....	386.5	219.6	76.0%	4.1%	2.8%

Sales

The company recorded sales of ₱9,456.4 million for the year ended 31 December 2021, an increase of 19.2% from ₱7,931.0 million for the year ended 31 December 2020. The increase was attributable to sales growth from existing stores and revenue contribution of new stores.

Cost of Merchandise Sold

For the year ended 31 December 2021, cost of merchandise sold was at ₱7,600.5 million, an increase of 18.9% compared to ₱6,392.4 million for the year ended 31 December 2020, largely driven by the increase in sales in existing stores and incremental sales from the five new stores added during the period.

Support, Fees, Rentals and Other Income

Support, fees, rentals and other income increased by 26.9% from ₱63.2 million for the year ended 31 December 2020 to ₱80.3 million for the year ended 31 December 2021 due to increase in vendor support fees.

Other Operating Expenses

Selling Expenses

Selling expenses increased by 12.0% from ₱878.4 million for the year ended 31 December 2020 to ₱984.0 million for the for the year ended 31 December 2021 primarily due to the following:

- Increase in salaries, wages, and other employee benefits from ₱65.6 million for the year ended 31 December 2020 to ₱118.2 million for the year ended 31 December 2021 due to additional personnel for new stores opened and increased headcount for Finance, Merchandising and IT personnel. There were also contracted personnel previously recorded under Outside Services that were converted into organic employees.
- Increase in merchant fee from ₱41.7 million for the year ended 31 December 2020 to ₱48.9 million for the year ended 31 December 2021 primarily due to increase in revenues on account of higher store network.
- Increase in rentals from ₱237.1 million for the year ended 31 December 2020 to ₱264.6 million for the year ended 31 December 2021 due to higher sales recorded during the period. Rent are charged as a percentage of sales.
- Increase in communication and utilities from ₱223.2 million for the year ended 31 December 2020 to ₱243.2 million for the year ended 31 December 2021 due to the increase in the number of stores for the year.
- Increase in agency fee from ₱204.3 million for the year ended 31 December 2020 to ₱218.5 million for the year ended 31 December 2021 attributable to the additional manpower of new stores added during the period.

- Increase in delivery fees from ₱5.3 million for the year ended 31 December 2020 to ₱5.4 million for the year ended 31 December 2021 on account of increase in the volume of deliveries for the year.
- Decrease in operating supplies from ₱34.4 million for the year ended 31 December 2020 to ₱29.6 million for the year ended 31 December 2021 due to cost-cutting measures implemented and transition to more online and electronic transactions.
- Decrease in repairs and maintenance from ₱43.9 million for the year ended 31 December 2020 to ₱37.1 million for the year ended 31 December 2021 due to cost-cutting measures implemented.
- Decrease in advertising and promotions from ₱22.9 million for the year ended 31 December 2020 to ₱18.4 million for the year ended 31 December 2021 on account of cost-cutting measures implemented and usage of online digital and social media platforms for marketing purposes.

General and administrative expenses

General and administrative expenses increased by 32.1% from ₱330.9 million for the year ended 31 December 2020 to ₱437.2 million for year ended 31 December 2021 primarily due to the following:

- Increase in professional fees from ₱3.3 million for the year ended 31 December 2020 to ₱33.4 million for the year ended 31 December 2021 on account of audit and market research fees incurred in relation to the company's initial public offering.
- Increase in other general and administrative expenses from ₱4.9 million for the year ended 31 December 2020 to ₱19.5 million for the year ended 31 December 2021 attributable to the one-time fees incurred in 2021 in relation to the company's initial public offering.
- Increase in dues and subscriptions from ₱1.0 million for the year ended 31 December 2020 to ₱3.1 million for the year ended 31 December 2021 attributable to the acquisition of new IT systems during the year.
- Increase in depreciation and amortization from ₱235.2 million for the year ended 31 December 2020 to ₱296.9 million for the year ended 31 December 2021 due to the increase in the number of stores.
- Increase in insurance from ₱9.8 million for the year ended 31 December 2020 to ₱10.5 million for the year ended 31 December 2021 due primarily to the increase in the number of stores.
- Decrease in travel and transportation from ₱19.8 million for the year ended December 31, 2020 to ₱19.3 million for the year ended December 31, 2021 attributable to limited headcount to travel during pandemic and work from home arrangement.
- Decrease in taxes and licenses from ₱56.9 million for the year ended 31 December 2020 to ₱54.6 million for the year ended 31 December 2021 attributable to the decrease taxes and licenses for the year.

Finance Cost

Finance Cost decreased from ₱79.2 million for the year ended 31 December 2020 to ₱70.8 million for the year ended 31 December 2021. The decrease was primarily attributable to the capitalization of interest during the period.

Finance Income

Finance income increased by 29.5% from ₱313.9 thousand for the year ended 31 December 2020 to ₱406.5 thousand for the year ended 31 December 2021. The increase was primarily attributable to the higher average cash balance during the year ended 31 December 2021 compared to the year ended 31 December 2020.

Tax Expense

Tax expense decreased by 38.2% from ₱94.0 million for the year ended 31 December 2020 to ₱58.1 million for the year ended 31 December 2021. The decrease was primarily attributable to the reversal of deferred tax liabilities due to the change in tax rate as an effect of CREATE to align with the 25% corporate income tax rate.

Net Profit

As a result of the foregoing, our net income increased by 76.0% from ₱219.6 million for the year ended 31 December 2020 to ₱386.5 million for the year ended 31 December 2021.

FINANCIAL CONDITION

As of 31 December 2021 vs. 31 December 2020

	For the period ended,		Horizontal	Vertical analysis	
	December 31, 2021	December 31, 2020		December 31, 2021	December 31, 2020
	(in millions of ₱)		% Change	% of Total Assets	
Total Current Assets	₱3,823.9	₱2,687.9	42.3%	43.6%	41.6%
Total Noncurrent Assets	4,952.5	3,769.5	31.4%	56.4%	58.4%
Total Assets	8,776.4	6,457.4	35.9%	100.0%	100.0%
Total Current Liabilities	1,516.7	2,146.4	-29.3%	17.3%	33.2%
Total Noncurrent Liabilities	890.6	2,592.3	-65.6%	10.1%	40.1%
Total Liabilities.....	2,407.3	4,738.7	-49.2%	27.4%	73.4%
Equity.....	6,369.1	1,718.7	270.6%	72.6%	26.6%
Total Liabilities and Equity	8,776.4	6,457.4	35.9%	100.0%	100.0%

As of 31 December 2021 vs. 31 December 2020

Total assets as of 31 December 2021 were ₱8,776.4 million compared to ₱6,457.4 million as of 31 December 2020, or about 35.9% increase due to the following:

- Cash increased by 18.4% from ₱783.5 million as of 31 December 2020 to ₱927.8 million as of 31 December 2021 primarily due to proceeds from initial public offering earmarked for fit-outs and inventory of new stores.
- Receivables increased by 134.1% from ₱55.7 million as of 31 December 2020 to ₱130.4 million as of 31 December 2021 due primarily to the increase in third party receivables pertaining to online sales for the period.
- Merchandise inventories increased by 31.0% from ₱1,393.4 million as of 31 December 2020 to ₱1,826.1 million as of 31 December 2021 due primarily to inventory purchases mostly for newly added stores.
- Prepayments and other current assets increased by 106.4% from ₱455.3 million as of 31 December 2020 to ₱939.6 million as of 31 December 2021 due primarily to input VAT from merchandise inventories and capital expenditures.
- Property and equipment increased by 17.7% from ₱3,391.2 million as of 31 December 2020 to ₱3,989.8 million as of 31 December 2021 due primarily to acquisitions of equipment and furniture and fixtures as well as increase in leasehold improvements for new stores.
- Right-of-use assets decreased by 8.6% from ₱178.3 million as of 31 December 2020 to ₱162.9 million as of 31 December 2021 due to amortization for the period.
- Intangible assets increased by 286.6% from ₱112.4 million as of 31 December 2020 to ₱434.6 million as of 31 December 2021 due to acquisition of additional license software.
- Other non-current assets increased by 316.9% from ₱87.6 million as of 31 December 2020 to ₱365.2 million as of 31 December 2021 due primarily to advances to contractors and lease security deposits of new stores.

Total liabilities as of 31 December 2020 were ₱4,738.7 million compared to ₱2,407.3 million as of 31 December 2021,

or a 49.2% decrease. This was due to the following:

- Trade and other payables decreased by 7.5% from ₱589.6 million as of 31 December 2020 to ₱545.6 million as of 31 December 2021 due to payments made for the period.
- Loans payable including non-current portion decreased by 62.0% from ₱3,769.9 million as of 31 December 2020 to ₱1,433.8 million as of 31 December 2021 due to loan settlements made from proceeds of the initial public offering.
- Lease liabilities including non-current portion decreased by 2.1% from ₱228.9 million as of 31 December 2020 to ₱224.2 million as of 31 December 2021 due to payments made for the period.
- Dividends payable decreased by 100.0% from ₱6.3 million as of 31 December 2020 to nil as of 31 December 2021 due to payments made.
- Income tax payable decreased by 100.0% from ₱1.1 million as of 31 December 2020 to nil as of 31 December 2021 due to the new lower corporate income tax rate.
- Retirement benefit obligation increased from nil as of 31 December 2020 to ₱20.9 million as of 31 December 2021 due to recognition of retirement benefit obligation.
- Deferred tax liabilities increased by 27.9% from ₱143.0 million as of December 31, 2020 to ₱182.9 million as of 31 December 2021 attributable to additional temporary tax differences recognized for the period mainly due to change of asset useful life per books compared to shorter useful life per tax depreciation, recognition of retirement benefit obligation, and remeasurement at 25% corporate tax rate compared to 30% from prior year.

Total equity as of 31 December 2021 was ₱6,369.1 million compared to ₱1,718.7 million as of 31 December 2020, or a 270.6% increase due to issuance of additional shares for the period, additional paid in capital recognized from IPO, and the net profit recorded for the period.

Considered as the top five key performance indicators of the Company as shown below:

Key Performance Indicators	12/31/2021	12/31/2020
Sales (₱ millions)	₱9,456.4	₱7,931.0
Sales Growth (%)	19.2%	68.4%
Gross Profit Margin (%) ⁽¹⁾	19.6%	19.4%
Net Profit (₱ millions)	386.5	219.6
Net Profit Margin (%) ⁽²⁾	4.1%	2.8%

Notes:

5) *Gross Profit Margin:* This ratio is obtained by dividing the Gross Profit of the Company by its Sales

6) *Net Profit Margin:* This ratio is obtained by dividing the Net Profit of the Company by its Sales

Because there are various calculation methods for the performance indicators above, the Company's presentation of such may not be comparable to similarly titled measures used by other companies.

Sales increased for the year ended 31 December 2021 compared to year ended 31 December 2020 due to the same store sales growth of existing stores and the additional revenues generated from the new stores.

Gross Profit Margin increased for the year ended 31 December 2021 compared to year ended 31 December 2020 due to economies of scale achieved as a result of higher purchases made during the period.

Net Profit and Net Profit Margin increased for the year ended 31 December 2021 compared to year ended 31 December 2020 primarily due to increase in sales, gross profit, and change in corporate income tax rate as an effect of CREATE, from 30% to 25%.

Material Changes to the Company's Balance Sheet as of 31 December 2021 compared to 31 December 2020 (increase/decrease of 5% or more)

Cash increased by 18.4% from ₱783.5 million as of 31 December 2020 to ₱927.8 million as of 31 December 2021 primarily due to proceeds from initial public offering earmarked for fit-outs and inventory of new stores.

Receivables increased by 134.1% from ₱55.7 million as of 31 December 2020 to ₱130.4 million as of 31 December 2021 due primarily to the increase in third party receivables pertaining to online sales for the period.

Merchandise inventories increased by 31.0% from ₱1,393.4 million as of 31 December 2020 to ₱1,826.1 million as of 31 December 2021 due primarily to inventory purchases mostly for newly added stores.

Prepayments and other current assets increased by 106.4% from ₱455.3 million as of 31 December 2020 to ₱939.6 million as of 31 December 2021 due primarily to input VAT from merchandise inventories and capital expenditures.

Property and equipment increased by 17.7% from ₱3,391.2 million as of 31 December 2020 to ₱3,989.8 million as of 31 December 2021 due primarily to acquisitions of equipment and furniture and fixtures as well as increase in leasehold improvements for new stores.

Right-of-use assets decreased by 8.6% from ₱178.3 million as of 31 December 2020 to ₱162.9 million as of 31 December 2021 due to amortization for the period.

Intangible assets increased by 286.6% from ₱112.4 million as of 31 December 2020 to ₱434.6 million as of 31 December 2021 due to acquisition of additional license software.

Other non-current assets increased by 316.9% from ₱87.6 million as of 31 December 2020 to ₱365.2 million as of 31 December 2021 due primarily to advances to contractors and lease security deposits of new stores.

Trade and other payables decreased by 7.5% from ₱589.6 million as of 31 December 2020 to ₱545.6 million as of 31 December 2021 due to payments made for the period.

Loans payable including non-current portion decreased by 62.0% from ₱3,769.9 million as of 31 December 2020 to ₱1,433.8 million as of 31 December 2021 due to loan settlements made from proceeds of the initial public offering.

Dividends payable decreased by 100.0% from ₱6.3 million as of 31 December 2020 to nil as of 31 December 2021 due to payments made.

Income tax payable decreased by 100.0% from ₱1.1 million as of 31 December 2020 to nil as of 31 December 2021 due to the new lower corporate income tax rate.

Retirement benefit obligation increased from nil as of 31 December 2020 to ₱20.9 million as of 31 December 2021 due to recognition of retirement benefit obligation.

Deferred tax liabilities increased by 27.9% from ₱143.0 million as of December 31, 2020 to ₱182.9 million as of 31 December 2021 attributable to additional temporary tax differences recognized for the period mainly due to change of asset useful life per books compared to shorter useful life per tax depreciation, recognition of retirement benefit obligation, and remeasurement at 25% corporate tax rate compared to 30% from prior year.

Total stockholder's equity as of 31 December 2021 was ₱6,370.3 million compared to ₱1,718.7 million as of 31 December 2020, or a 270.7% increase due to issuance of additional shares for the period, additional paid in capital recognized from IPO, and the net profit recorded for the year ended 31 December 2021.

Material Changes to the Company's Statement of income for the 12-month of 2021 compared to the 12-month of 2020 (increase/decrease of 5% or more)

Sales increase by 19.2% to ₱9,456.4 million for the year ended 31 December 2021 from ₱7,931.0 million for the year ended 31 December 2020. The increase was attributable to sales growth from existing stores and revenue contribution of new stores.

Cost of merchandise sold increase by 18.9% to ₱7,600.5 million for the year ended 31 December 2021 to ₱6,392.4 million for the year ended 31 December 2020, largely driven by the increase in sales in existing stores and incremental sales from the five new stores added during the period.

Support, fees, rentals and other income increased by 26.9% from ₱63.2 million for the year ended 31 December 2020 to ₱80.3 million for the year ended 31 December 2021 due to increase in vendor support fees.

Selling, general and administrative expenses increased by 17.5% from ₱1,209.3 million for the year ended 31 December 2020 to ₱1,421.2 million for the for the year ended 31 December 2021 primarily due to increase in depreciation and amortization, salaries, wages and other benefits, professional fees, rentals, communication and utilities, agency fees, merchant fees, dues and subscriptions, insurance and other general and administrative expenses.

Finance cost decreased by 10.5% from ₱79.2 million for the for the year ended 31 December 2020 to ₱70.8 million for the for the year ended 31 December 2021. The decrease was primarily attributable to the capitalization of interest during the period.

Finance income increased by 29.5% from ₱313.9 thousand for the year ended 31 December 2020 to ₱406.5 thousand for the year ended 31 December 2021. The increase was primarily attributable to the higher average cash balance during the year ended 31 December 2021 compared to the year ended 31 December 2020.

Tax expense decreased by 38.2% from ₱94.0 million for the year ended 31 December 2020 to ₱58.1 million for the year ended 31 December 2021. The decrease was primarily attributable to the reversal of deferred tax liabilities due to the change in tax rate as an effect of CREATE to align with the 25% corporate income tax rate.

Net income increased by 76.0% from ₱219.6 million for the year ended 31 December 2020 to ₱386.5 million for the year ended 31 December 2021 due to the foregoing movements in the income statement items.

There is no other material change in the Company's financial position (changes of 5% or more) and condition that will warrant a more detailed discussion.

COMMITMENTS AND CONTINGENCIES

There is no material commitment and contingency as of 31 December 2021 and as of 31 December 2020.

Item 7. Financial Statements

The Financial Statements of the Company as of and for the year ended December 31, 2022 are incorporated herein in the accompanying Index to Financial Statements and/Supplementary Schedules.

Item 8. Information on Independent Accountant and Other Related Matters

Independent Public Accountant

Punongbayan & Araullo (Grant Thornton) independent certified public accountants, audited the Company's consolidated financial statements without qualification as of and for the years ended December 31, 2020, 2021, 2022 and 2023, included in this report. Nelson Dinio is the current audit partner for the Company.

External Audit Fees and Services

External Audit Fees

The following table sets out the aggregate fees billed for each of the last two years for professional services rendered by Punongbayan & Araullo

	<u>2023</u>	<u>2022</u>
	<i>(in ₱ thousands with VAT)</i>	
Audit and Audit-Related Fees.....	2,698.6	1,846.2

Punongbayan & Araullo do not have any direct or indirect interest in the Company.

Tax Fees

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.

All Other Fees

The appointed External Auditor of the Company does not render and/or provide product or service to the Company other than those provided under the caption “External Audit Fees”.

Audit Committee’s Approval Policies and Procedure for the Services of the External Auditor

The scope, extent and nature of the services to be referred to, and/or to be rendered by, the appointed External Auditor of the Company has to be unanimously approved by the Audit Committee in a meeting duly called for the purpose, including the fees to be paid for the services thus rendered and/or referred.

Changes in and Disagreements with Accountants on Accounting and Financial Disclosure

The Company has not had any material disagreements on accounting and financial disclosures with its current external auditor for the same periods.

PART III – CONTROL AND COMPENSATION INFORMATION

Item 9. Directors and Executive Officers of the Issuer

Board of Directors and Executive Officers

The table below sets forth the members of the Company's Board and Executive Officers as of December 31, 2023.

<u>NAME</u>	<u>AGE</u>	<u>POSITION</u>	<u>CITIZENSHIP</u>
Manuel B. Villar Jr.	74	Chairman	Filipino
Camille A. Villar	39	Vice Chairman	Filipino
Frances Rosalie T. Coloma	61	Director, President & Chief Executive Officer	Filipino
Manuel Paolo A. Villar	47	Director	Filipino
Benjamarie Therese N. Serrano	61	Director	Filipino
Jessie D. Cabaluna	67	Independent Director	Filipino
Raul Juan N. Esteban	62	Independent Director	Filipino
Jacqueline B. Cano	53	Chief Operating Officer	Filipino
Maria Cristina O. Barao	43	Treasurer, Chief Financial Officer and Compliance Officer	Filipino
Arbin Omar P. Cariño	42	Corporate Secretary	Filipino
Emerito M. Purisima Jr.	41	Investor Relations Officer	Filipino

** Business Experience of the named directors and officers covers the past five (5) years.*

Manuel B. Villar, Jr. *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. Mr. Villar is also Chairman of the Board of Vistamalls, Inc. (formerly Starmalls, Inc.), AllHome Corp., AllValue Holdings Corp. and Golden MV Holdings, Inc. (formerly Golden Bria Holdings, Inc.). He is a member of the following organizations: Makati Business Club, Manila Golf Club, Management Association of the Philippines, Financial Executive Institute of the Philippines (FINEX), Philippine Institute of Certified Public Accountants, and the Villar Social Institute for Poverty Alleviation and Governance (SIPAG).

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. She joined the Corporate Communications Group of Brittany from 2010 to 2013 and was Managing Director of Vista Land Commercial from 2008 to 2010. She is a Director of Vistamalls, Inc. (formerly Starmalls, Inc.) and Golden MV Holdings, Inc. (formerly Golden Bria Holdings, Inc.). She is also the Concurrent President of All Value Holdings Corp., and the Vice Chairman of AllHome Corp. Ms. Villar is currently a Congresswoman, representing Las Pinas City.

Frances Rosalie T. Coloma. *Director, President and Chief Executive Officer.* 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 was previously the Finance Manager of Alcatel Philippines, Inc. (2002 to 2003) and Intel Philippines, Inc. (2003 to 2005), Country Controller of Ericsson

Telecommunications Philippines, Inc. (2005 to 2009), Deal Finance Manager of Accenture Delivery Center, Philippines (2009 to 2010), and Assistant General Manager of Maersk Global Services, Philippines (2010). Ms. Coloma was also the Chief Financial Officer and Chief Information Officer of Golden Bria Holdings, Inc. (now Golden MV Holdings, Inc.) from 2016 to 2019. She was also the Chief Financial Officer of Vistamalls, Inc. (formerly Starmalls, Inc.) from 2012 to 2016 and of AllHome Corp. from 2019 to 2021. 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 joined the Vista Land Group in 2001 as Head of Corporate Planning then became the Chief Financial Officer of the Company in 2008. He was elected President and Chief Executive Officer of the Company in July 2011 and President of Vistamalls, Inc. (formerly Starmalls, Inc.) in June 2019. In addition, 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.

Benjamarie Therese N. Serrano. *Director.* Ms. Serrano, 61, graduated from the University of the Philippines with a degree in Economics in 1983 and from the Asian Institute of Management, with a Master's degree in Business Management in 1990. She is also the President of AllHome Corp. and other subsidiaries of AllValue. Ms. Serrano was the President of Vistamalls, Inc. (formerly Starmalls, Inc.), Inc. from 2017 to 2019.

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 became a brand manager of Unilever Philippine from 1983 to 1986. He was the Country Representative of PPF (A Subsidiary of Unilever) from 1986 to 1988. He was Founding Partner of AGB-Nielsen Philippines and was Chairman until 2012. 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.)

Jacqueline B. Cano. *Chief Operating Officer.* Ms. Cano, 53, graduated from the Polytechnic University of the Philippines with a degree in Mass Communication – Broadcast Journalism in 1991. She started in the retail business as a District Manager for Abenson from 1994 to 1997. She also previously served as an Area Manager for Waltermart from 1998 to 2005, and Store General Manager for Pilipinas Makro Inc. from 2005 to 2011. Prior to her current operational lead role for AllDay, Ms. Cano was the Regional Manager of Metro Gaisano from 2011 to 2015.

Maria Cristina O. Barao. *Treasurer, Chief Financial Officer and Compliance Officer.* Ms. Barao, 43, graduated from the Pamantasan ng Lungsod ng Maynila in 2001 with a Bachelor of Science in Accountancy. She was previously the Senior Accountant and Chief Accountant of Camella Homes, Crown Asia Properties Inc., and Brittany Corporation from 2009 to 2018.

Arbin Omar P. Cariño. *Corporate Secretary.* Mr. Cariño, 42, graduated from the De La Salle University. He took up Bachelor of Science in Chemistry and Bachelor of Secondary Education major in Physics and Math. Mr. Cariño earned his law degree from the San Beda College of Law. He is the Corporate Secretary of All Bank, Inc. And AllHome Corp.

Emerito M. Purisima, Jr. *Investor Relations Officer.* Mr. Purisima, 41, graduated from the University of the Philippines Diliman in 2005 with the degree of Bachelor of Science in Business Administration and Accountancy. He is a Certified Public Accountant. He served as Transaction and Advisory Lead for Corporate Finance in Punongbayan & Araullo from 2006 to 2011. He then served as Financial Planning and Analysis Supervisor in Ortigas Land from 2011 to 2014. He joined the Villar Group as a Business Development Officer for Special Projects in 2014 and as Finance Manager of the AllValue Group from 2018 to present.

Resignation of Directors

No director has resigned or declined to stand for re-election for the Board of Directors due to any disagreement with the Corporation relative to the Corporation's policies, practices and operations.

Family relationships

Manuel B. Villar, Jr., is the father of Manuel Paolo A. Villar and Camille A. Villar. There are no other family relationships among the directors and executive officers.

Involvement in Certain Legal Proceedings of Directors and Executive Officers

None of the Directors and Executive Officers is involved in any material pending legal proceedings in any court or administrative agency of the government.

- (a) None of them has been involved in any bankruptcy petition.
- (b) None of them has been convicted by final judgment in a criminal proceeding or being subject to any pending criminal proceeding, both domestic and foreign.
- (c) None of them has been subject to any order, judgment or decree of any court of competent jurisdiction (both domestic and foreign) permanently or temporarily enjoining, barring, suspending or likewise limiting their involvement in any type of business, securities, commodities or banking activities.
- (d) None of them has been found by a domestic or foreign court of competent jurisdiction (in a civil action), by the Commission or comparable body, or by a domestic or foreign exchange or organized trading market or self-regulatory organization, to have violated a securities or commodities law or regulation.

Item 10. Executive Compensation

Names	Position	Year	Salary and Bonus
Aggregate executive compensation for the following key management officers:			
Frances Rosalie T. Coloma	President and CEO		
Maria Cristina O. Barao	Treasurer, CFO and Compliance Officer		
Arbin Omar P. Carino	Corporate Secretary	Actual 2021	₱ 21.6 M
Jacqueline B. Cano	COO	Actual 2022	₱ 23.8 M
Emerito M. Purisima, Jr.	Investor Relations Officer	Actual 2023	₱ 25.9 M
Aggregate executive compensation for all other officers and directors, unnamed		Actual 2021	₱ 21.9 M
		Actual 2022	₱ 24.1 M
		Actual 2023	₱ 26.0 M

The total annual compensation paid to the above-named officers and directors was paid in cash. The annual compensation includes the basic salary, the mid-year and 13th month bonus.

Standard arrangements

Other than payment of reasonable per diem of P50,000.00 per non-executive director for every meeting, there are no standard arrangements pursuant to which the Board of Directors are compensated, or are to be compensated, directly or indirectly, for any services provided as a director during 2022 and 2023.

Other arrangements

There are no other arrangements pursuant to which any director of the Company was compensated, or is to be compensated, directly or indirectly by the Company, during 2022 and 2023 for any service provided as a director.

Employment Contracts Between the Company and Senior Management Officers

There are no special employment contracts between the Company and Senior Management.

Warrants and options held by the executive officers and directors

There are no outstanding warrants or options held by the Company's CEO, the named executive officers, and all officers and directors as a group.

Significant employee

While the Company values the contribution of each of its executive and non-executive employees, the Company believes that there is no non-executive employee that the resignation or loss of whom would have a material adverse impact on the business of the Company. Other than standard employment contracts, there are no special arrangements with non-executive employees of the Company.

Item 11. Security Ownership of Certain Beneficial Owners and Management

Security Ownership of Record and Beneficial Owners

Security ownership of certain record and beneficial owners of more than 5.0% of the voting securities as of December 31, 2023:

Title of Class of Securities	Name/Address of Record Owners and Relationship with Us	Name of Beneficial Owner /Relationship with Record Owner	Citizenship	No. of Shares Held	% of Ownership¹
Common Shares	AllValue Holdings Corp. LGF Bldg B, Evia Lifestyle Center, Vista City, Daang Hari, Almazan II, Las Piñas City Shareholder	Record Owner is also beneficial Owner	Filipino	15,309,286,000	66.98%
Common Shares	PCD Nominee Corporation 37/F Tower 1, The Enterprise Ctr. 6776 Ayala Ave. cor. Paseo de Roxas, Makati City Shareholder	Record Owner is not the beneficial Owner	Filipino	6,295,298,396	27.54%
Common Shares	PCD Nominee Corporation 37/F Tower 1, The Enterprise Ctr. 6776 Ayala Ave. cor. Paseo de Roxas, Makati City Shareholder	Record Owner is not the beneficial Owner	Non-Filipino	1,246,942,604	5.46%

¹Based on the total issued and outstanding common shares of 22,857,145,000 as of December 31, 2023

Security Ownership of Management

Security ownership of certain management as of December 31, 2023:

Title of Class	Name of Beneficial Owner	Amount & Nature of Beneficial Ownership	Citizenship	Percent of Class
Common Shares	Manuel B. Villar Jr. C. Masibay Street, BF Resort Village, Las Piñas City	15,309,286,000 – Indirect	Filipino	66.98%
Common Shares	Manuel B. Villar Jr. C. Masibay Street, BF Resort Village, Las Piñas City	1,000,000 – Direct	Filipino	0.00%
Common Shares	Camille A. Villar C. Masibay Street, BF Resort Village, Las Piñas City	1,000,000 – Direct	Filipino	0.00%
Common Shares	Frances Rosalie T. Coloma 1-10 Granwood Villas, BF HomesQuezon City	1,000,000 – Direct	Filipino	0.00%
Common Shares	Manuel Paolo A. Villar C. Masibay Street, BF Resort Village, Las Piñas City	1,000,000 – Direct	Filipino	0.00%
Common Shares	Benjamarie Therese N. Serrano 103 Parklane St., La Marea Subdivision, San Pedro Laguna	1,000,000 – Direct	Filipino	0.00%
Common Shares	Jessie D. Cabaluna 87 Molave Ave., Molave ParkMerville, Paranaque City	1,000 – Direct	Filipino	0.00%
Common Shares	Raul Juan N. Esteban 2238 Alexandra Condominium, Meralco Ave., Pasig City 2238	1,000 – Direct	Filipino	0.00%
TOTAL		15,314,288,000		67.00%

Voting Trust Holders of 5.0% or More

As of December 31, 2023, there is no party holding any voting trust for 5% or more of total shares outstanding.

Changes In Control

As of December 31, 2023, there was no arrangement which may result in a change in control of the Company.

Item 12. Certain Relationships and Related Transactions

No transaction, without proper disclosure, was undertaken by the Company in which any Director or Executive Officer, nominee for election as Director, or any member of its immediate family was involved or had a direct or indirect material interest.

No single Director or Executive Officer, nominee for election as Director, or any member of their immediate family owns or holds more than 10% of the Company's voting shares.

Please refer to Notes on Related Party Transactions of the Notes to Financial Statements of the 2023 Audited Financial Statements, which is incorporated herein in the accompanying Index to Exhibits.

PART IV – CORPORATE GOVERNANCE

Item 13. Corporate Governance

To be disclosed separately under Integrated Annual Corporate Governance Report (I-ACGR).

In compliance with SEC Memorandum Circular No. 15, Series of 2017, the Company will submit its I-ACGR for the year ended December 31, 2023 on or before May 30, 2024.

PART V – EXHIBITS AND SCHEDULES

Item 14. Exhibits and Reports on SEC Form 17 A

Exhibits

See accompanying Index to Financial Statements and Supplementary Schedules.

The following exhibit is incorporated by reference in this report:

Financial Statements of the Company as of and for the year ended December 31, 2023.

The other exhibits, as indicated in the Index to Financial Statements and Supplementary Schedules are either not applicable to the Company or require no answer.

Reports on SEC Form 17-C

The following current reports have been reported by AllDay Marts, Inc. during the year 2023 through official disclosure letters dated:

April 27, 2023

Material Information/Transactions 04/27/2023

May 02, 2023

Notice of Analysts'/Investors' Briefing 05/02/2023

May 03, 2023

Press Release 05/03/2023

May 17, 2023

Notice of Annual or Special Stockholders' Meeting 05/17/2023

May 22, 2023

Material Information/Transactions 05/22/2023

May 23, 2023

Press Release 05/23/2023

June 08, 2023

[Amend-1] Notice of Annual or Special Stockholders' Meeting 06/08/2023

July 04, 2023

Results of Annual or Special Stockholders' Meeting 07/04/2023

July 04, 2023

Results of Organizational Meeting of Board of Directors 07/04/2023

August 14, 2023

Material Information/Transactions 08/14/2023

August 15, 2023

Press Release 08/15/2023

November 14, 2023

Material Information/Transactions 11/14/2023

November 14, 2023

Press Release 11/14/2023

SIGNATURES

Pursuant to the requirements of Section 17 of the Code and Section 141 of the Corporation Code, this report is signed on behalf of the issuer by the undersigned, thereunto duly authorized, in APR 26 2024 on MANDALUYONG CITY.

By:


FRANCES ROSALIE T. COLOMA
President/ Chief Executive Officer


JACQUELINE B. CANO
Chief Operating Officer


MARIA CRISTINA O. BARAO
Treasurer/ Chief Financial Officer/
Compliance Officer

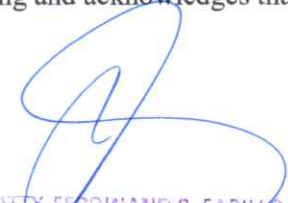

ARBIN OMAR P. CARIÑO
Corporate Secretary

SUBSCRIBED AND SWORN, to before me, this APR 26 2024 at MANDALUYONG CITY, affiants exhibiting to me their respective valid identification documents, to wit:

Name	Valid ID	Date and Place of Issue
Frances Rosalie T. Coloma	Driver's License No. N02-92-201-402	
Jacqueline B. Cano	Passport No. P7143678B	07.07.2021 – DFA NCR South
Maria Cristina O. Barao	Passport No. P6941287B	06.07.2021 – DFA NCR East
Arbin Omar P. Cariño	Driver's License No. C07-98-165603	03.28.2019 – LTO

who has satisfactorily proven to me their identities through their valid identification cards, and that they are the same persons who personally signed before me the foregoing and acknowledges that they executed the same.

Doc. No. 726;
Page No. 67;
Book No. XXII;
Series of 2024.


ATTY. FERDINAND B. SABILLO
NOTARY PUBLIC
UNTIL DECEMBER 31, 2024
ROLL No. 53511

IBP Lifetime Member No. 018538
PTR No. 5415593 / 05 Jan. 2024 / Mandaluyong City
MCLE Compliance No. VII-0018781 issued dated 25 May 2022
Notarial Commission Appointment No. 0314-23
Viste Corporate Center, Upper Ground Floor,
Worldwide Corporate Center, Shaw Blvd., Mandaluyong City

ALLDAY MARTS, INC.

INDEX TO FINANCIAL STATEMENTS AND SUPPLEMENTARY SCHEDULES

Form 17-A, Item 7

Financial Statements

Statement of Management's Responsibility for Financial Statements

Report of Independent Public Accountant

Statement of Financial Position as of December 31, 2023 and 2022

Statements of Comprehensive Income for the years ended December 31, 2023, 2022 and 2021

Statements of Changes in Equity for the years ended December 31, 2023, 2022 and 2021

Statements of Cash Flows for the years ended December 31, 2023, 2022 and 2021

Notes to Financial Statements

Supplementary Schedules

Report of Independent Auditors on Supplementary Schedules

I. Supplementary Schedules required by Annex 68-E



STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The management of AllDay Marts, Inc. is responsible for the preparation and fair presentation of the financial statements, including the schedules attached therein, for the years ended December 31, 2023, and 2022 in accordance with the prescribed financial reporting framework indicated therein, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative to do so.

The Board of Directors is responsible for overseeing the Company's financial reporting process.

The Board of Directors reviews and approves the financial statements, including schedules attached therein, and submits the same to the stockholders.

Punongbayan and Araullo, the independent auditor appointed by the stockholders, has audited the financial statements of the Company in accordance with Philippine Standards on Auditing, and in their report to the stockholders, has expressed their opinion on the fairness of presentation upon completion of such audit.

A handwritten signature in black ink, appearing to read "M. Villar, Jr.", written over the printed name.

MANUEL B. VILLAR, JR.
Chairman of the Board

A handwritten signature in black ink, appearing to read "F. Coloma", written over the printed name.

FRANCES ROSALIE T. COLOMA
President and CEO

A handwritten signature in black ink, appearing to read "M. Barao", written over the printed name.

MARIA CRISTINA O. BARAO
Chief Finance Officer

SUBSCRIBED AND SWORN, to before me this APR 26 2024
at MANDALUYONG CITY, affiants exhibiting to me their respective Passports and TIN ID, to
wit:

Name	Passport No.	Date and Place of Issue
Manuel B Villar, Jr.	P2529752B	12 JUL 2019 / DFA MANILA
Frances Rosalie T. Coloma	TIN No.225-474-574	
Maria Cristina O. Barao	TIN No.244-148-822	

who has satisfactory proven to me their identities through their valid identification cards, and that they are the same persons who personally signed before me the foregoing and acknowledges that they executed the same.

Doc No.
Page No.
Book No.
Series of 2024

202
V2
XXII

ATTY. ARBIN OMAR P. CARINO
NOTARY PUBLIC
UNTIL DECEMBER 31, 2024
ROL No. 57145
IBP Lifetime Member No. 018537
PTR No. 5415602 / 05 Jan. 2024 / Mandaluyong City
MCLE Compliance No. VII-0010373 issued dated 03 June 2022
Notarial Commission Appointment No. 0368-23
Vista Corporate Center, Upper Ground Floor,
Worldwide Corporate Center, Shaw Blvd., Mandaluyong City



FOR SEC FILING

Financial Statements and
Independent Auditors' Report

AllDay Marts, Inc.

December 31, 2023, 2022 and 2021

Report of Independent Auditors

The Board of Directors and Stockholders
AllDay Marts, Inc.
(A Subsidiary of AllValue Holdings Corp.)
LGF Evia Lifestyle Center
Daang Hari, Brgy. Almanza Dos
Las Piñas City

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of AllDay Marts, Inc. (the Company), which comprise the statements of financial position as of December 31, 2023 and 2022, and statements of comprehensive income, statements of changes in equity and statements of cash flows for each of the three years in the period ended December 31, 2023, and notes to the financial statements, including material accounting policy information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2023 and 2022, and its financial performance and its cash flows for each of the three years in the period ended December 31, 2023 in accordance with Philippine Financial Reporting Standards (PFRS).

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSA). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics) together with the ethical requirements that are relevant to our audits of the financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

(a) Revenue Recognition*Description of the Matter*

Revenue is one of the key performance measures used to assess the Company's business performance. Revenue is recognized when the control over the goods has been transferred at a point in time to the customer, i.e., generally when the customer has acknowledged delivery of goods. Revenue from sale of merchandise is generated through direct sales to customers. For the year ended December 31, 2023, the total revenues amounted to P10,193.9 million.

In our view, revenue recognition is significant to our audit because of the inherent risk of material misstatement involved and the materiality of the amount of recorded revenues which impact the Company's profitability.

The Company's disclosures about its revenues and revenue recognition policy are included in Notes 2, 3 and 14.

How the Matter was Addressed in the Audit

Our audit procedures to address the risk of material misstatement relating to revenue recognition, which was considered to be a significant risk, included:

- updating our understanding of the Company's revenue transactions by reviewing revenue arrangements and revenue transaction processes;
- evaluating appropriateness of the Company's revenue recognition policy in accordance with PFRS 15, *Revenue from Contracts with Customers*;
- involving our information technology (IT) experts in testing the IT general controls and application controls over the automated system from origination to recording of sales;
- testing the design and operating effectiveness of internal controls related to the Company's sale and receipts processes, which include inquiry and observation, and examination of supporting documents, on a sampling basis, of revenue transactions during the year; and,
- performing detailed analysis of revenue segments and related key ratios such as, but not limited to, current year's components of revenues (e.g., by customer and by location) as a percentage of total revenues and analysis of current and prior year's monthly revenue trend.

(b) Existence, Accuracy and Valuation of Merchandise Inventories*Description of the Matter*

The Company's total merchandise inventories amounting to P2,081.9 million as of December 31, 2023 represent 22% of total assets of the Company. Merchandise inventories are valued at the lower of cost and net realizable value. Cost is determined using the moving average method. Management uses estimates in assessing whether merchandise inventories are valued at the lower of cost and net realizable value and appropriate allowance for obsolescence on perishable merchandise inventories has been adequately assessed. Moreover, the Company's merchandise inventories are considered voluminous and majority of these are kept in the Company's stores and warehouses. Relative to these, we determined that existence, accuracy and valuation of merchandise inventories are key audit matters.

The Company's disclosures about merchandise inventories and the related inventory valuation policies are included in Notes 2, 3 and 7.

How the Matter was Addressed in the Audit

Our audit procedures to address the risk of material misstatement relating to inventory existence, accuracy and valuation, which was considered to be a significant risk included, among others, the following:

On inventory existence:

- involving our IT experts in testing the IT general controls and application controls over the automated system related to inventory receipts, shipments and adjustments;
- testing the design and operating effectiveness of internal controls related to the Company's inventory count processes;
- conducting physical inventory count observation in selected stores and warehouses, including, among others, touring the facility before and after the inventory count observation to gain an understanding of the location and condition of inventories prior to the count and after the count is concluded; determining that all sample inventory items were counted and no items were counted twice; obtaining relevant cut-off information and copy of count control documents; examining sample inventory items to test count against inventory records; clearing exceptions, if any, with appropriate personnel; and, projecting errors to the population; and,
- performing detailed analysis of inventory-related ratios such as, but not limited to, inventory turnover and current year's components of inventories as a percentage of total inventories.

On inventory accuracy and valuation:

- evaluating appropriateness and consistent application of policy on inventory costing and valuation of merchandise inventories at lower of cost and net realizable value;
- involving our IT experts in testing the IT general controls and application controls over the automated system related to updating and changing of prices;
- performing test of design and operating effectiveness of controls on inventory costing process;
- performing test to ascertain appropriateness of inventory costing of selected inventory items by recomputing unit cost and comparing to unit cost per books, examining supplier invoices and other documents supporting the movements affecting the moving average unit cost; and,

- determining whether inventory is stated at the lower of cost and net realizable value by verifying latest selling price, reviewing estimated cost to sell of sample inventory items and comparing the net realizable value per unit to the unit cost per books.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Company's Securities and Exchange Commission (SEC) Form 20-IS (Definitive Information Statement), SEC Form 17-A and Annual Report for the year ended December 31, 2023 but does not include the financial statements and our auditors' report thereon. The SEC Form 20-IS, SEC Form 17-A and Annual Report for the year ended December 31, 2023 are expected to be made available to us after the date of this auditors' report.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audits of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audits, or otherwise appears to be materially misstated.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with PFRS, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with PSA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

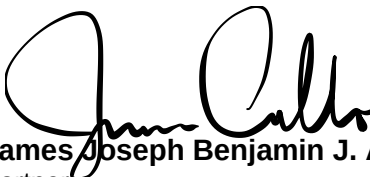
From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary information for the year ended December 31, 2023 required by the Bureau of Internal Revenue as disclosed in Note 27 to the financial statements is presented for purposes of additional analysis and is not a required part of the basic financial statements prepared in accordance with PFRS. Such supplementary information is the responsibility of management. The supplementary information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

The engagement partner on the audits resulting in this independent auditors' report is James Joseph Benjamin J. Araullo.

PUNONGBAYAN & ARAULLO



By: **James Joseph Benjamin J. Araullo**
Partner

CPA Reg. No. 0111202
TIN 212-755-957
PTR No. 10076133, January 3, 2024, Makati City
SEC Group A Accreditation
Partner - No. 111202-SEC (until financial period 2026)
Firm - No. 0002 (until financial period 2024)
BIR AN 08-002511-039-2021 (until Nov. 9, 2024)
Firm's BOA/PRC Cert. of Reg. No. 0002 (until Aug. 27, 2024)

April 25, 2024

ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2023 AND 2022
(Amounts in Philippine Pesos)

	Notes	2023	2022
<u>ASSETS</u>			
CURRENT ASSETS			
Cash	5	P 1,003,630,272	P 992,201,140
Receivables	6	190,740,438	132,048,806
Merchandise inventories	7	2,081,923,403	1,797,940,590
Prepayments and other current assets	8	1,012,326,168	853,206,585
Total Current Assets		4,288,620,281	3,775,397,121
NON-CURRENT ASSETS			
Property and equipment - net	9	4,236,113,723	4,243,071,508
Intangible assets - net	11	557,256,473	554,449,898
Right-of-use assets - net	10	132,137,913	147,532,622
Other non-current assets	8	390,588,634	411,092,221
Total Non-current Assets		5,316,096,743	5,356,146,249
TOTAL ASSETS		P 9,604,717,024	P 9,131,543,370
<u>LIABILITIES AND EQUITY</u>			
CURRENT LIABILITIES			
Trade and other payables	12	P 362,778,184	P 592,820,558
Loans payable	13	1,389,652,496	1,247,792,200
Lease liabilities	10	10,982,311	8,630,256
Total Current Liabilities		1,763,412,991	1,849,243,014
NON-CURRENT LIABILITIES			
Loans payable	13	347,222,222	184,615,385
Lease liabilities	10	197,983,976	208,966,287
Deferred tax liabilities - net	18	352,203,906	262,652,894
Retirement benefit obligation	17	30,105,495	22,008,221
Total Non-current Liabilities		927,515,599	678,242,787
Total Liabilities		2,690,928,590	2,527,485,801
EQUITY			
Capital stock	20	2,285,714,500	2,285,714,500
Additional paid-in capital		3,316,671,118	3,316,671,118
Revaluation reserves		6,316,818	6,380,329
Retained earnings		1,305,085,998	995,291,622
Total Equity		6,913,788,434	6,604,057,569
TOTAL LIABILITIES AND EQUITY		P 9,604,717,024	P 9,131,543,370

See Notes to Financial Statements.

ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
STATEMENTS OF COMPREHENSIVE INCOME
FOR THE YEARS ENDED DECEMBER 31, 2023, 2022 AND 2021
(Amounts in Philippine Pesos)

	Notes	2023	2022	2021
SALES	14	P 10,193,891,934	P 9,759,707,468	P 9,456,401,220
COST OF MERCHANDISE SOLD	15	8,139,056,225	7,756,900,602	7,600,499,247
GROSS PROFIT		2,054,835,709	2,002,806,866	1,855,901,973
SUPPORT, FEES, RENTALS AND OTHER INCOME	9, 14, 19	125,520,287	51,387,483	80,271,347
GROSS PROFIT INCLUDING OTHER INCOME		2,180,355,996	2,054,194,349	1,936,173,320
OTHER OPERATING EXPENSES	15			
Selling expenses		1,071,913,870	1,036,641,834	983,988,864
General and administrative expenses		580,636,955	516,641,586	437,182,034
		1,652,550,825	1,553,283,420	1,421,170,898
OPERATING PROFIT		527,805,171	500,910,929	515,002,422
OTHER INCOME (CHARGES)				
Finance costs	16	(36,029,511)	(27,506,130)	(70,821,067)
Finance income	5, 8	265,067	323,252	406,518
Loss from fire damage - net	16	-	(71,818,442)	-
		(35,764,444)	(99,001,320)	(70,414,549)
PROFIT BEFORE TAX		492,040,727	401,909,609	444,587,873
TAX EXPENSE	18			
Current		33,245,590	22,503,661	18,214,309
Deferred		89,572,184	77,642,007	39,887,556
		122,817,774	100,145,668	58,101,865
NET PROFIT		369,222,953	301,763,941	386,486,008
OTHER COMPREHENSIVE INCOME (LOSS)				
Item that will not be reclassified subsequently to profit or loss				
Remeasurements of retirement benefit plan	17	(84,681)	8,507,106	-
Tax income (expense)	18	21,170	(2,126,777)	-
		(63,511)	6,380,329	-
TOTAL COMPREHENSIVE INCOME		P 369,159,442	P 308,144,270	P 386,486,008
Basic and Diluted Earnings per Share	21	P 0.02	P 0.01	P 0.02

See Notes to Financial Statements.

ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
STATEMENTS OF CHANGES IN EQUITY
FOR THE YEARS ENDED DECEMBER 31, 2023, 2022 AND 2021
(Amounts in Philippine Pesos)

	Capital Stock (see Note 20)	Additional Paid-in Capital (see Note 20)	Revaluation Reserves (see Note 17)	Retained Earnings (see Note 20)	Total Equity
Balance at January 1, 2023	P 2,285,714,500	P 3,316,671,118	P 6,380,329	P 995,291,622	P 6,604,057,569
Dividends declared	-	-	-	(59,428,577)	(59,428,577)
Total comprehensive income (loss) for the year	-	-	(63,511)	369,222,953	369,159,442
Balance at December 31, 2023	<u>P 2,285,714,500</u>	<u>P 3,316,671,118</u>	<u>P 6,316,818</u>	<u>P 1,305,085,998</u>	<u>P 6,913,788,434</u>
Balance at January 1, 2022	P 2,285,714,500	P 3,316,671,118	P -	P 766,670,545	P 6,369,056,163
Dividends declared	-	-	-	(73,142,864)	(73,142,864)
Total comprehensive income for the year	-	-	6,380,329	301,763,941	308,144,270
Balance at December 31, 2022	<u>P 2,285,714,500</u>	<u>P 3,316,671,118</u>	<u>P 6,380,329</u>	<u>P 995,291,622</u>	<u>P 6,604,057,569</u>
Balance at January 1, 2021	P 1,338,500,000	P -	P -	P 380,184,537	P 1,718,684,537
Issuance of shares during the year	947,214,500	3,316,671,118	-	-	4,263,885,618
Total comprehensive income for the year	-	-	-	386,486,008	386,486,008
Balance at December 31, 2021	<u>P 2,285,714,500</u>	<u>P 3,316,671,118</u>	<u>P -</u>	<u>P 766,670,545</u>	<u>P 6,369,056,163</u>

See Notes to Financial Statements.

ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2023, 2022 AND 2021
(Amounts in Philippine Pesos)

	Notes	2023	2022	2021
CASH FLOWS FROM OPERATING ACTIVITIES				
Profit before tax		P 492,040,727	P 401,909,609	P 444,587,873
Adjustments for:				
Depreciation and amortization	15	466,905,637	400,830,615	296,866,723
Finance costs	10, 13, 17	36,029,511	27,506,130	70,821,067
Finance income	5, 8	(265,067)	(323,252)	(406,518)
Loss from fire damage - net	16	-	71,818,442	-
Gain on sale of property and equipment and intangible assets	9, 11, 19	-	-	(10,000,000)
Operating profit before working capital changes		994,710,808	901,741,544	801,869,145
Increase in receivables		(59,784,967)	(2,721,910)	(74,717,517)
Increase in merchandise inventories		(283,982,813)	(29,864,946)	(432,640,399)
Decrease (increase) in prepayments and other current assets		(163,734,939)	74,283,471	(476,036,742)
Decrease (increase) in other non-current assets		(94,704,919)	28,182,435	(43,550,371)
Increase (decrease) in trade and other payables		(230,042,376)	47,241,730	(29,124,603)
Increase in retirement benefit obligation		7,485,910	9,655,026	20,368,291
Cash generated from (used in) operations		169,946,704	1,028,517,350	(233,832,196)
Cash paid for income taxes		(28,630,234)	(10,347,556)	(27,687,644)
Interest received		265,067	323,252	406,518
Net Cash From (Used in) Operating Activities		141,581,537	1,018,493,046	(261,113,322)
CASH FLOWS FROM INVESTING ACTIVITIES				
Additions to property and equipment	9	(117,429,752)	(549,148,965)	(705,501,228)
Additions to intangible assets	11	(151,555,360)	(229,251,336)	(363,931,373)
Advances paid to contractors	8	46,613,741	(74,070,324)	(234,046,683)
Proceeds from insurance claim on loss from fire damage	16	-	98,629,601	-
Proceeds from disposal of property and equipment and intangible assets	9, 11, 19	-	-	104,726,354
Net Cash Used in Investing Activities		(222,371,371)	(753,841,024)	(1,198,752,930)
CASH FLOWS FROM FINANCING ACTIVITIES				
Proceeds from availment of loans	13	2,101,069,927	1,380,176,816	4,250,760,278
Repayment of loans	13	(1,796,602,794)	(1,381,615,385)	(6,586,831,183)
Interest paid for loans payable	13	(124,029,630)	(98,226,413)	(291,326,049)
Dividends paid	20	(59,428,577)	(73,142,864)	(6,253,674)
Repayment of lease liabilities	10	(28,789,960)	(27,419,010)	(26,113,342)
Proceeds from issuance of stocks, net of share issue costs	20	-	-	4,263,885,618
Net Cash From (Used in) Financing Activities		92,218,966	(200,226,856)	1,604,121,648
NET INCREASE IN CASH		11,429,132	64,425,166	144,255,396
CASH AT BEGINNING OF YEAR		992,201,140	927,775,974	783,520,578
CASH AT END OF YEAR		P 1,003,630,272	P 992,201,140	P 927,775,974

Supplemental Information on Non-cash Activities - See Note 26

See Notes to Financial Statements.

ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023, 2022 AND 2021
(Amounts in Philippine Pesos)

1. GENERAL INFORMATION

1.1 Corporate Information

AllDay Marts, Inc. (the Company) was registered with the Philippine Securities and Exchange Commission (SEC) on December 22, 2016. The Company is primarily engaged in retailing, merchandising, buying, selling, marketing, importing, exporting, franchising, acquiring, holding, distributing, warehousing, trading, exchanging, or otherwise dealing in all kinds of products and services.

The Company's shares were listed in the Philippine Stock Exchange on November 3, 2021 (see Note 20.1).

The Company is a subsidiary of AllValue Holdings Corp. (AllValue or the parent company), which is a subsidiary of Fine Properties Inc. (FPI or the ultimate parent company). AllValue and FPI are incorporated and domiciled in the Philippines. Both companies are presently engaged in the business of a holding company; to buy and hold shares of other companies either by subscribing unissued shares of the capital stock in public or private offerings.

The registered office address and principal place of business of the Company is located at LGF Evia Lifestyle Center, Daang Hari, Brgy. Almanza Dos, Las Piñas City. The registered offices and principal places of business of AllValue and FPI are located at 3rd Level Starmall Las Piñas, CV Starr Avenue, Philamlife Village, Pamplona, Las Piñas City.

1.2 Approval of Financial Statements

The financial statements of the Company as of and for the year ended December 31, 2023 (including the comparative financial statements as of December 31, 2022 and for the years ended December 31, 2022 and 2021) were authorized for issue by the Company's Board of Directors (BOD) on April 25, 2024.

2. MATERIAL ACCOUNTING POLICY INFORMATION

The material accounting policy information that have been used in the preparation of these financial statements are summarized in the succeeding pages. These policies have been consistently applied to all the years presented, unless otherwise stated.

2.1 Basis of Preparation of Financial Statements

(a) Statement of Compliance with Philippine Financial Reporting Standards

The financial statements of the Company have been prepared in accordance with Philippine Financial Reporting Standards (PFRS). PFRS are adopted by the Financial and Sustainability Reporting Standards Council (FSRSC) from the pronouncements issued by the International Accounting Standards Board and approved by the Philippine Board of Accountancy.

The financial statements have been prepared using the measurement bases specified by PFRS for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies that follow.

(b) Presentation of Financial Statements

The financial statements are presented in accordance with Philippine Accounting Standard (PAS) 1, *Presentation of Financial Statements*. The Company presents all items of income and expense in a single statement of comprehensive income.

The Company presents a third statement of financial position as at the beginning of the preceding period when it applies an accounting policy retrospectively or makes a retrospective restatement or reclassification of items that has a material effect on the information in the statement of financial position at the beginning of the preceding period. The related notes to the third statement of financial position are not required to be disclosed.

(c) Functional and Presentation Currency

These financial statements are presented in Philippine pesos, the Company's functional and presentation currency, and all values represent absolute amounts except when otherwise indicated.

Items included in the financial statements of the Company are measured using its functional currency. Functional currency is the currency of the primary economic environment in which the Company operates.

2.2 Adoption of Amended PFRS

(a) Effective in 2023 that are Relevant to the Company

The Company adopted for the first time the following amendments to PFRS, which are mandatorily effective for annual periods beginning on or after January 1, 2023:

PAS 1 and PFRS Practice

Statement 2 (Amendments) : Presentation of Financial Statements –
Disclosure of Accounting Policies

PAS 8 (Amendments) : Definition of Accounting Estimates

PAS 12 (Amendments) : Deferred Tax Related to Assets and
Liabilities from a Single Transaction

Discussed below are the relevant information about these pronouncements.

- (i) PAS 1 and PFRS Practice Statement 2 (Amendments), *Presentation of Financial Statements – Disclosure of Accounting Policies*. The amendments replaced the requirement for entities to disclose their significant accounting policies with the requirement to disclose their material accounting policy information. The amendments also include guidance to help entities apply the definition of material in making decisions about accounting policy disclosures.

The amendments clarify that accounting policy information may be material because of its nature, even if the related amounts are immaterial, that accounting policy information is material if users of an entity's financial statements would need it to understand other material information in the financial statements and if an entity discloses immaterial accounting policy information, such information shall not obscure material accounting policy information. The application of these amendments is reflected in the Company's financial statements under Notes 2 and 3.

- (ii) PAS 8 (Amendments), *Definition of Accounting Estimates*. The amendments introduced a new definition of accounting estimate which is a monetary amount in the financial statements that are subject to measurement uncertainty. It also clarifies that a change in accounting estimate that results from new information or new developments is not a correction of an error. In addition, the effects of a change in an input or a measurement technique used to develop an accounting estimate are changes in accounting estimates if they do not result from the correction of prior period errors. The application of these amendments had no significant impact on the Company's financial statements.
- (iii) PAS 12 (Amendments), *Deferred Tax Related to Assets and Liabilities from a Single Transaction*. The amendments narrow the scope of the initial recognition exception under PAS 12, so that it no longer applies to transactions that give rise to equal taxable and deductible temporary differences. The amendments also clarify that where payments that settle a liability are deductible for tax purposes, it is a matter of judgement (having considered the applicable tax law) whether such deductions are attributable for tax purposes to the liability recognized in the financial statements (and interest expense) or to the related asset component (and interest expense). Management assessed that the application of such amendments had no significant impact on the Company's financial statements.

(b) *Effective in 2023 that are not Relevant to the Company*

Among the amendments to PFRS, which are mandatorily effective for annual periods beginning on or after January 1, 2023, the amendments to PAS 12, *International Tax Reform – Pillar Two Model Rules*, are not relevant to the Company's financial statements.

(c) *Effective Subsequent to 2023 but not Adopted Early*

There are amendments to existing standards effective for annual periods subsequent to 2023, which are adopted by the FSRSC. Management will adopt the following relevant pronouncements in accordance with their transitional provisions; and, none of these are expected to have significant impact on the Company's financial statements:

- (i) PAS 1 (Amendments), *Presentation of Financial Statements – Classification of Liabilities as Current or Non-current* (effective from January 1, 2024)
- (ii) PAS 1 (Amendments), *Presentation of Financial Statements – Non-current Liabilities with Covenants* (effective from January 1, 2024)
- (iii) PAS 7 (Amendments), *Cash Flow Statements* and PFRS 7 (Amendments), *Financial Instruments: Disclosures – Supplier Finance Arrangements* (effective from January 1, 2024)
- (iv) PFRS 16 (Amendments), *Leases – Lease Liability in a Sale and Leaseback* (effective from January 1, 2024)
- (v) PAS 21 (Amendments), *The Effects of Changes in Foreign Exchange Rates – Lack of Exchangeability* (effective from January 1, 2025)

2.3 Financial Instruments

(a) *Financial Assets*

Regular purchases and sales of financial assets are recognized on their trade date (i.e., the date that the Company commits to purchase or sell the asset).

(i) *Classification and Measurement of Financial Assets*

Currently, the only classification that applies to the Company is financial assets at amortized cost.

The Company's financial assets at amortized cost are presented under Current Assets as Cash, Receivables, Short-term investments under Prepayments and Other Current Assets and Security deposits under Other Non-current Assets in the statement of financial position.

(ii) *Impairment of Financial Assets*

At the end of the reporting period, the Company assesses its expected credit loss (ECL) on a forward-looking basis associated with its financial assets carried at amortized cost. The Company considers a broader range of information in assessing credit risk and measuring ECL, including past events, current conditions, reasonable and supportable forecasts that affect collectability of the future cash flows of the financial assets.

The ECL on trade and other receivables are estimated by applying the simplified approach using a provision matrix developed based on the Company's historical credit loss experience and credit information that are specific to the debtors, adjusted for general economic conditions and an assessment of both the current as well as the forecast direction of conditions at the reporting date, including time value of money where appropriate. These assets are assessed for impairment on a collective basis based on shared credit risk characteristics.

Policies on recognizing ECL on cash, short-term investments and security deposits are presented in Note 23.2(a) and (c).

(b) Financial Liabilities

Financial liabilities include trade and other payables (except provisions and tax-related liability), loans payable and dividends payable. Refund liabilities are measured using the probability-weighted average amount approach similar to the expected value method under PFRS 15, *Revenue from Contracts with Customers*.

2.4 Merchandise Inventories

The cost of merchandise inventories is determined using the moving average method.

2.5 Property and Equipment

Following initial recognition at cost, items of property and equipment are measured at cost less accumulated depreciation and amortization and any accumulated impairment losses.

Depreciation is computed on the straight-line basis over the estimated useful lives of the assets as follows:

Equipment	3 to 15 years
Furniture and fixtures	9 years

Leasehold improvements are amortized over their estimated useful lives of 20 years or the lease term, whichever is shorter.

2.6 Intangible Assets

Intangible assets include acquired computer software which is accounted for under the cost model. Capitalized cost is amortized on a straight-line basis over the estimated useful life of five to eight years as the life of this intangible asset is considered finite.

2.7 Revenue and Expense Recognition

Revenue arises mainly from the sale of merchandise inventories.

The significant judgments used in determining the transaction price and the amounts allocated to the performance obligations are disclosed in Note 3.1(d).

The following specific recognition criteria must be met before revenue is recognized:

- a) *Sale of merchandise* – Revenue is recognized when the control transfers at a point in time with the customer, i.e., generally when the customer purchased the merchandise. For individual customers, payment of the transaction price is due immediately at the point the customer purchases the merchandise. On the other hand, invoices for merchandise purchased by corporate customers are due based on agreed terms and are provided upon receipt of merchandise by the customer. For e-commerce sales, revenue is recognized when control of the goods has transferred to the customer, being at the point the goods are delivered to the customer. Delivery occurs when the goods have been shipped to the customer's specific location.
- b) *Delivery fees* – Delivery fees are charged for the transportation of merchandise from the Company's stores to a certain destination as agreed with the customer. Delivery fees are recognized over time as the services are provided. Payment of delivery fees is due immediately, i.e., upon the customer's purchase of merchandise.
- c) *Miscellaneous* – Miscellaneous income comprise of support received from supplier for store opening and clearance sales. Miscellaneous is recognized at a point in time when support are received from supplier.

The policy on the recognition of income from rentals is presented in Note 2.9(b).

There were no contracts containing significant right of return arrangements which remain outstanding during the reporting periods since the Company's policy with customers for most of its sale of merchandise pertain to outright return which are recognized immediately. Relative to this outright return arrangement, the amount of revenues is also immediately adjusted as of the end of the reporting periods.

The Company operates a customer loyalty incentive programme where individual customers accumulate points for purchases made which entitle them for award credits on future purchases. The Company allocates a portion of the consideration received to loyalty points. This allocation is based on the relative stand-alone selling prices. The stand-alone selling price is estimated based on the equivalent value given when the points are redeemed by the customer and the likelihood of redemption, as evidenced by the Company's historical experience. A liability is recognized for revenue relating to the loyalty points at the time of the initial sales transactions. Revenue from loyalty points are recognized when the points are redeemed by the customer. Revenue from loyalty points that are not expected to be redeemed by the customer is recognized in proportion of the pattern of rights exercised by customers. The significant judgments used in determining the transaction price and the amounts allocated to the performance obligations are disclosed in Note 3.1(d).

Costs and expenses are recognized in profit or loss upon utilization of the goods or services or at the date they are incurred. All finance costs are reported in profit or loss on an accrual basis, except capitalized borrowing costs, which are included as part of the cost of any related qualifying assets.

2.8 Leases

(a) Company as a Lessee

Subsequent to initial recognition, the Company depreciates the right-of-use asset on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term.

The Company's lease contracts for certain stores contain variable lease payment terms. Instead of recognizing a right-of-use asset and lease liability, the payments in relation to these are recognized as an expense in profit or loss when incurred.

(b) Company as a Lessor

The Company applies judgment in determining whether a lease contract is a finance or operating lease. Lease income from operating leases is recognized in profit or loss on a straight-line basis over the lease term.

2.9 Employee Benefits

The Company provides post-employment benefits to employees through a defined benefit plan, a defined contribution plan and other employee benefits.

The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method.

2.10 Borrowing Costs

Borrowing costs are recognized as expenses in the period in which they are incurred, except to the extent that they are capitalized.

3. SIGNIFICANT ACCOUNTING JUDGMENTS AND ESTIMATES

The preparation of the Company's financial statements in accordance with PFRS requires management to make judgments and estimates that affect the amounts reported in the financial statements and related notes. Judgments and estimates are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Actual results may ultimately differ from these estimates.

3.1 Critical Management Judgment in Applying Accounting Policies

In the process of applying the Company's accounting policies, management has made the following judgments, apart from those involving estimation, which have the most significant effect on the amounts recognized in the financial statements:

(a) Determination of Lease Term of Contracts with Renewal Options

In determining the lease term, management considers all relevant factors and circumstances that create an economic incentive to exercise a renewal option or not exercise a termination option. Renewal options and/or periods after termination options are only included in the lease term if the lease is reasonably certain to be extended or not terminated and the renewal of the contract is not subject to mutual agreement of both parties.

The factors that are normally the most relevant are (a) if there are significant penalties should the Company pre-terminate the contract, and (b) if any leasehold improvements are expected to have a significant remaining value, the Company is reasonably certain to extend and not to terminate the lease contract. Otherwise, the Company considers other factors including historical lease durations and the costs and business disruption required to replace the leased asset.

The Company did not include the renewal period as part of the lease term for leases of some of its stores and warehouse due to the provision in its contracts that requires mutual agreement of both parties on the terms and agreements of the renewal and termination of the lease contract.

The lease term is reassessed if an option is actually exercised or not exercised or the Company becomes obliged to exercise or not exercise it. The assessment of reasonable certainty is only revised if a significant event or a significant change in circumstances occurs, which affects this assessment, and that is within the control of the Company.

(b) Determination of Timing of Satisfaction of Performance Obligations

In determining the appropriate method to use in recognizing the Company's revenues from sale of merchandise, management determines that revenue is recognized at a point in time when the control of the goods have passed to the customer, i.e., generally when the customer acknowledges delivery of the goods.

Miscellaneous income comprised of support received from supplier for store opening and clearance sales. Miscellaneous income is recognized at a point in time when supports are received from supplier.

On the other hand, revenues from delivery fees are recognized over time when the Company transfers control of the services over time as the performance of contractually agreed tasks are rendered. The management considers the output method under PFRS 15 as the Company recognizes revenue on the basis of direct measurements of the value to the customer of the services transferred to date relative to the services promised under the contract.

(c) *Determination Whether the Loyalty Points Provide Material Rights to Customers*

The Company has a loyalty points programme which allows customers to accumulate points that can be redeemed for future purchases at any of the Company's store outlets, subject to a minimum number of points obtained. The loyalty points give rise to a separate performance obligation as they provided a material right to the customer. The transaction price is allocated to the product and the points on a relative stand-alone selling price basis. Management estimates the stand-alone selling price per point on the basis of the discount granted when the points are redeemed and on the basis of the likelihood of redemption, based on past experience.

As of December 31, 2023 and 2022, liability arising from customer loyalty programme amounted to P1.3 million and P0.5 million, respectively (see Note 12).

(d) *Determination of Transaction Price and Amounts Allocated to Performance Obligations*

The transaction price for a contract is allocated amongst the material right and other performance obligations identified in the contract based on their stand-alone selling prices, which are all observable. The transaction price for a contract excludes any amounts collected on behalf of third parties [e.g., value added tax (VAT)].

The transaction price is considered receivable to the extent of products sold with a right to avail customer loyalty points, right of return, discounts and rebates. The transaction price of customer loyalty points is allocated amongst the material right and other performance obligations identified in the contract based on the stand-alone selling prices, which are all observable. The Company measures its revenue net of consideration allocated to the fair value of the point credits.

Management has assessed that the amount involved for the right of return is not material and, in most cases, customers could exchange the returned items with another merchandise in the store within the prescribed period (i.e., within seven days from date of purchase). Discounts and rebates are identifiable to specific goods and are recognized as reduction against the revenue recognized from sale of merchandise.

(e) *Determination of ECL on Receivables*

The Company uses a provision matrix to calculate ECL for receivables. The provision rates are based on days past due for groupings of various customer segments to the extent applicable that have similar loss patterns (i.e., by geography, product type, or customer type and rating). The provision matrix is based on the Company's historical observed default rates. The Company's management intends to regularly calibrate (i.e., on an annual basis) the matrix to consider the historical credit loss experience with forward-looking information (i.e., forecast economic conditions). Details about the ECL on the Company's receivables are disclosed in Note 23.2(b).

(f) *Distinction Between Operating and Finance Leases as a Lessor*

The Company has entered into various lease agreements as a lessor. Critical judgment was exercised by management to distinguish each lease agreement as either an operating or a finance lease by looking at the transfer or retention of significant risk and rewards of ownership of the properties covered by the agreements. Failure to make the right judgment will result in either overstatement or understatement of assets and liabilities. Management has assessed that the Company's lease arrangements are all operating leases.

(g) *Capitalization of Borrowing Costs*

The Company determines whether the amount of borrowing costs qualify for capitalization as part of the cost of the qualifying asset or should be expensed outright. The accounting treatment for the finance costs is determined by assessing whether the asset is a qualifying asset taking into consideration the period of time needed to bring the asset for its intended use. Failure to make the right judgment will result in the misstatement of assets and net profit.

(h) *Recognition of Provisions and Contingencies*

Provisions are recognized when present obligations will probably lead to an outflow of economic resources and they can be estimated reliably even if the timing or amount of the outflow may still be uncertain. A present obligation arises from the presence of a legal or constructive obligation that has resulted from past events.

Judgment is exercised by management to distinguish between provisions and contingencies. Disclosures on relevant provisions and contingencies are presented in Note 22.

3.2 Key Sources of Estimation Uncertainty

The following are the key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the reporting period, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period:

(a) *Determination of Appropriate Discount Rate in Measuring Lease Liabilities*

The Company measures its lease liabilities at present value of the lease payments that are not paid at the commencement date of the lease contract. The lease payments were discounted using a reasonable rate deemed by management equal to the Company's incremental borrowing rate. In determining a reasonable discount rate, management considers the term of the leases, the underlying asset and the economic environment. Actual results, however, may vary due to changes in estimates brought about by changes in such factors.

(b) *Estimation of Allowance for ECL*

The measurement of the allowance for ECL on financial assets at amortized cost is an area that requires the use of significant assumptions about the future economic conditions and credit behavior (e.g., likelihood of customers defaulting and the resulting losses). Explanation of the inputs, assumptions and estimation used in measuring ECL is further detailed in Note 23.2.

(c) *Determination of Net Realizable Value of Merchandise Inventories*

In determining the net realizable value of merchandise inventories, management takes into account the most reliable evidence available at the time the estimates are made. The Company's products are subject to inventory obsolescence. Moreover, future realization of the carrying amounts of merchandise inventories as presented in Note 7 is affected by price changes of the products and the costs incurred necessary to make a sale. Both aspects are considered key sources of estimation uncertainty and may cause significant adjustments to the Company's merchandise inventories within the next financial reporting period.

(d) *Estimation of Useful Lives of Property and Equipment, Right-of-Use Assets, and Intangible Assets*

The Company estimates the useful lives of property and equipment, right-of-use assets and intangible assets based on the period over which the assets are expected to be available for use. The estimated useful lives of these properties are reviewed periodically and are updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence, and legal or other limits on the use of the assets.

There was no change in the estimated useful lives of these assets in 2023, 2022 and 2021. The carrying amounts of property and equipment, right-of-use assets and intangible assets are analyzed in Notes 9, 10 and 11, respectively.

(e) *Evaluation of Impairment of Non-financial Assets*

The Company's property and equipment, right-of-use assets, intangible assets and other non-financial assets are subject to impairment testing.

In assessing impairment, management estimates the recoverable amount of each asset or a cash-generating unit based on expected future cash flows and uses an interest rate to calculate the present value of those cash flows. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate.

Though management believes that the assumptions used in the estimation of recoverable values are appropriate and reasonable, significant changes in those assumptions may materially affect the assessment of recoverable values and any resulting impairment loss could have a material adverse effect on the results of operations.

Based on management's assessment, no impairment losses are required to be recognized on the Company's non-financial assets as of December 31, 2023 and 2022.

(f) *Determination of Realizable Amount of Deferred Tax Assets*

The Company reviews its deferred tax assets at the end of each reporting period and reduces the carrying amount to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax assets to be utilized. Management assessed that the deferred tax assets recognized as at December 31, 2023 and 2022 will be fully utilized in the coming years. The carrying value of deferred tax assets as of those dates is disclosed in Note 18.

(g) *Valuation of Post-employment Defined Benefit Obligation*

The determination of the Company's obligation and cost of post-employment defined benefit is dependent on the selection of certain assumptions used by actuaries in calculating such amounts. Those assumptions include, among others, discount rates and expected salary increase rates. A significant change in any of these actuarial assumptions may generally affect the recognized expense, other comprehensive income or losses, and the carrying amount of the post-employment benefit obligation in the next reporting period.

The amounts of post-employment benefit obligation and expense, and an analysis of the movements in the estimated present value of post-employment benefit, as well as the significant assumptions used in estimating such obligation are presented in Note 17.2.

4. **SEGMENT REPORTING**

Operating segments are reported in a manner consistent with the internal reporting provided to the Company's BOD – its chief operating decision-maker. The Company's BOD is responsible for assessing performance of the operating segments.

The Company has only one reportable segment which is the trading business.

Further, the Company has only one geographical segment as all of its operations are based in the Philippines.

The revenue of the Company consists mainly of sales to external customers through its retail and e-commerce channels.

The Company has no significant customer which contributed to 10% or more to the revenue of the Company.

5. CASH

Cash include the following components as of December 31, 2023, and 2022:

	<u>2023</u>	<u>2022</u>
Cash on hand	P 9,639,000	P 9,542,000
Cash in banks	<u>993,991,272</u>	<u>982,659,140</u>
	<u>P1,003,630,272</u>	<u>P 992,201,140</u>

Cash in banks generally earn interest based on daily bank deposit rates and interest income is recognized as the interest accrues taking into account the effective yield. Interest income earned on bank deposits is presented as part of Finance Income under Other Income (Charges) – Net in the statements of comprehensive income (see Note 16.1).

6. RECEIVABLES

This account is composed of the following:

	<u>Notes</u>	<u>2023</u>	<u>2022</u>
Trade receivables	19.1	P 167,893,608	P 111,598,998
Non-trade receivables		22,342,262	19,356,473
Others	17.2	<u>504,568</u>	<u>1,093,335</u>
		<u>P 190,740,438</u>	<u>P 132,048,806</u>

Trade receivables are due from various customers, including credit card companies, and have credit terms ranging from 2 days to 30 days.

Non-trade receivables comprise of the Company's receivables arising from delivery fees, rental income and miscellaneous income.

Others pertain to the receivable for the transferred retirement benefit obligation from a related party under common ownership.

All of the Company's receivables have been assessed for impairment using the ECL model. Management believes that no allowance for ECL is required since there has no significant change in the credit quality of the accounts as of December 31, 2023 and 2022 [see Note 23.2(b)].

7. MERCHANDISE INVENTORIES

Merchandise inventories pertain to goods owned by the Company, which include food and non-food items, pharmaceutical products and dry goods, among others, that are traded under the normal course of business and amounted to P2,081.9 million and P1,797.9 million as of December 31, 2023 and 2022, respectively (see Note 15.1).

The Company did not provide any allowance for inventory obsolescence as the merchandise inventories are deemed realizable above cost. Hence, merchandise inventories were all stated at cost, which is lower than net realizable value, as of December 31, 2023 and 2022.

Cost of merchandise inventories charged to operations are presented as Cost of Merchandise Sold in the statements of comprehensive income (see Note 15.1).

In relation to the fire incident in the Alabang store on January 8, 2022, the Company wrote-off certain merchandise inventories amounting to P58.0 million (see Note 16.2). There was no similar event in 2023 and 2021.

8. PREPAYMENTS AND OTHER ASSETS

The composition of this account is shown below.

	<u>Note</u>	<u>2023</u>	<u>2022</u>
Current:			
Advances for purchases		P 700,302,122	P 229,442,529
Input VAT		192,973,331	517,544,987
Deferred input VAT		67,844,641	57,065,118
Prepayments		23,809,591	24,433,645
Store supplies		21,416,361	19,431,650
Short term investments		3,000,000	3,000,000
Creditable withholding tax		2,980,122	2,288,656
		<u>1,012,326,168</u>	<u>853,206,585</u>
Non-current:			
Advances to contractors		280,345,969	302,326,993
Security deposits	10	74,180,942	72,322,394
Deferred input VAT		36,061,723	36,442,834
		<u>390,588,634</u>	<u>411,092,221</u>
		<u>P1,402,914,802</u>	<u>P 1,264,298,806</u>

Advances for purchases pertains to advances that will be applied for future purchase of merchandise inventories and services.

Deferred input VAT pertains to the input VAT on purchases of services and the unamortized portion of the VAT on capital goods exceeding P1.0 million from purchases prior to 2022.

Prepayments include prepaid expenses for rentals, advertising, communication, insurance, dues and subscription, utilities, marketing and others.

Store supplies pertain to expendable items consumed during Company's operations.

Short term investments refer to the Company's time deposits with original maturities of more than three months to one year and are subject to insignificant risk of changes in value. These investments earn effective interest of 0.55% both in 2023 and 2022. Interest income from time deposits in 2023 and 2022 is presented as part of Finance Income under Other Income (Charges) – Net in the statements of comprehensive income. There were no short-term investments in 2021, hence, no interest income was recognized.

Advances to contractors pertains to advances made to various contractors for the construction of several items under property and equipment.

9. PROPERTY AND EQUIPMENT

The gross carrying amounts and accumulated depreciation and amortization of property and equipment at the beginning and end of 2023 and 2022 are shown below.

	<u>Leasehold Improvements</u>	<u>Furniture and Fixtures</u>	<u>Equipment</u>	<u>Construction in Progress (CIP)</u>	<u>Total</u>
December 31, 2023					
Cost	P 3,629,382,592	P 345,224,540	P1,151,527,849	P 538,751,316	P5,664,886,297
Accumulated depreciation and amortization	(657,547,514)	(178,388,188)	(592,836,872)	-	(1,428,772,574)
Net carrying amount	<u>P2,971,835,078</u>	<u>P 166,836,352</u>	<u>P 558,690,977</u>	<u>P 538,751,316</u>	<u>P4,236,113,723</u>
December 31, 2022					
Cost	P 3,381,333,982	P 336,552,451	P1,129,554,556	P 521,640,950	P5,369,081,939
Accumulated depreciation and amortization	(489,297,375)	(140,972,450)	(495,740,606)	-	(1,126,010,431)
Net carrying amount	<u>P 2,892,036,607</u>	<u>P 195,580,001</u>	<u>P 633,813,950</u>	<u>P 521,640,950</u>	<u>P4,243,071,508</u>
January 1, 2022					
Cost	P 2,810,724,966	P 305,689,520	P1,122,403,501	P 621,916,270	P4,860,734,257
Accumulated depreciation and amortization	(354,178,405)	(107,157,338)	(409,616,285)	-	(870,952,028)
Net carrying amount	<u>P 2,456,546,561</u>	<u>P 198,532,182</u>	<u>P 712,787,216</u>	<u>P 621,916,270</u>	<u>P3,989,782,229</u>

A reconciliation of the carrying amounts of property and equipment at the beginning and end of 2023 and 2022 is shown below and in the succeeding page.

	<u>Leasehold Improvements</u>	<u>Furniture and Fixtures</u>	<u>Equipment</u>	<u>CIP</u>	<u>Total</u>
Balance at January 1, 2023, net of accumulated depreciation and amortization	P 2,892,036,607	P 195,580,001	P 633,813,950	P 521,640,950	P4,243,071,508
Additions	105,915,903	8,672,089	21,973,293	159,243,073	295,804,358
Transfer from CIP	142,132,707	-	-	(142,132,707)	-
Depreciation and amortization charges for the year	(168,250,139)	(37,415,738)	(97,096,266)	-	(302,762,143)
Balance at December 31, 2023, net of accumulated depreciation and amortization	<u>P2,971,835,078</u>	<u>P 166,836,352</u>	<u>P 558,690,977</u>	<u>P 538,751,316</u>	<u>P4,236,113,723</u>

	Leasehold Improvements	Furniture and Fixtures	Equipment	CIP	Total
Balance at January 1, 2022, net of accumulated depreciation and amortization	P2,456,546,561	P 198,532,182	P 712,787,216	P 621,916,270	P3,989,782,229
Additions	277,206,092	7,242,465	22,455,533	334,914,349	641,818,439
Transfer from CIP	385,841,524	30,232,609	19,115,536	(435,189,669)	-
Write-off relating to fire loss	(81,182,512)	(4,756,829)	(26,524,639)	-	(112,463,980)
Depreciation and amortization charges for the year	(146,375,058)	(35,670,426)	(94,019,696)	-	(276,065,180)
Balance at December 31, 2022, net of accumulated depreciation and amortization	<u>P2,892,036,607</u>	<u>P 195,580,001</u>	<u>P 633,813,950</u>	<u>P 521,640,950</u>	<u>P4,243,071,508</u>
Balance at January 1, 2021, net of accumulated depreciation and amortization	P1,905,161,100	P 164,111,252	P 739,562,011	P 582,335,386	P3,391,169,749
Additions	211,527,249	2,384,294	47,123,020	672,005,119	933,039,682
Transfer from CIP	502,393,105	67,994,384	42,750,908	(613,138,397)	-
Disposal	(42,529,288)	(4,649,028)	(26,852,979)	(19,285,838)	(93,317,133)
Depreciation and amortization charges for the year	(120,005,605)	(31,308,720)	(89,795,744)	-	(241,110,069)
Balance at December 31, 2021, net of accumulated depreciation and amortization	<u>P2,456,546,561</u>	<u>P 198,532,182</u>	<u>P 712,787,216</u>	<u>P 621,916,270</u>	<u>P3,989,782,229</u>

The gross carrying amounts and accumulated depreciation of furniture and fixtures subject to operating lease at the beginning and end of 2023 and 2022 are shown below.

	<u>December 31, 2023</u>	<u>December 31, 2022</u>	<u>January 1, 2022</u>
Cost	P 279,231,199	P 274,777,339	P 260,022,640
Accumulated depreciation and amortization	(100,761,007)	(80,493,730)	(62,003,635)
Net carrying amount	<u>P 178,470,192</u>	<u>P 194,283,609</u>	<u>P 198,019,005</u>

A reconciliation of the carrying amounts of furniture and fixtures subject to operating lease at the beginning and end of 2023 and 2022 is shown below.

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Beginning, net of accumulated depreciation and amortization	P 194,283,609	P 198,019,005	P 162,617,746
Additions	4,453,860	22,742,104	51,856,606
Disposal	-	(7,087,933)	-
Depreciation and amortization charges for the year	(20,267,277)	(19,389,567)	(16,455,347)
Ending, net of accumulated depreciation and amortization	<u>P 178,470,192</u>	<u>P 194,283,609</u>	<u>P 198,019,005</u>

The amount of depreciation and amortization is presented as part of Depreciation and amortization under General and Administrative Expenses in the statements of comprehensive income (see Note 15.2).

In 2022, the Company wrote-off certain property and equipment with net book value of P112.5 million as a result of the fire incident in Alabang store on January 8, 2022 (see Note 16.2). There was no similar event in 2023 and 2021.

In 2021, the Company sold certain property and equipment to a related party under common ownership with carrying amount of P93.3 million and the related gain on sale is presented as part of Support, Fees, Rentals and Other Income in the 2021 statement of comprehensive income (see Note 19.3). There was no similar transaction in 2023 and 2022.

In 2023, 2022 and 2021, borrowing costs amounting to P109.8 million, P92.7 million, and P227.5 million, respectively, based on capitalization rate ranging from 6.50% to 9.75% for specific borrowings in those periods, were capitalized (see Note 13).

There were no items of property and equipment that were used as collateral for any of the Company's short-term and long-term loans.

Cost of fully depreciated and amortized assets that are still used in operations amounted to P32.7 million and P28.4 million as of December 31, 2023 and 2022, respectively.

The Company also recognized rental income from its operating leases as a lessor, which consists of variable lease arrangements, amounting to P100.8 million, P31.4 million and P35.7 million in 2023, 2022 and 2021, respectively, and is presented as part of Support, Fees, Rentals and Other Income in the statements of comprehensive income (see Note 14).

10. LEASES

The Company is a lessee under non-cancellable operating leases covering its store outlets and warehouse with lease terms ranging from 2 years to 20 years. With the exception of leases with variable consideration, only one lease contract is reflected on the statements of financial position as a right-of-use asset and a lease liability. This lease contract covers a store outlet with a remaining lease term of 8 years and 9 years as of December 31, 2023 and 2022, respectively.

Each lease generally imposes a restriction that, unless there is a contractual right for the Company to sublet the asset to another party, the right-of-use asset can only be used by the Company. The leases contain an option to renew the lease which requires mutual agreement of both parties. The Company is prohibited from selling or pledging the underlying leased assets as security. The Company must keep the leased properties in a good state of repair and return the properties in their original condition at the end of the lease. Further, the Company must insure the leased assets and incur maintenance fees on such items in accordance with the lease contracts. There are no leases with options to purchase or terminate. The Company has no short-term leases and leases of low-value assets.

The security deposits paid in connection with the leases amounted to P74.2 million and P72.3 million as of December 31, 2023 and 2022, respectively, and is presented as Security deposits under Other Non-current Assets in the statements of financial position (see Note 8). Management believes that no allowance for ECL is required for security deposits since there has been no significant change in the credit quality of the accounts [see Note 23.2(c)].

10.1 Right-of-use Asset

The carrying amount of the Company's right-of-use asset from store outlet and the movements at beginning and end of 2023 and 2022 are shown below.

	<u>2023</u>	<u>2022</u>
Cost	<u>P 209,111,455</u>	<u>P 209,111,455</u>
Accumulated amortization:		
Balance at beginning of year	61,578,833	46,184,124
Amortization for the year	<u>15,394,709</u>	<u>15,394,709</u>
Balance at end of year	<u>76,973,542</u>	<u>61,578,833</u>
Carrying amount	<u>P 132,137,913</u>	<u>P 147,532,622</u>

The amount of depreciation is presented as part of Depreciation and amortization under General and Administrative Expenses in the statements of comprehensive income (see Note 15.2).

10.2 Lease Liabilities

Lease liabilities presented in the statements of financial position are as follows:

	<u>2023</u>	<u>2022</u>
Current	P 10,982,311	P 8,630,256
Non-current	<u>197,983,976</u>	<u>208,966,287</u>
	<u>P 208,966,287</u>	<u>P 217,596,543</u>

The reconciliation of the carrying amounts of the lease liabilities are as follows:

	<u>Note</u>	<u>2023</u>	<u>2022</u>
Balance at beginning of year		P 217,596,543	P 224,150,665
Accretion of interest	10.4	20,159,704	20,864,887
Repayment	10.4	(28,789,960)	(27,419,009)
Balance at end of year		<u>P 208,966,287</u>	<u>P 217,596,543</u>

As of December 31, 2023 and 2022, the Company has no commitments for leases entered into but which had not commenced nor termination options to its lease contracts.

The lease liabilities are secured by the related underlying assets. The maturity analysis of lease liabilities as at December 31 are as follows:

	Within one year	1 to 2 years	2 to 3 years	3 to 4 years	4 to 5 years	5 to 6 years	6 to 10 years	Total
December 31, 2023								
Lease payments	P 30,229,457	P 31,740,930	P 33,327,977	P 34,994,376	P 36,744,095	P 38,581,299	P 108,567,777	P 314,185,911
Finance charges	(19,247,146)	(18,099,906)	(16,687,638)	(14,976,650)	(12,929,549)	(10,504,867)	(12,773,868)	(105,219,624)
Net present values	<u>P 10,982,311</u>	<u>P 13,641,024</u>	<u>P 16,640,339</u>	<u>P 20,017,726</u>	<u>P 23,814,546</u>	<u>P 28,076,432</u>	<u>P 95,793,909</u>	<u>P 208,966,287</u>
December 31, 2022								
Lease payments	P 28,789,960	P 30,229,458	P 31,740,930	P 33,327,977	P 34,994,376	P 36,744,095	P 147,149,076	P 342,975,872
Finance charges	(20,159,704)	(19,247,146)	(18,099,906)	(16,687,638)	(14,976,650)	(12,929,549)	(23,278,736)	(125,379,329)
Net present values	<u>P 8,630,256</u>	<u>P 10,982,312</u>	<u>P 13,641,024</u>	<u>P 16,640,339</u>	<u>P 20,017,726</u>	<u>P 23,814,546</u>	<u>P 123,870,340</u>	<u>P 217,596,543</u>

10.3 Lease Payments Not Recognized as Liabilities

The Company also entered into lease agreements that contain variable payments linked to sales generated from certain stores (see Note 19.2). The expenses relating to these leases amounting to P293.5 million, P281.0 million and P264.6 million in 2023, 2022 and 2021 are presented as Rentals under Selling Expenses in the statements of comprehensive income (see Note 15.2).

If the sales of the Company had changed by an average of +/-1.0%, the variable rent expense would have changed by +/- P2.7 million, +/- P2.6 million and +/- P2.4 million in 2023, 2022 and 2021, respectively.

10.4 Additional Profit or Loss and Cash Flow Information

The total cash outflow in respect of leases amounted to P28.8 million, P27.4 million and P26.1 million in 2023, 2022 and 2021, respectively. Interest expense in relation to lease liabilities amounted to P20.2 million, P20.9 million and P21.4 million in 2023, 2022 and 2021, respectively, and is presented as part of Finance Costs in the statements of comprehensive income (see Note 16.1).

11. INTANGIBLE ASSETS

The gross carrying amounts and accumulated amortization of intangible assets at the beginning and end of 2023 and 2022 are shown below.

	2023	2022	2021
Cost	P 884,372,161	P 732,816,801	P 503,565,463
Accumulated amortization	(327,115,688)	(178,366,903)	(68,996,175)
	<u>P 557,256,473</u>	<u>P 554,449,898</u>	<u>P 434,569,288</u>

A reconciliation of the carrying amounts of intangible assets at the beginning and end of 2023, 2022 and 2021 is shown below.

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Balance at beginning of year, net of accumulated amortization	P 554,449,898	P 434,569,288	P 112,409,082
Additions	151,555,360	229,251,336	363,931,373
Amortization charges for the year	(148,748,785)	(109,370,726)	(40,361,946)
Disposal	<u>-</u>	<u>-</u>	<u>(1,409,221)</u>
Balance at end of year, net of accumulated amortization	<u>P 557,256,473</u>	<u>P 554,449,898</u>	<u>P 434,569,288</u>

In 2021, the Company sold certain intangible assets with net book value of P1.4 million. The related gain arising from this transaction is presented under Support, Fees, Rentals and Other income in the 2021 statement of comprehensive income (see Note 19.3). There was no similar transaction in 2023 and 2022.

The amount of amortization is presented as part of Depreciation and amortization under General and Administrative Expenses in the statements of comprehensive income (see Note 15.2).

Intangible assets are subject to impairment whenever there is an indication of impairment. No impairment losses were recognized in 2023, 2022 and 2021 as the recoverable amounts of the intangible assets determined by management are higher than their carrying values.

There were no contractual commitments entered into in 2023, 2022 and 2021.

12. TRADE AND OTHER PAYABLES

The composition of this account is shown below.

	<u>Note</u>	<u>2023</u>	<u>2022</u>
Trade payables		P 326,934,225	P 575,689,665
Accrued expenses	13	22,069,554	10,104,032
Withholding taxes and other government payables		12,472,921	6,488,430
Customer loyalty rewards liability		<u>1,301,484</u>	<u>538,431</u>
		<u>P 362,778,184</u>	<u>P 592,820,558</u>

Trade payables arise from the Company's purchases of merchandise inventories and other direct costs. These are noninterest-bearing and have credit terms ranging from seven to 30 days.

Accrued expenses are liabilities arising from unpaid interest, agency service fee, utilities, professional fees and other expenses.

The Company operates a customer loyalty incentive programme where individual customers accumulate points for purchases made which entitle them for award credits on future purchases. The Company recognized a deferred revenue for the unredeemed points.

13. LOANS PAYABLE

The account consists of:

	Note	2023	2022
Current:			
Short-term loans	13.1	P1,052,259,334	P 1,063,176,816
Current portion of long-term loans	13.2	<u>337,393,162</u>	<u>184,615,384</u>
		1,389,652,496	1,247,792,200
Non-current:			
Long-term loans	13.2	<u>347,222,222</u>	<u>184,615,385</u>
		P1,736,874,718	P 1,432,407,585

Presented below is the reconciliation of the Company's loans payable.

	Short-term Loans	Long-term Loans	Total
Balance as of January 1, 2023	P1,063,176,816	P 369,230,769	P1,432,407,585
Additional borrowings	1,601,069,927	500,000,000	2,101,069,927
Repayments of borrowings	(1,611,987,409)	(184,615,385)	(1,796,602,794)
Balance at December 31, 2023	<u>P1,052,259,334</u>	<u>P 684,615,384</u>	<u>P1,736,874,718</u>
Balance as of January 1, 2022	P 780,000,000	P 653,846,154	P1,433,846,154
Reclassification	100,000,000	(100,000,000)	-
Additional borrowings	1,380,176,816	-	1,380,176,816
Repayments of borrowings	(1,197,000,000)	(184,615,385)	(1,381,615,385)
Balance at December 31, 2022	<u>P1,063,176,816</u>	<u>P 369,230,769</u>	<u>P1,432,407,585</u>
Balance as of January 1, 2021	P1,150,878,598	P2,619,038,461	P3,769,917,059
Additional borrowings	3,958,260,278	292,500,000	4,250,760,278
Repayments of borrowings	(4,329,138,876)	(2,257,692,307)	(6,586,831,183)
Balance at December 31, 2021	<u>P 780,000,000</u>	<u>P 653,846,154</u>	<u>P1,433,846,154</u>

The total interest expense incurred on these loans amounted to P124.0 million, P98.3 million and P276.4 million in 2023, 2022 and 2021, respectively. The related borrowing costs amounting to P109.8 million, P92.7 million and P227.5 million in 2023, 2022 and 2021, respectively, were capitalized as part of Property and Equipment, based on capitalization rate ranging from 6.50% to 9.75% for specific borrowing in those years (see Note 9). The remaining interest amounting to P14.2 million, P5.6 million and P48.9 million in 2023, 2022 and 2021, respectively, are charged to expense and is presented as part of Finance Costs under Other Income (Charges) – Net in the statements of comprehensive income (see Note 16.1).

The unpaid interest amounted to P17.0 million and P8.2 million as of December 31, 2023 and 2022 and is presented as part of Accrued expenses under Trade and Other Payables in the statements of financial position (see Note 12).

13.1 Short-term Loans

In 2023, 2022 and 2021, the Company obtained various short-term loans from various local banks for the Company's working capital requirements with fixed interest rates ranging from 5.00% to 9.75% and with terms of 90 to 180 days. These loans are secured by cross suretyship of the Company's ultimate parent company (see Note 19.4). There are no loan covenants on the Company's short-term loans.

13.2 Long-term Loans

In 2023, the Company obtained a four-year corporate loan, inclusive of one-year grace period, from a local bank for general purpose and to refinance the Company's existing short-term loans with fixed interest rate ranging from 8.50% to 10.99%. The principal amount of the loan is payable in quarterly equal installments starting February 1, 2024.

In 2021 and 2020, the Company also obtained three to seven-year corporate loans, inclusive of two-year grace period, from various local banks for the Company's store construction and expansion with fixed interest rate ranging from 6.50% to 8.08%. The principal amount of the loans is payable in 13 quarterly amortizations starting August 29, 2021. There was no similar transaction in 2022.

The loans are secured by cross suretyship of the Company's ultimate parent company (see Note 19.4). Certain loans of the Company with local banks are subject to covenants and all have been complied with as of December 31, 2023 and 2022 (see Note 25).

14. REVENUES

The Company's sales revenues arise from transactions with individual and corporate customers in the Philippines totalling to P10,193.9 million, P9,759.7 million and P9,456.4 million in 2023, 2022 and 2021, respectively.

The disaggregation on revenue recognition whether point in time or over time is shown below and in the succeeding page.

	<u>Point in time</u>	<u>Over time</u>	<u>Total</u>
<u>2023</u>			
Sales	P10,193,891,934	P -	P10,193,891,934
Delivery fees	-	22,291,828	22,291,828
Miscellaneous	<u>2,417,597</u>	<u>-</u>	<u>2,417,597</u>
	<u>P10,196,309,531</u>	<u>P 22,291,828</u>	<u>P10,218,601,359</u>

	<u>Point in time</u>	<u>Over time</u>	<u>Total</u>
<u>2022</u>			
Sales	P9,759,707,468	P -	P9,759,707,468
Delivery fees	-	18,196,443	18,196,443
Miscellaneous	<u>1,840,982</u>	<u>-</u>	<u>1,840,982</u>
	<u>P9,761,548,450</u>	<u>P 18,196,443</u>	<u>P9,779,744,893</u>
<u>2021</u>			
Sales	P9,456,401,220	P -	P9,456,401,220
Delivery fees	-	24,253,245	24,253,245
Miscellaneous	<u>20,330,321</u>	<u>-</u>	<u>20,330,321</u>
	<u>P9,476,731,541</u>	<u>P 24,253,245</u>	<u>P9,500,984,786</u>

The Company also recognized variable rental income from its operating leases as lessor amounting to P100.8 million, P31.4 million and P35.7 million in 2023, 2022 and 2021, respectively (see Note 9).

Rentals, delivery fees and miscellaneous income are presented as Support, Fees, Rentals and Other Income in the statements of comprehensive income.

15. COSTS AND EXPENSES

15.1 Cost of Merchandise Sold

The details of cost of merchandise sold are shown on below.

	<u>Note</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Merchandise inventories				
at beginning of year	7	P 1,797,940,590	P1,826,059,707	P1,393,419,308
Purchases during the year		<u>8,423,039,038</u>	<u>7,728,781,485</u>	<u>8,033,139,646</u>
Cost of goods available for sale		10,220,979,628	9,554,841,192	9,426,558,954
Merchandise inventories at end of year	7	<u>(2,081,923,403)</u>	<u>(1,797,940,590)</u>	<u>(1,826,059,707)</u>
		<u>P 8,139,056,225</u>	<u>P7,756,900,602</u>	<u>P7,600,499,247</u>

15.2 Other Operating Expenses

The details of selling, general and administrative expenses by nature are shown below.

	<u>Notes</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Depreciation and amortization	9, 10.1, 11	P 466,905,637	P 400,830,615	P 296,866,723
Rentals	10.3, 19.2	293,464,492	281,009,936	264,590,255
Communication and utilities		292,767,376	273,315,491	243,157,862
Agency fee		244,772,025	235,515,977	218,544,070
Salaries, wages and other other employee benefits	17.1	120,069,686	103,342,971	118,231,818
Taxes and licenses		53,529,115	49,466,086	54,562,120
Merchant fee		42,117,971	43,863,989	48,900,892
Operating supplies		27,633,429	37,093,513	29,631,387
Repairs and maintenance		26,708,111	41,597,351	37,129,493
Advertising and promotions		21,583,918	18,087,797	18,373,817
Travel and transportation		19,198,784	19,055,098	19,289,715
Insurance		17,938,118	13,172,778	10,465,898
Dues and subscriptions		15,381,137	25,452,247	3,088,807
Professional fees	20.2	4,282,873	3,756,216	33,425,945
Delivery fees		2,796,861	2,814,809	5,429,270
Others	20.2	3,401,292	4,908,546	19,482,826
		<u>P1,652,550,825</u>	<u>P1,553,283,420</u>	<u>P1,421,170,898</u>

These expenses are classified as follows:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Selling	P1,071,913,870	P1,036,641,834	P 983,988,864
General and administrative	<u>580,636,955</u>	<u>516,641,586</u>	<u>437,182,034</u>
	<u>P1,652,550,825</u>	<u>P1,553,283,420</u>	<u>P 1,421,170,898</u>

16. OTHER INCOME (CHARGES)

16.1 Finance Income (Costs)

Finance income (costs) include the following:

	<u>Notes</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
<i>Finance costs:</i>				
Interest expense from:				
Lease liabilities	10.2	P 20,159,704	P 20,864,887	P 21,387,266
Retirement benefit obligation	17.2	1,620,018	1,084,303	501,042
Loans payable	13	<u>14,249,789</u>	<u>5,556,940</u>	<u>48,932,759</u>
		<u>P 36,029,511</u>	<u>P 27,506,130</u>	<u>P 70,821,067</u>

	<u>Notes</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
<i>Finance income:</i>				
Interest income				
from banks	5, 8	<u>P 265,067</u>	<u>P 323,252</u>	<u>P 406,518</u>

16.2 Losses from Fire Damage

On January 8, 2022, the Company's distribution warehouse, selling area and head office, located in Alabang, Muntinlupa City, was severely damaged by a fire. As a result, the Company wrote-off certain inventories and property and equipment with the net carrying value amounting to P58.0 million and P112.5 million, respectively (see Notes 7 and 9). The Company received total insurance claims amounting to P98.6 million, which was offset against the losses incurred from the fire incident. The related net loss which amounted to P71.8 million is presented as Loss from fire damage under Other Income (Charges) – Net in the 2022 statement of comprehensive income. There was no similar event in 2023 and 2021.

17. EMPLOYEE BENEFITS

17.1 Salaries, Wages and Employee Benefits

Details of salaries and employee benefits, which is presented as part of Selling, General and Administrative Expenses in the statements of comprehensive income are presented below.

	<u>Notes</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Salaries and wages		P 76,449,843	P 68,260,044	P 83,239,149
Post-employment benefits	17.2	5,888,007	7,468,356	16,319,054
Other employee benefits		<u>37,731,836</u>	<u>27,614,571</u>	<u>18,673,615</u>
	15.2	<u>P 120,069,686</u>	<u>P 103,342,971</u>	<u>P 118,231,818</u>

17.2 Post-employment Benefits

(a) Characteristics of the Defined Benefit Plan

The Company maintains an unfunded, non-contributory, post-employment defined benefit plan covering all qualified employees.

The normal retirement age of the Company's employees is at 60 with a minimum of five years of credited service. The compulsory retirement age is at 65 with a minimum of five years of credited service. The normal retirement benefit is equal to 100% of the monthly salary multiplied by every year of credited service.

(b) Explanation of Amounts Presented in the Financial Statements

The actuarial valuation was made in 2023 and 2022 by a professionally qualified actuary. The retirement benefit obligation amounted to P30.1 million and P22.0 million as of December 31, 2023 and 2022, respectively and is presented as Retirement Benefit Obligation in the statements of financial position.

The movements in the present value of the retirement benefit obligation recognized in the statements of financial position are as follows:

	<u>2023</u>	<u>2022</u>
Balance at beginning of year	P 22,008,221	P 20,869,333
Current service cost	5,888,007	7,468,356
Interest cost	1,620,018	1,084,303
Actuarial loss (gain) due to:		
Changes in financial assumptions	5,014,079	(9,301,398)
Experience adjustments	(4,929,398)	794,292
Net acquired obligation due to employee transfers	<u>504,568</u>	<u>1,093,335</u>
Balance at end of year	<u>P 30,105,495</u>	<u>P 22,008,221</u>

In 2023 and 2022, the Company recognized a receivable for the transferred retirement benefit obligation related to the transfer of employees to the Company from a related party under common ownership amounting to P0.5 million and P1.1 million, respectively, which remained outstanding as of December 31, 2023 and 2022. The outstanding receivable is presented as Others under Receivables in the statements of financial position (see Notes 6 and 19).

The component of amounts recognized in profit or loss and in other comprehensive income or loss in respect of the retirement benefit obligation are as follows:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
<i>Reported in profit or loss:</i>			
Current service cost	P 5,888,007	P 7,468,356	P 16,319,054
Interest cost	<u>1,620,018</u>	<u>1,084,303</u>	<u>501,042</u>
	<u>P 7,508,025</u>	<u>P 8,552,659</u>	<u>P 16,820,096</u>
<i>Reported in other comprehensive loss (income):</i>			
Actuarial loss (gain) arising from:			
Changes in financial assumptions	P 5,014,079	(P 9,301,398)	P -
Experience adjustments	<u>(4,929,398)</u>	<u>794,292</u>	<u>-</u>
	<u>P 84,681</u>	<u>(P 8,507,106)</u>	<u>P -</u>

The current service cost is presented as part of Salaries, wages and other employee benefits under Selling Expenses in the statements of comprehensive income (see Note 15.2). Meanwhile, interest cost is included as part of Finance costs under Other Income (Charges) – Net in the statements of comprehensive income (see Note 16.1).

Amounts recognized in other comprehensive income or loss were included within items that will not be reclassified subsequently to profit or loss.

In determining the amount of the retirement benefit obligation, the following significant actuarial assumptions were used:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Discount rate	6.15%	7.37%	5.20%
Expected rate of salary increases	7.75%	7.75%	7.75%

Assumptions regarding future mortality experience are based on published statistics and mortality tables. The average remaining working lives of an individual retiring at the age of 60 is 11 years. These assumptions were developed by management with the assistance of an independent actuary. Discount factors are determined close to the end of each reporting period by reference to the interest rates of zero-coupon government bonds with terms to maturity approximating to the terms of the post-employment obligation. Other assumptions are based on current actuarial benchmarks and management's historical experience.

(c) *Risks Associated with the Retirement Plan*

The plan exposes the Company to actuarial risks such as interest rate risk, longevity risk and salary risk.

(i) *Interest Rate Risk*

The present value of the defined benefit obligation is calculated using a discount rate determined by reference to market yields of government bonds. Generally, a decrease in the interest rate of a reference government bonds will increase the plan obligation.

(ii) *Longevity and Salary Risks*

The present value of the defined benefit obligation is calculated by reference to the best estimate of the mortality of the plan participants during their employment and to their future salaries. Consequently, increases in the life expectancy and salary of the plan participants will result in an increase in the plan obligation.

(d) *Other Information*

The information on the sensitivity analysis for certain significant actuarial assumptions, and the timing and uncertainty of future cash flows related to the retirement plan for the years ended December 31, 2023 and 2022, are discussed in the succeeding page.

(i) *Sensitivity Analysis*

The following table summarizes the effects of changes in the significant actuarial assumptions used in the determination of the defined benefit obligation as of December 31, 2023 and 2022:

	<u>Impact on Post-Employment Benefit Obligation</u>		
	<u>Change in Assumption</u>	<u>Increase in Assumption</u>	<u>Decrease in Assumption</u>
<u>December 31, 2023</u>			
Discount rate	+/- 1.0%	(P 4,185,272)	P 5,082,832
Salary growth rate	+/- 1.0%	5,078,696	(4,260,765)
<u>December 31, 2022</u>			
Discount rate	+/- 1.0%	(P 3,137,211)	P 3,803,637
Salary growth rate	+/- 1.0%	3,844,349	(3,223,016)

The sensitivity analysis is based on a change in an assumption while holding all other assumptions constant. This analysis may not be representative of the actual change in the defined benefit obligation as it is unlikely that the change in assumptions would occur in isolation of one another as some of the assumptions may be correlated. Furthermore, in presenting the sensitivity analysis, the present value of the defined benefit obligation has been calculated using the projected unit credit method at the end of the reporting period, which is the same as that applied in calculating the defined benefit obligation recognized in the statements of financial position.

(ii) *Funding Arrangements and Expected Contributions*

The plan is currently unfunded by P30.1 million based on the latest actuarial valuation. While there are no minimum funding requirements in the country, the size of the underfunding may pose a cash flow risk in about 20 years' time when a significant number of employees is expected to retire.

The Company has yet to determine when to establish a retirement fund and how much to contribute.

The maturity profile of the undiscounted expected benefit payments as of December 31 from the plan follows:

	<u>2023</u>	<u>2022</u>
Within five years	P 9,319,995	P 1,544,248
More than five years to 10 years	15,889,299	16,087,530
More than 10 years to 15 years	42,878,106	19,029,136
More than 15 years to 20 years	103,278,114	95,947,929
More than 20 years	<u>354,196,075</u>	<u>346,619,367</u>
	<u>P 525,561,589</u>	<u>P 479,228,210</u>

The weighted average duration of the defined benefit obligation at the end of the reporting period is 19.2 years.

18. TAXES

The components of tax expense as reported in profit or loss follow:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
<i>Reported in profit or loss:</i>			
Current tax expense (income):			
Regular corporate income tax (RCIT) at 25%	P 33,245,590	P 33,324,271	P -
Minimum corporate income tax (MCIT) at 1.5% in 2023 and 1% in 2022 and 2021	-	-	19,370,253
Application of excess MCIT	-	(10,820,610)	-
Effect of the change in income tax rate	-	-	(1,155,944)
	<u>33,245,590</u>	<u>22,503,661</u>	<u>18,214,309</u>
Deferred tax expense (income) arising from:			
Origination and reversal of temporary differences	89,572,184	77,642,007	63,720,315
Effect of change in income tax rate	-	-	(23,832,759)
	<u>89,572,184</u>	<u>77,642,007</u>	<u>39,887,556</u>
	<u>P 122,817,774</u>	<u>P 100,145,668</u>	<u>P 58,101,865</u>
<i>Reported in other comprehensive income –</i>			
Deferred tax expense (income) arising from:			
Origination and reversal of temporary differences	(P 21,170)	P 2,126,777	P -

A reconciliation of tax on pre-tax profit computed at the applicable statutory rates to tax expense reported in profit or loss as presented as follows:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Tax on pretax profit at 25%	P 123,010,182	P 100,477,402	P 111,146,968
Adjustment for income subjected to lower tax rate	(66,266)	(80,813)	(101,630)
Effect of the change in income tax rate	-	-	(24,988,703)
Tax effects of:			
Non-taxable income	-	(273,334)	-
Non-deductible expenses	-	22,413	20,326
IPO expenses charged against APIC	-	-	(27,975,096)
Others	(126,142)	-	-
Tax expense	<u>P 122,817,774</u>	<u>P 100,145,668</u>	<u>P 58,101,865</u>

The net deferred tax liabilities pertain to the following as of December 31:

	Statements of Financial Position		Statements of Comprehensive Income			Other Comprehensive Income		
			Profit or Loss					
	2023	2022	2023	2022	2021	2023	2022	2021
Deferred tax assets:								
Lease liabilities	P 52,241,572	P 54,399,137	P 2,157,565	P 1,638,531	P 12,625,356	P -	P -	P -
MCIT	8,549,643	8,549,643	-	10,820,610	(19,370,253)	-	-	-
Retirement benefit obligation	7,526,374	5,502,055	(2,003,148)	(3,423,807)	(4,205,025)	21,170	(2,126,777)	-
Rewards liability	325,371	134,608	(190,762)	960,774	(36,513)	-	-	-
Net operating loss carry-over	-	-	-	678,984	(678,984)	-	-	-
	<u>68,642,960</u>	<u>68,585,443</u>	<u>(36,345)</u>	<u>10,675,092</u>	<u>(11,665,419)</u>	<u>21,170</u>	<u>(2,126,777)</u>	<u>-</u>
Deferred tax liabilities:								
Tax depreciation and amortization	(200,424,233)	(125,024,519)	75,399,714	54,221,623	33,065,398	-	-	-
Borrowing costs	(187,388,155)	(169,330,662)	18,057,493	16,593,970	31,252,356	-	-	-
Right-of-use assets	(33,034,478)	(36,883,156)	(3,848,678)	(3,848,678)	(12,764,779)	-	-	-
	<u>(420,846,866)</u>	<u>(331,238,337)</u>	<u>89,608,529</u>	<u>66,966,915</u>	<u>51,552,975</u>	<u>-</u>	<u>-</u>	<u>-</u>
Deferred tax liabilities - net	(P 352,203,906)	(P 262,652,894)				P 21,170	(P 2,126,777)	P -
Net deferred tax expense			P 89,572,184	P 77,642,007	P 39,887,556			

Starting 2021, the Company is subject to the MCIT, which is computed at 1% of gross income as defined under the tax regulations, or RCIT, whichever is higher. The MCIT rate reverted to 2% starting July 1, 2023. The Company reported RCIT in 2023 and 2022 and MCIT in 2021.

In 2021, the Company incurred NOLCO amounting to P2.7 million which can be claimed as a deduction from the gross taxable income until 2026. Pursuant to Section 4 (bbbb) of R.A. No. 11494, *Bayaniban to Recover as One Act (Bayaniban II)* and as implemented under RR No. 25-2020, the net operating loss of a business or enterprise incurred for the taxable year 2021 can be carried over as a deduction from gross income for the next five consecutive taxable years following the year of such loss which is until 2026. In 2022, the whole amount of NOLCO was applied against the gross taxable income.

The MCIT of P19.3 million in 2021 is valid and deductible from future RCIT until 2024. In 2022, the excess MCIT amounting to P10.8 million was claimed as deduction against RCIT.

The Company claimed itemized deductions for 2023, 2022 and 2021 in computing for its income tax due.

19. RELATED PARTY TRANSACTIONS

The Company's related parties include its ultimate parent company, parent company, related parties under common ownership, key management personnel and others.

Based on the requirements of SEC Memorandum Circular 2019-10, *Rules on Material Related Party Transactions for Publicly-Listed Entities*, transactions amounting to 10% or more of the total assets based on the latest audited financial statements that were entered into with the related parties are considered material.

All individual material related party transactions shall be approved by at least two-thirds vote of the BOD, with at least a majority of independent directors voting to approve the material related party transactions. In case that a majority of the independent directors' vote is not secured, the material related party transaction may be ratified by the vote of the stockholders representing at least two-third of the outstanding capital stock. For aggregate related party transactions within a 12-month period that breaches the materiality threshold of 10% of the Company's total assets based on the latest audited financial statements, the same BOD approval would be required for the transactions that meet and exceed the materiality threshold covering the same related party.

Directors with personal interest in the transaction should abstain from participating in the discussion and voting on the same. In case they refuse to abstain, their attendance shall not be counted for purposes of assessing the quorum and their votes shall not be counted for purposes of determining approval.

The summary of the Company's transactions with its related parties are discussed below.

	Notes	Amount of Transactions			Outstanding Balances	
		2023	2022	2021	Receivables (Payables)	
		2023	2022	2021	2023	2022
Parent Company –						
Dividends	20	P 39,804,144	P 48,989,715	P -	P -	P -
Related Parties Under Common Ownership:						
Sale of merchandise	19.1	50,368,722	61,461,748	156,977,701	24,328,984	18,819,945
Rentals	19.2	293,464,492	281,009,936	264,590,255	-	-
Transferred retirement benefit obligation	6, 17.2	504,568	1,093,335	4,049,237	504,568	1,093,335
Sale of property and equipment and intangible assets	19.3	-	-	104,726,354	-	-
Key Management Personnel –						
Compensation	19.5	18,130,781	13,755,619	11,869,200	-	-

As of December 31, 2023, 2022 and 2021, the Company's outstanding receivables with related parties were subjected to impairment using ECL assessment. Based on management assessment, no impairment needs to be recognized. The outstanding balances of related party transactions are noninterest-bearing, unsecured and payable in cash on demand and upon due date.

The details of the Company's related party transactions and balances are as follows:

19.1 Sale of Merchandise

The Company sells various merchandise items to its related parties with similar transaction price and terms under exact business circumstance with third parties. These transactions are presented as part of Revenues in the statements of comprehensive income (see Note 14). The outstanding receivables from these transactions as of December 31, 2023 and 2022 are presented as part of Trade under Receivables in the statements of financial position (see Note 6).

19.2 Lease Agreements

The Company entered into lease agreements with related parties under common ownership that contain variable payments linked to sales generated from certain stores. The expenses relating to these leases amounting are presented as part of Rentals under Selling Expenses in the statements of comprehensive income (see Notes 10.3 and 15.2).

19.3 Sale of Property and Equipment and Intangible Assets

In 2021, the Company sold certain property and equipment and intangible assets to a related party under common ownership amounting to P93.3 million and P1.4 million, respectively, with a total selling price of P104.7 million and the related gain on sale amounting to P10.0 million is presented as part of Support, Fees, Rentals and Other Income in the 2021 statement of comprehensive income (see Notes 9 and 11). There is no outstanding receivable arising from this transaction. There was no similar transaction in 2023 and 2022.

19.4 Guarantees of Loans

The Company obtained short-term and long-term loans with interests ranging from 6.50% to 11.00% in 2023 and 5.00% to 8.08% in 2022 and 2021, for additional working capital requirements and store construction and expansion. Both the Company's short-term and long-term loans are secured by cross suretyship of its ultimate parent company (see Notes 13.1 and 13.2).

19.5 Key Management Personnel Compensation

The total compensation of key management personnel, which include all managers and executives, is shown below.

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Short-term benefits	P 16,938,863	P 13,755,619	P 5,731,239
Post-employment benefits	<u>1,191,918</u>	<u>-</u>	<u>6,137,961</u>
	<u>P 18,130,781</u>	<u>P 13,755,619</u>	<u>P 11,869,200</u>

20. EQUITY

20.1 Capital Stock

Details of this account are shown below.

	Shares			Amount		
	2023	2022	2021	2023	2022	2021
Common shares						
Authorized						
Balance at beginning of the year	30,000,000,000	30,000,000,000	20,000,000	P 3,000,000,000	P 3,000,000,000	P 2,000,000,000
Increase during the year	-	-	10,000,000,000	-	-	1,000,000,000
Change in par value	-	-	19,980,000,000	-	-	-
Balance at end of year	<u>30,000,000,000</u>	<u>30,000,000,000</u>	<u>30,000,000,000</u>	<u>P 3,000,000,000</u>	<u>P 3,000,000,000</u>	<u>P 3,000,000,000</u>
Issued and outstanding:						
Balance at beginning of the year	22,857,145,000	22,857,145,000	13,385,000	P 2,285,714,500	P 2,285,714,500	P 1,338,500,000
Issuance during the year	-	-	9,472,145,000	-	-	947,214,500
Change in par value	-	-	13,371,615,000	-	-	-
Balance at end of year	<u>22,857,145,000</u>	<u>22,857,145,000</u>	<u>22,857,145,000</u>	<u>P 2,285,714,500</u>	<u>P 2,285,714,500</u>	<u>P 2,285,714,500</u>

On February 5, 2021, the Company's BOD and stockholders approved the increase in the authorized capital stock from P2,000.0 million divided into 20.0 million common shares with a par value of P100.0 per share to P3,000.0 million divided into 30,000.0 million common shares with a par value of P0.10 per share. On June 25, 2021, the increase in authorized capital stock was approved by the SEC. Out of the increase in the authorized capital stock of the Company, 2,615.0 million shares with an aggregate subscription price of P261.5 million has been fully paid in cash. The payment of subscriptions thru cash was approved by the Company's BOD and stockholders on the same date as above.

On November 3, 2021, the Company, by way of an Initial Public Offering (IPO), sold 6,857.1 million with an Overallotment Option of up to 685.7 million of its common stock (Offer Share) at an offer price of P0.60 per Offer Share, and generated gross proceeds of P4,114.3 million from such IPO.

As of December 31, 2023 and 2022, the Company's number of shares registered totalled 22,857,145,000 with par value of P0.10 per share and closed at a price of P0.16 and P0.23 in 2023 and 2022, respectively. The total number of stockholders is 23 and 21 as of December 31, 2023 and 2022, respectively, with the shares held in the name of PCD Nominee Corporation belonging to 123 participants. The public float lodged with PCD Nominee Corporation is counted only as one stockholder.

20.2 Additional Paid-in Capital

Additional paid-in capital consists of P3,316.7 million proceeds from IPO in 2021, net of P111.9 million stock issuance costs incurred such as underwriting fees and commissions, taxes and filing fees (see Note 20.1).

The residual IPO-related expenses totalling to P45.8 million is allocated to Professional fees and Others amounting to P30.6 million and P15.2 million, respectively, and is presented under General and Administrative Expenses in the 2021 statement of comprehensive income (see Note 15.2).

20.3 Dividends Declaration

On December 4, 2020, the Company's BOD approved the declaration of cash dividends amounting to P6.3 million and payable to stockholders of record on December 22, 2020, which remain unpaid as of December 31, 2020 and subsequently fully settled in 2021.

On August 15, 2022, the Company's BOD approved the declaration of cash dividends amounting to P73.1 million (equivalent to P0.0032 per share) and payable to stockholders of record on September 12, 2022. The dividend was fully paid in 2022. There was no dividend declaration in 2021.

On August 14, 2023, the Company's BOD approved the declaration of cash dividends amounting to P59.4 million (equivalent to P0.0026 per share) and payable to stockholders of record on September 12, 2023. The dividend was fully paid in 2023.

21. EARNINGS PER SHARE

EPS were computed as follows:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Net profit	P 369,222,953	P 301,763,941	P 386,486,008
Divided by weighted average number of outstanding common shares	<u>22,857,145,000</u>	<u>22,857,145,000</u>	<u>15,835,357,500</u>
Basic and diluted EPS	<u>P 0.02</u>	<u>P 0.01</u>	<u>P 0.02</u>

The Company has no potential dilutive common shares as of December 31, 2023, 2022 and 2021.

22. PROVISIONS, COMMITMENTS AND CONTINGENCIES

22.1 Unused Line of Credit

The Company has unused line of credit amounting to P400.0 million and P230.8 million as of December 31, 2023 and 2022, respectively.

22.2 Others

There are other commitments, guarantees and contingent liabilities that may arise in the normal course of operations of the Company which are not reflected in the financial statements. As of December 31, 2023 and 2022, management is of the opinion that losses, if any, from these items will not have any material effect on the Company's financial statements, taken as a whole.

23. RISK MANAGEMENT OBJECTIVES AND POLICIES

The Company is exposed to certain financial risks in relation to financial instruments. The main types of risks are interest rate risk, credit risk and liquidity risk.

The Company's risk management is coordinated with its parent company, in close cooperation with the BOD, and focuses on actively securing the Company's short-to-medium term cash flows by minimizing the exposure to financial markets. The Company does not engage in the trading of financial assets for speculative purposes nor does it write options.

The most significant financial risks to which the Company is exposed to are described below and in the succeeding pages.

23.1 Interest Rate Risk

The Company's policy is to minimize interest rate cash flow risk exposures on long-term financing. In 2023, 2022, and 2021, the Company is exposed to changes in market interest rates through its cash in banks, which are subject to interest based on daily bank deposits rates.

On the other hand, the Company's short-term and long-term bank loans are subject to fixed rates ranging from 6.50% to 11.00% per annum, 5.00% to 8.08% per annum and 6.50% to 8.08% per annum for 2023, 2022 and 2021, respectively (see Note 13). Accordingly, management assessed that the Company is not significantly exposed to changes in market interest rates for its bank borrowings in 2023, 2022 and 2021.

The sensitivity of the net result for 2023 and 2022 is analyzed based on reasonably possible change in interest rates of +/- 1.45% and +/- 1.27%, respectively. The calculations are based on a change in the average market interest rate for each period, using standard deviation, in the previous 12 months estimated at 99% confidence level. These changes are considered to be reasonably possible based on observation of current market conditions. The sensitivity analysis is based on the Company's financial instruments held at the end of each reporting period, with effect estimated from the beginning of the period. With other variables held constant, if the interest rate increased, profit before tax would have decreased by P39.9 million and P31.7 million in 2023 and 2022, respectively. Conversely, if the interest rate decreased by the same percentage, profit before tax would have been higher by the same amount.

23.2 Credit Risk

Credit risk is the risk that counterparty will fail to discharge an obligation to the Company. The Company continuously monitors defaults of customers and other counterparties, identified either individually or by group, and incorporate this information into its credit risk controls. The Company's policy is to deal only with creditworthy counterparties.

Generally, the maximum credit risk exposure of financial assets is the carrying amount of the financial assets as shown on the face of the statements of financial position (or in the detailed analysis provided in the notes to financial statements), as summarized below.

	<u>Notes</u>	<u>2023</u>	<u>2022</u>
Cash and cash equivalents	5	P1,003,630,272	P 992,201,140
Receivables	6	190,740,438	132,048,806
Short-term investments	8	3,000,000	3,000,000
Security deposits	8, 10	<u>74,180,942</u>	<u>72,322,394</u>
		<u>P1,271,551,652</u>	<u>P1,199,572,340</u>

None of the financial assets are secured by collateral or other credit enhancements, except for cash and short-term investments as described below. Additional information on the financial assets follows:

(a) *Cash and Short-term Investments*

The credit risk for cash and short-term investments is considered negligible, since the counterparties are reputable banks with high quality external credit ratings. This includes demand deposits and short-term placements which are insured by the Philippine Deposit Insurance Corporation up to a maximum coverage of P0.5 million for every depositor per banking institution.

(b) *Receivables*

The Company applies the PFRS 9 simplified approach in measuring ECL which uses a lifetime expected loss allowance for receivables.

To measure the ECL, trade receivables have been grouped based on shared credit risk characteristics and the days past due (age buckets). The Company also concluded that the expected loss rates for trade receivables are a reasonable approximation of the loss rates for the other receivables as it shares the same credit risk characteristics.

The expected loss rates are based on the payment and aging profiles over a period of three years before December 31, 2023 and 2022, and the corresponding historical credit losses experienced within such period. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables. The Company has identified that the Philippine inflation was the most relevant factor in 2023 and 2022, and accordingly adjusts the historical loss rates based on expected changes in this factor.

The Company identifies a default when the receivables become credit-impaired or when the customer is not able to settle the receivables within the normal credit terms of 2 to 90 days, depending on the terms with customers; hence, these receivables were already considered as past due on its contractual payment. In addition, the Company considers qualitative assessment in determining default such as in instances where the customer is unlikely to pay its obligations and is deemed to be in significant financial difficulty.

As of December 31, 2023 and 2022, all of the Company trade receivables are considered current and not yet due. On that basis, no expected credit loss allowance was determined.

No loss allowance was also provided as at December 31, 2023 and 2022, on the Company's non-trade receivables as the Company does not have any non-trade receivables which have been outstanding for more than three months. The Company's management continues to monitor counterparties default rates and macroeconomic factors affecting counterparties' ability to settle receivables. Management considers the credit quality of non-trade receivables that are not past due or impaired to be good.

(c) *Security Deposits*

The Company is not exposed to any significant credit risk exposure, since the counterparties are reputable lessors with sound liquid position.

23.3 Liquidity Risk

The Company manages its liquidity needs by carefully monitoring scheduled debt servicing payments for long-term financial liabilities as well as cash outflows due in a day-to-day business. Liquidity needs are monitored in various time bands, on a day-to-day and week-to-week basis, as well as on the basis of a rolling 30-day projection. Long-term liquidity needs for a six-month and one-year period are identified monthly.

The Company maintains cash to meet its liquidity requirements for up to 30-day periods. Excess cash are invested in short-term placements. Funding for long-term liquidity needs is additionally secured by an adequate amount of committed credit facilities and the ability to sell long-term financial assets.

As at December 31, 2023 and 2022, the Company's financial liabilities, excluding lease liabilities (see Note 10.2), have contractual maturities which are summarized below.

			Current		Non-current	
	Notes		Upon demand/ Within Six Months	Six to 12 Months	One to Three Years	Later than Three Years
December 31, 2023						
Trade and other payables	12	P	349,003,779	P -	P -	P -
Loans payable	13		<u>1,269,344,508</u>	<u>195,381,795</u>	<u>382,036,318</u>	<u>-</u>
			<u>P 1,618,348,287</u>	<u>P 195,381,795</u>	<u>P 382,036,318</u>	<u>P -</u>
December 31, 2022						
Trade and other payables	12	P	582,793,698	P -	P -	P -
Loans payable	13		<u>1,175,794,462</u>	<u>100,673,077</u>	<u>191,865,385</u>	<u>-</u>
			<u>P 1,758,588,160</u>	<u>P 100,673,077</u>	<u>P 191,865,385</u>	<u>P -</u>

The contractual maturities reflect the gross cash flows, which may differ from the carrying values of the financial liabilities at the end of the reporting periods.

24. CATEGORIES, FAIR VALUE AND OFFSETTING OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES

24.1 Carrying Amounts and Fair Values by Category

The Company has no financial instruments carried at fair values.

For the Company's financial assets and liabilities carried at amortized cost as at December 31, 2023 and 2022, management considers that the carrying values of these financial instruments approximate their fair values either because these instruments are short-term in nature or the effect of discounting for those maturities of more than one year is not material, hence, no further comparison between the carrying amounts and fair values is presented.

A description of the Company's risk management objectives and policies for financial instruments is provided in Note 23.

24.2 Fair Value Hierarchy

In accordance with PFRS 13, *Fair Value Measurement*, the fair value of financial assets and financial liabilities and non-financial assets, which are measured at fair value on a recurring or non-recurring basis and those assets and liabilities not measured at fair value but for which fair value is disclosed in accordance with other relevant PFRS, are categorized into three levels based on the significance of inputs used to measure the fair value. The fair value hierarchy has the following levels:

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities that an entity can access at the measurement date;
- Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e., as prices) or indirectly (i.e., derived from prices); and,
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The level within which the asset or liability is classified is determined based on the lowest level of significant input to the fair value measurement.

For financial assets with fair value included in Level 1, management considers that the carrying amount of this short-term financial instrument approximates its fair value.

The fair values of the financial assets and financial liabilities included in Level 3, which are not traded in an active market, are determined based on the expected cash flows of the underlying net asset or liability based on instrument where the significant inputs required to determine the fair values of such instruments are not based on observable market data.

There have been no significant transfers among Levels 1 and 3 in the reporting periods.

With the exception of Cash and Short-term investments, which are classified under Level 1 of the fair value hierarchy, all of the Company's financial assets and liabilities presented in the statements of financial position are classified under Level 3 of the fair value hierarchy as of December 31, 2023 and 2022.

24.3 Offsetting of Financial Assets and Financial Liabilities

The Company has not set-off financial instruments in 2023 and 2022 and does not have relevant offsetting arrangements. Currently, financial assets and financial liabilities are settled on a gross basis; however, each party to the financial instrument (particularly related parties) will have the option to settle all such amounts on a net basis in the event of default of the other party through approval by both parties' BOD and stockholders. There is no potential offsetting as of December 31, 2023 and 2022.

24.4 Financial Instruments Measured at Amortized Cost for which Fair Value is Disclosed

The table below summarizes the fair value hierarchy of the Company's financial assets and financial liabilities which are not measured at fair value in the statements of financial position but for which fair value is disclosed (see Note 24.1).

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
<u>December 31, 2023</u>				
<i>Financial assets:</i>				
Cash and cash equivalents	P1,003,630,272	P -	P -	P1,003,630,272
Trade and other receivables	-	-	190,740,438	190,740,438
Short-term investments	3,000,000	-	-	3,000,000
Security Deposit	-	-	41,657,448	41,657,448
	<u>P1,006,630,272</u>	<u>P -</u>	<u>P 232,397,886</u>	<u>P1,239,028,158</u>
<i>Financial liabilities:</i>				
Trade payables	P -	P -	P 349,003,779	P 349,003,779
Loans payable	-	-	2,187,104,131	2,187,104,131
Lease liabilities	-	-	208,966,287	208,966,287
	<u>P -</u>	<u>P -</u>	<u>P2,745,074,197</u>	<u>P2,745,074,197</u>
<u>December 31, 2022</u>				
<i>Financial assets:</i>				
Cash and cash equivalents	P 992,201,140	P -	P -	P 992,201,140
Trade and other receivables	-	-	132,048,806	132,048,806
Short-term investments	3,000,000	-	-	3,000,000
Security Deposit	-	-	34,409,340	34,409,340
	<u>P 995,201,140</u>	<u>P -</u>	<u>P 166,458,146</u>	<u>P1,161,659,286</u>
<i>Financial liabilities:</i>				
Trade payables	P -	P -	P 582,793,698	P 582,793,698
Loans payable	-	-	1,634,951,815	1,634,951,815
Lease liabilities	-	-	217,596,543	217,596,543
	<u>P -</u>	<u>P -</u>	<u>P2,435,342,056</u>	<u>P2,435,342,056</u>

25. CAPITAL MANAGEMENT OBJECTIVES, POLICIES AND PROCEDURES

The Company's capital management objective is to ensure the Company's ability to continue as a going concern entity. Essentially, the Company, in coordination with its parent company, monitors capital on the basis of the carrying amount of equity as presented in the statements of financial position.

The Company manages the capital structure and makes adjustments to consider changes in economic conditions and the risk characteristics of the underlying assets. In order to maintain or adjust the capital structure, the Company may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares, or sell assets to reduce debt.

Capital for the reporting periods is summarized as follows:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Interest-bearing loans	P 1,736,874,718	P 1,432,407,585	P 1,433,846,154
Total equity	<u>6,913,788,434</u>	<u>6,604,057,569</u>	<u>6,369,056,163</u>
Debt-to-equity ratio	<u>0.25: 1.00</u>	<u>0.22: 1.00</u>	<u>0.23 : 1.00</u>

The Company monitors capital on the debt-to-equity ratio on its covenants with certain financial institutions. The Company has to maintain a minimum current ratio of at least 1.00, maximum debt-to-equity ratio of 2.50:1.00, and a minimum debt-service coverage ratio of at least 1.00. The Company has properly complied with its loans' covenants as of December 31, 2023 and 2022 (see Note 13.2).

26. SUPPLEMENTAL INFORMATION ON NON-CASH ACTIVITIES

The following discusses the supplemental information on non-cash activities as presented in the statements of cash flows for the years ended December 31, 2023, 2022 and 2021:

- In 2023, 2022 and 2021, the Company capitalized borrowing costs amounting to P109.8 million, P92.7 million and P227.5 million as part of property and equipment (see Notes 9 and 13).
- The Company has accrued interest expense amounting to P17.0 million, P8.2 million and P5.4 million as of December 31, 2023, 2022 and 2021, respectively (see Note 13).
- In 2020, the Company approved the declaration of cash dividends amounting P6.3 million which remain unpaid as of December 31, 2020 and subsequently fully settled in 2021 (see Note 19).
- In 2023 and 2022, certain advances to contractors under Non-current Assets amounting to P68.5 million and P5.7 million, respectively, were reclassified to Construction-in-progress under Property and Equipment in the statements of financial position (see Note 9). There was no similar transaction in 2021.

27. SUPPLEMENTARY INFORMATION REQUIRED BY THE BUREAU OF INTERNAL REVENUE

Presented below and in the succeeding pages is the supplementary information on taxes, duties and license fees paid or accrued during the taxable year which is required by the BIR under its existing Revenue Regulation No. 15-2010 to be disclosed as part of the notes to financial statements. This supplementary information is not a required disclosure under PFRS.

(a) Output VAT

The Company is registered with the BIR as a VAT taxpayer. This is in relation to its sales of merchandise. The Company declared output VAT as follows:

	<u>Tax Base</u>	<u>Output VAT</u>
Sale of merchandise:		
VATable sales	P 8,270,723,338	P 992,486,801
Zero-rated sales	1,346,383,955	-
Exempt sales	<u>682,027,591</u>	<u>-</u>
	<u>P 10,299,134,884</u>	<u>P 992,486,801</u>

The Company's VAT zero-rated sales were determined pursuant to Section 108B, *Transactions Subject to Zero Percent* of the 1997 National Internal Revenue Code.

The Company's exempt sales were determined pursuant to Section 109(W), *Sale or Lease of Goods and Services to Senior Citizens and Persons with Disability, as Provided under R.A. No. 9994 (Expanded Senior Citizens Act of 2020)* and *R.A. No. 10754 (An Act Expanding the Benefits and Privileges of Persons with Disability)*, of the 1997 National Internal Revenue Code.

The tax bases are included as part of Sales and Support, Fees, Rentals and Other Income in the 2023 statement of comprehensive income. The tax bases for Other Income are based on the Company's gross receipts for the year, hence, may not be the same as the amounts of revenues reported in the 2023 statement of comprehensive income.

(b) Input VAT

The movements in input VAT in 2023 are shown below.

Balance at beginning of year	P 517,544,987
Domestic purchases of goods	528,889,389
Domestic purchases of services	98,727,078
Purchases of capital goods	95,074
Amortization of capital goods subject to amortization	40,203,604
Applied against output VAT	(<u>992,486,801</u>)
Balance at end of year	<u>P 192,973,331</u>

The outstanding input VAT as of December 31, 2023 is presented as Input VAT under Prepayments and Other Current Assets in the 2023 statement of financial position.

(c) *Taxes on Importation*

The Company did not have any customs duties and tariff fees paid in 2023 since it did not engage in any importation activities during the year.

(d) *Excise Tax*

The Company did not have any transactions in 2023 which are subject to excise tax.

(e) *Documentary Stamp Tax*

In 2023, the Company paid documentary stamp tax amounting to P10.7 million arising from interest-bearing loans availed and new lease contracts entered during the year.

(f) *Taxes and Licenses*

The details of taxes and licenses in 2023 is broken down as follows:

Business permits and licenses	P 42,767,370
Documentary stamp tax	10,727,727
Registration fees	24,500
Other fees	<u>9,518</u>
	<u>P 53,529,115</u>

The taxes and licenses is presented under General and Administrative Expenses in the 2023 statement of comprehensive income.

(g) *Withholding Taxes*

Details of total withholding taxes for the year ended December 31, 2023 are shown below.

Expanded	P 68,676,450
Compensation and employee benefits	7,186,709
Final	<u>1,693,279</u>
	<u>P 77,556,438</u>

The outstanding balance of expanded withholding tax, withholding tax on compensation and final withholding tax amounting to P10.6 million is recorded as part of Withholding taxes and other government payables under Trade and Other Payables in the 2023 statement of financial position.

(b) *Deficiency Tax Assessment and Tax Cases*

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.

Report of Independent Auditors to Accompany Supplementary Information Required by the Securities and Exchange Commission Filed Separately from the Basic Financial Statements

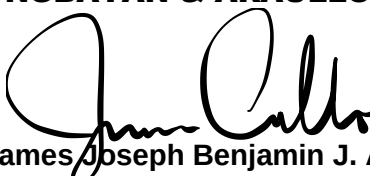
Punongbayan & Araullo
20th Floor, Tower 1
The Enterprise Center
6766 Ayala Avenue
1200 Makati City
Philippines

T +63 2 8988 2288

The Board of Directors and Stockholders
AllDay Marts, Inc.
(A Wholly Owned Subsidiary of AllValue Holdings Corp.)
LGF Evia Lifestyle Center
Daang Hari, Brgy. Almanza Dos
Las Piñas City

We have audited, in accordance with Philippine Standards on Auditing, the financial statements of AllDay Marts, Inc. (the Company) for the year ended December 31, 2023 on which we have rendered our report dated April 29, 2024. Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The applicable supplementary information (see List of Supplementary Information) is presented for purposes of additional analysis in compliance with the requirements of the Revised Securities Regulation Code Rule 68 and is not a required part of the basic financial statements prepared in accordance with Philippine Financial Reporting Standards. Such supplementary information is the responsibility of the Company's management. The supplementary information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

PUNONGBAYAN & ARAULLO



By: James Joseph Benjamin J. Araullo
Partner

CPA Reg. No. 0111202
TIN 212-755-957
PTR No. 10076133, January 3, 2024, Makati City
SEC Group A Accreditation
Partner - No. 111202-SEC (until financial period 2026)
Firm - No. 0002 (until financial period 2024)
BIR AN 08-002511-039-2021 (until Nov. 9, 2024)
Firm's BOA/PRC Cert. of Reg. No. 0002 (until Aug. 27, 2024)

April 29, 2024

ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
List of Supplementary Information
December 31, 2023

Schedule	Content	Page No.
Schedule Required under Annex 68-I of the Revised Securities Regulation Code Rule 68		
	Schedule for Listed Companies with a Recent Offering of Securities to the Public	1
Schedules Required under Annex 68-J of the Revised Securities Regulation Code Rule 68		
A	Financial Assets	N/A
B	Amounts Receivable from Directors, Officers, Employees, Related Parties, and Principal Stockholders (Other than Related Parties)	2
C	Amounts Receivable from Related Parties which are Eliminated during the Consolidation of Financial Statements	N/A
D	Long-term Debt	3
E	Indebtedness to Related Parties (Long-term Loans from Related Companies)	N/A
F	Guarantees of Securities of Other Issuers	N/A
G	Capital Stock	4
Others Required Information		
	Reconciliation of Retained Earnings Available for Dividend Declaration	5
	Map Showing the Relationship Between the Company and its Related Entities	6
	Schedule for Listed Companies with Recent Offering of Securities to the Public	7

ALLDAY MARTS INC.
(A Subsidiary of AllValue Holdings Corp.)
SCHEDULE B - AMOUNTS RECEIVABLE FROM DIRECTORS, OFFICERS, EMPLOYEES, RELATED PARTIES AND PRINCIPAL STOCKHOLDERS (OTHER THAN RELATED PARTIES)
DECEMBER 31, 2023
(Amounts in Philippine Pesos)

Name and Designation of Debtor	Balance at Beginning of the Period		Additions	Deductions				Ending Balance		Balance at End of the Period		
			Amounts Granted	Amounts Collected	Amounts Written-off	Amounts Assigned	Current	Not Current				
Trade receivable from related parties												
Fine Properties, Inc.	P	940,108	P	552,462	P	940,108	P	-	P	-	P	552,462
Vista Land & Lifescapes, Inc.		427,276		601,074		381,638		-		-		646,712
AllValue Holdings Corp.		88,206		3,310,000		875,106		-		-		2,523,100
Golden MV Holdings		160,832				160,832		-		-		-
AllHome Corp.	-		-		-			-		-		-
Family Shoppers Unlimited Inc.		63,736		4,573,101		208,205		-		-		4,428,632
AllDay Retail Concepts, Inc.		3,015,142		5,661,663		4,620,883		-		-		4,055,922
CM Star Management, Inc.		11,143,641		25,572,317		32,617,692		-		-		4,098,266
The Village Server, Inc.		197,156		-		197,156		-		-		-
Masterpiece Asia Properties Inc.		678,184		-		678,184		-		-		-
Vista Residences Inc.		36,342		125,496		36,342		-		-		125,496
Brittany Corporation		9,424		146,494		26,084		-		-		129,834
Metroexpress Connect, Inc.		76,532		-		76,532		-		-		-
VISTAREIT, INC.	-			276,020		75,101		-		-		200,919
ALLGREEN RETAIL, INC.	-			7,912,351		1,575,916		-		-		6,336,435
Household Development	-			1,623,240		399,736		-		-		1,223,504
Crown Asia Properties Inc.	-			14,504		6,804		-		-		7,700
GetAll Corp.		1,983,366		-		1,983,366		-		-		-
TOTAL	P	18,819,945	P	50,368,722	P	44,859,685	P	-	P	-	P	24,328,982

ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
Schedule D - Long-Term Debt
December 31, 2023
(Amounts in Philippine Pesos)

<i>Title of issue and type of obligation</i>	<i>Amount shown under caption "Current portion of long-term debt" in related balance sheet</i>	<i>Amount shown under caption "Long-Term Debt" in related balance sheet</i>
Term Loans	P <u>347,222,222</u>	P <u>347,222,222</u>

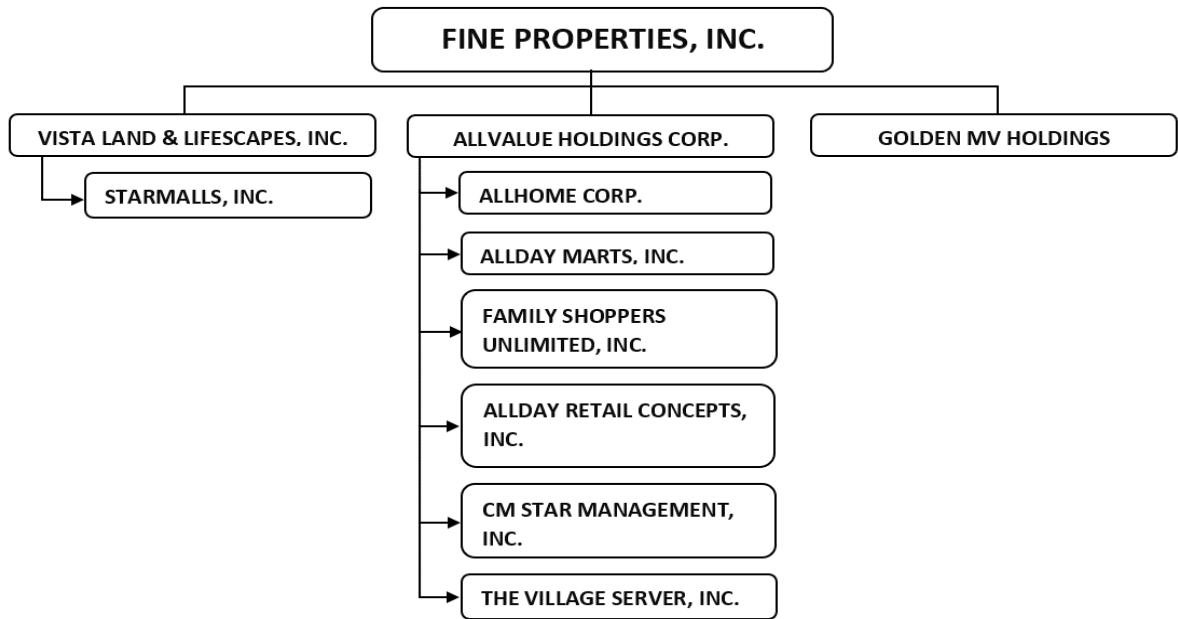
ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
SCHEDULE G - CAPITAL STOCK
DECEMBER 31, 2023

Title of Issue	Number of Shares Authorized	Number of Shares Issued and Outstanding	Number of Shares Reserved for Options, Warrants, Conversion and Other Rights	Number of Shares Held by		
				Related Parties	Directors, Officers and Employees	Others
Common Shares at P0.10 par value	<u>30,000,000,000</u>	<u>22,857,145,000</u>	<u>-</u>	<u>15,309,286,000</u>	<u>5,002,000</u>	<u>7,542,857,000</u>

ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
LGF Evia Lifestyle Center, Daang Hari
Brgy. Almanza Dos, Las Piñas City
Reconciliation of Retained Earnings Available for Dividend Declaration
For the Year Ended December 31, 2023

Unappropriated Retained Earnings at Beginning of Year	P 960,270,098
Less: Items that are directly debited to Unappropriated Retained Earnings	
Dividend declaration during the reporting period	(<u>59,428,577</u>)
Unappropriated Retained Earnings at Beginning of Year, as adjusted	900,841,521
Add: Net Income for the Current Year	369,222,953
Less: Other items that should be excluded from the determination of the amount of available for dividends distribution	
Net movement in deferred tax asset not related to the same transaction	(2,193,910)
Net movement in deferred tax asset related to Leases - PFRS 16	(<u>1,691,113</u>)
	(<u>3,885,023</u>)
Unappropriated Retained Earnings Available for Dividend Declaration at End of the Year	<u><u>P 1,266,179,451</u></u>

ALLDAY MARTS, INC.
(A Subsidiary of AllValue Holdings Corp.)
SHOWING THE RELATIONSHIPS BETWEEN AND AMONG COMPANIES IN THE GROUP
ULTIMATE PARENT COMPANY AND PARENT COMPANY



**SCHEDULE FOR LISTED COMPANIES WITH RECENT OFFERING
OF SECURITIES TO THE PUBLIC**

ALLDAY MARTS, INC.

For the Period Ended December 31, 2023

1. Gross and net proceeds as discussed in the final prospectus

Estimated gross proceeds	P	4,114,300,000
Estimated net proceeds		3,956,600,000

2. Actual gross and net proceeds

Actual gross proceeds	P	4,114,285,800
Actual net proceeds		3,956,593,762

3. Each expenditure item where the proceeds were used

Debt repayments	P	3,149,203,324
Initial working capital		232,722,066
Capital expenditures for store network expansion		279,613,271

4. Balance of the proceeds as of end of reporting period

As of December 31, 2023	P	295,055,101
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Report of Independent Auditors on Components of Financial Soundness Indicators

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6766 Ayala Avenue
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The Board of Directors and Stockholders
AllDay Marts, Inc.
(A Subsidiary of AllValue Holdings Corp.)
LGF Evia Lifestyle Center
Daang Hari, Brgy. Almanza Dos
Las Piñas City

We have audited, in accordance with Philippine Standards on Auditing, the financial statements of AllDay Marts, Inc. (the Company) for the years ended December 31, 2023 and 2022, on which we have rendered our report dated April 29, 2024. Our audits were made for the purpose of forming an opinion on the basic financial statements taken as a whole. The Supplementary Schedule on Financial Soundness Indicators, including their definitions, formulas, calculations, and their appropriateness or usefulness to the intended users, are the responsibility of the Company's management. These financial soundness indicators are not measures of operating performance defined by Philippine Financial Reporting Standards (PFRS) and may not be comparable to similarly titled measures presented by other companies. This schedule is presented for the purposes of complying with the Revised Securities Regulation Code Rule 68 issued by the Securities and Exchange Commission, and is not a required part of the basic financial statements prepared in accordance with PFRS. The components of these financial soundness indicators have been traced to the Company's financial statements as of December 31, 2023 and 2022 and for the years then ended and no material exceptions were noted.

PUNONGBAYAN & ARAULLO



By: **James Joseph Benjamin J. Araullo**
Partner

CPA Reg. No. 0111202
TIN 212-755-957
PTR No. 10076133, January 3, 2024, Makati City
SEC Group A Accreditation
Partner - No. 111202-SEC (until financial period 2026)
Firm - No. 0002 (until financial period 2024)
BIR AN 08-002511-039-2021 (until Nov. 9, 2024)
Firm's BOA/PRC Cert. of Reg. No. 0002 (until Aug. 27, 2024)

April 29, 2024

ALLDAY MARTS, INC.
Supplemental Schedule of Financial Soundness Indicators
December 31, 2023 and 2022

Ratio	Formula	2023	Formula	2022
Current ratio	Total Current Assets divided by Total Current Liabilities Total Current Assets P 4,288,620,281 Divide by: Total Current Liabilities 1,763,412,991 Current ratio 2.43	2.43	Total Current Assets divided by Total Current Liabilities Total Current Assets P 3,775,397,121 Divide by: Total Current Liabilities 1,849,243,014 Current ratio 2.04	2.04
Acid test ratio	Quick assets (Total Current Assets less Merchandise Inventories and Other Current Assets) divided by Total Current Liabilities Total Current Assets P 4,288,620,281 Less: Merchandise Inventories (2,081,923,403) Other Current Assets (1,012,326,168) Quick Assets 1,194,370,710 Divide by: Total Current Liabilities 1,763,412,991 Acid test ratio 0.68	0.68	Quick assets (Total Current Assets less Merchandise Inventories and Other Current Assets) divided by Total Current Liabilities Total Current Assets P 3,775,397,121 Less: Merchandise Inventories (1,797,940,590) Other Current Assets (853,206,585) Quick Assets 1,124,249,946 Divide by: Total Current Liabilities 1,849,243,014 Acid test ratio 0.61	0.61
Solvency ratio	Total Assets divided by Total Liabilities Total Assets P 9,604,717,024 Divide by: Total Liabilities 2,690,928,590 Solvency ratio 3.57	3.57	Total Assets divided by Total Liabilities Total Assets P 9,131,543,370 Divide by: Total Liabilities 2,527,485,801 Solvency ratio 3.61	3.61
Debt-to-equity ratio	Total Liabilities divided by Total Equity Total Liabilities P 2,690,928,590 Divide by: Total Equity 6,913,788,434 Debt-to-equity ratio 0.39	0.39	Total Liabilities divided by Total Equity Total Liabilities P 2,527,485,801 Divide by: Total Equity 6,604,057,569 Debt-to-equity ratio 0.38	0.38
Assets-to-equity ratio	Total Assets divided by Total Equity Total Assets P 9,604,717,024 Divide by: Total Equity 6,913,788,434 Assets-to-equity ratio 1.39	1.39	Total Assets divided by Total Equity Total Assets P 9,131,543,370 Divide by: Total Equity 6,604,057,569 Assets-to-equity ratio 1.38	1.38
Interest rate coverage ratio	Earnings before interest and taxes (EBIT) divided by Interest expense EBIT P 528,070,238 Divide by: Interest expense* 145,809,353 Interest rate coverage ratio 3.62	3.62	Earnings before interest and taxes (EBIT) divided by Interest expense EBIT P 429,415,739 Divide by: Interest expense* 120,175,604 Interest rate coverage ratio 3.57	3.57
Return on equity	Net Profit divided by Total Equity Net Profit P 369,222,953 Divide by: Total Equity 6,913,788,434 Return on equity 0.05	0.05	Net Profit divided by Total Equity Net Profit P 301,763,941 Divide by: Total Equity 6,604,057,569 Return on equity 0.05	0.05
Return on assets	Net Profit divided by Total Assets Net Profit P 369,222,953 Divide by: Total Assets 9,604,717,024 Return on assets 0.04	0.04	Net Profit divided by Total Assets Net Profit P 301,763,941 Divide by: Total Assets 9,131,543,370 Return on assets 0.03	0.03
Net profit margin	Net Profit divided by Total Revenue Net Profit P 369,222,953 Divide by: Total Revenue 10,193,891,934 Net profit margin 0.04	0.04	Net Profit divided by Total Revenue Net Profit P 301,763,941 Divide by: Total Revenue 9,759,707,468 Net profit margin 0.03	0.03

* Interest expense includes capitalized borrowing costs

ALLDAY MARTS, INC.

Annex A: Sustainability Report

CONTEXTUAL INFORMATION

Company Details	
Name of Organization	AllDay Marts, Inc. (AllDay) PSE: ALLDY
Location of Headquarters	LGF Building B Evia Lifestyle Center, Vista City, Daanghari, Almanza II, Las Piñas City
Location of Operations	AllDay is present in Mega Manila, Luzon, and Cebu.
Report Boundary: Legal entities (e.g. subsidiaries) included in this report	This report discloses the economic, environmental, and social performance for all AllDay stores nationwide.
Business Model, including Primary Activities, Brands, Products, and Services	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 non-food items to appeal to the increasingly discerning Filipino consumers.
Reporting Period	January 1, 2023 to December 31, 2023
Highest Ranking Person responsible for this report	Emerito M. Purisima Jr. Investor Relations Officer

MATERIALITY PROCESS

AllDay, like the other companies under the Villar Group, is guided by the GRI and SASB Standards in the conduct of its materiality process with the following steps:

1. Pre-identification of topics – Issues and topics from different references such as the sector-specific publications from GRI and SASB standards for Multiline and Specialty Retailers & Distributors, and industry peers were collated.
2. Identification of Material Topics – An online form is provided that allows the Company to identify topics that are material by selecting 'Yes' or 'No'.
3. 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).

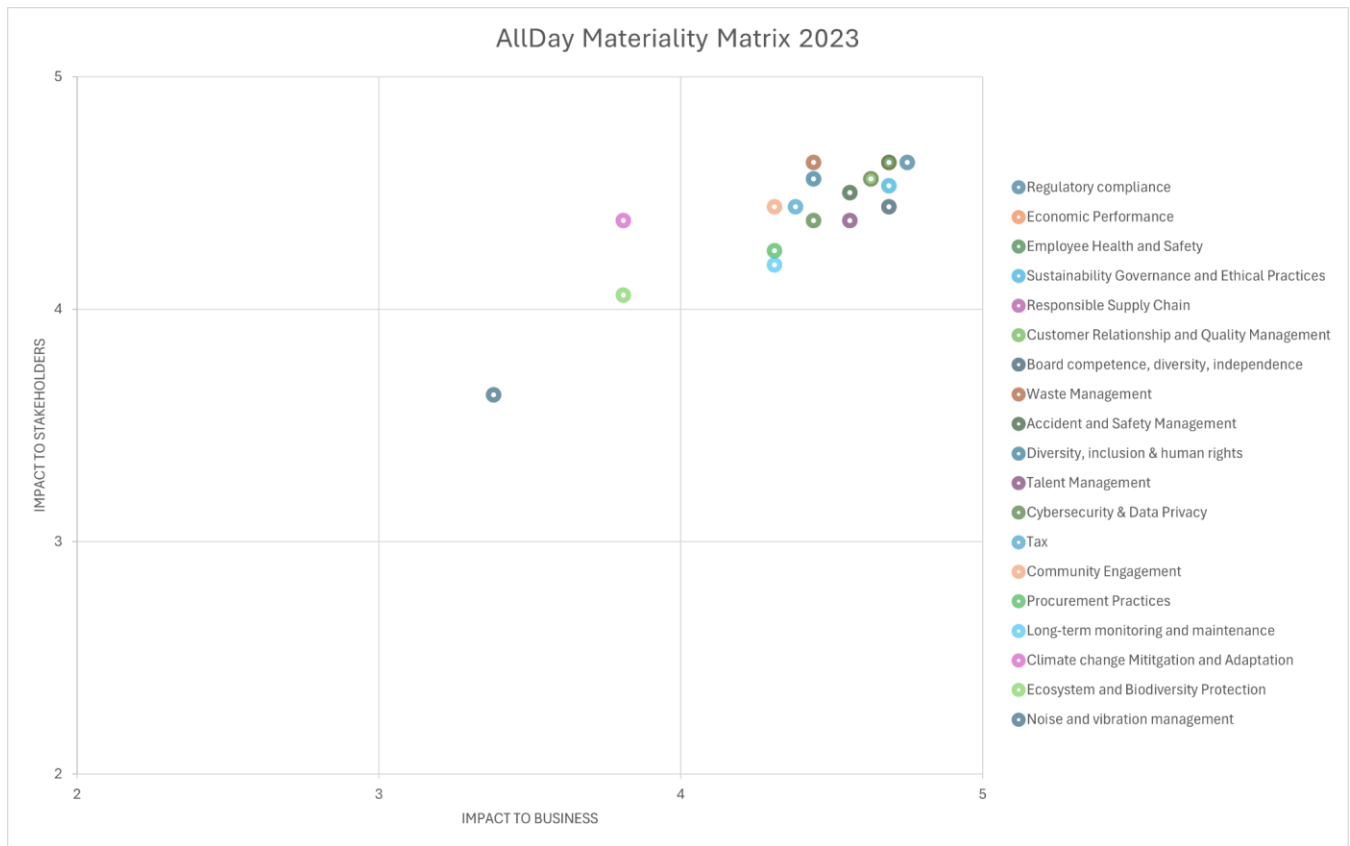
In 2023, AllDay reassessed sustainability topics that are material to the company. 93.75% of the overall respondents deemed sustainability as an important factor in AllDay's business success. Similar to 2022, 87.50% are enthusiastic about sustainable development.

The assessment also identified the areas of sustainable sourcing, local employment, supporting local communities and waste reduction as areas of good performance for AllDay's sustainability goals. Existing practices such as reusing cartons and promoting the use of eco-bags in stores contributed to their sustainability goals. Furthermore, as AllDay continuously aims for convenience, its operational expansion provides work opportunities for local employment. Transparency in sustainable sourcing is also improved to maintain strong relationships with suppliers.

It was also suggested that the Company set measurable sustainability goals 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. Similarly in 2022, AllDay sees that corporate governance is a necessary component to bringing sound strategic business management. It, therefore, follows the highest ethical standards and practices as it conducts its business. Being a consumer-focused retail Company, AllDay positions itself as a provider of modern groceries that enhance shopping experience which will grow and retain customer base through premium and innovative in-store concepts.

Figure 1. AllDay 2023 Materiality Matrix



ECONOMIC & GOVERNANCE DISCLOSURES

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount (In millions PhP)		
	2023	2022	2021
Direct economic value generated (revenue)	10,193.89	9,811.09	9,536.67
Direct economic value distributed:			
a. Operating costs	1,652.55	1,553.28	1,421.17
b. Employee wages and benefits	120.07	103.34	118.23
c. Payments to suppliers, other operating costs	9,344.63	8,242.81	8,064.61
d. Dividends given to stockholders and interest payments to loan providers	183.46	73.14	6.25
e. Taxes given to government	160.4	140.4	194.18
f. Investments to community (e.g., donations, CSR)	1.83	2.85	1.07

AllDay's Impact	Stakeholders Affected
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AllDay Marts, Inc. is the fastest growing supermarket operator in the Philippines that provides customers an elevated in-store experience through a combination of store aesthetics, comfort, accessibility, and convenience.

Employees, Investors, Business Partners, and Customer

As of 2023, the Company has 40 physical stores in 29 locations across Metro Manila, Luzon, and Visayas with a total net selling space of approximately 60,000 square meters. Its world-class supermarkets are powered by a total of 275 employees and are supplied by over 1,000 business partners.

Employees receive competitive benefits and incentives in addition to their base salary. This includes retirement plans, as required by the Labor Code, and post-employment defined benefit plans, which are unfunded and non-contributory, that are covered by the Company.

The Company allocates resources to the Company's beneficiaries/partner communities through CSR activities and product discounts/promotions.

Since 2016, AllDay has consistently delivered increasing results and managed to reach milestone after milestone. AllDay Supermarket, a key competitor in the Philippines' mid-premium supermarket category, increased core net income by 22% to P369 million from P302 million in 2022.

Given their consistency and commitment to executing and successfully operating a clearly differentiated supermarket model, the Company's leadership is confident in their ability to continue delivering outstanding results

Management Approach to Impacts

AllDay offers approximately 4,200 local and international product brands divided into three categories: fresh items, food items, and non-food items. A comprehensive array of approximately 40,000 SKUs of local and international brands are maintained to meet the demands of Filipino consumers.

Complementary to the in-store business model, various digital platforms and services are available. Self-checkout kiosks are introduced in stores to promote health and safety regulations. The Personal Shopper Service was also offered to allow consumers to place orders over the phone and have them fulfilled and delivered directly to their homes. This demonstrates AllDay's commitment to realizing the vision of becoming the Philippines' largest platform for supermarket digitization.

In 2023, a total of 40 locations in the Philippines were leased for present supermarket operations, a head office, and a distribution center.

AllDay follows the principles of Transparency, Materiality, and Completeness in financial reporting. The Company's fair presentation of financial results, certified by one of the top four audit firms, demonstrates the Company's commitment to transparency.

The Audit Committee oversees the Company's tax compliance. To keep pace with evolving tax regulations, AllDay provides essential learning and skill development to employees through web-based learning seminars. Furthermore, regular risk management and tax planning are done to examine financial situations, minimize tax burden, and maximize tax relief and credits based on the Company's policies and declarations, as well as stakeholder engagement and relevant laws and regulations.

Developments in 2023

AllDay intends to provide exceptional value to all stakeholders by continuing to provide enhanced consumer experiences through multiple online channels and applications, exploring innovations, and responding quickly to change and challenges brought on by the pandemic.

AllDay's smart carts and Addie, the Service Robot, are the latest addition to the chain's growing list of first-to-market innovations, which also includes its Personal Shopper Service and self-checkout counters—initiatives that reflect the market's growing preference for an upgraded experience informed by emerging trends from around the world.

Smart Carts provide even greater convenience and real-time information about what consumers are purchasing. The introduction of these smart carts serves to set higher standards for the local supermarket landscape, as Filipino consumers anticipate more in terms of experiencing shopping, which AllDay is pleased to provide.

Moreover, as AllDay Supermarket is committed to improving its customer experience through innovation, the Company looks for ways to stay ahead. The addition of Addie, the Service Robot, speeds up customer routine by making their shopping trips more efficient and enjoyable. This is in addition to innovative experiences already garnering customer attention— AllDay's Smart Carts and Self-Checkout Counters.

After a brief pause at the height of the pandemic lockdowns, AllDay's distinctive Paluto concept—a food hub that utilizes the grocery chain's fresh section— resurfaced in 2022, anticipating customers' pent-up demand for dining in malls and restaurants.

The drop in AllDay's fresh sector corresponded with the country's mobility restrictions being removed, prompting a return to in-person eating.

Additionally, in terms of expansion, the Company launched AllDay Mini Mart Camella East and

AllDay Mini Mart Ponticelli Gardens in Bacoar, AllDay Mini Mart along Governor's Drive in Dasmariñas and AllDay Mini Mart Maia Alta in Antipolo in 2023. These new stores also feature elevated in-store experience, which includes calibrated lighting, improved design components, and intuitive customer-facing technology.

Risks to AllDay	Stakeholders Affected
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AllDay identified five key risk areas – Market Risk, Interest Rate Risk, Credit Risk, Liquidity Risk, and Foreign Exchange Risk. With the high inflation in 2023, the Company is exposed to the risk of increasing operating and other related expenses such as costs for repair and maintenance, service, and labor, among others. This impacts the cash flow and margins of the Company.

Employees, Investors, Business Partners, and Customers

Management Approach to Risks

To mitigate this risk, margin efficiencies are constantly improved through, among other things, improved product sourcing. Cost control measures are also in place to maximize operational efficiency.

Financial risk-mitigation strategies 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

Opportunities	Stakeholders Affected
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The business model of AllDay targets the upper middle and upper income segments. With the

Customers, Employees, Investors

continuing calibration of store offering and unique AllDay experience, the Company continues to attract new consumers, resulting in an increase in revenues even in the midst of the pandemic.

The Company will continue to leverage its position as a mid-premium market segment leader through first-to-market customer-facing innovations and the fine-tuning of the user experience of its e-commerce platform. Improvements to this platform will seek to further grow its current e-commerce revenue share, already high by industry standards.

AllDay's synergistic relationships with Villar Group's Largest Homebuilder and its Retail Ecosystem allows the Company access to available areas for expansion and ready communities that ensure its stores' viability. These synergies make AllDay synonymous with convenience, with families now preferring to shop in areas near where they live—if they are not yet shopping online.

Management Approach to Opportunities

AllDay aims to deliver outstanding value for all stakeholders by continuing its tradition of providing elevated customer experiences, leveraging innovations, and maximizing synergy with the entire Villar group of companies.

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.

Climate-related risks and opportunities¹

Governance Disclose the organization's governance around climate-related risks and opportunities	
Describe the board's oversight of climate-related risks and opportunities	The Board of Directors is responsible for identifying key risk areas and performance indicators and monitoring them with due diligence to enable the corporation to anticipate and prepare for possible threats to AllDay's operational and financial viability. Furthermore, the Board oversees that a sound enterprise risk management (ERM) framework is in place to effectively identify, monitor, assess, and manage key business risks
Describe management's role in assessing and managing climate-related risks and opportunities	The Management, through the leadership of the Chief Operating Officer (COO), provides accurate reports for insurance claims and creates proper assessment reports to shareholders that cover any climate-related risks and opportunities identified in the operations
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	AllDay tackles climate-related risks under "Risks relating to natural catastrophes" in the ERM Policy. Specifically, AllDay identifies typhoons, earthquakes, flooding, and fire as natural calamities that impact its operations. Since AllDay is a tenant of Vistamalls, damage to structures is managed by Vistamalls. Damage to stores, in case of flooding, is managed by AllDay. The short-term climate-related risks that the Management has identified include power

¹ It is adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

	outages which would require the increased use of generators. The medium- and long-term climate-related risks that the Company has identified through the framework include high-intensity typhoons and flooding which can affect the supply chain, thereby disrupting store operations.
Describe the impact of climate- related risks and opportunities on the organization's businesses, strategy, and financial planning	The Company's Enterprise Risk Management (ERM) framework considers climate-related risks under the "Risks related to natural catastrophes". Risks relating to natural catastrophes include high-intensity typhoons and floods, which impact operations by delaying supply deliveries and restocking. These can also lead to the unavailability of supplies, damage to facilities and products as well as decreased customer traffic. Furthermore, these may result in damage of property and loss of opportunity of some stores that have to close early or open late. These risks may materially and adversely affect the business, financial condition, and results of operations.
Describe the resilience of the organization's strategy, taking into consideration different climate- related scenarios including a 2°C or lower scenario	The Company provided work instructions and emergency response protocols to mitigate this risk. To enhance the present mechanisms and measures in place, additional comprehensive measures will be included to respond to climate-related risk events like additional options to compensate for losses besides the procurement of insurance plans. Other mitigation measures are discussed under Occupational Health and Safety in the Social Disclosures section.
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks	
Describe the organization's processes for identifying and assessing climate- related risks	In identifying risks and hazards, consultations are held which are participated in by employees and

	stakeholders to contextualize the business and its operations. These are based on governance/management structure, products, physical environment, service dependencies, and competitors. The AllDay Board, together with the management personnel and other technical experts, holds avenues for identifying the potential climate-related events and the risks they pose for the Company. Through these, the Management is also able to ideate and identify the appropriate risk-mitigation measures to ensure that the Company continues to achieve its strategic business objectives.
Describe the organization's processes for managing climate- related risks	AllDay transfers climate-related risks by purchasing insurance to aid in the losses that the Company may incur. AllDay obtains and maintains appropriate insurance coverage on properties, assets and operations in such amounts and covering such risks as are usually carried by companies engaged in similar businesses and using similar properties in the same geographical areas as those in which the Company operates. The Company maintains comprehensive general liability insurance and insurance policies covering the following risks: fire and lightning, earthquakes, typhoons, riot/strike, malicious damage, robbery, and burglary. Its insurance providers are large domestic insurers. The Company provides accurate reports for insurance claims and creates proper assessment reports to shareholders that cover any climate-related risks and opportunities identified in the operations.
Describe how processes for identifying, assessing, and managing climate- related risks	Climate-related risks are accounted for and considered in all risk events identified within the

are integrated into the organization's overall risk management	Company's ERM framework. The identification, planning, implementation, monitoring, and evaluation of all climate-related risks are specifically governed within the clause of "Risks related to natural catastrophes."
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate- related risks and opportunities where such information is material	
Disclose the metrics used by the organization to assess climate- related risks and opportunities in line with its strategy and risk management process	AllDay recognizes that natural or other catastrophes, including severe weather conditions, may materially disrupt its operations and financial condition. While it has no specific metrics and targets to assess and manage climate-related risks and opportunities, AllDay continually adopts a sound risk management that will make the most of the business opportunities and reduce adverse results of risks.
Describe the targets used by the organization to manage climate- related risks and opportunities and performance against targets	

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity			Units
	2023	2022	2021	
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	98	98	98	%

AllDay's Impact	Stakeholders Affected
AllDay's sourcing network has steadily expanded to over 1,000 suppliers and concessionaires. A large network of suppliers is maintained to avoid reliance on a single or limited number of suppliers. This gives AllDay the ability to provide customers with a well-balanced curation of imported products	AllDay

and well-known local delicacies/products, adding to the unique elevated in- store experience in each store.

Products made outside the Philippines are purchased from distributors in the Philippines or from third parties who import these products into the Philippines.

Management Approach to Impacts

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

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

Risks to AllDay

The most significant supply chain concern is the vendor's ability to fulfill the Company's orders due to manufacturing, logistics and other internal issues of the suppliers. Hence, AllDay anticipates shortages and out-of-stock situations. The Company does its utmost to limit this possibility by giving vendors credible predictions so that they can in turn accumulate inventories for replenishment.

Transporting inventories to provincial outlets is a secondary concern. The inherent difficulties of local supply chain constraints are proven to be a hurdle. For instance, higher production costs from local suppliers compared to their foreign counterparts may potentially affect the cost-

Stakeholders Affected

Suppliers of fresh items, food items and non-food items

effectiveness of sustainable practices. As a result, the Company must discover ways to improve efficiency while retaining cost-effective techniques in order to keep its provincial shops well supplied.

Management Approach to Risks

The selection policy for suppliers includes consideration of the suppliers' location, brand reputation, capacity to supply, ability to deliver on time and compliance with the Company's requirements. For more information in managing supply chain risks, refer to the Supply Chain Management under the Social Disclosure.

Opportunities	Stakeholders Affected
AllDay will continue to maintain its relationship with its growing network of over 1,000 suppliers and concessionaires.	Suppliers of fresh, food and non-food items

Management Approach to Opportunities

AllDay pays special attention to the curation of international and unique local brands as a point of differentiation from its competitors. Therefore, it offers an assortment of imported and locally manufactured products. These are selected based on their marketability. The Merchandising Team monitors each store's profitability and, if needed, adjusts the merchandise mix. All new product offerings from suppliers in the Philippines and abroad are assessed carefully by the Merchandising Team.

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity			Units
	2023	2022	2021	
Percentage of employees to whom the organization's anti- corruption policies and procedures have been communicated to	100	100	100	%

Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100	100	100	%
Percentage of directors and management that have received anti-corruption training	100	100	100	%
Percentage of employees that have received anti-corruption training	100	100	100	%

Incidents of Corruption

Disclosure	Quantity			Units
	2023	2022	2021	
Number of incidents in which directors were removed or disciplined for corruption	0	0	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	0	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	0	0	#

AllDay's Impact	Stakeholders Affected
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AllDay aims to cultivate a workplace with honesty and transparency amongst the entire group, hence the Company prohibits employees to pay bribes, kickbacks or compensation to Government officials and Business Partners, Investors employees, political parties and/or business partners. All employees are required to attend the Corporate Policy and Code of Conduct Training. For new hires, this is part of their onboarding while incumbent employees are required to attend a refresher course annually.

Business Partners, Investors

Directors also undergo seminars on corporate governance which are conducted by a duly recognized private or government institute annually. First-time directors are required to attend an orientation program which covers topics

mandated by the Securities and Exchange Commission (SEC) and an introduction to the Company's business, Articles of Incorporation, and Code of Conduct.

Business partners, on the other hand, are conversed with monthly regarding their business performances, during which they are assessed on their compliance with the requirements and policies of the Company. All suppliers have been informed also that corruption in any form is disallowed in the conduct of business with AllDay.

Management Approach to Impacts

Transparency is central to corporate governance. It acts as a deterrent to mismanagement or misappropriation of corporate assets. Therefore, it is critical that all material information about the corporation be publicly and timely disclosed. Such information should include, among other things, earnings results, asset acquisition or disposition, off-balance-sheet transactions, related party transactions, and direct and indirect remuneration of Board and Management members.

The Board is expected to disclose material information dealings. It shall cause the filing of all required information through the appropriate Exchange mechanisms for listed companies and submissions to the Commission for the interest of its stockholders and other stakeholders.

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

Whistle-blowing Policy

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

The Company observes an "open-door" policy, which is a voluntary process that allows any employee to talk to his/her immediate supervisor or to a higher level of management without fear of retaliation.

Conduct of Business and Fair Dealings

The Company expects all employees to exercise good judgment to ensure the safety

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

Employees, on behalf of the Company, are prohibited to pay bribes, kickbacks or compensation to government officials, government employees, or political parties, or to business partners. Employees who make such facilitating payments or gifts of this nature will be subject to corrective action.

Receipt of gifts from third parties

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

Risks to AllDay	Stakeholders Affected
Because AllDay's primary business is buying and selling fresh, food and non-food items at wholesale and retail, the Company's procurement and selling transactions may be subject to issues of fairness and transparency.	Employees, Business Partners including suppliers and concessionaires
Management Approach to Risks	

The Board has the overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions, particularly those which pass certain thresholds of materiality. The policy includes the appropriate review and approval of material or significant RPTs, which guarantees fairness and transparency of the transactions. This covers all entities within the group, considering their size, structure, risk profile and complexity of operations.

The Board is responsible for formulating and implementing policies and procedures that would ensure the integrity and transparency of related party transactions between and among the corporation and its parent Company, joint ventures, subsidiaries, associates, affiliates, major stockholders, officers, and directors, including their spouses, children and dependent siblings and

parents, and of interlocking director relationships by members of the Board.

AllDay has a policy for Conflict of Interest which states as follows:

The basic principle to be observed is that a director should not use his position to profit or gain some benefit or advantage for himself and/or his related interests. He should avoid situations that may compromise his impartiality. If an actual or potential conflict of interest may arise on the part of a director, he should fully and immediately disclose it and should not participate in the decision-making process.

A director who has a continuing material conflict of interest should seriously consider resigning from his position.

A conflict of interest shall be considered material if the director's personal or business interest is antagonistic to that of the corporation, or if he stands to acquire or gain financial advantage at the expense of the corporation.

Each employee has a responsibility to the Company to avoid situations where a conflict of interest might occur. Employees are required to disclose to the Company any interest or benefits they have that may conflict with the business or interests of the Company.

Employees are expected to devote their full attention to the business interests of the Company. They are prohibited from engaging in any activity that interferes with the performance of their responsibilities to the Company or is otherwise in conflict with or prejudicial to the Company.

Employees are prohibited from accepting simultaneous employment with another Company, or with a supplier, customer, or competitor, and from taking part in any activity that enhances or supports a competitor's position.

As a general rule, employees should also avoid conducting Company business with related parties. Willful withholding of information regarding a prohibited relationship may be subject to corrective action.

Opportunities	Stakeholders Affected
AllDay ensures that its policies assure the confidentiality and security of information, transparency in the Company's internal workings, and the proper management of operations and Company assets.	Employees, Suppliers, Business Partners, Investors, Customers, Management

Management Approach to Opportunities

AllDay strictly abides by its Code of Conduct & Ethics and as such has already taken steps to ensure that its anti-corruption policies are communicated to its stakeholders. Moreover, the Company aims to develop policies that will detect and prevent corruption within the Company.

ENVIRONMENT DISCLOSURES

Resource Management

Energy consumption within the organization

Disclosure	Quantity			Units
	2023	2022	2021	
Energy consumption (diesel)	468	487	516	L
Energy consumption (electricity)	33,762.28	29,813,938.11	28,478,150.00	kWh

Reduction of energy consumption

As the economy reopened in 2022, the Company wants to ensure a premium shopping experience for customers by maintaining comfortable temperatures in all stores. In 2023, the Company opened four (4) new stores which contributed to the increase in electricity consumption.

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

AllDay's Impact	Stakeholders Affected
Refrigeration equipment such as freezers, chillers, and cold rooms, as well as direct expansion (DX) type air conditioning systems, consumes the most energy in AllDay's operations. As business tenants, AllDay's energy source is determined by the energy supplier of the lessor.	Employees, Customers

Management Approach to Impacts

AllDay ensures efficient use of energy resources through proper scheduling and maintenance of its equipment and fixtures used in its everyday operations.

Freezers and chillers and cold rooms are not overstocked to prevent the motor compressor from operating at full load capacity, thereby reducing energy consumption. Furthermore, minor outages in 2023 resulted in lower fuel consumption on generator sets.

Risks to AllDay	Stakeholders Affected
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Prolonged power interruptions due to natural catastrophes such as intense typhoons and extreme flooding is one of AllDay's main risk-events.

Employees, Service Providers, and Customers

Management Approach to Risks

AllDay conducts regular preventive maintenance of its generator sets to guarantee optimal working conditions and maximum fuel efficiency. This approach ensures that AllDay can continue to operate in the event of a protracted power outage.

Opportunities	Stakeholders Affected
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AllDay keeps up with the latest best practices in the utilization and maximization of its air-conditioning units to lessen its electricity consumption.

Employees, Service Providers, and Customers.

Management Approach to Opportunities

Optimizing the use of an air conditioning system helps ensure energy efficiency in operations. For instance, AllDay adjusts the number of operating air conditioner units when the stores are not crowded or when it rains.

Water consumption within the organization

Disclosure	Quantity			Units
	2023	2022	2021	
Water withdrawal	Not monitored	Not monitored	Not monitored	Cubic meters
Water consumption	62, 279	64,061	73,802	Cubic meters
Water recycled and reused	N/A	N/A	N/A	Cubic meters

AllDay's Impact	Stakeholders Affected
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AllDay's ice makers are the most water-intensive equipment in the store. Additionally, water is needed to maintain the cleanliness and sanitation in the fresh item preparation area and for the disinfection of each store. Interruption in water supply may affect the supply of ice and cleanliness of its stores.

Employees, Customers

Water can be conserved by maximizing the use of the ice maker and ensuring faucets are turned off when not in use. In addition, ice makers undergo regular preventive maintenance to ensure enough supply of ice.

As a lessor of Vistamalls, AllDay sources its water from the water tanks that ensure continuous water supply for the malls. It is also connected to the mall's sewage treatment plants.

AllDay will continue to uphold water conservation directives that encourage concerned store personnel to control or reduce their water use. The Company also monitors water consumption of each store and checks for any fluctuations contrary to the norm as compared with previous periods' water consumption.

Materials used by the organization

Disclosure	Quantity		
	2023	2022	2021
Materials used by weight or volume	Cartons	Cartons	data not available
a. Renewable	338,753 kilos	333,635 kilos	
b. non-renewable	No data	No data	
Percentage of recycled input materials used to manufacture the organization's primary products and services	Approximately 50% used as packaging for customer purchase	approximately 50% sold	data not available

AllDay's Impact, Risks, and Opportunities	Stakeholders Affected
Cartons are repurposed as packaging for customers' purchased merchandise. Other cartons and used papers are sold to recyclers to add to the Company's revenue. This initiative aids the Company in its efforts to reduce waste generation. Reused materials may not have the same properties as new materials, reducing their dependability during use. Furthermore, cartons that have previously contained chemicals cannot be reused.	Customers, Recyclers

Management Approach to Impacts, Risks, and Opportunities

AllDay enforces practices that lessen the need for new materials, such as plastics, by reusing cartons as packaging for merchandise. Cartons that cannot be reused will be sold. The Company also employs paper bags and urges consumers to use eco-bags. Good condition boxes are separated for checked out usage (ie. packaging for customer purchase). Non-food boxes and broken boxes are gathered and sold to haulers or junk merchants. In addition to reusing boxes, AllDay shares information on waste and material management methods to raise awareness and efficiency in material usage. The Company also makes an effort to inform staff on the relevance of waste management to the firm, communities, and the environment.

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

While this topic is deemed not material to the business and the stakeholders, AllDay continues to manage its energy, water, and wastes to prevent any negative impacts to the environment.

Environmental Impact Management

Air Emissions

GHG²

Disclosure	Quantity			Units
	2023	2022	2021	
Direct (Scope 1) GHG Emissions	1.0	1.31	1.39	Tonnes CO ₂ e
Energy indirect (Scope 2) GHG Emissions	23,374.65	21,233.49	20,282.14	Tonnes CO ₂ e
Emission of ozone-depleting substances (ODS)	Not tracked	Not tracked	Not tracked	Tonnes CO ₂ e

Air Pollutants

Monitoring of air pollutants including nitrous oxides (NOx), sulfur oxides (SOx), and particulate matter (PM) is not accessible as of 2023. Nonetheless, AllDay continues to monitor and control its energy use.

AllDay's Impact, Risks, and Opportunities	Stakeholders Affected
AllDay relies heavily on electricity and fuels such as gasoline to maintain the business. The Company's energy usage powers its operations via generator sets, vehicles, and electricity-powered installations in stores. This limits emissions to its vehicles, generator sets, and equipment use. With AllDay continuous expansion, the vehicles used to transport merchandise between stores or to customers are the main source of air pollutants from the Company's operations. Through proper inventory planning, AllDay aims to optimize the use of delivery vehicles in order to reduce the intensity of emissions.	Employees, Customers

² The emission factors used are based on the National Grid Emission Factor (NGEF) released by the Philippine Department of Energy. Other unit conversion factors were from the GHG Protocol Emission Factor Cross-sector Calculation Tool (March 2017).

Management Approach to Impacts, Risks, and Opportunities

AllDay monitors emissions from generator sets through load testing. This is required as part of renewing the Company's Permit to Operate (PTO). In addition, company-owned vehicles are subjected to emission testing, such as monthly and yearly physical run tests, in accordance with DENR requirements. For stores that are leased, the administrative team of Vistamalls conducts monthly in-house physical checking to monitor emissions for the entire mall.

AllDay shares the responsibility to limit emissions by practicing energy-saving initiatives like using energy-efficient lighting and equipment and turning off devices and equipment when not in use.

This year's 10% increase in emissions are attributed to the four (4) additional stores in operation.

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity			Units
	2023	2022	2021	
Total solid waste generated	328,539	327,961	330,199	kg
Reusable	N/A	N/A	N/A	kg
Recyclable	Data not available	Data not available	Data not available	kg
Composted	N/A	N/A	N/A	kg
Incinerated	N/A	N/A	N/A	kg
Residuals/Landfilled	329,833	327,961	330,199	kg

Hazardous Waste

Disclosure	Quantity			Units
	2023	2022	2021	
Total weight of hazardous waste generated	1,341	1,046	596	pcs.
Total weight of hazardous waste transported	N/A	N/A	N/A	kg

AllDay's Impact, Risks, and Opportunities	Stakeholders Affected
AllDay is engaged in buying, selling, and distributing fresh food and non-food items. Stocks and merchandise delivered and boxed in cartons are the main source of waste from AllDay's operations. Other waste such as busted fluorescent bulbs were disposed of and collected and treated by third-party haulers. In addition, AllDay is conscious that the use of plastics and/or non-biodegradable materials for packaging purposes has adverse effects on the environment. As such, AllDay aims to reduce the plastic waste generated by its operations. AllDay does not handle its hazardous waste since the Malls and its branches are responsible for hazardous waste management.	Employees, Customers, Third- party Hauler

Management Approach to Impacts, Risks, and Opportunities

Effective solid waste management results in a more organized and clean operation which will then translate to a premium shopping experience for customers. AllDay continuously monitors the effectiveness of its pest control procedures and intensifies pest control methods to ensure pests are treated accordingly.

AllDay promotes the use of recyclable containers and boxes instead of cartons to support the transition to a circular economy. The Company is also encouraging the use of recyclable bags to reduce the use of paper bags and cartons in support of the policies and efforts of local government units.

As required by law and local ordinances, waste is classified as hazardous, biodegradable, and nonbiodegradable. Employees and customers are informed of the proper waste disposal policy 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 logbooks to record the quantity of waste to be transported by the waste hauler.

Stores are converting to LED lights thereby reducing the amount of busted fluorescent bulbs. LED lights are more environmentally friendly as they have longer lifespan and are more energy efficient.

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

Effluents

AllDay is a lessee of Vistamalls and Starmalls. Hence, the volume of water discharge from AllDay stores is measured by the building operators.

Environmental Compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity			Units
	2023	2022	2021	
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	N/A	N/A	N/A	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	N/A	N/A	N/A	#
No. of cases resolved through dispute resolution mechanism	N/A	N/A	N/A	#

AllDay's Impact

AllDay is in full compliance with environmental laws and LGU initiatives to eliminate single-use plastics.

AllDay stores have policies in place for proper waste segregation, and proper orientation for each employee in handling waste management. The Company's 3rd party partners are also engaged in environmental commitment to promote green initiatives.

AllDay stores also comply with standard government permits such as DENR Compliance by having all equipment safe and non-harmful to the environment.

Stakeholders Affected

LGU, Employees, Customers

Management Approach to Impacts

The operations of the businesses of the Company are subject to various laws, rules and regulations that have been promulgated for the protection of the environment.

1. Philippine Environmental Impact Statement System
2. The Clean Water Act
3. The Water Code

4. The Clean Air Act
5. Republic Act No. 6969
6. Republic Act No. 9003
7. Presidential Decree No. 856
8. Republic Act No. 4850

Risks to AllDay	Stakeholders Affected
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Any violations or changes to such laws and regulations could have a negative impact on the business and results of operations.

Employees, Customers, Investors, Government

Management Approach to Risks

AllDay believes it has materially complied with all applicable laws, rules, and regulations at all relevant times and has established a strong compliance culture to ensure that all necessary requirements, permits, and approvals are obtained in a timely manner.

Permits and approvals are monitored on a regular basis to ensure they are renewed and maintained properly. Regular communication with relevant regulators also enables the Company to monitor regulatory changes and ensure it can comply with new regulatory requirements on a timely basis.

Opportunities	Stakeholders Affected
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Single-use plastics contribute to the growing solid-waste problem of highly urbanized cities. These unusable wastes may contaminate soil, city waterways, and nearby bodies of water. AllDay uses this as an opportunity to continue its own efforts towards a zero- waste business.

LGU, Customers

Management Approach to Opportunities

One of AllDay's thrust is to be a more responsible organization. The Company encouraged shoppers to use AllDay's reusable shopping totes through promotions, discounts, and freebies.

SOCIAL DISCLOSURES

Employee Management

Employee Hiring and Benefits

Employee Data

Disclosure	Quantity			Units
	2023	2022	2021	
Total number of employees ³	275	259	250	#
Number of female employees	170	103	165	#
Number of male employees	105	156	85	#
Attrition rate ⁴	7%	2%	14%	rate
Ratio of lowest paid employee against minimum wage	Confidential	Confidential	Confidential	ratio

Employee Benefits

List of Benefits	Y/N	% of female employees who availed			% of male employees who availed		
		2023	2022	2021	2023	2022	2021
SSS	Y	20	29	15	14	16	14
PhilHealth	Y	7	7	10	7	3	1
Pag-IBIG	Y	13	10	8	9	10	6
Parental leaves	Y	8	6	9	7	3	2
Vacation leaves	Y	78	79	72	73	72	71
Sick leaves	Y	62	68	58	71	54	49

³ Employees include those who are listed under AllDay Marts payroll.

⁴ Attrition rate = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

Medical Benefits (aside from PhilHealth)	Y	44	49	12	38	23	7
Housing assistance (aside from Pag-IBIG)	Y	3	0	0	2	0	0
Retirement fund ⁵ (aside from SSS)	N	N/A	Confidential	N/A	N/A	Confidential	N/A
Further education support	N	N/A	N/A	N/A	N/A	N/A	N/A
Company stock options	N	N/A	N/A	N/A	N/A	N/A	N/A
Telecommuting	Y	14	N/A	N/A	21	N/A	N/A
Flexible working hours	N	N/A	N/A	N/A	N/A	N/A	N/A

Diversity and Equal Opportunity

Disclosure	Quantity			Units
	2023	2022	2021	
% of females in the workforce	61	60	66	%
% of males in the workforce	39	40	34	%
Number of employees from indigenous communities and/or vulnerable sector	0	0 ⁶	2 ⁷	#

AllDay's Impact

Movement across the world has changed considerably in the post-pandemic which increased

⁵ This is being provided as a benefit, but the figure is confidential.

⁶ The 2 employees from indigenous communities and/or vulnerable sectors in 2021 left the Company in 2022: 1 is transferred to other business unit within Villar group, and 1 resigned.

⁷ The data includes employees who are solo parents.

opportunities for working abroad. This year, the organization experienced pre-existing talent shortages.

Because of this, there became a need to refocus efforts on mitigating and tackling the factors resulting in talent shortages by leveraging technology and upskilling and reskilling.

Management Approach to Impacts

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

The Company employs strategic measures to improve the gender ratio in the workplace, striving to foster an inclusive culture and recognize gender inclusivity as a critical component of organizational success. The Company fosters inclusion through communication of the anti-discrimination policy during orientation. Additionally, it remains open to the diverse capabilities that women bring to the workplace and to leadership roles. In fact, 4/7 of members of the Board of Directors are female and 3/5 of management are also female.

AllDay has institutionalized a non-discrimination policy in its recruitment and hiring processes in accordance with the regulations set by the Department of Labor and Employment (DOLE). There is no discrimination or preference based on gender, age, disability, educational attainment, race, or religion.

A competitive compensation package motivates employees to perform at their best and increases employee engagement and retention. Apart from providing additional leaves to regular employees, the Company also offers medical benefits. Bonuses in addition to the mandated 13th month pay, a communication allowance, and the opportunity to travel abroad as part of an incentive program are available.

Risks to AllDay

AllDay employs a large number of employees in-stores. The Company's success is contingent upon its ability to recruit, retain, and educate an effective workforce equipped with the necessary skills and knowledge to serve customers. Difficulties in retaining a qualified workforce or rising labor costs impair AllDay's ability to compete effectively in target markets, provide superior customer service, and expand operations. The execution of the business strategy could be impacted, resulting in negative operational results.

Management Approach to Risks

To help mitigate this risk, AllDay believes it has developed a strong human resources program that provides a competitive compensation package and fosters positive relationships with its employees. Along with regular employees, the Company engages third-party manpower service providers (security and manpower agencies) to assist with personnel requirements for regular operations and new store openings.

Monthly and annual reports provide employment-related data such as employee turnover and attrition rates. Additional pertinent information is gathered during the exit interview and during the store audit.

AllDay digitized its recruitment process and leveraged online connections with promising talent. Asynchronous job interviews were discovered to be an effective tool in the hiring process by the recruitment team. Video interviews have been beneficial for virtual hiring as these allow for a more objective evaluation of candidates. These also save time for both parties.

Opportunities

AllDay's continued expansion and increase in revenue earnings has prompted the Company to continue to provide ways for its employees to enjoy exclusive perks, rewards, and incentives.

Moreover, 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.

Management Approach to Opportunities

The annual performance evaluation is based on standards and metrics that assess skill development, job performance, and adherence to corporate values. This is intended to assist employees in improving their performance.

Continuous training is provided to employees in preparation for future roles and responsibilities. Additionally, replacement planning is conducted to identify critical personnel in operation functions in a proactive manner. Also, succession planning assists AllDay in developing a strategy to prepare multiple individuals to perform specific functions.

Employee Training and Development

Disclosure	Quantity			Units
	2023	2022	2021	hours
Total Training Hours	3,172	3,042	3,530	hours
a. Female employees	1,754.5	2,170	2,247	hours
b. Male employees	1407	872	1,283	hours/employee
Average Training Hours	4.7	4.81	14.18	hours/employee
a. Female employees	6	4.66	13.62	hours/employee
b. Male employees	9	5.25	15.27	hours/employee

AllDay's Impact

In 2023, AllDay provided 40 internal and 33 external training sessions that include the following:

Decoding Expiration Dates Training

The "Decoding Expiration Dates Training" is a straightforward course designed to help store personnel understand and interpret expiration dates specially on the imported products sold in the store. This course provides essential knowledge on navigating expiration dates, ensuring compliance with regulations, and safeguarding product quality.

Given to all store-based employees and officers. Participants are instructed to know how to properly read different expiration dates formats encountered in stores.

Retail Salesmanship

This enhanced program aims to elevate the retail sales game, a short but impactful course crafted for store sales personnel to enhance their skills in the dynamic world of retail. From 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 empower individuals in supervisory roles with the

essential skills for effective team leadership. Participants will delve into the fundamentals of supervision, including communication, conflict resolution, and team motivation which places a strong emphasis on developing the ability to guide and support team members, fostering a positive and productive work environment.

Personality Development

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. This helps leaders develop the ability to analyze internal and external factors, foster innovation, and lead with a forward-thinking perspective.

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. This 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 elevate the ability to captivate, engage, and influence the audience effectively. Participants will learn 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 (New)

A webinar series that covers the 7 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 focuses 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

The Retail Marketing Program is tailored for Marketing professionals, this aims to help them understand the dynamic world of retail. Diving 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

The workshop aids participants in uncovering the essence of the AllHome brand. This dives into the core elements that define AllHome brand's identity, personality, and values. The participants were engaging in interactive sessions to articulate a compelling brand story, identify key differentiators, and establish a unique position in the market it serves, empowering teams to strengthen brand coherence and resonance.

Management Approach to Impacts

All training programs are designed to boost productivity and performance and are built around clearly defined objectives. AllDay believes having productive team members would result in increased sales and improved employee productivity. Additionally, this would enable proactive planning for future talent requirements associated with expansion.

Training hours and modules/programs needed by each employee are determined by the Training Academy. Each employee is required to complete at least 4 hours of training and participate in at least one program by the Academy. In 2023, each employee received 8 hours of training and participated in 6 programs.

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.

Risks and Management Approach

In the year 2023, the training approach continues to be a blend of virtual and in-person sessions. However, the mixed format has presented challenges, particularly in terms of internet connectivity, impacting the optimal absorption of learning.

Opportunities and Management Approach

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

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity			Units
	2023	2022	2021	
Safe Man-Hours	62,400	99,840	2,416	Man Hours
No. of work-related injuries	6 ⁸	6 ⁹	5 ¹⁰	#
No. of work-related fatalities	0	0	0	#
No. of work-related ill-health	0	0	0	#
No. of safety drills ¹¹	30	30	30	#

Impact and Management Approach

In 2023, there were reported bruises, dislocations, muscle strains, cuts/lacerations, and slips/trips/falls. As such, the Company sees it significant to review its Occupational Health and Safety Management.

AllDay has implemented a health and safety policy in accordance with Section 32 of Republic Act 11058 on Occupational Safety and Health and the provisions of DO 198-18 Implementing Rules and Regulations.

All area safety personnel identified to be accountable for the proper implementation and enforcement of DOLE-mandated safety and health programs must complete DOLE- mandated safety officer training on fundamental occupational safety and health. AllDay identified a Safety Officer for each area and the said officer is responsible for promoting the health and safety policy program, resolving worker health and safety complaints, and monitoring compliance with health and safety regulations.

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

⁸ Recorded injuries were muscle strains (1), cuts/lacerations (4), and slips/trips/falls (1) that were incurred by the workers.

⁹ Recorded injuries were cuts/lacerations (3), muscle strains (1), and slips/trips/falls (1) that were incurred by the workers.

¹⁰ Recorded injuries were bruises (3), dislocations (1), and muscle strains (1) that were incurred by the workers.

¹¹ This is the total number of drills participated by employees across all stores.

safety training and program development. Annually, 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. 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. This training ensures that each department has a member who possesses the knowledge and skills required to ensure safety and respond appropriately in emergency situations.

In addition, 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.

To improve workers' occupational health and safety, the Company implements anti-discrimination policies, reasonable work arrangements, and educational and awareness campaigns. Disease transmission is reduced by providing adequate ventilation and sanitary facilities. A monitoring system is also used to ensure that the facilities are kept in good condition and that all employees are safe.

Risks and Management Approach

Through regular site inspection, audit and assessment, the Company identifies areas that need to be checked and regularly monitored. Employees and authorized personnel such as Safety officers and security personnel can report directly to the Facilities Management department if they notice any work-related hazards. In effect, the concerned department could act promptly on safety issues that need to be addressed.

In compliance with the DOLE guidelines for the implementation of workplace policy and program on tuberculosis, Hepatitis B, and HIV, the Company lays out guidelines for the prevention and control of these health risks. AllDay facilitates a referral system to provide assistance and for better management and treatment of these cases.

The Company's primary goal in the event of a disaster is to keep employees and clients safe and prevent further injury by relocating them to a safer location. The Company strictly adheres to and follows the local government units, the NDRRMC's, and other relevant agencies' safety rules and protocols.

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.

Opportunities and Management Approach

AllDay continues to adapt to the new normal where employees are kept safe and productive while ensuring customers are well-taken care of during their shopping experience.

AllDay encourages its employees to actively participate in the training and development of health and safety programs. To foster collaboration, ideas and suggestions are gathered through employee feedback and surveys through Zoom, Viber, and emails. Moreover, safety training will be a continued requirement by the Company.

Labor Laws and Human Rights

Disclosure	Quantity			Units
	2023	2022	2021	
No. of legal actions or employee grievances involving forced or child labor	0	0	0	#

Do you have policies that explicitly disallow violations of labor laws and human rights (e.g., harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the Company policy
Forced labor	N	N/A
Child labor	N	N/A
Human Rights	Y	AllDay aims to protect its employees and stakeholders from any form of discrimination or harassment. True to its mission and core values, the Company strives to protect human rights and respect individuals from all walks of life. This is embedded in the Company's Code of Discipline and communicated through the core orientation.

Impact and Management Approach

AllDay strives to protect the human rights of employees.

Anti-Discrimination policies and strategic plans were established and communicated during new employee orientation. Employees are encouraged to respect differences in all aspects and respond to complaints of discrimination promptly and with utmost confidentiality.

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. Employees are regularly reminded of the Company's core values and the importance of showing respect for one another, including one's personal boundaries.

Awareness Trainings facilitate diversity and inclusion. The Company ensures that a clear framework is defined to address grievances through an established internal procedure. Such grievances are dealt with promptly, fairly, and in accordance with the Company policies.

The Company exercises Human Rights due diligence work by identifying and taking action on actual and potential human rights risk for workers in its operations and availed service providers. The Company's approach to due diligence is based on engagement and collaborative action. It enables better visibility on operational processes, reduced attrition, improved hiring and training, and enhanced reputation and credibility.

Risks and Management Approach

The Human Resources Department (HRD) imposes disciplinary actions on erring employees in accordance with the Code of Discipline and relevant labor laws. The Company must not use beatings, other corporal punishment, or threats of mental or physical harm for discipline.

Procedural due processes are in place in accordance with the gravity of the offense. Due process for just causes of termination of employment comprise the twin notice rule, which requires the Company to provide the affected employee with written notice of the reason or basis for impending dismissal and a reasonable opportunity to address the same. Officers or employees who witness or are subjected to workplace harassment or discrimination must immediately report incidents to the Committee on Decorum and Investigation or Employee Relations (HR). The Committee conducts the investigation into the incident and, upon completion, notifies all parties of the outcome and decision.

Suppliers may report complaints or issues through email or phone communication channels. These concerns may also be raised during the supplier's performance review.

AllDay believes that two-way communication is an effective way to ensure that everyone can voice their concerns with the assurance that they will be treated fairly and with utmost confidentiality. This builds loyalty and drives improved productivity. Potential issues and

concerns are identified and gathered by the Department Heads before they escalate into formal grievances.

These communication strategies are frequently top-down in nature, with senior management setting the tone for cascading messages. Another strategy is to ensure that key leaders are coached and trained on the importance of effective Company-wide communication. Communication training encompasses organizational communication policies and initiatives for train-the-trainer development

Opportunities and Management Approach

Directors, managers, and employees shall have a working knowledge of the statutory and regulatory requirements that affect the Company, including its articles of incorporation and by-laws, the rules and regulations of the Securities and Exchange Commission (SEC) and, where applicable, the requirements of relevant regulatory agencies. They are expected to comply with Philippine laws, which include laws on employment, health and safety, discrimination, environment, trade practices, intellectual property, data privacy, financial reporting, bribery, corruption, and sanctions. They are required to disclose to the Company if they are formally charged with violating a law or are found guilty thereof. In addition, they share the responsibility to prevent the use of the facilities of the Company that may inflict criminal and other improper illegal activities, such as financial misreporting, money laundering, fraud, bribery, or corruption.

Labor-Management Relations

Disclosure	Quantity			Units
	2023	2022	2021	
% of employees covered with Collective Bargaining Agreements	0	0	0	%
Number of consultations conducted with employees concerning employee-related policies	N/A	N/A	N/A	#

Impact and Management Approach

AllDay does not have a collective bargaining agreement with any of its employees as of 2023. None of its employees are represented by a union.

AllDay encourages participation from all employees regardless of rank through suggestion schemes that recognize and value all ideas. The Company maintains an open-door policy. Employees are encouraged to communicate any concerns through verbal or written

documents about the working relationship and dynamics of their team. Meetings, pep talks, and store visits allowed them to raise any issues that should be addressed immediately. Moreover, a structured suggestion system, employee surveys, and leadership teams encourages participation among employees. Because of this, employees feel valued, and the process of exchanging opinions has fostered teamwork.

AllDay ensures that a clear framework for resolving workplace grievances is established through an internal procedure for complaints. Such complaints are resolved expeditiously, fairly, and in accordance with Company policies.

Risks and Management Approach

AllDay recognizes the need for employees to have a clear and safe grievance mechanism to maintain a good and collaborative working environment.

Bringing all ideas and opinions from various departments to formulate and align with the Company's mission and objectives has been a challenge in the start of the Company. For this reason, AllDay recognized the importance of providing employees with a transparent and secure grievance procedure to promote a positive and collaborative work environment.

AllDay ensures that employees are treated fairly and humanely, that they have equal employment opportunities, and that they are protected from harm and discrimination. Apart from ensuring that sound and clear Company policies, rules, and regulations are implemented, practices are aligned to ensure compliance with due process requirements. The Company prohibits retaliation based on employment against anyone who brings a complaint or raises any work-related concerns.

Opportunities and Management Approach

AllDay continues to develop new and innovative strategies for engaging a diverse and dynamic pool of talent and increasing participation at all levels. The importance of encouraging employee participation is it helps improve AllDay's products and services that, therefore, achieves organizational goals and objectives.

Management's decision-making process will continue to include a summary of employee concerns, thoughts, and recommendations. Annual Values Session are conducted wherein all employees' voices are heard. Additional references like employment-related data such as employee turnover and attrition rates are reported monthly and annually. More pertinent information is gathered during the exit interview and on a regular basis during the store audit.

Supply Chain Management

AllDay follows the supplier accreditation policy of the AllValue Holdings, Inc. that considers the following topics:

Topic	Reference in the Company Policy
Environmental performance	AllDay requires suppliers to provide information on their environmental performance such as safe operations in its facilities and offices. Said information is verified through site inspections. This is stipulated under the Conduct of Business and Fair Dealings Policy.
Forced Labor	AllDay requires suppliers to provide information on its manpower that is verified through background checks. This is in accordance with the Company's provision on the Conduct of Business and Fair Dealings policy.
Child Labor	
Human Rights	
Bribery and Corruption	

Impact and Management Approach

With the help of AllDay's supply chain group, the Company aims to provide a sustainable supply of inventory at the most efficient way of procuring, handling, and storing to keep costs at minimum but maximizes support to the business.

Developing strong supplier relationships enhances transparency and ensures that we remain a top-of-priority for the Company's suppliers. The Company manages its supply chain by maintaining transparency with vendors and category buyers/managers through monthly business performance reviews. Annual business reviews with suppliers are more strategic and in-depth, during which performance, critical issues, and relevant plans moving forward are discussed. Ethical sourcing is another cornerstone of the Company's procurement initiatives, AllDay works with suppliers who share the same commitment to ethical standards.

Risks and Management Approach

As the Company derives revenues from outright sales and sales of concession products, business success is contingent on retaining existing suppliers and concessionaires while

attracting new ones on favorable terms and conditions. Maintaining good relationships with current and future partners is a factor in business success.

AllDay maintains long-standing working relationships with a broad range of national and multinational suppliers across all product categories. If supplier relationships deteriorate, the Company may not be able to continue to source products at competitive prices that both meet AllDay's standards and appeal to customers. Moreover, this exposes the Company to the risk of being unable to carry merchandise and products that are in demand which, in effect, may negatively affect profitability.

Through the preparation of an Incident report, AllDay records and documents any concerns with suppliers, as well as the essential actions in the settlement of the said issues. An Incident Report is a comprehensive report that details what happened, why it happened, who is accountable, and how the incident was addressed.

For all events, a proper and complete investigation is undertaken, and depending on the severity of the incident, a recommendation is given that best fixes the situation. Contracts are not terminated rashly as AllDay respects its partnership with vendors and would want to perform a fair assessment of the situation before making any decision.

Opportunities

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

Global Sourcing is one of the top initiatives since curated imported products is one of AllDay's strengths. Hence, the Company will maintain strong supplier relationships to increase transparency between both parties and to make sure that AllDay is the top of mind and the priority of suppliers.

Management Approach to Opportunities

AllDay constantly searches for ways to improve its net income by managing the inventory, which drives it to automate the procurement process. The Company aims to reduce human error in ordering through procurement automation.

In 2023, AllDay introduced a Business-to-Business e-commerce platform to offer suppliers real-time access to view and manage Purchase Orders (POs), Return to Vendor (RTV) requests, and payment details.

AllDay considers suppliers based on their capability to meet its requirements. For suppliers who employ disadvantaged groups, there is no special consideration or priority provided as the procurement process considers the competency and compliance of suppliers to AllDay's requirements.

AllDay also expects all employees to exercise good judgment to ensure the safety and welfare of the Company and to maintain a cooperative, efficient, and productive work environment and business organization. This extends to all stakeholders of the Company, including suppliers.

Relationship with Community

Significant Impacts on Local Communities

AllDay believes it is important to recognize the interdependence between business and society and promote harmonious relationships with the communities as part of business growth. The Company, therefore, encourages its employees to go beyond themselves in contributing to the community. As part of the Villar Group, AllDay participates in the volunteer community programs by the Villar SIPAG Foundation. Moreover, it has also led initiatives that benefit customers, communities, and the environment:

- **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 also 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 Php 31,778.50 from coin banks.
- **PH Food Bank Foundation Partnership** – AllDay donates some of its products to churches and communities that help malnourished and undernourished people through PH Food Bank Foundation. Donation and help is done by giving out food or supplies to orphanages, schools, churches, communities, etc. AllDay donated Php 3,566,969.00 worth of items in 2023.

Marketing and Labeling

Disclosure	Quantity			Units
	2023	2022	2021	
No. of substantiated complaints on marketing and labeling	0	0	0	#
No. of complaints addressed	0	N/A	N/A	#

AllDay's Impacts and Risks

AllDay's vendors and suppliers are responsible for transparency in product information and labeling on source of components, content that may have an environmental or social impact, safe use of the product, and disposal, all of which are subject to Philippine regulations. Any issues at the vendor- or supplier- level will affect the supply chain and the business. For more information on supply chain risks, refer to the Supply Chain Management section.

Management Approach to Impacts and Risks

AllDay employs a two-pronged approach: (1) thematic campaigns that speak to the broad AllDay customer experience and build the AllDay brand; and (2) tactical campaigns that capitalize on Supermarket seasons, specifically summer, school year and Christmas. Invariably, the supermarket chain also promotes campaigns to support categories, such as health and beauty, and fresh foods¹² and its international selections.

Each approach uses campaigns on the digital channels, saturation (mailers and flyers), Out of Home (OOH) materials including billboards, outdoor materials such as lamp post banners along major thoroughfares to create awareness for AllDay product offers in-store. The Company will continue to provide greater value to customers through creative promos and bundles, in order for consumers to feel valued while shopping at AllDay.

Invariably, AllDay's supermarket chain also promotes campaigns to support categories, such as health and beauty, and fresh foods and its international selections.

Opportunities

¹² This category includes fresh seafood, meats, fruits, and vegetables.

AllDay believes that the investment in technology allows for more informed marketing strategies that help create promotions and initiatives that will drive customer acquisition and retention. Introducing international trends to the country has been a brand commitment of AllDay since its incorporation in 2016. It began with a clear vision of a retail experience curated to evoke an elevated, exclusive feel—something unseen locally yet desired by increasingly discerning Filipino shoppers.

Management Approach to Opportunities

To provide that premium vibe, AllDay went all in with aesthetics, comfort, accessibility, and convenience. While no two AllDay locations are alike in design, they all deliver farm-fresh produce, local and global brands, enjoyable hubs like the Paluto and Gastrovilla sections, as well as digital integration.

By providing Filipino consumers an elevated, modern grocery shopping experience built on a foundation of premium in-store journey and innovative consumer solutions, AllDay has established itself as a leading player in the mid-premium supermarket segment.

Customer Management

Customer Satisfaction

Disclosure	Score			Did a third party conduct the customer satisfaction study? (Y/N)
	2023	2022	2021	No
Customer Satisfaction	4.16	4.39/5 ¹³	8.02/10 ¹⁴	Yes

Impacts

AllDay utilizes its in-store and online services to serve a diverse customer base. This has resulted in an average score of 4.16 in 2023. Similar to 2022, this year's rating is a 5-point scale with 5 being excellent and 1 as very poor. It can be accessed through Online Google Reviews and is conducted quarterly.

¹³ Stores are rated through a 5-point scale with 5 being excellent and 1 as very poor. In 2022, the survey can be accessed through Online Google Reviews and is conducted quarterly.

¹⁴ They are rated through a 10-point scale with 10 being excellent and 1 as very poor. In 2021, the survey can be accessed through a Google Form link and is conducted semi-annually.

Concerns were also addressed in a timely and satisfactory manner by the Company. Customer issues in 2023 are mostly about product selection, competitive pricing, facilities, and customer service. These issues were eventually resolved in a timely and suitable way.

Management Approach to Impacts

AllDay targets its product offerings towards customers in the upper middle- and upper-income segment. To maintain its customer base, AllDay continuously emphasizes and elevates in-store and online experience. Owing to the burgeoning trend of premiumization, AllDay offers better shopping experience through aesthetics, vast product selection, convenient store locations, and intuitive services via its e-commerce website, Personal Shopper, and Self-Checkout Counters. AllDay prides itself on its stores that are better lit and better designed and decorated.

The Company has a Customer Experience team and has set up customer experience channels such as email, contact form via AllDay's website, and Facebook page which are accessible to customers at any time. In 2022, AllDay concentrated in making online channels more useful and engaging. This fast-tracked the development of the e-commerce website that is significantly an improved version of what it was three years ago through the Progressive Web Application (PWA).

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

Risks

The satisfaction of AllDay's customers depends on the effectiveness of customer service, in particular, the ability to address requests and inquiries, and deal with complaints, in a timely and satisfying manner. Any unsatisfactory response or lack of responsiveness by the customer service team could adversely affect customer satisfaction and loyalty. In addition, failure to source and effectively market products, or to accurately forecast changes in customer preferences, could negatively affect customer satisfaction levels, relationship with customers, and demand for products and services.

Management Approach to Risks

AllDay relies on experience, data, and established processes to accurately forecast and manage fluctuations in consumer demand. These processes include conducting internal and customer surveys, reviewing industry reports, attending trade shows and industry benchmarking to assess changes in consumer preferences.

The main thrust of the Company is for an innovation-first customer experience. AllDay is continuously enhancing its inventory management system and working on effective and efficient resolution of customer concerns through its customer experience channels. Training will be regularly provided to in-store personnel as part of AllDay's effective store management and operation.

Opportunities and Management Approach

Data analytics Company GlobalData anticipates that the internet user penetration will reach 75% of the total Philippine population by 2025. AllDay, therefore, uses this opportunity to continue innovating to outpace the local supermarket landscape. The Company designs itself after leading supermarkets that implemented self-checkout services, a push towards safety, customer independence and efficiency.

Smart carts are an additional innovation by AllDay that was first launched in the Evia branch in 2022. These carts allow the customer to know the information for the selected items and the running total of all items in the cart. On checking out, the smart cart will automatically generate a QR code for the total purchase that can be scanned at self-checkout counters or handed over to cashier personnel for payment.

Moreover, AllDay recently introduced Addie, the Supermarket Service Robot. Addie is Philippines' 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 the Company's first foray into modern interactive product marketing, pushing awareness for new items, ongoing promos, and other offerings from AllDay.

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

In September 2021, the Company launched a progressive website application (PWA) website interface. PWA is a web development nomenclature for websites that adopted a user interface that functions like a mobile application without having to install the application on the device. It helps ensure a uniform experience across all AllDay digital platforms. This also allows the Company to feature the same streamlined and intuitive experience on both mobile and desktop. Because of this, the shopping experience improved due to ease of use and loading speed. This platform is accessible to any mobile operating systems for Android and Apple users. Customers may also choose to download AllDay Supermarket in Apple's App Store and Google Play.

AllDay believes customer insights from any platform trigger business process improvements. The Company plans to extend its customer experience channel through an in-store customer satisfaction feedback mechanism.

Health and Safety

Disclosure	Quantity			Units
	2023	2022	2021	
No. of substantiated complaints on product or service health and safety ¹⁵	0	0	0	#
No. of complaints addressed	N/A	N/A	N/A	#

AllDay's Impacts and Risks

AllDay's digital services have contributed to ensuring the health and safety of customers. All products sold are subject to regulations relating to health, food, and cosmetics, and the Company maintains compliance with these. As a result, no substantiated complaints have been reported in 2023.

Management Approach to Impacts and Risks

Regulations adhered to relating to health, food, and cosmetic products:

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

AllDay follows the minimum health requirements set previously by the IATF and the respective local government units (LGUs). Because of this, the majority of the stores have been granted the Safety Seal during the previous years.

Since the start of the pandemic, StaySafe and QR code apparatuses have been used for contact tracing. Temperature checks were also conducted for customers entering the stores. Floor markings were affixed to indicate social distancing within the stores. In addition, total

¹⁵ Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies. This definition also applies to the disclosures under Marketing and Labeling and Customer Privacy.

store disinfection is conducted once a month and deep sanitation is performed in all 37 locations to ensure customer safety.

Potential risk associated with chemicals is not considered as a major hazard in AllDay's day-to-day operations. Any issue regarding product expiry is met with quick action. In these instances, store heads automatically seek out dialogue with the customer concerned and replace items as needed

Customer privacy

Disclosure	Quantity			Units
	2023	2022	2021	
No. of substantiated complaints on customer privacy	0	0	0	#
No. of complaints addressed	0	N/A	N/A	#
No. of customers, users, and account holders whose information is used for secondary purposes	0	0	0	#

Data Security

Disclosure	Quantity			Units
	2023	2022	2021	
No. of data breaches, including leaks, thefts, and losses of data	0	0	0	#
Percentage of data breaches in which personally identified information (PII) was subject to data breach	0	0	0	%
No. of customers affected by data breaches	0	0	0	#

Impact and Management Approach

AllDay uses an up-to-date integrated system of Hana Enterprise Cloud (HEC) with Customer Activity Repository (CAR) for back-end financial and inventory processes that monitor inventory levels. These systems allow for analysis of sales per stock keeping unit (SKU) that

informs and enables the merchandising group to adjust product offerings, in a timely and efficient manner.

For point-of-sale (POS) systems, AllDay uses LS retail, which is integrated with SAP, using the CAR module. This integrated system has demonstrated capability in the real-time monitoring and analysis of sales and margin, store and category performance, SKU performance, inventory levels and flow, stock aging, and supplier performance.

The e-commerce platform, www.allday.com.ph, is hosted by Amazon Web Services and uses the Magento Enterprise E-Commerce platform that allows for higher customization and a wider integration of merchant processes, such as inventory management, order management, and payment gateway integration. The platform is integrated with a PWA interface, allowing for a better customer-facing experience for desktop and mobile customers. A mobile application for www.allday.com.ph was developed and is available in Google Play and Apple App Store.

These systems are protected and maintained in accordance with the guidelines set by the Department of Trade and Industry (DTI), the Data Privacy Act of 2012 and the Company's Code of Business Conduct and Ethics. Moreover, AllDay has an existing policy that prohibits (1) deliberate disclosures of data; (2) submission of fraudulent documents, misrepresentation, and falsification of any kind; and (3) disclosing, leaking out or revealing confidential or classified information, technique, method and Company secret to unauthorized persons or employees.

Risks and Management Approach

AllDay identified the COVID 19 Tracker, e-commerce platform, and AllRewards Loyalty Program are vulnerable to data security risks due to their external-facing nature and the sensitivity of personal data¹⁶ collected by these platforms. For this reason, the Company presents a Data Privacy Consent before the customers share their information.

AllDay uses a comprehensive approach including regular risk assessment and in-depth analysis of potential vulnerabilities. One of which is the multi-layer of security technologies from Anti-Virus to IPS/IDS (Intrusion Prevention System/Intrusion Detection System) on its data centers. Third-party risk assessments are performed semi-annually to determine security improvements and to check if multi-layer security technologies are in place.

Additionally, for external-facing applications, AllDay uses SSL/TLS (Secured Socket Layer/Transport Layer Security) based security. For employees in the work-from-home setup, the Company provides an IPSec VPN Client and Zero Trust Network Access for corporate resource access.

Moreover, Zero Trust Network Access (ZTNA) enforces granular, adaptive, and context-aware

¹⁶ Personal data includes the full name, address, mobile number, e-mail address, and current health state.

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

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

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

In 2023, these initiatives are in the continuous improvement phase to further ensure confidentiality, integrity, and availability of data.

Opportunities and Management Approach

AllDay will continue to invest in a store data system that will strengthen the understanding of customer behavior in terms of purchase patterns, payment methods, and promotion available across various channels.

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

1. Audit existing system: Carry out a comprehensive audit of existing technology. Use penetration testing, vulnerability scanning, configuration management, and other security auditing tools to find flaws in the system and prioritize fixes. 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. Create a strategy for systems hardening: Create a strategy and plan based on risks identified within the technology ecosystem and use a phased approach to remediate the biggest flaws.
3. Patch vulnerabilities immediately: Ensure to have an automated and comprehensive vulnerability identification and patching system in place.
4. Network hardening: Ensure the firewall is properly configured and that all rules are regularly audited. Secure remote access points and users. Block any unused or unneeded open network ports. Disable and remove unnecessary

- protocols and services. Implement access lists and encrypt network traffic.
5. Server hardening: Put all servers in a secure data center. Never test hardening on production servers. Always harden servers before connecting them to the internet or external networks. Avoid installing unnecessary software on a server. Segregate servers appropriately.
 6. Operating system hardening: Apply operating system (OS) updates, service packs, and patches automatically. Remove unnecessary drivers, file sharing, libraries, software, services, and functionality.
 7. Eliminate unnecessary accounts and privileges: Enforce least privilege by removing unnecessary accounts (such as orphaned accounts and unused accounts) and privileges throughout the IT infrastructure.

CONTRIBUTION TO THE UN SDGS

AllDay's products and programs contribute to the following global goals:

Key Products and their Contribution	Potential Negative Impact of Contribution and Management Approach
 2 ZERO HUNGER Approximately 4,200 local and international product brands for fresh items, food items, and non- food items. AllDay offers its fresh, food, and non-food items to communities where it is present in. This contributes to the supply of accessible food in different parts of the country. Moreover, the Company also distributes food items to malnourished and undernourished people in orphanages, schools, churches, and communities in partnership with the PH Food Bank Foundation.	AllDay envisions being a leading premium supermarket chain. This is fulfilled through the various product offerings in which all food and non-food needs of the people are satisfied.
 5 GENDER EQUALITY Majority of the executive positions are currently held by female officers AllDay ensures that both male and female employees are provided just and humane treatment, equal employment opportunity and protection from any harm and discrimination. Its practices are set to be aligned for compliance with the requirements of due process aside from making sure that sound and clear Company policies, rules and regulations are implemented.	There is no identified potential negative impact as the Company promotes gender equality in the workplace.
 8 DECENT WORK AND ECONOMIC GROWTH Store expansions provide employment and business opportunities to the nearby communities Retail trade fosters economic growth Retail	No potential negative impacts identified.

trade fosters economic growth through the extensive supply of items from different local suppliers and the establishment of a wide retail network across the country, resulting in job creation and employment opportunities for people living nearby.	
 11 SUSTAINABLE CITIES AND COMMUNITIES Location of stores are inside, adjacent, or near communities AllDay contributes to the creation of sustainable cities and communities by promoting human resource development and capacity-building for human settlements development by employing personnel residing near stores	No potential negative impacts identified.
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION Promotions to encourage use of eco bags AllDay encourages customers to use eco-friendly bags instead of plastics. This effort aims to reduce the volume of wastes generated by the stores that, therefore, promotes the responsible use and protection of the natural environment.	No potential negative impacts identified.