



AllHome
One-stop shop for *your* home

OUR PATH TO RESPONSIBLE RETAIL

ABOUT THE REPORT

GRI 2-1, 2-2, 2-3

This fifth annual Sustainability Report of AllHome Corporation details the company's sustainability initiatives and performance within its construction materials retail business.

Covering the period from January 1 to December 31, 2024, the report is prepared with reference to the Global Reporting Initiative (GRI) Standards framework and the Sustainability Accounting Standards Board (SASB) guidelines for Multiline and Specialty Retailers & Distributors. It also highlights AllHome's ongoing commitment and progress toward achieving the UN Sustainable Development Goals (SDGs).

By utilizing a comprehensive set of performance indicators, AllHome ensures consistent and transparent monitoring of its economic, environmental, and social achievements, providing stakeholders with clear insight into the company's sustainable development.

Find this Report online:

<https://corporate.allhome.com.ph/company-disclosures/annual-reports/>

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TABLE OF CONTENTS

About the Report	3	Leadership and Governance	47
President's Report	5	Governance	48
2024 Performance Highlights	7	Ethical Business Practices	51
This is AllHome	9	Regulatory Compliance	52
Awards and Recognition	11	Data Protection and Cybersecurity	53
Our Sustainability Journey	13	GRI Content Index	54
Sustainability Framework	14	SASB Content Index	59
Our Value Creation Model	15		
Materiality Assessment	17		
Stakeholder Engagement	19		
Contribution to the UN SDGs	20		
Serving Our Customers Responsibly	21		
Focus on Customer Satisfaction	22		
Robust, Reliable and Responsible Supply Chain	25		
Advocating for our Customers: Marketing	26		
Promotion	27		
Partnerships for Quality: Procurement Practices	28		
Eco Products: Making a Difference	29		
Caring for Our People	30		
Wellbeing for All	33		
Training and Development: Growing and Learning	35		
Together	36		
Occupational Health and Safety: A Healthy and	37		
Happy Workplace for All	39		
Responsible Operations	41		
Energy Management: Optimizing Our Resources	41		
Waste Management: Committed to the Planet	43		
Water Management	44		
Climate-related Risks and Opportunities	45		
Driving Local Economic Growth	46		
Economic Performance			
Tax Management			
Community			



PRESIDENT'S REPORT

GRI 2-22

To our valued stakeholders,

It is my honor to report on the progress and impact that AllHome has continued to build upon year after year, moving forward in our sustainability journey with our people, our customers, our communities, and our shareholders.

I will be the first to admit that 2024 has not been an easy year, but I would endeavor to point out how the steady leadership, strategic thinking, persistent zeal, and relentless hard work of our people have kept AllHome steady on a consistent path of delivering quality and excellence while making a difference in the communities where we do business.

Being recognized with the prestigious 2024 Golden Arrow Award, which acknowledged AllHome's commitment to excellence and strong corporate governance, speaks to our seriousness of purpose and values-driven approach to sustainable growth.

This distinguished award is given to organizations that demonstrate strict compliance with the Philippine Code of Corporate Governance and internationally recognized best practices, as evaluated by the ASEAN Corporate Governance Scorecard (ACGS) and the Corporate Governance Scorecard (CGS). Notably, this is the third time we have received the Golden Arrow Award, providing a gratifying confirmation of our performance as one of the leading publicly listed companies in the Philippines.

This performance was in the face of economic headwinds such as the slow recovery of the property market -- with the Metro Manila condominium market's high inventory level combined with vacancy rates at an all-time high in the secondary market and historic low numbers of new project launches. Meanwhile, consumer spending patterns shifted towards travel, entertainment, and leisure, dampening sales in both soft and hard categories in our industry.

These challenges only served to encourage us to focus on being strategic and intentional, resolved on driving growth and improving efficiency through optimizing operations, enhancing customer experience, and exploring new sales channels.

Optimization and Cost Savings

A significant initiative in this area is range rationalization on inventory, where the company removed low-performing and inactive SKUs to streamline product offerings. This allowed us to focus on faster-moving products, reduce inventory costs, and improve overall efficiency.

Overall, we delisted close to 65,000 SKUs under hard categories that better aligned AllHome with the changing market demand. Rationalizing inventory also helped minimize waste, optimize shelf space, and improve customer satisfaction by offering a more curated selection of products.

At the same time, the Company initiated various efficiency efforts such as AI-driven loss-prevention programs, manpower rationalization, and marketing shifts that resulted in a PHP405 million reduction in operating expenses.

The significant savings came from personnel rationalization, minimized usage of office and store supplies, energy consumption, and the optimization of store promotions using social media instead of traditional advertising media.

New Sales Strategy and Channels

In challenging times, we have built a discipline to always look for opportunities.

Such discipline propelled us to reassess the Company's expansion plans and choose to adjust the previously stated goal of opening 100 stores by 2026. The current store count of 72, including 54 in Mega Manila, has been deemed sufficient retail presence to meet current and near-term demand.

With the slowdown of the property market, AllHome chose to explore opportunities in specific segments with sustained demand, such as upscale to luxury condominium units in Metro Manila. We have found value in expanding AllHome's offering of premium furniture, appliances, and furnishings.

We have also begun enabling new sales channels to drive meaningful growth. One of these initiatives is offering condo move-in packages, which cater to the growing demand for convenient and comprehensive solutions for homeowners. The company is also tapping corporate accounts, such as employee cooperatives, and pursuing B2B marketing opportunities. By developing these new sales channels, AllHome aims to diversify its revenue streams and stay competitive in the market.

Furthermore, AllHome started partnering with other developers beyond its affiliate company, Vista Land. These strategic partnerships will enable AllHome to tap into new customer segments and drive sales growth, positioning the company for success in a recovering market.

Additionally, AllHome is well-positioned to leverage the increasing demand for horizontal housing and house-and-lot acquisitions in regions outside Metro Manila, particularly in North and South Luzon. With established stores in these areas, the company stands to benefit from the shift in homebuyer preference toward more affordable housing options beyond the metropolitan region.

Stronger Together with the Community

The lessons of 2024 for us have been that consistency and discipline in remaining committed to our core values will keep us moving forward. As AllHome continues to navigate

Frances Rosalie T.Coloma

Acting President, COO

the evolving property market and capitalize on emerging opportunities, we remain committed and cognizant of the Company's role, influence, and impact on our communities.

Standing on the principles of accountability and social responsibility, our efforts are guided by the United Nations Sustainable Development Goals 2030, which serve as a framework for our initiatives and investments. Our key areas of focus are therefore clear to our employees, suppliers, and vendor partners as we proactively drive our sustainability efforts and contribute to a more equitable and environmentally conscious future through programs we share in this report.

At AllHome, we believe that our success is deeply rooted in the well-being of the communities we serve. As such, we continue to prioritize initiatives that not only drive business growth but also contribute to the betterment of society.

Our commitment to giving back is reflected in our various community outreach programs and partnerships, where we strive to make a positive impact on the lives of our customers and stakeholders.

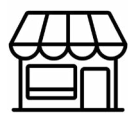
Examples of these are projects that provided construction materials for the renovations and upgrades of Nagsinamo National High School in Lucban, Quezon, the Philippine Army camp, and the Las Piñas National High School, among others. Beyond looking back on our journey in the past year, we would like to extend our heartfelt gratitude to all our stakeholders—employees, partners, customers, and communities—for their unwavering dedication and meaningful contributions.

Your support has been instrumental in driving our progress and shaping the success of our initiatives. We invite you to continue accompanying us on this journey, as together we strive to create lasting value and positive change in every community we serve. With your continued partnership, we are confident that we can achieve even greater milestones and build a sustainable future for all.

2024 PERFORMANCE HIGHLIGHTS

SERVING OUR CUSTOMERS RESPONSIBLY	50,628 AllRewards cardholders	33,533 Active Members	Opened 2 stores in 2024
CARING FOR OUR EMPLOYEES	345 Total number of employees	4,292 Total Training Hours	498,100 Total safe-man Hours
RESPONSIBLE OPERATIONS	38,074 MWh of electricity generated	137,185 m ³ Water consumption	27,201 tonnes CO ₂ GHG Emissions
DRIVING LOCAL ECONOMIC GROWTH	9,890.5M Direct economic value generated	12,792.8M Direct economic value distributed	411.99M Taxes paid to the government
LEADERSHIP AND GOVERNANCE	0 Incidents of corruption involving directors, employees, or business partners	0 Substantiated complaints regarding customer privacy	43% Female board members

KEY MILESTONES



72
Outlets



18
Provinces present



35
Cities and municipalities present



296,933
net selling area in sqm.

One-Stop Shops for Homeowners and Homebuilders GRI 2-6, SASB CG-MR-000.A, CG-MR-000.B

AllHome stores are conveniently located in strategic areas for every owner and builder in Mega Manila, Luzon, Visayas, and Mindanao. They carry a full line of quality home products and services in three distinct store formats.

	Large Mall-based Store This format is embedded within shopping malls and carries a wide selection of products tailored to the unique needs of the communities around them.	No. of Stores: 22 Total Net Selling Space: over 164,000 sqm Average Net Selling Space: 7,000 to 8,000 sqm Product Categories: Appliance, Furniture, Hardware, Linen, Tiles and Flooring, Sanitary Wares, Construction
	Large Free-standing Store Built upon formats from the AllValue Retail Ecosystem, these big freestanding stores feature the largest range of products in all categories	No. of Stores: 18 Total Net Selling Space: over 123,500 sqm Average Net Selling Space: 7,000 sqm Product Categories: Appliance, Furniture, Hardware, Linen, Tiles and Flooring, Sanitary Wares, Construction
	Small Specialty Store These stores are located inside or near residential communities and focus on home appliances and digital/mobile devices. Some are branded as Everyday QuickFix by AllHome.	No. of Stores: 32 Total Net Selling Space: about 7,400 sqm Average Net Selling Space: From 250 sqm to 400 sqm Product Categories: Appliance & Digital



THIS IS ALLHOME

In 2013, AllHome opened its first store in Pampanga. As an affiliate of Vista Land—the Philippines’ largest and most trusted homebuilder for nearly four decades—AllHome quickly established itself as a valuable partner in home construction and improvement. Over time, the brand has become a staple in Filipino households, known as a one-stop shop catering to the needs of contractors, architects, interior designers, and homeowners alike.

Building on its commitment to serve every aspect of home life, AllHome expanded into the pet care industry through its specialty brand, PetBuddy. The first PetBuddy store was launched in Las Piñas in 2022 and has since grown to include locations in Sta. Rosa, Bacoor, Antipolo, and Taguig. PetBuddy offers a comprehensive selection of pet care products, premium imported supplies, and services such as grooming and daycare. Responding to the growing demand for high-quality pet care among Filipino families, PetBuddy brings the signature AllValue experience to pet owners, further reinforcing AllHome’s dedication to supporting not just homes, but the well-being of every member within them.

VISION GRI 2-23

Our vision is to be the most complete full-line home improvement center in the country, known for excellent quality home building, design, and improvement needs.

Our aim is to become the top-of-mind choice of architects, builders, contractors, designers, and engineers (ABCDE) for ALL the products and ALL the services they need, ALL in one convenient location. A true home improvement one-stop shop made for home buyers and home builders alike.

MISSION

- To provide excellent service to all our stakeholders – our partners and suppliers, our employees, and most especially our customers
- To provide the most sought-after home building/renovation materials and home interior pieces that industry professionals can purchase or recommend to their clients, effectively expanding AllHome’s customer network
- To provide a home shopping haven that will make AllHome builders, whether professional or otherwise, feel at home and satisfied when shopping
- To encourage Filipinos to build better homes and better lives for their families

CORPORATE VALUES

Cost Consciousness

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



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

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

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

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

Teamwork

Synergy is one of a corporation’s greatest assets.



The solitary genius is nice, but teams are stronger.

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

We have each other’s backs.

We have the Company’s back.

Honesty

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



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

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

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

Competitive Spirit

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



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

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

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

Closeness To Customers

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

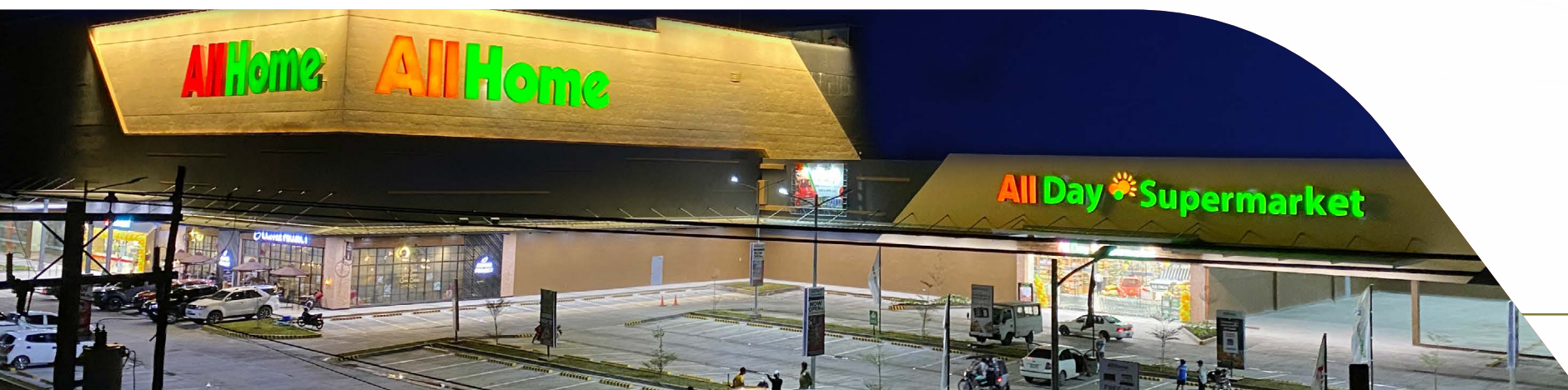


We must become part of their community – and their family.

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

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

They are the reason we exist.



AWARDS AND RECOGNITION



Golden Arrows Award

MEMBERSHIP AND ASSOCIATIONS GRI 2-28



Philippine Retail Association



OUR SUSTAINABILITY JOURNEY



SUSTAINABILITY FRAMEWORK

AllHome's sustainability framework is based on responsible retailing and long-term value for customers, employees, communities, and stakeholders. Using insights from its Materiality Assessment, the Company identifies key sustainability drivers supporting inclusive growth and environmental responsibility.

The framework consists of five core pillars that define AllHome's approach to sustainable development:

SERVING OUR CUSTOMERS RESPONSIBLY



- Customer Satisfaction
- Responsible Supply Chain
- Marketing Promotion
- Procurement Practices
- Eco Products

CARING FOR OUR EMPLOYEES



- Training and Development
- Occupational Health and Safety
- Well-being
- Local Employment
- Diversity and Inclusion

RESPONSIBLE OPERATIONS



- Energy Management
- Waste Management
- Water Management

DRIVING LOCAL ECONOMIC GROWTH



- Economic Performance
- Tax Management
- Community

LEADERSHIP AND GOVERNANCE

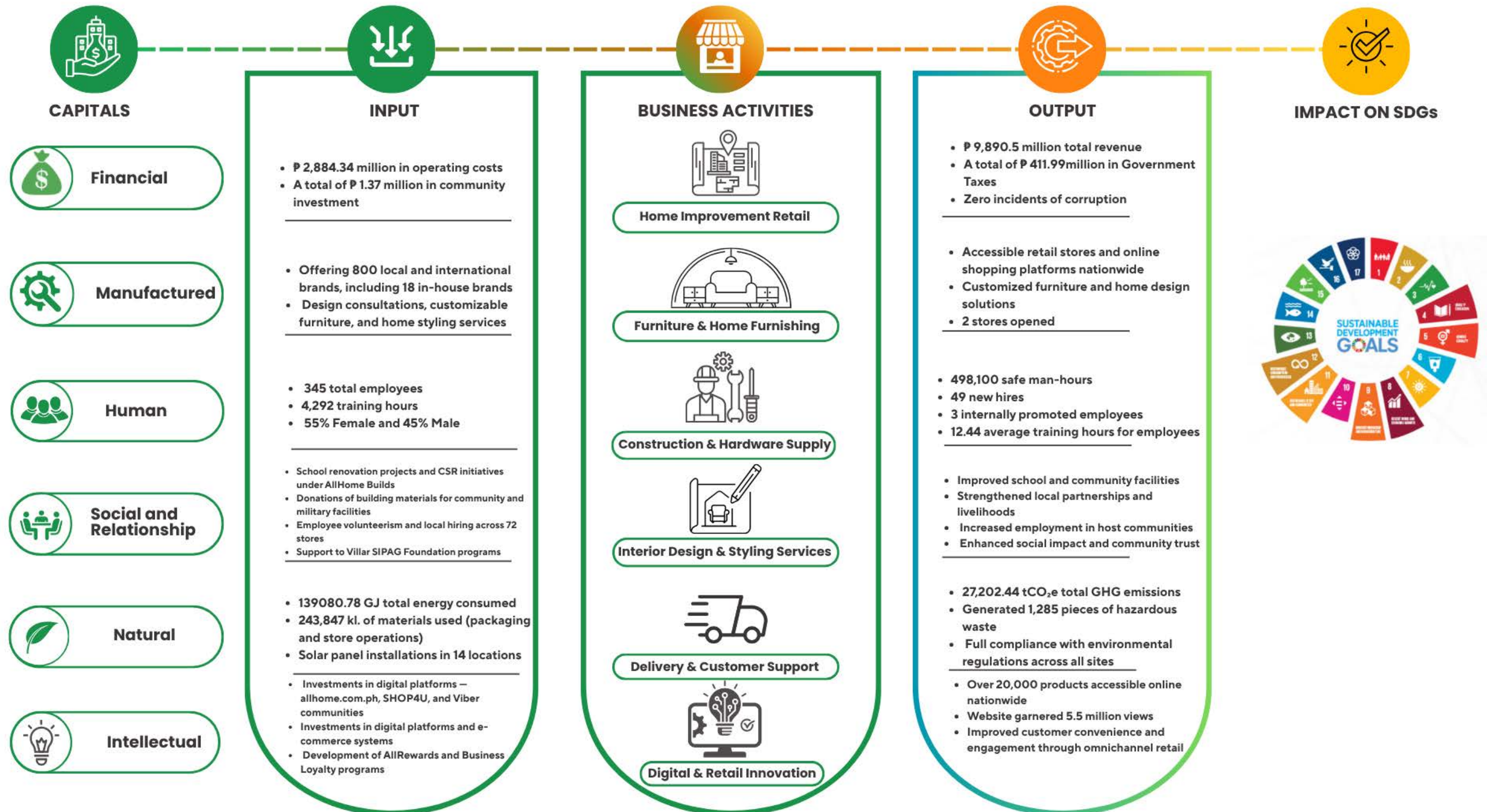


- Ethical Business Practices
- Regulatory Compliance
- Data Protection and Cybersecurity



OUR VALUE CREATION MODEL

We deliver value by cultivating robust, enduring partnerships with our diverse stakeholders, including customers, employees, business partners, and the broader community. By upholding principles of trust, transparent communication, and mutual respect, we establish a solid foundation for sustainable growth. These strategic relationships are integral to AllHome's sustained success, ensuring that our sustainability initiatives remain effective and closely aligned with the evolving needs and expectations of those we serve.



WHAT MATTERS MOST: MATERIALITY ASSESSMENT

GRI 3-1, 3-2

AllHome’s sustainability strategy is guided by the materiality principle of the GRI Standards, focusing on the issues that are most significant to both stakeholders and the company’s core operations.

To ensure ongoing relevance and transparency, AllHome reviews and reports on its material topics each year, providing stakeholders with clear insights into the company’s sustainability progress and challenges. This regular practice upholds accountability and drives continual improvement across sustainability initiatives.

The latest assessment identified Responsible Business Ethics as the top priority for both stakeholders and the organization, followed closely by Customer Satisfaction—demonstrating AllHome’s strong commitment to customer-centric values.

To accurately capture the concerns and expectations of both internal and external stakeholders, AllHome conducts a comprehensive materiality assessment survey using the following process:

01

Pre-identification of topics

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

02

Identification of Material Topics

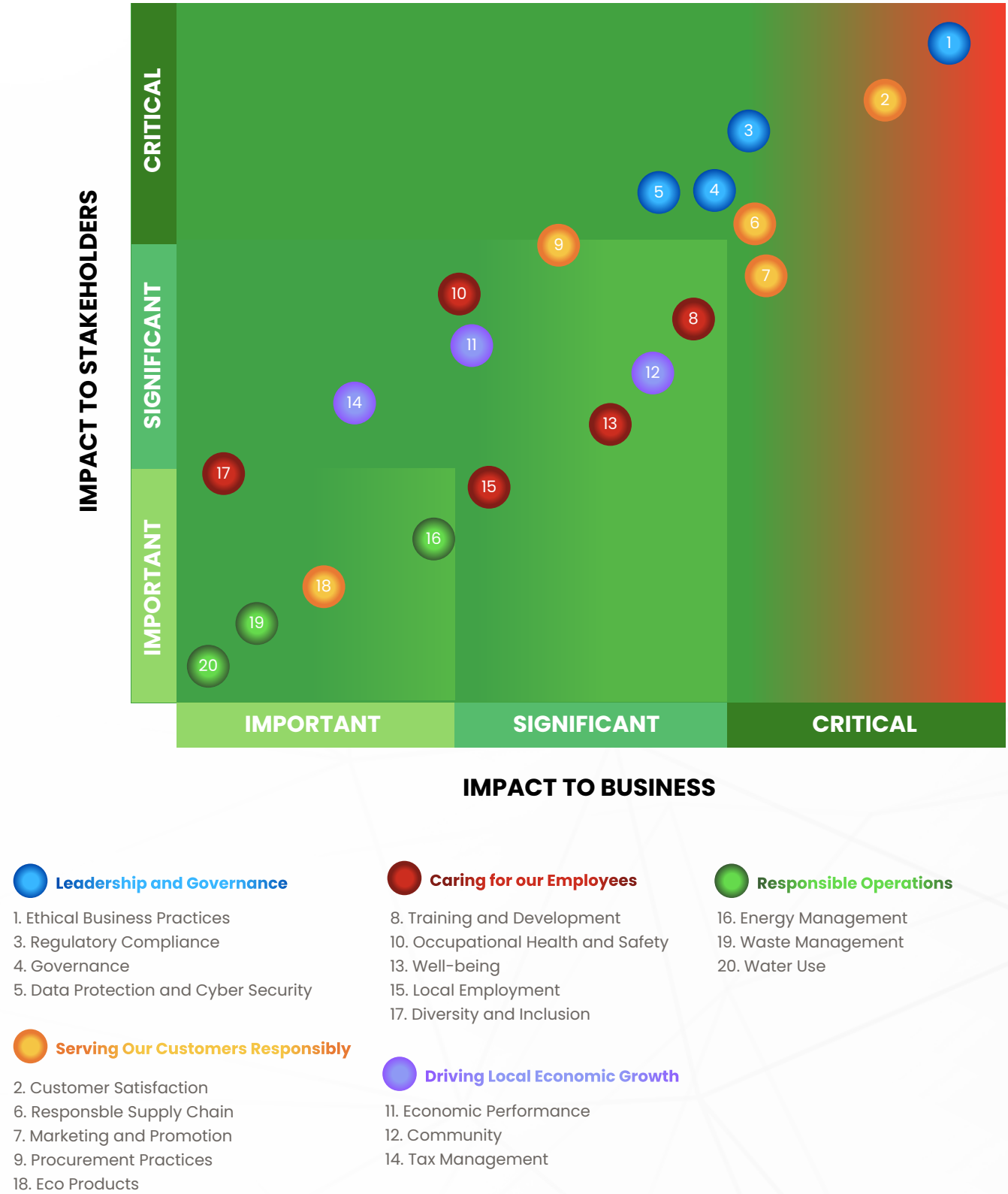
The compiled list is reviewed to determine which topics are most relevant to AllHome’s operations and stakeholders. This is facilitated through an online form where respondents indicate whether each topic is material by selecting ‘Yes’ or ‘No’.

03

Materiality Assessment

Topics identified as material are incorporated into an online survey, where their criticality and impact are further evaluated.

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



STAKEHOLDER ENGAGEMENT: WORKING TOGETHER

GRI 2-29, 207-3

Effective stakeholder engagement and transparent communication are central to AllHome’s approach to sustainability and corporate governance. In 2024, the company continued to provide multiple accessible channels for stakeholders—including customers, employees, suppliers, investors, and community members—to express their views and remain informed about AllHome’s ongoing projects and initiatives.

AllHome’s stakeholder engagement framework includes regular consultations, feedback mechanisms, and proactive disclosures through official reports and its corporate website. By promptly addressing stakeholder concerns and questions, AllHome reinforces its commitment to transparency, accountability, and ethical business practices. This ongoing engagement ensures that the company’s strategies and actions remain closely aligned with stakeholder expectations and industry best practices.

ENGAGEMENT	FREQUENCY	KEY TOPICS AND CONCERNS	COMPANY’S REPONSE
EMPLOYEES (INTERNAL)			
1. Social media, emails 2. Bonding 3. Team-building sessions 4. Performance evaluations 5. Training and development sessions 6. Jumpstart	1. Regularly 2. Quarterly 3. Annually 4. Annually 5. Regularly 6. Quarterly	1. Career longevity and retention 2. Health, safety, and wellness 3. Benefits and Compensation amidst increasing living costs 4. Learning and growth	1. Competitive salary and compensation packages 2. Online training and development sessions 3. Shuttle services 4. Every department is equipped with a first aid kit and a certified Philippine Red Cross basic emergency professional as person-in-charge in case of emergency 5. Regular cleaning and sanitation of the office 6. Annual physical examinations and health care plans 7. Regular monitoring for COVID-19 symptoms, and swab tests provided by the company 8. Free COVID-19 vaccine
INVESTORS AND SHAREHOLDERS (EXTERNAL)			
1. Annual Stockholders’ Meeting 2. Special Stockholders’ Meeting 3. Investors’ Briefing 4. One-on-one meetings	1. Annual 2. As necessary 3. Quarterly 4. As necessary	1. Financial risks 2. Corporate governance 3. Long-term plans	1. ERM, Risk Management Policy and Business Continuity Plan 2. Efficient loan management 3. Conflict of Interest Policy 4. Insider Trading and Related Party Transactions Policy 5. Whistle-blowing Policy 6. Good Corporate Governance Manual 7. Company Updates and Disclosures
CUSTOMER AND CLIENTS (EXTERNAL)			
1. Customer satisfaction survey 2. Viber Community 3. Website 4. Social Media 5. Feedback and suggestion form 6. Google My Business Reviews	As necessary	1. Safe Shopping 2. Customer data privacy 3. Stock availability	1. Digitized services: a. Personal shopper service b. Curbside pick-up c. Same day delivery d. 360-degree virtual store tour e. Contactless payment (QR code or card payment) f. Free consultations on home and interior styling g. Smart shopping through a website h. Implementation of safety protocols set by IATF and LGUS 2. Secured Socket Layer (SSL) or Transport Later Security (TSL) based security has been adapted
COMMUNITIES (EXTERNAL)			
1. Community consultations 2. Social media 3. Live chats 4. Viber groups	As necessary	1. Local community hiring 2. Health and livelihood programs 3. Sponsorships/funding for community programs 4. Access to stores/ services	1. Sourcing and hiring talents within the vicinity of respective locations 2. a. Villar SIPAG Foundation programs b. AllHome Builds programs: 1. LIKHA project 2. Using Solar Panels 3. May Bahay sa Bakuna Project 4. Donation of school facilities
SUPPLIERS (EXTERNAL)			
1. Accreditation process 2. Emails	As necessary	Transparency in the accreditation process	1. Products that are not readily available in the Philippines are sourced by AllHome through local importers and/or consolidators 2. Diverse set of suppliers for each product
REGULATORY BODIES (EXTERNAL)			
1. Submission of requirements 2. Emails	As necessary	Compliance with environmental, social, and governance laws and regulations	1. Timely submission of regulatory requirements 2. Strict implementation of safety protocols

MEANINGFUL IMPACT: CONTRIBUTION TO THE UN SDGS

In addition to its established Sustainability Framework, AllHome actively advances initiatives within its operations and the broader community to support the United Nations Sustainable Development Goals (UN SDGs).

In 2024, the company refined its strategic priorities, aligning key programs with selected SDGs to maximise their impact and relevance. Although specific targets are still being finalised, AllHome remains dedicated to integrating sustainability principles throughout its activities, aiming to drive meaningful progress for the communities it serves.

SDG 4: Quality Education: A renovation project, in partnership with Las Pinas National High School, to enhance rooms and contribute to the school's efforts to provide quality education in the new learning setup.

SDG 5: Gender Equality: In addition to implementing sound and transparent company policies, rules, and regulations that ensures all employees receive fair and humane treatment, equal employment opportunities, and protection from harm and discrimination. its practices are designed to comply with due process requirements.

SDG 8: Decent Work and Economic Growth The business supports local suppliers with its nationwide retail network and also contributes to economic growth through consequent job creation and employment opportunities around communities with AllHome stores.

SDG 9: Industry, Innovation, and Infrastructure AllHome provides access to essential supplies and materials for infrastructure improvement and development. The business addresses increasing demand for innovative products that can enhance people's quality of life.

SDG 11: Sustainable Cities and Communities As a home improvement company, aims to support sustainable cities and communities by offering affordable and accessible home improvement materials and products for more Filipinos.

SDG 12: Responsible Consumption and Production Integrating sustainability into its operations, AllHome switched to renewable energy sources which resulted in an estimated 8% to 10% reduction in the stores’ energy consumption.



SERVING OUR CUSTOMERS RESPONSIBLY



FOCUS ON CUSTOMER SATISFACTION

AllHome stores are strategically co-located with other retail brands under the AllValue group, such as coffee shops and supermarkets, providing added convenience for shoppers and enhancing brand visibility.

Expanding its network through a unique and comprehensive full-line home center concept, AllHome continuously explores innovative ideas that complement its extensive range of homebuilding and renovation products. The company integrates both traditional and modern retail practices, as well as time-honoured customer experiences, to anticipate market demand and adapt effectively to shifting trends.

AllHome serves a wide range of customers, including homeowners, renters from upper-middle to high-income segments, and professionals in the construction and home development sectors—such as contractors, architects, builders, engineers, and interior designers.

In 2024, AllHome earned an impressive 4.2 out of 5-star rating in an online customer satisfaction survey, demonstrating its commitment to meeting the evolving needs of its target market. Respondents highlighted the store's welcoming atmosphere and comfortable environment as key strengths.

To drive continuous improvement, AllHome collects customer feedback through a variety of channels, including in-store forms, a prominently displayed QR code system at checkout counters, and weekly analysis of Google Reviews for each location. The introduction of the QR code initiative—incorporated into the Sales Specialists' closing pitch—significantly increased response rates, now accounting for nearly half of all feedback received.

The company also leverages industry reports, trade shows, and benchmarking to remain attuned to market trends. Additional customer engagement occurs through live chat, product ratings on the e-commerce site, Facebook Messenger, and Google My Business reviews.

Continuous feedback and improvement are central to AllHome's sustainability approach. Insights from customer surveys are used to identify opportunities to enhance the customer experience and further diversify products and services. For example, in response to survey feedback, the company introduced new value-added services such as furniture assembly and water heater installation.

Feedback is also essential for evaluating customer engagement, identifying service gaps, and targeting areas for staff development. AllHome invests in ongoing training for its front-line employees, focusing on service standards, customer engagement, technical skills, and product knowledge.

Demonstrating its commitment to outstanding service, AllHome has implemented the Customer First Culture/Customer Centricity strategy. This includes the Winning Customer H.E.A.R.T.S. training module, Retail Solutions Selling workshops, and monthly Product Proficiency Training. The Premium Awards program further reinforces service excellence by linking customer service compliance audits with store performance objectives.

Through these initiatives, AllHome affirms its dedication to delivering exceptional customer experiences and fostering continuous growth and improvement across its teams.



ALLHOME DIGITAL PLATFORMS AND SERVICES

E-commerce Platform: allhome.com.ph	Shoppers can conveniently browse through more than 20,000 items and add any to their virtual shopping cart using their mobile devices. In-store promos and discounts are also offered online through this platform.
SHOP4U: Personal Shopper Service	- Orders are submitted through the Viber app, and payments are settled through bank transfer or cash-on-delivery (COD) arrangements. Customers have a wide choice of easy payment options that range from cash, debit card, or credit card with zero percent installment of up to 12 months on selected items, and mobile payment services such as AllEasy, GCash, and Maya. Clients can also opt for layaway plans through Home Credit. - Purchased items may be picked up via the Click & Collect counters or delivered via a customer-chosen delivery service or through the AllHome delivery service.
Viber Communities	The Company has two Viber communities: Shop Online at AllHome with over 7,963 members and AllHome Builders Centre Shopping Community with over 989 members, as of end 2024. These chat groups enable AllHome to regularly connect with its clientele as well as process online orders daily.
Third-Party Shopping Platforms	AllHome boosted its digital presence and brand recall promotion through partnerships with online shopping platforms and on-demand delivery providers.

HEALTH AND SAFETY FOR ALL

GRI 3-3, 416-1, 416-2

AllHome’s entire network of stores adheres strictly to health and safety protocols mandated by the Department of Health and other relevant government authorities. In 2024, with the continued adoption of AllHome’s digital platforms, the company recorded zero complaints related to health and safety. Digitization remains a central strategy as stores prepare to accommodate increased foot traffic.

AllHome has further strengthened its online presence through various initiatives, reinforcing its leadership in the industry with an omnichannel approach utilizing the digital channels mentioned in the section above.

The company is dedicated to ensuring a safe shopping experience for customers and a secure working environment for employees. AllHome’s “Park and Shop” concept provides

direct access to parking spaces—particularly in stores located within Vistamalls—offering customers greater convenience while helping to reduce congestion in shopping areas.

Meanwhile, the Company adheres to key safety protocols such as ensuring product offerings have labels on their safe use that are provided by the respective brands, and sales personnel are trained to demonstrate correct product use. To reduce the risk of accidents from improper assembly, AllHome also offers furniture assembly services.

At the same time, sanitation remains a top priority. Restrooms, elevator buttons, and escalator handrails are disinfected regularly, and all AllHome locations are consistently sanitized by certified providers such as ShieldTec or EnviroNet.



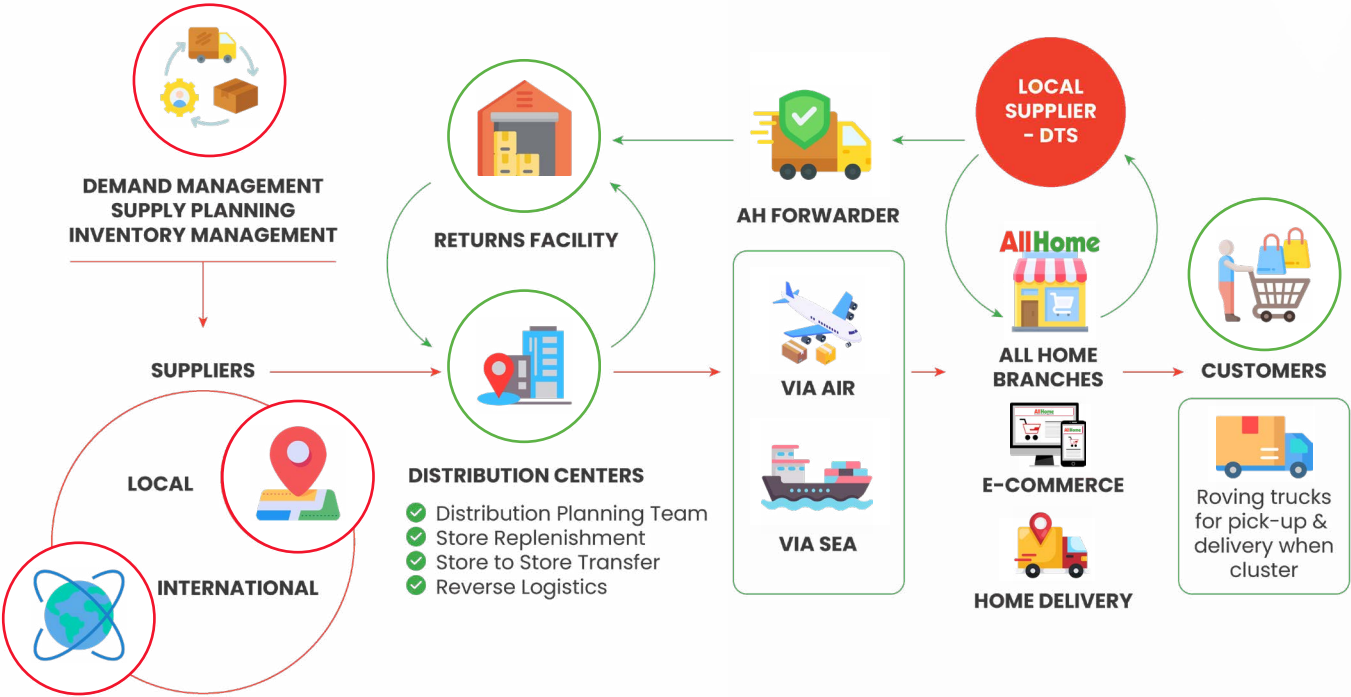
AllHome product categories have also been made more accessible through these digital initiatives:

- Click and Collect counters that serve as express lanes to pick up online orders placed via the web or SHOP4U
- AllHome 360° virtual tour, a state-of-the-art virtual walkthrough of AllHome stores to help in navigating and picking items
- Tangible QR Code push by frontliners to walk-in customers
- AllHome also tucked in an enhanced implementation and personalization of offerings and services with the use of our customer loyalty program, AllRewards, and Business Loyalty



ROBUST, RELIABLE AND RESPONSIBLE SUPPLY CHAIN

GRI 3-3



AllHome maintains strong procurement and supply chain management practices, reflecting its commitment to transparency, efficiency, and sustainability. The company continuously enhances its supplier accreditation and selection processes to ensure that all major suppliers uphold high standards for service quality, environmental responsibility, and ethical business conduct.

Recognizing the ever-changing demands of the home improvement market, AllHome remains agile and responsive to evolving design trends and customer needs. A key factor in its industry success is the ability to maintain a reliable and diversified network of suppliers.

Currently, AllHome works with more than 700 suppliers, including concessionaires, and continually seeks to expand its sourcing network to ensure an up-to-date inventory.

Products sourced internationally are obtained through local distributors or reputable third-party importers. Around 20% of AllHome's total purchases for the year were sourced from its three largest suppliers: Concepcion Midea Inc., Haier Electrical Appliances Phils. Inc., and TCL Sun Inc.

By cultivating a broad network of suppliers, AllHome minimizes potential supply chain disruptions, which could negatively impact its reputation as a primary destination for home improvement products and services. This diversified approach also supports effective business contingency planning and reduces financial risk.

AllHome's rigorous supplier selection process also ensures product quality and safeguards the company's reputation by partnering with experienced and reputable suppliers. In 2024, the company reported zero significant negative environmental or social impacts within its supply chain.

Meanwhile, the Company closely monitors identified risks to its supply chain, with an Enterprise Risk Management framework that supports mitigation initiatives. Key risks such as delivery delays, product security during transport, supply availability, and power interruptions are addressed. Power interruptions are considered one of its main risk events because potential extended power outages from natural disasters like typhoons or floods may increase fuel consumption as generators are needed to maintain operations.



100%

of the procurement budget is spent on local suppliers in 2024

GRI 204-1

ADVOCATING FOR OUR CUSTOMERS: MARKETING PROMOTION

GRI 3-3, 417-1, 417-2, 417-3

AllHome continues to reinforce its reputation as a one-stop shop for AllHome and renovation needs by ensuring fair business practices and implementing comprehensive marketing and promotional strategies throughout the year.

In 2024, AllHome promptly addressed and resolved all substantiated complaints regarding marketing, labelling, and communications at the store level. The Company reported 2 substantiated complaints on marketing and labelling, both of which were promptly addressed.

The company employs a diverse range of marketing tools, including social media campaigns, partnerships with influencers, banners, billboards, flyers, print advertisements, LED displays, radio spots, online advertisements, and in-store promotions.

Local marketing initiatives include distributing flyers, sending SMS and email blasts, and utilizing out-of-home advertising such as billboards and lamp post banners. Radio advertisements are particularly leveraged in provincial stores.

Despite home improvement products generally being less susceptible to short-term fashion trends, AllHome experiences peak sales during the fourth quarter—primarily driven by the Christmas and New Year holidays. To capitalize on seasonal demand, the company publishes catalogs twice yearly—in summer and during the Christmas season—featuring new product offerings, design inspirations, and exclusive promotions. Supplier catalogs are also made readily available to customers in-store and online at no cost.

As a business engaged in the buying, selling, distribution, and marketing of a wide array of goods, AllHome remains committed to evolving its marketing strategies to maintain its position as the preferred one-stop shop for home and renovation essentials. The company's online presence is actively managed, with frequent updates on Facebook, Viber communities, and Instagram to showcase stores and products. E-commerce platforms such as Lazada and Hubware are utilized to offer selected products and highlight ongoing promotions, thereby increasing customer engagement.

Promotional activities include quarterly and annual raffles on social media, with prizes ranging from gift certificates and cinema tickets to a house and lot in partnership with Vista Land. AllHome also collaborates with local influencers, celebrities, and bloggers to expand its reach and brand awareness.

To further strengthen its market position, AllHome has embraced digital transformation. Its marketing strategies are increasingly digitized to maintain a strong connection with its target audience:

Relationship Marketing	AllHome managed customer relationships by providing easy access to store customer service staff to address their needs via SMS, call, Messenger, and Viber (<i>Shop Online at AllHome and AllHome Builders Centre Shopping Community</i>).
Content and Influencer Marketing	AllHome highlighted aspirational images on its channels to get engagement from its target market. The Company engaged local celebrities to inspire consumers to check out AllHome products online and highlight the available services.
Loyalty Programs	AllHome expanded its loyalty program to leverage professionals such as architects, contractors, builders, and other customers
Digital Marketing	AllHome maxQaimized its digital space through its e-commerce site and search engine optimization (SEO) efforts. The Company also uses social media sites like Facebook, Instagram, TikTok, and YouTube to generate awareness and advertise its products. In 2024, website views reached 5.5 million.
Local Store Promos	The Company had periodic implementation of sale promos to entice consumers to purchase
In-store Display	Featured products were highlighted at each store's entrance to promote AllHome's seasonal catalog, seasonal and major sale events, exhibits, and store events or demos. All promos go through the Department of Trade and Industry for the necessary permits, and a third-party agency is contracted for the production, delivery, and installation of the marketing materials.

PARTNERSHIPS FOR QUALITY: PROCUREMENT PRACTICES

GRI 204-1, 308-1, 308-2, 3-3, 414-1, 414-2

As the country’s first and only comprehensive home improvement retailer, AllHome remains committed to continuous improvement and expansion. The Merchandising team, along with Product Category Heads and its network of importers, continuously curates and tests merchandise to meet the evolving preferences of the growing market, especially among younger consumers, and to introduce innovative home improvement products and designs.

To ensure a diverse and robust supply chain, AllHome sources products from both local and foreign manufacturers where appropriate, procuring imported goods through local importers or consolidators. The company also invests in developing its in-house brands to foster loyalty and differentiate itself from competitors.

The company employs a comprehensive and rigorous supplier selection process, recognizing that the quality of brands and suppliers directly impacts AllHome’s reputation and performance. Today, AllHome’s network of suppliers and concessionaires consists of over 700 partners. The Company relies on this mix of retail partners, concessionaires, and third-party distributors for inventory management and store displays, as well as logistical service providers for deliveries to stores, distribution centers, and warehouses.

Suppliers are chosen based on a stringent set of criteria to ensure the quality and novelty of products as well as the capacity and capabilities of suppliers to deliver the requirements. The criteria include industry reputation, product quality and standards, reliability, exclusivity, and price. Additional considerations include customer preferences, after-sales support, profit margins, marketing assistance, and incentive programs. All suppliers are vetted, selected, and accredited on these metrics, with none classified as related parties.

AllHome enforces strict auditing procedures for all suppliers. Compliance with contractual standards—such as timely delivery, adherence to product specifications, and observance of relevant laws and regulations, including Department of Trade and Industry (DTI) requirements—is required. New suppliers undergo comprehensive audits before their products reach store shelves.

AllHome reported no significant negative environmental or social impacts within its supply chain. The company actively encourages suppliers to adopt sustainable practices and integrates environmental, social, financial, and operational metrics into its supplier accreditation process, as outlined in the Code of Business Conduct and

Ethics. To maintain transparency and accountability, the Merchandising Group conducts quarterly performance reviews to determine contract renewal eligibility.

AllHome prioritizes sourcing from local suppliers rather than foreign distributors such that, for the year, the Company allocated 100% of its procurement budget to local suppliers underscoring its commitment to supporting Philippine-based companies specializing in construction, interior design, and home improvement products.

At the same time, AllHome expects suppliers to progressively improve their sustainability performance throughout the contract term. Key initiatives include assigning promoters to monitor store-level sales and inventory, conducting regular business reviews, sharing sales performance and inventory data, and collaborating on promotional strategies and support for non-moving inventory.

- Typical business review agendas with suppliers cover the following:
- Sales performance by store, sub-category, and brand
 - Sales targets and incentive structures for the coming year
 - Manpower status and related incentives
 - Support for marketing promotions and store openings
 - Distribution charge support and fill rates
 - Inventory management (fast- and non-moving items)
 - Payment terms and commission rates
 - Introduction of new product offerings



ECO PRODUCTS: MAKING A DIFFERENCE

SASB CG-MR-410A.2

AllHome supports the campaign against single-use plastics and encourages customers to use reusable non-woven bags or eco bags at all store locations. This initiative aligns with the nationwide zero-waste management movement and demonstrates AllHome’s commitment to sustainable retail practices and compliance with local ordinances. To further promote eco-conscious living, AllHome offers its Eco Products line—sustainable household solutions such as reusable items, energy-efficient appliances, LED lighting, eco-friendly furniture and décor crafted from bamboo and rattan, water-saving fixtures, natural personal care products, and solar panels. These

practical options empower Filipino households to minimize waste, reduce carbon emissions, and contribute to a greener future.

Enabling People through Quality, Access, and Affordability

AllHome aims to be the preferred one-stop store for home builders, architects, contractors, and DIY enthusiasts by providing world-class products at affordable prices. Stores are strategically located near residential communities and transport hubs, ensuring convenience and accessibility.

LIKHA Project

Launched in 2021 and continuing through 2024, the LIKHA project is a key livelihood initiative in partnership with the Villar SIPAG Foundation. Supporting the local cottage industry and craft workers in Las Piñas City who creates products made from dried water hyacinth stalks—such as baskets, plant holders, and storage bins—the LIKHA project showcases their unique products in AllHome stores. The aim is to effectively promote local handicrafts and enhance livelihoods in communities where AllHome does business.



CARING FOR OUR PEOPLE



WELLBEING FOR ALL

GRI 3-3

AllHome cultivates a workplace culture where every voice is heard and valued, actively promoting diversity and inclusion through non-discriminatory practices. The company has successfully built a multigenerational workforce, resulting in a rich and dynamic talent pool.

A spirit of healthy competition is embraced as a core corporate value, with AllHome recognizing the importance of maintaining a motivated, high-performing team. The company encourages employee retention and career longevity through a range of programs and policies, which include:

- Competitive salary and compensation packages
- A supportive, comfortable, and positive work environment
- Quarterly departmental team-building and bonding activities
- Annual company-wide team-building events
- Fair and consistent performance evaluations
- Ongoing training and professional development opportunities

AllHome invests in comprehensive training programs to prepare employees for future roles and supports succession planning across departments. Replacement planning is also conducted to proactively identify and develop key personnel in critical operational areas.

The company's retention initiatives feature a robust rewards and recognition program designed to celebrate both individual and team achievements. The Loyalty Award Program offers incentives such as complimentary domestic and international travel, as well as merit-based salary increases tied to performance evaluations. Additionally, the company conducts quarterly engagement events under the "Jumpstart" program, where rewards and recognitions are announced and outstanding performance is acknowledged.



EMPLOYEE BY CONTRACT AND POSITION

AllHome	Male			Female			Total
	< 30 y.o	30-50 y.o	> 50 y.o	< 30 y.o	30-50 y.o	> 50 y.o	
Contact							
Regular	20	125	3	37	134	5	324
Probation	4	3	0	9	5	0	21
Total	24	128	3	46	139	5	345
Position							
Top Management	0	0	0	0	1	1	2
Senior Management	0	2	0	0	3	2	7
Middle Management	0	22	2	0	20	2	46
Supervisors	5	92	1	10	96	0	204
Rank and File	19	12	0	36	19	0	86
Total	14	128	3	46	139	5	345

BENEFITS GRI 401-2, 401-3

AllHome is committed to maintaining full compliance with Department of Labor and Employment (DOLE) regulations. Entry-level salaries match the minimum wage in Mega Manila and exceed those benchmarks in Luzon, Visayas, and Mindanao. In addition to government-mandated benefits, AllHome offers regular employees supplementary leave entitlements, comprehensive medical programs, and communication allowances.

The Company has enhanced its employee healthcare benefits by upgrading medical plans,

strengthening access to online consultations with healthcare providers, and designating an affiliate clinic to facilitate RT-PCR testing for all staff. For on-site employees, shuttle services are provided to improve transportation convenience and minimize health risks

Upon regularization, employees and their eligible declared dependents are automatically enrolled in an HMO plan to help them manage their health needs. Paid sick leave is included in the benefits package for regular staff. Additionally, AllHome provides a

13th-month pay, medical programs, communication allowances, and opportunities for international travel as part of its incentive programs.

By investing in these robust benefits and support systems, AllHome demonstrates its dedication to employee well-being, satisfaction, and long-term retention.

EMPLOYEE BENEFITS

Benefits	Provided	women who availed	men who availed
SSS	Yes	10%	12%
Philhealth	Yes	3%	1%
Pag-IBIG	Yes	6%	1%
Parental Leave	Yes	5%	1%
Vacational Leave	Yes	68%	81%
Sick Leaves	Yes	48%	56%
Medical benefits (exc. PhilHealth)	Yes	52%	41%
Annual Physical Exam	Yes	63%	58%

LABOR MANAGEMENT: STRONGER TOGETHER

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

AllHome fosters a positive relationship between management and employees by upholding the corporate values of teamwork and honesty. The company recognises the importance of a clear and safe grievance mechanism to sustain a collaborative work environment.

Although AllHome does not have a collective bargaining agreement and none of its employees are union members, it is committed to maintaining strong employee relations. When key officers changed in 2024 due to resignations the previous year, the

company made deliberate efforts to protect employees' rights through a Code of Discipline centered on respect and human rights. Policies to prevent discrimination and properly address grievances are institutionalized, including Whistle-blowing and Open Door policies. AllHome strictly enforces these policies and ensures due process for all policy violation cases.

All internal stakeholders, from new hires to tenured employees, are regularly reminded to prioritize mutual respect, observe personal boundaries, and follow company values, policies,

and guidelines in all interactions, both internal and external. New hires receive guidance on these expectations during orientation, where the simplified grievance mechanism is explained. This enables any officer or employee to report harassment or discrimination directly to the Committee on Decorum and Investigation or Employee Relations (HR), without fear of retaliation. The Committee investigates all reports and communicates outcomes to the parties involved.

For termination due to just cause, AllHome adheres to the twin notice

rule—providing written notice to the employee regarding the grounds for dismissal and a reasonable opportunity to respond. Grievances are addressed promptly, fairly, and in accordance with company policies.

The company has also established efficient communication channels for employees, suppliers, and other stakeholders to voice concerns with confidence in fair treatment and confidentiality. Suppliers can raise

issues by sending a letter via email or in person to the Purchasing or Merchandising Group Head, or during quarterly performance reviews. The company forbids employment-based retaliation against anyone who submits a complaint or concern.

AllHome encourages employee participation through suggestion schemes, surveys, meetings, pep talks, and store visits. The "It's time to K.I.S.S. (Keep it Simple and Straightforward)"

program invites employees to propose ways to simplify company methods and practices, with top suggestions recognised and rewarded by the Chairman and implemented as improvements.

An annual Values Session ensures that employees' voices are heard, with a summary of concerns and recommendations contributing to management's decision-making process.

LOCAL EMPLOYMENT: MAKING AN IMPACT ON OUR COMMUNITIES

AllHome is committed to supporting local employment by offering meaningful job opportunities that contribute to economic stability and improved livelihoods. The company aims to be recognised as an "Employer of Choice" within the Philippine home improvement sector by providing competitive salaries and comprehensive benefits.

In strict adherence to the Department of Labor and Employment (DOLE) regulations, AllHome upholds equal employment opportunities across all levels of the organisation. In 2024, a strategic reduction in the total workforce was implemented in response to declining market demand. Despite these changes, AllHome maintained an almost equal ratio of female and male employees, underscoring its ongoing commitment to workplace equality.

Diversity is further promoted at the leadership level. As of 2024, women make up 28.57% of Board members and account for 2.0% of management positions. AllHome values a broad spectrum of perspectives and opinions in its decision-making processes, reinforcing its dedication to inclusivity and fair representation throughout the company.

EMPLOYEE COUNT

GRI 2-7, 404-1, 405-1, SASB CG-MR-310A.2, CG-MR-330A.1

Disclosure	2024	2023	2022
Total number of employees ¹	345	563	514
a. Number of female new employees	190	299	269
b. Number of male new employees	155	264	245
New Hires	49	144	83
Turnover (voluntary and involuntary)	263	145	189
Ratio of lowest paid employee against minimum wage	Confidential		
Number of employees from indigenous communities and/or vulnerable sector ²	N/A		

¹ The data includes regular and probationary employees assigned in the head office and stores.
² Vulnerable sectors include, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).

DIVERSITY AND INCLUSION: WELCOMING ALL TALENTS

AllHome has institutionalized a strong Non-Discrimination Policy throughout its recruitment and hiring processes, ensuring non-discriminatory practices and no bias regardless of gender, age, disability, educational attainment, race, or religion.

This commitment to gender equality is evident in the overall employee composition of the company. All employees, regardless of their rank or position, are included, valued, and empowered to contribute their best. The company fosters an environment where every individual is encouraged to bring their unique perspectives, talents, and ideas to the workplace.

In strict compliance with directives from the Department of Labor and Employment, alongside its own corporate policies, AllHome ensures the consistent implementation of fair and equal employment opportunities. The company provides accessible and diverse application channels, allowing interested candidates to submit job applications online, in person, or onsite. Priority is given to applicants from local communities surrounding AllHome stores before considering candidates from other areas, thereby promoting diversity in terms of culture, religion, ethnicity, and socioeconomic background within its workforce.

Furthermore, AllHome strongly encourages its employees to participate in various learning and development programs designed to enhance their skills and drive productive performance. To support this, the company offers competitive compensation and benefits packages to all employees nationwide, aligning with its mission to deliver excellent service to stakeholders. These initiatives have proven effective in maintaining high levels of employee engagement and retention across the organization.

TRAINING AND DEVELOPMENT: GROWING AND LEARNING TOGETHER

GRI 3-3, 404-1, 404-2, 404-3

Training initiatives at AllHome are informed by in-house audits, customer feedback, and ongoing assessments of store workforce performance relative to company standards. These programs are also tailored to prepare employees for career advancement within the organization.

In recent years, a shift toward face-to-face workshops has resulted in a decrease in the number of training sessions. Nonetheless, company records indicate that 41 internal and 16 external training programs—spanning both technical and behavioral topics—were conducted. In 2024, AllHome continued to offer webinars and began exploring eLearning opportunities through its System Applications and Products (SAP) platform.

AllHome remains committed to equipping employees with relevant training and development opportunities that enable them to excel in their current roles and prepare for future career growth. The company's training academy is specifically designed to enhance operational efficiency and strengthen customer relationships by ensuring employees have a thorough understanding of products and services, thereby improving the overall customer experience.

To optimize labor costs and increase productivity, AllHome implements cross-training programs that expose employees to multiple operational areas. This approach broadens their skill sets and paves the way for advancement to higher positions

with greater responsibilities as part of the company's ongoing manpower development efforts.

While AllHome does not offer an employee stock option plan, it maintains a strong commitment to employee growth and engagement—demonstrated by the fact that 100% of employees receive regular career development reviews.

EMPLOYEE TRAINING AND DEVELOPMENT

Disclosure	2024	2023	2022
Total training hours	4,292	11,392	16,084
a. Female employees	2,241	6,235	9,040
b. Male employees	2,051	5,190	7,044
Average training hours	12.44	20.23	31.29
a. Female employees	11.79	20.85	33.61
b. Male employees	13.23	19.66	28.75



100%
of employees received
career development reviews

PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

Disclosure	2024
Total employees provided transition assistance programs	210
a. Female employees	102
b. Male employees	108

SAFETY TRAINING GRI 403-5

AllHome prioritizes employee safety through comprehensive, company-mandated training that covers essential safety procedures and merchandising standards. Employees receive clear job safety instructions detailing potential health risks, preventative measures, and appropriate emergency responses to ensure a secure work environment.

To cultivate a culture of safety and continuous improvement, AllHome actively encourages employee participation in the development of health and safety programs. Feedback and suggestions are regularly gathered through platforms such as Zoom, Viber, and email, enabling open dialogue and ongoing assessment of workplace safety. Safety training remains a mandatory requirement for all staff.

Specialized safety personnel, certified in basic occupational safety and health as prescribed by the Department of Labor and Employment (DOLE), oversee the implementation of occupational safety and health programs across all AllHome stores and offices nationwide. These professionals ensure strict adherence to DOLE regulations and internal safety policies.

Moreover, AllHome collaborates closely with VistaMall and building administrators to conduct periodic earthquake and disaster response drills. These exercises equip employees and building personnel with the knowledge and skills necessary for effective disaster preparedness and response.

In the event of an emergency, AllHome's foremost priority is the safety of its employees and clients.

The company follows established protocols to move individuals to designated safe areas and strictly complies with guidelines set forth by local government units, the National Disaster Risk Reduction and Management Council (NDRRMC), and other relevant agencies. AllHome also participates in national emergency drills facilitated by government authorities.

In addition, each department is equipped with a first aid kit and has an assigned, professionally trained individual certified by the Philippine Red Cross in emergency preparedness, disaster response, occupational safety, and first aid. The medical kits are maintained with essential medical equipment, including alcohol, sanitizing footbaths, thermometers, and medicines to address immediate health and safety needs.

OCCUPATIONAL HEALTH AND SAFETY: A HEALTHY AND HAPPY WORKPLACE FOR ALL

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-6, 403-7, 403-8, 403-9, 403-10

AllHome demonstrates its commitment to workplace safety by actively participating in national government-led drills, with all stores and offices involved. The company’s health and safety policies are anchored under Section 32 of R.A. 11058 (An Act Strengthening Compliance with Occupational Safety and Health Standards and Providing Penalties for Violations Thereof) and Section 14 of D.O. 198-18. These policies ensure that every place of employment is free from hazards that could cause physical harm to employees or clients.

To support this commitment, AllHome provides employees with thorough orientation, implements risk assessment and prevention programs, and trains designated safety officers and first aiders. The company communicates its safety protocols through email, prominent signage throughout the workplace, and routine safety inspections.

AllHome also DOLE guidelines for tuberculosis, Hepatitis B, and HIV prevention. It establishes clear procedures for managing and treating such cases, including a referral system for effective care. Occupational health services further include enforcing non-discrimination policies, offering reasonable work arrangements, conducting educational campaigns, and maintaining safe workplace conditions. The company ensures

that workspaces are free from harm, properly ventilated, and equipped with adequate sanitary facilities, thereby reducing the risk of disease transmission. Regular monitoring systems help maintain these standards.

Annual medical examinations are conducted to follow up on previous findings, detect occupational and non-occupational diseases early, and assess the impact of any workplace exposures. AllHome’s operations often require staff to transport and install home improvement fixtures, both for customers and within company facilities. In 2024, incidents such as bruises, dislocations, burns, and muscle strains were reported, primarily caused by lifting merchandise from racks. These cases prompted a review and enhancement of the Occupational Health and Safety Management plan, including additional training for personnel aligned with OHSM protocols.

The company conducts regular site inspections, audits, and assessments to identify and monitor potential hazards. Employees, safety officers, and security personnel are encouraged to report any work-related risks directly to the Facilities Management department. This proactive approach empowers the department to promptly address and resolve safety concerns, ensuring a safer work environment for all.



7
Employees in health & safety committee



9
Hit by objects in the store



4
Wounded



2
Slips, trips, and falls



1
Cuts & lacerations



1
Hit by falling object



1
Muscle strains

OCCUPATIONAL HEALTH AND SAFETY

Disclosure	2024	2023	2022
Safe Man-Hours	498,100 ¹	812,268	913,536
No. of work-related injuries	18	17	19
No. of work-related fatalities	0	0	0
No. of work-related ill-health	0	0	0
Safety drills (fire and earthquake)	annually	annually	annually

¹ Safeman hours are for employees only and do not include worker hours.

RESPONSIBLE OPERATIONS



ENERGY MANAGEMENT: OPTIMIZING OUR RESOURCES

GRI 3-3, SASB CG-MR-130A.1

AllHome's core business operations rely significantly on electricity and fuel, including gasoline, to power its network of stores throughout the Philippines. Facilities are equipped with generator sets, company vehicles, and various electrical installations to support daily activities. As such, the company's emissions primarily stem from vehicle use, generator operations, and electricity consumption. In 2024, the Company reported a total diesel fuel consumption of 54,965.00 liters. This marked an increase from previous years, primarily due to the expansion in data reporting coverage. More branches have been included in the monitoring system, resulting in a more accurate and comprehensive overview of fuel usage across the country. In addition to fuel, the Company also consumed a total of 38,074.74 MWh of electricity in 2024 to support its operations. This electricity data covers a wider operational scope, with 53 AllHome stores included in the report. The rise in total energy consumption aligns with the continued growth of store locations and improved accuracy in energy monitoring and reporting.

AllHome manages temperature control at its locations with a focus on both customer comfort and energy efficiency. The company implements various energy-saving practices, including the use of efficient lighting and equipment, as well as turning off devices when they are not needed. Operational schedules are set to balance energy consumption; for instance, air conditioning units typically run from 10:00 AM to 11:00 AM, and some are turned off around 5:00 PM.

Lighting practices are also optimized, especially during off-peak periods. Natural sunlight is leveraged to illuminate stores during summer and lean hours, such as between 12:00 PM and 3:00 PM. AllHome systematically monitors each store's energy consumption, promptly noting any irregularities compared with previous reporting periods. Regular equipment maintenance ensures that systems operate at peak efficiency.

Depot-type branches are designed with skylights and architectural features that maximize natural light, reducing the need for artificial lighting during daytime hours. Throughout its facilities, AllHome utilizes energy-efficient fixtures, including LED light bulbs and signage. As business operations returned to pre-pandemic levels, the company restored store lighting to its premium standards, enhancing the aesthetic appeal and maintaining comfortable, air-conditioned environments for customers.

As part of its commitment to sustainability, AllHome has implemented solar panel installations in 14 locations as of 2024, including six large-format stores. This transition to renewable energy has achieved estimated reductions in energy consumption of 8% to 10%. Moving forward, AllHome intends to further expand the integration of renewable energy solutions across its store network, aligning with both operational objectives and long-term sustainability goals.



ENERGY CONSUMPTION WITHIN THE ORGANIZATION GRI 302-1, 302-3, 302-4

Energy Type	2024	2023	2022
Diesel (L)	54,965	33,651	21,750
Electricity (MWh)	38,074	30,801	31,966 ⁶

ENERGY INTENSITY

By Region 2024	Normalizing Factor (sqm)	Fuel & Electricity (GJ)	Energy Intensity (GJ/sqm)
Luzon	309,030.55	109,120.35	0.35
Visayas	45,676.04	14,815.07	0.32
Mindanao	40,916.96	15,145.36	0.37
TOTAL	395,623.55	139,080.78	0.35

Conversion Factor			
Electrical Grid			0.0036 GJ/kWh
Electricity		Luzon and Visayas 0.6935 t-CO ₂ /MWh Mindanao 0.8522 t-CO ₂ /MWh	
Fuel Energy Conversion			Diesel 0.0366 GJ/L
Fuel Emission Conversion			Diesel 2.910 kg CO ₂ /L

AIR POLLUTANTS GRI 305-6, 305-7

AllHome conducts annual and monthly emissions monitoring of generator sets through load testing as part of the Company's Permit to Operate (PTO) renewal process. Emissions testing of company-owned vehicles is performed in accordance with DENR requirements. For leased store locations, the Vistamalls administrative team carries out in-house physical inspections monthly to monitor emissions across the entire mall.

In 2024, the Company generated a total of 27,202.44 metric tons of CO₂, primarily attributable to fuel combustion for power generation and electricity consumption within its operations. Both Scope 1 and Scope 2 emissions increased during the year.

The rise in Scope 1 emissions, which are direct emissions from fuel combustion,



was due to more comprehensive data reporting gathered from 17 AllHome stores nationwide—covering Luzon, Visayas, and Mindanao. Scope 2 emissions, representing indirect emissions from electricity consumption, were calculated based on a wider data set encompassing 53 AllHome stores. The overall growth in greenhouse gas emissions correlates

with the Company's store expansion and improvements in energy monitoring and reporting accuracy.

As of 2024, data on air pollutants such as nitrous oxides (NOx), sulfur oxides (SOx), and particulate matter (PM) remain unavailable. Nonetheless, AllHome continues to diligently track and manage its energy consumption.

GREENHOUSE GASES (GHG) (IN TONNES CO₂) GRI 305-1, 305-2, 305-5

Disclosure	2024	2023 ¹	2022 ¹
Direct (Scope 1) GHG Emissions	159.95	56.68	58.567
Indirect (Scope 2) GHG Emissions	27,042	22,457	22,766
Emissions of ozone-depleting substances (ODS)	N/A	N/A	N/A

¹ Restated for comparability

GHG INTENSITY

By Region 2024	Normalizing Factor (sqm)	Fuel & Electricity (tCO ₂)	GHG Intensity (tCO ₂ /sqm)
Luzon	309,030.55	20,882.64	0.07
Visayas	45,676.04	2,841.54	0.06
Mindanao	40,916.96	3,478.26	0.09
TOTAL	395,623.55	27,202.44	0.07

WASTE MANAGEMENT:
COMMITTED TO THE PLANET

GRI 3-3, 306-1, 306-2, 306-3, CG-MR-410A.3

AllHome is committed to supporting sustainability in both its industry operations and the communities it serves, recognizing that environmental protection is integral to the company's long-term success.

The company acknowledges that plastic use in packaging remains an environmental challenge. Although current systems do not allow for precise tracking of total plastic usage, it is estimated that packaging materials result in up to 243 tons of carton waste annually, based on data from 54 AllHome branches.

Owing to its extensive network across the Philippines and significant reliance on carton packaging, AllHome implements a structured waste segregation policy. Employees receive ongoing training on proper waste segregation and the environmental

impact of waste. Recyclable materials are set aside for resale or reuse, while contracted third-party haulers manage the collection of remaining operational waste. These services operate independently from those managed by Vistamalls.

Within each store, the repair and maintenance team oversee waste monitoring and related activities. Customers are encouraged, through signage and staff reminders, to dispose of waste properly. Staff, meanwhile, are also encouraged to bring their own utensils. Security personnel also help ensure compliance with these practices. Furthermore, AllHome actively supports local government initiatives to reduce single-use plastics by encouraging customers to opt for reusable bags when making purchases.

On the other hand, the company generated 1,285 pieces of hazardous waste—such as used bulbs and batteries—collected from 28 AllHome stores throughout Luzon, Visayas, and Mindanao in 2024. All hazardous waste was properly segregated and transported by certified haulers in compliance with environmental regulations.

It should be noted that AllHome does not directly handle hazardous waste, as VistaMalls and its affiliates are responsible for hazardous waste management in their respective locations.

SOLID WASTE

Disclosure	2024	2023	2022
Recyclable wastes generated (in tonnes)	243.85	16.4	17.6

HAZARDOUS WASTE

Disclosure	2024	2023	2022
Total weight of hazardous waste generated ¹ (pcs.)	1,285	7,973	15,425 ²

¹ The data covers busted bulbs and batteries generated by all stores
² The increase in hazardous waste generated is because of two new stores and the replacement or upgrading of busted light bulbs. There were many busted light bulbs in previous years that were not replaced since the stores are either closed for in-store purchases or not fully operational. These bulbs were replaced only in 2022, when the alert levels were relaxed. In line with the economic recovery, Allhome upgraded many light bulbs from 40 watts to 80 watts.

MATERIALS

GRI 3-3, 301-1, 301-2, 301-3, SASB CG-MR-410A.2

AllHome stores are committed to sustainable materials management, focusing on both operational efficiency and environmental stewardship. Each store is required to reuse cartons for packaging customers' purchases, while surplus cartons and used paper are sold to recyclers, generating additional income for the company. This practice not only supports the company's financial objectives but also contributes to waste reduction.

To further enhance efficient use of materials, AllHome regularly disseminates information on waste and materials management. These initiatives aim to raise staff awareness and encourage best practices that help divert waste from landfill. In 2024, AllHome successfully repurposed 243,847 kilos of cartons as packaging and for other purposes. Additionally, plastic materials are

reused for wrapping donations and goods intended for sale, reflecting the company's commitment to responsible resource use.

In line with its sustainability objectives, AllHome enforces policies that minimise the need for new packaging materials. Stores actively promote the use of paper bags, cartons, and encourage customers to opt for eco-bags, directly reducing reliance on single-use packaging. These measures are continuously implemented to further decrease the waste generated across store locations.

AllHome strictly adheres to local waste segregation policies, ensuring that recyclable and disposable materials are properly managed. The company partners with accredited third-party providers who share its commitment to environmental initiatives. Progress on

waste management and sustainability efforts is reported annually at stakeholder meetings, demonstrating AllHome's dedication to transparency and continuous improvement in environmental performance.



		2024	2023	2022
Material used	Plastic (pcs)	-	5,400	6,000
	Carton (kl)	243,847.00	15,300	16,000

WATER MANAGEMENT

GRI 303-1, 303-5, 3-3

Although AllHome does not have full control over its water resources—since both small specialty stores and large mall-based branches operate within leased spaces managed by Vistamalls—the company has assessed that its water usage, primarily for domestic purposes, presents minimal environmental impact.

In 2024, AllHome withdrew a total of 137,185 cubic metres of water for operational needs, sourced from third-party suppliers. This increase reflects expanded data reporting coverage rather than heightened consumption. Currently, the company does not measure the volume of its water discharge.

Despite these limitations, AllHome consistently upholds water conservation directives, encouraging employees to monitor and reduce their water usage wherever possible. The company regularly tracks water consumption at each store, investigating any significant deviations from typical usage patterns compared to previous periods.

This is part of AllHome’s long-term water management objectives, striving to enhance water quality by reducing pollution, minimising the use or improper disposal of hazardous materials, and significantly reducing untreated wastewater discharge. This follows government agency

standards—such as those set by the Laguna Lake Development Authority that defines internal water discharge parameters for monitoring effluent quality.

The company recognises the critical importance of water as a natural resource and acknowledges the risks associated with declining watershed levels. AllHome is therefore committed to responsibly managing its water footprint throughout its operations and supply chain.

WATER CONSUMPTION WITHIN THE ORGANIZATION

Disclosure	2024	2023	2022
Water consumption (m³)	137,185	63,694	63,449
Water recycled and reused	N/A	N/A	N/A

CLIMATE-RELATED RISKS AND OPPORTUNITIES

Governance

AllHome employs robust climate governance policies to systematically identify, assess, and address climate-related risks and opportunities. Central to this effort is the Enterprise Risk Management (ERM) framework, which enhances the oversight capabilities of the Board of Directors. The ERM enables the Board to identify major risks, evaluate exposures across business units, and apply specific risk management strategies to support Company goals.

The ERM Policy guides the identification of critical risks, the establishment of key performance indicators, and the diligent monitoring of these measures to pre-empt and prepare for potential threats to AllHome’s operational and financial stability. The Board regularly reviews and refines these policies, embracing best practices from both within and outside the organization and industry to continually strengthen the Company’s approach to climate-related challenges.

Under the leadership of the Chief Operating Officer (COO), management is responsible for ensuring accurate reporting for insurance purposes as well as for preparing comprehensive assessments for shareholders. These reports provide detailed insights into identified climate-related risks and opportunities, reinforcing AllHome’s commitment to transparency and proactive risk management within its operations.

Strategy

AllHome classifies climate-related risks under the “Risks relating to natural catastrophes” provision of its Enterprise Risk Management (ERM) Policy. These encompass events such as typhoons, earthquakes, flooding, and fire, all of which have the potential to disrupt operations. As a tenant of Vistamalls, AllHome relies on Vistamalls to manage any structural damage, while the company itself is responsible for addressing damages within its stores, including flood-related incidents.

The company recognises power outages as an immediate, short-term climate-related risk, necessitating increased generator use to maintain business continuity. In the medium to long term, heightened frequency and intensity of typhoons and flooding pose significant risks across the supply chain, potentially causing operational disruptions. These natural events may hinder the timely delivery and restocking of supplies, result in supply shortages, inflict damage to facilities and inventory, and reduce customer traffic. Moreover, such disruptions can force stores to close early or open late, leading to lost revenue and property damage.

To address these challenges, AllHome’s ERM framework specifically includes climate-related risks under “Risks related to natural catastrophes.” The company has developed detailed work instructions and emergency response protocols to mitigate identified risks, with ongoing efforts to enhance and expand these measures. Among the strategies under consideration are the procurement of additional insurance coverage and the development of new initiatives to further strengthen risk mitigation and compensation for potential losses.

Risk Management

AllHome regularly engages employees and key stakeholders in thorough consultations to evaluate business operations and identify risks, focusing on factors such as organizational structure, product offerings, physical environment, service dependencies, and competitive landscape.

The Board of Directors, in collaboration with management and technical experts, leads structured discussions to anticipate potential climate-related events and assess their impact on the company. These sessions are instrumental in determining appropriate risk-mitigation strategies, ensuring continued alignment with AllHome’s strategic objectives. More information on AllHome’s ERM Policy is available [here](#).

All climate-related risks are classified as high risk due to their significant potential to disrupt business operations. Other non-climate-related risks are similarly evaluated based on the likelihood of occurrence and potential severity, with corresponding controls developed to eliminate, minimize, transfer, or manage these risks. Additionally, these risks are embedded within the company’s Business Continuity Plan, ensuring preparedness for disruptions arising from typhoons, earthquakes, and other natural disasters.

The ERM framework incorporates robust control mechanisms to facilitate effective responses in the event of natural disasters. It empowers management to design and implement targeted risk-mitigation measures, thereby minimizing the company’s exposure and operational impact.

Metrics and Targets

Building on the company’s strategies and risk management processes for climate-related risks, AllHome employs specific metrics to track and manage potential disruptions. For instance, the company closely monitors generator usage during power outages and relies on rainfall and flood alerts from agencies such as PAGASA-DOST to assess threats to store locations. In addition, AllHome systematically records repair costs, lost operating hours, and missed sales opportunities to evaluate the impacts of climate-related events.

As the leading home improvement retailer in the Philippines, AllHome is dedicated to mitigating risks that could affect its products, services, and facilities. Each store is designed with resilience in mind, particularly against typhoons and flooding. In alignment with its ERM Policy, AllHome actively manages these risks by securing robust insurance coverage.

The company maintains comprehensive general liability insurance and policies that protect against fire, lightning, earthquakes, typhoons, riots, strikes, malicious damage, robbery, and burglary—ensuring coverage amounts and risk profiles comparable to similar businesses operating in the same regions. AllHome partners with major domestic insurance providers to safeguard its properties, assets, and operations.

This integrated approach ensures AllHome remains prepared for climate-related disruptions, protects its business continuity, and reinforces its commitment to operational excellence and stakeholder confidence.

DRIVING LOCAL ECONOMIC GROWTH



ECONOMIC PERFORMANCE

GRI 201-1, 3-3

In the past reporting year, AllHome encountered significant economic challenges arising from changing market dynamics, inflationary pressures, and delays in residential project completions. These factors contributed to a decrease in annual revenues, which went down from Php12.07 billion in 2023 to Php9.89 billion in 2024. The decline was largely attributed to softened demand in core segments such as construction and finishing materials, areas that traditionally serve as resilient pillars within AllHome's portfolio. Delayed residential completions and a cautious consumer outlook, driven by inflation, were key influences behind this trend.

Despite these obstacles, AllHome demonstrated resilience through disciplined financial management and operational prudence. The company implemented cost containment initiatives, enhanced inventory controls, and streamlined operations across business units

to safeguard margins and sustain value. Emphasizing agility, AllHome adjusted its product mix, reimagined customer engagement strategies, and continuously tailored products and services to meet the evolving needs of Filipino households.

AllHome's 2024 performance underscores the critical importance of responsible and adaptive retailing in today's environment. The company is resolutely reinforcing its commitment to sustainability as a driver for growth, recognizing that long-term business resilience is intrinsically linked to environmental stewardship and social responsibility. AllHome remains steadfast in its vision: to be the Philippines' premier one-stop home retail destination, empowering families to create better homes while upholding values that support communities and the planet.

The company invests in its workforce by providing fair compensation,

comprehensive benefits, and opportunities for professional development. Prioritizing staff well-being, AllHome invests in health services, training, and robust safety measures to maintain a secure and motivating workplace.

Furthermore, AllHome plays a vital role in supporting the local economy through its business partnerships and procurement, with an emphasis on uplifting local businesses and industries. The company meets its tax obligations diligently, contributing to national and local government revenues that fund essential public services and infrastructure. Additionally, through flagship CSR initiatives—including educational support, health programs, and community infrastructure projects—AllHome is dedicated to enhancing the well-being of local communities and fostering sustainable, positive change.

Disclosure	2024	2023	2022
Direct economic value generated (revenue)	9,890.5	12,065.43	12,564.76
Direct economic value distributed:			
a. Operating costs	2,884.34	3,282.88	3,059.85
b. Employee wages and benefits	351.37	413.31	384.43
c. Payments to suppliers, other operating costs	9,027.83	9,601.3	9,850.33
d. Dividends given to stockholders and interest payments to loan providers	115.90	140.25	288.75
e. Taxes given to government	411.99	437.87	508.78
f. Investments to community (e.g., donations, CSR)	1.37	2.01	1.08

TAX MANAGEMENT

GRI 207-1, 207-2, 207-3, 3-3

AllHome upholds diligent and responsible tax practices, recognizing the essential role these efforts play in supporting economic development within its communities. As a responsible corporate citizen, the company maintains rigorous compliance with national and local tax regulations, ensuring its approach to taxation aligns with broader social and economic objectives.

For the year ended 31 December 2024, AllHome's tax expense decreased by 58%, from PhP265 million in 2023 to PhP111 million in 2024. This reduction was primarily driven by a decline in taxable income for the reporting period.

To ensure effective tax management, AllHome proactively monitors regulatory changes and incorporates these updates into its strategic tax planning. This enables the company to lawfully optimise allowable deductions, exemptions, and incentives, reducing tax liabilities and freeing resources to support ongoing business growth.

Employee development is integral to AllHome's tax management approach. Staff receive regular training and development opportunities related to tax compliance, complemented by periodic tax planning sessions that help refine financial strategies, minimise liabilities, and maximise available tax credits.

The company's controllership team collaborates closely with the centralised OP Tax Department under the Chief Tax Office to steward stakeholder engagement and resolve tax-related matters efficiently. This coordinated and disciplined approach ensures AllHome's tax practices remain robust, transparent, and supportive of its long-term business and community objectives.

Disclosure	2024	2023
Taxes withheld and paid on behalf of employees	15,450,560	16,019,97.00
Taxes collected from customers on behalf of a tax authority	98,297,444	100,829,022.00
INDUSTRY-RELATED AND OTHER TAXES OR PAYMENTS TO GOVERNMENTS		
Real Property Tax	993,489.00	453,853.00
Documentary Stamp Tax	23,142,658.00	13,291,737.00
Tangible assets other than cash and cash equivalents	25,597,897,604	25,306,846,314.00
Profit/loss before tax	512,254,401	1,062,833,108.00
Corporate income tax paid on a cash basis	78,895,563	106,777,947.00
Corporate income tax accrued on profit/loss	32,559,681	158,796,930.00



COMMUNITY

GRI 203-1, 203-2, 3-3, 413-1, 413-2

AllHome conducts its operations with keen awareness of the impact on local communities and is committed to minimizing any potential risks. With 72 stores located nationwide, the company actively supports and strengthens the communities it serves by prioritising the recruitment of talent from each store's immediate vicinity. This local hiring approach is a cornerstone of AllHome's commitment to giving back and fostering community development.

Each AllHome branch is encouraged to initiate and participate in community-based projects, with all proposals rigorously evaluated to ensure alignment with the company's core values.

Strategically, AllHome locates its stores closer to residential areas rather than commercial centres, recognising

that proximity offers convenience for customers and addresses the challenges posed by urban traffic. The Everyday QuickFix format enables customers to access essential household items quickly, ensuring their needs are met efficiently and safely.

In addition, the presence of AllDay Mart near AllHome QuickFix stores provides access to various daily necessities, including food, cooking, and cleaning products. This arrangement allows customers to obtain multiple types of products in close proximity, which may reduce travel needs and exposure to external factors.

AllHome's commitment to community responsibility is further demonstrated through its flagship corporate social responsibility (CSR) program, AllHome Builds. This initiative promotes sustainable lifestyles among

stakeholders by providing support to beneficiaries and partner communities through product discounts, promotions, and dedicated financial resources. Employee volunteerism is highly valued and encouraged, with staff participation in activities such as clean-up drives helping to cultivate well-rounded team members who are engaged in meaningful community service.

As part of the Villar Group, AllHome also takes part in various programs led by the Villar Social Institute for Poverty Alleviation and Governance (SIPAG) Foundation, further expanding its positive influence and support for communities across the Philippines.

2024 MAJOR PROJECTS

- Donation of essential building materials to the Philippine Army at Camp O'Donnell in Capas, Tarlac. The donation included items for the construction of a conference hall and comfort rooms within the camp to help enhance the facilities vital for the Philippine Army's operations and personnel.
- In a partnership with Las Pinas National High School, AllHome embarked on a project to renovate and enhance the Science & Technology Engineering & Mathematics (STEM) Room and Science Faculty Room, contributing to the school's efforts to provide quality education in the new learning setup.



LEADERSHIP AND GOVERNANCE



GOVERNANCE

OUR BOARD OF DIRECTORS GRI 2-9, 2-11, 2-12, 2-13, 405-1

The Board of Directors plays a central role in the governance of AllHome, setting company policies, defining objectives, and providing independent oversight of management's implementation and sustainability strategies. The Board consists of seven members elected annually by the stockholders, each serving a one-year term until successors are appointed.

Collectively, the Board brings a wealth of knowledge, experience, and industry expertise, ensuring a well-rounded approach to governance. The diversity

of skills among directors allows the Board to respond effectively to the evolving business environment and strategic direction of the company. Two out of the seven directors, representing 29% of the Board, are independent directors.

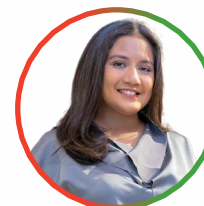
This structure, combining executive and non-executive members, safeguards against dominance by any individual or small group, ensuring balanced and objective decision-making. Non-executive directors are carefully selected for their

qualifications and stature, enabling them to meaningfully contribute to Board deliberations.

Board members may hold directorships in other stock or non-stock corporations and, in some cases, serve as full-time executives elsewhere. However, it is required that such commitments do not compromise their ability to diligently and efficiently fulfill their responsibilities to the AllHome Board.



MANUEL B. VILLAR JR.
Chairman



CAMILLE A. VILLAR
Vice Chairman



DANTE M. JULONGBAYAN
Member



MANUEL PAOLO A. VILLAR
Member



FRANCES ROSALIE T. COLOMA
Member



MR. RAUL JUAN N. ESTEBAN
Independent Director



JESSIE D. CABALUNA
Independent Director



100%
Filipino
Nationality



Executive	29%
Non-executive	71%



Independent	29%
Non-independent	71%



Male	57%
Female	43%

BOARD COMMITTEES

GRI 2-9, 2-11, 2-12, 2-13

Our Board Committees are dedicated to overseeing distinct functions that support optimal performance in critical areas such as Audit and Corporate Governance. Each committee operates under a formal Committee Charter, which defines its objectives, membership, structure, procedures, reporting protocols, and resources. These Charters also establish the criteria for assessing committee performance and are accessible to the public via the Company website ([Committee Charter](#)).

CORPORATE GOVERNANCE COMMITTEE		
With duty and responsibility to assist the Board of Directors in the performance of its corporate governance responsibilities, including functions of a nomination and remuneration committee.		
Composed of at least three members, a majority of whom should be independent directors, including the chairman of the committee.		
Members		
Jessie Cabaluna Chairman	Raul Juan N. Esteban Member	Camille Villar Member

NOMINATION COMMITTEE		
With duty and responsibility to assist the Board of Directors to review and evaluate the qualifications of all persons nominated to the Board and other appointments that require Board approval, and to assess the effectiveness of the Board’s processes and procedures in the election or replacement of directors. It shall pre-screen and shortlist all candidates nominated to become a member of the Board.		
Composed of at least three members, one of whom shall be an independent director.		
Members		
Manuel Villar, Jr. Chairman	Raul Juan N. Esteban Member	Camille Villar Member

COMPENSATION AND REMUNERATION COMMITTEE		
With duty and responsibility to establish a formal and transparent procedure for developing a policy on remuneration of directors and officers to ensure that their compensation is consistent with the Corporation’s culture, strategy and the business environment in which it operates.		
Composed of at least three members, one of whom shall be an independent director.		
Members		
Manuel Paolo Villar Chairman	Jessie Cabaluna Member	Frances Rosalie Coloma Member

BOARD RISK OVERSIGHT COMMITTEE		
With duty and responsibility to assist the Board in ensuring that there is an effective and integrated risk management process in place. It is responsible for the oversight of the Corporation’s Enterprise Risk Management system to ensure its functionality and effectiveness.		
Composed of at least three members, a majority of whom should be independent directors, including the chairman of the committee.		
Members		
Jessie Cabaluna Chairman	Raul Juan N. Esteban Member	Dante M. Julongbayan Member

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

AUDIT COMMITTEE		
Enhance the Board’s oversight capability over the company’s financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.		
Composed of three appropriately qualified non-executive directors, majority of whom, including the chairman of the committee should be independent directors. All committee members must have relevant background, knowledge, skills, and/ or experience in the areas of accounting, auditing and finance.		
Members		
Laura Acuzar Chairman	Jessie Cabaluna Member	Manuel Paolo Villar Member

ETHICAL BUSINESS PRACTICES

COMPANY POLICIES GRI 2-15, 3-3

The Company is committed to establishing a robust governance framework that guides employees in their daily responsibilities and clearly communicates expectations regarding ethical conduct. This framework fosters a shared culture of values, a strong sense of accountability, and ensures that every team member consistently upholds the standards we represent.

A cornerstone of this commitment is transparency, supported by comprehensive anti-corruption policies outlined in the Code of Business Conduct & Ethics. Key policies include:

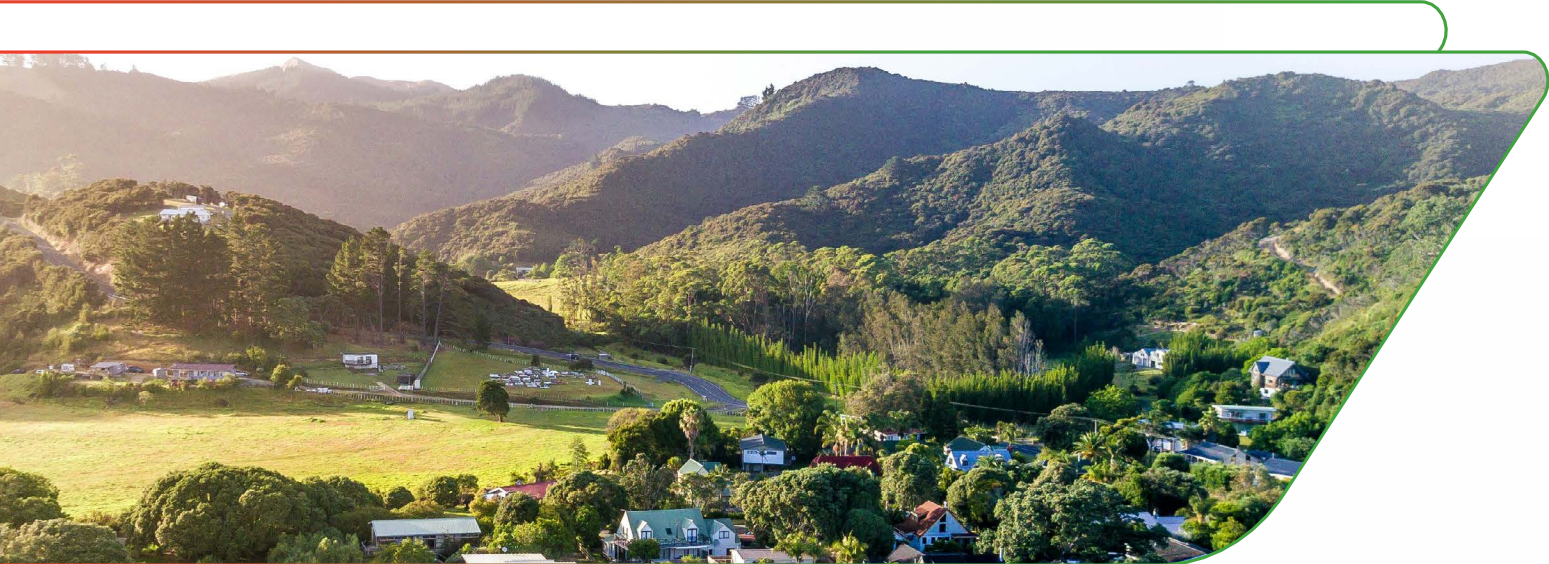
- Whistle-blowing Policy: The Company maintains an “open-door” approach, enabling employees to voice concerns directly to supervisors or higher management without fear of retaliation.

- Conflict of Interest Policy: Employees should not engage in activities where their personal interests may conflict with those of the Company, and are expected to disclose any such situations as soon as possible.
- Insider Trading and Related Party Transactions Policy: The Board is dedicated to full transparency by publicly disclosing all material information that may influence share prices.
- Health, Safety, and Welfare Policy: Employees are expected to exercise sound judgment to promote safety, well-being, and a productive work environment. The Company is unwavering in its commitment to a workplace that values dignity, respect, and is free from discrimination.

The Code of Business Conduct & Ethics is provided to all new employees and re-emphasized annually to existing staff. It covers essential areas, including:

- Conflicts of Interest
- Conduct of Business and Fair Dealings
- Accepting Gifts from Third Parties
- Compliance with Laws and Regulations
- Protection of Trade Secrets and Use of Non-public Information
- Proper Use of Company Funds, Assets, and Information
- Employment and Labor Laws & Policies
- Disciplinary Actions
- Whistle-blowing Procedures
- Conflict Resolution

By rigorously upholding these policies and practices, the Company ensures a culture of ethical integrity and responsible governance throughout the organisation.



ANTI-CORRUPTION GRI 3-3, 205-1, 205-2, 205-3

In 2024, AllHome reported zero incidents of corruption involving directors, employees, or business partners. The company is committed to fostering a transparent workplace by regularly providing employees with comprehensive, up-to-date training on anti-corruption policies and procedures. This includes annual corporate values sessions, refresher courses on the Code of Discipline, and third-party seminars, all of which are integrated into the onboarding process for new hires.

To ensure proper communication and accountability, AllHome routinely audits its disclosure and accounting procedures at all levels, including management. Reports of potential corruption are addressed with due process in accordance with labor laws.

Employees must submit Disclosure Forms for any tokens or giveaways received, regardless of value, and violations are addressed accordingly. Additionally, the company’s Whistle Blowing policy encourages employees to report any observed misconduct without fear of retaliation.

A robust Code of Business Conduct & Ethics underpins AllHome’s commitment to transparency in corporate governance. The Internal Audit Department conducts compliance self-tests and internal audits to mitigate operational risks and verify adherence to internal controls. The Audit Committee, in collaboration with the Controller and Compliance Officer, ensures that all processes and procedures remain up-to-date and compliant with statutory requirements.

New employees receive training on anti-corruption policies and the Code of Business Conduct & Ethics during orientation, with ongoing reminders provided at assemblies. Long-term employees undertake annual refresher training, while senior staff receive specialized instruction to meet regulatory standards.

Policy violations can be reported in writing by any director, officer, manager, or employee, with full protection under the Whistle-blower Policy. AllHome consistently reviews and updates its policies to reinforce confidentiality, transparency, and the proper management of company operations and assets. Ongoing improvements aim to strengthen controls for detecting, preventing, and deterring corruption both within the company and in its business dealings.

REGULATORY COMPLIANCE GRI 2-27, 3-3, 307-1

Recognizing that stakeholders expect the highest standards of ethics and fairness, the Company continuously audits its policies and practices to reinforce a robust culture of compliance. This diligent oversight ensures all transactions adhere to the principles of transparency, materiality, and completeness. For 2024, AllHome reported zero incidents of corruption and maintained full compliance with environmental and socioeconomic regulations.

AllHome’s financial stewardship is also demonstrated through equitable distribution of resources—providing employees with competitive

benefits and incentives, supporting beneficiaries and partner communities via CSR programs and promotional discounts, ensuring timely dividends to stockholders, fulfilling tax obligations to the government, and meeting commitments to suppliers through operational expenditures.

The Audit Committee plays a pivotal role in overseeing financial reporting, tax compliance, and both internal and external audit processes, strengthening management’s ability to uphold regulatory requirements. AllHome also employs a dedicated Compliance Officer to monitor adherence to corporate principles and best practices. Regular audits conducted by a top Philippine audit firm further ensure the accurate and fair representation of financial reports.

In line with its Code of Business Conduct & Ethics, AllHome ensures that anti-corruption policies are clearly communicated to relevant

stakeholders, including suppliers and business partners, both prior to contract signing and during supplier accreditation. This approach is integrated into the Company’s supplier policies, procedures, and checklists.

For its large stores, AllHome distinguishes between those operating as independent sites and those leasing space in Vistamall. While direct environmental compliance monitoring is not required for Vistamall lessees, the Company nevertheless implements energy-saving measures and proactive waste segregation policies. Furthermore, AllHome complies with environmental policies and house rules established by mall owners where its stores are located.

To maintain regulatory compliance, AllHome conducts regular departmental updates on permit and license requirements, ensuring ongoing adherence to all applicable laws and regulations.

ZERO

incidents of corruption were reported in 2024

ZERO

non-compliance with environmental and socioeconomic laws

DATA PROTECTION AND CYBERSECURITY

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

AllHome is committed to strict compliance with the Data Privacy Act (DPA) and maintains robust controls to safeguard customer information throughout its lifecycle, from collection and processing to disposal. In 2024, the Company reported zero substantiated complaints regarding customer privacy and no data breaches, reflecting its proactive approach to data protection.

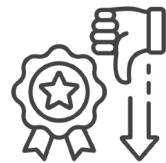
To ensure ongoing compliance and continuous improvement, AllHome regularly reviews and strengthens its privacy practices. Data Privacy Officers (DPOs) participate in training and seminars accredited by the National Privacy Commission (NPC), ensuring the Company remains current with regulatory requirements and best practices.

AllHome enforces a stringent Code of Conduct and Business Ethics, strictly prohibiting intentional disclosures of sensitive information. Any violations are managed in accordance with the Company's disciplinary procedures and government regulations, including those set by the Department of Trade and Industry and the DPA.

Recognizing the increased exposure of customer information through its e-commerce platform and loyalty programs, AllHome has enhanced its security measures. Since 2020, QR codes have been introduced at store entrances, and SSL/TLS protocols are integrated into contact-tracing and external-facing applications. For internal systems, employees use VPN facilities and remote users benefit from Zero Trust Network access, aligning with the Company's commitment to data security.

All forms that collect sensitive customer data include a DPA consent clause, clarifying that information will be used solely for its stated purpose and protected in accordance with applicable laws. Website users are prompted to consent to cookie sharing, enabling personalized product recommendations. In addition to strict compliance, AllHome conducts regular inspections of policy forms, data storage methods, and processes for data handling and disposal.

Customer information is treated with the highest level of confidentiality. AllHome's proactive stance includes ongoing updates to data security controls and regular business continuity planning, such as scenario testing to identify and address vulnerabilities. Comprehensive risk assessments and adherence to recognized cybersecurity standards underpin the Company's approach, ensuring resilient protection against emerging threats and the consistent application of best practices in data privacy and information security.



Zero

substantiated complaints on customer privacy
cases of data breach
Total number of identified leaks, thefts, or losses of customer data

GRI CONTENT INDEX

Statement of use	AllHome Corp. has reported in accordance with the GRI Standards for the period January 1 to December 31, 2024		
GRI 1 used	GRI 1: Foundation 2021		
GRI Standard	Disclosure	Location	Omission
General disclosures			
GRI 2: General Disclosures 2021	The organization and its reporting practices		
	2-1	Organizational details	3, 8-10
	2-2	Entities included in the organization's sustainability reporting	3
	2-3	Reporting period, frequency and contact point	3
	2-4	Restatements of information	None
	2-5	External assurance	Not Applicable This report is not assured by a third-party organization.
	Activities and workers		
	2-6	Activities, value chain and other business relationships	8
	2-7	Employees	30-32
	2-8	Workers who are not employees	Not applicable Monitoring includes regular and probationary employees only
	Governance		
	2-9	Governance structure and composition	48
	2-10	Nomination and selection of the highest governance body	49
	2-11	Chair of the highest governance body	48
	2-12	Role of the highest governance body in overseeing the management of impacts	49
	2-13	Delegation of responsibility for managing impacts	2024 Allhome Corp. IACGR
	2-14	Role of the highest governance body in sustainability reporting	2024 Allhome Corp. IACGR
	2-15	Conflicts of interest	49
	2-16	Communication of critical concerns	2024 Allhome Corp. IACGR
	2-17	Collective knowledge of the highest governance body	2024 Allhome Corp. IACGR
	2-18	Evaluation of the performance of the highest governance body	2024 Allhome Corp. IACGR
	2-19	Remuneration policies	2024 Allhome Corp. IACGR

GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	2024 Allhome Corp. IACGR	
	2-21	Annual total compensation ratio		Confidential
	Strategy, policies and practices			
	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	9,51	
	2-24	Embedding policy commitments	51	
	2-25	Processes to remediate negative impacts	31	
	2-26	Mechanisms for seeking advice and raising concerns	31	
	2-27	Compliance with laws and regulations	52	
	2-28	Membership associations	12	
	Stakeholder engagement			
	2-29	Approach to stakeholder engagement	19	
	2-30	Collective bargaining agreements	31	
Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	17	
	3-2	List of material topics	18	
TOPIC SPECIFIC DISCLOSURE				
GRI Standard	Disclosure		Location	Omission
Economic Performance				
GRI 3: Material Topics 2021	3-3	Management of material topics	44	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	44	
	201-2	Financial implications and other risks and opportunities due to climate change	42	
	201-3	Defined benefit plan obligations and other retirement plans	2024 AllHome Annual Report	
	201-4	Financial assistance received from government	None	
Tax				
GRI 3: Material Topics 2021	3-3	Management of material topics	45	
GRI 207: Tax 2019	207-1	Approach to tax	45	
	207-2	Tax governance, control, and risk management	45	
	207-3	Stakeholder engagement and management of concerns related to tax	45	
	207-4	Country-by-country reporting	Not Applicable	
Responsible Supply Chain & Procurement Practices				
GRI 3: Material Topics 2021	3-3	Management of material topics	25	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	25	
GRI 3: Material Topics 2021	3-3	Management of material topics	27	

GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	27	
	308-2	Negative environmental impacts in the supply chain and actions taken	27	
GRI 3: Material Topics 2021	3-3	Management of material topics	27	
GRI 414: Supplier Social Assessment 2016	414-1	Negative social impacts in the supply chain and actions taken	27	
	414-2	Negative social impacts in the supply chain and actions taken	27	
CUSTOMER SATISFACTION				
Health and Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	24	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	24	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	24	
Marketing and Promotion				
GRI 3: Material Topics 2021	3-3	Management of material topics	26	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	26	
	417-2	Incidents of non-compliance concerning product and service information and labeling	26	
	417-3	Incident of non-compliance concerning marketing communications	26	
Data Protection and Cyber Security				
GRI 3: Material Topics 2021	3-3	Management of material topics	53	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	53	
EMPLOYMENT				
GRI 3: Material Topics 2021	3-3	Management of material topics	30	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	30,48	
	405-2	Ratio of basic salary and remuneration of women to men		Confidential
GRI 3: Material Topics 2021	3-3	Management of material topics	31	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	32	
Local Employment				
GRI 3: Material Topics 2021	3-3	Management of material topics	32	

GRI 401: Employment 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	1:1 (in Mega Manila); 7:5 (in Luzon and Visayas), 3:1 (in Mindanao)	
	202-2	Proportion of senior management hired from the local community	100% are Filipino locals	
TRAINING AND DEVELOPMENT				
GRI 3: Material Topics 2021	3-3	Management of material topics	32	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	32	
	404-2	Programs for upgrading employee skills and transition assistance program	32	
	404-3	Percentage of employees receiving regular performance and career development reviews	32	
WELL-BEING				
Benefits				
GRI 3: Material Topics 2021	3-3	Management of material topics	31	
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	31	
	401-3	Parental leave	31	
Human Rights				
GRI 3: Material Topics 2021	3-3	Management of material topics	31	
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	1 week	
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	35	
GRI 403: Occupational Health & Safety 2018	403-1	Occupational health and safety management system	35	
	403-2	Hazard identification, risk assessment, and incident investigation	35	
	403-3	Occupational health services	35	
	403-4	Worker participation, consultation, and communication on occupational health and safety	35	
	403-5	Worker training on occupational health and safety	35	
	403-6	Promotion of worker health	35	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35	
	403-8	Workers covered by an occupational health and safety system	35	
	403-9	Work-related injuries	35	
	403-10	Worker-related ill health	35	

Community				
GRI 3: Material Topics 2021	3-3	Management of material topics	46	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	46	
	203-2	Significant indirect economic impacts	46	
GRI 413: Local Communities 2016	413-1	Significant indirect economic impacts	46	
	413-2	Operations with significant actual and potential negative impacts on local communities	46	
Energy				
GRI 3: Material Topics 2021	3-3	Management of material topics	37	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	38	
	302-2	Energy consumption outside of the organization	Not applicable	
	302-3	Energy intensity	38	
	302-4	Reduction of energy consumption	38	
	302-5	Reductions in energy requirements of products and services	Not applicable	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	39	
	305-2	Energy indirect (Scope 2) GHG emissions	39	
	305-3	Other indirect (Scope 3) GHG emissions	Not applicable	
	305-4	GHG emissions intensity	39	
	305-5	Reduction of GHG emissions	39	
	305-6	Emissions of ozone-depleting substances (ODS)	39	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	39	
Water Use				
GRI 3: Material Topics 2021	3-3	Management of material topics	41	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	41	
	303-2	Management of water discharge-related impacts		Discharges are managed by Vista Malls
	303-3	Water withdrawal	Not applicable	
	303-4	Water discharge		Discharges are managed by Vista Malls
	303-5	Water consumption	41	
Waste Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	39	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	39	
	306-2	Management of significant waste-related impacts	39	
	306-3	Waste generated	39	
Materials				
GRI 3: Material Topics 2021	3-3	Management of material topics	40	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	40	
	301-2	Recycled input materials used	40	
	301-3	Reclaimed products and their packaging materials	40	

Ethical Business Practices				
GRI 3: Material Topics 2021	3-3	Management of material topics	52	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	52	
	205-2	Communication and training about anti-corruption policies and procedures	52	
	205-3	Confirmed incidents of corruption and actions taken	52	

SASB CONTENT INDEX

AllHome Corp. has also prepared this report following the industry-specific ESG guidance framework of SASB Standards Multiline and Specialty Retailers & Distributors. This content index provides an overview of AllHome Corp. Environmental, Social, and Governance data that align with these standards.

Standard	Disclosure		Location
Multiline and Specialty Retailers & Distributors			
Portfolio	CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	8
	CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	8
Energy			
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	38
Data Protection and Cyber Security			
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	53
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	53
Employment			
Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Confidential constraints
	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	32
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Zero monetary losses
Workforce Diversity & Inclusion	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	32
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Zero monetary losses
Impacts of Products and Packaging			
Product Sourcing, Packaging & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Not applicable
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	28
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	39



OUR PATH TO RESPONSIBLE RETAIL

AllHome
One-stop shop for *your* home

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