



All Home

One-stop shop for *your* home

2022 SUSTAINABILITY REPORT



ABOUT THE REPORT

2-1, 2-3, 2-6

This is the third Sustainability Report of AllHome prepared in accordance with the GRI Standards: Core option and SASB standards.

This report encompasses the economic, social and environmental performance of AllHome Corporation (AllHome) for the time period of January 1, 2022 to December 31, 2022, unless otherwise stated.

The report is available online at <https://corporate.allhome.com.ph/sustainability/reports/>

For inquiries, please contact:
Ms. Robirose M. Abbot
(Head of Investor Relations)
at ir@allhome.ph



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PRESIDENT'S REPORT

2-22

To our valued stakeholders,

The year 2022 presented us with a challenge seemingly with every turn of the season. We had three Alabang stores destroyed by fire and the Covid-variant Omicron surge in the first quarter, and slower foot traffic due to rains and strong typhoons in the third quarter. On top of these, we witnessed the “revenge spending” phenomenon brought about by suppressed needs during the earlier heavy quarantine periods of the pandemic. The easing of Covid alert levels triggered a consumer spending shift that prioritized leisure, entertainment and travel over home improvement.

Despite these barriers to business, I am heartened by the fact that the mood of the market is positive, one driven by the country's return to normalcy. I am also encouraged to see that the AllHome gross profit margins rose to 36.8 % in 2022 from 35% the previous year.

We are keenly aware that the customer is different now. Doing business in the New Normal is all about convenience, speed, safety, and reliability. We are fortunate that we have prepared in advance to travel the digital path with our various e-commerce platforms and online shopping channels. When times are rife with adversity and uncertainty, we know that to survive, one needs to go where opportunities dictate. The year has proven our agility, adaptability, and resilience to adapt to rapid change.

Our business strategy is clear: We are a company with a well-positioned brand and a strong market leader as the pioneer and the only one-stop shop in the home improvement industry. We have an extensive customer base, a diverse product and services portfolio and a talented workforce. Together, we will continue to push efficiencies where we can, such as through optimal inventory

management system, improved energy utilization and more environment-friendly operations. We will continuously optimize our strategic pricing, improve inventory assortment, capitalize on negotiation gains, increase revenue contribution and selection of in-house brands, focus on fast-selling and higher GP SKUs, and ensure availability of merchandise in line with current trends and regular flush-out of slow-moving items.

We are pleased with our journey towards sustainable growth since AllHome was launched in 2013. We are confident that our aggressive pipeline of reaching 100 stores by 2026 is achievable based on our current expansion pace. We will retain the focus of our expansion in NCR+ and Tier 1 cities as the country is still experiencing the effects of the pandemic. We still believe the home improvement market in the Philippines is still largely underserved and we can comfortably exist side-by-side with competitors, both local and foreign, because the potential will remain high in the long term. We also take pride in being the only retailer with the most comprehensive product categories and a steadily growing diversity of product offerings and innovative services.

By the end of 2022, we have a retail network of 60 stores across the country, with 45 in Mega Manila, 7 in Luzon, 3 in Visayas and 5 in Mindanao. Our new-generation large format stores not only demonstrate that we can maintain our brand of an elevated and comprehensive home shopping experience in terms of customer-facing touchpoints, but also allow for increased efficiencies towards storage and product displays. These stores also showcase our e-commerce capabilities, our path to the future.

The year also saw another exercise of diversity when AllHome expanded into the pet care industry with its specialty brand “Pet Buddy” as four outlets were added in 2022. There is a natural synergy between the building and maintenance of a home and the care of pets, and we are excited to build further on the convenience and value of the AllHome retail experience with Pet Buddy.

In terms of sustainability, the corporate plan is to focus on the three pillars of the environment, social, and governance (ESG). We have expanded our ESG focus from three in 2021 to six UN Sustainable Goals as of 2022. The three goals added thru our ESG initiatives are:

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Doing business in the New Normal is all about convenience, speed, safety, and reliability.

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1. **Responsible Consumption and Production** as AllHome embarked on using renewable energy through solar panels on some of its large stores which resulted in 8-10% savings on energy consumption.
2. **Quality Education** as AllHome turned over newly-renovated school facilities and donated equipment for a more effective learning environment.
3. **Gender Equality** as AllHome ensures that all employees, regardless of gender, receive equal and fair

opportunities and protection from any harm and discrimination. In fact, the majority of the executives and about half of our employees are women.

AllHome has implemented various initiatives to provide benefits and uplift the living, work, and learning conditions of all its stakeholders. As AllHome continues to grow, we ensure that our stakeholders grow with us.






Thank you for your engagement, trust, and partnership.

Benjamarie Therese N. Serrano
President, and CEO





OUR 2022 MILESTONE

PERFORMANCE HIGHLIGHTS

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

Indicator	2022	2021	2020
 Total number of outlets	60	57	50
 Number of provinces present in	18	17	15
 Number of cities and municipalities present in	35	34	32
 Total number of opened stores	6	7	5
 Total net selling area in sqm.	295,303	297,469	331,590



Indicator	2022	2021	2020
 Net selling spaces per store format in sqm.			
Large mall-based	164,368	166,797	207,054
Large free-standing	123,538	123,538	117,716
Small specialty	7,397	7,134	6,820
 Number of stores per location and format			
Large mall-based	22	22	22
Mega Manila	16	17	17
Luzon	3	3	3
Visayas	2	2	2
Mindanao	1	0	0
Large free-standing	18	18	13
Mega Manila	9	9	7
Luzon	4	4	3
Visayas	1	1	0
Mindanao	4	4	3
Small specialty	20	17	15
Mega Manila	20	17	15
 Distribution centers	3	4	6
 Suppliers (including concessionaires)	>600		

AWARDS AND RECOGNITION

Golden Arrow Recognition

AllHome was recognized by the Institute of Corporate Directors on the ACGS Golden Arrow Awards Night as the top Philippine publicly listed companies in corporate governance based on the 2021 ASEAN Corporate Governance Scorecard (ACGS) Assessment Results.



2022 Stevie Awards for Women in Business

In 2022, Allhome recognized by Stevie Awards for Women in Business

- Silver Award honoring AllHome Vice Chairwoman Camille A. Villar as Female Executive of the Year in Asia, Australia or New Zealand
- Bronze for AllHome Builds as Community-Involvement Program of the Year

THIS IS ALLHOME



VISION

2-23

Our vision is to be THE MOST COMPLETE Full Line Home Center, renowned for an EXCELLENT QUALITY HOME BUILDING, INTERIOR DESIGNING and IMPROVEMENT product offering, establishing us as the Filipino's home retailer of choice, cutting across every Filipino home need, across all demographics and business need—a clear and complete

answer to home solution in one location, for every AllHome location.

To our employees, we envision to be the preferred home retail and improvement employer, with an established reputation for talent and culture.

MISSION

2-23

- To provide excellent customer service and the most sought-after home, building, renovation and home interior materials and pieces that professionals can recommend to their clients, who in turn can refer to their friends. It is our mission to operate a full-line home center that employees can be proud of.
- To provide a home shopping haven to ALL home builders, professional or not, that provides a thoroughly comfortable and satisfying shopping experience.
- To encourage Filipinos to better their daily lives, and that of their families', through the improvement of their homes.
- To establish strong supplier relationships, built on a foundation of trust and sound strategy.
- To run sustainable operations, with initiatives to execute through store formats, community engagement, alternative sales channels and corporate social responsibility.



VALUES

2-23

Cost Consciousness

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



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

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

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

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

Teamwork

Synergy is one of a corporation's greatest assets.



The solitary genius is nice, but teams are stronger.

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

We have each other's back.

We have the Company's back.

Honesty

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



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

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

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

Competitive Spirit

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



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

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

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

Closeness To Customers

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



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

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

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

They are the reason we exist.



BUSINESS MODEL

2-1, 2-2, 2-6

AllHome is a pioneering “one-stop builder’s haven” in the Philippines, with 60 stores¹ in the country under the “AllHome” brand, as well as an online shopping platform.

It operates three store formats in various locations:



Large mall-based store

Ranging from 7,000 sqm to 8,000 sqm in net selling space



Large free-standing

Store with an average net selling space of 7,000 sqm

Small specialty store

Ranging from 250 sqm to 400 sqm in net selling space



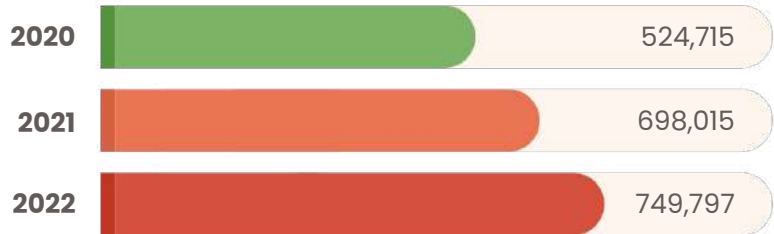
¹ Excluding three Alabang Allhome stores

Most of AllHome stores are in Mega Manila with plans to expand the network to other regions and locations as well, with the immediate expansion pipeline on NCR+ and the Tier 1 cities nationwide.

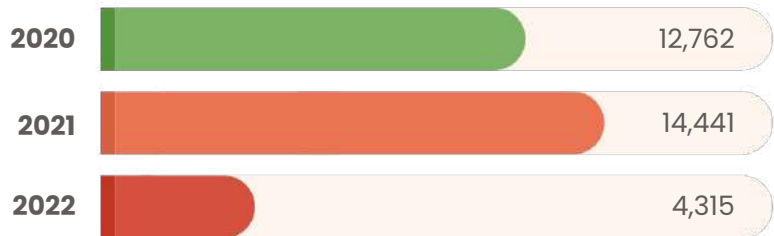
The store model also offers services that include interior design consultations as well as recommendations on AllHome products to suit customers' specific needs, door-to-door delivery and installation services, customizable furniture (e.g., closets), free furniture assembly services, and other services such as delivery and gift registry.

Its in-house design consultants are available for complimentary one-on-one consultation and are quite knowledgeable about each VistaLand home and development design, particularly within its stores' vicinity. Each large format store has a customer lounge that can host in-store meetings between architects, builders, designers and homeowners.

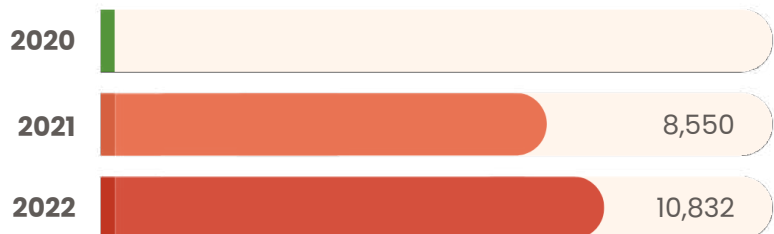
Total number of AllRewards Card members



Average number of sign-ups monthly



Total number of AllHome Builders Loyalty Card



Total website page views





For the growing community of online customers, we have allhome.com.ph – our online shopping platform that features an order tracking facility that lets customers know the status of their orders. Complementing this platform is our personal shopper service, SHOP4U, that serves the needs of online customers who still want to discuss their home shopping needs to a live person in-store. At the same time, we have established Click & Collect counters where online customers can opt to pick up their shopped merchandise instead of having them delivered.

As a member of the network of AllValue Stores, our customers earn points for purchases at AllHome under AllValue's AllRewards membership program. Once the minimum balance of points is reached, the points can be used as payment for purchases at any AllValue Store. **As of end 2022, we had almost 750,000 AllRewards cardholders.**

At the same time, we also have our Builders Loyalty Card, specifically intended for customers of hard categories – construction materials, tiles and sanitary wares, and hardware. This loyalty card is used by a customer network of architects, builders, contractors, designers, and engineers as we expanded our inhouse brands in the hard categories. **By end of 2022, membership has reached 10,832 cardholders.**

PRODUCTS

2-6

Product offering spans to seven (7) key categories from over 1,000 local and international brands.

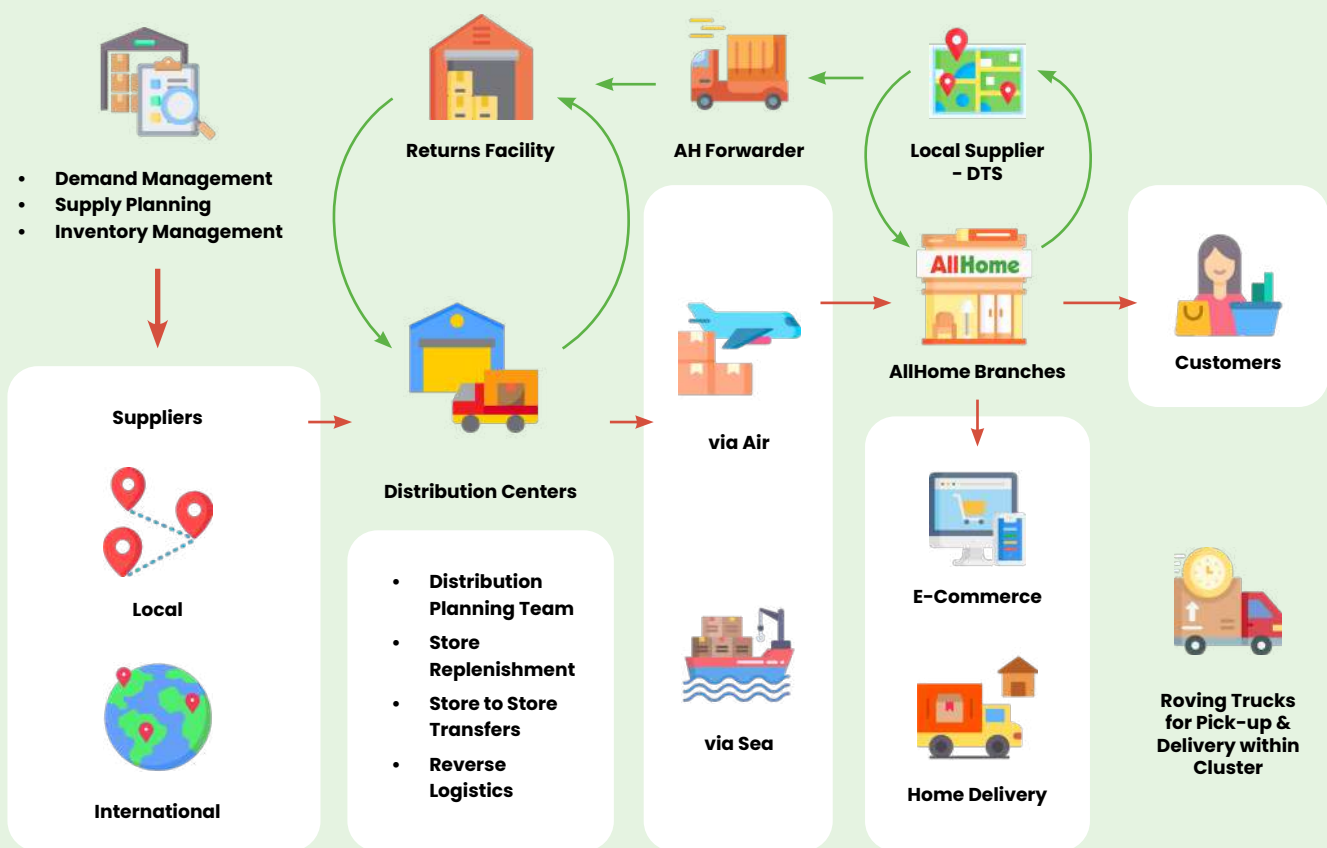
CATEGORY	DESCRIPTION	PRODUCTS
 <p>FURNITURE</p>	<p>AllHome has a full range of sofas, recliners, cabinets, tables, beds and other essential furniture for all types of spaces. AllHome curates pieces that are traditional and classic, as well as bright and modern, to appeal to a wide range of customer preference.</p>	<p>Office, living, dining, bedroom, outdoor and children’s furniture</p>
 <p>HARDWARE</p>	<p>Plumbing materials, electrical items, paint, cleaning aids, auto care, hand tools, power tools, garden items– AllHome has all the materials needed to build a nice, sturdy and cozy home.</p>	<p>Electrical supplies and accessories, lighting, plumbing, paints and sundries, hardware, power and hand tools, automotive, lawn and garden products</p>
 <p>APPLIANCES</p>	<p>AllHome has quality small and large appliances to fit all kinds of customer needs, and feature appliances both from affordable and high-end brands.</p>	<p>Air-conditioners, refrigerators, and freezers, washing machines, TVs, sounds systems, kitchen appliances, small appliances, digital items (including mobile phones and gadgets)</p>
 <p>TILES AND SANITARY WARES</p>	<p>AllHome has a wide selection of local and imported brands of floor, wall and ceiling tiles, as well as sanitary ware and fixtures for toilets and bath, marrying both functionality and style.</p>	<p>Indoor and outdoor tiles, decorative tiles, mosaic tiles, indoor and outdoor tiles, decorative tiles, mosaic tiles, engineered wood, laminated flooring, vinyl, pavers, decking, Water closets and lavatories, bathtubs, shower enclosures and partitions</p>
 <p>LINENS</p>	<p>While styling a bedroom or a living room, linens are the ultimate home dress up items. AllHome’s extensive linen collection showcases quality curtains, drapes, table covers, bedsheets, and pillowcases for every style, and for every space.</p>	<p>Comforters, duvets, bedsheets, curtains, pillows</p>
 <p>CONSTRUCTION MATERIALS</p>	<p>AllHome also is a one-stop shop for builders and contractors, selling lumber, cement, doors, windows, roofing and other construction needs with ease and convenience. Apart from sourcing quality materials, customers may also consult with AllHome’s in-house designers for guidance and inspiration.</p>	<p>Building materials, wood, and moldings</p>
 <p>HOMEWARES</p>	<p>AllHome’s assortment of kitchenware, glassware, dinnerware, and decor bring individuality to rooms and homes, possessing quality and affordable wares for homeowners from around the country.</p>	<p>Tableware, kitchenware, storage and organizers, décor</p>

SUPPLY CHAIN

2-6

To ensure a sustained inventory, AllHome maintains a diverse network of suppliers. The company operates on the premise that it caters to a highly fickle customer base and a market volatile with trends in the home improvement landscape – both factors of which were heavily impacted by the pandemic which challenged the supply chain.

This has renewed AllHome’s endeavor to ensure that it does not rely on just one supplier for a product or service. It maintained a sourcing network of 600 suppliers including concessionaires. Products manufactured outside the Philippines are sourced from local distributors or other third-party importers.



OUR SUSTAINABILITY DIRECTION

MATERIALITY PROCESS

2-23, 3-1, 3-2

As with all subsidiaries of the Villar Group, AllHome follows the GRI and SASB Standards in the conduct of its materiality process using the following steps:



1 Pre-identification of topics

The process begins with the collation of issues and topics from different references such as the sector-specific publications from GRI and SASB standards for Multiline and Specialty Retailers & Distributors, and industry peers. The list was simplified with a few additional categories to ensure that the economic, environmental, social, and governance (EESG) aspects of the organization were covered.



2 Identification of Material Topics

The Company revisited the list to assess if the topics are material to the operations and stakeholders. An online form is provided that allows the Company to identify topics that are material by selecting 'Yes' or 'No'.



3 Materiality Assessment

Topics deemed as material are processed into an online survey where the Company further assessed the criticality of impact

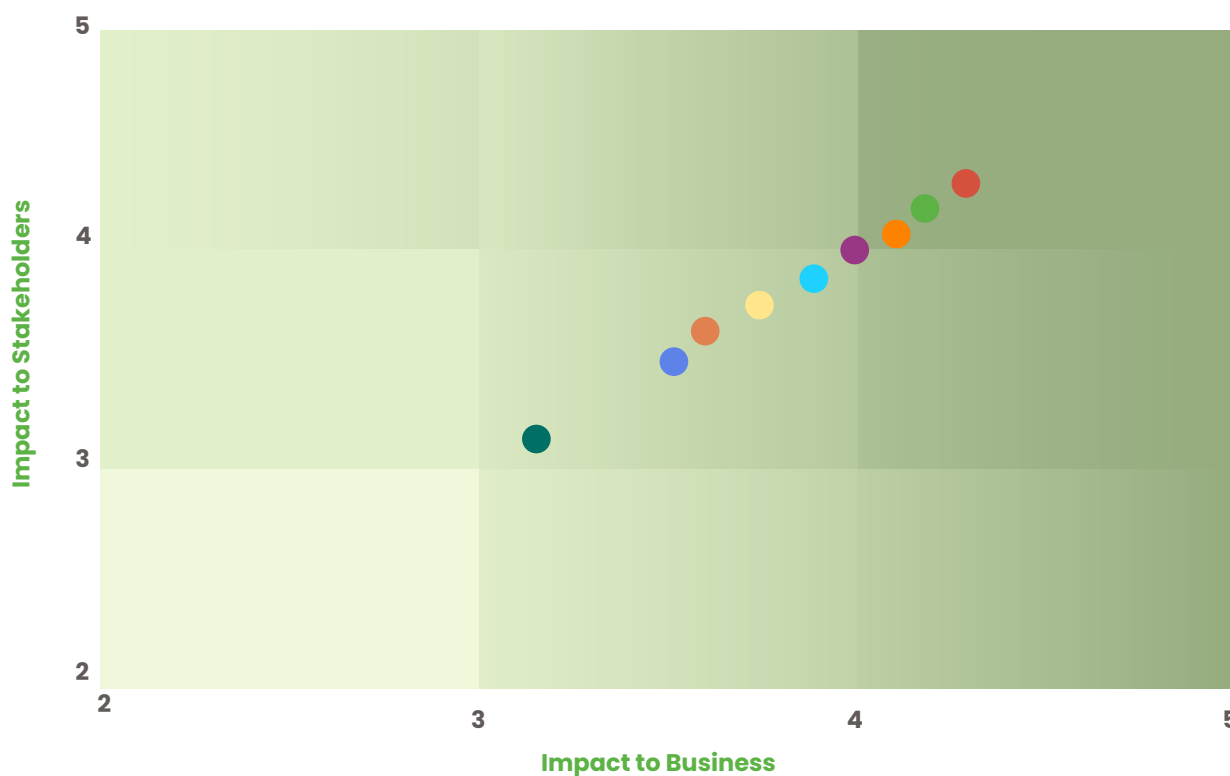
AllHome believes it has an ethical responsibility to its suppliers, employees, customers, communities, and other stakeholders in the retail industry as it continually expands and achieves prosperity. From the periods of pre-pandemic to the New Normal, AllHome was able to meet every challenge to sustain the business

by exercising agility and prompt response to the changing demands of its market. It boosted its marketing through various digital platforms and invested in additional security infrastructure.

On the other hand, environment-related topics remained as low

criticality of impact to AllHome's operations and stakeholders due to its minimal impact on the environment. This notwithstanding, the Company continues to practice initiatives as well as manage and measure its performance to avoid any impact to the environment.

AllHome 2022 Materiality Matrix



- Marketing and Promotion
- Procurement Practices
- Data Protection and Cyber Security
- Responsible Supply Chain
- Ethical Business Practices
- Economic Performance
- Regulatory Compliance
- Community
- Customer Satisfaction
- Diversity and Inclusion
- Tax
- Energy
- Occupational Health and Safety
- Eco Products
- Governance
- Local Employment
- Well-being
- Waste Management
- Training and Development
- Water Use

STAKEHOLDER ENGAGEMENT

2-29

ENGAGEMENT	FREQUENCY	KEY TOPICS AND CONCERNS	COMPANY'S RESPONSE
EMPLOYEES (INTERNAL)			
<ol style="list-style-type: none"> Social media, emails Bonding Team-building sessions Performance evaluations Training and development sessions Jumpstart 	<ol style="list-style-type: none"> Regularly Quarterly Annually Annually Regularly Quarterly 	<ol style="list-style-type: none"> Career longevity and retention Health, safety and wellness Benefits and Compensation amidst increasing living costs Learning and growth 	<ol style="list-style-type: none"> Competitive salary and compensation packages Online training and development sessions Shuttle services Every department is equipped with first aid kit and a certified Philippine Red Cross basic emergency professional as person-in-charge in case of emergency Regular cleaning and sanitation of office Annual physical examinations and health care plans Regular monitoring for COVID-19 symptoms, and swab tests provided by the company Free COVID-19 vaccine
INVESTORS AND SHAREHOLDERS (EXTERNAL)			
<ol style="list-style-type: none"> Annual Stockholders' Meeting Special Stockholders' Meeting Investors' Briefing One-on-one meetings 	<ol style="list-style-type: none"> Annual As necessary Quarterly As necessary 	<ol style="list-style-type: none"> Financial risks Corporate governance Long-term plans 	<ol style="list-style-type: none"> ERM, Risk Management Policy and Business Continuity Plan Efficient loan management Conflict of Interest Policy Insider Trading and Related Party Transactions Policy Whistle-blowing Policy Good Corporate Governance Manual Company Updates and Disclosures
CUSTOMER AND CLIENTS (EXTERNAL)			
<ol style="list-style-type: none"> Customer satisfaction survey Viber Community Website: www.allhome.com.ph Social Media Feedback and suggestion form Google My Business Reviews 	<p>As necessary</p>	<ol style="list-style-type: none"> Safe Shopping Customer data privacy Stock availability 	<ol style="list-style-type: none"> Digitized services: <ol style="list-style-type: none"> Personal shopper service Curbside pick-up Same day delivery 360 degree virtual store tour Contactless payment (QR code or card payment) Free consultations on home and interior styling Smart shopping through website Implementation of safety protocols set by IATF and LGUS Secured Socket Layer (SSL) or Transport Layer Security (TSL) based security has been adapted
COMMUNITIES (EXTERNAL)			
<ol style="list-style-type: none"> Community consultations Social media Live chats Viber groups 	<p>As necessary</p>	<ol style="list-style-type: none"> Local community hiring Health and livelihood programs Sponsorships/funding for community programs Access to stores/ services 	<ol style="list-style-type: none"> Sourcing and hiring talents within the vicinity of respective locations <ol style="list-style-type: none"> Villar SIPAG Foundation programs AllHome Builds programs: <ol style="list-style-type: none"> LKHA project Using Solar Panels May Bahay sa Bakuna Project Donation of school facilities
SUPPLIERS (EXTERNAL)			
<ol style="list-style-type: none"> Accreditation process Emails 	<p>As necessary</p>	<ol style="list-style-type: none"> Transparency in accreditation process 	<ol style="list-style-type: none"> Products that are not readily available in the Philippines are being availed by AllHome with the help of local importers and/or consolidators by sourcing products through them Diverse set of suppliers for each product
REGULATORY BODIES (EXTERNAL)			
<ol style="list-style-type: none"> Submission of requirements Emails 	<p>As necessary</p>	<ol style="list-style-type: none"> Compliance with environmental, social and governance laws and regulations COVID-19 response 	<ol style="list-style-type: none"> Timely submission of regulatory requirements Strict implementation of safety protocols

CONTRIBUTION TO THE UN SDGS

2-23

AllHome believes in the value of being a responsible corporate citizen to support the country's initiatives to bring about inclusive progress and development to as many Filipino families and communities.

Its corporate mission and vision are intended to align with and contribute to the transformative promise of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs).

The Company has taken a proactive position to ensure its business goals and marketing strategies benefit all its stakeholders. AllHome supports the Philippines' commitment to eradicate poverty in all its forms, end discrimination and exclusion, and reduce inequalities that harm progress for all humanity

SDG 4: Quality Education

Proof points of AllHome's support towards quality education is seen from various donations of newly renovated school facilities, including air conditioning units, school chairs and painting materials. Over 1,200 new students and more than 20 faculty teachers stand to benefit from this initiative. AllHome donates TV for the school with over 3,440 students and 106 teachers benefited.

SDG 5: Gender Equality

The Company takes pride in being an Equal Opportunity Employer, ensuring that all employees, regardless of gender, receive fair treatment, due process, equal employment opportunities as well as protection from any harm and discrimination.

SDG 8: Decent Work and Economic Growth

AllHome retail trade fosters economic growth by establishing a growing retail network across the country and contribute to job generation by doing business with a diverse network of suppliers, distributors and other third party provider of goods and services.

4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SDG 9: Industry, Innovation and Infrastructure

AllHome serves to meet all structural improvement needs of the Filipinos home builders not only by providing every construction product and service need of the market but also by introducing new innovations and design evolutions in furniture, appliances, homeware and linen industries that support other peripheral industries.

SDG 11: Sustainable Cities and Communities

AllHome makes home improvement products and materials more affordable and accessible to Filipinos, providing quality materials that would last long and help provide families and communities safe homes for many years.

SDG 12: Responsible Consumption and Production

AllHome remains true to its mission to be on the forefront of market innovation, continuously pushing its sustainability initiatives on the operations front. The conversion to renewable energy sources has provided an estimated 8% to 10% energy savings on the stores' consumption rates, proving that its installation and usage have been truly beneficial to the company.

DRIVING SATISFACTION THROUGH QUALITY



CUSTOMER SATISFACTION

3-3

AllHome scored
4.2/5
 in 2022

In 2022, results from the online customer satisfaction survey administered by the Company's Market Research Team showed a score of 4.2/5. This is a noteworthy milestone that speaks well of how AllHome has successfully adapted to changes in store operations and logistic challenges presented by an economy in transition from lockdown operations to New Normal demands. The store ambiance and temperature were also improved to provide a more comfortable shopping experience for customers.

AllHome Corp. operates as a home improvement retailer in the Philippines. The AllHome retail model offers a complete one-stop shopping experience either through its physical stores or its e-commerce platforms, for architects, builders, contractors, designers, and engineers, with all seven categories of home-related/improvement merchandise under one roof.

Even before the pandemic hit the retail industries, AllHome already knew that going digital is the way of the future. The Covid lockdowns only spurred its pace towards embracing digital transformation. The four channels introduced to the market were:

- an e-commerce platform: www.allhome.com.ph
- a personal shopper service: SHOP4U
- Viber Communities
 - » Shop Online at AllHome
 - » AllHome Builders Centre Shopping Community
- Third-party shopping platforms (Lazada, Shopee, Grabmart, Pandamart, Pickaroo, and MetroMart)

In 2022, this has contributed around 9% in the overall sales of the Company.

E-COMMERCE PLATFORM

On its website, allhome.com.ph, shoppers can conveniently browse through more than 20,000 items and add to their virtual shopping cart using their mobile devices. In-store promos and discounts were also offered online through this platform. The physical stores also gave discounts to vaccinated shoppers during the first quarter of 2022. Orders were sanitized and delivered within two to three days.

THE PERSONAL SHOPPER SERVICE: SHOP4U

Convenience is the middle name of the AllHome Personal Shopper service SHOP4U. Orders are submitted through Viber, and payments are settled through bank transfer. Customers are offered easy payment options such as cash, debit card or credit card with zero percent installment up to 12 months on selected items, and mobile payment services such as AlIEasy, GCash, and PayMaya. Also made available are bank-to-bank transfers or cash on delivery (COD) arrangements for orders made online or through personal shopper service. AllHome clients can also opt for layaway plans through Aeon and Home Credit. Purchased items may be picked up via the Click & Collect counters or delivered via a customer-chosen delivery service or through the delivery service provided by AllHome.

BUILDING CLOSER CONNECTIONS THROUGH VIBER

The Company has two Viber communities: Shop Online at AllHome with over 14,000 members and AllHome Builders Centre Shopping Community with over 2,000 members. These chat groups enable AllHome to regularly connect with its clientele as well as process online orders daily.

THIRD-PARTY SHOPPING PLATFORMS

In keeping with the Company's key business strategies, AllHome boosted its digital presence and brand recall through partnerships with online shopping platforms and on-demand delivery providers. Product categories can be accessed through the following sites and applications: (see sidebar infographic)



Click-and-Collect counters that serve as express lanes to pick up online orders placed via 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**

AllHome stores are strategically clustered with other retail stores under the AllValue group (i.e., coffee shop and supermarket), further enhancing the convenience to all shoppers. In addition to growing its network through a patented and elevated full line home center experience, AllHome continues to explore different concepts that complement its comprehensive homebuilding and home renovation offerings.

The Company adopted many traditional and modern practices as well as old-fashioned experience to anticipate fluctuations in demand and prepare adequately based on market forecast. Internal and customer surveys, industry reports, trade shows and industry benchmarking processes are also tapped to check market pulse. Customer feedback is also highly encouraged and sourced through physical customer service desks, store hotlines and email and social media accounts to address customer needs and concerns. Other engagements include live chat, product ratings for items ordered on the e-commerce site, Facebook Messenger, and Google My Business reviews.

The Online Customer Feedback and Suggestion Form can be easily accessed through scanning the QR code which are located near the checkout counters. This initiative was formally launched in May 2021 and continued in 2022 to capture the concerns and immediately address them on a per-store level. The QR code response rate is almost half of the total responses received from online google reviews and manual surveys. This is also introduced to customers by the Sales Specialists as part of their closing pitch.

Continuous feedback and improvement are integral to our sustainability approach.

Thanks to the customer satisfaction surveys, the Company was able to include new value-added services that were customer-driven, such as furniture assembly and water heater installation. AllHome optimizes use of the survey to further identify other opportunities that will enhance customer experience and add more diversity to its products and services.



QUALITY, ACCESS, AND AFFORDABILITY

AllHome aspires to be the ultimate go-to, the one-stop-store specifically designed for home buildings and home improvement buyers that range from architects, contractors, and even DIY hobbyists by providing world-class products at affordable rates, while staying strategically located close to residential development and transport hubs.



MARKETING AND PROMOTION

3-3, 417-2, 417-3

AllHome continued to highlight its strengths and offerings as a one-stop shop for all home and renovation needs. The Company keeps its focus on ensuring that it operates on an even playing field while sustaining its marketing and promotion efforts for the year. In 2022, AllHome reported 13 substantiated complaints on marketing and labeling which it promptly addressed, investigated, and resolved at store level.

AllHome preferred to use a mix of marketing platforms which included



social media, strategic partnerships with influencers, banners, billboards, flyers, print ads, LED walls, radio, online advertising, and in-store advertising.

AllHome also has continuous local store marketing efforts that included distributing flyers, SMS and email blasts, out-of-home advertisements (billboards, lamp post banners) and above the line advertisements on local radio, especially for provincial stores.

Store catalogues are published twice a year, during the summer season and the Christmas season, presenting the latest products, design ideas and inspirations, and offering seasonal promotions and discounts. Product catalogues from suppliers are also available for customers' reference at the stores. Print materials are provided free of charge at stores and uploaded to the e-commerce website for instant viewing.

The Company's Facebook pages and Instagram account were regularly updated to promote stores and products. Online sales channels such as Lazada and Hubware were used for selling selected products. These online platforms helped highlight

promotions that encourage customer engagement. Some of the promotions included the quarterly and annual raffles over Facebook and Instagram accounts with prizes ranging from gift certificates and free cinema tickets to a house and lot in partnership with Vista Land. Local designers and celebrities, including influencers and bloggers are also tapped to promote stores and merchandise.

In 2022, the Company optimized its digital marketing strategies to continue to engage with its target market. Among the initiatives used were:

- Relationship Marketing:** During the community quarantine, we worked to build customer relationships by providing easy access to store staff and customer service to address their needs via SMS, call, Messenger, and Viber (Shop Online at AllHome and AllHome Builders Centre Shopping Community).
- Content and Influencer Marketing:** We highlighted aspirational images on our digital channels to get engagement

from our target market. We engaged local celebrities to inspire consumers to check out AllHome products online.

- **Loyalty Programs:** We expanded our loyalty programs to leverage target niche professionals such as architects, contractors, builders, and other customers with home improvement interests.
- **Digital Marketing:** We maximized the digital space through its

e-commerce site and search engine optimization (SEO) efforts. In 2022, website views reached 3,651,128.

- **Local Store Promos:** Periodic implementation of sale promos to entice consumers to purchase.
- **In-store Display:** featured products are highlighted at each store entrances

These strategies were also used to promote AllHome’s seasonal catalogs, seasonal and major sale events, exhibits, and store events or demos. All promo plans are submitted to the Department of Trade and Industry to procure the necessary permits. A third-party agency was contracted for the production, delivery, and installation of these marketing strategies and activations.

HEALTH AND SAFETY

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

AllHome stores are fully compliant to the safety protocols set by the DOH and other relevant government agencies. AllHome has embraced the digital space in order to continue serving its customers through online channels. This led to zero complaints on health and safety for 2022.

The COVID-19 pandemic continues to be a challenge for AllHome during the first months of 2022 due to the new virus strain Omicron. Mega Manila has been in Alert Level 2 status since February 2022 while some provincial areas saw the restrictions extended until October 2022. This affected the mobility of customers and caused logistics delays especially in supplies sourced outside the Philippines. Digitization continued to be a part of the strategy while the stores prepared for higher foot traffic.

AllHome is committed to maintaining a secure shopping environment for customers and a safe work environment for employees. In 2022, AllHome’s “Park and Shop” concept encouraged customers to have direct access to parking spaces, especially those stores inside Vistamalls, making AllHome a preferred shopping destination as Park and Shop consumers had less opportunity to

interact with other customers and tenants, which in turn, helped limit the spread of COVID-19 for everyone. The Company also boosted its online presence with various initiatives that build on the organization’s primacy through an omnichannel approach.

Meanwhile, AllHome ensures that all its product offerings have labels that indicate their safe use. These are provided by the respective brands.

All AllHome sales personnel were trained on how to demonstrate correct operation and use of the products. Furniture assembly services were also offered to eliminate the risk of improper assembly by customers which might lead to accidents.

Other layers of safety were implemented in 2022 in accordance with the health and safety protocols of the government:

- mandatory wearing of face masks
- mandatory checking of body temperature
- hand sanitizers and disinfection carpets are provided at all entrances
- social distancing
- queuing stickers are in place

- a maximum limit of four persons per ride in the elevator
- being three steps apart while using the escalator
- installed acrylic barriers in counters.
- Regular disinfection of all stores including bathrooms, elevator buttons, and escalator handrails by ShieldTec of EnviroNet

Posters and other physical reminders that promote the practice of social distancing, keeping hands sanitized, and other precautionary measures were posted throughout the stores as added precaution.



CONTRIBUTING TO A RESILIENT ECONOMY

ECONOMIC PERFORMANCE

3-3, 201-1

Direct economic value generated (revenue) Amount (in million PHP)



Operating costs



Payments to suppliers, other operating costs



Taxes given to government

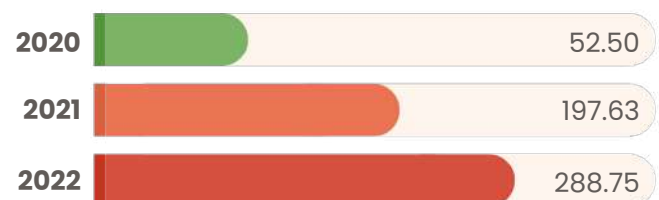


AllHome's 2022 business performance reflected the country at large at having successfully demonstrated and sustained its optimism in the post-pandemic scenario. The Company has reportedly exceeded its pre-pandemic earnings for the same period by 11.2% or a core net income after tax (excluding the effect of fire loss) of Php1.167 billion. The firm's revenues reached Php12.565 billion for the full year 2022.

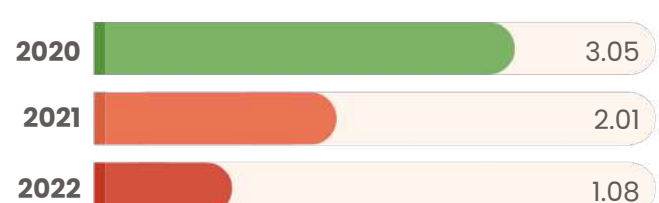
Employee wages and benefits



Dividends given to stockholders and interest payments to loan providers



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



AllHome Chairman Manny B. Villar, Jr has succinctly described the rationale behind its success. While AllHome was affected by prevailing circumstances in the country such as the worldwide pandemic and the recent surge of the Omicron Covid variant in particular, “the Company was again able to demonstrate its capability to adapt and capitalize on opportunities presented.”

The Company observed in 2022 that while sales were affected, footfall in malls and other retail establishments was continuously returning to levels that compare favorably to pre-pandemic conditions, which AllHome considered as a welcome indicator of the country’s continuing return to normalcy.

The Company also saw improvements in all its margins for the period. Its Gross Profit (GP) Margin rose to 36.8% in 2022, which reflected an increase of 180 basis points versus 2021 GP Margin of 35%. It is an increase of 690 basis points versus 2019 of 29.9%, pre-pandemic. The EBITDA was pegged at 25.6% in 2022 versus 23.9% in 2021, and even higher versus pre-pandemic level 2019 of 21.6%.

On the other hand, AllHome’s 2022 revenues registered at Php12.565B, 12.3% lower than 2021 level of Php14.325B, but higher than pre-pandemic level 2019. Lower revenues for 2022 compared to 2021 emanated from weakened sales in its hard categories since the second quarter which continued until year-end of 2022, Omicron surge in the first quarter, lower foot traffic due to heavy rains and strong typhoons in August and September, and shift in consumer spending to travel/leisure/entertainment to address suppressed needs during the heavy quarantine periods.

In addition, AllHome’s predominantly end-consumer retail market has

purchasing demand different from the contractors/builders/developers’ market, which is very active during the build phase and catching up with construction backlog. The Company forecasts that when the build phase is over and turn-over of housing and condominium units begin by late 2023, its consumer-based market’s demand for hard categories will pick up for their construction finishing needs. Then, the soft categories will further increase as demand for refurbishing needs follow suit.

AllHomes’ fundamental strategies worked well in its favor during the 2022 reporting year. The Company has five (5) prime approaches to optimize business: Maximize Synergies, Margin Enhancement, Operational Efficiencies, Omnichannel Strategy and Sustainable Growth.

1. MAXIMIZE SYNERGIES

The Company enhanced operating margins through proven initiatives. The year 2022 affirmed how well the Company’s capacity to leverage its synergies with the Villa Group’s other subsidiaries such as Vista Land’s surrounding communities as well as with the AllValue retail ecosystem’s which is also located within the Vista Mall, and fintech companies for e-payment and delivery options.

2. MARGIN ENHANCEMENT

AllHome has always been relentless in its pursuit to continuously increase margins. A primary initiative that got results is to regularly conduct strategic pricing as benchmarked with competition, hold inventory positioning especially when cost increases, and maximize contributions of its 45 in-house brands. In 2022, in-house brands sales contribution is about 11%. In-house brands provide additional 15% to 25% to GP margin

generated from 3rd party brands.

3. OPERATIONAL EFFICIENCIES

The Company remained committed to explore opportunities to improve efficiencies and processes to achieve optimal inventory level, save on capital and operational expenses, optimize store size and lay-out with complementary technology and digitalization, and other ongoing initiatives to minimize energy consumption and for more environmentally friendly operation.

4. OMNICHANNEL STRATEGY

AllHome is constantly finding ways to improve its customers’ digital experience alongside with their experience in its physical stores. Our website landing page is regularly updated to reflect consumer trends and suit its customers’ preferences. The AllHome 360-degree virtual store tour provides new customers a view of an AllHome store which in turn help the buyers make their online purchases through various convenient digital payment options.

5. SUSTAINABLE GROWTH

The Philippines’ relatively faster economic rebound in developed parts of the country also prompted the Company to focus its expansion on NCR+ and Tier 1 cities. In June 2022, AllHome opened its 58th branch located in Vista Mall Davao and ended the year with a retail network of 60 stores net of the three (3) Alabang stores destroyed by fire. This brings the AllHome latest tally to: 20 large mall-based, 18 large free-standing and 22 small specialty store formats. At its current rate of expansion, AllHome management is confident that it will hit its century mark target



of 100 stores by 2026 throughout Luzon, Visayas and Mindanao. AllHome believes that these areas are still underserved in the home renovation landscape and seeks to reach out to more customers by offering easy and accessible purchasing options. Other locations in the immediate pipeline to its 100-store milestone by 2026 are in Cebu, Caloocan, Las Pinas, Muntinlupa in Mega Manila, Dasmariñas, GMA and Trece Martires in Cavite as well as peripheral northern provinces to the metropolis like Bulacan. When the extended quarantine

developed a trend for nurturing pets and created an increasing demand for pet products and services, the Company announced its venture into the pet care retail industry under its specialty brand "Pet Buddy." Pet supplies are a natural fit in the full-line offering of AllHome, and figures heavily into current revenue splits in the home center's DIY Lifestyle subcategory. The store opened its maiden location in the Evia Lifestyle Center in Las Piñas in 2021 and with its growing clientele, it added four additional outlets in the pipeline in Santa

Rosa in Laguna, Bacoor in Cavite, Antipolo in Rizal and Taguig in Metro Manila this year.

Other initiatives include continuous negotiation gains from increasing store network as more volume are purchased from suppliers. The optimization of suppliers' credit terms, strategic inventory buys and pricing, and periodic review of slow-moving and fast-moving products are also among AllHome's ways to enhance margins.

ECONOMIC CHALLENGES

3-3

AllHome Corp has identified five key risk areas in its day-to-day operations. These are: Market Risk, Interest Rate Risk, Credit Risk, Liquidity Risk, and Foreign Exchange Risk. With Covid Alert Levels reduced to low levels, the risk to the business operations, while still present, has been reduced.

AllHome operates with a risk philosophy that focuses on making the most of all business opportunities while ensuring that adverse impact is mitigated. The Company planned and implemented its business protocols through the Enterprise Risk Management framework to assure stakeholders that the Company's approach to growth is sustainable.

AllHome's resources are effectively managed in all areas and levels of the Company through the following:

- Utilization of strategic location selection criteria for store network expansion
- Capitalization of synergistic relationships with affiliates (i.e., access prime locations across the country and consolidated

purchases for similar product needs through Vista Land; access to a pool of third-party contractors or builders in the Villar group; establish and maintain as primary captive market the residential communities by Villar group)

- Implementation of an effective cash and collection management
- A sound cost and operational expenses control
- Deployment of strategic and periodic merchandise buys to maximize volume discounts and logistics requirements
- Efficient loan management

Implementation of safety protocols such as early closure of stores to give time for sanitation and replenishment of essential products, social distancing, and limiting customer traffic is stored

In 2022, it was evident to AllHome management team that the shift to a much-improved post-pandemic retail landscape is the new reality and having prepared even before

the Covid lockdowns, the team remains confident in AllHome's ability to respond favorably to the new challenges.

The AllHome experience is built on the foundation of elevated customer journeys and touchpoints, highlighting its unique niche as the country's only one-stop full line home retailer. This potent marketing formula is the heart of how AllHome attracts customers who have been deprived of the usual shopping experience during the past lockdown years.

AllHome reported that it is already employing numerous best-in-class tools to monitor and leverage customer preferences with industry tools such as Zendesk, AllRewards Loyalty System and MoEngage. These initiatives directly influence e-commerce market share in the AllHome revenue, which stands at about 8% to date, which is considered a remarkable performance within the industry. This has reached 11% in 2021, but has declined when customers started going out less restrictively in 2022.

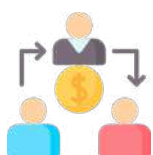


TAX

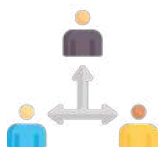
3-3, 207-1, 207-4

The Company's standard operating procedure to keep abreast of any changes in the tax regulations as a way of ensuring effective tax planning also allows AllHome to optimize all permissible allowances, deductions, concessions, exemptions, rebates and exclusions available under the law, thereby minimizing the tax liability and allocating such savings to business expansion.

The Company also provides employees with the necessary training and other skills development opportunities to keep up with tax updates and to ensure that the right taxes are paid on time. Regular tax planning activities were conducted to analyze financial situations, mitigate tax liability, and maximize tax relief and credits. AllHome's controllership department in tandem with its centralized OP tax department under its Chief Tax Office handles stakeholder engagement on any tax concerns.



PhP12.5B
Revenue from third-party sales



PhP97.5M
Revenue from intra-group transactions with other tax jurisdictions



PhP1.2B
Profit/Loss before tax



23.7B
Tangible Assets



172.7M
Corporate Income Tax paid on a cash basis

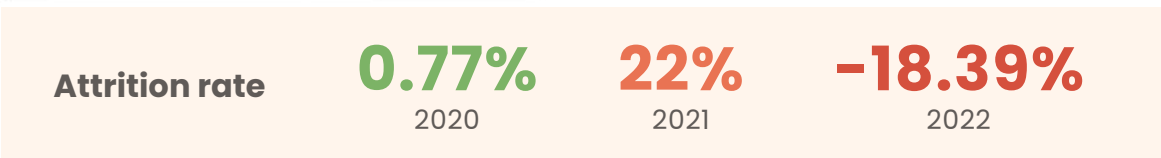


PhP4.8M
Corporate Income Tax Accrued on Profit/Loss

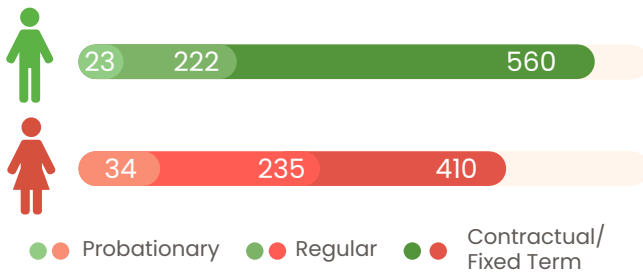
THE PEOPLE BEHIND OUR SUCCESS

3-3 2-7, 401-1, 405-1, CG-MR-310a.2, CG-MR-330a.1

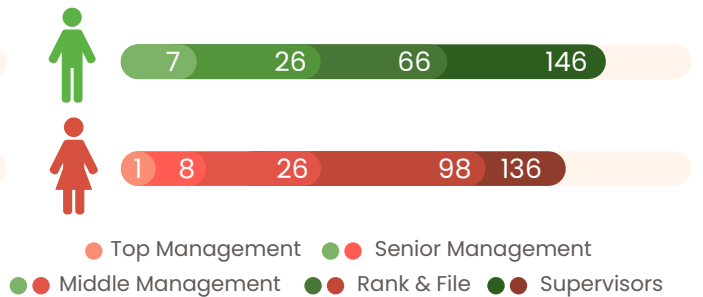
Employees by Gender, 2020-2022



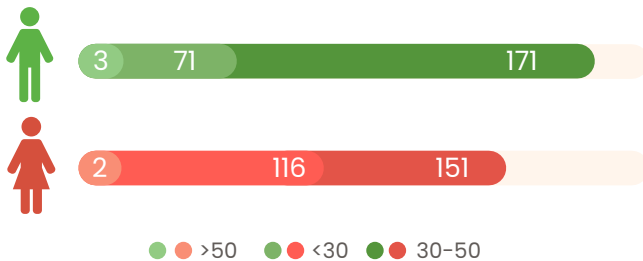
Employees by Contract in 2022



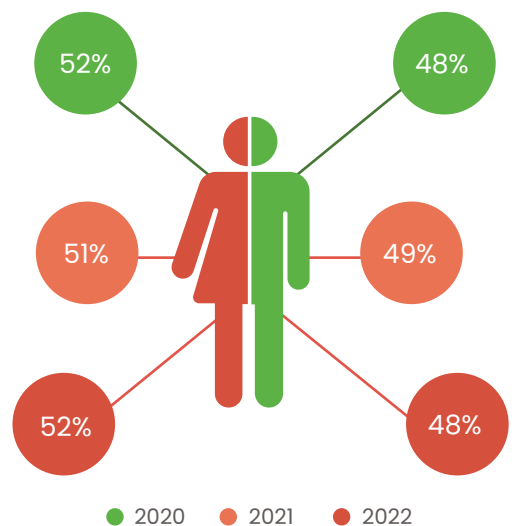
Employees by Position in 2022




Employees by Age Group in 2022




Percent of Employees in the Workforce





16%
new hire rate



37%
turnover rate

AllHome aspires to be known as an “Employer of Choice” in the Philippine home improvement industry by offering competitive salary and benefits packages. AllHome strictly adheres to the policies of the Department of Labor and Employment (DOLE). AllHome also takes pride in its reputation as an Equal Opportunity Employer. In 2022, the Company’s workforce recorded an almost 1:1 ratio for female and male employees, which in turn reaffirms its commitment for equality to all who wish to work at AllHome.

In terms of Board composition, AllHome adheres to diversity of views and opinions in the decision-making process. As of 2022, 71% of the members of the board of directors are female, while 75% of the management positions are held by women.

The Company has also institutionalized a Non-discrimination Policy in its recruitment and hiring process. This mandates that no applicant is discriminated against or preferred based on gender, age, disability, educational attainment, race, and religion. Gender Equality is evident in the employee composition of AllHome. The Company ensures that all employees regardless of rank and position to be included, valued, and able to perform at their best.

AllHome strictly complies with the DOLE directives as well as with its own corporate policies to ensure fair and equal employment opportunities are implemented by providing accessible and diverse options for applicants. Interested individuals can file their job applications online, on-ground, and on-site. AllHome prioritizes applicants from the local communities within the vicinity of its stores before considering applicants from other locations. Through these approaches, the Company ensures that its employee base is diverse in terms of culture, religion, ethnicity, and socioeconomic background while remaining

supportive of the progress of its host communities by priority hiring of their residents.

The Company strongly encourages its employees to avail of several learning and development programs as a skills-building exercise that will lead to a productive performance. AllHome offers competitive compensation and benefits packages for all its employees nationwide in the spirit of pursuing its mission of providing excellent service to all its stakeholders. This initiative proved to be effective in sustaining employee engagement and retention.



WELL-BEING

3-3

AllHome fosters a corporate culture where every voice is welcomed and valued. The Company ensures that all employees regardless of rank and position are included, valued, and able to perform at their best. The Company enjoys a multi-generational workforce that speaks well of an enriched talent pool.

Having a Competitive Spirit is one of the nurtured values of AllHome. The Company recognizes the value of its employees and aims to ensure that all employees are high-performing and motivated to stay through different career longevity programs and retention policies. These include, but is not limited, to the following:

- Competitive salary and compensation packages

- Good, comfortable, and proper work environment and culture
- Quarterly bonding for each department
- Annual team-building sessions
- Equal and fair opportunities and performance evaluation
- Training and development sessions

AllHome provides training as preparation of an employee to perform future roles and responsibilities as part of its succession planning. Meanwhile, replacement planning is also conducted to proactively identify key personnel in operating functions.

An integral part of the employee engagement and retention program is its rewards and incentives program. The Company regularly recognizes and rewards employees (individually and as a team) through the AllHome Loyalty Awardee Program that bestow deserving staff with local and foreign travels, as well as competitive salary increases based on performance evaluation.

The Company also has a quarterly engagement activity, Jumpstart, where rewards and recognitions are announced for individual and team performance. AllHome launched the first-ever virtual Jumpstart via Zoom in 2020. This was continued in 2022 and was conducted thrice during the year.

BENEFITS

3-3, 401-2

List of Benefits	Y/N	% of female employees who availed			% of male employees who availed		
		2020	2021	2022	2020	2021	2022
SSS	Y	12	12	9	13	13	12
PhilHealth	Y	5	8	5	2	3	2
Pag-IBIG	Y	4	4	6	3	4	5
Parental leaves	Y	100	13	6	100	35	1
Vacation leaves	Y	100	84	68	100	85	83
Sick leaves	Y	100	84	49	100	85	55
Medical Benefits (aside from PhilHealth)	Y	100	80	54	100	77	43
Housing assistance (aside from Pag-IBIG)	Y	0	0	0	0	0	0
Retirement fund (aside from SSS) ²	N	N/A	N/A	N/A	N/A	N/A	N/A
Telecommuting	Y	11	11	8	15	15	15

² AllHome has yet to determine when to establish a retirement fund.

PARENTAL LEAVES

401-3

Indicators	Female	Male	Total
Total number of employees that were entitled to parental leave	79	108	187
Total number of employees that took parental leave in 2022	16	2	18
Total number of employees that returned to work in 2022 after parental leave ended	13	2	15
Return to work rate	81%	100%	90%
Total number of employees who availed the parental leave in 2021 and returned to work in 2022	2	0	2
Total number of employees that took parental leave in 2021	27	6	33
Retention rate	7.40	0	6.06

SOLO PARENTAL LEAVES

401-3

Indicators	Female	Male	Total
Total number of employees that were entitled to parental leave	1	1	2
Total number of employees that took solo parental leave in 2022	1	1	2
Total number of employees that returned to work in 2022 after solo parental leave ended	1	1	2
Return to work rate	100%	100%	100%
Total number of employees who availed the solo parental leave in 2021 and returned to work in 2022	0	0	0
Total number of employees that took solo parental leave in 2021	0	0	0
Retention rate	0	0	0

AllHome strictly adheres to the employment policies of the Department of Labor and Employment. The entry-level salary provided by the Company is at least at the same level as the minimum wage of Mega Manila and is higher for Luzon, Visayas, and Mindanao. Aside from government-mandated benefits, AllHome also provides additional leave entitlement

to regular employees, medical programs, and communication allowances.

With the easing of community quarantine restrictions in 2022, the work-from-home rule was applied only for employees with symptoms, exposed or tested as positive to COVID. There were also rapid tests

done during meetings that have many participants or with immune-compromised participants.

Those needed to report on-site were provided shuttle services to help ease transportation concerns and reduce the risk of exposure. The Management also considered waiving of attendance policies temporarily, relieving employees who may need to be tardy or absent for situations beyond their control.

AllHome partners with an HMO provider to support employees in managing their health and assist them with their medical concerns. Upon regularization, they are automatically enrolled in an HMO plan including their declared dependent/s who are eligible for the health care plan. Regular employees are also entitled to paid sick leaves as part of their employment benefits package.

Aside from additional leave entitlement to regular employees, the Company offers medical programs, 13th-month pay, communication allowance, and the opportunity to travel abroad as part of the incentive program.

SAFETY

3-3, 403-1, 403-2, 403-3, 403-4,
403-6, 403-7

AllHome also actively participates in the drills facilitated by the national government. A total of 100 safety drills were participated by all stores and offices in 2022.

AllHome adopts a health and safety policy pursuant to Section 32 of R.A. 11058 (An Act Strengthening Compliance with Occupational Safety and Health Standards and Providing Penalties for Violations Thereof) and its Implementing Rules and Regulations under Section 14 of D.O. 198-18.

The health and safety policy of the Company guarantees that it provides a place of employment that is free from hazardous conditions that are likely to cause physical harm to employees and its clients. This includes the provision of proper orientation to all employees, risk assessment and prevention programs, and training of safety officers and first aiders. To ensure information retention, AllHome utilized various internal communication channels such as e-mail, adequate signage throughout the workplace, and routine safety check.

In compliance with the DOLE guidelines for the implementation of workplace policy and program on tuberculosis, Hepatitis B, and HIV, the Company lays out guidelines for the prevention and control of these health risks. AllHome facilitates a referral system that enables better management and treatment of these cases.

The various occupational health services that the Company provides include the implementation of policies on non-discrimination, provision of reasonable working arrangements, educational and awareness campaigns, and improvement of



workplace conditions among others. By providing employees a working space free from harm, with proper ventilation and adequate sanitary facilities, the possibility of disease transmission can be reduced. A monitoring system is also used to ensure that facilities are well kept and safe for all employees.

Furthermore, annual medical examinations are also conducted as a follow-up on previous findings, to allow early detection of occupational and non-occupational diseases and determine the effect of exposure of employees to health hazards.

Monitoring and reporting are integral to the Company's Occupational Health and Safety Management program. AllHome's operations require employees to be involved in the transportation and installation of home improvement fixtures in the structures of customers as well as in the store facilities. In 2022, there were reported cases of bruises (9), animal bites (3), wounds (4), mild stroke (1), food poison (1) and getting hit by a falling object while lifting merchandise off racks (2). Such cases are always recorded, and data are used to improve processes as well as safety information and education campaigns for our people.

A fire that broke out on January 8, 2022, at Starmall Alabang in Muntinlupa City took 30 hours before the Bureau of Fire Protection declared the incident as under control and

fire out. Four firefighters and one volunteer were reported injured in the blaze, while damage to the establishment is estimated to be worth Php303 million. The incident affected AllHome operations due to damage to the three AllHome stores, but no deaths or injuries were reported among employees or customers. While AllHome has fire insurance, the proceeds did not cover all the damages. The mall's management immediately coordinated with tenants to address their concerns. To avoid such incidents, AllHome got higher insurance coverage and ensured that new stores were insured immediately. To ensure uncompromised continuity of operations, AllHome has taken the following measures: temporary relocation of the receiving unit to DHL Bicutan Warehouse, and relocation of merchandising and accounting offices to Vistamall Las Pinas.

Through regular site inspection, audit, and assessment, The Company identifies areas that need to be checked and regularly monitored. Employees and authorized personnel such as Safety officers and security personnel can report directly to the Facilities Management department if they notice any work-related hazards. In effect, the concerned department could act promptly to check issues that need to be addressed.

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

403-8

Covered by an OHS management system based on:	Employees	If yes, how many are covered?
legal requirements and/or recognized standards/guidelines?	Yes	100%
legal requirements and/or recognized standards/guidelines that has been internally audited?	Yes	100%
legal requirements and/or recognized standards/guidelines that has been audited or certified by an external party?	No	N/A

403-9, 403-10

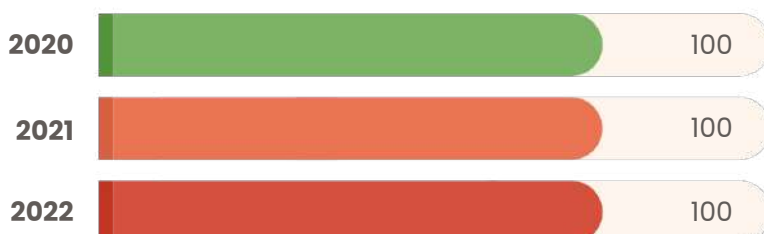
Safe Man-Hours



No. of work-related injuries



No. of safety drills



304
Lost time accidents



37.68
Incidence Rate⁴



75.37
Severity Rate⁵



38
Lost Days

³ The decrease in Safe Man-Hours is due to the lower number of employees in 2022

⁴ Formula used is (number of disabling injury/illness x 1,000,000)/employees' hours of exposure

⁵ Formula used is (total days lost x 1,000,000)/employees' hours of exposure

COVID-19 HEALTH PROTOCOLS

403-7

AllHome seriously and consistently addressed the risks posed by COVID-19 through the implementation of safety guidelines and protocols that protected employees and customers.

The Company achieved its goal of 100% vaccination for its entire workforce across its 60 stores nationwide. All AllHome's eligible employees have received their second dose of the COVID-19 vaccine. Booster shots were also provided by the end of 2021. This reinforcement of the Company's existing health protocols gave a significant boost to the stores' image as a clean and safe environment for its workers and shoppers alike.

The Company continuously issues COVID-19 policies and guidelines to remind employees of the health and safety protocols even with the easing of alert levels. Surgical masks, alcohol and sanitizer, and personal protective equipment are provided for each office. Safety Officers are also assigned to ensure that prevention and control practices are strictly implemented. Employees are asked to submit the Daily Health Symptoms form, monitor their temperature, frequently wash their hands, observe physical distancing, and limit face-to-face interaction. Posters and print resources about COVID-19 remained in place at entrance points of offices and stores in addition to the regular disinfection and cleaning of work areas and common spaces.

The Company also developed a guideline to properly manage cases of those who have potentially contracted the disease and their close contacts. Employees who feel unwell and those who develop symptoms are advised to stay at home, self-isolate, and contact a medical professional for advice on testing and referral. Employees are also encouraged to keep an active and healthy lifestyle through information campaigns and fitness activities. Additionally, employees are also regularly screened for COVID-19 symptoms.



100%
of the workforce are
vaccinated

SAFETY TRAINING

3-3, 403-5

AllHome employees are informed during company-mandated training about the safety procedures and standards that should be always observed to promote physical safety as well as awareness of merchandising safety standards. Comprehensive job safety instructions are also provided to employees to inform them of the health risks involved, preventive measures, and steps to take in case of emergency.

AllHome encourages its employees to actively participate in the training and development of health and safety programs. To foster collaboration, ideas and suggestions are gathered through employee feedback and surveys via Zoom, Viber, and emails. Safety training will be a continued requirement of the Company.

The Company employs safety personnel who have each undergone the mandatory training on basic occupational safety and health for safety officers as prescribed by the Department of Labor and Employment (DOLE). The safety personnel are responsible to ensure the occupational safety and health programs as mandated by DOLE are duly followed and enforced in all AllHome stores and offices nationwide.

In cooperation with the Vista Mall and building administration, AllHome participates in the earthquake and disaster response drills which are done periodically. Through these training sessions, employees and building personnel are equipped with the knowledge and skills to enhance disaster preparedness and response.

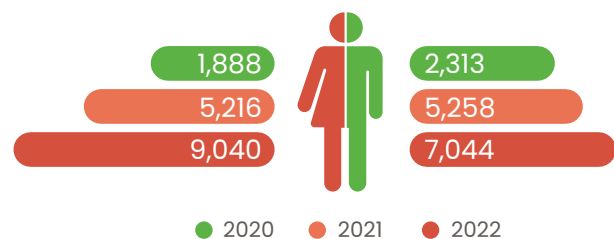
In an event of a disaster, the Company's primary goal is to keep employees and clients safe, and prevent further injury by moving them to a safer space. AllHome strictly complies with the safety rules and protocols of the local government unit, the NDRRMC and other concerned agencies. AllHome also actively participated in the emergency drills facilitated by the national government.

Every department is also equipped with a first aid kit and a person-in-charge in case of emergency. This person is professionally trained and certified by the Philippine Red Cross on basic emergency, disaster preparedness, basic occupational safety, and first aid. All offices are also provided with medical equipment and supplies such as alcohol, sanitizing footbath, thermometer, and medicine kits.

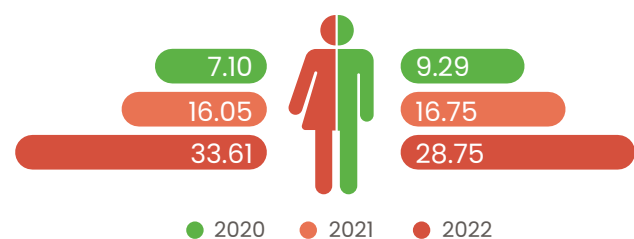
TRAINING AND DEVELOPMENT

404-2, 404-3

Total training hours



Average training hours⁶



Despite quarantine restrictions in recent years, AllHome remained steadfast in its commitment to offer learning and development initiatives for its employees by utilizing online webinars. In 2022, the Company has recorded higher total training hours than the previous years. This indicated an increased engagement and participation of employees to the different training and development activities during the year.

Training is provided based on the result of in-house audits, customer feedback, and store assessment of its workforce vis-à-vis store standards. The training is also a required preparation for the employees' career advancement in the Company.

In 2022, AllHome provided 95 internal and 91 external training sessions, with a mix of technical and behavioral programs, including a further exploration of the eLearning capability of the Company's system applications and products (SAP) system. The AllHome Training Academy assigned both training hours and training modules to be attended by each employee, connecting their training programs with their KPIs. Training hours were spread out, with shortened sessions but increased number of runs. For instance, an 8-hour program is spread out to 4 sessions with 2 hours each.

AllHome provided these webinars:

- Personality Development,
- Impactful Presentations Skills,
- MS Excel Intermediate Course,
- Assertive Communication,
- The Art of Supervisory,
- Product Proficiency Sessions,
- Retail Salesmanship,
- GREAT Service of Delivery Personnel Training
- Finance for Non-Finance

During the pandemic, the AllHome Training Academy implemented the Supervisory Development Program to hone the skills of the Supervisors to become a generalist rather than focusing on one category only, in preparation for expansion while preparing the team for any events due to COVID.

Recognizing that career development is an important part of employee engagement, AllHome will continue to conduct annual evaluations for all employees to improve their performances. Standards are used to evaluate the improvement of skills, work performance, and adherence to corporate values. Particularly, annual performance, sales performance, and customer service performance are evaluated.

Training will be provided continually to better prepare employees to perform future roles and responsibilities. A replacement planning system is also in place to proactively identify key personnel in operation functions. Succession planning will help direct AllHome to develop multiple individuals to potentially perform certain functions, thus also ensuring business continuity.



100%
of employees received
career development
reviews

⁶ The average is measured as training hours per employee.

LABOR MANAGEMENT

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

A harmonious relationship between management and workforce is ensured through the consistent practice of our corporate values of Teamwork and Honesty. AllHome recognizes the importance of a clear and safe grievance mechanism to maintain a good and collaborative working environment.

While there is no employee union in place and no collective bargaining agreement in effect, the Company takes pains to ensure that employees' human rights are protected by a Code of Discipline that places respect and human rights protection at its core. Policies are therefore institutionalized to prevent discrimination and allow the proper handling of grievances through its Whistle-blowing and Open Door policies. AllHome strictly adheres and conducts due process for cases of policy violations.

All internal stakeholders, from new hires to tenured employees, are always reminded to prioritize respect for one another and respect for personal boundaries, our core values, and all our existing policies and guidelines in every interaction, be it with internal or external parties.

All new hires are also informed of the guidelines as part of the new employee orientation. Including

the AllHome simplified grievance mechanism to maintain a good and collaborative working environment. This allows any officer or employee who experiences or witnesses any act of harassment or discrimination in the workplace to immediately report the issue to the Committee on Decorum and Investigation or to the Employee Relations (HR). The Committee is prompted to investigate the incident and upon completion of the investigation, inform all parties of the outcome and decision.

For just causes of termination of employment, due process comprises the twin notice rule: to give the concerned employee a written notice as to the cause or basis on which his impending dismissal rests and reasonable opportunity to address the same. Such grievances are dealt with promptly, fairly and in accordance with the company policies.

The Management created effective approaches for communication, giving the employees, suppliers, and other stakeholders the opportunity to voice out their concerns with the assurance of fair treatment and utmost confidentiality. Suppliers can raise their concerns through a letter sent via email or personally delivered addressed to the Purchasing or Merchandising Group Head. These concerns may also be raised during the supplier's performance review held every quarter. The Company prohibits employment-based retaliation against anyone who brings a complaint or any work-related concerns.

AllHome encourages employees to participate through suggestion schemes, employee surveys, meetings, pep talks, and store visits. The Company also implements "It's

time to K.I.S.S. (Keep it Simple and Straightforward)," a program that allows employees to suggest ways to simplify the current AllHome methods and practices. Employees who submit the best ideas are recognized and rewarded by the Chairman, and the suggested improvements are implemented.

Part of the AllHome tradition is to conduct an Annual Values Session activity wherein all voices of employees are heard. The summary of employee's concerns, thoughts, and recommendations shall be part of Management decision-making.



RESPONSIBLE OPERATIONS

INFORMATION SECURITY

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

AllHome implemented rigorous processes for strict data and information security in accordance with the Data Privacy Act (DPA) to ensure data privacy and customer data protection. The Company utilizes existing controls and measures to protect customer data with regard to its collection, handling, use, sharing, processing, disposal, or storage, especially sensitive and critical information.

Zero

substantiated complaints on customer privacy

Zero

cases of data breach

The Company also abides by the procedure and regulations set forth by the Government which includes compliance with the guidelines set by the DTI and the DPA. The Data Privacy

Officers (DPOs) regularly attend training and seminars accredited and organized by the National Privacy Commission (NPC) to be abreast of any updates.

Since 2020, the Company has used multi-layer security technologies from anti-virus to intrusion prevention system/intrusion detection system (IPS/IDS) on its data centers.

On the other hand, AllHome recognized the risk exposure of customer information due to the use of COVID-19 Tracker, AllHome e-commerce Site, AllRewards Loyalty Program and Builders Loyalty Program. The growing demand for online and non-contact transactions prompted the Company to upgrade our existing controls to protect customer data. Since 2020, these QR codes have been implemented at store entrances. Secured Socket Layer/ Transport Layer Security (SSL/ TLS) based security were programmed in COVID Contact Tracing applications and other external facing applications

of AllHome. For internal systems, the IT set up a VPN facility in the employees' laptops/desktops. It was a challenge that was easily resolved due to the technical knowledge of the implementing team.

To address other challenges in data security, AllHome subscribed to the Zero Trust Network access for remote users in order to comply with its data security policy. The Company reported zero incidents of data breach to date.

Furthermore, AllHome ensures that all official forms, particularly those that require sensitive information from customers, include a DPA consent clause stating that the information gathered will only be used for the stated purpose in the form and are protected in accordance with existing data privacy and cybersecurity laws. Upon accessing the Company's website, customers are asked for their consent to share their cookies to present products that match their preferences. AllHome also conducts periodic inspections ensuring the inclusion of policy forms, physical and electronic data storage, and data processing and disposal.

AllHome considers issues on Information Technology as a potential business disruption scenario in its business continuity plan (BCP). Similar scenarios are regularly tested to identify gaps or weaknesses in the implementation of the existing mitigating controls and to improve the system regardless of the magnitude of the impact.



RESPONSIBLE SUPPLY CHAIN

3-3, 308-1, 414-1

AllHome puts great effort into choosing suppliers. The quality of the brands and products, and the reputation of suppliers also reflect on the Company's performance.

Since the start of our operations, we have steadily expanded our network of suppliers and concessionaires. The Company maintains a sourcing network of over 600 suppliers including concessionaires. Aside from its retail partners and suppliers, the Company also relies on third-party distributors and suppliers, including concessionaires for its inventory intake and store displays, and other third-party service providers such as logistical services for the delivery of its products to its stores, distribution centers and in-store warehouses.

In choosing suppliers, the Company places high premium on the quality and novelty of products as well as the supplier's capacity and capability to deliver on time. The set of criteria for supplier selection includes a check on the third party's reputation in the industry, quality and standards, reliability of delivery, exclusivity, and price. Moreover, suppliers are vetted, chosen, and accredited based on customer preference, product quality, profit margin, after sales service, marketing support, and incentive program.

New suppliers undergo a stringent audit process before their products are considered for AllHome stores. Suppliers are required to conform to the standards set in the contract, which include a commitment to the

timely and reliable delivery of products, meeting the required specifications, and adherence to relevant laws and regulations such as DTI regulations on trademarks and product authenticity.

In 2022, AllHome has no records of any significant negative environmental and social impacts of suppliers in its supply chain.

Since AllHome champions business and environmental sustainability, the Company encourages suppliers to adopt good procurement and sustainability practices as part of their mechanisms and processes. Strict measures are embedded in the supplier's accreditation process as outlined in the Code of Business Conduct and Ethics that includes financial, operational, social, and environmental metrics for accrediting a supplier. And to maintain transparency of results with suppliers and ensure fair dealings, the Merchandising Group conducts quarterly review of the supplier's performance to see if AllHome will renew their annual contract.

As the Company was founded with Filipino homeowners and builders as the primary market, AllHome sources all its products from Philippine-based companies that specialize in construction, interior design, and other home-building and home-improving products. The Company mandates a priority policy to local suppliers over foreign distributing companies.

Suppliers to AllHome are tasked to also improve their sustainability gradually for the duration of their contract

through the following means:

1. Supplier Sustainability

- » By providing promoters to monitor sales and inventory level for each store

2. Transparency with Suppliers

- » Regular Business Reviews
- » Regular sending of non-moving Inventory for Promotion Support
- » Monthly sending of Sales Performance

Business Review Agenda:

1. Sales Review vs Previous Years

- » Per Store
- » Per Sub Category
- » Per Brand (if applicable)

2. Sales Target for Next Year and Incentives

3. Manpower Status and Incentives

4. Promotion Support (Opening Support, Marketing Promotion, etc.)

5. Distribution Charge Support

6. Fill Rate

7. Inventory Review (Fast Moving, Non-Moving, etc.)

8. Payment Terms

9. Commission Rate

10. New Item Offerings

100%
of the procurement budget is spent on local suppliers in 2022 (2024-1)



AllHome also ensures a diverse source of suppliers for each product category, allowing a mix of foreign and local manufacturers where possible. AllHome avails of its imported products by coursing them through local importers and/or consolidators.

AllHome also develops its own in-house brands not only to promote brand loyalty, but also to ensure product differentiation against its

competitors. As the Philippines' first and only "one-stop shop" home-improvement retailer, AllHome has committed and ceaselessly embarked on continuous improvements and expansion plans to sustain its position in a rapidly global-flattening market.

The organization regularly curates its inventory and tests the market response to ensure its items are well matched to the ever-changing tastes

of the younger generation that is steadily dominating the Philippine home-improvement marketplace. The AllHome Merchandising team in tandem with Product Category Heads as well as its network of local importers/consolidators are tasked to be always on the lookout for new and innovative home improvement products and designs that can be available both locally and internationally.

RESPONSIBLE CONSUMPTION

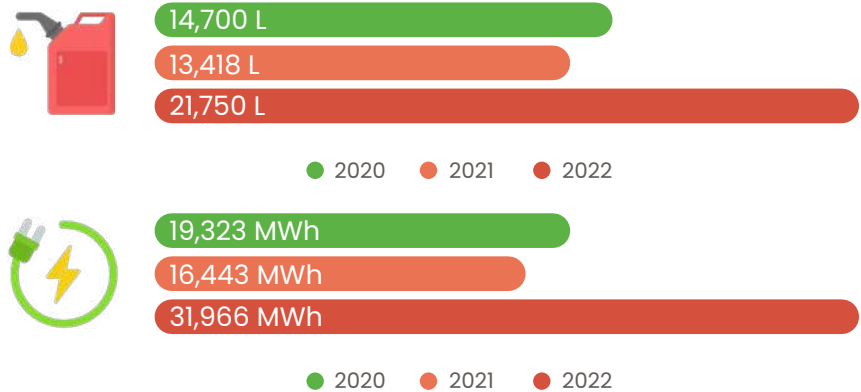
ENERGY & EMISSIONS

3-3, 302-1, 302-4, 305-1, 305-2, 305-5, CG-MR-130A.1

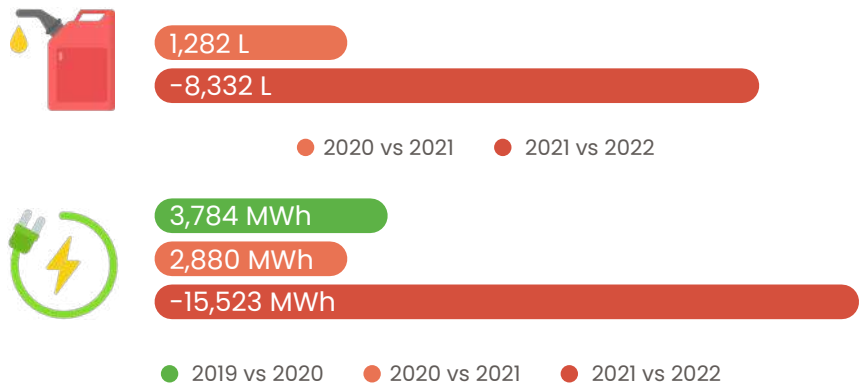
AllHome business model relies heavily on electricity and fuels such as gasoline to maintain operations. With a network of stores of varying sizes in different locations across the Philippines, the Company's energy usage powers its operations via generator sets, vehicles, and electricity-powered installations as part of its stores. This limits emissions to its vehicles, generator sets, and electricity use.

There were many factors that affected energy consumption for 2022. This is highly influenced by the indirect emissions from the electricity consumption and diesel generator. Full reopening of the economy due to the easing of pandemic restrictions, better shopping experience of the customers, and new stores resulted in higher energy consumption in 2022.

Energy consumption within the organization

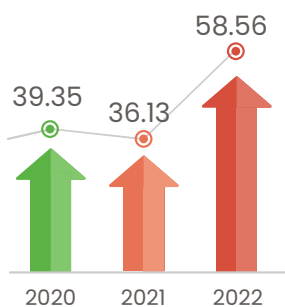


Reduction⁷ of energy consumption

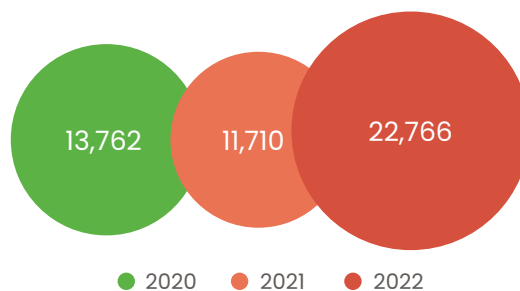


Greenhouse Gases (GHG) (in Tonnes CO₂e)

Direct (Scope 1) GHG Emissions



Energy indirect (Scope 2) GHG Emissions



⁷ The figure is the difference between the previous and current electricity consumption.

Full reopening of the economy due to the easing of pandemic restrictions, better shopping experience of the customers, and new stores resulted in higher energy consumption in 2022.

With the Government lowering the pandemic alert to the most relaxed mobility restriction, more people returning to malls and other retail establishments prompted the Company to revert to its pre-pandemic operating hours. AllHome wants to improve the shopping experience of customers by ensuring comfortable temperatures in all malls.

AllHome shares the responsibility to limit emissions by practicing energy-saving initiatives like using energy-efficient lighting and equipment and turning off devices and equipment when not in use.

AllHome commits to manage energy efficiently in its operations through proper scheduling and balancing the use of equipment and fixtures on a day-to-day basis. For instance, all air conditioning units are opened between 10:00AM to 11:00AM while some are turned off at around 5:00 PM.

Meanwhile, store lighting is also strictly balanced especially during off season by using natural sunlight to brighten its stores especially during summer season and lean hours around 12:00PM to 3:00PM. The Company keeps track of each store's energy consumption and notes any fluctuation in consumption versus previous periods. AllHome also regularly conducts maintenance checks of its equipment to ensure optimized efficiency.

All AllHome's depot-type stores were designed to accommodate natural lighting through the ceiling. This reduces the number of lights turned on during daytime. All AllHome facilities also utilize energy efficient lighting fixtures and equipment like energy-

saving light bulbs and energy-saving LED store signage. During the gradual return to regular business operations in 2022, AllHome also reverted to restoring store lighting to business-as-usual premium aesthetic levels to best showcase the products and make shopping more pleasant in more air-conditioned surroundings.

AllHome monitors emissions from generator sets annually and monthly through load testing. This is required as part of renewing the Company's Permit to Operate (PTO). Company-owned vehicles go through emission

testing in compliance with the DENR requirements. For stores that are leased, the administrative team of Vista Malls conducts in-house physical checking monthly to monitor emissions for the entire mall.

With an eye towards its sustainability targets, renewable energy initiatives are pipelined for all AllHome stores. As of 2022, nine stores have been installed with solar panels. The conversion to renewable energy sources has provided an estimated 8% to 10% energy savings to the stores' consumption.

WATER

3-3, 303-1, 303-5



Water withdrawal

63,449⁸

● 2022

Water consumption



33,951

34,874

63,449⁹

● 2020 ● 2021 ● 2022

The Company has no full control of its water because small specialty and large mall-based stores are leased with Vistamalls. However, AllHome has determined that its water usage, which is mainly for domestic purposes, has minimal impact on the environment. This notwithstanding, the Company has upheld water conservation directives that encourage concerned personnel to control or reduce their water use. The Company also monitors water consumption of each store and checks for any fluctuations contrary to the norm as compared with previous periods' water consumption.

AllHome also has set long-term water management goals. It

intends to improve water quality by reducing pollution, minimizing use, or eliminating dumping of hazardous materials, and halving the portion of untreated wastewater.

The Company follows government agency standards in setting internal water discharge settings as well as in monitoring the quality of effluent discharge such as the policies implemented by the Laguna Lake Development Authority.

AllHome understands the critical value of water as a natural resource and the current threat posed by low watershed levels as well as the business importance of water footprints across the economic chain.

⁸ Water withdrawal is supplied by third-party water providers.

⁹ The amount of water increased due to the normal store hours compared to the shortened operating hours of 2021 and 2020, and the addition of six stores.

MATERIALS

3-3 301-2

Disclosure	Quantity
Materials used by weight or volume	
a. Renewable	16,000 kilo carton and 6,000 pcs of plastic
b. non-renewable	N/A
Percentage of recycled input materials used to manufacture the organization's primary products and services	90% for cartons and 60% for plastics

AllHome stores are obliged to reuse cartons as packaging for the purchased merchandise of customers. Other cartons and used papers sold to recyclers contribute to increased income for the Company.

The Company also promotes regular information dissemination on waste and materials management practices not only to increase awareness of staff but also to boost material use efficiency which in return allows the Company to divert its generated waste materials.

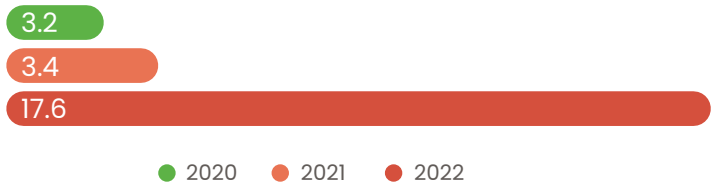
AllHome enforces practices that lessen the need for new materials by reusing cartons as packaging for merchandise. AllHome stores also use paper bags, cartons and encourage customers to use eco-bags to reduce the use of new packaging materials. These initiatives will continue to be enforced to contribute in reducing wastes generated by the stores.

WASTE

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

Solid Waste

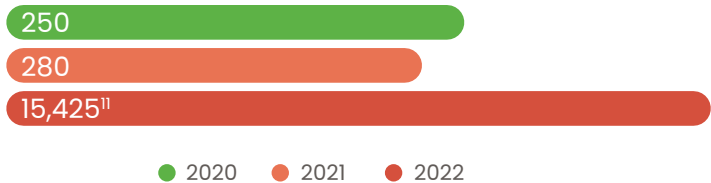
Recyclable wastes generated (in tonnes)



● 2020 ● 2021 ● 2022

Hazardous Waste

Total weight of hazardous waste generated¹⁰



● 2020 ● 2021 ● 2022

¹⁰ The data covers busted bulbs and batteries generated by all stores

¹¹ 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.

As a premier one-stop shopping center on home improvement, AllHome is primarily engaged in buying, selling, distributing, marketing, at wholesale and retail, of all kinds of goods, commodities, wares, and merchandise of every kind and description for home construction and home renovation projects.

The Company is mindful that continued reliance on plastics such as for packaging purposes has adverse effects on the environment. It is estimated that products that come with packaging generated 17 tons of carton waste and 6,000 pcs. of plastics. As a responsible business enterprise, AllHome is taking progressive steps to significantly reduce the plastic waste generated by its operations. The Company plans to strengthen its implementation of reusing used packaging materials like cartons to reduce waste generation and lessen the clogging of affected waterways.

AllHome supports the sustainability of its enterprise operations both in the industry and in the communities where it operates. It recognizes that the protection and conservation of the environment are vital to the longevity of its business.

As an expansive business network across the Philippines with heavy reliance on carton usage, AllHome has an instituted waste segregation policy and program. Employees are trained to observe proper waste segregation and be reminded of the importance of controlling our waste in view of its impact to our environment. The Company also separates recyclable materials for sale or re-use. For the rest of the waste generated by our operations, third-party hauler services are contracted for further waste collection. These contracted services are independent from those contracted by Vistamalls.

Monitoring of wastes and waste-related activities are being conducted by each store's repair and maintenance team. Customers are also reminded of proper waste disposal through signages and are asked to bring their own or reuse disposable materials such as shopping bags. Security personnel are also tasked to monitor the compliance of customers. In addition, AllHome supports the policies and efforts of local government units to ban single-use plastics by encouraging its customers to use reusable bags upon bagging their purchases.

AllHome does not handle hazardous waste since the VistaMalls and its branches are responsible for hazardous waste management.



CONNECTING WITH OUR COMMUNITY

3-3, 203-1

PROJECTS

AllHome Corp. views its business and operations to have no significant negative impact or risks to local communities.

Moreover, the Company has always been mindful to ensure that the presence of its stores will bring beneficial impact to its host communities through employment of local residents and providing convenient and quality products and customers to its customers.

Store representatives in the New Normal interact with customers both face to face and online. The easing of Covid quarantine restrictions also encouraged representatives to venture out of the stores to better engage the residents of near communities on the latest products.

AllHome has always built stores closer to residential areas rather than commercial areas. This proved beneficial during the quarantine period and has reaffirmed its connection to personal shopping experiences with the lowering of Covid alert levels. Consumers are more inclined to shop closer to home as they minimize travel to and from their homes and endure bad traffic in the metro. With having an AllHome Quickfix as their neighbor, everything that is needed for daily activities and household projects can be obtained in a matter of minutes—customers get what they need when they need it. And with AllDay Mart beside the AllHome QuickFix, people can also get necessary items for cravings, cooking, and cleaning needs.

At the same time, AllHome has always taken seriously its role as a responsible member of the community and promotes volunteerism through its corporate social responsibility (CSR) program called AllHome Builds.

AllHome Builds promotes a sustainable lifestyle to all its stakeholders, with financial resources allocated through discounts and promotions on products that enable daily modern green living. A good example is the AllHome Makeover Contest, launched in partnership with





the Home Buddies Facebook group and ViCon. It was an online raffle giving two lucky customers a chance to win a home makeover worth Php 200,000.00. All products and services provided were from the offerings by AllHome.

Employees are also encouraged to volunteer in other company-sponsored or supported CSR activities such as clean-up drives to protect the critical habitat in nearby communities. Though these types of activities were still postponed in 2022, they will be part of the calendar of activities again once restrictions on group activities are lifted.

As a subsidiary of the Villar Group, AllHome also participates in the different programs and activities of the Villar Social Institute for Poverty Alleviation and Governance (SIPAG) Foundation.

IN 2022, ALLHOME PARTICIPATED IN THE FOLLOWING INITIATIVES:

LIKHA project

It started in 2021 and being continued by AllHome in 2022, supports livelihood programs in the Las Piñas area through the Villar SIPAG Foundation. This project aimed at the promotion of local handicrafts and products, boosting local community livelihood in localities all over the country where its 60 stores are present. The pilot section is in the North Molino (NOMO) store which features products created from dried water hyacinth (locally called as water lily) stalks such as baskets, plant holders, and storage bins. These products were made by cottage industry workers who reside also in Las Piñas City.

AllHome Going Green:

In line with the act on banning single-use plastics in several Philippine cities, AllHome contributed to this campaign by encouraging its customers to use reusable non-woven bags or eco bags in all its stores for the items that they bought from AllHome. The Company has implemented this campaign in all its stores in support of the zero-waste management movement.

AllHome's Green Initiative, PH home renovation industry pioneer implements solar energy provisions in seven new locations:

With AllHome eyeing sustainability targets, the Company has built in energy-related considerations into the activation of its store pipeline. As of 2022, nine stores already have been installed with solar panels. The conversion to renewable energy sources has provided an estimated 8% to 10% energy savings to the stores' consumption, proving that its



installation and usage have been truly beneficial to the company. Additionally, very little to no maintenance for these solar provisions mean negligible impact in AllHome's day-to-day operations.

AllHome Builds: AllHome Awards May Bahay sa Bakuna Winner Furnishings for their New Home.

AllHome's in-house interior designers adorned the new house with new lights, fresh coats of paint, and beautiful home decorations. They also brought in new furniture sets and home appliances amounting to almost Php 250,000, thus ensuring the winner a move-in ready and fully furnished home. One family benefitted from the renovation. Bahay sa Bakuna Campaign was able to urged around 400k Las Pinas Residents to get vaccinated and join the campaign.

AllHome BUILDS: AllHome turns over newly renovated school facilities to Las Piñas school system through AllHome Builds.

AllHome recently turned over newly renovated school facilities to the Pulanlupa Elementary School-Camella Annex, a public school in Las Piñas City. Through an initiative spearheaded by AllHome Vice Chairman Camille

Villar, AllHome Builds renovated the school's multipurpose hall, donating much-needed equipment such as air conditioning units, monobloc chairs and painting materials. Over 1,200 students and more than 20 faculty teachers stand to benefit from this initiative, preparing the school for the coming academic year and enhancing their quality of face-to-face learning.



AllHome Builds: AllHome donates TV for the school in Silang Cavite

AllHome donated 10 TV units to Emilia Abalada Poblete High School in Silang, Cavite. Over 3,440 students and 106 teachers benefited.

AllHome Builds: AllHome donates Pet Food and Supplies at K Saya-saya Birthday event.

AllHome, through a partnership with celebrity Korina Sanchez, donated pet food, vitamins, and other essentials to a barangay in Caloocan city. Over 200 pets and pet owners benefited from the donation.



GOVERNANCE

OUR BOARD OF DIRECTORS

2-9

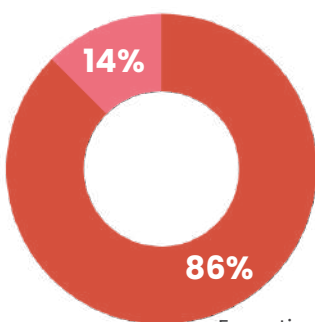
The Board of Directors is primarily responsible for the governance of AllHome not only as it sets the Company's policies and objectives but also provides an independent check on management which implements the policies and the sustainability strategies agreed upon.

The Board is composed of seven members who were elected by the stockholders. They hold office for one year and until successors are elected. The Board's collective working knowledge, experience, and expertise are relevant to the industry. With an appropriate mix of competence and expertise, the members are qualified

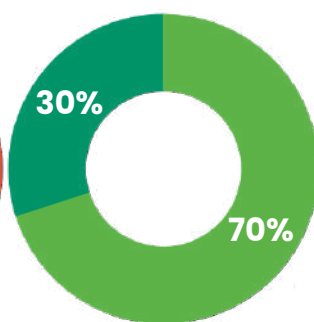
for their positions individually and collectively, able to fulfill the Board's roles and responsibilities and respond to the needs of the organization based on the evolving business environment and strategic direction.

The Board has independent directors that constitutes 28.57% or two out of 7 members, and a combination of executive and non-executive directors such that no director or small group of directors dominate the decision-making process. The non-executive directors possess qualifications and stature that will enable them to effectively participate in the deliberations of the Board.

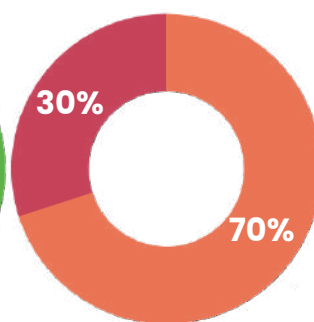
The Board members hold directorships in other stock and non-stock corporations, but in such number that they can still diligently and efficiently perform duties and responsibilities in the AllHome Board. They can also serve as full-time executives in other corporations on the condition that the diligent and efficient performance of their duties and responsibilities to the boards they serve are never compromised.



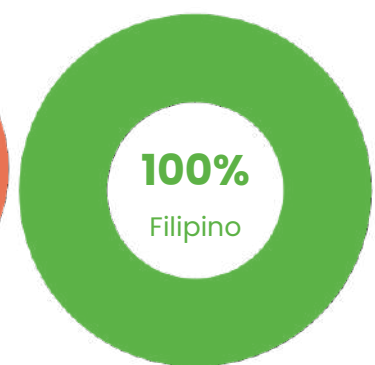
Executive
Non-executive



Independent
Non-independent



Male
Female



100%
Filipino



Manuel B. Villar Jr.
Chairman



Camille A. Villar
Vice Chairman



**Benjamarie Therese
N. Serrano**
Member



Manuel Paolo A. Villar
Member



**Frances Rosalie T.
Coloma**
Member



Laura Suarez Acuzar
Independent Director



Jessie D. Cabaluna
Independent Director

THE BOARD COMMITTEES

2-28

Our Board Committees are focused on specific functions to aid in the optimal performance in key areas such as Audit and Corporate Governance. All established committees have Committee Charters that articulate their purpose, memberships, structures, operations, reporting processes, and resources. The Charters also provide the standards for evaluating the performance of the Committees and are publicly available through the Company website (<https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.pdf>)

CORPORATE GOVERNANCE COMMITTEE

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

Members

Jessie Cabaluna Chairman	Laura Acuzar Member	Camille Villar Member
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NOMINATION COMMITTEE

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

Members

Manuel Villar, Jr. Chairman	Laura Acuzar Member	Camille Villar Member
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COMPENSATION AND REMUNERATION COMMITTEE

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

Members

Manuel Paolo Villar Chairman	Jessie Cabaluna Member	Frances Rosalie Coloma Member
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BOARD RISK OVERSIGHT COMMITTEE

The **Board Risk Oversight Committee** has the 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. It should be composed of at least three members, a majority of whom should be independent directors, including the chairman of the committee.

Members

Jessie Cabaluna Chairman	Laura Acuzar Member	Benjaminarie Therese Serrano Member
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RELATED PARTY TRANSACTION COMMITTEE

The **Related Party Transactions Committee** has the 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. It should be composed of at least three members, a majority of whom should be independent directors, including the chairman of the committee.

Members

Laura Acuzar Chairman	Jessie Cabaluna Member	Camille Villar Member
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AUDIT COMMITTEE

The **Audit Committee** shall enhance the Board's oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.

The committee shall consist of at least three appropriately qualified non-executive directors, majority of whom, including the chairman of the committee should be independent directors. All of the members of the committee 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
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COMPANY POLICIES

3-3

As it builds a shared culture of values, the Company has endeavored to institutionalize the governance framework to help and guide its people in their day-to-day dealings, and to clearly articulate the Company's expectations of every employee, and a shared understanding of each one's responsibility and accountability to always act in a manner that reflects the values we espouse.

Among these key policies are:

Whistle-blowing Policy. The Company observes an "open-door" policy, which is a voluntary process that allows any employee to talk to his/ her immediate supervisor or to a higher level of management without fear of retaliation.

Conflict of Interest Policy. Each employee has a responsibility to avoid situations where a conflict of interest might occur and is required to disclose to the Company any interest or benefits that may conflict with the business or interests of the Company.

Insider Trading and Related Party Transactions Policy. The Board always commits to full disclosure of material information dealings. All material information, i.e., anything that could potentially affect share price, shall be publicly disclosed.

Policy relating to Health, Safety and Welfare of Employees, including Company-sponsored Trainings. Every employee is expected to exercise good judgment to ensure the safety and welfare of each one, and to maintain a cooperative, efficient, and productive work environment for all.

AllHome believes that its employees deserve to work in an environment where everyone is treated with dignity and respect. The Company is committed to creating a safe and healthy workplace free of discrimination. It firmly promulgated its Code of Business Conduct and Ethics to be consistently followed by everyone – regardless of department role, or rank.

The Code is shared to all new hires and relayed as a reminder to all tenured employees at least once a year.

The Code includes essential areas including the following:

- Conflict of Interest
- Conduct of Business and Fair Dealings
- Receipt of gifts from third parties
- Compliance with Laws and Regulations
- Respect for Trade Secrets/Use of Non-public Information
- Use of Company Funds, Assets, and Information
- Employment & Labor Laws & Policies
- Disciplinary action
- Whistle Blowing
- Conflict Resolution

ANTI-CORRUPTION

205-2

AllHome management aims to cultivate a workplace that displays transparency across the organization by taking proactive steps to ensure that relevant stakeholders such as its employees are provided with comprehensive and updated training on the Company's anti-corruption policies and procedures.

The Company conducts annual corporate values sessions as well as refresher courses on the Code of Discipline and other Company Guidelines and third-party seminars on related topics to reinforce compliance to core values. These are also part of on-boarding orientation for newly-hired employees.

AllHome also regularly audits its communication procedures to ensure that appropriate disclosures and accounting are conducted by all employees including management. The Company ensures that due process in accordance with labor laws are implemented in case of reports of possible incidents of corruption.

Employees are required to submit (1) Disclosure Forms for any tokens/ giveaways received regardless of amount. Any employee caught in violation to the policy are dealt with accordingly; (2) the Company has put in place a feedback system through its Whistle Blowing policy which encourages employees to report any wrongdoings they have observed within the company.

100%
employees
and directors
have received
anti-corruption
training

AllHome has a robust Code of Business Conduct & Ethics as part of its measures to encourage and institutionalize Transparency throughout its corporate governance. Hence, the Company, through the Internal Audit Department, conducts compliance self-tests and internal audits to mitigate its operational risks and to ensure that internal control policies are strictly observed. In addition, the Audit Committee, together with the Controller and Compliance Officer, ensures that updated processes and procedures are in place so that members of the Company and every dealing made by the Company adhere to statutory laws and regulations.

To ensure that the principles of Transparency, Confidentiality, Trust, and Security are firmly observed, AllHome management has instituted that all new hires are trained on anti-corruption policies as well as on the Company's Code of Business Conduct and Ethics during their employee orientation. Reminders are also provided during assemblies.

Long-time employees, on the other hand, are required to undergo a refresher training on company policies as part of their annual employee evaluation, while more senior employees are specially trained on these topics as part of regulatory requirements.

For cases of policy violations, any director, officer, manager, or employee may discuss or disclose in writing any concern or potential violation of

national laws and company policies and procedures, without fear of retaliation as indicated in the AllHome Whistle-blower Policy.

AllHome regularly reviews and updates its policies, making sure that there are appropriate clauses on the confidentiality and security of information, transparency in the Company's internal workings, and the proper management of operations and company assets.

Additional effort is being undertaken to further improve processes that can detect, prevent, and deter corruption with the organization as well as with its business negotiations.

COMPLIANCE

2-27, 3-3, 307-1

The Company is mindful that stakeholders expect the highest level of ethics and fair dealings. As such, AllHome regularly employs a regular thorough audit of our policies to strengthen perception of a strong culture of compliance, ensuring that all transactions are in accordance with the principles of Transparency, Materiality, and Completeness.

AllHome's financial resources are shared with the (1) employees through competitive benefits and incentives; (2) beneficiaries/partner communities through corporate social responsibility (CSR) programs and product discounts/promotions; (3) stockholders through dividends; (4) government through timely filing of taxes; and (5) suppliers through operational expenses.

AllHome empowers its Audit Committee to enhance the oversight capabilities of the management over AllHome's financial reporting, tax requirements, internal and external audit processes, as well as its compliance with applicable laws and regulations, among others. AllHome also employs a dedicated Compliance

AllHome strictly abides by its Code of Business Conduct & Ethics. The organization has ensured that its anti-corruption policies are properly cascaded to relevant stakeholders such as suppliers and business partners before contract signing and at the finalization of deals as part of the supplier accreditation policy, procedures, and checklist.

0
incidents of
corruption
reported in 2022

Officer to ensure its internal stakeholders adhere to its corporate principles and best practices. The Company ensures a consistent and fair representation of financial reports through regular audits by one of the top audit firms in the Philippines.

Some AllHome large stores are not tenants of the mall. For other large stores that are Vistamall lessees, AllHome is not required to monitor compliance with environmental regulations. This notwithstanding, the Company puts in place energy-saving initiatives and progressive waste segregation policies. It ensures compliance with the environmental policies and house rules as imposed by the owners of the mall where AllHome stores are located.

For reporting year 2022, the Company has no reports of material non-compliance. AllHome continues to conduct regular department updates on permit/license requirements to ensure compliance.

Zero
non-compliance with
environmental and
socioeconomic laws

GRI INDEX

Statement of use	AllHome Corp. has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021

GENERAL DISCLOSURES

STANDARD	DISCLOSURE	LOCATION	OMISSION	
General Disclosure				
The Organization and its Reporting Practices				
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organizational details	3, 12	
	2-2	Entities included in the organizations's sustainability reporting	12	
	2-3	Reporting period, frequency and contact point	3	
	2-4	Restatements of information	None	
	2-5	External assurance	This report is not assured by a third-party organization.	
	Activities and Workers			
	2-6	Activities, value chain and other business relationships	3, 12, 15, 16	
	2-7	Employees	31	
	2-8	Workers who are not employee	Not applicable	Monitoring includes regular and probationary employees only
	Governance			
	2-9	Governance structure and composition	51	
	2-10	Nomination and selection of the highest governance body	2022 Allhome Corp, IACGR	
	2-11	Chair of the highest governance body	52	
	2-12	Role of the highest governance body in overseeing the management of impacts	53	
	2-13	Delegation of responsibility for managing impacts	2022 Allhome Corp, IACGR	
	2-14	Role of the highest governance body in sustainability reporting	2022 Allhome Corp, IACGR	
	2-15	Conflict of interest	55	
	2-16	Communication of critical concerns	2022 Allhome Corp, IACGR	
	2-17	Collective knowledge of the highest governance body	2022 Allhome Corp, IACGR	
	2-18	Evaluation of the performance of the highest governance body	2022 Allhome Corp, IACGR	
	2-19	Remuneration policies	2022 Allhome Corp, IACGR	
2-20	Process to determine remuneration	2022 Allhome Corp, IACGR		
2-21	Annual total compensation ratio	HOME Annual Report 2022		
Strategy, Policies and Practices				
2-22	Statement on sustainable development	5		
2-23	Policy commitments	10, 11, 17, 20, 55		
2-24	Embedding policy commitments	2022 Allhome Corp, IACGR		
2-25	Processes to remediate negative impacts	39		
2-26	Mechanisms for seeking advice and raising concerns	39		
2-27	Compliance with laws and regulaions	56		
2-28	Membership associations	Philippine Retailers Association		

GENERAL DISCLOSURES

GENERAL DISCLOSURES				
GRI 2: GENERAL DISCLOSURES 2021	Stakeholder Engagement			
	2-29	Approach to stakeholder engagement	19	
	2-30	Collective bargaining agreements	39	
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

STANDARD		DISCLOSURE	LOCATION	OMISSION
Economic Performance				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	26, 29	
GRI 201: ECONOMIC PERFORMANCE 2016	201-1	Direct economic value generated and distributed	26	
	201-3	Defined benefit plan obligations and other retirement plans	HOME Annual Report 2022	
Tax				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	30	
GRI 207: TAX 2019	207-1	Approach to tax	30	
	207-2	Tax governance, control and risk management	HOME Annual Report 2022	
	207-3	Stakeholder engagement and management of concerns related to tax	HOME Annual Report 2022	
	207-4	Country-by-country reporting	30	
Responsible Supply Chain & Procurement Practices				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	41	
GRI 204: PROCUREMENT PRACTICES 2016	204-1	Proportion of spending on local suppliers	41	
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	41	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1	New suppliers that were screened using environmental criteria	41	
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	41	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1	New suppliers that were screened using social criteria	41	
Customer Satisfaction				
Health and Safety				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	25	
GRI 417: CUSTOMER HEALTH AND SAFETY 2016	416-1	Assessment of the health and safety impacts of product and service categories	25	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	25	

GRI INDEX

TOPIC SPECIFIC DISCLOSURE

STANDARD		DISCLOSURE	LOCATION	OMISSION
Customer Satisfaction				
Marketing and Promotions				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	24	
GRI 417: MARKETING AND LABELING 2016	417-1	Requirements for product and service information and labeling	25	
	417-2	Incidents of non-compliance concerning product and service information and labelling	24	
	417-3	Incident of non-compliance concerning marketing communications	24	
Data Protection and Cyber Security				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	40	
GRI 418: CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	40	
Employment				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	32	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	31	
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	32	
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	31	
Local Employment				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	33	
GRI 202: MARKET PRESENCE 2016	201-1	Ratios of standard entry level wage by gender compared to local minimum wage	1:1 (in Mega Manila); 7:5 (in Luzon and Visayas), 3:1 (in Mindanao)	
	201-2	Proportion of senior management hired from the local community	100% are Filipino locals	
Training and Development				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	38	
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee	38	
	404-2	Programs for upgrading employee skills and transition assistance program	38	
	404-3	Percentage of employee receiving regular performance and career development reviews	38	
Well-being				
Benefits				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	33	
GRI 401: EMPLOYMENT 2016	401-1	Benefits provided to full-time employees that are not provided to temporary or part-time employees	33	
	401-2	Parental Leave	24	

TOPIC SPECIFIC DISCLOSURE

STANDARD		DISCLOSURE	LOCATION	OMISSION
Well-being				
Human Rights				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	39	
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	37	
	403-6	Promotion of worker health	35	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	37	
	403-8	Workers covered by an occupational health and safety system	35	
	403-9	Work-related injuries	36	
	403-10	Work-related ill health	36	
Community				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	47	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1	Infrastructure investments and services supported	47	
	203-2	Significant indirect economic impacts	26	
Energy				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	43	
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	43	
	302-4	Reduction of energy consumption	43	
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	43	
	305-2	Energy indirect (Scope 2) GHG emissions	43	
	305-5	Reduction of GHG emissions	43	

GRI INDEX

TOPIC SPECIFIC DISCLOSURE

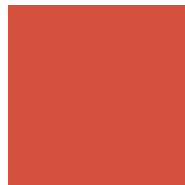
STANDARD		DISCLOSURE	LOCATION	OMISSION
Water Use				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	44	
GRU 303: WATER AND EFFLUENTS 2018	303-1	Interactions with water as a shared resource	44	
	303-2	Management of water discharge-related impacts	Not applicable	Discharges are managed by Vista Malls
	303-5	Water Consumption	44	
Waste Management				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	45	
GRI 306: WASTE 2020	306-1	Waste generation and significant waste-related impacts	45	
	306-2	Management of significant waste-related impacts	45	
	306-3	Waste generated	45	
Ethical Business Practices				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	55	
GRI 205: ANTI-CORRUPTION 2016	205-1	Operations assessed for risk related to corruption	55	
	205-2	Communication and training about anti-corruption policies and procedure	55	
	205-3	Confirmed incidents of corruption and actions taken	56	

SASB CONTENT INDEX

MULTILINE AND SPECIALTY

STANDARD	DISCLOSURE	LOCATION	
Multiline and Specialty Retailers & Distributors			
Portfolio	CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	7
	CG-MR-000.A	Total area of: (1) retail space and (2) distribution centers	7
Energy			
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	43
Data Protection and Cyber Security			
Data Security	CG-MR-230.1	Description of approach to identify and addressing data security risks	40
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	40
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	31
	CG-MR-310a.3	Total amount of monetary losses as result of legal proceedings associated with labor law violations	Zero monetary losses
Workforce Diversity & Inclusion	CG-MR-310a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	31, 51
	CG-MR-310a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Zero monetary losses
Impacts of Products and Packaging			
Products Sourcing, Packaging & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Not applicable
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	25
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	45





AllHome

One-stop shop for *your* home

AllHome Corp.

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