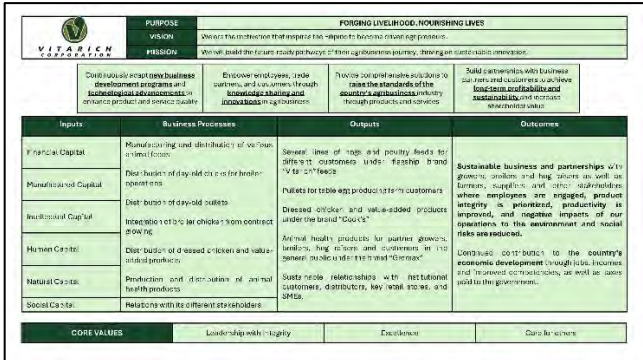


# 2025 SUSTAINABILITY REPORT

## VITARICH CORPORATION

### Contextual Information

| Company Details          |  |
|--------------------------|--|
| Name of Organization     | Vitarich Corporation (PSE: VITA)   |
| Location of Headquarters | Marilao-San Jose Road, Sta. Rosa I, Marilao, Bulacan   |
| Location of Operations   | <p>Principal Office: Marilao-San Jose Road, Sta. Rosa I, Marilao, Bulacan</p> <p>Other offices:</p> <p>Units 6 &amp; 7, 16<sup>th</sup> Floor, IBP Building, Jade Drive, Ortigas Center, San Antonio, Pasig City</p> <p>#8 C. Building, Maharlika Highway, San Fermin, Cauayan City, Isabela</p> <p>Zone 4, San Isidro, Poblacion, Magarao, Camarines Sur</p> <p>Brgy. Mali-ao, Pavia, Iloilo</p> <p>Lot 9, Block 18, San Juan Street, Cordova Ave., Brgy. Banago, Bacolod City</p> <p>Km. 14, Panacan, Davao City</p> <p>Unit A, Warehouse 3, Neo Central Arcade, Cugman, Cagayan De Oro City</p> <p>Doors C, D and E, FMUFASCO Building, National Highway, Brgy. Sinawal, Gen. Santos City</p> <p>Feed Mill Plants owned and operated by VITA:</p> <p>Brgy. Mali-ao, Pavia, Iloilo<br/>Km. 14, Panacan, Davao City</p> <p>VITA has also operations with its Toll Mill Partner in 105 Barrio Bagbaguin, Sta. Maria, Bulacan</p> |

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|---|--|
|   | <p>Dressing Plants owned by VITA and operated by its subsidiary, Barbatos Ventures Corporation (“BVC”):<br/>Sta. Rosa I, Marilao, Bulacan<br/>Purok 12 Quarry, Tugbok, Davao City</p>  |
| <p>Report Boundary: Legal entities (e.g. subsidiaries) included in this report*</p> | <p>Except as otherwise reported and/or stated, the report covers only VITA and the feed mill plants it operates and excludes: (a) the operations in VITA’s dressing plants in Marilao, Bulacan and Tugbok, Davao City; and (b) operations of BVC. Some disclosures were made in general terms so as to avoid disclosing proprietary or confidential information, business strategies, or even trade secrets.</p> |
| <p>Business Model, including Primary Activities, Brands, Products, and Services</p> | <p>Please see Annex “A”</p>   |
| <p>Reporting Period</p>   | <p>January 1, 2025 to December 31, 2025</p>  |
| <p>Highest Ranking Person responsible for this report</p>                           | <p>Atty. Mary Christine C. Dabu-Pepito (Assistant Corporate Secretary/Compliance Officer/Corporate Information Officer)</p>  |

*\*If you are a holding company, you could have an option whether to report on the holding company only or include the subsidiaries. However, please consider the principle of materiality when defining your report boundary.*

**Materiality Process**

|   |
|---|
| <p><b>Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.<sup>1</sup></b></p>   |
| <p>The data and information necessary for the report were collated from the different departments of VITA. Some of the information came from reports that are also submitted to government agencies like the BIR, DOLE and DENR-EMB. Some were based on the results of engagement with different stakeholders such as the employees, business partners, dealers, and customers. Based on these existing data, the material topics for the report were analyzed using the Materiality Matrix. Per assessment, the following are the topics material to Vitarich:</p> |

<sup>1</sup> See [GRI 102-46](#) (2016) for more guidance.

- (a) Direct Economic Value Generated and Distributed
- (b) Climate Related Risks and Opportunities
- (c) Proportion of Spending on Local Suppliers
- (d) Training on Anti-Corruption Policies and Procedures
- (e) Incidents of Corruption
- (f) Resource Management except Ecosystems and Biodiversity as the Corporation does not operate within or adjacent to protected areas and areas of high biodiversity value outside protected areas
- (g) Environmental Impact Management
- (h) Environmental Compliance
- (i) Employee Management
- (j) Occupational Health and Safety
- (k) Relationship with Community, except those pertaining to IPs
- (l) Customer Management, except Customer Privacy

The topics that are not material were left in blank/unanswered.

## ECONOMIC

### Economic Performance

#### Direct Economic Value Generated and Distributed

| Disclosure   | Amount (2025)                      | Amount (2024)                      | Units |
|--|------------------------------------|------------------------------------|-------|
| Direct economic value generated (revenue)                                  | 12,627,874,994                     | 12,571,724,786                     | PhP   |
| Direct economic value distributed:   |                                    |                                    |       |
| a. Operating costs   | 10,811,768,206                     | 10,998,780,719                     | PhP   |
| b. Employee wages and benefits   | 439,537,239                        | 371,408,811                        | PhP   |
| c. Payments to suppliers, other operating costs                            | 806,417,378                        | 701,467,146                        | PhP   |
| d. Dividends given to stockholders and interest payments to loan providers | Interest payments only: 90,506,464 | Interest payments only: 78,590,474 | PhP   |
| e. Taxes given to government   | 317,512,021                        | 296,598,293                        | PhP   |
| f. Investments to community (e.g. donations, CSR)                          | 1,172,021                          | 396,606                            | PhP   |

| <b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>  | <b>Which stakeholders are affected?</b>   | <b>Management Approach</b>   |
|---|---|--|
| <p>VITA generated a total consolidated revenue of P12,627,874,994 in 2025, driven by its business operations, strategic initiatives, and other contributing factors. This was higher than the total consolidated revenue in 2024, primarily due to recognition of a one-time gain from insurance settlement.</p> <p>VITA's revenue allowed it to fund its operating costs and pay its suppliers, employees, creditors and the government (taxes and licenses). Operating costs for 2025 were lower than in 2024, primarily due to decline in selling expenses.</p> <p>Interest payments for 2025 were higher than 2024, primarily affected by increase in loans payable.</p> <p>VITA's CSR activities in 2025 consisted of feeding programs, medical missions, blood donation drives, and calamity assistance donation drives, to name a few.</p> <p>VITA's consolidated net income before tax in 2025 was at P359,289,365.</p> | <ul style="list-style-type: none"> <li>➤ Government</li> <li>➤ Employees</li> <li>➤ Creditors</li> <li>➤ Suppliers</li> <li>➤ Community</li> <li>➤ Shareholders</li> <li>➤ Investors</li> </ul> | <p>The management continuously evaluates its strategies and modifies them as may be necessary to adapt to the changing landscapes, provide solutions to challenges encountered, and pioneer innovations. Organizational changes are also made from time to time to make operations more efficient and productive. Costs and market volatility are closely monitored to effectively manage the same. The monthly results of operations as well as the business outlook for the succeeding months are reported to the Board of Directors, who give insights to aid the management achieve its targets. VITA faithfully complies with its contractual obligations to its stakeholders and sees to it that obligations falling due are met/paid on the due date or on such date as may be agreed upon between VITA and its creditor or VITA and its supplier. VITA's cashflow, including collections and disbursements, are closely monitored and managed. There are also internal control systems and processes in place to manage business operations and finances.</p> <p>Overall, the Company implements a combination of strategies as may be necessary to manage its capital and financial risks, such as but not limited to optimizing inventory levels, using forecasting tools, and maintaining enough cash for its operations. The specific management method of the Company for each financial risk is discussed in the Annual Report, particularly under Financial Risk Management part.</p> |

| What are the Risk/s Identified?  | Which stakeholders are affected?  | Management Approach  |
|--|---|--|
| Financial, liquidity, and operational risks brought about by: (a) animal diseases like African Swine Flu (ASF) or Avian Influenza (AI); (b) high operating costs brought about by increasing prices of raw materials; (c) increasing foreign exchange rates in relation to imported raw materials; (d) rising costs of fuel; (e) increasing interest rates; and (f) low selling price of chicken due to market oversupply. | <ul style="list-style-type: none"> <li>➤ Suppliers</li> <li>➤ Employees</li> <li>➤ Business partners</li> <li>➤ Customers</li> <li>➤ Creditors</li> </ul> | VITA closely monitored, at least on a monthly or quarterly basis, its cash flow and disbursements, continuously improved its inventory levels, innovated strategies to manage costs and cash flow, and constantly communicated and negotiated with suppliers and with creditors as regards debts and interest rates. |
| What are the Opportunity/ies Identified?   |   | Management Approach  |
| <ul style="list-style-type: none"> <li>❖ The availability of multiple sales channels for VITA's products continue to present an opportunity to continuously innovate.</li> <li>❖ The innovations and strategies done in 2025 to manage costs also continue to present an opportunity to manage production costs without affecting the quality of VITA's products.</li> </ul>   |   | In addition to the foregoing management approaches, VITA commits to continue improving its operations and business strategies to allow expansion of its businesses.  |

Climate-related risks and opportunities<sup>2</sup>

| Governance  | Strategy  | Risk Management   | Metrics and Targets  |
|---|---|---|--|
| Disclose the organization's governance around climate-related risks and opportunities | Disclose the actual and potential impacts <sup>3</sup> of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material | Disclose how the organization identifies, assesses, and manages climate-related risks | Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material |
| Recommended Disclosures   |   |   |  |

<sup>2</sup> Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

<sup>3</sup> For this disclosure, impact refers to the impact of climate-related issues on the company.

| a) Describe the board's oversight of climate-related risks and opportunities   | a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term  | a) Describe the organization's processes for identifying and assessing climate-related risks   | a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process  |
|--|---|--|---|
| <p>VITA's Board of Directors exercises active oversight over climate-related risks and opportunities. Management provides the Board with regular and timely reports on the potential and actual impacts of floods, extreme weather conditions, and other climate-related factors on the Company's operations, supply chain, and strategic objectives. These reports include the mitigation measures undertaken to reduce adverse impacts, as well as the initiatives that will help capture climate-related opportunities.</p> | <p>VITA is exposed to the following climate-related risks:</p> <ul style="list-style-type: none"> <li>i. Physical and Operational Risks of intensified typhoons, and increased risks of flooding and waterlogging in several operating areas, causing land subsidence and overflow. These incidents affect the sources of raw materials and disrupt the supply chain.</li> <li>ii. Physical Risks of typhoon exposure and storm surge impacts in coastal and reclaimed areas (Bicol, Cebu, Iloilo, Bacolod, and Cagayan de Oro), including heat waves affecting workers' health and productivity.</li> <li>iii. Regulatory/Transition Risks of the proposed excise tax on single-use plastics.</li> </ul> <p>Risks that may occur over the short to medium term period are the physical and/or operational risks of increased flooding and waterlogging, typhoon exposure and storm surge impacts in coastal and reclaimed areas. The risks that may occur over the long-term period are heat waves and proposed excise tax on single-use plastics.</p> | <p>VITA identifies and assesses climate-related risks through any or all of the following methods: (a) continuous analysis of its business processes and finding the factors that could affect its processes and targeted goals; (b) reviewing past negative experiences or negative results and finding out the root cause; (c) continuous research and benchmarking with other companies in the same industry; and (d) finding opportunities in risks that are aligned with UN Sustainable Development Goals (SDG) material to it – SDGs 2, 8, and 12.</p> | <p>VITA, in partnership with Bulacan State University, launched Sagip Kalikasan, a 3-year project aimed to (a) rehabilitate 600 meters of riverbanks to prevent erosion and restore biodiversity; (b) sequester at least 10% of carbon dioxide by planting and maintaining bamboo groves; (c) reduce toxic contaminants by 20% to improve water quality through bamboo's natural phytoremediation capabilities; (d) provide sustainability education to at least 1,500 learners to empower them to take climate action; (e) explore opportunities to generate livelihoods for local families through the development of a bamboo-based industry; and (f) strengthen the company's</p> |

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|  | <p>The following presented climate-related opportunities to counter the foregoing identified risks:</p> <p>a. Regulatory opportunity: Expansion of recycling and circular economy programs under the EPR, which may be done over the medium-term and long-term.</p> <p>b. Physical opportunities: community-based environmental programs such as creek clean-up and bamboo planting, and energy efficiency and lower carbon operations or carbon sequestration. These opportunities may be done over the long-term period.</p> |  | <p>sustainability efforts by integrating bamboo-based solutions into its corporate social responsibility and ESG frameworks, in line with the UN SDGs.</p> <p>For 2026, metrics are being defined for various climate-related risks.</p> <p>Over all, VITA's metrics in assessing its climate-related risk management and strategy are: (a) cost efficiency of its strategy; (b) quality of its products; (c) positive impacts on the environment and stakeholders; (d) ability to meet customers' demands; (e) customer satisfaction; (f) ability to recover fast should any identified risks happen; and (g) infrastructure, operational, and financial capability to withstand, adapt, and recover from any of the risks.</p> |
| <p>b) Describe management's role in assessing and managing climate-related risks and opportunities</p> | <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>  | <p>b) Describe the organization's processes for managing climate-related risks</p> | <p>b) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>  |
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| <p>The management regularly assesses impacts of predictable climate-related risks - such as extreme rains, extreme humidity, and even flooding - to its operations and adjusts strategies accordingly. The unpredictable climate-related risks like earthquakes and the corresponding mitigation measures are discussed by management and reported to the Board. The management also identifies opportunities arising out of the identified climate-related risks. These strategies incorporate all material climate-related risks and opportunities.</p> | <p>The climate-related risks identified above are seen to have the following impacts:</p> <p>a. Increased flooding and waterlogging: Plant operations face significant disruption during these events, with facilities and logistics highly impacted. Damage to assets is highly possible, resulting in increased maintenance and repair costs. These disruptions also affect supply chain operations, causing delay in delivery of inbound raw materials and outbound distribution. Financial implications include increased operating expenses for repairs and flood response, potential CAPEX for floodproofing, higher raw materials prices, and lost production days affecting revenue.</p> <p>b. Typhoon exposure and storm surge in coastal and reclaimed areas: Facilities are at high risk, potentially damaging buildings, warehouses and distribution routes. Financial impacts may include higher insurance premiums and additional costs from logistics re-routing.</p> <p>c. Heat waves: Low to medium impact on the business is expected, causing reduced labor productivity and elevated health and safety risks for the workforce. Financial effect may include higher absenteeism, lower output, eventually resulting in revenue decline.</p> <p>d. Proposed excise tax on single use plastics: Medium to high impact on packaging and logistics costs. Suppliers are expected to pass on the higher cost of plastic or other alternative materials.</p> | <p>VITA manages climate-related risks as follows:</p> <p>a. Increased flooding and waterlogging: Site-level flood preparedness, elevation of critical equipment, coordination with LGUs, creek-clean up initiatives to reduce clogging.</p> <p>b. Typhoon exposure and storm surge in coastal and reclaimed areas: Diversified logistics route.</p> <p>c. Heat waves: Safety protocols, which are strictly implemented.</p> <p>d. Proposed excise tax on single use plastics: EPR compliance and evaluation of reusable or alternate materials.</p> <p>On the other hand, VITA manages its climate-related opportunities as follows:</p> <p>a. Expansion of recycling and circular economy under the EPR: Membership with Producer Responsibility Organization (PRO)</p> | <p>VITA's target in managing its climate-related risk management and strategy is to not only mitigate its negative impacts but also to take action on the climate-related opportunities aligned with its business, maximize the benefits from such opportunities, while contributing to UN SDGs 2, 8, and 12, which are the SDGs that are aligned with VITA's business.</p> <p>For Sagip Kalikasan, about 20 meters of creek bank had been planted with bamboos. The program's performance in terms of reduction of contaminants is still being assessed following the baseline research. The remaining 2 years of the project will determine the performance against the targets.</p> <p>2026 metrics for Sagip Kalikasan are: (a) additional 200 meters of bamboo planted along creek; (b) at least 3% reduction of presence of contaminants in soil and water (phytoremediation);</p> |
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|  | <p>Potential effect is seen on supply chain and compliance pressures if regulations later extend to packaging-grade plastics, imposing increased investment in reusable and compostable materials.</p> <p>On the other hand, the following are the identified impacts of the climate-related opportunities disclosed above:</p> <p>a. Expansion of recycling and circular programs under the EPR strengthens compliance and contribution to EPR beyond what the law requires. By complying beyond what the law requires, VITA avoids unnecessary expenses like penalties.</p> <p>b. Community-based environmental programs like creek clean-up and dredging, and bamboo planting reduces waste and localized flood risk. It strengthens community engagements and improves cleanliness of the environment. It avoids risks and it benefits and strengthens reputational and stakeholder trusts. In 2025, VITA targeted to dredge and collect wastes along a 300-meter stretch of the Sapang Alat Creek, including the other four barangays in the vicinity of its operations. Through the Sapang Alat Creek Cleaning Project, implemented in partnership with the local barangays and LGU, VITA successfully completed the 300-meter dredging activity. The initiative resulted in the collection of approximately 75.3 metric tons of solid waste and the removal of around 420 metric tons of silt and mixed</p> | <p>and partnerships with farmers, haulers, recyclers, and upcycling of sacks.</p> <p>b. Community-based environmental programs such as creek clean-up and bamboo planting: CSR-linked environmental programs. Tie-ups and coordination with LGUs and communities.</p> <p>c. Energy efficiency and lower carbon operations or carbon sequestration: Renewable energy assessment.</p> | <p>(c) at least 5% reduction in non-biodegradable waste from 5 nearby barangays.</p> <p>Moreover, in 2026, VITA has transitioned from activity-based sustainability-related reporting to a KPI-driven performance framework. Instead of listing initiatives, VITA is defining measurable targets aligned with operational risks, regulatory exposures, and community impact. Results for the reporting year 2026 will be disclosed in the 2027 report covering the reporting period of January 2026 to December 2026.</p> |
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|  | <p>debris. The dredging activities were completed in September 2025. Accordingly, VITA remained unaffected by the typhoon last July 2025, which caused flooding in many areas in Bulacan. For 2026, VITA’s approach shifts from purely activity-based targets (e.g., dredging coverage) to a combination of maintenance intervention (as-needed dredging) and impact-based targets. While dredging will be conducted depending on site conditions and LGU assessment, the Company has set a measurable goal of achieving at least a 5% reduction in non-biodegradable waste entering the creek through sustained education, stakeholder engagement, and behavior change initiatives within the affected communities.</p> <p>Through the Bamboo Tree Planting component of the Sagip Kalikasan partnership with Bulacan State University, and Lakbay Aral Education program under the Sapang Alat Creek Cleaning Project, VITA continues to strengthen stakeholder engagement and participation in waste reduction, riverbank rehabilitation, carbon sequestration, and climate change mitigation and reversal. <i>(See also disclosures under Metrics and Targets)</i></p> <p>c. Energy efficiency and lower carbon operations or carbon sequestration not only neutralizes VITA’s emissions but also improves investment attractiveness.</p> |  |  |
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|  | c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario   | c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management   |  |
|  | VITA’s strategy remains resilient across different climate scenarios by integrating flood-mitigation measures, operational risk controls, and nature-based solutions that strengthen its facilities and surrounding communities. The company’s current initiatives like creek clean-ups and dredging activities helped prevent flooding during severe typhoons, demonstrating the effectiveness of its adaptation measures. Under a 2°C or lower scenario, VITA will further demonstrate its resiliency in addressing climate-related concerns like this through efficiency improvements, stakeholder partnerships, and programs that support waste reduction, riverbank rehabilitation, and carbon sequestration. | VITA identifies opportunities related to climate-related risks to prevent or mitigate potential impacts. It aligns its climate initiatives with its core operations, focusing on the UN SDGs most material to its business—SDGs 2, 8, and 12—to ensure that any negative operational impacts are minimized. |  |

**Procurement Practices**

Proportion of spending on local suppliers

| Disclosure   | Quantity (2025)    | Quantity (2024)    | Units |
|--|--------------------|--------------------|-------|
| Percentage of procurement budget used for significant locations of operations that is spent on local suppliers | Nationwide: 86.95% | Nationwide: 96.27% | %     |
|  | Luzon – 40.29%     | Luzon – 42.98%     |       |

|  |                   |                   |  |
|--|-------------------|-------------------|--|
|  | Visayas – 19.68%  | Visayas – 19.58%  |  |
|  | Mindanao – 26.98% | Mindanao – 33.71% |  |

| What is the impact and where does it occur? What is the organization's involvement in the impact?   | Which stakeholders are affected?   | Management Approach  |
|---|--|--|
| <p>For the year 2025, 86.95% of VITA's procurement budget was spent on local suppliers, 9.32% lower than that in 2024. These suppliers include only the suppliers of raw materials for feed ingredients. This decrease was primarily due to the instability of local supply and quality, particularly in Mindanao. In addition, imported raw materials, such as US Soy Bean Meal price has been favorable all year round resulting in increase in import allocation. Corn importation in Mindanao also increased to secure inventory with good quality.</p> | <ul style="list-style-type: none"> <li>➤ Suppliers</li> <li>➤ Domestic companies especially the MSMEs, and farmers.</li> </ul> | <p>VITA has established and continues to maintain a diversified pool of approved local and international suppliers for each major raw material. This multi-sourcing strategy reduces reliance on any single source and strengthens supply continuity, operational resilience, and risk management across the procurement value chain.</p> <p>VITA has also developed long term agreements, ensuring priority allocation, stable pricing, and continuous improvement of quality and supply planning.</p> <p>VITA enforces and conducts quarterly supplier scorecard reviews to strengthen supplier relationships, track performance, and drive continuous improvement in quality and reliability.</p> <p>VITA likewise conducts regular cost reviews and supplier price monitoring to identify cost variances, manage fluctuation/inflation impacts, and ensure that pricing remains competitive and compliant.</p> |
| What are the Risk/s Identified?   | Which stakeholders are affected?   | Management Approach  |
| <ul style="list-style-type: none"> <li>❖ Operational risks include uncertainties, such as fluctuations in market supply, failure to meet VITA's product acceptance standards, animal disease outbreaks, and</li> </ul>  | <p>In addition to the foregoing:</p> <ul style="list-style-type: none"> <li>➤ Customers</li> <li>➤ Creditors</li> </ul>        | <p>In addition to the foregoing, VITA continuously rationalizes and optimizes its supplier base to achieve cost efficiencies while enhancing quality</p>   |

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|---|---|--|
| <p>weather-related disturbances that may affect production and logistics.</p> <ul style="list-style-type: none"> <li>❖ Financial risks arising from inflationary pressures on input costs and potential regulatory changes that could impact pricing and compliance requirements.</li> <li>❖ Legal, and regulatory risks related to adherence to applicable laws and standards.</li> </ul>  | <ul style="list-style-type: none"> <li>➤ Shareholders</li> <li>➤ Investors</li> </ul> | <p>standards and overall supply chain performance.</p> <p>VITA also conducts regular trainings on biosecurity measures to help its business partner – farmers in terms of productivity.</p> <p>VITA strategically prioritizes payment allocations to key suppliers, particularly those providing major raw materials, to secure more favorable pricing, strengthen supplier relationships, and ensure the uninterrupted continuity of operations.</p> <p>As disclosed above, VITA closely monitors and manages its cash flow and disbursements to ensure liquidity.</p> <p>In line with UN SDG 2 (Zero Hunger), VITA continuously increases the availability of reliable local suppliers, help in the livelihoods of the community in the areas where it operates, and strengthens its support to local agriculture.</p> |
| <p><b>What are the Opportunity/ies Identified?</b></p>  |   |  |
| <ul style="list-style-type: none"> <li>❖ Strategical realignment of the purchasing approach.</li> <li>❖ Collaboration with key government institutions, including the Department of Agriculture, as well as industry organizations, can help VITA broaden its supplier base. VITA sees that through these strategic partnerships, its supply chain resilience will be enhanced, inclusive growth will be promoted, and sustainable linkages with farmers across its areas of operation will be established.</li> <li>❖ VITA can also build a strong and stable supply chain through leveraging the advantages of being an ASEAN member through partnerships with both local and international suppliers.</li> </ul> |   |  |

## Anti-corruption

### Training on Anti-corruption Policies and Procedures

| Disclosure   | Quantity | Units |
|--|----------|-------|
| Percentage of employees to whom the organization’s anti-corruption policies and procedures have been communicated to         | 100      | %     |
| Percentage of business partners to whom the organization’s anti-corruption policies and procedures have been communicated to | 100      | %     |
| Percentage of directors and management that have received anti-corruption training   | 100      | %     |
| Percentage of employees that have received anti-corruption training  | 2.7      | %     |

| What is the impact and where does it occur? What is the organization's involvement in the impact?   | Which stakeholders are affected?  | Management Approach   |
|---|---|---|
| <p>Training on anti-corruption policies and procedures directly impacts VITA's cash flows, operating costs, business operations, supply chain, human capital, and goodwill.</p> <p>The Company's policies relate mostly to prohibitions on conflicts of interests, accepting gifts from suppliers and/or vendors, giving gifts to the government or its officials, theft, and kickbacks, as well as to ensuring arms-length transactions in all dealings.</p> | <p>Shareholders<br/>Investors, including investing public<br/>Employees<br/>Suppliers<br/>Creditors</p> | <p>For 2025, directors and key officers attended a Corporate Governance Orientation Program, where ethical leadership, avoidance of conflict of interest, and importance of arms-length dealing with the Company, as well as the liability of directors and officers under Section 30 of the Revised Corporation Code of the Philippines were touched and emphasized. While these trainings were not specifically focused on Anti-Corruption, topics related thereto were touched and discussed.</p>  |
| <p><b>What are the Risk/s Identified?</b></p>   |   |   |
| <p>Legal, financial, operational and reputational risks brought about by conflicts of interest, theft, or kickbacks.</p>  |   | <p>The employees are being re-oriented and re-trained at least once a year on the Company Rules and Regulations, which included the company's current anti-corruption policies, such as policies prohibiting conflicts of interests, and acceptance of gifts from suppliers and/or vendors, among others. New employees are also trained on anti-corruption policies of the Company during the orientation program. Employees are asked to confirm and disclose at least once a year any potential conflict of interest or business interests that may conflict with their jobs at VITA. The 2.7% of employees indicated in the table above pertains to the employees who are also part of the management or key officers who attended the corporate governance training in 2025.</p> |
| <p><b>What are the Opportunity/ies Identified?</b></p>  |   |   |
| <p>VITA's core value of "Leadership with Integrity" presents an opportunity for all stakeholders to avoid and prevent corrupt and unethical practices and to continuously expand, improve, and strengthen its anti-corruption policies.</p> <p>VITA still sees the opportunity to conduct a specific Anti-Corruption Training to strengthen the Company's commitment against corruption and unethical practices.</p>  |   | <p>The internal audit department conducts regular audit of VITA's different departments to ensure compliance with the company's processes, rules, regulations and internal controls.</p> <p>VITA also complies with all laws and regulations. It ensures that it complies</p>   |

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|  |  | <p>with its regulators’ requirements and that it has all the necessary permits and licenses.</p> <p>VITA has a Whistle Blowing Policy that enables any concerned individual to report and provide information on any of the reportable actions specified in the policy.</p> <p>VITA’s current anti-corruption policies are communicated to business partners through the written contracts with these business partners.</p> <p>VITA’s “No Gift Policy” is in place – cascaded to all employees and suppliers.</p> |
|--|--|--|

Incidents of Corruption

| Disclosure   | Quantity | Units |
|--|----------|-------|
| Number of incidents in which directors were removed or disciplined for corruption                        | 0        | #     |
| Number of incidents in which employees were dismissed or disciplined for corruption                      | 0        | #     |
| Number of incidents when contracts with business partners were terminated due to incidents of corruption | 0        | #     |

| What is the impact and where does it occur? What is the organization’s involvement in the impact?   | Which stakeholders are affected?   | Management Approach   |
|---|--|---|
| Prevention of corruption directly impacts VITA’s cash flows, operating costs, business operations, supply chain, human capital, and goodwill. | Suppliers, customers, employees, shareholders/investors, directors, officers and regulators. | For 2025, directors and key officers attended a Corporate Governance Orientation Program, where ethical leadership, avoidance of conflict of interest, and importance of arms-length dealing with the Company, as well as the liability of directors and officers under Section 30 of the Revised Corporation Code of the Philippines were touched and emphasized. While these trainings were not specifically focused on Anti-Corruption, topics related thereto were touched and discussed. |
| <b>What are the Risk/s Identified?</b>  |  |   |
| Legal, financial, operational and reputational risks brought about by incidents of corruption.  |  |   |
| <b>What are the Opportunity/ies Identified?</b>   |  |   |

|  |  |   |
|--|--|---|
| <p>VITA's current anti-corruption policies present an opportunity to participate in external trainings on anti-corruption in the workplace in order to strengthen and improve its own policies in line with its core value of "integrity".</p> |  | <p>The employees are being re-oriented and re-trained at least once a year on the Company Rules and Regulations, which included the company's current anti-corruption policies, such as policies prohibiting conflicts of interests, and acceptance of gifts from suppliers and/or vendors, among others. New employees are also trained on anti-corruption policies of the Company during the orientation program. Employees are asked to confirm and disclose at least once a year any potential conflict of interest or business interests that may conflict with their jobs at VITA. The 2.7% of employees indicated in the table above pertains to the employees who are also part of the management or key officers who attended the corporate governance training in 2025.</p> <p>The internal audit department conducts regular audit of VITA's different departments to ensure compliance with the company's processes, rules, regulations and internal controls.</p> <p>VITA also complies with all laws and regulations. It ensures that it complies with its regulators' requirements and that it has all the necessary permits and licenses.</p> <p>VITA has a Whistle Blowing Policy that enables any concerned individual to report and provide information on any of the reportable actions specified in the policy.</p> <p>VITA's current anti-corruption policies are communicated to business partners through the written contracts with these business partners.</p> <p>VITA's "No Gift Policy" is in place – cascaded to all employees and suppliers.</p> |
|--|--|---|

## ENVIRONMENT

### Resource Management

Energy consumption within the organization:

| Disclosure                             | Quantity (2025)   | Quantity (2024)  | Units           |
|--|---|--|-----------------|
| Energy consumption (renewable sources) | Visayas – 77,013  | Visayas – 166,309  | Kwh             |
| Energy consumption (SFO <sup>4</sup> ) | Visayas – 6,176   | Visayas – 5,347  | GJ              |
| Energy consumption (gasoline)          | Luzon – 50,379.55<br>Visayas – 5,240.58<br>Mindanao -20,537.82  | Luzon – 51,072.21<br>Visayas – 4,717.56<br>Mindanao – 16,523.26  | Liters          |
| Energy consumption (LPG)               | Visayas – 230   | Visayas – 200  | Liters          |
| Energy consumption (diesel)            | Luzon – 13,978 liters (forklift);<br>108,892.51 liters (fleet)<br>Visayas – 13, 650 liters (boiler<br>and forklift); 64,464.55 liters<br>(fleet)<br>Mindanao – 398,502.36 liters<br>(boilers); 103,357.63 liters (fleet)                              | Luzon – 14,780 liters (for forklift);<br>126,374.21 (for fleet)<br>Visayas – 14,800 liters (for boiler<br>& forklift); 60,752.68 liters (for<br>fleet)<br>Mindanao – 333,742.41 liters<br>(for boilers); 115,889.11 liters<br>(for fleet)            | Liters<br>or GJ |
| Energy consumption (electricity)       | Luzon – 1,180 (office); 3,703,719<br>(dressing plant)<br>Luzon (warehouse) – 158,967.69<br>Visayas – 1,593,200 (ILECO),<br>11,963 (Bacolod Satellite<br>Warehouse)<br>Mindanao – 3,207,472.80<br>(Panacan, Davao); 6,997 (CDO<br>Satellite Warehouse) | Luzon – 1,233 kwh (office);<br>3,876,315 (dressing plant)<br>Luzon Warehouse – 153,712<br>Visayas – 1,449,400 (ILECO),<br>11,086 (Bacolod Satellite<br>Warehouse)<br>Mindanao – 2,970,069.20<br>(Panacan, Davao), 7,710 (CDO<br>Satellite Warehouse) | kWh             |

### Reduction of energy consumption

| Disclosure                             | Quantity (2025)  | Quantity (2024)   | Units  |
|--|------------------|-------------------|--------|
| Energy consumption (renewable sources) | Visayas – 89,296 | Visayas – 29, 317 | KWH    |
| Energy reduction (SFO)                 |                  |                   | GJ     |
| Energy reduction (gasoline)            | Luzon – 692.66   |                   | Liters |
| Energy reduction (LPG)                 |                  |                   | Liters |

<sup>4</sup> Special fuel oil

|                                |  |  |        |
|--------------------------------|--|--|--------|
| Energy reduction (diesel)      | Luzon – 802 (forklift)<br>17,481.70 (fleet)<br>Visayas – 1,150 (boiler & forklift)<br>Mindanao – 12,531.48 (fleet) |  | Liters |
| Energy reduction (electricity) | Luzon – 53 (office);<br>172,596 (dressing plant)<br>713 – CDO Satellite Warehouse                                  | Luzon – 54 (Marilao office); 97,607 (DP); 2,843 (Luzon warehouse)<br>Visayas – 512 (Bacolod Satellite)<br>Mindanao – 817,418.65 (Panacan, Davao) | kWh    |

| What is the impact and where does it occur? What is the organization’s involvement in the impact?  | Which stakeholders are affected?  | Management Approach   |
|--|---|---|
| <p>The data above was primarily based from VITA’s Iloilo and Davao feed mill plants as well as the electricity consumption in the principal office (Marilao, Bulacan) and satellite warehouses in Luzon, Bacolod, and CDO. The electricity consumption disclosed for the Iloilo feed mill plant is separate and distinct from the renewable source consumption from the said plant. The data on gasoline came from consumption on VITA’s fleet. The reductions on renewable sources consumption in Visayas was primarily because of the defect in the solar system in the Iloilo plant since July 2025, which necessitated its closure and repair since then. At present, the contractor is still sourcing the replacement parts. Target repair completion is on April 2026.</p> <p>The decrease in gasoline consumption in Luzon was due to enhanced monitoring and stricter fuel usage controls. The decrease in diesel consumption in Luzon forklift and was due to the breakdown of two forklifts for almost 2 months.</p> | <ul style="list-style-type: none"> <li>➤ Suppliers</li> <li>➤ Communities where VITA operates.</li> </ul> | <p>VITA complies with laws relating to environment, energy consumption and efficiency.</p> <p>VITA continued using solar energy in its Iloilo feed mill plant and solar perimeter lights in its Davao feed mill plant. The proposed solar project in VITA’s Davao feed mill plant is still in process. VITA is currently reviewing offers from suppliers or solar energy providers. In addition, it conducts regular preventive maintenance of all its equipment.</p> <p>VITA is currently studying the cost-benefit of installing a solar energy system in its Luzon dressing plant considering that such installation and use of solar energy system in the Luzon dressing plant may require major retrofitting works, necessarily requiring a considerable capital investment.</p> <p>In line with UN SDG 12 (Responsible Production and Consumption), it continuously improves its processes to ensure operational efficiencies, which, in turn, helps in the efficient energy consumption.</p> |

|   |  |  |
|---|--|--|
| <p>The decrease in diesel consumption in boiler &amp; forklift in Visayas was because only two out of the three forklifts were used. The decrease in the electricity consumption in CDO satellite warehouse was due to lower volume compared to 2024.</p> <p>The impact is on the environment as the use of renewable sources of energy decreases GHG emissions while the use of non-renewable sources results in emissions that could be harmful to the environment. There is also an impact on the supply chain because the use of non-renewable sources could deplete these sources. The decrease in the renewable energy sources has a P1.08M financial impact on the company.</p> <p>The use of solar energy in the Iloilo feed mill plant resulted in reduction of VITA's GHG emissions in 2025 by: (a) 125,795.67 kg in terms of CO<sub>2</sub> emissions; (b) 67.47 kg. in terms of NO<sub>x</sub> emissions; and (c) 1.82 kg. in terms of SO<sub>2</sub> emissions. These reductions were lower than those avoided in 2024. It should be, however, noted that VITA's solar capacity in Iloilo is 5% of the plant's electrical power requirement versus the 10% capacity in 2024. Thus, the electricity consumption from ILECO was still higher than that from solar energy. The electricity supplied by ILECO helps run the machineries and utilities in the plant. For Davao, VITA's solar capacity in 2025 was at 3% of the total plants' power consumption.</p> <p>The use of solar lights in Davao plant's perimeter allowed the Corporation to save a total of 104,760 kwh of energy in 2025.</p> |  |  |
|---|--|--|

|   |  |  |
|---|--|--|
| <b>What are the Risk/s Identified?</b>  |  |  |
| <ul style="list-style-type: none"> <li>❖ Climate change brought about by increase in air emissions and pollutions due to the use of non-renewable sources of energy.</li> <li>❖ Depletion or shortage of non-renewable sources of energy.</li> </ul>  |  |  |
| <b>What are the Opportunity/ies Identified?</b>   |  |  |
| <ul style="list-style-type: none"> <li>❖ The repair of VITA’s solar energy system in the Iloilo feed mill plant presents an opportunity for the continued use of solar energy in the said plant to further increase efficient consumption of energy.</li> <li>❖ The positive impact on the environment of the use of solar energy in the Iloilo feed mill plant presents an opportunity to further lower VITA’s GHG emissions in the Davao feed mill plant.</li> <li>❖ The use of solar energy in the Davao feed mill plant and Luzon dressing plant are opportunities to further improve VITA’s efficiencies.</li> </ul> |  |  |

Water consumption within the organization

| Disclosure        | Quantity (2025)  | Quantity (2024)  | Units        |
|-------------------|--|--|--------------|
| Water withdrawal  | Visayas – 4,177 (Iloilo)<br>Mindanao – 16,487 (1,895 – DCWD;<br>14,592 – Deepwell)   | Visayas – 3,902 (Iloilo)<br>Mindanao – 5,984 (Davao)   | Cubic meters |
| Water consumption | Visayas – 4,177 (Iloilo); 132 (Bacolod<br>Satellite Warehouse)<br><br>Mindanao – 16,487 (1,895 – DCWD;<br>14,592 – Deepwell); 125 (CDO Satellite<br>Warehouse) | Visayas – 3,902 (Iloilo); 135<br>(Bacolod Satellite<br>Warehouse)<br><br>Mindanao – 5,984 (Davao);<br>111 (CDO Satellite<br>Warehouse) | Cubic meters |

|                           |  |                             |              |
|---------------------------|--|-----------------------------|--------------|
|                           | Luzon Dressing Plant – 13 liters per kilogram<br>Davao Dressing Plant – 39 liters per kilogram |                             |              |
| Water recycled and reused | Visayas – 0<br>Mindanao – 0  | Visayas – 0<br>Mindanao – 0 | Cubic meters |

| What is the impact and where does it occur? What is the organization’s involvement in the impact?   | Which stakeholders are affected?  | Management Approach   |
|---|---|---|
| <p>The data above were based on the water consumption and/or withdrawal in VITA’s feed mill plant and office in Iloilo, satellite warehouse in Bacolod, feed mill plant and office in Davao, and satellite warehouse in CDO. The data were based on the consumption reflected in VITA’s water billings. In Davao, VITA had better estimates of the water consumption and water withdrawal due to the installation of the metering valve sometime in October 2025.</p> <p>In Iloilo, water consumption and withdrawal in 2025 increased by 275 cubic meters due to the 5% increase in production volume in 2025. The increase resulted in additional cost of about P35,821.50, more or less.</p> <p>In both the Iloilo and Davao feed mill plants, the water is used only for steam generation.</p> <p>The water consumption in 2025 in the Marilao and Davao dressing plants are included in this report even if it is BVC, VITA’s wholly owned subsidiary, who operates these plants. This is because VITA</p> | <ul style="list-style-type: none"> <li>➤ Communities where VITA operates</li> <li>➤ Government</li> </ul> | <p>VITA complies with all laws and regulations pertaining to water and it continuously improves the operational efficiencies in order to maintain efficient water consumption. It also conducts regular preventive maintenance of its equipment and replaces the same with more efficient and more technologically advanced equipment as may be necessary.</p> <p>VITA likewise complies with regulatory requirements to prevent water contamination. It also promotes water conservation practices. This includes the rain water harvesting system in Davao, which allows VITA to use the harvested rainwater for cleaning purposes.</p> <p>In addition, in 2025, VITA included water efficiency as part of its sustainability-related initiatives. This initiative aims to reduce the water consumption in the Marilao and Davao dressing plants while maintaining sanitation and product quality. As an initial step, the company established a baseline of 29 liters per bird, largely driven by sanitation and dilution practices. In 2026, the company refined its unit of measurement from liters per bird to liters per kilogram, which provides better benchmarking for processing efficiency. For Marilao dressing plant, the target is 12 liters per kilogram from the</p> |

|   |  |   |
|---|--|---|
| included water efficiency as one of its sustainability-related initiatives in 2025.   |  | actual consumption of 13 liters per kilogram in 2025, positioning the Company as Global Best. For Davao dressing plant, the aim is to reduce consumption from 39 liters per kilogram in 2025 to 21 liters per kilogram in 2026, which is a 54% reduction. At that level, Davao would fall under baseline classification under Philippine National Standards and international poultry processing benchmarks, given the absence of re-use systems. |
| <b>What are the Risk/s Identified?</b>  |  |   |
| <ul style="list-style-type: none"> <li>❖ Climate change</li> <li>❖ Depletion or shortage of water</li> </ul>  |  |   |
| <b>What are the Opportunity/ies Identified?</b>   |  |   |
| <ul style="list-style-type: none"> <li>❖ VITA could explore rainwater harvesting in the Marilao dressing plant and Iloilo feed mill plant in order to further reduce its water withdrawals.</li> <li>❖ The presence of technologies and processes that could help attain the Company’s KPIs for the water consumption in the Marilao and Davao dressing plants present an opportunity to reduce water consumption in 2026.</li> </ul> |  |   |

Materials used by the organization

| Disclosure  | Quantity (2025)  | Quantity (2024)  | Units |
|---|--|--|-------|
| Materials used by weight or volume                            |  |  |       |
| <ul style="list-style-type: none"> <li>• Renewable</li> </ul> | Luzon –<br>86,776,121<br>Visayas –<br>51,510,450<br>Mindanao –<br>75,361,350 | Luzon –<br>94,176,250<br>Visayas –<br>48,895,450<br>Mindanao –<br>74,977,575 | kg    |

|   |  |  |    |
|---|--|--|----|
| <ul style="list-style-type: none"> <li>• non-renewable</li> </ul>   | Luzon –<br>1,326,852<br>Visayas –<br>141,728<br>Mindanao –<br>639,658.68<br><br>Plastic Packaging<br>usage (raw<br>materials) –<br>109,213 | Luzon –<br>2,030,488<br>Visayas –<br>125,210<br>Mindanao –<br>599,820.60<br><br>Plastic Packaging<br>(Unaudited data)<br>– 636,374.36<br>(Feeds);<br>152,554.92<br>(Foods) | Kg |
| Percentage of recycled input materials used to manufacture the organization’s primary products and services | 0  | 0  | %  |

| <b>What is the impact and where does it occur? What is the organization’s involvement in the impact?</b>   | <b>Which stakeholders are affected?</b>   | <b>Management Approach</b>  |
|--|---|---|
| <p>The renewable materials disclosed above are the raw materials used or consumed by VITA for 2025. Renewable materials used and/or consumed in 2025 in Luzon decreased by 7,400,129 kg. due to decrease in volume. Visayas and Mindanao increased by 2,615,000 kg. and 383,775 kg., respectively. The increase in renewable resources used in Visayas in 2025 was due to the 5% increase in production volume. Similarly, the increase in renewable resources used in Mindanao in 2025 was due to increase in production volume.</p> <p>The non-renewable materials are the energy consumed. The Corporation’s plastic footprint for 2025, which consist of plastic packaging materials, are still unaudited.</p> | <ul style="list-style-type: none"> <li>➤ Suppliers</li> <li>➤ Communities where VITA operates</li> <li>➤ Government</li> <li>➤ Customers</li> </ul> | <p>VITA complies with laws relative to materials consumption and conservation. In 2025, 99.94% of VITA’s feeds packaging were re-usable woven sacks. Only 0.06% of the feeds packaging were laminated bags. Re-using the woven sacks helps reduce waste and pollution. It continuously improves its inventory management to have higher recovery/conversion of materials to finished products.</p> <p>VITA has also taken steps to address waste and pollution generated and contributed. VITA remains compliant with the EPR Act and its IRR. Since the initial year of implementation, VITA has progressively improved its recovery and diversion performance. In 2023, VITA achieved 31% recovery and diversion, exceeding the required 20% diversion for the year. In 2024, VITA improved its compliance to 40% recovery and diversion. In 2025, preliminary (unaudited) data continue to</p> |

|  |  |  |
|--|--|--|
| <p>The decrease in non-renewable materials used in Luzon by 703,636 kg. was due to lower production volume in 2025. The increase in the non-renewable materials used in 2025 by 16,518 kg. in Visayas and 39,838.02 kg. in Mindanao were due to increase in production volume. In addition, the increase in crumbled feed types produced in Davao contributed to the increase in the non-renewable materials used in Davao in 2025.</p> <p>The impact is on the environment as VITA, although on a minimal level only, continues to contribute to waste generation and pollution as a necessary consequence of its operations.</p> |  | <p>be driven by footprint reduction and re-use partnerships with farmers, aggregators, and haulers. These improvements reflect VITA’s transition from compliance-based actions toward a more structured and scalable plastic recovery and circularity program.</p> <p>Further, VITA's plastic packaging recovery and recycling strategy is anchored on extended value-chain partnerships and circular economy principles, including:</p> <p>*Reuse Programs: Recovery of used sacks for direct reuse by farmers and partners where technically feasible with the engagement with company-accredited haulers and recyclers to convert recovered plastic packaging into secondary materials or upcycled products.</p> <p>*Continuous Membership to a PRO: Progressive expansion of recovery coverage including planning for mechanical recycling in next years, and tracking mechanisms, with the goal of sustaining compliance with increasing EPR targets in future years.</p> <p>In line with UN SDG 12 [Responsible Production and Consumption], and in addition to the continuous improvement in its processes to ensure operational efficiencies, which, in turn, helps in the efficient resource management, VITA has implemented a combination of source reduction, segregation, recovery, and community-based interventions to address waste pollution and mitigate its environmental footprint. Key measures include:</p> <p>*Waste Segregation and Collection: Implementation of systematic waste segregation within offices and facilities, including designated receptacles for recyclable materials, particularly PET bottles and flexible plastics.</p> |
| <p><b>What are the Risk/s Identified?</b></p>  |  |  |
| <p>The continuous demand for non-renewable materials increases VITA’s contribution to pollution and waste and it increases the possibility of shortage of non-renewable materials.</p>   |  |  |
| <p><b>What are the Opportunity/ies Identified?</b></p>   |  |  |
| <p>Reduction in waste and pollution contribution through the use of solar or renewable energy, bamboo tree planting, Marilao creek clean-up and dredging, and participation in clean-up activities in the areas of operation.</p> <p>The 100% recovery of poultry manure in Region 3, contingent upon the full implementation of VITA’s planned facilities, can help not only in reducing waste but also increase VITA’s recycling rate.</p>   |  |  |

|  |  |  |
|--|--|--|
|  |  | <p>*Plastic Recovery and Recycling Partnerships: Engagement with farmers, haulers, and recycling partners to facilitate the reuse/recycling of used plastic sacks and packaging materials.</p> <p>*Environmental Stewardship Initiatives: Initiation of regular creek clean-up activities including dredging, contributing to the reduction of plastic leakage into waterways and surrounding communities.</p> <p>*Community Education and Engagement: Conduct of awareness activities on proper waste management and plastic pollution prevention in host barangay and nearby communities</p> <p>*Nature-Based Solutions: Support for bamboo planting initiatives, which contribute to ecosystem rehabilitation, carbon sequestration, and environmental education.</p> <p>Collectively, these initiatives support VITA's waste pollution mitigation strategy beyond regulatory compliance.</p> |
|--|--|--|

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

| Disclosure  |                                  | Quantity             | Units |
|---|----------------------------------|----------------------|-------|
| Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas |                                  | (identify all sites) |       |
| Habitats protected or restored  |                                  |                      | Ha    |
| IUCN <sup>5</sup> Red List species and national conservation list species with habitats in areas affected by operations                   |                                  | (list)               |       |
| What is the impact and where does it occur? What is the organization's involvement in the impact?   | Which stakeholders are affected? | Management Approach  |       |
|   |                                  |                      |       |

<sup>5</sup> International Union for Conservation of Nature

|   |   |                            |
|---|---|----------------------------|
| <b>What are the Risk/s Identified?</b>          | <b>Which stakeholders are affected?</b> | <b>Management Approach</b> |
|   |   |                            |
| <b>What are the Opportunity/ies Identified?</b> | <b>Which stakeholders are affected?</b> | <b>Management Approach</b> |
|   |   |                            |

## Environmental impact management

### Air Emissions

#### GHG

| <b>Disclosure</b>                             | <b>Quantity (2025)</b>  | <b>Quantity (2024)</b>   | <b>Units</b>             |
|---|---|--|--------------------------|
| Direct (Scope 1) GHG Emissions                | Iloilo Feedmill (CO emission) – 477<br>Davao Feedmill (CO emission)<br>Boiler Yinchen P1 – 134.0<br>Boiler Yinchen P2 - 123.3<br>Boiler Devotion – 113.0<br>Boiler Eneritech – 94.7 | Iloilo Feedmill – 39<br>Davao Feedmill (CO emission only)<br>Boiler Yinchen A – 48.1<br>Boiler Yinchen B – 53.8<br>Boiler Devotion – 40.8<br>Boiler Eneritech – 59.5 | mg/Nm <sup>3</sup>       |
| Energy indirect (Scope 2) GHG Emissions       | 0   | 0  | Tonnes CO <sub>2</sub> e |
| Emissions of ozone-depleting substances (ODS) | 0   | 0  | Tonnes                   |

| <b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>  | <b>Which stakeholders are affected?</b>  | <b>Management Approach</b>  |
|---|--|---|
| <p>The data above were based on the emission testing conducted by a DENR-EMB accredited third party company on VITA's Davao and Iloilo feed mill plants.</p> <p>The old age of the Iloilo feed mill's boiler, in addition to the defective solar energy system, contributed to the increase in the emissions in the</p> | <ul style="list-style-type: none"> <li>❖ Communities where VITA operates</li> <li>❖ Government</li> <li>❖ Public in general</li> </ul> | <p>VITA complies with all laws relative to the environment, including the Clean Air Act. It also regularly conducts preventive maintenance on its equipment, regular repair of its facilities, including pollution control facilities, to ensure not only good operating conditions but also compliance with the environmental laws and regulations. VITA also ensures that its operations are efficient in order to keep its</p> |

|   |  |  |
|---|--|--|
| <p>said plant by 438 mg/Nm<sup>3</sup>. The emissions in the Davao feed mill increased by 262.8 mg/Nm<sup>3</sup> due to the increase in boiler operation duration because of increase in volume produced.</p> <p>While VITA has neither indirect GHG emissions nor ozone depleting substances emissions, its feed mill operations in Iloilo and Davao contribute to GHG emissions as a necessary consequence of its operations, albeit in a low level only.</p>  |  | <p>emissions low against the DENR-EMB standards.</p> <p>VITA continued its use of solar energy in its Iloilo feed mill plant and the use of perimeter solar lights in its Davao feed mill plant. However, the solar energy in Iloilo plant was temporarily discontinued due to the needed replacement of some parts, which is estimated to be completed in April 2026. Further, boiler replacement in the Iloilo plant is planned in 2026. Regular maintenance of the boiler kept it operational and within standard parameters. The plan to use solar energy in its Davao feed mill plant is still a work in progress.</p> <p>In addition, by allowing the employees to plant vegetables within the Luzon warehouse and Davao plant premises, VITA helps mitigate its GHG emissions as plants help reduce these emissions.</p> <p>VITA has Pollution Control Officers (“PCO”) who monitor and ensure compliance with laws and regulations relating to the environment and its conservation.</p> |
| <p><b>What are the Risk/s Identified?</b></p>   |  |  |
| <ul style="list-style-type: none"> <li>❖ Operational risks due to climate change brought about by the emissions and continuous contribution to air pollution.</li> <li>❖ Health risks, though low, on the communities where VITA operates as well as the public in general due to the continuous GHG emissions.</li> </ul>  |  |  |
| <p><b>What are the Opportunity/ies Identified?</b></p>  |  |  |
| <ul style="list-style-type: none"> <li>❖ The repair and resumption of operation and use of and increase in the capacity of the solar energy in the Iloilo feed mill plant will mitigate and reduce VITA’s GHG emissions.</li> <li>❖ The use of solar energy in the Davao feed mill plant is an opportunity that VITA can explore to reduce its power consumption from grid, thereby indirectly reducing GHG emissions.</li> <li>❖ Allowing the employees to plant vegetables and take home the produce in VITA’s</li> </ul> |  |  |

|   |  |  |
|---|--|--|
| Luzon warehouse and Davao plant can also benefit the environment as plants can help reduce GHG emissions. |  |  |
|---|--|--|

Air pollutants

| Disclosure                           | Quantity (2025)   | Quantity (2024)   | Units                                    |
|--------------------------------------|---|---|--|
| NO <sub>x</sub>                      | Iloilo Feedmill – 109<br><br>Davao Feedmill –<br>Boiler Yinchen P1 – 29.5<br>Boiler Yinchen P2 - 14.2<br>Boiler Devotion – 40.4<br>Boiler Enertech – 25.0 | Iloilo Feed mill – 169<br><br>Davao Feed mill Boiler Yinchen A – 14.1<br>Boiler Yinchen B – 5.7<br>Boiler Devotion – 6.0<br>Boiler Enertech – 25.0  | ave. concentration in mg/Nm <sup>3</sup> |
| SO <sub>x</sub>                      | Iloilo Feedmill – 268.20<br><br>Davao Feedmill –<br>Boiler Yinchen P1 – 2.7<br>Boiler Yinchen P2 - 2.9<br>Boiler Devotion – 5.3<br>Boiler Enertech – 3.5  | Iloilo Feed mill – 1,461<br><br>Davao Feed mill Boiler Yinchen A – 1.8<br>Boiler Yinchen B – 1.6<br>Boiler Devotion – 10.2<br>Boiler Enertech – 2.7 | ave. concentration in mg/Nm <sup>3</sup> |
| Persistent organic pollutants (POPs) | 0   | 0   | Kg                                       |
| Volatile organic compounds (VOCs)    | 0   | 0   | Kg                                       |
| Hazardous air pollutants (HAPs)      | 0   | 0   | Kg                                       |

|                         |                             |                             |   |
|-------------------------|-----------------------------|-----------------------------|---|
| Particulate matter (PM) | Iloilo Feedmill –<br>23.2   | Iloilo Feed mill –<br>123.6 | ave. concentration in<br>mg/Nm <sup>3</sup> |
|                         | Davao Feed mill             | Davao Feed mill             |   |
|                         | Boiler Yinchen<br>P1 – 58.7 | Boiler Yinchen A<br>– 7.4   |   |
|                         | Boiler Yinchen<br>P2 - 6.8  | Boiler Yinchen B<br>– 33    |   |
|                         | Boiler Devotion<br>– 51.1   | Boiler Devotion<br>– 33     |   |
|                         | Boiler Eneritech<br>– 34.5  | Boiler Eneritech<br>– 6.9   |   |

| What is the impact and where does it occur? What is the organization’s involvement in the impact?  | Which stakeholders are affected?   | Management Approach  |
|--|--|--|
| <p>The data were based on the emission testing conducted by a DENR-EMB accredited third party company on VITA’s Iloilo and Davao feed mill plants.</p> <p>The NO<sub>x</sub> in the Iloilo feed mill plant decreased in 2025 by 60 mg/Nm<sup>3</sup>, the SO<sub>x</sub> in the Iloilo feed mill plant decreased in 2025 by 1,192.80 mg/Nm<sup>3</sup>, and the particulate matter in the Iloilo feed mill plant decreased in 2025 by 100.4 mg/Nm<sup>3</sup> despite the lower efficiency of the boiler on account of its old age was due to the quality of the fuel used.</p> <p>The increase in the NO<sub>x</sub> in the Davao feed mill plant in 2025 by 58.3 mg/Nm<sup>3</sup>, slight decrease in the SO<sub>x</sub> in the Davao feed mill plant in 2025 by 1.9 mg/Nm<sup>3</sup>, and the increase in the particulate matter in the Davao feed mill plant in 2025 by 70.8 mg/Nm<sup>3</sup> were primarily due to</p> | <ul style="list-style-type: none"> <li>➤ Communities where VITA operates</li> <li>➤ Government</li> <li>➤ Public in general</li> </ul> | <p>VITA complies with all laws relative to the environment, including the Clean Air Act. It regularly conducts preventive maintenance on its equipment, and regular repair of its facilities, including pollution control facilities, to ensure not only good operating conditions but also compliance with the environmental laws and regulations. VITA also ensures that its operations are efficient in order to keep its emissions low against the DENR-EMB standards.</p> <p>VITA’s continued use of solar energy in 2025 in its Iloilo feed mill plant, albeit for only half a year, helped avoided these emissions: (a) 125,795.67 kg CO<sub>2</sub>; (b) 67.47 kg. NO<sub>x</sub>; and (c) 1.41 kg. SO<sub>2</sub>. Further, boiler replacement in the Iloilo plant is planned in 2026. Regular maintenance of the boiler kept it operational and within standard parameters. The plan to use solar energy in its Davao feed mill plant is still a work in progress.</p> |

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| <p>increase in boiler operations duration because of increase in volume produced.</p> <p>While these pollutants/emissions are low as against DENR thresholds, they still contribute to GHG emissions and air pollution generation.</p>   |  | <p>In addition, by allowing the employees to plant vegetables within the Luzon warehouse and Davao plant premises, VITA helps mitigate its GHG emissions as plants help reduce these emissions.</p> <p>VITA has PCOs who monitor and ensure compliance with laws and regulations relating to the environment and its conservation.</p> |
| <p><b>What are the Risk/s Identified?</b></p>  |  |  |
| <ul style="list-style-type: none"> <li>❖ Operational risks due to climate change brought about by contribution to air pollution.</li> <li>❖ Health risks, though low, on the communities where VITA operates as well as the public in general due to the continuous air pollution contribution.</li> </ul>   |  |  |
| <p><b>What are the Opportunity/ies Identified?</b></p>   |  |  |
| <ul style="list-style-type: none"> <li>❖ The repair and resumption of the use and increase in capacity of the solar energy in the Iloilo feed mill plant will mitigate and reduce VITA's air pollutant emissions.</li> <li>❖ The use of solar energy in the Davao feed mill plant is an opportunity that VITA can explore to reduce power consumption from the grid, thereby reducing its over-all air pollutant emissions.</li> <li>❖ Allowing the employees to plant vegetables and take home the produce in VITA's Luzon warehouse and Davao plant can also benefit the environment as plants can help reduce GHG emissions.</li> </ul> |  |  |

**Solid and Hazardous Wastes**

*Solid Waste*

| Disclosure                  | Quantity (2025)  | Quantity (2024)  | Units |
|-----------------------------|--|--|-------|
| Total solid waste generated | Luzon – 1,440/month<br>Visayas – 1,800/month<br>Mindanao – 2,350/month | Luzon – 1,900/month<br>Visayas – 1,700/month<br>Mindanao – 2,350/month | Kg    |
| Reusable                    | Visayas – 300/month<br>Mindanao – 450/month                            | Visayas – 250/month<br>Mindanao – 450/month                            | Kg    |
| Recyclable                  | Visayas – 300/month<br>Mindanao – 300/month                            | Visayas – 250/month<br>Mindanao – 300/month                            | Kg    |
| Composted                   | Visayas – 200/month<br>Mindanao – 600/month                            | Visayas – 200/month<br>Mindanao – 600/month                            | Kg    |
| Incinerated                 | Visayas – 0<br>Mindanao – 0  | Visayas – 0<br>Mindanao – 0  | Kg    |
| Residuals/Landfilled        | Visayas – 1,000/month<br>Mindanao – 1,000/month                        | Visayas – 1,000/month<br>Mindanao – 1,000/month                        | Kg    |

| What is the impact and where does it occur? What is the organization’s involvement in the impact?  | Which stakeholders are affected?  | Management Approach   |
|--|---|---|
| <p>The data above were based on the monthly estimated solid waste collected by third party solid waste collectors from the Iloilo and Davao feed mill plants as reported by VITA’s PCOs to the government. The data in Luzon came from MENRO, the one collecting the garbage in the Marilao, Bulacan office.</p> <p>Total solid waste generated in Luzon decreased by 460 kg/month. However, the Company cannot account how much of the waste are recyclable or reusable and how much are composted due to the absence of segregation.</p> <p>Total solid waste generated in Visayas increased by 100 kg/month mainly due to the increase in production.</p> | <ul style="list-style-type: none"> <li>➤ Employees</li> <li>➤ Communities where VITA operates</li> <li>➤ Public in general</li> <li>➤ Government</li> </ul> | <p>VITA has a properly labelled Materials Recovery Facility in its Iloilo and Davao feed mill plants for the proper segregation, storage, and disposal of these wastes. It also hired a third-party solid waste collector to properly dispose its solid wastes.</p> <p>VITA has PCOs who monitor compliance with laws and regulations relating to the environment and its conservation, including waste segregation and proper waste disposal. It also continuously reiterated and strengthened its campaign and practice for waste segregation and proper waste disposal.</p> <p>It collects sweepings (assorted wastes collected through the process of sweeping) to be reprocessed/included in the formulation of feeds, reuses and recycles all that may be reused or recycled, as the case may be, and keeps its</p> |

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| <p>Total waste generated in Mindanao remained the same in 2025.</p> <p>While VITA has recyclable and reusable solid wastes, about 48% of the estimated monthly solid wastes generated still go into the landfills.</p>  |  | <p>residual solid wastes within the allowed threshold. It regularly evaluates sweepings to make sure that it would not cause infections. VITA also provides the employees with PPEs and biosecurity measures in place are strictly implemented.</p> <p>As discussed above, VITA has progressively improved its recovery and diversion performance. In 2025, recovery and diversion continue to be driven by footprint reduction and re-use partnerships with farmers, aggregators, and haulers.</p> <p>Moreover, as regards the plastic wastes, as discussed above, VITA's plastic packaging recovery and recycling strategy is anchored on extended value-chain partnerships and circular economy principles.</p> <p>In line with UN SDG 12 [Responsible Production and Consumption], and as discussed above, VITA has implemented a combination of source reduction, segregation, recovery, and community-based interventions to address waste pollution and mitigate its environmental footprint. Key measures include:</p> <ul style="list-style-type: none"> <li>*Waste Segregation and Collection</li> <li>*Plastic Recovery and Recycling Partnerships</li> <li>*Environmental Stewardship Initiatives</li> <li>*Community Education and Engagement</li> <li>*Nature-Based Solutions</li> </ul> |
| <p><b>What are the Risk/s Identified?</b></p>   |  |  |
| <ul style="list-style-type: none"> <li>❖ Increase in pollution due to increase in residual solid wastes.</li> <li>❖ Health risks on the employees and communities where VITA operates and the public in general due to the increase in solid waste pollution.</li> <li>❖ Regulatory and legal risks due to non-compliance with the EPR Act.</li> <li>❖ The absence of segregation in Luzon potentially unnecessarily puts recyclable or reuseable materials into the landfill.</li> </ul> |  |  |
| <p><b>What are the Opportunity/ies Identified?</b></p>  |  |  |
| <ul style="list-style-type: none"> <li>❖ The continuous improvement of VITA's plastic packaging recovery and recycling strategy presents an opportunity to attain and maintain the required recovery and diversion, thereby, reducing further the residual solid wastes and those going to landfills.</li> <li>❖ The presence of solid waste segregation in Luzon presents an opportunity to increase recycling and reusing materials, thereby, reducing residual wastes.</li> </ul>      |  |  |

Hazardous Waste

| Disclosure                                  | Quantity (2025)  | Quantity (2024)  | Units        |
|---|--|--|--------------|
| Total weight of hazardous waste generated   | <p>Visayas:</p> <p>Used oil – 70 liters/year<br/>Busted lamps – 4 kg/year</p> <p>Mindanao:</p> <p>Used oil - 0<br/>Busted lamps – 60 kg/year</p> | <p>Visayas:</p> <p>Used oil – 115 liters/year<br/>Busted lamps – 5 kg/year</p> <p>Mindanao:</p> <p>Busted lamps – 20 kg/year</p> | liters or kg |
| Total weight of hazardous waste transported | <p>Visayas – 0<br/>Mindanao – 0</p>  | <p>Visayas: 0<br/>Mindanao: 0</p>  | liters       |

| What is the impact and where does it occur? What is the organization’s involvement in the impact?  | Which stakeholders are affected?  | Management Approach   |
|--|---|---|
| <p>The data above were based on the report that VITA’s PCOs in the Iloilo and Davao feed mill plants submitted to the DENR-EMB. The hazardous wastes that VITA generated for both plants are low or minimal only. Thus, there was no need to transport the same.</p> <p>The used oil and busted lamps generated in the Iloilo feed mill plant decreased in 2025 by 45 liters due to conversion of used oil. In addition, busted lamps in the Iloilo feed mill plant decreased by 1 kg. because of the conversion to LED lamps.</p> <p>The weight of the busted lamps in Davao feed mill increased by 40 kg. because the weight of the casing/frame of LED lights were included in the 2025 data per advice of the 3<sup>rd</sup> party transporter to VITA’s</p> | <ul style="list-style-type: none"> <li>➤ Employees</li> <li>➤ Communities where VITA operates</li> <li>➤ Public in general</li> <li>➤ Government</li> </ul> | <p>VITA has a designated and properly labelled Materials Recovery Facility to properly store used oil and busted lamps. VITA also has an oil containment and oil spill kit in Visayas for prevention of oil spilling. It has PCOs in its Iloilo and Davao feed mill plants to ensure that the proper waste disposals prescribed under existing laws and regulations are strictly followed.</p> <p>It continuously improves its preventive maintenance program/schedule in order to minimize used oil. VITA’s use of LED lights instead of fluorescent ones proved to be efficient in terms of energy use and in terms of costs.</p> <p>In addition to the foregoing, VITA monitors the consumption of oils and lamps so that the waste is kept within threshold and that these hazardous wastes are segregated from the non-hazardous wastes. It participated in Iloilo’s</p> |

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| PCO. However, in 2024, the weight of the busted lamps was not included in the report.  |  | province wide clean-up drive in March 2025.   |
| <b>What are the Risk/s Identified?</b>   |  | It also strictly implements its “No Smoking” policy and provides employees with PPEs, which they are also required to wear within the premises. |
| Improper disposal may lead to environmental risks as well as health risks on the employees, the communities where VITA operates and the public in general. It may also lead into fire and pollution.   |  |   |
| <b>What are the Opportunity/ies Identified?</b>  |  |   |
| <ul style="list-style-type: none"> <li>❖ The regular preventive maintenance conducted on VITA’s equipment to ensure operational efficiencies also helps in reducing hazardous wastes, thereby reducing environmental and health risks. It also has the potential to avoid fire and decrease in contribution to pollution.</li> <li>❖ Avoidance of fire and decrease in contribution to pollution.</li> </ul> |  |   |

### Effluents

| Disclosure                       | Quantity (2025)                    | Quantity (2024)                    | Units        |
|----------------------------------|------------------------------------|------------------------------------|--------------|
| Total volume of water discharges | Visayas – 60/month<br>Mindanao – 0 | Visayas – 60/month<br>Mindanao – 0 | Cubic meters |
| Percent of wastewater recycled   | Visayas – 0<br>Mindanao – 0        | Visayas – 0<br>Mindanao – 0        | %            |

| What is the impact and where does it occur? What is the organization’s involvement in the impact? | Which stakeholders are affected? | Management Approach |
|---|----------------------------------|---------------------|
|   |                                  |                     |

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|--|---|---|
| <p>The data were based on the water discharges and waste water recycled in the Iloilo and Davao feed mill plants as reported to the DENR. There was no water discharge in the Davao feed mill plant since the waste water goes into a separate container, which eventually dries up or evaporates. Thus, the same are not discharged in the public drainages. VITA's water discharges are minimal or very low as against DENR standards. However, it still impacts the environment, particularly the water bodies.</p> | <ul style="list-style-type: none"> <li>➤ Communities where VITA operates</li> <li>➤ Government</li> </ul> | <p>VITA monitors the final discharge of waste water to ensure that its operations are within the Clean Water Act and other regulatory standards. It complies with the proper waste water disposal prescribed under the law and regulations. VITA has waste water treatment facilities in its dressing plants although it is not the one operating the same. VITA also has a waste water treatment facility in its Iloilo Feedmill Plant. There is no waste water treatment facility in its Davao feedmill plant because, as disclosed in the <i>Impacts</i> portion, waste water were not discharged in the public drainages since water is only used for steam generation. VITA has a PCO that monitors and ensures compliance with laws and regulations relative to water use, water discharge and proper waste water disposal. VITA ensures that it has up-to-date and valid Waste Water Discharge Permit. It also ensures that BVC, its wholly-owned subsidiary has all the requisite permits and licenses, including Waste Water Discharge Permit, as may be necessary for the operation of the dressing plants.</p> |
| <p><b>What are the Risk/s Identified?</b></p>  |   |   |
| <p>Increase in water pollution contribution due to increase in waste water.</p>  |   |   |
| <p><b>What are the Opportunity/ies Identified?</b></p>   |   |   |
| <ul style="list-style-type: none"> <li>❖ Presence of technologies that can help improve waste water treatment in the feed mills.</li> <li>❖ The proper disposal of waste water as well as waste water treatment present an opportunity to mitigate and decrease water pollution contribution.</li> </ul>   |   |   |

## Environmental compliance

### Non-compliance with Environmental Laws and Regulations

| Disclosure   | Quantity | Units |
|--|----------|-------|
| Total amount of monetary fines for non-compliance with environmental laws and/or regulations | 0        | PhP   |
| No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations  | None     | #     |
| No. of cases resolved through dispute resolution mechanism                                   | None     | #     |

| What is the impact and where does it occur? What is the organization's involvement in the impact?   | Which stakeholders are affected?   | Management Approach  |
|---|--|--|
| <p>VITA was neither penalized nor complained for violation or non-compliance with environmental laws and regulations in 2025.</p> <p>Having complied with environmental laws and regulations, VITA maintained its contribution to pollution as a necessary consequence of its operations at a minimal level – within DENR thresholds.</p> | <ul style="list-style-type: none"> <li>➤ Government</li> <li>➤ Communities where VITA operates</li> <li>➤ Business partners</li> <li>➤ Customers</li> <li>➤ Employees</li> <li>➤ Investors</li> <li>➤ Shareholders</li> <li>➤ Directors</li> <li>➤ Officers</li> </ul> | <p>VITA strictly monitors compliance with environmental laws and regulations, including securing all permits and licenses needed for the continued operation of its business. It continuously upgrades and regularly maintains its facilities to ensure efficiencies and maintain pollution contribution to a minimum.</p> |
| <p><b>What are the Risk/s Identified?</b></p>   |  |  |
| <p>Legal, financial, operational and environmental risks due to non-compliance with laws and regulations protecting the environment.</p>  |  | <p>VITA incorporates in its contracts with suppliers and partners the obligation to comply with all existing laws and regulations. This includes the duty to comply with said laws and regulations and there are sanctions for breach of this obligation.</p>  |
| <p><b>What are the Opportunity/ies Identified?</b></p>  |  |  |
| <p>Business continuity and minimal pollution contribution due to compliance with laws and regulations protecting the environment.</p>   |  | <p>In addition, in Mindanao, the company submits a quarterly self-monitoring report to the EMB.</p>  |

## SOCIAL

### Employee Management

#### Employee Hiring and Benefits

##### Employee data

| Disclosure                             | Quantity | Quantity (2024) | Units |
|--|----------|-----------------|-------|
| Total number of employees <sup>6</sup> | 730      | 695             |       |
| a. Number of female employees          | 286      | 269             | #     |

<sup>6</sup> Employees are individuals who are in an employment relationship with the organization, according to national law or its application ([GRI Standards 2016 Glossary](#))

|  |       |       |       |
|--|-------|-------|-------|
| b. Number of male employees                        | 444   | 426   | #     |
| Attrition rate <sup>7</sup>                        | 6.05% | 6.92% | Rate  |
| Ratio of lowest paid employee against minimum wage | None  | None  | Ratio |

Employee benefits

| List of Benefits                          | 2025 |  |  | 2024 |  |  |
|---|------|--|--|------|--|--|
|   | Y/N  | % of female employees who availed for the year | % of male employees who availed for the year | Y/N  | % of female employees who availed for the year | % of male employees who availed for the year |
| SSS                                       | Y    | 12.94%   | 9%   | Y    | 12.16%   | 6.67%  |
| PhilHealth                                | Y    | 0.70%  | 1.57%  | Y    | 1.85%  | 0.80%  |
| Pag-ibig                                  | Y    | 30.42%   | 26.58%                                       | Y    | 20.94%   | 15.60%                                       |
| Parental leaves                           | Y    | 3.50%  | 2.93%  | Y    | 4.58%  | 1.01%  |
| Vacation leaves                           | Y    | 80.77%   | 78.38%                                       | Y    | 65.16%   | 35.89%                                       |
| Sick leaves                               | Y    | 72.38%   | 70.72%                                       | Y    | 53.58%   | 29.13%                                       |
| Medical benefits (aside from PhilHealth)) | Y    | 47.20%   | 43.02%                                       | Y    | 41.24%   | 24.32%                                       |
| Housing assistance (aside from Pag-ibig)  | N    | 0%   | 0%   | N    | 0  | 0  |
| Retirement fund (aside from SSS)          | Y    | 0%   | 0%   | Y    | 0%   | 0.11%  |
| Further education support                 | N    | 0%   | 0%   | N    | 0%   | 0%   |
| Company stock options                     | N    | 0%   | 0%   | N    | 0%   | 0%   |
| Telecommuting                             | Y    | 59.09%   | 17.34%                                       | Y    | 43.79%   | 6.65%  |
| Flexible-working Hours                    | Y    | 19.93%   | 25.45%                                       | Y    | 14.9%  | 7.93%  |
| (Others)                                  | Y    | 0%   | 0%   | Y    | 0  | 0  |

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| <b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b> | <b>Management Approach</b> |
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<sup>7</sup> Attrition are = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

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| <p>The data above includes only the regular and organic employees of VITA. With operations in Luzon, Visayas and Mindanao, it contributes to labor and employment. It also helps promote local employment in Bulacan, Iloilo, Davao and all other provinces where it holds its operations. The number of regular employees increased in 2025 mainly due to the growing operational requirements driven by the addition of new products and the expansion in the distribution of network. The attrition rate decreased by 0.87% in 2025, mainly due to improved employee engagement, merit incentives, enhanced benefits such as HMO for employee dependents, and stronger training and development initiatives. These efforts helped employees feel valued and empowered, encouraging them to remain committed to the organization. Employees are increasingly seeking greater flexibility in their work arrangements through alternative job opportunities.</p> | <p>VITA provides benefits on top of the government-mandated benefits, such as providing them and/or their qualified dependents medical benefits other than PhilHealth benefits, PPEs, uniform, rice subsidy to union members, seniority pay, transportation and meal allowances when applicable, mortuary benefits, hazard pay to qualified employees. It also engaged the services of a physician who can conduct physical examinations and check-ups to employees and who goes to the office and plants so that his/her services will be more accessible to the employees. VITA likewise allowed telecommuting and flexible working hours to its employees. It ensures that safety measures are not only in place but are also consistently and strictly implemented to prevent accidents and illnesses from happening or spreading. VITA continuously reviews its compensation and benefits package, ensuring that the same remains competitive in the industry.</p> |
| <p align="center"><b>What are the Risk/s Identified?</b></p>   | <p>VITA continuously engaged with its employees through webinars and seminars on wellness and health, physical activities like Zumba and sports-related activities, safety seminars and trainings, emergency preparedness, and ensuring that the workplace is safe. It also recognized employees' services, milestones, and breakthroughs through service awards.</p>   |
| <p align="center"><b>What are the Opportunity/ies Identified?</b></p>  | <p align="center"><b>Management Approach</b></p>  |
| <p>There is still an opportunity for sustained engagement with the employees to increase their involvement, morale, and overall well-being, and maintain a harmonious working environment.</p> <p>Availability of skilled workforce in the areas of operation—with opportunities for upskilling and cross training, continuous provision of competitive compensation and benefits package to its employees, and regular employee engagement activities for health and wellness continues to present an opportunity for VITA to sustain its employees' jobs and continuously provide more employment and livelihood to the residents in the areas of operation.</p>   | <p>In addition to the foregoing, VITA regularly checks the laws and regulations on the minimum wage and benefits set by the government as well as industry standards and it benchmarks on similar companies within the industry to evaluate the need to update and increase its compensation and benefit package to ensure that the same is competitive, if not better, than the companies within the industry.</p> <p>Furthermore, for employee retention and succession planning, VITA provided continuous learning by re-skilling and upskilling the employees. In 2025, the Company has improved usage of the Vitarich Learning Center platform.</p>  |

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|  | VITA shall continue to amplify this for 2026, where learning is at the employees' fingertips and self-paced. There have been employees who have been identified for career progression and have undergone developmental assignments for a period of 3-6 months, in preparation for more complex roles in the organization. |
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Employee Training and Development

| Disclosure                                   | Quantity (2025) | Quantity (2024) | Units          |
|--|-----------------|-----------------|----------------|
| Total training hours provided to employees   |                 |                 |                |
| a. Female employees                          | 5,637.05        | 4,489           | Hours          |
| b. Male employees                            | 7,900           | 3,289.50        | Hours          |
| Average training hours provided to employees |                 |                 |                |
| a. Female employees                          | 19.71           | 5.71            | hours/employee |
| b. Male employees                            | 17.79           | 4.19            | hours/employee |

| What is the impact and where does it occur? What is the organization's involvement in the impact?   | Management Approach  |
|---|--|
| <p>VITA's training and development programs for its employees, whether internal or external, contribute to the employees' personal and professional growth and efficiency in the performance of their tasks.</p> <p>In 2025, multiple trainings were conducted across Luzon, Visayas, and Mindanao, covering a mix of internal, external, orientation, and conference-type programs. These included major capability building and compliance initiatives, such as HR for Non-HR Training, Internal Audit Training, Growth Assessment Enablement, Driving Strategic Collaboration, Basic Feed Milling 101, Train-the-Trainer programs, FSMS Refresher Courses, Emergency Preparedness and Response (EPR) orientations, Fire Drill orientations, leadership and technical trainings, as well as selected external and conference-based learning activities. Overall, the year 2025 reflects an active and continuous implementation of learning and development interventions aimed at strengthening employee competencies, compliance adherence, leadership effectiveness, and operational readiness across all regions.</p> | <p>VITA maintains a training calendar per region where it operates. Unless the relevant department requests differently, the trainings take place once a month. The majority of the trainings are focused and specifically tailored to the needs and demands of the departments and personnel. Based on the manner in which the training was delivered, VITA conducts a comprehensive post-training evaluation and feedback. In addition, it regularly assesses employees' work to gauge their development and progress.</p> |

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| <p>For 2025, an increase in overall training hours was observed compared with 2024. This increase was primarily driven by the rollout of largescale internal capability building programs, compliance related trainings, and technical development initiatives that involved broader employee participation across Luzon, Visayas, and Mindanao. High impact programs such as HR for Non-HR Training, Internal Audit Training, Growth Assessment Enablement, Driving Strategic Collaboration, and various technical and safety trainings were conducted through multiple batches and multiday sessions, significantly contributing to the total training hours. In contrast to 2024’s targeted leadership focus, 2025 expanded its scope to organization wide skill building and operational readiness, resulting in higher cumulative training hours despite a continued preference for onsite learning over virtual training modalities.</p> |   |
| <p><b>What are the Risk/s Identified?</b></p>  | <p><b>Management Approach</b></p>   |
| <p>The identified risks are mainly related to training capacity, consistency, and sustainability, including potential training fatigue and operational disruption from high volume, multi-day trainings, variability in learning effectiveness across regions, and data accuracy issues due to inconsistent tagging of training information. Additional logistical constraints linked to the preference for onsite training may limit flexibility; however, these represent moderate and manageable risks that require continued monitoring and standardization rather than critical concerns.</p>   | <p>VITA manages the identified risks and opportunities through a structured, centrally coordinated learning and development approach that balances operational needs with capability building. Risks related to training volume and scheduling are mitigated through careful training calendar planning, prioritization of critical programs, and close coordination with business units to minimize operational disruption. Consistency and data accuracy are addressed by standardizing training documentation, monitoring participation and completion, and continuously improving training records and reporting practices.</p> |
| <p><b>What are the Opportunity/ies Identified?</b></p>   |   |
| <p>The key opportunity identified is to strengthen the learning and development program through standardized training documentation, expanded use of internal trainers, and a blended learning approach that balances onsite and flexible learning options, while improving post training evaluation to ensure sustained performance and organizational impact.</p>  | <p>At the same time, VITA maximizes opportunities by expanding internal subject matter expertise, rolling out organization wide programs in planned batches, maintaining a strong preference for effective onsite learning, and exploring selective blended approaches where appropriate, ensuring that trainings remain impactful, aligned with business objectives, and sustainable across all regions.</p> <p>As disclosed above, VITA provided continuous learning by re-skilling and upskilling the</p>  |

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|  | employees. In 2025, the Company has improved usage of the Vitarich Learning Center platform. VITA shall continue to amplify this for 2026, where learning is at the employees’ fingertips and self-paced. There have been employees who have been identified for career progression and have undergone developmental assignments for a period of 3-6 months, in preparation for more complex roles in the organization. |
|--|---|

Labor-Management Relations

| Disclosure  | Quantity | Units |
|---|----------|-------|
| % of employees covered with Collective Bargaining Agreements                          |          | %     |
| Number of consultations conducted with employees concerning employee-related policies |          | #     |

|  |                            |
|--|----------------------------|
| <b>What is the impact and where does it occur? What is the organization’s involvement in the impact?</b> | <b>Management Approach</b> |
|  |                            |
| <b>What are the Risk/s Identified?</b>   | <b>Management Approach</b> |
|  |                            |
| <b>What are the Opportunity/ies Identified?</b>  | <b>Management Approach</b> |
|  |                            |

Diversity and Equal Opportunity

| Disclosure  | Quantity | Units |
|---|----------|-------|
| % of female workers in the workforce                                      |          | %     |
| % of male workers in the workforce  |          | %     |
| Number of employees from indigenous communities and/or vulnerable sector* |          | #     |

*\*Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

|  |                            |
|--|----------------------------|
| <b>What is the impact and where does it occur? What is the organization’s involvement in the impact?</b> | <b>Management Approach</b> |
|  |                            |
| <b>What are the Risk/s Identified?</b>   | <b>Management Approach</b> |
|  |                            |
| <b>What are the Opportunity/ies Identified?</b>  | <b>Management Approach</b> |
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Workplace Conditions, Labor Standards, and Human Rights  
Occupational Health and Safety

| Disclosure                     | Quantity (2025)  | Quantity (2024)   | Units     |
|--------------------------------|--|---|-----------|
| Safe Man-Hours                 | Luzon – 746,720<br>Visayas – 293,320<br>Mindanao – 454,480 | Luzon – 551,939.50<br>Visayas – 302,984<br>Mindanao – 640,398 | Man-hours |
| No. of work-related injuries   | Luzon – 0<br>Visayas – 0<br>Mindanao – 4                   | Luzon – 0<br>Visayas – 0<br>Mindanao – 8                      | #         |
| No. of work-related fatalities | Luzon – 0<br>Visayas – 0<br>Mindanao – 0                   | Luzon – 0<br>Visayas – 0<br>Mindanao – 0                      | #         |
| No. of work-related ill-health | Luzon – 0<br>Visayas – 0<br>Mindanao – 0                   | Luzon – 0<br>Visayas – 0<br>Mindanao – 0                      | #         |
| No. of safety drills           | Luzon – 1<br>Visayas – 2<br>Mindanao – 3                   | Luzon – 3<br>Visayas – 2<br>Mindanao – 4                      | #         |

| What is the impact and where does it occur? What is the organization's involvement in the impact?  | Management Approach   |
|--|---|
| <p>Based on the data recorded by VITA's Safety Officer, there was a total of 1,494,520 safe man-hours, slightly lower than in 2024. The decrease in the safe man-hours was primarily due to the work-related injuries in 2025.</p> <p>The 4 work-related injuries in 2025 happened in VITA's Mindanao operations and these resulted in temporary work absences and medical treatment for the affected personnel.</p> <p>In addition, there was only 1 safety drill held in Luzon, which was fire drill. In Visayas, there were 2 safety drills conducted in 2025 – fire and earthquake. In Mindanao, there were a total of 3 safety drills conducted – 2 fire drills and 1 earthquake drill.</p> | <p>VITA has an existing Safety Policy, the implementation of which is being monitored by a Safety Officer in all of its plants and offices. It promotes health and safety awareness to employees through its Safety Officers. It strictly implements all sanitary and biosecurity measures in place. In addition, VITA provides safety-related trainings and PPEs to its employees detailed in the plants. The Safety Officers also regularly send safety reminders to the employees via e-mails as well as the respective bulletin boards in the regional offices.</p> <p>VITA's regional company physicians and nurses are hands-on in monitoring health concerns of its employees. In place are health/medical, hospitalization, and accident insurance benefits for its employees and their legal dependents, subject to applicable policies and procedures. VITA</p> |
| What are the Risk/s Identified?  |   |

|  |  |
|--|--|
| <p>Work-related hazards that may cause work-related injuries, fatalities or ill-health include ergonomic hazards (lifting and prolonged sitting), eye strain, mental fatigue, work-related stress for office-based employees, dust and chemical exposure, computer radiation, moving machines, and equipment inside the plant.</p>                         | <p>also has an emergency response team-- including trained first aiders and fire brigade team members in addition to the safety officers.</p>  |
| <p><b>What are the Opportunity/ies Identified?</b></p>   | <p>VITA also regularly conducts a safety orientation annually. The same is reiterated during tool box meetings, routine safety inspections &amp; addressing unsafe acts &amp; conditions, and compliance with safety rules. It also regularly checks its machines, equipment, and facilities, adhering to the Hazard</p> |
| <p>The identified risks present an opportunity to continuously engage with employees through trainings to develop awareness and education to certain safety procedures as well as inculcate in them the importance of compliance with all safety procedures as well as reporting hazards and participating in health awareness and safety initiatives.</p> | <p>(HIRAC) tool. It also implements appropriate mitigations to address any identified hazard and risk.</p>   |
| <p>The consistency of e-mail and visual reminders, enhancement of health and safety protocols, and continuous and regular fire and earthquake drills can help sustain the absence of work-related injuries, ill-health and fatalities.</p>   |  |
| <p>The continued focus on ergonomic training, health awareness, and regular safety drills can also help avoid work-related injuries.</p>   |  |
| <p>Providing regular and specific safety training for different job roles helps ensure employees are aware of potential risks and correct procedures. Reviewing and updating emergency response plans, including first aid and earthquake &amp; fire safety procedures, is crucial for effective incident response.</p>                                    |  |

Labor Laws and Human Rights

| Disclosure  | Quantity | Units |
|---|----------|-------|
| No. of legal actions or employee grievances involving forced or child labor |          | #     |

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

| Topic        | Y/N | If Yes, cite reference in the company policy |
|--------------|-----|--|
| Forced labor |     |  |
| Child labor  |     |  |

|              |  |  |
|--------------|--|--|
| Human Rights |  |  |
|--------------|--|--|

|  |                            |
|--|----------------------------|
| <b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b> | <b>Management Approach</b> |
|  |                            |
| <b>What are the Risk/s Identified?</b>   | <b>Management Approach</b> |
|  |                            |
| <b>What are the Opportunity/ies Identified?</b>  | <b>Management Approach</b> |
|  |                            |

### Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

\_\_\_\_\_

Do you consider the following sustainability topics when accrediting suppliers?

| <b>Topic</b>              | <b>Y/N</b> | <b>If Yes, cite reference in the supplier policy</b> |
|---------------------------|------------|--|
| Environmental performance |            |  |
| Forced labor              |            |  |
| Child labor               |            |  |
| Human rights              |            |  |
| Bribery and corruption    |            |  |

|  |                            |
|--|----------------------------|
| <b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b> | <b>Management Approach</b> |
|  |                            |
| <b>What are the Risk/s Identified?</b>   | <b>Management Approach</b> |
|  |                            |
| <b>What are the Opportunity/ies Identified?</b>  | <b>Management Approach</b> |
|  |                            |

### Relationship with Community

#### Significant Impacts on Local Communities

| <b>Operations with significant (positive or negative) impacts on local communities</b> | <b>Location</b> | <b>Vulnerable groups (if applicable)*</b> | <b>Does the particular operation have impacts on indigenous</b> | <b>Collective or individual rights that have been identified that or particular</b> | <b>Mitigating measures (if negative) or enhancement measures (if positive)</b> |
|--|-----------------|---|---|---|--|
|  |                 |   |   |   |  |

| (exclude projects; this has to be business operations) | CSR |                             |  | people (Y/N)? | concern for the community   |   |
|--|-----|-----------------------------|--|---------------|---|---|
| Feed mill operations                                   |     | Iloilo                      |  | N             | As discussed above, VITA contributes to local employment and job creation. However, in the pursuit of its operations, it is unfortunate that it also contributes to pollution through its GHG emissions, air pollutants, solid, water and hazardous wastes. | As mentioned above, VITA regularly conducts preventive maintenance of its equipment to minimize its emissions. It also ensures that all wastes are properly segregated. VITA also complies with all environmental laws and regulations.<br><br><i>Please see disclosures under climate-related risks and opportunities.</i> |
|  |     | Davao                       |  | N             |   |   |
| Research and Development Farm Operations               |     | Nueva Ecija                 |  | N             | While VITA's R & D farm operations contribute to local employment and job creation, it also contributes to pollution through its air pollutants, solid, water and hazardous wastes.   | VITA ensures that all wastes are properly segregated. VITA also complies with all environmental laws and regulations, including safety measures in place.<br><br><i>Please see disclosures under climate-related risks and opportunities.</i>   |
|  |     | San Jose Del Monte, Bulacan |  | N             |   |   |

*\*Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: \_\_\_\_\_

| Certificates                     | Quantity | Units |
|----------------------------------|----------|-------|
| FPIC process is still undergoing |          | #     |
| CP secured                       |          | #     |

| What are the Risk/s Identified?          | Management Approach |
|--|---------------------|
|  |                     |
| What are the Opportunity/ies Identified? | Management Approach |
|  |                     |

## Customer Management

### Customer Satisfaction

| Disclosure            | Score (2025)  | Did a third party conduct the customer satisfaction study (Y/N)? | Score (2024)  | Did a third party conduct the customer satisfaction study (Y/N)? |
|-----------------------|---|--|---|--|
| Customer satisfaction | Feeds:<br><br>Overall rating (nationwide) – 4.07/5<br>Product (color, size, texture, odor, weight, price) – 3.88/5.0<br><br>Performance of feeds – 3.95/5<br><br>Sales services – 4.32/5<br><br>Marketing services - 4.12/5 |  | Feeds:<br><br>Overall rating (nationwide) – 4.7/5<br>Product (color, size, texture, odor, weight, price) – 4.68/5.0<br><br>Performance of feeds – 4.54/5<br><br>Sales services – 4.8/5<br><br>Marketing services - 4.76/5 | N  |

|  |  |  |  |  |
|--|--|--|--|--|
|  | <p>Foods:</p> <p>Overall rating (Central Luzon) – 3.75/5 or very satisfied</p> |  | <p>Foods:</p> <p>Overall rating (nationwide) – 3.5/5 or very satisfied</p> |  |
|--|--|--|--|--|

| What is the impact and where does it occur? What is the organization’s involvement in the impact?   | Management Approach   |
|---|---|
| <p>Based on the customer satisfaction survey conducted for feeds, VITA’s over-all rating is 4.07/5, slightly lower than 2024 but still higher than the target of 3.80. On the other hand, the customer satisfaction survey conducted for feeds in Central Luzon was 3.75/5, slightly higher than the Central Luzon survey conducted in 2024, which yielded a 3/5 rating. The customer satisfaction for feeds was conducted only in Central Luzon because this was initially a requirement of one of the customers of the Company. In 2026, VITA is transitioning to a nationwide rollout to standardize the process.</p> <p>These surveys impact VITA’s operations considering that quality products and excellent customer service translate to customer satisfaction, which in turn, contributes to VITA’s revenues. They create higher demand for VITA’s products and services, thus, necessitating additional manpower. It also contributes to the growth of its business partners.</p> | <p>VITA maintains ongoing customer engagement through surveys, business reviews, and regular visits, tailored to specific product lines and customer segments. This approach enables the timely collection of feedback, personalized interactions, and proactive anticipation of customer needs, while ensuring that all complaints are promptly acknowledged and resolved within a 24-hour timeframe to sustain customer satisfaction and trust.</p> <p>VITA regularly engages with its customers, the manner and frequency of which depend on the type of product and customer needs and expectations. For feeds, VITA conducts annual or bi-annual customer satisfaction surveys to assess how VITA can improve its products, services, and processes. For distributors, feedbacks are usually given during the annual trade partners’ night and quarterly business reviews. For key customers, VITA conducts bi-annual business reviews with them, where they also give feedback to VITA. It continuously collects customers’ feedback through survey, reviews, and direct interactions through regular customer visits. It personalizes its interactions and anticipates certain needs which can create a strong emotional connection with our customers. VITA ensures that complaints are addressed the soonest possible time and within a 24-hour cycle since delays or failure to resolve customer complaints can escalate dissatisfaction. VITA acknowledges and addresses issues as soon as they arise and the same are treated with utmost importance.</p> |
| What are the Risk/s Identified?   |   |
| <p>Customer dissatisfaction reduces retention and repeat business, increasing the cost of acquiring new customers, while also driving higher operational expenses due to the added burden of managing complaints, returns, and service-related issues.</p> <p>Unsatisfied customers are less likely to return, diminishing customer retention and repeat business, which can be more expensive to replace than maintaining existing relationships.</p> <p>Higher operational costs and strain on customer service resources when there is a high number of</p>  |   |

|   |  |
|---|--|
| complaints, returns, and issues that need to be resolved.   | In 2025, Company conducted focus group discussions on May 20, 2025 to June 2, 2025, November 2025, and December 2025. Consumer research indicates that Cook's by Vitarich is positively associated with quality, freshness, and convenience, particularly among those who have tried or are familiar with the brand. These attributes form the core of its perception, with respondents describing Cook's as dependable, flavorful, and practical for everyday meals. The brand also carries emotional resonance, often characterized as "The Reliable, Caring Home Cook"—approachable, wholesome, and supportive of Filipino families.                          |
| <b>What are the Opportunity/ies Identified?</b>   |  |
| VITA has an opportunity to strengthen its on-time delivery performance to match or exceed industry standards, reinforcing its reputation for reliability and professionalism.   |  |
| The implementation of regular customer satisfaction surveys and improving the feedback system for food products will support continuous improvement and ensure alignment with customer needs and expectations.  |  |
| There is an opportunity to improve VITA's ability to meet due dates and be at par, if not better, than the competitors. Aligning with the timeliness that the clients set is crucial as it will maintain positive relationships and build a reputation for being reliable and professional. There is still an opportunity for sustained and continuous customer satisfaction surveys for both feeds and foods to gauge and further improve VITA's brand offering based on its customer needs and expectations. In addition, there is still an opportunity to streamline the feedback mechanism for both feeds and foods products of VITA. | Cook's has established recognition and trust in Davao, where it is well-regarded by consumers familiar with the company. In other regions, especially Metro Manila, the brand is still in the process of expanding its visibility and reach. This stage reflects a growth opportunity: when consumers encounter Cook's, they respond positively to its quality and value, suggesting potential for broader acceptance as awareness and distribution improve.<br><br>In summary, Cook's is a brand with positive consumer associations and established strength in Davao, with clear opportunities to extend its presence and build wider recognition nationwide. |

Health and Safety

| Disclosure   | Quantity (2025) | Quantity (2024) | Units |
|--|-----------------|-----------------|-------|
| No. of substantiated complaints on product or service health and safety* | 9               | 2               | #     |
| No. of complaints addressed  | 9               | 2               | #     |

\*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

| What is the impact and where does it occur? What is the organization's involvement in the impact?  | Management Approach   |
|--|---|
| <p>For 2025, there were 9 valid complaints relative to the safety of VITA's foods segment products. They were already resolved.</p> <p>These complaints raised risks in the food safety and food defense programs of VITA as well as gaps in the food safety culture.</p>                | <p>VITA takes into consideration the health and safety of its feeds for consumption of poultry and livestock. It also requires its growers and breeders to follow the best practices in growing and raising poultry. It has Quality Assurance team that ensures a secure and compliant food production environment in all the dressing plant sites whether it is owned or tolled. The team continuously provide trainings to production employees in both food safety and food defense policies. Food safety and defense measures such as sanitation and hygiene as well as a more stringent security protocol to avoid adulterations align with VITA's efforts to prevent intentional and unintentional contamination. Moreover, both food safety and food defense require detailed documentation and traceability for products in case of contamination or tampering.</p> |
| What are the Risk/s Identified?  |   |
| <p>Failure to comply with established product quality and safety standards exposes VITA to significant risks, including legal liability, operational disruption, reputational damage, and financial loss.</p>  |   |
| What are the Opportunity/ies Identified?   |   |
| <p>Ensuring product health and safety mitigates legal, operational, reputational, and financial risks. This is achieved through the continuous review and improvement of HACCP plans, food safety and food defense programs, and robust process monitoring and verification systems.</p> | <p>VITA and its third-party dressing plants and toll partners operate under accredited and certified food safety systems, including NMIS accreditation, HACCP, ISO 22000:2018, and Halal certification, demonstrating compliance with internationally recognized standards. Product safety is further ensured through established environmental monitoring, product testing, food safety system implementation and continuous food safety and quality training.</p> <p>In 2025, VITA further enhanced its process monitoring, verification systems, and employee training to strengthen its food safety culture and prevent recurrence of incidents aligned to FSSC version 6 requirements, regulatory and customer requirements.</p>   |

Marketing and labelling

| Disclosure  | Quantity (2025) | Quantity (2024) | Units |
|---|-----------------|-----------------|-------|
| No. of substantiated complaints on marketing and labelling* | 2               | 2               | #     |
| No. of complaints addressed                                 | 2               | 2               | #     |

*\*Substantiated complaints include complaints from customers that went through the organization’s formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

| What is the impact and where does it occur? What is the organization’s involvement in the impact?  | Management Approach   |
|--|---|
| <p>In 2025, two packaging-related complaints were received from VITA’s e-commerce aggregator. These relate to: (1) instances where the Cook's Freshly Frozen packaging was already torn upon receiving; and (2) cases where Cook's Rice Cooker Meal bowl containers became deformed when stacked at higher levels, resulting in damage to the bowl.</p> <p>There has been no reported packaging and labeling complaints for VITA’s feeds products.</p> <p>The complaints impacted both operations and finance.</p>   | <p>VITA has Quality Assurance personnel to ensure not only the health and safety of its products but also the proper packaging and labeling of each item. In 2025, VITA continued the use of its improved woven sacks which has better print quality and specification.</p> <p>VITA manages risks and opportunities by reviewing actual incidents and implementing corrective measures to prevent recurrence. Identified packaging concerns from the e-commerce channel were addressed through adjustments in packaging and handling standards, based on Quality Assurance guidance. These actions help reduce product damage, minimize waste, and improve delivery outcomes, while strengthening operational controls and customer confidence.</p> |
| What are the Risk/s Identified?  | <p>Further, prior to launching and using a particular packaging for a product, internal surveys among the employees are conducted to test run the intended packaging. These surveys are signed-off by the marketing, sales, quality assurance and R&amp;D departments.</p>  |
| <p>The complaints received highlight risks related to packaging durability and product protection. Torn packaging of Cook’s Freshly Frozen products upon receipt and deformed Rice Cooker Meal bowls due to stacking may compromise product quality, food safety, and overall customer experience. These conditions also increase the risk of product losses and waste, which can affect operational efficiency and brand trust, particularly within the e-commerce channel.</p> <p>Loose, or open, or easily opened seals expose VITA’s Cook’s products to the following risks: contamination, spoilage, ice crystallization, dehydration (freezer burn), and customer dissatisfaction.</p> <p>Faded label prints may give an impression that VITA’s products are old/expired. In addition, loose seals of the sacks expose the feeds to infestation. Both the foregoing may negatively impact VITA’s branding and sales.</p> |   |
| What are the Opportunity/ies Identified?   |   |

|  |  |
|--|--|
| <p>Sustained and increased customer satisfaction through the sustained and continued improvement of the packaging materials for both feeds and foods.</p> <p>There is an opportunity to continuously improve its packaging, emphasizing product freshness and quality.</p> <p>Improvement in packaging protection for Cook's Freshly Frozen products by shifting from sacks to crates, and reducing damage to Cook's Rice Cooker Meals by setting standard stacking limits during storage and transport. These improvements support better product condition upon delivery, lower product losses, and improved customer satisfaction, particularly in the e-commerce channel.</p> <p>Strengthening customer loyalty through transparent updates and incentives will build long-term trust while showcasing these proactive measures will enhance the brand's reputation and position it as a commitment to excellence.</p> <p>Organic marketing through the brand advocacy of satisfied customers on account of increased customer engagement as well as customer reassurance and quality assurance messaging of VITA.</p> |  |
|--|--|

Customer privacy

| Disclosure   | Quantity | Units |
|--|----------|-------|
| No. of substantiated complaints on customer privacy*   |          | #     |
| No. of complaints addressed  |          | #     |
| No. of customers, users and account holders whose information is used for secondary purposes |          | #     |

\*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

|  |                            |
|--|----------------------------|
| <b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b> | <b>Management Approach</b> |
|  |                            |
| <b>What are the Risk/s Identified?</b>   | <b>Management Approach</b> |
|  |                            |

| What are the Opportunity/ies Identified? | Management Approach |
|--|---------------------|
|  |                     |

Data Security

| Disclosure   | Quantity | Units |
|--|----------|-------|
| No. of data breaches, including leaks, thefts and losses of data | 0        | #     |

| What is the impact and where does it occur? What is the organization’s involvement in the impact?   | Management Approach  |
|---|--|
| For 2025, VITA did not experience data breach, leak, theft or even loss. All data regarding its business operations, trade secrets, employees, suppliers, and customers are intact and secured. Since it was able to keep its data secured, its business operations and supply chain remained undisturbed and its business operations and supply chain were not exposed to legal, financial and operational risks.  | <p>VITA has an IT department in charge of maintaining the integrity and security of data stored electronically as well as the maintenance and security of all computers used by the employees. It has also developed a safe-keeping system of all its contracts, records, and important documents to protect the data in the said contracts, records or documents. Only those that have a “need” to access these documents may be allowed access to the said records, contracts, or documents and the information contained in those records, contracts or documents must be used only for a legitimate purpose.</p> <p>In 2024, VITA also renewed existing endpoints, firewall, and SSL to protect and secure data. It has also implemented a single sign on application.</p> <p>In 2025, VITA managed risks and opportunities by maintaining IT oversight over data security and access control while developing and reviewing key IT governance and security policies. Access to systems and records remained restricted to authorized users based on business need, and the organization focused on strengthening its security and risk management framework in preparation for full implementation starting 2026.</p> <p>In late 2025, VITA implemented key IT policies to strengthen the protection of its data and information systems, establishing standardized controls for security, risk management, and operational governance.</p> |
| What are the Risk/s Identified?   |  |
| <p>Breach of data security exposes VITA, its directors, officers, and employees to legal, operational, financial and reputational risks.</p> <p>Cybersecurity threats, human error, third-party/vendor exposure, system or service downtime and physical or environmental damage to IT assets.</p>  |  |
| What are the Opportunity/ies Identified?  |  |
| <p>The continued rollout and standardization of centralized identity and access management across all regions provides consistent data protection. The organization also sees opportunities to further enhance data security through improved email security controls, wider adoption of multi-factor authentication, and continuous strengthening of security monitoring and user awareness and training to prevent unauthorized access.</p> <p>VITA still sees opportunities to increase its data security through: (a) improved e-mail security; and (b) use of additional security measures, such as two-factor</p> |  |

|  |  |
|--|--|
| <p>authentication, to prevent unauthorized access to data.</p> | <p>These included the IT Incident Management Policy, IT Risk Management Framework, IT Physical and Environmental Security Policy, IT Vendor Management Policy, IT Service Management Policy, Software Development Life Cycle Policy, CCTV Policy, Internet Usage Policy, and Mobile Phone Plan (Tool-of-Trade) Policy.</p> <p>In 2025, VITA focused on the creation, drafting, and review of key IT policies and governance initiatives to protect and secure data. These policies were developed by the IT team and underwent review and validation by external vendors and management, establishing a strong foundation for data protection, risk management, and information security. While these policies were not yet actively enforced in 2025, they were formally finalized and scheduled for implementation starting January 2026, ensuring readiness for consistent and effective data protection controls moving forward.</p> |
|--|--|

## UN SUSTAINABLE DEVELOPMENT GOALS

### Product or Service Contribution to UN SDGs


Key products and services and its contribution to sustainable development.

| Key Products and Services  | Societal Value / Contribution to UN SDGs   | Potential Negative Impact of Contribution                        | Management Approach to Negative Impact  |
|--|--|--|---|
| Animal Feeds   | <b>SDG Goal 2: Zero Hunger</b>   | 1. Shortage of natural resources.                                | As disclosed in the previous topics, VITA continuously evaluates its strategies and modifies them as may be necessary to adapt to the changing landscapes, provide solutions to challenges encountered, and pioneer innovations. VITA operates within the parameters of law, regulations, its ECC and |
| Animal Health Care   | 1. Continuous provision of healthy and safe feeds for animals and foods for people.  | 2. Waste generation.   |   |
| Chicken (Dressed and Value-Added Products under the flagship brand “Cook’s”) | 2. Lifetime Profitable Partnerships with its business partners, suppliers, customers and employees.<br>3. Higher allocation of VITA’s procurement budget to local suppliers. | 3. Pollution contribution.<br>4. Contribution to Climate Change. |   |

|  |   |  |   |
|--|---|--|---|
|  | <p>4. Increased and strengthened support to local agriculture.</p> <p><b>SDG Goal 8: Decent Work and Economic Growth</b></p> <p>1. Continued economic growth of VITA and contribution to its stakeholders' economic growth.</p> <p>2. Job creation, competitive compensation packages, and career growth opportunities.</p> <p>3. Full, productive, efficient, healthy and safe workplace.</p> <p>4. Higher allocation of VITA's procurement budget to local suppliers.</p> <p><b>SDG Goal 12: Responsible Production and Consumption</b></p> <p>1. Efficient use and management of natural and non-natural resources.</p> <p>2. Compliance with environmental laws and regulations, including compliance with EPR Act.</p> <p>3. Continued use of Solar Energy Project in Iloilo feed mill.</p> <p>4. About 86.95% of procurement budget was spent on local suppliers.</p> <p>5. Healthy and safe feeds and food.</p> <p>6. Sagip Kalikasan</p> <p>7. Marilao creek clean-up</p> |  | <p>it shall continue to look for solutions to further mitigate, manage, and reduce its contributions to pollution and climate change as well as to further reduce the wastes it generates/produces from its operations. It shall continue to regularly maintain and upgrade its equipment and facilities.</p> <p>VITA is continuously improving and innovating its operations and processes to manage its negative impacts to the economy, environment, and society as well as to have continuous LPPs with its stakeholders.</p> <p>VITA launched its <i>Sagip Kalikasan</i> initiative in Bulacan in February 2025, a program that uses bamboo as a solution for climate change mitigation.</p> <p><i>Please see also disclosures under Climate-Related Risks and Opportunities</i></p> |
|--|---|--|---|

\* None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.

# ANNEX “A”

|   | <b>PURPOSE</b>   | <b>FORGING LIVELIHOOD. NOURISHING LIVES</b>  |   |  |
|--|--|--|---|--|
|  | <b>VISION</b>  | We are the motivation that inspires the Filipino to become driven agripreneurs.  |   |  |
|  | <b>MISSION</b>   | We will build the future-ready pathways of their agribusiness journey, thriving on sustainable innovation.                     |   |  |
| Continuously adapt <b>new business development programs</b> and <b>technological advancements</b> to enhance product and service quality |  | Empower employees, trade partners, and customers through <b>knowledge sharing and innovations</b> in agribusiness              | Provide comprehensive solutions to <b>raise the standards of the country's agribusiness</b> industry through products and services  | Build partnerships with business partners and customers to achieve <b>long-term profitability and sustainability</b> and increase shareholder value. |
| Inputs   | Business Processes                                       | Outputs  | Outcomes  |  |
| Financial Capital  | Manufacturing and distribution of various animal feeds   | Several lines of hogs and poultry feeds for different customers under flagship brand “Vitarich” feeds                          | <b>Sustainable business and partnerships</b> with growers, broilers and hog raisers as well as farmers, suppliers and other stakeholders <b>where employees are engaged, product integrity is prioritized, productivity is improved, and negative impacts of our operations to the environment and social risks are reduced.</b><br><br>Continued contribution to the <b>country's economic development</b> through jobs, incomes and improved competencies, as well as taxes paid to the government. |  |
| Manufactured Capital   | Distribution of day-old chicks for broiler operations    | Pullets for table egg producing farm customers   |   |  |
| Intellectual Capital   | Distribution of day-old pullets                          | Dressed chicken and value-added products under the brand “Cook's”  |   |  |
| Human Capital  | Integration of broiler chicken from contract growing     | Animal health products for partner growers, broilers, hog raisers and customers in the general public under the brand “Gromax” |   |  |
| Natural Capital  | Distribution of dressed chicken and value-added products | Sustainable relationships with institutional customers, distributors, key retail stores, and SMEs.                             |   |  |
| Social Capital   | Relations with its different stakeholders                |  |   |  |
| CORE VALUES  |  | Leadership with Integrity  | Excellence  | Care for others  |