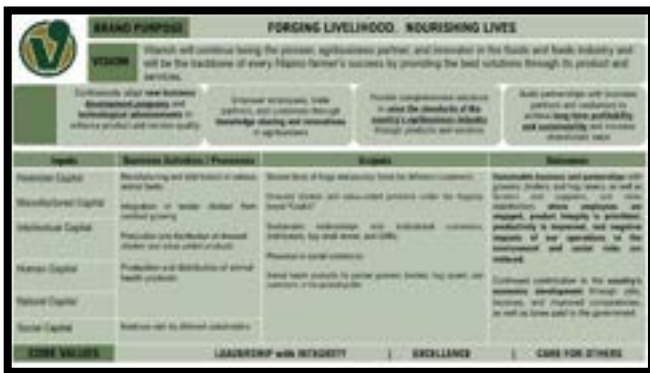


# 2024 SUSTAINABILITY REPORT

## 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, Exchange Road, 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>Luzuriaga Ext., Reclamation Area, Brgy. 13, 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 Km. 14, Panacan, Davao City</p> <p>VITA has also operations with its Toll Mill Partner in 105 Barrio Bagbaguin, Sta. Maria, Bulacan</p> <p>Dressing Plants owned by VITA and operated by its subsidiary, Barbatos Ventures Corporation (“BVC”):</p>

	Sta. Rosa I, Marilao, Bulacan Purok 12 Quarry, Tugbok, Davao City
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	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.
Business Model, including Primary Activities, Brands, Products, and Services	Please see Annex "A"  The diagram illustrates VITA's brand purpose and business model. At the top, the 'BRAND PURPOSE' is 'FORGING LIVELIHOOD, NOURISHING LIVES'. Below this, a 'VISION' statement reads: 'VITA will continue being the premier agribusiness partner and innovator in the food and feeds industry and will be the backbone of every Filipino farmer's success by providing the best solutions through its product and services.' The core business model is divided into four quadrants: 1. 'Sustainably crop new business' (Development, technology, innovation, product, and service quality), 2. 'Improve efficiency, trade partners, and customer through knowledge sharing and innovation of agribusiness', 3. 'Provide comprehensive solutions to solve the challenges of the country's agribusiness industry through products and services', and 4. 'Build partnerships with business partners and customers to achieve long-term profitability and sustainability and increase shareholder value'. Below these are four pillars: 'Inputs' (Financial Capital, Manufacturing and distribution in various areas), 'Business Activities / Processes' (Integration of value chain, human capital, production and distribution of dress, and production and distribution of animal health products), 'Outputs' (Diverse line of crops and services, diverse agribusiness services, and animal health products), and 'Outcomes' (Sustainable business and partnership, productivity to improve, and customer contribution to the country's economic development). At the bottom, 'CORE VALUES' are listed: LEADERSHIP with INTEGRITY, EXCELLENCE, and CARE FOR OTHERS.
Reporting Period	January 1, 2024 to December 31, 2024
Highest Ranking Person responsible for this report	Atty. Mary Christine C. Dabu-Pepito (Assistant Corporate Secretary/Compliance Officer/Corporate Information Officer)

*\*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

### Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.<sup>1</sup>

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:

#### (a) Direct Economic Value Generated and Distributed

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

- (b) Climate Related Risks and Opportunities
- (c) Proportion of Spending on Local Suppliers
- (d) 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
- (e) Environmental Impact Management
- (f) Environmental Compliance
- (g) Employee Management
- (h) Occupational Health and Safety
- (i) Relationship with Community, except those pertaining to IPs
- (j) 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 (2024)	Amount (2023)	Amount (Restated 2022)	Units
Direct economic value generated (revenue)	12,571,724,786	12,509,448,015.00	11,978,605,046.00	PhP
Direct economic value distributed:				
a. Operating costs	10,998,780,719	11,555,586,962.00	10,853,828,605.00	PhP
b. Employee wages and benefits	371,408,811	352,734,377.00	324,516,851.00	PhP
c. Payments to suppliers, other operating costs	701,467,146	544,145,841.00	576,235,796.00	PhP
d. Dividends given to stockholders and interest payments to loan providers	Interest payments only – 78,590,474	Interest payments only – 75,423,301 (restated; previous disclosure: 75,823,288.00)	Interest payments only – 39,673,099.00 (restated; previous disclosure: 40,001,976.00)	PhP
e. Taxes given to government	296,598,293.00	242,259,018.00	244,056,997.00	PhP
f. Investments to community (e.g. donations, CSR)	396,606.00	0.00	0.00	PhP

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 generated a total consolidated revenue of Php12,571,724,786.00 in 2024, driven by its business operations, strategic initiatives, and other contributing factors. This was higher than the total consolidated revenue in 2023, primarily due to a Php91.8 million fair value gain on biological assets. Revenue also surpassed 2022 levels, fueled by the expansion of the Foods segment, which recorded a 19% growth in sales volume.</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 2024 were lower than in 2023, primarily due to a decline in feed sales volume and lower raw material costs. However, operating costs were slightly higher than that in 2022, due to expansion of the Foods segment, which saw a 19% increase in sales volume. This growth resulted in higher manpower requirements for internal farms, as well as increased contract growing and dressing fees.</p> <p>Interest payments for 2024 took into consideration the accretion of interest to right-of-use ("ROU") buildings. For consistency, the interest payments for 2023 were restated to consider accretion of interest to ROU buildings.</p> <p>VITA's CSR activities in 2024 consisted of Marilao river clean-up and tree planting activity, donation drive to aid to employees who were badly hit by typhoon Carina, relief goods operation drive for the victims of typhoons Kristine and Leon, outreach program at BJMP SJDM female dorm, blood letting activity in coordination with Red Cross Philippines in Bulacan and Iloilo, medical missions and feeding program in Iloilo, and dressed chicken donation in Iloilo.</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. 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>

VITA's consolidated net income before tax in 2024 was at Php314,383,734.00.		
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 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 2024 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

<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.

Recommended Disclosures			
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>The President and/or department heads report to the Board of Directors how floods or extreme weather conditions affect or impact VITA's business as well as the measures undertaken/to be undertaken to minimize the impacts and/or maximize the benefits.</p>	<p>VITA is exposed to the following climate-related risks:</p> <ul style="list-style-type: none"> <li>i. Physical Risks of flooding and land subsidence (Bulacan), typhoons and inland flooding (Isabela and Bicol), coastal erosion and urban flooding (Iloilo, Cebu, and Bacolod), heat waves and urban drainage issues (Davao, CDO), extreme weather events, and biosecurity and disease control.</li> <li>ii. Operational Risks such as disruption of feed ingredient supply, and transport disruptions.</li> <li>iii. Credit and Liquidity risks affecting VITA's financial performance and access to capital.</li> <li>iv. Regulatory risks relative to the impact of its emissions to air and water quality as well as plastic consumption's threat to marine life.</li> </ul> <p>Risks that may occur over the short-term period are the physical risks of</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; and/or (c) continuous research and benchmarking with other companies in the same industry.</p>	<p>VITA's metrics in assessing its climate-related risk management and strategy are: (a) cost efficiency of its strategy; (b) quality of feeds, animal health, dressed chicken and value-added products; (c) ability to meet customers' demands; and (d) customer satisfaction.</p>

	<p>typhoons and inland flooding. Those that may occur over the short to medium term period are the physical risks of flooding and land subsidence, extreme weather events, biosecurity and disease control, and disruptions on transportation and feed ingredient supply. Those that may occur over the medium term are the physical risks of coastal erosion and urban flooding. The risks that may occur over the long-term period are heat waves and urban drainage issues as well as air and water quality and plastic consumption's threat to marine life.</p> <p>VITA's continued use of solar energy in its Iloilo Feed Mill plant in its 2024 operations as well as its other sustainability upgrades in its production/dressing plant present an opportunity for VITA to counter the climate-related risks. e. VITA also allowed its employees to plant within company premises and share with one another their produce (Green Sanctuary Program) provides an avenue for employees to contribute to VITA's sustainability practices. In addition, the climate-related risks identified above present</p>		
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	<p>opportunities to develop climate-resilient feed formulations and to rehabilitate the riverbank stability as well as soil and air qualities in the areas of its operations, as may be necessary.</p> <p>The development of climate-resilient feed formulations may be done over the short-term period while the rehabilitation of riverbank stability and soil and air quality as well as sustainability upgrades in the plants can be done over the long-term period.</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>		
b) Describe management's role in assessing and managing climate-related risks and opportunities	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	b) Describe the organization's processes for managing climate-related risks	b) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets
The management regularly assesses impacts of predictable climate-related risks, such as extreme rains, extreme humidity, or even flooding, to its operations and makes	<p>The climate-related risks identified above are seen to have the following impacts:</p> <p>a. Flooding and land subsistence: high impact on facilities and logistics,</p>	To manage the climate-related risks, VITA monitors the temperature in the farms, increases cooling systems in farms, as may be necessary, and/or re-	VITA's target in managing its climate-related risk management and strategy is to continue to deliver on time the agreed volume or agreed



<p>the appropriate adjustments in its strategies. The unpredictable climate-related risks like earthquake as well as measures undertaken/to be undertaken to minimize the adverse impacts are discussed by the management and reported to the Board as it happens. VITA's strategies take into account the climate-related risks and opportunities that are material to it.</p>	<p>which may increase insurance and disruption mitigation costs.</p> <p>b. Typhoons and inland flooding: high impact on supply chain and production, which will likely cause business interruption and repair costs.</p> <p>c. Coastal erosion and urban flooding: medium impact on operations, causing erosion-related asset damage and urban disruption.</p> <p>d. Heat waves and urban drainage issues: low to medium impact on workforce and infrastructure, in addition to causing heat stress in animals, affecting their health, growth, and productivity. These risks may likely reduce productivity while increasing cooling costs. These may also cause reduced overall performance in poultry and livestock and higher feed conversion ratios, impacting overall live cost.</p> <p>e. Air and water quality and plastic consumption's threat to marine life: may likely subject VITA to fines or market penalties for non-compliance.</p> <p>f. Extreme weather event: high impact on production and logistics and will likely to increase costs for feeds and animal health care. It may also cause disruption in supply</p>	<p>formulates its feeds as may be necessary to adapt to maintain the same quality while adapting to the environment. It also has biosecurity protocols in place. VITA also benchmarks and conducts continuous consultations and research and development to maintain the quality of feeds despite using alternative raw materials. Likewise, VITA ensures the diversity of its supply chain to address and manage impacts of climate-related risks. VITA also conducts regular trainings on biosecurity measures to help its business partners in terms of productivity.</p> <p>VITA's Iloilo Feed Mill plant continued the use of solar energy. It also allowed the employees to continue the Green Sanctuary Program, which helps absorbs carbon emissions.</p> <p>Apart from this, VITA also regularly maintains and upgrades its equipment to comply with DENR standards as well as to maintain and improve operational efficiencies.</p>	<p>reduced volume of feeds and chicken to its customers without sacrificing quality, and without incurring too much costs.</p>
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	<p>chains, causing feed shortages, and impacting animal health.</p> <p>g. Biosecurity and disease control: high impact on livestock health and revenue as VITA will likely incur costs associated with disease outbreaks and loss of livestock.</p> <p>h. Disruption of feed ingredient supply: likely to affect grains quality as it may cause infestation, thereby incurring higher raw material costs resulting in higher feed costs.</p> <p>i. Transport disruptions: affect the timely delivery of raw materials and finished goods, leading to stock shortages and increased transportation costs. These, in turn, translate to higher raw material costs, resulting in higher feeds costs. These may also result in starvation in farms due to delay in feeds delivery.</p> <p>On the other hand, the following are the identified impacts of the climate-related opportunities disclosed above:</p> <p>a. Continued use of solar energy in the Iloilo Feed Mill plant resulted in reducing the GHG emissions in the plant.</p> <p>b. Development of climate-resilient feed formulations may likely improve performance of</p>		
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	<p>flock during the summer season, reducing mortality.</p> <p>c. Rehabilitation of riverbank stability, soil and air quality in the areas of operations may likely reduce material costs while enhancing brand image and market access. It may also open up avenues to secure government incentives.</p> <p>d. Sustainability upgrades in the plants will likely result in long-term cost savings and regulatory compliance, thereby avoiding unnecessary costs due to penalties.</p> <p>e. The continued permission for employees to plant within company premises (Green Sanctuary Program) helps absorb carbon emissions, which, in turn, helps minimize VITA's adverse impacts on the environment.</p>		
	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 climate-related risk management continues to prove to be resilient as evidenced by its continued financial and operational stability.	As can be seen above, changes and modifications are made in VITA's business processes and feed formulation to mitigate	

		impacts of climate-related risks and adapt to constraints brought about by climate-related risks and events.	
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## Procurement Practices

### Proportion of spending on local suppliers

Disclosure	Quantity (2024)	Quantity (2023)	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	Nationwide: 96.27%  Luzon – 42.98% Visayas – 19.58% Mindanao – 33.71%	Nationwide: 92.07%  Luzon – 48.26% Visayas – 12.29% Mindanao – 31.52%	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
For the year 2024, 96.27% of VITA's procurement budget was spent on local suppliers, 4.2% higher than that in 2023. These suppliers include only suppliers of raw and other trade materials and exclude service providers such as consultants and contractors. Local sourcing of raw and other trade materials had been favorable in 2024 since the price against imported raw materials was relatively at par with the budget. In addition, VITA opted to source locally given the higher risks involved for importation.	<ul style="list-style-type: none"> <li>➤ Suppliers</li> <li>➤ Domestic companies especially the MSMEs, and farmers.</li> </ul>	VITA manages its supply chain by increasing allocation of budget on local suppliers. Its procurement policies and strategies were crafted, reviewed, revised and implemented in a manner consistent with the company's vision of being the backbone of every Filipino farmer's success and mission of building partnerships with its suppliers, among others. Its procurement policies and strategies are periodically reviewed in order to continuously improve the company's buying plans, strategies and timings.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
❖ Operational risks include uncertainty in market supply, off specification with	In addition to the foregoing:	In addition to the foregoing, VITA streamlines its supplier base to

<p>VITA's acceptance standards, animal diseases as well as weather disturbance.</p> <ul style="list-style-type: none"> <li>❖ Financial risks due to inflation in prices and regulatory changes.</li> <li>❖ Legal, operational, financial and reputational risks due to regulatory changes, and delayed or non-payment of suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Customers</li> <li>➤ Creditors</li> <li>➤ Shareholders</li> <li>➤ Investors</li> </ul>	<p>reduce costs and improve quality. It accredits additional suppliers, or it reformulates feeds as may be necessary without sacrificing the quality of feeds.</p> <p>It minimizes exposure to foreign exchange rate volatility.</p> <p>VITA also conducts regular trainings on biosecurity measures to help its business partner – farmers in terms of productivity.</p> <p>VITA makes payment allocations to suppliers, especially major raw materials suppliers and ensure better raw materials cost and 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>
<b>What are the Opportunity/ies Identified?</b>		
<ul style="list-style-type: none"> <li>❖ In terms of market opportunities, there is an opportunity to partner with local farmers to secure stable supply chains and rendering support to smallholder farmers by providing technical assistance, training, and market access.</li> <li>❖ The availability of long-term contracts with suppliers will allow better terms with local raw materials suppliers.</li> <li>❖ The availability of reliable local suppliers can ensure operational efficiencies despite weather conditions.</li> <li>❖ The availability of raw materials and other input goods and services all year round can minimize increase in costs despite sudden or significant increase in prices of goods and services.</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		%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to		%
Percentage of directors and management that have received anti-corruption training		%
Percentage of employees that have received anti-corruption training		%

<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>
<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>

#### Incidents of Corruption

<b>Disclosure</b>	<b>Quantity</b>	<b>Units</b>
Number of incidents in which directors were removed or disciplined for corruption		#
Number of incidents in which employees were dismissed or disciplined for corruption		#
Number of incidents when contracts with business partners were terminated due to incidents of corruption		#

<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>
<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>

## ENVIRONMENT

### Resource Management

Energy consumption within the organization:

Disclosure	Quantity (2024)	Quantity (2023)	Units
Energy consumption (renewable sources)	Visayas – 166,309	Visayas – 195,626	Kwh
Energy consumption (SFO <sup>4</sup> )	Visayas – 5,347	Visayas – 4,464.97	GJ
Energy consumption (gasoline)	Luzon – 51,072.21 Visayas – 4,717.56 Mindanao – 16,523.26	Luzon – 44,041.90 Visayas – 2,410.17 Mindanao – 9,907.69	Liters
Energy consumption (LPG)	Visayas – 200	Visayas – 180	KG
Energy consumption (diesel)	Luzon – 14,780 liters (for forklift); 126,374.21 (for fleet) Visayas – 14,800 liters (for boiler & forklift); 60,752.68 liters (for fleet) Mindanao – 333,742.41 liters (for boilers); 115,889.11 liters (for fleet)	Luzon – 96,167.72 Visayas – 44,889.01 Mindanao – 88,718.74	Liters or GJ
Energy consumption (electricity)	Luzon – 1,233 kwh (office); 3,876,315 (dressing plant) Luzon Warehouse – 153,712 Visayas – 1,449,400 (ILECO), 11,086 (Bacolod Satellite Warehouse) Mindanao – 2,970,069.20 (Panacan, Davao), 7,710 (CDO Satellite Warehouse)	Luzon – 1,287 (Marilao office only); 3,973,922 Luzon Warehouse – 156,555 Visayas – 1,304,800 (Iloilo); 11,598 (Bacolod Satellite Warehouse); 1,285 (Cebu Satellite Warehouse) Mindanao – 3,787,487.85 (Davao); 6,836 (CDO Satellite Warehouse)	kWh

### Reduction of energy consumption

Disclosure	Quantity (2024)	Quantity (2023)	Units
Energy consumption (renewable sources)	Visayas – 29, 317	Visayas – 1,947	KWH
Energy reduction (SFO)			GJ
Energy reduction (gasoline)			GJ

<sup>4</sup> Special fuel oil

Energy reduction (LPG)		Visayas – 20	GJ
Energy reduction (diesel)		Visayas – 2.22 Mindanao – 2,130.94	Liters
Energy reduction (electricity)	Luzon – 54 (Marilao office); 97,607 (DP); 2,843 (Luzon warehouse) Visayas – 512 (Bacolod Satellite) Mindanao – 817,418.65 (Panacan, Davao)	Visayas -327,800 (Iloilo); 1,994 (Bacolod Satellite); 4,175 (Cebu Satellite Warehouse)	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 due to the decrease in production volume, in addition to the defective inverter that is due for replacement by the supplier. The decrease in electricity consumption in the Marilao office was due to typhoon Carina as there was a week-long power interruption in the area due to the said typhoon. The decrease in electricity consumption in the Luzon warehouse was due to the closure of the external warehouse in Bocaue, Bulacan. The decrease in the electricity consumption in CDO</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, with the project currently undergoing a review by the Engineering team. In addition, it conducts regular preventive maintenance of all its equipment.</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>was due to the additional installation of air conditioning units for AHC storage rooms.</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.</p> <p>The use of solar energy in the Iloilo feed mill plant resulted in reduction of VITA's GHG emissions in 2024 by: (a) 250,764.93 kg in terms of CO<sub>2</sub> emissions; (b) 134.51 kg. in terms of NO<sub>x</sub> emissions; and (c) 2.82 kg. in terms of SO<sub>2</sub> emissions. These reductions were lower than those avoided in 2023. It should be, however, noted that VITA's solar capacity is only around 10% of the plant's electrical power requirement versus the 15% to 20% capacity in 2023. 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.</p> <p>The use of solar lights in Davao plant's perimeter allowed the Corporation to save a total of 51,840 kw of energy in 2024.</p>		
<p><b>What are the Risk/s Identified?</b></p> <p>❖ Climate change brought about by increase in air emissions and pollutions due to the use of non-renewable sources of energy.</p>		

❖ Depletion or shortage of non-renewable sources of energy.		
<b>What are the Opportunity/ies Identified?</b>		
❖ The continued use of solar energy in the Iloilo feed mill plant gives the opportunity to further increase efficient consumption of energy. ❖ 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. ❖ The solar project in Davao is still an opportunity to further improve VITA's efficiencies.		

#### Water consumption within the organization

Disclosure	Quantity (2024)	Quantity (2023)	Units
Water withdrawal	Visayas – 3,902 (Iloilo) Mindanao – 5,984 (Davao)	Visayas – 4,317 (Iloilo) Mindanao – 5,842 (Davao)	Cubic meters
Water consumption	Visayas – 3,902 (Iloilo); 135 (Bacolod Satellite Warehouse)  Mindanao – 5,984 (Davao); 111 (CDO Satellite Warehouse)	Luzon warehouse – 138.69  Visayas – 4,317 (Iloilo); 120 (Bacolod Satellite Warehouse); 32 (Cebu Satellite Warehouse)  Mindanao – 5,842 (Davao); 129 (CDO Satellite Warehouse)	Cubic meters
Water recycled and reused	Visayas – 0 Mindanao – 0	Visayas – 0 Mindanao – 0	Cubic meters

<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>
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<p>The data above were based on the water consumption and/or withdrawal in VITA's satellite warehouse in Luzon, 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.</p> <p>In Iloilo, water consumption and withdrawal in 2024 decreased by 415 cubic meters. The repair of the steam lines contributed to the decrease in water consumption. The decrease resulted in a savings of about P49K, more or less. On the other hand, the water consumption in Bacolod satellite increased by 15 cubic meters.</p> <p>In Davao, the slight increase in water consumption and withdrawal in 2024 by 142 cubic meters was due to the product mix in production. However, water consumption in CDO warehouse slightly decreased by 18 cubic meters in 2024.</p> <p>In both the Iloilo and Davao feed mill plants, the water is used only for steam generation.</p>	<p>➤ Communities where VITA operates</p> <p>➤ Government</p>	<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><b>What are the Risk/s Identified?</b></p>		
<ul style="list-style-type: none"> <li>❖ Climate change</li> <li>❖ Depletion or shortage of water</li> </ul>		
<p><b>What are the Opportunity/ies Identified?</b></p>		
<ul style="list-style-type: none"> <li>❖ VITA could explore rainwater harvesting in the feed mill</li> </ul>		

plants in order to further reduce its water withdrawals.		
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#### Materials used by the organization

Disclosure	Quantity (2024)	Quantity (2023)	Units
Materials used by weight or volume			
<ul style="list-style-type: none"> <li>Renewable</li> </ul>	Luzon – 94,176,250 Visayas – 48,895,450 Mindanao – 74,977,575	Luzon – 105,856,129 Visayas – 41,498,250 Mindanao – 75,358,100	kg
<ul style="list-style-type: none"> <li>non-renewable</li> </ul>	Luzon – 2,030,488 Visayas – 125,210 Mindanao – 599,820.60  Plastic Packaging (Unaudited data) – 636,374.36 (Feeds); 152,554.92 (Foods)	Luzon – 2,050,221 Visayas – 104,890.14 Mindanao – 526,895  Plastic Packaging (Unaudited data) – 661,529.40 (Feeds); 169,485.86 (Foods)	Kg
Percentage of recycled input materials used to manufacture the organization's primary products and services	0	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
The renewable materials disclosed above are the raw materials used or consumed by VITA for 2024. Renewable materials used and/or consumed in 2024 in Luzon and Mindanao decreased by 11,679,879 kg. and 380,525 kg., respectively,	<ul style="list-style-type: none"> <li>➤ Suppliers</li> <li>➤ Communities where VITA operates</li> <li>➤ Government</li> <li>➤ Customers</li> </ul>	VITA complies with laws relative to materials consumption and conservation. It also shifted from the use of laminated sack to a reusable woven sack for its feeds. Re-using the woven sacks helps reduce waste and pollution. It continuously improves its inventory management to

<p>while the renewable materials used and/or consumed in 2024 in Visayas increased by 7,397,200 kg. The increase in renewable resources used in Visayas in 2024 was due to the 18% increase in production volume while the decrease in renewable sources consumption in Luzon and Mindanao in 2024 was due to a decrease in the production volume in said areas. The non-renewable materials are the energy consumed. The Corporation's plastic footprint for 2024, which consist of plastic packaging materials, are still unaudited.</p> <p>The decrease in the non-renewable materials used in 2024 by 19,733 kg. in Luzon was due to a decrease in production volume while the increase of 20,319.86 kg. and 72,925.60 kg. in the non-renewable materials used in 2024 in Visayas and Mindanao, respectively, were due to the increase in production volume.</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>have higher recovery/conversion of materials to finished products.</p> <p>VITA has also taken steps to address waste and pollution generated and contributed. In compliance with the EPR Act, VITA sought accreditation with an organization that can help it develop, implement and monitor its compliance with the EPR Act and it had engaged an accredited waste diverter in Mindanao. It is in the process of accrediting a third-party auditor to audit its disclosures in compliance with the said law. VITA continuously reduces its plastic waste through its accredited waste diverter.</p> <p>In line with UN SDG 12 [Responsible Production and Consumption], VITA continuously improves its processes to ensure operational efficiencies, which, in turn, helps in the efficient resource management.</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>		

Reduction in waste and pollution contribution through the use of renewable, reusable and recyclable materials in the production of feeds.		
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#### 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)	

<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>
<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

Disclosure	Quantity (2024)	Quantity (2023)	Units
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<sup>5</sup> International Union for Conservation of Nature

Direct (Scope 1) GHG Emissions	Iloilo Feedmill – 39  Davao Feedmill (CO emission only)  Boiler Yinchen A – 48.1 Boiler Yinchen B – 53.8 Boiler Devotion – 40.8 Boiler Enertech – 59.5	Iloilo Feedmill – 204  Davao Feedmill (CO emission only)  Boiler 1A – 129.0 Boiler 1B – 121.0 Boiler 2A – 109.2 Boiler 2B – 89.3	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

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 emission testing conducted by a DENR-EMB accredited third party company on VITA's Davao and Iloilo feed mill plants.</p> <p>The decrease in the emissions in Iloilo feed mill plant by 165 mg/Nm<sup>3</sup> was due to the rehabilitation of boiler in March 2024 and the use of solar energy. The emissions in the Davao feed mill also decreased by 202.2 mg/Nm<sup>3</sup>.</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>	<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 emissions low against the DENR-EMB standards.</p> <p>VITA rehabilitated its boiler equipment in the Iloilo feed mill plant in March 2024, thus, increasing efficiency of the equipment, and further reducing VITA's emissions in said plant. VITA continued its use of solar energy in its Iloilo feed mill plant. It has also completed the installation of and started using perimeter solar lights in its Davao feed mill plant. The plan to use solar energy in its Davao feed mill plant is still a work in progress.</p>
What are the Risk/s Identified?		

<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 on the communities where VITA operates as well as the public in general due to the continuous GHG emissions.</li> </ul>		<p>It had also joined the Iloilo province wide clean up drive in its perimeter areas in order to help lessen its GHG emissions.</p> <p>In addition, by allowing the employees to plant within its plant premises (Green Sanctuary Program), 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>
<b>What are the Opportunity/ies Identified?</b>		
<ul style="list-style-type: none"> <li>❖ The continuous operation and use of as well as the possibility of increase in 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 GHG emissions.</li> <li>❖ The continuation of the Green Sanctuary Program can also benefit the environment as plants can help reduce GHG emissions.</li> </ul>		

#### Air pollutants

Disclosure	Quantity (2024)	Quantity (2023)	Units
NO <sub>x</sub>	<p>Iloilo Feed mill – 169</p> <p>Davao Feed mill Boiler Yinchon A – 14.1 Boiler Yinchon B – 5.7 Boiler Devotion – 6.0 Boiler Enertech – 25.0</p>	<p>Iloilo Feedmill – 86.774</p> <p>Davao Feedmill Boiler 1-A – 33.2 Boiler 1-B – 44.6 Boiler 2-A – 21.3 Boiler 2-B – 24.5 Genset – 343.3</p>	ave. concentration in mg/Nm <sup>3</sup>



SO <sub>x</sub>	Iloilo Feed mill – 1,461  Davao Feed mill Boiler Yinchon A – 1.8 Boiler Yinchon B – 1.6 Boiler Devotion – 10.2 Boiler Enertech – 2.7	Iloilo Feedmill – 1 Davao Feedmill Boiler 1-A – 8.3 Boiler 1-B – 25.5 Boiler 2-A – 32.4 Boiler 2-B – 5.6	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 Feed mill – 123.6  Davao Feed mill Boiler Yinchon A – 7.4 Boiler Yinchon B – 33 Boiler Devotion – 33 Boiler Enertech – 6.9	Iloilo Feedmill – 53 Davao Feedmill Boiler 1-A – 11.9 Boiler 1-B – 18.7 Boiler 2-A – 29.8 Boiler 2-B – 21.9	ave. concentration in mg/Nm <sup>3</sup>

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 increase in the NO<sub>x</sub> in the Iloilo feed mill plant in 2024 by 82.226 mg/Nm<sup>3</sup>, increase in the SO<sub>x</sub> in the Iloilo feed mill plant in 2024 by</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</p>

<p>1,460 mg/Nm<sup>3</sup>, and increase in the particulate matter in the Iloilo feed mill plant in 2024 by 70.6 mg/Nm<sup>3</sup> were primarily due to the lower efficiency of the boiler due to its old age.</p> <p>The decrease in the NO<sub>x</sub> in the Davao feed mill plant in 2024 by 72.8 mg/Nm<sup>3</sup>, decrease in the SO<sub>x</sub> in the Davao feed mill plant in 2024 by 55.5 mg/Nm<sup>3</sup>, and the slight decrease in the particulate matter in the Davao feed mill plant in 2024 by 2 mg/Nm<sup>3</sup> were primarily due to decrease in production volume in 2024.</p> <p>While these pollutants/emissions are low as against DENR thresholds, they still contribute to GHG emissions and air pollution generation.</p>		<p>emissions low against the DENR-EMB standards.</p> <p>VITA's continued use of solar energy in 2024 in its Iloilo feed mill plant, which helped avoided these emissions: (a) 250,764.93 kg CO<sub>2</sub>; (b) 134.51 NO<sub>x</sub>; and (c) 2.82 SO<sub>2</sub>. Moreover, by allowing the employees to plant within its plant premises (Green Sanctuary Program), VITA helps mitigate its air pollutant emissions as plants help reduce these emissions. VITA has been using perimeter solar lights in its Davao feed mill since 2023.</p> <p>VITA has PCOs who monitor and ensure compliance with laws and regulations relating to the environment and its conservation.</p> <p>Further, in March 2024, VITA rehabilitated its boiler equipment in its Iloilo plant.</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 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 continuous operation and use of as well as the possibility of increase in capacity of the solar energy in the Iloilo feed mill plant will mitigate and reduce VITA's air pollutant emissions.</li> </ul>		

<ul style="list-style-type: none"> <li>❖ The use of solar energy in the Davao feed mill plant is an opportunity that VITA can explore to reduce its air pollutant emissions.</li> <li>❖ The continuation of the Green Sanctuary Program can also benefit the environment as plants can help reduce GHG emissions.</li> </ul>		
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## Solid and Hazardous Wastes

### Solid Waste

Disclosure	Quantity (2024)	Quantity (2023)	Units
Total solid waste generated	Luzon – 1,900/month Visayas – 1,700/month Mindanao – 2,350/month	Visayas – 1,600/month Mindanao – 2,350/month	Kg
Reusable	Visayas – 250/month Mindanao – 450/month	Visayas – 200/month Mindanao – 450/month	Kg
Recyclable	Visayas – 250/month Mindanao – 300/month	Visayas – 250/month Mindanao – 300/month	Kg
Composted	Visayas – 200/month Mindanao – 600/month	Visayas – 200/month Mindanao – 600/month	Kg
Incinerated	Visayas – 0 Mindanao – 0	Visayas – 0 Mindanao – 0	Kg
Residuals/Landfilled	Visayas – 1,000/month Mindanao – 1,000/month	Visayas – 950/month Mindanao – 1000/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 Visayas increased by 100 kg/month</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</p>

mainly due to the increase in production.		waste disposal. It also continuously reiterated and strengthened its campaign and practice for waste segregation and proper waste disposal.
While VITA has recyclable and reusable solid wastes, about 50% of the estimated monthly solid wastes generated still go into the landfills.		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 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.
<b>What are the Risk/s Identified?</b>		
<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> </ul>		In compliance with the EPR Act, VITA engaged an accredited waste diverter in Mindanao. In Marilao, VITA's wastes go to the LGU's MRF. It is continuously developing its program for the recovery of its plastic wastes.
<b>What are the Opportunity/ies Identified?</b>		
<ul style="list-style-type: none"> <li>❖ The government's completion of the IRR of the EPR Act presents an opportunity for VITA to comply and even go beyond compliance with the EPR Act by not only re-using and recycling its solid wastes but also in recovering its solid wastes, thus, reducing its residual solid wastes, which, in turn would reduce the solid wastes going into the landfills.</li> </ul>		

#### Hazardous Waste

Disclosure	Quantity (2024)	Quantity (2023)	Units
Total weight of hazardous waste generated	Visayas:  Used oil – 115 liters/year Busted lamps – 5 kg/year  Mindanao:	Visayas:  Used oil – 250/year Busted lamps – 45/year  Mindanao:	liters or kg

	Busted lamps – 20 kg/year	Used oil – 0/year Busted lamps – 20/year	
Total weight of hazardous waste transported	Visayas: 0 Mindanao: 0	Visayas: 0 Mindanao: 0	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 generated in the Iloilo feed mill plant decreased in 2024 by 135 liters. In addition, busted lamps in the Iloilo feed mill plant decreased by 40 kg.</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. 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 province wide clean-up drive in March 2024.</p> <p>It also strictly implements its "No Smoking" policy and provides employees with PPEs, which they are also required to wear within the premises.</p>
<b>What are the Risk/s Identified?</b>		
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>		
❖ The regular preventive maintenance conducted on VITA's equipment to ensure operational efficiencies also helps in reducing hazardous wastes, thereby reducing environmental and health		

<p>risks. It also has the potential to avoid fire and decrease in contribution to pollution.</p> <p>❖ Avoidance of fire and decrease in contribution to pollution.</p>		
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### Effluents

Disclosure	Quantity (2024)	Quantity (2023)	Units
Total volume of water discharges	Visayas – 60/month Mindanao – 0	Visayas – 60/month Mindanao – 0	Cubic meters
Percent of wastewater recycled	Visayas – 0 Mindanao – 0	Visayas – 0 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
<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 has a PCO that monitors and ensures compliance with laws and regulations relative to water use, water discharge and proper waste water disposal.</p>
<b>What are the Risk/s Identified?</b>		
<p>Increase in water pollution contribution due to increase in waste water.</p>		

What are the Opportunity/ies Identified?		
<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 2024.</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>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>
What are the Risk/s Identified?		
Legal, financial, operational and environmental risks due to non-compliance with laws and		

regulations protecting the environment.		In addition, in Mindanao, the company submits a quarterly self-monitoring report to the EMB.
<b>What are the Opportunity/ies Identified?</b>		
Business continuity and minimal pollution contribution due to compliance with laws and regulations protecting the environment.		

## SOCIAL

### Employee Management

#### Employee Hiring and Benefits

##### Employee data

Disclosure	Quantity (2024)	Quantity (2023)	Units
Total number of employees <sup>6</sup>	695	672	
a. Number of female employees	269	262	#
b. Number of male employees	426	410	#
Attrition rate <sup>7</sup>	6.92%	0.62%	Rate
Ratio of lowest paid employee against minimum wage	None	None	Ratio

##### Employee benefits

List of Benefits	Y/N	2024		2023	
		% of female employees who availed for the year	% of male employees who availed for the year	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	12.16%	6.67%	11.45%	6.10%
PhilHealth	Y	1.85%	0.80%	3.05%	4.15%
Pag-ibig	Y	20.94%	15.60%	21.37%	19.51%
Parental leaves	Y	4.58%	1.01%	6.49%	2.44%

<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](#))

<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)



Vacation leaves	Y	65.16%	35.89%	73.28%	65.85%
Sick leaves	Y	53.58%	29.13%	53.44%	38.78%
Medical benefits (aside from PhilHealth))	Y	41.24%	24.32%	16.41%	16.10%
Housing assistance (aside from Pag-ibig)	N	0	0	0	0
Retirement fund (aside from SSS)	Y	0%	0.11%	0	0.24%
Further education support	N	0%	0%	0	0
Company stock options	N	0%	0%	0	0
Telecommuting	Y	43.79%	6.65%	37.40%	8.29%
Flexible-working Hours	Y	14.9%	7.93%	17.56%	25.61%
(Others)	Y	0	0	0	0

<b>What is the impact and where does it occur? What is the organization's involvement in the impact?</b>	<b>Management Approach</b>
<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 2024 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 increased in 2024, where the topmost reason for leaving the company was due to personal reasons followed by a transfer to a company or location with a greener pasture.</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, 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.</p>
<b>What are the Risk/s Identified?</b>	
<p>VITA recognizes that poor over-all well-being of the employees, unsecured workplace, low morale on the employees' part, or uncompetitive compensation and benefits package may result in higher turn-over rate of the employees, thereby increasing its attrition rate. An increase in attrition rate may, in turn, affect VITA's productivity outputs.</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>

What are the Opportunity/ies Identified?	Management Approach
<p>There is still an opportunity for sustained engagement with the employees to increase their involvement, morale, and over-all well-being, and maintain a harmonious working environment.</p> <p>Availability of skilled workforce in the areas of operation and continuous provision of competitive compensation and benefits package to the employees continue 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>

#### Employee Training and Development

Disclosure	Quantity (2024)	Quantity (2023)	Units
Total training hours provided to employees			
a. Female employees	4,489	6,922.67	Hours
b. Male employees	3,289.50	5,965.63	Hours
Average training hours provided to employees			
a. Female employees	5.71	9.60	hours/employee
b. Male employees	4.19	6.50	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 2024, there was a total of 7,778.50 training hours provided to employees. Some of these trainings were conducted in-house and some were conducted by third-party service providers and consultants.</p> <p>Compliance trainings were conducted to maintain ISO, FSMS, and HACCP certifications across the regions. Additionally, skills upgrading trainings and CPD training credits were made available to PRC-licensed</p>	<p>VITA maintains a training calendar per region where Vitarich 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>

<p>employees for further career development and continuous learning. Personal development, soft skills, and conflict management trainings were likewise conducted to enhance collaboration and teamwork across departments.</p> <p>In 2024, a decrease of about 40% of overall training hours for the year versus 2023 data was observed. The focus for 2024 was more on leadership development programs for key managers as well as upper management. In addition, a decrease in training hours was observed as virtual trainings were now limited due to employees' preference for onsite learning instead of virtual sessions for overall program effectiveness and achievement of learning outcomes.</p>	
<b>What are the Risk/s Identified?</b>	<b>Management Approach</b>
<p>Failure to give trainings and/or to send employees to relevant trainings may result in career stagnancy of employees, demoralization and demotivation, inefficiency, and non-growth of employees due to non-upgrading of skills. This may likewise lead to an increase in employee turnover. Less skilled and demotivated employees may also result in non-attainment of targets. Lack of knowledge transfer and application may also affect succession planning and manpower building. Another risk identified is the failure of employees to return investment on trainings due to their eventual resignation.</p>	<p>In addition to the above, VITA has a database of trainings already provided and trainings that may still be provided to the employees to ensure that the trainings remain to be relevant and effective. It also ensures that trainings attended by supervisors and up are cascaded to their teams within three months from the end of the training to ensure that all trainings benefit everyone in the team.</p> <p>It also ensures that most, if not all, the trainings are industry-related. VITA also commits to institutionalizing a continuous learning program for its employees and has partnered with a Learning Management System (LMS) provider, Disprz, to enhance the learning experience and drive further professional growth and development of VITA's employees. The results of this partnership shall be realized further in 2025.</p>
<b>What are the Opportunity/ies Identified?</b>	
<p>Investing on employees' trainings and development will result in the professional and personal growth of the employees, which, in turn, may yield to higher employee retention and better productivity results. Faculty development of key members of the organization to equip, mentor and coach the growing number of employees. Cultivating a coaching and learning culture may open doors for improved productivity, spark innovation, and organizational growth.</p>	

### 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>

### Workplace Conditions, Labor Standards, and Human Rights

#### Occupational Health and Safety

Disclosure	Quantity (2024)	Quantity (2023)	Units
Safe Man-Hours	Luzon – 551,939.50 Visayas – 302,984	Luzon – 845,100 Visayas – 340,544	Man-hours

	Mindanao – 640,398	Mindanao – 432,879 Total: 1,618,523	
No. of work-related injuries	Luzon – 0 Visayas – 0 Mindanao – 8	0	#
No. of work-related fatalities	Luzon – 0 Visayas – 0 Mindanao – 0	0	#
No. of work-related ill-health	Luzon – 0 Visayas – 0 Mindanao – 0	0	#
No. of safety drills	Luzon – 3 Visayas – 2 Mindanao – 4	Luzon – 2 Visayas – 2 Mindanao – 3	#

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 551,939.50 safe man-hours on its plants. The decrease in the safe man-hours was primarily due to the work-related injuries in 2024.</p> <p>The 8 work-related injuries in 2024 happened in VITA's Mindanao operations and these resulted in physical injuries to the workers involved.</p> <p>In addition, there were 3 safety drills held in Luzon – 2 fire drills and 1 emergency preparedness seminar/drill. In Visayas, there were 2 safety drills conducted in 2024 – 1 fire drill and 1 earthquake drill. In Mindanao, there were a total of 4 safety drills conducted – 2 fire drills, 1 earthquake drill, and 1 vehicular 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 Officer. 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 sent the employees safety reminders by e-mails, especially during long weekends.</p> <p>VITA's medical doctors and nurses are hands-on in monitoring health concerns of employees. In place are health/medical, hospitalization, and insurance benefits for employees and legal dependents, subject to applicable policies and procedures. VITA has also an emergency response team, first aiders, and fire brigade team in addition to the safety officers.</p> <p>VITA also regularly conducts a safety orientation annually. The same is reiterated during tool box meetings, routine safety inspections &amp; addressing</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), dust and chemical exposure, computer radiation, moving machines, and equipment inside the plant.</p>	

<b>What are the Opportunity/ies Identified?</b>	unsafe acts & conditions, and compliance with safety rules. It also regularly checks its machines, equipment, and facilities, adhering to the Hazard Identification, Risk Assessment, and Control (HIRAC) tool. It also implements appropriate mitigations to address any identified hazard and risk.
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.	
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.	

### 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?

Topic	Y/N	If Yes, cite reference in the supplier policy
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

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)
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	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
	Davao		N		

				through its GHG emissions, air pollutants, solid, water and hazardous wastes.	complies with all environmental laws and regulations.
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.
	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 (2024)	Score (2023)	Did a third party conduct the customer satisfaction study (Y/N)?



Customer satisfaction	Feeds:	July 2023 (Feeds only):	N
	Overall rating (nationwide) – 4.7/5	Overall rating (nationwide) – 4/5	
	Product (color, size, texture, odor, weight, price) – 4.68/5.0	Product (color, size, texture, odor, weight, price) – 4/5.0	
	Performance of feeds – 4.54/5	Performance of feeds – 4/5	
	Sales services – 4.8/5	Sales services – 4.30/5	
	Marketing services – 4.76/5	Marketing services – 4.10/5	
	Foods:	For Foods: Based on the customer satisfaction survey conducted in Central Luzon, overall rating is 3.73/5.0.	
	Overall rating (nationwide) – 3.5/5 or very satisfied		

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Based on the customer satisfaction survey conducted for feeds, VITA's over-all rating is 4.7/5, slightly higher than that in 2023. On the other hand, the customer satisfaction survey conducted for foods nationwide showed that VITA's over-all rating is 3/5. This, however, may not necessarily be lower than the rating in 2023 considering that the survey in 2023 was only conducted in Central Luzon. However, in 2024, it was conducted nationwide.	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
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.	through regular customer visits. It personalizes its interactions and anticipates certain needs which can create a strong emotional connection with our customers.
<b>What are the Risk/s Identified?</b>	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.
Unsatisfied customers are less likely to return, diminishing customer retention and repeat business, which can be more expensive to replace than maintaining existing relationships.  Higher operational costs and strain on customer service resources when there is a high number of complaints, returns, and issues that need to be resolved.	
<b>What are the Opportunity/ies Identified?</b>	
Based on the survey, 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.	

#### Health and Safety

Disclosure	Quantity (2024)	Quantity (2023)	Units
No. of substantiated complaints on product or service health and safety*	2	0	#
No. of complaints addressed	2	0	#

*\*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 2024, there were 2 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 maintain the health and safety of its products exposes VITA to legal, operational, reputational and financial risks.</p>	
What are the Opportunity/ies Identified?	
<p>Keeping and ensuring the products' health and safety to avoid legal, operational, reputational and financial risks.</p> <p>The regular assessment and enhancement of VITA's HACCP plans, food safety programs, food defense, and process monitoring and verification system ensures that VITA's products and services are healthy and safe.</p>	<p>VITA's dressing plant operated by third parties and VITA's toll partners are NMIS accredited. Good Manufacturing Practices and Food Safety Systems are being implemented and safely and strictly followed. Some of VITA's plants are HACCP-certified, which is a testament that VITA's production process and food safety program are at par with internally recognized standards. Moreover, VITA's Iloilo and Davao feed mill plants are FSMS ISO 22000:2018 certified, meaning that the food safety management systems in place in these plants passed internationally recognized standards. VITA's dressed chicken are likewise Halal certified, meaning that the products were processed following Islamic law. Likewise, established environmental monitoring and product testing are being done to ensure and verify the safety of the product. VITA continuously holds trainings related to food safety to comply and maintain with regulatory, statutory, and customer specifications and requirements.</p> <p>In 2024, VITA evaluated, reviewed, and filled in the gaps in its HACCP plans, food safety programs, and food defenses. It also improved strengthened its process monitoring and verification system and</p>

	employee training in order to have a more mature food safety culture and ensure that the incidents shall not happen again in the future.
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#### Marketing and labelling

Disclosure	Quantity (2024)	Quantity (2023)	Units
No. of substantiated complaints on marketing and labelling*	2	1	#
No. of complaints addressed	2	1	#

*\*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 2024, there were 2 complaints relative to packaging of VITA's Cook's chicken. One of the complaints pertained to the open seal in VITA's Flavor Origins packaging, which, upon investigation, was probably due to the weak heat sealing on the production line. The other complaint pertained to the loose packaging of the vacuum-packed Cook's Freshly Frozen products resulting in ice crystallization on the product, which, upon investigation, was also due to the weak heat sealing on the production line.</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 2024, VITA implemented and used its improved woven sacks which has better print quality and specification.</p> <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>
What are the Risk/s Identified?	<p>VITA commits to continuously enhance its quality control by improving production line checks and staff training to prevent packaging issues. It also commits to proactively communicate with customers about improvements.</p> <p>VITA also commits to continue continuously improve its quality checking and control of animal feeds packaging materials prior to use, ensuring that it meets the quality standards the company upholds.</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>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>	
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#### 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>
<b>What are the Opportunity/ies Identified?</b>	<b>Management Approach</b>

#### 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 2024, 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.	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. In 2024, VITA also renewed existing endpoints, firewall, and SSL to protect and secure data. It has also implemented a single sign on application.
What are the Risk/s Identified?	
Breach of data security exposes VITA, its directors, officers, and employees to legal, operational, financial and reputational risks.	
What are the Opportunity/ies Identified?	
<p>The development and implementation of the active directory in Visayas and Mindanao operations will give the same protection as the data in Luzon.</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 authentication, to prevent unauthorized access to data.</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. Continuous provision of healthy and safe feeds for	1. Shortage of natural resources.	As disclosed in the previous topics, VITA continuously evaluates its strategies and
Animal Health Care		2. Waste generation.	

<p>Chicken (Dressed and Value-Added Products under the flagship brand “Cook’s”)</p>	<p>animals and foods for people.</p> <p>2. Lifetime Profitable Partnerships with its business partners, suppliers, customers and employees.</p> <p>3. Higher allocation of VITA’s procurement budget to local suppliers.</p> <p>4. Increased and strengthened support to local agriculture.</p> <p>4. Continuation of the Green Sanctuary Program.</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. Continuation of the Green Sanctuary program.</p> <p>5. 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</p>	<p>3. Pollution contribution.</p> <p>4. Contribution to Climate Change.</p>	<p>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 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>
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	<p>regulations, including compliance with EPR Act.</p> <p>3. Continued use of Solar Energy Project in Iloilo feed mill.</p> <p>4. About 96.27% of procurement budget was spent on local suppliers.</p> <p>5. Healthy and safe feeds and food.</p>		
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*\* None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*



# ANNEX “A”

