

WILCON

BUILDING BIG IDEAS

Better

2025 SUSTAINABILITY REPORT





TABLE OF CONTENTS

- 03** Message from the CEO
- 04** About Our Company
- 05** Introduction, Context and Impact
- 07** Our Priority ESG Topics and Strategic Management Actions
- 12** Strategic Ambition and Sustainability Framework
- 16** 2025 ESG Highlights
- 17** Economic
- 21** Environmental
- 25** Social
- 29** Community
- 33** Governance and Business Ethics

ISSUE NO. 7
2025 WILCON SUSTAINABILITY REPORT

Message from the PRESIDENT

2025

SUSTAINABILITY
REPORT



Wilcon is committed to sustainability through a comprehensive approach that integrates environmental responsibility, social care, and strong governance.

The company focuses on three key pillars:

1

Innovate for More Sustainable Products. We drive product innovation, thoughtful design, and responsible life cycle management. This includes proactive supply chain engagement and a strong commitment to product quality and safety.

2

Take Care of Our People & Communities. We prioritize our workforce and surrounding communities by investing in employee training and development, fostering a positive workplace culture, and promoting wellbeing. We uphold labor rights and employee welfare while supporting community development initiatives. Employee health and safety remain a top priority.

3

Reduce Our Footprint. We actively manage environmental impact through energy use and emissions reduction, effective waste management, and responsible water consumption. We also build resilience by focusing on climate change adaptation.

At the foundation of all efforts, Wilcon embeds sustainability across the organization through business ethics and corporate governance.

Through all the challenges in the past few years, we have kept our focus on our mission, which incorporates our ESG aspirations and goals. Confident in the strength of our resolve, the flexibility and agility built into our entrepreneurial roots and nurturing company culture, we did not waver in living our age-old philosophy of “Building big ideas” and since we’ve adopted our sustainability framework and strategy, “Building big ideas BETTER”.

About our COMPANY



Wilcon Depot Inc., is the Philippines' leading home improvement and construction supplies retailer, carries the most extensive product selection of trusted local and international brands with

high-grade features and superior quality ranging from Tiles, Sanitary Wares, Plumbing, Furniture, Home Interior, Building Materials, Hardware, Electrical, Appliances and other DIY items.

Started in 1977 as a 60-square meter hardware store, Wilcon is now boasting a 104-strong store network nationwide with an average size of 9,000 square meters per store. Wilcon commits itself to build, improve, and refine Filipinos homes for sustainable and comfortable life.

In 1977, Wilcon started as a 60-square meter shop along Quezon Avenue. It carried an extensive array of the latest building and finishing materials from international and local markets. A few years after its successful yet humble inception, more and more branches were established across the Metro and in various provinces in the country.

In 2009, Wilcon established Wilcon Home Essentials, a mall-based format retail store, which caters the needs of DIYers. It offers the customers with home must-haves in an organized, clutter-free manner store.

In 2023, the Company amended its name to include Do It Wilcon, mainly to expand market share by targeting customers who require easy access to a basic range of tools and materials for simple housing repairs and maintenance.

The Company plans to put up Do It Wilcon in community centers or malls and will eventually change all Home Essentials stores to Do It Wilcon stores. It also introduced Bargain Centers as additional distribution channel for pruned items.

As of December 31, 2025, Wilcon has 18 branches spread all over the Metro, 86 stores in the provinces, and 10 of which are Do It Wilcon – with a total of 104 operating stores nationwide, and is now known as the country's leader in home improvement and construction retail store.

It has been the company's goal to offer consumers not only with top-grade quality products, but also, with utmost customer satisfaction. Wilcon revolutionized the construction-supply industry as it committed itself to providing convenient shopping and excellent services such as air-conditioned shops, ample parking spaces, coffee shops (for depot outlets), delivery services, interior design consultation, recreation corner for children, tile-cutting services, product installations, and repairs.

These helped Wilcon in having a strong reputation and industry leadership that made the company a household name for construction-supply industry for 49 years.

Company INFORMATION



| | |
|---|---|
| NAME OF ORGANIZATION | Wilcon Depot (PSE: WLCON) |
| LOCATION OF HEADQUARTERS | No. 90 E. Rodriguez Jr. Avenue, Ugong Norte, Quezon City |
| LOCATION OF OPERATIONS | Location of Operations See list of locations in Appendix A |
| REPORT BOUNDARY: LEGAL ENTITIES INCLUDED IN THIS REPORT | Wilcon Depot, Inc. |
| BUSINESS MODEL | 2 retail formats – the depot store format and the DIW store format, which are known under the trade names "Wilcon Depot" and "Do-It-Wilcon" respectively. |
| SOURCE: HTTPS://EDGE.PSE.COM.PH/COMPANYINFORMATION/FORM.DO?CMPY_ID=665 | |
| REPORTING PERIOD | 31 December 2025 |
| HIGHEST RANKING PERSON FOR THIS REPORT | Lorraine Belo-Cincochan, President - CEO |



Introduction

Sustainability remains at the core of Wilcon's business. With 49 years in the industry—starting from a modest 60-square-meter shop—we have grown into one of the Philippines's leading retailers of home improvement and construction supplies. This success stems from our deep understanding that every Filipino family aspires to a sustainable, comfortable life, and it is our mission to help make that dream a reality.

As lives evolve and aspirations expand, we remain dedicated to delivering top-tier expertise, knowledge, resources, and skills to build stronger, safer, and more sustainable homes and buildings. Through our durable, high-quality products and solutions, we support improving lifestyles while ensuring long-term value.

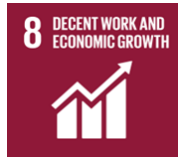
We recognize that continued expansion brings responsibility. As Wilcon grows, we prioritize responsible resource management and equitable sharing of that progress with all stakeholders—both internal and external—fostering partnerships that generate meaningful value for everyone involved. Over nearly five decades, this approach has not only driven our business forward but also nurtured the professional growth and success of our employees.

In 2022, we advanced our commitment by launching a carefully developed 5-year Sustainability Strategy, charting our action plans and ambitions through 2028 (and beyond, as we look toward the current horizon in 2026).

This strategy was intentionally aligned with the United Nations Sustainable Development Goals (SDGs), a global framework aimed at addressing pressing challenges like poverty, inequality, and climate change by 2030. Through thorough internal assessments of our operations and activities, we have identified opportunities to create positive impact in key areas, including responsible consumption and production, decent work and economic growth, climate action, sustainable use of natural resources, and gender equality.

We are confident that our strategy aligns closely with these global priorities, and we will continue to innovate across our operations to actively contribute to solving these critical issues.

Shaping a Sustainable Future: OUR CONTEXT AND IMPACTS



The Securities and Exchange Commission's sustainability reporting mandate for publicly listed companies presented Wilcon with a valuable opportunity to reflect on our long-standing commitment to responsible practices and to refine our approach for greater impact. In 2019, we launched an intensive two-month materiality assessment that continues to guide us today.

This process enables us to strategically channel our efforts and resources toward a sustainability agenda that drives business growth, effectively manages our impacts and risks, and advances broader sustainable development goals.

As an industry leader in retail and real estate, we sought a deeper, more holistic understanding of the evolving sustainability pressures, opportunities, and drivers shaping our sector. To achieve this, we implemented a comprehensive four-step materiality process, which included:

- A thorough desktop review of global trends, key drivers, and emerging risks drawn from leading international development organizations, multilateral agencies, global sustainability surveys, and ratings bodies—alongside sector-specific issues. This incorporated benchmarking against three recognized sustainability frontrunners in retail and real estate; and
- Nine targeted sets of stakeholder engagement sessions, encompassing both internal voices (permanent employees across various departments and senior leadership/C-suite executives) and external partners (suppliers of diverse sizes and operational models). These conversations surfaced their priority concerns, perceived impacts, and expectations from Wilcon.

Shaping a Sustainable Future: OUR CONTEXT AND IMPACTS



This foundation keeps our sustainability efforts aligned, relevant, and forward-looking as we continue shaping a more sustainable future.

Late in 2021, as the COVID-19 pandemic continued to reshape operations and priorities across industries, our leadership recognized the importance of evaluating Wilcon's ESG performance and progress amid these unprecedented challenges. This prompted a targeted reassessment, prioritization, and refresh of our material ESG topics, completed by the first quarter of 2022.

To build on and expand the foundational 2019 materiality assessment, we conducted up to fifteen in-depth interviews with a mix of internal and external stakeholders. These engagements helped incorporate evolving business objectives, reflect current realities, and ensure strong alignment with our forward-looking plans and ambitions.

We understand that sustainability is dynamic: as we meet near-term milestones, our longer-term aspirations may shift in response to new insights, market changes, and stakeholder expectations. Accordingly, we maintain an agile approach, regularly refining our strategies and action plans. This adaptive framework equips Wilcon with a clear, evolving roadmap—one that empowers us to deliver sustained success, advance our commitment to Building Big Ideas Better, and contribute meaningfully to a more sustainable world.

Our Priority ESG Topics and Strategic Management Actions

| | | | |
|--|--|--|---|
| Business Expansion and creating shared value | Impacts of climate change on business performance | Impacts on local communities (Job creation, CSR, Infrastructure Development) | Responsible Sourcing |
| Emissions from energy used and transport & delivery | Waste management | | |
| People: Training, OHS & D&I | Customer satisfaction and protection (data privacy, H&S) | Technology strategy big data, cyber security, and e-commerce | Meaningful communications and market shaping |
| | | | Ethics and compliance (governance of ESG at Board level, anti corruption) |

Our Priority ESG Topics and Strategic Management Actions

Our 2019 materiality assessment identified the key sustainability topics most relevant to our business and where we generate the greatest positive impact. These priority areas offer clear pathways to create enhanced, enduring value for Wilcon and our stakeholders. At the same time, we recognize that failing to actively monitor and manage performance in these areas could expose the company to meaningful risks.

The materiality process therefore served as a critical foundation for pinpointing targeted management actions. These steps enable us to proactively mitigate risks while capitalizing on the opportunities embedded in our material topics. Key actions include:

- Continuously monitoring and analyzing market trends, macroeconomic indicators, and emerging developments related to our material topics, allowing us to anticipate shifts effectively, respond with agility, and maintain a diverse, customer-centric range of offerings;
- Equipping company leaders and managers with greater exposure to external ESG dynamics and providing targeted training so they can integrate relevant insights into strategic planning and daily decision-making;
- Offering robust support to our human resources function to attract, develop, and retain top-tier talent over the long term;
- Cultivating deeper, more resilient partnerships with a reliable core group of suppliers capable of consistently delivering innovative, compliant, high-quality products at competitive costs; and
- Incorporating adequate lead times into our construction and development projects to ensure quality, safety, and sustainability standards are met without compromise.

By embedding these actions into our operations, we strengthen our ability to navigate challenges, seize opportunities, and advance meaningful progress toward a sustainable future.

We are committed to deepening our understanding of sustainability impacts and continuously strengthening our responses as we integrate ESG considerations more fully into our long-term strategy and day-to-day operations. To advance this journey with greater clarity and accountability, we commit to the following key next steps:

- Expand stakeholder engagement to include additional groups—leveraging existing channels such as our customer management system as well as targeted, dedicated outreach—to achieve a true 360-degree perspective on our impacts, risks, and opportunities ahead of future reporting cycles;
- Institute a structured, periodic materiality review every two to three years, placed under the direct oversight of senior leadership to ensure ongoing relevance and strategic alignment;
- Build internal capability and embed the insights gained from materiality assessments across relevant business functions, while establishing robust mechanisms to track and measure performance on our priority material topics over time.

Our Priority ESG Topics and Strategic Management Actions

Additionally, the 2022 ESG materiality reassessment identified three important new focus areas under our People pillar: labor rights, gender equality, and community development. These additions reflect evolving expectations and reinforce our dedication to creating positive social value alongside environmental and governance progress.

Through these deliberate actions, we aim to maintain a dynamic, stakeholder-informed approach that keeps sustainability at the heart of how we operate and grow.

Our Priority ESG Topics and Strategic Management Actions



Wilcon must ensure the quality, safety, and sustainability of the products and solutions it offers to its customers. Addressing sustainability risks in products requires working with its suppliers in promoting a transparent, fair, and responsible supply chain.

- Non-availability of products that meet evolving customer preferences and Wilcon's quality standards
- Inaccurate forecasting of trends in customer behavior and preference and to respond to them in a timely manner.
- Unmanaged or unchecked increases in price of more sustainable products and make them unaffordable.
- Sustainability as a growing customer preference
- Offer products that are suitable and relevant to the market's taste
- Collaborations on innovations with suppliers to cast a wider sphere of positive impact.



Wilcon must be able to manage the waste it generates as it grows, specifically how it contributes to packaging waste, pollution and toxicity.

- Accelerated price increase of new technology that will improve waste management efficiency that will be prohibitive to use by the businesses.
- Human resources skills available of reasonable cost to implement.
- Faster product innovation using waste as a possible raw material.

LEGEND

| | | |
|--|--|---|
|  STAKEHOLDER VIEW |  ESG RISK |  ESG OPPORTUNITY |
|--|--|---|

Our Priority ESG Topics and Strategic Management Actions



Wilcon must ensure the development and empowerment of its employees by providing them opportunities for professional growth and economic well-being and protecting their rights in the workplace, including occupational health and safety.

- Availability of trainable and skilled human resource
- Cost of training
- Cost of new technology
- Become the preferred employer for the incoming generation of workforce.



Wilcon recognizes that in order to successfully execute its growth strategies, its employees need to be empowered to maximize their contribution to the company's growth goals. Equitable opportunities should also be accorded to each of its employees pursuant to the basic labor right of fair and just treatment in the workplace

- Availability of suitable human resource of specific genders for specific functions and responsibilities
- Cost of structure and process change to decentralize control and empower downlines
- Cost of training
- More comprehensive talent pool critical for accelerated growth



As customer preferences and buying patterns evolve, Wilcon must be able to continue to deliver superior quality products and solutions while providing excellent and reliable service.

- Reputational damage from threats to customer wellness and safety.
- Leverage Wilcon's positioning for high quality customer shopping experience as differentiator.

LEGEND

| | | |
|--|--|---|
|  STAKEHOLDER VIEW |  ESG RISK |  ESG OPPORTUNITY |
|--|--|---|

Our Priority ESG Topics and Strategic Management Actions



With big data shaping the growth of retail, Wilcon needs to ensure its ability to optimize its information technology systems to make operations more efficient and reach more customers while remaining proactive against potential system failures and breaches of security

- Reputational damage from data breaches and system failures
- Lags and operational delays from data breaches system failures
- Market expansion without need to put up brick & mortar stores, decreasing capital outlay.
- Requires less energy to operate and generate less waste
- Addresses possible shortfall in capable manpower.



As industry leader, Wilcon is in a position to shape the industry and the market towards the adoption of more sustainable products, services, and business practices.

- Resistance from consumers to see value for money in sustainable products and services.
- Address unmet needs through sustainable products and services
- Enter new customer segments.



Increasing ESG regulation and greater expectations for business to contribute to sustainable development while ensuring value creation and long term resilience require responsible leadership and adoption of sustainability at the Board level.

- Subject to fines for non compliance to future regulations on ESG Governance
- Establish a governance structure and management approach towards sustainability
- Ability to better respond to investor queries.

LEGEND

 STAKEHOLDER VIEW
  ESG RISK
  ESG OPPORTUNITY

Our Strategic Ambition and SUSTAINABILITY FRAMEWORK

We recognize that as Wilcon grows and scales, responsible stewardship of resources becomes even more essential. We are committed to ensuring this expansion benefits all our stakeholders—both internal teams and external partners—while fostering partnerships that deliver shared, meaningful value for everyone involved.

By weaving our enduring mission of **Building Big Ideas Better** into our broader strategic sustainability ambition, we aspire to lead the transformation of our industry toward authentic, lasting sustainability. We do this by empowering our customers to create, enhance, and evolve their living spaces in ways that are more environmentally responsible, healthier, and truly comfortable for the long term.

To that end, we pledge to bring our highest level of expertise, insight, innovation, and resources to every interaction—delivering durable, high-quality products and solutions that help build stronger, safer, and more sustainable environments.

This vision is made possible through our foundational principles: unwavering **integrity**, delivering genuine **value**, and always choosing to **do the right thing**.

VISION

To become the preferred company in our industry for all our key stakeholders: our customers, our partners, our employees, our shareholders, the environment, and the society we live in.



MISSION

To help people build, improve, and refine their homes for a sustainable and comfortable future.

VALUES

- Innovation
- Leadership
- Integrity to all Stakeholders
- Loyalty to our customers and company
- Excellence Customer service
- Customer Delight
- Collaboration



Vision for 2028

2025

SUSTAINABILITY REPORT



Looking toward 2028, our vision is clear: be the frontrunner in our industry and consistently raise the bar on customer experience. We'll drive this by bringing more sustainable choices to market, steadily shrinking our environmental impact, and genuinely supporting our team members and local communities — backed by solid sustainability governance that's woven into the fabric of our daily operations.

Strategy Framework

WILCON
BUILDING BIG IDEAS
BETTER

INNOVATE FOR MORE SUSTAINABLE PRODUCTS

Product innovation, design and life cycle management

Supply chain management and engagement

Product quantity and safety

TAKE CARE OF OUR PEOPLE AND COMMUNITIES

Employee training and development

Workplace culture, engagement and well-being

Labor rights and employee welfare

Community development

Employee health and safety

REDUCE OUR FOOTPRINT

Energy use and emissions management

Waste management

Water consumption and management

Climate change adaptation

EMBED SUSTAINABILITY

Business Ethics

Corporate Governance

Strategy Framework

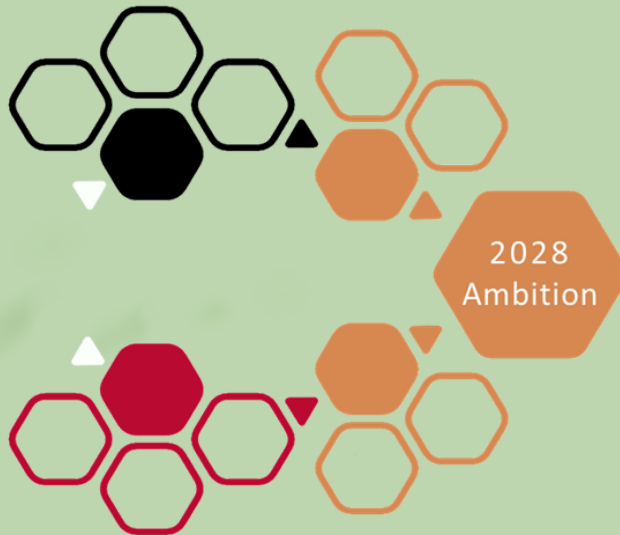
Innovate for More Sustainable Products – By 2028 we will...

Focus Areas

- **Product quality and safety**
- Supply chain management and engagement
- Product innovation, design and life cycle management

Commitments

- Ensure the best customer experience
- Provide employees with the knowledge they need to implement supply chain innovation efforts
- Expand availability of locally made, sustainable products
- Empower customers via transparent product information



Innovate and expand our offering to include more sustainable, ethically made and safe products for customers by nurturing supplier relationships and considering the full product lifecycle.

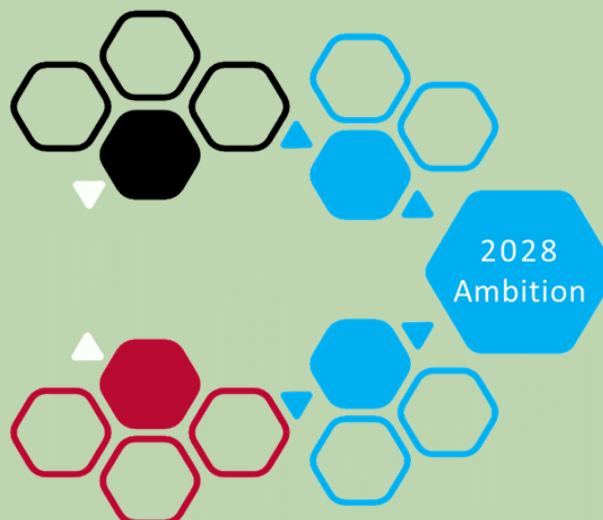
Take Care of our People and Communities – By 2028 we will...

Focus Areas

- **Employee health and safety**
- Employee training and development
- Workplace culture, engagement and wellbeing
- Labor rights and employee welfare
- Community development

Commitments

- Consistently instill a sense of psychological and physical safety and security for our team
- Continue to be the best by developing from within and nurturing the best talent
- Promote excellence in the workplace by sustaining a caring culture where safety comes first
- Meaningfully serve the local communities to which we belong



Enable our people to champion sustainability and community engagement with the confidence that comes from working in a safe, collaborative, and caring working environment.

Strategy Framework

Reduce Our Footprint – By 2028 we will...

Focus Areas

- Climate change adaptation
- Energy use and emissions management
- Waste management
- Water consumption and management

Commitments

- Reduce the environmental impact of the products we sell
- Minimize our operational requirements for energy, water, and waste
- Reduce emissions across our operations and encourage the same across our value chain



Limit the ecological footprint of our operations by reducing our reliance on natural resources and decreasing waste and emissions.

Embed Sustainability – By 2028 we will...

Focus Areas

- Corporate Governance
- Business Ethics

Commitments

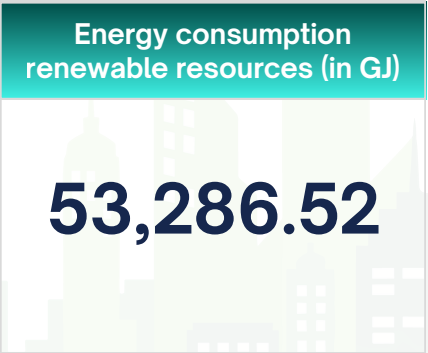
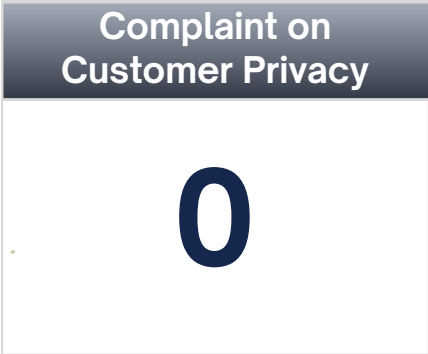
- Ensure the highest levels of accountability across all staff and leadership levels
- Adhere to our principles of integrity, true value and doing the right thing



Create a corporate culture of ethics, integrity, and sustainability by following sound corporate governance practices.

2025 ESG HIGHLIGHTS

2025
SUSTAINABILITY
REPORT



ECONOMIC Data

2025

SUSTAINABILITY
REPORT

Achieving Second-Half Turnaround



This year marked a highly anticipated turnaround in our sales performance. After several quarters of declining comparable sales, we achieved positive growth starting in the third quarter. The careful recalibration of our strategies, combined with the dedicated efforts of our teams in executing these challenging transitions, has clearly paid off.

Throughout this demanding period, we remained resolute and focused on our long-term goals, staying true to our vision and mission. While we continued to expand, we became more intentional in trimming unproductive initiatives.

We also strengthened our geographic presence by building on the strong, long-term, mutually beneficial relationships with our partner suppliers — aligning our strategic objectives to support the shared achievement of our respective missions and visions.

| Economic Performance | | |
|--|----------------|----------------|
| Direct economic value generated and distributed (in Php) | | |
| | 2024 | 2025 |
| Direct economic value generated (Revenue) | 34,654,974,031 | 35,868,013,718 |
| Direct economic value distributed | | |
| A. Operating costs | 9,797,521,465 | 10,139,115,852 |
| B. Employee wages and benefits | 1,688,426,196 | 1,774,371,793 |
| C. Payments to suppliers, other operating costs | 32,201,363,324 | 33,303,706,407 |
| D. Dividends given to stockholders and interest payments to loan providers | 1,065,928,270 | 1,475,900,682 |
| E. Taxes given to government | 2,381,714,645 | 2,155,851,790 |
| F. Investments to community | 21,428,616 | 7,959,259 |

ECONOMIC Data

2025

SUSTAINABILITY
REPORT

Engaging Supplier Partners in Our Sustainability Journey



We continue to engage and deepen our collaboration with our supplier partners across critical areas such as product quality and safety, responsible supply chain management, product innovation, sustainable design, and end-to-end life cycle management.

We implemented an approach, which flows naturally from internal capability-building to external actions.

We equipped our sales teams through specialized training and hands-on product demonstrations to confidently guide customers toward home improvement and construction solutions with tangible environmental benefits, aligning with evolving customer priorities.

We also maintained dedicated in-store displays for green products while expanding engagement with diverse supplier partners, offering targeted support and incentives to accelerate sustainable offerings.



ECONOMIC Data

2025

SUSTAINABILITY
REPORT

Engaging Supplier Partners in Our Sustainability Journey



The Procurement and Supply Management Division conducted its regular seminar and workshop to familiarize new staff and update current members on the company's ESG framework, strategy, and plans. This activity was designed to ensure the division's plans and programs for the coming year are aligned with the organization's ESG aspirations.

We continued to optimize our inventory management processes, driving higher inventory accuracy and elevating service levels for our customers.

We continued the ESG survey launched in 2024 across our supplier network and the response rate remained promising, signaling sustained supplier willingness to engage in sustainability dialogue.

To embed full life-cycle thinking into product design and decision-making, we developed an ESG end-of-life questionnaire and are strengthening collaboration with supplier partners to promote responsible product stewardship from cradle to grave. This survey has now been made a regular annual activity.

This partnership-driven approach underscores our commitment to co-creating a more sustainable value chain, where suppliers are valued as active partners in achieving shared environmental and social goals.

We look forward to building on this foundation in the coming year through deeper engagement, greater data transparency, and collaborative innovation.



ECONOMIC Data

2025

SUSTAINABILITY
REPORT

Engaging Supplier Partners in Our Sustainability Journey

Responsible Sourcing and Sustainable Procurement



As a leading retail company, we recognize that our procurement practices are central to advancing our sustainability ambitions. We will be rolling out a Sustainable Procurement Policy that aims to embed ESG considerations at the core of our sourcing decisions. The policy ensures we consistently select goods and services that minimize environmental impact, promote social responsibility, and support long-term sustainability. It includes a structured supplier accreditation process with mandatory ESG requirements covering alignment with Wilcon's Code of Business Conduct and Ethics, consistent supply chain standards, clean regulatory compliance, employee engagement, and corporate social responsibility.



We actively encourage suppliers to reduce energy use, minimize pollution, and adopt responsible waste management, giving preference to high-performing partners. To drive accountability, we will implement a formal supplier scorecard to monitor compliance. Through these measures, we are building a responsible and resilient supply chain that supports both our business goals and our commitment to a more sustainable future.



ENVIRONMENT

Data

2025
SUSTAINABILITY
REPORT

| Environment Performance | | | |
|--|--|---|---|
| Energy Consumption | | | |
| | 2023 | 2024 | 2025 |
| Energy consumption (renewable sources) (in GJ) | 50,687.46 | 52,486.49 | 53,286.52 |
| Energy consumption (electricity) (in Kwh) | 74,279,561 | 83,296,359 | 84,737,931 |
| Energy reduction of energy consumption (in Kwh) | | | |
| Energy reduction (renewable resources) | 14,079,849 | 14,579,581 | 14,801,810 |
| Energy reduction (electricity) | 74,279,561 | 83,296,359 | 84,737,931 |
| Air emission disclosures (in Tonnes CO2e) | | | |
| Scope 1 GHG Emissions | 1,053 | 1,101 | 1,049 |
| Scope 2 GHG Emissions | 52,902 | 59,324 | 60,350 |
| Total GHG Emissions | 53,955 | 60,424 | 61,399 |
| Water consumption within the organization (in CBM) | | | |
| Water withdrawal | 290,060 | 280,491 | 280,413 |
| Water consumption | 290,060 | 280,491 | 280,413 |
| Water recycled and reused | 0.00 | 0.00 | 0.00 |
| Solid and hazardous waste generated (in kg) | | | |
| Recyclable (papers & scraps) | 378,156.50 | 262,477 | 197,235 |
| Landfilled | Not collected in 2023 | 18,237 | 167,775 |
| Hazardous waste generated | 11,528 | 32,787 | 135,464 |
| Hazardous waste transported | Stored in the hazardous waste facility /area of the stores | Stored in the hazardous waste facility/area of the stores | Stored in the hazardous waste facility/area of the stores |
| Environmental Compliance | | | |
| Monetary fines for non-compliance (Php) | 800,000* | 257,159* | 463,874* |
| No. of non-monetary sanctions for non-compliance | 0 | 0 | 0 |
| No. of cases resolved through dispute resolution mechanism | 0 | 0 | 0 |



Our stores operate in large formats with significant energy demands. To reduce our environmental impact while achieving greater operational cost efficiency, Wilcon began rolling out solar power solutions in 2016, progressively integrating renewable energy into the power mix of our branches.



* late submission of supporting documents

ENVIRONMENT Data

2025

SUSTAINABILITY
REPORT

Greening Our Branches: Renewable Energy and Energy Efficiency

DID YOU KNOW?

Wilcon designed their buildings to maximize natural light, only turning on lights in the afternoon.



As part of our ongoing expansion, we have continued this initiative with strong momentum. By the end of 2025, over 50% of our branches — equivalent to 58 stores — were already equipped with solar panels. The additional installations have substantially increased the share of renewable energy in our total consumption, resulting in a meaningful reduction in grid electricity usage.



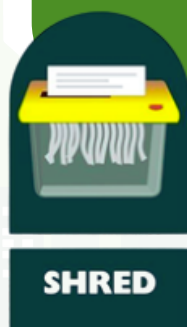
Complementing our renewable energy efforts, we have implemented several energy-efficient design and operational measures. These include the use of high-volume, low-speed (HVLS) fans to minimize air-conditioning requirements, maximized natural lighting through thoughtful store design, and the deployment of battery-powered forklifts instead of diesel-powered units. These initiatives collectively enhance customer and employee comfort while lowering our overall carbon footprint.



SORT



DROP



SHRED

61,399

GHG Emission

ENVIRONMENT

Data

2025

SUSTAINABILITY
REPORT

Shaping the Market: Expanding Green and Sustainable Products

Customers are increasingly conscious of the environmental and social impact of their lifestyle choices. In response, Wilcon has been steadily expanding its range of green and sustainable products to meet this growing demand. Our assortment now includes water-saving fixtures, energy-efficient lighting, low-VOC paints, responsibly sourced wood from renewable forests, and products made from recycled materials, among others.

To further strengthen our commitment to sustainable living, we have rolled out a revised sustainability framework that positions product quality and safety as one of its core pillars. This framework still guides our efforts to continuously innovate and broaden our product portfolio with more sustainable, ethically sourced, and safe solutions. By fostering closer collaboration with our suppliers and considering the full product life cycle — from sourcing to end-use — we aim to help customers build and renovate their homes in ways that support long-term environmental responsibility.



ENVIRONMENT

Data

Advancing Waste Reduction and Circular Practices

Wilcon remains committed to minimizing waste across its operations through continuous process improvements and responsible waste management strategies. By enhancing operational efficiency, we have successfully reduced the volume of recyclable materials generated.

In 2025, we strengthened our partnerships with local government units for proper sorting and disposal of solid waste. We also continued to expand our supplier take-back program, which enables the return of inventory that does not meet quality standards or has been damaged. These items are then recycled or repurposed by our suppliers, effectively diverting waste away from landfills and supporting a more circular economy.



Single-Use Plastic Reduction and Extended Producer Responsibility (EPR)

In 2023, Wilcon launched its Extended Producer Responsibility (EPR) Program in full support of national climate action goals and in compliance with Republic Act 11898, the Extended Producer Responsibility Act of 2022.

A key initiative under this program is the "Return of Plastic Packaging" campaign, which encourages customers to return used plastic packaging and blister packs from Wilcon products.



Dedicated collection booths and drop boxes have been installed in all our stores to facilitate convenient returns. To further boost participation, we are currently developing attractive incentive programs aimed at increasing the campaign's effectiveness and customer engagement.

Through these efforts, Wilcon is on track to achieve its target of a 50% reduction in single-use plastic packaging by the end of 2025.

2025

SUSTAINABILITY REPORT

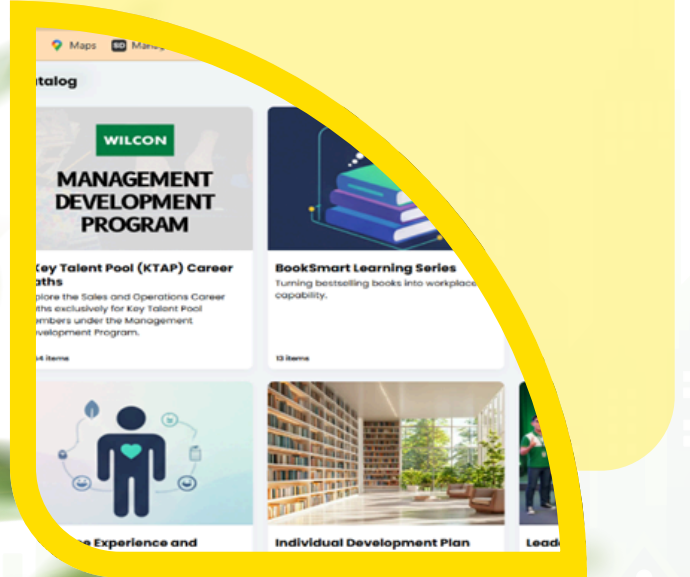
SOCIAL Data



HIGHLIGHT:

LIGHTING THE PATH: HOW WILCON'S LMS INITIATIVE ELEVATES LEARNING, CULTURE, AND IMPACT

At Wilcon, we don't just talk about building better products and services — we build better people. Over the past year, our Learning Management System, **WILCONnect LMS**, has become a powerful platform where growth, collaboration, and excellence hold center stage. It's not just training. It's a movement that mirrors our **ESG (Environmental, Social, Governance) pillars** and helps shape who we are as an organization.



| Employee Data | | |
|---|--------|-------|
| | Female | Male |
| Employees by gender | 1,693 | 1,936 |
| Employee benefits (% who availed) | | |
| SSS | 33.88 | 32.40 |
| PhilHealth | 2.01 | 0.93 |
| Parental leaves: | | |
| Maternity/ Paternity Leave | 6.68 | 10.48 |
| Solo Parent | 2.08 | 0.07 |
| Magna Carta | 0.18 | 0.00 |
| Vacation leaves | 86.81 | 87.47 |
| Sick leaves | 4.43 | 2.89 |
| Medical benefits (aside from PhilHealth) | 40.67 | 30.43 |
| Housing assistance (aside from Pag-ibig) | 0.00 | 0.00 |
| Retirement Fund (aside from SSS) | 0.20 | 0.33 |
| Further education support | 0.00 | 0.00 |
| Company stocks option | 0.00 | 0.00 |
| Telecommunicating | 20.57 | 19.90 |
| flexible-working hours | 24.29 | 21.09 |
| Employee training and development | | |
| Total training hours provided | 261 | 281 |
| Ave. training hours provided | 4.14 | 4.07 |
| Labor Management Relations | | |
| % of employees covered in CBA | 21.44 | |
| Number of consultations conducted with employees concerning employee-related policies | 5 | |

SOCIAL Data

SHINE BRIGHT: Luminary Learners Awards



Shine Bright is more than an award—it's our annual celebration of Wilcon's top learners who exemplify curiosity, commitment, and a passion for continuous growth.

At its core, Shine Bright aims to:

Celebrate Excellence

Recognize learners who lead by example and embody our culture of growth.

Inspire Continuous Learning

Reinforce learning as a habit—engaging, rewarding, and part of everyday work.

Promote Collaboration

Bring together Wilconians across branches and departments through shared learning experiences that strengthen connection and unity.

Together, Shine Bright reinforces our people-first culture and supports our social and governance pillars by developing talent, fostering well-being, and encouraging collaboration across the Wilcon community.

SOCIAL Data

2025

SUSTAINABILITY
REPORT

A GLOBAL NOD:

Cypher Learning's Customer Award of the Year

Our investments in people and technology are turning heads beyond Wilcon. At the first-ever Cypher Learning Customer of the Year Awards, Wilcon Depot earned a major distinction for Best in Time-to-Proficiency — reducing training time by 50 % and saving an estimated 7,200 hours annually thanks to the LMS platform.

This award isn't just about metrics. It's about showing that thoughtful learning systems can help real people learn faster, perform better, and feel more confident in their roles. In a world where speed often competes with quality, Wilcon proved that with the right tools and mindset, both are possible.



ROOTED IN SUSTAINABILITY AND CULTURE

When we look at the bigger picture, WILCONnect LMS isn't separate from Wilcon's broader **ESG strategy** — it is a key part of it.

Innovate for More Sustainable Products: A well-trained workforce is better equipped to understand sustainable choices and help customers find eco-friendly options. Knowledge here leads to better product decisions and customer guidance — bridging employee skills with environmental impact.

LOOKING FORWARD

As we celebrate Shine Bright winners and bring home recognition from Cypher Learning, we're reminded that learning is a living thing — it grows when we nurture it, share it, and embed it into our daily work — reinforcing our philosophy that learning never stops. WILCONnect LMS has become more than a platform — it's a living expression of our values, our culture, and our vision to build better — together.

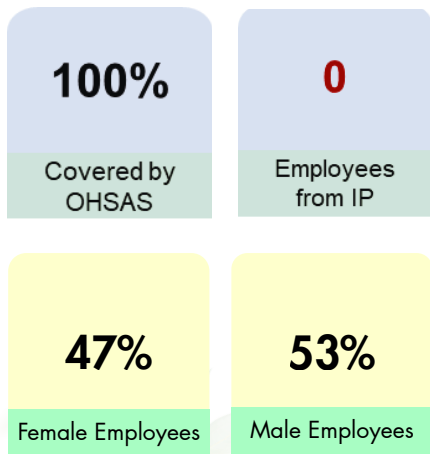


2025

SUSTAINABILITY REPORT

SOCIAL Data

| Workplace conditions, labor standards, and human rights | Attrition Rate |
|---|----------------|
| 2019 | 5.83% |
| 2020 | 8.63% |
| 2021 | 6.84% |
| 2022 | 14.94% |
| 2023 | 16.5% |
| 2024 | 15.66% |
| 2025 | 17.22% |



| Workplace conditions, labor standards, and human rights | Female | Male |
|---|---|------|
| Safe Man-Hours | | |
| No. of work-related injuries* | 32 | 227 |
| No. of work-related fatalities | 0 | 0 |
| No. of work-related ill-health | 0 | 0 |
| No. of safety drills | 92 | |
| Labor Laws and Human Rights | | |
| No. of legal actions or employee grievances involving forced or child labor | 0 | |
| Forced labor (y/n) | Y | |
| Child labor (y/n) | Y | |
| Human rights (y/n) | Y | |
| Supply Chain Management | Does Wilcon consider the following when accrediting suppliers | |
| Environmental Performance | Y | |
| Forced labor | Y | |
| Child labor | Y | |
| Human rights | Y | |
| Bribery and corruption | Y | |



* Minor injuries requiring basic first aid treatment only. Zero hospitalized or confined incidences.

COMMUNITY Data

2025

SUSTAINABILITY REPORT

Building Lasting Relationships: The Core of Our CX Strategy



Our customers are knowledgeable, decisive, and value speed, convenience, and a seamless shopping experience. That's why we ensure our frontline teams are highly trained and genuinely knowledgeable about our full range of products and services. They stay up to date with the latest design trends and consumer preferences so they can offer informed recommendations and help customers find the best solutions quickly and confidently. We also partner closely with our suppliers to provide reliable after-sales support, including professional installation and repair services.

| Customer Management | |
|--|----------|
| Customer Satisfaction | Score |
| Customer Survey | 8/10 |
| Health and Safety | Quantity |
| No. of substantiated complaints on products or services health and safety | 0 |
| No. of complaints addressed | 0 |
| Marketing and Labelling | Quantity |
| No. of substantiated complaints on marketing and labelling | 0 |
| No. of complaints addressed | 0 |
| Customer Privacy | Quantity |
| No. of substantiated complaints on customer privacy | 0 |
| No. of complaints addressed | 0 |
| No. of customers, users, and account holders whose information is used for secondary purposes. | 0 |
| Data Security | Quantity |
| No. of data breaches, including leaks, thefts and losses of data | 0 |

COMMUNITY Data

2025

SUSTAINABILITY
REPORT

TOGETHER, WE GROW STRONGER, BIGGER, BETTER!

ABCDE+

ARCHITECTS • BUILDERS • CONTRACTORS • DESIGNERS • ENGINEERS

by myWILCON
LOYALTY

We stay ahead of the curve by closely monitoring customer preferences to update our product selection, store layout, and online strategy.

To deliver faster, smoother, and more customer-centric experiences, we also continuously leverage technology. We are actively reconfiguring our omnichannel strategy to make it more effective, cohesive, and impactful in driving stronger business results moving forward.

Continuous enhancements to our ABCDE (architects, builders, contractors, designers, and engineers) product and service offerings are also being implemented. Store layout re-configurations always include enhancements to our ABCDE lounges - exclusive space allowing professionals to meet clients, collaborate with peers, brainstorm projects, and browse our extensive product catalog in comfort. Our Design Hub – a service offering an advanced 3D interior design tool that allows them to visualize their ideas, generate detailed layouts, and receive instant product lists with cost estimates have continued to provide invaluable help not only to homeowners but also to professionals who do not have personal access to the technology.



Free membership!
No minimum spent required



Get exclusive discount on daily purchase*
*Terms and Conditions apply



Redeem points to shop



Enjoy members only perks & promos

COMMUNITY Data

2025

SUSTAINABILITY
REPORT



Other than our standard loyalty program, we also offer an ABCDE Loyalty Program that provides accredited members with special privileges, including volume discounts, early access to new products and promotions, and exclusive invitations to product launches and curated presentations.

Across all these platforms, we take data privacy seriously. Our robust policies and secure information systems protect every piece of customer data — whether collected online or in-store — and ensure access is strictly limited to authorized personnel.

These customer-first initiatives earned us the prestigious 2025 Retail Asia Awards-Domestic Retailer of the Year and Hardware Retailer of the Year.



COMMUNITY Data

2025

SUSTAINABILITY
REPORT

Strengthening Social Capital



As a leading home improvement and construction supplies retailer, Wilcon's expansion into provincial centers across the country is helping stimulate local economies. Our presence is generating greater economic activity, which in turn supports increased infrastructure development and creates new job opportunities in these regions. Our stakeholders believe this growth plays a meaningful role in decentralizing development beyond traditional urban centers.



We actively collaborate with local government units, charitable organizations, civic groups, and other responsible corporations to uplift communities and promote environmental sustainability.

At the same time, our stakeholders have highlighted the growing shortage of skilled workers in the construction sector. This skills gap poses a challenge to our expansion plans and our ability to meet our target number of branches. Similarly, manpower constraints faced by our suppliers can affect their capacity to deliver products consistently.



To address this need, Wilcon channels several of its community development initiatives through the Wilcon Foundation. Initially focused on providing educational assistance to deserving college students, the Foundation has since expanded its support to high school and elementary students. We also established a technical school that successfully produced graduates with certified construction-related skills. Although operations were temporarily suspended during the pandemic, the program was re-established in 2025 under the new Wilcon Upskilling Center, Inc. (WUCI). WUCI is currently working toward formal accreditation from the Technical Education and Skills Development Authority (TESDA).

GOVERNANCE

2025

SUSTAINABILITY
REPORT

Business Continuity and Operational Resilience



In 2025, Wilcon successfully implemented a comprehensive, turnkey Business Continuity Management System (BCMS) in partnership with expert consulting services. This initiative strengthens the company's governance framework by enhancing its ability to anticipate, respond to, and recover from potential operational disruptions.

Key Components of the Program

- Awareness training and capacity-building sessions for executives, managers, and employees across the organization
- Conduct of Business Impact Analysis (BIA) and detailed risk assessments to identify critical business processes and recovery priorities
- Development of tailored Business Continuity Plans (BCPs) for key departments and functions
- Rigorous testing, simulation exercises, and scenario drills to validate recovery strategies and ensure team readiness.
- Delivery of all relevant training courses to embed a culture of preparedness

The BCMS program was designed and implemented in full alignment with international best practices, specifically ISO 22301:2019 (Business Continuity Management Systems) and ISO 31000:2018 (Risk Management).

GOVERNANCE

Outcomes and Impacts



The successful rollout of the Business Continuity Management System has significantly strengthened Wilcon's organizational resilience. The company is now better positioned to protect its operations, safeguard its reputation, and ensure uninterrupted service to customers even in the face of unforeseen disruptions such as natural calamities, supply chain interruptions, or other emergencies.

Looking ahead, sustained effectiveness will rely on continuous improvement, regular plan reviews and updates, and ongoing visible commitment from leadership to embed business continuity practices into the company's culture.

Board Diversity and Succession: Appointment of Additional Woman Director

Following the retirement of Wilcon's Chairperson of the board of directors, a new woman independent director was appointed during the June 16, 2025 annual stockholders' meeting.

47% vs 53%
Female:Male
Employee in Key
Management Positions

All Female C-Suite

7:6
Female:Male
Top Management

The appointment of an additional Woman Director strengthens Wilcon's Board composition, resulting in a more balanced gender representation of 3 women and 4 men. This enhanced gender diversity brings valuable perspectives, broader insights, and improved decision-making to the Board. Research consistently shows that boards with strong gender diversity tend to demonstrate better governance practices, including more effective risk oversight, higher levels of innovation, and more balanced strategic deliberations.

By increasing female representation, Wilcon reinforces its commitment to inclusive leadership and good corporate governance, ensuring that diverse viewpoints are considered in key decisions that impact the company's long-term sustainability and stakeholder interests.

GOVERNANCE

Wilcon Depot Strengthens ESG Commitment with 15 DTI-Bagwis Awards in 2025



As Wilcon Depot continues to expand its store network across the Philippines, it remains a consistent participant in the DTI-Bagwis Program. This initiative recognizes businesses that demonstrate strong commitment to consumer welfare, ethical practices, and responsible operations — key elements of the Social pillar of ESG (Environmental, Social, and Governance).

DTI Provincial Offices nominate establishments based on strict compliance with trade laws, including the Price Act, Suggested Retail Price (SRP) regulations, and product standards. Awardees also maintain effective Consumer Welfare Desks (CWDs) to promptly address customer concerns.

In 2025, 15 Wilcon Depot stores successfully received Bagwis recognition, with several upgraded to higher tiers. The program offers three levels:



Bronze – Compliance with fair trade laws and establishment of a Consumer Welfare Desk.



Silver – Bronze requirements plus demonstrated social responsibility initiatives.



Gold – Silver qualifications plus alignment with key ISO 9001 quality management standards.

Through its continued participation, Wilcon Depot reinforces its ESG goals by promoting transparency, consumer trust, and responsible business practices across its operations.

LEVELS OF AWARD



Gold



Silver



Bronze

APPENDIX A: List of Operations Location

| | BRANCH NAME | LOCATION |
|----|--------------|--|
| 1 | ALABANG | 8003 REAL ST., ALABANG ZAPOTE RD., ALMANZA UNO, LAS PIÑAS CITY |
| 2 | BALINTAWAK | 1274 EDSA A. SAMSON, QUEZON CITY |
| 3 | LIBIS | 90 E. RODRIGUEZ JR. AVE., BRGY. UGONG NORTE, DISTRICT 3, QUEZON CITY |
| 4 | MAKATI | 2212 CHINO ROCES AVE., SAN LORENZO, MAKATI CITY |
| 5 | QUIRINO | L1 19 C-1 MINDANAO AVE., TALIPAPA, QUEZON CITY |
| 6 | FILINVEST | L1 B29 ALABANG ZAPOTE RD. COR. BRIDGEWAY AVE., FILINVEST CORPORATE CITY, ALABANG, MUNTINLUPA CITY |
| 7 | MEXICO | GAPAN-OLONGAPO ROAD, LAGUNDI, MEXICO, PAMPANGA |
| 8 | SUCAT | DR. A. SANTOS AVENUE, SAN DIONISIO, PARAÑAQUE CITY |
| 9 | FAIRVIEW | 16 COMMONWEALTH AVE., BRGY. COMMONWEALTH, QUEZON CITY |
| 10 | TARLAC | MC ARTHUR HIGHWAY, SAN RAFAEL, TARLAC CITY |
| 11 | DAU | MC ARTHUR HI-WAY, DAU, MABALACAT, PAMPANGA |
| 12 | SAN FERNANDO | FREEWAY STRIP OLONGAPO-GAPAN ROAD, DOLORES CITY OF SAN FERNANDO, PAMPANGA |
| 13 | CALAMBA | NATIONAL ROAD, BRGY. HALANG, CALAMBA CITY, LAGUNA |
| 14 | BATANGAS | LOT 2687-A DIVERSION ROAD, ALANGILAN, BATANGAS CITY |
| 15 | TAYTAY | MANILA EAST ROAD, BRGY. SAN JUAN, TAYTAY, RIZAL |
| 16 | ANTIPOLO | MARCOS HIGHWAY, BRGY. MAYAMOT, ANTIPOLO CITY, RIZAL |
| 17 | BALIWAG | KM. 48 DRT HIGHWAY, BRGY. TARCAN, BALIWAG, BULACAN |
| 18 | DASMARIÑAS | GOVERNOR'S DRIVE, PALIPARAN 1, DASMARIÑAS CITY, CAVITE |
| 19 | LAOAG | AIRPORT ROAD, BRGY. 50, BUTTONG, LAOAG CITY |
| 20 | MANDAUE | U.N. AVENUE, UMAPAD, MANDAUE CITY, CEBU |
| 21 | TALISAY | LOT 2359, LAWA-AN II, TALISAY CITY, CEBU |
| 22 | KAWIT | CENTENNIAL ROAD, MAGDALO, PUTOL, KAWIT, CAVITE |
| 23 | VALENZUELA | 292 MC ARTHUR HI-WAY, DALANDANAN, VALENZUELA CITY |
| 24 | SAN PABLO | DOÑA MARIA VILLAGE PHASE 2, BRGY. BAGONG BAYAN, SAN PABLO CITY, LAGUNA |
| 25 | VILLASIS | NATIONAL HIGHWAY, BRGY. BACAG, VILLASIS, PANGASINAN |
| 26 | QUEZON AVE. | 24 QUEZON AVE., LOURDES, QUEZON CITY |
| 27 | DAVAO | MC ARTHUR HIGHWAY, MATINA, DAVAO CITY |
| 28 | IT HUB | PASONG TAMO EXTENSION, BRGY. BANGKAL, MAKATI CITY |
| 29 | MOLINO | BACOR BOULEVARD, BRGY. MAMBOG IV, CITY OF BACOR |
| 30 | STA ROSA | TAGAYTAY ROAD, BRGY. PULONG, STA. CRUZ, STA. ROSA, LAGUNA |
| 31 | CDO | ZONE 5 , BRGY. CUGMAN, CAGAYAN DE ORO CITY |
| 32 | BACOLOD | MATAB-ANG TALISAY CITY, NEGROS OCCIDENTAL |
| 33 | BUTUAN | BRGY. BAAN, KM. 3, BUTUAN CITY |
| 34 | CABANATUAN | LOT 2040-C-3-B & Lot 2040-C-4, SUMACAB ESTE, MAHARLIKA HIGHWAY, PUROK 6, SUMACAB ESTE, CABANATUAN CITY |
| 35 | ILOILO | NORTH DIVERSION ROAD, BRGY. DUNGON-B, JARO, ILOILO CITY |
| 36 | TACLOBAN | PUROK SANTOL, BRGY. 80 MARASBARAS, TACLOBAN CITY, LEYTE |

APPENDIX A: List of Operations Location

| | BRANCH NAME | LOCATION |
|----|---------------------------|---|
| 37 | SILANG | PUROK 9, BRGY. LALAAN II, SILANG, CAVITE CITY |
| 38 | ZAMBOANGA | LOT 2235C I-A BOALAN, ZAMBOANGA CITY |
| 39 | NAGA | BRGY. DEL ROSARIO, NAGA CITY |
| 40 | LIPA | BRGY. BUGTONG NA PULO, LIPA BATANGAS |
| 41 | PANACAN, DAVAO | BRGY. PANACAN VALLE VERDE, BUNAWAN, DAVAO CITY |
| 42 | TAYABAS | BRGY. ISABANG, TAYABAS QUEZON |
| 43 | GEN. SANTOS | PALEN, BRGY. LABANGAL, GENERAL SANTOS CITY |
| 44 | PUERTO PRINCESA | BRGY. SICSICAN, PUERTO PRINCESA CITY, PALAWAN |
| 45 | GENERAL TRIAS | BRGY. SAN FRANCISCO, GENERAL TRIAS CITY, CAVITE |
| 46 | STA. BARBARA, ILOILO | LOT 506B BRGY. BOLONG OESTE, STA. BARBARA, ILOILO |
| 47 | OPOL, MISAMIS ORIENTAL | ZONE 2A BRGY. BARRA, OPOL, MISAMIS ORIENTAL |
| 48 | STO. TOMAS, BATANGAS | MAHARLIKA HIGHWAY, BRGY. STA. ANASTACIA, STO. TOMAS, BATANGAS |
| 49 | ANTIPOLO II | LOT 2-A BRGY. SAN ISIDRO CIRCUMFERENTIAL RD. ANTIPOLO CITY |
| 50 | CALUMPIT | BRGY. PIO CRUZCOSA, CALUMPIT, BULACAN |
| 51 | IGUIG, CAGAYAN | BRGY. BAYO, IGUIG, CAGAYAN VALLEY RD. |
| 52 | SAN JOSE, BULACAN | BRGY. TUNGKONG MANGGA, SAN JOSE DEL MONTE CITY, BULACAN |
| 53 | COMMONWEALTH II | MATANDANG BALARA CAPITOL, QUEZON CITY |
| 54 | ORMOC | BRGY. SAN ISIDRO, ORMOC CITY, LEYTE |
| 55 | MAYAMOT, ANTIPOLO III | MARCOS HI-WAY, BRGY. MAYAMOT, ANTIPOLO |
| 56 | ALBAY | BRGY. PEÑAFRANCIA, DARAGA, ALBAY |
| 57 | TAGUM, DAVAO | BRGY. CANOCOTAN, TAGUM, DAVAO DEL NORTE |
| 58 | CORDON, ISABELA | BRGY. MALAPAT, CORDON, ISABELA |
| 59 | PILA, LAGUNA | BRGY. STA. CLARA SUR, PILA, LAGUNA |
| 60 | AKLAN | BRGY. CALANGCANG, MAKATO, AKLAN |
| 61 | OLONGAPO | NATIONAL ROAD, BRGY. BARRETTO, OLONGAPO CITY, ZAMBALES |
| 62 | TAYTAY II | RIZAL AVE., ILOG PUGAD BRGY. SAN JUAN TAYTAY, RIZAL |
| 63 | CABUYAO, LAGUNA | BRGY. SALA, CABUYAO, LAGUNA |
| 64 | LA UNION | BRGY. PARINGAO, BAUANG, LA UNION |
| 65 | SORSOGON | BRGY. MACABOG, SORSOGON CITY, SORSOGON |
| 66 | GAPAN, NUEVA ECIJA | STO. CRISTO NORTE, GAPAN NUEVA ECIJA |
| 67 | MALAYBALAY, BUKIDNON | SAN JOSE, MALAYBALAY CITY, BUKIDNON |
| 68 | BOHOL | BRGY. BINGAG, DAUIS, BOHOL |
| 69 | CALAPAN, ORIENTAL MINDORO | PUTING TUBIG, CALAPAN CITY, ORIENTAL MINDORO |
| 70 | BANTAY, ILOCOS SUR | AGGAY, BANTAY, ILOCOS SUR |
| 71 | LEMERY, BATANGAS | BRGY. TUBIGAN, LEMERY, BATANGAS |
| 72 | ABUCAY, BATAAN | BRGY. CAPITANGAN, ABUCAY, BATAAN |

APPENDIX A: List of Operations Location

| | BRANCH NAME | LOCATION |
|-----|----------------------------------|--|
| 73 | SAN JOSE, NUEVA ECIIJA | BRGY. MANICLA, SAN JOSE CITY NUEVA ECIIJA |
| 74 | PANIQUEI, TARLAC | BRGY. APULID, PANIQUEI, TARLAC |
| 75 | WCC | ANCHOR 1, 121 VISAYAS AVE., BAHAY TORO, QUEZON CITY |
| 76 | STA. MESA | 425 PIÑA AVE., BRGY. 585 ZONE 057, SAMPALOC, MANILA |
| 77 | MINDANAO AVE. | L-5 B-7 MINDANAO AVE., BAHAY TORO I, QUEZON CITY |
| 78 | MUÑOZ | 1066 EDSA, BAHAY TORO, QUEZON CITY |
| 79 | PASAY | 16 C JOSE ST. COR. EDSA, MALIBAY, PASAY CITY |
| 80 | ILOILO | GROUND FLOOR UNIT A25-A26, FESTIVE WALK MALL, ILOILO BUSINESS PARK, MANDURRIAO , ILOILO CITY |
| 81 | SAN FERNANDO | MC ARTHUR HIGHWAY, BRGY. SAN NICOLAS, SAN FERNANDO, PAMPANGA |
| 82 | GUIGUINTO, BULACAN | MCARTHUR HIGHWAY, TUKTUKAN, GUIGUINTO, BULACAN |
| 83 | ROSARIO, BATANGAS | PUROK 5, BRGY. BAYBAYIN, ROSARIO BATANGAS |
| 84 | UPTOWN, CDO | KM 6, UPPER BALULANG, CAGAYAN DE ORO CITY |
| 85 | STA. MARIA | CENTRO ST. GUYONG, SANTA MARIA, BULACAN |
| 86 | ILIGAN CITY | PUROK LA PURISIMA, TUBOD, ILIGAN CITY LANA DEL NORTE |
| 87 | NAIC, CAVITE | GOVERNOR'S DRIVE, BRGY. SABANG NAIC, CAVITE |
| 88 | TUY, BATANGAS | SITIO CENTRO, BRGY. SABANG, TUY, BATANGAS |
| 89 | MORONG, RIZAL | MANILA EAST ROAD, LAGUNDI, MORONG, RIZAL |
| 90 | VALENCIA, BUKIDNON | PUROK 17-A POBLACION, VALENCIA, BUKIDNON |
| 91 | KORONADAL | PUROK SPRING, KORONADAL CITY, 9506 SOUTH COTABATO |
| 92 | VILLAMONTE, BACOLOD | LOT 3-A, NGC, CIRCUMFERENTIAL RD, BRGY. VILLAMONTE, BACOLOD, 6100 NEGROS OCCIDENTAL |
| 93 | STA. BARBARA, PANGASINAN | ZONE 3, MC ARTHUR HIGHWAY, SANTA BARBARA, 2419 PANGASINAN |
| 94 | ROXAS, CAPIZ | SITIO TRES ARCANGELES, ROXAS CITY, 5800 CAPIZ |
| 95 | LA TRINIDAD, BENGUET | LA TRINIDAD, 2601 BENGUET |
| 96 | PALA-PALA | AGUINALDO HWY, BRGY. SAMPALOC 1, DASMARIÑAS, 4114 CAVITE |
| 97 | PAGBILAO, QUEZON | BRGY. BUKAL, PAGBILAO QUEZON, QUEZON, 4302 QUEZON PROVINCE |
| 98 | LUBAO, PAMPANGA | BRGY STO. TOMAS, LUBAO, 2005 PAMPANGA |
| 99 | TUBA, BENGUET | BRGY. POBLACION, TUBA, BENGUET |
| 100 | P.TUAZON CUBAO | P. TUAZON NEAR CORNER 20 TH AVENUE, CUBAO, QUEZON CITY |
| 101 | CORDOVA, CEBU | BRGY. GABI, CORDOVA, CEBU |
| 102 | SAN CARLOS, PANGASINAN | BRGY. POBLACION, SAN CARLOS CITY, PANGASINAN |
| 103 | BACNOTAN, LA UNION | BRGY. SAN MARTIN, BACNOTAN, LA UNION |
| 104 | SUBIC BAY METROPOLITAN AUTHORITY | PORTION OF BLDG. 640, SAMPSON ROAD, CENTRAL BUSINESS DISTRICT, SBF |

104
STORES NATIONWIDE
 AS OF DECEMBER 31, 2025

TATAG WILCON



PHONE NUMBER
(02) 8634-8387



WEBSITE
<http://www.wilcon.com.ph>



ADRESS
**No. 90 E. Rodriguez Jr.
Avenue, Ugong Norte, Quezon
City**



LOCATION
investor_relations@wilcon.com.ph