



VÉRTERE LIFE

Sustainability and Stewardship Program

COMPANY BACKGROUND



V É R T E R E

Vértere Global Solutions, Inc. (Vértere) is an all-Filipino information technology services company engaged in delivering a wide range of IT-enabled solutions to organizations across various industries. The company provides services including software application development, application maintenance and support, systems integration, software quality assurance and testing, database management and migration, IT infrastructure upgrade and support, IT professional staffing, and business process outsourcing.

With decades of cumulative operational heritage in the Philippine IT services industry, Vértere has developed strong capabilities in supporting organizations seeking to enhance their technology environments, improve operational efficiency, and access specialized technical expertise. The company's service delivery model combines technical competence, client collaboration, and scalable workforce solutions designed to address evolving business and digital transformation requirements.

At the core of Vértere's operations is a strong commitment to building long-term partnerships with its clients. The company regards its clients as trusted business partners and places significant emphasis on delivering high-quality services and value-driven solutions that meet or exceed client expectations. This client-centric approach has resulted in a strong record of repeat engagements and long-standing relationships, reflecting the confidence clients place in the company's ability to support their technology initiatives.

Guided by principles of professionalism, service excellence, and continuous improvement, Vértere strives to contribute positively to the broader technology ecosystem. Through its operations, the company supports the growth of the Philippine IT services sector while providing opportunities for technology professionals to develop their capabilities and participate in the country's growing digital economy.

As part of its Sustainability and Stewardship Program, Vértere seeks to align its business practices with responsible corporate governance, workforce development, and stakeholder engagement, reinforcing its commitment to sustainable growth and responsible business conduct.

Corporate Purpose and Sustainability Commitment

Vértere Global Solutions, Inc. recognizes that sustainable business success is closely linked to responsible corporate conduct, strong governance practices, and meaningful contributions to society. As a provider of information technology services and workforce solutions, the company

plays an important role in supporting the digital transformation initiatives of its clients while contributing to the development of technology talent in the Philippines.

The company is committed to conducting its operations with integrity, professionalism, and accountability. Vértere strives to create long-term value for its stakeholders by delivering high-quality technology services while promoting ethical business practices, responsible workforce management, and a culture of continuous learning and improvement.

Through its Sustainability and Stewardship Program, Vértere seeks to integrate sustainability considerations into its business practices. This includes initiatives that promote responsible governance, support the professional growth and well-being of its employees, strengthen client partnerships, and contribute positively to the communities in which it operates.

Vértere believes that responsible corporate stewardship involves balancing business growth with social responsibility and sound governance. By embedding sustainability principles into its operational and strategic priorities, the company aims to support inclusive economic development while ensuring the long-term resilience and sustainability of its organization.

Role in the Philippine Digital Economy

As part of the Philippine information technology and business services sector, Vértere Global Solutions contributes to the country's growing digital economy by providing technology expertise and workforce solutions that support enterprise innovation and digital transformation.

The company's services enable organizations to enhance their technology capabilities, improve operational efficiency, and accelerate the adoption of digital platforms and solutions. By providing skilled IT professionals and specialized technology services, Vértere helps bridge the gap between the increasing demand for digital capabilities and the availability of qualified technology talent.

In addition to supporting client organizations, Vértere also plays a role in strengthening the local technology workforce. Through its recruitment, training, and professional development initiatives, the company contributes to the advancement of Filipino technology professionals by providing opportunities for skill development, career growth, and exposure to complex technology environments.

By cultivating a highly capable technology workforce and delivering reliable technology services, Vértere contributes to the continued development of the Philippine IT services industry and supports the country's position as a competitive destination for global technology and business services.

Stakeholder Engagement

Vértere Global Solutions recognizes that its long-term success depends on maintaining strong relationships with its key stakeholders. The company is committed to engaging with stakeholders

in a transparent, responsible, and collaborative manner to ensure that their interests and expectations are considered in the company's operations and strategic initiatives.

The company's key stakeholders include:

Clients and Business Partners Clients are at the center of Vértere's operations. The company works closely with its clients to understand their business and technology requirements and to deliver solutions that provide measurable value. By

maintaining open communication and consistent service delivery standards, Vértere aims to build long-term partnerships based on trust, reliability, and mutual growth.

Employees and Technology Professionals Vértere’s employees and consultants are essential to the company’s ability to deliver quality services. The company is committed to fostering a professional and supportive work environment that promotes continuous learning, career development, and employee well-being. By investing in the development of its workforce, Vértere strengthens its ability to deliver high-quality services while supporting the professional advancement of Filipino technology talent.

Community and Society As a participant in the Philippine technology ecosystem, Vértere recognizes its responsibility to contribute positively to society. The company supports initiatives that promote education, skills development, and responsible corporate citizenship. Through these efforts, Vértere aims to help cultivate the next generation of technology professionals and contribute to the growth of the broader community.

Government and Regulatory Institutions Vértere is committed to complying with all applicable laws, regulations, and industry standards. The company works with government agencies and regulatory institutions to ensure responsible business practices and to contribute to the development of a transparent and sustainable technology services industry in the Philippines.

CORE BUSINESS

Vértere Global Solutions, Inc. (Vértere) is a Philippine-based information technology services company that provides IT-enabled services, technology consulting, and professional staffing solutions to enterprise clients. Its core business revolves around delivering technology expertise, skilled IT professionals, and managed services that support organizations in building, maintaining, and optimizing their digital platforms and enterprise systems.

The company operates primarily as a technology services and IT professional services provider, combining software development capabilities, systems integration expertise, and IT talent deployment to address the evolving needs of businesses undergoing digital transformation

Our Vértere LIFE Framework

The Vértere LIFE Framework guides our Sustainability and Stewardship Program by organizing our commitments into four practical pillars: **Leadership, Impact, Future, and Ethics**. It reflects how we embed sustainability into everyday operations—building a culture of trust and care for our people, adopting responsible workplace practices that reduce environmental impact, strengthening capabilities through continuous learning and future-ready ways of working, and upholding integrity and compliance as the foundation of good governance. By connecting these pillars to clear focus areas and actions, the LIFE Framework helps align priorities across the organization and ensures our initiatives create value for employees, clients, communities, and the business.

<p>L – LEADERSHIP <i>Sustainable Workforce and Operations Program</i></p>	<p>I – IMPACT <i>Planet-Positive Work Practices</i></p>	<p>F – FUTURE <i>Future-Ready Work Practices</i></p>	<p>E – ETHICS <i>Responsible Workplace Operations</i></p>
<p>Leadership is how we embed sustainability into the way we work by building a culture anchored on trust between our People, Management, and Clients. We strengthen credibility and transparency through listening and dialogue channels such as People Connect town halls and Executive Time, where employees and consultants can raise concerns, share ideas, and hear updates directly from leaders. We institutionalize care through the Consultant Care Program, supported by dedicated HR Business Partners and regular touchpoints that ensure consultants feel guided, protected, and supported throughout their engagement lifecycle. This approach reinforces belonging and morale and supports measurable improvements in trust-related outcomes, including 94% of employees sharing that management trusts them to do a good job without constant oversight.</p>	<p>Impact is our commitment to reduce our environmental footprint through practical workplace actions that fit our operating reality. We support responsible resource use through energy-conscious practices in our offices, a shift toward digital collaboration and paperless workflows, and everyday habits that reduce waste. By making sustainability part of normal work routines, we promote shared accountability and help employees participate meaningfully without needing highly specialized programs. This focus strengthens operational discipline and efficiency while positioning the organization to build stronger baselines and metrics over time as tracking matures.</p>	<p>Future is about ensuring our people and our organization remain resilient as technology, client needs, and ways of working evolve. We invest in lifelong learning through structured programs such as Hire-Train-Deploy (HTD) and our Skillsoft by Percipio learning platform, which provide accessible pathways for technical, professional, and leadership development across roles. These programs strengthen employability and performance while supporting readiness for client demand, and they are reflected in improved employee feedback. By continuously building capability, we protect long-term value for our people, our clients, and the business.</p>	<p>Ethics is the foundation of trust at Vertere and the standard by which we safeguard our people, clients, and partners. We reinforce ethical conduct through our Commitment to Integrity, clear expectations on professionalism and accountability, and adherence to applicable legal, regulatory, statutory, and contractual requirements. We sustain transparent reporting practices, including data privacy and OSH-related reporting, to strengthen governance, oversight, and stakeholder confidence. This commitment is reflected in our documented compliance with applicable requirements and supports a culture where fairness is consistently experienced.</p>
<p>Focus Areas</p> <ul style="list-style-type: none"> • Employee Well-Being and Engagement • Community Impact 	<ul style="list-style-type: none"> • Energy Efficiency • Waste Reduction and Resource Efficiency • Low-Carbon Commuting Options 	<ul style="list-style-type: none"> • Talent Development and Skills Growth • Business Improvement and Innovation 	<ul style="list-style-type: none"> • Ethical Business Conduct • Diversity, Equity and Inclusion (DEI)
<p>(Social)</p>	<p>(Environmental)</p>	<p>(Social)</p>	<p>(Governance)</p>

Our Vertere LIFE Key Actions

1 LEADERSHIP

1.1 Employee Well-Being and Engagement

Key Actions

- Consultant Care Program** - A structured support system where dedicated HR Business Partners maintain regular touchpoints with consultants across their engagement lifecycle, creating a consistent point of contact for guidance, issue resolution, and engagement. By institutionalizing personalized care at scale, it strengthens trust, belonging, and morale and supports a workplace culture where consultants feel protected and valued.
- Mental health and wellness benefits** - A holistic well-being approach that includes Mind You counseling support and wellness webinars, alongside internal activities that normalize rest, recovery, and healthy routines. By combining professional mental health resources with community-based participation, it strengthens employee experience and contributes to improved perceptions of caring and support reflected in year-on-year survey gains.
- Fair scheduling and workload balancing** - Workplace practices that promote healthier workloads and fairer distribution of responsibilities, supported by feedback channels and HRBP interventions as needed. By reinforcing fairness across teams and client environments, it helps reduce burnout risk and supports sustainable performance.
- Safe and ergonomic workplace design** - Workplace practices that prioritize safety and comfort in physical workspaces and day-to-day working conditions. By reinforcing the organization's duty of care, it builds confidence in workplace support and contributes to a healthier work environment.

Mental Health and Wellness

- Mind You Program (consultations and wellness webinars)** - A structured mental health partnership that provides access to consultations and wellness learning, helping employees address concerns early and strengthening psychological safety by making support accessible and normalizing well-being as part of sustainable performance



- 24/7 Access to Mind You Mental Health Platform
- Talk-therapy Session with Mind You Licensed Local Psychologist
- Access to Monthly Webinar and Wellness Resources
- Daily Mood Tracker and Guided Journal
- Community Forum



- Annual Physical Exam** - Preventive health support that encourages early detection and long-term wellness habits, reinforcing Verteres holistic approach to employee care.



- **Regular employee experience surveys** - Feedback mechanisms conducted at key moments of the employee and consultant journey so the organization listens consistently and responds to emerging needs. By operationalizing employee voice beyond annual surveys, it enables timely improvements and strengthens engagement. We have established internal ESAT surveys and even external reputable feedback mechanics where we have been certified as a **Great Place To Work®** not just once but twice!



- **Fitness gym membership and activities** - A wellness benefit that expands access to regular physical activity and helps employees build sustainable health routines that support energy, focus, and overall well-being.

We did it again! 

WE ARE GREAT PLACE TO WORK® CERTIFIED™ 2 YEARS IN A ROW

Great Place To Work.
Certified
OCT 2023-OCT 2024

Great Place To Work.
Certified
OCT 2024-OCT 2025



- **Recovery Time activities** - Team-based activities and dedicated time that encourage rest and renewal, supporting healthier work rhythms and helping reduce burnout risk.



- **Vertere Athletic Cup** - A fitness and engagement activity that strengthens camaraderie through shared participation, supporting both wellness and culture-building.



- **Company outing** - A relationship-building event that strengthens community and belonging, reinforcing collaboration beyond day-to-day work interactions.



- **Anniversary Activity** - A milestone celebration that recognizes Vértère's journey and achievements while honoring the people who helped build it. Through themed activities and company-wide

recognition, it strengthens pride, belonging, and connection across employees and consultants.





- **Holiday Party** - A year-end gathering that brings teams together to celebrate milestones, recognize contributions, and strengthen relationships outside day-to-day work. It reinforces a culture of appreciation and camaraderie through shared activities, awards, and meaningful moments with colleagues.





- **Global Celebrations** (Valentine's Day, Father's Day, Mother's Day, Programmer's Day, and many more) - A series of themed celebrations that recognize people, relationships, and shared milestones throughout the year. These activities promote inclusivity and strengthen engagement by creating simple moments of appreciation, connection, and fun across different teams and backgrounds.



- **Interest Group activities (Vertere Motorcycle Club, Foodies Club, and other groups)** - Employee-led communities that build inclusion through shared interests and help employees maintain work-life balance, contributing to stronger belonging and connection.

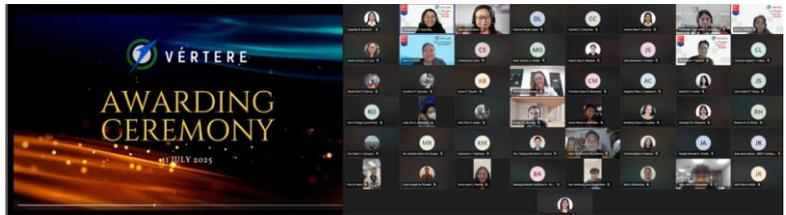


- **Fun Run (Takbo Para Sa Kalikasan)** - A wellness-linked environmental activity that connects employee participation with sustainability advocacy, strengthening culture through shared purpose while promoting healthy lifestyles.



Awards and Recognition

- **Perfect Attendance Reward (PAR)** - A recognition program that acknowledges reliability and commitment, reinforcing performance habits and appreciation culture.



PERFECT ATTENDANCE REWARDS: Emerald Awardees



PERFECT ATTENDANCE REWARDS: Diamond Awardees



- **Vertere Miles Rewards (VMR)** - A recognition initiative that rewards contributions and engagement behaviors, strengthening motivation and reinforcing a culture where extra mile and extended effort is consistently seen and appreciated.

VERTERE MILES REWARDS: Gold Awardee



VERTERE MILES REWARDS: Silver Awardees



Financial Program

- **eSALAD Program (emergency salary loan facility)** - An employee financial support option designed to help employees manage urgent needs during unexpected situations, strengthening personal resilience and reinforcing the company's commitment to employee welfare beyond work.

- **Bereavement assistance** - Practical support provided during times of loss that reduces immediate burden and strengthens trust by demonstrating care during critical life moments.

1.2 Community Impact

STEWARDSHIP AND COMMUNITY COMMITTEE: Uplifting Communities Through Education, Financial Assistance, Disaster Relief, and Sustainability

Our commitment to Corporate Social Responsibility (CSR) is driven by a purpose to make a lasting difference in the communities we serve. Guided by our core values, we are dedicated to creating positive change through three CSR pillars: Education, Financial Assistance, and Disaster Relief. Each initiative within these pillars is designed to uplift individuals, foster resilience, and enhance the well-being of our employees and communities. Here's how we're making a difference in every fold of our CSR efforts.

Key Actions

- **Education and employability support** through mentorship, skills training, and learning resources that help students and underserved youth build confidence and career readiness.
- **Financial assistance and compassionate outreach** that provides timely support to employees and communities facing difficult circumstances.
- **Disaster relief and resilience-building** that mobilizes support during crises and helps affected individuals recover and restore stability.

- **Community Feeding Program (partner with Rise Against Hunger Philippines)** - A community support initiative addressing food insecurity through structured, partnership-driven activities, enabling employees to participate in meaningful volunteerism and strengthening Vertere's culture of purpose beyond the workplace.



- **Community Blood Drive (Volunteer Blood Donors)** - A donation drive that mobilizes employees and partners to contribute to community health needs, creating a clear, action-based pathway for employees to support life-saving causes.



- **Career Mentorship and Skills Training (in collaboration with Makesense Asia and ERDA Foundation)** - Vertere collaborated with Makesense Asia and the ERDA Foundation at the ERDA Sabana Center in Tondo, Manila to deliver mentorship and skills training for underserved youth aged 16–20. Vertere volunteers supported participants through mock interviews, valuable insights, and practical career advice to enhance their employability. This experience offered these young participants a chance to envision and work toward brighter career paths.



- **Donation to Sucat Elementary School** - A school support initiative that provided essential learning materials and resources to help strengthen students' learning experience and improve classroom readiness. By directing assistance to a local public school, the initiative helps reduce resource gaps and reinforces Vertere's education pillar through practical, community-based support.



- **Cash Donation to Children’s Joy Foundation** - In line with our dedication to education, Vertere extended financial support to the Children’s Joy Foundation Inc., which provides essential educational resources to help children attend school, meet their academic needs, and pursue their aspirations. By contributing to this foundation, we aim to motivate young learners to dream big and achieve their goals.



- **Laptop Donation to a Deserving Student and Schools** - Vertere supported a freshman studying Statistics at the University of the Philippines Diliman, by donating a laptop to assist her academic journey. This tool enables her to conduct research, analyze data, and participate in online classes more seamlessly. We believe in her potential to make a meaningful impact in statistics and data science, and we hope that one day she may join the Vertere family as a skilled professional.



- **Outreach at the Home for the Golden Gays** - Vertere supported the Home for the Golden Gays, a care facility in Pasay that provides a safe and compassionate environment for elderly and homeless members of the LGBTQ+ community. Our team donated essential supplies to help sustain residents' needs and create a more comfortable living space. This initiative reflects Vertere's belief in dignity, inclusivity, and companionship.





- Outreach Activities to Marginalized Communities** - A set of volunteer-driven outreach activities designed to extend support to underserved groups through the donation of essentials, community engagement, and partnership-based service. These activities create meaningful opportunities for employees to participate, strengthen social inclusion, and reinforce Vertere’s commitment to uplifting communities through compassionate and sustained support.



- **Disaster Relief for Natural Calamities** - Several Vertere employees were usually affected by natural calamities, experiencing significant losses such as household items, appliances, electronics, clothing, and recovery-related expenses. Vertere provided financial assistance to affected employees to help them recover, rebuild, and restore stability after the calamity.

There were also instances where this program has been extended to external communities like when we partnered with ABS-CBN Lingkod Kapamilya Foundation Inc. to aid the victims of Taal Volcano eruption.



- **Environmental Advocacy: Takbo Para sa Kalikasan** - Vertere was a corporate partner of Takbo Para sa Kalikasan for 2 consecutive years already (2024-2025). Employees joined the 1k, 5k, 10k, and 21k races in support of the Haribon Foundation's bird habitat restoration efforts. The event demonstrated how wellness and environmental advocacy can reinforce each other through collective action and increased awareness of ecosystem conservation.



- Tree planting (in collaboration with La Mesa EcoPark)** - An environmental restoration initiative that engages employees in biodiversity-support activities, strengthening environmental responsibility and reinforcing community engagement through hands-on action.



- Employee Support for Hospitalization and Bereavement** - We extended financial assistance to employees facing significant life challenges, such as hospitalization or the loss of immediate family members. This support provides essential relief and stability, allowing employees to focus on healing and honoring their loved ones during difficult times.

KPIs:

- Volunteer hours
- Number of beneficiaries trained or supported

Total Volunteer Hours Rendered

- Definition: Total number of hours employees spend on approved volunteer activities.
- Suggested Target: 500–1,000 hours per year (depending on company size).

Total Beneficiaries Reached/Trained

- Definition: Total number of individuals who received training, support, or assistance through the program.
- Suggested Target: 10-20 beneficiaries per year.

2 IMPACT

2.1 Energy Efficiency

<p>Key Actions</p> <ul style="list-style-type: none"> • Implement energy-efficient lighting and AC settings (e.g., 24–25°C range). • Conduct monthly energy monitoring per site. • Use energy efficient office equipment (EPEAT/ENERGY STAR guidelines). • Reduce idle equipment (auto-shutdown PCs after shifts). 	<p>Our company is committed to reducing environmental impact through responsible and sustainable energy through:</p> <ul style="list-style-type: none"> • Use of LED lighting - Office adoption of energy-efficient lighting that reduces electricity use and extends lighting lifespan, building a practical baseline standard for lower-impact workplace operations. • Teleconferencing and video conferencing adoption - Increased virtual collaboration that reduces dependence on in-person meetings and supports resource-efficient operations, strengthening digital work practices while reducing avoidable energy and travel-related resource use. • Multi-function devices (print, scan, copy) - Consolidation of equipment that reduces the number of standalone machines and lowers overall electricity demand, improving operational efficiency through shared assets. • Use of laptops instead of desktops - Preference for lower-energy devices that reduce electricity consumption and support flexible work setups, helping lower workstation-level energy needs. • Screen saver and power-saving settings - Energy-saving configurations that reduce consumption during idle periods, reinforcing energy discipline through default workplace settings.
	<p>ENERGY EFFICIENCY</p> <p>100% - Employees receiving energy conservation awareness - Energy-saving signages in the office premises on responsible electricity use</p> <p>100% - Preventive maintenance checks on electric appliances conducted by the Admin</p>

2.2 Waste Reduction & Resource Efficiency

Key Actions

- Digital-first policy (e-signatures, paperless processes).
- Centralized printing with print authentication (reduces waste by 20–40%).
- Proper e-waste collection & certified recycling partners.
- Reduce single-use plastics onsite.



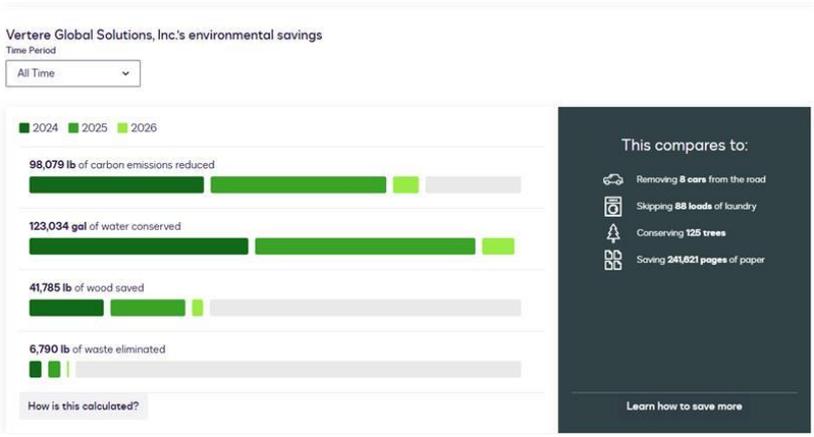
- **Paperless system (document management software and e-signatures)** - A shift to digital workflows that reduces printing and paper consumption while improving processing speed, traceability, and operational efficiency through digital transactions.
- **Waste segregation (designated bins for biodegradable and recyclable materials)** - A workplace segregation system that improves proper disposal behaviors and strengthens environmental discipline through clear, consistent waste practices.
- **Eco-friendly office supplies (eco-safe toiletries and cleaning materials)** - Procurement choices that reduce the environmental impact of routine consumables and reinforce sustainability through purchasing standards.
- **Limited water consumption (essential activities only)** - Water conservation guidance that builds awareness and reinforces responsible use. Actual water usage metrics are currently not available because building charges are flat rate and not metered for consumption reporting. These essential activities include:
 - Restroom use
 - Pantry and drinking water needs
 - Basic cleaning and sanitation activities
 - **Water-saving signage** in restrooms and pantry
 - Preventive maintenance checks
- **Reusable tumblers for employees** - Distribution of reusable drinkware that reduces single-use bottles and cups while embedding sustainability into daily routines through practical habit change.



KPIs

- Paper consumption per FTE.

Implementation of Paperless System

<ul style="list-style-type: none"> Volume of e-waste recycled vs. stored. % reduction in single-use items. 	<p>Since 2019, Vertere has already implemented Paperless System that helped us accomplish environmental contributions:</p> 
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	<p>WATER CONSERVATION</p> <ul style="list-style-type: none"> The organization operates within a leased facility where water utilities are charged on a flat-rate basis. In light of this limitation, the organization prioritizes water conservation initiatives, employee awareness programs, and facility efficiency measures to promote responsible water use. 100% - Employees receiving water conservation awareness <ul style="list-style-type: none"> Water-saving signage in restrooms and pantry on responsible water use 100% - Preventive maintenance checks conducted by the Admin <ul style="list-style-type: none"> DAILY Leak inspection conducted Water leak incidents reported; Resolution time within 24 hours
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2.3 Low-Carbon Commuting Options

<p>Key Actions</p> <ul style="list-style-type: none"> Offer remote/hybrid work where client policies allow. Promote carpooling, shuttle services, bike storage. 	<ul style="list-style-type: none"> Hybrid work setup – Since 2020, Vertere has implemented the work arrangements that reduce commuting frequency, as applicable to client policy, lowering transportation-related fuel use and emissions while supporting flexibility and productivity. Tree-planting activities (environmental sustainability and biodiversity conservation) - Employee participation in planting native species to restore green spaces, contributing to ecological rehabilitation while strengthening culture through shared environmental action.
<p>KPIs</p> <ul style="list-style-type: none"> Continue Flexible Work Arrangements / Hybrid work set-up 	<ul style="list-style-type: none"> Definition: Reduce commuting frequency through flexible work arrangements/hybrid work set-up. Suggested Target: twice a month RTO (as applicable)

3 FUTURE

3.1 Talent Development and Skills Growth

Our commitment to creating an environment where everyone can reach their highest potential is rooted in our mission to showcase the exceptional talent of Filipino IT professionals on the global stage. We recognize that whether they are full-time employees or part-time consultants, each person brings unique value and deserves an inclusive, growth-oriented workplace.

We focused on bridging the gap across all team members by ensuring equal access to growth opportunities, training, and support programs.

By implementing programs such as Project Management workshops, Leadership training, and Communication Skills Improvement seminars, we encouraged our consultants to expand their skill sets and feel valued as integral members of Vértere.

Key Actions

- Training academy for upskilling (customer service, tech, leadership).
- Certification pathways for high-demand roles.
- Clear internal mobility framework.

Professional Growth and Development

- **Leadership Training: 6 Critical Practices for Leading a Team®** - Vértere believes that building a strong Back Office team translates to a highly-engaged consultant population. In building a strong back office team, it starts with ensuring a strong middle management thus we partnered with the Center for Leadership and Change, Inc. (CLCI) to conduct Franklin Covey's "The 6 Critical Practices for Leading a Team". The 5-session training program was attended by twenty-four (24) incumbent or potential Team Leaders and Line Managers.



- **Stakeholders Engagement Training** - A capability-building session that strengthens how employees and consultants communicate with clients and internal partners by improving collaboration, expectation-setting, and proactive issue management. It supports better delivery outcomes by helping teams build trust, align priorities, and navigate feedback and change more effectively.



- **Building Great Habits** - A development session focused on practical habits that improve personal effectiveness, consistency, and accountability at work. By reinforcing routines around prioritization, follow-through, and professionalism, it helps employees and

consultants perform more sustainably and contribute to a stronger culture of reliability and continuous improvement.



- **Hire-Train-Deploy (HTD) Program** - A capability-building program that prepares talent through targeted training and role alignment so resources can be deployed effectively to client needs. By strengthening readiness and employability, it supports performance and growth outcomes reflected in improved employee feedback on professional development.



As part of the celebration, some of the graduates shared their reflections:

Kim Emmanuelle M. Lalap - Programmer/Analyst
HTD Program Valedictorian, 18th Batch (April 2025)



"Being awarded as valedictorian is such an unexpected moment, but I'm really thankful for it. But more than that, I'm just really grateful to have gone through this journey with such an amazing batch. From day one, we were all figuring things out together, helping each other through challenges, and growing not just in our technical skills but also in confidence and teamwork. It wasn't always easy, but having supportive batchmates and mentors made all the difference. I'm proud of how far we've all come, and I'm excited to see where this experience takes us next."

Hobie Perez – Programmer/Analyst
HTD Program Graduate, 18th Batch (April 2025)



"The HTD experience was pretty helpful in upskilling. I learned a lot during the training, especially on solo projects. I've strengthened my foundation of java, collaboration and even skills such as presentation with the HTD program, im glad to be a part of it."

- **Skillsoft Training and Continuous Learning Program (LMS)** - A scalable learning platform that enables continuous development through structured learning paths and role-relevant courses. By improving accessibility and consistency of learning, it supports

growth and future readiness and aligns with the documented 9% improvement in the perception that employees are offered training to further themselves professionally.



- Specific skill certification program** - A certification support initiative where Vertere sponsors selected trainings or certifications requested by clients for specific high-performing staff to ensure role readiness and the right skill set for delivery. By aligning development investments with real client requirements, it strengthens capability credibility, improves deployment success, and helps employees build portable, industry-recognized credentials (e.g., ITIL, ISTQB).



KPIs

- Institutionalize the HTD program.
- Expand the training curriculum for high-demand skills.
- Strengthen certification pathways aligned to client demand.
- Improve role readiness and successful deployment outcomes of trained talent.

Suggested metrics and targets (tracked quarterly):

- HTD governance in place (curriculum owner, trainer pool, standard assessment, and cohort calendar) by end of 2026.
- Expand HTD curriculum by 2026 from current tracks (Java, BA, PLSQL, QA) to additional client-demand skills (to be finalized annually with delivery and sales inputs).
- HTD cohorts delivered: at least 2 per year, with an 90% completion rate target.

	<ul style="list-style-type: none"> • Deployment rate: 80% of HTD graduates deployed within 60 days from completion. • Certification support: at least 5 sponsored certifications per year, with a 80% pass/completion rate target (e.g., ITIL, ISTQB). • Post-training effectiveness: 80% positive manager/client feedback on “applied skills on the job” within 60–90 days.
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3.2 Business Improvement and Innovation

<p>Sustainable Remote Work Program</p> <p>Environmental KPIs</p> <ul style="list-style-type: none"> • Estimated reduction in commuting-related carbon emissions • Percentage reduction in business travel <p>Operational KPIs</p> <ul style="list-style-type: none"> • Percentage of workforce under remote or hybrid work arrangements • Number of virtual client engagements versus onsite meetings <p>Employee KPIs</p> <ul style="list-style-type: none"> • Employee satisfaction score related to flexible work arrangements • Employee retention rate among remote workers <p>Client ESG Collaboration Program</p> <p>Client Engagement KPIs</p> <ul style="list-style-type: none"> • Number of client projects incorporating ESG considerations • Percentage of enterprise clients engaged in ESG-related collaboration <p>Business Development KPIs</p> <ul style="list-style-type: none"> • Revenue derived from ESG-aligned services • Number of client ESG initiatives supported by Vértere <p>Reputation KPIs</p>	<p>A Sustainable Remote Work Program can significantly reduce the company’s indirect environmental footprint by minimizing employee commuting and optimizing flexible work arrangements. In IT staffing and technology services companies, a substantial portion of employees work remotely, in hybrid arrangements, or are deployed in client locations. Formalizing a sustainability-driven remote work framework allows the organization to measure and reduce carbon emissions associated with transportation and office operations.</p> <p>Key elements of the program may include:</p> <ul style="list-style-type: none"> • Promotion of remote or hybrid work models where client engagements permit • Adoption of digital collaboration tools to minimize travel requirements • Encouraging virtual meetings and remote delivery models • Development of policies that reduce inter-office travel • Carbon footprint estimation related to employee commuting <p>The program not only supports environmental sustainability but also improves employee productivity, retention, and work-life balance.</p> <p>ESG Impact</p> <p>Environmental</p> <ul style="list-style-type: none"> • Reduced carbon emissions from employee commuting • Lower energy consumption from office facilities <p>Social</p> <ul style="list-style-type: none"> • Improved employee work-life balance • Increased accessibility for talent outside major urban areas <p>Vértere can establish a Client ESG Collaboration Program that integrates sustainability and responsible business practices into client engagements. As many enterprise clients are developing their own ESG frameworks, technology partners increasingly play a role in helping them achieve sustainability goals. Vértere can position itself as a collaborative ESG partner, particularly in areas related to digital transformation and workforce practices.</p> <p>This program could involve:</p> <ul style="list-style-type: none"> • Incorporating ESG considerations into technology projects • Supporting clients in green IT initiatives • Participating in client sustainability programs and reporting initiatives • Aligning consultant deployment practices with client ESG policies • Sharing best practices on sustainable technology delivery
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<ul style="list-style-type: none"> • Client satisfaction scores related to responsible service delivery • Inclusion in client supplier sustainability programs <p>Green IT Office and Digital Operations Framework (<i>Responsible Internal Technology and Office Management</i>)</p> <p>Environmental KPIs</p> <ul style="list-style-type: none"> • Percentage of paperless internal processes • Volume of e-waste properly recycled or disposed • Reduction in paper consumption per employee <p>Operational KPIs</p> <ul style="list-style-type: none"> • Percentage of employees using energy-efficient devices • Number of internal processes digitized or automated <p>Employee Engagement KPIs</p> <ul style="list-style-type: none"> • Employee participation in sustainability initiatives • Number of sustainability awareness campaigns conducted annually 	<p>Such collaboration strengthens relationships with clients and enhances the company’s reputation as a responsible technology partner.</p> <p>ESG Impact</p> <p>Environmental</p> <ul style="list-style-type: none"> • Promotion of sustainable IT practices across client environments <p>Social</p> <ul style="list-style-type: none"> • Alignment with clients’ labor standards and responsible workplace practices <p>Governance</p> <ul style="list-style-type: none"> • Strengthened transparency and ethical collaboration with clients <p>The Green IT Office and Digital Operations Framework focuses on improving sustainability in the company’s internal IT infrastructure and office operations. As a technology company, Vértere’s environmental footprint is largely associated with energy consumption from IT equipment, office facilities, and digital infrastructure. Implementing green IT practices can reduce operational environmental impact while improving efficiency. This initiative may include:</p> <ul style="list-style-type: none"> • Transition to energy-efficient laptops, servers, and networking equipment • Implementation of power management settings across all devices • Reduction of paper-based processes through digital workflows • Adoption of cloud-based collaboration and document management tools • Responsible electronic waste (e-waste) disposal and recycling • Encouraging environmentally responsible practices within the workplace <p>Even with flat-rate utilities in many commercial buildings, companies can still implement internal policies that reduce energy usage and promote environmental awareness.</p> <p>ESG Impact</p> <p>Environmental</p> <ul style="list-style-type: none"> • Reduced energy consumption in office operations • Responsible disposal and recycling of electronic equipment <p>Operational</p> <ul style="list-style-type: none"> • Increased efficiency through digital processes <p>Social</p> <ul style="list-style-type: none"> • Promotes environmental awareness among employees
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4 ETHICS

4.1 Ethical Business Conduct

<p>Key Actions</p> <ul style="list-style-type: none"> • Updated Code of Conduct for all employees. • Anti-bribery & anti-corruption training. • Anonymous whistleblowing system. 	<p>Commitment to Integrity</p> <ul style="list-style-type: none"> • Vertere’s Commitment to Integrity sets clear expectations for ethical conduct, professionalism, fairness, and accountability in interactions with colleagues, clients, partners, and communities. By making integrity a shared standard, it strengthens trust, reinforces consistent decision-making, and supports a culture where people experience fairness and respect in day-to-day work. <p>Compliance</p> <ul style="list-style-type: none"> • We comply with applicable legal, regulatory, statutory, and contractual requirements, including the Data Privacy Act, Labor Code of the Philippines, and Occupational Safety and Health Standards. This strengthens responsible operations and risk management and is reflected in our documented compliance with applicable requirements. <p>Transparent Reporting</p> <ul style="list-style-type: none"> • Data Privacy Act-related reporting, such as Personal Data Breach Notifications (PDBN) and Annual Security Incident Reports (ASIR), helps strengthen accountability, audit readiness, and stakeholder confidence in how we handle personal information. • DOLE OSH-related reporting, such as the Annual Medical Report (AMR), Annual Work Accident/Injury Exposure Data Report (AEDR), and Employers Work Accident/Injury Report (WAIR), supports safer workplace practices through structured monitoring and compliance. • DOLE compliance reports reinforce transparency and help ensure that our workplace practices meet statutory requirements, strengthening trust with employees and regulators. <p>Board Oversight</p> <ul style="list-style-type: none"> • Vertere Management is fully committed to strengthening our ESG initiatives by continuously enhancing programs and establishing measurable indicators to monitor progress and drive ongoing improvement. This oversight helps sustain momentum, improve governance maturity, and reinforce accountability across LIFE priorities.
<p>KPIs</p> <ul style="list-style-type: none"> • % of employees completing compliance training. • Number of ethics cases reported and resolved. 	<p>✓ 100% Compliance to all applicable legal, regulatory and statutory requirements</p>

4.2 Diversity, Equity & Inclusion (DEI)

<p>Key Actions</p> <ul style="list-style-type: none"> • Policies ensuring equal hiring, opportunity, and pay. • DEI training for people leaders. • Support groups / ERGs (e.g., Women in Tech, Pride Network). 	<ul style="list-style-type: none"> • Safe Spaces Act Awareness Campaign - Education and awareness initiatives that reinforce respectful workplace expectations and strengthen safety culture by building shared understanding of rights, responsibilities, and appropriate conduct. • Commitment to Integrity on Equal Opportunity, Professionalism, and Respect in the Workplace - Governance
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	<p>reinforcement that supports fairness across gender, race, sexual orientation, and age, helping sustain an inclusive environment and aligning with strong fairness outcomes including a 95% score on being treated fairly regardless of gender, race, sexual orientation, or age.</p>
<p>KPIs</p> <ul style="list-style-type: none"> • % representation of women in leadership. • % of employees completing DEI training. • Pay equity ratio across demographic groups. 	<ul style="list-style-type: none"> • 100% compliance rate of the Annual Safe Spaces Awareness Course • Maintain at least 40–45% female representation across the organization

Our Vertere LIFE Goals

Vértere’s LIFE Goals provide a clear direction for how we will continue strengthening our Sustainability and Stewardship Program while supporting responsible growth as an all-Filipino IT services company. Anchored on our corporate purpose and our role in the Philippine digital economy, these goals translate our commitments into consistent, measurable practices that create value for our people, clients, communities, and the business.

Through **Leadership**, we will sustain a culture of trust, care, and engagement; through **Impact**, we will deepen practical initiatives that reduce our environmental footprint; through **Future**, we will keep investing in lifelong learning, talent development, and innovation to remain resilient to changing client needs; and through **Ethics**, we will uphold integrity, compliance, and inclusive workplace standards. As we mature our reporting and KPIs across these focus areas, we will continue to listen to stakeholders, refine our programs, and track progress—ensuring that LIFE remains an active framework for continuous improvement and long-term stewardship.