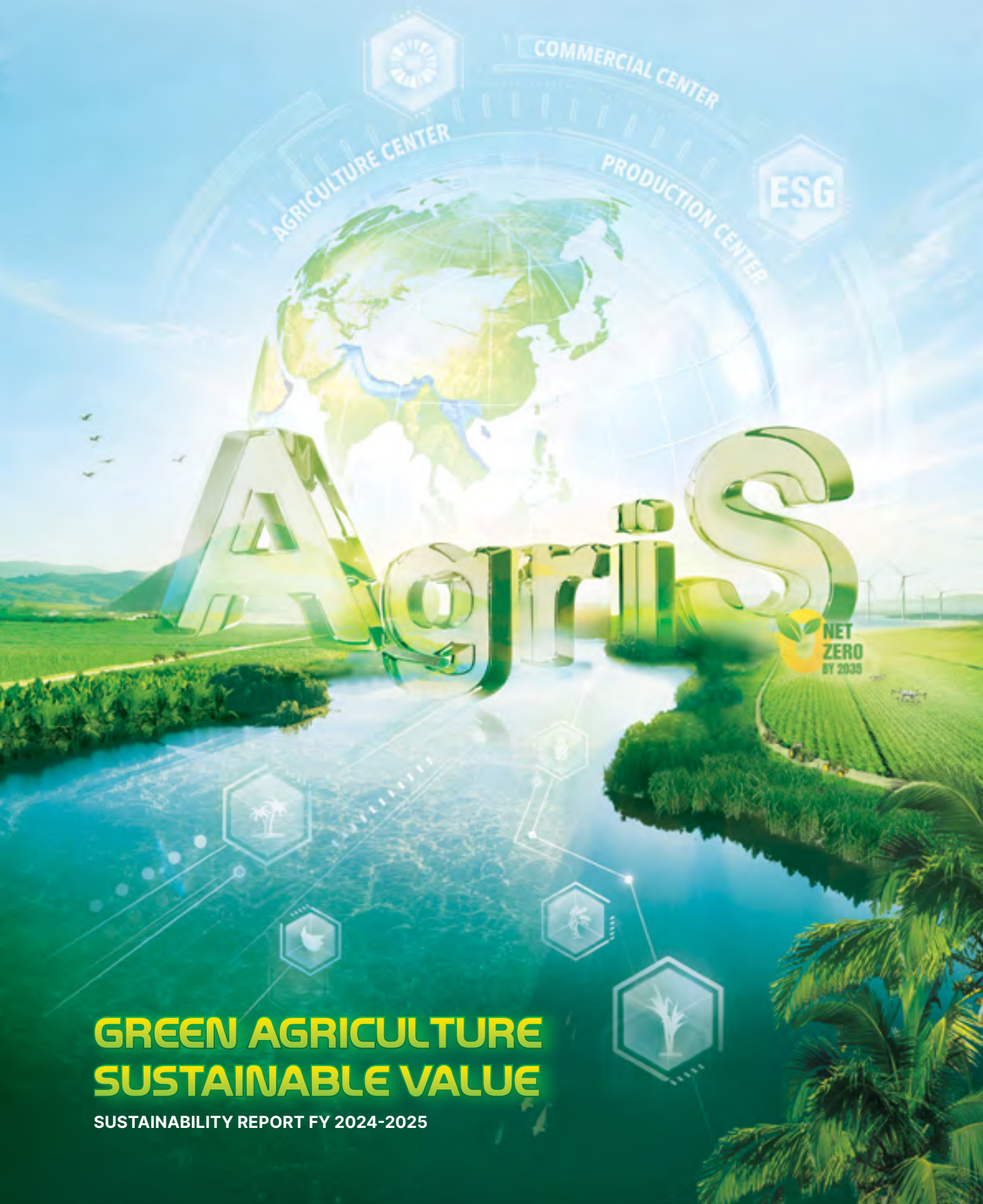


AgriS



GREEN AGRICULTURE SUSTAINABLE VALUE

SUSTAINABILITY REPORT FY 2024-2025

Abbreviation

Bonsucro	: Sustainable Sugarcane Production Standard
BU	: Business Unit
CIT	: Corporate Income Tax
COP26	: The 26 th United Nations Climate Change Conference of the Parties
CPTPP	: Comprehensive and Progressive Agreement for Trans-Pacific Partnership
CSR	: Corporate Social Responsibility
CSV	: Creating Shared Value
EPR	: Extended Producer Responsibility
ESG	: Environmental, Social, and Governance
EVFTA	: EU–Vietnam Free Trade Agreement
FY	: Fiscal Year
GHG	: Greenhouse Gas
Global G.A.P	: Global Good Agricultural Practices
GRI Standard	: Global Reporting Initiative Standards
I-REC	: International Renewable Energy Certificate
IFC	: International Finance Corporation
ILO Conventions	: International Labour Organization Conventions
IPM	: Integrated Pest Management
ISO 45001:2018	: Occupational Health and Safety Management Systems
Net Zero	: Achieving a balance between greenhouse gas emissions produced and removed
PPE	: Personal Protective Equipment
VAT	: Value-Added Tax
Verra	: Verified Carbon Standard
YoY	: Year over Year

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FISCAL YEAR 2024-2025

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Principles of Report Preparation & Independent Third-Party Opinion

PRINCIPLES OF REPORT PREPARATION

The AgriS Sustainable Development Report is prepared annually to present and disclose official information regarding the Company's strategy, objectives, and activities related to Sustainable Development. In Fiscal Year 2024 - 2025, this is the first time that the Sustainable Development Report is prepared as a separate report from the Annual Report in an effort to reflect AgriS's commitment to full transparency and comprehensive disclosure to our Shareholders, Partners, and Stakeholders. All data and information disclosed in this report are compiled for the fiscal year ended June 30, 2025.

The report is prepared with reference to the Global Reporting Initiative (GRI) Standards for sustainability reporting and the standards of the International Sustainability Standards Board (ISSB). Furthermore, the strategic objectives and activities in AgriS's orientation presented in this report are also aligned with the United Nations' 17 Sustainable Development Goals.

All environmental and social activities of AgriS presented in this report comply with in strict compliance with globally recognized standards such as ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety Management System), IFC's Environmental and Social Performance Standards, and the Bonsucro standard, a prestigious global standard in the sugarcane industry that emphasizes production efficiency, social responsibility, and environmental protection throughout the value chain.

The integration of these internationally accredited standards has strengthened the foundation of AgriS's Sustainability Report, ensuring comprehensive and transparent disclosures aligned with advanced global practices. This serves as a crucial basis for AgriS to realize its sustainable development commitments, enhance corporate governance capabilities, and advance toward the Net Zero by 2035 goal.

ENTITIES INCLUDED IN THE REPORT

The scope of the report includes branches, business units, and subsidiaries over which AgriS in which AgriS maintains a controlling interest and management authority, including:

● **The Representative Office of AgriS in Ho Chi Minh City**

● **6 factories:**

- Thanh Thanh Cong - Bien Hoa JSC (TTCS - TTCBH)
- AgriS Ninh Hoa Export-Import Joint Stock Company (NHS)
- Bien Hoa - Phan Rang Sugar Joint Stock Company (PRS)
- Bien Hoa Consumer Joint Stock Company (BHC)
- AgriS Gia Lai Agriculture Joint Stock Company (GLS)
- TTC Attapeu Sugar Cane Sole Co., Ltd (TTCA)



COMMITMENT TO A TRUE AND FAIR SUSTAINABLE DEVELOPMENT REPORT

Based on the principles of independence, objectivity, transparency, and adherence to auditing ethics, AgriS's Internal Audit Department affirms that:

The control system established by the Board of Management has operated effectively in controlling and ensuring the reasonableness of the indicators presented in the Sustainable Development Report.

The AgriS Sustainable Development Report for FY 2024 - 2025 has been prepared and implemented appropriately across the three main indicators of Economy, Environment, and Social. The report accurately reflects the development strategy based on the core interests of the Company, Shareholders, and Stakeholders, aiming to enhance information transparency and protect the rights of all Parties.

Internal Audit Department
Head of Department

Huynh Thanh Nhan

INDEPENDENT LIMITED ASSURANCE

To provide accurate and reliable information about AgriS's sustainable development performance to stakeholders, AgriS's Sustainable Development Report for FY2024-2025 has been independently assured by Deloitte Vietnam Co., Ltd (Deloitte) for the first time. The indicators for which assurance services were performed in this report include:

- 1- Total electricity consumed and sold from renewable and non-renewable sources (MWh)
- 2- Total water consumption from exploited water resources (m³)
- 3- Total wastewater treated and reused (m³)
- 4- Total water recovered from sugarcane during the sugar production process (m³)
- 5- Total operating costs for community activities (environmental and social welfare contributions)
- 6- Total employee welfare expenses

Deloitte.



Nô. 0241 /VNTA-HC-BC

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57-59F Dong Khoi, Saigon Ward
Ho Chi Minh City
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INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT ON SELECTED SUSTAINABILITY INDICATORS

To: **The Shareholders, the Board of Directors and the Board of Management
Thanh Thanh Cong - Bien Hoa Joint Stock Company**

Report on Selected Sustainability Indicators

We have been engaged with Thanh Thanh Cong - Bien Hoa Joint Stock Company ("the Company") to perform a limited assurance engagement on selected Sustainability Indicators for the year ended 30 June 2025 in the Company's 2024 – 2025 Sustainability Report (hereinafter referred to as "the Selected Sustainability Indicators").

The Board of Management's Responsibility

The Board of Management is responsible for the preparation of the selected Sustainability Indicators in the Company's 2024 – 2025 Sustainability Report in accordance with criteria and reporting scope as presented in page 4 - 5 of this report. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of selected Sustainability Indicators in the Company's 2024 - 2025 Sustainability Report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate criteria; using of assumption and estimates that are reasonable in the circumstances.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants and Auditors, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviours.

We apply Standard on Quality Control 1 and accordingly maintain a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditors' responsibility

Our responsibility is to express a limited assurance conclusion on the selected Sustainability Indicators based on the procedures we have performed and the evidence we have obtained in accordance with the Vietnamese Standard on Assurance Engagements (VSAE) 3000 "Assurance Engagements other than Audits or Reviews of Historical Financial Information". This Standard requires that we comply with ethical requirements, plan and perform the engagement to obtain limited assurance about whether the selected Sustainability Indicators are free from material misstatement.

The accuracy and completeness of the selected Sustainability Indicators depends on the inherent limitations due to nature, methodology for determining, calculating and estimating those selected Sustainability Indicators. Thus, our limited assurance report should be considered in conjunction with the Company's sustainability report procedures.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.



INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT ON SELECTED SUSTAINABILITY INDICATORS (Continued)

Subject matter and Scope of limited assurance engagement

We performed limited assurance procedures on selected Sustainability Indicators as follows:

No.	Selected Sustainability Indicators	GRI	Page
1.	Total electricity consumption and electricity sold from renewable and non-renewable energy sources (MWh)	GRI 302-1	89
2.	Total water withdrawal from natural water resources (m ³)	GRI 303-1	92
3.	Total volume of wastewater treated and reused (m ³)	GRI 303-4	93
4.	Total volume of water recovered from sugarcane during sugar production process (m ³)	GRI 303-5	92
5.	Total expenditure on community development initiatives (including environmental protection and social welfare contributions)	GRI 413-1	119
6.	Total employee welfare expenditure	GRI 401-2	103

We performed limited assurance procedures on selected Sustainability Indicators for the year ended 30 June 2025 as presented in the Company's 2024 – 2025 Sustainability Report. Our limited assurance engagement is not related to prior periods and not extended to any other information of the Company's 2024 – 2025 Sustainability Report, therefore, we do not express the conclusion on such information.

Criteria

The selected Sustainability Indicators above were assessed in accordance with the Company's internal sustainability reporting policies with reference to Global Reporting Initiative ("GRI") and the reporting scope as described in page 4 - 5 of the Company's 2024 – 2025 Sustainability Report.

Summary of work/procedures performed

Our limited assurance conclusions is based on the evidence obtained from performing the following procedures:

- Inquiry, primary with the Board of Management and Company personnel responsible for the preparation and presentation of the selected Sustainability Indicators;
- Understand internal processes, and assess the design and implementation of internal controls related to the collection, consolidation, and reporting of the Selected Sustainability Indicators;
- Perform analytical procedures on the Selected Sustainability Indicators;
- Inspect, on a sample basis, of vouchers, internal report provided by the Company and invoices provided by suppliers supporting the preparation and presentation of the selected Sustainability Indicators.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the selected Sustainability Indicators for the year ended 30 June 2025 have not been prepared, in all material respects, in accordance with the Company's internal sustainability reporting policies and the reporting scope as described in page 4 – 5 of the Company's 2024 - 2025 Sustainability Report.

Intended Users of the Report and Limitation of Liability

This report has been prepared solely for the Shareholders, the Board of Directors and the Board of Management of the Company for the purpose of reporting on the selected Sustainability Indicators for the year ended 30 June 2025 in the Company's 2024 – 2025 Sustainability Report and should not be used for any other purposes. We do not therefore accept any obligations or responsibilities to any other parties than the Board of Management of the Company, for the use of this report.



Nguyễn Minh Thao

Managing Partner cum Head of Branch

Audit Practising Registration Certificate No. 1902-2023-001-1

BRANCH OF DELOITTE VIETNAM AUDIT COMPANY LIMITED

15 January 2026

Ho Chi Minh City, Vietnam



Message from the Chairlady of the BOD on Sustainable Development

Dear Shareholders, Investors, Farmers, Customers, and Partners,

From our beginning in 1969, when we pioneered Vietnam's Sugar industry with the Bien Hoa brand, AgriS has undergone a profound transformation to become a leading high-tech agricultural enterprise. We have created an "Agriculture Solutions" ecosystem, providing comprehensive agricultural solutions that span from sugarcane, coconut, banana, and rice to plant-based milk, beverages, confectionery, and hundreds of novel products. We hold an unwavering commitment to our mission: to pioneer a model of a sustainably developing enterprise, standing alongside our Government to motivate Vietnamese agriculture to take its place on the world stage.

ESG AgriS's current ESG score is over 90%, in comparison with the industry average of 69%.

Since 2013, the Plan on restructuring of agriculture has clearly defined the three pillars of economy, society, and environment. At COP26 in 2021, Vietnam officially committed to the world to achieve Net Zero by 2050. On a global scale, the green transition and circular economy trends are unfolding powerfully. I believe the time has come for Vietnamese agriculture to step onto the world stage, where standing will be decided not by product quality alone, but by the strength of its governance and its commitment to a circular and sustainable foundation. More than any enterprise, throughout our 56-year journey, AgriS has had the opportunity to observe Vietnamese agriculture from two distinct perspectives: from inside - with land, water, crops, customs, and culture and from the outside - with the world's demands, standards, and the challenges we overcame to bring AgriS to over 70 countries and territories. We are the first Vietnamese enterprise to achieve Bonsucro certification and have continuously maintained our position in the VNSI20 index basket, the top 20 companies with the highest sustainable development scores on the market.

In the fiscal year 2024-2025, AgriS has focused on promoting the application of science and technology across the production and operational chain with Agtech (Agricultural Technology), Foodtech (Food Technology) and Fintech (Financial Technology) to enhance efficiency, productivity, and competitiveness. Every initiative and technological application is deployed on the foundation of ESG sustainable development, with the ambition to redefine the agricultural value chain to ensure global food security, protect our environment, and disseminate tangible value to all Stakeholders. On this journey, AgriS has successfully orchestrated a convergence of the "Five Stakeholders" - the Government, Farmers, Academia, Enterprises, and Financial Institutions, forging a comprehensive platform for cooperation. This has become the quintessential key to simultaneously unlocking three objectives: For a Sustainable Living Environment, Enhancing Quality of Life, Transparent, Responsible, and Innovative Governance.

Looking ahead to our 2030 strategy and 2035 vision, AgriS will further accelerate the optimization of our crop value chains, develop natural-origin nutrition solutions, and deepen our participation in the global supply chain for nutritious food and beverages. In parallel, we are committed to a future where 100% of our factories operate on renewable energy, our biomass boilers are fully converted, and CO₂ emissions are reduced by at least 70-80% compared to our 2023-2024 baseline. Our logistics will also undergo a green transformation, with half of our transport fleet transitioning to electric or biofuel vehicles, and a Transport Management System (TMS) implemented system-wide. This will also be the period when we earn value from our decarbonization efforts by commercializing carbon credits and International Renewable Energy Certificates (I-RECs), transforming emission reduction outcomes into a strategic revenue stream and competitive advantage. Furthermore, we are being consistent in upholding our existing global certifications such as Bonsucro, Fairtrade, Rainforest Alliance, and FSC, and proactively meeting the latest requirements of the Corporate Sustainability Reporting Directive (CSRD),

“Vietnam's right to win in agriculture lies not in producing more, but in producing smarter. The intelligent path ahead inevitably leads through high-tech agriculture - where data, technology, and ESG converge to form a universal language of sustainability, bridging Vietnam with the rest of the world.”

the Carbon Border Adjustment Mechanism (CBAM), and the stringent criteria of international corporations. Our "10 million trees" project will continue its expansion, integrating carbon sequestration reporting into our group-wide emissions measurement framework.

The fiscal year 2025-2026 will be a pivotal one for AgriS to accelerate the implementation of our strategic goals, linking growth with sustainable development, we aim to Net Zero by 2035. We firmly believe that with the companionship of our Shareholders, Investors, Farmers, Customers, and Partners, AgriS will fulfill its strategic objectives, contributing to the creation of a prosperous, modern, and sustainable Vietnamese agriculture for future generations.

With my deepest gratitude, I wish you health, prosperity, and enduring success.

**1 FOR THE ENVIRONMENT
LIVING SUSTAINABLY**

**2 ENHANCING QUALITY OF
LIFE**

**3 TRANSPARENT,
RESPONSIBLE,
AND INNOVATIVE GOVERNANCE.**



AGRIS AT A GLANCE

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- 20 Comprehensive value chain
for a sustainable circular agriculture



Company Profile



GENERAL INFORMATION

Company name:	THANH THANH CONG - BIEN HOA JOINT STOCK COMPANY
English name:	Thanh Thanh Cong - Bien Hoa Joint Stock Company
Abbreviation:	TTC-BH/ AgriS
Business Registration Certificate:	No. 3900244389 granted by the Department of Planning and Investment of Tay Ninh Province, first issued on July 15 th , 1995 and 18 th amended on February 7 th , 2025.
Legal representative:	Mrs. Dang Huynh Uc My - Title: Chairlady of the BOD Mr. Thai Van Chuyen - Title: Chief Executive Officer
Tax code:	3900244389
Address:	Tan Loi Hamlet, Tan Phu Commune, Tay Ninh Province, Viet Nam
Tel:	(0276) 375 72 50
Website:	https://ttcagris.com.vn

INFORMATION FOR SHAREHOLDERS AND INVESTORS



Stock Exchange: **HSX**
Number of listed shares: 814.545.038 shares
Number of outstanding shares: 836.156.371 shares
Charter capital: VND 8,361,563,710,000
Owner's equity: VND 10,850,789,560,797

MAIN BUSINESS LINES

- 
Manufacture of sugar
Detail: Manufacture of sugar
VSCI code: 1072 (main)
- 
Growing of sugarcane
VSCI code: 0114
- 
Manufacture of other food products not elsewhere classified
Detail: Manufacture, trading of products using Sugar or By-products, waste products from Sugar production
VSCI code: 1079
- 
Generation of electricity
Detail: Generation of electricity from biomass and solar energy, excluding hydropower, offshore wind power, and nuclear energy
VSCI code: 3511
- 
Manufacture of non-alcoholic beverages, mineral water
VSCI code: 1104
- 
Wholesale of agricultural machinery, equipment, and accessories
VSCI code: 4653
- 
Growing of fruit trees
VSCI code: 0121
- 
Other professional, scientific, and technological activities not elsewhere classified
Detail: Technical and technological consulting services in Sugarcane production
VSCI code: 7490

The Development Journey of AgriS



Originating from the Bien Hoa Sugar brand established in 1969 with the mission of enhancing the flavors of every Vietnamese family meal, AgriS has gone through a 56-year journey of sustainable growth and development.

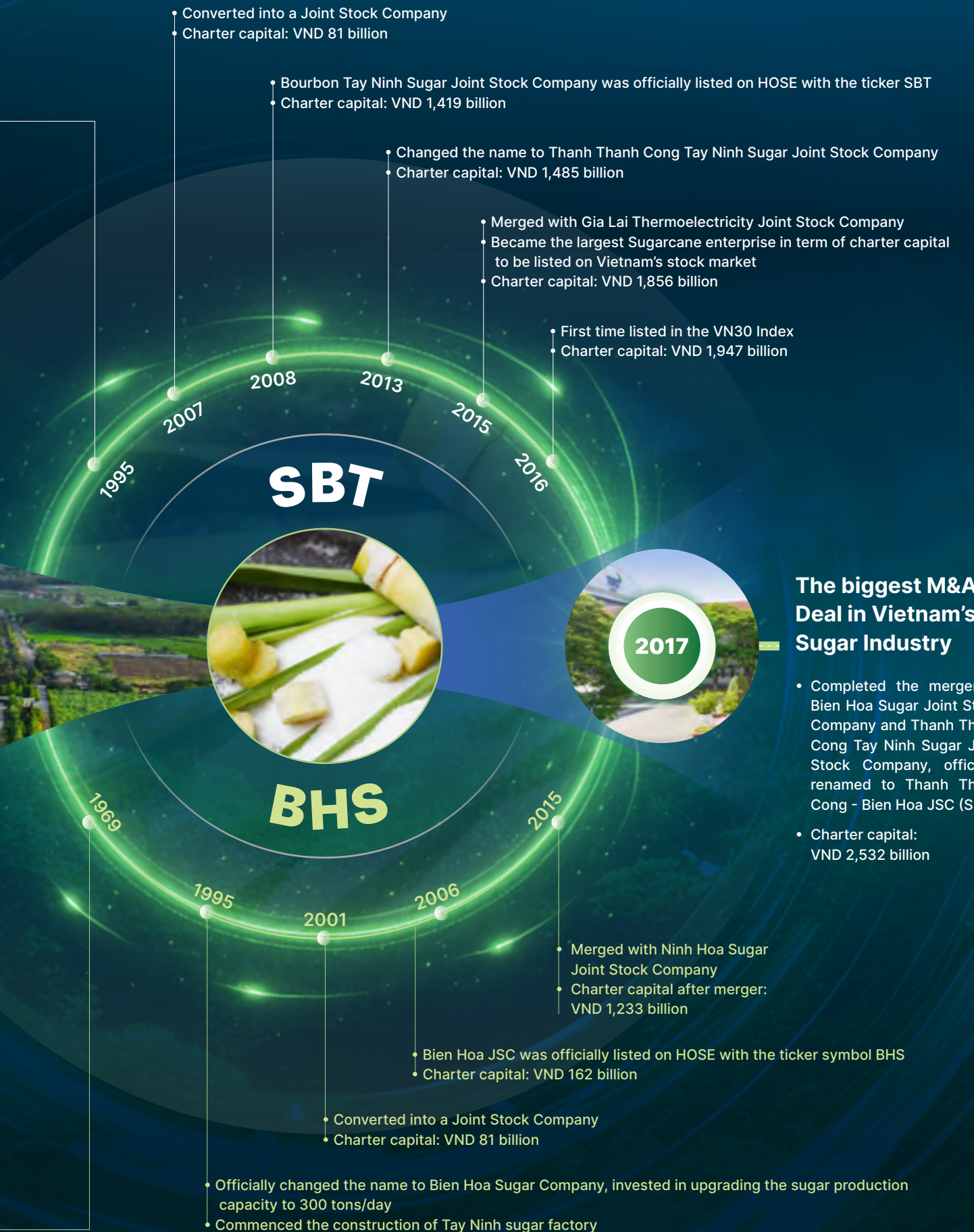
Building on the foundations laid by its founding generation, AgriS has continuously innovated, expanded its scale, and elevated its position to become

LEADING HIGH-TECH AGRICULTURAL ENTERPRISE

pioneering to create an integrated agricultural ecosystem driven by modernity and sustainability on a global scale.

On July 15th 1995, Bourbon Tay Ninh Sugar Co., Ltd was founded under the joint venture of Group Bourbon, Sugarcane Union II and Tay Ninh Sugarcane Union.

Bien Hoa Brand was officially founded, succeeding its former 400-ton Sugar Factory, with yellow sugar, liqueur, and jute bags being the main products at that time.



2018

The First Vietnamese enterprise to export sugar to the U.S.

- Increased foreign ownership limit to 100%
- Listed in the Top 20 of the Vietnam Sustainability Index (VNSI20) - HOSE for the first time
- Charter capital: VND 5,570 billion

2019

Accelerating expansion to the European market

- Partnership with ED&F Man: Exporting sugar to Europe
- Strategic cooperation with DEG - the German Development Finance Institution
- Expanded raw material zone in Cambodia
- Charter capital: VND 5,867 billion

2020

Sales volume surpassed 1 million tons for the first time

- Issued 21,611,333 convertible preferred shares to DEG
- Issued 172 unsecured convertible bonds equivalent to VND 172 billion to Coretrend, a strategic Korean investor
- Charter capital: VND 6,084 billion

2022

Vietnam's first sugar enterprise with total assets surpassing USD 1 billion, unveiling a new brand business strategy

- On November 1, 2022, the Company officially rebranded from TTC Sugar to TTC AgriS, signifying the shift from traditional agriculture to an **integrated smart agri-economy model**
- Engaged in strategic bilateral discussions on Agriculture 4.0 development with the government of Queensland, Australia
- Total assets: VND 27,730 billion (USD 1.19 billion)
- Charter capital: VND 6,508 billion

2021

Successfully implemented Oracle Cloud ERP across the entire network

- Sales volume reached 1.16 million tons, the second consecutive year above 1 million tons
- Officially put into operation the Oracle Cloud ERP system across all 22 subsidiaries of SBT in Vietnam, Singapore, Laos, and Cambodia
- Charter capital: VND 6,388 billion

2023

Pioneering the Plant-based sector, paving the way for a new era of sustainable green food

- Successfully organized **TTC AgriS Innovation Day 2023** - "**Serving the best natural nutrition for body needs**", a milestone in AgriS's business model transformation and the Company's official expand to the Plant-based food industry
- Accelerated participation in the global Food & Beverages value chain, targeting VND 60,000 billion revenue by 2030
- **Broadened crop value chains and diversified the product portfolio with coconut**
- Net revenue reached VND 24,743 billion, surpassing USD 1 billion for the first time
- Charter capital: VND 7,621 billion g

2024

Responsible Value Chain, 55 Years and Beyond - New Generation for New Chapter of Growth

- Celebrated the 55th anniversary of the AgriS, officially embarking on the next journey with a **New Identity - New Capabilities**
- Officially launched three strategic centers, marking a significant step in implementing AgriS's **Circular Commercial Value Chain Model**:
 - » AgriC - Agricultural Business Center
 - » ProC - Production Center
 - » ComC - Integrated Commercial Center
- Charter Capital: VND 7,621 billion

2025

Strengthening the Integrated Agricultural Ecosystem - Accelerating Global Market Connectivity

- AgriS continues to reaffirm its pioneering role in technological innovation and its leadership in developing a comprehensive "Five Stakeholders" ecosystem - comprising the Government, Farmers, Academia, Enterprises, and Financial Institutions, with a shared commitment to strengthening Vietnam's agricultural value chain and enhancing its proactive and competitive position in the global marketplace.
- AgriS pioneers in partnering with the Government of Vietnam to advance four strategic breakthroughs: Resolutions 57-NQ/TW, 59-NQ/TW, 66-NQ/TW, and 68-NQ/TW, thereby affirming AgriS's capability and pivotal role in modernizing Vietnam's agriculture
- Innovating and optimizing AgriS's commercial value chain through the AgriS Circular Commercial Value Chain model, integrating three core technology pillars:



- Inaugurating the AgriS Building - a green building designed toward Net Zero by 2035. This building was certified LEED Gold for strict adherence to energy efficiency, environmental performance, and sustainability standards

Export markets
76
COUNTRIES

Charter capital:
VND 8,361
BILLION

Profit after tax
VND 834
BILLION

Net Revenue
VND 28,482
BILLION

Significant Number in FY 2024-2025

SALES VOLUME OF SUGAR ~1,400,000 TONS

LEADING THE VIETNAM'S SUGAR INDUSTRY **46%** OF THE MARKET SHARE

76 EXPORT MARKETS

77,740 CROSS-BORDER MATERIAL AREAS

in 4 countries, including Vietnam, Laos, Cambodia, and Australia

VND **28,482** BILLION NET REVENUE
Achieving 109% of the year's target

VND **950** BILLION PROFIT BEFORE TAX
Achieving 141% of the year's target

VND **834** BILLION PROFIT AFTER TAX
An increase of 4% YoY

133% THE GROWTH OF SBT

From the 25,000 VND (August 11, 2025), compared to the beginning of the fiscal year (July 01, 2025). The stock price has surpassed an 8-year high, and market capitalization has exceeded VND 20 trillion.

88 Sugar Products
Including 6 Organic Sugar Products that meet EU and USDA standards

08 Sugar Primary and Secondary By-Products

04 Sugarcane Beverage and Purified Water Products

47 Cocobut-based Products

22 Rice Products

50 Banana Products

15 Fertilizers Products

03 Large-scale material area cultivated under Global G.A.P. standards

~123 MILLION KWH Commercial Electricity integrated into the National Power grid (biomass and solar power)

1,860 HA Raw material area certified under Bonsucro - the global sustainable sugarcane standard

VNSI20 Top 20 of the Vietnam Sustainability Index for the 8th consecutive year - HOSE

5,500 Carbon Credits issued under Verra Standard

VNA+ Annual Credit Ratings of "VNA+" For the 3rd consecutive year according to Saigon Ratings

02 MILLION Trees are pledged for plantation during FY2024-2025, under the "10 million trees - Embrace Green Future" Project to 2030

200,000 I-REC renewable energy certificates granted to factories utilizing biomass

VND **1,825** BILLION was allocated for investment, farm inputs, and agronomic/ technical support for sugarcane farmers, of which VND 86 billion was provided as non-repayable support.

VND **11.65** BILLION CSR activities and social welfare programs

- Diversifying the product portfolio from indigenous crops and natural resources;
- Transforming agricultural by-products into biobased materials, bio-solutions, and other value-added products;
- Leveraging advanced technologies to develop eco-friendly production solutions that cut emissions and enhance resource efficiency.

In fiscal year 2024-2025, AgriS continued to accelerate the commercialization of the sugarcane value chain, successfully developing a wide range of products tailored to diverse customer preferences, such as C-Cane Crush energy cane juice, mixed sugars, dried mushroom snacks,.... Besides, AgriS effectively harnessed sugarcane by-products to develop highly applicable, eco-friendly bioproducts, including bagasse pallets, bagasse paper cartons, and biodegradable materials.



COMPREHENSIVE CROP VALUE CHAIN, FOSTERING A CIRCULAR AND SUSTAINABLE ECOSYSTEM (continued)

AGRIS'S COCONUT VALUE CHAIN

Coconut is a perennial fruit crop, requiring 3 to 6 years to bear fruit, with each coconut taking up to 12 months to mature. Maximizing the value of every part of the coconut tree is key to optimizing profitability and expanding development opportunities for Vietnam's coconut industry.

In fiscal year 2024-2025, AgriS continued to strengthen the coconut value chain towards comprehensiveness and sustainability, focusing on the development of consumer product lines such as bottled coconut water, coconut milk, and dried coconut meat,... At the same time, AgriS maximized the utilization of coconut by-products, such as shells, fibers, and peat, to produce high-value applications including compressed packaging, coir pallets, and coir trays,....



COCONUT

- Current value chain
- Developing value chain
- Future value chain



AGRIS'S RICE VALUE CHAIN

Rice is one of AgriS's main crops and product lines for the 2025-2030 development journey. From FY 2024-2025, AgriS has placed strategic focus on producing and expanding the rice value chain. Building on its experience in circular agriculture models from other crops, AgriS aims to fully unlock the value of rice, developing a diversified product portfolio that includes various rice products, instant rice noodles, rice crackers, rice milk,... and other value-added by-products.



PADDY RICE

Current value chain

Developing value chain



Fodder



Bio fertilizer



White Rice 5% Broken



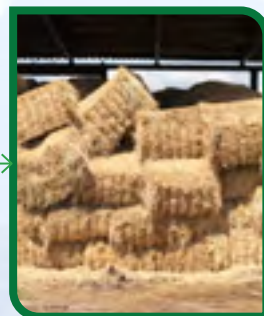
Broken 1



Broken 2+3



Moldy rice



RICE STRAW



BROWN RICE



Bran



Rice Flour



Husk



Animal Feed



Bran oil



R2E Rice Noodle



Cracker



Nutrition Rice for Kid



Rice-based noodle



Bio Charcoal



Rice Milk



Brown Rice Milk



Rice Tea



Beer | Wine

ANIMAL FEED

(FOOD)
INGREDIENT
HRC BASE
FMCG

BIO CHARCOAL

(MILK)
FMCG

(BEVERAGE)
FMCG

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Sustainable Development Highlights in FY 2024-2025



VNSI20

Listed on the VNSI20 Index (HOSE) for 8 consecutive years - Top 20 stocks with the highest sustainability scores on the market.

03

Large-scale farms certified under the GlobalG.A.P. standard

04

Factories holding I-REC (International Renewable Energy Certificate) certification, including: TTCS, NHS, GLS, and TTCA

100%

New farming areas are located outside of or away from IUCN-recognized conservation areas, Ramsar Convention wetlands, or nationally protected areas

>123

MILLION KWH
Commercial electricity is supplied to the national grid (biomass, solar power)

92%

of the electricity used in production at AgriS is supplied by self-generated renewable energy

100%

Sugar manufacturing factories are FSSC 22000 (Food Safety System Certification) certified

75%

Materials used in sugarcane production are from renewable sources

1,860

HA
The raw material zone is certified by Bonsucro - the global sustainability standard for sugarcane

2,000,000

TREES
Committed to be planted in FY 2024-2025, as part of the 10 Million Trees by 2030 project

25,000

I-REC Certification issued for rooftop solar power projects

5,500

Verra-certified carbon credits issued

100%

Sugarcane bagasse is reused

VND 1,825

BILLION
Total investment in materials and sugarcane farming techniques for farmers, of which VND 86 billion was a non-refundable investment

VND 11.65

BILLION
Contribution to charitable activities and social welfare

32,000

Employment opportunities created for farmers in the regions where AgriS's raw material zones are located



AWARD FOR SUSTAINABLE DEVELOPMENT

TOP 20 STOCKS WITH THE BEST SUSTAINABLE DEVELOPMENT INDEX - VNSI20



SBT continued to be included in VNSI20 – the Top 20 stocks with the best sustainability development index on the Vietnam stock market – for the eighth consecutive year, with an ESG score of 95%, 26% higher than the industry average. Specifically, the Environment score reached 97%, attributable to energy optimization and effective emissions management; the Social score reached 95%, with highlights including community development programs; and the Governance score reached 92%, reflecting a high level of transparency and compliance that exceeds market standards.



Top 10 Best Corporate Governance Companies 2024 - Vietnam Listed Company Awards (VLCA)

Surpassing over 700 listed companies, AgriS was named among the Top 10 Best Corporate Governance Companies 2024, fueled by its consistent governance, risk management, and strategic vision. This is the fifth consecutive year AgriS has been recognized, reaffirming its pioneering position in promoting sustainable development in Vietnam's stock market.



Pioneering enterprise committed to improve Corporate Governance in Vietnam - VNCG50

AgriS was honored among the Top 50 Pioneering enterprises committed to improving Corporate Governance in Vietnam - VNCG50 at the 7th Annual Forum on Corporate Governance (AF7).



AN EXEMPLARY GLOBAL CSR & ESG ENTERPRISE - THE 17TH ANNUAL GLOBAL CSR & ESG SUMMIT AND AWARDS 2025

For the third consecutive year, AgriS was recognized as an exemplary global enterprise in CSR & ESG, winning seven prestigious awards, with most ranked at Platinum level - the highest distinction in the group of companies with a market capitalization under USD 500 million, affirming its leadership in sustainable development and social responsibility.



- **Best Country Excellence Award - Best in Vietnam - Platinum** (Second time – highest national ranking)
- **CSR & ESG Leadership Award - Platinum**
- **Best Community Programme - Silver**
- **Best Workplace Practices - Platinum**
- **Empowerment of Women Award - Platinum**
- **Best CEO - Platinum**
- **Best Corporate Communications & Investor Relations Team - Platinum**



Sustainable Development Strategies and Policies

CONTEXT

In 2025, the global economy continues to face numerous challenges, from geopolitical instability and trade fluctuations to the prolonged impacts of climate change. These factors are creating increasing pressure on the business community, introducing new demands for transparency, social responsibility, and green transition, particularly for enterprises in the agriculture and food sectors like AgriS.



Global consumer trends are undergoing a significant transformation, especially in developed markets. Consumers increasingly prioritize products that are safe, traceable, and certified by reputable standards such as GlobalG.A.P., Organic, Fair Trade,... Concurrently, the demand for natural and healthy foods is expanding, with a clear shift toward plant-based and organic products.



Pressure from the business environment and international integration is also intensifying. Participation in Free Trade Agreements like the EVFTA, CPTPP... requires businesses to comply with stringent environmental, labor, food safety, and carbon emission standards. Meanwhile, the volatility of raw material prices (fertilizer, energy, processing inputs) continues to drive up production costs, demanding greater operational optimization and more efficient resource utilization.



Climate change is presenting increasingly evident production risks, including saltwater intrusion, drought, extreme weather events,... which severely impact raw material zones and the stability of agricultural supply chains.

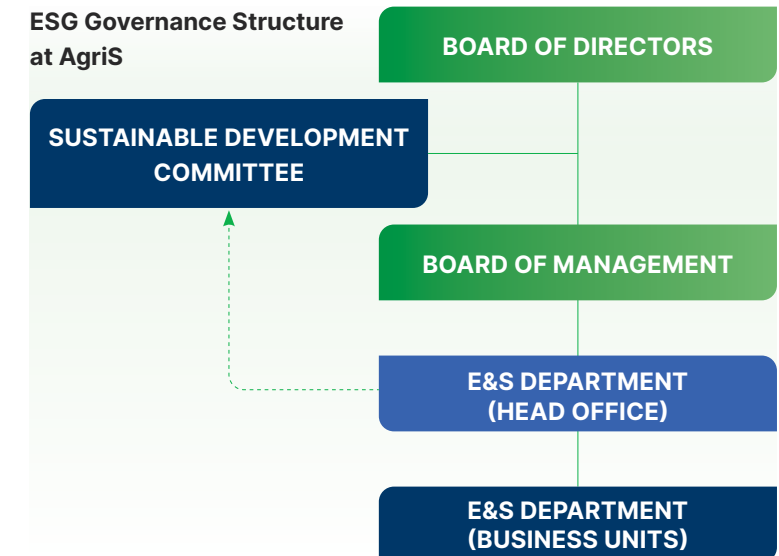


In terms of policy and sustainability commitments, the Vietnamese Government has set a target of achieving Net-Zero emissions by 2050, in line with its pledge at COP26. Policies such as carbon tax exemptions and reductions, support for investment in green infrastructure, and the promotion of renewable energy and circular agriculture technologies are being implemented to encourage businesses to transform their production models.

AGRIS'S SUSTAINABLE DEVELOPMENT GOVERNANCE SYSTEM

In response to these significant global and regional shifts, AgriS has defined sustainable development as the foundational principle for all its long-term strategies. Beginning in the FY 2024-2025, a Sustainable Development Committee was established to act as an advisory body to the Board of Directors, tasked with supporting the establishment, coordination, and supervision of ESG (Environmental, Social, and Governance) activities.

ESG Governance Structure at AgriS



- Board of Directors (BOD)**

Function: As the highest governing department, the BOD directs and oversees the company-wide sustainable development strategy.

Responsibilities:

 - Approve long-term ESG strategies and targets;
 - Monitor the effective implementation of sustainable development commitments;
 - Review ESG risks that may impact business operations;
 - Assess periodic reports from the Sustainable Development Committee and the Board of Management.
- Sustainable Development Committee**

Function: Serves as an advisory body to the BOD, assisting in the establishment, coordination, and monitoring of ESG initiatives.

Responsibilities:

 - Advise on the development of company-wide ESG goals and action programs;
 - Review risks, opportunities, and initiatives related to sustainable development.
- Board of Management (BOM)**

Function: Responsible for overseeing the execution of the ESG strategy throughout the system, ensuring its integration into daily business operations.

Responsibilities:

 - Direct functional departments and member units to implement ESG programs.
 - Approve annual ESG action plans and consolidated reports.
 - Ensure compliance with laws, internal policies, and ESG commitments.
 - Secure the necessary resources and capabilities for sustainable development activities.

4

E&S Department (Head Office)

Function: Acts as the central hub for developing strategy, policies, and monitoring ESG implementation across the company.

Responsibilities:

- Develop and update the environmental and social management policy and procedure system.
- Conduct ESG materiality assessments and stakeholder consultations.
- Manage data on emissions, resource use, waste, biodiversity, etc., and prepare periodic reports.
- Design tools for monitoring, evaluating, and providing early warnings for ESG risks.
- Conduct internal audits of member units' performance.
- Provide training, technical support, and supervision to member units.
- Consolidate and disclose ESG information to investors, partners, and regulatory agencies.

5

E&S Department (Member Units - Centers & BUs)

Function: Directly implement ESG activities at the operational level, ensuring compliance and practical effectiveness.

Responsibilities:

- Execute procedures for environmental management, occupational safety, social responsibility, and community protection.
- Record and update data periodically as guided by the Head Office.
- Coordinate the resolution of local ESG-related incidents or complaints.
- Participate in internal and external audits and assessments.



Thanks to this systematic ESG governance structure, many of AgriS’s sustainable development policies and initiatives have been implemented effectively and synchronously, from the strategic level down to operations. Member units are proactively integrating ESG into their production and business plans. The ESG data and assessment tools are being progressively digitized, enhancing monitoring efficiency, risk forecasting, and transparency with stakeholders.



SUSTAINABLE DEVELOPMENT POLICY APPROVED BY THE BOARD OF DIRECTORS

The AgriS Board of Directors has proactively established and issued a comprehensive sustainable development policy system, which serves as the guiding framework for the company’s entire ESG strategy and operations. This policy has been published on our website, ttcagris.com.vn, reflecting our consistent and transparent commitment to promoting growth aligned with environmental, social, and governance responsibilities. The policy encompasses the following areas:

ENVIRONMENT & CLIMATE

Sustainable Resource Management

- Materials:** Prioritize the use of sustainable, traceable raw materials and eliminate materials from areas at risk of deforestation.
- Energy:** Increase the proportion of renewable energy, implement an energy management system, and consciously promote energy conservation and consumption reduction.
- Water:** Conserve water usage, implement plans for water resource preservation and management to ensure sustainable cultivation, and aim for 95% wastewater reuse by 2035.

Environmental Protection

- Biodiversity:** Refrain from initiating projects in High Conservation Value (HCV) areas. Where unavoidable, conduct impact assessments and implement appropriate mitigation and offset measures in accordance with FSC standards.
- Climate Change Response:** AgriS aims to progress toward Net Zero by 2035. Specific roadmaps and programs will be developed and periodically updated at each strategic phase.
- Waste Management:** Thoroughly treat all waste generated from production and cultivation processes. Fulfill Extended Producer Responsibility (EPR) for packaging recycling and apply circular economy models across the entire value chain.

SOCIAL

Human Rights and Labor Standards	Respect human rights and labor standards, combat child labor, forced labor, and exploitation in compliance with ILO conventions. Establish accessible grievance mechanisms and ensure satisfactory resolution of complaints.
Diversity, Equity & Inclusion	Foster a creative and professional work environment that respects differences. We are committed to gender equality, fair treatment, and inclusion, ensuring transparent career advancement.
Employee Health, Safety, and Well-being	Provide a safe working environment and ensure the health and well-being of our employees. Raise awareness about quality, food safety, environmental protection, and occupational health.
Engagement and Support for Farmers, Communities, and the Supply Chain	Actively engage with and support farmers, customers, suppliers, contractors, and communities. Prioritize support for vulnerable groups and the younger generation through job creation, training, and the application of science and technology to improve quality, environment, health, safety, and social responsibility. Conduct regular consultations appropriate to the scale of AgriS's operations.
High-Quality, Healthy Products	Continuously research and develop new technologies, applying advanced science to pioneer comprehensive agricultural solutions that are safe, high-quality, stable, environmentally friendly, and low-emission.



GOVERNANCE & ETHICS

Business Ethics & Governance	AgriS is committed to strict compliance with Vietnamese laws and international standards on environmental, social, and governance matters, including anti-corruption, fair competition, and data security & privacy. We have built a comprehensive risk management system with a regularly updated crisis response plan to ensure business resilience. Performance is monitored annually and disclosed transparently to all stakeholders.
A Sustainable Culture Integrated with Business Operations	Our leadership is committed to implementing sustainable development activities with transparency, efficiency, integrity, and inclusiveness at the core. Sustainability is embedded in our business decisions, operations, and the entire product lifecycle.
Environmental & Social Management for Suppliers	AgriS requires all suppliers to comply with minimum environmental and social standards as stipulated by law and international commitments. We conduct regular screening and evaluation of suppliers, focusing on aspects such as waste management, resource use, carbon emissions, biodiversity conservation, and compliance with labor and social rights.
Continuous Improvement	AgriS has established a roadmap for digital transformation across its value chain to enhance governance efficiency. We encourage all employees to propose improvement initiatives and apply advanced technological solutions to optimize our management systems. Every opportunity for improvement is carefully evaluated to ensure it aligns with our long-term development strategy and delivers added value to customers and stakeholders.



AgriS's Vision and Commitments toward Sustainable Development by 2035

TOWARD NET ZERO BY 2035



95%
of wastewater is reused



60%
Additional Expansion of Organic Material Area



70%
Additional Expansion of Bonsucro-certified Material Area^(*)



100%
Renewable Energy



100%
IPM-applied sugarcane material area



100%
"Zero waste to landfill" Certification

(*) For more information about the Bonsucro Standard, please refer to the link: bonsucro.com

Progress on Sustainable Development Goals

AgriS has established a strategic goal to achieve Net Zero by 2035, positioning itself as one of the first agricultural enterprises in Vietnam to implement an ESG strategy integrated with digitalization, renewable energy, and the circular economy. To achieve this, AgriS has defined six quantitative goals for 2035, with progress outlined below.



LONG-TERM GOAL* (2030-2035)	FY2024-2025 RESULTS	ACTIONS/KPI (2025-2026)
95% of wastewater is reused	34% of wastewater was reused (Total treated wastewater: 657,404 m ³ ; reused water: 218,121 m ³)	- Achieve 70% wastewater circularity in 2025-2026 - Implement water-saving models and increase the water reuse rate in cultivation areas and factories
100% Renewable Energy	5/6 sugar mills use biomass for their boilers	100% conversion to biomass at all sugar factories - Install an additional 700kW of renewable energy - Implement ISO 50001 certification for major energy-consuming factories
100% IPM-applied sugarcane material area ^(*) * IPM (Integrated Pest Management): A solution combining traditional and biological measures (such as using the natural predator ABI wasps) to limit pests, protect the environment, and ensure worker safety	6% IPM-applied sugarcane material area	- Scale up the production of ABI wasps. - Continue expanding the application area: 7% in 2025, 10% in 2026
100% "Zero waste to landfill" Certification ^(*) * 100% of waste is managed without using the landfill disposal method		Optimize the circular economy model to minimize waste sent to landfill
60% Additional Expansion of Organic Material Area	1,248 ha of sugarcane	Expand to 1,527 ha of sugarcane (a 22% increase compared to FY2024-2025)
70% Additional Expansion of Bonsucro-certified Material Area	1,580 ha of sugarcane	Expand certification to additional farms in Tay Ninh and Lao Cai

* Long-term goals are calculated based on the total relevant volume/area across AgriS.

THE PILLARS OF SUSTAINABLE DEVELOPMENT

- 44 Material Topics
- 54 Stakeholders' engagement
- 60 17 sustainable development goals of the United Nations
- 70 Corporate Governance Towards International Standards
- 76 Environmental topic
- 98 Social topic
- 126 Economic topic

GRI 200 GRI 300 GRI 400



Material Topics

To build an ESG development strategy that aligns with corporate objectives and stakeholder expectations, AgriS surveyed to identify the material topics that impact the company and its connected ecosystem. This includes Shareholders/ Investors, Customers, Suppliers, Farmers/Agribusiness owners, Employees, Local Communities, and Government/State Agencies.

The assessment process was based on international standards, including GRI, ESRS, IFC, and the SDGs, and was carried out in the following main steps:

- Determine the scope and list of potential material topics based on international standards and the reality of AgriS's value chain.
- Conduct online surveys and assessments with both external stakeholders and internal Company personnel.
- Establish and update the materiality matrix to serve as a basis for orienting the strategic action plan.

During the ESG materiality survey process, **966** responses, AgriS collected a total of

743 responses from within the Company:

- 159 from the Vice Head/Head of Unit level.
- 584 from employees across the system.

223 responses from external stakeholders, including:

- 74 from Suppliers,
- 68 from Customers,
- 30 from Farmers/Agribusiness owners,
- 17 from Shareholders/Investors,
- 3 from Government/State Agencies,
- 31 from Local Communities.



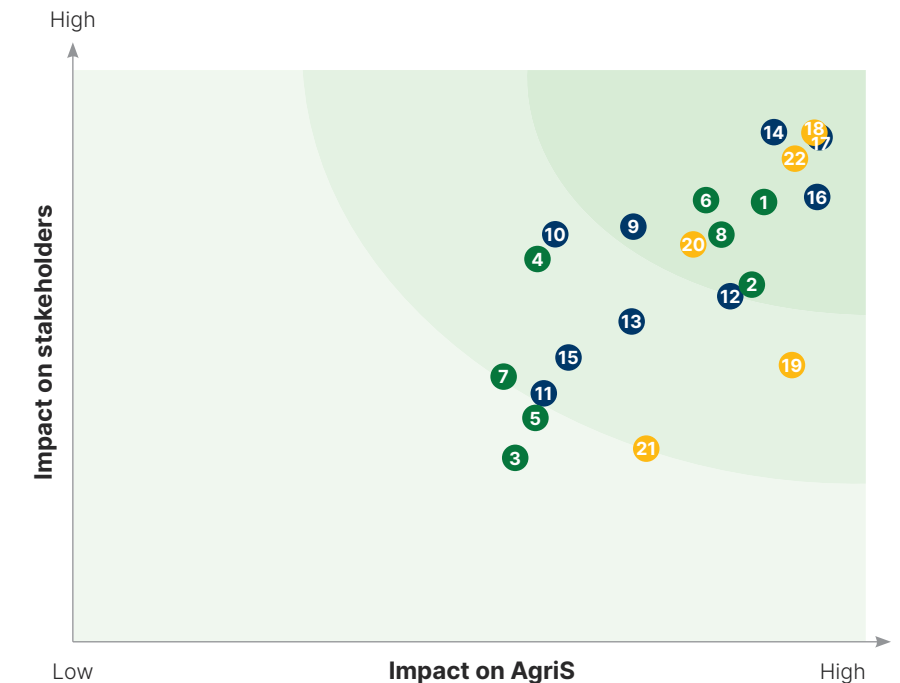
Overall, the high response rate from both internal and external parties demonstrates the interest and level of engagement of stakeholders with AgriS's sustainable development orientation. This serves as a crucial basis for defining material topics and refining an ESG strategy that is practical, relevant, and feasible to implement.



AGRIS'S MATERIALITY MATRIX

Based on the survey results and an analysis of the significance of impacts on business operations as well as the level of concern from stakeholders, AgriS has developed a Materiality Matrix comprising the ESG topics with the greatest influence. Each topic is assessed along two axes:

- **X-axis:** The significance of actual or potential impacts on AgriS's operations
- **Y-axis:** The significance of impacts on Stakeholders



ENVIRONMENTAL

- 1 Sustainable Agriculture and Climate Change Adaptation
- 2 Emissions
- 3 Energy
- 4 Water and Effluents
- 5 Biodiversity
- 6 Sustainable Management of Land Resources
- 7 Packaging Lifecycle Management
- 8 Waste

SOCIAL

- 9 Local Communities
- 10 Human rights and labor standards for the outsourced workforce
- 11 Diversity and Equal Opportunity
- 12 Training and Education
- 13 Human Rights Assessment
- 14 Occupational Health and Safety
- 15 Local Communities
- 16 Healthy Products
- 17 Product Quality and Safety

ECONOMIC

- 18 Economic Performance
- 19 Market Presence
- 20 Indirect Economic Impacts
- 21 Procurement Practices
- 22 Anti-competitive Behavior
- 23 Tax



Material Topic:

SUSTAINABLE CULTIVATION AND CLIMATE CHANGE ADAPTATION

Pillar: ENVIRONMENTAL

GRI/ ESRS/ IFC PS Reference:

GRI 302 - Energy

GRI 303 - Water

GRI 305 - Emissions

ESRS E1 – Climate Change

PS3 – Resource Conservation and Pollution Prevention

Description of the Material Topic

Sustainable cultivation, intrinsically linked to climate change adaptation, is crucial for ensuring the long-term viability of the agricultural sector and maintaining a stable supply of raw materials.

Climate change poses numerous challenges to agriculture, such as droughts and floods, which directly impact crop yields. Sustainable cultivation, through efficient water use, soil improvement, and biodiversity protection, helps mitigate these impacts. This approach offers multiple benefits, including enhancing soil fertility by using organic fertilizers instead of chemical ones, reducing greenhouse gas emissions, increasing crop resilience without relying on environmentally and socially harmful pesticides, and protecting clean water sources while improving product quality.

Adopting sustainable cultivation contributes to AgriS's sustainable development, improves farmers' livelihoods and protects resources for future generations.

Material Topic:

EMISSIONS

Pillar: ENVIRONMENTAL

GRI/ ESRS/ IFC PS Reference:

GRI 303 - Water

GRI 305 - Emissions

ESRS E1 – Climate Change

PS3 – Resource Conservation and Pollution Prevention

Description of the Material Topic

Many agricultural activities are sources of greenhouse gas emissions, from fertilizer use and the operation of farm machinery to soil cultivation practices. These activities contribute to climate change, directly affecting farming conditions and crop productivity.

AgriS is fully aware of its responsibility to minimize greenhouse gas emissions by applying efficient farming techniques, optimizing fertilizer and energy use, and investing in environmentally friendly technology. Assessing and measuring our carbon footprint helps identify emission levels across our supply chain and operations. This helps protect the environment, ensures a stable and sustainable source of raw materials, contributes to enhanced production efficiency and the Company's long-term growth.

Material Topic:

ENERGY

Pillar: ENVIRONMENTAL

GRI/ ESRS/ IFC PS Reference:

GRI 303 - Water

GRI 305 - Emissions

ESRS E1 – Climate Change

PS3 – Resource Conservation and Pollution Prevention

Description of the Material Topic

Energy is a critical factor that directly impacts operational efficiency, costs, and greenhouse gas emissions throughout AgriS's value chain. Effective energy management and transition help mitigate environmental impact and enhance the Company's sustainability and competitiveness.

Currently, AgriS's sugar, rice, and fertilizer plants have adopted renewable energy solutions, such as using biomass (sugarcane bagasse, rice husks,...) to generate electricity for production, contributing to reduced greenhouse gas emissions. Additionally, the Company has invested in solar power systems to serve its own needs and sell electricity to the national grid, while also generating I-REC credits to add further sustainable value.

Material Topic:

WATER AND EFFLUENTS

Pillar: ENVIRONMENTAL

GRI/ ESRS/ IFC PS Reference:

GRI 303 - Water

ESRS E3 – Water resources

PS3 – Resource Conservation and Pollution Prevention

Description of the Material Topic

Sustainable water management plays a vital role in the agricultural industry, especially as climate change increases extreme weather events like droughts and floods. Efficient water protects water resources and mitigates production risks, maintains crop yield and quality.

For AgriS, effective water management helps reduce production risks and ensures a stable supply for our plants, while also contributing to the protection of water resources and minimizing negative impacts on the environment and the agricultural ecosystem. Investing in water-saving irrigation solutions, improving water conveyance systems, and raising awareness of water use among the farming community are crucial steps for AgriS in building a sustainable and climate-resilient agricultural value chain.

Material Topic:

BIODIVERSITY MANAGEMENT

Pillar: ENVIRONMENTAL

GRI/ ESRS/ IFC PS Reference:

GRI 304 - Biodiversity

ESRS E4 - Biodiversity and Ecosystems

PS6 - Biodiversity Conservation and Sustainable Management of Natural Resources

Description of the Material Topic

Biodiversity is the foundation of a healthy and sustainable agricultural ecosystem. In agriculture, biodiversity loss can disrupt natural balances, increase pests and diseases, reduce soil fertility, and directly affect crop yields.

For AgriS, protecting and restoring biodiversity is a key part of its sustainable development strategy. By preserving native crops, limiting the use of harmful pesticides, managing farmland responsibly, and protecting local natural ecological areas, AgriS helps conserve agricultural genetic resources and enhance the ecosystem's resilience to climate change.

Material Topic:

SUSTAINABLE MANAGEMENT OF LAND RESOURCES

Pillar: ENVIRONMENTAL

GRI/ ESRS/ IFC PS Reference:

GRI 304 - Biodiversity

ESRS E4 - Biodiversity and Ecosystems

PS6 - Biodiversity Conservation and Sustainable Management of Natural Resources

Description of the Material Topic

Land is the fundamental resource that determines the productivity and quality of agricultural products. Sustainable land management enables AgriS to maintain stable yields and achieve long-term growth.

AgriS focuses on protecting and regenerating soil after each harvest through measures such as using organic fertilizers, applying advanced cultivation techniques, and implementing scientific management to improve fertility, prevent degradation, and maintain production efficiency. The company works closely with farmers to implement these initiatives throughout the cropping cycle.

Furthermore, AgriS also pays close attention to the impact of land-use change and the protection of High Conservation Value (HCV) areas to maintain ecological balance and protect the environment.

Material Topic:

PACKAGING LIFECYCLE MANAGEMENT

Pillar:

ENVIRONMENTAL

GRI/ ESRS/ IFC PS Reference:

GRI 301 - Materials

GRI 305 - Emissions

GRI 306 - Waste

ESRS E5 - Resource use and circular economy

PS3 - Resource Efficiency and Pollution Prevention

Description of the Material Topic

Packaging lifecycle management is a key factor of AgriS's sustainable development strategy, aimed at minimizing negative environmental impacts throughout the entire value chain. If not managed properly, packaging can become a source of pollution and resource waste.

AgriS is committed to promoting the use of environmentally friendly packaging materials, encouraging reuse and recycling, and optimizing packaging design to reduce material consumption. Through these efforts, the Company minimizes solid waste generation and contributes to the protection of the natural environment.

Effective packaging lifecycle management helps AgriS reduce costs, improve operational efficiency and meet the growing sustainability demands of customers, partners, and the community.

Material Topic:

WASTE

Pillar:

ENVIRONMENTAL

GRI/ ESRS/ IFC PS Reference:

GRI 301 - Materials

GRI 305 - Emissions

GRI 306 - Waste

ESRS E5 - Resource use and circular economy

PS3 - Resource Efficiency and Pollution Prevention

Description of the Material Topic

In production and business, agricultural waste, packaging, and industrial waste can cause soil, water, and air pollution if not managed properly, adversely affecting ecosystems and public health.

As a pioneer enterprise in sustainable development, AgriS applies a circular economy model to maintain and optimize the value of products, materials, and resources throughout the entire value chain. Focusing on reusing, recycling, and minimizing waste and materials rather than simple disposal, helps reduce pressure on natural resources and limits waste generation.



Material Topic:

LOCAL COMMUNITIES

Pillar:

SOCIAL

GRI/ ESRS/ IFC PS Reference:

GRI 413 - Local Communities

ESRS S3 - Communities

PS7 - Indigenous Peoples

Description of the Material Topic

Farmers are a critical part in the agricultural value chain and are also the group most affected by climate change, market volatility, and social risks. Therefore, ensuring sustainable livelihoods for farmers is a top priority in AgriS's sustainable development strategy. Guaranteeing stable incomes and creating long-term development opportunities for farmers contributes to socio-economic stability and community development where AgriS operates.

AgriS has established numerous policies and programs to support farmers, focusing on developing sustainable raw material zones, applying advanced technology, and promoting value chain integration models to help farmers increase their income. Through these actions, AgriS continues to strengthen its stable supply base for production and business, create shared value for local communities, and contribute to bridging the rural-urban development gap while promoting economic growth.

Material Topic:

HUMAN RIGHTS AND LABOR STANDARDS FOR THE OUTSOURCED WORKFORCE

Pillar:

SOCIAL

GRI/ ESRS/ IFC PS Reference:

GRI 403 - Occupational Health and Safety

GRI 406 - Non-discrimination

GRI 409 - Forced or Compulsory Labor

GRI 414 - Supplier Social Assessment

ESRS S1 - Workforce

PS4 - Community Health, Safety, and Security

Description of the Material Topic

In the agricultural supply chain, the workforce, including outsourced labor, seasonal workers in raw material zones, and service provider staff plays an essential role in AgriS's production activities. However, this group of workers is often vulnerable regarding their rights, working conditions, and labor safety.

AgriS recognizes that respecting human rights and adhering to international labor standards throughout its value chain is fundamental to sustainable development. The company is committed to promoting a fair and non-discriminatory work environment, preventing forced and child labor, and encouraging its suppliers and partners to comply with ethical principles and social responsibilities.



Material Topic:

DIVERSITY AND EQUAL OPPORTUNITY

Pillar:

SOCIAL

GRI/ ESRS/ IFC PS Reference:

GRI 405 - Diversity and Equal Opportunity

GRI 406 - Non-discrimination

ESRS S1 - Workforce

PS2 - Labor and Working Conditions

Description of the Material Topic

People are the crucial element in executing our sustainable development strategy. The company is committed to creating a fair and safe work environment that encourages diversity and provides equal career opportunities for all employees. Transparent recruitment policies, fair compensation, and capacity development and training are implemented alongside the promotion of an inclusive culture that respects every individual's voice.

Through these efforts, AgriS enhances internal cohesion and creativity while affirming its social responsibility, strengthening its corporate reputation, and building a sustainable competitive advantage in the market.

Material Topic:

TRAINING AND EDUCATION

Pillar:

SOCIAL

GRI/ ESRS/ IFC PS Reference:

GRI 404 - Training and Education

GRI 410 - Security Practices

ESRS S1 - Workforce

PS2 - Labor and Working Conditions

Description of the Material Topic

With the philosophy that "People are the most valuable asset of the Enterprise," AgriS focuses on building a high-quality workforce through professional training and management skills programs, as well as fostering an innovative mindset to adapt to the rapid transformations in the agriculture and technology sectors.

In parallel, AgriS implements a talent management and development strategy, which includes fair compensation policies, transparent promotion opportunities, and succession planning programs. The work environment is designed to encourage commitment, maximize individual potential, and cultivate a spirit of collaboration and social responsibility. This is the foundation for AgriS to maintain its pioneering position and achieve long-term sustainable development.

Material Topic:

HUMAN RIGHTS ASSESSMENT

Pillar:

SOCIAL

GRI/ ESRS/ IFC PS Reference:

GRI 402 - Labor/Management Relations

GRI 408 - Child Labor

GRI 407 - Freedom of Association and Collective Bargaining

GRI 409 - Forced or Compulsory Labor

ESRS S1 - Workforce

PS2 - Labor and Working Conditions

Description of the Material Topic

With operations spanning multiple countries, AgriS is completely aware that risks related to forced labor, discrimination, or violations of workers' rights can severely impact its reputation, operational efficiency, and stakeholder trust.

Adhering to and promoting international labor standards will protect the rights of our employees, help improve productivity, strengthen team cohesion, and build a sustainable supply chain. This also demonstrates AgriS's commitment to respecting people, maintaining harmonious labor relations, and affirming our role as a responsible corporate citizen in the global community.

Material Topic:

OCCUPATIONAL HEALTH AND SAFETY

Pillar:

SOCIAL

GRI/ ESRS/ IFC PS Reference:

GRI 411 - Rights of Indigenous Peoples

GRI 403 - Occupational Health and Safety

ESRS S1 - Workforce

PS2 - Labor and Working Conditions

Description of the Material Topic

Business and production activities in the agricultural sector inherently involve occupational safety risks. Therefore, creating a safe, friendly, and healthy work environment is key to protecting employees, maintaining productivity, and minimizing operational disruptions.

Furthermore, focusing on comprehensive well-being, including physical and mental health and work-life balance, helps AgriS attract and retain talent and build a sustainable corporate culture. This, in turn, strengthens employee trust and enhances the Company's reputation in the market.

Material Topic:

LOCAL COMMUNITIES

Pillar:

SOCIAL

GRI/ ESRS/ IFC PS Reference:

GRI 413 - Local Communities

ESRS S3 - Communities

PS4 - Community Health, Safety, and Security

PS8 - Cultural Heritage

Description of the Material Topic

As a multinational agricultural enterprise, AgriS creates economic value through tax payments, job creation, trade promotion and contributes to improving the lives of local people through community support programs, infrastructure development, and encouraging participation in the supply chain.

This commitment to community contribution helps AgriS strengthen trust with stakeholders, enhance its competitive position, and build a solid foundation for long-term growth. It is also how the Company affirms its social responsibility and creates a positive, widespread impact throughout its value chain.

Material Topic:

HEALTHY PRODUCTS

Pillar:

SOCIAL

GRI/ ESRS/ IFC PS Reference:

GRI 416 - Customer Health and Safety

ESRS S4 - Consumers

PS4 - Community Health, Safety, and Security

Description of the Material Topic

As consumers become increasingly concerned about health and food safety, providing wholesome products with clear origins that meet quality standards and comply with international regulations is a top priority.

By investing in modern processing technology, rigorously controlling production processes, and managing a transparent supply chain, AgriS is committed to delivering products that meet both nutritional and safety requirements. At the same time, the Company aims to develop healthy, environmentally friendly product solutions, contributing to a better quality of life for consumers and solidifying its pioneering position in the agriculture and food industry.

Material Topic:

PRODUCT QUALITY AND SAFETY

Pillar:

SOCIAL

GRI/ ESRS/ IFC PS Reference:

GRI 416 - Customer Health and Safety

ESRS S4 - Consumers

PS4 - Community Health, Safety, and Security

Description of the Material Topic

In the agriculture and food industry, any risk related to quality or safety can directly affect consumer health, brand reputation, and long-term business performance. Therefore, AgriS maintains a stringent quality management system, adheres to international standards, and applies rigorous control processes from raw materials and production to distribution. The company also invests in technology and innovation to enhance quality and meet the ever-increasing expectations of customers.

Furthermore, AgriS focuses on training its staff in quality control awareness and skills, ensuring that every link in the value chain complies with strict requirements. The company also enhances information transparency and product traceability, giving consumers peace of mind and reinforcing their trust in the brand.



Material Topic:

ECONOMIC
PERFORMANCE

Pillar:

ECONOMIC

GRI/ ESRS/ IFC PS Reference:

GRI 201 - Economic
Performance

Description of the Material Topic

Economic performance is the foundation of AgriS's sustainable development strategy, ensuring stable growth, equitable value distribution, and a long-term competitive advantage.

Beyond financial metrics, AgriS integrates economic performance with its core ESG pillars, balancing profitability with social and environmental responsibilities.

The company proactively implements innovative initiatives across the agricultural value chain, driving digital transformation and applying technology on an ESG-based platform to enhance resource efficiency, reduce emissions, and unlock new growth drivers.

With this approach, AgriS enhances its intrinsic value and solidifies its pioneering position in sustainable agriculture and strengthens national competitiveness.

Material Topic:

MARKET PRESENCE

Pillar:

ECONOMIC

GRI/ ESRS/ IFC PS Reference:

GRI 202 - Market Presence

Description of the Material Topic

Market presence reflects AgriS's competitive position and integration capacity in the high-tech agriculture industry. The company focuses on expanding its domestic market share and building an agricultural value chain linked to local community development.

Through policies that prioritize local recruitment, ensure competitive compensation, and provide training for the local workforce, AgriS contributes to regional economic development, creates employment, and improves livelihoods in its operational areas.

In addition to the domestic market, AgriS places special emphasis on developing and affirming its position on the international stage. The company exports high-quality products that meet the strictest standards and builds strategic global partnerships, thereby extending its agricultural value chain worldwide.

Material Topic:

INDIRECT ECONOMIC
IMPACT

Pillar:

ECONOMIC

GRI/ ESRS/ IFC PS Reference:

GRI 203 - Indirect Economic
Impact

Description of the Material Topic

Within sustainable development philosophy, AgriS recognizes that a business creates direct economic value through its production, commercial activities and has a profound impact on rural communities, the supply chain, and all stakeholders within its ecosystem.

Through the development of raw material zones, technical support, mechanization and financial access, AgriS helps increase income and improve the lives of tens of thousands of farming households. Beyond its business operations, AgriS invests in production infrastructure and essential sectors such as education, healthcare, and social welfare in local areas, contributing to a higher quality of life and promoting sustainable development for the entire agricultural ecosystem to which the Company is committed.

Material Topic:

PROCUREMENT
PRACTICES

Pillar:

ECONOMIC

GRI/ ESRS/ IFC PS Reference:

GRI 204 - Procurement
Practices

Description of the Material Topic

AgriS identifies "Procurement Practices" as a critical topic in its sustainable development strategy, as the supply chain plays a core role in ensuring the quality, sustainability, and competitiveness of the enterprise.

For its procurement activities, AgriS always prioritizes collaboration with local suppliers in every country where it operates, thereby promoting local economies, creating more job opportunities, and enhancing community well-being. At the same time, AgriS selects partners who meet environmental and social standards to build a sustainable and transparent supply chain in production and distribution. The company also aims to foster long-term relationships with strategic suppliers, forming a modern agricultural value chain that is highly adaptable to market fluctuations.



Material Topic:

ANTI-COMPETITIVE
BEHAVIOR

Pillar:

ECONOMIC

GRI/ ESRS/ IFC PS Reference:

GRI 206 - Anti-competitive
Behavior

Description of the Material Topic

AgriS is committed to maintaining a fair, transparent, and healthy competitive business environment, viewing it as an essential foundation for sustainable development and enhancing the Company's reputation in the market.

The company strictly adheres to all legal regulations on competition and anti-monopoly in the countries where it operates, while also establishing internal policies to prevent and promptly address anti-competitive practices, including fraud, price manipulation, monopolies, or other unethical behaviors. AgriS also enhances employee training on business ethics and compliance with competition regulations, creating conditions for all partners and customers to participate in the market equally and transparently.

Material Topic:

TAX

Pillar:

ECONOMIC

GRI/ ESRS/ IFC PS Reference:

GRI 207 - Tax

Description of the Material Topic

For AgriS, tax is both a legal obligation and a commitment of responsibility to the Government and society. A transparent and fully compliant tax policy helps the Company maintain its reputation, minimize legal risks, and affirm its role as a responsible enterprise in the economy.

AgriS fulfills all tax obligations in every country where it operates, under the close supervision of its internal control system and international governance standards. Tax contributions directly support local budgets, thereby funding the development of infrastructure, public services, and improving the quality of life for the community.

Stakeholders' Engagement

IDENTIFYING AND ENGAGING WITH STAKEHOLDERS

GRI 102-42 GRI 102-43

AgriS defines stakeholders as organizations and individuals who influence or are influenced by the Company's business and production activities. With a commitment to sustainable development, AgriS always strives to build harmonious, long-term, and sustainable relationships with its stakeholders by proactively identifying them, assessing their level of influence, and developing appropriate engagement strategies based on the ESG material topics of concern to each party.

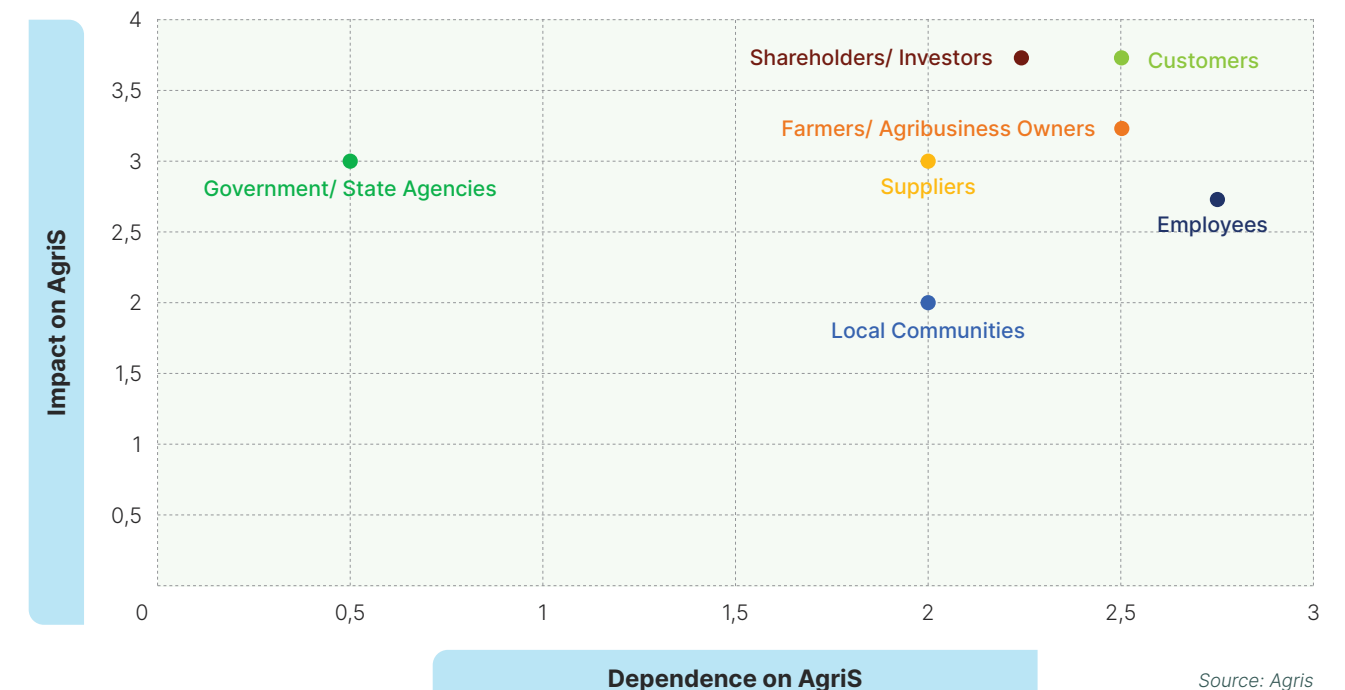
PROCESS OF IDENTIFYING STAKEHOLDERS AND SELECTING APPROPRIATE APPROACHES

AgriS implements the following 4-step process to identify stakeholders and select appropriate engagement methods, with the process reviewed during the current reporting year.

- 1 Identify direct and indirect Stakeholders
- 2 Determine the priority level based on the level of influence and expectations among the Stakeholders
- 3 Consult and receive feedback from Stakeholders to ensure the Company can develop flexible, timely, and effective action plans
- 4 Select appropriate methods for harmonizing interests between the Company and its Stakeholders.

ASSESSING THE INTERACTIVE RELATIONSHIP BETWEEN AGRIS AND STAKEHOLDERS

INTERACTIVE RELATIONSHIP BETWEEN TTC AGRIS AND STAKEHOLDERS



STAKEHOLDERS, CONCERNS, AND ENGAGEMENT APPROACH

GO 102-44

SHAREHOLDERS/INVESTORS

Key concerns

- Stable and sustainable business performance and growth;
- Market value of the stock that accurately reflects the Company's internal strengths and potential;
- Information disclosure activities that comply with legal regulations and international best practices, ensuring timely, continuous, and transparent information;
- Protection of rights and assurance of fairness for Shareholders/Investors;
- Governance and executive capacity of the senior leadership team.

Agris's approach

- Direct and indirect meetings and consultations through General Meetings of Shareholders and written shareholder consent;
- Participation in forums and investor events organized by domestic and international securities firms, investment funds, and major financial institutions;
- Support for Shareholders/Investors by receiving inquiries and providing feedback and information via phone, email,...;
- Implementation and refinement of Investor Relations (IR) activities according to international best practices, such as the Annual Report, Sustainability Report, press releases, investor newsletters, analysis of financial statements,...;

CUSTOMERS

Key concerns

- High-quality products at competitive prices; a diverse product portfolio;
- Products with clear origin and traceability; production processes that adhere to food safety and hygiene standards and sustainable practices;
- A reputable brand;
- Easy access to products;
- Favorable pricing and sales policies;
- Good customer care and after-sales service.

Agris's approach

- Direct meetings and information exchange with Customers;
- Receiving feedback and resolving customer inquiries in a reasonable and timely manner via email, phone;
- Organizing consumer preference surveys and product quality assessments from the four main consumption channels;
- Developing long-term loyalty policies for distributors and major customers;
- Organizing seminars, training programs, and promotional marketing for each customer segment.

SUPPLIERS

Key concerns

- Stable, transparent, and fair procurement policies;
- Reasonable prices and on-time payments;
- A clear and fair supplier evaluation and selection process;
- Partnership in enhancing production capacity, product quality, and compliance with sustainability standards;
- A reliable, long-term, and mutually beneficial cooperative relationship.

Agris's approach

- Maintaining long-term cooperation contracts, ensuring compliance with payment terms and transparent procurement;
- Regularly holding direct and indirect meetings and dialogues to listen to opinions and promptly resolve difficulties;
- Implementing a periodic supplier evaluation, rating, and reassessment system;
- Issuing a Supplier Code of Conduct, committing to transparency and integrity.

FARMERS/ AGRIBUSINESS OWNERS

Key concerns

- Guaranteed offtake for their products;
- Stable purchasing policies;
- Compliance with the terms of transaction contracts;
- Guidance on farming methods, technology transfer, and the latest trends in global and Vietnamese agriculture;
- Value-added services such as financial services, mechanization support, and investment capital assistance.

Agris's approach

- Developing offtake commitment policies appropriate for each period to avoid the 'good harvest, low price' paradox;
- Agricultural extension officers regularly conduct surveys and facilitate two-way information exchange and feedback;
- Farmers can directly communicate with the Board of Directors/Management at agricultural stations, the Raw Material Development Department, and the Company's factories;
- Organizing seminars, training programs, and review conferences to guide Farmers.

EMPLOYEES

Key concerns

- A professional and dynamic working environment;
- Assurance of occupational safety;
- Good welfare, remuneration, salary, and bonus regimes;
- Appropriate training programs to enhance knowledge and skills;
- Broad and fair career advancement opportunities.

Agris's approach

- Organizing internal training sessions and regularly inviting experts to train and share knowledge to enhance professional competence and soft skills;
- Supporting new employees with company and industry onboarding through training programs from basic to advanced levels;
- Issuing, updating, and upgrading suitable welfare policies to improve the material and spiritual lives of employees;
- Conducting surveys to gather opinions on the working environment and the salary, bonus, and welfare policies for employees.

LOCAL COMMUNITIES

Key concerns

- Local economic development;
- Creation of job opportunities and income improvement for residents;
- Conducting business operations responsibly regarding consumer health, the environment, and society;
- Contributing to the general development of the community and locality;
- Protection of the natural environment and the community's living environment.

Agris's approach

- Coordinating with local authorities to develop programs for Community Development, Education, Health, and Social Welfare;
- Prioritizing the recruitment of local labor, combined with training, scholarships, and internship programs;
- Applying mechanization programs and providing support for machinery and livelihoods to ensure job stability for local labor;
- Implementing environmental protection programs: planting trees, improving water and air quality, and treating agricultural waste;
- Continuously updating and applying advanced technology to minimize negative impacts on the environment and ecosystem.

GOVERNMENT/STATE AGENCIES

Key concerns

- Law Compliance;
- Cooperation in building industry policies;
- Support for the policies and appeals of State agencies;

Agris's approach

- Fulfilling all corporate obligations such as tax, insurance, health and safety, occupational safety, food safety,...;
- Actively participating in the activities of industry management agencies and associations (Vietnam Sugarcane and Sugar Association, business associations,...);
- Providing feedback on draft legislation related to the Company's operations, the agricultural sector, and other related activities;
- Interacting with State agencies for dialogue to resolve the enterprise's difficulties and obstacles;
- Participating in movements and programs launched by State agencies to support the community and society.



17 Sustainable Development Goals of The United Nations

AgriS is committed to maintaining its position as a pioneer in sustainable agricultural trends, contributing to the advancement of Vietnam's agricultural economy, and achieving sustainable economic development that balances the environment and the ecosystem. AgriS's development strategy is closely tied to social responsibility, capitalizing on business opportunities, and fostering international cooperation to enhance its participation in the global agricultural value chain.



AgriS's commitments are closely aligned with the 17 United Nations Sustainable Development Goals (17 SDGs) to promote comprehensive sustainable development across three pillars:



Economic



Social



Environmental



INVEST IN HUMAN CAPITAL



No Poverty - End Poverty in all its forms everywhere

- 2,651 jobs created for employees;
- 10,984 farmers received comprehensive support in costs, materials, and farming techniques, helping to increase productivity, reduce input costs, and ensure stable, sustainable income;
- VND 86 billion in non-refundable support provided to 5,714 farmers;
- Over 32,000 jobs created for local labor, including regular and casual employment.



Zero Hunger - End hunger, achieve food security and improved nutrition, and promote sustainable Agriculture

- Maintained an output of over 1 million tons of sugar for domestic and international markets for 6 consecutive years;
- 77,740 ha total raw material zone area across four countries: Vietnam, Laos, Cambodia, and Australia. The goal is to expand the total raw material zone area in existing countries to 90,000 ha by the FY 2029-2030;
- Collaborated with specialized units to exchange knowledge and improve sugarcane farming techniques, developing agronomy consulting services on nutrition and seed selection in AgriS's raw material zones in Vietnam, Laos, Cambodia, and Australia, contributing to a modern and sustainable agricultural economy.



Good Health and Well-being - Ensure healthy lives and promote well-being for all at all ages

- 100% non-GMO sugarcane is used in production;
- 88 different clean sugar product lines;
- 6 Organic sugar products certified under EU and USDA standards;
- 100% of employees receive regular health check-ups and are enrolled in health insurance;
- Contributed VND 11.65 billion to Corporate Social Responsibility (CSR) programs, demonstrating a long-term commitment to community development.



Quality Education - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- 771 training programs conducted, showing sustained growth compared to the previous fiscal year;
- 116,660 total training hours provided to employees at all levels;
- 12,218 training course attendances;
- 11,2 invested in the training budget;
- 60 workshops held with sugarcane farmers.

ENSURE CLIMATE ADAPTATION AND SUSTAINABLE ENVIRONMENT



Clean Water and Sanitation - Ensure availability and sustainable management of water and sanitation for all

- Installed water flow measurement systems at all factories to accurately monitor and control water consumption in production;
- Periodic monitoring of the quality of water receiving wastewater to assess the impact on aquatic ecosystems;
- Consulted with local communities on water quality and related activities to ensure transparency, accountability, and social consensus;
- 250,000 liters of Miaqua sugarcane-flavored water obtained from the sugarcane evaporation process during Sugar refining;
- 639,806 m³ of wastewater discharged in FFY 2024-2025, an 11% reduction compared to the same period last year, reflecting effective process optimization and improved water efficiency;
- 218,432 m³ of water reused in FY 2024-2025;
- Wastewater treatment system meets National Standard 40:2011/BTNMT;
- Set a target to reuse 95% of wastewater by 2035, while ensuring equitable access to water resources among stakeholders and ecological balance in operational areas.



Affordable and Clean Energy - Ensure access to affordable, reliable, sustainable, and modern energy for all

- 95% of the electricity used in production at AgriS is renewable;
- 723,823 tons of bagasse were reused, generating 123,413,471 kWh of total electricity output sold to the national grid, minimizing waste discharged into the environment;
- Total energy sold increased by 20% compared to the previous fiscal year, demonstrating effective energy management and a proactive approach to generating clean energy;
- Implemented a series of initiatives to reduce energy consumption and increase the use of renewable energy:
 - » 200,000 I-REC certificates issued annually for factories using biomass, contributing to the GHG emissions offsetting roadmap and the circular economy;
 - » 30 solar power stations with a total installed capacity of 20.85 MWp, powering the AgriS's factories and offices;
 - » 41,910 tons of steam were saved during the fiscal year (equivalent to a reduction of 0.03 tons of steam per ton of sugarcane crushed) by replacing high-pressure steam with an inclined spray-type condensation column, optimizing condensation efficiency.



Industry, Innovation and Infrastructure - Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

- 100% of the infrastructure was reviewed and assessed to identify new investment opportunities;
- Implemented a Circular Commercial Value Chain business model with 3 Centers: Agtech-Fintech-Foodtech under ESG principles to optimize operations, with information technology as the core driver;
- Pursued comprehensive digital transformation:
 - » Continued supply chain optimization using systems like Warehouse Management System (WMS), Transportation Management System (TMS), and Supply Chain Control Tower (SCCT) to manage the entire supply process;
 - » Digital Office (DigiO): Manages 90% of all workflows, allowing employees to process tasks and access data from anywhere, saving >50% of time compared to traditional methods;
 - » Data Warehouse (DWH): Developed using new technologies to collect, integrate, and clean data from various sources across the system;
 - » Digifactory software: Manages production effectively by enabling remote control, monitoring technical parameters, storing data for analysis, and integrating with ERP, CMMS, SCADA, IoT, and Camera systems.
- Honored for the 4th consecutive year at the Vietnam Industry 4.0 Awards (I4.0 Awards), and the only agricultural enterprise in the "Top Enterprises with Smart Digital Products" and "Industry 4.0 Technology Solutions" for its Digiretals solution.



17 SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS (continued)



Sustainable Cities and Communities - Make cities and human settlements inclusive, safe, resilient, and sustainable; reasonably allocate population and labor by region

- SEDEX certified by SGS; SEDEX is a Social Auditing Standard used to assess a company's ethical practices and social accountability within the supply chain;
- Effective occupational safety management in FY 2024-2025:
 - » The occupational health and safety management system complies with ISO 45001:2018;
 - » 0 fatal accidents;
 - » 0 occupational diseases recorded;
 - » 100% of Safety and Hygiene teams include employee participation, ensuring their voices are heard and responded to.
- 100% of employees are trained in occupational safety;
- 100% of employees receive periodic health check-ups;
- 100% of factories have a highly qualified team of doctors and nurses on duty 24/7;
- Conducted annual risk assessments and proposed improvement measures;
- Created over 32,000 jobs for local workers, including regular and seasonal work.



Responsible Consumption and Production - Ensure sustainable consumption and production patterns

• Raw Material Control:

- » 100% of main material suppliers are screened before approval;
- » 100% of critical suppliers are periodically assessed.

• International Standard Manufacturing Factories:

- » ISO 9001:2015 (Quality Management System);
- » FSSC 22000 ver 6.0 (Food Safety Management System);
- » ISO/IEC 17025 (Standard for testing and calibration laboratories);
- » Halal (Jakim, GCC, Indonesia Halal certification programs);
- » Kosher (Quality management standard for Jewish dietary laws).

• Sustainable Product Quality:

- » The first Vietnamese enterprise to receive Bonsucro certification - the leading global sustainability standard whose core purpose is to accelerate sustainable sugarcane production, processing, and trade across the world;
- » 6 Organic product lines certified under EU and USDA (USA) standards;
- » 100% of sugar products undergo standardized quality control to ensure food safety;
- » Quality management system designed based on food safety risk analysis and stakeholder requirements.

• Breakthrough Products and Customer-Centric ESG Practices:

- » Vietnam High-Quality Goods Certification – for the 29th consecutive year;
- » Vietnam's National Brand for the 9th consecutive time with three main sugar brands: TSU, MIMOSA, and BIEN HOA;
- » Plant-Based Innovation Award with 2 products: XIM Mom Cooks Coconut Milk and Bien Hoa Liquid Cane Sugar - Asia's Excellent Taste Awards 2025;
- » Received dual honors at the 17th annual Global CSR & ESG Summit & Awards 2025 in two categories: Empowerment Of Women Award (Platinum) and CSR & ESG Leadership Award (Platinum).

17 SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS (continued)



Climate Action - Make urgent action to combat climate change and its impacts

- Achieved ISO 14001:2015 - International standard for environmental management system (EMS) to minimize the negative impacts of production on the environment;
- In FY 2024-2025, AgriS has successfully issued over 25,000 I-RECs and maintained certification for 4 factories using biomass (bagasse) fuel: TTCS, AgriS Ninh Hoa, AgriS Gia Lai, and TTCA;
- Maintained stable output through large-scale crushing and refining capacity, flexibly refining additional raw sugar off-season to meet domestic and international demand amidst supply chain fluctuations caused by climate change.
- Implemented comprehensive Sustainable Farming measures:**
 - » Regenerative agriculture, intercropping, crop rotation, and planting nitrogen-fixing legumes to improve soil fertility and carbon sequestration.
 - » Integrated Pest Management (IPM): Using natural predators like Trichogramma chilonis and Eocanthecona furcellata to completely replace chemical pesticides on over 3,600 ha of the raw material zone.
 - » Implemented the “10 Million Trees Project” to restore biological corridors, increase land cover, and create habitats for native species.
 - » Applied smart drip irrigation technology on 3,000 ha, combined with drones, GIS, and IoT for farm monitoring to optimize water use.
 - » Executed a “Zero Waste to Landfill” initiative, reusing 100% of agricultural by-products to reduce ecological pressure and save natural resources.



Life Below Water - Conserve and sustainably use the oceans, seas, and marine resources for sustainable development

- 100% of the factories are located inland, at least 10 km away from the coastline;
- Used only one type of marine resource (sea salt) in the production process.



Life on Land - Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

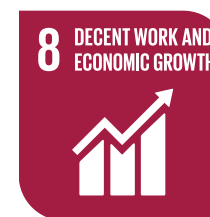
- 5 million natural predators are produced annually;
- Applied the method of releasing ABI wasps on a large scale to control sugarcane borers, resulting in a pest incidence rate of only 1-2%. This method is being expanded with a goal of 100% coverage of the raw material zone;
- Successfully bred and deployed two predatory bugs, the spined soldier bug (Eocanthecona furcellata) and big-eyed bug (Geocoris), on a large scale to effectively manage harmful insects;
- Applied sustainable farming techniques such as intercropping with mung beans and smooth crotalaria on a total area of over 2,500 ha in FY 2024-2025, which can bring additional profits ranging from VND 14 - 20 million per ha for farmers. These techniques provide an environmentally friendly and sustainable solution that fosters biodiversity and minimizes pest issues through biological balance.

PROSPERITY AND COOPERATION



Gender Equality - Achieve gender equality and empower all women and girls

- 100% of female employees are guaranteed their specified rights and benefits;
- 62% of employees eligible for maternity leave returned to work;
- 40% of BOD members are female, including the Chairlady of the BOD is female;
- 33% of the BOM members are female;
- 76% of new hires are female;
- 100% of employees are periodically assessed for their competency to determine their rewards;
- 0% of employees are children or underage.



Decent Work and Economic Growth - Promote sustained, inclusive, and sustainable economic growth, full, and productive employment and decent work for all

- Consistently stable business growth, continuously exceeding annual targets:** Net revenue for FY 2024-2025 reached VND 28,482 billion, surpassing the annual plan by 9%; Profit Before Tax (PBT) reached VND 950 billion, exceeding the plan by 6% and up 5% YoY; Profit After Tax (PAT) reached VND 834 billion, up 4% YoY;
- Over VND 133 billion of tax paid to the state budget;
- VND 186.7 billion in total employee welfare expenses.
- VND 86 billion in non-refundable capital investment support for capital-deficient sugarcane farmers;
- Created over 32,000 jobs for local labor and partnered with 9,000 farming households, contributing to income growth and local economic development;
- VND 1,825 billion invested in materials and sugarcane farming techniques for farmers.

17 SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS (continued)



Partnerships for the Goals - Strengthen the means of implementation and revitalize the global partnership for sustainable development

- 30.388 ha of raw material areas in Laos, Cambodia, and Australia;
- 76 countries and territories have AgriS products present;
- DEG - the German Government's Investment Fund: Continue the collaboration in large-scale releases of red-eyed bees and advance other sustainable development projects;
- ED&F Man Sugar - Top 3 Sugar companies in the world: Continue the collaboration to export Organic Sugar to Europe;
- Farmacist - Agronomic consulting company from Queensland, Australia: Enhance sugarcane cultivation techniques through exchange and improvement, apply modern mechanization and precision farming, and develop agronomic consultancy services in nutrition and seed selection at AgriS's raw material regions across Vietnam, Laos, Cambodia, and Australia;
- Legendary Venture Fund 1 - Singapore Investment Fund (Major shareholder since November 2022): The fund has engaged in strategic collaboration to help AgriS expand its operations and strengthen its competitiveness in the international market;
- Strengthened global partnerships through long-term projects with leading global economic organizations and institutions such as the International Finance Corporation (IFC), FCB Bank, SMBC Bank, The Singapore Economic Development Board (EDB), and more.
- Enhanced international cooperation by adopting and expanding global sustainability certifications like GlobalG.A.P., Bonsucro, USDA Organic, FSSC 22000, HALAL, KOSHER, ISO 14001:2015, ISO 45001:2018, SEDEX, SGP, and others.



PROMOTION OF JUSTICE, PEACE AND INCLUSIVE GOVERNANCE



Reduced Inequalities - Reduce income inequality within and among countries

- Created job opportunities for local people where AgriS operates in Vietnam and the region, with 65% of senior managers being local residents, promoting diversity, equality, and social inclusion.
- 4 countries, namely Vietnam, Laos, Cambodia, and Australia, employ the same working procedures;
- Regularly updated and standardized salary and bonus policies for the sales team nationwide;
- Provided support for employees working in units outside of Vietnam, such as in Laos and Cambodia;
- Recorded no complaints regarding inequality or discrimination;
- No forced labor or child labor.



Peace, Justice and Strong Institutions - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels

- **100% of employees are covered by the Collective Bargaining Agreement and represented by the grassroots trade union, reflecting the strong partnership between the Company and its employees.**
- Conduct regular dialogues with grassroots trade union representatives every 3 months;
- Organized annual employee engagement conference;
- Assisted the Vietnamese government in achieving the 17 Sustainable Development Goals.



Corporate Governance Towards International Standards

In FY2024-2025, AgriS continued to strengthen its solid corporate governance foundation toward the goal of building an "Integrated Agricultural Ecosystem - Driving Global Market Connectivity." The Company maintained full compliance with its Internal Corporate Governance Regulations, ensuring transparency and operational efficiency throughout the governance system. Beyond compliance, AgriS has embraced the philosophy of Pioneering transformation to proactively adapt to future trends, the company thereby further adopting a professional governance model that flexibly integrates global best practices and advanced international standards. These include the ASEAN Corporate Governance Scorecard, the OECD Principles of Corporate Governance, the Global Reporting Initiative (GRI) Standards, and the European Sustainability Reporting Standards (ESRS).



LỄ TRAO GIẢI
CUỘC BÌNH CHỌN DOANH NGHIỆP NIÊM YẾT 2024
TOP 10 DOANH NGHIỆP QUẢN TRỊ CÔNG TY TỐT NHẤT
NHÓM VỐN HOÀ VỪA



Mr. Thai Van Chuyen, CEO, represented AgriS to receive the VLCA Award - Top 10 Best Corporate Governance Companies 2024.

PRINCIPLES OF CORPORATE GOVERNANCE THAT AGRIS IS USING AS A REFERENCE

In addition to full compliance with national legislation such as the Law on Enterprises, Law on Securities, Law on Credit Institutions, Decree No. 155/2020/NĐ-CP and Decree No. 245/2025/NĐ-CP amending certain provisions thereof, Decree No. 05/2019/NĐ-CP on internal audit, and Circular No. 96/2020/TT-BTC guiding disclosure on the securities market, AgriS also proactively adopts and practices higher-level corporate governance standards in alignment with international best practices.

G20/OECD Principles of Corporate Governance (2023)

- Ensuring the basis for an effective Corporate Governance framework
- Rights and equitable treatment of shareholders and key ownership functions
- Institutional Investors, stock markets and other intermediaries
- Information disclosure and transparency
- Responsibilities of the BOD
- Sustainability and resilience

Circular No. 116/2020/TT-BTC guiding a number of articles on Corporate Governance applicable to Public Companies (2020)

- Ensuring a reasonable governance structure
- Improving the performance of the BOD
- Ensuring the interests of shareholders and stakeholders
- Ensuring equitable treatment of shareholders
- Disclosure and transparency in all activities of the Company
- Sample Company Charter
- Sample Internal Regulations on Corporate Governance
- Sample Operational Regulations of the BOD
- Sample Operational Regulations of Audit Committee of public companies

ASEAN Corporate Governance Scorecard (ACGS 2023)

- Rights of shareholders
- Sustainability and resilience capacity
- Information disclosure and transparency
- Responsibilities of the BOD

Vietnam Corporate Governance Code of Best Practices for Public Companies (2019)

- Responsibilities of the BOD
- Control environment
- Information disclosure and transparency
- Rights of shareholders
- Relations with stakeholders

Source: Compiled by AgriS

CORPORATE GOVERNANCE CODE TOWARDS INTERNATIONAL STANDARDS (continued)

BOD COMMITMENT TO SUSTAINABLE CORPORATE GOVERNANCE

AgriS remains at the forefront of upgrading its corporate governance system based on sustainability principles, applying ESG standards across all governance, production, and business operations. The BOD has assigned members to oversee sustainability-related governance matters, including:

- Developing strategic objectives focused on value creation, innovation, and sustainable growth;
- Overseeing the establishment of the corporate governance framework and ESG policies;
- Advising improvements to ensure alignment with international governance standards and best practices.

DIVERSITY ON THE BOD COMPOSITION OF AGRIS



CONTINUOUSLY ENHANCING GOVERNANCE CAPACITY

In FY 2024-2025, AgriS placed special emphasis on enhancing governance capabilities among key leadership positions. All BOD members have obtained certificates or equivalent qualifications in corporate governance and actively participated in advanced training programs. The Company Secretary completed the "Advanced Corporate Secretary Program" organized by the Vietnam Institute of Directors (VIOD). Additionally, BOD and Board of Management members actively attended seminars and thematic workshops hosted by the State Securities Commission and the Vietnam Stock Exchange.

Through continuous efforts to pursue modern governance standards, ensure strict legal compliance, and pioneer best practices, AgriS was honored in FY2024-2025 with several prestigious recognitions: Top 10 Best Corporate Governance Companies 2024 - Vietnam Listed Company Awards (VLCA); Top 50 Pioneering and Committed Enterprises in Corporate Governance in Vietnam - VNCG50; Top 20 stocks with the best sustainable development index - VNSI20 for the 8th consecutive year.

REPORT AND ANALYSIS OF CORPORATE GOVERNANCE ACCORDING TO THE G20/OECD PRINCIPLES OF CORPORATE GOVERNANCE 2023 AND THE ASEAN CORPORATE GOVERNANCE SCORECARD 2023

Corporate governance plays a pivotal role in AgriS's sustainable development strategy. An effective governance system helps optimize decision-making processes, enhance risk control capabilities, increase operational transparency, and contribute to strengthening the trust of shareholders, investors, and stakeholders.

In its long-term development orientation, AgriS is steadfast in its goal of building a governance model aligned with international standards, always strictly complying with legal regulations while approaching the best practices in the market. By improving the quality of governance, AgriS affirms its brand reputation and enhances its ability to attract high-quality investment capital - a critical factor in helping the company maintain stability and competitiveness in an increasingly volatile and demanding market.

In FY 2024-2025, AgriS conducted a corporate governance assessment based on two of the most advanced international standards: (1) The G20/OECD Principles of Corporate Governance 2023, and (2) The ASEAN Corporate Governance Scorecard 2023 (ASEAN Scorecard).

THE G20/OECD PRINCIPLES OF CORPORATE GOVERNANCE (2023)



The G20/OECD Corporate Governance Principles were first approved in 1999 and have been continuously revised to encompass new developments and issues in corporate governance. This is an international standard for corporate governance that has gained the trust of policymakers, investors, companies, and other stakeholders worldwide. In 2023, this set of principles was updated to focus on sustainability-related factors, including transparency regarding Environmental, Social, and Governance (ESG), risk management related to climate change, and promoting the accountability of leadership in ensuring fairness and responsibility.

In FY 2024-2025, **AgriS successfully completed its corporate governance assessment against 100% of the standards in the G20/OECD Principles,** which are divided into the following six main principles:

A.

Ensuring the basis for an effective corporate governance framework

- Compliance with legal regulations in all activities is fundamental to effective corporate governance at AgriS;
- Always promoting and enhancing transparency in governance activities to strengthen Investor and Stakeholder trust;
- Implementation mechanisms: Establishing effective monitoring and enforcement mechanisms to ensure strict adherence to corporate governance regulations.

B. The rights and equitable treatment of shareholders and key ownership functions

- Fully ensuring Shareholder rights as stipulated by law and providing important Company information;
- Publicly disclosing all Shareholder agreements, including agreements regarding board member information; ensuring transparency and openness of information;
- Treating all Shareholders fairly, creating conditions for minority shareholders to participate in general shareholder meetings.

C. Institutional investors, stock markets, and other intermediaries

- Continuously attracting green capital from foreign Investors, becoming a preferred destination for leading financial institutions in the region;
- Providing financial and non-financial information transparently, clearly, and promptly, and consistently meeting the requirements of market regulators and stock market regulations to maintain investor trust.

D. Disclosure and transparency

- Financial transparency: The Company ensures full, accurate, and timely financial disclosures, including annual financial statements, interim reports, and other significant financial information;
- Non-financial information: The Company also discloses non-financial information related to environmental, social, and governance (ESG) issues, aiding Investors and Stakeholders.
- Corporate governance disclosure: The Company is required to publicly disclose information regarding its governance structure, including the composition and activities of the BOD, committees, and governance policies;
- Monitoring and oversight: The Company establishes effective monitoring and oversight, to ensure that disclosed information is accurate and reliable.

E. Responsibilities of the Board

- BOD members are assigned clear roles and responsibilities, acting in the best interests of the Company;
- Ensuring an adequate number of independent BOD members; for FY2024-2025, AgriS had 2 independent BOD members, out of 5;
- The BOD Chairlady fulfills the responsibilities regarding the effective operation of the BOD, which is entirely separate from the CEO's role;
- An effective internal audit process is established, with the internal audit function supervised by the BOD and the Audit Committee.

F. Sustainability and resilience

- Risk management: The Company establishes effective risk management systems to identify, assess, and mitigate risks that may impact business operations and resilience;
- Sustainable development: The Company integrates sustainability factors into its business strategy, including ESG issues, to ensure long-term and sustainable growth. AgriS implements its sustainable development strategy through carbon-neutral initiatives, focusing on developing organic raw material areas and diversifying product value chains to progress toward Net Zero by 2035;
- Transparency in disclosure: The Company ensures that it discloses information related to sustainability and resilience transparently and timely, enabling Investors and Stakeholders to make informed decisions;
- Innovation and adaptation: AgriS proactively develops plans for innovation and adaptation to market and business environment changes to maintain and enhance its competitive edge;
- Social responsibility: AgriS fulfills its social responsibilities, contributing to local community development while protecting the environment.

THE ASEAN CORPORATE GOVERNANCE SCORECARD 2023 (ASEAN SCORECARD)



In 2023, the ASEAN Corporate Governance Scorecard was updated and published in its latest version, placing greater emphasis on sustainability, transparency in governance, and integration of Environmental, Social, and Governance (ESG) factors into the Company's practices. Simultaneously, the ASEAN Scorecard 2023 also improved its evaluation criteria to align with the G20/OECD Principles of Corporate Governance 2023, featuring 149 standard questions, 18 bonus questions, and 26 penalty questions.

In FY 2024-2025, AgriS successfully achieved a good completion rate of 181 out of 193 scorecards, corresponding to 94%. With a total of 141 out of 149 Standard Scorecards completed at a good level, achieving 95%. The Bonus Scorecard was completed at good with 14 out of 18 Bonus Scorecards, reaching 78%, and the Penalty Scorecards also maintained a good completion of 26 out of 26, reaching 100%.

AgriS is striving to meet all remaining standards, aiming for significant improvement in the short and medium term, completely eliminating the need for long-term improvements, and ensuring no standards are left unfulfilled.

ASEAN SCORECARD FY 2024-2025

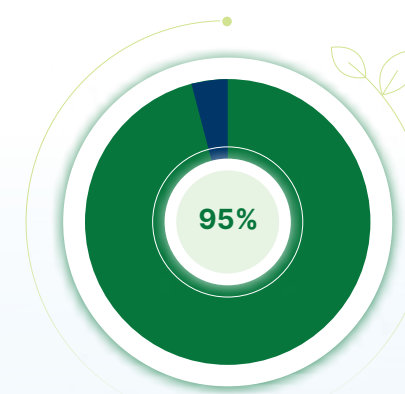
Level 1

149 Standard
Well implemented: 141/149

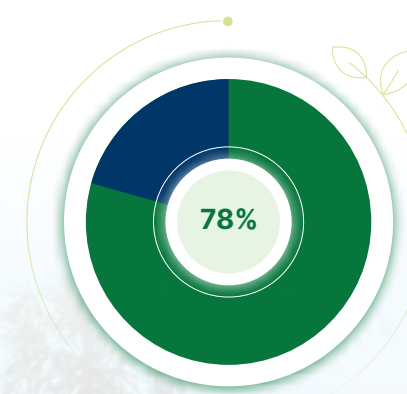
Level 2

18 Bonus
Well implemented: 14/18

26 Penalty
Well implemented: 26/26



Standard



Bonus



Penalty

Source: AgriS

Please refer to the **Annual Report FY 2024-2025**, Corporate Governance section, pages 118 to 240.

Environmental topic

SUSTAINABLE CULTIVATION AND BIODIVERSITY

GRI 301

GRI 304

Climate change poses numerous challenges to agriculture, such as droughts and floods that affect crop yields. According to the Global Climate Risk Index (2019), Vietnam is among the countries most severely affected by climate change. Sudden shifts in weather and temperature, along with extreme events like floods, heat waves, and emerging pests, It reduces yields, disrupts supply chains and affects the availability of raw material inputs. _____

Recognizing this, **AgriS** identifies

SUSTAINABLE CULTIVATION and BIODIVERSITY TOGETHER WITH CLIMATE ADAPTATION

as one of the pillars of its sustainability strategy, contributing to emissions reduction and the goal of progressing toward Net Zero by 2035.

MATERIALS

GRI 301

Given the nature of producing sugar and food & beverage products, AgriS has a high and continuous demand for sugarcane and raw sugar inputs. Effective management of input materials is therefore critical to maintaining productivity, stabilizing product quality, and minimizing production disruptions, thereby enabling effective cost control.

Management Approach

AgriS complies with the Sustainability Policy, committing to the use of sustainable, traceable materials and excluding materials from areas at risk of deforestation.

Management is implemented consistently across functions:

- **Supply Chain division:** assesses suppliers' origins and ESG compliance
- **E&S Department:** periodically reviews and evaluates partners, monitors recycling rates, and reports to competent authorities.
- **BIS Division:** optimizes product design to reduce material consumption.
- **Monitoring and Evaluation Tools:**

AgriS has developed DigiFactory - an input material management and online production information system - that enables data access anywhere, facilitating effective monitoring and smooth operations. Management receives regular updates on materials through:

- » Reports from the DigiFactory system;
- » Weekly in-plant production meetings;
- » Monthly company-wide production scheduling meetings to optimize raw-material inventories, production capacity, and above all the timely supply of inputs.

Materials used and recycled by weight or volume

GRI 301-1

GRI 301-2

Sugarcane and raw sugar account for the largest share of AgriS's inputs, alongside auxiliary materials used in the process. Overall, renewable materials account for 75%, and non-renewable materials account for 25% of total inputs.

Sugarcane

AgriS currently operates 10 sugar factories with a total crushing capacity of 36,300 tons of cane/day and a total sugar production capacity of 4,990 tons/day. With large crushing and refining capacity, AgriS can process substantial volumes of cane in a short time, maintain stable output even in volatile seasons, and ensure production efficiency throughout the fiscal year.

Sugarcane is purchased primarily from a network of more 9,000 contract farmers across key material areas such as Gia Lai, Khanh Hoa, Ninh Thuan, Tay Ninh (Vietnam), Attapeu (Laos), and Kratie (Cambodia). Participating farmers follow AgriS technical protocols and are integrated into the FRM traceability system, enabling real-time monitoring of planting origins and quality.

Raw sugar

Amid supply volatility and potential shortages, and to meet both domestic and export demand, AgriS flexibly refines raw sugar in the off-season. Of the 10 refineries AgriS owns, 4 can refine raw sugar, with 3 major raw-sugar centers: AgriS Ninh Hoa, TTC Bien Hoa - Dong Nai, and TTC.

This enhances input self-sufficiency, extends refining time, and raises equipment utilization. A significant portion of raw sugar is refined from cane-derived sources. Thus, while expanding production capacity, the Company continues to uphold long-term commitments to farmers and local communities where AgriS operates.

Total materials used across AgriS factories in FY 2024-2025

Material Type	Quantity (Ton)	Origin
Sugarcane	3,069,254	Renewable
Imported raw sugar	349,249	Renewable
NaCl	2,151,612	Non-renewable
Lime	8,246,039	Non-renewable
PP bag	1,450	Non-renewable
PE bag	1,119	Non-renewable

In FY 2024-2025, AgriS used **39,544 tons** of recycled materials, increased 15% from FY 2023-2024 (34,315 tons). These are mainly purchased biomass sourced from other sectors' by-products as cashew husk, coffee husk, coconut shell,... utilized as alternative fuels to expand circular material use and reduce carbon emissions in production.

BIODIVERSITY MANAGEMENT

GRI 304

Operational sites owned, leased, or managed in or adjacent to protected/high-biodiversity areas

GRI 304-1

AgriS recognizes that agricultural activities can affect biodiversity. Accordingly, the Company has integrated ESG requirements into its Investment Regulations and conducts rigorous environmental-social (E&S) screening before any material-area expansion or new investment projects. The criteria ensure that: the Company will not proactively develop projects in areas with High Conservation Value (HCV); where development is unavoidable, AgriS will carry out impact assessments and implement appropriate mitigation and offset measures in line with FSC standards.



Significant impacts on biodiversity

GRI 304-2

AgriS recognizes that agriculture can have negative impacts on natural ecosystems, yet - when sustainably managed - can also contribute positively to biodiversity restoration. AgriS implements a suite of agro-ecological solutions, digital technologies, and circular models to control impacts and enhance ecological value in material areas.

Potential impacts

- Converting natural land to agriculture may reduce or eliminate habitats for native species.
- Large-scale irrigation and mechanization may affect surface water and aquatic ecosystems.
- Use of fertilizers and pesticides, if uncontrolled, risks soil and water pollution and may affect pollinators.
- Field burning of cane residues (where it still exists) affects air quality and soil microbiota.

Habitats protected or restored

GRI 304-3

Biodiversity conservation and restoration are integrated into AgriS's environmental-social management strategy as a key element of sustainable agriculture. Beyond minimizing impacts, the Company proactively creates ecological value through regenerative, circular, and eco-friendly initiatives.

Biodiversity-related activities occur mainly in sugarcane material areas and manufacturing factories and are assessed across the full life cycle, from investment and cultivation to production and by-product reuse.

Planned projects/activities to protect and restore biodiversity include:

- Developing regenerative agriculture models, including intercropping, crop rotation, and planting nitrogen-fixing legumes;
- Implementing the "10 Million Trees" project, aimed at restoring biological corridors to increase land cover and create habitats for native species;
- Applying, maintaining, and expanding international certifications such as GlobalG.A.P. and Bonsucro, with a commitment that raw material zones will not expand into forest land or conservation areas.
- Executing the "Zero Waste to Landfill" initiative, reusing 100% of agricultural by-products to reduce ecological pressure and conserve natural resources.
- Applying an Integrated Pest Management (IPM) model: using natural predators such as the wasp *Trichogramma chilonis* and the spined soldier bug *Eocanthecona furcellata* to control pests, completely replacing chemical pesticides on over 3,600 hectares of cultivation area.
- Utilizing smart drip irrigation technology on over 3,000 hectares, combined with drones, GIS, and IoT for farm monitoring to optimize water use and maintain ecological balance.
- Eliminating the practice of field burning and covering the soil surface with sugarcane leaves after harvest to increase carbon sequestration and improve soil structure.
- Promoting circular nutrition: utilizing by-products such as bagasse, ash, and mud to produce 31,340 tons of organic microbial fertilizer, supplied to 22,642 hectares, contributing to the conservation of soil microorganisms and ecosystem balance.

EMISSIONS MANAGEMENT

GRI 305

COMMITMENTS AND MANAGEMENT APPROACH

AgriS views controlling and reducing Greenhouse gas (GHG) emissions as a core pillar of its sustainability strategy, aiming toward Net Zero by 2035. The Company prioritizes technology upgrades, energy efficiency, leveraging biomass by-products, and a gradual transition to clean energy sources, in line with Vietnam's green-development orientation and global trends.



Measurement methodologies

For emissions accounting, AgriS applies widely recognized standards, including:

- **The GHG Protocol (WRI/WBCSD)** - The most widely used methodology for corporate emissions measurement.
- **The 2006 IPCC Guidelines** - A set of international standards issued by the Intergovernmental Panel on Climate Change.

Notably, in FY 2024-2025, AgriS cooperated with IFC to train and conduct GHG inventories under ISO 14064-1 for all sugar factories, covering Scopes 1, 2, and 3.

Cross-functional coordination

- **Environment & Social (E&S) Department:** Sets targets and performs periodic measurements and inventories.
- **Production Center (ProC):** Executes process improvements and abatement projects at factories.
- **Agriculture Center (AgriC):** oversees indirect emissions from cultivation, especially CH₄ and N₂O.

Implementation measures

- Invest in biomass boilers using bagasse, coconut shells, and agricultural residues to replace coal.
- Improve combustion systems to reduce CO₂ generated during production
- Apply new wastewater treatment technologies to reduce CH₄ emissions
- Assess the value chain to identify Scope 3 emissions
- Pilot product-level carbon footprint measurement.

Monitoring measures

- The Company currently monitors its greenhouse gas emissions data using the Digifactory system, where emission indicators are updated continuously, and control measures are enhanced for any high-level indicators.
- For emissions generated from biomass combustion, an automatic and continuous emission monitoring system is in the factory. All of the Company's sugarcane factories are equipped with emission treatment systems that meet the requirements of the National Technical Regulation on Industrial Emissions for Dust and Inorganic Substances (QCVN 19:2009/BTNMT) and other regulations under the Law on Environmental Protection.
- Simultaneously, to monitor emission quality, the factories are equipped with emission monitoring systems in accordance with Circular 10/2021/TT-BTNMT, which regulates environmental monitoring techniques and the management of environmental quality monitoring information and data. The monitoring data is transmitted directly to the Department of Natural Resources and Environment of each respective locality.



DIRECT (SCOPE 1) GHG EMISSIONS

GRI 305-1

Scope 1 reflects GHG from energy use and activities within AgriS’s ownership or control. Sources are identified and categorized; inventories are in tCO₂e/year to enable effective management and reduction across the system.

Category	Emission Source	Corresponding Equipment/Activity	GHG released
GHG emissions from biomass consumption	Bagasse		
	Purchased Biomass mua (firewood, rice husk,...)	Used for boilers	CO ₂ , CH ₄ , N ₂ O
	Coconut-shell charcoal powder		
GHG emissions from fossil fuel consumption	Diesel Oil (DO)	1. Used for boilers	
		2. Company-owned vehicles	
		3. Used for boilers	CO ₂ , CH ₄ , N ₂ O
		4. Various machinery and equipment (pumps, welding machines, mowers, blowers,...)	
		5. Generators	
	Gasoline	1. Company-owned vehicles	
		2. Shuttle buses for employees	
		3. Various machinery and equipment (pumps, welding machines, mowers, blowers,...)	CO ₂ , CH ₄ , N ₂ O
	LPG	Used for cooking	
	CH ₄	Wastewater	CH ₄ , CO ₂
Fugitive emissions	CO ₂	Fire extinguishers*	CO ₂
	Refrigerants	Air conditioners, central cooling systems,...	HCFC
	NPK	Fertilizers (NPK)*	N ₂ O
	Chemicals used	Volume of NaOH (sodium hydroxide) used during production (converted to solid equivalent)	
		Total volume of flocculants/coagulants used in the sugar filtration and clarification process;	CO ₂
		Total volume of boiler water treatment chemicals (Alovap, Alomine, salt, caustic soda,...);	
		Quantity of sulfur used in production processes.	

According to the GHG inventory results for FY 2024-2025, based on the ISO 14064-1 standard, AgriS’s total Scope 1 greenhouse gas (GHG) emissions amounted to 22,291 tons of CO₂e, with details as follows:

Unit: tCO₂e

AgriS Ninh Hoa Factory	TTCS Factory	Bien Hoa - Phan Rang Factory	TTCA Factory	AgriS Gia Lai Factory	TTC Bien Hoa - Dong Nai Factory	AgriS
5,343.48	8,504.43	1,429.22	2,155.68	2,987.49	561.7	22,291

The emission intensity (emissions per unit of product or per hectare of cultivation area) for AgriS in fiscal year 2024-2025, under Scope 1, was 35.3 kg CO₂e/Ton of finished sugar.

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

GRI 305-2 GRI 305-4

Indirect greenhouse gas (GHG) emissions (Scope 2) refer to emissions generated from the consumption of electricity, steam, or heat purchased from external sources.

In fiscal year 2024-2025, the total indirect GHG emissions of AgriS amounted to 44,397 tons of CO₂e, of which 37,904 tons of CO₂e were attributed to purchased steam derived from non-renewable sources. This fiscal year also marks the final year AgriS utilizes this type of fuel, signifying the Company’s transition toward renewable and biomass energy sources to realize its emission-reduction roadmap and progress toward Net Zero by 2035.

Unit: tCO₂e

AgriS Ninh Hoa Factory	TTCS Factory	AgriS Gia Lai Factory	TTCA Factory	Bien Hoa - Phan Rang Factory	TTC Bien Hoa - Dong Nai Factory	AgriS
466.6	743.0	11.1	1,649.3	235.9	41,290.9	44,396.7

The emission intensity (emissions per unit of product or per hectare of cultivation area) for AgriS in FY 2024-2025, under Scope 2, was 71.2 kg CO₂e per ton of finished sugar.

The combined emission intensity of Scope 1 and Scope 2 for AgriS in FY 2024-2025 was 106.6 kg CO₂e per ton of finished product.

INDIRECT (SCOPE 3) GHG EMISSIONS

GRI 305-3

The GHG inventory covers direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2) and extends to other indirect emissions (Scope 3) across the entire value chain. Scope 3 emission sources identified include:

- Employee commuting (personal motorcycles and outsourced shuttle services);
- Business travel;
- Incineration of hazardous and industrial waste;
- Landfilling of domestic waste, ash, and sludge;
- Use of raw materials and chemicals in production processes;
- Transportation of raw materials (sugarcane, raw sugar) and distribution of finished goods and products.

The Scope 3 GHG emission results are as follows:

Unit: tCO₂e

AgriS Ninh Hoa Factory	TTCS Factory	AgriS Gia Lai Factory	TTCA Factory	Bien Hoa - Phan Rang Factory	TTC Bien Hoa - Dong Nai Factory	AgriS
3,071.53	3,830.60	966.27	2,282.11	117.41	2,685.00	12,952.91

REDUCTION OF GHG EMISSIONS

GRI 305-5

Implementation of Emission Reduction Projects and Technologies

Investment in solar power systems

Investment in solar power systems

AgriS is gradually implementing rooftop solar power systems at its factories, contributing to the reduction of indirect emissions (Scope 2) from grid electricity usage and increasing the share of renewable energy in its consumption mix.

- **Improving drying systems using biomass instead of FO oil:** The drying systems for raw materials and products have been converted from fuel oil (FO) to biomass, significantly reducing CO₂ emissions and enhancing energy efficiency in the production process.
- **Applying mechanization to reduce fuel consumption:** Increasing the rate of mechanization in cultivation and operations has helped reduce fuel consumption, optimize efficiency, and lower indirect emissions throughout the value chain.
- **Using biomass fuel:** Most of the factories' boilers primarily use biomass fuels, mainly bagasse and other biomass, instead of coal, thereby significantly limiting GHG emissions.
- **Applying carbonation technology:** The company's refined sugar production process uses carbonation technology, which involves using CO₂ and lime to remove impurities. Therefore, the CO₂ gas generated during boiler combustion is captured and reused in production. This capture rate is estimated to be around 9-12% of the total flue gas emissions.
- **Eliminating the use of steam purchased from brown coal:** The FY 2024-2025 is the last year AgriS will use steam purchased from brown coal. In the following fiscal year, all AgriS sugar production factories will only use steam from boilers fueled by biomass, such as bagasse.

1. Emission Offset Measures

In parallel with reducing emissions, the company is also strengthening emission offset measures, including:

- Promoting tree planting: Through the "10 Million Trees - Embrace Green Future" project.
- Carbonation technology and waste products like ash and mud are used to produce organic fertilizer through composting instead of landfilling, which helps reduce GHG emissions.

Emission Offset Solutions in FY 2024-2025 (tons CO₂)

Scope	AgriS Ninh Hoa Factory	TTCS Factory	AgriS Gia Lai Factory	TTCA Factory	Bien Hoa - Phan Rang Factory	AgriS
Carbonation	1,315.93	2,725.96				4,041.89
Composting	8.05	10.06	10.63	2.68	2.68	34.10
Tree Planting	5.78	22.25	6.52	20.76	4.51	59.82

2. Investment in projects with Carbon benefits

- Organic Fertilizer Production Project: This project helps reduce GHG emissions, generating over 5,500 carbon credits under the Verra standard in its first year of issuance. The output is expected to increase to over 10,000 Carbon Credits/year in the coming fiscal years.
- Biochar Factory Project with a Korean partner: Involves the construction of a biochar factory from waste. The expected carbon benefit for FY 2024-2025 is over 4,800 tons of CO₂e/year, with a Biochar volume of approximately 13 tons/day (equivalent to 3,900 tons of Biochar annually), while also expanding the land area using organic fertilizer.
- Expanding the area of sugarcane that meets sustainability standards such as the Bonsucro Standard to apply cultivation techniques that limit the use of chemicals, thereby reducing emissions. In FY 2024-2025, AgriS expanded the raw material area applying the Bonsucro standard to 1,860 ha, an increase of 280 ha (18%) compared to the previous fiscal year.



ENERGY MANAGEMENT

GRI 302

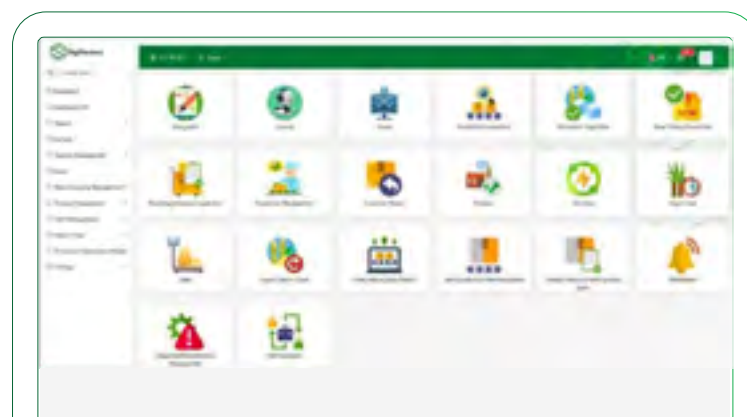
MANAGEMENT APPROACH

AgriS identifies efficient and sustainable energy use as a critical component of its green development strategy, linked to the goal of reducing greenhouse gas emissions and achieving Net Zero by 2035. According to the Sustainable Development Policy, the Company is committed to sustainable resource management by:

- Increasing the proportion of renewable energy use.
- Applying an energy management system and monitoring tools.
- Maintaining a culture of energy conservation at all operational and production levels.
- Striving to reduce energy consumption.

AgriS uses the DigiFactory software for effective production management, which helps to:

- Control production remotely from any location.
- Monitor technical parameters to enhance efficiency.
- Keep data and generate production evaluation reports.
- Integrate with other management systems such as ERP (Enterprise Resource Planning), CMMS (Computerized Maintenance Management System), SCADA (Supervisory Control and Data Acquisition), IoT, Camera AI,...



AgriS

Accordingly, the Board of Management has regular access to energy usage reports (daily, weekly, monthly, seasonal) and participates in direct meetings (weekly, monthly, quarterly). The Technology and Engineering Department will periodically review and evaluate the performance data of the previous fiscal year and propose improvement methods based on each season and the actual production needs of the current fiscal year.

Digifactory Interface

ENERGY CONSUMPTION WITHIN THE ORGANIZATION IN FY 2024-2025

GRI 302-1

AgriS's business and production activities in FY 2024-2025 recorded stable growth. Consumption volume reached nearly 1.4 million tons of sugar, leading to an increased demand for electricity in production. AgriS maintained an electricity consumption rate of 37.3 kWh/Ton of sugarcane, which is relatively stable compared to the previous fiscal year, demonstrating efforts to reduce energy consumption and GHG emissions throughout the system.

AgriS always prioritizes the use of renewable energy to minimize environmental impact.

Currently, **92%** of the electricity used in production at AgriS is renewable, with the remaining 8% sourced from external suppliers like EVN and purchased steam.

Total energy consumption from clean sources generated by AgriS, such as biomass electricity (from renewable sources like bagasse, sawdust, rice husks) and solar energy, increased by 2% over the same period. Additionally, the use of non-renewable energy (steam purchased from brown coal) decreased by 13% compared to the previous FY, and FY 2024-2025 is the last year AgriS will use this energy source.

Total energy sold by AgriS increased by 20% compared to the previous FY, demonstrating effective energy management, a commitment to conservation, and proactive generation of clean energy, contributing to sustainable development and environmental protection.

	Energy sources consumed	Unit	Consumption in FY 2023-2024	Consumption in FY 2024-2025	Changes 2024-2025/2023-2024 (%)
1	Total electricity consumption from renewable sources, bagasse, biomass (dust, husk)	KWh	148,497,381	150,859,175	2%
2	Total electricity consumption of electricity from solar (renewable)	KWh	2,209,710	2,067,269	-7%
3	Total electricity consumption from non-renewables (steam from brown coal)	KWh	6,809,512	6,988,000	3%
4	Total electricity consumption from the national grid	KWh	7,014,513	8,052,185	13%
	Total electricity consumption from renewable sources	KWh	150,707,091	152,926,444	1%
	Total electricity consumption from non-renewable sources	KWh	13,824,025	13,824,025	8%
	Total electricity consumption	KWh	164,531,116	167,966,629	2%
	Total energy consumption from electricity	GJ	592,312,02	604,679.86	
	Self-generated energy / Ton of finished sugar	GJ	0.84	0.87	
	Purchased energy / Ton of finished sugar	GJ	0.08	0.07	

Note: Steam purchased from brown coal is only used at the TTC Bien Hoa – Dong Nai factory. After FY 2024-2025, this factory will no longer use it as it is relocating to a new facility that uses biomass fuel.

	Energy Sources Sold	Unit	Sold in FY 2023-2024	Sold in FY 2024-2025	Changes 2024-2025/2023-2024 (%)
5	Total electricity sold from renewable sources, bagasse, biomass (dust, husk)	KWh	130,651,010	110,515,163	-18%
6	Total electricity sold from solar electricity (renewable)	KWh	16,336,606	15,171,428	-7%
	Total electricity sold	KWh	146,987,616	125,686,591	-14%
	Total energy sold	GJ	529,155.42	452,471.73	-14%

INITIATIVES TO REDUCE ENERGY CONSUMPTION AND INCREASE THE USE OF RENEWABLE ENERGY

GRI 302-4 GRI 302-5

Use of Biomass Energy

AgriS proactively uses biomass energy, a form of renewable energy generated from agricultural by-products such as bagasse, sawdust, and rice husks at all its factories. The use of biomass helps to fully utilize available by-products, minimize waste and contribute to replacing fossil fuels and reducing greenhouse gas

emissions. At the same time, AgriS continues to issue I-REC (International Renewable Energy Certificates) for its biomass-powered factories (TTCS, AgriS Ninh Hoa, AgriS Gia Lai, TTCA), generating over 200,000 I-RECs annually, positively contributing to its GHG offset roadmap and circular economy development.

Installation of Solar Panels

In FY 2024-2025, AgriS continued to maintain and efficiently operate 30 rooftop solar PV systems at its factories and offices, with a total installed capacity of 20.85 MWp. Investing in rooftop solar systems helps the Company maximize the use of clean energy, reduce operating costs, and lower greenhouse gas emissions. The total amount of solar electricity sold during the year is estimated at nearly 500,000 GJ. In parallel, AgriS continues to issue over 25,000 I-REC certificates for its rooftop solar projects, helping to offset emissions from non-renewable electricity sources and affirming its commitment to climate change mitigation in line with ESG standards.



Equipment Improvement to Reduce Steam Consumption

AgriS has replaced the use of high-pressure steam with inclined spray-type condensation columns, which optimizes condensation efficiency and significantly reduces steam consumption during production.

To optimize steam consumption, reduce energy usage, lower greenhouse gas emissions, and optimize production costs, the Company will continue to research and implement further improvements. The equipment upgrades in FY 2024-2025 resulted in a reduction of 0.03 tons of steam per ton of sugarcane, equivalent to

41,910 TONS OF STEAM

saved for the year, contributing to lower energy consumption, reduced GHG emissions, and optimized production costs. The Company remains committed to installing additional equipment in its production lines to achieve further reductions in steam consumption in the future.

The steam consumption rate during the sugarcane crushing phase has continuously decreased over the last five fiscal years:

- FY 2020-2021: 0.67 tons of steam/ton of sugarcane
- FY 2021-2022: 0.55 tons of steam/ton of sugarcane
- FY 2022-2023: 0.51 tons of steam/ton of sugarcane
- FY 2023-2024: 0.51 tons of steam/ton of sugarcane
- FY 2024-2025: 0.48 tons of steam/ton of sugarcane**



SUSTAINABLE WATER MANAGEMENT

GRI 303

WATER USE IN AGRICULTURAL PRODUCTION

Water is an essential input in AgriS's agricultural value chain, especially in the context of climate change, which increases the risks of drought, saltwater intrusion, and flooding. Efficient water use helps protect natural resources, maintain crop productivity, and ensure a stable supply for production activities. The company conducts regular water risk assessments to ensure it does not cause resource depletion or negatively affect communities and surrounding ecosystems.



MANAGEMENT APPROACH

AgriS identifies sustainable water management as a key priority in its sustainable development strategy, aiming to reuse 95% of wastewater by 2035, while ensuring equitable access to water resources among stakeholders and maintaining ecological balance in its operational areas.

Commitments and Policies Related to Water and Wastewater

AgriS implements a policy of conserving water usage, with plans for water conservation and management to ensure sustainable agriculture, aiming to reuse 95% of wastewater by 2035.

Water Resource Management Responsibilities of Relevant Units

- The BOM of the factory:** Responsible for operating and controlling the consumption and quality of input and output water;
- Environment and Social (E&S) Department:** Monitors, conducts periodic inspections, assesses risks, and reports on water usage results;
- Technology and Engineering Department:** Researches and implements water-saving and reuse solutions.

WATER WITHDRAWAL BY SOURCE

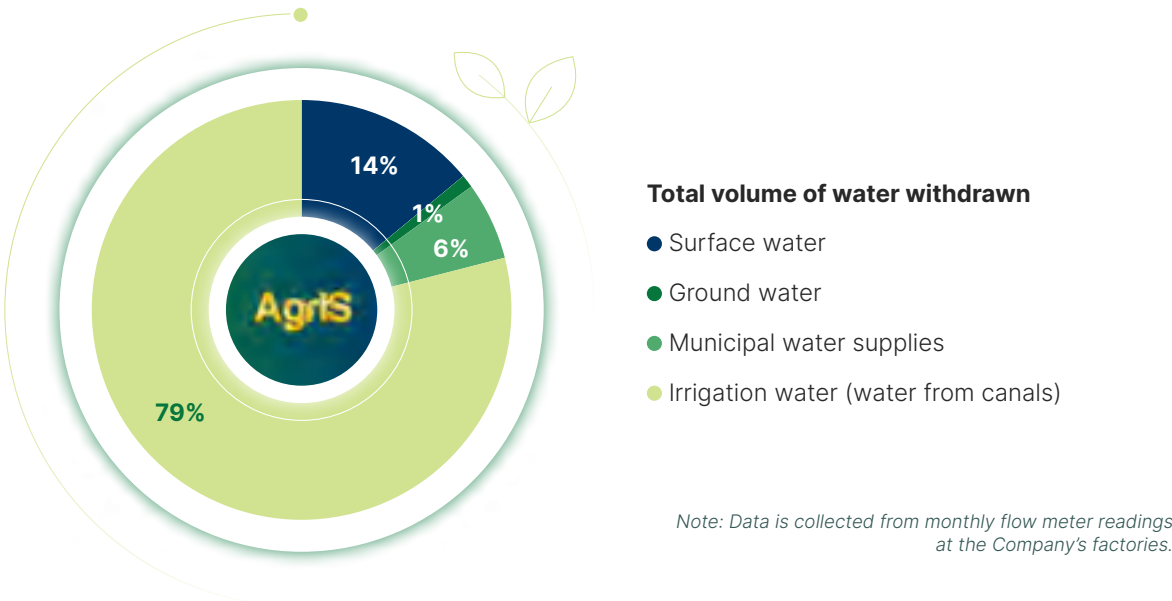
GRI 303-1

With the criteria of efficient and conservative water use, the Company manages water consumption by separately categorizing water types according to purpose:

- **Water for vacuum creation in the production process:** Surface water (canals, rivers, streams); treated water from the wastewater treatment system;
- **Water for production technology:** Water extracted from sugarcane. As sugarcane is over 70% water, AgriS utilizes this source annually, which helps limit the exploitation of water resources. In FY 2024-2025, the total volume of water extracted from sugarcane for production purposes was **1,312,495 m³**;
- **Water for cleaning workshops, equipment, and irrigation:** Surface water (canals, rivers, streams); groundwater; treated water from the wastewater treatment system;
- Water for domestic use: Municipal water, groundwater.

Total volume of water withdrawn by sources for Factories

No.	Description	FY 2023-2024		FY 2024-2025		Changes 2024-2025/ 2023-2024
		Water Volume (m³)	%	Water Volume (m³)	%	Water Volume (m³)
1	Surface water	774,539	22.28%	731,002	14.32%	-43,537
2	Ground water	34,939	1.00%	43,827	0.86%	8,888
3	Municipal water supplies	338,563	9.74%	327,008	6.40%	-11,555
4	Irrigation water (water from canals)	2,328,796	66.98%	4,148,856	78.42%	1,675,822
Total		3,476,837	100.00%	5,250,693	100.00%	1,629,618



MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS

GRI 303-2

AgriS is committed to using and discharging water efficiently, strictly complying with the regulations of the Law on Water Resources, the 2020 Law on Environmental Protection, and international standards such as those from the IFC and World Bank. **100% of wastewater from production activities is treated to meet QCVN 40:2011/ BTNMT standards before being discharged into the environment; water that comes into contact with products complies with QCVN 01-1:2018/BYT.**

To realize these commitments in its business and production practices, AgriS has been implementing a range of solutions, including:

- **Installing water flow measurement systems:** AgriS equips all factories with flow meters to accurately monitor and control the actual amount of water used in production.
- **Applying modern wastewater treatment technology:** The Company invests in treatment systems that meet national standards (QCVN 40:2011/BTNMT), ensuring the quality of effluent before discharge.
- **Implementing water circulation systems:** AgriS applies a circular model to reuse treated wastewater in production, thereby reducing reliance on surface and groundwater sources.
- **Periodic monitoring of receiving water quality:** The Company periodically monitors the quality of water in rivers and canals that receive its wastewater to assess the impact on the aquatic ecosystem.
- **Consulting with local communities:** AgriS holds consultations with communities to gather feedback on water quality and related activities to ensure transparency, accountability, and social consensus.

WATER DISCHARGE

GRI 303-4

In the FY 2024-2025, AgriS recorded a total wastewater treatment volume of 657,404 m³, a 9% decrease compared to the same period last year. This result reflects the effectiveness of efforts to optimize production processes, improve water use efficiency, and reduce the burden on the wastewater treatment system.



Reuse of Treated Wastewater:

Of the total wastewater, **218,121 m³** was treated to standard and reused internally, primarily for creating a vacuum in the production line. This solution reduces freshwater extraction, contributes to building a circular production model, saves resources, and protects the environment.

Wastewater Treatment Technology:

AgriS's factories operate advanced wastewater treatment systems, combining biological and physicochemical technologies to ensure the quality of the discharged water meets the QCVN 40:2011/BTNMT - Column B standard. The treated water is either discharged into natural receiving sources or reintroduced into the reuse process, depending on the actual conditions at each production facility.

WASTE MANAGEMENT AND PACKAGING LIFECYCLE

GRI 306

OVERVIEW OF WASTE MANAGEMENT AND THE ZERO WASTE TO LANDFILL GOAL

AgriS considers waste and packaging management a vital part of its sustainable development strategy, closely linked to the circular economy. Agricultural product packaging primarily uses PP/PE plastic and cardboard, ensuring product safety and quality while aiming for recyclability and reusability to extend its lifecycle and reduce greenhouse gas emissions. In parallel, by-products from production such as bagasse, ash, mud, and rice husks are utilized to produce organic fertilizer or biomass energy, helping to minimize landfill waste and conserve resources. By promoting sustainable packaging solutions, recycling and reusing waste, and complying with EPR regulations, AgriS reduces environmental pressure but also creates new value throughout the supply chain.



By 2035 AgriS aims for **100%** of its factories to achieve “Zero waste to landfill” status.

Management Approach

AgriS is committed to managing waste according to the principles of reduction, reuse, recycling, and safe disposal to minimize environmental impact. The company integrates waste management throughout its entire production value chain, from raw material zones and factories to consumer products, with the following priorities:

- Increasing the rate of waste recycling and reuse.
- Reducing the generation of hazardous waste.
- Creating value from agricultural by-products (e.g., bagasse, coconut shells, coir...).

Responsibilities



Monitoring and Evaluation

- Statistics on waste volume by type (hazardous, non-hazardous, recyclable).
- Measurement of the reuse/recycling rate against total waste generated.
- Preparation of an annual environmental report integrated into the sustainable development report.

WASTE GENERATION AND WASTE-RELATED IMPACTS AND MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS

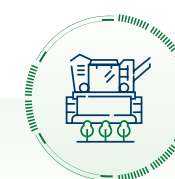
GRI 306-1 GRI 306-2

AgriS’s production activities in the sugarcane and by-product value chain generate various types of waste at the input, operational, and output stages.

The main material flows that can lead to environmental impacts include:



Input: Sugarcane, raw sugar, processing chemicals, packaging materials (PP, PE, cardboard), fuel, and additives.



Operations: Crushing, refining, drying, packaging, transportation, and equipment maintenance. These stages generate solid waste (bagasse, ash, filter cake, damaged packaging), industrial wastewater, and hazardous waste (oil, chemicals, cleaning rags, light bulbs).



Output: Main products (sugar, sugarcane juice, molasses, biomass power, organic fertilizer), along with waste streams that are regenerated, reused, or safely disposed of.

Significant waste-related impacts primarily include:

- Greenhouse gas and dust emissions from biomass-fired boilers if not well-controlled.
- Risk of soil and water pollution from mud, ash, or hazardous waste if stored improperly.
- Generation of plastic and non-biodegradable packaging at the final consumption stage.

CLASSIFICATION OF WASTE BY TYPE, DISPOSAL METHOD, AND REUSE OF PRODUCTS AND PACKAGING

GRI 301-3 GRI 305-5 GRI 306-3 GRI 306-4



Waste from the production process is sorted at the source and handled with appropriate disposal methods. For waste with potential environmental hazards, the company proactively hires licensed external units for disposal to ensure compliance with legal requirements and, crucially, to prevent environmental impact.

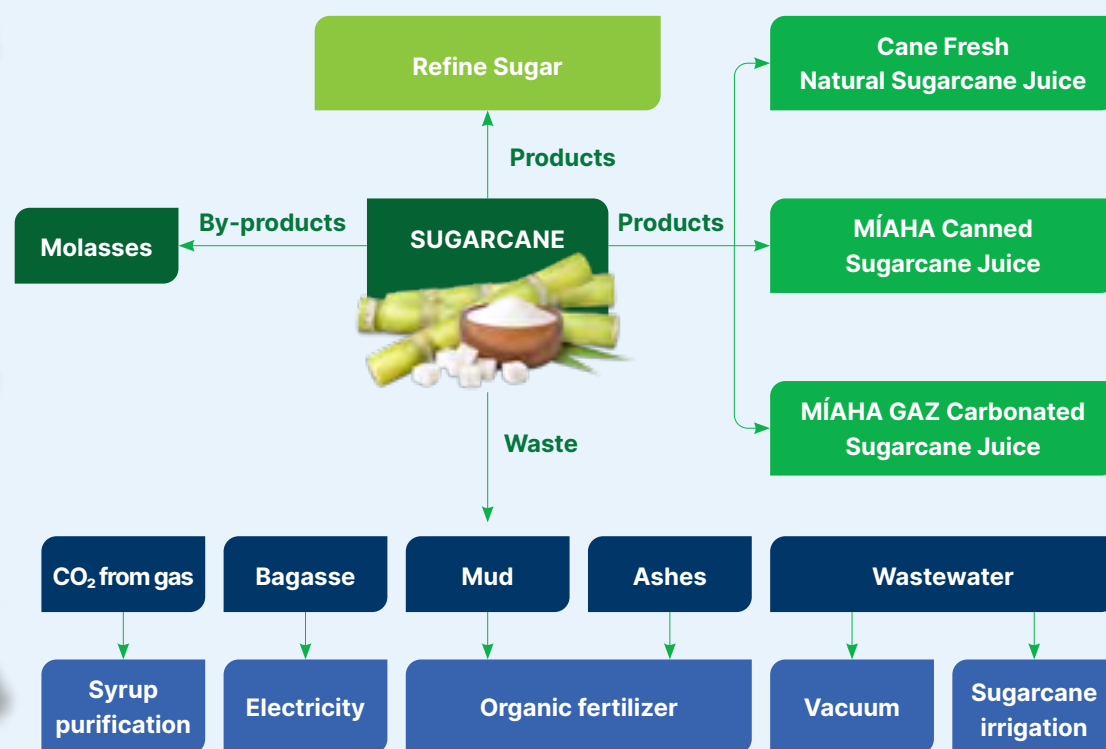
Hazardous Waste

In FY 2024-2025, the total amount of hazardous waste recorded was 36.9 tons, a slight increase from the 23.5 tons of the previous fiscal year. The entire volume was sorted, stored separately, and handed over to a licensed disposal unit, ensuring compliance with legal regulations and preventing its release into the environment.

Non-hazardous Waste and Reused By-products

AgriS has established a closed-loop by-product reuse chain, turning waste streams from sugar production into new resources and enhancing circular economy value:

Circular Economy Model for Reusing Raw Materials in Sugar Production at AgriS



Source: AgriS

Products Made from AgriS By-products as of Fiscal Year 2024-2025



Bagasse: This is the by-product remaining after sugarcane is crushed to extract its juice. Bagasse is fully utilized as fuel for boilers, supplying steam and electricity for the factory's operations and for sale to the national grid, generating revenue for the Company. Using biomass fuel from bagasse in boilers helps minimize CO₂ and other harmful gas emissions. In FY 2024-2025, 723,823 tons of bagasse were reused as biomass fuel.



Distilled Sugarcane Water (Cane Fresh): Extracted during the condensation and distillation of sugarcane juice, it retains the natural, delicate sweetness of the sugarcane factories. In FY 2024-2025, AgriS produced 250,000 liters of Cane Fresh.



Commercial Electricity: After being crushed, bagasse is used as biomass fuel for the power-generating boiler system. The thermal energy produced from burning bagasse serves the factory's production activities directly. It is fed into the national grid, creating an additional revenue stream and contributing to local energy security.

In FY 2024-2025, AgriS's commercial electricity output reached 123,413,471 kWh, demonstrating the clear efficiency of the energy recovery model from agricultural by-products, while also helping to reduce CO₂ emissions compared to using fossil fuels.



Molasses: Molasses is a by-product of the sugarcane juice concentration stage after sugar crystallization. After three rounds of concentration, the remaining solution is a highly viscous, dark brown liquid. It is a crucial raw material for producing bio-ethanol, animal feed, and liquid fertilizer, helping to fully utilize input materials and minimize losses in the sugar production chain.

In FY 2024-2025, the molasses-to-sugarcane ratio was maintained at a stable level, contributing to improved sugar recovery efficiency and increasing the value of the post-sugar product chain.



Organic Microbial Fertilizer: 65,000 tons/year, produced from boiler ash and filter cake; Applying Trichoderma technology to convert organic matter into humus and supplementing it with micronutrients (Bo, Mg, Zn...) to increase productivity and protect the soil.

Social Topic

PRODUCT QUALITY AND SAFETY AND HEALTHY PRODUCTS

GRI 416

PRODUCT QUALITY AND SAFETY

GRI 416-1

Commitment to product quality and food safety is a core value embedded in every aspect of AgriS's operations. It forms a solid foundation for safeguarding public health, ensuring strict regulatory compliance, and fostering trust and a positive reputation in the marketplace. AgriS continuously innovates, researches, and develops a diverse range of natural and nutritious products. Through a modern and streamlined quality and food safety management system, AgriS ensures that every product reaching consumers meets international standards. The Company is committed to embedding quality into every action and process, thereby contributing to the enhancement of the value of Vietnamese agricultural products and promoting sustainable development.

Quality Management System

AgriS's Quality and Food Safety Management System is designed based on food safety risk analysis and stakeholder requirements. Each product undergoes a rigorous inspection process, from raw material harvesting to production, storage, and distribution.

Internal audits and periodic internal and external monitoring activities are conducted throughout AgriS's value chain to assess compliance with standards and requirements, while driving continuous improvement.



RAW MATERIAL CONTROL

100%

of key raw material suppliers are evaluated before approval



100%

of critical suppliers are periodically reassessed



SUSTAINABLE AGRICULTURAL PRODUCTS



Global G.A.P.
(Good Agricultural Practices – fruit crops)



Bonsucro Standard
(framework for sustainable sugarcane production)



EU & USDA Organic Certifications
(European and U.S. organic production regulations)

INTERNATIONALLY CERTIFIED MANUFACTURING FACILITIES



ISO 9001: 2015
(International Standard for Quality Management Systems)



FSSC 22000 ver 6.0
(International Standard for Food Safety Management Systems)



ISO/IEC 17025
(Standard for Quality Management Systems Applied to Testing and Calibration Laboratories)



Halal Certification
(CHALAL Certification Program follows the standards of Jakim (Malaysia), GCC, and Indonesia.)



Kosher Certification
(Quality standards for products intended for the Jewish community)

SUSTAINABILITY CERTIFICATIONS



ISO 14001:2015
(Environmental Management System Standard)



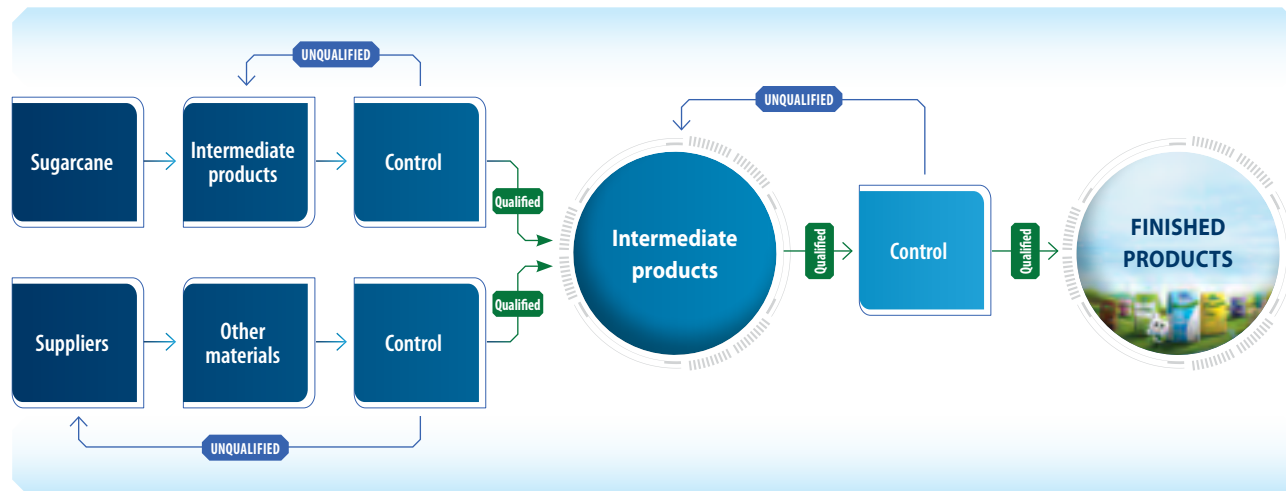
ISO 45001: 2018
(Occupational Health and Safety Management System Standard)



SEDEX
(Social Accountability Standard)

Over three years of Bonsucro certification participation, AgriS has continuously expanded its certified cultivation areas and increased sustainable production in a circular, efficient, and responsible manner. This achievement demonstrates the Company's commitment to continuous improvement in its sustainable agricultural value chain strategy. Beyond Vietnam, AgriS is conducting Bonsucro certification assessments for its pilot organic sugarcane farms in Attapeu, Laos. This is a significant step toward expanding internationally certified raw material areas and affirming the Company's determination to bring Vietnamese agricultural products to the global supply chain map.

Quality management system



AgriS has established a rigorous quality control process that is consistently applied from raw material sourcing through production to product distribution. All input materials are carefully selected from certified cultivation areas and tested for food safety indicators before being put into production. During processing, AgriS applies international standards such as FSSC 22000, ISO 9001:2015, and Bonsucro to ensure strict control at

every stage. Finished products undergo quality testing and verification of traceability before being distributed to the market. In addition, the Company regularly conducts internal assessments and periodic audits by independent organizations, continuously improving its processes to meet both domestic and international standards and deliver safe, high-quality agricultural products to consumers.

HEALTHY PRODUCTS

GRI 416-1



In recent years, AgriS has continuously captured emerging consumer trends, proactively innovated, and invested strongly in research and development of new products. In addition to improving the quality of its traditional sugar product lines such as refined sugar, natural golden sugar, and low-calorie sugar, AgriS has focused on developing health-oriented and high value-added products such as Organic Sugar. These products are produced from AgriS's certified organic farming areas, cultivated under strict procedures without the use of synthetic chemicals, inorganic fertilizers, or harmful pesticides, ensuring compliance with international organic standards.

Notably, the Company has expanded its portfolio into natural beverage and nutritional food segments, featuring flagship products such as MIAHA canned sugarcane juice, Cocoxim coconut water, exported bananas, and a variety of other nutritious drinks. This diversification strengthens AgriS's brand position in Vietnam's sugar industry and enhances its competitiveness in the global market, meeting the increasingly diverse needs of consumers.

PRODUCT RESPONSIBILITY AND PERFORMANCE INDICATORS 2025

GRI 416-2

- **100%** of sugar manufacturing plants are certified under FSSC 22000
- **1** laboratory developed and accredited to ISO/IEC 17025 standard
- **0** violations related to food hygiene and safety
- **0** product recalls due to food safety issues
- **0** cases of non-compliance with non-voluntary regulations and codes concerning product and service information, marketing communications, including advertising, promotion, and sponsorship, by type of outcome
- **0** incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services throughout their lifecycle
- **0** monetary value of significant fines for non-compliance with laws and regulations related to the provision and use of products and services
- **NO** sales of prohibited or disputed products.

EMPLOYEE HEALTH, SAFETY AND WELL-BEING

GRI 403

GRI 401

EMPLOYEE HEALTH AND SAFETY

GRI 403

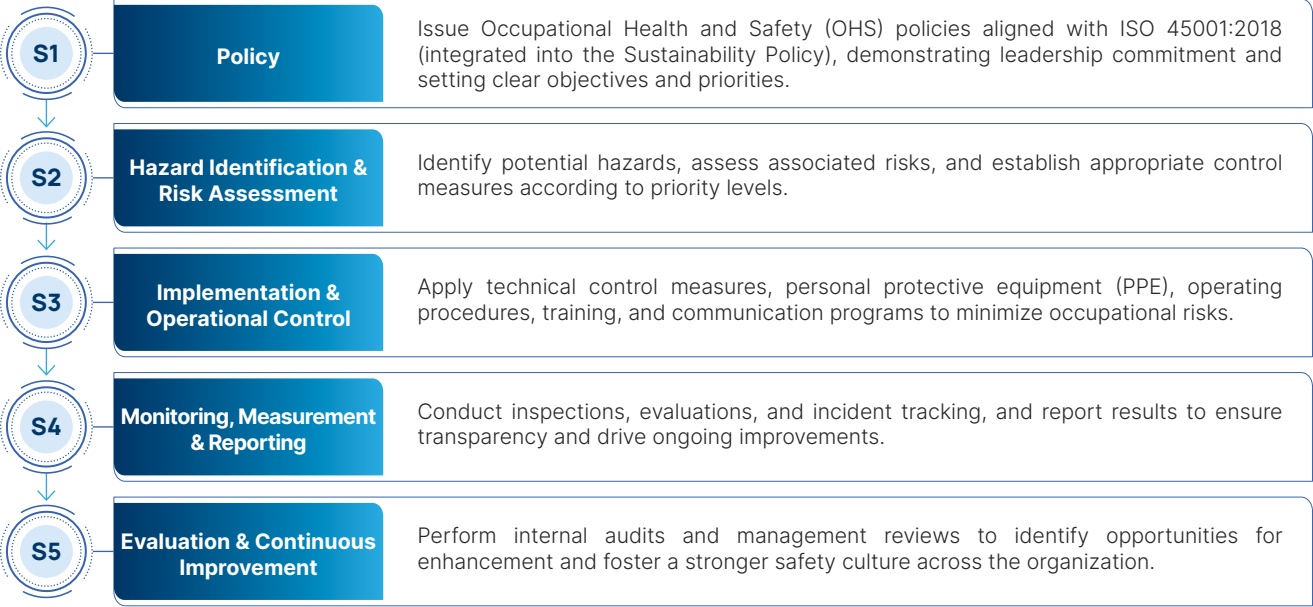


AgriS is committed to fostering a safe and healthy working environment, considering the health and lives of employees as a core value in every operational decision. The Company's Occupational Health and Safety (OHS) Management System is implemented consistently across the Group in compliance with ISO 45001:2018, and operates under the principles of prevention – monitoring – continuous improvement.

During the year, AgriS conducted comprehensive risk assessments and regular safety training for 100% of direct employees, ensuring that all production activities and cultivation areas are equipped with appropriate control measures. Equipment inspections, operational guidance, emergency response drills, and safety culture promotion are regularly maintained across all factories and farms.

With the spirit of "Zero Accident", AgriS complies with legal requirements and strives to build a proactive safety culture, where every employee acts as a safety steward for themselves and their colleagues, together creating a safe, happy, and respectful workplace.

AgriS Occupational Health and Safety Control Process



The results of AgriS's strong actions in occupational safety management for FY 2024–2025



- 100%**
- Employees received occupational health and safety (OHS) training.
 - Regular risk assessments are conducted annually, with improvement and control measures proposed accordingly.
 - Employees receive periodic health check-ups.
 - Each factory maintains a team of on-site doctors and medical professionals available 24/7.
 - Contractors and external partners are managed under the AgriS Occupational Health and Safety System.
 - Employees are provided with appropriate personal protective equipment (PPE) free of charge.

EMPLOYEE WELFARE

GRI 401-2

Employee welfare expenses are not merely an investment in the workforce but also reflect the Company's commitment to the development and well-being of its employees. Comprehensive benefit programs enable AgriS to attract and retain talent, strengthen employee engagement, and enhance morale and productivity. In FY 2024–2025, total employee welfare expenses amounted to VND 186.7 billion, a decrease compared to fiscal year 2023–2024 due to the Company's organizational restructuring and workforce transitions between different employment types.



VND **186.7** BILLION
Total Employee Welfare Expenses

VND **56.7** BILLION
As required by law:
- Social insurance
- Health insurance
- Unemployment insurance

VND **130** BILLION
Comprehensive welfare support:
- Accident insurance
- Health insurance
- Trade union fees
- Other employee benefits

In addition to ensuring that all employees receive full entitlements in accordance with the law by fulfilling mandatory insurance contributions, AgriS also places strong emphasis on supplementary welfare programs beyond salaries. These benefits account for more than 70% of total welfare expenses. Specifically, the Company's main employee welfare policies include:

Welfare Policy for Official Employees	• Periodic health check-ups for all employees with improved service quality and diverse health examination options. • Pico Healthcare insurance package – comprehensive healthcare coverage for mid-level and senior employees. • Annual company trips and team-building activities. • Gifts on holidays, birthdays, and special occasions. • Meal, overtime, phone, and unique allowances for employees.
Policy for Overseas Assignments	• 30–40% income increase for employees on special assignments in Laos, Cambodia, and other locations; salary and position adjustments upon repatriation based on performance and competency. • Monthly allowance of VND 3–5 million per person. • 1 - 4 home visits per year with round-trip travel expenses covered by the Company.
Policy and Benefits for Female Employees	• Full compliance with legal requirements on recruitment, use, and protection of female employees. • Gender equality in recruitment, training, compensation, promotion, working conditions, safety, and welfare. • Maternity leave according to legal regulations. • Employment guarantee and support for female employees returning to work after maternity leave.
Other income	• 13th-month salary. • Year-end bonus based on performance. • Seniority bonuses. • Three-year service bonuses. • Seasonal production bonuses.



MATERNITY POLICY

GRI 401-3

AgriS is committed to gender equality and supporting female employees through humane and inclusive policies such as:

- **Periodic health check-ups:** Including specialized examinations for women.
- **Maternity policy:** Fully compliant with the Labor Code; no dismissal or termination of employment due to marriage, pregnancy, maternity leave, or childcare for children under 12 months old (except upon contract expiration or company closure).
- **Working conditions:** Female employees who are pregnant or nursing children under 12 months old are reassigned to lighter work and exempted from overtime.

Specific support by stage

- **During pregnancy:** Entitled to 5 prenatal check-up leaves per pregnancy (1 day each time, or 2 days if with medical conditions or living far from medical facilities).
- **Childbirth:** 6-month maternity leave; male employees are also entitled to leave as prescribed when their wives give birth.
- **Childcare:** Entitled to 1 hour off per working day, with full pay.

Number of maternity leave cases in FY2024–2025	Male	Female
Total number of employees entitled to parental leave	1.964	687
Total number of employees who took parental leave during the reporting period	44	39
Total number of employees who returned to work after parental leave during the reporting period	44	24
Total number of employees still employed 12 months after returning to work	40	16
Return-to-work rate after parental leave	100%	62%
Retention rate of employees who took parental leave (after 12 months)	91%	41%

In FY2024–2025, there were 83 employees who took maternity leave in accordance with the Company’s policies. Upon completion of the leave period, 56 employees returned to work, while the remaining employees voluntarily resigned to focus on childcare responsibilities.

PHYSICAL AND MENTAL WELL-BEING ACTIVITIES

Continuing the spirit of unity and holistic development, the AgriS Sports Festival for fiscal year 2024–2025 was held under the theme “One Direction, Execute with Excellence”, reflecting the company’s determination to act in unison and achieve outstanding results toward common goals. The event was not merely a sports competition but also a platform to promote AgriS’s corporate culture of connection – discipline – breakthrough. Nearly 500 athletes participated across various categories, including mini football, badminton, table tennis, athletics, swimming, Chinese chess, chess, tug of war, volleyball, slow cycling, sack racing, and billiards. Through this event, AgriS reaffirmed its commitment to holistic human resource development and fostered a dynamic work environment where every individual is inspired to perform with excellence—moving together in one direction.



In addition, AgriS organizes various activities to foster a culture of connection, where each individual plays an important role in the company’s growth and development.



EMPLOYEE DEVELOPMENT AND TALENT MANAGEMENT

GRI 401 GRI 404

AgriS manages its human resources with a sustainable development orientation, ensuring full compliance with Vietnamese labor laws and international standards such as the GRI Standards and ILO conventions. The company has established transparent and equitable policies for recruitment, compensation, and human resource development, aligned with the characteristics of the agricultural sector and its long-term strategic direction.

EMPLOYMENT OPPORTUNITIES

GRI 401-1

In the fiscal year 2024-2025, amid a volatile labor market and increasing competitive pressures, AgriS remained steadfast in its commitment to enhancing work efficiency while ensuring employee welfare and rights.

As of the end of the fiscal year, the company employed a total of

2,651 PEOPLE

with 100% of employees participating in collective labor agreements and grassroots trade unions, reflecting the strong bond between the company and its workforce.

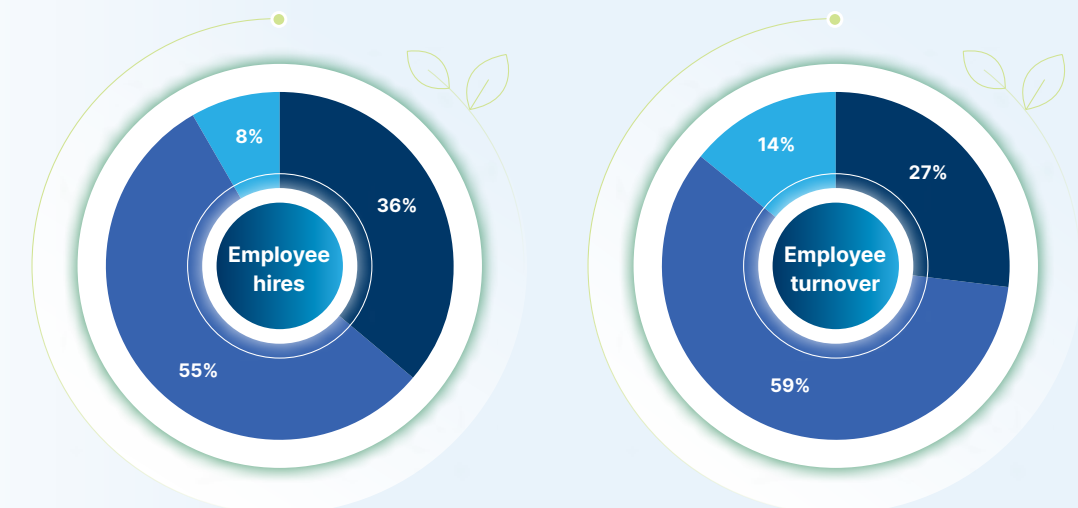
At the same time, the company's leadership implemented a comprehensive restructuring of the human resources system, aiming to build a streamlined, professional, and highly skilled workforce capable of supporting sustainable growth and international expansion.

Given the nature of agricultural operations, AgriS's workforce, particularly seasonal workers, fluctuates throughout the year, especially during peak harvest periods.



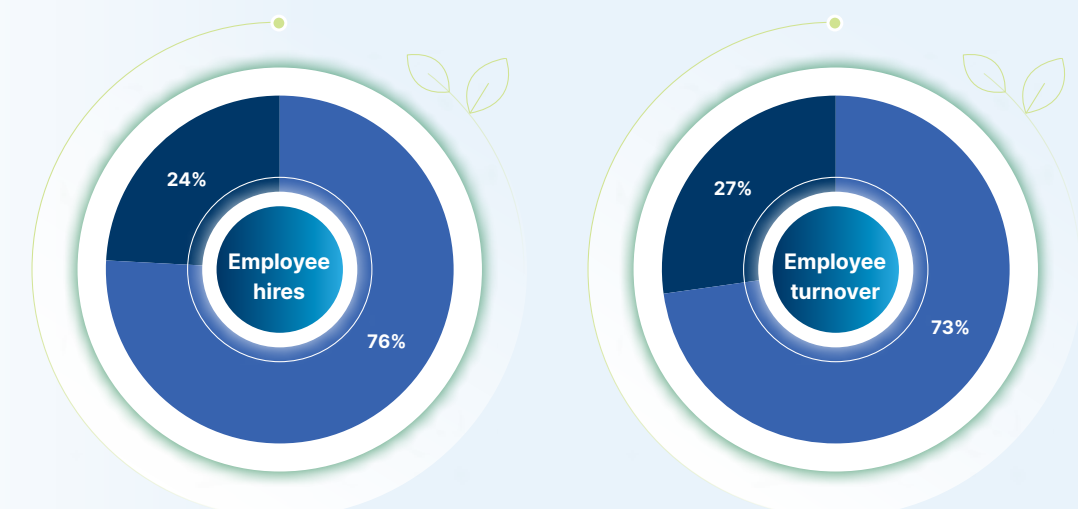
Rate of employee hires and turnover by age group, FY 2024-2025

● < 30 years old ● 30-50 years old ● > 50 years old



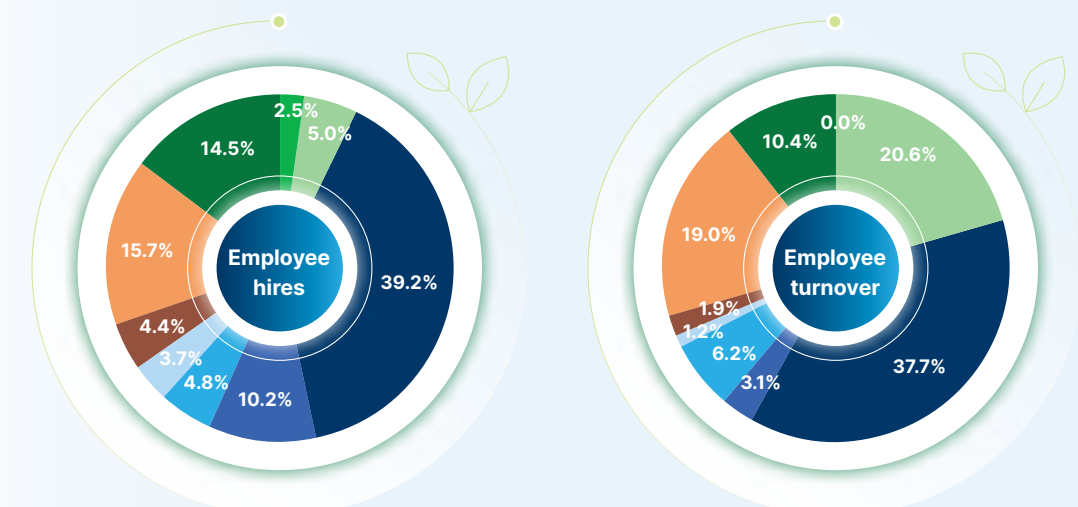
Rate of employee hires and turnover by gender, FY 2024-2025

● Male ● Female



Rate of employee hires and turnover by region, FY 2024-2025

● HCMC ● Dong Nai ● Tay Ninh ● Gia Lai ● Khanh Hoa ● Binh Phuoc ● Ninh Thuan ● Laos ● Cambodia





HUMAN RESOURCE TRAINING AND DEVELOPMENT

GRI 404

Throughout its growth journey, AgriS has always regarded people as its most valuable asset and the driving force behind the transformation of Vietnam’s agricultural sector. With a vision to become a leading agricultural enterprise in the region by 2030, AgriS has been making strong investments in human resource development, nurturing the next generation to carry forward its mission of advancing sustainable agriculture. The company has implemented a wide range of training programs covering various professions and functional competencies, aligned with the career development paths of employees at all levels, ensuring that 100% of staff members receive training opportunities.

AgriS has also leveraged advanced technologies such as the online Learning Management System (LMS) and Microsoft Teams to deliver training effectively, achieving the following results:

Average annual training hours per employee

GRI 404-1

Average training hours by gender

Indicator	Average training hours per employee
Female	42.88
Male	44.35
Company’s employee	44.06

Average training hours by level

Indicator	Professional staff/ technical workers	Specialists	Junior managers	Middle managers	Senior Level
Total training hours	82,601.7	16,252.0	11,843	5,751	213
Total number of employees	1,862	367	266	147	6
Average training hours (hours/employee)	44.36	44.28	44.52	39.12	35.50



Programs for employee skill development

GRI 404-2

Program	Number of Courses
Onboarding training	123
Training on legal requirements and standards, certification, and quality management	126
Advanced competency programs, system management, data management and analysis	15
Occupational skills training	450
Soft skills training	33
Leadership and management training	24
Total	771

Talent Acquisition

To advance steadily on its journey toward sustainable growth and realize its vision of expanding into global markets, AgriS has identified the strategy of attracting, developing, and retaining talent as a core element of its human resource management. The company actively diversifies its talent pool and broadens its recruitment scope by seeking and attracting professionals from multinational corporations, bringing in fresh perspectives, international management experience, and global expertise. AgriS is committed to building a professional, innovative, and people-centric working environment where every individual is empowered to maximize their potential, follow a clear career development path, and receive fair recognition for their contributions. Additionally, a strong corporate culture, competitive benefits, and continuous learning opportunities have made AgriS an attractive destination for high-caliber professionals.



“Five-Stakeholder” collaboration model in developing high-quality human resources

AgriS promotes the “Five-Stakeholder” collaboration model (Government – Farmers – Academia – Enterprises – Financial Institutions) in advancing sustainable agriculture. Among these, scientists and academic institutions play a crucial role as the foundation for nurturing and training talents to serve the future of sustainable agriculture in Vietnam. Collaborations with universities represent an important milestone in AgriS’s journey to build a comprehensive circular agricultural economy ecosystem that focuses on high-quality human resource development.



The signing ceremony of the cooperation agreement between AgriS and Ho Chi Minh City University of Agriculture and Forestry, Vietnam National University, Ho Chi Minh City University of Technology

AgriS Talent Engineer Program 2024

AgriS has collaborated with universities to organize Career Day events, where students have the opportunity to explore career options, receive career orientation, and learn about employment opportunities shared by AgriS representatives. These activities inspire and create pathways for students to become part of the AgriS family. In the fiscal year 2024–2025, AgriS participated in Career Day events at several institutions, including Ho Chi Minh City University of Technology, Can Tho University, Can Tho University of Engineering and Technology, Tay Nguyen University, and Kon Tum College.



Job fair at Can Tho University of Engineering and Technology

The company's strong commitment to people development and its outstanding human resource policies have been recognized by the community and independent organizations. In 2024, AgriS was honored to once again receive the **“Employer of Choice Winner 2024”**, organized by CareerViet.vn in collaboration with Amco Vietnam, achieving recognition in two categories:

TOP 1
in Agriculture – Forestry – Fishery sector
Large Group



TOP 29
Employer of Choice
Large Group



In addition, AgriS made its mark with a “double win” at the HR Excellence 2025 Awards (part of the Vietnam Excellence Awards organized by Anhabe) in two categories: **Talent Acquisition** and **Learning & Development**.



Furthermore, surpassing more than 700 companies from across Asia, including many from Vietnam, AgriS was proudly honored at the HR Asia Awards 2025, achieving remarkable recognition in three distinguished categories:

- Best Companies to Work for in Asia – Vietnam Chapter 2025
- DEI Awards
- Sustainable Workplace Awards

This recognition reflects AgriS's relentless efforts in building a sustainable, happy workplace and reaffirms the company's strong commitment to continuously investing in its people, those who create value for customers and contribute to the sustainable development of the business and the community.



EMPLOYEE CAPABILITY ASSESSMENT

GRI 404-2

AgriS is committed to building a high-performing workforce capable of mastering technology and swiftly adapting to strategic transformations during its comprehensive transition phase. Human resources are the company's key asset and the driving force behind sustainable growth. In the fiscal year 2024-2025, 100% of AgriS employees underwent annual performance evaluations through an integrated performance management system. Evaluation results are recorded transparently, objectively, and fairly, serving as the foundation for identifying competency development needs, planning career paths, and proposing appropriate reward and promotion policies. In parallel, AgriS implemented a competency assessment program aligned with the newly designed organizational model.

By the end of FY 2024-2025:

- 80% of management positions had well-structured succession plans in place, ensuring operational continuity and leadership capability development for the next generation.
- 72% of employees across the organization achieved competency levels that met organizational requirements, demonstrating strong adaptability to new operational demands.

The evaluation process is comprehensively implemented on a digital platform using multiple assessment methods, including:

- Quantitative KPI evaluations aligned with individual and departmental goals
- Competency assessments based on job-specific standards
- 360-degree feedback for managerial and key positions
- Skill-level testing through a question bank system and practical assessments.

These efforts lay a solid foundation for AgriS to develop a capable and future-ready workforce, accompanying the company on its journey toward achieving the strategic goal of VND 60,000 billion in revenue, enhancing competitiveness, and reinforcing its pioneering position in Vietnam's high-tech agricultural sector and beyond.



HUMAN RIGHTS AND LABOR STANDARDS FOR THE OUTSOURCED WORKFORCE

GRI 406 GRI 407 GRI 408 GRI 409



AgriS places a strong emphasis on respecting human rights and maintaining fair and safe labor standards throughout its operations. The Company is committed to building a transparent, respectful, and non-discriminatory work environment, while extending these principles to its partners, contractors, and outsourced labor force. These commitments reflect AgriS's efforts to foster a humane value chain that complies with legal regulations and international labor standards.

NON-DISCRIMINATION

GRI 406

During the reporting period, AgriS recorded zero incidents of discrimination in the workplace. The Company aims to build a work environment that is:

- **Fair:** All employees are treated equitably, without discrimination based on gender, ethnicity, religion, skin color, or social background.
- **Equal:** Opportunities in recruitment, training, promotion, and remuneration are guaranteed equally for all employees.
- **Respectful:** The corporate culture promotes mutual respect, encouraging diversity and inclusion.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 407

In FY 2024-2025, AgriS recorded no cases where the rights of workers to freedom of association or collective bargaining were at risk.

The Company is consistently committed to protecting and promoting the legitimate rights of its employees through effective dialogue and cooperation mechanisms.

This is evidenced by:

- The approval rate for the Collective Labor Agreement reached 97.77%, demonstrating a high level of consensus between employees and their collective representatives.
- The terms of the Agreement are designed to improve human resource policies, ensuring fairness, transparency, and relevance to the company's operational realities.

CHILD LABOR

GRI 408

AgriS is absolutely committed to the non-use of child labor in all its business operations. The Company's HR policy strictly adheres to current legal regulations and the following objectives:

- No use of child labor throughout the entire system.
- Strict compliance with the Labor Code of Vietnam and international conventions on the rights of the child.
- Conducting periodic checks and implementing a rigorous recruitment process to ensure legal working age.
- Extending this commitment to the supply chain, requiring suppliers to also refrain from using child labor.

FORCED OR COMPULSORY LABOR

GRI 409

In FY 2024-2025, AgriS recorded zero incidents related to forced or compulsory labor. AgriS is consistently committed to:

- Strictly complying with the Labor Code of Vietnam and international human rights conventions.
- Not coercing employees to work against their will in any form.
- Ensuring the freedom to choose employment, safe working conditions, and fair remuneration.
- Conducting periodic inspections and maintaining a grievance mechanism to promptly address any violations.

These commitments and objectives demonstrate AgriS's social responsibility in protecting the human rights of its workers and children, aiming to promote sustainable, holistic development for employees and adhere to international human rights standards.

DIVERSITY, EQUALITY, AND INCLUSION (DE&I)

GRI 405

AgriS is committed to building a diverse, equitable, and inclusive work environment where every individual is respected and has equal opportunities for development. The company's human resources policy complies with Vietnamese law and international human rights and labor standards through the following:

Recruitment and Promotion Policies

- Recruitment is public and non-discriminatory.
- Promotion opportunities are based on competency, performance, and potential, not on personal factors or prejudice.

Training and Awareness Enhancement

- Organizing training programs on gender equality, anti-discrimination, and building an inclusive culture.
- Integrating diversity and equity into internal activities.

Promoting Gender Equality and Diversity

- Increasing the proportion of women in management and leadership positions.
- Encouraging the participation of employees from remote areas, local communities, and aiming to expand inclusion for vulnerable groups.

Measurement and Improvement

- Monitoring key indicators such as the female employee ratio, the proportion of employees from diverse groups, and the rate of equitable promotion.
- Conducting periodic internal surveys to assess employee satisfaction and perceptions of fairness in the work environment.

Policy on Anti-Sexual Harassment & Employee Protection

Applying a transparent reporting process that ensures:

- Whistleblower information is received, classified, verified, and handled in accordance with legal and internal regulations.
- A commitment to protecting employees, including their: Identity, Health, Safety, and Legal Rights.

AgriS

QUY TRÌNH TIẾP NHẬN VÀ XÁC MINH TỔ CÁO, TỔ GIÁC HÀNH VI VI PHẠM

01 ĐỐI TƯỢNG ÁP DỤNG

- Mọi nhân viên AgriS đều vi phạm nội quy.
- Tất cả nhân viên làm việc tại AgriS.
- Các cá nhân, tổ chức có liên quan đến nhân viên AgriS.

02 CÁC KÊNH TỔ GIÁC

19001750

Hotline miễn phí 24/24

Địa chỉ: Tầng 10, Tòa nhà AgriS, Khu đô thị mới Thủ Đức, Quận Thủ Đức, TP. HCM

03 CAM KẾT TỪ AGRI S

- Mọi vi phạm nội quy sẽ được xử lý nghiêm minh, công bằng.
- Mọi báo cáo vi phạm sẽ được tiếp nhận và xử lý kịp thời.
- Mọi thông tin báo cáo sẽ được giữ bí mật tuyệt đối.

04 YÊU CẦU KHI TỔ GIÁC

- Thông tin người vi phạm.
- Mọi vi phạm nội quy sẽ được xử lý nghiêm minh, công bằng.
- Mọi báo cáo vi phạm sẽ được tiếp nhận và xử lý kịp thời.
- Mọi thông tin báo cáo sẽ được giữ bí mật tuyệt đối.

QUY TRÌNH TIẾP NHẬN, XÁC MINH TỔ CÁO, TỔ GIÁC HÀNH VI VI PHẠM

01 Tiếp nhận báo cáo vi phạm

02 Xác minh nội dung vi phạm

03 Thông báo người vi phạm

04 Yêu cầu người vi phạm

05 Xử lý vi phạm

06 Tiếp nhận báo cáo vi phạm

07 Xác minh nội dung vi phạm

08 Thông báo người vi phạm

09 Yêu cầu người vi phạm

10 Xử lý vi phạm

11 Kết thúc quy trình

Preface AgriS at a glance Sustainable development strategies The pillars of sustainable development

DIVERSITY OF EMPLOYEES

GRI 405-1 GRI 405-2

At AgriS, we believe that diversity and inclusion are core values, key drivers of innovation, efficiency, and sustainable growth. Building a fair and inclusive workplace - where every individual, regardless of gender, age, ethnicity, or background, has equal opportunities to develop and contribute - is the foundation for the company's long-term success.

Management-level Employee Structure (From junior management and above)

Age Group	Male		Female	
	Male employees	% of Male / Total employees	Female employees	% of Female / Total employees
< 30 years old	10	0.38%	7	0.26%
30-50 years old	260	9.81%	130	4.90%
>50 years old	65	2.45%	15	0.57%
Total	335	12.64%	152	5.73%

Category	Male employees	Female employees
Ethnic minorities	7	2
Kinh ethnic group	328	150
Total	335	152

Management-level Employee Structure (From under junior management)

Age Group	Male		Female	
	Male employees	% of Male / Total employees	Female employees	% of Female / Total employees
< 30 years old	336	12.67%	149	5.62%
30-50 years old	1001	37.76%	346	13.05%
>50 years old	292	11.02%	40	1.51%
Total	1,629	61.45%	535	20.18%

Category	Male employees	Female employees
Ethnic minorities	201	17
Kinh ethnic group	1,428	518
Total	1,629	535

116

117

RATIO OF BASE SALARY AND REMUNERATION OF WOMEN TO MEN

GRI 405-2

AgriS is committed to building a fair and non-discriminatory working environment, ensuring that all employees receive salaries, bonuses, and benefits commensurate with their competence and performance, regardless of gender.

In FY 2024-2025, AgriS implemented human resource policies grounded in fairness and transparency, including:

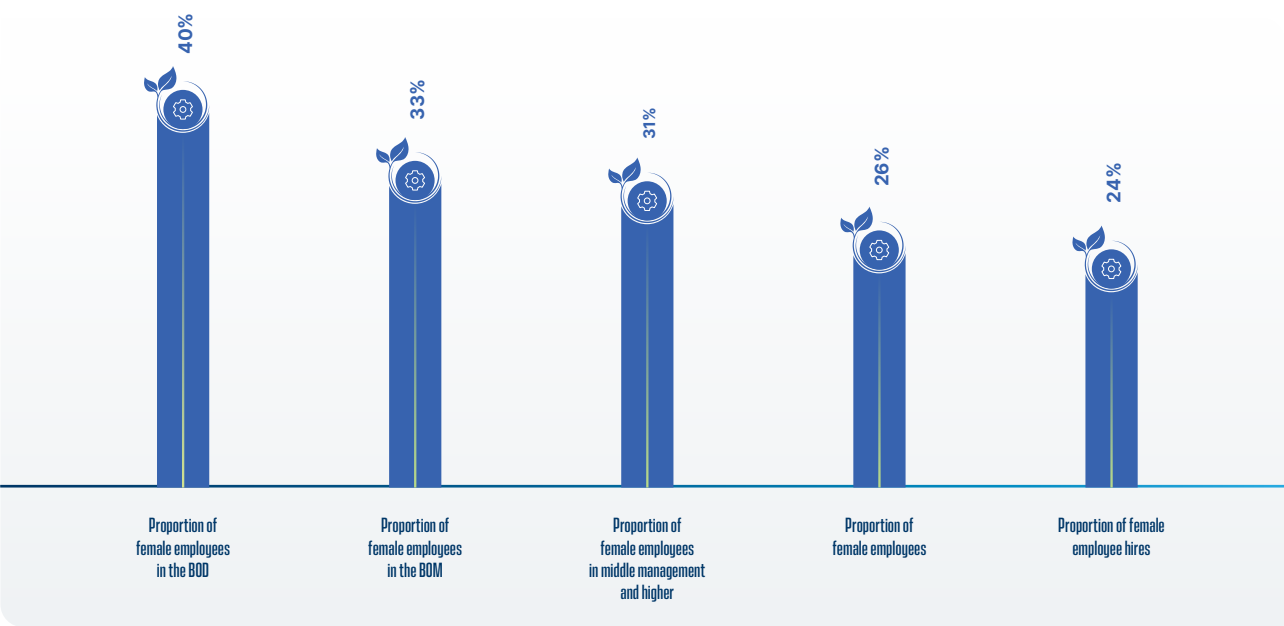
- Performance evaluations based on capability and achievement, applied equally to both men and women.
- Competitive compensation policies ensuring no unreasonable pay gap between genders.
- Internal statistics show that the average basic salary and remuneration of female employees were higher than those of male employees in equivalent positions. This demonstrates appropriate recognition of women's capabilities and contributions, reaffirming that AgriS maintains a gender-neutral approach in its compensation and reward policies.

Category	Male (million VND)	Female (million VND)
Company		
Average base salary of new employees	10,5	
Average base salary of total employees	9,3	13,9
Average base salary in each region		
Vietnam	9,9	14,5
Laos	6,7	7,2
Cambodia	9,4	10,0

Proportion of female employees at AgriS

In practice, the Company places great emphasis on gender equality and is always committed to empowering women by creating conditions that enable them to develop their capabilities and participate in management and decision-making positions. At the same time, the Company continuously strives to maintain and further increase the proportion of female employees within its workforce structure, aiming to build a diverse, fair, and inclusive working environment.

Female employee structure at AgriS, FY 2024-2025



SUSTAINABLE LIVELIHOODS FOR FARMERS & LOCAL COMMUNITY SUPPORT

GRI 413



As a leading high-tech agricultural corporation in Vietnam, AgriS pioneers the integration of AgTech, FinTech, and FoodTech under ESG principles into the agricultural value chain and views social responsibility as a strategic pillar, intrinsically linked to its sustainable development positioning and its Net Zero by 2035.

A key aspect of AgriS's philosophy on social responsibility is the implementation of a Creating Shared Value (CSV) strategy, driven by its leadership team. Social programs are organized by the company alone and feature the presence, engagement, and partnership of AgriS's partners. Beyond the corporate level, the culture of social responsibility at AgriS is strongly upheld by the volunteerism and dedication of each individual. Thousands of employees have collectively donated funds, mobilized resources, and participated in campaigns to support disaster relief and student

assistance programs. This is the shared value that each "AgriS ambassador" builds – a place where every person is a vital link contributing significant value to the community. By leveraging the resources of its partners, financial institutions, and its value chain, AgriS aims to deliver value to local communities, vulnerable groups, farmers, and all relevant stakeholders.

Over **32,000** Jobs created for local laborers, including regular and seasonal employment

2,651 jobs for workers

VND **11.65** billion

72 Community programs

100% of factories carry out charitable activities and contribute to social welfare across the following aspects:

- Education:** Improving learning conditions, constructing school facilities, and providing scholarships for students.
- Social Welfare:** Giving Tet gifts, supporting people in disadvantaged areas, and providing emergency relief and recovery after storms and floods.
- Environment:** Planting trees, improving landscapes, and protecting ecosystems.
- Local Community Development:** Investing in infrastructure and enhancing community capacity.

VND **1,825** billion

Invested in costs, supplies, and technical support for sugarcane cultivation for farmers and

10,984 Farmers were supported through various programs.

Of which VND **86** billion was provided as non-refundable funding support for **5,714** farmers, accounting for 4.7% of total farmer-support funding.

SUSTAINABLE LIVELIHOODS FOR FARMERS

In FY 2024-2025, AgriS continued to affirm its leading role in partnering with farmers to foster local economic development through its Creating Shared Value (CSV) strategy. Beyond providing production support, AgriS is dedicated to building a long-term foundation for a green and sustainable agricultural sector.

AgriS disbursed over **VND 1,825 billion** to cover financial program costs, supplies, and technical support for sugarcane cultivation for **10,984 farming households**. The company also maintained preferential capital policies, stabilized raw material purchasing prices, and organized regular agricultural extension activities. Notably, 5,714 farmers received non-refundable aid totaling VND 86 billion, demonstrating the company's deep commitment to sharing value and its social responsibility towards the agricultural community. These policies encourage farmers to maintain a long-term commitment to sugarcane, creating momentum for the development of a sustainable and responsible agricultural industry.



In addition, AgriS has launched a 100-hectare low-emission Demo Farm model, in collaboration with Nestlé, with plans to expand to 1,000 hectares within the next one to two crop seasons. This model exclusively uses organic fertilizers and applies advanced technologies such as soil sensors, IoT, AI, and Integrated Pest Management (IPM) to control pests while reducing the use of pesticides and herbicides. Data from the model is stored and analyzed to compare the effectiveness of organic versus traditional farming, providing a basis for scaling the model up to 100,000 hectares.

Through field training programs, data transparency, and model farms, AgriS helps farmers recognize that sustainable agriculture is the right choice and delivers clear economic benefits. This represents a critical mindset shift, promoting low-carbon agricultural practices and contributing to the realization of the Net Zero in 2035 goal.



LOCAL COMMUNITY SUPPORT

From the name, AgriS, which combines "Agriculture" with "Sustainability," we have clearly established our brand identity: developing agriculture for the sake of sustainability. On this journey, AgriS places people at the center, views the community as a development partner, and chooses tangible actions as the measure of its corporate social responsibility. Each social activity is not just a single act of sharing but a foundation in positive, long-lasting change.

In FY 2024-2025, AgriS implemented a series of social programs with a total expenditure of over VND 11.65 billion, aimed at supporting communities and vulnerable groups. These CSR programs were carried out in Vietnam (HCMC, Tay Ninh, Gia Lai, Ninh Thuan, Khanh Hoa, Lao Cai...),

as well as in Laos and Cambodia, focusing on the following areas:

- **Education:** Improving learning conditions, constructing school facilities, and providing scholarships for students.
- **Social Welfare:** Giving Tet gifts, supporting people in disadvantaged areas, and providing emergency relief and recovery after storms and floods.
- **Environment:** Planting trees, improving landscapes, and protecting ecosystems.
- **Local Community Development:** Investing in infrastructure and enhancing community capacity.



ON EDUCATION

Fulfilling the Responsibility of Talent Development, Sowing the Seeds of Knowledge

AgriS has always considered education to be the foundation for national human resource development. In FY 2024-2025, the company implemented a series of synchronized activities to support students, including awarding scholarships, providing transportation, donating school supplies, and improving educational facilities.



AgriS donates bicycles and hundreds of educational gifts to disadvantaged students at primary and secondary schools in Tay Ninh, Gia Lai, and Khanh Hoa during opening day and back-to-school ceremonies.



In November 2024, AgriS was the Gold Sponsor of the Career Day at Nong Lam University HCMC, promoting educational encouragement and talent development. Earlier in 2024, the company also sponsored a VND 1.3 billion scholarship for students overcoming hardship, supported startup activities, and partnered in community-focused initiatives for the development of the university, demonstrating its commitment to training a high-quality workforce for the high-tech agriculture sector.

Continuing the project to renovate and build 50 standardized school sanitation facilities in Ho Chi Minh City and the Mekong Delta region, AgriS and its partner, ASIF Foundation - an international charity fund for Vietnamese people, continue to enhance the project's value with the support of schools, local authorities, and the Vietnam Youth Federation of HCMC. Specifically, in addition to improving physical infrastructure, the two parties are also collaborating on knowledge-sharing sessions to raise awareness among students about health, personal hygiene, and the environment. Through this project, AgriS aims to send a strong message about positive environmental values and healthy lifestyles to encourage further contributions from stakeholders in the future.



The project to upgrade school sanitation facilities to standard, a collaboration between AgriS and ASIF for 2024-2025, continues to be implemented, spreading community responsibility for future generations.

ON SOCIAL WELFARE

From Community Welfare Development...

In the past fiscal year, the company continued its partnership with the Tay Ninh Women's Union in a program to provide capital to impoverished women, supporting them with VND 3 million per month for 12 months. Regular visits and gift-giving activities were held for orphaned children, people with disabilities, and lonely elderly at social protection centers and within local communities, especially during the Tet holiday, Mid-Autumn Festival, and International Children's Day.

AgriS's community welfare activities are carried out with the awareness that people are at the center of sustainable development

AgriS also organized special union meals, improving the quality of meals for workers and demonstrating tangible care for its employees. Activities such as humanitarian blood drives, supporting sugarcane truck drivers, and giving gifts to poor households and local women all showcase a comprehensive CSR ecosystem that places people at its core.



AgriS partnered with the Tay Ninh provincial government to sponsor the construction of 30 charitable houses valued at VND 4.8 billion and donated thousands of Tet gifts to farmers, employees, and people in remote areas.

In every place AgriS operates, the company is not just a business entity but a responsible member of the community



During major community events, such as the Vesak Day Grand Ceremony, the establishment ceremony for the Association for Martyrs' Families, or a program to support national defense security in the Spratly Islands, AgriS has always been present with a spirit of shared responsibility and trust-building.



ON THE ENVIRONMENT

To Environmental Action – Spreading a Green Development Mindset

In line with its Net Zero by 2035 commitment, AgriS's CSR activities are also focused on the environment. Continuing to promote the values of the TTC AgriS - Power Racing event to spread a green lifestyle and the cross-border greening program "AgriS: 10 Million Trees - Embrace Green Future," AgriS has continued to contribute to the number of new trees planted in the past fiscal year.

Notably, in Gia Lai province, the company has pledged to contribute 2 million trees, aligning with the Government's 1 Billion Trees Project and the Gia Lai Provincial People's Committee. This action demonstrates a tangible contribution to a green future, combating climate change, and protecting the agricultural ecosystem.

Additionally, sponsoring running events and community sports activities, while providing healthy nutritional products from AgriS such as Canefresh, C-Cane Crush, and XIM, also reflects the strategy of fostering a green, healthy, and sustainable lifestyle.



DISASTER RELIEF AND LOCAL COMMUNITY DEVELOPMENT

CSV – A Business Mindset Integrated with a Social Mission

Unlike traditional CSR, the Creating Shared Value (CSV) model at AgriS integrates economic and social value. AgriS does not engage in short-term charity but proactively designs activities linked to its sustainable business value chain. From providing quality products to guiding the development of raw material zones, empowering farmers, and creating local jobs, all these efforts aim to "share maximum benefits with all stakeholders."



The spillway bridge and rural lighting route in Lao Cai are milestones that affirm AgriS's CSR philosophy: co-creating value

A prominent example is the "TTC AgriS Rises with Vietnam" program, a systematic initiative for livelihood creation, post-disaster recovery, and community rebuilding. This is not just immediate aid but a planned, measurable program aimed at long-term impact, carried out with the support of social organizations and the collective effort of employees and the company's nationwide distribution network.

The series of activities within the "TTC AgriS Rises with Vietnam" program, where AgriS partners with organizations and individuals, aims to help localities overcome the consequences of natural disasters and to support compatriots affected by Typhoon Yagi.

September 2024: AgriS participated in a fundraising event by the HCMC Youth Union and donated VND 1 billion in cash, along with 500 cases of Miaqua purified water and 500 cases of XIM coconut water for affected residents.

Also in September 2024, AgriS coordinated with member companies and partners (Bien Hoa Consumer JSC - BHC, Ben Tre Import-Export JSC - Betrimex, Dakai Mineral Water JSC..) to support people in the Northern provinces through price support programs and donations of goods and food, ensuring a timely supply of essential agricultural products during the floods.

The entire AgriS staff collectively donated VND 370,000,000 to the Vietnam Fatherland Front in support of compatriots in the North affected by Typhoon Yagi.

To restore infrastructure and housing post-typhoon, AgriS deployed relief efforts to reach every household, village, and school to help people quickly rebuild their lives. In January 2025, in Bao Ha commune, Bao Yen district, Lao Cai province, AgriS, in coordination with the Vietnam Youth Federation, local authorities, and partners, held an inauguration ceremony for two key civil projects: the Bun 3 Spillway Bridge and the "Lighting Up Rural Roads" route. The total sponsorship from AgriS and its partners for this occasion was nearly VND 600 million, which scaled the project's impact and brought joy to local residents for the Tet holiday.

Closing Another Year of Steadfast Community Partnership, Continuing the Journey of Creating Sustainable Value

By investing in people, developing communities, and creating shared value, AgriS affirms its philosophy of conducting business with integrity and acting responsibly. Every activity, no matter how small, is part of a long-term strategy.

With its pioneering position in integrating technology and ESG, AgriS is realizing its role as a leading enterprise in the green era, where profit and responsibility go hand in hand to create a more sustainable future for society and the environment.

Economic Topic

ECONOMIC

GRI 201

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GRI 201-1

Revenue

In the context of the Vietnamese sugar industry continuing to face significant challenges from commodity price cycles and global geopolitical volatility, AgriS sustained stable growth during FY 2024-2025, reaffirming its adaptability and long-term commitment to sustainable development. The Company maintained a domestic market share of 46%, underscoring its leading position in the national market.



Net revenue reached VND 28,482 billion, exceeding the planned target by 9% despite downward pressure from a cyclical decline and weakened market demand. Revenue has remained on a consistent upward trajectory over the past five years, with a compound annual growth rate (CAGR) of 18% from 2020 to 2025. Revenue from the Company's core product, sugar, continued to account for a significant share, contributing 92% of total revenue at VND 26,231 billion, maintaining a similar proportion year-over-year.

Despite facing these challenges, sugar sales volume remained stable at nearly 1.4 million tons, driven by flexible sales and service strategies. This result demonstrates the effectiveness of efforts to maintain long-term strategic partnerships, expand market research, and meet stable demand from industrial customers for AgriS's products. Notably, the domestic distribution channel recorded positive growth, with an 8.1% increase in sales volume compared to the previous fiscal year.

In addition, during FY 2024-2025, revenue from sugar-related and downstream products also improved. Fertilizer revenue reached VND 382 billion, a 31% year-on-year increase, gradually expanding AgriS's market share in specialized farming regions and among large-scale customers. In the rice segment, the Company successfully exported 3,000 tons to the Philippines, marking AgriS's first step toward exploring international markets.

Operating costs



In FY 2024-2025, AgriS continued to exercise strict control over costs amid rising trends in several input factors. Total operating expenses reached nearly VND 1,460 billion, representing a 4% decrease year-on-year, demonstrating the clear effectiveness of cost-cutting measures and process optimization efforts. As a proportion of net revenue, selling expenses remained stable at 2.5%, in line with the previous year, while general and administrative expenses were recorded at 2.6%, a slight decrease of 0.1 percentage points compared to the prior fiscal year.

Payments to providers of capital

The fiscal year 2024-2025 marked a significant transition in the Company's capital restructuring strategy. Intending to optimize cash flows and enhance financial management efficiency, AgriS proactively adjusted its loan structure by reducing the proportion of short-term borrowings and increasing access to medium- and long-term funding sources, gradually lowering its reliance on financial leverage.

By the end of the fiscal year, short-term debt accounted for only 64% of total borrowings, a notable

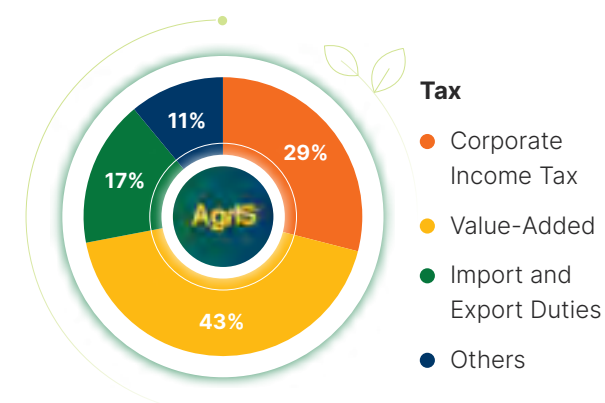
decrease from 80% at the end of June 2024, reflecting the effectiveness of the Company's loan maturity restructuring efforts. Key financial indicators also improved positively: the current ratio rose from 1.22 to 1.29, and the quick ratio increased from 1.02 to 1.06.

Despite facing interest rate fluctuations in the financial markets during the year, AgriS reaffirmed its commitment to meeting capital cost obligations to investors. The interest coverage ratio remained strong at 1.62 times, up from 1.53 in the same period last year.

Payments to government

AgriS consistently places strong emphasis on fulfilling its responsibilities to the community and society, in alignment with its core principle of "For the Community – Local Development." Throughout its operations, the Company has ensured full, transparent compliance with tax obligations to the Government and this is a key component of its commitment to supporting national and local economic development in areas where it operates.

Breakdown of AgriS's Contributions to the State Budget in FY 2024-2025



Breakdown of Taxes and Statutory Payments to Government in FY 2024-2025

	FY 2024-2025 (VND billion)
Corporate Income Tax	133
Value-Added	199
Import and Export Duties	76
Others	52
Total	460

Source: AgriS

FINANCIAL IMPACTS AND RISKS/OPPORTUNITIES RELATED TO CLIMATE CHANGE

GRI 201-2

Climate change continues to pose significant challenges to the global agricultural sector, especially for countries like Vietnam, where agriculture heavily depends on natural conditions. As one of Vietnam's leading multinational agricultural companies, AgriS is fully aware of the climate-related risks that can directly affect crop yields, production efficiency, and profitability across the entire value chain. Therefore, AgriS proactively implements control measures and management plans to minimize the adverse impacts of these climate-related factors on its farming operations.

Risk

Name	Economic Impacts	Financial Impact Before Risk Management	Risk/Opportunity Management Measures
 Storms and Typhoons	Cause lodging, reduce yield, and increase harvesting costs	Yield decreases by 11–15%, CCS (Commercial Cane Sugar) reduces by 3–12%, sugar yield decreases by 15–35%	• Deep planting, selecting lodging-resistant varieties, root nutrition supplementation, leaf stripping for ventilation. • Use of products and fertilizers to stimulate strong root growth, enhancing soil anchorage and nutrient uptake. • Leaf stripping to increase field ventilation. • Select resistant, lodging-tolerant varieties for storm-affected areas.
 Flooding	Affects plant physiology, reduces crop weight and yield	Yield decreases by 15–20%; if flooding lasts over 15 days, yield reduction can range from 37–100%	• Apply advanced technologies in land planning and design; for example, the successful AgriS Demo Farm models in Cambodia and Tay Ninh. • Infrastructure improvements, dredging canals, and water reservoirs. • Raised beds and crop rotation for low-lying, flood-prone areas. • Select flood-tolerant varieties suitable for frequently flooded regions.
 Drought	Severe yield reduction	Yield decreases by 30–50%, especially in the Central Coastal region of Vietnam	• Enhance soil moisture retention: apply moisture-retaining gels, increase organic fertilizer, preserve foliage. • Select drought-resistant varieties adapted to each region. • Invest in efficient irrigation systems.

Name	Economic Impacts	Financial Impact Before Risk Management	Risk/Opportunity Management Measures
 La nina/ Elnino	Abnormal weather causing yield reduction	Yield decreases by 10–50% depending on region and intensity	• Closely monitor and supervise weather and climate developments to assess impacts. • Diversify weather risk mitigation solutions: proactive irrigation, clearing water channels, developing weather-resistant varieties. • Develop and switch to crops with greater tolerance.

Opportunities

Name	Economic Impacts	Financial Impact Before Risk Management	Risk/Opportunity Management Measures
 Sugarcane's Resilience to Flooding and Drought	Compared to other short-duration crops, sugarcane has better tolerance to flooding and drought, providing a competitive advantage in areas frequently affected by extreme weather	Increased raw material area, stable yields, improved investment efficiency and profitability	• Increase investment in difficult lands combined with climate adaptation technical measures. • Intensify cultivation in favorable areas to optimize profitability. • Restructure raw material regions to leverage sugarcane's biological advantages.

PENSION OBLIGATIONS AND RETIREMENT BENEFIT PAYMENTS

GRI 201-3

AgriS fully complies with mandatory social insurance contributions for employees, including both employer and employee portions as stipulated under the Vietnamese Law on Social Insurance. **The total statutory contribution rate paid by AgriS is 21.5%, comprising:**

- **14%** to the Retirement and Survivorship Fund
- **3%** to the Sickness and Maternity Fund
- **0,5%** to the Occupational Accident and Disease Fund
- **1%** to the Unemployment Insurance Fund
- **3%** to the Health Insurance Fund

FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT

GRI 201-4

Under the Government’s strategic orientation for rural development, AgriS is entitled to a 10% corporate income tax (CIT) incentive on revenue from sugar production and business activities using sugarcane, in accordance with the Law on Corporate Income Tax No. 67/2025/QH15 issued by the National Assembly on June 14, 2025.

Subsidiaries within the AgriS system are also subject to CIT rates ranging from 10% to the standard rate based on their taxable income. These subsidiaries benefit

from tax exemptions or reductions in line with their respective business registration licenses and prevailing tax laws.

Additionally, Decree No. 174/2025/NĐ-CP, issued by the Government on June 30, 2025, reduced the VAT rate from 10% to 8% for applicable goods and services. This has been a positive support measure from the Government for Vietnam’s sugar industry in the face of international market competition.

MARKET PRESENCE

GRI 202

RATIO OF STANDARD ENTRY-LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

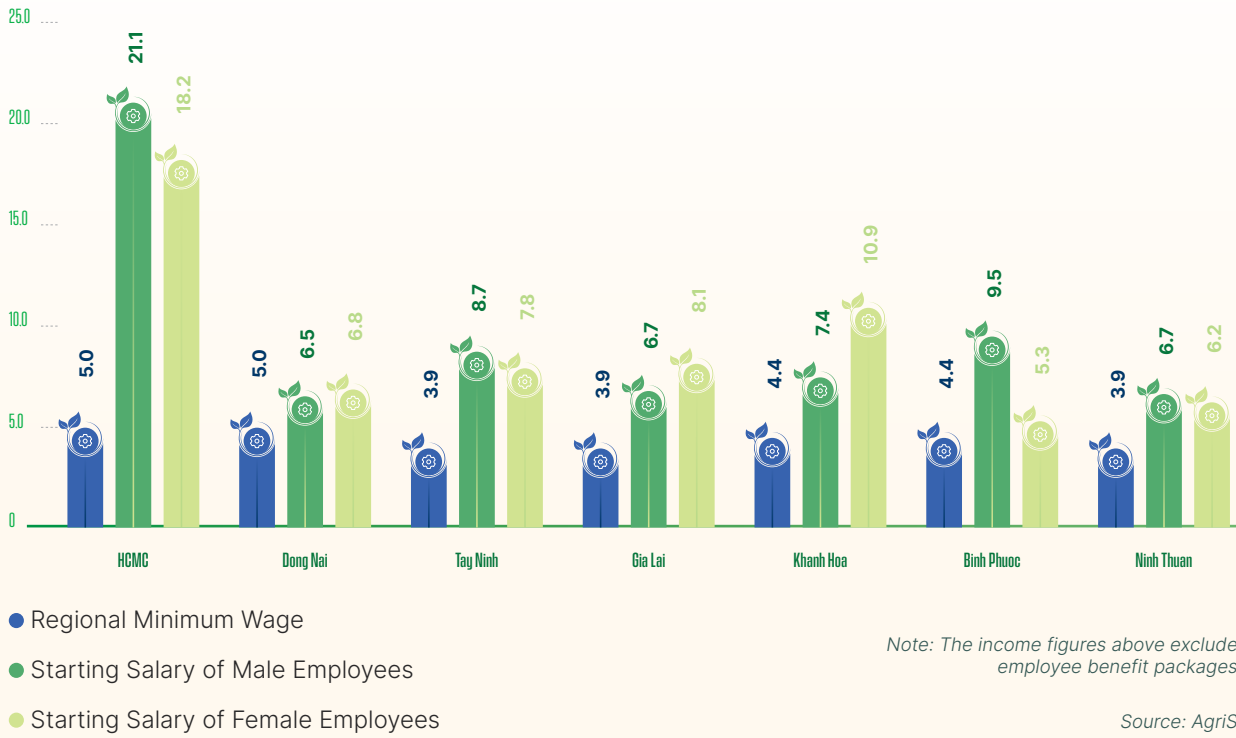
GRI 202-1

AgriS consistently prioritizes building a stable and sustainable working environment to improve the quality of life and welfare for its employees, especially in the localities where the Company operates. Guided by a people-centric development philosophy, AgriS emphasizes the implementation of fair compensation policies, ensuring appropriate income levels and providing favorable conditions for long-term career development.



- At AgriS, the standard entry-level wage at the beginning of the fiscal year for both male and female employees is higher than the region-based minimum wage set by the Government. This clearly demonstrates AgriS’s commitment to:
- Improving living standards for employees;
 - Contributing to the stability of the local workforce;
 - Promoting sustainable socio-economic development in its operating regions.

Starting Salary by Gender Compared to Regional Minimum Wage

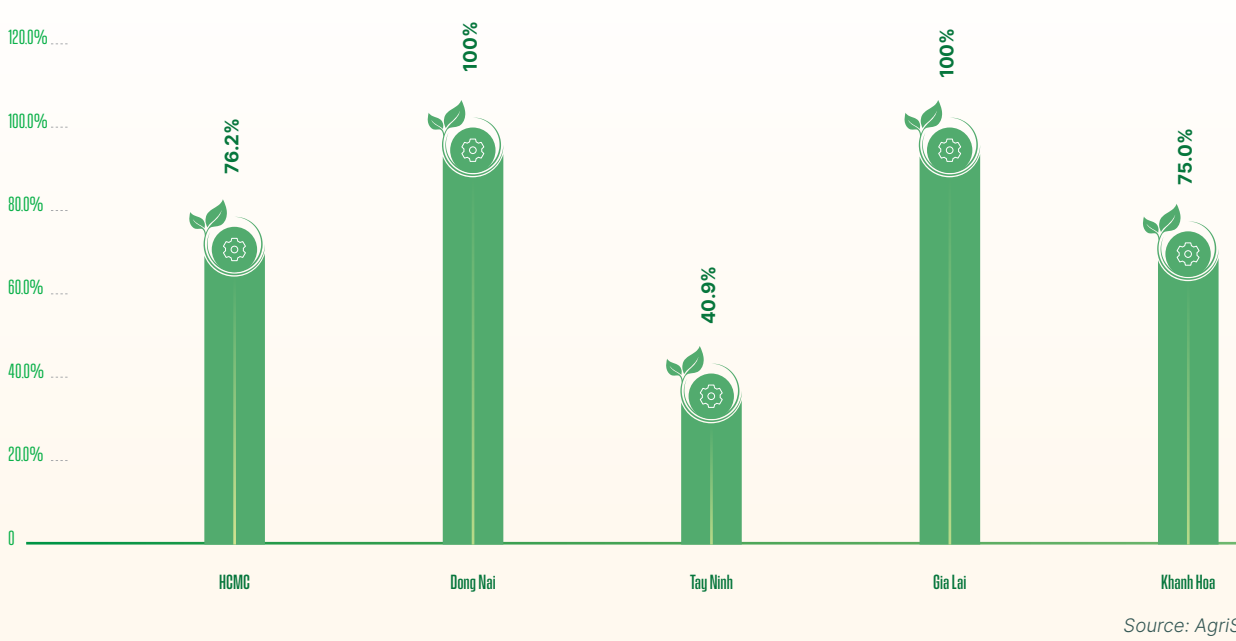


PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

GRI 202-2

At each of its operating locations, AgriS places strong emphasis on fostering close relationships with local communities and prioritizes the recruitment of local employees who possess deep understanding of the region’s culture, language, and market dynamics. This approach contributes to enhancing business performance while supporting the socio-economic development of the local area.

Proportion of Senior Manager Recruited Locally at AgriS



INDIRECT ECONOMIC IMPACTS

GRI 203

INFRASTRUCTURE INVESTMENTS AND SUPPORT FOR PUBLIC SERVICES

GRI 203-1

Demonstrating its commitment to the sustainable development of local communities, AgriS continuously invests in infrastructure improvements and public service support, contributing to the enhancement of the quality of life for residents, especially in rural and remote areas. In FY 2024-2025, the Company implemented numerous notable activities:



- In 2024, the Company invested VND 4.8 billion to sponsor the program for eradicating temporary and dilapidated houses, in collaboration with the People's Committee of Tay Ninh province.
- In January 2025, in Bao Ha commune, Bao Yen district, Lao Cai province, AgriS, in coordination with the Vietnam Youth Federation, local authorities, and partners, inaugurated two key community infrastructure projects: the Tran Bun 3 Bridge and the "Lighting Up the Countryside" road. The total sponsorship from AgriS and its partners for this initiative was nearly VND 600 million, extending the project's impact and bringing joy to local residents for the Tet holiday.
- Following up on the project to renovate and build 50 standardized school sanitation facilities in Ho Chi Minh City and the Mekong Delta region, AgriS and the ASIF Foundation (an international philanthropic fund for Vietnamese people), continued to enhance the project's value with support from schools, local authorities, and the HCMC Vietnam Youth Federation.
- AgriS also carried out activities such as investing in the repair of transportation infrastructure in sugarcane cultivation areas and upgrading drainage systems in sugarcane and banana material zones and nearby areas. These efforts have brought positive impacts to the local economy. Beyond facilitating the transportation of agricultural products and daily travel for residents, these projects have improved production conditions, mitigated weather-related risks, created more jobs, and promoted sustainable economic development for the community.

OTHER SIGNIFICANT INDIRECT ECONOMIC IMPACTS

GRI 203-2



AgriS continues its capital advance policy for sugarcane farmers in its raw material zones across Vietnam, Laos, and Cambodia. Through this policy, 10,984 farmers have gained access to capital, materials, and agricultural services to cultivate sugarcane, generating sustainable annual income. In FY 2024-2025, the total capital allocated to this program reached VND 1,825 billion.

In parallel, farming activities have generated a wide range of jobs and business opportunities. On average, each hectare of new sugarcane requires 150–180 labor-days per year. The demand for agricultural supplies and mechanized services has also increased significantly, contributing to local economic growth and improving the livelihoods of the people.

PROCUREMENT PRACTICES

GRI 204

PROPORTION OF SPENDING ON LOCAL SUPPLIERS

GRI 204-1

In FY 2024-2025, AgriS continued to affirm its commitment to responsible procurement as a key pillar of its sustainable development strategy. AgriS believes that prioritizing collaboration with local suppliers helps optimize operations and deliver tangible socio-economic benefits to the communities where the business operates.

According to AgriS's definition, a local supplier is an organization or individual providing goods and services within the region or country where the Company operates, helping to shorten the supply chain and reduce transportation costs. Significant operating locations include factories, farms, distribution centers, and administrative offices in Vietnam, Laos, Cambodia, and other international markets.

Proportion of Spending on Local Suppliers

Over the past year, the proportion of spending on local suppliers remained high, reflecting AgriS's strong commitment:

- Stationery, organic fertilizers, packaging, fuel, repair materials, and production equipment and spare parts: 100% were bought from local suppliers.
- Specialized agricultural materials (sugarcane seedlings, NPK fertilizers, clean soil): Maximum priority was given to domestic and regional sources.
- Production and business support services: The local procurement rate exceeded 95%.
- As a result, the proportion of spending on local suppliers within the Company's total procurement budget reached over 95–100% across major categories.



Policy on Prioritizing Sustainable and Environmentally Friendly Suppliers

In addition to maintaining a high spending ratio, AgriS has been implementing a policy of selecting suppliers based on green and sustainable criteria. The Company continuously refines its processes to integrate ESG (Environmental – Social – Governance) criteria into its supplier evaluation, selection, and management procedures and will further strengthen this campaign in FY 2025-2026:

- Prioritizing suppliers with environmental and social certifications (ISO 14001, VietGAP, GlobalG.A.P., etc.).
- Encouraging the adoption of clean technology, energy efficiency, emissions reduction, and material recycling.

- Implementing a Supplier Development program to enhance their ESG management capabilities.
- Ensuring fair and transparent competition, especially in large contracts.

In parallel, AgriS has issued a Supplier Code of Conduct (CoC), which clearly outlines standards for business ethics, legal compliance, environmental protection, and labor rights. CoC serves as the foundation for AgriS and its partners to jointly commit to building a transparent, responsible, and sustainable value chain, in line with international supply chain management standards.

A Consistent Strategy across Vietnam and Other Countries

This strategy is not confined to Vietnam; AgriS applies it in Laos, Cambodia, and other international markets. The Company partners with local businesses to raise production standards and governance quality, thereby fostering a stable, sustainable, and mutually beneficial regional supply chain.

Assessing the Economic Impact of the Supplier Selection Strategy

Prioritizing and developing local suppliers brings numerous positive impacts:

1. **For the community:** Creates thousands of jobs, increases income, and improves livelihoods for farming households and local residents.
2. **For the business:** Optimizes logistics costs, reduces supply chain disruption risks, and enhances operational reliability.
3. **For the local economy:** This promotes the growth of small and medium-sized enterprises (SMEs), expands budget revenues, and stimulates investment and technological innovation.
4. **For the environment:** Shortening transport distances helps reduce CO₂ emissions while encouraging the adoption of eco-friendly solutions.

AgriS is committed to maintaining a high rate of spending on local suppliers and to aligning this strategy with its ESG goals, thereby creating sustainable value for the business, the community, and the environment. This is clear evidence of the Company's efforts to build a transparent and integrated supply chain that develops in harmony with the local economy.



ANTI-COMPETITIVE BEHAVIOR

GRI 206

LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLY PRACTICES

GRI 206-1

Update to the Supplier Code of Conduct (CoC)

In FY 2024-2025, AgriS updated its Supplier Code of Conduct, emphasizing principles of fair competition and avoiding conflicts of interest in line with international practices and standards. The Supplier Code of Conduct applies to AgriS's entire supply chain, with compliance being a binding requirement in all contracts signed by AgriS.

Internal Control Measures

In the spirit of compliance, AgriS has implemented numerous internal control measures and tools, including:

- Establishing processes to monitor competitive behavior in business, procurement, bidding, and partner collaborations.
- Integrating competition law compliance criteria into the internal risk assessment system and periodic internal audits.
- Developing an early warning mechanism for signs of violations or potential anti-competitive risks.
- Formulating a strategy for fair competitive advertising and promotions.
- Committing to customer information confidentiality and privacy.
- Disseminating and promptly updating legal regulations on competition for Business, Procurement, and Marketing departments.
- Training suppliers and partners on the Supplier Code of Conduct (CoC), particularly on competition-related clauses.
- Establishing an anonymous feedback channel for employees and partners to report violations.
- Conducting periodic internal surveys to assess awareness and behavior related to competition.
- Developing compliance tracking indicators, such as the number of training sessions, feedback instances, and internally resolved cases.

Legal Proceedings Related to Anti-competitive Behavior

In FY 2024-2025, AgriS continued to record no incidents of violations of competition law or anti-competitive behavior across all its production and business activities. Notably, this is not the first time the company has achieved this result. For many consecutive years, AgriS has had no lawsuits or violations related to competition law. This reflects a stable culture of legal compliance within the company, as well as the effectiveness of its internal control policies and its long-standing commitment to business ethics.

TAX

GRI 207

APPROACH TO TAX

GRI 207-1

Core Vision and Philosophy:

For AgriS, tax is not merely a legal obligation but an essential part of its social responsibility and commitment to sustainable development.

Global Tax Strategy and Culture of Compliance:

AgriS's tax strategy is designed to ensure full and accurate compliance with tax laws and regulations in every country and territory where it operates. AgriS continuously stays updated on changes in international laws, regulations, and treaties that directly or indirectly affect its operations and the broader agricultural industry, both locally and globally. A culture of compliance is promoted throughout the organization via regular training, such as the 'Tax Law Updates 2025' course for the Accounting-Finance and Risk & Compliance departments.

Principle of No Transfer Pricing (Tax Avoidance):

AgriS conducts internal transactions based on the market principle. For example, in sugar sales contracts between member companies, prices are benchmarked against the domestic market to prevent any transfer pricing practices. All decisions regarding transaction structures and tax planning are carefully reviewed to ensure they are legal, transparent, and aligned with sustainable business objectives. AgriS adheres to the transfer pricing guidelines of Vietnamese tax law, the Organization for Economic Co-operation and Development (OECD), and the relevant laws of each country of investment.

Tax Risk Assessment and Management Process (Integrated with Governance): To ensure the effectiveness of its tax strategy, AgriS has established a comprehensive tax risk management framework, which is integrated into the company's overall enterprise risk management system. This process includes:

Risk Identification

Periodically identifying potential tax-related risks (e.g., legislative changes, legal interpretations, compliance risks).

Risk Assessment

Analyzing the severity and likelihood of each risk using quantitative and qualitative methods.

Control and Mitigation

Implementing robust internal controls, establishing clear policies and procedures, training personnel, and using technology to mitigate risks.

Monitoring and Reporting

AgriS's tax policy is clearly embedded in the Corporate Governance Code, reflecting a company-wide commitment to responsible tax practices under the supervision of the Audit and Internal Control Committee to ensure transparency and accountability.



TAX GOVERNANCE, CONTROL AND RISK MANAGEMENT

GRI 207-2

Tax-Related Governance and Internal Control System

- **Elevating the Strategy:** The tax governance and internal control system is an integral part of our sustainable corporate governance strategy. AgriS believes that contributing fully and transparently to the state budget is a crucial social responsibility that supports national and community development.
- **Collaboration and Technology:** Close collaboration between the finance-accounting division and other relevant departments is established through clear inter-departmental processes and an integrated IT system. This ensures all transactions are accurately recorded, classified, and processed for tax purposes, minimizing the risk of errors and fraud. AgriS uses advanced Oracle tax management software to automate processes, enhancing efficiency and transparency.
- **Culture of Compliance and Ethics:** AgriS regularly organizes training and updated programs on tax for all employees, especially those in departments directly involved with tax obligations. This fosters a strong compliance culture where every individual understands their role and responsibility in ensuring tax adherence, contributing to the company's ethical and sustainable business operations.
- **Internal Audit:** The internal audit function regularly assesses the effectiveness of the tax control system and provides recommendations for improvement to ensure it remains effective and adapts to legal changes.

Risk Assessment and Response to Tax Policy Adjustment

The Company regularly updates on tax policy changes and assesses their impact on business operations. Potential tax risks are reviewed periodically, and appropriate response plans are developed, such as adjusting internal processes or seeking advice from tax experts when necessary.

- **Proactivity and Foresight:** Recognizing the complexity and volatility of the tax legal environment, AgriS adopts a proactive approach to tax risk management. The Company's dedicated team continuously monitors, analyzes, and forecasts changes in national and international tax policies. This helps the Company maintain compliance

and optimize opportunities for compliance and sustainable growth.

- **Integration into Enterprise Risk Management:** The Company's tax risk assessment process is tightly integrated into its overall Enterprise Risk Management framework. This ensures that tax risks are evaluated both individually and in relation to other business risks, leading to comprehensive and effective response strategies. AgriS conducts periodic tax risk reviews (monthly, quarterly) for each tax type, which includes identifying risk scenarios and assessing their impact and likelihood.
- **Collaboration with Experts and Stakeholders:** In cases where tax policy changes have a significant or complex impact, AgriS actively seeks advice from tax consulting firms or participates in dialogue forums with government agencies. This helps AgriS better understand regulations and contribute to the policymaking process, demonstrating its corporate responsibility towards the legal system.
- **Transparency in Reporting:** Material tax risks and mitigation measures are reported regularly to the BOM, ensuring that leadership at all levels is fully informed to make strategic decisions.



Internal Reporting or Periodic Tax Audits

The Company conducts regular internal reporting on the fulfillment of tax obligations. Additionally, depending on requirements, the Company may coordinate risk management and compliance activities or engage internal audit/external audit teams to assess compliance levels and detect risks early.

- **Enhancing Transparency and Accountability:** Regular internal reporting on tax obligation fulfillment demonstrates the Company's commitment to transparency and accountability. These reports provide an overall view of compliance status and serve as a basis for AgriS to evaluate the effectiveness of internal control processes and make timely adjustments when necessary.
- **Role of Independent Audits:** To enhance reliability and objectivity, the Company proactively invites independent audit firms to conduct audits on the Financial Statements and tax compliance. This helps AgriS identify areas for improvement in accounting & tax management systems and assures stakeholders regarding AgriS's transparency and responsibility in fulfilling tax obligations. Audit results, including findings and recommendations, are used to continuously improve tax risk management and compliance processes.



- **Alignment with Sustainable Development Goals:** By fully and transparently complying with tax obligations, AgriS contributes directly to the state budget revenue, supporting socio-economic development programs including healthcare, education, and infrastructure. This represents an important aspect of the Company's commitment to sustainable development and its responsibility towards the community and society.

STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF TAX-RELATED CONCERNS

GRI 207-3

AgriS is committed to maintaining a cooperative, transparent, and constructive relationship with tax authorities in all countries where the Company operates. Simultaneously, AgriS proactively participates in dialogues and workshops organized by tax authorities to stay updated on policies and express the Company's viewpoints. Open and proactive communication is considered the key to effectively resolving issues, minimizing unnecessary disputes, and strengthening trust with Stakeholders:

Proactive Information Provision

AgriS proactively provides complete, accurate, and timely information and documentation as requested by tax authorities, even prior to formal audits.

Clear Explanation

When any questions or discrepancies arise, AgriS takes the initiative to provide clear, logical explanations based on a solid legal foundation, aiming to reach mutual understanding and agreement

Dispute Resolution and Avoidance of Prolonged Conflicts: AgriS strives to resolve all tax regulation interpretation differences through amicable and effective means to **avoid lengthy disputes**, that could consume time, resources, and damage reputation.

- **Dialogue and Mediation Mechanisms:** In case of disagreements, AgriS prioritizes dialogue and direct negotiation channels to seek common solutions grounded in cooperation and legal compliance. The Company is always ready to listen to and understand the tax authorities' viewpoints while providing strong legal arguments to support its position.
- **Seeking Professional Advice:** When necessary, AgriS consults independent legal and tax experts to ensure all actions comply with laws and align with the Company's sustainable interests.



By maintaining a constructive relationship with tax authorities, AgriS can ensure compliance with its obligations and indirectly contribute to building a fairer, more transparent, and effective tax system for society as a whole. The Company is prepared to participate in policy dialogue initiatives as opportunities arise, sharing practical experience to support the refinement of tax legislation.

COUNTRY-BY-COUNTRY REPORTING

GRI 207-4

Recognizing the importance of transparency in tax matters to global stakeholders, the Company is committed to implementing Country-by-Country Reporting (CbCR) or equivalent forms of disclosure in accordance with legal requirements and international standards.

In this report (or in separate financial/sustainability reports), AgriS provides information on its business and tax activities in each country/territory where the Company has an operational presence.

Key information includes:

- **Revenue:** Total revenue generated in each country.
- **Profit Before Tax:** Profit generated from business activities in each country.
- **Corporate Income Tax Accrued and Paid:** The total corporate income tax accrued and the actual amount paid to tax authorities in each country.
- **Number of Employees:** The number of employees in each country, reflecting the contribution to local employment and human resource development.
- **Tangible Assets:** The value of physical assets (e.g., factories, equipment, offices) held in each country, demonstrating investment and economic presence.

By disclosing country-by-country tax information to the tax authorities in Vietnam and other countries, AgriS affirms its principle of fulfilling tax obligations where economic value is generated. This practice ensures regulatory compliance, enhances transparency and accountability, and supports effective governance while building trust with stakeholders.

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AgriS

This Sustainable Development Report is printed in limited quantities to serve specific needs.

To help AgriS reduce the use of paper and printing materials to protect the environment, please refer to the electronic version available on the Company's official website:

<http://ttcagris.com.vn>, Investor Relations section, Annual Report sub-section.





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