

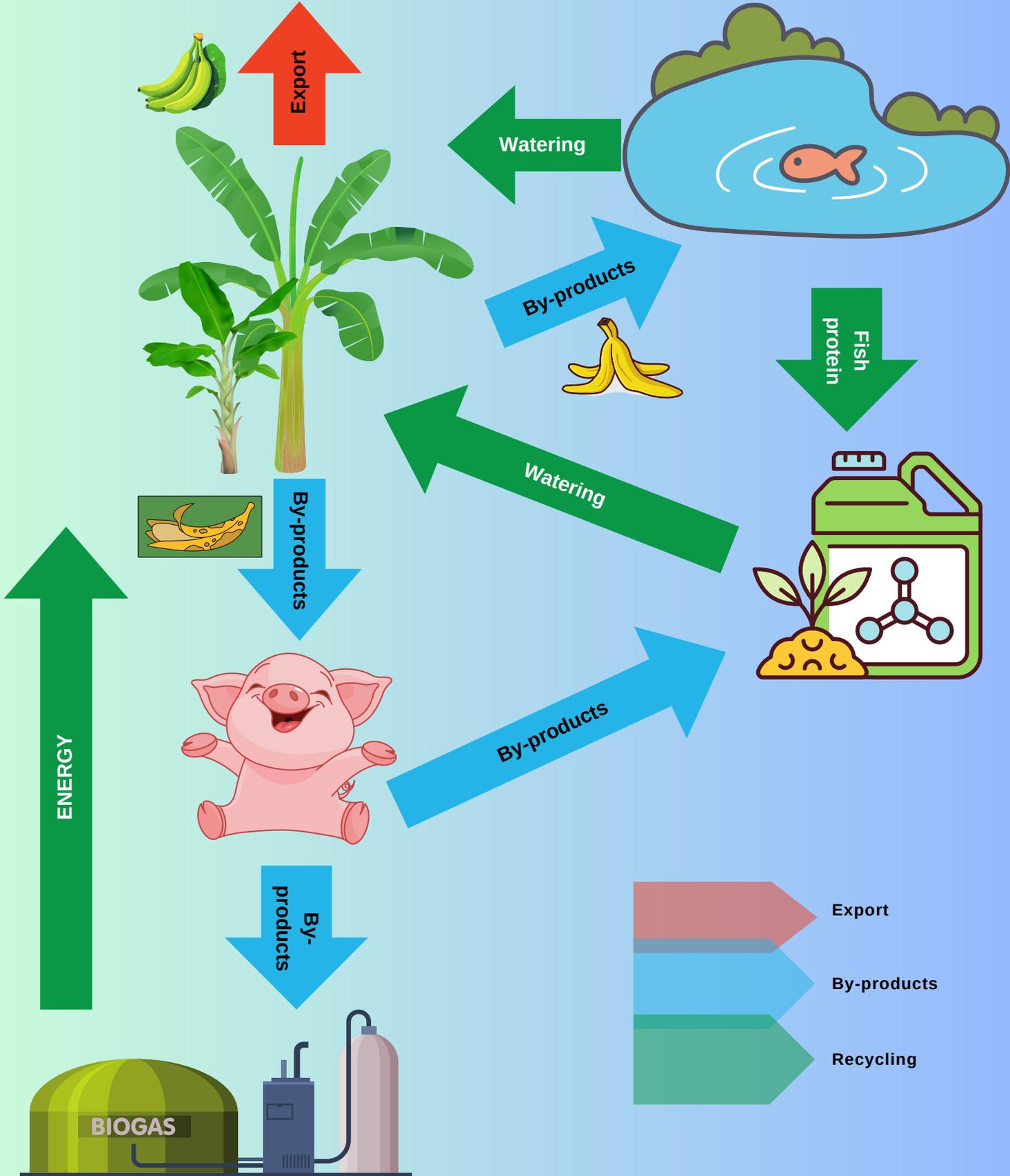
REPORT OF SUSTAINABLE DEVELOPMENT 2023



Cavendish banana nursery



CIRCULAR AGRICULTURE





 The CIRCULAR AGRICULTURE model that HAGL is following has brought about a number of effects: increasing productivity on the cropland, making the most of animal feed from agricultural by-products, and a large amount of organic fertilizer to fertilize plants and improve soil quality, minimizing environmental pollution, and saving costs.

HAGL has large areas of cropland with perennial fruit trees such as durian and banana. These crops are contributing to emission control, responding to global climate change towards sustainable development.

 Sprinkler and Israeli drip irrigation systems save 50 - 70% of water compared to conventional methods. They are always given high priority in HAGL agricultural projects.

Applying fertilizers through irrigation system helps control the amount of fertilizer, improves plant health, makes it easier for plants to absorb nutrients, mitigating negative impact on soil and groundwater. In addition, drip irrigation does not cause soil erosion or infertility ...

 HAGL uses pesticides on the list allowed by GLOBALG.A.P



Sprinkler



Spray bio leaf fertilizer over durian trees



GLOBALG.A.P.

CIRCULAR AGRICULTURE



 Using reusable materials in product manufacturing and packaging :

- All chemical fertilizer packaging is of high reuse rate to store self-produced organic fertilizer and collect plant residues in the parcels.
- Shaping materials and banana bunch bags are repeatedly reused to avoid releasing large amounts of plastic and foam into the environment. Broken or used water pipes are shipped to the Company's factories for recycling.



Collecting packages, glass bottles

COMPLYING WITH THE LAWS ON ENVIRONMENT

The Group comply with environmental laws and regulations in their investments. The Environment Section effectively controls production activities in compliance with regulations of the authorities.

Promulgating regulations on chemical use, monitoring and minimizing the use of pesticides and chemicals. Regulations are issued on accepting, processing feedback, recommendations and providing information to Individuals and organizations on the issues related to the projects.

Maintaining cooperation with Bureau Veritas - an international organization in inspection, evaluation and certification to carry out commitments to sustainable planning, development and production and business towards building and protecting community values and conservation of natural values.



Irrigation reservoir combined with fish cultivation, providing fish protein to manufacture bio leaf fertilizer





LABOUR SAFETY EMPLOYEE HEALTH CARE

In addition to complying with the policies as per law and regulations on employee occupational safety, HAGL also provides the employees with health care by supporting medical expenses at HAGL Medicine and Pharmacy University Hospital, allowing the exemption and reduction in medical expenses for staff abroad, working with the Social Insurance Agency to timely and fully support the labourers in case of illness, maternity ... Furthermore, the Group runs training courses on fire prevention and emergency care and first aid, hygiene and food safety, integrated pest management (IPM), safe use of plant protection products, etc

EMPLOYEE WELFARE

HAGL never discounts the importance of development of personnel policies and working environment in order to create the best conditions for employees to promote their capability. The Group's fulfillment of its responsibility towards the employees is based on two criteria:

1

ASSURANCE OF EQUALITY

Culture of fair competition is applied to working people from recruitment, training, development and promotion opportunities. HAGL places priority on employment of local labourers and respects gender equality, providing equal opportunities to both male and female employees.



Respecting diversity and discrepancy in culture

2

DEVELOPMENT OPPORTUNITY

HAGL encourages and creates the most favourable conditions for its employees to attend professional training courses to enhance working skills. HAGL runs professional training courses in awareness of ISO 9001 and GLOBALG.A.P, Viet GAP, HACCP food hygiene and safety, guiding for safe operations of machinery and equipment at factories and plantations. For workers coming from remote parts nationwide who seek employment at the plantations, HAGL has done some construction works for workers in the project areas such as tenement blocks, toilets, complimentary shuttle service, etc. to generate feelings of security in the employees at work.



From 2017-2024 HAGL has reached and is maintaining GLOBALG.A.P certification. on banana at 3 affiliated companies and it is operating 12 packaging facilities, 14 banana and durian growing areas to serve the export of fruits to domestic and foreign markets, ensuring quality, food safety and hygiene. HAGL also reached and maintained VietGAP good farming practice certification at pig farms.

Guarantee of plants

Products reached quality, guarantee safety by GLOBALG.A.P standards.

Using Pesticides in the list of safe plant protection products, using no banned drugs not included in the list, ensuring quarantine period before harvesting.

No pesticide residues in the product.

Using only fertilizers in the list, with clear expiry dates. Using no fertilizer of unknown origin, unlabeled packaging or expired.

Guarantee of reared livestock

No weight gain

No antibiotics

No animal protein





Pursuing the mission "For a better life", HAGL and its subsidiaries regularly organize social charity programs. In 2023, HAGL donated 4 billion dong to Dak Doa district, Gia Lai province to build 70 "Great Solidarity" houses for deprived and near- deprived households and families of the people with revolutionary contribution, people with meritorious services and relatives of martyrs in Ha Bau commune, Dak So Mei commune, Ha Dong commune, Dak Krong commune, Hai Yang commune and Kon Gang commune. The Company also completed the construction of rural transportation projects in Dak So Mei commune, homeland of Hero Wuu's, helping ethnic minorities get water for comfortable living.



Ribbon cutting to open the path to "Water Drop" in Tul Doa village, Dak So Mei commune



Scholarships awarded to deprived children of Junior High School Nguyen Van Cu



The morning of August 17, 2023 witnessed the presentation made by Gia Lai Livestock Joint Stock Company under Hoang Anh Gia Lai Group of the building project of Lo Pang Elementary School, Blen branch, Lo Pang commune, Mang Yang district worth 1,350,000,000 VND to support the teaching and learning of teachers and students in remote areas.



Lo Pang Elementary School, Blen branch



LPBank HAGL Football Club also, in coordination with sponsors, awarded more than 100 scholarships to disadvantaged studious students, 200 Tet gifts to poor families in K'Dang and Kon Gang communes worth 1 million VND each; and offered 5 mini football fields, as well as teaching and sports training equipment to schools in Gia Lai province.

Coach Kiatusuk giving donation to needy people of Ia Pet commune



Voluntary charity football match "Celebrating the Party - Celebrating Spring for the poor" giving more than 200 Tet donations to the disadvantaged

