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ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

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Environment

Planting trees contributes to a healthier environment and crops also require a healthy environment to grow. HAGL believes that environmental protection is not only a responsibility but also a foundation for enhancing product value, building trust with partners and communities, and ensuring long-term development for future generations.

CLIMATE-SMART AGRICULTURE

Agricultural production is increasingly affected by climate change. Prolonged droughts, localized extreme rainfall, declining groundwater levels and soil erosion have become ongoing challenges for agricultural production and local communities. In this context, HAGL prioritizes farming practices suited to natural conditions, promotes the responsible use of resources, and gradually raises environmental awareness across its production chain.

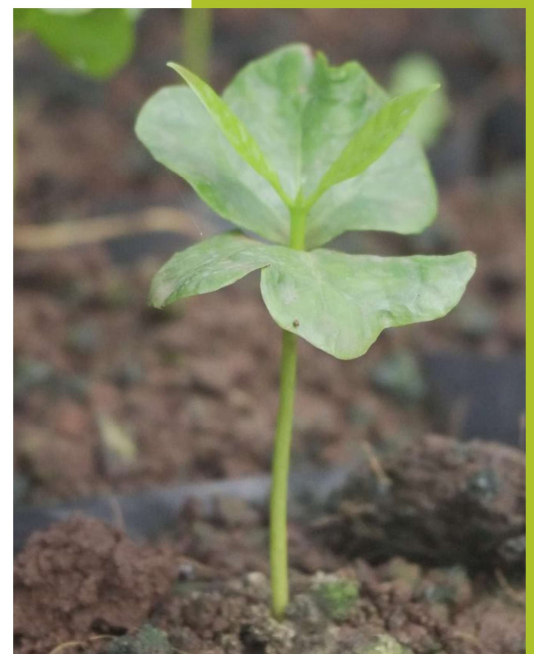
WATER AND LAND RESOURCE MANAGEMENT

Sprinkler and 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 the irrigation system helps control the amount of fertilizer, improves plant health, makes it easier for plants to absorb nutrients, and mitigates the negative impact on soil and groundwater. In addition, drip irrigation does not cause soil erosion or infertility. Organic fertilizers produced from agricultural waste are reused to restore soil health.

SOLAR ENERGY PILOT

HAGL piloted the installation of a 1.6 MWp rooftop solar power system at livestock farms. With the large farm areas and livestock facilities, the system is expected to supply approximately 20% of the electricity demand from solar energy.



WASTE MANAGEMENT AND CIRCULAR ECONOMY

Using reusable materials in product manufacturing and packaging:

- All chemical fertilizer packaging is reused multiple times to store organic fertilizers and collect plant residues in the fields.
- Shaping materials, bunch covers 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.
- Continuing to operate a circular nutrient model by utilizing rejected bananas as feed for pig farming. Organic fertilizers are produced through vermiculture and black soldier fly larvae to process waste from both crop cultivation and livestock farming.

COMPLYING WITH THE LAWS ON ENVIRONMENT

- The Group comply with environmental laws and regulations in its investments. The Environment Section effectively controls production activities in compliance with the regulations of the authorities.
- Issued regulations on chemical use and conducts monitoring to minimize the use of pesticides and chemical products. Only crop protection products permitted under GLOBALG.A.P standards are used.
- Regulations on receiving, processing feedback, recommendations, and providing information to individuals and organizations on 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.

Number of violations and total fines for non-compliance with environmental laws and regulations: None.



Planting mung beans to create green ground cover



Human

Nurturing the future of employees

Everyone deserves the opportunity to succeed. We empower people by promoting fairness, accessibility and opportunity – from inclusive workplace programs to commercial opportunities and community support. It is all about helping people build better lives.

ENSURING LABOUR SAFETY

HAGL runs training courses in awareness of food hygiene and labor safety at factories and plantations. Guiding for safe operation of machinery and equipment. Offering detailed guidance on workplace risks and prevention measures. Training on fire and explosion prevention. Training on first aid, emergency care, and emergency handling.

EMPLOYEE HEALTH CARE

Caring for employee health is not only a social responsibility but also a way to retain employees for the long term, improve work efficiency, and build a positive working environment.

HAGL coordinates with the Social Insurance Agency to promptly and fully address employee entitlements such as sickness and maternity benefits.

Ensuring the workplace has adequate lighting, ventilation, and cleanliness.

Providing appropriate personal protective equipment.

Offering rest areas, clean restrooms, and safe drinking water.



ENSURING EMPLOYEE WELFARE

HAGL does not employ forced labor or underage workers. HAGL prioritizes hiring local labor and respects gender equality. Having a mechanism to receive feedback from employees or their representatives. The Company complies with local labor regulations regarding working hours. A timekeeping system is maintained daily, including overtime and days off, serving as the basis for payroll calculation. Wages paid to employees include overtime pay, in accordance with labor contracts. HAGL has done some construction work for workers in the project areas, such as tenement blocks, toilets, a complimentary shuttle service, etc. to generate feelings of security in the employees at work.

HAGL Trade Union Football Tournament 2025 – Promoting team spirit and fitness for work



To celebrate International Workers' Day on May 1 and other major national holidays, the HAGL Trade Union Football Tournament 2025 was successfully held, becoming a meaningful highlight in a series of activities aimed at enhancing the spiritual well-being of employees across the Group.

The tournament brought together seven teams from HAGL's units, both domestically and overseas, competing in a spirit of unity, fairness and sportsmanship. Across 13 exciting matches, amateur players delivered many impressive and skillful moments, reflecting the spirit of "Be fit to work – Unite to succeed".

In the final results of the tournament, Gia Lai Livestock Company won the championship; HAGL University of Medicine and Pharmacy Hospital finished runner-up; Dai Thang Company (Laos) placed third; and Khan Xay Company (Laos) received the Contribution Award. In addition, the Organizing Committee also presented individual awards such as Best Goalkeeper and Top Scorer, promoting healthy competition in the sports movement.

More than just a platform for physical activity, the HAGL Football Tournament 2025 also served as an opportunity to strengthen exchanges and connections among units. The event reflects the Group's and HAGL Trade Union's commitment to employee well-being, contributing to a positive, sustainable and culturally distinctive working environment.



Products

Products are not just value exchanged, but a sustainable commitment to the planet and a meaningful legacy for future generations.

Until 2025, HAGL currently maintains GLOBALG.A.P. certification for banana cultivation at six subsidiaries, serving both domestic and export markets and ensuring food safety and quality standards. HAGL also strictly complies with regulations on orchard and packing house code. HAGL has also maintained VietGAP good farming practice certification at pig farms.

GUARANTEE OF PLANTS

- Products reached quality, guarantee safety by GLOBALG.A.P standards.
- Using only approved plant protection products, no use of banned or non-approved substances, and 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.



ENSURE THE 3 NO'S FOR LIVESTOCK

- No banned substances
- No antibiotics
- No animal-based protein



Responsibility to community

HAGL not only creates economic value but also spreads humanistic values, contributing to the harmonious and sustainable development of society.

DONATED VND 1 BILLION TO SUPPORT RESIDENTS AFFECTED BY THE TYPHOON

In response to the call of the Vietnam Fatherland Front Committee of Gia Lai Province to support communities affected by Storm No. 13 Kalmaegi, which caused significant damage to lives and property in Gia Lai Province, on November 19, 2025, at the headquarters of the Committee, Mr. Nguyen Xuan Thang – General Director of HAGL – presented a donation of VND 1 billion to help people recover from the severe losses and damages caused by the storm.



ON THE OCCASION OF THE TRADITIONAL NEW YEAR OF CAMBODIA AND LAOS

On the occasion of the traditional New Year festivals of Laos (Bunpimay) and Cambodia (Choul Chnam Thmey), held from April 14 to April 16, 2025, HAGL Group expressed its care for Vietnamese employees working in these countries, especially local workers, helping them celebrate the New Year in a joyful and warm atmosphere. In Laos, the company presented 2,100 gift packages to workers, including rice, instant noodles, dried fish, etc. In Cambodia, the company gave gifts, including rice, dried fish, and pork, to 1,500 workers. Company leaders also extended their New Year wishes for good health, happiness, and a stronger bond between the Company and its employees.



AWARDED 100 SCHOLARSHIPS TO UNDERPRIVILEGED STUDENTS BUT ACADEMICALLY GIFTED

On 5 September 2025, joining the nationwide celebration of the new school year, HAGL Football Club awarded 100 scholarships worth VND 70 million and donated one ton of rice to underprivileged students with good academic performance from four schools in Ia Bang Commune, Gia Lai Province.



SUPPORTING FLOOD-AFFECTED COMMUNITIES

On 25 and 26 November 2025, the charity team of HAGL Football Club, in collaboration with several donors, organized relief activities to support residents and students severely affected by floods in eastern Gia Lai. The team visited Tran Quang Dieu Secondary School (Quy Nhon Bac Ward) and Tan Gian Village, Phuoc Hoa Commune, distributing 300 gift packages worth VND 101 million. In addition, HAGL Football Club contributed VND 35.6 million through the People's Committee of Ia Bang Commune, Gia Lai Province to support local residents.



OVER VND 4 BILLION AWARDED TO ENCOURAGE VIETNAM U23 NATIONAL TEAM

After defeating hosts Saudi Arabia U23 3-2 to advance to the semi-finals of the AFC U23 Championship, and notably securing a dramatic victory over South Korea U23 in the third-place match, Chairman Doan Nguyen Duc awarded VND 3 billion to head coach Kim Sang Sik and the team. In addition, more than VND 1 billion was awarded to five players who were trained or developed at the HAGL Football Academy, including goalkeeper Trung Kien, centre-backs Nhat Minh and Ly Duc, midfielder Quoc Cuong, and forward Quoc Viet, in recognition of their contributions to enhancing the reputation of Vietnamese football on the international stage.



Transparent Governance

Assessment of corporate governance factors, including shareholder rights, transparent disclosure, and the responsibilities of the BOD.

SHAREHOLDER RIGHTS

The Company not only ensures full compliance with statutory shareholder rights but also proactively enhances its information disclosure standards to help investors and shareholders stay informed of its operations, as follows:

Ensuring shareholder rights at the 2025 Annual GMS:

- **Timely disclosure of BOD and BOS nominees:** At the 2025 Annual GMS, the Company disclosed profiles of BOD nominees for the 2025–2030 term at least 10 days before the meeting. The nominee profiles included full details on age, gender, educational background, professional qualifications, work experience, and positions held at other organizations.
- **Language of disclosure:** The documents are published in both Vietnamese and English. Additionally, all information on the Company's website is available in English to facilitate easy access for foreign investors.
- **Transparency in remuneration disclosure:** HAGL publicly discloses the remuneration of each BOD and Board of Supervisors member in the Annual Report, the audited financial statements for 2025, and at the 2025 AGM.
- **Shareholder engagement:** During the discussion session of the 2025 AGM, the Chairing Committee listened to and satisfactorily addressed shareholders' questions. The Q&A session was also recorded in the meeting minutes.

Enhancing communication with shareholders and investors:

- **Investor meetings:** The Company regularly organizes investor meetings to provide updates on its operations and financial position and to address questions from shareholders and investors.
- **Project site visits:** The Company regularly organizes site visits to enable shareholders to meet and engage directly with Management on the Company's operations. In 2025, a total of two site visits were arranged for shareholders and investors to projects in Vietnam, Laos, and Cambodia.



INVESTMENT ROADSHOW IN HO CHI MINH CITY

On November 25, 2025, Hoang Anh Gia Lai Group (HAGL) held an Investment Roadshow in Ho Chi Minh City, attended by the Group's management, investors, shareholders, and financial partners. The event provided updates on business operations, restructuring progress, and future development directions. HAGL also shared strategies for key segments, plans to improve operational efficiency, and solutions to strengthen financial capacity. The management directly addressed investor questions, enhancing transparency and reinforcing market confidence. This roadshow was one of the Company's key investor relations activities in 2025, demonstrating its commitment to maintaining open dialogue with the investment community and supporting shareholders on a sustainable development journey.



INVESTOR MEETINGS AND PROJECT SITE VISITS

On December 12, 2025, Hoang Anh Gia Lai Group held a meeting with long-term investors at its headquarters, chaired by Chairman Doan Nguyen Duc. The event aimed to strengthen direct dialogue, provide updates on operations and development directions, and gather feedback from the investment community. Following the session, investors visited selected subsidiaries and key projects, including Gia Lai Livestock JSC and Ham Rong Silk Reeling Mill. The visits offered practical insights into the Group's production model, operational processes, and strategic focus areas. This program was one of the Company's key investor relations activities in 2025, contributing to enhanced transparency, stronger shareholder engagement and reinforced investor confidence in HAGL's long-term development strategy.



DISCLOSURE AND TRANSPARENCY:

HAGL fully complies with the disclosure obligations of a listed company:

- **Periodic and extraordinary disclosures:** HAGL consistently complies with disclosure requirements in a transparent, complete and timely manner in accordance with applicable regulations. In addition to mandatory disclosures, HAGL regularly updates information on its operations on its website (hagl.com.vn) under the “News and press” section. The Company is also developing the “Investor Newsletter” section to provide more frequent updates to shareholders and investors on its business performance. On July 1, 2025, according to the 2025 comprehensive survey on information disclosure in the stock market under the IR Awards 2025 program, co-organized by Vietstock, VAFE and FiLi e-magazine, HAGL was recognized as one of the large-cap non-financial companies meeting disclosure standards in 2025.
- **ESG report:** As an agricultural company, HAGL places strong emphasis on implementing sustainable agricultural practices and formalizing these commitments in its ESG Report. ESG disclosures are fully presented and integrated into the 2025 Annual Report. The Company’s 2025 ESG Report focuses on a circular agriculture model, reflecting its responsibility toward the ecosystem and communities, as well as its adherence to corporate governance standards.
- **Investor Relations (IR):** The Company has established a dedicated IR team to oversee communications, maintain records, and respond to shareholder requests in compliance with applicable legal procedures.
- **Disclosure of management remuneration:** Detailed disclosure of salaries, bonuses and remuneration of the BOD, BOS, BOM is presented as a separate item in the audited financial statements for 2025 and reported in the 2026 AGM.

STRUCTURE AND RESPONSIBILITIES OF THE BOD:

The BOD plays a central role in setting strategic direction and overseeing operations:

- **Diversity of expertise:** The composition of the BOD ensures a balanced mix of expertise across key areas, including agricultural production, corporate finance, legal affairs and risk management.
- **Gender balance:** The Company’s BOD for the 2025–2030 term demonstrates progress in gender diversity, with three female members out of a total of five. This meets modern governance standards on gender diversity.
- **Independence:** The Company’s BOD comprises five members, including one independent member and two non-executive members, enhancing objectivity in the review of related-party transactions and key investment decisions.

4. ESTABLISHING AN INTERNAL CONTROL ENVIRONMENT

The BOD has established an Internal Audit Committee under its supervision. This unit performs independent oversight of the Management, functional departments, and subsidiaries across the Group. Through periodic and ad hoc reviews, the internal control system helps identify process deviations early and ensures that all business activities comply with applicable laws and the Company’s Charter.

THE CONNECTION

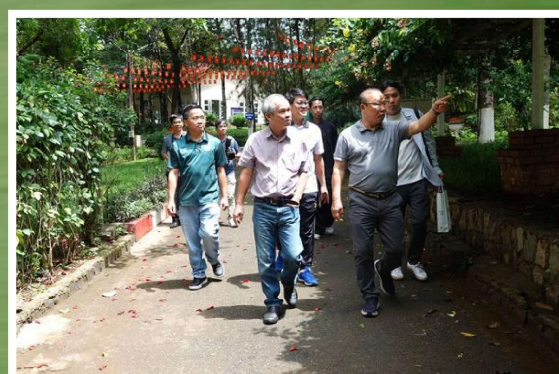
BAU DUC & COACH PARK HANG SEO

A person's life and career are often described in terms such as fate, luck or destiny. Yet no success is built on chance alone. Behind every meaningful connection is a long journey of challenges, setbacks and continuous effort. Football is no different. Some encounters may seem ordinary at first, but over time become turning points that can change an entire sport. The bond between Bau Duc and Coach Park Hang-seo is one such story – understated, yet leaving a profound mark on the history of Vietnamese football.

For a long time, Vietnamese football struggled with the feeling of lacking a strong foundation. There was no shortage of talented players, and the love for football existed across all generations. However, when stepping onto major stages, the national team often lacked confidence – not because of poor technique, but due to the absence of a capable leader. Coaches changed frequently, each bringing a different philosophy but leaving before it could take effect, resulting in inconsistency and lingering doubts among fans.

In that context, many believed Vietnamese football needed a good coach, but few could clearly define what “good” meant. Some thought it had to be a big name, while others believed it was a matter of luck. Bau Duc, however, had a different view. He insisted on appointing a coach from a leading Asian football nation such as Japan or South Korea – someone who understands Asian culture and can easily adapt to the lifestyle of Vietnamese players.

The connection with Coach Park Hang-seo began in a simple way, much like how Bau Duc had always done things. There was no publicity and no layers of intermediaries. He went directly to South Korea to meet Park Hang-seo, discussing football, Vietnamese players and their shared ambitions. At that time, Park Hang-seo was not a high-profile name. He had stepped away from the spotlight, carrying the concerns of someone who had reached the World Cup but had not yet had the chance to lead a national team at the highest level. After listening, Bau Duc made a quick decision: “Come to Vietnam, I will take care of everything. Two years, no worries.” It was not just a contract but more like a commitment between two men. Park Hang-seo accepted and came to Vietnam amid curiosity and doubt. Many questioned his ability and suitability, even whether he could understand Vietnamese players. But Bau Duc did not defend his choice—he let time provide the answer.



THE CONNECTION

BAU DUC & COACH PARK HANG SEO

Park Hang-seo started with the basics – discipline in daily routines, proper manners, reminding players to feel responsible when they lose and to stay calm when they win. He did not speak much, but worked with great attention to detail. Then came the 2018 AFC U23 Championship. In the freezing cold of Changzhou, Vietnamese football reached a level that had once seemed only a dream. The young players fought until the very last minute, showing no fear and never giving up. From that moment, Park Hang-seo was no longer just a foreign coach, but “Coach Park” – a true part of Vietnamese football.

After Changzhou came the 2018 AFF Cup, the 2019 Asian Cup, SEA Games gold medals, and the historic first appearance in the final round of World Cup qualifiers. Success followed one after another, but more importantly, Vietnamese football regained its confidence and pride. Players knew they could compete on equal terms, fans felt they had the right to believe, and Coach Park often shed tears after each victory, as if it were his own team.

Throughout that journey, Bau Duc remained largely out of the spotlight. He did not claim credit, viewing the appointment of Park Hang-seo simply as the right decision for Vietnamese football. He believed progress comes not from luck, but from people who work with integrity and think long term. His philosophy—“For the future of Vietnamese football”—is reflected in the players he nurtured, such as Cong Phuong, Tuan Anh, Xuan Truong, Van Toan, Van Thanh, Hong Duy and Minh Vuong, whose impact has been seen from youth levels to the national team.

When Park Hang-seo stepped down from the national team, Bau Duc was among those who felt both sad and fulfilled. It was not due to concerns over losing success, but because a meaningful journey had come to a natural conclusion. Two individuals from different countries met at the right time, shared a strong belief in Vietnamese football, and experienced a memorable journey together.

Looking back, the connection between Bau Duc and Coach Park Hang-seo brought more than just trophies or statistics; it created a meaningful story for Vietnamese football—a story of trust and commitment. Even many years from now, when people recall that remarkable period, they will still remember Bau Duc and Coach Park, who together wrote a memorable chapter in the history of Vietnamese football.

