



# CREATING VALUE GROWING SUSTAINABLY, REACHING NEW HORIZONS

SUSTAINABLE DEVELOPMENT REPORT 2024

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# MESSAGE from the Chairman of the Board of Directors



**“Sustainability is the driving force shaping our path forward”**

At Mavin Group, sustainable development is not merely a commitment—it is a core principle that shapes our future. For Mavin, sustainability means building a business that is agile, resilient, and ready to adapt. It is the foundation upon which Mavin will grow stronger, becoming a source of pride for our employees, partners, and customers.

## **SUSTAINABLE DEVELOPMENT: A Market imperative**

As we enter 2025, sustainable development is no longer just a moral responsibility—it has become a market imperative. Expectations from employees, investors, partners, and customers are evolving rapidly:

- Today’s employees seek meaningful workplaces. Companies that place sustainability at the heart of their strategy not only foster loyalty but also attract and retain talent by offering a sense of security and shared values.
- Investors demand transparency and real

actions. Businesses that integrate Environmental, Social, and Governance (ESG) principles are seen as trustworthy, future-oriented, and sustainable.

- Customers, especially younger generations, increasingly support brands that take meaningful and measurable steps toward sustainability. Shared values strengthen loyalty and build long-term trust.

## **Sustainability as a Competitive Advantage**

Sustainability is not just about compliance—it is a key differentiator. Businesses that lead in reducing environmental impact and implementing sustainable practices gain a competitive edge. Transparency in ESG commitments strengthens trust, enhances brand reputation, and attracts both investors and customers.

Furthermore, regulatory bodies in Vietnam are tightening requirements for sustainability. Companies that proactively adapt to these changes not only mitigate risks but also assert their leadership in the industry.

## **Innovation and Growth Through Sustainability**

Sustainability builds resilience. Companies that invest in sustainable solutions—from supply chains and energy use to emissions reduction—are better equipped to respond to disruptions and seize new opportunities.

Transitioning to a circular economy, renewable energy, and green innovation not only reduces environmental impacts but also unlocks new markets and revenue streams. Companies that embrace sustainability as a driver of innovation will lead the next wave of growth.

## **A Shared Commitment for a Sustainable Future**

Sustainable development is not the responsibility of a single department or leadership team—it is a collective responsibility. Employees, investors, partners, and customers all play essential roles in building a more sustainable world.

Mavin Group embraces this challenge with determination and a clear vision. We understand that the companies that act boldly today will be the ones that thrive tomorrow.

As we move into 2025 and beyond, we have a choice: take bold action and lead, or hesitate and be left behind. Join Mavin on the journey to build a future where sustainability is not only a commitment, but the driving force shaping our path forward.

## **CHAIRMAN OF THE BOARD MAVIN GROUP**



**David John Whitehead**

# INTRODUCTION to Mavin's 2024 Sustainable Development Report

The year 2024 marks the 20th anniversary of Mavin Group – a journey of constant innovation, adaptation, and growth.

On this special occasion, Mavin is pleased to present the 2024 Sustainable Development Report, a comprehensive continuation of our first report published in 2023. This report not only highlights the achievements of the past year but also affirms Mavin's steadfast commitment to the sustainable development path we have chosen and continue to pursue.



Guided by the motto “sustainable development is the compass for all activities,” Mavin focuses not only on economic growth but also places great emphasis on environmental, social, and governance (ESG) factors. We believe that sustainability truly takes root when every employee, regardless of their position, understands the concept of sustainability and contributes through specific, practical actions.

This year's report is prepared in accordance with the GRI Standards – the world's leading framework for sustainability reporting, developed by the Global Reporting Initiative (GRI). Established in 1997, GRI is an independent organization pioneering the global movement for transparency and sustainable thinking. The GRI Standards help businesses measure, assess, and report their environmental, social, and governance impacts, thereby enhancing accountability and sustainable governance capacity.

In compiling this report, Mavin employed a dual approach that combines internal data collection with both qualitative and quantitative analysis, based on the GRI framework. The topics covered were selected based on their significance to Mavin's business operations as well as the concerns of our stakeholders. This ensures the report's content is not only comprehensive and transparent but also closely aligned with the Group's real-world activities.

The 2024 Sustainable Development Report serves as a vital tool for Mavin to assess the effectiveness of its ESG strategies, promote responsible practices, and reaffirm our pioneering role in the agri-food sector. We hope that through this report, every Mavin team member and our partners will share a unified vision: to build a sustainable, humane, and prosperous future for our communities and our nation.

# 2024 HIGHLIGHTS

## BUSINESS PERFORMANCE

Total revenue	VND <b>6,069</b> billion
Contribution to state budget	VND <b>53</b> billion
Total value of domestically sourced goods	VND <b>4,876</b> billion
Factories	<b>7</b> factories
High-tech nucleus pig breeding centers	<b>5</b> centers
Farming partners nationwide	<b>100</b> partners
Animal feed	<b>370,000</b> tons
Commercial pigs	<b>500,000</b> heads

## ENVIRONMENT

Reduction in emission intensity	<b>10.5%</b>
Share of renewable energy used	<b>10.2%</b>
Wastewater reuse rate	<b>96.7%</b>
Waste recycling rate	<b>32.7%</b>
<b>100%</b> of Mavin employees comply with environmental protection regulations	

## PEOPLE

Total employees	<b>1,761</b>
Female employees	<b>32%</b>
Employees from ethnic minority groups	<b>166</b> people
Retention rate	<b>98%</b>
Total training hours	<b>469</b> hours
Average monthly income	<b>12,049,000 VND</b>
Scholarships awarded	<b>500</b>
Support for underprivileged individuals	<b>1,000</b> people
Livelihood assistance	<b>200</b> households



# INTRODUCTION to Mavin Group

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## History of Establishment and Development

### 20 YEARS OF DEVELOPMENT – A TRANSFORMATIONAL JOURNEY TOWARD SUSTAINABILITY

Mavin Group is a leading enterprise in Vietnam's agri-food sector, having successfully developed a fully integrated value chain **"From Farm to Table,"** built upon the **3F** model:  
**FEED - FARM - FOOD.**

The Group originated as Austfeed Vietnam Co., Ltd., a joint venture project between Vietnam and Australia, beginning with a livestock feed factory in Hung Yen Province in 2004. After more than 20 years of continuous operation, Mavin has firmly established its market position, earning strong trust and recognition from livestock farmers. The Group has consistently been among the top sustainable companies in terms of both output and quality.

From its success in the feed industry, Mavin expanded into various other fields such as high-quality pig breeding, veterinary pharmaceuticals, and food processing. Today, Mavin provides a comprehensive agri-food solution. Its products have reached millions of consumers in Vietnam and neighboring countries.

With the vision of integrating into the global value chain and promoting Vietnamese agricultural products worldwide, Mavin continuously innovates and applies the latest eco-friendly technologies. These efforts help deliver efficient livestock products and

food items that meet hygiene and safety standards, with traceability at all stages.

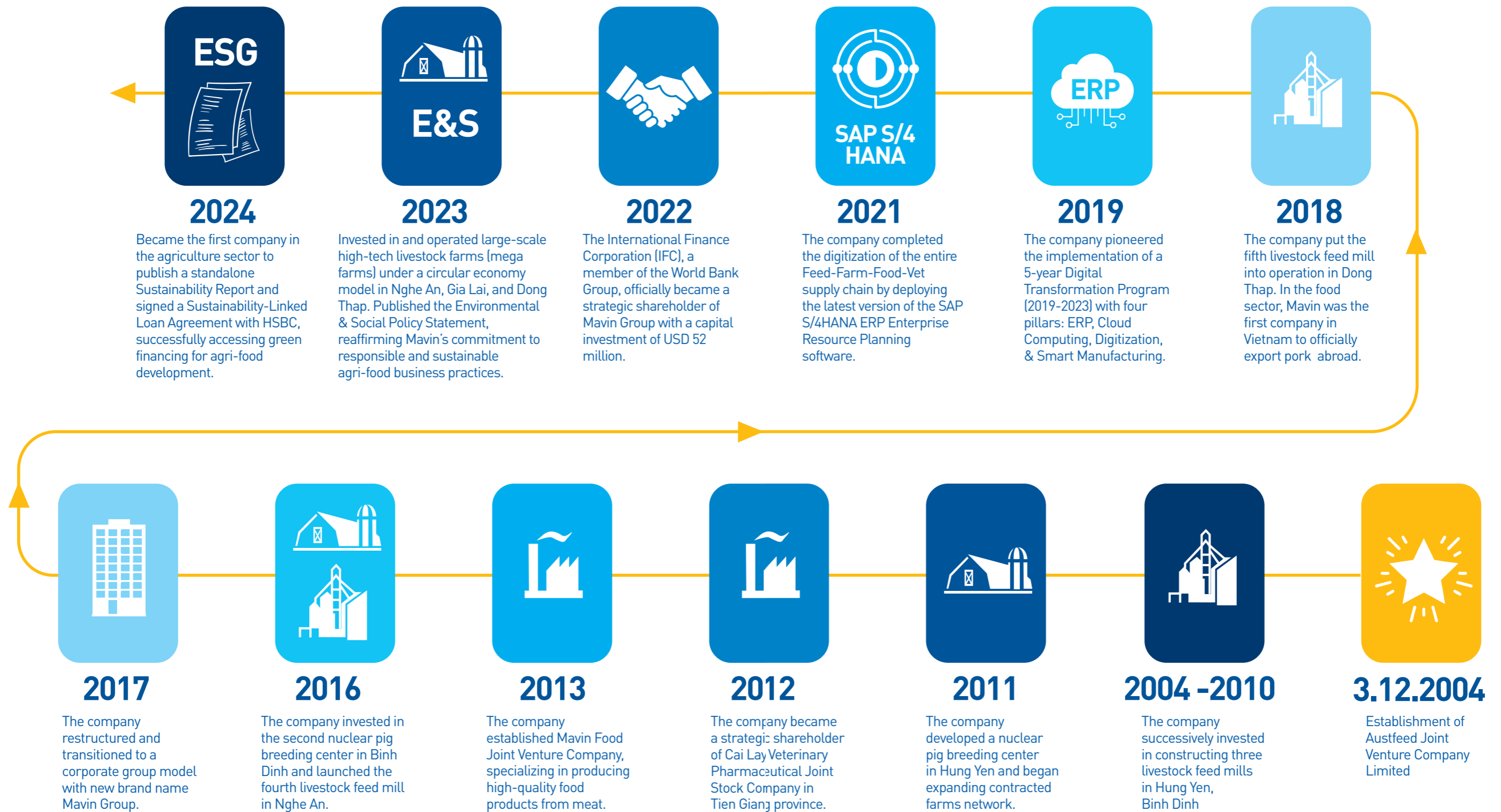
Beyond its business operations, Mavin actively contributes to the national budget, engages in community support programs, raises environmental awareness, and plays an important role in promoting sustainable development in society.

As a leading player in Vietnam's agri-food sector, Mavin is committed to working together to build a sustainable agricultural future for Vietnam.



## 20 YEARS OF STEADY PROGRESS – SHAPING THE FUTURE

## Milestones of Establishment and Development



## Mission - Vision - Core Values



### MISSION

To become a leader in the provision of comprehensive solutions for safe food production in Vietnam



### VISION

To become a leading Agrifood enterprise providing quality products and effective and professional services  
To create continually improving quality products and services through continuous research and development  
To develop and apply environmentally friendly production systems  
To provide sustainable benefits to customers, partners, employees and shareholders



### CORE VALUES

#### FOR CONSUMERS

To be the brand that always meets consumers' expectations and trust in terms of quality, safety and convenience

#### FOR CUSTOMER

To become the most trusted partner, providing quality products and services at a reasonable price, on time

#### FOR THE COMMUNITY

To become a reliable, reputable and trustworthy enterprise that actively engages with the community and protects the environment

#### FOR EMPLOYEES

To be a safe, friendly and healthy place where everyone wants to work

#### FOR PARTNERS

Provide stable output, effective guidance, risk prevention, environmental protection and safe breeding for the outsourcing partner system

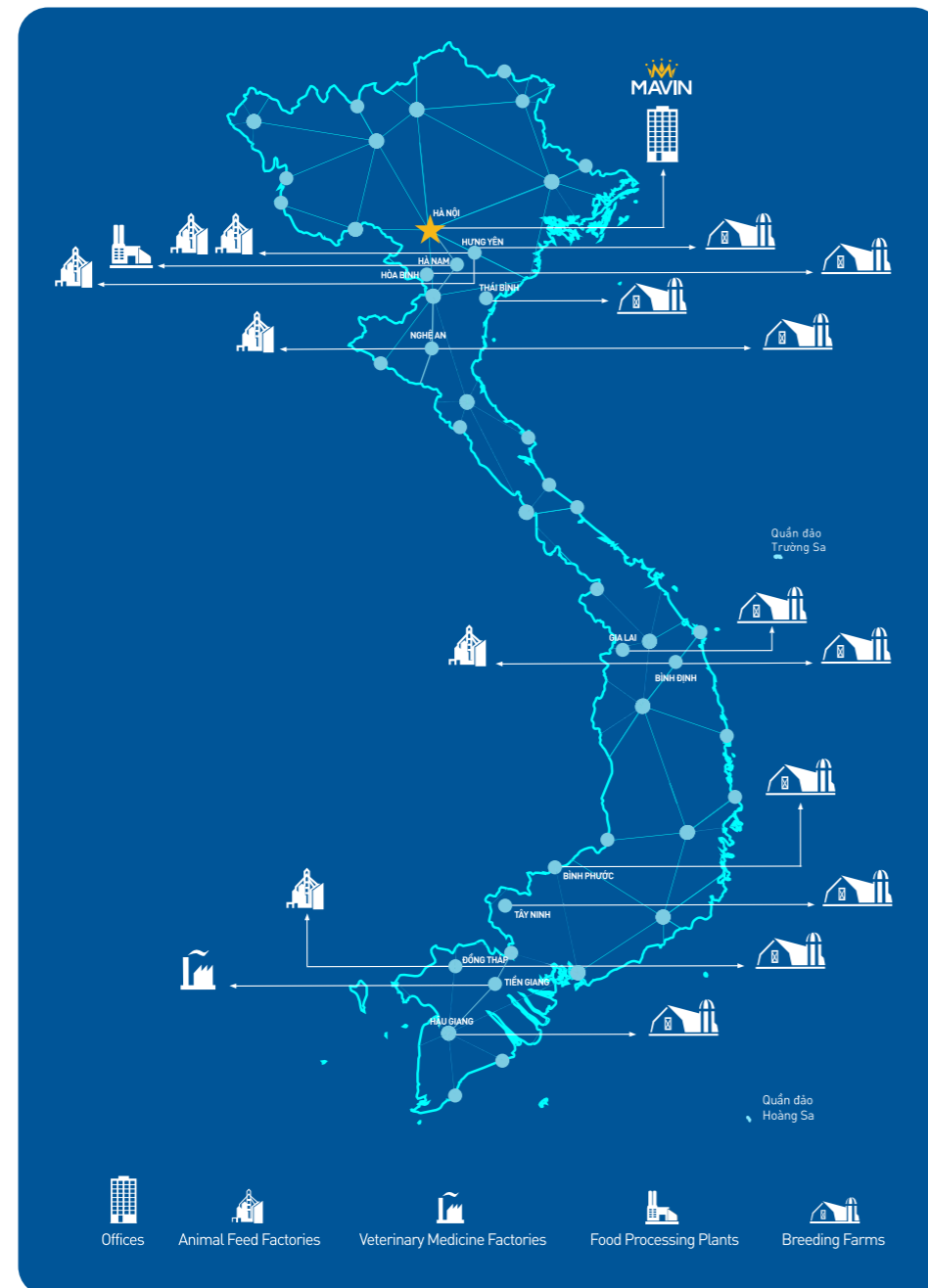
#### FOR SHAREHOLDERS

Create sustainable profits and healthy finances in line with the Company's Vision & Values

## Scale and Business Model

Mavin Group was established in 2004 under the name Austfeed Vietnam Joint Venture Company, a partnership between Vietnam and Australia, initially investing in a livestock feed production plant located in Hung Yen Province, Vietnam.

In 2017, Mavin transitioned to a Group operating model and established its representative office in Hanoi.



Over the course of more than 20 years of development, we take pride in becoming a strong enterprise in the agri-food sector, and one of the few companies in Vietnam capable of delivering comprehensive solutions across the full value chain **"From Farm to Table."** Currently, Mavin operates an integrated closed-loop model across the following sectors: ANIMAL FEED PRODUCTION; PIG FARMING; FOOD PROCESSING; VETERINARY PHARMACEUTICALS



Mavin is ranked among the Top 10 Most Reputable Animal Feed Companies (according to Vietnam Report). The Group has invested in five feed factories in Hung Yen, Nghe An, Binh Dinh, and Dong Thap.

All plants apply advanced production technologies from Bühler – Switzerland, with a total annual capacity of 1.2 million tons, designed according to European feed hygiene and GMP Plus standards. All production lines and machinery are imported from the U.S. and Europe, reflecting the latest innovative manufacturing mindset.

The application of high-tech equipment in animal feed production has enabled Mavin to:

**Produce high-quality, uniform products**

**Reduce dust and noise pollution**

**Save energy**

**Lower production costs and reduce manual labor through automation**

On June 25, 2018, Mavin was officially certified by the Ministry of Agriculture and Rural Development as a High-Tech Agriculture Enterprise, recognizing its continued efforts in technological innovation in feed manufacturing.

In 2019, Mavin launched its first 5-year Digital Transformation Program (2019–2023) with an investment of over USD 5 million, aiming to become the most innovative digitalized agricultural company in Vietnam.

Mavin has now successfully digitized its entire Feed–Farm–Food–Vet value chain, becoming the only company in Vietnam and Southeast Asia to digitally transform pig farming operations using the SAP S/4HANA ERP system.

## Animal Feed Production



In pig farming, Mavin ranks among the Top 5 companies by total herd size, with: 6,000 great-grandparent and grandparent pigs; 50,000 breeding sows; 500,000 commercial pigs annually.

To ensure superior genetics, Mavin was one of the first companies in Vietnam to import breeding stock from the United Kingdom and apply advanced genetic selection technologies. New pig breeds have been developed to suit Vietnam's climate, offering better growth rates and strong disease resistance. The entire breeding process is managed through computerized systems to ensure high precision.

**Mavin now operates five high-tech nucleus breeding centers located in Hung Yen, Binh Dinh, Nghe An, Gia Lai, and Dong Thap. These centers raise foundation breeds such as Yorkshire, Landrace, Duroc, and Pietrain, imported from Canada, the UK, and the US, and produce breeding stock, boar semen, and commercial piglets for Mavin's contract farming system and the wider market.**

Mavin is also among the first companies in Vietnam to implement modern industrial pig farming techniques, resulting in high productivity and efficiency. All farm infrastructure and equipment are imported from developed countries such as the U.S. and European nations, including:

- Automated feeding and watering systems
- Climate-controlled barns
- Feed silos and transport trucks

## Pig Farming



**6.000**  
GGP and GP pigs

**50.000**  
breeding sows

**500.000**  
commercial pigs



**10.000** tons  
of products per year



Mavin has invested in a modern food processing plant located in Dong Van II Industrial Zone, Duy Tien, Ha Nam Province, with a total production capacity of 10,000 tons per year.

**Products include sausages, ham, bacon, and other processed meats, made in European style using Mavin's own hygienic pork. All products meet the highest standards of food safety and hygiene.**

To fulfill its **"Clean from the Source"** commitment, Mavin Foods not only relies on clean raw materials but has also built a modern processing facility using German technology, with an investment of nearly USD 10 million. The factory is certified with ISO 9001-2005, ISO 22000, and HACCP by TÜV NORD Germany.

## Food Processing





## Veterinary Pharmaceuticals

Mavin Group owns the Cai Lay Veterinary Pharmaceutical brand – one of Vietnam's leading veterinary medicine brands since 2013.

Mekovet – Cai Lay Veterinary Pharmaceutical JSC, formerly the Cai Lay Animal Husbandry and Veterinary Company, was formed through the merger of Cai Lay District Veterinary Station and the Livestock Enterprise Union.

**Cai Lay Veterinary Pharmaceutical JSC** – Mekovet originated from the merger of Cai Lay District Veterinary Station & the local Livestock Enterprise. A journey of nearly 35 years, Mekovet has grown into one of the most reputable & popular veterinary brands in Vietnam. Its products - including veterinary medicines, aquaculture pharmaceuticals, & animal nutrition supplements - are widely available across the country through a network of over 200 distributors

Mekovet has invested in a veterinary medicine factory built to WHO-GMP (Good Manufacturing Practices) standards, featuring four fully automated production lines for injectable solutions, oral medications, and powders, with a total investment exceeding VND 90 billion.



## Awards and Certifications

Thanks to its significant contributions to Vietnam's economic and social development over the past 20 years, Mavin has been honored with numerous prestigious awards and certifications. These accolades are well-deserved recognition for Mavin's unwavering efforts toward a sustainable agricultural sector in Vietnam.

- Certificate of Merit from the Prime Minister of the Socialist Republic of Vietnam recognizing achievements in industry restructuring and new rural construction in the period 2014-2019.
- Certificate of Merit for Exemplary Enterprise in Agricultural Value Chain Linkage (2017), awarded by the Ministry of Agriculture and Rural Development of Vietnam.
- Emulation Flag and Certificate of Merit from the People's Committees of Hung Yen and Nghe An Provinces (2024), recognizing Mavin as an outstanding enterprise in provincial emulation movements
- Top 500 Largest Enterprises in Vietnam - VNR500 from 2013 - 2024
- Top 10 reputable animal feed companies in Vietnam.
- Saigon Times CSR Award 2024 for Corporate Social Responsibility.
- Award of "Vietnam's Leading Agricultural Food Group Award in 2023".

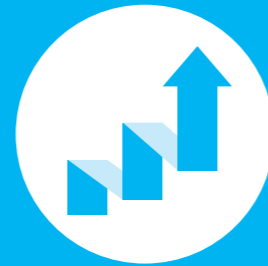
- "Top 10 Innovative and Effective Business Enterprises in Vietnam 2023" – High-tech Agriculture Industry nominated
- Award of "Asean Innovation Award in 2021"
- Award of "Best Operating Company in Vietnam in 2018"
- Award of "Asian Feed Miller Sustainability Award in 2019"
- Award of "Golden Dragon" from 2014 - 2022
- "Fastest Growing Enterprise in Vietnam" - FAST500 from 2013 - 2017
- Global S.L.P certification by Bureau Veritas for Mavin Group's pig farms located in Anh Son District (Nghe An Province) and Kbang District (Gia Lai Province).
- Global G.A.P certification for Compound Feed Manufacturing (CFM) standards in the animal feed sector (Mavin Austfeed Nghe An Co., Ltd.).
- ISO 9001:22000 and HACCP certifications for the food processing sector.
- WHO-GMP certification for the veterinary pharmaceutical sector





## Development Strategy for the 2025-2030 Period

In the context of constant economic, social, and environmental changes, Mavin Group recognizes the 2025-2030 period as a pivotal phase for transformative actions to maintain its pioneering position and pursue long-term sustainable development. The Group's strategy is built around four key pillars:



### COMPREHENSIVE SUSTAINABLE DEVELOPMENT

Mavin continues to reinforce and expand its closed-loop "From Farm to Table" value chain, aiming to optimize operational efficiency while minimizing negative environmental impacts. We actively invest in green technologies and apply circular production models to conserve natural resources, aiming for an efficient, clean, and sustainable production ecosystem.



### STRENGTHENED SOCIAL RESPONSIBILITY

We are committed to accompanying Vietnamese farmers in their development journey by transferring technology, enhancing productivity, and improving income for livestock households. At the same time, Mavin implements deep and impactful social programs focused on sustainable livelihoods, educational development, and community empowerment, aiming to create long-term positive values in society.



### QUALITY COMMITMENT – CONSUMER-CENTRIC APPROACH

Mavin places quality and safety as top priorities in every production process and product delivered to the market. Guided by a philosophy of continuous innovation, we strive to meet the increasingly diverse and demanding needs of modern consumers by creating products that excel in nutritional value, safety, and user experience.



### TRANSFORMATION TO LEAD – DIGITALIZATION AND HUMAN CAPITAL INVESTMENT

Mavin identifies digital transformation as a key driver for breakthrough development. In the coming period, we will integrate advanced digital technologies such as Artificial Intelligence (AI), the Internet of Things (IoT), and Big Data throughout the entire value chain to improve production efficiency, optimize resources, and enhance competitiveness. In addition, people remain at the heart of all development strategies. Mavin is committed to continuing investment in building a high-quality workforce, fostering an innovative, open, and cohesive working environment, while promoting social responsibility through the development of both internal and external communities.

2025-2030

# GOVERNANCE MECHANISM for Sustainable Development



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## Governance Structure for Sustainable Development

### SUSTAINABLE GOVERNANCE

At Mavin Group, sustainable development governance is a fundamental cornerstone that integrates Environmental, Social, and Governance (ESG) factors into all business and operational activities. The governance structure is designed with a multi-tiered approach, ensuring clear delegation of responsibilities, effective coordination, and transparent supervision throughout the system.

### BOARD OF DIRECTORS

As the highest authority in the sustainable development governance system, the Board of Directors plays a strategic guiding and supervisory role. Specifically, the Board is responsible for:

Approving the Group's Sustainable Development Policy and Common Statement.

Overseeing the formulation, implementation, & evaluation of sustainability strategies % action plans

Ensuring that sustainable development is embedded in Mavin's long-term vision and business strategy.

Assuming ultimate accountability for compliance, transparency, and system-wide accountability.

### EXECUTIVE BOARD

The Executive Board is the primary entity responsible for executing the sustainable development strategy approved by the Board of Directors. Its responsibilities include:

Implementing the goals, policies, and sustainability action plans across the Group

Ensuring appropriate resource allocation for sustainability initiatives.

Promoting and supervising the integration of ESG principles into daily operations at all subsidiaries.

### SUSTAINABILITY DEPARTMENT (ENVIRONMENTAL AND SOCIAL DEPARTMENT)

This is the specialized unit tasked with leading and monitoring the sustainable development strategy. Its key functions include:

- Deploying the sustainable development orientation through the establishment of short, medium, and long-term goals.
- Designing, coordinating, and overseeing the execution of sustainability programs across the Group.
- Evaluating and proposing strategic ESG initiatives aligned with international standards.
- Integrating sustainability criteria into production processes, supply chains, and core operations.
- Ensuring that sustainability reports are prepared in a comprehensive, transparent, timely, and standard-compliant manner.

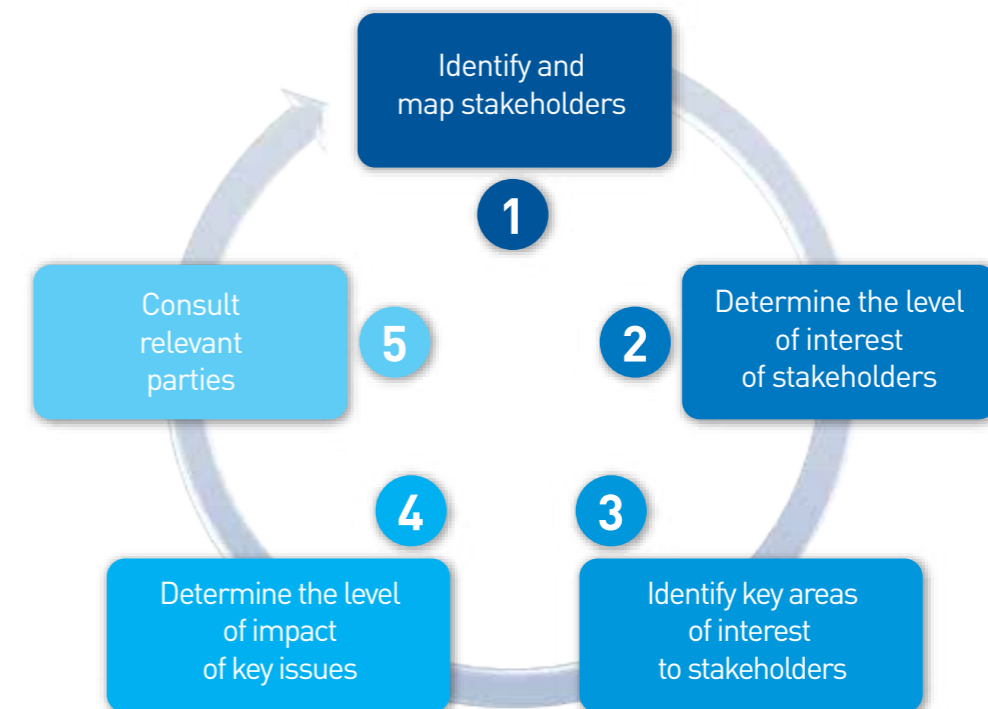
### INTERNAL AUDIT DEPARTMENT AND RISK MANAGEMENT COMMITTEE

These units are responsible for overseeing and coordinating the sustainable development system. Their roles include:

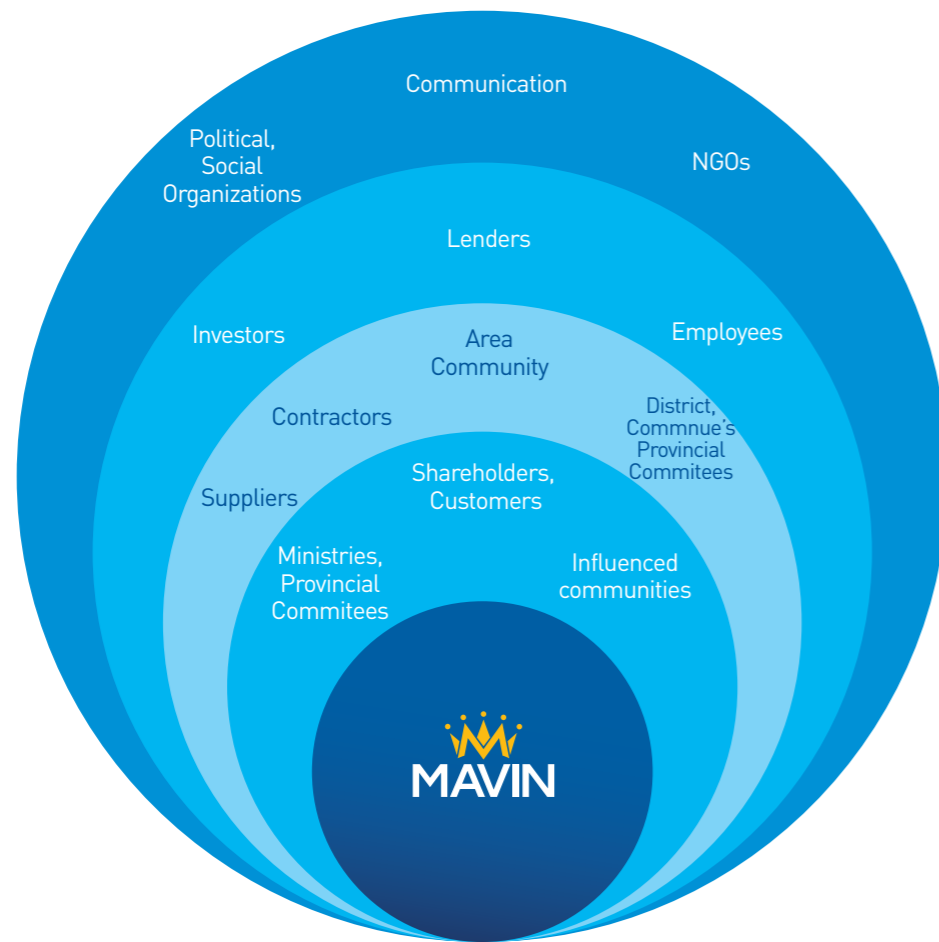
- Ensuring that the sustainable governance framework is designed and operated in line with the Group's strategic objectives.
- Regularly reviewing, consolidating, and updating sustainability reports.
- Coordinating the organization of training programs to raise awareness and internal ESG capabilities.
- Embedding environmental and social risk management into decision-making, investment, and operational processes.

### STAKEHOLDER CONSULTATION MECHANISM

Mavin's sustainable development journey is built upon continuous dialogue and engagement with stakeholders. The Group regularly consults key stakeholders—including customers, employees, regulatory authorities, suppliers, local communities, and non-governmental organizations—to identify material issues and adapt its strategy accordingly.



Based on our analysis, the stakeholders of Mavin Group include: government regulatory agencies, shareholders, banks, investors, customers, employees, local communities, media organizations, and non-governmental organizations (NGOs). The influence and concerns of these stakeholders regarding Mavin Group's production and business activities are illustrated in the diagram below.



Stakeholder Mapping of Mavin Group

## ENHANCING ESG IMPLEMENTATION CAPACITY

Mavin requires and ensures that all staff responsible for sustainable development and environmental-social risk governance are professionally trained and possess the capacity to identify, assess, and manage risks in accordance with international standards. In addition:

All employees across the organization are trained to understand the Group's Environmental and Social (E&S) policies and management systems.

Implementation procedures are clearly communicated and guided to ensure consistent, efficient, and accountable operations..

## Stakeholder Engagement

At Mavin Group, sustainable development cannot be separated from the close collaboration and engagement with stakeholders. We recognize that understanding and meeting stakeholder expectations is a core factor that enables sustainable growth—balancing economic, social, and environmental interests..

### ENGAGEMENT APPROACH

Mavin has established a mechanism for identifying and categorizing stakeholders based on two key criteria:

The degree to which Mavin's business operations impact them

The level of interest and influence they may have on Mavin's activities

Based on this classification, the Group maintains cooperative and ongoing dialogue with stakeholder groups through various forms, including regular meetings, surveys, thematic workshops, email correspondence, social media, and direct communication channels.



## KEY STAKEHOLDERS AND ENGAGEMENT MECHANISMS

Stakeholder	Detailed Description	Interests					Affect	Interest	Estimate the Level of Influence and Interest	Consulting strategy
		Environment	Social	Economic	Technology	Governance				
Local community	House holds are directly affected	✓	✓	✓	✓	✓	High	High	4 - Leverage	<ul style="list-style-type: none"> <li>Inform and consult on areas of concern through formal forms of communication such as meetings or letters and written documents;</li> <li>Seek their technical support and guidance;</li> <li>Aims to increase interest levels.</li> </ul>
	Households living in the project implementation area	✓	✓	✓		✓	Low	High	3 - Participate	<ul style="list-style-type: none"> <li>Participate in governance and decision making;</li> <li>Participate and consult regularly.</li> </ul>
State Agencies	Ministry of Agriculture and Rural Development	✓	✓	✓	✓		High	High	4 - Leverage	<ul style="list-style-type: none"> <li>Inform and consult on areas of concern through formal forms of communication such as meetings or letters and written documents;</li> <li>Seek their technical support and guidance;</li> <li>Aims to increase interest levels.</li> </ul>
	Ministry of Natural Resources and Environment	✓	✓	✓	✓		High	High		
	Provincial government	✓	✓	✓	✓		High	High		
	District level government	✓	✓	✓			Low	High	3 - Participate	<ul style="list-style-type: none"> <li>Participate in governance and decision making;</li> <li>Participate and consult regularly.</li> </ul>
	Commune level government	✓	✓	✓			Low	High		
Share holder	Institutional shareholders and individual shareholders	✓	✓	✓		✓	High	High	4 - Leverage	<ul style="list-style-type: none"> <li>Inform and consult on areas of concern through formal forms of communication such as meetings or letters and written documents;</li> <li>Seek their technical support and guidance;</li> <li>Aims to increase interest levels.</li> </ul>

Stakeholder	Detailed Description	Interests					Affect	Interest	Estimate the Level of Influence and Interest	Consulting strategy
		Environment	Social	Economic	Technology	Governance				
The parties share common financial benefit of the Company	Lenders and investors	✓	✓	✓			High	Low	2 - Inform	<ul style="list-style-type: none"> <li>Inform and consult on areas of concern through formal forms of communication such as meetings or letters and written documents;</li> <li>Seek their technical support and guidance;</li> <li>Aims to increase interest levels.</li> </ul>
Buyer	Buyer of Mavin	✓	✓	✓		✓	High	High	4 - Leverage	<ul style="list-style-type: none"> <li>Inform and consult on areas of concern through formal forms of communication such as meetings or letters and written documents;</li> <li>Seek their technical support and guidance;</li> <li>Aims to increase interest levels.</li> </ul>
Employees of Mavin	The worker is hired by Mavin group	✓	✓			✓	High	Low	2 - Inform	<ul style="list-style-type: none"> <li>Participate in governance and decision making;</li> <li>Participate and consult regularly;</li> <li>Aims to increase interest levels.</li> </ul>
Vendor	Vendor and Subcontractor	✓	✓	✓	✓		Low	High	3 - Participate	<ul style="list-style-type: none"> <li>Participate in governance and decision making;</li> <li>Participate and consult regularly.</li> </ul>
Supplier	Material Supplier	✓	✓	✓	✓	✓	Low	High	3 - Participate	<ul style="list-style-type: none"> <li>Participate in governance and decision making;</li> <li>Participate and consult regularly.</li> </ul>
Media	Media Organizations	✓	✓	✓	✓		Low	Low	1 - Monitoring	<ul style="list-style-type: none"> <li>Announcement through mass media: newsletters, websites, ...</li> <li>Monitor their responses.</li> </ul>
Non-Governmental Organizations(NGO)	Domestic & Foreign Non-Governmental Organizations	✓	✓	✓			Low	Low	1 - Monitoring	<ul style="list-style-type: none"> <li>Announcement through mass media: newsletters, webpage, ...</li> <li>Get involved if they ask for advice;</li> <li>Monitor their responses.</li> </ul>
Social and political Organizations	Political-social-professional-non-commercial organizations	✓	✓	✓			Low	Low	1 - Monitoring	<ul style="list-style-type: none"> <li>Announcement through mass media: newsletters, webpage, ...</li> <li>Get involved if they ask for advice;</li> <li>Monitor their responses.</li> </ul>

**REGULATORY AUTHORITIES:** Mavin maintains regular consultation channels with both central and local regulatory agencies to ensure full compliance with legal requirements, while actively contributing technical insights to the policy-making process. The Group also participates in local community development programs, demonstrating its commitment as a responsible corporate citizen.

**SHAREHOLDERS AND INVESTORS:** We maintain transparent and effective dialogue with shareholders through regular reports, annual general meetings, and online communication platforms. Key areas of interest include long-term development strategy, investment efficiency, risk management, and ESG practices.

**CUSTOMERS AND PARTNERS:** Mavin is committed to delivering high-quality products and services, while proactively listening to feedback to improve sales policies and after-sales service. Partnerships are built on a foundation of business ethics, trust, and sustainable mutual development.

**EMPLOYEES:** Mavin regards its employees as its most valuable asset. We continually strive to improve working conditions, ensure safety and fairness, and encourage personal development through skill-building programs, capacity enhancement, and clear career paths. The Group has established both direct and indirect dialogue channels to ensure employees are heard, understood, and engaged in every transformation.

**LOCAL COMMUNITIES:** Mavin actively implements corporate social responsibility programs focusing on livelihood support, education, healthcare, and disaster response. We place particular emphasis on vulnerable groups such as women, children, ethnic minorities, and low-income households, working towards the goal of “leaving no one behind.”

**NON-GOVERNMENTAL ORGANIZATIONS (NGOS):** The Group proactively establishes and maintains collaborative relationships with NGOs and industry associations to adopt best practices, stay updated on trends, and learn from international experiences in building sustainable development strategies.

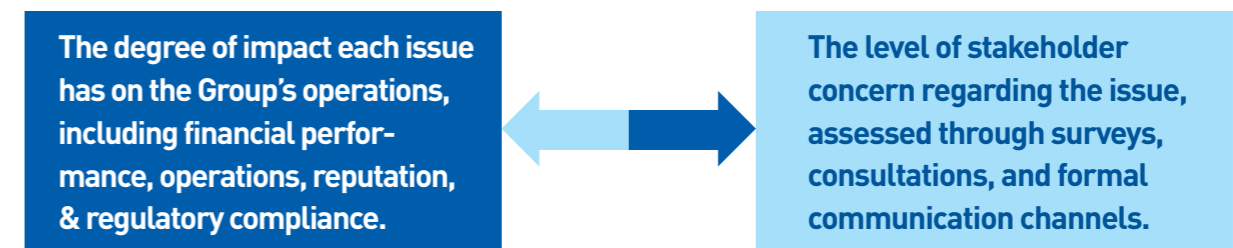
**SUPPLIERS:** Mavin considers suppliers to be vital links in the value chain. Accordingly, we apply standardized evaluation systems based on quality, business ethics, and sustainable practices. In parallel, Mavin regularly shares policies, roadmaps, and provides capacity-building support to help suppliers grow in a green, clean, and sustainable direction. Xác định các lĩnh vực trọng yếu.

## Identification of Material Topics

Identifying material topics is a foundational step for Mavin in developing an effective sustainability strategy, focusing on aspects that significantly impact business operations while addressing the legitimate expectations of stakeholders

### APPROACH

Mavin conducts materiality analysis based on a dual-impact principle:



The assessment scope covers the entire Mavin value chain—from raw material procurement, feed production, farm operations, food processing, product distribution, to customer care and brand communications.

### IDENTIFICATION PROCESS

The process of identifying material topics at Mavin includes the following steps:

- 1 **Identify a list of potential ESG-related topics**, referencing the GRI Standards, national and international legal requirements, and industry trends in agriculture and food.
- 2 **Engage in multi-stakeholder consultations**, including shareholders, customers, employees, regulatory authorities, suppliers, communities, and civil society organizations.
- 3 **Analyze and score each topic** based on two main criteria:
  - a. **Impact on Mavin's business operations**, particularly relating to revenue, delivery schedules, product quality, and production timelines.
  - b. **Impact on risk control and legal compliance**, including legal risks, brand reputation, and potential disputes.
- 4 **Consult internal experts and seek approval from executive management** to ensure alignment with the Group's strategic direction.
- 5 **Conduct annual reviews and updates** to reflect changes in the business context and evolving stakeholder priorities.

No.	Material Topic	Stakeholder Concern Level	Impact on Mavin
1	Direct economic impact	Medium	High
2	Indirect economic impact	Medium	Medium
3	Sustainable supply chain management	Medium	High
4	Business ethics and integrity	High	High
5	Disclosure and transparency of information	Medium	Low
6	Community contributions	Medium	Medium
7	Product quality	High	High
7	Public health and safety	High	High
8	Employment and welfare	Medium	High
9	Human rights and equality	High	High
10	Training and development	Medium	Medium
11	Occupational health and safety	Medium	Medium
12	Climate change	Medium	High
13	Wastewater	High	High
14	Environmental compliance	Medium	Medium
15	Biodiversity	Low	Medium
16	Raw material input	Low	Medium

#### ASSESSMENT CRITERIA FOR MATERIALITY

Criteria	Evaluation Description
Impact on production and business	Revenue, delivery schedules, product quality, ability to fulfill contractual obligations
Process optimization & cleaner production	Impact on technology, production processes, operational efficiency, & resource consumption
Risk control and legal compliance	Legal risks, disputes, reputational damage, compliance with current regulations




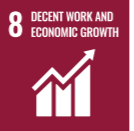








#### APPLICATION OF MATERIALITY ANALYSIS RESULTS


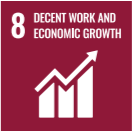

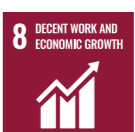


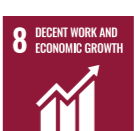






Once the material topics are identified, they serve as the foundation for:

- Developing prioritized sustainability goals and action programs;
- Guiding the content of reports and ensuring transparent disclosure;
- Allocating appropriate resources to address high-impact issues;
- Enabling Mavin to remain proactive, adaptive, and strengthen its position in the industry.

## Alignment with the Sustainable Development Goals (SDGs)

Strategic Pillar	Key Material Topics	Reference SDGs
ENVIRONMENTAL SUSTAINABILITY	Input materials	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>
	Energy consumption	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>
	Greenhouse gas emissions	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>
	Waste management	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div>
	Freshwater consumption	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div>
	Wastewater management	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div>
	Environmental compliance	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>
	Biodiversity conservation and animal welfare	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>

Strategic Pillar	Key Material Topics	Reference SDGs
<b>PEOPLE &amp; COMMUNITY SUSTAINABILITY</b>	Training and human resource	  
	Employment and employee welfare	  
	Gender diversity and equality	  
	Occupational health and safety	  
	Community investment and development	   
<b>SUSTAINABLE PRODUCTS</b>	R&D in nutritional technologies	 
	Product quality	 

Strategic Pillar	Key Material Topics	Reference SDGs
<b>SUSTAINABLE GROWTH</b>	Market development	  
	Indirect economic impacts	  
	Sustainable procurement practices	  
	Cleaner and more efficient operations.	 
	Digital transformation and technology adoption	 

# PILLARS of sustainable development



## ENVIRONMENTAL SUSTAINABILITY

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- Input Materials 48
- Energy Consumption 48
- Emissions 48
- Waste Management 54
- Clean Water Management 55
- Environmental Compliance 56
- Biodiversity Conservation and Animal Welfare 57
- Biosecurity 58

## SUSTAINABLE PEOPLE

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- Training and Development 59
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## SUSTAINABLE PRODUCTS

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## Environmental Sustainability



### INPUT MATERIALS

The selection and efficient use of input materials is one of the most critical requirements that determines production efficiency and contributes to the goal of sustainable production and consumption. As a vital step in the closed-loop value chain, ensuring input quality and proper warehousing processes helps minimize losses. In 2024, Mavin applied the following pre-approved criteria for procurement:

- Input material control: Materials must meet quality standards (moisture content, absence of mold, undamaged kernels, and free from weevils/insects).
- Accurate vehicle weighing: Material trucks must be weighed accurately, with a maximum deviation of  $\pm 10$  kg per 80 tons.
- No spillage: Strict control to prevent spillage of raw materials during unloading and handling.
- Sustainable sourcing: Priority is given to green, recycled materials and those produced or grown in sustainable regions.
- Eco-friendly packaging: Minimize the use of non-recyclable packaging; prioritize purchasing packaging that is easily recyclable or reusable in the production process.

### ENERGY CONSUMPTION

In the context of increasingly severe climate change, energy consumption control and greenhouse gas reduction play a crucial role in a company's sustainability strategy. Many industries, especially agriculture and food processing, are adopting energy-saving measures and shifting to renewable energy to mitigate environmental impacts.

Energy optimization starts with the smallest tasks at the smallest scale to contribute to the Group's overarching sustainability goals. Mavin has promoted a culture of energy saving across its production and business facilities. This includes:

- Standardized usage protocols: Regulations on turning lights and equipment on/off;
- Air conditioning temperature standards;

- Lean production processes: Implemented to minimize energy consumption while maintaining operational efficiency.

### Energy Consumption Summary by Business Unit (2024)

TT	Business Unit	DO Oil (liters)	Gasoline (liters)	LPG Gas (m <sup>3</sup> )	Biomass Fire wood (tons)	Coal (tons)	Smokeless Compressed Coal (kg)	Electricity Consumption (kWh)
1	Mavin Feed	109,320.0	2,375.0	2,509.4	95,470.9	-	-	14,960,157
2	Mavin Farm	66,261.4	8,509.1	9,372.6	-	-	4,376.0	22,764,446
3	Mavin Foods	16,757.0	-	1,489.0	518.9	4.90	-	1,217,405
4	Mavin Vet	20,526.0	4,781.0	-	-	-	-	371,216
Total		212,864.4	15,665.1	13,371.1	95,989.78	4.90	4,376.0	39,313,224

### EMISSIONS

In alignment with the government's target of achieving **NET ZERO BY 2050**, Mavin has committed to a clear emissions reduction roadmap:

<b>2025</b> Complete self-assessment & calculation of greenhouse gas (GHG) emissions (Scope 1 & Scope 2) across all production & business facilities.	<b>2027</b> Reduce GHG emissions by <b>5%</b>	<b>2030</b> Reduce GHG emissions by <b>10%</b>	<b>2035</b> Reduce GHG emissions by <b>43%</b>	<b>2050</b> Achieve <b>net-zero</b> emissions, fulfilling national and global commitments
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In alignment with national commitments and global integration efforts on emissions reduction, Mavin has proactively developed its own roadmap to achieve carbon neutrality and net-zero emissions by 2050. This roadmap poses significant challenges for an agricultural corporation like Mavin, which must simultaneously pursue strong business growth while meeting critical sustainability goals.

The year 2025 marks the first step in this ambitious journey. Mavin recognizes that achieving its 2025 target requires a comprehensive assessment of its current position in terms of greenhouse gas (GHG) emissions. Based on collected data, Mavin has recorded GHG emissions across its production and business facilities as follows:

TOTAL GREENHOUSE GAS EMISSIONS IN 2024						
No	Business Unit	Unit	Scope 1 (tCO <sub>2</sub> e)	Scope 2 (tCO <sub>2</sub> e)	Scope 3 (tCO <sub>2</sub> e)	Total
1	Mavin Feed	Tons CO <sub>2</sub> e	331.1	11,145.3	19.2	11,495.7
2	Mavin Farm	Tons CO <sub>2</sub> e	116,108.6	16,029.9	306.8	132,445.3
3	Mavin Foods	Tons CO <sub>2</sub> e	69.0	907.0	17.9	993.8
4	Mavin Vet	Tons CO <sub>2</sub> e	66.1	276.6	4.8	347.4
Total		Tons CO <sub>2</sub> e	116,574.8	28,358.7	348.7	145,282.2

# GREEN STEPS SPREADING SUSTAINABILITY ONE STRIDE AT A TIME



In 2024, Mavin Group launched a community initiative called “**Green Steps**”, a running program that converts kilometers into trees planted. The initiative aimed to raise environmental awareness and promote a healthy, green lifestyle across the organization. Taking place from August 1 to October 31, 2024, this program marked a highlight in celebrating Mavin’s 20th anniversary, reinforcing the Group’s long-term sustainability commitments and corporate social responsibility.

With the message “**Every Step – A Green Seed**”, the program attracted 288 participants, including Mavin employees (Maviners), their families, friends, customers, and partners. After nearly three months, a total of 90,204 kilometers was accumulated, resulting in 30,068 trees to be planted by Mavin across farms and projects nationwide. These numbers reflect not just impact but a spirit of unity, responsibility, and environmental action.

## COLLECTIVE ACTION, SHARED IMPACT

Three key stakeholder groups made outstanding contributions

### CUSTOMERS & PARTNERS

Accounted for **14,742** trees, highlighting strong strategic alignment and shared sustainability values in Mavin’s stakeholder ecosystem

### FAMILY & FRIENDS

Contributed **9,091** trees, showing the program’s positive influence & enthusiastic support from the extended Maviner network.

### MAVINERS

Internal employees contributed the equivalent of **6,235** trees, demonstrating leadership, commitment, and environmental responsibility within the Mavin family.



# PLANTING SEEDS FOR A SUSTAINABLE FUTURE

The trees converted through “**Green Steps**” will be planted across Mavin’s farms, production sites, and project areas nationwide. This initiative not only contributes to greenhouse gas reduction but also helps preserve natural ecosystems, improve environmental quality, and build greener, cleaner, and more sustainable living spaces for communities.

The program stands as a vivid testament to how Mavin integrates sustainability into human resources, community engagement, and partnership strategies—reinforcing its role as **a responsible and proactive enterprise committed to a greener Vietnam today and in the future.**



## WASTE MANAGEMENT

Business Unit	Feed	Farm	Foods	Vet
Annual waste volume (ton/year)	125,02	47,419	8.14	2.62

For livestock activities, Mavin applies the Deep Litter Housing System – a modern pig farming solution adopted in the Group’s high-tech farms. This closed-loop and cyclical system effectively controls waste and protects the environment while increasing production efficiency and fulfilling sustainability criteria.

At feed and food production plants, Mavin monitors operations strictly to minimize industrial waste generation. Employees are trained to sort waste to implement the “**Recover – Recycle – Reuse**” strategy effectively.



## WASTE MANAGEMENT

No	Business Unit	Clean Water Usage (m³)	Wastewater (m³)
1	Mavin Feed	27,085	13,182
2	Mavin Farm	641,301	436,255
3	Mavin Foods	19,657	16,708
4	Mavin Vet	8,532	2,573
Total		696,575	468,718

Water resources play a vital role in Mavin’s production activities, especially in the context of declining groundwater levels in Vietnam due to overexploitation and lack of sustainable management. To address these challenges, Mavin has adopted advanced pig farming technologies to optimize clean water usage:

### WATER-SAVING NIPPLE DRINKERS

Mavin uses nipple-type automatic drinking systems that allow livestock to consume only the amount of water they need when thirsty. This system significantly reduces water waste compared to traditional open troughs. Additionally, direct connection to the clean water supply system ensures better control over water quality and flow.

### SMARTLY DESIGNED BARNs TO REDUCE CLEANING WATER NEEDS

The farms are built with slatted floors, allowing waste to fall directly into underground collection pits. This design minimizes the need for frequent floor cleaning with high-pressure hoses, conserving water while keeping the barns dry and sanitary.

### BIOLOGICAL WASTEWATER TREATMENT SYSTEMS

At high-tech farms, Mavin applies biological treatment methods for wastewater. The treated water is reused for cleaning non-livestock-contact areas and irrigation within the farms.

### INTEGRATED MONITORING AND SUPERVISION

Mavin incorporates measuring devices, monitoring systems, and assigns dedicated personnel responsible for direct supervision of water use in livestock operations.

## ENVIRONMENTAL COMPLIANCE

At Mavin, we are committed to strictly complying with environmental protection regulations throughout all business and production activities. Environmental protection measures that have been reviewed and approved by competent authorities are uniformly implemented at all production facilities, and are regularly reviewed and updated to meet legal and operational requirements. The company periodically coordinates with relevant authorities to conduct environmental impact assessments and monitoring.

Environmental monitoring at production facilities is carried out regularly, including emissions control, ambient air quality, wastewater, and working environment. Monitoring results recorded are as follows:

**Industrial emissions control:** Emissions indicators such as CO, NO<sub>x</sub>, SO<sub>2</sub>, and TSP are strictly monitored in accordance with QCVN 19:2009/BTNMT (Column B). All measured results are within allowable limits with no recorded violations.

**Ambient air quality:** Toxic gases and noise levels are well controlled and fully meet the requirements of QCVN 05:2023/BTNMT, ensuring a safe environment for the community and surrounding areas

**Treated wastewater:** Wastewater from factories after treatment meets technical standards and complies with Column B of QCVN 40:2011/BTNMT, with no negative impact on the natural environment

**Working environment:** Conditions at factories and farms are kept safe, with noise, temperature, and toxic gas levels all below the allowable exposure limits defined in QCVN 03:2019/BYT.

**Mavin is committed to strict compliance with current environmental protection standards across the entire production system.** No environmental violations were recorded during the reporting period. We continually enhance our environmental management capacity to minimize negative impacts on ecosystems and communities, contributing to sustainable agricultural development.



Mavin Feed Factory in Nghe An

## BIODIVERSITY CONSERVATION AND ANIMAL WELFARE

At Mavin's livestock farms, we consistently maintain policies and procedures to manage operations that ensure:

### Biodiversity Conservation:

- **Preserving indigenous breeds:** Maintaining and developing native plant and animal breeds that are well-adapted to local conditions while conserving valuable genetic resources.
- **Environmentally friendly farming:** Reducing the use of agricultural chemicals, applying organic and circular farming practices to protect soil, water, and biodiversity.
- **Creating ecological corridors and protected zones:** Establishing green areas, vegetation covers, and biological ponds within the farm area to maintain habitats for beneficial species such as insects, birds, and other wildlife.



Mavin Pigfarm in My Long - Dong Thap

### Animal Welfare:

Animal welfare is not only an ethical concern but also directly affects productivity, product quality, and public health. Key principles in ensuring animal welfare include:

#### • ENSURING THE FIVE FREEDOMS:

- Freedom from hunger and thirst;
- Freedom from pain, injury, or disease;
- Freedom from fear and distress.
- Freedom from discomfort;
- Freedom to express normal behavior;

• **IMPROVING HOUSING CONDITIONS:** Installing ventilation and cooling systems, automatic feeding and drinking systems to ensure a comfortable and hygienic living space.

• **REGULAR VETERINARY CARE AND PROPER NUTRITION:** Monitoring animal health, providing timely vaccinations, and delivering tailored diets based on growth stages.

• **TRAINING FOR FARM WORKERS:** Staff are trained in animal behavior, humane handling, and early detection of abnormal signs.

• **MAVIN HAS IMPLEMENTED INTERNATIONAL GLOBAL S.L.P.** standards as evidence of our strict adherence to biodiversity protection and animal welfare. Achieving such certifications not only enhances brand reputation but also opens up opportunities to access new markets.

## BIOSECURITY

At Mavin Group, biosecurity and animal welfare are not only mandatory requirements in modern livestock farming but also an ethical commitment and a core part of our sustainable development strategy. With a closed-loop production system, Mavin has established strict biosecurity policies

### • Biosecurity – The first line of defense for livestock

Biosecurity at Mavin is structured as a multi-layered preventive system designed to block the introduction and spread of pathogens. From the planning stage, Mavin designs livestock areas to be isolated from residential zones, with protective fencing, controlled entry gates, and scheduled disinfection protocols.

### • Smart environmental monitoring systems

Mavin invests in automated systems to monitor environmental conditions such as temperature and humidity. These systems enable early detection of abnormal signs and allow for timely intervention.

### • Comprehensive vaccination and health management

Vaccination programs are implemented strictly on schedule, along with routine health checks. Detailed epidemiological records are maintained to ensure the livestock remain healthy and stable at all times.



## Sustainable People

### TRAINING AND DEVELOPMENT

Based on the core values in its development strategy, Mavin always places people at the center of all progress, believing that human development is the foundation of transformation. To actualize this philosophy, Mavin has implemented a series of training and talent development programs to build a workforce that is professionally competent, knowledgeable, and adaptable to the evolving trends of the industry.

#### Identifying training needs:

Employee training needs are comprehensively assessed to align with current capabilities, competency requirements, career development goals, and the company's strategic direction.

#### Designing training pathways and content:

Based on actual surveys and evaluations, Mavin develops training roadmaps and content tailored to each target group:

#### Workplace safety and compliance training

Ensuring employees understand and fulfill their tasks while maintaining occupational safety and job quality.

#### Professional training

Enhancing technical knowledge and job-specific skills for designated roles.

#### Soft skills training

Enhancing technical knowledge and job-specific skills for designated roles.

#### Soft skills training

Developing soft skills to support employees in their daily tasks, including communication and interpersonal skills.

#### Leadership and talent pipeline development:

Mavin adopts flexible training formats tailored to different target groups, including internal training and outsourced programs. The company also encourages employees to proactively seek external professional and technical courses, with tuition fees covered by Mavin to promote continuous learning and skill development.

In 2024, Mavin identified and trained 23 talent pipeline personnel across various departments and production sectors. Additionally, the company organized skill-enhancement sessions for specific divisions with diverse topics such as occupational safety, fire prevention, and soft skills, often in collaboration with external professional training agencies.



Professional skills training courses, key staff development programs, occupational safety and health training, fire prevention and firefighting training, etc

Training to raise awareness on sexual harassment prevention and gender equality – Mavin's commitment to a safe, fair, and respectful working environment.

## Key Training Statistics of Mavin in 2024



**120**  
courses



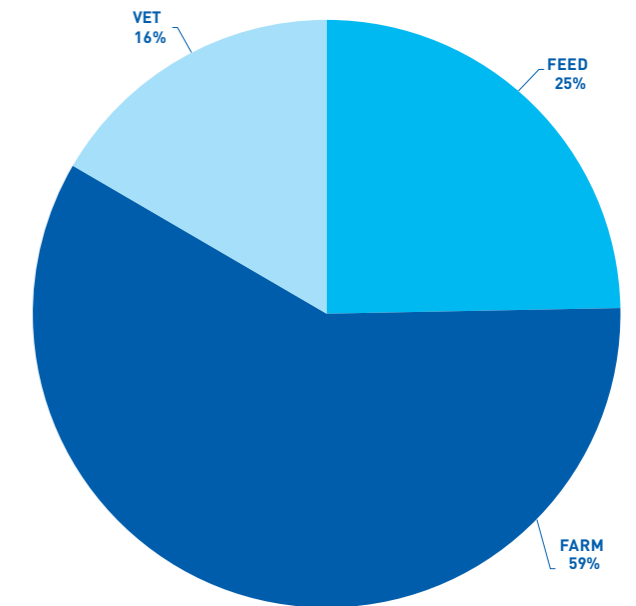
**469**  
training hours



**3556**  
learner sessions

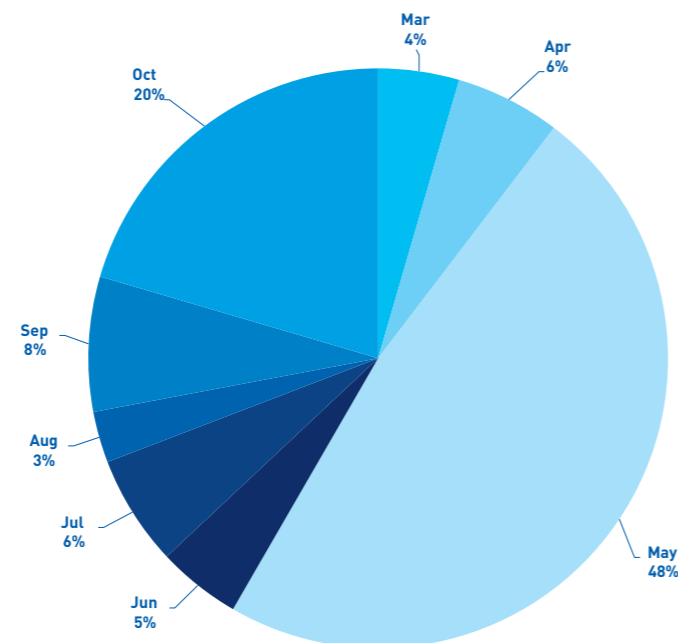
## NUMBER OF TRAINEES PARTICIPATING IN THE VOCATIONAL SKILLS TRAINING COURSE IN 2024

Department	Number of trainees participating in the vocational skills training course
FEED	546
FARM	1298
VET	367



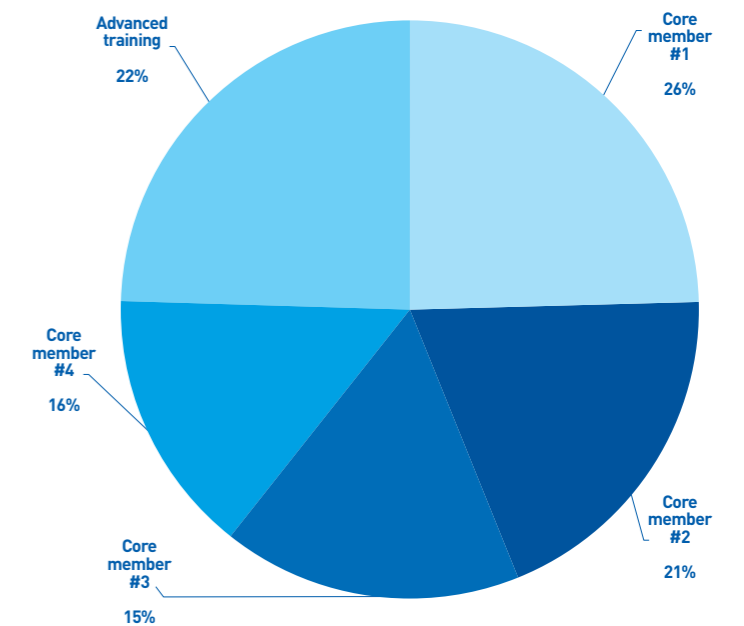
## NUMBER OF TRAINEES PARTICIPATING IN THE GENERAL SKILLS TRAINING COURSE IN 2024

Month	The number of trainees participating in development capacity training
1	0
2	0
3	30
4	39
5	319
6	31
7	41
8	19
9	50
10	136
11	0
12	0



## NUMBER OF TRAINEES PARTICIPATING IN THE SOURCE STAFF TRAINING COURSE IN THE 2023-2024

Training Course	Number of participants
Core member #1	38
Core member #1	30
Core member #1	22
Core member #1	23
Advanced training	31



## Raising Awareness on Sexual Harassment Prevention and Gender Equality – Mavin’s Commitment to a Safe, Fair, and Respectful Workplace

In pursuit of a civilized, safe, and equal working environment, starting from October 9, 2024, Mavin Group launched a system-wide training and communication program on preventing inappropriate workplace behavior. This is a key initiative under Mavin’s ESG strategy, implemented as part of the Group’s commitment to the International Finance Corporation (IFC), its strategic partner in promoting responsible business development.

The program was conducted simultaneously at more than 40 offices, factories, and farms nationwide, with over 2,000 employees participating. Through both in-person and online sessions, employees were equipped with the knowledge and skills to:

- Identify inappropriate behaviors that may occur in the workplace;
- Understand complaint procedures and how to protect their rights;
- Improve appropriate responses to protect themselves and their colleagues from physical or psychological harm.

The training content was closely integrated with Mavin’s Labor Regulations and Code of Conduct and aligned with the highest international Environmental & Social (E&S) standards. Mavin emphasized the message: **“Mutual respect is the foundation of corporate culture”** where everyone has the right to work in a safe and fair environment—regardless of gender, age, or job position.

This initiative was part of the 20th-anniversary celebration of Mavin Group and in honor of Vietnam Women’s Day (October 20), serving as a strong declaration from the Board of Directors to promote gender equality and ensure workplace safety for women.

Through this activity, Mavin demonstrates its responsibility to employees and contributes to shaping a corporate community rooted in professionalism, respect, and humanity—laying the foundation for sustainable development that puts people at the center of every policy and action.



## EMPLOYMENT AND WELFARE

Over its 20-year journey, Mavin has always considered human resources as its most valuable asset and the foundation of its sustainable success. Along with continuous business expansion, Mavin has built and maintained recruitment and welfare policies based on respect for human rights and labor protection.

### Key principles of Mavin’s employment and welfare policies include:

- Non-discrimination against candidates or employees based on skin color, ethnicity, religion, gender identity, or any other personal characteristic. All are treated fairly based on merit, qualifications, and job fit.
- Competitive and equitable salary policies to attract and retain high-quality personnel, with special attention to individuals with long-term dedication to the Group.
- Distinctive rewards for core personnel and talents to foster maximum potential and recognize outstanding contributions.
- A friendly work environment that encourages creativity and open idea-sharing, with strong support from all levels of leadership.
- Transparent and fair performance evaluation using a unified evaluation system across all levels, serving as the basis for annual salary adjustments and incentives.

Mavin also places emphasis on proactive employee healthcare with:

- Comprehensive health checks tailored to age, gender, job nature, and region;
- Awareness campaigns on various health topics;
- Full medical coverage in compliance with legal regulations



As of the 2024 reporting period, Mavin employed 1,761 people across its entities, including 166 individuals from ethnic minority communities—demonstrating its commitment to diversity, inclusion, and community development.

By consistently implementing these employment and welfare policies, Mavin fosters a sustainable workplace while contributing to the broader goal of sustainable business and societal development.

## RECRUITMENT AND TALENT ATTRACTION

- Mavin's recruitment policies and procedures are designed to be transparent, equitable, and respectful of candidate rights. Criteria include: non-discrimination based on factors such as origin, religion, political affiliation, gender identity, or freedom of association. All candidates are treated fairly on the basis of merit.
- Equal opportunity: Dedicated welfare policies for female workers are regularly updated in accordance with legal and international standards. Mavin aims to have 32% of leadership positions held by women by 2030.



## OCCUPATIONAL HEALTH, SAFETY, AND ENVIRONMENT (EHS)

- Recognizing the importance of workplace health and safety in its operations, Mavin has established policies, systems, and control procedures under its ESMS framework at all business units. Periodic compliance audits and tailored EHS training are conducted across sectors based on actual needs and industry specifics.

### Mavin ensures:

- Regular risk assessments at all production facilities, updating outdated measures to align with scientific advancements and foster a strong safety culture;
- A safety-first mindset led by the Board of Directors and Executive Board, with delegated authority for implementation at operational levels;
- The Environment and Social Department is directly accountable to the Board and Executive Board for implementing EHS strategy and reporting outcomes.
- At sectoral levels, safety departments are responsible for execution at project sites and reporting to relevant stakeholders on a periodic basis.



### Enhancing Occupational Safety Training – A Foundation for Sustainable Production at Mavin Feed and Mavin Farm

Occupational Health and Safety (OHS) has always been identified by Mavin Group as a key factor in its production and sustainable development strategy. In 2024, member factories under the Mavin Feed system simultaneously implemented multiple training programs and workshops focused on OHS. The goal was to raise awareness, improve risk response capabilities, and build a strong safety culture across the organization.

• **At Mavin Austfeed Nghe An (MNA)**, on May 13, 2024, the Factory Management Board organized a specialized training session under the theme “Safety is the life-line of the business.” The program emphasized the responsibility of each individual in maintaining workplace safety and highlighted potential risks. Employees were reminded not to enter hazardous areas without proper personal protective equipment and management authorization.

• **At Mavin Austfeed Hung Yen (MAC)**, on December 7, 2024, nearly 60 staff members participated in a training session focusing on two main topics: enhancing self-awareness of occupational safety and developing risk assessment and prevention skills. The session not only conveyed important knowledge but also served as an engaging forum for open dialogue between employees and the organizers, encouraging proactive safety practices.

• **Mavin Austfeed Dong Thap (MDT)** organized a periodic OHS training session on November 23, 2024, for employee groups classified according to legal requirements. The session provided comprehensive knowledge about workers’ rights and responsibilities, first aid, use of personal protective equipment, improving working conditions, and emergency response. The course was delivered seriously and professionally by experienced safety trainers, significantly improving on-site safety competence.

• **At Mavin Austfeed Binh Dinh (MBD)**, a training session on OHS and first aid was held on September 22, 2024, for all factory staff in collaboration with a specialized agency. The session updated employees on current regulations and focused on skills to prevent accidents when working at height, occupational disease prevention, and emergency management. The session was dynamic and well-received, featuring practical insights from medical professionals and seasoned instructors.

• **At Mavin’s pig farms such as My Long, Kbang, Anh Son**, employees participated in occupational safety training sessions conducted by authorized institutions, equipping them with the skills necessary to work safely and prevent common workplace hazards.

Through this series of comprehensive training initiatives, Mavin Feed factories have not only improved employee awareness and personal protection skills, but also contributed to reducing workplace accidents, enhancing productivity, and creating a safer, more friendly, and efficient work environment. These efforts clearly demonstrate Mavin’s commitment to prioritizing occupational safety as a core element of its sustainable development strategy.

## INTERNATIONAL STANDARD-BASED SAFETY MANAGEMENT

Mavin benchmarks international standards such as the IFC’s Environmental, Health, and Safety (EHS) management system and industry-specific standards to establish its own Environmental and Social Management System (ESMS). This system includes complete policies and procedures tailored to each sector to ensure optimal safety outcomes.

Mavin encourages innovation and continuous improvement initiatives based on hazard assessments to detect and promptly control potential threats to employee health and safety. Safety departments across business units are constantly seeking opportunities to strengthen their inspection and monitoring capabilities, aiming to reduce work-related incidents and medically treated injuries.

As part of its cooperation with the IFC, Mavin has received technical support from IFC experts in developing EHS standards and procedures. In 2024, the IFC also conducted periodic assessments at Mavin’s facilities to evaluate and verify compliance with committed safety practices.

### KEY SAFETY INITIATIVES IN 2024

An toàn lao động và sức khỏe nghề nghiệp luôn được Tập đoàn Mavin xác định là ưu tiên hàng đầu trong hoạt động sản xuất kinh doanh. Công tác quản lý EHS được thực hiện đồng bộ trên toàn hệ thống, tuân thủ nghiêm ngặt các quy định của pháp luật và hướng tới tiêu chuẩn phát triển bền vững quốc tế.

Developing and updating safety management plans based on risk assessments at factories, farms, and business units.	Conducting OHS awareness and skills training tailored to each labor group, including hazard identification and risk assessment.	Collaborating with relevant authorities to organize thematic safety and emergency response training sessions.	Organizing emergency drills, fire prevention and rescue simulations to improve rapid response capabilities.	Periodically evaluating EHS compliance to identify risks and ensure safe operations.
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In 2024, thanks to extensive safety implementation efforts across the Group, Mavin achieved remarkable performance in its safety indicators, reinforcing its position as a responsible and sustainable enterprise.

Parameter	Current Reporting Period (2024)	Previous Reporting Period (2023)
Total number of direct employees (persons)	1,761	1,465
Total number of contractor workers (persons)	115	147
Total annual working hours	3,856,590	3,164,250
Total annual contractor working hours	690	327,810
Number of work-related injuries with lost time	None recorded	None recorded
Total lost workdays due to injuries	None recorded	None recorded
Number of fatalities due to occupational accidents	None recorded	None recorded

## COMMUNITY INVESTMENT AND DEVELOPMENT

With the message “**Spreading Love**”, Mavin Group identifies community responsibility as one of the key pillars in its sustainable development strategy. In 2024, Mavin continued to implement a series of social programs targeting vulnerable groups, contributing positively to the socio-economic development of many localities across the country.

Community activities were implemented through the Mavin Compassion Fund, based on four long-term objectives: Livelihood support, Charitable donations, Education development, and Employee assistance.

### Livelihood Support – Offering Opportunities, Building Sustainable Foundations

The livelihood development program is a long-term initiative that Mavin has prioritized since 2018 in cooperation with World Vision International. Over the years, the program has supported nearly 500 poor and near-poor households in sustainably escaping poverty, mastering animal husbandry techniques, and stabilizing their lives.

In 2024, the program was implemented in Thuong Xuan and Quan Hoa districts of Thanh Hoa province—remote mountainous areas with many hardships. Mavin donated 20,000 ducklings, over 70 tons of feed and farming materials to 200 households. Additionally, technical training, farm construction guidance, and disease prevention instruction were provided.



Donating ducklings in Quan Hoa - Thanh Hoa



Donating ducklings in Thuong Xuan - Thanh Hoa

Mavin also established Zalo community groups and conducted field surveys to closely monitor farming progress, provide technical advice, and address arising issues. As a result, households successfully sold their poultry at favorable prices, generating stable income. This program demonstrates that it not only provides livestock but also imparts skills and confidence, enabling families to sustainably improve their livelihoods.

## Charitable Support – Sharing so No One is Left Behind

To support disadvantaged individuals, in 2024, Mavin carried out multiple programs to provide gifts and post-disaster assistance.

During Tet (Lunar New Year), Mavin continued its 20-year tradition of community support by distributing over 200 Tet gifts to poor and near-poor households in provinces including Hung Yen, Nghe An, Binh Dinh, Gia Lai, and Dong Thap. Each gift included cash and essential items, delivered directly by Mavin representatives and local authorities.

After Typhoon Yagi (September 2024), Mavin launched emergency relief for affected customers, donating 5,000 bottles of disinfectant and supporting 100 livestock households with recovery costs to rebuild their farms and stabilize production.

Mavin also sponsored notable social activities such as:

- Constructing a sports ground in Kbang district (Gia Lai) to improve community health.
- Supporting the “Fund for the Poor” in Cao Lanh district (Dong Thap) during Tet.
- Providing Tet gifts for underprivileged children in the “Spring Tree” program in My Long commune (Cao Lanh).



## Education Development – Nurturing Knowledge, Building the Future

Education remains a top priority in Mavin's community engagement efforts. For the 2024–2025 school year, Mavin launched the “Back to School with Mavin” program, donating nearly 400 school kits including backpacks, uniforms, and health insurance to disadvantaged students in Anh Son (Nghe An) and My Long (Dong Thap).

Mavin also supported underprivileged students by awarding scholarships to those in the Faculty of Animal Science and Veterinary Medicine at the Vietnam National University of Agriculture—helping them continue their education and contribute to the future of agriculture.



## Employee Support – Mavin as a Family

At Mavin, people are the most valuable asset. In addition to external community programs, the Group also supports employees facing special difficulties.

During Tet, 23 employees received holiday gifts, while 6 employees with particularly difficult circumstances were supported with monthly stipends of VND 1 million throughout 2024 to cover basic needs, medicine, and tuition for their children.

Following Typhoon Yagi, Mavin identified and assisted 85 staff members seriously affected by floods, with cash, essential goods, and heartfelt encouragement from company leadership and the trade union.

The Mavin Compassion Fund also promptly supported employees involved in workplace accidents, embodying the spirit that “no one is left behind” within the organization.



# AFFIRMING THE ROLE OF A SOCIALLY RESPONSIBLE AND COMPASSIONATE ENTERPRISE



Through community engagement activities in 2024, Mavin Group continues to affirm its role as a people-centered enterprise, committed to social responsibility and sustainable development in harmony with the community.



# A SUSTAINABLE LIVELIHOOD JOURNEY IN THANH HOA



Since 2018, Mavin Group and World Vision Vietnam have jointly implemented a long-term livelihood support program in Thanh Hoa province. This initiative aims to improve the economic capacity of poor and near-poor households—particularly female-led families with school-aged children—by supporting systematic and sustainable poultry farming.



The program is deployed in Thuong Xuan, Quan Hoa, and Nhu Xuan districts with a comprehensive approach:

**Provision of high-quality ducklings, nutritious feed, and GMP-WHO-certified veterinary medicine produced by Mavin**

**Technical training on animal husbandry, disease prevention, barn construction, and compliance with biosecurity procedures.**

**Market connection support to ensure stable product output**

**Implementation of a community revolving financial mechanism: Each household contributes 10% of their profit after each farming cycle to support other families, forming a self-sustaining community fund.**

A highlight of the program is its integration into Mavin’s “**From Farm to Table**” value chain, reflecting Mavin’s commitment to sustainable economic, social, and environmental development. In addition to material aid, Mavin focuses on building local capacity and turning beneficiaries into independent economic actors.

By 2025, the program has supported over 700 households—mainly from ethnic minority groups and highland women—helping them increase income, improve living conditions, and ensure education for their children. Over 50 training courses have been conducted with more than 1,000 participants, contributing to the formation of a safe, responsible, and environmentally friendly farming community.



This is a model livelihood initiative in Vietnam, achieving not only economic outcomes but also empowering communities with confidence, pride, and responsibility. With strong sustainability, internal operation mechanisms, and continuous expert support, this program is a replicable model for inclusive and humane rural development.

## Sustainable Products

Mavin Group identifies sustainable product development as a strategic pillar in its journey toward responsible growth—balancing business efficiency with social responsibility and environmental protection. With its integrated value chain from Feed – Farm – Food – Vet, Mavin is committed to delivering high-quality, safe, and eco-friendly products that contribute positively to the community.

### A Diverse Portfolio Anchored in Green Quality

Mavin has developed a wide range of core product lines, including:

- Animal feed: for pigs, poultry, and aquaculture, with brands such as Mavin Austfeed, Stargro, Starkare, and Nutrigro.
- High-quality breeding stock: commercial pigs and ducks.
- Veterinary pharmaceuticals and biological products: produced by Mekovet, compliant with WHO-GMP standards.
- Processed foods: sausages, pork rolls, meatballs, and more under the Mavin Foods brand.



All products are manufactured using green, safe, and modern technologies aimed at reducing emissions, protecting the health of animals and consumers, and optimizing economic efficiency for farmers.

## Product Design According to International Standards – Linking R&D with Sustainability

Mavin considers Research & Development (R&D) a strategic foundation for improving product quality, maintaining competitiveness, and driving sustainable development. Products are designed and manufactured in compliance with rigorous international standards such as GMP Plus, Global GAP, Global S.L.P, ISO, HACCP, and AAFCO—ensuring food safety, animal welfare, and environmental protection.

In animal feed, Mavin applies advanced nutritional technologies to build optimized formulas for each growth stage, using enzymes, probiotics, and herbs to enhance resistance and reduce antibiotic use. The automated production process—covering weighing, mixing, extrusion, and drying—ensures uniformity and cost-efficiency. Additionally, real-time monitoring and flexible adjustments are enabled by formula management software and SAP ERP systems.

In livestock and veterinary fields, R&D works closely with technical teams and veterinary experts to develop region-specific feed formulas, test biological and herbal additives for digestive and immune support, and conduct trials at test farms before large-scale application.

For processed foods, Mavin focuses on developing products that match consumer preferences, enhancing taste, texture, and shelf life through sensory evaluations. The Group also collaborates with international partners to transfer technology, ensuring quality across the value chain.

The Mavin R&D Center is fully equipped with specialized labs (microbiology, nutrition, sensory) and directly connected to pilot farms and factories. The research team comprises domestic and international experts in veterinary medicine, food technology, nutrition, and animal husbandry.

Through continuous innovation, Mavin strives to create high-quality, safe, and effective products that meaningfully contribute to sustainable agriculture.



## Modern, Eco-Friendly Production Processes

Mavin factories utilize automated European-standard production lines that operate with no smoke, odor, or noise. Technologies such as skylight roofing, power-saving inverters, biogas systems, and boiler water treatment help minimize environmental impacts. In farming, Mavin operates automated systems for feeding, watering, and temperature control—reducing waste, saving labor, and maximizing biosecurity.

All factories and farms strictly comply with biosecurity controls such as vehicle disinfection systems, triple-layer sanitization showers, and minimum 48-hour isolation before entry into animal zones..

## Product Safety and Transparent Traceability

Mavin ensures transparency in ingredients, raw material sources, and production standards, all clearly stated on packaging. With a fully integrated supply chain, Mavin has a distinct advantage in traceability—from farm to table. Its professional customer feedback and complaint resolution system complies with international standards, protecting consumer rights and driving continuous product improvement..

## Products for Community and Sustainable Development

With a focus on supporting farmers—especially in disadvantaged areas—Mavin offers a variety of products and programs to assist poor and remote households. The Group is committed to ensuring its products are safe for the environment, animals, and users. Mavin's products help boost productivity, reduce costs, and improve livestock efficiency and household livelihoods.

## Certifications and Awards – Affirming Quality and Responsibility

For its innovation and social responsibility, Mavin has received numerous prestigious awards, including:

- Top 10 Innovative and Efficient Agribusinesses in High-Tech Agriculture (2023),
- ASEAN Creative Business Award (2021),
- Top 10 Green Enterprises – ESG 2024,
- Saigon Times CSR Award 2024 for Corporate Social Responsibility,
- Various local certifications for environmental protection, occupational safety, and food safety from provincial authorities in Nghe An, Binh Dinh, and others.

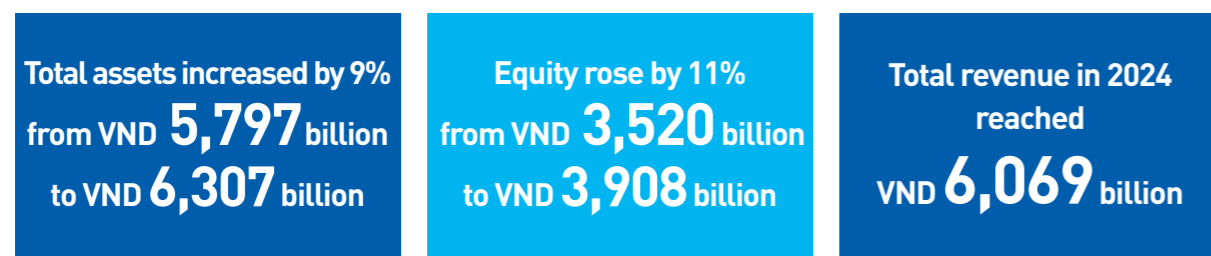


The Chairman of the Board of Mavin Group received the Saigon Times CSR Award 2024

## Sustainable Economic Growth

### Market Development: Sustainable Growth and Economic Value for Stakeholders

Marking its 20th anniversary, Mavin Group has continuously strived and learned to shape its brand identity and contribute to the overall development of Vietnam's agriculture sector. Today, Mavin ranks among the top 10 most reputable livestock feed producers in Vietnam. In the farming sector, Mavin is one of the top 5 largest pork producers in the country, with a scale of over 50,000 sows and 500,000 market pigs per year.



Mavin's high-quality products not only serve farmers but also help optimize productivity and profitability, contributing to improved farming efficiency and livelihoods.

In the post-COVID recovery era and amidst epidemic-related risks, Mavin has seen both challenges and opportunities for business development. With a goal of constant growth and market expansion, Mavin products are now present in all 63 provinces and cities across Vietnam, supported by a vast network of thousands of agents and distributors—ensuring convenient access to quality products for farmers and consumers nationwide.

### INDIRECT ECONOMIC IMPACT

Aligned with the value chain model “**From Farm to Table**,” Mavin actively collaborates with diverse suppliers, especially domestic ones, contributing to national food security in line with the Government's Livestock Development Strategy 2021–2030, with a vision toward 2045.

In the Farm sector, Mavin has developed breeder pig farms operating under the Global S.L.P (Smart Livestock Practices) sustainability standards. These farms utilize advanced livestock technologies to enhance productivity. The Group also fosters cooperation with farmers to share solutions, promote high-tech applications, and drive digital transformation toward modern, efficient, and sustainable farming practices.

The closed-loop value chain strengthens the Feed–Farm linkage. Mavin shares business benefits with feed dealers and pig farmers, providing support that enhances weight gain control, ensures meat quality, and improves farming outcomes.

## SUPPLY CHAIN MANAGEMENT AND SUSTAINABLE PROCUREMENT

Mavin Group has developed a comprehensive supply chain management and procurement strategy based on stringent supplier selection criteria and a clear code of conduct for employees working with partners. ESG risk control is integrated to ensure business objectives and sustainability targets are aligned. In 2024, the assessment rate of local suppliers reached a significant portion of the total supplier base..

### Supplier Evaluation Criteria

Mavin uses a comprehensive set of criteria for supplier assessment and selection, including:

#### Product/Service Quality (40% weight):

Must meet high-quality standards, ensure consumer safety, and comply with current regulations.

#### Reputation & Social Responsibility

Preference for suppliers who comply with legal regulations, engage in environmental protection, and contribute to communities.

#### Pricing & Payment Terms

Competitive pricing and flexible terms that support economic efficiency and strong partnerships.

#### Delivery & Supply Capacity

Reliability in timely and accurate delivery, supported by effective supply management systems.

#### Customer Service

Responsive and supportive suppliers are valued for efficient problem-solving and smooth collaboration.

In 2024, Mavin Group implemented supplier assessments across its supply chain.

## Code of Conduct for Mavin Employees Working with Suppliers

Mavin has issued a “**Code of Conduct and Work Ethics**” to guide employees

### Professionalism & Integrity

Maintain honesty, fairness, and avoid conflicts of interest or corruption.

### Confidentiality

Protect proprietary information and avoid misuse for personal purposes.

### Respect & Cooperation

Build respectful, win-win partnerships with suppliers.

### Compliance

Adhere to laws and Mavin policies in all supplier interactions

By applying rigorous supplier selection criteria and ethical standards, Mavin ensures product/service quality and promotes sustainability across the supply chain, contributing to economic and environmental development.



## CLEANER AND OPTIMIZED OPERATIONS

### High-Tech, Environmentally Friendly Manufacturing

Mavin continuously invests in modern, environmentally friendly production systems to optimize efficiency, product quality, and sustainability across its Feed–Farm–Food–Vet value chain.

### Modern Plants and Smart Management

Mavin operates 5 feed mills located in Hung Yen, Nghe An, Binh Dinh, and Dong Thap, with a combined capacity of 1.2 million tons/year. Equipped with automated production lines from Bühler (Switzerland) and CPM (USA), these plants meet European standards, reducing labor, increasing precision, and boosting output. All processes from grinding, mixing, pelleting to packaging are automated and monitored in real-time via SAP ERP.

Raw materials are strictly tested and stored in temperature- and humidity-controlled warehouses to maintain input quality.

Mavin also applies green technologies such as skylight roofs, energy-saving inverters, bio-mass boilers, and water-based emission treatment. Feed is delivered in bulk via silo trucks, reducing packaging costs by tens of billions VND annually.



## Smart Farming – Optimizing Efficiency and Animal Welfare

Mavin's farms operate in closed-loop systems, using automation for feeding, drinking, temperature, and environment control. Animals receive optimized diets, health monitoring, and scheduled vaccinations.

In November 2024, two pig farms in Nghe An and Gia Lai were certified with Global S.L.P by Bureau Veritas, validating compliance with international standards on farm management, water quality, feed, hygiene, biosecurity, and animal welfare.



Global S.L.P Certification  
for Mavin's Farm in KBang, Gia Lai



Global S.L.P Certification  
for Mavin's Farm in Anh Son, Nghe An



Mavin's farm in Anh Son, Nghe An

## Closed-Loop Food Processing – Safe, Transparent, and Traceable

At its food processing plant in Ha Nam (10,000 tons/year capacity), Mavin uses German technology and follows ISO 22000 and HACCP standards. Fresh meat is sourced directly from Mavin farms, ensuring traceability, free from antibiotics and banned substances.

The production process includes grinding – mixing – forming – cooking – cooling – automatic packaging, preserving taste and ensuring food safety. Strict quality control from raw materials to finished products ensures compliance with international standards and rising consumer expectations.



Mavin Food's production line located in Duy Tien, Ha Nam

# IV COMMITMENT to sustainable development in the future



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At Mavin Group, sustainability is not merely a goal—it is the guiding principle embedded in our long-term strategic vision. As we enter a new phase of development, we reaffirm our commitment to innovation, comprehensive digital transformation, and strong integration of ESG (Environmental – Social – Governance) standards across all operations, with the aim of building a sustainable agricultural ecosystem.

# INNOVATION & DIGITAL TRANSFORMATION: THE FOUNDATION OF SUSTAINABLE DEVELOPMENT



- Recognizing the critical role of technology in the Fourth Industrial Revolution, Mavin launched a 5-year digital transformation program (2019–2023) based on four strategic pillars: ERP – Cloud – Digital – Smart Farming.

- We are proud to be a pioneer in Vietnam's agricultural sector in implementing the SAP S/4HANA ERP system on the Microsoft Azure platform. This integration spans the entire Feed – Farm – Food – Vet value chain, enabling real-time operational control, traceability, and data management.

- Simultaneously, Mavin has made substantial investments in fully automated production lines meeting European standards and smart operations across our closed-loop farms, equipped with automated systems for environmental control, nutrition management, and animal health.

- Internal platforms such as Porcitec, Shop Floor, MyMavin, HiStaff, and E-learning have been deployed to optimize operations, training, and employee engagement across the entire system. Beyond internal applications, Mavin actively shares its digital transformation journey with the broader community, particularly students in animal husbandry and veterinary science, contributing to the enhancement of Vietnam's agricultural talent pool.



# PROMOTING ESG AND CIRCULAR ECONOMY PRINCIPLES

In 2024, Mavin further embedded ESG standards across all aspects of its operations



## ENVIRONMENTAL PROTECTION

Adoption of green technologies, live-stock waste management, energy conservation, and use of sustainable raw materials



## COMMUNITY DEVELOPMENT

Employee welfare enhancement, livelihood support in local areas, and ensuring food safety for the broader community



## TRANSPARENT GOVERNANCE

Strengthening internal controls, anti-corruption efforts, and safeguarding the interests of shareholders and stakeholders

We are actively advancing the circular economy model by maximizing the reuse of by-products, reducing emissions, and optimizing resource use to build a clean, efficient, and sustainable agricultural value chain.

# PEOPLE THE DRIVING FORCE OF SUSTAINABLE GROWTH

MAVIN IS COMMITTED  
TO PUTTING PEOPLE AT THE CENTER OF DEVELOPMENT.



IN 2024, WE CONTINUED TO

Invest in training and upskilling programs covering professional, managerial, and digital competencies for all employees.

Foster a positive working environment and comprehensive welfare policies to nurture creativity and proactivity.

Build team cohesion through a corporate culture centered on continuous innovation and growth.

LOOKING TOWARD THE 2025–2030 PERIOD,  
MAVIN HAS SET OUT STRATEGIC GOALS INCLUDING

Expanding the Feed – Farm – Food  
ecosystem with strong integration  
of environmental sustainability.



Increasing investment in food pro-  
cessing and the development of  
value-added products.



Doubling revenue and EBITDA by  
2027 through business scale-up and  
operational efficiency optimization.



Exploring new opportunities in  
aquaculture, poultry, and egg  
production.



Preparing for an IPO within the next  
3–4 years, attracting strategic inves-  
tors to support our next growth stage.



# FUTURE VISION EXPANDING A SUSTAINABLE ECOSYSTEM



# MAVIN'S VISION & STRATEGIC DEVELOPMENT GOALS FOR 2025 - 2030



## VISION

To become Vietnam's leading sustainable agri-food enterprise, spearheading innovation and ESG commitments

## STRATEGIC GOALS

### SUSTAINABLE ECOSYSTEM EXPANSION

Expand the integrated Feed – Farm – Food value chain with a focus on environmental management and circular development.

### VALUE-ADDED PRODUCT DEVELOPMENT

Increase investment in premium food processing and value-added products derived from agriculture.

### SCALE AND EFFICIENCY GROWTH

Double revenue and EBITDA by 2027 through cost optimization and margin enhancement.

### NEW BUSINESS EXPLORATION

Develop aquaculture, poultry farming, egg production, and functional food sectors.

### IPO PREPARATION

Fulfill all prerequisites and execute IPO within the next 3–4 years.

### DIGITAL TRANSFORMATION LEADERSHIP

Further digitize operations, smart production, and corporate governance across the system.

### ESG-DRIVEN SUSTAINABLE GROWTH

Advance environmental initiatives, social welfare programs, and transparent governance to improve ESG performance.

### HUMAN CAPITAL DEVELOPMENT

Invest in training and building a high-quality workforce, promoting a culture of innovation and accountability.



SUSTAINABLE DEVELOPMENT REPORT 2024

