



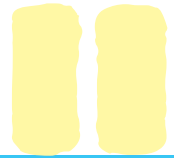
**Sustainability Development**  
Report

2023



**SUSTAINABILITY  
GOING BEYOND**

**GREEN**





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## The context

Covid-19 has profoundly changed the global economy as a whole and perceptions of sustainable development in particular. Alongside

**strong commitments to the environment and climate,**

there is an increasing demand for further promoting inclusive development. Companies are increasingly required to disclose their impact in relation to sustainable development goals, for instance, through criteria such as ESG (Environmental, Social, and Governance)



## Economy

In 2023, it was a challenging year for the global economy, marked by a general decline in GDP growth, global trade, and investment. Bad debts increased, and inflation remained high, coupled with the tense dynamics of political conflicts, technological fragmentation, extreme weather events, and widespread pandemics.

The overall economic growth for the world was estimated to be around 2,5% of GDP (according to the international credit rating agency Fitch Ratings) to 3% of GDP (according to the International Monetary Fund - IMF and the Organisation for Economic Co-operation and Development - OECD), compared to the 3,3% - 3,5% growth in 2022. The European Union forecasted global economic growth in 2023 at 3.2%, an increase of 0,1% from the May 2023 projection. The World Bank, however, adopted a more pessimistic view, suggesting that global growth would only reach 2,1% in 2023, even after a 0.4% adjustment from the initial forecast at the beginning of the year. Developed economies were projected to grow by only 0,7% of GDP, while developing economies and emerging markets were expected to achieve 4% of GDP growth.

## Society

Despite receiving attention from various stakeholders in addressing social issues, the world still requires continuous efforts and abundant resources to improve the conditions of poverty and inequality, ensuring and promoting human rights at organizational and national levels

## Environment

Climate change is increasingly evident and severe in many countries and regions around the world, as natural disasters escalate in both intensity and frequency. Alongside this, the world is witnessing unprecedented loss of biodiversity in scale and speed, primarily due to human developmental activities. This poses a significant challenge to humanity, demanding stronger and more extensive collaboration among nations in achieving climate goals, preserving biodiversity, ensuring water security, and preventing environmental pollution.

The dynamics of global trends in sustainable development have led to increasing challenges and demands for sustainable livestock farming.

A photograph of several white chickens in a farm setting. The chickens are the central focus, with their white feathers and red combs clearly visible. They are positioned in a way that suggests a natural, outdoor environment. The background is slightly blurred, showing more chickens and some farm infrastructure like yellow pipes.

## The livestock industry in Vietnam

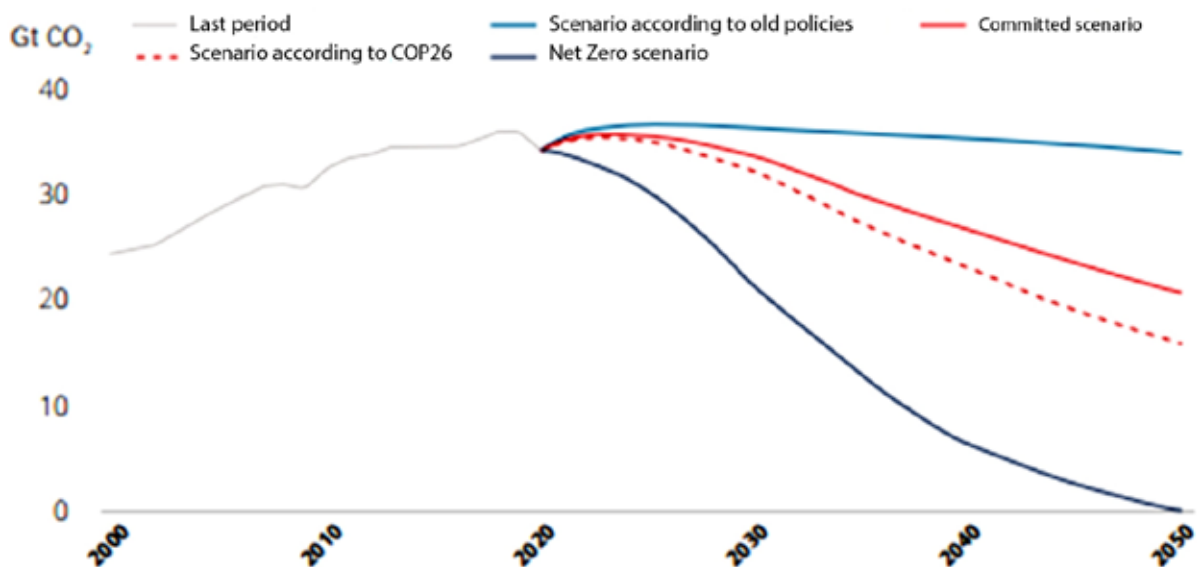
In 2023, according to statistics from the Livestock Department, the estimated production value of livestock increased by 5,93% compared to 2022. However, the livestock industry continues to face challenges such as rising feed prices, unpredictable disease outbreaks, and fluctuations in livestock product prices. Additionally, China's Zero Covid policy and the increased risks to the global economy pose significant potential adverse effects on the development of Vietnam's livestock industry.

In addition, the dynamics of global trends in sustainable development have led to increasing challenges and demands for sustainable livestock farming, where issues related to bio-safety, environmental safety, public health, resource and energy efficiency, and animal welfare are deeply concerned.

## The trend towards sustainable livestock farming is irreversible



In the foreseeable future, climate goals will also be required and actively promoted for livestock businesses nationwide. This has brought about systemic disadvantages for the current traditional livestock model while also serving as a driving force for the development of modern and sustainable concentrated farming models.



CO<sub>2</sub> emissions in world energy outlooks scenarios over time, 2000 - 2050





# Message from The Chairman

The year 2023 marked a significant shift in how businesses approach sustainability. It's no longer just about being 'green'; **it's about embedding sustainable practices into every aspect of operations and corporate ethos.**

This shift reflects a growing recognition that sustainability is not just an environmental issue but also a business imperative linked to profitability, brand reputation, and long-term success.



# SUSTAINABILITY GOING BEYOND GREEN

Sustainable agricultural practices are intended to protect the environment, expand the Earth’s natural resource base, and maintain and improve soil fertility, while protecting water resources and minimizing air and water pollution. Sustainable agriculture should increase profitable farm income and promote environmental stewardship.

There is clearly a need for us to be more environmentally and socially responsible and to concentrate on sustainable agricultural operations and practices as we move into 2024.

The lessons of 2023 are clear: **embracing change, investing in innovation, and focusing on long-term value creation are crucial for long-term success.**

The year 2023 marked a significant shift in how businesses approach sustainability. It’s no longer just about being ‘green’; it’s about embedding sustainable practices into every aspect of operations and corporate ethos. This shift reflects a growing recognition that sustainability is not just an environmental issue but also a business imperative linked to profitability, brand reputation, and long-term success.



Several factors have driven this trend.



Firstly, there's been a growing awareness of climate change and its impacts, leading consumers to demand more environmentally responsible products and services. This consumer push has prompted businesses to adopt more sustainable practices, from reducing their carbon footprint to embracing circular economy models that prioritize reuse and recycling.



Secondly, investors and stakeholders are increasingly focusing on Environmental, Social, and Governance (ESG) criteria when evaluating companies. This has led businesses including Mavin, to integrate sustainability into their core strategies, recognizing that ESG performance is closely tied to financial performance.

In addition, technological advancements have played a crucial role in this shift. Innovations in renewable energy, sustainable materials, and green manufacturing processes have made it easier and more cost-effective for businesses to implement sustainable practices. Furthermore, digital tools like ERP, advanced control systems, big data analytics and blockchain are enabling more transparent and efficient sustainability reporting.

The sustainability trend in 2023 has also been about partnerships and collaboration. Businesses have recognized that tackling global challenges like climate change requires a collective effort. As a result, we've seen an increase in cross-industry collaborations, public-private partnerships, and initiatives aimed at driving systemic change.

In conclusion, sustainability in 2023 became a multifaceted approach that goes beyond environmental concerns. It's about creating value for all stakeholders – customers, employees, investors, and society at large. As we move forward, this comprehensive approach to sustainability is set to become an even more integral part of how businesses operate and compete.





The stage is set for  
**a future that  
is more digital,**  
more sustainable,  
more customer-focused,  
and more flexible.

The convergence of these trends points to a future where businesses that are agile, adaptable, and aligned with their stakeholders' values are the ones that succeed. The lessons of 2023 are clear: embracing change, investing in innovation, and focusing on long-term value creation are crucial for long-term success.

As we look towards the future, it's important for businesses like Mavin to continue to monitor these trends and adapt to them. The world is changing rapidly, and what worked yesterday, might not work tomorrow. The businesses that will thrive are those that are not just reactive to change but proactive in shaping it.

David John Whitehead



Chairman, Board of Directors of Mavin Group

# GRI Standards

Mavin has decided to implement the Global Reporting Initiative (GRI) standards for our Sustainability Development Report, first released in 2023.

We undertake this report primarily to support Mavin Group in implementing a sustainable development strategy. We recognize that the success of this sustainable development strategy depends on how each member of Mavin understand what sustainable development entails and take specific actions. Therefore, this report serves as a tool to ensure that every Mavin member comprehends the concept of sustainable development and knows the specific actions required for the successful implementation of our sustainability development strategy.



## ABOUT GRI STANDARDS

Established in 1977, the Global Reporting Initiative (GRI) is an independent international organization at the forefront of providing frameworks for sustainable development. GRI's objective is to promote sustainable development reporting and understanding for all global organizations. GRI plays a crucial role in offering guidance and principles for building sustainable reports, as well as measuring, reporting, and monitoring their impact on issues related to Environment, Social, and Governance (ESG).

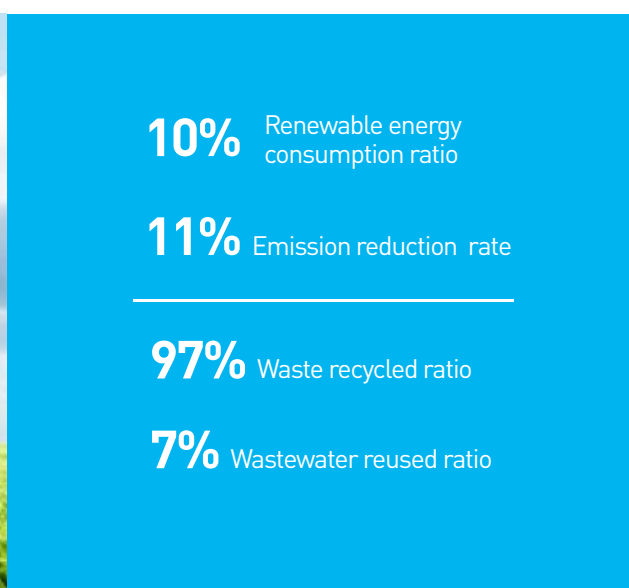
The GRI Standards for Sustainability Reporting is an international standard system released in 2016, with the goal of supporting organizations in reporting on sustainable activities to ensure transparency.







# Facts & Figures in 2023



# SUSTAINABLE SUPPLY CHAIN









# Mavin Overview



## GENERAL INFORMATION

Name of the Company: Mavin Group Joint Stock Company  
 Head office: Bo Thoi town, Hong Tien commune, Khoai Chau district, Hung Yen province.  
 Contact address: 8th floor, Hudland Tower, 6 Nguyen Huu Tho, Hoang Liet ward, Hoang Mai district, Hanoi city.  
 Phone: 0243 0233 666  
 Email: info@mavin-group.com  
 Website: www.mavin-group.com  
 Business registration certificate number: 0900841823  
 Date of issue: 3/7/2012  
 Place of issue: Department of Planning and Investment of Hung Yen province  
 Charter capital: VND 858,951,960,000

Mavin Group,  
 a leading enterprise  
 in the field of  
 Agri-Food in Vietnam,  
 has successfully  
 developed  
 the value chain  
**“From Farm to Table”**,  
 supplying the  
 Vietnamese market,  
 with the 3F model

# FEED FARM FOODS





Mavin Group formerly known as Austfeed Joint Venture Company, a joint venture enterprise between Vietnam and Australia, started as an animal feed factory located in Hung Yen province established in 2004. After 20 years of operation, Mavin Group has affirmed its leadership position in the market, is accepted and appreciated by farmers, has always been one of the foremost sustainable development companies in both output and quality. From the successes in the field of animal feed, Mavin expanded into other fields such as pig breeding, veterinary medicine and food processing, and now provides a total solution for Agri-Food business. The Group's products have been delivered to millions of consumers in Vietnam and other countries in the region.

With the vision of participating in the global value chain, producing and bringing Vietnamese agricultural products to the world, Mavin Group has improved and applied the latest and environmentally friendly technologies, created effective livestock products, and provided food products that ensure food hygiene and safety, and traceability at all times.

Besides production and business activities, Mavin actively contributes to the State budget, participates in community support activities, raises awareness of environmental protection, and contributes to promoting sustainable development of the community and society. As a leading Agri-Food Enterprise in Vietnam, Mavin Group is determined to join together with the government to build a sustainable agricultural industry 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

## MISSION

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





## 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 and Values



## SUSTAINABLE DEVELOPMENT JOURNEY

**03.12.2004**

Establishment of Austfeed Joint Venture Company Limited

**2004 - 2010**

The company successively invested in constructing three livestock feed mills in Hung Yen, Binh Dinh

**2011**

The company developed a nuclear pig breeding center in Hung Yen and began expanding contracted farms network.

**2012**

The company became a strategic shareholder of Cai Lay Veterinary Pharmaceutical Joint Stock Company in Tien Giang province.

**2013**

The company established Mavin Food Joint Venture Company, specializing in producing high-quality food products from meat.

**2016**

The company invested in the second nuclear pig breeding center in Binh Dinh and launched the fourth livestock feed mill in Nghe An.

**2017**

The company restructured and transitioned to a corporate group model with new brand name Mavin Group.

## SUSTAINABLE DEVELOPMENT JOURNEY

### 2018

The company put the fifth livestock feed mill into operation in Dong Thap. In the food sector, Mavin was the first company in Vietnam to officially export pork abroad.

### 2019

The company pioneered the implementation of a 5-year Digital Transformation Program (2019-2023) with four pillars: ERP, Cloud Computing, Digitization, and Smart Manufacturing.

### 2020 - 2021

The company completed the digitization of the entire Feed-Farm-Food-Vet supply chain by deploying the latest version of the SAP S/4HANA ERP Enterprise Resource Planning software.

### 2022

The International Finance Corporation (IFC), a member of the World Bank Group, officially became a strategic shareholder of Mavin Group with a capital investment of USD 52 million.

### 2023

The company invested in large-scale high-tech livestock farm projects (mega farms) operating on a circular economy model in Nghe An, Gia Lai, and Dong Thap provinces.

**Mavin the first time announced the Message on Environmental & Social Policy, affirming Mavin as an Agri-Food company practicing RESPONSIBLE and SUSTAINABLE business.**

## AWARDS

Award of **"Vietnam's Leading Agricultural Food Group Award in 2023"** awarded by World Business Outlook Magazine

Certificate of **"Top 10 Innovative and Effective Business Enterprises in Vietnam 2023"** – High-tech Agriculture Industry nominated and awarded by Viet Research and Investment Newspaper

Award of **"Best Locally Produced Brand in 2022"** nominated and awarded by the Association of Australian Businesses in Vietnam (Aus-cham Vietnam)

Award of **"Asean Innovation Award in 2021"** was nominated and awarded by the Asian Internet of Things Business Platform (AIBP)

Certificate of **Top 10 reputable animal feed companies** in 2021, 2022, and 2023 awarded by Vietnam Evaluation Report Joint Stock Company (Vietnam Report)

**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

Award of **"Asian Feed Miller Sustainability Award in 2019"** voted by Asian Agribusiness Magazine





## AWARDS

Award of **“Best Operating Company in Vietnam in 2018”** awarded by The Australian Chamber of Commerce in Vietnam (AusCham)

Award of **“Typical chain links in agricultural production in 2017”** awarded by the Ministry of Agriculture and Rural Development of Vietnam

Award of **“Golden Dragon”** awarded by Vietnam Economic Times from 2014 - 2022

Certificate of **“Fastest Growing Enterprise in Vietnam”** - FAST500 from 2013 - 2017 announced by Vietnam Assessment Report Joint Stock Company in conjunction with VietnamNet Electronic Newspaper

Certificate of **“Top 500 Largest Enterprises in Vietnam”** - VNR500 from 2013 - 2023 announced by Vietnam Evaluation Report Joint Stock Company in conjunction with VietnamNet Electronic Newspaper

Award of **“Innovation”** awarded by The Australian Chamber of Commerce in Vietnam (AusCham) in 2011

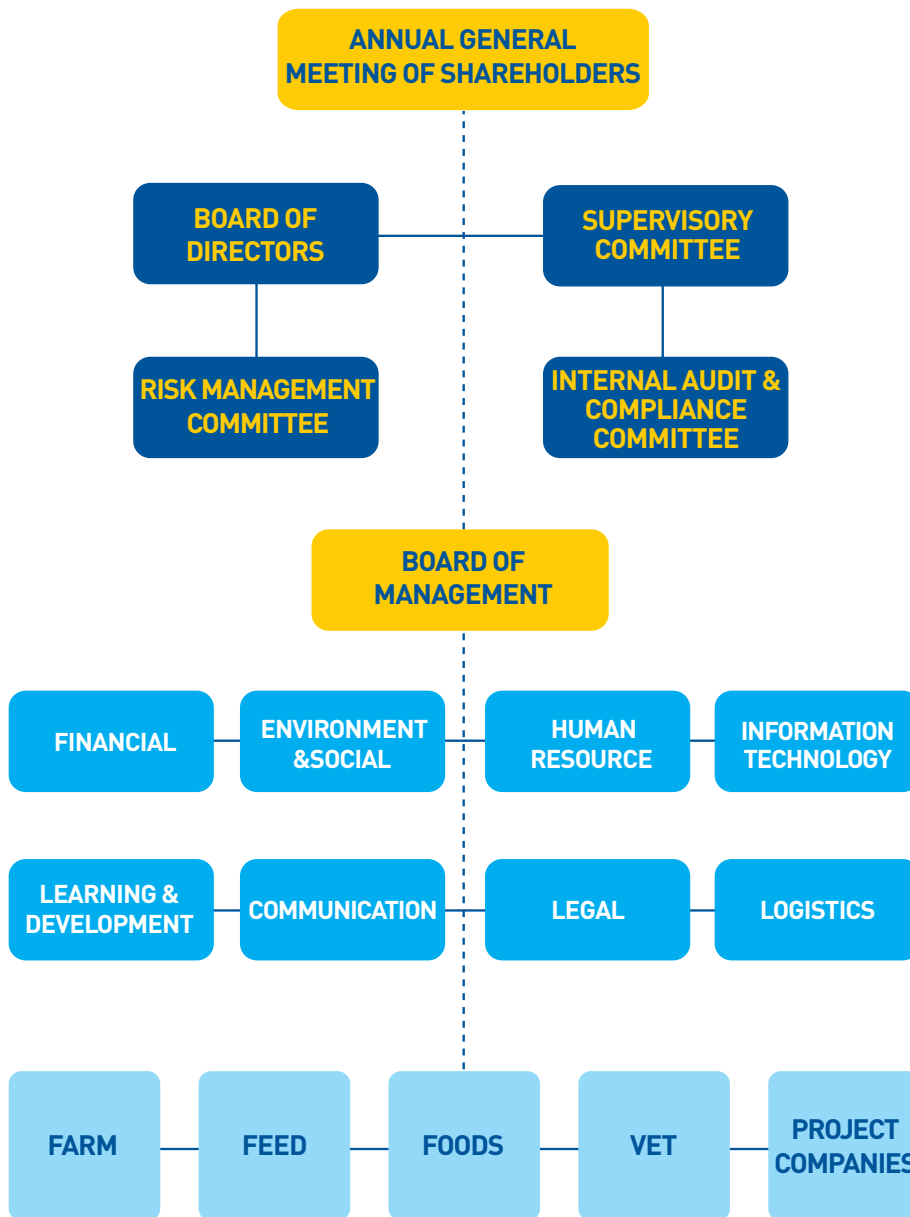
Award of **“Animal Feed Company Award 2011”** awarded by the Australian Vietnam Chamber of Commerce and Industry (AusCham)

Award of **“Animal Feed Company of the Year for Outstanding Product Innovation in 2010”** presented by Vietstock, at the Vietstock International Animal Feed & Farming Fair



## ORGANIZATION CHART

Mavin Group operates under the model of a Joint Stock Company, the governance structure includes: Annual General Meeting of Shareholders, Board of Directors, Supervisory Committee, Board of Management, Functional Departments, Subsidiaries, Factories and Farms.



## FIELD OF ACTIVITIES

After nearly 20 years of development, we are proud to have become a strong enterprise in the field of Agri-Food, one of the few companies in Vietnam capable of providing total solutions along the value chain **“From Farm to Table”**. Currently, Mavin operates in a closed chain in the following fields.



### FEED

Mavin is one of the top 10 most reputable animal feed companies (ranked by VietnamReport company). Mavin has invested in 5 state of the art feed mills in the provinces of Hung Yen, Nghe An, Binh Dinh, and Dong Thap, with a total capacity exceeding 1 million tons of animal feed per year.



### FARM

In the pig farming sector, Mavin is currently one of the top three companies in term of total herd, including 4,000 breeding boars and sows, 30,000 breeding sows and over 400,000 commercial pigs.



### FOODS

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



### VET

Mavin Group owns Cai Lay Veterinary Pharmaceutical Joint Stock Company, a leading veterinary medicine brand in Vietnam since 2013. The company has invested in a Veterinary Medicine production plant following WHO GMP standards in Cai Lay district, Tien Giang province, equipped with fully automated production lines.

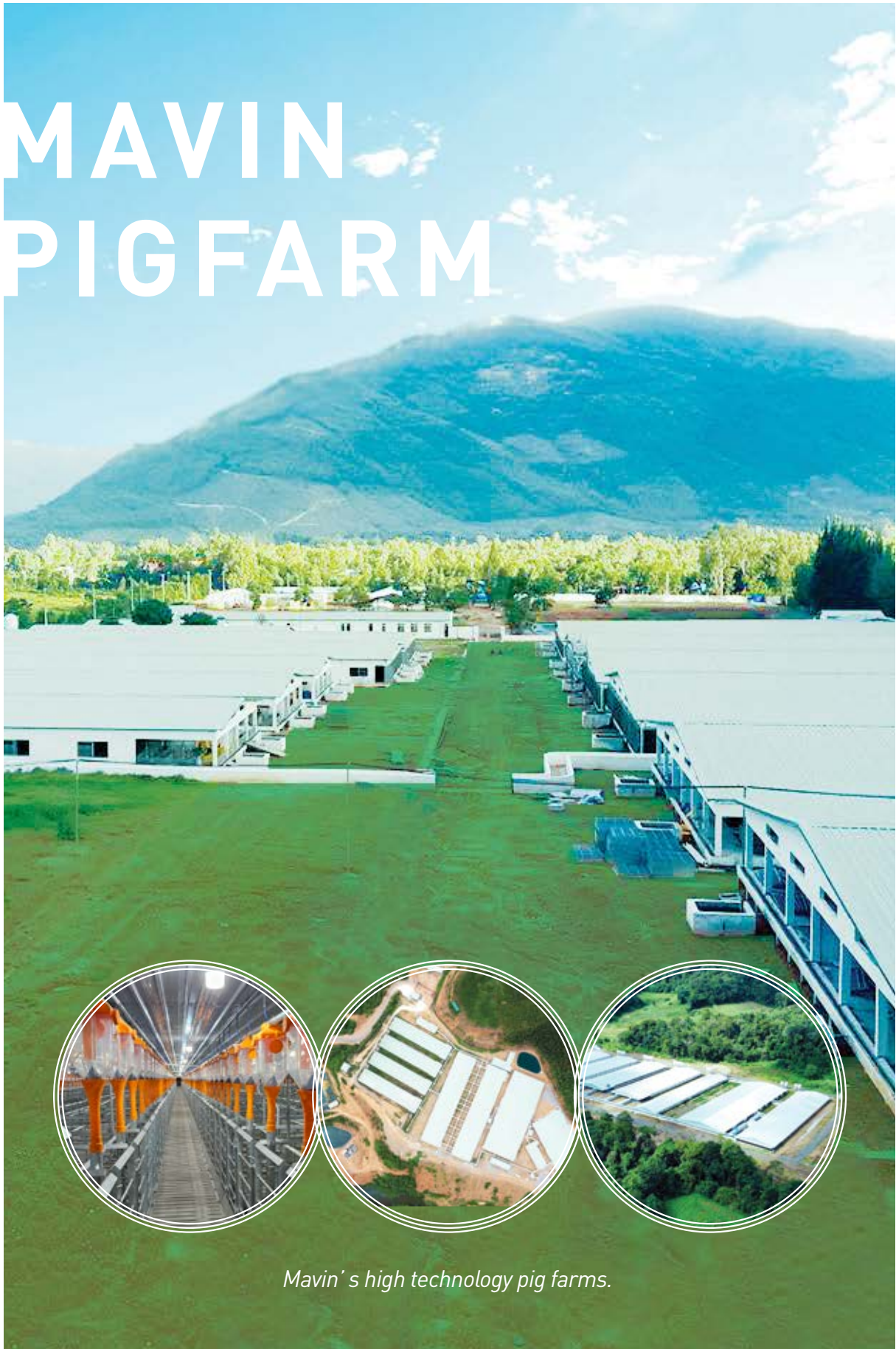


# MAVIN FEED



*Modern and automated production line*

# MAVIN PIGFARM



*Mavin's high technology pig farms.*





# MAVIN FOODS



*Production technology meets HACCP and ISO standards.*





*Mavin Animal Health production lines meet WHO-GMP standards*



## **DIGITAL TRANSFORMATION PROGRAM**

Mavin is a pioneering company in the agricultural sector, implementing digital transformation with four pillars: Enterprise Resource Planning system (ERP), Cloud Computing, Digitalization, and Smart Manufacturing. Currently, Mavin is the first company in Vietnam and the Southeast Asia region to apply SAP S/4HANA ERP software for the entire Feed - Farm - Food - Vet supply chain. Digital transformation enables Mavin's operations to be flexible in adapting to the continuous market changes, maintaining continuous production and business activities, and operating efficiently towards sustainable development.





*The Go-live Ceremony of ERP SAP S/4HANA for the pig industry - Phase 2.*







# Sustainable Development Strategy

**Sustainable Development Goals**

**Sustainable Development Policies**

**Sustainable Development Governance**

**Ethics and integrity**

**Sustainable stakeholder engagement**

**Materiality Identification**



## SUSTAINABLE DEVELOPMENT GOALS

Mavin Group has established and publicly disclosed the Company’s environmental and social (“E&S”) policy that meets international good practice principles.

Based on the 17 comprehensive sustainable development goals (“SDGs”) of the United Nations, Mavin Group integrates 16 SDGs into the Company’s existing E&S policy to 2030 as below:

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### 1 Environmental protection; Biodiversity Presevation

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Mavin Group strives to reduce the carbon footprint associated with the Company’s production such as increasing energy efficiency, using renewable energy, circular economy promotion, avoiding carbon capture and offset.



Mavin Group strives to ensure that 100% of wastewater from business activities is treated to meet national regulations before being discharged into water sources. As a result, adverse impacts on the environment and natural ecosystems are controlled.



Mavin Group’s business activities will be implemented on areas without converting natural habitats. In addition, we will endeavor to take actions to minimize adverse impacts on the environment and ecosystem. nature.



Mavin Group determines that our business activities will not cause harm or potential risks and adverse impacts to the community through food and safe conditions. Additionally, we promote responsible and sustainable business practices within our supply chain.

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### 2 Preserving cultural heritage

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Mavin Group respects and promotes the preservation of cultural heritage, including tangible and intangible, of the community to contribute to creating a sustainable community.

### 3 Ensure the rights and interests of workers



Mavin Group is committed to respecting and promoting human rights in its business operations as well as in its supply chain. Accordingly, we will create a working environment that ensures health and safety in which forms of illegal juvenile labor, forced labor, labor abuse, and discrimination in labor are prevented. harassment, sexual harassment, etc. will be completely prohibited.



Mavin Group aims to provide quality learning and development opportunities for 100% of its employees.



We always ensure and promote gender equality in the working environment, accordingly, Mavin Group aims that women make up at least 50% position in our total workforce and a minimum of 40% position in senior managers.



100% of Mavin Group's employees are provided with drinking water that meets prescribed standards and sanitary infrastructure that meets their needs and is decent.



Mavin Group maintains fairness in employment opportunities, and takes measures to minimize inequities in pay and benefits in an appropriate manner



We maintain and ensure the participation of workers in union institutions at the facility and at the same time, as a stakeholder of Mavin Group, we ensure participation of workers through an established grievance redressal mechanism.



## 4 Benefit sharing with the community



With the goal of serving the community, we always strive to contribute to hunger eradication and poverty reduction through creating jobs, implementing community development programs as well as contributing to the economic growth of society through Mavin Group's year-by-year business growth activities.



We have and will always provide educational opportunities to members of the community through job-linked training programs, internships and other educational contributions through incentive scholarship programs meetings, educational gifts,...



To protect water sources, 100% of wastewater from business activities is treated to meet national regulations before being discharged into water sources and we will also join hands to build rural clean water infrastructure for local communities where we do business.



We are committed to joining hands with the community and the Government to promote the creative industry and develop infrastructure through our specific initiatives and actions in production and business.



Mavin Group maintains equality in employment opportunities and at the same time strives to contribute to reducing inequality between regions through our investment and development activities in regions with poor economic conditions - unfavorable society.



We determine that our business activities will not cause harm or potential risks and adverse impacts to the community through safe food and conditions. Additionally, we promote responsible and sustainable business practices within our supply chain.



Stakeholder participation is the basis for building key priorities for sustainable development strategies. For that reason, Mavin Group will apply good practices in corporate sustainable management to achieve long-term goals.



The community is an integral part of Mavin Group's inclusive development strategy, therefore, we will endeavor to ensure community participation through an established grievance redressal mechanism.

## SUSTAINABLE DEVELOPMENT POLICIES

An Agri-Food Corporation performs RESPONSIBLE and SUSTAINABLE business practices.

Mavin Group is committed to preserving and protecting the environment, ensuring the rights and interests of employees, sharing benefits with the community, and joining hands to preserve cultural heritage and biodiversity values in the areas where we invest and develop projects.

We focus on practicing sustainable business initiatives that contribute to a prosperous life and good benefits for both current and future generations.



**MAVIN**

**Tập đoàn  
Nông nghiệp  
Thực phẩm  
thực hành  
kinh doanh  
TRÁCH NHIỆM  
& BỀN VỮNG**

Chính sách E&S theo tiêu chuẩn của Tổ chức Tài chính quốc tế IFC

**IFC** International Finance Corporation  
**IFC** Asset Management Company

**mafin-group.com**

\*Scan mã QR để xem thêm về Chính sách Phát triển bền vững của Mavin

**Giữ gìn, bảo vệ môi trường; bảo tồn di sản văn hóa và giá trị đa dạng sinh học tại các khu vực MAVIN thực hiện đầu tư và phát triển dự án.**

**Đảm bảo quyền và lợi ích của người lao động, chia sẻ lợi ích với cộng đồng**

**Góp phần mang lại cuộc sống thịnh vượng cùng những lợi ích tốt đẹp cho các thế hệ hiện tại và tương lai.**



## SUSTAINABLE DEVELOPMENT GOVERNANCE

### E&S Management System

Mavin Group establishes an E&S management system where the identification, assessment and management of E&S impacts, systematic E&S hazards and risks from pre-construction, construction, operation and demolition, together with an E&S performance monitoring and training program, will be established and implemented to ensure that our commitments are fully understood and implemented, E&S activities, hazards and risks are controlled.

Along with that, an organizational structure that includes E&S functions has also been established to ensure that E&S management is widely and effectively implemented throughout the Group.

Accordingly, the Board of Directors sets the vision for the E&S impacts of Mavin Group – the Board sets the policies. The Board of Management develops and is responsible for the systems and E&S management. The members of the Boards, by their actions, demonstrate the commitment of the company to sustainable development principles.

The E&S Department on behalf of the Board of Management is responsible for developing and putting in place the relevant processes and procedures together with the relevant functional departments and Subsidiaries.



*Mavin's organizational chart of social and environmental management*



## Capacity building

To ensure that the vision is realized and the E&S management systems are fully and effectively operated, Mavin Group requires and ensures that any person whose role is involved in Risk Management and E&S impacts must have the background knowledge and skills necessary to be competent to assess and manage their respective E&S risks and impacts, and identify and implement relevant control measures.

In addition, our employees receive awareness and enforcement training to ensure that environmental and social management policies and systems are widely understood by employees. In addition, processes related to E&S management will be disseminated and adequately guided to ensure that they are operated smoothly by competent personnel.





## ETHICS AND INTEGRITY

As a large agricultural enterprise that closely follows international standards for operations and good governance, Mavin always ensures that production and business standards are strictly adhered to. Mavin's operations ensure compliance with legal regulations and business ethics.

With the goal of building a set of behavioral standards - standards of conduct for Mavin employees and conveying Mavin's policies and commitments to stakeholders, on November 24, 2023, Mavin issued Code of Conduct (Decision No. 39/2023/QD-MHO).

### Objectives

- Implement publicity and transparency in processes and regulations in Mavin's production and business activities, contributing to raising employees' sense of responsibility;
- Set guidelines for all daily activities at Mavin;
- Serves as a basis for competent individuals and units to handle responsibilities when employees violate behavioral standards during work performance;
- Inform Mavin Group's policies and commitments to relevant Parties.

### Principles

- Comply with the laws and internal regulations of Mavin;
- Respect business practices, rules, commitments, and professional ethics;
- Respect and legally implement commitments in agreements and contracts that Mavin has signed with partners and customers;
- Do not take advantage of your position, authority, incentives and information related to Mavin's business secrets to seek personal benefits for yourself and your family;
- Work in the spirit of integrity, transparency, and respect.

### Contents

- Responsibilities of the Company to Employees;
- Responsibilities of Employees to the Company;
- Responsibilities of Employees to Employees;
- Responsibilities of Employees to related parties;
- Conflict of interest.

## Communication about the Code of Conduct

After the issuance of the Code of Conduct, Mavin Group sent it via email, through Zalo, the company's Facebook channel, and the internal software MyMavin to all employees for reading. Furthermore, centralized training sessions were conducted for HR administrators of various units to familiarize them with the content of the Code. Lectures on the Code of Conduct were also developed and transferred to member units for them to proactively organize training sessions and conduct examinations for all Mavin employees to understand the Code.

The extensive communication about Mavin's Code of Conduct has enabled Mavin employees to grasp and have specific guidelines on behavioral standards within the Mavin system, contributing to the establishment of a professional corporate culture.

Mavin also emailed relevant parties about the content of the Code of Conduct and published the entire content of the Code on the company's official website.

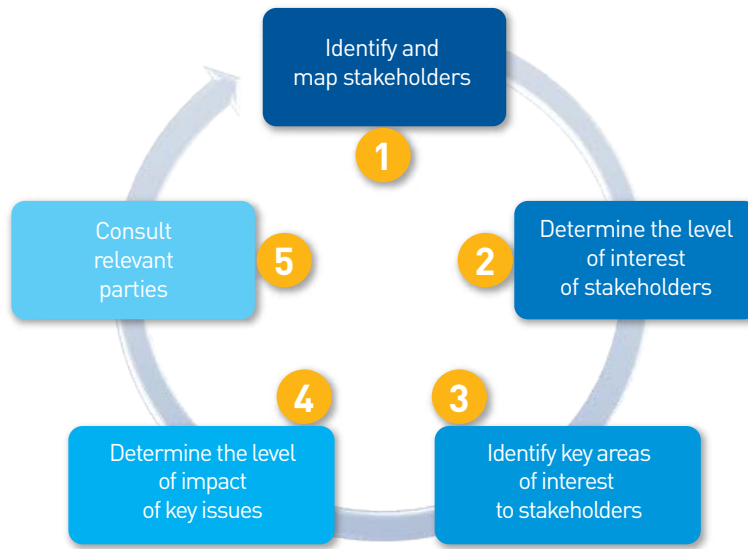




# SUSTAINABLE STAKEHOLDER ENGAGEMENT

## Stakeholder Identification process

Stakeholders are an inseparable component of production and business activities and we will always ensure consistent and clear participation of stakeholders. We identify related parties based on the possible effects of Mavin’s activities on them or those who have interests and influence on Mavin’s current activities.



*The process of identifying stakeholders, analyzing their interests and influence on Mavin’s operations.*

## Mavin’s key stakeholders



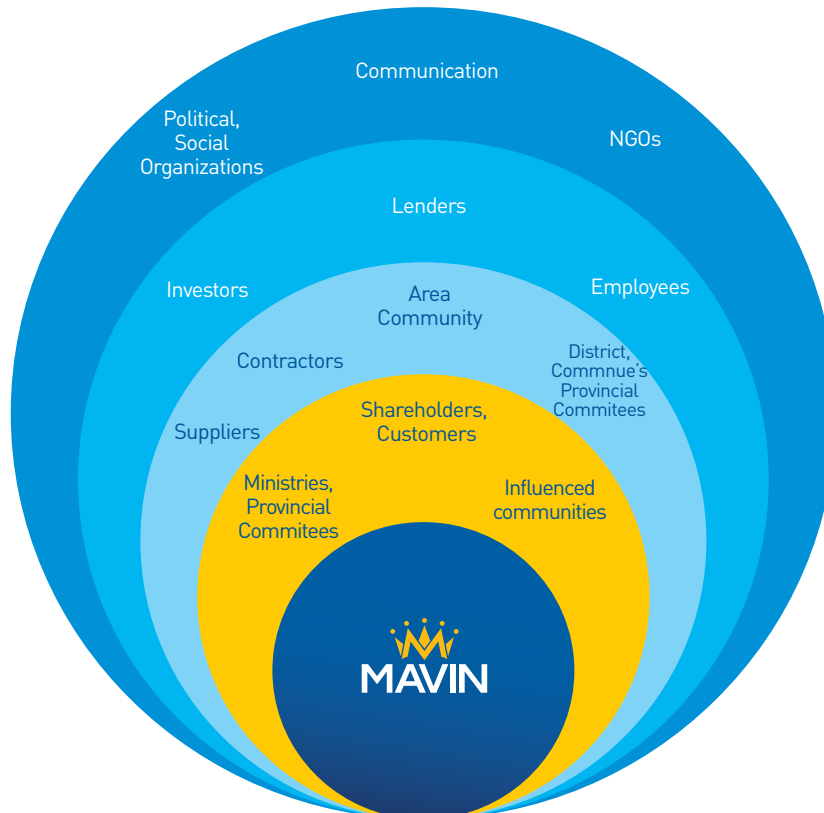


## Mechanism for receiving and resolving complaints

To ensure the participation of relevant parties, we have established a “Complaints Reception and Resolution Mechanism” and responsible departments are assigned tasks to solve the issues.

Mavin continuously improves stakeholders engagement by:

- Provide adequate channels to receive complaints to relevant parties;
- Continuously diversify contact and interaction channels with stakeholders;
- Actively disclose Mavin information to relevant parties;
- Deeper access to key issues;
- Receive and resolve complaints fully and quickly.



*Affect and interest of related parties on Mavin's production and business activities*

## Identify and evaluate relevant parties

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>
	House-holds 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>

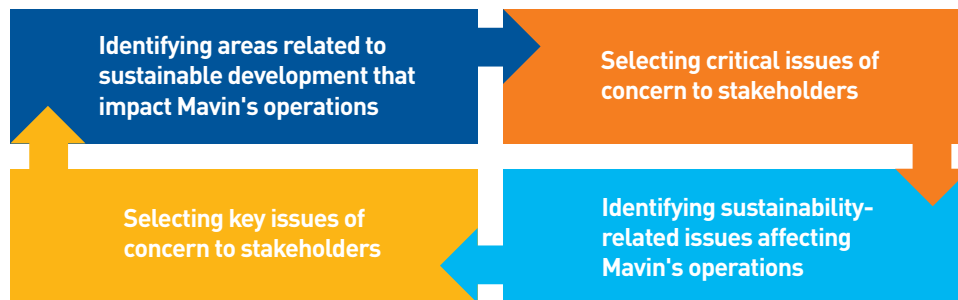
Stakeholder	Detailed Description	Interests					Affect	Interest	Estimate the Level of Influence and Interest	Consulting strategy
		Environment	Social	Economic	Technology	Governance				
The parties share common financial benefit of the Company	Lenders and investors	✓	✓	✓			High	Low	2 - Inform	<ul style="list-style-type: 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>



## MATERIALITY IDENTIFICATION

Key issues are analyzed based on the concerns of stakeholders and their impact on Mavin's business operations, including sourcing raw materials, animal feed production, farm system operation, processing plant operation, and product transportation and distribution to customers.

### Key issues assessment process



### Materiality matrix of key issues

The level of stakeholder concern	<b>Hight</b>		Sustainable supply chain management	Ethics and integrity in business; Product quality; Community health and safety; Human rights and equality; Waste management.
	<b>Average</b>	Transparency and disclosure of information	Indirect economic impact; Social contribution activities; Training and development; Occupational safety and health; Environmental	Direct economic impact; Sustainable supply chain management; Employment and welfare; Climate change.
	<b>Low</b>		Biodiversity. Raw materials sourcing.	
		<b>Low</b>	<b>Average</b>	<b>High</b>
		Impact on Mavin's operations		





# Sustainable development actions

Market Presence

Sustainable ENVIRONMENT

Sustainable WORKFORCE

Sustainable COMMUNITIES

## MARKET PRESENCE

With the goal of constantly developing and expanding business areas, Mavin's products have been present in 63 provinces and cities across the country, with a system of thousands of agents, distributors still continuously increasing in quantity and quality, is an important bridge for Mavin's high quality products to reach farmers and consumers easily and conveniently



Some of Foods products



Some of Veterinary medicine products



Some of Feed products

# MAVIN'S NETWORK



## Indirect economic impacts

### Creating employment opportunities based on diversity and inclusivity

Promoting employment based on diversity and inclusivity has been the goal of Mavin Group's activities in recent years. To achieve this, we have been actively creating jobs for the community, especially for those identified as vulnerable in society, such as rural and mountainous laborers, female workers, and ethnic minorities. Based on this commitment, Mavin Group achieved encouraging results in the past year, with the majority of our 2,000 employees coming from rural and mountainous areas, and nearly 40% of the total workforce being female. Particularly noteworthy is that we created jobs for 450 ethnic minorities in various locations, who are considered more disadvantaged in the labor market.

Thus, not only through statements, Mavin Group has implemented specific actions to create jobs and promote diversity and inclusivity in the labor sector. Furthermore, we aim to provide "decent work," as defined by the International Labor Organization (ILO) as "productive work for women and men under conditions of freedom, equity, security, and human dignity."

### Local economic development

Over the years, Mavin Group has actively built an integrated product chain following the "From Farm to Table" model, which has supported many farmers in various locations across the country to participate in our integrated livestock supply chain. This has contributed significantly to the local economic development where our business activities take place.

Specifically, in the past year, our domestic procurement value reached 4,774 billion VND, including raw materials for production, machinery, and other consumables. Additionally, Mavin's livestock activities have led to the development of industrial livestock farming through rented farms or contracted farms. By the end of 2023, Mavin Group had over 100 livestock farms in various locations.

### Development of modern and sustainable agricultural food business

Mavin recognizes that our production and business activities should not cause harm or pose potential risks and adverse impacts on the community through food and safety. Mavin is committed to actively and proactively preventing environmental and safety incidents that may occur within the community through avoidance, prevention, and mitigation measures for waste and hazardous materials (if any).

Mavin commits to ensuring that each product meets strict quality and safety requirements according to widely recognized regulations, standards, and guidelines such as TCVN, QCVN, ISO, ISO22000/HACCP in food production, Global GAP at pig farms (owned, rented or contracted), Global GAP at feed mills, etc. Specifically, Mavin will build an integrated product



chain following the “From farm to table” model to effectively control potential food safety risks starting from formulation, production, packaging, preservation, and distribution.

Mavin rejects harmful and negative components that affect the health of the community. Additionally, we ensure that product-related information, including ingredients, storage and usage instructions, nutritional and safety information, as well as information on origin, breeding and harvesting conditions, processing, and preservation, will be provided in a maximum, wide and fair manner.

### Procurement practices

Suppliers are important stakeholders in Mavin Group’s production and business activities; Therefore, Mavin Group expects that our suppliers will practice sustainable business. Accordingly, Mavin has issued the Mavin Group Code of Conduct and Primary Supplier Review Process to make requirements and ensure that Suppliers fully comply with the law on insurance, environmental protection, social responsibility and sustainable business.

### Supplier selection criteria

To ensure sustainability, right from the input factor, Mavin has selected suppliers that fully comply with legal requirements, have a sense of responsibility for environmental protection and ensure labor rights, have business ethics. Assessing environmental, social and governance risks in the supply chain is not only important for Mavin but also for our investors and customers.

We always encourage our suppliers to apply good practices according to management system standards in each field such as Global GAP, ISO 22000, ISO 14001, ISO 45001, ..

### Mavin’s supplier selection criteria include:



## Behavioral standards of Mavin employees when working with Suppliers

Comply with current Laws related to transactions with Suppliers.

Keep records honestly and accurately: Employees are required to keep books and records that reflect all transactions accurately, honestly and promptly, which helps Mavin make informed decisions. responsible business decisions and honest and timely disclosure of information to stakeholders.

Conduct business with integrity: Employees are expected to conduct transactions with Suppliers on the principles of transparency, honesty, objectivity and harmony of interests. Avoid any conflicts of interest regarding financial interests or other arrangements with Suppliers that may be considered inappropriate.

Supplier selection is always based on certain criteria such as price competitiveness, quality and other suitable standards and conditions.



## SUSTAINABLE ENVIRONMENT

### Consumption of materials

In 2023, the volume of raw materials used by Mavin Group is 4,599,812.6 tons, of which, raw materials of renewable origin are 482,825.9 tons and account for about 10,5%

Materials	Volume (Tons)			
	Feed	Farm	Foods	Vet
Materials	467,035.8	0	15,789.9	0
Non Renewable Materials	26,194.9	0	4,090,364	428

With our business activities, Mavin Group has a diverse supply chain including domestic and international suppliers, however, with the desire to contribute to the general development of the local community, we has always focused on purchasing raw materials from domestic suppliers with a rate of about 98%.

To reduce carbon footprint, Mavin Group’s business activities have actively used reused materials for production and business at an estimated rate of 10%. Along with that, we have continuously encouraged our employees to increase recycling and reuse of waste throughout the entire business system.





## Consumption of energy

As an enterprise in the agricultural and food sector, Mavin's direct impacts on the environment during its operations are very significant. Therefore, Mavin determines that during operations, if the energy source directly or indirectly consumed by the business is properly used, it will help minimize environmental impacts; Besides, avoiding waste and saving the Group's operating costs. Therefore, raising employees' awareness of environmental protection (through energy use) is an indispensable part of the Group's internal communication work.

Therefore, we understand that monitoring the use of energy and natural resources, applying technology to minimize negative impacts on the environment and responding to climate change is extremely urgent to take green business activities and protect the environment.

In 2023, our electricity consumption is 37,229,707 kWh, 100% of this electricity consumption is grid electricity provided by EVN and their member companies. Besides electricity, we also directly use different types of fuels including gasoline, diesel and biomass (sawdust, firewood, rice husks, etc.) for power generation, transportation, non-traffic and boilers at our production facilities, whereby the total direct energy used is approximately 215,88 TJ, specifically as follows:

No.	FUEL TYPE - ENERGY	UNIT	VOLUME				ENERGY VALUE (TJ)			
			Feed	Farm	Foods	Vet	Feed	Farm	Foods	Vet
1	Grid	kWh	14,871,150	20,783,306	1,161,419	413,700	53.5361	72.8643	4.1811	1.4900
2	Gasoline	Liter	3,538	16,479	11,815	5,857	0.1229	0.5726	0.4106	0.2035
3	Diesel Oil (DO)	Liter	114,749	66,724	12,098	27,492	4.516	2.626	0.476	1.082
4	Liquefied Petroleum Gas (LPG)	Kg	0	148,72	0	352	0	0.6787	0	0.016
5	Biomass	Tons	3,027.4	0	281	0	48,7411	0	4.5241	0
6	Coal	Tons	0	578.1	62	0	0	16.9435	1.817	0

At the Group, a number of measures are applied to control and save electricity consumption at the offices of member companies as follows:

- Monitor and have a maintenance regime for machinery: Equipment and air conditioning systems, have a plan with the supplier to periodically clean the equipment, helping to increase longevity and save power consumption;
- Supervise the use of electrical and air conditioning equipment appropriately according to usage needs. There are regulations and daily checks on turning off electrical equipment after working hours (the entire air conditioning system will be turned off after 5:00 p.m. for office blocks);
- Through internal communication activities, to raise awareness of each individual about the economical use of energy such as electricity and gasoline.

The Group also built an online meeting system, equipped with modern equipment at all branches and offices to help employees easily conduct internal meetings and meetings with domestic and foreign partners; Reduce the frequency of traveling by motorbike, car or plane, to reduce fuel costs for the Company and contribute to reducing gas emissions into the general environment. All employees are supported in terms of technological infrastructure so as not to interrupt their work. The epidemic that has lasted for the past two years has contributed significantly to changing the working habits of the Company's employees in the direction of limiting travel, optimizing online working tools, and achieving efficiency in working time. work as well as contributing to reducing fuel and electricity consumption.

Along with propagating, disseminating, and raising awareness among the Group's employees about effective energy saving, the Group also focuses on supporting and sharing information about energy-saving products. Can be used at home. From there, both businesses and workers can raise awareness and form habits of saving energy during work.



## Consumption of Water

We have exploited and used about 2,008,106 m<sup>3</sup> of water for the whole year 2023, of which, we have exploited 587,675 m<sup>3</sup> of surface water and 1,381,184 m<sup>3</sup> of underground water, respectively, the remaining 39,247 m<sup>3</sup> was purchased from local clean water supply.

No.	Water	Water flow exploited and used (m <sup>3</sup> )			
		Feed	Farm	Foods	Vet
1	Surface water	6	587,669	0	0
2	Ground water	408	1,371,229	0	9,547
3	Tap water	20,078	0	19,169	0

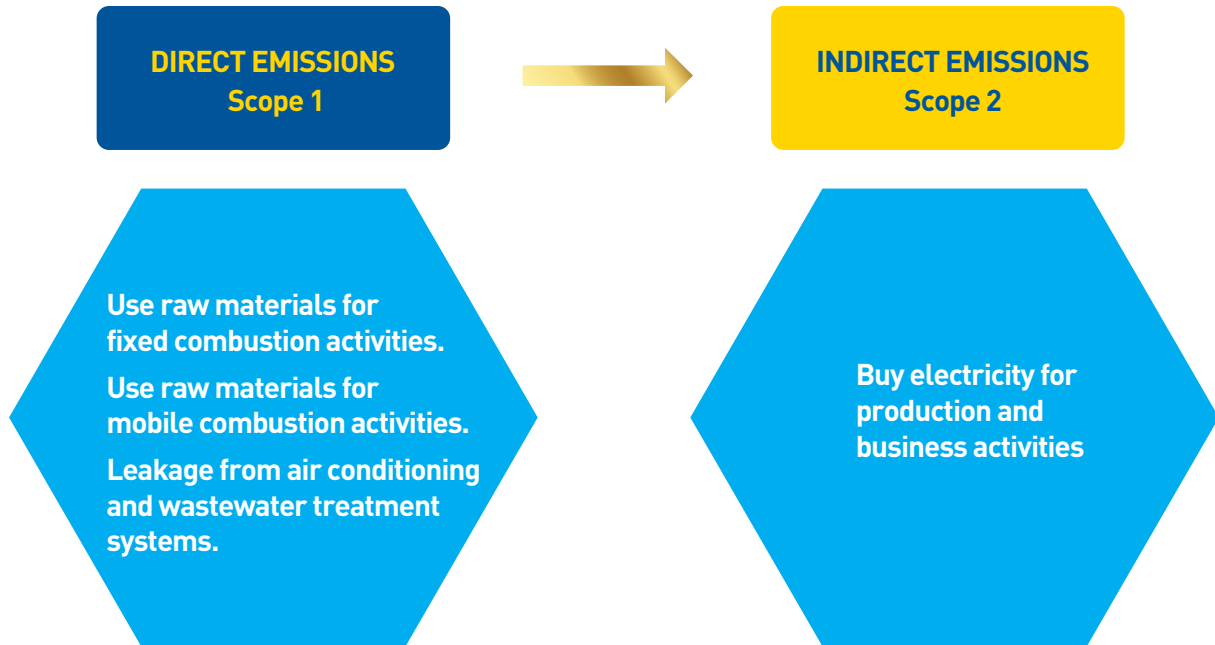
Due to the characteristics of agricultural food production, our water consumption is significant, and at the same time, current water resources regulations do not allow us to widely reuse water; Therefore, we only reuse treated wastewater for the main purposes of washing roads and surfaces.

However, Mavin Group is gradually changing its livestock farm model to apply new technology in the direction of increasing reuse and improving water use efficiency.



## Greenhouse gas emissions

The scope and sources of greenhouse gas emissions from Mavin Group’s production and business activities are shown as follows:



During the past year, our operations emitted approximately 30.696 tons of CO2 equivalent, of which 3062,23 tons were direct emissions (scope 1) and 27.739,57 tons were indirect emissions (scope 2 ). Distribution of greenhouse gas emissions by industry is as follows:

No.	EMISSIONS SCOPE	GREENHOUSE GAS EMISSION (T CO2E)				
		Feed	Farm	Foods	Vet	MHO
1	Direct Scope 1	2,587	305.84	60.78	88.55	0
2	In direct Scope 2	11,357.35	15,255.13	847.08	301.73	29,21

To reduce greenhouse gas emissions, we have been implementing many different initiatives including completely replacing coal with biomass in boiler operations, implementing programs to improve energy efficiency. , collecting and treating wastewater, enhancing online meetings, using information systems for data management,... In addition, we also practice carbon removal measures, for example: actively plant and maintain trees in our operating areas...



## Waste and wastewater

Mavin Group determines that wastewater and waste are mainly generated through daily activities and production at farms, factories and other production facilities.

No.	WASTE	VOLUME			
		Feed	Farm	Foods	Vet
1	Wastewater (m <sup>3</sup> / day)	26,7	4,870	32	5
2	Waste (kg/year)	134,139.9	34,341,038.5	79,072	3,942

For each type of wastewater, specifically, domestic wastewater, livestock wastewater and industrial wastewater, Mavin Group builds a centralized treatment system before discharging into the environment to ensure pollution indicators. Contamination when poured into receiving sources always meets the requirements according to the provisions of law.

Regarding waste, a number of measures to reduce waste generation are being widely applied at Mavin Group, specifically:

- Propaganda to reduce printing, use effective data storage software, save printing paper as well as paper storage space;
- Replace all plastic water bottles with thermos in meeting rooms, encourage employees to use personal cups, and give personal cups to employees;
- Building cleaning staff collect, classify and process according to standards at the end of daily working hours.

In addition, we actively implement recycling and reuse of waste in production and business activities as well as the circular economy model. Thanks to that, we recorded encouraging results last year when the wastewater reuse rate reached about 10%, and the amount of recycled and reused waste was estimated at 33,361,270 kg

In the coming years, Mavin Group will continue to promote activities to increase the efficiency of resource use through recycling activities, reusing wastewater and waste on site and incorporating them into business activities. circulatory system.



# Green project 2023

## “Say NO to disposable plastic bottles” Campaign





## Change to make a difference - Together, let's join hands for a greener future!

In response to the environmental protection movement, since April 2023, all offices of Mavin Group carried out the campaign **“Together for a Green Future”** has been launched. Accordingly, all internal meetings, training programs, seminars, and guest receptions of Mavin have completely replaced disposable plastic bottles with glass bottles and cups.

This movement has been enthusiastically embraced by our staff. In addition to saying “no” to disposable plastic bottles, each staff member is also conscious of limiting the use of plastic bags, straws, and other non-biodegradable items, replacing them with environmentally friendly or reusable alternatives.

The action of **“Saying NO to disposable plastic bottles”** may seem small, but it carries significant meaning for Mavin in its new development phase, with strong commitments to implementing

Environmental and Social (E&S) policies. Mavin believes that simply by collectively changing these small daily habits, each staff member can contribute to bringing about positive benefits for the current and future living environment!

## Environmental Compliance

Mavin focuses on effective business, improving reputation in the market, always aiming for sustainable, environmentally friendly business development. Mavin strives that today's actions will not have a negative impact on the development of future generations. Mavin is committed to implementing and complying with the law, preserving the living environment and contributing to improving community health.

Mavin Group's business activities always aim at two parallel goals: economic growth and environmental protection. Combining these two goals for the sustainable development of agriculture, towards the image of a leading enterprise in the agricultural sector.

During production and business activities and the implementation phase of projects, the Group always:

Apply measures to use resources and protect the environment according to the provisions of law, approved by state agencies;

Clearly define the roles and responsibilities of environmental management at each production and business unit

Inspect the implementation of environmental and social protection measures periodically;

Monitor the implementation of relevant partners and contractors in applying environmental protection measures;

In addition, the environmental protection that receives the most attention in production is waste management and treatment. In production units, waste management also creates a production environment that ensures food safety.



## Environment, resource efficiency and pollution prevention

Mavin is committed to establishing an ESMS that includes the identification, assessment and management of systemic E&S impacts, hazards and risks from the pre-construction, construction, operation and demolition stages, including Accordingly, an E&S training and monitoring program will be established and implemented to ensure that our commitments are fully understood and implemented, and that E&S impacts, hazards and risks are addressed. control.

Mavin promotes the application of management and technical solutions to minimize negative E&S impacts including sustainable management of waste, efficient use of energy and resources, monitoring and continuous improvement of Production and business activities according to ESMS are standardized to meet national regulations and international requirements.

Our commitments to environmental protection, resource efficiency and pollution prevention will be widely disseminated to all of our operations (including Mavin contract farms), employees, and employees as well as our Partners to raise awareness and work together effectively.



## Conserving biodiversity and animal welfare

We will avoid any development in areas identified as Natural Habitats or Critical Habitats, and areas identified as World Heritage Sites and the Alliance for Endangered Areas. strains are zero as defined by IFC PS6 on the Conservation of Biodiversity and Sustainable Management of Living Natural Resources, and only grow in areas identified as modified/modified habitats. The principles of “no net loss” and “net gain” in biodiversity conservation will be acknowledged and applied by Us.

Given the characteristics of our business, Mavin will apply and practice current common animal welfare standards; Accordingly, livestock on Mavin’s owned or contracted farms are guaranteed to be in good physical and mental condition. In addition, good international practices related to biosecurity and antibiotic use in livestock production will be recognized and applied.





## SUSTAINABLE WORKFORCE

### LABOR POLICY



Mavin committed to respecting and promoting human rights in its own business operations as well as in its supply chain. Accordingly, illegal labor practices will be strictly prohibited, specifically, illegal underage labor, forced labor, labor abuse, discrimination in labor, sexual harassment,...

Mavin will conduct its business activities in compliance with current regulations, standards and good practices on labor and occupational safety and hygiene. At the same time, we hope that the workers of our Partner Parties will also be able to work in safe conditions and have good health care.

Mavin always appreciates the efforts and contributions of our employees to our development and success; Therefore, all Mavin employees will be rewarded for their efforts and contributions through salaries, bonuses, development training and other benefits to encourage them to make more efforts for development and growth. commonwealth of Mavin.

Along with that, Mavin has strongly promoted labor policies in accordance with current regulations as well as international practices. Accordingly, commitment to human rights is respected and promoted in its own business operations as well as in its supply chain. Accordingly, illegal labor practices will be strictly prohibited, specifically, illegal underage labor, forced labor, labor abuse, discrimination in labor, sexual harassment,...

Mavin will conduct its business activities in compliance with applicable local and national regulations, standards and international good labor and occupational safety and health ("OHS") practices. At the same time, We encourage the employees of our Partners and Third Parties to work in safe conditions and with good health care. Mavin will provide training to employees and on-site Third Parties on applicable health and safety laws, regulations and procedures as well as provide necessary personal protective equipment.

Mavin always appreciates the efforts and contributions of our employees to our development and success; Therefore, all Mavin employees will be rewarded for their efforts and contributions through salaries, bonuses, training, development and benefits. In addition, a mechanism to resolve employee complaints that ensures confidentiality, anonymity, and non-punishment and non-retaliation in accordance with applicable company procedures will be provided.

## JOB

Alongside the general economic growth, the business activities of Mavin Group are also flourishing; along with that, we take pride in contributing increasingly to the community. Up to now, we have created more than 2,011 different job opportunities, with a focus on agricultural food production. Therefore, we are proud that the majority of the jobs created are in rural and mountainous areas, with an ethnic minority population accounting for about 22% of our workforce structure.

No.	Indicator	Number of employee	Ratio
1	Total employees	2.011	100 %
2	Female employees	780	39 %
3	The number of senior management positions	113	6 %
4	The number of senior management positions held by women	41	2 %
5	Ethnic minority laborers	450	22 %

Alongside job creation, our laborers have received compensation commensurate with their labor efforts, with this income exceeding the minimum wage requirement by several folds.

Standards	The average monthly income of laborers	The average monthly income of male laborers	The average monthly income of female laborers
Amount of money (VN dong)	12,877,762	14,387,319	10,342,361

At Mavin, we fully comply with all labor regulations. In addition to salaries, other welfare benefits as stipulated by labor laws are fully adhered to, such as social insurance, health insurance, unemployment insurance, vacation policies, and so on.



## BENEFITS FOR LABORERS

Intending to enhance employees' quality of life and create a positive and comprehensive working environment, Mavin implements various welfare programs for its laborers, including:

- Providing health insurance as prescribed and health care insurance for employees;
- Regular health check-ups supplementing proactive health care activities, periodically;
- Organizing annual vacation programs and team-building activities;

- Offering bonuses for New Year's Day (Gregorian calendar) and Lunar New Year;

- Providing bonuses for holidays such as April 30<sup>th</sup>, May 1<sup>st</sup>, and September 2<sup>nd</sup>.

Additionally, the Group also initiates a Sports Club with diverse activities such as running, football, and cycling.



Internal activities of Mavin Group







# My Mavin

## The internal application **connecting Mavin's staff**

The MyMavin software is a crucial component of Mavin Group's 5-year digital transformation program (2019 - 2023), facilitating the digitization of Mavin personnel and also serving the mission of connecting employees, spreading Mavin's corporate culture. With MyMavin, it can be said that Mavin is one of the pioneering enterprises in the agriculture sector in developing applications that enable employees to interact with the company.





## The main features on My Mavin 1.0

**Providing the latest news on Mavin Group's activities**, announcements, and new policies to employees;

**Recognition and discipline:** Allowing superiors to acknowledge the efforts of subordinates and issue reprimands when necessary;

**Feedback/Support requests:** A channel connecting employees with leadership and colleagues within the system, enabling employees to express their thoughts and requests, helping superiors to listen and gather feedback from employees;

**Community:** Mavin's social network, connecting employees with colleagues across the entire Mavin system.

MyMavin represents a milestone in the digitalization of Mavin employees' work environment, following the deployment of software such as the HiStaff personnel management software, E-learning training management software, etc. These software solutions have been improving the experience of Mavin employees, enhancing work efficiency, and particularly aiding in the journey of connecting Mavin employees with the Group.





EMPLOYEES BONDING ACTIVITIES

# Mavin Runners Club

Running for a healthy community!

Building physical and mental fitness,  
 Connecting staff with a shared passion for running,  
 Fostering the corporate culture of Mavin,  
 Contributing to the company's charity fund



## OCCUPATIONAL SAFETY AND HYGIENE

Mavin Group understands that providing a safe working environment is paramount. Therefore, we focus on ensuring a safe working environment with conditions suitable for laborers, including our employees, visitors, and third-party staff, meeting or exceeding national regulations and aiming for international safety and occupational hygiene standards. Accordingly, safety and occupational hygiene requirements have been integrated into various documents of Mavin Group, including the Code of Conduct, Environmental and Social Policies, Collective Labor Agreement, Labor Regulations, and Labor Contracts, to affirm our commitment and efforts in building a safe working environment.

Accordingly, Mavin Group has implemented an environmental and social management system, which includes safety and occupational hygiene as part of this system. We conduct hazard identification and risk assessment for our facilities, and review and assess job-related risks periodically. Additionally, we develop and implement risk management procedures and control measures, ensuring compliance with specific requirements for the use of personal protective equipment. Alongside this, safety-oriented work culture is prioritized and promoted throughout the operational and production activities of Mavin Group.

Safety and occupational hygiene activities conducted in the past year at Mavin include:

**Establishing a network of dedicated safety and occupational hygiene personnel to implement and oversee occupational safety and health activities at facilities.**

**Organizing regular E&S assessment programs to promote good practices and improve working conditions.**

**Conducting safety training and issuing annual certifications for laborers.**

**Conducting internal safety training twice a year by specialized E&S personnel.**

**Organizing health examinations and monitoring twice a year for laborers in strenuous positions or exposed to hazardous factors.**

**Reviewing emergency response plans and fire prevention and control plans.**

In the past year, we have recorded positive results as no significant workplace accidents have been reported at Mavin Group's facilities.

## LEARNING AND DEVELOPMENT

The labor policy of Mavin Group states the following declaration: “With the aim of creating a positive and efficient working environment, Mavin will provide training programs, both internal and external, for employees to have the opportunity for personal development and to contribute positively to our operations as well as to the collective development of society. Therefore, we will allocate an annual budget for these activities and encourage our employees to participate in relevant training programs.”

Thus, training and development activities are integral to the operations of Mavin Group, and in the past year, we have organized training programs covering basic knowledge about the company, company culture, company products, management courses, skill enhancement training, leadership training, and personnel training programs...

No.	Targets	Units	Data
1	The total number of courses organized in the past year	Course	218
2	The total number of participants in training	People	6,155
3	The total number of training hours	Hour	924.5

### The learning and development model at Mavin





## SUSTAINABLE COMMUNITY

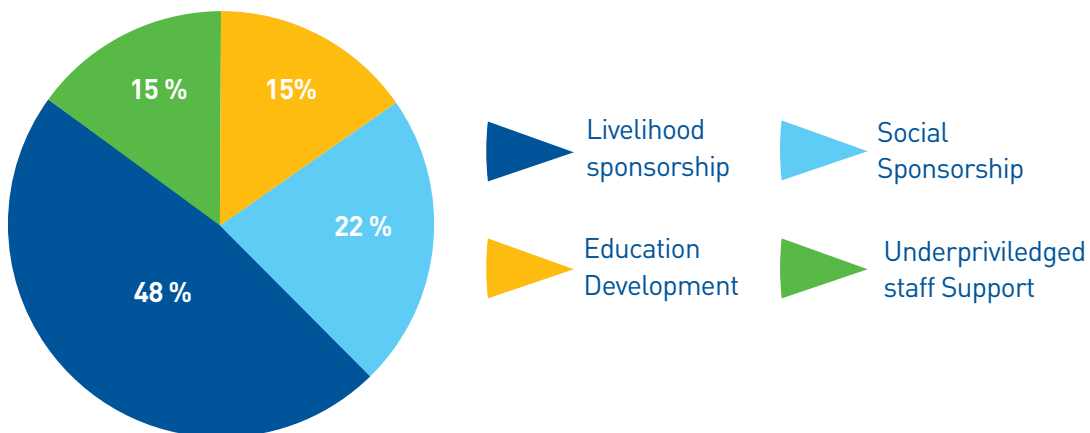
### CORPORATE SOCIAL RESPONSIBILITY

Mavin’s social welfare activities are carried out through Mavin Foundation, a charitable fund established since 2019 with the mission to concentrate Mavin’s resources on implementing social welfare, charity, and community activities. Four priority areas are sponsored for Mavin’s social welfare activities, including:

- Sponsoring programs and projects aimed at humanitarian and charitable purposes;**
- Supporting livelihoods;**
- Developing education;**
- Assisting disadvantaged Mavin employees.**



Based on these objectives, in 2023, Mavin implemented 20 social welfare programs with a total sponsored budget of nearly 1 billion Vietnamese dong.



*Chart of Mavin Foundation’s budget usage ratio*



## THE SOCIAL WELFARE PROGRAMS IMPLEMENTED IN 2023

### Charity sponsorship

- Provided Tet gifts to 155 poor households living near Mavin factories and projects in Hung Yen, Nghe An, Binh Dinh, Gia Lai, and Dong Thap provinces.
- Supported 6 children with heart disease in need of surgery, who are also facing difficulties in My Long district, Dong Thap province.
- Provided essential gifts to 24 poor households, veterans, and people with disabilities in Vinh Kim Village, Vinh Thanh district, Binh Dinh province.
- Donated 20 tons of cement to help overcome the damages caused by natural disasters in early August to the residents of Khoen On and Ta Mung communes (Than Uyen district, Lai Chau province).
- Sponsored Mid-Autumn Festival gifts (Mavin sausages) for the Mid-Autumn Festival held at Hien Luong Kindergarten - Da Bac district, Hoa Binh province.

### Livelihood support

In collaboration with World Vision Vietnam, Mavin sponsored 12,000 ducklings along with medical supplies and technical assistance to 120 poor households in Thanh Hoa province. Thanks to the program, each household earned an average profit of about 2.7 million Vietnamese dong after deducting expenses. The goal of transferring livestock farming techniques and supporting livelihoods has been successfully achieved. Mavin's supply chain has been disseminated, promoting Mavin's brands of duck breeds, feed, and medicine to

### Education development

- Sponsored school bags and notebooks for 50 students in primary schools in So Pai and Krong communes, KBang district, Gia Lai province, on the occasion of the new school year.
- Supported the construction and improvement of mini football facilities for students at Anh Son Secondary School - Anh Son town, Nghe An province.
  - Awarded scholarships to poor students of the 2022-2023 of the Faculty of Veterinary Medicine and the Faculty of Animal Husbandry, Vietnam National University of Agriculture.

### Support for disadvantaged Mavin employees

- Supported the treatment costs for the child of an employee in Hung Yen factory, who suffered severe burns and comes from a difficult family background.
- Sent Tet gifts and provide regular sponsorship of 1 million dong per month per employee to 6 under privileged workers of Mavin.
- Supported the medical expenses (1 million dong per month) for the child of an employee in Anh Son Mavin Company, who suffers from cerebral palsy and has been bedridden since childhood.
- Supported an employee who was a victim of a serious fire in Hanoi.



## Livelihood Sponsor

Mavin Group and World Vision Vietnam have cooperated in a project to develop Vietnam's agriculture sustainably with a livelihood support package worth 100,000 USD over a 3-year period from 2022 - 2024 for the poor in Thanh Hoa province.

With a wish to help people escape poverty and master livestock and sustainable production, the project sponsor each poor household:

**High quality duck breeds from Mavin Group**

**Safe animal feed, ensuring complete nutrition for animals until slaughter**

**WHO-GMP veterinary medicine, vaccines and other necessary livestock supplies**

**Technical transfer training and advice on strict livestock farming processes to ensure optimal livestock results and good meat quality**

**Sale price and market information**

**THE PROGRAM HAS CONTRIBUTED TO ACHIEVING THE FOLLOWING SUSTAINABLE DEVELOPMENT GOALS**







The livelihood support program of Mavin and World Vision Vietnam in Thanh Hoa province





## TERMINOLOGY AND ABBREVIATION

No.	Terminology /Abbreviation	Explanation
1	ESG	E- Environment, S- Social, G- Governance
2	E&S	Environment - Social
3	ESMS	Environment & Social Management System
4	IFC PSIFC	Performance Standard
5	OHS	Occupational Health and Safety
6	SDGs	Sustainable Development Goals
7	GRI	Global Reporting Initiative
8	Global GAP	Global Good Agricultural Performance
9	TCVN	Vietnam Standards
10	QCVN	Vietnam Standards
11	ISO	International Organization for Standardization
12	HACCP	Hazard Analysis and Critical Control Point System
13	WHO-GMP	Good Manufacturing Practice (GMP) standards of the World Health Organization

## CONTACT

For further questions and recommendations related to the Sustainable development activities of Mavin as well as the contents of the Report, please contact us at the following information:

**Social & Environment Department Mavin Group Joint Stock Company**

Email: [EnS@mavin-group.com](mailto:EnS@mavin-group.com)

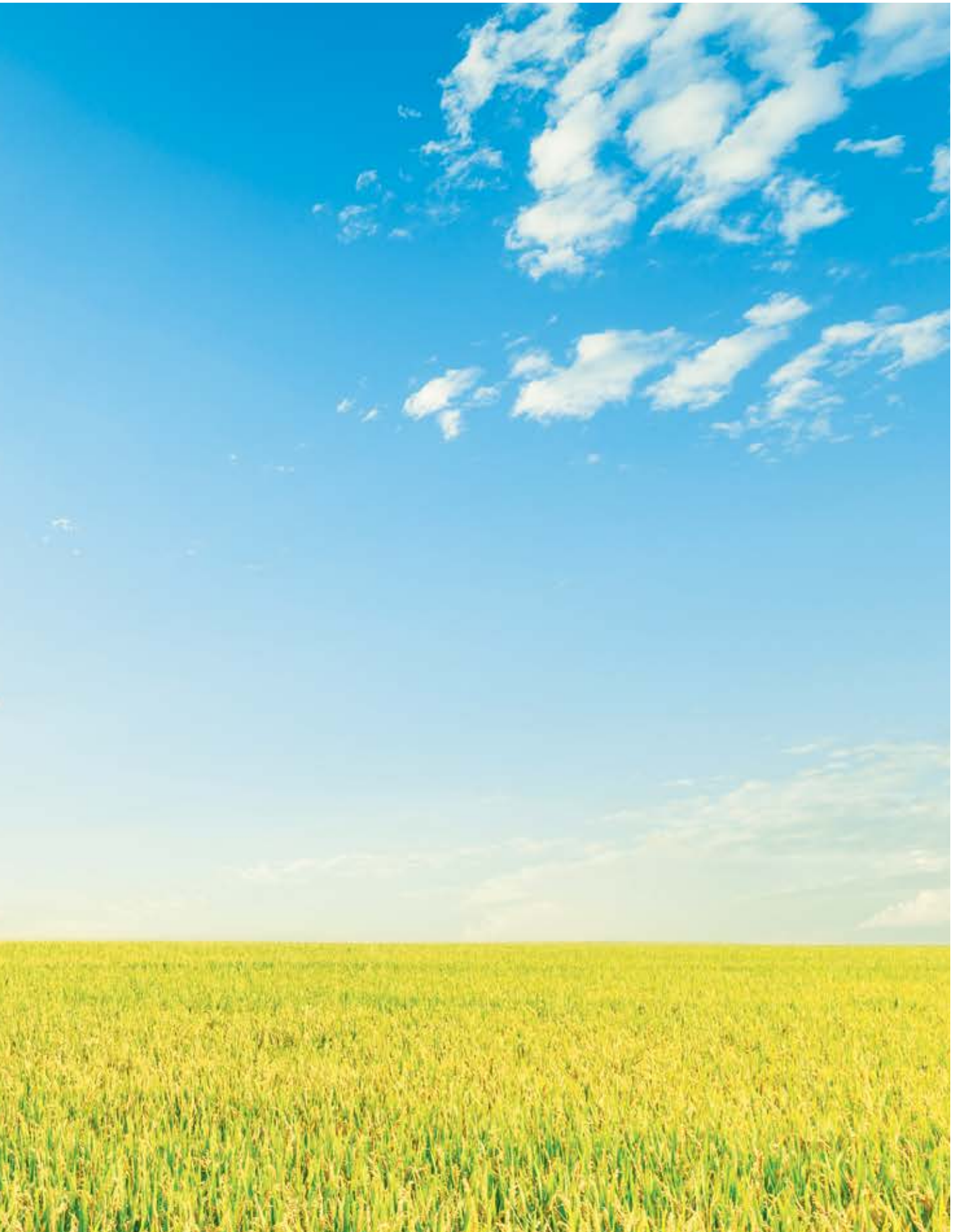
Your feedback would facilitate Mavin in capturing concerned issues of stakeholders in a deep and timely manner in order to formulate appropriate policies, improve report content, and ensure the interests of all relevant parties.

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**Sustainability Development**  
Report

2023

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**GOING BEYOND**

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