



THANH THANH CONG BIEN HOA
JOINT STOCK COMPANY

Headquarters

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Commercial Office

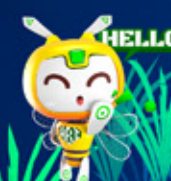
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SUSTAINABLE DEVELOPMENT REPORT (FISCAL YEAR 2023-2024)



55TH
ANNIVERSARY

RESPONSIBLE VALUE CHAIN
55 YEARS
AND BEYOND

Abbreviation

AGM	: Annual General Meeting of Shareholders	HR	: Human Resources
AR	: Annual report	IA	: Internal Audit
ATIGA	: ASEAN Trade in Goods Agreement	IFRS	: International Financial Reporting Standards
ASEAN	: Association of Southeast Asian Nations	ISO	: International Organization for Standardization
BOD	: Board of Directors	JSC	: Joint Stock Company
BOM	: Board of Management	M&A	: Mergers & Acquisitions
B2B	: Business to Business	MT	: Modern Trade
B2C	: Business to Customer	MNC	: Multinational Corporation
COD	: Chemical Oxygen Demand	OECD	: Organization for Economic Cooperation and Development
CCS	: Commercial Cane Sugar	P/E	: Price-to-Earnings Ratio
Co., Ltd.	: Company Limited	PAT	: Profit After Tax
CAGR	: Compounded Annual Growth rate	PBT	: Profit Before Tax
CG	: Corporate Governance	RE	: Refined Extra
CEO	: Chief Executive Officer	RS	: Refined Standard
CIT	: Corporate Income Tax	R&D	: Research & Development
EBIT	: Earnings before interest, taxes	ROA	: Return On Average Assets
EBITDA	: Earnings before interest, taxes, depreciation and amortization	ROE	: Return On Average Equity
ESOP	: Employee Stock Ownership Plan	SME	: Small and Medium-sized Enterprise
ERP	: Enterprise Resource Planning	TTC AgriS, SBT, Company	: Thanh Thanh Cong - Bien Hoa Joint Stock Company
F	: Forecast	TCD	: Tons of Cane per Day
FS	: Financial report	UN	: United Nations
FY	: Fiscal Year	USDA	: United States Department of Agriculture
FDA	: Food and Drug Administration	VAS	: Vietnam Accounting Standards
FDI	: Foreign Direct Investment	VSSA	: Vietnam Sugarcane and Sugar Association
FOL	: Foreign Ownership Limit	YoY	: Year Over Year
GMS	: General Meeting of Shareholders		
GT	: General Trade		
GRI	: Global Reporting Initiative		
GDP	: Gross Domestic Product		
HOSE	: Ho Chi Minh Stock Exchange		
HORECA	: Hotel, Restaurant and Catering		

In 2024,
TTC AgriS celebrated a remarkable milestone
“Responsible Value Chain - 55 Years and Beyond”.
Staying true to its mission of pioneering modern and sustainable
agriculture. The Company continues to provide products of
energy and nutrients from natural sources, aiming to become
a high-tech agricultural solutions provider, actively engaging in
the global food and beverage value chain.



SUSTAINABLE DEVELOPMENT REPORT



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2030

NET REVENUE
60,000
BILLION VND

NET
ZERO
2035

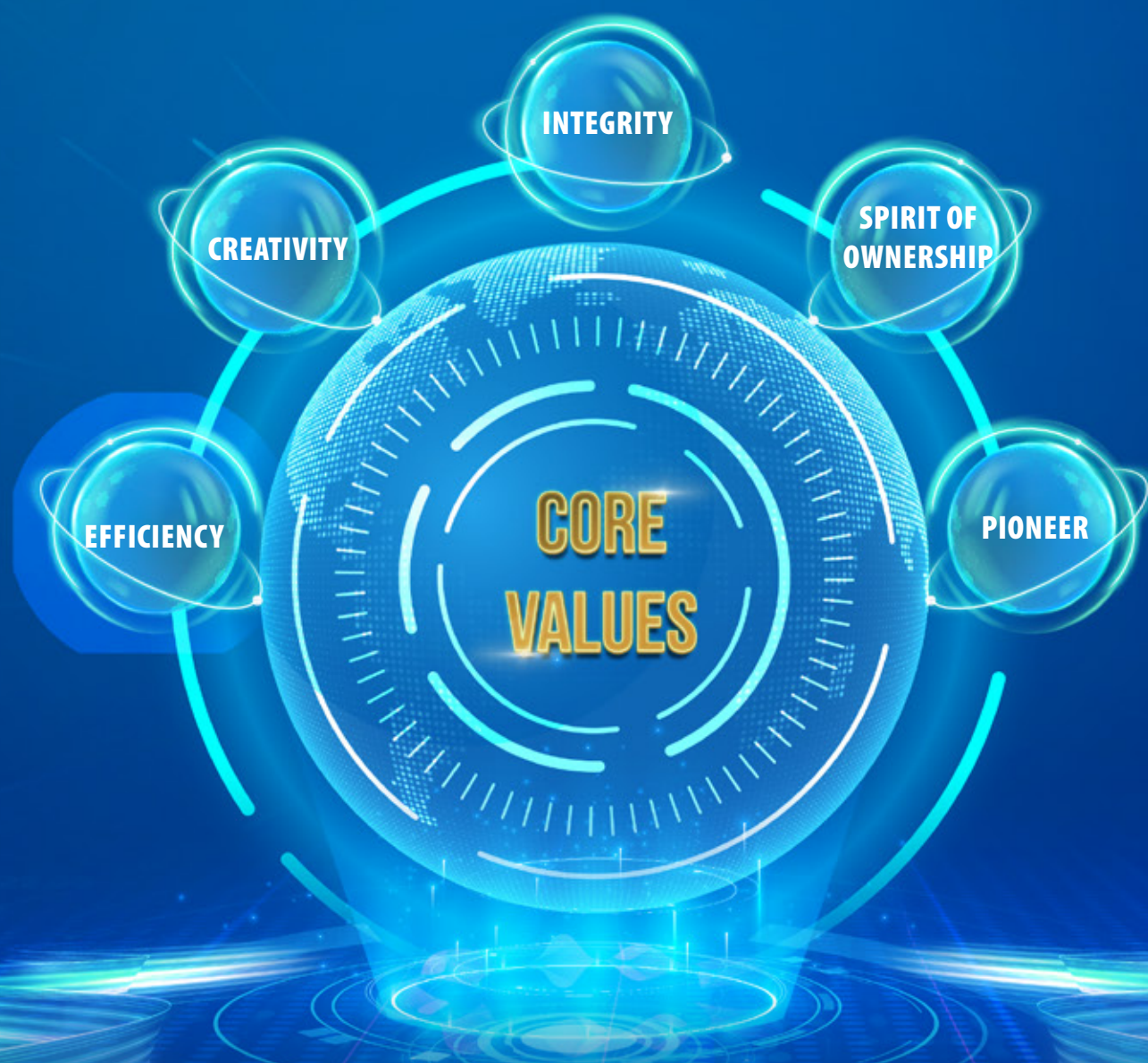
VISION - MISSION CORE VALUES

VISION

To become a high-tech agricultural solutions provider, actively engaging in the global food and beverage value chain

MISSION

To build advanced and sustainable agriculture that provides energy and nutrients from natural sources



COMMITMENT TO A TRUE AND FAIR SUSTAINABLE DEVELOPMENT REPORT



In FY 2023-2024, TTC AgriS's executive board and all employees overcame challenges to fulfill the company's mission, vision, and sustain commitments to sustainable development for shareholders, investors, and stakeholders. The company continued to be recognized in the Top 20 stocks with the highest sustainable development scores in the market (VNSI20); Top 10 Best Corporate Governance Companies – Large Cap Group; and for the first time, celebrated as one of the Top 5 Board of Year Award at the Annual Corporate Governance Forum (AF) in its 6th edition in 2023.

APPLYING THE ETHICAL
PRINCIPLES OF

INDEPENDENCE

OBJECTIVITY

TRANSPARENCY

INTEGRITY

in the Code of Ethics, TTC AgriS's Internal Audit Department undertakes that:



The Sustainable Development Report (SDR) of TTC AgriS has been appropriately prepared, focusing on key aspects of the three main criteria: Economic, Environmental, and Social, under the guidance and recommendations of the Global Reporting Initiative – GRI Vietnam.

The report accurately reflects the development strategy anchored in the core interests of the Company, Shareholders, and Stakeholders, aiming for transparency and the protection of Shareholder and Stakeholder rights, thereby strengthening the responsible value chain.

The control system established by the Executive Board has operated effectively in monitoring and ensuring the accuracy of the indicators presented in the SDR.

INTERNAL AUDIT DEPARTMENT
HEAD OF DEPARTMENT

HUYNH THANH NHAN

MESSAGE FROM THE CHAIRLADY OF THE BOD

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

Having laid the foundation and led the Vietnamese Sugar industry since 1969 under the brand name Bien Hoa, TTC AgriS is now the sole entity that is self-sufficient in organic raw materials. All products of TTC AgriS are now subject to traceability based on multinational supply capabilities and the largest raw material area across Vietnam, Laos, and Cambodia, with ongoing expansion in Australia.

In 2024, TTC AgriS marks its journey of **“RESPONSIBLE VALUE CHAIN – 55 YEARS AND BEYOND”**. We remain steadfast in our mission as **Vietnam’s leading high-tech agricultural enterprise, guided by the shared purpose of creating Fair and Sustainable values for all Stakeholders, benefiting both current and future generations.**



In the past year, disruptions in the supply chain, geopolitical tensions, instability in global trade, and climate change have impacted not only agricultural production but also society as a whole. Rising to meet these challenges, the positive business results for the fiscal year 2023-2024 of TTC AgriS continue to demonstrate the strength of technological foundations, business solutions, and sound strategic orientation, leading to remarkable successes.

In a world of exponentially accelerating innovation, the ability to swiftly grasp and adapt to change is a core factor for long-term success. In fact, innovation is not a new concept for TTC AgriS. Evidence of this is that TTC AgriS has continuously adapted, updated, and transformed since its very first steps, **driven by an entrepreneurial spirit, a commitment to service, and a multi-value foundation established by the Founding generation.** This spirit, along with the company culture and inherited values, has become the backbone of TTC AgriS's achievements. It is also the **responsibility we uphold for continued success in the future.**

Developing an integrated smart agricultural economic model, TTC AgriS has successfully built a multinational circular commercial value chain to share benefits with all Stakeholders.

As a **“Provider of high-tech agricultural solutions on the principles of sustainable development”**, we focus on decarbonization solutions and sustainable land resource use. TTC AgriS collaborates with Suppliers, Financial Institutions, Businesses, Governments, Research Institutes, and other Stakeholders to support and incentivize thousands of Farmers, providing tools and guidance for adopting sustainable farming methods as a solution to enhance income and improve livelihoods, while preserving natural ecosystems, land, and biodiversity in the long term.

Pursuing sustainable development commitments and standardizing governance practices to international standards has made TTC AgriS an attractive destination for leading domestic and international financial institutions in recent years.

"Creating **FAIR AND SUSTAINABLE VALUES**, for all Stakeholders", as a strong commitment of the new Chairlady

In our 2025 development strategy and vision towards 2030, TTC AgriS continues to **enhance the agricultural value chain, develop natural-origin nutritional solutions, and participate in the global food and beverage nutrition supply chain, aiming to achieve a revenue target of VND 60 trillion by 2030.**

Based on the **Circular Commercial Value Chain**, we will collaborate to preserve food security, facilitate counter trade, and optimize added value for Stakeholders in the global trade chain. Pioneering and leading the sustainable agricultural economy, and spearheading green trends in Vietnam, we aim to achieve our targeted **Net Zero by 2035.**

Recognizing sustainable development efforts as a key factor driving the long-term growth of the enterprise, I firmly believe that our commitment to creating **fair and sustainable** values will surely lead us to greater successes in the future.

On behalf of the Board of Directors, I would like to express my gratitude to the Board Members, the Board of Management,

and all staff for their continuous efforts in fulfilling this commitment every day, as well as for their hard work and dedication that have contributed to the success of TTC AgriS over the years.

I would also like to thank our Shareholders, Investors, Farmers, Customers, and Partners for your trust, companionship, and support on the journey with TTC AgriS in realizing the strategic goals for 2021-2025 towards the vision for 2030.

Wishing you health, prosperity, and success.

Mrs. Dang Huynh Uc My
Chairlady of the Board of Directors

COMMITMENT TO SUSTAINABLE DEVELOPMENT FROM THE BOARD OF DIRECTORS

On the journey of “Responsible Value Chain – 55 Years and Beyond”, TTC AgriS takes pride in contributing to the well-being of generations of Vietnamese people. From nourishing family meals with natural, wholesome ingredients to promoting a green, healthy lifestyle for comprehensive community well-being. **We are committed to preserving and enhancing the nutritional values of nature, joining hands to achieve the global Net Zero goal and contributing to a green and sustainable future for all generations.**



While firmly established in the domestic market, TTC AgriS leverages its competitive edge internationally by integrating digital governance, compliance, and risk management tools, with a particular focus on embedding Environmental, Social, and Governance (ESG) factors into the operational management of all our units across each country where we operate. TTC AgriS's operational governance covers specialized sustainability topics, “green” financial indicators, and a system that ensures consistency, transparency, and alignment across all operations.

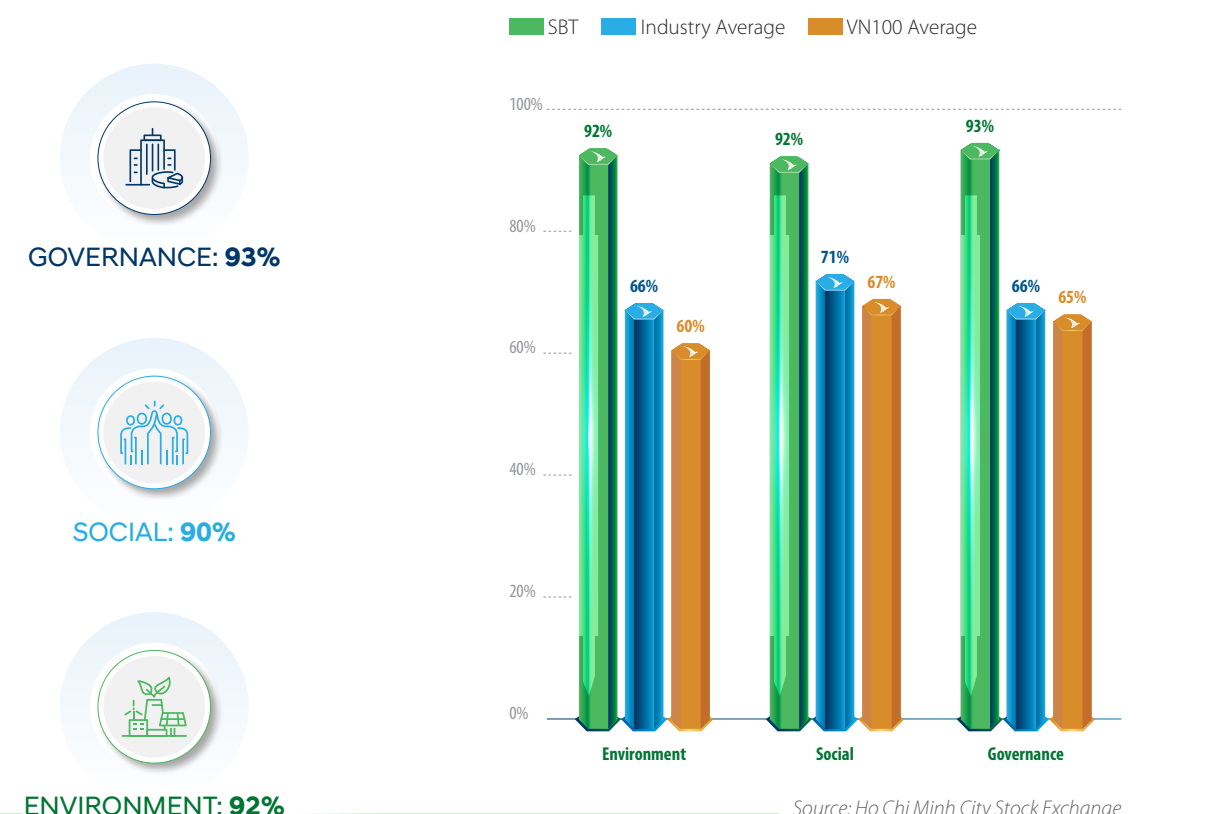
TTC AgriS is committed to maintaining its position as a pioneer in sustainable agriculture, deeply engaged in the global agricultural value chain. We drive sustainable agricultural practices through carbon neutrality efforts, focus on expanding organic material regions and products, diversify the agricultural value chain, utilize renewable energy, and maximize benefits for all stakeholders.



SBT'S ESG SCORE FOR FY 2023-2024:

92%

SBT's ESG score compared to the industry average and VN100 for FY 2023-2024



TTC AgriS has continuously received prestigious awards, affirming its position as a pioneering enterprise in sustainable development and social responsibility:

- CSR & ESG Leadership Award Silver and Empowerment Of Women Award Platinum at the 15th Global CSR & ESG Summit & Awards 2023.
- A series of prestigious awards for exemplary global CSR & ESG enterprises for the 2nd consecutive year at the Global CSR & ESG Summit & Awards 2024 conference and award ceremony.



TTC AgriS received a series of prestigious awards as an exemplary global CSR & ESG enterprise for the second consecutive year at the 16th Annual Global CSR & ESG Summit and Awards 2024.

- In the category of Sustainable Agriculture Award at the ESG Business Awards 2024 held in Singapore, honoring leading organizations in promoting comprehensive and sustainable development of environmental, social, and governance (ESG) standards. TTC AgriS is the only Vietnamese agricultural enterprise honored at the ESG Business Awards 2024 Singapore.



Mrs. Dang Huynh Uc My, Chairlady of TTC AgriS received the Sustainable Agriculture Award on behalf of TTC AgriS, the sole Vietnamese agricultural enterprise recognized at the ESG Business Awards 2024.

Commitments and actions with Stakeholders



With the Circular Commercial Value Chain model, TTC AgriS pioneers sustainable agricultural economics, optimizing value for Stakeholders within the global trade chain.

- 
SHAREHOLDERS/ INVESTORS
 - Strict adherence to state policies and regulations;
 - Ensure transparency in information disclosure;
 - Protect the rights and interests of Shareholders, particularly minority Shareholders;
 - Strive for international corporate governance standards, especially:
 - Raising awareness about gender equality;
 - Emphasizing the leadership role of women in the modern economy.
- 
CUSTOMERS
 - Strict compliance with food safety regulations;
 - Ensure product quality and protect consumer health;
 - Enhance product diversification strategy, especially for natural and organic products;
 - Increase value for customers using the products.
- 
FARMERS/ AGRIBUSINESS OWNERS
 - Support policies to accompany and ensure stable income for Farmers;
 - Provide financial support to Farmers, invest in modern equipment to increase productivity, and reduce labor;
 - Create jobs, enhance skills, and foster knowledge for local laborers.
- 
EMPLOYEES
 - Create a professional, friendly, and dynamic working environment;
 - Organize appropriate training programs to enhance knowledge and skills;
 - Develop clear and fair career development paths for employees;
 - Ensure occupational safety, attractive incentives, and competitive salary and benefits.
- 
LOCAL COMMUNITY
 - Share values and join hands to support the Community and social welfare;
 - Continue the strategy of using Clean and Renewable energy sources;
 - Strictly comply with environmental protection regulations around Company operation areas.
- 
GOVERNMENT/ STATE AGENCIES
 - Comply with the law;
 - Conduct responsible production and business practices concerning consumer health, the environment, and society;
 - Put all hands on deck with policies and advocates from State agencies.

Sustainable development commitment - strengthening the responsible value chain



After 55 years of operation, TTC AgriS has strengthened the **“Responsible Value Chain”** in all business and production operations by basing its core strategy on a green business foundation. TTC AgriS has carried out a number of business and production projects that have produced useful results that fulfill commitments to sustainable development.

- Prioritize the use of biomass fuels, and biofuels to limit greenhouse gas emissions, while applying KPIs to reduce emissions in most production plants, setting a common goal for all plants to reduce emissions by 5% per year.
- Apply carbonation technology utilizing CO₂ and lime in the production process to eliminate impurities. Consequently, CO₂ produced during boiler combustion is captured and repurposed in production. The extraction rate is projected to capture approximately 9-12% of total emissions released into the environment.
- Allocate resources to achieve over 5,500 carbon credits in accordance with Verra’s VCS standards during the initial issuance year. We anticipate an increase to over 10,000 carbon credits annually in the forthcoming FY.
- Implement the TTC AgriS Embrace Green Future Project – “10 Million Green Trees – Embrace Green Future” Program, which targets to plant from 800,000 to ~1.5 million trees per year, expected to absorb over 110,000 tons of CO₂ by 2035 and accumulate in the future.
- Apply Bonsucro standards in production processes and product origin standards for all sugarcane farms in Tay Ninh and continue expanding sustainable standard sugarcane areas like Bonsucro.
- “Reduce Waste – Increase Income”; reduce material waste, exploit by-products, utilize the supply chain; save energy – save time – save each production step.



- Apply scientific advances, and research on plant nutrition, soil nutrition, and natural pest control methods for raw material areas, commercialize, and expand to other raw material areas.
- Fully exploit and enhance the crop value chain of sugarcane – coconut – banana – rice through the circular economy model, reusing raw materials in the production process to create new products, increasing revenue sources for both the locality and the company, while contributing to emission reduction and environmental protection.

The objective of the sustainable development strategy is to balance the environment and natural ecosystems, and the activities of TTC AgriS clearly reflect the commitment to realizing the Environmental, Social, and Governance objectives for Stakeholders. With a consistent and overarching approach to sustainable development, **TTC AgriS leads the way in driving a sustainable agricultural economy, aligning with government goals, participating in global initiatives, and aiming for the Net Zero target by 2035.**



Mrs. Dang Huynh Uc My
Chairlady of the BOD

17 SUSTAINABLE DEVELOPMENT GOALS OF UNITED NATIONS

TTC AgriS remains steadfast in its commitment to **leading agricultural trends**, elevating Vietnam's agricultural economy, and advancing **a sustainable development strategy that balances the environment with the ecosystem**. The Company's development strategy is deeply intertwined with social responsibility, while leveraging business opportunities and international collaboration to secure a stronger foothold in the global agricultural value chain.



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



INVEST IN HUMAN CAPITAL		
Goal	Vietnam	TTC AgriS
1.  NO POVERTY	End poverty in all its forms everywhere	• 2,499 employees; • ~8,000 farmer households had income from sugarcane; • 40,000 jobs for the local workforce.
2.  ZERO HUNGER	End hunger, achieve food security and improved nutrition, and promote sustainable Agriculture	• Maintained production of over 1 million tons of Sugar for domestic and international markets for the 5th consecutive year; • ~ 71,800 ha of raw material areas in 4 countries: Vietnam, Laos, Cambodia, and Australia; • Collaborated with specialized units to exchange knowledge and enhance sugarcane cultivation techniques, while also developing agronomic consultancy services focused on nutrition and varieties selection across its raw material regions in Vietnam, Laos, Cambodia, and Australia, aiming to elevate the modern and sustainable agricultural economy.
3.  GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	• 100% non-GMO sugarcane in production; • 88 different clean Sugar products; • 6 Organic Sugar products in accordance with EU and USDA standards; • 100% of employees received regular health care and participated in health insurance; • Provided VND 26.3 billion in support for Corporate Social Responsibility (CSR) programs, underscoring the Company's long-term commitment to sustainable community development.
4.  QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	• 732 training courses, sustaining growth from the previous fiscal year; • A total of 106,547 training hours for employees at all levels; • 15,711 training participations, sustaining growth from the previous fiscal year; • VND 10.2 billion investment in training; • 200 workshops for Sugarcane-growing Partners.

17 SUSTAINABLE DEVELOPMENT GOALS OF UNITED NATION

ENSURE CLIMATE ADAPTATION AND SUSTAINABLE ENVIRONMENT					
Goal	Vietnam	TTC AgriS	Goal	Vietnam	TTC AgriS
6.  CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	~3.6 million liters of Miaqua sugarcane-flavored water obtained from the sugarcane evaporation process during Sugar refining; 100% of effluents treated and reused for cooling systems, plant watering, and fish aquaculture. The treatment system meets the National Standard 40:2011/BTNMT; 100% of factories and offices implemented 5S for environmental hygiene management;	11.  SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient, and sustainable; reasonably allocate population and labor by region	6 Organic Sugar products in accordance with EU and USDA (U.S.) standards; 100% of Sugar products undergo quality control measures in accordance with established protocols, thereby ensuring food safety and hygiene upon delivery to consumers; - SEDEX certified by SGS; SEDEX is a Social Auditing Standard used to assess a company's ethical practices and social accountability within the supply chain;
7.  AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable, and modern energy for all	~144 million kWh of total electricity output sold to the national grid; ~1 million tons of sugarcane bagasse recovered and reused to generate electricity for internal consumption and sale to the national grid, minimizing waste discharged into the environment; 25 solar power stations with a total installed capacity of ~21.46 Mwp, powering the TTC AgriS's factories and offices.	12.  RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	- The first Vietnamese enterprise to receive Bonsucro certification - the leading global sustainability standard whose core purpose is to accelerate sustainable sugarcane production, processing, and trade across the world; - Honored with dual awards at the 15th Global CSR & ESG Summit & Awards 2023, winning Silver in the CSR & ESG Leadership category and Platinum for the Empowerment of Women category; - Earned the High-Quality Vietnamese Products 2024 certification, marking the 28th consecutive year of recognition for TTC AgriS.
9.  INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	100% of the infrastructure was reviewed and assessed to identify new investment opportunities; - Adopted the business model of a Circular Commercial Value Chain with 3 Integrated Centers, ensuring efficient and optimized operations, with information technology as the core driver; - Pursued comprehensive digital transformation: - Continued to optimize the supply chain through systems like the Warehouse Management System (WMS), Transport Management System (TMS), and Supply Chain Control Tower (SCCT) establishing a foundation for seamless supply chain management and more effective decision-making; Digital Office (DigiO): integrated 90% of workflows within a unified system, enabling employees to process documents, manage data, and access records from anywhere, cutting processing time by more than 50% compared to traditional methods; Data Warehouse (DWH): developed using advanced technologies to collect, integrate, and cleanse data from various sources across the system; - Recognized as one of the Top Industry 4.0 Enterprises in Vietnam (I4.0 Award), for the third consecutive year, and the only agricultural enterprise in the Top Enterprises with intelligent digital products and Industry 4.0 technology solutions, thanks to DigiFactory - TTC AgriS's digital management solution.	13.  CLIMATE ACTION	Make urgent action to combat climate change and its impacts	- Achieved ISO 14001:2015 - International standard for environmental management system (EMS) to minimize the negative impacts of production on the environment. - Successfully obtained I-REC (International Renewable Energy Certificate) certification for solar power projects in FY 2023-2024. Over 25,000 I-RECs have been issued and used for carbon offsetting, representing a small yet meaningful step towards the Company's climate change mitigation efforts.
			14.  LIFE BELOW WATER	Conserve and sustainably use the oceans, seas, and marine resources for sustainable development	100% of the factories are located inland, at least 10 km away from the coastline; - Used only one type of marine resource (sea salt) in the production process.
			15.  LIFE ON LAND	Protect, restore, and promote sustainable use of terrestrial ecosystems, combat desertification, and halt and reverse land degradation and halt biodiversity loss	- Applied natural enemy technique (red-eyed wasps — ABI wasps) to combat sugarcane stem borers, achieving a pest rate of just 1-2%. The initiative is being scaled up to cover 60,000 ha, aiming to reduce the use of harmful pesticides in the fields; - Successfully bred and deployed two predatory bugs, the spined soldier bug (Eocanthecona furcellata) and big-eyed bug (Geocoris), on a large scale to effectively manage harmful insects; - Applied sustainable farming techniques such as intercropping with mung beans and smooth crotalaria on a total area of over 2,500 ha in FY 2023-2024, which can bring additional profits ranging from VND 14 - 20 million per ha for farmers. These techniques provide an environmentally friendly and sustainable solution that fosters biodiversity and minimizes pest issues through biological balance.

17 SUSTAINABLE DEVELOPMENT GOALS OF UNITED NATION

PROSPERITY AND COOPERATION

Goal	Vietnam	TTC AgriS
5. Achieve gender equality and empower all women and girls		100% of female employees are guaranteed their specified rights and benefits; 68% of employees eligible for maternity leave returned to work, while 26% remain on leave as their maternity period has not yet concluded; 43% of BOD members are female, including both the former Chairlady (who completed her term on July 13th, 2024) and the newly appointed Chairlady (formerly Vice Chairlady, appointed Chairlady as of July 13th, 2024); 33% of the BOM members are female; 23% of new hires are female; 33% of middle management and above are female; 100% of employees are periodically assessed for their competency to determine their rewards; 0% of employees are children or underage.
8. Promote sustained, inclusive, and sustainable economic growth, full, and productive employment and decent work for all		- VND 29,021 billion in net revenue, the highest in the company's history and a 17% YoY increase; - VND 908 billion in profit before tax, up 26% YoY; - VND 806 billion in profit after tax, up 33% YoY; - Ranked among the Top 20 stocks with best-of-market scores of sustainability with an ESG score of 92% for the seventh consecutive year; - VND ~ 125 billion of tax paid to the state budget; - VND ~ 230 billion in total welfare costs for employees; - VND 1,400 billion in financial support for farmers who need capital; - Created over 40,000 jobs for local workers and supported 8,000 farming households, boosting income and driving local economic development.
17. Strengthen the means of implementation and revitalize the global partnership for sustainable development		30,747 ha of raw material areas in Laos, Cambodia, and Australia; 69 countries and territories have TTC AgriS products present; DEG - the German Government's Investment Fund: Continue the collaboration in large-scale releases of red-eyed bees and advance other sustainable development projects; ED&F Man Sugar - Top 3 Sugar companies in the world: Continue the collaboration to export Organic Sugar to Europe; Farmacist - Agronomic consulting company from Queensland, Australia: Enhance sugarcane cultivation techniques through exchange and improvement, apply modern mechanization and precision farming, and develop agronomic consultancy services in nutrition and seed selection at TTC AgriS's raw material regions across Vietnam, Laos, Cambodia, and Australia; Legendary Venture Fund 1 - Singapore Investment Fund (Major shareholder since November 2022): steadily increase its ownership stake in FY 2023-2024. The fund has engaged in strategic collaboration to help TTC AgriS expand its operations and strengthen its competitiveness in the international market; - Strengthened global partnerships through long-term collaboration projects with leading global economic organizations and financial institutions such as the International Finance Corporation (IFC), FCB Bank, SMBC Bank, the Singapore Economic Development Board-EDB, and more.

Australia Investment Forum
Diễn đàn Đầu tư Australia
Ho Chi Minh City - 08.09.2023

PROMOTION OF JUSTICE, PEACE AND INCLUSIVE GOVERNANCE

Goal	Vietnam	TTC AgriS
10. Reduce income inequality within and among countries		176 jobs for Laotian workers; 4 countries, namely Vietnam, Laos, Cambodia, and Australia, employ the same working procedures; - Regularly updated and standardized salary and bonus policies for the sales team nationwide; - Provided support for employees working in units outside of Vietnam, such as in Laos and Cambodia; - Recorded no complaints regarding inequality or discrimination; - No forced labor or child labor.
16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels		- Conduct regular dialogues with grassroots trade union representatives every 3 months; - Organized annual employee engagement conference; - Assisted the Vietnamese government in achieving the 17 Sustainable Development Goals.

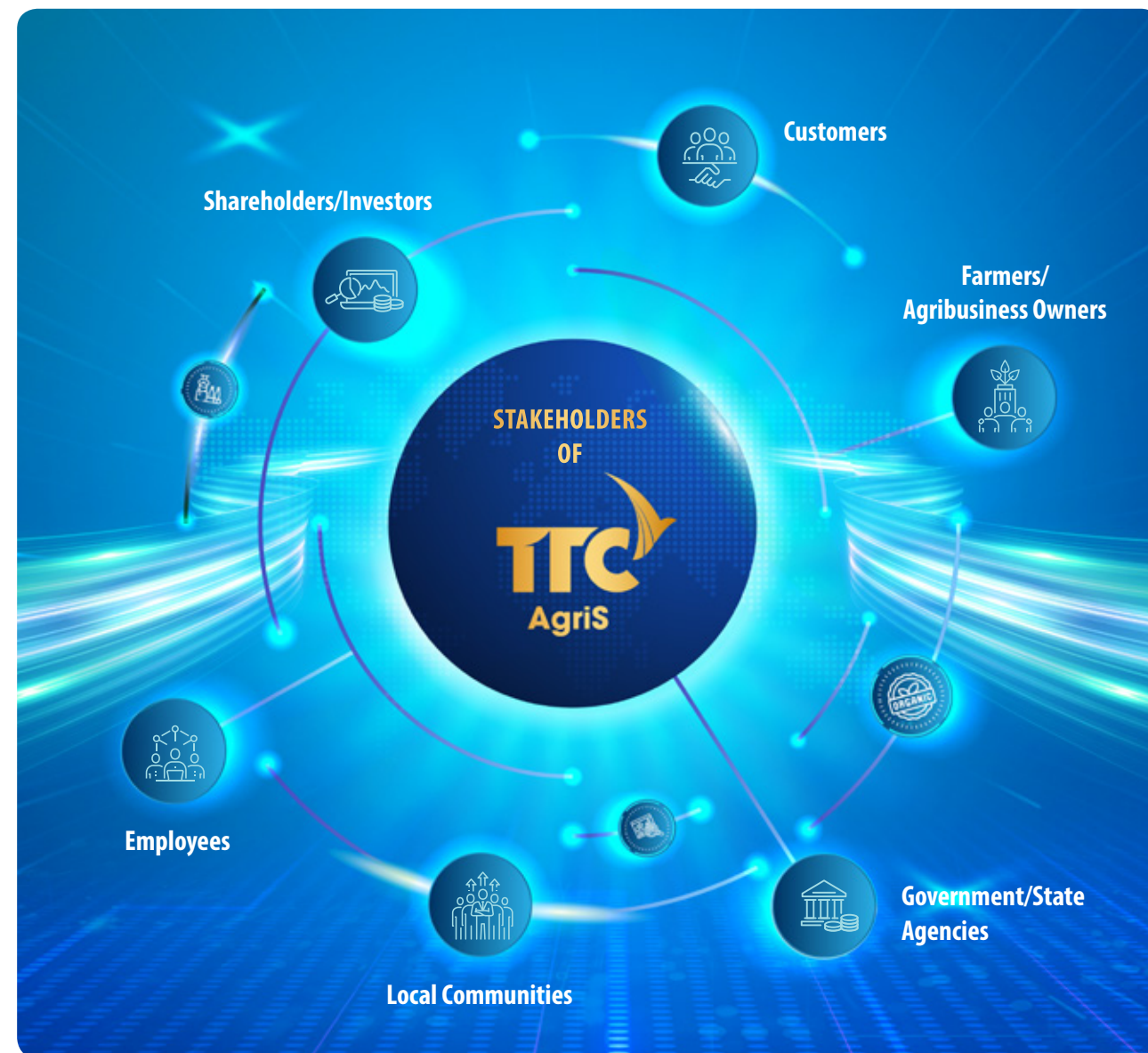
HỘI NGHỊ ĐẠI BIỂU NGƯỜI LAO ĐỘNG NĂM 2023
CÔNG TY CỔ PHẦN THƯƠNG THẠCH CÔNG - SIÊN HÒA
CÔNG TY CỔ PHẦN PHÂN PHỐI VÀ CHẾ BIẾN HỖN HỢP THƯƠNG THẠCH CÔNG

STAKEHOLDERS' ENGAGEMENT

Identifying and selecting Stakeholders

GRI 102-42

TTC AgriS always prioritizes cooperation and the creation of enduring value for all Shareholders. The Company approaches this goal with careful consideration, evaluating the relationships, levels of interaction, and mutual influences among key Stakeholders. This diligent assessment empowers TTC AgriS to formulate targeted action plans and responses to address critical topics and concerns effectively.

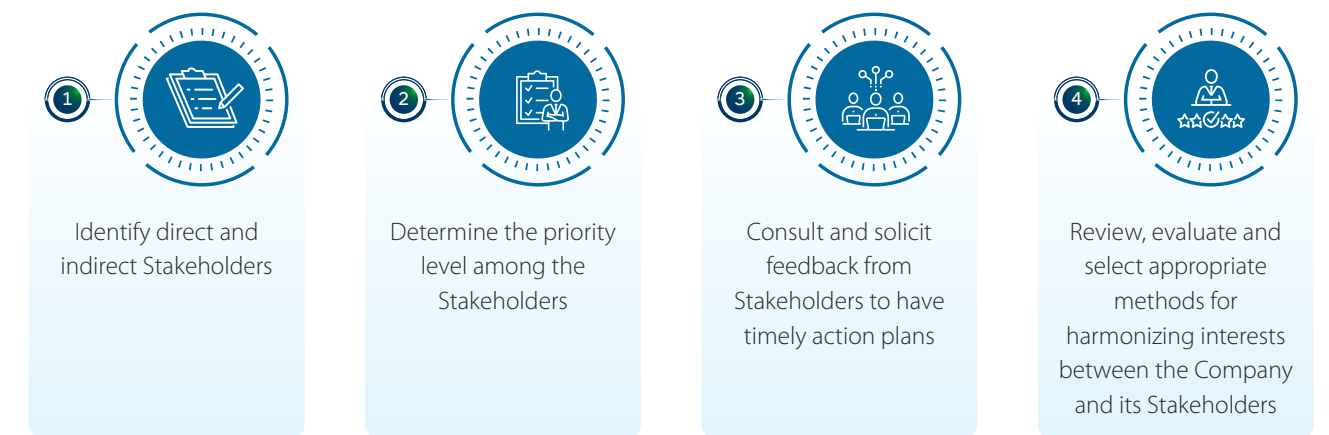


Approach to Stakeholder Engagement

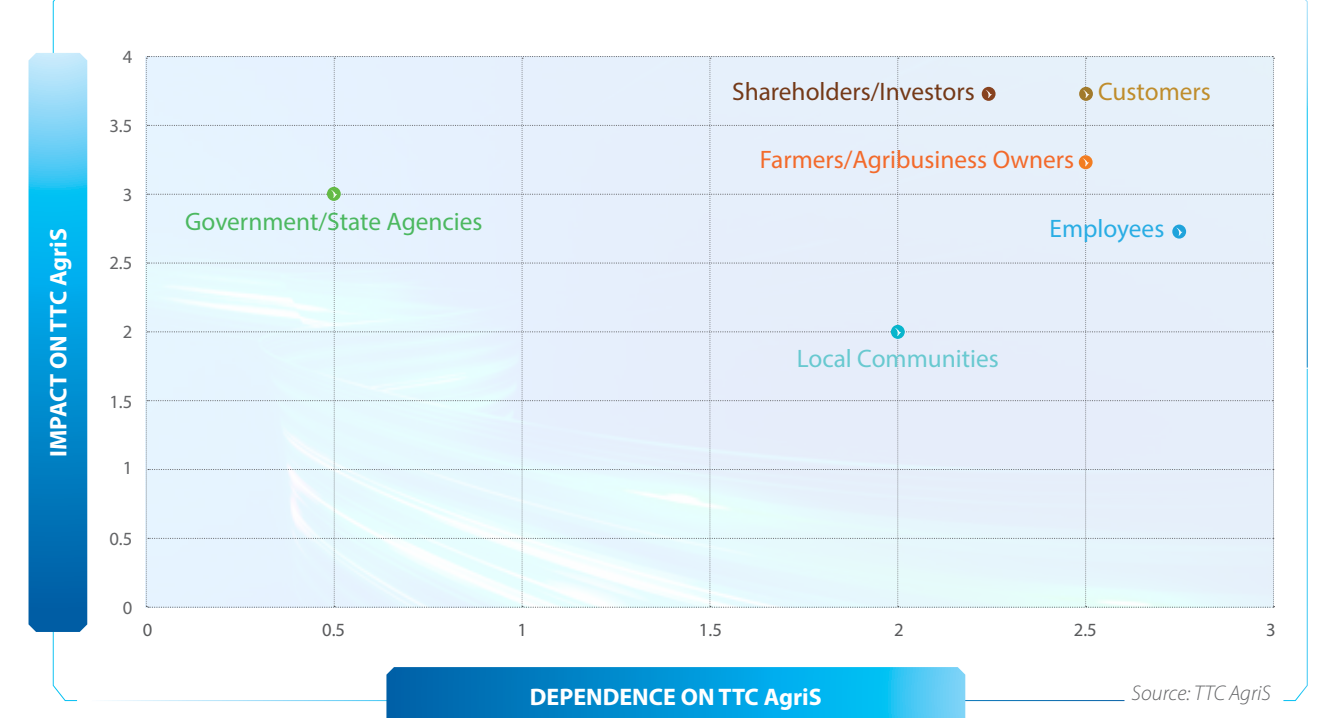
GRI 102-43

For the six key Stakeholder groups, TTC AgriS employs a comprehensive approach to Stakeholder engagement that includes surveys, interviews, feedback mechanisms, reports, specialized seminars, and investor relations activities. The process of identifying stakeholders and selecting engagement strategies is guided by the specific concerns of each group and can be summarized as follows:

Process of identifying Stakeholders and selecting appropriate approaches:



Interactive relationship between TTC AgriS and Stakeholders



Assessment of material areas



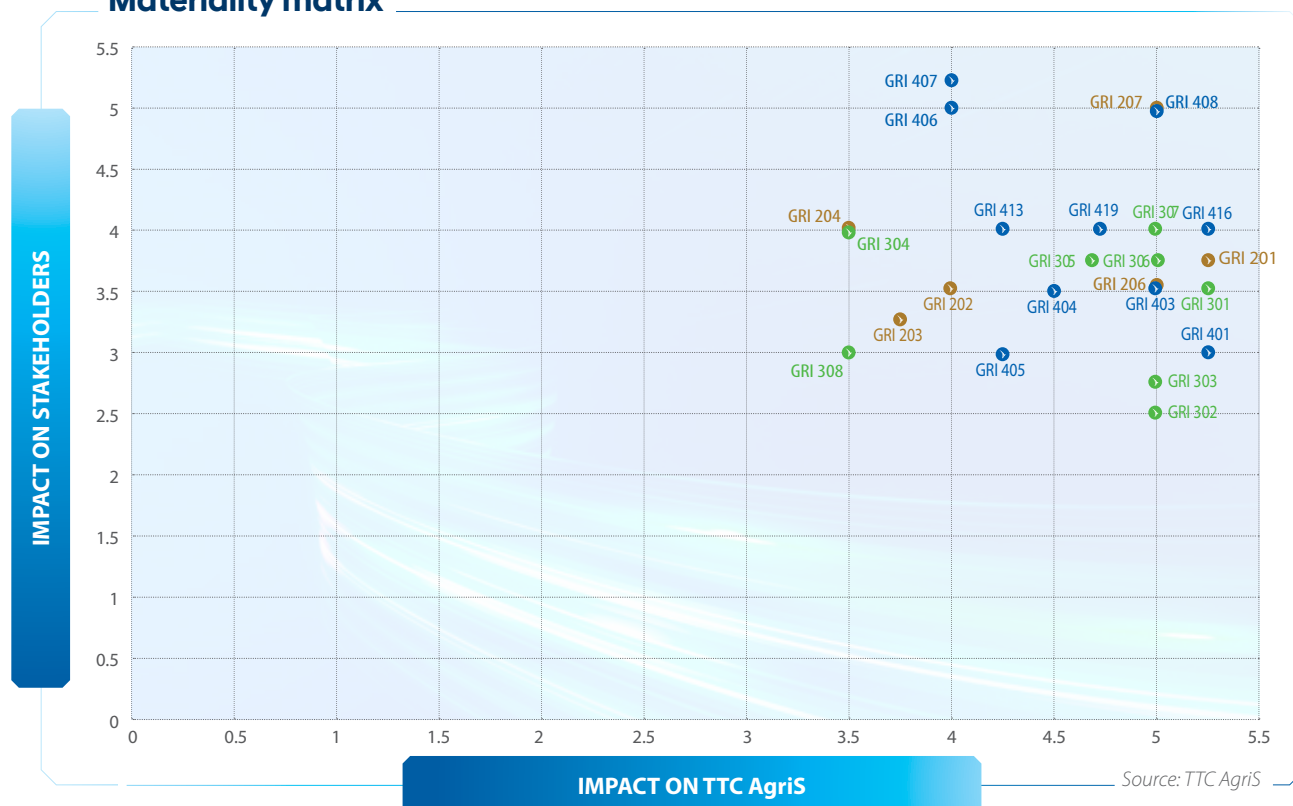
TTC AgriS is a reputable and long-standing agricultural enterprise in Vietnam's consumer goods sector, boasting extensive material areas spanning 71,797 ha across four countries: Vietnam, Laos, Cambodia, and Australia. Additionally, the Company has developed a robust distribution system throughout Vietnam and exports to over **69** global markets.



Given this context, our Stakeholders play a crucial role in play a vital role in supporting TTC AgriS throughout the responsible value chain, which encompasses a closed-loop process from raw materials (including raw sugarcane investment, procurement, and inspection) to production (covering manufacturing, finished product inspection, and warehousing) and ultimately to consumption (encompassing sales and delivery).

In alignment with the company's sustainable development strategy and the United Nations' 17 Sustainable Development Goals, TTC AgriS has identified a matrix of 24 material areas based on the assessment of key stakeholder concerns and the bidirectional relationships established with them. These areas are as follows:

Materiality matrix



ECONOMIC

GRI 201
Economic Performance

GRI 202
Market Presence

GRI 203
Indirect Economic Impact

GRI 204
Procurement Practices

GRI 206
Anti-competitive Behavior

GRI 207
Tax



ENVIRONMENTAL

GRI 301
Materials

GRI 302
Energy

GRI 303
Water

GRI 304
Biodiversity

GRI 305
Emissions

GRI 306
Effluents and Waste

GRI 307
Environmental Compliance

GRI 308
Suppliers Environmental Assessment



SOCIAL

GRI 401
Employment

GRI 403
Occupational Health and Safety

GRI 404
Training and Education

GRI 405
Diversity and Equal Opportunity

GRI 405
Non-discrimination

GRI 407
Freedom of Association and Collective Bargaining

GRI 408
Child Labor

GRI 413
Local Communities

GRI 416
Customer Health and Safety

GRI 419
Socioeconomic Compliance

Key topics and concerns raised

GRI 102-44

Recently, TTC AgriS has made significant efforts to enhance interaction mechanisms between the Company and its Stakeholders in order to ensure integrity, transparency, and efficiency in all activities. The Company is committed to fostering an environment that encourages Stakeholders to provide feedback easily, facilitating the harmonization of interests among all parties. This approach serves the overarching goal of TTC AgriS: to establish a comprehensive and sustainable value chain that prioritizes the medium- and long-term benefits for both the Company and its Stakeholders.



SHAREHOLDERS/INVESTORS

Key concerns

- Stable and reasonable business performance growth over the years to ensure sustainability in the medium and long term;
- Accurate reflection of the Company's intrinsic strength and potential in the stock market value;
- Continuous and sustainable growth of the Company's intrinsic value;
- Compliance with international standards for information disclosure, ensuring regularity, transparency, and trustworthiness;
- Protection of Shareholders' and Investors' interests with fair treatment;
- Strong governance and management capacity of senior leadership.

TTC AgriS's approach

- Meet and consult shareholders directly or indirectly through the AGM and the written opinion collection;
- Participate in forums and investor meet-ups organized by Securities Companies, Investment Funds, and major domestic and international financial institutions;
- Support Shareholders/Investors by addressing their inquiries and replying to them via phone, email, etc.;
- Implement and improve Investor Relations activities according to international standards, such as Annual Reports, Sustainability Reports, Press Releases, Investor Newsletters, and Financial Statements explanations;
- Update adequate, accurate, and timely information regarding operations, business, stocks, capital markets, etc.

Achievements in the past year

- Maintained the presence in the **Top 20** Listed Companies in the VNSI – Vietnam Sustainability Index for the 7th consecutive year;
- **Top 10** Companies with Best Corporate Governance – Large-cap group – HOSE;
- **Top 5** Boards of the Year Award – VIOD;
- **Top 4** Best Annual Reports Worldwide – LACP;
- **Top 50** Best Listed Companies in 2024 – Forbes Vietnam;
- Consistently ranked among the top enterprises in the market with the highest credit ratings, holding a stable outlook and achieving a “vnA+” rating as per the June 2024 Credit Rating Report from Saigon Ratings.

CUSTOMERS

Key concerns

- High-quality products at competitive prices
- Diversified product portfolio
- Prestigious brand
- Easy access to products
- Preferential sales policies
- Excellent customer service and after-sales support
- Products with clear origins and traceability, produced in compliance with food safety standards and sustainable practices.

TTC AgriS's approach

- Meet and exchange information directly with Customers
- Conduct preference surveys and product quality assessments from the 4 main distribution channels
- Collaborate with Customers in R&D activities
- Receive feedback and act on Customer inquiries in a reasonable and timely manner via email and phone
- Develop long-term loyalty policies for distributors and major customers
- Organize workshops and training programs in collaboration with Customers who are leading companies in terms of quality
- Organize seminars on food safety for Customers.

Achievements in the past year

- Maintained a stable domestic market share of **46%** in FY 2023–2024 while expanding to 69 export markets globally;
- Diversified product portfolio featuring over **88 Sugar products, 24 Sugar by-products, 8 Sugarcane beverage and purified water products, 46 Coconut-based products, 11 Rice-based products and 21 Banana-based products, and 1 Solar power product**;
- Continued to uphold various crucial international certifications, such as ISO 14001:2015, ISO 45001:2018, ISO/IEC 17025, FSSC 22000 version 6.0, Sedex, Kosher, and HALAL SGP. Additionally, TTC AgriS has received certifications from the U.S. Food and Drug Administration (FDA), Organic Certification from the U.S. Department of Agriculture (USDA), EU certification from Control Union, Bonsucro certification, as well as Fair Choice and Fair Trade certifications.
- Ranked among the **Top 100** Most Valuable Brands in Vietnam by Brand Finance;
- Included in **Fortune Southeast Asia 500**;
- Awarded “**High-Quality Vietnamese Product**” certification in 2024 as determined by consumer choice.

GOVERNMENT/ STATE AGENCIES

Key concerns

- Compliance with the law
- Response to the government's appeals.

TTC AgriS's approach

- Fulfill all business obligations such as taxes, insurance, occupational health and safety, food safety and hygiene, etc.
- Engage actively with the Vietnam Sugarcane and Sugar Association as a leading sugar company, contributing to industry policy development, combating sugar smuggling, and formulating strategies for the growth of Vietnam's sugar industry
- Review and provide feedback on proposed legal documents related to the Company's operations, agriculture, and other related industries
- Collaborate with government agencies to address challenges and obstacles faced by businesses
- Participate in campaigns and programs initiated by government agencies to support the community and society

Achievements in the past year

- No violations related to legal regulations, environmental protection, or social commitments;
- **Actively contributed** to the formulation and implementation of key policies impacting the sugar industry, including anti-smuggling measures and strategies for the development of Vietnam's sugar industry;
- Proactively implemented **green** business strategy and sustainable development policies;
- Created over **40,000** job opportunities for local people, improving the economy of the area in which the Company operates or invests;
- Paid more than VND **125** billion in corporate income tax to the State.

STAKEHOLDERS' ENGAGEMENT



FARMERS/AGRIBUSINESS OWNERS

Key concerns

- Product offtake contract
- Stable procurement policy
- Commitment to a minimum purchase price
- Adherence to the terms of contracts
- Guidance on farming methods, technology transfer, mechanization support, and financial support
- Assistance in accessing the latest information and trends in the Vietnamese and global agricultural sector.

TTC AgriS's approach

- Availability of purchase commitments suitable for each period, preventing the risk of "bumper crop but business loss" scenarios
- Farming officers conduct regular on-site visits and ensure timely responses to farmers' feedback
- Farmers can directly communicate with the BOD/BOM at agricultural stations, the Raw Material Development Department and factories.
- Organize seminars and training programs and guidance to farmers.
- Conduct end-of-season review conferences.

Achievements in the past year

Financial support policy:

- **Land rental support:** Up to VND 16,000,000/ha/crop for land in Vietnam or VND 8,000,000/crop for land in Cambodia near the Vietnam border.
- **Planting and care investment:** For new sugarcane, investment ranges from VND 40 to 46 million/ha, and for ratoon sugarcane, from VND 21 million to VND 27 million /ha. This covers the full cycle of cultivation, including land preparation, seedling care, stalk maintenance, fertilizer application, and plant protection.
- **Agricultural machinery and equipment investment:** Offers tailored support packages for equipment investments, with capital recovery periods spanning 1 to 6 crops. Notably, TTC AgriS provides up to 100% support for select machinery currently distributed by the Company.
- **Irrigation system investment:** Based on local water conditions, terrain, and existing infrastructure, TTC AgriS proposes investment solutions, such as drilling wells, installing rotary sprinklers or drip irrigation systems, and purchasing diesel or electric pumps.

Sugarcane procurement policy:

- Ensured the procurement of 100% of raw sugarcane production, fostering trust and long-term partnerships with farmers.
- Implemented a purchase policy with a 10% to 15% price increase compared to the previous FY.
- Introduced a minimum guaranteed purchase price to protect farmers from market fluctuations, allowing them to confidently cultivate and expand their sugarcane farming areas.

Technical support in farming and harvesting policy:

- Offered expert guidance on farming, crop management, and harvesting techniques aimed at improving sugarcane yields;
- Enhanced the breeding of Trichogramma (ABI), a natural enemy of stem-boring pests, as part of a strategy to reduce reliance on chemical pesticides;
- Facilitated access to the latest knowledge, skill development, and the adoption of advanced global farming practices;
- Conducted research and provided cutting-edge scientific applications to farmers through the Sugarcane Research & Development Centers.



EMPLOYEES

Key concerns

- A professional and dynamic working environment
- Labor safety
- Competitive compensation and benefits packages
- Relevant training programs to enhance knowledge and skills
- Fair and expansive opportunities for career advancement
- Training of successor teams.

TTC AgriS's approach

- Organize internal training sessions, as well as regularly invite subject-matter experts to employees' knowledge and skills in corporate governance, professional expertise, work experience, and soft skills
- Support new hires in adapting to the Company and the industry through basic-to-advanced training programs
- Issue suitable welfare policies, while continually researching, updating, and developing policies to improve the material and emotional well-being of employees
- Survey employee satisfaction with the work environment, compensation, benefits, and welfare policies
- Seek feedback from Employees via email, phone, and social media
- Organize competitions to identify, reward, and develop talented individuals in their respective field.

Achievements in the past year

- For the first time honored as "**Employer of Choice Winner 2023**", an award of CareerViet in collaboration with Acom VietNam
- Recognized for the 3rd consecutive year as a "**Great Place to Work**" by the Global Authority on Workplace Culture with high scores on the working environment;
- Issued and updated clear, transparent, and fair policies regarding salary regulations, employee welfare, and emulation rewards;
- Organized over **732 training courses** with over **15,711 participants**, an increase compared to last FY, to provide Employees with the opportunity to enhance their professional knowledge and skills; the total training budget for FY 2023-2024 reached **VND 10.2 billion**;
- Provided a safe, ideal, professional, and collaborative working environment for Employees;



LOCAL COMMUNITIES

Key concerns

- Development of local economy
- Provision of job opportunities.
- Enhancement of income for local residents.
- Responsible production for the protection of consumer health, the environment, and society.
- Implementation of activities contributing to the general development of the Community and locality.
- Protection of the natural environment and the living environment of the Community.

TTC AgriS's approach

- Collaborate with local authorities to sponsor activities for the Community and society in which the Company operates.
- Develop community development programs focused on education, healthcare, and social welfare.
- Participate in charitable programs in the Communities in which the Company operates or invests.
- Prioritize local hiring, provide scholarships, and organize internship programs to nurture students and foster a skilled younger workforce.
- Enhance income levels and strengthen the capacity of local labor.
- Promote mechanization efforts alongside livelihood machinery support programs to ensure job stability for local workers.
- Launch programs aimed at environmental protection, including tree planting, water source preservation, air quality improvement, etc.
- Continuously adopt advanced technologies in processing and manufacturing to minimize environmental impact.

Achievements in the past year

- **Top 20** Listed Companies in the VNSI – Vietnam Sustainability Index;
- Honored with dual recognition at the 15th Annual Global CSR & ESG Summit & Awards 2023;
- Received the series of prestigious awards for the 2nd consecutive year at the 16th Annual Global CSR & ESG Summit and Awards 2024;
- Contributed nearly **VND 26.3 billion** to charitable and social activities;
- Created **2,499** job opportunities .

ECONOMIC TOPIC

GRI 201 Economic performance



Key topic

Key objectives related to economic efficiency that TTC AgriS implemented in 2023-2024 include:

- 1 Build and promote core products, while engaging in the development and diversification of value-added products, providing high-tech agricultural product solutions, integrating into the global Food & Beverage value chain, pioneering anticipation of customer needs to perfect the comprehensive products-and-services ecosystem;
- 2 Become experts in providing solutions for customers: understand market trends, capture customer needs, and expand market share;
- 3 Adopt digital technology as a foundation by operating an ERP system and transform the management and intelligent analytics system with an integrated approach to cloud computing technology in order to reduce costs and optimize operational efficiency;
- 4 Manage finances according to international standards and efficiently allocate capital to enhance profitability for the Company, Shareholders, and Investors;
- 5 Build a skilled workforce for efficient business knowledge management and operation;
- 6 Ensure income security for Employees and Farmers, which contributes to their stability of livelihood.

Management approach

The sustainable development strategy of TTC AgriS aims to provide long-term benefits for Shareholders/Investors, Customers, Farmers, Employees, the Community, and the Government.

In FY 2023-2024, TTC AgriS focused on the following aspects:

- 1 Prioritize the development of organic agriculture and expand the area of organic raw materials;
- 2 Improve Sugar primary and secondary by-products, as well as optimize crop value by reusing raw materials to minimize production waste, proactively researching and applying red-eye bees (natural enemies) for pest control without leaving pesticide residues.
- 3 Expand the ecosystem of high-nutrient energy products, and leverage key crops such as sugarcane, coconut, banana, and rice. The focus on these products serves to safeguard consumer health, and minimize environmental and community impacts on the platform of mutual, multidimensional, end-to-end traceability, nutrition, and exchange.
- 4 Improve customer service policies, maintain the Vietnam domestic market share in the South, increase market share in the North and West markets, and continue to explore opportunities in export markets;
- 5 Restructure the distribution system to capitalize on the synergy;
- 6 Accelerate the digital transformation of the business;
- 7 Ensure transparency and fulfill all financial obligations to the State;
- 8 Continue to leverage the advantage of accessing low-interest capital and restructure the finance structure according to the pre-defined capital optimization plan;
- 9 Develop a compensation framework that assigns each position to an appropriate level, as well as flexible welfare policies to ensure employees' stable income;
- 10 Proactively adjust the sugarcane raw material purchase policy according to market developments to ensure sugarcane farmers' income.



Direct economic value generated and distributed

GRI 201-1

Revenue



When Vietnam's Sugar industry continued to face cyclical challenges and global political instabilities, TTC AgriS concluded the FY 2023-2024 with exceeding planned targets, and a maintained steady market share of 46%.



Net revenue continued its upward trend, increasing by 17% YoY to reach

29,021
billion VND

The Company continued to leverage its domestic market advantages and had its sugar sales volume exceed 1 million tons for five consecutive years. Specifically:

The Compound Annual Growth Rate (CAGR) of net revenue over the past five years reached 22%, and it is expected that this rate will continue in the coming years. This is a result of the Company's relentless efforts to maximize revenue through market development and product diversification strategies. Sugar products continue to be the main contributor to the revenue structure, accounting for 92%. Meanwhile, the transformation of revenue structure towards other products, such as molasses, increased by 120% YoY due to the expansion of export markets. Electricity revenue increased by 17% compared to the previous FY, thanks to bagasse-deprived power as well as rooftop solar energy systems installed at the company's factories. The rest, including fertilizer trading, machinery, and other agricultural products such as coconut, banana, rice, and natural nutritional drinks like coconut water, sugarcane juice, and pure sugarcane drinks, also recorded positive growth of around 10%.

- B2C and Trade channels saw robust growth, up 22% and 18% respectively, and continue to reinforce market leadership through packaging transformation that enhanced the Bien Hoa Sugar brand presence at points of sale.
- SME channel volume increased by 6% YoY, which is driven by continuously expanding market surveys and launching new products such as Liquid Sugar to diversify the product portfolio for customers.

Operating costs

In FY 2023-2024, TTC AgriS emphasized effective cost control, with the cost of goods sold reaching VND 25,857 billion. This marked a 17% increase YoY, and aligned with the revenue growth.

Selling expenses, as well as General and administrative expenses (G&A) were well-managed. As a percentage of revenue, selling expenses reached 2.49%, down 0.09% compared to the previous FY, while G&A expenses stood at 2.74%, slightly up by 0.16% from the previous year, which reflects the Company's expanding operational scale.



The cost of goods sold reaching

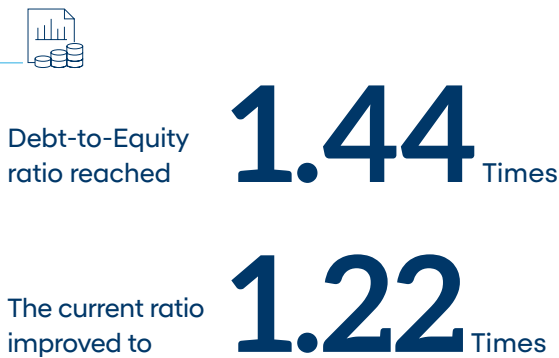
25,857
billion VND

17% increase YoY, and aligned with the revenue growth.

ECONOMIC TOPIC

Payments to capital providers

In FY 2023-2024, TTC AgriS pursued healthy financial restructuring and debt shifting from short-term to long-term in order to gradually reduce liquidity risk and short-term payment pressure. This benefitted business operations, and laid the foundation for TTC AgriS to enter a new phase of investment expansion and business diversification. Specifically, the Debt-to-Equity ratio reached 1.44 times and the Debt-to-Total Assets ratio reached 0.47 times; the current ratio improved to 1.22 times, up from 1.17 times in the previous FY.



During the past FY, despite facing interest rate fluctuations in the financial market, TTC AgriS maintained its commitment to meeting capital cost obligations to investors. This was accomplished by maintaining an interest coverage ratio of 1.53 times, improving from 1.48 in the previous period.

Payments to the Government

Since its inception, the Company has consistently fulfilled its tax obligations, contributing to the development of the country and regions where TTC AgriS operates. In FY 2023-2024, corporate income tax recorded VND 125 billion, with total taxes and state contributions amounting to VND 546 billion. With these contributions, TTC AgriS proudly ranks among Vietnam’s Top 100 Private Enterprises in Tax Contribution – PRIVATE100.

Tax structure and other payables to the Government in FY 2023-2024

	FY 2023-2024 (VND billion)	FY 2023-2024 (% Proportion)
Corporate income tax	125	23%
Value-added tax	321	59%
Personal income tax	30	5%
Others	70	13%
Total	546	100%

Financial implications and other risks and opportunities due to climate change

GRI 201-2

Climate change continues to pose tremendous challenges for global agriculture. For countries with agriculture sectors that are heavily dependent on natural conditions, such as Vietnam, the difficulties are significantly greater. As one of Vietnam’s leading multinational agricultural companies, TTC AgriS proactively monitors and informs management plans to minimize the impacts of these challenges on its farming and production operations.

RISK

STORMS AND TYPHOONS

Economic impacts due to risks/opportunities: Sugarcane falling, lower quality, increased harvesting cost, and high yield lost

Financial impacts prior to the application of management measures: Sugarcane falling can reduce sugarcane yield by 11-15%, CCS by 3-12%, and Sugar output by 15-35%

Risk/opportunity management measures:

- Ensure reasonable depth of planting to reduce the rate of falling.
- Add preparations and fertilizers that stimulate root growth, increase the ability of roost to anchor plants, and improve nutrient uptake
- Remove leaves to allow ventilation in the fields
- Choose resilient varieties that are less prone to falling over for areas affected by storms and typhoons.

RISK

FLOODING
Economic impacts due to risks/opportunities: Flooding affects the physiology of sugarcane, resulting in a reduction in the weight of the plant, sugarcane yield, and the sugar recovery rate
Financial impacts prior to the application of management measures: The yield decreases by 15-20%. If flooding lasts for more than 15 days, sugarcane yield may decrease from 37-100%
Risk/opportunity management measures:

- Undertake farm planning and designing, improve infrastructure, dredge drainage ditches, and prepare water storage ponds.
- Raise planting mounds for low-lying areas or opt for summer-autumn crops.
- Switch land plots that frequently experience waterlogging to the winter-spring crops
- Use flood-resistant sugarcane varieties for areas prone to regular flooding.

DROUGHT
Economic impacts due to risks/opportunities: Drought causes a decrease in sugarcane yield
Financial impacts prior to the application of management measures: Yield decreases by 30-50%, especially in the coastal regions of Central Vietnam
Risk/opportunity management measures:

- Improve water retention capacity: Use water-retaining gel, increase the portion of organic matter, retain leaves, subsoil plowing, etc.
- Use drought-resistant sugarcane varieties
- Invest in and apply appropriate irrigation systems and policies for each region.
- Practice water-saving irrigation, and store water in areas with limited water resources.

LA NIÑA
Economic impacts due to risks/opportunities: La Niña causes abnormal weather events, which, if not managed in a timely manner, can result in a decrease in sugarcane yield or even total crop loss
Financial impacts prior to the application of management measures: Depending on how La Niña affects a particular region, sugarcane yield decreases by 10 to 50%
Risk/opportunity management measures:

- Adopt measures that can monitor and observe changes in weather and climate to assess the impact of La Niña.
- Diversify solutions to deal with weather fluctuations: ensure active irrigation, clear water channels, develop varieties that are resistant to harsh weather conditions, etc.

EL NIÑO
Economic impacts due to risks/opportunities: El Niño causes abnormal weather events, which, if not managed in a timely manner, can result in a decrease in sugarcane yield or even total crop loss
Financial impacts prior to the application of management measures: The yield of sugarcane decreases depending on the impact El Nino has on a particular region
Risk/opportunity management measures:

- Adopt measures that can monitor and observe changes in weather and climate to assess the impact of El Niño.
- Diversify solutions to deal with weather fluctuations: ensure active irrigation, clear water channels, develop varieties that are resistant to harsh weather conditions, etc.
- Convert areas with crops highly susceptible to El Niño into sugarcane areas, which endure the conditions better.

OPPORTUNITIES

FLOODING AND DROUGHT
Economic impacts due to risks/opportunities: Competition between sugarcane and other crops
Financial impacts prior to the application of management measures: Sugarcane has better tolerance than other short-term crops to flooding and drought. Therefore, in areas prone to these conditions, sugarcane has a competitive advantage and, therefore, is extensively cultivated
Risk/opportunity management measures:

- Focus on investing in these vulnerable areas by implementing solutions mentioned in the risk section to stabilize the raw material area.
- - In favorable areas with minimal weather impacts, increase investment in intensive farming to boost yield, thereby maximizing profits for farmers.

Financial assistance received from the Government

GRI 201-4

Thanks to the Government’s strategic direction for the development of agriculture, as outlined in Circular No. 96/2015/TT-BTC by the Ministry of Finance dated June 22nd, 2015, TTC AgriS enjoys a preferential Corporate Income Tax rate of 10% for revenues from sugarcane production and business activities. The Company’s subsidiaries are only obligated to pay Corporate Income Tax at rates ranging from 10% to the standard tax rate on taxable income. They also enjoy exemptions and reductions

in Corporate Income Tax according to their respective business registration certificates and applicable tax regulations. Additionally, through Decree No. 44/2023/NĐ-CP, issued on 30/06/2023, the Government reduced the value-added tax rate from 10% to 8% for certain groups of goods and services, which impacts TTC AgriS. This is viewed as positive support from the Government for domestic sugarcane companies in the face of international market competition.

GRI 202 Market presence



Key topic

- TTC AgriS always prioritizes the creation of a conducive environment for employee development and motivation. TTC AgriS establishes a competitive compensation and benefits policy that centers on fairness, gender equality, and individual competency;
- TTC AgriS maintains a salary policy that exceeds the local minimum wage to ensure employees' income security and enhance their quality of life. At the local level, TTC AgriS helps improve social welfare and build a strong community by addressing labor-related issues.

Management approach

- Develop a compensation framework that assigns each position to an appropriate level, based on experience, educational level, and the individual's contribution to the Company;
- Implement and ensure a competitive compensation benefits policy, and timely update and adjust the policy in accordance with government regulations;
- Regularly survey working conditions, compensation, and benefits, and increase pay scales based on the performance assessment results to motivate employees and enhance productivity.

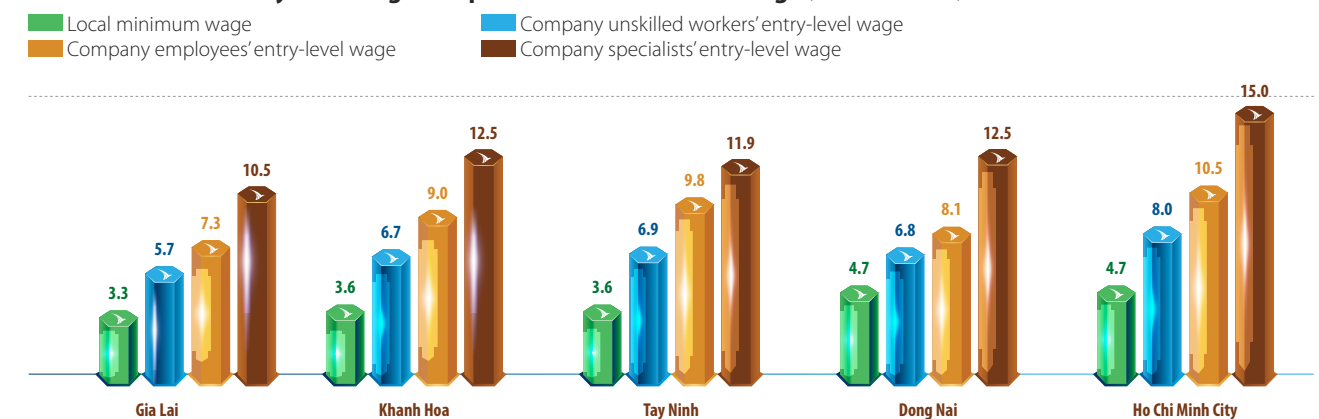
Ratio of standard entry-level wage compared to local minimum wage

GRI 202-1



Embracing principles of fostering a healthy lifestyle and well-being of individuals of all ages, the Company upholds a policy to create stable employment for local labor. The entry-level wages of all employees, from unskilled workers to specialists, are consistently higher than the local minimum wage, contributing to the stability of the employees' lives. The ratio of entry-level wages at TTC AgriS compared to the local minimum wage ranges from 43% to 238%, depending on the job position and region.

Ratio of standard entry-level wage compared to local minimum wage (Unit: VND million)



Note: The income level mentioned does not include benefits for employees.

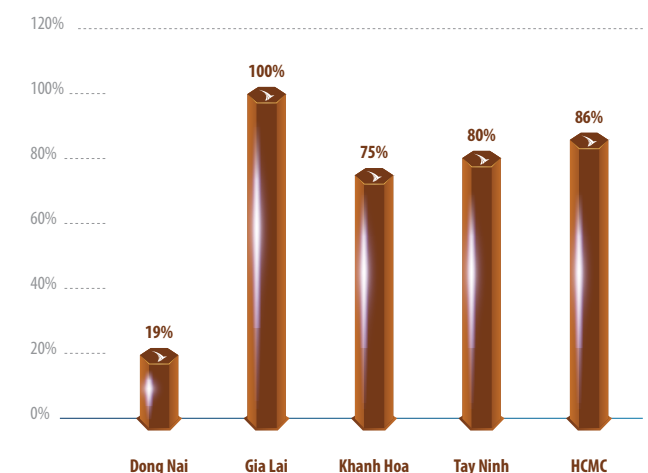
Source: TTC AgriS

Proportion of senior management hired from the local community

GRI 202-2

In each operational locality, TTC AgriS emphasizes building stronger community relationships, recruiting workforce with deep understanding of local culture, language, and markets, and enhancing business efficiency to promote local economic and social development.

Proportion of senior management hired from the local community



Source: TTC AgriS



GRI 203 Indirect economic impacts



Key topic

- In addition to maximizing profits and achieving the goals set by the AGM, TTC AgriS makes meaningful contributions to society and the community;
- The Company ceaselessly contributes resources, implements appropriate initiatives, and conducts responsible production and business operations in order to support the development of the local economy.

Management approach

- Implement and maintain policies on financial assistance, and deploy social welfare programs;
- Promote agricultural extension and increase access to new farming techniques. Increase the level of mechanization, provide machinery and equipment to farmers, and create a market for mechanization services across material areas.
- Conduct training programs to impart knowledge on advanced farming techniques and raise awareness of farmers

Local economic development

TTC AgriS has put in place agricultural support policies for numerous farmers in different areas for years, assisting them in boosting sugarcane yield and prospering from sugarcane cultivation. In FY 2023-2024, the Company created jobs for over 8,000 farmer households and allocated nearly VND 1.400 billion according to policies aimed at supporting capital, materials, and sugarcane cultivation techniques. This was anticipated to motivate farmers to remain in the industry and aid in the sustainable growth of Vietnam's agriculture.

Along with financial assistance and consistent sugarcane purchase prices, TTC AgriS emphasizes charitable and social initiatives within local communities. In the previous FY, the Company contributed more than VND 26.3 billion to these efforts and offered significant assistance to local welfare programs, community development projects, and education and health initiatives for future generations.

Sustainable and green development of Vietnam's sugarcane industry

Thanh Thanh Cong Agricultural Research Institute (TTC ARI) leads in the area of research, utilizing science and technology for agricultural activities and production, while fulfilling the demands of green and sustainable development.



Throughout the years, TTC ARI successfully carried out its function as a sugarcane bank by investigating, choosing, and creating new sugarcane varieties appropriate for the soil conditions of each material area. Specifically, TTC ARI has adopted various methods such as tissue culture and sugarcane seedlings grown from single-bud cuttings (Stump) to quickly propagate new varieties, restore the desirable traits of existing sugarcane varieties, and counteract genetic degeneration. This leads to a 30%-50% boost in productivity and a 1%-2% rise in sugar content (CCS) in comparison to conventional production.

TTC ARI has also implemented integrated pest management using natural enemies to minimize negative impacts on the environment and human health. The natural enemy employed at TTC ARI is red-eyed bee, which has been registered under the exclusive brand name "ABI Bees", and this is producing positive results. Currently, TTC ARI applies this technique on 6,000 hectares of sugarcane per year. Since January 2022, TTC ARI has received funding from the Tay Ninh Department of Science and Technology to carry out a project titled "Research and develop indigenous natural enemies for high-tech agriculture". The research team successfully conducted large-scale breeding of two predatory bug species, big-eyed bugs, and spined soldier bugs, and supplied 12,000-15,000 bugs weekly to Da Lat Hasfarm and many other customers.

Not only pioneering in the field of research, TTC ARI has progressively innovated itself and closely followed a strategy of developing integrated intelligent models. This is a result of TTC AgriS's collaboration with major organizations that specialize in Agriculture 4.0. For example, TTC ARI, in collaboration with TTC AgriS's Division of Agribusiness, worked with the Farmacist, an Australian agronomic consulting company based in Queensland, to improve Sugarcane farming techniques in TTC AgriS's raw material regions. TTC ARI and DEG, an investment fund of the German government, also provided solutions and training sessions for farmers. This collaboration helped farmers increase their knowledge and experience in cultivation techniques, strengthen their commitment to sugarcane farming, enhance their awareness of environmental protection, and promote the growth of TTC AgriS's green raw material regions.



GRI 204 Procurement practices

Key topic

- TTC AgriS prioritizes procurement from domestic suppliers in each country of operation in order to contribute to regional economic development. This not only supports local businesses but also creates employment opportunities, increases income, and enhances community living standards;
- By selecting suppliers who comply with environmental and social standards, TTC AgriS creates a sustainable supply chain and improves transparency in production and distribution processes.

Management approach

- Establish clear procurement policies for suppliers, set objectives and commitments for contributing to regional economic development;
- Select suppliers while ensuring they enjoy fair competitive opportunities, particularly in major contracts and projects.

Proportion of spending on local suppliers

GRI 204-1

As a multinational agricultural enterprise, TTC AgriS emphasizes "responsible procurement" activities. TTC AgriS chooses reliable product and service suppliers while establishing fair procurement processes for each region to guarantee suppliers have equitable collaboration and competition chances. As a result, TTC AgriS enhances cooperative ties with operational areas by fostering sustainable economics, generating employment, aiding business growth, and reducing transportation-related environmental effects. Specifically:

- Office supplies: 100% procurement from suppliers in each TTC AgriS operational region.
- Organic fertilizers: 100% procurement from suppliers in each TTC AgriS operational region, while the Company also operates organic fertilizer production facilities.
- Other procurement including packaging, fuel, materials for processing and repairs, equipment and components for manufacturing during the production procedure: 100% procurement from local suppliers in each TTC AgriS operational region.

GRI 206 Anti-competitive behavior



Key topic

- TTC AgriS operates and develops with respect for the rule of law and in compliance with the principle of fair and transparent competition;
- The Company's reputation, the foundation of its sustainable development, is built on product quality, equal treatment of partners, and commitments to safeguard the rights of customers and fulfill obligations to them.

Management approach

- Strictly refrain from anti-competitive behavior, anti-trust, and monopoly practices actions;
- Safeguard customer confidentiality and privacy;
- Develop a healthy competitive advertising and promotion strategy;
- No violations of regulations related to disclosures of trademark or product information;

Legal actions for anti-competitive behavior, anti-trust and monopoly practices

GRI 206-1

TTC AgriS has developed and implemented a Code of Conduct that aligns with the operating conditions of the Company. This Code of Conduct is applied throughout the Company's system with the aim of fostering a culture of legal compliance, ethical standards, fair competition, and the protection of the rights and interests of Customers, Partners, and other Stakeholders. Moreover, the Company complies with legal regulations concerning trade competition and had no violations in FY 2023-2024.



TTC AgriS holds several important International Certifications related to Fair Trade, including

FAIR CHOICE: Social and Fair Trade Standard

FAIR TRADE: Fair Trade Certification



GRI 207 Tax



Key topic

- TTC AgriS voluntarily and proactively fulfills its tax obligations in accordance with the provisions of the law. The Company also complies with local tax regulations and those of the countries in which it operates.

Management approach

- Engage independent consultants and tax authorities to stay informed of the latest tax regulations, determine tax obligations, and avoid any legal risks.
- Identify, analyze, and assess the risks posed by ambiguous tax policies, and then implement preventative measures.
- Disclose the amount of tax payable in the Company's financial statements and annual reports in a transparent manner.

Stakeholder engagement and management of concerns related to tax

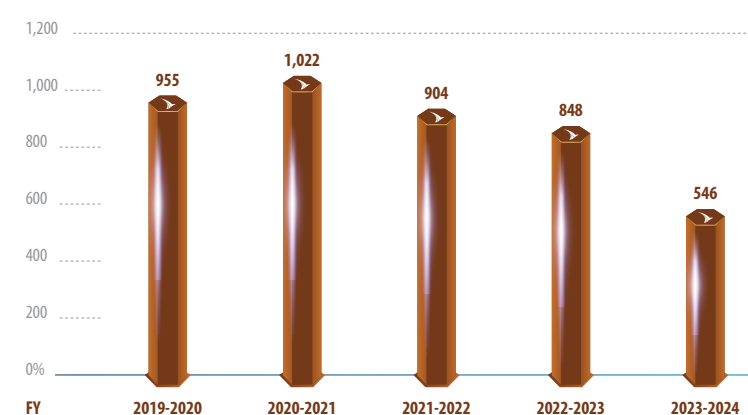
GRI 207-3

TTC AgriS strives for sustainable development and harmonization of the interests of all Stakeholders. Each Stakeholder plays a crucial role in the Company's existence, reputation, and growth. Accordingly, the Company places great importance on its tax obligations to Stakeholders, ensuring timely and transparent tax payments related to its employees, the local communities in which it operates, and other related parties. Alongside other major companies across the country, TTC AgriS was honored among the Top 100 private companies contributing the most to the national budget

in Vietnam. In addition, TTC AgriS regularly participates in training programs organized by the tax authorities to enhance its knowledge of current tax policies; and continuously updates changes in tax policies to timely apply them to the Company's operations and effectively fulfill its obligations to the tax authorities.

TTC AgriS's contribution to the State budget over the years

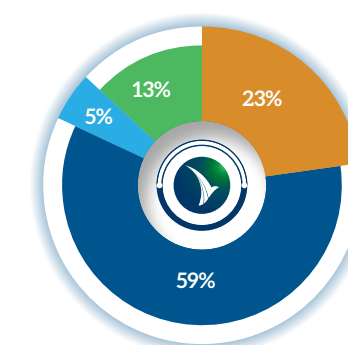
Unit: VND billion



Source: TTC AgriS

TTC AgriS's contribution to the State budget in FY 2023-2024

Corporate income tax Value-added tax
Personal income tax Other



Source: TTC AgriS

ENVIRONMENTAL TOPICS

GRI 301 — Materials



Key topic

As the main business line of TTC AgriS is the production of Sugar products and Sugar by-products, TTC AgriS has a high demand for sugarcane and raw sugar. Therefore, it requires TTC AgriS to have effective governance and management of input materials to ensure product productivity and quality, minimize disruptions in production, and control costs.

Management approach

TTC AgriS developed the DigiFactory software to manage the input materials. It provides an effective online communication channel, which allows users to access data from anywhere and facilitates the management and supervision of the production process. This also regularly updates information and progress on raw materials for the Company's leadership via:

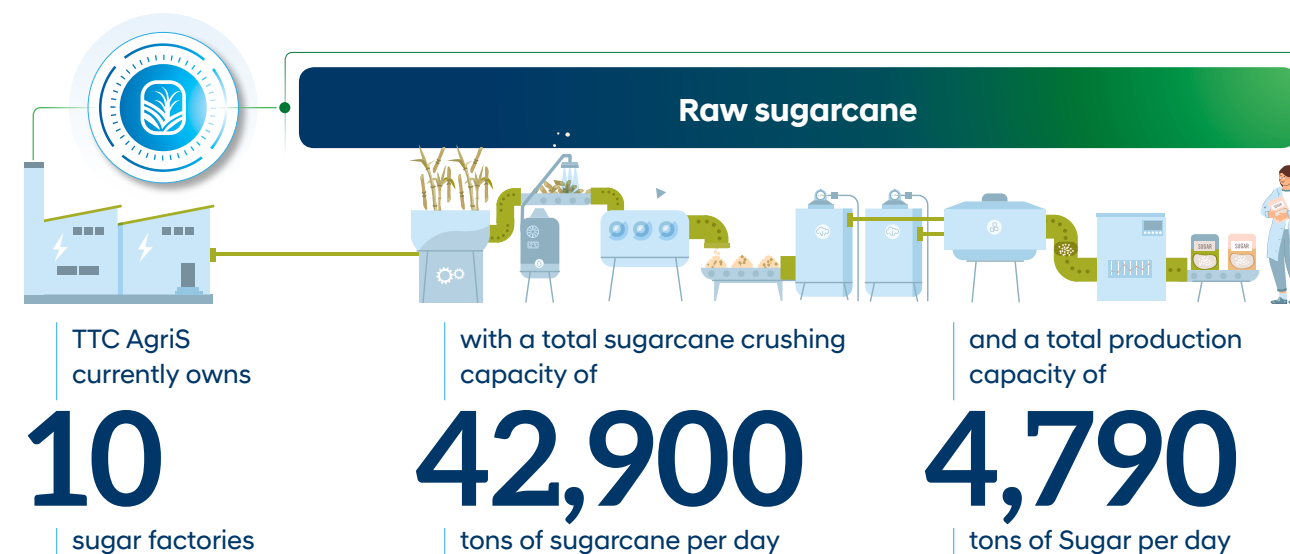
-  Daily reports on DigiFactory
-  Weekly production meetings at the factory
-  Monthly planning meetings at the corporate level to optimize input material inventory, enhance production capacity, and ensure timely delivery of input materials

Materials used by weight or volume

GRI 301-1

In the sugarcane industry, the most important raw materials, also the two primary materials for producing Sugar products, are sugarcane and raw sugar. Therefore, TTC AgriS, as one of Vietnam's leading agricultural companies in terms of sugar manufacturing and trading, not only improves its capacity

for crushing sugarcane and producing sugar from sugarcane and raw sugar, but also builds sugar refineries to enable off-season refining process and optimize the factory's operational capacity.



With these capacities, TTC AgriS confidently expands its material areas and gains better control over input materials.

In the next FY, TTC AgriS's sustainable development strategy for material areas will continue to focus on improving the Company's control over the usage of material areas. This is achieved by gradually reducing the Company's reliance on contracted areas and increasing the proportion of owned areas, enhancing operational efficiency, and using the land effectively.



In FY 2023-2024, TTC AgriS reaffirmed its position as a leader in sustainable practices, solidifying its dominance in the national agriculture sector with a 46% domestic market share. For the fifth consecutive year, sugar consumption exceeded 1 million tons, while the Company achieved record-breaking financial performance, far surpassing annual targets for both revenue and profit. In particular, net revenue reached an all-time high of VND 29,021 billion, a 17% increase compared to the previous year and 41% above the annual target. Pre-tax profit (PTP) amounted to VND 908 billion, reflecting a 26% year-over-year growth and exceeding the plan by 7%. Meanwhile, post-tax profit (PTP) surged to VND 806 billion, an impressive 33% increase over the prior year. In the domestic market, the consumer channel (B2C) and the trade channel recorded strong growth, rising by 22% and 18%, respectively, compared to the previous fiscal year. The industrial channel (B2B) maintained its solid performance, holding a stable share of the overall consumption structure.

In the face of market volatility and the potential for scarcity in sugar supply, the Company has flexibly processed off-season raw sugar to meet the demands of domestic and international consumers. Currently, four out of ten sugar refineries of the Company are capable of processing raw sugar. Three of these refineries, namely AgriS Ninh Hoa, TTC Bien Hoa - Dong Nai and TTCS, are the major raw sugar refining centers. Among these three centers, TTC Bien Hoa - Dong Nai stands out as the only refinery that can operate year-round, with a capacity of 400 tons of sugar per day, allowing the Company to have greater control over its input materials, a longer refining period, and higher machinery productivity. Not only enhancing production capacity, TTC AgriS also fosters relationships with farmers, as a significant share of the Company's raw sugar sourced from sugarcane grown by farmers, and upholds the long-term social responsibility towards the community living near the Company's material areas.

Recycled input materials used

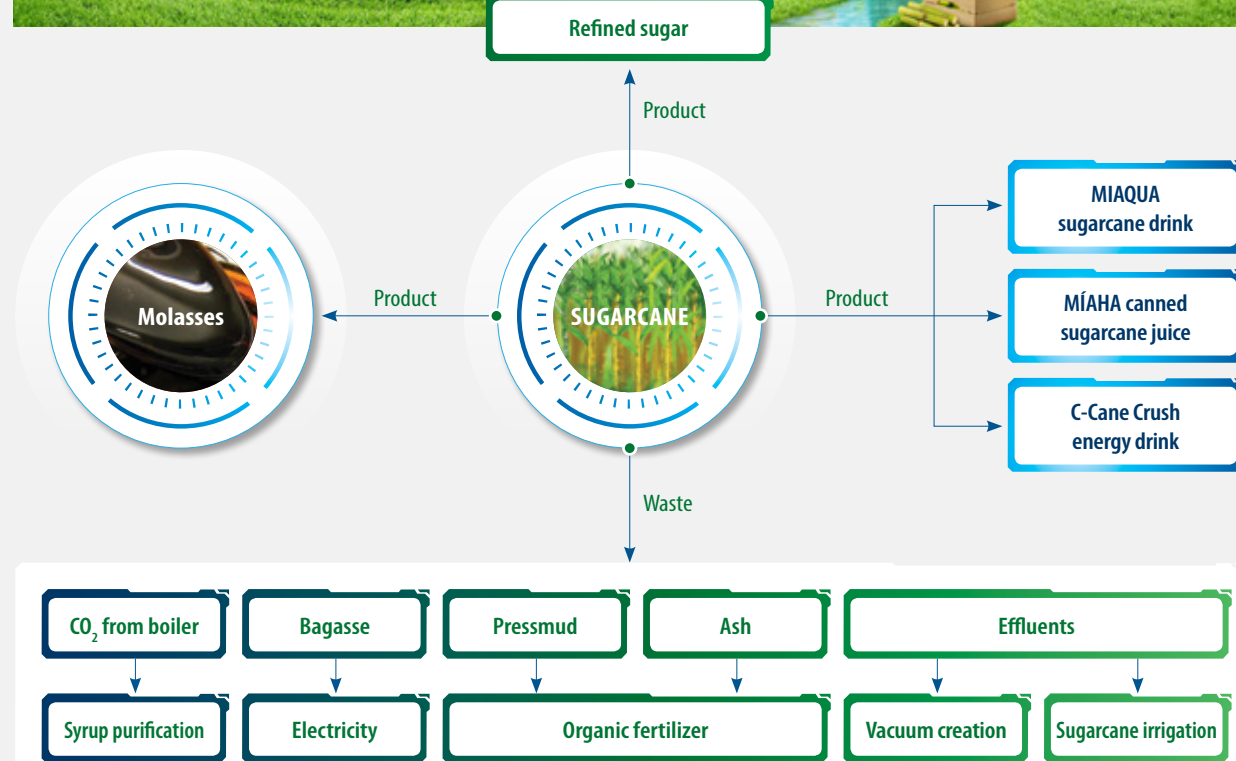
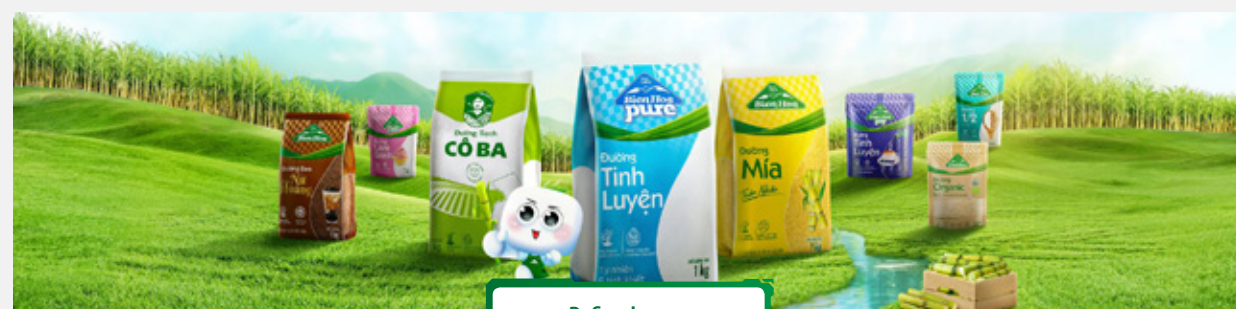
GRI 301-2

Sugarcane is a versatile plant, from its stem to its top. Besides its main product which is Sugar, the value of sugarcane is enhanced by the recycling of the by-products of sugar production. For example:

- Molasses is used to produce animal feed, ethanol, etc.
- Bagasse is used as fuel for sugar refining; bagasse burned also generates electricity to power the factory's operations.
- Sugarcane leaves, ash and press mud from the production process, can be used as microbial fertilizers for sugarcane cultivation.

TTC AgriS thoroughly leverages this circular economy by investing in projects that aim to increase the share of Sugar by-products, diversify the product portfolio made from sugarcane, and maximize profits, as revenue from Sugar by-products can be 3-4 times higher than that of Sugar, and protect the environment.

The circular economy model: Reusing by-products of the sugar production process at TTC AgriS



Source: TTC AgriS

Products manufactured from TTC AgriS's by-products by FY 2023-2024

Sugarcane-based beverages

- Miaqua, a specially manufactured good, is a sugarcane drink extracted from the condensation and distillation process of sugarcane. It, therefore, still has the pleasant sweetness of sugarcane.
- In FY 2023-2024, the Company obtained **nearly 3.6 million liters** of Miaqua sugarcane drink from the sugarcane evaporation process during sugar refining, remaining consistent with last year.

Bagasse

- Bagasse is a by-product of sugar production that remains after the extraction of juice from sugarcane. Bagasse can be used as a fuel source for boilers and in the manufacture of mushrooms, paper, organic fertilizer, animal feeds, etc.
- In FY 2023-2024, the Company recovered and reused nearly **1 million tons of Bagasse**, significantly reducing waste released into the environment.

Commercial electricity

- To maximize the value chain of sugarcane, the majority of bagasse is collected and sent to boilers. Here, the bagasse is burned to provide heat for sugar production and generate electricity that is either used to fuel the factory's operations or sold to the grid.
- In FY 2023-2024, the Company's total commercial electricity output reached approximately **144 million Mwh, up 3% YoY**.

Molasses

- Molasses is a by-product of the sugar production. The production process generates sugar crystals and mother liquor. The sugar crystals are then separated from the liquor, and the liquor is boiled again for further crystallization. In the conventional methods, after approximately 3 rounds of crystallization, it's nearly impossible to harvest any more sugar crystals. The remaining liquor is called molasses.
- In FY 2023-2024, the Molasses-to-Sugarcane ratio maintained a good level, roughly similar to the previous FY, contributing to an improved sugar recovery efficiency.

Liquid caramel

- **Pure caramel:** Crafted from natural sugarcane syrup and processed to meet stringent food safety standards, this product is entirely free from preservatives. It serves as an excellent alternative to chemical coloring agents, providing natural flavor enhancement while adding the nutritional benefits of sugarcane syrup.
- **Bep Xua caramel** is produced using molasses extracted from the sugar crystallization. This product helps enhance the sugarcane value chain and caters to the new demands of consumers.
- **XIM coconut caramel – Mom Cooks:** A rich, flavorful blend concentrated from fresh coconut water and naturally aromatic sugarcane syrup, delivering a wholesome and authentic taste.
- In FY 2023-2024, the Company successfully produced a total of **145 cans** and **306,920 bottles** of caramel in various pack sizes, effectively meeting market demand with a diverse product range.

Organic fertilizer

- Microbial organic fertilizer is produced from the by-products of sugar production which are ash, sludge dregs, and raw sludge. TTC AgriS applies microbial technology and Trichoderma to transform the organic components in the sugarcane sludge into compost. The product is then fortified with trace elements (Boron, Magnesium, Zinc, etc.) to enhance its quality.
- In FY 2023-2024, the Company sold nearly **47,690 tons of fertilizer** with quality exceeding expectations.

Source: TTC AgriS

GRI 302 — Energy



Key topic

It is imperative for numerous businesses to focus on the effective control of energy consumption due to the nexus between renewable energy consumption, economic growth, the alarming depletion of natural resources, and the phenomenon of climate change. At TTC AgriS, the option of fuel materials that are smart, efficient, and safe is consistently upheld to reduce greenhouse gas emissions and minimize environmental impacts.

Management approach

TTC AgriS began implementing energy management through the integrated Oracle Cloud ERP software system in FY 2019-2020. This is used to manage the output and cost of the energy produced, consumed, and grid-sold by the Company. With ERP, the Company's leadership has regular access to periodic energy usage reports (daily, weekly, monthly, seasonal, etc.) and direct meetings (weekly, monthly, quarterly, etc.). ERP also allows the Engineering & Technology Department to routinely check and evaluate the performance data of the previous FYs and propose improvement methods based on crop season characteristics and the actual production needs of the FY.

Energy consumption within the organization

GRI 302-1

As the Company's market share is continuously expanding, it requires the Company to employ various sources of energy for the production and business operations to meet the diverse market demands. In FY 2023-2024, TTC AgriS saw a rise in production demand, resulting in a 25% increase in total energy consumption compared to the previous fiscal year. However, the Company managed to achieve impressive results, thanks to its priority of utilizing natural and renewable energy sources to minimize environmental impact. Specifically, electricity consumption from the national grid decreased by 20%, while total energy consumption from clean energy sources generated by TTC AgriS, such as biomass electricity (from renewable sources like bagasse, sawdust, husk) and solar energy, increased significantly by 30% compared to last year.

Notably, the total energy TTC AgriS sold to the grid increased by 23% YoY. These results reflect the Company's commitment to energy conservation and proactive generation of clean energy, as well as the Company's efforts to grow the business on the basis of efficient energy use and environmental protection.

Energy sources	Difference between FY 2023-2024 and FY 2022-2023 (%)
(1) Total energy consumption from non-renewable sources (oil, gas, coal, etc.)	3%
(2) Total energy consumption from the national grid	-20%
(3) Total energy consumption from other sources such as renewable biomass power generated from bagasse, sawdust, rice husks, etc.	30%
(4) Total consumption of energy produced by the Company for its own use (e.g., solar power)	0%
(5) Total energy consumption	25%
(6) Total energy sold by the Company (including biomass and solar power)	23%

Source: TTC AgriS

Reduction of energy consumption

GRI 302-4

During FY 2023-2024, TTC AgriS invested in the installation of fixed solar panels on the rooftops of its factories and offices. The Company established 25 solar power stations with a total installed capacity of approximately 21.46 MWp, achieving a 2% increase in total solar energy output compared to the previous year.

At the same time, the Company maximized the use of clean energy to reduce operational costs. As a result, total energy sales during the fiscal year rose by 23% YoY, adding over 29.5 million kWh of electricity and generating nearly VND 55.1 billion in revenue.



In FY 2023-2024, TTC AgriS successfully registered for I-REC certification (International Renewable Energy Certificate) for its solar power projects. This was also the first year the Company secured I-REC certification for four biomass-fueled power plants utilizing bagasse as the primary fuel. The Company can issue an annual maximum of over 200,000 I-RECs, covering the following facilities:

1. TTCS Factory
(Tay Ninh, Vietnam)

2. AgriS Ninh Hoa Factory
(Ninh Hoa, Vietnam)

3. AgriS Gia Lai Factory
(Gia Lai, Vietnam)

4. TTC - Attapeu Factory
(Laos)

I-REC certificates generated from both solar and biomass energy have already been issued and are being used as part of TTC AgriS's greenhouse gas (CO₂e) offsetting plan. This effort plays a crucial role in advancing the Company's commitment to mitigating global climate change.

The factories where TTC AgriS successfully obtained I-REC certification



AgriS Ninh Hoa Factory

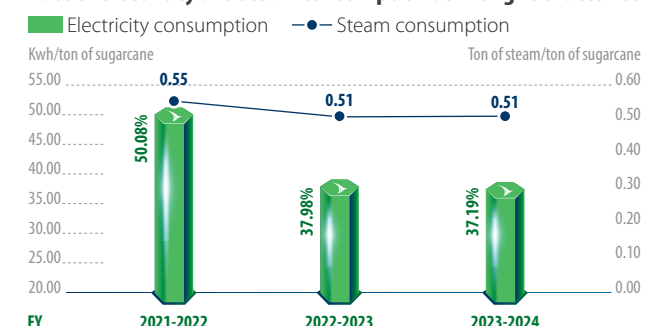


TTCS Factory

In addition to I-REC certificates generated from both solar and biomass-fueled power plants, the Company rolled out projects for drying bagasse, saving steam, and improving the carbonization system to reduce energy consumption. At TTC AgriS's factories, with all high-pressure steam being replaced by the jet condenser, the steam consumption during the sugarcane crush stage steadily decreased over the years, from 0.67 tons of steam/ton of sugarcane in FY 2020-2021 to 0.55 in FY 2021-2022 and to 0.51 in both FY 2022-2023 and 2023-2024.

the Company successfully reduced the 4% energy required to produce a ton of sugarcane, from 37.98 Kwh/ton of sugarcane to 37.19 Kwh/ton of sugarcane, upholding its energy efficiency commitment.

Rate of electricity and steam consumption at TTC AgriS's factories



Source: TTC AgriS

GRI 303 — Water



Key topic

Water is an essential need for humans, so the quality of water sources plays a crucial role in community health and the surrounding environment. Therefore, TTC AgriS always prioritizes ensuring the quality of the input water source, water reuse and recirculation, and effluents.

Management approach

With cost-effective water usage in mind, the Company manages water and effluents by categorizing types of water according to their intended use:

- Water used for creating the pressure vacuum in the production process is sourced from the surface water of canals, rivers, streams, and wells as well as clean water discharged from the sewage treatment system
- Water used for technology is sourced from sugarcane
- Water used for cleaning factories and equipment is sourced from the surface water of canals, rivers, streams, and wells, as well as clean water discharged from the sewage treatment system
- Water for daily living is sourced from water utilities and wells

Water withdrawal by source

GRI 303-1

TTC AgriS always adheres to the provisions of Vietnamese law regarding the usage of water, as well as adopts numerous technological measures to reduce the amount of water used. In FY 2023-2024, water consumption decreased despite an increase in sugarcane production. To address this challenge and achieve the goal of optimizing water usage and protecting water sources for the products, the Company issued a Guideline for Water Source Control. This guideline ensures proper management of water supply, distribution,

and storage systems, and outlines control measures and treatments when the water source does not meet usage requirements. Water that directly contacts the products must comply with the drinking water standard as stipulated in the National Technical Regulation QCVN 01-1:2018/BYT. Equipment such as filters, containers, pipes, and valves in various production workshops must be regularly inspected, cleaned, and promptly repaired in case of malfunction.

Total volume of water withdrawn by sources

No.	Description	2023-2024		2022-2023		Chênh lệch 2023-2024/2022-2023
		Water volume (m ³)	Percentage	Water volume (m ³)	Percentage	Water volume (m ³)
1	Surface water (including water from rivers, streams, ponds, lakes, etc.)	774,539	22%	1,444,763	40%	(670,224)
2	Ground water	34,939	1%	40,273	1%	(5,334)
3	Municipal water supplies	338,563	10%	303,485	8%	35,078
4	Irrigation water (water from canals)	2,328,796	67%	1,890,060	51%	438,736
	Total	3,476,837	100%	3,678,581	100%	(201,744)

Note: The data is collected monthly from flow meters at the Company's factories.

Source: TTC AgriS

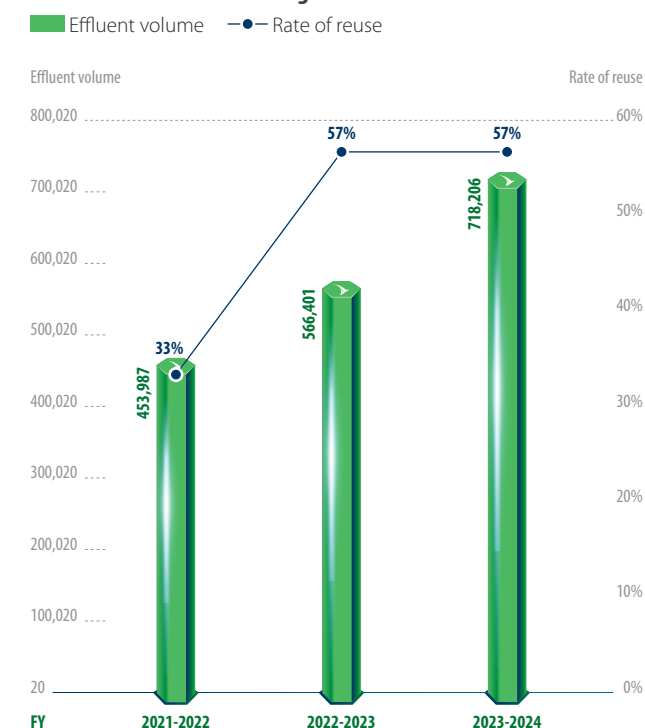
Water recycled and reused

GRI 303-3

Water discharged from the production process, after passing the cooling system, will have a high temperature ranging from 50 - 52°C. Because this water is impossible to reuse and must be discarded into the environment, the cooling system has to take in water purchased from external channels to continue the cooling process. In order to save and reuse this water, the Company invested in a Cooling Tower system. This helps cool water temperature down to about 35 - 38°C, allowing for the recirculation of used water after the cooling process, reducing the amount of purchased water and saving costs. Overall, the use of this system has helped the Company save approximately 73% of the costs associated with purchasing water from external suppliers.

Besides high water consumption, the agricultural industry is characterized by a strict demand for water quality. The initiative of TTC AgriS to reuse treated effluents in accordance with regulations and to employ an alternative water source demonstrates a commitment to resource conservation and environmental protection. In FY 2023-2024, the Company recorded that 57% of the reused water met the quality standards, consistent with the previous fiscal year. Furthermore, the total volume of treated wastewater increased, highlighting positive progress and the stability of the Company's environmental solutions.

Rate of water reuse at TTC AgriS's factories



Source: TTC AgriS

GRI 304 — Biodiversity



Key topic

Biodiversity plays a vital role in maintaining ecosystem balance and development, ensuring the quality of life, food security, human health, and the Earth's sustainable growth.

This topic emphasizes biodiversity conservation and management, particularly protecting high-value biodiversity areas and minimizing the negative impacts of organizational activities.

Management approach

- The Company conducts risk and impact assessments on natural habitats before initiating projects or expanding production activities.
- The Company ensures that the habitats of flora and fauna remain undisturbed, while actively preserving and strengthening environmental protection policies in project development areas.
- The Company promotes awareness among employees about the critical importance of biodiversity.

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

GRI 304-1

The Company operates exclusively on agricultural land, not forested areas, and its activities are not located near any protected zones. Furthermore, the Company's Sustainability Policy clearly states that it will not engage in new operations or activities that could harm conservation areas, cultural heritage sites, or restricted zones, in compliance with local regulations.

In its Sugarcane Plantation Handbook, the Company emphasizes the importance of ecosystem protection by prohibiting the hunting of birds, frogs, or any non-pest animals. As a result, the biodiversity risks associated with its agricultural activities are effectively managed and consistently assessed as low.

GRI 305 — Emissions



Key topic

TTC AgriS is a manufacturing enterprise, therefore, its responsibilities to address the greenhouse effect are most clearly manifested through how it approaches the topic of emissions. The Company is currently stringently controlling emissions to ensure an environmentally- and community-friendly production process. The Company issues by-laws on environmental safety and launches various practical projects aimed at the use of clean fuels and the removal of hazardous pollutants and toxic emissions to put a significant portion of the emissions generated during production to good use.

Management approach

The Company is using online software to manage observed data of boiler flue gas automatically and continuously. The Company also equips all of its factories with emission treatment systems that meet the National Technical Regulations QCVN 19:2009/BTNMT on industrial emissions of inorganic substances and dust and other provisions of the Law on Environment; as well as with emissions monitoring

systems in accordance with the Circular No. 10/2021/TT-BTNMT on environmental monitoring techniques and the management of environmental quality monitoring information and data. The observed data is then sent directly to each provincial Department of Natural Resources and Environment. In FY 2022-2023, the Company had good management of emissions with no violation was found.

Direct greenhouse gas emissions

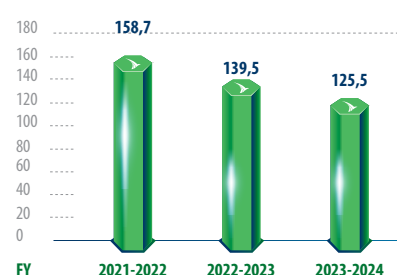
GRI 305-1

Across TTC AgriS's factories, bagasse and biomass are mostly used in place of coal in boilers to reduce greenhouse gas emissions. At the same time, carbonation technology, which involves the use of CO₂ and lime to remove impurities, is applied to refined sugar production in order to capture and reuse the CO₂ produced during boiler combustion. This capture rate is estimated to be between 9% and 12% of the total emissions released into the environment.

From FY 2023-2024 onwards, the Company introduced a KPI for reducing greenhouse gas (GHG) emissions across most production facilities, with a unified goal of achieving a

GHG emissions at TTC AgriS over the last 3 fiscal years

Unit: KgCO₂e/ton of finished product



TTC AgriS's GHG emissions have steadily decreased over the fiscal years

5% annual reduction in GHG emissions for all plants.

The results for 2023-2024 surpassed the annual target, achieving a

10% reduction from 139.5 KgCO₂e/TTP to 125.5 KgCO₂e/TTP – compared to FY 2022-2023.

These figures were calculated in accordance with the Environmental Protection Law 2020 and referenced emission factors from IPCC and Bonsucro standards.

The Company has ramped up its efforts to offset emissions by launching initiatives like the “10 Million Trees – Embrace Green Future” program. This annual initiative forms a cornerstone of “AgriS Sustainability Commitment,” which targets achieving net-zero emissions by 2035. The ambitious goal is backed by a range of multinational environmental efforts, including the “10 million trees” project, which was launched on December 7th, 2023 to 2030, along with the adoption of 100% biomass fuel by 2025 and a consistent 5% annual reduction in greenhouse gas emissions across sugar production, fertilizer manufacturing, and agricultural activities.



The project's launch event brought together nearly 2,500 TTC AgriS employees alongside local government officials from areas where the Company operates.



TTC AgriS leadership, together with the authorities of Tay Ninh Province, planted the first trees as part of the TTC AgriS “10 Million Trees – Embrace Green Future” project.

TTC AgriS - EMBRACE GREEN FUTURE

10 TREES EMBRACE GREEN FUTURE

AgriS

NET ZERO 2035

KEY MILESTONES OF TTC AGRIS'S ROAD TO NET ZERO BY 2035

10 MILLION TREES TO BE PLANTED BY TTC AGRIS STARTING FROM DECEMBER 7TH, 2023 TO 2030	~1.5 MILLION THE PROJECTED NUMBER OF TREES PLANTED ANNUALLY	110,000 TONS THE AMOUNT OF CO₂ EXPECTED TO BE ABSORBED BY 2035, WITH CONTINUED SEQUESTRATION IN THE YEARS BEYOND.
10,000 TREES PLANTED DURING THE PROJECT'S OFFICIAL LAUNCH DAY	10,000 TREES DONATED BY TTC AGRIS TO TAY NINH PROVINCE, SUPPORTING THE “1 BILLION TREES PLAN IN THE 2021-2025 PERIOD”	9 BUSINESS UNITS ACROSS VIETNAM, LAOS, AND CAMBODIA SIMULTANEOUSLY PLANTED TREES ON THE OFFICIAL PROJECT LAUNCH DATE

Scan the QR code for more information

Through the “10 million trees” project, TTC AgriS reaffirms its dedication to supporting national climate goals and implementing a detailed roadmap to reduce greenhouse gas emissions, with the ultimate objective of achieving Net Zero across its entire production value chain by 2035. This initiative also reflects the Company's strong commitment to sustainable development, aiming to inspire meaningful, positive changes among organizations and businesses pursuing similar goals.

In parallel, TTC AgriS has invested in greenhouse gas reduction projects, including the production of organic fertilizers. This effort minimizes emissions by preventing methane release through controlled aerobic decomposition in windrow composting of livestock manure, Crotalaria plants, and sugarcane by-products such as mud, ash, and bagasse, instead of allowing decomposition in landfills. Farmers are encouraged to adopt crop rotation with legumes and Crotalaria plants, improving soil health while earning additional income by selling Crotalaria as raw material for fertilizers. In its first year of issuance, the project delivered over 5,500 carbon credits under Verra's VCS standards. This output is projected to exceed 10,000 carbon credits annually in the coming years, further solidifying its impact on sustainable agriculture and emission reduction.



TTC AgriS's organic fertilizer plant project in Attapeu province (Laos)



Verified Carbon Standard (VCS) is a globally recognized benchmark for projects targeting greenhouse gas emission reductions. It enables financing for emission reduction and removal initiatives, enhances livelihoods, and safeguards natural ecosystems. Developed by Verra, a leading non-profit organization in environmental credit standards, VCS establishes a rigorous framework to ensure transparency and credibility for emission reduction projects.

TTC AgriS is also collaborating with a South Korean partner to develop a new biochar production plant utilizing waste materials. The project is expected to cut greenhouse gas emissions by more than 4,800 tons of CO₂e annually in FY 2024-2025. The plant will produce around 13 tons of biochar daily, equivalent to 3,900 tons per year, and expand the use of organic fertilizers. This initiative not only stores carbon in the soil but also improves soil quality, reduces atmospheric CO₂, and contributes to climate change mitigation efforts.

In tandem with emission reduction activities, the Company is also expanding its cultivation of sustainable sugarcane under the Bonsucro standard. In FY 2023-2024, TTC AgriS adopted Bonsucro across all its sugarcane farms in Tay Ninh, increasing the total certified area to 1,580 hectares.

GRI 306 — Effluents and waste



Key topic

As a manufacturing enterprise, TTC AgriS is highly aware of the importance of environmental protection and realizes this awareness into various practical actions. Besides reusing waste generated during the production process to protect the environment, add value, and reduce product costs, the Company manages waste by two disclosures: total effluent volume by quality and destination and total waste volume by type and disposal methods.

Management approach

TTC AgriS sets KPIs for waste management and conducts internal evaluations once a year. In the last FY, no violations regarding effluents and waste management were identified. The Company manages effluents and waste based on the following standards:

- For effluents: The operation of the treatment system complies with the current regulations as outlined in Vietnam Standard 40:2011/BTNMT
- For waste: The Company manages waste through the ISO 14001: 2015 Environmental Management System, ensuring that waste released into the environment meets the committed environmental standards.

Total effluent volume by quality and destination

GRI 306-1

The wastewater treatment system at TTC AgriS is operated and maintained in compliance with the QCVN 40:2011/BTNMT standard and legal quality requirements. The effluent after going through the treatment system is reused in sugarcane irrigation and production. This helps the Company save costs and contribute to water resource conservation.

Total volume of effluent by quality and destination in 2023-2024

No.	Discharge destination		Waste volume (m³)			Treatment method	Quality of the effluent
	Factory	Location	FY 2023-2024	FY 2022-2023	Difference between FY 2023-2024/2022-2023		
1	AgriS Gia Lai	Gia Lai	24,110	24,514	-2%	Biological combined with physicochemical method	Column B, QCVN 40:2011/BTNMT
2	AgriS Ninh Hoa	Khanh Hoa	370,108	226,782	63%		Column B, QCVN 40:2011/BTNMT
3	Bien Hoa - Phan Rang	Ninh Thuan	16,715	13,344	25%		Column A, QCVN 40:2011/BTNMT
4	TTC S	Tay Ninh	199,848	167,091	20%		Column A, QCVN 40:2011/BTNMT
5	TTC Bien Hoa - Dong Nai	Dong Nai	89,083	87,309	2%		Column A, QCVN 40:2011/BTNMT
6	TTC - Attapeu	Laos	18,342	47,361	-61%		Column B, QCVN 40:2011/BTNMT
Total			718,206	566,401	27%		

Effluent reused by another organization

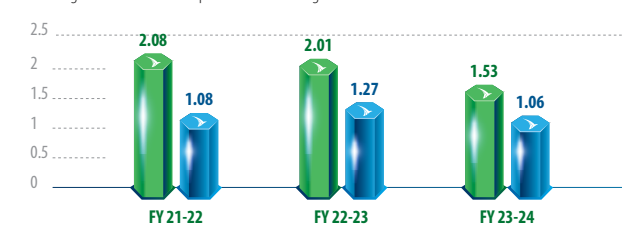
- Effluent is reused to create a pressure vacuum in the factories
- Waste is reused by the factories.

Note: Effluent volume data was obtained from the flow meters which measure the inflow and outflow of the wastewater treatment system. Source: TTC AgriS

COD, or Chemical Oxygen Demand, represents the amount of oxygen required to chemically oxidize all organic substances in waste. The COD index is widely used to indirectly measure the volume of organic compounds in water. A low value of COD emission would help the treatment system operate with ease and use fewer chemicals. Over the last three FYs, the actual COD values have been significantly lower than projected due to rigorous control efforts at each factory. This not only minimizes the environmental impact but also contributes to cost-saving in production. In FY 2024-2024, the COD emissions were only 1.06 kgCOD/ton of finished product, a decline of nearly 55% compared to the projected 1.91 kgCOD/ton of finished product.

COD emissions

Unit: KgCOD/ton of finished product



Source: TTC AgriS

Total waste volume by type and disposal methods

GRI 306-2

Bagasse is fully utilized as a fuel for the boiler. It supplies steam and electricity for the factory's production activities, with excess power being fed into the national grid to generate more profits for the Company. Bagasse also supplies biomass for the boilers, helping reduce the emissions of CO₂ and other harmful environmental gasses. With the little amount of CO₂ released from the boilers, the Company continues sending them through an emission treatment system, then extracting and using them to remove impurities from Sugar. It helps the Company achieve the dual goal of saving costs along with protecting the environment. When boiler combustion is done, the ash and pressmud left in the boilers are used as probiotics and fertilizers to improve farmland, soil fertility, and sugarcane yield.

Waste generated during the production process is categorized and subjected to appropriate treatment methods. Most of the waste is recycled and composted to produce fertilizers. For waste that poses potential environmental hazards, the Company hires specialized waste management units to ensure the quality of treated waste adheres to legal requirements and has no negative environmental impact.

Waste by type and disposal methods at TTC AgriS's factories

	FY 2023-2024 (ton)		FY 2022-2023 (ton)	
	Hazardous waste	Non-hazardous waste	Hazardous waste	Non-hazardous waste
Composting	0	16,175	0	15,817
Incineration (mass burn)	0	834,032	0	791,896
Disposed of by specialized waste management units	16.1		23.5	

Source: TTC AgriS

GRI 307 - 419

Environmental compliance and socioeconomic compliance



Key topic

Understanding the importance of complying with the legal regulations that directly impact the Company's reputation and brand, TTC AgriS manages all of its activities with respect to the rule of law. However, with regulations concerning the Environment, Economy, and Society, the Company adheres to higher standards than current regulations to steer the Company to sustainable development and greater contributions to the community and society. It is done voluntarily as part of the Company's social responsibility.

Management approach

The Company's objective in managing issues related to Environment, Economy, and Society is to ensure compliance with local laws and the Vietnamese legal system. Therefore, the Company focuses on protecting the environment, building a safety culture in the enterprise, and cultivating a safe and accident-free working environment. The Company also provides periodic monitoring reports to the relevant agencies as required by law:

Annual reports:

- Report on environmental protection
- Report on the implementation of surface water use permits
- Report on the implementation of underground water use permits
- Report on the quality control of automatic and continuous effluent and emission monitoring system (RA)
- Report on chemicals
- Report on occupational safety and hygiene.

Semi-annual reports:

- Report on work-related accidents
- Report on medical activities
- Report on fire and rescue.



Throughout its journey, TTC AgriS has always based its growth on green business strategies to establish its competitive position and pave the way for its ambitions to expand into international markets. TTC AgriS is actively implementing numerous solutions to become a green and sustainable company that contributes to local economic development and societal well-being.

TTC AgriS was proudly included in the TOP

20

"Listed Companies in the Sustainable Development Index – VNSI" of HOSE for the seventh consecutive year in 2024, with an ESG score of

92%

TTC AgriS also worked hard to obtain certifications of Bonsucro, ISO 45001, and ISO 14001 to actualize its sustainable development policies. Importantly, TTC AgriS was the first company in Vietnam to be certified by Bonsucro, having met all the organization's standards for sugarcane raw material production, and sugar and molasses products.

The Company's consistent recognition through various awards related to sustainable development and community-social activities over consecutive years testifies to TTC AgriS's sense of responsibility and its relentless efforts in adhering to Environmental, Economic, and Social standards.



VNSI20

Top 20 Listed Companies in the Sustainable Development Index (HOSE)
Listed in VNSI20 for the seventh consecutive year with an ESG score of 92%
Periodic assessment in July

BONSUCRO

A globally respected organization that establishes international standards to advance the sustainable production, processing, and trade of sugarcane worldwide.

To meet the growing demand for Bonsucro-certified sugar in 2024, TTC AgriS has significantly expanded its certification coverage, increasing the area from 100 hectares to 1,580 hectares at its sugarcane farms in Tay Ninh. This expansion will enable the production of 9,000 tons of Bonsucro-certified sugar, set to begin in May 2024.

May 2024

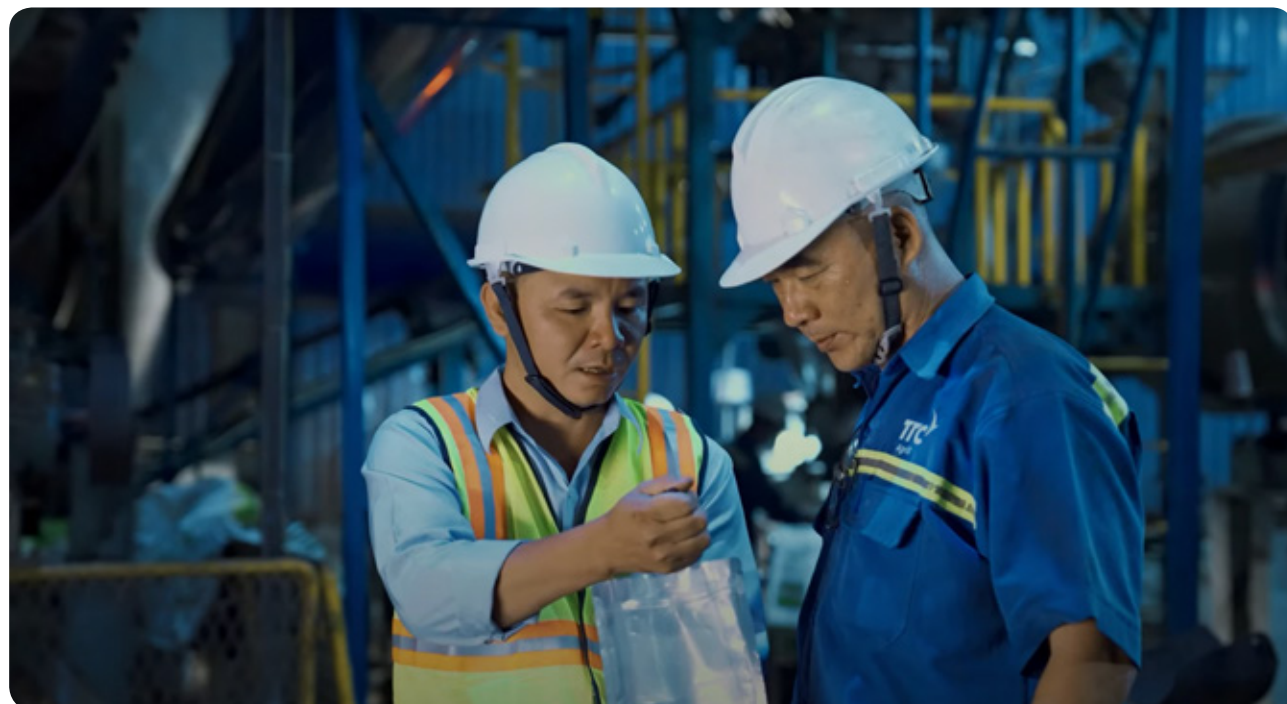


ISO 45001 & 14001 CERTIFICATIONS

Bureau Veritas, BSI

Successfully achieved ISO 45001 and 14001 certifications for all member units
June 2024

GRI 308 — Supplier environmental assessment



Key topic

This topic centers on evaluating suppliers based on environmental criteria, with the goal of identifying and managing potential negative impacts that supply chain activities may have on the environment. It involves assessing, screening, and monitoring suppliers to ensure strict adherence to environmental standards.

Management approach

- Screening new suppliers:**
 New suppliers must be evaluated against environmental criteria (e.g., energy, water, and emissions);
- Assessing negative impacts in the supply chain:**
 Identifying the number of suppliers with significant negative impacts and implementing specific corrective actions;
- Measures to manage negative impacts:**
 - Adjusting procurement methods
 - Revising supplier performance expectations
 - Providing training and capacity-building for suppliers
 - Modifying processes or terminating partnerships with non-compliant suppliers.

TTC AgriS has implemented supplier evaluation activities to ensure that its supply chain partners meet environmental and sustainable governance standards. Through rigorous assessment processes, TTC AgriS is committed to minimizing negative impacts within the supply chain, promoting responsible business practices, and enhancing sustainable value. Key initiatives include:

1



Issuance of the Supplier Code of Conduct (2023-2024)

In FY 2023-2024, TTC AgriS introduced a Supplier Code of Conduct outlining specific criteria and requirements for suppliers to follow. This code encompasses environmental and social standards, ensuring suppliers commit to minimizing environmental impacts and fully implementing sustainability principles aligned with TTC AgriS's vision.

2



Supplier Relationship Management (SRM) program

From FY 2024-2025 onwards, TTC AgriS will advance its SRM program in close collaboration with its suppliers. Key components include:



Supplier Performance Management (SPM): Monthly evaluations of supplier performance based on **Quality-Cost-Service (QCS)** criteria, with additional **Environmental, Social, and Governance (ESG)** factors assessed quarterly. This ensures closer monitoring of supplier performance. Suppliers will be subject to incentive or penalty mechanisms based on supply volumes or cost adjustments, depending on their classification



Joint Value Creation: TTC AgriS partners with suppliers to generate shared value through initiatives such as:

- Reducing packaging weight;
- Standardizing production specifications;
- Introducing recycled packaging (e.g., recycle-PET) and transitioning from chemical fertilizers to organic alternatives.



Incorporating ESG Criteria in Supplier Selection and Evaluation: The Procurement Department, in coordination with the QHSE Department, integrates environmental and social criteria (including labor safety, human rights, and child labor) into the **Raw Material Supplier Evaluation and Selection Process**. This initiative is part of TTC AgriS's **Sustainable Sourcing Strategy**, ensuring suppliers comply with environmental and social requirements while supporting the Company's sustainability goals.

SOCIAL TOPIC

GRI 401 — Employment



Key topic

To attract and retain talents, as well as build a sustainable team of successors, TTC AgriS places particular emphasis on human resources by:

- Creating a friendly and professional working environment;
- Implementing competitive compensation and benefits policies for employees;
- Establishing a policy that ensures equal employment opportunities, devoid of any form of discrimination;
- Recruiting talents from multinational companies/groups across various fields;
- Creating job opportunities in the labor market and in localities where the Company operates;
- Localizing the workforce in areas where the Company places factories and headquarters;
- Ensuring occupational health and safety for employees;
- Providing training opportunities for employees to enhance their professional and soft skills.

Management approach

Policies are developed based on ensuring that all human resources activities comply with the Law on Labor and the International Labor Standards – ILO.

- All employees at TTC AgriS are recognized for their contributions through performance evaluations and are rewarded based on their capabilities;
- Human resources policies of the Company are provided in the form of normative documents and are continuously updated to ensure the maximum benefits for the employees;
- The Company continuously improves its welfare and training policies to enhance employee satisfaction and long-term engagement, as well as cultivate potential successors.

These policies not only ensured compliance with laws and international standards but also aimed to create a fair, growth-oriented, and sustainable working environment for all employees of TTC AgriS.

New employee hires and employee turnover in FY 2023-2024

GRI 401-1

In FY 2023-2024, amidst the fluctuations and competition of the labor market, improving work efficiency while ensuring employee welfare remained a core focus for TTC AgriS's leadership. The Company also undertook a robust restructuring of its human resources, aiming to build a dynamic, highly skilled workforce that aligns with its international market expansion objectives.

Given its focused operations in the agriculture sector, TTC AgriS saw some fluctuations in workforce numbers, particularly in temporary positions, which varied throughout the year and peak during high-demand harvest seasons.

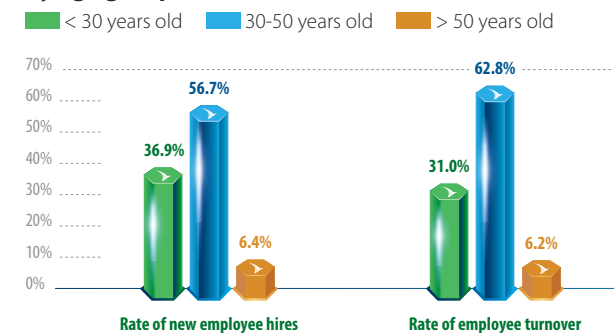


Over the past FY, the Company hired **753** New employees

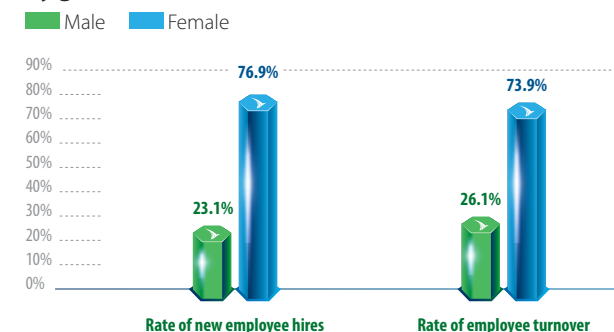
primarily to support factories and raw material areas during production and business peaks. Of these, 427 employees were aged 30-50 (56.7%), while 278 were under 30 (36.9%).

Based on actual production needs, the Company adapted its workforce seasonally. Labor was reduced after peak production periods to optimize costs in accordance with the actual demand. Meanwhile, all employee benefits were maintained, including for temporary employees. Consequently, TTC AgriS consistently saw high rates of employee return at the start of each new production cycle.

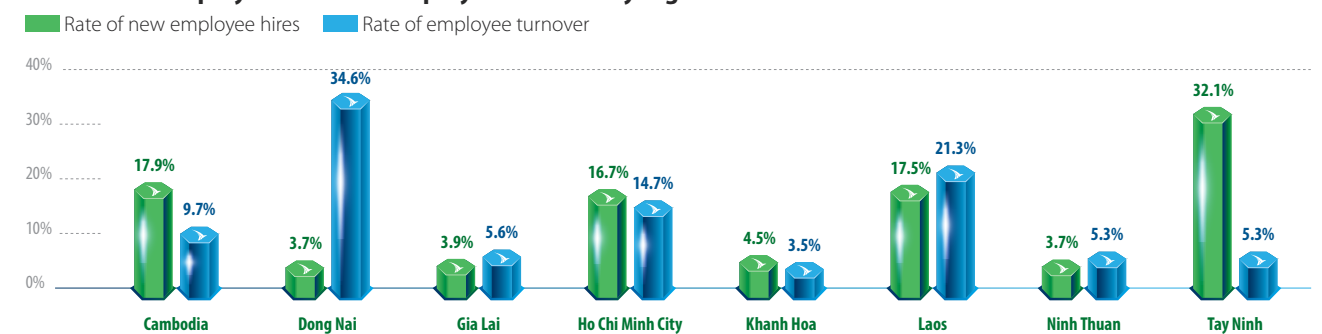
Rate of new employee hires and employee turnover by age group FY 2023-2024



Rate of new employee hires and employee turnover by gender FY 2023-2024



Rate of new employee hires and employee turnover by region FY 2023-2024



Source: TTC AgriS

Rate of new employee hires by age group, gender and region FY 2023-2024

New employee hires	Number of new employee hires	Percentage (%)
By age group	753	100.0%
< 30 years old		36.9%
30-50 years old	278	56.7%
> 50 years old	427	6.4%
By gender	753	100.0%
Female	174	23.1%
Male	579	76.9%
By region	753	100.0%
Cambodia	135	17.9%
Dong Nai	28	3.7%
Gia Lai	29	3.9%
Ho Chi Minh City	126	16.7%
Khanh Hoa	34	4.5%
Laos	132	17.5%
Ninh Thuan	28	3.7%
Tay Ninh	241	32.1%

Benefits provided to full-time employees

GRI 401-2

Far beyond a mere investment in employees, welfare expenses reflects the Company's commitment to the growth and well-being of its workforce. Comprehensive welfare benefits not only help TTC AgriS attract and retain talent but also strengthen engagement, boost morale, and enhance employee productivity.



In FY 2023-2024, the total welfare costs for employees reached nearly **230** billion VND an increase of around **9%** from the previous year. The total cost for insurance provisions in the welfare cost structure surpassed VND **62** billion, a **4,6%** increase compared to the same period.



Benefits provided to employees, FY 2023-2024

Benefit	Full-time	Temporary/ Part-time	Cost (VND million)	Percentage (%)
Social insurance	x	x	50,991	22.20
Social health insurance	x	x	7,479	3.26
Unemployment insurance	x	x	2,693	1.17
Trade union	x	x	4,888	2.13
Accident insurance	x	x	341	0.15
Health insurance	x		700	0.31
Others	x	x	162,531	70.78
Total			229,623	100

In addition to ensuring full benefits for employees as mandated by law through covering the mandatory insurance costs, the Company also places significant emphasis on additional welfare benefits beyond salaries, with these benefits accounting for nearly 70% of the total welfare cost. In addition to ensuring full benefits for employees as mandated by law through covering the mandatory insurance costs, the Company also places significant emphasis on additional welfare benefits beyond salaries, with these benefits accounting for nearly 70% of the total welfare cost.

The specific information on benefits policies can be found below:

Benefits policy for full-time employees

- Shuttle bus for employees working at factories;
- Regular health check-ups for employees, with increasingly advanced and diversified packages offered every year;
- Pjico Healthcare insurance package – comprehensive health care for mid-level and senior management;
- Periodic vacation trips;
- Gifts for holidays/Tet and other special events;
- Allowances including lunch, overtime, phone charge, and hazardous work allowances for employees.

Benefits policy for employees working abroad

- An increase of 30%-40% in income for employees working in foreign countries such as Laos, Cambodia, etc.; and at the end of the assignment, salary adjustments and new position appointments (if available) will be considered based on capabilities;
- An additional allowance ranging from VND 3-5 million/person;
- Right to bring spouses and children to the countries where they work to live together: the Company shall cover 50% of regular school fees for two legitimate children of the employees, in case they are under 18 years old at school in the parents' working area;
- Opportunity to visit home 6-9 times/year with travel expenses covered by the Company.

Benefits policy for female employees

- Strict adherence to legal regulations in the recruitment and employment of female employees;
- Emphasis on gender equality in matters of recruitment, employment, training, salary, commendation, promotion, payment, working conditions, occupational safety and health, working hours, rest hours, and other Key and spiritual welfare benefits;
- Maternity leave in accordance with the law;
- Guaranteed employment for female employees after maternity leave.

Additional income

- 13th-month salary;
- Year-end performance bonus;
- Seniority bonus;
- Bonus for outstanding performance for three consecutive years;
- Incentive bonus during peak seasons.

Life insurance

- Available for management personnel with more than 5 years of seniority.

Parental leave

GRI 401-3

TTC AgriS always respects and values gender equality. In addition to adding specialized medical examinations during the annual health check-ups, parental leave was one of the essential factors demonstrating TTC AgriS's care for its workforce. The Company ensures full maternity-related benefits for female employees, as required by the Labor Law. This commitment contributes to creating a humane working environment that supports a balance between work and personal life. The Company strictly refrains from dismissing or unilaterally terminating the labor contracts of female employees on the pretext of their marriage, pregnancy, maternity leave, or care for a child under 12 months, except in cases where the labor contract expires or the Company ceases its operations. Furthermore, during pregnancy or while nursing a child under 12 months, if female employees are assigned heavy-duty tasks, they will be transferred to lighter tasks and will not be requested to work overtime.

TTC AgriS is always attentive and supportive of its female employees throughout their motherhood journey:



Pregnancy period: Female employees are entitled to take 5 pregnancy care leaves/pregnancy period, each leave is 1 or 2 working days for the pregnant woman having unusual medical conditions or living far from medical facilities.



Childbirth period: Female employees can take 6-month maternity leave before and after childbirth. Male employees, when their wives give birth to their children, are entitled to parental leave following the Law.



Childcare period: Female employees nursing a child under 12 months are entitled to a 1-hour off from work each day without loss of pay.

In FY 2023-2024, out of **31** cases who took parental leave, **21** employees returned to work, **8** employees remained on maternity leave, while **2** chose to resign as they wanted to spend more time taking care of their children and running their own businesses.



Key topic

Occupational health and safety always occupy the top priority at TTC AgriS, as ensuring the health and safety of employees is not only the Company's responsibility but also contributes to preserving human resources, enhancing production efficiency and employee productivity, and reducing healthcare costs resulting from work related accidents, thereby leading to economic benefits.

Management approach

Identification and assessment of occupational health and safety risks remained among the top priorities in the Company's production and business activities. Based on this procedure's results, the Company developed action plans to prevent risks that could compromise employee safety and lead to property loss.

To effectively implement this initiative, the Company established an Occupational Health and Safety Management System (also referred to as the Normative Document), structured in alignment with local laws and international

standards such as ISO 45001, IFC, World Bank, ADB, and ILO. This system was officially issued and deployed across all of the Company's production and business operations, and was extended to its supply chain.

Additionally, the Company established both regular and ad-hoc monitoring procedures, which occurred on an annual basis, to ensure compliance with the Occupational Health and Safety Management System. These measures aim to maintain the system's validity and effectiveness throughout its operational cycle.

Hazard identification, risk assessment and incident investigation

In FY 2023-2024, TTC AgriS recorded no violations related to occupational health and safety.

Results from occupational medical examinations did not reveal any occupational diseases or injuries in either the production areas or offices. However, there was one recorded occupational accident. In response, the Company promptly provided the affected employees with the necessary support and compensation to facilitate their swift recovery and return to work. Additionally, the Company conducted a thorough investigation of the incident and implemented preventive measures to avoid recurrence. TTC AgriS continuously worked to improve and maintain a strict risk management process, which resulted in a steady reduction in workplace accidents over recent years.



Compliance

The Company works with relevant authorities on an annual basis to monitor the working environment. The authorities evaluate dust concentration, noise levels, vibrations, and more. Based on these evaluations, the Company provides employees with additional uniforms and protective gear.



Training

The Company enhances the communications and training revolving around occupational health and safety, as well as applying an Occupational Health and Safety Management System according to ISO 45001:2018 and ISO 14001:2015 standards. This is done to increase employees' awareness of occupational health and safety, contribute to the "zero accident or incident" goal, and build a safety culture in the Company.

In the past FY, in addition to legally mandated training on occupational health and safety, fire prevention, and first aid for employees, the Company organized supplementary training sessions to further enhance knowledge in occupational health and safety, including:

- Construction safety supervision training for managers involved in construction projects,
- Annual safety operation training for employees who handle machinery,
- Occupational health and safety training specifically for the sugar supply chain, including farmers, sugarcane owners, and team leaders.



Health check-up program

The Company provides regular health check-ups for its employees and frequently monitors medical results for those working in high-risk areas.

- For employees working under normal conditions, the Company offers regular health check-ups once a year;
- For employees engaged in strenuous or hazardous positions, as well as those working in areas in which the environmental indicators surpass National Standards, the Company, by Law on Occupational Health and Safety, offers health check-ups and screenings for occupational diseases twice a year and;
- In the event an employee is diagnosed with occupational diseases, the Company will monitor and plan examinations and re-examinations according to the recommended frequencies.

GRI 404 Training and education



Key topic

In an increasingly competitive and rapidly changing market, developing high-quality human resources, nurturing talent, and cultivating potential successors have become urgent and strategic priorities for every business. This approach not only provided the groundwork for TTC AgriS's survival but also served as a foundation for sustainable growth and created a competitive advantage for the Company.

Management approach

Annually, the Company established and implemented comprehensive training plans for all employees, from staff to management, across all departments and factories. This training became a crucial part of the Company's development strategy, since it enhanced the capabilities and efficiency of all employees.

The Company facilitated for employees to participate in training programs and encouraged a culture of continuous learning. This helped build a positive work environment where everyone had opportunities for personal growth. Employees were encouraged to learn and apply new knowledge in their daily tasks, which enhanced work performance and improved the quality of TTC AgriS's products and services.

Average hours of training per year per employee

GRI 404-1

In FY 2022-2023, TTC AgriS focused on training programs that span a variety of professions and functions and are aligned with the development roadmap for all levels of employees. The Company also applied technologies, such as LMS and Microsoft Teams, which received positive feedback from participating employees.

In the past year, the Company organized 732 courses with over 15,711 participants. The total training costs recorded during this period amounted to VND 10.2 billion. The Company substantially invested in human resource development, which enabled employees to enhance their capabilities and be better prepared for future challenges. This approach not only improved work performance but also cultivated a high-quality workforce, contributing to the Company's sustainable growth.

Indicator	Average hours of training per year per employee
Female	36.62
Male	44.53
Company's employee	42.64



As of June 30th, 2024, TTC AgriS had a total of **2,499** employees, of which 100% participated in the training.

Average hours of training by level

Indicator	Professional staff/technical workers	Specialists	Junior managers	Middle managers	Senior managers	Total
Total training hours	57,844	21,665	16,657	9,718	663	106,547
Total number of employees attending training	1,380	599	268	247	5	2,499
Total number of employees attending training	41.92	36.17	62.15	39.34	132.60	42.64

Programs for upgrading employee skills and transition assistance programs

GRI 404-2

The Company implemented **732 training programs** during the FY with 55% being internal training and 45% external. The training programs were divided into five main categories: (1) Onboarding training – 10.11%, (2) Laws and certification requirements for standards and quality – 29.23%, (3) System operational capacity, database management, and data analysis – 3.28%, (4) Soft skills training – 0.82%, (5) Leadership skills training – 3.83%, (6) Professional skills training – 52.73%.

Programs for upgrading employee skills and transition assistance programs

Indicator	Number of programs	Number of programs by level				
		Employees	Specialists	Junior managers	Middle managers	Senior managers
Onboarding	74	22	20	22	10	0
Laws and certification requirements for standards and quality	214	148	44	18	4	0
System operational capacity, database management, and data analysis	24	4	16	4	0	0
Soft skills	6	0	0	2	4	0
Leadership skills	28	0	4	6	8	10
Professional skills	386	226	72	66	20	2
Total	732	400	156	118	46	12

Percentage of employees receiving regular performance and career development reviews

GRI 404-3

The Company appraises **100%** quarterly and uses the results to determine their rewards and recognition.

GRI 405 — Diversity and equal opportunity



Key topic

TTC AgriS always values the contributions and dedication of its employees, and female employees in particular, for the Company's shared success. Over the years, the Company has been trying to develop comprehensive, fair, and competitive benefit policies to attract and retain talents with reasonable remuneration policies and a dynamic working environment, while always treating them fairly and ensuring equal opportunities in training, development, and promotion. The Company practices non-discrimination based on gender, ethnicity, skin color, social class, belief, religion, etc.

Management approach

- Ensure employees are fully informed that they enjoy the same opportunities, and facilitate development opportunities for female employees;
- Organize competitions and contests to motivate employees, and provide opportunities for young and senior employees to meet and share their perspectives to diversify opinions and perspectives for the Company's holistic development;
- Establish an equal environment that encourages female employees to pursue leadership roles.

Diversity of governance bodies and employees

GRI 405-1

For details, refer to the **Human Resources and Training** section on page 290 of the TTC AgriS's Annual Report FY 2023-2024

Ratio of basic salary and remuneration of women to men

GRI 405-2

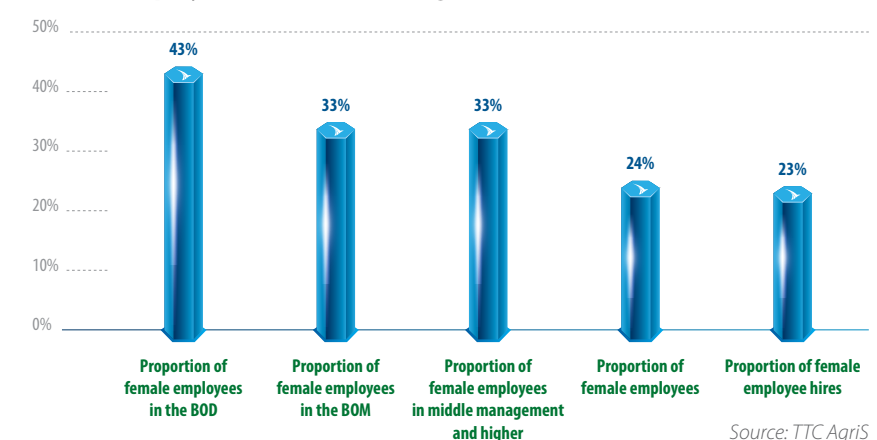
The human resource management philosophy of TTC AgriS is based on practical factors such as "Fairness in recruitment", "No disparities in salary and remuneration", "Equal promotion opportunities for both genders", "Specialized policies for women's health and training", etc. TTC AgriS ensures female employees are always treated fairly, paid according to their capabilities, receive appropriate benefits, and have equal opportunities for development and promotion as their male counterparts.



In FY 2023-2024, the Company organized **21,897** training hours for female employees, averaging 36.62 hours/female employee with a total cost of nearly VND 3.3 billion. The courses were of high quality, with flexible and efficient schedules.

Paying great attention to gender equality and women empowerment, TTC AgriS has always worked hard to maintain and increase the proportion of female employees. The most prominent example lies in its transformation of the leadership structure, especially in the BOD, 3/7 members (43%) are women, including the Chairlady. This reflects TTC AgriS's aspiration for gender diversity and equality in the workplace.

Female employee structure at TTC AgriS, FY 2023-2024



GRI 406 - 407 - 408

Non discrimination - freedom of association and collective bargaining - child labor

Key topic

TTC AgriS always adheres to the legal regulations of Vietnam and strives for higher standards of employment and workers' rights. This is achieved through policies that prevent discrimination in the workplace, protect the rights and interests of employees, and prohibit child labor.

Management approach

- Ensure all employees have equal access to opportunities for training and development, devoid of any form of discrimination, regardless of any situations or factors such as gender, family circumstances, origin, and so forth;
- Ensure gender equality in HR policies, recruitment processes, and salary and benefits systems;
- Establish a professional and fair environment that encourages all employees to pursue promotions and recognition;
- Implement activities to protect and promote freedom of association and collective bargaining;
- TTC AgriS strictly complies with legal regulations regarding children's rights and ensures no employment of children under the legal working age.

Discrimination

GRI 406

For details, please refer to the **Human Resources and Training** section on page 290 of the TTC AgriS's Annual Report FY 2023-2024 and **GRI 405 - Diversity and Equal Opportunity** on page 66.

Freedom of Association and Collective Bargaining

GRI 407

In FY 2023-2024, TTC AgriS recorded no incidents where the freedom of association and collective bargaining were at stake.

To ensure the rights of the employees, TTC AgriS and the employee representatives have unanimously approved all provisions of the Collective Bargaining Agreement. The adoption and strict compliance with all provisions of the Collective Bargaining Agreement are evidence of TTC AgriS's efforts to improve its HR policies and labor relations activities.

Child labor

GRI 408

TTC AgriS strictly prohibits the use of child labor and has established an employment minimum age of 18 years or older. The rights and benefits of employees at TTC AgriS are guaranteed based on the provisions of the Law on Labor.

GRI 413

Local communities



Key topic

“Local development” has always been the top priority in social responsibility activities at TTC AgriS. The Company consistently partners with local authorities to alleviate poverty and stabilize the lives of the local residents.

Management approach

TTC AgriS currently owns 10 sugar factories located in Tay Ninh, Khanh Hoa, Dong Nai, Gia Lai, and Ninh Thuan of Vietnam, as well as in Laos and Cambodia. TTC AgriS also owns large key areas spanning these three countries. In areas where TTC AgriS's factories are situated, TTC AgriS provides stable employment opportunities for local labor, creating over 40,000 jobs. This contributes to increasing local income, boosting

the local economy, and bringing about positive impacts on these communities. In areas where TTC AgriS has sugarcane plantations, TTC AgriS ensures stable employment for farmers and helps them prosper from sugarcane cultivation by employing modern perspectives and professional approaches. As a result, these farmers enjoy higher incomes and favorable welfare policies.

Operating with local community engagement, impact assessment, and development programs

GRI 413-1

At TTC AgriS, Corporate Social Responsibility (CSR) is more than a component of its business strategy; it is a core philosophy guiding all operations. The Company recognizes that sustainable national development can only be achieved when businesses actively contribute to a fair and stable society.

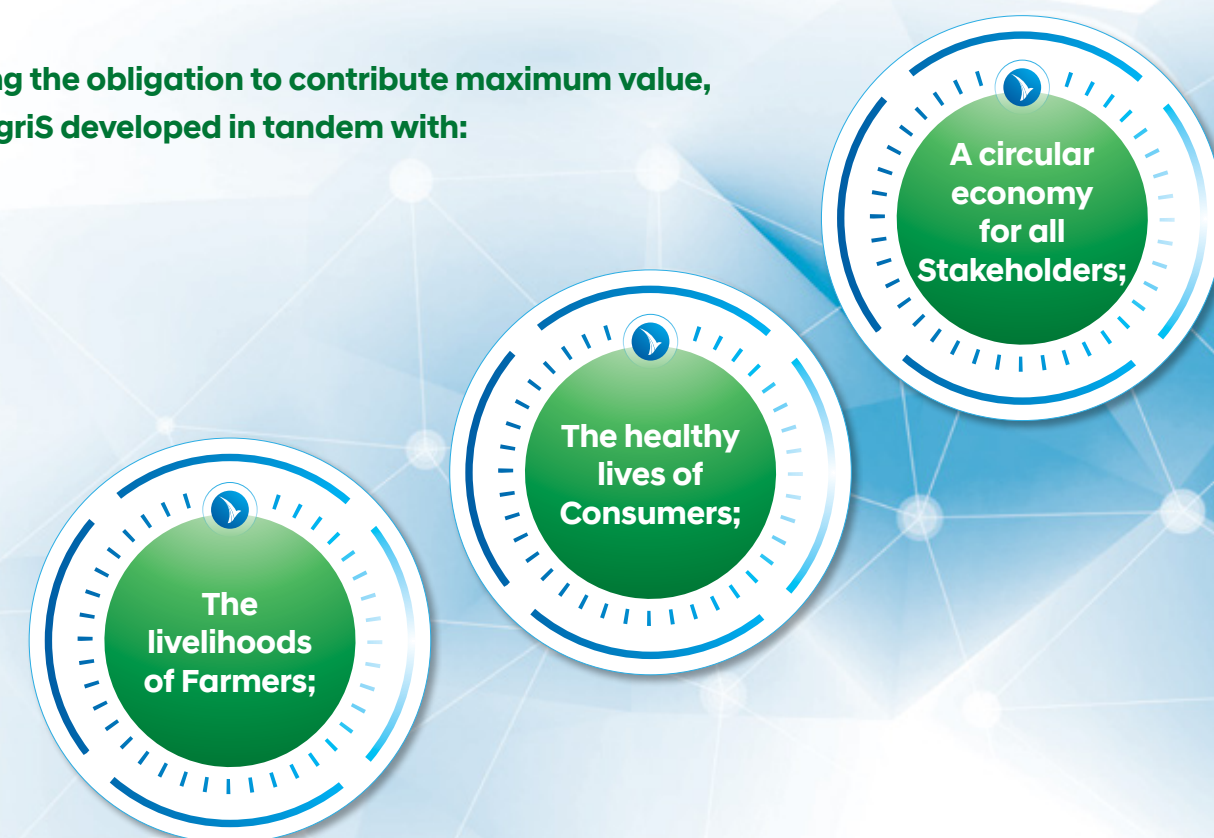


TTC AgriS understands deeply that the growth and strength of a business must be closely tied to the comprehensive prosperity of society.

Mrs. **Dang Huynh Uc My**
Chairlady of TTC AgriS

Maintaining a green business strategy to provide ecosystem- and environmentally-friendly solutions, TTC AgriS committed to reaching Net Zero emissions across its entire value chain by 2035. This commitment reflected a strong dedication to sustainable development, inspiring positive change among like-minded organizations and businesses.

Valuing the obligation to contribute maximum value, TTC AgriS developed in tandem with:



During its journey of “**Responsible Value Chain – 55 Years and Beyond,**” TTC AgriS deeply embedded its spirit of responsibility and sharing through frequent and impactful activities. The Company actively supported communities through various eras and challenges, and partnered with the Government to address significant social and environmental issues with a strong sense of responsibility.



26.3 billion VND

Contributed to social development programs

In FY 2023-2024, beyond enhancing the agricultural sector and ensuring global food security, TTC AgriS continued to implement frequent, impactful community support programs. Despite global economic fluctuations, the company's CSR initiatives reached a total contribution of over VND 26 billion. This reflected TTC AgriS's long-term commitment to advancing sustainable development within the community.

SWEET TET WITH TTC AGRIS

JOURNEY 2024

TTC AgriS's annual charity program "Sweet Tet with TTC AgriS", continued to be held aimed at bringing a warm and well-provisioned Tet celebration to those in difficult circumstances.

Continuing this journey, in 2024, TTC AgriS organized the program in the provinces and cities where the company has production facilities, such as Tay Ninh, Gia Lai, and Ninh Hoa, as well as in remote and isolated areas and islands of Vietnam.



In December 2023, TTC AgriS carried out its "Sweet Tet" journey at the offshore platforms, home to Battalion DK1 under Naval Region 2 in Ba Ria - Vung Tau. The company organized visits and donated 500kg of sugar and 50 cases of Míaaha sugarcane juice and Cocoxim coconut water, offering support from the mainland to the silent soldiers protecting the nation's sovereignty.



AgriS Ninh Hoa Import Export Joint Stock Company (a subsidiary of TTC AgriS) awarded 5 Happy Houses to 5 poor households, who had difficult housing circumstances in Ninh Hoa, Khanh Hoa during Tet.

Notably, on January 30th, 2024, the "Sweet Tet with TTC AgriS" program visited the people of Ninh Hoa, Khanh Hoa. The program awarded 5 "Happy Homes" with a total construction cost of nearly VND 500 million to 5 poor families, who had difficult housing circumstances in the locality. TTC AgriS extended its best wishes for a peaceful and warm New Year to the local community.



On January 31st, 2024, in Gia Lai, the TTC AgriS BOD also presented 650 gift packages to 650 households with difficult circumstances from the communes of Dak So Mei, Dak Krong, Kon Gang, Ha Dong, Adok, Glar, la Pet, la Bang (Dak Doa).

AgriS Gia Lai Agricultural Joint Stock Company (a subsidiary of TTC AgriS) awarded 650 gifts to disadvantaged families in Ayun Pa, Gia Lai during Tet



In January 2024, the "Sweet Tet with TTC AgriS" program was brought to Tay Ninh Residential Center for Visually Impaired Children and Tay Ninh Social Protection Center.

The TTCS factory under TTC AgriS awarded more than 500 Tet gifts to children and the elderly at Tay Ninh Residential Center for Visually Impaired Children, Disability School, and Social Protection Center.

On February 4th, 2024, the TTCS factory partnered with Tay Ninh Radio and Television Station to organize the "Charitable Tet Market" in response to the campaign "Join Hands for the Poor, Leaving No One Behind."



Booths featuring products from TTC AgriS that were worth 2,000 VND each reflected the Company's contribution to helping residents enjoy a warm and joyful Tet.

Mrs. Dang Huynh Uc My, Chairlady of TTC AgriS, shared:

"The 'Sweet Tet with TTC AgriS' program is a heartfelt initiative from TTC AgriS employees, and was organized over many years with the hope of bringing a warm and well-provisioned Tet to those in need. The 2024 'Sweet Tet with TTC AgriS' journey held even greater meaning as it engaged the orphaned children and those without family support – the 'crescent moons' in meaningful activities, which offered them motivation to rise above life's challenges as the new year begins"

COMMUNITY HEALTHCARE



On February 23rd, 2024, TTC AgriS organized a charitable medical check-up and treatment program for over 500 disadvantaged residents in Ninh Hiep, Ninh Hoa, Khanh Hoa, with the aim of helping those facing hardship and special circumstances overcome their challenges and experience added joy during Tet.



TTC AgriS organized a charitable medical check-up and treatment program for over 500 residents in Ninh Hoa during Tet.

PROMPT WATER SUPPLY

TO THE MEKONG DELTA REGION DURING THE 2023-2024 DROUGHT AND SALTWATER INTRUSION



Building on its community support efforts, TTC AgriS's initiative to deliver clean water to local areas reflected its commitment to standing by residents as they face the challenges of drought and saltwater intrusion during the 2023-2024 dry season, especially in the Mekong Delta region. In April and May 2024, the peak months of saltwater intrusion, TTC AgriS deployed a total of ten 30m³ water tankers to help residents cope with the adverse weather conditions and the scarcity of fresh water for daily use.



On April 19th, 2024, TTC AgriS, in collaboration with local organizations, the Farmers' Union, and the local government of Go Cong Dong District, promptly delivered clean water to residents facing severe saltwater intrusion in Tien Giang Province.

On May 12th, 2024, TTC AgriS water supply trucks reached the residents and Duc Quang Shelter in Long An Hamlet, Long Hoa, Binh Dai, continuing to support the community and children lacking access to clean water amid the severe drought and saltwater intrusion in Ben Tre.



As part of this program, TTC AgriS also visited children in difficult circumstances at Duc Quang Shelter, with the hope of bringing joy and encouragement to help them overcome challenges and grow into valuable contributors to the country.

CONTRIBUTION TO INCLUSIVE EDUCATION AND SUSTAINABLE DEVELOPMENT OF VIETNAM'S AGRICULTURAL WORKFORCE

Throughout the past year, TTC AgriS awarded hundreds of scholarships to students from disadvantaged backgrounds to encourage their academic pursuits and foster a spirit of perseverance across various aspects.

Nearly **2,400** gifts were awarded to children in need, including patients, children with disabilities, ethnic minority students, and teenagers nationwide.

Nearly **400** scholarships were awarded to long-term educational funds and primary, secondary, and university-level institutions in order to support students in overcoming financial difficulties.



At the closing ceremony of the 2023-2024 academic year, held on May 27th, 2024, at Ninh Xuan Primary School No. 1., representatives of AgriS Ninh Hoa Import Export Joint Stock Company awarded certificates of merit and gifts to 198 outstanding students



On November 20th, 2023, ahead of Vietnamese Teachers' Day, TTC AgriS awarded 25 full scholarships to academically outstanding students from disadvantaged backgrounds at Yersin High School in Da Lat.



TTC AgriS donated over 1,000 Mid-Autumn Festival gift packages to underprivileged children in Gia Lai and Tay Ninh, with the hope of bringing them a warm and joyful celebration. In addition, activities were organized for the children of TTC AgriS employees, which reflected the Company's commitment to supporting its workforce's families.

With a special focus on creating job opportunities and training the local workforce, TTC AgriS established job opportunities and supportive conditions for thousands of young talents, particularly in the agricultural sector.



TTC AgriS pledged VND 1.3 billion in scholarship funds to support disadvantaged students of Ho Chi Minh City University of Agriculture and Forestry

Ms. Dang Huynh Uc My, Chairlady of TTC AgriS, affirmed that the expanded cooperation would continue between the two organizations, which united in their vision to develop a high-quality workforce for Vietnam's agriculture sector.



On April 5th, 2024, the leadership of TTCA, a TTC AgriS subsidiary in Attapeu, Laos, welcomed a group of staff, lecturers, and students from the University of Danang-Kon Tum Campus (UD-CK) and Champasak University. This visit fostered opportunities for quality talent to gain exposure to the work environment in Laos and TTCA specifically.



Students from the University of Danang-Kon Tum Campus and Champasak University visited the QHSE lab at TTCA, where TTC AgriS demonstrated its commitment to connecting highly skilled talent with post-graduation job opportunities, which included supporting them in enhancing their skills, quality, and work discipline, etc.

STRONG ACTIONS TO SUPPORT

YOUTH DEVELOPMENT

On April 11th, 2024, TTC AgriS, Australasia Social Impact Foundation (ASIF Foundation), and Vietnam Youth Federation – Ho Chi Minh City signed a memorandum of understanding to cooperate in repairing and building new 50 standard school community buildings in Ho Chi Minh City and the Mekong Delta region. This initiative reflected the Company's goal to invest in school infrastructure that ensures student health and a safe learning environment. With a contribution of 21 billion VND, TTC AgriS demonstrates its commitment to enhancing educational and development conditions for students. The program will continue through 2024-2025, and will focus on infrastructure improvements and organizing skills training for students.



On the morning of April 11th, 2024, TTC AgriS, Australasia Social Impact Foundation (ASIF Foundation) and Vietnam Youth Federation – Ho Chi Minh City signed a memorandum of understanding to sponsor the construction of 50 standard restroom facilities.



TTC AGRIS 10 MILLION TREES – EMBRACE GREEN FUTURE

PROJECT

To realize its publicly announced Net Zero 2035 roadmap, TTC AgriS implemented various environmental initiatives on a multinational scale, which includes the use of 100% biomass fuel from 2025, combined with a 5% greenhouse gas reduction per year from the Sugar Production, Fertilizer, and Agriculture sectors. Among them, the project to plant 10 million trees was officially launched by TTC AgriS on December 7th, 2023, and will be implemented synchronously until 2030. The number of trees was allocated from 800 thousand to ~2 million trees per year, with an estimated absorption of over 110,000 tons of CO₂ by 2035 and continued accumulation in the future. TTC AgriS has carefully selected and ensured the suitability of 9 types of trees for the climate and soil conditions in each region, while also providing economic value to the local areas (such as Acacia hybrid, Melaleuca, Eucalyptus, Dalbergia, Dalbergia oliveri, Aquilaria). The plan to monitor



the planting progress and growth journey is also strictly implemented to optimize the CO₂ absorption capacity of the trees (including regular tree health checks, reporting growth parameters, and on-site image materials). **By the end of FY 2023-2024, TTC AgriS planted over 20,000 new trees across regions where the Company operates and its material areas in Vietnam, Laos, and Cambodia.**

The tree planting activity on the launch day of the project saw the participation of nearly 2,500 employees of TTC AgriS, along with representatives from local authorities in provinces and cities where the company operates.



The leadership of TTC AgriS, along with representatives from Tay Ninh local government, planted the first green trees in the "TTC AgriS: 10 Million Trees – Embrace Green Future" Project. On this occasion, TTC AgriS donated VND 250 million to Tay Ninh province to support its continued participation in the "Plant One Billion Green Trees from 2021 to 2025" initiative, as called for by the Prime Minister. This aims to amplify the effectiveness in parallel with the "TTC AgriS: 10 Million Trees – Embrace Green Future" project.

TTC AGRIS POWER RACING

RUN TOGETHER – RUN FOR GREEN



The **TTC AgriS – Power Racing 2024** event, with the message “**Run Together – Run For Green**” successfully took place on August 4th, 2024 in Tay Ninh, which gathered more than 3,000 professional and amateur runners from all over the country. Specifically, for every 5km completed by the runners, TTC AgriS committed to planting one tree in the material areas under the “TTC AgriS: 10 Million Trees – Embrace Green Future” program. This year’s race recorded a total of **10,000 trees** planted, which continued the Company’s cross-border greening initiative by spreading to the community to contribute to a green and healthy Vietnam and a sustainable agriculture sector.



TTC AgriS – Power Racing 2024 introduced the “Cross Country” format to Tay Ninh for the first time, with uniquely designed routes winding through lush green fields and abundant orchards, offering runners a close connection with nature



Mrs. Dang Huynh Uc My, Chairlady of TTC AgriS, and Mr. Nguyen Thanh Tam, Member of the Central Executive Committee, Secretary of the Provincial Party Committee, Chairman of the People’s Council of Tay Ninh province, participated in tree planting activities during the race, continuing TTC AgriS’s efforts to spread the value of the “TTC AgriS: 10 Million Trees – Embrace Green Future” project to the community through every initiative of the enterprise.

As declared by the Chair of TTC AgriS, in the decades ahead, TTC AgriS will remain a vital part of Vietnam’s agricultural sector, and will contribute to sustainable national development through its strengths in high-tech circular agriculture, food supply, and robust CSR activities. Beginning the next phase of its “**Responsible Value Chain – 55 Years and Beyond**” journey, TTC AgriS is guided by a deep understanding of societal needs and a commitment to comprehensive nutritional health for global consumers. With steadfast CSR efforts, transparent business objectives, and a multi-sector brand vision, TTC AgriS is committed to continuing to create meaningful impacts that foster prosperity for all stakeholder

GRI 416 — Customer health and safety



Assessment of the health and safety impacts of product and service categories

GRI 416-1

With a people-centered business philosophy, TTC AgriS prioritizes the health and safety of consumers in every decision. Therefore, each product is not only created to meet market demand but also undergoes rigorous testing to ensure compliance with safety and quality standards. This commitment is evidenced by the Company's acquisition of numerous important international certifications related to product quality, such as:

- Food Safety Certification for the Middle East, issued by HCA;
- Kosher certification granted by KOF-K; FSSC 22000 version 5.1, ISO 9001:2015, and ISO 14001:2015 certifications issued by Bureau Veritas, BSI;
- Organic certification according to the standards of the US Department of Agriculture (USDA), EU, and China, Fair Choice and Fair Trade certification issued by Control Union;
- Notably, the TTCS factory and Tan Hung Farm of TTC AgriS became the first entities in Vietnam to achieve certification for fulfilling all production and sourcing standards set by Bonsucro.



With the mission of **“Building advanced and sustainable agriculture that provides energy and nutrients of natural origin”**, TTC AgriS is committed to providing consumers with premium, health-conscious products. To fulfill this mission, TTC AgriS utilizes cutting-edge production technologies to create clean sugar products that meet international standards. These products are made from sugarcane grown without chemical fertilizers or pesticides, ensuring they are rich in nutrients and minerals that benefit consumer health. In addition, TTC AgriS continues to expand its ecosystem of high-nutritional energy products that promote consumer well-being while delivering sustainable value to society.



Incidents of non-compliance concerning the health and safety of products and services

GRI 416-2

For details, please refer to the **Quality Assurance** section on page 266 of the TTC AgriS's Annual Report FY 2023-2024

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