



GREEN FOUNDATIONS SUSTAINABLE FUTURE

SUSTAINABILITY REPORT 2025



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TOWARDS THE FUTURE

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MESSAGE FROM THE CHAIRWOMAN OF THE BOARD OF DIRECTORS



The year 2025 marked a period of significant volatility, as challenges related to food security, climate change, extreme weather events, and geopolitical uncertainties continued to evolve in complex ways. In tandem, shifts in global trade policies, particularly pressures arising from U.S. tariff measures, exerted far-reaching impacts on supply chains and business operations worldwide. Against this backdrop, Vietnam’s agricultural sector faced a wide range of headwinds, spanning adverse natural conditions, rising input costs, and market fluctuations.

However, for Vinaseed, challenges have served as a powerful catalyst for innovation and resilient growth. Over nearly 60 years of establishment and development, Vinaseed has transformed from a Grade I Seed Farm under the Ministry of Agriculture and Rural Development into a leading pioneer in sustainable agriculture in Vietnam. In 2025, the Group achieved a consolidated revenue of VND 2,299 billion and a profit after tax of VND 227 billion. These results reflect the persistent efforts of our entire organization on our journey to create long-term value for the agricultural sector and society at large.

Over the past year, we focused on strengthening our governance foundations and enhancing operational capabilities to foster greater transparency, efficiency, and resilience against uncertainties. Vinaseed also achieved significant milestones in implementing its sustainable development strategy for the new phase. A comprehensive sustainability governance system has been established, driven by the direct involvement of the Strategy & Development Committee under the Board of Directors, the Sustainability Department under the Executive Board, and a network of sustainability coordinators across all member companies nationwide. This underscores the Group’s unwavering commitment to embedding sustainability into every management decision and business operation.

In our core business, Vinaseed continued to accelerate the research and development of high-quality crop varieties, introducing 11 new products and obtaining commercialization approvals for 7 products. Notably, our sustainable rice value

chain partnership models expanded exponentially, reaching over 47,520 hectares of low-emission rice cultivation in the Mekong Delta—a 47-fold increase compared to 2024. We are currently partnering with over 50,453 farming households and 220 cooperatives nationwide, contributing to raising farmers’ incomes, driving local economic development, and fostering a greener, climate-resilient agricultural sector.

Beyond business growth, Vinaseed has always regarded human capital as the cornerstone of sustainable development. With a workforce of 652 employees nationwide, we are committed to fostering a safe, stable, and cohesive working environment where every individual is empowered to unleash their full potential. A culture of innovation continues to thrive across the Group, with 147 initiatives generating over VND 3.5 billion in value during the year. Concurrently, Vinaseed remained actively engaged in fulfilling its social responsibilities through various community development and social welfare programs, contributing over VND 2.65 billion.

A prominent governance milestone in 2025 was Vinaseed’s maiden inclusion in the Top 50 Vietnam Corporate Governance Award (VNCG50) – recognizing companies that demonstrate leadership and commitment to raising corporate governance standards in Vietnam. This accolade reaffirms our dedication to continuously enhancing our governance framework in alignment with international best practices, ensuring transparency, fairness, and the protection of shareholders’ rights.

Moving forward, Vinaseed remains steadfast in its mission to become Vietnam’s leading provider of sustainable agricultural solutions, dedicated to improving incomes and elevating living standards for farmers. We firmly believe that sustainable development is not a short-term target, but a long-term journey that demands perseverance, an innovative spirit, and a profound sense of responsibility toward future generations.

Looking ahead, Vinaseed has identified building a “green foundation” as a strategic priority to fortify our resilience against market and climate-related shocks, while creating balanced, enduring value for shareholders, customers, employees, communities, and the environment.

On behalf of the Board of Directors, I would like to express my deepest gratitude to our shareholders, customers, partners, and all employees for their trust, support, and companionship. It is through our solidarity, shared commitment, and collective determination that we have built a solid foundation, enabling Vinaseed to confidently embark on a new phase of development with even greater aspirations.

Sincerely,

CHAIRWOMAN OF THE BOARD OF DIRECTORS

NGUYEN THI TRA MY

“

Vinaseed remains steadfast in its mission to become Vietnam’s leading provider of sustainable agricultural solutions.



01

GENERAL INFORMATION

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General information

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Formation process

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Industries and business areas

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Key Events of 2025

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07.
Association members





GENERAL INFORMATION

VIETNAM NATIONAL SEED GROUP JSC

COMPANY ABBREVIATION

VINASEED

STOCK CODE

NSC (listed on HOSE since December 21, 2006)

LEGAL REPRESENTATIVE

Ms. Nguyen Thi Tra My - Chairwoman of the Board of Directors

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WEBSITE

www.vinaseed.com.vn

BUSINESS REGISTRATION CERTIFICATE (AND TAX CODE)

0101449271

CHARTER CAPITAL

VND 175,869,880,000

SHAREHOLDER EQUITY

(as of December 31, 2025)

VND 1,648,623,622,875



HISTORY OF FORMATION AND DEVELOPMENT

Key Milestones





The development process of Vietnam's agricultural sector

TOTAL ASSETS
2,608 billion VND

EQUITY CAPITAL
1,649 billion VND

NUMBER OF MEMBER
31 units

Established in 1968, formerly a first-level seed farm under the Ministry of Agriculture and Rural Development, the company is one of the earliest enterprises to be formed and has been a partner in the development of Vietnam's plant seed industry.

During the period when state-owned enterprises operated with budget capital and according to state planning, the company was small in scale, its science and technology were underdeveloped, and its main product was purebred rice seeds. It went through a difficult period alongside the country's agriculture. This period can be considered a crucial time for nurturing key personnel training and developing the company's vision for science and technology in the seed industry.

On November 10, 2003, the company officially transformed its ownership structure into a joint-stock company according to Decision 5029/QĐ-BNN of the Ministry of Agriculture and Rural Development. The first steps on the path of innovation were full of difficulties and challenges, with an initial charter capital of only 13.5 billion VND and outdated infrastructure. Immediately after equitization, the company focused on consolidating its organizational structure, improving corporate governance, building a highly qualified, disciplined, and ambitious workforce striving to conquer new heights, and continuously striving to bring modern scientific and technological knowledge to improve the lives and incomes of farmers.

As a business dealing in scientific and technological products, the company identifies applied research and technology transfer as key to its development and focuses all resources on investing in it. From a unit that only traded in common rice seeds, the company now produces and sells over 121,000 tons of products annually, equivalent to over 2 million hectares of cultivated land, accounting for 22.5% of the national seed market share. To date, the company's scale has experienced remarkable growth, with total assets reaching VND 2,608 billion, equity capital of VND 1,649 billion, and the number of member units increasing from 8 to 31 nationwide.

After more than 50 years of construction and development, especially the strong progress since its equitization (in 2004), the company has affirmed its position as the largest company in terms of scale and market share in the Vietnamese plant seed industry. Through its production and business activities, the company has contributed to improving the lives of farmers through product procurement agreements with hundreds of thousands of households nationwide. These households have received vocational training, technology transfer, stable employment, and increased income, shifting their production mindset from self-sufficiency to large-scale commodity production, forming technological craft villages and developing new rural areas.

VISION, MISSION, CORE VALUES

VISION

Vinaseed strives to become the leading provider of sustainable agricultural development solutions in Vietnam, realizing the dream of improving the income and living conditions of Vietnamese farmers.



MISSION

With all our heart and responsibility towards life, people, and society, Vinaseed is committed to providing sustainable agricultural development solutions to realize the dream of improving the income and living conditions of Vietnamese farmers.



CORE VALUES

- DYNAMIC
- INNOVATIVE
- PROFESSIONAL



BUSINESS

Research, selection, breeding, production, and commercialization of plant varieties

Vinaseed continuously strives to improve and perfect its agricultural value chain, bringing Vietnamese people high-value-added products that optimize costs and are safe for health.

In 2025, the company produced and supplied more than 120,000 tons of products to the market, meeting the needs of over 2 million hectares of cultivated land nationwide.



SUPPLIED

120,000

TONS OF PRODUCTS

EQUIVALENT SCALE

> 2 MILLION HECTARES

OF CULTIVATED LAND NATIONWIDE



Rice varieties

Vinaseed focuses on researching and developing product lines with superior yield and quality, adaptability to climate change, and good resistance to pests and diseases. This helps minimize the use of pesticides, protect the ecological environment, and keep up with the global trend of consuming safe products. The main product lines dominating the market include:

- High-yielding, high-quality pure rice varieties: Thien Uu 8, VNR20, VNR88, Khang Dan DB, Du Huong 8, Ngoc Nuong 9, Huong Chau 6, J01...
- Hybrid rice varieties: Thuy Huong 308, KC06-1, HR182, TH3-4,...
- Aromatic rice varieties for export (especially to the EU market): Dai Thom 8, Thom RVT.



SUPERIOR YIELD

HIGH QUALITY



THIEN UU 8 RICE



VNR20 RICE



NGOC NUONG 9 RICE



THUY HUONG 308 RICE



DAI THOM 8 RICE



NHAT J01 RICE

Corn varieties

Vinaseed proudly holds the dominant position and the number one spot in the Vietnamese food corn market. Its diverse product range covers all segments and demonstrates superior competitiveness compared to multinational corporations.

- Hybrid glutinous corn varieties: HN88, HN68, HN90, HN92, CX247 New Super, Diamond 999...
- Hybrid sweet corn varieties: VNS6, VNS8, Darling 10, Thai Gold 88...
- Hybrid field corn and biomass corn varieties: SSC131, SSC557 New, and biomass corn variety SSC586...



Images of some typical corn varieties that are dominating the market:



HN88 CORN



DIAMOND 999 CORN



HN66 CORN



HN99 CORN



SSC557 CORN



VNS8 CORN



Vegetable and fruit varieties

Vinaseed's hybrid vegetable and fruit products perfectly meet the needs of both household consumption and the stringent standards of the processing industry, providing a wide range of choices for farmers.

- Hybrid gourd varieties:** PUM 888 pumpkin, Super Gold Star 999, F1 Taka green squash, Fuji 868 green squash, New Star 99 star gourd, ...
- Melon varieties:** Red Dragon 118 seedless watermelon, Lucky 01, Golden Honey and Green Honey cantaloupe varieties, Sakura cucumber, sweet mustard greens, ...
- Chili pepper varieties:** No. 20, VNS358 bird's eye chili, VNS168 bird's eye chili, heat-tolerant tomatoes, Four Seasons beans No. 1, DX208 mung beans, ...

In particular, the Super Goldstar 999 pumpkin variety, with its high yield, dense flesh, and superior quality, has created large-scale agricultural production areas for export in Son La and Gia Lai provinces.



SUPER GOLD STAR 999



GOLDEN HONEY

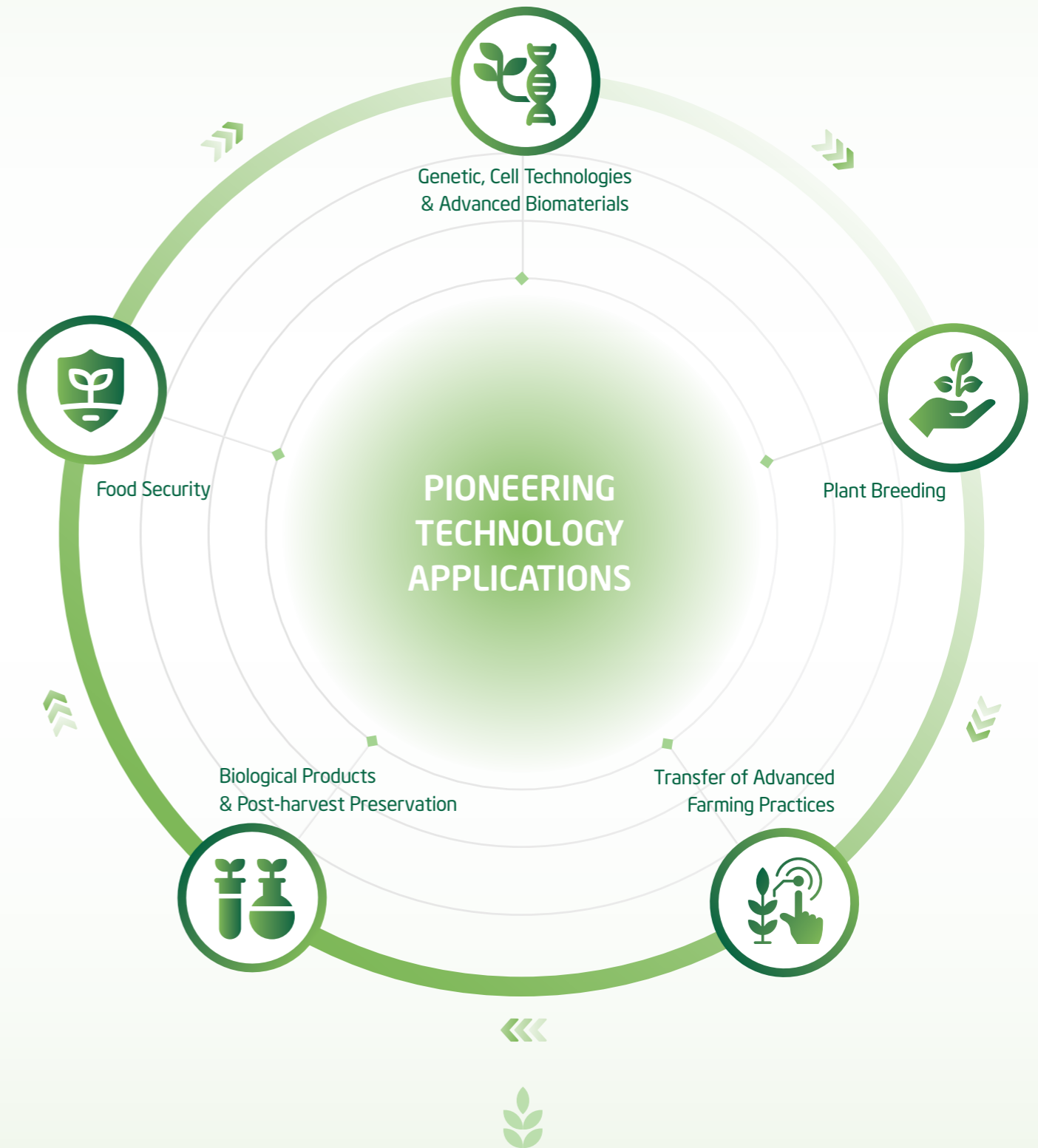


RED DRAGON SEEDLESS WATERMELON



NO. 20 CHILI PEPPER

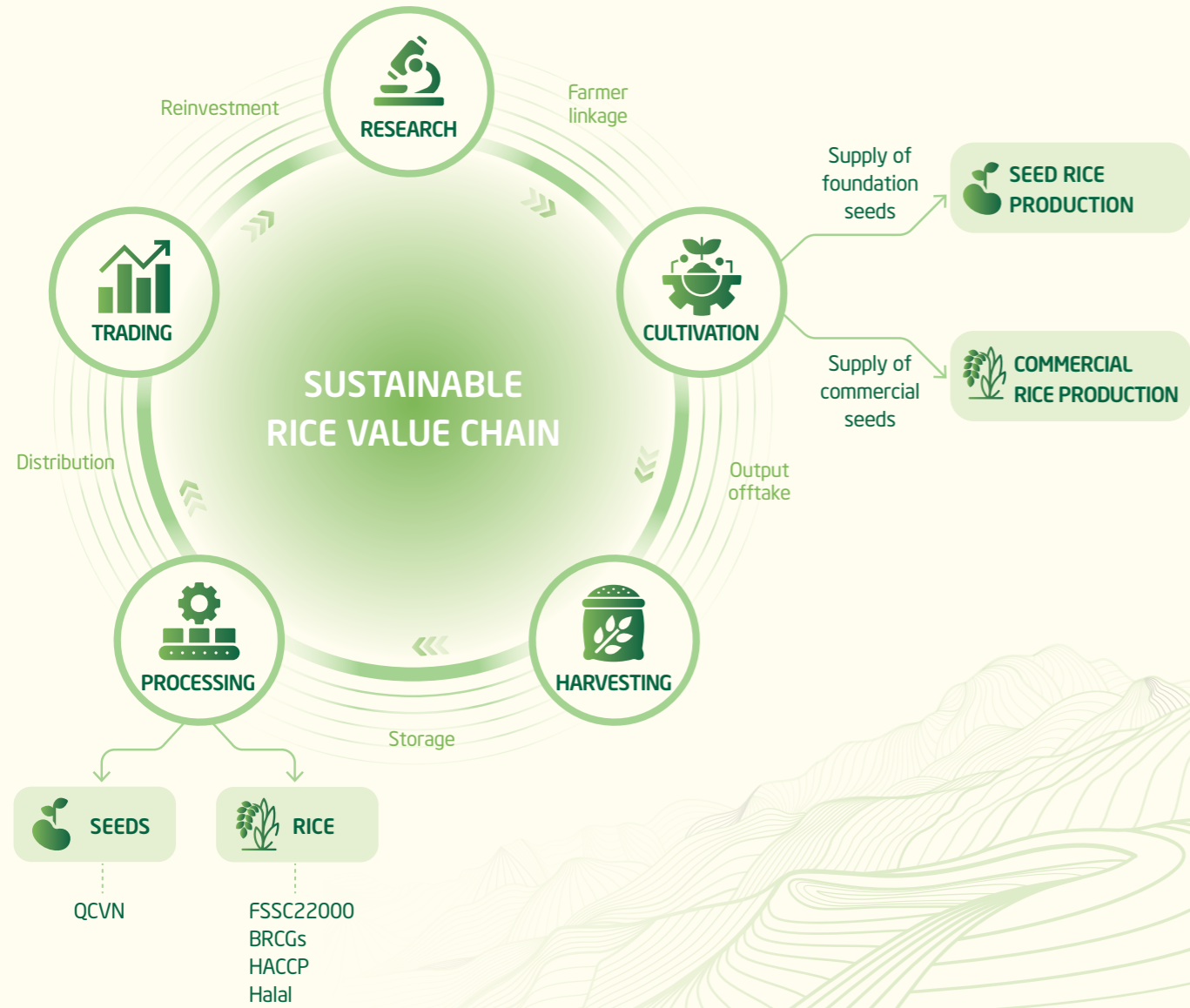
Transfer of high-tech agricultural technical services



Vinaseed is a pioneer in applying genetic technology, cell technology, and new biomaterials to plant breeding. At the same time, the company continuously transfers advanced farming processes, uses biological products and post-harvest preservation technologies, aiming for sustainable agricultural development, adaptation to climate change, and absolute food security.

Production and trading of agricultural products along the value chain

Inheriting extensive experience, core technological capabilities, and a broad consumption infrastructure network, Vinaseed has completed a closed-loop rice value chain: **Research - Cultivation - Harvesting - Processing - Trading**. The core strategy is to focus on the segment of branded agricultural products that are safe and have transparent traceability.



Cantaloupe Meets GLOBAL GAP standards

Honored as one of the 45 outstanding agricultural products nationwide, premium product lines such as Taki, Taka, and Ichiba are currently available in numerous major supermarket chains across the country: Big C, Lotte, Kmart, Coopmart, Hapromart, etc.



Fresh, clean rice and functional food rice (Meets FSSC 22000 and BRCGS standards)

Vinaseed remains committed to a strategy of not chasing quantity but focusing on positioning itself in the high-quality, branded rice segment. We own copyrighted genetic resources (Dai Thom 8, Thom RVT, Japonica, etc.), combined with organized production processes in the best soil regions of Vietnam.

In particular, the company has successfully implemented an ecological rice-shrimp farming model. After the shrimp harvest, waste is naturally absorbed by the rice plants, minimizing the use of fertilizers and pesticides. Conversely, the rice stubble after harvest becomes a habitat and organic food source for the shrimp. This is a model of circular economy, guaranteeing the safety and nutritional content of Vinaseed rice.

All harvested rice is transported directly to the Vinarice factory, which utilizes a synchronized production line from Japan. The final product meets the most stringent international quality control procedures.

The product meets rigorous quality control procedures according to international standards:



Currently, the company has planned over 3,000 hectares of large-scale rice fields producing clean, organic rice according to European standards. By 2025, Vinaseed rice will be present in more than 12 countries and territories. The biggest difference is that Vinaseed exports directly under a Vietnamese brand instead of just processing (OEM) for foreign partners. This is a strategic step, not only increasing the value chain and profitability but also directly elevating and affirming the position of Vietnamese rice on the world agricultural map.

CURRENT PLANNING
>3,000 HECTARES OF LARGE-SCALE RICE FIELDS

CURRENT PRESENCE
>12 COUNTRIES AND TERRITORIES

Business area





KEY EVENTS OF 2025

2025 marks a profound transformation for Vietnam Seed Corporation (Vinaseed) on its journey of repositioning and elevating its development. Alongside its unwavering commitment to leading the seed industry through science and technology, Vinaseed is simultaneously implementing significant internal changes, from streamlining its personnel structure and enhancing team capabilities to restructuring operations across the entire system. The corporation is gradually reorganizing its market, optimizing its business network and value chain to increase operational efficiency and customer accessibility. Simultaneously, Vinaseed is accelerating digital transformation in management, production, and trade, promoting data transparency and improving operational productivity. Simultaneously, the Group is also strengthening its collaborative ecosystem with research institutes and domestic and international partners, gradually consolidating its innovation capacity, improving product quality, and affirming its leading role in the plant breeding industry in Vietnam. These efforts are aligned with a long-term sustainable development orientation, where innovation, modern management, and responsibility towards the agricultural ecosystem become the foundation for the company's new growth phase.

The most memorable milestones of Vinaseed in 2025 include:



01 MS. NGUYEN THI TRA MY ASSUMES THE POSITION OF CHAIRWOMAN OF THE BOARD OF DIRECTORS OF VINASEED

Ms. Nguyen Thi Tra My, who assumed the position of Chairwoman of Vinaseed from February 17, 2025, is a familiar face in the agricultural sector. She is the co-founder, Vice Chairwoman of the Board of Directors, and General Director of PAN Group (HSX: PAN), a leading Vietnamese corporation with an ecosystem spanning three sectors: agriculture, aquaculture, and packaged food. Ms. Tra My has also been a member of the Board of Directors of Vinaseed since 2013. Prior to co-founding PAN Group, she spent nearly two decades successfully managing a multinational Austrian agricultural company in Vietnam. With her global vision and extensive network, Ms. Tra My's strengths in building a modern management system, strategic partnerships, and expanding international cooperation will provide a strong foundation for Vinaseed's next phase of development.



02 ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

In April 2025, Vietnam Seed Corporation - VINASEED (HSX: NSC) successfully held its 2025 Annual General Meeting of Shareholders. At the meeting, the Group also reported positive business results for 2024, achieving its plan despite previously being considered a challenging year, particularly due to rising input costs affecting product competitiveness. Regarding the profit distribution plan for 2024, the General Meeting approved a dividend payment of approximately 30-40% for 2025, maintaining its top position in dividend payouts within the PAN Group ecosystem and among listed agricultural companies on the stock exchange. To date, Vinaseed has paid cash dividends exceeding 30% for 14 consecutive years, with the last 5 years seeing dividends at no less than 40%, and notably, in 2021, it distributed its highest dividend of 70%.



03 COLLABORATION WITH VFC TO DEVELOP AGRICULTURAL SOLUTIONS

In August 2025, in Ho Chi Minh City, Vietnam Disinfection Joint Stock Company (VFC) and Vinaseed Research Institute (VRI), a subsidiary of Vietnam Seed Corporation (Vinaseed), officially signed a cooperation agreement on "Research and Transfer of Advanced Technologies in Agricultural Production towards 'Efficiency - Green, Sustainable.'" Vinaseed Research Institute and VFC, along with other units, aim to strengthen scientific research cooperation, focusing on developing sustainable agriculture and enhancing the position of Vietnam's seed and agricultural product industry in domestic and international markets.



04 STRONG RESTRUCTURING OF THE MANAGEMENT SYSTEM, PERSONNEL CONSOLIDATION, MARKET REORGANIZATION, AND PROMOTION OF DIGITAL TRANSFORMATION & SUSTAINABLE DEVELOPMENT

In 2025, the Group implemented many important changes, from consolidating the personnel system and enhancing the capacity of the workforce to restructuring operations across the entire system, including:

- The establishment of a new Executive Board for Vinaseed Group, demonstrating a professionalization of the management model, accelerating execution capacity, and enhancing transparency in operations.
- The launch of new Boards of Members and Boards of Directors at member companies, with diverse, professional, and capable personnel, expected to inject new vitality into each unit and create momentum for the entire system.
- The launch of a comprehensive Digital Transformation Project, identifying digital transformation as one of the two strategic pillars, along with R&D, to create superior operational capabilities, expand the market, and improve productivity and efficiency throughout the system.
- Establishment of Vinaseed Research Institute (VRI) – a research and development institute with the largest gene bank in Vietnam, playing a central role in the research, development, and commercialization of strategic crop varieties. VRI represents Vinaseed's strong commitment to leading agricultural innovation through knowledge and technology.
- Upgrading system governance through the publication of a delegation matrix, aiming to empower unit-level leaders more deeply, fostering internal capabilities, a sense of responsibility, and proactive action from the management team. The overarching motto is emphasized: "Empowerment – Trust – Partnership for Development."



05 THREE-PARTY COOPERATION: VINASEED - VFC - BINH DIEN II

With the goal of reducing emissions and increasing income for rice farmers, since the end of 2023, the PAN Group has initiated a three-party cooperation project in six provinces of the Southwestern Mekong Delta between the Vietnam Seed Corporation - Vinaseed, Vietnam Disinfection Joint Stock Company - VFC, and Binh Dien II Fertilizer Production and Trading Joint Stock Company (2 Phong). Vinaseed is responsible for providing quality rice seed solutions, perfecting cultivation processes, and leading and directly implementing the project.

The cooperation has gone through three pilot seasons, proving its effectiveness in achieving a dual objective: reducing costs, increasing profits for farmers, and reducing emissions through a comprehensive solution package and the AWD (Alternate Drying) irrigation method, reducing water use. This model contributes another solution to the "Improving Rice Farmer Income" project signed by PAN Group with Dong Thap province, in conjunction with the national project "Sustainable Development of 1 Million Hectares of High-Quality, Low-Emission Rice Cultivation".



06 PROJECT "TRANSFORMING THE RICE VALUE CHAIN TO RESPOND TO CLIMATE CHANGE AND PROMOTE SUSTAINABLE DEVELOPMENT IN THE MEKONG DELTA (TRVC)"

Participating in the project "Transforming the Rice Value Chain to Respond to Climate Change and Promote Sustainable Development in the Mekong Delta (TRVC)", funded by the Australian Embassy in Vietnam, SNV collaborates with the Ministry of Agriculture and Rural Development and the Departments of Agriculture and Rural Development of An Giang, Dong Thap, and Kien Giang provinces, implementing it from 2023 to 2027. Currently, VinaRice - a subsidiary of Vinaseed - has implemented two cropping seasons: season 1 (2024) with an area of 997.03 ha and season 2 (2025) with an area of 20,518.11 ha. In the 2024-2025 Winter-Spring cropping season, emissions were lower than in conventional practices. In terms of environmental effectiveness, the total reduction in emissions was 78,485.62 tons of CO2 equivalent. In terms of economic effectiveness, the average profit achieved by farming households through the company was 58.82%. Regarding social effectiveness, Vinarice participates in integrating policies and implementing measures to ensure social equity within the company itself and in its supply chains. This demonstrates Vinarice's commitment and leadership role in linking production with rice-producing households.



07 COOPERATION WITH CHINESE PARTNERS ON RESEARCH AND TRANSFER OF HIGH-QUALITY PLANT VARIETIES

In June 2025, Vinaseed Group leaders met and worked with Van Xuyen Seed Company and scientists from the Beijing Academy of Agricultural and Forestry Sciences (BAAFS). The three parties explored opportunities for cooperation in research, breeding, production, and marketing of rice, corn, and vegetable varieties, aiming to sign a formal cooperation agreement between PAN Group and BAAFS, expanding upon the agreement Vinaseed signed in 2024.

Van Xuyen Company, established in 2007 in Nanning (China), is a long-standing partner of Vinaseed, having effectively collaborated in testing, breeding, and marketing glutinous corn, hybrid rice, and tropical vegetables in Vietnam. BAAFS, established in 1958, is a large public research institution in Beijing with over 1,200 staff and 15 member institutes. The institute has strong research capabilities and extensive international cooperation, making it a strategic partner of Vinaseed in the fields of seed and agricultural science.

08 COLLABORATION WITH MAJOR JAPANESE PARTNERS

In September 2025, within the framework of the Vietnam-Japan Public-Private Partnership Forum, The PAN Group - the parent company of Vinaseed - signed a cooperation agreement with two Japanese partners - AGRI SMILE Company and Mitsubishi Research Institute (MRI) - regarding experimental research and distribution of biological products to promote plant growth in the Vietnamese market. This cooperation agreement is a strategic step for Vinaseed, aiming to provide solutions to help Vietnamese rice and agricultural products meet the highest standards, targeting high-end markets, while realizing the dream of green agriculture, digital agriculture, and sustainable development. For Vinaseed, Vietnam-Japan cooperation in the agricultural sector is not only an opportunity to expand markets, but also a commitment to building a future where food security, sustainable development, and innovation become core values.



09 VINASEED SUMMIT 2025

In October 2025, Vinaseed Group held its first Vinaseed Summit at its subsidiary Vinarice to summarize business results for the first nine months of 2025 and to plan strategies for the 2026-2028 period. This first-ever VINASEED SUMMIT, held at Vinarice in Dong Thap, marks a significant milestone in the Group's transformation and sustainable development journey.





OUTSTANDING AWARDS

★
TOP 50
 PIONEERING AND
 COMMITTED ENTERPRISES
 IN ENHANCING CORPORATE GOVERNANCE
 STANDARDS IN VIETNAM

VIOD



★
**FARMER'S
 SCIENTIST 2025**
 VIETNAM FARMERS' UNION



★
TOP 10
 MOST REPUTABLE
 HIGH-TECH AGRICULTURE
 COMPANIES 2025

Vietnam Report



★
TOP 50
 VIETNAM
 BEST GROWTH
 ENTERPRISES

VIETNAM REPORT



★
TOP 500
 VALUE-CREATING
 ENTERPRISES
 IN VIETNAM

DAU TU TAI CHINH & VIETRESEARCH



★
TOP 500
 FASTEST GROWING
 ENTERPRISES
 (FAST500)

VIETNAM REPORT



★
TOP 500
 MOST PROFITABLE
 ENTERPRISES

VIETNAM REPORT



★
TOP 500
 LARGEST ENTERPRISES
 IN VIETNAM

VIETNAM REPORT



★
TOP 500
 BEST EMPLOYERS
 IN VIETNAM

DAU TU TAI CHINH & VIETRESEARCH



Vietnam Value



**NATIONAL
 BRAND**
 (VIETNAM VALUE)

MINISTRY OF INDUSTRY AND TRADE



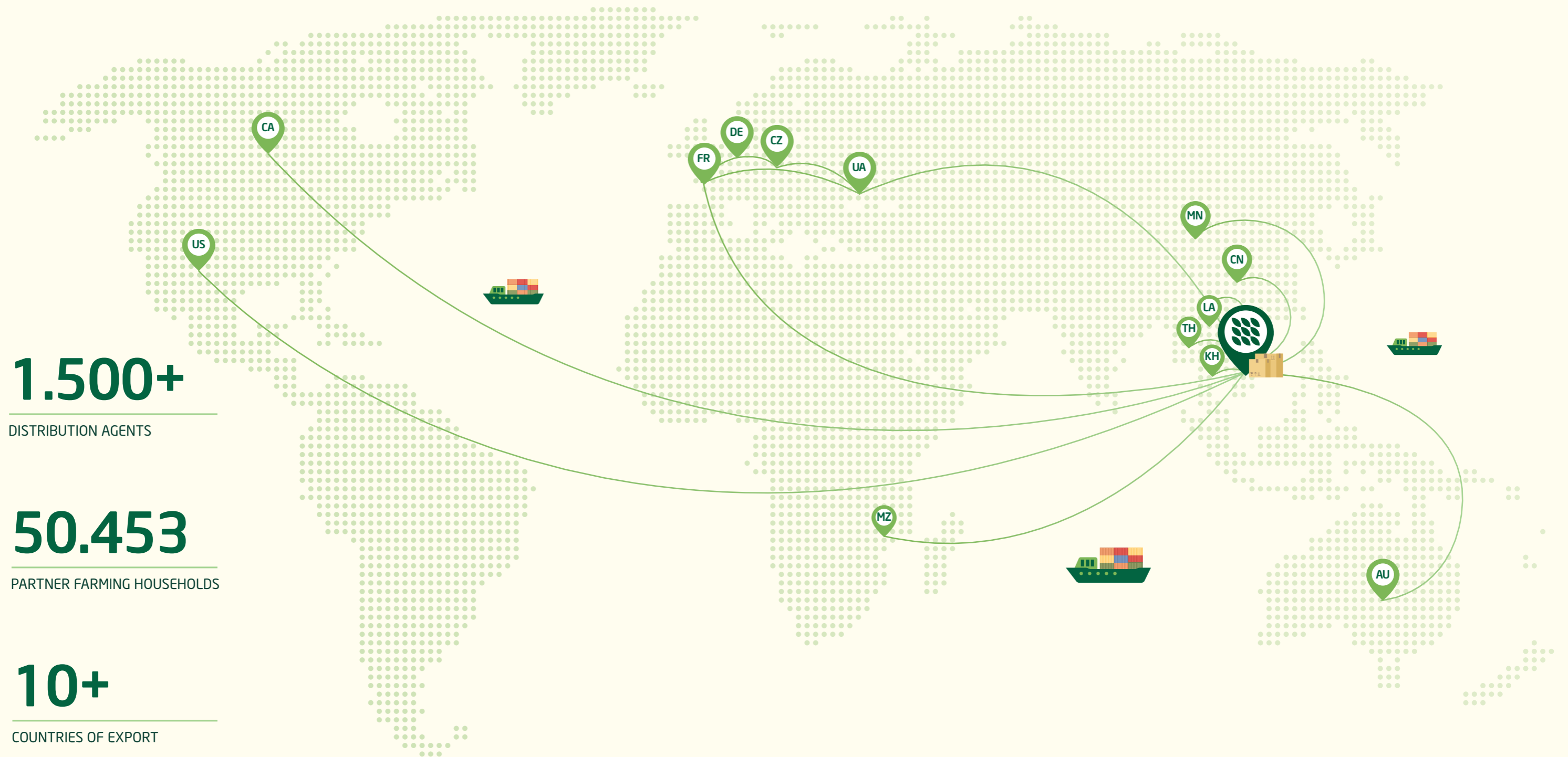
SUPPLY CHAIN

As a leading enterprise in the field of plant varieties, Vinaseed is constantly improving and expanding its supply chain to ensure the supply of high-quality and timely products to domestic and foreign farmers. Currently, Vinaseed owns a network of more than 1,500 agents covering most provinces and cities across the country. This extensive distribution network helps the company ensure timely supply, and at the same time receive quick feedback from the market to adjust business strategies and provide appropriate technical support for each farming area. The collaboration and linkage with 50,453 farming households play an

important role in fostering sustainable relationships with farmers. For farmers, this model provides access to stable consumption markets, helping reduce risks related to price fluctuations and product output. For the enterprise, cooperation with farmers helps establish stable raw material areas with consistent quality and clear traceability. This not only enhances production and business efficiency but also strengthens product competitiveness in the market, especially in the context of international integration and increasingly stringent requirements for quality and food safety.

Alongside strengthening the domestic market, Vinaseed is actively expanding its international presence, contributing to raising the level of Vietnamese agricultural products on the world map. The company's products have been exported to more than 10 countries and territories including: Canada, Czech Republic, Germany, France, China, Laos, Thailand, Cambodia, the United States, Australia, Ukraine, Mozambique and Mongolia. The conquest of markets with high quality requirements is a testament to Vinaseed's research and production capacity as well as its commitment to building a sustainable agricultural value chain.

Besides, the company also focuses on cooperating with reputable input suppliers, selecting partners based on quality criteria, legal compliance and commitment to sustainable development. Standards of occupational safety, environment and social responsibility are integrated in the process of evaluating, selecting and maintaining cooperative relationships with stakeholders in the supply chain.





ASSOCIATION MEMBERS





02

GOVERNANCE

- 01. Economic development
- 02. Sustainable governance

- 03. Reporting Information



ECONOMIC DEVELOPMENT



(GRI 201)

ECONOMIC PERFORMANCE EFFICIENCY

In 2025, amid consecutive natural disasters and increasingly stringent trade barriers, the agricultural sector continued to uphold its role as a “pillar” of the economy, laying the foundation for green and sustainable development. The export turnover of agricultural, forestry, and fishery products was estimated at USD 70.09 billion, significantly exceeding the initial target of USD 65 billion. According to the General Statistics Office under the Ministry of Finance, Vietnam’s rice output in 2025 reached 43.54 million tons, the highest level recorded in the past four years. Against this backdrop, Vinaseed continued to maintain stable growth, demonstrating strong adaptability in the face of global fluctuations and internal challenges.

Vinaseed recorded net revenue of VND 2,299.7 billion, achieving 93.91% of the 2024 result. Profit before tax reached VND 286.2 billion, representing a 5.21% increase compared to 2024, despite significant volatility in food prices and the increasingly rapid and severe impacts of climate change. The Company’s operations remained stable, supported by a network of six subsidiaries and 31 affiliated units nationwide.

During the year, Vinaseed produced and supplied 120,000 tons of seed products to the market, equivalent to more than 2 million hectares of cultivated area, accounting for 22.5% of the national seed market share. The Company continued to focus on high value-added products that ensure traceability and food safety, particularly in the branded rice segment.

In the context of globalization and the green transition, Vietnam’s agricultural sector is facing new opportunities and challenges. In response, Vinaseed continues to pioneer the development of ecological agriculture, the green economy, and the circular economy, contributing to higher added value for agricultural products and enhancing Vietnam’s competitiveness in international markets. We regard science and technology, together with digital transformation, as key driving forces for improving productivity and strengthening the sector’s resilience and adaptability to climate change.

REVENUE
2,299 BILLION
 ACHIEVING 93.9% COMPARED TO THE SAME PERIOD IN 2024

SUPPLIED
120,000 TONS
 OF SEED PRODUCTS

Consolidated business results in 2025

| Quota | 2025 Plan | 2025 | 2024 | 2025/2025 plan | 2025/2024 |
|------------------------|-----------|-----------|-----------|----------------|-----------|
| Revenue | 2,750,000 | 2,299,256 | 2,448,696 | 83.61% | 93.9% |
| Profit before tax | 310,000 | 275,493 | 272,058 | 88.87% | 101.3% |
| Profit after tax | | 226,688 | 225,578 | | 100.49% |
| Dividends (in cash, %) | 30-40% | 40% (DK) | 40% | 100.0% | 100.0% |
| EPS (VND/share) | | 12,278 | 9,981 | | 123.01% |



(GRI 202)

MARKET PRESENCE

Established in 1968, originally as a Level-1 Seed Farm under the Ministry of Agriculture and Rural Development, Vinaseed is one of the earliest agricultural enterprises in Vietnam and has grown alongside the development of the country’s agricultural sector.

After nearly 60 years of development, Vinaseed now produces and distributes more than 120,000 tons of seeds annually, equivalent to cultivation on over 2 million hectares, accounting for 22.5% of Vietnam’s total crop seed market share. The Company has successfully researched, bred, and transferred 45 crop varieties, including 04 varieties ranked among Vietnam’s Top 10 leading crop seed products.

In addition to its seed business, Vinaseed is also a pioneering enterprise in branded rice exports. Vinaseed’s rice products are exported to more than 20 international markets, including the EU, the United Kingdom, Australia, Russia, Canada, Türkiye, and Mongolia.

60 YEARS
OF DEVELOPMENT

22,5%
MARKET SHARE

120.000 TONS/YEAR
SEED PRODUCTION OUTPUT

2 MILLION HA
CULTIVATION AREA



45 VARIETIES
TRANSFERRED

20+
INTERNATIONAL MARKETS

04 VARIETIES
AMONG VIETNAM’S TOP 10 LEADING CROP SEED PRODUCTS



(GRI 203)

INDIRECT ECONOMIC IMPACTS

COOPERATING WITH
50,453

FARMING HOUSEHOLDS

COOPERATING WITH
220

COOPERATIVES

SUPPLYING
TO NATIONAL RESERVES
3,000

TONS OF SEEDS

Maintaining its leading position in the field of rice varieties in Vietnam, Vinaseed not only plays a central role in the agricultural value chain but also creates a positive spillover impact on the community and local economy. With a nationwide cooperation network, the company is currently coordinating production with about 41,005 farmer households and 286 cooperatives on a total area of 33,565 hectares. Through the rice seed production linkage model, Vinaseed contributes to improving income, stabilizing livelihoods and promoting sustainable rural development.

The introduction of high-quality rice varieties such as Dai Thom 8, VNR20, Huong Chau 6 has helped farmers improve productivity, improve the quality of rice grains and increase economic value in production. These are the clear results of the technology transfer process and technical companionship that Vinaseed has deployed in key raw material areas in the past year.

In 2025, Vinaseed supplied approximately 3,000 tons of high-quality seeds for national reserve programs managed by local Departments of Agriculture and Environment. This contribution helped stabilize the macroeconomy and ensure national food security, particularly in emergency situations.

The “Three-Party Partnership” project, initiated by PAN Group, was implemented across six provinces in the Mekong Delta through collaboration among Vinaseed, Vietnam Fumigation Joint Stock Company (VFC), and Bình Điền II Fertilizer Production and Trading Joint Stock Company (2 Phong). Under this project, Vinaseed was responsible for providing high-quality rice seed solutions, improving cultivation processes, and leading as well as directly implementing the model. In 2025, the project review showed many positive results, including: Actual productivity increased by 10.6% compared to the control model; Production costs decreased by 26.3% compared to traditional methods. (including: Seed costs reduced by 36.2%; Fertilizer costs reduced by 26%; Plant protection product costs reduced by 36.2%); Labor and machinery rental costs were 13% lower, increasing farmers’ profit rates to nearly 50%; Significant reductions in the use of fertilizers and plant protection products, delivering both economic and environmental benefits.

Through activities accompanying farmers, Vinaseed continues to affirm its pioneering role in connecting production – market – community, towards an efficient, sustainable agriculture and harmonizing the interests of businesses and society.



(GRI 205)

ANTI-CORRUPTION

Corruption is one of the potential risk factors for production – business activities and corporate reputation. Therefore, the company always upholds transparency and compliance in management, carrying out activities in accordance with the provisions of the law and basic ethical standards.

During the reporting year, the company recorded no cases of violations related to corruption or abuse of position for personal purposes. Financing, procurement, tendering and partnership activities are carried out in accordance with the current internal process, which is supervised by the relevant functional departments.



(GRI 207)

TAX

Vinaseed fully fulfills its tax obligations in accordance with Vietnamese law, including corporate income tax, value-added tax and other taxes and fees incurred in the process of production and business. Tax reports are prepared and submitted on time as prescribed, with coordination between the finance and accounting department and the local tax authority. During the reporting year, the company did not record significant tax disputes with state regulators.

Vinaseed is committed to maintaining transparent operations, complying with current tax regulations and actively contributing to the state budget in localities with affiliated units.

In 2025, Vinaseed coordinated with independent consultants to organize nine training programs with the participation of 527 attendees. These programs enabled Vinaseed’s finance and accounting personnel, together with its network of agents, customers, and business partners at branch offices, to promptly update and understand new tax regulations. Through these activities, the Company provided support in addressing difficulties and inquiries, enhancing understanding, and ensuring compliance with relevant legal regulations.





COLLABORATION FOR EXTENDED REACH

12/2025

9/5/2025



On May 9, within the framework of the international workshop "Innovation in Crop Breeding Technologies for Enterprises and Research Organizations", jointly organized by PAN Group and Vietnam National University of Agriculture, Vinaseed signed a cooperation agreement with the Cuu Long Delta Rice Research Institute on collaboration in research and development, demonstration, and testing of crop varieties, as well as product development research and the transfer of technical advances.



In December 2025, Vinaseed participated in the Asia and Pacific Seed Congress 2025 (ASC 2025), held in Mumbai.

03 - 07/11/2025



From November 3 to 7, Vinaseed conducted visits and working sessions with leading agricultural research institutions, including the Beijing Academy of Agriculture and Forestry Sciences (BAAFS) and the Guangxi Academy of Agricultural Sciences (GXAAS), focusing on research collaboration and the transfer of high-quality crop varieties.

29/08/2025



On August 29, the Vinaseed Research Institute partnered with Vietnam Fumigation Joint Stock Company (VFC) to develop integrated agricultural solutions, with a commitment to ensuring that farmers are the first beneficiaries.

04/09/2025



On September 4, Vinaseed, together with member companies within the PAN Group ecosystem, signed a cooperation agreement with two Japanese partners — AGRI SMILE and Mitsubishi Research Institute (MRI) — on the experimental research and distribution of biological products that promote crop growth in the Vietnamese market.



SUSTAINABLE DEVELOPMENT GOVERNANCE STRUCTURE

GOVERNANCE STRUCTURE & FRAMEWORK

Board of Directors

Board Members

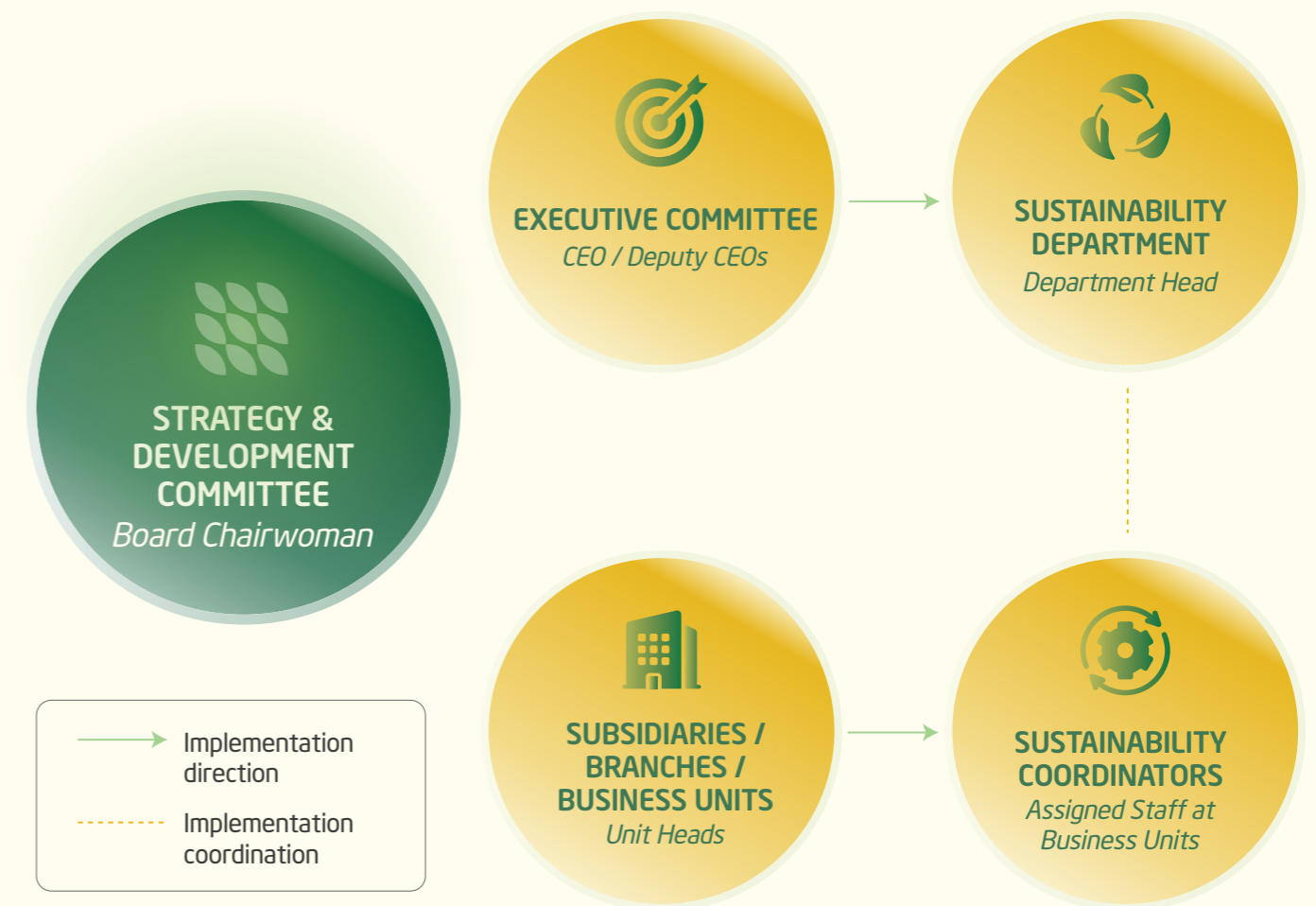
| No. | Full Name | Role | Date of Appointment / Dismissal |
|-----|-------------------------|---|---|
| 1 | Ms. Nguyen Thi Tra My | Chairwoman of the Board of Directors Legal Representative | Appointed: April 25, 2022 |
| 2 | Ms. Le Thi Le Hang | Vice Chairwoman of the Board of Directors Non-executive Member of the Board of Directors | Appointed: April 25, 2022 |
| 3 | Mr. Tran Dinh Long | Non-executive Member of the Board of Directors | Date of Appointment: April 20, 2023 |
| 4 | Ms. Nguyen Ngoc Anh | Non-executive Member of the Board of Directors | Date of Appointment: April 25, 2022 |
| 5 | Mr. Nguyen Trung Dung | Executive Member of the Board of Directors | Date of Appointment: April 16, 2022 |
| 6 | Ms. Tran Kim Lien | Former Chairwoman of the Board of Directors | Date of Dismissal: April 16, 2025 |
| 7 | Mr. Nguyen Quang Truong | Member of the Board of Directors | The member submitted a resignation letter, which was approved by the Board of Directors on June 10, 2025. The Board of Directors will submit the dismissal of this Board Member to the General Meeting of Shareholders for consideration and approval at the 2026 Annual General Meeting. |

All activities of the Board of Directors are carried out with due diligence and in compliance with the Company's Charter. The Board operates independently, transparently, and objectively in overseeing business activities, fulfilling legal and fiduciary responsibilities, and safeguarding the interests of shareholders and stakeholders.

- Senior Scientific Advisory Council
- Supervisory Board
- Strategy & Development Committee

In 2025, Vinaseed further strengthened its governance structure to support its sustainable development strategy and align with modern corporate governance practices. In addition to the Board of Directors, the Company established an Executive Committee (ExCom) comprising senior executives and functional leaders. Authorized by the Board, ExCom oversees and manages sustainability-related activities. To enhance accountability and execution, Vinaseed also introduced a governance matrix defining the roles, responsibilities, and oversight functions of each management level across the organization.

VINASEED SUSTAINABILITY GOVERNANCE STRUCTURE



The sustainable development governance structure of Vinaseed is organized into three levels: The Strategy & Development Committee serves as the highest governance level, responsible for strategic oversight and advising the Board of Directors. The Executive Management level, led by the Chief Executive Officer/Deputy Chief Executive Officers together with the Sustainable Development Department, is responsible for

developing the Group's vision, long-term strategy, management framework, and sustainable development policies. The Operational level, comprising leaders of subsidiaries, branches, business units, and on-site Sustainable Development Coordinators, ensures that the Group's sustainable development activities are implemented consistently and effectively across the entire system.



The sustainable development strategy is implemented consistently throughout the entire Company, from the Board of Directors and Executive Management to branches, subsidiaries, and functional departments. At Vinaseed, we recognize that sustainable development is not only the responsibility of the leadership team, but also requires the collective participation of all Vinaseed employees.

Strategy & Development Committee

The highest governance body responsible for decision-making and overseeing the management of Vinaseed’s economic, environmental, and social impacts. The Committee issues strategies, policies, objectives, and mission statements related to sustainable development across the Company.

Executive Management

Led by the Chief Executive Officer and senior leadership team, responsible for integrating sustainable development into the Company’s operational activities through the establishment of specific objectives for each functional department, branch, and subsidiary.

Subsidiaries/Branches /Business Units/ Sustainable Development Department

Responsible for implementing sustainable development activities within their respective operations, including setting objectives, implementing initiatives, monitoring performance results, and reporting to the parent company.

Sustainable Future

Serves as the specialized focal point advising and proposing to the Group’s Executive Management on sustainable development policies that meet the environmental and social requirements of investors and partners, while aligning with international practices across the Group and its subsidiaries.

Sustainability Coordinators

Personnel in charge of sustainable development activities at the operational level, responsible for advising unit leadership in developing and issuing annual sustainable development plans for their respective units, including policies, regulations, and implementation guidelines for sustainable development activities. They also directly coordinate with the Group’s Sustainable Development Department to implement approved sustainable development initiatives.

Vinaseed Recognized in the VNCG50 List

On December 5, 2025, within the framework of the 8th Annual Forum on Corporate Governance (AF8), Vinaseed was recognized for the first time by the Vietnam Institute of Directors (VIOD) as one of the Top 50 pioneering enterprises committed to enhancing corporate governance standards in Vietnam (VNCG50). VNCG50 is a list of listed companies demonstrating outstanding corporate governance performance in compliance with Vietnamese legal regulations, while also meeting good governance practices recognized across Asia. The VNCG50 initiative also contributes to encouraging listed companies to improve corporate governance

practices in line with the Stock Market Development Strategy to 2030, narrowing the gap with Southeast Asian markets, thereby improving market quality, enhancing transparency, and strengthening investor confidence. Understanding that good governance is the foundation of sustainable development, Vinaseed continuously upgrades its governance system in accordance with international standards, ensuring transparency, fairness, and the protection of shareholders’ rights — further reinforcing its position as a pioneering enterprise in Vietnam’s agricultural sector.



DOMESTIC AND GLOBAL AGRICULTURAL INDUSTRY CONTEXT IN 2025

In 2025, Vietnam’s agricultural sector continued to play a vital role in the national economy, maintaining a growth rate of approximately 3.8–4% and achieving agricultural export turnover of nearly USD 70 billion. Key commodities such as rice, coffee, pepper, and seafood continued to strengthen their positions in international markets, while the proportion of deeply processed and traceable products continued to increase. The sector is also accelerating restructuring toward modernization, expanding value chain linkages, and applying high technology to improve production efficiency and competitiveness. Globally, food supply remained abundant, leading to price fluctuations in several agricultural commodities. At the same time, trends such as smart agriculture, digital transformation, and green, low-emission agricultural production are increasingly becoming key directions that are reshaping agricultural value chains and creating new requirements for businesses in pursuing sustainable development. Five Key Events in Vietnam’s Agriculture and Environment Sector in 2025

- Merger of the Ministry of Agriculture and Rural Development with the Ministry of Natural Resources and Environment: The newly established Ministry of Agriculture and Environment continued to consolidate and stabilize its organizational structure following the merger, with the orientation of becoming leaner, stronger, more efficient, and more effective in governance and operations.
- 80th Anniversary of Vietnam’s Agriculture and Environment Sector: The celebration marked an important milestone, serving as a strategic orientation for the entire sector to enter a new phase of development with greater aspiration, resilience, and responsibility in meeting the country’s development requirements in the new era.
- Agricultural, Forestry, and Fishery Exports Reached a Record High of Over USD 70 Billion: In 2025, total export turnover of agricultural, forestry, and fishery products was estimated at USD 70.09 billion, an increase of 12% compared to 2024 and the highest level ever recorded, significantly surpassing the Government’s target of USD 65 billion. Of this total, rice exports reached 8.06 million tons, valued at USD 4.1 billion.
- Promotion of Science, Technology, Innovation, and Digital Transformation: In implementing Resolution No. 57-NQ/TW of the Politburo and Resolution No. 71/NQ-CP of the Government, the Ministry organized more than 40 conferences and workshops; completed 133 out of 188 assigned tasks while continuing to implement the remaining 55 tasks. The Ministry also announced 15 major challenges in science, technology, innovation, and digital transformation.
- Natural Disaster Risks Continued to Strongly Impact Agricultural Production: In 2025, natural disasters remained a major factor affecting agricultural production. According to statistics, disasters damaged approximately 386.6 thousand hectares of rice fields and 174.0 thousand hectares of other crops. This posed significant challenges for agricultural production, particularly amid climate change, extreme weather conditions, and persistently high input costs. These developments highlighted that Vietnam’s agricultural sector in 2025 faced not only the challenge of maintaining growth, but also the urgent need to strengthen resilience and risk adaptation



Opportunities and Challenges for Vinaseed

OPPORTUNITIES FOR VINASEED

Demand for high-quality crop varieties in Vietnam is increasing significantly. The restructuring of the agricultural sector toward higher productivity, better quality, and lower emissions has encouraged farmers to shift from using self-saved seeds to certified seeds, hybrid varieties, and protected proprietary varieties. This trend creates a considerable advantage for Vinaseed, one of Vietnam's leading enterprises in the research, production, and trading of crop seeds.

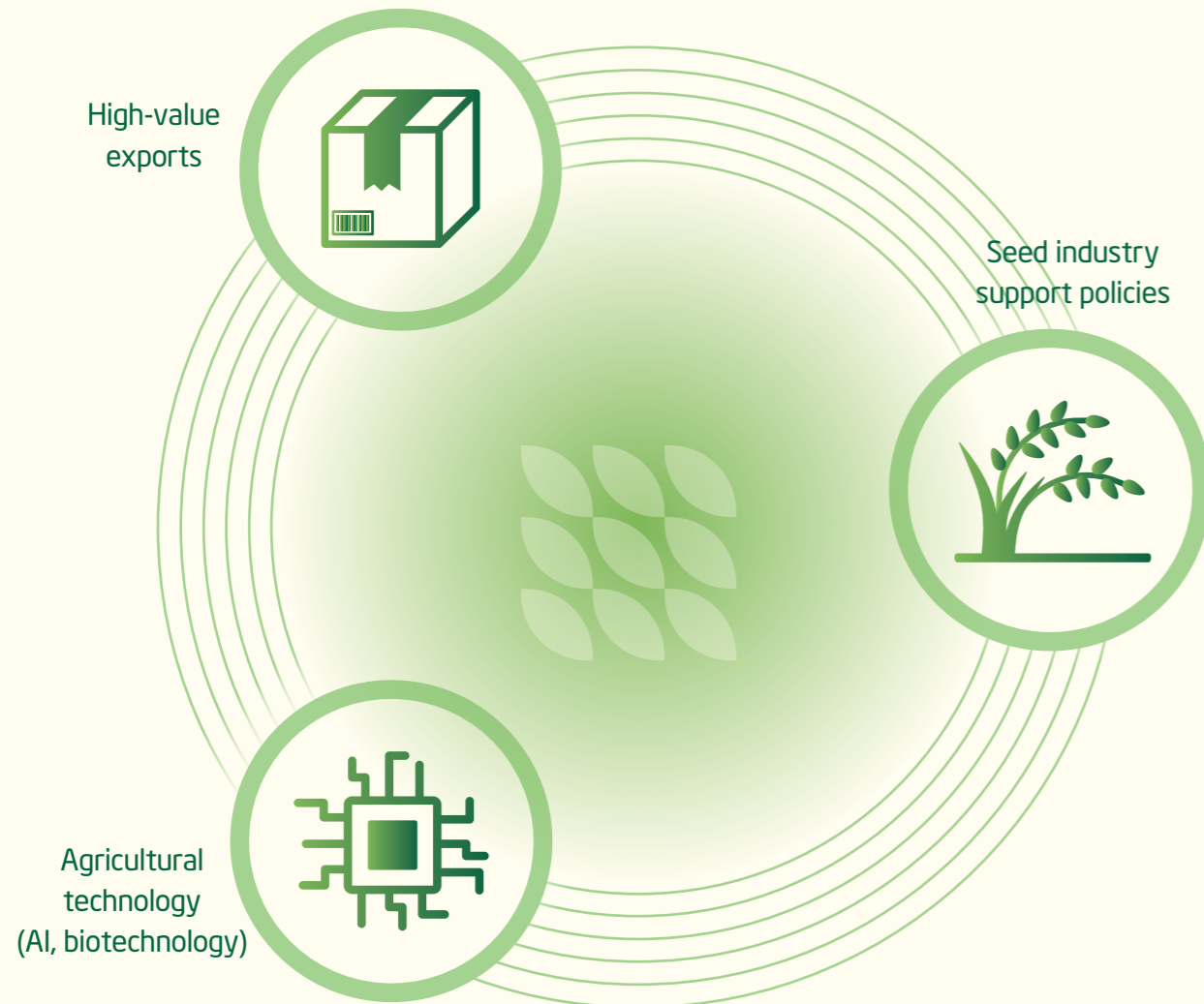
In addition, the trend toward sustainable agriculture and green transformation is creating many new opportunities for the Company. Vietnam's commitment to achieving net-zero emissions by 2050 requires reductions in greenhouse gas emissions from agricultural production, particularly methane emissions from rice cultivation. This creates favorable conditions for Vinaseed to strengthen research and development of climate-resilient crop varieties, such as drought-tolerant, salt-tolerant, or varieties with growth cycles adapted to changing weather conditions. At the same time, the Company also has opportunities to participate in national programs and projects, notably the program for the development of one million hectares of high-quality, low-emission rice cultivation.

In addition, the strong growth of agricultural exports, particularly

rice exports, is also increasing demand for high-quality rice varieties. As Vietnam's rice exports reach record levels, requirements for product traceability and quality are becoming increasingly important. This presents an opportunity for Vinaseed to expand its seed market into regions such as ASEAN, South Asia, and Africa, while also participating more deeply in the rice production and export value chain.

At the same time, the development of high technology and digital transformation in agriculture is creating significant advantages for the Company. The application of technologies such as biotechnology, artificial intelligence (AI) in breeding activities, and data management systems in production areas helps improve research efficiency, optimize production processes, and enhance Vinaseed's competitiveness compared to smaller-scale enterprises.

In addition to these factors, government support policies are also creating a favorable environment for the development of seed enterprises. The Government is prioritizing the development of the seed industry, encouraging scientific research and innovation, and promoting linkage models among enterprises, farmers, and cooperatives. These policies provide a strong foundation for Vinaseed's long-term development.



CHALLENGES FACING VINASEED

Alongside favorable opportunities, Vinaseed also faces numerous challenges in its development journey. One of the greatest challenges is the impact of climate change. Droughts and saltwater intrusion in the Mekong Delta, together with increasingly extreme weather events, are directly affecting seed production activities and crop seed quality control. This requires the Company to invest more heavily in research and testing of crop varieties that can adapt to changing climate conditions, leading to higher research and development costs.

In addition, competitive pressure in the crop seed market is becoming increasingly intense. Vinaseed not only competes with domestic enterprises, but also faces competition from foreign seed companies from Thailand, China, Japan, and many other countries. Imported seed varieties often possess internationally recognized brands and strong technological investment, creating significant pressure on domestic enterprises in terms of both price and quality.

At the same time, increasingly stringent technical barriers and international standards also impose higher requirements on the Company. Agricultural export markets demand clear traceability systems, strict quality standards, and strong intellectual property protection for seed varieties. To meet these requirements, Vinaseed needs to make substantial investments in research and development (R&D), while also enhancing governance capacity and quality control throughout the entire value chain.

Another challenge is the continuous increase in input costs. Prices of agricultural materials, labor costs, and expenses related to research and variety protection are all rising, placing pressure on



the Company's production and business efficiency. Meanwhile, a portion of farmers still maintain the habit of using uncertified seeds or are not yet willing to pay higher prices for quality seeds. This requires Vinaseed to strengthen communication activities, brand building, and awareness programs to help producers better understand the benefits of using high-quality seeds.

Overall, Vinaseed is presented with many favorable opportunities for expansion and growth as the agricultural sector transforms toward modernization and sustainability. However, to fully capitalize on these opportunities, the Company must proactively overcome challenges related to climate change, market competition, international standards, and rising production costs.





COMPLIANCE WITH ENVIRONMENTAL AND SOCIAL REGULATIONS



GRI 2

We are committed to fully and strictly complying with all applicable Vietnamese laws and regulations related to the environment, labor, social insurance, and occupational health and safety. These regulations include the 2019 Labor Code, the 2020 Law on Environmental Protection, the 2015 Law on Occupational Safety and Hygiene, as well as related decrees and circulars concerning environmental protection, working conditions, labor relations, compensation and benefits policies, remuneration, and employee welfare.



Compliance with Environmental Regulations

Vinaseed is committed to complying with all legal regulations related to environmental protection, including requirements concerning environmental documentation and procedures; regulations on pollution control and waste management; regulations on the exploitation and use of water resources, wastewater treatment, as well as other relevant standards and technical regulations.

All emission sources from the Company's factories are strictly monitored, with efforts made to minimize waste generation and ensure that waste quality always meets permitted standards before being discharged into the environment.

In 2025, Vinaseed recorded no violations of legal regulations related to environmental protection activities.



Compliance with Labor and Social Regulations

We ensure that all regulations regarding employment contracts, working hours, rest periods, and factors affecting employees' health are fully implemented in accordance with legal requirements. We comply with regulations on social insurance, health insurance, and unemployment insurance to safeguard employees' rights and social welfare. We strictly follow the provisions of the Labor Code, decrees, and circulars that provide detailed guidance on the rights, obligations, and procedures related to these insurance schemes in our business operations.

We also place great emphasis on ensuring occupational safety and hygiene, complying with the Occupational Safety and Health Law 2015 and its implementing regulations. We carry out occupational safety inspections, provide safety training for employees, and regularly monitor working conditions to ensure a safe working environment. In addition, we strictly adhere to regulations on occupational accident and disease insurance, as well as policies for employees working under hazardous conditions or exposed to harmful factors. All these measures are aimed at ensuring workplace safety and maximizing employees' rights and well-being within the company.

STAKEHOLDER ENGAGEMENT

Vinaseed identifies stakeholder consultation and the maintenance of regular dialogue with stakeholders as a fundamental pillar of its sustainable development governance. In line with the impact-based approach of GRI 2021, the Company focuses on:

- Identifying stakeholder groups that may be significantly affected by Vinaseed's operations or that have material influence on the Company's activities;
- Understanding the expectations, concerns, and priorities of each stakeholder group;
- Integrating consultation outcomes into the process of identifying material topics, strategic planning, and risk management;
- Establishing transparent, timely, and measurable feedback mechanisms.

The consultation process is conducted annually and updated whenever there are significant changes in the operating environment, market conditions, or legal regulations.

8 stakeholders:

- Customers
- Shareholders
- Partners
- Employees
- Subsidiaries
- Society
- Environment
- Government

Customers

With a customer-centric perspective, Vinaseed promotes research activities to develop optimal products to meet the needs of customers.

- Seed quality, germination rate, and productivity
- Resistance to pests and diseases, drought, salinity, and climate change
- Seed traceability
- Reasonable and stable pricing
- Technical guidance and after-sales services
- Sustainability of seed production processes

Shareholders

Vinaseed is committed to fully exercising the interests of Investors in accordance with current laws, as well as complying with the implementation of the Charter and relevant regulations. We are aware of the requirement to provide information to Shareholders and Investors in a complete, transparent, timely and continuous manner, implementing many solutions to meet the information work for shareholders. Key concerns include:

- Sustainable revenue and profit growth
- Climate risk and supply chain risk management
- Long-term ESG strategy
- Information transparency
- Compliance with legal regulations and corporate governance practices



Partners

Vinaseed respects its business partners and wishes to maintain this cooperative relationship in a sustainable way, on the basis of harmonizing the interests of all stakeholders. Key concerns include:

- Capacity for new variety R&D
- ESG governance capabilities
- Compliance with domestic and international standards
- Brand reputation
- Market expansion capability

Employees

Vinaseed highly appreciates the human factor and considers this as the leading factor in the success of the business. Vinaseed's point of view in the HR policy: "Employees can only devote themselves wholeheartedly and wholeheartedly to the enterprise when employees are respected, created a favorable environment to work and develop their own capacity, and their income is guaranteed". Therefore, Vinaseed always strives to create a comfortable and safe working environment, training and promotion opportunities for all employees, fair and competitive salaries, and pay very good welfare regimes for employees. Key concerns include:

- Income and employee benefits
- Occupational health and safety (especially at factories and seed farms)
- Training and career advancement opportunities
- Gender equality
- Corporate culture

Government and Regulatory Authorities

Vinaseed closely collaborates with government authorities in the fields of agriculture and environment, from central to local levels. The Company actively takes a pioneering role in participating in national target programs, contributing to food security and improving farmers' incomes. Key concerns include:

- Compliance with laws and regulations
- Contributions to the state budget
- Development of climate change-adaptive crop varieties
- Ensuring food security
- Participation in national agricultural programs

Agents and Suppliers

Vinaseed implements collaborative partnership programs and promotes business expansion through attractive sales policies, flexible payment schedules, and debt collection arrangements for agents and suppliers. The Company is committed to building mutually beneficial and sustainable economic relationships. Key concerns include:

- Sales policies
- Flexible payment terms
- Quality standards
- Long-term strategic orientation

Farmers

Vinaseed is committed to ensuring product quality and transparency of product information. The Company offers a diverse product portfolio in terms of both varieties and pricing, while continuously improving service quality and sales processes. At the same time, Vinaseed enhances engagement and actively listens to farmers' needs. Key concerns include:

- Higher productivity and increased income
- Stable market outlets
- Reduced input costs
- Low-emission cultivation practices
- Technical farming support

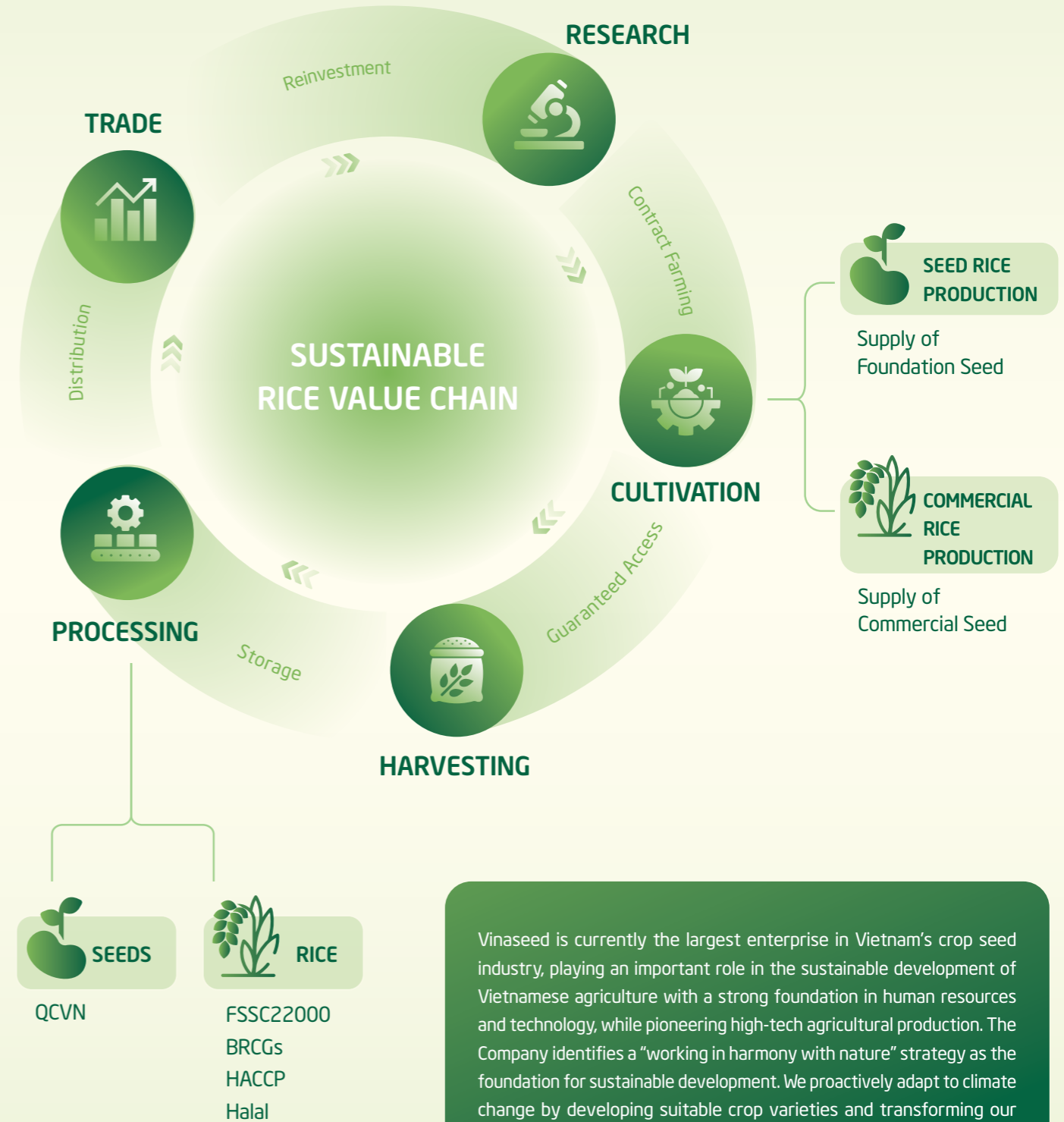
Press and Media

Vinaseed ensures transparent and public information disclosure through press agencies and mass media channels. The Company also regularly updates important news and events on its corporate website. Key concerns include:

- Information transparency
- Innovation initiatives
- Social responsibility
- Risks and crisis management



SUSTAINABLE DEVELOPMENT STRATEGY



Vinaseed is currently the largest enterprise in Vietnam's crop seed industry, playing an important role in the sustainable development of Vietnamese agriculture with a strong foundation in human resources and technology, while pioneering high-tech agricultural production. The Company identifies a "working in harmony with nature" strategy as the foundation for sustainable development. We proactively adapt to climate change by developing suitable crop varieties and transforming our business model accordingly. With strong dedication to the agricultural sector and farming communities, together with a highly specialized workforce, we continuously strive to transfer technical advances and new knowledge to farmers, contributing to the sustainable development of Vietnam's agriculture and rural areas.



Vision

Vinaseed strives to become Vietnam's leading group providing sustainable agricultural development solutions, fulfilling the aspiration of improving the income and living conditions of Vietnamese farmers.

Development Orientation

To achieve the three objectives of sustaining economic growth, building an inclusive society, and protecting the environment in a sustainable manner, Vinaseed is committed to implementing its sustainable development strategic orientations.

Strategic Priorities

Sustainable development activities across the Group and its member companies are implemented in a consistent and effective manner, focusing on the following six strategic priorities:



Standardized Governance:

- All subsidiaries and member units of the Group must comply with local laws as well as internationally recognized standards and criteria.
- Ensure transparency and accountability for sustainable development performance, while annually publishing sustainability reports in accordance with the latest standards of the Global Reporting Initiative (GRI) and Environmental, Social, and Governance (ESG) reporting guidelines.



Regenerative Agriculture:

- Research and develop high-quality crop varieties that are adaptable to climate change.
- Apply sustainable farming practices in production models, including Alternate Wetting and Drying (AWD); "1 Must, 5 Reductions" (1P5G), "3 Reductions, 3 Gains" (3P3T), the System of Rice Intensification (SRI), and other sustainable cultivation approaches.
- Promote proper nutrient management, increase the use of organic and bio-fertilizers to partially replace inorganic fertilizers.
- Reduce the use of chemical plant protection products through biological solutions and organic farming practices.
- Implement farming practices that protect soil resources.
- Apply digital technologies such as smart sensors for water regulation, fertilization, pesticide application, and soil analysis.



Green and Circular Operations:

- Reduce greenhouse gas (GHG) emissions through efficient energy use, increased adoption of renewable energy sources, and the reduction or elimination of fossil fuel consumption.
- Promote the circular economy throughout all stages of production and business operations by reducing input resource consumption and increasing recycling, recovery, and reuse of materials, water, wastewater, waste, and excess energy.



Engaged Workforce:

- Focus on workforce development to ensure employees remain engaged and aligned with the Company's long-term growth.
- Ensure employees are treated fairly and equally, while providing opportunities for capability development and innovation.
- Maintain attractive compensation, reward, and welfare policies, together with fair and transparent reward and disciplinary mechanisms.



Shared Prosperity with Farmers and Communities:

- Support farmers and cooperatives in transitioning to sustainable farming models that increase productivity, improve income, reduce input costs, and regenerate natural resources.
- Support value chain partners in adopting sustainable agricultural practices.
- Prioritize cooperation and procurement from enterprises, organizations, and farmers demonstrating strong sustainable development practices.



Responsible Products:

- Pioneer the provision of high-quality seed varieties that are highly adaptable to climate change and regional ecological conditions.
- Develop green, high-quality agricultural value chains that are responsible to consumers and the environment, contributing to the positioning of Vietnamese agricultural brands in international markets.





MATERIAL TOPICS

Identifying material topics enables Vinaseed to optimize resources, focus on the most significant impacts, and enhance the effectiveness of its sustainable development efforts. This serves not only as a foundation for risk management, but also as a strategic approach to creating long-term value for agriculture and the community.

- Methodology for Identifying Material Topics
- Step 1: Analyze the operating context
 - Step 2: Identify actual and potential impacts
 - Step 3: Assess the materiality level of impacts
 - Step 4: Prioritize material topics for reporting purposes



Matrix table of key elements

| | | | |
|-------------------------------------|---|---|--|
| STAKEHOLDER'S LEVEL OF CONCERNS | | <ul style="list-style-type: none"> - Boost the local economy - Climate Change Adaptation and Climate Risk | <ul style="list-style-type: none"> - Invest in scientific research - Seed quality and product safety |
| | <ul style="list-style-type: none"> - Worker safety and health - Cohesion, diversity and inclusion | <ul style="list-style-type: none"> - Sustainable supply chain and partner responsibility - Climate Change Adaptation and Climate Risk | <ul style="list-style-type: none"> - Regenerative agriculture - Develop livelihoods and raise farmers' incomes |
| | <ul style="list-style-type: none"> - Water protection - Sustainable waste management | | <ul style="list-style-type: none"> - Greenhouse gas emissions |
| VINASEED'S LEVEL OF CONCERNS | | | |

Material Topics Matrix

| | Material Topic | Related SDGs | Significance | Performance Indicators |
|-------------|---|---|--|--|
| Environment | Greenhouse Gas Emissions |   | The rice industry is one of the major sources of emissions, particularly methane (CH ₄) emissions from rice cultivation. It is directly linked to climate adaptation and climate risk mitigation, while also receiving significant attention from the Government and international partners. | <ul style="list-style-type: none"> Total GHG emissions (Scope 1 and Scope 2) Emission intensity per ton of product Cultivated area applying low-emission farming practices |
| | Water Protection |   | Vinaseed recognizes that rice cultivation is highly dependent on water resources. Water scarcity increases the risks of drought and saltwater intrusion. | <ul style="list-style-type: none"> Total water consumption Water use intensity per ton of product Cultivated area applying water-saving irrigation techniques |
| | Sustainable waste management |   | Vinaseed's production activities generate seed packaging and agricultural by-products, which create environmental pressure and are associated with extended producer responsibility (EPR). | <ul style="list-style-type: none"> Total waste generated Percentage of waste recycled/reused Quantity of packaging collected Waste segregation rate at source |
| | Biodiversity conservation and soil health |    | Crop varieties have a direct impact on ecosystems, while cultivation practices may also increase the risk of soil nutrient depletion. | <ul style="list-style-type: none"> Number of drought- and salinity-tolerant varieties Cultivated area applying regenerative agriculture practices Number of genetic resource conservation projects |
| Society | Seed quality and product safety |   | This is a core issue in the business activities of Vinaseed. It has a direct impact on farmers' income and the Company's brand reputation. | <ul style="list-style-type: none"> Customer complaint rate Product recall rate (if any) Percentage of seed batches meeting quality inspection standards |
| | Developing livelihoods and raising farmers' incomes |   | Vinaseed carries out its mission to elevate Vietnamese agriculture, improve the income of rice farmers, and enhance the living standards and quality of life of surrounding communities. | <ul style="list-style-type: none"> Number of linked farming households Percentage increase in average income Size of linked cultivation areas Number of technical support programs Total CSR budget |
| | Worker safety and health |   | Vinaseed considers employees its most valuable asset and continuously improves the working environment while minimizing risks affecting workers. | <ul style="list-style-type: none"> Number of occupational accidents Total training hours for employees |
| | Cohesion, diversity and inclusion |   | Vinaseed fosters a diverse, inclusive, and fair working environment. All employees are provided equal access to benefits and welfare policies. | <ul style="list-style-type: none"> Percentage of female employees Percentage of women in management positions Training hours per employee per year |



| Material Topic | Related SDGs | Significance | Performance Indicators |
|---|---|--|---|
| Invest in scientific research |   | Vinaseed considers science and technology a key driver for green and sustainable development. The Company focuses on investing in research and development of key crop varieties that are adaptable to climate change. | Number of collaborative research projects Investment amount in research and development activities |
| Boosting the local economy |   | Vinaseed recognizes that innovation and digital transformation are inevitable trends. The Company fosters an innovation-driven culture across all departments. This helps Vinaseed optimize costs, enhance traceability, and improve data transparency. | Number of digitized processes Number of innovation initiatives Generated benefits and outcomes |
| Governance Sustainable Supply Chain and Partner Responsibility |   | Achieving high efficiency in business operations is a key factor for Vinaseed, as it enables the Company not only to create sustainable value and prosperity for stakeholders, but also to make positive contributions to sustainable development goals. | Total assets Revenue and net profit after tax Contribution to the state budget |
| Climate Change Adaptation and Climate Risks |  | Vinaseed considers agents, suppliers, and partners as key links in its strategy to build a sustainable rice value chain. | Number of agents and suppliers Number of linked farmers and cooperatives Number of collaborative development projects |



RISK MANAGEMENT

Vinaseed understands that risk management is a critical element of corporate governance and a key factor in building a strong foundation for sustainable development.

The Company applies a multi-layered risk management model based on a "Delegation of Authority Matrix" to support the Board of Directors and Executive Management in supervising and operating risk management activities. This approach involves identifying factors that may affect the Company's mission, vision, and strategic objectives, and implementing measures to mitigate threats while leveraging opportunities. Further details are provided in Chapter 1 of Vinaseed's 2025 Annual Report.

In 2025, Vinaseed Group organized its first Vinaseed Summit at its subsidiary Vinarice in Đồng Tháp. This event marked an important milestone in the Group's transformation and sustainable development journey. At the conference, 45 leaders from 17 member units jointly reviewed the 9-month performance results of 2025, governance activities, and budgeting; and discussed production and business strategies as well as the action plan for 2026.

Standardized and Transparent Governance

In 2025, Vinaseed implemented the development of a Responsibility Assignment Matrix (RACI), which is used to clearly define the roles and responsibilities of each stakeholder in specific activities. In parallel, a Delegation of Authority (DoA) matrix was established to clearly define approval limits and authorization levels. The integrated development of the RACI-DoA matrix aims to align responsibility assignment with authority delegation, ensuring transparency and effective control across all operations.

General Principles of Application:

- Alignment with organizational structure: The matrix is designed in accordance with the organizational chart; any changes in the structure must be reflected and updated in the matrix accordingly.
- Definition of communication focal points: Upward communication: used for reporting purposes. Horizontal/downward communication: used to receive and implement information after decisions are made.
- System-wide consistency: The framework is applied consistently across all Business Units to ensure synchronization in execution and reporting.
- Response time and consensus mechanism: Response time is calculated from the receipt of the official draft from the executing unit. If no response is provided within the required timeframe, consensus is considered automatically granted, except in legally sensitive or mandatory regulatory cases.
- Legal exceptions and authorization rules: The automatic consensus principle does not apply to legal matters (financial statements, tax issues, contracts submitted to the General Meeting of Shareholders/Board of Members). Unit leaders must hold valid authorization letters; authorized persons may not extend their delegated authority and must report periodically.
- Internal audit and legal consultation: Internal audit functions assess compliance with the matrix. Transactions without standard contract templates must be reviewed by the Legal Department prior to signing.

RESPONSIBILITY ASSIGNMENT MATRIX (RACI)





Integration of ESG Risk Management

Starting from 2025, Vinaseed has integrated ESG factors as both independent risk events and as causes or contributing factors that increase the severity of other risks. In line with the new strategic objectives for the 2026–2030 period, including standardized governance, regenerative agriculture, green and circular operations, engaged workforce, shared prosperity with farmers and communities, and responsible products, these risks are analyzed and assessed from multiple dimensions, including both financial and non-financial impacts (operational, compliance, reputational, and strategic impacts), fully reflecting the material topics that have been identified.

Updating ESG Risk Appetite and Risk Tolerance

Vinaseed conducted a review and update of its Risk Appetite Statement and Risk Tolerance levels based on the following principles:

- Clearly integrating ESG language into the statements to more accurately and comprehensively reflect the scope of risk governance.
- Expanding the scope to cover new material ESG risks and topics (climate change risks, regenerative agriculture, labor and human rights in the supply chain).
- Proactively managing risks and committing beyond compliance: transitioning from a state of merely “recognizing” and “controlling” risks to a state of “proactively managing and investing in ESG solutions,” emphasizing resilience and the commitment to “strive beyond compliance requirements” with ESG regulations.

Sustainable Development Management

ENVIRONMENT AND SOCIETY

| Risks | Identify and act |
|----------------------|--|
| Climate change risks | <p>Weather conditions are considered a material risk directly affecting the Company's production and business activities, as well as the quality and sales volume of Vinaseed's seeds. To address this risk, Vinaseed has proactively implemented solutions to respond to extreme weather events:</p> <ul style="list-style-type: none"> Expanding production areas and cultivation acreage across different ecological regions nationwide in order to diversify risks and ensure continuous market supply. Investing in storage warehouses and preservation facilities to ensure sufficient product supply in the event of large-scale natural disasters. Developing strategic directions for research and development activities by focusing on product lines with wide adaptability, drought tolerance, flood resistance, salinity tolerance, and pest resistance. Promoting high-tech agricultural production, including greenhouse and net-house cultivation systems, to proactively control production environment conditions. |

ENVIRONMENT AND SOCIETY

| Risks | Identify and act |
|---|---|
| Risks related to occupational safety, hygiene, and fire prevention. | <ul style="list-style-type: none"> Vinaseed continuously improves its occupational health and safety management system based on assessment, measurement, and analysis results to ensure optimal system performance, minimize safety risks, and protect employees' health. This occupational safety policy is communicated throughout the Company to ensure that all employees fully understand and effectively apply it in practice. The Company reviews the labor records of all employees, including outsourced workers, contractors, and suppliers, to assess related labor risks. Workforce arrangements are organized appropriately according to employees' age, gender, and health condition. Periodic health check-ups and voluntary health insurance programs are among the policies implemented to ensure employees' health and safety. Identify hazards and risks that affect or may affect the health and safety of employees or others (including temporary workers, contractor employees, or any other persons present at the Company's workplace). Establishment of an Occupational Safety Committee: responsible for urging, inspecting, and supervising all personnel within the Company to strictly comply with occupational safety and hygiene regulations, properly maintain safety equipment, and use personal protective equipment. The Committee also reminds and guides newly recruited or reassigned workers on safe working practices. In addition, it participates in providing recommendations to business units regarding labor protection plans, occupational safety and hygiene measures, and improvements to working conditions. The |
| Risks to the natural environment and the community | <p>Vinaseed reviews and adjusts the Company's environmental and social policies based on changes in legal regulations, practical requirements, and monitoring results related to resource consumption, waste generation, chemical usage, and noise emissions. The Company periodically reports on the impacts of these factors, and in all investment, construction, and production-business implementation plans, solutions are proposed to minimize negative impacts on the environment, employees' health, and surrounding communities.</p> <p>There is also a risk that farmers may use the Company's products but fail to achieve the expected results, thereby affecting their income and crop productivity. To address this risk, the Company has implemented the following control activities:</p> <ul style="list-style-type: none"> Strictly controlling the selection of breeder seeds and parent seeds at research facilities. Monitoring crop growth and making timely adjustments to cultivation techniques in commercial seed production areas. Applying stringent quality control procedures at factories and processing facilities. Ensuring storage and warehousing conditions comply with legal requirements in order to maintain germination quality. |

ESG





BUSINESS MANAGEMENT

| Risks | Identify and act |
|--------------------------------|--|
| Legal risks | <p>Vinaseed’s production and business activities are mainly governed by the Law on Enterprises, the Law on Securities, the Law on Investment, the Law on Plant Varieties and other relevant legal documents. In the condition that Vietnam’s legal and legal framework is in the process of being built and completed, there are frequent adjustments and changes. Vinaseed has implemented systematization and mapping of relevant legal documents, ensuring respect for the law</p> <p>Vinaseed always respects and strictly implements Vietnamese legal regulations, does not participate in political, social activities or other activities prohibited by Vietnamese law.</p> |
| Financial risks | <p>Credit: This is a risk that is mainly caused by partners not fulfilling payment obligations or performing late compared to the prescribed deadline.</p> <ul style="list-style-type: none"> In order to prevent this risk, the company has issued and implemented a customer capacity appraisal process (financial situation, assessment of consumption capacity, capture of customer information, payment rules and determination of favorable time to focus on collecting customer debts) thereby setting a debt limit applicable to each customer. Promptly detect signs of insolvency to take timely measures. In addition, the company also requires to ensure legality in sales procedures to prevent possible legal disputes, regularly monitor, compare and close debt balances. With these strict control measures, in 2023, the company will not let bad debts and bad debts occur. <p>Liquidity risk: Liquidity risk occurs when the company has difficulty converting assets into cash or lacks assets to fulfill payment obligations to customers and suppliers. At Vinaseed, cash flow management is paid attention to and well implemented, so the possibility of liquidity risks has been minimized.</p> |
| Risks of investment activities | <p>In order to limit risks in investment activities, Vinaseed has established the Board of Directors Investment Committee with the task of consulting and evaluating the effectiveness of investment activities for the Company, promulgating the operation regulations of the Project Management Board for each specific project.</p> |
| Corporate governance risks | <p>In order to prevent risks in corporate governance activities, the company requires the company’s internal control board and heads of departments:</p> <ul style="list-style-type: none"> Monitor, examine and evaluate the implementation of statutes, processes, procedures and regulations throughout the Company, propose timely supplements and amendments to the content to prevent risks and improve the company’s operational efficiency. Monitor, inspect and evaluate the financial use of each affiliated unit and the whole Company. Control the company’s financial accounting activities (system of financial accounting operations, financial statements, control of expenses incurred at the company’s affiliated units) to ensure compliance with the Accounting Law, the Tax Law and other regulations of the State and the company’s regulations. Control the management of goods and warehouses. Loss control. Control the accuracy and timeliness of management reports (preliminary reports, summary reports, market reports, sales reports, inventory reports, cash reports, periodic and irregular deposits at the request of company leaders). Check the unit’s assignment process: from signing yearly, 6-month goals, monthly and weekly work plans. Control the settlement of regimes for employees according to regulations (salaries, bonuses, benefits). |
| Information security | <ul style="list-style-type: none"> Decentralize the authority to access the company’s business information. Be cautious in providing information to the outside. The information files are secured with a password. Prevent personal mailbox intrusion by periodically changing passwords, restricting access to mailboxes at other people’s computers, disabling mailboxes properly, regularly checking mailbox account activity and logging out remotely (in the case of using gmail). Minimize the use of your computer by others and must stand next to direct supervision (if any). Periodically store soft files to avoid data loss of information. Promulgating regulations on welcoming visitors to visit and work at the company. Pay special attention to information security in genetic resource management and company technology |

REPORTING INFORMATION

Vinaseed’s Sustainability Report is prepared to present and publish official information related to operating results as well as evaluate the implementation of the Company’s set sustainability strategies. We always hope to receive many positive contributions to continue to review and improve the areas of interest to stakeholders.

- ### Reporting Period

Vinaseed Group’s sustainability report is prepared by year from January 1, 2024 to December 31, 2025.
- ### Reporting Scope

The activities of Vinaseed Group Joint Stock Company will be reported in full. Detailed activities related to finance, activities of the Board of Directors and other management are not included. The report was prepared in Vietnam, focusing on the agricultural sector for Vinaseed Group’s activities.
- ### Reporting Standards

The report is based on the Global Sustainability Reporting Initiative Standards (GRI Standards) released by the Global Sustainability Standards Board (GSSB) in 2016, revised in 2021. This is an international standard and the latest version of the Sustainable Development Report.

The content of the report revolves around 5 standard topics: GRI 2 Disclosure of information according to common standards; GRI 3 key issues; GRI 200 Economic Issues; GRI 300 Environmental Issues; GRI 400 Social Issues.
- ### Changes in the Report

 - Updated Vinaseed’s sustainability governance structure.
 - Clarified the roles and responsibilities of different levels of sustainability governance.
 - Added information on the sustainability context of the agricultural sector and its relevance to Vinaseed’s operations.
 - Expanded stakeholder groups to include distributors and suppliers; government authorities and regulatory agencies; and media organizations.
 - Updated and enhanced the sustainability strategy based on the integrated rice value chain.
 - Added a materiality assessment.
 - Updated the risk management assessment.
 - Expanded the Environmental section to include content on “Soil Health and Nutrition”.
- ### Reporting Principles

This Sustainability Report focuses on analyzing material issues and topics that have significant impacts on the business activities of Vinaseed, while also reflecting the strong concerns and expectations of stakeholders. The Company applies the GRI 2021 Sustainability Reporting Principles in preparing this report, specifically including:

 - Accuracy
 - Balance
 - Clarity
 - Comparability
 - Completeness
 - Sustainability Context
 - Timeliness
 - Verifiability
- ### Report Contact Information

The report has been developed with close collaboration among Vinaseed’s subsidiaries, with the guidance and professional support of The PAN Group

For more information about the report, please contact: Vinaseed Group Sustainability Department

Person in charge: Mr. Nguyen Van Si - Head of Sustainable Development

Address: No. 1, Luong Dinh Cua Street, Kim Lien Ward, Hanoi, Vietnam

Phone: (024)-38523294 **Email:** sustainability@vinaseed.com.vn



03

SUSTAINABILITY PERFORMANCE REPORT

01.

Environment

02.

Labor and Social Affairs





ENVIRONMENT



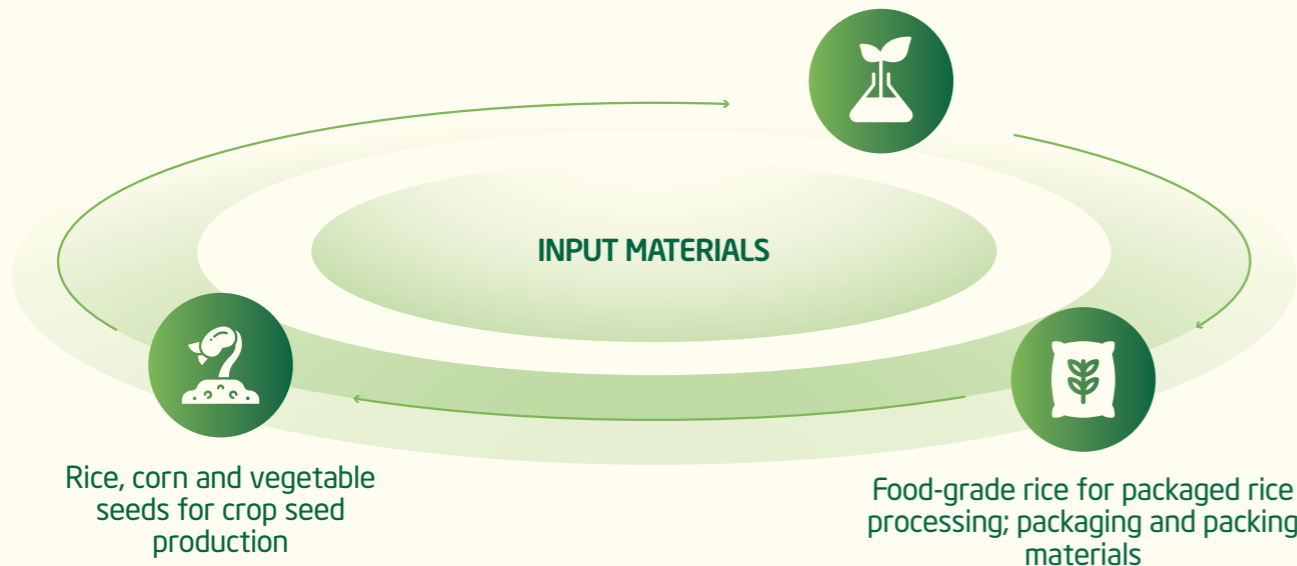
MATERIALS (GRI 301)

In the context of climate change, natural resource depletion, and increasing demands for supply chain transparency, effective and sustainable materials management is one of Vinaseed's priorities in its long-term development strategy. As a company operating in the research, production, and trading of crop seeds, while also participating in the rice value chain, Vinaseed places strong emphasis on controlling the quality and traceability of input materials to ensure production efficiency, minimize environmental impacts, and enhance the value of agricultural products.

Our input materials include: materials used for research and breeding activities; rice, corn, and vegetable seeds for crop seed production; commercial rice for packaged rice processing; as well as packaging materials and packing supplies.



Materials for research and breeding

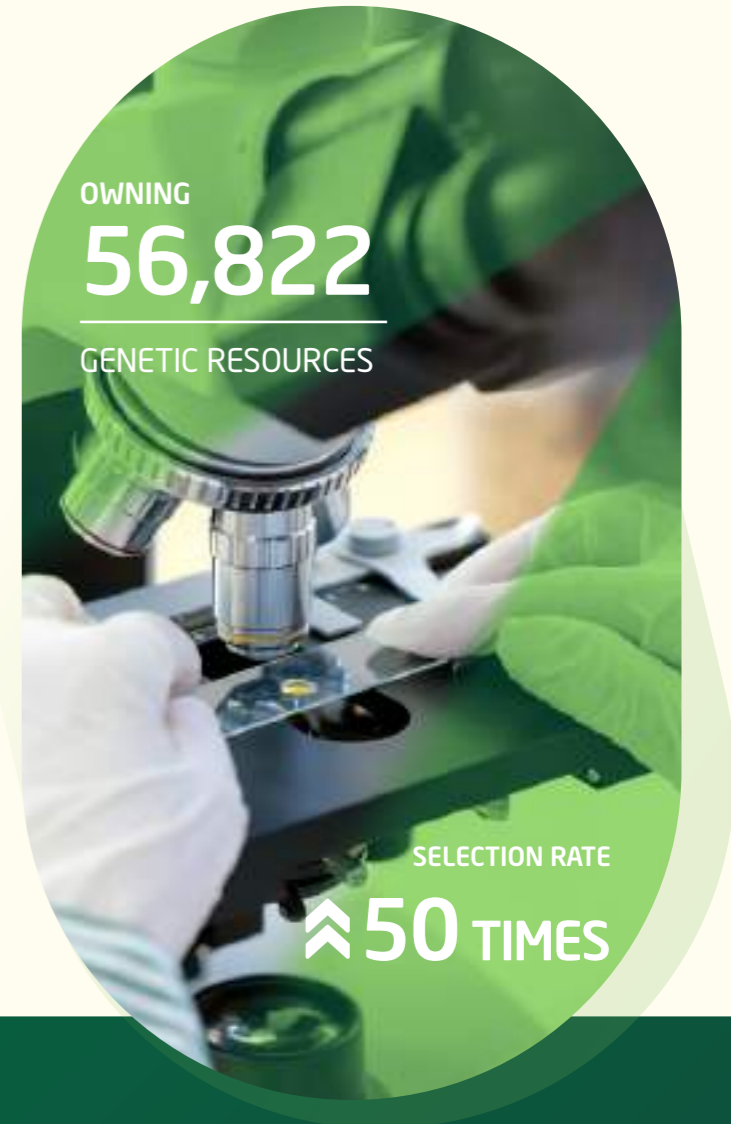


Research and Development of Crop Varieties

Research and development of crop varieties form the foundation for creating high-quality biological materials for agricultural production. Vinaseed implements breeding research programs aimed at developing crop varieties with high productivity, superior quality, and adaptability to different ecological conditions, while also enhancing resistance to pests, diseases, and the impacts of climate change.

Currently, we possess approximately 56,822 genetic resources, including rice, corn, and various vegetable crops. This represents a valuable intellectual resource that Vinaseed's scientists and engineers have developed and preserved over nearly 60 years.

In 2025, the Vinaseed Research Institute deployed a large-scale high-tech breeding system by leveraging the modern infrastructure of partner research institutes. At the same time, the Vinaseed Research Institute (VRI) applied Marker-Assisted Selection (MAS) breeding technology in combination with OneRice technology — the most advanced rice breeding methodology developed by the International Rice Research Institute (IRRI) — within its rice breeding programs. These technologies enable rapid analysis of genetic traits and early identification of lines carrying target characteristics. As a result, the speed of line and individual selection has increased by more than 50 times compared to traditional methods, significantly shortening the breeding cycle and improving the accuracy of breeding activities.



Foundation Seed Production

298
SEED PRODUCTION SITES

In foundation seed production activities, Vinaseed applies an input material management system through production linkage programs with farmers and partner organizations. The Company selects production areas and partner farmers based on criteria relating to ecological conditions, production capacity, and the ability to comply with technical production processes.

After harvest, products are inspected and sampled for quality assessment before being stored in warehouses. Only seed lots that fully satisfy technical standards are approved for processing and commercial distribution. This process helps ensure the stability and reliability of seed sources while improving production efficiency for farmers and production partners.

20,847 HA
SEED PRODUCTION AREA

Before each production season, Vinaseed organizes technical training programs for farmers and production partners to ensure the consistent application of seed production procedures. During cultivation, seed fields are monitored and inspected throughout each growth stage to control varietal purity, pest and disease conditions, and compliance with technical standards and industry regulations. Areas that do not meet the required standards are redirected for use as commercial grain for rice processing activities.

Currently, we operate 298 seed production sites nationwide, covering a total area of 20,847 hectares.





Rice Processing

Within the rice value chain, Vinaseed controls input materials and processing activities to ensure the quality and value of rice products. Paddy rice is harvested at the appropriate time to maintain grain quality and minimize post-harvest losses, before being transported to processing facilities.

We currently operate three rice processing plants located in Hung Yen, Ninh Binh, and Dong Thap, equipped with modern and integrated Japanese processing lines and managed in accordance with HACCP and FSSC 22000 standards.

Strict control throughout the processing chain helps reduce post-harvest losses, optimize the use of raw materials, and enhance the value of rice products. At the same time, by-products generated during processing, such as husks, bran, broken rice, and other residues, are reused for various purposes within the agricultural value chain, including fertilizers, animal feed, and fuel, thereby improving resource efficiency.

The reuse/utilization rates of by-products in rice processing are as follows:

| | |
|-------------|----------|
| Husks | 20 - 22% |
| Bran | 10 - 11% |
| Broken rice | 9 - 13% |
| Residues | 2 - 5% |

In 2025, VinaRice – our subsidiary – launched the “Tracing Carbon Footprints” program to collect post-use packaging from four rice varieties, namely Dai Thom 8, Huong Chau 6, VNR20, and DS1, in the Mekong Delta region. Under the program, participating farmers and distributors received financial support of VND 8,000 for each used bag returned. From June to December 2025, the program collected 20,000 PP bags, equivalent to approximately 4 tons of recovered packaging material. All collected packaging was transported back to the factory for reuse in raw material packaging and by-product bagging activities, thereby helping reduce the demand for new materials and minimizing waste generation. In addition to its resource efficiency benefits, the program also played an important role in raising farmers’ awareness of proper packaging collection and disposal practices, promoting responsible production practices, and strengthening circular economy principles within the Group’s rice value chain.



Production Process Innovation

Over the years, Vinaseed has continuously upgraded and developed new processing and production facilities equipped with modern technologies, while optimizing production and processing lines to conserve resources and protect the environment. In addition, improvements in operational processes aimed at enhancing production efficiency and product quality have also contributed to reducing material losses.

- Improving processing procedures to reduce mechanical losses, increase recovery efficiency, and optimize production costs.
- Installing modern drying systems to enhance processing capacity, meet market demand, and reduce input costs.
- Applying advanced tower drying systems to ensure uniform drying quality.
- Operating dust filtration systems capable of effectively capturing fine dust particles and minimizing dust emissions into the environment.
- Utilizing metal detection machines with high operational efficiency to improve product safety and meet export requirements.



| PRODUCT NAME | Unit | Mass |
|---------------------------|------|---------|
| Rice varieties | Ton | 108,703 |
| Corn varieties | Ton | 5,046 |
| Packaging | Ton | 3,929 |
| Raw agricultural products | Ton | 319 |
| Rice raw | Ton | 94,509 |
| Grain | Ton | 179 |





CLIMATE CHANGE (GRI 302, GRI 305)



Climate change has become one of the major challenges to the sustainable development of the agricultural sector, directly affecting crop productivity, natural resources, and the stability of supply chains. Recognizing the role of businesses in mitigating environmental impacts, Vinaseed places strong emphasis on effective energy management and greenhouse gas emission control throughout its business and production operations. Through optimizing energy consumption, improving operational efficiency, and progressively implementing emission reduction solutions, the Company aims to minimize its carbon footprint across the value chain while contributing to climate change mitigation goals and the sustainable development of agriculture.



Energy Efficiency Initiatives

Major energy consumption activities within Vinaseed Group include fuel used for drying systems at factories, electricity consumption for production machinery systems, and gasoline and diesel used for transportation and product distribution activities. Although energy consumption is not considered a material issue for Vinaseed, the Company continuously encourages and implements awareness-raising activities for employees, along with technical solutions aimed at improving energy efficiency and conservation. At the same time, the Company is gradually developing plans to phase out and replace fossil fuels currently used at its facilities, such as coal and oil, with renewable energy sources.

Energy Efficiency Solutions at Vinaseed

- Issuing regulations and internal policies on energy conservation, while conducting training and awareness programs for employees at production and processing facilities.
- Adjusting production schedules and increasing electricity consumption during off-peak hours to support grid stability and reduce pressure on regional electricity supply systems.
- Improving equipment and optimizing operating modes to save electricity, while ensuring transport equipment is appropriately matched to operational capacity.
- Optimizing transportation and distribution routes to reduce fuel consumption.
- Converting logistics operations from gasoline- and diesel-powered forklifts to electric forklifts.
- Utilizing agricultural waste, such as husks and corn cobs, as fuel sources for boilers and drying systems used in seed and agricultural product processing.
- Maximizing the use of natural lighting and designing workspaces, warehouses, and factories based on passive cooling principles through the integration of green trees and water features within factory premises.



Energy Consumption at Vinaseed for the 2024–2025 Period

| ENERGY TYPE | Unit | 2024 | 2025 |
|-----------------------------------|-----------|-------------------|-------------------|
| Coal | ton | 148 | 253 |
| Biomass – Husks & Corn Cobs | ton | 1,694 | 2,110 |
| Biomass – Pellets | ton | 209 | 253 |
| Diesel (DO) | liter | 126,362 | 163,635 |
| Petrol (Gasoline) | liter | 74,522 | 58,266 |
| Vietnam National Grid Electricity | kwh | 5,630,033 | 6,550,619 |
| Solar Power | kwh | 1,353,476 | 1,304,066 |
| TOTAL ENERGY CONSUMPTION | MJ | 29,651,425 | 31,949,175 |

Vinaseed’s total energy consumption in 2025 increased by approximately 7.7% compared to 2024.



REGARDING ELECTRICITY CONSUMPTION

electricity usage data in 2025 was collected more comprehensively across all branches and offices throughout the Group. In addition, the Vinaseed Quang Nam plant was brought into operation during the year, contributing to the increase in electricity consumption.



REGARDING COAL CONSUMPTION

drying activities also increased significantly in 2025, resulting in higher coal usage. Part of this increase was related to drying support activities for seed distributors nationwide who were affected by Typhoons Wipha, Bualoi, and Matmo.



Greenhouse Gas Emissions

Climate change has become one of the most significant challenges to the sustainable development of the agricultural sector, directly affecting crop productivity, natural resources, and the stability of supply chains. Recognizing its role in minimizing environmental impacts, Vinaseed places strong emphasis on the efficient management of energy consumption and the control of greenhouse gas emissions across its business operations.

Through optimizing energy use, improving operational efficiency, and progressively implementing emission reduction measures, the Company aims to minimize its carbon footprint throughout the value chain while contributing to climate change mitigation efforts and the advancement of sustainable agriculture.

Scope 1 emission sources include:

Fuel consumption for seed drying and rice drying systems; Diesel (DO) consumption for operating generators and forklifts; Gasoline consumption for transportation vehicles and agricultural machinery.

Scope 2 emission sources include:

Electricity consumption from the national power grid.

Note: Measurement and inventory methodologies are based on internationally recognized scientific standards, including IPCC 2006 and ISO 14064-1. The electricity emission factor applied is 0.6592 tCO₂/MWh, as published by the Department of Climate Change under the Ministry of Natural Resources and Environment in Official Dispatch No. 1726/BĐKH-PTC/T dated December 3, 2024.

Total equivalent CO₂ emissions in the 2024–2025 period:

| EMISSION SCOPE | Unit | 2024 | 2025 |
|--|-----------------------------|--------------|--------------|
| Scope 1 | tons CO ₂ e | 1,015 | 1,191 |
| Scope 2 | tons CO ₂ e | 3,711 | 4,318 |
| Total CO₂e emissions | tons CO₂e | 4,726 | 5,509 |
| CO₂ emissions intensity per revenue unit | tons CO₂e | 1.93 | 2.40 |

In 2025, total internal CO₂e emissions across Vinaseed increased significantly by 16.6% compared to 2024. This increase was primarily due to more comprehensive energy consumption data collection from subsidiaries and branches throughout the Group compared to 2024. In addition, part of the increase was

attributable to the stable operation of the Vinaseed Quang Nam Seed Drying, Processing, and Storage Plant, which has a processing capacity of 30,000 tons of seeds per year, leading to a significant rise in electricity consumption compared to 2024.

Greenhouse Gas Emission Reduction Initiatives within Vinaseed

01. USE OF GREEN ENERGY

In addition to organizational and cultural transformation, Vinaseed implemented decisive cost optimization initiatives across the entire system, covering finance, taxation, packaging, logistics, and transportation. Through strengthened cost control and effective negotiations with suppliers, the Company reduced administrative expenses, demonstrating increasingly effective and disciplined cost management capabilities.

The year 2025 also marked significant progress in promoting a culture of transparency and equality in governance. At the operational level, Vinaseed accelerated the adoption of digital technologies across research, production, warehouse management, sales, and corporate administration. Operational processes continued to be extensively digitalized, contributing to the gradual development of a data-driven management model while enhancing transparency, discipline, and efficiency throughout the organization.



Solar Power Generation at VinaRice during 2024–2025:



In addition, subsidiaries within the Group have gradually converted their internal traffic lighting systems to solar-powered lighting, contributing to reduced operational costs for the business.

02. PHASING OUT FOSSIL FUELS



06 factories converted from coal-fired dryers to biomass



Currently, several older processing facilities of Vinaseed, including those in Ha Nam, Thai Binh, Ba Vi, Thanh Hoa, and the Central Highlands, still use coal as a fuel source. This remains one of the Group's major Scope 1 CO₂ emission sources.

In alignment with PAN Group's Sustainable Development Strategy toward 2030, which targets the complete elimination of coal usage at processing facilities, Vinaseed is progressively implementing solutions to phase out and replace fossil fuels, including:

- Reviewing and avoiding new investments in coal-fired drying systems at processing facilities;
- Converting and upgrading drying systems to use husks and corn cobs reused from production and processing activities as alternative fuel sources;
- Transitioning logistics operations from gasoline- and diesel-powered forklifts to electric forklifts.

Volume of Husks and Corn Cobs Reused as Fuel for Drying Systems:



Six factories within the Group's system have converted fuel used for drying systems from coal to biomass fuels, including husks, corn cobs, and husk briquettes. These factories include the VinaRice Dong Thap, Ha Nam, Cu Chi – Ho Chi Minh City, Quang Nam, Tay Nguyen, and Co Do – Can Tho plants. Among them, the Dong Thap, Ha Nam, and Cu Chi plants are currently utilizing by-products generated from processing activities, such as husks and corn cobs, as fuel for drying systems. This transition has helped us reduce costs compared to using coal and charcoal, while also lowering CO₂ emissions. In addition, ash generated from burning husks and corn cobs is reused and sold to fertilizer producers, ensuring that no waste is discharged into the environment.

For the remaining factories, we are developing conversion plans to ensure that by 2030, 100% of Vinaseed's units and factories will completely eliminate coal use in production activities.

03. APPLICATION OF INDUSTRY 4.0 TECHNOLOGIES AND DIGITAL TRANSFORMATION

The VinaRice factory has a drying and processing capacity of 50,000 tons of seeds and 100,000 tons of rice per year. Its modern, integrated, and fully automated Japanese drying and processing technology systems help improve energy efficiency and operational performance.

The Ha Nam plant is currently equipped with Japanese tower seed drying systems and indirect-fired furnaces, Petkus seed processing systems from Germany, and Japanese milling and color-sorting systems.

In addition, agricultural production facilities have invested in and maintained modern net-house and greenhouse systems, enabling better control of cultivation activities and more precise management of essential operations such as irrigation, fertilization, and lighting, while reducing unnecessary resource consumption and manual operations.





WATER MANAGEMENT AND USE (GRI 303)



WATER MANAGEMENT

Water is an essential resource for life and a core element within the agricultural production value chain. For Vinaseed – a leading enterprise in Vietnam’s seed industry – protecting and using water resources sustainably is not only a responsibility but also a prerequisite for ensuring productivity, product quality, and climate resilience.

Seed processing and packaging plants, as well as commercial rice processing facilities, do not use water in their production processes. Water usage activities at Vinaseed mainly include:

- Water supplied by water treatment plants: used for the daily domestic needs of employees at offices, branches, research institutes, and headquarters of subsidiaries.
- Surface water extracted from local irrigation systems such as canals and rivers: used for experimental cultivation activities, foundation seed production, and commercial seed production on farming areas owned by Vinaseed branches and subsidiaries. This water supply is provided according to local irrigation schedules, and currently, we do not monitor the volume of water used from these sources.

Total Water Consumption from Water Supply Plants during 2024–2025

| | Unit | 2024 | 2025 |
|-----------------------------|------------------------------|---------|---------|
| Total Water Consumption (*) | m ³ | 396,049 | 311,103 |
| Water Consumption Intensity | m ³ / VND billion | 2.70 | 2.93 |

Note: (*) Excluding water supplied by local irrigation systems.



WATER CONSERVATION PRACTICES

In production activities, seed production and rice processing lines do not use water in their operational processes. The Company also promotes training and awareness programs for employees on water conservation practices through internal regulations, policies, and guidelines on efficient water use.

WATER MANAGEMENT IN CULTIVATION ACTIVITIES

At greenhouse facilities producing vegetables and agricultural products, the Company applies drip irrigation systems, which help reduce water loss caused by evaporation and overflow, thereby improving water efficiency compared to traditional irrigation methods such as sprinkler or manual irrigation. For rice cultivation activities, water is managed using the “Alternate Wetting and Drying” (AWD) method, which helps save approximately 20% of water consumption compared to conventional farming practices.





WASTE MANAGEMENT (GRI 306)

In the context of the agricultural sector facing increasing pressure to transition toward circular and low-emission production models, waste management is not only a matter of regulatory compliance but also a key factor in environmental protection and operational efficiency enhancement.

At Vinaseed, we consider waste management an integral part of our sustainable development strategy, closely linked to our environmental responsibility and commitment to “optimizing resources – minimizing impacts.”



WASTEWATER

Currently, seed and rice processing operations do not use water in their production processes; therefore, Vinaseed’s branches and factories do not generate industrial wastewater during operations. Domestic wastewater, generated mainly from employee activities and canteen operations, is relatively small in volume and is collected and treated through centralized wastewater treatment systems at office buildings or factories, ensuring compliance with environmental regulations and wastewater discharge standards before being released into the environment.

Wastewater treatment process at the VinaRice – Dong Thap plant:

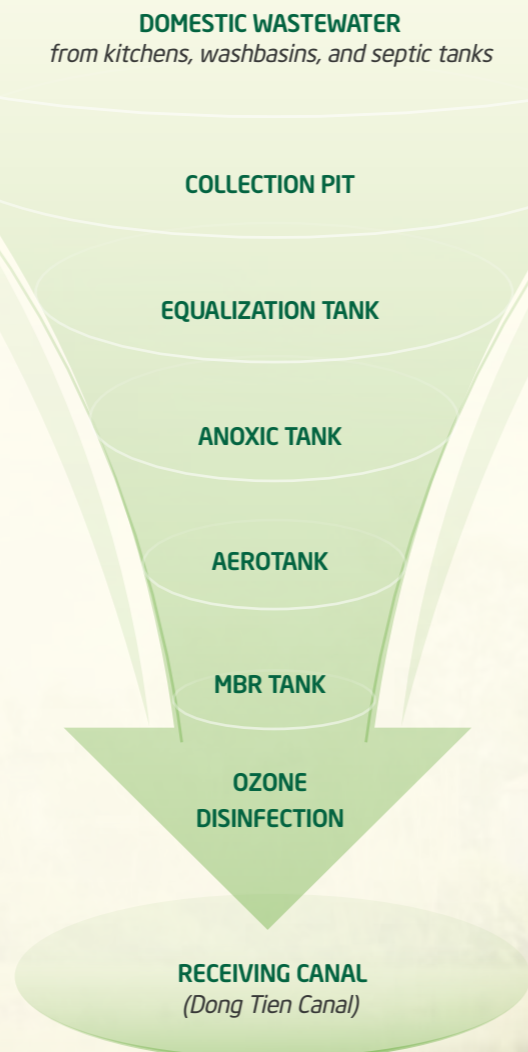
Domestic wastewater (from kitchens, washbasins, and septic tanks) -> Collection pit -> Equalization tank -> Anoxic tank -> Aerotank -> MBR tank -> Ozone disinfection -> Receiving canal (Dong Tien Canal).

For other branches and offices: domestic wastewater is treated using a three-compartment septic tank system based on the following process:

Wastewater (from washbasins and toilets) -> Containment chamber -> Filtration chamber -> Sedimentation chamber

The total volume of wastewater generated and treated in 2025 was

248.883 m³



Wastewater treatment process at the VinaRice – Dong Thap plant:

Wastewater treatment results at several Vinaseed factories

| Analytical | Unit | HÀ NAM Factory | | ĐỒNG THÁP Factory | |
|------------|------------|----------------|------------------------------|-------------------|-------------------------------------|
| | | Result | QCVN 40:2011/BTNMT, Column B | Result | QCVN 14:2008/BTNMT, Column A, K=1,2 |
| COD | mg/L | 30.4 | 150 | - | - |
| BOD5 | mg/L | 15.8 | 50 | 11 | 36 |
| NH4+ | mg/L | 2.07 | 10 | 4.2 | 6 |
| TSS | mg/L | 28 | 100 | 18 | 60 |
| Coliform | MPN/1000ml | 2800 | 5000 | 1100 | 3000 |

Source: Environmental Protection Report 2025

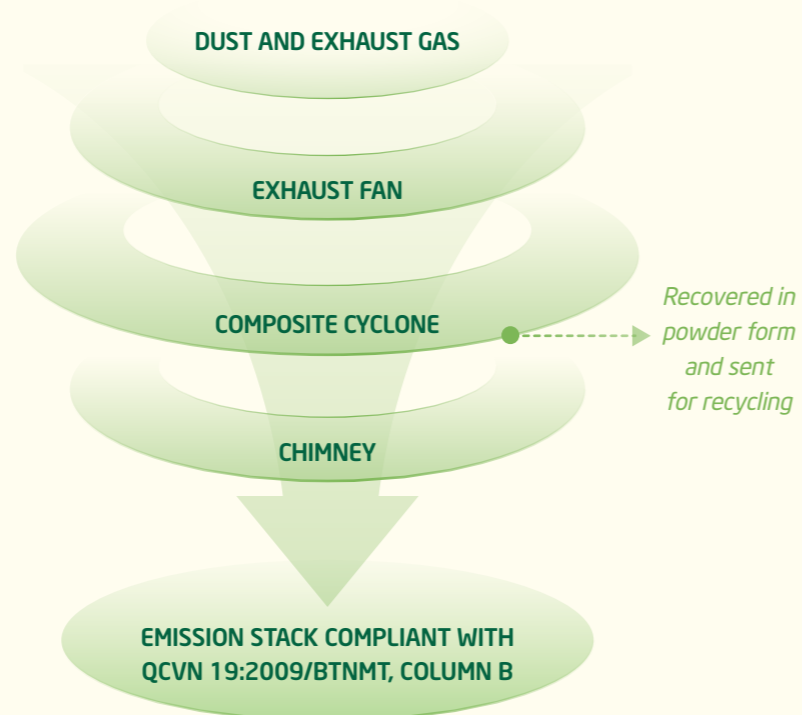


AIR EMISSIONS

At Vinaseed’s processing plants, integrated air emission treatment systems have been installed to control emissions generated from processing activities and furnace operations, ensuring that output emissions comply with current environmental standards and regulations. The Company continuously improves technologies, regularly upgrades emission treatment systems, and transitions to more environmentally friendly fuels such as rice husks and corn cobs.

Emissions from furnaces at seed and rice processing plants are treated using combined cyclone tower systems. Exhaust gases are discharged through high-speed ventilation systems and directed through cyclone dust filtration units in enclosed chambers for treatment before being released through chimneys into the surrounding environment.

The dust and air emission treatment process is illustrated as follows:



Results of exhaust gas treatment in 2025

| Analytical | Unit | Đồng Tháp Factory | |
|-----------------|--------------------|-------------------|------------------------------|
| | | Result | QCVN 19:2009/BTNMT, column B |
| DUST | mg/Nm ³ | 25 | 200 |
| SO ₂ | mg/Nm ³ | 0 | 500 |
| NOx | mg/Nm ³ | 12 | 850 |
| CO | mg/Nm ³ | 43 | 1000 |

Source: Environmental Protection Report 2025

WASTE

With a strong commitment to complying with legal regulations and building an agricultural enterprise associated with environmental protection and resource regeneration, Vinaseed’s subsidiaries are committed to adhering to waste management regulations and minimizing impacts on the natural environment and local communities. Waste generation not only incurs treatment costs but is also inversely related to production efficiency. Therefore, reducing waste generation delivers both economic and environmental benefits. As the circular economy model is gradually replacing the traditional linear economy, waste recycling has become an increasingly important necessity. In the future, waste is expected to be regarded as a valuable resource that should be effectively utilized and recovered.

Waste segregation at source is implemented across all factories, offices, and research centers nationwide. Waste is clearly classified into different categories, including hazardous waste, domestic waste, recyclable waste, and non-recyclable waste.

The majority of waste generated by the Group consists of agricultural by-products, accounting for more than 90% of total waste generated. These agricultural by-products mainly include rice bran, rice husks, broken rice, and empty or damaged grains generated after grain separation processes at processing plants. Most of these by-products are reused internally or sold to recycling and recovery companies for further utilization.



Summary of waste generation sources:

| BY-PRODUCT TYPE | Details | Unit | Quantity in 2025 | Recycling / Reuse Purpose |
|--------------------------|--|-----------|------------------|--|
| Hazardous waste | | Kg | 0 | |
| Domestic waste | | Kg | 36,258 | |
| Recycled waste | Recyclable Plastic | Kg | 2,753 | Sold to recycling and scrap collection companies |
| | Agricultural Waste (straw, stalks, etc.) | Kg | 176,964 | Reused on-site as fertilizer |
| | Reused Packaging | Kg | 46,142 | Reused for packaging raw materials and by-products |
| Agricultural by-products | Rice Bran | Kg | 3,169,788 | Sold to animal feed producers |
| | Broken Rice | Kg | 2,001,030 | Sold to animal feed producers |
| | Husks | Kg | 369,990 | Reused as fuel for drying systems and sold for recycling |
| | Empty Grains | Kg | 15,145 | Sold to animal feed producers |
| TOTAL | | KG | 5,818,070 | |



SOIL NUTRITION AND SOIL HEALTH (GRI 304)

Amid the growing challenges posed by climate change, soil degradation, and food security pressures, regenerative agriculture has become an inevitable trend for restoring agricultural ecosystems, improving farmers' livelihoods, and moving toward net-zero emissions.

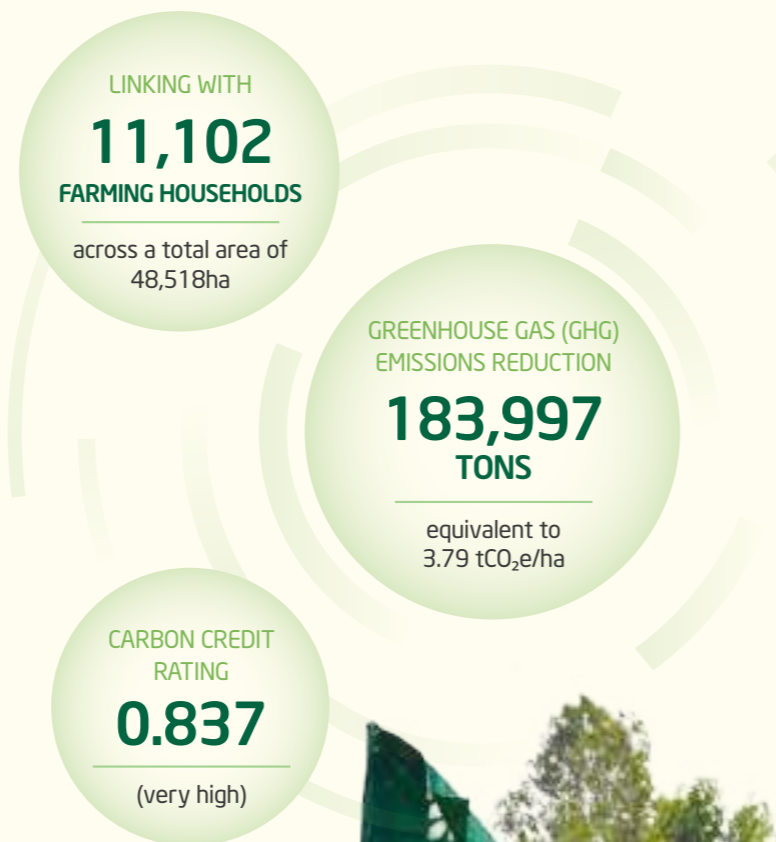
At Vinaseed, we view regenerative agriculture not merely as a cultivation method, but as a long-term commitment to protecting

agricultural ecosystems, enhancing the quality of agricultural products, and preserving natural resources for future generations. Unlike traditional agricultural models that rely on resource-intensive exploitation, regenerative agriculture focuses on restoring and regenerating soil health, biodiversity, and natural ecosystems. Across Vinaseed's production areas, this commitment has been translated into practical actions through various projects and programs that have been implemented.

APPLICATION OF SUSTAINABLE FARMING SOLUTIONS

Vinaseed aims for all of its rice and agricultural production areas to adopt sustainable farming practices by 2030. These practices include: water management through Alternate Wetting and Drying (AWD); implementation of sustainable rice cultivation models such as "One Must, Five Reductions" (1P5G), "Three Reductions, Three Gains" (3P3T), and the System of Rice Intensification (SRI); balanced nutrient management with increased use of organic and bio-fertilizers to partially replace chemical fertilizers; reduction of chemical pesticide usage through biological solutions and organic farming practices; cultivation methods that protect soil resources; and the application of digital technologies such as smart sensors for irrigation control, fertilization, spraying, and soil analysis.

Currently, we are among the pioneers in implementing high-quality, low-emission rice farming projects under Vietnam's national target programs. In 2023, VinaRice – a subsidiary of Vinaseed – joined the "Transforming Rice Value Chains for Climate Resilient and Sustainable Development in the Mekong Delta" (TRVC) Project. According to the implementation reports for the Winter-Spring crop (Season 2) and Summer-Autumn crop (Season 3) of 2025 under the TRVC Project, VinaRice was honored as the leading company among 10 participating enterprises receiving awards from SNV Vietnam for its positive achievements in ensuring economic, social, and environmental benefits from rice production activities carried out together with farming households within the project framework



Rice cultivated by farmers participating in VinaRice's linked supply chain achieved lower emission levels compared to conventional farming practices. VinaRice's implementation area accounted for

61% of the project's total area during Season 3 (Summer-Autumn 2025), bringing the cumulative implementation area across three project seasons to 47,520 hectares from 2023 to 2025.

Summary of Results from Three Cropping Seasons under the TRVC Project

| | Area | Participating Farmers | CO ₂ Emission Reductions | Average Profit / Revenue Ratio | Incentive Reward |
|------------------------------------|--------------|-----------------------|-------------------------------------|--------------------------------|------------------|
| Season 1 (Summer-Autumn 2024) | 997.03 ha | 104 households | 3,888.65 tons | 57.51% | 28,633 AUD |
| Season 2 (Winter-Spring 2024-2025) | 20,518.11 ha | 5,473 households | 78,485.62 tons | 58.82% | 212,527 AUD |
| Season 3 (Summer-Autumn 2025) | 27,002.95 ha | 5,525 households | 101,622.94 tons | 49.04% | 339,784 AUD |

Source: Greenhouse Gas Emission Reduction Assessment Reports with Reliability Scoring for Seasons 1, 2, and 3 by Regrow.

IMPLEMENTATION OF HIGH-TECH AGRICULTURAL MODELS

Vinaseed's high-tech agricultural projects in Ninh Binh and Lam Dong are cultivated following clean and organic agricultural practices, without the use of chemical fertilizers or pesticides, thereby supporting sustainable agricultural development, environmental protection, and community health.

Lam Ha Branch of Southern Seed Corporation (SSC) applies biological control principles in bell pepper cultivation by using natural predators to control insects instead of chemical pesticides. Currently, this branch supplies approximately 200 tons of high-quality bell peppers annually for the processing of value-added shrimp products exported to demanding markets such as the United States and Europe.



UTILIZATION OF WASTE FOR ORGANIC FERTILIZER PRODUCTION

The reuse of agricultural by-products has been identified as an essential solution that creates dual benefits — helping Vinaseed's production branches reduce input costs, enhance production value, and minimize environmental pressure.

A notable example is the high-tech agricultural zone in Ninh Binh (Hanam Hi-tech), where agricultural by-products such as straw, stalks, and plant leaves are reused on-site as organic fertilizer, providing natural nutrients to the soil.

At the Lam Dong farm area (SSC Lam Ha Branch), we utilize empty rice husks generated after rice processing to produce organic fertilizer for the cultivation area of An Tiem 95 watermelon. The empty husks are left outdoors and watered to naturally decompose over approximately four months before being applied as a basal soil amendment. This process helps improve soil porosity and supports healthier crop growth. In 2025, the amount of organic fertilizer produced from reused empty rice husks reached approximately 3 tons.



LABOR AND SOCIAL AFFAIRS

EMPLOYMENT (GRI 401)

Vinaseed identifies employees as a core resource playing a vital role in implementing the Company's long-term development strategy. Therefore, the Company places strong emphasis on improving employees' quality of life by building a safe, stable, and collaborative working environment.

Policies related to employment, income, and employee benefits are designed to ensure compliance with legal regulations while also creating favorable conditions for employees to achieve sustainable development and maintain long-term engagement with the Company.



HUMAN RESOURCES

In its human resource management strategy, Vinaseed focuses on building, training, and developing a highly skilled workforce, while creating an attractive and professional working environment to attract and retain talent. In 2025, we carried out a major restructuring of the senior management system, aiming to double the scale of Vinaseed during the 2025–2028 period.



- Introducing the Vinaseed Group Executive Board as part of the professionalization of the governance model, accelerating execution capabilities, and enhancing transparency in management and operations.
- Establishing Members' Councils and Boards of Directors across subsidiaries, bringing together diverse teams with strong expertise and leadership capabilities, expected to create new momentum within each business unit and strengthen the overall system.
- Launching a comprehensive Digital Transformation Program, identifying digital transformation as one of the two strategic pillars alongside Research & Development (R&D), with the objective of creating superior operational capabilities, expanding markets, and improving productivity and efficiency across the Group.
- Announcing the establishment of the Vinaseed Research Institute (VRI) — a crop research and development institute with the largest gene bank in Vietnam, serving as the central hub for the research, development, and commercialization of strategic crop varieties.

As of 2025, Vinaseed employed a total of 652 employees nationwide. The workforce structure consisted of 75.6% male employees and 24.4% female employees, reflecting the operational characteristics of the agricultural and production sectors.

The Company's workforce is distributed across subsidiaries, branches, and factories throughout the country, with a significant proportion comprising direct production workers and field staff. This workforce structure highlights the essential role of employees in ensuring efficient operations and maintaining value throughout Vinaseed's entire value chain.

NUMBER OF NEW HIRES DURING THE YEAR

89
EMPLOYEES

NUMBER OF EMPLOYEES LEAVING DURING THE YEAR

103
EMPLOYEES

NUMBER OF EMPLOYEES RETURNING TO WORK AFTER MATERNITY LEAVE

4
EMPLOYEES

EMPLOYEE TURNOVER RATE DURING THE YEAR

15%

Operating in the agricultural sector, which is characterized by seasonality, outdoor working conditions, and geographically dispersed workplaces, the industry tends to experience higher workforce turnover rates compared to some other sectors. In this context, Vinaseed implements human resource policies aimed at maintaining a stable workforce, while ensuring equal employment opportunities and respecting diversity within the working environment.

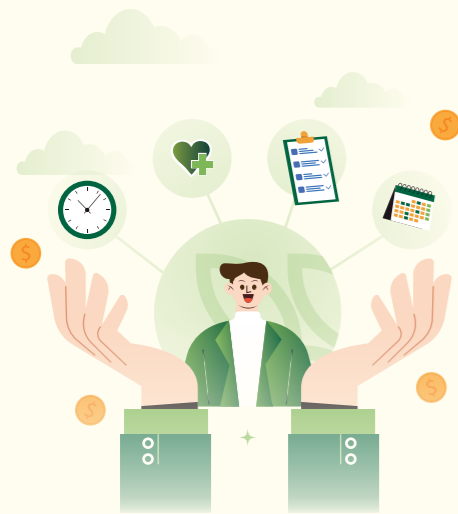


COMPENSATION, REWARDS, AND EMPLOYEE BENEFITS

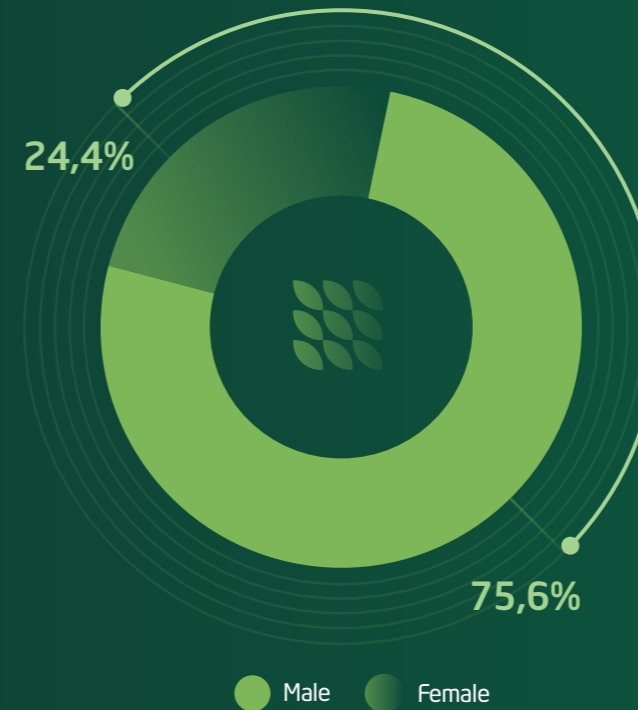
Vinaseed is committed to fostering a dynamic and creative working environment that respects individual differences while continuously improving employee policies, ranging from compensation and rewards to welfare benefits. The Company also provides favorable conditions for employees to fully realize their potential through flexible recruitment policies and professional development training programs.

- Salaries, bonuses, overtime payments, and other allowances are provided in accordance with the Company's remuneration policies, bonus regulations, and employee welfare schemes. Welfare expenditures are implemented based on the Collective Labor Agreement, Human Resource Management Regulations, and applicable legal requirements.
- The Company fully provides social insurance, health insurance, unemployment insurance, and accident insurance for all employees.
- The Company and the grassroots trade union consistently pay attention to employees' material and spiritual well-being through a variety of activities and programs, including Children's Day, Mid-Autumn Festival, birthday celebrations, International Women's Day (March 8), and Vietnamese Women's Day (October 20). In particular, the Company also provides gifts and financial support to employees who are war invalids, children of war invalids, or former military personnel on July 27 (War Invalids and Martyrs Day) and December 22 (Vietnam People's Army Day) each year.
- Visits and support for employees during illness; Wedding and funeral support: VND 1 million per case; Financial assistance for employees' families facing hardship or unexpected life events: VND 2-5 million per case; Full tuition support for children of employees facing particularly difficult circumstances until completion of high school education.
- For employees suffering from serious illnesses or families experiencing financial hardship, the Company provides support depending on each specific circumstance.
- Upon retirement, in addition to statutory retirement benefits under labor regulations, the Company provides an additional payment equivalent to five months of the employee's current salary prior to retirement.
- The Company also organizes cultural and artistic activities, sports events, and domestic and international travel programs for employees.

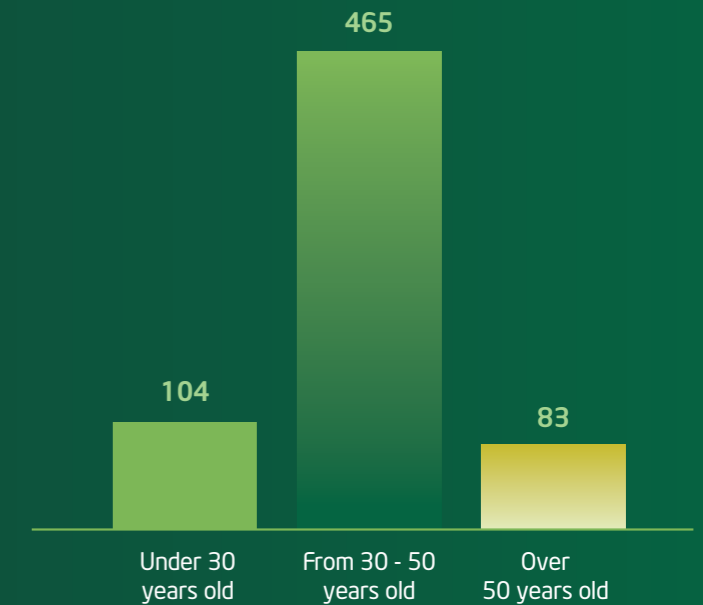
By emphasizing employee career development and well-being, Vinaseed not only enhances the quality of its human resources but also fosters a fair, cohesive, and responsible working environment.



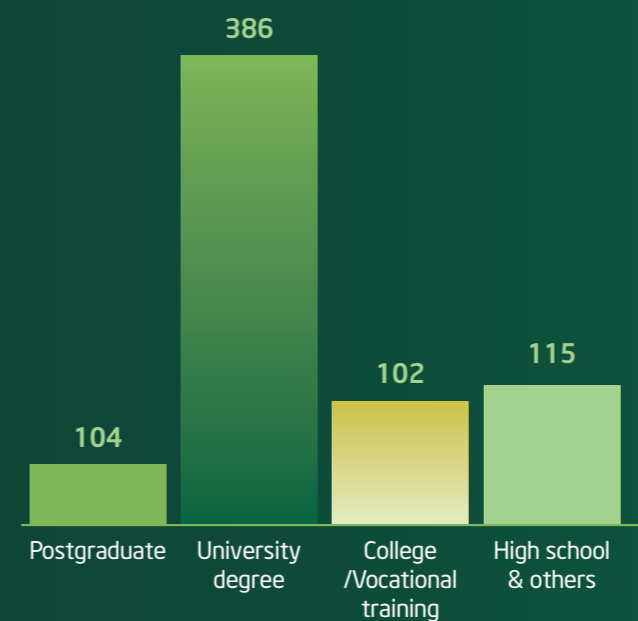
MALE AND FEMALE BILLIONAIRES



AGE DISTRIBUTION



EDUCATIONAL STRUCTURE



MANAGEMENT RATIO BY GENDER



WORKERS' INCOME

| | Unit (VND) |
|--|------------|
| Average income level of male employees | 12,726,568 |
| Average income level of female employees | 12,183,247 |
| Lowest salary | 4,400,000 |





OCCUPATIONAL HEALTH AND SAFETY (GRI 403)



Vinaseed always considers the occupational health and safety of employees as a top priority and a key factor for maintaining stable operations and sustainable production development. An ideal working environment helps ensure continuous and efficient production activities, while enabling employees to improve productivity and contribute to a better workplace environment.

At subsidiaries and branches, Occupational Safety and Health Committees have been established, consisting of part-time safety officers and a network of workplace safety representatives. These teams are responsible for ensuring that occupational safety, hygiene, and labor practices across the Company comply with relevant regulations and occupational safety policies.

- Periodic training and awareness programs on workplace safety are conducted, including fire prevention and firefighting drills, first aid training, and reporting on occupational safety and labor activities within the Company.
- Personal protective equipment (PPE) is fully provided to employees, ensuring it is appropriate and sufficient for each job position and its specific working conditions.
- Regular health check-ups are organized for employees. Due to operations being spread across multiple locations nationwide, health examinations are arranged flexibly and conveniently. Employees are allowed to undergo periodic medical examinations at any healthcare facility nearest to their workplace.
- Working conditions and equipment are regularly reviewed, inspected, and maintained. Machinery and equipment subject to strict safety requirements are periodically checked, maintained, and assessed to ensure safe and stable operations.

Currently, the Company is gradually investing in and upgrading modern machinery systems, promoting automation and reducing occupational hazards for employees. Several factories have already been upgraded, including the Dong Thap, Ninh Binh, and Hung Yen plants. The remaining facilities were mostly built over 30 years ago, and the Group is continuing to implement a phased plan for upgrading and expanding these facilities during the 2026–2030 period.

Some automation solutions implemented in 2025 include:

- 01 Designing and installing a motor protection system for the film roll mechanism of the automatic packaging machine at the Ha Nam plant.
- 02 Installing an additional automatic bag stacking system for packing 1 kg seed bags into 40 kg bags, and for rice packaging (1, 2, 3, 5, 10 kg bags into 30, 40, 50 kg bags) at the Ha Nam plant.
- 03 Designing an automatic temperature control system for drying kilns, enabling workers to avoid direct exposure to high-temperature drying equipment.



Occupational Accident and Occupational Disease Statistics

In 2025, the Company recorded no occupational accidents and no cases of occupational diseases.



EDUCATION AND TRAINING (GRI 400)

TRAINING FOR EMPLOYEES

At Vinaseed, training and human resource development are identified as key priorities in the Company's sustainable development strategy. The Company focuses on building a highly qualified workforce with appropriate skills and the ability to adapt to changes in modern agriculture, particularly in the context of digital transformation and increasing sustainability requirements in production.

Vinaseed's training system is implemented consistently across all subsidiaries, with content designed to suit each employee group and job position. Training programs include onboarding training, professional and technical training, management and soft skills development, as well as courses on occupational safety, environmental protection, and legal compliance. In addition, the Company promotes training programs related to new technology applications, digital transformation, and sustainable agricultural production models to enhance operational efficiency. Beyond providing technical knowledge, training activities also contribute to creating more employment opportunities and improving income for employees.

During the year, Vinaseed implemented 62 training courses with a total of 1,505 participant attendances across all subsidiaries. The training programs were innovated with a strong focus on knowledge updates, professional development, and advanced skills training. Their content was designed to closely align with practical operational needs, effectively supporting digital transformation, improving product quality, ensuring occupational safety, complying with legal regulations, and advancing sustainability objectives. These efforts form an important foundation for building a proactive, flexible workforce aligned with the Company's long-term growth strategy.

In the field of research and seed production, the Company places particular emphasis on training engineers and research staff. Training programs are implemented to enhance breeding capabilities, strengthen the application of new technologies, and adopt advanced cultivation methods. Through these initiatives, employees are continuously updated on scientific and technological advancements, contributing to improved crop seed quality and higher agricultural production efficiency.

62

TRAINING COURSES

1.505

PARTICIPANTS

TRAINING STATISTICS 2025

12.791 HOURS

TOTAL TRAINING HOURS

1.505 SESSIONS

NUMBER OF TRAINING SESSIONS

62 COURSES

NUMBER OF TRAINING COURSES

8,5 HOURS/WORKER

AVERAGE TRAINING TIME

| TT | Unit | Training Program / Content | Training Type | Hours per Participant | Total Participants | Total Training Hours |
|----|----------|---|---------------|-----------------------|--------------------|----------------------|
| 1 | Tập đoàn | Labor Contract Law | External | 16 | 1 | 21 |
| 2 | Tập đoàn | AI for Marketing | External | 21 | 9 | 189 |
| 3 | Tập đoàn | Occupational Safety and Health Training – Group 1 | External | 16 | 68 | 1088 |
| 4 | Tập đoàn | Occupational Safety and Health Training – Group 4 | External | 16 | 195 | 3120 |
| 5 | Tập đoàn | Introduction and guidance on Sustainable Corporate Index (NSCSI) | Internal | 4 | 75 | 300 |
| 6 | Tập đoàn | Inspirational Leadership and Employee Motivation | External | 16 | 21 | 336 |
| 7 | Tập đoàn | Confident Communication and Persuasive Presentation Skills | External | 16 | 44 | 704 |
| 8 | Tập đoàn | Product Orientation Training | Internal | 4 | 43 | 172 |
| 9 | Tập đoàn | Marketing and Communications Workshop | Internal | 4 | 43 | 172 |
| 10 | Tập đoàn | Board Member Certification Program (DCP) | External | 24 | 1 | 24 |
| 11 | Tập đoàn | Corporate Governance Secretary Program (CSMP) | External | 16 | 1 | 16 |
| 12 | Tập đoàn | Board Member Certification Program (DCP) | External | 24 | 1 | 24 |
| 13 | Tập đoàn | Board Member Certification Program (DCP) | External | 24 | 1 | 24 |
| 14 | Tập đoàn | Board Member Certification Program (DCP) | External | 24 | 1 | 24 |
| 15 | Tập đoàn | AI & Business Applications | External | 16 | 60 | 960 |
| 16 | Tập đoàn | Onboarding Training | Internal | 4 | 4 | 16 |
| 17 | Tập đoàn | International Commercial Contracts and Trade Finance Risk Management 2025 | External | 16 | 1 | 16 |
| 18 | Tập đoàn | Field Inspection for Short-Term Crop Seeds | External | 40 | 2 | 80 |
| 19 | Tập đoàn | Updates on Tax Policy Changes | External | 4 | 45 | 180 |
| 20 | Vinarice | Training on Drying and Processing Operations | Internal | 4 | 11 | 44 |
| 21 | Vinarice | Training on Drying and Processing Operations | Internal | 4 | 4 | 16 |



| TT | Unit | Training Program / Content | Training Type | Hours per Participant | Total Participants | Total Training Hours |
|----|----------|---|---------------|-----------------------|--------------------|----------------------|
| 22 | Vinarice | Customer Complaint Handling Training | Internal | 4 | 10 | 40 |
| 23 | Vinarice | AI and Business Applications Training | External | 16 | 18 | 288 |
| 24 | Vinarice | AI-Based Video Production Training | External | 21 | 2 | 42 |
| 25 | Vinarice | Production Management | Internal | 4 | 18 | 72 |
| 26 | Vinarice | Seed Field Inspection | Internal | 4 | 23 | 92 |
| 27 | Vinarice | Planning and Reporting Skills | External | 8 | 10 | 80 |
| 28 | Vinarice | Fire Prevention and Rescue Training | External | 2 | 110 | 220 |
| 29 | Vinarice | First Aid Training | External | 4 | 31 | 124 |
| 30 | Vinarice | Occupational Safety and Health Training | External | 4 | 126 | 504 |
| 31 | Vinarice | Quality Control in Seed Processing | Internal | 4 | 15 | 60 |
| 32 | Vinarice | Tax Knowledge Updates | Internal | 3 | 15 | 45 |
| 33 | Vinarice | Tax Policy Training Updates | External | 4 | 35 | 140 |
| 34 | Vinarice | Total Quality Management | External | 16 | 3 | 48 |
| 35 | Vinarice | Chief Commercial Officer (CCO) Training Program | External | 78 | 3 | 234 |
| 36 | Vinarice | Seed Field Inspection Training | External | 40 | 8 | 320 |
| 37 | Vinarice | Seed Drying and Processing Procedures | Internal | 4 | 19 | 76 |
| 38 | Vinarice | Seed Sampling Training | External | 4 | 25 | 100 |
| 39 | Vinarice | Forklift Operation Training | External | 4 | 7 | 28 |
| 40 | SSC | Corporate Governance Secretary Program (CSMP7) | External | 9 | 1 | 9 |
| 41 | SSC | Board Member Certification Program (DCP31) | External | 18 | 1 | 18 |
| 42 | SSC | Sustainability Training | Internal | 3 | 15 | 45 |

| TT | Unit | Training Program / Content | Training Type | Hours per Participant | Total Participants | Total Training Hours |
|-----------------------------|--------------|--|---------------|-----------------------|--------------------|----------------------|
| 43 | SSC | Artificial Intelligence Training | Internal | 12 | 11 | 132 |
| 44 | SSC | Field and Factory Production Training | Internal | 6 | 19 | 114 |
| 45 | SSC | Occupational Safety and Health Training | Internal | 6 | 41 | 246 |
| 46 | SSC | Tax Regulations Training | Internal | 3 | 46 | 138 |
| 47 | SSC | Seed Processing Training | Internal | 6 | 58 | 348 |
| 48 | SSC | Attendance System Guidance | Internal | 3 | 32 | 96 |
| 49 | SSC | Modern Human Resource Management | Internal | 3 | 4 | 12 |
| 50 | SSC | Sales Consulting and Hybrid Rice Cultivation Techniques | Internal | 3 | 12 | 36 |
| 51 | SSC | Legal Risk Prevention and Contract Dispute Resolution | External | 12 | 2 | 24 |
| 52 | SSC | Planning, Operations, and Production Supervision | External | 18 | 6 | 108 |
| 53 | SSC | Seminar on Amendments to the 2025 Securities Law | Internal | 3 | 1 | 3 |
| 54 | SSC | Seasonal Labor and Insurance Policy Guidance | Internal | 3 | 10 | 30 |
| 55 | SSC | Training on Vegetable Crop Cultivation Techniques | Internal | 6 | 14 | 84 |
| 56 | SSC | Product Certification Expert Training | External | 36 | 1 | 36 |
| 57 | SSC | ISO/IEC 17025:2017 Awareness Training | External | 12 | 1 | 12 |
| 58 | SSC | Internal Audit under ISO/IEC 17025:2017 | External | 6 | 1 | 6 |
| 59 | VinaAgrifood | Sales Process and Product Knowledge Training for New Sales Staff | Internal | 12 | 30 | 360 |
| 60 | VinaAgrifood | Tax Policy Q&A and Customer Advisory Training | Internal | 6 | 30 | 180 |
| 61 | VinaAgrifood | Field Sales Skills and Product Introduction Training | Internal | 6 | 30 | 180 |
| 62 | QSC | Sales Skills and AI Applications | External | 18 | 30 | 540 |
| TOTAL TRAINING HOURS | | | | | | 12791 |



TRAINING, TECHNICAL TRANSFER FOR FARMERS AND COOPERATIVES

In 2025, Vinaseed coordinated with local authorities and mass organizations to organize technical training programs on rice seed production for farmers across provinces nationwide. In addition, farmers were provided with seeds, packaging materials, and input supplies, contributing to improved linkage efficiency and higher income through the development of high-quality raw material zones. These activities are implemented through an integrated value chain model covering seeds, technical guidance, and product consumption.



PRODUCT INTRODUCTION CONFERENCES AND SEMINARS

Number of events **296** CONFERENCES/SEMINARS

Total participants **25,025** PEOPLE

TECHNICAL TRAINING AND CULTIVATION KNOWLEDGE TRANSFER

Number of training classes **769** SESSIONS

Number of participating farmers **38,850** PEOPLE

PERIODIC PERFORMANCE EVALUATION

The percentage of employees who received periodic performance evaluations in 2025 was 97%. Employees who were not evaluated were primarily those in their probationary period.

The Company conducts performance evaluations once per year. The results of these evaluations serve as a basis for determining salary structures, bonuses, and for promotion or appointment to higher positions.

Vinaseed places strong emphasis on maintaining a transparent, rigorous, and merit-based promotion and appointment policy, ensuring alignment with individual competencies and performance outcomes.

97%

employees received periodic performance reviews





DIVERSITY AND EQUAL OPPORTUNITY (GRI 405)

Vinaseed considers diversity and equality in the workplace as key factors in promoting the Company's sustainable development. The Company is committed to building a working environment that respects differences and encourages the participation of employees with diverse backgrounds, experiences, and perspectives.

In recruitment, training, performance evaluation, and career development activities, Vinaseed implements transparent human resource policies that ensure equal access to employment and career advancement opportunities for all employees. Recruitment processes are conducted openly and based on competence and job requirements, ensuring the selection of suitable candidates without bias. The Company does not discriminate based on gender, age, geographic origin, religion, or personal circumstances.

At Vinaseed, research and crop breeding activities, with approximately 48% of the workforce being female, are regarded as a foundation for long-term competitiveness, enabling the Company to enhance agricultural value and improve resilience to climate change. In this field, Ms. Bạch Thị Vũ, a scientist at the Vinaseed Research Institute, is one of the outstanding representatives. In 2025, she was recognized as one of the 32 outstanding scientists of the year by the Vietnam Farmers' Union. Beyond professional recognition, she is the author and co-author of six branded rice varieties, most notably "Đài Thơm 8", a variety that currently accounts for more than 30% of Vietnam's aromatic rice export volume and contributes over USD 1 billion to export turnover.

CARE FOR FEMALE EMPLOYEES

- Vinaseed ensures fair and equitable policies on salaries, bonuses, and employee benefits for female workers.
- The Company provides equal opportunities for training, professional development, and career advancement.
- Attention is given to working conditions, income, and the well-being of female employees and their families.
- Gender equality conferences and engagement activities are regularly organized, along with visits and encouragement programs, as well as commemorative events such as October 20 (Vietnamese Women's Day), June 28 (Vietnam Family Day), and Vinaseed Day.
- Full maternity benefits are implemented in accordance with regulations, ensuring job security for employees returning from maternity leave.
- The Company also supports young female employees by providing opportunities for learning, networking, and broadening their professional exposure and perspectives.



TRANSPARENCY

FAIRNESS

SUSTAINABILITY

CHILD LABOR (GRI 408)

Vinaseed strictly complies with Vietnamese laws and international standards on the prevention of child labor. The Company does not employ child labor across its entire value chain, from research and production to product distribution. Recruitment processes are conducted transparently, with age verification and complete documentation to ensure that all employees meet the legal age and health requirements for employment.

FORCED OR COMPULSORY LABOR (GRI 409)

Vinaseed respects employees' freedom of choice in employment and strictly prohibits any form of forced or compulsory labor across all production and business activities. The Company implements transparent recruitment principles, ensuring that employment contracts are clearly defined, fully documented, and compliant with applicable laws. Employees are provided with complete information regarding job positions, rights, and obligations before making employment decisions.

The working environment at Vinaseed is built on voluntary participation, dialogue, and mutual respect. Internal policies are designed to enable employees to develop their capabilities and actively contribute to the Company's overall growth. In addition, Vinaseed maintains two-way communication channels to receive employee feedback and concerns in a timely and confidential manner. Through this mechanism, potential issues can be identified early and addressed promptly, including strict action in case of violations, contributing to a transparent, fair, and sustainable working environment.

Discrimination complaints and lawsuits

0 CASE

Discrimination violations

0 CASE





LOCAL COMMUNITIES AND INDIGENOUS PEOPLES (GRI 413)

Throughout its development, Vinaseed has consistently focused on building long-term and sustainable partnerships with local communities in areas where production activities and projects are implemented. The Company recognizes local communities as key stakeholders who play an essential role in the development of a sustainable agricultural value chain.

LOCAL ECONOMIC DEVELOPMENT

Currently, Vinaseed cooperates with 50,453 farming households and 220 cooperatives across provinces nationwide through value chain linkage models in seed production and rice cultivation. Within these programs, the Company provides high-quality seeds, transfers advanced cultivation techniques, and guides the adoption of sustainable production practices. As a result, farmers gain access to scientific and technological advancements, improve productivity, reduce input costs, and increase their income.

Three-Party Collaboration Project: Vinaseed – VFC – Binh Dien II

Since 2023, Vinaseed has participated in a project initiated under the PAN Group program, aiming to reduce emissions and increase income from rice cultivation in six provinces in the Mekong Delta. In this initiative, Vinaseed is responsible for providing high-quality rice seed solutions, improving cultivation processes, and directly leading

implementation activities. To date, the project has completed three rice cropping seasons (Winter–Spring 2023–2024, Summer–Autumn 2024, and Winter–Spring 2024–2025), covering a total area of 85.3 hectares across six provinces, including Dong Thap, An Giang, Long An, Soc Trang, Can Tho, and Kien Giang.

In February 2025, the project’s summary conference was held in Dong Thap, where the model initially recorded several positive outcomes:

- Actual yield increased by 10.6% compared to the control model
- Production costs decreased by 26.3% compared to conventional farming methods (including: seed costs reduced by 36.2%, fertilizer costs reduced by 26%, and crop protection chemical costs reduced by 36.2%)
- Labor and machinery rental costs decreased by 13%, increasing farmers’ profit ratio to nearly 50%
- Significant reduction in the use of fertilizers and crop protection chemicals, delivering both economic and environmental benefits
- Farmers’ profit reached VND 33.9 million per hectare at harvest



Climate Resilient Rice Value Chain Transformation and Sustainable Development Project (TRVC)

Vietnam Rice Company Limited (VinaRice), a subsidiary of Vinaseed Group, was among the first companies invited by the Netherlands Development Organisation (SNV) to participate in the project. Participation required the Company to undergo rigorous assessments, including legal compliance reviews and evaluations of business operations and financial capacity.

In 2025, VinaRice was honored to receive awards from SNV valued at AUD 212,527 (approximately VND 3.5 billion) for Season 2 (Winter–Spring 2024–2025) and AUD 339,784 (approximately VND 6.08 billion) for Season 3 (Summer–Autumn 2025).

As part of its commitment to supporting farmers, VinaRice pledged to share 40% of the total award value with cooperatives, farmer groups, and farmers participating in the production linkage model:

- 10% allocated to representatives of cooperatives and farmer groups
- 30% allocated directly to farmers participating in the linked production model
- The remaining 60% of the award is reinvested by VinaRice into training activities, workshops, and technical guidance programs for farmers. This strategic approach not only enhances farmers’ production capabilities but also strengthens the long-term sustainability of the agricultural value chain.

10%
for Cooperative & Farmer Group Representatives

30%
for Farmers

60%
Reinvestment

SOCIAL RESPONSIBILITY AND COMMUNITY CONTRIBUTION



Vinaseed actively implements social responsibility initiatives aimed at supporting communities and promoting socio-economic development in the localities where the Company operates. These programs are carried out in various forms, focusing on agricultural development support, social welfare activities, and assistance for people affected by natural disasters and epidemics.

During the year, Vinaseed conducted many practical community support activities, including: contributions to support disadvantaged households in local communities; sponsorship of gifts for newly enlisted military recruits; funding educational programs in Tay Ninh Province; and providing scholarships to encourage learning and talent development in Ho Chi Minh City. In addition, the Company actively participated in emergency relief activities for communities affected by natural disasters and floods in northern provinces such as Thai Nguyen and Cao Bang, as well as Nghe An Province in central Vietnam. Vinaseed also contributed to the 2025 natural disaster prevention fund and provided vegetable and corn seeds to farmers in Dak Lak, Lam Dong, and Khanh Hoa provinces whose crops were damaged by flooding.

The total value of community support activities during the year exceeded VND 2.84 billion. Beyond their material value, these contributions reflected the Company's spirit of solidarity, community connection, and corporate social responsibility. These efforts help promote Vietnam's tradition of mutual support and compassion while reaffirming Vinaseed's commitment to sustainable social development.

(GRI 416) CONSUMER HEALTH AND SAFETY

Vinaseed always places product quality and consumer safety as top priorities in all production and business activities. The Company is committed to providing high-quality rice and agricultural products that comply with food safety regulations and contribute to protecting consumer health. In addition, the Company places strong emphasis on product traceability and transparency of information, enabling consumers to easily access details regarding product origin, production processes, and quality standards. Providing clear and comprehensive information helps strengthen consumer trust in Vinaseed's products.

Vinaseed's rice product lines have achieved many prestigious certifications such as:

FSSC 22000 and HACCP

FOOD SAFETY MANAGEMENT SYSTEMS

BRCGs

GLOBAL STANDARD FOR FOOD SAFETY

GLOBAL GAP and SRP

CERTIFICATIONS FOR SUSTAINABLE AGRICULTURAL PRACTICES





In addition, the Company's laboratory has been accredited to the ISO/IEC 17025 standard, ensuring accuracy and reliability in agricultural product quality testing. Throughout the research, production, and product supply process, Vinaseed applies strict quality management systems and control procedures to ensure

that products meet technical standards and safety requirements. Rice and agricultural products are carefully inspected and tested before being released to the market, ensuring quality, taste, and consistency.

ACHIEVEMENTS AND RECOGNITIONS



PRODUCT RESPONSIBILITY INDICATOR

| No. | Content | Result |
|-----|--|--------|
| 1 | Number of violations of food safety and hygiene | 0 |
| 2 | Number of product recalls due to non-compliance with quality standards | 0 |
| 3 | Total number of incidents of non-compliance with voluntary regulations and rules related to product O information, services, and labeling | 0 |
| 4 | Sale of prohibited and disputed products | 0 |
| 5 | Total number of non-compliance with regulations and voluntary laws on communication and marketing, O including advertising, promotion, and sponsorship by type of result | 0 |
| 6 | The total number of complaints with evidence of customer privacy violations and loss of customer data | 0 |
| 7 | The monetary value of significant fines for non-compliance with laws and regulations on the provision and use O of products and services | 0 |

PRODUCT INFORMATION, MARKETING, AND LABELING

Vinaseed is committed to fulfilling corporate responsibilities in product marketing and promotion activities. In the past year, there were no cases of violation of legal regulations on advertising, marketing or product labeling. All media information is guaranteed to be truthful, transparent, built on a scientific database, based on recognized breed test results and clearly published standards.

Vinaseed's product packaging provides comprehensive information regarding product composition, usage instructions, recommended application methods for each type of seed and agricultural product, as well as relevant safety guidance. Customer information is regarded by Vinaseed as a valuable asset closely associated with the Company's long-term development and sustainability. Therefore, protecting customer data is considered a top priority and is strictly managed in compliance with the Company's internal policies and applicable legal regulations.



TOWARDS THE FUTURE

In 2026, driven by aspirations for innovation and transformation, the entire Vinaseed system is committed to fostering a spirit of courage, creativity, and readiness for change. The Company continues to strengthen a unified management culture from leadership to employees, creating a solid foundation for long-term sustainable development. Through the restructuring of its governance system and the development of a renewed corporate culture, the Board of Directors, together with the Executive Board and all employees, remains committed to preserving and building upon the values established over more than 60 years of development. At the same time, Vinaseed is determined to promote innovation, decisively implement its sustainable development strategy, and elevate the Company to new heights.

Vinaseed is ready to enter a new phase with the preparation to commercialize and release a set of strategic products to adapt to climate change, which has the ability to compete in all 34 provinces and cities, especially in the Summer-Autumn crop – the harshest crop of the year and there are no products that are really leading the market. In addition, Vinaseed continues to complete a set of sustainable farming solutions to reduce emissions to participate in the 1 million hectares of quality rice project in the Mekong Delta.



ESG



ENVIRONMENT

Vinaseed continues to be a pioneer in transforming the agricultural system towards green and adapting to climate change. The company aims to expand the scale of application of drought-tolerant plant varieties, save water and reduce the use of chemical inputs. In the medium term, Vinaseed will promote technological innovation and promote circular production models, reduce carbon emissions and increase the efficiency of natural resource use – towards an environmentally friendly agricultural ecosystem.



SOCIETY

Vinaseed maintains its commitment to developing an inclusive and responsible agricultural value chain. In the coming time, the Company will continue to strengthen connections with farmers, cooperatives, and local businesses to improve income and sustainable livelihoods. The working environment will be comprehensively improved through skills training, employee welfare and building a people-centered corporate culture. The company also focuses on improving product quality for consumer health, aiming for international standards of safety and traceability.



GOVERNANCE

Vinaseed is committed to improving corporate governance capacity in the direction of transparency, efficiency and sustainability. The company focuses on integrating ESG elements into its development strategy and strengthening dialogue with stakeholders to ensure the harmony of long-term interests between businesses and the community.



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