



2024

SUMMARY REPORT

SUSTAINABLE DEVELOPMENT



CIRCULAR AGRICULTURE



RESPONSIBLE AGRICULTURE



Sprinkler irrigation for banana plants

The circular agriculture model that HAGL is following has brought about a number of effects: increasing productivity on the cropland, making the most of animal feed from agricultural byproducts, and a large amount of organic fertilizer to fertilize plants and improve soil quality, minimizing environmental pollution, and saving costs.

HAGL has large areas of cropland with perennial fruit trees such as durian and banana. These crops are contributing to emission control, responding to global climate change towards sustainable development.

Sprinkler and drip irrigation systems save 50 - 70% of water compared to conventional methods. They are always given high priority in HAGL agricultural projects.



Applying fertilizers through irrigation system helps control the amount of fertilizer, improves plant health, makes it easier for plants to absorb nutrients, mitigating negative impact on soil and groundwater. In addition, drip irrigation does not cause soil erosion or infertility.

HAGL uses pesticides on the list allowed by GLOBALG.A.P



Banana seedlings in the nursery

Using reusable materials in product manufacturing and packaging:

- All chemical fertilizer packaging is of high reuse rate to store self-produced organic fertilizer and collect plant residues in the parcels.
- Shaping materials and banana bunch bags are repeatedly reused to avoid releasing large amounts of plastic and foam into the environment. Broken or used water pipes are shipped to the Company's factories for recycling.

COMPLYING WITH THE LAWS ON ENVIRONMENT

- The Group comply with environmental laws and regulations in their investments. The Environment Section effectively controls production activities in compliance with regulations of the authorities.
- Promulgating regulations on chemical use, monitoring and minimizing the use of pesticides and chemicals.
- Promulgating regulations on accepting, processing feedback, recommendations and providing information to Individuals and organizations on the issues related to the projects.
- Maintaining cooperation with Bureau Veritas - an international organization in inspection, evaluation and certification to carry out commitments to sustainable planning, development and production and business towards building and protecting community values and conservation of natural values.



ENSURING LABOUR SAFETY

HAGL runs training courses in awareness of food hygiene and labor safety at factories and plantations.

- Guiding for safe operation of machinery and equipment.
- Offering detailed guidance on workplace risks and prevention measures.
- Training on fire and explosion prevention.
- Training on first aid, emergency care, and emergency handling.

EMPLOYEE HEALTH CARE

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

- HAGL coordinates with the Social Insurance Agency to promptly and fully address employee entitlements such as sickness and maternity benefits.
- Ensuring the workplace has adequate lighting, ventilation and cleanliness.
- Providing appropriate personal protective equipment.
- Offering rest areas, clean restrooms, and safe drinking water.

ENSURING EMPLOYEE WELFARE

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



Until 2024, HAGL has been maintaining GLOBALG.A.P certification on banana at 3 affiliated companies and it is operating 12 packaging facilities, 14 banana and durian growing areas to serve the export of fruits to domestic and foreign markets, ensuring quality, food safety and hygiene. HAGL has also maintained VietGAP good farming practice certification at pig farms

Guarantee of plants

- Products reached quality, guarantee safety by GLOBALG.A.P standards..
- Using Pesticides in the list of safe plant protection products, using no banned drugs not included in the list, ensuring quarantine period before harvesting.
- No pesticide residues in the product.
- Using only fertilizers in the list, with clear expiry dates. Using no fertilizer of unknown origin, unlabeled packaging or expired.

Ensure the 3 No's for livestock

- No Banned substances
- No Antibiotics
- No Animal-based protein



Banana clusters exported to South Korea



On the morning of April 22, in Dak Sorme Commune, Dak Doa District, Gia Lai Province, Gia Lai Livestock Joint Stock Company under HAGL Group held a ceremony to hand over 4 newly built classrooms to Dak Sorme Primary School. The classrooms cover an area of nearly 270 square meters, with construction costs exceeding VND 1 billion. This gift is not only valuable in material but also in spirit, helping teachers and students have more motivation to teach and learn better, and gradually helping the school keep pace with others in different localities.



On the morning of September 7, the People's Committee of Đăk Đoa District, in coordination with the Gia Lai Marathon Club and sponsors from within and outside the district, organized the Đăk Đoa District Charity Run titled “**Supporting Children to School.**” Through this event, HAGL donated 200 bicycles to support students with difficult circumstances in the district.



For many years, HAGL Football Club and the LPBank HAGL Football Academy have regularly organized charitable activities to visit and give gifts to orphanages and centers for the elderly with the participation of the first-team players and academy trainees. They have also supported the construction of mini football fields, donated clothes, balls, nets, and training equipment to schools in remote areas, and awarded scholarships to students with difficult circumstances. Additionally, HAGL Football Club has also collaborated with several philanthropists to build three “Great Solidarity” houses for disadvantaged households in Doc Binh Kieu Commune, Thap Muoi District, Dong Thap Province.



Carrying forward a legacy of pride

In 2024, the HAGL Football Club and LPBank HAGL Academy have integrated the latest technological and sports science applications into football operations. HAGL has established and is currently operating a sports medicine room, a sports science lab, and a tactical analysis center—each equipped with state-of-the-art technology. These initiatives have significantly contributed to the consistent improvement of HAGL players with each match.



According to the Coaching Staff, the secret behind the players' endurance and effective performance lies in the application of sports science. Specifically, the team has adopted a GPS-based tracking and performance analysis system for players. This allows the coaching staff to accurately assess each player's physical condition, thereby designing personalized training regimens and making appropriate tactical adjustments. Furthermore, HAGL is a pioneer in implementing oxygen supplementation before matches and during halftime to help players maintain peak physical condition. Although this is a novel approach in Vietnamese football, it has proven to be highly effective.



The investment in sports science demonstrates HAGL's professionalism and determination in building a strong football team. This not only enables HAGL to achieve impressive results in domestic competitions but also contributes to the overall development of Vietnamese football.



Continuing the legacy of the first generation of players from the HAGL Arsenal IMG Academy such as Cong Phuong, Xuan Truong, Tuan Anh, Van Toan, and Van Thanh, in 2024, the Club proudly contributed four national team players: Chau Ngoc Quang, Tran Bao Toan, along with two young talents, Tran Trung Kiên and Pham Ly Duc. These players played an essential role in helping the national team secure the championship title at the 2024 ASEAN Cup.

The Ham Rong Training Center, spanning 15 hectares, features seven outdoor and indoor football pitches, along with a full range of facilities including classrooms, a memorabilia room, recreation areas, a swimming pool, gym, sauna, and dormitories for academy students. The campus resembles a resort, shaded year-round by lush green trees. The well-maintained and beautifully landscaped academy grounds have attracted visitors from across the country and abroad. In the past year alone, the academy welcomed over 120,000 visitors who had the opportunity to take commemorative photos with well-known players such as Minh Vuong, Ngoc Quang, Trung Kiên, Gia Bao, and Quang Kiet.

