



THE TRUSTED VALUE



VIETNAM FUMIGATION
JOINT STOCK COMPANY

STEADFAST COMPANION

SUSTAINABILITY
REPORT

2025

**VIETNAM FUMIGATION
JOINT STOCK COMPANY**



TABLE OF CONTENTS

MESSAGE FROM THE GENERAL DIRECTOR

06

01 GENERAL INFORMATION

- 1.1 GENERAL INFORMATION 10
- 1.2 MILESTONES AND DEVELOPMENT HISTORY 12
- 1.3 MISSION AND ROLE OF VFC IN VIETNAM'S AGRICULTURAL SECTOR 14
- 1.4 BUSINESS LINES AND OPERATING AREAS 16

02 SUSTAINABILITY REPORTING CONTEXT

- 2.1 CONTEXT 24
- 2.2 VFC'S SUSTAINABILITY PHILOSOPHY 25
- 2.3 SUSTAINABILITY GOVERNANCE SYSTEM 26
- 2.4 VFC'S MARKET ROLE AND POSITION 32
- 2.5 INTRODUCTION TO THE SUSTAINABILITY REPORT 34



03 VFC'S ACTIVITIES

- 3.1 AGRICULTURAL ECONOMIC DEVELOPMENT 50
- 3.2 PROMOTING GREEN AND SUSTAINABLE AGRICULTURE 54
- 3.3 EMPLOYEES - THE FOUNDATION OF SUSTAINABLE DEVELOPMENT 62
- 3.4 SHARED VALUES WITH FARMERS AND THE COMMUNITY 70
- 3.5 A TRUSTED PARTNER 76

04 SUSTAINABILITY DIRECTION

- 4.1 DEVELOPMENT STRATEGY 80
- 4.2 IMPLEMENTATION PLAN 82

05 APPENDIX

- 5.1 GRI CONTENT INDEX 90

MESSAGE FROM THE GENERAL DIRECTOR

Mr.
Tran Van Dung

General Director



Dear Shareholders, Partners, Customers, and Members of Staff,

2025 continued to be a challenging year for the agricultural sector against a backdrop of economic volatility, rising input costs, and increasing demands for sustainable production. In this environment, Vietnam Fumigation Joint Stock Company (VFC) has remained steadfast in its commitment to stable, efficient growth, underpinned by environmental and social responsibility.

Our core business segments, including crop protection products, fumigation services, and pest control, have continued to maintain and grow their market presence. Alongside our growth targets, VFC focuses on enhancing our governance systems, optimizing resource efficiency, and progressively adopting sustainable management practices.

The 2025 Sustainability Report marks an initial step in systematizing and disclosing VFC's environmental, social and governance (ESG) activities, reflecting the Company's commitment to transparent and long-term development.

On behalf of the Management Board, I would like to express my sincere gratitude for the trust of our shareholders, partners, and customers, as well as the unwavering dedication of our entire staff throughout the past year. VFC will continue to partner with and support Vietnamese agriculture, striving toward sustainable growth and enduring value.

Sincerely,

Tran Van Dung
General Director

Chapter 01

GENERAL INFORMATION

1.1	GENERAL INFORMATION	10
1.2	MILESTONES AND DEVELOPMENT HISTORY	12
1.3	MISSION AND ROLE OF VFC IN VIETNAM'S AGRICULTURAL SECTOR	14
1.4	BUSINESS LINES AND OPERATING AREAS	16

GENERAL INFORMATION

Trading name	VIETNAM FUMIGATION JOINT STOCK COMPANY
English name	VIETNAM FUMIGATION JOINT STOCK COMPANY
Abbreviation	VFC
Ticker symbol	VFG
Business registration certificate no.	0302327629, initially issued by the Department of Planning and Investment of Ho Chi Minh City on December 31, 2001, with the 32nd amendment dated July 31, 2025.
Charter capital	417,146,140,000 VND
Contributed capital	417,146,140,000 VND
Address	29 Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City, Vietnam.
Telephone	028 3822 8097
Fax	028 3829 0457
Website	www.vfc.com.vn



MILESTONES AND DEVELOPMENT HISTORY

1976

Established the Fumigation Team under the Plant Protection Department – Ministry of Agriculture and Rural Development.

1993

The Ministry of Agriculture and Food Industry officially established Vietnam Fumigation Company based on the merger of Fumigation Companies I and II, headquartered in Ho Chi Minh City.



1985

Merged Fumigation Company No. 1 and No. 2 to form Vietnam Fumigation Company.

2001

The remaining portion was further equitized to form Vietnam Fumigation and Inspection Joint Stock Company; by the end of the year, the two companies were merged, increasing the charter capital to VND **28.63 billion**



1999

Marked a significant milestone as the agrochemical business division was equitized into Vietnam Fumigation Joint Stock Company, with a charter capital of VND **16,633,500,000.**

2009

In August 2009, the Company was renamed Vietnam Fumigation Joint Stock Company; in December 2009, its shares (ticker: VFG) were officially listed on the Ho Chi Minh Stock Exchange (HOSE).



2007

Marked a phase of strong expansion: the Company issued shares to existing shareholders and a strategic partner, merged with Hong Duc Investment Company, increased its charter capital to VND 46 billion, and became a public company.

2019

Continued to strengthen its system by restructuring and merging branches, and investing in upgrading factories and equipment to support business operations.



2012

Implemented a comprehensive restructuring initiative, transforming its business model and governance.

2023

Marked a record milestone with revenue of VND 3.262 billion and profit after tax of VND 296 billion, reinforcing its position as a leading fumigation company in Vietnam.



2022

The Company issued additional shares to increase charter capital from equity sources, raising the charter capital to VND **417,146,140,000.**

2025

Continued pursuing sustainable growth by accelerating restructuring and digital transformation, developing high-tech biological and organic projects, and expanding markets to build a solid foundation for a new phase of development.



2024

Completed a capital contribution agreement, making Hai Yen Co., Ltd. a subsidiary; consolidated profit after tax reached VND 470.61 billion—marking the third consecutive year of strong growth.

MISSION AND ROLE OF VFC IN VIETNAM'S AGRICULTURAL SECTOR

VFC remains steadfast in its mission to support sustainable agricultural development and enhance living environments by providing technology-driven agricultural solutions and pest control services. Leveraging decades of experience in agrochemicals, fumigation, and pest management, the Company continuously improves the quality of its products and services, while strengthening its technical capabilities to meet the increasingly rigorous demands of the market.

Within the agricultural value chain, VFC operates as more than a provider of products and services; we serve as a technical partner to farmers, customers, and enterprises. Through our comprehensive solutions in crop protection, post-harvest treatment, fumigation, and pest control, the Company plays a vital role in safeguarding harvests, mitigating losses, enhancing produce quality, and ensuring compliance with safety, traceability, and environmental standards.

VFC's role is reflected across three dimensions: economic, social, and environmental.

- **Economically:** Our solutions help optimize production costs, improve input efficiency, and increase the commercial value of agricultural products.
- **Socially:** VFC prioritises risk mitigation during product application, raising safety awareness, and empowering farmers to adopt appropriate cultivation practices.
- **Environmentally:** The Company progressively promotes the use of safer alternatives while minimising adverse impacts arising from the production, distribution, and application of our products.

Furthermore, VFC is a member of international professional organisations, including the International Maritime Fumigation Organisation (IMFO) and the National Pest Management Association (NPMA) in the United States. Participation in these bodies enables the Company to remain aligned with international technical standards and best practices, while reinforcing our reputation in the global fumigation and pest control sectors.



As the agricultural industry shifts towards greater transparency and sustainability, VFC recognises that its responsibility extends beyond financial performance to the creation of long-term stakeholder value. This commitment serves as the foundation for VFC to continue partnering with farmers, partners, and the community in the pursuit of a more efficient, safe, and sustainable agricultural landscape.

Collaborative activities with partners and customers

Agrochemicals segment

VFC maintains strategic partnerships with domestic and international entities to research, test, and transfer product portfolios tailored to Vietnam's unique cultivation conditions. Simultaneously, the Company coordinates technical workshops and training sessions for our distribution network, agents, and farmers. These initiatives serve to enhance product efficacy and promote safer agricultural practices.

Pest control operations segment (PCO)

VFC partners with a diverse range of clients in the hospitality sector, including hotels, resorts, and restaurants, as well as commercial centres and public service facilities. We develop structured pest control protocols that align with rigorous hygiene, safety, and service quality standards. Through these efforts, the Company assists clients in maintaining a safe, stable, and professional operating environment.

Fumigation segment

VFC works alongside agricultural exporters, cold storage facilities, bonded warehouses, logistics providers, and related stakeholders to provide fumigation services that comply with domestic and international quarantine regulations. This activity is instrumental in ensuring cargo quality, mitigating logistical risks, and bolstering the reputation of Vietnamese agricultural products in global markets.

Commitment to farmers, partners, and the community

Driven by our sustainability direction and the spirit of "True Value," VFC continuously refines its business model to be more responsible and to create long-term value for all stakeholders. The Company places a high priority on supporting farmers through technical transfer programmes, guidance on safe and effective product usage, and the development of cultivation support models that reflect practical production realities.

Furthermore, VFC continues to strengthen its collaborative network across the value chain, promoting agricultural solutions that are safer, more transparent, and highly efficient. Through our core business operations and corporate social responsibility (CSR) programmes, the Company aims to make a positive contribution to a greener, more efficient, and more sustainable Vietnamese agricultural landscape.



BUSINESS LINES AND OPERATING AREAS

Business lines

Vietnam Fumigation Joint Stock Company (VFC) currently operates in four main business areas: agrochemicals; fumigation services; pest control services; and office leasing. These sectors form an integrated service ecosystem aligned with the agricultural and trade value chain, while also diversifying revenue streams and strengthening the Company's foundation for sustainable development.

Agrochemicals



Since 1994, VFC has officially entered the agrochemical sector and gradually established its market position through the supply of products supporting agricultural production.

VFC's product portfolio includes insecticides, rice herbicides, and fungicides, which are imported from reputable global crop protection manufacturers. The Company places strong emphasis on product quality control to meet increasingly stringent agricultural standards.

VFC collaborates with numerous domestic and international enterprises and scientific - technical organizations such as Syngenta, Sinon, KingElong, NuFarm, Agrilife, Kumiai, the Plant Protection Department, Ho Chi Minh City Biotechnology Center, Southern Horticultural Research Institute, Vinaseed, and Vietnam Food (VNF). Building on these partnerships, the Company continues to expand its product portfolio, improve technologies, and serve customer segments with high requirements for quality and performance.

Fumigation Services



VFC's fumigation operations originated from fumigation and plant quarantine units in Southern Vietnam prior to 1975, which were later taken over, maintained, and progressively developed through various stages. In 1993, fumigation units under the Plant Protection Department were consolidated to form Vietnam Fumigation Company.

With over 50 years of experience, VFC currently provides fumigation services for import - export goods and pest control for residential areas, factories, and industrial zones nationwide. Its extensive operational network and professional workforce enable the Company to deliver solutions tailored to the needs of both domestic and international clients.

VFC serves more than 5,000 regular customers, including many long-term partners who have worked with the Company for decades. This reflects the Company's strong reputation, service quality, and dedication. VFC's fumigation services comply with international quarantine standards, thereby supporting import - export activities and enhancing the competitiveness of Vietnamese enterprises.

Pest Control Services



PestMan is VFC's brand in the pest control (PCO) sector. Building on VFC's experience and reputation, PestMan develops pest control solutions based on continuously updated technical data, tailored to the characteristics of each pest group.

PestMan's solutions are designed to ensure effective treatment while maintaining safety for humans, animals, and the environment. Services are customized to each client's specific needs, helping minimize disruptions to business operations, living environments, and workplaces.

Currently, PestMan provides services to factories, warehouses, industrial parks, and residential buildings nationwide, supported by a professionally trained workforce applying safe and effective treatment methods.

Office Leasing at VFC Tower



In addition to its core business activities, VFC also offers office leasing services at VFC Tower. The building consists of 9 floors, including 7 floors for lease, with each floor covering approximately 250 m², along with a hall and meeting rooms that meet business needs.

With its prime location, synchronized infrastructure, and suitable support services, VFC Tower provides a professional working environment for tenants in the city center.



BUSINESS LINES AND OPERATING AREAS

Operating areas

The business operations of Vietnam Fumigation Joint Stock Company (VFC) span nationwide, with its head office located in Ho Chi Minh City, supported by a network of 8 branches and 13 affiliated business locations.

Head office: VFC Tower, No. 29 Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City, Vietnam.

Affiliated units as of December 31, 2025

No.	Branch name	Address
1	Vietnam Fumigation JSC - Nam Song Hau Branch	Lot 30A3-3, Tra Noc I Industrial Park, Thoi An Dong Ward, Can Tho City
2	VFC Branch in Da Nang City	292 2/9 Street, Hoa Cuong Ward, Da Nang
3	VFC Northern Branch	Unit 8 - TM2A-C1, Southern Ring Road 3 Urban Area - Phase 1, Dinh Cong Ward, Hanoi
4	VFC Branch in Quy Nhon	263 Tran Hung Dao Street, Quy Nhon Ward, Gia Lai
5	VFC Branch in Nha Trang	No. 2-4-6 Tran Huu Duyet Street, Vinh Diem Trung Urban Area, Tay Nha Trang Ward, Khanh Hoa Province
6	Vietnam Fumigation JSC - Bac Song Hau Branch	612 National Highway 91, Binh Phu 2 Hamlet, Binh Hoa Commune, An Giang
7	VFC Branch in Ho Chi Minh City	37 Nguyen Trung Ngan Street, Saigon Ward, Ho Chi Minh City
8	Vietnam Fumigation JSC - Duc Hoa Long An Branch	Lot B107, Thai Hoa Industrial Park, Tan Hoa Hamlet, Duc Lap Commune, Tay Ninh



Affiliated business locations

No.	Business location	Address
1	VFC Business location	49 Nguyen Anh Thu Street, Tan Thoi Hiep Ward, Ho Chi Minh City
2	VFC Business location – Bac Song Hau	612 National Highway 91, Binh Phu 2 Hamlet, Binh Hoa Commune, An Giang
3	VFC Business location – Song Tien	342 National Highway 30, My Tra Ward, Dong Thap
4	VFC Business location – Song Hau	Lot 30A3-3, Tra Noc I Industrial Park, Thoi An Dong Ward, Can Tho City
5	VFC Business location – Dong Nai	B7 Xom Ho Residential Area, Ngo Quyen Hamlet, Dau Day Commune, Dong Nai
6	VFC Business location – South Central Region	263 Tran Hung Dao Street, Quy Nhon Ward, Gia Lai
7	VFC Business location – Dak Lak	170 Chu Van An Street, Tan An Ward, Dak Lak
8	VFC Business location – Northern Region	LK07, Vang Anh Street, Eurowindow Twin Parks Project, Gia Lam, Hanoi
9	VFC Business location – Mid-Central Region	292 2/9 Street, Hoa Cuong Ward, Da Nang
10	VFC Business location – Southeast Region 2	Lot 2, Rach Son Quarter, Go Dau Ward, Tay Ninh
11	VFC Business location – Soc Trang	Land plot No. 1187, Map sheet No. 06, An Trach Hamlet, An Ninh Commune, Can Tho City
12	VFC Business location – Song Tien 2	467 National Highway 1A, Quarter 1, Cai Lay Ward, Dong Thap
13	VFC Representative Office in Binh Duong	5/2, Quarter 1B, An Phu Ward, Ho Chi Minh City



Chapter 02

SUSTAINABILITY REPORTING CONTEXT

2.1	CONTEXT	24
2.2	VFC'S SUSTAINABILITY PHILOSOPHY	25
2.3	SUSTAINABILITY GOVERNANCE SYSTEM	26
2.4	VFC'S MARKET ROLE AND POSITION	32
2.5	INTRODUCTION TO THE SUSTAINABILITY REPORT	34

CONTEXT

Regenerative agriculture and emission reduction goals

Vietnamese agriculture is undergoing a gradual shift toward sustainability, focusing on emission reduction, resource efficiency, and enhanced climate resilience. In this landscape, Regenerative Agriculture is gaining significant traction, placing new demands on enterprises throughout the agricultural value chain.

For VFC, this trend serves as both a challenge and a catalyst to refine our product portfolio, services, and operational models, ensuring alignment with market demands and the principles of sustainable development.

Climate change adaptation and greenhouse gas control

The impacts of climate change are becoming increasingly evident through prolonged droughts, saltwater intrusion, heightened pest pressure, and extreme weather events. These factors escalate risks to crop yields, produce quality, and overall production efficiency across the value chain.

Against this backdrop, reducing GHG emissions and strengthening adaptation capabilities have become essential requirements. VFC's direction in this area involves enhancing energy efficiency, innovating products, and optimising operational processes while assisting customers in accessing solutions tailored to a changing climate.

Food security and global supply chains

Food security remains a strategic global issue amidst population growth and shifting consumer demands. Agricultural markets now demand higher standards for quality, safety, and traceability. Simultaneously, global agricultural supply chains are impacted by trade volatility, logistics costs, and increasingly stringent residue control standards.

In this context, the role of providers offering crop protection, post-harvest fumigation, and pest control solutions is more critical than ever. Leveraging our technical expertise, VFC contributes to safeguarding crop quality, mitigating post-harvest losses, and maintaining supply chain stability.

Resource efficiency and environmental protection

Sustainable development in agriculture is tied not only to productivity but also to resource efficiency and the minimisation of environmental impacts. The rational use of raw materials, energy conservation, water management, and the responsible handling of waste and post-consumer packaging are becoming key requirements for industry players.

For VFC, this provides a framework to further refine our operations toward greater efficiency and responsibility. The Company aims to enhance pest control efficacy while strictly monitoring the environmental footprint of our business activities and product lifecycles.

Shared value and partnering with farmers

As agriculture transitions toward sustainability, farmers remain at the heart of the industry, yet they are also the most vulnerable to weather fluctuations, rising input costs, technical complexities, and market risks. Consequently, sustainability is not merely a matter of technology and governance; it is defined by the ability to share value and provide meaningful support to producers.

VFC defines its role beyond the provision of goods and services; we are committed to technical support, safe usage guidance, and the improvement of farming efficiency. This commitment is a core pillar of our responsibility to the agricultural sector and the community.

VFC'S SUSTAINABILITY PHILOSOPHY

Sustainability philosophy

At VFC, sustainable development is defined as the process of generating economic value in tandem with environmental and social responsibility, encompassing all stakeholders across the agricultural value chain.

As an enterprise operating in agrochemicals, fumigation, and pest control, VFC clearly recognizes its role in supporting efficient agricultural production while minimizing risks to human health and ecosystems. Consequently, the Company's development is guided by the principles of responsible crop protection, the continuous improvement of products and processes toward enhanced safety, and the promotion of awareness and correct technical application practices throughout the value chain.

Building on this foundation, VFC is progressively refining its governance systems to better monitor socio-environmental impacts and promote solutions aligned with the global transition toward green agriculture and sustainable development.

Sustainability objectives

Aligned with our long-term vision, VFC has identified core objectives that balance business efficiency, environmental stewardship, social value, and transparent governance. These pillars serve as the framework for integrating sustainability into our corporate strategy and daily operations.

Economic objectives

VFC aims to maintain steady growth within our core business segments while enhancing the quality of that growth through operational optimization, cost control, and revenue diversification. The Company continues to consolidate its leadership in agrochemicals, fumigation, and pest control, while increasing the contribution of specialized technical services.

Environmental objectives

VFC is committed to progressively improving the efficiency of energy, water, and raw material usage. We aim to optimize operational processes, strictly control waste, and effectively fulfill product lifecycle responsibilities, including post-consumer packaging management and Extended Producer Responsibility (EPR) obligations. Furthermore, the Company seeks to expand the proportion of biologicals, organics, and biostimulants in our portfolio, while formalizing systems for tracking environmental data, greenhouse gas emissions, and risks related to water, waste, and biodiversity.

Social objectives

VFC strives to build a safe, stable, and equitable workplace that fosters long-term career development. For customers, farmers, and the community, the Company aims to enhance service quality, ensure information transparency, and provide superior technical consultancy for the safe and effective use of our products. Simultaneously, VFC will continue to expand its farmer-partnership programs and initiatives that share value with local communities.

Governance objectives

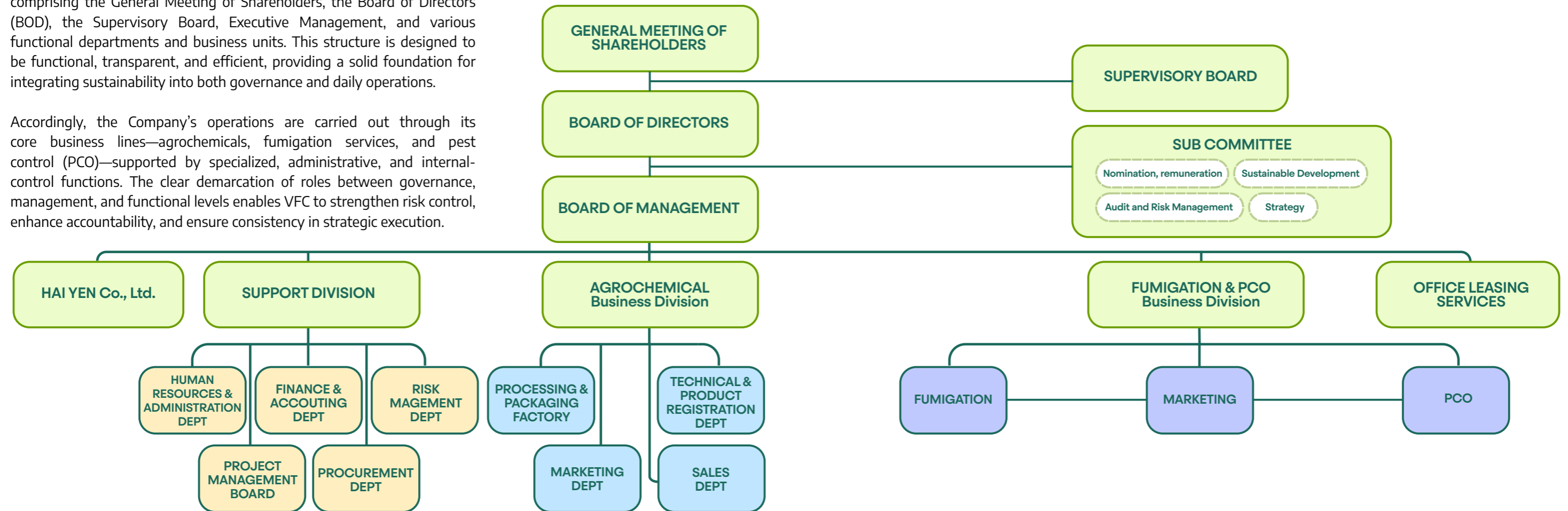
VFC identifies the enhancement of governance quality as the fundamental objective for long-term development. In the coming period, the Company will continue to refine its management systems to be more transparent, efficient, and closely aligned with ESG (Environmental, Social, and Governance) criteria. Key priorities include strengthening risk management, improving internal controls, enhancing accountability, standardizing data, accelerating digital transformation, and elevating the quality of corporate disclosures.

SUSTAINABILITY GOVERNANCE SYSTEM

Governance model

VFC’s governance system is organized under a joint-stock company model, comprising the General Meeting of Shareholders, the Board of Directors (BOD), the Supervisory Board, Executive Management, and various functional departments and business units. This structure is designed to be functional, transparent, and efficient, providing a solid foundation for integrating sustainability into both governance and daily operations.

Accordingly, the Company’s operations are carried out through its core business lines—agrochemicals, fumigation services, and pest control (PCO)—supported by specialized, administrative, and internal-control functions. The clear demarcation of roles between governance, management, and functional levels enables VFC to strengthen risk control, enhance accountability, and ensure consistency in strategic execution.



VFC’s organizational structure is designed for specialization, ensuring efficiency, transparency, and operational flexibility.

A clear delineation of functions and responsibilities across departments helps VFC improve operational efficiency and resource utilization.

General Meeting of Shareholders The highest decision-making body, consisting of all voting shareholders, responsible for deciding the Company’s most significant issues.

Board of Directors (BOD) Responsible for management and strategic direction, deciding on matters within its authority as prescribed by law and the Company Charter.

Supervisory Board Represents shareholders in overseeing business activities, governance, and management to ensure transparency and compliance.

Board of Management (Executive Board) Led by the General Director, this body manages day-to-day operations and is accountable to the BOD for strategy implementation and the fulfillment of assigned tasks.

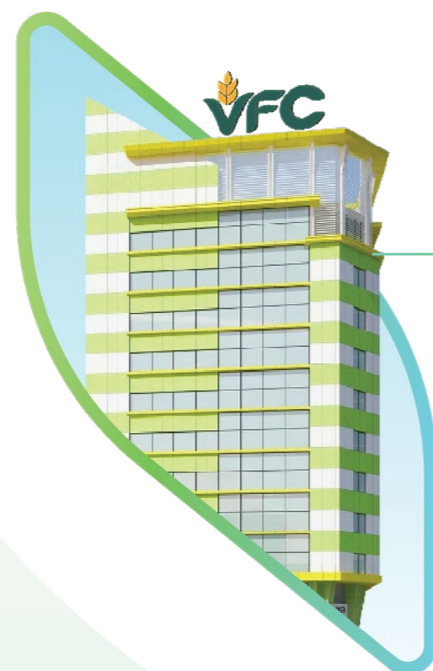
SUSTAINABILITY GOVERNANCE SYSTEM (CONTINUED)

Role of the Board of Directors and Specialized Subcommittees

The Board of Directors (BOD) plays a pivotal role in providing strategic direction, overseeing executive operations, and enhancing corporate governance efficiency. In 2025, the BOD established and promulgated operational regulations for four specialized subcommittees: Strategy Subcommittee, Sustainability Subcommittee, Nomination and Remuneration Subcommittee, and Audit and Risk Management Subcommittee. These subcommittees assist the BOD in advisory, oversight, and the refinement of the governance system.

Specifically, Sustainability Subcommittee advises the BOD on ESG strategy and policies relating to the environment, health, safety, social responsibility, and business ethics; it also monitors ESG disclosures, coordinates with the Board of Management to implement sustainability programs, and proposes ESG metrics to serve governance, operations, and reporting.

Audit and Risk Management Subcommittee is responsible for overseeing compliance with the law, the Company Charter, and internal regulations; reviewing financial statements; advising on the establishment of risk identification and early warning mechanisms; evaluating the effectiveness of the internal control system; and proposing management measures for financial, tax, and operational risks.



As of December 31, 2025, the Board of Directors consists of **05 members**

including one independent member

Mr. **Truong Cong Cu**

Chairman / Legal representative	Shares owned	Ownership %
	779,751	1.87%



Mrs. **Nguyen Thi Tra My**

Board member	Shares owned	Ownership %
	0	0.00%



Mrs. **Nguyen Vu Thu Huong**

Board member	Shares owned	Ownership %
	0	0.00%



Mr. **Tran Van Dung**

Board Member / General director / Person authorized to disclose information	Shares owned	Ownership %
	3,995	0.01%



Mr. **Mai Tuan Anh**

Independent board member	Shares owned	Ownership %
	14,069	0.03%



SUSTAINABILITY GOVERNANCE SYSTEM (CONTINUED)

Management mechanism and sustainability implementation

To translate sustainability directions into practice, the General Director established the Sustainability Program Management Board, comprising representatives from various departments and technical units. This board is tasked with developing action plans, executing sustainability initiatives, and reporting results periodically to the Company's leadership.

The coordination between the BOD, its sub-committees, and the Management Board ensures that sustainability goals are translated into concrete actions across investment decisions, risk management, and corporate reporting.

Risk management and internal control

VFC maintains a risk management system and internal oversight through the Supervisory Board, the internal audit department, and specialized subcommittees. In 2025, the Company enhanced its oversight capabilities through periodic risk assessment reports and the development of a corporate risk map, thereby enhancing the ability to identify, prevent, and respond to risks arising in production and business operations.

The Board of Directors requires its members to fully disclose any related interests prior to discussing and voting on matters that may give rise to conflicts of interest, while complying with regulations on related-party transactions in accordance with the Company's Charter and applicable laws. Information on share ownership, concurrent positions, and remuneration of Board members is transparently disclosed in the Annual Report in line with regulatory requirements.

Regarding sustainability, this system has expanded beyond financial and compliance risks to include risks associated with the environment, social impact, safety, supply chain integrity, and corporate reputation.

Transparency and digital transformation in governance

As a company listed on the Ho Chi Minh City Stock Exchange (HOSE), VFC is committed to full, transparent, and timely information disclosure. In 2025, the Company made 129 periodic and ad hoc disclosures, with no recorded violations of its disclosure obligations.

In parallel, VFC continues to promote digital transformation in governance through platforms such as Workit, DMS/SFA systems, and data management tools. The increased application of technology enhances accuracy and traceability, providing a foundation for the gradual standardization of ESG data.

Improvement direction

Through the coordinated efforts of the BOD, specialized subcommittees, and the Management Board, VFC will continue to refine its sustainability governance system to be leaner, more transparent, and highly accountable. This serves as the foundation for enhancing long-term governance capacity and creating sustainable value for all stakeholders.

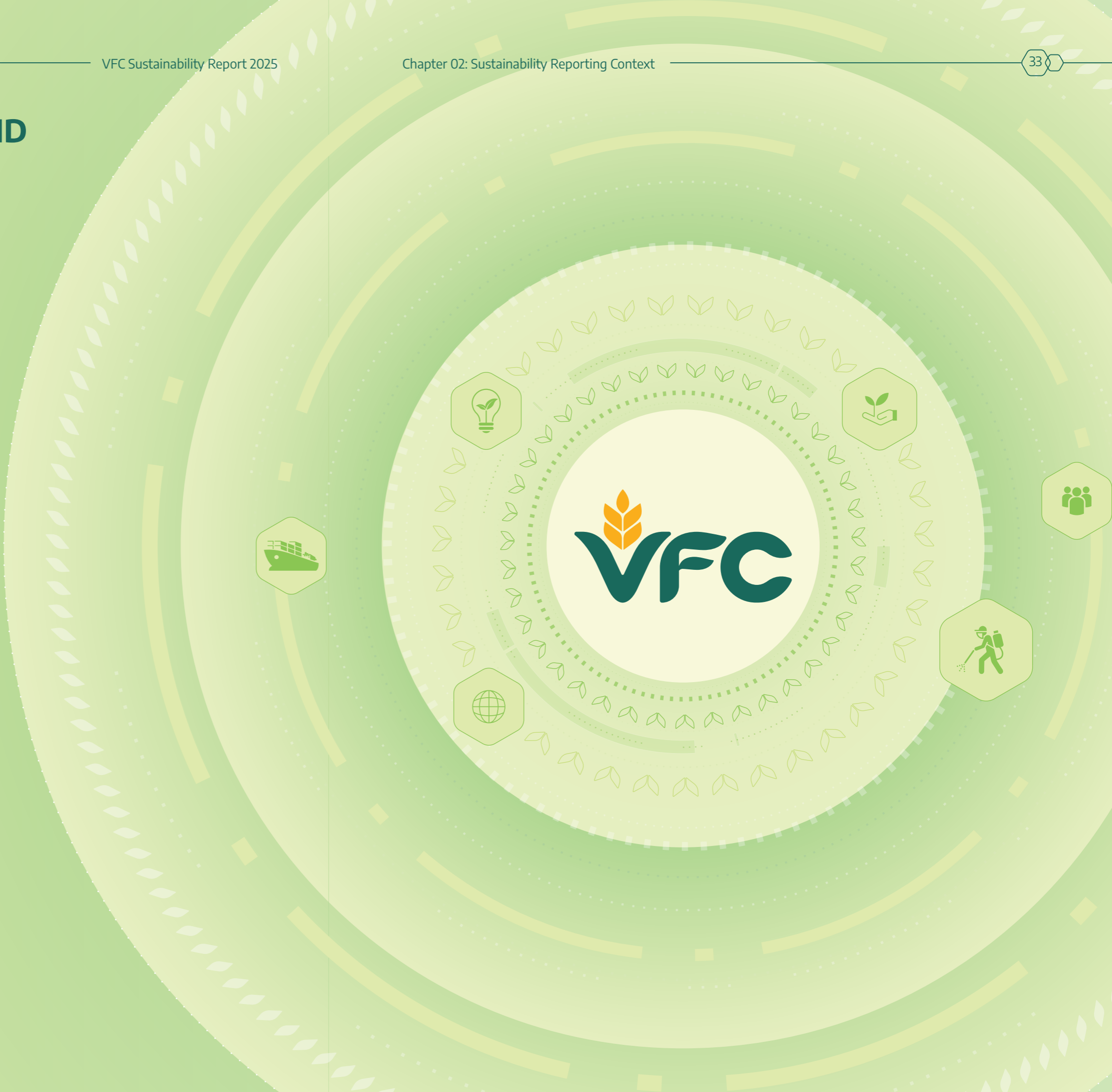


VFC'S MARKET ROLE AND POSITION

In the context of Vietnam's transition toward safer and more sustainable agriculture, VFC is an enterprise with over 50 years of experience in the fields of agrochemicals, fumigation, and pest control. The Company maintains a presence across multiple stages of the agricultural and commercial value chains, ranging from cultivation and post-harvest preservation to pest control in production and goods circulation.

VFC's role is demonstrated through its capacity to provide solutions integrated with the practical needs of customers. Through activities in crop protection, post-harvest treatment, fumigation of import and export goods, and pest control, the Company contributes to maintaining agricultural product quality, reducing losses, and supporting supply chain stability.

For VFC, market position is reflected not only through operational scale and customer reach but also through product quality, technical expertise, regulatory compliance, and the ability to adapt to emerging market requirements. This serves as the foundation for the Company to continue partnering with customers, farmers, partners, and the community toward greater efficiency and sustainability.



INTRODUCTION TO THE SUSTAINABILITY REPORT

Inaugural report – The beginning of the sustainable journey

2025 marks the first year VFC has published its Sustainability Report. The release of this report signifies the initial step in standardizing non-financial information disclosure and progressively integrating environmental, social, and governance factors into the Company's management and operations. This report reflects VFC's activities throughout the year and provides a foundation for the Company to further refine its approach to sustainability in subsequent phases.

Alignment with international practices – Toward transparency and standardization

This report is developed with reference to the GRI Standards 2021 and is aligned with specific United Nations Sustainable Development Goals (SDGs) relevant to VFC's specialized operations. Through this disclosure, VFC aims to enhance the transparency, consistency, and comparability of its information while better meeting the expectations of shareholders and stakeholders.

Building a foundation for professional governance and operations

Preparing the Sustainability Report serves both disclosure requirements and the internal refinement of VFC's governance framework. The process of reviewing data, identifying material topics, and systematizing information allows the Company to better recognize the economic, environmental, and social impacts arising from its business activities. This process also provides a basis for VFC to strengthen its indicator-tracking systems, enhance accountability, and integrate sustainability factors into decision-making processes.

Responsible business – Balancing efficiency and long-term value

As an enterprise operating in agrochemicals, fumigation, and pest control, VFC recognizes that business efficiency must be accompanied by responsibility toward the environment, society, and the community. Consequently, the Company's development direction focuses not only on operational performance but also on enhancing product and service quality, utilizing resources responsibly, and partnering with stakeholders across the value chain.

This report reflects VFC's approach to a responsible business model, where value creation is measured not only by financial results but also by long-term impacts on the agricultural sector and stakeholders.

Quantifying impacts – Continuous improvement

VFC views sustainability as a process of continuous improvement. In addition to documenting implemented activities, the Company is progressively establishing a system of indicators and data to better monitor economic, environmental, and social impacts. Quantifying these impacts improves report quality and assists the Company in identifying opportunities for improvement in governance, operations, and resource allocation.

Commitment to action for a sustainable agricultural future

The 2025 Sustainability Report demonstrates VFC's commitment to pursuing a stable, responsible, and transparent development path. The Company recognizes this as a long-term process requiring system-wide participation and stakeholder collaboration.

On this basis, VFC will continue to refine its governance system, improve the quality of information disclosure, and promote activities that create long-term value for customers, employees, partners, the community, and the environment.

General information about the report

- **Reporting period:** From January 1, 2025, to December 31, 2025.
- **Reporting scope:** All VFC operations within the fields of agrochemicals, fumigation, and pest control in Vietnam.
- **Reporting standards:** This report has been prepared with reference to the GRI Standards.

VFC's 2025 Sustainability Report has not yet been subject to third-party assurance. However, the Company has established a roadmap for data standardization and plans to introduce independent assurance in the coming years to further enhance the reliability and transparency of disclosed information.



INTRODUCTION TO THE SUSTAINABILITY REPORT (CONTINUED)

Identifying material topics

Approach to Determining Materiality

As this is VFC's inaugural sustainability report, the Company identifies material topics following the guidance of GRI Standards 2021, specifically referencing GRI 3: Material Topics 2021. Accordingly, the Company identifies issues with significant economic, environmental and social impacts, while also considering their relevance to stakeholders, and those that are of substantial interest to stakeholders.

This process enables VFC to prioritize content for disclosure in the report, while supporting monitoring efforts, risk management, and the formulation of action plans for next phases.



Step 01 |

Identification of potential topics

VFC reviews potential topics based on the GRI 2021 Universal Standards, referencing common issues within the agrochemical, fumigation, and pest control sectors, while considering the Company's specific business and production characteristics. Consequently, topics directly relevant to VFC's operations, value chain, and responsibilities are selected for the next stage of assessment.

Step 02 |

Assessment of impact significance and likelihood

Potential topics are evaluated based on two primary criteria: level of impact and likelihood. The level of impact is assessed based on scale, scope, and irremediable character; meanwhile, likelihood reflects the probability of the issue arising within actual operations. The results of this assessment serve as the basis for prioritizing topics on the materiality matrix.

Step 03 |

Stakeholder consultation and validation

Upon completing the preliminary assessment, VFC conducts internal and external stakeholder consultations to review the relevance of the identified topics. This step ensures the Company fully captures real-world impacts while acknowledging concerns and expectations from diverse perspectives.

INTRODUCTION TO THE SUSTAINABILITY REPORT (CONTINUED)

Stakeholder engagement

VFC recognizes stakeholder engagement as a critical component in the development of the Sustainability Report. Through appropriate dialogue mechanisms, the Company records the interests, expectations, and issues likely to create significant economic, environmental, and social impacts.

The results of these consultations serve as a primary basis for VFC to determine its material topics, while facilitating the review and refinement of governance, operational practices, and information disclosure.

Shareholders

Shareholders are a stakeholder group directly linked to the Company’s business performance, governance quality, regulatory compliance, and long-term development capacity. For VFC, consulting with shareholders allows the Company to record expectations regarding growth, risk management, information transparency, and sustainability directions; it also serves as a basis for reviewing and refining governance and disclosure activities.

Dialogue mechanisms	Shareholder concerns	VFC’s actions
<ul style="list-style-type: none"> - General Meeting of Shareholders - Investor meetings and direct engagements - Regulatory information disclosure and feedback reception - Communication via email, telephone, and other information channels - Participation in events, fairs, and exhibitions 	Business Performance and Sustainable Growth Development strategies aligned with market trends, including environmental requirements, social responsibility, and the transition towards safer solutions.	<ul style="list-style-type: none"> - Focus on core business sectors. - Invest in R&D and strengthen cooperation with specialized partners. - Leverage internal collaboration within The PAN Group ecosystem to increase efficiency and synergistic value.
	Information transparency, legal compliance, and shareholder rights protection	<ul style="list-style-type: none"> - Ensure full and timely information disclosure in accordance with regulations. - Regularly update legal regulations to guarantee compliance. - Maintain dual-language (Vietnamese and English) information channels on the Company website - Implement dividend policies and shareholder rights on a fair and transparent basis.
	Corporate Reputation and Long-term Value Market reputation and sustainable relationships with partners, customers, and the community.	<ul style="list-style-type: none"> - Maintain principles of transparent cooperation and respect for the harmony of interests between parties. - Enhance product and service quality and compliance capacity. - Implement community contribution activities aligned with the Company’s sustainability goals.

Customers

VFC’s customer base includes farmers, import-export enterprises, warehousing units, industrial parks, and organizations requiring pest control services. For this stakeholder group, product quality, safety levels, technical compliance, and service stability directly impact their business operations. Consulting with customers allows the Company to record actual market requirements while reviewing and improving product quality, services, and technical support.

Dialogue mechanisms	Customer concerns	VFC’s actions	
<ul style="list-style-type: none"> - Market research and surveys - Feedback reception and incident management - Customer conferences and field seminars - Communication via sales and distribution networks - Participation in exhibitions and product launches 	Product Quality, Pricing, and Integrated Services	<ul style="list-style-type: none"> - Invest in technology, equipment, and management capacity to enhance product and service quality. - Maintain dedicated channels for receiving and resolving customer feedback. - Develop sales policies, discounts, and support frameworks tailored to specific customer segments. 	
	Corporate Transparency and Reputation	Clear product information, stable service delivery, and the capacity to meet technical and quarantine requirements.	<ul style="list-style-type: none"> - Disclose product information in accordance with regulations. - Strengthen coordination with partners to ensure the quality and stability of products and services. - Enhance compliance capacity in manufacturing, business activities, and service provision.
	Responsibility toward health, the environment, and the community		<ul style="list-style-type: none"> - Progressively develop high-tech, organic, and biological product lines aligned with market demand. - Provide guidance on safe and technically correct product usage. - Implement community support activities and share value with producers and value-chain partners where appropriate.

INTRODUCTION TO THE SUSTAINABILITY REPORT (CONTINUED)

Stakeholder engagement

Employees

VFC’s employees are directly involved in activities related to agrochemicals, cargo fumigation, and pest control. As a stakeholder group, they are directly impacted by working conditions, occupational safety, vocational health, and technical requirements. Consulting with employees allows the Company to record issues regarding chemical safety, training needs, remuneration packages, and workplace dialogue mechanisms, thereby developing appropriate management and support measures.

Dialogue mechanisms	Employee concerns	VFC’s actions
<ul style="list-style-type: none"> - Weekly/monthly briefings and leadership-department meetings - Dialogue via the Grassroots Trade Union - Internal grievance and feedback mechanisms - Production meetings 	Training and capacity building	<ul style="list-style-type: none"> - Organize centralized and on-the-job training to update professional knowledge. - Invest in upgrading production lines and technology to provide access to modern working methods. - Integrate learning and development criteria into personnel performance appraisals. - Implement job rotation and appropriate task assignments to develop professional and managerial competencies.
	Safe working environment and appropriate labor conditions	<ul style="list-style-type: none"> - Equip personnel with Personal Protective Equipment (PPE) tailored to job requirements. - Provide safety training and operational guidance for high-requirement equipment; conduct emergency response drills. - Improve physical working conditions while maintaining workplace codes of ethics and conduct. - Encourage internal engagement activities, corporate culture initiatives, and appropriate union organizations.
	Remuneration, compensation, and career opportunities	<ul style="list-style-type: none"> - Maintain the Trade Union and Collective Labor Agreement to safeguard employee rights.

Partners

VFC’s partners include suppliers of chemicals and equipment, agrochemical distribution networks, service implementation units, and R&D or project execution partners. This stakeholder group directly influences product quality, compliance, and supply chain safety. Engaging with partners allows the Company to identify issues arising within the value chain—particularly regarding quality control, chemical transport and storage, and technical protocol adherence.

Dialogue mechanisms	Partner concerns	VFC’s actions
<ul style="list-style-type: none"> - Surveys, evaluations, and meetings to explore cooperation opportunities - Transactions and joint project implementation - Participation in forums and conferences organized or sponsored by VFC 	Effective, Transparent Cooperation and Shared Long-term Value Includes project feasibility, collaboration efficiency, information sharing, and full fulfillment of signed commitments.	<ul style="list-style-type: none"> - Maintain principles of transparent cooperation, integrity, and respect for commitments. - Receive and resolve feedback throughout the partnership process. - Strengthen information exchange to enhance coordination and project execution efficiency. - Participate in professional associations and forums to expand cooperation and share expertise.
	Clear Cooperation Policies, Technical and Commercial Support	<ul style="list-style-type: none"> - Establish procurement policies, partnerships, and commercial agreements on a fair and transparent basis. - Provide guidance, training, and technical support to suppliers, contractors, and related parties as needed. - Coordinate to elevate requirements for safety, product quality, and supply chain compliance.
	Environmental and Community Responsibility	<ul style="list-style-type: none"> - Encourage collaborative initiatives that harmonize interests while addressing environmental and community factors. - Integrate appropriate requirements for safety, quality, and responsibility into partner selection and engagement processes.

INTRODUCTION TO THE SUSTAINABILITY REPORT (CONTINUED)

Stakeholder engagement

Government authorities

Regulatory bodies establish the legal framework and oversee activities related to plant protection products, quarantine, chemicals, and fumigation services. For VFC, compliance with specialized regulations is a prerequisite for maintaining stable, legal, and safe operations. Consultation with management agencies allows the Company to stay updated on technical requirements, policy changes, and critical operational considerations.

Dialogue mechanisms	Government authorities concerns	VFC's actions
<ul style="list-style-type: none"> - Direct consultation at meetings and workshops attended by VFC - Implementation of reporting systems and information disclosure per regulations - Coordination in inspection and audit programs by functional agencies 	<p>Legal Compliance and Specialized Regulations</p> <p>Includes requirements for tax, insurance, chemical declaration and control, quarantine, and information disclosure.</p>	<ul style="list-style-type: none"> - Fulfill all corporate obligations in accordance with the law. - Comply with regulations on chemical declaration and management, quarantine, insurance, taxes, and disclosures. - Proactively update new regulations to review and adjust operations when necessary.
	<p>Information Transparency and Management Coordination</p>	<ul style="list-style-type: none"> - Maintain the required reporting and disclosure regime. - Coordinate with functional agencies during specialized inspections, audits, and monitoring. - Maintain records and data for management and traceability purposes when required
	<p>Contribution to the Community and General Development</p>	<ul style="list-style-type: none"> - Respond to programs launched by the State that align with Company activities. - Continue to enhance governance capacity, operational efficiency, and compliance to contribute more positively to the economy and community.

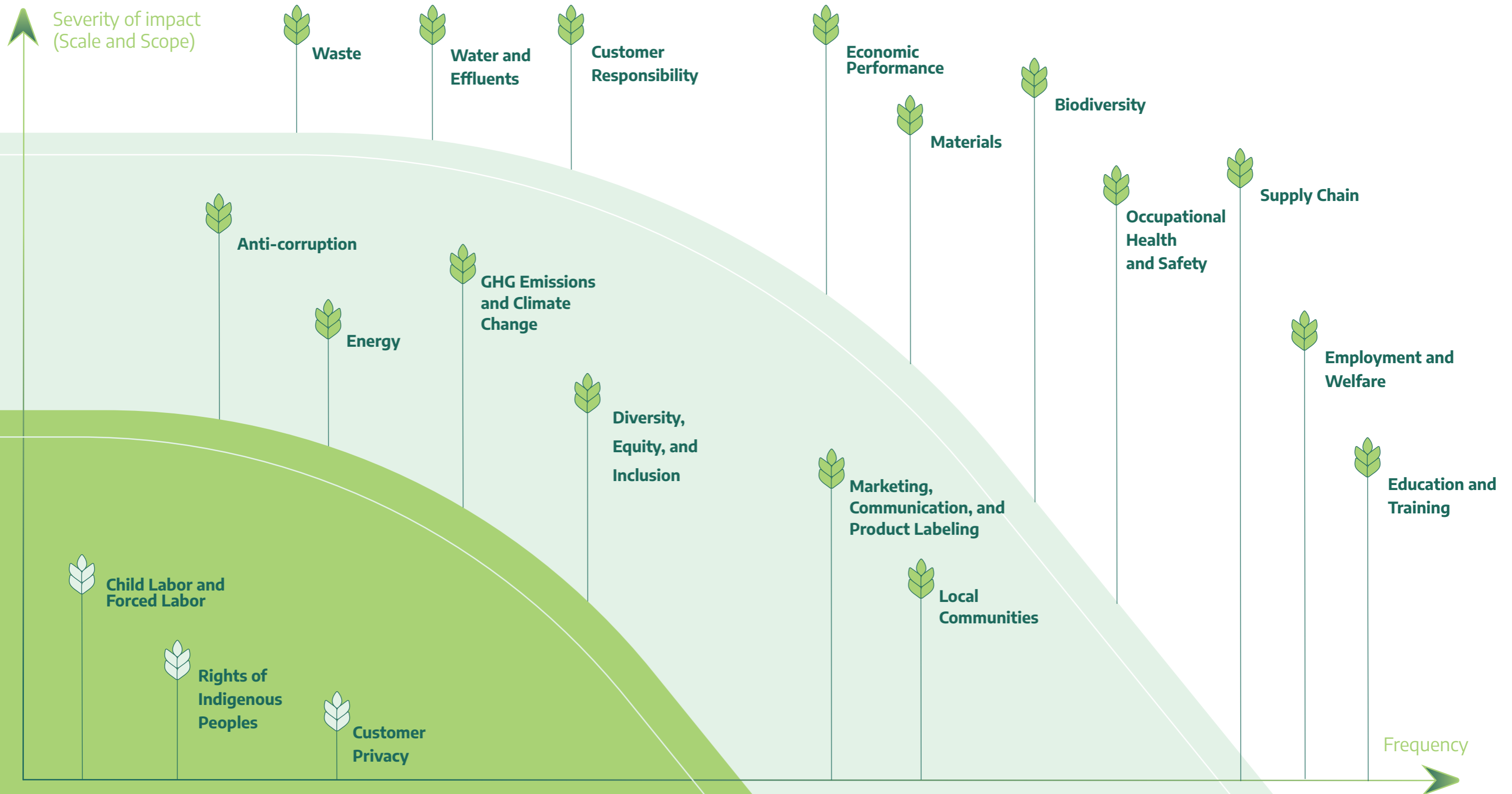
Community

Local communities are stakeholders indirectly affected by VFC's operations in agrochemicals, fumigation, and pest control. Primary concerns typically relate to environmental safety, public health, social order, and information transparency. Engaging with the community helps the Company record the social and environmental impacts arising from business operations, thereby reviewing and refining appropriate management measures.

Dialogue mechanisms	Community concerns	VFC's actions
<ul style="list-style-type: none"> - Meetings and direct exchanges with the local community - Feedback via website, suggestion letters, or through Industrial Park Management Boards and local authorities 	<p>Environmental Protection and Living Standards</p>	<ul style="list-style-type: none"> - Comply with legal regulations and internal environmental commitments. - Progressively improve products, technology, and operations toward resource efficiency and reduced environmental impact. - Promote the development of product lines aligned with safer and more sustainable trends.
	<p>Security, Safety, and Stability in Operating Areas</p>	<ul style="list-style-type: none"> - Comply with local regulations and requirements during operations. - Maintain coordination with authorities and local stakeholders to resolve issues when necessary.
	<p>Job Opportunities and Livelihood Support</p>	<ul style="list-style-type: none"> - Contribute to direct and indirect job creation through business activities. - Organize or coordinate training and technical guidance for residents and producers when feasible.
	<p>Contribution to Local Development</p>	<ul style="list-style-type: none"> - Implement community activities and social support aligned with actual conditions and Company orientation. - Prioritize programs that provide practical value to the local community where appropriate.

INTRODUCTION TO THE SUSTAINABILITY REPORT (CONTINUED)

Materiality assessment matrix



Based on the evaluation and consultation results, VFC has developed a materiality matrix to prioritize these topics. Topics with both high impact significance and high likelihood of occurrence are identified as the priority material topics for this reporting period.

INTRODUCTION TO THE SUSTAINABILITY REPORT (CONTINUED)

Approved list of reporting topics

Based on the identified material topics and stakeholder concerns, VFC has selected the following subjects for disclosure in the 2025 Sustainability Report:

This list serves as the framework for VFC to define its disclosure scope, establish monitoring indicators, and link sustainability content with the Company's governance and operational goals. It also provides the basis for refining the corporate risk map in future reporting cycles.

Continuous update and refinement

VFC recognizes that identifying material topics is an ongoing process that requires periodic review and updates to accurately reflect changes in the business environment, regulatory policies, and stakeholder expectations.

In subsequent phases, the Company will continue to refine its assessment methodology and data quality, moving toward a more comprehensive and substantive approach to sustainability management.



Chapter 03

VFC'S ACTIVITIES

3.1	AGRICULTURAL ECONOMIC DEVELOPMENT	50
3.2	PROMOTING GREEN AND SUSTAINABLE AGRICULTURE	54
3.3	EMPLOYEES – THE FOUNDATION OF SUSTAINABLE DEVELOPMENT	62
3.4	SHARED VALUES WITH FARMERS AND THE COMMUNITY	70
3.5	A TRUSTED PARTNER	76

AGRICULTURAL ECONOMIC DEVELOPMENT

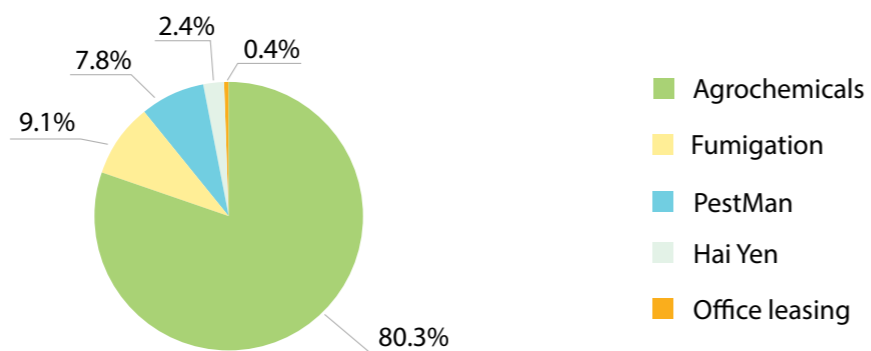
Revenue and Profit

Net revenue in 2025 reached VND 3,530 billion, representing a 0.94% increase compared to 2024. This result demonstrates that the Company's business operations remained stable despite a challenging market environment.

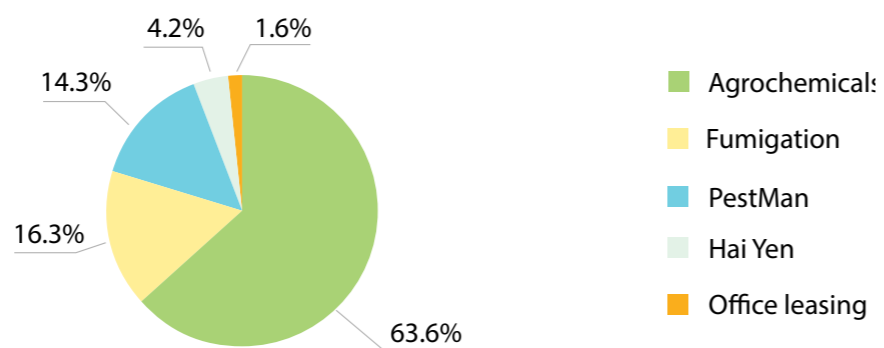
Profit after tax reached VND 341.9 billion, equivalent to 99.6% of the 2024 profit figure, after excluding a one-time extraordinary gain of VND 144 billion from the consolidation of Hai Yen Company.

Excluding this extraordinary income, the profit from core business operations in 2024 stood at approximately VND 343.4 billion. Compared to the VND 341.9 billion achieved in 2025, these results indicate that the efficiency of the Company's primary business activities continues to be maintained at a steady level.

Revenue structure



Profit after tax



Innovation, product and service enhancement

In 2025, VFC continued to drive innovation across its core sectors to improve application efficiency, quality control, and market responsiveness. The Company's primary focus remains the refinement of its product portfolio, the elevation of quality standards, and the optimization of service delivery protocols to ensure they are safer, more effective, and more responsible.

Product portfolio innovation

VFC continues to expand and refine its product lineup through strategic research and development (R&D) and collaborations with domestic and international scientific and technical organizations. Alongside traditional chemical lines, the Company is progressively increasing the proportion of organic products, biologicals, and biostimulants to support farming efficiency while reducing reliance on chemical inputs.

The Company has also improved formulations such as SC, WG, and OD to reduce organic solvents, minimize odors, and enhance user convenience. Simultaneously, VFC is adopting technologies related to bioactive compounds, microbial formulations, and biostimulants. These solutions aim to improve root systems, enhance nutrient uptake, reduce chemical fertilizer dependency, and bolster crop resilience.

Quality control process improvements

VFC continues to elevate quality control standards across the entire value chain, from raw materials and production to packaging and service provision. The Company has strengthened oversight regarding active ingredient purity, concentration, stability, shelf-life, and safety parameters.

Quality control activities are implemented in tandem with customer feedback loops and internal process audits, aiming for closer alignment with domestic and international technical standards. Enhancing quality not only supports business performance but also mitigates application risks and reduces waste.

Innovation in PCO and Fumigation service protocols

In its service segments, VFC continues to refine its fumigation and pest control protocols toward greater standardization, safety, and customization for specific client groups. The Company utilizes Standard Operating Procedures (SOPs) while prioritizing integrated pest management solutions, such as physical and mechanical barriers, advanced baiting systems, and chemicals with lower odor and residual profiles where appropriate.

This approach enhances service efficacy, reduces dependence on broad-spectrum spraying, and minimizes chemical exposure for both clients and staff. Furthermore, the Company continues to optimize service routing and processing times to minimize disruption to client operations and improve operational efficiency.



AGRICULTURAL ECONOMIC DEVELOPMENT (CONTINUED)

Tax and budgetary contributions



VFC recognizes that full compliance with tax obligations is a core pillar of corporate governance and economic responsibility. In the 2025 fiscal year, the Company's total taxes and contributions to the State budget reached VND 231.6 billion, a 1.1% increase compared to 2024. Major contributions included value added tax, corporate income tax, personal income tax, and various regulated fees and charges.

The Company proactively declares, reviews, and adjusts its tax obligations should discrepancies arise, based on transparent coordination with tax authorities. Additionally, VFC has fully implemented electronic invoicing and maintains 100% electronic tax filing and payment, enhancing accuracy and timeliness while reducing compliance risks. Maintaining transparent tax practices and robust internal controls ensures a healthy financial governance foundation and a stable contribution to the national budget.



PROMOTING GREEN AND SUSTAINABLE AGRICULTURE

Energy consumption



Total electricity consumption **147,282 kWh**

Average energy intensity **75.6 kWh** /ton of product

Efficiency improvement **0.01%** compared to 2024

VFC promotes green and sustainable agriculture through the efficient use of energy and resources, enhanced control of environmental impacts, and the progressive refinement of its product and service portfolios to align with the industry's sustainable development requirements.

Energy consumption

VFC identifies energy efficiency as a material topic within its environmental management framework. In 2025, the Company's total electricity consumption reached 147,282 kWh; additionally, the Company utilized 1,200 liters of diesel fuel for specific operational activities.

During the reporting year, VFC continued to monitor equipment parameters, optimize machine running times, minimize no-load operations, and reduce standby time between production stages. As a result, the average energy intensity reached 75.6 kWh per ton of product, an improvement of 0.01% over 2024. The product defect rate was controlled at 0.08% (a decrease of 0.01% compared to the previous year), directly contributing to savings in electricity and raw materials while enhancing overall resource efficiency.

The Company also implemented several energy-saving initiatives, such as replacing high-pressure lamps with solar-powered lighting, optimizing production floor layouts, performing periodic equipment maintenance, and strengthening safety and conservation guidelines across all manufacturing areas.

PROMOTING GREEN AND SUSTAINABLE AGRICULTURE (CONTINUED)

Water and wastewater management

For VFC, water management is not only about controlling consumption but also about preventing pollution risks arising during production, storage, distribution, and product use.

The Company used **2,988 m³** of supplied water

In 2025, the Company used **2,988 m³** of supplied water and reused **70.07 m³** of RO water recovered after treatment.

The Company reused **70.07 m³** of RO water recovered after treatment

Given that its core operations mainly involve mixing, filling, and packaging crop protection products, as well as providing fumigation and pest control services, VFC's management focus is on controlling risks related to chemicals and wastewater. At its factories and production facilities, the Company implements chemical management measures to prevent leaks, spills, and environmental dispersion. Accordingly, the Company strictly complies with legal regulations on chemical management, maintains spill response measures and procedures, and applies other solutions to minimize the release of chemicals into the environment.

Regarding wastewater, the Company has established a treatment system to ensure that effluent meets Column A standards at the Duc Hoa plant. Wastewater is collected and treated through the following process: collection pit → Equalization tank → Peroxone treatment tank, before being discharged into the wastewater drainage system of Thai Hoa Industrial Park.

Sludge generated from the Peroxone tank is filtered and dewatered into dry sludge, which is then handed over to authorized agencies for collection and treatment.

2025 wastewater monitoring results Summary of Test Results – Sample NT01 / NT1

No.	Parameter	Test Method	Unit	Thai Hoa IP Standard	10/03	19/06	08/09	26/11
1	pH	TCVN 6492:2011	-	5.5 ÷ 9	6.9	7.2	7.0	7.0
2	Total Suspended Solids (TSS)	TCVN 6625:2000	mg/L	250	72	65	22	90
3	Biochemical Oxygen Demand (BOD ₅)	TCVN 6001-1:2021	mg/L	500	35	20	16	53
4	Chemical Oxygen Demand (COD)	SMEWW 5220C:2023	mg/L	750	96	51	32	111
5	Total Nitrogen	TCVN 6638:2000	mg/L	120	12	24	10	40
6	Total Phosphorus	TCVN 6202:2008	mg/L	50	3.2	4.2	1.7	6.3
7	Coliform	SMEWW 9221B:2023	MPN/100 mL	-	2.8×10 ³	3.2×10 ³	2×10 ³	4.9×10 ³

Source: CECA monitoring results

Beyond factory gates, VFC provides active guidance to farmers and customers on the proper collection of post-use pesticide packaging. We also manage waste generated from fumigation and pest control services according to regulations. These measures minimize the risk of waste, chemicals, or residual packaging infiltrating soil and water sources.

Summary of Test Results – Sample NT02 / NT2

No.	Parameter	Test Method	Unit	Thai Hoa IP Standard	10/03	19/06	08/09	26/11
1	pH	TCVN 6492:2011	-	5.5 ÷ 9	7.2	7.4	7.1	6.9
2	Total Suspended Solids (TSS)	TCVN 6625:2000	mg/L	250	103	49	37	12
3	Biochemical Oxygen Demand (BOD ₅)	TCVN 6001-1:2021	mg/L	500	68	36	25	25
4	Chemical Oxygen Demand (COD)	SMEWW 5220C:2023	mg/L	750	153	86	48	60
5	Total Nitrogen	TCVN 6638:2000	mg/L	120	47	16	18	12
6	Total Phosphorus	TCVN 6202:2008	mg/L	50	5.2	1.2	2.73	1.03
7	Organochlorine Pesticides (Aldrin)	US EPA Method 3510C + US EPA Method 3620C + US EPA Method 8270D	mg/L	0.0001	KPH (MDL= 0.00001)	KPH (MDL= 0.00001)	KPH (MDL= 0.00001)	KPH (MDL= 0.00001)
8	Organophosphorus Pesticides (Malathion)	US EPA Method 3510C + US EPA Method 3620C + US EPA Method 8270D	mg/L	0.001	KPH (MDL= 0.00003)	KPH (MDL= 0.00003)	KPH (MDL= 0.00003)	KPH (MDL= 0.00003)

Source: CECA monitoring results

PROMOTING GREEN AND SUSTAINABLE AGRICULTURE (CONTINUED)

Waste/packaging, and recycling management

VFC identifies waste and post-use packaging management as a key component in minimizing environmental impacts and fulfilling responsibility across the product lifecycle. The Company controls the collection, storage, and treatment of waste, while guiding users on proper product disposal in accordance with regulations. Product labels in the market clearly provide information on usage, storage, and disposal.

For large containers such as tanks and drums used for technical-grade or imported semi-finished products, the factory collects them after use and contracts licensed entities for proper treatment in compliance with regulations. The management of these packaging types is conducted with a high level of caution, in line with hazardous waste control requirements.

In addition, VFC fulfills its Extended Producer Responsibility (EPR) for crop protection product packaging. In 2025, the Company declared and fulfilled its EPR obligations for **12,518,142 bottles/packages** placed on the market, with a total value of **VND 447,568,960**. The implementation of EPR contributes to strengthening product lifecycle management and reducing environmental impacts from post-use packaging.

Greenhouse gas emissions management and control

The Company's blending and packaging operations may release chemical vapors; therefore, the Company has implemented the following measures to control emissions into the environment:

- Fully enclosed production lines to minimize the release of chemical vapors
- Installation of local exhaust hoods at working positions, connected to a sealed duct system; air is treated through fabric bag filters and then through activated carbon absorption towers for organic compounds. Emissions are released via a 15-meter exhaust stack before being discharged into the environment
- Provision of personal protective equipment (respirators) to protect workers' health
- Periodic monitoring of workplace air quality to improve the working environment

CO₂ Emissions Calculation at VFC

Energy consumption data:

- Grid electricity consumption in 2025: 147,282 kWh
- Diesel (DO) consumption: 1,200 liters

The emission factor for Vietnam's grid electricity in 2023 = 0.6592 tCO₂/MWh (~ 0.6592 kgCO₂/kWh)

CO₂ emissions from grid electricity in 2025: 147,282 × 0,6592 = **97,0883 tCO₂**

According to the emission factor list for GHG inventory issued by the Ministry of Natural Resources and Environment (Decision No. 2626/QĐ-BTNMT): CO₂ emission factor for diesel: 74,100 kgCO₂/TJ; CH₄: 3.9 kg/TJ; N₂O: 3.9 kg/TJ

Net calorific value (NCV) of diesel ~ 43 MJ/kg and density ~ 0.84 kg/liter (IPCC 2006)

Burning 1 liter of diesel emits approximately **2.68 kg CO₂**

CO₂ emissions from diesel use: 1,200 × 2.68 / 1,000 = **3,216 tCO₂**

CO₂ equivalent emissions from CH₄ (diesel use): 1,200 × 0.84 / 1,000 × 43 × 3.9 × 27 = **4.56 kg CO₂e**

CO₂ equivalent emissions from N₂O (diesel use): 1,200 × 0.84 / 1,000 × 43 × 3.9 × 273 = **46.15 kg CO₂e**

Total CO₂ emissions: 97,0883 + 3,216 + 0.00456 + 0.04615 = 100,335 tCO₂e

Summary of Emission Monitoring Results – KT01

No.	Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT (Column B, Kp=1, Kv=1)	10/03	19/06	08/09	26/11
1	Flow rate	US EPA Method 2	m ³ /h	-	10,340	9,780	9,960	9,540
2	Total dust (PM)	US EPA Method 5	mg/Nm ³	200	34	27	23	17
3	Benzene	PD CEN/TS 13649:2014	mg/Nm ³	50	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)
4	Toluene	PD CEN/TS 13649:2014	mg/Nm ³	750	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)
5	Xylene	PD CEN/TS 13649:2014	mg/Nm ³	870	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)

Source: Emission monitoring results at Workshop C conducted by CECA

Summary of Emission Monitoring Results – KT02

No.	Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT (Column B, Kp=1, Kv=1)	10/03	19/06	08/09	26/11
1	Flow rate	US EPA Method 2	m ³ /h	-	9,000	9,000	9,060	8,700
2	Total dust (PM)	US EPA Method 5	mg/Nm ³	200	25	20	20	25
3	Benzene	PD CEN/TS 13649:2014	mg/Nm ³	50	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)
4	Toluene	PD CEN/TS 13649:2014	mg/Nm ³	750	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)
5	Xylene	PD CEN/TS 13649:2014	mg/Nm ³	870	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)

Source: Emission monitoring results at Workshop C conducted by CECA

PROMOTING GREEN AND SUSTAINABLE AGRICULTURE (CONTINUED)

Summary of Emission Monitoring Results – KT03

No.	Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT (Column B, Kp=1, Kv=1)	10/03	19/06	08/09	26/11
1	Flow rate	US EPA Method 2	m ³ /h	-	9,340	9,420	9,420	9,420
2	Total dust (PM)	US EPA Method 5	mg/ Nm ³	200	24	19	24	20
3	Benzene	PD CEN/TS 13649:2014	mg/ Nm ³	50	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)
4	Toluene	PD CEN/TS 13649:2014	mg/ Nm ³	750	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)
5	Xylene	PD CEN/TS 13649:2014	mg/ Nm ³	870	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)	KPH (MDL= 0.01)

Source: Emission monitoring results at Workshop C conducted by CECA

VFC identifies greenhouse gas (GHG) emissions control as an increasingly important aspect of environmental governance. The Company’s main emission sources come from electricity consumption at factories and offices (indirect emissions – Scope 2) and fuel use for certain operational and on-site service activities (direct emissions – Scope 1). In 2025, total greenhouse gas emissions were estimated at **100,335 tCO₂e**, of which emissions from electricity accounted for **97,0883 tCO₂e** and emissions from diesel (DO) accounted for **3,267 tCO₂e**.

In parallel with emissions quantification, VFC has implemented measures to control and gradually reduce emissions intensity, including optimizing internal

transportation routes within the plant, conducting periodic vehicle maintenance, encouraging the use of energy-efficient equipment, and improving operational efficiency at factories. Accordingly, emissions intensity in 2025 reached **0.0294 tCO₂e per billion VND of revenue**, representing a **28.8%** decrease compared to 2024. Monitoring and controlling greenhouse gas emissions provide a foundation for VFC to progressively improve its environmental data system, enhance ESG governance quality, and better meet requirements for transparency and emissions reduction in the future.

In 2025, the Company recorded no violations related to environmental laws and regulations.

Biodiversity

VFC integrates biodiversity protection considerations into product selection, service provision, and usage guidance to minimize impacts on ecosystems and non-target organisms.

To limit impacts on biodiversity, VFC adopts a policy of only manufacturing and distributing high-quality products from leading global manufacturers that are certified for quality and safety testing, while providing comprehensive safety information for transportation, storage, and use. The Company also updates and complies with regulations on restricted/banned chemicals such as Glyphosate, Carbosulfan, Benfuracarb, and others.

In 2025, VFC continued to expand its portfolio of biological, organic, and biostimulant products. For PCO services, approximately **70%–80%** of contracts were implemented primarily using non-chemical methods or low-dosage chemical applications. This represents a long-term solution to reduce the impact of crop protection products in agriculture and is a key strategic direction for VFC.

129,586 participant attendances.

The Company’s training and communication programs recorded **129,586 participant attendances**.

Throughout its operational history, VFC **has not recorded any serious environmental incidents** affecting protected areas or sensitive ecological zones.



EMPLOYEES – THE FOUNDATION OF SUSTAINABLE DEVELOPMENT

VFC creates social value not only through business performance but also by protecting people, supporting farmers, and engaging with the community. Given its operations in agrochemicals, fumigation, and pest control, the Company emphasizes responsible business practices, with safety as a core priority.

Ensuring human safety across all operations

VFC considers safety a fundamental requirement throughout its production, business, and service activities. Safety requirements are integrated into operational processes, training, usage guidelines, and risk management to minimize impacts on employees, customers, farmers, and the community.

Occupational safety and chemical safety

VFC complies with regulations on occupational safety and chemical safety, while also applying internal procedures for the management, use, storage, and handling of hazardous chemicals. The Company identifies chemicals, classifies their hazard levels, and establishes corresponding management measures; it also collaborates with suppliers and partners to update safety guidelines and incident response procedures. To maintain safe operations, VFC has established dedicated teams for safety, fire prevention and fighting, storm and flood prevention, and healthcare, with a total of 50 personnel.

VFC has identified 684 positions with potential exposure to occupational diseases; however, no cases of occupational illness have been recorded to date.

The number of injury-related accidents in 2025 was zero.

Safety measures in chemical storage, transportation, and handling

Safety is controlled from storage and transportation to the use of chemicals. At warehouses, VFC applies requirements on ventilation, storage zoning, storage conditions, and fire prevention and fighting. Transportation activities are carried out according to clear procedures, using appropriate packaging and preventive measures against leaks and spills.

During use, chemicals are managed with accompanying safety documentation and instructions. For fumigation and pest control services, the Company strengthens on-site operational control and prioritizes less hazardous solutions where appropriate.



Safety for users and customers

VFC ensures that safety information is fully presented on product packaging in accordance with regulations, including hazard warnings, instructions for use, safety measures, first aid, storage, and post-use handling. This serves as a basis to help users minimize risks during operation.

In addition, the Company maintains technical teams, branch systems, and customer support networks to provide guidance on dosage, pre-harvest intervals, appropriate usage methods, and safety considerations. VFC also organizes training programs to enhance awareness and safe practices in the use of crop protection products.

Training, monitoring, and incident response

VFC conducts periodic training for factory employees and field service teams on chemical usage, personal protective equipment, safe working procedures, and emergency response. The Company also performs regular inspections of warehouses, equipment, and compliance with safety procedures.

In the event of incidents such as leaks, spills, or chemical-related accidents, the Company records the incident, identifies root causes, and implements corrective measures to strengthen prevention and risk control in operations.

Key focus areas in safety management

- Chemical management based on hazard levels and scope of impact
- Safety control in storage, transportation, and use
- Chemical safety and field safety training for employees
- Periodic monitoring of warehouses, equipment, and operational processes
- Incident reporting, root cause analysis, and corrective actions

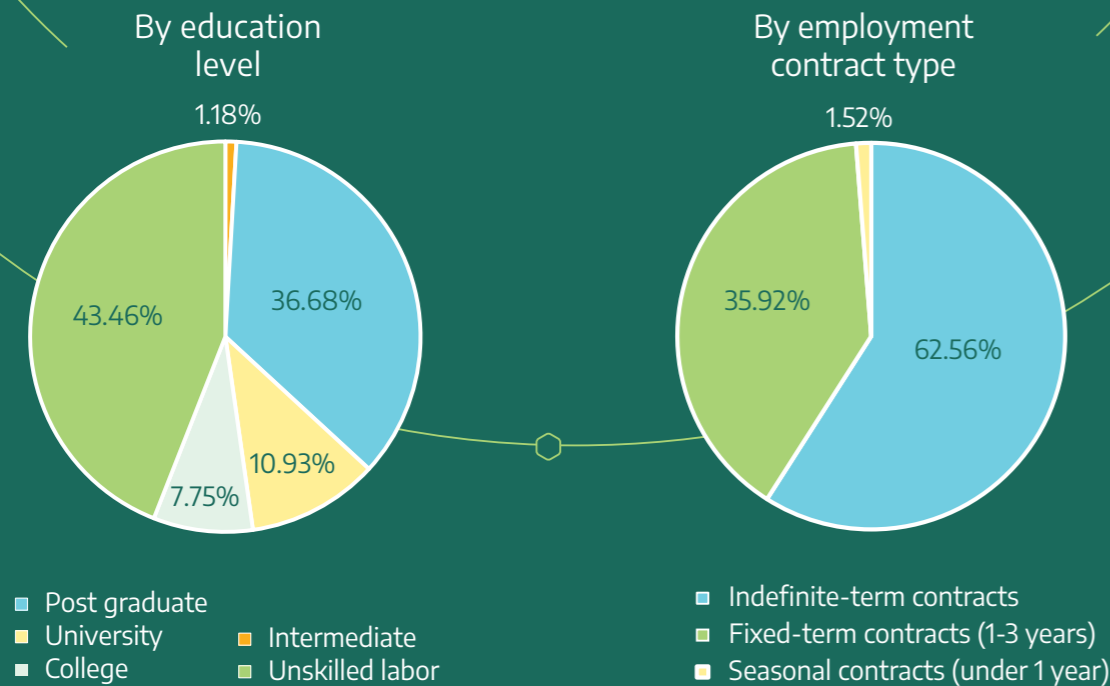
EMPLOYEES – THE FOUNDATION OF SUSTAINABLE DEVELOPMENT

VFC recognizes employees as the foundation for stable and sustainable development. Given its operations in agrochemicals, fumigation, and pest control, the Company places equal emphasis on professional capabilities, working conditions, income, benefits, and development opportunities for employees across the entire organization.

TOTAL NUMBER OF PERSONNEL

1,445

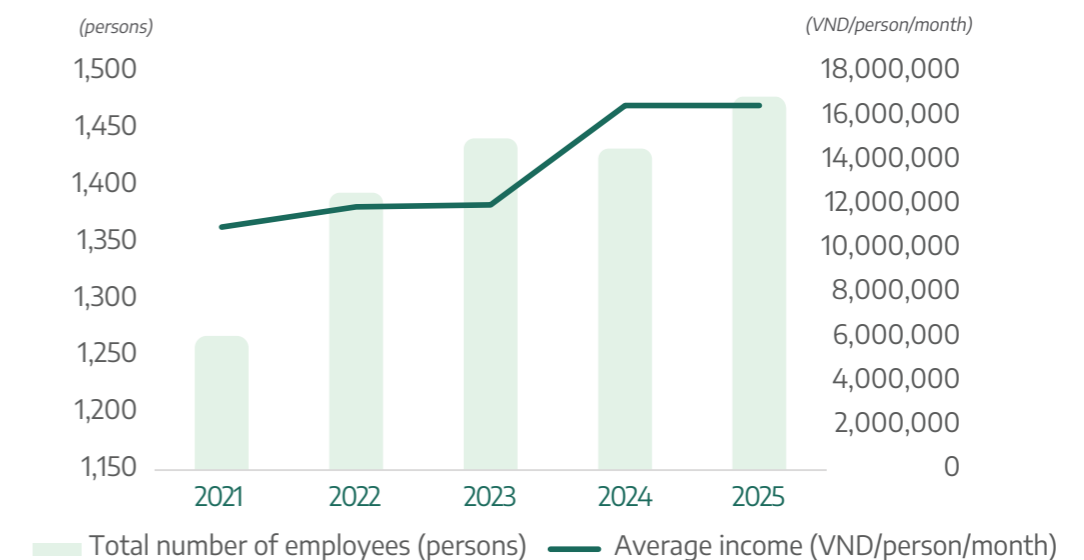
AS OF DECEMBER 31, 2025



No.	Category	Number (persons)	Ratio
I	By education level	1,445	100.00%
1	Postgraduate	17	1.18%
2	University	530	36.68%
3	College	158	10.93%
4	Intermediate	112	7.75%
5	Unskilled labor	628	43.46%
II	By employment contract type	1,445	100.00%
1	Indefinite-term contracts	904	62.56%
2	Fixed-term contracts (1-3 years)	519	35.92%
3	Seasonal contracts (under 1 year)	22	1.52%
III	By gender	1,445	100.00%
1	Male	1,294	89.55%
2	Female	151	10.45%

Average Income

Indicator	2021	2022	2023	2024	2025
Total number of employees (persons)	1,269	1,394	1,442	1,433	1,445
Average income VND/person/month	11,000,000	12,000,000	12,000,000	16,000,000	16,000,000



EMPLOYEES – THE FOUNDATION OF SUSTAINABLE DEVELOPMENT (CONTINUED)

Compensation, benefits, and working environment

VFC fully complies with regulations on salaries, social insurance, health insurance, unemployment insurance, and other statutory benefits. The Company also maintains welfare policies such as periodic health check-ups, meal support, provision of personal protective equipment, and employee support during holidays, Tet, birthdays, weddings, bereavement, illness, maternity, and other personal hardships.

For positions at factories and in field operations, VFC places particular emphasis on benefits associated with working conditions, occupational safety, and healthcare. In addition to compensation policies, the Company maintains a safe, stable, and cohesive working environment through trade union activities, internal engagement programs, and cultural and sports initiatives.

The Company conducts monthly employee performance evaluations and ensures that employees' total working hours comply with applicable regulations. During the year, VFC organized 28 training courses with 864 participants, totaling 206 hours, including onboarding, professional

development, advanced training, and training programs for partners, contractors, and interns.

Regarding benefits, the Company consistently provides employee welfare at levels higher than legal requirements, including allowances, accident insurance, birthday gifts, holiday bonuses, and Tet gifts. For female employees, the Company provides gifts on International Women's Day and Vietnamese Women's Day, while ensuring favorable working conditions for all employees.

Although the Company does not provide additional public holidays beyond those required by law, it maintains a traditional company day to promote corporate culture, celebrate achievements, and recognize employees who have contributed to the Company's development.

VFC is committed to strictly complying with the minimum notice period requirements for informing employees of significant changes in business operations, in accordance with current labor laws.

Key employee benefits in 2025

Item	Support level
Birthday gift for employees	VND 1,000,000/person/year
Marriage gift for employees	VND 2,000,000/person
Condolence support (for parents or spouse of employees)	VND 1,500,000/person
24/7 accident insurance	VND 200,000 – 300,000/person/year
Bonuses for major national holidays	VND 1,000,000 – 3,000,000/person
Workwear/uniform	VND 1,000,000/person/year
Periodic health check-up – male employees	VND 850,000/person/year
Periodic health check-up – female employees	VND 1,000,000/person/year

Diversity, equity, and inclusion

VFC strives to build a fair working environment where employees have access to development opportunities based on their capabilities, without discrimination based on gender, age, region, job position, or personal circumstances. In recruitment, job placement, and workforce utilization, the Company applies transparent principles based on job requirements and individual competencies.

The Company also creates opportunities for employees across different departments and levels to access training, learning, and career development through professional training, on-the-job training, job rotation, and new assignments.

Workforce age structure

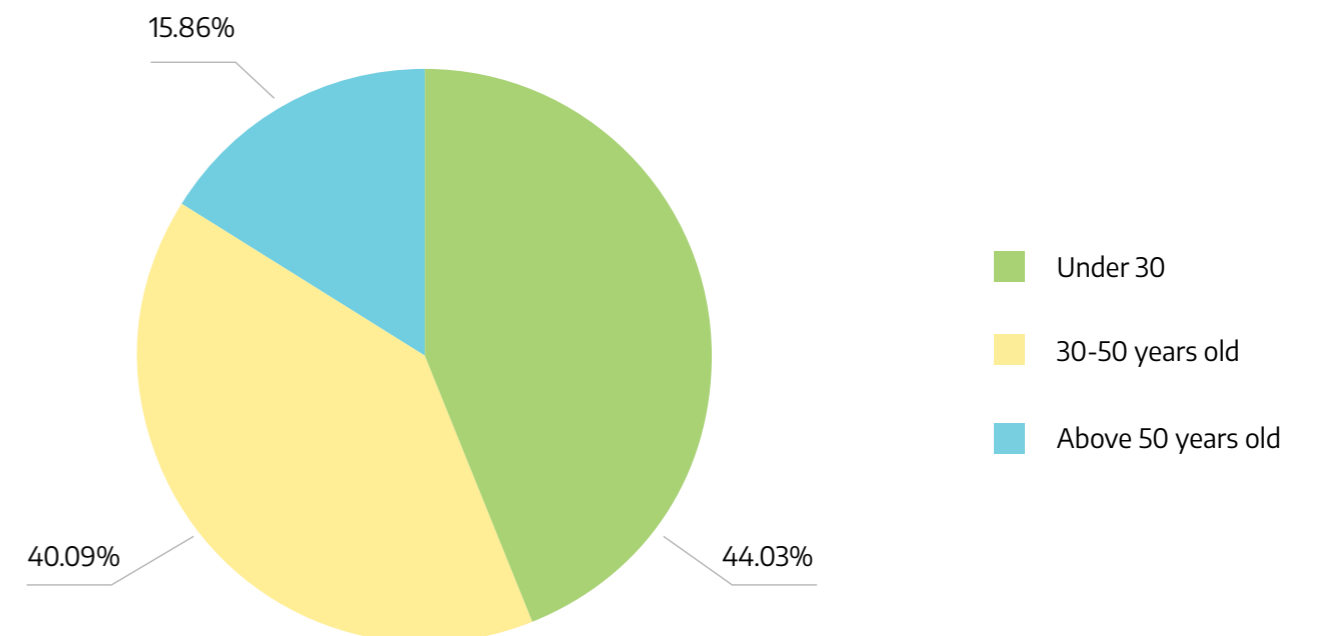
The majority of the workforce falls within the 30–50 age group, accounting for a significant proportion, ensuring both experience and stability.

Commitment to respecting labor rights

VFC complies with Vietnam's labor laws and upholds responsible labor principles throughout its recruitment, employment, and human resource management processes. The Company does not tolerate child labor, forced labor, or any form of labor exploitation.

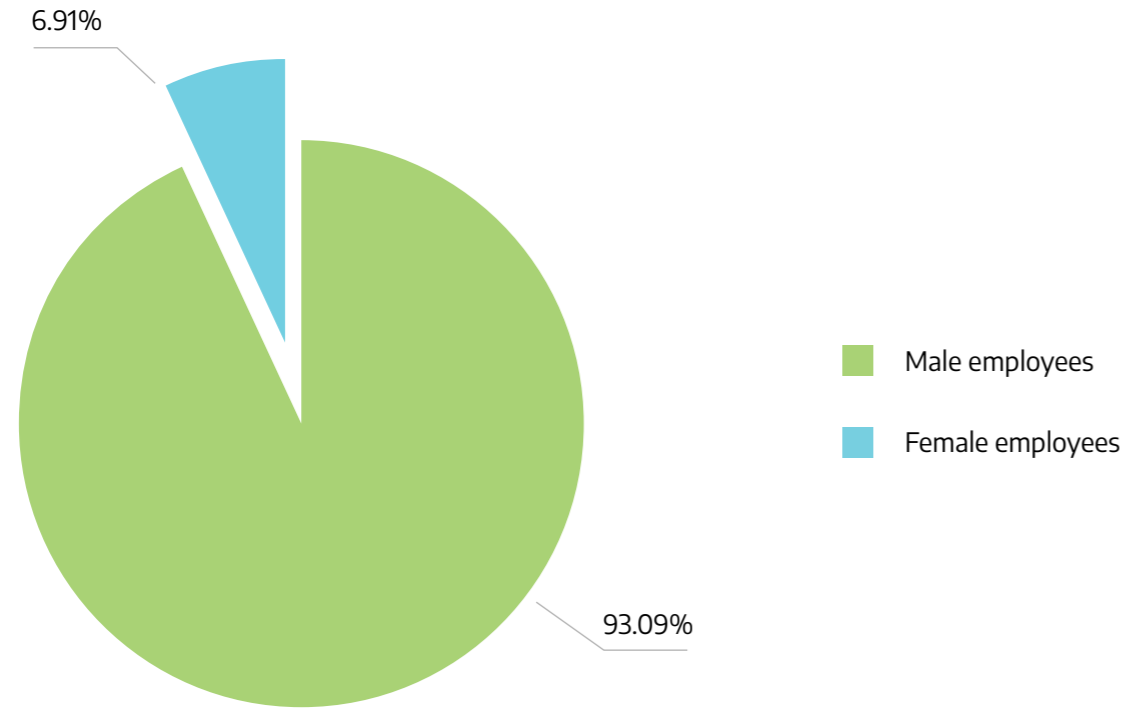
These principles are applied across the entire organization, including offices, factories, branches, and affiliated units. Employees are guaranteed fundamental rights in accordance with regulations, including the right to choose employment, the right to terminate contracts, the right to receive wages, rest, participate in insurance programs, and raise concerns or complaints when necessary.

Age structure

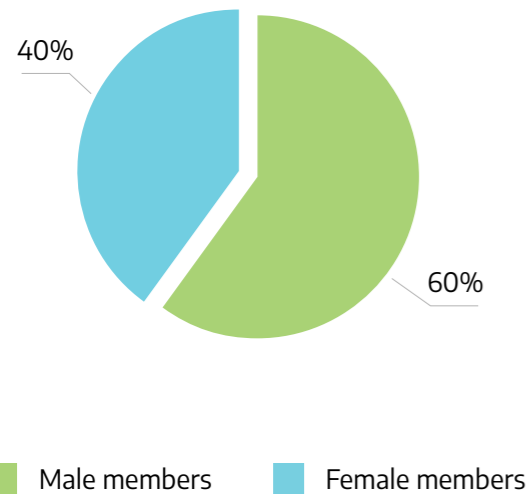


EMPLOYEES – THE FOUNDATION OF SUSTAINABLE DEVELOPMENT (CONTINUED)

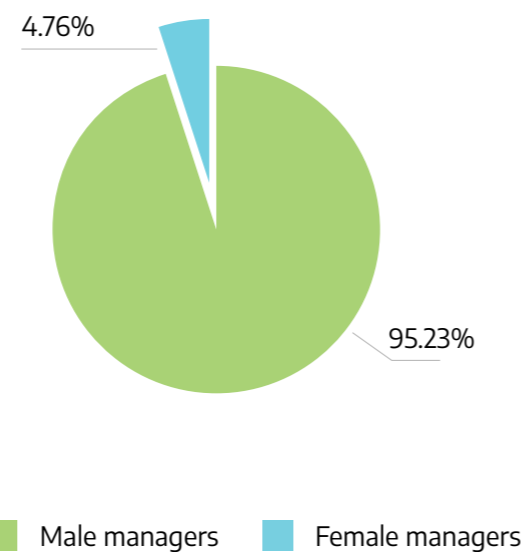
Gender composition of the workforce



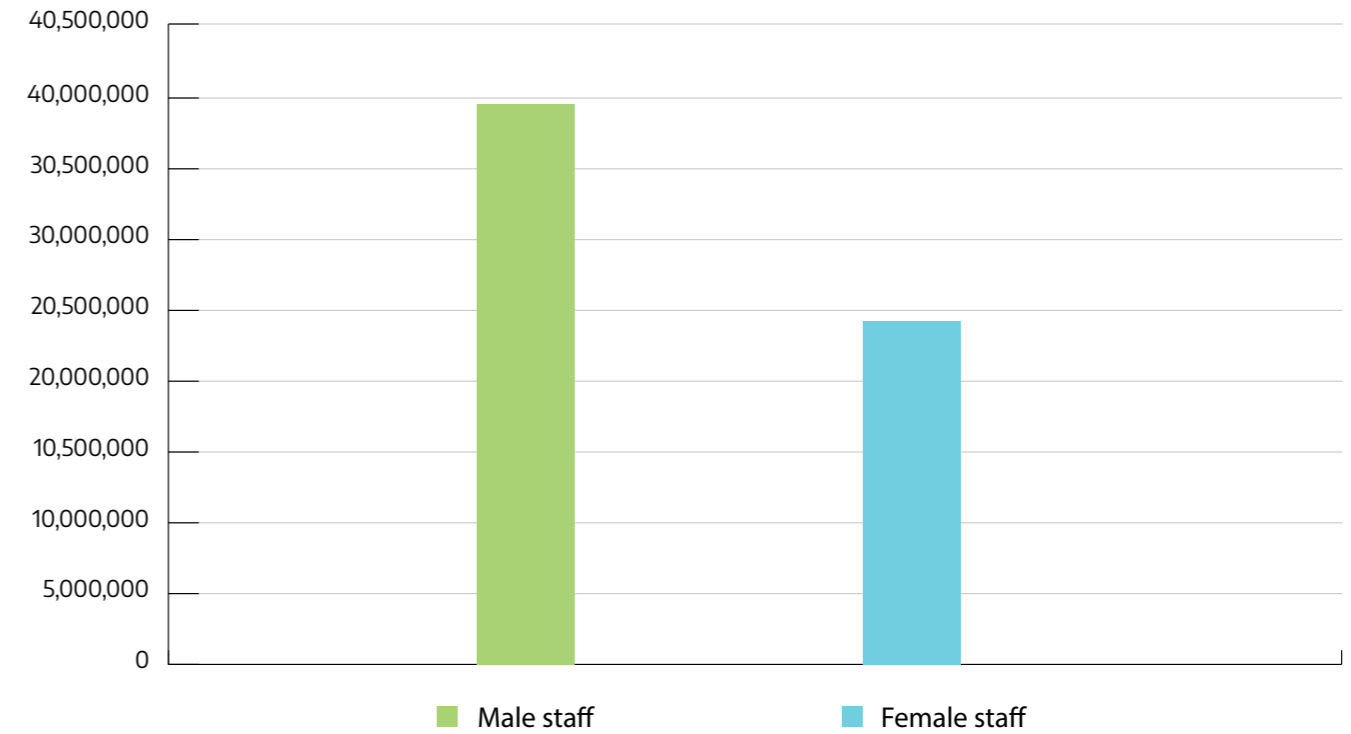
Board of Directors



Management Level



Average income of male and female employees



2025 Workforce Movement and Composition Statistics

No.	Category	Number of Employees
1	Employees with disabilities	0
2	Ethnic minority employees	18
3	Part-time employees (as of 31/12)	0
4	New hires during the year	0
5	Employees who left during the year	194
6	Employees on maternity leave during the year	2

SHARED VALUES WITH FARMERS AND THE COMMUNITY

Responsibility to customers and users

VFC identifies responsibility to customers and users as a key component of its sustainable development strategy. In addition to product effectiveness, the Company emphasizes quality assurance, safety, transparency of information, and technical support throughout the use of its products and services.

Ensuring product and service quality

VFC maintains quality control across its entire operations, from input materials, production, and packaging to distribution and service delivery. In the agrochemical sector, the Company continuously improves its product portfolio toward greater alignment with safety requirements and sustainable farming practices. For fumigation and pest control services, VFC standardizes implementation processes, enhances technical team capabilities, and strengthens on-site quality control to meet customer requirements

Transparency, labeling, and safe use instructions

VFC provides full labeling information in compliance with regulations, including ingredients, uses, instructions, safety warnings, pre-harvest intervals, storage, and post-use handling. The Company also conducts advertising and communications based on principles of honesty, transparency, and avoiding misleading claims regarding product effectiveness or safety.

Technical advisory, feedback management, and customer care

VFC maintains technical teams, branch networks, and customer support systems to provide guidance on dosage, application timing, pest characteristics, pre-harvest intervals, and safety considerations. Customer feedback is collected through sales channels, technical teams, customer conferences, market surveys, and direct communication channels. Feedback and issues are recorded and addressed promptly, serving as a basis for improving products, services, and operational processes.

Accompanying farmers and the community

VFC works alongside farmers and communities through technology transfer, cooperative models, agricultural advisory services, and practical support programs. These efforts help improve production efficiency, promote safer farming practices, and create tangible value for the agricultural value chain.

Collaboration to create value in the agricultural value chain

VFC maintains partnerships with farmers, agents, distributors, supply chain businesses, research partners, and service providers across multiple regions. Through this network, the Company not only supplies products and services but also transfers technical knowledge and supports problem-solving in cultivation, storage, transportation, and agricultural trade.

In fumigation and pest control, VFC collaborates with partners to maintain safe operations, minimize pest risks, and protect product quality across the supply chain. These partnerships expand the Company's role from supplier to value chain partner.

Farmer partnership projects

In addition to seasonal training and advisory activities, VFC implements structured partnership projects with farmers, aligned with advanced farming models, improved productivity, and reduced environmental impact.

Integrated Farming Field Model

A farming model oriented towards efficiency, safety, and responsibility; providing advanced technical solutions and pest management approaches; while encouraging the adoption of green growth practices and emissions reduction.



Benefits / value delivered to farmers:

Helps farmers reduce seed use, fertiliser inputs, and spraying frequency; optimise water use; and adopt technologies such as drone spraying. These improvements contribute to cost optimisation, higher yields, and increased profitability. The model also promotes the adoption of organic and biological solutions, enhancing agricultural product quality while reducing environmental impact.

Three-party collaboration programme for sustainable high-quality rice production in the Mekong Delta

Implementation of a high-quality, low-emission rice farming model in line with guidelines from the Department of Crop Production; integrating Vinaseed varieties, Binh Dien II fertilisers, and VFC's pest control solutions; and applying a package of reduced seed use, reduced fertiliser, reduced crop protection chemicals, together with Alternate Wetting and Drying (AWD) irrigation.



Benefits / value delivered to farmers:

Reduces production costs by 26.3%, including a 36.2% reduction in seed use, 26% reduction in fertiliser use, and 36% reduction in crop protection chemicals compared to conventional practices. At the same time, yields increase by 10.6%, profits rise by over 46.5%, and profit margins improve to 67% compared to 50% under traditional farming. The model also reduces spraying frequency, conserves water, and lowers emissions.

SHARED VALUES WITH FARMERS AND THE COMMUNITY (CONTINUED)

Key farmer engagement programmes

VFC implements a range of farmer engagement programmes through technical training, field demonstrations, pilot models, farming advisory services, and targeted support during periods of market volatility.

No.	Program	Highlights	Benefits for farmers
1	Durian farming club	Training and support with experts; guidance on safe pesticide use (4-right principles)	Access to sustainable durian farming practices, improved quality and economic efficiency
2	Thematic farmer / Large field program	Field visits and seasonal solution selection	Timely pest management, reduced spraying, lower costs, higher profits
3	Supporting farmers in difficult times	Technical support and practical gifts during market fluctuations	Strengthened resilience and access to effective solutions
4	Technical workshops	Knowledge sharing on crops and pest forecasting	Better decision-making, reduced costs, improved productivity
5	Online technical forums	Exchange between farmers, experts, and institutions	Access to in-depth knowledge and proactive farming decisions
6	Technical livestreams	Real-time Q&A and experience sharing	Timely information and improved practical application

These programs not only provide technical knowledge but also create opportunities for farmers to exchange experiences and adopt safer, more effective practices.

Value delivered to farmers

Through these programs, VFC creates value across three dimensions:

Economic

Optimizing solutions and timing, reducing input waste, lowering costs, and improving efficiency and income

Technical

enhancing access to expertise, pest forecasting, and suitable farming practices

Environmental

promoting safer pesticide use, reducing spraying frequency, encouraging biological solutions, and moving toward low-emission farming

SHARED VALUES WITH FARMERS AND THE COMMUNITY (CONTINUED)

Value delivered to the community

Beyond farmers, VFC aims to create broader value for communities through responsible business practices and social programs. The Company focuses on compliance, environmental protection, community engagement, and job creation in agriculture.

Through technical support and knowledge sharing, VFC helps rural communities improve resilience to market changes, pests, and increasing supply chain requirements.

Farmer, customer and community engagement programmes

Activity name	Description	Number of beneficiaries	Monetary value (VND)
Community activities for farmers	Early-season solution transfer on integrated fields	2,361	1,934,835,467
	Product Competition	7,603	444,189,160
	Mekong Farmer Event	9,018	2,583,483,107
	Travel Program	308	1,610,299,667
	Year-end appreciation for farmers	9,246	2,648,430,000
	Subtotal	28,536	9,221,237,401
	Community activities for distributors	Domestic & International travel program	117
Customer conference		337	21,743,769,361
Product launch event		100	350,999,763
Subtotal		554	30,422,006,198

Activity name	Description	Number of beneficiaries	Monetary value (VND)
Community activities for retail customers	Women entrepreneurs club	832	5,409,247,756
	Travel program	847	13,667,048,297
	Customer gathering	275	2,256,822,649
	Year-end appreciation for tier-2 agents (via distributors)	1,733	2,828,057,865
	Year-end party for tier-2 customers (all regions)	641	4,700,263,311
	Resort Voucher Program	785	1,070,454,545
		5,113	29,931,894,423
Support for northern communities affected by typhoon no. 9	Provided support to people in Northern Vietnam affected by Typhoon No. 9 in September 2024 through Ho Chi Minh City Television (HTV)'s 'Chung Một Tấm Lòng' Fund.	—	500,000,000
Tet gifts for underprivileged farmers	Providing food packages worth VND 300,000 each to disadvantaged farmers for Tet	8,500	2,550,000,000

Future directions

In the coming period, VFC will continue to enhance its social value creation practices in a more practical manner and align them more closely with the needs of stakeholders. The Company will prioritize improving safety management effectiveness, refining human resource policies, strengthening responsibility toward customers and end users, and expanding programs that support farmers and communities with a stronger focus on long-term value creation.

A TRUSTED PARTNER

VFC recognizes reputation and trust as the foundation of sustainable relationships with shareholders, customers, partners, regulators, and the community. Accordingly, the Company places strong emphasis on transparent governance, legal compliance, risk control, and maintaining responsible business standards.

Compliance and ethical business practices

VFC conducts production and business activities in compliance with applicable laws, the Company Charter, internal regulations, and industry-specific requirements related to crop protection products, chemicals, fumigation, and pest control. At the same time, the Company upholds principles of transparency, integrity, commitment fulfillment, and the protection of legitimate interests of stakeholders.

VFC is committed to ensuring that 100% of new suppliers are screened against applicable environmental regulations and environmental criteria in Vietnam. The Company also proactively monitors and implements timely corrective actions to address potential negative impacts within the supply chain.

Compliance and ethical requirements are embedded into operational management, internal control systems, and cross-functional coordination to mitigate legal, reputational, and misconduct risks. VFC also promotes a culture of integrity internally through professional accountability, work discipline, and transparency in stakeholder engagement.

Risk management, transparency, and disclosure

VFC continues to strengthen the risk management framework and internal monitoring mechanisms to enhance ability to identify, prevent, and respond to risks arising in business operations. Key risk categories under management include financial, compliance, operational, safety, environmental, supply chain, reputational, and disclosure-related risks.

As a listed company, VFC ensures full, transparent, and timely information disclosure in accordance with regulatory requirements. In 2025, the Company made **129 periodic and ad-hoc disclosures**, with no recorded violations of disclosure obligations.



Anti-corruption and anti-bribery

VFC maintains a zero-tolerance policy toward corruption, bribery, and any form of unlawful or unethical gain. The Company upholds transparency, fairness, and integrity in relationships with customers, partners, suppliers, regulators, and other stakeholders.

Internal regulations on approvals, cost control, procurement, transactions, and contract execution are implemented to minimize risks related to financial misconduct and conflicts of interest. At the same time, VFC continues to enhance awareness of compliance and professional ethics among its management and employees.

Shareholder governance and rights

VFC ensures the legitimate rights and interests of shareholders by fulfilling disclosure obligations, organizing General Meetings of Shareholders, distributing dividends, and maintaining effective investor communication channels. The Company upholds principles of fairness, transparency, and consistency in its engagement with shareholders, while enabling access to relevant information to support monitoring and decision-making.

For VFC, protecting shareholder interests is not only a compliance requirement but also an integral part of maintaining a transparent, accountable, and sustainable governance foundation.

Information security and data management

In the context of digital transformation, VFC identifies information security and data management as critical components of its corporate governance enhancement. The Company continues to strengthen the application of technology in operations, sales management, internal administration, and information disclosure, while ensuring stricter controls over data storage, access, and usage.

The adoption of platforms such as Workit, DMS/SFA, and other data management tools enhances operational efficiency, while also requiring stronger data discipline, access control, and traceability.

Future directions

In the coming period, VFC will continue to strengthen its governance foundation toward greater transparency, robustness, and alignment with sustainable development requirements. Key priorities include enhancing risk control effectiveness, reinforcing compliance and ethical practices, improving mechanisms for protecting shareholder rights, and progressively strengthening capabilities in data governance and information security.

Chapter 04

SUSTAINABILITY DIRECTION

4.1	DEVELOPMENT STRATEGY	80
4.2	IMPLEMENTATION PLAN	82

DEVELOPMENT STRATEGY

Entering a new phase of development, VFC is orienting its strategy to integrate business growth, enhanced governance capabilities, and sustainable development. Amid increasing pressures on the agricultural sector from climate change, stricter requirements on food safety, traceability, emission reduction, and supply chain transparency, the Company is focusing on improving the quality of growth, strengthening adaptability, and enhancing value creation for stakeholders.

Strengthening core business areas

VFC remains committed to its long-established areas of strength, including agrochemicals, fumigation, and pest control. These areas form the foundation for maintaining operational efficiency, reinforcing market position, and contributing to the agricultural value chain. In the coming period, the Company will prioritize enhancing the quality of core operations, deepening each business segment, and improving cross-functional coordination.

Developing people and strengthening corporate culture

VFC recognizes people as a critical driver of long-term growth. Accordingly, the Company continues to invest in training and workforce development, enhance management capabilities, and build a strong pipeline of future leaders. At the same time, VFC is reinforcing its corporate culture toward greater professionalism, cohesion, and adaptability to evolving business demands.

Driving sustainable product and service innovation

VFC continues to invest in research, improvement, and optimization of its product and service portfolio to better meet market demands. The Company is oriented toward developing higher value-added products with advanced technology, aligned with safety standards and sustainable farming practices. At the same time, fumigation and pest control services will be further standardized to ensure safety, efficiency, and alignment with the evolving requirements of customers across industries.

Expanding value creation for stakeholders

Under its renewed strategic foundation, VFC aims not only for financial growth but also for broader value creation for shareholders, customers, employees, partners, farmers, and the community. Through technical solutions, farmer support programs, value chain collaboration, and initiatives promoting safe and efficient production, VFC continues to affirm its role as a trusted partner in Vietnam's agricultural development.



Transitioning toward green agriculture and emission reduction

In the long term, VFC is committed to aligning its development with green agriculture, circular economy principles, and emission reduction goals. Key priorities include expanding biological, organic, and biostimulant product lines; improving efficiency in the use of energy, water, and raw materials; and strengthening control over waste, post-use packaging, and greenhouse gas emissions across operations.

Enhancing governance and driving digital transformation

In parallel with its business strategy, VFC continues to refine its governance system toward greater efficiency, transparency, and agility. The Company focuses on strengthening management capabilities, enhancing risk control, standardizing processes, and accelerating the adoption of digital technologies in data governance, internal operations, and business management systems. This also serves as a foundation for progressively standardizing ESG data and improving the quality of disclosures.

IMPLEMENTATION PLAN

Principles for plan development Environmental plan

VFC's ESG implementation plan for 2026 is developed based on 2025 performance results, the material topics identified in the Sustainability Report, and the Company's long-term strategic direction. On this basis, VFC aims to continue improving ESG performance in a practical manner aligned with the specific characteristics of its operations in agrochemicals, fumigation, and pest control.

The 2026 plan focuses on three key priorities:

- Enhancing environmental performance in production and business operations;
- Increasing social value for employees, customers, farmers, and the community;
- Further strengthening governance foundations toward transparency, accountability, and closer integration with ESG factors.

All targets and action programs are designed to be practical, measurable, and progressively integrated into the Company's regular operations.

Building on 2025 results, VFC continues to prioritize environmental aspects directly linked to its operations, including energy use, emissions management, water management, waste, and product packaging lifecycle. In 2025, key results included: electricity consumption of 147,282 kWh, greenhouse gas emissions of 100.3 tCO₂e, reuse of 70.07 m³ of treated RO water, fulfillment of EPR obligations for 12.5 million product packages, and no significant environmental incidents recorded.

For 2026, VFC targets a **5% reduction in CO₂ emission intensity** per VND billion of revenue, a **5% increase in resource reuse rates**, and a **5% improvement in energy efficiency** compared to the previous year. To achieve these targets, the Company will implement several key initiatives:

- Energy management: Optimize factory equipment operations, identify major energy consumption points, and increase the use of energy-efficient equipment. The Company will also assess the feasibility of expanding rooftop solar solutions at factories and offices where operationally feasible and cost-effective.
- Emission control: Optimize transportation routes and logistics operations, while strengthening fuel management for vehicle fleets and field service equipment. In parallel, VFC will progressively enhance its Scope 1 and Scope 2 greenhouse gas inventory systems to improve data quality and environmental management.
- Water and waste management: Increase the reuse rate of RO water, expand programs for collecting post-use crop protection packaging, and collaborate with partners to implement circular economy models for packaging.

5% reduction in CO₂ emission

5% increase in resource reuse rates

5% improvement in energy efficiency

- Environmentally friendly products: Increase the proportion of biological, organic, and biostimulant product lines, while improving formulations to reduce solvents, minimize odor, and better meet safe and responsible usage requirements.

2026



IMPLEMENTATION PLAN (CONTINUED)

Social plan

In 2026, VFC continues to enhance social value by strengthening technical support for farmers and customers, reinforcing occupational health and safety, developing human resources, and maintaining community programs linked to sustainable agriculture. This plan builds on 2025 achievements, including 129,586 farmer and customer training participations, comprehensive employee welfare policies, and effective control of chemical and occupational safety across the system.

For 2026, VFC sets the following targets: Increase the number of **training programs for farmers and customers** by 5%; **Increase community and agricultural technical support activities** by 10%; **Improve training and development indicators for employees** by 15%. Key focus areas include:

- **Farmers and customers:** Expand training programs on safe use of crop protection products, organize field demonstrations, strengthen technical transfer activities, and develop models such as the VFC Farm Club to enhance access to practical farming solutions.
- **Employees:** Improve chemical safety training, upgrade protective equipment and field procedures, and maintain a safe, stable working environment with long-term development opportunities.

5% increase training programs for farmers and customers

10% increase community and agricultural technical support activities

15% improve training and development indicators for employee

- **Human resource development:** Increase training hours, implement technical and managerial skill development programs, and enhance on-the-job training quality to improve execution capabilities across the organization.
- **Community engagement:** Continue prioritizing programs supporting sustainable agriculture, collaborating with research institutions, training organizations, and stakeholders to disseminate knowledge and promote safe farming practices.

Governance plan

In the next phase, VFC recognizes strengthening governance as a critical factor in enhancing ESG performance and building stakeholder trust. In 2025, the Company established key foundations, including the ESG Subcommittee under the Board of Directors, completion of 129 disclosure activities, and strengthened risk management and internal control systems.

For 2026, VFC **aims to improve ESG governance effectiveness by at least 10%**, further develop ESG data systems, and enhance transparency.

To achieve these goals, the Company will focus on four key areas:

- First, continue to **improve the ESG governance system** by standardizing internal ESG indicators and developing tools to monitor and aggregate data for supervision and management purposes.
- Second, further **enhance risk management quality** by expanding the ESG risk map, while integrating environmental, social, and governance factors into the internal control system and existing risk assessment processes.

Improve by at least 10% ESG governance effectiveness

- Third, **improve information transparency** by standardizing the reporting system in alignment with the GRI Standards, while enhancing the quality and completeness of disclosed ESG information.
- Fourth, continue to **promote digital transformation in governance** through the application of platforms such as DMS, SFA, Workit, and data analytics tools in governance, sales operations, and marketing activities. The standardization of data for ESG reporting will also remain a priority to enhance traceability, consistency, and overall information quality.



IMPLEMENTATION PLAN (CONTINUED)

Monitoring and evaluation mechanism

To ensure the effective implementation of the 2026 ESG plan, VFC intends to maintain a monitoring and evaluation mechanism based on coordination among the executive committee for the Sustainable Development Program, functional departments, and specialized subcommittees under the Board of Directors. The Executive Committee is responsible for monitoring the progress of program implementation, consolidating results, and reporting periodically to the Company's leadership.

Implementation results will be reviewed on a regular basis to promptly identify areas requiring adjustment, while also serving as a basis for updates to the Board of Directors and the ESG Subcommittee in their oversight activities. On that basis, VFC will continue to disclose implementation results in its annual Sustainability Report, progressively enhancing transparency, accountability, and the quality of ESG governance across the organization.

Chapter 05

APPENDIX

5.1 GRI CONTENT INDEX

90

APPENDIX

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE	PAGE IN REPORT
GRI 2: GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE AND REPORTING PRACTICES		
2-1	Organizational details	10 - 11 12 - 13
2-2	Entities included in the organization's sustainability reporting	35
2-3	Reporting period, frequency and contact point	35
2-4	Restatements of information	Not available - first year
2-5	External assurance	35
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	15 16 - 17 18 - 19 32
2-7	Employees	62 - 69
2-8	Workers who are not employees	67
GOVERNANCE		
2-9	Governance structure and composition	26-27
2-10	Nomination and selection of the highest governance body	28-29
2-11	Chair of the highest governance body	29
2-12	Role of the highest governance body in overseeing the management of impacts	27 76
2-13	Delegation of responsibility for managing impacts	30
2-14	Role of the highest governance body in sustainability reporting	28
2-15	Conflicts of interest	30
2-16	Communication of critical concerns	30

GRI STANDARDS	DISCLOSURE	PAGE IN REPORT
2-17	Collective knowledge of the highest governance body	28-29
2-18	Evaluation of the performance of the highest governance body	28-30
2-19	Remuneration policies	66
2-20	Process to determine remuneration	66
2-21	Annual total compensation ratio	69
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	14 25 31
2-23	Policy commitments	15 38
2-24	Embedding policy commitments	25 - 26
2-25	Processes to remediate negative impacts	76
2-26	Mechanisms for seeking advice and raising concerns	16
2-27	Compliance with laws and regulations	31 76
2-28	Membership associations	15
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	38 - 43
2-30	Collective bargaining agreements	66 - 67
GRI 3: MATERIAL TOPICS		
3-1	Process to determine material topics	36 - 37
3-2	List of material topics	46 - 47
3-3	Management of material topics	46 - 47
GRI 201: ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	50 - 53

APPENDIX (CONTINUED)

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE	PAGE IN REPORT
201-2	Financial implications and other risks and opportunities due to climate change	24
201-3	Defined benefit plan obligations and other retirement plans	66
201-4	Financial assistance received from government	66
GRI 202: MARKET PRESENCE		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	65 - 69
202-2	Proportion of senior management hired from the local community	65 - 69
GRI 203: INDIRECT ECONOMIC IMPACTS		
203-1	Infrastructure investments and services supported	70 - 75
203-2	Significant indirect economic impacts	14 - 15
GRI 204: PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	76 - 77
GRI 205: ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	77
205-2	Communication and training about anti-corruption policies and procedures	77
205-3	Confirmed incidents of corruption and actions taken	77
GRI 206: ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	76
GRI 207: TAX		
207-01	Approach to tax	52
207-02	Tax governance, control, and risk management	52

GRI STANDARDS	DISCLOSURE	PAGE IN REPORT
207-03	Stakeholder engagement and management of concerns related to tax	52
207-04	Country-by-country reporting	52
GRI 300: ENVIRONMENTAL		
GRI 301: MATERIALS		
301-1	Materials used by weight or volume	55
301-2	Recycled input materials used	55
301-3	Reclaimed products and their packaging materials	55
GRI 302: ENERGY		
302-1	Energy consumption within the organization	55
302-2	Energy consumption outside of the organization	55
302-3	Energy intensity	55
302-4	Reduction of energy consumption	55
302-5	Reductions in energy requirements of products and services	55
GRI 303: WATER AND EFFLUENTS		
303-1	Interactions with water as a shared resource	56
303-2	Management of water discharge-related impacts	56
303-3	Water withdrawal	56
303-4	Water discharge	56
303-5	Water consumption	56
GRI 304: BIODIVERSITY		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not relevant

APPENDIX (CONTINUED)

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE	PAGE IN REPORT
304-2	Significant impacts of activities, products and services on biodiversity	61
304-3	Habitats protected or restored	Not relevant
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not relevant
GRI 305: EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	58 - 60
305-2	Energy indirect (Scope 2) GHG emissions	58 - 60
305-3	Other indirect (Scope 3) GHG emissions	58 - 60
305-4	GHG emissions intensity	58 - 60
305-5	Reduction of GHG emissions	58 - 60
305-6	Emissions of ozone-depleting substances (ODS)	58 - 60
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	58 - 60
GRI 306: WASTE WATER AND WASTE		
306-1	Water discharge by quality and destination	56 - 59
306-2	Waste by type and disposal method	56 - 59
306-3	Significant spills	56 - 59
306-4	Transport of hazardous waste	56 - 59
306-5	Water bodies affected by water discharges and/or runoff	56 - 59
GRI 307: ENVIRONMENTAL COMPLIANCE		
307-1	Non-compliance with environmental laws and regulations	61
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	76
308-2	Negative environmental impacts in the supply chain and actions taken	76

GRI STANDARDS	DISCLOSURE	PAGE IN REPORT
GRI 401: EMPLOYMENT		
401-1	New employee hires and employee turnover	69
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	66
401-3	Parental leave	69
GRI 402: LABOR/MANAGEMENT RELATIONS		
402-1	Minimum notice periods regarding operational changes	66 - 67
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
403-1	Occupational health and safety management system	62 - 63
403-2	Hazard identification, risk assessment, and incident investigation	62 - 63
403-3	Occupational health services	62 - 63
403-4	Worker participation, consultation, and communication on occupational health and safety	63
403-5	Worker training on occupational health and safety	63
403-6	Promotion of worker health	66
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62 - 63
403-8	Workers covered by an occupational health and safety management system	62 - 63
403-9	Work-related injuries	62
403-10	Work-related ill health	62
GRI 404: TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee	66
404-2	Programs for upgrading employee skills and transition assistance programs	66

APPENDIX (CONTINUED)

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE	PAGE IN REPORT
404-3	Percentage of employees receiving regular performance and career development reviews	66
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	67 - 69
405-2	Ratio of basic salary and remuneration of women to men	67 - 69
GRI 406: NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	67 - 69
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	67
GRI 408: CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	67
GRI 409: FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	67
GRI 410: SECURITY PRACTICES		
410-1	Security personnel trained in human rights policies or procedures	67
GRI 411: RIGHTS OF INDIGENOUS PEOPLES		
411-1	Incidents of violations involving rights of indigenous peoples	67
GRI 412: HUMAN RIGHTS ASSESSMENT		
412-1	Operations that have been subject to human rights reviews or impact assessments	67
412-2	Employee training on human rights policies or procedures	67
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	67

GRI STANDARDS	DISCLOSURE	PAGE IN REPORT
GRI 413: LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	15 - 70
413-2	Operations with significant actual and potential negative impacts on local communities	15 - 70
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria	Not relevant
414-2	Negative social impacts in the supply chain and actions taken	Not relevant
GRI 415: PUBLIC POLICY		
415-1	Political contributions	Not relevant
GRI 416: CUSTOMER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and service categories	70
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	70
GRI 417: MARKETING AND LABELING		
GRI 417-1	Requirements for product and service information and labeling	31 - 70
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	31
GRI 417-3	Incidents of non-compliance concerning marketing communications	31
GRI 418: CUSTOMER PRIVACY		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	77
GRI 419: SOCIOECONOMIC COMPLIANCE		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	52

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