

Số/No: 113/DBC-VP HĐQT
V/v: CBTT Báo cáo phát triển
bền vững 2024
Ref: Disclosure of the 2024
Sustainability Report

Bắc Ninh, ngày 11 tháng 4 năm 2025
Bac Ninh, April 11th, 2025

**CÔNG BỐ THÔNG TIN TRÊN CỔNG THÔNG TIN ĐIỆN TỬ CỦA
ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC VÀ SỞ GIAO DỊCH
CHỨNG KHOÁN TP.HCM
DISCLOSURE OF INFORMATION ON THE PORTALS OF
THE STATE SECURITIES COMMISSION AND HOCHIMINH
STOCK EXCHANGE**

**Kính gửi: - Ủy ban Chứng khoán Nhà nước
The State Securities Commission
- Sở Giao dịch Chứng khoán TP.HCM
Hochiminh Stock Exchange**



1. Tên tổ chức: Công ty Cổ phần Tập đoàn DABACO Việt Nam
Name of organization: Dabaco Group
Mã chứng khoán: DBC
Stock code: DBC
Địa chỉ trụ sở: Số 35 Đường Lý Thái Tổ, TP.Bắc Ninh, Tỉnh Bắc Ninh
Address: No. 35 Ly Thai To Street, Bac Ninh City, Bac Ninh Province
Điện thoại/Telephone: 0222 3826077
Fax: 0222 3896000
Người thực hiện công bố thông tin: Bà Nguyễn Thị Huệ Minh
Spokeswoman: Mrs Nguyen Thi Hue Minh
Chức vụ: Chánh văn phòng HĐQT, Người được ủy quyền CBTT kiêm Người phụ trách quản trị công ty
Position: Head of the Board of Directors' Office, Authorized Disclosure Officer concurrently serving as Corporate Governance Officer.

Loại thông tin công bố: ☒định kỳ ☐bất thường ☐24h ☐theo yêu cầu
Information disclosure type: ☒periodic ☐irregular ☐24hours ☐on demand

2. Nội dung thông tin công bố/Content of information disclosure:

- Báo cáo phát triển bền vững 2024
- 2024 Sustainability Report

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 11/04/2025 tại đường dẫn: www.dabaco.com.vn.

This information was published on the company's website on April 11th, 2025 as in the link: www.dabaco.com.vn.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law./.

*** Tài liệu đính kèm/Attached documents:**

- Báo cáo phát triển bền vững 2024.
2024 Sustainability Report.

Đại diện tổ chức

Organization representative

Người được ủy quyền công bố thông tin
Person authorized to disclose information



T/L. CHỦ TỊCH HĐQT
CHÁNH VĂN PHÒNG HĐQT
Nguyễn Thị Huệ Minh





DABACO GROUP

GREEN GROWTH IS THE KEY TO SUSTAINABLE DEVELOPMENT

SUSTAINABILITY REPORT

2024

Pioneering - Responsibility - Sustainability



35- LÝ THÁI TỔ - P. VÕ CƯỜNG - TP. BẮC NINH



0222 3 826 077



DABACO.COM.VN

With the spirit of “continuous innovation, constant growth,” at DABACO, we call this the “3F+ Strategy” – an upgraded approach to the traditional Feed–Farm–Food value chain, with “Future” as its core element. This strategy stands as a testament to DABACO’s long-term vision and strong commitment to sustainable development, aiming for a prosperous future for the next generations.

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MESSAGE FROM THE CHAIRMAN OF THE BOARD



Dear valued Shareholders, valued Customers, valued Partners, and all Employees of Dabaco Group!

On behalf of the Leader of Dabaco Group, I would like to extend my best wishes to all of you – who have shown great affection, trust, and dedication in accompanying the Group throughout the past time.

In 2024, the global economy continues to face numerous difficulties and challenges. Strategic competition among major countries

has become increasingly intense, exacerbating geopolitical tensions; the Russia-Ukraine conflict remains complex, and clashes in the Middle East have negatively impacted the resilience process of global economy. Natural disasters, droughts, floods, and climate change have caused severe consequences; the risks related to energy security, food security, and cyber-security have escalated. Inflation remains high, many major economies applied tight monetary policies and elevated interest rates. Global trade, consumption, and investment continue to decline, while protectionist measures and trade defense barriers are on the rise, affecting the import and export activities of both regions and the world.

The domestic economy has also been negatively impacted, the purchasing power for essential consumer goods declined significantly, causing food prices remain low for long time. The resurgence of avian influenza outbreaks and, particularly, African swine fever in several regions has directly affected the organization of livestock breeding and restocking farm.

Looking ahead to 2025, the market is expected to remain unpredictable, the global economy continues to face numerous challenges and uncertainties, including geopolitical tensions in various regions around the world. Domestic enterprises are grappling with difficulties such as high prices for many types of goods, raw materials, production costs, and transportation, as well as currency fluctuations. Competition is expected to be fiercer than the previous years. In particular, the impacts of climate change are becoming fiercer and evident, necessitating timely action from all of us.

In this context, the Board of Directors has determined and firmly adheres to a business philosophy based on the 3F value chain, integrating science and technology. With the spirit of "Non-stop innovation and constantly Expansion", at Dabaco we name it as the "3F+" strategy - a strategy to elevate the traditional value chain of Feed - Farm - Food, with the core value of "Future". This embodies Dabaco's long-term vision and commitment to sustainable development towards a prosperous future for the descent generation.

"3F+" is not merely about the production of animal feed (Feed), livestock farming (Farm) and supply food (Food) but also encompasses:

- ✚ ***The future of agriculture:*** Applying advanced technology and modern management science to optimize productivity, quality, and economic efficiency.
- ✚ ***The future of the environment:*** A commitment to green production, environmental protection, efficient resource useage, and minimizing impacts on the ecosystem.
- ✚ ***The future of the community:*** Providing safe, high-quality products that contribute to improving public health and ensuring national food security.
- ✚ ***The future of descent generations:*** Preserving natural resources, protecting living environments, and establishing a solid foundation for the sustainable development of descent generations.

We believe that “green growth” is the key for sustainable development!

On behalf of the Board of Directors, Board of Managers, and all employees of the Group, I sincerely thank the valued shareholders, partners, and customers for their trust, investment, and continued collaboration with DABACO.

I sincerely wish you good health, happiness, and success!

CHAIRMAN OF THE BOARD



Nguyen Nhu So

GRI 101

OVERVIEW OF SUSTAINABILITY REPORT

The Sustainability Report (hereinafter abbreviated as "SDR") is an overview picture that presents the disclosures, reviews, and evaluations of the sustainable development activities of Dabaco Group and its subsidiaries (hereinafter abbreviated as "Dabaco" or "Dabaco Group") in alignment with the strategic direction on sustainable development issues..

Based on the alignment and connection of GRI Standards criteria with the global Sustainable Development Goals (SDGs), and Based on management systems for monitoring and measurement, as well as previously completed reports, Dabaco Group's SDR is developed in accordance with the GRI Standards of the Global Reporting Initiative (GRI). The report also adheres to guidelines of Performance Standards on Environmental and Social sustainability of the International Finance Corporation (IFC).

Based on the goals of becoming a leading economic group in the Agriculture - Food industry with a closed-loop value chain 3F (Feed – Farm – Food), Dabaco Group has integrated sustainable objectives related to social development and environmental protection to create a long-term sustainable development strategy for the whole Group. Dabaco Group sets economic growth targets alongside objectives to comply with and enhance responsibility towards society, the community, and the environment. The annual preparation of the Sustainability Report allows Dabaco Group to review and assess the effectiveness of its sustainable development activities for the year, as well as contribute to supporting the Board of Directors and the executive management timely updating the most suitable development directions and strategies for the company.

REPORT PERIOD

The 2024 Sustainability Report provides information on the performance of the entire of Dabaco Group, including the parent company and its subsidiaries.

Report period: From January 1st, 2024 to December 31st, 2024.

SCOPE AND LIMITATIONS

The content of the report is based on information and data from the main business activities of Dabaco Group, with the information collected being limited to Dabaco Group and its subsidiaries. The figures in the report are referenced from the audited consolidated financial statement for 2024 and previous years.

Dabaco Group is committed to expand the scope and boundaries of the report to meet the evolving needs of stakeholders in the future.

Contact

For any comments and suggestion, please contact:

The Board of Director office

Email: quanhecodongDBC@dabaco.vn Tel: 02223.896000

Address: No 35 Ly Thai To, Bac Ninh city, Bac Ninh province.

GRI 102

INFORMATION DISCLOSURE ACCORDING TO GENERAL
STANDARDS

INTRODUCTION



DABACO GROUP	
English name:	Dabaco Group
Abbreviation:	Dabaco
Head office:	No. 35 Ly Thai To, Vo Cuong Ward, Bac Ninh city, Bac Ninh province.
Enterprise code number:	2300105790
Charter capital:	3,346,691,450,000 VND
Stock code:	DBC (listed at Ho Chi Minh Stock Exchange – HSX)
Phone number:	(0222) 3826 077 – 3895 111
Fax:	(0222) 3896 000 – 3825 496
Website:	www.dabaco.com.vn
Fanpage:	facebook.com/dabaco.com.vn
Email:	contact@dabaco.com.vn / contact@dabaco.vn

VISION – MISSION – VALUES



MISSION

A leading group in the agriculture – food sector with a sustainable 3F value chain (feed – farm – food); Pioneering in application of advanced scientific and technological solutions in agriculture in the most efficient manner.

VISION

Controlling the value chain in the agriculture and food sector, providing the community with high-quality, safe, and effective products and services with the utmost respect and responsibility. This contributes to the development and enhancement of the position of Vietnamese agriculture and food brands in the international market.

CORE VALUE

Pursuing the development of sustainable agriculture, focusing all resources with the goal of creating a closed, modern public-private agriculture and food business. Delivering value based on the philosophy of the "three benefits" — benefits for the country, the people, and the company.

THE HISTORY OF FORMATION AND DEVELOPMENT



1996

ESTABLISHED THE COMPANY WITH THE FIRST NAME :
HA BAC AGRICULTURAL PRODUCTS COMPANY

1997 - 1998

BUILT DAI BAC FEED MILL WITH CAPACITY OF
5 TONS/HOUR AND LAC VE INDUSTRIAL
BREEDING CHICKEN ENTERPRISE.



1999 - 2000

ESTABLISHED OF THE COMPANY BRANCH IN HANOI AND THE
FIRST PETROLEUM STATION IN LAC VE - TIEN DU - BAC NINH
ESTABLISHED OF THUAN THANH POULTRY AND LIVESTOCK
BREEDING ENTERPRISE.



2002

ESTABLISHED OF HIGH-QUALITY TOPFEEDS
FEED MILL, WITH CAPACITY OF 250,000
TONS/YEAR – THE LARGEST CAPACITY AT THAT
TIME.



2003

ESTABLISHED OF THUAN THANH LEAN PIG BREEDING
ENTERPRISES.



2004

BUILT THE COMPANY HEAD OFFICE AT NO 35 –
LY THAI TO - VO CUONG – BAC NINH CITY – BAC
NINH PROVINCE.



2005

01/01/2005 - THE COMPANY WAS OFFICIALLY
EQUITIZED WITH THE NAME: BAC NINH
AGRICULTURAL PRODUCTS JOINT STOCK COMPANY.
ESTABLISHED OF KHAC NIEM RAW MATERIAL
PROCESSING FACTORY.

THE HISTORY OF FORMATION AND DEVELOPMENT

2006

ESTABLISHED OF KINH BAC AQUA FEED MILL
ESTABLISHED OF LIVESTOCK PROCESSING
INVESTMENT AND DEVELOPMENT COMPANY
LIMITED AND LAC VE BREEDING PIG
ENTERPRISE



2007

ESTABLISHED BAC NINH TRADING COMPANY
LIMITED, DABACO TAY BAC ONE MEMBER CO., LTD
ESTABLISHED STAGE 1 OF DABACO TAN CHI PORT



2008

ESTABLISHED OF DABACO PIG BREEDING
COMPANY LIMITED, DABACO PIG BREEDING
INVESTMENT AND DEVELOPMENT COMPANY
LIMITED, DABACO FOOD PROCESSING COMPANY
LIMITED, DABACO VETERINARY DIAGNOSTIC
CENTER



2008

ON MARCH 18TH, 2008, THE COMPANY'S SHARES WERE
LISTED ON THE STOCK EXCHANGE AT THE HANOI
STOCK EXCHANGE.

ON APRIL 29TH, 2008 – RENAMED TO DABACO
VIETNAM CORPORATION



2009

ESTABLISHED OF DABACO FEED MILL WITH
CAPACITY OF 200,000 TONS/YEAR AND DABACO
LAC VE SUPERMARKET
ESTABLISHED HIEP QUANG TRADING COMPANY
LIMITED
INCREASED CHARTER CAPITAL TO VND 254
BILLION



2010

ESTABLISHED CHICKEN SLAUGHTERING FACTORY,
DABACO REAL ESTATE COMPANY LIMITED, DABACO
INFRASTRUCTURE DEVELOPMENT AND
CONSTRUCTION INVESTMENT COMPANY LIMITED,
DABACO LY THAI TO COMMERCIAL CENTER



2011

ESTABLISHED DABACO HI-TECH AGRICULTURE
COMPANY LIMITED AND SOME PROJECT
ENTERPRISES TO IMPLEMENT BT PROJECTS
26/03/2011 – RENAMED AS DABACO GROUP



A wide-angle photograph of a large-scale industrial egg processing plant. The facility features multiple long conveyor belts and automated machinery. Numerous brown eggs are visible, being processed and sorted by the equipment. The environment is clean and brightly lit, typical of a food processing facility.

2015

2017

INAUGURATED TU SON COMMERCIAL CENTER,
HO DIEU HOA PARK, INDUSTRIAL PARKS IN HA
NAM, PHU THO, LUONG TAI, HAI PHONG, BINH
PHUOC AND NASACO HA NAM FEED MILL,
PLASTIC TARPULIN FACTORY, EGG PROCESSING
FACTORY.
ESTABLISHED VIETNAM-JAPAN ORGANIC
FERTILIZER COMPANY LIMITED AND DABACO
PLANT OIL COMPANY LIMITED.

2012

<h2 style="text-align: center;">Những giống gà tiêu biểu của Đakho</h2>					
					
<p>Gà J-Đakho</p> <p>Màu cơ, lông màu nhàn nhàn, chân vàng, lông đen, có sọc trắng trên ngực, chúng có thể đẻ được đến hàng 10.</p> <p>Nội dung</p>	<p>Nòi Chân Vàng</p> <p>Chân cao, mỏ vàng, da vàng, màu cơ hoặc màu nhàn nhàn, lông đen, trước là, Chân cao, đang định chế, phong khí nước ngoài.</p>	<p>Gà Nòi ó tía</p> <p>Màu cơ hoặc màu nhàn nhàn, lông đen, trước là, Chân cao, đang định chế, phong khí nước ngoài.</p>	<p>Gà Tân Hồ</p> <p>Đầu chóp, mắt đỏ, chân đen, mỏ đỏ, lông đen, trước là, Chân cao, đang định chế, phong khí nước ngoài.</p>	<p>Gà 9 cựa Đakho</p> <p>Đầu là gờng, da đỏ, mắt đỏ, chân đen, mỏ đỏ, lông đen, trước là, Chân cao, đang định chế, phong khí nước ngoài.</p>	
<p>Phẩm chất nội</p> <p>Chất lượng thịt ngọt, thơm, ngon, 1 mđ.</p>	<p>Thịt ngon, săn chắc, da giòn.</p>	<p>Thịt ngon, săn chắc, da giòn.</p>	<p>Săn chắc, xương thịt, vị ngọt đặc trưng của gà đồi.</p>	<p>Chất lượng thịt hảo hạng.</p>	
<p>Trọng lượng</p> <p>Trọng lượng 110 ngày gà trống đạt trung bình 3,5-3 kg, gà mái 2-2,4 kg. FCR 2,7-3,0</p>	<p>Thịt ngon, săn chắc, da giòn, trọng lượng 105-110 ngày, trọng lượng 3,5-3,8 kg, gà mái 2-2,4 kg. FCR 2,7-3,0</p>	<p>Thịt ngon, săn chắc, da giòn, trọng lượng 105-110 ngày, trọng lượng 3,5-3,8 kg, gà mái 2-2,4 kg. FCR 2,7-3,0</p>	<p>Thịt ngon, săn chắc, da giòn, trọng lượng 105-110 ngày, trọng lượng 3,5-3,8 kg, gà mái 2-2,4 kg. FCR 2,7-3,0</p>		

2014

2016

28/12/2016 INAUGURATED LE-INDOCHINA HOTEL
WITH 5-STAR STANDARD
ESTABLISHED DABACO LUONG TAI BREEDING PIG
COMPANY LIMITED



THE HISTORY OF FORMATION AND DEVELOPMENT



2018

IN APRIL 2018 INAUGURATED DABACO QUE VO COMMERCIAL CENTER
ESTABLISHED DABACO TUYEN QUANG CO., LTD., KHUC XUYEN INDUSTRIAL CLUSTER INVESTMENT AND DEVELOPMENT CO., LTD., H2 ROAD CONSTRUCTION CO., LTD.

2019

05/2019 - INAUGURATED DABACO PLANT OIL CRUSHING PLANT AND DABACO POULTRY EGG PROCESSING FACTORY. ESTABLISHED DABACO BINH PHUOC COMPANY LIMITED



2020

05/2020 – GROUNDBREAKING CEREMONY FOR ROUTE H2

12/2020 – AWARDING OF THE SONG COMPOSITION CONTEST ABOUT DABACO

2021

29/04/2021 – 25TH ANNIVERSARY OF DABACO GROUP AND RECEIVING THE 3RD FIRST CLASS LABOR MEDAL

07/2021 – ESTABLISHED DABACO QUANG NINH JOINT STOCK COMPANY

10/2021 – ESTABLISHED DABACO THANH HOA COMPANY LIMITED, ESTABLISHED LE-INDOCHINA TOURISM AND HOTEL COMPANY DANANG BRANCH

12/2021 – SUCCESSFUL TRIAL OF PHASE 3 OF AFRICA SWINE FEVER VACCINE, GOAL TO EARLY ELIMINATE THIS DISEASE.

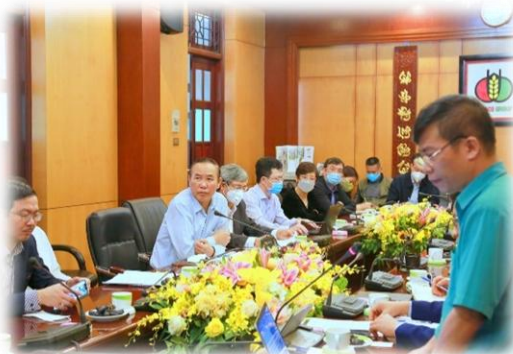


2022

04/2022 – DEPUTY MINISTER PHUNG DUC TIEN WORKED AT DABACO ON ACCELERATION OF ASF VACCINE COMMERCIALIZATION

05/2022 – ESTABLISHMENT OF DABACO BINH PHUOC FEED MILL

08-12/2022 – DABACO AND CANADA PROMOTE COOPERATION IN TRADE RELATIONS AND DEVELOPMENT OF HI-TECH AGRICULTURE



THE HISTORY OF FORMATION AND DEVELOPMENT

YEAR 2023 - 2024



JANUARY - 2023

Completed and operated the project of high-tech breeding and commercial pig farming area in Thach Thanh district, Thanh Hoa province; phase 2 projects in Phu Tho, Tuyen Quang...; Increase the number of original breeding pigs



2023

Built the Crushing Oil Plant, Phase 2 with a capacity of 1,000 tons of soybean/day



2023

Restructuring some member units towards focusing on core areas and simplifying the organizational structure and workforce



JANUARY - 2023

Established DACOVET Pharmaceutical & Veterinary Company Limited and actively promoted research and testing of African swine fever vaccine (ASF)



2024

In August 2024, the Company successfully offered shares to the public to existing shareholders and issued shares under the ESOP program, increasing the Company's charter capital to VND 3,346,691,450,000, equivalent to 334,669,145 shares..

GOLDEN ACHIEVEMENTS

2000-2006		<ul style="list-style-type: none"> - Third-class Labor Order - Certificate of Merit from the People's Committee of Bac Ninh Province
2000		<ul style="list-style-type: none"> - Emulation Flag for Outstanding Achievement awarded by the Government - Certificate of Merit from the Provincial Party Committee - Certificate of Merit from the People's Committee of Bac Ninh Province - Certificate of Merit from the General Department of Taxation - Title of "Labor Hero in the Renovation Period" awarded by the President of the Socialist Republic of Vietnam - Certificate of Merit from the National Committee for International Economic Cooperation
2007		<ul style="list-style-type: none"> - Second-class Labor Order - "Vietnam Golden Rice Ear – Premium Quality Brand" Award - "Integration and Development Enterprise" Award - Golden Cup for Quality Integration – for Concentrated Pig Feed Product - Certificate of "High-Quality Vietnamese Goods" in the Animal Feed Industry - "Vietnam Gold Outstanding Entrepreneur and Enterprise" Award
2008		<ul style="list-style-type: none"> - Certificate of Merit from the Minister of Finance - Certificate of High-Quality and Reputable Vietnamese Agro – Forestry - Fishery Products - "Vietnam Golden Rice Ear – Premium Quality Brand" Award - "Vietnam Brand Integration into WTO" Award - Golden Cup for Special Feed Product for Weaning Piglets
2009		<ul style="list-style-type: none"> - Top 50 Most Reputable Stock Brands on Vietnam's Stock Market - "Integration and Development Enterprise" Award - "Vietnam Golden Rice Ear – Premium Quality Brand" Award - Vietnam Quality Award - Certificate of Recognition as One of Vietnam's Top 500 Largest Enterprises - Certificate of Merit from the Minister of Finance

GOLDEN ACHIEVEMENTS

2010



- “Integration and Development Enterprise” Award.
- 1000-year typical enterprise and entrepreneur award.
- “Vietnamese Brand” certificate for Topfeeds mixed feed products.
- Top 500 leading Vietnamese brands in Vietnam 2010.
- Vietnam Quality Award.

2011



- Award "trusted consumer Vietnamese goods and services".
- Vietnam Quality Award.
- Top 100 trusted Vietnamese products.
- Certification of livestock, poultry and waterfowl feed products achieving the title "trusted consumer Vietnamese goods and services".
- Certification of 500 largest enterprises in Vietnam.

2012



- First-class Labor Medal awarded by the President of Vietnam.
- Vietnam Quality Gold Award.
- Top 1000 enterprises with the highest income tax contributions in 2012.
- Top 15 stocks listed on the Hanoi Stock Exchange (HNX) included in the ASEAN Stock Exchange (ASEAN Star) and the Top 30 most liquid stocks on the Hanoi Stock Exchange (HNX 30).
- Certification of the 500 largest enterprises in Vietnam.

2013



- Asian Feed Miller of the Year Award 2013.

2014



- Top 100 Most trusted consumer Vietnamese goods and services in 2014.
- Top 30 Most Transparent Enterprises on the Hanoi Stock Exchange (HNX) in 2013-2014 and Top 15 Enterprises Contributing Positively to the Stock Market at HNX from 2009 to 2014.
- Award for the Best Company in Management, Production, and Consumption of Pig Farming Products, awarded by the Department of Livestock.
- Cultural Enterprise for the Community (awarded by the Vietnam Chamber of Commerce and Industry and the Center for Entrepreneurial Culture)

GOLDEN ACHIEVEMENTS

2015



- First Class Labor Medal (2nd time).
- Title of “Enterprise for Farmers” and “Golden Rice of Vietnam” Award for the product “J-DABACO Chicken Breed” (awarded by the Ministry of Agriculture and Rural Development.)
- Top 50 most valuable brands in Vietnam in 2015 voted by Brand Finance (UK) valuation organization.
- Outstanding agricultural product award in 2014 for the product “DABACO Omega 3 Chicken Eggs”

2016



- Government Emulation Flag.
- Honoring “Enterprise accompanying farmers” and “Outstanding leader for the cause of agriculture and rural development in Vietnam”.
- Award “Top 20 leading brands in Vietnam in 2016”.
- Award for the company with the largest egg-laying chicken farm in 2015 - 2016.

2017



- Award “Top 20 leading brands of Vietnam in 2017”
- Award “Top 50 most effective business companies in Vietnam”

2018



- Excellent labor collective.
- The enterprise with the best financial management capacity and leading the Animal Feed industry on the Vietnam Stock Exchange.
- Enterprise for farmers.
- Golden rice of Vietnam.

2019



- Top 50 best listed companies on the stock exchange voted by Forbes Vietnam.
- The company with the best management capacity on the Vietnamese stock exchange in 2018 and leading the animal feed industry.

GOLDEN ACHIEVEMENTS

2020



- Won the award for the 2nd consecutive year in the Top 50 best listed companies on the stock exchange voted by Forbes Vietnam.
- Top 50 typical Vietnamese enterprises with creativity and prestigious and quality products and services in 2020

2021



- First-class Labor Medal for third time
- TOP 50 best listed companies in Vietnam
- Top 3 prestigious food companies in 2021 - Sector: Fresh and frozen food.
- TOP 10 prestigious animal feed companies in 2021
- Top 50 most effective business companies in Vietnam

2022



- Best pig breeding enterprise in 2021-2022
- Best pig feed production enterprise in 2021 - 2022
- Best commercial egg chicken farm in 2021 - 2022
- Top 25 leading F&B company brands in 2022
- TOP 50 most effective business companies in Vietnam

2023



- International Poultry Council (IPC) commends Dabaco Group for applying principles of antibiotic use management in livestock farming.
- IR Awards 2023 honors Dabaco for meeting information disclosure standards for the period 2011-2023
- 100 most valuable brands in Vietnam 2023
- Top 10 prestigious animal feed companies 2023

2024

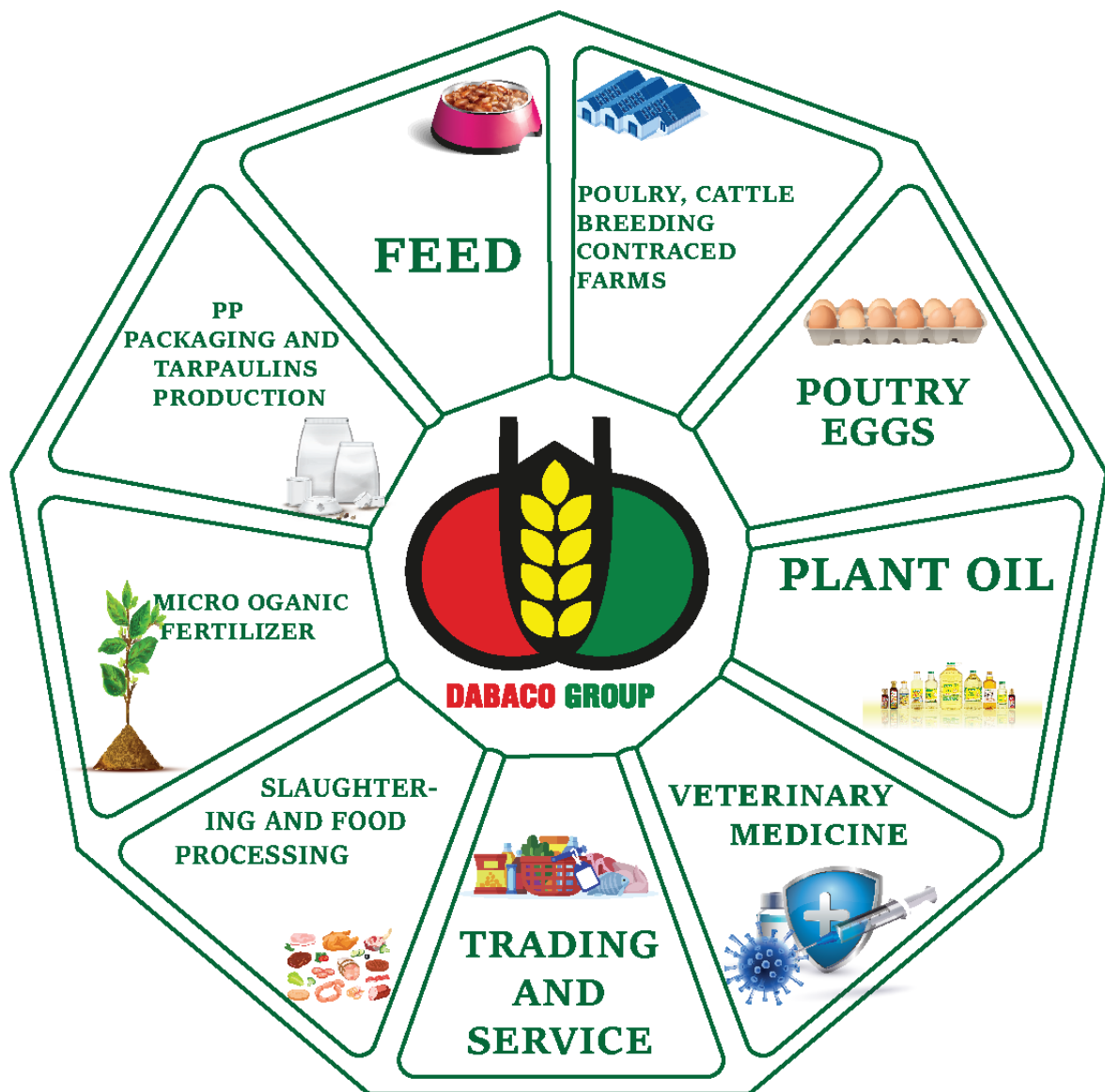


Mia Chicken No. 1 - DABACO of DABACO Chicken Breeding Company Limited (belonging to Dabaco Group) was honored to be voted and awarded the first prize by the organizing committee for the 3rd "Golden Livestock Product of Vietnam" in 2024.

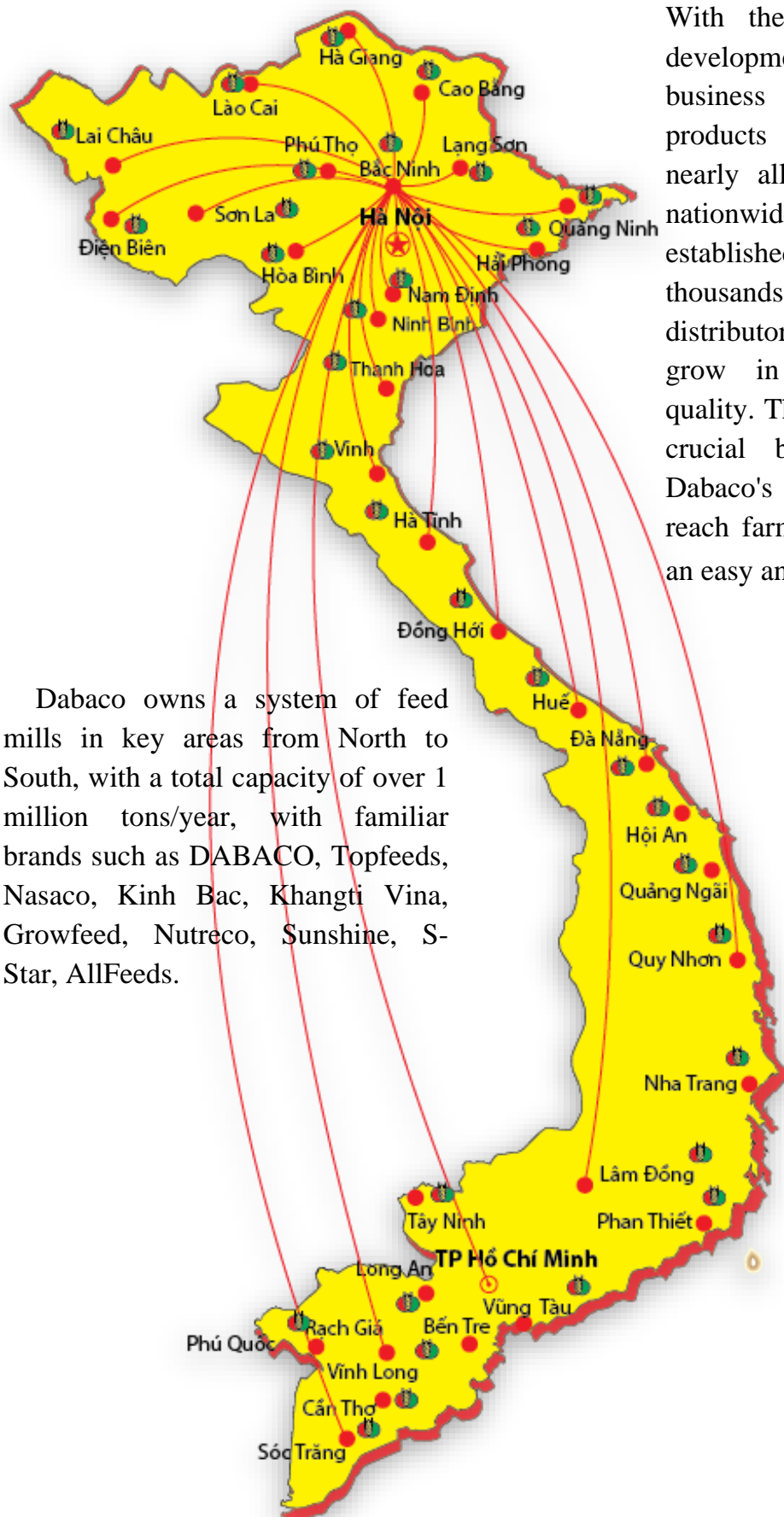
Top 10 prestigious animal feed companies 2024

AREA OF OPERATIONS

On its journey to fulfill its mission of controlling the value chain in the agriculture and food industry, Dabaco is fully confident in competing with major regional and global brands in both quality and pricing. This confidence stems from its strong advantages in highly skilled human resources, advanced technology, and a closed-loop value chain: Feed – Farm – Food. This modern and complete production model, which Dabaco has meticulously built and developed to a very high standard, embodies its unique identity. Dabaco continues to research and innovate, aiming to transform scientific values into health benefits for consumers through Fresh and distinctive agricultural and food products. This continues the journey of elevating the 3F+ value chain, with the core element as "Future."



DISTRIBUTION NETWORK AND MEMBER UNITS



Dabaco owns a system of feed mills in key areas from North to South, with a total capacity of over 1 million tons/year, with familiar brands such as DABACO, Topfeeds, Nasaco, Kinh Bac, Khangti Vina, Growfeed, Nutreco, Sunshine, S-Star, AllFeeds.

With the goal of continuous development and expanding its business scale, Dabaco's products have spread across nearly all provinces and cities nationwide. The company has established a network of thousands of agents and distributors, which continues to grow in both quantity and quality. This network serves as a crucial bridge, ensuring that Dabaco's high-quality products reach farmers and consumers in an easy and convenient manner.

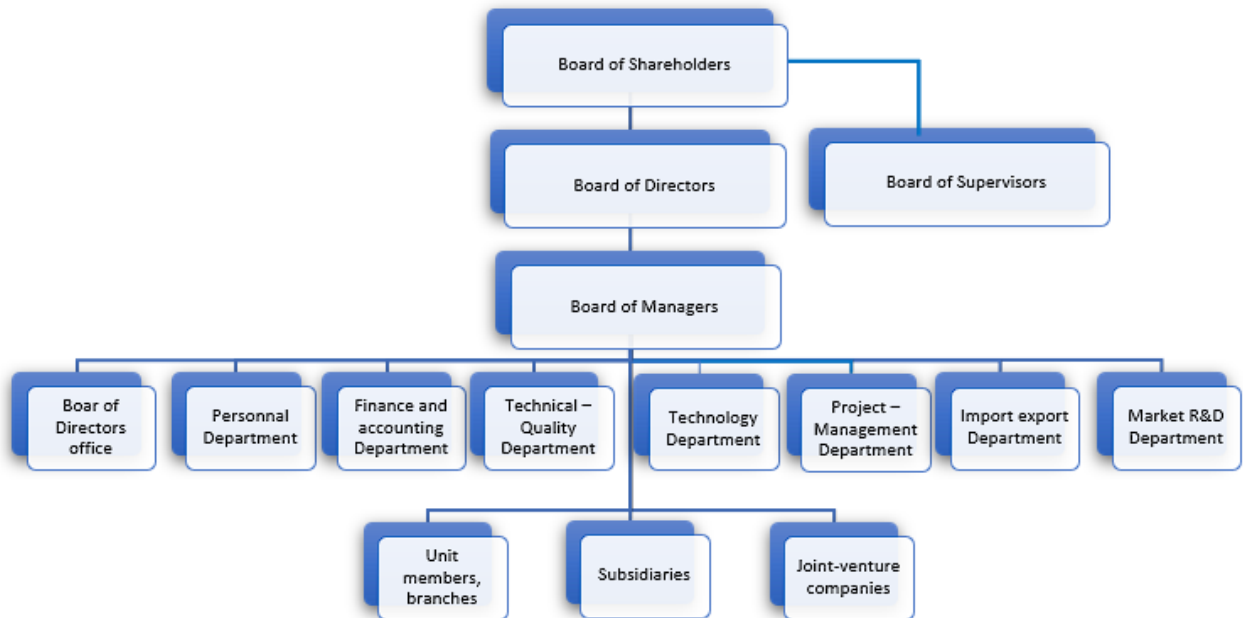
Quần đảo Hoàng Sa

Quần đảo Trường Sa

GRI 103

MANAGEMENT METHOD

ORGANIZATION CHART OF OPERATIONS



NO	POSITION	ROLE, DUTIES
1	Board of Shareholders	Board of Shareholders is the highest authority of the Company, comprising all shareholders with voting rights, holding Annual General Meeting at least once a year. The AGM decides on matters stipulated by the Law and the Company's Charter.
2	Board of Directors	The Board of Directors (BOD) is the body with full authority to exercise all rights on behalf of the Company to decide on all matters related to the Company's operations (except for matters under the authority of the Annual General Meeting). Currently, the BOD of Dabaco Group has 09 members, with a term of 05 years. The Chairman of the BOD does not concurrently hold the position of General Director. 1/3 of the BOD members are independent members.
3	Board of supervisors	The role of the Board of Supervisors (BOS) is to ensure the rights of shareholders and supervise the Company's activities. Currently, the Company's BOS consists of 03 members, with a term of 05 years. The BOS operates independently from the Board of Directors and the Board of Managers.
4	Board of managers	The Company's Board of managers (BOM) consists of 9 members: the General Director and 8 Deputy General Directors. The members of the Board of Managers are assigned to be in charge of specific sectors and coordinate to carry out the general tasks of the Board of Managers.

DEVELOPMENT ORIENTATION OF DABACO GROUP



Products

Providing products that ensure food safety and hygiene, comply with standards and regulations, with outstanding value and quality. Diversifying, developing new, unique product lines and products with added value and high intellectual content.

Production scale

All production and business establishments are invested in building infrastructure, modern equipment, high automation; clean, neat and tidy working environment creates favorable conditions for officers and employees to work with high quality, efficiency and productivity.



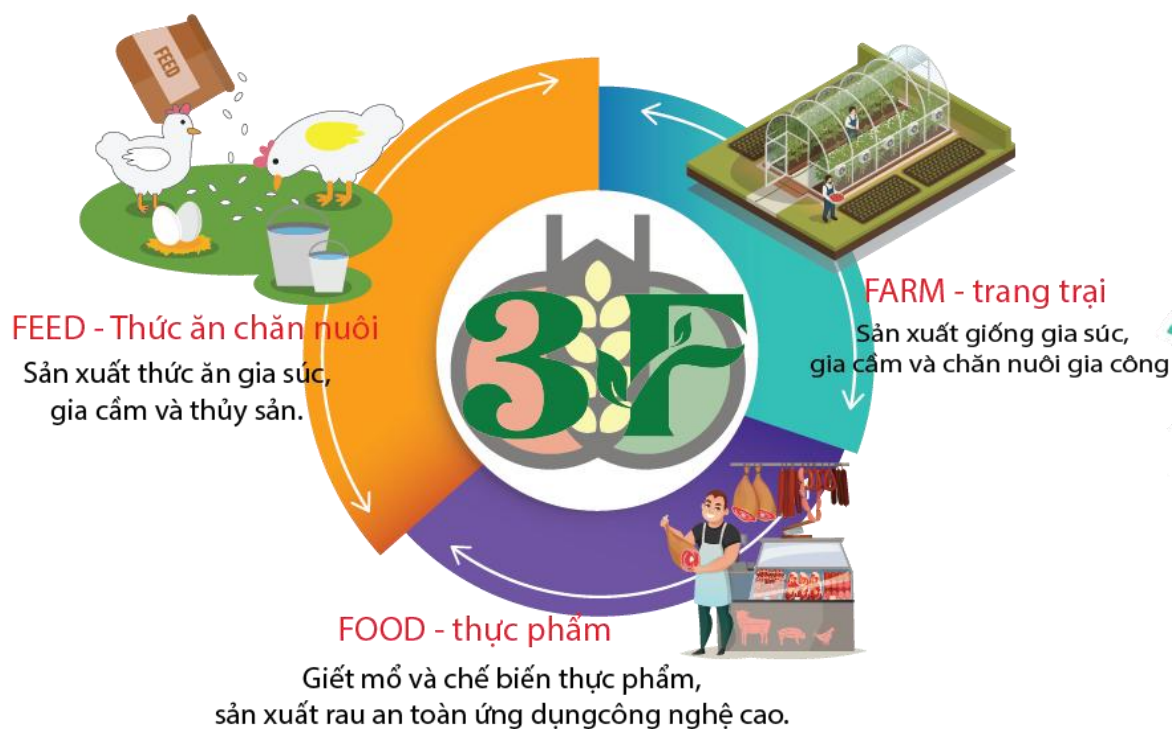
Quality management system

Build, apply, maintain and improve the quality management system according to international standards ISO 9001, ISO 22000, HACCP, GMP, Halal and 5S good practice program at production and business facilities to better satisfy customer needs.



MEDIUM AND LONG TERM DEVELOPMENT STRATEGY

Developing into a strong economic group in the agriculture and food sector with the application of advanced technology, following a closed-loop production model (the 3F model), including: "Production of animal, poultry, and aqua feed (Feed) - Production of animal and poultry breeding stock and contracted farms (Farm) - Slaughtering and food processing (Food)," alongside the development of a modern retail system based on the Supermarket and Dabaco Fresh Food Store models, with the motto "Green growth is the key to sustainable development."



IDENTIFY AND MANAGE RISKS

No	Risk	Description	Control measures
1	Risk related to disease and climate change	Unusual climate changing and frequent epidemics are considered among the unavoidable risks that companies in the livestock industry in general and Dabaco in particular must face to.	Dabaco focuses on hygiene, ensuring strict control of biosecurity livestock farming processes and production processes according to ISO 9001, ISO 22000, HACCP, GMP and 5S good practice programs to proactively control and suppress dangerous diseases in livestock and poultry; at the same time, ensuring that pork and chicken products supplied to the market are always fresh, healthy and food safe.
2	Human resource risk	Advanced science and technology require workers to have high technical skills, beside, Requirement of strict biosecurity in livestock farms, the increasing job-hopping of young workers causes the Company to spend a lot of time and money on recruitment and training.	Enhancing the organization of training programs to support workers in improving their professional qualifications and skills, while creating favorable conditions for the workforce to access scientific and technological advancements. This includes applying management solutions based on digital technology platforms, ensuring compatibility and effectiveness with the parent-subsidiary company model, which operates across a wide range of industries and sectors. Establishing a fair working environment with salary, bonuses, and benefits policies tailored to each job position and actual conditions, along with various incentive policies aimed at attracting, inspiring, and fostering strong connections between employees and the company.
3	Exchange rate fluctuations	Foreign exchange fluctuations are one of the risks that impact the company's production and business operations, as a significant portion of raw materials for animal feed production is imported from abroad and paid in US dollars.	Establishing foreign exchange demand, preparing foreign exchange reserves, forecasting, monitoring, and analyzing exchange rate fluctuations to balance demand and adjust plans accordingly. Dabaco proactively develops production plans and enters into contracts with major suppliers for raw material procurement, ensuring the stability of supply sources as well as raw material purchase prices. Additionally, Dabaco is also proactive in researching and developing domestic raw material sources that can be produced locally instead of relying on imports.
4	Other risks	Other risks such as natural disasters, climate change, inflation, war, etc.	To prevent possible force majeure risks, Dabaco always has timely preventive and response measures to minimize damage to production and business activities.

ASSESSING THE IMPACT OF DABACO ON SUSTAINABLE DEVELOPMENT

Evaluating the impacts of DABACO's operations on three factors: Economy, Environment and Society will help the Company determine its roles, responsibilities and actions to be taken in the process of building the Company's sustainable development strategy.

IMPACT ON THE ECONOMY

- ❖ DABACO ensures business efficiency through indicators such as revenue and profit, thereby fulfilling its obligations to the State; increasing income and other economic benefits for employees; maintaining a stable dividend level for shareholders.
- ❖ As a leading agricultural enterprise, DABACO always creates jobs for the local workforce, especially in rural areas, which contributes to poverty reduction and improving people's living standards.
- ❖ Always invest and innovate technology to develop new products such as organic products, deep processing... to increase the value of the production chain; Investing in mechanization, automation or green technologies can increase productivity and competitiveness in the market.

IMPACT ON THE SOCIETY

- ❖ Provided thousands of jobs for the labor market nationwide. Focus on developing high-quality human resources through large investments in recruitment and training activities, developing a team of staff with development potential. In addition, DABACO also offers many opportunities to become interns for students preparing to graduate, nurturing and developing the next generation of talented people in the country.
- ❖ Investing in transportation, electricity and water systems in production areas, indirectly benefiting the community; providing training programs for farmers on farming techniques and production management to help farmers improve their capacity and understanding.
- ❖ Actively participate in community activities, fulfill corporate social responsibility.

IMPACT ON THE ENVIRONMENT

- ❖ As a business operating in the field of food agriculture, the Company always focuses on developing a circular, zero-waste production model, actively minimizing the impacts of energy consumption and waste discharge in daily production and business activities, utilizing agricultural by-products to produce bioenergy, organic fertilizers, and reduce greenhouse gas emissions.
- ❖ Promote internal communication activities to spread environmental protection awareness among employees.

GRI 103

MANAGEMENT METHOD

**STRATEGIC ORIENTATION ON SUSTAINABLE DEVELOPMENT
17 SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS**


DABACO builds a sustainable development strategy and action plan based on the process of evaluating and analyzing the Company's general development strategy, the main impacts on the Economy - Environment - Society, along with selecting and linking the United Nations' sustainable development goals and Vietnam's specific goals by 2030, including:

- ❖ Maintaining sustainable economic growth alongside the pursuit of progress;
- ❖ Social equity and eco-environmental protection;
- ❖ Efficiently managing and using resource;
- ❖ Proactively respond to climate change;
- ❖ Ensure that all people can realize their potential, participate in, and equally benefit from the achievements of development, building a peaceful, prosperous, inclusive, democratic, equal, civilized, and sustainable society.



GRI 103 MANAGEMENT METHOD



SUSTAINABLE DEVELOPMENT MANAGEMENT SUSTAINABLE DEVELOPMENT MANAGEMENT MODEL

The Board of Directors is ultimately responsible for DABACO's sustainable development strategy. The General Director and the Board of Managers are responsible for developing and implementing goals and plans, and sharing and ensuring that sustainable development issues are understood and implemented throughout the Company.

Board of Directors

- . General direction on sustainable development strategy at DABACO
- . Approve goal and action plan

General Director and Board of Managers

- . Develop and submit goals, action plan and sustainable development Plan to the Board of Directors
- . Share strategies, goal and sustainable development plan to the whole company.
- . Ensure that sustainable development plan achieves its set goal.
- . Monitor and urge the implementation of plans by departments and affiliated units.

DEPARTMENTS AND UNITS

Deploy and implement sustainable development plans in accordance with the direction of the General Director and Board of Managers.

GRI 103

MANAGEMENT METHOD

ENGAGING STAKEHOLDERS FOR SUSTAINABLE DEVELOPMENT GOALS

DABACO has been and will continue to build and develop sustainable relationships with stakeholders in the process of business operations, as well as long-term strategic planning of the Company. The participation of stakeholders is an important process that helps the Company identify sustainable development issues that are of concern and expectation, thereby identifying key factors to be able to plan and implement necessary activities to meet those expectations. DABACO identifies stakeholders as those who have influence or are influenced to a certain extent by the Company's production and business activities. Engagement activities between stakeholders play an important role in establishing development orientations and building trust in relationships based on trust, transparency and consistency in all activities of the Company. Related stakeholders compromise:

- All DABACO's employees;
- Valued partners, valued customers;
- Shareholders, investors;
- State management agencies;
- Community;
- Press and media agencies...



PRINCIPLES OF CONDUCT WITH STAKEHOLDERS

Throughout nearly 3 decades of foundation and development, Dabaco is proud to have contributed to the development of the country. With strong belief and inner strength towards the future, Dabaco commits to constantly strive to "go further" to bring maximum benefits to the Community, Partners and Customers through high-quality products and services imbued with Dabaco's identity - that is Dabaco's Corporate Culture. Corporate culture is the bond that connects each person in the Company, expressed through the way each employee and worker behaves with each other, the way they approach internal issues in the system and through the way they express themselves to government agencies, the State, consumers, partners, customers, shareholders, investors, the community... At Dabaco, we are steadfast in our strategy of developing human resources through inspiring creativity, promoting the spirit of innovation, with the firm belief that each member is the "fire" that contributes to the success of Dabaco! Corporate culture is the basic reference set to build the principles of approach to Dabaco's stakeholders, specifically as follows:

Stakeholders	Issues of concern	Actions of DABACO
Employees	<p>Job stability, development opportunities, working environment</p> <p>Training and development policy</p> <p>Salary, bonus, health protection for employees</p>	<p>DABACO always considers employees as a valuable asset of the Company, all employees working in different positions are supported in all aspects, trained thoroughly, to promote creativity, constantly strive for the common interests of the Company.</p> <p>DABACO builds a dynamic, modern and fair working environment for all employees. The remuneration and welfare regime is maintained and regularly reviewed and adjusted in accordance with the contribution of employees to the development of the Company.</p> <p>According to regulations, The Company organizes annual health check-ups for employees.</p>
Valued partners and customers	<p>The quality of products and services.</p> <p>Customers equality.</p>	<p>Committed to providing customers and consumers with products that ensure safety and top quality with all respect and responsibility towards people and society.</p> <p>Comply with the negotiation process, transaction process in the spirit of fair treatment and responsibility according to ethical rules with suppliers and partners to build long-term and sustainable relationships.</p> <p>Always care, listen to customer feedback on products/services and proactively find solutions to promptly handle any problems during the process of customers using the Company's products/services.</p>

Law, State Management agencies	<p>Comply with the Law, regulations, and guidelines set forth by the authorities.</p> <p>Declare and pay taxes as prescribed</p> <p>Business management, risk prevention</p>	<p>Fully comply with the policies and regulations of the State.</p> <p>Fulfill tax obligations and contribute to the local budget according to regulations.</p> <p>Fulfill the obligation to disclose information fully and on time.</p>
Community	<p>Investment policy in key economic sectors, sustainable development sectors</p> <p>Charitable activities, improving the quality of community life</p>	<p>Implement charity programs, community activities, especially focusing on educational activities.</p> <p>Organize meetings and sharing sessions at universities to provide career advice and orientation, training and develop the country's next generation of talents.</p> <p>Investment strategy associated with ESG factors.</p>
Shareholders, investors	<p>Company effective performance.</p> <p>Transparency in all activities.</p> <p>Rights of shareholders and investors</p>	<p>Disclose information transparently, accurately, honestly, fully, clearly and promptly, ensuring investment opportunities for investors. The Group maintains effective information channels for shareholders and investors through: Website, Annual Report, direct meetings, email responses, telephone responses and other activities.</p> <p>Ensure equality in all activities between domestic and foreign shareholders; individual and organization.</p> <p>Regularly organize meetings, direct or online exchanges with domestic and foreign Funds and investors.</p>
Press and media agencies	<p>Information on the Company's operations, business results, financial figures.</p>	<p>DABACO always supports and answers questions from press and media agencies quickly and promptly.</p>





GRI 201

ECONOMIC EFFICIENCY

PRODUCTION AND BUSINESS PERFORMANCE STATEMENT 2024

In 2024, the socio-economic situation continues to face many difficulties, with escalating competition among major countries. The global economy shows signs of recovery but remains unsustainable. Disease outbreaks in various regions across the country, unstable raw material supplies, and disruptions in the supply chain have significantly impacted the overall growth targets of the economy and the agricultural sector in particular, including the company.

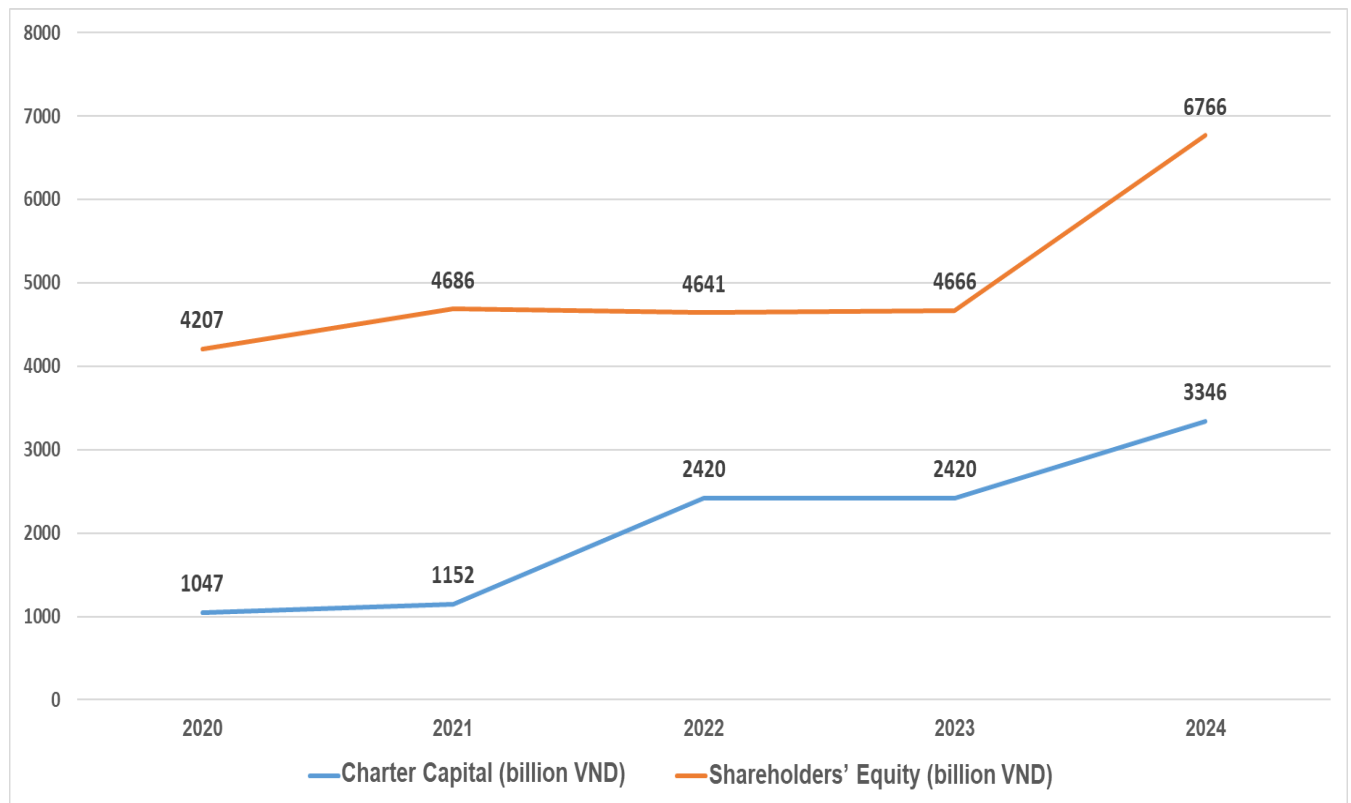
However, through the determination, decisiveness, and flexibility of the Board of Directors, the Board of managers, and the leadership team, along with all employees of the corporation, the company has implemented a synchronized set of solutions for production, market expansion, and product development. These include reviewing and improving economic and technical targets, enhancing productivity and product quality, reducing costs, and actively accelerating the progress of ongoing investment projects such as the Phase II Oil Crushing Plant. Notably, the company has completed the GMP-WHO certification for the vaccine production plant with state-of-the-art equipment and technology. The company has also effectively researched and developed and commercialized ASF vaccines; deployed effectively the biosecurity protocol at livestock farms.



Thanks to such effort, the ASF epidemic has been basically controlled; the reproductive productivity of sows has been improved, with some units reaching 33-35 piglets/sow/year; the famous Mia chicken breed has been successfully bred and developed on the

market; the consumption output of animal feed and aqua feed has also reached the highest level since the beginning of the year; the Crushing oil plant is operating at full capacity, providing a variety of products to the market and input materials for the Group's animal feed mills... The Company's business results in 2024: Total consolidated revenue (including: internal revenue) reached 96% set plan, profit after tax reached 105% set plan.

Main indicators	Currency	Year 2022	Year 2023	Year 2024
Total assets	VND	12,974,103,921,350	13,011,704,257,872	14,121,555,827,597
Net revenue	VND	11,557,594,666,247	11,110,000,756,812	13,573,523,231,898
Net operating profit	VND	40,918,137,191	77,721,029,178	835,764,450,626
Other profit	VND	38,059,931,206	20,028,182,174	18,484,095,578
Profit before tax	VND	78,978,068,397	97,749,211,352	854,248,546,204
Profit after tax	VND	5,194,587,097	25,007,194,215	769,083,752,455



SHAREHOLDER STRUCTURE, CHANGE IN OWNER'S CAPITAL

❖ Shares:

- Total number of shares: **334,669,145** shares
- Shares type: Common shares
- Number of free transfer shares: 319,877,067 shares
- Number of share subject to transfer restrictions: 14,792,078 shares

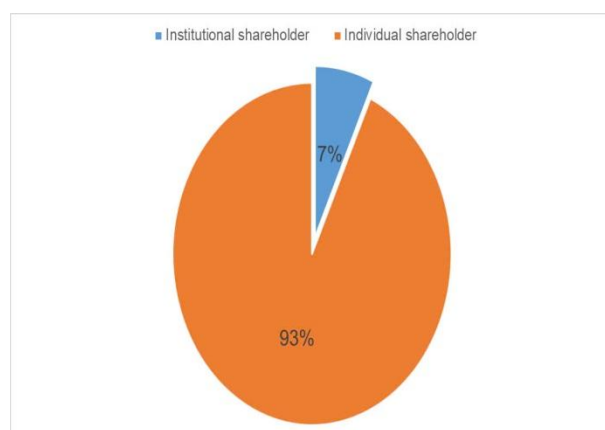
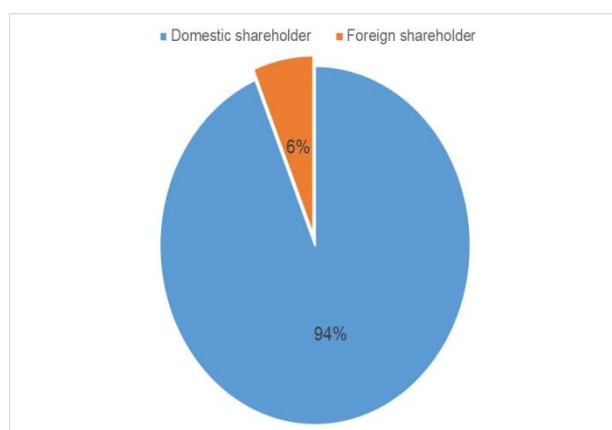
❖ Changes in owner's capital investment in 2024:

In 2024, the Company will implement a plan to offer shares to the public to existing shareholders and issue shares under the ESOP program. The total number of shares before issuance is: 242,001,859 shares. The number of shares issued is: 92,667,286 shares. The total number of shares after issuance is: 334,669,145 shares (equivalent to VND 3,346,691,450,000).

❖ Treasury stock transactions : none

❖ Shareholder structure on 20/03/2025:

No	Type of shares	Number of shares owned	Percentage (%)
I	Domestic shareholders	313,597,371	93.7
	- Major shareholders (Owning over 5% shares)	79,966,120	23.89
	- Organization shareholders	3,077,975	0.92
	- Individual shareholders	310,519,396	92.78
II	Foreign shareholders	21,071,774	6.3
	- Major shareholders (Owning over 5% shares)	0	0
	- Organization shareholders	19,985,191	5.97
	- Individual shareholders	1,086,583	0.32
	Total:	334,669,145	100



HIGHLIGHT ACTIVITY 2024

Strengthen cooperation to develop the high-tech agriculture sector with the Enterprise Community of the Czech Republic



On the morning of March 20th, 2024, a delegation led by the representative of the Czech Ministry of Agriculture in Vietnam, along with a group of Czech enterprises, visited and worked with Dabaco Group to seek and promote investment cooperation opportunities in the field of high-tech agriculture as well as export and import of agricultural products between the two countries.

Within the framework of the Czech Agricultural Business Forum organized by the Ministry of Agriculture in coordination with the Chamber of Commerce and the Embassy of the Czech Republic, the representative of the Czech Ministry of Agriculture in Vietnam and a number of typical enterprises visited and worked with Dabaco at the headquarters. The working trip aimed to connect Czech enterprises with opportunities for cooperation in the field of high-tech agriculture as well as opportunities to export and import potential agricultural products between the two countries of Vietnam and the Czech Republic.

Dabaco Group signs a cooperation program with the National Agricultural Extension Centre

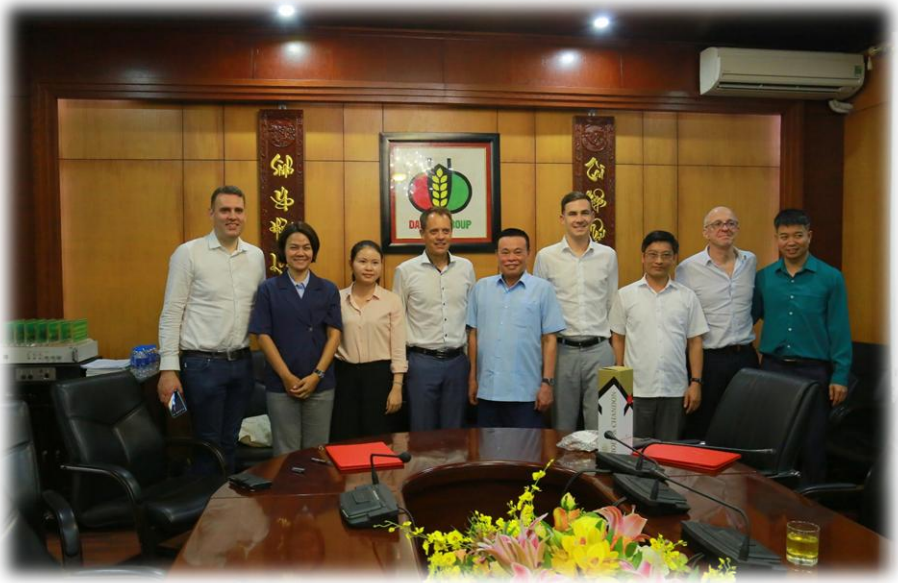
In the joyful atmosphere of the 28th anniversary of the Group's establishment (March 29, 1996 - March 29, 2024), on the morning of March 29th, 2024 at the headquarters, Dabaco Group and the National



Agricultural Extension Center held a signing ceremony of the cooperation program to promote the application of technical advances in livestock and animal feed production in the direction of high technology, towards sustainable livestock development and environmental protection.

Strengthening cooperation with Cooperl Group (France) to develop the GGP pig breeding project, the insemination center and smart farm in Vietnam.

On April 9th, 2024, at the headquarters of Dabaco Group, a cooperation agreement signing ceremony took place between Dabaco Group and Cooperl Group (France). The event aims to develop Dabaco's grand-grand-parent pig (GGP), making an important contribution to the application of science and technology in pig breeding production..



Deputy Minister of Agriculture and Rural Development Phung Duc Tien worked with DABACO Group on the progress of research and development of ASF vaccine



On August 3rd, 2024, in Bac Ninh, students of the 2024 Leadership Summer Camp of VNU had a field trip and attended the closing ceremony. This is the second time the Leadership Summer Camp has been organized. The program is jointly organized by the Youth Union - Student Association of VNU and Dabaco Group - the sponsor.



Dacovet Vaccine Factory - Dabaco Group was awarded the certificate of Good Manufacturing Practice (GMP-WHO)



On the afternoon of August 2nd, 2024, at Dabaco Group, the representative of the Department of Animal Health announced and awarded the Certificate of Good Manufacturing Practice (GMP-WHO) to Dacovet Pharmaceutical and Veterinary Company Limited under Dabaco Group. The leaders of the Department of Animal

Health and the GMP Inspection Team highly appreciated Dabaco Group for investing in building a large-scale, methodical, dedicated, and modern vaccine production factory, one of the most modern today, and believed that Dabaco will make great contributions to the pharmaceutical and veterinary medicine sector, which has many challenges but also has a lot of opportunities for development in Vietnam..

Meeting investors and visiting Dabaco Group

On August 8th, 2024, Dabaco Group coordinated with Vietcap to organize a meeting with investors and visit some of Dabaco's production and business facilities in Bac Ninh. The event was mainly held with the participation of representatives of domestic and foreign professional investment funds interested in the agricultural sector in general and Dabaco in particular.



Signing of strategic cooperation agreement between Dabaco and VNU University of Science

On November 26th, 2024, the signing ceremony of a comprehensive strategic cooperation agreement between DABACO Group and the HUS (HUS) - Vietnam National University, Hanoi took place at Dabaco's headquarters, laying the foundation for a deep, substantive, comprehensive cooperative relationship, promoting research activities, applying science and technology into practice and training high-quality human resources.



Accordingly, DABACO and the HUS will coordinate to implement a series of key activities based on the strengths of both sides, focusing on key areas, including: research, development and application of new technologies and materials in production; technology transfer in key areas of the Group; construction of a Joint Labs system that meets international standards to meet strict requirements in scientific research and testing. The two sides will also cooperate closely

in training, creating conditions for students to access DABACO's modern production practices, thereby improving their knowledge and skills; DABACO will participate in contributing ideas to build the training program of the HUS to ensure it is close to reality. At the same time, sharing information and international cooperation opportunities in science, technology and investment is also considered one of the strategic focuses. In particular, DABACO and HUS will jointly promote communication activities, develop brands, and increase the influence of both parties domestically and internationally.

DABACO and LABIOFARM sign cooperation agreement – symbol of Vietnam – Cuba friendship.

On December 2nd, 2024, at the headquarters of Dabaco Group, Dabaco and Labiofam Entrepreneurial Group officially signed a cooperation agreement in the fields of pharmaceuticals, vaccines and biotechnology, in order to effectively exploit the strengths of both sides in research and development of applied science and technology in the Vietnamese market.



GRI 202 MARKET PRESENCE

Human resources are considered the most valuable asset of DABACO. With that viewpoint, DABACO manages by paying incomes linked to the contribution



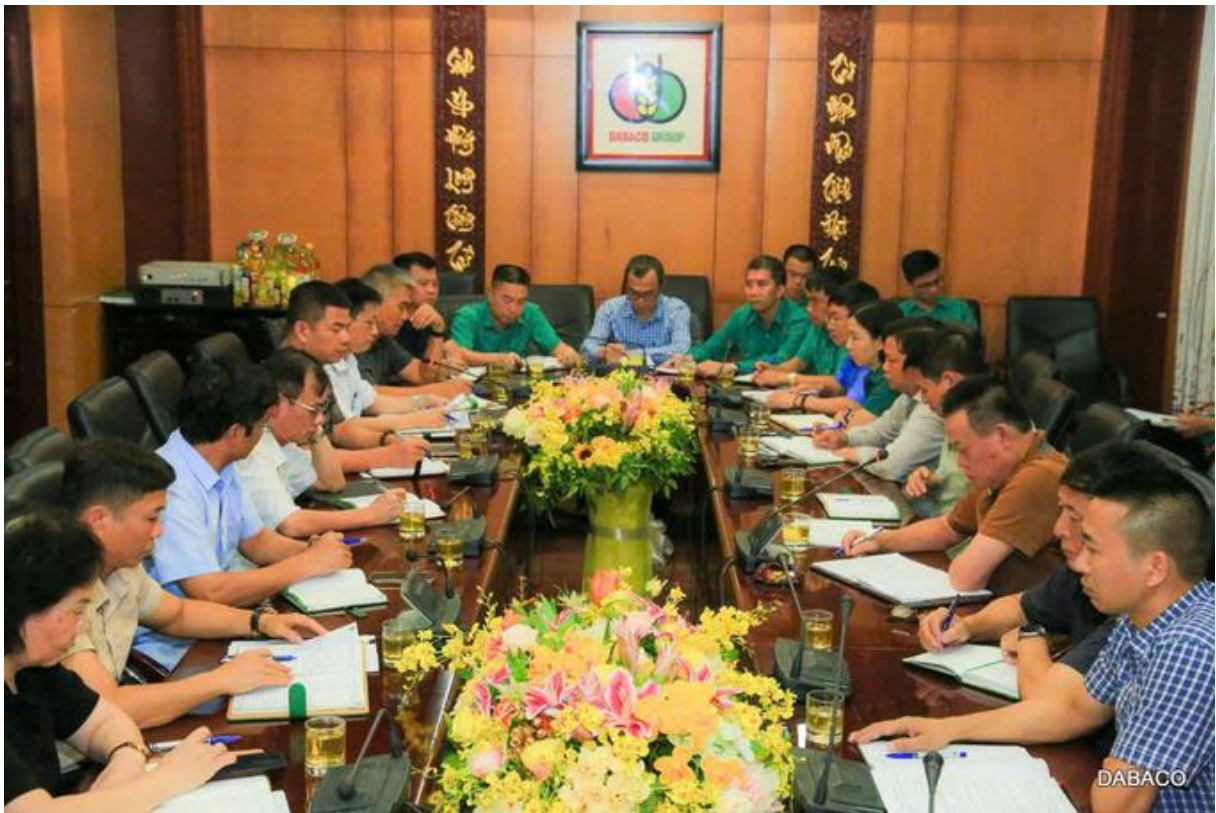
and work efficiency of individuals in correlation with the overall efficiency of departments and the Company. The average income of employees at Dabaco is always high compared to the general level, including FDI enterprises.

In 2024, although the entire livestock industry faces many difficulties due to prolonged and difficult-to-control epidemics in livestock and poultry; fierce competition between units, however, the Company still ensures a stable income for employees, motivating employees to stay with the Company for a long time, with an average salary of 11,700,000 VND/person. 100% of employees are signed labor contracts, applying the accurate probationary period according to regulations. Since Jan 1st 2025, Dabaco increased salaries for employees ensuring salaries paid as capacity and working efficiency.



GRI 205 ANTI-CORRUPTION

“Anti-corruption, anti-waste” is one of the top priorities and is thoroughly implemented from the highest leadership level to direct production workers. We understand that corruption, waste in particular and non-compliance with legal regulations in general not only seriously affect businesses in terms of finance, business operations and reputation, but also negatively impact the economy and society such as misallocation of resources, weakening the rule of law, rules... Strict and transparent application of internal regulations, rules and policies in all activities will contribute to limiting compliance risks, preventing corruption and waste in businesses, and raising the sense of responsibility of each individual.



To prevent corruption and waste, DABACO has issued the “Regulations on preventing corruption, waste and practicing thrift in Dabaco Group ”. The Company also combines many management measures to improve compliance risk control, in parallel with promoting communication to all employees about anti-corruption policies and regulations and other internal regulations and policies of the Company.



CÁC CHỈ TIÊU MÔI TRƯỜNG

ECO



GRI 302 ENERGY

The Group has determined that during its operations, if the enterprise use properly the energy source directly or indirectly created by themselves, It will help minimize the impact on the environment. In addition, it will avoid waste and save the Company's operating costs. Therefore, raising awareness of environmental protection among all employees through energy saving is a must-be part of the Group's internal communication work.

- In 2024, the Group's feed mill consume over 19.7 million kWh of electricity.



ENERGY SAVING SOLUTIONS



DABACO applies a number of measures to control and save electricity consumption at the Company's office and production units as follows:

- ❖ Monitor and maintain machinery, equipment, and air conditioning systems, and have a plan for regular equipment cleaning to help increase longevity and save energy consumption;
- ❖ Monitor the use of electrical equipment and air conditioning appropriately according to usage needs. Have regulations and daily checks on turning off electrical equipment after working hours;
- ❖ Actively research, innovate, improve equipment and seek energy-saving solutions for production, reduce costs and be environmentally friendly;
- ❖ Using solar energy; renewable energy through biogas recovery system to run generators for cooking, heating, lighting...; reducing the burden on the national grid system;
- ❖ Through internal communication activities to raise individual awareness of energy saving.

Along with promoting and disseminating awareness to all employees about effective energy saving, the Company also focuses on supporting and sharing information about energy saving products that can be used at home. From there, both businesses and employees raise awareness and form energy saving habits during the working process.

GRI 305 EMISSION

At the COP26 Climate Summit (2021), the Prime Minister, on behalf of Vietnam, made commitment to achieve net zero emissions by 2050. In order to realize this commitment, the Government has issued series of documents as the legal basis for this roadmap.



JOIN CARBON CREDIT RESEARCH

In the context of increasingly serious climate change, developing the carbon market has become one of the important tools to promote green transformation. With the goal of contributing to promote environmental protection activities, exploit the potential of the carbon credit market and promoting ESG initiatives. DABACO has established a team to implement the Carbon Credit Project at Dabaco Thanh Hoa Project.

SOME SOLUTIONS TO REDUCE EMISSIONS AT THE COMPANY:

- Use energy-saving devices (replace all LED bulbs); Use solar energy; Turn off all electrical devices before leaving;
- Improve production processes to reduce energy consumption; replace coal by rice-hut pellet to fire boilers;
- Reduce methane emissions by improving livestock farming techniques and waste treatment using biogas combined with microorganisms...
- Send staff to participate in training programs and seminars to raise awareness about the impact of emissions and how to reduce them.

GRI 306

SEWAGE AND WASTE

Recognizing the importance of reducing global greenhouse gas emissions as well as understanding the impact on the country's socio-economic development, the Group always actively researches and proposes solutions to minimize greenhouse gas emissions, improve operational efficiency, protect the environment and meet sustainable development standards.

Some measures for sewage and waste treatment:

- ❖ ***The company's production model is organized in a circular, free-waste manner.***
All farms are invested in a complete and systematic construction of biogas systems combined with microbiological treatment. Waste is manure, which is separated into solid and liquid before entering the treatment system. The solid is collected and transported by specialized trucks to the Group's organic fertilizer factory to produce microbiological fertilizer. The treated sewage meets the standards for irrigation purposes according to the provisions of law.
- ❖ All farms are built according to the VAC model with detention ponds and fruit trees around the livestock area, implement veterinary and biosecurity measures, and maintain cleanliness inside and outside the farms...
- ❖ Biogas obtained from the Biogas system is used to serve the generator system, heating for livestock, cooking and serving production (renewable and circulating energy).
- ❖ Using microorganisms to treat odors in livestock farming to significantly reduce air pollution and improve air quality in the farming area by: spraying microbial by-products, biological bedding, renovating housing, improving collection of manure and urine, mixing microorganisms into feed and drinking water...
- ❖ Hazardous waste such as grease from generators, farm vehicles, greasy rags, light bulbs, syringes, veterinary medicine bottles, etc. are collected and stored in accordance with regulations and a transportation and treatment contract is signed with a competent unit.
- ❖ Research on the application of measures to optimize production technology processes, especially the use of simulation models to improve and reduce costs in Waste-water treatment (WWT).



GRI 307

ENVIRONMENTAL COMPLIANCE

The Group always complies with the provisions of the law on environmental protection; implements environmental protection measures well, constantly researches, improves, and applies high technology in production, contributing to better environmental protection.

The Group's specialized staff regularly monitors and performs the following tasks well:

- Make annual environmental protection reports and send them to the Department of Natural Resources and Environment according to regulations.
- Measure and prepare periodic environmental monitoring reports according to the program and submit reports to the provincial Department of Natural Resources and Environment according to regulations, declare and pay periodic discharge fees (every 3 months).
- Daily operate and monitor environmental treatment systems (sewage treatment systems, odor and exhaust gas treatment systems, etc.), record full daily operation logs, troubleshoot when incidents occur and periodically conduct maintenance every 6 months. Periodically clear rainwater and sewage drainage channels every 6 months; Sign contracts for the transfer of domestic and industrial solid waste and hazardous waste; Clearly confirm the volume with transfer minutes and archive records and documents for inspection.
- Raise awareness of environmental protection through practical actions, calling on all employees to litter and collect waste according to regulations.

At the same time, the Group focuses on investing in upgrading infrastructure, equipment, building new production facilities and livestock farms; pioneering in research and application of science and technology; investing in new, modern and advanced technology, optimizing production lines to control, limit and reduce negative impacts on the environment, and protect the environment in a sustainable manner.



CÁC TIÊU CHUẨN XÃ HỘI



DABACO WITH SOCIETY

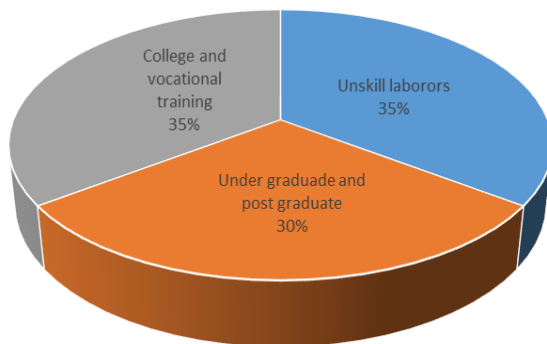
Dabaco Group is not only well-known in the field of agriculture and livestock but also makes important contributions to society, including charity activities, community support and sustainable development.

----- “DEDICATING TO BUILD A BETTER WORLD” -----

GRI 401 JOBS

Human resources are the most important asset of the Company. In order to attract, develop and retain employees effectively, the Company always creates a working environment without discrimination based on gender, age, religion equality... and ensures the regimes in accordance with the provisions of law.

STRUCTURE – LABOR QUALIFICATIONS – EMPLOYEES WELFARE



The Company's labor qualification structure comprises: under-graduate and post-graduate level accounts for 30%; College, high and vocational level accounts for 35%; The rest are unskilled labor trained on-site; meeting the requirements of administration, management, operation and production and business of the company following the

trend of multi-industry and multi-field development.

With 30% of the staff being under-graduate and post-graduate employees, the company has formed a human resource group capable of research, development and innovation, ensuring that the company is always a pioneer in applying new technologies and advanced management methods.

In addition, 35% of the staff are in the college, intermediate and vocational level groups, showing that the company not only focuses on developing management contacts but also invests in technical and professional skills - an important factor in optimizing production and service efficiency. This combination helps the company maintain flexibility in operations, quickly adapt to market changes and improve product and service quality.

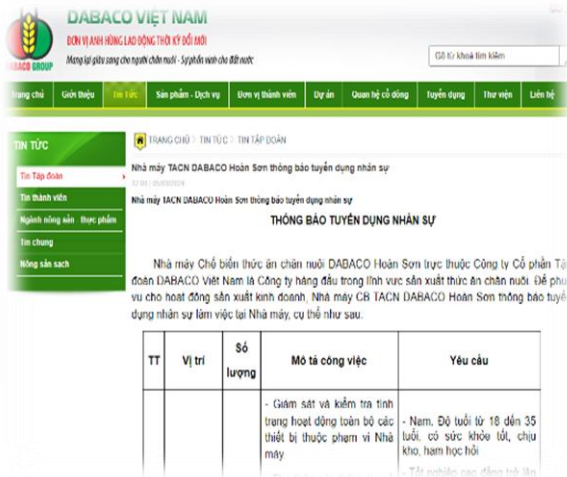
The rest of the workforce is unskilled labor trained on-site, which shows that the company not only focuses on recruiting available talent but also focuses on internal development, improving skills and knowledge for employees through professional training and coaching programs, creating conditions for employees to develop themselves and their careers, and stay with the company for a long time, thereby building an abundant and diverse

human resource, helping the Company achieve its business goals while supporting sustainable development and diversification in the future.



RECRUITMENT POLICY

To attract employees, DABACO's recruitment activities are implemented clearly and transparently with a complete and clear process, ensuring fairness and creating opportunities for everyone. DABACO always wants to welcome dynamic, enthusiastic and ambitious candidates, ready to accept the challenges of DABACO's work and business environment. At the same time, with the goal of contributing to job creation and promoting local economic development, the Company has a policy of prioritizing the recruitment of local personnel in the Company's headquartered.



In 2024, DABACO will focus on building and perfecting policies, regulations, and training management processes throughout the Group's parent company and its subsidiaries to ensure a unified management mechanism and system with the aim of developing human resources in a synchronous and sustainable manner.


Dabaco Group
 ★ Yêu thích · 12 tháng 10 ·

TUYỂN DỤNG PHIÊN DỊCH TIẾNG TÂY BAN NHA





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IMPROVE EMPLOYEE'S LIFE STANDARD THROUGH SALARY, BONUS AND WELFARE POLICIES



Although the Group faces many difficulties in 2024, the Group still strives to maintain a stable income to ensure the lives of employees, motivating employees to work with peace of mind, contribute and stay with the Group for a long time. In addition, the Group also focuses on building a reasonable salary and bonus mechanism, encouraging and treating qualified and dedicated employees well. Fully implement

policies and regulations, constantly improve the spiritual and material life of employees. Create the best environment for employees in the Company to maximize their abilities, wholeheartedly serve for the common development goals of the collective.

The company always improves salary, bonus and welfare policies for employees to suit each period; Build timely reward policies to encourage the spirit of individuals and groups with outstanding achievements in work, contributing initiatives on technical solutions that bring high economic efficiency. Each unit builds a KPI system and applies a bonus policy for exceeding productivity, the bonus amount is calculated into the monthly salary of employees.

In addition to taking care of improving the material life of employees and laborers, the Group also cares about the spiritual life of workers. The Group has worked with the Trade Union and Youth Union to organize activities to assure employees and laborers working and actively dedicate in labor production such as: Regularly taking care and encouraging employees when they are sick or have a funeral; celebrating birthdays for employees; presenting gifts to female employees

on the occasion as international women day of March 8th ; presenting gifts to employees' children on International Children's Day, Mid-Autumn Festival, children who have achieved the title of excellent students, passing university entrance exams...



GRI 404

EDUCATION AND TRAINING

HUMAN RESOURCES TRAINING AND DEVELOPMENT POLICY



Identifying human resources as one of the most valuable resources of the enterprise, deciding the sustainable development of the enterprise, training and developing human resources is always prioritized by Dabaco. With the orientation of sustainable development in the form of a multi-industry economic group with a focus, Dabaco always focuses on setting-up a strong human resource

team to meet all the needs of customers and the market.

New employees are supported and guided by specialized departments to integrate and catch up with the work. Workers who are not acquainted with the works are trained a vocational skill according to regulations, experienced workers are arranged according to their capacity and advantages and are regularly trained to continuously improve their skills and capacity. Dabaco has implemented training courses to improve management capacity and professional skills for the Group's employees; Assigning staffs to attend seminars and lectures on related fields, all expenses are sponsored by the Company.

In addition, Dabaco also organizes internal training courses to improve understanding, exchange, update information, share experiences, communicate, and strengthen solidarity among staff and employees in the entire Dabaco system.



GRI 413 LOCAL COMMUNITY

On the journey of construction and development, DABACO not only contributes to the stability and economic development of the country, We also demonstrate a sense of responsibility in maintaining and well implementing social security



programs and community responsibility enhanced by the cooperation with the staffs's specific actions and annual activities. The Group always proactively invests and takes part in the community in natural disaster prevention, poverty reduction, and medical sponsorship activities to contribute to building a better society.

Along with production and business activities, Dabaco always actively and proactively carries out social security activities, contributing to taking care of the lives of workers and people in difficult circumstances, especially in remote areas, rural areas and localities where Dabaco is present.

Dabaco and its member units and the collective of officers and employees regularly organize and coordinate programs to gratitude, support people with meritorious services, care for, visit, and present gifts to people with meritorious services to the revolution, sponsor to the poor children, children in especially difficult circumstances, etc., promoting the tradition of mutual love and support, contributing to improving the quality of life for the people.



PROGRAM “TET REUNION – SPRING SHARING 2024”

On the afternoon of February 1st, 2024, a representative of Dabaco Group, Mr. Nguyen Khac Thao - General Director, visited and presented 100 gift sets to policy families and disadvantaged households in Lac Ve Commune, Tien Du District, Bac Ninh Province. This meaningful action is part of the program "Tet Reunion - Spring Sharing 2024" of Dabaco Group, with the goal of sharing, encouraging and motivating families in difficult circumstances, helping them enjoy a warm and happy Tet with their families.

This program is not only a concern and sharing of Dabaco Group but also a manifestation of the spirit of solidarity and compassion of the community. Giving gifts on the occasion of the Spring of Giap Thin 2024 is not only a charitable activity but also a meaningful action, contributing to creating a better society, where people share, sympathize and support each other in difficult circumstances.



PIONEERS TO HELP PEOPLE REBUILD LIVES AFTER HISTORIC YAGI STORM - Code NO. 3

After the storm passed, causing heavy damage, the Group's Pioneer team immediately departed to bring cash and many necessities produced by the Group such as sausages, Devi instant eggs, cooking oil... to the most vulnerable places from the storm as NU Village.... The pioneer team's journey went to many northern mountainous provinces such as Lao Cai, Tuyen Quang, Phu Tho, Hai Phong... to help people overcome difficulties and stabilize their lives in the emergency period. The Group with nearly 10,000 employees and workers also actively participated in donation of at least 1 day's wage; the Group and its member units supported people with their own products such as breeding animals, animal feed... to contribute to rebuilding life after the storm and flood.







DABACO GROUP

*Thank
you!*

