



# SUSTAINABILITY REPORT 2024

# About this report

This sustainability report is the second report published by Myanmar Awba Group. The report reflects our commitment to our stakeholders as we aim to act responsibly and transparently.

This report covers all of Myanmar Awba Group’s businesses and entities. It includes the non-financial performance of our Group through quantitative data and qualitative information describing our actions, progress and results. All the quantitative data covers April 2023 to March 2024 (FY23/24) unless stated otherwise. The qualitative information covers the period from April 2023 to December 2024.

The data disclosed has not been audited by a third party.

Our non-financial reporting is aligned with the Global Reporting Initiative (GRI) Standards.

This report was reviewed and validated by the Myanmar Awba Group management on 2<sup>nd</sup> May 2025.

Our website can be accessed for additional information related to our [governance](#) and [sustainability](#).

By convention, in this report:

- “we”, “Myanmar Awba Group” and “MAG” are equivalent.
- “Last year” and “2024” refer to FY23/24.
- “2023” refers to FY22/23.

# Table of Contents

<b>STRATEGIC REPORT</b>	<b>4</b>
Leadership statement	6
<b>BETTER AGRICULTURAL PRACTICES</b>	<b>16</b>
Mobilising financial capital to enable better solutions in Myanmar	18
Developing our portfolio of products and solutions	20
Sustaining our R&D and production capacities	20
Delivering high-quality products	21
Fostering responsible use of our products	23
Managing the carbon footprint of our value chain	24
<b>BETTER WORKPLACE</b>	<b>24</b>
Being a good employer	26
Reinforcing our safety culture	27
Safeguarding jobs and rewarding performance	28
<b>BETTER BUSINESS PRACTICES</b>	<b>30</b>
Managing our environmental footprint	32
Supporting the local economy	34
<b>BETTER ALL TOGETHER</b>	<b>36</b>
Engaging proactively with our stakeholders	38
Helping those in need	38
<b>ESG REPORTING</b>	<b>40</b>
Standards	42



# STRATEGIC REPORT

P.4 - 15



Myanmar farmers are already experiencing the consequences of climate change, and we understand it represents some risks and business opportunities as well. We are, therefore, working to develop new solutions based on a more circular economy, such as organic fertilisers, and are looking to invest in reducing our energy costs.



# Leadership statement



“  
**We were mostly driven by a simple purpose: enabling better farming practices that would benefit first farmers and communities all across the country.**”  
**U Thadoe Hein**  
**Group CEO**

Dear readers,

Myanmar Awba Group will celebrate its 30th anniversary in April 2025. When we started building in 1995 what would become Myanmar Awba Group, we were mostly driven by a simple purpose: enabling better farming practices that would benefit farmers and communities all across the country. Our contribution relied on two key components: fostering access to better products and solutions, and ensuring that Myanmar farmers could obtain seamless access to knowledge and expertise.

Fast-forward 30 years, and today, the Group can rely on the expertise and commitment of 2,700+ staff serving Myanmar farmers every day through our extensive network of 4,600+ distributors across the country. We have invested in building our Group’s industrial and technological capacity, developing the expertise of our agronomists, and launching new solutions to facilitate access to finance for Myanmar farmers and businesses through our subsidiaries MAHA and Zega, for example. We continue to invest: last year, we allocated 7 billion MMK to improve our existing production lines, develop a new manufacturing plant to produce bio-fertilisers in the Yangon Region and build a state-of-the-art corn drying facility in Shan State, which a Dutch company will use. This will allow us to create more value locally: farmers will benefit from new products and solutions that will be more affordable and climate-friendly, leading

to higher profits for them and their communities. This will also allow us to develop local capacities and help us be less vulnerable to the numerous disruptions that could impact international trade, making our Group more resilient and future-ready.

Our Group’s sustainability also relies on our capacity to adapt and transform our decision-making. For Myanmar Awba Group to thrive 30 years from now, we should start working on succession planning. As a family-owned business, we will strengthen our corporate governance practices, which we believe will be a crucial business enabler. This will be one of our focus areas for 2025: we are planning to establish a new Board of Directors and to have a more structured approach.

We will also focus on improving our approach to health and safety. Last year, we recorded a tragic accident: one of our colleagues lost his life during a road accident when he was on duty. Since then, and as we are expanding our efforts on safety across the Group to ensure that all our staff are working safely, I have decided to create a group-wide Sustainability Committee, led by our chief sustainability officer, to accelerate and structure our sustainability efforts across the Group. In 2025, the main focus of the Committee will be on safety, as we are all committed to ensuring that we can all work and return home safely every day.

Despite all the challenges we face, everyone at Myanmar Awba Group is driven by the same purpose that has fueled me. This sense of purpose is a precious North Star as we navigate turbulent waters. For us, being transparent and accountable is essential to managing something extraordinarily precious: the trust of our stakeholders. We are not perfect, and we might still have a lot of work to do, but you can count on each and every one of us to work hard to build a better Myanmar Awba Group.

Please do not hesitate to contact our chief sustainability officer if you would like more information about this report or have some feedback. This will help us improve our programme. We thank you in advance!

U Thadoe Hein  
Group CEO

**Our corporate governance**

[More information is available on our website](#), especially on our Board of Directors, its recent activities, etc.



# Making Myanma Awba Group a better company

Sustainability is not a gimmick for us. Agriculture relies on natural capital to thrive: without pollinators, healthy soils, and water, farmers cannot cultivate their crops, keep people employed in rural areas, or generate a profit to sustain livelihoods. We also aim to ensure that the farmers use all our products responsibly to minimise the environmental impacts of our products as much as possible.



**Our sustainability team**

In 2022, our Group CEO also appointed our first Chief Sustainability Officer. As a member of our Group’s Executive Committee, he is tasked with engaging with all the business functions and units on sustainability. He is also responsible for leading our efforts on health and safety and corporate communication. Our chief sustainability officer is supported by a team of two staff members and can count on the support and expertise of a local consultancy.

## How did we structure our approach to sustainability?



# Four pillars of our sustainability strategy



BETTER AGRICULTURAL SOLUTIONS

## PRODUCT STEWARDSHIP

Agrochemical products and seeds are essential in uplifting farming communities. However, as a responsible company, we focus on:

- Developing new and more organic products and solutions
- Receiving all the necessary approval from the relevant Myanmar authorities before introducing and selling our products to ensure full compliance with all necessary standards and norms
- Enhancing product formulation and safe use
- Offering training by our experts in the responsible use of our products
- Considering the life cycle of our products to minimise their impacts – we will consider various options to responsibly manage the disposal of containers and old inventories, for example.

## LIVING PLANET

Farmers rely on natural capital to cultivate their crops: bees and soils. Without them, it is impossible for farming communities to sustain themselves and prosper. As Myanmar is one of the countries most exposed to the consequences of climate change, we are committed to reducing our carbon emissions and safeguarding Myanmar’s ecosystems.



BETTER WORKPLACE SOLUTIONS

## GOOD WORKPLACE

Ensuring a good workplace is critical to attracting, retaining, and growing the human capital we need to thrive as a Group.

We aim to be a responsible employer and do not tolerate any form of discrimination. We focus on the following topics:

- Building an inclusive, diverse, and respectful workplace
- Ensuring safe and healthy working conditions
- Offering rewarding career opportunities and fostering talents.



BETTER BUSINESS PRACTICES

## BUSINESS INTEGRITY

Safeguarding the integrity of our Group is paramount.

Our Code of Ethics defines how our employees should perform their work. Myanmar Awba encourages all its stakeholders to report their concerns – this is key for us in identifying and managing all our ethics-related risks.

## ECO-EFFICIENT MANUFACTURING

To manufacture our products, we rely on materials, energy and water. By optimising the efficiency of our industrial processes and monitoring our impacts carefully as set by our policy, we aim to minimise our environmental footprint – what is good for the planet is also good for our business. We are working to save energy and eliminate as much waste as possible.

## VALUE CHAIN MANAGEMENT

We work closely with various partners to import raw materials and transform them into finished products, and with 4,600+ distributors to reach hundreds of thousands of farmers across the country.

We assess our risks and engage with all the different actors who are essential for delivering value to Myanmar’s farmers through our products.

## HUMAN RIGHTS

Myanmar Awba Group is committed to respecting human rights. We assess human rights-related risks and ensure that we can provide effective remedies whenever needed.



BETTER ALL TOGETHER

## STAKEHOLDER ENGAGEMENT

Being accountable and responsible is critical to earning the trust of our stakeholders.

Myanmar Awba Group aims to engage with its stakeholders regularly; this is critical to building long-lasting relationships and safeguarding our reputation and social license to operate.

## CORPORATE PHILANTHROPY

Myanmar Awba Group aims to support vulnerable communities across the country. Our policy articulates our focus and our four value pillars.





# Creating shared value sustainably

## Why does our business matter?

1.



**Agriculture is crucial for Myanmar accounting in 2024 for:**

- 23% of Myanmar’s GDP<sup>1</sup>
- 18% of export value<sup>2</sup>
- 48.8% of employment.<sup>3</sup>

Every day, farmers across the country work hard to produce cereals, fruits and vegetables. They are essential to nourishing Myanmar’s people and sustaining its economy and social fabric.

2.



**We provide Myanmar farmers with a wide range of solutions:**

- 14 business units
- 2,720+ staff driven by one goal

The synergies between our business units enable us to provide farmers with solutions to access the right products; source seeds, agrochemicals, fertilisers, etc., and to enable them to finance their activities.

3.



**We served 392,000+ customers between October 2023 and March 2024.**

- 4,600+ distributors located in 10 States and Regions
- 122,500+ farmers trained to use our products efficiently and responsibly

We partner with a network of distributors and rely on the expertise of our agronomists to engage every day with farmers across the country and advise them on how best to use our products.



**Our business covers five main activities**

We ensure that farmers can access our large portfolio of high-quality seeds of corn, vegetables, pulses and oilseeds enabling them to diversify their crops.

**To create value, we rely on five types of capital:**

A

**Our human capital** is the skills of our people and staff, their commitment and passion.

B

**Our social capital** refers to the relationships we have built with our distributors, partners, and suppliers across the country and abroad.

C

**Our industrial capital** is equivalent to our industrial sites, manufacturing plants, etc.

D

**Our intellectual capital** refers to our ability to innovate and develop new products and solutions, and to our brands, which are well known in Myanmar.

E

**Our natural capital** is not only the natural resources we need to operate, but also the services provided by the natural ecosystem, which are crucial for any agricultural company.



We produce high-quality, customised fertilisers with four core brands that deliver optimum nutrition for a wide range of crops, ensuring higher yields and improved profits for farmers.



We manufacture a wide range of products including insecticides, fungicides, herbicides, foliar fertilisers, and plant growth regulators produced locally to ensure affordable prices.



We recognise farmers’ need to access microloans and financial solutions to sustain and grow their small businesses. We aim to provide financial inclusion to all Myanmar farmers.






We leverage technology to offer new services and solutions to help farmers optimise their yields, fostering better returns on investment.

1. Central Statistical Organization, 2024 Myanmar Statistical Yearbook.  
2. Central Statistical Organization, Myanmar Agricultural Statistics (2013-2014 to 2021-2022), 2023.  
3. Ministry of Labour, Annual Labour Force Survey 2017, 2017.

13



Capital	Inputs in FY 23/24	Outputs in FY 23/24
 <b>Human capital</b>	<ul style="list-style-type: none"><li>• 2,725 employees</li><li>• 1 HR team dedicated to managing our workforce</li><li>• 1 HSE team</li><li>• A set of policies to build a fair, inclusive and safe workplace</li></ul>	<ul style="list-style-type: none"><li>• 127 people promoted</li><li>• 565 people hired</li><li>• 4,572 people trained</li><li>• 962 hours of training delivered</li><li>• 28 accidents recorded</li><li>• 9 breaches of our Code of Conduct</li></ul>
 <b>Social capital</b>	<ul style="list-style-type: none"><li>• 4,600+ distributors</li><li>• 1,499 suppliers</li><li>• 1 grievance received from the community</li></ul>	<ul style="list-style-type: none"><li>• 392,000+ customers served</li><li>• 3,931 training sessions organised to promote responsible use of our products</li><li>• 122,560 farmers engaged</li><li>• 88% of our expenses were made on Myanmar suppliers</li><li>• 1 grievance resolved</li></ul>
 <b>Industrial capital</b>	<ul style="list-style-type: none"><li>• 1 manufacturing site in Hmawbi</li><li>• 7 billion MMK invested into expanding our industrial assets</li></ul>	<ul style="list-style-type: none"><li>• 2 new projects implemented</li><li>• 1 packaging line modernised</li></ul>
 <b>Intellectual capital</b>	<ul style="list-style-type: none"><li>• 1 R&amp;D team and 1 lab</li><li>• 1 dedicated team focused on developing new technological solutions for farmers</li></ul>	<ul style="list-style-type: none"><li>• 531 products available in our portfolio</li><li>• 80 products launched</li></ul>
 <b>Natural capital</b>	<ul style="list-style-type: none"><li>• 183,000+ tonnes of raw material used</li><li>• 25,636 MWh of energy used</li><li>• 61,228 m³ of water consumed</li><li>• 1 team responsible for monitoring our environmental performance</li></ul>	<ul style="list-style-type: none"><li>• We generated 576 tonnes of waste</li><li>• We emitted 6,729 tonnes of CO2 eq.</li><li>• The records for our air emissions were aligned with national guidelines</li></ul>





# BETTER AGRICULTURAL PRACTICES

P.16 - 23



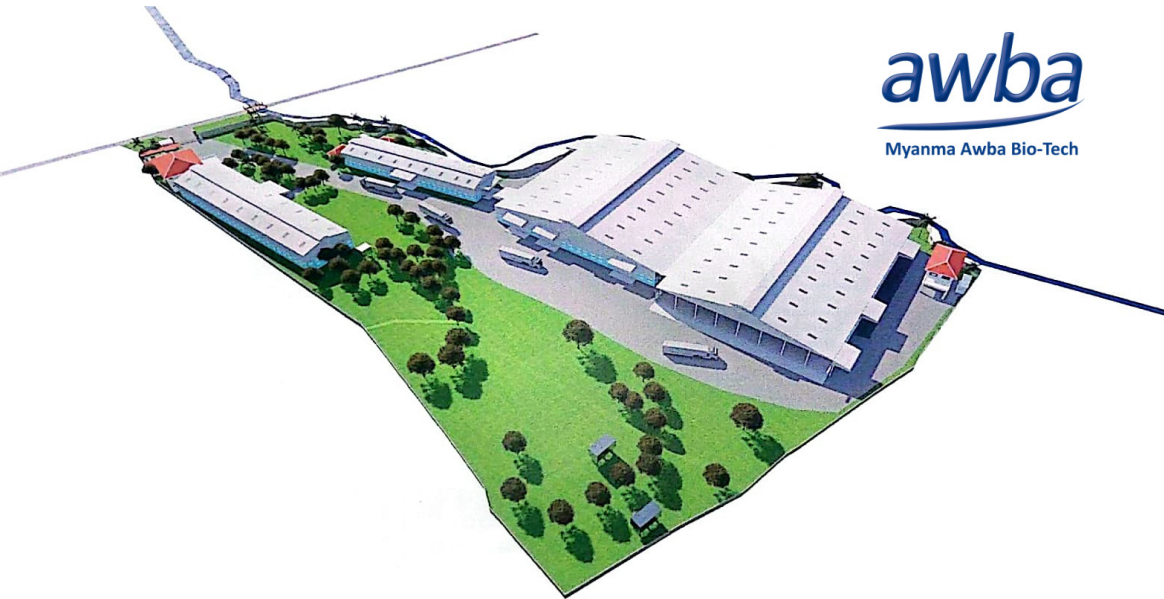
Myanmar farmers are very exposed to the consequences of climate change. At Myanma Awba Group, we work hard to provide them with the products and solutions that enable them to embrace responsible farming, minimise environmental impacts, enhance their crops' yields, and foster resilience and better livelihoods.



# Better Agricultural Practices

## Mobilising financial capital to enable better solutions in Myanmar

In 2024, we invested in two projects: a bio-fertiliser manufacturing site in Yangon region and a corn drying facility in Shan State. These two projects have multiple benefits: economic, social and environmental, as outlined below.



Bio Fertiliser manufacturing



Corn Drying Facility

	 Bio-fertiliser facility	 Corn-dryer
 People	<ul style="list-style-type: none"><li>• To produce our bio-fertilisers, we will source organic wastes from Kayin and Shan States providing farmers and communities with additional income.</li><li>• We closely monitor the feedback and potential grievances of the communities around our site in Hmawbi.</li></ul>	<ul style="list-style-type: none"><li>• Farmers who are cultivating corn will get more value for their products as the facility will enable them to optimise quality and food safety while minimising wastage.</li><li>• During the construction of the facility, the Group worked with contractors who were committed to its sustainability approach (see page 34).</li></ul>
 Planet	<ul style="list-style-type: none"><li>• The carbon footprint of bio-fertilisers is lower than that of chemical equivalents, mainly because they require much less energy during their production.</li><li>• Producing bio-fertilisers can generate methane, a greenhouse gas almost 30 times more potent than carbon dioxide. Our production process minimises the emission of methane as we will use Bokashi EM to compost organic waste.</li></ul>	<ul style="list-style-type: none"><li>• The main source of energy to produce heat will be biomass and agricultural by-products: rice husks and pellets. This will reduce the carbon emissions during the production phase.</li><li>• Furthermore, as Shan State is the main production area for corn, the facility will also optimise the logistics by maximising the volume of corn transported, thus reducing the carbon intensity of the supply chain.</li></ul>
 Profit	<ul style="list-style-type: none"><li>• Bio-fertilisers are almost three times less expensive than chemical equivalents in Myanmar. This will enable farmers to generate more income as their yields will be better, and larger profits, as their costs will be lower.</li><li>• For Myanmar Awba Group, our newly established entity will enable us to enlarge our product portfolio, and our dependency on importing chemicals.</li></ul>	<ul style="list-style-type: none"><li>• Myanmar Awba Group has invested millions of US dollars in building a state-of-the-art facility in Shan State.</li><li>• The Group has signed a partnership with a Dutch company who will rent our facility to produce dried corn, which will be then used for multiple purposes in the country and eventually exported, contributing positively to Myanmar's trade balance.</li></ul>

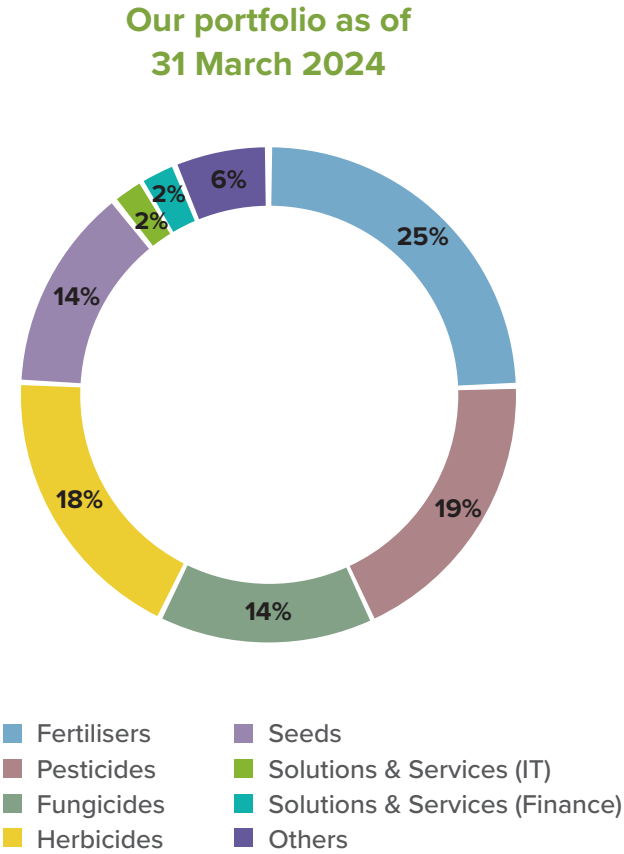


## Developing our portfolio of products and solutions

In 2024, we launched 80 new products to complement our existing portfolio of products. The diversity of our product portfolio enables us to provide farmers with different solutions not only to help them grow and protect their crops but also to select the best varieties of seeds to maximize their production and income.

In 2024, we relied on 531 products and solutions to help farmers:

- Improving the fertility of the soil and thereby enhance plant growth, for which farmers rely on fertilisers (25% of our portfolio).
- Protecting their crops from various threats, for which we provide them with insecticides, fungicides and herbicides (51% of our product portfolio).
- Access to the best plant varieties, for which we offer farmers a vast range of seeds: corn, vegetables, pulses, etc., representing 14% of our portfolio.

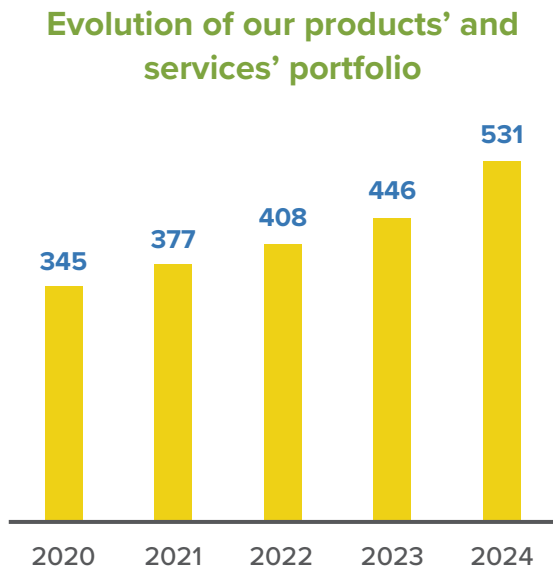


## Sustaining our R&D and production capacities

We have developed our portfolio over time, adding more than 80 products last year, compared to 100 products and solutions between 2020 and 2023.

Myanma Awba Group can also rely on the expertise of its staff in charge of product development. Currently, 40 experts are working to develop new formulas. We also have a dedicated area of land where we test our products and use technology to:

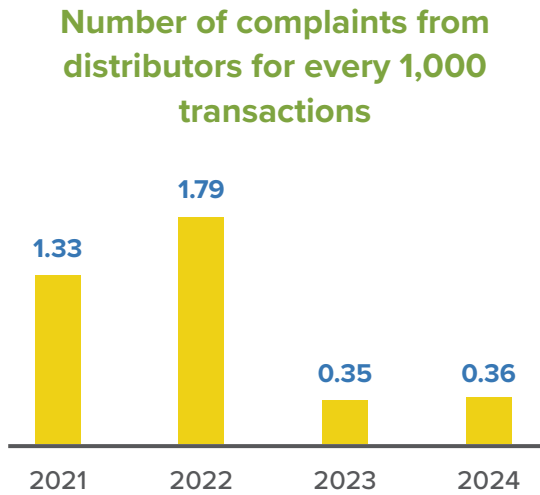
- optimise yields and productivity.
- enhance the management of crucial enablers for farming: healthy soils and water.



## Delivering high-quality products

All our products and solutions must comply with the requirements from various regulatory bodies. For instance, for our agrochemical products, we must ensure that they meet the FDA's requirements.

To ensure the quality of our services, we carefully track and record the complaints submitted by our distributors and their customers, the farmers. Last year, we recorded 142 complaints from distributors: 60% pertained to logistics issues, 19% to the quality of our packaging, 13% to the quality of the products, and 8% to other issues.



If we analyse the number of complaints from our distributors per 1,000 transactions, we can see that we managed to record only 0.36 complaints per 1,000 transactions, a number that is stable compared to 2023. In other words, we managed to secure more transactions with our clients while maintaining the quality of our services and products. We will continue to listen to our distributors to keep improving our processes.



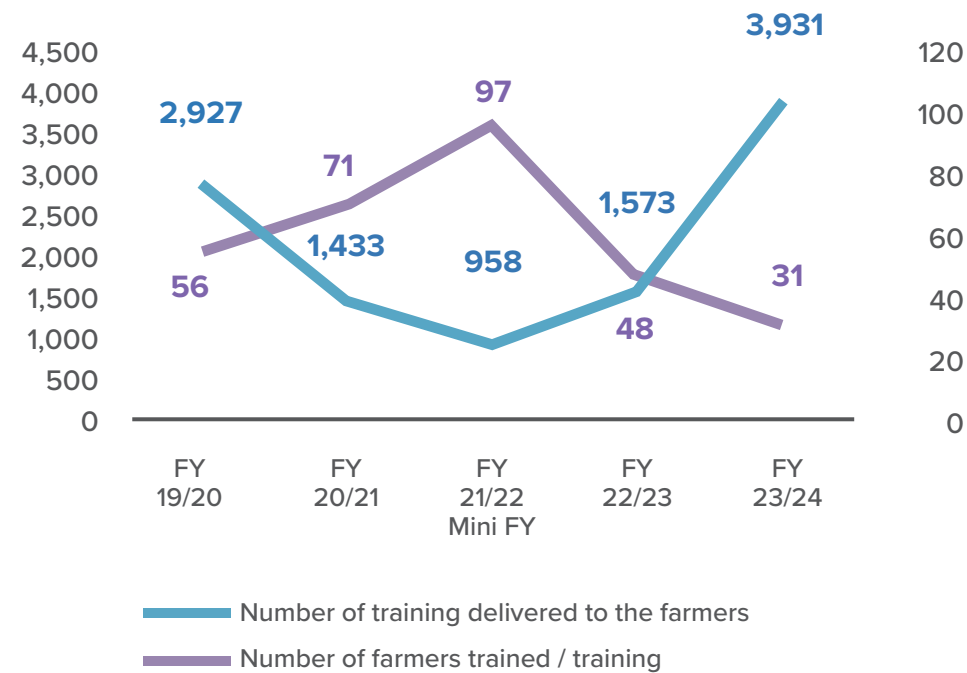


## Fostering responsible use of our products

As a producer and distributor of agro-chemicals and fertilisers, we also need to ensure that farmers are trained to use our products responsibly. To achieve this, we rely on our agronomists to engage with farmers across the country. We managed to increase significantly the number of training sessions offered to farmers across the country from 1,573 sessions in 2023 to 3,931 in 2024. We also decided to focus on training fewer people per session to maximize engagement and interactions between the trainer and trainees. As a result, we engaged 122,560 farmers in 2024 compared to 74,855 in 2023. We will continue to our efforts and ensure that we can safely engage with farmers and provide them with the necessary knowledge to use our products safely and responsibly.



Evolution of the number of training sessions delivered and farmers trained



## Managing the carbon footprint of our value chain



The entire agri-food chain relies on services provided by ecosystems such as photosynthesis, pollination, and nutrient cycling. These ecosystem services are crucial for farmers and are very exposed to the consequences of climate change. Myanmar farmers were severely impacted by the consequences of the Typhoon Yagi in 2024, which echoed the findings of Germanwatch: Myanmar was one of the countries most affected by the consequences of climate change between 2000 and 2019.

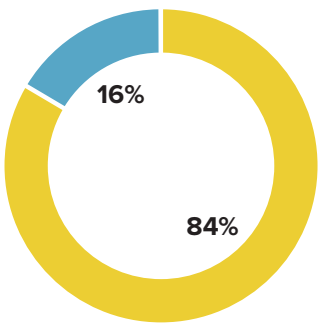
Therefore, we believe we should focus our efforts on reducing the carbon footprint of our operations as much as possible, and on enabling Myanmar farmers to adapt to the consequences of climate change. Therefore, as a Group committed to supporting Myanmar’s farmers, we aim not only to reduce the carbon emissions produced by our operations but also to develop and commercialise more carbon-efficient products and solutions, such as

organic fertilisers or the use of biomass to lower carbon emissions across our value chain (see page 19 for more details).

In 2024, we emitted 6,729 tonnes of CO2 equivalent compared to 3,283 tonnes in 2023. Why such an increase?

To power our operations, we have had to rely more on diesel generators, which emit more carbon emissions than the electricity provided by the EPC (our diesel consumption increased by 57% in 2024 compared to 2023).

GHG emission for FY 23/24

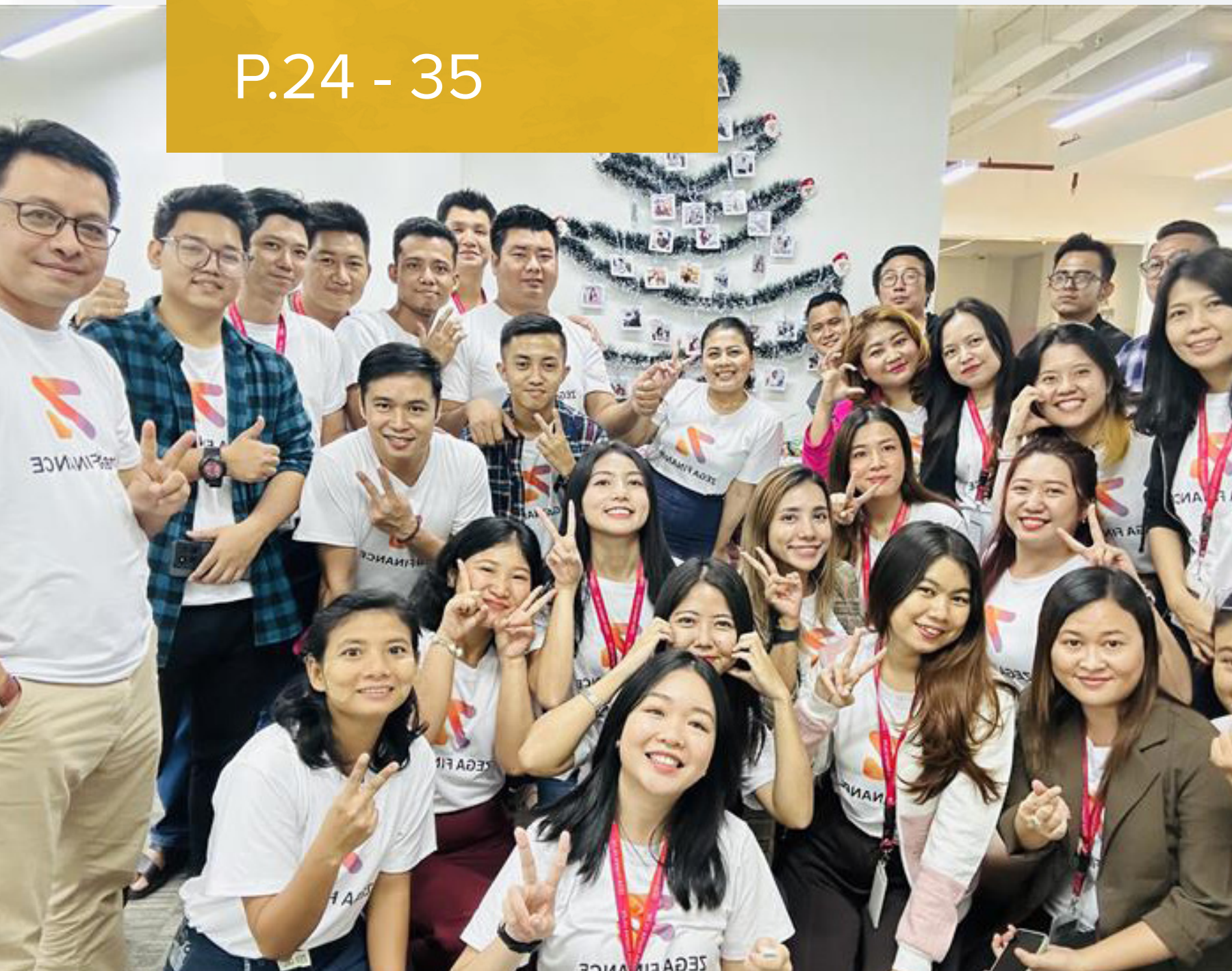


As a result, our scope 1 emissions now account for 84% of our carbon emissions, since we must use our generators to supply electricity to our factories (see page 32 for more details on our energy consumption), while our scope 2, related to the emissions induced by our energy consumption, represented 16% of GHG emissions. We will look for alternatives to further decarbonize our operations.



# BETTER WORKPLACE

P.24 - 35



Our 2,720+ staff interact with our distributors and provide farmers with insights and expertise every day. They enable us to deliver on our purpose: therefore, for them, we are striving to build a safe, inclusive, and respectful workplace where they can express their potential and be compensated fairly.



# Better Workplace

## Being a good employer

Our workforce is diverse, reflecting Myanmar’s diversity and our Code of Conduct frames our commitment to being an inclusive workplace. We are doing our best to offer equal opportunities to women and men. Furthermore, Myanma Awba Group has a Working Coordinating Committee in place, which will meet on a monthly basis. This WCC covers all the Group’s various entities, and staff are encouraged to engage with their representatives to raise any issues. Furthermore, we conducted between July and September 2024 a survey of our employees to better understand their expectations and how to reframe our HR approach in 2025.

Myanma Awba Group is a member of the Myanmar Business Coalition for Gender Equality. We plan to enhance our diversity policies in 2025. Last year, we had 2,725 people working for us, of whom 23% were women. These numbers have been stable since 2020. Our absenteeism rate remains very low (1.4% in 2024), and our turnover rate slightly decreased from 18% in 2023 to 16% in 2024. We have had to deal with the departures of multiple qualified people who were affected by the enactment of the People’s Military Service Law in February 2024. We hired 565 people, of whom 25% were women. We also promoted 127 people to higher positions, and 24% of promotions were granted to women. Among our managers, women hold 23% of the management positions in our Group. We also employed 3,625 temporary workers at the end of FY23/24: our Group contributes directly to the livelihood of 6,350 people.

“We also employed 3,625 temporary workers at the end of FY 23/24: our Group contributes directly to the livelihood of 6,350 people.”



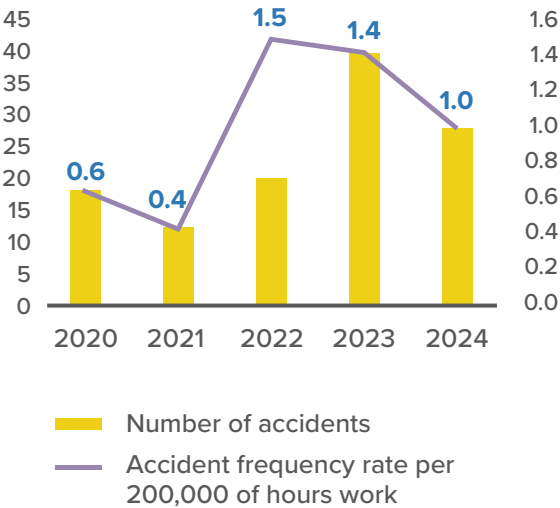
# Reinforcing our safety culture

Providing safe working conditions to all our staff is essential: whether they work in our manufacturing businesses or in marketing and selling our products, we want everybody to return home safely after work.

Our chief sustainability officer leads a dedicated team to engage with our different business units, train them, and progressively expand our monitoring and reporting mechanisms.

We recorded a total of 28 accidents during FY 23/24, compared to 40 accidents for the previous year. Our frequency rate declined from 1.4 accidents per 200,000 hours worked in 2023 to 1 in 2024.

Evolution of our performance on health and safety



Unfortunately, we also recorded a fatal accident in September 2024. One of our colleagues was returning home on his motorbike during the night. The visibility was poor, and he was suddenly surprised by a trishaw, which he tried to avoid. Unfortunately, while doing so, he lost control of his motorbike and fell. As he was not wearing his helmet, the accident was fatal. The Group supported his family. Furthermore, to strengthen our management approach, our Group CEO decided to establish a committee dedicated to sustainability and HSE involving all the entities of our Group in order to foster a safety culture and share good practices more quickly across the Group. The first meeting of the committee will be held in 2025, and we will ensure that all our staff can work safely.





## Safeguarding jobs and rewarding performance

The ongoing crisis has had multiple impacts on our staff. As we aim to act as a responsible employer, we always focus on safeguarding jobs: Myanmar Awba Group has not terminated anyone because of the challenges induced by the crisis.

However, we are mindful of the increasing cost of living in Myanmar, and we budgeted an increase of 7% compared to 2023 for a salary increase. However, our best-performing staff were entitled to a bonus that could reach up to 8 months of salary. This approach enables us to align the Group’s interests with the expectations of our staff when it comes to remuneration.

Finally, we are mindful that the ongoing situation can be difficult for some of our staff, especially those whose security and integrity may be impacted by conflict. Our HR team is working closely with them to provide them the necessary support. For employees living in conflict-affected areas, we have offered to relocate them elsewhere to ensure their security.

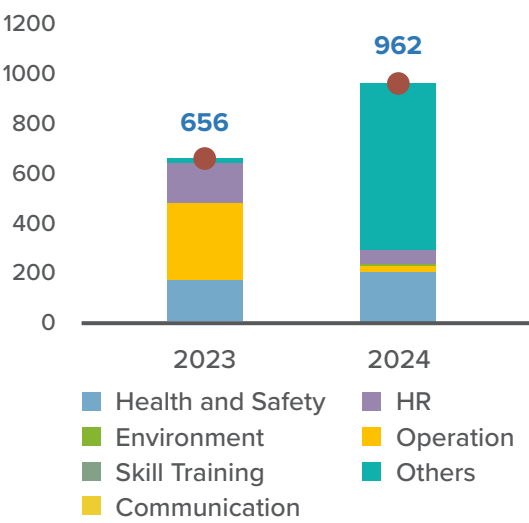
## Building the skills of our people

To deliver results, we rely on the skills of our employees.

In 2024, the Group trained 4,570+ people and decided to increase the number of training hours provided to each trainee by 40% compared to 2023. The main priorities pertain to technical skills, HSE and HR.

We provided a total of 962 hours of training to our employees in 2024, compared to 656 hours in 2023. We have also started to develop new training modules related to environmental issues.

Evolution of our training efforts



“  
The ongoing crisis has had multiple impacts on our staff. As we aim to act as a responsible employer, we always focus on safeguarding jobs: Myanmar Awba Group has not terminated anyone because of the challenges induced by the crisis.  
”





# BETTER BUSINESS PRACTICES

P.30 - 35



We rely on natural and social ecosystems to prosper in our operations. We aim to minimise our environmental impacts to safeguard our environment and maximize our socioeconomic footprint to benefit Myanmar businesses and people, while conducting our business transparently and responsibly.



# Better Business Practices

## Managing our environmental footprint

We manufacture our products using materials, energy, and water while prioritising environmental and public health. We follow ISO 14001:2015 standards and have invested in a modern wastewater treatment facility to minimise impacts. We have set clear policies and processes to manage over 200 hazardous substances with safety data sheets.

We also monitor airborne emissions to comply with Environmental Conservation Department (ECD) guidelines. An independent third party regularly assesses our monitoring, and we then report to the ECD.

As our main industrial hub in Hmawbi is the site most at risk, we share the results of our emissions every two months through a dedicated Facebook page to inform local communities. In 2024, we did not record any anomaly related to effluent emissions.

စွန့်ပစ်ရေအရည်အသွေးစောင့်ကြည့်ခြင်း (ဇန်နဝါရီလ၊ ၂၀၂၄)											
ရက်စွဲ	ဓာတ်အောက်ဆီဂျင်လိုအပ်ချက် (COD)		ချဉ်ကိန်း (pH)			ဇီဝအောက်ဆီဂျင်လိုအပ်ချက် (BOD)		ဆီနှင့်ချောဆီ		ဆိုင်းကြွအနည် (TSS)	
	ရလဒ် (COD-mg/l)	စံသတ်မှတ်ချက် (COD-mg/l)	ရလဒ် (pH)	စံသတ်မှတ်ချက် (pH) (အများဆုံး)	စံသတ်မှတ်ချက် (pH) (အနည်းဆုံး)	ရလဒ် (BOD-mg/l)	စံသတ်မှတ်ချက် (BOD-mg/l)	ရလဒ် (mg/l)	စံသတ်မှတ်ချက် (mg/l)	ရလဒ် (TSS)	စံသတ်မှတ်ချက် (TSS)
1.1.2024	100	150	7.51	9	6	9	30	NT	10	Nil	20
5.1.2024	81	150	7.44	9	6		30	NT	10	Nil	20
6.1.2024	80	150	7.44	9	6		30	NT	10	Nil	20
9.1.2024	125	150	7.4	9	6	9	30	NT	10	Nil	20

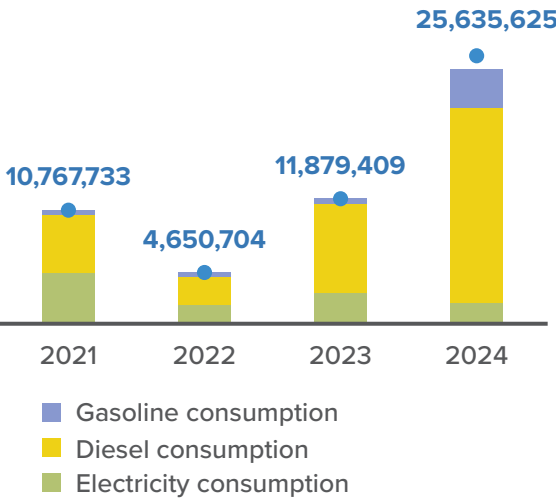
## Energy consumption

Our energy consumption increased quickly last year compared to the year before. Most of our energy consumption derives from our industrial activities; we consumed almost 25.6 GWh of energy in 2024.

In 2024, we were able to use 35% less electricity provided by the EPC. As a result, we had to rely more on diesel to power our generators to operate. Furthermore, we paid more visits to our farmers and distributors, resulting in a higher consumption of gasoline.

We are considering options to reduce our energy consumption and generate renewable energy.

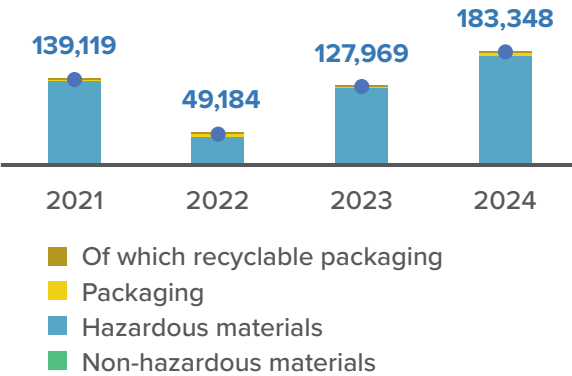
Evolution of our energy consumption (kWh)



## Materials consumption

In 2024, we consumed 183,348 tonnes of raw materials. 97% of these were hazardous materials, which are imported. As we encountered multiple challenges in importing, and as we wanted to secure a constant supply of products to the farmers, we decided from 2022 onwards to increase our stock. However, our ability to transact in foreign currencies remain minimal: this is why our bio-fertiliser and corn dryer projects detailed in page 19 are strategically significant for us.

Evolution of our materials consumption (tonne)

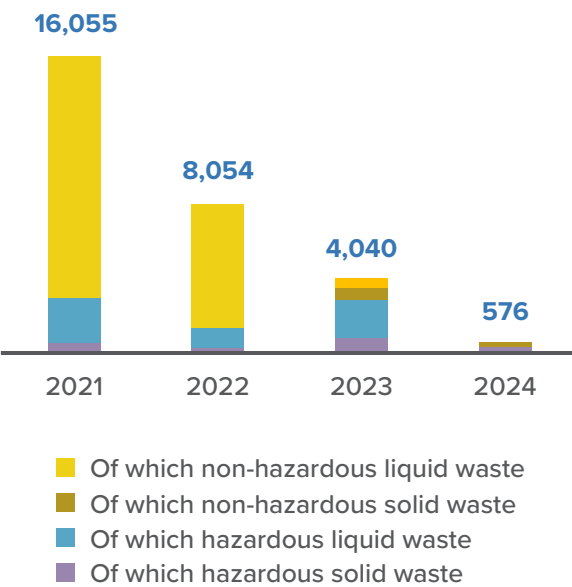


## Waste management

Meanwhile, we managed to significantly reduce our waste production from 4,040 tonnes in 2023 to 576 tonnes in 2024. Thanks to our wastewater treatment site, we managed to:

- Eliminate the production of non-hazardous liquid waste.
- Reduce by 58% our production of hazardous solid waste between 2023 and 2024.
- Treat 100% of the hazardous liquid waste created when we manufacture our products.

Evolution of our waste production (tonne)





## Supporting the local economy

We rely on a network of over 4,600 distributors to deliver our products to farmers, making them essential partners in our operations. In response to ongoing conflicts, we have communicated closely with our distributors, adjusting payment terms for those facing difficulties. We always prioritise the safety of the people involved in the delivery of our products across our value chain.

As the conflict impacted our operations especially in Rakhine, Kachin, Sagaing and North Shan, we had to adapt our operations in these areas, especially to collect payments from our partners. To mitigate risks, we adjusted our policies, requiring for instance credit payment on delivery and transitioning to pre-payment models and online banking solutions. When our partners are unable to repay due to the conflict, we can discuss adjustments to the payment terms and conditions with them.

We work mostly with local companies, as we encounter many hurdles when transacting with international companies.

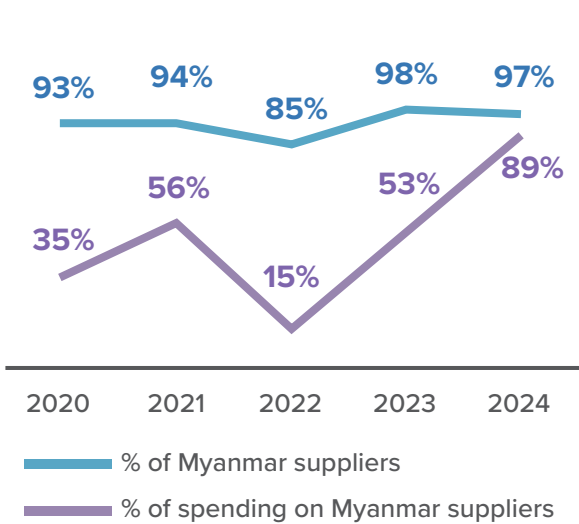
In 2024, we worked with almost 1,500 suppliers, 97% of which are Myanmar businesses. As a result, we continued to spend more on Myanmar suppliers: 89% of our spending in 2024 compared to 53% in 2023.

Through our distributors and suppliers, we contribute to indirectly providing thousands of jobs, positively influencing the livelihoods of families across the country.

Whenever we work with our partners to operate our business, we strive to disseminate our principles and policies across our value chain. In Shan State, where we are tasking various suppliers with the construction of our corn-dryer facility, we ensured that health and safety standards were in place and carefully monitored. Likewise, we requested that men and women receive equal pay if they perform the same job. We conducted several site visits to ensure these policies were properly implemented and received regular reports from our partners.

Finally, the Group is expanding our contract farming efforts. We work closely with farmers to secure the production of various seeds and plants, focusing on corn, soybeans, and sunflowers. This enables us to support local farmers, as they have visibility on the prices they will receive when selling us their crops, allowing them to invest and manage their assets more efficiently. For us, this approach provides high-quality products, which we can export to tackle various market gaps induced, for instance, by import restrictions.

Evolution of our supply chain





# BETTER ALL TOGETHER

P.36 - 39



Myanma Awba Group aims to engage with its stakeholders regularly: this is critical to building long-lasting relationships and safeguarding our reputation and social licence to operate. We are also keen to provide philanthropic support to initiatives aligned with our priorities.



# Better All Together

## Engaging proactively with our stakeholders

The trust and confidence of our stakeholders is one of the most critical assets for Myanmar Awba Group. We engage regularly with our most important stakeholders and ensure that our approach is consistent and aligned with [our policy](#).

We are aware that [the CAO continues to monitor a grievance they received](#) related to IFC’s financial transaction with our Group. We tried to engage with the relevant stakeholders from 2020 onwards. However, the COVID-19 pandemic and then the political crisis have hindered our ability to engage with some of the key people involved. Our [Environmental and Social Management Plan](#) is available on our website. Finally, we received the [Environmental Compliance Certificate for our Hmwabi industrial hub](#) issued by the ECD in September 2024. The conclusion of this process was delayed by the COVID-19 pandemic and further disrupted after 2021.

Today, we continue to ensure that people around our industrial sites are not impacted adversely by our operations, and our Sustainability team regularly monitors grievances received from local communities. In 2024, we received one grievance, which was resolved promptly by implementing one corrective action. Do not hesitate to engage with us if you would like to report a grievance.

“  
**Today, we continue to ensure that people around our industrial sites are not impacted adversely by our operations, and our Sustainability team regularly monitors grievances received from local communities.**”

## Helping those in need

At Myanmar Awba Group, we aim to support and help those in need. Our [CSR policy](#) details our approach and the four pillars covering issues related to health, education, clean drinking water, disaster relief, etc.

Last year, we donated almost 311 million MMK to support various initiatives, compared to 300 million MMK in 2023. As a Group, we decided to concentrate our efforts on supporting our people (see page 28) and farmers and distributors (see page 34).



4. See: <https://disclosures.ifc.org/project-detail/ESRS/35880/myanmar-awba-group-company-limited>



# ESG REPORTING

P.40 - 47

# ESG

ENVIRONMENTAL SOCIAL GOVERNANCE

We report our progress transparently and proactively: we believe this is essential in cultivating our stakeholders' trust. We use international standards to structure our reporting system, identify material topics, and disclose our results.



# ESG Reporting




## Standards





We consider four main standards in shaping and structuring our non-financial reporting:



## Sustainable Development Goals

Currently, we consider the following SDGs the most relevant to Myanma Awba:

SDG	Rationale	Key figures (FY 23/24)
	Agriculture is the backbone of the Myanmar economy. Fostering sustainable farming is critical to enhancing crop productivity and uplifting the livelihoods of thousands of farming communities across the country.	<ul style="list-style-type: none"><li>• We partner with 4,600+ distributors to serve hundreds of thousands of farmers across the country.</li><li>• Our experts organised 3,900+ training sessions and engaged with 122,500+ farmers to share their expertise.</li></ul>
	As a responsible Group of companies, we aim to provide fair, inclusive and respectful working conditions to our staff. Myanma Awba Group is part of the Business Coalition for Gender Equality.	<ul style="list-style-type: none"><li>• 23% of our staff are women.</li><li>• 23% of our management positions are held by women.</li><li>• 25% of those promoted were women.</li></ul>
	As a company, we work to sustain our business: it generates jobs directly for our staff and indirectly for the people working with our suppliers.	<ul style="list-style-type: none"><li>• We had 2,725 staff by the end of March 2024.</li><li>• We hired 565 employees and promoted 127.</li><li>• We worked with 1,499 suppliers, of which 97% were Myanmar-based.</li></ul>

SDG	Rationale	Key figures (FY 23/24)
	To operate, our production plants need to withdraw and discharge water. Therefore, we carefully monitor our activities to ensure that they do not lead to local problems such as pollution, water shortages, etc.	<ul style="list-style-type: none"><li>• We consumed 61,228 cubic meters of water and discharged 1,742 cubic meters.</li></ul>
	We use various chemicals and materials to manufacture our products. We ensure that Myanma Awba complies with all the necessary rules and requirements for storing and transporting hazardous materials.	<ul style="list-style-type: none"><li>• We used 183,000+ metric tonnes of raw materials.</li><li>• Our activities induced 576 metric tonnes of waste, and we recycled 438 tonnes.</li></ul>
	Myanmar is one of the countries that will be heavily impacted by climate change, which will affect farmers most of all. We are working to reduce our energy consumption and our CO2 emissions.	<ul style="list-style-type: none"><li>• We emitted 6,747 tonnes of CO<sub>2</sub> equivalent.</li><li>• 84% of our emissions pertained to Scope 1.</li></ul>
	Bees and other pollinators are critical for sustainable farming: they enable crop growth and food production. The responsible use of our products is essential in protecting biodiversity and natural ecosystems.	<ul style="list-style-type: none"><li>• We conducted over 1.7 million communication campaigns, mainly through printed media, to raise awareness regarding the responsible use of our products.</li></ul>



GRI Standards

Our non-financial reporting is aligned with the Global Reporting Initiative (GRI) Standards and will follow the GRI Sector Standard for Agriculture before 2024. The following GRI material topics are considered relevant to our non-financial reporting:

GRI topics	GRI material topics
Economic topics	201 – Economic performance 203 – Indirect economic impacts 204 – Procurement practices 205 – Anti-corruption
Environmental topics	301 – Materials 302 – Energy 303 – Water and effluents 306 – Waste
Social topics	401 – Employment 403 – Occupational health & safety 404 – Training & education 405 – Diversity & equal opportunities 406 – Non-discrimination

Our GRI Index is available on our website.

One of our affiliates, Maha, discloses its own report on sustainability on its website.



Data

AGRICULTURAL PRACTICES

KPIs	Unit	FY 23/24	FY 22/23	FY 21/22	SDG	GRI
Responsible Products						
Number of products	Number	531	446	408	8	102-6
Number of products launched during the year	Number	80	46	43	8	102-6
Number of distributors	Number	4,609	3,367	3,990	8	102-6
Number of training sessions for farmers	Number	3,931	1,573	958	8	102-6
Number of farmers trained	Number	122,560	74,855	93,321	8	102-6
Carbon						
Carbon emission (Scope 1)	kg CO2 eq.	5,635,790	2,277,815	742,546	13	305-1
Carbon emission (Scope 2)	kg CO2 eq.	1,111,672	1,005,310	606,891	13	305-2

WORKPLACE

KPIs	Unit	FY 23/24	FY 22/23	FY 21/22	SDG	GRI
Headcount						
Total number of people working at the end of the reporting period	Number	2,725	2,617	2,594	8	102-7
Number of female employees	Number	620	625	677	5, 8	405-1
Number of non-officers	Number	1,540	1,485	1,433	5, 8	102-8
• Number of women	Number	315	345	334	5, 8	102-8
• Number of men	Number	1,225	1,140	1,099	5, 8	102-8
Number of officers	Number	809	748	804	5, 8	102-8
• Number of women	Number	217	185	261	5, 8	102-8
• Number of men	Number	592	563	543	5, 8	102-8



KPIs	Unit	FY 23/24	FY 22/23	FY 21/22	SDG	GRI
Number of managers	Number	280	286	278	5, 8	102-8
• Number of women	Number	66	74	64	5, 8	102-8
• Number of men	Number	214	212	214	5, 8	102-8
Number of senior management	Number	72	71	58	5, 8	102-8
• Number of women	Number	21	19	17	5, 8	102-8
• Number of men	Number	51	52	41	5, 8	102-8
Number of top management	Number	24	27	21	5, 8	102-8
• Number of women	Number	1	2	1	5, 8	102-8
• Number of men	Number	23	25	20	5, 8	102-8
Turnover rate	%	16%	18%	7%	5, 8	401-1
Health and Safety (Factories)						
Number of accidents	Number	28	40	20	8	403-9
Frequency rate* *Scope: MAI & Piti Pyae Zone	Accidents / 200,000 hours worked	1.0	1.4	1.5	8	403-9
Training						
Total number of training hours	Hours	962	656	643	4, 8	404-1
% of people trained	%	168%	255%	278%	4, 8	404-3
Average hours of training per trainee	Hours	0.35	0.25	0.24	4, 8	404-1
Career Development						
Total number of people hired	Number	565	441	114	5, 8	401-1
• Number of women	Number	141	104	29	5, 8	401-1
• Number of men	Number	424	337	85	5, 8	401-1
Total number of people promoted	Number	127	91	22	5, 8	404-3

BUSINESS PRACTICES

KPIs	Unit	FY 23/24	FY 22/23	FY 21/22	SDG	GRI
Compliance						
Total number of breaches of our Code of Ethics	Number	9	17	2	16	205-3
Transparency						
Ranking in Pwint Thit Sa	Number	5	9	29	16	
Energy						
Total energy consumption	kWh	25,616,764	11,879,409	4,650,704	12, 13	302-1
Water						
Water consumed	Cubic meters	61,228	76,883	17,514	6	303-5
Water withdrawal	Cubic meters	64,745	76,883	14,050	6	303-3
Water discharged	Cubic meters	1,742	2,483	7,407	6	303-4
Waste						
Waste produced	Tonnes	576	4,040	11,035	13	306-3

ALL TOGETHER

KPIs	Unit	FY 23/24	FY 22/23	FY 21/22	SDG	GRI
Philanthropic Activities						
Total donations	MMK	311,138,881	299,968,730	45,000,000	9	203-1







## “Better Awba” Sustainability Strategy

Farmers are the backbone of Myanmar’s economy. Their work is essential: they supply us with nutritious food while providing income for rural communities. Therefore, to deliver on our mission, Myanma Awba develops products and solutions that enable Myanmar’s farmers to better cultivate their crops.

Our sustainability strategy, **Better Awba**, articulates four pillars:

- **Agricultural solutions** that benefit Myanmar’s farmers
- **Workplace** to empower our staff
- **Business practices** to foster sound relationships with our partners
- **All together** to create a prosperous Myanmar



### Myanma Awba Group

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