BETTER WORKPLACE

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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.

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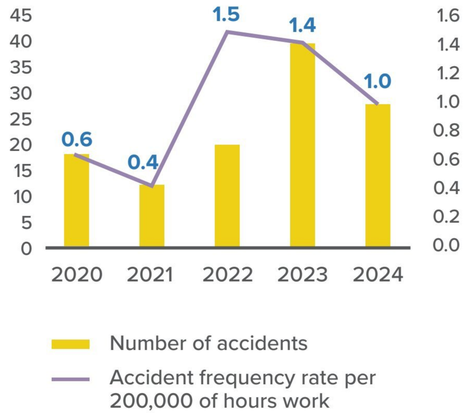
Reinforcing our safety culture

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.

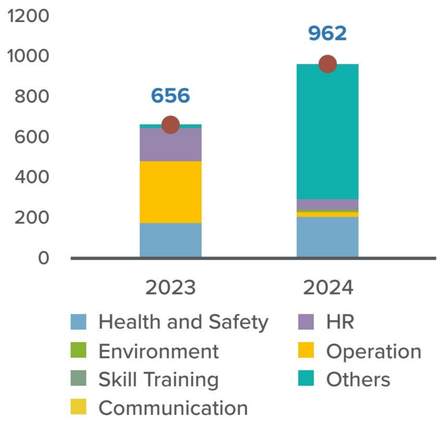
Building the skills of our people

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



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