

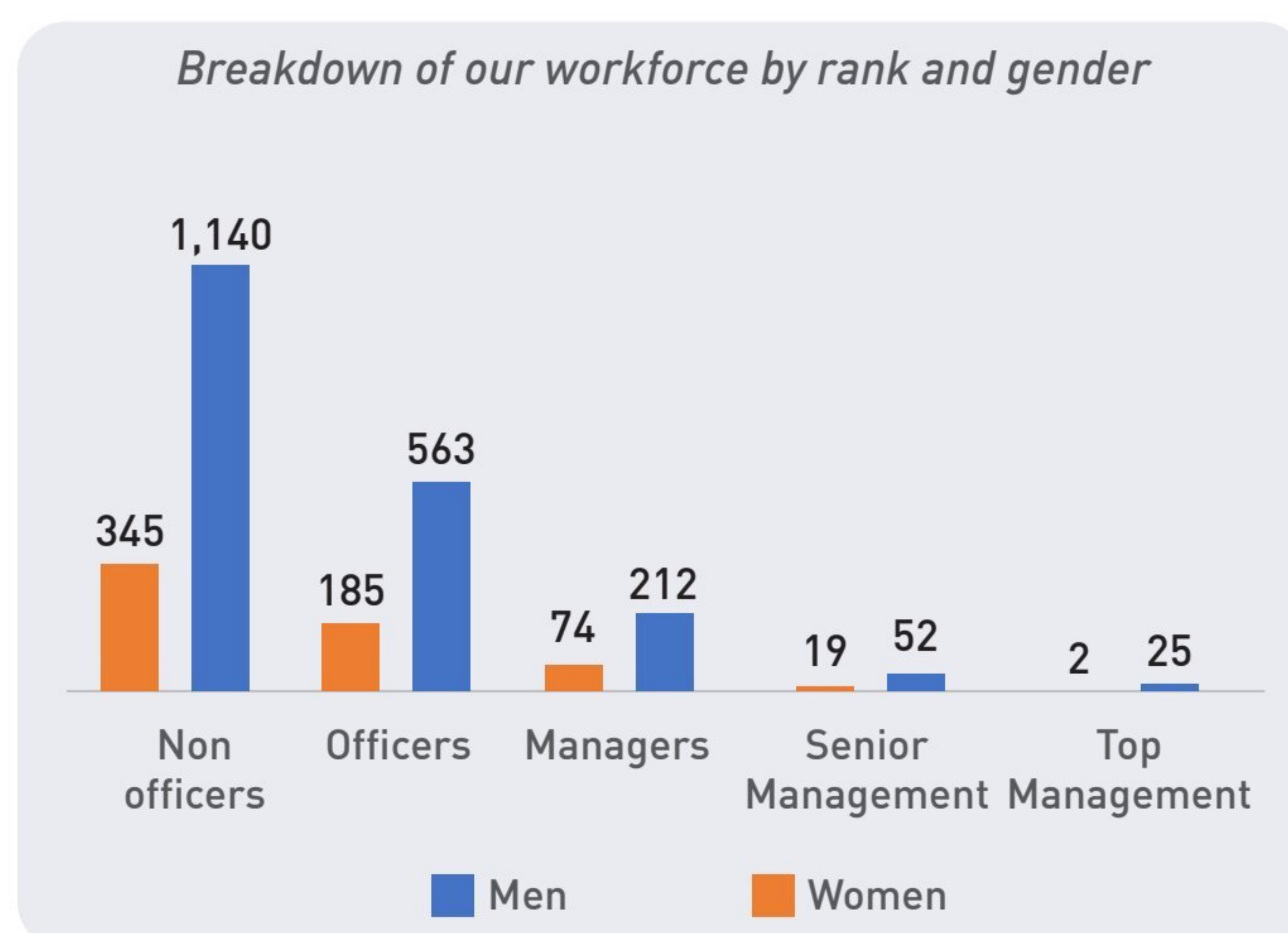
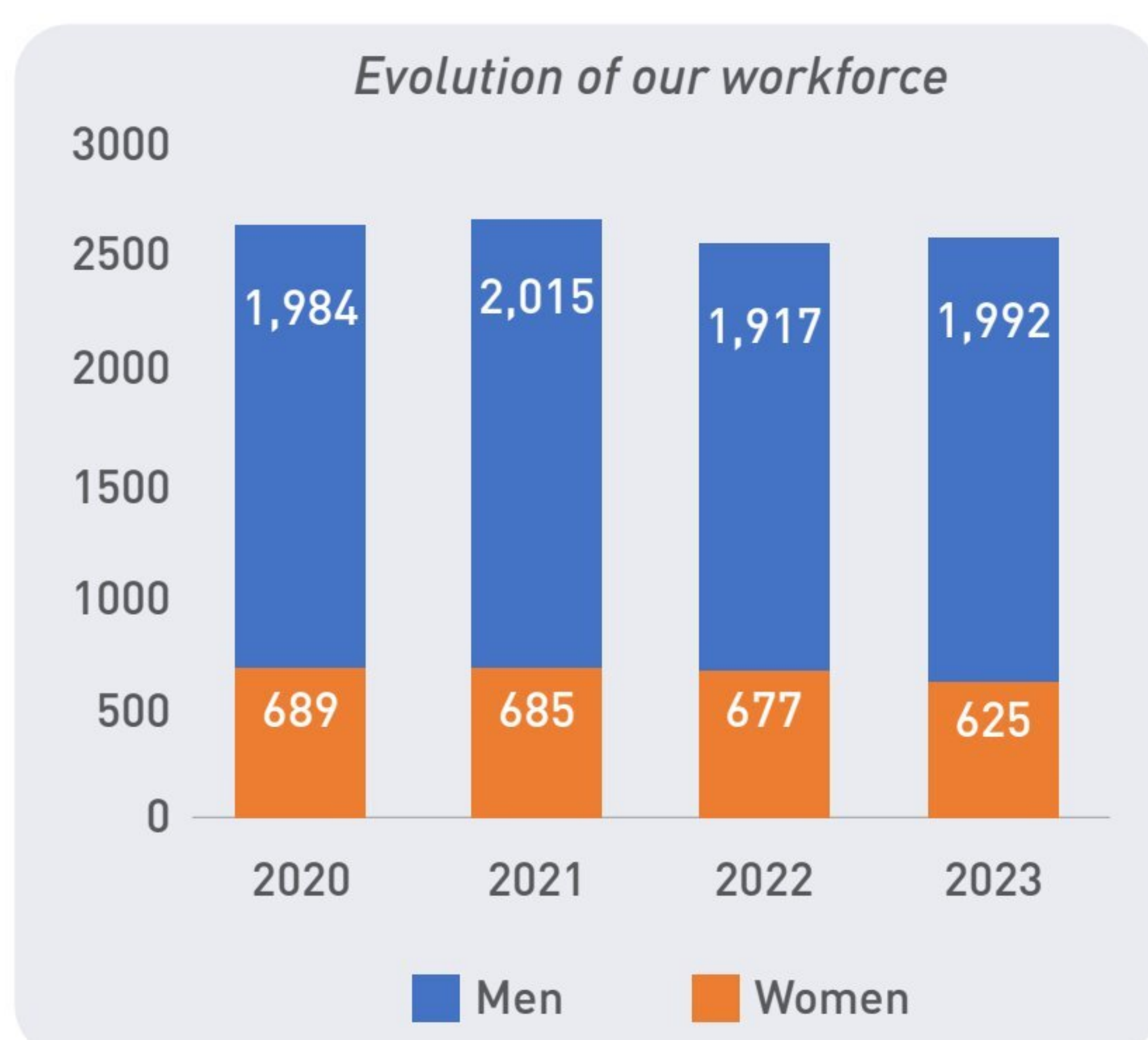
BETTER WORKPLACE

To serve our distributors and provide farmers with insights and expertise, we rely on our team of 2,600 staff members. For them, we are striving to ensure a safe and inclusive workplace. We are also investing in their training and taking steps to ensure that their compensation and benefits are fair and rewarding.

Being a good employer

At Myanmar Awba Group, we are a multicultural company, and we benefit from the diverse backgrounds and expertise of our people. Our Code of Conduct frames our commitment to being an inclusive workplace, as we foster diversity and are doing our best to provide equal opportunities to women and men.

As a member of the Myanmar Business Coalition for Gender Equality, we are looking forward to enhancing our policies and results to make our workplace more inclusive. In 2023, we had 2,617 people working for us, of whom 24% were women. These numbers have been stable since 2020, as shown in the chart reflecting the evolution of our workforce since then. Our absenteeism rate remains very low (2% in 2023), and our turnover rate reached 18% last year. We hired 441 people, of whom 24% were women. We also promoted 91 people to higher positions, and 29% of promotions were granted to women. Among our managers, women hold 25% of the management positions in our Group.



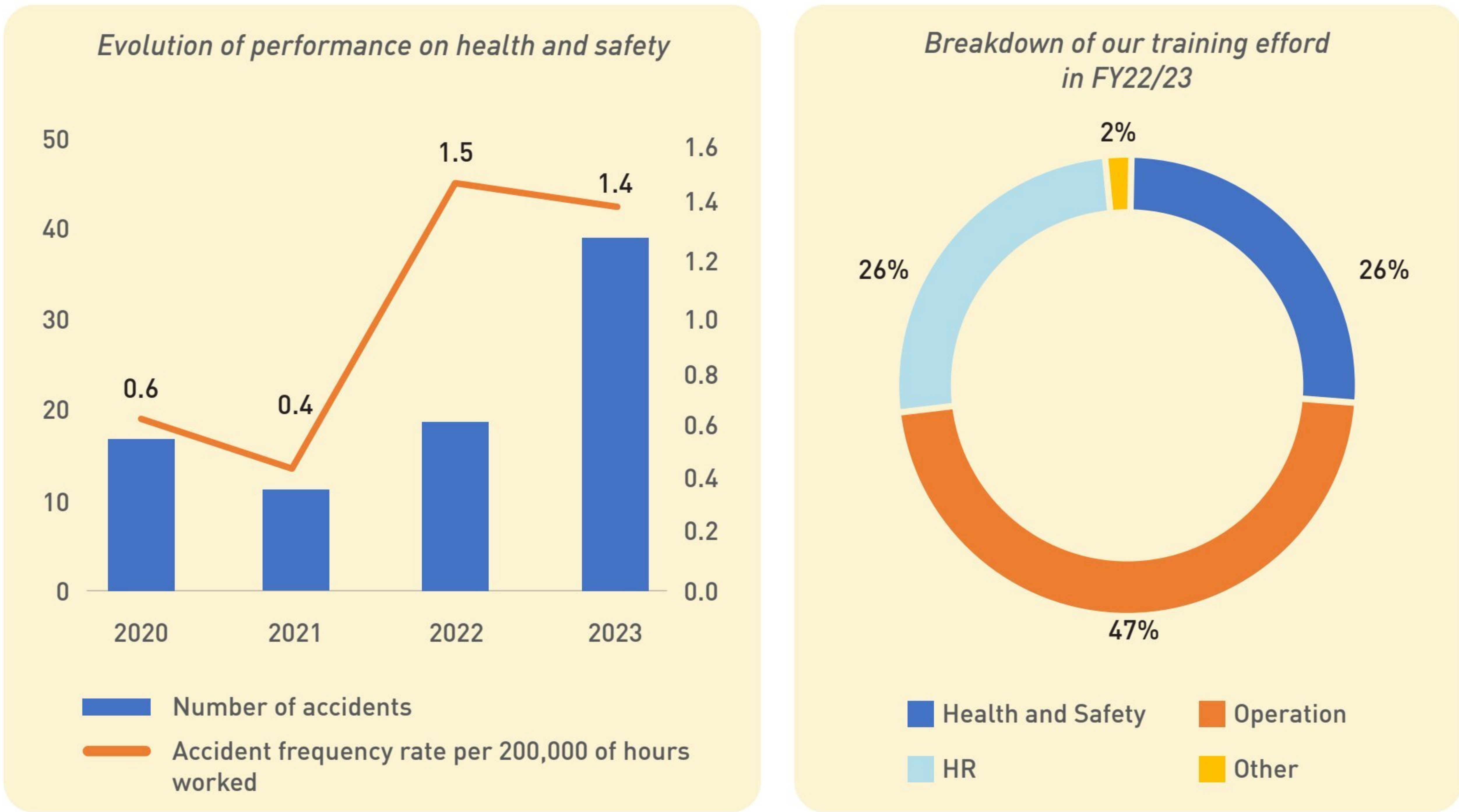
“When I joined Myanmar Awba Group in 2017, I started to work in the R&D department where I was tasked with enhancing irrigation techniques. Afterwards, I joined Pahtama Seeds, and last year I was promoted. Today, I am responsible for engaging with a team of field supervisors who are in daily contact with farmers. We provide them with access to high-quality seeds, and are happy to share our expertise with them. Our work in the Magway region is meaningful, as we can see how farmers can benefit from our products and knowledge.”

Ma Kay Khine, Area Field Supervisor

Reinforcing our HSE performance

Providing safe working conditions to all our staff is essential: whether they work in our manufacturing businesses or to market and sell our products, we want everybody to return home safely after work. We started to structure our efforts in 2016, by focusing first on our industrial sites as risks related to Agrochemical exposures, Mechanical and Electrical Hazards in the workplace were more severe and likely, and a manager tasked with HSE was hired. Today, the team dedicated to health, safety and environment includes 9 people, led by our Group chief sustainability officer. The team is tasked with training on safety, monitoring and reporting.

In 2023, our HSE team started to engage with more entities to ensure that our safety standards are applied across the Group. As a result, we recorded 40 accidents in FY22/23, compared to 20 in FY21/22. This evolution can be explained by two factors: first, this number covers 50% of our staff last year compared to 35% the year before; and second, our employees' awareness is higher and people are more used to reporting incidents and accidents. However, our frequency rate declined slightly from 1.5 accidents per 200,000 hours worked in 2022 to 1.4 in 2022. 23% of the training hours provided to our staff in 2023 were related to health and safety. Furthermore, for our staff involved in our industrial processes, HSE training is mandatory and part of the onboarding process. Finally, 30% of our capital expenditure in 2023 had a positive impact on safety: we invested in new machinery and equipment which can be used more safely by our staff.



Building the skills of our people

To deliver results, we rely on the skills of our employees. In 2023, the Group increased its training expenditure by 4.5 times compared to 2022. As a result, we trained 6,676 people last year, compared to 2,225 in FY21/22. The main priorities pertain to technical skills, HSE and HR.

Standing with our people

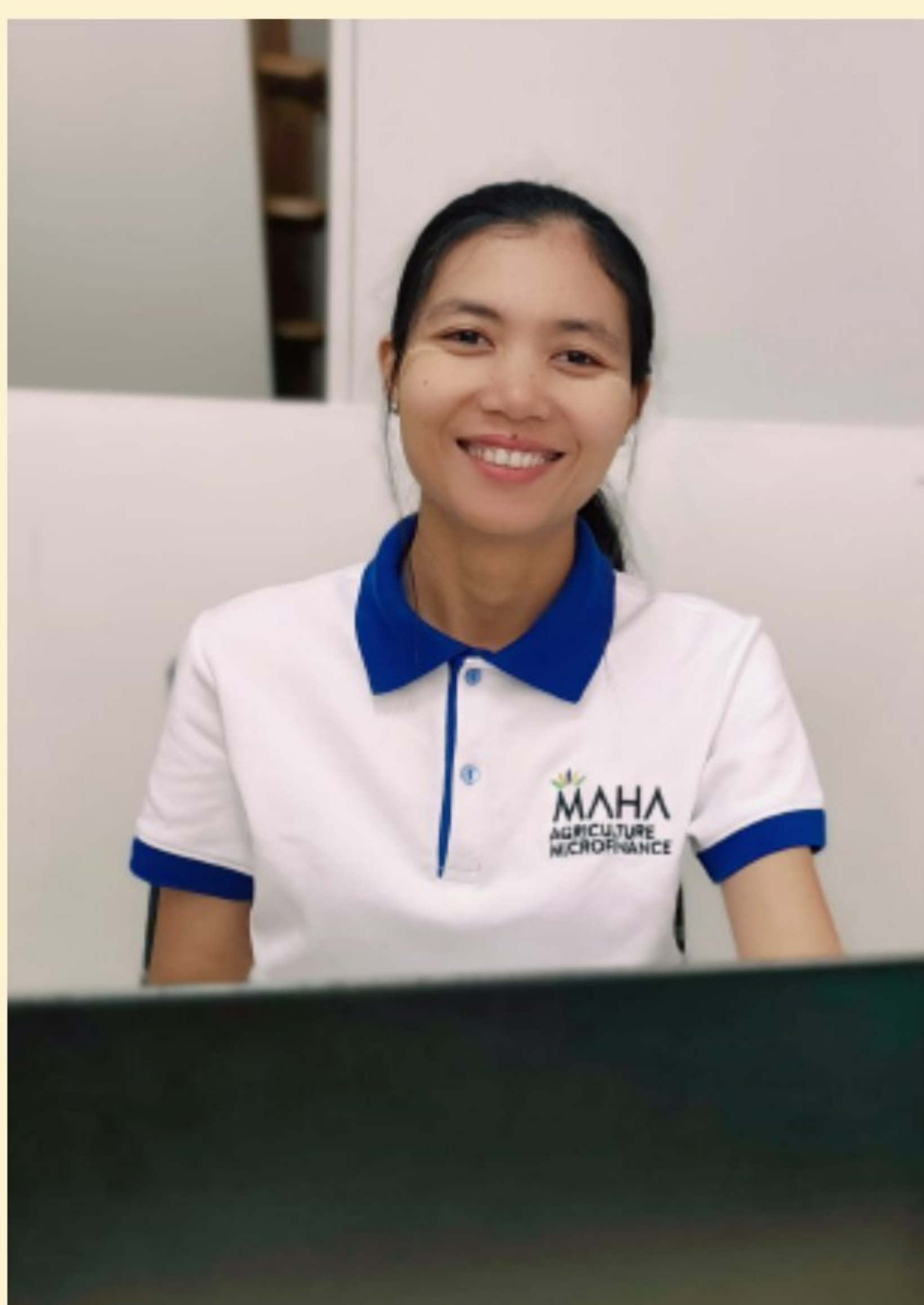
The ongoing crisis has had multiple impacts on our staff. As we aim to act as a responsible employer, we always focus on safeguarding jobs: Myanmar Awba Group has not terminated anyone because of the challenges induced by the crisis.

To reward performance, we decided to set up a new system through which we set goals for all our staff to align their contribution with the Group's ambition and priorities. They can later discuss, during performance reviews, their feedback with their direct reports. Then, those who meet their goals are entitled to a bonus, which is also aligned with the Group's performance.

Furthermore, we understand that the ongoing situation can be difficult for some of our staff: some may have had their purchasing power severely impacted by the inflation rate, while others might have to leave their homes as their security may be threatened by the conflict. Our HR team is working on these two fronts to support our employees. First, to provide more financial support to people whose salary is below 250,000 MMK per month, we decided to allocate to them a special hardship allowance of 50,000 MMK per month to mitigate the consequences of the inflation rate. For employees living in conflict-affected areas, we offered to relocate them elsewhere to ensure their security. For instance, 10 of our staff decided to relocate from Kayah to Shan State. Likewise, the Group set up an emergency fund to provide financial support to staff who lost their houses because of the conflict: we supported 44 employees who each received up to 5 million MMK.

Fostering social dialogue

Myanmar 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. In 2023, we implemented 36 corrective actions to provide better working conditions to our staff.



Being inspired by the resilience of our staff

Some of our staff have been very much impacted by the consequences of the ongoing conflict. One of MAHA Agriculture Microfinance's branch managers had to leave her village urgently as it was no longer safe for her to stay there. She went to the forest with 11 family members, where she had to spend nine consecutive days with very limited access to food, no clean living arrangements, etc.

MAHA Agriculture Microfinance's management team met with her when she came back and was in awe: she was strong, determined, and eager to resume her work as quickly as possible despite all the hardships she endured. MAHA Agriculture Microfinance supported her and her family.

Such committed people are our best asset; their dedication is our pride and the reason for our success.