CORPORATE GOVERNANCE

P.14 - 19

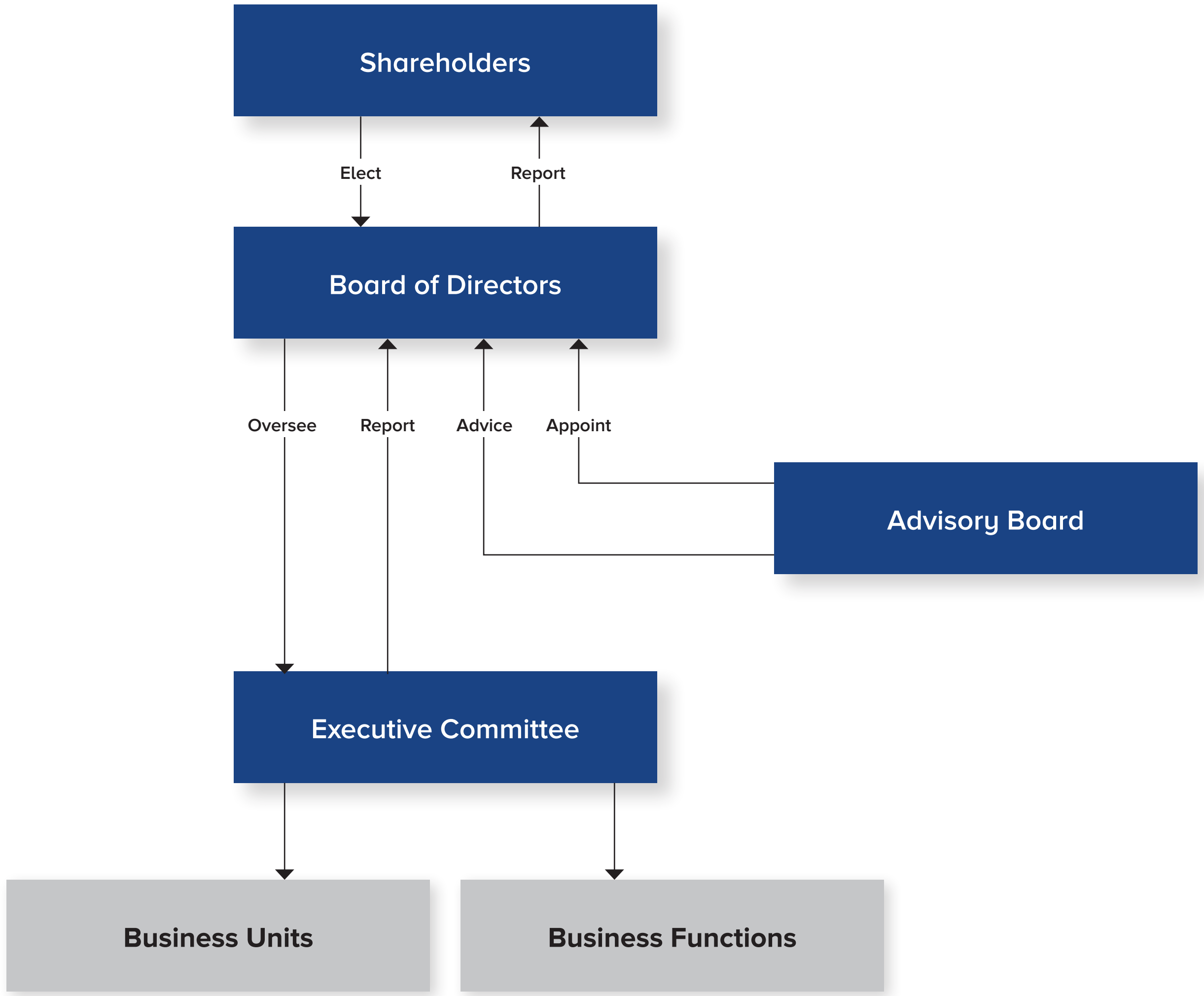
Corporate Governance

At MAG, our governance structure plays a central role in establishing the framework that guides day-to-day operations. In today's evolving market environment, it is especially important to enable timely and well-informed decisions across our various functions.

As we celebrated our 30th anniversary in 2025, we began planning the succession of our MAG's founder, chair and Group CEO. As a result, the Board of Directors welcomed U Aung Si as a new Director of the Board.

In parallel, leaders of the various business units were invited to report more regularly and systematically to MAG's Board of Directors.

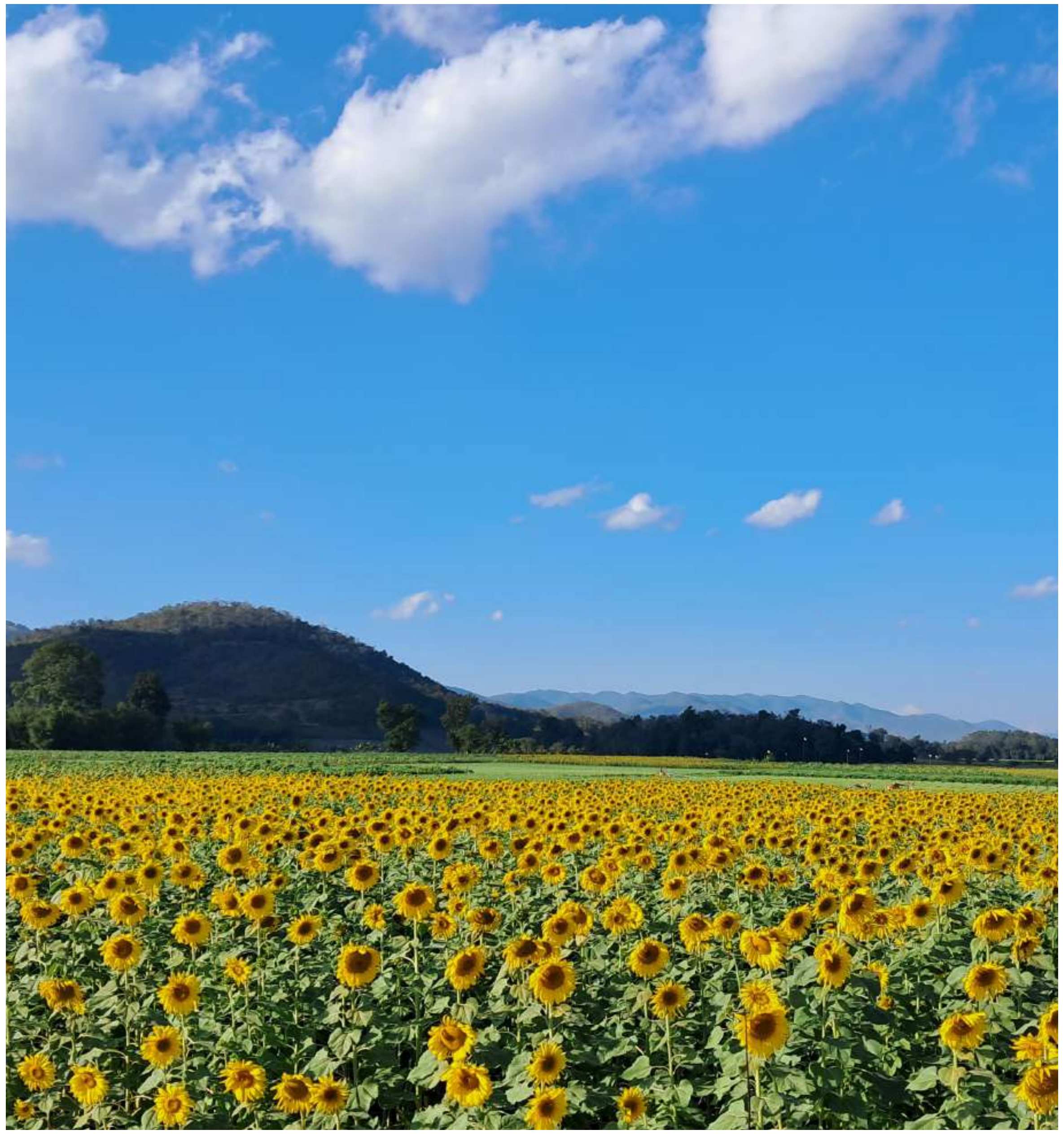
This move aimed to empower them, reduce reliance on the Group CEO, and reinforce the independence and capacities of the various business units without sacrificing the leverage on synergies between our Group entities. Furthermore, we plan to establish clearer, more robust corporate governance practices across our business units. This will enable us to build a more agile organisation, which will also be more centred on the markets we serve, as well as optimising our ability to test various strategies to address challenges and seize opportunities more efficiently.



Our Sustainability Strategy

At MAG, we established our sustainability strategy in 2021 through engagement with multiple stakeholders to identify what matters to both our internal and external stakeholders. In 2025, we established a sustainability committee, chaired by MAG's chair and Group CEO and involving members of our business unit management teams, to enhance how we embed sustainability in our operations. In 2025, the committee decided to assess the relevance of our strategy, and we organised a series of workshops to do so.

These review workshops confirmed that our strategy, built around four main pillars and nine priorities, remains aligned with our business activities. However, we have refined the definition of each priority and updated our focus areas to better support our sustainable growth objectives. This was also an opportunity for us to discuss and set short-term and long-term goals.



BETTER AGRICULTURAL SOLUTIONS

PRODUCT STEWARDSHIP

We are committed to enhancing farmers' livelihoods by easing daily operational challenges and enabling sustainable business growth. Through our integrated offerings across the agricultural value chain, including seeds, agrochemical products, and financial and technology services, we deliver solutions that create long-term value for our customers and the broader ecosystem.

We focus on:

- Identifying customer needs and developing innovative solutions that improve livelihoods
- Advancing new products and solutions that support green finance, the transition to a better agri-food sector in Myanmar and the circular economy
- Promoting sustainable and responsible practices across the agricultural sector

LIVING PLANET

Farmers depend on natural capital, particularly healthy soil and pollinators such as bees, to cultivate crops and sustain their livelihoods. Protecting these resources is essential for the long-term resilience and prosperity of farming communities. As one of the countries most vulnerable to climate change, Myanmar faces significant environmental challenges.

We focus on:

- Reducing our carbon footprint and safeguarding the country's ecosystems
- Taking a life-cycle approach to our products to minimise environmental impact, including the responsible management of waste
- Supporting the protection and regeneration of natural capital to ensure sustainable agricultural productivity
- Engaging with key stakeholders, including employees, dealers, and farmers, to promote awareness and adoption of responsible practices

BETTER WORKPLACE

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:

- 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. Myanma Awba Group encourages all its stakeholders to report their concerns – this is key to identifying and managing 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 carefully monitoring our impacts, as set out in 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 our distributors to reach hundreds of thousands of farmers across the country.

We assess our risks and engage with all the actors essential to delivering value to Myanmar's farmers through our products.

HUMAN RIGHTS

Myanma 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 our stakeholders' trust.

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

CORPORATE PHILANTHROPY

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