MWG

Mobile World Investment Corporation

SUSTAINABILITY REPORT

Strong Foundation, Sustainable Future

2025

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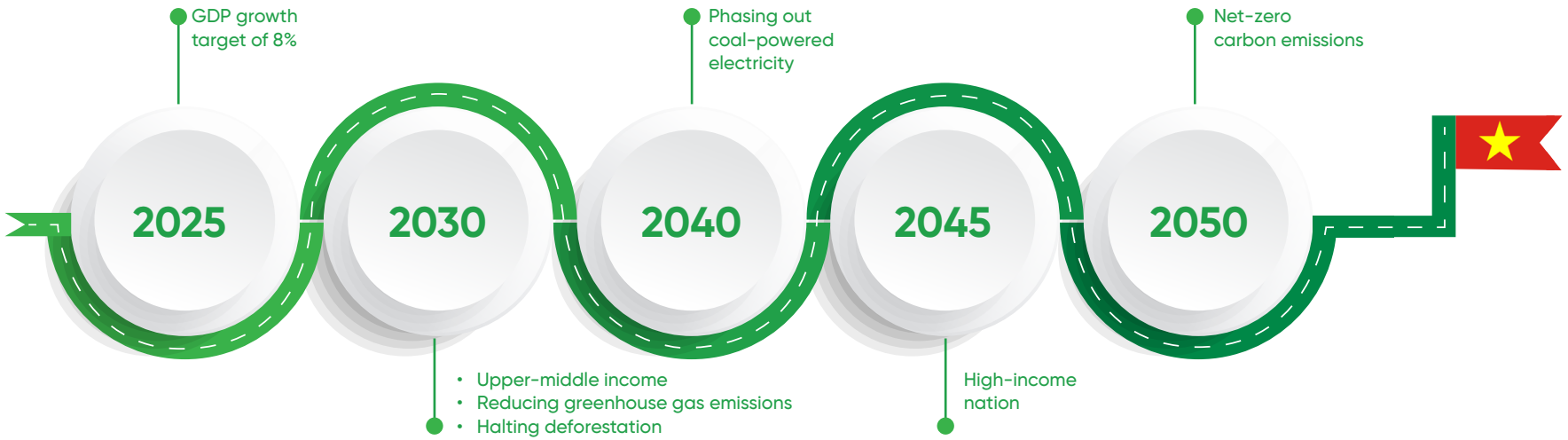
PART 1: GENERAL INTRODUCTION

ESG (Environmental - Social - Governance) refers to a set of standards used to evaluate environmental, social, and corporate governance factors in a company's operations and development. ESG serves as a guiding framework that helps stakeholders to better understand how a company identifies and manages risks while capturing opportunities across these three dimensions. Through this approach, stakeholders can assess the company's ability to create sustainable and long-term value.

In recent years, ESG has increasingly become a key trend in Vietnam, driven by the Government's policy orientation and the growing expectations of investors. In particular, the Net Zero 2050 commitment announced at COP26 has created strong momentum for the country's transition toward a carbon-neutral economy. This shift requires businesses to proactively restructure their strategies and strengthen sustainable governance practices.

Vietnam's Economic and Climate Change Commitments: Key Milestones and Targets



Source: PwC Vietnam (2025), ESG Readiness in Vietnam Report

MESSAGE FROM THE BOARD OF DIRECTORS

Dear Valued Customers, Employees, Shareholders, Partners, and Stakeholders,

The year 2025 marks an important milestone in MWG's sustainability journey amid increasing global uncertainty and rising climate-related risks. The BoD remains steadfast in its **"Reducing Quantity – Enhancing Quality"** orientation, prioritizing high-impact initiatives that enhance operational efficiency and capital allocation.

Looking back on 2025, our key priorities included:

- **Scaling energy efficiency and emission reduction**, with **solar systems** deployed at over **1,300 locations** and **IoT solutions** across more than **5,000 stores**
- **Advancing green mobility**, with over **3,000 EV charging** and battery swapping points rolled out through strategic partnerships
- **Promoting circular economy practices**, including pilot e-waste recycling, plastic recovery, and reduction of single-use plastic bags
- **Embedding ESG into governance and capital allocation**, integrating climate risk into decisions, enhancing disclosure, and strengthening the linkage between financial and ESG performance, supported by **sustainability-linked financing**

These efforts reflect our commitment to **"putting sustainability at the heart of everything we do"**, with ESG fully integrated into governance, strategy, and operations, while strengthening resilience and enhancing transparency in response to climate risks and rising market expectations - particularly as Vietnam moves toward market upgrade and deeper global integration.

Our progress is driven by **the dedication of more than 60,000 employees**, alongside the **trust of customers, investors, partners, and the support of regulatory authorities**. The BoD sincerely appreciates this collective commitment.

Looking ahead to 2026, we **remain focused on strengthening governance, enhancing transparency, and accelerating emission reduction and resource optimization initiatives, in line with Vietnam's Net Zero 2050 commitment**, to deliver sustainable value for all stakeholders.

Sincerely,
Mr. Robert Alan Willett (Bob)

Strategic Advisor & Sustainability ESG Board Member
Mobile World Investment Corporation (MWG)
& Dien May Xanh Investment Joint Stock Company (DMX)

MWG CEO'S MESSAGE

Dear Valued Customers, Employees, Shareholders, Partners, and Stakeholders,

The year 2026 marks an important phase as Vietnam moves closer to achieving market reclassification in line with international benchmarks such as FTSE. Opportunities to attract global capital flows are becoming increasingly evident, while at the same time placing higher expectations on transparency, corporate governance, and information disclosure - particularly in sustainability - ESG.

At MWG, we view ESG as a commitment to responsible development and a source of long-term competitive advantage, where transparency is strengthened, costs are better controlled, and governance standards are continuously enhanced. Through this approach, MWG enhances financial performance while creating sustainable value for customers, employees, partners, and shareholders. The standardization of information disclosure, strengthened accountability, and the integration of ESG into our business strategy position MWG to proactively attract long-term capital while reinforcing the confidence of both domestic and international investors.

ESG initiatives not only aim to address environmental and social objectives but also contribute directly to optimizing operating costs, improving resource efficiency, and strengthening risk management. The implementation of sustainability-linked loans is a clear example of how MWG integrates ESG into its capital structure and cost of financing. As the company continues to operate more efficiently and transparently, its financial foundation is further strengthened, creating greater capacity for long-term growth.

As Vietnam enters a new era of growth marked by an accelerating green transition, MWG remains committed to supporting this momentum through concrete actions that are closely integrated with the Group's business operations and long-term strategy.

More importantly, this journey requires the collective commitment of all stakeholders, particularly the more than 60,000 MWG employees across the entire system. ESG will not remain solely at the strategic level but will be embedded in everyday actions from store operations and supply chain activities to the work of every department. When each individual raises their standards and acts with greater responsibility, the value created will be shared and sustained in a meaningful and lasting way.

On behalf of the Board of Management, I would like to sincerely thank our Valued Customers, Employees, Shareholders, Partners, and Stakeholders for their continued trust and support.

MWG remains committed to enhancing transparency, optimizing operational efficiency, and advancing sustainable development, not only to grow alongside the market but also to create long-term value for all stakeholders.

Sincerely,

Mr. Vu Dang Linh

Member of the Board of Directors - General Director

Mobile World Investment Corporation (MWG)

B. OVERVIEW OF MWG & KEY HIGHLIGHTS OF SUSTAINABILITY JOURNEY IN 2025

E – ENVIRONMENTAL

Key Projects

Expansion Of The Internet Of Things (IoT) Systems

More than **5,000** MWG stores have been equipped with IoT systems to enhance customer experience, optimize operations, and reduce greenhouse gas emissions.

Expansion Of Solar Energy Systems

More than **1,300** locations have installed solar power systems, contributing to operational cost optimization and greenhouse gas emission reduction across the entire network.

MWG x RESHARE Used Clothing Collection Stations

More than **2,000** kg of used clothing has been collected and processed through the program, contributing to the promotion of a circular economy, sustainable consumption, and environmental protection.

BHX x Wipro Consumer Care Vietnam – "Joining Hands To Green Vietnam's Forests" Initiative

Planting **1,000** trees at Nui Ong, Lam Dong Province to promote environmental responsibility and strengthen sustainable connections with nature.

DMX x V-Green Nationwide Deployment Of EV Charging Stations & Battery Swapping Cabinets

More than **3,000** EV charging stations and battery swapping cabinets have been installed nationwide through the collaboration between Dien May XANH and V-Green, contributing to the promotion of green mobility and the reduction of greenhouse gas emissions.

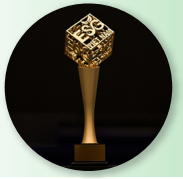
BHX x Colgate Used Toothbrush Collection Program 2025

The program "Collect Used Toothbrushes – Build a Green Future" continues for the second consecutive year, contributing to plastic waste reduction and promoting sustainable lifestyles.

Achievements & Awards

TOP 20 Enterprises With The Best Sustainability Index On The Stock Exchange 2025
(Ho Chi Minh City Stock Exchange)

TOP 10 Enterprises For Comprehensive ESG Implementation 2025
(Dan Tri Newspaper)



TOP 50 Corporate Sustainability Awards In Vietnam - The Minimize Carbon Footprint Category
(Nhip Cau Dau Tu Magazine)

TOP 100 Sustainable Companies In Vietnam 2025 - CSI100
(The Vietnam Business Council for Sustainability (VBCSD))

The Best Solution ESG Vietnam - The Asset Triple A Awards
(Finance Awards Magazine)

S - SOCIAL

Key Projects

Expansion Of The "Responsible Green Tick" Program

BHX expanded its food quality control model to ensure safety standards, traceability, and responsible production throughout the supply chain. The program is implemented in coordination with suppliers and closely monitored from source to store shelves. Products that meet the required standards are labeled with the "Responsible Green Tick", helping consumers easily identify trusted products.

AVAKids Smile Fund (2025–2030)

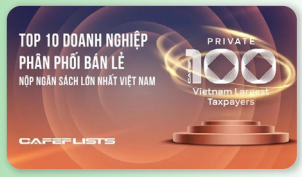
Supporting 550 cleft lip and palate surgeries for children with a total funding of VND 5.5 billion during the 2025–2030 period, in collaboration with Operation Smile and leading hospitals. The program helps children regain their smiles, build confidence, and gain greater opportunities for development in the future.

TGDD Establishes A VND 1.5 Billion Scholarship Fund For The 2025 National Exam Season

TGDD established an outstanding scholarship fund worth VND 1.5 billion for the 2025 exam season, including a special award of VND 50 million for each national valedictorian.

Achievements & Awards

TOP 10 Private Retail & Distribution Companies With The Largest Budget Contributions In Vietnam 2025
(Cafe F)



VIETNAM TOP 10 BEST WORKPLACES

TOP 10 Best Places To Work In Vietnam - Retail Industry
(Viet Research)

TOP 40 The Outstanding Private Enterprises Representing 40 Years Of National Renewal
(Reatimes & VIRES)

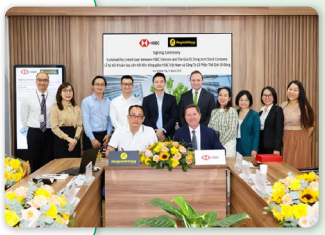
TOP 100 Best Places To Work In Vietnam In 2025
(Anphabe)

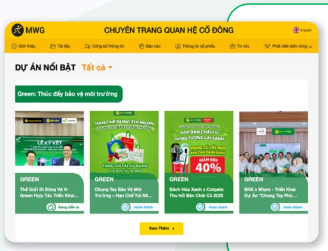
G - GOVERNANCE

Key Projects

TGDD x HSBC Vietnam - Sustainability-Linked Loan Agreement

The signing of a sustainability-linked commercial credit facility demonstrates TGDĐ's commitment to reducing greenhouse gas emissions in business operations and minimizing the use of plastic bags across its store network.





Launch Of The ESG Sustainability Information Portal

Enhancing transparency of ESG data, projects, and policies, enabling stakeholders to access information quickly and conveniently while providing feedback throughout the implementation process.

Achievements & Awards

TOP 500 Fortune Southeast Asia 500 In 2025
(Fortune SEA 500)

TOP 50 Listed Companies In Vietnam 2025
(Forbes Viet Nam)

TOP 3 IR Awards 2025 -Non-Financial Large Cap Category
(Vietstocks Paper)

TOP 50 Best-Performing Companies In Vietnam 2025
(Nhip Cau Dau Tu Magazine)

TOP 08 Large-Cap Companies With The Best Corporate Governance In 2025
(HOSE)

MWG Vision 2030 & Value Chain

MWG Vision 2030

**"We are MWG
The pride of Vietnam!"**

- To be the No.1 company in retail, e-commerce, and related services in Southeast Asia
- To attain customers' trust and love by serving them wholeheartedly with outstanding products and services
- To provide employees with kindness, happiness, wealthiness, and pride
- To make significant impact on corporate social responsibility
- To demonstrate integrity and humanity whenever MWG operates

For more information about the Company, Vision, Mission, Core Values, and Business Philosophy, please visit: **https://mwg.vn/eng**

6 CORE VALUES

01 CUSTOMER CENTRICITY

02 INTEGRITY

03 LOVE AND SUPPORT YOUR TEAMMATES

04 HONESTY IN MONEY AND RELATIONSHIPS

05 WORK WITH PASSION

06 QUALITY IS VITAL

Scale Of Operations

Number of Stores

+ 6,000 stores

Revenue

155,928 billion VND

Profit

7,073 billion VND

Employees

+ 60,000 employees

Brands & Business Sectors

thegioididong.com

As a key member of MWG, thegioididong.com has established its pioneering position in Vietnam's retail market for mobile phones, laptops, accessories, and technology devices. Established in 2004, thegioididong.com has continuously expanded, with a network of more than 900 stores across Vietnam. With a strong commitment to convenience, professional customer service, and attractive after-sales policies, TGDD has become a trusted destination for millions of Vietnamese consumers.

Điện máy XANH

Thợ Điện máy XANH

Founded in 2010, Dien May XANH has achieved remarkable growth, successfully building a network of more than 2,000 stores across Vietnam. The company specializes in providing electronics, home appliances, refrigeration, and technology products from trusted global brands. Through an aggressive expansion strategy and impactful marketing campaigns, together with a commitment to delivering a convenient shopping experience, professional after-sales service, and competitive pricing, DMX has established itself as Vietnam's No.1 consumer electronics retail chain.

Bách hóa XANH .COM

Piloted in late 2015, Bach Hoa Xanh is a minimart chain specializing in fresh foods and daily essential goods. The chain offers a wide range of fresh, high-quality, and traceable-origin products at competitive prices, through a standardized clean-store model. By the end of 2025, BHX had expanded to more than 2,500 stores, with nearly 50% of newly opened stores concentrated in the Central region. The chain also officially expanded into Northern Vietnam, marking a strategic milestone after nearly a decade of serving consumers in the Southern and Central regions.

NHÀ THUỐC AN KHANG

An Khang Pharmacy provides a wide range of healthcare products, including pharmaceuticals, dietary supplements, medical devices, dermo-cosmetics, and essential consumer goods. In recent years, MWG has been continuously investing in An Khang to expand its network, strengthen its brand identity, and upgrade store design toward a modern and open retail format, delivering a more convenient shopping experience for customers.

As of now, An Khang has nearly 400 pharmacy stores nationwide. With the vision of becoming the leading modern pharmacy chain in Vietnam, An Khang promotes its core values: “All the medicine needed - Transparent in sourcing - Dedicated consultation - Peace of mind pricing.” An Khang aims to develop into a customer-centric pharmacy chain, focusing on improving healthcare accessibility and supporting customers’ well-being.

topZONE

Launched in 2021, TopZone is recognized by Apple as an Apple Authorized Reseller (AAR) and Apple Premium Reseller (APR), offering a world-class shopping experience with a modern space designed to Apple's standards. This retail chain provides a comprehensive selection of Apple products, including iPhones, iPads, MacBooks, Apple Watches, AirPods, and genuine accessories. To date, TopZone has expanded its network to more than 80 stores nationwide, growing rapidly to become Vietnam's No.1 specialized retail chain for Apple products.

AVA Kids

Officially available in early 2022, AVAKids is a chain of stores specializing in mom and baby products. The chain offers a wide range of products such as milk, diapers, food, safe cosmetics, daily necessities, toys, and fashion items. To date, AVAKids has expanded to more than 80 stores nationwide. The chain currently records the highest average revenue per store among mom and baby retail chains in Vietnam.

erablue ELECTRONICS

Established in 2022, EraBlue is a joint venture between MWG and Erajaya Group, Indonesia's leading technology retailer. EraBlue operates a consumer electronics retail model similar to Dien May XANH in Vietnam, leading the Indonesian market in terms of store count. The chain currently operates 181 stores, surpassing the previously set milestone of 150 operating stores, and has officially delivered full-year profitability for the Group.

PART 2: APPROACH & SUSTAINABILITY GOVERNANCE

ENVIRONMENTAL SOCIAL GOVERNANCE

MWG'S SUSTAINABILITY COMMITMENTS

6

Efforts to reduce greenhouse gas emissions, minimize adverse impacts to contribute to environmental protection, and respond to climate change through continuous improvements in business operations.

Create an employee-friendly, equity, and respect for diversity in terms of race and gender and personal development opportunities for all employees.

Raise employees' awareness about modifying their behavior towards saving energy and using eco-friendly packaging.

Encourage and accompany suppliers and partners to develop, commit to and implement sustainable business development policies.

Encourage MWG's customers to join hands to protect the environment.

Corporate governance is transparent and acts with integrity at all times.

MISSION To demonstrate integrity and humanity whenever MWG operates.

PHILOSOPHY Putting sustainability at the heart of everything we do.

ENGAGING AND LISTENING TO STAKEHOLDERS

MWG recognizes that continuous engagement and open dialogue with stakeholders are essential in identifying and updating material topics throughout its sustainability journey. By proactively listening and incorporating diverse stakeholder perspectives, and by operating a multi-channel communication system tailored to different stakeholder groups, MWG is able not only to capture market trends in a timely manner, identify growth opportunities, and mitigate risks, but also to ensure that the process of collecting and responding to feedback remains transparent, timely, and effective. Through this approach, MWG strives to balance the interests of the Company and its stakeholders.

CUSTOMERS

MWG places customers at the center of all activities, ensuring the delivery of high-quality and transparent products and services. The company employs multiple listening channels, including:

- Customer service hotline, website, social media, and email: Providing support, addressing inquiries, and receiving customer feedback within 24 hours.
- Post-transaction surveys via the VIP Gifts App and market research activities: Collecting data to refine products and services in line with customer preferences.
- Customer conferences and product launch events: Enabling direct interaction with customers and gathering feedback to continuously improve service quality.

EMPLOYEES

MWG fosters a fair, transparent, and open working environment, encouraging employees to contribute ideas to enhance performance and engagement. Key engagement channels include:

- Employee engagement surveys: Assessing employee satisfaction and gathering feedback to improve the working environment.
- Transparent reporting channels: An internal hotline and the HR Center application, enabling employees to receive support and resolve issues within 24 hours.
- Regular training sessions and internal meetings: Strengthening two-way communication, providing career development opportunities, and continuously improving HR policies and workplace practices.

SHAREHOLDERS AND INVESTORS

MWG is committed to transparency and proactive engagement with shareholders and investors through:

- Sharing and disclosing ESG information on the dedicated Investor Relations portal.
- Regular shareholder meetings (both in-person and online): Ensuring timely and comprehensive disclosure of business performance and sustainability information.
- Investor surveys and feedback collection: via email at
  . esg@thegioididong.com
  . investor@thegioididong.com

GOVERNMENT AND MEDIA

- Conducting periodic reporting and information disclosure in compliance with regulatory requirements, while coordinating information sharing and official responses through the Investor Relations (IR) and Communications & ESG departments.
- Participating in conferences, policy dialogues, and programs organized by government authorities.
- Proactively receiving and addressing feedback and inquiries from regulators and the media through direct meetings at MWG offices or via email at esg@thegioididong.com.

COMMUNITY

MWG engages with and listens to the community through various initiatives to fulfill its social responsibility:

- Local conferences and community forums: Facilitating dialogue with local communities, gathering feedback, and collaborating in the implementation of sustainable development initiatives.
- Charitable and community programs: Promoting environmental and social responsibility, supporting community healthcare and providing assistance in disaster relief efforts.

SUPPLIERS AND PARTNERS

MWG continuously promotes ESG responsibility within its supply chain through:

- Regular supplier assessments: Evaluating compliance with environmental and social standards.
- Meetings and dialogues (both online and in-person): Exchanging information, updating the latest standards, and actively listening to feedback.

ASSOCIATIONS AND ORGANIZATIONS

MWG actively participates in industry associations to promote sustainable development through:

- Collaboration with associations and organizations: Contributing to the development of sustainable policies in the retail sector.
- Participation in ESG forums and initiatives: Sharing experiences, learning from sustainable business models, adopting international best practices, and staying updated on new legal regulations and new trends in sustainable governance.

MATERIAL TOPICS

In 2025, continuing its comprehensive restructuring orientation under the principle of "Reducing Quantity - Enhancing Quality," MWG not only streamlined its business operations but also further refined its ESG governance approach toward greater focus, efficiency, and long-term value creation. MWG periodically conducts the identification, assessment, and review of material topics to ensure that its sustainability strategy remains aligned with the Company's operational context and the expectations of its stakeholders. This process is carried out annually and updated whenever significant changes arise in market conditions, regulatory developments, or ESG-related risks.

The assessment is conducted with reference to international ESG standards and best practices, while also considering key risks and opportunities, including climate factors that may materially affect the Company's outlook, cash flows, access to capital, and cost of capital over the short, medium, and long term.

1 Understanding the Context and Value Chain

MWG analyzes its entire value chain and consults with stakeholders, while referencing global trends, regulatory requirements, and investor expectations to identify sustainability factors that may influence its business model and long-term growth.

2 Identifying Material Risks and Opportunities

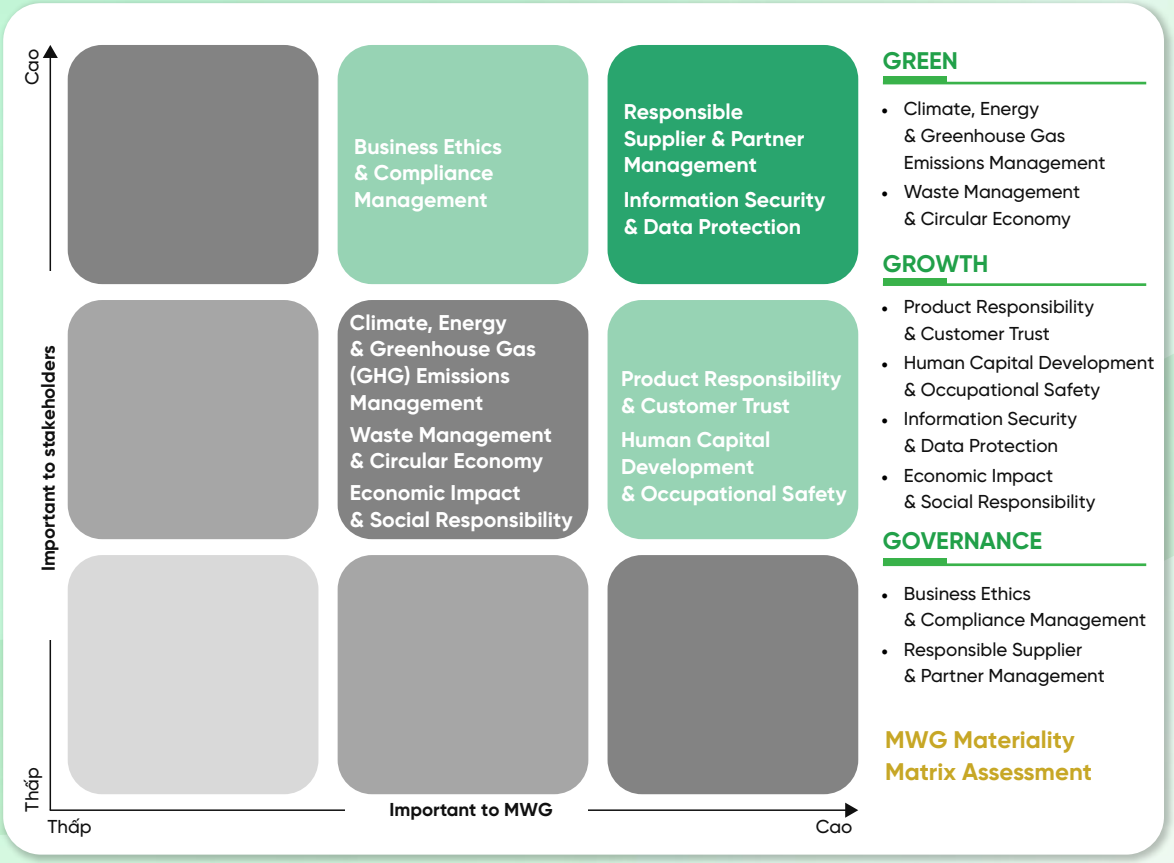
The Company identifies ESG-related risks and opportunities that may affect its financial outlook, including climate risks, supply chain, data security, human capital, and compliance. These factors are assessed from both financial impact and environmental and social impact perspectives and are integrated into the Company's risk management framework.

3 Assessment and Prioritization

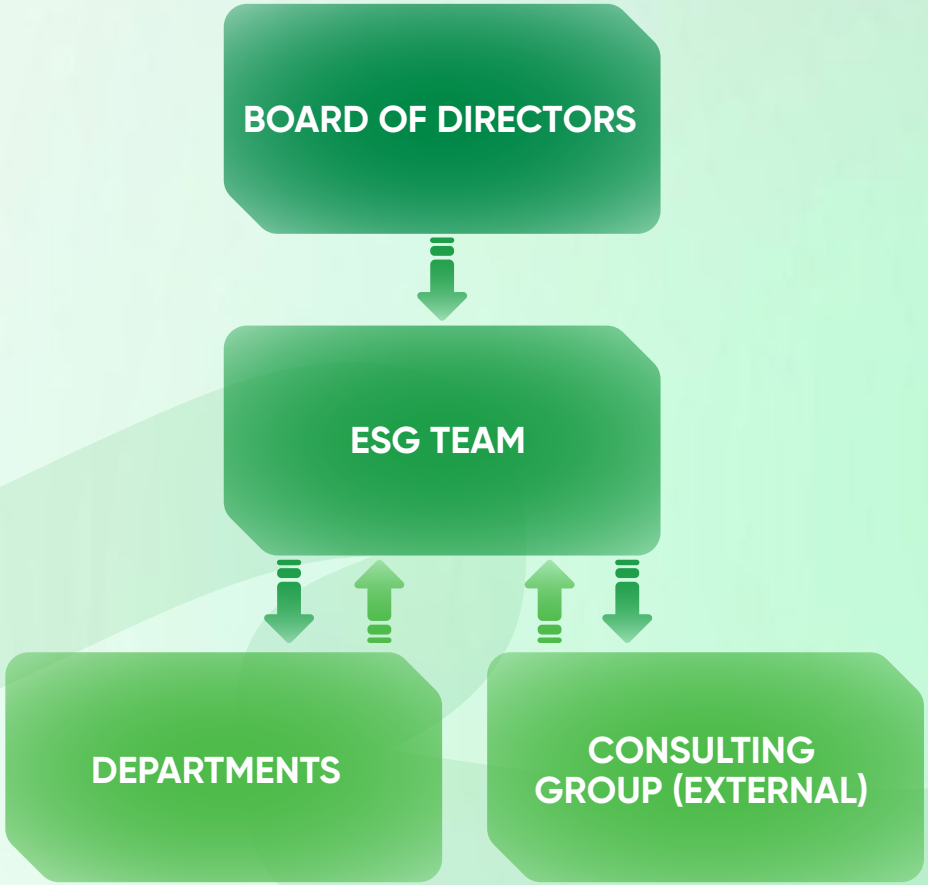
Identified topics are analyzed based on their level of significance, likelihood of occurrence, and potential financial impact. Priority is given to issues that may materially affect the Company's cash flows, cost of capital, and competitive position.

4 Review and Integration

The results are reviewed and approved by the ESG Committee (ESG Team) and integrated into MWG's business strategy, financial planning, and sustainability objectives. These outcomes are also disclosed transparently through the Investor Relations (IR) portal and the ESG Sustainability Report.



SUSTAINABILITY GOVERNANCE STRUCTURE



Governance Body	Roles & Responsibilities
Board of Directors	• Provide strategic direction for sustainable development and integrate ESG into the Company's business strategy. • Oversee ESG-related risks and opportunities. • Approve ESG policies, objectives, and action plans. • Ensure transparency, compliance, and accountability to shareholders, investors, and stakeholders.
ESG Team	• Periodically report and advise the Board of Directors on ESG matters. • Develop and oversee the implementation of ESG strategies. • Assess ESG risks and opportunities and monitor compliance with international standards. • Manage ESG data, including greenhouse gas emissions, and oversee ESG disclosures and reporting.
Functional Departments	• Implement ESG initiatives according to departmental responsibilities. • Integrate ESG considerations into business operations, human resource management, legal compliance, and financial governance. • Coordinate with stakeholders to achieve sustainability objectives.
Monitoring & Evaluation	• Periodically report ESG-related matters to the Board of Directors. • Develop ESG performance indicators (KPIs). • Evaluate implementation effectiveness and propose adjustments when necessary.
Stakeholder Consultation & Engagement	• Maintain dialogue and consultation channels with customers, employees, investors, and other stakeholders. • Collaborate with domestic and international organizations to update ESG practices. • Disclose sustainability information in accordance with international standards.

PART 3: 3G SUSTAINABILITY STRATEGY

3G SUSTAINABILITY STRATEGY

Aligned with the "quality-driven growth" orientation, MWG has conducted a comprehensive review of its sustainability strategy, streamlining its approach and focusing on material topics. This adjustment does not change the Company's commitment to integrating sustainability into its business operations, but aims to optimize resources, enhance implementation efficiency, and strengthen resilience amid an increasingly volatile environment.

MWG proactively identifies sustainability-related risks and opportunities that may affect its outlook, business model, and financial performance in the short, medium, and long term. Based on assessments of its supply chain structure, risk management system, and financial capabilities, the Company continues to invest in infrastructure, technology, and governance to maintain stable growth and create long-term value for the business, while contributing to the 17 United Nations Sustainable Development Goals and moving toward a greener, more inclusive, and prosperous future.

CONTRIBUTION TO THE 17 SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Material Topic	Impacts & Influence	Relevant SDGs
Climate, Energy & Greenhouse Gas (GHG) Emissions Management	The application of renewable energy, IoT, and green technologies helps reduce greenhouse gas emissions, optimize energy consumption, and minimize environmental impacts. These initiatives also improve operational efficiency, optimize costs, promote resource conservation, and support the transition toward a low-carbon business model, thereby strengthening stakeholder trust and long-term sustainable development.	
Waste Management & Circular Economy	Activities such as waste classification, collection, recycling, and packaging optimization help reduce environmental impacts and improve water resource management and utilization. Circular economy initiatives also extend product lifecycles, promote responsible consumption, and support long-term sustainability objectives.	
Product Responsibility & Customer Trust	MWG ensures product quality, safety, and transparency through supply chain control, traceability systems, and responsible communication. Continuous improvements in content governance processes enhance transparency, reduce information-related risks, and strengthen consumer trust.	
Human Capital Development & Occupational Safety	MWG promotes a safe, fair, and growth-oriented workplace through training, employee benefits, and health care programs, improving productivity, strengthening employee engagement, and supporting sustainable growth.	
Information Security & Data Protection	MWG safeguards data and privacy through security systems, regulatory compliance, and employee training, helping reduce cybersecurity risks and strengthen stakeholder trust.	
Economic Impact & Social Responsibility	MWG contributes to the state budget, promotes economic growth, and implements community programs in health, education, and financial support, contributing to sustainable social development.	
Business Ethics & Compliance Management	MWG promotes transparent governance, anti-corruption practices, and compliance management to reduce risks, protect shareholders, and strengthen stakeholder trust.	
Responsible Supply Chain Management	MWG integrates ESG considerations into supplier and partner management processes to ensure product quality, reduce risks, and build a transparent and sustainable supply chain.	

PART 4: SUSTAINABILITY RISK MANAGEMENT

Based on the sustainability-related risks and opportunities that have been identified, MWG implements appropriate governance measures to support risk management and decision-making processes. MWG manages sustainability-related risks and opportunities through an integrated risk management framework, ensuring that the identification, assessment, prioritization, and monitoring of these risks are conducted systematically and in alignment with the Group's overall risk management processes.

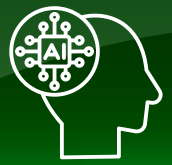
INDUSTRY COMPETITION AND MARKET SATURATION RISK

SUPPLY CHAIN RISK

INVENTORY RISK AND RISKS OF CORRUPTION, LOSS, AND WASTE

OCCUPATIONAL HEALTH AND SAFETY RISK

INFORMATION SECURITY AND CYBERSECURITY RISK



ARTIFICIAL INTELLIGENCE (AI) RISK

FINANCIAL RISK

CLIMATE CHANGE RISK

MWG has identified and implemented management measures for each of these risks. For further details, please refer to the MWG Annual Report 2025, part "Risk Management."

According to the Global Risks Report 2025 published by the World Economic Forum (WEF), climate change–related risks rank second among short-term risks and first among long-term risks. In Vietnam, climate change is increasingly translating into tangible economic risks, with extreme weather events becoming more frequent and causing greater damage. Storms and floods in Northern and Central Vietnam in 2025 have resulted in significant economic and infrastructure losses.

For the retail sector, these developments may lead to supply chain disruptions, delivery delays, supply shortages, and increased logistics and working capital costs. MWG recognizes that environmental risks may directly affect operational efficiency and financial performance, thereby requiring enhanced resilience and strengthened sustainable risk management capabilities.

On this basis, MWG conducts climate risk assessments with reference to the ISSB / IFRS S2 climate-related risk management framework.

In addition to the risks identified, MWG recognizes that the green transition and technological development also create long-term growth opportunities. The growing demand for sustainable consumption, energy optimization, and transparent supply chains provides MWG with opportunities to improve operational efficiency and strengthen brand reputation. Investments in digital technologies, logistics optimization, and energy management not only contribute to reducing long-term costs but also enhance resilience against climate-related disruptions. At the same time, strengthening ESG disclosures and integrating climate risk management into business strategy enable MWG to improve access to capital and reinforce stakeholder confidence.

CLIMATE RISK MANAGEMENT UNDER THE ISSB / IFRS S2 FRAMEWORK

Affected Area	Climate Impact Factors	Type of Impact	Mitigation and Adaptation
ASSESSMENT OF PHYSICAL RISKS			
Retail Stores • Increased operating costs • Infrastructure and warehouse damage	• Heatwaves, droughts • Floods • Storms • Extreme rainfall	Direct	• Preparedness and response planning • Technology and energy innovations: IoT, solar energy • Infrastructure improvements and selection of secure rental locations • Provision of property and inventory insurance to mitigate potential losses
Supply Chain • Supply shortages • Disruptions in supply chain transportation	• Heatwaves, droughts • Floods • Storms • Extreme rainfall	Indirect	• Diversification and stabilization of local supply sources. • Supply assurance initiatives: collaboration with suppliers to enhance resilience and ensure a stable and reliable supply
People & Local Communities • Health and well-being • Employment and financial stability	• Heatwaves, droughts • Floods • Storms	Direct & Indirect	• Preparedness and response planning • Infrastructure improvements and selection of secure rental locations • Participation in sustainable supply chains and community support programs
ASSESSMENT OF TRANSITION RISKS			
Policies & Regulations	• Carbon tax policies • Changes in ESG-related regulations	Direct	• Emission reduction strategies and plans • Continuous updates and risk assessments
Market & Reputation	• Shift in Green and Sustainable Consumer Behavior • Risks in Information Disclosure and Communication • Supply Chain Risks	Direct	• The Communications & ESG and IR Department is responsible for information disclosure and communication with stakeholders • Participating in sustainable supply chain initiatives • Media management and crisis response procedures
Technology	• The transition to low-emission technology leads to increased investment costs	Indirect	• Establish an R&D department to update and implement solutions • Participate in conferences and forums to stay updated on trends

PART 5: SUSTAINABILITY DIRECTIONS & GOALS

MWG is committed to expanding clean energy projects, accelerating technological transformation to optimize resource consumption, and maintaining high corporate governance standards. At the same time, the company strives to enhance social responsibility towards customers, partners, and the community, aiming for long-term sustainable development.

"Putting Sustainability At The Heart Of Everything We Do"

ESG SUSTAINABILITY DIRECTIONS

>>> 2030 <<<

Environmental

- Minimizing the scope 1 and scope 2 emissions by promoting renewable energy projects and prioritizing low-impact fuels; step by step preparing a roadmap to achieve Net Zero in the future;
- Controlling the consumption of resources (electricity, water...) with IoT applications;
- Significantly reducing the amount of waste released into the environment by using biodegradable bags and promoting reusable bags, reducing the number of plastic bags used, and actively cooperating with our partners and suppliers to implement circular economy solutions for collecting and recycling relevant wastes.

Social

- Respecting diversity, empowering employees, and fostering equal learning and development opportunities. Raising employee awareness through building a knowledge library and implementing ESG training courses on E-learning channels;
- Ensuring products with good quality and safety as well as outstanding services, protecting privacy to increase customers' engagement and loyalty;
- Establishing and strengthening healthy, long-term, stable cooperative relationships with suppliers;
- Continuing the volunteer activities to contribute practical values to the community.

Governance

- Ensuring compliance with the laws, regulations, and ethical standards while aligning with MWG's culture of transparency;
- Attempts to implement sustainability report according to GRI standards;
- Building a system to track ESG indicators for planning specific goals and measurable KPIs.

ESG TARGETS 2030

GREEN

Green Transition And Resource Optimization

- Reduce Scope 1 and Scope 2 emissions in stores by at least 10%.
- Reduce the use of plastic bags by at least 50% per 1 billion VND in revenue across all chains.
- Deploy IoT-based smart energy management systems in at least 70% of total supermarkets.
- Continue raising awareness among employees and stakeholders by partnering with brands and organizing environmental protection programs.
- Implement solar power systems, integrating IoT to optimize energy consumption and reduce greenhouse gas emissions.

Key Priorities For 2026

- Install solar power rooftop at an additional 1,000 stores in 2026.
- Deploy Internet of Things (IoT) systems at an additional 1,000 stores in 2026.
- Expand the electric vehicle charging station system: deploy 300 battery-swapping cabinets for electric motorcycles and 100 charging stations for electric cars nationwide in 2026.
- Implement electronic shelf labels at 200 stores by the end of 2026.
- Waste management: continue researching, piloting, and scaling initiatives, with a strong focus on reducing plastic waste.
- Establish partnerships to raise awareness of environmental protection and sustainable development among employees, customers, suppliers, and other stakeholders, while researching, piloting, and expanding waste management initiatives with a strong emphasis on plastic waste reduction.

GROWTH

Sustainable Economic Growth And Shared Value Creation

- Continue implementing and collaborating on projects that promote local economic development.
- Expand the “Responsible Green Tick” program with suppliers.
- Continuously improve systems to deliver dedicated customer service and ensure safe, high-quality products and services.
- Encourage and communicate initiatives to ensure that 100% of employees have opportunities to learn about and participate in environmental and social activities.
- Continue training programs on occupational health and safety while maintaining emergency preparedness and response activities.

Key Priorities For 2026

- Develop structured training and communication programs: Strengthen the integration of sustainability into the organizational culture through systematic training programs and continuous communication, combined with the application of AI and digital tools to enhance sustainability capabilities across the workforce. This ensures that employees at all levels possess the knowledge, skills, and real-time information necessary to effectively support MWG’s ESG objectives.
- Sustainable supply chain: Expand the “Responsible Green Tick” program with suppliers.

GOVERNANCE

Transparent Corporate Governance

- Maintain transparency and compliance with governance standards.
- Ensure leadership engagement in sustainable development initiatives.
- Support community initiatives & strengthen ESG awareness across the organization.

Key Priorities For 2026

- Standardize governance and operational systems in line with international practices, strengthen accountability and internal governance standards across the Group, and proactively prepare for upcoming regulatory requirements related to sustainable development and evolving ESG disclosure standards.

PART 6: MWG SUSTAINABILITY JOURNEY IN DETAIL

The SDG 17 - Partnerships for the Goals emphasizes that sustainable development can only be achieved through multi-stakeholder collaboration. For MWG, the ESG journey is not the effort of a single enterprise but a long-term process that requires the participation of the entire ecosystem.

From employees, supply partners, customers to regulators and communities, each stakeholder represents an essential link in reducing emissions, optimizing resource use, and promoting responsible consumption. Through close coordination and engagement with stakeholders, MWG aims to create environmental and economic value simultaneously while contributing positively to national sustainable development goals.

A. GREEN: GREEN TRANSITION & RESOURCE OPTIMIZATION

A1. Climate, Energy & Greenhouse Gas (GHG) Emissions Management

A1.1. Application Of Technology Solutions For Emissions Reduction

As part of its green transition strategy, MWG proactively integrates technology solutions to optimize energy use and reduce GHG emissions across its operations. The deployment of solar power systems and Internet of Things (IoT) solutions not only helps reduce reliance on conventional electricity sources but also lays the foundation for a more efficient, flexible, and environmentally friendly retail model. These solutions also enable MWG to monitor and optimize operating costs while improving store-level profit margins, thereby closely linking environmental objectives with long-term financial performance.

>8%

The total energy consumptions of renewable energy

6% compared to 2024

The use of solar power systems helps MWG reduce more than

22,000 Tons

of CO_2 in 2025

compared to 5,000 tons in 2024

22%

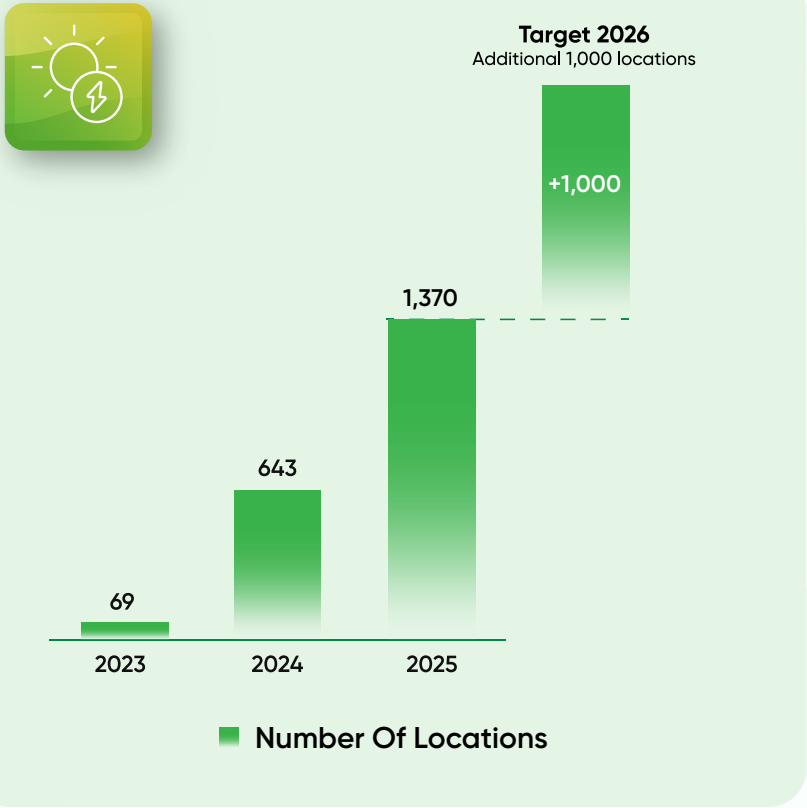
of stores equipped with rooftop solar power systems

10% compared to 2024

TRANSITION TO SOLAR ENERGY

Rooftop solar power projects continue to deliver positive results, helping reduce electricity costs by an average of 15–20% at deployed locations while contributing to the reduction of GHG emissions. By 2025, solar power systems had been installed at **1,370 locations**, marking significant progress in expanding the use of renewable energy and reducing dependence on conventional electricity sources.

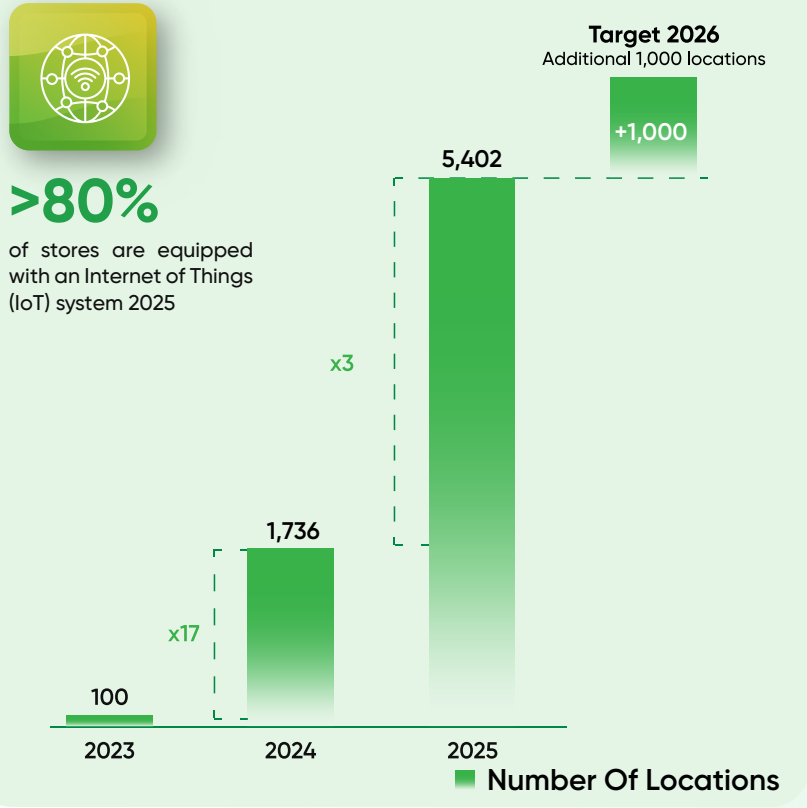
In the coming years, MWG will continue expanding solar energy systems across its store network. At the same time, the Company will proactively research, explore, and deploy new energy solutions to improve energy efficiency, optimize operating costs, and minimize environmental impacts, contributing to its long-term sustainable development objectives.



CONTINUED EXPANSION OF THE INTERNET OF THINGS (IOT) SYSTEM

MWG continues to deploy an IoT solution suite to automate and monitor electricity consumption in real time across its stores. This solution helps reduce energy costs by an average of 10-15%, significantly minimizes manual interventions in energy control, and enhances data transparency as well as operational cost forecasting.

By 2025, MWG had implemented IoT systems at **5,402 stores**, more than doubling the original target of 2,500 stores, of which ĐMX accounted for over 2,900 locations. The integration of IoT not only contributes to reducing greenhouse gas emissions through optimized energy use but also improves energy management efficiency, supports sustainable financial growth, and enhances profit margins at each retail location.



A1.2. Promoting The Green Transition & Resource Optimization

Amid growing air pollution pressures and increasing commitments to emissions reduction, major cities such as Ho Chi Minh City and Hanoi are gradually implementing roadmaps toward electrified transportation ecosystems. Limiting fossil-fuel-powered vehicles, prioritizing electric vehicles, and developing integrated charging infrastructure are creating strong momentum for the transition of urban mobility. Alongside this trend, businesses play an important role in promoting sustainable consumption and improving operational practices toward greater responsibility and optimized resource use.

In recent years, MWG has implemented various environmental initiatives, including collecting used batteries at stores, plastic bottle collection programs, reducing plastic bag usage, and promoting environmentally friendly materials. Building on these efforts, 2025 focuses on accelerating the transition to green mobility, marking a new step in MWG's journey to reduce emissions and optimize resource use.

A1.2.1. Promoting Green Mobility Across Stores

DMX has partnered with V-Green to implement a nationwide roadmap for expanding electric vehicle charging stations and battery swapping cabinets during the 2025–2026 period. In 2025, MWG installed 3,000 electric motorbike battery swapping cabinets across the DMX network, along with 35 electric vehicle charging stations.

In addition to deploying EV charging stations and battery swapping cabinets within the DMX system, Dien May Xanh Technician (a subsidiary of DMX) also provides installation and maintenance services for V-Green's systems nationwide.

A1.2.2. Promoting the Green Transition in Internal Operations

MWG x VinFast - "Strong Vietnamese Spirit - For a Green Future" Program

Alongside customer support initiatives, MWG promotes the use of green transportation among employees through incentive programs in collaboration with suppliers. The program contributes to reducing emissions from internal mobility while encouraging sustainable consumption.

Investment in Supporting Infrastructure at MWG Buildings

MWG has arranged dedicated parking areas for electric motorbikes at its office buildings, facilitating employees and partners in transitioning to greener modes of transportation. At the same time, the Company has strengthened electrical safety management and fire prevention measures to ensure safe operations, improve the working environment, and reinforce its sustainable development orientation.

A1.2.3 Promoting Resource Efficiency

Linking digital transformation with environmental protection, BHX implements electronic receipts via the mobile application, replacing paper receipts for customers using the App, thereby significantly reducing paper use, printing ink and generated waste. This solution also improves customer experience through transparent, convenient transaction lookup and storage, while contributing to environmental protection.

At the internal operations level, MWG promotes a “No Paper” orientation across the system, encouraging departments to minimize paper use through digital solutions such as electronic approvals, digital document storage, digital signatures, electronic contracts and online work exchange. At the same time, electronic notice boards are used instead of traditional paper notices, helping reduce printing costs, optimize resources and align digital transformation with sustainable operations.

11:17

Hoá đơn điện tử

PHIẾU THANH TOÁN BÁCH HÓA XANH

Số CT: OV103761503485453 - 09/03/2025 14:07-NV:227570

SL	Giá bán (có VAT)	Thành tiền
hành lá gói 100g		
1	7.900	7.900
me chua vắt		
1	4.800	4.800
tàu hũ non ichi-sakura 350g (cb)		
1	11.700	11.700
gia vị hoàn chỉnh knorr cá kho gói 28g		
1	7.400	7.400
chanh không hạt khay 250gr		
1	10.000	10.000
mì cung đình kool spaghetti xốt bò bằm gói 105g		
1	8.600	8.600
gia vị cá kho aji quick gói 31gr		
1	5.200	5.200
mì a - one tương tàu gói 85g		
1	6.100	6.100
mì siukay vị bò gói 127g/128g		
1	12.900	12.900
phở trộn đệ nhất bò gói 84gr		
1	10.000	10.000
hủ tiếu dai sa đéc minh hảo 400g		
1	29.500	29.500
giấy lau mặt tre lency gói 100 tờ 3 lớp (180 x 120 mm)		
1	7.000	7.000
Phải thanh toán:		**121.100**
Điểm sử dụng:		1.100
Tiền mặt (Đã làm tròn):		120.000

Quý khách có thể in bản sao HĐ VAT tại: hddt.bachhoaxanh.com

Mã tra cứu hóa đơn: 6DB3B2B662

Lưu ý : HĐ VAT chỉ xuất trong ngày; SĐT Góp Ý: 18001067

Cảm ơn Quý Khách hàng đã đồng ý với chính sách xử lý dữ liệu cá nhân của Chúng tôi tại https://www.bachhoaxanh.com/chinh-sach-xu-ly-du-lieu-ca-nhan

Hóa đơn tích điểm cho SĐT ******6592 sau 24h.

A1.3. Research & Development (R&D) Of New Technologies Toward Sustainability

MWG promotes R&D activities to apply technology in operations in a more efficient and environmentally friendly manner. The focus of these initiatives is optimizing resources, reducing costs and limiting risks arising during operations.

One of the typical solutions is the "AI Night Shift Support - Smart Monitoring" model, which supports monitoring and early warning of abnormal situations, thereby reducing dependence on on-site personnel and enhancing system safety. At the same time, artificial intelligence is integrated into internal processes such as recruitment, training, operations and customer service, including an AI chatbot that supports ESG information and internal policy lookup, helping increase productivity and improve user experience.

In addition to digital platforms, MWG deploys technology solutions at points of sale such as electronic price labels, digital sales display devices, and pilot testing of small electric transport vehicles for goods delivery. These initiatives contribute to modernizing the system, optimizing energy use and gradually reducing emissions, in line with the Company's long-term sustainable development orientation.

A1.4. Greenhouse Gas Emissions Management

Scope	Description	2023	2024	2025
Scope 1	Fuel consumption from company-operated vehicles	11,460	40,497	36,257
Scope 2	Electricity consumption for power systems, air conditioning, equipment, offices, etc.	350,452	288,288	257,289
Number of Stores		5,557	5,292	6,225
Tons of CO_2 per store		67.2	62.2	41.3
Total Scope 1 & 2		361,912	328,944	293,546

MWG continues to strengthen GHG emissions management by implementing a low-carbon strategy, expanding the adoption of renewable energy, and optimizing energy efficiency across its operations. These efforts have been recognized as MWG was honored among the **Top 50 Corporate Sustainability Awards (CSA 50) in Vietnam 2025 - the Minimize Carbon Footprint category**, affirming the Company's consistent commitment to emissions reduction and sustainable operations.

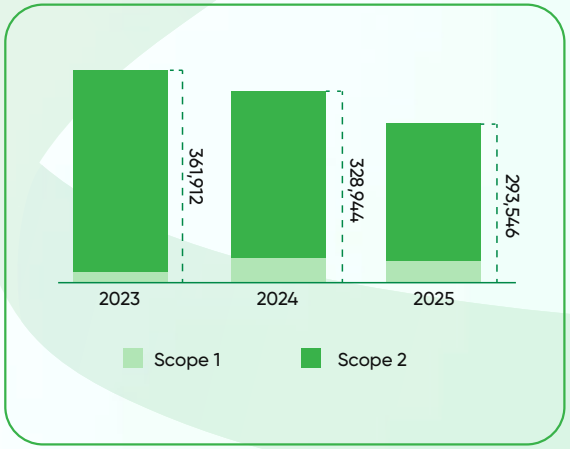
Greenhouse gas emissions are calculated in accordance with ISO 14064-1:2018 and methodologies from the IPCC.

In 2025, MWG focused on operational optimization and restructuring; therefore, the measurement boundary for Scope 3 emissions is still being progressively refined, particularly for emissions sources across the value chain. The Company continues to strengthen data collection and apply internationally recognized tools to improve accuracy in future reporting periods.

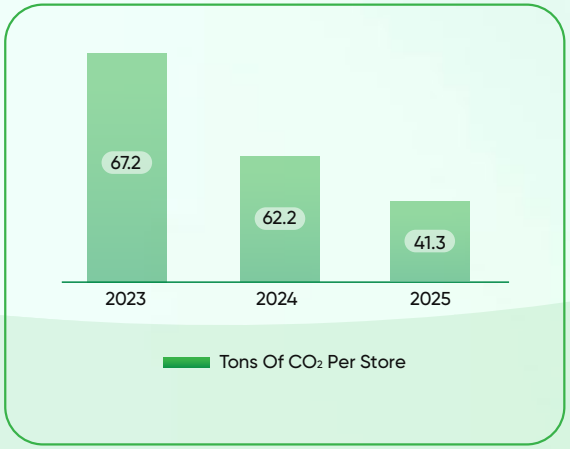
Total Scope 3 emissions recorded for the year amounted to 847,530 tCO_2e, covering the following sources:

- Purchased goods and services
- Waste treatment
- Business travel and employee commuting

TOTAL SCOPE 1 & 2



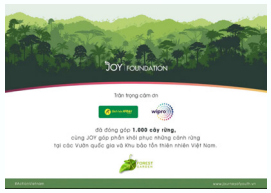
TONS OF CO2 PER STORE



A1.5. Raising Climate Change Awareness

BHX x Wipro Consumer Care Vietnam - "Joining Hands to Green Vietnam's Forests" Project

BHX collaborated with Wipro Consumer Care Vietnam to implement the "Joining Hands to Green Vietnam's Forests" project, organizing a tree-planting activity at Nui Ong Nature Reserve (Binh Thuan) on World Environment Day (June 5, 2025). The program mobilized nearly 40 volunteers to plant 1,000 trees, contributing to increased forest coverage and raising community awareness of environmental protection.



Environmental Protection & Safety Promotion Policy - BHX Recognizes Efficient Drivers

To promote safe, efficient, and environmentally friendly operations, BHX launched the "Efficiency Star" program to recognize outstanding drivers within its logistics system. The program not only honors individual efforts but also incorporates specific criteria such as safe driving, route optimization, fuel efficiency, and contributions to CO_2 emissions reduction.

MWG Enhances Awareness of Sustainable Development & Implements ESG Initiatives

MWG strengthens internal communication through the weekly ESG News bulletin, which provides updates on ESG trends and practices, helping raise sustainability awareness across the entire organization.

Collaborating to Support and Promote ESG Initiatives

MWG x TreeBank - Supporting National Tree Planting Day

MWG Supports Earth Hour

MWG Supports In Earth Day 2025

MWG Supports In World Environment Day 2025

Providing Practical Solutions to Address Air Pollution

In 2025, in response to increasing concerns about air pollution levels, ĐMX strengthened communication campaigns and promotional programs for air purifiers, helping people protect their health against fine dust and high AQI levels, while contributing to mitigating the long-term impacts of air pollution.

A2. Waste Management & Circular Economy

According to recent updates from the World Bank, Vietnam generates more than 3.1 million tonnes of plastic waste annually, with a significant proportion leaking into the marine environment, placing the country among the top five globally for ocean plastic pollution. In the context of increasingly stringent regulatory requirements and rising environmental treatment costs, standardizing responsibility across the value chain has become a critical factor in mitigating legal risks, controlling costs, and protecting long-term profit margins.

At MWG, waste generated is primarily domestic in nature and is classified, collected, and treated in accordance with applicable regulations. The Company complies with regulations on electronic waste management, ensuring proper handling to minimize environmental impacts, while partnering with reputable service providers such as Viet Uc Environment Joint Stock Company for hazardous waste treatment. Building on this foundation, MWG continues to advance circular economy initiatives with a focused approach, strengthening control over e-waste and packaging, while enhancing collaboration with partners to improve treatment efficiency and progressively promote circular practices across the system.

A2.1. Waste and Electronic Waste

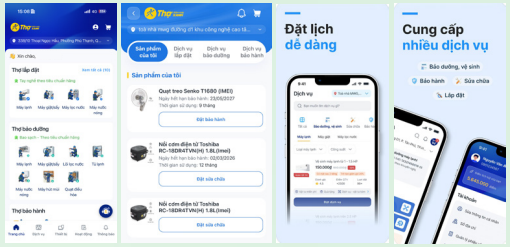
Trade-in Upgrade

The "Trade-in Upgrade" program continued to be implemented in 2025 to promote circular economy practices in the consumer electronics sector. All collected devices are processed in accordance with electronic waste management regulations to minimize environmental impacts.

The program not only helps reduce electronic waste and extend product life cycles but also enables customers to switch to new products through transparent pricing policies and attractive incentives. Through this initiative, MWG promotes responsible consumption while helping customers access new technologies in a convenient and sustainable way.

Product Lifecycle Services

MWG is gradually transitioning from a traditional retail model to a comprehensive service ecosystem, including sales - financing - warranty - maintenance - upgrade. This approach helps build long-term trust, strengthen customer engagement, and position MWG as a preferred brand. A lifecycle-oriented strategy not only enhances customer experience but also extends product lifespans, reduces electronic waste, and creates sustainable long-term value.



ĐMX Pilots an Electronic Waste Collection Program in Hanoi

On August 18, ĐMX launched a pilot electronic waste collection program in Hanoi in collaboration with Vietnam Waste Planning Co., Ltd. The program covers four categories of used household appliances, including televisions, refrigerators, washing machines, and air conditioners.

The initiative is part of a program sponsored by the Ministry of the Environment of Japan, aiming to develop a model for electronic waste collection and treatment in Southeast Asia. Integrating the collection of used appliances into the product delivery process represents one of MWG's initiatives to proactively identify effective solutions for managing electronic waste, while gradually advancing the implementation of a circular economy model.

MWG x REshare

After nearly 10 months of implementation, the "MWG x REshare - Used Clothing Collection Stations" initiative has recorded positive results in promoting the circular economy and reducing textile waste. A total of 2,044 kg of used clothing was collected and processed through a closed-loop lifecycle model, with 58.2% reused, 13.2% recycled, and 28.6% treated through environmentally responsible methods by specialized partners. The initiative helps reduce environmental waste pressure while reinforcing ESG commitments within the Company.

An Khang Pharmacy x Cocoon - "Collecting Empty Bottle"

From May to August 2025, An Khang Pharmacy collaborated with Cocoon to implement a program collecting used cosmetic bottles at 10 collection points, combined with environmentally friendly gift exchange incentives. All collected bottles were either reused or recycled, contributing to plastic waste reduction and promoting the circular economy.

An Khang Pharmacy - Trade-in Program for Asthma Inhalers

During the period March 1 - March 31, 2025, the program encouraged customers to return used inhalers for proper medical waste treatment. Customers received VND 5,000 support for each new inhaler purchased, helping reduce treatment costs while minimizing environmental impacts associated with medical waste.

A2.2. Packaging Management

As a large-scale retail enterprise, MWG recognizes the environmental impacts associated with packaging activities and plastic bag usage. The Company therefore implements a range of coordinated solutions across the system to reduce plastic waste. MWG applies an ERP system to monitor and optimize plastic bag consumption at each store, while also transitioning packaging materials toward more environmentally friendly alternatives. Specifically, 100% of packaging at TGDD and DMX uses recyclable PP plastic; BHX adopts biodegradable bioplastic bags; and TopZone and TGDD Luxury have switched to paper bags. At the same time, TGDD and DMX apply minimalist packaging designs (single-color, single-side printing) to reduce industrial ink usage, lower costs, and promote environmental protection messages.

Building on the "Green Bag" reusable initiative launched in 2024, MWG continues to promote programs aimed at encouraging more sustainable consumer behavior.

Limiting Plastic Bags - BHX Gives Away Reusable Bags

In response to the global Plastic Free July campaign (July 20-31, 2025), BHX launched a program offering one reusable bag to customers with purchases from VND 150,000. With a durable, convenient, and foldable design, the bag serves as an alternative to single-use plastic bags, helping promote green living and encourage responsible consumption habits within the community.

BHX x Colgate - "Recycling Used Toothbrush - Building A Green Future" Program

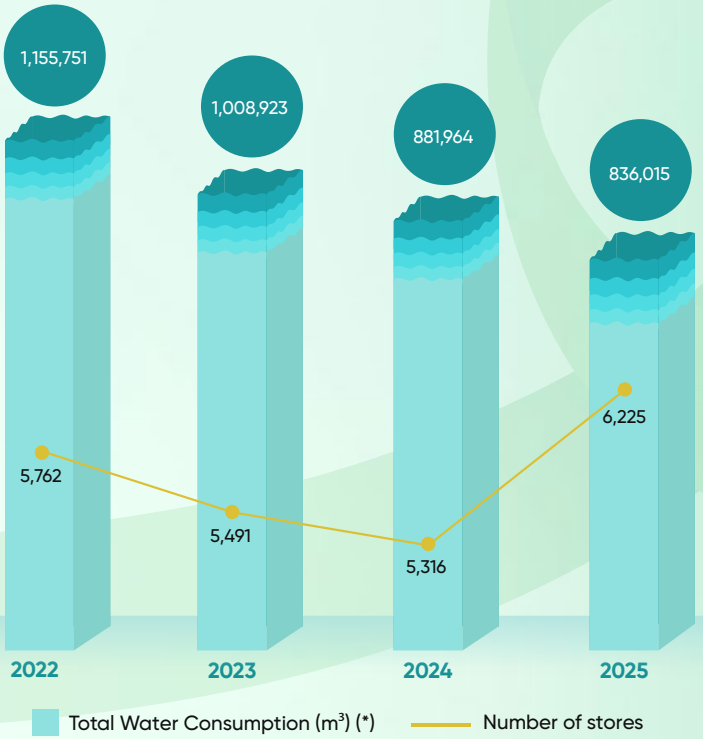
For the second consecutive year, BHX collaborated with Colgate to implement the "Recycling Used Toothbrush - Building A Green Future" program, aiming to reduce plastic waste and promote sustainable consumption habits. Consumers can bring used toothbrushes to BHX stores for collection and receive discounts of up to 40% when purchasing new Colgate toothbrushes.

A2.3. Efficient Water Resource Management & Utilization

MWG is committed to Efficient Water Resource Management & Utilization and compliance with wastewater treatment regulations. Wastewater generated is primarily domestic wastewater and is treated in accordance with environmental standards. In 2025, the Company implemented water-saving initiatives to reduce waste and promote responsible water management across internal operations and the value chain.

RESOURCE MANAGEMENT - OPTIMIZING SUSTAINABLE OPERATIONS

- Water and wastewater management to ensure regulatory compliance and reduce environmental risks.
- Domestic wastewater is treated in accordance with applicable regulations.
- Monitoring water consumption and promoting water conservation.



*The m^3 volume is estimated based on the method using the annual average water price

B. GROWTH: SUSTAINABLE GROWTH & SHARED VALUE CREATION

MWG's Growth strategy is built on balancing business performance with the creation of shared value for customers, employees, partners, and communities. MWG recognizes that sustainable growth is not solely about expanding scale or increasing revenue, but about improving productivity, optimizing operations, and strengthening long-term trust among stakeholders. This approach creates a solid foundation for stable and sustainable development.

Following the issuance of Resolution No. 68-NQ/TW by the Politburo of Vietnam, which identifies the private sector as an important driver of the economy, MWG acknowledges its role in enhancing competitiveness, expanding the retail ecosystem, and developing a high-quality workforce. With this orientation, MWG aims not only to achieve financial performance but also to contribute to economic growth, social progress, and Vietnam's vision of becoming a prosperous nation by 2045.

B1. Product Responsibility & Customer Trust

MWG recognizes product quality and customer experience as fundamental elements across the entire supply chain and as a commitment to customers and stakeholders. The Company has established a quality control system combined with supplier selection standards and periodic supplier evaluations to ensure that products meet requirements for quality, safety, traceable origin, and regulatory compliance before reaching consumers.

The commitment to **"Customer Satisfaction as the No.1 Priority"** is reflected through four core actions:

1. Striving to provide high-quality and safe products for consumers, together with outstanding services to maximize customer satisfaction.
2. Promoting the culture of "Customer Satisfaction as the No.1 Priority" across the organization.
3. Training MWG employees to put themselves in customers' positions, enabling them to provide appropriate, dedicated, and effective product and service recommendations.
4. Regularly organizing customer care programs with practical content to protect customer rights and enhance the value delivered to customers, thereby building long-term and sustainable relationships.

MWG has established processes and policies to assess the impacts of products and services on customer health and safety. This includes risk assessments, quality inspections, and compliance evaluations against international safety and health standards through regular engagement and the supplier management system. The Company continuously improves these processes to minimize risks and ensure compliance with industry standards.

In addition, the Customer Experience Department is responsible for ensuring that all customer inquiries, complaints, and feedback are carefully received and thoroughly addressed. MWG maintains multiple communication channels such as hotlines, email, and customer applications, while transparently publishing policies related to customer rights, warranty, and product return/exchange on the Company's official websites and digital platforms to enhance transparency and consumer trust.

B1.1. Transparency of Product and Service Information

MWG ensures that product information is transparent and accurate, fully complying with regulations on labeling, product origin, and safety guidance. Information is presented consistently at points of sale and across digital platforms, enabling customers to make informed purchasing decisions while strengthening consumer trust.

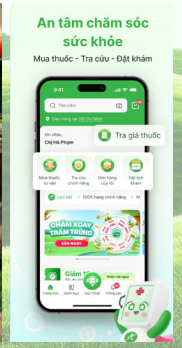
"Responsible Green Tick" Program

The "Responsible Green Tick" is a product identification label applied to items that meet requirements regarding product origin, production processes, and quality standards. Bach Hoa Xanh works closely with suppliers to control product quality from the production stage to store display. Products that meet the required standards are labeled with the "Responsible Green Tick", allowing consumers to easily identify and choose products that are safe and transparent in origin. Starting from June 20, 2025, Bach Hoa Xanh has been authorized by the Ho Chi Minh City Department of Industry and Trade to manage the "Responsible Green Tick" label. This authorization further affirms the Company's role in strengthening product quality control and protecting consumer rights.

An Khang Pharmacy - Transparency in Pharmaceutical Information

An Khang Pharmacy has implemented a drug information lookup system on its website nhathuocankhang.com. By entering the drug name, symptoms, or scanning product packaging or invoices, customers can access detailed information such as safety certifications and product origin, with data continuously updated and referenced from the Drug Administration of Vietnam.

Starting from May 28, 2025, An Khang Pharmacy collaborated with the RAR Center (C06 -Ministry of Public Security) to integrate the An Khang Pharmacy application into the VNeID platform, providing a smarter, more convenient, and secure healthcare experience for citizens. The entire process from prescription issuance and information verification to medication purchase is fully digitized, ensuring accuracy, transparency, and data security based on the national digital identity platform.



Strategic Partnerships to Enhance Customer Experience

During the year, MWG entered into strategic partnerships with reputable brands to provide genuine, high-quality products together with transparent and consistent sales policies across its system. These agreements focus on standardizing product information, product origin, and after-sales services, with customer satisfaction placed at the center.

Through these programs, customers gain access to a wide range of product options along with flexible incentive policies such as 0% interest installment plans, trade-in programs, extended warranty services, and priority access to newly launched products.

B1.2. Responsibility in Product Marketing

MWG conducts communication and marketing activities based on the principles of honesty, transparency, and responsibility. Marketing content is developed in accordance with the characteristics of each customer segment, with particular attention given to sensitive groups such as children, the elderly, and patients, in order to avoid misunderstandings about product functions or encouraging inappropriate consumption behavior. The Marketing team applies content control mechanisms to ensure that promotional information accurately reflects the nature, characteristics, and intended use of products, without using messages, images, or commitments that exceed actual product attributes.

Before publication, product information and marketing materials are reviewed to ensure compliance with legal regulations on advertising, competition, and consumer protection. MWG also maintains a regular monitoring mechanism for communication and marketing activities, while promptly receiving and addressing feedback related to product information. At the same time, the Company continuously improves its content governance processes to enhance transparency, minimize information risks, and strengthen consumer trust, thereby reaffirming MWG's commitment to responsible marketing practices in its business operations.

B1.3. Quality Commitment and Enhanced Customer Experience

"MWG SHOP" E-COMMERCE PLATFORM OPTIMIZING CUSTOMER EXPERIENCE

The MWG Shop application enables customers to easily access transparent information on products and services. Through the application, customers can look up comprehensive details including selling prices, technical specifications, product origin, warranty policies, return and exchange policies, and ongoing promotional programs. At the same time, the application integrates user review and feedback features, allowing customers to share real experiences and provide feedback on product quality. This enhances transparency and helps consumers make more informed purchasing decisions.

DIEN MAY XANH TECHNICIAN

The Dien May Xanh Technician application provides home-based services including repair, installation, cleaning, and warranty support for household electrical appliances. Through the smartphone application, customers can easily schedule service appointments online with just a few simple steps entering their information and selecting the device that requires support, helping save time and enhance convenience in using the service.

"FRESH FOOD PRODUCTS" CONTEST

To promote consumer experiences at BHX, MWG launched the "Cá Lên Mâm - Clip Lên Top" contest. This engaging campaign helps strengthen communication about the quality of fresh food products at BHX, while reinforcing customer trust amid increasing public attention to food safety and hygiene.

AN KHANG PHARMACY AVAILABLE ON MEDPRO

On June 18, 2025, An Khang Pharmacy officially signed a strategic partnership with Medpro, a technology platform supporting smart healthcare appointment booking and services. This marks an important step in the journey toward building a modern, trustworthy, and patient-centered healthcare ecosystem.

MWG X VPBANK: ENHANCING FINANCIAL CONVENIENCE FOR CUSTOMERS

MWG collaborates with Cake by VPBank Digital Bank and VPBank to implement digital financial solutions that enhance access to financial services and improve the shopping experience for customers. Among these solutions, MWG PayLater allows customers to receive online credit limit approval, supporting 0% interest installment payments for up to 12 months, while enabling customers to manage their credit limits directly through the VIP Gifts application.

At the same time, MWG has deployed a payment agency model at more than 3,000 TGDD and ĐMX stores, allowing customers to conduct banking transactions such as cash deposits, withdrawals, transfers, opening VPBank NEO accounts, or registering for credit cards online directly at the point of sale. This initiative contributes to delivering a more convenient, faster, and secure financial experience for customers.

BACH HOA XANH APPLICATION INTEGRATING CONVENIENT SHOPPING EXPERIENCES

BHX has introduced online grocery shopping services to provide customers with a more convenient and flexible shopping experience. Through the BHX application, customers can select from a wide range of products, including fresh food, essential consumer goods, and imported products, while also choosing delivery time slots that best suit their schedules. With an extensive delivery network, BHX commits to on-time delivery and applies a shipping fee refund policy for delayed orders, thereby enhancing customer experience and satisfaction.

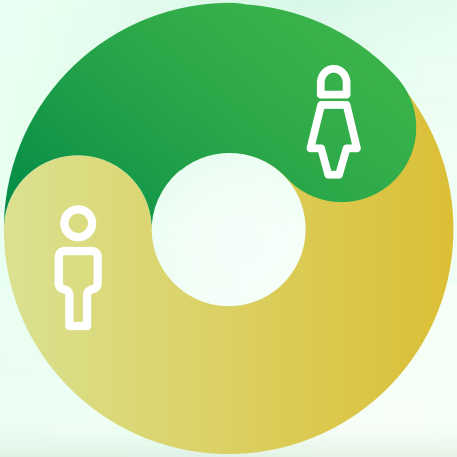
B2. Human Capital Development & Occupational Safety

B2.1. Overview Of Human Resources

At MWG, every individual is respected for who they are. The Company promotes a diverse and inclusive working environment, ensuring fair recruitment, career advancement, and equal treatment, while maintaining zero tolerance for any form of discrimination.

At MWG, we are committed to:

- Ensuring fairness and equality in recruitment, promotion, and compensation.
- Prohibiting discrimination based on gender, age, or ethnicity.
- Prohibiting child labor and forced labor.
- Promoting personal development opportunities for all employees.

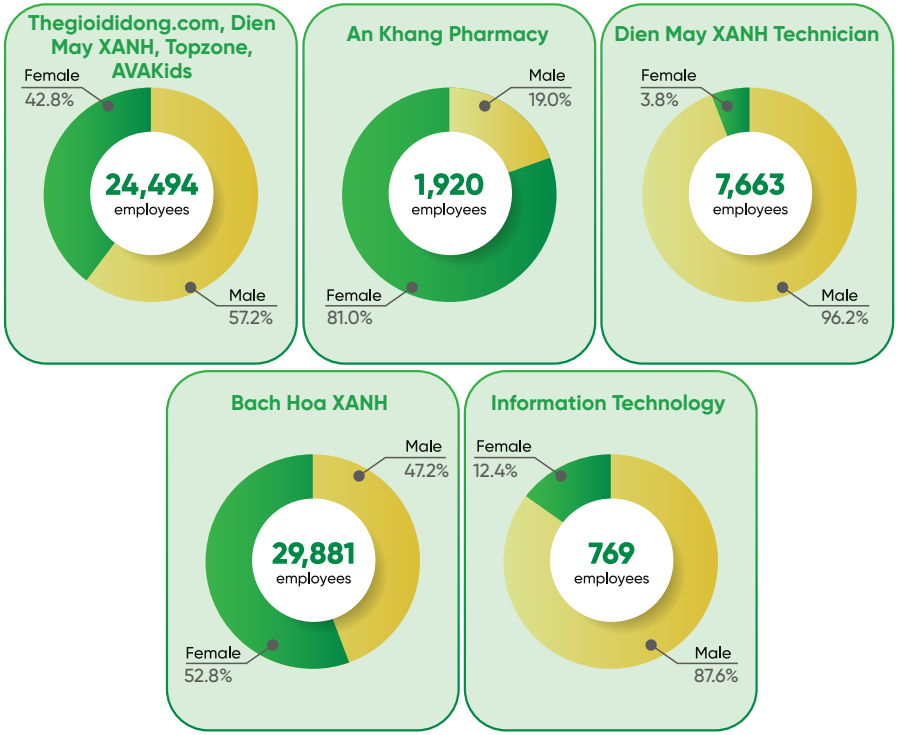


64,727 Total Employees

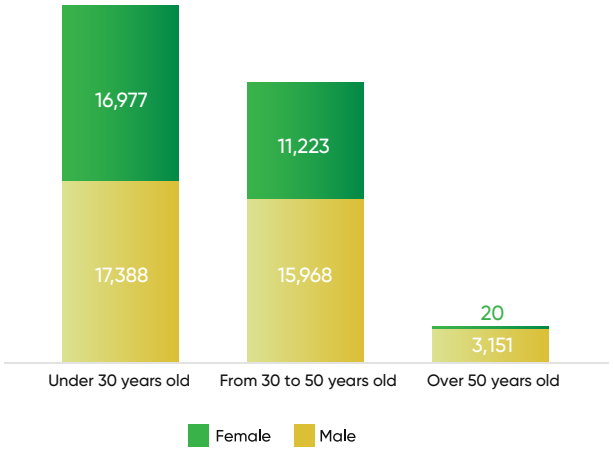
56.4% Male

43.6% Female

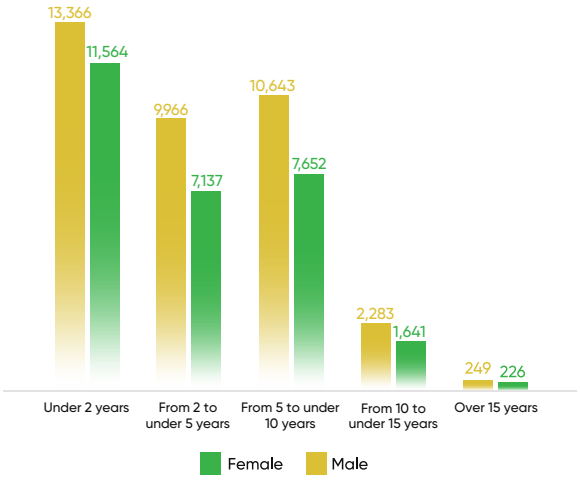
TOTAL EMPLOYEES BY CHAIN



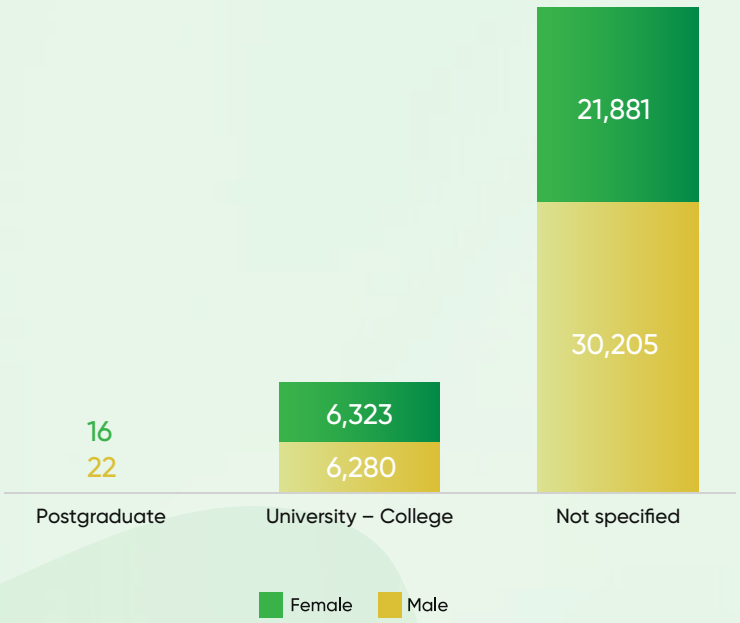
BY AGE GROUP



BY SENIORITY



BY LEVEL OF EDUCATION

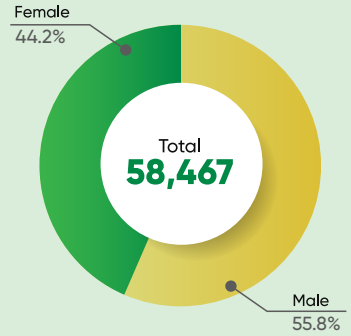


Number Of New Hires In 2025
25,149

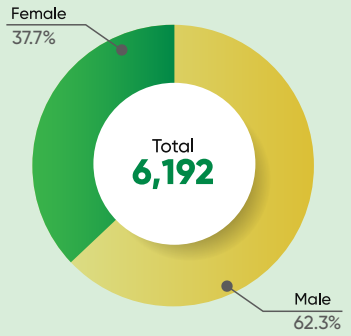
Average Employee Turnover Rate
2.86%

BY JOB LEVEL

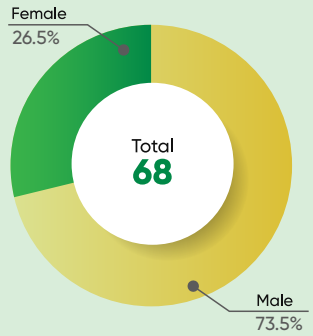
Staff Level



Middle Management Level

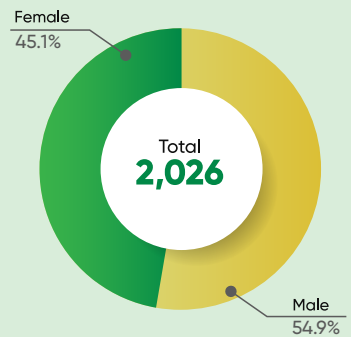


Senior Management Level

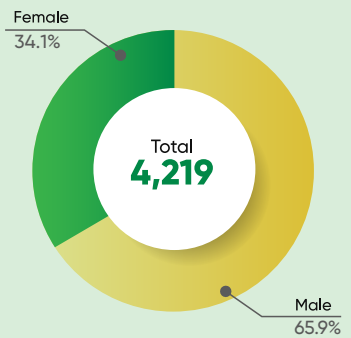


BY MANAGEMENT LEVELS

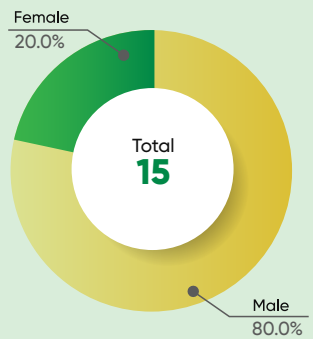
Under 30 Years Old



From 30 To 50 Years Old



Over 50 Years Old



B2.2. Respecting Employee Rights And Ensuring Transparency

MWG ensures transparent and fair human resource management, in compliance with principles of workplace democracy. The Company publicly discloses its labor regulations and disciplinary procedures, while proactively informing employees in advance of any changes that may affect them. This approach helps safeguard legitimate employee rights and strengthens a sustainable human resource foundation.

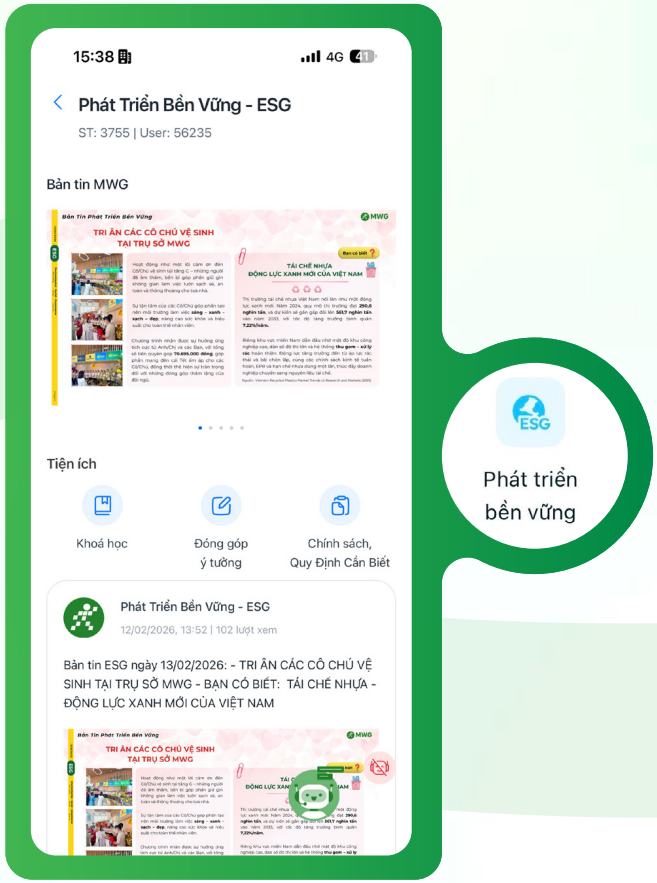
B2.3. Promoting Gender Equality And Women's Empowerment At MWG

MWG is committed to promoting gender equality and empowering women as part of its sustainable development strategy and efforts to build an inclusive workplace. The Company supports the Women's Empowerment Principles (WEPs) developed by UN Women and the UN Global Compact, which provide guidance for businesses in advancing gender equality in the workplace, marketplace, and community. Through this commitment, MWG encourages the development of a fair working environment, respects diversity, and creates equal development opportunities for female employees across the organization.

Alongside policy commitments, MWG also implements various internal activities to recognize and promote the role of women within the Company. On the occasion of International Women's Day (March 8), business units across the system including TGDD, ĐMX, AVA, and An Khang Pharmacy organize engagement and creative activities for employees, contributing to a more connected workplace and honoring the important contributions of female employees to MWG's development.

B2.4. Comprehensive Development Policy & Ensuring Fair Compensation, Benefits, And Rewards Proportionate To Employee Contributions

MWG develops its workforce based on four pillars, Physical, Intellectual, Financial, and Spiritual well-being to ensure that employees remain healthy, capable, fairly rewarded, and engaged for the long term. This approach enables the Company to effectively manage workforce-related risks and opportunities, maintain operational productivity, and create sustainable value for shareholders and stakeholders.



PHYSICAL

- Insurance: health, medical, unemployment, social, and accident insurance
- Preferential access to comprehensive health insurance and employee purchase discounts for staff and their families
- Health-supporting facilities: fitness centers, sports areas, and pickleball courts
- Employee shuttle services

INTELLECTUAL

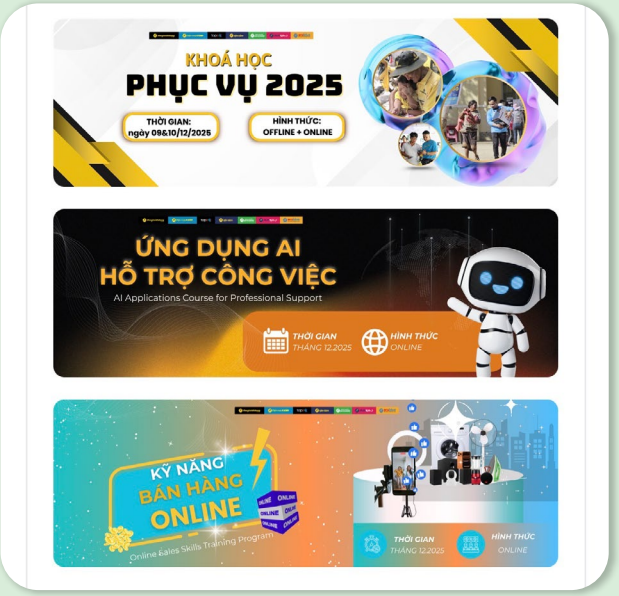
- Onboarding and corporate culture training
- Professional skills training
- Competency development programs based on individual needs
- Training through the E-learning platform
- Leadership development and promotion training
- Employee Conferences and implementation of workplace democracy regulations
- 100% of employees are evaluated based on committed KPIs, with career development pathways defined annually

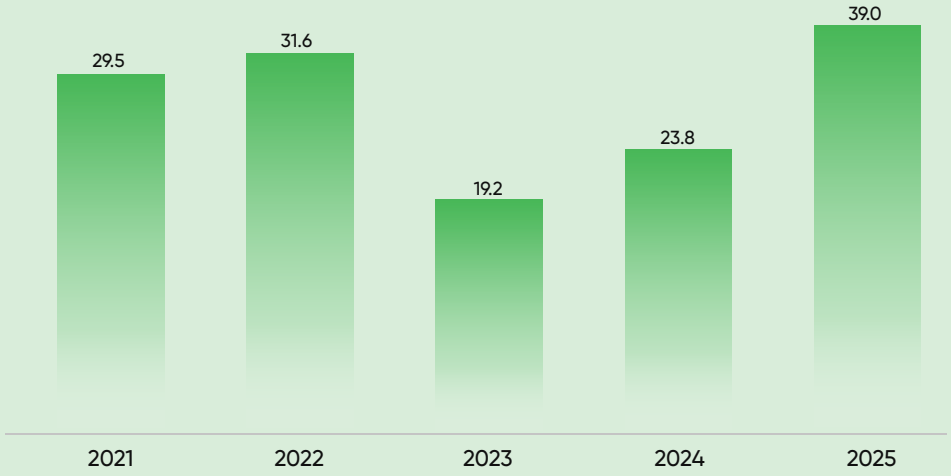
SPIRITUAL

- Troubleshooting Center, a platform for listening to employee feedback and suggestions
- Cultural, artistic, and sports activities
- Gifts for birthdays, weddings, and special occasions such as the International Day of Happiness
- Gifts for employees' children on occasions such as International Children's Day (June 1), Mid-Autumn Festival, and academic achievements
- Gifts for female employees on International Women's Day (March 8) and Vietnamese Women's Day (October 20)
- The Life at MWG platform enabling employees to connect, learn, and stay updated on company information
- Company trips and team-building activities

FINANCIAL

- Employee Stock Ownership Plan (ESOP) policies for employees
- Performance-based incentives (KPIs, productivity, service quality, etc.)
- Seniority policies and timely recognition of individual and team contributions
- Maternity support, including pre-birth leave with 50% salary (as stipulated in the Collective Labor Agreement) and flexible working arrangements to support childcare
- Retirement allowances
- Flexible working policies





*WORKING HOURS DO NOT INCLUDE TRAINING COURSES ON PROFESSIONAL KNOWLEDGE, SKILLS, AND IN-STORE OPERATIONAL PROCEDURES.

B2.5. Occupational Health & Safety

MWG encourages employees to proactively contribute to a safe and healthy working environment by complying with occupational safety regulations, maintaining a clean workplace, and promptly reporting potential risks. Employees are required to participate in safety training programs, adhere to operational and professional conduct standards, and maintain zero tolerance for harassment or the use of prohibited substances in the workplace.

PRINCIPLES OF OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

- Awareness Raising & Training
- Risk Assessment & Hazard Control
- Monitoring, Reporting & Incident Management
- Improving Working Conditions & Employee Health Care

COMMUNICATION ON OCCUPATIONAL HEALTH AND WELLNESS BENEFITS

Organizing Activities and Programs to Enhance Safety, Health, and Engagement

MWG places strong emphasis on promoting both the physical and mental well-being of employees while strengthening workplace engagement through a variety of sports and wellness activities throughout the year. Notable initiatives include:

- **"Pickleball - MWG Strong" Tournament:** An internal competition organized by the Trade Union, providing a platform to enhance physical fitness, strengthen team spirit, and foster collaboration among departments.
- **Internal Badminton Tournament:** Attracting wide participation from employees, with competition rounds progressing from elimination matches to Quarterfinals, Semifinals, and Finals, promoting a spirit of healthy competition and unity.
- **MWG Runner - "Outstanding Finish":** An online running event celebrating the Group's 21st anniversary, with 1,604 participants, 174 teams formed, a total of 18,714 running hours, and 154,651 km recorded, encouraging endurance training and personal achievement.
- **Encouraging Regular Exercise:** Providing gym facilities and encouraging employees to maintain active and healthy lifestyles.

Effective Consultation Workshop for Cardiovascular-Metabolic Patients

On May 7, 2025, An Khang Pharmacy, in collaboration with Novartis, organized a scientific workshop titled "Effective Consultation for Cardiovascular-Metabolic Patients." The event aimed to enhance pharmacists' professional capabilities and standardize the quality of patient consultation, thereby supporting more effective and sustainable management of cardiovascular and metabolic conditions.

Updating Knowledge on Occupational Safety and Fire Prevention under New Regulations

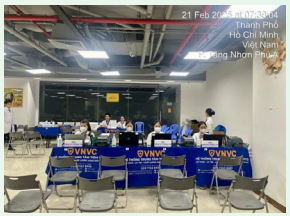
MWG organizes regular training programs on occupational safety and fire prevention and fighting in accordance with updated legal regulations. Employees are equipped with basic occupational safety knowledge and receive further specialized training based on their specific roles, including fire prevention and firefighting skills and the use of protective equipment, to enhance their ability to prevent and respond to emergency situations in the workplace.

Leg Vein Screening Program at MWG Headquarters

On May 29, MWG organized a free leg vein screening program for employees at its headquarters, including medical examinations, ultrasound screening, and specialist consultations. The program attracted hundreds of employees, reflecting the growing demand for workplace health care. At the same time, An Khang Pharmacy, in collaboration with the Ho Chi Minh City Venous Association, conducted surveys and provided in-depth consultations for internal staff. This initiative contributes to improving employee health and reinforces the Group's long-term commitment to employee well-being.

MWG Organizes Influenza Vaccination Program at Headquarters

With a commitment to supporting the well-being and health of its employees, the MWG Trade Union organized an influenza vaccination program at the headquarters in partnership with VNVC. The program received strong participation with more than 800 employees taking part. The Trade Union also provided partial financial support for the vaccination cost, accompanying employees in protecting their health while contributing to the shared goal of sustainable growth and development toward 2027.



B3. Information Security & Data Protection

Amid rapid digital transformation, information security and data protection have become fundamental priorities for businesses, and are increasingly emphasized by the State through regulations such as the Law on Cybersecurity and the Law on Personal Data Protection. MWG fully recognizes the importance of this issue and affirms that personal data is an asset belonging to each individual. The Company is committed to respecting and implementing necessary measures in accordance with legal regulations to protect the personal data of employees, customers, and partners.

INFORMATION SECURITY PRINCIPLES

All information and documents generated during work at the Company are the property of MWG and are managed under strict control mechanisms. Such information may only be used for assigned tasks or work-related purposes, in compliance with legal regulations and internal policies. Any use beyond the authorized scope or transfer to third parties without approval is strictly prohibited.

The collection, processing, storage, and use of data must comply with the following principles:

Legality Principle: Comply with legal regulations and internal policies; unauthorized copying, collection, or storage of customer and employee data is strictly prohibited.

Purpose Limitation Principle: Data may only be used for legitimate, approved purposes within the scope of assigned responsibilities.

Data Quality Principle: Ensure data accuracy, completeness, and continuous updates throughout the data lifecycle.

Information Security Principle: Protect data confidentiality, control access, and prevent information leakage or unauthorized dissemination.

Governance Principle: Apply centralized governance under standardized frameworks, restrict unauthorized use, and ensure accountability throughout the entire data lifecycle.

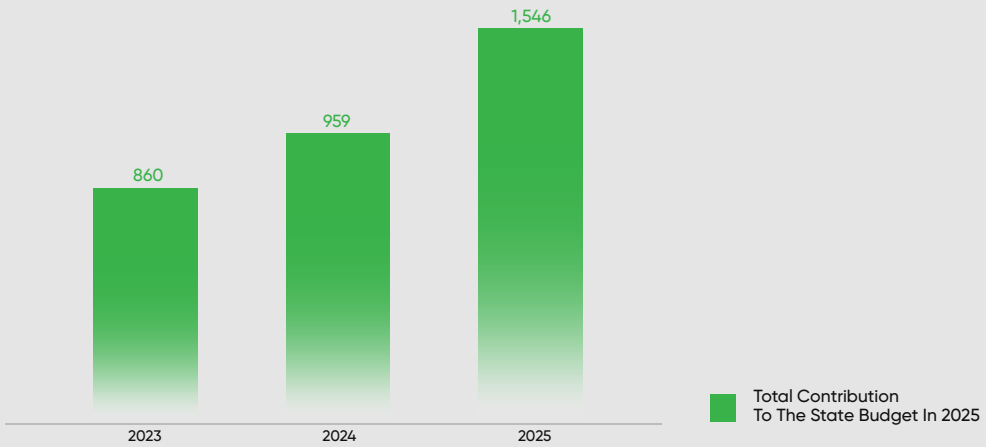
DATA PROTECTION SOLUTIONS AT MWG

- **Application of advanced cybersecurity technologies:** MWG implements a multi-layer security model (SOC, Firewall, Antivirus, EDR) to monitor and prevent cybersecurity risks in real time, ensuring data security and integrity. At the same time, core IT systems including ERP, CRM, e-commerce platforms, BI, and POS systems are centrally operated to enhance control and governance efficiency.
- **Training and raising awareness of information security among employees:** MWG organizes workshops on the Personal Data Protection Law in collaboration with A05 -Ministry of Public Security, helping executives and managers better understand legal requirements and proper data handling procedures. In addition, the Systems -IT Department, in partnership with HPT Information Technology Services JSC, conducts Information Security Awareness training focusing on risk management, access control, infrastructure and application security, and incident response skills.

- **Strengthening transparency, collaboration, and compliance commitments:** MWG publicly discloses its data protection policies across official channels, particularly on the Investor Relations portal. The Company also collaborates with reputable cybersecurity organizations and participates in the National Cybersecurity Association to strengthen system defense capabilities. 100% of employees sign commitments to protect personal data and strictly comply with the Company's information security regulations.

B4. Economic Impact & Social Responsibility

Total Contribution to the State Budget in the Year



MWG Included in the SDG2000 List of the World's Most Influential Companies

The list is assessed by the World Benchmarking Alliance (WBA) and identifies companies that play a significant role in shaping the future of economic and social systems through their impact on markets, value chains, and stakeholders.

The SDG2000 list particularly emphasizes the responsibility of businesses in contributing to the 17 SDGs, ranging from climate action and gender equality to transparent governance and inclusive growth.

TGDD at the Vietnam - Indonesia Economic Forum

TGDD was honored to represent the Vietnamese business community, accompanying General Secretary Tô Lâm and the high-level Vietnamese government delegation at the Vietnam - Indonesia High-Level Economic Forum.

At the forum, TGDD and Erajaya highlighted a key milestone with the signing of a Memorandum of Understanding for a USD 50 million investment, reaffirming a shared strategic vision and commitment to expanding cooperation and development through 2027.

B4.1. MWG People For The Community

AVAKids Smile Fund Supports An Additional 550 Cleft Lip Cases (2025–2030)

During 2022-2025, the AVAKids Smile Fund sponsored 550 cleft lip and palate surgeries for children with a total budget of VND 5.5 billion. The Fund has also committed to supporting an additional 550 surgeries during 2025–2030, bringing the total number of supported cases to 1,100, reaffirming MWG's long-term commitment to community healthcare.

MWG Trade Union Rewards 2,500 Employees' Children with Outstanding Academic Achievements

The MWG Trade Union completed a nationwide program recognizing the academic achievements of employees' children across the country.

- Total support provided to employees across five chains: more than VND 600 million.
- Number of beneficiaries: more than 2,500 students (including those achieving excellent academic performance at district, provincial/ city, and national levels).

TGDD And Thanh Nien Newspaper Support Disadvantaged Freshmen

On October 3, 2025, TGDD signed a cooperation agreement with Thanh Nien Newspaper to implement a VND 550 million scholarship program supporting disadvantaged freshmen and students orphaned due to COVID-19.

A total of 41 scholarships were awarded, including:

- 14 special scholarships valued at VND 20 million each (cash and laptop).
- 27 standard scholarships valued at VND 10 million each (cash).

TGDD Launches The "Outstanding" Scholarship Fund Worth VND 1.5 Billion

In 2025, TGDD launched the "Outstanding" Scholarship Fund with a total budget of VND 1.5 billion to support top scorers in the national high school graduation examination.

Each scholarship is valued at VND 50 million, including VND 10 million in cash and VND 40 million worth of AI-integrated technology devices with a five-year Microsoft Office license.

Blood Donation Program – "A Drop of Blood, A Million Loves"

MWG organized blood donation programs at its headquarters, attracting more than 330 employees.

- April 17: 142 participants contributed 125 blood units.
- October 16: an additional 190 participants.

Charity Activities In Mo Cay, Ben Tre

On March 26, MWG provided VND 54 million in financial assistance to 27 disadvantaged households, contributing to strengthening local social welfare.

BHX Implements The "Sharing Love" Program In Central Vietnam

Following severe flooding in Thua Thien Hue and Quang Nam, BHX implemented community support initiatives across 20 stores, distributing 4,000 essential gift packages (200 packages per store).

The program also applied price stabilization policies and promotional discounts to help residents quickly stabilize their daily lives.

An Khang Pharmacy Provides Free Skin Care Products To Flood-Affected Communities

With the aim of supporting flood-affected communities, on November 27 - 28, An Khang Pharmacy distributed hundreds of skin care products at selected pharmacies in Nha Trang and Phu Yen.

The products help relieve fungal infections and dermatitis and improve skin health after prolonged exposure to floodwaters. The initiative aims to encourage affected residents to regain stability and return to normal, healthy daily life with renewed optimism.

B4.2. Initiatives Promoting Community Health

Community Deworming Program With An Khang Pharmacy

Implemented nationwide across the An Khang Pharmacy network, the program provided thousands of free deworming doses and direct consultations to tens of thousands of people.

Sensitive Skin Care Workshop With An Khang Pharmacy And Cocoon

On July 17, 2025, An Khang Pharmacy partnered with the vegan beauty brand Cocoon to organize the workshop "Sensitive Skin Care from Hau Giang Lotus" at the company office.

The event provided scientific skin care knowledge, product experience opportunities, and interactive exchanges, with total gifts valued at VND 60 million, contributing to raising awareness and promoting comprehensive health care for employees.

MWG Implements Voluntary Health Insurance And Social Insurance Services

MWG introduced services supporting the registration and distribution of voluntary health insurance and social insurance across the TGDD and ĐMX nationwide store networks, helping expand access to healthcare security, particularly in areas with limited access to public services.

An Khang Pharmacy Joins The "Pink Hat Day - For The Ones We Love" Event

An Khang Pharmacy partnered with the Vietnam Breast Cancer Network (BCNV) in the annual fundraising run supporting breast cancer patients, attracting thousands of participants nationwide.

An Khang Pharmacists Join "Hair Donation - Spreading Hope" Campaign

From September 25 to October 27, 2025, the campaign was implemented in collaboration with the Vietnam Breast Cancer Network, mobilizing community participation and internal pharmacists to support cancer patients.

An Khang Pharmacy Supports A80 Military Personnel

An Khang Pharmacy organized visits and support activities for A80 unit soldiers in Hanoi, donating 300 Pharmaton Energy Fizzi products.

Pregnancy Care Seminar - "Strong Start For Your Baby" (AVAKids x Friso)

On November 15, 2025, AVAKids partnered with Friso to organize a seminar for expecting mothers at Luxury Palace, Ho Chi Minh City.

The event offered opportunities to meet leading experts in pregnancy care and nutrition, along with meaningful gifts supporting mothers throughout their pregnancy journey.

"Healthy Rainy Season Tips" Program With An Khang Pharmacy And Abbott

Starting September 15, 2025, An Khang Pharmacy partnered with Abbott Healthcare Vietnam to implement the program "Healthy Rainy Season Tips" across 78 pharmacies in Ho Chi Minh City, combining health education on flu prevention and distributing 1,000 raincoats to participating customers.

B4.3. Promoting Innovation, Workforce Quality And AI Adoption

MWG identifies innovation and technology adoption as key drivers for enhancing workforce quality and long-term competitiveness. The Group collaborates with and sponsors technology initiatives such as the Innovation Forum at Saigon Hi-Tech Park, promoting research and digital solutions, particularly artificial intelligence (AI).

MWG also organizes large-scale technology programs such as "AI Festival" and actively integrates AI into operational practices, from management and training to customer service, helping improve efficiency and optimize costs. In addition, the Company works with partners to organize scientific seminars and professional training programs to enhance capabilities for employees and students, fostering a culture of learning and innovation while preparing the workforce for long-term digital transformation.

An Khang Pharmacy And Abbott Organize Scientific Seminar

Aligned with its mission of "10-Point Healthcare", An Khang Pharmacy, in collaboration with the Vietnam Pharmaceutical Association and Abbott Healthcare Vietnam, organized a scientific seminar aimed at enhancing pharmacists' consultation capabilities regarding pediatric sore throat treatment and daily contraception solutions, contributing to standardized healthcare services at retail points.

Future Pharmacist Program 2025

On June 2, 2025, An Khang Pharmacy launched the "Future Pharmacist Program" for second-year pharmacy students at Nam Sai Gon Polytechnic College, providing practical internship exposure and professional development opportunities to support sustainable healthcare workforce development.

An Khang Pharmacy Expands Training And Career Opportunities For Pharmacy Students Nationwide

On July 14, 2025, An Khang Pharmacy signed cooperation agreements with eight universities and colleges to implement the "Future Steps - 10 Points Pharmacist" program, enabling pharmacy students to participate in free internships at nearly 350 GPP-standard pharmacies nationwide.

An Khang Pharmacy x MIMS Vietnam - Elevating Vietnamese Pharmacists

An Khang Pharmacy signed a strategic cooperation agreement with MIMS Vietnam to standardize pharmaceutical knowledge and enhance pharmacists' consultation quality through access to standardized medical databases.

C.GOVERNANCE: TRANSPARENT CORPORATE GOVERNANCE

In 2025, the State Securities Commission of Vietnam introduced the Corporate Governance Handbook 2025, incorporating the latest legal updates and the G20/OECD Principles of Corporate Governance (2023). The handbook emphasizes the responsibilities of enterprises and boards of directors in relation to sustainable development, risk management, stakeholder protection, and the disclosure of material information, including both financial and non-financial data. These directions contribute to strengthening transparency, enhancing market discipline, and reinforcing investor confidence, particularly among institutional and international investors.

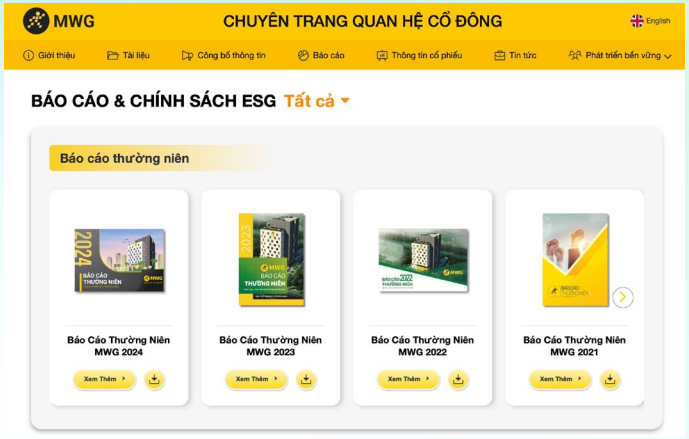
MWG believes that transparent corporate governance is a fundamental pillar for sustainable development and long-term competitiveness. The Company maintains a governance system that emphasizes compliance, integrity, and transparency, while proactively aligning with international standards and practices. Through this approach, MWG aims to balance the interests of shareholders, customers, partners, and communities, thereby building a solid foundation for long-term growth.

For more details, please see the 2025 Corporate Governance Report here: https://mwg.vn/eng/policy-and-report

C1. Business Ethics & Compliance Management

Information Transparency & Protection of Shareholder Rights - Hybrid AGM at MWG

To enhance transparency in both financial (IR) and non-financial (ESG sustainability) information, MWG has upgraded several features to ensure timely and continuous updates for shareholders. Notably, the Sustainability (ESG) webpage at www.mwg.vn provides comprehensive information, including ESG News, Featured Projects, Sustainability Milestones & Achievements, and ESG Reports & Policies. MWG also maintains channels to continuously receive feedback and recommendations from stakeholders regarding its sustainability journey.



Compliance Management & Monitoring System

- MWG is committed to maintaining a transparent and fair business environment, with zero tolerance for fraud, corruption, bribery, or conflicts of interest.
- All MWG employees and partners are required to comply with business ethics standards and codes of conduct from the moment a partnership is established and contracts are signed. The Company encourages the reporting of violations through confidential channels and commits to protecting whistleblowers while addressing cases consistently and strictly in accordance with regulations.

Dedicated Governance Structure

- Audit Committee: Oversees and addresses compliance-related matters.
- Legal Department and Human Resources & Administration Division: Ensure the implementation and maintenance of Codes of Conduct and Business Ethics standards.
- Internal Audit: Conducts periodic inspections and reviews to detect and prevent violations.

Policies & Regulations

- MWG Labor Regulations and Code of Conduct.
- Policies and commitments regarding anti-corruption, fraud prevention, and conflict-of-interest management.
- Transparent mechanisms for receiving and resolving complaints and allegations, ensuring objective and comprehensive investigations.
- Whistleblower protection policy: MWG commits to protecting the confidentiality and safety of whistleblowers.

Reporting Channels & Whistleblower Protection

- Hotline: 02432 080 999.
- Email for reporting concerns: mwgcode@thegioididong.com.
- “HR Center” internal app: handled 5,959 inquiries in 2025.
- Employees may also report directly to supervisors, the Trade Union, or submit written feedback to MWG headquarters.

C2. Responsible Supplier & Partner Management

MWG recognizes that responsible supplier management is not only a compliance requirement but also a foundation for building a sustainable, transparent supply chain that creates long-term shared value. The Company integrates ESG factors into supplier selection, screening, evaluation, and monitoring processes to ensure that products meet standards for quality, safety, and environmental and social responsibility.

In addition to risk management, MWG works closely with suppliers, particularly domestic farmers and manufacturers to deliver safe products to consumers while contributing to improved incomes and sustainable livelihoods. MWG aims to serve as a stable and efficient distribution channel for capable partners who comply with business ethics standards, thereby strengthening long-term partnerships across the value chain.

Through this approach, which combines rigorous oversight with collaborative development, MWG seeks to build a responsible supply chain, enhance shared value, and safeguard its brand reputation over the long term.

SUPPLY CHAIN MANAGEMENT APPROACH

MWG implements a five-step process to ensure responsible supply chain operations and effective risk control:

1. Supplier Selection:

Suppliers are evaluated based on operational capability, product quality, supply capacity, and compliance standards.

2. Risk Screening:

A multi-dimensional assessment mechanism is applied using internal data, cooperation history, media information, feedback from customers and regulatory authorities, combined with random inspections to identify potential risks.

3. Risk Assessment & Classification:

Suppliers are required to provide legal documentation, certifications, and compliance records. Based on this information, suppliers are classified according to risk levels to determine appropriate monitoring frequency.

4. Control & Corrective Action Plans:

MWG conducts quality control and testing when necessary, and develops clear corrective action plans with defined timelines for suppliers identified as high-risk. In cases where improvements are not achieved, MWG may suspend or terminate cooperation.

5. Supplier Development:

MWG shares sustainability practices, improvement guidelines, and monitoring mechanisms to support partners in enhancing capabilities, meeting ESG requirements and aligning with MWG's long-term development strategy.

PART 7: BOARD OF DIRECTORS' ASSESSMENT ABOUT SUSTAINABILITY

The BoD considers 2025 a significant step forward in integrating ESG factors into the Group's strategy and operations. Amid increasing expectations for transparency and governance, MWG has continued to strengthen its governance framework, enhance information disclosure, and implement various initiatives to improve resource efficiency, reduce environmental impacts, and promote circular economy practices. At the same time, MWG remains committed to fostering a diverse, equitable, and safe working environment for employees, while carrying out numerous programs that contribute positively to the community.

Looking ahead, the BoD will continue to oversee the implementation of key ESG priorities, including climate risk management, the development of a responsible supply chain, and the enhancement of corporate governance standards. MWG is committed to further improving its measurement and disclosure systems in line with international practices, thereby strengthening the foundation for sustainable development and creating long-term value for shareholders, customers, and society.

PART 8: APPENDIX

A. INFORMATION ABOUT REPORT

The 2025 Sustainability Report is prepared based on the GRI Standards issued by **the Global Reporting Initiative (GRI)**. The Report also takes initial steps to integrate disclosure requirements under **the ISSB Sustainability Disclosure Standards, including IFRS S1 and IFRS S2**. This approach aims to enhance transparency, strengthen the linkage between ESG information and financial information, and improve the consistency, comparability, and usability of ESG disclosures for capital markets and stakeholders.

The Report covers the activities of MWG and its consolidated subsidiaries, consistent with the scope of the consolidated financial statements. Data presented in the Report covers the period **from January 01, 2025 to December 31, 2025.**

The objective of the Report is to provide comprehensive information on how MWG governs, implements, and creates value through ESG activities in 2025. It also illustrates how ESG factors are integrated into the Company's operations, risk management, and long-term development orientation. The Report focuses on material ESG topics, clarifying the impacts, risks, and opportunities that may affect MWG's operational performance, cash flows, and enterprise value in the short, medium, and long term. The Report was published on the MWG website (www.mwg.vn) on **March 26, 2026**. For any inquiries or feedback regarding the Report, please contact via email at **esg@thegioididong.com**

B. GRI, ISSB INDEX

Statement of Use	Mobile World Investment Corporation has reported the information cited in this GRI Content Index for the period from 01 January 2025 to 31 December 2025, with reference to the GRI Standards, in combination with ISSB, IFRS 1 and IFRS 2.
GRI 1 Used	GRI 1: Foundation 2021

GRI Criteria		Page	IFRS S1 & S2
GRI Standard / Other Source	**Disclosure**		
GRI 2	**Disclosure of information according to common standards**		
2-1	Organizational details	68, 12 - 15	S1 20 - 21
2-2	Entities included in the organization's sustainability reporting	12 - 15	S1 20 - 21
2-3	Reporting period, frequency and contact information	62	S1 83 - 86
2-4	Restatements of information	20	S1 82
2-6	Activities, value chain and other business relationships	12 - 15	S1 31 - 32
2-7	Employee	47 - 48	S1 31 - 32
2-9	Governance structure and composition	19, 54 - 55 (Annual Report)	S1 25 - 28
2-10	Nomination and selection of the highest governing body	56 - 60 (Annual Report)	S1 25 - 28
2-11	Chair of the highest governing body	19, 54 - 55 (Annual Report)	S1 25 - 28
2-12	Role of the highest governance body in overseeing the management of impacts	21	S1 25 - 28
2-13	Delegation of responsibility for managing impacts	21	S1 25 - 28
2-14	Role of the highest governance body in sustainability reporting	21	S1 25 - 28
2-15	Conflict of interest	66 - 68 (Annual Report)	S1 25 - 28
2-16	Communication of critical concerns	18 - 19 58 - 60	S1 25 - 28
2-17	Collective knowledge of the highest governance body	54 - 55 (Annual Report)	S1 25 - 28
2-18	Evaluation of the performance of the highest governance body	66 - 69 (Annual Report)	S1 25 - 28
2-19	Remuneration policy	60 - 61 (Annual Report)	S1 25 - 28
2-20	Process for determining remuneration	60 - 61 (Annual Report)	S1 25 - 28
2-22	Statement on sustainable development strategy	22 - 23	S1 27 - 28
2-23	Policy commitments	17	S1 27 - 28
2-24	Embedding policy commitments	17 -21	S1 27 - 28

GRI Criteria		Page	IFRS S1 & S2
GRI Standard / Other Source	Disclosure		
GRI 2	**Disclosure of information according to common standards**		
2-25	Processes to remediate negative impacts	24 - 25	S1 27 - 28
2-26	Mechanisms for seeking advice and raising concerns	18 - 19, 21, 59	S1 27 - 28
2-27	Compliance with laws and regulations	58 - 59	S1 27 - 28
2-28	Membership Association	18 - 19	S1 27 - 28
2-29	Approach to stakeholder engagement	18 - 19	S1 27 - 28
2-30	Collective bargaining agreements	49 - 51	S1 27 - 28
GRI 3	**Material Topics**		
3-1	Process to determine material topics	20	S1 57 - 58
3-2	List of Material topics	20	S1 57 - 58
3-3	Management of Material topics	20 - 25	S1 45 - 46
GRI 203	**Indirect Economic Impact**		
203-1	Infrastructure investments and services supported	41 - 57	
203-2	Significant indirect economic impact	41 - 57	S1 45 - 46
GRI 205	**Anti-corruption**		
205-1	Operations assessed for risks related to corruption	59 - 60	S1 45 - 46

GRI Criteria		Page	IFRS S1 & S2
GRI Standard / Other Source	Disclosure		
GRI 205	**Anti-corruption**		
205-2	Communication and training about anti-corruption policies and procedures	47, 59 - 60	S1 45 - 46
GRI 302	**Energy**		
302-1	Energy consumption within the organization	29 - 33, 35, 40	S2 21 - 23
302-3	Energy intensity	35, 40	S2 21 - 23
302-4	Reduction of energy consumption	29 - 33, 35, 40	S2 21 - 23
302-5	Reductions in energy consumptions of products and services	29 - 33, 35	S2 21 - 23
GRI 305	**Emissions**		
305-1	Direct (scope 1) GHG emissions	35	S2 29 - 31
305-2	Energy indirect (scope 2) GHG emissions	35	S2 29 - 31
305-3	Other indirect (scope 3) GHG emissions	35	S2 29 - 31
305-4	GHG emissions intensity	35	S2 29 - 31
305-5	Reduction of GHG emissions	29 - 33, 35	S2 29 - 31
GRI 306	**Effluents and Waste**		
306-1	Waste generation and significant waste-related impacts	37 - 39	S1 45 - 46
306-2	Management of significant waste-related impacts	37 - 39	S1 45 - 46

GRI Criteria		Page	IFRS S1 & S2
GRI Standard / Other Source	Disclosure		
GRI 306	**Effluents and Waste**		
306-3	Significant spills	37 - 39	S1 45 - 46
306-4	Waste diverted from disposal	37 - 40	S1 45 - 46
306-5	Waste directed to disposal	37 - 40	S1 45 - 46
GRI 308	**Supplier Environmental Assessment**		
308-1	New suppliers that were screened using environmental criteria	60	S1 45 - 46
308-2	Negative environmental impacts in the supply chain and actions taken	60	S1 45 - 46
GRI 401	**Employment**		
401-1	New employee hires and employee turnover	48	S1 31 - 32
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	50	S1 31 - 32
401-3	Parental leave	50	S1 31 - 32
GRI 402	**Labor/Management Relations**		
402-1	Minimum notice period for changes in operations	49	S1 31 - 32
GRI 403	**Occupational Health And Safety**		
403-1	Occupational health and safety management system	51	S1 31 - 32
403-2	Hazard identification, risk assessment and incident investigation	51	S1 31 - 32

GRI Criteria		Page	IFRS S1 & S2
GRI Standard / Other Source	Disclosure		
GRI 403	**Occupational Health And Safety**		
403-3	Occupational health services	50 - 52	S1 31 - 32
403-4	Worker participation, consultation and communication on occupational health and safety	51 - 52	S1 31 - 32
403-5	Worker training on occupational health and safety	51 - 52	S1 31 - 32
403-6	Promotion of worker health	51 - 52	S1 31 - 32
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	51	S1 31 - 32
403-8	Workers covered by an occupational health and safety management system	51	S1 31 - 32
403-9	Work-related injuries	51	S1 31 - 32
GRI 404	**Education and training**		
404-1	Average hours of training per year per employee	51	S1 31 - 32
404-2	Programs for upgrading employee skills and transition assistance programs	50 - 52	S1 31 - 32
404-3	Percentage of employees receiving regular performance and career development reviews	50	S1 31 - 32
GRI 405	**Diversity and Equal Opportunity**		
405-1	Diversity of governance bodies and employees	47 - 48	S1 25 - 28
GRI 406	**No discrimination**		
406-1	Incidents of discrimination and corrective actions taken	47, 59	

GRI Criteria		Page	IFRS S1 & S2
GRI Standard / Other Source	Disclosure		
GRI 407	**Freedom of association and collective bargaining**		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	47 - 50	
GRI 408	**Child Labor**		
408-1	Operations and suppliers at significant risk for incidents of child labor	47	
GRI 409	**Forced or Compulsory Labor**		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	47	
GRI 413	**Local Communities**		
413-1	Operations with local community engagement, impact assessments, and development programs	38 - 39 55 - 56	S1 45 - 46
GRI 414	**Supplier Social Assessment**		
414-1	New suppliers that were screened using social criteria	60	
414-2	Negative social impacts in the supply chain and actions taken	60	

GRI Criteria		Page	IFRS S1 & S2
GRI Standard / Other Source	Disclosure		
GRI 416	**Customer Health And Safety**		
416-1	Assessment of the health and safety impacts of product and service categories	42 - 46	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	42 - 43	
GRI 417	**Marketing and Labeling**		
417-1	Requirements for product and service information and labeling	42 - 46	
417-2	Requirements for product and service information and labeling	42 - 46	
417-3	Incidents of non-compliance concerning marketing communications	42 - 46	
GRI 417	**Customer Privacy**		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	53	

C. LIST OF ABBREVIATIONS

BHX	Bach Hoa XANH
BoD	Board of Directors
DMX	Dien May Xanh Investment Joint Stock Company
ĐMX	Dien May XANH
ESG	Environmental – Social – Governance
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
IoT	Internet of Things
IR	Investor Relations
MWG	Mobile World Investment Corporation
NETZERO	Net Zero Emissions
SDG	Sustainable Development Goals
The Company	Mobile World Investment Corporation
The Group	Mobile World Investment Corporation
TGDD	The Gioi Di Dong Joint Stock Company

MWG

MOBILE WORLD INVESTMENT CORPORATION

Stock code: **MWG** | Type of business: **Joint stock company**
Business registration certificate and tax code: 0306731335
Charter Capital (as of December 31, 2025): **VND 14,696,931,770,000**
Owner's Equity (as of December 31, 2025): **VND 33,179,015,127,530**
Number of Outstanding Shares: **1,468,456,763 shares** (as of December 31, 2025)
Operating markets: **Vietnam, Indonesia**

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