



# BAMBOO CAPITAL GROUP SUSTAINABILITY REPORT 2021



# TABLE OF CONTENTS

## A | CHAIRMAN'S MESSAGE

## B | GENERAL INFORMATION

- 13 **General Information**
- 15 **History**
- 17 **Vision, Mission, Core Values**
- 19 **Corporate and Management Structure**
- 19 Corporate Structure
- 21 List of Subsidiaries, Affiliates and Joint Ventures
- 23 **Core Business and Location**
- 26 **Products and Projects**
- 26 Renewable Energy
- 31 Real Estate
- 35 Infrastructure
- 37 Manufacturing and Trading
- 41 **Awards in 2021**
- 47 **BCG on The Media**

## C | INTRODUCTION TO SUSTAINABILITY REPORT

- 56 **Introduction**
- 57 **Purposes**
- 59 **Scope**
- 61 **Sustainable Development Strategy**
- 65 **Related Parties' Disclosure**
- 67 Shareholders and Investors
- 67 Employees
- 67 Customers
- 67 Partners
- 69 Subsidiaries
- 69 Authorities
- 69 Community
- 71 Financial Institutions
- 71 Media
- 73 **Major Concerns**
- 74 **Practices**

## D | SUSTAINABILITY REPORT 2021

- 77 **Corporate Governance**
- 79 Organizational Structure of Bamboo Capital JSC
- 83 Internal Governance Model of Bamboo Capital Group
- 85 Supervisory Activities
- 86 Risk Management
- 96 Risk Management Plan
- 97 **Economic**
- 99 GRI 201 - Economic Performance
- 102 GRI 202 - Market Presence
- 104 GRI 203 - Indirect Economic Impacts
- 106 **Environmental**
- 107 GRI 301 - Materials
- 109 GRI 302 - Energy
- 111 GRI 303 - Water and Effluents
- 113 **Social**
- 114 GRI 401 - Employment
- 117 GRI 403 - Occupational Health and Safety
- 118 GRI 404 - Training and Education
- 118 GRI 413 - Local Communities
- 128 GRI 307, 419 - Environmental, Social and Economic Compliance

## ABBREVIATIONS

Acronyms	Meaning	Acronyms	Meaning
BCG	Bamboo Capital Group/ Bamboo Capital Joint Stock Company	PBT	Profit before tax
JSC	Joint Stock Company	PAT	Profit after tax
BOD	Board of Directors	BCC	Business cooperation contract
AGM	Annual General Meeting of Shareholders	KPI	Key Performance Indicator
GMS	General Meeting of Shareholders	VND	Vietnam Dong
BOM = EB	Board of Management = Executive Board	PDP7	Power Development Plan VII
BOS	Board of Supervisors	PDP8	Power Development Plan VIII
HOSE	Ho Chi Minh City Stock Exchange	QCVN	Vietnam Standards
SSC	State Securities Commission	CSR	Corporate Social Responsibility
IR	Investor Relations	ERP	Enterprise Resource Planning
MOIT	Ministry of Industry and Trade	E-office	Electronic office





## CHAIRMAN'S MESSAGE

# SUSTAINABILITY REPORT 2021





Dear valued shareholders, customers, partners and all employees of Bamboo Capital Group,

2021 was an important milestone celebrating the 10th anniversary of Bamboo Capital Group (BCG). It was also a difficult year for the entire world and Vietnam due to the negative impacts of the Covid-19 pandemic. However, "fire tests gold, hardship tests strength", the difficult context caused by the pandemic has shown the solidarity and internal strength of BCG Group. The 10-year milestone was an opportunity for us to look back on the past decade, be proud of our achievements, visualize our direction and continuously boost our enthusiasm, passion, effort and creativity.

In 2011, BCG started as a company operating in two main areas: investment banking services, and M&A consulting. After only a decade, BCG has grown to become one of the leading conglomerates in

Vietnam with 62 member companies and associates, more than 2,000 employees, operated in many provinces across the country, with market capitalization at the end of 2021 reaching nearly VND 9,000 billion and continuously increasing to more than VND 12,000 billion in the first few months of 2022.

After a long period of tightening socio-economic activities to focus on epidemic prevention and control, BCG Group has returned with a completely new mindset with many remarkable achievements: Carried out commercial operation of 579 MW of renewable energy; Reduced debt-to-equity ratio from 7.2 times to 3.5 times; For many years in a row, BCG has been ranked Top 500 largest enterprises in Vietnam and most recently, BCG has been recognized as one of the best enterprises in Asia within the framework of the Asia Pacific Enterprise Awards 2021.

In addition to its business achievements, BCG is also proud of our social activities which the group takes care of and takes responsibility for the community. During the recent pandemic, BCG Foundation has donated more than VND 100 billion to execute CSR activities across the country. The spirit of "Learning to give - Giving love to receive" has been instilled and spread by BCG people. With that spirit, we believe that BCG people will be full of confidence in what they have done, and it will be the beginning of a new journey to the future - a dream of becoming a strong Group in Vietnam.

To achieve this goal, the entire Board of Management and employees of the Group are determined to constantly strive, maintain the spirit of pioneering - creativity - ambition, dare to dream big to create great value for a leading BCG brand of sustainable development in the field of real estate, renewable energy, construction and infrastructure investment

in Vietnam in terms of both scale and quality.

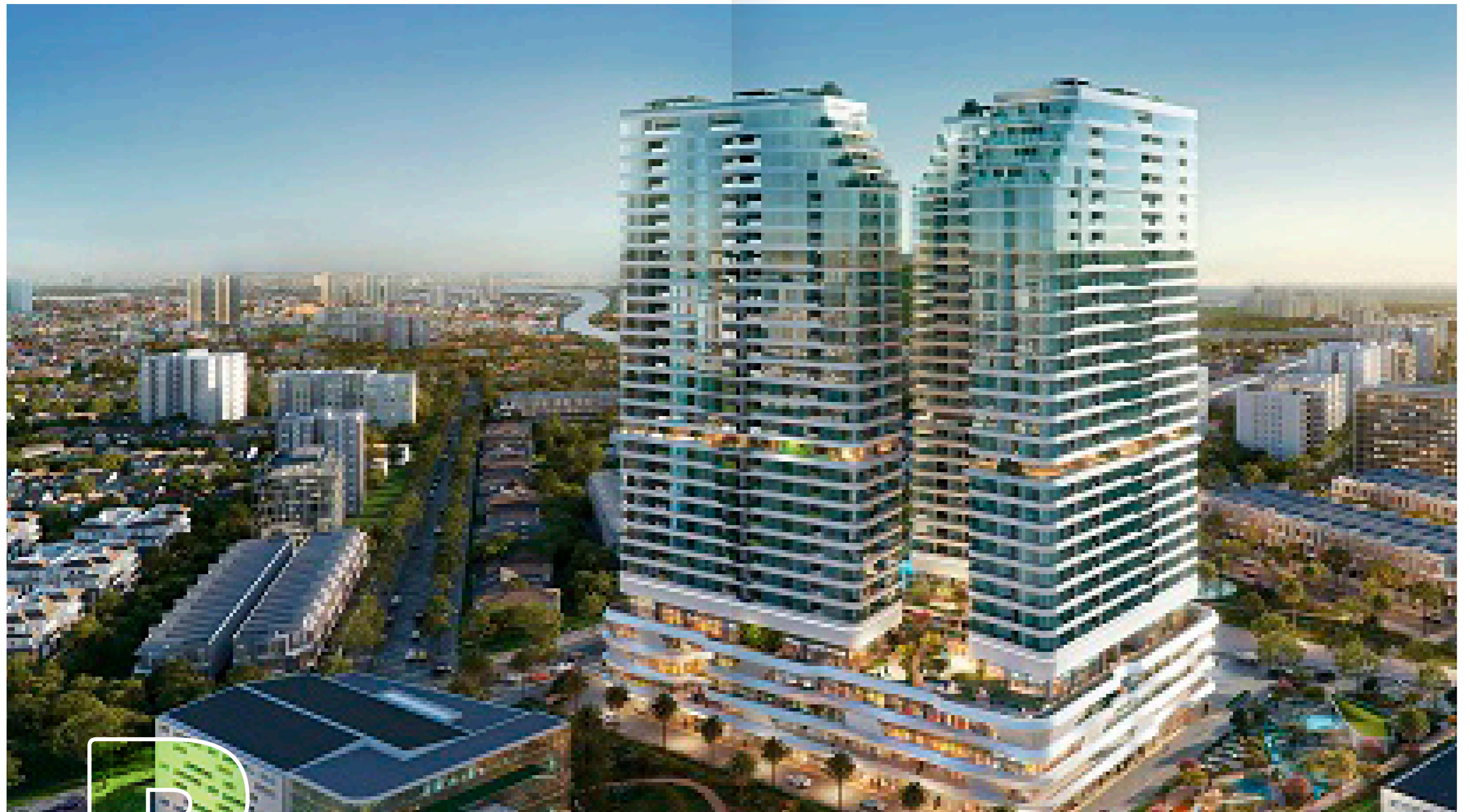
The Board of Directors is committed to prioritizing human resources, the BOM is doing the job of improving working conditions and adding more perks for each employee to realize their dreams and do great things in their journey with BCG. We would like to express our deep gratitude to our valued shareholders, partners and all employees who have accompanied and supported BCG throughout the past journey. We will continue to maximize operational efficiency to build a stronger BCG, create sustainable value for our shareholders, partners, staff, community, and society.

We wish you good health and success!

Sincerely,

Nguyen Ho Nam





## GENERAL INFORMATION

# SUSTAINABILITY REPORT 2021

# GENERAL INFORMATION

Company name:  
**BAMBOO CAPITAL JOINT STOCK COMPANY (BCG)**

English name:  
**BAMBOO CAPITAL JOINT STOCK COMPANY**

Abbreviation: **BCG**      Stock symbol: **BCG**

Business registration certificate:  
**No. 0311315789 issued by the Department of Planning and Investment of Ho Chi Minh City on November 7, 2011.**

Legal representative:  
**Mr. Nguyen Ho Nam**

Charter capital: **VND 2,975,371,740,000**      Owner's Equity: **VND 8,467,775,861,614**

Head office:  
**27C Quoc Huong, Thao Dien Ward, Thu Duc City, Ho Chi Minh City.**

Tel:  
**(028) 62 680 680**

Fax:  
**(028) 62 99 11 88**

Website:  
**[www.bamboocap.com.vn](http://www.bamboocap.com.vn)**

Social media platforms:  
**f [www.facebook.com/BambooCapitalGroup](http://www.facebook.com/BambooCapitalGroup)**  
**in [www.linkedin.com/company/bamboo-capital-jsc](http://www.linkedin.com/company/bamboo-capital-jsc)**  
**yt [www.youtube.com/BambooCapitalGroup](http://www.youtube.com/BambooCapitalGroup)**



# HISTORY

## 2011 • ESTABLISHMENT POINT

BCG was established in 2011 with 2 core businesses:

- Investment banking services, M&A and fundraising advisory
- IT solutions and project management advisory services.

## 2012 • EXPANSION

- Commerce and Agriculture
- M&A Investment

## 2015 • GOING PUBLIC

Became a multi-area company with more than 15 member companies and associates.

Listed on Ho Chi Minh City Stock Exchange (HSX).

## 2019 • RESTRUCTURING

Consolidated investment portfolio, focused on 4 core businesses, including:

- Agriculture & Manufacturing
- Construction & Trading
- Infrastructure & Real Estate
- Renewable energy

## PRESENT • SUSTAINABLE DEVELOPMENT

The leading conglomerate in Vietnam with more than 60 subsidiaries and associates.

Focusing on real estate, renewable energy, construction and infrastructure investment.



# VISION, MISSION, CORE VALUES

## VISION

BCG aims to be a leading Energy Group supported by Real Estate and Financial Services with full CSR wherever BCG operates.



## MISSION

To build excellent returns for and trust from our shareholders/partners/employees on the strength of BCG's international exposure, deep local knowledge/experiences and proven track record.



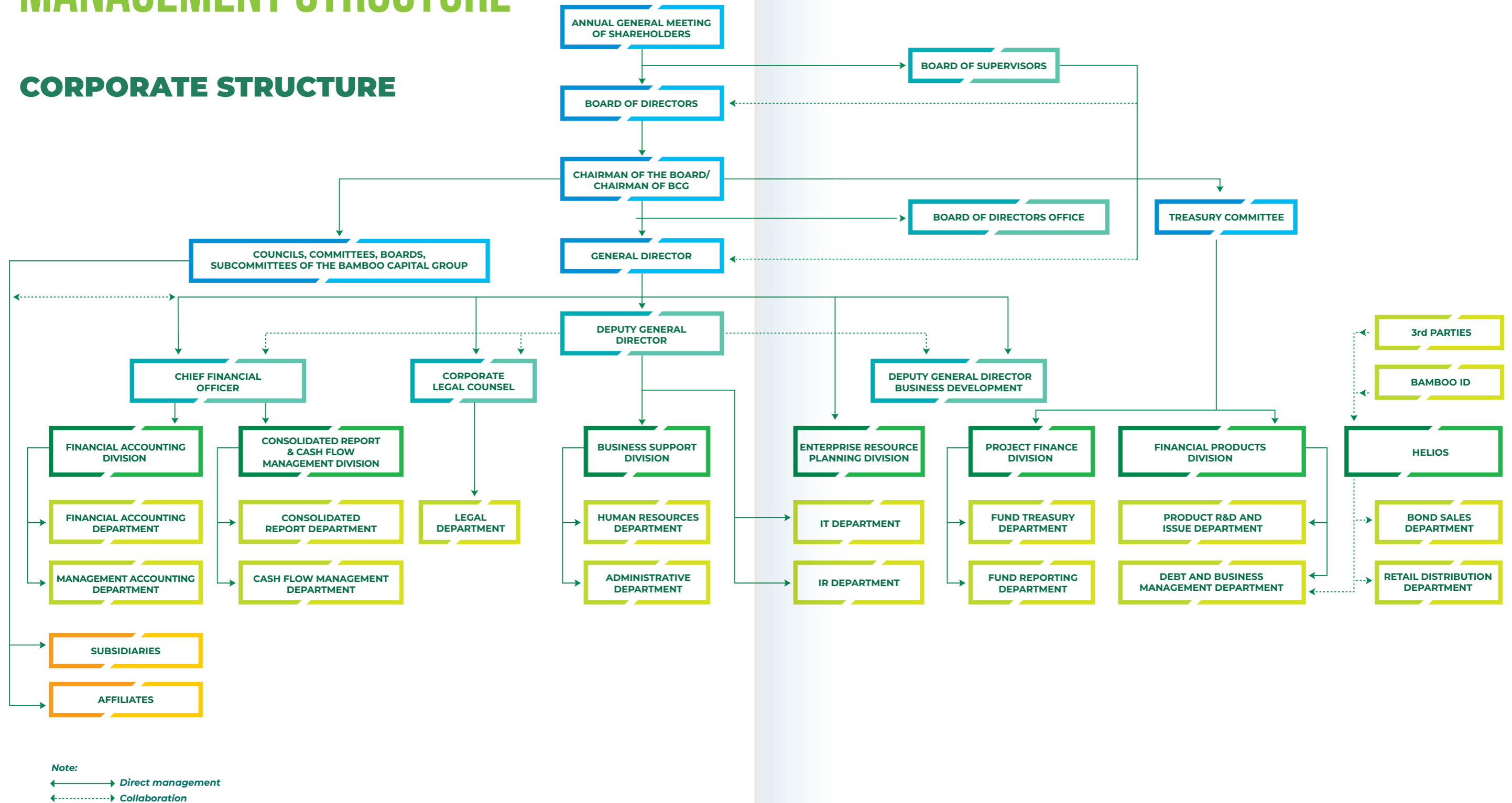
## CORE VALUES

- Professionalism – Creativity – Enthusiasm
- Respect – Listening – Sharing
- Priorities on clients and business partners
- Maximizing efficiency and values
- Corporate social responsibility.



# CORPORATE AND MANAGEMENT STRUCTURE

## CORPORATE STRUCTURE



# LIST OF SUBSIDIARIES, AFFILIATES AND JOINT VENTURES

## LIST OF DIRECTLY CONTROLLED SUBSIDIARIES

- |  |   |  |
|--|---|--|
| <b>01</b>   TRANSPORT AND INDUSTRY DEVELOPMENT INVESTMENT<br>Joint Stock Company | <b>02</b>   NGUYEN HOANG DEVELOPMENT<br>Joint Stock Company | <b>03</b>   BCG LAND<br>Joint Stock Company                      |
| <b>04</b>   INDOCHINA HOI AN BEACH VILLAS<br>Company Limited                     | <b>05</b>   BCG ENERGY<br>Joint Stock Company               | <b>06</b>   BCG CAT TRINH INDUSTRIAL PARK<br>Joint Stock Company |
| <b>07</b>   BCG FINANCIAL<br>Joint Stock Company                                 | <b>08</b>   AAA INSURANCE<br>Joint Stock Company            | <b>09</b>   PHOENIX MOUNTAIN<br>Co., Ltd                         |

## LIST OF INDIRECTLY CONTROLLED SUBSIDIARIES

- |  |  |   |
|--|--|---|
| <b>01</b>   AN GIANG EXPLOITATION AND PROCESS BUILDING MATERIAL JOINT VENTURE<br>Company Limited | <b>02</b>   TRACODI LABOR EXPORT<br>Joint Stock Company                | <b>03</b>   CASA MARINA RESORT TRAVEL<br>Joint Stock Company    |
| <b>04</b>   THANH PHUC<br>Joint Stock Company  | <b>05</b>   BCG WIND SOC TRANG<br>Joint Stock Company                  | <b>06</b>   BCG THANH HOA ENERGY<br>Joint Stock Company         |
| <b>07</b>   PEGAS<br>Co., Ltd  | <b>08</b>   NONG THON VIET ENERGY<br>Corporation                       | <b>09</b>   TRACODI TRADING & CONSULTING<br>Joint Stock Company |
| <b>10</b>   GIA KHANG SERVICE AND TRADING INVESTMENT<br>Joint Stock Company                      | <b>11</b>   VXPERIA TRADING<br>Joint Stock Company                     | <b>12</b>   HELIOS VILLAGE<br>Joint Stock Company               |
| <b>13</b>   SKYLAR<br>Joint Stock Company  | <b>14</b>   CLEAN ENERGY VISION DEVELOPMENT<br>Joint Stock Company     | <b>15</b>   APOLLO DEVELOPMENT<br>Joint Stock Company           |
| <b>16</b>   GREENSKY INFINITIVE<br>Joint Stock Company   | <b>17</b>   BCG EVERGREEN<br>Joint Stock Company                       | <b>18</b>   SAO SANG SAI GON<br>Corporation                     |
| <b>19</b>   CONBAP ECOLOGICAL TOURIST<br>Co., Ltd  | <b>20</b>   THANH NGUYEN ENERGY DEVELOPMENT AND INVESTMENT<br>Co., Ltd | <b>21</b>   DONG THANH 1 WIND POWER<br>Company Limited          |
| <b>22</b>   DONG THANH 2 WIND POWER<br>Company Limited   | <b>23</b>   AURAI WIND ENERGY<br>Joint Stock Company                   | <b>24</b>   BCG VINH LONG<br>Joint Stock Company                |
| <b>25</b>   SUSTAINABLE ENERGY ASPIRATION<br>Joint Stock Company                                 | <b>26</b>   MTV APOLLO DV 1<br>Company Limited                         | <b>27</b>   MTV APOLLO DV 2<br>Company Limited                  |
| <b>28</b>   BCG EVER 1<br>Company Limited  | <b>29</b>   BCG EVER 2<br>Company Limited                              | <b>30</b>   BCG EVER 3<br>Company Limited                       |

- |   |  |   |
|---|--|---|
| <b>31</b>   BCG EVER 4<br>Company Limited                     | <b>32</b>   BLEU SOLEIL<br>Joint Stock Company                       | <b>33</b>   BLEU SOLEIL-1 BUILD<br>Company Limited  |
| <b>34</b>   SKYLAR 1 SERVICE<br>Co., Ltd                      | <b>35</b>   SKYLAR 2 BUILD<br>Co., Ltd                               | <b>36</b>   SKYLAR 3 TRADING<br>Co., Ltd            |
| <b>37</b>   SKYLAR4 ELECTRICAL ENGINEERING<br>Co., Ltd        | <b>38</b>   GREENSKY INFINITIVE-1 SERVICE<br>Co., Ltd                | <b>39</b>   GREENSKY INFINITIVE-2 BUILD<br>Co., Ltd |
| <b>40</b>   GREENSKY INFINITIVE-3 TRADING<br>Co., Ltd         | <b>41</b>   GREENSKY INFINITIVE-4 ELECTRICAL ENGINEERING<br>Co., Ltd | <b>42</b>   BCG EVER 5<br>Company Limited           |
| <b>43</b>   BCG EVER 6<br>Company Limited                     | <b>44</b>   BCG EVER 7<br>Company Limited                            | <b>45</b>   CASPER SOLAR<br>Joint Stock Company     |
| <b>46</b>   COSMOS SOLAR<br>Joint Stock Company               | <b>47</b>   HERB SOLAR<br>Joint Stock Company                        | <b>48</b>   ROSE SOLAR<br>Joint Stock Company       |
| <b>49</b>   ORCHID SOLAR<br>Joint Stock Company               | <b>50</b>   SUNFLOWER SOLAR<br>Joint Stock Company                   | <b>51</b>   VIOLET SOLAR<br>Joint Stock Company     |
| <b>52</b>   BCG KHAI LONG 2 WIND POWER<br>Joint Stock Company | <b>53</b>   BCG KHAI LONG 3 WIND POWER<br>Joint Stock Company        | <b>54</b>   TAPIOTEK<br>Company Limited             |
| <b>55</b>   BCG GAIA<br>Joint Stock Company                   | <b>56</b>   AN GIANG REAL ESTATE<br>Joint Stock Company              | <b>57</b>   LIFE PURITY<br>Joint Stock Company      |

## LIST OF JOINT VENTURES, ASSOCIATES DIRECTLY CONTROLLED THROUGH SUBSIDIARIES

- |   |  |  |
|---|--|--|
| <b>01</b>   AUSSINO HIGHLAND AGRICULTURE<br>Joint Stock Company | <b>02</b>   B.O.T DT830<br>Co., Ltd    | <b>03</b>   BCG BANG DUONG ENERGY<br>Joint Stock Company |
| <b>04</b>   VIETNAM TAXI<br>Co., Ltd                            | <b>05</b>   SKYLIGHT POWER<br>Co., Ltd |  |

## LIST OF JOINT VENTURES, ASSOCIATES INDIRECTLY CONTROLLED THROUGH SUBSIDIARIES

- |   |  |   |
|---|--|---|
| <b>01</b>   HANWHA - BCG BANG DUONG ENERGY<br>Joint Stock Company | <b>02</b>   DUONG PHONG ENERGY<br>Joint Stock Company    | <b>03</b>   BAC HA CO.,<br>Joint Stock Company                              |
| <b>04</b>   3K PLUS VIETNAM<br>Joint Stock Company                | <b>05</b>   HANWHA BCGE O&M<br>Limited Liability Company | <b>06</b>   AN KHANG LAND SERVICE TRADING INVESTMENT<br>Joint Stock Company |
| <b>07</b>   BCG - SP GREENSKY<br>Joint Stock Company              |  |   |





 **MANUFACTURING & TRADING**


 **REAL ESTATE**



 **CONSTRUCTION & INFRASTRUCTURE INVESTMENT**

 **FINANCIAL SERVICES**



 **RENEWABLE ENERGY**

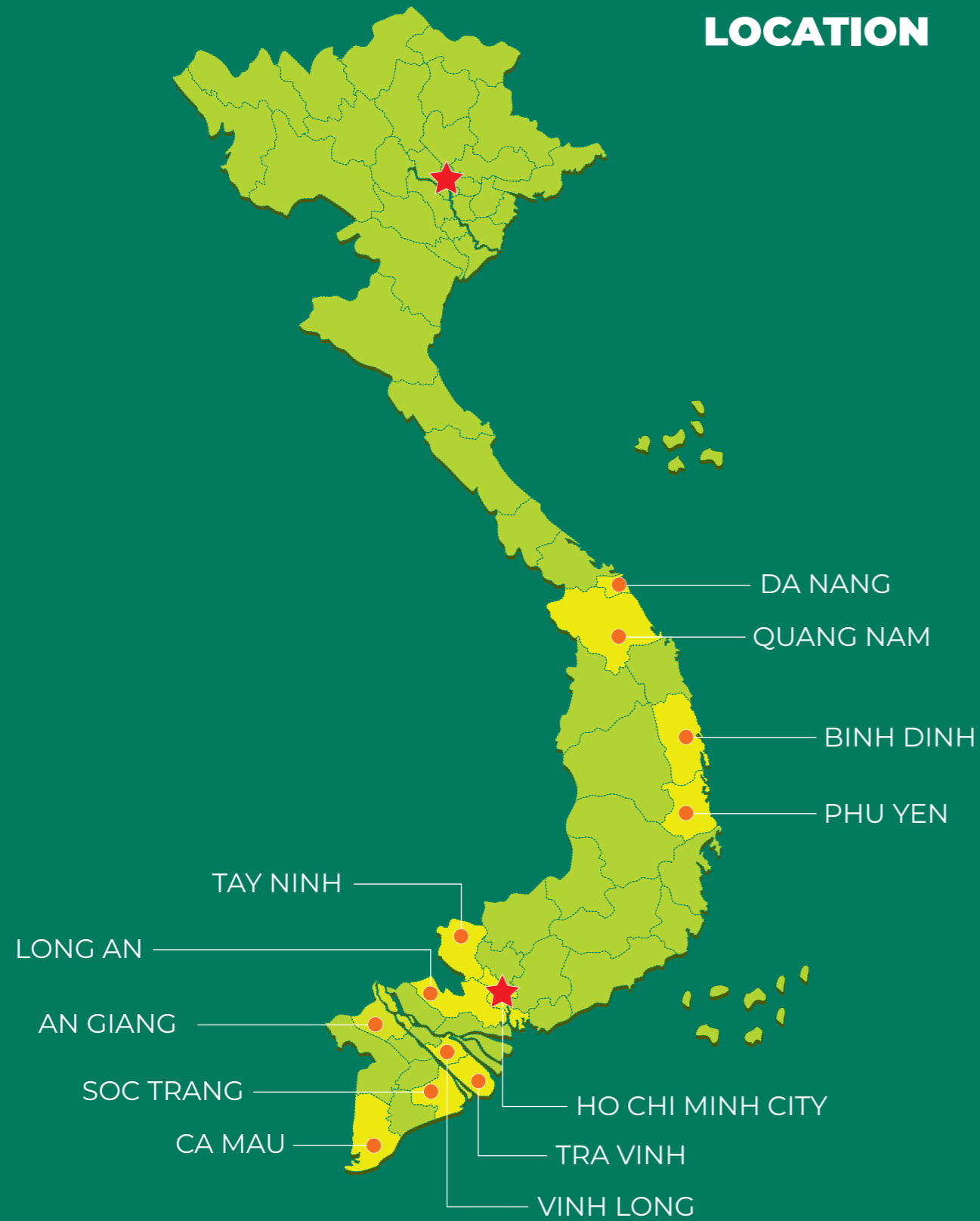


# CORE BUSINESS AND LOCATION

**5** BCG conducts investment and business activities  
**MAIN AREAS**



## LOCATION



## PRODUCTS AND PROJECTS



### RENEWABLE ENERGY



### 01 | BCG LONG AN 1

Thanh Hoa, Long An

Type  
**Ground-mounted solar**  
Capex  
**VND 1,014 billion**  
Capacity  
**40.6 MW**  
Schedule  
**COD since June 2019**



### 03 | PHU MY

Phu My, Binh Dinh

Type  
**Ground-mounted solar**  
Capex  
**VND 5,742 billion**  
Capacity  
**330 MW**  
Schedule  
**COD since 2021**

### 02 | BCG LONG AN 2

Thanh Hoa, Long An

Type  
**Ground-mounted solar**  
Capex  
**VND 2,040 billion**  
Capacity  
**100.5 MW**  
Schedule  
**COD since September 2020**



### 04 | BCG VINH LONG

Vung Liem, Vinh Long

Type  
**Ground-mounted solar**  
Capex  
**VND 1,037 billion**  
Capacity  
**49.3 MW**  
Schedule  
**COD since December 2020**





## ROOFTOP SOLAR

BCG has completed installation and put into operation 58.8 MW of solar rooftop by the end of 2021.

- |   |  |  |
|---|--|--|
| <b>01</b>   <b>HUNG VI</b><br>Quang Nam<br>Capacity: <b>3.50 MW</b>                             | <b>02</b>   <b>KINH BAC</b><br>Binh Dinh<br>Capacity: <b>3.25 MW</b>               | <b>03</b>   <b>ACE QUI NHON</b><br>Binh Dinh<br>Capacity: <b>3.99 MW</b>                       |
| <b>04</b>   <b>TAPIOTEK</b><br>Tay Ninh<br>Capacity: <b>0.99 MW</b>                             | <b>05</b>   <b>VIET VUONG</b><br>Quang Nam<br>Capacity: <b>4.12 MW</b>             | <b>06</b>   <b>KAPVINA</b><br>Tien Giang<br>Capacity: <b>2.50 MW</b>                           |
| <b>07</b>   <b>ALLGREEN</b><br>Binh Duong<br>Capacity: <b>1.80 MW</b>                           | <b>08</b>   <b>ACP BEN TRE</b><br>Ben tre<br>Capacity: <b>0.96 MW</b>              | <b>09</b>   <b>AFI BINH DUONG</b><br>Binh Duong<br>Capacity: <b>1.25 MW</b>                    |
| <b>10</b>   <b>SONNY</b><br>Binh Duong<br>Capacity: <b>1.00 MW</b>                              | <b>11</b>   <b>ECOPLASTIC</b><br>Binh Duong<br>Capacity: <b>0.76 MW</b>            | <b>12</b>   <b>NGUYEN HOANG</b><br>Binh Duong<br>Capacity: <b>0.96 MW</b>                      |
| <b>13</b>   <b>SAIGON 3</b><br>Binh Duong<br>Capacity: <b>0.80 MW</b>                           | <b>14</b>   <b>VINAWOOD (STAGE 1)</b><br>Thu Duc<br>Capacity: <b>2.27 MW</b>       | <b>15</b>   <b>FREETREND A</b><br>Thu Duc<br>Capacity: <b>5.50 MW</b>                          |
| <b>16</b>   <b>KHANG DAT</b><br>Tay Ninh<br>Capacity: <b>8.30 MW</b>                            | <b>17</b>   <b>BINH DINH FARM</b><br>Binh Dinh<br>Capacity: <b>2.97 MW</b>         | <b>18</b>   <b>DALAT FARM</b><br>Lam Dong<br>Capacity: <b>4.23 MW</b>                          |
| <b>19</b>   <b>QUANG NGAI FARM 1</b><br>Quang Ngai<br>Capacity: <b>1.25 MW</b>                  | <b>20</b>   <b>TAY NINH FARM (PHASE 1)</b><br>Tay Ninh<br>Capacity: <b>1.71 MW</b> | <b>21</b>   <b>NHU THANH THANH HOA FARM (PHASE 1)</b><br>Thanh Hoa<br>Capacity: <b>1.10 MW</b> |
| <b>22</b>   <b>THANH HOA FARM (PHASE 1)</b><br>Thanh Hoa<br>Capacity: <b>0.40 MW</b>            | <b>23</b>   <b>NGHE AN FARM (PHASE 1)</b><br>Nghe An<br>Capacity: <b>0.92 MW</b>   | <b>24</b>   <b>HA TINH FARM (PHASE 1)</b><br>Ha Tinh<br>Capacity: <b>1.05 MW</b>               |
| <b>25</b>   <b>THONG NHAT FARM THANH HOA (PHASE 1)</b><br>Thanh Hoa<br>Capacity: <b>2.50 MW</b> | <b>26</b>   <b>NGHE AN DAIRY FACTORY</b><br>Nghe An<br>Capacity: <b>0.71 MW</b>    |  |

**Total: 58.80 MW**







## REAL ESTATE



### 01 | MALIBU HOIAN

Dien Ban, Quang Nam

Type  
**Resort**  
Capex  
**VND 2,760 billion**  
Total area  
**10,3 ha**  
Schedule  
**2018 - 2021**  
Component  
**675 condotels, 96 villas**



### 02 | KING CROWN INFINITY

Thu Duc, Ho Chi Minh

Type  
**Residential & commercial**  
Capex  
**VND 4,632 billion**  
Total area  
**1.26 ha**  
Schedule  
**2020 - 2024**  
Component  
**724 apartments, officetels and shophouses.**





**03 | CASA MARINA PREMIUM**  
Chenh Rang, Quy Nhon

Type  
**Resort**

Capex  
**VND 1,872 billion**

Total area  
**12 ha**

Schedule  
**2020 – 2023**

Component  
**160 hill villas with sea view.**



**05 | AMOR RIVERSIDE VILLAS**  
Binh Chanh, Ho Chi Minh

Type  
**Residential**

Capex  
**VND 359 billion**

Total area  
**0.75 ha**

Schedule  
**2020 - 2023**

Component  
**33 riverside villas.**



**04 | HOIAN D'OR**  
Hoi An, Quang Nam

Type  
**Ecotourism resort**

Capex  
**VND 3,910 billion**

Total area  
**24.5 ha**

Schedule  
**2020 – 2023**

Component  
**Condoteles, villas, shophouses, convention center, botanical garden, museum.**

**06 | CAT TRINH INDUSTRIAL PARK**  
Phu Cat, Binh Dinh

Type  
**Industrial park**

Capex  
**VND 4,163 billion**

Total area  
**368.1 ha**

Schedule  
**2021 – 2024**

Component  
**VSIP model; partnership with multinational industry companies; infrastructure and residential area.**







## INFRASTRUCTURE



### 01 | BOT 830 & 824 PROVINCIAL ROADS

Long An

Type  
**Transportation infrastructure**

Capex  
**VND 1,100 billion**

Total length  
**24 km**

Collecting toll time  
**19 years since 2018**



## MANUFACTURING AND TRADING



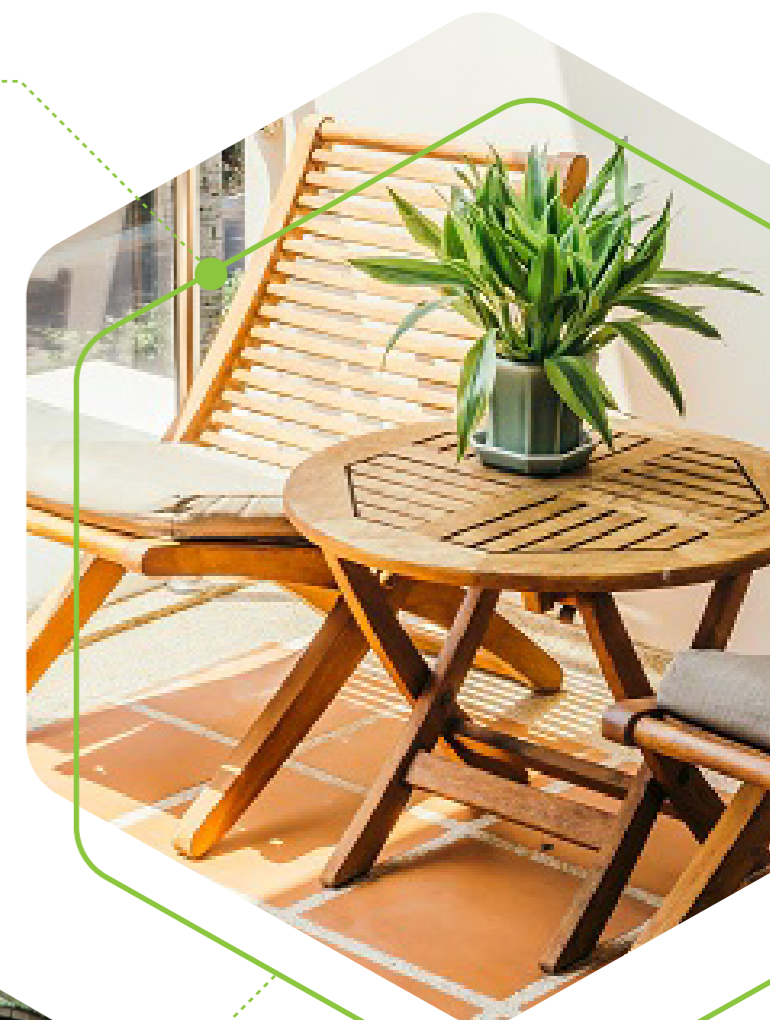
### 01 | WOOD FURNITURE

Interior and exterior wooden furniture are the main export products of Nguyen Hoang Development JSC. This group of products is exported to major international markets such as Europe, Singapore, Japan, Korea ... and supplied to domestic resort real estate projects.

Nguyen Hoang's wooden products have been certified by SGS Group with the FSC-CoC Certificate (certified exploited chain, processing, finalizing products, all the materials are from well-managed forest, united procedures) since 2007.

Chairs made of Eucalyptus wood imported from Uruguay with FSC 100% certificate are combined with Polyester fabric materials to create elegance, bring comfort to users. Variety of colors to meet the needs of domestic and international customers.

In addition to traditional products (tables, chairs, sunbeds, etc.), Nguyen Hoang also offers a variety of products with metal frames combined with rattan wire.







02

**MODIFIED TAPIOCA STARCH**

Established in 2000, Tapiotek JSC is one of the leading enterprises in the field of manufacturing and processing of modified tapioca starch in Vietnam.

Tapiotek provides high quality starch product lines for food and industrial markets such as:

- Modified starch E1422
- Modified starch E1412
- Modified starch E1420
- Modified starch E1451
- Modified starch E1404
- Regular starch.

Tapiotek's starch products are exported to main markets such as China, Japan, Korea, Indonesia, Philippines.



03

**DR. NAM COFFEE**

Dr. Nam uses premium quality Robusta and Arabica coffee beans processed with modern technology roaster which has integrated technology to measure, monitor and control how to roast each batch and maintain the best quality to customers.

Dr. Nam's main products include: roasted coffee, instant coffee.





# AWARDS IN 2021



**01 |** Mr. Nguyen Ho Nam - Chairman of the BOD of BCG was honored to receive the Third-class Labor Medal awarded by President Nguyen Xuan Phuc.

**02 |** Bamboo Capital JSC honorably received the Certificate of Merit from the Prime Minister.



**03 |** Bamboo Capital JSC honorably received the Traditional Flag of the People's Committee of Ho Chi Minh city.





**04 |** BCG was honored in the category of "Excellent Enterprise in Asia" at the Asia Pacific Enterprise Awards (APEA) 2021.

**05 |** BCG was recognized as one of "Asia's Best Places to Work in 2021" by HR Asia International Human Resources Magazine.



**06 |** BCG and Tracodi were awarded "Top 500 largest enterprises in Vietnam 2021".



**07 |** BCG and Tracodi were awarded "Top 500 most profitable private enterprises in Vietnam 2021".

**08 |** Tracodi was ranked "Top 50 Best Growth Enterprises in Vietnam 2021".



**09 |** Casa Marina Premium Project was honored in the category of "Best Resort Architectural Design" within the framework of PropertyGuru Vietnam Awards 2021.







**10 |** Casa Marina Premium project won the Country Winner award in the category "Best Resort Architectural Design in Vietnam" within the framework of PropertyGuru Asia Awards 2021.

**11 |** King Crown Infinity Project was honored in the category "Best High End Condo Development" at the PropertyGuru Vietnam Awards 2021.

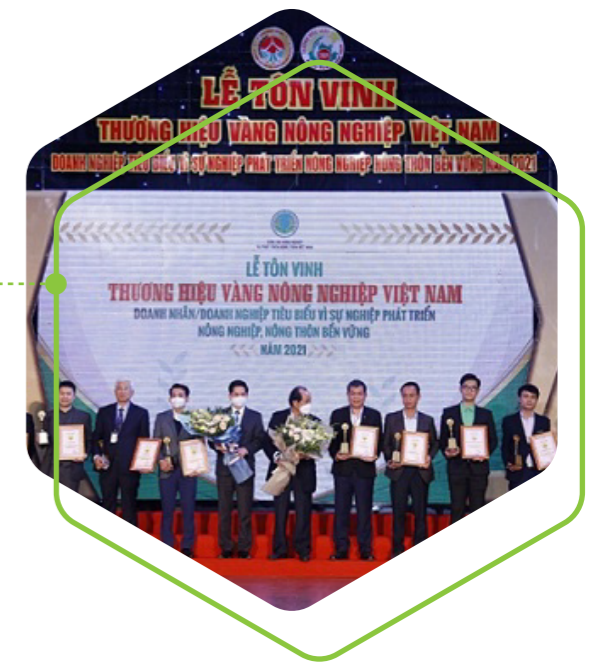


**12 |** King Crown Infinity Project won the nomination of " Best Luxury Mixed-use Architecture Design Vietnam 2021" at Dot Property Vietnam Awards 2021.



**13 |** Dr. Nam Coffee Brand won the title of "Vietnamese agricultural gold brand in 2021".

**14 |** Nguyen Hoang Development JSC entered the "Top 30 typical enterprises for sustainable agricultural and rural development in 2021".



**15 |** Modified Tapioca Starch Brand of Tapiotek JSC won the title of "Vietnamese Agricultural Gold Brand in 2021".







# BCG ON THE MEDIA

Due to boosting communication activities, the image of Bamboo Capital Group appeared more on mass media in 2021. Bamboo Capital's brand, on the other hand, has gained trust from shareholders and investors, as well as a lot of interest from major news agencies, due to the Group's continual expansion of investment activities and good outcomes in business activities.

Viet Nam News > Economy

## BCG Energy signs wind power development deal with Siemens Gamesa on sidelines of COP26

Update: November, 01/2021 - 12:17



BCG Energy and Siemens Gamesa Renewable Energy officials exchange an agreement they signed in the presence of Prime Minister Pham Minh Chinh. — Photo courtesy of BCG Energy

LONDON — BCG Energy and Siemens Gamesa Renewable Energy signed a memorandum of understanding for providing equipment and technical solutions for wind power development in Viet Nam on the sidelines of the 26th United Nations Climate Change Conference of the Parties on October 31 in the presence of Prime Minister Pham Minh Chinh.

HIGHLIGHT

NA Chairman pays courtesy visit to Lao Party leader



PM meets with friends of Viet Nam in the US



Not lending to property sector will have mixed effects: analysts



Five expressways to use non-stop automatic toll collection by September



Viet Nam News > Brand-info

## SP Group enters Vietnam solar power market through joint venture with BCG Energy

Update: August, 02/2021 - 10:00

- AES Corporation and PV Gas granted Investment Registration Certificate for Son My LNG Terminal
- SSIS successfully applies Cisco Meraki system on campus
- Times Garden Vietnam enters strategic consulting contract with Roland Berger
- Credit cards for ordinary customers, a big market remains untapped
- Moody's upgrades SeABank's Baseline Credit Assessment



Nguyen Ho Nam, chairman of Bamboo Capital JSC, and Pham Minh Tuan, BCG Energy's CEO, at the online signing ceremony to set up a joint venture for investing in rooftop solar and exploring other renewable energy sources in Vietnam with SP Group on July 30.

HIGHLIGHT

NA Chairman pays courtesy visit to Lao Party leader



PM meets with friends of Viet Nam in the US



Not lending to property sector will have mixed effects: analysts



Five expressways to use non-stop automatic toll collection by September



Viet Nam News > Economy

## SP Group partners BCG Energy to grow renewable energy portfolio in Viet Nam

Update: May, 24/2021 - 08:00



SP Group is a leading utilities group in the Asia Pacific that enables a low-carbon, smart-energy future for its customers. — Photo courtesy of SP Group

SINGAPORE, VIET NAM — SP Group has signed a memorandum of understanding with BCG Energy Joint Stock Company, a wholly owned subsidiary of Bamboo Capital, that provides it exclusive rights to purchase 49 per cent of the latter's subsidiary, Skylar Joint Stock Company.

HIGHLIGHT

NA Chairman pays courtesy visit to Lao Party leader



PM meets with friends of Viet Nam in the US



Not lending to property sector will have mixed effects: analysts





May 16, 2022 16:55 **VIR Vietnam Investment Review** A SPECIAL EDITION OF BAO DAU TU E-Paper | E-Magazine

Corporate Investing Your Consultant Green Growth Property Money Infographics Timeout Sports Photos Society World News

**DANANG HI-TECH PARK** "Innovation hub - Sustainable development"

Order of Electronic publications

Vietnam Investment Review SUSTAINABLE DEVELOPMENT M&A

Corporate | CEO Talk | Biz Link | GE | Vietnam Values

## Sembcorp and BCG Energy partner up for 1.5GW of renewable energy projects in Vietnam

December 10, 2021 | 13:16

Sembcorp Utilities, a wholly-owned subsidiary of Sembcorp Industries and BCG Energy, a wholly-owned subsidiary of Bamboo Capital Group inked an agreement for the development of renewable projects in Vietnam on December 9, 2021.



**VIETNAM INDUSTRIAL PROPERTY FORUM 2022** **VIPF**

Smoothing the path for capital inflows

HCMC - 24/05/2022

[REGISTER HERE](#)

**SIEMENS**

Transforming the Everyday in Vietnam

[Learn more](#)

May 16, 2022 16:56 **VIR Vietnam Investment Review** A SPECIAL EDITION OF BAO DAU TU E-Paper | E-Magazine

Corporate Investing Your Consultant Green Growth Property Money Infographics Timeout Sports Photos Society World News

**DANANG HI-TECH PARK** "Innovation hub - Sustainable development"

Order of Electronic publications

Vietnam Investment Review SUSTAINABLE DEVELOPMENT M&A

Corporate | CEO Talk | Biz Link | GE | Vietnam Values

## DEEP C, Bamboo Capital and Sojitz team up for IP development in Vietnam

November 27, 2021 | 11:15

Within the framework of the Investment Promotion Conference in Japan during Prime Minister Pham Minh Chinh's official visit, Hong Duc Industry JSC (part of DEEP C Industrial Zones), Bamboo Capital Group, and Sojitz Corporation have signed a MoU on tri-party cooperation to develop a \$250 million industrial park and ancillary infrastructure.



Prime Minister Pham Minh Chinh witnessed the signing of the cooperation between Bamboo Capital Group, Sojitz Group (Japan), and DEEP C Industrial Zones

Under the agreement, DEEP C Industrial Zones together with Bamboo Capital Group and the Sojitz Corporation will develop an industrial park project including a rooftop solar power as well as ancillary infrastructure facilities in Vietnam's northern region.

**VIETNAM INDUSTRIAL PROPERTY FORUM 2022** **VIPF**

Smoothing the path for capital inflows

HCMC - 24/05/2022

[REGISTER HERE](#)

**SIEMENS**

Transforming the Everyday in Vietnam

[Learn more](#)

May 16, 2022 16:56 **VIR Vietnam Investment Review** A SPECIAL EDITION OF BAO DAU TU E-Paper | E-Magazine

Corporate Investing Your Consultant Green Growth Property Money Infographics Timeout Sports Photos Society World News

**DANANG HI-TECH PARK** "Innovation hub - Sustainable development"

Order of Electronic publications

Vietnam Investment Review SUSTAINABLE DEVELOPMENT M&A

Green Growth | Energy Efficiency | Rethinking Plastics

## Bamboo Capital enthusiastic on greenfield ventures

October 30, 2021 | 09:00

Privately-held Bamboo Capital Group – honoured as one of the 500 largest enterprises in Vietnam for several consecutive years – is consolidating its strong position through deploying a raft of renewable energy projects and eco-friendly real estate, making growing contributions to Vietnam's sustainable development goals.



King Crown Infinity from BCG Land features environmentally-friendly materials and sustainable design

**VIETNAM INDUSTRIAL PROPERTY FORUM 2022** **VIPF**

Smoothing the path for capital inflows

HCMC - 24/05/2022

[REGISTER HERE](#)

**SIEMENS**

Transforming the Everyday in Vietnam

[Learn more](#)

May 16, 2022 16:53 **VIR Vietnam Investment Review** A SPECIAL EDITION OF BAO DAU TU E-Paper | E-Magazine

Corporate Investing Your Consultant Green Growth Property Money Infographics Timeout Sports Photos Society World News

**DANANG HI-TECH PARK** "Innovation hub - Sustainable development"

Order of Electronic publications

Vietnam Investment Review SUSTAINABLE DEVELOPMENT M&A

Highlight

## Bamboo Capital Group completed acquisition of 80.64 per cent share of AAA Insurance

December 03, 2021 | 18:23

Bamboo Capital Group and its subsidiary BCG Financial JSC on December 2 received the Ministry of Finance's approval for the acquisition of 80.64 per cent of shares of AAA Insurance JSC.

AAA Insurance currently has 112.26 million shares, of which BCG now owns 79.7 million shares and BCG Financial owns 10.8 million shares, equivalent to 71 and 9.64 per cent ownership.

With a total ownership of 80.64 per cent, Bamboo Capital Group has replaced IAGas the largest shareholder of AAA Insurance.

According to Pham Minh Tuan, vice chairman of Bamboo Capital Group, this deal marks the official entry of BCG into the Vietnam insurance market.

"It is our long-term vision to build up a solid base for the financial sector to develop four strategic spearheads, which are insurance, banking, fintech, and securities services. We also intend to continue improving the service quality of AAA Insurance and expand to the life insurance segment in the near future," said Tuan.

**VIETNAM INDUSTRIAL PROPERTY FORUM 2022** **VIPF**

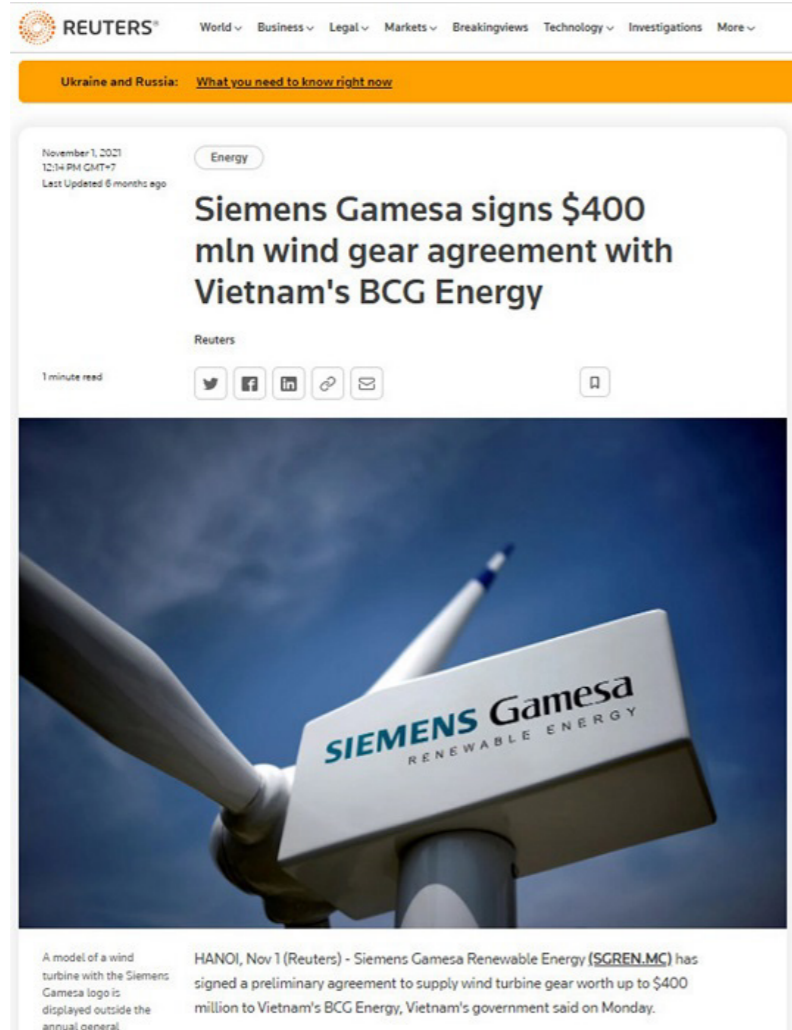
Smoothing the path for capital inflows

HCMC - 24/05/2022

[REGISTER HERE](#)

**SIEMENS**





**VET Exclusive**

December 03, 2021 | 19:32 GMT+7

**Bamboo Capital acquires 80.64% of AAA Insurance**

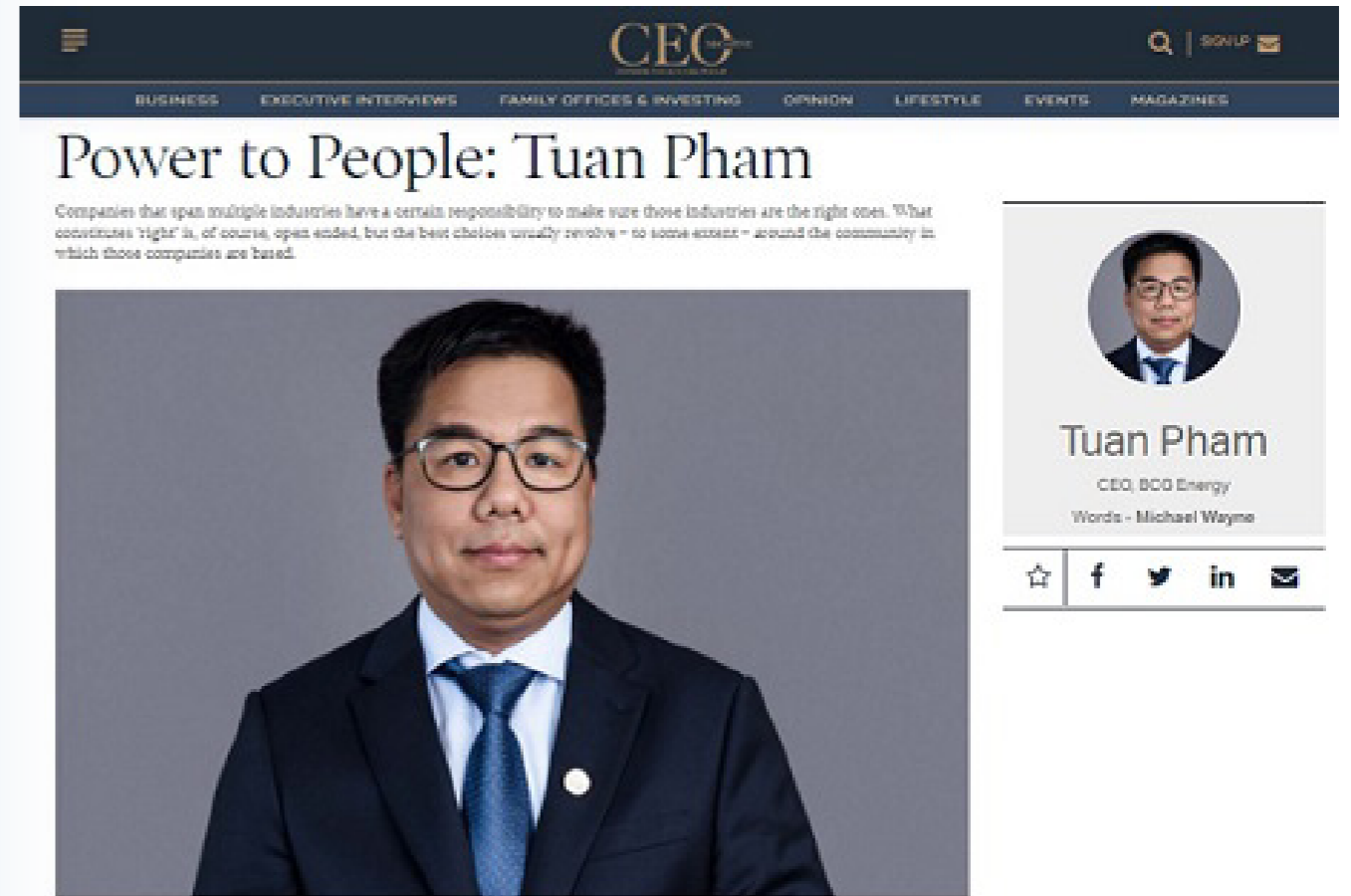
Like | Share

Bamboo Capital Group completes acquisition of holding in AAA Insurance JSC.



Photo: Illustration

On December 2, the Bamboo Capital Group (HoSE: BCG) and its subsidiary



Such was the case for Bamboo Capital Group (BCG), which was established in 2011 with a relatively narrow focus: investment banking services and IT solutions. By the time it went public four years later, it had spread its wings significantly with more than 12 subsidiaries and affiliates conducting business across a variety of industries.

This exposure to realms beyond its initial remit gave it the experience and confidence to restructure and reborn in the areas in which it could excel, including the establishment of subsidiary BCG Energy. In 2019, BCG served in on four distinct operating segments for its consolidated investment portfolio: agriculture and manufacturing, construction and trading, infrastructure and real estate, and renewable energy.

The latter was of particular import, particularly in the company's native Vietnam, where in 2017 the government had instituted a feed-in tariff to encourage private investment both locally and internationally. According to Tuan Pham, who started as BCG's COO in August 2017 and took on the additional role of BCG Energy's CEO in 2018, investing in renewable energy was an easy decision to make. "At that time there was a race to get that feed-in tariff," he recalls.







## INTRODUCTION TO SUSTAINABILITY REPORT

SUSTAINABILITY  
REPORT **2021**



# INTRODUCTION

The Sustainability Report is becoming more common as a tool for evaluating, tracking, and setting corporate goals and responsibilities for long-term sustainability. Faced with global concerns such as climate change, conflict, and, most recently, the Covid-19 pandemic, countries and corporations are confronting difficulties and risks of dramatically lowering their growth rates. Bamboo Capital Group (BCG or the Group) believes that a long-term sustainable business model will assist organizations manage risks, coordinate management, and function efficiently in order to maximize resources and overcome challenges.

Because environmental and societal issues are increasingly significant in addition to financial and economic information, the sustainability report plays an important role for stakeholders and within enterprises. Many firms now use sustainability reports to help promote their image and develop corporate reputation with partners and consumers, as well as to demonstrate a commitment to act responsibly with the community, the environment, and a healthy, living society.

In the "new normal" of the post-Covid-19 era, BCG is required to consider the needs of stakeholders, to ensure harmonious benefits for all parties through solutions and initiatives, and to develop long-term plans for the entire Group toward the goal of balanced development across all three pillars of economy, society, and environment. From there, it works towards the long-term development of the Group's whole ecosystem.

Bamboo Capital Group published this sustainability report for the reporting period of January 1, 2021 to December 31, 2021. This report, along with the company profile, was created using the GRI Standards – The format referred to GRI standards 201, GRI 202, GRI 203, GRI 301, GRI 302, GRI 307, GRI 401, GRI 403, GRI 413, GRI 419 from the 2016 version and GRI 303 from the 2018 version of the Global Reporting Initiative (GRI). We also refer to the Group's development plan in the 2030 Agenda for Sustainable Development, which was adopted by the United Nations General Assembly in September 2015 and includes 17 sustainable development goals.



# PURPOSES

The Group is steadily establishing and implementing plans for all sectors of its activities, including renewable energy, real estate, infrastructure, financial services, and manufacturing, in order to achieve the aim of sustainable development. The Sustainability Report is the driving force behind the Group's efforts to manage and achieve growth goals within the

framework of "sustainability," thereby strengthening the brand and reaffirming Bamboo Capital Group's position in domestic and international markets, as well as contributing to the development of corporate culture and employee motivation. Information about BCG and its subsidiaries is offered to stakeholders in an open and transparent manner through the report.



**01**  
Provide information to interested parties.

**02**  
Increase transparency in information disclosure.

**03**  
Present the impact of the business on economic, environmental and social aspects.

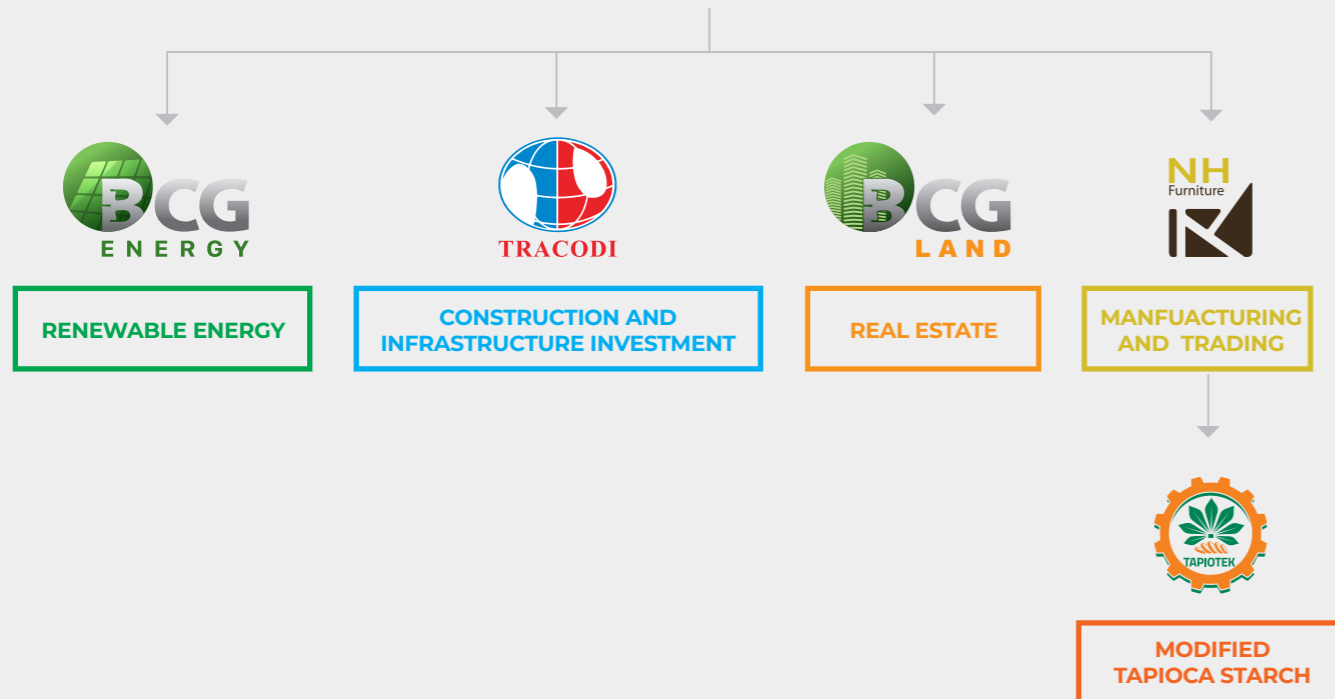
**04**  
Enhance brand reputation.

**05**  
Contribute to the formation of corporate culture.

**06**  
Motivate employees.

# SCOPE

Bamboo Capital Group's Sustainability Report contains information on governance structures, goals, sustainable development orientations, and economic, environmental, and social performance results from January 1, 2021 to December 31, 2021.



This report is prepared for the scope of activities of subsidiaries according to the following chart:

## BCG ENERGY JOINT STOCK COMPANY

Operating in the renewable energy segment, BCG Energy is one of the pioneers in the field of solar power in Vietnam.

## TRANSPORT AND INDUSTRY DEVELOPMENT INVESTMENT JOINT STOCK COMPANY (TRACODI)

Operating in the field of construction and infrastructure investment segment, Tracodi provides civil and industrial infrastructure construction services, and exports products in the manufacturing and agricultural segment to international markets.

## BCG LAND JOINT STOCK COMPANY

Operating in the real estate segment, BCG Land focuses on developing residential and resort real estate projects in prime locations in Vietnam.

## NGUYEN HOANG DEVELOPMENT JOINT STOCK COMPANY

The company operates in the manufacturing and trading segment with outdoor furniture products and modified tapioca starch. Particularly, the modified tapioca starch segment will be the direct responsibility of its subsidiary - Tapiotek Joint Stock Company.



# SUSTAINABLE DEVELOPMENT STRATEGY



In the future, BCG orients its development based on 17 sustainable development goals of the United Nations:

### ECONOMIC GOALS



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Ensure sustainable consumption and production patterns

Improving the brand value, reputation and position of BCG in the market.

Continuously seizing business development opportunities, while constantly researching the feasibility to develop new projects.

Specific investment and business plans:

- Short-term: Investment in agricultural and manufacturing projects, creating stable cash flows in short-term.
- Mid-term: Investment in infrastructure and real estate projects, expected a sudden cash flow over the years.
- Long-term: Investment in renewable energy projects towards stable and sustainable development.

Creating new job opportunities for many workers, reducing the unemployment rate in the locality in particular and the whole country in general in order to contribute to the socio-economic improvement and development.

Constructing and applying the wastewater, waste treatment processes for manufacturing factories.

Toward the goal of neutralizing CO<sub>2</sub> in the BCG ecosystem.

### ENVIRONMENTAL GOALS



Clean water and sanitation

Applying strict wastewater treatment processes, periodically inspecting and measuring to ensure subsidiaries operating in the manufacturing sector not to cause damage to the environment.



Affordable and clean energy

BCG strengthens cooperation with domestic and international partners to promote investment in renewable energy and provide clean electricity to the national grid. Applying roof-top solar systems for companies to reduce the use of conventional energy sources.



Take action to combat climate change

Maximizing green spaces in real estate projects. Further focus on implementing renewable energy projects to reduce emissions towards the goal of neutralizing CO<sub>2</sub> in the BCG ecosystem.

### SOCIAL GOALS

#### WITH EMPLOYEES



Welfare regime and health care for employees

Maintaining and adding spiritual care activities for employees to achieve high efficiency at work.

Providing good facilities, creating a professional and friendly working space.



Quality education

Applying a variety of training programs for all types of employees, supplementing orientation training courses for new employees.

Building a healthy working environment, creating favorable conditions for human resources to develop.



Gender equality

No discrimination. Maintaining supervision of subsidiaries to strictly comply with the principles of gender equality at work.

Expanding policies and benefits for female employees.

#### WITH THE COMMUNITY



No poverty

Organizing more CSR activities in the locations where the projects are located to:

- Promoting the development of the regions.
- Eliminating hunger and reducing poverty.

Continuing to use local labor for projects to create jobs for local people.

Building infrastructure in the localities where the project is deployed, contributing to the innovation of the provinces and cities.



Zero hunger



Industry, innovation and infrastructure



# RELATED PARTIES' DISCLOSURE

## KEY RELATED PARTIES OF BAMBOO CAPITAL GROUP

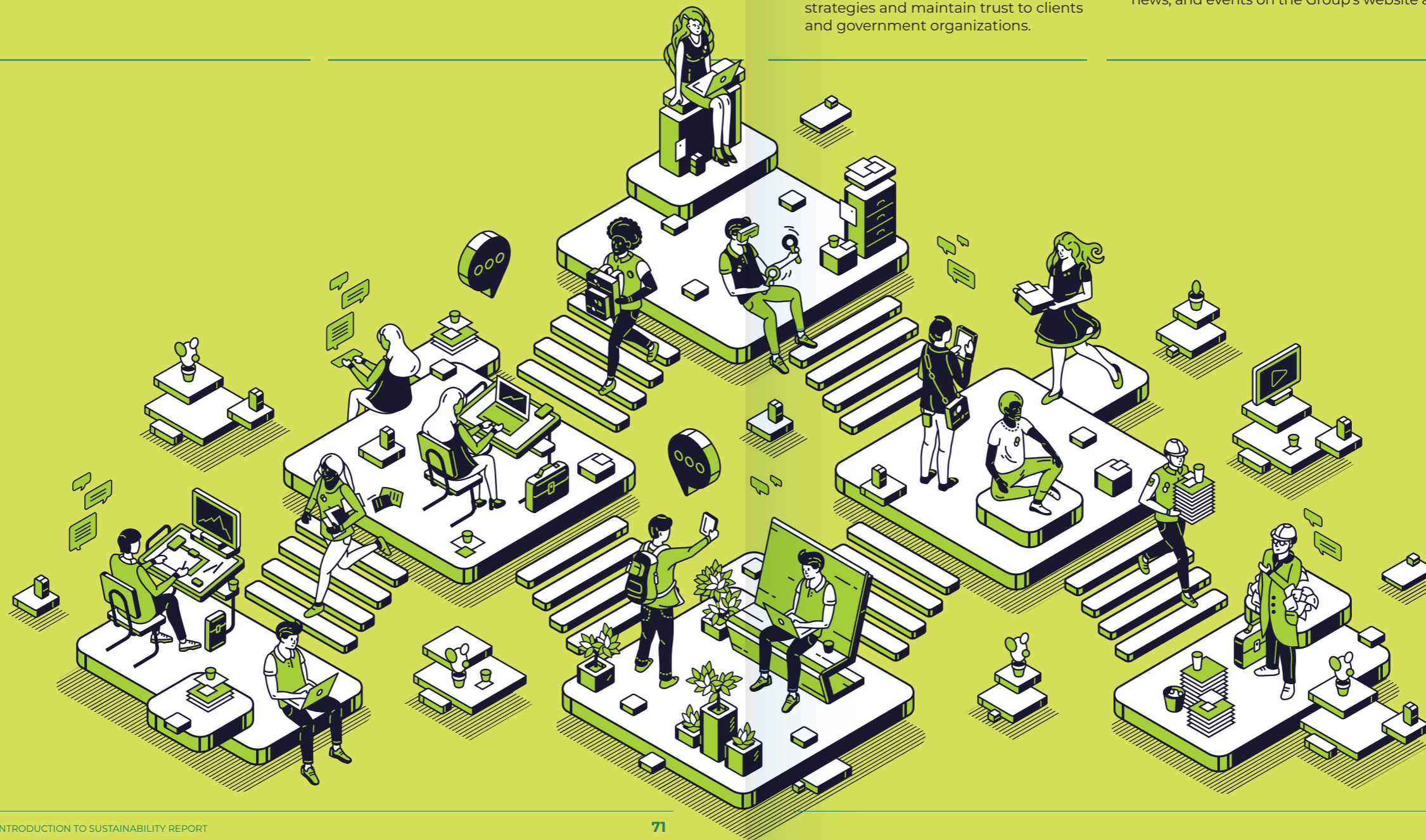


PARTY	APPROACH	CONCERNS	ACTIONS OF BCG
 <p><b>SHAREHOLDERS AND INVESTORS</b></p> <p>Shareholders and investors are those who own the company, believe in and support the company's growth and objectives. Therefore, BCG strives to maximize the value of shareholders' and investors' investment by implementing business plan as committed to at the annual general meeting.</p>	<p>Annual General Meeting of Shareholders, Extraordinary General Meeting of Shareholders, collection of written shareholders' opinions.</p> <p>Meet in person on request.</p> <p>Exchange support via email/phone with related departments.</p> <p>Investor newsletter.</p> <p>Quarterly earning calls on Fanpage: <a href="https://www.facebook.com/BambooCapitalGroup">https://www.facebook.com/BambooCapitalGroup</a></p> <p>Website: <a href="http://www.bamboocap.com.vn">www.bamboocap.com.vn</a></p>	<p>Effectiveness of investment capital use.</p> <p>Information transparency.</p> <p>Protect the interests of investors.</p> <p>Market value of stock and enterprise value.</p> <p>Corporate governance capacity.</p> <p>Dividend payout.</p>	<p>Effectiveness of investment capital use.</p> <p>Improve the governance model, risk management, the efficiency of production and business activities.</p> <p>Comply with regulations on information disclosure properly, completely, timely, accurately and transparently.</p> <p>Implement IR and PR activities to increase BCG's image and improve stock value.</p> <p>In 2021, despite the pandemic situation, the company still plans to pay dividends to investors in cash at the rate of 5% and in shares at the rate of 5%.</p>
 <p><b>EMPLOYEES</b></p> <p>BCG recognizes that human resources are the most important resource in strengthening the brand's market position, and it works hard to gain employees' support, companionship, attachment, and long-term cooperation through training policies, promotion opportunities, and welfare, as well as salary and bonus policies that are appropriate for each employee.</p>	<p>Monthly progress briefing.</p> <p>Internal training program.</p> <p>Internal activities of the company: Year-end summary conference, New Year's greetings, Family Day, Sport Festival, Happy Birthday, etc.</p>	<p>A comfortable working environment without discrimination.</p> <p>Being able to present ideas, opinions and response to questions at work.</p> <p>Training policy and development opportunities.</p> <p>Welfare, salary and bonus policy and working regime.</p> <p>Other activities to take care of the material and spiritual life of employees.</p> <p>Fair and objective evaluation.</p> <p>Achievements and contributions are recognized.</p>	<p>Build a comfortable, safe working environment, work-life balance.</p> <p>Build corporate culture BCG where employees feel at home, are proud to be part of the team.</p> <p>Organize internal and specialized training courses to improve professional qualifications, create conditions for career development and promotion.</p> <p>Decent and fair remuneration policy with employees' contributions.</p> <p>Commendation of individuals and groups with outstanding achievements.</p> <p>The Committee on Training, Reward, Discipline, Sports, Culture and Life organizes work to take care of the lives of employees and their families.</p>
 <p><b>CUSTOMERS</b></p> <p>Although BCG does not have direct customers, customers are a decisive factor affecting the business results and success of its subsidiaries, having a direct impact on the Group.</p>	<p>Market research, market survey.</p> <p>Receive comments and feedback from customers, solve problems.</p> <p>Project launch and sale conference.</p> <p>Website <a href="http://bamboocap.com.vn">bamboocap.com.vn</a></p> <p>Fanpage Bamboo Capital</p>	<p>Quality, price and service as promised.</p> <p>Transparent information.</p> <p>Reputation and brand of manufacturing enterprises and investors.</p>	<p>Customer Service Department answers questions via hotline, fanpage quickly.</p> <p>Research and develop products to meet market needs.</p> <p>Environmental protection policies and customer benefits.</p> <p>Build a reputable brand.</p> <p>Provide accurate, transparent information about products and projects.</p>
 <p><b>PARTNERS</b></p> <p>Partners include contractors, suppliers, etc. are individuals and organizations directly involved in manufacturing and trade activities and project implementation, making important contribution to the Group's success.</p>	<p>Direct meeting.</p> <p>Communicate by phone, email.</p> <p>Attend and organize conferences, seminars to connect with suppliers and contractors.</p>	<p>Co-operate and co-develop.</p> <p>Responsible project planning and execution.</p> <p>Project implementation capacity.</p> <p>Business reputation.</p> <p>Follow the signed agreements, and cooperate in an open and transparent manner.</p>	<p>Contact, meet to exchange information, deploy cooperation programs.</p> <p>Attitude of integrity, support, openness and transparency in all cooperation activities.</p> <p>Monitor and correct errors.</p> <p>Enhance brand reputation.</p>



PARTY	APPROACH	CONCERNS	ACTIONS OF BCG
 <p><b>SUBSIDIARIES</b></p> <p>The subsidiaries of BCG operate in 5 key segments: Renewable energy, Real estate, Infrastructure, Financial services, Manufacturing - Trading. The harmonious relationship between the parent company and its subsidiaries will determine the success or failure of the group's development strategy, and at the same time contribute to the country's socio-economic development.</p>	<p>Monthly meeting.</p> <p>Report of the Board of Management of member companies.</p> <p>The Group's personnel participating in the BOD and Supervisory Board of member companies.</p>	<p>Policy, development orientation and business plan of the parent company for member companies.</p> <p>Access to major partners, expand domestic and international cooperation.</p>	<p>Support in connecting with partners and locating sources of investment financing for the company.</p> <p>Assist in the development of production and operation plans and the setting of reasonable outcome goals.</p> <p>Look for experts and competent human resources to support production and improve project implementation capacity for subsidiaries.</p> <p>Ensure compliance with occupational health and safety laws and regulations, the Group develops regulations of general application.</p> <p>Organize training programs for all member companies in the Group.</p> <p>Create policies on salary, bonus, remuneration, benefits and promotion for all employees of the Group.</p>
 <p><b>GOVERNMENT</b></p> <p>Authorities include government agencies, state agencies and local governments. These agencies have the function of managing, ensuring the business environment and indirectly supporting business activities through incentive and support policies.</p>	<p>Participation in and contributing ideas at conferences, seminars organized by government agencies, the State.</p> <p>Participation in relevant organizations and associations.</p>	<p>Comply with regulations, laws, support government policies and campaigns.</p> <p>Contribute to the state budget.</p> <p>Conduct responsible business production.</p> <p>Develop local economy, social security.</p>	<p>Fulfill all corporate tax, insurance and other obligations.</p> <p>Regularly and fully update information on laws and regulations of the State to ensure that no mistakes occur.</p> <p>Comply with regulations on information transparency and disclosure.</p> <p>Reports are submitted on time and strict compliance is ensured.</p> <p>Participate in movements and programs initiated by state agencies to support the community and society.</p> <p>Actively launch social and economic development programs according to local plans.</p> <p>Create stable employment conditions and create opportunities for local development in the future.</p>
 <p><b>COMMUNITY</b></p> <p>BCG understands that the orientation of economic development goes hand in hand with the development of society, receiving support and trust is an important foundation for production and business activities and project implementation in the locality. Therefore, BCG constantly strives to improve the economy and society in the areas where the Group has projects, production and business facilities.</p>	<p>Direct communication through programs and events held in the provinces and cities where the company produces and develops projects.</p> <p>Coordinate with local authorities.</p> <p>Media activity.</p>	<p>Protect the natural environment, the living environment for the community.</p> <p>Labor safety assurance.</p> <p>Carry out social activities that contribute to the development of the local community.</p> <p>Create jobs.</p>	<p>Recruit locals for the Group's factories and projects.</p> <p>Follow all environmental and occupational safety regulations.</p> <p>BCG Foundation was founded during the time when the country was dealing with the Covid-19 outbreak. BCG Foundation is a non-profit organization with the motto "Learning to give – Give love to receive love" and the mission of giving and caring for those in need while also contributing to community development.</p> <p>In 2021, the BCG Foundation engaged in practical activities such as purchasing agricultural products from farmers, contributing funds to the Covid-19 vaccine fund, organizing fleets of vehicles to transport medical personnel on anti-pandemic missions, and supporting the cost of medical equipment and supplies such as KN95 medical masks, ventilators, body temperature monitors, blood oxygen meters, test kits, and dedicated ambulances to support frontline doctors working against C. Furthermore, the BCG Foundation has provided over 5,000 essentials to poor households in Ho Chi Minh City and nearby areas, as well as 50 laptops to provide disadvantaged kids with online learning equipment.</p> <p>BCG intends to continue to promote the heart and the spirit of BCG individuals to people all around the country through volunteer activities that have been implemented by BCG Foundation. Simultaneously, BCG wants to encourage the community to be positive and urge on everyone to work together to defeat the Covid-19 pandemic.</p>

PARTY	APPROACH	CONCERNS	ACTIONS OF BCG
 <p><b>FINANCIAL INSTITUTIONS</b></p> <p>Banks and financial partners are examples of financial entities. The finance department performs a critical function and has a direct impact on the Group's capital ability to deploy projects. As a result, BCG strives to balance the interests of these parties and work together to maintain transparency and credibility.</p>	<p>Directly meeting.</p> <p>Participating in seminars and conferences to raise capital.</p>	<p>Economic efficiency and loan repayment capabilities for capital suppliers.</p> <p>Project implementation capacity.</p> <p>Ensuring harmonious interests between the parties.</p>	<p>Ensuring reputation, improving credit rating, ensuring effective management and use of financial resources.</p> <p>Risk management, strengthening corporate governance and transparency.</p> <p>Improving the capacity of project implementation, perform the project in accordance with commitments with banks, financial partners, investors and customers.</p>
 <p><b>MEDIA</b></p> <p>Communication activities have the ability to significantly affect the image and reputation of a business in the market. BCG has been maintaining the image of the Group and its subsidiaries by maintaining communication activities to provide timely and accurate information.</p>	<p>Disclose information.</p> <p>Do interviews, press releases.</p> <p>Website: <a href="http://www.bamboocap.com.vn">www.bamboocap.com.vn</a></p> <p>Social network: Facebook, Youtube, LinkedIn.</p>	<p>Disclose information in a timely and transparent manner, in accordance with regulations.</p> <p>Information regarding firms and sectors exchanged with media organizations must be clear and truthful.</p> <p>Ability to carry out pre-determined strategies and maintain trust to clients and government organizations.</p>	<p>Commit to providing accurate information about the Group's actual actions.</p> <p>Make essential information that directly or indirectly affects customers, stockholders, and investors known ahead of time.</p> <p>Provide objective industry comments to help raise industry awareness among relevant stakeholders.</p> <p>Periodically update business situation and project progress via newsletters, news, and events on the Group's website and social networking sites.</p>





# MAJOR CONCERNS

BCG makes a choice of major problems based on feedback and concerns among stakeholders and through analysis of the organizational context and harmonization of industries of each subsidiary.

These key areas are also considered to be associated with the United Nations' 17 sustainable development goals.

MATRIX OF MAJOR CONCERNS OF BAMBOO CAPITAL GROUP



ECONOMIC GOALS	ENVIRONMENTAL GOALS	SOCIAL GOALS
<ul style="list-style-type: none"> <li>• Economic performance</li> <li>• Presence in the market</li> <li>• Indirect economic impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Materials</li> <li>• Energy</li> <li>• Water and effluents</li> <li>• Environmental compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Employment</li> <li>• Occupational health and safety</li> <li>• Education and training</li> <li>• Local community</li> <li>• Socio-economic compliance</li> </ul>

# PRACTICES

## REPORTING CODE

The Bamboo Capital Group's sustainability report is prepared annually and is made separately from the annual report.

The data is reported in the period from January 1, 2021 to December 31, 2021, the same year as the Annual Report 2021,

## CONTACT

For more information about the report, please contact:

Sustainability Report Department,  
Bamboo Capital Joint Stock Company

Office  
27C Quoc Huong, Thao Dien Ward, Thu Duc City, HCMC

Phone (028) 62.680.680      Email info@bamboocap.com.vn





**SUSTAINABILITY  
REPORT 2021**

SUSTAINABILITY  
REPORT **2021**

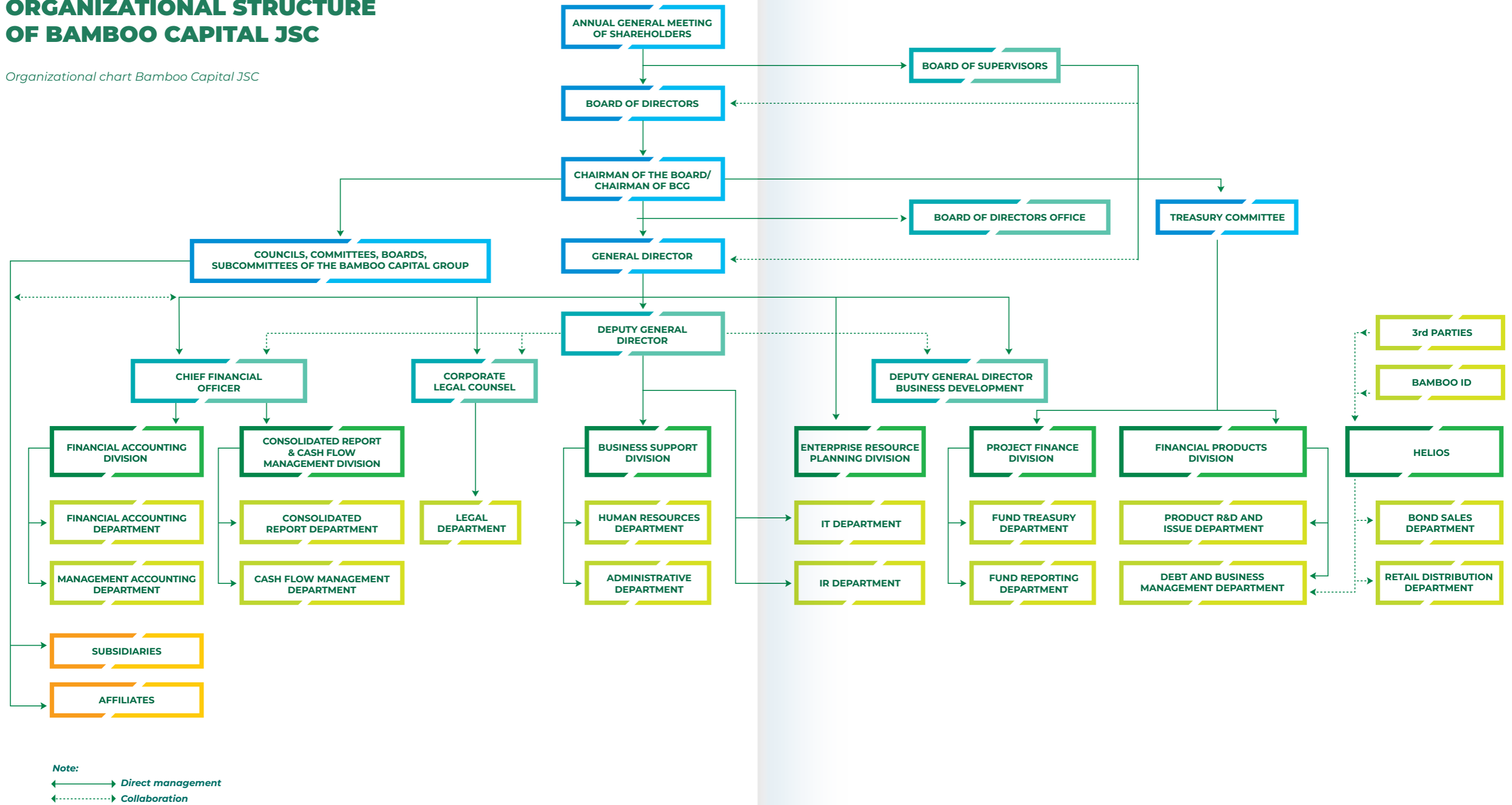




# CORPORATE GOVERNANCE

# ORGANIZATIONAL STRUCTURE OF BAMBOO CAPITAL JSC

Organizational chart Bamboo Capital JSC





## BOARD OF DIRECTORS

The structure of the Board of Directors of Bamboo Capital Group on December 31, 2021 is as follows:

- |   |  |
|---|--|
| <p><b>01   MR. NGUYEN HO NAM</b><br/>Chairman<br/>Appointment date: 27/06/2020</p> <p><b>03   MR. PHAM MINH TUAN</b><br/>Vice Chairman<br/>Appointment date: 27/06/2020</p> <p><b>05   MR. BUI THANH LAM</b><br/>Member<br/>Appointment date: 27/06/2020</p> <p><b>07   MR. NGUYEN QUOC KHANH</b><br/>Independent member<br/>Appointment date: 27/06/2020</p> <p><b>09   MR. KHUAT TUAN ANH</b><br/>Independent member<br/>Appointment date: 27/06/2020</p> | <p><b>02   MR. NGUYEN THE TAI</b><br/>Vice Chairman<br/>Appointment date: 27/06/2020</p> <p><b>04   MR. NGUYEN THANH HUNG</b><br/>Vice Chairman<br/>Appointment date: 27/06/2020</p> <p><b>06   MR. ANTHONY LIM</b><br/>Member<br/>Appointment date: 27/06/2020<br/>Resignation date: 15/05/2021</p> <p><b>08   MR. PHAM NGUYEN THIEN CHUONG</b><br/>Independent member<br/>Appointment date: 27/06/2020</p> <p><b>10   TAN BO QUAN ANDY</b><br/>Member<br/>Appointment date: 05/15/2021</p> |
|---|--|

Chairman of the Board cannot be appointed General Director.

To ensure the separation of powers within the Company and to preserve accountability, unbiased decision-making, and clearly delineated responsibilities for the Chairman of the Board and the CEO, these positions must be held by separate individuals.



## BOARD OF MANAGEMENT

- |   |  |
|---|--|
| <p><b>01   MR. NGUYEN THE TAI</b><br/>General Director<br/>From 11/07/2011 to present</p> <p><b>03   MR. NGUYEN THANH HUNG</b><br/>Deputy General Director<br/>From 02/15/2015 to present</p> | <p><b>02   MR. PHAM MINH TUAN</b><br/>Deputy General Director<br/>From 08/23/2017 to present</p> <p><b>04   MS. HOANG THI MINH CHAU</b><br/>Chief Financial Officer<br/>From 04/01/2015 to present</p> |
|---|--|

## BOARD OF SUPERVISORS

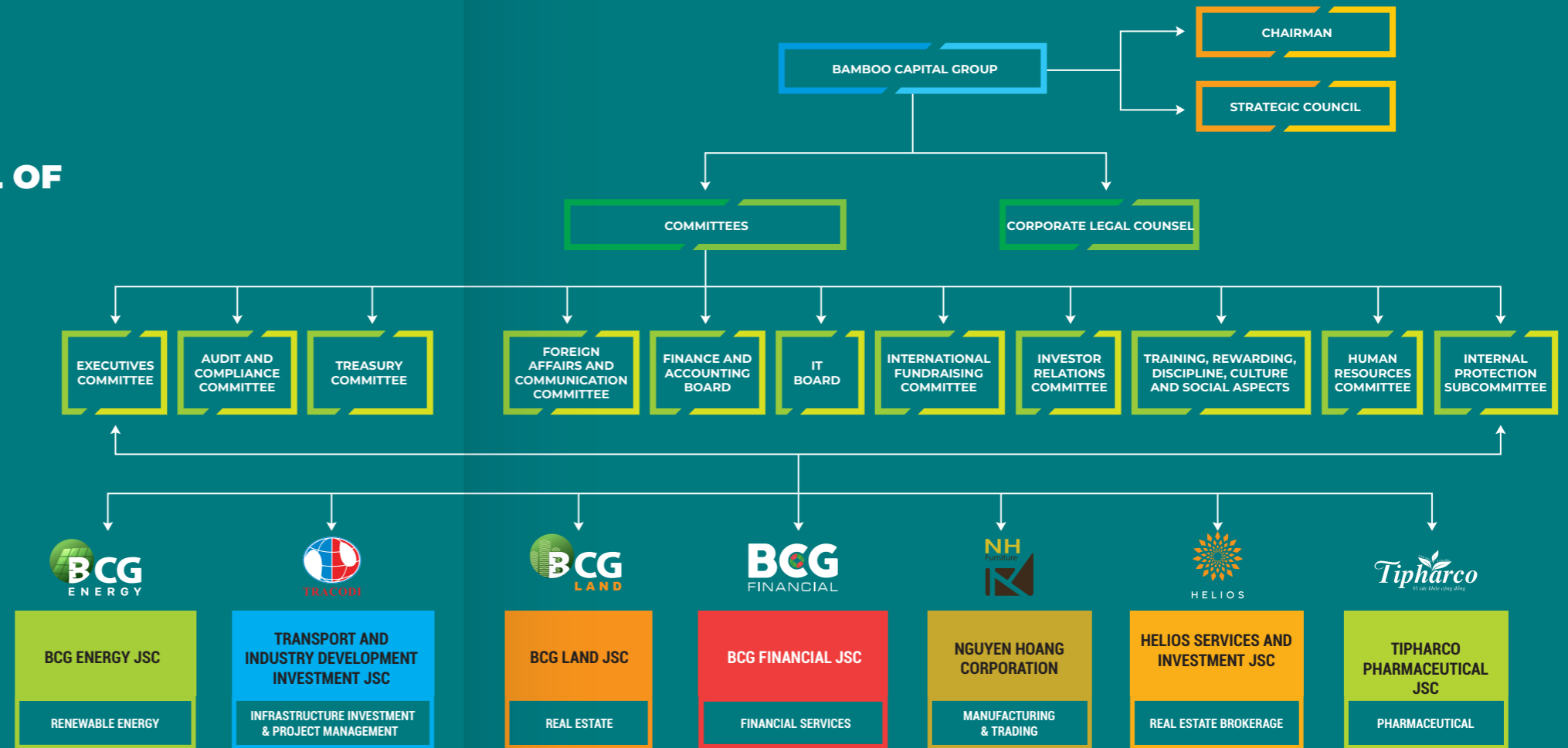
(Level of independence: Not an employee of the Group)

- |   |  |
|---|--|
| <p><b>01   MR. DINH HOAI CHAU</b><br/>Chief of the Board<br/>Qualification: Accountant<br/>Appointment date: 04/15/2015</p> <p><b>03   MR. KOU KOK YIOW</b><br/>Member<br/>Qualification: Accountant<br/>Appointment date: 06/27/2020</p> | <p><b>02   MR. NGUYEN VIET CUONG</b><br/>Member<br/>Qualification: Accountant<br/>Appointment date: 05/10/2019</p> |
|---|--|



## INTERNAL GOVERNANCE MODEL OF BAMBOO CAPITAL GROUP

The governance model of the Group is organized into the management levels as follows:



Bamboo Capital Group's internal governance model

**01** Chairman of the Group

**02** Councils, Committees, Boards, Sub-committees and Lawyer of the Group

**03** Subsidiaries and affiliates

**04** Subsidiaries and affiliates (the companies hold controlling or non-dominant shares of the core subsidiaries)

**BCG**  
BAMBOO CAPITAL

In addition, Councils, Committees, Boards, Sub-committees and Lawyer of the Group were established/appointed in order to increase the effectiveness of internal governance in the Group system.

Position, role and operational principles of the Councils, Committees, Boards and Sub-committees of the Group:

**01**

The Councils, Committees, Boards and Sub-Committees are the governing bodies of the Group having full rights on the name of the Group according to the assigned tasks, except for matters under the authority of the General Meeting of Shareholders and the Board of Directors of the Group's subsidiaries.

**02**

The Councils, Committees, Boards and Sub-committees operate under the decentralized management of the Group's Chairman and their own seals. The operating budget is approved and allocated by the Group's Chairman.

**03**

The Councils, Committees, Boards and Sub-Committees operate on the principle of the Head of Leadership. Each Head of the Council, Committee, Board, and Sub-Committee is responsible for the assigned tasks and jointly responsible before the Chairman of the Group for the decisions of the Council, Committee, Board, and Sub-committee for their respective assigned tasks for the stable and sustainable development of the Group.



## SUPERVISORY ACTIVITIES

The supervision of operational efficiency of corporate governance of Bamboo Capital Group is as follows:

- The General Meeting of Shareholders supervises the Board of Directors through the criteria and plans approved at the Annual General Meeting of Shareholders and the Extraordinary General Meeting of Shareholders. The results of the previous year were specifically reported in the next year's meeting.
- The Board of Directors monitors the performance of the Board of Directors through financial and non-financial targets approved by the General Meeting of Shareholders, which can be adjusted accordingly by the Board of Directors. In addition, the Board of Directors also requested the Executive Board to add other financial targets for more specific supervision based on the detailed business plans approved annually. With non-financial targets such as management, administration, and compliance, the Board of Directors supervises through internal periodical reports, reports to the supervisory board, internal audit, reports and inspections by authorities. The Board of Directors maintains a regular face-to-face meeting every quarter to discuss, debate and agree decisions under the authority of the Board of Directors in order to promptly give directions in operating business activities for the Company in accordance with market fluctuations.
- Reporting system: Quarterly financial statements, mid-year and annual reports submitted to the Securities and Exchange Commission, widely published on the website and sent to shareholders. Semi-annual and annual governance reports in accordance with regulations on information disclosure and other extraordinary reports. Annual report of the Board of Directors and Supervisory Board once a year at the General Meeting of Shareholders.



## RISK MANAGEMENT



“

The Board of Directors (BOD) and Board of Management (BOM) of BCG Group identify Risk Management as one of the leading corporate governance principles that should be paid special attention to in their production and business activities.

”



## RISK MANAGEMENT OBJECTIVES

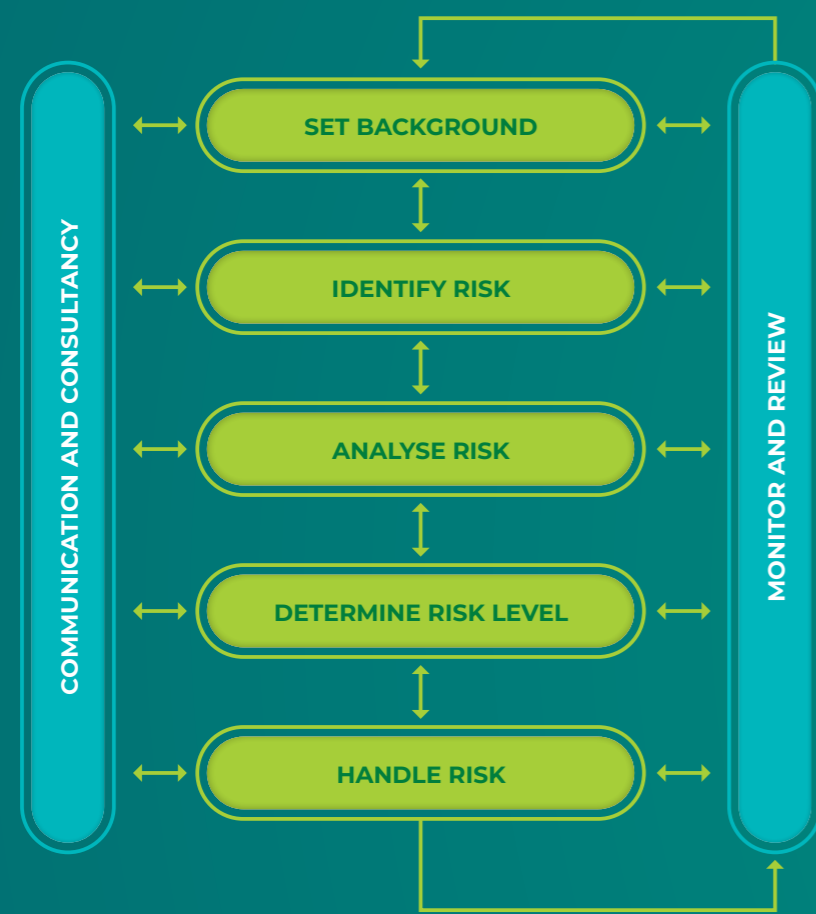
The successful implementation of the risk management framework will give the enterprise a useful and effective tool to create new business values, new revenue streams, successful projects and preserve enterprise value. BCG's management board has proposed as well as implemented many measures to minimize negative impacts on production and business activities. The objectives of the risk management plan include:

- Handle timely and logically risks in order to improve the effectiveness of control activities, prevent and minimize losses as well as negative impacts on business activities. At the same time, strengthen the exploitation of opportunities, turn risks into development motivation.
- Enhance decision-making, plan and prioritize works with a thorough and consistent understanding of business operations, the business environment, opportunities and challenges.
- Clearly define responsibility for ownership and risk management and establish a mechanism for continuous risk monitoring and reporting throughout the Group.



## RISK MANAGEMENT PROCEDURE

BCG applies the Risk Management Model according to international standards. This is a transparent, systematic and reliable form of risk management in the company's operating environment.





## RISK ANALYSIS AND ACTION PLAN

### SPECIFIC RISKS IN EACH FIELD OF ACTIVITY

#### RISKS IN THE MANUFACTURING

In 2021, the raging Covid-19 pandemic and many months of social distancing at the pandemic's peak have caused many difficulties for production and business activities. Although industrial production activities have recovered in the last months of the year and businesses have also accelerated production to promptly deliver goods for signed contracts in the year, the industrial production development index of the entire country was only about 4.82%, lower than the planned target of 8-9% growth in 2021. Experts have commented that the manufacturing industry is making very positive improvements, although there are still many risks and challenges. Externally, export markets use technical measures to limit imported goods, including Vietnamese goods. On the other hand, the risk of supply chain disruption is significantly increasing costs for exporters as well as domestic commercial enterprises.

**Risk mitigation solutions:** Bamboo Capital Group always attaches importance and efforts towards transparency and clarity when dealing with customers, investment partners and stakeholders throughout the production, transportation and trade processes. BCG has promoted



recruitment in order to build a team of members who are knowledgeable about the industry, especially in the production and processing stages; has continuously monitored and updated information on input materials usage, technology status, labor usage, etc.

With the goal of minimizing risks, creating breakthroughs and developing sustainably in the future, BCG is implementing an in-depth market research program to guide strategic changes. Specifically, strongly developing of digital transformation goes hand in hand with adapting to the trend of world trade.

#### RISKS IN THE CONSTRUCTION - TRADING SEGMENT

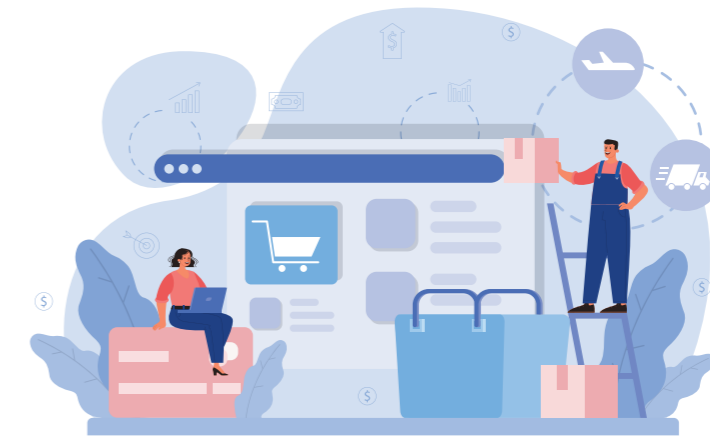
#### 1. CONSTRUCTION

Over the past time, the Covid-19 pandemic has been adversely affecting many aspects of our country's socio-economic life, in which the construction sector has been seriously affected. In 2021, many construction investors could not borrow from banks to pay, so there were construction contractors who were owed trillions of dong by investors. Hence, the contractor's finance situation was very difficult.

In addition, the "price storm" of raw materials increased unprecedentedly, almost the price of all other construction materials such as cement, sand, stone, aluminum, glass, ... "escalated". Fluctuations in material prices have negatively affected the production and business results of contractors. Real estate projects stalled, contractors found it difficult to find work. Moreover, in the current situation, although the work is

rare, many contractors do not dare to accept the work because they do not have the ability and measures to deal with the rising "price storm".

**Risk mitigation solutions:** Therefore, BCG requires the unit to identify the risks that need to be handled, measure and evaluate the impact of the whole process on the success rate of the project, especially the risks related to the project, including cost and implementation time. In addition, BCG has also updated construction risk identification tools, combined with analysis, empirical statistics, forecasts, expert opinions and other methods to find the source, origin and scope of influence as soon as possible, to timely handle and improve work efficiency. Human resources will be trained to proficiently operate machinery and equipment and raise awareness of use and maintenance.



#### 2. TRADING

Regarding exports, the total export turnover of goods reached more than USD 668.54 billion, up 22.6% compared to 2020; the balance of trade in goods in 2021 reached a trade surplus of USD 4.08 billion. These growth "tractors" are assessed to continue to achieve positive results in 2022.

For coffee, although Vietnam leads the world in output, the selling price is only about 65% - 85% of the export price of other countries. It is because most coffee production enterprises only have a short-term orientation for their business: trade to make a seasonal profit, selling in bulk at the beginning of the season.

For cassava starch, most of the Group's products are exported to the Chinese market and are greatly influenced by China's strengthening of delivery control measures at border gates, hence the export of Vietnam's cassava and cassava products to this market has decreased slightly.

The entry into major export markets such as the EU and the US is still risky due to competition among similar products, changes in consumer behavior, especially when technical and trade barriers tend to be applied more strictly by importing countries. With financial potential

and high production capacity, foreign enterprises are creating great pressure for domestic enterprises. The risk of losing market share and reducing revenue is relatively obvious.

Transport costs are also a barrier for coffee exporters in Vietnam in the current Covid-19 context. This also changes the cost of coffee exports. Such price instability will cause many difficulties for coffee producers in Vietnam.

#### Risk mitigation solutions:

In order to minimize the risks of market demand as well as competitive pressure, BCG is actively improving its marketing and launching activities. In addition, BCG is also investing in warehouses in Germany to promote the export of goods to the EU market, avoid the risks of goods not being transported on time and limit the risk of higher warehousing costs.

In addition, Bamboo Capital also focuses on the plan to raise the charter capital of companies involved in commercial activities so that they can continue production and thereby promote exports to other markets to avoid the dependence on a particular market.

#### RISKS IN THE REAL ESTATE SEGMENT

The year 2021 ends with difficulties for the real estate sector along with the inadequacies in policies that have not been thoroughly resolved, causing the real estate supply to decrease.

The resort real estate market in Vietnam is facing many difficulties due to the impact of the Covid-19 pandemic and legal problems. The Covid-19 pandemic has swept over, not only the tourism industry has been negatively affected, but the tourism - resort real estate has also been seriously affected. Due to the pandemic, the entire country in 2021 had almost no international tourists. From the above difficult reality, plus the legal problems for resort real estate that have not been resolved, the buyer is still hesitant and not confident to invest money. Many hotels and resorts have been closed. Some have been idle with an average capacity of 20-30%. The number of hotel and resort real estate projects for sale has been very large. Therefore, tourism and resort real



estate has been less effective and become more and more weak in attracting investors.

**Risk mitigation solutions:** Diversify investment portfolio with residential real estate, commercial real estate, and industrial real estate. In 2021, BCG focused on developing complex projects (combining commercial and residential real estate) in locations that were of interest to investors such as Thu Duc city, Binh Chanh district.



**RISKS IN THE RENEWABLE ENERGY SEGMENT**

In the short term, the new electricity price mechanism for wind and solar power after October 30, 2021 has not yet been issued. The preferential electricity price mechanism (FIT-feed-in tariff) will be abolished and replaced by a new price mechanism (which can be a bidding mechanism and/or a direct agreement with EVN). It is expected that the new electricity price can be reduced by 20%-30% compared to the current FIT price.

The complicated and prolonged outbreak of the Covid-19 pandemic has affected many aspects of life, disrupted production chains, and led to a decrease in load demand. In addition, the strict social distancing due to Covid-19 has been seriously affecting the progress of wind power projects.

Renewable energy in general and wind energy in particular requires large upfront investment costs, so it is essential to apply and maintain a stable and long-term legal framework for wind energy to continue to grow.

When the total installed capacity of solar and wind power projects increases and accounts for a relatively high proportion, it may lead to some technical inadequacies, affecting the exploitation, operation and safety of the national grid system. Therefore, the upgrade of the power transmission line network is an urgent matter that needs to be implemented and completed soon.

In the medium and long term, fluctuations of macroeconomic variables such as growth rate, inflation, interest rates, exchange rates, etc. will have indirect impacts on enterprises investing in renewable energy development.

**Risk mitigation solutions:**

In order to limit policy and legal risks, BCG Energy always monitors and updates the latest legal documents of Vietnam and international standards to assess the influence of these newly issued legal documents. In addition, BCG also participates in discussions with the Government and other stakeholders to supplement recommendations from a business perspective so that the Government can consider and facilitate support for businesses to develop the Renewable energy field, can provide a stable and long-term regulatory framework for projects to continue to develop.

In order to limit the influence of interest rates, BCG sets up a specific loan and repayment plan for each loan, signs financing contracts with a limit on the controllable fluctuation range of lending interest rates and negotiates with the partners to promptly adjust the capital plan according to the current the financial market, in order to limit instability and influence from interest rates.

**FINANCIAL RISKS**



**GROWTH RISK**

In 2021, the COVID-19 pandemic has had a heavy impact on the world economy and Vietnam. For the entire year of 2021, Vietnam's economic growth reached 2.58% (up 4.72% in the first quarter; 6.73% in the second quarter; 6.02% in the third quarter and 5.22% in the fourth quarter). While the Delta and Omicron variants caused many countries around the world to shake, Vietnam's economy still maintained a positive growth rate, especially, in the fourth quarter there was a remarkable recovery.

Going through a difficult and volatile 2021, towards 2022, many economic-financial organizations, institutions and experts are still optimistic about Vietnam's economic

growth prospects, which are on the way to recovery rapidly thanks to the high rate of Covid-19 vaccination, creating favorable conditions for the opening of the economy soon. However, as the pandemic has not yet ended, and trade has been affected by rising transport costs, the empty container shortage is likely to last until 2023.

**Risk mitigation solutions:** BCG focuses on exploiting opportunities from Vietnam's participation in bilateral and multilateral trade agreements, as well as from the relocation and repositioning of regional and international supply chains to other cheaper and safer countries from developed countries.

**INFLATION RISK**

Regarding the inflation forecast for 2022, Director of the Institute of Economics and Finance Nguyen Ba Minh said that through research, the average forecast CPI would increase in 2022 compared to 2021 would be 2.5% (+/- 0.5%) i.e. from 2% to 3%, below the target set by the National Assembly for objective reasons due to the complicated situation of the COVID-19 pandemic in the world; trade wars, unpredictable political conflicts in the world, etc., making global economic growth unable to recover steadily, making it difficult for prices of raw materials and fuels in the international market to increase, inflation pressure in 2022 would not be too high.

However, experts also believe that controlling inflation in 2022 is still difficult and not easy. CPI may increase quite

high and increase right from the beginning of the year because the world economy has recovered and gradually recovered, all commodity prices are on the rise. When the economy recovers in 2022, under the impact of economic development and support packages, increasing consumption and investment demand will put pressure on prices.

Because Vietnam is a country with extensive and comprehensive integration with the world, the possibility to import inflation through the import of input materials is very high.

**Risk mitigation solutions:** BCG will proactively forecast and calculate to develop response plans and adjust prices on the basis of established national policies.

**INTEREST RATE RISK**

According to the direction of the State, banks must provide practical support to help companies make sustainable and effective production and business plans by reducing interest rates and sharing difficulties with society related to the current epidemic situation.

The State Bank of Vietnam (SBV) also directs credit institutions to safely and effectively grow credit, to focus credit on production and priority fields according to the Government's policy; strictly control credit in potentially risky fields such as real estate, securities, BOT projects, transport BT; strengthen risk management for loans to serve life needs and consumer credit; create favorable conditions for businesses and people to access bank credit capital.

The risk of interest rate fluctuations is mainly related to short-term deposits and short-term profitable loans of the Parent Company and some member companies, which may cause loss to BCG.

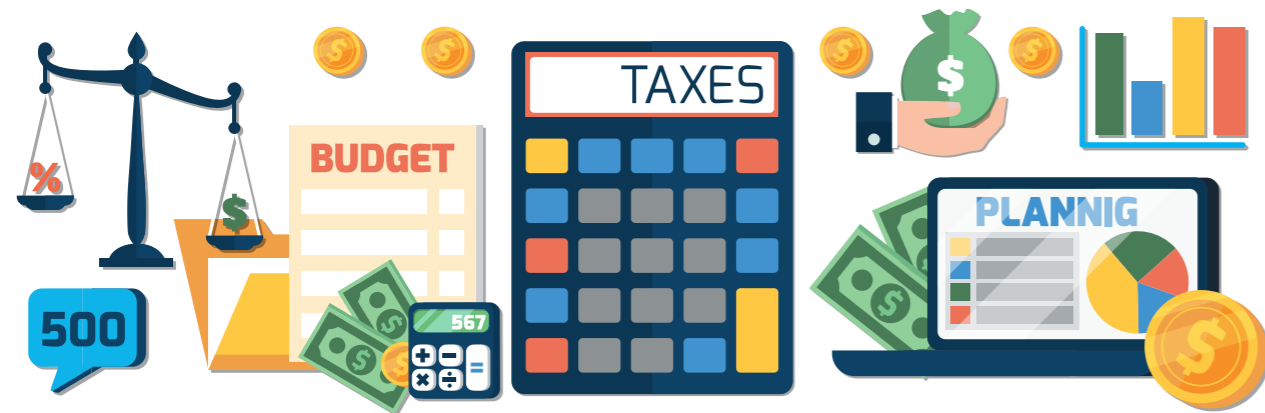
**Risk mitigation solutions:** The Finance - Accounting Department of BCG Group regularly monitors and strictly controls money market conditions, domestic and international economic conditions in order to minimize interest rate risks. Specialists perform forecasting, sensitivity analysis and adjustment of financial leverage as well as financial investment strategies according to the current situation and control interest rate risk within the limits of the Group's management.

**LIQUIDITY RISK**

BCG is exposed to liquidity risk when its financial assets and liabilities have different maturities.

**Risk mitigation solutions:** BCG assesses this risk as low because the Group always has an effective cash flow management plan and a healthy financial position for BCG and its member companies. The Group's purpose is to balance its cash flows and financial commitments as they come due.

BCG will apply measures and methods to prevent and respond to liquidity risks through strict cash flow management, short-term and long-term credit agreements from the bank, arrangement of other financial sources to ensure that loans will be repaid after BCG completes investment projects, balancing assets and liabilities.



**OPERATIONAL RISK**

**SAFETY – HEALTH RISK**

Occupational safety and health risks are always prioritized by BCG. For specific fields such as Construction and Renewable Energy, if an incident occurs, it will affect the health and even the lives of workers immediately. In addition to affecting people, settlement costs and subsequent legal liability also have a heavy impact on businesses.

**Risk mitigation solutions:** BCG invests in modern production lines, tools and equipment to reduce the risk of incidents and occupational accidents of factory workers and employees. In addition, BCG also issues legal regulations to ensure the safety and health of workers such as health check-ups, labor protection equipment and training.

**LEGAL RISK**

Legal risks are largely changes in law or new regulations that have a material impact on companies' business and securities. In particular, changes in law or regulation may increase a company's operating costs, reduce the attractiveness of an investment, or change the competitive landscape in the market.

Specifically, the wind power development market is moving very slowly due to too many technical and financial barriers. In addition, the term of land use is still an issue that makes many investors and customers wonder.

In fact, BCG faces legal risks arising in the process of complying with regulatory changes when legal disputes arise from partners or during production and business activities. In addition, the implementation of many duplicate administrative procedures and long processing times lead to many difficulties, especially in the renewable energy and resort real estate segments.

**Risk mitigation solutions:** BCG owns a team of experienced consultants and lawyers. This department is responsible for updating legal changes and legal effects on business operations in order to promptly advise the Board of Directors for appropriate preparation. In addition, the above department is also responsible for checking contract documents to limit the accompanying legal risks.

**BRAND RISK**

The misjudgment as well as the incorrect perception of customers about the Group's image affects the attraction of investors and demand for products. This is one of the brand risks that need to be prevented and addressed. Inaccurate information can have a negative impact on the Group's reputation, reduce the trust of customers, shareholders, partners and society, leading to significant financial losses.

intangible asset of special value. Brand image risk management is prioritized to minimize risks through effective corporate governance activities. BCG always strictly adheres to the provisions of the law on periodic and irregular information disclosure. By respecting the investment value of shareholders, BCG understands its responsibility to provide complete, transparent and timely information. In addition, communication security is a top priority for the PR department to ensure that the information about BCG in the market is true.

**Risk mitigation solutions:** For BCG, a brand is an

**OTHER RISKS – PANDEMIC RISK**

The world has experienced 2 years of the Covid-19 raging pandemic, causing global turmoil, severely affecting all areas of life. The pandemic situation next year will depend on how well immunity is maintained after vaccination or recovery. So far, researchers have not come to an exact conclusion when this pandemic will end.

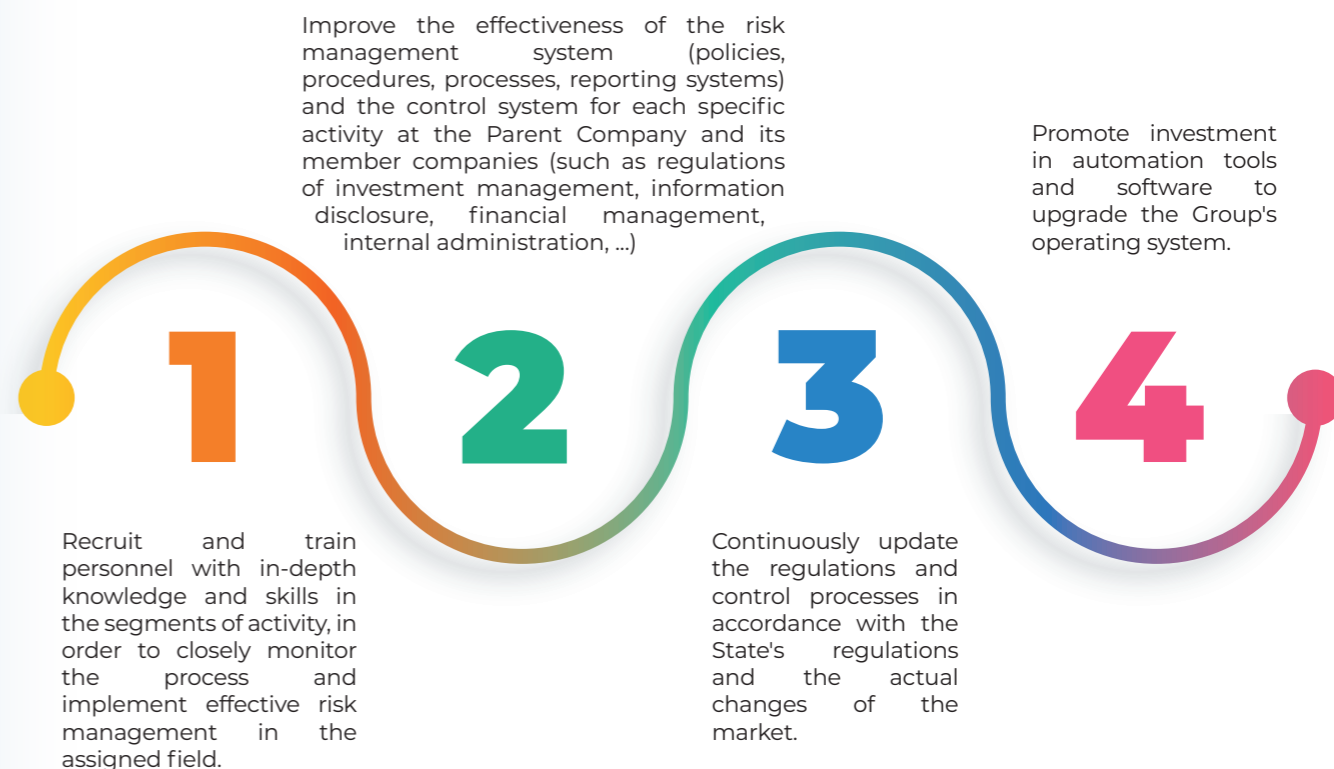
**Risk mitigation solutions:** Under the direction of the Prime Minister - Government, BCG continues to seriously and drastically implement the "dual goal", prioritize the protection of workers' health, and at the same time, promote the development of economic - social activities as normal. BCG's Management Board maintains a calm and non-subjective spirit in the management and operation of the business.



**RISK MANAGEMENT PLAN**

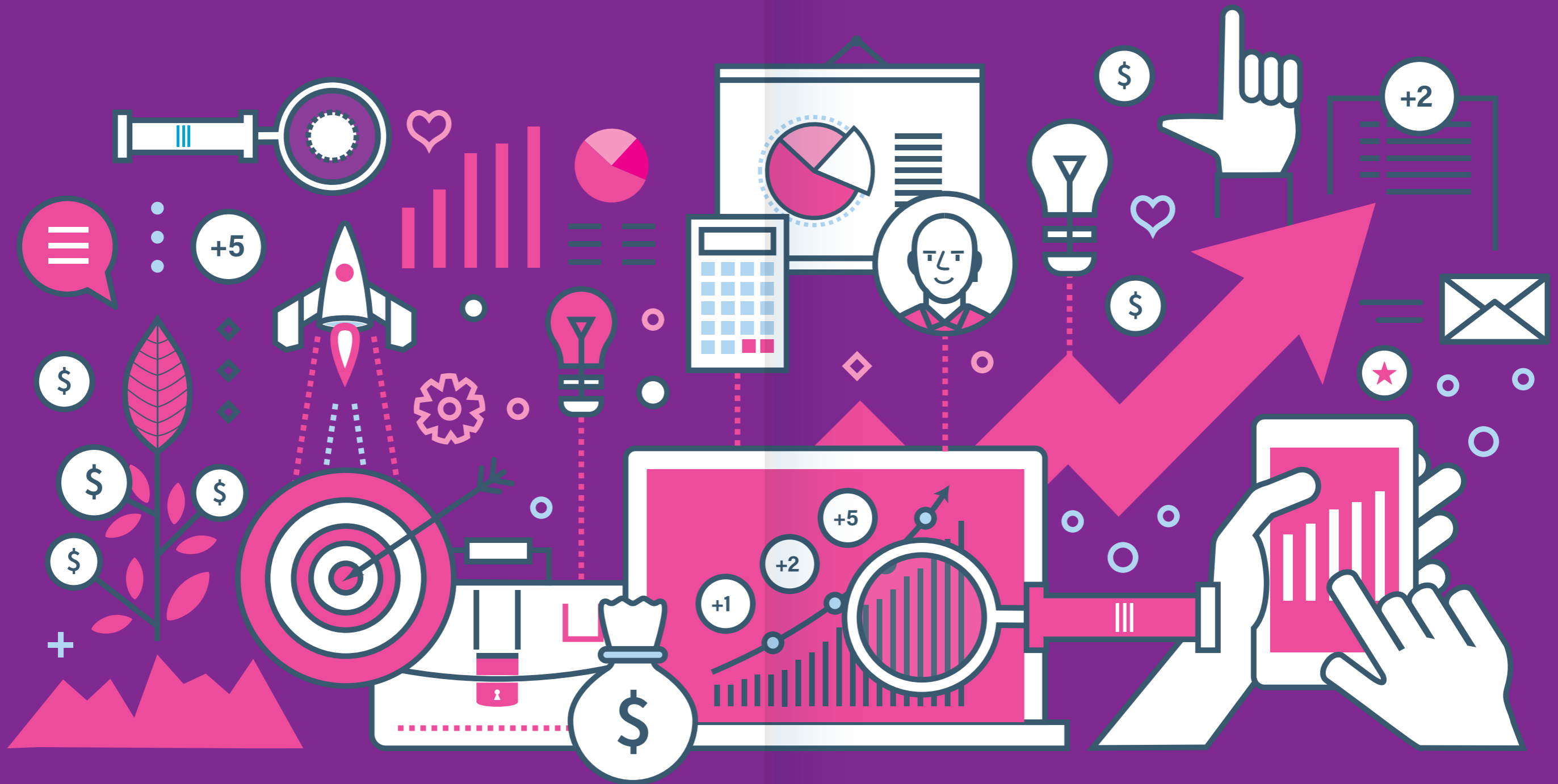
In 2022, BCG will continue to maintain and implement operating procedures in accordance with the operating system established by the Board of Directors. At the same time, upgrade the system including the necessary people, processes, software, and equipment to ensure the best risk management for current and upcoming investments, and new business areas which are expected to be launched in the near future.

Specific action plan steps:





# ECONOMIC



GRI 201  
**GRI 201 ECONOMIC PERFORMANCE**

**GRI 103 MANAGEMENT APPROACH**

Bamboo Capital Group recognizes that achieving a long-term sustainable development strategy requires a strong financial base and consistent economic growth. As a result, the Group is always trying to increase operational efficiency, fulfill business plan approved by the AGM, and monitor and assess performance metrics such total assets, revenue, profit, and market share.

At the same time, Bamboo Capital uses a comprehensive management system to keep track of the indexes. During the Management Board's progress briefings, information is updated and shared to the Management Board.

<b>Policy</b>	The Group strives to achieve revenue and profit growth based on its operating capacity, capital mobilization ability and the strength of its relationships with prestigious domestic and international partners. We are committed to bringing the highest return for shareholders, income for employees and general development for the community.
<b>Commitment</b>	Fully complying with the Enterprise Law 2021, the Law on Corporate Income Tax, the Law on Investment, the Law on Securities... along with relevant Circulars, Decrees and laws in accordance with international practices.
<b>Targets/indicators</b>	Revenue 2021: VND 5,375 billion Profit after tax 2021: VND 806.4 billion Expected dividend payout ratio: 10%
<b>Responsibility</b>	General Director
<b>Resources</b>	Sales Department, Business Support Department, Finance Department, Accounting Department, Project Development Department
<b>Mechanism for receiving and resolving complaints</b>	Receive and resolve complaints through the Trade Union.
<b>Specific programs, actions, projects and initiatives during the year</b>	Complete and put into operation renewable energy projects, including solar rooftops, solar farms and wind parks. Improve project management system to strengthen the ability to invest in and implement projects. Enhance policies on salary and bonus. Actively take care of and support employees during the recent pandemic such as: early Covid-19 vaccination, reasonable distance working plans, disinfecting spray, regular office cleaning to ensure a safe working environment, etc. Provide environmentally friendly materials and apply renewable energy solutions to projects Evaluate and select suppliers and contractors through social and environmental compliance practices.

Evaluate the overall management approach to the economic performance of the enterprise in 2021:

<b>Evaluation mechanism</b>	Business results are evaluated and reported quarterly and annually Participating parties: Board of Management, Committees, Accounting and Finance Department, Supervisory Board, External Auditing Company (Southern Auditing and Accounting Financial Consulting Service Company Limited (AASCS)). Activities are reviewed and evaluated through meetings of the Board of Directors, the General Meeting of Shareholders, and the annual evaluation of the Supervisory Board.
<b>Result</b>	Good
<b>Adjustment or suggested adjustment</b>	

**GRI 201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED**

In 2021, taking advantage of the Covid pandemic and the impact of economic support policies from the Vietnamese government, BCG has focused on increasing investment and acquisition, and implementing projects towards the goal of economic growth and sustainable development.

With the strength of the ability to operate, raise capital and relationships with prestigious domestic and international partners and financial institutions, BCG always cultivates experience in learning new technologies, thereby seeking opportunities to expand the market and develop real estate and renewable energy projects.

In parallel with the expansion of operation, in 2021 BCG has achieved positive economic results.

Specifically, BCG's business activities in 2021 recorded outstanding results as follows: Total consolidated revenue reached VND 2,589 billion, up 39.6% compared to 2020 (VND 1,575 billion). The average growth rate in the period from 2017 to 2021 reached over 15.09%.

Profit after tax in 2021 reached VND 1,000 billion, an increase of 275.5% compared to 2020 and an average growth rate of 290.01% from 2017.

Some key indicators (Source: Audited Consolidated Financial Statements for 2021 of Bamboo Capital Joint Stock Company)

Charter capital	Total Assets	Employee salary and bonus
<b>VND 2,975 BILLION</b>	<b>VND 37,689 BILLION</b>	<b>VND 233 BILLION</b>
Net revenue		
<b>VND 2,589 BILLION, INCREASING BY 39.6%</b>		
Profit after tax		
<b>VND 1,000 BILLION, INCREASING BY 275.5%</b>		

BCG'S BUSINESS RESULTS IN THE PERIOD OF 2017 - 2021

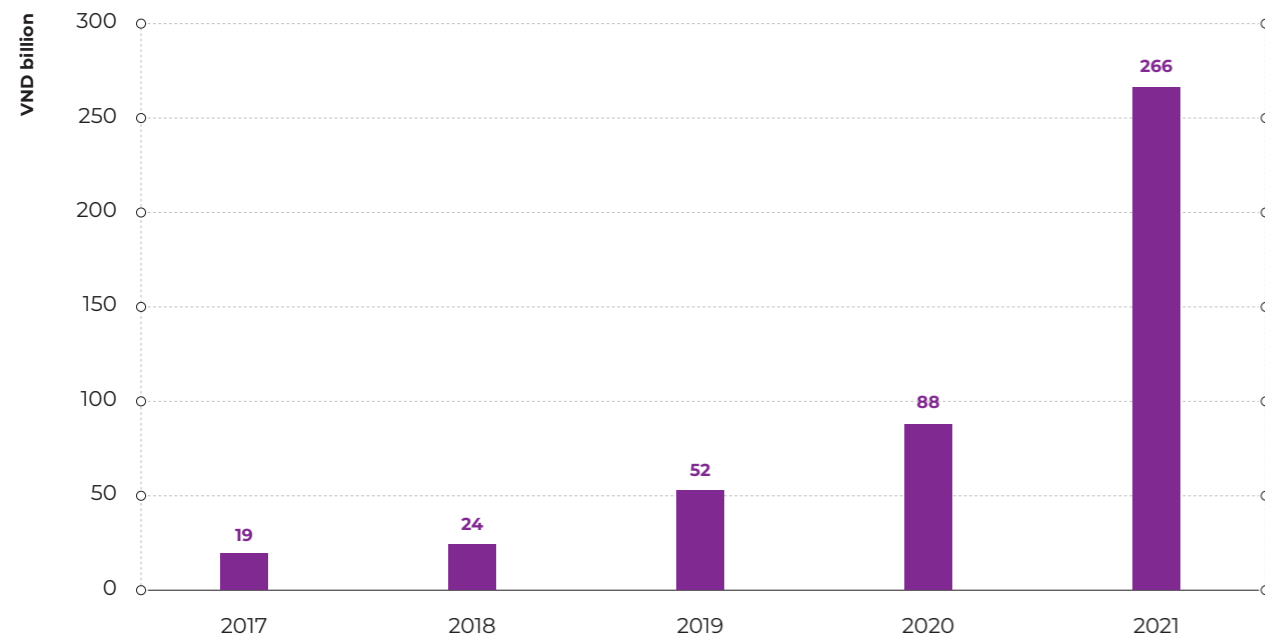


BCG has created jobs for locals and contributed to the development of infrastructure in communities where its projects being developed, including roads, drainage systems, and other utilities, in addition to the direct economic benefit.

### GRI 201-3 DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS

Since its establishment, BCG has always fulfilled its tax obligations, contributed to the state budget and actively contributed to the development of the community and society.

BCG'S CIT PAID TO THE STATE BUDGET FROM 2017 - 2021



## GRI 202 MARKET PRESENCE

### GRI 103 MANAGEMENT APPROACH

Developing a competitive compensation policy is critical to attract and keep top people. BCG hires locals and contributes to job creation and economic growth in the communities where the Group develops projects.

BCG annually reviews and rises employee salaries based on business results and individual key performance indicators (KPIs) in order to create work motivation, increase employee engagement and productivity.

Despite the fact that many companies were forced to decrease workforce and shrink operations as a result of the Covid-19 outbreak, BCG was dedicated to paying full salary and benefits to employees and even encourages recruitment and talent acquisition.

Evaluate the overall management approach to the market presence of the enterprise in 2021:

**Evaluation mechanism**

The Board of Management and the Emulation and Reward Council, under the supervision of the Trade Union and Human Resources Department, examine policies and results of emulation, salary, and bonus evaluation on an annual basis.

**Result**

Good

**Adjustment or suggested adjustment**

**CREATE JOBS**

Unit: employees

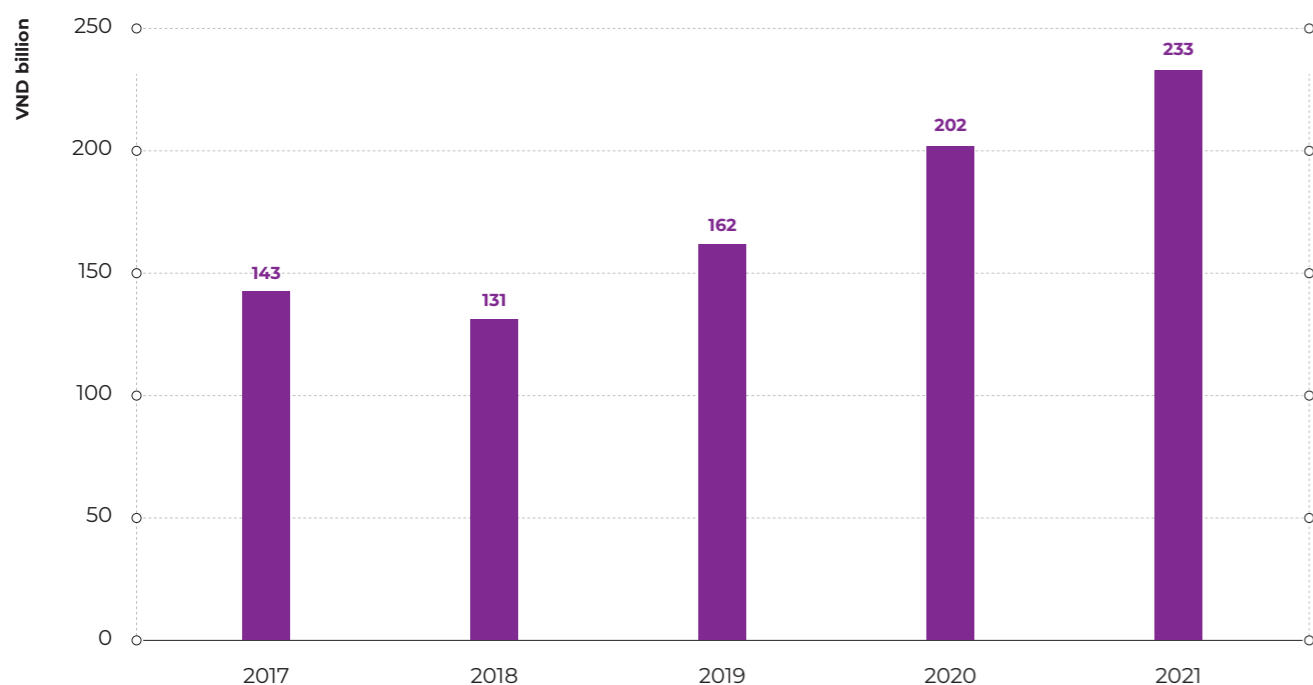
Year	2021	2020	2019	2018	2017
Parent company	159	49	52	42	38
Subsidiaries and Affiliates	1,830	1,664	1,453	1,258	953
Total	1,989	1,713	1,505	1,300	991

\*Employees (including staff – e.g.: Contractors, outsourced staff, etc.)



SALARY AND BONUSES OF STAFF

SALARY AND BONUSES OF BCG STAFF FROM 2017 TO 2021



GRI 202-1 RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

Locality name	Staff		Employees (excluding staff – e.g.: Contractors, outsourced staff, etc.)	
	Male	Female	Male	Female
An Giang	134%	134%		
Binh Dinh	109.18%	117.37%	118.2%	114.7%
Da Nang	105.25%	100.66%		
Hanoi	103%	101%		
Long An	111%	101%		
Phu Yen	132.4%	123.5%	117.6%	108.8%
Tay Ninh	105.1%	153.8%	130.8%	123.1%
HCM City	152.81%	139.33%		
Vinh Long			101%	

The Group's standard minimum pay is set at one level, not divided by region until 2021, so the minimum wage paid by region is extremely high when compared to provinces like Long An, Binh Dinh, and Vinh Long.

GRI 202-2 PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

Locality name	Definition of Management Board	Percentage
Da Nang	Management/Board of Management	10%
HCM City	Management/Board of Management	50%
Binh Dinh	Management/Board of Management	100%
Phu Yen	Management/Board of Management	100%
Tay Ninh	Management/Board of Management	100%
Hanoi	Management/Board of Management	3%

Ho Chi Minh City is still the main attraction for high-level workers. However, the Group also prioritizes recruiting human resources from other provinces as well as from abroad.



GRI 203 INDIRECT ECONOMIC IMPACTS



GRI 103 MANAGEMENT APPROACH

During the implementation of production and business activities, Bamboo Capital is aware that where the Group deploys projects, there will be certain impacts on the environment and society.

BCG always undertakes a thorough survey of potential consequences that may arise during the implementation process at the project location before implementation to avoid negative impacts. The Group will take reasonable measures to limit and prevent these risks based on these evaluations. Equally, BCG creates positive impacts and surplus value through infrastructure projects and volunteer activities to strengthen local infrastructure, which is especially important during the Covid-19 pandemic.

Evaluate the overall management approach to indirect economic impacts of the enterprise in 2021:

<b>Evaluation mechanism</b>	Feasibility report on impact assessment and accompanying measures to limit and prevent negative impacts during project implementation. Positive impacts, creating economic surplus for the locality during project implementation.
<b>Result</b>	Good
<b>Adjustment or suggested adjustment</b>	

## GRI 203-1 INFRASTRUCTURE INVESTMENT AND SERVICES SUPPORTED

BCG has collaborated with authorities and organizations to deploy a variety of infrastructure projects, such as bridges and roads, in order to create favorable conditions for project implementation. The initial goal of these initiatives is to make it easier to bring in labor and other resources to project sites. Following the completion and implementation of these projects, residents in rural and inaccessible places will be able to travel more easily, contributing to local socio-economic development.

## GRI 203-2 SIGNIFICANT INDIRECT ECONOMIC IMPACTS

BCG is currently working on a variety of projects across the country. Solar power and real estate projects are particularly prevalent in Quang Nam, Binh Dinh, Ho Chi Minh City, Long An, and Vinh Long. These initiatives also help to improve the quality of the local infrastructure. BCG's renewable energy initiative, in particular, will help to increase electricity supply. This is a critical aspect in attracting investment for local businesses, particularly international companies looking to invest in production and development in the area.

Furthermore, during project execution, BCG frequently employs a large number of subcontractors to complete work items and makes extensive use of locally accessible resources. This not only contributes to economic development indirectly, but also aids in the resolution of employment-related issues and the stabilization of local social and security conditions.



# ENVIRONMENTAL





GRI 301 MATERIALS

GRI 103 MANAGEMENT APPROACH

Bamboo Capital is a multi-area conglomerate that operates in industries that require a large amount of input materials, such as manufacturing and construction. We recognize that any production activity has environmental consequences. As a result, Bamboo Capital is constantly looking for ways to reduce its environmental effect, as well as ways to use resources and energy more efficiently. To reduce environmental impact, we develop tight standards and control input and output materials.

The following is a report on the use of materials from Bamboo Capital's member companies:

<b>Policy</b>	Responsible production to preserve the environment's natural beauty. There is currently no policy in place at the factory.
<b>Commitment</b>	Not built yet
<b>Targets/indicators</b>	Not built yet
<b>Responsibility</b>	Director, Project Management Board.
<b>Resources</b>	Production team and purchasing department.
<b>Mechanism for receiving and resolving complaints</b>	Not built yet
<b>Specific programs, actions, projects and initiatives during the year</b>	Use biodegradable packaging to replace traditional nylons.

Evaluate the overall management approach to use of materials of the enterprise in 2021:

<b>Evaluation mechanism</b>	The factory manager reviews energy usage monthly according to usage reports submitted by Human Resource and Administration Department.
<b>Result</b>	Pass
<b>Adjustment or suggested adjustment</b>	

GRI 301-1 MATERIALS USED BY WEIGHT OR VOLUME

» TAPIOTEK JOINT STOCK COMPANY

» NGUYEN HOANG DEVELOPMENT JOINT STOCK COMPANY



Nguyen Hoang Development Joint Stock Company manufactures interior and exterior furniture, whereas Tapiotek Joint Stock Company produces modified tapioca starch. Nguyen Hoang's tables, chairs, and flooring, for example, all employ imported wood as the primary material. Fresh cassava farmed in the country is the major component of Tapiotek. Both companies try to protect the environment by carefully controlling raw materials and converting them into goods to the greatest extent possible. Furthermore, they make efforts to reuse and recycle resources, products, and packaging.

BCG Land is a leading company in the use of advanced materials in construction projects, including GFRC (glass fiber reinforced concrete). GFRC is a non-combustible material that helps to minimize CO2 emissions by eliminating the need to burn regular bricks. GFRC is also super-durable and ultra-light, allowing for fuel savings during transportation. The use of GFRC in construction provides excellent sound and heat insulation, reducing the amount of power needed to cool the building. BCG Land also prioritizes traditional and natural materials that are readily available in the area, such as Thanh Ha ceramics, bamboo, and rattan, among others.

BCG Energy collaborates with renowned material suppliers throughout the world to ensure that equipment is made in line with environmental protection processes in the renewable energy segment. Solar panel and wind turbine manufacturers are devoted to collecting and recycling their goods when they reach the end of their lifespans.





GRI 302 ENERGY



GRI 103 MANAGEMENT APPROACH

Being aware that the use of energy in production, business and daily life impacts the environment and thus adversely affects human life and health, Bamboo Capital and all its subsidiaries have increasingly intensified the propaganda and spread the message of energy saving inside each organization. Each company's energy usage data is reported and updated monthly or quarterly, and then summed up at the end of the year.

Nguyen Hoang and Tapiotek, for example, are always improving the quality of their machinery and equipment in order to save energy. To save gasoline, oil, and gas, Tapiotek employed latex and cassava residue after processing to incubate biogas, which was then used as a fuel in production.

Furthermore, BCG Energy, Bamboo Capital's key renewable energy company, is seeking to install rooftop solar power systems at factories and real estate projects under Bamboo Capital Group, gradually integrating clean energy into the Group's production and business activities. BCG and its partners Sojitz and DEEP C signed a memorandum of agreement on strategic partnership at the end of 2021, with the goal of constructing Vietnam's first industrial zone powered entirely by renewable energy.

<b>Policy</b>	Not built yet
<b>Commitment</b>	Continue to promote and implement clean energy sources, and communicate to assist businesses and communities in evaluating clean energy use at the Company and locally, as well as having energy-saving solutions.
<b>Targets/indicators</b>	Not built yet
<b>Responsibility</b>	Board of Management
<b>Resources</b>	Managers of departments and divisions directing to departments.
<b>Mechanism for receiving and resolving complaints</b>	Not built yet
<b>Specific programs, actions, projects and initiatives during the year</b>	Continue to use solar energy to help businesses save money and improve efficiency, all while contributing to a cleaner environment and long-term development.

Evaluate the overall management approach to energy of the company in 2021:

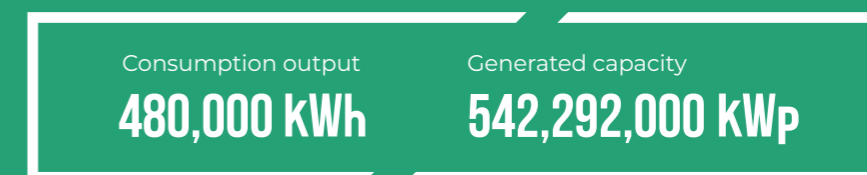
<b>Evaluation mechanism</b>	The director reviews the energy generation and usage monthly according to the usage report, which is submitted by the projects/factories.
<b>Result</b>	Pass
<b>Adjustment or suggested adjustment</b>	No

GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

BAMBOO CAPITAL JOINT STOCK COMPANY



BCG ENERGY JOINT STOCK COMPANY



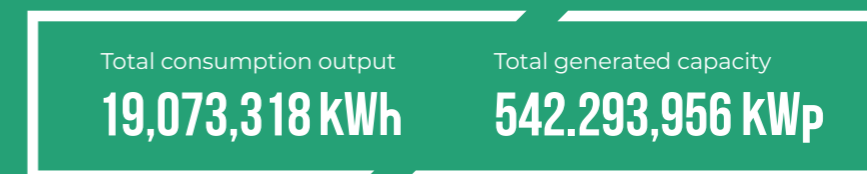
NGUYEN HOANG DEVELOPMENT JOINT STOCK COMPANY



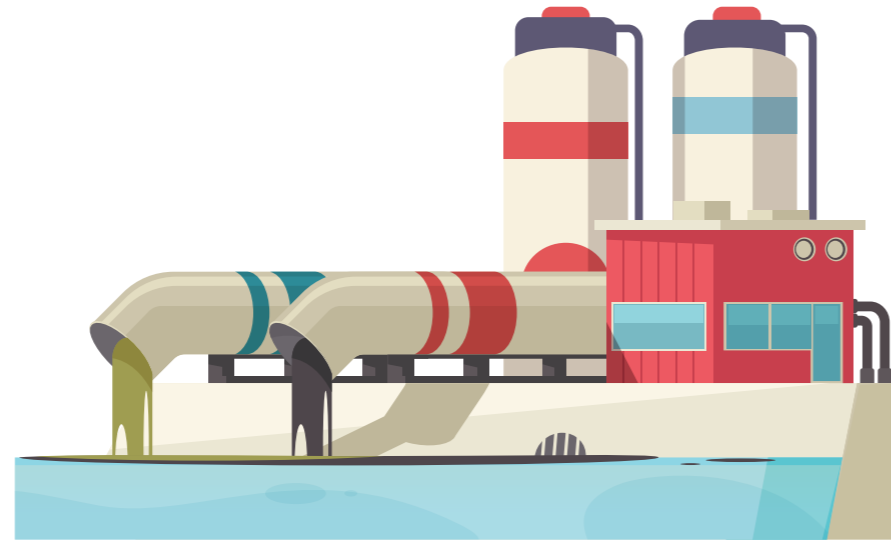
TRACODI



TAPIOTEK



GRI 303 WATER AND EFFLUENTS



GRI 103 MANAGEMENT APPROACH

<b>Policy</b>	Not built yet
<b>Commitment</b>	Comply with Vietnamese laws on environment.
<b>Targets/indicators</b>	Wastewater from Tapiotek factory must be treated and meet grade A standards according to QCVN/63/2017/BTMNT.
<b>Responsibility</b>	Board of Management, directors.
<b>Resources</b>	Managers of departments and divisions directing to departments
<b>Mechanism for receiving and resolving complaints</b>	Administration Department.
<b>Specific programs, actions, projects and initiatives during the year</b>	Companies that simply use household water should continue to implement water-saving measures. Companies that use water in their manufacturing processes must maintain, install, and improve wastewater treatment systems.

Evaluate the overall management approach to wastewater of the enterprise in 2021:

<b>Evaluation mechanism</b>	Conduct a wastewater quality evaluation once a year for enterprises that exclusively use residential water. According to the consumption report supplied by the projects/factories, the director examines the energy generation and usage monthly. Tapiotek alone must ensure that an independent accrediting institution inspects its wastewater quality at least four times every year.
<b>Result</b>	Pass
<b>Adjustment or suggested adjustment</b>	No

GRI 303-5 WATER CONSUMPTION

BAMBOO CAPITAL JOINT STOCK COMPANY

TRACODI

Urban water supply  
**ABOUT 1,508 m<sup>3</sup>**

Surface water (rivers, streams, ponds, lakes...)  
**50,000 m<sup>3</sup>**

TAPIOTEK JOINT STOCK COMPANY

Urban water supply  
**343,200 m<sup>3</sup>**

Rain water  
**20,000 m<sup>3</sup>**  
Urban water supply  
**10,000 m<sup>3</sup>**

Most companies under Bamboo Capital Group only use water in daily life, not in the production process, so this water does not need to be treated after use and can be discharged directly through the manhole system and into the environment.

At Tracodi, wastewater is treated through a sump system to save and reuse for the purposes of watering plants, cleaning yards, roads, misting to reduce dust from crusher and quarrying systems.

Particularly, Tapiotek is a company that uses water in the processing of modified tapioca starch, has a wastewater treatment system that meets the output wastewater standard of grade A according to QCVN/63/2017/BTMNT. Every year, Tapiotek conducts the monitoring and inspection of wastewater quality and reports the results to the Management Board and local agencies. In 2021, the total amount of treated water that Tapiotek releases into the environment is 308,880 m<sup>3</sup>.





# SOCIAL

Part of the sustainable development strategy is that BCG always strives to develop business in parallel with social development. 2021 is a difficult year when the Covid-19 pandemic is having great socio-economic impacts. With the commitment of "Bamboo Capital Group joining hands to share community responsibility", BCG has made specific contributions to community and social development in order to create value through volunteering activities, positively affecting the local community. BCG considers it not only a responsibility but also a decisive factor for the long-term existence of the company, contributing to building a better and better society.

## GRI 401

# GRI 401 EMPLOYMENT



### GRI 103 MANAGEMENT APPROACH

At BCG, we believe that human resources are the most valuable asset of the organization and a decisive factor to the success and development of the Group. Therefore, finding and training quality personnel is always a goal of special interest to BCG.

BCG always gives priority to the health and welfare of employees. Every year, HR maintains statistics and reports important data such as average salary and bonus, new hires and employees leaving as well as support policies to measure employee satisfaction while working at BCG.

<b>Policy</b>	Recruitment and training process
<b>Commitment</b>	Comply with the provisions of the Labor Law 2019, the Law on Social Insurance 2014, the Law on Health Insurance in 2008, and the Laws amending and supplementing the Law on Health Insurance in 2020.  Ensure that the recruitment process is consistent, that suitable applicants with job objectives are found, and that they stay with the organization.  Ascertain that all corporate employees receive additional training and coaching in skills and professional knowledge.
<b>Targets/indicators</b>	Build recruitment process, Build training process
<b>Responsibility</b>	General Director
<b>Resources</b>	Human Resources Department
<b>Mechanism for receiving and resolving complaints</b>	All feedback from employees will be received by the Human Resources department, or through the Trade Union to work with the Management Board.
<b>Specific programs, actions, projects and initiatives during the year</b>	Training and coaching programs to improve employees' qualifications, ensuring the company's resources are always ready for development.

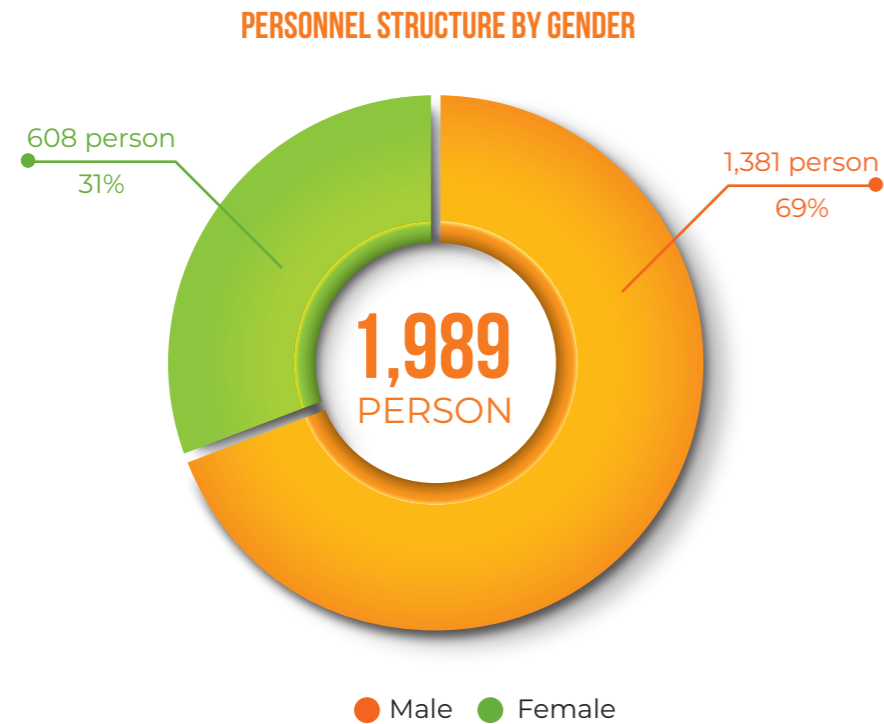
Evaluate the overall management approach to employment of the enterprise in 2021:

<b>Evaluation mechanism</b>	1 time yearly at the end of the year by the Human Resources Department and the Board of Management.
<b>Result</b>	Pass
<b>Adjustment or suggested adjustment</b>	



## GRI 401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

### Personnel structure in 2021



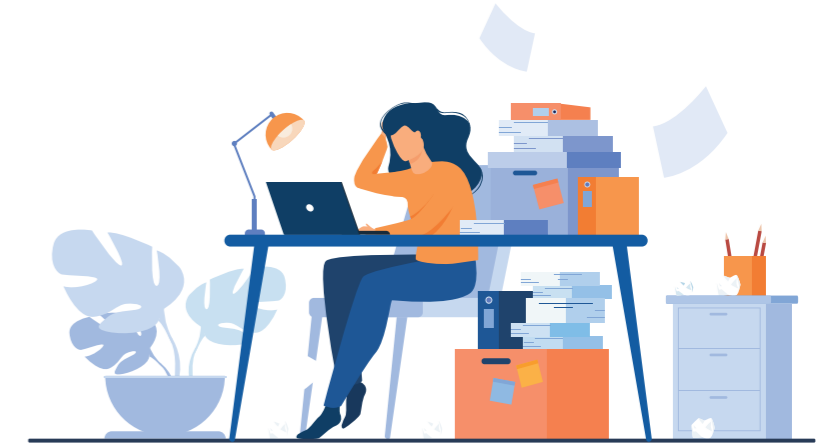
### Total number and percentage of new hires, by age group and gender

	Personnel						Percentage (%)					
	Male			Female			Male			Female		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
By age	203	441	68	126	142	28	20%	44%	7%	13%	14%	3%
Total	1,008						100%					

### Total number and percentage of employees quitting their jobs, broken down by age and gender

	Personnel						Percentage (%)					
	Male			Female			Male			Female		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
By age	39	132	10	12	46	7	16%	54%	4%	5%	19%	3%
Total	246						100%					

## GRI 401-2 BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES



Benefit name	Full time	Part time
Social insurance	X	
Unemployment insurance	X	
Health insurance	X	
Accident insurance	X	
PVI Care comprehensive health insurance	X	
Maternity leave	X	
Health care	X	x
Stock ownership	X	x
Lunch	X	x
Annual travel	X	x
Sports and arts festival	X	x
International Children Day	X	x

## GRI 401-3 MATERNITY LEAVE IN 2021

Indicator	Male	Female
Total number of employees entitled to maternity leave	1	14
Total number of employees on maternity leave	1	14
Total number of employees who returned to work in the year after the end of maternity leave	1	11
Total number of employees who returned to work and were retained, within 12 months, after the end of maternity leave	0	7
Return to work and retention rate of employees who have taken maternity leave	100%	100%
Retention rate of employees who have taken maternity leave	100%	100%



## GRI 403 OCCUPATIONAL HEALTH AND SAFETY

### GRI 103 MANAGEMENT APPROACH

BCG guarantees that the firm meets its occupational safety obligations and that the danger of injury to workers from its operation is minimized. BCG is continually enhancing the working environment and health policies so that workers may confidently contribute to the Group's growth.

BCG has always prioritized the creation and implementation of international standards-based occupational health and safety policies. Day by day, the safety and sanitation process system and network develop. BCG also updates occupational safety training programs for staff on a regular basis to provide a safe and secure working environment.

<b>Policy</b>	Not built yet
<b>Commitment</b>	Comply with the provisions of the Labor Code 2020, the Law on Occupational Safety and Health 2015. Invest in infrastructure, equip labor protection equipment, train regularly and effectively to ensure safety and reduce risks at work.
<b>Targets/indicators</b>	Manage and prevent incidents related to occupational safety and occupational diseases of the company.
<b>Responsibility</b>	Board of Management and related departments.
<b>Resources</b>	Human Resources and Administration Department.
<b>Mechanism for receiving and resolving complaints</b>	The trade union, the administration and human resources departments of BCG and its subsidiaries are the departments that receive all opinions related to occupational safety.
<b>Specific programs, actions, projects and initiatives during the year</b>	Train on occupational safety and health Carry out infrastructure maintenance and improvement planning Develop and implement regulations on occupational safety in accordance with international standards.

Evaluate the overall management approach to occupational health and safety of the enterprise in 2021

<b>Evaluation mechanism</b>	The Board of Management annually evaluates the effectiveness of activities to ensure occupational safety in the Group.
<b>Result</b>	Pass
<b>Adjustment or suggested adjustment</b>	

Fire prevention and fighting is the responsibility of each individual, organization and company. Recognizing the importance of people's lives and avoiding property damage caused by fires and explosions, BCG fully ensures conditions and means to meet fire prevention and fighting tasks. Fire protection and fighting activities and standards are regularly monitored and checked periodically. In addition, the Group has insurance schemes for employees such as health insurance, accident insurance, especially PVI Care comprehensive health care insurance to minimize risks for occupational diseases of workers. In addition, there is a management and personnel department involved in safety and working conditions issues to deal with these issues quickly, promptly and efficiently.

Information on accidents in work areas in 2021

Work area	Information related to occupational health and safety	Total
Manufacturing	Accident causing injury that requires medical treatment	0
	Serious accident (serious injury, death)	0
	Day off due to accident	0
	Average days off/1 accident	0
Office	Accidents happen related to problems with back, shoulders, neck, eyes...	0



## GRI 404 TRAINING AND EDUCATION

Recognizing that human resources are the foundation for a company's growth, BCG organizes internal training and sends staff to professional training courses on a regular basis so that the company's team leaders may quickly adapt to management amid the Covid-19 pandemic. BCG organized a change management training for managers and above in 2021. However, the recent Covid-19 pandemic has impacted significantly on economic and social aspects, with numerous businesses going bankrupt or facing major layoffs. In this regard, BCG stated that there is no policy in place to lower payrolls and urged all staff to work together to complete the "dual challenge" of actively preventing the pandemic while still meeting production and economic objectives.

In general, BCG has persevered through a difficult moment, prioritizing the recovery of the effects of Covid-19, and achieving the year's production and

commercial objectives and duties. In addition, in order to properly comply with the government's social adjustment guidelines, large-scale intense training courses as well as annual training courses must be postponed. BCG, on the other hand, continues to provide training programs for all employees in order to maximize their capabilities and productivity while working from home and in the changing economy. Newly hired employees will be able to attend an orientation class to learn about the company's culture, work environment, and career development path. Departments will be required to organize professional training sessions for personnel in their departments throughout the year, according to standards; however, the complicated situation of the pandemic in 2021 affected the professional training schedule of the departments, and these training sessions will be continued in 2022.



## GRI 413 LOCAL COMMUNITIES

BCG always pledges to local authorities in any region where the Group has its headquarters or develops projects to contribute to job creation, regional economic development, infrastructure enhancement, and social security stability.

The Covid-19 pandemic will have a significant impact on the global economy, society, and politics in 2021. With the commitment of "Bamboo Capital Group joining hands to share community responsibility," BCG continues to actively link business activities with localities with project

development, pay attention to local social security work, promote charity activities, and consider it not only a responsibility but also a long-term factor contributing to the building of a better society, especially during the Covid-19 pandemic season. BCG launched the BCG Foundation in a difficult time when the entire country was dealing with the Covid-19 outbreak. BCG Foundation is a non-profit organization with the motto "Learning to give – Give love to receive love" and the mission of giving and caring for those in need while also contributing to community development.



**PROGRAMS ON CORPORATE SOCIAL RESPONSIBILITY (CSR) TAKING PLACE IN 2021:**

**1. BCG GIVING AWAY 400 TET NECESSITY PACKAGES TO POLICY FAMILIES**

On the occasion of the upcoming traditional New Year, on January 21, BCG coordinated with the People's Committee of My Thang commune, Phu My district (Binh Dinh) to give away 400 Tet necessity packages to impoverished families in the commune. Each package is worth VND 700,000, including VND 500,000 cash and VND 200,000 worth of necessities. Through this activity, BCG wishes a warm and joy full Tet season to those families in My Thang commune, where the group has deployed Phu My solar power plant.



BCG giving away 400 Tet packages to impoverished families in My Thang commune, Binh Dinh province.

**2. BCG SHARED COMMUNITY RESPONSIBILITY, IMPLEMENTED A SERIES OF ACTIVITIES IN FIGHTING AGAINST THE COVID-19 PANDEMIC**

The Covid-19 Vaccine Fund was launched on June 7 by the Long An Provincial People's Committee to raise funds to purchase vaccines for the province's residents. BCG gave VND 1 billion to the Long An province's vaccine fund and sponsored 10,000 vaccine shots on this occasion. Previously, on June 5, 2021, BCG employees deducted a day's salary to support the Vietnam Covid-19 Vaccine Fund with VND 1 billion; Binh Dinh province received VND 1 billion; Quang Ngai province received VND 500 million; Thao Dien Ward, Thu Duc received VND 500 million for vaccine purchases and pandemic preparedness.



BCG contributed VND 1 billion to Long An's Vaccine Fund.

**3. BCG AND DEO CA GROUP SUPPORTED COVID-19 QUICK TEST VEHICLES FOR HO CHI MINH CITY, LONG AN AND TIEN GIANG**

Bamboo Capital Group and Deo Ca Group together organized a fleet of vehicles to support medical professionals in collecting testing samples in Ho Chi Minh City, Long An, and Tien Giang on July 1, in response to Prime Minister Pham Minh Chinh's demand to battle the pandemic with the entire people's might. The two parties proposed to the People's Committee of Ho Chi Minh City, as well as the provinces of Long An and Tien Giang, that fleets of cars were prepared to support medical workers in mobile Covid-19 testing. There are 7 7-seat cars, 17 16-seat cars, and 2 29-seat automobiles in the fleet. BCG and Deo Ca cover all fuel costs, drivers, and logistical arrangement.



BCG and Deo Ca sponsored vehicles to support medical staff collecting testing samples in Ho Chi Minh City, Long An and Tien Giang.

**4. BCG SUPPORTED VINH LONG FARMERS TO CONSUME 17 TONS OF PURPLE SWEET POTATOES**

On June 30, BCG purchased more than 17 tons of purple sweet potatoes to support farmers in Vinh Long province during the Covid-19 pandemic. BCG donated 8 tons of sweet potatoes to employees, the remaining 9 tons of sweet potatoes were donated to blockade areas because of Covid-19. These sweet potatoes were quickly transported to charity groups, People's Committee of Son Ky Ward (Tan Phu District), People's Committee of Binh Tri Dong B Ward (Binh Tan District) to support the blockade areas with a large number of workers, families in difficult circumstances because of the Covid-19 pandemic residing in the isolated and distancing area due to F0 cases.



BCG purchased more than 17 tons of purple sweet potatoes to support farmers in Vinh Long province during the difficult pandemic.



### 5. BCG DONATED THE DOOR CONTROL SYSTEM AND BODY TEMPERATURE MEASUREMENT TO VUNG TAU CITY IN PREVENTING COVID-19

As part of a series of activities in response to the call "All people participate in the prevention of Covid-19 pandemic" by Prime Minister Pham Minh Chinh and the Central Committee of Vietnam Fatherland Front, on July 6, BCG awarded 3 systems of door control and remote body temperature measurement worth VND 300 million to the People's Committee of Vung Tau city. This is a modern, effective surveillance system that quickly detects infections from the initial manifestation, strengthens the pandemic prevention system.



Overview of the awarding ceremony between BCG and Vung Tau city.

### 6. BCG SUPPORTED THONG NHAT HOSPITAL WITH VND 2 BILLION FOR THE PREVENTION OF COVID-19 PANDEMIC

On July 7, BCG donated VND 2 billion to support the pandemic prevention work of Thong Nhat Hospital (Tan Binh District, Ho Chi Minh City). In addition, BCG sponsored 2 16-seat cars to support medical staff of Thong Nhat Hospital in travelling during the anti-pandemic mission.



BCG donated VND 2 billion to support the pandemic prevention work of Thong Nhat Hospital.

### 7. BCG DONATED 50,000 COVID-19 TEST KITS TO LONG AN PROVINCE

On August 12, BCG Foundation gave Long An Provincial People's Committee 50,000 test kits worth VND 10 billion with the desire to accompany Long An province in the prevention of the Covid-19 pandemic.



Mr. Nguyen The Tai, CEO of Bamboo Capital gave Covid-19 test kits to the representative of Long An Provincial People's Committee.

### 8. BCG SUPPORTED 40 SPO2 MACHINES TO SERVE THE PREVENTION OF COVID-19 IN BINH DINH PROVINCE

On August 17, BCG supported the Department of Health of Binh Dinh province with 40 finger-clip SpO2 machines of Ninon - USA (total value of VND 100 million) to serve the prevention and control of the Covid-19 pandemic in Binh Dinh province. Afterwards, BCG donated to Binh Dinh province more than VND 1 billion, Phu My district more than VND 100 million to serve the prevention and control of Covid-19 pandemic in this province.



Mr. Huynh Tan Huy presented a symbolic board to support the prevention and control of the Covid-19 pandemic in Binh Dinh.



### 9. BCG DONATED 6 VENTILATORS AND A 16-SEAT CAR TO THONG NHAT HOSPITAL WITH A TOTAL VALUE OF VND 4.2 BILLION

BCG donated 6 high-end multi-function ventilators and a 16-seat Toyota Hiace automobile to Thong Nhat Hospital (Tan Binh District, Ho Chi Minh City) on August 18 to support Ho Chi Minh City in the fight against the Covid-19 pandemic. Thong Nhat Hospital is on the front lines of the highly contagious Covid-19 pandemic, performing emergency, treatment, medical examination, as well as Covid-19 resuscitation hospital, community vaccination, and community test sample collection.



Mr. Nguyen The Tai, CEO of Bamboo Capital donated 6 ventilators and a 16-seat car with a total value of VND 4.2 billion to Thong Nhat Hospital.

### 10. BCG SUPPORTED PHU MY RESIDENTS IN DIFFICULTY DUE TO THE COVID-19 PANDEMIC

On August 31, Clean Energy Vision Development Joint Stock Company and other contractors of Phu My Solar Power Plant project (Phu My district, Binh Dinh province) offered cash and gifts (total value of VND 600 million) for people in difficulty as well as for the prevention and control of the Covid-19 pandemic in Phu My district. In particular, BCG has supported Phu My district countryman association in Ho Chi Minh City with VND 200 million to partially support workers and freelancers of Phu My who were able to go back to their hometown and facing various challenges in Ho Chi Minh City.



Presenting symbolic board to support 585 gifts to households facing difficulties due to the Covid-19 pandemic in My Thang commune.

### 11. BCG GIVING AWAY 5,000 GIFTS TO SUPPORT DISADVANTAGED FAMILIES IN HCMC

On September 7, 2021, BCG launched the program "Take action for better community" to help disadvantaged families in Ho Chi Minh city. BCG, through BCG Foundation, brought more than 5,000 gifts and necessities to disadvantaged families and workers who lost their jobs because of the Covid-19 pandemic in Nha Be, Can Gio, Binh Chanh, Hoc Mon, Cu Chi districts and so on.

BCG launched "Take action for better community" program.



### 12. BCG DONATED 50 LAPTOPS TO DISADVANTAGED STUDENTS IN THU DUC CITY

Because of the Covid-19 epidemic, the school year 2021-2022 will be conducted entirely online which is considered the most effective study approach. A more serious issue, however, is that many impoverished students lack the necessary technology to learn online. As a result, BCG Foundation has teamed up with the Fatherland Front of Thao Dien ward in Thu Duc city to give away 50 laptops worth VND 700 million to impoverished students in Thu Duc city (Ho Chi Minh city).



BCG donated 50 laptops to poor studios students in Thu Duc city.



### 13. BCG GIVING 1000 GIFTS TO DISADVANTAGED FAMILIES IN BINH CHANH

On September 11, 2021, following the program "Take action for better community", BCG Foundation cooperated with Emulation Cluster 9 - Police Youth Union of Ho Chi Minh City - The PC08B Division to send 1000 gifts to families in difficulty because of the Covid-19 pandemic in Binh Chanh district, Ho Chi Minh city. Volunteers of the BCG Foundation and staff from the Police Youth Union Ho Chi Minh City went to Tan Kien, Tan Nhut, Binh Loi and Le Minh Xuan communes to deliver food and necessities to disadvantaged people.



### 14. BCG DONATING TO DIEN BIEN "HUMANITARIAN FUND" VND 5 BILLION

On September 22, 2021, in Hanoi, BCG, a major investor in the field of renewable energy, donated to the Humanitarian Fund in Dien Bien province with an amount of VND 5 billion to support the construction of houses for poor families.



Standing Vice Chairman of Provincial People's Committee Pham Duc Toan representing to receive donation from BCG.

### 15. BCG DONATED 100,000 N95 MASKS TO THE COMMISSION FOR MASS MOBILIZATION UNDER CENTRAL COMMITTEE

On October 11, 2021, under the program "Take action for better community", BCG gave the Commission for Mass Mobilization under Central Committee 100,000 KN95 medical masks worth VND 500 million with the desire to accompany the Covid-19 pandemic prevention and control in the new normal period.



Standing Vice Chairman of Provincial People's Committee Pham Duc Toan representing to receive donation from BCG.

### 16. BCG DONATED 100,000 FLAGS TO HELP FISHERMEN CONTINUE THEIR WORK

On October 27, 2021, BCG signed a contract to accompany the program "One million national flags to support fishermen sealing to the sea" of Nguoi Lao Dong newspaper with a sponsorship value of VND 5 billion. BCG's donation of VND 5 billion, equivalent to 100,000 flags, will be given to fishermen, encouraging the spirit of fishermen in 28 coastal provinces and cities of Vietnam.



Mr. Nguyen Ho Nam, Chairman of the BOD of Bamboo Capital and Mr. To Dinh Tuan, Editor-in-Chief of Nguoi Lao Dong Newspaper signed a companion agreement.



### 17. BCG ORGANIZED VOLUNTARY BLOOD DONATION

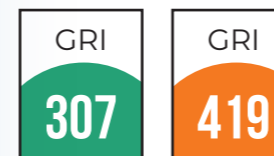
On November 4, BCG cooperated with the Humanitarian Blood Donation Center of the Red Cross Society of Ho Chi Minh City to organize the program "A drop of blood, a chance of life". More than 80 employees of BCG have registered to participate in voluntary blood donation to solve the serious shortage of blood reserves in Ho Chi Minh City due to the impact of Covid-19.

*More than 80 employees of BCG registering to participate in voluntary blood donation.*



### 18. BCG DONATED 8 TONS OF AGRICULTURAL PRODUCTS TO SOS CHILDREN'S VILLAGE AND THE POOR DUE TO COVID-19

Following the program "Take action for a better community," BCG Foundation aided Vinh Long farmers in "rescuing" 8 tons of agricultural products, including purple sweet potato, gourd, and squash, on November 11, 2021. The agricultural supplies were transported to Ho Chi Minh City and distributed to Tapiotek Tay Ninh employees, the King Crown Infinity project construction site, hamlets and shelters around the industrial park cluster in Binh Tan district, as well as the SOS Children's Village in Go Vap district.



## GRI 307, 419 ENVIRONMENTAL, SOCIAL AND ECONOMIC COMPLIANCE

### GRI 103 MANAGEMENT APPROACH

Bamboo Capital Group complies to all applicable laws as well as the environmental, economic, and social protection standards of departments, committees, and state management agencies. We are dedicated to carrying out our obligations and safeguarding the interests of all parties concerned. From there, we affirm the Management Board's management capacity, reduce potential risks, and create advantages and images for the business profile.

In 2021, the administration and human resources department will continue to update the legal requirements pertaining to the Board of Management in weekly and quarterly meetings to ensure strict compliance and timely adjustments in accordance with the Group's actions.

<b>Policy</b>	Not built yet
<b>Commitment</b>	Stay up to date with relevant statutory requirements to make appropriate adjustments to the company's activities. Have periodic inspection policy to ensure compliance by relevant departments.
<b>Targets/indicators</b>	Comply with all legal regulations and requirements of the stakeholders
<b>Responsibility</b>	General Director
<b>Resources</b>	Legal Department, Administration and Human Resources Department
<b>Mechanism for receiving and resolving complaints</b>	Not built yet
<b>Specific programs, actions, projects and initiatives during the year</b>	Continue to maintain operations and regularly update requirements to ensure complete compliance.

Evaluate the overall management approach to environmental, economic and social compliance of the enterprise in 2021

<b>Evaluation mechanism</b>	Regulatory compliance is regularly monitored. Violations, especially with respect to legal requirements, are immediately reported to the Group's Board of Management for handling, control, in order to avoid violations.
<b>Result</b>	Pass
<b>Adjustment or suggested adjustment</b>	No

The Group found no infractions of Economic, Environmental, or Social regulations in 2021. BCG has done and will continue to do all necessary to maintain a completely compliant, responsible, and reputable image.

### ENVIRONMENTAL COMPLIANCE

Environmental protection is a critical subject that the entire society is concerned about and regards as a top priority. As a result, the Group and its member companies always assure full compliance with environmental laws and regulations, and do not allow environmental infractions or administrative punishments in production and business activities.

In 2021, BCG established, maintained, and implemented new programs to improve awareness among all employees about how to use resources efficiently and protect the environment, including:

**In offices:**

- Create a comfortable, efficient, and safe working environment by using the 5S program.
- Participate in Earth Hour;
- Promote the "Reducing plastic bags and waste" program's propaganda;
- Promote energy efficiency by actively encouraging people to conserve water, take the stairs, and turn off electrical equipment after working hours.

**In project sites:**

- Distribute the environmental policy to all employees and managers, and develop an environmental management strategy for each project.
- Ensure that all environmental protection and safety requirements, such as wastewater, noise, air quality, and energy use, are met during the construction process;
- Comply with the regulations of the Departments, Committees, Sectors, and State management agencies on a regular basis.

### ECONOMIC AND SOCIAL COMPLIANCE

The Group is highly aware of the necessity of appropriate compliance with economic and social issues related to company operation, particularly those that have a direct impact on stakeholders. As a result, BCG strives to be explicit and upfront in legal problems relating to economic backdrop and social influence in every project that we have implemented, are executing, or will execute.

**Bamboo Capital pledges to always:**

- Act with integrity and transparency in all of its proceedings with government agencies, committees;
- Compete on the principles of honesty, transparency, fairness, and refrain from engaging in bribes for personal gain;
- Always guarantee that legal procedures are followed for each project, including compensation, clearance, and resettlement for people;
- Update and distribute the most recent legal regulations to each department on a regular basis to ensure compliance with legal issues.

## GRI CONTENT CHECKLIST

### GRI 100: GENERAL STANDARD DISCLOSURE 2016

102-1	Name of the organization	13
102-2	Activities, brands, products, and services	21-40
102-3	Location of headquarters	13
102-4	Location of operations	13, 25
102-5	Ownership and legal form	x
102-6	Markets served	25-40
102-7	Scale of the organization	21-22
102-8	Information on employees and other workers	115-116
102-9	Supply chain	x
102-10	Significant changes to the organization and its supply chain	x
102-11	Precautionary Principle or approach	x
102-12	External initiatives	x
102-13	Membership of associations	x
102-14	Statement from senior decision-maker	4, 5
102-15	Key impacts, risks, and opportunities	86-96

### STRATEGY

102-16	Values, principles, standards, and norms of behavior	83-84
102-17	Mechanisms for advice and concerns about ethics	x

### ETHICS AND INTEGRITY

102-18	Governance structure	79-82
102-19	Delegating authority	83-84
102-20	Executive-level responsibility for economic, environmental, and social topics	85
102-21	Consulting stakeholders on economic, environmental, and social topics	65-72
102-22	Composition of the highest governance body and its committees	81
102-23	Chair of the highest governance body	81
102-24	Nominating and selecting the highest governance body	81-82
102-25	Conflicts of interest	x
102-26	Role of highest governance body in setting purpose, values, and strategy	83-84
102-27	Collective knowledge of highest governance body	x
102-28	Evaluating the highest governance body's performance	85
102-29	Identifying and managing economic, environmental, and social impacts	73
102-30	Effectiveness of risk management processes	96
102-31	Review of economic, environmental, and social topics	73
102-32	Highest governance body's role in sustainability reporting	x
102-33	Communicating critical concerns	x
102-34	Nature and total number of critical concerns	x
102-35	Remuneration policies	x
102-36	Process for determining remuneration	x
102-37	Stakeholders' involvement in remuneration	x
102-38	Annual total compensation ratio	x
102-39	Percentage increase in annual total compensation ratio	x

STAKEHOLDERS ENGAGEMENT		
102-40	List of stakeholder groups	65
102-41	Collective bargaining agreements	x
102-42	Identifying and selecting stakeholders	67-72
102-43	Approach to stakeholder engagement	67-72
102-44	Key topics and concerns raised	x
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	21-22
102-46	Defining report content and topic Boundaries	57-58
102-47	List of material topics	73
102-48	Restatements of information	x
102-49	Changes in reporting	x
102-50	Reporting period	56
102-51	Date of most recent report	31.12.2020
102-52	Reporting cycle	56
102-53	Contact point for questions regarding the report	74
102-54	Claims of reporting in accordance with the GRI Standards	56
102-55	GRI content index	130-134
102-56	External assurance	x
GRI 103: MANAGEMENT APPROACH		
103-01	Explanation of the material topic and its Boundary	-
103-02	The management approach and its components	-
103-03	Evaluation of the management approach	-
GRI 200: ECONOMIC STANDARD DISCLOSURE		
GRI 201: ECONOMIC PERFORMANCE		
103	Management Approach	99-100
201-1	Direct economic value generated and distributed	99-105
201-2	Financial implications and other risks and opportunities due to climate change	x
201-3	Defined benefit plan obligations and other retirement plans	101
201-4	Financial assistance received from government	x
GRI 202: MARKET PRESENCE		
103	Management Approach	102
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	103
202-2	Proportion of senior management hired from the local community	104
GRI 203: INDIRECT ECONOMIC IMPACTS		
103	Management Approach	104
203-1	Infrastructure investments and services supported	105
203-2	Significant indirect economic impacts	105
GRI 204: PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	x

GRI 205: ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	x
205-2	Communication and training about anti-corruption policies and procedures	x
205-3	Confirmed incidents of corruption and actions taken	x
GRI 206: ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	x
GRI 300: ENVIROMENTAL STANDARD DISCLOSURE		
GRI 301: MATERIALS		
103	Management Approach	107
301-1	Materials used by weight or volume	108
301-2	Recycled input materials used	x
301-3	Reclaimed products and their packaging materials	x
GRI 302: ENERGY		
103	Management Approach	109
302-1	Energy consumption within the organization	110
302-2	Energy consumption outside of the organization	x
302-3	Energy intensity	x
302-4	Reduction of energy consumption	x
302-5	Reductions in energy requirements of products and services	x
GRI 303: WATER AND WASTEWATER		
103	Management Approach	111
303-1	Interactions with water as a shared resource	x
303-2	Management of water discharge related impacts	x
303-3	Water withdrawal	x
303-4	Water discgarge	x
303-5	Water consumption	112
GRI 304: BIODIVERSITY		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	x
304-2	Significant impacts of activities, products, and services on biodiversity	x
304-3	Habitats protected or restored	x
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	x
GRI 305: EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	x
305-2	Energy indirect (Scope 2) GHG emissions	x
305-3	Other indirect (Scope 3) GHG emissions	x
305-4	GHG emissions intensity	x
305-5	Reduction of GHG emissions	x
305-6	Emissions of ozone-depleting substances (ODS)	x
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	x



GRI 400: SOCIAL STANDARD DISCLOSURE		
GRI 401: EMPLOYMENT		
103	Management Approach	114
401-1	New employee hires and employee turnover	115
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	116
401-3	Parental leave	116
GRI 402: LABOR/MANAGEMENT RELATIONS		
402-1	Minimum notice periods regarding operational changes	x
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
103	Management Approach	117-118
403-1	Workers representation in formal joint management-worker health and safety committees	x
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	x
403-3	Workers with high incidence or high risk of diseases related to their occupation	x
403-4	Health and safety topics covered in formal agreements with trade unions	x
GRI 404: TRAINING AND EDUCATION		
103	Management Approach	x
404-1	Average hours of training per year per employee	x
404-2	Programs for upgrading employee skills and transition assistance programs	x
404-3	Percentage of employees receiving regular performance and career development reviews	x
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	x
405-2	Ratio of basic salary and remuneration of women to men	x
GRI 406: NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	x
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	x
GRI 408: CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	x
GRI 409: FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	x
GRI 410: SECURITY PRACTICES		
410-1	Security personnel trained in human rights policies or procedures	x
GRI 411: RIGHTS OF INDIGENOUS PEOPLES		
411-1	Incidents of violations involving rights of indigenous peoples	x

GRI 412: HUMAN RIGHTS ASSESSMENT		
412-1	Operations that have been subject to human rights reviews or impact assessments	x
412-2	Employee training on human rights policies or procedures	x
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	x
GRI 413: LOCAL COMMUNITIES		
103	Management Approach	118
413-1	Operations with local community engagement, impact assessments, and development programs	119-127
413-2	Operations with significant actual and potential negative impacts on local communities	x
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria	x
414-2	Negative social impacts in the supply chain and actions taken	x
GRI 415: PUBLIC POLICY		
415-1	Political contributions	x
GRI 416: CUSTOMER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and service categories	x
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	x
GRI 417: MARKETING AND LABELING		
417-1	Requirements for product and service information and labeling	x
417-2	Incidents of non-compliance concerning product and service information and labeling	x
417-3	Incidents of non-compliance concerning marketing communications	x
GRI 418: CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	x
GRI 307, 419: ENVIRONMENTAL AND SOCIOECONOMIC COMPLIANCE		
103	Management Approach	128
307-1, 419-1	Non-compliance with laws and regulations in the environmental, social and economic area	x

# CONTACT

## HO CHI MINH CITY

---

27C Quoc Huong Street, Thao Dien Ward,  
Thu Duc City, Ho Chi Minh City, Vietnam

Tel: +84 28 62 680 680

Fax: +84 28 62 99 1188

## HANOI

---

Thang Long Tower,  
98A Nguy Nhu Kon Tum Nhan Chinh Ward,  
Thanh Xuan District, Hanoi, Vietnam

[www.bamboocap.com.vn](http://www.bamboocap.com.vn)

### AFFILIATES

---



BOT830

