



ROAD TO CARBON NEUTRAL

BAMBOO CAPITAL GROUP

SUSTAINABILITY REPORT 2023



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ABBREVIATIONS

BCG/Bamboo Capital	Bamboo Capital Group Joint Stock Company
AGM	Annual General Meeting of Shareholders
AAA Insurance/AAA	AAA Insurance Corporation Joint Stock Company
BCG Land	BCG Land Joint Stock Company
BCG Energy	BCG Energy Joint Stock Company
BCC	Business Cooperation Contract
BAU	Business as Usual
BOD	Board of Directors
BOM = EB	Board of Management = Executive Board
BOS	Board of Supervisors/Supervisory board
CEO	Chief Executive Officer
COD	Commercial Operation Date
COP26	The 26 th Conference of the Parties on Climate Change
COP28	The 28 th Conference of the Parties on Climate Change
CPI	Consumer Price Index
CSR	Corporate Social Responsibility
ESG	Environmental – Social – Governance
ESOP	Employees Stock Ownership Plan
ERP	Enterprise Resource Planning
ETC	Ethical drugs
FDI	Foreign Direct Investment
FED	Federal Reserve System
FIT	Feed-in Tariffs
GMS	General Meeting of Shareholders
GDP	Gross Domestic Product
GRI	Global Reporting Initiative
HNX	Hanoi Stock Exchange

HR	Human Resources
HoSE	Ho Chi Minh City Stock Exchange
IMF	International Monetary Fund
IR	Investor Relations
JSC	Joint Stock Company
KPI	Key Performance Indicator
M&A	Mergers & Acquisitions
NPAT	Net Profit after Tax
OTC	Over The Counter
PDP VIII	Power Development Plan VIII
PPP	Public - Private Partnership
QCVN	Vietnam Standards
RECs	Renewable Energy Certificates
SBV	The State Bank of Vietnam
SC	Sustainability Committee
SDGs	Sustainable Development Goals
SSC	State Securities Commission
Tipharco	Tipharco Pharmaceutical Joint Stock Company
Tracodi/TCD	Transport and Industry Development Investment Joint Stock Company
UPCoM	Unlisted Public Company Market
USD	US dollar
VND	Vietnam Dong
VWRA	Vietnam Waste Recycling Association
WTE	Waste-to-energy
YoY	Year over Year



“

From the earliest days of its foundation, Bamboo Capital Group has recognized that sustainable development is an inevitable global trend, including the transition from fossil fuels to clean and renewable energy sources. Thus, since 2017, Bamboo Capital has cultivated its renewable energy division, positioning it as a cornerstone of the Group's operations. In 2023, Bamboo Capital accelerated its journey towards ESG compliance, leveraging the digital expertise of STACS - a leading Asian tech firm specializing in ESG data - to meticulously track, analyze, and evaluate GHG emissions footprint. Sustainability reports across the Group's listed companies are increasingly aligned with international standards, reflecting an important, integral aspect in Bamboo Capital's sustainable and green development plan for itself and all subsidiaries.

”

CHAIRMAN'S STATEMENT

Dear Valued Shareholders, Customers, Partners and All Employees of Bamboo Capital Group JSC,

The challenging year of 2023 has come to an end. The global economy remained unstable due to the adverse effects of COVID-19, coupled with negative impacts from geopolitical tensions between Russia-Ukraine and Israel-Hamas. Alongside this, monetary tightening policies implemented by countries to curb inflation, the trend of tightening consumption, a decline in export goods volume, real estate market downturn, soaring energy prices, etc. have negatively impacted businesses worldwide.

Yet, amidst the storm, Bamboo Capital stood resilient. We adapted to difficulties and achieved promising business outcomes thanks to strategic vision and preparatory steps from previous years, along with experience, courage, and the united spirit of everyone in the Group. The Group reports a Net Revenue of VND 4,012 billion and a Net Profit of VND 171 billion. By paying off nearly VND 2,559 billion in debts, bringing our outstanding loans down to VND 12,164 billion, we have achieved a secure debt-to-equity ratio of 0.7. The net cash flow from operating activities also improved spectacularly (negative VND 91 billion compared to negative VND 3,609 billion in 2022), and for the first time, cash flow from investing activities of the Group was positive at VND 645 billion (compared to negative VND 4,031 billion in 2022).

All these indicators affirm the financial position of Bamboo Capital, with risks effectively managed to uphold business stability amid market fluctuations. In addition to fortifying its financial structure, Bamboo Capital has proactively refined its governance model, prioritized the development of young leaders, and developed high-quality human resources. Looking back at 2023, the core subsidiaries of Bamboo Capital are operating more smoothly and efficiently than ever before.

A notable highlight of 2023 was the renewable energy sector of BCG Energy adding to its operation portfolio a capacity of 114 MW from Phase 2 of the Phu My Solar Power Plant, marking it as the first transitional solar power project accredited for commercial operation in Vietnam. Subsidiaries under BCG Energy, including BCG Gaia and BCG-SP Solar 1, received disbursements of loans totaling over USD 100 million from Singaporean banks in 2023. Especially, BCG Energy has proactively redeemed two bond packages worth VND 2,500 billion ahead of schedule. Looking ahead to 2024, BCG Energy is ambitiously targeting zero-export rooftop solar projects, accelerating the implementation of the current solar and wind projects. BCG Energy will also execute a plan to construct a waste-to-energy (WTE) plant utilizing top-notch advanced technology in Ho Chi Minh City. This project has a significant social impact as besides generating electricity, the plant also addresses the critical issue of waste treatment, which is now overburdened in Ho Chi Minh City. This WTE project is expected to strengthen BCG Energy's position and serve as an advanced waste processing model that can be replicated across the country.

In the real estate sector, BCG Land has maintained stable operations, striving to overcome numerous challenges to continue building and completing key projects such as Malibu Hoi An, Hoian d'Or, and King Crown Infinity. At the end of 2023, BCG Land's shares were officially traded on the UPCoM exchange. In 2024, BCG Land plans to launch the 5-star Malibu Hoi An resort and continue delivering shophouses within the Hoian d'Or project. Concurrently, BCG Land will focus on finalizing legal procedures for several new projects and expanding its clean land bank for long-term development plan. It can be said that BCG Land is actively preparing the necessary resources to break through as the real estate market enters a recovery cycle.

Within the construction and infrastructure sector, Tracodi is solidifying its reputation as a prestigious contractor. The company has embraced public investment trends as directed by the Group, winning bids for several significant traffic infrastructure projects and partnering with capable enterprises in the industry. Other Tracodi's businesses such as Antraco's stone mining and Vinataxi's

transport services, have all surpassed their financial objectives for the year. 2024 is anticipated to be a year of continued prosperity for Tracodi, given the substantial opportunities for construction enterprises amidst the government's determined disbursement of public investment in transport infrastructure projects. This year will also be pivotal in Tracodi's development journey as the company transitions its management model to a conglomerate structure.

In the financial services and insurance sector, AAA Insurance Corporation has solidified its footing since merging into the Group. In 2023, AAA Insurance exceeded its business projections, achieving a remarkable 116% of its set targets and experiencing a 97% growth compared to the previous year, while also expanding its operational presence to over 50 branches nationwide. Turning to 2024, AAA Insurance sets ambitious goals, aiming to surpass the VND 1 billion revenue milestone and secure a position among the "Top 10 non-life insurance companies with the best performance."

On the manufacturing front, Nguyen Hoang remains steadfast in its commitment to maintaining product quality and exploring export opportunities in promising markets. Meanwhile, Tipharco Pharmaceutical, following two years of restructuring under BCG, achieved unprecedented business results in 2023, marking its highest performance in history. Notably, the company also marked a significant milestone when it transitioned from the UPCoM exchange to the Ha Noi Stock Exchange (HNX). Bamboo Capital Group has strategically planned for the sustainable development of the manufacturing sector. From 2024 to 2027, the Group will support manufacturing companies in comprehensively developing the main goals including: Enhancing human resource quality; Optimizing production processes for efficiency; Diversifying products; Continuing to improve quality, leading the market in product quality; Increasing brand recognition; Expanding business activities and customer base; Strengthening technology, investing in machinery and equipment for production, and digitizing production processes.

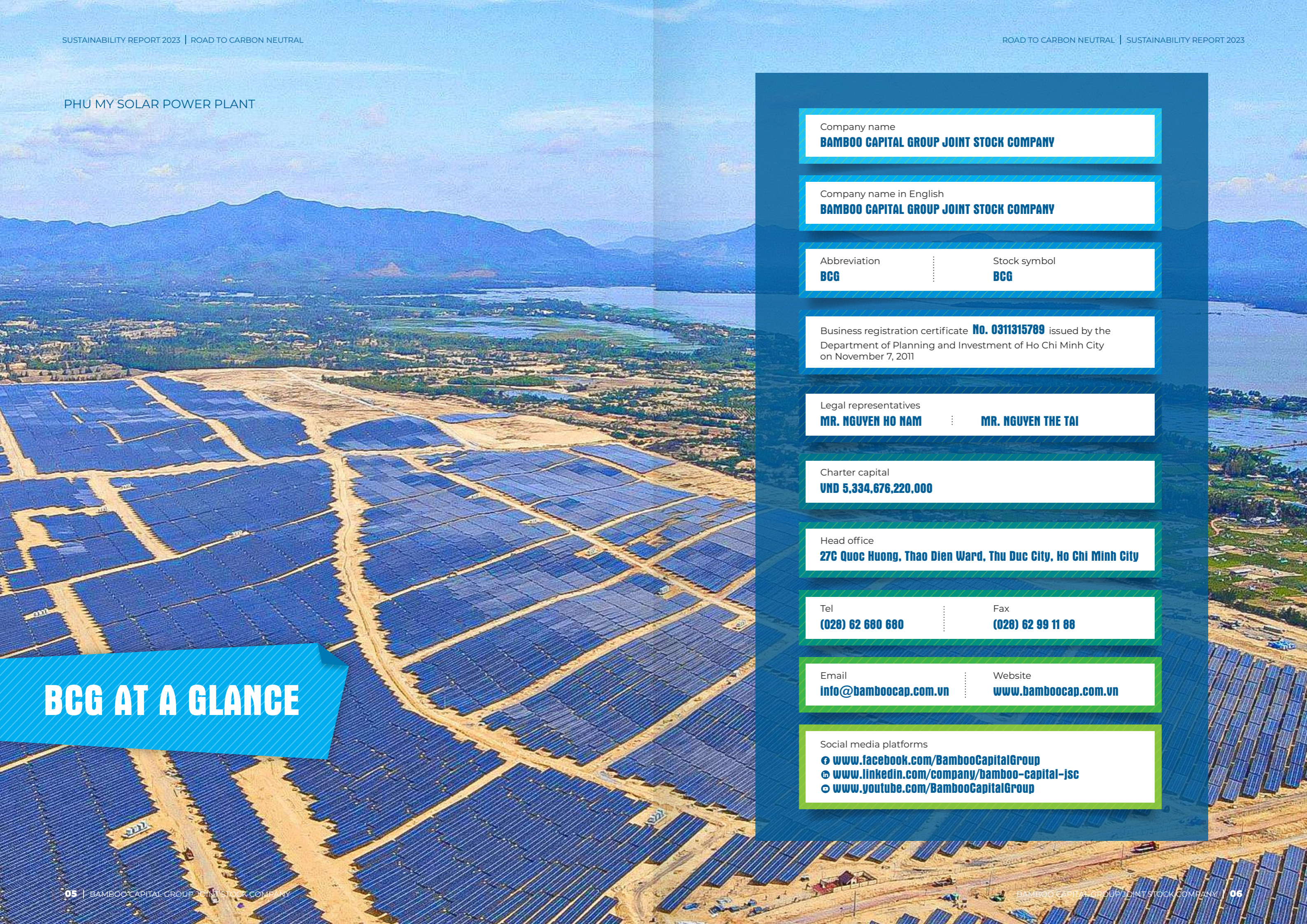
Beyond business activities that are moving in the right direction, Bamboo Capital Group remains steadfast and committed to Corporate Social Responsibility (CSR) initiatives. In 2023, Bamboo Capital continued to implement CSR programs such as sponsoring surgeries for children with congenital heart disease, contributing to the "Vi người nghèo" (For the Poor) Fund, building charity houses, and supporting impoverished households and policy families across provinces nationwide.

As we approach 2024, amidst predictions of persistent challenges for both the Vietnamese and global economies, we acknowledge that the recovery process will not be straightforward. Bamboo Capital Group remains committed to enhancing its adaptability, and making appropriate and flexible decisions to transform difficulties into opportunities. We will consolidate our internal strength and leverage our inherent advantages to achieve our business goals for 2024, thereby creating more positive value for our shareholders, valued customers, partners, and employees. We sincerely thank you for your continuous companionship, trust, and support for Bamboo Capital Group's vision.

Sincerely,

Nguyen Ho Nam

PHU MY SOLAR POWER PLANT



BCG AT A GLANCE

Company name
BAMBOO CAPITAL GROUP JOINT STOCK COMPANY

Company name in English
BAMBOO CAPITAL GROUP JOINT STOCK COMPANY

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

Legal representatives MR. NGUYEN HO NAM	MR. NGUYEN THE TAI
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Social media platforms

- www.facebook.com/BambooCapitalGroup
- www.linkedin.com/company/bamboo-capital-jsc
- www.youtube.com/BambooCapitalGroup

INVOLVEMENT IN INDUSTRY ASSOCIATIONS

We participate in the Vietnam Waste Recycling Association (VWRA) to support the sustainability agenda. Established as a non-profit organization, the VWRA brings together individuals and organizations across Vietnam's waste management sector. Their mission is to significantly reduce the country's environmental footprint by promoting and developing a robust domestic recycling infrastructure. The VWRA tackles a wide range of waste streams, including solid waste, wastewater, and industrial emissions, acknowledging the interconnectedness of environmental challenges. Through advocacy efforts, collaboration with members, and knowledge sharing, they push for improved recycling policies and best practices.

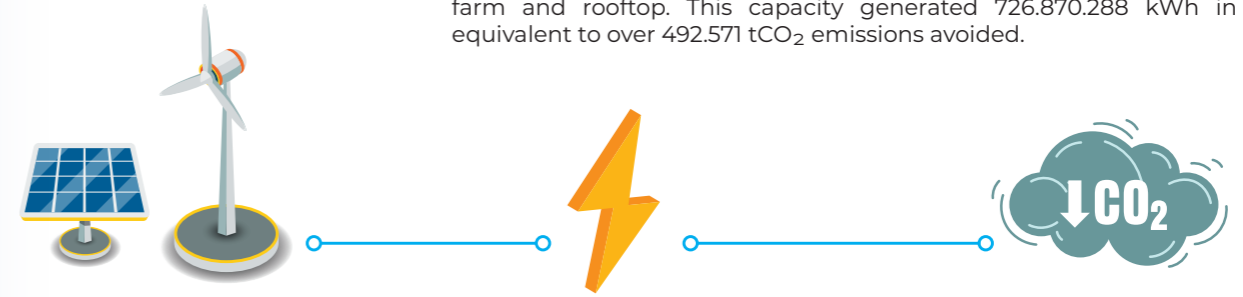
This comprehensive approach aligns perfectly with BCG's commitment to environmental responsibility. By being a member of VWRA, we contribute to a collective effort that strengthens Vietnam's recycling infrastructure. Ultimately, we believe that working alongside the VWRA allows us to play a meaningful role in reducing reliance on imported recyclables and fostering a circular economy that benefits both the environment and Vietnam's economic development.



SUSTAINABLE VALUE CREATION

As global awareness of the urgency to combat climate change continues to rise, Bamboo Capital has acknowledged the need regarding the imperative shift from fossil fuels to renewable energy sources. Since 2017, we have been investing heavily into our sustainable solutions, including Renewables (solar, wind) and Waste-to-energy (WTE).

As of December 31, 2023, our renewables capacity grew to 594 MW of solar farm and rooftop. This capacity generated 726,870,288 kWh in 2023, equivalent to over 492,571 tCO₂ emissions avoided.



As of December 31, 2023

594 MW

RENEWABLES CAPACITY

2022.....
642,739,389 kWh

2023.....
726,870,288 kWh

↓ **Avoided.....**
435,559 tCO₂

↓ **Avoided.....**
492,571 tCO₂

To support the global energy transition, we aim to expand our Sustainable Solutions portfolio to other clean energy types such as WTE in 2024 and achieve a target of gross installed renewable energy capacity of 2 GW by 2026.

BUSINESS OVERVIEW

	Parent Company	Renewable Energy	Real Estate	Construction – Infrastructure	Financial Services	Manufacturing Wood	Manufacturing Tapioca starch	Manufacturing Pharmaceuticals
NUMBER OF EMPLOYEES	83	220	89	302	620	193	62	244
NET REVENUE (USD million)	3.4	45.6	38.2	72.2	25.9	4.6	3.1	15.1
TOTAL ASSETS (USD million)	429.8	770.7	486.6	371.7	39.0	22.3	9.3	12.4

BCG'S COMMITMENT TO SUSTAINABLE DEVELOPMENT

At Bamboo Capital Group, we ensure full compliance with all relevant laws and regulations applicable in Vietnam, and strive to align our practices with international standards.

BCG acknowledges climate change as a critical issue and is dedicated to sustainable business practices to address it effectively. To uphold our commitment, we employ rigorous due diligence processes before making investment decisions. This includes assessing environmental and social risks, and engaging with local stakeholders to understand their concerns. Through monitoring and evaluation mechanisms, we track the effectiveness of our actions and adapt our strategies accordingly. Our engagement with stakeholders, including local communities and civil society organizations, informs our decision-making processes and enhances the effectiveness of our actions, ensuring that our investments align with their needs and priorities.

On this journey, BCG aims to bring harmonious benefits to stakeholders and balanced development on all three pillars of sustainability: economy, society, and environment. BCG analyses its activities across the value chain, taking into consideration the positive and negative impacts of its operations on society, in line with the United Nations' 17 Sustainable Development Goals (SDGs).

SDGs and targets are also assessed in relation to BCG's operational targets and business capabilities so as to accelerate the achievement of such goals and maximize positive economic, social, and environmental impact.

SUSTAINABLE DEVELOPMENT STRATEGY

ECONOMY



- Enhance brand value, reputation, and market position of BCG.
- Create new job opportunities, reducing local and national unemployment rates.
- Build infrastructure in project locations to foster innovation and socio-economic development.

ENVIRONMENT



- Enforce rigorous wastewater treatment procedures in manufacturing subsidiaries to prevent environmental harm.
- Promote investment in renewable and clean energy sources for supplying clean electricity to the national grid.
- Transition to utilize clean energy, reducing reliance on conventional energy sources across our business activities.
- Incorporate green spaces and innovative green practices in real estate projects.
- Work towards reducing emissions in alignment with Vietnam's commitment to Net Zero by 2050, as pledged at COP26.

SOCIETY



- Create professional and friendly working environments with excellent facilities.
- Provide comprehensive training programs to all employees, orientation training for new comers.
- Cultivate a healthy workplace culture with zero tolerance for discrimination, abuse, or harassment.
- Ensure gender equality and enhance policies and benefits for female employees.
- Conduct CSR activities in project locations to promote regional development, eliminate hunger, and reduce poverty.
- Prioritize local labor hiring to generate employment opportunities for the community.

GOVERNANCE

- Transparent Reporting: Ensure transparent disclosure of ESG performance metrics to stakeholders.
- Stakeholder Engagement: Engage stakeholders for feedback and incorporate it into decision-making processes.
- Ethical Leadership: Promote integrity and ethical decision-making at all levels of the organization.
- Board Diversity: Enhance board diversity to bring in varied perspectives and skills.
- Risk Management: Integrate ESG considerations into risk management processes.
- Compliance: Ensure compliance with relevant laws, regulations, and standards.

KEY TARGETS



ENVIRONMENT



SOCIETY



GOVERNANCE & ECONOMY

Energy consumption

3% reduction in 2024

Greenhouse gas emissions

5-10% reduction in 2024 compared to Business as Usual (BAU)

Carbon neutrality

by 2040

Net-Zero

by 2050

Equality

Increase female senior managers to 35% in 2024 (2023: 31%)

Training

Achieve 20 hours of training per employee per year in 2025

Turnover

Reduce turnover rate to 5% in 2024 and below 4.5% within 5 years

Policies and practices

Review and update to align to ESG standards:

- Code of Conduct
- Anti-corruption policy
- Whistleblowing policy

2024 Financial performance

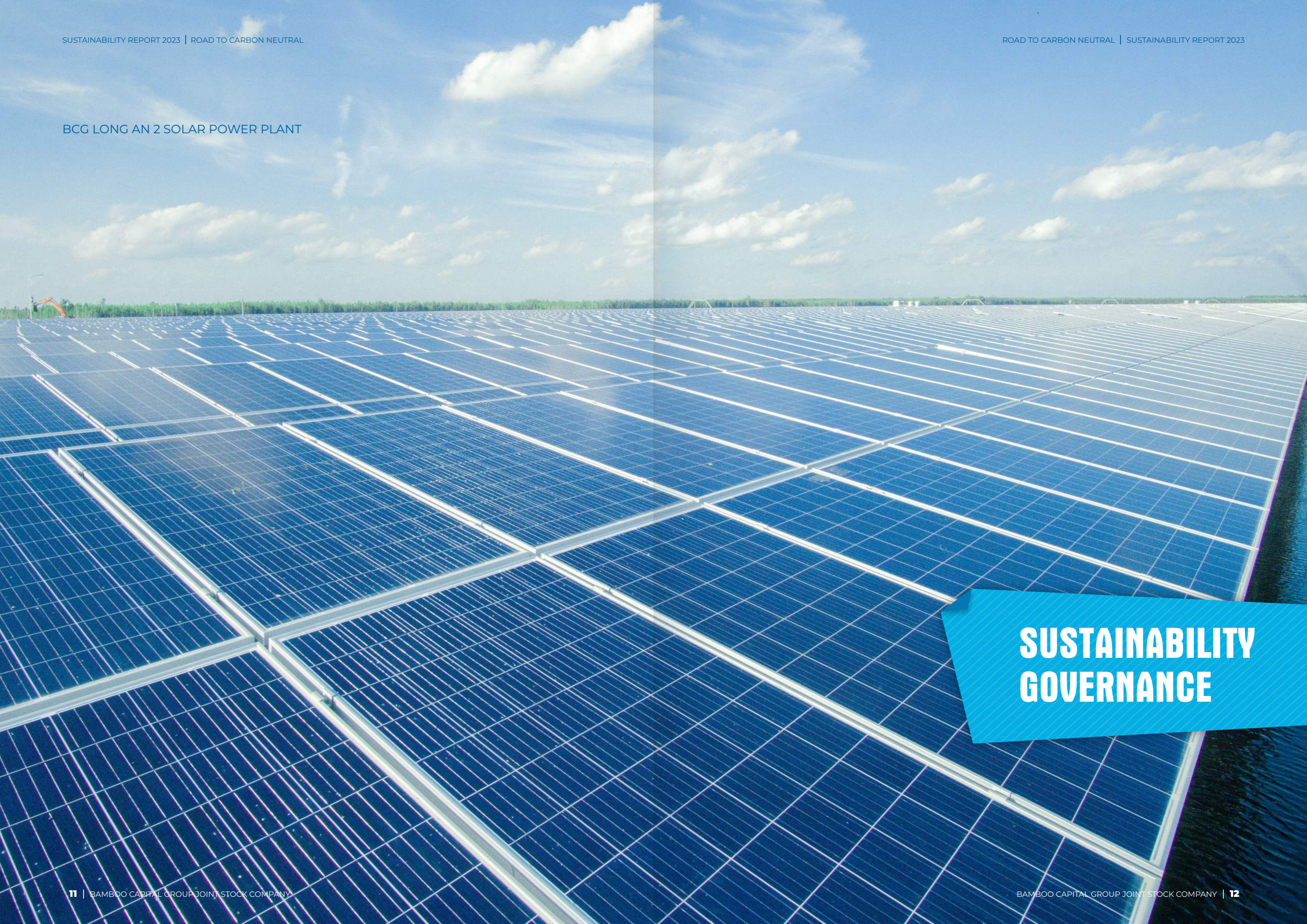
- 1. Net revenue ↑ 52%
- 2. Net profit ↑ 456%
- 3. Dividend payout: 5%

Gender diversity in leadership

At least 01 female independent member in the Board of Directors by 2030

Aiming for 30% of female representation in the Board of Directors, and the Executive Board.

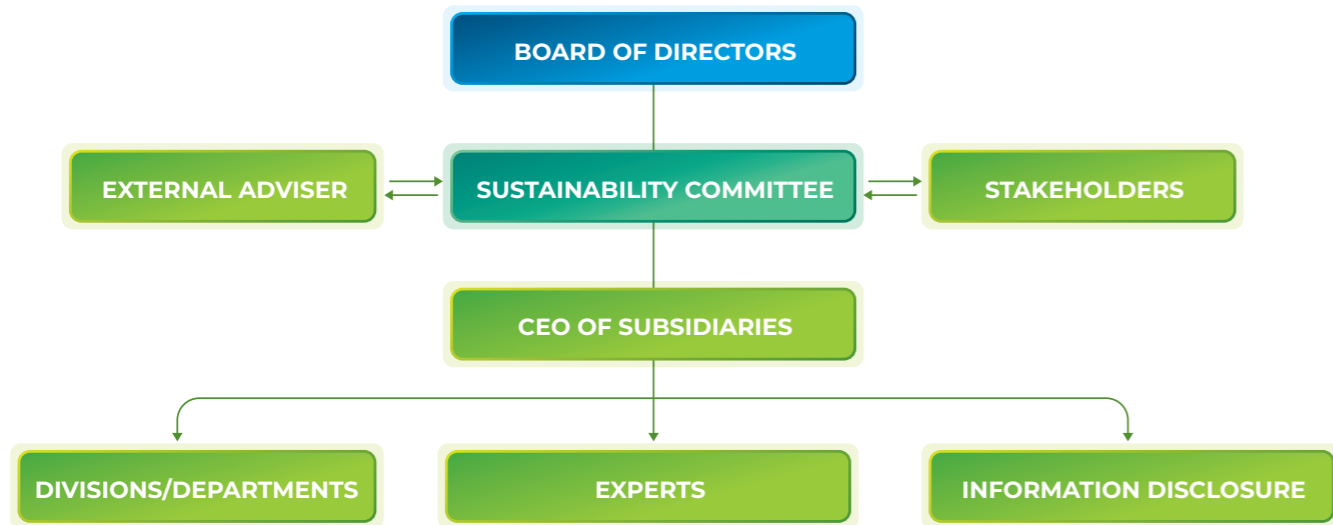
BCG LONG AN 2 SOLAR POWER PLANT



**SUSTAINABILITY
GOVERNANCE**

GOVERNANCE STRUCTURE FOR SUSTAINABILITY

Bamboo Capital Group JSC oversees the operations of all subsidiaries, ensuring they align with the Group's sustainable development strategy and actively work towards achieving the set targets.



ROLES, RESPONSIBILITIES

- 1 BOARD OF DIRECTORS (BOD)**
 - Provides leadership and guidance on sustainability strategy
 - Oversees the implementation of initiatives for target achievement
 - Considers material sustainability factors in decision-making.
- 2 SUSTAINABILITY COMMITTEE (SC) LED BY MR. PHAM MINH TUAN, VICE CHAIRMAN OF THE BOD**
 - Strengthens the Board's capacity in addressing sustainability matters
 - Develops and recommends sustainability policies, strategies, and initiatives
 - Monitors progress and evaluates performance against targets
 - Collaborates with departments and subsidiaries for sustainability integration.
- 3 CEOS OF SUBSIDIARIES**
 - Implement action plans in line with the Group's strategy and guidelines
 - Directly engage and manage divisions and departments in executing sustainability initiatives
 - Regularly report on sustainability performance to the BOD and the Sustainability Committee

RISK MANAGEMENT

Detailed information on the risk management structure, and risk management activities implemented in 2023 is presented at Annual Report 2023.

CLIMATE ACTIONS



RISKS

RENEWABLE ENERGY

Climate change can lead to unpredictable weather patterns, such as prolonged droughts or extreme storms, which may disrupt the efficiency and reliability of renewable energy sources like solar and wind power. Additionally, changes in temperature and precipitation patterns could affect the availability of resources necessary for energy generation, potentially impacting project viability and revenue streams.

REAL ESTATE

Rising sea levels and increased frequency of extreme weather events due to climate change pose risks to real estate properties, especially those located in coastal areas or regions prone to flooding. This could result in property damage, decreased property values, and increased insurance costs, affecting the profitability of real estate investments.

CONSTRUCTION

Climate change-related factors like higher temperatures and more frequent extreme weather events can increase construction costs and project timelines. Infrastructure may require additional reinforcement to withstand climate-related risks, leading to higher expenses and potential delays in project completion.

SUPPLY CHAIN DISRUPTIONS

Climate change-induced extreme weather events, such as hurricanes, floods, or wildfires, can disrupt supply chains by damaging infrastructure, interrupting transportation routes, or affecting the availability of raw materials. This could lead to production delays, increased costs, and operational inefficiencies for Bamboo Capital's manufacturing facilities.

OPPORTUNITIES

CLEAN ENERGY

As governments and industries intensify efforts to mitigate climate change, there is a growing demand for clean and renewable energy solutions. Bamboo Capital's investments in renewable energy projects could benefit from supportive policies, incentives, and increasing consumer preference for clean energy alternatives.

REAL ESTATE

Climate change adaptation strategies, such as sustainable building design and infrastructure development, present opportunities for Bamboo Capital in the real estate sector. Investments in climate-resilient properties and green building initiatives can enhance property value and attractiveness to environmentally-conscious tenants or buyers.

INSURANCE

While climate change may increase the frequency and severity of weather-related disasters, it also underscores the importance of insurance coverage for businesses and individuals. Bamboo Capital's non-life insurance sector can capitalize on the growing demand for comprehensive insurance products tailored to climate-related risks, offering protection and financial security to clients amidst changing environmental conditions.

TECHNOLOGICAL INNOVATION

Climate change mitigation efforts drive technological innovation in sustainable manufacturing practices, energy-efficient technologies, and low-carbon production processes. Bamboo Capital can leverage these innovations to improve operational efficiency, reduce environmental impact, and enhance competitiveness in the manufacturing sector.



STAKEHOLDER ENGAGEMENT

Bamboo Capital Group JSC actively engages stakeholders to understand their sustainability expectations and concerns, incorporating feedback into the refinement of sustainability approaches and actions. Transparent communication channels are maintained to facilitate dialogue and foster trust.

	APPROACH	CONCERNS
 <p>Shareholders and Investors</p>	<ul style="list-style-type: none"> Annual General Meeting of Shareholders. Extraordinary General Meeting of Shareholders. In-person meetings on request. Support via email/phone with investor relations department. Investor newsletters. Quarterly earnings calls. Social media platforms 	<ul style="list-style-type: none"> Financial performance. Risk management. Corporate governance. Sustainability and ESG performance. Strategic direction. Communication and transparency. Dividend policy and capital allocation.
 <p>Employees</p>	<ul style="list-style-type: none"> Town hall meetings. Internal communication platforms. One-on-one meetings. Training and development programs. Recognition and rewards programs. Social events and team-building activities. 	<ul style="list-style-type: none"> Job security. Compensation and benefits. Career development opportunities. Recognition and appreciation. Communication and transparency. Work environment and culture. Health and safety.

	APPROACH	CONCERNS
 <p>Suppliers and Partners</p>	<ul style="list-style-type: none"> Direct meetings. Phone communication. Email correspondence. Attendance and organization of conferences and seminars. 	<ul style="list-style-type: none"> Payment timeliness. Fair and transparent contracts. Communication effectiveness. Quality assurance and standards. Long-term relationship stability. Sustainability requirements and compliance. Clear expectations and specifications. Access to necessary resources or support. Project implementation capacity.
 <p>Customers</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>	<ul style="list-style-type: none"> Customer surveys and feedback. Social media and online platforms. Project launch and sale conference. Customer loyalty programs. Customer service department. 	<ul style="list-style-type: none"> Quality, price and service as promised. Transparent information. Reputation and brand of manufacturing enterprises. Good customer service.
 <p>Subsidiaries</p>	<ul style="list-style-type: none"> Monthly meetings. Periodic reports of the EB of subsidiaries. The Group's personnel participating in the BOD and the BOS of subsidiaries to foster better coordination, supervision and alignment of strategies. 	<ul style="list-style-type: none"> Policy, development orientation and business plan of the parent company for subsidiaries. Access to major partners, expand domestic and international cooperation.
 <p>Authorities</p>	<ul style="list-style-type: none"> Participation in and contributing ideas at conferences, seminars organized by government and the State agencies. Participation in relevant organizations and associations. 	<ul style="list-style-type: none"> Comply with regulations, laws, support government policies and campaigns. Contribute to the State budget. Conduct responsible business production. Develop local economy, social security.
 <p>Community</p>	<ul style="list-style-type: none"> Direct communication through programs and events held in the provinces and cities where the company produces and develops projects. Coordinate with local authorities. Media activity. 	<ul style="list-style-type: none"> Protect the natural environment, the living environment for local community. Labor safety assurance. Carry out social activities that contribute to the development of the local community. Create jobs.



MATERIALITY

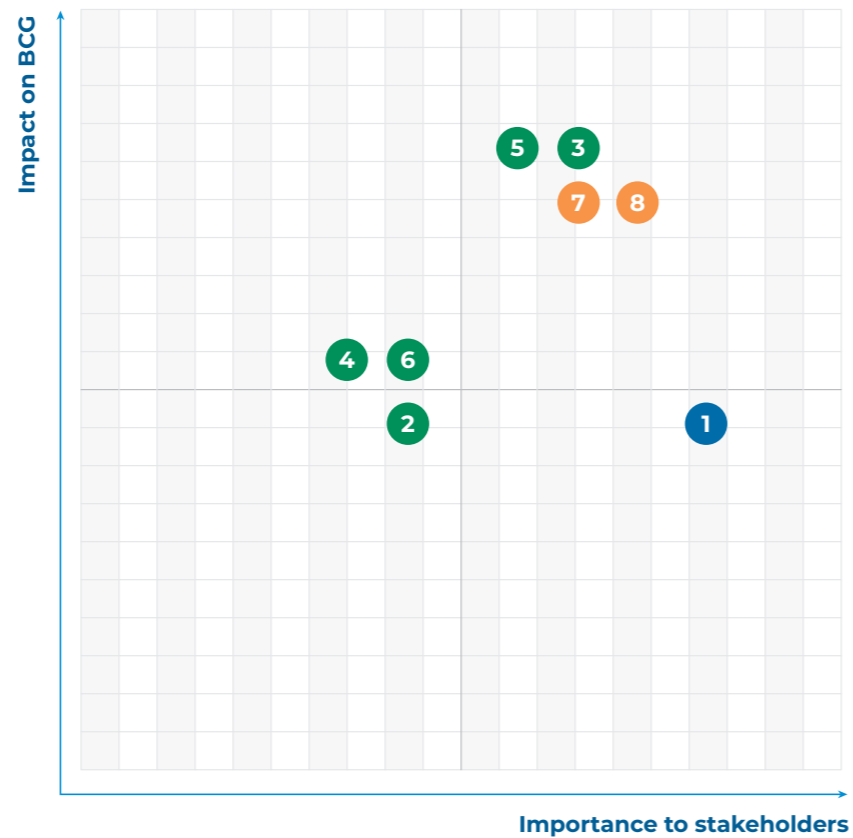
PROCESS OF MATERIALITY ASSESSMENT AND PRIORITIZATION

Our materiality assessment process takes guidance from the GRI Standards, reviewed annually by the Sustainability Committee and the Board of Directors.

- 01** Gather insights into stakeholders' expectations and concerns
- 02** Identify a list of sustainability topics relevant to BCG and its stakeholders
- 03** Evaluate the significance of each topic based on two main criteria: its impact on BCG's business performance and its importance to stakeholders
- 04** Establish materiality matrix
- 05** Integrate into reporting.

MATERIALITY MATRIX

- 1 Economic Contribution
- 2 Material Management
- 3 Sustainable Energy
- 4 Water and Effluent Management
- 5 Greenhouse Gas Emissions
- 6 Waste Management
- 7 Employee Care and Development
- 8 Community and Social Involvement



SOLAR ROOFTOP SYSTEM ON KHANG DAT FACTORY

SOLAR ROOFTOP SYSTEM ON VIET VUONG FACTORY



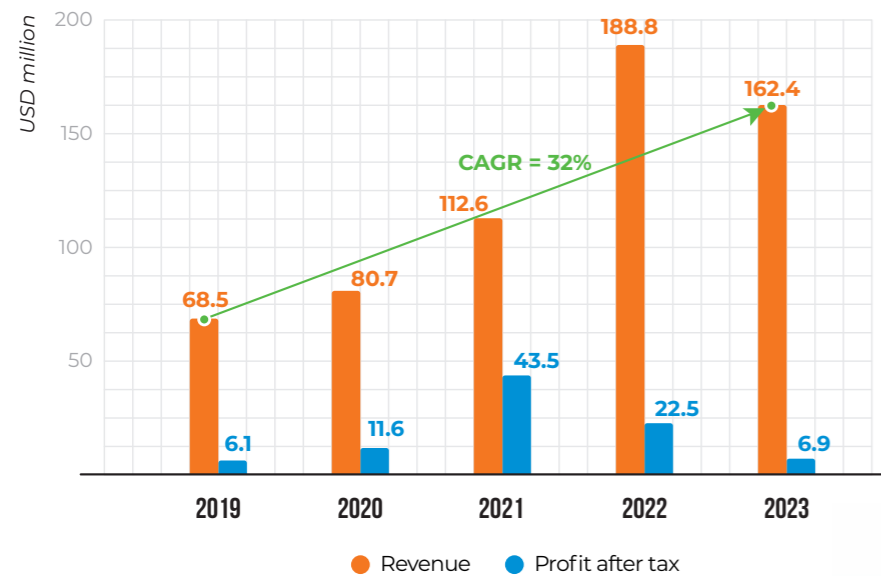
BCG'S ACTIONS

FINANCIAL PERFORMANCE AND ECONOMIC VALUE GENERATED

MANAGEMENT APPROACH

Bamboo Capital Group acknowledges the importance of a strong financial base and sustained economic growth in achieving a long-term sustainable development strategy. In pursuit of this objective, the Group prepares a forward-looking 5-year business plan that aligns with its long-term investment vision. Additionally, the Group updates its annual forecast to

closely monitor market conditions and internal business operations in the short term. The approved annual plan is presented to the General Meeting of Shareholders and serves as a guideline for the Board of Directors and the Executive Board to regulate the Group's business activities.



Despite the unfavorable business environment, BCG maintained profitability, showcasing resilience in adverse conditions. BCG sustained its upward trajectory, boasting an impressive annual cumulative growth rate of 32 % for the 2019-2023 period.

Unit: USD million

	2022	2023	Change
Operating expenses	29.1	26.0	-8.2%
Employee wages and benefits	16.1	16.4	4.7%
Interest expense	59.8	64.1	10.3%
Taxes	21.8	16.8	-20.9%

In 2023, the strengthening of the US dollar led to higher lending rates, directly impacting foreign currency-denominated loans. Despite a 10.3% increase in interest expenses, BCG had a successful year in optimizing its capital resources. The Group's total liabilities decreased by 18.2% as a result of proactive measures, with BCG paying off nearly VND 5,500 billion in loans to manage interest costs and ensure financial security. Additionally, BCG made significant efforts in cost management, resulting in a reduction of VND 57 billion (-8.2% YoY) in total operating

costs, thus enhancing overall cost efficiency.

BCG consistently places the highest priority on fulfilling its obligations to the broader societal community. The Group has consistently and transparently met its tax obligations, thereby making significant contributions to the development of the country and the localities in which BCG operates. In 2023, corporate income tax amounted to VND 140 billion, with the total tax value paid to the state reaching VND 414 billion.

MARKET PRESENCE



MANAGEMENT APPROACH

BCG consistently places a strong emphasis on fostering an environment conducive to employee development and motivation. As part of its dedication to supporting job creation and economic growth in the communities where it operates, the Group prioritizes hiring a local workforce for its projects. BCG has developed a framework that aligns each position with an appropriate level based on factors such as experience, educational background, and individual contributions to the Group. Additionally, the Group conducts annual assessments on working conditions, compensation, benefits, and adjusts pay scales based on individual work performance results to continually motivate employees and enhance productivity.

THE RATIO OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

Region*	Local minimum wage (VND)	Average entry-level wage (VND)	Compared to local minimum wage	
1	4,680,000	Male	15,670,000	334.8%
		Female	11,666,667	249.3%
2	4,160,000	Male	13,323,000	320.3%
		Female	10,305,620	247.7%
3	3,640,000	Male	9,100,000	250.0%
		Female	9,050,000	248.6%
4	3,250,000	Male	8,875,700	273.1%
		Female	7,756,780	238.7%

Embracing principles aimed at fostering the well-being of individuals, the Group ensures stable employment for local labor. At BCG, the ratio of entry-level wages compared to the local minimum wage ranges from 2 to 3 times, depending on the job position and region.

(* Regions 1, 2, 3, 4 are a list of areas regulated to apply minimum wages to employees working for employers by region, issued under the Decree 38/2022/ND-CP-Regulations on minimum wages for employees working under labor contracts.

THE PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

Significant locations of operations*	Number of senior management*	Percentage
Ho Chi Minh	178	25.6%
Ha Noi	12	13.8%
Binh Dinh	9	4.9%
Long An	0	0%
Tien Giang	10	3.8%

Although Ho Chi Minh City remains the primary destination for high-level workers, BCG also places a high priority on recruiting talent from other provinces and from abroad.

(* Definition of significant locations: regions where the Group has operating projects or business facilities that substantially contribute to its revenue generation or strategic objectives.

(* Definition of senior management: Employees who have work level 2A and above.

TAX

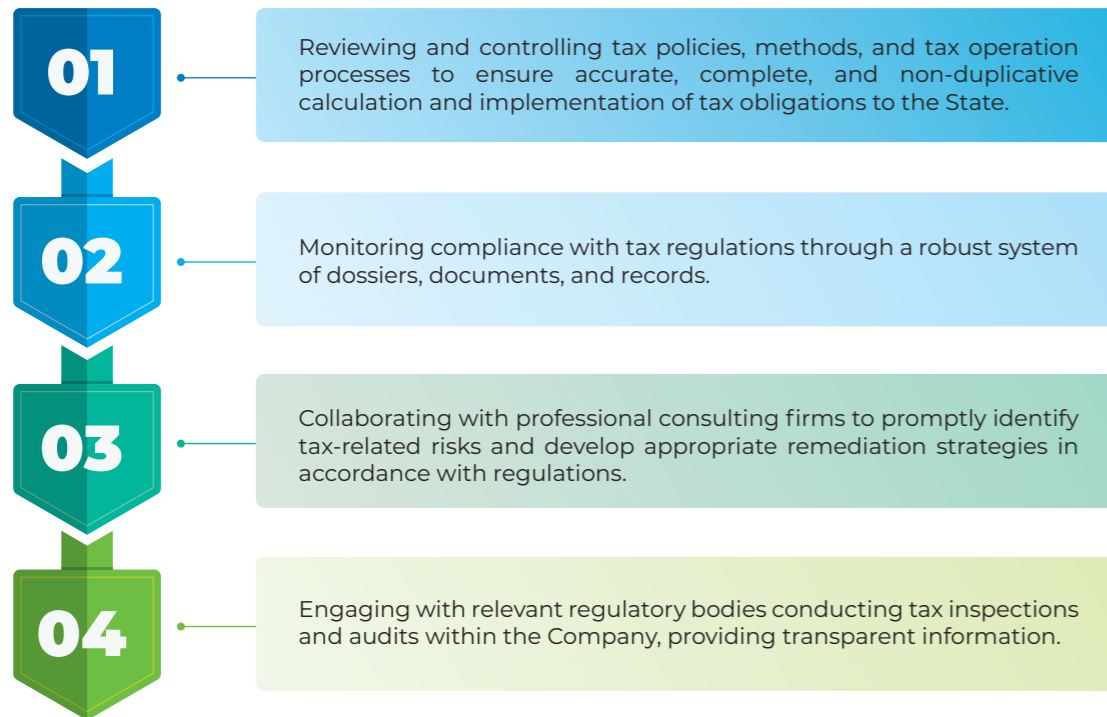


MANAGEMENT APPROACH

BCG collaborates with independent consultants and tax authorities to stay informed of the latest tax regulations, determine tax obligations, and mitigate legal risks. Additionally, the Group identifies, analyzes, and assesses risks stemming from ambiguous tax policies, implementing preventive measures accordingly. BCG ensures transparent disclosure of tax payable amounts in the Group's financial statements and annual reports.

RISK MANAGEMENT AND TAX COMPLIANCE

BCG acknowledges the importance of adhering to tax obligations throughout its operations and has instituted specific activities to ensure compliance:



COUNTRY-BY-COUNTRY REPORTING

Tax structure and other payables to the Government in 2023 (USD million)	Tax value	Proportion
Corporate income tax	5.7	33.8%
Value-added tax	6.9	41.3%
Personal income tax	0.9	5.2%
Others	3.3	19.7%
Total	16.8	100.0%

MATERIALS

MANAGEMENT APPROACH

Bamboo Capital is a multi-area conglomerate with a presence in industries that rely on raw materials, such as manufacturing and construction. Given the inevitable environmental consequences of production activities, we remain steadfast in our commitment to minimizing our ecological footprint and maximizing the efficient use of resources and energy. To this end, we have implemented standards and controls for the sourcing and handling of input and output materials. In addition, BCG actively researches initiatives aimed at identifying sustainable alternatives and reducing reliance on environmentally harmful practices.



MATERIALS USED BY WEIGHT OR VOLUME

MATERIAL USED BY WEIGHT



MATERIAL USED BY VOLUME



PERCENTAGE OF RECYCLED INPUT MATERIALS USED



ENERGY

MANAGEMENT APPROACH

BCG and its subsidiaries acknowledge the significant environmental impact associated with energy consumption across production, business operations, and daily activities. Consequently, BCG has intensified its efforts to champion energy conservation initiatives within the Group. Emphasizing the importance of accurate and up-to-date energy usage data, they annually report and consolidate this information to minimize energy wastage and curb emissions. Moreover, BCG leverages innovative solutions, such as installing rooftop solar power systems across factories, and utilizing biogas from cassava residue, to reduce reliance on fossil fuels.



ENERGY CONSUMPTION WITHIN THE ORGANIZATION

In 2023, total energy consumption decreased by 13.12% compared to the previous year, primarily due to constraints on manufacturing company operations resulting from the global economic downturn.

Unit: MWh

	2022	2023	Change
Electricity from grid	29,399	25,521	(13.2%)
Total	29,399	25,521	(13.2%)

ENERGY GENERATION WITHIN THE ORGANIZATION

Among the total of 729,203 MWh of energy generated by the companies within the Group, 2,333 MWh originated from solar sources located at three manufacturing companies: Nguyen Hoang, Tapiotek, and Tipharco, with an additional 726,870 MWh from BCG Energy's solar farms and rooftop solar systems.

Unit: MWh

	2022	2023	Change
Renewable energy	644,646	729,203	13.1%
Total	644,646	729,203	13.1%

TOTAL RENEWABLE ENERGY CERTIFICATES SOLD

623,007 MWh

Furthermore, in 2023, BCG Energy issued and transferred a total of 623,007 MWh of Renewable Energy Certificates (RECs), which help other companies reduce their greenhouse emission gases. In the future, BCG Energy plans to offset all emissions within the Group once the Vietnamese carbon credit market and guidelines are well-established.

WATER AND EFFLUENTS

MANAGEMENT APPROACH

At BCG, we are dedicated to responsible water management practices that align with our commitment to sustainability. Currently, the water source used at BCG primarily consists of municipal water supplies treated by state-owned water treatment plants. For companies utilizing water as part of their manufacturing processes, strict adherence to environmental policies and compliance with the law is mandatory. Water discharge into the environment must undergo treatment through effluent treatment systems that operate in accordance with current regulations, following the guidelines outlined in relevant standards applicable in Vietnam.

WATER CONSUMPTION

The majority of companies within Bamboo Capital Group utilize water solely for daily purposes, rather than in production processes. Consequently, this water does not require treatment post-use and may be directly discharged into the environment via manhole systems.

Tapiotek and Tipharco, both of which use water in their production processes, operate wastewater treatment systems that comply with the grade A output wastewater standard established in accordance with QCVN/40:2011/BTNMT and QCVN/63:2017/BTNMT. Annually, both companies conduct monitoring and inspection of wastewater quality, with reported results submitted to both local agencies and the Management Board.

Unit: m³

Water withdrawal (1)	84,641	1,613	9,254	3,009	2,329	46,404	617	432,605	20,585
Surface water	0	0	0	0	0	0	0	412,020	0
Municipal water	84,641	9,254	3,009	2,329	46,404	617	830	20,585	20,585
Water discharge (2)	21,931	0	0	0	0	0	0	20,016	1,915
Water consumption (1) - (2)	62,710	1,613	9,254	3,009	2,329	46,404	617	412,589	18,670



Total	Headquarters	Renewable Energy	Real Estate	Insurance	Construction Infrastructure	Manufacturing		
						Wood	Tapioca Starch	Pharmaceutical
84,641	1,613	9,254	3,009	2,329	46,404	617	432,605	20,585
0	0	0	0	0	0	0	412,020	0
84,641	9,254	3,009	2,329	46,404	617	830	20,585	20,585
21,931	0	0	0	0	0	0	20,016	1,915
62,710	1,613	9,254	3,009	2,329	46,404	617	412,589	18,670

TREATMENT WATER TEST RESULTS AT TAPIOTEK

Indicator	Unit	Test results	QCVN 63:2017/BTNMT
pH	--	7.41	6 - 9
TSS	mg/L	15	< 45
BOD	mg/L	13	< 27
COD	mg/L	26	< 90

TREATMENT WATER TEST RESULTS AT TIPHARCO

Indicator	Unit	Test results	QCVN 40:2011/BTNMT
pH	--	6.94	6 - 9
TSS	mg/L	16	< 50
BOD	mg/L	14	< 30
COD	mg/L	40	< 75

EMISSIONS

MANAGEMENT APPROACH

As part of BCG's commitment to combat climate change, we prioritize accountability in establishing emission strategies. All subsidiaries are required to carefully track and monitor emissions throughout their production activities. Through proactive management by the Sustainability Committee, BCG sets emissions reduction targets, promotes energy efficiency, and invests in renewable energy sources such as solar panels and wind parks to support sustainable development.

By harnessing solar and wind energy, BCG reduces its dependency on fossil fuels and advocates for clean energy, extending its efforts to promote renewable energy adoption within the communities it serves. These initiatives not only align with BCG's emissions reduction goals but also underscore the Group's dedication to carbon neutrality and a sustainable future.



TOTAL GHG EMISSIONS

Unit: Tonnes CO₂

	2022	2023	Change
Scope 1	7,905	8,417	6.5%
Scope 2	27,047	23,480	(13.2%)
Scope 3 from Business Air Travel	575	309	(46.3%)
Total	35,527	32,206	(9.3%)

Emissions in 2023 declined by 9.3% compared to 2022, with the most significant reduction observed in Energy Indirect – Scope 2, which saw a substantial drop of up to 13.2%.

EMISSIONS INTENSITY

Unit: tCO₂e/USD1MM

	2022	2023
Emission Intensity	189.9	198.7

Although the total greenhouse gas emissions of BCG decreased, there was a slight increase in emissions intensity attributed to a decline in the Group's net revenue.

WASTE



MANAGEMENT APPROACH

At BCG, we prioritize effective waste management practices to minimize our environmental footprint and promote sustainability across our operations. Waste generated during the production process is categorized and subjected to appropriate treatment methods. Household waste is collected and transported by intermediary household waste treatment units, while non-hazardous industrial waste is sold to scrap recycling units. For waste that poses potential environmental hazards, the company hires specialized waste management units to ensure that the quality of treated waste adheres to legal requirements and has no negative environmental impact.

WASTE GENERATED



In 2023, the amount of hazardous waste directed to landfill sites was zero.

EMPLOYMENT, DIVERSITY AND EQUAL OPPORTUNITY

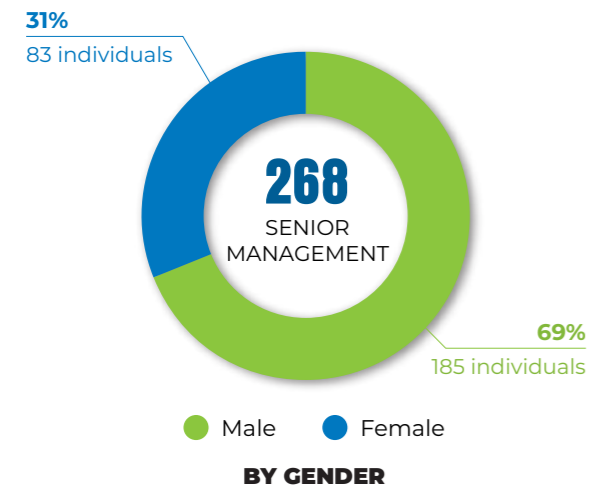
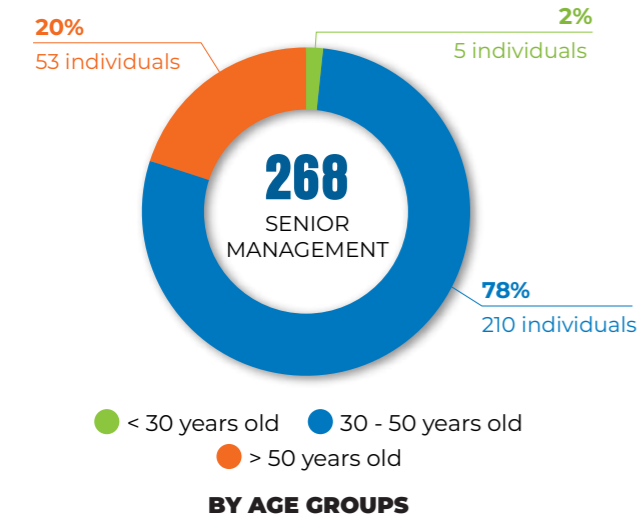
MANAGEMENT APPROACH

At BCG, we highly value our employees as our most valuable asset, acknowledging their pivotal role in our organizational success and development. Over the years, the Group has endeavored to develop comprehensive, fair, and competitive benefit policies aimed at attracting and retaining talent through reasonable remuneration packages and a dynamic working environment. We prioritize treating our employees fairly and ensuring equal opportunities in training, development, and promotion.

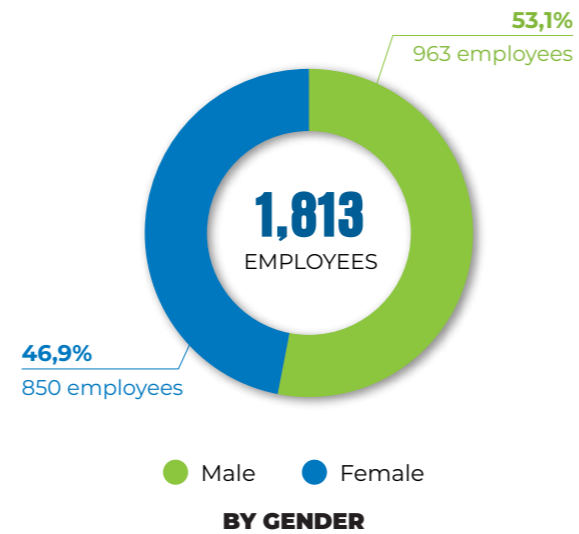
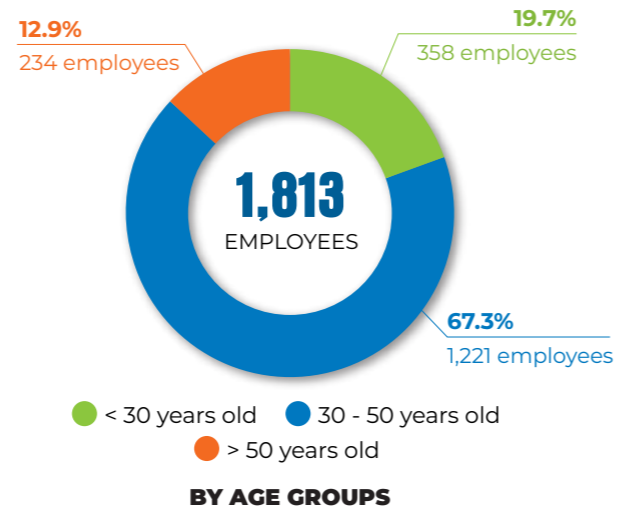
Furthermore, we recognize the importance of embracing

individuals from diverse backgrounds, cultures, and perspectives to foster innovation and achieve excellence in our work. All human resources matters are managed and monitored by the HR Department to ensure compliance with our Labor Regulations, Policy on Wages, Bonuses, and Benefits, as well as relevant laws. Through these efforts, we demonstrate our commitment to promoting diversity at all levels of our organization and cultivating an inclusive culture where differences are celebrated and leveraged for success.

DIVERSITY OF SENIOR MANAGEMENT

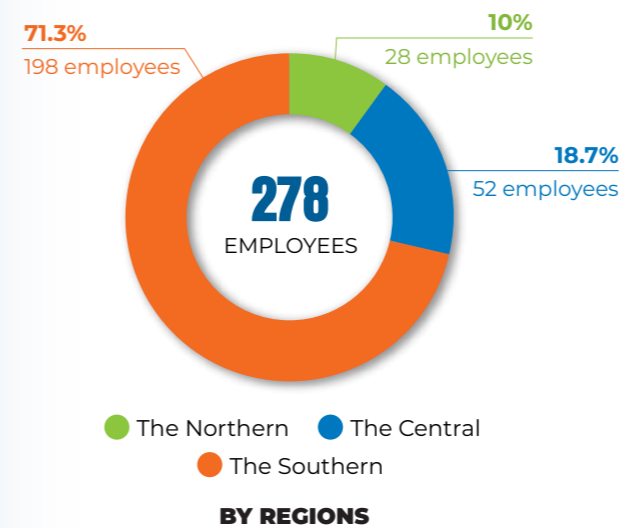
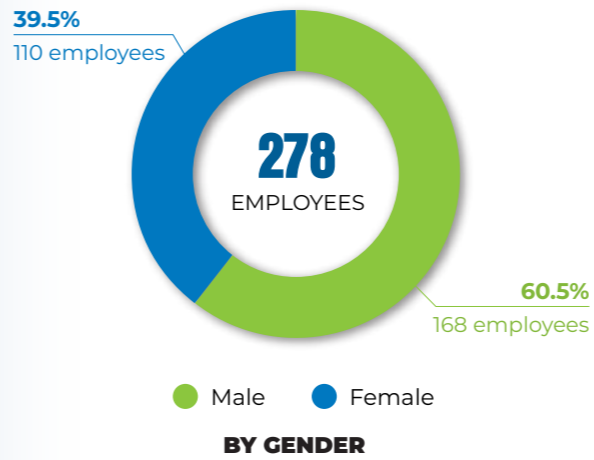
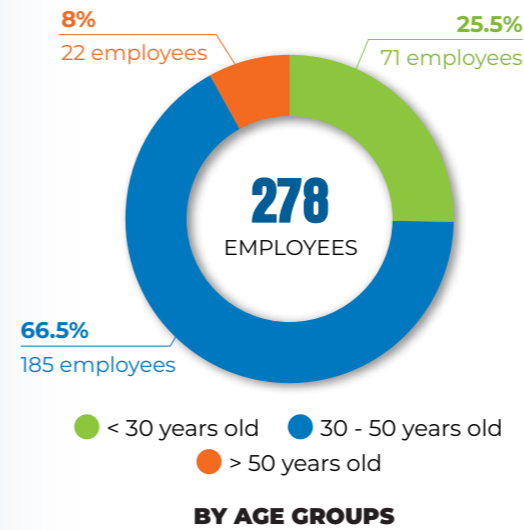


DIVERSITY OF EMPLOYEES



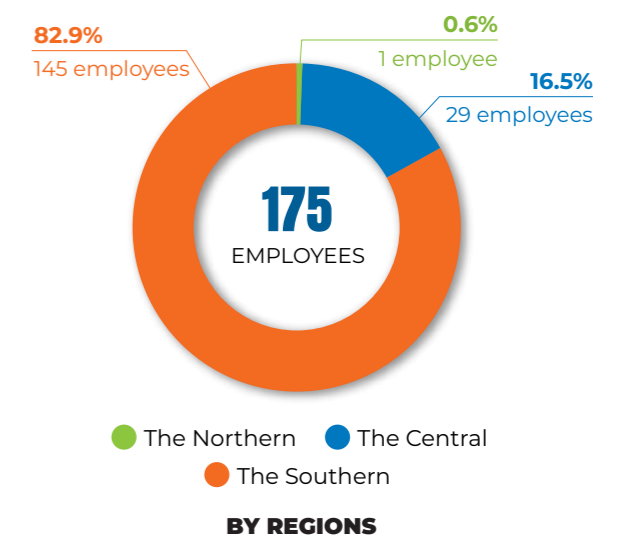
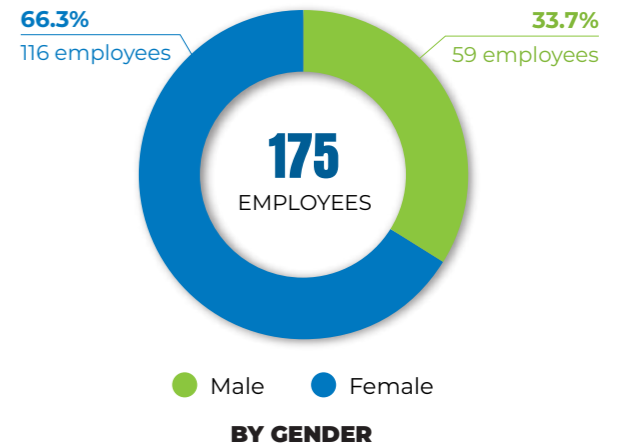
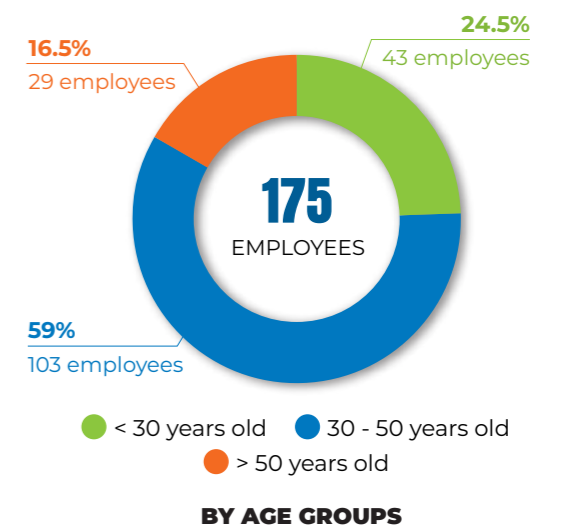
Due to the nature of certain job sectors such as renewable energy and construction, which are labor-intensive and historically attract more male workers, the proportion of male employees tends to be higher than that of female employees.

NEW EMPLOYEE HIRES



Rate of new employee hires **15.4%**

EMPLOYEE TURNOVER



Turnover rate **9.7%**

In 2023, the employee turnover rate was relatively high due to personnel restructuring efforts aimed at enhancing organizational efficiency; however, it remained lower than the rate of new employee hires.

BENEFITS FOR EMPLOYEES

Benefits for full-time employees at BCG are highly competitive in the market, offering a comprehensive package designed to attract and retain talent:



- Social insurance
- Accident insurance
- Health insurance
- Unemployment insurance
- Premium health care insurance
- Annual health check-up
- Annual leaves
- Birthday allowances
- KPI bonus
- Parental leaves
- Employment stock ownership plan
- Training courses

Besides, BCG also extends benefits to part-time employees, ensuring that all members of the workforce receive valuable perks and support:

- Holiday bonus
- 13th-month salary
- Team building
- Other internal social events (sports activities, festivals)

PARENTAL LEAVE IN 2023

Indicator	Male	Female
Total number of employees entitled to parental leave	19	26
Total number of employees on parental leave	19	26
Total number of employees who returned to work in the year after the end of parental leave	19	14
Total number of employees who returned to work and were retained, within 12 months, after the end of parental leave	19	13
Return to work and retention rate of employees who have taken parental leave	100%	70%
Retention rate of employees who have taken parental leave	100%	93%

OCCUPATIONAL HEALTH AND SAFETY

MANAGEMENT APPROACH

BCG places the safety and well-being of our employees as a top priority, maintaining the highest standards of occupational health and safety. Our commitment extends to providing comprehensive coverage for all employees, including social insurance, accident insurance, health insurance, and AAA's premium health care insurance. Furthermore, we invest in infrastructure and provide labor protection equipment to minimize risks and create a safe working environment.

Employees are entitled to annual medical check-ups. To reinforce our dedication to occupational health and safety, we conduct regular training programs and instructions covering safety, labor protection, fire prevention and fighting, and other relevant topics. Employees working in various environments, such as construction sites, receive specialized training and are equipped with necessary labor protection gear in accordance with current regulations



HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

Number of fatalities as a result of work-related injury	0
Number of high-consequence work-related injuries	0
Number of recordable work-related injuries	0
Number of recordable work-related ill health cases	0

In 2023, BCG recorded no violations related to occupational health and safety. Results from occupational medical examinations did not reveal any occupational diseases or injuries in our offices.

TRAINING AND EDUCATION

MANAGEMENT APPROACH

At BCG, we are committed to fostering a culture of learning and development. We provide training sessions to enhance soft skills, professional skills and knowledge across all levels of the organization. From foundational integration courses catering to new hires to advanced workshops tailored for experienced professionals and leadership courses for the management level, our comprehensive training initiatives empower employees to grow both personally and professionally. Through these programs, we aim to cultivate a skilled and adaptable workforce capable of driving innovation and achieving our organizational goals.



AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

Average training hours per employee	15
Average training hours per male employee	13.75
Average training hours per female employee	16.17

In 2023, BCG prioritized training programs spanning a variety of professions and functions, aligning with the development roadmap for all levels of employees. The Group also utilized technology to conduct online training, receiving positive feedbacks from participating employees. Throughout the year, BCG organized 12 courses with over 584 participants. The total training costs recorded during this period amounted to VND 46.8 million, excluding the salary of internal training experts.

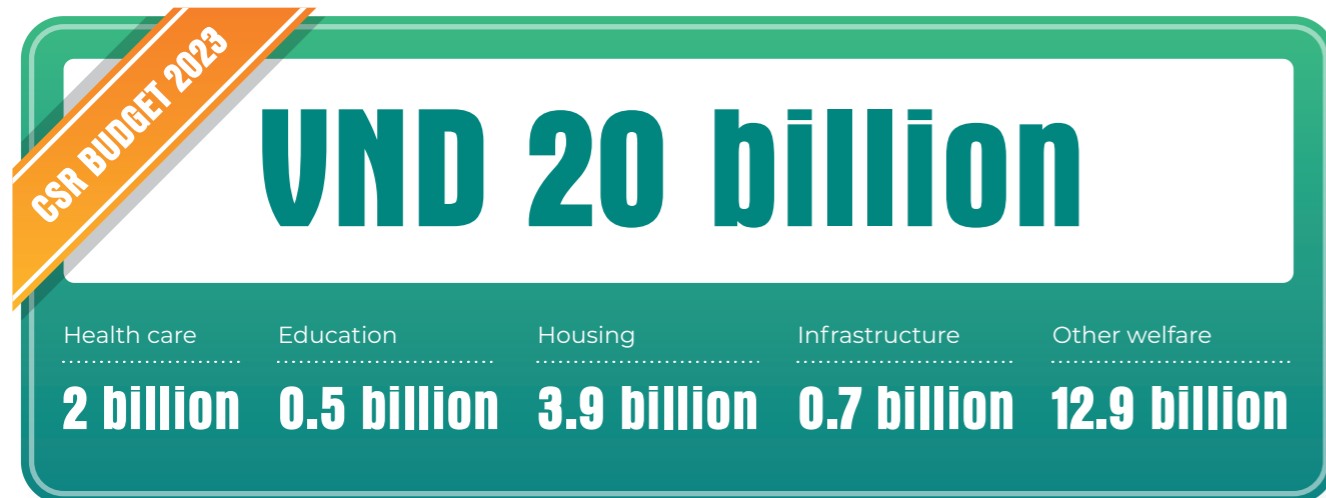
2023 INTERNAL TRAINING PROGRAMS

01	COURSES FOR MIDDLE AND HIGH LEVEL MANAGEMENT	Creative Thinking How to motivate yourself and inspire your subordinates
02	COURSES FOR EXECUTIVE LEVEL	Teamwork Creative & Innovative Thinking Self-motivation in Life and Work Problem-solving Skill Negotiation Skill
03	COURSES FOR NEW RECRUIT	Orientation Session

LOCAL COMMUNITIES

MANAGEMENT APPROACH

BCG is committed to contributing to the economic development of regions where the Group operates. In line with this commitment, the Group actively collaborates with local authorities to create employment opportunities, improve infrastructure, and enhance social security. BCG continues to prioritize integrating its business activities with localities, promoting Corporate Social Responsibility (CSR) programs, and recognizing the importance of making long-term contributions to society.



In 2023, amidst the challenges posed by global economic downturns, BCG and its subsidiary companies proactively contributed over VND 16 billion and provided more than 4,000 gifts of essential goods to support social

development programs. Rooted in a spirit of mutual kindness and compassion, BCG remains committed to extending its positive impact on communities and society through continued sharing and support.

2023 CSR PROGRAMS

HOUSING

JULY 24, 2023

Antraco Company funded the construction of 4 Charity houses for policy beneficiary families in Tri Ton District, An Giang Province.



AUGUST 26, 2023

BCG supported the construction of Charity Houses and education development in Hong Lam, Ha Tinh province, with a total value exceeding VND 3.6 billion, equivalent to 75 residential units, aiding impoverished households and advancing local education.

HEALTH CARE



AUGUST 12, 2023

BCG allocated VND 500 million, along with 3,000 notebooks and 600 cartons of milk, for the treatment of congenital heart disease among underprivileged children in Quang Ngai province.



SEPTEMBER 1, 2023

Antraco actively promoted community healthcare initiatives by sponsoring VND 1 billion for Tri Ton district, An Giang province, providing medical examinations and medication.

INFRASTRUCTURE

JUNE 21, 2023

Antraco Company sponsored the construction of new canal bridges in Luong An Tra and An Tuc communes, Tri Ton district with a total cost of VND 700 million.



EDUCATION



OCTOBER 17, 2023

Antraco Company organized the Antraco Scholarship Award Ceremony for the 2023-2024 school year in Tri Ton district, An Giang province, with a total scholarship value of VND 300 million.

DECEMBER 11, 2023

AAA Insurance JSC awarded scholarships worth VND 200 million to outstanding students with high academic performance students in Ha Tinh province.

OTHER WELFARE

MARCH 31, 2023

Antraco signed an MOU to sponsor Tri Ton District with a total value of VND 2.39 billion. The sponsorship aims to support social security initiatives, as well as the construction and enhancement of infrastructure, cultural parks, and festival events.

JULY 20, 2023

BCG Energy JSC provided social welfare support totaling VND 1.5 billion to My Thang Commune, Binh Dinh Province.



MARCH 31, 2023



SOLAR ROOFTOP SYSTEM ON VINAMILK FARM

BCG LONG AN 1 SOLAR POWER PLANT

ABOUT THIS REPORT

REPORTING SCOPE

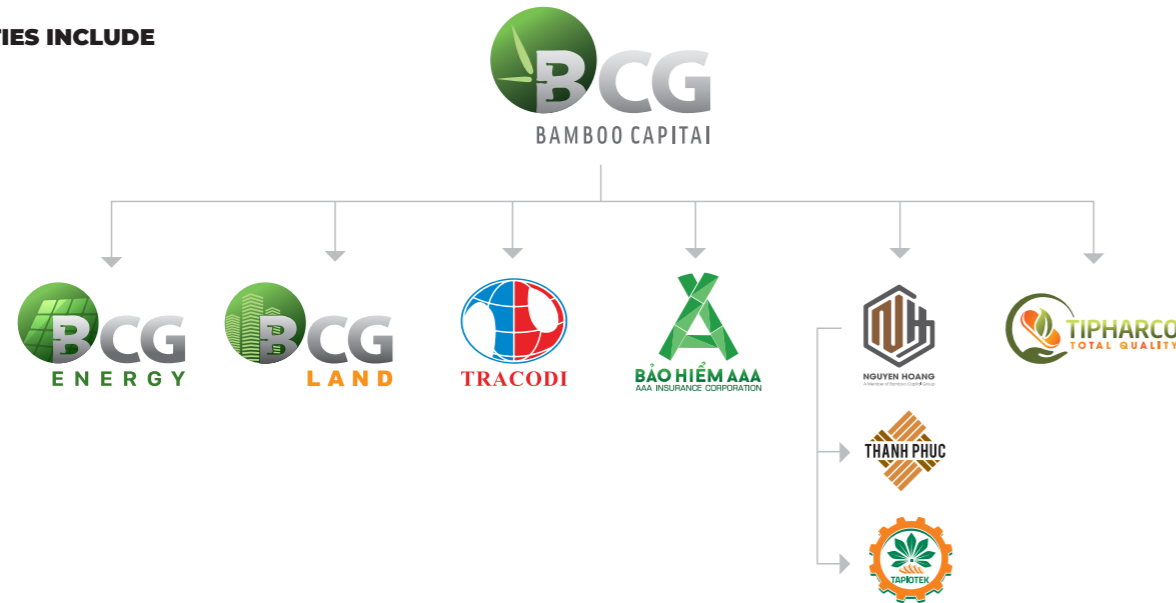


Our Sustainability Report is made annually with the purpose of summarizing business performance of Bamboo Capital Group Joint Stock Company and our subsidiaries in parallel with sustainable development. On this journey, we aim to bring harmonious benefits to stakeholders and balanced development on all three pillars of economy, society and environment.

This report covers the period from January 1 to December 31, 2023 and is prepared in accordance with the Global Reporting Initiatives (GRI) Universal Standards 2021. We also refer to 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2015.

It excludes operations, joint ventures, partnerships, and associates where Bamboo Capital Group does not have full management and/or operational control.

ENTITIES INCLUDE



This report can be downloaded from www.bamboocap.com.vn

Any feedback or questions related to the report, please contact:

Bamboo Capital Group's Sustainability Committee
 27C Quoc Huong, Thao Dien Ward, Ho Chi Minh 700000, Vietnam
 Tel: 02862680680 (ext 505)

Email: SC@bamboocap.com.vn

ENVIRONMENTAL INDICATORS

ENERGY

NON-RENEWABLE CONSUMPTION

Type	Energy (in MWh)	Energy (in 10 ¹⁰ Joules)
Electricity from grid	25,521	9,187
Steam	0	0
Total	25,521	9,187

COMBINED SOURCES

Energy (in MWh)	Energy (in 10 ¹⁰ Joules)
754,724	271,700



RENEWABLE ENERGY GENERATED

Type	Energy (in MWh)	Energy (in 10 ¹⁰ Joules)
Solar	729,202	262,513
Biomass	0	0
Wind	0	0
Hydropower	0	0
Geothermal	0	0
Hydrogen	0	0
Ammonia	0	0
Total	729,202	262,513

ENERGY CONSUMPTION & GENERATION

Entity Names	Asset Name	Non-Renewable Energy Consumed (in MWh)	Renewable Electricity Generated (in MWh)
Headquarters		147.9	0
Ha Noi		15.3	0
Nguyen Hoang Development JSC		513.0	1,145.0
Thanh Phuc JSC		264.3	0
Tapiotek JSC		2,370.6	1,106.7
BCG Land JSC	Office	58.0	0
	Hoian d'Or	72.2	0
	King Crown Infinity	0	0
AAA Issurance Corporation	Malibu	0	0
		323.7	0
		3,129.0	81.0
Tipharco Pharmaceutical JSC	89 CMT8	104.3	0
		90.1	0
		13,417.2	0
Transport and Industry Development Investment JSC	Antraco	141.5	0
	Hoian d'Or	633.7	0
	King Crown Infinity	240.0	0
BCG Energy JSC	Malibu	240.0	0
	Vinh Long	677.9	0
	Rooftop	0	0
BCG Energy JSC	Phu My	2,305.3	726,870.3
	Bang Duong	275.6	
	GaiA	594.8	
Total	Office	147.9	
		25,522.0	729,203.0

WATER AND EFFLUENTS

WATER CONSUMPTION BY ENTITY IN ML

Entity Names	Asset Name	tCO ₂ e
Headquarters		1.39
Ha Noi		0.23
Nguyen Hoang Development JSC		0
Thanh Phuc JSC		0.62
Tapiotek JSC		0.83
BCG Land JSC	Office	0.91
	Hoian d'Or	2.10
	King Crown Infinity	0
	Malibu	0
AAA Issurance Corporation		2.33
Tipharco Pharmaceutical JSC		20.59
Transport and Industry Development Investment JSC	89 CMT8	0.15
	Vinataxi	3.75
	Antraco	37.02
	Hoian d'Or	0
	King Crown Infinity	5.20
BCG Energy JSC	Malibu	0.28
	Vinh Long	1.03
	Rooftop	0
	Phu My	1.26
	Bang Duong	1.32
	GaiA	4.27
	Office	1.39
Total		84.64

EMISSIONS

EMISSION INTENSITY

Value	Unit
198.7	tCO ₂ e/USD1MM

EMISSIONS

DIRECT (SCOPE 1) GHG EMISSIONS BY ENTITY IN TONNES

Entity Names	tCO ₂ e
Headquarters	31.03
Ha Noi	10.63
Nguyen Hoang Development JSC	1,764.53
Thanh Phuc JSC	7.12
Tapiotek JSC	2,967.52
BCG Land JSC	32.23
AAA Issurance Corporation	30.41
Tipharco Pharmaceutical JSC	32.15
Transport and Industry Development Investment JSC	2,981.5
BCG Energy JSC	560.88
Total	8,417.99

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS IN TONNES

Subcategory	tCO ₂ e
Electricity	23,480.2
Steam	0.0
Total	23,480.2

WASTE

TOTAL WASTE GENERATED (IN TONNES)

Type	Waste (in tonnes)
Non-Hazardous Waste	5,072.79
Hazardous Waste	12.56
Total	5,085.36

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS BY ENTITY IN TONNES

Entity Names	Asset Name	tCO ₂ e
Headquarters		136.05
Ha Noi		14.03
Nguyen Hoang Development JSC		471.97
Thanh Phuc JSC		243.17
Tapiotek JSC		2,180.95
BCG Land JSC	Office	53.32
	Hoian d'Or	66.39
	King Crown Infinity	0
	Malibu	0
AAA Issurance Corporation		297.8
Tipharco Pharmaceutical JSC		2,878.68
Transport and Industry Development Investment JSC	89 CMT8	95.96
	Vinataxi	82.88
	Antraco	12,343.80
	Hoian d'Or	130.17
	King Crown Infinity	582.96
BCG Energy JSC	Malibu	220.84
	Vinh Long	623.64
	Rooftop	0
	Phu My	2,120.84
	Bang Duong	253.53
	GaiA	547.18
	Office	136.05
Total		23,480.20

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS IN TONNES

Subcategory	tCO ₂ e
Business Air Travel	309.31
Total	309.31

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS BY ENTITY IN TONNES

Entity Names	tCO ₂ e
Headquarters	0
Ha Noi	0
Nguyen Hoang Development JSC	0
Thanh Phuc JSC	0
Tapiotek JSC	0
BCG Land JSC	98.56
AAA Issurance Corporation	0
Tipharco Pharmaceutical JSC	4.72
Transport and Industry Development Investment JSC	186.07
BCG Energy JSC	19.96
Total	309.31



GRI CONTENT INDEX

GRI Standard	Disclosure Reference	Description Title	Pages
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1	Organisational details	2
	2-2	Entities included in the organisation's sustainability reporting	39
	2-3	Reporting period, frequency and contact point	39
	2-4	Restatements of information	-
	2-5	External assurance	-
	2-6	Activities, value chain and other business relationships	7-8
	2-7	Employees	7, 29-30
	2-8	Workers who are not employees	-
	2-9	Governance structure and composition	19, AR 15-20, 57
	2-10	Nomination and selection of the highest governance body	19, AR 15-20, 57
	2-11	Chair of the highest governance body	19, AR 15-20, 57
	2-12	Role of the highest governance body in overseeing the management of impacts	19, AR 15-20, 57
	2-13	Delegation of responsibility for managing impacts	19, AR 15-20, 57
	2-14	Role of the highest governance body in sustainability reporting	19, AR 15-20, 57
	2-15	Conflicts of interest	-
	2-16	Communication of critical concerns	-
	2-17	Collective knowledge of the highest governance body	AR 57-69
	2-18	Evaluation of the performance of the highest governance body	AR 57-69
	2-19	Remuneration policies	AR 75-76
	2-20	Process to determine remuneration	-
	2-21	Annual total compensation ratio	-
	2-22	Statement on sustainable development strategy	3-4
	2-23	Policy commitments	8-9
	2-24	Embedding policy commitments	8-9
	2-25	Processes to remediate negative impacts	15-16
	2-26	Mechanisms for seeking advice and raising concerns	15-16
	2-27	Compliance with laws and regulations	8
	2-28	Membership of associations	7
	2-29	Approach to Stakeholder Engagement	15-16
	2-30	Collective bargaining agreement	-

GRI Standard	Disclosure Reference	Description Title	Pages
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	17
	3-2	List of material topics	17
ECONOMIC PERFORMANCE			
GRI 3: Material topics 2021	3-3	Management of material topics	21
	201-1	Direct economic value generated and distributed	21
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	21
	201-3	Defined benefit plan obligations and other retirement plans	-
	201-4	Financial assistance received from government	-
MARKET PRESENCE			
GRI 3: Material topics 2021	3-3	Management of material topics	22
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	22
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	22
INDIRECT ECONOMIC IMPACTS			
GRI 3: Material topics 2021	3-3	Management of material topics	-
	203-1	Infrastructure investments and services supported	-
GRI 203: Indirect Economic Impacts	203-2	Significant indirect economic impacts	-
PROCUREMENT PRACTICES			
GRI 3: Material topics 2021	3-3	Management of material topics	-
	204-1	Proportion of spending on local suppliers	-
GRI 204: Procurement Practices 2016			
ANTI-CORRUPTION			
GRI 3: Material topics 2021	3-3	Management of material topics	-
	205-1	Operations assessed for risks related to corruption	-
	205-2	Communication and training about anti-corruption policies and procedures	-
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	-
ANTI-COMPETITIVE BEHAVIOR			
GRI 3: Material topics 2021	3-3	Management of material topics	-
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
GRI 206: Anti-competitive Behavior 2016			

GRI Standard	Disclosure Reference	Description Title	Pages
TAX			
GRI 3: Material topics 2021	3-3	Management of material topics	23
	207-1	Approach to tax	-
GRI 207: Tax 2019	207-2	Tax governance, control, and risk management	23
	207-3	Stakeholder engagement and management of concerns related to tax	-
	207-4	Country-by-country reporting	23
MATERIALS			
GRI 3: Material topics 2021	3-3	Management of material topics	24
	301-1	Materials used by weight or volume	24
GRI 301: Materials 2016	301-2	Recycled input materials used	24
	301-3	Reclaimed products and their packaging materials	-
ENERGY			
GRI 3: Material topics 2021	3-3	Management of material topics	25
	302-1	Energy consumption within the organisation	25-26
GRI 302: Energy 2016	302-2	Energy consumption outside of the organization	-
	302-3	Energy intensity	-
	302-4	Reduction of energy consumption	-
	302-5	Reductions in energy requirements of products and services	-
WATER AND EFFLUENTS			
GRI 3: Material topics 2021	3-3	Management of material topics	25
	303-1	Interactions with water as a shared resource	-
	303-2	Management of water discharge-related impacts	-
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	25-26
	303-4	Water discharge	25-26
	303-5	Water consumption	25-26
BIODIVERSITY			
GRI 3: Material topics 2021	3-3	Management of material topics	-
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	-
	304-3	Habitats protected or restored	-
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-

GRI Standard	Disclosure Reference	Description Title	Pages
EMISSIONS			
GRI 3: Material topics 2021	3-3	Management of material topics	27
	305-1	Direct (Scope 1) GHG emissions	27
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	27
	305-3	Other indirect (Scope 3) GHG emissions	27
	305-4	GHG emissions intensity	27
	305-5	Reduction of GHG emissions	-
	305-6	Emissions of ozone-depleting substances (ODS)	-
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-
WASTE			
GRI 3: Material topics 2021	3-3	Management of material topics	28
	306-1	Waste generation and significant waste-related impacts	-
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	-
	306-3	Waste generated	28
	306-4	Waste diverted from disposal	-
	306-5	Waste directed to disposal	-
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3: Material topics 2021	3-3	Management of material topics	-
	308-1	New suppliers that were screened using environmental criteria	-
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	-
EMPLOYMENT			
GRI 3: Material topics 2021	3-3	Management of material topics	29
	401-1	New employee hires and employee turnover	30
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	31
	401-3	Parental leave	31
LABOR/MANAGEMENT RELATIONS			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	-

GRI Standard	Disclosure Reference	Description Title	Pages
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material topics 2021 GRI 403: Occupational Health and Safety 2018	3-3	Management of material topics	32
	403-1	Occupational health and safety management system	-
	403-2	Hazard identification, risk assessment, and incident investigation	32
	403-3	Occupational health services	-
	403-4	Worker participation, consultation, and communication on occupational health and safety	-
	403-5	Worker training on occupational health and safety	-
	403-6	Promotion of worker health	-
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
	403-8	Workers covered by an occupational health and safety management system	-
	403-9	Work-related injuries	32
403-10	Work-related ill health	32	
TRAINING AND EDUCATION			
GRI 3: Material topics 2021 GRI 404: Training and Education 2016	3-3	Management of material topics	32
	404-1	Average hours of training per year per employee	33
	404-2	Programs for upgrading employee skills and transition assistance programs	33
	404-3	Percentage of employees receiving regular performance and career development reviews	-
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material topics 2021 GRI 405: Diversity and Equal Opportunity 2016	3-3	Management of material topics	29
	405-1	Diversity of governance bodies and employees	29
	405-2	Ratio of basic salary and remuneration of women to men	-
NON-DISCRIMINATION			
GRI 3: Material topics 2021 GRI 406: Non-discrimination 2016	3-3	Management of material topics	-
	406-1	Incidents of discrimination and corrective actions taken	-
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
GRI 3: Material topics 2021 GRI 407: Freedom of Association and Collective Bargaining 2016	3-3	Management of material topics	-
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
CHILD LABOR			
GRI 3: Material topics 2021 GRI 408: Child Labor 2016	3-3	Management of material topics	-
	408-1	Operations and suppliers at significant risk for incidents of child labor	-
FORCED OR COMPULSORY LABOR			
GRI 3: Material topics 2021 GRI 409: Forced or Compulsory Labor 2016	3-3	Management of material topics	-
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-

GRI Standard	Disclosure Reference	Description Title	Pages
SECURITY PRACTICES			
GRI 3: Material topics 2021 GRI 410: Security Practices 2016	3-3	Management of material topics	-
	410-1	Security personnel trained in human rights policies or procedures	-
RIGHTS OF INDIGENOUS PEOPLES			
GRI 3: Material topics 2021 GRI 411: Rights of Indigenous Peoples 2016	3-3	Management of material topics	-
	411-1	Incidents of violations involving rights of indigenous peoples	-
LOCAL COMMUNITIES			
GRI 3: Material topics 2021 GRI 413: Local Communities 2016	3-3	Management of material topics	33
	413-1	Operations with local community engagement, impact assessments, and development programs	33-35
	413-2	Operations with significant actual and potential negative impacts on local communities	-
SUPPLIER SOCIAL ASSESSMENT			
GRI 3: Material topics 2021 GRI 414: Supplier Social Assessment 2016	3-3	Management of material topics	-
	414-1	New suppliers that were screened using social criteria	-
	414-2	Negative social impacts in the supply chain and actions taken	-
PUBLIC POLICY			
GRI 3: Material topics 2021 GRI 415: Public Policy 2016	3-3	Management of material topics	-
	415-1	Political contributions	-
CUSTOMER HEALTH AND SAFETY			
GRI 3: Material topics 2021 GRI 416: Customer Health and Safety 2016/2016	3-3	Management of material topics	-
	416-1	Assessment of the health and safety impacts of product and service categories	-
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
MARKETING AND LABELING			
GRI 3: Material topics 2021 GRI 417: Marketing and Labeling 2016	3-3	Management of material topics	-
	417-1	Requirements for product and service information and labeling	-
	417-2	Incidents of non-compliance concerning product and service information and labeling	-
	417-3	Incidents of non-compliance concerning marketing communications	-
CUSTOMER PRIVACY			
GRI 3: Material topics 2021 GRI 418: Customer Privacy 2016	3-3	Management of material topics	-
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-

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