

THE SUSTAINABLE DEVELOPMENT REPORT  
BAMBOO CAPITAL GROUP

2019



ASPIRATION TO LEAD

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OF BAMBOO CAPITAL GROUP**

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**TABLE OF ABBREVIATIONS**

Acronyms	Meaning
BCG	Bamboo Capital Group
BOD	Board of Directors
EB	Executive Board
SB	Supervisory Board
KPI	Key Performance Indicator

# »»» Aspiration To Lead »»»





## MESSAGE FROM CHAIRMAN OF BAMBOO CAPITAL GROUP

Dear shareholders, customers, partners, readers of this report and all employees of Bamboo Capital Group (BCG).

Founded in 2011 until now, Bamboo Capital has become one of the leading multidisciplinary groups in Vietnam with more than 30 subsidiaries and affiliates. BCG aims to become one of the leading renewable energy development companies in Vietnam, this is a sector that plays a strategic nuclear role in the future. Along with that, the Group focuses on investment in sustainable development of other key sectors such as manufacturing and agriculture, construction and trading, infrastructure and real estate.

Recognizing the importance of the environment to the life of human and the unintended effects of climate change, greenhouse phenomena, and environmental pollution, in 2019, BCG has put into operation 2 factories are BCG-CME 12 Solar Power Plant with a total capacity of 140.6MW and 1 attic energy project with a capacity of 1MW. This development demonstrates a bright and sustainable outlook for BCG and the opportunity to expand into new locations and market share.

In addition, the Group's real estate segment in 2019 has reaped many prestigious awards. Typically, the Malibu Hoi An project has won two categories in the framework of the "Dot Property Awards in Southeast Asia" in 2019, and the award "Project with outstanding design" voted by Nhip cau dau tu Magazine. In each project, BCG always increases the control of the impacts on the environment, ensures the efficient use of resources, and increases the application of technology to optimize design and construction costs. With the motto of bringing great experiences to customers, the Group always prioritizes creating a clean living environment in each project with green spaces and cooling pools to ensure the management and operation of the facilities submitted in the most optimal way.

Along with that, BCG is also honored to be named in "Top 500 Largest Enterprises in Vietnam" for the third time voted by Vietnam Report and Vietnamnet.

These awards are not only a great source of encouragement, but also demonstrate the ability to implement the project, recognize worthy achievements from a sound business strategy and clear development orientation.

In addition, human resources are considered the core factor that brings success to BCG. Each member of the BCG family is an individual with a high sense of work, self-control, responsibility and honesty. BCG has been creating a friendly, dynamic and professional working environment. Thereby creating a motivation that pushes each individual to constantly learn and develop.

The world today has become "flatter" than ever, the rapid technological development, especially the revolution in artificial intelligence science, has changed not only people's lives but also both the laws of economic competition. For BCG to thrive and endure, the Board of Directors and its founders have been building a competitive edge, inspiring growth motivation for the Group by striving to build corporate culture and work environment where all employees feel like at home, proud to be part of the team, dare to dream big dreams and do great things in their journey with BCG.

In order to achieve the set objectives and tasks, the Board of Directors wants all leaders and staff of Bamboo Capital Group to continue their efforts, solidarity, and work together well in system, stick to sustainable development goals.

On behalf of the Board of Directors, I would like to extend my deep gratitude to the readers of this report and all employees of the Group. Your trust, support and companionship are the driving force for Bamboo Capital Group to continue the journey to conquer new horizons, towards a future of sustainable development and prosperity.

**“** In 2019, the Group's net revenue was 1,576 billion VND, an increase of 42% compared to 2018; profit after tax was 140 billion VND, nearly 12 times higher than 2018. Total consolidated assets were 7,255 billion VND, equivalent to 136% compared to the beginning of the year. Positive business results are the driving force for BCG to implement activities towards community benefits, responsibility, society, and stick to balanced development goals on all three economic, social and environmental pillars. At the same time, BCG has made certain contributions to the development of the community and society through practical social activities that positively affect the community. In 2019, BCG has donated more than 2 billion VND in social work, charity, participating in poverty reduction programs, building houses of gratitude, houses of love, rural bridges, study promotion funds, ...



**NGUYEN HO NAM**  
Chairman of the Board  
of Directors, Founder





OVERVIEW

I. GENERAL INFORMATION

<b>Trading name</b>	: BAMBOO CAPITAL JOINT STOCK COMPANY (BCG)
<b>Address</b>	: 14 <sup>th</sup> floor, Vincom Center, 72 Le Thanh Ton Street, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam
<b>Working office</b>	: 27C Quoc Huong Street, Thao Dien Ward, District 2, Ho Chi Minh City, Vietnam
<b>Stock code</b>	: BCG
<b>Listed in</b>	: Ho Chi Minh Stock Exchange
<b>Certificate of business registration</b>	: No. 0311315789 Number 1 issued by Department of Planning and Investment of Ho Chi Minh City dated 11/07/2011
<b>Subsidiaries and affiliates</b>	: 26
<b>Key business areas</b>	: AGRICULTURE & MANUFACTURING, CONSTRUCTION & TRADING, INFRASTRUCTURE & REAL ESTATE, AND RENEWABLE ENERGY
<b>Chairman of the Board of Directors and Legal representative of BCG</b>	: Mr. Nguyen Ho Nam
<b>Vice Chairman of the Board of Directors cum General Director of BCG</b>	: Mr. Nguyen The Tai

**1,080,057,600,000**  
Authorized capital VND



## II. HISTORY OF DEVELOPMENT



### 2011 ESTABLISHMENT

BCG was established in 2011 with 2 main fields of operations:

- Banking, M&A consulting and capital mobilization
- Provision of information technology solutions and project development

### DEVELOPMENT 2013

Expansion of business with the addition of operation fields including:

- Trading and agriculture
- M&A

### 2015 LISTING

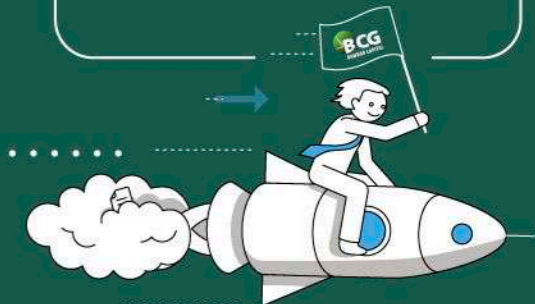
- Became one of the leading multi-industry companies in Vietnam with more than 15 subsidiaries and affiliates
- Listed on the Ho Chi Minh City Stock Exchange (HSX) under the stock ticker of BCG.

### NOW 2019

Merged the portfolios to focus on 4 main fields of operations, including:

- Manufacturing & Agriculture
- Construction & Trading
- Infrastructure & Real estate
- Renewable Energy

In which, renewable energy is the strategic field of operation which plays the main role for the development of BCG in the future.



## III. VISION, MISSION, CORE VALUES

### VISION

BCG and its subsidiary BCG Energy aim to become a leading renewable energy developer in Vietnam in the near future. The renewable energy field will play a core role and be developed on the basis of sustainable development of the fields of manufacturing, construction, infrastructure and real estate.

### MISSION

BCG's mission is to constantly build trust and values for partners, customers, shareholders and employees by successfully connecting and realizing business opportunities based on experience, professionalism, solid relationships and deep insights into local and international culture.



### CORE VALUES

- Pioneer - Creative - Ambitious
- Respect - Listen - Share
- Take customers and partners as top priority
- Maximize operational efficiency and enterprise value
- Take responsibility to society and community

“ Operating in 4 key fields with more than 26 subsidiaries and affiliates, Bamboo Capital Group has clearly shaped with specific development strategies for each industry and field of operation. ”



**IV. MEMBER COMPANIES**

**◆ LIST OF SUBSIDIARIES UNDER THE DIRECT CONTROL**

- 01 Development JSC  
**NGUYEN HOANG**
- 02 Development Investment JSC  
**TRANSPORT AND INDUSTRY**
- 03 Joint Stock Company  
**BCG LAND**
- 04 Joint Stock Company  
**BCG ENERGY**
- 05 Company Limited  
**INDOCHINA HOI AN BEACH VILLAS**

**◆ LIST OF SUBSIDIARIES UNDER THE INDIRECT CONTROL**

- 01 Joint Stock Company  
**THANH PHUC**
- 02 Joint Stock Company  
**VINACAFE FERTILIZER**
- 03 Exploitation and Processing  
Joint Venture Company  
**AN GIANG BUILDING MATERIAL**
- 04 Labour Export JSC  
**TRACODI**
- 05 Travel Joint Stock Company  
**CASA MARINA RESORT**
- 06 Joint Stock Company  
**BCG WIND SOC TRANG**
- 07 Joint Stock Company  
**TAPIOTEK**
- 08 Energy Joint Stock Company  
**BCG THANH HOA**
- 09 Co., Ltd  
**PEGAS**
- 10 Joint Stock Company  
**NONG THON VIET ENERGY**
- 11 Joint Stock Company  
**TRACODI TRADING & CONSULTING**

**◆ LIST OF JOINT VENTURES, AFFILIATES**

- 01 Company Limited  
**B.O.T DT830**
- 02 Joint Stock Company  
**AUSSINO HIGHLAND AGRICULTURE**
- 04 Energy Joint Stock Company  
**BCG BANG DUONG**
- 05 Co., Ltd  
**TAXI VIETNAM (VINA TAXI)**
- 06 Joint Stock Company  
**SAO SANG SAI GON**
- 07 Energy Joint Stock Company  
**HANWHA - BCG BANG DUONG**
- 08 Joint Stock Company  
**BAC HA**
- 09 Company Limited  
**SKYLIGHT POWER**
- 10 Co., Ltd  
**CONBAP ECOLOGICAL TOURIST**
- 10 Joint Stock Company  
**TRACODI LAND**

## V. CORE BUSINESSES

Investment and business activities are focused on 4 key fields:

01



**MANUFACTURING & AGRICULTURE**

02



**CONSTRUCTION & TRADING**

03



**INFRASTRUCTURE & REAL ESTATE**

04



**RENEWABLE ENERGY**

In which, Real Estate and Renewable Energy are 2 key investment fields BCG focuses on in the medium and long term.



## VI. TYPICAL PRODUCTS AND PROJECTS



01

### INTERIOR AND EXTERIOR WOODEN 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, etc. and is supplied to domestic resort real estate projects.

Wood products of Nguyen Hoang have been certified by SGS for PSC-CoC (certifying that the chain of exploiting, processing into finished products, identifying raw materials from forests is well managed, connected in the production process) since 2007.

### MODIFIED TAPIOCA STARCH

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

Tapiotek provides high quality starch products to the 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 major markets such as China, Japan, Korea, Indonesia, the Philippines, etc.



02

## 3. INFRASTRUCTURE & REAL ESTATE



3.1

### PROVINCIAL ROADS NO. 830&824 (BOT)

- **Location:** Ben Hoa & Ben Luc Towns, Long An Province
- **Type:** BT, BOT

The project has officially come into commercial operation since 2018 with vehicle traffic reaching more than 4 million vehicle turns in 2019.

**1,079** Billion VND  
Total investment

### CASA MARINA RESORT

- **Location:** Ghenh Rang, Quy Nhon City
- **Type:** Resort

The project has officially come into commercial operation since 2018 with occupancy rates of 80% on weekdays and 100% on holidays and weekends.

<b>220</b> Billion VND	<b>1.83</b> ha
Total investment	Diện tích
<b>56</b> 4-star standard	
Hotel rooms and bungalow	



3.2



3.3

**MALIBU HOI AN (RADISSION BLU HOI AN)**

- **Location:** Dien Ban, Quang Nam
- **Type:** Resort
- **Construction period:** 2018 - 2021

<b>2,850</b> Billion VND	<b>11</b> ha	<b>668</b>	<b>96</b>
<b>Total investment</b>	<b>Area</b>	<b>Resort apartments</b>	<b>Villas</b>

3.4

**KING CROWN VILLAGE**

- **Location:** Thao Dien, District 2, HCMC
- **Type:** Residential complex
- **Construction period:** Phase 1 including 17 villas has been constructed since 2019 and expected to be completed and delivered in 2021.

<b>1.566</b> Billion VND	<b>0.9</b> ha	<b>1</b> (20 floors)	<b>17</b>
<b>Total investment</b>	<b>Area</b>	<b>Complex buildings</b>	<b>Villas</b>



## 4. RENEWABLE ENERGY

4.1

### BCG - BANG DUONG (BCG-CME LONG AN 1)

- **Location:** Thanh Hoa, Long An
- **Type:** Ground mounted solar power plant
- **Construction period:** Officially come into operational since June, 2019.

1,161 Billion VND

Total investment

40.6 MW

Capacity



4.2

### GAIA (BCG-CME LONG AN 2)

- **Location:** Thanh Hoa, Long An.
- **Type:** Ground mounted solar power plant
- **Construction period:** Part of the project has come into operational since June, 2019.

2,435 Billion VND

Total investment

100.5 MW

Capacity





VII.  
AWARDS

**BAMBOO CAPITAL GROUP WAS AWARDED THE CERTIFICATE OF MERIT BY THE MINISTRY OF AGRICULTURE AND RURAL DEVELOPMENT**

On December 13, 2019 at the opening ceremony of the 4th Vietnam Rice Festival in Vinh Long, Bamboo Capital Group was awarded the Certificate of Merit by the Minister of Agriculture and Rural Development for its outstanding achievements in implementing the National Assembly's Resolutions and the Prime Minister's Decisions on developing 15,000 effective agricultural cooperatives and cooperative unions in 2018 - 2019.



02

**TRACODI IN TOP 500 FASTEST GROWING ENTERPRISES IN VIETNAM**

On January 9, 2020, the Transport and Industry Development Investment Corporation (Tracodi - HoSE: TCD) was honored to be in the Top 500 largest enterprises in Vietnam, which was the second time Tracodi was honored to contribute to helping Tracodi always innovate and improve business operations as well as the management ability of the Board of Directors.



04

**MALIBU HOI AN WAS HONORED WITH TWO TITLES AT THE DOT PROPERTY SOUTH EAST ASIA AWARDS 2019**

On December 19, 2019, Malibu Hoi An won two titles "Beach Front Luxury Resort Villa Development" and "Best Luxury Condotel Architectural" at the Dot Property South East Asia Awards 2019 held in Bangkok, Thailand.



06

**NGUYEN HOANG WAS AWARDED THE TYPICAL ENTERPRISE AWARD BY BINH DINH PROVINCE**

Nguyen Hoang won the typical enterprise award offered by Binh Dinh province in 2018. This is the testament to Nguyen Hoang's efforts on the way to become a leader in the field of producing interior and exterior wooden furniture.



08



01



03



05



07

**BAMBOO CAPITAL JSC IN THE TOP 500 LARGEST ENTERPRISES OF VIETNAM IN 2019 (VNR500)**

On January 9, 2020, Bamboo Capital Joint Stock Company was honored in the Top 500 largest private enterprises of Vietnam. This is the third consecutive time that BCG has been honored on this list since the first time in 2017.

**TRACODI IN THE TOP 10 FASTEST GROWING ENTERPRISES OF VIETNAM IN THE FAST500 RANKING**

On February 27, 2019, Transport and Industry Development Investment Joint Stock Company (Tracodi - HoSE: TCD) was announced by Vietnam Report Joint Stock Company (Vietnam Report) in collaboration with VietnamNet Newspaper to be in the Top 10 fastest growing enterprises of Vietnam in 2019. FAST500 ranking is built on VietnamNet Newspaper's independent research and evaluation results officially announced for the first time in 2011. The rank of enterprises in the ranking is sorted based on the Compound annual growth rate (CAGR) in terms of revenue and business performance. In addition, criteria such as total assets, total employees, after tax profit and corporate reputation in the media, etc., are also used as an additional factor to determine the size and position of enterprises in an industry of operation.

**TRACODI IN THE TOP 500 BEST PROFITABLE ENTERPRISES IN VIETNAM IN 2019**

On January 9, 2020, Tracodi was also honored in the Top 500 Best Profitable Enterprises in Vietnam in 2019.

**MALIBU HOI AN AT THE "TYPICAL REAL ESTATE 2019" HONORING CEREMONY VOTED BY THE INVESTMENT BRIDGE MAGAZINE**

On January 9, 2020, Malibu Hoi An was honored with the title "Project with Outstanding Design" in "Vietnam typical real estate honoring ceremony 2019".

## VIII. BCG ON THE MEDIA



BCG appreciated to public relations because it directly affects the Group's brand identity and brand reputation. Therefore, BCG always maintains and strengthens the Group's outstanding programs and events on the mass media towards effective communication.





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# KẾT NỐI CÁC GIÁ TRỊ BỀN VỮNG

Nhà máy năng lượng mặt trời BCG-CHÉ Long An 1 có tổng công suất 40,6MWp

# Bamboo Capital Group

## Tạo nền tảng cho tương lai bền vững

Sau giai đoạn thực hiện tái cơ cấu toàn diện, Công ty cổ phần Bamboo Capital (BCG) đã chuyên tâm vào đầu tư các dự án bất động sản và năng lượng tái tạo. Hướng đi này giúp BCG ghi nhận những chuyển động tích cực về dòng tiền.

Đến hết quý III/2019, BCG đạt doanh thu thuần 244.7 tỷ đồng, trong đó dự án Nhà máy năng lượng mặt trời công suất 40 MW đã chính thức đi vào hoạt động và có doanh thu. Bên cạnh đó, một số dự án bất động sản đã triển khai như Khu nghỉ dưỡng Radisson Blu Hội An tại Quảng Nam và Khu biệt thự King Crown Village tại Thảo Điền (quận 2, TP.HCM) đã đi vào giao đoạn cuối.

BCG cũng đã thực hiện chuyển nhượng một số phần tài sản dự án mới với giá trị cao. Từ đó, mang lại nguồn doanh thu tái chính tăng đột biến, ghi nhận lợi nhuận sau thuế quý III/2019 của Công ty mẹ tăng 2.406% so với cùng kỳ 2018, đạt hơn 14 tỷ đồng. Đặc biệt lợi nhuận sau thuế hợp nhất quý III/2019 tăng hơn 1.000% so với cùng kỳ, đạt gần 52 tỷ đồng. Lũy kế 9 tháng đầu năm, doanh thu thuần và lãi ròng của BCG đạt 941.7 tỷ đồng và 128.45 tỷ đồng.

Trao đổi với Báo Đầu tư Chứng khoán, ông Phạm Minh Tuấn, Phó tổng giám đốc BCG cho biết, trong mảng phát triển khai thác các dự án năng lượng tái tạo, 2 dự án nhà máy điện mặt trời là Nhà máy năng lượng BCG Băng Dương và Gaia công suất 40.6 MWp và 100.5 MWp đã hoàn tất xây dựng và phát điện một phần trước tháng 6/2019, phần còn lại vào cuối năm 2019.

Ngoài ra, BCG đang tiếp tục triển khai đầu tư các dự án năng lượng mặt

trời khác như 2 dự án điện mặt trời tại Thạnh Hóa - Long An công suất 100 MW, dự án năng lượng mặt trời trên hồ Krông Buk - Đắk Lắk (50 MWp), 3 dự án năng lượng mặt trời tại Bến Tre tổng công suất dự kiến 500 MW, dự án năng lượng gió tại Sóc Trăng (45 MWp). Mục tiêu tổng công suất phát điện đạt trên 400 MWp trong giai đoạn 2019-2020 và 1.000 MWp đến năm 2023.

Để huy động nguồn vốn chuẩn bị cho các dự án lớn, BCG đã cơ bản hoàn tất các thủ tục phát hành 900.000 trái phiếu chuyển đổi, việc chuyển đổi sang cổ phiếu sẽ được thực hiện sau 1 năm. Hiện BCG đã tìm được đối tác nước ngoài và hai bên đang tiến hành đàm phán. Trái chủ được quyền chuyển đổi tối đa 50% số lượng trái phiếu sẽ hửu trong kỳ chuyển đổi đầu tiên và 50% còn lại trong kỳ chuyển đổi tiếp theo (1 năm sau kỳ chuyển đổi đầu tiên). Với điều kiện này, hai bên đã có những cam kết hỗ trợ nhau trong dài hạn. Nguồn vốn này sẽ đầu tư trực tiếp vào các dự án bất động sản và năng lượng tái tạo, cũng như cung cấp vốn lưu động cho các công ty thành viên.

"BCG sẽ tiếp tục hợp tác với các tập đoàn quốc tế nhằm tận dụng lợi thế từ khoa học - công nghệ, thương hiệu và dòng vốn. Hiện tại, Công ty cũng nhận hỗ trợ từ cổ đông nước ngoài như Hanhwa Energy để thực hiện các dự án điện mặt trời", ông Tuấn chia sẻ thêm. Theo định hướng trung hạn, cơ cấu

doanh thu và lợi nhuận của BCG giai đoạn 2019-2021 sẽ phát triển theo hướng tăng dần tỷ trọng từ mảng bất động sản và năng lượng tái tạo. Trong đó, năm 2020, cơ cấu doanh thu dự kiến cơ sự chuyển dịch mạnh khi mảng bất động sản giảm dần do các dự án chính đã bước vào giai đoạn hoàn thành, trong khi doanh thu từ bán năng lượng do các trang trại năng lượng mặt trời đã phát điện thương mại chiếm tỷ trọng cao hơn.

Phân tích về cơ hội đầu tư vào cổ phiếu BCG, Công ty Chứng khoán KB Việt Nam (KBSV) cho rằng, BCG đang có những bước thay đổi chiến lược quan trọng khi thu hẹp các hoạt động kinh doanh chưa hiệu quả như nông nghiệp, ô tô, thương mại phân phối, để chuyển sang các lĩnh vực trọng điểm có tỷ suất sinh lợi cao là bất động sản và năng lượng tái tạo. Theo ước tính, khi các dự án trọng điểm trên chính thức đi vào hoạt động sẽ mang lại doanh thu và lợi nhuận tích cực cho BCG trong giai đoạn 2019-2020. Đặc biệt, dự phòng tới năm 2023, BCG đạt lãi sau thuế 826.5 tỷ đồng. Riêng trong năm 2019, BCG nhiều khả năng ghi nhận dòng tiền lớn và đạt lãi sau thuế gần 312 tỷ đồng.

Theo lãnh đạo BCG, về mặt dài hạn, mảng năng lượng tái tạo sẽ là mảng đóng góp lớn vào kết quả hoạt động của Công ty với thu nhập ổn định và biên lợi nhuận cao. HOÀNG ANH



Bamboo Capital's Casa Marina Resort

### Bamboo Capital Group Standing apart

Bamboo Capital's Casa Marina Resort in south-central Quy Nhon city offers a peaceful retreat with all the modern amenities high-end visitors could wish for.

AT THE ASIAN LEADERSHIP CONFERENCE (ALC) held in South Korea in May, Mr. Nguyen Ho Nam, Chairman of the Bamboo Capital Group (BCG), spoke about the strong potential of Vietnam's economy. He also affirmed the importance of the boom in hospitality real estate in big cities and provinces such as Da Nang, Quy Nhon, and Quang Nam, among others.

Given the real estate market still faced a range of difficulties and fluctuations last year, BCG is proud to be one of the most dynamic and prestigious project developers in high-end hospitality real estate in Vietnam.

Breakthroughs from quality real estate projects

Recent successful projects of the group include the five-star Malibu Hot An resort in central Quang Nam province and the luxury King Crown Village villa project in Ho Chi Minh City's District 1. In particular, the four-star Casa Marina resort in Quy Nhon, south-central Binh Dinh province, was completed and officially opened last year and boasts an occupancy rate of 70 per cent on weekdays and 100 per cent on weekends and holidays.

Quy Nhon has been compared to a miniature Maldives on the coast of south-central Vietnam, and recognized as one of three tourism hubs in the coastal region, along with Da Nang and Nha Trang. Over the past few years the city has become an ideal destination for its pristine nature, beautiful beaches, and hospitable people.

According to figures from the Binh Dinh Department of Culture, Sports and Tourism, the province welcomed more than a million visitors last year, an increase of 10.6 per cent compared to 2017. International tourists totaled 486,463, an increase 8.3 per cent, and domestic visitors 3.8 million, up 10.3 per cent.

The strong growth in tourism has become a driving force of the local economy while the infrastructure has created favorable conditions for Quy Nhon's real estate market to grow, as

The Casa Marina resort is entering Phase 2, with 100 separate high-end villas on a hill to be launched in the third quarter of this year. Phase 2 is expected to cover 20 ha with investment of over \$70 million. The high-end space is waiting for successful and knowledgeable upper-class owners looking for new and different things but still seeking old and classic values at the same time.

Located on the beautiful coast of Quy Nhon, Casa Marina Phase 2 stands apart from the chaos of a tourist destination, leisurely nestled on a mountainside overlooking a wide expanse of sea. Homeowners can enjoy the fresh air of a coastal climate. The villa area is located in an extremely quiet residential area for travel as well as neighboring and exploring, just 50 minutes from Quy Nhon Airport and 20 minutes from the center of Quy Nhon.

Nestled in a spectacular space built on a hillside, its unique design focuses on a philosophy of creating absolute privacy for owners. They can also choose a luxurious lifestyle, with opulent designs in the villa blocks or rustic banglows blending in with nature. Architects have especially focused on optimizing space to create well ventilated, private accommodations that is well fully-equipped with modern facilities. Each villa has a private pool or Jacuzzi, providing relaxation and privacy for each household in a unique way.

All of Casa Marina Phase 2 is expected to be completed in 2020, contributing to resolving the shortage of high-end real estate in Quy Nhon.

## MALIBU HỘI AN

### Chạm bến phồn hoa, đánh thức di sản

Tọa lạc trên cung đường nghỉ dưỡng 5 sao ven biển nổi tiếng thế giới Đà Nẵng - Quảng Nam, Malibu Hội An do Tập đoàn Bamboo Capital đầu tư với quy mô gần 11 ha, bao gồm 668 căn hộ nghỉ dưỡng và 96 căn villa.

THU HƯỚNG

Sự xuất hiện của Malibu Hội An đã "đánh thức" thị trường bất động sản nghỉ dưỡng tại Quảng Nam, đồng thời là lời giải cho bài toán khan hiếm nguồn cung bất động sản cao cấp tại trung tâm trong vùng 1 năm trở lại đây. Dự án dự kiến bàn giao trong quý III/2020.

Malibu Hội An được thiết kế thành thính, hòa quyện hoàn hảo vào thiên nhiên yên bình của di sản thế giới Hội An. Dự án còn tận dụng ứng dụng các công nghệ hiện đại như đầu tư hệ thống điện mặt trời, hệ thống xử lý nước sạch, hệ thống bảo vệ năng lượng, những mảng tường "xanh", để có thể gia tăng tối đa hiệu quả kết nối với môi trường.

Malibu Hội An được vận hành và quản lý bởi Tập đoàn Khách sạn Radisson. Dự án gồm 734 phòng bao gồm căn hộ cùng biệt thự 1-2 phòng 5 sao, Malibu Hội An sẽ trở thành khu nghỉ dưỡng lớn nhất của Tập đoàn Khách sạn Radisson tại khu vực châu Á - Thái Bình Dương. Du khách sẽ được đắm mình vào không gian xa hoa bên biển cũng với các tiện nghi cao cấp, bao gồm khu trung tâm thể thao và giải trí cuối tuần với hồ bơi, spa, phòng gym hiện đại, khu vui chơi trẻ em và vườn trên sân thượng. Malibu Hội An còn có ba nhà hàng phục vụ các món ăn nổi tiếng thế giới và địa phương, lobby lounge và quầy bar tại hồ bơi.

Radisson là một trong những tập đoàn quản lý khách sạn lớn nhất trên thế giới với 2 chuỗi hiệu khách sạn mang màu sắc và đặc trưng khác nhau, có hơn hơn 1.400 khách sạn đang được vận hành và phát triển trên toàn cầu. Các chuỗi hiệu thực quản lý của Tập đoàn Khách sạn Radisson bao gồm Radisson Collection, Radisson Blu, Radisson, Radisson RED, Park Plaza, Park Inn by Radisson và Country Inn & Suites by Radisson.

thành khu nghỉ dưỡng lớn nhất của Tập đoàn Khách sạn Radisson tại khu vực châu Á - Thái Bình Dương. Du khách sẽ được đắm mình vào không gian xa hoa bên biển cũng với các tiện nghi cao cấp, bao gồm khu trung tâm thể thao và giải trí cuối tuần với hồ bơi, spa, phòng gym hiện đại, khu vui chơi trẻ em và vườn trên sân thượng. Malibu Hội An còn có ba nhà hàng phục vụ các món ăn nổi tiếng thế giới và địa phương, lobby lounge và quầy bar tại hồ bơi.

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TRUNG TÂM TỔNG QUẢN  
TỔNG ĐIỀU HÀNH: Tầng 10, 11, 12 (cùng tầng) 01 07 - 01 02 12 và 01 04 (tầng 10) - 789 02 12  
TỔNG MỨC ĐẦU TƯ: 2.000 tỷ đồng  
DỰ KIẾN BÀN GIAO: quý III/2020  
CƠ QUAN TƯ VẤN TƯ FUNDING: HUY AN REAL ESTATE, HUY AN REAL ESTATE GROUP, TẬP ĐOÀN BAMBEO CAPITAL GROUP  
ĐƠN VỊ THIẾT KẾ: BAHN ARCHITECTURE, IATD  
ĐƠN VỊ XÂY DỰNG: SGP CONSTRUCTION, HANHWA CONSTRUCTION GROUP  
TỔNG TRƯỞNG DỰ ÁN: CÔNG TY TNHH BAMBEO CAPITAL GROUP  
THIẾT KẾ CÁN QUẢN: CÔNG TY CỔ PHẦN BAMBEO EYS  
NGHÂN HÀNG TƯ VẤN: THE OVERSEAS CHINESE BANK, THE OVERSEAS CHINESE BANK, THE OVERSEAS CHINESE BANK  
KHOA ĐẦU TƯ VÀ QUẢN LÝ: CÔNG TY TNHH BAMBEO CAPITAL GROUP  
KHOA ĐẦU TƯ VÀ QUẢN LÝ: CÔNG TY TNHH BAMBEO CAPITAL GROUP  
KHOA ĐẦU TƯ VÀ QUẢN LÝ: CÔNG TY TNHH BAMBEO CAPITAL GROUP

## Cứ huyệch tăng trưởng mới của BAMBOO CAPITAL

Theo định hướng trung hạn của Tập đoàn Bamboo Capital (BCG), cơ cấu doanh thu và lợi nhuận trong giai đoạn 2019 - 2021 sẽ phát triển theo hướng tăng dần tỷ trọng từ mảng bất động sản và năng lượng tái tạo.

Năm 2019, BCG đã triển khai thành công hai dự án là Malibu Hội An tại Quảng Nam với quy mô 764 căn hộ nghỉ dưỡng và biệt thự ven biển cùng dự án King Crown Village tại khu vực Thảo Điền (quận 2), giai đoạn 1 có quy mô 17 căn biệt thự và giai đoạn 2 là tập hợp căn hộ dịch vụ khách sạn và văn phòng cho thuê.

Đặc biệt, ngày 12/12/2019 qua tại Bangkok, Thái Lan, vượt qua nhiều tin tức ồn ào tại khu vực đến từ các nhà phân tích dự án hàng đầu như Singapore, Thái Lan, Philippines, Indonesia... dự án Malibu Hội An do Tập đoàn BCG phát triển đã được vinh danh hai hạng mục "Dự án bất thự nghỉ dưỡng cao cấp hàng đầu nhất Đông Nam Á" và "Dự án căn hộ nghỉ dưỡng có thiết kế đẹp nhất Đông Nam Á" tại giải thưởng Dot Property Đông Nam Á 2019 - một giải thưởng bất động sản thượng niên uy tín tại khu vực. Đây đều là các hạng mục quan trọng trong buổi trao giải.

Ông Nguyễn Thanh Hùng - thành viên HĐQT kiêm Phó Tổng Giám đốc Tập đoàn Bamboo Capital cho rằng, giải thưởng là sự khích lệ cho doanh nghiệp trong nỗ lực kiến tạo những dự án chất lượng, đồng thời khẳng định tin vào một nhà phát triển bất động sản đến từ Việt Nam. Thành quả này giúp doanh nghiệp tin tưởng hơn vào chiến lược mở rộng hoạt động đầu tư bất động sản, hướng đến việc trở thành thương hiệu mạnh tại nội địa và khu vực trọng điểm tại không xa.

Trong nhiều dự án được bình chọn tại giải thưởng Dot Property 2019, dự án Malibu Hội An nổi bật với vị trí đẹp hơn bờ biển Hà Mỹ - nơi từng được bình chọn là một trong những bãi biển đẹp nhất thế giới, từ đây giúp cư dân sinh sống dễ dàng di chuyển đến trung tâm cũng như những vùng lân cận. Chủ sở hữu chỉ mất 25 phút để rời khỏi sân bay quốc tế Đà Nẵng và 15 phút tới quốc lộ 1A - con đường huyết mạch của cả nước.

Đơn vị thiết kế BAHN Architecture đã giải bài toán "môi biệt thự và căn hộ nghỉ dưỡng đều hướng biển" do chủ đầu tư đặt ra. Bên cạnh đó, mặt độ xây dựng chứa đến 20% giúp tạo lập nhiều không gian thoáng đãng cho dự án. Nhiều loại vật liệu và công nghệ tiên tiến được áp dụng trong dự án nhằm kiến tạo ánh sáng, giảm hiệu ứng đảo nhiệt và tiết kiệm năng lượng chiếu sáng.

Nhóm thiết kế cho biết việc hòa quyện giữa kiến trúc hiện đại và cổ kính đặc trưng Hội An là một trong những ưu tiên hàng đầu. Hình ảnh sông Thuồn từ biển tới bờ trung tâm hưng thịnh, được tái hiện thông qua một tuyến đường nội khu trải dọc từ công viên đến biển. Nhiều tiện ích nội khu như quảng trường ven biển, hồ bơi và vườn, vườn chăm sóc sức khỏe... cũng được tích hợp để đáp ứng phong cách mang đậm một kỷ nguyên sống sang trọng và riêng tư cho du khách lớn nhà đầu tư.

Ngoài ra, các sản phẩm về biệt thự nghỉ dưỡng lần đầu tiên được chạm chốt ti mi, thiết kế tối giản nhưng hiện đại, tiện nghi, phục vụ đa dạng nhu cầu chủ nhân. Mỗi biệt thự đều sở hữu riêng một không gian nghỉ ngơi và khu vườn xanh tươi để cư dân có thể hòa mình với thiên nhiên, tăng tính gắn kết nơi giữa các thành viên trong gia đình.

Đặc biệt, dự án này vào kỳ thanh toán với Tập đoàn Khách sạn Radisson Hotel Group vào ngày 19/8/2019, qua đó dự án sẽ đổi tên và được tập đoàn danh tiếng này vận hành theo tiêu chuẩn quốc tế 5 sao khi đi vào hoạt động với tên Radisson Blu Hội An. Dự kiến, dự án sẽ chính thức bàn giao trong quý III/2020. Khi dự án hoàn thành, dự kiến sẽ mang lại nguồn thu ước tính khoảng 600 tỷ đồng cho BCG trên tổng mức đầu tư là 2.300 tỷ đồng.

Trong giai đoạn 2020-2025, BCG tiếp tục tập trung phát triển các dự án như Casa Marina 2 tại Quy Nhon (bao gồm 140 căn biệt thự trung tâm hồ bơi) - dự án này sẽ tiếp tục được vận hành bởi Tập đoàn Khách sạn Radisson; dự án căn hộ nghỉ dưỡng Hội An (Quảng Nam); dự án khách sạn Pegas (Nha Trang). Khu nghỉ dưỡng Lavender Đà Lạt (Đà Lạt)... Với các chiến lược phát triển trong lĩnh vực bất động sản nội địa, BCG dự phòng doanh thu tới năm 2023 sẽ đạt gần 6.775 tỷ đồng, ROE đạt 77%.

# TẬP ĐOÀN BAMBOO CAPITAL

## TẶNG HƠN 50.000 KHẨU TRANG Y TẾ TẠI CÁC TỈNH LONG AN, VINH LONG VÀ QUẢNG NAM

**NHÂM CHỦ ĐỘNG PHÒNG CHỐNG DỊCH BỆNH VIÊM PHỔI CẤP DO CHŨNG MŨI CỦA VIRUS CORONA (COVID-19) GÂY RA. SÁNG NGÀY 06/02/2020, TẬP ĐOÀN BAMBOO CAPITAL CÙNG CÁC CÔNG TY THÀNH VIÊN ĐÃ PHÁT ĐỘNG PHONG TRÀO "BAMBOO CAPITAL GROUP CHUNG TAY VÌ SỨC KHỎE CỘNG ĐỒNG" TRAO TẶNG HƠN 50.000 KHẨU TRANG Y TẾ CHO NGƯỜI DÂN TRÊN ĐỊA BÀN CÁC TỈNH LONG AN, VINH LONG VÀ QUẢNG NAM.**



Cán bộ công nhân viên BCG trong chuyến công tác tại Vinh Long.



Tập đoàn BCG phát tặng khẩu trang tại Long An.

**T**ổ chức Y tế Thế giới đã tuyên bố tình trạng y tế khẩn cấp toàn cầu đối với dịch COVID-19. Việt Nam có nguy cơ cao bùng phát dịch lớn do sở hữu chung đường biên giới với Trung Quốc (tâm điểm của dịch bệnh), lưu lượng người qua lại, giao thương lớn, khách du lịch và người lao động đông. Trước diễn biến ngày càng phức tạp của bệnh viêm phổi cấp, việc sử dụng khẩu trang y tế được xem là một trong những cách hiệu quả nhất để đảm bảo sức khỏe bản thân cũng như phòng ngừa tối đa việc lây lan cho người khác.

Nhằm chung tay giúp đỡ cộng đồng ứng phó với bệnh dịch toàn cầu, Tập đoàn Bamboo Capital đã triển khai phát triển các dự án hạ tầng và bất động sản. Dự án mở rộng Đường tỉnh (ĐT) 830 và ĐT824 nối liền huyện Bến Lức - Đức Hòa là BOT đầu tiên thực hiện tại tỉnh do Tập đoàn BCG đầu tư, chính thức đi vào hoạt động từ tháng 6-2018 với tổng mức đầu tư 1.380 tỉ đồng. Hiện nay, hàng ngày, số lượng xe lưu thông trung bình 7.182 xe, doanh thu dự kiến 130 tỉ đồng trong năm 2019.

Từ đầu giờ sáng ngày 06/02/2020, các cán bộ công nhân viên đại diện các phòng ban và tổ chức công đoàn của Tập đoàn Bamboo Capital và các công ty thành viên đã có mặt tại Văn phòng Nhà máy điện mặt trời BCG - CME Long An 1 (huyện Thanh Hóa, Long An), Ủy ban nhân dân xã An Thạnh và xã Hựu Thạnh (2 xã này ở hai đầu trạm BOT DT830, Long An), Tịnh xã Ngọc Thiên (Vinh Long), dự án Malibu Hội An (tỉnh Quảng Nam) và dự án Amor Garden. Với tinh thần tự nguyện và hăng hái tham gia chương trình của đại gia đình BCG, hơn 50.000 khẩu trang y tế đã được trao đến tay người dân chỉ trong vòng vài giờ đồng hồ.

### XUÂN HẢO



Nhà máy năng lượng mặt trời BCG CME Long An 1 với công suất 40,6MWp tại huyện Thanh Hóa, Long An chính thức đầu nối vào lưới điện quốc gia tháng 6-2019

## DẤU ẤN TẬP ĐOÀN BAMBOO CAPITAL (BCG) NĂM 2019

**N**ăm 2019 chúng ta nhìn lại những gì đã qua của BCG và những gì đã đạt được. Tập đoàn Bamboo Capital đã đạt được những thành tựu đáng kể trong năm 2019, đặc biệt là trong lĩnh vực năng lượng tái tạo và bất động sản.

**TIỀN ĐỀ XÂY DỰNG ĐƯỢC ĐAM BẢO**  
Tập đoàn Bamboo Capital đã đạt được những thành tựu đáng kể trong năm 2019, đặc biệt là trong lĩnh vực năng lượng tái tạo và bất động sản.

**CHINH PHỤC CÁC VÙNG MỚI**  
Tập đoàn Bamboo Capital đã đạt được những thành tựu đáng kể trong năm 2019, đặc biệt là trong lĩnh vực năng lượng tái tạo và bất động sản.

## MALIBU HỘI AN NHẬN LIÊN TIẾP 2 GIẢI THƯỞNG TẠI DOT PROPERTY SOUTHEAST ASIA AWARDS 2019



**T**ập đoàn Bamboo Capital đã đạt được những thành tựu đáng kể trong năm 2019, đặc biệt là trong lĩnh vực năng lượng tái tạo và bất động sản. Malibu Hội An đã nhận được hai giải thưởng tại Dot Property Southeast Asia Awards 2019.

**CHINH PHỤC CÁC VÙNG MỚI**  
Tập đoàn Bamboo Capital đã đạt được những thành tựu đáng kể trong năm 2019, đặc biệt là trong lĩnh vực năng lượng tái tạo và bất động sản.

# DẤU ẤN TẬP ĐOÀN BAMBOO CAPITAL GROUP (BCG) NĂM 2019

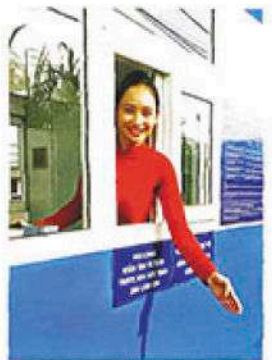
### SAO KIM

Giai đoạn năm 2018-2019 đánh dấu sự chuyển mình mạnh mẽ của BCG trong việc phát triển các dự án hạ tầng và bất động sản. Dự án mở rộng Đường tỉnh (ĐT) 830 và ĐT824 nối liền huyện Bến Lức - Đức Hòa là BOT đầu tiên thực hiện tại tỉnh do Tập đoàn BCG đầu tư, chính thức đi vào hoạt động từ tháng 6-2018 với tổng mức đầu tư 1.380 tỉ đồng. Hiện nay, hàng ngày, số lượng xe lưu thông trung bình 7.182 xe, doanh thu dự kiến 130 tỉ đồng trong năm 2019.

Đổi với bất động sản, BCG triển khai thành công 2 dự án: Malibu Hội An tại Quảng Nam với quy mô 764 căn hộ nghỉ dưỡng và biệt thự ven biển cùng dự án King Crown Village tại khu vực Thảo Điền, quận 2, giai đoạn 1 có quy mô 17 căn biệt thự và giai đoạn 2 là tổ hợp căn hộ dịch vụ khách sạn, văn phòng cho thuê. Ngày 12-12-2019, tại Bangkok, Thái Lan, dự án Malibu Hội An do tập đoàn BCG phát triển được vinh danh 2 hạng mục: Dự án biệt thự nghỉ dưỡng cao cấp lượng biến tốt nhất Đông Nam Á và Dự án căn hộ nghỉ dưỡng có thiết kế đẹp nhất Đông Nam Á tại Giải thưởng Dot Property



Nhà máy năng lượng mặt trời BCG CME Long An 1 với công suất 40,6MWp tại huyện Thanh Hóa, Long An chính thức đầu nối vào lưới điện quốc gia tháng 6-2019



Nụ cười của nhân viên thu phí tại BOT Đường tỉnh 830

Đông Nam Á 2019, một giải thưởng bất động sản thường niên uy tín tại khu vực. Giai đoạn 2020-2025, BCG tiếp tục tập trung phát triển các dự án như Casa Marina 2

tại Quy Nhơn (bao gồm 160 biệt thự), dự án căn hộ nghỉ dưỡng Alila Hội An (Quảng Nam), dự án khách sạn Pegas (Nha Trang), khu nghỉ dưỡng Lavender Đà Lạt (Đà Lạt)...

Năm 2019, BCG thành công triển khai 2 dự án nhà máy năng lượng mặt trời tại huyện Thanh Hóa. Dự án BCG-CME Long An 1 với công suất 40MWp, mỗi năm cung cấp khoảng 60 triệu KWh điện; dự án BCG-CME Long An 2

với công suất 100MWp, ước tính cung cấp lên đến 151 triệu KWh điện mỗi năm. BCG đặt mục tiêu đến năm 2025 sẽ triển khai thành công 2GW công suất năng lượng tái tạo trên các dự án. Bên cạnh đó, BCG đang tập trung đầu tư mảng năng lượng mặt trời áp mái với mục tiêu triển khai thành công 5MWp trong năm 2019 và 50MWp đến năm 2020.

Năm 2019 chứng kiến sự tăng trưởng đột phá của BCG ở các lĩnh vực: Kết cấu hạ tầng, bất động sản và năng lượng tái tạo trong khi vẫn giữ "phong độ" với lĩnh vực kinh doanh, sản xuất nông nghiệp truyền thống.

Tập đoàn BCG - Nguyễn Hồ Nam được bầu giữ chức vụ Phó Chủ tịch Hiệp Hội Doanh nghiệp tỉnh thành phố Hồ Chí Minh năm 2019-2024, phụ trách việc quan hệ quốc tế và xúc tiến thương mại, tăng cường liên kết và kết nối với cộng đồng đầu tư quốc tế đến các thành viên trong hiệp hội của tỉnh. Đồng thời, BCG sẽ tập trung đầu tư và góp phần vào sự phát triển của tỉnh thông qua các dự án hạ tầng, bất động sản và năng lượng tái tạo. Theo đó, ngoài các dự án đang được triển khai, BCG hiện nỗ lực nghiên cứu khả năng phát triển nguồn năng lượng khi thiên nhiên hóa lỏng LNG tại tỉnh như lợi cơ hội kết nối định của BCG trong việc thúc đẩy sự tăng trưởng tại vùng đất này.





## INTRODUCTION TO THE SUSTAINABLE DEVELOPMENT REPORT 2019

### I. INTRODUCTION

Sustainable development is currently a major concern on a global scale. In the development of the world, each region and country has to face many pressing problems. The faster the economy grows, the bigger shortage of fuel and energy sources which occurs due to the increasing depletion of non-renewable resources, the more damaged the natural environment is, the broken the ecological balance is, leading to global climate change.

Besides that, economic growth's fail to keep up with with social progress and development will lead to social inequality; cultural and moral deterioration; The growing gap between rich and poor also leads to social instability.

In that condition, sustainable development strategies and plans with the goal of harmonizing economic growth with ensuring social security and environmental protection are considered a suitable and long-term solution for the world. Organizations and enterprises in Vietnam, including Bamboo Capital Group (BCG or the Group) and its subsidiaries are not out of that trend. BCG sets a long-term plan for the Group including its subsidiaries which are taking steps towards the

development in the economy, society and environment.

This Sustainable development report is the first report prepared by Bamboo Capital Group whose the reporting period from January 1, 2019 to December 31, 2019.

This report together with the enterprise profile was prepared based on GRI Standard - an internationally recognized standard from the Global Reporting Initiative (GRI), Reference forms according to GRI 202, GRI 301, GRI 302, GRI 307, GRI 401, GRI 403, GRI 419 of the 2016 version and GRI 303 of the 2018 version.

This report is also supported by the Corporate Sustainability and Reporting for Competitive Business Programme (CSRCP) directly provided by the GRI to improve the competitiveness and reporting quality of enterprises in Vietnam, helping the enterprises like us to participate strongly in the global value chains.

In addition, we also refer to the Group's development strategy with the National Action Plan in the 2030 Agenda adopted by the United Nations General Assembly in September 2015 with 17 sustainable development goals.

“ Aiming to the goal of sustainable development, Bamboo Capital Group is gradually building and implementing plans on all operational aspects of the Group including production, business, financial and non-financial activities. The Sustainable Development Report is the driver for the Group to manage and implement its growth goals in the “sustainable” framework, thereby building its brand and affirming Bamboo Capital Group’s position in the international market, contributing to the formation of corporate culture and motivating employees. Through reporting, information about BCG and its affiliates is provided openly and transparently to interested parties. ”

## II. PURPOSES OF REPORTING



## III. SCOPE OF REPORTING

The Sustainable Development Report of Bamboo Capital Group publishes information related to governance, goals, sustainable development orientations and economic, environmental and social performance results during the reporting period from January 1, 2019 to December 31, 2019.

This report is prepared for the scope of activities of member companies according to the following diagram:



## IV. SUSTAINABLE DEVELOPMENT STRATEGY

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



## ECONOMIC GOALS

UNITED NATIONS GOALS	ORIENTATION
<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>  <p><b>GOAL 8</b></p> <p>Promote long-term, open and sustainable economic growth, and create sufficient and stable jobs for all people.</p>	<p>Improve the brand value, reputation and position of BCG in the market.</p> <p>Continuously seize business development opportunities, at the same time constantly research the feasibility to develop new projects.</p> <p>Specific investment and business plans:</p> <ul style="list-style-type: none"> <li>• <b>Short-term:</b> Investment in agricultural and manufacturing projects, creating stable cash flows in the short term.</li> <li>• <b>Medium-term:</b> Investment in infrastructure and real estate projects, expected sudden cash flows over the years.</li> <li>• <b>Long-term:</b> Investment in renewable energy projects towards stable and sustainable development.</li> </ul>
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p><b>GOAL 12</b></p> <p>Ensure sustainable consumption and production patterns.</p>	<p>Create new job opportunities for many workers, reducing the unemployment rate in the locality in particular and the whole country in general to contribute to the socio-economic improvement and development.</p> <p>Develop and apply wastewater, waste treatment processes for manufacturing factories.</p> <p>Aim for CO<sub>2</sub> neutralization in the BCG ecosystem.</p>






## ENVIRONMENTAL GOALS




UNITED NATIONS GOALS	ORIENTATION
 <p><b>GOAL 6</b> Clean water and sanitation</p>	<p>Apply strict wastewater treatment processes, periodically inspect and measure to ensure subsidiary operating in the manufacturing sector not to cause damage to the environment.</p>
 <p><b>GOAL 12</b> Affordable and clean energy</p>	<p>BCG strengthens cooperation with domestic and international units to promote investment in renewable energy and provide clean electricity to the national grid. Apply rooftop solar systems for companies to reduce the use of conventional energy sources.</p>
 <p><b>GOAL 13</b> Action in response to climate change</p>	<p>Maximize 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, contributing to mitigating climate change.</p>



# SOCIETY GOALS

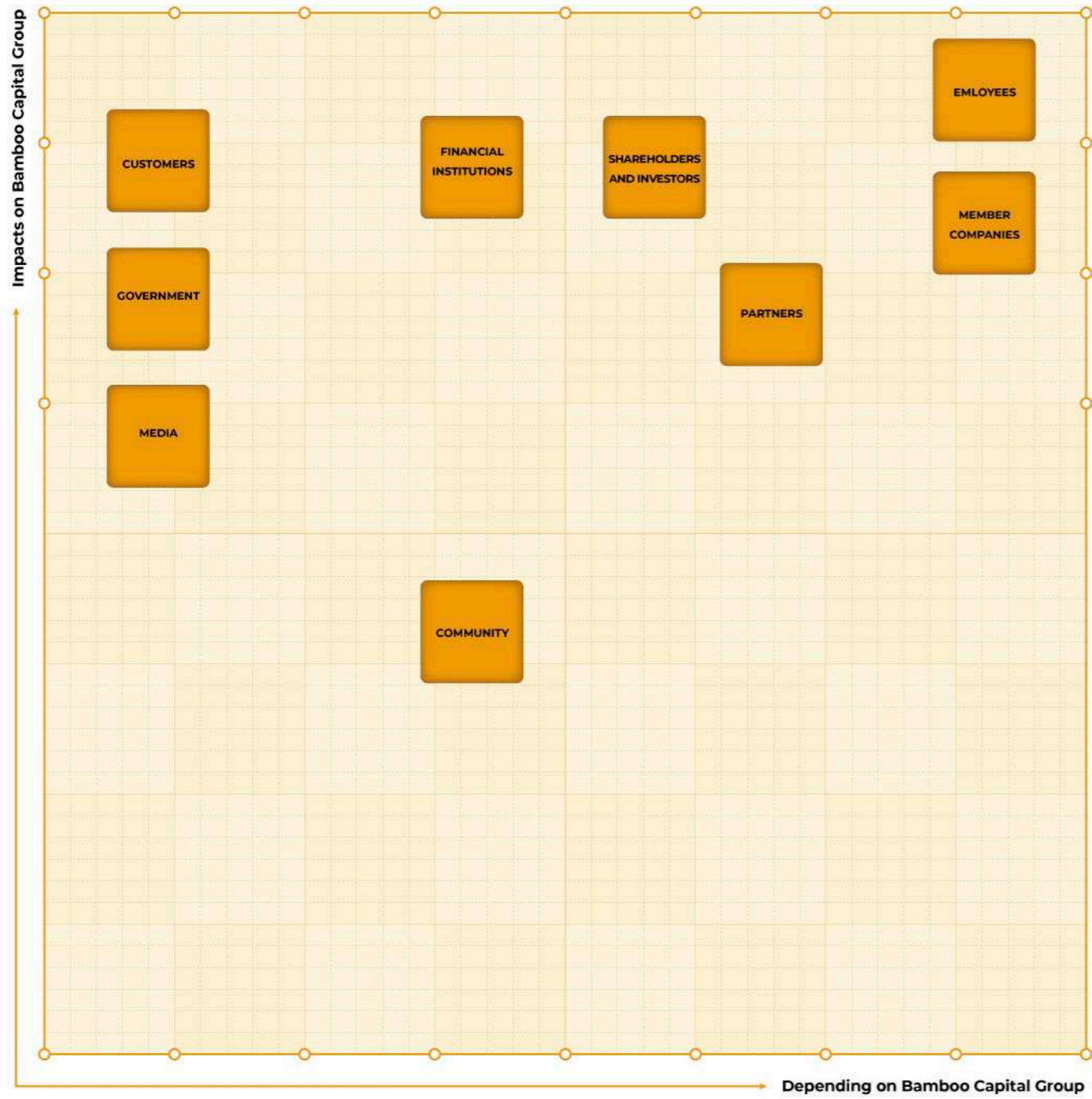





UNITED NATIONS GOALS	ORIENTATION
<b>FOR EMPLOYEES</b>	
 <p><b>GOAL 3</b> Good health and well-being for workers</p>	<p>Maintain and add spiritual care activities for employees to achieve high work efficiency.</p> <p>Fulfill material conditions, create a professional and friendly working space.</p>
 <p><b>GOAL 4</b> Quality education</p>	<p>Apply a variety of training programs for all types of employees, supplement orientation training courses for new personnel.</p> <p>Build a healthy working environment, create conditions for human resources to develop.</p>
 <p><b>GOAL 5</b> Gender equality</p>	<p>No discrimination.</p> <p>Supervise member companies to strictly comply with the principles of gender equality at work.</p> <p>Expand policies and benefits for female employees.</p>




UNITED NATIONS GOALS	ORIENTATION
<b>FOR COMMUNITY</b>	
 <p><b>GOAL 1</b> No poverty</p>	
 <p><b>GOAL 2</b> Zero hunger</p>	<p>Organize more CSR activities in the locals where the projects are located to:</p> <ul style="list-style-type: none"> <li>Promote the development of the region</li> <li>Eliminate hunger and reduce poverty.</li> </ul> <p>Continue to use local labor for projects to create jobs for local people.</p> <p>Build infrastructure in the localities where the project is deployed, contributing to the innovation of the province and city.</p>
 <p><b>GOAL 9</b> Innovate, build sustainable infrastructure</p>	

## V. PARTICIPATION OF STAKEHOLDERS




KEY STAKEHOLDERS OF BAMBOO CAPITAL GROUP



Stakeholders	Approach	Concern	BCG's action
<p><b>1. SHAREHOLDERS AND INVESTORS</b></p>  <p>Shareholders and investors are those who truly own the enterprises, and believe in and support the Group's development and operation policy.</p> <p>Therefore, BCG always tries to implement business plans as committed to the General Assembly of Shareholders, maximize investment value and profit for the shareholders and investors.</p>	<ul style="list-style-type: none"> <li>• Convene the annual General Assembly of Shareholders, extraordinary General Assembly of Shareholders, gather shareholders's opinions in writing.</li> <li>• Meet in person on request.</li> <li>• Exchange via email.</li> <li>• Newsletter.</li> <li>• Website bamboocap.com.vn.</li> </ul>	<ul style="list-style-type: none"> <li>• Use investment capital efficiently.</li> <li>• Transparency in Information.</li> <li>• Ensuring the investors's benefit.</li> <li>• Fair value of shares and enterprises.</li> <li>• Corporate governance.</li> <li>• Paying dividends to investors.</li> </ul>	<ul style="list-style-type: none"> <li>• Effectively use investment capital.</li> <li>• Complete governance model, control risks, improve the efficiency of business activities.</li> <li>• Comply with regulations on information disclosure properly, completely, timely, accurately and transparently.</li> <li>• Implement IR and PR activities to increase BCG's reputation, improve stock value.</li> <li>• Plan to pay dividends to investors, specifically pay 8% cash dividend in 2019.</li> </ul>
<p><b>2. EMPLOYEES</b></p>  <p>Recognizing that HR is the most important resource contributing to enhancing the brand's position in the market, BCG strives to gain support, companionship, dedication and long-term cooperation with employees through training policies, promotion opportunities and welfare, salary and bonus policies suitable for each individual.</p>	<ul style="list-style-type: none"> <li>• Hold monthly meetings.</li> <li>• Hold training, internal training programs.</li> <li>• The Group's internal activities: Year-end meeting, New Year wishes, Family festival, Sports festival, Happy Birthday, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Comfortable working environment without no discrimination.</li> <li>• Being able to express opinions, views and being cleared questions in the working process.</li> <li>• Training policies and promotion in career opportunity.</li> <li>• Welfare, salary, bonus policies and work regimes.</li> <li>• Other employees' material and spiritual life care activities.</li> <li>• Fair and objective work evaluation.</li> <li>• Recognizing achievements and contributions.</li> </ul>	<ul style="list-style-type: none"> <li>• Build a comfortable, safe, work-life balance environment.</li> <li>• Build the corporate culture at BCG where employees feel at home and proud to be a part of.</li> <li>• Organize internal and intensive training courses to improve qualifications, create conditions for development and promotion.</li> <li>• Apply worthy and fair treatment policies based on the contributions of employees.</li> <li>• Commend and reward individuals and groups with outstanding achievements.</li> <li>• Establish training, rewarding, discipline, sports, culture and life care subcommittees to take care of the employees' and the employee families' life.</li> </ul>
<p><b>3. CUSTOMERS</b></p>  <p>Although Bamboo Capital Group has no direct customers, customers are the decisive factor affecting the business results and success of the member companies, directly affecting the Group.</p>	<ul style="list-style-type: none"> <li>• Market research, market survey.</li> <li>• Receive comments and feedback from customers, solve problems.</li> <li>• Sales, launch meetings.</li> <li>• Website bamboocap.com.vn.</li> <li>• Fanpage Bamboo Capital.</li> </ul>	<ul style="list-style-type: none"> <li>• Quality, price and service commitments.</li> <li>• Information transparency.</li> <li>• Reputation and brand enterprises, investors.</li> </ul>	<ul style="list-style-type: none"> <li>• The Customer Services Department quickly replies inquiries via hotline, fanpage.</li> <li>• Research and develop products to meet market demands.</li> <li>• Apply environmental and customer protection policies.</li> <li>• Build brand's reputation</li> <li>• Provide accurate and transparent information about products and projects.</li> </ul>

Stakeholders	Approach	Concern	BCG's action
<p><b>4. PARTNERS</b></p>  <p>Partners including contractors, suppliers, etc., are individuals and organizations directly involved in business activities and project implementation, who make important contribution to the success of the Group.</p>	<ul style="list-style-type: none"> <li>• Meet in person.</li> <li>• Exchange information via phone, email.</li> <li>• Attend and organize conferences, seminars, workshops to engage suppliers and contractors.</li> </ul>	<ul style="list-style-type: none"> <li>• Cooperation for development.</li> <li>• Responsible production and project implementation.</li> <li>• Project implementation capacity.</li> <li>• Corporate reputation.</li> <li>• Strict implementation of the signed terms, openness and transparency in cooperation.</li> </ul>	<ul style="list-style-type: none"> <li>• Contact, meet to exchange information, implement cooperation programs.</li> <li>• Have an attitude of integrity, support, be open and transparent in all cooperation activities.</li> <li>• Supervise and correct errors.</li> <li>• Improve brand reputation.</li> </ul>
<p><b>5. MEMBER COMPANIES</b></p>  <p>BCG Group's member companies operate in 4 key areas: Manufacturing - Agriculture, Construction - Tradeing &amp; Infrastructure - Real Estate and Renewable Energy. A well-coordinated relationship between the Parent Company and its member companies will determine the success of the Group's development strategy and also contribute to the country's socio-economic development.</p>	<ul style="list-style-type: none"> <li>• Hold monthly hand-over meetings.</li> <li>• Make reports of the Executive boards of the member companies.</li> <li>• The Group's personnel participate in the Board of Directors and the Supervisory Board of the member companies.</li> </ul>	<ul style="list-style-type: none"> <li>• Development policy, orientation and business plan of the parent company for member companies.</li> <li>• Approach major partners, expand domestic and international cooperation.</li> </ul>	<ul style="list-style-type: none"> <li>• Promote connection with partners, seek investment capital for the company.</li> <li>• Support building production and business plans, set reasonable goals.</li> <li>• Seek experts, good human resources to support production, improve project implementation capacity for the member companies.</li> <li>• Establish regulations applicable to the whole Group to ensure compliance with laws, regulations on labor safety and environment.</li> <li>• Organize training programs for all of the Group's member companies to participate.</li> <li>• Build remuneration, salary, welfare and promotion polices for personnel at all companies under the Group.</li> </ul>
<p><b>6. GOVERNMENT</b></p>  <p>The government we mention is government agencies, state agencies and local authorities. These agencies have the function of managing, ensuring the business environment and indirectly supporting enterprises through incentive and supportive policies.</p>	<ul style="list-style-type: none"> <li>• Participate in and contribute ideas at conferences, seminars organized by government agencies, the State.</li> <li>• Join relevant organizations and associations.</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with regulations, laws, and support state policies and campaigns.</li> <li>• Contribution to the state budget.</li> <li>• Producing and operating with responsibility Develop local economy, social security.T</li> </ul>	<ul style="list-style-type: none"> <li>• Fulfill all obligations of the enterprises such as tax obligations, insurance payment.</li> <li>• Regularly update fully and quickly information about Laws, State regulations to ensure no mistakes occur.</li> <li>• Comply with regulations on transparency and information disclosure.</li> <li>• Reports are submitted on time in the strictest compliance.</li> <li>• Participate in movements and programs launched by state agencies to support the community and society.</li> <li>• Actively launch programs aimed at social development and local economic development.</li> <li>• Create stable jobs, provide opportunities for future local development.</li> </ul>



Stakeholders	Approach	Concern	BCG's action
<p><b>7. COMMUNITY</b></p>  <p>The economy development orientation is parallel with social development, so BCG understands that the support and trust is an important basis for implementing production and business activities, implementing projects locally. Therefore, BCG always strives to improve the economy and society in localities where the Group has projects and production and business facilities.</p>	<ul style="list-style-type: none"> <li>• Directly discuss through programs and events in the provinces where enterprises do business, manufacture and develop projects.</li> <li>• Coordination with local authorities.</li> <li>• Public relations.</li> </ul>	<ul style="list-style-type: none"> <li>• Protect natural environment, living environment for the community.</li> <li>• Ensure labor safety.</li> <li>• Perform social and community activities to contribute to the development of the local community.</li> <li>• Create jobs.</li> </ul>	<ul style="list-style-type: none"> <li>• Recruit local workers to work for the Group's factories and projects.</li> <li>• Strictly comply with the environment and labor safety.</li> <li>• Implement charity programs, the community programs to support difficult circumstances and contribute to community development.</li> </ul>
<p><b>8. FINANCIAL INSTITUTIONS</b></p>  <p>Financial institutions include banks and financial partners. The financial institutions play a particularly important role, directly affect the capital ability to implement the Group's projects. Therefore, BCG always tries to harmonize the interests of the parties, commit to transparency and reputation in cooperation.</p>	<ul style="list-style-type: none"> <li>• In-person meetings.</li> <li>• Participating in seminars and workshops to raise capital.</li> </ul>	<ul style="list-style-type: none"> <li>• Economic efficiency and ability to pay to lenders.</li> <li>• Ability to implement projects..</li> <li>• The harmony of interests between the parties.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure reputation, improve credit rating, ensure efficiency in management and use of financial resources.</li> <li>• Perform risk management, strengthen corporate governance and transparency.</li> <li>• Improve project implementation capacity, implement projects in accordance with commitments with banks, financial partners, investors and customers.</li> </ul>
<p><b>9. MEDIA</b></p>  <p>Media activities have a great impact on the image and reputation of enterprises in the market. BCG has been maintaining media activities to provide timely and accurate information, ensuring the image of the Group and its member companies.</p>	<ul style="list-style-type: none"> <li>• Information disclosure.</li> <li>• Response to interviews and press releases in case of events.</li> <li>• Website bamboocap.com.vn.</li> <li>• Social network: Facebook, Youtube, LinkedIn.</li> </ul>	<ul style="list-style-type: none"> <li>• Prompt and transparent information disclosure in accordance with regulations.</li> <li>• Clarity and accuracy of information exchanges, speeches with newspapers, media agencies about the enterprises.</li> <li>• Ability to implement the proposed plans, comply with commitments with customers and state agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Commit to disclose accurate and correct information about the actual operations of the Group.</li> <li>• Proactively disclose important information that directly or indirectly affects customers, shareholders and investors.</li> <li>• Make objective industry judgments in-order-to raise awareness of stakeholders.</li> <li>• Regularly update the business situation, project progress through newsletters, event news on the website and fanpage of the Group.</li> </ul>

## VI. KEY ISSUES

THE MATRIX OF KEY ISSUES OF BAMBOO CAPITAL GROUP



BCG selects key issues based on feedback and concerns of the stakeholders and through the analysis of the organizational context and the harmony between the sector groups of each subsidiary. These key fields are also considered to be related to 17 Sustainable Development Goals of the United Nations.

### ECONOMIC GOALS



- Economic efficiency
- Market presence



### ENVIRONMENTAL GOALS



- Materials
- Energy
- Water and wastewater
- Environmental compliance



### SOCIAL GOALS



- Employment
- Occupational safety and health
- Education and training
- Local community
- Economic, social compliance



## VII. PRACTICE OF REPORTING

### 1. REPORTING REGIME

Bamboo Capital Group's Sustainable Development Report is prepared annually and separate from the Annual Report.

Data in the report is made for the period from January 1, 2019 to December 31, 2019, the same year as the 2019 Annual Report.

### 2. INFORMATION FOR CONTACT AND REPORTING

For more information about the report, please contact:

The Sustainable Development Report Team of Bamboo Capital Joint Stock Company

**Working office:** 27C Quoc Huong, Thao Dien Ward, District 2, Ho Chi Minh City

**Tel:** (028) 62.680.680

**Email:** info@bamboocap.com.vn



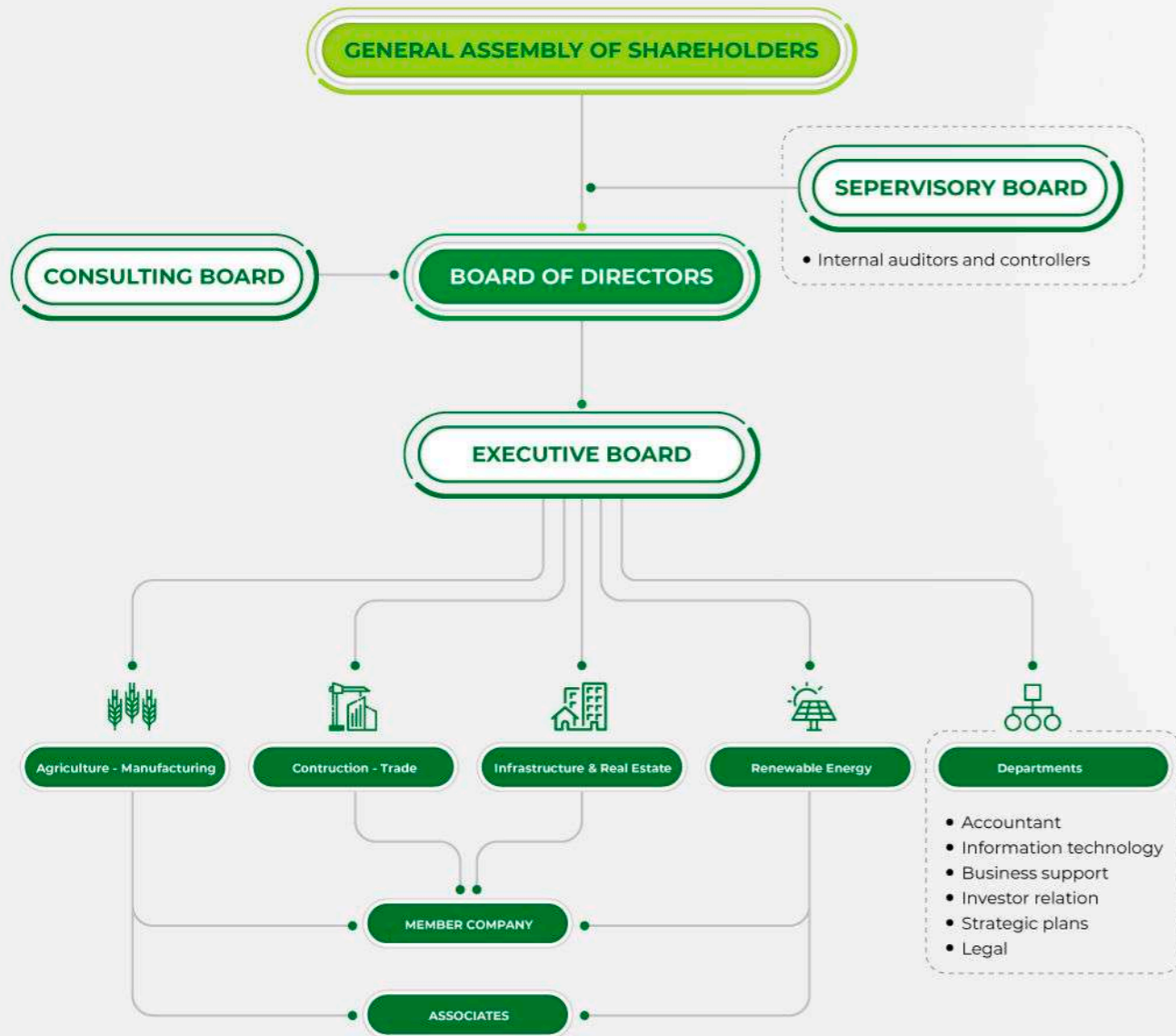


**SUSTAINABLE DEVELOPMENT  
REPORT 2019**



# I. CORPORATE GOVERNANCE

## 1. ORGANIZATIONAL STRUCTURE OF BAMBOO CAPITAL JSC



The organizational chart of Bamboo Capital Joint Stock Company



## THE BOARD OF DIRECTORS

The structure of the Board of Directors of Bamboo Capital Group as of December 31, 2019 is as follows:

- 
**01 Mr. Nguyen Ho Nam**  
 Chairman of the Board of Directors
- 
**02 Mr. Nguyen The Tai**  
 Vice Chairman of the Board of Directors cum Chief Executive Officer
- 
**03 Mr. Nguyen Thanh Hung**  
 Member of the Board of Directors cum Deputy Director
- 
**04 Mr. Pham Minh Tuan**  
 Member of the Board of Directors cum Deputy Director
- 
**05 Mr. Anthony Lim**  
 Member of the Board of Directors
- 
**06 Mr. Bui Thanh Lam**  
 Member of the Board of Directors
- 
**07 Mr. Nguyen Quoc Khanh**  
 Member of the independent Board of Directors

### CHAIRMAN OF THE BOARD OF DIRECTORS NOT HOLDING CONCURRENTLY THE GENERAL DIRECTOR

The separation between the Chairman of the Board of Directors and the Chief Executive Officer demonstrates a clear division of responsibilities between the Chairman of the Board of Directors and the Chief Executive Officer to ensure the independence of the Board of Directors and the Board of Executive. This separation also ensures the division of powers, increases responsibilities and enhances the independence in decision making of the Board of Director.

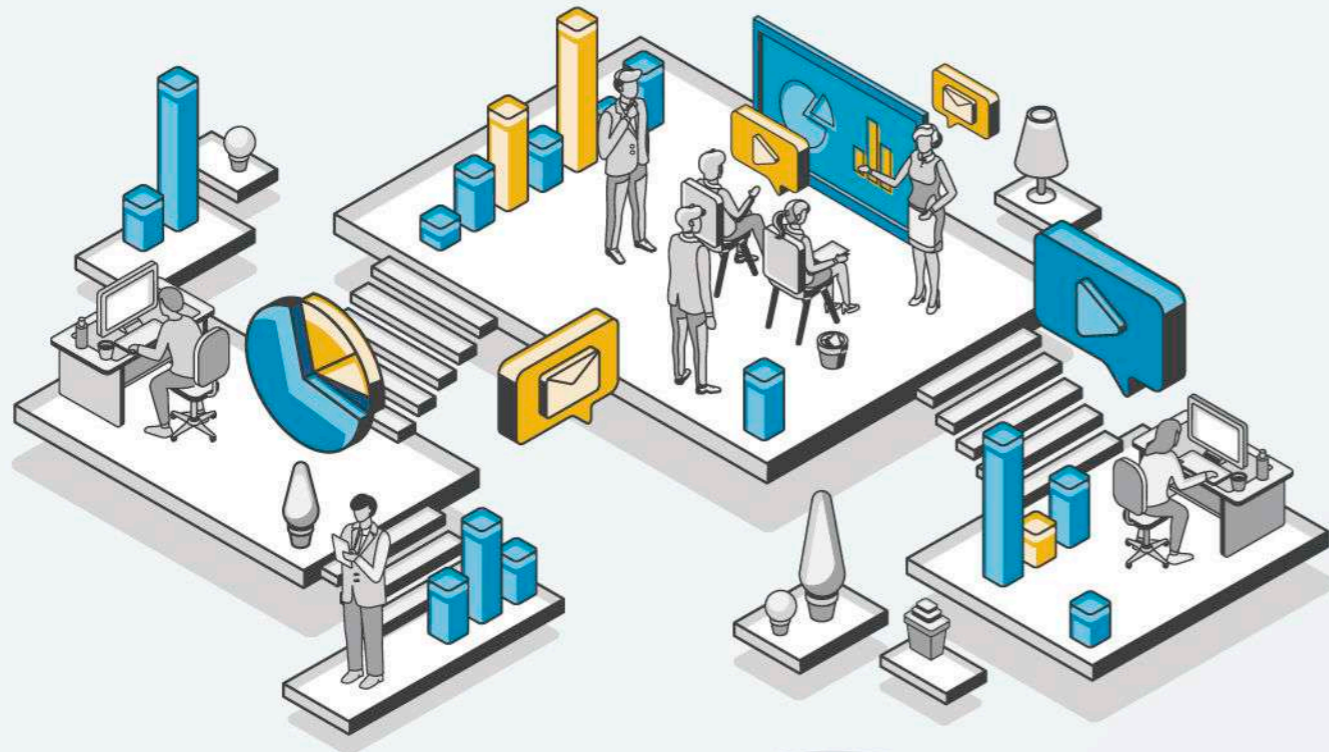
## THE EXECUTIVE BOARD

- 
**01 Mr. Nguyen The Tai**  
 Vice Chairman of the Board of Directors cum Chief Executive Officer
- 
**02 Mr. Nguyen Thanh Hung**  
 Member of the Board of Directors cum Deputy Director
- 
**03 Mr. Pham Minh Tuan**  
 Member of the Board of Directors cum Deputy Director
- 
**04 Ms. Hoang Thi Minh Chau**  
 Chief Financial Officer
- 
**05 Ms. Tran Hue Linh**  
 Lawyer of the Group cum The person in charge of governance

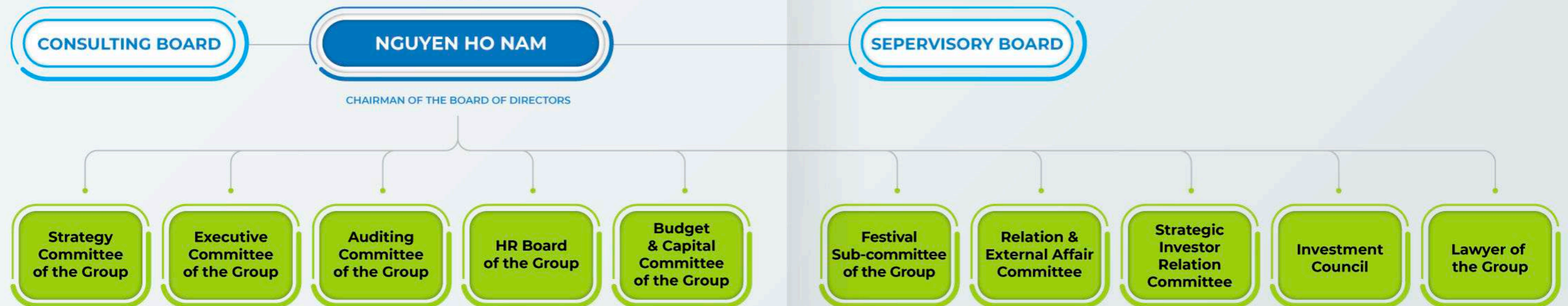
## SUPERVISORY BOARD

(Level of independence: Not employees of the company)

- 
**01 Mr. Dinh Hoai Chau**  
 Chief of the Supervisory board
- 
**02 Mr. Nguyen Dang Hai**  
 Member of the Supervisory board
- 
**03 Mr. Nguyen Viet Cuong**  
 Member of the Supervisory board



## 2. INTERNAL GOVERNANCE MODEL OF BAMBOO CAPITAL GROUP



CHAIRMAN OF THE BOARD OF DIRECTORS

The internal governance model of Bamboo Capital Group



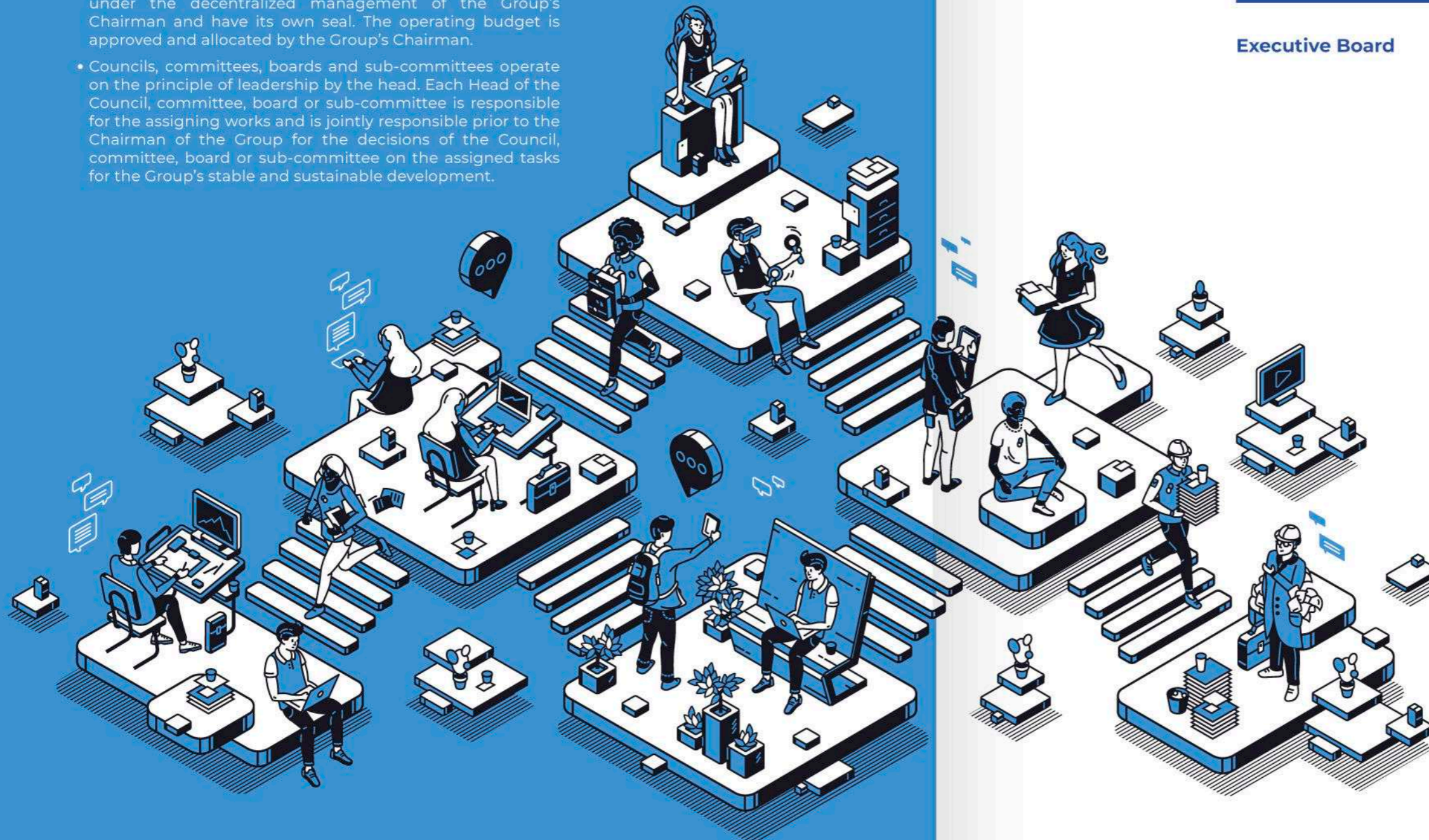
The governance model of the Group is organized into the management levels as follows:

- **Chairman of the Group**
- **Councils, Committees, Boards, Sub- committees and Lawyer of the Group**
- **Member companies, core associates**
- **Member companies, secondary associates (the companies hold controlling shares or non-controlling shares of the core member companies)**

In addition, the Councils, Committes, Boards, Sub-committees and the Lawyer of the Group are established to increase internal governance efficiency in the Group.

## 2.1. POSITION, ROLE AND OPERATIONAL PRINCIPLE OF THE COUNCILS, COMMITTEES, BOARDS, SUB-COMITTEES OF THE GROUP

- Councils, committees, boards and sub-committees are the governing bodies of the Group having full powers to be on behalf of the Group according to the assigned duties except for matters under the authority of the General Assembly of Shareholders, the Board of Directors of the Group's subsidiaries.
- Councils, committees, boards and sub-committees operate under the decentralized management of the Group's Chairman and have its own seal. The operating budget is approved and allocated by the Group's Chairman.
- Councils, committees, boards and sub-committees operate on the principle of leadership by the head. Each Head of the Council, committee, board or sub-committee is responsible for the assigning works and is jointly responsible prior to the Chairman of the Group for the decisions of the Council, committee, board or sub-committee on the assigned tasks for the Group's stable and sustainable development.



## 2.2. FUNCTIONS, DUTIES OF THE COMMITTEES, BOARDS AND SUB-COMMITTEES OF THE GROUP

### Strategy Committee of the Group

Build the overall development strategy of the Group; Study projects on the Group's production and business development strategy, overall development plans of key areas of activity and investment plans in each period.

### Executive Board

Manage and operate daily activities, affairs of the Company under the authority of the Director in accordance with the Law and the Company Charter;

- Implement the resolutions of the Board of Directors and the General Assembly of Shareholders, business plans and investment plans of the Company approved by the Board of Directors and the General Assembly of Shareholders;
- Sign and execute economic, civil contracts and other types of contracts for production and business activities and other activities of the Company;
- Make decisions on the appointment, dismissal, reward and discipline for the managerial positions of the Company that are not subject to the appointment of the Board of Directors;
- Recruit and employ employees in accordance with the regulations of the Board of Directors, laws and in accordance with the needs of production and business of the Company. Decide the salary, allowances (if any) for the employees in the Company;
- Represent the Company prior to Laws and in disputes related to the Company;
- Other rights and duties as prescribed in the Charter.



### Auditing Committee of the Group

- Establish and manage the Company's financial plan implementation:
- Establish and control the implementation of annual receipt and expense plans.
  - Establish and track the implementation of revenue, expense, and profit plans.
  - Establish and monitor the implementation of capital plans, the use of capital and funds.
  - Manage the situation of fixed assets, financial investment assets.
  - Advise the Board of Directors in planning and making decisions related to the Company's financial operations.
- Organize and implement statistical accounting:
- Establish and implement the organizational structure of the company's accounting and statistics apparatus.
  - Establish and record the system of accounting and statistic books in accordance with the law.
  - Store accounting record and books in accordance with the regulations on statistical accounting.
  - Perform transaction accounting with customers.
  - Perform detailed accounting, general administration and governance.
- Establish and implement an internal and external reporting system:
- Prepare and submit financial statements and other reports at the request of the SSC, Stock Exchange, auditing agencies, tax authorities and other relevant State agencies as prescribed.
  - Prepare and submit the separate and consolidated financial statements of the Company to the Board of Management, the Board of Directors.
  - Coordinate to make relevant reports with the Departments in the Company.

### HR committee of the Group

- Plan and recruit staff according to the strategy and needs of the departments.
- Seek and coordinate with units to implement training programs to improve the skills and qualifications of Bamboo Capital Group's employees.
- Monitor and make reward, discipline decisions for employees based on the rules and regulations of the company or group.
- Organize and support the implementation of art, sports activities to improve the spiritual and physical life of the employees.

### Budget and Capital Committee

- This committee is the budget and capital governing, managing and distributing body of the Group governed by the Chairman of the Budget and Capital committee of the Group.
- Develop budget plans, capital plans and capital utilization plans, manage and allocate capital for the Group's companies for each specific project.
- Seek and build relationships with financial institutions to ensure short-term and long-term capital mobilization goals to meet capital for the Group's projects and to be in line with the Group's development orientation in each period.
- The implementation of the capital management mechanism includes: Developing capital plans, allocation and use of capital; Monitoring the capital use efficiency in the companies.
- Summarize and report to the Chairman of the Group the situation of capital sources and the use of capital in the Group.
- Allocate expenses, monitor and report operating budget of the Councils, committees, boards and sub-committees.

### Festival Sub-committee

- Build the Group's brand identities, logos, uniforms, badges and souvenirs;
- Build programs, speeches, operating budget for the Group's ceremonies, celebrations, events, emulation and commendation movements;
- Build program content, operating budget for Culture, Arts, Sports, Team building of the Group;
- Develop programs, organize the implementation of works related to decoration, ornamentation, reception, logistics of events organized by the Group;
- Propose unscheduled rewards for the achievements of individuals and collectives in the Group;
- Report quarterly, six-monthly, yearly and summarize the results of the tasks with the Standing Board of Directors.

### Relation & External Affair Committee

- Advise, consult and supervise the company's external relations, especially investment cooperation activities and investment projects.
- Proactively seek and maintain relationships with capable and reputable external partners (individuals, organizations) in the field to introduce to the units and propose establishment of cooperation relationships.
- Develop brand name and reputation of the Group for domestic and foreign agencies, unions and organizations.

### Strategic Investor Relation Board

- Seek and cooperate with domestic and foreign partners with financial and management capacity in investment in the Group's projects.
- Organize meetings, exchanges, discussions and provide information on issues of mutual interest of the Group and strategic investor.
- Strengthen, expand and develop relationships between the Group and strategic investors participating in cooperation and investment in the Group's projects.

### Investment council

- Analyze, summarize and evaluate prospects for economic, social, scientific, technological, environmental development and national and international factors for strategic research, planning, investment plans of the Group.
- Directly direct all activities to implement projects with dominant capital of the Group.

### Lawyer of the Group

- The Council is the Chief Lawyer acting as a Lawyer of the Group, and is responsible for advising and assisting on general legal matters of the Group.
- Have full powers to operate the activities of the Legal Department, the Legal divisions of the Group's member companies.



### 3. SUPERVISORY ACTIVITIES

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

- The General Assembly of Shareholders supervises the Board of Directors through the criteria and plans approved at the Annual General Assembly of Shareholders and the Extraordinary General Assembly of Shareholders. The results of the previous year will be reported in detail in the next year's meeting.
- The Board of Directors supervises the operational efficiency of the Executive board through financial and non-financial targets approved by the General Assembly of Shareholders, which is adjustable to be suitable by the Board of Directors. In addition, the Board of Directors also requested the Executive board to add other financial targets to enable more specific supervision based on detailed business plans approved annually. For non-financial targets such as management, operation, compliance, the Board of Directors supervises through internal periodic reports, reports to the Supervisory Board, internal audit, reports and inspections of the authorities. The Board of Directors holds regular in-person meetings once every quarter (01) to discuss, debate and agree on decisions under the authority of the Board of Directors to promptly give directions in operating business activities of the Company in accordance with market fluctuations.
- System of reports: Quarterly financial statements, mid-year, annual reports submitted to the State Securities Commission, publicly available on the website and sent to shareholders. Semi-annual and annual governance reports in accordance with information disclosure and other extraordinary reports. Annual report of the Board of Directors and the Supervisory Board at the General Assembly of Shareholders.

### 4. RISK MANAGEMENT

Risk management is an indispensable activity for the sustainable development of any enterprise. Good risk management means that enterprises have good control over the impacts and the likelihood of risks, are less affected by unforeseen impacts and able to implement timely and timely response solutions in order minimize the damage caused by the risk. Understanding that, Bamboo Capital Group always considers risk management as one of the key governance activities of the Group.

#### Risk management of Bamboo Capital in 2019

- Risk management process is regularly implemented from Risk Identification, Evaluation, Treatment, Supervision and Reporting. Risk appetite and risk measurement parameters are updated closely to reality to ensure high practicality;
- Continuously review, assess risks and improve current processes;
- Regularly monitor and update the market economy, changes in the legal system, SWOT analysis, etc. to promptly identify risks, challenges as well as seize business opportunities;

#### Purposes of risk management

In the production and business activities, Bamboo Capital JSC's Board of Directors and Executive Board have determined that risk management is one of the top corporate governance principles that need special attention. The Board of Directors has proposed and implemented many risk management measures to minimize the negative impact of these risks on production and business activities.

Risk management aims to:

- Timely identify risks and exploit opportunities, optimize operational efficiency;
- Strengthen capacity in decision making, plan and prioritize work on the basis of thorough and close understanding of the business operations, business environment, opportunities and challenges of the Group.
- Protect and enhance assets as well as the Group's image;
- Clearly define ownership and risk management, develop a continuous supervision and reporting mechanism in the Group.
- The Group has built a risk management system based on international practices and standards and applied it flexibly in accordance with the company's operating model and business environment in Vietnam.



# II. ECONOMIC





2018

2019

GRI  
201

**GRI 201**

**ECONOMIC EFFICIENCY**

GRI  
103

**GRI 103  
MANAGEMENT  
APPROACH**

**Policy**

Bamboo Capital understands that a sustainable development strategy in the long term can only be implemented based on the solid financial foundation and steady economic growth.

Therefore, the Group always strives to improve operational efficiency, fulfill business plans approved by the General Assembly of Shareholders, monitor and evaluate operational efficiency indicators such as total assets, revenue, profit, market share, etc.

At the same time, Bamboo Capital controls the indicators through a strict management system. Information is updated and announced to the Management Board monthly in meetings of the Management Board of the Company.

**Commitment**

The Company strives to attain revenue and profit growth based on the strength of its ability to operate, mobilize capital and to have relationships with reputable domestic and international partners.

We are committed to the highest benefits for shareholders, income for employees and the economic development of the community.

Fully comply with Law on Enterprises 2014, Law on Corporate Income Tax, Law on Investment, Law on Securities, etc., together with relevant Circulars, Decrees and laws according to international practices.

**Goals/indicators**

<b>1,913</b> billion VND	<b>184</b> billion VND	<b>12</b> %
Revenue in 2020	After-tax profit in 2020	Expected rate of dividend payment

**Responsibility**

General Director

**Resources**

Head/Deputy Head of departments of the Company such as the Department of Personnel - Administration, Department of Finance - Accounting.

**Claim receipt and resolution mechanism**

Receive and resolve complaints through the company union.

**Specific programs, actions, projects and initiatives during the year**

- Complete, expand and put into operation solar power projects, including roof-top solar power projects, solar and wind energy farms to increase capacity.
- Implement and complete the project management system and improve investment capacity.
- Develop policies on salary and bonus for implementation.
- Supply environmentally friendly materials and apply renewable energy solutions to projects.
- Evaluate and select suppliers and contractors through a social and environmental compliance practice.

Overall assessment of governance methods for the economic efficiency of enterprises in 2019:

**Evaluation mechanism**

Operating results are evaluated and reported quarterly and annually. Participants: Board of Management, committees, Accounting and Finance Departments, Supervisory Board, External auditing companies (Southern Auditing & Accounting Financial Consulting Services Company Limited (AASCS)).

Activities are reviewed and assessed through the Board of Directors meetings, General meetings of Shareholders, Annual evaluations of the Supervisory Board.

**Results**

Good

**Adjustment or suggestion for improvement**

**Some main indicators**  
(Source: Financial statements)

**1,080** billion VND  
Charter capital in 2019

**7,255** billion VND  
Total assets in 2019

**1,575** billion VND  
Net revenue in 2019  
an increase of 42%

**141** billion VND  
After-tax profit in 2019  
an increase of 1,173%

**162** billion VND  
Wages, bonuses paid to employees

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

In 2019, taking advantage of the continued good growth of the Vietnamese economy, BCG focused on investing and implementing projects with the goal of economic growth in the sustainable development direction.

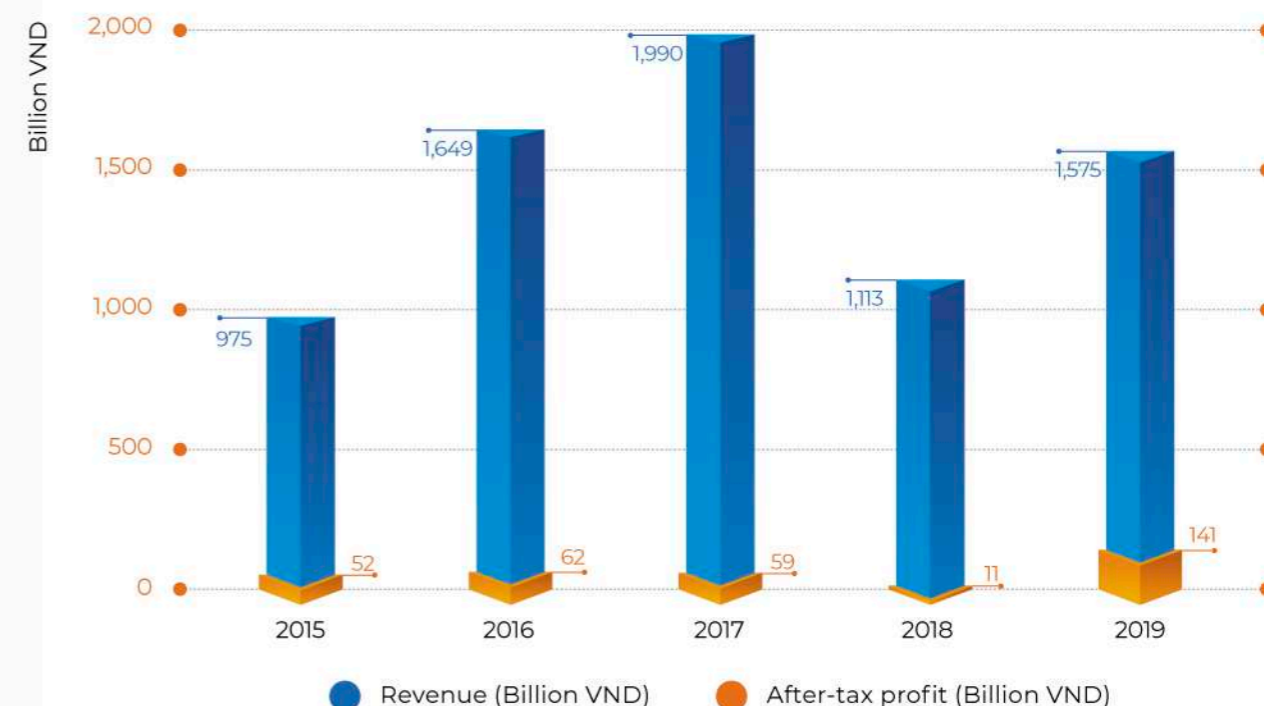
With the strength of the ability to operate, mobilize capital and relationships with prestigious domestic and international partners, BCG has always cultivated experience, learned new technologies, thereby looking for opportunities to expand the market and develop real estate as well as renewable energy projects.

In parallel with the expansion of the scale of its operation, in 2019 BCG achieved positive economic results.

Specifically, in financial activities in 2019, BCG attained outstanding business results as follows: Total consolidated revenue for the year reached 1,575 billion VND, an increase of 42% compared to 2018 (1,113 billion VND). Average growth rate in the 2015 - 2019 period was over 12%.

After-tax profit in 2019 reached 141 billion VND, an increase of 1.173% compared to 2018 and achieved an average growth rate of 34% from 2015.

**Operating results of BCG in the 2015-2019 period**

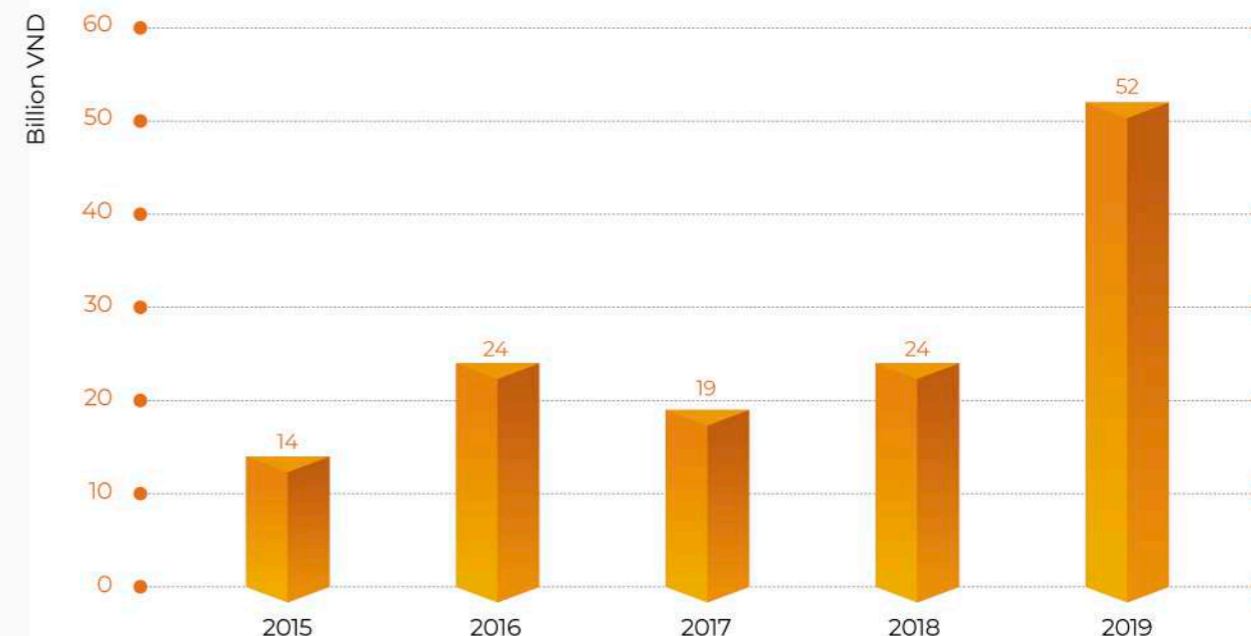


In addition to direct economic efficiency, BCG has been contributing to the development of infrastructure in localities with real estate projects such as roads, drainage systems as well as utilities.

**201-3 DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS**

Since its establishment, BCG has always fully fulfilled all tax obligations, positively contributing to the development of the community and society.

**CIT paid to the State budget by BCG in the 2015-2019 period (billion VND)**





GRI  
202

**GRI 202**  
MARKET PRESENCE

GRI  
103

**GRI 103**  
MANAGEMENT  
APPROACH

Maintaining a competitive salary policy is an important factor to attract talents and maintain the cohesion of employees. BCG has recruited employees from the local community, contributing to creating jobs, accompanying the economic development in the locality where the Group operates and develops projects.

In order to maintain a wage policy towards internal equality for employees and increased competitiveness of total income in the market, BCG has reviewed and raised wages for employees annually based on operating results and work efficiency of individual employees (KPI) to motivate the employees, increase the level of adherence to the enterprise and promote labor productivity of the employees.

In case of any adjustment to regional minimum wages by the Government, the Group will apply a new wage and adjust income for the employees to ensure the position and reputation of Bamboo Capital in its presence in the market.

Overview of the governance method to the enterprise's market presence in 2019.

**Evaluation mechanism**

Policies and results of emulation assessment, salary and reward are evaluated annually by the Board of Directors and Emulation and Reward Council under the supervision of the Trade Union and the administrative organization department.

**Results**

Good

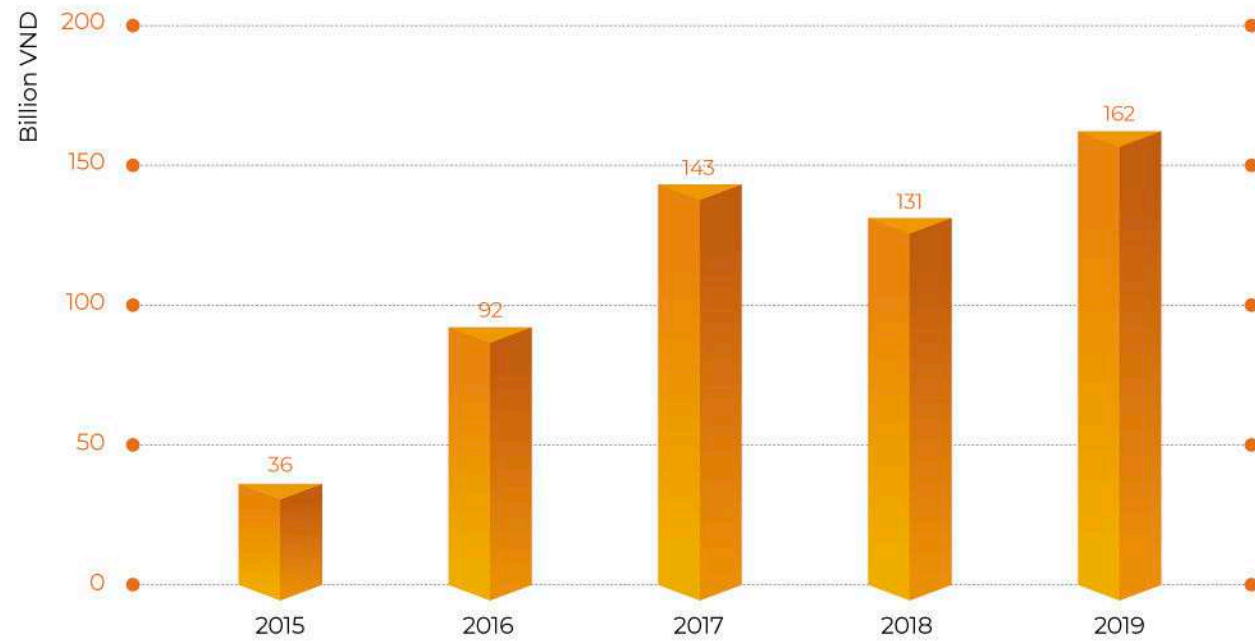
**Adjustment or suggestion for improvement**

**JOB CREATION**

Year	2015	2016	2017	2018	2019
Parent company	32	38	38	42	52
Subsidiaries and associates	458	675	953	1,258	1,453
Total	490	713	991	1,300	1,505

## WAGES, BONUSES FOR THE EMPLOYEES

Wages, bonuses for the employees in the 2015-2019 period



## THE PERCENTAGE OF STARTING WAGE BY GENDER COMPARED TO REGIONAL MINIMUM WAGE IN 2019

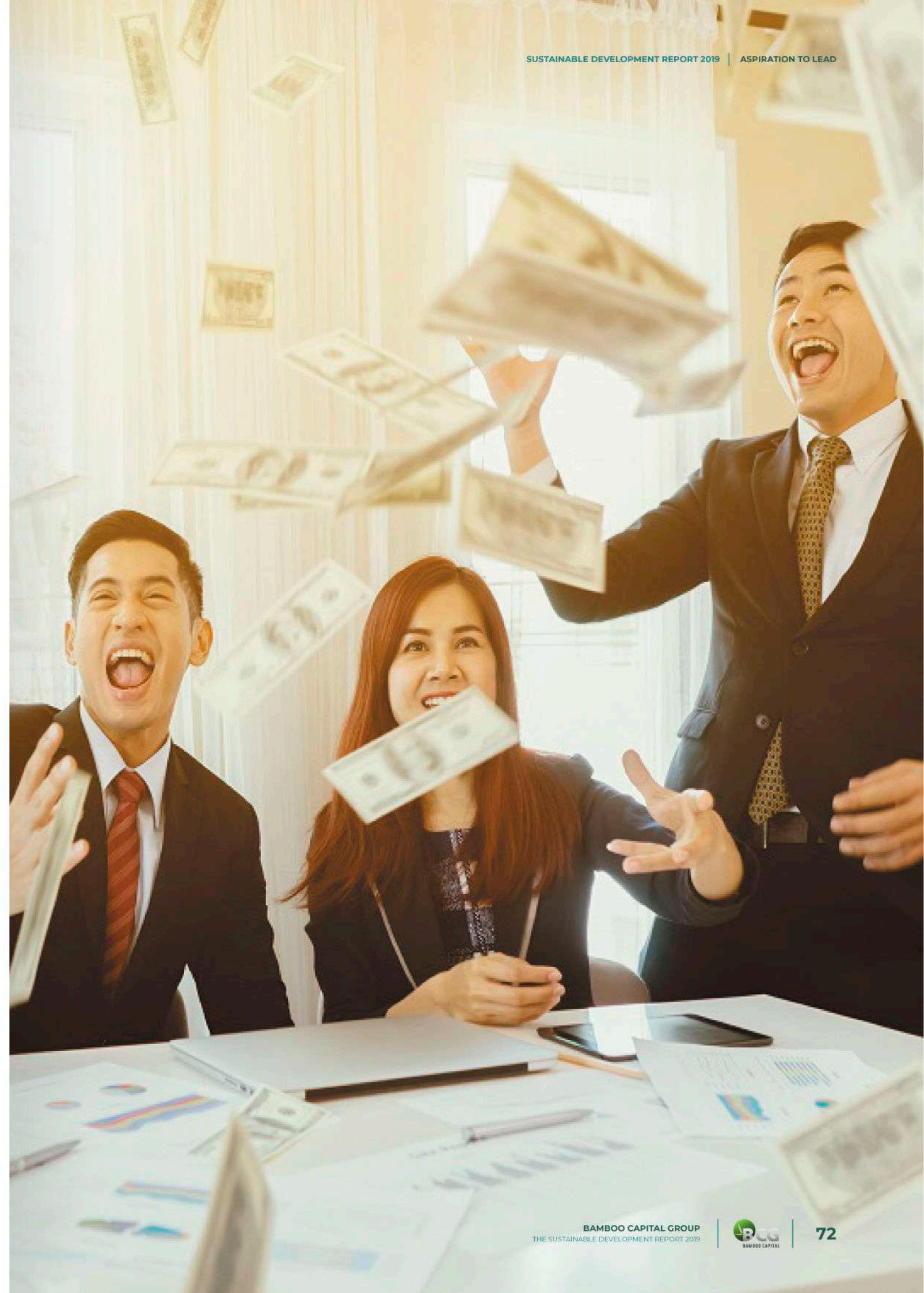
Locality	Employee		Employees (not including employees, for example: Employees of contractors, outsourced employees, etc.)	
	Male	Female	Male	Female
Ho Chi Minh City	120%	120%		
Long An	134%	134%		

BCG's minimum wage is standardized into 1 level and not divided by region, so the regional minimum wage is quite high when compared to neighboring provinces such as Long An, Vung Tau, Dong Nai, Binh Duong.

## THE PERCENTAGE OF THE LEADERSHIP BOARD RECRUITED FROM THE LOCAL COMMUNITY IN 2019

Locality	Definition of leadership board	Percentage
Ho Chi Minh City	Management Board/Board of Directors	22.96%
Binh Duong	Management Board/Board of Directors	6.13%
Long An	Management Board/Board of Directors	6.36%

Ho Chi Minh City is still the main attraction for long-term and high-end workers. However, the Company also prioritizes to consider and recruit human resources in other provinces.



# III. ENVIRONMENT



Under the negative impacts of human's exploitation and production activities, the increasingly devastated natural environment and the climate change lead to serious problems affecting the ecosystem. Responding to the above situation has become increasingly common and urgent task for each individual, enterprise and organization.

In the environmental field, the enterprises must be responsible for the impacts on the environment

and community life through pollution control measures, waste treatment and recycling, and saving resources. Especially, if the enterprise complies with environmental laws, many practical benefits will be gained.

As an enterprise, Bamboo Capital Group proactively takes steps to limit and gradually eliminate negative impacts from production activities and implementation of projects towards sustainable development. BCG understands that supervising

the use of energy and natural resources, applying technology to mitigate environmental impacts and respond to climate change is very essential to cleaner business activities and environmental protection. Requirements for environmental issues are the same for member companies. However, due to mainly serving life activities and insignificant use volume, the economical and efficient use mostly stops at the compliance with the State regulations and internal regulations without

specific measurement. Besides, due to the different operating characteristics, the reported data of the companies is mainly focused on the main areas of each enterprise.

Through the implementation of sustainable development reports, we are committed to increasingly build policies and procedures applicable to all member companies, completely update, supplement and report documents in the next years.



GRI  
**301**  
**GRI 301**  
MATERIALS

GRI  
**103**

**GRI 103**  
**MANAGEMENT**  
**APPROACH**

As an enterprise operating in the manufacturing sector, Bamboo Capital understands its impacts through the use of raw materials to create products. The characteristics of the products that we create require a very high and continuous demand for raw materials.

That shows our considerable dependence on resources. Therefore, we always strive to contribute to resource conservation through the reuse and recycling of materials, products and packaging as well as the close coordination and support with traders and farmers.

Data on the use of packaging materials and production materials is closely monitored and continuously improved to reduce waste and use them effectively.

Data on the use of packaging materials and production materials is closely monitored and continuously improved to reduce waste and use them effectively.



**Tapiotek JSC**



**Nguyen Hoang JSC**

<b>Policy</b>	Unavailable	Perform responsible production to keep the environment green and clean. The factory hasn't issued specific policies.
<b>Commitment</b>	Unavailable	Unavailable
<b>Goals/targets</b>	Unavailable	Unavailable
<b>Responsibility</b>	Business manager	Director
<b>Resource</b>	Material procurement department	Material procurement department
<b>Claim receipt and resolution mechanism</b>	Unavailable	Unavailable
<b>Specific programs, actions, projects and initiatives during the year</b>	Unavailable	Use biodegradable packaging to replace traditional nylon.

Overall assessment of the Group's management method for raw materials in 2019:

**Evaluation mechanism**

The factory's production department assesses the efficiency of using raw materials on a quarterly basis at hand-over meetings to make timely adjustments.

**Result**

Good

**Adjustment or suggestion for improvement**

Materials weight or volume used by Tapiotek JSC:

**RENEWABLE ENERGY IN 2019**

**11,326,750** KG

**Fresh cassava tubers**

**NON-RENEWABLE ENERGY IN 2019**

**2,746** KG

**Packaging**





# GRI 302

## ENERGY



Recognizing that renewable energy is a clean and unlimited source of energy that can replace the exhausting fossil fuels such as oil and coal, BCG is one of the pioneers in investing and developing this future energy.

In 2019, BCG Energy - a member company of BCG successfully put BCG-CME Long An 1 solar power plant project with capacity of 40.6 MW into commercial operation. Each year, the project provides an average electricity output of 57 million kWh, equivalent to 22,000 households, helping to reduce emissions of 16,000 tons of CO2. In addition, BCG-CME Long An 2 power plant with a capacity of 100.5 MW has also been completed to 95%, expected to generate electricity in Quarter 2, 2020.

Through the production of clean energy to directly supply EVN, BCG Energy not only reduces the burden of electricity for the domestic power sector but also contributes to reducing environmental pollution. At the same time, with latex and pasta carcasses converted from production activities into Biogas, Tapiotek has used them as fuel during processing, thereby utilizing natural energy.

We are gradually improving our energy management system with the goal of saving energy, ensuring safety and being friendly with the environment. Information is regularly updated to the Leadership Board through weekly/monthly/quarterly/yearly reports/meetings.

<b>Policy</b>	Unavailable
<b>Commitment</b>	<p>Further promote the use of clean energy sources and communication to help enterprises and localities evaluate the use of clean energy at the enterprises and localities as well as provide energy saving solutions.</p> <p>Commit to comply with national and international laws or international initiatives (Law No. 50/2010/QH12 - Law on economical and efficient use of energy; Law No. 28/2018/QH14 amending and supplementing a number of articles of 11 Laws related to planning.)</p>
<b>Goals/targets</b>	Unavailable
<b>Responsibility</b>	Board of General Directors
<b>Resource</b>	The directors of departments, divisions directs the departments, divisions to implement.
<b>Claim receipt and resolution mechanism</b>	Unavailable
<b>Specific programs, actions, projects and initiatives during the year</b>	<ul style="list-style-type: none"> <li>• Continue to apply the method of producing clean energy from renewable energy sources such as wind and solar energy to help enterprises save money and optimize costs, contributing to building a clean environment and sustainable development.</li> <li>• Perform power saving such as turning off lights during lunch break, turning off devices when not in use.</li> <li>• Save water by periodically maintaining the water supply system, limiting leakage resulting in a loss of clean water and waste of resources.</li> <li>• Classify waste according to 3 groups: recycled waste, organic waste and hazardous waste. After being classified, waste will be collected and treated by a third party.</li> </ul>



# GRI 303

## WATER AND WASTEWATER

In the context of increasing business and production scale, the Group's water demand is increasing. We realize that our dependency on water sources is considerable, so we always try to control and save water, recycle, reuse water at manufacturing companies as well as ensure the quality of output waste. Manufacturing factories of the Group are required to comply with strict requirements on wastewater treatment processes to not to affect the surrounding environment, especially the water environment of plants and animals and the water source of the local population.

Below is information about the water use and wastewater treatment of Tapiotek JSC:

The wastewater quality monitoring system is implemented at the observation frequency of 4 times/year and the results are reported to the Board of Management and local management agencies.

<b>Policy</b>	Unavailable
<b>Commitment</b>	Compliance with Vietnamese Laws on Environment (Law No. 17/2012/QH13 on Water Resources; Law No. 35/2018/QH14 dated November 20, 2018 amendments to some articles concerning planning of 37 Laws; Law No. 08/2017/QH14 on irrigation.)
<b>Goals/targets</b>	Class A, according to QCVN 63/2017/BTNMT
<b>Responsibility</b>	General director
<b>Resource</b>	Environment department
<b>Claim receipt and resolution mechanism</b>	Unavailable
<b>Specific programs, actions, projects and initiatives during the year</b>	Unavailable

Overall assessment of the enterprise's governance method for water and wastewater in 2019:

<b>Evaluation mechanism</b>	Wastewater quality is observed for 4 times/year by independent agencies
<b>Result</b>	Passed
<b>Adjustment or suggestion for improvement</b>	

### TOTAL WATER VOLUME OF TAPIOTEK IN 2019 BY WASTE AND LOCATION

Water resource	Water volume (m <sup>3</sup> )
Surface water (rivers, streams, ponds, lakes, etc.)	22,320
Ground water	0
Rain water	0
Wastewater from other organizations	0
Urban feed water	0
Other	0

### TOTAL WATER VOLUME OF TAPIOTEK IN 2019 BY WASTE AND LOCATION

Discharge site	Wastewater volume (m <sup>3</sup> )	Treatment method	Output wastewater quality	Wastewater used by other organizations
At the production factory of the Tapiotek JSC	20,088	Using chemicals and aeration systems for wastewater treatment	According to QCVN-63/2017 /BTNMT	





# IV. SOCIAL

Social development in parallel with economic growth has always been the goal set by BCG for the development direction of the Group. In 2019, BCG has made certain changes in the human resource management system with the desire to bring better remuneration for employees. Besides, social activities to promote the development of the community is a thorough program and is always heightened.



**GRI 401**  
EMPLOYMENT

The quality of human resources plays an extremely important role to the development of enterprises, especially multidisciplinary enterprises such as Bamboo Capital Group.

Since then, seeking and training human resources are always a goal that BCG is especially interested in. Welfare and health care are the top criterion that is interested by employees when choosing a workplace to become attached and make positive contributions to the development of the enterprise. Therefore, BCG always pays attention to the benefits for employees of the Group.

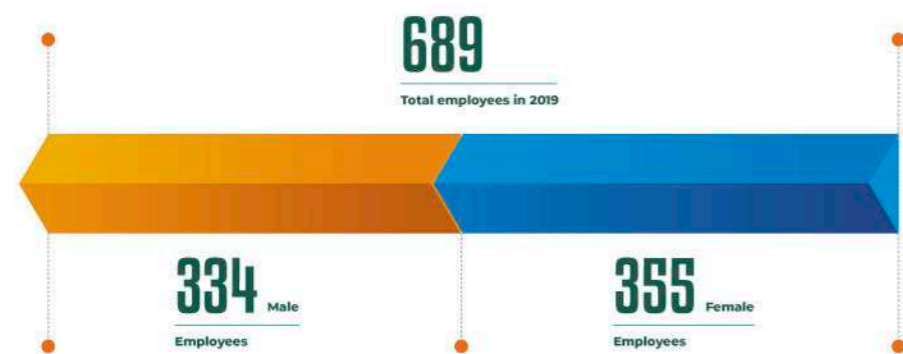
Human Resources and employment is the top priority task of the HR and Administration department. Every year, there are statistics and reports of the HR department containing important data such as average wages and bonuses, rates of new recruitment and resignation, support policies, and satisfaction of employees while working at BCG.

<b>Policy</b>	Recruitment - training process
<b>Commitment</b>	Comply with the provisions of Labor Code 2019, Law on Social Insurance 2014, Law on Health Insurance 2008, Law on amending and supplementing, Law on Health Insurance 2019. Implement fair and transparent treatment regimes. Facilitate employees to improve their knowledge and skills for development. Encourage and promote creativity to be applied in practice.
<b>Goals/targets</b>	Unavailable
<b>Responsibility</b>	General director
<b>Resource</b>	HR department
<b>Claim receipt and resolution mechanism</b>	Any feedback from employees will be received by the Human Resources Department or through the Trade Union to work with the Leadership Board.
<b>Specific programs, actions, projects and initiatives during the year</b>	Training and coaching programs are deployed to improve the qualifications of employees, develop the the human resources for the company.

Overall assessment of the enterprise's governance method for employment in 2019:

<b>Evaluation mechanism</b>	The evaluation is conducted once a year at the end of each year by the HR department and the Board of Management.
<b>Result</b>	Passed
<b>Adjustment or suggestion for improvement</b>	

**Personnel structure in 2019**



**Total number and percentage of new employees by age group and gender**

	Employees						Percentage (%)					
	Male			Female			Male			Female		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
By age	10	37	20	14	78	22	5.52	20.44	11.04	7.73	43.1	12.15
Total	181						100%					

**Total employees and turnover rate by age group and gender**

	Employees						Percentage (%)					
	Male			Female			Male			Female		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
By age	4	4	3	5	7	2	16	16	12	20	28	8
Total	25						100%					

**Employee's welfare components in 2019**

Welfare type	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
Share ownership	X	X
Lunch	X	X
Annual travel	X	X
Sports and entertainment	X	X
International Children's Day	X	X

**Maternity leave in 2019**

Target	Male	Female
Total number of employees entitled to maternity leave		03
Total number of employees using maternity leave		03
Total number of employees returning to work in the year following the termination of maternity leave		03
Total number of employees returning to work and being retained within 12 months following the termination of maternity leave		03
Percentage of employees who used maternity returning to work and being retained		100%
Retention rate of employees using maternity leave		100%





GRI  
403

## GRI 403

### OCCUPATIONAL HEALTH AND SAFETY

Understanding occupational safety concerns and creating employees' trust in the enterprise, BCG always strives to improve the working environment, occupational safety and health care for employees so that they can feel secure to dedicate themselves to the development of the Group.

BCG manages the occupational health and safety of its member companies by periodic monitoring of reports on sanitary safety nets and procedure systems such as safety risk assessment, safety instructions for each job. Above all, all risks or incidents are reported to the Leadership board for prompt corrective actions.

<b>Policy</b>	Unavailable
<b>Commitment</b>	<p>Comply with the provisions of Labor Code 2019, Law on occupational safety and hygiene 2015.</p> <p>Invest in infrastructure, equip labor protection equipment, train regularly and effectively to ensure safety and reduce labor risks.</p>
<b>Goals/targets</b>	Control and prevent any problems related to occupational safety and occupational diseases occurring in the company.
<b>Responsibility</b>	Board of Management and related departments
<b>Resource</b>	Human Resources department
<b>Claim receipt and resolution mechanism</b>	Trade Union, administration and human resource network of BCG and its member companies are the body to receive all comments related to occupational safety.
<b>Specific programs, actions, projects and initiatives during the year</b>	<ul style="list-style-type: none"> <li>• Train in occupational safety and hygiene</li> <li>• Develop a maintenance plan as well as improve the infrastructure</li> <li>• Develop and implement occupational safety regulations according to international standards.</li> </ul>
Overall assessment of the enterprise's governance method for occupational health and safety in 2019:	
<b>Evaluation mechanism</b>	The Board of Directors reviews annually the performance of occupational safety activities in the Group
<b>Result</b>	Passed
<b>Adjustment or suggestion for improvement</b>	

To support safety and health control for employees, BCG fully applies fire protection measures for buildings, factories in accordance with regulations. In addition, the Group also has insurance policies for employees such as health insurance, accident insurance and especially PVI Care comprehensive health care insurance to reduce risks of occupational diseases for workers. For safety and working conditions, there is also a human resources and administration department to promptly and effectively handle any issues.

Besides, we also conduct periodic health examinations for employees and regularly monitor the employees' health, especially those with high risk of occupational diseases when exposed to noise, dust and chemicals.

**Information about accidents at work areas in 2019**

Work area	Occupational health and safety related information	Total
Production	Accidents causing injuries that require medical treatment leave	0
	Serious accidents (serious injuries, death)	0
Office	Days of leave due to accidents	0
	Average days of leave/1 accident	0
	Accidents occurred related to back, shoulder, nape, eyes, etc.	0





# GRI 404

## TRAINING AND EDUCATION

As human resources are the foundation for the development of an enterprise, Bamboo Capital Group regularly organizes internal training courses, send personnel to participate in professional training courses. This is one of the top priority activities of the year.

In addition, through the training courses, BCG wishes to provide broader knowledge for employees, contributing to improving personal capacity, personal and career development for the employees.

Every year, BCG organizes advanced training courses for all levels of staff and managers for the purpose of improving and cultivating their professional skills. For each department, there are also training programs for staff of such department to maximize their capacity and improve efficiency at work. BCG's new staff will undergo an orientation class to capture general information about the Group, work nature and career development roadmap.



**Training programs in 2019:**

**1. Annual “Management skills” training program for leaders of key departments and personnel**

This is an annual activity of BCG with the desire to create a professional working environment, improve management capacity for leaders of key departments and personnel to bring high efficiency at work.

*Leaders of departments at the “Management Skills” training program held by the Group in November 2019.*



**2. Sending staff to attend seminars and training sessions held by the Ho Chi Minh Stock Exchange (HoSE), the Vietnam Securities Depository Center (VSD)**

In addition to training programs organized by the Group, the Company also send staff to attend seminars and training sessions held by the Ho Chi Minh Stock Exchange (HoSE), the Vietnam Securities Depository Center (VSD) such as:

**2.1 Workshop on Updating new points in the revised draft Law on Enterprises and Company organization in the advanced governance model**

On October 9, 2019 at the Ho Chi Minh Stock Exchange (HoSE), the Workshop on “Updating new points in the revised draft Law on Enterprises and Company organization in the advanced governance model” held by the Ho Chi Minh Stock Exchange and Hanoi Stock Exchange took place. The seminar was an opportunity for listing companies such as BCG to update information and contribute opinions on the revised draft Law on Enterprises.



**2.2 Workshop on Disclosure of Sustainable Development Information for Listing companies and Green financial products on September 30, 2019 in Hanoi**

On September 30, 2019 in Hanoi, the Workshop on “Disclosure of Sustainable Development Information for Listing companies and Green financial products” held by Ho Chi Minh Stock Exchange and Hanoi Stock Exchange took place. The seminar was organized to orient and raise awareness of sustainable development and strengthen governance capacity for enterprises and at the same time give some recommendations for both regulatory agencies and listing companies in particular and enterprises in general.



**2.3 Workshop on “Resource solutions for enterprises to apply IFRS” on August 16, 2019 in Ho Chi Minh City**

The purpose of the workshop was to share the roadmap for applying IFRS standards under the project “Applying international financial reporting standards to Vietnam” of the Ministry of Finance, thereby proposing some solutions to help enterprises orient to choose an appropriate IFRS-compliant conversion model.

In the coming time, we will continue to expand the knowledge management platform to provide effective references in the working process for all old and new employees.

In addition, we also conduct work efficiency evaluation in the form of evaluation (KPI/ employee classification, etc.) periodically (once a year at the end of the year). In 2019, 100% of employees were evaluated, in which 10% of employees were evaluated excellent, 80% of employees were good and the remaining 10% were fairly good.

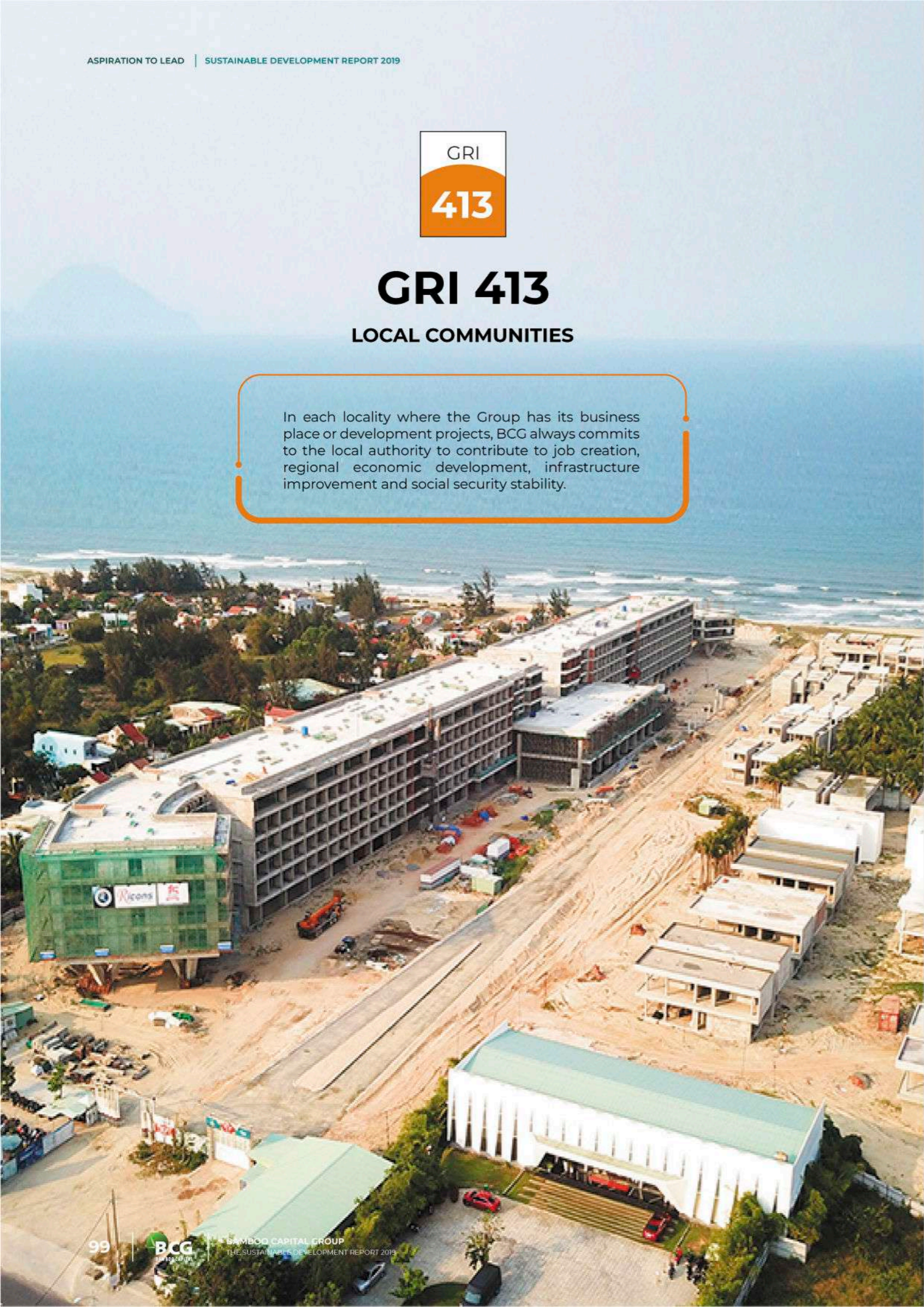




# GRI 413

## LOCAL COMMUNITIES

In each locality where the Group has its business place or development projects, BCG always commits to the local authority to contribute to job creation, regional economic development, infrastructure improvement and social security stability.



### Corporate social responsibility (CSR) programs in 2019:

#### 1. "Relay to school" program by B.O.T DT 830 Company Limited: Timely supported for poor pupils overcoming difficulties

On the morning of May 24, 2019, in order to encourage the spirit of overcoming difficulties and to create better learning conditions for poor pupils, B.O.T DT 830 Company Limited held a "Relay to school" scholarship ceremony to grant the scholarship to the pupils of Huu Thanh Primary School (Hamlet 4), Huu Thanh commune in Long An province. This was considered as an activity associated with the image of B.O.T DT 830 Company Limited in the last time to support, encourage and commend the good learning spirit for pupils at Huu Thanh Primary School, Long An. Most of the pupils granted with a scholarships were studious despite their difficult circumstances.





## 2. Sponsored 5 new bridges in the Rural Bridge program in An Giang

On the morning of August 20, 2019, former President Trương Tấn Sang arrived in An Phu district (An Giang) to attend the inauguration ceremony of the traffic bridge under the Rural Bridge program of Vietnam Rural Magazine and Bamboo Capital Group. In the framework of the Rural Bridge Program launched by Vietnam Rural Magazine, 16 bridges were built in An Phu district with total value of 29 billion VND.

In which, Bamboo Capital Group sponsored and directly built 5 bridges with total value of VND 8.5 billion. Up to now, the program has completed and put into use 11 bridges and the remaining bridges are in the completion stage.

## 3. Bamboo Capital Group sponsored Tan An city to build public toilets

On the occasion of announcing grade II urban area recognition decision for Tan An City (Long An province) and the 10-year anniversary (09/09/2009 - 09/09/2019), Bamboo Capital Group (BCG) sponsored Tan An City to build public toilets in the city park (ward 3) with total value of 500 million VND in order to contribute to improving the urban beauty and to building a green and clean Tan An City.



**4. Antraco Joint Venture Company Ltd offered 77 study encouragement - talent promotion scholarships and “Relay to school” gifts to poor pupils in Tri Ton district.**

On August 21, 2019, Antraco Joint Venture Company Ltd cooperated with Tri Ton District Study Encouragement Association to organize the 2019-2020 school year Antraco Scholarship Award Ceremony for poor and studious pupils in 15 communes and towns in Tri Ton district.

This is the fourth consecutive year that Antraco has awarded study encouragement scholarships to join hands to carry out activities for the community, contribute to sharing difficulties for poor pupils to overcome difficulties to continue schooling, care about excellent and excellent students to foster and develop young human resources for the district.



**CREATING JOBS FOR LOCAL LABOR**

With the desire to create jobs for local people, the Group always gives the priority to local labor in the province and cities in projects implemented by the Group for contractors including Transportation and Industry Development Investment Joint Stock Company (Tracodi) - a member company of BCG and other international contractors and subcontractors.

In addition, we also set a policy to encourage member companies to recruit local labor to work in the Group's factories and production facilities with the desire to contribute to the development of local communities.





**GRI 307, 419**

ENVIRONMENTAL, ECONOMIC, SOCIAL COMPLIANCE



Bamboo Capital Group commits to absolute compliance with respect to Compliance with Laws on Environment, Economy and Society. The Group is committed to take fundamental responsibilities for its impacts on stakeholders. That helps us to affirm management capacity, limit remedial obligations, create strength for the enterprise profile.

We manage our Law Compliance through a governance and compliance system and a project governance system that is periodically reported on a project-by-project basis to the locality, government and through the Supervisory Board of the Company. The Human Resources - Administration department is responsible for updating legal requirements related to the Leadership Board regularly in weekly meetings to ensure compliance and make adjustments corresponding to the Group's operations.

<b>Policy</b>	Unavailable
<b>Commitment</b>	Always update legal requirements to make adjustments in accordance with the company's activities. Maintain periodic inspection policies to ensure the compliance of the relevant departments and division.
<b>Goals/targets</b>	Comply with all laws and requirements of stakeholders
<b>Responsibility</b>	General Director
<b>Resources</b>	Legal, HR and Administration departments
<b>Claim receipt and resolution mechanism</b>	Unavailable
<b>Specific programs, actions, projects and initiatives during the year</b>	Maintain activities and update requirements to ensure full compliance.
Overview assessment of the enterprise's governance method for environmental, economic and social compliance in 2019	
<b>Evaluation mechanism</b>	Regularly monitor the compliance with regulations. Any non-compliance, especially in respect of legal requirements, will be immediately reported to the Board of Management for treatment.
<b>Result</b>	Passed
<b>Adjustment or suggestion for improvement</b>	None

In 2019, BCG did not detect any economic, environmental and social non-compliance. We have been and will continue to do our best in controlling our compliance to build a responsible and reputable corporate image.

**ENVIRONMENTAL COMPLIANCE**



Environmental issues are always concerned by enterprises when implementing projects, especially in the current context when the environment becomes the goal that the whole society places on top.

As one of the pioneering enterprises, BCG is always aware of complying with the regulations on environmental protection in accordance with the laws and requirements of departments, agencies and regulatory agencies.

**During the project implementation, the Group always:**

- Closely supervise the implementation of regulations on environmental protection by management boards and construction contractors;
- Apply many measures to use natural resources and protect the environment in accordance with laws;
- During the construction process, the company's management must always check the implementation of environmental and social protection measures.

**SOCIO-ECONOMIC COMPLIANCE**



Besides environmental compliance issues, good compliance with economic and social issues is an indispensable part in the operation method of an enterprise. Bamboo Capital Group always aims to be clear and transparent in legal matters related to economic foundation and issues related to social communities for each of its projects, especially when the projects have a direct effect on stakeholders.

**BCG commits:**

- Be a Group with integrity in all relationships with State agencies;
- Compete on the principle of honesty without bribery to gain special benefits for the Group;
- Comply with legal procedures for each project and related issues such as compensation - clearance - resettlement for people;
- Always update and deploy the latest Laws to each department to ensure compliance with legal issues.



## GRI CONTENT CHECKLIST

### GRI 100: INFORMATION DISCLOSURE ACCORDING TO 2016

102-1	Name of the organization	04
102-2	Activities, brands, products, and services	11-16
102-3	Location of headquarters	04
102-4	Location of operations	07
102-5	Ownership and legal form	x
102-6	Markets served	04
102-7	Scale of the organization	04
102-8	Information on employees and other workers	x
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	01-02
102-15	Key impacts, risks, and opportunities	62

### STRATEGY

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

### ETHICS AND INTEGRITY

102-18	Governance structure	53-54
102-19	Delegating authority	55-56
102-20	Executive-level responsibility for economic, environmental and social topics	x
102-21	Consulting stakeholders on economic, environmental and social topics	39-44
102-22	Composition of the highest governance body and its committees	53-54
102-23	Chair of the highest governance body	55
102-24	Nominating and selecting the highest governance body	x
102-25	Conflicts of interest	x
102-26	Role of highest governance body in setting purpose, values and strategy	55-56
102-27	Collective knowledge of highest governance body	x
102-28	Evaluating the highest governance body's performance	BCTN
102-29	Identifying and managing economic, environmental, and social impacts	61
102-30	Effectiveness of risk management processes	62
102-31	Review of economic, environmental, and social topics	45,46
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

### STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	37
102-41	Collective bargaining agreements	x
102-42	Identifying and selecting stakeholders	37
102-43	Approach to stakeholder engagement	39-44
102-44	Key topics and concerns raised	x

### REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements	7,8
102-46	Defining report content and topic Boundaries	45,46
102-47	List of material topics	45,46
102-48	Restatements of information	x
102-49	Changes in reporting	x
102-50	Reporting period	01.01.2019 31.12.2019
102-51	Date of most recent report	x
102-52	Reporting cycle	1 năm
102-53	Contact point for questions regarding the report	48
102-54	Claims of reporting in accordance with the GRI Standards	27
102-55	GRI content index	109-113
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: INFORMATION DISCLOSURE ACCORDING TO ECONOMIC STANDARDS		
GRI 201: ECONOMIC PERFORMANCE		
103	Management approach	66-67
201-1	Direct economic value generated and distributed	67-68
201-2	Financial implications and other risks and opportunities due to climate change	x
201-3	Defined benefit plan obligations and other retirement plans	68
201-4	Financial assistance received from government	x
GRI 202: MARKET PRESENCE		
103	Management approach	70
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	71
202-2	Proportion of senior management hired from the local community	71
GRI 203: INDIRECT ECONOMIC IMPACTS		
203-1	Infrastructure investments and services supported	x
203-2	Significant indirect economic impacts	x
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: INFORMATION DISCLOSURE ACCORDING TO ENVIRONMENTAL STANDARDS		
GRI 301: MATERIALS		
103	Management approach	76-77
301-1	Materials used by weight or volume	77
301-2	Recycled input materials used	x
301-3	Reclaimed products and their packaging materials	x
GRI 302: ENERGY		
103	Management approach	80
302-1	Energy consumption within the organization	79
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	83
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 discharge	84
303-5	Water consumption	84

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) greenhouse gas (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: INFORMATION DISCLOSURE ACCORDING TO SOCIAL STANDARDS		
GRI 401: EMPLOYMENT		
103	Governance method	88
401-1	New employee hires and employee turnover	89
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	90
401-3	Parental leave	90
GRI 402: LABOR/MANAGEMENT RELATIONS		
402-1	Minimum notice periods regarding operational changes	x
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
103	Management approach	92
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	93
403-3	Workers with high incidence or high risk of diseases related to their occupation	93
403-4	Health and safety topics covered in formal agreements with trade unions	x
GRI 404: TRAINING AND EDUCATION		
103	Management approach	96
404-1	Average hours of training per year per employee	x
404-2	Programs for upgrading employee skills and transition assistance programs	97-98
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	Governance method	99
413-1	Operations with local community engagement, impact assessments, and development programs	10-104
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, SOCIAL, ECONOMIC COMPLIANCE		
103	Management approach	107
307-1, 419-1	Non-compliance with laws and regulations in the social and economic area	108





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