

SUSTAINABLE DEVELOPMENT POLICY

Version: 1.0

This Policy was approved by the Board of Directors of Bamboo Capital Group Joint Stock Company under Decision No. 76/2024/QD-HDQT-BCG dated November 5, 2024.



I. OBJECTIVES AND SCOPE

At Bamboo Capital Group Joint Stock Company, we recognize the impact of climate change and the importance of sustainable development in ensuring the long-term success of the Company's business operations.

This policy outlines the views of Bamboo Capital Group JSC ("Company" or "BCG") regarding sustainable economic growth, social equity, environmental protection, efficient use of resources, and proactive response to climate change. Our goal is to achieve comprehensive sustainability by 2040, integrating environmental management, social responsibility, and sustainable economic development into the Company's core business activities.

This policy serves as a framework and standard for Bamboo Capital Group JSC, its subsidiaries, and affiliates, including but not limited to production, operations, and human resources management processes.





SUSTAINABLE DEVELOPMENT C

Our commitment follows the United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs), as well as the principles of the Global Compact in the areas of human rights, labor standards, environment, and anti-corruption.

The Company is committed to conducting business in a manner that protects the environment, promotes social equity, and supports economic sustainability while complying with all applicable legal requirements and regulations in Vietnam.

BCG strives to minimize negative environmental impacts, foster social welfare, and contribute positively to both the national and global economies through our business operations. This is achieved through the following commitments and the implementation of related policies:

DEVELOP RENEWABLE AND CLEAN ENERGY

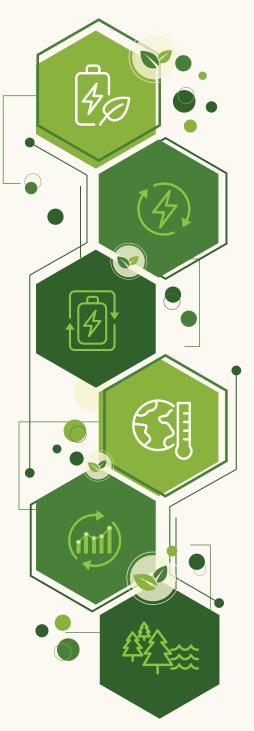
Significant efforts are made toward the country's green development movement. As a pioneer in renewable and clean energy projects, the goal is to create sustainable and clean energy sources, contributing to national energy security and reducing greenhouse emissions.

ENERGY MANAGEMENT

Regulations are established for energy management and efficiency in operations, production, and business activities. The use of renewable energy sources is reducing encouraged while dependency on non-renewable sources in an organized and cost-effective manner.

PROMOTE A CIRCULAR ECONOMY

A circular economy is promoted through transitioning to clean and environmentally friendly technologies, emphasizing recycling and reusing waste in green product-related sectors.



Environmental Protection

RESEARCH NEW SUSTAINABLE ENERGY MODELS

Research and application of new, sustainable, and highly efficient energy models with positive environmental impacts are pursued. Notable examples include waste-to-energy projects, which not only produce energy but also reduce landfill waste, decrease methane emissions, and lower land use requirements, protecting land resources and minimizing environmental and groundwater pollution risks.

COMBAT CLIMATE CHANGE

Policies and action plans are developed to respond to climate change, including conducting annual greenhouse gas inventories, setting emission reduction targets, and adapting to extreme weather events.

NATURAL RESOURCE MANAGEMENT

Management procedures and action plans are developed for the rational and efficient use of natural resources, with a particular emphasis on water, biodiversity, and forest ecosystems.



Social Responsibility The promotion of a fair transition takes into account the impact on local communities and society as a whole. A comprehensive Corporate Social Responsibility (CSR) plan is 02 developed, with short, medium, and long-term strategic goals to support community development. Contributions are made to the community through social 03 programs and activities, as well as support for community development projects. A grievance committee for the community is established to 04 ensure that grievances and suggestions are thoroughly Particular attention is given to the indigenous and the 05 minorities to ensure their participation in and benefit from project developments.



Health, Safety, and Welfare for Employees

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A human resources strategy for sustainable development is developed, including initiatives and a human development roadmap to increase employee involvement in the mission of "building a sustainable life for society".

Policies are created to ensure labor rights and human rights, addressing gender equality, child labor, anti-discrimination, and anti-corruption to promote a safe, fair, and diverse working environment.

An internal grievance channel is established to ensure transparency in all labor-related activities.

Policies ensuring occupational health and safety, as well as appropriate compensation for employees working in hazardous conditions, are implemented in accordance with laws and regulations.



Assess and review governance and risk management systems, establish mechanisms for continuous improvement, access regular performance evaluations, and implement necessary measures to achieve the defined objectives and prevent harm to people, society, and the environment, establishing verification, audit, and control procedures corresponding activities.

Understand, analyze, and manage the expectations of various stakeholders of the Company, such as shareholders and the financial community, employees, customers, partners, suppliers and contractors, public agencies and organizations, the media, local communities, and society as a whole. Develop a diverse range of communication channels to inform, engage, and maintain communication and good relationships with stakeholders.

other

Ensure compliance with legal requirements, Identify and periodically internal regulations, as review the Company's 02 well as Sustainable Governance requirements that the Model, thereupon organization commits develop the Sustainable to in the activities and Development Strategy. facilities in which the Company operates. **Corporate Governance**



Priority is given to selecting suppliers who focus on the green economy, circular economy, and sustainable development. Suppliers producing green fuels from renewable, low-carbon sources, particularly concerned with the product life cycle, are preferred.

Transparent communication with stakeholders is ensured through the disclosure of economic, environmental, and social performance indicators in reports following international standards.

Short and long-term social value is created, positive maximizing impacts and minimizing potential negative impacts on society and the environment. The search for sustainable businesses is promoted, along with establishing alliances and partnerships with stakeholders.

This policy will be reviewed and updated periodically to ensure its effectiveness and relevance to societal and market conditions.

Ho Chi Minh City, 5th November 2024

