

SUSTAINABILITY REPORT

2017

AMATA
VN

AMATA VN PUBLIC COMPANY LIMITED

*Creating Sustainable Portfolio
Footprint in Vietnam*



AMATA

VN

Every business needs a home.
If you are looking for a place to locate your business in Vietnam, Amata VN provides the answer. We are world's leading industrial city developer and operator. We strive to make our locations an ideal home for investors with a full range of business options, support services and lifestyle attractions.

VISION

“To create sustainable portfolio footprint in Vietnam”

MISSION

To develop and operate environmental friendly industrial and urban cities that enhance wealth, economy and well being for all stakeholders including employees, customers and communities under the concept of “creating cities, driving economy”

2017 SUSTAINABILITY HIGHLIGHTS

Economic Achievements

Total Revenue

1,171 MILLION BAHT

Net Earning/Share

0.50 BAHT

Net Profit

422 MILLION BAHT

Return on Equity (ROE)

12.08%

Return on Assets (ROA)

6.06%

Customer 's Satisfaction

80%

Employee Investment

60 MILLION BAHT

Taxes to Government

95 MILLION BAHT

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AMATA



...This road to sustainability would require understanding and cooperation from all relevant internal and external stakeholders as we go hand in hand towards our business philosophy of "ALL WIN". ...

Somhatai Panichewa
Chief Executive Officer



MESSAGE FROM CHIEF EXECUTIVE OFFICER

AMATA VN conducts business activities that involves with a wide range of people and businesses. Sustainability development is a thin line between fulfilling our economic needs and protecting the environment and society in which we and others live. Amidst the increasing diverse market challenges in today's world, we believe that balancing between our operations and the environment and society we live in will enhance our business performance and produce mutual sustainable growth. This road to sustainability would require understanding and cooperation from all relevant internal and external stakeholders as we go hand in hand towards our business philosophy of "ALL WIN".

The Company is in the stage of expansion of projects in Vietnam with the end target of generating stable and sustainable revenues in the long term. The Company also have the vibrant goal of operating our business under the principles of Sustainable Development focusing on employee development and environmental friendly industrial estates and urban cities. The Company is very

confident that by doing so will lead to sustainable business growth in the long term.

In addition, Amata VN Public Company Limited has received "Very Good CG" score and top quartile of listed companies in the market capitalization segment of 3,000 - 9,999 million Baht from the Corporate Governance Report of Thai Listed Companies (CGR) 2017, a level higher than in year 2016. This reflects the company's commitment to good corporate governance practices.

With all these initiatives, we aimed to create a better tomorrow under the concept: AMATA grow; earth green; society greet

On behalf of AMATA VN Public Company Limited, I would like to thank all shareholders and stakeholders for all your support and trust in the Company. Thank you for your suggestions and comments on how to improve the performance of the company to better serve the needs of stakeholders. I am confident that the cooperation from all parties will make the company grow firmly and sustainably in Vietnam.



ABOUT AMATA VN

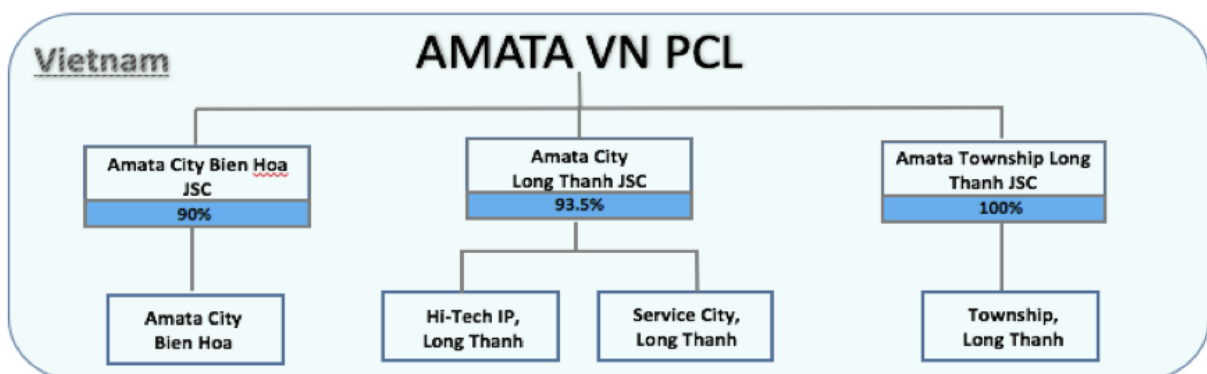
At a Glance

AMATA VN Public Company Limited (AMATA VN) is a holding company with a mission to own and operate long term industrial and real estates that brings wealth and environmental friendly atmosphere for our employees, customers, communities and stakeholders under the vision of “creating cities, driving economy”.

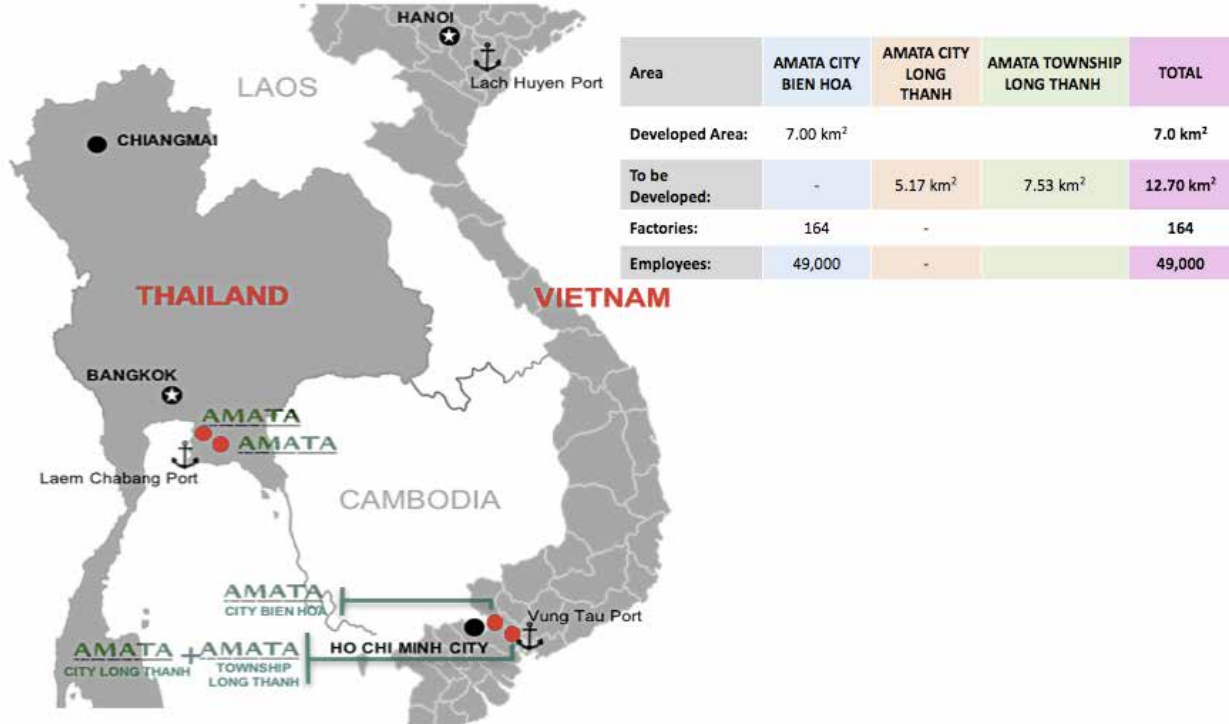
AMATA VN investments are solely in Vietnam on locations of strategic advantages. The Company recognizes the importance of sustainable development, therefore, have imposed sustainability to all its subsidiaries. Currently have 2 industrial parks and one urban development project in the portfolio under the operations of 3 subsidiaries namely:

- AMATA City Bien Hoa Joint Stock Company
- AMATA City Long Thanh Joint Stock Company
- AMATA Township Long Thanh Joint Stock Company

Shareholding Structure



Location

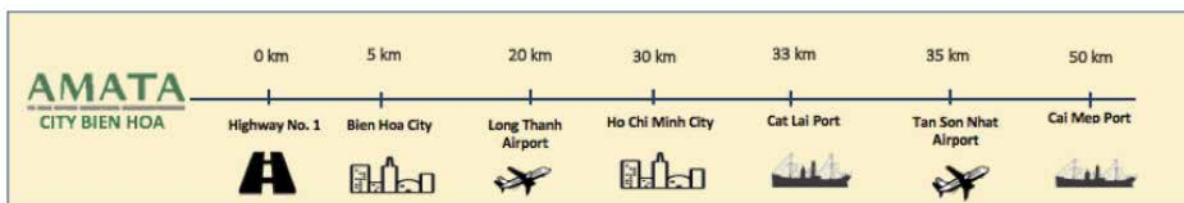


AMATA City Bien Hoa Joint Stock Company (ACBH)

AMATA City Bien Hoa Joint Stock Company (ACBH) operates 700 hectares of industrial land in Bien Hoa city. Established over 20 years ago, the industrial park was the first investment overseas by AMATA Corporation.

To meet the needs of the customers, ABH provide accessibility to power plants, water supply and wastewater treatment, rental of prefabricated factories, facilities maintenance and other related industrial business services.

Within the industrial area, there are also commercial and residential projects to create a better quality of life for its citizens

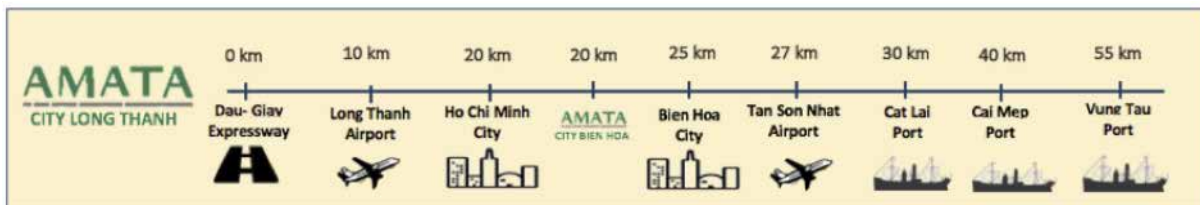


AMATA City Long Thanh Joint Stock Company (ACLT)

AMATA City Long Thanh Joint Stock Company of which operates 2 projects consisting of industrial park and service center project with total granted area of 517 hectares located in Long Thanh district. The industrial park is under development with an area of 410 ha targeted toward high technological production and non-labor intensive industrial customers. The service center is area of supporting services of the industrial park such as logistics, warehouses, low-middle income commercial and residential projects.

AMATA Township Long Thanh Joint Stock Company (ATLT)

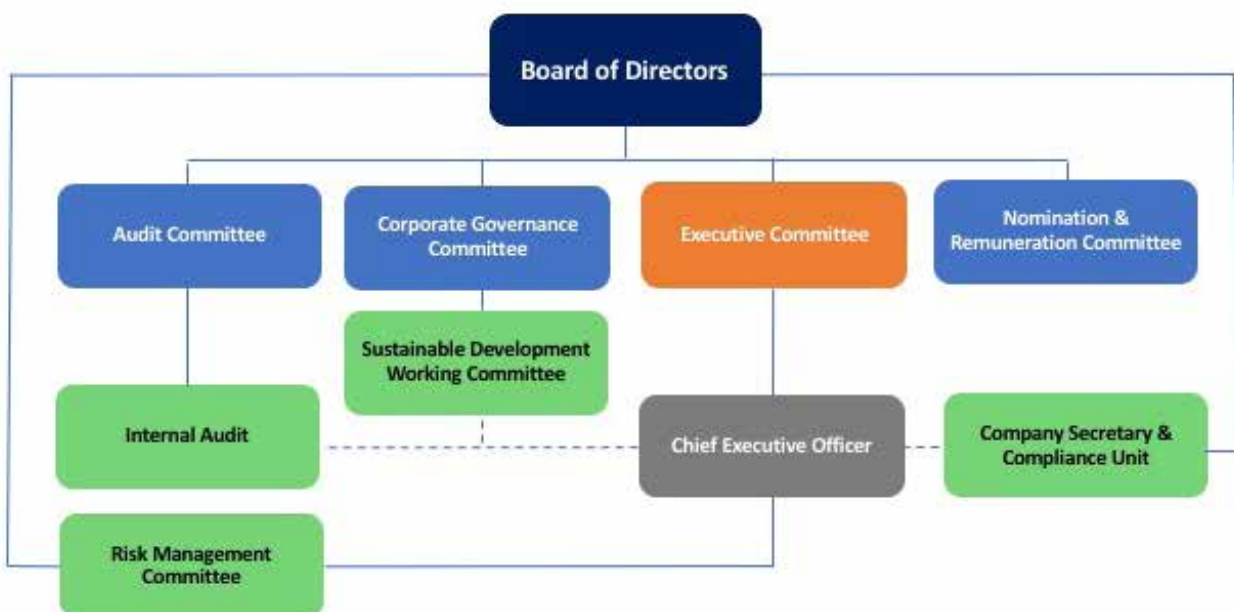
AMATA Township Long Thanh Joint Stock Company operates commercial and residential project with total granted area of 753 hectares located nearby to the company’s industrial park and service center. The project is under development and is the first project to be targeted towards investors in commercial and residential real estate development business.



Organizational Structure

The organizational structure of Amata VN is composed of the Board of Directors and 4 subcommittees namely:

- (1) Executive Committee
- (2) Audit Committee
- (3) Nomination and Remuneration Committee
- (4) The Corporate Governance Committee



ABOUT THIS REPORT

This is the second Sustainability Report of the Company. It includes the Company's approach and initiatives in integrating sustainability into its policies, structure and operations. This report covers the performance of the Company and its subsidiaries (referred to as "the Company") on sustainability goals based on the Company's fiscal year from 1 January to 31 December 2017.

The AMATA VN Sustainability Report 2017 is prepared in accordance with the Global Reporting Initiative Sustainability Reporting Guidelines version 4.0 (GRI G4): Core option. The report also linked its operations to support 17 global goals set by the UN on Sustainable Development Goals (SDGs) framework.

The Sustainability Report focuses on the Company's strategic roadmap to achieve the vision and mission of the Company under the principles of good corporate governance, risk management and effective implementation of the "ALL WIN" business philosophy.

The Sustainability Report emphasizes on topics that have been identified as material to the Company's business and its key stakeholders, approaches taken to reflect the material issues and its commitment to keep its stakeholders, including employees, customers, investors, business partners updated on the Company's effort and developments on sustainability.

Disclosure of Sustainable Management Results

This Report supplements AMATA VN's Annual Report 2017. Limited copies have been printed to minimize the impact on environment and both reports can be accessed and downloaded at AMATA VN's corporate website, www.amatavn.com

Contact Point

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SUSTAINABLE DEVELOPMENT

Corporate Sustainable Development Structure

The Company is committed to sustainability in every part of the organization. The Board of Directors, executives and employees are encouraged to participate and create strong corporate culture that is conducive to sustainability. The Company believes that good corporate governance, comprising visionary and responsible Board of Directors and executives, efficient, transparent and verifiable management systems, innovation and responsibility toward all stakeholders, will result in credibility and sustainability of the Company and society which will create additional values to the Company's shareholders in the long run.

The Company has driven sustainable development by integrating sustainable management into its business strategies and analyzing its stakeholders to obtain key concerns in order to adjust its policies, management standard or even, introducing new practices, as well as, creating new innovative process or new businesses as to enhance sustainability to maximize the benefits of the stakeholders.

Currently, the Company does not have a corporate unit directly responsible for sustainable development. However, the Company has appointed the Sustainable Development Working Committee, comprising of heads of corporate, business, and functional units in the Company, as well, in its subsidiaries to contribute to the sustainability of our projects and is chaired by the Company's CEO. The Sustainable Development Working Committee has a quarterly meeting for update on the progress of each department. The roles of the working committee are as follow:

1. Transfer knowledge on sustainable developed acquired from external training, as well as, assist in passing down the Company's policies, strategies, plans and practices to all staffs.
2. Coordinate, monitor, and collect data on sustainable development each department including screening and selecting the materiality to be presented to the CEO.
3. Prepare a report on sustainable development in accordance with the disclosure guidelines of listed companies.

Business Philosophy



Amata VN shares the same business beliefs and principles as that of Amata group that emphasizes on developing mutual growth and benefits with each stakeholder and its surrounding communities while being in coexistence with the environment and preserving the limited natural resources under the “All Win” philosophy.

The “All Win” philosophy does not only focus on its own benefits but recognizes the importance of all stakeholders in the value chain: whether be the Company’s employees, customers, partners or surrounding communities. Following this philosophy has brought credibility and created long-term value to the Company’s stakeholders.

In addition, the Amata VN believes that strong corporate culture will enhance the company to sustainability, as the result, the Company has imprinted the management and employees with values, behaviors, and attitude through “AMATA DNA”. AMATA DNA culture consists of 5 main principles:



Policy of Sustainable Development

1. Continuous development and improvement in business processes

Amata VN is dedicated to having continuous improvement and development in order to enhance customer satisfaction, efficiency, effectiveness, and productivity, hence, improving the profits but reducing the operating costs as well as the possible negative impacts that will arise from its operation.

2. Accountability to all stakeholders

Amata VN operates business with intention to create the least negative or zero impact on the stakeholders, whether direct or indirect. It is also committed to managing all risks in compliance with international standards to generate sustainable benefits to all stakeholders.

3. Good corporate governance

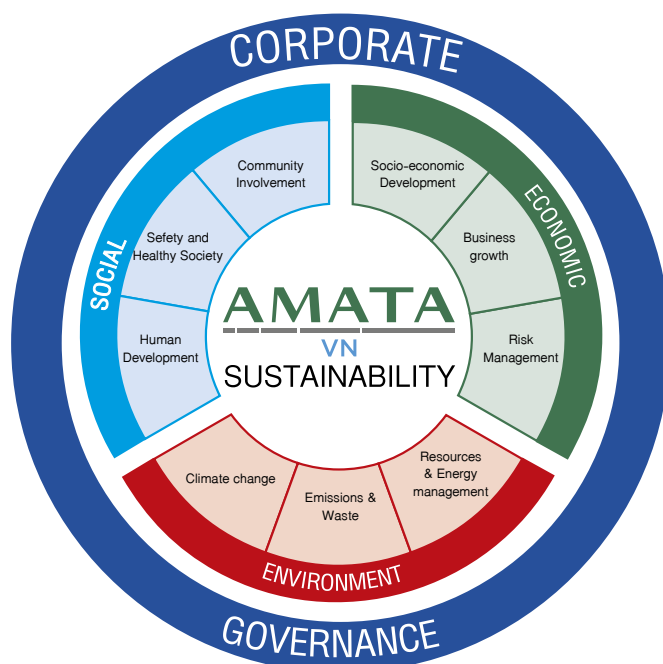
Amata VN conducts all businesses and investment with transparency, honesty, fairness, compliance with laws and business ethics, as well as, anti-corruption at every step of the business operation. It also encourages the principles of human rights and promotes fair and equal treatment of all employees.

4. Responsible towards society and the environment

Amata VN manages natural resources with maximum efficiency, encourage innovation and new business development which can reduce the impacts to society and environment. It also raises stakeholders' awareness on social and environmental responsibility.

Sustainable Development Framework

AMATA VN has developed a sustainable management framework to serve as a guideline for sustainable development of the Company and its subsidiaries to be on the same approach by adopting the principles of Triple Bottom Line that realizes that, in order to operate in long run, transparency and balancing between industry and quality of the society on the basis of social and environmental responsibility is crucial.



Challenges and Opportunities

1. Population Growth

Industrialization is essential for economic growth and long-run poverty reduction to the community by bringing increased income and technology spillovers. In addition, industrialization brings improved infrastructure to the community. AMATA is no different. Bien Hoa district, Dong Nai province, at the time that the Company first invested has only about 250,000 people. Today, through industrialization and requirement for labour in the province increased, the population has sprung by more than 300 percent. Industrialization brings employment, economic growth and reduces the poverty gap, however, there are also many cons such as change of occupation of existing locals, environmental disruption, or increased in density. Therefore, the Company must walk with cautious to maintain a good balance with the society and nature.

2. Continuous Growth in GDP and FDI in Vietnam

Since opening the country in 1980s, Vietnam has seen economic success due to foreign direct investment (FDI) especially in export-oriented manufacturing. Vietnam FDI now accounts for almost 70% of its total exports. The free trade agreements (FTAs) in recent years has helped boost trade and accelerate Vietnam's integration into the global economy. As of late 2016 the country was part of 10 regional and bilateral FTAs, and was working on membership of six more. In addition, its location, along with Vietnam's political and social stability, and labor benefits made it a good base for manufacturers. More land for manufacturing would be required and more chance for the Company to offer.

The high inflow of FDI has reflected a high growth in GDP, thus upgrading the living standards of the Vietnamese people and increasing local demands for better products and living. The urban project the Company is developing could be one of the local's choice of preferences.

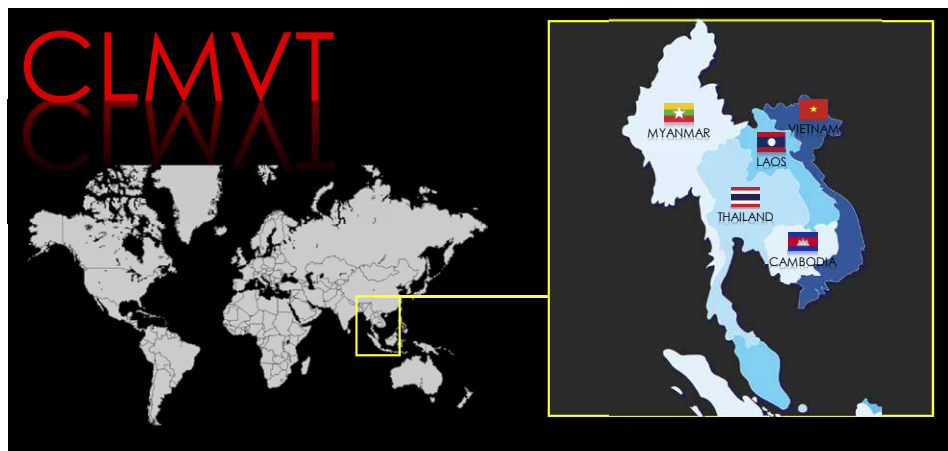
3. CLMVT Growth

The establishment of the ASEAN Economic Community (AEC) in year 2015 has brought ASEAN to become an important market where global investors keep on watch, especially countries in CLMVT (Cambodia, Laos, Myanmar, Vietnam, and Thailand) due to many factors such as high economic growth rate, low cost labor, abundant natural resources, various supports by government in each country in terms of free trade, business facilitation, and investment promotion benefits.

Moreover, CLMV countries lie on a strategic location, in the heart of the ASEAN region, which is the connecting point for major trade routes from all corners of the world. These countries have continually been developing and improving their infrastructures through support by powerful nations such as China, Japan, and the United States. Other attractive factors that pull investors looking to move the production base are lower operating cost, as well as, opportunity for expanding their businesses to a high potential market.

The rapid growth of CLMV countries create challenges for the Company's business from market competition and also create great opportunities for the Company as a potential additional manufacturing base.





Key Strategies for Sustainable Development

Amata VN aims to deliver long term sustainable values to its stakeholders while being co-existence between the business and surrounding community on the base of natural resources and environmental conservation. While operating as a responsible corporate citizen, the Company has developed key sustainability strategies to adopt to ever changing business environment. The sustainability strategies represent the management concept for business operation which constitute five aspects:

1. Opportunities seeker

The Company strives to seek investment opportunities in the development of new quality products and services to create financial strength and value by focusing on long term businesses where returns are acceptable and consistent to the Company, shareholders, and all its stakeholders. In doing so, the Company practices risk management and assessment of impacts, challenges and opportunities to its stakeholders in all its processes.

2. Socio-economy community

The Company create opportunities not only for itself but also for the local communities surrounding its business with intention to upgrade and promote better living for these localities. Amata VN extends its knowledge to local and national level on safety, environmental management, urban development, as well as opens possibilities for local citizens to have joint activities with the Company.

3. Continuous Human Development

Personnel development is one of the main resources of the Company that strengthen the organization to remain competitive in the market. The Company has continuously developed its personnel to be of international standard with new skills, good business ethics, and alignment with the Company's development and vision.

4. Trusted Partner of stakeholders

The Company treats all stakeholders fairly, with strong corporate governance, transparency, pay attention to potential impact of the work process and gain feedback from its internal and external stakeholders through various channels. The organization believes that the voice of the stakeholders will help the company improve, share experiences and information, and have strong working relationship with its stakeholders.

5. Yield long term value to stakeholders

Investors, business partners and creditors:

Expectation of our shareholders to gain repeated returns from their investment

Customers:

The Company provides its customer with quality and convenience of services and products to ensure they can focus on their own operation

Employees:

The Company are committed to upgrading and developing our people to be competitive in the international market as well as provide happy work place experiences.

Regulators:

The Company contributes to the development of the localities and the nation while abiding strictly to the laws and regulations, participating in forums, and supporting regulators in field the Company has expertise in.

Communities:

The Company's development will also help transform the communities the company is located. Transform by economies, work opportunities, and better living standards.

Contractors/suppliers:

The Company gives its contractors and supplier opportunities of bidding for the servicing the Company based on transparency and fair treatment.

Stakeholders

The Company attaches great importance to the participation of all stakeholders as a part of sustainable development process. Therefore, the Company provides various channels for stakeholders to convey their significant expectations, needs, concerns and opinions so the Company can provide appropriate respond to the issues which are required and expected by the stakeholders.

Identification of stakeholders in the value chain and impacts

The Company has identified its stakeholders based on the processes in its value chain. These stakeholders are impacted either positively or negatively from the operation of company's business. The Sustainable Development Working Committee review and assess the level of importance of the stakeholders and their impacts once a year. Identification of key stakeholders and sustainability issues are obtained through internal analysis of the Company's employees in close cooperation with the stakeholders of each group and through public survey via various channels such as group meetings, questionnaires, interviews. These input are brought into consideration in the materiality process.



Value Chain Responsibility					
	Business Development <small>Joint ventures New locations New business</small>	Land rights security	Design & construction	Marketing & Sales <small>Land sales Asset rental Asset rental</small>	Customer engagement <small>Post sales services Advisory</small>
Impact Boundary					
Corporate Governance					
Anti- Corruption					
Legal Compliance					
Risk management	X	X	X	X	X
Fair competition					
Human Rights & Labor Practices					
Stakeholder Engagement					
Environment					
Air pollution					
Climate changes	X	X			X
Energy usage					
Water management					
Human capital					
Employee management					
Employee Development	X	X	X	X	X
Employee care					
Social and Community development	X				X
Products and Services					
Quality and price	X			X	X
Accessibility of services					
KEY STAKEHOLDERS					
<ul style="list-style-type: none"> <li style="margin-right: 10px;">• Employees <li style="margin-right: 10px;">• Local Communities <li style="margin-right: 10px;">• Business partners <li style="margin-right: 10px;">• state agencies <li style="margin-right: 10px;">• customers <li style="margin-right: 10px;">• Suppliers/ Contractors <li style="margin-right: 10px;">• Creditors • investors 					

Key Sustainability Issues and Actions

Materiality Assessment

Amata VN Sustainable Development Working Committee consisting of managerial level from different department jointly identified factors that are material to the Company and its stakeholders. The materiality assessment is performed in accordance with the 4 principles of the GRI Guidelines.

1. Identify sustainability issues relevant to the Company’s business

Identification process were conducted through brainstorming with responsible departments and compilation of both primary and secondary data. The sustainability context considered were:

- Sustainable Development Goals (SDGs)
- Business risks and opportunities analysis
- Global trends
- Internal and external stakeholders’ expectations

2. Prioritize the sustainability issues

After having identified the significant issues, the materiality was prioritized based on two sustainability dimensions: (1) key interests of stakeholders which were obtained through stakeholders engagement activities done by responsible company’s department and communication channels and (2) environmental and social impacted by the operation of the Company.

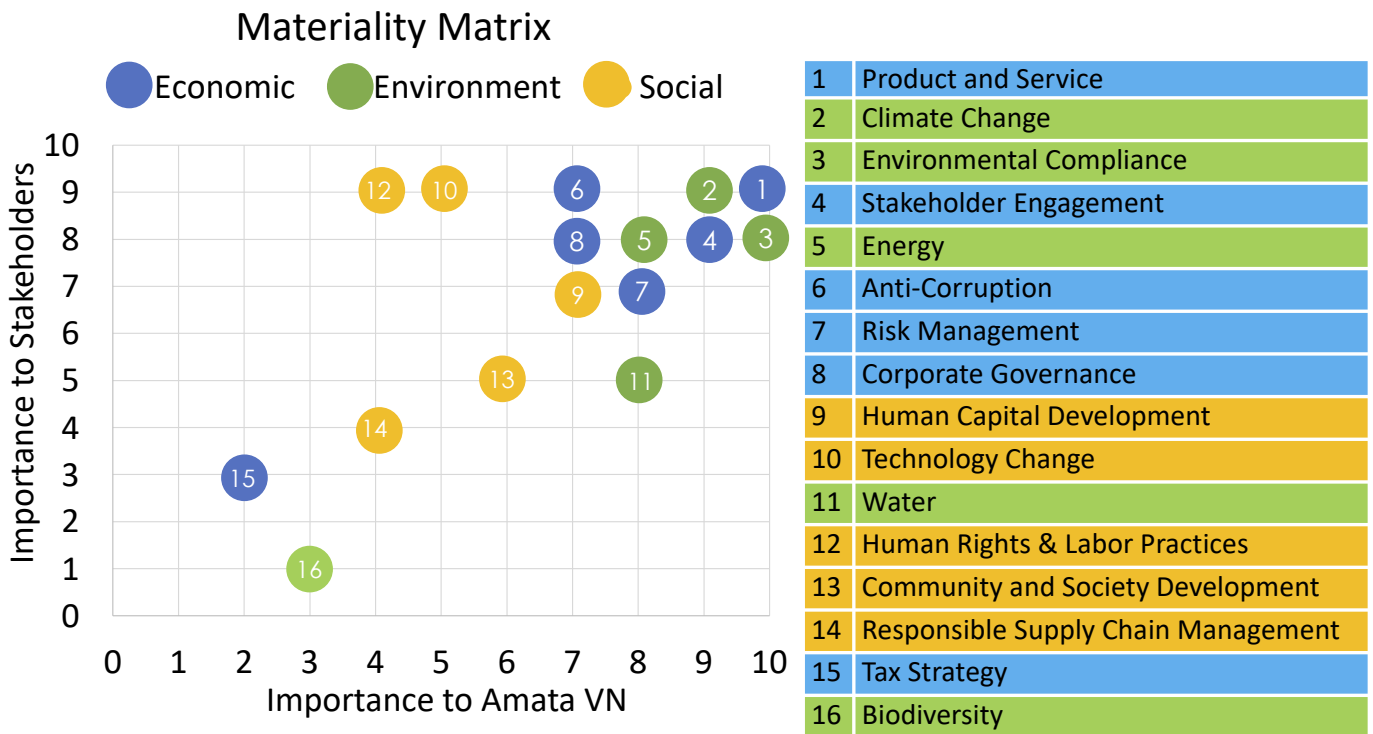
The issues were weighted by the stakeholders and the Company, ranking from one to ten according to criteria of risk evaluation and opportunity for the Company and the level of interest of the stakeholders. The issues are demonstrated in the Materiality Matrix where the horizontal axis (X axis) represents the level of importance or relevance to the Company in economic, social and environmental aspects, and the vertical axis (Y axis) represents the level of importance or relevance to the stakeholders. This report covers and focuses on high and medium materialities.

3. Validation Process

Through the engagement with stakeholders (government, customers, business partners, shareholders and investors), the executives reviewed the materiality issues and the results of the assessment and link them with the Company’s goals, framework and strategy. The completeness of the content of the report are being reviewed by the data owner and the sustainable development working committee for accuracy and completeness of disclosure.





4. Continuous Development

Interview with external stakeholders to receive feedback and recommendations are on going. Review of information released in the Sustainability Report are reflected by the comments and recommendations of relevant stakeholders to ensure appropriate content disclosure are desired communication topics.



Key Sustainability Issues and Actions

Key Sustainability Issues	Content inside the report	AMATA VN Sustainability Framework	SDGs	Page
ECONOMIC ISSUES				
Corporate Governance	<ul style="list-style-type: none"> Good Corporate Governance Anti-corruption 	<ul style="list-style-type: none"> Corporate Governance 		23
Risk Management	<ul style="list-style-type: none"> Risk Management 	<ul style="list-style-type: none"> Risk Management 		26
Business Growth	<ul style="list-style-type: none"> Business Performance Economic Distribution 	<ul style="list-style-type: none"> Business growth Socio-economic development 		30
Products and Services	<ul style="list-style-type: none"> Products and Services Development 	<ul style="list-style-type: none"> Business growth 		32
SOCIAL ISSUES				
Stakeholder Engagement	<ul style="list-style-type: none"> Stakeholder Participation 	<ul style="list-style-type: none"> Community involvement 		34
	<ul style="list-style-type: none"> Creating connection with stakeholders <ul style="list-style-type: none"> VIP Club Meeting HR Committee of AMATA City Bien Hoa 			36
Community and Social Development	<ul style="list-style-type: none"> Safety and Occupational Health <ul style="list-style-type: none"> Safety Society Resolving the traffic problems in industrial estates 	<ul style="list-style-type: none"> Safety and healthy society 		38
	<ul style="list-style-type: none"> Social Services <ul style="list-style-type: none"> Human Resource Link Amata Sports for Friendship Let's Zumba Blood donation to saving human lives Sharing to society 	<ul style="list-style-type: none"> Community Involvement 		40
Human Capital Development	<ul style="list-style-type: none"> Employee Management 	<ul style="list-style-type: none"> Human capital development 		43
	<ul style="list-style-type: none"> Employee Care 			46
	<ul style="list-style-type: none"> Employee Development 			49

Key Sustainability Issues	Content inside the report	AMATA VN Sustainability Framework	SDGs	Page
ENVIRONMENTAL ISSUES				
Climate Change	<ul style="list-style-type: none"> Climate Change <ul style="list-style-type: none"> Reforestation at Industrial Estates 	<ul style="list-style-type: none"> Climate Change 		51
Energy	<ul style="list-style-type: none"> Energy Management <ul style="list-style-type: none"> Energy conservation in industrial estates Energy Conservation in the Central Waste Water Treatment E-Invoice System Development for Accounting and Finance 	<ul style="list-style-type: none"> Resources and energy management 	 	53
Water	<ul style="list-style-type: none"> Water Management <ul style="list-style-type: none"> Improvement of water management in industrial estate Flood Protection 	<ul style="list-style-type: none"> Resources and energy management 		55
Environmental Compliance	<ul style="list-style-type: none"> Environmental Compliance <ul style="list-style-type: none"> Infrastructure Development of Eco-Design Industrial Estate Promotion of environmental management knowledge for entrepreneurs 	<ul style="list-style-type: none"> Emission and waste Safety and healthy society 		57



ECONOMIC PERFORMANCE

Revenue **1,171** million Baht

ZERO Significant CG Complaint

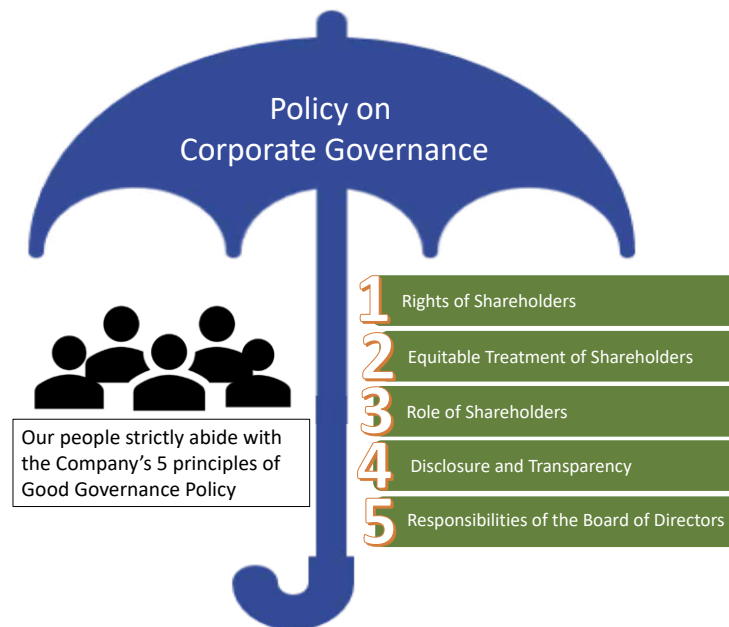
Received **Very Good CG** Scoring
and **Top Quartile** by Thai IOD

GOOD CORPORATE GOVERNANCE

The Company is aware that to gain trust from the stakeholders is critical for a long term sustainable business. Therefore, good corporate governance has always been the foundation of the Company based on transparency, credibility, and accountability of governance structure. Amata VN's board consists of 8 directors with diverse qualification and experiences to help drive the business in accordance to its objectives. The Board of Directors makes decision with caution to the best interest of the Company, shareholders, and stakeholders.

Business Practices

The Board has appointed the Corporate Governance Committee which is led by 3 directors to manage and oversee the overall governance of the company. The committee has established a policy of good corporate governance and business code of conducts to be enforced on executives, employees at all levels and even the Board of Directors to acknowledge and adhere to it. Revision to these policies are being done every year to ensure its effectiveness and alignments with new international standards.

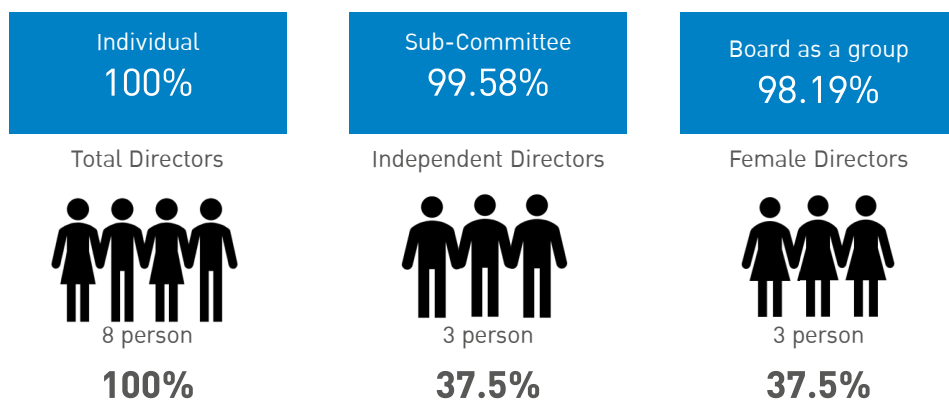


More detail on the Company's organizational structure, Corporate Governance and Code of Ethics Policy can be found in the Company's intranet and Company's website at www.amatavn.com

Driving for good corporate governance, there is an annual performance assessment of the Board members which comprises of group, subcommittee and individual evaluation. In 2017, the overall performance was satisfactory as indicated below:



Board assessment CG



In addition, Amata VN Public Company Limited was rated as one of the companies with “Very Good CG” score in the Corporate Governance Report of Thai Listed Companies (CGR) 2017, an improvement from year 2016 as “Good CG”. The Company was also ranked in the top quartile of the listed companies with good corporate governance in the market capitalization segment of 3,000 – 9,999 million Baht, according to the survey conducted by Thai Institute of Directors Association (IOD) in collaboration with The Securities and Exchange Commission and The Stock Exchange of Thailand. This score reflects the company’s commitment to follow good corporate governance practice.



“Very Good CG”

the Corporate Governance Report of
Thai Listed Companies (CGR) 2017

Anti-corruption

The Board of Directors places strong emphasis on anti-corruption and has set policy stating *“All directors, executives and employees of the Company are prohibited from acting or receiving corruption to/from any agencies, either public or private sectors, where the company’s business is involved, in whichever country, to promote corporate culture of values, honesty and responsibility.”*

The policy against corruption set by the Board of Directors covers in the operations of the Company include:

- 1) The Company provides a risk assessment for corporate corruption and develop appropriate risk management measures that are consistent with the internal audit.
- 2) The Company prepares clear procedures for accurate implementation that can prevent any corruption occurrence in the business operations.
- 3) The Company provides orientation and training to employees to educate and create understanding on the policies, measures and procedures against corruption.

- 4) The Company provides internal audit to ensure efficiency and effectiveness of anti-corruption policy which involves the process of recording financial information, accounting, human resources management, and other business operation relating to the Company's performance.
- 5) The Company provides appropriate procedures in reporting on monitoring, following, and reviewing of anti-corruption policy compliance to ensure the policy is adequate and fit with the situation.
- 6) The Company provides secure communication channels and protections measures for employees and stakeholders to inquire for opinions, provide traces, comments or complaints on corruption acts.
- 7) The Company communicates the anti-corruption policy in both inside and outside to the Company, including its overseas subsidiaries, affiliated companies, other companies that the Company has control so as for them to implement the anti-corruption policy.
- 8) The Company encourages the exchange of knowledge, experiences and good practices among other companies and related parties in the same industry to participate in the anti-corruption activities organized by the Company, chambers of commerce, associations or other regulatory agencies.

In 2017, the Company received no complaints related to Corporate Governance from any stakeholders. Despite no incident of fraud, corruption, or any actions that may cause of damage, the Company still review its preventive measures and monitor regularly to prevent its occurrence of corruption in the organization.



RISK MANAGEMENT

The current rapid changing world creates uncertainties that may affect the current operation of the Company or in the long term. The Company strives to reduce the likelihood of these uncertainties or mitigating their associated consequences in order to achieve its business goals and gain business opportunities toward the creation of sustainable value for the Company together with stakeholders.

Risk Management Structure

Company has appointed a Risk Management Committee comprising of CEO, top management of the Company and its subsidiaries to jointly identify the risk factors encountered in their business and propose a resolution to solve or mitigate its effect to the business or Company as a whole.

Risk Management Process

The Company conducts enterprise risk management using the guidelines of the Committee of Sponsoring Organization (COSO).



In 2017, the Company organized three meetings for the Risk Management Committee, Risk Management Working Team and all related persons. The following activities were implemented:

- Set corporate strategy and operational goals for risk analysis.
- Identify business risks throughout the business chain and identify the owners of that particular risk whose work in normal operations are related to such risks. So, it will be a corporate culture in the end.
- Analyze and assess the risks in order to prioritize the likelihood of occurrence and the impact to be incurred
- Analyze and define indicators to address each risk. The management and the operational department who are responsible for the risk will analyze and define the Key Risk Indicator (KRI) and risk management plan together.
- In order to have an efficient and flexible risk management process, the Company has considered using links to key elements in risk management, or Bow Tie Diagram as the main document to carry out progress monitoring. This diagram is used in meetings, reports, consultations, discussions with the Risk Management Committee and other stakeholders.
- The person in charge of the risk performs the prevention or mitigation of such risk.
- Risk Management Working Team will follow up for risk response results and risk causing situations and will report the findings to the Risk Management Committee, Chairman of the Audit Committee, and to the Board of Directors Meeting.
- The Company communicates to all employees the corporate risk management guidelines and organizes formal and informal training courses on risk management to relevant personnel.
- The Company discloses risk and risk management in its annual report and this Sustainability Report

Risk Categories

Risk Categories	Examples of Risk
Operational Risk	Risk of land acquisition and development Risk of change in customer behaviors or demands
Emerging Risk	Risk of climate change
Strategic Risk	Risk of human resources management in response to the future growth Risk of investment in new business
Financial Risk	Risk of insufficient funds for investment plan
Compliance Risk	Risk of change in laws or policies



Operational Risk

1. Risk of land acquisition and development

Location is the most important factors in choosing the land for development. As the land in Vietnam becomes more developed and more interesting for investors, the higher the price of obtaining it in terms of purchasing, stricter legal requirements, and more community involvement leading to lower profit margin.

2. Risk of change in customer behaviors or demands

Due to rapid development of technologies, some customers have adopted new technologies in their operation by bringing in more machineries and robots in the production process to increase efficiency and save costs. Therefore, smaller land size would be in demand by the customer. Moreover, some target customers might move to invest in neighboring countries as the investment promotion policies of those countries are more attractive. This can cause a drop in our land sales income.

Emerging Risk

Emerging risks are greatly involved with sustainability of the Company and are able to cause serious impacts to the value chain of the Company. According to the risk assessment of the Company, the significant emerging risks were found as the resulted of climate change.

Risk of Climate Change

Water : Water is one of the main requirementd as an industrial estate business. The Company's duty is to supply clean and up to standard water quality to the plants in the industrial estates. However, as there is high variation in the climate these days which has caused drought, water shortage in some areas; while others, with heavy rain and flood, the Company has placed emphasis on management of all types of water, waste water and flood protection through continuous water management projects to fit each purposes for a sustainable water management, for instance, the utilization of recycled water, and the flood prevention preparation.

Strategic Risk

1. Risks of human resource management to support the future growth

The Company is expanding at a rapid speed and vast size, developing and recruiting qualified personnel in time for the growth of the Company is a challenge.

2. Risk of investment in new businesses

In investing in a new location, the Company has done extensive feasibility studies to assure that the project will generate benefits as the Company is looking for. However, the world is ever changing which might lead to the well-thought business plan be shifted.

Financial Risk

Risk of insufficient funds for investment plans

Though the company has a strong financial position, the Company still needs to concern and manage appropriately the funds to support the various upcoming future investment projects. The insufficient funds may arise from lower-than-expected revenue stream and unforeseeable needs of fund, resulting in incapability of funding and inappropriate use of loan.

Compliance Risk

Risk of change in laws or policies in the targeted countries

As Vietnam becomes more internationalized, there are always a risk of facing additional regulations that were not applied before. The Company's investment is usually long term, therefore, new laws and requirements incurred during the Company's operational years. The Company has set a designated departments and professionals to closely follow up and update on the law and regulations. Change in bilateral agreements and laws, including future impact are key concerns. Not only monitoring the situation, the Company also shared knowledge to customers on laws and regulations so that all could strictly abide to the laws.



Business Growth

Business Performance

AMATA VN Public Company Limited and its subsidiaries aim to develop products and services to meet the demand of customers. The Company does not focus solely on maximizing economic profits but also consider social and environmental factors which impact all stakeholders of the Company including people in the communities, employees, shareholders, investors, government agencies, business partners, etc. by doing business under the principles of Sustainable Development.

For the year ended 2017, The Company had total revenue of THB 1,170.9 million increasing by THB 264.5 million or 29.2% from the year 2016. The main reason for the increase in total revenue was “Revenue from real estate sale” which increased THB 286.7 million or 80.6% to THB 642.3 million. Main reason for the increased was increase in land area sold from 12.5 hectares to 21.9 hectares. Moreover, “Rental Revenue” also increased THB 5.6 million (2.4%) from increased of leased area for RBFs. “Revenue from utility service” for the year 2017 decreased by 21.3 million THB or 8.9%, mainly due one major client stopped their operation due to relocation during the year.

Gross profit for the year 2017 was THB 688.0 million representing gross profit margin of 62.7%. Gross margin is higher every segment, especially gross margin in the real estate sales segment. For rental and utility services segment, there were better costs controlled, therefore, resulted in high gross margin.

For the year ended 2017, the company had total expense of THB 339.6 million, the increase was mainly from loss on exchange because of appreciation in Thai Baht causing subsidiary having loan in Thai currency to encounter with loss in foreign exchange rate. However, almost all lost on exchange rate are unrealized loss.

Net profit in consolidate financial statement for the year 2017 was THB 422.4 million, increased from 2016 which had net profit of THB 61.6 million an increase of THB 360.8 million or 586.6%.

The Company is in the stage of expansion projects in Vietnam with the end target of generating stable and sustainable revenues in the long term. The growth in real estate sales will result in more customers in our projects, leading to more business and manufacturing activities which will generate economic value added for the stakeholders and for the Company to generate more recurring and sustainable revenue. The Company also have the vibrant goal of operating our business under the principles of Sustainable Development focusing on employee development and environmental friendly industrial estates and urban cities. The Company is very confident that by doing so will lead to sustainable business growth in the long term.

Economic Distribution

	2016	2017
Distribution of value to shareholders		
Dividend per share (Baht)	0.15	0.50
Dividend to shareholders (Baht)	416,130,000.00	533,500,000.00
Personnel investment		
Remuneration for employees* (Baht)	43,821,840.61	79,638,171.58
Remuneration for management (Baht)	11,983,082.02	14,730,370.04
Remuneration for directors (Baht)	7,220,771.85	5,225,348.89
Community and social investment		
Donation (Baht)	1,642,293.73	810,860.43
Social activities (Baht)	444,711.67	260,626.45
Sharing to business partners		
Domestic procurement (Baht)	226,459,482.80	532,530,490.14
Other economic values		
Finance cost (Baht)	51,735,868.30	81,599,051.36
Taxes payable to government (Baht)	38,979,430.99	95,043,845.37

*Note: Salary, bonus, wages, welfare, Provident Fund, Social Security Fund and personnel development expenses

Source: Consolidated Financial Statement 2017 and Annual Report 2017

Accounting policy related to corporate income tax

Income tax

Income tax represents the sum of corporate income tax currently payable and deferred tax.

Current tax

Current tax is provided in the accounts at the amount expected to be paid to the taxation authorities, based on taxable profits determined in accordance with tax legislation.

Deferred tax

Deferred income tax is provided on temporary differences between the tax bases of assets and liabilities and their carrying amounts at the end of each reporting period, using the tax rates enacted at the end of the reporting period.

The Company and its subsidiaries recognise deferred tax liabilities for all taxable temporary differences while they recognise deferred tax assets for all deductible temporary differences and tax losses carried forward to the extent that it is probable that future taxable profit will be available against which such deductible temporary differences and tax losses carried forward can be utilised.

At each reporting date, the Company and its subsidiaries review and reduce the carrying amount of deferred tax assets to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised.

The Company and its subsidiaries record deferred tax directly to shareholders' equity if the tax relates to items that are recorded directly to shareholders' equity.



Products and Services Development

The Company focused on expanding its boundary within Vietnam to provide continual income as almost 100% of the space in the existing industrial estate has already been accommodated by clients.

The Long Thanh project has a combination of industrial and urban activities in which 33% of total space to be developed as a Hi-Tech industrial park, while the remaining 67% to be developed as an urban community. The project covering 1,270 ha land is established under 2 subsidiaries. The first, under development stage, is Amata City Long Thanh with total area of 517 hectares with high tech industrial park covering 410 hectares and 107 hectares as urban projects to support the industrial business. The high tech industrial park project aims to attract automated and environmental friendly industries.

Amata Township Long Thanh looks over the township project with area covering 753 hectares. This project will begin once the high tech industrial park is into operation so as to support and to provide a better living choice people working in the our industrial park as well as surrounding areas.

In the pipeline, AMATA also continues to expand investment into Vietnam's northern city of Halong in Quang Ninh province. The total project area the Company has received principle approval from the government is 5,789 hectares. However, Amata VN is currently in the process of obtaining the investment permission from the Vietnamese government to develop the first phase that covers 714 hectares.

SOCIAL PERFORMANCE



2,141 people participating in
CSR activities with AMATA City Bien Hoa

11 CSR projects in AMATA City Bien Hoa

73% of employees got training
in accordance with Human Resources
Development Plan a

Stakeholder Engagement

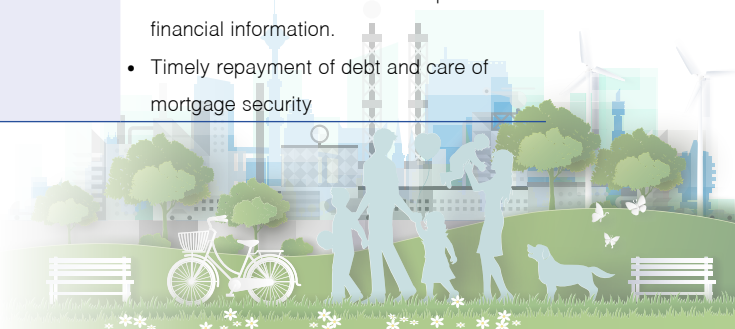
Stakeholders Participation

The Company recognizes that engagement with all stakeholders is very important for sustainable business growth. Therefore, the Company has set up the stakeholder management approaches to meet the needs and expectations of all stakeholders, and to build confidence and trust. The Company also provides opportunities for all stakeholders to share their views and recommendations for sustainable development with the Company. The Company's stakeholders consist of eight major groups: employees, customers, communities, suppliers, shareholders, business partners, creditors and government agencies.

In preparing the 2017 Sustainability Report, the Company has provided opportunities for all stakeholders to express their opinions through appropriate channels. Frequency of communication with stakeholders varies depending on work plan and key contents in order to evaluate sustainable development materiality. The Company received feedback, suggestions, and expectations of all stakeholders and take all the information from stakeholders' participation for planning and responding to those expectations in order to improve its operation to meet with those stakeholders' needs. The Company has established stakeholder engagement channels as shown in the table below.

Stakeholder	Participation Channels	Needs/Expectations	The Company's Response
Employees	<ul style="list-style-type: none"> Annual meetings for executives to meet the employees and monthly staff meetings Online communication, intranet and email Open channels to receive complaint and suggestions from staff Employees are encouraged to participate in various committees Employee Engagement Survey 	<ul style="list-style-type: none"> Good and reasonable welfare and compensation Stability in career path Development of knowledge and capability Good working environment Participation and ability to voice opinions and ideas 	<ul style="list-style-type: none"> Good benefits and welfare. Give employees the opportunity to change jobs within the company Fair performance evaluation Provide training courses that meet the needs and catch up with the changing world Listen to suggestions and improve.
Customers	<ul style="list-style-type: none"> Direct engagement with customers Online / Email communications Provide trainings/seminars Annual Customer Satisfaction Survey Call Center to receive customers' complaints 	<ul style="list-style-type: none"> Quality products and services at reasonable prices Deliver products and services on time Quality after-sales services 	<ul style="list-style-type: none"> Provide good and reliable services and responsibility Deliver quality products and services on time Be responsible for products and services Supporting customer's operations, such as training courses to increase the potential of business operations to customers in accordance with the law

Stakeholder	Participation Channels	Needs/Expectations	The Company's Response
Communities	<ul style="list-style-type: none"> • Conduct public hearing and meeting • Provide channels to receive suggestion and complaint • Community activities • Online / Email Communication 	<ul style="list-style-type: none"> • Manage complaints effectively • Environmental and safety management in accordance with the law • Promotion of community activities 	<ul style="list-style-type: none"> • Learn, understand, respond to the right issues • Collaboration and response to the needs systematically • Build local collaborative networks • Promote job creation and income generation in the community • Promote the development for a better life quality for the communities
Suppliers	<ul style="list-style-type: none"> • Meeting with business partners • Business Partner Verification • Online / Email communication • Provide channels for suggestion and complaint 	<ul style="list-style-type: none"> • Fair treatment in dealing a business • Business transparency • Payments paid on time and in accordance to agreed terms • Occupational health and safety in workplace 	<ul style="list-style-type: none"> • Create sustainability in the supply chain • Transparent and fair contracts • Transparent and fair competition, keep confidential information of suppliers • Payments paid on time and in accordance to agreed terms
Shareholders	<ul style="list-style-type: none"> • Annual Shareholder Meeting • Directors' meetings in subsidiaries and Associated companies • Investor Roadshow • Quarterly Investor Meetings • Online / Email Communication • Provide channels for suggestions and complaint • Publication of the annual report and other related reports 	<ul style="list-style-type: none"> • Having stable and growth performance which creating a profit. • Good Corporate Governance • Risk Management 	<ul style="list-style-type: none"> • Business Transparency and Corporate Governance • Good Corporate Governance • Good business ethics • Sustainable management • Risk management • Disclosure of information with transparency, continuity and completeness
Business Partners	<ul style="list-style-type: none"> • Directors' meetings in subsidiaries and associated companies • Meetings with joint ventures • Online / Email Communication 	<ul style="list-style-type: none"> • Fair and transparent business operation. • Growth in business development collaboration • Payments paid on time and in accordance to agreed terms • Knowledge and Technology Transfer 	<ul style="list-style-type: none"> • Have joint venture agreement that is transparent and fair • Fair, transparent and efficient • Keeping confidential information of business partners • Pay on time and in accordance to agreed terms • Have business ethics
Creditors	<ul style="list-style-type: none"> • Letter • Meetings with creditors • Online / Email Communication 	<ul style="list-style-type: none"> • Correct financial information. • Strict compliance. • Timely repayment of debt • Risk Management 	<ul style="list-style-type: none"> • Strictly follow contract's terms and conditions, • Corporate Governance Transparency • Disclosure of accurate and complete financial information. • Timely repayment of debt and care of mortgage security



Stakeholder	Participation Channels	Needs/Expectations	The Company's Response
Government Agencies	<ul style="list-style-type: none"> Meet at various occasions. Participate in and support projects run by the government. Publication of the annual report and other related reports Online / Email Communication 	<ul style="list-style-type: none"> Compliance with laws and regulations Creating value for the economy and society Management of social and environmental impacts from the operation of the company Fair and equitable competition. Collaboration in various activities. Manage complaints effectively 	<ul style="list-style-type: none"> Compliance with relevant laws and regulations Carry out business in a transparent and fair manner Sustainable management. Disclosure of information transparently Support and cooperation in activities

Creating connection with stakeholders

The Company pays attention to the impact of its business operations on the economy, society and environment. Through the implementation of a policy of engagement with stakeholders, the Company focused on providing effective ways and means of communicating and exchanging information with stakeholders. Recommendations and attitudes of each group of stakeholders are discussed. Results of all stakeholder engagement such as employees, customers, communities, and business partners gained from the satisfaction survey were used as a guideline for prioritizing the company's sustainable development. The Company has undertaken activities to engage with stakeholders in the year 2017 as follows:

VIP Club Meeting

The Company started the VIP Club Meeting since 2016 and continued this activity through 2017. The Company organized VIP Club where top executives of each company in AMATA City Bien Hoa Industrial Estate meet and discuss with the Chief Executive Officer and the management of the Company. The purpose was to establish better relationship between the Company's management and management of the factories in AMATA City Bien Hoa to create a two-way communication channel between AMATA City Bien Hoa and its customers. This event focuses on listening and exchanging ideas and suggestions from the customers. It is also a way to introduce new products and services to our customers directly.

In 2017, the Company organized two VIP Club Meeting activities. There were 60 executives from AMATA City Bien Hoa Industrial Estate.



HR Committee of AMATA City Bien Hoa

The Company has established HR Committee where human resources department within the AMATA City Bien Hoa comes to exchange academic knowledge, experiences and share value in the field of human resources within the workplace, as well as, a means to promptly updated any riot situation.

In 2017, the Company has come together 4 times with about 30 participants each time totaling of 120 people for sharing on Change Management Programme, HR for non HR, and Risk Management, and Strategic Management.



COMMUNITY AND SOCIAL DEVELOPMENT

The growth of industrial estates has resulted in positive and negative impacts on local communities and society. The company is committed to reducing the negative impact and creating opportunities for communities and other stakeholders in society. The Company emphasizes on creating good health and well-being at all ages to people in its community, which is relevant to the Goal no. 3 of United Nations (Ensure healthy lives and promote well-being for all ages). Amata VN also emphasizes on the development of a Safe City which is relevant to the Goal no. 11 of United Nations (Make cities and human settlements inclusive, safe, resilient and sustainable).

Safety and Occupational Health

The Company is committed to creating a safe society for its employees, customers and the community, therefore, the company has implemented various programs to reduce the risks of death, injuries or illness. In addition, there are planned procedures for all types of accidents and emergencies in case of occurrence.

Safety Society

AMATA City Bien Hoa Industrial estate consists of more than 150 manufacturing factories and over 45,000 people. There are high risk of possible fire occurring. With the intention to create a Safety Society for people within the estates and surrounding community, the Company provided staffs, residents, and clientele with fire drills to ensure individuals have the knowledge to safely escape a fire without injuring themselves or others.

In 2017, the Company organized fire drills for people in the estate total of 5 times where 4 times were taught by our staffs and 1 time by joint cooperation with local fire police.



Resolving traffic problems for social benefits.

The Company places importance facilitating for its customers and stakeholders in commuting within and around the estate as there are more than 150 factories within the industrial estate.

In 2017, the Company has coordinated with relevant governmental agencies to help reprogrammed the traffic lighting management system at the intersection located in front of the estate to reduce the traffic congestion. In addition, the Company had improved road No.1, No.2 and No.13 of the estate so that traffic can be released from these roads as well. Seventeen speed bumpers were removed to increase safety for motorists and motorcyclist. The improvement of these road has reduced the traveling time by 27 minutes during rush hours.



Social Services

Apart from the various businesses that the company has developed to meet the needs and expectations of its stakeholders, the company has created social activities to promote the improvement of the quality of life for the people and to tighten good relationships among stakeholders. This will bring about a good community and benefits to the society as a whole.

Human Resource Link

On June 16, 2017, Amata organizes “Human Resource Link” program gathering the participation of representatives from Dong Nai Department of Labour-Invalid and Social affairs, Diza, 20 companies operating in Amata IP, 3 labour supply companies having offices in HCMC and Dong Nai, 17 educational units including universities, colleges, and vocational schools and more than 300 fresh graduates and soon to be graduated students from those mentioned schools.

Such event comprises two sections running parallel. One section connects between the companies recruiting talents and the young and dynamic workforce seeking for career opportunities while the other networks the business, schools and labour supply companies for actively sharing the demand and supply of human resources and also contributing some valuable measures for an effective development of human resources in line with the growth of economy and the need of society.



Amata Sports for Friendship

On May 13, 2017 Amata solemnly held an opening ceremony of the Futsal tournament - "AMATA CUP 2017" with an aim to create a healthy play ground for employees, to unite the people and to strengthen the relationship among companies in Amata Business Community.

Thus, this is the first time Amata holds such an event, it receives enthusiastic participations of 24 football teams representing for 24 companies operating in Amata IP. The tournament includes 52 matches which is organized on weekends started on May 13, 2017 until Jun 4, 2017.



Let's Zumba

The company has allocated space at Amata Square to be a sports area during non-working hours. The staff at the industrial estate and the surrounding community can use it for exercising and relaxing. The company also organizes exercising activities free of charge.

By the year 2017, the company organized Zumba dance. The aim is to promote fitness for members in AMATA City Bien Hoa and surrounding communities to be healthy by exercising and utilizing their free time wisely. This is also a way the Company engages with its community. There were about 400 participants per year joining this event which were held between January and July 2017.



Blood donation to saving human lives

There are over 45,000 employees in AMATA City Bien Hoa Industrial Estate, the Company feels that with its dense population, it can be one of center to support blood supply for the country.

The company joined with the Red Cross provincial hospital, Cho Ray Blood Donation Center to organize the blood donation event. The Company has coordinated and invited its employees including the employees from customers in the estate to donate blood to the patients whom are in need of blood for medical treatment.

This year, year 2017, 40 companies participated in the event, with 400 blood donors, totally amounted for 365 blood units or 127,750 cc. Compared to the year 2016, 50.82% increased in the amount of blood donated.



Sharing to society

The Company has set a center for collecting donations and gathering volunteers from various factories in the estate who shared the same intention to jointly participant in taking care of the surrounding communities that they are in through joint social activities. This created synergies and helped drive more successful actions. The activities that took place in the year 2017 are:

- Donate for one patient (chosen by the provincial hospital) to have pediatric cardiac surgery value of VND 70 million.
- Organizing mobile medical units in co-operation with Long Binh's Red Cross, HCM Hospital of Post and Telecoms to carry out eye examination, screening for eye condition, free medicine giving to 160 elderly people residing in Long Binh Ward. There were 25 patients who met with the condition for ophthalmic treatment on November 16 at HCM Hospital of Post and Telecoms.

In addition to the eye examination and surgery, the program also gives advices on eye care and protection to help elderly people maintain healthy eyesight and happier life. This program is funded by AMATA City Bien Hoa Joint Stock Company with total cost of VND 35 million.



HUMAN CAPITAL DEVELOPMENT

The Company recognizes that human resources are not only a key element for successful business operations but also a key drive of the Company's business towards sustainable development. Hence, the Company emphasizes on the importance of good human resource management by creating a good working environment for the employee's safety and well-being, as well as, creating balance between work and personal life. It also promotes the employees' creativity, enhancing their capability according to their career path to support future opportunities and challenges for their benefits and the Company's in the long run.

Employee Management

Recruitment and Selection

AMATA places top priority on the recruitment and selection processes. The recruitment and selection policy of the Company opens opportunities for both internal and external potential candidates. The recruitment and selection have been planned according to the growth of the business.

Internal recruitment and selection gives opportunity for employees within the Company to grow and advance in their career. The Company internal vacancy announcement allows any interested employee to apply through the selection process. The employees can rotate their job according to their interest, work-location, which results in a happier and more productive workforce.

External recruitment and selection are in line with the Company's business plan. Recruitment have been executed with the Company's manpower plan and business expansion plan. Having identified the required positions according to plan, the Company announced qualifications and competencies needed through its career page. Not only the employees are required to possess working skills set but they are also required to communicate in English or other languages, as to work on the international stage.

The Company is committed to recruiting qualified professionals to join the organization, potential candidates can apply through many channels, such as the Company's website and other renown recruitment job posting websites, etc. The Company has also been using the recruitment service agencies in finding the right candidates that meet the needs of the Company. The recruitment process is opened to whoever qualified and will be dealt with equality principle.



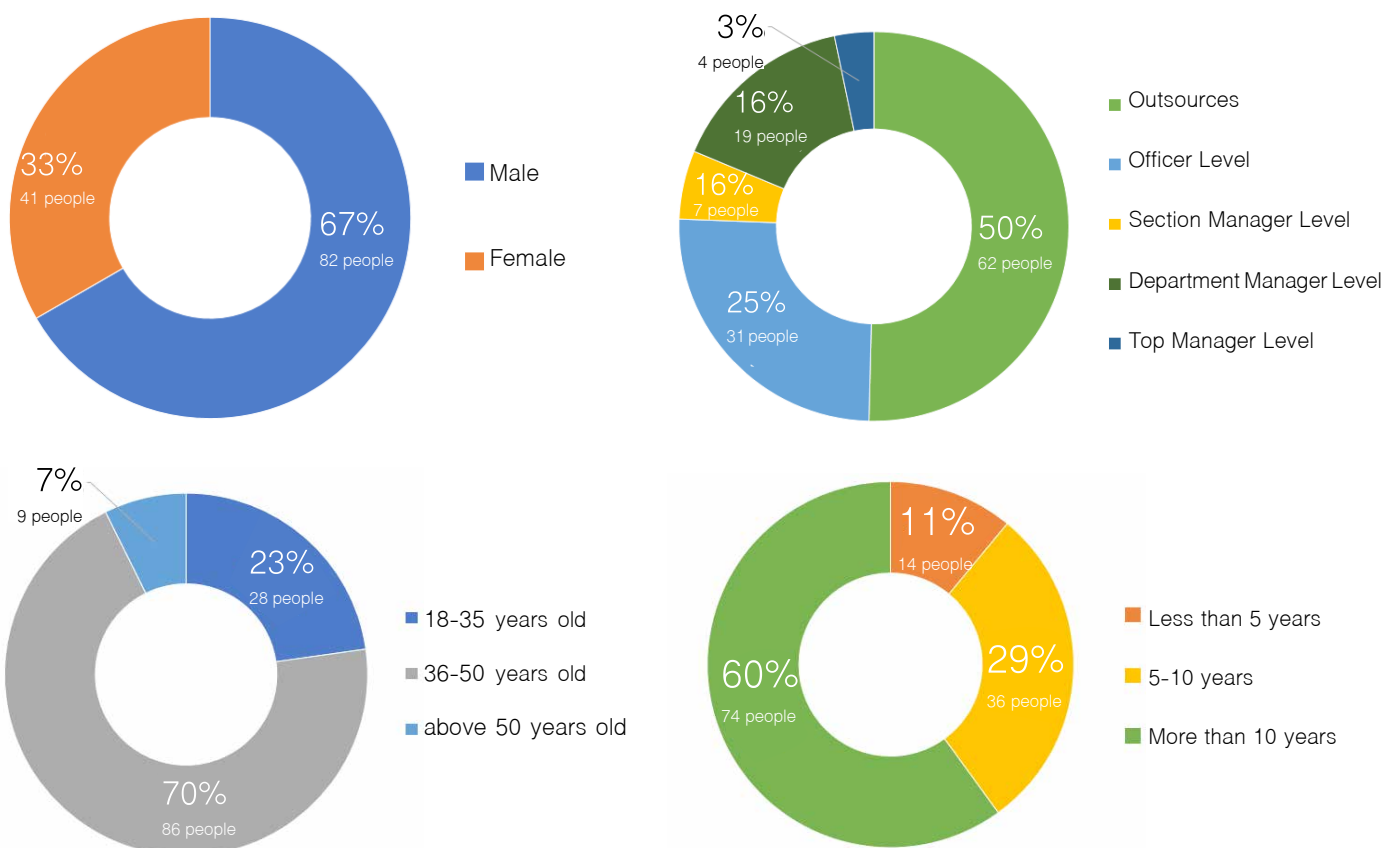
Employment and Human Rights

The Company adheres to the principles of gender equality and respects for the human rights. Employment is determined by the candidate's ability without discrimination of genders, sexual orientation, religions, nor domicile.

The Company sets clear policies and guidelines for human resource management, performance management and fair compensation by considering the efficiency and effectiveness of works.

The Company values the employee's welfare in accordance with the law. There is a clear communication on welfare and benefits, the employee will receive welfare and benefits information on the first day of joining the Company.

In 2017, the Company had a total of 123 employees, consisting of 82 male employees (67%) and 41 female employees (33%) The ratio of employees older than 35 years of age is about 77% (accounts for 95 persons) and 23% are aged between 18 to 35 (28 employees). Majority of the employees obtained a bachelor's degree, those with master's degree or higher came second, and the under-bachelor's degree were minimum. The Company employed about 67% of all employees from local district, in Dong Nai.



Code of Conduct

Having realized the significance of corporate ethics standards within the organization, the Company has issued the Code of Ethics in both Thai and English versions, to ensure that all employees understand and adhere to the same ethics standard., as well as, ensuring ethical principle business operations in the industrial estates for the benefit of its shareholders and the economy. Thus, in order to achieve the above mentioned corporate characteristics in a stable and ongoing manner, various 'best practices' have been established for the management and staff, the ethical business practices are as follows:

1. Practice for Oneself
2. Practice for Customer, Stakeholder and Society
3. Practice among staff
4. Practice for the organization

The Company has strictly monitored the code of conduct. Any employee who violates the rules and regulations of the Company shall be subject to disciplinary action according to labor law. In 2017, there were no employees received written warnings as a result of not complied with the Company's regulations.

Performance Management System and Remuneration

The Company has developed an effective and fair annual performance appraisal. The Company utilized Balanced Scorecard principle (BSC) to measure Key Performance Indicators (KPIs) as a management tool to drive Performance Management System for the Company as well as the employee. Moreover, the Company has also evaluated employees at all levels from the operation level, First Line Manager, Middle and Senior managers based on 13 expected behavior, AMATA DNA. This AMATA DNA is assessed at different proportion depending on employee's levels: 25% for senior management, 50% for middle and first line manager and 90% for operation level.

The Company evaluates the employee's performance every six months which provides supervisors to discuss with their subordinates on their performance for future improvement. Remuneration has also been based on the performance results, Pay for Performance.

Evaluation and Remuneration for Chief Executive Officer

The Nomination & Remuneration Committee reviews and evaluates the remuneration of the Chief Executive Officer (CEO). KPIs are based on a shared opinion between the Board of Directors and the CEO, which covers all part of the operations, aims to achieve business goals, as well as goals in social and environmental aspects. As for the remuneration policy, the salary and compensation rates of the executives from other companies in the same industry were surveyed. The endorsed by the Nomination and Remuneration Committee will be submitted to the Board of Directors for approval.

Evaluation and remuneration for senior executives

The Company has set an annual salary adjustment policy for the executives by using individual performance appraisals which comprises of individual KPIs and AMATA DNA behaviors. The Corporate KPIs covered business achievement, society and environment as a common goal of sustainable development. The assigned KPIs from the CEO were then given to each head of division to accomplish within their responsible areas.



Employee Care

Remuneration and welfare

Welfare and benefits

The employee benefits have been provided by the Company without any discrimination. They were based on scope of responsibilities and the state of assigned works. The common benefits provided are annual health check-ups, health insurances, life and accident insurances, and social security.

In addition, the Company has offered the employees the opportunities to propose additional benefits and activities for its employee. By appointing the welfare committee consisting of the employee representatives from various departments, including, from the subsidiaries. The welfare committee meetings have been held every 2 months.

Financial supports

Financial assistance has been provided to the employees on various occasions, such as wedding allowance and maternity allowances. The support also extends to family members of the employees, such as scholarships for their children and the family member death grant.

Employment salary rate upon initial entry and benefits				
Item	Operation Level	Manager Level	Vice President Level	Chief Level
Initial Salary (excluding experience fee)	✓	According to Salary Structure		
Travel Fee	✓	✓	✓	✓
Accident Insurance	✓	✓	✓	✓
Mobile Allowance	✓	✓	✓	✓
Company Car	-	-	✓	✓
Financial Assistance for Marriage (one time only)	✓	✓	✓	✓
Child Delivery Financial Assistance	✓	✓	✓	✓

Happy Workplace

The Company values the balance of work and personal life, encouraging the employees to have a good working life by using “Happy Workplace” concept which consists of 8 elements. The employees receive not only in monetary terms but also non-monetary terms such as welfare and other various benefits according to Happy Workplace program.

- **Happy Body** - The Company has provided health benefits to the employees such as annual health check-up, medical expense, pharmaceuticals, as well as promoted mini-exercise every day at 3:00 p.m. to relieve fatigue.
- **Happy Heart** - The Company has recognized the importance of caring for one another as one believes that true happiness is giving. The Company has organized activities to encourage the employees to return to society such as blood donation, making happiness happen in the office such as Happy Birthday surprise for the employees.
- **Happy Relax** - Several activities have been organized to create happiness and entertainment for the employees to relax both body and mind such as AMATA Staff Party (New Year Party), team building activities, sport sday, AMATA Radio.
- **Happy Brain** - The Company has arranged activities to encourage employees’ life-long learning and self-development, and to develop knowledge and skills, and to prepare the employees for reaching their highest potential at work in the future.
- **Happy Soul** - The Company has encouraged the employees to follow religious principles and ethics, to be a good person with good soul and good actions. The Company arranged jointly with the parent company, Amata Corporation, the annual merits making, sprinkling water onto Buddha statue and senior management members for blessings during Songkran festival.
- **Happy Money** - The Company has encouraged the employees to save money for long-term through providing the provident fund. The Company also arranged smart money management seminars by a financial expert to advise how to spend money wisely.
- **Happy Family** - The Company places an importance on having a good family life and encourages its employees to spend quality time with their beloved family by arranging activities such as photo contest on Mother’s Day.
- **Happy Society** -The Company has encouraged employees to give back to society by arranging some volunteering activities such as painting school building and playground and hosting lunches for children, donating blood etc.



New Year party



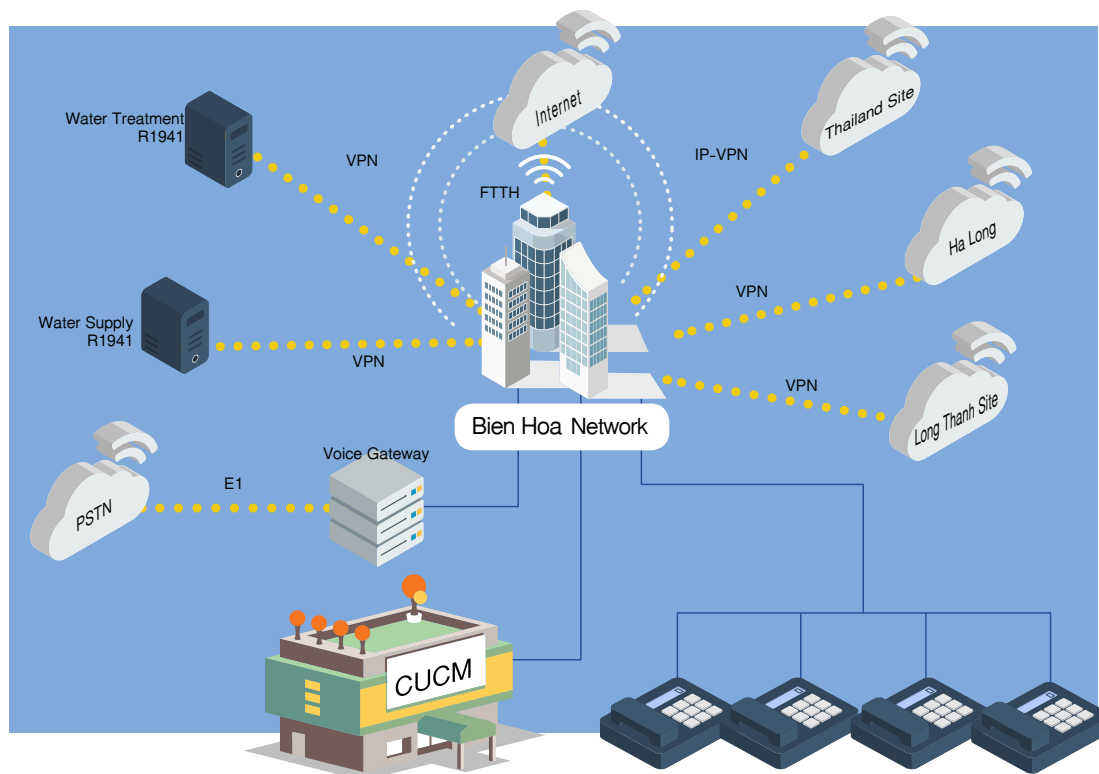


Staff trip to Sapa

Workplace Improvement for Technology Change

The Company has been using Analog PBX system for more than 10 years. However, as there are increasing number communications between Amata VN located in Thailand and its subsidiaries, therefore, the Company has installed additional phone system to help reduce the cost and facilitate communications between two countries. As the result, the staffs in Vietnam will have to carry 2 phones on their desk: one existing to contact within the country and another for discussing with Thailand team. This has caused inconvenience and space taking for the staff.

In year 2017, the company seeks to improve communication within the organization by combining both old and new phone into using only one. The new system called “THE CISCO CALL MANAGER EXPRESS (CME) which is more appropriate for the business operations of the company. The upgrade of this phone system had brought cost savings in maintaining the system., better voice and signal quality and provide more space on the desk for the staffs.



Employee Development

For the Company to achieve its business goals and move towards a sustainable development, the Company realizes that human resource development is the key factor to accomplish future challenges and business opportunities.

Learning and Development

The Company has been organizing internal and external training programs for the employees and executives through analyzing, designing, and providing courses from highly qualified trainers from leading organizations both from governmental, educational institutions, or private organization. Courses provides to increase its employees' competencies, course on Leadership Succession Program, foreign language skills training programs in English, Japanese and Chinese are some examples

The employee 's competency development includes various development formats such as on the job training internal and external training workshops, e-learning, and experience sharing by the executives.

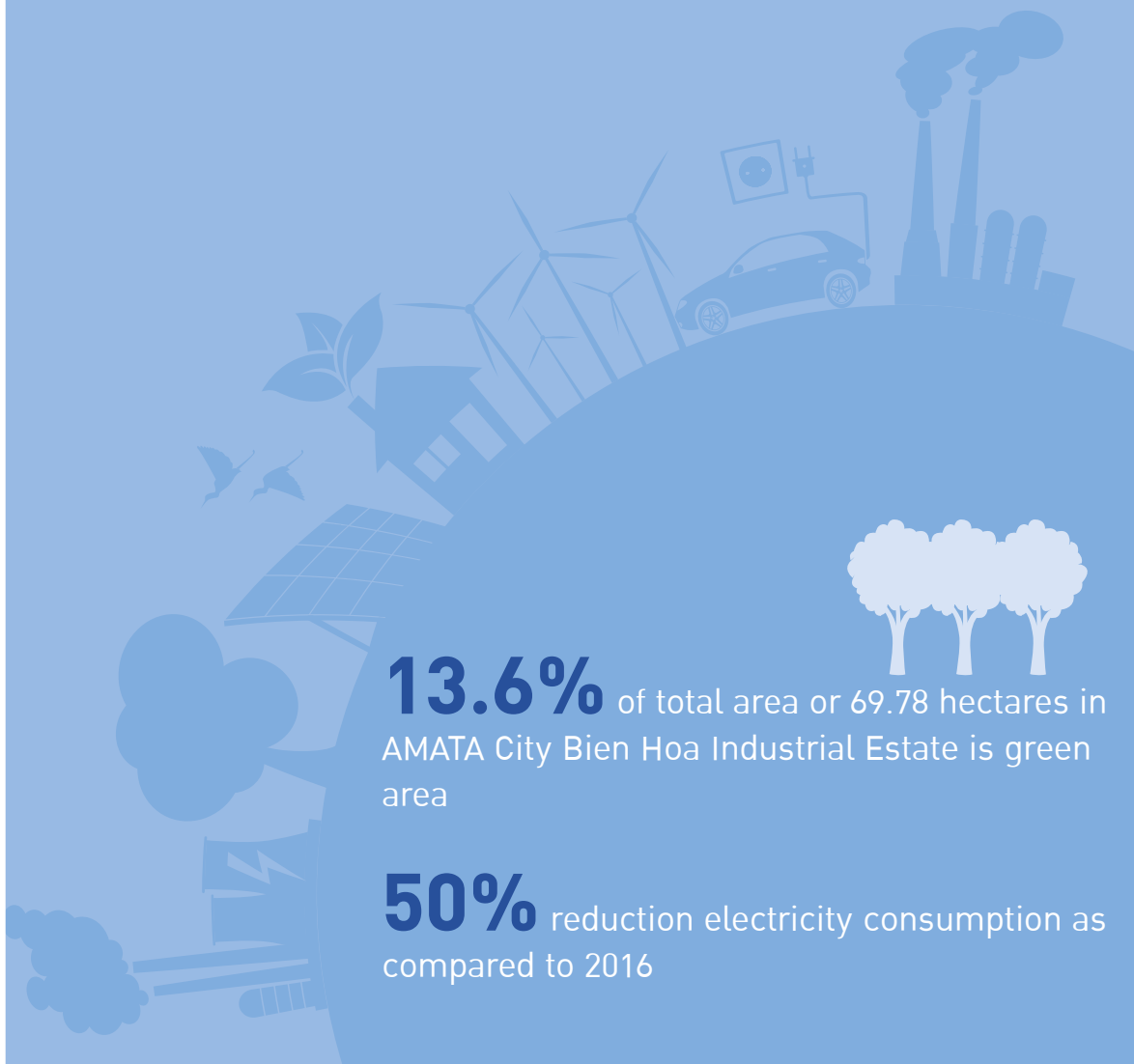
Statistics of Training program	2016		2017	
	persons	percentage	persons	percentage
Total Attendance	24	18	90	73
Male	11	8	48	39
Female	13	10	42	34
Total Courses	1		3	
In-House Training	1	-	3	-
Public Training	0	-	0	-

Career Development

The Company realized that employee wishes to advance in their career, therefore, opportunities have been given to the employees who would like to change their job according to their ability or interest, which includes, changing to work for another subsidiary of the Company, Priority would recruit internally before sourcing from outside. This way ensures that the employee can progress in their jobs, either at the operation level or managerial level, as well as create higher loyalty to the Company. Moreover, the employee career development can reduce the risk of business discontinuity. Having employees whose position matches their qualifications, the Company will benefit not only from happy working employees but also higher performances for these employees as well.



ENVIRONMENTAL PERFORMANCE



13.6% of total area or 69.78 hectares in AMATA City Bien Hoa Industrial Estate is green area

50% reduction electricity consumption as compared to 2016

CLIMATE CHANGE

The impact of climate change is widening and intensifying. It is the risk for which the company and all stakeholders have the most concern. However, climate change is not just a risk and a challenge that the Company must address to reduce its impact, it is also something that creates business opportunities for the Company as well.

Climate change has affected the operational management of the Company as it has caused a greater volume of water from rainfall and higher temperatures when compared to the past. Climate change has prompted the Company to take urgent measures to cope with the impact of these increases in rainfall and temperatures. This is in line with Goal No. 13 of the United Nations (Take urgent action to combat climate change and its impact), by developing the capacity to cope and adapt to climate change and natural disasters, and integrate this into the corporate policies, strategies and plans with the goal of reducing energy consumption, increasing energy efficiency management, and increasing the investment and development of clean energy and utilization of high technology to reduce pollution, thereby reducing the negative impacts to the environment as well as to preserve natural resources.

This is also in line with the Goal No.7 of the United Nations (Ensure access to affordable, reliable, sustainable and modern energy for all). In addition, the Company also focuses on protecting, restoring and promoting sustainable use of terrestrial eco-systems according to Goal No.15 of the United Nations (Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt land degradation and halt biodiversity loss).

Forestation in Industrial Estates

The Company committed to creating and sustaining green areas in our industrial estates. Other than tree planting as required by measures in the Environment Impact Assessment report (EIA report), the Company also strives to increase green areas in AMATA Bien Hoa Industrial Estates to maintain its natural balance and create a pleasant environment inside our industrial estates.

Community and social sectors including local communities, factory operators and government agencies are interested in taking care and participating in this tree planting project. In 2017, the Company planted 3,500 Melaleuca trees in AMATA Bien Hoa. At present, AMATA City Bien Hoa Industrial Estate has green area totally 69.78 hectares or 13.6% of total area.





Energy Management

Energy conservation in industrial estates

In the year 2017, the Company focused on reducing energy consumption within AMATA City Bien Hoa Industrial Park, thus, it has studied appropriate technology to use for energy management in the common area of the estate. The Company started with focusing on the lighting system. A total of 500 LEDs lights have been installed and in operation. As the result, the company has reduced its electrical consumption by 50% as compared to year 2016. In addition, maintenance costs has reduced by 75%.



Comparison between before and after changing LED lamps



LED lamp



Replacement work

Energy Conservation in the Central Waste Water Treatment

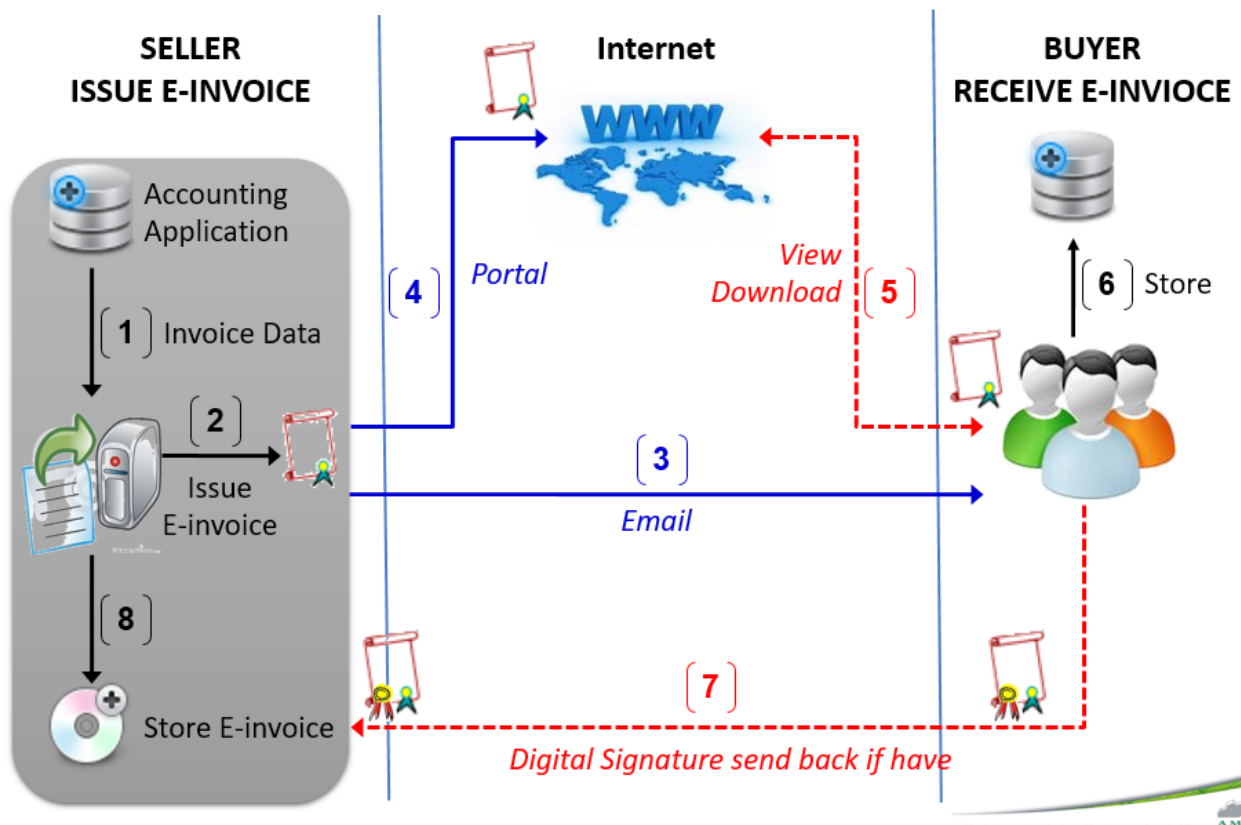
In the year 2017, the Company conducted a feasibility study to save energy consumption in the central wastewater treatment system by improving the pumping in two wastewater treatment systems. It saved up to 20% of the total electricity consumed. In addition, the replacement of the water pump system also reduces the damage caused by water pressure.



E-Invoice System Development for Accounting and Finance

Due to the large number of attachments are required by the accounting and finance department for procurement process, it is labor intensive and time consuming in checking these documents which make high risk in losing the documents as well. It also consumes natural resources in the paper production process such as tree, water, and energy.

In year 2017, AMATA City Bien Hoa has developed E-Invoice system program for accounting and finance to solve this problem. The program is still under development and will go live early in year 2018. The introduction to E-Invoice will help save time, people and reduce natural resources and energy usage.



Water management

Water is an important resource for industries and all lives on earth. Growth of industries, rapid population growth and climate change lead to risks and challenges in all business operations. It is very important that the Company always pays attention to cope with risks of water supply shortage and flooding.

The Company has a policy to reduce environmental impact that may occur from operation within AMATA Industrial Estates to the minimum. The Company plans to use sustainable resources in line with Goal No. 12 of the United Nations (Ensure sustainable consumption and production patterns.). Therefore, the Company has initiated on “zero discharge concept” and has been utilizing 10% the recycled water for watering its green area. The Company has supply and reserve water to ensure that we have efficient water management for both short term and long term to meet the requirement of our customers. The quality of water from all water supply sources and wastewater disposal are frequently checked and monitored.

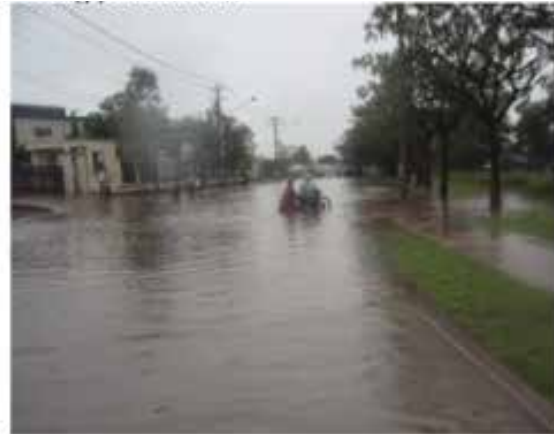
Improvement of water management in industrial estate

In the year 2017, the water management of AMATA City Bien Hoa Industrial Estate focused on the improvement and maintenance of the pipeline system to the central system. According to an industrial estate survey, it was found that the wastewater treatment system in the central system or the lift station in some stations was inadequate due to the expansion in the numbers of factories in the AMATA City Bien Hoa which has caused overflow of sewage on certain period when the factory is in full production. The Company upgraded efficiency of the pipe of the lift station to solve this issue.



Flood Protection

As a flood protection, AMATA City Bien Hoa manages its drainage system by upgrading with new drainage system in the area. Area where drainage system has been improved are on road No.1, at the entrance to the zone 1, the entrance to the zone 2 and 7A. As the results, there were no complaints of flood on the road surface even during heavy raining season.



Environmental Compliance

Infrastructure Development of Eco-Design Industrial Estate

In the development of AMATA City Bien Hoa, the Company conducted the study and prepared the EIA report before commencing the business. The Company has also conducted the progress report on environmental protection measures in various aspects such as surface water quality, air quality, green area, etc. Environmental quality is presented in the summary of industrial estates' performance at the end of the Sustainability Report



Promotion of environmental management knowledge for entrepreneurs

The Company complies with the environmental management laws and requirements of the government agencies. Besides this, the Company also recognizes the importance of environmental management knowledge transferring to business operators in Amata and its subsidiaries. In the year 2017, the Company organized seminars and workshops for the operators on energy management in factories by using technology and the preparation for version changing of ISO and management's best practices for the factory.

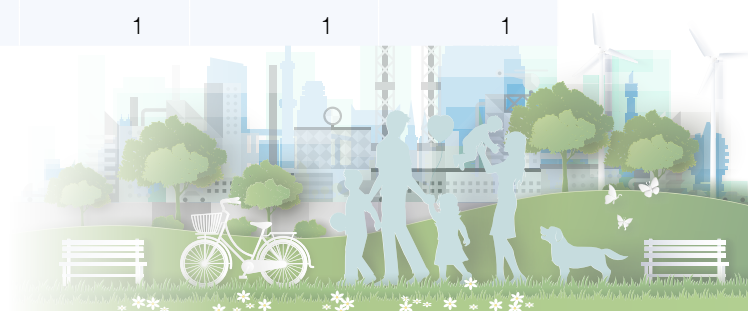


PERFORMANCE DATA IN 2017

Economic Performance and Human Resources

Performance Data	2015	2016	2017
Economic Performance			
Economic Value Added (Consolidated Financial Statements for the Year ended 31 December) ⁽¹⁾			
Common Share Information			
Par value (THB)	0.5	0.5	0.5
Book value per share (THB)	3.26	3.16	3.33
Earnings per share (THB)	0.16	0.05	0.05
Economic Performance (THB, million)			
Revenue from sales and services	727.87	825.98	1,096.97
Total revenue	809.65	896.32	1,170.94
Net profit (attributable to equity holders of the Company)	121.37	49.82	369.36
Financial Position (THB, million)			
Current assets	2,470.71	1,145.44	1,235.70
Total assets	4,915.19	5,377.66	6,096.15
Current liabilities	911.94	1,109.87	272.67
Total liabilities	1,625.12	2,200.75	2,978.49
Registered and paid-up capital	467.5	467.5	467.5
Total shareholders' equity attributable to owners of the Company	3,046.62	2,956.74	2,886.28
Financial Ratios			
Return of equity (%)	5.27	1.66	12.80
Return on assets (%)	4.74	1.2	6.06
Gross margin (%)	46.56	57.25	62.72
Current ratio (times)	2.71	1.03	4.53
Debt to equity ratio (times)	0.49	0.69	0.96
Tax and Tax Incentives (THB, million)			
Tax paid ⁽¹⁾	45.11	38.98	95.04
Business ethics			
Numbers of complains on business ethics	0	0	0
Numbers of complains on business ethics that are true	0	0	0

Human resources	2015	2016	2017
Total number of employees (headcounts)	131	119	123
Male	90	83	82
Female	41	36	41
Number of new employees (headcounts)			
Male	4	2	2
Female	0	2	2
Age of New Comers (headcount)			
New Comer with age below 35 years	0	2	3
New Comer with age above 35 years	0	2	1
Employee by Job Level (headcounts)			
Outsources Level	74	70	62
Officer Level	34	34	31
Section Manager Level	5	5	7
Department Manager Level	16	17	19
Vice President Level	2	2	2
Chief Level	0	0	0
President	1	1	1
Chairman	1	1	1
Employee by Domicile (headcount)			
Dong Nai	97	91	83
HCMC	24	26	28
Binh Duong	4	4	4
Ha Tinh	1	1	1
Binh Thuan	1	1	1
Lam Dong	1	1	1
Kien Giang	1	1	1
Ninh Binh	1	1	1
others	3	4	3
Employee by religion (headcount)			
Buddhism	121	119	112
Islam	0	0	0
Christianity	11	10	10
Hinduism	0	0	0
Others	0	0	0
No religion	1	1	1



Number of employee turnover (headcount)	2015	2016	2017
Employee turnover with age below 30 years	0	0	2
Employee turnover with age above 30 years	5	9	7
Rate of return from maternity leave (%)	100	100	100
Human resources development			
Total Spending (million Dong)	92.5	62	212
Number of courses	4	3	3
Number of participants	131	119	90
Average number of training / person (hours)	8	8	8
Total of personnel promoted	1	1	3
Employee care and welfare			
Budget for employee care and welfare (million Dong)	772.37	560.60	1,895.13

Note

⁽¹⁾ Information based on AMATA VN PCL financial statement 2017

Social Performances

- The Company organized 4 activities for the promotion of good quality of life for its employees by using the Happy Workplace principle in 2017.
- The Company empowered its employees by sending employees to train in courses worth 212 million dong in 2017.
- The Company has established a volunteer cooperation network at the AMATA City Bien Hoa industrial estate for social care. There were over 2,141 people participating in the activity and 8 activities were organized under the operation of the network members.
 - o AMATA City Bien Hoa human resource link event over 300 people from 43 organizations such as Dong Nai Department of Labour and Social affairs, Dong Nai Industrial Zone Authority, etc.
 - o Amata Sports for friendship over 480 employees from 24 factories join in football tournament.
 - o Zumba activities over 400 people exercised at AMATA Square.
 - o Blood donation with 400 volunteers and the total amount of blood in 2017 was 365 units or 127,750 cc.
 - o Donation of Eye surgery for 160 elder people.
 - o Donation of Cardiac surgery for children, worth 70 million dong.
 - o Training new version of ISO for over 200 people from 50 factories in AMATA City Bien Hoa industrial estate.
 - o Reforestation by plant 3,500 Melaleuca trees in AMATA City Bien Hoa industrial estate with the cooperation of over 200 volunteers from 22 factories.



Environmental Performance

AMATA City Bien Hoa Industrial Estate	Unit	Standard	2015	2016	2017
Water Management					
Amount of water supplied to factories	m ³		4,927,249	5,183,609	4,669,377
Amount of wastewater collected from factories	m ³		2,392,557	2,423,881	2,558,632
The amount of water that has been treated and recycled (for gardening, road cleaning, etc.)	m ³		174,432	189,699	116,743
The amount of treated water discharged to local river	m ³		2,218,125	2,234,182	2,274,828
Quality of Effluent discharged from wastewater treatment plant ⁽¹⁾					
Effluent quality monitoring					
pH		6.0-9.0	7.3	7.45	7.35
Color (Pt-Co)	mg/l	≤ 50	13	21	20.8
Temperature	°C	≤ 40	29	30	30.75
Biochemical Oxygen Demand (BOD5)	mg/L	≤ 32.4	12	6	8
Chemical Oxygen Demand (COD)	mg/L	≤ 81	19	21	20.5
Grease and Oil	mg/L	≤ 5.4	< 0.5	< 0.5	< 0.8
Suspended Solid (SS)	mg/L	≤ 44	16	8.2	3.83
Total Dissolve Solid (TDS)	mg/L		782	647	623.6
Total Kjeldahl Nitrogen (TKN)	mg/L	≤ 21.6	12	6.7	12.5
Ammonia (as nitrogen)	mg/L	≤ 45.4	0.3	1	0.255
Total Phosphorous (TP)	mg/L	≤ 4.32	0.55	1.9	1,225
Mercury (Hg)	mg/L	≤ 0.0054	≤ 0.0005	≤ 0.0005	≤ 0.0005
Cadmium (Cd)	mg/L	≤ 0.054	≤ 0.0005	≤ 0.0005	≤ 0.0005
Lead (Pb)	mg/L	≤ 0.108	≤ 0.004	≤ 0.004	≤ 0.0037
Arsenic (As)	mg/L	≤ 0.054	≤ 0.001	≤ 0.001	≤ 0.001
Chromium (Cr3+)	mg/L	≤ 0.054	≤ 0.01	≤ 0.01	≤ 0.01
Chromium (Cr6+)	mg/L	≤ 0.216	≤ 0.01	≤ 0.01	≤ 0.01
Nickel (Ni)	mg/L	≤ 0.216	0.014	0.045	0.0797
Copper (Cu)	mg/L	≤ 2.16	0.02	0.014	0.0061
Zinc (Zn)	mg/L	≤ 3.24	0.17	0.12	0.425
Sulfide as H2S	mg/L	≤ 0.199	≤ 0.1	≤ 0.1	≤ 0.1
Cyanide as HCN	mg/L	≤ 0.0756	≤ 0.002	≤ 0.002	≤ 0.002
Chloride as Cl2	mg/L	≤ 1.0	0.2	0.15	≤ 0.02

Monitoring air quality in Industrial Estate ⁽²⁾	Unit	Standard	2015	2016	2017
Monitoring location 1: location in front of waste water treat gate Road 3a (K1)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.029	0.019	< 0.017
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.016	0.028	0.026
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.066	0.062	0.0969
Monitoring location 2: location at crossroads between Road No. 2 and No. 4 (K2)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.023	0.016	< 0.015
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.022	0.078	0.0233
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.052	0.062	0.0826
Monitoring location 3: location at crossroads between Road No. 10 and Amata road (K3)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.018	< 0.015	< 0.015
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.025	0.092	0.025
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.057	0.054	0.078
Monitoring location 4: location in front of Namyang and Valspar gates Road No. 4 (K4)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	< 0.015	< 0.015	< 0.016
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.025	0.087	0.0205
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.081	0.2	0.084
Monitoring location 5: location at the end of Road No. 1, boundaries between resident and IP area (K5)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.018	< 0.015	< 0.0159
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.03	0.028	0.0269
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.075	0.22	0.081
Monitoring location 6: location at the end of Road No. 4, boundaries between resident and IP area (K6)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.033	< 0.015	< 0.0153
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.02	0.052	0.0229
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.07	0.084	0.0974
Environmental complaints from external					
The number of complaints from external (official complaints)	times		0	0	1

Note:

⁽¹⁾ National Technical Regulation on Industrial Wastewater QCVN40:2011/BTNMT, Class A, kf=0.9 kq=1.2.

⁽²⁾ National technical regulation on ambient air quality QCVN 05:2013/BTNMT



GRI Content Index

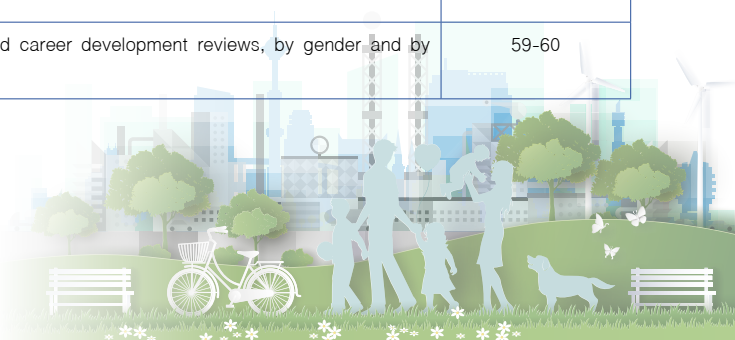
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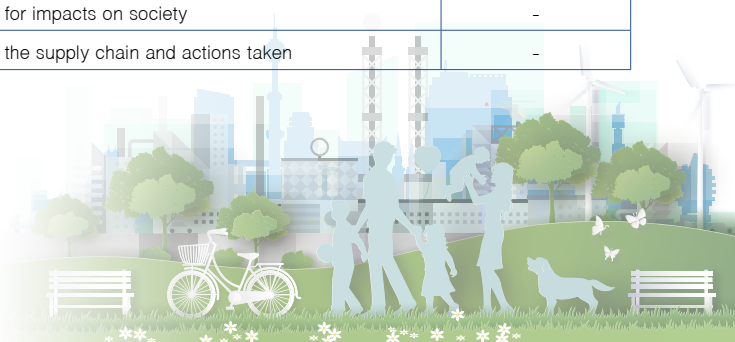
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G4-DMA	Disclosure on management approach for Labor / Management Relations of Labor Practices and Decent Work Aspect	45-49
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	-
Labor Practices and Decent Work Aspect: Occupational Health and Safety		
G4-DMA	Disclosure on management approach for Occupational Health and Safety of Labor Practices and Decent Work Aspect	-
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	-
G4-LA6	Type of injury and rates of injury, occupational diseases rate, lost days and absenteeism and total number of work - related fatalities, by region and by gender	-
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	-
G4-LA8	Health and safety topics covered in formal agreements with trade unions	-
Labor Practices and Decent Work Aspect: Training and Education		
G4-DMA	Disclosure on management approach for Training and Education of Labor Practices and Decent Work Aspect	49
G4-LA9	Average hours of training per year per employee by gender, and by employee category	59-60
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them managing career endings	-
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	59-60



G4 Indicators	Descriptions	Page
	Labor Practices and Decent Work Aspect: Diversity and Equal Opportunity	
G4-DMA	Disclosure on management approach for Diversity and Equal Opportunity of Labor Practices and Decent Work Aspect	59-60
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	59-60
	Labor Practices and Decent Work Aspect: Equal Remuneration for Woman and Men	
G4-DMA	Disclosure on management approach for Equal Remuneration for Woman and Men of Labor Practices and Decent Work Aspect	-
G4-LA13	Ratio of basic salary remuneration of women to men by employee category, by significant locations of operation	-
	Labor Practices and Decent Work Aspect: Supplier Assessment for Labor Practices	
G4-DMA	Disclosure on management approach for Supplier Assessment for Labor Practices Aspect	-
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	-
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	-
	Labor Practices and Decent Work Aspect: Labor Practices Grievance Mechanisms	
G4-DMA	Disclosure on management approach for Labor Practices Grievance Mechanisms of Labor Practices and Decent Work Aspect	-
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	-
	Category: Social	
	Sub-category: Human Rights	
	Human Rights Aspect: Investment	
G4-DMA	Disclosure on management approach for Investment of Human Rights Aspect	45, 59-60
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	-
	Human Rights Aspect: Non-discrimination	
G4-DMA	Disclosure on management approach for Non-discrimination of Human Rights Aspect	-
G4-HR3	Total number of incidents of discrimination and corrective actions taken	-
	Human Rights Aspect: Freedom of Association and Collective Bargaining	
G4-DMA	Disclosure on management approach for Freedom of Association and Collective Bargaining of Human Rights Aspect	-
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	-
	Human Rights Aspect: Child Labor	
G4-DMA	Disclosure on management approach for Child Labor of Human Rights Aspect	-
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	-
	Human Rights Aspect: Forced or Compulsory Labor	
G4-DMA	Disclosure on management approach for Forced or Compulsory Labor of Human Rights Aspect	-
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	-
	Human Rights Aspect: Security Practices	
G4-DMA	Disclosure on management approach for Security Practices of Human Rights Aspect	-
G4-HR7	Percentage of security personnel trained in the organizational human rights policies or procedures that are relevant to operations	-

G4 Indicators	Descriptions	Page
Human Rights Aspect: Indigenous Rights		
G4-DMA	Disclosure on management approach for Indigenous Rights of Human Rights Aspect	-
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	-
Human Rights Aspect: Assessment		
G4-DMA	Disclosure on management approach for Assessment of Human Rights Aspect	-
G4-HR9	Total number of percentage of operations that have been subject to human rights reviews or impact assessments	-
Human Rights Aspect: Supplier Human Rights Assessment		
G4-DMA	Disclosure on management approach for Supplier Human Rights Assessment of Human Rights Aspect	-
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	-
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	-
Human Rights Aspect: Human Rights Grievance Mechanisms		
G4-DMA	Disclosure on management approach for Human Rights Grievance Mechanisms of Human Rights Aspect	-
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	-
Category: Social		
Sub-category: Society		
Society Aspect: Local Communities		
G4-DMA	Disclosure on management approach for Local Communities of Society Aspect	33, 38-42
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	32
G4-SO2	Operations with significant actual and potential negative impacts on local communities	-
Society Aspect: Anti-corruption		
G4-DMA	Disclosure on management approach for Anti-corruption of Society Aspect	24-25
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	-
G4-SO4	Communication and training on anti-corruption policies and procedures	-
G4-SO5	Confirmed incidents of corruption and actions taken	-
Society Aspect: Public Policy		
G4-DMA	Disclosure on management approach for Public Policy of Society Aspect	-
G4-SO6	Total value of political contributions by country and recipient/beneficiary	-
Society Aspect: Anti-competitive Behavior		
G4-DMA	Disclosure on management approach for Anti-Competitive Behavior of Society Aspect	-
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	-
Society Aspect: Compliance		
G4-DMA	Disclosure on management approach for Compliance of Society Aspect	-
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	-
Society Aspect: Supplier Assessment for Impacts on Society		
G4-DMA	Disclosure on management approach for Supplier Assessment for Impacts on Society of Society Aspect	-
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	-
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	-



G4 Indicators	Descriptions	Page
	Society Aspect: Grievance Mechanisms for Impacts on Society	
G4-DMA	Disclosure on management approach for Grievance Mechanisms for Impacts on Society of Society Aspect	-
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	-
	Category: Social	
	Sub-category: Product Responsibility	
	Product Responsibility Aspect: Customer Health and Safety	
G4-DMA	Disclosure on management approach for Customer Health and Safety of Product Responsibility Aspect	-
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	-
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	-
	Product Responsibility Aspect: Product and Service Labeling	
G4-DMA	Disclosure on management approach for Product and Service Labeling of Product Responsibility Aspect	-
G4-PR3	Type of product and service information required by the organizational procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	-
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and services information and labeling, by type of outcomes	-
G4-PR5	Results of surveys measuring customer satisfaction	-
	Product Responsibility Aspect: Marketing Communications	
G4-DMA	Disclosure on management approach for Marketing Communications of Product Responsibility Aspect	-
G4-PR6	Sale of banned or disputed products	-
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	-
	Product Responsibility Aspect: Customer Privacy	
G4-DMA	Disclosure on management approach for Customer Privacy of Product Responsibility Aspect	-
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	-
	Product Responsibility Aspect: Compliance	
G4-DMA	Disclosure on management approach for Compliance of Product Responsibility Aspect	-
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	-

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