

AMATA
VN



SAVE EARTH, SAFE US

SUSTAINABILITY
REPORT

2019

AMATA VN PUBLIC COMPANY LIMITED

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Vision

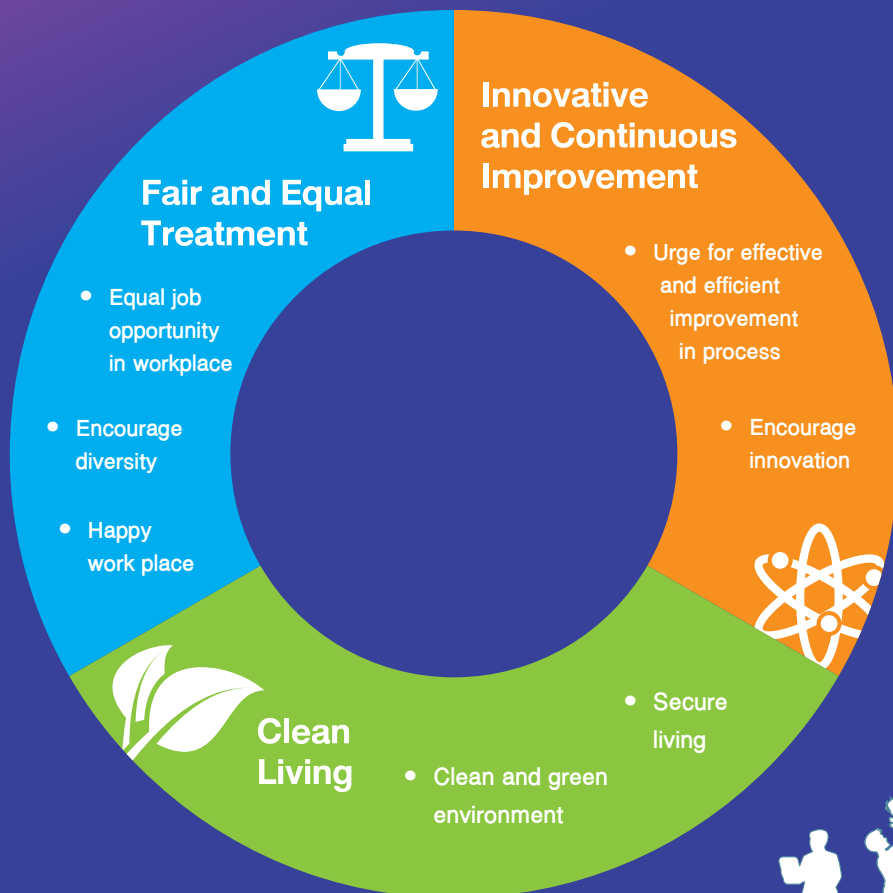
“Creating Perfect Cities where opportunities arise”

Our vision is to create “Perfect Cities”, cities that are full of facilities, conveniences, and services. Alongside with operating the cities, we bring in beneficial effect and opportunities to the people, communities, business partners, and stakeholders.

Mission

“Committed to innovation in building a city that enriches quality of life and expanding new frontiers by a culture of ALL WIN for our stakeholders”

In achieving our vision, we set a commitment towards innovation, in building a city that enriches quality of life, while expanding our horizons through a culture of ALL WIN for our stakeholders.





Somhatai Panichewa
Chief Executive Officer

Message from CEO

Since the start of our establishment, it has always been Amata's objective to be responsible to the environment. We aim to improve the quality of life of our people and our society as an attempt to follow our "ALL WIN" philosophy. Considering the growing volatility and complexity of the digital age, we must take action to ensure a more sustainable production of goods and services.

In the past decade, severe droughts, floods, storms and other disasters have intensified due to climate change. The company is committed to moderating the effects of this great concern. As an industrial park, we are aware of the scale of carbon emissions factories produce in its manufacturing processes. We are determined to reduce our carbon footprint for a greener world.

In 2019, the company has declared itself as a 'Low Carbon City'. In achieving this goal, many projects were initiated. This include digging into our processes and identify ways to improve efficiencies whilst adding value to customers and society. A pilot project for solar roof was introduced and this utilization of technology contributed to the reduction in CO2 emission of nearly 15% even throughout the expansion phase. As a company, we are constantly striving to find innovative solutions to reduce our carbon emission.

Our human capital pays an immense contribution to our goal as a sustainable business by spear heading this movement. It is our ambition to prepare our work force for the ever-changing world and achieve the best of their capabilities. On the other hand, Amata also considers safety, health and well-being of its employee as a priority.

This message is our opportunity to share some of the positive steps we have taken towards building a sustainable organization. On behalf of Amata VN PCL, I would like to thank all stakeholders for your trust in our Company.



Somhatai Panichewa
Director / Chief Executive Officer

About this Report

(Disclosure , 102-32, 102-45, 102-48, 102-49, 102-50, 102-52, 102-53, 102-54, 102-56)

Sustainability Report of AMATA VN PCL which discloses our management approach and performance in regard to the material topics related to economy, governance, environment, and social between 1 January to 31 December 2019. This report has been prepared in accordance with the GRI Standards: Core option .

Reporting Content

AMATA VN PCL and its subsidiaries (hereof will be referred to as “AMATA VN Group”), has used materiality assessment conducted in year 2018 to identify sustainability topics for reporting in 2019. The 7 key material topics identified in 2018 were subdivided into 9 topics after having engaged in stakeholders’ survey, brainstorming with responsible department,s and compiling both primary and secondary data to reflect the AMATA VN Group’s current context. This year, the Company continues to focus on these material topics. There is no restatement of information.

Reporting Boundary

The report presents the performances and operating data of AMATA VN PCL and all business units it holds shares directly and indirectly greater than 50% and has management control.

Assurance of this report

The key contents of the report were reviewed by high-level executives of each department and business units to ensure the complete and accurate responses to stakeholders. This report was not certified by a third party, but the environmental performance data has been certified by a private agency and approved by governmental body on the accuracy of the data.

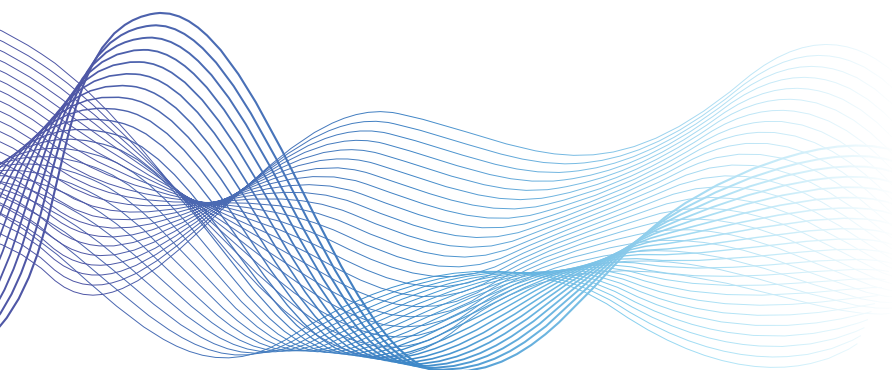
Contact Point

For additional information, any inquiries or suggestions on this report, please contact us at :

AMATA VN PCL
Company Secretary Department
2126 New Petchburi Road, Bangkok
Huay Kwang, Bangkok 10310 Thailand
Tel : +66 (0) 2 792 0000
Email : sustainability@amata.com

This Sustainability Report is supplement to AMATA VN PCL's Annual Report 2019. To minimize the impact on the environment, this Sustainability Report comes in the form of electronic document and limited copies of the Annual Report are being printed and distributed. Both reports are accessible through AMATA VN's corporate website at www.amatavn.com.

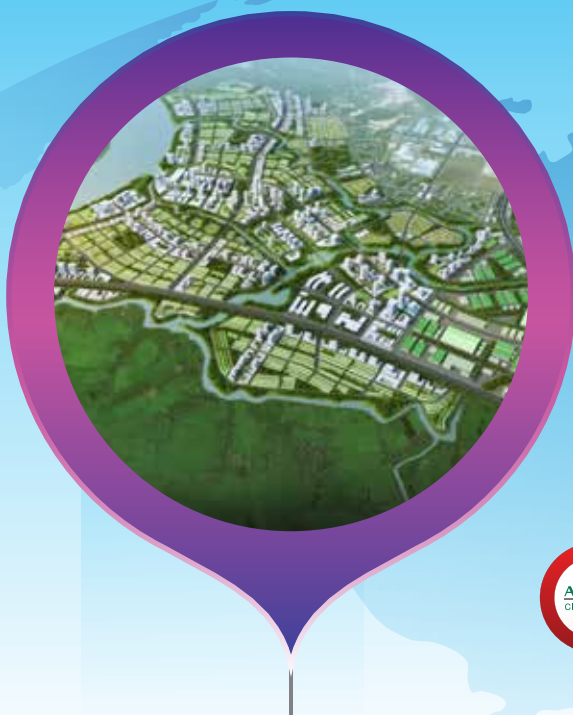
TOANGHEP LONG THANH



Briefings of AMATA VN



AMATA City Halong



AMATA City Long Thanh
AMATA Township Long Thanh



AMATA City Bien Hoa

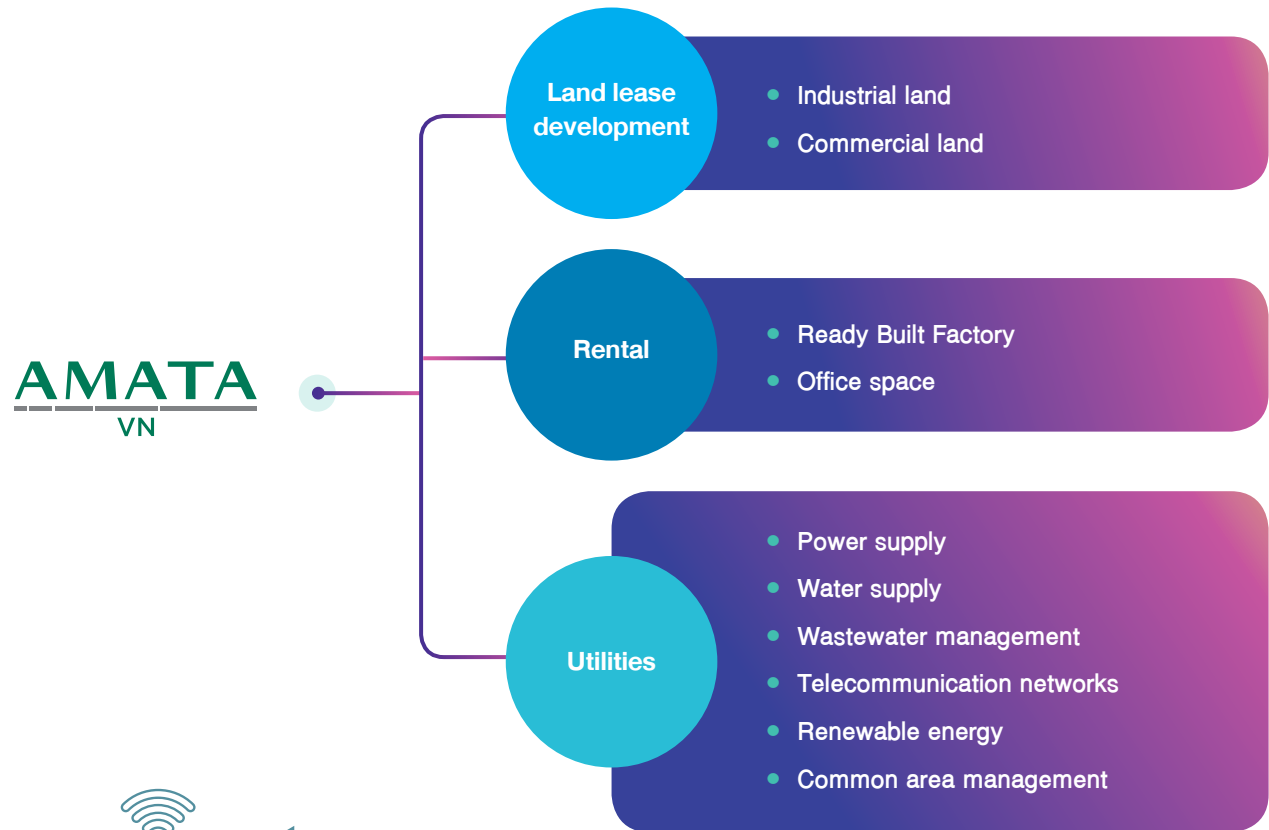


Our Business

(Disclosure 102-2, 102-6)

AMATA VN Public Company Limited (AMATA VN) is a holding company founded in 2012 and entered into the Stock Exchange of Thailand in 2014. AMATA VN core business is in the field of industrial estate and real estates situated solely in Vietnam on strategic locations.

Businesses Types

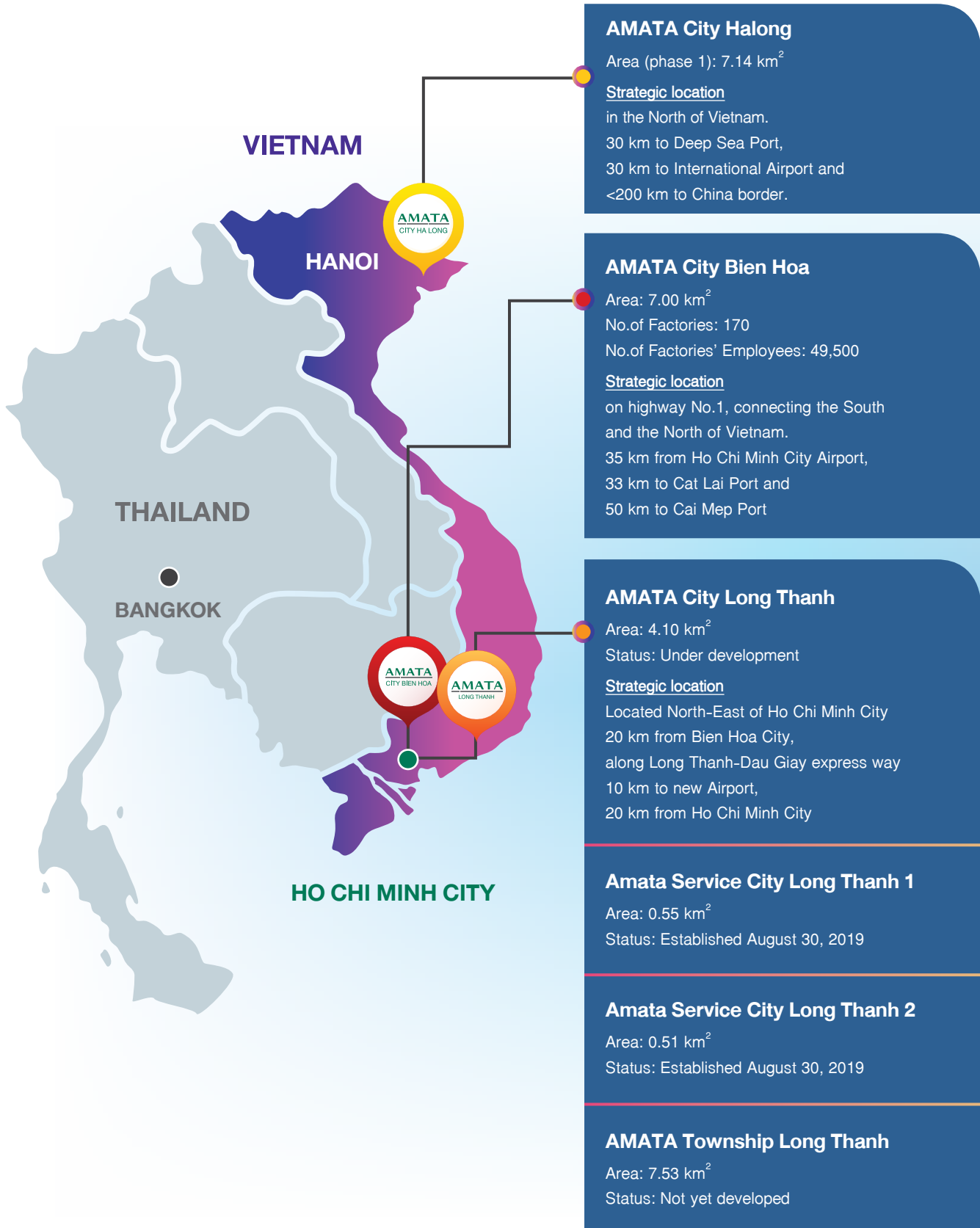


The Company owns three industrial parks and three urban development projects in the portfolio under the operations of 6 subsidiaries, namely:

- AMATA City Bien Hoa JSC
- AMATA City Long Thanh JSC
- AMATA Service City Long Thanh 1 Company Limited
- AMATA Service City Long Thanh 2 Company Limited
- AMATA Township Long Thanh JSC
- AMATA City Halong JSC

Locations and shareholding structure

(Disclosure 102-4)



AMATA City Halong

Area (phase 1): 7.14 km²

Strategic location

in the North of Vietnam.
30 km to Deep Sea Port,
30 km to International Airport and
<200 km to China border.

AMATA City Bien Hoa

Area: 7.00 km²

No. of Factories: 170

No. of Factories' Employees: 49,500

Strategic location

on highway No.1, connecting the South
and the North of Vietnam.
35 km from Ho Chi Minh City Airport,
33 km to Cat Lai Port and
50 km to Cai Mep Port

AMATA City Long Thanh

Area: 4.10 km²

Status: Under development

Strategic location

Located North-East of Ho Chi Minh City
20 km from Bien Hoa City,
along Long Thanh-Dau Giay express way
10 km to new Airport,
20 km from Ho Chi Minh City

Amata Service City Long Thanh 1

Area: 0.55 km²

Status: Established August 30, 2019

Amata Service City Long Thanh 2

Area: 0.51 km²

Status: Established August 30, 2019


AMATA Township Long Thanh

Area: 7.53 km²

Status: Not yet developed

Shareholdings by AMATA VN

(directly and indirectly) (disclosure 102-5)



Amata City Bien Hoa Joint Stock Company (ACBH)

Established in 1994, over 20 years ago, it operates 700 hectares of industrial land in Bien Hoa City. Within the industrial area, ACBH provides accessibility to power plants, water supply and wastewater treatment, rental of prefabricated factories, facilities maintenance and other related industrial business services. There are also commercial and residential projects within the estate to provide better quality of life for its citizens.



Amata City Long Thanh Joint Stock Company (ACLT)

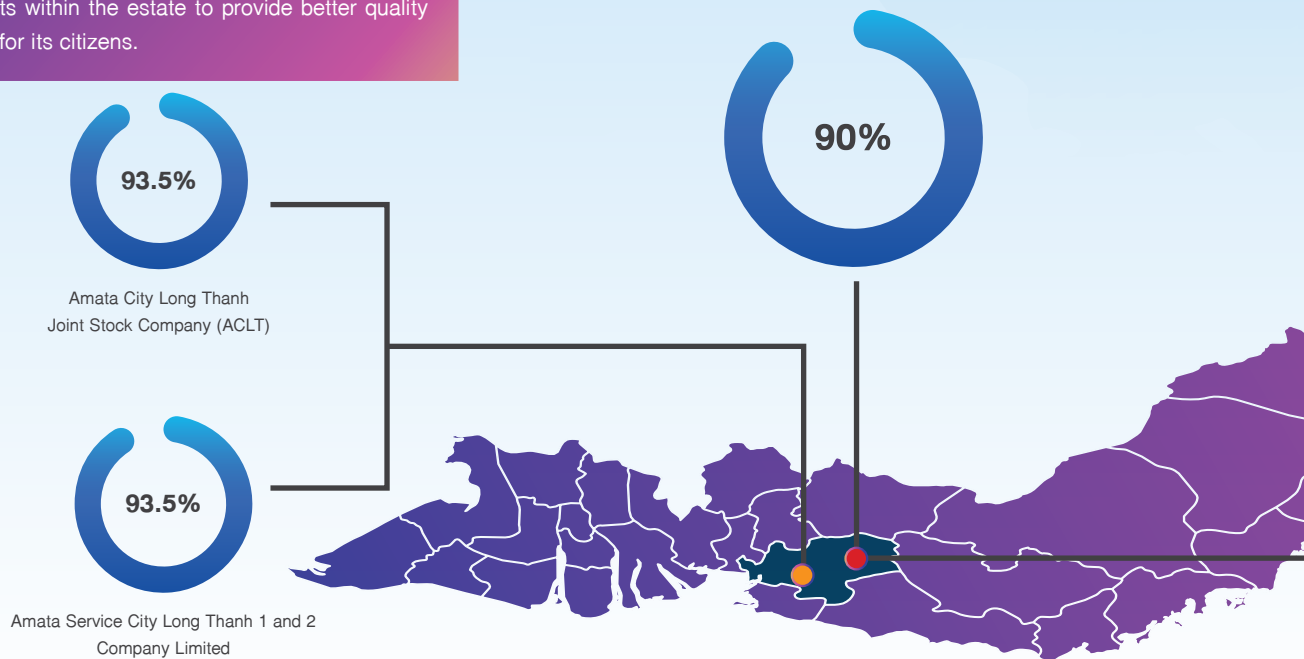
originally operates 2 projects consisting of industrial park and service center project. However, the company found that the operation of an industrial park and that of the commercial complex is completely different. Therefore, ACLT splitted its commercial activities to be under Amata Service City Long Thanh 1 Company Limited (ASCLT 1) and Amata Service City Long Thanh 2 Company Limited (ASCLT 2).

ACLT will focus on industrial park activities having an area of 410 ha, which is targeted towards high technological production and non-labor intensive industrial customers.

.....

ASCLT 1 and ASCLT 2

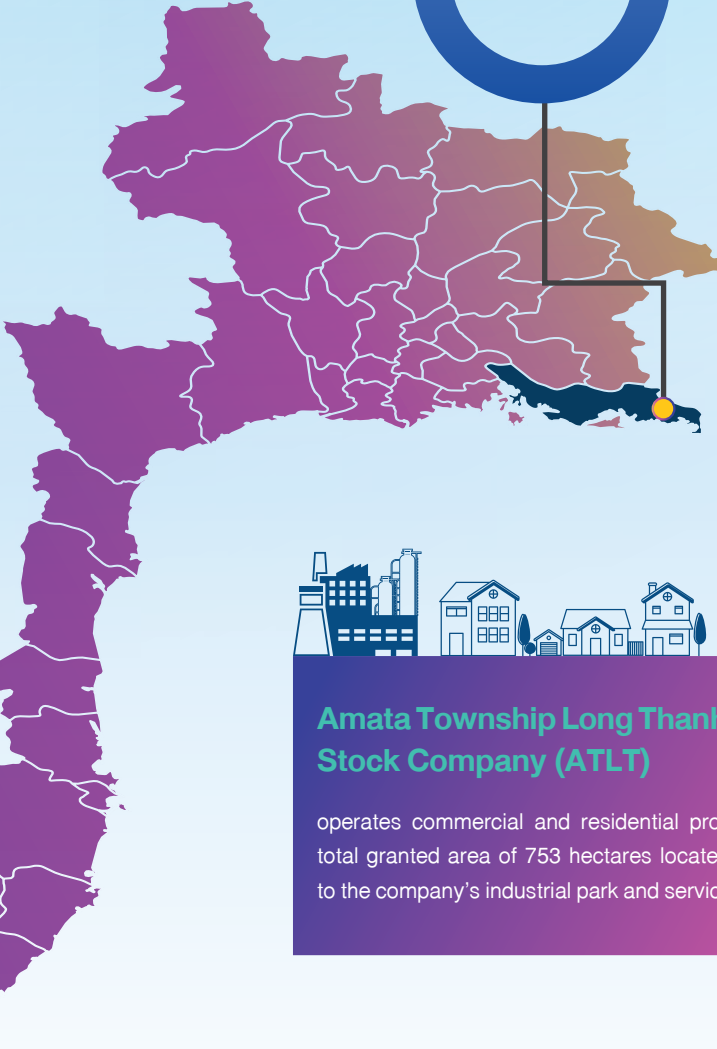
will focus on supporting services of the industrial park such as logistics, warehouses, low-middle income commercial and residential projects.





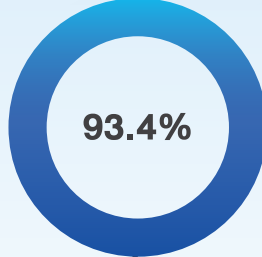
Amata City Halong Joint Stock Company (ACHL)

is the company's first project in north (in Quang Ninh Province) with initial project area of 714 hectares. The project is in proximity to many important infrastructures such as deep sea port, international airports, main highways, and China border.



Amata Township Long Thanh Joint Stock Company (ATLT)

operates commercial and residential project with total granted area of 753 hectares located nearby to the company's industrial park and service center.



Our Philosophy and Values

(Disclosure 102-16)

“ALL WIN”

Everyone **SUCCEEDS**
Friendly to **ENVIRONMENT**
Responsible to **SOCIETY**
Walking **TOGETHER**



AMATA VN Group has a strong business beliefs and principles that emphasize on developing mutual growth and benefits with its stakeholders and the surrounding communities while being in coexistence with the environment and preserving the limited natural resources under the “ALL WIN” philosophy.

In the “ALL WIN” philosophy, not only does AMATA VN Group focus on running its value chain effectively and

efficiently but recognizes the importance that it is connected to numerous people, communities, and ecosystem.

Internally, strong corporate culture will enhance the company to sustainability, as the result, the Company has imprinted management and employees with values, behaviors, and attitude through “AMATA DNA” consisting of 5 main principles:

D

Dependable

- Professionalism
- Code of Ethics
- Credible
- Reliable

R

Responsive

- Fast and accurate
- Responsible to stakeholders & environment

I

Innovative

- Promote innovation in products and services
- Working process improvement

V

Visionary

- Long term projection
- Create opportunities for everyone

E

Efficient

- High standard
- Excellent team

Corporate Governance

The Board of Directors of Amata VN PCL intends to be an organization that is effective in conducting its businesses in full compliance with the principles of good corporate governance, so as to create maximum benefits for the shareholders through taking into consideration the interests of all its stakeholders together with good moral principles, full transparency, and accountability

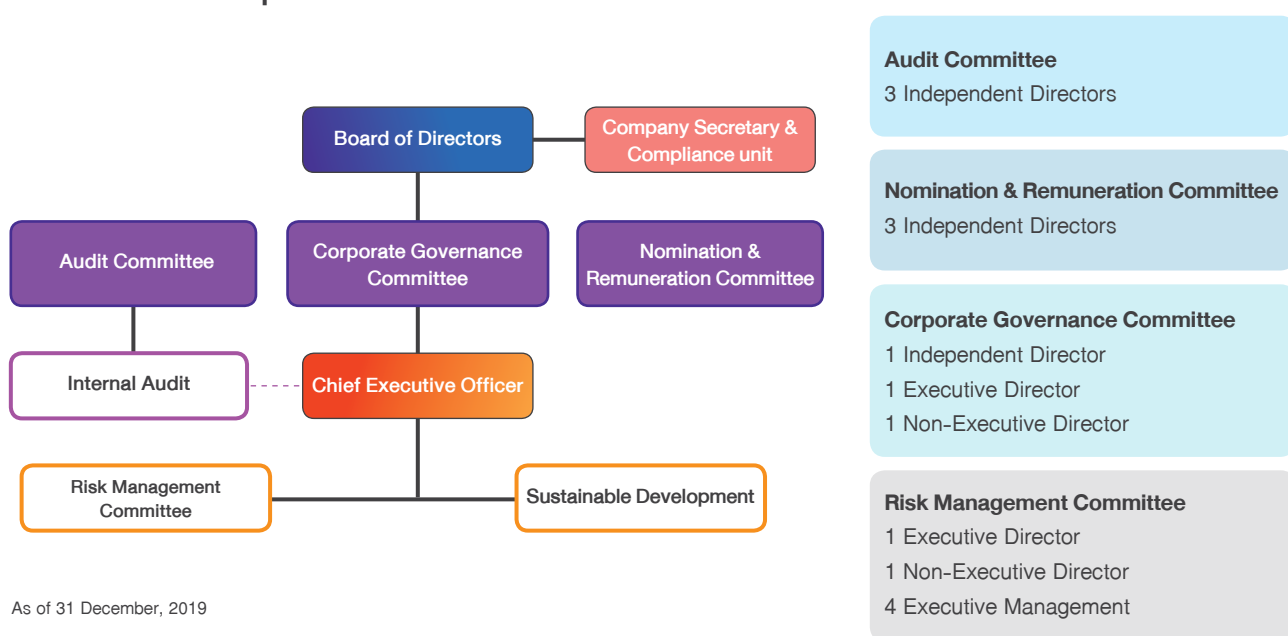
Corporate Governance Structure

(Disclosure 102-18, 103-2)

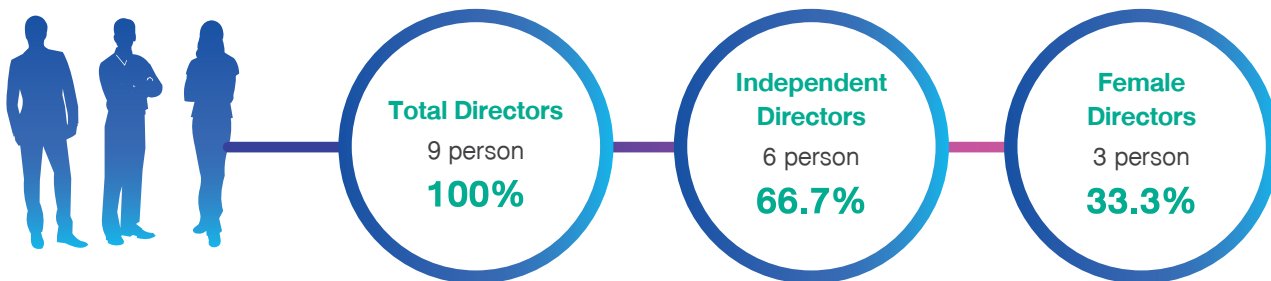
Amata VN Public Company Limited is a one-tier board structure having four sub-committees.

- (1) **Audit Committee:** responsible in reviewing business operation, oversee financial reports preparation and internal controls system, consider any conflict of interest issues, review risk management procedures, as well as, select external auditors.
- (2) **Risk Management Committee:** responsible in considering overall risks for the organization, consider the assessment tools, monitor and evaluate the risk in accordance with the business plan and report back to the Board of Directors on a regular basis.
- (3) **Nomination and Remuneration Committee:** responsible for selecting and nominating qualified person for appointment as a Board of Director and CEO position in a transparent manner, as well as, making recommendation for determining appropriate compensations for the Board of Directors, sub-committee, and the CEO for consideration and approval by the shareholders.
- (4) **Corporate Governance Committee:** responsible in reviewing and ensuring that the Company's operation is in compliances with the principles of good governance practices through the Company's Corporate Governance Policy and Code of Conduct.

Corporate Governance Structure



As of 31 December, 2019

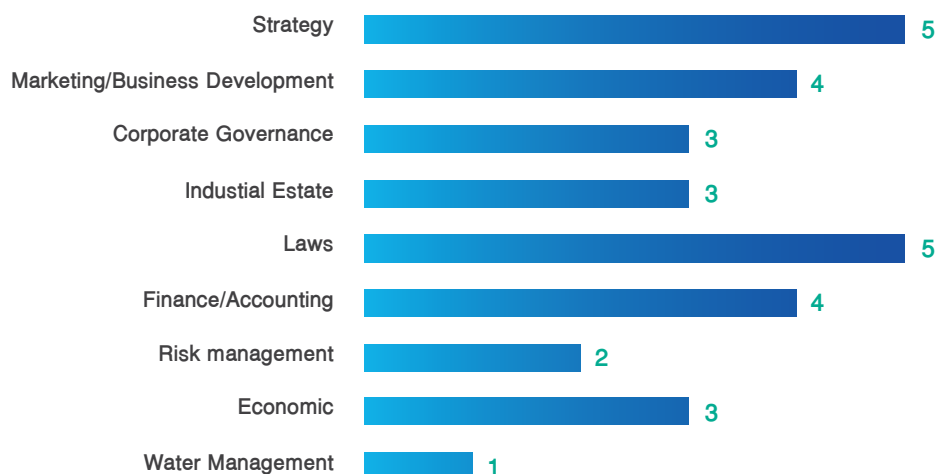


More detail on the Company's organizational structure, Corporate Governance and Code of Ethics Policy can be found in the Company's intranet and Company's website at www.amatavn.com

Board Skill Matrix

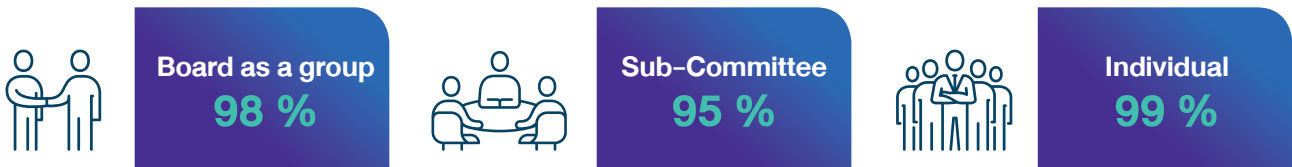
AMATA VN's Board consists of 9 directors, of which there are 6 independent directors, with diverse qualification and experiences to help drive the business in accordance to its objectives. The Nomination and Remuneration Committee has taken into account the diversity of qualifications such as independence, knowledge, skills, experience, expertise, gender, nationality and age of the potential candidate to be nominated as directors. Such qualifications are assessed by "Board Skills Matrix" to ensure appropriate composition of the Board to the oversight of the Company and the ability to respond to stakeholder's expectations. The Board of Directors makes decision with caution to the best interest of the Company, shareholders, and stakeholders.

Board Skill Matrix (persons)



Board of Directors Performance Evaluation

Thriving for good corporate governance efficiency, an annual performance evaluation of the Board of Directors is conducted to assess the Board, the sub-committee, and individual directors. In 2019, the overall performance was satisfactory as indicated below:



Competency Development of the Board of Directors

Directors have attended the following competency development programs during the year:

Programs	Number of Directors
Risk Management	2
Business Sustainability in Digital Era	1
Digital Economy for Management	1

Sustainable Development Governance

(Disclosure 102-19, 102-20)

Sustainable development is driven within the Company by integrating sustainable management into its business strategies.

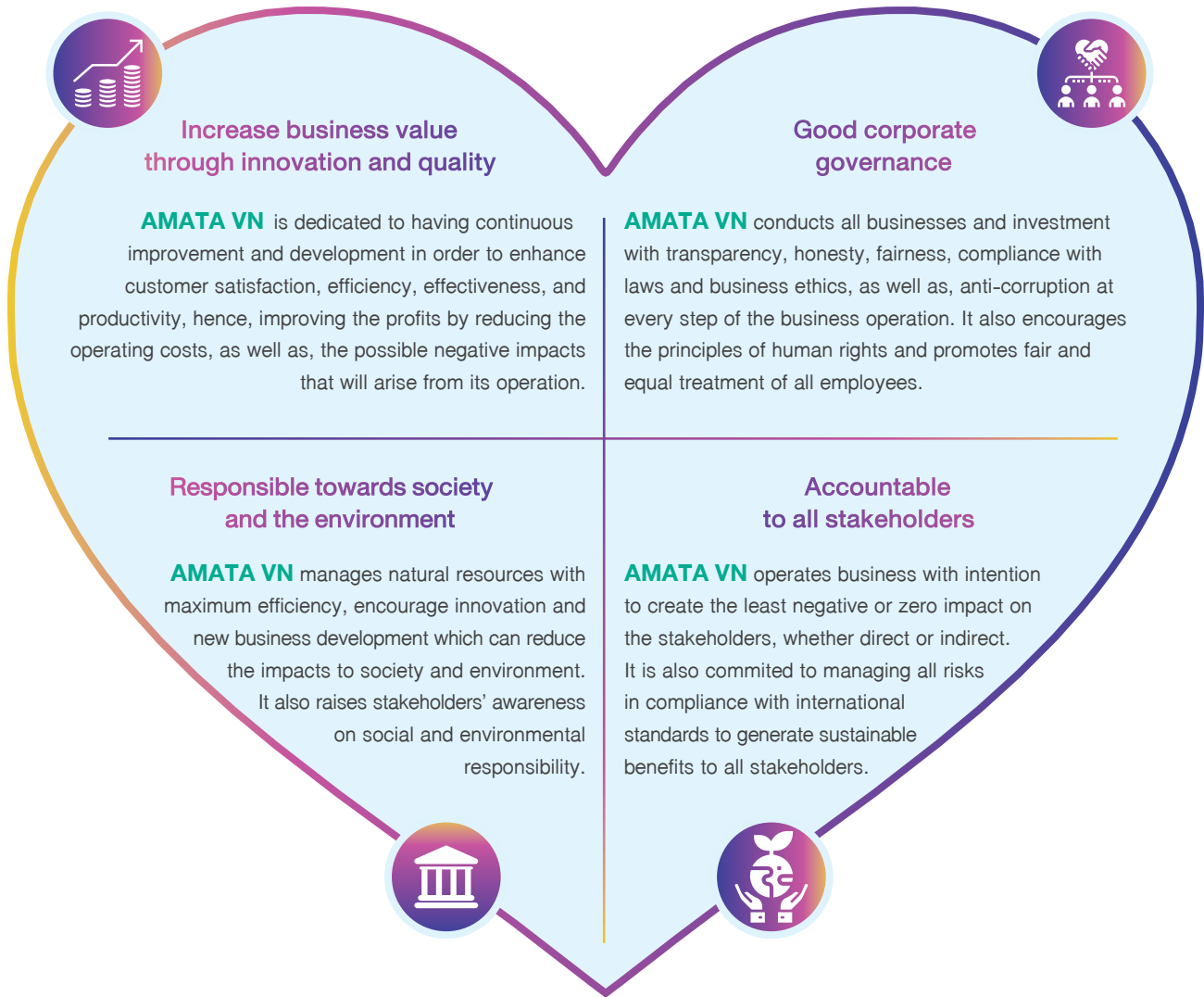
Although there is no unit directly responsible for sustainable development, Sustainable Development Working Committee has been appointed, comprising of heads of corporate, business, and functional units in the Company and its subsidiaries, and directly chaired by the Company's CEO.

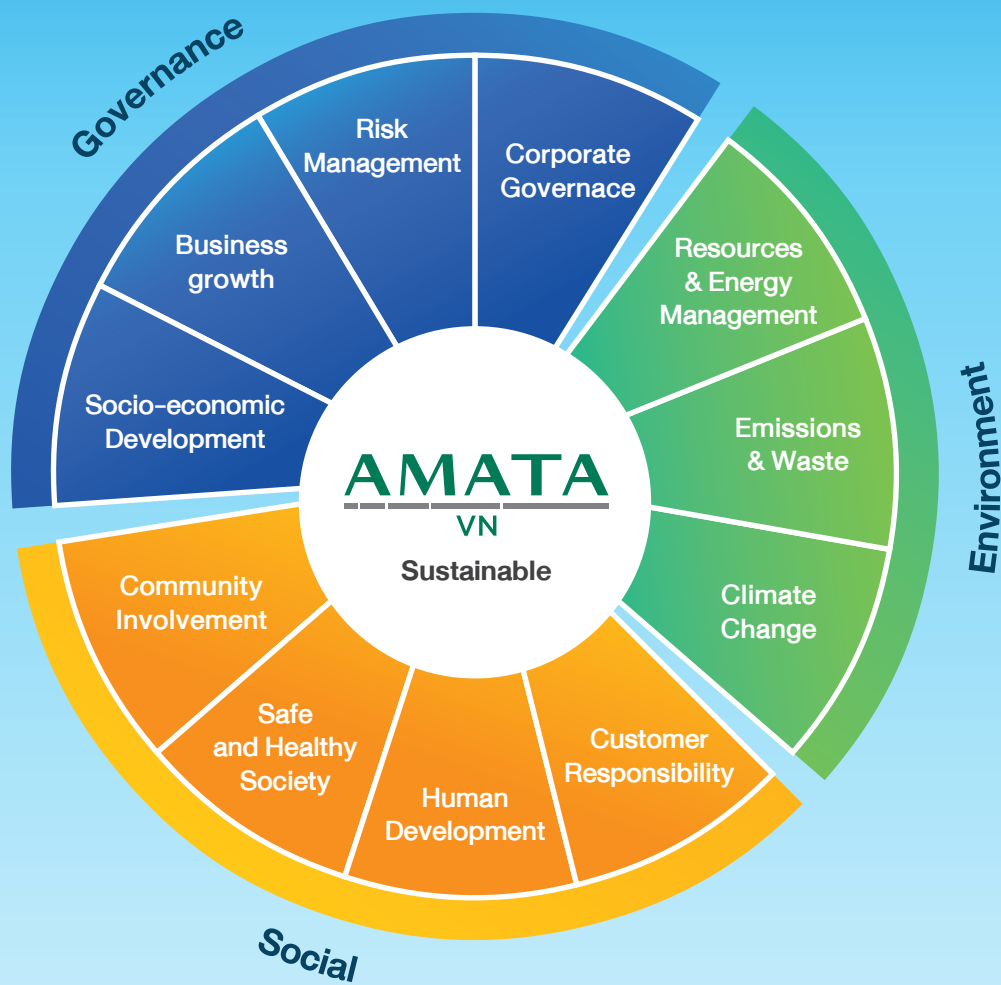


Sustainable Development Policy and Framework

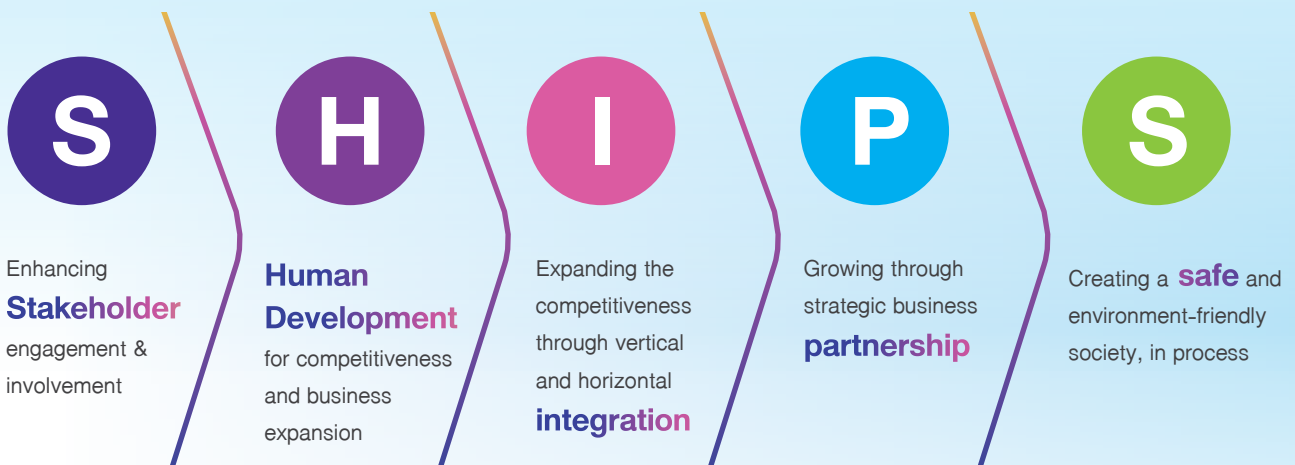
(disclosure 102-16)

AMATA VN has developed a 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, in order to operate in the long run, transparency and balancing between industry and quality of the society on the basis of social and environmental responsibility is crucial.



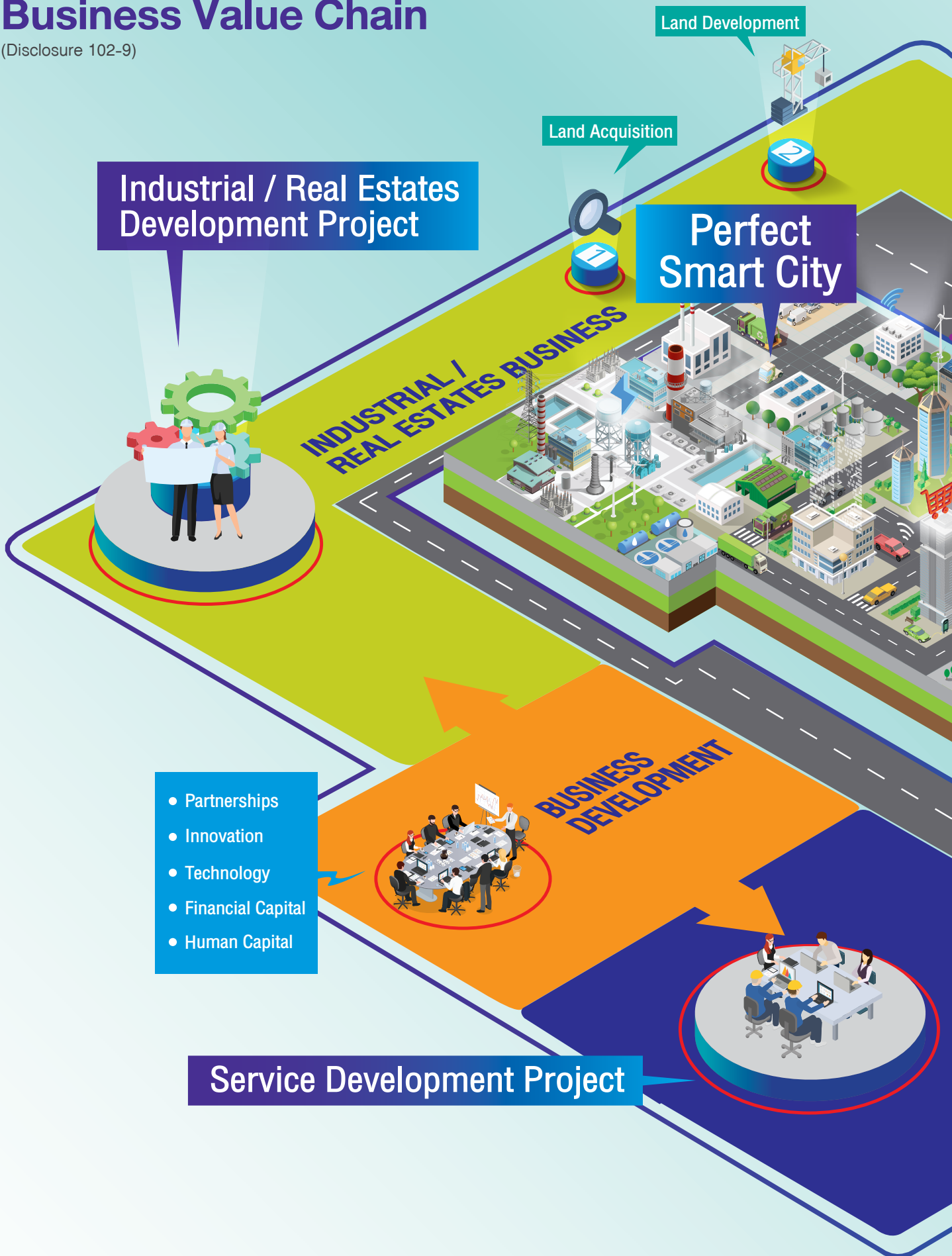


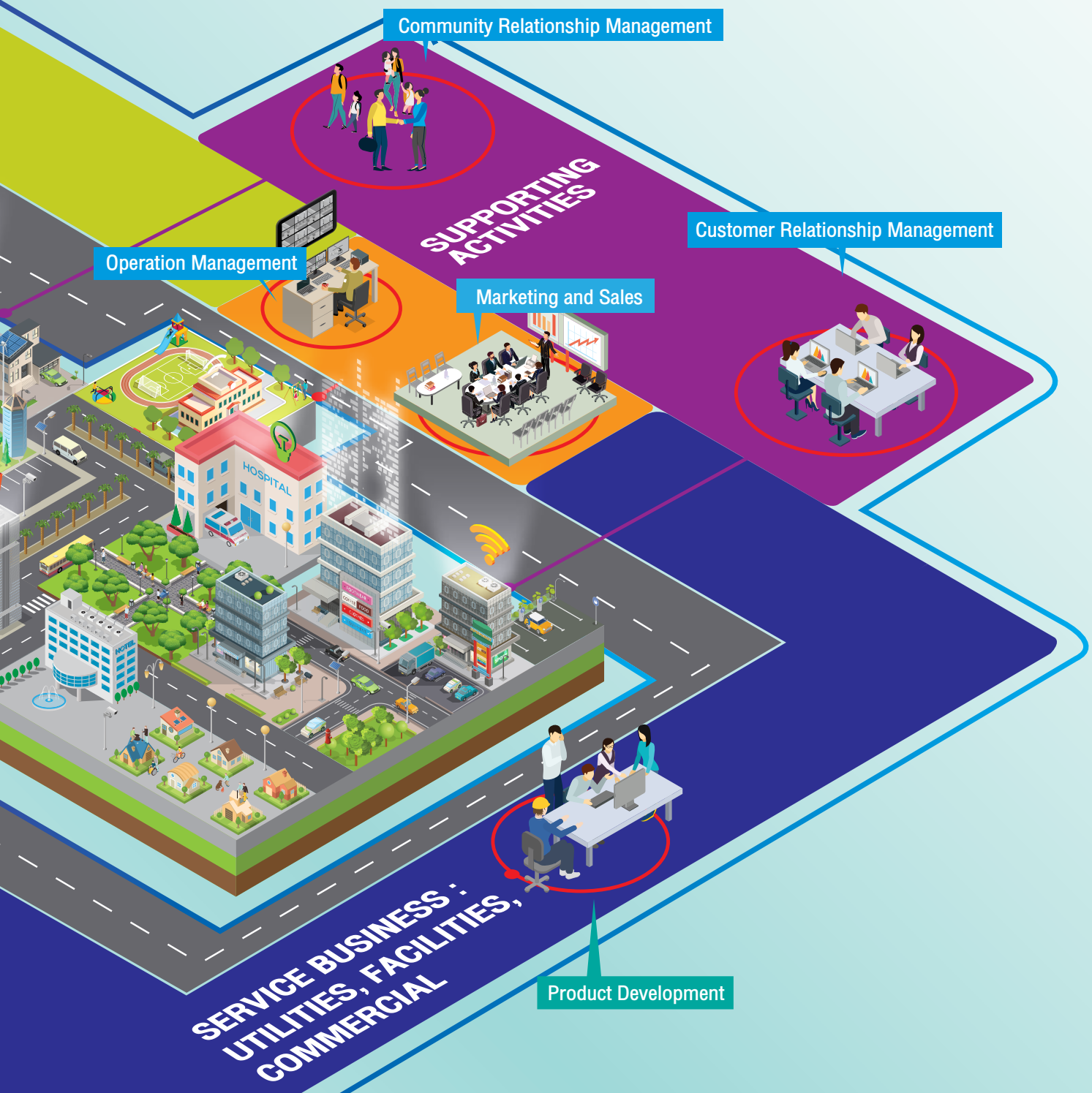
Key Strategies for Sustainable Development



Business Value Chain

(Disclosure 102-9)





STAKEHOLDERS ENGAGEMENT

Our Stakeholders

Stakeholders play an important role in the sustainability of AMATA VN Group as they are individuals or organizations that affect and/or could be affected by the Company's operations.

Stakeholder engagement was conducted so that the Company could have a good understanding of the stakeholders' views and foster positive stakeholder relationship. Therefore, various communication channels for stakeholders to voice their expectations, needs, concerns and opinions were provided. Then appropriate action and response to these concerns are being considered.

The Identification of key stakeholders are based on their involvement in the Company's value chain through internal analysis by the Company's employees in close cooperation with stakeholders of each group and through public survey via group meetings, questionnaires, and interviews. These inputs are then brought into consideration in the materiality process.

The Sustainable Development Working Committee reviews and assesses the level of importance of the stakeholders and their impacts once a year by considering various factors, for example, dependency, responsiveness, influence, and material other factors as appropriate. The committee also defines the stakeholders who are impacted by the Company and levels of the Company's impact on stakeholders by considering economic, social, and environmental issues. Stakeholders are then prioritized to provide appropriate engagement methods for each stakeholder.

In 2019, AMATA Group reviewed and have categorized its key stakeholders into 10 groups. The 10 stakeholder groups namely: employees, local communities, business partners, government agencies, customers, suppliers/contractors, creditors, competitors, media, and shareholders. Activities conducted for stakeholders' engagement are as follow:

Creditor

- Site visits
- Phone and face-to-face meetings

Government Agencies

- Site visits
- Phone and face-to-face meetings
- Participations in government activities
- Response to information requests

Local communities

- Community visit
- Focus group discussion
- Participation with provincial agencies activities to promote quality of life for community

Media

- Press release/briefings
- Media interviews
- Information updating

Suppliers/contractors

- Performance evaluation
- Site visits
- Weekly discussion and feedback

Business Partners

- Site visits
- Information sharing
- Discussion, inquires, and feedback

Stakeholders

Stakeholder

- Annual General Shareholder meeting
- SET Opportunity Day
- Analyst meeting/ conference call
- Investor relations information on website
- Quarterly investor Meeting

Employee

- Employee engagement survey
- Quarterly Town Hall
- Receive complains and report improper behavior via CEO Box
- Internal electronic communication
- Quarterly Employee welfare
- Annual CEO meeting with employee

Customers

- Customer satisfaction survey
- Call Center
- Annual Customer get together
- Knowledge sharing meeting
- Online/email communications

Competitors






- Follow up on market situation
- Friendly discussion from time to time
- Meeting with industry's association/organization

Stakeholder Engagement Process

(Disclosure 102-47)

Stakeholder	Stakeholder's Expectations	Company's Sustainability Topics
<p>Employees</p> 	<ul style="list-style-type: none"> • Company's direction • Reasonable welfare and benefits • Positive work atmosphere and environment <hr/> <ul style="list-style-type: none"> • Career advancement • Development of knowledge and capability <hr/> <ul style="list-style-type: none"> • Business ethics and responsible business practices 	<ul style="list-style-type: none"> • Employee Management <hr/> <ul style="list-style-type: none"> • Human Resources Development <hr/> <ul style="list-style-type: none"> • Business Ethics
<p>Customers</p> 	<ul style="list-style-type: none"> • Quality of sales and after-sales services • Emergency management <hr/> <ul style="list-style-type: none"> • Good governance and business ethics <hr/> <ul style="list-style-type: none"> • Good management on environmental impacts and compliance with laws <hr/> <ul style="list-style-type: none"> • Energy management 	<ul style="list-style-type: none"> • Customer Management <hr/> <ul style="list-style-type: none"> • Business Ethics <hr/> <ul style="list-style-type: none"> • Environmental Compliance <hr/> <ul style="list-style-type: none"> • Process Improvement and Innovation
<p>Community</p> 	<ul style="list-style-type: none"> • Social and environmental impact <hr/> <ul style="list-style-type: none"> • Community well-being • Promotion of community activities • Corporate philanthropy** 	<ul style="list-style-type: none"> • GHG Emission • Environment compliance <hr/> <ul style="list-style-type: none"> • Community Engagement
<p>Government Agencies</p> 	<ul style="list-style-type: none"> • Compliance with laws and regulations • Good governance and business ethics <hr/> <ul style="list-style-type: none"> • Local community engagement • Corporate philanthropy** 	<ul style="list-style-type: none"> • Environmental Compliance • Business Ethics <hr/> <ul style="list-style-type: none"> • Community Engagement
<p>Contractors</p> 	<ul style="list-style-type: none"> • Good governance and business ethics • Fair and transparent tendering process • Long term business with Amata 	<ul style="list-style-type: none"> • Business Ethics • Supplier Management

** additional topic in 2019

Stakeholder	Stakeholder's Expectations	Company's Sustainability Topics
Shareholders 	<ul style="list-style-type: none"> Economic growth and good long-term performance and return Good Corporate Governance Business transparency Risk Management 	<ul style="list-style-type: none"> Economic Performance Process Improvement and Innovation Corporate Governance Business Ethics Risk Management
Business Partners 	<ul style="list-style-type: none"> Business transparency Doing business with integrity and fairness Collaboration in business development and growing together 	<ul style="list-style-type: none"> Business Ethics Process Improvement and Innovation
Creditors 	<ul style="list-style-type: none"> Business transparency Business growth and financial performance 	<ul style="list-style-type: none"> Business Ethics Economic Performance
Media 	<ul style="list-style-type: none"> To receive an accurate and timely information Business growth Compliance with law and regulations Social and environmental impact 	<ul style="list-style-type: none"> Process Improvement and Innovation Economic Performance Environment Compliance GHG Emission
Competitors 	<ul style="list-style-type: none"> Fair and legal competition 	<ul style="list-style-type: none"> Business Ethics

Materiality Assessment

Materiality analysis is considered an important tool to identify the most relevant environmental and social priorities that are consistent with our business strategy. AMATA VN Group conducted a formal materiality analysis every other year to ensure that issues having most impact on the economy, society, and environment and that influence the decision-making of our stakeholders most. The Company has adopted Global Reporting Initiative (GRI) as reference guidelines for developing the Materiality Assessment.

Process of Materiality Assessment

1. Identification of materiality topics

Topic deems as material (or relevant) to AMATA VN Group if it aligns with our vision while meeting two conditions:

- (1) it impacts the Group's business in terms of growth, cost, or risk
- (2) it is important to our stakeholders. The material topics were derived from multiple channel and methods. Feedbacks from internal and external stakeholders were obtained via meeting (formally and informally), interviews, insights, and questionnaires. In addition, topics material to the Group's business operation were extracted from management workshop on enterprise risk where internal and external factors having either positive or negative affect to the business, as well as, future global trends or changes are put into consideration.

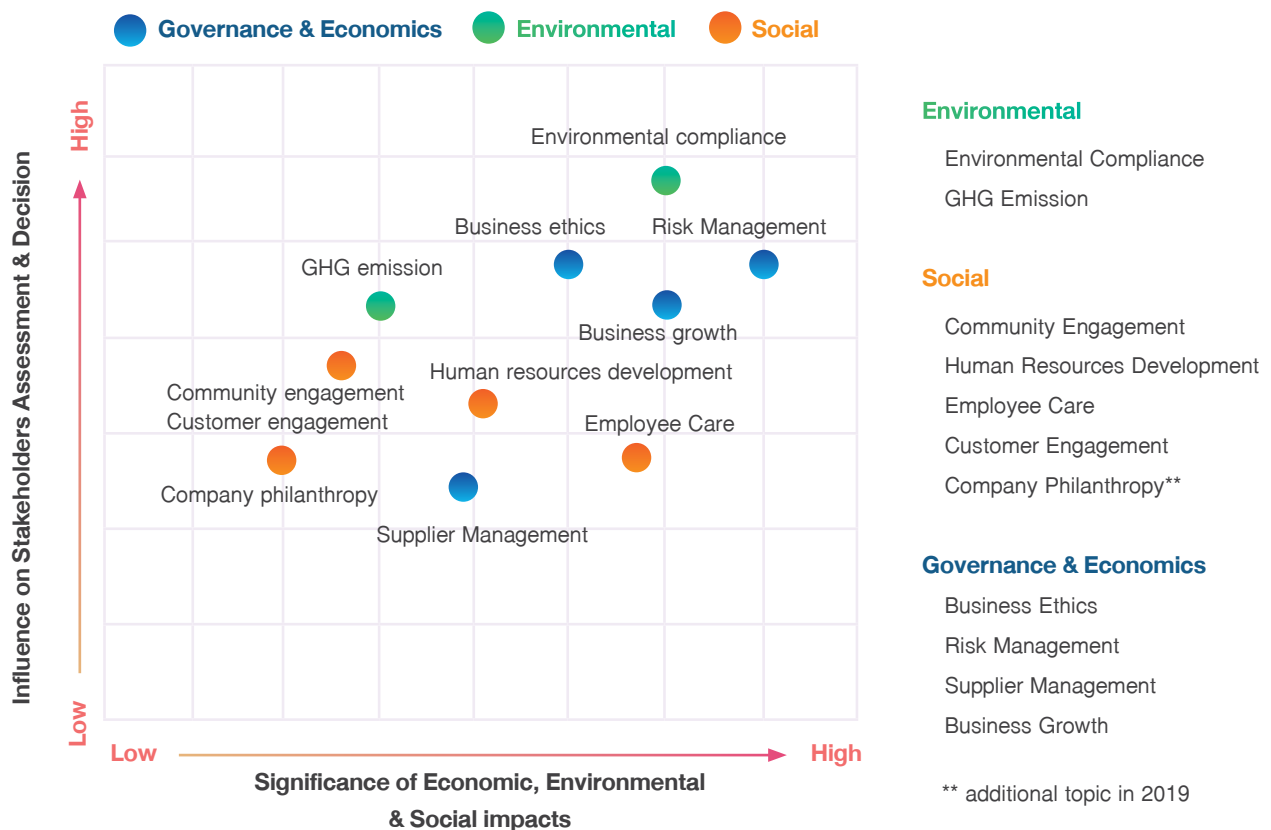
2. Material topics prioritization

Each topic is then prioritized not only according to the magnitude of impact it affects the organization and the likelihood of each incident occurring, but also on the magnitude of possible impact to influential stakeholders by rating high, medium, and low. The results were mapped on a materiality matrix to help identify and prioritize the most significant ones.

3. Re-validation process







AMATA VN Group has used materiality assessment conducted in year 2018 to identify sustainability topics for report of 2019. Through the engagement with stakeholders, the sustainable development working committee, consisting of managerial level from different department, reviewed and adjustments had been made to reflect the Group's current context. Certain topics were broken down into smaller topics to be more specific. The 7 key material topics identified were sub divided into 9 topics. There has been an additional topic "Company Philanthropy" raised in 2019. The Company has set strategies and initiatives to respond to the 9 topics raised by stakeholders.














Materiality Matrix



Materiality Topics and Impact Boundary

(Disclosure 102-47)

	Materiality Topics (Disclosure 102-47)	Impact Boundary								Report Content	GRI Topic	GRI Disclosure	SDGs	SDGs targets	Page				
		Employee	Customer	Community	Government agencies	Contractors	Shareholder	Business partners	Creditors							Media	Competitor		
Governance and Economic	Corporate Governance	●	●	●	●	●	●	●	●	●	●	●	●	<p>Corporate Governance</p> <ul style="list-style-type: none"> Corporate Governance and Business Ethics Anti-corruption 	<p>GRI 102 General Disclosure</p> <p>GRI 205 Anti-corruption</p>	<p>102-16 Values, principles, standards, and norms of behavior</p> <p>102-17 Mechanisms for advice and concerns about ethics</p> <p>205-3 Confirmed incidents of corruption and actions taken</p>		<p>16.3</p> <p>16.5</p>	<p>12</p> <p>4, 34</p> <p>35</p>
	Risk Management	●					●	●	●					<p>Risk Management</p>	<p>GRI 102 General Disclosure</p>	<p>102-11 Precautionary Principle or approach</p> <p>102-29 Identifying and managing economic, environmental, and social impacts</p>		<p>16.7</p>	<p>37</p>
	Business Growth													<p>Economic Performance</p>	<p>GRI 201 Economic Performance</p>	<p>201-1 Direct economic value generated and distributed</p>	 	<p>8.2</p> <p>17.3</p>	<p>28</p>
	not a material topic													<p>Supply Chain Management</p> <ul style="list-style-type: none"> Supplier & Contractor Management Customer Management 	<p>GRI 204 Procurement Practice</p> <p>GRI 308 Supplier Environmental Assessment</p> <p>GRI 414 Supplier Social Assessment</p>	<p>204-1 Proportion of spending on local suppliers</p> <p>308-2 Negative environmental impacts in the supply chain and actions taken</p> <p>414-2 Negative social impacts in the supply chain and actions taken</p>	 	<p>8.3</p> <p>16.1</p>	<p>72</p> <p>42</p>

	Materiality Topics (Disclosure 102-47)	Impact Boundary								Report Content	GRI Topic	GRI Disclosure	SDGs	SDGs targets	Page	
		Employee	Customer	Community	Government agencies	Contractors	Shareholder	Business partners	Creditors							Media
Social	Employment and care	●									Human Resource Management	GRI 401 Employment	401-1 New employee hires and employee turnover 401-3 Parental Leave	  	5.1 8.5 10.3	73
	Human Resource Development	●									Human Resource Management	GRI 404 Training and Education	404-1 Average hours of training per year per employee	  	4.3, 4.5 5.1 10.3	53
	Community development and engagement	●	●	●			●				Community Development	GRI 413 Local Communities	413-1 Operations with local community engagement, impact assessment, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities	  	1.4 9.1 11.2	54
Environmental	Environmental Compliance										Environmental Compliance	GRI 305 Emission GRI 306 Effluents and Waste GRI 307 Environmental Compliance	305-7 Nitrogen Oxide, Sulfur Oxide and other significant air emissions 306-1 Water discharge by quality and destination 307-1 Non-compliance with environmental laws and regulations		12.4	67
	Energy Management										Energy Management and Climate Change	GRI 302 Energy	302-1 Energy consumption within the organization 302-4 Reduction of energy consumption	  	7.2, 7.3 12.2 13.1	62

OUR ECONOMY



Dividend to shareholders

84

million baht



Excellent

CG Scoring



**Top
Quartile**

by Thai IOD



Economic Performance

(Disclosure 201-1)



The AMATA VN and its subsidiaries operate on a local level in every community we have presence. We contributed to economic development of local and Vietnam's country economy as a whole through employing local people, purchasing local goods and services, paying taxes to governments, as well as, supporting social development programs. Therefore, our performance and contribution to the community is of interests to all our stakeholders.

Reporting Boundary

The economic distribution data disclosed is a consolidated report of all business entities in which AMATA VN holds shares directly and indirectly greater than 50% and has management control.

Management Approach

AMATA VN Group's commitment to economic performance is stated in the vision and mission statement of "creating perfect cities where opportunities arise" by "committing to innovation that enriches quality of life and expanding new frontiers by the culture of ALL WIN for our stakeholders.

By this AMATA VN Group emphasized on employing local people, purchasing local goods and services, paying taxes to governments, supporting social development programs, as well as, improving and innovating the existing process and expanding to new frontiers.

Performance

For the year ended 2019, AMATA VN Group's had total revenue of THB 709.79 million, decreased by THB 460.74 million or 39.36% from the year 2018. Revenue decreased was mainly due to decrease in revenue from real estate sales which decreased by THB 546.4 million or a decrease of 89.85%, however, the Group had gains on sales of investment properties, increasing by THB 45.83 million or 61.70% increase. In addition, revenue from rental has increased by THB 12.45 million or 5.31% and also had revenue from utility services which increased by THB 8.61 million or 4.02%, resulting in the overall revenue decreased of revenue from real estate sales.

For the year ended 2019, selling and administrative expenses and other expense amounted to THB 296.79 million. The main reason was from the fourth quarter of 2018 the company record additional expenses to the Vietnamese government agency in the amount of THB 222.42 million, causing the company to have more overall expenses. Together with, increase in Thai Baht currency against Vietnam Dong, resulting in an increase in loss on exchange in 2019 comparing with the same period of last year.

The Company has net profit according to the consolidated financial statements for the year ended December 31, 2019, amounting to THB 21.24 million, compared to the same period of 2018 which has a net profit of THB 208.25 million. The overall net profit has decreased by THB 187.21 million or decreased 89.80% because of decreasing in revenue from real estate sales and interest expense and loss on exchange are higher than the same period of last year total amount is THB 164.89 million.

AMATA VN Group is in the stage of project expansion 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 Group also have the vibrant goal of operating our business under the principles of Sustainable Development focusing on employee development and environmentally friendly industrial estates and urban cities. AMATA VN Group is very confident that by doing so will lead to sustainable business growth in the long term.

Economic Distribution

	2017	2018	2019
Distribution of value to shareholders			
Dividend per share (Baht)	0.05	0.03	0.09
Dividend to shareholders (Baht)	533,500,000	28,049,697	84,149,091
Personnel investment			
Remuneration for employees* (Baht)	79,638,172	51,677,967	54,448,677
Remuneration for management (Baht)	14,730,370	11,096,593	12,216,092
Remuneration for directors (Baht)	5,225,349	16,202,401	16,116,477
Community and social investment			
Donation (Baht)	810,860	624,390	1,080,603
Social activities (Baht)	260,626	110,695	660,731
Sharing to business partners			
Domestic procurement (Baht)	532,530,490	326,919,132	403,721,449
Other economic values			
Finance cost (Baht)	81,599,051	112,936,407	76,357,210
Taxes payable to government (Baht)	57,325,214	60,266,327	10,595,517

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

Source : Consolidated Financial Statement 2019 and Annual Report 2019

AMATA Group's tax policy enforced that AMATA VN and its subsidiaries to comply and adhere to the legal tax management guideline and practices in accordance with the business operations based in Thailand and overseas to reflect transparency and fairness associated with tax operations. The Company recognizes the direct and indirect risks related to tax and its impacts to the economy and society. The efficient tax management will promote the sustainable business and also support the national development as a whole. For more information about the tax policy, please visit our website: www.amatavn.com

Process Improvement and Innovation

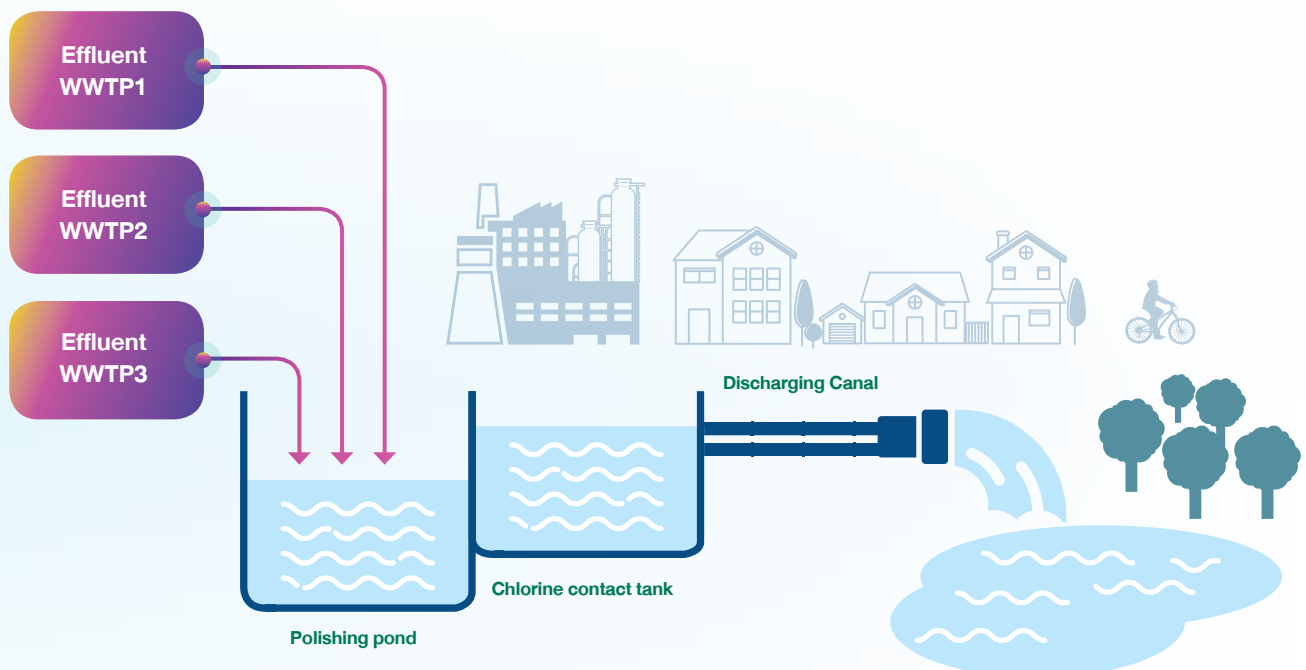
As the competition in the world is stronger, AMATA VN Group strives to continuously improve its process, products, and services by finding ways to work smarter in order to be more efficient and profitable. In 2019, Amata City Bien Hoa has implemented two innovation and improvement on its process and under construction for two of our project sites (Amata City Long Thanh and Amata City Halong).

(a) For Waste Water Disinfection

In the process of destroying harmful bacteria from the wastewater, chlorine and coliform (Cl₂ residual), the most powerful chemical, is used to disinfect the bacteria in a short time span under minimum amount of cost. However, the environmental protection law has set limit to the amount of chlorine to be discharged. The wastewater discharged was not able to meet within the level regulated as the velocity of water flow were not at a constant rate and fast making chlorine inputted not being mixed properly and remain in high concentration, as well as, inappropriate amount of chlorine was added (sometimes too much; sometimes too little). As the result, the Company has received a warning letter. Penalty of over limit can be up to 1.5 billion VND (equivalent to 2 million THB).

In 2019, the wastewater team has came up with an innovative process of correct these problems. Normally, the wastewater will go through the polishing pond, then to the discharge canal before being discharged to the public stream. The conventional way (as shown in below) is to create another pond as a retention pond to put in chlorine before releasing into the discharge canal and then to the public.

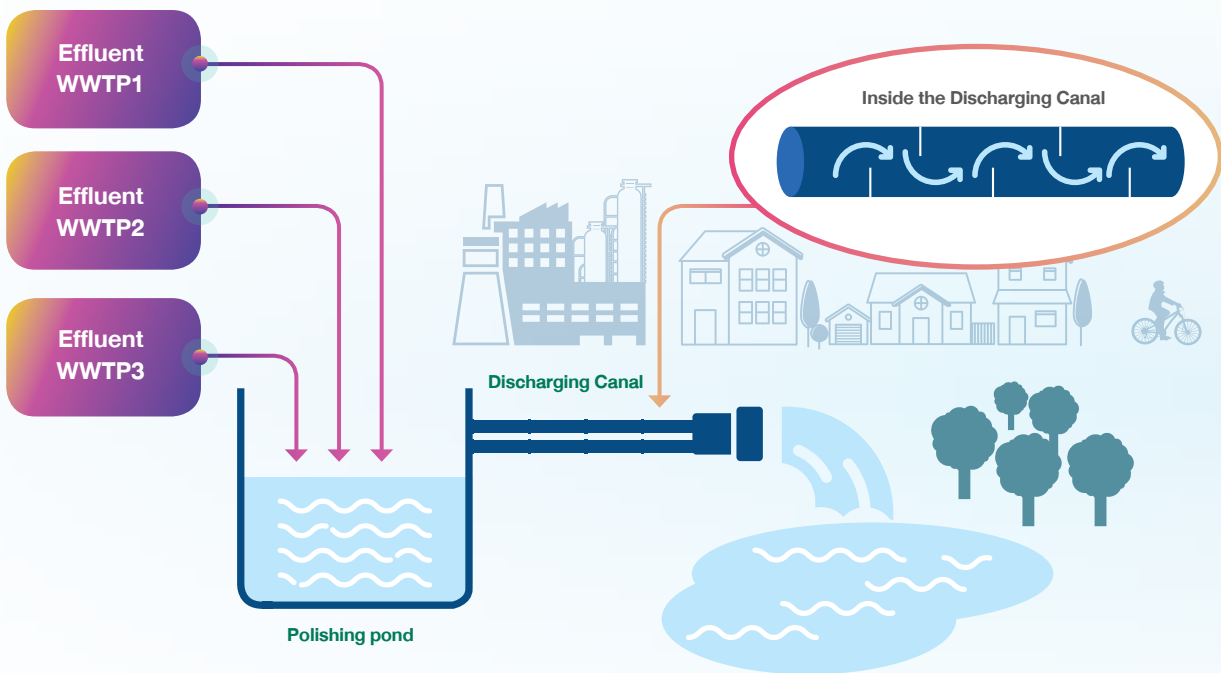
Conventional Way



There are many disadvantages to doing the conventional way in which the Company would have to construct a new pond adjacent to the Polishing pond to allow chlorine to settle down before discharging into public streams.

The innovative way was to installed walls in a zig zag manner with an automatic chlorine dispenser within the existing discharge canals. The automatic chlorine dispenser will release appropriate amount of chlorine depending on the incoming level of water flow rate. When the inflow of water enters into the discharging canal and the chlorine is released, the water will splash with the zigged zagged walls that will cause the chlorine to mix with the water efficiently. The 250m long discharging canal enables the chemical to be diluted before being discharged to the public stream.

Innovative way



<ul style="list-style-type: none"> Conventional Method 	2 Million THB	<div style="border: 2px solid green; border-radius: 50%; padding: 10px; display: inline-block;"> <p style="font-size: 1.2em; margin: 0;">Saved</p> <p style="font-size: 2em; font-weight: bold; margin: 0;">2.7</p> <p style="font-size: 0.8em; margin: 0;">Million THB</p> </div>
<ul style="list-style-type: none"> Zig zag Method 	0.22 Million THB	

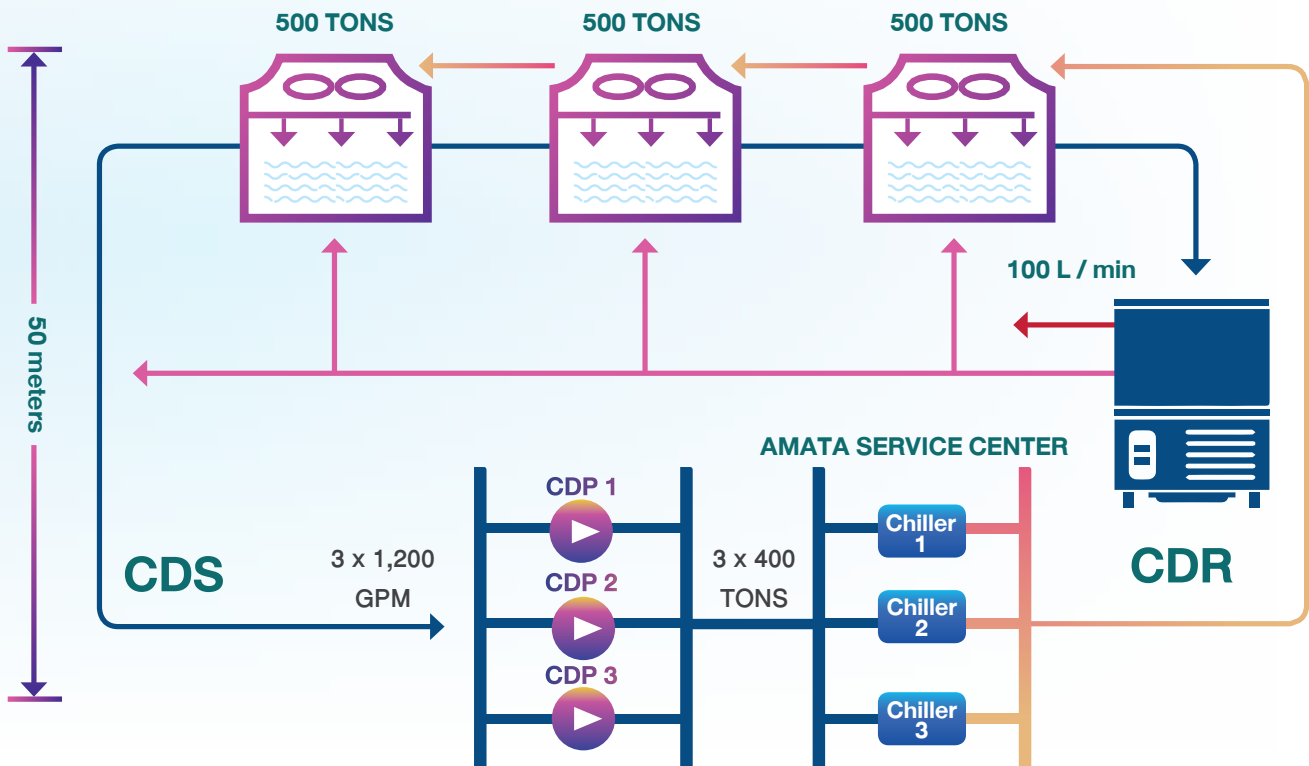
The result of the new process has saved the company of having to invest 1.2 billion VND (equivalent to THB1.6 million) and potential penalty of 1.5 billion VND (equivalent to THB 2 million)

(b) For Chiller System

When dirt and grime coat the chiller’s or air-conditioner’s coils, costs of operation for that system drastically will increase. Aside from this, dangerous bacteria can multiply in poorly maintained system and have adverse effect on indoor air quality posing health risk such as asthma or nausea to customers and employees of that facility. There is maintenance to clean the coil every quarter. However, the maintenance team search for a better way to improve the efficiency of the chiller as well as reduce its operational costs.

Normally, the method for cleaning the grime and dirt occurrence in the chiller is by using chemical. This option was not desirable as additional concern would be health issues due to the usage of chemical. By this, in October of 2019, the maintenance team of Amata Service Center has installed an equipment to infuse ozone as the optimum solution. The ozone installation is as effective as traditional chemicals with no environmental or human health consequences. Plus, there is no additional cost for operation.

After installation, the company was able to save 23% of its electricity bills, increase its chiller's longevity, improved air quality in the facility, as well as, released less greenhouse gas emission into the environment.



(c) Construction of Amata City Long Thanh

Originally, Amata City Long Thanh JSC (ACLT) has a total land area of 517 ha but as the company started operation, it found that the operation of an industrial park and that of the commercial complex is completely different. Therefore, ACLT splitted its commercial activities with industrial activities by creating additional two subsidiaries namely Amata Service City Long Thanh 1 Company Limited (ASCLT 1) and Amata Service City Long Thanh 2 Company Limited (ASCLT 2). ACLT would focus on industrial park activities of 410 ha, while ASCLT 1 and ASCLT 2 will focus on supporting services of the industrial park such as logistics, warehouses, low-middle income commercial and residential projects.

At this moment, ACLT has started construction works for 64 ha land and target to recognize revenue in 2020



(d) Amata City Halong sites

Amata City Halong is under construction works for the initial phase of 714 ha and target to recognize revenue by end of 2020



Business Ethics

(Disclosure 205-3)



Business ethics is a material topic interested by not only stakeholders but also to AMATA VN Group. Building on a foundation of ethical behavior promotes positive public corporate image, financial results, sustainable growth. AMATA VN Group is committed in doing business the right way, therefore, policies have been imposed to guide directors, executives, and employees.

Reporting Boundary

The information disclosed in this report is from AMATA VN PCL where main policies are being generated and further imposed to its subsidiaries.

Management Approach

AMATA VN PCL has operation in Thailand and in Vietnam. It is challenging to balance the different practices and standards in the countries in which it operates. Therefore, it is highly beneficial to introduce internationally accepted standards to regulate the behavior and promote the organizational culture. The company has established policies to clearly notify the organization's ethics as to what behaviors are acceptable.

Revision to these policies are being done every year to ensure its effectiveness and alignments with new international standards. Business ethics are promoted in all business entities in which AMATA VN holds shares. However, directions and policies are generated from the mother company, AMATA VN PCL and imposed down to its subsidiaries.

The Company has announced 19 policies:

1. Corporate Governance Policy
2. Director Nomination and Remuneration Policy
3. Board Diversity Policy
4. Board, Committee, and Director Performance Evaluation Policy
5. CEO Performance Management and Remuneration Policy
6. Board and Director Continuing Development Policy
7. Matters Reserved for the Board Policy
8. Access, Indemnity and Insurance Policy
9. Board Calendar and Agenda Policy
10. Preparation of Agenda for Board of Directors Meeting Policy
11. Policy on Documents and Material for Board of Directors and Sub-Committees Meetings
12. Conflict of Interests Policy
13. Anti-Corruption Policy
14. Whistleblowing Policy
15. Dividend Payment Policy
16. Sustainable Development Policy
17. Confidentiality Policy
18. Insider Trading Prevention Policy
19. Code of Conduct

Performance

CG Scoring

AMATA VN PCL participated in the annual assessment by the Corporate Governance Report of Thai Listed Companies (CGR) which assesses the corporate governance practices with 241 assessment criteria. In 2019, AMATA VN PCL was rated with 5 stars “Excellent” CG score indicating that our board of directors performed their duties effectively and reflects the company’s commitment to following good corporate governance practices. 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.

Companies With Excellent CG Scoring



In the past year, AMATA VN did not receive any complaints from stakeholders relating to corporate governance.

For a more transparent and accountability, the Company has made adjustment to 4 policies (Corporate Governance, Anti-corruption, Whistleblowing, and Insider Trading Prevention) and generated 2 new policies (Sustainable Development and Confidentiality Policy).

Policy	Policy revision
<ul style="list-style-type: none"> Corporate Governance 	Added the roles and responsibilities of CG committee Added more involvement of BOD in risk management Revised equal treatment for all shareholders
<ul style="list-style-type: none"> Anti-corruption 	Added new policies to align with requirements of Collective Action against Corruption (CAC)
<ul style="list-style-type: none"> Whistleblowing 	Added new policies to align with requirements of Collective Action against Corruption (CAC)
<ul style="list-style-type: none"> Insider Trading Prevention 	Increased the Black-out period to be 1 month before the announcement of Financial statement and 24hrs after such announcement (previously was 2 weeks before financial statement announcement.)
<ul style="list-style-type: none"> Sustainable Development 	Newly established policy
<ul style="list-style-type: none"> Confidentiality 	Newly established policy

In addition, the company has sent out CG questionnaire to ensure that our employees understand the Corporate Governance policy. Result of the questionnaire is below:

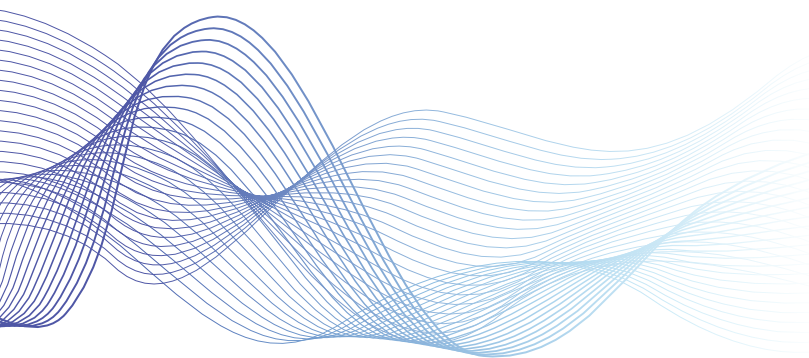


Anti-corruption

AMATA VN Group is determined to fight corruption and imposes all its employees, regardless of their position, to comply with the Anti-Corruption Policy and promote a culture of transparency, honesty and fairness.

In 2019, AMATA VN PCL has submitted application for certification of Thailand's Private Sector Collective Action Coalition Against Corruption and expected to know the result within year 2020.

In addition, the company has distributed a "no gift policy" announcement through every internal communication channel to remind its employees that it is inappropriate to accept gifts from any person to avoid any conflict of interest as well as to avoid any bribery action. The company has received high cooperation by the employee.



Risk Management

(Disclosure 102-11, 102-15,102-29,102-34)



Risk is undeniable part of any business which affects its operations and activities. Proper risk management implementation will effectively manage and treat such risks. When risks are identified and managed before it becomes destructive and affects the reputation and the ability of the company to operation, only then will the company would be sustainable.

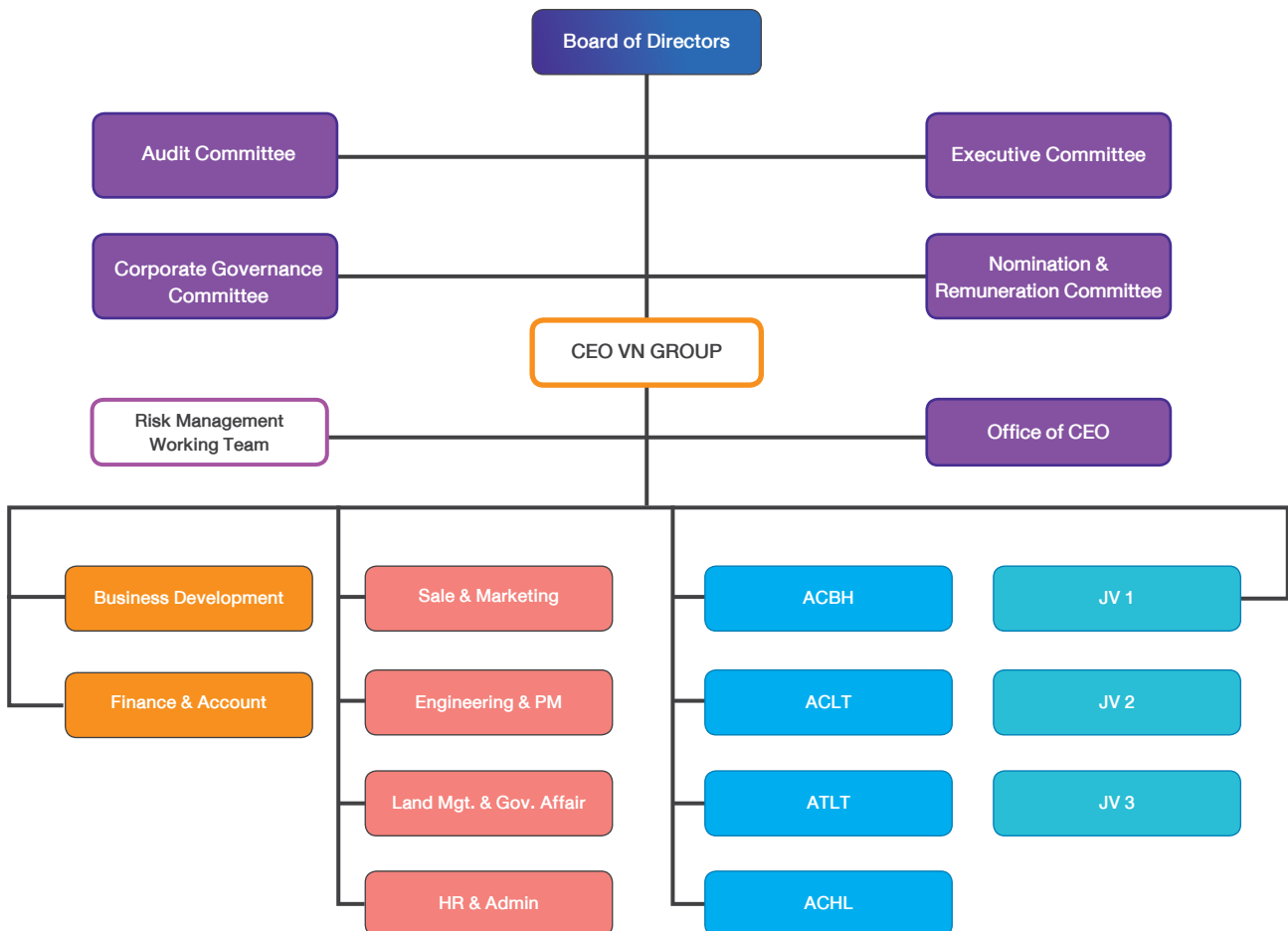
Reporting Boundary

Information for this reporting is consolidated risks from AMATA VN and from all business entities in which it holds greater than 50% shares.

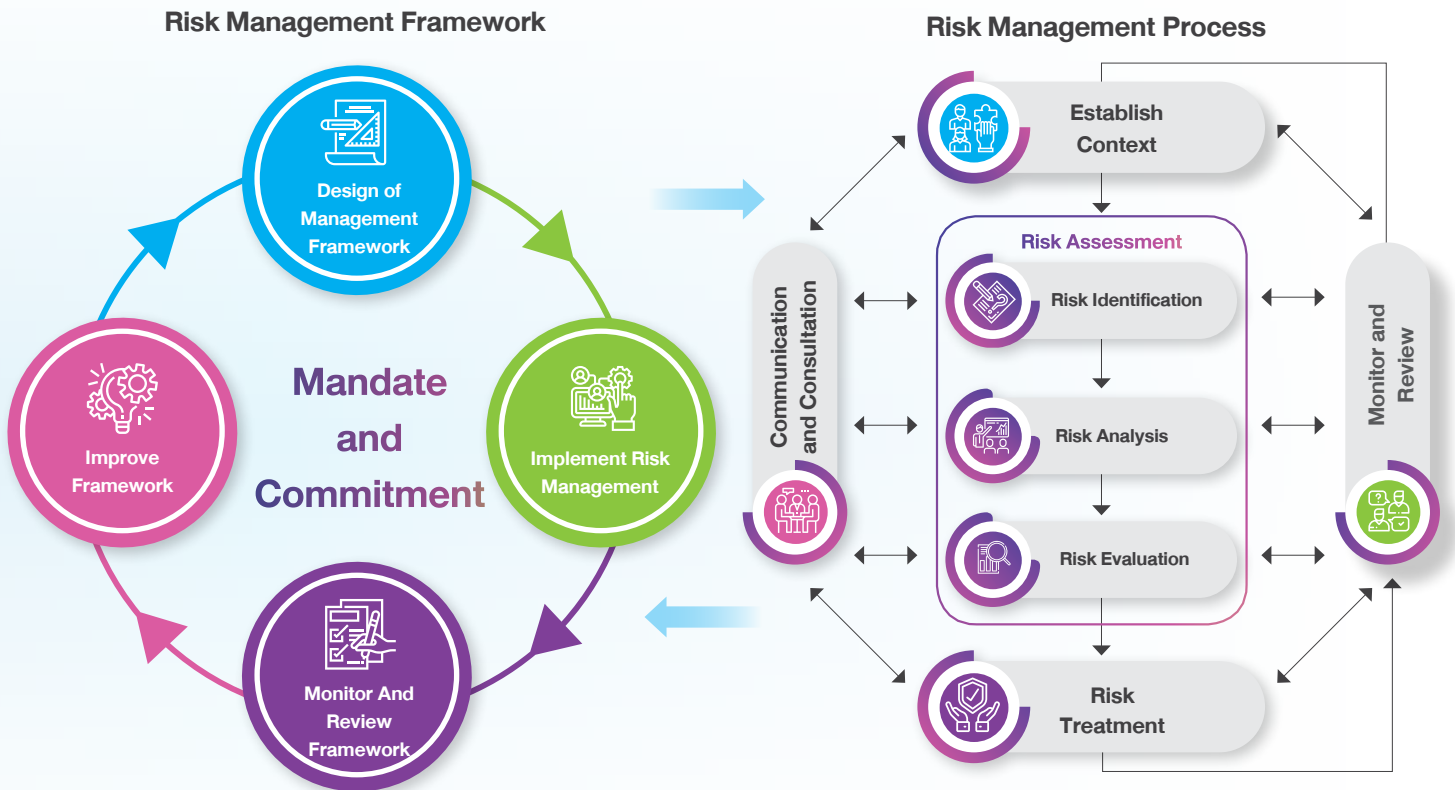
Management Approach

AMATA VN and its subsidiaries are committed to ensuring sustainable business growth and transparency in all matters relating to management and legislative compliance, AMATA VN Group is dedicated to promoting a culture of risk management based on a practical application of best practice. To achieve this objective, AMATA VN Group establishes necessary structures, processes, and training.

Risk Management Structure



AMATA VN has appointed a Risk Management Committee comprising of CEO, top management of AMATA VN as well as top management of its subsidiary companies. This committee is responsible for establishing risk management policies and oversight risk management framework for the AMATA VN Group’s operations in Thailand and Vietnam. The Risk Management Committee convenes regularly and reports the review of the risk management system to the Board of Directors on an annual basis. COSO and ISO 31000 has adopted as guidance in conducting enterprise risk management and has implemented at all levels of the organization through a “top down” and “bottom up” approach to Risk Management. All employees of AMATA VN Group are owners of the risk and have the responsibility to assess the risk of their area and prepare mitigation plan for the risks.



Performance

Key Risks

From the risk management training workshops, AMATA VN Group has highlighted some of the key risks of which AMATA VN Group is exposed to, as well as, future trends that may impact the corporate target and mitigation measures for these risks.



Economic Risks (Disclosure 102-29)

Key Risks : Failure to develop land on time

Explanation : Land acquisition is the most crucial part of land development. When the landowners learn that a big investor will be obtaining their land, they will ask for more than the amount previously agreed with the government. This may result in higher land cost and lower profit margin.

Mitigation Measures : The management works closely with the local governmental authorities responsible for land acquisition. At the same time, the management has set a team to engage with the landowners with concerns to enhance the efficiency of land compensation process and accelerate the compensation time.

Key Risks : Change in laws or policies in the targeted countries

Explanation : As Vietnam becomes more internationalized, there are always a risk of facing additional regulations that were not applied before. The new laws, regulations and government requirements will affect directly to the business and projects in the pipeline.

Mitigation Measures : AMATA VN Group has set a designated department and professionals to closely follow up and be updated in terms of new law and regulations, change in bilateral agreements, as well as, predict possible changes in government policies that would impact AMATA VN Group's objectives. Not only monitoring the situation, the Company also shared the knowledge to customers on laws and regulations so that all could strictly abide to the laws.

Key Risks : Global political uncertainty

Explanation : Foreign direct investment is highly affected by the global political uncertainty. It can either bring opportunities or threat to the Company.
The US - China trade war, however, has brought great opportunities to Vietnam as many foreign direct investments have been moving their manufacturing base to Vietnam to avoid being affected by the trade war between the two countries

Mitigation Measures : Seeing the shift in investment from China, the management is accelerating its land development to take advantage of the current increase in market demand for land by foreign direct investor into Vietnam.

Environmental risk (Disclosure 102-29)

Key Risks : Climate Change

Explanation : The significant emerging risks were found as the resulted of climate change. Climate change impacts could disrupt business operations. The climate variation has caused water shortage or flood which affect the manufacturing both directly and indirectly.

Vietnam is one of the countries most affected by natural disaster and climate change. Typhoons and floods are the most frequent and causes devastating physical and economic losses to the country. Fifty percent of the country lies along the coastline, therefore, exposure to flooding is high.

In addition, Climate change impacts could disrupt business operations, causing water shortage, flood, or increase in operation cost of the Company.

Mitigation Measures : The management has set taken preventive actions as below:

- Location chosen for investment: Aware of the country's geographic characteristics, every time AMATA VN Group invest in a new location, 100 years historical and predicted future natural disaster data were taken into consideration in choosing the right location, designing and developing the estate so that it is least affected.
- Monitor natural disaster and put in place plans (based on impact level) to ensure business continuity.
- Low Carbon City: As efforts to combat climate change, the management has established low carbon city policy to encourage AMATA VN Group in taking action in reducing GHG emissions within AMATA VN Group's operational activities.

Social risk (Disclosure 102-29)

Key Risks : Impact of business operation on local communities and the public

Explanation : Any impacts created by Company's operation on the local communities could affect the stakeholders' confidence, reputation, as well as, the license to operate of the Company.

Mitigation Measures : Each company has assigned a specific department to engage with the local communities to build good relationship with the locals and give better understanding of the Company's operation.

In addition, the company strictly comply with the social and environmental laws, as well as, set emergency plan to rapidly response to any incident. Automatic real-time reporting of Air quality and water quality monitoring equipment are installed to ensure the company's operation is within the standards and to assure the safety of the community.

Embed risk culture

Embedding risk culture is an ongoing process which changes the way employees think, make decisions, and behave. In 2019, the Risk Management Committee has organized 8 meetings and has developed a risk management policy to define AMATA VN Group's perception and attitude towards the risks it faces and to which extent AMATA VN Group will expose itself to risks. The policy will be sent to the Board of Directors for approval in early 2020.

In addition, during the year, there were 15 numbers of risk management training workshops to coach the top and middle management of AMATA VN and its subsidiaries on the industry best practice of the risk management.

Supply Chain Management

(Disclosure 308-1, 308-2 ,414-1, 414-2)



The effective supply chain management is one of important part in sustainable development. It enhances the Company’s competency, creates fairness and transparency throughout the business value chain, and also promotes the collaboration and relationship among supply chain stakeholders which are suppliers, contractors, customers and government agencies. To build sustainability in supply chain, relationship management with our business partners is essential so that they could help share the same interest and become the Company’s long-term business partner.

Engaging with Supplier and Contractor

AMATA VN and its subsidiaries engage contractors to undertake various projects and services on behalf of the company. Upon performing their works or services, these contractors have potential harm to our environment, our community, our operations and our reputation. Therefore, we integrate sustainability into our procurement processes and supplier engagement.

Reporting Boundary

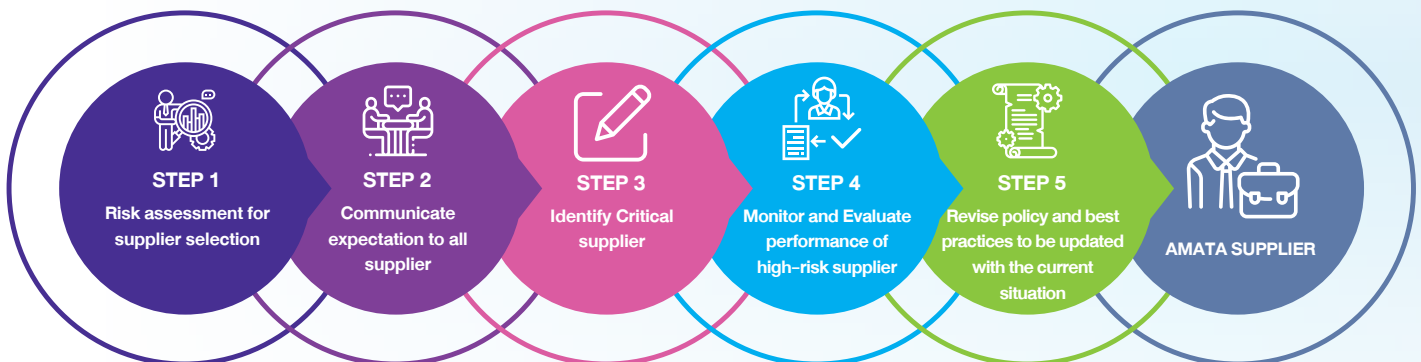
Information for this reporting is from Amata City Bien Hoa as it is the subsidiary having the most activities with the contractors.

Management Approach

The Company is aware of possible risks and impacts that contractors and suppliers in supply chain may cause from their production or services. Amata City Bien Hoa managed and conducted supplier risk assessment consisting of economic, social and environment aspects, to prevent and mitigate the risks. The risk assessment analysis results were then used for developing strategies and management approach for each stakeholder in supply chain to reduce the costs of procurement, increase productivity, and protect the Company’s reputation and brand value.

Clear operational practices on procurement processes were set to ensure all employees follow these procedures. In terms of implementation to suppliers, social and environmental responsibilities were addressed in the service contracts covering human rights, labor practices and environmental compliance. In addition, the Company is preparing Supplier Code of Conduct to communicate the Company’s commitment in doing business ethically and responsibly towards the environment and the society.

Our sustainable supply chain management approach to minimize risks of supplier is shown below:



Performance

1. Risk assessment for supplier selection

The Company procurement process focus on transparency and fairness. The Company gives all suppliers/contractor equal opportunity through fair and transparent tender and bidding evaluation process for works valued more than VND 5 billion (equivalent to about USD 220,000). In selecting the right supplier/contractor, preliminary risk assessment mechanism is applied on all supplier (100%) with key criterion based on reliability and quality of product/services delivered, value for money, compliance with relevant regulations and laws, financial risk, business ethics, human rights, occupational health and safety of the employees and environmental management. For less than VND 5 billion, works will be awarded to existing suppliers/contractors in the vendor list as they have already past the preliminary screening process, based on price competitiveness.

There is designated guidelines for checking and assessing future suppliers and contractors consisting of procedure to check the basic qualifications of the suppliers and contractors whether their qualifications meet the standards set herein while the existing suppliers and contractors will obtain additional assessments such as the sustainability risk assessment, past performance assessment, workplace assessment including assessment of relationship between the sellers of such product/service and the Company in accordance with the requirements and checklist defined by the Company and the standard of environmental management system (ISO14001).

2. Communicate sustainability expectations

In 2019, there were a total of 126 suppliers/contractors giving their services to Amata City Bien Hoa. There were only 1 new suppliers/contractors engaged in servicing the company in 2019. All suppliers/contractors have been communicated on our sustainability expectations on human rights, labor practices and environmental compliance and all accepted the Company's requirements by signing the service contract.

3. Identify critical suppliers

Amata City Bien Hoa defines its critical suppliers as supplier of high expenditure, non-substitute product, critical component, or high risk. There are 3 contractors who account for 51% of the total procurement value in 2019 that are consider critical tier 1 supplier of the Company.

4. Monitor an evaluate performance

During the service period, on-site auditing on environmental, social and governance risk is made by an awarded third party on a daily basis to ensure the contractors perform their works responsibly. After completion of works, the supplier/contractor are evaluated and rated 1-5 points (bad to good) on their performance in relating to governance, social, and environmental aspects. The suppliers are then categorized into 3 color: white, grey, and black. Those in grey and blacklist will be warned and request for improvement, however, those in black will be given one last chance before deleting from the vendor list.

In 2019, the Company had audited and assessed all works that are completed within the year 100% (4 contractors) even if they are not in the list of critical suppliers and did not receive any complain on environmental or social issues. This year, there was no termination of any supplier/contractor. (0% relationship termination). In addition, there were no complaints received relating to the contractors on the social and environmental impacts from any customers and communities.

5. Revision of policy and best practice

The Company used the auditing results and did assessment on the potential risks from suppliers/contractors in 2019 and found that economic risks accounted 50%, environmental risks accounted 25% and social risks accounted 25%. Therefore, these factors are taken into consideration in creating policy and best practice to improving supplier's efficiency and compliance.

Customer Engagement

The Company always gives the importance to customers according to the principle of “ALL WIN”. The success of customers or operators in the industrial estates is a part that supports the long-term economic growth of the Company, so the Company is committed to the effective customer management in order to build the engagement and confidence as business partners in achieving and growing the success together. Enhancing customer satisfaction and retention will ensure that the Company’s good reputation in the market continues to grow, provide good referral to new customers and strengthen relationships which in turn will reduced cost associated with supporting and servicing them.

Management Approach

The Company focused on customer engagement and listening to the problems, opinions, expectation and suggestions for improvement through various communication channels and activities.

1. Japanese Society meeting

Monthly meeting among Japanese companies in Amata City Bien Hoa Industrial Estate meet to discuss and exchange information on their factory operations. In areas where support from Amata is required, our representative joining the meeting will convey to the Company for further actions. Participating in the meeting are top executives from 60 Japanese companies (out of 70).

2. HR Committee of Amata City Bien Hoa

The Company has established the HR Committee of Amata City Bien Hoa where the human resources department of the factories operating in 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 2019, the HR Committee has arranged 4 seminars with total 381 participants having joined the activities, an increased in number of participants by 90% compared to 2018. Company shared academic knowledge by bringing in experts to provide training and seminars on topics following topics:

1. “Trade and customs in Vietnam” in cooperation with KPMG Limited - 126 participants from 71 companies



2. Fire prevention and fighting of fire rescue - 120 participants from 70 companies



3. "New training solution for managers" in collaboration with VMP Academy - Vietnam Human Resources Training Academy for human resources manager - 80 people from 51 companies



4. Offline meeting to create close relation between companies - 55 participants from 36 companies



The Company will continue to be the center of knowledge and help our tenants to be up to date with new trends and regulation.

Performance

The Company has conducted customer satisfaction survey through questionnaires. This aims to understand their specific problems and needs, and also to strengthen relationship with customers. In addition, the customer's feedbacks and concerns are usually used to improve the Company's products and service, as well as the operation processes. In 2019, the Company has achieved higher level of customer's satisfaction, as compared to year 2018, at 87%.

Maintaining Relationship with Local Governments and Alliances

The government agencies both national and local authority are involved in the Company's business operation in Vietnam. The Company has regularly visited and discussed with the government agencies to keep them updating the Company's projects.

OUR SOCIAL



Increased
in level of employee
engagement by

11%



spent THB

1.6 million

on community development



Human Rights

(Disclosure 412-1, 412-3, 414-1)



AMATA VN and its subsidiaries believe that every person in the world has the rights to protect their dignity as fellow human beings. Determining how to apply these fundamental human rights principles to a company's activities is critical not only as a social responsibility but also as a tool for improving business performance.

Reporting Boundary

The report covers all business entities in which AMATA VN holds shares directly and indirectly greater than 50% and has management control.

Management Approach

AMATA VN Group respects the rights of all human and embedded human rights in every steps of its operation and implemented through AMATA VN Group's internal policies. The Group's commitment to human rights is instated in its existing code of conduct, contract with suppliers, labor practices and human resources management focusing on labor rights, equality and non-discrimination in age, gender, political opinions, race, religion and beliefs.

Performance

Code of Conduct

AMATA VN Group recognizes the importance of creating ethical standards within the organization, therefore, Code of Conduct in both Thai and English version was published to ensure that all employees understand and adhere to the same ethical standard for the benefit the employee, the shareholders, and the country's economy. Corporate characteristic was embedded within the Code of Conduct covering the following principles:



Violation to the rules and regulations of AMATA VN Group shall be subject to disciplinary action according to the labor law. In 2019, there were no disciplinary action taken upon any employees.

Contract with Supplier

In terms of implementation to suppliers, human rights criteria were integrated in the screening and performance requirements when going into contracts with them. Therefore, new suppliers are being accessed 100% on human right criteria and there has not been any case against human rights in 2019.

Human Resource Management



AMATA VN Group recognizes that human resources are not only a key element for successful business operations but also a key factor to drive the business towards sustainable development goals. Human resource management in today's changing environment and higher competition is a challenge, therefore, AMATA VN Group places importance on good and effective human resource management to be in line with AMATA VN Group's business direction from the recruitment process, personnel development, and working environment to retain personnel in order to support the changing global trends. (Disclosure 103-1)

Reporting Boundary

The report covers all business entities in which AMATA VN holds shares directly and indirectly greater than 50%.

Management Approach

The Human Resources Management Committee, whereby the Chief Executive Officer of AMATA VN is the Chairman along with Managing Directors of subsidiary companies, and AMATA VN Group's and subsidiary's HR manager are members, determines the strategy and set the guidelines relating to human resources management to be in accordance to human rights, local laws and international standards.

AMATA VN Group follows the holistic approach to caring for its employees by focusing on both the physical and the mental needs. A better quality of life will enhance the performance efficient and engagement of the employees to the Company, thereby, leads to a sustainable business.

Recruitment and Selection

Building a team with top caliber people will make AMATA VN Group better prepared for the competition in the market. Recruitment and selection play an important role in the sustainability and growth of AMATA VN Group as selecting the right person will affect the overall business outcomes. AMATA VN Group has a "recruitment from within" policy for selecting appropriate candidates as priority.

- **Internal recruitment and selection:** AMATA VN Group recognizes its employees for their skills and hard work, therefore, internal recruitment within AMATA VN Group was set as priority. Promotions and job moves are encouraged across departments and locations within the AMATA group of companies if existing employees are qualified to perform the job. The internal recruitment and selection help boost employee morale, help retain talented employees, and build happier and more productive workforce. Internal vacancies are being announced through intranet and email allows any interested employee to apply for the selection process.
- **External recruitment and selection** are in line with the Company's business strategies and manpower plan to support business expansion in Thailand and abroad. Having identified the required positions according to plans, the Company have determined the qualifications and abilities of the employees to meet the job characteristics such as communication skills (in English or other languages) and having features that fits with the corporate culture.

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, the recruitment service agencies, encouraging employees to suggest the potential applicants, the career fairs held in educational institutes. The Recruiting process allows interested candidates to apply equally.

Performance

Recruitment	2018	2019
Total vacancies of AMATA VN Group	9	19
Internal	1	0
External	8	16

As AMATA VN Group is expanding its territories, it requires to recruit more people into the company. Existing employees are not enough to support the future activities, therefore, in 2019, every position was recruited externally.

Compensation Management and Benefits

(Disclosure 401-2)

The Company is aware that human capital is the most important asset and appropriate compensation management is critical in attracting recruits, reducing turnover, driving performance, and raising employee engagement. The Company ensure that the salary and bonuses remain competitive and benefit programs change with the needs of the workforce. Therefore, the Company constantly reviewed the compensation and benefit program and improve its remuneration criteria to be more appropriate and comparable to other companies in the same business sector. In addition, employees who are sent to work in foreign countries (Expatriate Staff) are also given competitive salary and benefits by benchmarking with that local labor market in which the Company operates. Annual bonus payment is considered based on the consolidated performance of AMATA VN Group.

In addition, the Group provides fringe benefits that are better than the law requested. These fringes are categorized into 2 types: basic fringes and special fringes. The basic welfare and benefits given is clearly informed to new employees on their orientation day and is written on the staff manual posted on the Company's intranet. Special fringes are fringes given above those stated and is provided from time to time depending on the occasion.

Basic benefits

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	✓	✓	✓	✓
Funeral Grant	✓	✓	✓	✓
Annual Health Check ups	✓	✓	✓	✓
Medical expense reimbursement	✓	✓	✓	✓

Performance

• Fringe benefits

At AMATA VN, the fringes provided to its employees follow a holistic approach of creating a “Happy workplace” to achieve lasting health by focusing on strong body, soul and mind.

Happy Body

The Company provides its employees with annual health check-ups, medical expense reimbursement, and vitamin supplements to keep their physical body healthy and strong. In addition, routine radio exercise of 10 minutes was done to reduce the office syndrome and to relieve fatigue.

Aside from those stated in the manual, there are special fringes provided each year. In 2019, the following fringes were provided to all employees.



Medicine and supplements

For maintain a strong body, supplements are provided according to age range to keep our employee healthy and have a balanced diet

AVN

Health pillows

Company believes that good sleep with keep the employees fresh and productivity

AVN





Personal Hygiene

Toothpastes and toothbrushes were distributed to every staffs

AVN



Office syndrome

Company brought in professional institutes to help analyze every staffs' posture and gave advise how to stretch to correct their posture

Yoga class were also provided for employees to relax

AVN ACBH ACLT



Tea break

Tea breaks at 15.00 consisting of milk and fruits (mainly Bananas as it helps maintain healthy heart and blood pressure)

AVN




10 - minutes radio exercise

To reduce office syndrome, radio exercise is done every day at 15.00

AVN

Happy Mind

Company believes in investment in employee's learning and encourages its employees to develop themselves. Therefore, the Company has included fringes for this purpose as follow:



TOEIC Incentives
Staff having TOEIC points higher than requested will get incentives

AVN
ACBH
ACLT
ACHL

English language subsidies
Company subsidizes for employees who would like to develop their english skills

AVN

Employee Engagement

AMATA VN Group understands that having high number of employee engagement means that the employees have positive attitude towards the company and is passionate about their works, thus, will take positive action to further the organization's reputation and interest.

• Grievance Handling

AMATA VN Group provides several channel for employees to express their grievances so that negative attitude or misunderstanding could be addressed promptly and effectively before it erupts into a harmful level. The employee could voice their grievance handling channels as follow:

1. sending grievance letter directly to the Chief Executive Officer
2. sending grievance letter by post mail to the Post Office PO Box 7, Monterey Tower, Bangkok 10323
3. sending grievance letter through Suggestion Box located in the office
4. voicing their grievances through Engagement Survey

Grievance received will be looked into by HR manager without prejudice and biasness and follows 4 principles of fairness, promptness, confidentiality, and clarity in handling procedures.

• Engagement Survey

AMATA VN Group has been organizing annual employee engagement survey for all employees in the Company through a third-party specialist since 2016. It has successfully achieved its goal of raising the employment engagement score from 2018. The Company has targeted to increase the employee engagement score in 2019 compared to 2018, and set a long-term goal to attain an employee engagement scores of above 65 percent in 2020 under the strategy: building All-Win relationships between the Company and employees based on Say Stay Strive concept.

Performance

In 2019, all employees (100 %) participated in the employee engagement survey, which shows that the staff attaches great importance to the participation in expressing opinions and suggestions for the development of the Company's human resource management system. The results of the survey showed that the employee engagement scores increased from the previous year by 11%. Key issues were Brand, Performance Management and Rewards & Recognition. The result showed that the employee placed importance on clarification of performance goals and pay expectations. Moreover, the results still indicated that employees also pay more attention to Brand and Rewards & Recognition, same as survey result in 2018.

Responding to the employee engagement survey result, the Company is reviewing the linkage of performance to rewards and recognition with focus on talent development. The Company is also working on improving the performance management system to effectively and clearly cascade KPIs from the Company level to individual level. Communication on the expectations of the Company is effectively done on a quarterly basis at staff meetings where all employees attend.

Performance management system will further be improved to link leadership and core competencies and how to measure these competencies in 2020.

Employee Engagement Score	
2016	42%
2017	N/A*
2018	56%
2019	67%

** No survey conducted due to operational difficulty

The Company will continue to put more effort to improve and respond to expectations of employees for the benefit of employees and the organization.

Human Resource Development (Disclosure 404-1)







Much importance was placed on developing the employees' potential, knowledge and skills to enhance the competitiveness and drive AMATA VN Group's business towards its goals through all the challenges and business opportunities ahead.

• 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 provided to increase its employees' competencies are 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 executives.

In 2019, AMATA VN Group has organized several intense courses for both its executive level, as well as, its staffs to tune-in with the direction of AMATA VN Group and to increase its employees' competencies. Key courses introduced were KPI cascading, KPI set up with Balanced Scorecard courses, leader 360, and Risk Management. Company invested over 1 million Baht, an increase 50% as compared to year 2018 and 14.40 hours of training was invested per employee. There were 69 employees trained in year 2019 accounting of 51% of the total Group employees.

Average training hours per employee (Disclosure 404-1)	Hours/Person/Year	
	2018	2019
 Total employees	7.01	14.40
 Male employees	5.57	11.08
 Female employees	10.20	17.80
 Executive level	17.14	23.00
 Managerial level	6.43	49.00
 Operational level		8.00



Community Engagement

(Disclosure 103-1)



The industrial estate development is the foundation of Vietnamese economic growth. However, the growth of industrial estates leads to positive and negative impacts to local communities and society as well.

AMATA VN Group realizes its responsibility to take care of the local communities where it has presence and take into account the operations that will not cause physical impacts, occupational health and safety, environmental and social problems to the communities to which it has operations.

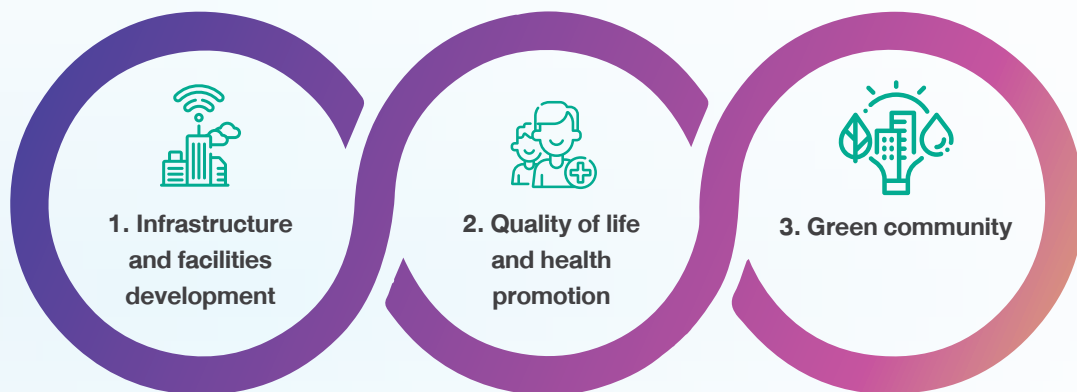
Reporting Boundary

The management approaches and the performance of community development disclosed in this report covers only the community development projects driven by AMATA City Bien Hoa and AMATA City Long Thanh Industrial Estate.

Management Approach

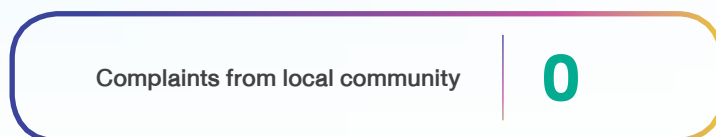
(Disclosure 103-2)

AMATA VN Group drives its business according to the “ALL WIN” philosophy “ where people living in and around the estate live together in harmony. AMATA VN Group realized that those living within 5 kilometers radius from AMATA City Bien Hoa Industrial Estate and AMATA City Long Thanh are the most effected by the company’s operation. Therefore, projects aimed to meet the needs and expectations of this group were initiated. In 2019, AMATA VN Group focused on three categories:



Performance

(Disclosure 103-3, 413-1)



1. Infrastructure and facilities development

Enhancing safety for commuters

- a) Road 12: Amata City Bien Hoa places importance on the safety of its customers and all users within its territory. The Company decided to upgrade the road connecting public area so that commuters can travel conveniently

and safely to their destination. Road 12 were used by commuters within the industrial park for many years. However, as the industrial park becomes larger, more and more commuters used Road 12 as their main entrance to the estate. The road condition was rugged and low which leads to heavy traffic, and flood everytime there is rain. Safety and convenience of the commuters became a rising concern. Ever since Road 12 has been upgraded, there were no flood occurrence and no road congestion.



Before



After



b) Enlarge parking area of water truck

Everyday, there are 6 water trucks watering the greenies in the estate and they will take turns every hour to refill their water tanks from the treated water at the finishing pond. Each time, 2 trucks will fill up their tanks. However, from the beginning, the estate was not this large and only 2 water trucks take turn to refill their tanks were adequate, therefore, only 1 space were provided for the truck to park for water refill. As the estate grew larger, it takes 2 trucks per time to refill but only 1 truck can park in a proper area, while the other has to park on the road. This has caused congestion and safety issues to commuters using this road.

Before



After



The Company constructed another parking area so that 2 water trucks can park so as to not take up public road area and disrupting the safety of the commuters.

2. Quality of life and health promotion

Recreational park

The Company has developed AMATA Square to be a multi-purpose area used in organizing various activities for the company and local community. This AMATA Square is open to the public as a recreational park as well as an outdoor exercise area. In addition, the Company regularly organizes activities free of charge to promote health care in this society.

The Company also organized Zumba dances once in awhile for people in AMATA City Bien Hoa and local communities to encourage them to get more exercises and utilize their free time wisely. It also strengthened the engagement between the Company and its communities. This activity has received many attentions from the community as a total of 70 people participated where 20 were from within the estate and 50 were from local community.



Blood Donation Day

The Company is aware of the need for blood to save lives in emergency cases or accidents in this area. Therefore, the Company has continued the blood donation project at the AMATA City Bien Hoa Industrial Estate since 2016. There are over 48,000 employees working in AMATA City Bien Hoa Industrial Estate at present, this can be a potential blood donation center to support blood supply to the country.

In 2019, the Company cooperated with the Dong Nai Provincial Red Cross and Cho Ray Blood Donation Center to organize blood donation activities for four consecutive years. The Company's staff and employees of factories in AMATA City Bien Hoa Industrial Estate participated in this activity with a total of 500 blood donors. Total blood volume was 126,350 cc., same volume as 2018. In addition, the blood donation activities held by the Company helped reduce expenses in providing mobile blood donation services equivalent to \$830 per year to Dong Nai Provincial Red Cross.

Blood donation activities in year 2016-2019

Year	Volume of Blood (CC)	Number of Participant	Number of Companies
2016	62,850	N/A	N/A
2017	127,750	400	40
2018	126,350	500	38
2019	126,350	500	50



Commemorate the heros

The Company respects the history and heros who have sacrificed and contributed to the country from of its local community. In 2019, Amata City Bien Hoa commemorates 72 years of War Invalids and Martyrs together with the Long Binh Ward and presented gifts valuing of 60 million VND (\$2600) to families of the heros and people who has done meritorious services for the commune.



Increase the quality of life for the less fortunate

- Lunar New Year

When people are celebrating the Lunar New Year (TET), there are many less fortunate who are living on breadline. Amata City Bien Hoa wanted support these unfortunate and elevate their spirits during this joyful time by giving 200 TET gifts worth of 90 million VND (\$4,000) to households with difficult circumstances. fringes were provided to all employees.



- Mid-Autmn Warm

With desire to create good example and bring aspirations in life to the poor children at Tam An commune, Amata City Long Thanh and Amata City Township Long Thanh in co-operation with district authority presented gifts amounting of 60 million VND (\$2600).



- Scholarships

The Company believes that to raise the living conditions of the less fortunate, providing education is the most sustainable way. In collaboration with Long Binh district authority, Amata City Bien Hoa presented 100 scholarships worth of 30 million VND (\$1,500) to children from family difficulties who has good achievements in studies.



- Safe Home

Each year, Amata City Bien Hoa would handover 1 house to families whose basic needs of shelter is not met. In 2019, the Company contributed 40 million VND (\$1740) to the cost of construction for a 50 sqm house built for a family where both husband and wife are disabled.



3. Green Community

Tree Planting in the Industrial Estate

In 2019, being responsible for its operation, Amata City Bien Hoa initiated “Greening the roof we share” where the Company together with 250 employees and workers from 31 companies planted 500 apitong trees on an area covering 4,500m² in the industrial park, an increase of nearly 3 times from 2018. The trees planted helps filter unsafe dust and pollutants from the air and also reduces heat around that area.



OUR ENVIRONMENTAL



15%

reduction energy consumption as compared to 2018



GHG emission reduced by

14%



Climate Change

(Disclosure 302-1, 302-4,302-5)



Rising global temperature, extreme weather and increase in natural disaster are all result of climate change. It is undeniable the climate change not only affect the world in general but will also affect our business in the long-run. One of the main causes of climate change is the emission of greenhouse gases (GHG) which is largely generated from energy production and consumption

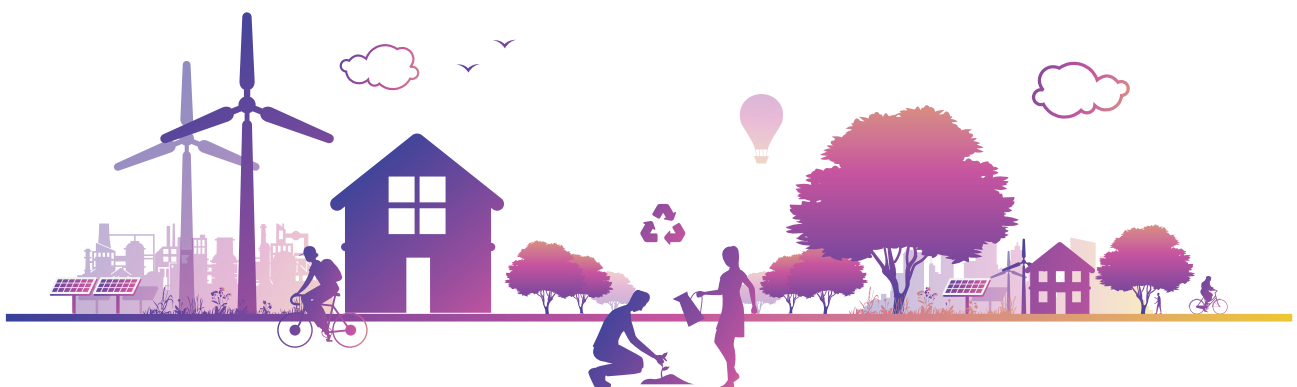
Reporting Boundary

Information disclosed in this report is from from AMATA VN and from all business entities in which it holds greater than 50% shares and has management control

Management Approach

AMATA VN Group understands the impact of climate change and realized that actions taken today will determine the future world we live in. Therefore, it joins with other companies in the world in taking responsibility in mitigating the climate change occurrence. AMATA VN Group emphasizes on efficient usage of energy while embracing alternative clean energy in its buildings and common areas, following its policy of becoming a “Low Carbon” organization. The key person who will work to achieve a “Low Carbon” organization would be our people. Therefore, on August 2019, Amata VN PCL has issued “declaration for action towards climate change” to its employees and employees of its subsidiaries to create awareness on the devastating impact of climate change to the company and their families.

In addition, Amata VN PCL has started a campaign called “SAVE EARTH, SAFE US” which is implemented to all subsidiaries to embed the employees’ thinking concept for reused, recycled, and reprocessed in order to become a “Low Carbon” organization.



Performance

a) “SAVE EARTH, SAFE US” campaign

Amata Corporation and Amata VN Public Company has organized in July 2019 a competition for employees under it's umbrella to participate in proposing a name for tackling with climate change to raise awareness to its employees and the winning name will be used as a communication tool for all initiatives relating to the climate change and greenhouse gas reduction. This campaign will be applied to all subsidiaries both domestic and international.



From the 318 numbers of names proposed, the winning name “SAVE EARTH, SAFE US” was selected from 7 judges of chief level representing from every companies participating and 1 environmental specialist.

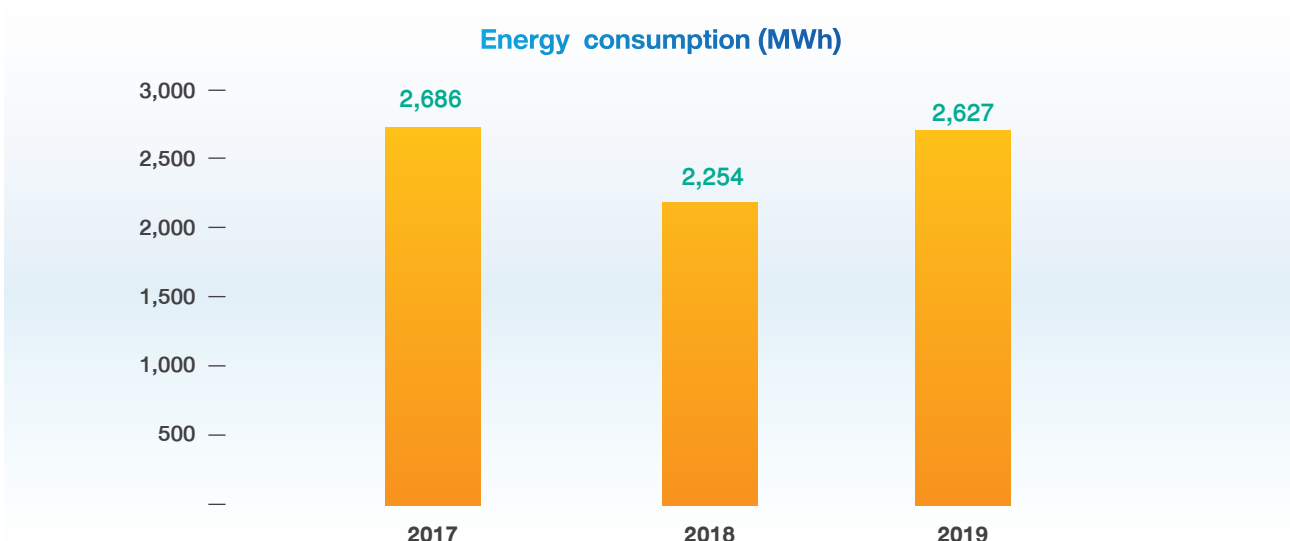
“SAVE EARTH, SAFE US”

Meaning:

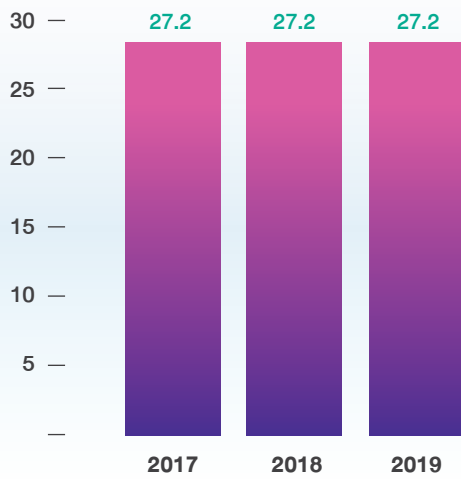
Earth is the main source of life, and people have been abusing nature for too long. If people continues to operate as they are doing now, not only with nature will not have anything left but means people will not be able to survive as well. Therefore, if we SAVE EARTH today, we will be SAFE in the future. SAFE with food to eat, SAFE will water to use, SAFE from global heat, SAFE from frequent occurrence of natural disaster, etc...

b) GHG reduction

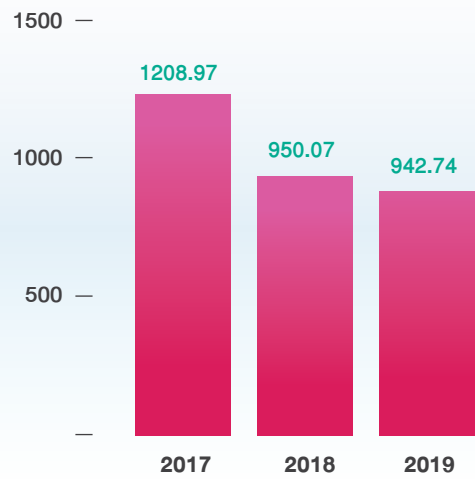
In 2019, in line with the Group's campaign "SAVE EARTH, SAFE US", Amata City Bien Hoa has set target to reduce total GHG emission from its operation by 20% in year 2022, compared to year 2018. Project initiated to meet the target focuses on electricity reduction, efficient use of company's vehicles, and conscious use of office stationaries. Performance result are shown below:



Air conditioning for refilling (kg)

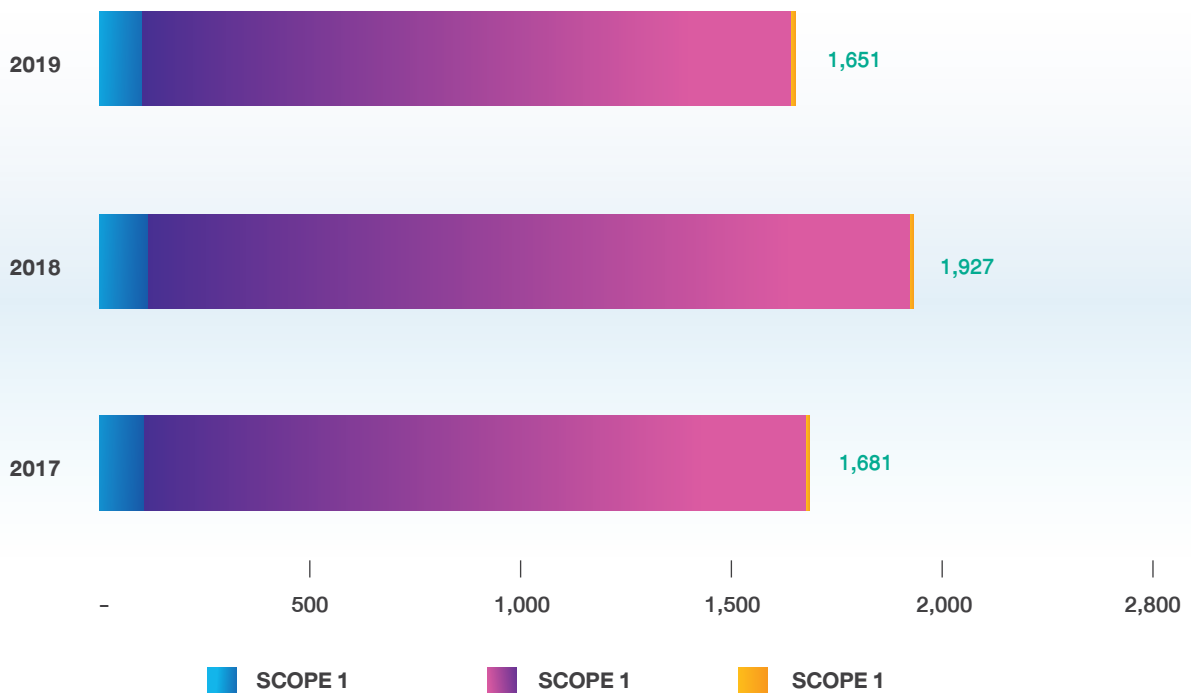


Paper usage (kg)



Although the company is still expanding, it was able to achieve a 15% reduction in fuel based electricity consumption, while introducing solar power as a substitute. In addition, reducing paper usage by introducing technology such as internet meetings and invoicing and receipts issued through electronic means were used.

GHG EMISSION (tCO₂e)



Projects contributing to the reduction in GHG are as follow:

a) Energy conservation in Industrial Estate’s common areas

The Company is responsible for managing the common areas in the estate, especially the road lighting system. In 2019, as the estate boundary has expanded, additional street lightings were installed. However, with caution on the safety and the intension to consume less electricity as possible, 114 numbers of LED street light sets were installed. The installation of total 516 LED sets in the estates has brought about electricity saving to 15% and decrease of maintenance costs of 75%, as compared to normal bulb.



The result of using the LED saving bulbs technology

	Energy (KW)	Megawatt Hours per year (MWh)	Electricity cost (VND/ year)
Electricity used in lighting system before improving (in 2016)	85	372	613
Electricity used in the lighting system after improving (in 2017)	55	243	426
Electricity used in the lighting system after improving (in 2018)	56	244	429
Electricity used in the lighting system after improving (in 2019)	96	311	608

*** Electricity prices are adjusted every year.

b) Solar roof on office building

As an action for towards “**Low Carbon**” organization, the Company looked for alternative energy to replace fossil fuel usage. The Company has studied and selected suitable technologies for energy conservation in the office building of Amata City Bien Hoa which can reduce the greenhouse gas emissions. The Solar PV Rooftop technology was the selected technology.

The highest power generating capacity of Amata City Bien Hoa’s Solar PV Rooftop technology is 100 kw. It can supply electricity for the office building and meet the safety requirement of the Safety Standard. The power generation system was connected to the electrical grid system in accordance with the requirement of the Provincial Electricity Authority of Vietnam. The Company has expected the return on investment of the Solar PV project at 7 years and it will last for 25 years.

In 2019, the office building of AMATA City Bien Hoa has completed the installation of the Solar PV Rooftop technology. Electricity consumption in 2019 totaled to 827 MWh of which 764 MWh were from non solar source while 63 MWh were generated from the new solar roof. The Company has seen decrease in non solar electricity cost of more than 10% for year 2019.



c) E-Invoice

Technologies have come into use in reducing the consumption of non-renewable resources and increasing the efficiency of environmentally friendly paperless working system. This technology helped the Company to save costs and working time for accounting staff from issuing more than 650 invoices on paper to be electronic invoices and receipt system.

The E-Invoice system continued to helped the Company save paper purchasing expense at 33,580,816 VND (about US\$1,479) per year and reduced GHG emissions by 17.47 tons of carbon dioxide equivalent per year.

d) Video Teleconference Meeting

The Company has implemented the video teleconference network meeting system for meetings between Amata VN in Thailand and its subsidiaries in Vietnam and meetings among subsidiaries which located in different locations in Vietnam. The system helped the Company save time, travel expense, and also reduced fuel consumption and greenhouse gas emission in transportation.

In 2019, the Company organized internal meetings between difference sites and countries via video teleconference network meeting system which accounted to over 240 hours and saved the Company’s travelling costs equivalent to 10 million THB, aside from contributing to being a responsible citizen of the world by reducing GHG emission.



Environmental Compliance



Environmental compliance has significant importance to any industrial estate development business as it means license to operate and future expansion permit. In recent years, there has been rising concerns on environmental impact by communities and governmental authorities, therefore, more environmental regulatories have been imposed. In complying with the environmental law will help the Company to avoid conflicts with society, governmental authorities, and also helped the Company to avoid any incurrence of unnecessary costs.

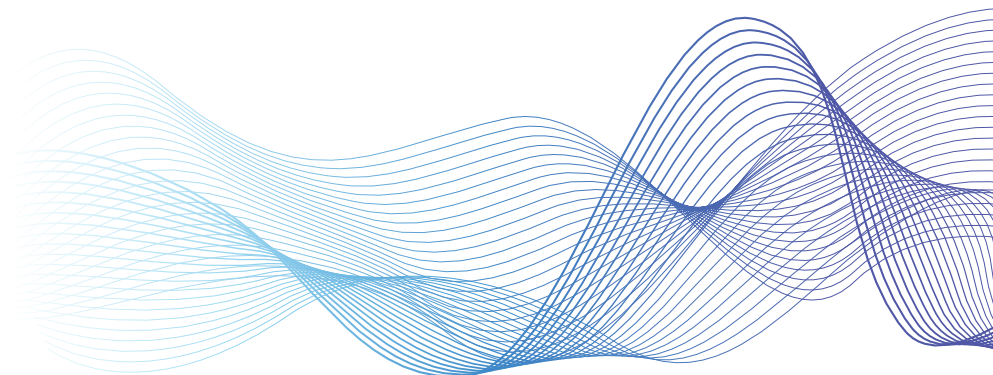
Reporting Boundary

Information disclosed in this report is from AMATA City Bien Hoa only

Management Approach

The Company has studied and reviewed related law in every step of business operation, and has prepared an environmental impact assessment report prior to the construction of each industrial estate to determine preventive measures and to minimize and monitor any potential environmental impact during the construction and operation of the industrial estates. In addition, strict abidance of the environmental impact assessment report of Amata City Bien Industrial Estate is to be administered.

With the the objective to conform with the measures indicated in the environmental impact assessment report of Amata City Bien Hoa Industrial Estate, the Company has prepared the environmental impact monitoring report annually, focusing on monitoring the quality of waste water from the central water treatment plant and the quality of air in the estate.



Performance

Environmental impact of Amata City Bien Hoa Industrial Estate was being monitored and reported as defined in the environmental impact monitoring report to Ministry of Natural Resources and Environment (MONRE) and Department of Natural Resources and Environment (DONRE), i.e. the quality of waste water of the central water treatment plant and air quality. Audited data is demonstrated in the environmental performance section at the end of the report.

Table summarizing the auditing parameters according to the EIA of Amata City Bien Hoa Industrial Estate

Environmental Qualities	Method	Parameters	Related GRI Disclosure
Water discharged from central waste water plant 	National Technical Regulation on Industrial Wastewater QCVN40:2011/BTNMT	pH, Color (Pt-Co), Temperature, Biochemical Oxygen Demand (BOD5), Chemical Oxygen Demand (COD), Grease and Oil, Suspended Solid (SS), Total Dissolve Solid (TDS), Total Kjeldahl Nitrogen (TKN), Ammonia (as nitrogen), Total Phosphorous (TP), Heavy Metals, Sulfide as H ₂ S, Cyanide as HCN, Chloride as Cl ₂	306-1
Air quality 	National technical regulation on ambient air quality QCVN 05:2013/BTNMT	Nitrogen Dioxide: NO ₂ Sulfur Dioxide: SO ₂ Total Suspended Particulates: TSP	305-7

According to the results of the waste water quality of the central water treatment plant in Amata City Bien Hoa Industrial Estate of year 2019, value of all audited parameters was lower than the threshold required by the government entity.

As for air quality results, the level of the air quality that were collected from the release of pollution from chimney of factories located in the industrial estate through the collection of six of air quality monitoring stations located in the estate, were also lower than the threshold required by the government entity. Three main parameters were monitored : nitrogen dioxide (NO₂), sulfur dioxide (SO₂), and total suspended particulates (TSP).

The Company places much importance on environmental quality management to comply with the environmental law requirement and follow in accordance with measures stipulated in the environmental impact assessment report of Amata City Bien Hoa Industrial Estate. This is partly the reason why the Company did not get any conviction or prosecution on environmental and social litigation in 2019.

● Water sampling



● Wastewater Effluent Sampling



● Factory Wastewater Sampling



● Air Sampling





APPENDIX

Membership of Associations

(Disclosure 102-13)

AMATA VN PCL

- Member of Thai-Vietnam Business Council
- Thai-Vietnam Friendship Association

AMATA City Bien Hoa

- Member of Thai Business (Vietnam) Association

Pride of AMATA VN

in 2019

- AMATA VN PCL received “Excellent” in Corporate Governance Report of Thai Listed Companies 2019 from Thai Institute of Directors



- Certificate for excellent achievement on social contribution awarded by Long Binh People’s Committee on December 17, 2019

In 2018

- AMATA VN PCL received “Excellent” in Corporate Governance Report of Thai Listed Companies 2018 from Thai Institute of Directors



- 30 years investment achievement recognition by Vietnamese government

- AMATA VN PCL received the certification of People-to-People Diplomat from Thai-Vietnam Friendship Association.
- AMATA Bien Hoa received the award of Excellent Implementor of Tax Policy and Law 2017 from the Dong Nai Province Authority, Vietnam

Performance Statistics

Economic Performance

	2016	2017	2018	2019
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	0.5
Book value per share (THB)	3.16	3.09	3.22	
Earnings per share (THB)	0.05	0.4	0.19	0.002
Revenue (Million THB) (Disclosure 201-1)				
Revenue from sales and services	825.98	1,096.97	1,056.61	531.26
Total revenue	896.32	1,170.94	1,170.53	709.8
Net profit (attributable to equity holders of the Company)	49.82	369.36	176.06	1.56
Financial Position (Million THB)				
Current assets	1,145.44	1,235.70	1,345.49	1,901.69
Total assets	5,377.66	6,096.15	6,733.58	7,538.54
Current liabilities	1,109.87	272.67	1,218.82	912.71
Total liabilities	2,200.75	2,978.49	3,489.51	3,736.16
Registered and paid-up capital	467.5	467.5	467.5	467.5
Total shareholders' equity attributable to owners of the Company	2,956.74	2,886.28	3,011.84	2,547.36
Financial Ratios				
Return of equity (%)	2.21	12.64	5.97	0.06
Return on assets (%)	1.52	7.36	3.25	0.3
Gross margin (%)	57.25	62.72	63.15	
Current ratio (times)	1.03	4.53	1.1	2.08
Debt to equity ratio (times)	0.69	0.96	1.08	1.61
Tax and Tax Incentive (Million THB)				
Tax paid ¹	38.98	57.33	60.27	53.19
Business ethics				
Numbers of complains on business ethics	-	-	-	-
Numbers of complains on business ethics that are true	-	-	-	-
Supply chain management (Disclosure 204-1)				
Local purchases of goods and services ² (Million THB)	226.46	532.53	326.92	403.72
Percentage of Local purchases of goods and services ²	100	100	100	100

Note

¹ Information based on AMATA VN PCL financial statement 2019

² Local purchasing in Vietnam

Social Performance

Employee (Disclosure 102-8, 401-1)	2016		2017		2018		2019	
	Person	%	Person	%	Person	%	Person	%
By Gender								
Male	99	73%	92	70%	90	69%	95	71%
Female	37	27%	39	30%	40	31%	39	29%
Total Employee	136		131		130		134	
By Level								
Level 7 and up								
Male	4	3%	4	3%	5	4%	6	4%
Female	4	3%	3	2%	2	2%	1	1%
Level 6								
Male	8	6%	8	6%	2	2%	2	1%
Female	7	5%	7	5%	1	1%	1	1%
Level 5								
Male	1	1%	1	1%	6	5%	7	5%
Female	0	-	1	1%	7	5%	9	7%
Level 3-4								
Male	30	22%	30	23%	29	22%	33	25%
Female	14	10%	16	12%	16	12%	19	14%
Level 1-2								
Male	56	41%	49	37%	48	37%	46	34%
Female	12	9%	12	9%	14	11%	10	7%
Employee - by Type								
Permanent	123	90%	115	88%	112	86%	104	78%
Contract	10	7%	13	10%	17	13%	29	22%
Outsource	1	1%	1	1%	1	1%	1	1%
By Age								
Under 30	11	8%	14	11%	16	12%	24	18%
Between 30-50	96	71%	86	66%	94	72%	93	69%
over 50	27	20%	29	22%	20	15%	17	13%
By Location								
Bangkok Office	5	4%	6	5%	6	5%	6	4%
Bien Hoa	126	93%	118	90%	109	84%	111	83%
Township Long Thanh	0	0%	0	0%	2	2%	1	1%
City Long Thanh	3	2%	5	4%	9	7%	9	7%
City Halong	2	1%	2	2%	4	3%	7	5%

Employee (Disclosure 102-8, 401-1)	2016		2017		2018		2019	
	Person	%	Person	%	Person	%	Person	%
By Nationality								
Thai	7	5%	8	6%	7	5%	7	5%
Japanese	1	1%	1	1%	1	1%	1	1%
Vietnamese	126	93%	120	92%	122	94%	126	94%

New Employee (Disclosure 401-1)	2016		2017		2018		2019	
	Person	%	Person	%	Person	%	Person	%
Total New Hire	6		6		19		15	
By Gender								
Male	4	67%	3	50%	10	53%	11	73%
Female	2	33%	3	50%	9	47%	4	27%
New hire by Age								
Under 30	1	17%	4	67%	6	32%	11	73%
Between 30-50	5	83%	2	33%	13	68%	4	27%
over 50	0		0		0	0%	0	0%

Employee Turnover (Disclosure 401-1)	2016		2017		2018		2019	
	Person	%	Person	%	Person	%	Person	%
Turnover rate		n/a		8%		15%		8%
By Gender								
Male	5		8		7		7	
Female	3		3		12		3	
By Age								
Under 30	0		0		2		1	
Between 30-50	1		7		12		6	
over 50	7		2		3		3	

Parental Leave (Disclosure 401-3)	2016		2017		2018		2019	
	Person	%	Person	%	Person	%	Person	%
Parental leave	0	0%	0	0	2	2%	3	2%
Employee back to work after parental leave	0	0%	0	0%	2	2%	3	2%
Return to work rate	100%		100%		100%		100%	
retention rate	100%		100%		100%		100%	

Environmental Performance

ปีงบประมาณ: ชี้แจง	Unit	Standard Vietnam	2016	2017	2018	2019
Water Management						
Total amount of water supply to factories	Cubic meters	-	5,183,609	4,669,377	3,399,300	5,330,146
Total amount of wastewater collect from factories	Cubic meters	-	2,423,881	2,558,632	1,716,727	2,417,192
Total amount of treated waste water that is reused as water source (for garden, and road cleaning).	Cubic meters	-	189,699	116,743	112,410	129,079
Total amount of treated waste water that discharge to local river	Cubic meters	-	2,234,182	2,274,828	1,631,664	2,288,113
Quality of treated waste water from the center wastewater treatment plants						
Effluent quality monitoring						
pH		6.0-9.0	7.45	7.35	7.55	7.52
Color (Pt-Co)	mg/l	≤ 50	21	20.8	16	9.5
Temperature	°C	≤ 40	30	30.75	32.2	31.75
Biochemical Oxygen Demand (BOD ₅)	mg/L	≤ 32.4	6	8	6	5
Chemical Oxygen Demand (COD)	mg/L	≤ 81	21	20.5	19.3	22
Grease and Oil	mg/L	≤ 5.4	< 0.5	< 0.8	< 0.5	< 2.86
Suspended Solid (SS)	mg/L	≤ 44	8.2	3.83	4.6	3
Total Dissolve Solid (TDS)	mg/L		647	623.6	720	804
Total Kjeldahl Nitrogen (TKN)	mg/L	≤ 21.6	6.7	12.5	7.93	6.85
Ammonia (as nitrogen)	mg/L	≤ 45.4	1	0.255	0.23	0.55
Total Phosphorous (TP)	mg/L	≤ 4.32	1.9	1.225	1.44	1.935
Mercury (Hg)	mg/L	≤ 0.0054	≤ 0.0005	≤ 0.0005	≤ 0.0005	0.0049
Cadmium (Cd)	mg/L	≤ 0.054	≤ 0.0005	≤ 0.0005	≤ 0.0005	0.083
Lead (Pb)	mg/L	≤ 0.108	≤ 0.004	≤ 0.0037	≤ 0.004	0.007
Arsenic (As)	mg/L	≤ 0.054	≤ 0.001	≤ 0.001	≤ 0.001	0.0078
Chromium (Cr ³⁺)	mg/L	≤ 0.054	≤ 0.01	≤ 0.01	≤ 0.0106	0.25
Chromium (Cr ⁶⁺)	mg/L	≤ 0.216	≤ 0.01	≤ 0.01	≤ 0.01	< 0.01
Nickel (Ni)	mg/L	≤ 0.216	0.045	0.0797	0.025	< 0.095
Copper (Cu)	mg/L	≤ 2.16	0.014	0.0061	0.0057	0.2055
Zinc (Zn)	mg/L	≤ 3.24	0.12	0.425	0.15	< 0.06575
Sulfide as H ₂ S	mg/L	≤ 0.199	≤ 0.1	≤ 0.1	≤ 0.1	0.08
Cyanide as HCN	mg/L	≤ 0.0756	≤ 0.002	≤ 0.002	≤ 0.002	< 0.0022
Chloride as Cl ₂	mg/L	≤ 1.0	0.15	≤ 0.02	≤ 0.02	0.074

นิคมอุตสาหกรรมอมตะ ซิตี้ เชียงใหม่	Unit	Standard Vietnam	2016	2017	2018	2019
ด้านการติดตามคุณภาพอากาศในพื้นที่นิคมอุตสาหกรรม ⁽²⁾						
จุดตรวจที่ 1: location in front of waste water treatment gate Road 3a (K1)						
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.019	< 0.017	< 0.015	< 0.015
Sulfur Dioxide: SO ₂	mg/m ³	≤ 0.35	0.028	0.026	0.0252	0.0184
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.062	0.0969	0.0612	0.0233
จุดตรวจที่ 2: location at crossroads between Road No. 2 and No. 4 (K2)						
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.016	< 0.015	< 0.015	< 0.015
Sulfur Dioxide: SO ₂	mg/m ³	≤ 0.35	0.078	0.0233	0.0203	0.013
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.062	0.0826	0.12	0.0207
จุดตรวจที่ 3: location at crossroads between Road No. 10 and Amata road (K3)						
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	< 0.015	< 0.015	< 0.015	< 0.015
Sulfur Dioxide: SO ₂	mg/m ³	≤ 0.35	0.092	0.025	0.0262	0.0207
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.054	0.078	0.171	0.0407
จุดตรวจที่ 4: location in front of Namyang and Valspar gates Road No. 4 (K4)						
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	< 0.015	< 0.016	< 0.015	< 0.015
Sulfur Dioxide: SO ₂	mg/m ³	≤ 0.35	0.087	0.0205	0.105	0.0156
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.2	0.084	0.075	0.047
จุดตรวจที่ 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	< 0.015	< 0.0159	< 0.015	< 0.015
Sulfur Dioxide: SO ₂	mg/m ³	≤ 0.35	0.028	0.0269	0.0245	0.021
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.22	0.081	0.0995	0.034
จุดตรวจที่ 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	< 0.015	< 0.0153	< 0.015	< 0.015
Sulfur Dioxide: SO ₂	mg/m ³	≤ 0.35	0.052	0.0229	0.0198	0.0114
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.084	0.0974	0.113	0.034
Environmental complaints from external						
จำนวนครั้งร้องเรียนด้านสิ่งแวดล้อมจากภายนอก	ครั้ง		0	1	0	0
การปฏิบัติตามกฎหมายสิ่งแวดล้อม						
จำนวน/มูลค่าการถูกปรับอย่างมีนัยสำคัญ กรณีละเมิดกฎหมายสิ่งแวดล้อม (Disclosure 307-1)			0	0	0	0

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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	103-3	Evaluation of the management approach			
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GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	42		



Feedback Form for Sustainability Report 2019

1. Your basic information

- Gender Female Male
- Age below 30 30-50 over 50

2. Which stakeholder group do you belong to?

- Employees Customers Communities Medias
- Suppliers Shareholders Business Partner Creditors
- Government Agencies Competitors
- Other (Please specify.....)

3. How did you receive the sustainability report?

- The company's website Seminar report Company's personnel
- Visiting the company Others (Please specify.....)

4. What is your objective in reading the 2019 sustainability report?

- To gather information for deciding investments
- For education and research
- To use as a guideline to create your own report
- Others (Please specify.....)

5. How satisfied are you with the Company's 2019 sustainability report format?

- | | | | | |
|-----------------------------------|----------------------------|--------------------------------|---------------------------|--|
| Completeness of the report | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Low | <input type="radio"/> Should be improved |
| Issue specification of the report | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Low | <input type="radio"/> Should be improved |
| Interesting presentation | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Low | <input type="radio"/> Should be improved |
| Report design | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Low | <input type="radio"/> Should be improved |
| Easy understanding language | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Low | <input type="radio"/> Should be improved |
| Overall satisfaction | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Low | <input type="radio"/> Should be improved |

6. Additional recommendations for improving the Company's next year's report

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Please send this feedback form to the address specified at the back cover or email to sustainability@amata.com
AMATA VN PCL would like to thank you for your cooperation.

AMATA

VN

AMATA VN PUBLIC COMPANY LIMITED

Headquarter

2126 Kromadit Building, New Petchburi Road,
Bangkapi, Huay Kwang, Bangkok 10310, Thailand
Phones (02) 792-0000 Fax (02) 318-1096

