

REBOUNDED TO SUCCESS



SUSTAINABILITY
REPORT
2022

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About this report

The Sustainability Report of AMATA VN PCL discloses our commitment to sustainability and comprehensive overview of the ongoing Company's sustainability strategies, management approach, and performance in regard to environmental, social, and governance (ESG) aspects on an annual basis.

This annual sustainability report is a supplement of AMATA VN PCL's One Report for the fiscal year 2022 and prepared in consideration to the Sustainable Development Goals (SDGs).

AMATA VN Public Company Limited and its subsidiaries have reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards.

To minimize our environmental impact, this Sustainability Report comes in the form of electronic document and limited copies of the One Report are being printed and distributed during the month of March 2023. Both One Report and Sustainability Report are accessible through AMATA VN's corporate website at www.amatavn.com.

Reporting Content



In year 2022, the company has conducted a comprehensive materiality analysis to reflect the current megatrends impacted the operating environment and long-term sustainability of our business in ESG aspects. The content of this report covers 3 topics that have been re-categorized and resulted in the total of 16 material topics reflected with current context. There is no restatement of information.

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. The carbon footprint of year 2022 has been verified by a third party for transparency and accuracy of reporting, and is under the process of receiving the carbon label from Thai Greenhouse gas management organization, TGO.

Reporting Boundary



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

Contact Point



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

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SUSTAINABILITY HIGHLIGHTS 2022



ENVIRONMENT



SOCIAL



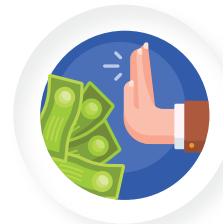
GOVERNANCE



-10.86%
GHG Emission



82%
Employee Satisfaction



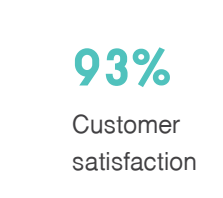
ZERO
Corruption incident



ZERO
Environment Complaint



99.3%
Community Satisfaction



93%
Customer satisfaction

ZERO
Violation of Code of Conduct



100%
Employee acknowledged Code of Conduct & CG

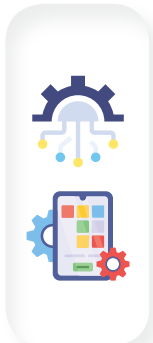


97.58%
Activities met social needs



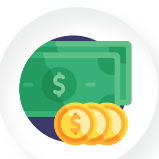
97%
Local procurement

INNOVATION

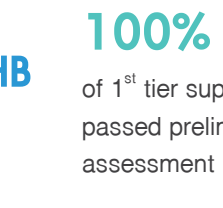


1 New business

2 Process Improvement



≈ 2.7M THB
(1.85B VND)
Social Contribution



100%
of 1st tier supplier passed preliminary assessment



Message from the CEO



Many industries are receiving signs of recovery from the COVID-19 pandemic. Although our economy continues to rapidly and unpredictably change due to market volatility, geopolitical competition between major powers and military conflicts, there is finally light at the end of the tunnel.

Despite these challenges, we have a 57% growth in net profit compared with the previous year. We are determined to ensure economic stability by continuously pushing into new territories and increasing our efficiency. All of this would not be possible without our incredible resilient team who are the driving force behind AMATA VN Group. We will continue to invest in human resources to promote and enhance our employees' capability. In 2022, we have ran a "360 degree feedback" and "Talent program" as preparation for leading the future workforce.

Climate change continue to be the looming threat to our communities and businesses. We recognizes that corporates play a crucial role in tackling with climate change issues. For our part, we are determined to be a Low Carbon City in 2040 and strive for Carbon Neutrality in 2050. We are transitioning towards renewable energy. This involves changing to more energy efficient solutions such as investing in solar panels. Last year, we have reduced our combined Scope 1 and Scope 2 GHG emissions by 10%. We will continue to explore new innovating solutions to support our decarbonization efforts. Aside from this, we encourage our employees, customers, and people within the community to protect and replant our forest cover as well as familiarize on the concept of 3Rs (Reduce, Reuse, Recycle).

At the same time, we reconducted materiality assessment to respond to the changing stakeholders' expectations and tackling with the emerging risks. We have adopted double-materiality approach for the first time and has identified 16 key impact material issues.

As a business, we will continue to strengthen and enhance our corporate governance in order to maintain positive relationships with our stakeholders, ensure compliance with legal requirements while holding a strong stance on fair and transparent practices. We will always act in best interests of the Company and shareholders.

On behalf of AMATA VN PCL, I would like to take this opportunity to thank all our stakeholders for their support in our journey towards sustainability and value creation. We look forward to your continual support and understanding as we endeavor for improvements in the upcoming years.

Somhatai Panichewa
Chief Executive Officer
Amata VN Public Company Limited





ABOUT THE COMPANY



Business Overview



Business Core Values



Recognition and
membership of
associations



Business
Performance

Business Overview

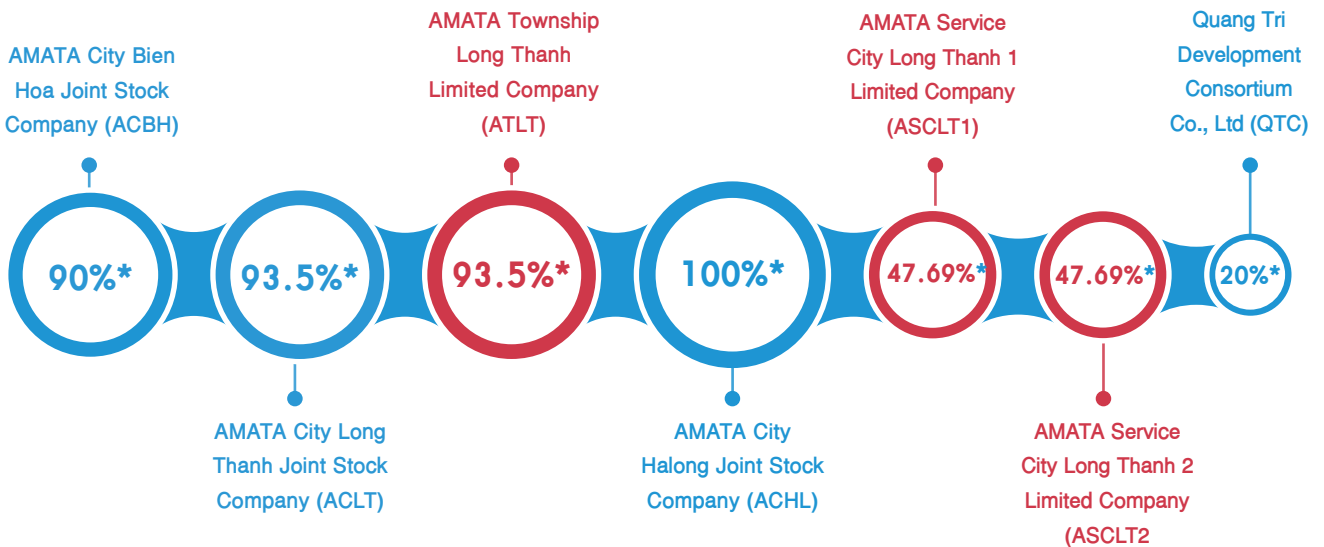
Amata VN Public Company Limited (AVN), founded in 2012, is a holding company with investment solely in Vietnam in core businesses that are in the field of industrial estates, commercial, and residential development and operations. AVN currently has projects covering an area of over 2,500 hectares.

Main categories of AMATA VN businesses



AMATA VN currently owns three industrial parks and two urban development projects in its portfolio under the operations of 7 subsidiaries, namely:

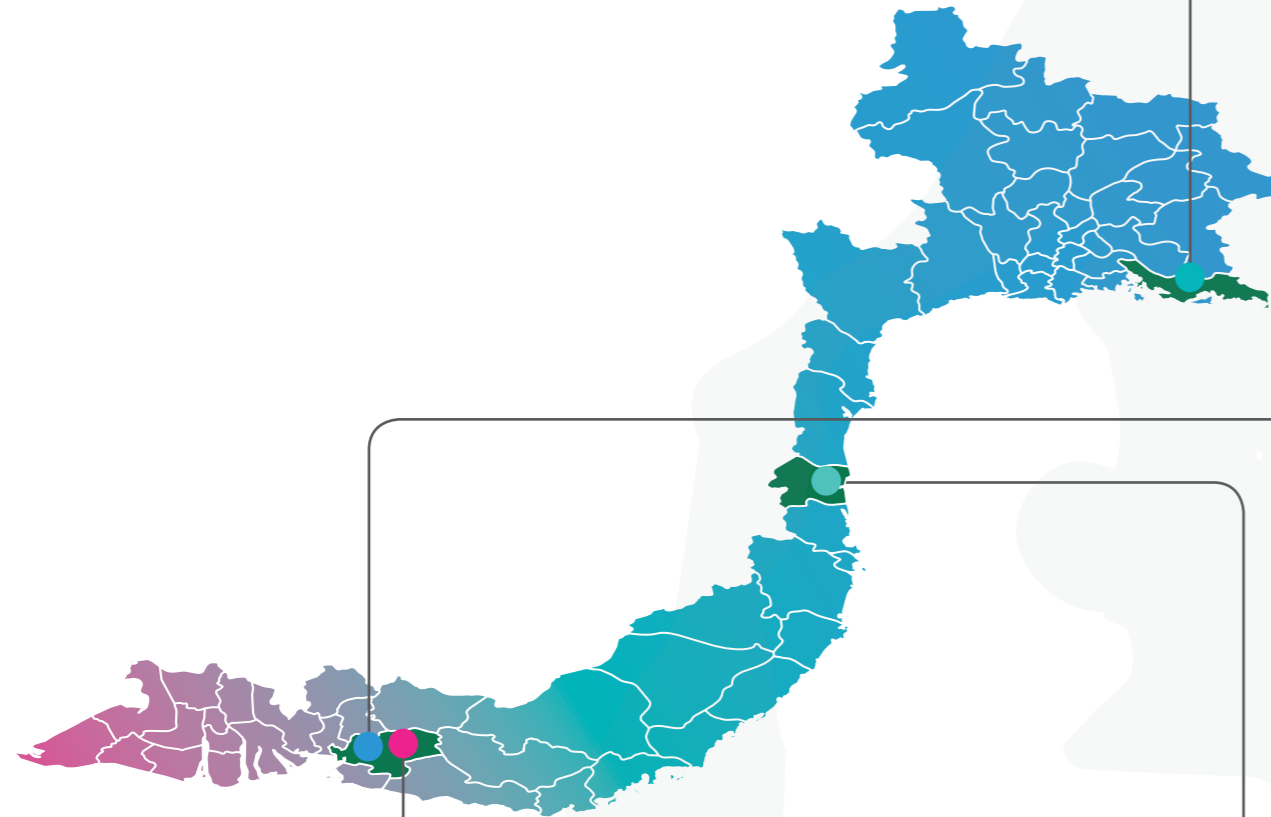
* Shareholding % by AVN



7 Projects • **4 Industrial Parks** • **3 Urbans**



Shareholding and Locations



513 Ha

Established in 1994, ACBH is considered the first model industrial park and located in the most favorable location of Dong Nai province - being in proximity to Ho Chi Minh City, 2 main seaports, and 2 international airports.

- HCM city 30 km
- Cat Lai Port 25 km
- TSN Airport 35 km
- Cai Mep Port 50 km
- Long Thanh Airport 20 km

Industrial park

AMATA CITY BIEN HOA JSC

Shareholding (direct and indirect) **90%**

714 Ha

The optimal location for production transfer from China, as well as being subject to the Economic Zone with the maximum tax incentive in Vietnam. The project itself is the new rising star with direct access to the new logistics hub (deepsea ports) with expectation to reduce domestic logistics costs for imports and exports.

- Ha Noi 130 km
- China border 160 km
- Cai Lan Port 20 km
- Lach Huyen Port 35 km
- Cat Bi airport 25 km

Industrial park

AMATA CITY HALONG JSC

Shareholding (direct and indirect) **100%**

410 Ha

The high-tech industrial park located directly adjacent to the Ho Chi Minh City - Long Thanh - Dau Giay Expressway, and only 10 kilometers from Long Thanh International Airport, easy access to different infrastructures of both Ho Chi Minh City and Dong Nai province. Amata City Long Thanh's outstanding location makes it the first choice for FDI investors.

- HCM city 20 km
- Cat Lai Port 20 km
- TSN Airport 25 km
- Cai Mep Port 40 km
- Long Thanh Airport 10 km

Industrial park

AMATA CITY LONG THANH JSC

Shareholding (direct and indirect) **93.5%**

859 Ha

Besides the Industrial Park, Amata is also planning for a 753ha Township and 107ha Service township with a smart city concept. Adjacent to the Dong Nai River with easy commuting between Ho Chi Minh City and Dong Nai province. The location is fits for commercial developments to support investors and neighboring communities with all necessary facilities and amenities for comfortable living.

- HCM city 20 km
- Cat Lai Port 20 km
- TSN Airport 25 km
- Cai Mep Port 40 km
- Long Thanh Airport 10 km

Urban development

AMATA TOWNSHIP LONG THANH LTD
AMATA SERVICE CITY LONG THANH 1 & 2 LTD

Shareholding (direct and indirect) **93.5%**
47.69%

500 Ha

Established in Feb 2022 under consortium of 3 investors: Vietnam Singapore Industrial Park Joint Co (VSIPJV), Sumitomo Corporation and Amata City Bien Hoa JSC to develop Quang Tri Industrial Park. Quang Tri has been earmarked as a future economic hub along the East-West Economic Corridor linking Vietnam, Laos, Thailand and Myanmar.

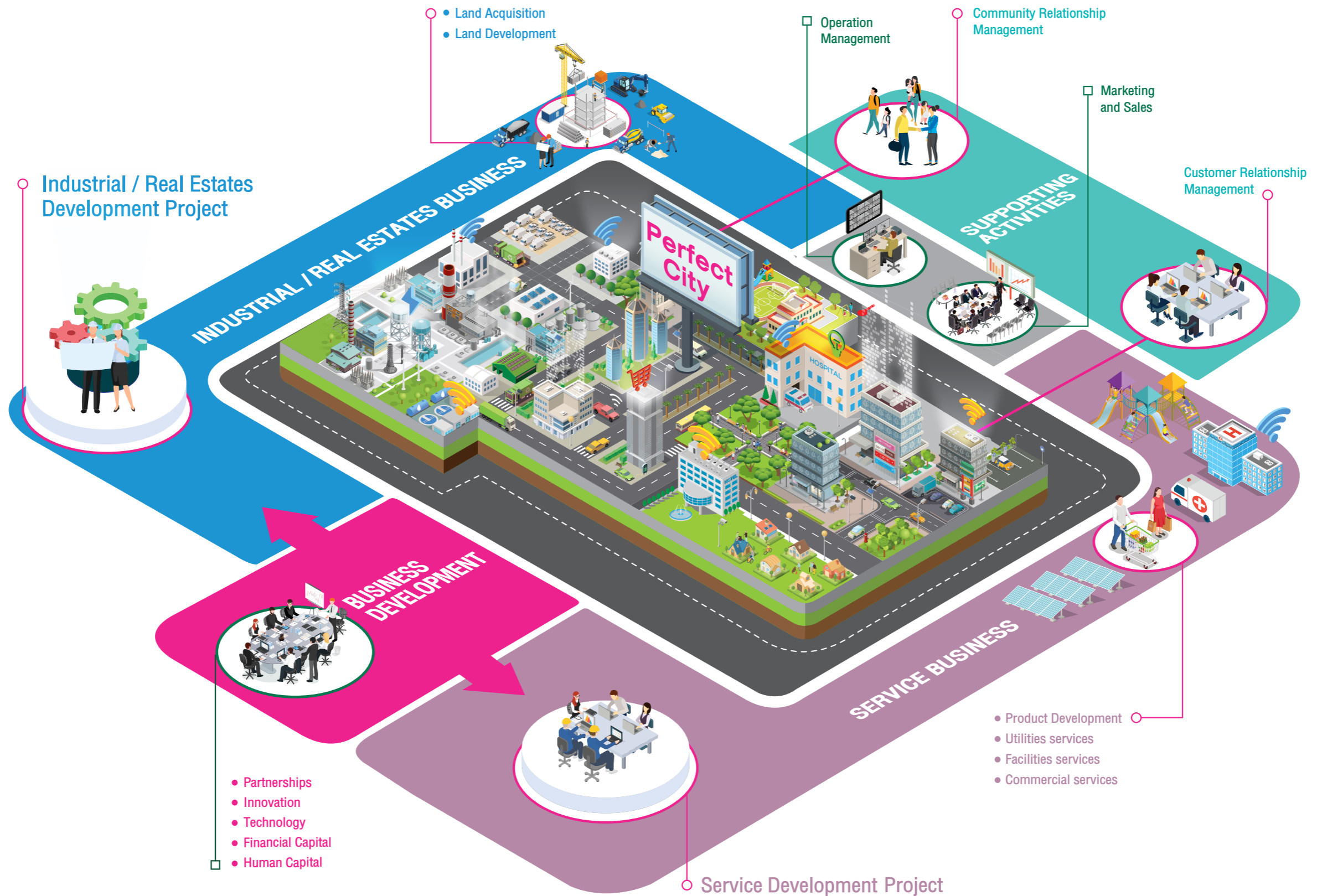
- Hue city 50 km
- Cat Lai Port 20 km
- Phu Bai Airport 60 km

Industrial park

Quang Tri Development Consortium Co., Ltd

Shareholding (direct and indirect) **20%**

Business Value Chain



Business Core Values

Vision

We aim to Creating Perfect Cities where opportunities arise

Mission

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

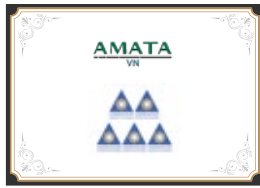
Philosophy



AMATA DNA

- D** Dependable for success by having mindset and ability to achieve excellence and common goals for all stakeholders towards existing and futuristic transformation in order to create all-win situation and resilience.
- R** Responsive by engaging all stakeholders with proactive means and impactful communication to better serve business chain.
- I** Innovative by having mindset and ability to initiate positive change,create innovative solutions, and transform with advanced principle and technology to encounter Volatility, Uncertainty, Complexity and Ambiguity.
- V** Visionary by nurturing and cultivating coaching culture in order to build AMATA’s bench strength and visionary leaders.
- E** Efficient by enabling self and others to produce the most efficient results in order achieve more profitability and reduce financial resources.

Recognitions and Membership of Associations



Corporate Governance Report

Amata VN PCL received the Excellent CGR-5 Star rating in the Corporate Governance Report for 5 consecutive years from Thailand Institute of Directors (IOD).

Annual General Shareholders' Meeting Assessment

Thai Investor Association has given Amata VN PCL full score of 100% for 5 consecutive years on the Annual General Shareholders' Meeting Assessment.



SET Sustainability Investment Award

Amata VN PCL have been included in the Thailand Sustainability Investment (TISI) list for 3 consecutive years

Recognition board from DNPC & DUFO

ACBH was awarded by the Dong Nai People's Committee and Bien Hoa People's Committee in recognition for the effort and positive contribution the company has done for Dong Nai province and Bien Hoa community



Certified as a full member of Thai Private Sector Collective Action Against Corruption since 2021

Amata VN PCL has met the commitments to the CAC Declaration on anti-corruption

Certificate of Merit from BHP

Amata VN PCL has received certificate of Merits from the Embassy of the Socialist Republic of Vietnam for having made great contribution to Vietnam especially in the fight against COVID-19

Membership of Associations

AMATA VN PCL

- Member of Thai-Vietnam Business Council
- Thai-Vietnam Friendship Association
- Thai Listed Companies Association
- Thai Chamber of Commerce

AMATA City Bien Hoa

- Member of Thai Chamber of Commerce and industry in VN
- Member of Vietnam Chamber of Commerce and Industry



Business Performance

Year 2022 was faced with many great challenges, rapid and unpredictable market volatility, geopolitical competition between major powers, military conflict between Russia and Ukraine; natural disasters, epidemics, climate change, which have impacted to the world's economy. With the determination to recover and develop the economy, the Vietnamese closely monitored and implemented policies to curb with the situation. As the result, inflation was under control and the country's economy expanded by 8.0% in year 2022 according to the General Statistic Office (GSO). The processing and manufacturing industry sector continued to be the growth engine of the whole economy, contributing 2.09% to the total added value of the whole economy.

The Group's consolidated financial performance in 2022 reflected the growth with total revenue for the year ended December 31, 2022, amounting to 2,658.01 million baht compared to total revenue of the same period in 2021 of 2,181.25 million baht (excluded other revenues). Revenue has increased as the company resumed sales of 7.13 hectares of land including the sales of 24 ready built factories (RBF), resulting in net profit of 1,169.96 million baht as compared to profit of THB 744.78 million from the previous year.

However, there was an increase in cost of sales largely due to increase in cost of acquiring land for expansion projects. The total expenses were THB 1,185.11 million and THB 1,212.12 million for the year 2021 and 2022, respectively. The increase in cost of sales led to decrease in gross profit margin in 2022.

AMATA VN Group is in the stage of project expansion in Vietnam to respond to the needs of customers and relevant stakeholders and achieving the end target of producing stable revenues for the Group as well as generating economic value added for the stakeholders in the long.

Value Distribution to stakeholders

	2020	2021	2022
Distribution of value to shareholders			
Dividend per share (Baht)	0.05	0.00	0.05
Dividend to shareholders (Baht)	46,745,065	0.00	46,749,420
Personnel investment			
Remuneration for employees (Baht)	60,401,134	63,551,433	96,626,385
Remuneration for management (Baht)	10,571,066	11,500,800	15,947,393
Remuneration for directors (Baht)	8,945,927	2,259,467	3,950,502
Community and social investment			
Donation (Baht)	1,617,656	13,866,570	2,195,714
Social activities (Baht)	846,796	287,124	335,712

	2020	2021	2022
Sharing to business partners			
Domestic procurement (Baht) (operation in Thailand)	31,054,294	26,881,260	42,078,390
International procurement (Baht) (operation in Vietnam)	313,241,231	1,147,565,216	1,169,673,861
Other economic values			
Finance cost (Baht)	134,110,690	152,659,341	152,365,185
Corporate income tax (Baht)	29,758,648	144,365,603	227,016,329

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

- all VND are converted to THB with rate of 1VND=0.001498

Source: Consolidated Financial Statement 2022 and One Report 2022





INTEGRATION OF SUSTAINABILITY



Approach to sustainability



Multi-stakeholder Engagement



Materiality Assessments



Risk Management



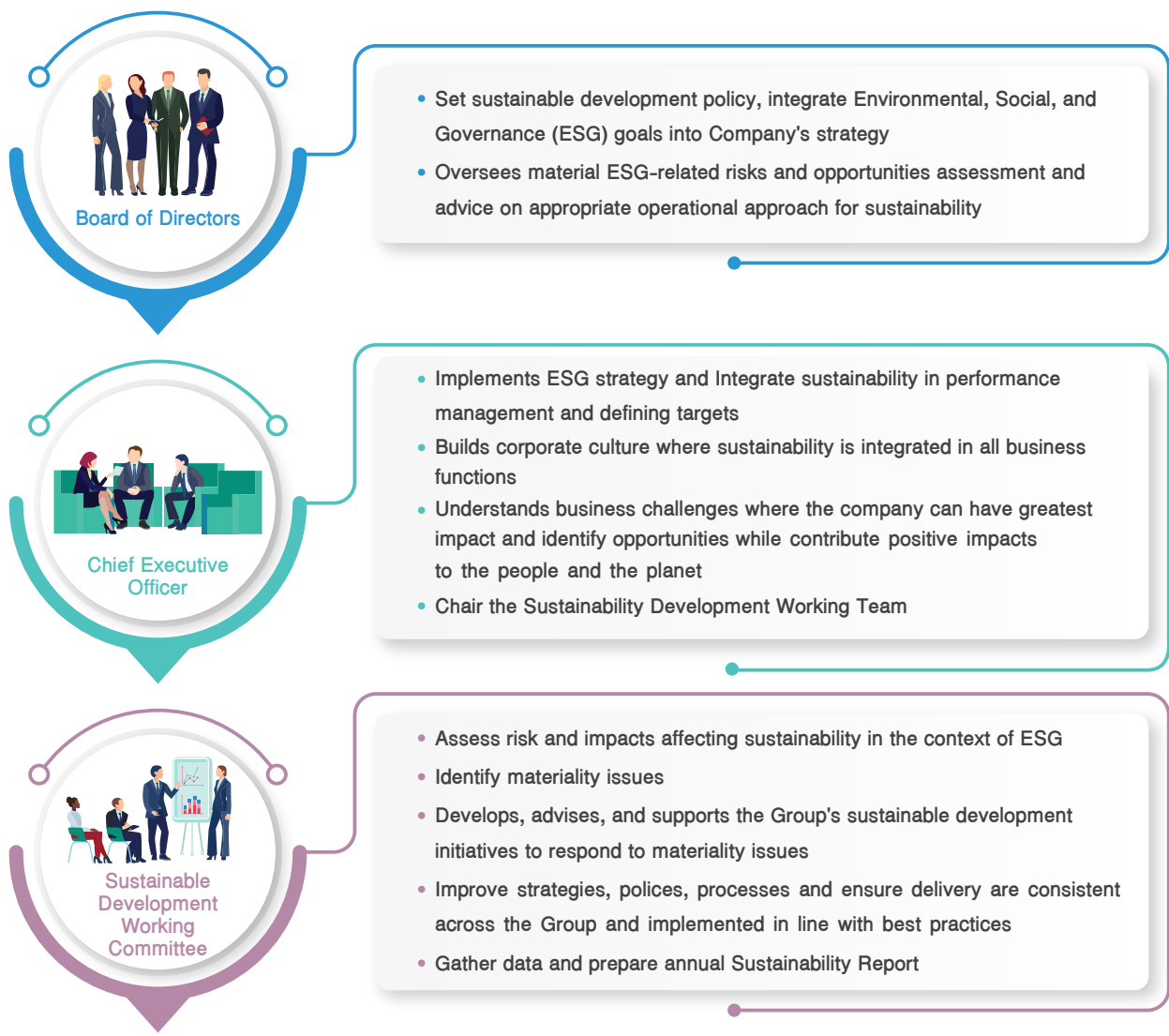
Market Opportunities and Innovation

Approach to sustainability

Sustainability Leadership Structure

The overall accountability for sustainability within AMATA VN Group is with the Chief Executive Officer (CEO).

In year 2019, a Sustainable Development Working Team (SDWT) and a designated “Sustainable Development” unit was established. To achieve effective integration of sustainability throughout the Group, the CEO of Amata VN Group chairs the SDWT which comprises members across all departments and operating units in Vietnam and Thailand, to set strategies and identify materiality issues, set targets, drive sustainability projects, management approaches, corporate policies and compiles the Sustainability Report. The SDWT convenes meetings at least twice annually to set sustainability plans and review its performance. Heads of departments are held accountable for their ESG performances which are depicted in their annual performance evaluation that is linked to their remuneration.



Sustainability at AMATA VN Group

Sustainability has always been integral part of AMATA VN and its subsidiaries (“AMATA VN Group” or “the Group”) as indicated in the Group’s mission statement that alongside our growth and expansion, we need to be responsible corporate citizen to create a long-term value and sustainability future for our businesses. To obtain this goal, we have imprinted values, behaviors, and attitudes through “AMATA DNA”, define performance standards and other controls in the Code of Conduct and Good Corporate Governance Handbook of AVN on treatment on ESG and sustainability development which are to be adopted and shared throughout AMATA VN Group.

The sustainability policy is based on four main fundamentals:

- **Increase business values through innovation and quality.** Focusing on enhancing and developing work processes and services, promoting value-added through innovation and new businesses
- **Conduct business with ethics and integrity.** Following the principle of transparency, honesty and fairness and compliance with laws and ethics
- **Responsible towards society and the environment.** Forward looking to clean innovation and operation
- **Accountable to all stakeholders.** Operating under caution to create minimal impact and contribute positively to stakeholders and society.

ALL WIN Philosophy

Our business activities follow the principle of “ALL WIN” set by our mother company, AMATA Corporation PCL, that believe for the business to have a long-term growth, the communities we are in must also grow.

The Group does not only focus on its own interest but also recognizes the importance our stakeholders in the value chain, tries to minimize negative impacts on the communities and the environment, and efficiently utilize the limited natural resources as we are aware that our operations are connected to numerous people, communities, and ecosystem.

ALL WIN - Everyone succeeds - Friendly to environment - Responsible to society - Walking together

Sustainability Framework

AMATA VN Group strongly believes that being a responsible corporate to environment, social and stakeholders, will enable us to have a sustainable future. Our sustainable framework is focused on issues that are most material to our businesses and our stakeholders by addressing on our impacts to the environment, meeting the expectations of the society, and competitiveness of our businesses at the same time, contributing to the achievement of 15 UN's Sustainable Development Goals.

Integrating UN SDGs to AMATA VN Group's Triple Bottom Line concept



UN SDG Integration



SDG	Targets addressed	See Chapter	SDG	Targets addressed	See Chapter
	Target 1.4	Community and Social Development		Target 9.1 Target 9.2 Target 9.4	Community and Social Development Business Growth Climate Change Management
	Target 3.6	Occupational Health and Safety		Target 10.A	Business Performance
	Target 4.4 Target 4.5	Human Capital Supplier Management		Target 11.B Target 11.4 Target 11.6	Climate Change Management Environment Management Community and Social Development
	Target 5.1 Target 5.5	Human Capital Human Rights Supplier Management		Target 12.2 Target 12.4	Environment Management
	Target 6.b.1	Environment Impact Management Innovation		Target 13.1 Target 13.2 Target 13.3	Climate Change Management Risk Management
	Target 7.B Target 7.2 Target 7.3	Climate Change Management		Target 15.1	Biodiversity
	Target 8.2 Target 8.5 Target 8.7 Target 8.8	Business Performance Human Capital Human Rights Supplier Management Risk Management		Target 16.3 Target 16.5 Target 16.6 Target 16.7	Corporate Governance Integrity and Compliance Human Rights
				Target 17.1 Target 17.11	Business Performance Supplier Management



Multi-stakeholders engagement



Stakeholders in this report, following the GRI standard's definition, are individuals or groups that have interests that are affected or could be affected (negatively or positively) by an organization's activities. Stakeholders play an important role in the long-term sustainability of AMATA VN Group and ensure its social license to operate, therefore, engaging with stakeholders helps the Group to understand their perception, identify and manage its negative and positive impact. The Group welcomes open dialogue and collaboration with stakeholders and conducts various communication channels such as through public survey via group meetings, questionnaires, and interviews to engage stakeholders to voice their expectations, needs, concerns and opinions. These inputs are then brought into consideration in the materiality process and appropriate action and response to these concerns are being considered.

The Sustainable Development Working Committee reviews and assesses the level of importance of the stakeholders once a year by considering various factors, for example, their level of influence, impact to and from the Group's value chain, and interest by considering economic, social, and environmental issues. Stakeholders are then prioritized to determine the level of participation towards each group stakeholder according to the established stakeholder participation policy.





AMATA VN Group has identified 9 classifications of key stakeholders, namely: investors (including shareholders), employees, government agencies, creditors, business partners, customers, communities, media and suppliers (including contractors). We are committed to developing a relationship with our stakeholders based on mutual trust through continual communications with our stakeholders.






Stakeholders' prioritization is shown with highest priority is represented with innermost and outer circle as lower priority.

Stakeholders	Engagement Channel	Issues and concerns	Group's response
<p>Investors</p> 	<ul style="list-style-type: none"> • Annual General Shareholders' Meeting • Quarterly participation in SET Opportunity Day • Occasional meeting for investor relations • Annual Report • Annual Sustainability Report • AMATA VN website 	<ul style="list-style-type: none"> • Good returns and profitability • Stock value • Continuous business growth • Good governance • Anti - corruption • Equal treatment of shareholders • Risk Management process in place 	<ul style="list-style-type: none"> • Continuously developed new business • Promoted innovations and applied technology in cost reduction • Carried out business in a transparent and fair manner • Conducted sustainability risk management process covering economic, social and environmental aspect • Established measures for employees and contractors working in the operation process and customer services
<p>Employee</p> 	<ul style="list-style-type: none"> • Annual Engagement survey • Quarterly Town Hall Meeting • Whistleblowing • Email • Intranet/in-house newsletter • Annual message from CEO • Quarterly employee welfare committee meetings • Annual Labor union meeting 	<ul style="list-style-type: none"> • Clear Company's direction • Reasonable welfare and benefits • Career advancement and job security • Development of knowledge and capability • Occupational health and safety • Economic performance 	<ul style="list-style-type: none"> • Regularly reviewed and improved compensation and offered appropriate welfare • Offered priority to internal employees for job rotations and recruitment for job positions within the group of companies • Organized training courses that meet the needs and keep up with global changes • Established defensive measures at work and regular disinfection and cleaning program at workplace



Stakeholders	Engagement Channel	Issues and concerns	Group's response
Government Agencies 	<ul style="list-style-type: none"> Occasional panel and study groups with government agencies Participation in accreditation and award scheme Participation in national projects Occasional exchanges of official correspondence Collaboration in seminar organization Continual engagement by relevant units 	<ul style="list-style-type: none"> Compliance with regulations and laws Economic development for local community and the nation Good governance and business ethics Corporate philanthropy Contribution to national and global goals 	<ul style="list-style-type: none"> Complied with laws and regulations and transparent Regularly monitor social and environmental impacts Engaged with local communities and authorities and supported social and environmental development Develop or improve work processes to reduce social and environmental impact from the Company's operation following specified measures.
Creditors 	<ul style="list-style-type: none"> Occasional face-to-face meetings Annual update status through documents, letters, and personal calls 	<ul style="list-style-type: none"> Honoring terms and agreement Business growth and financial performance 	<ul style="list-style-type: none"> Strictly followed contract's terms and conditions Disclosed accurate and complete financial information Sustained the Company's business performance by increasing work efficiency and managing cost effectively
Business Partners 	<ul style="list-style-type: none"> Occasional face-to-face meetings Occasional worksite tours Occasional Joint participation in different activities Periodic discussions, inquiries, and feedbacks 	<ul style="list-style-type: none"> Doing business with integrity and fairness Collaborate for growth and business development 	<ul style="list-style-type: none"> Followed code of business ethics Developed fair joint venture agreements Kept confidential information of business partners
Media 	<ul style="list-style-type: none"> Occasional arrangement of Press releases Occasional Public relations Occasional In-depth interviews Occasional Information updating 	<ul style="list-style-type: none"> Receive accurate and timely information Business growth Compliance to law and regulations Social and environmental impact 	<ul style="list-style-type: none"> Disclosed accurate information based on facts Maintained long-term relationship with media

Stakeholders	Engagement Channel	Issues and concerns	Group's response
<p>Customers</p> 	<ul style="list-style-type: none"> • Annual satisfaction survey • Quarterly joint activities • 24-7 Call centers to receive complaints and problems • Monthly seminars and training organization • 24-7 online / email communications • Periodic communication to relevant units 	<ul style="list-style-type: none"> • Product/ service quality and safety • Customers' personal information confidentiality • Emergency management • Good governance and business ethics • Compliance with law • Energy management • Contribution to society • Anti-corruption 	<ul style="list-style-type: none"> • Supported customers' business operations, such as organizing training courses for customers in accordance with the law. • Responded to customer complaints effectively • Conducted risk management process in all aspects. Prepared crisis management plan and emergency response plan including well-trained officers and equipment • Developed sources of renewable energy in Industrial estates
<p>Communities</p> 	<ul style="list-style-type: none"> • Monthly engagement with community social contribution activities • Monthly dialogue with local communities • Occasionally assist with state agencies to resolve local issues 	<ul style="list-style-type: none"> • Social and environment impact • Community well-being • Infrastructure development • Promote community activities • Corporate philanthropy 	<ul style="list-style-type: none"> • Encourage the factory operators to have efficient waste management • Promoted and provided opportunities for people in the surrounding communities to access education and skill development • Conducted projects to protect and restore ecosystems in the area • Responded to community complaints effectively • Promoted the development for a better quality of life and economy in the communities and society
<p>Suppliers</p> 	<ul style="list-style-type: none"> • Regular on-site consultation • Periodic work completion evaluation • Weekly communication by relevant unit • Periodic orientation on policy direction of the Company 	<ul style="list-style-type: none"> • Good corporate governance and business ethics • Transparent procurement process • Compliance with contract • Good relationship • Support in solving problems 	<ul style="list-style-type: none"> • Complied with laws and regulations • Developed procurement policy and best practices to create sustainable supply chain management



Grievances and Whistleblowing

AMATA VN has enacted policies and guidelines on whistleblowing for both its internal and external stakeholders to report concerns about suspected wrongdoings, share their recommendation, or send grievance or complaints, or report concerns about suspected wrongdoings relating to law, regulations, corporate governance principles, company’s policies, or ethics. Measures are in place to protect the rights and confidentiality of the whistle-blower.

Process of handling grievances/whistleblowing report



- 1 Filed grievance or report whistleblowing incident in “whistleblowing form”.
- 2 Facts are screened and investigated by authorized person.
- 3 Reports has well-ground will be submitted to either Corporate Governance Committee or the Audit Committee depending on the incident as specified in the whistleblowing policy.
- 4 The committee will appoint an ad hoc investigation committee.
- 5 Report results to Corporate Governance Committee and the Board of Directors’ meeting at least once a year.

Grievance and whistleblowing Channels

<p>Dr. Apichart Chinwanno Chairman of the Board of Directors</p> <p> apichart@amata.com</p>	<p>Mrs. Somhatai Panichewa Chief Executive Officer</p> <p> somhatai@amata.com</p>
<p>Mrs. Oranuch Apisaksirikul Chairman of the Audit Committee</p> <p> oranuch.a@amata.com</p>	<p>Company Secretary</p> <p> cs@amata.com</p>
<p>Prof.Dr. Warapatr Todhanakasem Chairman of the Corporate Governance Committee</p> <p> warapatr@amata.com</p>	<p>Or mail to: Amata VN Public Company Limited 2126 Kromadit Building, New Petchburi Road, Huay Kwang, Bangkok 10310, Thailand</p>

Further procedures undertaken in event of receiving complaints can be found in the Whistleblowing Policy under the Code of Conduct. In 2022, the Company has not found any misconduct nor receive any information on illegal actions.

	Target 2022	Performance 2022
Number of employees violated company's regulation	0%	0%
Material complaints relating to governance	0%	0%



Materiality Assessment

Materiality assessment helps identify and prioritize issues that matter most to our business and stakeholders based on environmental, social, and governance (ESG) context and determine what should be reported. AMATA VN Group conducts an extensive formal materiality assessment every 2 years and update our assessment each year to ensure that material issues are being reported in this Sustainability Report.

The materiality assessment in year 2022 were performed using the double materiality and multi-stakeholder approaches that includes evaluations of both financial materiality and impact materiality on stakeholders and the business in conformity with GRI 3: Material Topics 2021 guidelines.

Process of Materiality Assessment



1. ESG material topics identification

The perception of key stakeholders, the impact the Group has on society and the planet along the value chain, and factors in terms of risk and opportunities that will impact to the Group's overall performance were all considered to generate a long list of consolidated potential ESG material topics using diverse sources and methods. The Group also seeks support in identifying ESG-related topics through consultation with external experts.

a) Outward impact analysis

The Group identifies the short-term and long-term actual and potential impact (whether intended or unintended) it has on the economy, environment, and people including impacts on their human right along its value chain and across its business activities. Information on the impacts were collected from multiple channels: through internal and external expert's assessment and mandatory regulatory requirements.

b) Inward impact analysis

ESG topics were extracted from management workshop on enterprise risk management where ESG-related risk and opportunities were identified, future global trends/changes, industry and peer reports, and best practices. In addition, predefined relevant topics of industry guided by SASB Materiality Map were put into consideration used.

c) Stakeholders' perception

ESG topics were extracted from feedbacks, grievance, and expectations obtained through engagement with key stakeholders.

The criteria considered in determining relevancy of the material topics are those aligned with the Group's vision while meeting two main conditions:

- (1) impact to the Group 's overall performance in terms of value creation, growth, and cost
- (2) important to stakeholders' judgement and their expectation for action by the Group on the issue

2. Assessment and prioritization

Assessment of each ESG topics identified earlier were conducted through qualitative in-depth interviews and on-line surveys. Criteria used in evaluating the topics were based the likelihood and the magnitude of possible impact (severity, scope of the impact, whether the impact is remediable or irreparable, and the level of influence the Group have on this impact) on economy, environment, and people with human rights put into consideration. The assessed ESG topics are ranked based on their significance from highest to lowest priority and categorized under Environmental, Social, and Governance topics.

3. Validation

The Sustainability Development Working Team (SDWT) has reviewed the material topics for inclusiveness, completeness, and relevancy before presenting to the Group's top management which includes senior managements of each subsidiary and the CEO of AMATA VN for validation.

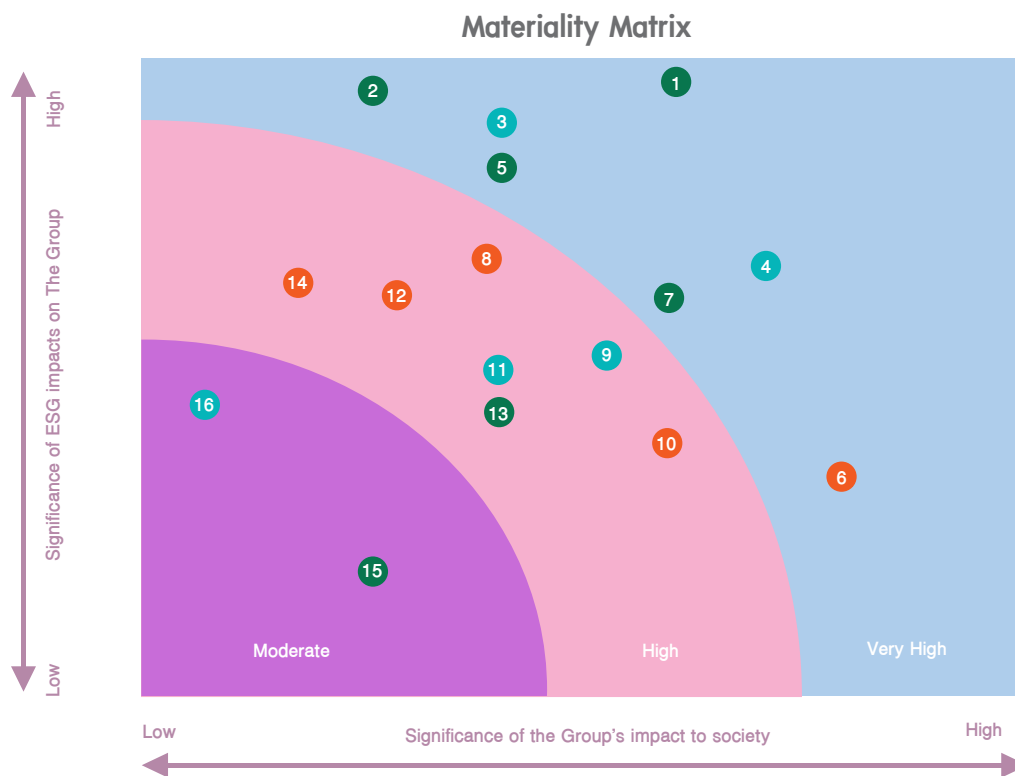
4. Approval by the Board

After being validated by the SDWT, the materiality process and the materiality assessment were presented to Board for approval.



Material ESG issues

COVID-19 situation has become normalized, and stakeholders were less impacted and places less importance to the subject, as the result COVID-19 issues were not listed among the material topics in year 2022. Some issues of 2021 were re-categorized and renamed (traffic management is covered in “community safety and well-being”, “contribution to society” includes philanthropy topic of 2021 for example) to provide a more holistic manner. From the extensive materiality assessment process, there are a total of 16 material topics, and they are mapped in the material matrix according to very high, high, and moderate based on their level of impact to the Group and to the stakeholders where the “Y” axis represents topics that has the most significant impact to the value creation of the Group and “X” axis representing the outward impact of the Group to society and the planet. The Board formally acknowledged the outcomes of the assessment and approved for the very high material topics to be incorporated into the Group’s strategy and KPI’s setting.



● Environment ● Social ● Governance

Material issues

- | | | |
|---------------------------------|-------------------------------------|------------------------------|
| 1 Water management | 7 GHG Management | 13 Energy efficiency |
| 2 Land management | 8 Occupational safety and health | 14 Human rights |
| 3 Innovation development | 9 Ethical and transparent business | 15 Biodiversity conservation |
| 4 Law and regulation compliance | 10 Contribution to society | 16 Data privacy |
| 5 Waste management | 11 Responsible supply chain | |
| 6 Community safety & well-being | 12 Employee development & retention | |

Material Topics and Impact Boundary

ESG Aspect	Material ESG issues	Stakeholders impacted	GRI standard disclosures
Environment	Water Management	Investors, government agencies, customers, communities, business partner, employee,	GRI 303 Water and Effluents 2018
	Land Management	Investors, government agencies, customers, communities, supplier, business partner	GRI 304 Biodiversity 2016
	Waste Management	Investors, government agencies, customers, communities, supplier	GRI 306 Waste 2020
	GHG Management	Investors, government agencies, customers, communities, supplier, business partner, employee	GRI 305 Emissions 2016
	Energy efficiency	Investors, government agencies, customers, communities, supplier, employee	GRI 302 Energy 2016
	Biodiversity conservation	Investors, government agencies, customers, communities, supplier, employee	GRI 304 Biodiversity 2016 GRI 413 Local communities 2016
Social	Human Rights	All stakeholders across the value chain	GRI 2-23 Policy commitments
	Occupational Safety & Health	Investors, government agencies, customers, communities, supplier, business partners, employee	GRI 403 Occupational Health and Safety 2018
	Employee Development & retention	Investors, customers, business partners, employee	GRI 401 Employment 2016 GRI 404 Training and education 2016
	Community safety & well-being	Investors, government agencies, customers, communities, supplier, business partners, employee	GRI 413 Local communities 2016
	Contribution to society	Investors, government agencies, customers, communities, business partners, employee	GRI 413 Local communities 2016
Governance & Economy	Law and regulation compliance	All stakeholders across the value chain	GRI 2-27 Compliance with laws and regulations
	Data Privacy	All stakeholders across the value chain	GRI 2-27 Compliance with laws and regulations GRI 418 Customer privacy 2016
	Ethical and Transparent business	All stakeholders across the value chain	GRI 205 Anti-corruption 2016
	Responsible Supply Chain	Investors, government agencies, customers, communities, supplier, business partners, employee	GRI 204 Procurement practices 2016 GRI 308 Supplier environmental assessment 2016 GRI 414 Supplier social assessment 2016
	Innovation development	Investors, government agencies, customers, communities, supplier, business partners, employee, creditors	GRI 201 Economic performance 2016



Actions in Addressing Risk and Opportunities of Material ESG Issues

Material ESG issues	Risk and Opportunities	Responses	Address in this report
Water Management	<p>Responsible water usage can help lower operational costs and ensure non disruptive operation for both the Company and our customers aside from conserving water.</p> <p>Wastewater on the other hand needs to be properly treated and discharged to avoid impact to the environment and the community.</p>	<ul style="list-style-type: none"> Adapted technologies and adjusted process to decrease water wastage Closely monitoring water consumption and wastewater discharge quality Constructed emergency pond for storage of irregularities in wastewater. Make awareness to users on water conservation 	<p>Chapter: Efficient use of resources</p> <p>- topic Water management</p> <p>Chapter: Environment Impact Management</p> <p>- topic Wastewater Management</p>
Land Management	<p>Land acquisition is a complicated and costly process, therefore, efficient usage of the land obtained is essential in obtaining “license to operate” as well as staying competitive.</p>	<ul style="list-style-type: none"> Developed land-use plan to analyze physical condition and identify potential alternatives for land usage 	<p>Chapter: Efficient use of resources</p> <p>- topic Land use</p>
Waste Management	<p>Large volume of solid waste (hazardous or non-hazardous) is being generated due to day-to-day operation and improper disposal will impact the safety, health and environment of the community leading to regulatory actions and protest from people in the community.</p>	<ul style="list-style-type: none"> Ensure proper disposal of waste by engaging with certified service provider only Avoid usage of hazardous material and replace with alternatives where possible 	<p>Chapter: Environment Impact Management</p> <p>- topic Solid Waste Management</p>
GHG Management	<p>Global action towards climate change has put pressure to decrease carbon emissions. Expectation for more stringent regulations on energy conservation and in favor of renewables will be enacted. With major carbon footprint of AMATA VN Group is attributed from energy consumption, strategies for reducing and replacing fossil fuel were implemented.</p>	<ul style="list-style-type: none"> Set target for reduction of carbon emission Adapted technologies to reduce energy consumptions Installed solar panels Educated employees to save energy 	<p>Chapter: Climate Change Resilience and Adaptation</p>
Energy efficiency			
Biodiversity conservation	<p>Biodiversity goes on the opposite direction with development urbanization or industrialization. Without proper assessment, mitigation and prevention measures, the biodiversity of the area could be negatively impacted.</p>	<ul style="list-style-type: none"> Conducted EIA before project development Followed avoidance, reduction, and offset strategies to reduce impact to biodiversity Allocated 7-20% for green landscaping Have nursery for local plants for replacement and expansion 	<p>Chapter: Efficient use of resources</p> <p>- topic Biodiversity</p> <p>- Creating awareness to the environment</p>

Material ESG issues	Risk and Opportunities	Responses	Address in this report
Human Rights	The Group is committed to uphold human rights wherever we operate. Providing decent and safe work environment, equal opportunity, and non-discrimination is the key principle of socially responsible employer. Abuse of such would have negative impact to the business operations and reputation.	<ul style="list-style-type: none"> Established Human Resources Management Committee to oversight on human resources strategies and policies to be in compliance with laws and regulations and best practices Conducted human right due diligence Set policy and equipped employees with the knowledge on human rights and appropriate treatment Engaged with contractors and suppliers to abide with Supplier Code of Conduct 	Chapter: Human Rights
Occupational Safety & Health	Management of industrial park encompasses with diverse activities that bear risk of harming health and safety of our employees, contractors, and even people in the community. The Group can be exposed to safety, reputation, and regulatory risks.	<ul style="list-style-type: none"> Strictly abide to relevant laws and regulations Audited site for unsafe area, set up plan for action, equip personnel with safety protection, and monitor working condition Provided health check-ups for employees Educated community on emergency suppression Managed road system to reduce accidents 	Chapter: Occupational Health and Safety
Employee Development & retention	Employees are the one who runs the organization, therefore, their dedication, emotional connection, and knowledge development is important to drive the company towards profits and value creation	<ul style="list-style-type: none"> Established Human Resources Management Committee to oversight on human resources strategies and policies to be in compliance with laws and regulations and best practices Embedded corporate DNA, attract talent, provide grievance channel, and offer welfare benefits for improve work life quality Developed talent program for career development 	Chapter: Human Capital Management
Community safety & well-being	Management of industrial park encompasses with diverse activities that bear risk of harming health and safety of our employees, contractors, and even people in the community. The Group can be exposed to safety, reputation, and regulatory risks and it wishes to minimize negative impacts it brings to the community	<ul style="list-style-type: none"> Supported measures to prevent COVID-19, country's and reaching out to the most vulnerable Invested on traffic system for road safety Supported country's blood bank Conduct community satisfaction to identify areas of improvement 	Chapter: Community and Social Development - topic Community health and well-being support



Material ESG issues	Risk and Opportunities	Responses	Address in this report
Contribution to society	Standing the philosophy of “ALL WIN”, we aim to build growth for our business and for the society and the communities we live in.	<ul style="list-style-type: none"> Support local procurement Engaged in investment promotion activities with the authorities and property agent leader Organized roadshows in potential countries 	Chapter: Community and Social Development <ul style="list-style-type: none"> - topic Community economic development promotion - topic educational support Chapter: Laws and Regulation Compliance <ul style="list-style-type: none"> - topic Tax Policy
Law and regulation compliance Data Privacy	Non-compliance may lead to extreme case of suspension of “license to operate”. Data privacy is linked with human rights and is protected by the law. Without proper management, our business can lead to regulatory risk.	<ul style="list-style-type: none"> Conducted risk management process in each department with internal legal department monitoring violation cases Set policy on personal data protection (PDPA) and established PDPA working Committee to act as a controller Has appointed Data Protection Officer to ensure compliance with the law 	Chapter: Laws and Regulation Compliance
Ethical and Transparent business	Misconduct by our employees (including the Board of Directors) can lead to financial and reputational loss. Our determination to stand by the principle of good corporate governance with zero tolerance to corruption will provide our stakeholders with confidence.	<ul style="list-style-type: none"> Participation in Thailand’s Private Sector Collective Action Coalition Against Corruption Cascaded anti-corruption to subsidiaries and supplier Ensured employees have clear understanding of Code of Conduct for transparency, our corporate policies are published on our website and intranet. 	Chapter: Laws and Regulation Compliance
Responsible Supply Chain	The area of highest risk on human right violation would be in the procurement process. Unfair labor practices of the supply chain can negatively impact the Group’s business operations and reputation as well as harm the people in the community	<ul style="list-style-type: none"> Implemented Supplier Code of Conduct with each key supplier evaluating their ESG performance based on the set criteria Monitored and will report OSH of supplier annually in SD report Assessed supplier’s performance on ESG before handover 	Chapter: Responsible Supply Chain
Innovation development	The world’s ever-changing business environment can bring disruption as well as opportunities to the business. By innovation in products and services and in process improvement, the Group will remain resilient against disruptions and increase productivity.	<ul style="list-style-type: none"> Exploring 2 new projects in the pipeline and expanding market area in 3 projects Established new business model on water supply Utilized technological application for real-time monitoring 	Chapter: Market Opportunities and Innovation



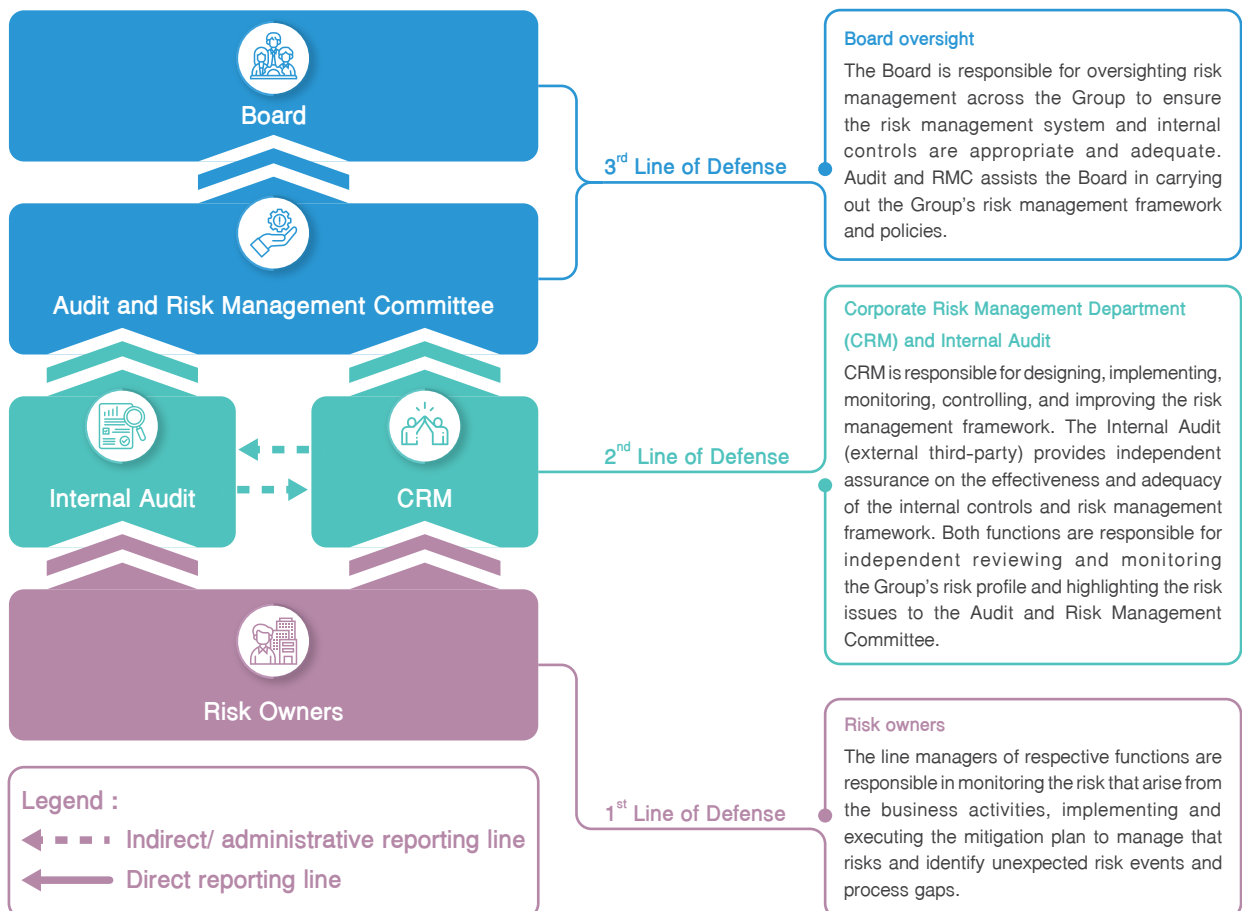
Risk Management

Risk is undeniable part of any business and has become increasing more complex due to global economic influence and changing business environment. The Group recognizes the necessity for appropriate risk management implementation to respond to the change. Therefore, risk management is integrated into the strategic planning of the Group so to reduce the exposure of risks that could significantly impact the achievement of our objectives.

Risk Governance

The Board of Directors of AMATA VN holds overall responsibility for an effective risk management system and has assigned Risk Management Committee to set risk management policies and oversight risk management framework for the overall Group’s operations in Thailand and Vietnam. The committee members comprised of an independent director, CEO, top management of AMATA VN, and top management of subsidiary company; comprising of 9 members. The Risk Management Committee (RMC) regularly discusses and reviews the risks portfolio and the status of the control measures with the Audit Committee who is the 3rd level of defense in examining the appropriateness and effectiveness of the risk management system. Review on risk management system and material risk issues are brought up to RMC and the Board to keep them informed at least once a year.

Risk Governance Structure

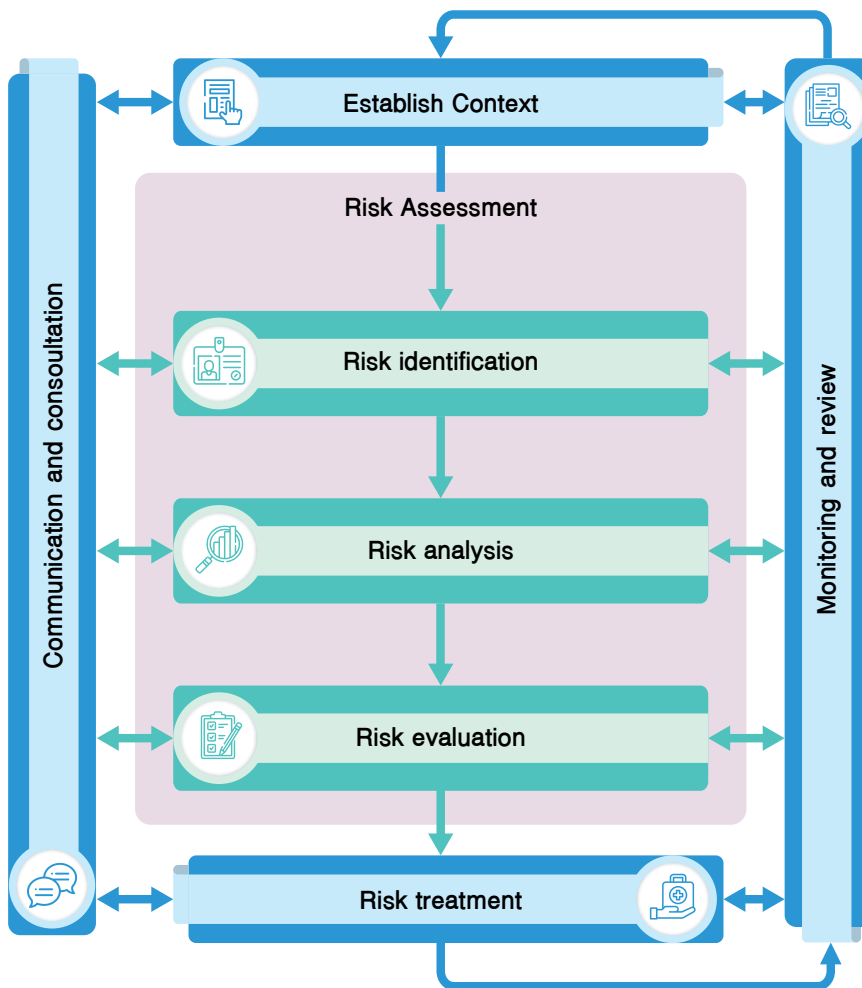


Risk Management Process

The Group follows the enterprise risk management system that is aligned with internationally recognized standard such as COSO and ISO 31000. The process consists of identification, assessment and treatment of risk has been adopted throughout the Group and at all levels of the organization through a “top down” and “bottom up” approach following with a systematic identification, assessment, monitoring of all material risks combined with continuous communication and consultation with internal and external stakeholders to safeguard significant risks are being considered.

All employees of the AMATA VN Group are owners of the risk and have the accountability and responsibility to assess the risk of their area and prepare mitigation plan for the risks, integrate risk management in their strategy, decision making process and daily operations.

Workshops and training on risk management were provided to employees at all levels so to have same understanding of the risk process and raise awareness on risk management.



Risks Factors of AMATA VN Group

From the risk management training workshops in 2022, AMATA VN Group has highlighted the key ESG- related risk, including emerging trends that may impact the corporate target and provided mitigation measures for these risks.



Economic risk

World's economic situation



The primary revenue of the Group comes from foreign direct investment. The world's economic slowdown usually influences investment decisions, which could lead to the decline in demand for industrial land, increase in inflation, and caused price pressure which in turns impact the sales performance of the Group. However, the statistics showed that Vietnam has maintained a stable inflow of foreign direct investment (FDI) despite the broader regional trend of economic slowdown. In 2022, Vietnam was able to obtain 28 billion USD, among the top 4 highest inflow of FDI in ASEAN.

Aside from the economic growth factor, the unpredictable world's political situation between Russia-Ukraine conflict has spiked up the inflation rate Leading to increase in cost of commodities and production. The Vietnamese government fully realizes the risk associated with the escalation of the inflation rate and has placed several successful measures to cope with the problem.

How risk was managed by:

- a) Monitor macroeconomic trends and market environments to develop responses and preventive strategies accordingly.
- b) Strengthen competitiveness through operational efficiency, product differentiation, and market coverage
- c) Diversify portfolio across geographic location

Uncertainties in government policies



Vietnam is a socialist country with a one ruling party which can exercise their full power to lead the country towards a particular focus. Opposition and protest are rare, making execution of policies and regulation prompt. However, the management of power has been decentralized to provincial authorities, allowing them to create their own commercial and investment management policies. As the result, government regulations/procedures are interpreted and executed differently across provinces.

How risk was managed by:

Assigned project team who are knowledgeable in local industry and market, rules and regulation to follow the regulations closely in order to understand and ensure compliance when there is a change in regulations or when The Group seeks investment opportunities in other geographical locations.

Liquidity



Investment in industrial park with total area of nearly 2,500 hectares (over 15,000 rais) of land requires significant funding to satisfy investment, development, and provide flexibility in operations.

The ability to raise fund, refinance debt, and get access to capital market is one of the key factors that impact all new and ongoing projects. Insufficient funding could stretch the duration of the project or increase the cost of fund, which in turn could lead to liquidity crunch and impact overall return of the project.

How risk was managed by:

- a) Monitor and maintain the level of cash inflow and outflow
- b) Obtain short-term loan to support planned investment growth
- c) Prioritize and manage fund within the Group

Foreign exchange



The Group has loan in both local currencies as well as foreign currencies. Fluctuation of foreign currencies will have effect on the cost of loan.

How risk was managed by:

- a) Monitor the trend of exchange rates and interest rates in the market on a continual basis
- b) Pursue foreign exchange hedging

Social Aspects

Loss of cooperation from local community



The Group operates its business by engaging in long-term land lease with the Vietnamese government to develop into industrial estates and provide related supporting services. The lands are allotted to the Group by the local authorities. Over the recent years, expropriation of land has become increasingly difficult and potential land disputes from community may arise during this process causing less available land for industrial estate development or delay in investment certificate approval process which impact directly to the revenue.

How risk was managed by:

- a) Engage with community to create a reduce the tension towards the government and the project
- b) Close communication with local authorities

Environmental Aspects

Non-conformity to environmental regulation



The Group has the duty to collect and manage the wastewater from factories within boundary of its industrial estate. There are nearly 200 factories operating within the estate having different production processes and wastewater discharge composition that goes into the estate's central wastewater treatment plant. Risk arises when the customer does not abide with the internal regulations of the estate and discharge wastewater above the allowed limit and these parameters were not managed on time before discharging into the public canal affecting the water quality at the discharged canal. Failure to conform with the regulations could result in penalties and/or suspension of operation and reputation damage.

How risk was managed by:

- a) Design system to automatically manage irregularities in water composition
- b) Monitor and embed compliance into policies and operating procedures
- c) Engage in internal audit to provide independent assessment of internal control
- d) Constant maintenance of sewage system for accurate reading of wastewater parameters
- e) Regular monitor the list of customers with tendency of over specification discharge



Emerging Risks

The Group also assessed possible emerging risks that may affect the Group's operations in the next 3-5 years. The key concern is on the growing awareness for sustainability.

Sustainability awareness



- Change in customer behavior
- New law enforcement relating to sustainability

Concerns on climate change has been rising over the past few years and has become a global agenda to help curb the rising temperature. Growing number of MNEs are requiring green facilities, usage of renewable energy, and low carbon emission. In addition, increasing number of customers are requesting for information on ESG and if the Group fails to meet the emerging trend, there is a high possibility of not being able to engage with these big investors.

In addition, at COP 26, held on from October 31 - November 13 2021, Vietnam's Prime Minister Pham Minh Chinh has committed to become net-zero carbon emission by 2050 and has indicated intention to introduce stronger measures to reduce greenhouse gas emissions. He also vowed to continue implementing goals as stated in the Paris Agreement. The Group sees this as an indicator of possible reform in environmental regulations in the near future.

How risk was managed by:

- a) Set a long-term target to become a "Low Carbon City" by 2040
- b) Study on clean and green energy implementation
- c) Enact policy relating to ESG
- d) Set KPI on emission reduction
- e) Monitor new laws and regulations

Promoting risk culture

Embedding risk culture is an ongoing process which changes the way employees think, make decisions, and behave. In 2022, Risk Management Committee has organized 2 meetings where the Risk Appetite Statement were reviewed to define the Group's perception and attitude towards the risks it faces and to which extent the Group will expose itself to risks and has been approved by the Board of Directors. In addition, during the year, there were 11 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, create the same level of understanding on risk process, and to raise awareness of the importance of risk management. More to this, The Group has imposed that all new projects are to assess risk issues and the mitigation in order to proceed with obtaining the approval from the management and where necessary to the higher level of hierarchy.

Market Opportunities and Innovation

It is undeniable that we must embrace innovation in order to be competitive in the world ever-changing business environment. It can bring disruption as well as opportunities to the business. To seize the opportunities, the businesses are required to make investments in new markets, new product, new technology, and improve operation efficiency to differentiate the organization and enhance its competitiveness.

Management approach

The management understands the importance that innovation plays on the long-term growth and sustainability of the Company. The Group strategies for innovation is focused on 4 main approaches (1) market development in local market (2) products or services development (3) process improvement (4) and digitalizing for cost-efficiency and productivity. AMATA VN Group has also set innovation management policy and initiated a program to encourage employees to cultivate innovation to improve the operation, to create value added to the Company, and to increase work efficiency.

Performance

● Market and product development

The Group seeks new opportunities to achieve long-term growth and achieve positive impact to economy and society. The Business Development Department takes the major role considering customer demands, considering strategic benefits, and assessing environmental and society concerns when exploring opportunities in new markets. Opportunities that fit with these conditions are executed as investment which can be solely invested by the Group or through joint investment with strategic partners.

Land in Vietnam is administered by the state authority and in order to obtain addition land for the project, it takes great effort and time as it links expropriation of land and the people as well as must be in correlation with the socio-economic development of the province. The Group is working on feasibility on 2 projects and has implemented the following projects:



Investment in Long Thanh District

Amata City Long Thanh JSC (ACLT) has a total land area of 517 hectares in which 410 hectares was designated for industrial park development while the remaining areas are for commercial activities under the subsidiaries namely Amata Service City Long Thanh 1 Company Limited (ASCLT 1) and Amata Service City Long Thanh 2 Company Limited (ASCLT 2). In 2021, the Company has entered into a sale and purchase agreement to sell 49% of shares in ASCLT 1 and ASCLT 2, as a result, ACLT's shareholding has decreased to 51% in both entities. The Group has recorded Baht 554 million surplus from this transaction. In year 2022, the main land development works for 120ha of have been completed and is ready to receive customer. There were numbers of interested investor under negotiation and expected to receive first revenue in year 2023



Investment in Quang Ninh Province



The Ha Long project has total of 714 hectares of which an area of 123 hectares of land is now ready for sales. At beginning of year 2021, Amata City Ha Long welcomes its first customer - one of the leaders in solar panel, Jinko Solar Vietnam. Jinko Solar Vietnam total investment is estimated to amount to over 860 million USD which will bring employment to the Quang Ninh province of more than 4,600 people. In 2022, the Company has proceeded in acquiring additional land of 120ha to expand the development.

Investment in Quang Ninh Province

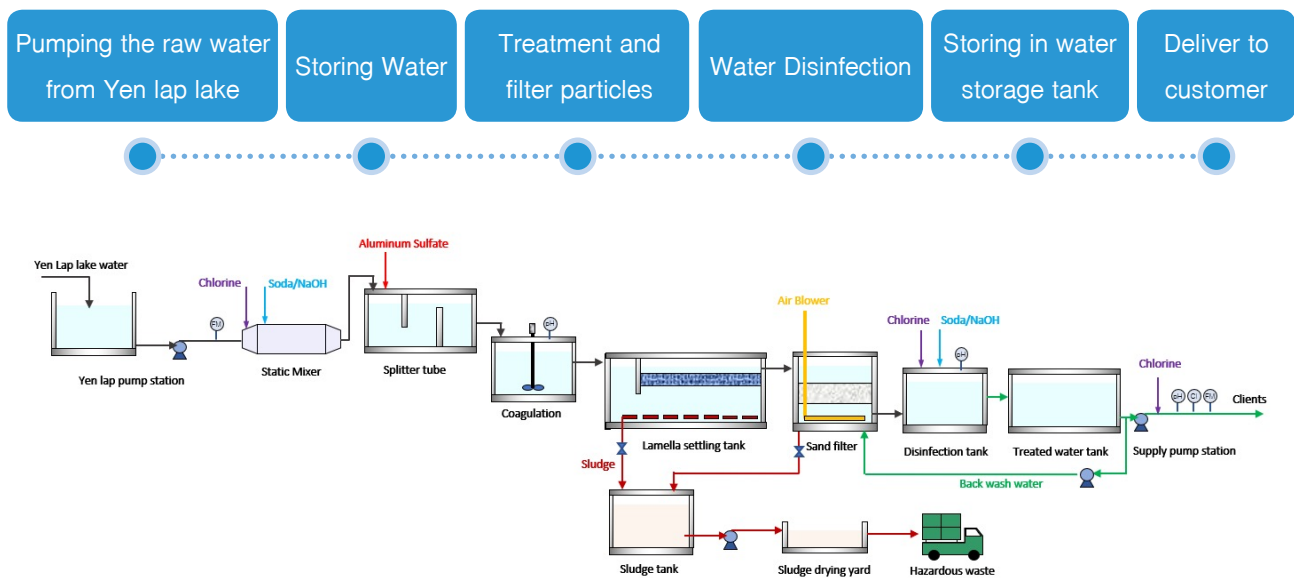
Amata City Bien Hoa Joint Stock Company (ACBH) has gotten green light from its board of directors to apply for investment certificate for the development of Quang Tri Industrial Park. The Quang Tri project would be developed under the consortium of 3 parties, ACBH, Sumitomo Corporation Vietnam LLC and Vietnam-Singapore Industrial Park under the name Quang Tri Development Consortium Co., Ltd. The location is in Quang Tri province, central Vietnam, with total project area of 481.20 hectares. The 1st phase begins with 97.4 hectares. Both ACBH and Sumitomo Corporation will be holding 20% shares and VSIP holding 60%. First capital contribution in accordance to share ratio was made in April 2022



● Process improvement and digitalization

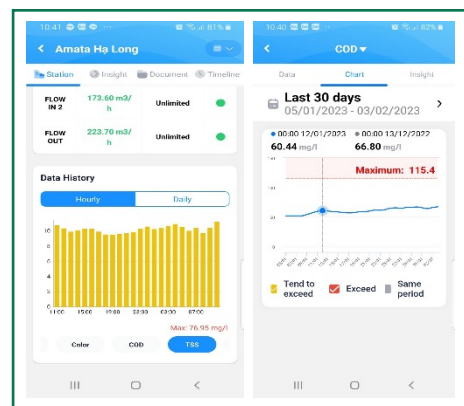
New Business on Water supply

Normally, water provided in the industrial park is supplied and regulated by state utility enterprise. The estate would provide piping to the end-users, our customers. However, for Halong project, the management has explored the opportunity of creating new business - water management business, which will generate recurring income to ACHL. ACHL has secured raw water supply with state enterprise and has started supplying water to its customer in 2022



New application development for water quality monitoring

The company has developed the iLotusLand application which enables monitoring via online and mobile systems of water quality data in real-time through important indicators such as temperature, pH (pH), color, oxygen content, etc. History of water quality are recorded and can show statistic of each period for efficiency control and facilitate in resolving issues that may arise in a timely manner.



Real time 360° panorama visualization

The Group has incorporated technologies into its' normal operation for cost-efficiency and convenience for both the staff as well as the customer. Drones was once used to gather data and 3D maps of an area, however, today it has been used far much more works, especially in the construction process. We have been using drones for weekly inspection and for identifying any potential hazards/risks on the worksite. We also used drones in monitoring intruders as our boundary covers a vast area and many are still undeveloped. In addition, drone has facilitated marketing activities with virtual real-time site visit.

Utilization of drones have helped save time, save money, enable visualization in difficult to reach areas, and reduced estimated of 144.56 kgCO2e carbon emission from having to survey the location in person.



Encourage culture of innovation from within

The Group believes that our people have ability to contribute to the better of the Company. Opportunities are provided through “Amata Inno Awards” which is held every year within Amata Group. This opportunity is a stage for employees to propose innovative ideas or develop new projects that improve the current work process, generate new products, and increase work efficiency. The award will be presented to the winner by the founder of Amata Group, Mr. Vikrom Kromadit. In 2022, there were 21 innovative ideas proposed and 6 projects implemented. The Group has set aside 2.5 million THB for this award.

In addition, in 2022, an “Innovation journey design” contest was held to promote creativity. The award is for employees of AMATA VN Group to submit creative design for the company’s shuttle bus that for the purpose of increase in brand exposure. Total award is worth approximately 15,000 Baht.

AMATA INNO AWARDS 2022
 submission date : 1 October - 31 December 2022

WIN CASH PRIZE

INNO IDEA	INNO PROJECT
01 400,000 THB	04 1,000,000 THB
02 200,000 THB	05 500,000 THB
03 100,000 THB	06 300,000 THB

TOTAL CASH PRIZE: 2,500,000 THB

JUDGING CRITERIA

INNO IDEA
 Total Score 50 points

- Original Idea (AMATA) (5 points)
- Benefit for the New Market, New Innovation for AMATA
- Support AMATA's goals/strategic sustainability (8 points)
- Benefit to AMATA (10 points)
 - By: Increase Revenue, Reduce Cost, Increase Work Efficiency
- Benefit to Environment (5 points)
 - Being able to forecast environmental outcome or impacts on environmental aspect
- Benefit to Society (5 points)
 - Being able to forecast measurable outcome or impacts on social aspect
- Practical implementation (17 points)
 - Feasible to implement, be effective in real circumstances

AMATA INNOVATION JOURNEY DESIGN CONTEST

Cuộc thi thiết kế hành trình tương lai

Let's share out your imagination of Amata future in this summer!

Thời gian: **11/7 - 31/07**

Nhiệm vụ chính thức: Nhận tiền trong giải thưởng thẻ vé, Thẻ tập ảnh, Thẻ quà tặng, Thẻ quà tặng.

Nhiệm vụ phụ: người thiết kế phải viết chính thức (copy, chỉnh, sửa) cũng có thể tham gia + Nhận tiền chính thức.

Nhiệm vụ khác: Mọi thắc mắc xin gửi email: innovation@amata.com (bản cứng (bản copy) K/A: 3Aung hoặc 1Aung)

Tổng giải thưởng: 10 triệu đồng (total prize value: ~15,000 baht)

- 01 Giải Sáng tạo (Innovation Prize):** 5 triệu (~7,500 baht)
- 02 Giải Ý tưởng (Idea Prize):** 3 triệu (~4,500 baht)
- 03 Giải Lên Top (Toping Prize):** 1 triệu (~1,500 baht) (1 prize)





ENVIRONMENT STEWARDSHIP



Environmental
Impact Management



Efficient Use of
Resources



Climate Change
Resilience and
Adaptation



Environment Impact Management



It is undeniable that the development of industrial estates brings about not only positive but also negative impacts on the sustainability of the community in terms of depletion of natural resources such as land, water, and the biodiversity of the area and environmental pollution. AMATA VN Group places great importance on operating responsibly and continually work to reduce the environmental impact of our business activities to the people who live near our project sites. We emphasize on strategy to strictly comply with environmental regulations, efficiently utilize natural resources and input measures to reduce environmental impact so to live in harmony with people in the community.

Management Approach

The Board of Directors have established climate change and waste management policy in 2020 which reflected the Group's intention to prevent and minimize environmental impacts while ensuring regulatory compliance and supporting industrial best practices. On the other hand, the management has set processes to identify and manage significant environmental issues arising from its operations. The processes include:

a) Environmental due diligence

The environmental due diligence is conducted before having invested in any new projects to evaluate the appropriateness of the project location and identifying and resolving environmental issues before they become a major concern to the project.

b) Environmental impact assessments

Adhering to the Decree 18/2015/ND-CP of the Socialist Republic of Vietnam, all projects of AMATA VN Group have undergone the strategic environmental impact assessment and social impact assessment. Appropriate plans for monitoring and mitigating these impacts are proposed to the Ministry of Natural Resources and Environment as an EIA report for approval. Once approval is obtained, the Group take great care in conducting and fulfilling all requirements and recommendations stipulated in the EIA reports and relevant regulations. The project's operating performances is reported on a bi-annual basis to the Department of Natural Resources and Environment of the province in which it operates. The reports include wastewater management, air quality (air, noise, and vibration), and solid waste management.

c) Environmental monitoring

The management focuses on effective environmental management through actively managing and monitoring key environmental parameters such as wastewater discharged quality, air emission quality, and propose waste disposal to comply with the Vietnamese regulations and mitigation plans from EIA report.

Environmental Qualities	Compliance to	Parameters
Water discharged from central wastewater 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
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
Solid Waste management - both domestic and hazardous - waste disposal	Decree 38/2015/NĐCP on management of waste and discarded materials; Circular 36/2015/BTNMT management of hazardous wastes	Proper collection, transporting, and management of solid wastes

Wastewater management

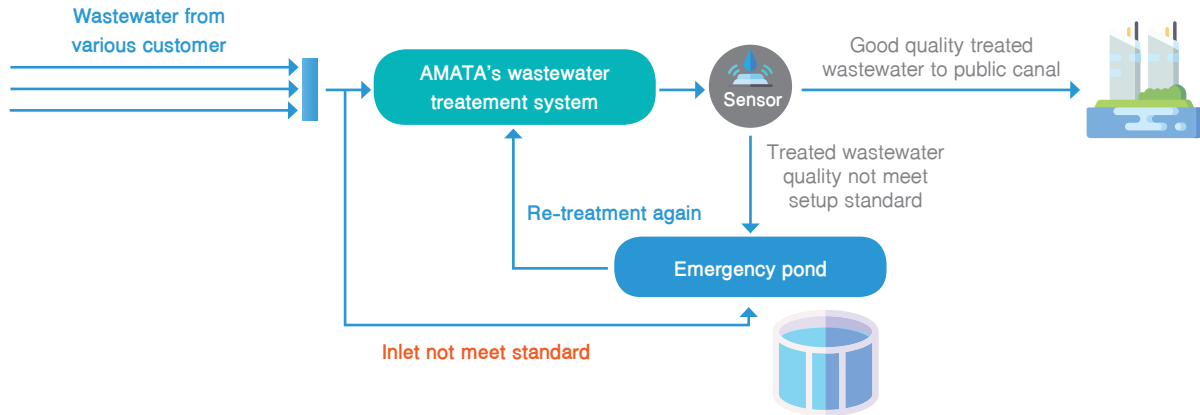
ACBH is located near mainstream that provides water for the Long Binh community, therefore, it pays great attention to the quality of water discharged from the company's operation with constant monitoring and testing of the water quality both upstream and downstream. The Company has installed an on-line sensor to monitor the amount of chemical oxygen demand (COD) and the bio-chemical oxygen demand (BOD) level of treated wastewater to ensure the water quality is within the permissible limit. In event of non-compliance, the sensor will notify the relevant operator to take appropriate actions to remedy the situation immediately. In addition, the Company makes reporting of the water discharged performances to the Department of Natural Resources and Environment of Dong Nai on a bi-annual basis.

In 2022, the Company has constructed an emergency pond. The emergency pond will act as storage body to prevent and address leakage or spillage of water pollutants from impacting the respective water receiving bodies. The emergency pond has the capacity to store 15,000 m³ volume of wastewater (25% more capacity than the wastewater treatment plant).



Scenarios that will automatically enter the emergency pond and actions taken to mitigate the issues are as below:

	Situation	Response activities
Scenario 1	Amount of wastewater entering the treatment plant is higher than capacity can handle	Pump wastewater from the emergency pond back to the wastewater treatment plant for treatment during off peak period
Scenario 2	Treated wastewater did not meet with the regulatory standard	Pump wastewater from the emergency pond back to the wastewater treatment plant for re-treatment until meet standard requirement
Scenario 3	Inlet wastewater did not meet with the internal permissible standard	Dilute with treated wastewater in the emergency pond and pump back to wastewater treatment plant for treatment
Scenario 4	Wastewater treatment plant stop for maintenance	Pump wastewater from the emergency pond back to the wastewater treatment plant for treatment when maintenance works are complete
Scenario 5	Operation failure in wastewater treatment plant	Pump wastewater from the emergency pond back to the wastewater treatment plant for treatment when problems are fixed



The wastewater that are collected from 170 customers are collected and goes through the industrial park's center wastewater treatment plant. Before discharging the treated water to the public canal, the treated water will pass through an on-line sensor. If water quality is over the limit permissible, the sensor will alert the staff and vault to public canal will be shut off. The over limit treated water will be diverted towards the emergency pond and wait for re-treatment at appropriate time.

In 2022, no monitored parameters were found to be in violation of the environmental law. In fact, the quality of the treated water was found to be of better quality than that of the upstream's. The audited data is demonstrated in the environmental performance section at the end of the report.

Air management

Air qualities were collected from the release of pollution from chimney of customers' factories located in the industrial estate through six air quality monitoring stations located in the estate. The ACBH has set acceptable air quality standard and require its customers to operate within the prescribed limits and they must comply with the local regulation, whichever is more stringent. Three main parameters being monitored were: nitrogen dioxide (NO₂), sulfur dioxide (SO₂), and total suspended particulates (TSP). In 2022, the result of air quality is within the threshold allowed by the authority. The audited data is demonstrated in the environmental performance section at the end of the report.

Solid waste management

Large volume of solid waste is being generated within Amata City Bien Hoa industrial park as the result of both the customers' operation and industrial park's operation itself. Proper disposal of solid wastes (both hazardous and non-hazardous) is the essential to keeping the community clean, free from disease relating to hygiene, and protecting the environment. The Company seeks to avoid the use of hazardous materials and replace them with alternatives wherever possible. ACBH is responsible for the disposal of our wastes, we managed all hazardous and non-hazardous wastes in accordance with local regulations and engages only with service providers who are certified for having proper waste disposal management system to collect our wastes for proper treatment. We also encouraged and instructed our customers for the same practice. Waste generation is being monitored by tracking the amount produced on a monthly basis.

Types of wastes	2021	2022
Domestic	44,315 kg	59,330 kg
Hazardous	150 kg	350 kg
Industrial Solid Waste	3,820 kg	6,360 kg
Sludge waste	599,000 kg	868,440 kg
Hazardous Medical Waste (COVID-19 related waste)	6,549 kg	0
Total waste for disposal	653,834 kg	934,480 kg

In year 2021, Vietnam was severely hit by COVID-19 causing operation to be at a standstill and focus were on mitigation on the pandemic situation. As business activities are low, the waste disposal is also low. In 2022, operations have come back to normal or even been boosted up to compensate for the 2 years of pandemic, resulting in drastic 43% increase of total waste disposal compared with last year.



Social and Environmental Complaint Management

The Company has great intention to minimize its operational impact to the community and therefore has developed a complaint management system that provides accessible channel for people in the community to file complaints. Please refer to grievance management in “customer relationship management” chapter for detail grievance process management.

Types of wastes	2019	2020	2021	2022
Wastewater Management	0	1	1	0
Air quality Management	0	0	0	0
Solid waste Management	0	0	0	0
Total non-compliance to environmental laws and regulations	0	1	1	0

Efficient use of Resources

Most of the world’s raw material resources are available in limited quantities, regardless of whether they are water or land resources (in relation to the context of the company’s operations). As a result, the resources used today may no longer be available to future generations. The efficient use of natural resources not only contributes to resource conservation and climate protection, but also to the competitiveness of companies and thus to sustainable economic growth. Even beyond this, companies can benefit from increasing their own resource efficiency. Increase in resource efficiency and usage brings economic advantages such as cost savings but also reduce burden on the environment and thus obtain positive social feedback.

Water management

Water plays a vital role in industrial operation. Although ACBH does not produce water, it redistributes the raw water supply from external suppliers to its customers for their operations. Responsible water management practices will ensure non disruptive operation for both the Company and our customers. In addition, societal pressure over the recent years have led the Company to place close attention on water management to maintain and enhance the efficiency.

Most of the water consumed by ACBH is for cooling tower, toilets, pantries, irrigation and washing activities. Internal targets are set to encourage improvement in water management practices:

1. Reduction of water usage by 25% in year 2025 (based on year 2018 under normal operation) at the commercial building Amata Service Center (ASC) and
2. Limiting leakages to be within 2% within the estate.

To achieve these objectives, continuous water conservation initiatives were implemented, and water performances were tracked. Water pipes within the estate were regularly checked and fixed to prevent water leakages and water losses. In addition, the company tried to limit the amount of water consumed for the landscape areas within the estate by watering in the morning period to avoid much evaporation as well as take advantage of “free water” during rainy seasons to usage. At our ASC, an auto-stop time delay faucets were installed and the pressure water was controlled to limit unnecessary wastage of water flow per turned on. We also try to reduce freshwater withdrawal by utilizing chiller system that re-circulates water to minimize water consumption and environmental impacts. The management also promotes water conservation practices within the building to share the spirit of water preservation. At the same time, the management is exploring opportunities in water recycling water, however, due to limitations in regulatory requirements, the project has not been able to be put into action.

Project stage	Key water management initiatives
Design	<ul style="list-style-type: none"> • Incorporate water-efficient fittings and fixtures • Grow plants requiring little watering for landscaping
Construction	<ul style="list-style-type: none"> • Install auto-stop time delay faucets • Install chiller • Install septic tank before transferring wastewater to the contract treatment plant
Operation of building	<ul style="list-style-type: none"> • Conduct routine checks and fix on pipes ,taps, and WC flush system • Improvement in fittings and fixtures as technology for water efficiency are developed • Harvest rainwater for landscape irrigation

Performance

In 2022, after the severity of COVID-19 situation has normalized, there were unexpectedly high numbers of visitors entering into ASC resulting in increase in water usage of 34% (based year 2018). In addition, in the year, there were one incident in which contractor has caused damage to the main water pipe. The damaged unfortunately has caused increase in water leakages to 3.3%



Land use

Land is an essential resource for real estate developer like AMATA VN Group. However, it is depletable, therefore, the Group proper planning of land usage is compulsory to ensure our land resources are efficiently utilized. Every project development of the Group has a land-use plan to manage resources in an integrated manner in order to achieve better and sustainable land management as well as promoting environmental and social effect that will benefit the local community. The land-use plan process includes analyzing the physical conditions relating to environment, social, and economy of the project land area and identify potential alternatives for land usage, together with determining the amount of land needed to support now and, in the future, according to the socio-development of the local area. Where issues might be created to the surrounding environment, the problems are to be addressed during the land use planning process to ensure that the land can continue to be used for generations to come after the development has occurred. The management strictly follows the implementation plan stated in the EIA report and has maximized construction ratio appropriate to the location and environment.

Biodiversity

At present, biodiversity goes on the opposite direction with the development of urbanization. As the community becomes more developed, the faster the diversity within the community declines. Aware of these circumstances, all projects of AMATA VN Group underwent environmental Impact assessment (EIA) process which also study the biodiversity of the “before” project development and takes into consideration the effects of the project’s development on biodiversity by integrating potential impacts into the mitigation hierarchy of avoidance, reduction, and offset measures. There were no projects having located within or adjacent to protected areas and no material biodiversity risks was identified. The Company avoids intruding into forest or area with high habitant and allocates at least 7 - 20% of its development project area for green landscaping depending on the project’s nature. Customers are also asked to allocate certain percentage of their land for greenery as well.

In addition, within ACBH industrial park, we have plant nursery of 400 sqm to nurture young trees to replace unhealthy ones and to use as stock for plant at our expansion area with objective to boost biodiversity within the industrial park. At present the industrial park have more than 48 species of local trees and 47 species of flowers for landscaping.



Creating awareness to the environment

The Group encourages its employees, customers, and the community to take part in caring for the environment we live in. Initiatives of creating awareness on REDUCE, REUSE, RECYCLE concept and actions in preserving the environment were set up. The following activities were implemented in year 2022:

- **“Planting 1 billion trees for 2021-2025”**

The Prime Minister of Vietnam has started the project “Planting 1 billion trees for 2021-2025” for the whole country. In participation of this project, ACHL has joined with local authorities in 2022, Quang Ninh People’s Committee and QEZA, in donating and planting 22,000 high-valued trees in Quang Ninh Province covering an area of 20 hectares (125 rais) of land not only as an initiative to contribute to ecological environment protection, increase afforestation in the country, and response to climate change but create a buffer between to Vietnam and China, trap dust particles, and reduce bare hill tops.



- **“Save Earth Safe Us”**

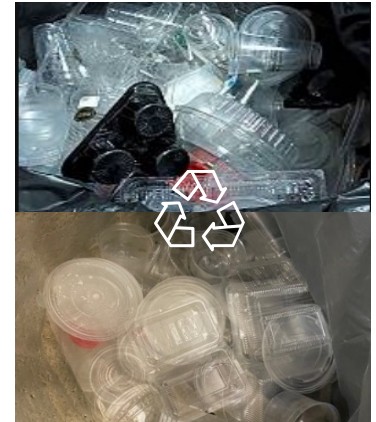
ACBH has organized a Tree planting Day under the campaign “Save Earth Safe Us” with participation from 150 people in the community in planting 630 Dipterocarpus alatus trees “also known as resin tree”. This tropical forest tree can easily be grown, helps absorb carbon dioxide, and filter fine particular in the air.



- **Encouraging behavior change**

“Plastic for better usage”

Each day we receive plastic cups and containers from food or drinks that we consume. The “plastic for better usage” campaign was started to collect plastic wastes so that they can more value to our community. Employees of AVN washed and separated plastic containers received and after 4 months accumulation of the containers, these plastic containers will be sent to join in the “Waste for merit” project organized by Green Road enterprise, which is an organization that turns plastic waste into green road, floor block, tables, chairs and construction material to be donated to schools, temples, national parks and public areas across the country.



Climate Change Resilience and Adaption

Climate change is responsible for the increase in natural disasters, harsh weather, and global temperature. Without appropriate action, the global temperature will continue to rise significantly, endangering both humans and the ecosystem by lowering food output, reducing water availability, and increasing the frequency and intensity of extreme weather events. There is an urgent need for action to stop global warming, AMATA VN Group wants to play a part in contributing to global effort to tackle climate change by reducing our GHG emissions.

Management Approach

AMATA VN Group recognizes our responsibility to address climate change. One key indicator of tracking the progress of the Group towards decarbonization is greenhouse gas (GHG) emissions. The Group emphasizes on mitigating climate change by putting effort to reducing greenhouse gas emissions in our operations in Amata City Bien Hoa (ACBH) - the only industrial estate in operation as this moment. The management has set short-term target for reduction of greenhouse gas emissions (GHG) to be at least 5% (from 2017 base year) in 2022 and 7% for year 2025 with a strive to achieve carbon neutrality in 2050. To achieve this goal, ACBH will explore further on energy efficiency, utilizing clean alternative energy, and digitalizing. At the same time, we have taken adaptative actions to prepare for the impact that climate change could cause such as drought and flood by enforcing flood protection in infrastructure and building, designing, and reserving adequate volume of water for usage.



Adaptive Infrastructure Development

Extreme weathers leading to flood and drought caused by climate change poses a critical threat that will impact greatly to our developments. To adapt to the climate change, AMATA VN Group reinforced our infrastructure developments as follows:

Projects	Infrastructure adaptation actions
Amata City Bien Hoa	<ul style="list-style-type: none"> Reserve 1- day water supply for whole industrial park's operation
Amata City Long Thanh	<ul style="list-style-type: none"> Land leveling of +2.05m and construct flood protection like (calculation based on 100 years historical data of rainfall in the area)
Amata City Ha Long	<ul style="list-style-type: none"> Land leveling of +2.1m and construct additional flood protection like aside from that already provided by the district

Energy efficiency

The use of energy from fossil fuel represents one of the largest sources of greenhouse gas emissions and the area in our control that generates the highest emission is from the usage of electricity for our commercial building, Amata Service Center (ASC). In 2017, the total amount of energy consumed by ASC accounted for 821,486 kWh with GHG emission of 478.19 tCO₂eq. Many initiatives have been implemented over the years for example, improving chiller's condenser water with ozone, installation of solar panel, replacing all building's fluorescent lightings with LED. Aside from reduction in energy consumption and investing in cleaner energy alternatives, ACBH also created awareness in the office for employees to consume energy with consciousness. Lights are being turned off when not in use and during lunch hours, thermostats of air conditioners are set at a constant temperature of 25°C, use the stairways instead of the lift when going up one floor are some examples.



The Company consistently implement the initiatives to reduce consumption of electricity generated from fossil fuels, however, after going through 2 consecutive years of business standstill, the building was bustling with visitors, as the result, the total energy consumption in year 2022 has increased by 6% compared to previous year 2021 (many tenants were implementing remote working condition) but has a 13% reduction compared to based year 2017.

Energy consumption in ASC (kWh)	2017	2018	2019	2020	2021	2022
Solar	0	0	62,687	127,811	125,950	118,492
Fossil Fuel	821,486	832,037	764,389	630,162	551,013	598,624
Total energy consumption	821,486	832,037	827,076	757,973	676,963	717,116

** data of 2021 has been revised to deduct energy generated from Solar that are returned to the grid.



Digitalization

AMATA VN Group promotes increase usage of video conference meeting and online application between offices to cut down needless traveling time and expenses, as well as, reducing greenhouse gas emission that occurred from traveling both domestically and internationally. Not only may video conferencing be utilized for internal purposes, but it can also be set up for meetings with clients and even governmental organizations such MOU signing ceremonies and even seminar participation. In addition, Also, numerous operational activities, such as the creation of minutes, e-invoices, and e-receipts, have been digitalized. These transitions have helped the organization save money on operating costs while also lowering greenhouse gas emissions from reduced paper use and fossil fuel usage.

Green Building

ACHL has constructed a new office building with attention paid on efficient use of energy and environmental friendly construction material since the designing stage. Walls are mainly covered with tempered glasses that allows natural light to enter the building, provides good thermal stability, and provides safety to human body in event there is glass broken. In addition, the whole rooftop of 550 sqm are allocated for rooftop gardening to reduce heat to building, improve air quality, and increase biodiversity. Paints used are water-based paints that has lower VOC thereby significantly lower environmental and social impact as compared to traditional solvent-based paints. The utilization of eco-friendly materials and the design of energy efficiency will thereby decrease GHG emission, reduce environmental impacts, and reduce the business' operating cost.



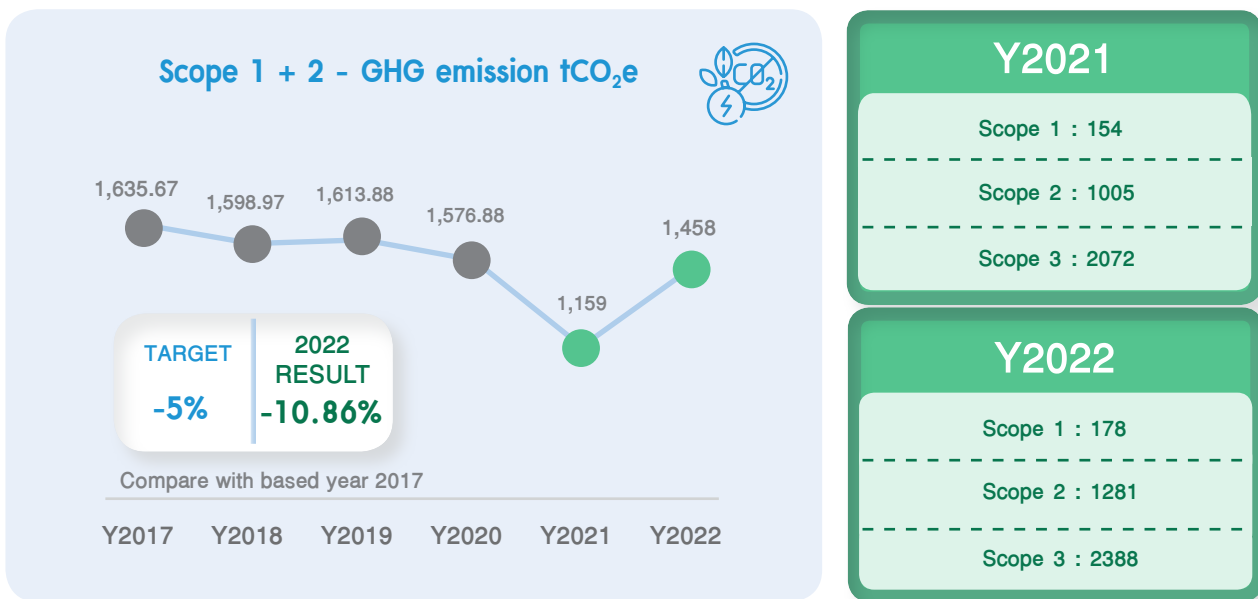
Industrial Symbiosis

Within the framework of the project “Eco-industrial parks intervention in Vietnam” funded by the Swiss State Secretariat for Economic Affairs (SECO) and implemented by the United Nations Industrial Development Organization (UNIDO) and the Ministry of Planning and Investment (MPI), Amata City Bien Hoa was among 5 industrial estates selected to join the pilot program in promoting Eco-Industrial Park in Vietnam in 2020. In participation in this project, in 2021, ACBH has organized a 3-day Global Knowledge Exchange 2021 - Peer Learning on Eco-industrial Park Management and Implementation for sharing achievement and experiences on their transition to become an Eco-Industrial Park among industrial parks members within the UNIDO program.

This year, year 2022, the Company has coordinated with 17 enterprises for interviewing to assess resource efficiency and clean production and supported the training workshop for 22 enterprises regarding capacity building on resource efficiency and cleaner production as well as industrial symbiosis key concepts, methods, and tools related to industrial symbiosis detection and implementation. The intention of these activities was to connect and find potential manufacturing and service businesses located in the estate to be involved in the development of industrial symbiosis by collaborating in managing environmental and resource issues. At the end of the workshop, there are 2 enterprises confirming to be involve in the industrial symbiosis project.

Performance

Over the past years, we have seen a decline in greenhouse gas emitted considering Scope 1 and Scope 2. In 2022, we have achieved a total reduction on GHG emission of near 11% compared to our based year of 2017.



	2020	2021	2022
Carbon Intensity (Scope 1&2)	3.07	2.26	2.84

(Carbon intensity is calculated based on the total land area)

Since 2021, data on carbon footprint has been verified and validated by a certified greenhouse gas inventory third party and to support the Thai government authority in promoting the greenhouse gas reduction and support implementation relating to climate change along with industry, AMATA VN register our GHG emission with TGO (Thai greenhouse gas management organization).





DEVELOPING SUSTAINABLE COMMUNITIES



Human Rights



Occupational Health and Safety



Human Capital Management



Responsible Supply Chain Management



Customer Relationship Management



Community and Social Development

Human Rights

The issues of human rights are gaining more and more importance in the global context. As a corporate having international clients, AMATA VN Group strongly believes that all human beings are born with equal status, rights, and opportunities and we have the duty to respect human rights in our circle of influence. The Group should avoid violation of human rights which may be derived either through our activities or as a result of our business relationships with other parties. Abuse of human rights would impact to the business operations and caused negative reputations to the Group as a whole

Management Approach

AMATA VN Group respects internationally recognized human rights relevant to our business operations and we are committed to upholding human rights wherever we operate. We addressed human rights issues in our policies. To ensure that human rights are respected in our sphere of influence, a separate policy on Human Rights Policy was incorporated in AMATA VN's Corporate Governance Handbook and in Code of Conduct. The Human rights policy conforms with the International Labor Organization (ILO) and the Principles of the United Nations Global Compact (UNGC) and covers all internal and external stakeholders within the Group's business value chain. In addition, Supplier Code of Conduct that emphasizes on non-discrimination, equal opportunity, adequate work conditions, as well as elimination of forced and child labor was instituted. The established policies have been communicated to employees at all levels and to our business partners and suppliers.

In addition, human rights impact assessment has been conducted before as an initial stage of every project development through environmental and social impact assessments. During the project implementation, the Group has incorporated human rights due diligence into the risk management process to identify potential and actual adverse impact, prevent, mitigate and account for how they address impacts on human rights. The scrutinization of the impact or potential impact is performed 100% throughout the Group's operational sites and along each value chain. The human right due diligence is conducted in accordance with the Guiding Principles of the United Nations on Business and Human Rights which includes commitment, identifying and assess potential human rights impacts, integrating and acting upon the findings to acceptable level, monitoring the performances, and remediating adverse impacts by relevant functions/unit. The identification and assessment of potential and actual human rights concerns put into consideration employee rights, community rights, customer rights, and supplier rights.



Salient human right risks identified in our operations and value chains:

Salient Human Rights Issues	Affected Stakeholders	Mitigation and Remedy
Health and Safety	Employee, customer, community, contractors' workers	<ul style="list-style-type: none"> • Provide safety uniforms and equipment • Conducted OSH auditing at site periodically • Inspect for damage or disorder within the estate • Provide 16 trainings and communication relating to health and safety, fire drills, pandemic updates and prevention. • Facilitate and support on vaccine accessibility. • Provide grievance channels for stakeholders to complain
Excessive overtime	Employee, contractors' workers	<ul style="list-style-type: none"> • Stated in AMATA VN Group's work regulation on the maximum allowance of overtime hours per week • Register in HR application for permit to do overtime each time • Stated in Supplier Code of Conduct to abide with applicable laws relating to overtime hours
Environmental impact	Community, customer	<ul style="list-style-type: none"> • Monitor quarterly on air, dust particle, waste disposal and wastewater in the estate • Provide grievance channels 24/7 for community and customer to inform on the impact • Engaged with community to listen to their concerns • Establish internal regulations on measures to reduce and prevent environmental impact for contractor • Collaborate with authorities for implementing activities to remediate, reduce and prevent environmental impact
Personal data	All stakeholders	<ul style="list-style-type: none"> • Enact Personal Data Protection policy as a management standard and good practice • Establish personal information control management process in accordance with the law to ensure data confidentiality • Provide training to employees on importance of personal data protection and process in managing the data

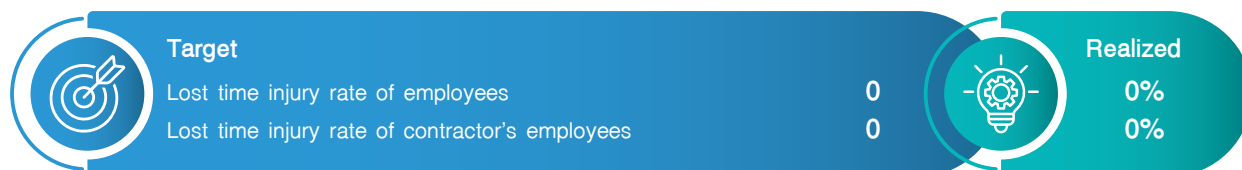
Monitoring and remediation of impact

The Group has in place whistle-blowing channel to report any potential human rights violation. Both our employees and all external stakeholders can report suspected cases either by telephone, on our website, or post mail. We thoroughly investigate all complaints received and take countermeasures if necessary. Effective remedy and compensation will be provided to those that were harmed. In 2022, there were no noted violation of human rights complains filed by our employees nor by external stakeholders.

Human Rights awareness

To ensure employees are aware of their rights, the human resource department communicated as part of an introduction program for new employees. Testing to refresh the understanding on human right of the employees are done on an annual basis. The policies and are available to revisiting on the company's website and intranet.

Occupational Health and Safety



Management of an industrial park encompasses diverse activities from construction management to infrastructure management to disaster management and many more. Performing these works bear risk of harming the health and safety of people involved in the organization. As the result, AMATA VN Group considers occupational health and safety management is the foundation of corporate activities and have identified it as a material issue.

Management approach

The Management is committed to providing a safe and healthy workplace. We pursue initiatives based on our policy on Occupational safety and hygiene and strictly comply with the requirements and regulations as stipulated in the Law on Occupational Safety and Health (decree No.39/2016/ND-CP of Vietnam), the Labor Protection Act B.E.2541, the Occupational Safety, Health, and Environment Act B.E.2554, and other relevant laws. In addition, the management takes proactive actions to identify unsafe conditions in all work situations and implement changes to prevent these risk to health and safety. The Site Management Manager takes the lead in generating and implementing checklist and plan which indicates responsible person and planned period for action on an annual basis. The management aim to achieve Zero Injuries work environment. Beyond putting the needs of its employees first, the management also puts the health and safety of the people in the community.

Safety for our employee

- The Company provided employees suitable working condition by providing air filters in the workspace, quarterly monitoring of air quality, lighting, noise, and provides adequate tools and equipment to perform each job function.
- Health check-ups as well as medical support are provided annually to all employee
- Annual assessment of occupational health and safety are being conducted to identify areas that might cause injury and fire by checking readiness of equipment eg, fire extinguishers, and safety signage in good and usable condition.
- Although COVID-19 has been normalized in 2022, however, the management still finds it important to continue practicing public health measures and provide vaccines for all our employees.

In 2022, there were no incidents resulting in work absence or death reported or found.



Safety for the community

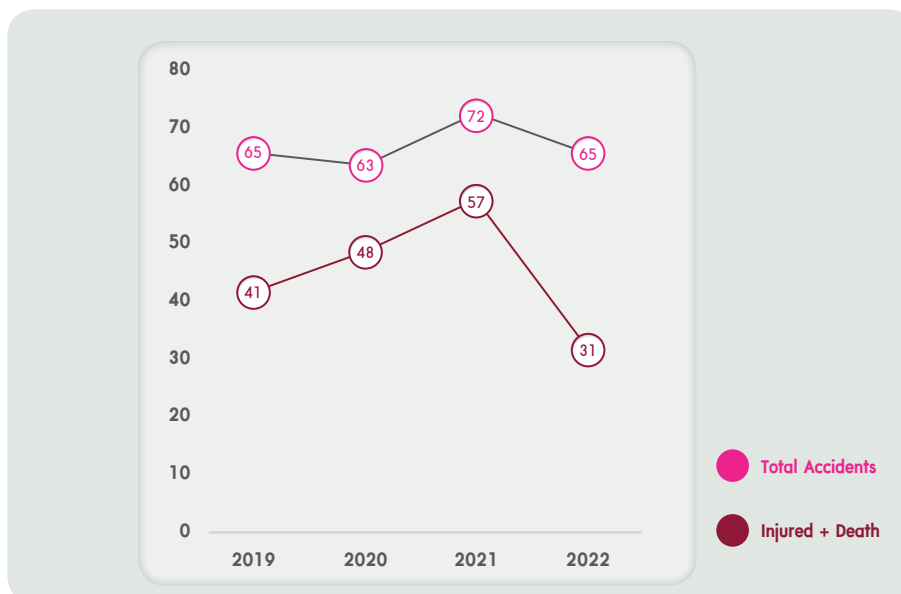
- **Contractor's Occupational safety**

Not only is the Company concerned of its employees but we pay care for that of our contractors as well. We have set internal regulations which includes guidelines relating to contractor's work operation within the industrial estates to ensure health and safety for their workers and our community. Clarification of the guidelines are given to our direct contractors as well as that of the customers on the first day of their entrance to our premise. Strict compliance to this regulation is enforced and contractors' performance are monitored by employee in charge of the project. Any incidents of injury of their employees are to be reported to the Company. In 2022, there were no incidents resulting in work absence or death reported or found.

- **Road safety**

According to statistics collected, about 30,000 vehicles commuting in and out of the estate everyday consisting of 84% motorbikes, 9% passenger cars, and 8% logistic trucks. The huge number of vehicles using the road has caused traffic congestions as well as unwanted accidents. The traffic congestion was the main complains received from the community in 2022. With the objective to increase road safety and improve traffic condition, the Site Management team management has implemented the following measures after having consulted with local police and traffic experts:

- Install roundabout at accident prone large intersections
- Develop traffic flow plan
- Install speed bumps and repaint traffic signages
- Inspection and monitoring of road condition



In Dec 2022, traffic light has been installed at the most congested road inside the industrial park. With this installation, the management anticipated traffic would be more orderly and smooth flow. It also will reduce the time and the number of conflicts between vehicles entering intersections from different directions. With these mitigation measures the numbers of people injured as reduce to more than 45% as compared to previous year.

- **Emergency Management**

The Company stresses the importance of keeping customers and the community safe. We have established fire station and trained firefighters to manage and suppress emergency situations. Personnels in this function are fully equipped with personal protectives, safety equipment, and facilities on site to monitor and ready for action at any time. The team not only suppresses emergencies in the industrial park but also offers support to the Fire Police in the community.

In 2022, there were 12 minor fire incidents in industrial park and 2 incidents in the community that the team supported in suppressing the fire.

- **Training for Fire and Evacuation**

Fire safety training is crucial as to ensure that our employees and customers know how to act appropriately in event of fire so that to avoid or reduce risk of injury or loss of life. Amata City Bien Hoa (ACBH) organizes fire drills training every year in collaboration with professionals from the Fire Prevention & Fighting Police of Dong Nai to educate employees and customers on basic fire-fighting skills so that customers and employees are familiarized of the fire safety arrangements and reminded of actions to be taken if fire occurs. Costly damages and potential fines to the business can be avoided.



Performance

Employees Vaccined
3rd doses

100%

Increased in
Road safety

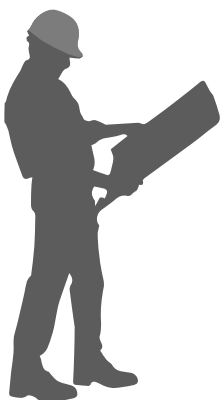
45%

LTIFR of Employee
(per mil. work hours)

ZERO

LTIFR of contractors' Employee
(per mil. work hours)

ZERO



Human Capital management



Employees are considered invaluable asset and is the base of a strong and long-term sustainability of the company. They are the one who runs the organization, no matter what level, towards profits and value creation. Therefore, their strength, dedication, and their emotional connection with the organization is important. AMATA VN Group strives to act as a responsible employer, providing people with respect and fair treatment, safe and diverse work environment, investing in capability development, and meeting with our employees' expectations to secure the future of the company. At the same time, the Group places importance on recruiting and retaining individuals who can hold the skills and qualities that could contribute to the growth of the company.

Management Approach

- Human Resources Management Committee**

Human Resources Management Committee (HRC) has been established with the purpose to assist management in development and oversight of human resources strategies and policies to ensure AMATA VN Group acts in compliance with laws and regulations (including human rights), according to certain international best practices, and creating attractive environment for current and prospective. HRC comprises of 11 members being "C-Level" position, General Directors, and key Management within the group of companies. The Human Resources (HR) department is then responsible for implementing the standards approved by the HRC and works hand-in-hand with leaders from various functions and business units to develop strategies to further strengthen our employees' engagement following the Group-wide HRC guidelines and requirements.

- Corporate DNA**

There has been many dramatically changes over the last few decades, especially with the two years hit of the COVID-19 pandemic, the business world is faced with volatility, uncertainty, complexity, and ambiguity. To keep up with the changes, in early of year 2021, the Group has redefined its group's DNA to be more agile. The redefined corporate DNA was developed to foster employee's mindset to perform their roles with accountability and enhance their leadership and competencies.



Dependable for Success:

Mindset and ability to achieve excellence and common goals for all stakeholders towards existing and futuristic transformation in order to create all-win situation and resilience.

Responsive:

Engaging all stakeholders with proactive means and impactful communication to better serve business chain

Innovative:

Mindset and ability to initiate positive change create innovative solutions, and transform organization with advanced principle and technology to encounter volatility, uncertainty, complexity, and ambiguity.

Visionary:

Nurturing and cultivating coaching culture in organization in order to build AMATA's bench strength and visionary leaders

Efficient:

Enabling self and others in any processes and activities for the most efficient result in terms of gaining more profitability and saving financial resources; changing the way of work from responsibility to accountability.

Every employee, new and old, has been trained on the new DNA and was assessed based on the new DNA during year-end performance evaluation.

• **The voice of employees**

Channels in receiving suggestions, problems and expectations are provided for employees to voice and information are handled with justice and high confidentiality.



1. E-mail or line directly to the Chief Executive Officer



4. Employee Engagement (EE) Survey



2. Post mail to the Post Office PO Box 7, Monterey Tower, Bangkok 10323



5. Labor Union chairperson within the company (for subsidiaries in Vietnam)



3. Suggestion Box located in the office

HR manager will compile, review, and analyze grievance filings and depending on the degree of seriousness and the extent of possible loss/damages of the incident, an ad hoc investigation committee will be appointed to undertake the investigation of the true facts following the four principles of fairness, promptness, confidentiality, and clarity in the handling procedures. Members of the investigation committee must not have any personal vested interest in the complaint or reported incident in question to avoid prejudice and biasness.

• **Talent Attraction**

Building a team with top caliber people will enable the company to be better prepared for the competition in the market. Recruitment and selection process plays an important role driving the Company towards sustainability and growth. A strategic manpower planning is established to fulfill short-term operational needs and forecast of future human resources requirement based on the company's strategic direction. The recruitment process adheres to the strict guidelines on transparency, equitability, and non-discrimination. The Group also offers opportunities for its employees to rotate internally between various departments and between subsidiaries within the Group.

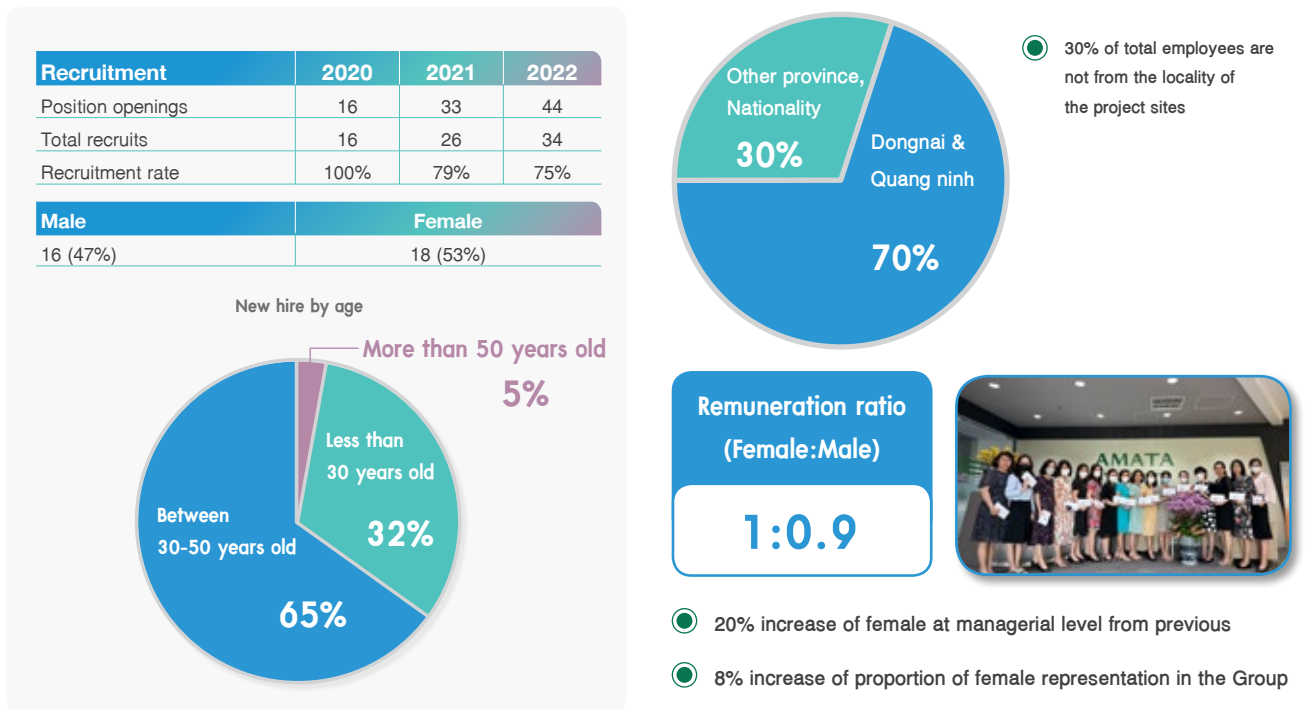


- **Diversity and Women Empowerment**

AMATA VN Group fosters a culture that values and supports the diversity of our people. We encourage participations of individuals in various activities regardless of their backgrounds, to obtain different perspective angles, create feeling of inclusiveness, and widen our access to the best talents. By empowering people from different backgrounds, we believe that it will lead to better business performance through innovation, creativity, productivity, and stronger engagement to the company. We also promote global support for women through recognitions and supporting the proportion of women in managerial positions.

Performance

In 2022, there were 44 job openings with success rate of 75%, increase female representation at managerial level of 20% with diversity in employee composition - having 30% coming from other localities.



- **Remuneration and Performance Assessment System**

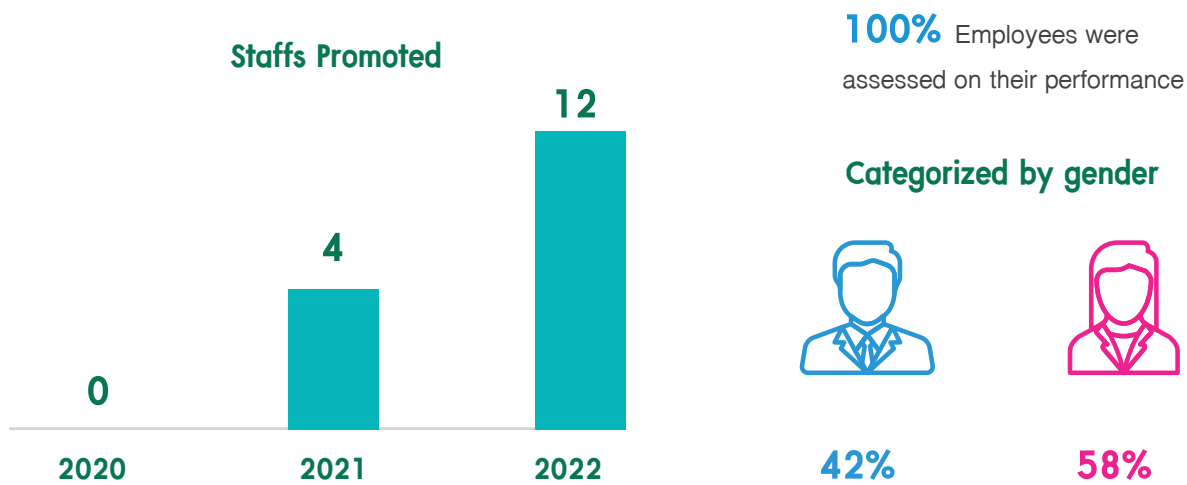
The Group is aware that appropriate compensation management is one critical in attracting and retaining employees. To ensure a competitive remuneration structure, the HRC regularly review compensation and benefit programs by analyzing data and benchmarking with other companies in the same business sector.

In addition, Performance Management System (PMS) is used to as an acknowledgement and rewarded for employee's work effort. The system was established as a tool to strengthen employee engagement and an analytical data for succession planning. Employee and their supervisor work together to determine each individual's work plans and performance indicators that is coherent with the Corporate KPIs for a transparent assessment. All employees and executives group-wide are being evaluated and based on the level of responsibilities, they are being assessed. The performance evaluation will be conducted twice a year: mid-year and year-end to review employee's performance against agreed upon KPIs. Face-to-face communication between supervisors and their employees are made so to

close relationship gaps, have thorough understanding of the employee's performance, provide feedback for employee's development, and inspire them to thrive in their careers, therefore enabling the Company towards achieving the set goals. The performance evaluation comprises 3 sections:

1. Performance indicators (KPI) which is a driving mechanism in the performance management process by applying Balance Scorecard principles for the operational level staff and above.
2. Behavioral assessment through AMATA DNA which evaluate based on the core competency of the Company and the expected common employee characteristics.
3. Career development which identifies both the strengths and weakness of the employee so that the Company can establish a 1-3-year development plan for individual employee in preparation for future career path.

Performance



• Welfare program

Welfare benefits are another factor that support in attracting and retaining desired pool of employee. The Group provides employee welfare and benefits higher than that required by the law and is given to employee based on appropriateness of duties and responsibilities. The benefits provided was clearly notified to the employee on the first day of employment.

In Thailand, as AMATA VN has small number of employees, we follow the welfare program that was developed by its mother company, AMATA Corporation. To be involved in the development of the welfare program, AMATA VN appointed one staff to represent in the Welfare Committee at AMATA Corporation which were held on a quarterly basis. The Welfare Committee comprised of 18 representatives from Amata Group's employees. The committee represents the voice of employees to the company in terms of benefits preferred, work life quality, and is also the floor to express their concerns or offer suggestions for improvement. The extent of welfare benefits coverage is in accordance with the criteria set by the Company. Current welfare benefits provided include annual health examination, medical treatment fees, Group insurance, allowance for lunch meals, medicine and supplements, financial support for certain events, and provident fund, to name a few. Since 2020, the Company has appointing two asset management companies to manage the provident fund in order to diversify investment risks and maximize employees' benefits.



For subsidiaries in Vietnam, all employees (excluding general directors and expatriates) of ACBH and ACHL are voluntary members of the labor union which belongs to the Vietnam General Confederation of Labor (VGCL) under the administration of the Communist Party. The labor union members will elect labor union executive committee consisting of 3 - 7 members. The labor union executive committee represents and protects the rights and interest of the employees and make recommendations to the management of the company. The company contributes 2% to the operation of the labor union each year. In Vietnam, benefits include healthcare insurance, meal allowances, petrol and mobile allowances, birthday/marriage/funeral support fees, allowances for special occasions, Company trip, allowances for special occasion, are also provided to employees. In- both countries, all employees above the probation period are eligible to the above benefits.

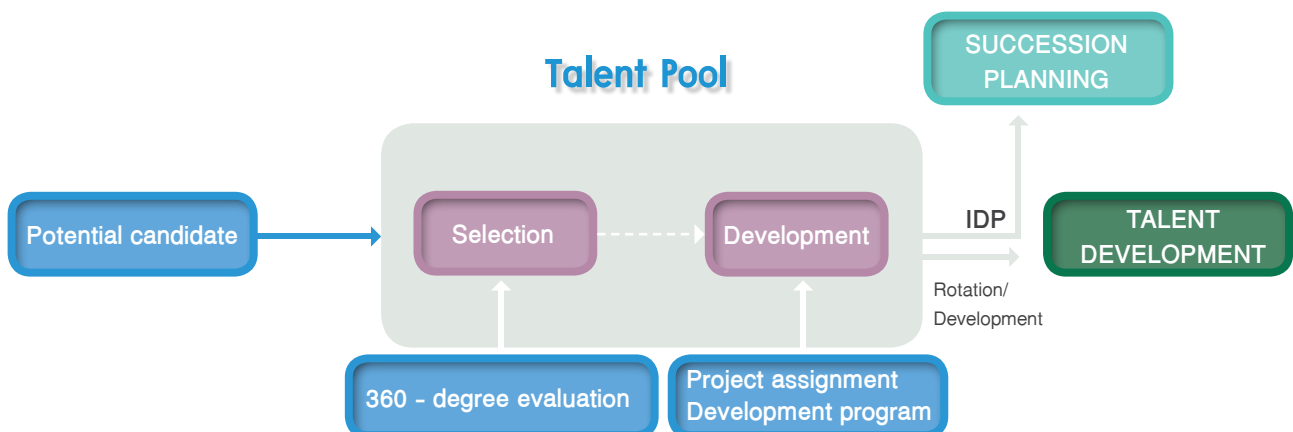
- **Human Capital Development**

Development of employees' potential, knowledge, and skills is essential to enhance competitiveness of the Group, enabling to better counteract challenges and support business opportunities in the future. To prepare the workforce for the changes ahead, human resource department analyzes and plans training programs to ensure necessary skills set are ready to support the business' expansion and continuity.

A comprehensive development program was then generated based on feedback received from various sources such as annual employee performance evaluation, Employee Engagement Survey, corporate culture, and from assessment of future market trend. The training is geared towards development of 4 key skills: technical skills, leadership skills, soft skills, and digital competencies to close skill gap in the organization.

In 2022, the Group has also dry run deployment of 360- degree feedback for managerial level and on selected staffs. 360-degree evaluation system run based on five key dimensions, such as Strategic thinking, Solution provider, Collaboration and Teamwork, Ambitions and People development (for manager) or Self-development (for staff). This assessment helped each employee in this program to understand their strengths and weaknesses and for the Company to create individual development plan (IDP).

Based on the 360-degree evaluation results, talents are selected to join the Talent development program which was also established in 2022. The Talent development program was developed under the management team's direction to "Grow people from within" with the objective of creating development opportunities for employees, maximizing people capability with cross functional development program, and preparing the next generation of leaders.

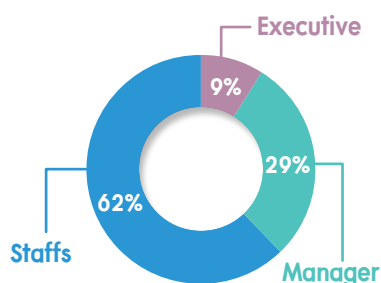


Performance

- Training**

In 2022, the company has organized a total of 37 training programs of which 16 courses are to close the gap in technical skills to be updated with the market trend, 10 courses where to develop employee's soft skills, 5 programs empowering leadership, and 6 sessions on utilization of digital platforms.

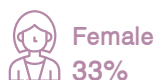
HUMAN CAPITAL COMPOSITION



Average training hours/employee	Hours/person/year
Total employees	6.38
Male	5.10
Female	8.26

Executive Level

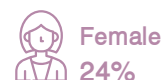
2020
Hours / Person / Year 2.06



2021
Hours / Person / Year 4.72



2022
Hours / Person / Year 4.20



** there are only 1 female on the executive level

Manager Level

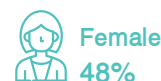
2020
Hours / Person / Year 2.13



2021
Hours / Person / Year 21.58

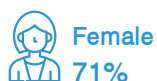


2022
Hours / Person / Year 8.70



Staff Level

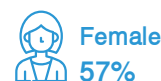
2020
Hours / Person / Year 2.14



2021
Hours / Person / Year 39.41



2022
Hours / Person / Year 5.63



The Group encourage and promotes women empowerment. The ratio of training between female employees on the managerial level and staff level are considered equal to that of male. The Group also has 1 female employee holding the top position (CEO position) among other male employees in the Group.



- **Talent program**

The first round of selection in 2022, the company chose 10 managers and 11 staffs into talent pool. These talent pool will go through development program in 2023 specially designed for this talent pool group in order to close the skill gap between current positions and future workforce planning by focusing on leadership skills, technical skills, soft skills through variety types of training and cross functional project assignment. Meanwhile, the Company will run the second round of assessment to add more potential candidates into the talent pool.

- **Employee Engagement**

Employee Engagement (EE) Survey is a tool the Group applied to help facilitate communication between managers and employees. It also measures the level of employee commitment, motivation, morale, satisfaction, and specify areas where the Group could improve. The EE survey is conducted on an annual basis and all responses are kept confidential with no distortion, modification, or change. By using random survey code for each employee, company will only know the results to analyze while the name of respondents will be kept unknown. The EE survey is digitalized to avoid the unnecessary of using paper that will lead to deforestation of the earth. Digitalizing also enabled easy and quick access for the completion of the survey.

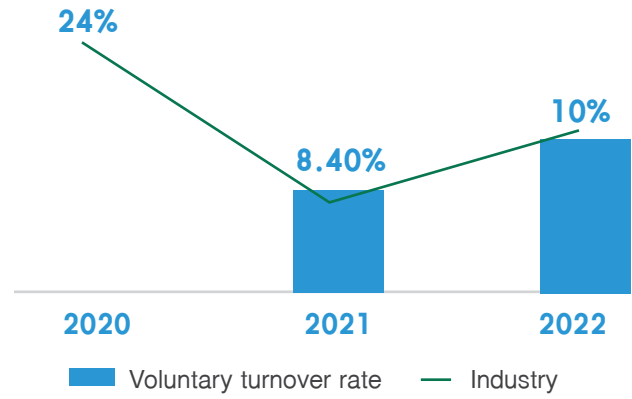
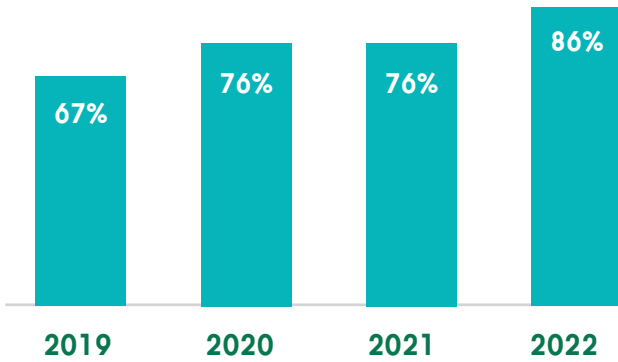
The Group also tries to motivate and enhance employees' satisfaction by organizing an annual Townhall Meeting with the Group's CEO - sharing the overall past year's performance, informing future Group's strategies and target expectations, and empowering employees. Event such as New year party for all employees, team building activities, and annual company trip with employees and families were some of the initiatives to engage with employees.

Performance

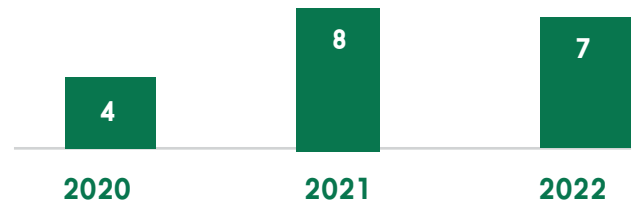
Through the continuous improvement within the organization, the result from EE Survey in 2022 was communicated to employee at the Townhall Meeting. This year the engagement rate has increased at a considerable rate which reflected efforts in improving the work environment was effective. Three dimensions that consistently are of interest to employee and continuous improvement are in the areas of: Rewards & Recognition, Career & Development, and Talent & Staffing. Moving forward, the company will come up with appropriate action plans, focusing on reviewing the salary structure while benchmarking with other companies in the same business sector as well as generate non-financial reward structure to support the recognition program. Talent development and emphasis on training especially on leadership skills for future career development.



Satisfaction level



Internal rotation



** The Group encourages employee to advance their capability by providing opportunities to rotate within the members group. The rotation requires the employee to resign in one company to join another, therefore, to obtain the actual turnover, rotation amount must be deducted.

100%

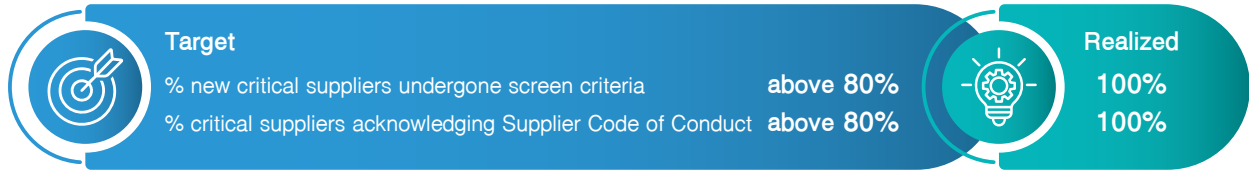
Employees participated in EE Survey

9.7

Avg. retention years of service



Responsible Supply Chain Management



Responsible supply chain management is an important element that will contribute to sustainable business. Appropriate selection and management of the suppliers who provides products or services for the development of the organization’s product or services will reduce the potential social and environment risk and impacts associated with the suppliers’ conduct, prevent reputational risks, increase quality, and promote a long-term growth value creation for the company.

Management Approach

The Group treats all its suppliers with fairness and transparency. We aim to work with suppliers, including contractors, that provides the Group with maximum benefits, correspond with business requirement, while conducting in an economically, environmentally, and socially responsible manner.

We award suppliers who passed our stringent selection criteria and abides with our Supplier Code of Conduct that incorporate the ten principles of the United Nations Global Compact. A clear procurement process is in place and we continually examine our entire supply chain to identify the level of impact the business has on the environment and on human rights with in place mitigation that impacts. We also actively engage with our suppliers to improve their social and environmental footprint through daily on-site monitoring and periodic meetings. Especially occupational health and safety, compliance to laws and regulations, and environment management were written in the procurement contract.

The Company had established guideline for sustainable supply chain management as follows:



1. Risk assessment in supplier selection

The Company procurement process focus on transparency and fairness. The Company gives all suppliers/contractor equal opportunity through fair and transparent tendering and bidding evaluation process. In selecting the right contractor, all new contractors go through preliminary risk assessment on key criterion such as reliability and quality of product/services delivered, value for money, compliance with relevant regulations and laws on environment and impact to the public, financial stability, and their reply on the self- assessment form. For existing suppliers, additional criteria on assessment of actual performance relating to human rights, occupational health and safety of the employees, environmental management, and their works handed over. Works where tendering not required, existing contractors in the vendor list, as they have already past the preliminary screening process, would be considered based on price competitiveness.

2. Communicate sustainability expectations

The Group communicates expected practices on governance, environmental responsibility, and social responsibility through Supplier Code of Conduct, Supplier Self-Assessment Questionnaire (SAQ), and with special attention to environmental responsibility, proper environmental practices are written in the contract. On the initial date of entering the estate's vicinity, suppliers are given briefings on compulsory work practices.

3. Identify critical suppliers

The Group defines its critical suppliers/contractors as those that support the core activities and operational functions of the company with high expenditure, non-substitute product, or critical component.

4. Monitor an evaluate performance

During the service period, on-site monitoring on environmental, social and governance risk is made by an awarded third party daily 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 colors: white (score ranging 3-5; good), grey (score 2-3; need improvement), and black (score below 2; blacklisted). Those in grey and blacklist will be warned and request for improvement with periodic auditing, however, those in black will be given one last chance before deleting from the vendor list. The vendor list is list of suppliers is engaged with the group of the company through signed contract.

5. Revision of policy and best practice

The audited results are analyzed to consider if additional policy needs to be imposed.

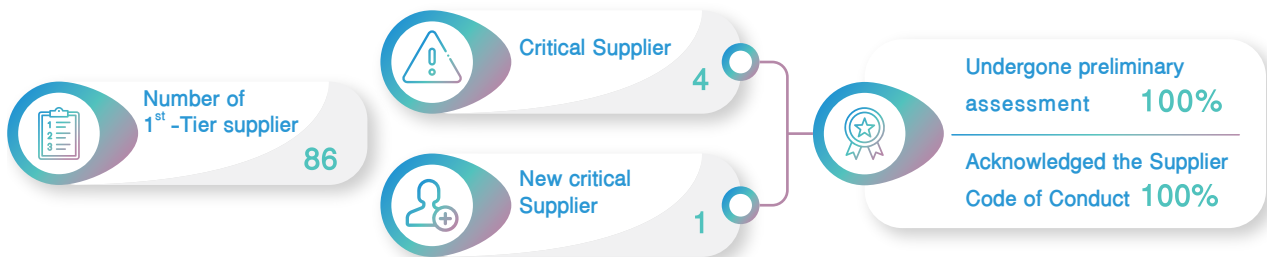


Performance

In 2022, Amata City Bien Hoa (ACBH) has total of 86 active tier-1 suppliers. ACBH is a matured and fully developed industrial park, in addition, the company intends to source from various suppliers to reduce dependency on a single supplier, therefore, suppliers that were engaged with the company are mainly for minor works with value of less than VND 5 billion and are not an important component nor a non-substitutable product.

In the year, there was only 3 critical tier-1 suppliers, one being new supplier. The critical tier-1 suppliers have accounted for 33% of ACBH's total expenditures. ESG policies were communicated to the suppliers and 100% have acknowledged the Supplier Code of Conduct. 100% have passed the preliminary screening and SAQ process and none of the critical supplier have high environmental, social, or economic risk.

Construction works are considered to account for the significant portion of potential negative impact on the environment and the people, as the result, the company monitors and evaluate its contractors 100% during and after works completion. There were 3 contractors services awarded in 2022 and works are still under construction. Once the works are to be handed over, the contractors will be evaluated on their performance according to terms of the contract as well as for human rights, occupational health and safety of the employees, and environmental management. There was no termination of any supplier/contractor in 2022.



Customer Relationship Management



Customer is one of the Group’s main stakeholders. The success of customers’ operation in the industrial estate is part of the long-term support to the economic growth of the Group, therefore, building trust and enhancing customer’s satisfaction will safeguard the Group’s reputation as a whole, which in turn, will lead to new customer referral, retention of customers, and repeat sales in our future projects. Strengthening customer relationship also reduces cost associated with supporting and servicing them as well as build high customer loyalty.

Management Approach

The believe that “it takes more effort and cost in acquiring a new customer than retaining an existing one”, therefore, the management placed significant importance to retention of customers. Customer’s opinion and recommendations are crucial input to the company, especially this period where there is a shift in customer expectations and behavior. At ACBH, we continually engage with our customers through various methods and channels including customer visits, seminars on-site and online, and via instant communications applications.

To better understand the customers’ expectations, identify areas for improvement, and enhance service quality, ACBH conducts customers satisfaction survey annually which inquired on their satisfaction towards the service and quality, the csr activities organized, and their willingness to recommend the Company to others. The survey also inquired on issues of dissatisfaction, the future customers’ plan, and expectations. The survey results were communicated in the management meeting for acknowledgement for future process improvement and that their concerns were taken into account during product and service development.

Performance

Enhancing Customers’ relationship

● Trainings

Customers in ACBH are mainly foreign direct investors coming from over 20 countries, therefore, practices and regulations might differ from that of the customers’ headquarters. Wrong or mistaken knowledge might lead to suspension of “license to operate”. Understanding this risk, the Company emphasized on educating customers of the local laws and regulations, capacity development ,and business trend updates. In 2022, the Company has organized 11 workshops and seminars for customers and their headquarters to bring awareness on changes and enhanced the customers’ competitive capabilities.



● HR committee

In 2022, the Company has established HR Committee which comprised of 340 members from 170 companies operating in the estate. The committee meets 2 times a year with the purpose to provide information relating to human resources management and is a place for members to exchange their experiences.

Grievance Management



Customer can voice their opinions, recommendations, and concerns through call-center (on-line and off-line), email, website, in customer satisfaction survey, or feedback after seminar sessions. Once complaints are being raised, problem must be initially addressed by relevant department within 24 hours and must resolve the problem within a given period. In 2022, traffic congestion was the main concerns were traffic congestion. All complaints have been resolved 100% and customers who addressed the issues have been informed.

Customer Satisfaction

ACBH conducts customer satisfaction survey annually to analyze and monitor its customers' experiences, understand their expectations, and problems for further improvement in its operations. Our target is to achieve at least 85% satisfaction rate and above 80% engagement rate. In 2022, all targets have exceeded the targeted rate.

	2019	2020 *	2021 *	2022
Satisfaction rate	86%	94%	98%	93%
Engagement rate	85%	85%	94%	98%

* COVID-19 influence

Year 2020 and 2021 was the period when COVID-19 was the main customers' concerns. The Company had initiated many programs to support the issues, as the result, customers have shown high appreciation and satisfaction score. Compared with normal operation years, the satisfaction rate in 2022 has improved from 86% to 93%.

Community and Social Development



The industrial estate development is the foundation of Vietnamese economic growth. AMATA VN Group takes pride in being a part of promoting to the development of the people, the economy and society of Vietnam. Despite the positive contributions made, there are also negative impacts we bring about to local communities and society through our operations. In the material assessment in 2022, “Contribution to Society” and “Community Safety & Well-being” have received great number of interests and concerns which reflected the stakeholders’ expectation.

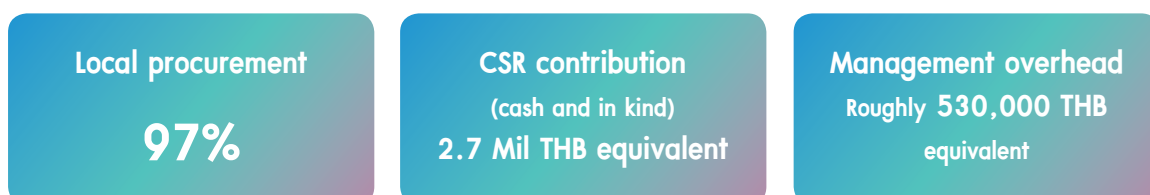
Management Approach

The Group stands on our philosophy of “ALL WIN” where we aim on building growth for our business and for the society and the communities we live in, as well as be accountable for the well-being of people within the society. We make every effort to minimize negative impacts particularly for large-scale projects where the understanding and cooperation of local communities is crucial. Environmental Impact Assessment (EIA) study and public hearings are conducted before deploying any new projects for evaluating potential negative effects on the environment and society. Following this, measures to prevent and mitigation to address impacts are set in place. We hold dialogues with local authorities and communities to actively make efforts to support activities which aligned with our policies in 3 key focus areas: community economic development promotion, community health and well-being support, and educational support. Through assessment of possible impact, the management has determined to support initiatives to care of people in the community within 7 km diameter from the project sites (consisting of 12 quarters with population of 122, 560 people) and support initiatives for the wider society. Community survey and comments from the whistle blowing channels were tools used to measure the effectiveness and the level of satisfaction of the initiatives and operation as well as better understand the concerns and needs of the community. The Community survey is conducted on an annual basis and feedbacks from the community are communicated across all functions and business units at the monthly Management Meeting so to be aware and adjust the business processes and operation to prevent and mitigate those impacts.

Performance



Total social contribution 2022



In 2022, ACBH was awarded by the Dong Nai People’s Committee and Bien Hoa People’s Committee, the governing body for Dong Nai Province and district that ACBH is located, in recognition for the effort and positive contribution the company has done for Dong Nai province and Bien Hoa community. In addition, Amata VN has received certificate of Merits from the Embassy of the Socialist Republic of Vietnam for having made great contribution to Vietnam especially in the fight against COVID-19.



Community economic development promotion

- **Local procurement**

Local procurement helps create jobs, contribute to public infrastructure improvement, and strengthen the economy our local community and the wider society. In 2022, 97% of products and services engaged by the company were sourced from local suppliers.

- **Community development promotion**

Foreign direct investment has played an important role in Vietnam’s economy. It has contributed to growth in GDP, increase in exports, increase in employment rate, and increase to state revenue to name a few. The Group recognizes these advantages and takes lead in collaboration with local authorities and leading property agent leader in organizing seminars as well as roadshows in potential countries so to call in foreign investment to Vietnam.



Community health and well-being support

- **Fighting COVID-19**

COVID-19 has been normalized in 2022, however, it is still important to continue practicing public health measures and providing vaccines for the workforce so to prevent serious illness from COVID - 19 that will impact to the health of the workforce, disrupt business operations, and cause disorder in the community. In 2022, ACBH has set a team of 10 staffs to coordinate and organize premise and facilities to have vaccination for workers in the ACBH industrial park. Near 48,000 doses of COVID - 19 vaccines were provided.

- **Road safety**

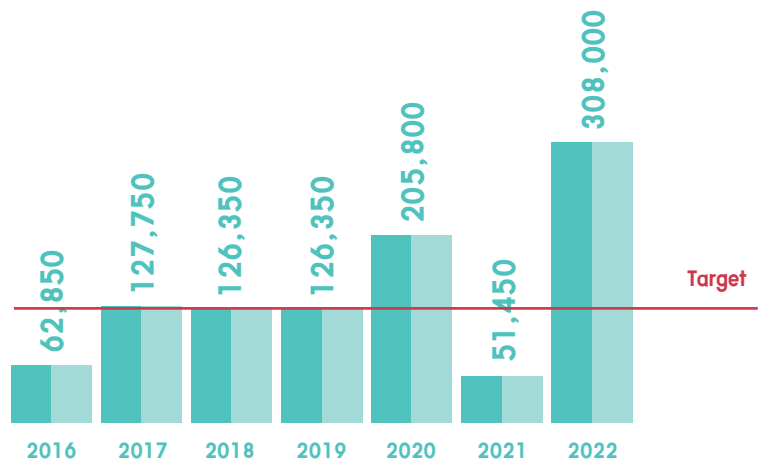
There are approximately 60,000 workforces and 170 factories in ACBH today. According to customer’s complains and statistics of road accidents occurrence, the management has great intention to reduce the traffic issue and the number of road accident in the industrial park for the safety of the community and protection of company’s assets. The Company has invested in installing traffic lights and roundabout at area most prone to accidents. The total investment cost 1.20 mil THB equivalent (please refer to occupational health and safety in previous chapter for more information on road safety).

- **Blood donation**

Vietnam faces severe blood shortage during the pandemic, the Central Institute of Hematology and Blood Transfusion (CIHBT) has announced it is “facing with severe shortage of blood which is enough for use only in the next few days without further supplier” in late 2021. As an industrial park with a large concentration of people working in the estate, approximately 60,000 people, therefore, obtaining a large volume of blood donation would be faster and more economical. ACBH cooperated with the Red Cross of Dong Nai Province and the Cho Ray Blood Transfusion Center to encourage blood donation 3 principles: Safe for donors, safe for recipients and Safety for medical staff. In 2022, numbers of donors have increased drastically from that of year 2021. There were more than 1,000 donors from within the industrial park participated in the event and 308,000 cc of blood collected to contribute to the national blood bank.



VOLUME OF BLOOD DONATION COLLECTED



- **The vulnerable**

Supporting the UN SDG of social inclusion and reaching the most vulnerable - “leaving no one behind”, the Group has participated in several initiatives to lighten their burdens. 800 Bags of food supplies were presented to 200 disabled children and 600 war invalid and families of martyrs.



Educational support

- **Educational equipment and scholarships contribution**

Education helps eradicate poverty and gives children the chance to better lives. ACBH has teamed up with Pepsico, UPL, and Brother International (customers in the industrial park) to launched 2 projects in supporting the education of the less privileged children: equipment for school and education scholarships. There were donations of 42 used computers, 17 new computers, 1 water purifier to Hoang Van Thu and Nguyen Chi Thanh primary school. Total of 7,260 children benefited from this project. In addition, the company has coordinated with Brother International to offer scholarship for 10 students to enroll in Lac Hong University.



Community satisfaction monitoring

The Company monitors the perception and satisfaction of its community by conducting an annual community survey was conducted with sampling size of 1200 representatives with the support of the local district authorities. Based on the result from the community survey in 2022, the people in the community have positive perception towards ACBH and perceived Amata of being the clean industrial park with many greeneries and activities for the community to participate. Areas in the operation that could improve are traffic management, noise management and emergency management. The management team will take the suggestions of the community for further investigation and make corrective actions if the events are assessed as risk.

Year 2021 was the year when COVID has hit the community the most and the Company has played an important role in supporting the community during these hard times, as the result the satisfaction has jump from 58.8% in 2020 to 99.6%. Situation in year 2022 were back to normal but the satisfaction rate still remained at 99% - reflecting activities and engagements the company has implemented within the year met with the expectations of the people in the community.

Items	2020	2021	2022
Satisfaction (%)	58.8%	99.6%	99.3%





DEDICATION TO BUSINESS INTEGRITY



Corporate
Governance



Business Ethics and
Anti-corruption



Laws and
Regulations
compliance



Tax Policy



Corporate Governance

AMATA VN Group intends to be an organization that is effective in conducting its business with full compliance with the principles of good corporate governance, accountability, transparency, and sustainably which includes managing risks, establishing adequate measures, driving business ethics and transparency, opposing corruption, promote equality, and complying to rules and regulations. The board of directors takes the leadership role in driving the Group to ensure maximum benefits for the shareholders while taking into consideration the interest of all its stakeholders by determining the direction, strategy, policies, and guidelines so the Group can conduct according to its business plan, build shareholders' trust, and achieve its objectives.

Board Diversity

In 2022, AMATA VN's Board of Directors consists of 9 directors, of which 67% are independent directors, having diverse qualification, gender, age, and experiences to help drive the business in accordance with 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. Female representation of 33% also contributes to diversity. 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.



More detail on the Company's organizational structure, Corporate Governance and Policy is available in One Report 2021 and Company's website at www.amatavn.com

Director's Skill Matrix

Name	Position	Corporate Governance	Business Strategy	Industrial / Real estate	Finance / Accounting	Marketing	Risk Management	International relations / Legal	Economics	Water Management
Dr. Apichart Chinwanno	Independent Director	x	x					x	x	
Dr. Huynh Ngoc Phien	Non-executive Director	x	x	x				x		x
Dr. Warapatr Todhanakasem	Independent Director	x	x	x	x		x		x	
Mrs. Somhatai Panichewa	Executive Director	x	x	x		x	x			
Ms. Nattamon Limthanachai	Independent Director		x	x		x				
Mr. Chatchai Payuhanaveechai	Independent Director		x	x	x	x				
Mr. Aukkarees Choochouy	Non-executive Director	x	x	x		x			x	
Mrs. Oranuch Apisaksirikul	Independent Director	x	x		x		x	x	x	
Mr. Kitti Tangjitrmaneesakda	Independent Director	x	x	x			x	x		

Performance Assessment in 2022

Thriving for good corporate governance efficiency, a self-evaluation of the Board of Directors is conducted on an annual basis to assess the effectiveness of the Board as a group, the sub-committee, and individual directors using the assessment form guided by Stock Exchange of Thailand. The result of the assessment is to improve the operation in terms of corporate governance for the maximum benefits of the Company and its stakeholders.

The Board of Directors' Annual Performance



Directors' Development

With the ever-changing business environment, AMATA VN understands that a strong leadership from its board of directors will drive the company to sustainability. Therefore, it fosters training and development for its board of directors, so as, to utilize these knowledges and experiences to address the new challenges and opportunities ahead for the benefit of the company. AMATA VN supports all forms of knowledge development where be by institutions, in-house, on-line, or self-taught. For new Directors, face-to-face orientation of AMATA VN Group's business overview were given along with documents in the "board orientation package" consisting of policies, articles of association, the Group's regulations, Board charters, and related documents relating to company's direction and performance. On-site overseas visit to the Group's operations is also arranged to establish clear understanding of the Group's business. Handbook is also provided.

In year 2022, 6 out of 9 directors accounting of 67%, have gone through trainings mainly on subjects relating to risk of climate, cyber security, future trend, strategic and management thinking and governance.

Name	Programs
Dr. Huynh Ngoc Phien	<ul style="list-style-type: none"> • Research study on Smart City Concept in collaboration with Van Lang University (accredited with QS stars 4) • Self study: "Nudge, the final edition, 2021" by Richard H. Thaler (Nobel Laureate in 2017) and Cass R. Sunstein
Dr. Warapatr Todhanakasem	<ul style="list-style-type: none"> • Board Training on Climate Scenario Analysis • Board Training on Data Governance • Board Training on Responsible Use of Artificial Intelligence • Board Training on Digital Assets/Crypto Currency • Board Training on Managing Information & Cyber Security Risk • Board Training on Culture • Board Training on Cyber Security
Oranuch Apisaksirikul	<ul style="list-style-type: none"> • Certificate of Capital Market Academy Leadership Program, Class 12 by Capital Market Academy • Knowledge Sharing by Dr. Tanai Khiaonarong: Payment Outages - What's Next? by CIMB Thai Bank PCL • AIB Dinner Talks Series 2022: Thailand Financial Perspective Beyond 2022 by Association of International Bank • CIMB Expert Talk Series: Net Zero Pathways: Managing Risks & Taking Opportunities by CIMB Group Holdings Berhad • Sustainability Update to Board of Directors by CIMB Thai Bank PCL • Joint Board Meeting on Risk Posture by CIMB Group Holdings Berhad • 5th Directors' Sharing Session by CIMB Group Holdings Berhad

Name	Programs
Ms. Somhatai Panichewa	<ul style="list-style-type: none"> • In-house workshop: Strategic Scenario Planning • In-house workshop: PDPA Awareness • In-house workshop: High Level Strategic Planning • In-house workshop: RE & Utility Vietnam Business Value Chain Analysis • In-house training: Circular Economy (Guest speaker from SCG) • In-house training: Create your own effective IDP for supervisors
Mr. Kitti Tangjitmaneesakda	<ul style="list-style-type: none"> • Advanced Audit Committee Program (AACP 44/2022)
Ms. Nattamon Limthanachai	<ul style="list-style-type: none"> • Advanced Audit Committee Program (AACP) • Director's Briefing 5/2022: Leadership that Shapes the Future • IOD National Director Conference 2022 - Wisdom for Future: Harmonizing the Diverse Boards • Director's Briefing 12/2022: ESG as a vehicle for Business Transformation • Director's Briefing 13/2022: The Road to Green Financing • Director's Briefing 14/2022: APEC 2022 "Open. Connect. Balance.": Outcomes and Challenges for the future of Thai • Director's Briefing 16/2022: Digital Transformation Trends & Journey: The Secret Sauce of Driving Successful Digital Transformation • Independent & Chartered Director Forum 1/2022: "Navigate Board's Challenges in Defining Governance vs. Management Role"



Business Ethics and Anti-Corruption



AMATA VN Group realizes corporate compliance and integrity is the foremost priority in achieving sustainability, as well as, maintaining its “license to operate”. Misconduct by our directors, management, and employees will affect the confidence of stakeholders on the company’s business operations and its reputation. AMATA VN Group is determined to stand by the principles of good corporate governance and has established policies and guidelines to ensure such behavior is practiced within the company. Policies and guidelines are being reviewed and revised on annual basis to keep the company up to date with the change in regulations and technology, be consistent with the industry’s best practices, as well as, improving transparency and ethical business behavior. Furthermore, the Group has implemented whistleblowing policy as a means of receiving concerns on suspected wrongdoings in the company.

The Corporate Governance Committee will regularly review these established Code of Conduct (“Code”) and the associated operating guidelines in the Good Corporate Governance Handbook (“Corporate Governance”) every year in order to ensure that they are current and timely to the latest situation and operating environment. The Code and the Corporate Governance are communicated through the company’s intranet and Amata HR application, both channels are accessible by every employee in Thailand and Vietnam.

It is considered the duty and responsibility of all board of directors, management group members and staff to acknowledge and act in full compliance with the established policies and guidelines contained in the Code and the Corporate Governance; whereby such compliance is not on a voluntary basis, and stating the fact of “not being fully aware of the established operating guidelines” cannot be used as an excuse for non-compliance. All executives and management group members, at every level within the organization, are required, as a top priority, to oversee and act to ensure that their respective subordinates fully acknowledge, understand, and genuinely behave in strict compliance.

Code of Conduct

AMATA VN Group strives to build a culture of integrity, legal compliance, ethical and moral business practices within the organization. It has established a Code of Conduct (“Code”) to ensure that everyone in the company - the board, executives, and staffs - understands, accepts, and adheres with the Code of Conduct. This Code of Conduct has been revised in 2020 guiding its employees towards ethical conduct, business honesty, and best practices towards shareholders, customer, suppliers, creditors, staff members, company’s asset and information, social and environmental responsibility.

Anti-Corruption

AMATA VN Group has zero tolerance on corruption and clearly declare its rules on anti-corruption not only in the Code but also enacted a separate Anti-Corruption Policy to stress its commitment. With the determination to fight corruption, in 2019, AVN has applied for certification of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) and has gotten certified in 2020. Commitment towards anti-corruption has been expanded outside the corporate and onto the subsidiaries supply chain in Vietnam as well. AVN has adopted the policy to its subsidiaries in Vietnam through the Supplier Code of Conduct since 2021.

Disciplinary and Remedy Action

The Company does not wish to have any actions that are against the law, be in conflict with this established code of conduct or principles of good corporate governance. However, in the event that any board directors, management group members, and company staff does not act in full compliance with the established good business ethics, they will be subject to disciplinary action depending on the severity of the damage incurred from verbal warning to termination of employment to legal action where applicable.

Events that have been violated, will be reported to the Corporate Governance Committee and further to the Board of Directors. Those events will then be added into risk profile, if damage is severe, for relevant department to improve their control measures to prevent future occurrence. In addition, the processes for prevention will be internally audited on a periodic manner.

Performance

In 2022, AMATA VN Group has provided training for every employee on anti-corruption and new governance best practices to refresh what activities can and cannot be done. New employees (2 new recruits) were educated on the Group's governance handbook (including anti-corruption) and the Code of Conduct on their 1st day of work. Assessment on the understanding of the Code and the principle of good corporate governance (including anti-corruption) was conducted on an annual basis to employees. Employees are to obtain score of more than 80% in order to pass the assessment test. All employees have taken the assessment tests and 100% passed the test in 2022. It is seen that there was an improvement in the understanding as compared to last year from 86% to 94% which reflects that the culture and the desirable behavior have slowly assimilated into the employee's conscience.

"No Gift" policy and guideline was communicated to executives, employees, subsidiaries, and external parties during festive season as a reminder of the Group's anti-corruption policy and its expectation to abide with the policy in accepting and giving gifts so to maintain fair and transparent organization. A formal letter informing of the "NO Gift" policy was distributed to customers, contractors, and other stakeholders for their cooperation in not sending gifts to the Group.

The Group has also communicated the awareness of the Group in fighting against corruption to its supplier on the subsidiary level and has asked its critical suppliers to join in the action by signing the Supplier Code of Conduct.

There were Zero case filed of corruption found, Zero case filed or found of misconduct or non-compliance to the Code, in 2022.



Laws and Regulations Compliance



AMATA VN Group attempts to manage its businesses responsibly and in compliance with the statutory requirements and regulations of the countries in which it operates as it is aware that non-compliance may lead to extreme case of suspension of “license to operate”. The Group - investor and operator of industrial estates, commercial, and residential development - is subjected to various laws and regulations in our operations. In addition, differences in practices and laws and regulations between country (Thailand and Vietnam), as well as, Vietnam’s continuous strive to reform the country by amending its laws and regulations have pose challenges in ensuring compliances with relevant laws and regulations to the Group.

Law and regulations compliance

In order to operate the business in compliance with the various laws and regulations, the Group has formulated the management guideline based on the risk management process where each department in the business value chain is to identify all legal and regulatory compliance risks in their respective area, assess the severity, set measures to manage the risks, monitor the business operation to comply with all respective laws. The internal legal department will be responsible for compiling cases of violation of legal compliances and is to report to the management team, Risk Management Committee, and Corporate Governance Committee which will be brought forth to the Board of Directors at least once a year.

Personal Data Protection Policy

In respect to human rights as well as increasing high risk of unintentional violation of data privacy, AMATA VN has enacted Confidentiality Policy and developed Personal Data Protection Policy in 2019 which is contained in the “Good Corporate Governance Handbook 2021”. The Personal Data Protection Policy defines basic principles to which the Company processes the personal data of customers, suppliers, business partners, employees, and individuals; and indicates the responsibilities of its employees in processing these data with precautions to keep the information confidential. The Group has established a PDPA Working Committee to act as a controller for data obtained and appointed Data Protection Officer to provide advice, overlook the collection and disclosure process, and coordinate with relevant officers to ensure compliance with the Personal Data Protection Act 2562.

Performance

In 2022, Training on Personal Data Protection Act (PDPA) were given to management and staffs in Thailand as well as established PDPA Working Committee to help control and ensure compliance within the Group with the overlooking of Data Protection Officer (a newly appointed position). There were no incident found of breach in data privacy in the year.

Uncertainty in laws and regulation has been identified by departments in the business value chain as one of the key risks identified in the risk management workshop in 2022, relevant units have developed mitigation plan and determined the risk appetite to closely monitor the change in laws and regulations. Unfortunately, in 2022, there were 2 incidents resulting in non-compliance relating to delay in investment schedule and delay in obtaining construction permit and were penalized totaling near 400,000 THB equivalent.

Tax policy

The Group commits to tax management based on the principles of accuracy, transparency, and accountability for the highest benefits of the Group and all stakeholders. 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. Tax policy was enacted in year 2021 guiding the Group to perform in compliance with the revenue code and tax laws, employ tax incentives in accordance with national and local tax structure and may obtain tax exemption privileges based on country’s tax policies all in the context of effective, sustainable, and appropriate business operation. Transfer pricing is calculated using the arm’s-length principle for intra-group transactions with the normal course of commercial activity. More information on tax policy, please visit our website: <https://www.amatavn.com/en/downloads/ Good Corporate Governance Handbook>.

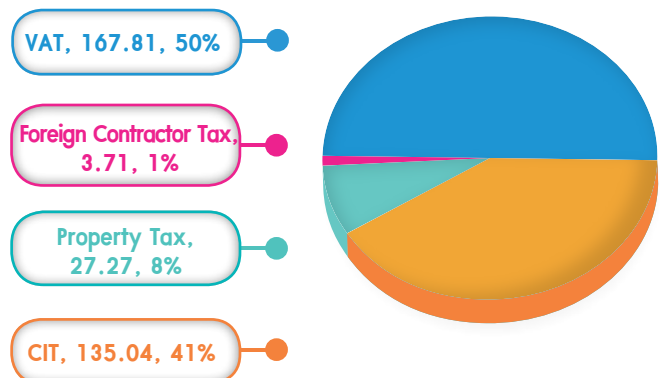
The Group’s Corporate income tax incentive

INCENTIVES	Thailand	URBAN CITY	INDUSTRIAL PARK	ECONOMIC ZONE (CIT 10% for 15 years)
Corporate Income Tax (Currently 20%)	Amata VN PCL	Amata City Bien Hoa	Amata City Long Thanh	Amata City Halong
	Year 2021 - CIT 20%	Year 2021 - CIT 20%	2 years exemption CIT 2021 = 0%	4 years exemption CIT 2021 = 0%
			4 years 50% reduction	9 years 50% reduction

Performance

Total tax contribution

The Group contributes to the economic development of the country where it conducts business by paying taxes. In year 2022, total taxes paid equivalent to 343.43 Mil THB equivalent (228.12 Bil VND). The composition of tax contributions is shown in chart.





Appendix



Performance
Statistics



GRI Content Index



Questionnaire

Economic Performance

	2020	2021	2022
Economic Value Added (Consolidated Financial Statements for the Year ended 31 December)			
Common Share Information			
Par value (THB)	0.5	0.5	0.5
Book value per share (THB)	2.71	4.57	5.54
Earnings per share (THB)	(0.03)	0.73	1.12
Revenue (Million THB) (Disclosure 201-1)			
Revenue from sales and services	466.75	1,557.98	1,298.31
Total revenue	507.50	2,189.79	2,680.59
Total revenue (not including other incomes)	500.70	2,181.25	2,658.01
Net profit	(20.56)	744.78	1,169.96
Net profit (attributable to equity holders of the Company)	(30.08)	686.08	1,045.75
Financial Position (Million THB)			
Current assets	710.87	3,246.86	2,506.80
Total assets	7,820.55	11,846.93	12,433.92
Current liabilities	1,045.09	3,240.95	2,447.19
Total liabilities	3,909.03	6,806.38	6,402.86
Registered and paid-up capital	467.50	467.50	467.50
Total shareholders' equity attributable to owners of the Company	2,866.43	5,040.55	6,031.06
Financial Ratios			
Return of equity (%)	-0.71%	18.84%	21.13%
Return on assets (%)	-0.27%	7.57%	9.64%
Gross margin (%)	51.98%	34.62%	22.21%
Current ratio (times)	0.68	1.00	1.02
Debt to equity ratio (times)	1.36	1.35	1.06
Tax and Tax Incentive (Million THB)			
Income tax expense ¹	29.76	144.37	227.02

Note ¹ Information based on AMATA VN PCL financial statement 2022



	2020	2021	2022
Business ethics			
Numbers of complains on business ethics	0	0	0
Numbers of complains on business ethics that are true	0	0	0
Supply chain management (Disclosure 204-1)			
Local purchases of goods and services (Million THB)	313.24	1,147.57	1,169.67
Local purchases of goods and services ² (Million THB) (for operation in thailand)	31.05	26.88	42.08
Percentage of Local purchases of goods and services ²	91%	98%	97%



Social Performance

Employee (Disclosure 2-7, 401-1)	2020		2021		2022	
	Person	%	Person	%	Person	%
By Gender						
Male	101	71%	100	69%	112	68%
Female	42	29%	45	31%	52	32%
Total Employee	143		145		164	
By Level						
Level 7 and up						
Male	7	5%	7	5%	8	5%
Female	1	1%	2	1%	2	1%
Level 6						
Male	2	1%	1	1%	4	2%
Female	2	1%	2	1%	4	2%
Level 5						
Male	7	5%	12	8%	14	9%
Female	10	7%	10	7%	11	7%
Level 3-4						
Male	41	29%	36	25%	43	26%
Female	18	13%	22	15%	29	18%
Level 1-2						
Male	46	32%	44	30%	43	26%
Female	8	6%	9	6%	6	4%
Employee - by Type						
Permanent	107	75%	103	71%	108	66%
Contract	34	24%	42	29%	56	34%
Outsource	1	1%	0	0%	0	0%
By Age						
Under 30	15	10%	19	13%	21	13%
Between 30-50	105	73%	102	70%	114	70%
over 50	22	15%	24	17%	29	18%



Employee (Disclosure 2-7, 401-1)	2020		2021		2022	
	Person	%	Person	%	Person	%
By Location						
Bangkok Office	6	4%	4	3%	8	5%
Bien Hoa	111	78%	98	68%	94	57%
Township Long Thanh	2	1%	10	7%	10	6%
City Long Thanh	12	8%	15	10%	20	12%
City Halong	12	8%	18	12%	32	20%
By Nationality						
Thai	8	6%	5	3%	8	5%
Japanese	1	1%	1	1%	2	1%
Vietnamese	132	92%	139	96%	154	94%
Korean	1	1%	0	0%	0	0%
By Hometown						
Thailand	8	6%	5	3%	7	4%
Japan	1	1%	1	1%	1	1%
Korea	1	1%	0	0%	1	1%
Dong Nai	74	52%	78	54%	89	54%
HCMC	26	18%	25	17%	26	16%
Binh Duong	4	3%	3	2%	5	3%
Ha Tinh	4	3%	3	2%	3	2%
Kien Giang	3	2%	3	2%	3	2%
Ninh Binh	1	1%	3	2%	3	2%
Quang Ninh	9	6%	14	10%	25	15%
Others provinces	11	8%	10	7%	1	1%

New Employee (Disclosure 401-1)	2020		2021		2022	
	Person	%	Person	%	Person	%
Total New Hire	14	10%	29	20%	34	21%
By Gender						
Male	9	64%	21	72%	16	47%
Female	5	36%	8	28%	18	53%
New hire by Age						
Under 30	4	29%	7	24%	11	32%
Between 30-50	9	64%	21	72%	22	65%
over 50	0	0%	1	3%	1	3%

Employee Turnover (Disclosure 401-1)	2020		2021		2022	
	Person	%	Person	%	Person	%
Turnover rate	4	3%	23	16%	23	16%
By Gender						
Male	3	75%	17	74%	10	43%
Female	1	25%	6	26%	13	57%
By Age						
Under 30	1	25%	0	0%	2	9%
Between 30-50	3	75%	18	78%	16	70%
over 50	1	25%	5	22%	5	22%
Internal Rotation	4		8		7	
Voluntary employee turnover	0	0%	15	10.34%	16	9.76%

Parental Leave (Disclosure 401-3)	2020		2021		2022	
	Person	%	Person	%	Person	%
Parental leave	0	0%	2	1%	0	0%
Employee back to work after parental leave	0	0%	1	50%	0	0%



Work-related accidents (Disclosure 403-9)

	2020	2021	2022
Lost Time Injury Rate (LTIR)			
by project site			
Employee			
Amata City Bien Hoa	0	0	0
Amata City Long Thanh	0	0	0
Amata Township Long Thanh	0	0	0
Amata Service City Long Thanh 1	0	0	0
Amata Service City Long Thanh 2	0	0	0
Amata City Halong	0	0	0
Amata VN	0	0	0
Contractor			
Amata City Bien Hoa	-	0	0
Amata City Long Thanh	-	0	0
Amata Township Long Thanh	-	0	0
Amata Service City Long Thanh 1	-	0	0
Amata Service City Long Thanh 2	-	0	0
Amata City Halong	-	0	0
Amata VN	0	0	0
Fatalities			
Employee	0	0	0
Contractor	-	0	0
Severe injuries resulting in disabilities			
Employee	0	0	0
Contractor	-	0	0
Absentee Rate			
Employee	-	0	0

Environmental Performance

Amata City Bien Hoa	Unit		2019	2020	2021	2022
Water management						
Total amount of water supply to factories	Cubic meters	-	5,330,146	5,168,875	5,178,925	5,224,592
Total amount of wastewater collect from factories	Cubic meters	-	2,417,192	2,072,497	2,013,900	2,136,554
Total amount of treated waste water that is reused as water source (for garden, and road cleaning).	Cubic meters	-	129,079	150,000	130,000	125,000
Total amount of treated waste water that discharge to local river	Cubic meters	-	2,288,113	1,922,497	1,883,900	2,011,554
Quality of treated waste water from the center waste water treatment plants						
Effluent quality monitoring						
pH		6.0-9.0	7.52	7.44	7.5	7.49
Color (Pt-Co)	mg/l	≤ 50	9.5	18	14.8	20.7
Temperature	°C	≤ 40	31.75	31.8	30.6	30.4
Biochemical Oxygen Demand (BOD ₅)	mg/L	≤ 32.4	5	7	5.5	5.83
Chemical Oxygen Demand (COD)	mg/L	≤ 81	22	28	22.3	20.83
Grease and Oil	mg/L	≤ 5.4	<2.86	<0.5	<0.5	<0.5
Suspended Solid (SS)	mg/L	≤ 44	3	5	6.8	7.86
Total Dissolve Solid (TDS)	mg/L	n/a	804	760	863	724
Total Kjeldahl Nitrogen (TKN)	mg/L	≤ 21.6	6.85	13.74	14.1	11.92
Ammonia (as nitrogen)	mg/L	≤ 45.4	0.55	0.475	0.5	0.89
Total Phosphorous (TP)	mg/L	≤ 4.32	1.935	2.29	2.3	1.95
Mercury (Hg)	mg/L	≤ 0.0054	0.0049	<0.0005	<0.0005	<0.0005
Cadmium (Cd)	mg/L	≤ 0.054	0.083	<0.0005	<0.001	<0.001
Lead (Pb)	mg/L	≤ 0.108	0.007	<0.004	<0.01	<0.01
Arsenic (As)	mg/L	≤ 0.054	0.0078	0.00125	<0.0016	0.002



Quality of treated waste water from the center waste water treatment plants	Unit		2019	2020	2021	2022
Chromium (Cr ³⁺)	mg/L	≤ 0.054	0.25	0.0145	<0.013	0.11
Chromium (Cr ⁶⁺)	mg/L	≤ 0.216	<0.01	<0.01	<0.013	0.03
Nickel (Ni)	mg/L	≤0.216	<0.095	<0.01	<0.046	0.01
Copper (Cu)	mg/L	≤ 2.16	0.2055	0.0067	0.0078	0.01
Zinc (Zn)	mg/L	≤ 3.24	<0.06575	<0.05	0.073	0.06
Sulfide as H ₂ S	mg/L	≤ 0.199	0.08	<0.1	<0.1	<0.1
Cyanide as HCN	mg/L	≤ 0.0756	<0.0022	<0.002	<0.002	<0.002
Chloride as Cl ₂	mg/L	≤ 1.0	0.074	<0.02	<0.04	0.16

Quality of air in the industrial estates ⁽²⁾	Unit		2019	2020	2021	2022
Checkpoint 1: location in front of waste water treatment gate Road 3a (K1)						
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	0.0184	0.0215	0.0247	0.018
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.0233	0.0645	0.0887	0.021
Checkpoint 2: location at crossroads between Road No. 2 and No. 4 (K2)						
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	0.013	0.02015	0.022	0.014
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.0207	0.1355	0.0781	0.02
Checkpoint 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	0.0207	0.0212	0.0201	0.015
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.0407	0.0935	0.111	0.031
Checkpoint 4: location in front of Namyang and Valspar gates Road No. 4 (K4)						
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	<0.015	<0.015	<0.015	<0.015
Sulfur Dioxide: SO ₂	mg/m ³	≤ 0.35	0.0156	0.0181	0.0213	0.013
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.047	0.064	0.067	0.015

Quality of air in the industrial estates ⁽²⁾	Unit		2019	2020	2021	2022
Checkpoint 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	<0.015	<0.015	<0.015
Sulfur Dioxide: SO ₂	mg/m ³	≤ 0.35	0.021	0.01895	0.0257	0.015
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.034	0.08785	0.109	0.026
Checkpoint 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	<0.015	<0.015	<0.015
Sulfur Dioxide: SO ₂	mg/m ³	≤ 0.35	0.0114	0.02305	0.0182	0.014
Total Suspended Particulates: TDS	mg/m ³	≤ 0.3	0.034	0.08885	0.058	0.028
Environmental complaints from outside						
Number of environmental complaints from outside	time		0	1	1	0
Compliance with environmental laws						
Significant amount / value of the adjustment In case of violating environmental laws (Disclosure 307-1)			0	104,000	540.000.000	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

Statement of use	AMATA VN Public Company Limited has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE	CHAPTER	OMISSION	EXTERNAL ASSURANCE
General Disclosures					
GRI 2 : General Disclosures					
2-1	Organizational details	07	Business overview		
2-2	Entities included in the organization's sustainability reporting	03	About this report		
2-3	Reporting period, frequency and contact point	03	About this report		
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GRI 3: Material Topics 2021					
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3-3	Management of material topics	48	Environment Impact Management Water management		
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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	54	Biodiversity		
304-2	Significant impacts of activities, products and services on biodiversity	54	Biodiversity (no significant impact)		
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305-1	Direct (Scope 1) GHG emissions	59	Climate Change Resilience and Adaption		VGREEN
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305-4	GHG emissions intensity	59	Climate Change Resilience and Adaption		
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305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	100-101	Performance Statistics: Environment Performance		Consultant report to Ministry of Natural Resources

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3-3	Management of material topics	51	Solid Waste Management		
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308-2	Negative environmental impacts in the supply chain and actions taken	76	Responsible Supply Chain Management		
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	69 - 70	welfare program		
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GRI 3: Material Topics 2021					
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GRI 403: Occupational Health and Safety 2018					
403-1	Occupational health and safety management system	63 - 65	Occupational Health and Safety		
403-2	Hazard identification, risk assessment, and incident investigation	63 - 65	Occupational Health and Safety		
403-3	Occupational health services	63 - 65	Occupational Health and Safety		
403-4	Worker participation, consultation, and communication on occupational health and safety	65	Occupational Health and Safety		
403-5	Worker training on occupational health and safety	65	Occupational Health and Safety		

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403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64	Contractor's Occupational safety		
403-9	Work-related injuries	65, 98	Occupational Health and Safety Performance Statistics: Work-related accidents		
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GRI 3: Material Topics 2021					
3-3	Management of material topics	70	Human Capital Development		
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404-1	Average hours of training per year per employee	71	Human Capital Development		
404-2	Programs for upgrading employee skills and transition assistance programs	71	Human Capital Management		
404-3	Percentage of employees receiving regular performance and career development reviews	69	Remuneration and Performance Assessment system		
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3-3	Management of material topics	79	Community and Social Development		
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GRI 3: Material Topics 2021					
3-3	Management of material topics	74 - 75	Responsible Supply Chain Management		
GRI 414: Supplier Social Assessment 2016					
414-1	New suppliers that were screened using social criteria	76	Responsible Supply Chain Management		
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GRI 3: Material Topics 2021					
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416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	52	Social and Environmental Complaint Management (no incident)		
Customer privacy					
GRI 3: Material Topics 2021					
3-3	Management of material topics	90	Personal Data Protection Policy		
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418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	91	Personal Data Protection Policy (no complaints)		



Feedback Form for Sustainability Report 2022

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 2022 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 2022 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.



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