



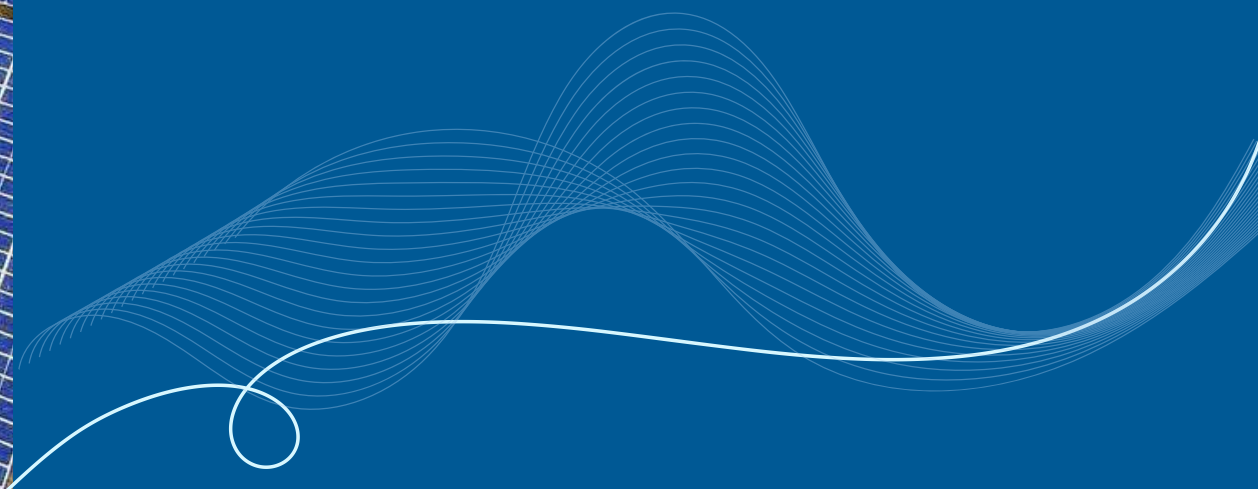
BAMBOO CAPITAL GROUP



SUSTAINABILITY REPORT

DRIVING SUSTAINABLE VALUE

2024



T

Time Frame

This report covers the period from 01/01/2024 to 31/12/2024, aligning with the annual report. To ensure the report's consistency, completeness and comparability, some content extends beyond the aforementioned time frame and is explained within the report.

B

Basis of Preparation

This report is prepared based on the Vietnamese regulatory framework and international ESG standards, including Circular 96 from the Ministry of Finance, guidelines issued by the State Securities Commission of Vietnam on sustainability reporting, the Vietnam Corporate Governance Code of Best Practices, Global Reporting Initiative Standards, International Financial Reporting Standards (S1 and S2) and the United Nations Sustainable Development Goals framework.

D

Data Explanation

All data in this report comes from the company's official documents and disclosure materials. If financial data in the report differs from that in the annual report, the latter shall prevail. Unless otherwise stated, the currency used in the report is Vietnam Dong (VND) and US Dollar (USD).

R

Reliability Commitment

The company is committed to ensuring that all information in the report is accurate and does not contain any falsehoods, misleading statements, or significant omissions.

R

Report Language & Range

This report is published in English and Vietnamese. In case of any discrepancies between the two versions, the Vietnamese version shall prevail. The report covers Bamboo Capital Group, subsidiaries and branch offices, excluding operations, joint ventures, partnerships and associates where Bamboo Capital Group does not have full management and/or operational control.

P

Publication Methods

To promote green and sustainable practices, this report will be published in electronic form. The electronic version can be accessed on the company's official website via:

- <https://bamboocap.com.vn/>

This marks Bamboo Capital Group's 6th report addressing ESG-related matters and corporate responsibility. It aims to transparently present the company's performance across key sustainability aspects and other material topics relevant to stakeholders. The report has been reviewed and verified by the Sustainability Committee and the Board of Directors, ensuring its accuracy, compliance and credibility.

Table of Contents

1	Advancing BCG	6 - 9	4	Strategy	24 - 33
	Company Overview	6 - 8		Lower Carbon. Greener Planet.	25 - 28
	Honors & Awards	9		People First. Society Empowered.	29 - 32
2	Sustainability Governance	11 - 17	5	BCG's Actions	35 - 50
	Sustainability Governance Structure	11 - 13		Economic Contribution	35
	Materiality Assessment	14 - 17		Sustainable Energy	36
				Water and Effluent Management	37
				Greenhouse Gas Emissions	38
				Responsible Material & Waste Management	39
				Biodiversity Management	40
				Employee Care and Development	41 - 47
				Community and Social Involvement	48 - 50
3	Risk Management & Opportunities	19 - 22	6	Appendix	52 - 61
	Risk Management Model	19 - 20		Environmental Indicators	52 - 54
	Physical Risk & Opportunities	21		GRI Index	55 - 61
	Transition Risk & Opportunities	22			



Thriving Through Adversity: Our Sustainable Path Forward

Throughout 2024, we deepened our integration of Environmental, Social, and Governance (ESG) principles into every aspect of our operations, embedding sustainability into the core of our strategic decision-making and daily practices.

In the energy sector, BCG Energy continued expanding its renewable portfolio, with a strong focus on zero-emission rooftop solar and wind power projects. We also made significant progress on our waste-to-energy initiative in Ho Chi Minh City—an innovative step toward circular resource use and energy efficiency. These efforts not only reflect our ambition to contribute meaningfully to Vietnam's climate goals and global decarbonization targets but also demonstrate our leadership in transitioning to a low-carbon economy.

On the social front, we advanced impactful community programs ranging from life-saving surgeries for children with congenital heart defects to the construction of homes, classrooms, and schools for underprivileged families. Our corporate citizenship is deeply intertwined with our business mission, and we firmly believe that inclusive development is essential to creating long-term, shared value.

BCG Land and Tracodi demonstrated resilience in navigating a challenging real estate landscape. During this period, we strategically explored green building solutions and accelerated the digitization of our construction, positioning ourselves for stronger, more sustainable growth as market dynamics evolve.

Meanwhile, Nguyen Hoang, AAA, Tapiotek, and Tipharco Pharmaceutical recorded stable growth under our leadership. Each of these companies reaffirmed its commitment to high ethical standards, innovation, and customer-centric approaches that enhance both lives and trust in our brands.

Looking ahead to 2025, we remain attuned to the shifting landscape of climate risks, regulatory changes, and rising stakeholder expectations. Our integrated ESG strategy, rooted in transparency, accountability, and innovation, positions us confidently for resilient, inclusive, and sustainable growth in the years ahead.

With warmest regards,
Tan Bo Quan, Andy

Dear Valued Shareholders, Customers, Partners and All Talents of Bamboo Capital Group JSC,

As we reflect on the year 2024, we recognize it as a pivotal chapter in Bamboo Capital Group's journey, marked by resilience, transformation, and a steadfast commitment to sustainable development.

The global economy in 2024 continued to face complexities from prolonged geopolitical tensions, supply chain constraints, and persistent inflationary pressures. Despite these ongoing challenges, Bamboo Capital Group remained agile and forward-thinking, drawing strength from our diversified portfolio, robust governance, and collective determination. These qualities enabled us not only to maintain operational stability but also to accelerate progress on our long-term sustainability goals.



Advancing BCG

Company Overview
Honors & Awards

Company Overview



Vision

BCG aims to be a leading energy group supported by real estate and financial services with full CSR wherever we operate.



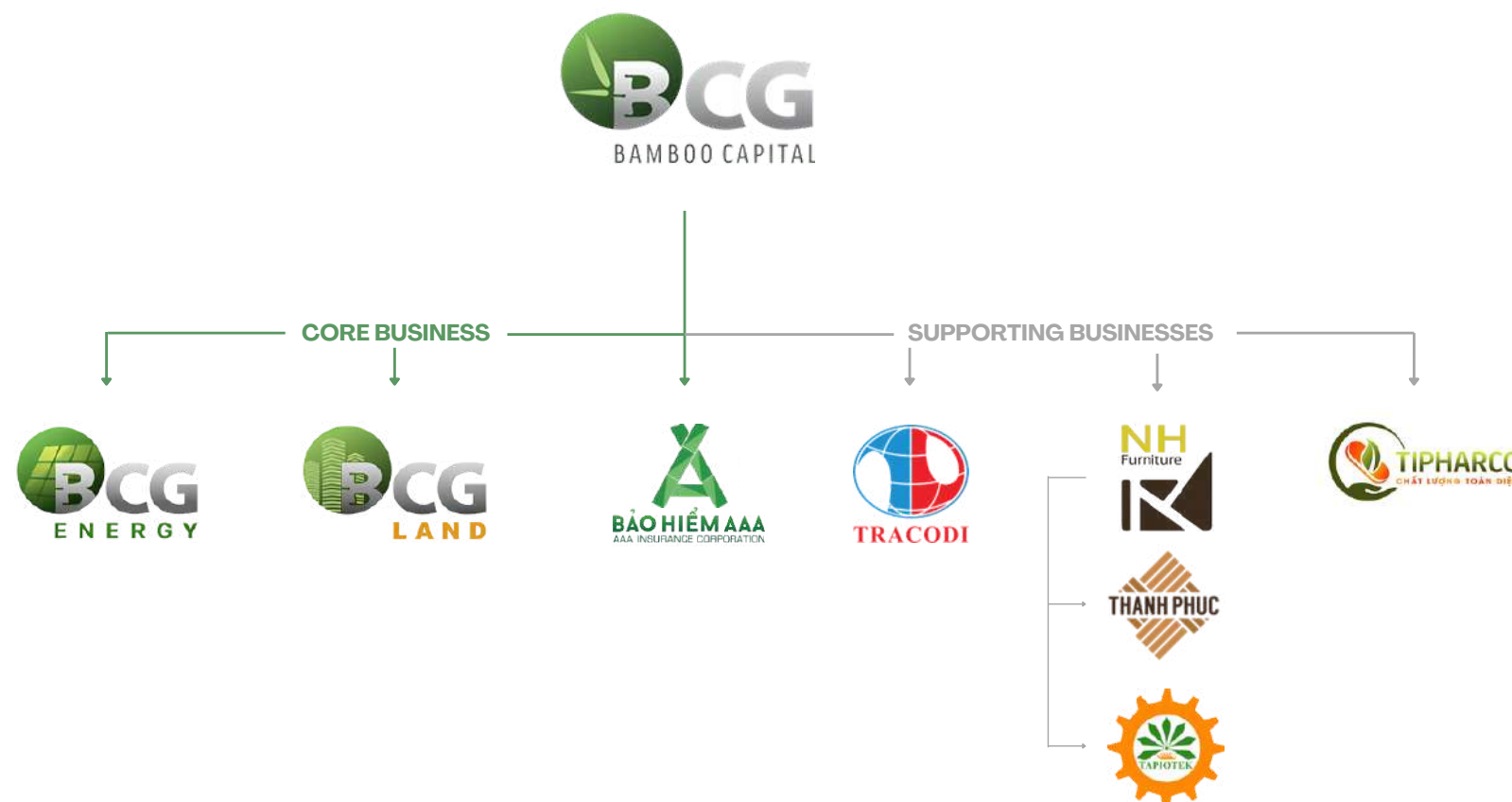
Mission

BCG builds trust and value for our stakeholders by connecting business opportunities through expertise, professionalism, strong networks and deep local and global insights.



Core values

Professionalism
Enthusiasm
Respect
Listening
Priorities on clients and business partners
Corporate social responsibility



General Information

• Company name

Bamboo Capital Group Joint Stock Company

• Stock symbol

HOSE: BCG

• Charter capital

VND 8,802,106,440,000

Contact Information

• Tel

(028) 62 680 680

• Fax

(028) 62 99 11 88

• Website

www.bamboocap.com.vn

• Head office

27C Quoc Huong, Thao Dien Ward, Thu Duc City, Ho Chi Minh City

• Business registration certificate

0311315789

Company Overview

Sustainable Value Creation

As the global urgency to address climate change continues to grow, BCG recognizes the critical need for a transition from fossil fuels to renewable energy sources. Since 2017, we have made substantial investments in sustainable energy solutions, encompassing Renewable Energy (solar, wind) and Waste-to-Energy (WTE) technologies.

As of the end of 2024, the total renewable energy capacity under BCG's management reached 606 MW. Throughout the year, these systems generated about 781,234,458 kWh of clean electricity, helping to avoid about 515,021 tons of CO₂ emissions. The data reflects electricity generated from renewable sources directly operated by BCG and excludes systems owned by third parties.

Involvement in Industry Associations



BCG is a **member** of the **VWRA**, supporting efforts to enhance recycling and minimize environmental impact. The association tackles multiple waste streams—including solid waste, wastewater and industrial emissions—while advancing policy advocacy, collaboration and knowledge-sharing to improve recycling standards. Through this partnership, BCG promotes effective waste management, drives circular economy initiatives and contributes to Vietnam's sustainable development.

to the end of 2024
606_{MW}
Renewable capacity



2023
726,870,288 kWh
2024
781,282,986 kWh



Avoided
↓ 492,571 tCO₂
Avoided
↓ 515,021 tCO₂






To support the global energy transition, we aim to expand our Sustainable Solutions portfolio to other clean energy types such as WTE in 2024 and achieve a target of gross installed renewable energy capacity of 2 GW by 2028.

Company Overview

BCG's 2024 Commitment to Responsible Growth and Climate Action

In 2024, BCG reaffirmed its commitment to sustainable development by aligning with Vietnamese regulations and international standards, recognizing climate change as a critical priority. We integrate environmental and social considerations into our investment decisions through rigorous due diligence and active stakeholder engagement.

	Parent Company	Renewable Energy	Real Estate	Construction - Infrastructure	Financial Services	Manufacturing		
						Wood	Tapioca starch	Pharmaceuticals
<div> Number of Employees</div>	95	422	258	299	721	232	47	269
<div> Net Revenue (USD million)</div>	1.32	50.03	26.20	45.40	37.83	5.61	1.72	14.26
<div> Total Assets (USD million)</div>	404.70	761.29	521.44	362.74	128.18	26.21	8.59	13.19

The USD exchange rate of 25,543 VND was applied, as quoted by Vietcombank on December 31 of the reporting year.

Honors & Awards for Sustainable Development

Top 50 Outstanding Sustainable Development Enterprises

BCG was honored to be recognized as one of the **Top 50 Sustainable Development Enterprises** by Nhip Cau Dau Tu Magazine. Bamboo Capital was awarded in the category of "Outstanding CSR Activities" for its consistent fulfillment of social responsibilities over the years and the implementation of numerous sustainable development initiatives aligned with ESG (Environmental, Social, and Governance) standards.

APAC Enterprise Award (APEA) for Business Excellence

In October 2024, BCG was honored with the **Asia Pacific Enterprise Award (APEA)** for the 4th consecutive year, acknowledging its continued achievements and long-term strategic vision. The recognition from 2021 to 2024 highlights BCG's strong business ecosystem, commitment to shareholder value and dedication to ESG principles.

Ranked in PRIVATE 100 for Tax Contribution

In August 2024, Bamboo Capital Group (BCG) was recognized in the **PRIVATE 100** ranking as one of Vietnam's top private enterprises contributing to the state budget. This recognition highlights BCG's strong financial performance and commitment to sustainable business practices.

Best Companies to Work for in Asia for Governance

Bamboo Capital Group outshone 466 domestic companies and organizations in HR Asia's independent selection and evaluation process to win the **"Best Companies to Work for in Asia"** award in 2021. This achievement recognizes BCG's continuous efforts in building outstanding HR policies, attractive benefits, a dynamic and youthful work environment and engaging internal activities that foster employee connections.



Sustainability Governance

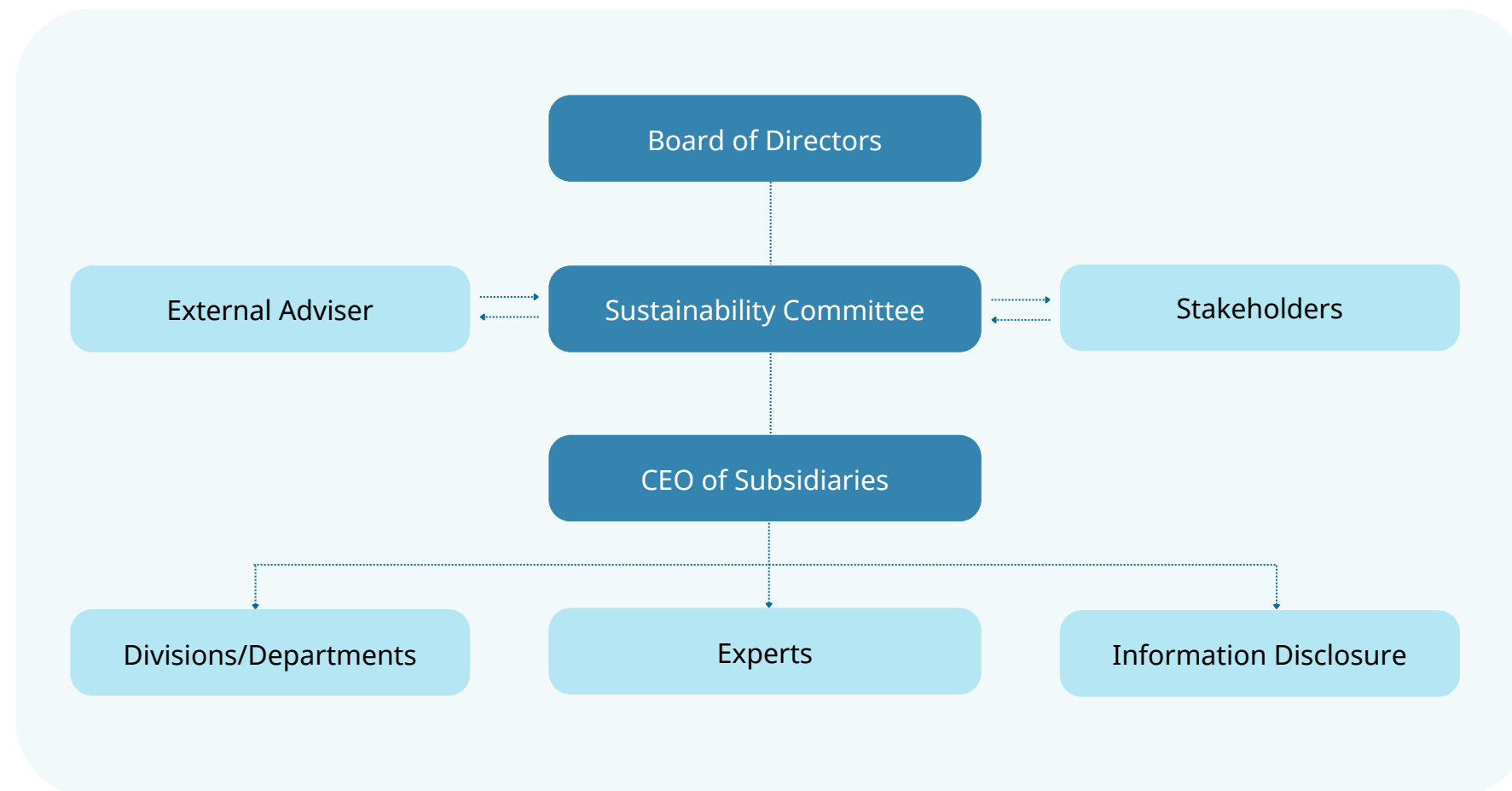
Sustainability Governance Structure
Materiality Assessment



Sustainability Governance Structure

Sustainability Governance Model

Sustainability drives BCG's vision, aligning with Vietnam's Net Zero 2050 commitment, Power Development Plan VIII (PDP8), and the National Green Growth Strategy for 2021-2030, a vision for 2050. Our 2024 strategy integrates economic resilience, environmental responsibility, social impact and effective leadership. We expand renewable energy, enhance efficiency and adopt circular economy principles for a low-carbon future. Beyond business, BCG fosters an inclusive workplace, employee well-being and community development.



**For more details of BCG's governance structure, please refer to the company's 2024 Annual Report.*

Sustainability Governance Structure

Roles and Responsibilities

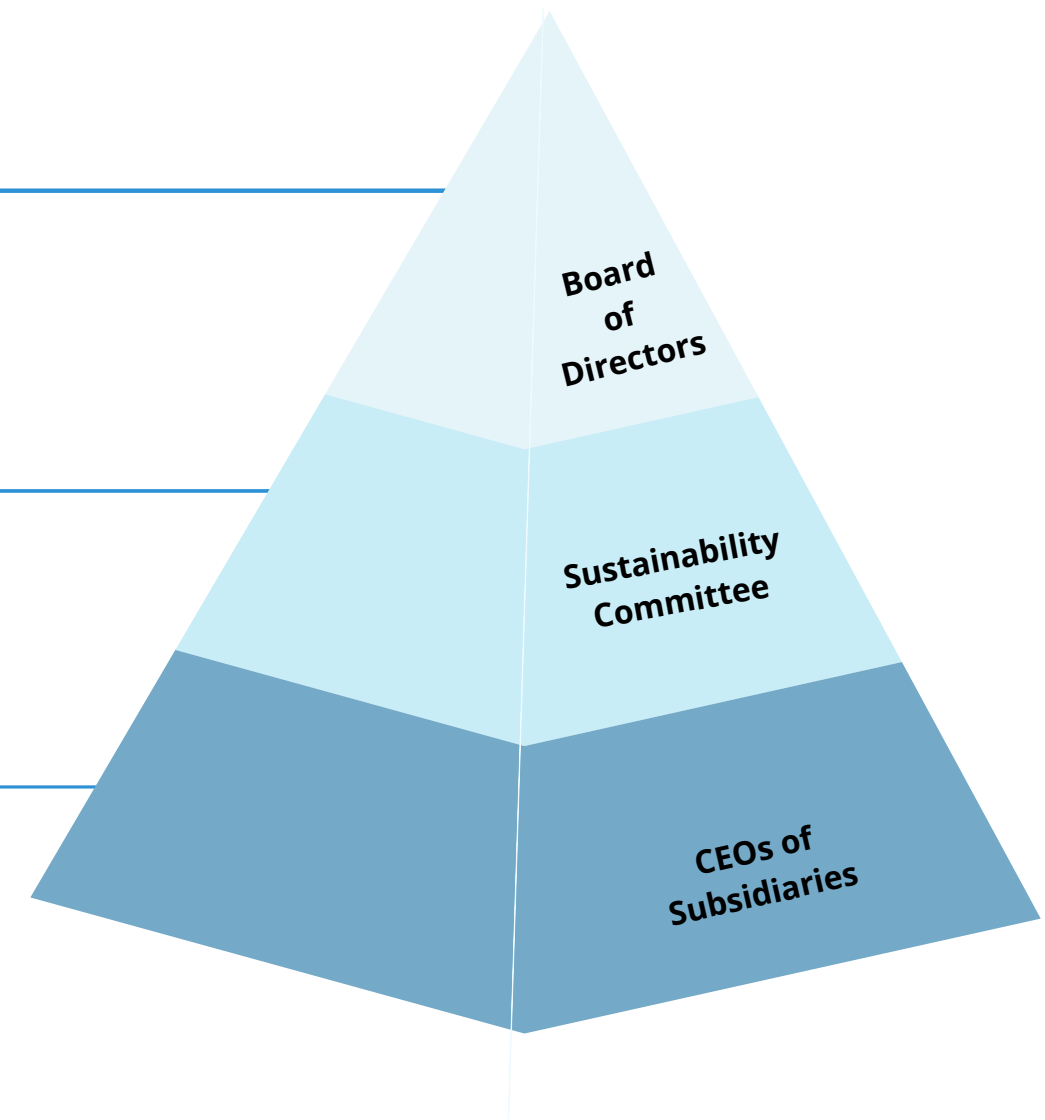
Bamboo Capital Group has established a structured sustainability governance framework to drive accountability and alignment across the organization. This structure ensures that sustainability is embedded into strategic decision-making, guided by the Board of Directors and supported by dedicated leadership and operational teams. By clearly defining roles and responsibilities, the Group is able to implement ESG initiatives effectively and monitor progress toward its long-term sustainability goals.

- Provides leadership and guidance on sustainability strategy
- Oversees the implementation of initiatives for target achievement
- Considers material sustainability factors in decision-making

LED BY MR. PHAM MINH TUAN, VICE CHAIRMAN OF THE BOD

- Strengthens the Board's capacity in addressing sustainability matters
- Develops and recommends sustainability policies, strategies and initiatives
- Monitors progress and evaluates performance against targets
- Collaborates with departments and subsidiaries for sustainability integration

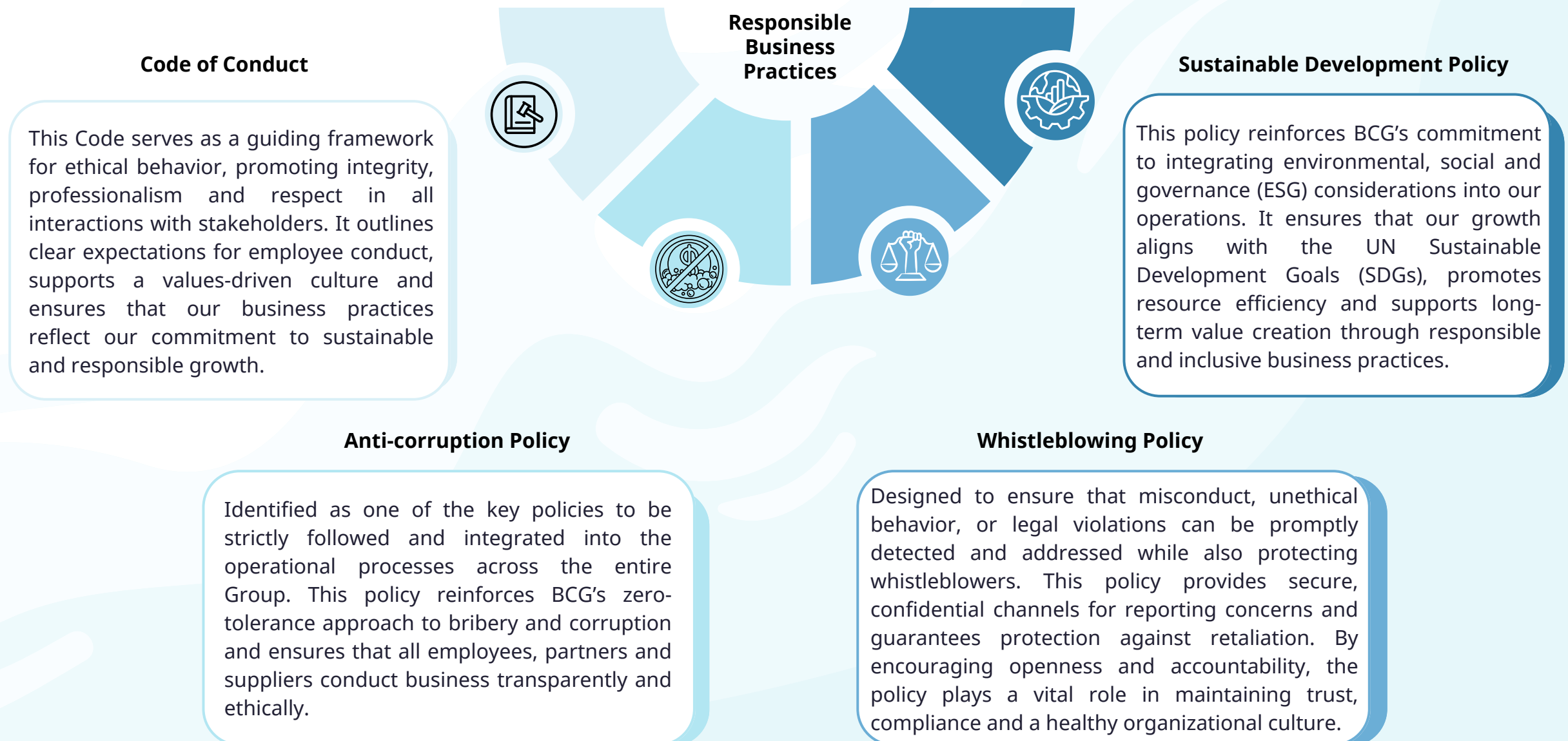
- Implement action plans in line with the Group's strategy and guidelines
- Directly engage and manage divisions and departments in executing sustainability initiatives
- Regularly report on sustainability performance to the BOD and the Sustainability Committee



Sustainability Governance Structure

Responsible Business Practices

At BCG, we view business ethics as the foundation of sustainable and responsible growth. As part of our ESG governance standard, we continuously review and enhance our internal policies to uphold the highest ethical standards. As a multi-sector conglomerate, our approach to business ethics is designed to adapt across all subsidiaries and not only strengthens internal governance but also reinforces the trust of our stakeholders. We ensure that ethical conduct is embedded across all business units and supported by clear policies, consistent practices and a culture of integrity.



Materiality Assessment

Materiality Assessment Process





At BCG, we conduct a materiality assessment biennially to identify the most significant environmental, social and governance (ESG) factors that influence our business operations and long-term sustainability goals.

- 01 **Stakeholder Engagement:** BCG actively gathers insights from selected stakeholders to understand their concerns, expectations and perspectives on ESG matters that influence both business operations and stakeholder interests.
- 02 **Evaluation of Material Topics:** Based on the above engagement, we identify ESG topics (environmental, social and governance) that could affect the organization.
- 03 **Prioritize and Approve ESG Topics:** These topics are then ranked by their significance to both the company and its stakeholders. Priority is given to those with the most substantial impact and long-term value creation potential.
- 04 **Management and Continuous Improvement of ESG Topics:** Once key topics are identified and prioritized, BCG formulates corresponding strategies and implementation plans to address them effectively

This process enables us to prioritize critical ESG issues and establish targeted strategies and action plans to address them effectively. As a result, we enhance our sustainability performance, generate long-term value for our stakeholders and ensure that our business objectives align with global sustainability standards.




Materiality Assessment

Stakeholder Engagement

Stakeholder	Areas of Interest	Engagement Channels
 Shareholders & Investors	<ul style="list-style-type: none"> Financial performance & sustainability. Risk management & strategy. Corporate governance & compliance. ESG performance & impact. Transparency & dividend policy. 	<ul style="list-style-type: none"> Annual & Extraordinary General Meeting of Shareholders. Regular briefings, earnings calls, newsletters. Digital engagement via social media & platforms. Personalized support via email & phone. In-person meetings for transparency & trust.
 Employees	<ul style="list-style-type: none"> Job security & career growth. Competitive pay & benefits. Health & safety. Inclusive culture & diversity. Transparent communication. 	<ul style="list-style-type: none"> Town hall meeting & open communication. One-on-one discussions & reviews. Comprehensive training programs. Recognition and rewards. Social and wellness activities to foster company culture
 Supplier & Partners	<ul style="list-style-type: none"> Timely payments & fair terms. Access to necessary resources or support. Sustainability requirements and compliance. Clear communications & expectations. 	<ul style="list-style-type: none"> Supplier forums, conferences & networking. Direct meetings & long-term agreements. Digital procurement for collaboration. Training for sustainability standards. Periodic reviews & audits for compliance.
 Customers	<ul style="list-style-type: none"> Quality, affordability & reliability. Transparency & ethical conduct. Brand reputation & trust. Strong after-sales support. 	<ul style="list-style-type: none"> Regular surveys & feedback. Social media & real-time support. Launch events & promotions. Loyalty programs for retention. Digital platforms for experience & service.

Materiality Assessment

Stakeholder Engagement

Stakeholder	Areas of Interest	Engagement Channels
<div></div> <div>Subsidiaries</div>	<ul style="list-style-type: none">• Clear development & growth strategies.• Stronger partnerships & market expansion.• Alignment with parent's sustainability goals.	<ul style="list-style-type: none">• Monthly strategic alignment meetings.• Performance monitoring via reports.• Direct involvement in governance.• Knowledge-sharing & synergy programs.
<div></div> <div>Authorities</div>	<ul style="list-style-type: none">• Full legal & environmental compliance.• National economic contributions.• Sustainable practices & government alignment.• Support for infrastructure & social programs.	<ul style="list-style-type: none">• Active participation in forums & associations.• Compliance reporting & policy alignment.• Public-private initiatives for development.
<div></div> <div>Community</div>	<ul style="list-style-type: none">• Protection of natural resources & biodiversity.• Social inclusion & economic opportunities.• Fair labor conditions in hiring.• Community well-being & vulnerable group support.	<ul style="list-style-type: none">• CSR programs for positive impact.• Employment generation initiatives.• Partnerships for sustainable urban development.• Educational & environmental campaigns.

Materiality Assessment

Materiality Matrix

Our approach

The findings from this assessment have shaped our 2024 ESG strategy, guiding how we address key risks, opportunities and sustainability priorities. In 2024, we refined our materiality matrix to focus exclusively on ESG-related topics, ensuring alignment with this report. Broader business topics of stakeholder interest are covered through BCG's corporate governance framework and disclosed in the 2024 Annual Report.

The Materiality Matrix illustrates the intersection between Bamboo Capital Group's strategic priorities and the evolving expectations of its stakeholders, providing a structured lens through which key Environmental, Social and Governance (ESG) issues are assessed and prioritized.

Each topic on the matrix represents an area of impact that influences both our business performance and stakeholder trust. High-priority topics—such as greenhouse gas emissions, biodiversity management and community and social involvement—have been identified as critical by both internal and external stakeholders. Their placement at the top of the matrix reflects not only the growing importance of climate-related risks and social responsibility but also BCG's commitment to proactively addressing these issues across its operations, particularly in sectors with close environmental and community interfaces.

By mapping these priorities, the Materiality Matrix supports more informed decision-making and targeted ESG initiatives. It serves as a valuable tool to guide resource allocation, strategic planning and stakeholder engagement, ensuring that BCG's sustainability efforts remain relevant, responsive and aligned with long-term business resilience and value creation.



Materiality Matrix



- 1 Economic Contribution
- 2 Sustainable Energy
- 3 Water and Effluent Management
- 4 Greenhouse Gas Emissions
- 5 Responsible Material & Waste Management
- 6 Biodiversity Management
- 7 Employee Care and Development
- 8 Community and Social Involvement



Risk Management & Opportunities

Risk Management Model
Physical Risks & Opportunities
Transition Risks & Opportunities

Risk Management Model

Climate-related risks are becoming increasingly material to business operations and Bamboo Capital Group adopts a structured risk management model to effectively address them. This model enables the identification, assessment and mitigation of both physical and transition risks through a five-step process. It begins with analyzing climate scenarios to identify potential risks, followed by evaluating their impact on business and financial performance. Risks are then prioritized based on their likelihood and severity, with targeted strategies developed and implemented to mitigate those of highest concern. Progress is continuously monitored and strategies are adjusted as needed to stay aligned with the Group's sustainability objectives. This proactive and systematic approach supports resilient decision-making, aligns with global standards such as TCFD and IFRS S2 and contributes to Vietnam's Net Zero 2050 goals.

BCG Flowchart of the climate risk identification process model



Through our climate scenario analysis, BCG evaluates future challenges under both the +1.5°C and +2°C IPCC-aligned climate scenarios. This analysis serves as a strategic planning tool, helping us understand how different global warming trajectories may affect our business operations.

In simple terms, we ask: "What would happen to our business if the global temperature increases by 1.5°C or 2°C compared to pre-industrial levels (1850-1900)?"

By assessing the likelihood and business impact (low/medium/high) for each scenario, we address risks based on their likelihood and potential impact in both scenarios. This approach helps us identify where climate issues intersect with our most material ESG topics, offering clear direction for strategic focus areas and guiding the development of meaningful KPIs for future tracking."

CATEGORY		RISK	+ 1.5°C SCENARIO		+ 2°C SCENARIO	
			IMPACT ON BUSINESS	LIKELIHOOD	IMPACT ON BUSINESS	LIKELIHOOD
Physical Risks	Acute	Disruptions in Renewable Energy Supply Chains Due to Extreme Rainfall/Flooding				
		Drought Impact on Energy Production Cooling System				
	Chronic	Sea Level Rise Impacting Coastal Energy Infrastructure				
		Long-term Rainfall Pattern Shifts Reducing Renewable Energy Output				
Transition Risks	Policy & Compliance	Difficulties in Meeting GHG Emission Quotas as per Decree 06/2022/ND-CP				
		Obstacles in Accessing the Just Energy Transition Partnership (JETP) Funding				
		Hurdles Posed by CBAM and Global Carbon Tax Regulations				
		Challenges in Complying with International Climate Commitments (Paris Agreement & NDC)				
	Market	Struggles in Meeting Renewable Energy Demand (PDP8)				
		Challenges in Meeting the Demand for Net-Zero Buildings and Projects				
		Difficulties in Expanding Energy Storage Pilot Projects				
	Technology	Barriers to the adoption of energy storage technology				
		Carbon Capture Challenges in Technology				

Low

Medium

High

**Scenarios are based on AR6 Global Warming Levels (GWLs), integrating IPCC's SSPs & RCPs and IEA WEO scenarios (STEPS, APS, NZE)*

Physical Risks & Opportunities

RISK TYPE	RISKS	IMPACT ON BUSINESS	FINANCIAL IMPACT		BCG MEASURES	OPPORTUNITIES
			COST	REVENUE		
Acute	Disruptions in Renewable Energy Supply Chains Due to Extreme Rainfall/Flooding <i>2°C - More frequent extreme weather disrupts supply chains.</i>	Delays in solar and wind farm construction, increased procurement costs.	Short-term cost increase	Long-term revenue loss	Seek alternative supply sources to ensure more resilient renewable energy supply chains	Opportunities & BCG Actions: <ul style="list-style-type: none">Expansion of Renewable Energy Capacity: BCG targets 2 GW of renewable energy by 2028, aligning with Vietnam's PDP8 targets for 30.9-39.2 GW solar and 21.8 GW wind by 2030.Expansion into other clean energy: Waste-to-energy.Climate-Resilient Infrastructure & Real Estate: Growing investor demand for flood-resistant urban development. Impact: <ul style="list-style-type: none">Revenue Growth: Expansion of clean energy projects & climate-adaptive real estate boosts long-term revenue.Cost Considerations: Higher CAPEX for infrastructure adaptation, energy storage and grid balancing solutions.
	Drought Impact on Energy Production Cooling System <i>1.5°C & 2°C - Water stress worsens under both scenarios, impacting hydro & cooling.</i>	Reduced efficiency in solar and wind energy systems, higher OPEX.	Increased operational costs	Potential revenue loss	Improve water usage efficiency in energy production through optimized cooling systems, rainwater recycling and implementing climate adaptation plans at production sites	
Chronic	Sea Level Rise Impacting Coastal Energy Infrastructure <i>2°C - Coastal erosion & higher sea levels affect wind farms & real estate.</i>	Damage to offshore wind projects, increased insurance costs, real estate asset devaluation.	High relocation & adaptation costs	Revenue loss	Relocate offshore wind assets, invest in resilient real estate development.	
	Long-term Rainfall Pattern Shifts Reducing Renewable Energy Output <i>1.5°C & 2°C - Changes in long-term rainfall patterns reduce the efficiency of renewable energy production.</i>	Variability in energy generation from renewable sources, particularly solar and wind energy, affecting energy stability and supply reliability	Higher maintenance & adaptation costs	Potential revenue volatility	Invest in diversified hybrid renewable systems (solar + wind + waste-to-energy - WTE).	

Transition Risks & Opportunities

RISK TYPE	RISKS	IMPACT ON BUSINESS	FINANCIAL IMPACT		BCG MEASURES	OPPORTUNITIES
			COST	REVENUE		
Policy & Compliance	GHG Emission Quota Compliance (Decree 06/2022/ND-CP) & Paris Agreement, NDC <i>1.5°C - Stricter policies & faster decarbonization.</i>	Increased carbon reporting and emission reduction obligations.	Compliance & offset costs	Revenue loss if non-compliant	Develop internal carbon credit projects, exercise control over the ratio of clean energy used.	Opportunities & BCG Actions: <ul style="list-style-type: none"> Renewable Energy Certificates (RECs) & Carbon Trading: Vietnam's carbon market is projected to generate \$1B+ annually by 2030, opening new revenue streams for renewable energy producers like BCG. Energy Storage & Grid Stability Solutions: Battery storage demand is expected to grow 5X by 2035, creating opportunities for BCG to invest in pumped hydro, battery storage and LNG solutions. Net-Zero Buildings & Green Real Estate: ESG-aligned real estate investment is growing, with 40% of Vietnam's urban expansion expected to be green-certified buildings. Green Logistics & Supply Chain Decarbonization: BCG can capitalize on the increasing demand for low-carbon supply chains, EV trucking and green logistics solutions. Impact: <ul style="list-style-type: none"> Revenue Growth: Expansion into RECs, carbon trading and energy storage unlocks new income sources while green real estate attracts ESG-conscious investors. Cost Considerations: High investment costs for energy storage, diversification of clean energy sources, green logistics and compliance with carbon and renewable energy policies
	Carbon Border Adjustment Mechanism (CBAM) & Global Carbon Tax Regulations <i>1.5°C & 2°C - Carbon pricing expands at both levels.</i>	Higher export costs, increased ESG compliance requirements.	Increased tax liability	Potential revenue gains from transitioning to low-carbon operations	Transition supply chains to low-carbon materials, explore CBAM-friendly exports.	
Market	Meet Renewable Energy Demand (PDP8) <i>1.5°C & 2°C - Renewables expand under both, but faster at 1.5°C.</i>	Higher demand for wind & solar, but regulatory delays impact project timelines.	High CAPEX for infrastructure expansion	Long-term revenue from renewable energy	Fast-track approvals, diversify energy portfolio.	
	Energy Storage Pilot Projects <i>1.5°C - Earlier transition requires faster storage adoption.</i>	Growing need for grid stability and battery solutions, but high upfront costs.	R&D & deployment costs	New revenue from energy storage-as-a-service	Form JVs with battery tech firms, participate in Vietnam's pilot energy storage programs.	
Technology	Risks in adopting energy storage and carbon capture technologies <i>2°C - The implementation has been slower due to the gradual pace of policy changes</i>	Challenges in developing and deploying energy storage and carbon capture technologies.	High R&D costs	Future revenue from early adoption of technologies	Partner with R&D centers, industry partners and pilot projects to develop and implement energy storage and carbon capture technologies.	



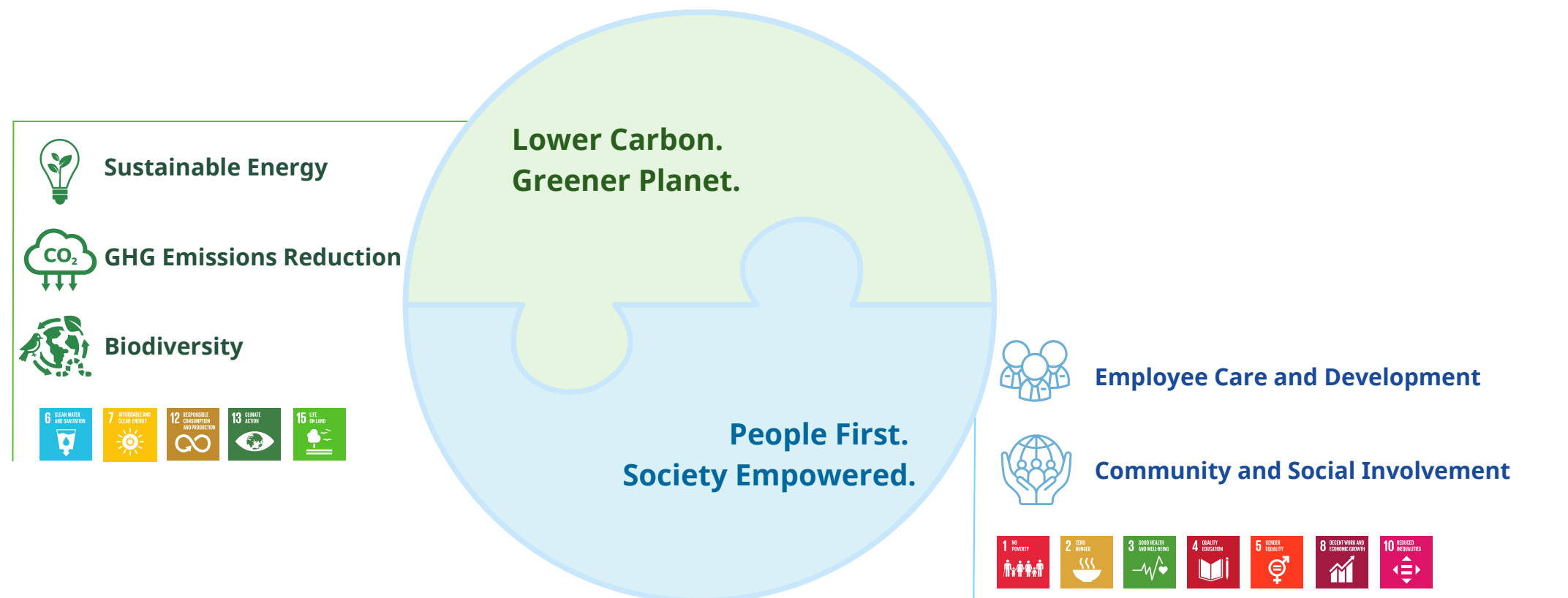
Strategy

Lower Carbon. Greener Planet.
People First. Society Empowered.

Our Strategy

As a key enabler of Vietnam's low-carbon transformation, BCG is pursuing Net Zero through a focused strategy anchored in two core sustainability pillars: "Lower Carbon. Greener Planet" and "People First. Society Empowered". These pillars reflect our dual commitment to environmental responsibility and inclusive development—advancing renewable energy and decarbonization while investing in our people and strengthening social resilience. From expanding clean power capacity and managing emissions across our value chain to enhancing employee well-being and delivering high-impact CSR, our initiatives are designed to drive long-term value while addressing systemic sustainability challenges.

To ensure robust ESG governance, BCG aligns with global disclosure standards, including IFRS S1 and S2, proactively managing climate risks, stakeholder accountability and transparent reporting. Our approach is based on the GRI Standards and contributes directly to achieving the UN Sustainable Development Goals (SDGs), reinforcing our role as a catalyst for trust, resilience and sustainable growth in Vietnam.



Lower Carbon. Greener Planet.

Sustainable Energy

Expand clean energy across Vietnam

BCG is developing one of the most diversified renewable energy portfolios in Vietnam, with a strong presence across solar (including solar farms and rooftop solar), wind power and waste-to-energy. In 2024, the company advanced multiple clean energy projects already in operation and continued construction on several new sites. These initiatives not only align with Vietnam's Power Development Plan 8 (PDP8) and the Net Zero 2050 roadmap but also support national energy security and economic resilience through green infrastructure. Looking ahead, BCG will expand access to low-carbon electricity through battery storage and direct power purchase agreements, positioning renewable energy as a core driver of national sustainability.

BY 2026

Rooftop Solar Deployment & DPPA Readiness

- Rooftop solar capacity installed: 150 MWp
- At least 10 provinces covered by rooftop solar installations
- Project delivery success rate: $\geq 90\%$ completed on time and within budget
- Corporate DPPA engagement: ≥ 5 clients engaged in pilot discussions or advisory

BY 2028

Scaling Installed Clean Energy Portfolio to 2GW

- Renewable energy installed capacity exceeds 2 GW
- Wind capacity commissioned reached 180 MW (Tra Vinh and Ca Mau)
- $\geq 25\%$ of the portfolio from diversified sources
- Two or more grid-scale storage systems deployed
- Annual growth in renewable share of energy portfolio: Positive YoY increase since 2024 baseline

BY 2040

100% Renewables & Net-Zero (Scope 1 & 2)

- Share of renewables in BCG's portfolio: 100%
- $\geq 50\%$ of electricity delivered via DPPA or on-site
- Level of electrification and storage integration: Full across all core infrastructure
- Scope 1 & 2 emissions: Net-zero achieved

Lower Carbon. Greener Planet.

Sustainable Energy

Increase clean energy self-sufficiency

In addition to supplying clean electricity to the national grid, BCG is actively advancing energy self-sufficiency across our operations. In 2024, several subsidiaries began generating and consuming renewable electricity directly on-site—an early but meaningful step toward long-term energy independence. While internal clean energy use currently accounts for a small portion of overall demand, it reflects our strategic shift toward reducing Scope 2 emissions (indirect GHG emissions that result from the consumption of purchased electricity, steam, heating and cooling), enhancing energy reliability and minimizing exposure to market volatility.

Self-consumption through decentralized renewable systems is viewed as a key enabler of operational resilience. By integrating clean power into the daily operations of factories and processing facilities, BCG supports both environmental goals and business continuity, ensuring that energy transition efforts start from within.



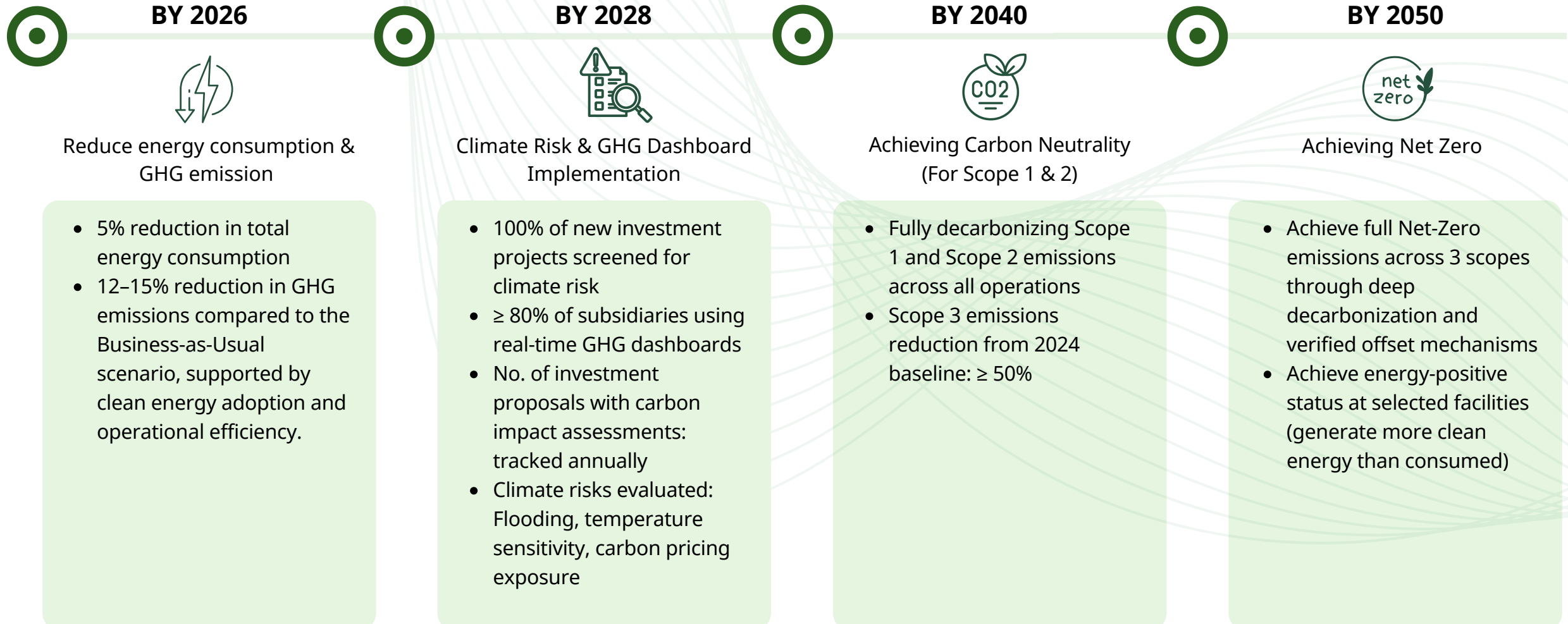
Lower Carbon. Greener Planet.

Greenhouse Gas (GHG) Emissions Reduction

Strengthen emissions reduction across operations and supply chain

In 2024, BCG advanced its decarbonization efforts across Scopes 1, 2 and 3 through operational upgrades, cleaner energy adoption and improved emissions data management. We achieved progress in reducing emissions via energy efficiency measures, fuel switching and smarter project design, despite some intensity fluctuations from new waste-to-energy developments.

We also began integrating climate risks into project evaluations, piloting screenings for flooding, heat and carbon pricing impacts. For Scope 3, we expanded emissions tracking across most subsidiaries, covering business travel and operational logistics. These steps lay the foundation for broader value chain management and alignment with global climate disclosure standards.



Lower Carbon. Greener Planet.

Biodiversity

Integrate biodiversity assessments into project areas

We recognize that biodiversity protection is a strategic component of sustainable development. In 2024, BCG conducted Strategic Environmental Assessments (DMT) for several real estate and resort projects to proactively identify biodiversity risks and minimize disruption to surrounding ecosystems. These assessments ensure alignment between project design and local environmental conditions. We apply the mitigation hierarchy (avoid – minimize – restore – offset) and prioritize development in low-sensitivity areas.

BY 2026

Apply biodiversity screening protocols to all new large-scale projects, supported by internal biodiversity assessments and risk checklists:

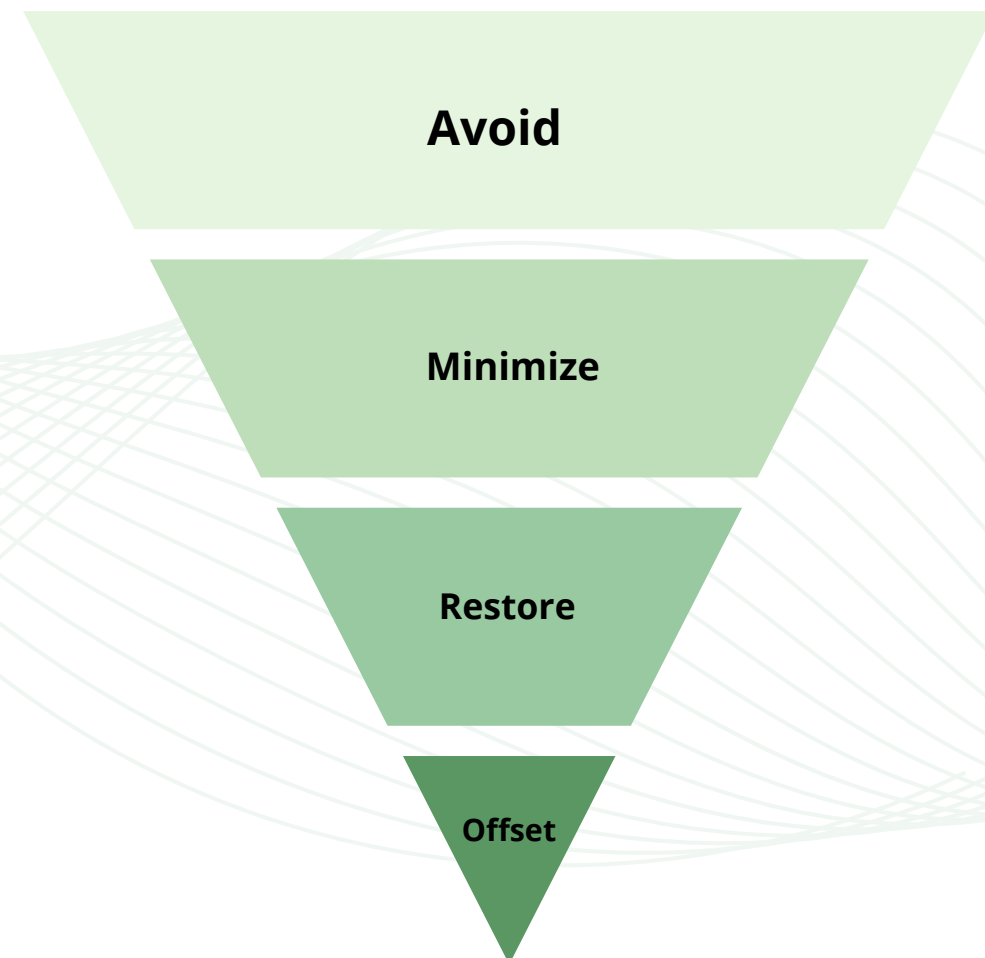
- 100% of new large-scale projects will undergo biodiversity screening.
- Availability of internal assessment tools and biodiversity risk checklists.



BY 2028

At least 50% of high-impact projects will include biodiversity management plans with site-specific mitigation and restoration strategies.

- ≥ 50% of high-impact projects with biodiversity management plans
- The area under active ecosystem management will be tracked annually



People First. Society Empowered.

Employee Care and Development

Promote employee well-being and safety

At Bamboo Capital Group, the health, safety and well-being of our people are fundamental to building a resilient, high-performing organization. In 2024, we provided full insurance coverage, premium healthcare and regular check-ups for full-time staff, along with competitive compensation, including 13th-month pay, performance bonuses and participation in our employee stock ownership plan. Employees also benefit from various allowances, paid leave and inclusive engagement activities such as team-building, training and company-wide events. Workplace safety remains a top priority, especially in high-risk sectors like energy and construction. At subsidiaries such as BCGE and Land, we strictly comply with Vietnam's Law on Occupational Safety and Hygiene, with mandatory safety training, PPE use and regular risk assessments to foster a culture of prevention and care.

BY 2026

We will ensure 100% safety training compliance in high-risk sectors, improve onboarding and uphold fair and competitive wages across the Group.

- 100% of employees in the construction and energy sectors complete mandatory safety training
- 100% safety onboarding coverage for new hires in high-risk subsidiaries
- Implement a unified safety and incident tracking system
- Entry-level wages vs. regional minimum: Maintained > baseline in all subsidiaries



2026 - 2027

We will integrate health and safety performance into ESG reviews and introduce structured mental health support programs across the Group.

- By 2026, health & safety indicators will be included in ESG reporting and internal reviews
- By 2027, the mental health program rollout (training, counseling access)



2028 - 2030

We will obtain ISO 45001 certification for high-risk subsidiaries and pilot flexible working models to enhance employee satisfaction and retention.

- By 2028, ISO 45001 certification will be achieved for all high-risk subsidiaries
- By 2028, flexible work arrangements will be piloted in eligible departments



People First. Society Empowered.

Employee Care and Development

Strengthen employee training and development

At BCG, we view continuous learning as a key driver of resilience, innovation and employee empowerment. In 2024, we expanded our training efforts across technical, operational and leadership areas through both internal knowledge-sharing and external workshops. While current training hours remain modest across the Group, we recognize this as an opportunity for improvement. Moving forward, we aim to enhance the accessibility, consistency and quality of training programs across all subsidiaries. By aligning learning initiatives with business needs and career development priorities, we seek to build a workforce that is capable, adaptable and ready to grow.



BY 2026

By 2026, we will ensure consistent onboarding and annual training across all subsidiaries while setting a baseline for training hours to support long-term learning growth.

- 100% of new employees receive role-specific onboarding
- 50% of business units delivering annual core training (technical, professional, compliance)



2026 - 2027

From 2026–2027, we will expand access to structured learning for all employee types and integrate training with individual performance goals and career development.

- 100% of part-time and operational roles receive structured training
- A centralized training tracker was implemented across all subsidiaries



2028 - 2030

From 2028-2030, we will foster a strong learning culture that supports internal mobility and meets industry training benchmarks through personalized, goal-linked learning.

- ≥ 90% of employees participate in at least one training program annually
- 50% of internal promotions are supported by prior training participation

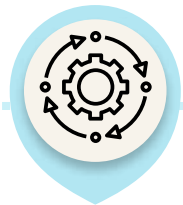
People First. Society Empowered.

Employee Care and Development

Advance diversity, equity and inclusion (DEI)

As of 2024, women account for over 45% of Bamboo Capital Group's total workforce—a reflection of meaningful progress in gender representation. Yet, diversity at BCG extends beyond numbers. We are working toward an equitable and inclusive culture where diverse voices are not only welcomed but also empowered to lead. In 2024, we began reviewing our recruitment and promotion practices, hosted internal dialogues on inclusive leadership and piloted workplace inclusion metrics to understand our gaps better. These efforts are part of a broader strategy to embed DEI values into every stage of our people's journey—from hiring and evaluation to communication and succession planning.

BY 2026



We will embed inclusive practices into our HR systems, train key stakeholders on DEI and begin tracking leadership diversity through internal metrics.

- HR policy review completed to remove structural bias
- ≥ 90 % of HR and people managers trained on DEI awareness
- Feedback mechanisms implemented (e.g., surveys, suggestion boxes)
- Leadership diversity KPIs defined and tracking initiated

2026 - 2027



Publish an annual DEI progress update as part of BCG's ESG reporting, starting in 2026.

- Begin phased rollout of inclusive leadership development programs for mid-level managers.
- Conduct a Group-wide DEI pulse survey to establish baseline inclusion sentiment and identify targeted improvement areas.

2028 - 2030



- Achieve at least 30% female representation in mid- and senior-level leadership roles by 2030.

People First. Society Empowered.

Community and Social Involvement

Promote high-impact and accountable CSR

At BCG, corporate social responsibility (CSR) is not a side initiative but a strategic investment in long-term community well-being and inclusive growth. Our vision is to help build resilient, empowered communities where no one is left behind. In 2024, we continued to support key development pillars—education, healthcare, basic infrastructure and local livelihoods—through a wide range of targeted programs. These included school scholarships, meal support for students in remote areas, mobile clinics, kitchen renovations and disaster relief. Our approach goes beyond donation—we are committed to making our CSR efforts measurable, scalable and aligned with the needs of the communities we serve.

2025

We will maintain a CSR budget equivalent to at least 1% of net profit while standardizing CSR tracking and impact reporting across subsidiaries.

By 2027

We aim to increase this allocation to 2%, expand our programs into digital learning access, preventive healthcare and small-scale infrastructure such as community bridges and sanitation.

By 2030

We target 5% of net profit dedicated to CSR, supported by an internal CSR Fund and impact evaluation tools, including Social Return on Investment (SROI), to ensure accountability and scalability.

Promote high-impact and accountable CSR

Lower Carbon. Greener Planet



		2025 Targets	2026–2030 Milestones	> 2040
	Sustainable energy	<ul style="list-style-type: none"> By 2026: Install 150 MWp rooftop solar; cover ≥10 provinces; ≥90% project delivery on time/budget; engage ≥5 DPPA clients 	Expand clean energy across Vietnam <ul style="list-style-type: none"> By 2028: Renewable capacity >2GW; wind >180MW; ≥25% from diversified sources; 2 grid-scale storage systems 	<ul style="list-style-type: none"> Renewables share in BCG portfolio: 100%, Electricity via DPPA/on-site: ≥50%, Scope 1 & 2 emissions: Net-zero achieved
		<ul style="list-style-type: none"> By 2026: ≥50% eligible sites with rooftop solar 	Increase clean energy self-sufficiency <ul style="list-style-type: none"> By 2028: ≥50% electricity met by on-site clean energy 	<ul style="list-style-type: none"> By 2040: 100% renewable use across operations; ≥90% sites with smart monitoring system
	GHG Emission Reduction	<ul style="list-style-type: none"> By 2026: 5% energy cut; 12–15% GHG cut from BAU via efficiency/clean energy 	<ul style="list-style-type: none"> By 2028: ≥80% sites using GHG dashboards; 100% new projects screened for climate risk 	<ul style="list-style-type: none"> By 2040: Scope 1 & 2 Net Zero; Scope 3 cut ≥50% By 2050: Net Zero across Scopes 1–3; energy-positive sites achieved
	Biodiversity	<ul style="list-style-type: none"> By 2026: 100% large projects screened for biodiversity; risk tools in use 	<ul style="list-style-type: none"> By 2028: ≥50% high-impact projects with biodiversity plans; annual ecosystem tracking begins 	
	Employee Care and Development	<ul style="list-style-type: none"> 100% safety training in construction/energy sectors 100% onboarding for new hires in high-risk subsidiaries Entry-level wages ≥ local minimum. 	Promote employee well-being and safety <ul style="list-style-type: none"> 2026–2027: Integrate safety KPIs into ESG reports; launch mental health program. 2028–2030: ISO 45001 certification for high-risk units; flexible work model piloted. 	
		<ul style="list-style-type: none"> By 2026: All new hires onboarded; 50% units deliver core training; set training hour baseline. 	Strengthen employee training and development <ul style="list-style-type: none"> 2027: 100% operational roles trained; centralized tracker launched. 2028–2030: ≥90% join annual training; 50% internal promotions linked to training. 	
		<ul style="list-style-type: none"> By 2026: Remove bias in HR policy; ≥90% managers trained; DEI KPIs initiated. 	Advance diversity, equity and inclusion (DEI) <ul style="list-style-type: none"> 2026–2027: Launch inclusive leadership program; conduct DEI pulse survey. 2028–2030: ≥30% women in mid/senior leadership roles. 	
	Community and Social Involvement	<ul style="list-style-type: none"> Maintain a 1% net profit CSR budget and standardize CSR tracking across subsidiaries. 	<ul style="list-style-type: none"> By 2027: Raise CSR to 2% of net profit; expand digital education & healthcare. By 2030: Allocate 5% net profit to CSR; apply SROI for impact evaluation 	

People First. Society Empowered.




BCG'S ACTIONS

Economic Contribution
Sustainable Energy
Water and Effluent Management
Greenhouse Gas Emissions
Responsible Material & Waste Management
Biodiversity Management
Employee Care and Development
Community and Social Involvement

Economic Contribution

Reporting Period Performance


BCG's economic performance highlights robust revenue and profitability growth, driven by clear strategic objectives and operational effectiveness. The company achieved notable gains in profitability and revenue while successfully reducing interest expenses, enhancing overall financial efficiency to ensure long-term sustainability. Furthermore, the decrease in dividend payouts reflects a purposeful reinvestment strategy, underscoring BCG's dedication to sustainable growth and value creation. These outcomes position BCG for continued financial resilience and strategic expansion in the future.



9.0%

y-o-y increase in
Net Revenue


reflecting a significant improvement in
profitability and operational efficiency



393.8%

y-o-y increase in
Net Profit

indicating steady growth in sales and service income



10.0%

Payout Bonus shares

indicating a strategic charter capital expansion



Unit: million USD

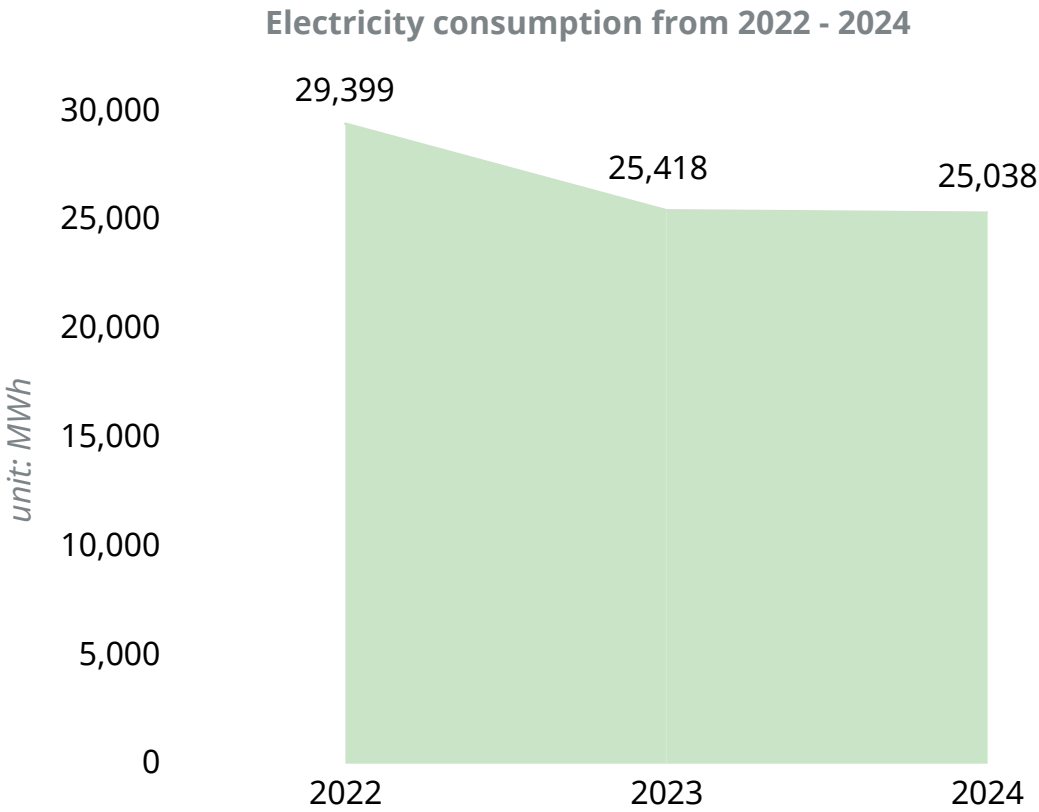
	2023	2024	Changes
Operating Expense	25.13	25.37	0.93%
Employee wages and benefits	15.86	18.33	15.57%
Interest expense	61.93	43.22	-30.22%
Taxes	16.21	18.67	15.21%

Sustainable Energy

Reporting Period Performance

In 2024, BCG’s total electricity consumption was **25,038 MWh**, marking a **1.50%** reduction from 25,418 MWh in 2023. This reflects the company’s commitment to energy efficiency and optimized operations. Despite the overall reduction in energy consumption, BCG's electricity procurement from the grid decreased slightly due to the expansion of the 3 new WTE plants, which is a temporary reliance on grid electricity before full renewable energy integration.

At the same time, renewable energy generation increased to **782,668 MWh**, a **7.33%** rise from 729,203 MWh in 2023, reinforcing BCG’s role as a key contributor to clean energy production, supporting clean energy adoption nationwide and contributing to a broader decarbonization effort beyond our operations.



25,038^{MWh}

Total electricity consumption in 2024
(a 1,50% decrease compared to 2023)



7.33% ↑

in renewable energy generation
compare to 2023



BCG continues to demonstrate strong progress in energy sustainability. Our commitment to clean energy adoption remains strong, reinforcing BCG’s leadership in decarbonization and renewable energy integration.

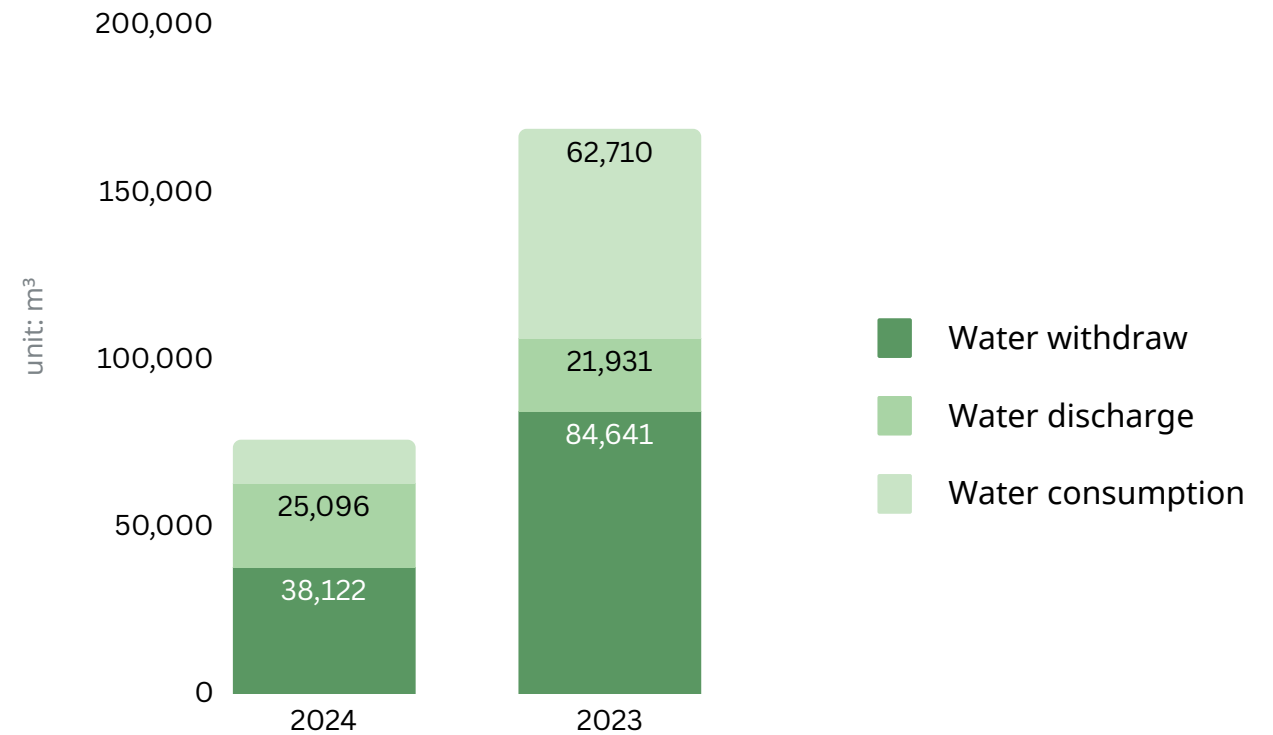
Water and Effluent Management

Reporting Period Performance

In 2024, BCG achieved significant improvements in water resource management, reinforcing its strong commitment to water efficiency and environmental protection. Specifically, water withdrawal was reduced by **54.93%**, from **84,641 m³** in 2023 to **38,122 m³**, thanks to the adoption of water-saving technologies and optimized operational processes. Additionally, actual water consumption saw a sharp decline of **79.22%**, reaching only 13,026 m³, reflecting enhanced efficiency through increased water recycling and reuse in production activities.

Furthermore, BCG has upgraded its wastewater treatment systems, improving treatment efficiency and contributing to a **14.42%** increase in water discharge, ensuring that discharged water meets environmental standards before being returned to nature. These achievements reaffirm BCG's commitment to sustainability, not only minimizing its impact on water resources but also driving green business practices and long-term development.

Water consumption and Water discharge

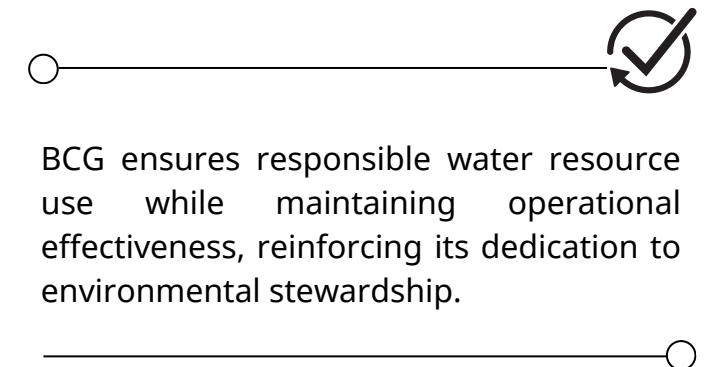


Indicator	Unit	Test result	QCVN 63:2017/BTNMT
pH	-----	6.97	6 < 9
TSS	mg/L	42	< 45
BOD	mg/L	26	< 27
COD	mg/L	75	< 90

*Tapiotek's water treatment test result

Indicator	Unit	Test result	QCVN 40:2021/BTNMT
pH	-----	7.2	6 < 9
TSS	mg/L	21	< 50
BOD	mg/L	17	< 30
COD	mg/L	39	< 75

*Tipharco's water treatment test result

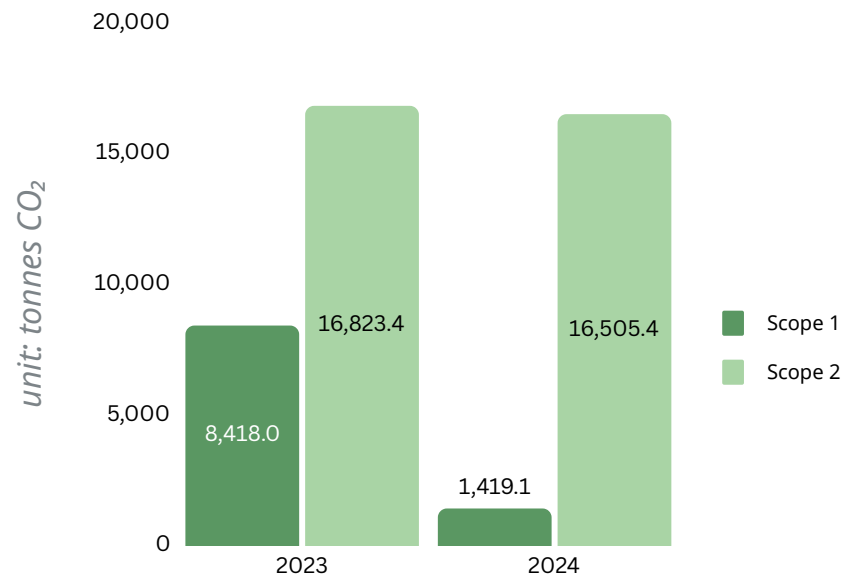


BCG ensures responsible water resource use while maintaining operational effectiveness, reinforcing its dedication to environmental stewardship.

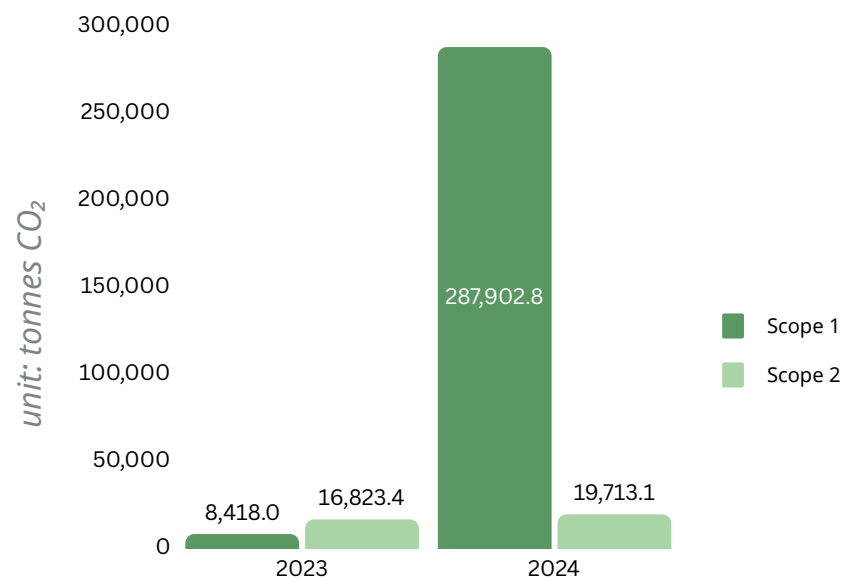
Greenhouse Gas Emissions

Reporting Period Performance

GHG Emissions without WTE plants



GHG Emissions with WTE plants



In 2024, Bamboo Capital Group (BCG) reported a significant shift in its greenhouse gas (GHG) emissions profile due to strategic expansion into the waste-to-energy (WTE) sector. Total Scope 1 and 2 emissions rose sharply to **307,615.9 tCO₂e**, up from 25,241.4 tCO₂e in 2023—an increase of more than **1,118%**. This surge is primarily attributed to the **M&A of waste incineration facilities** (to transform into WTE plants), which contributed **286,483.72 tCO₂e** to Scope 1 emissions alone. These plants, while aligned with the Group's long-term sustainability vision, were not yet fully converted into WTE, resulting in a temporary distortion of BCG's overall emissions.

However, when excluding emissions from WTE operations, the Group's underlying performance reflects strong climate progress. Total Scope 1 and 2 emissions without WTE plants dropped to **17,924.5 tCO₂e**, a notable **28.99%** decrease compared to 2023. Specifically, Scope 1 emissions fell 83.1%, highlighting operational upgrades, cleaner fuel switching, and process optimization. Respectively, the Group reduced its emission intensity to **98.4 tCO₂e/USD1MM** in 2024, marking a **50.7%** YoY decrease.

These developments reaffirm BCG's commitment to a structured decarbonization roadmap. By combining infrastructure growth with targeted mitigation efforts, the Group is advancing both environmental impact reduction and enhanced business resilience. Moving forward, BCG will continue to monitor carbon performance closely while accelerating the integration of climate risk into project evaluation, supporting Vietnam's Net Zero 2050 ambition.



Emission Intensity in 2024

98.4 tCO₂e/USD1MM

↓ **50.7%** YoY

Total Scope 1 & 2 Emissions

17,924.5 tCO₂e

↓ **28.99%** YoY

Responsible Material & Waste Management

Reporting Period Performance

Waste Management



Hazardous waste:

At BCG, we prioritize effective waste management practices to minimize our environmental footprint and promote sustainability across our operations. For waste that poses potential environmental hazards, the company hires specialized waste management units to ensure that the quality of treated waste adheres to legal requirements and has no negative environmental impact.

Non-hazardous waste:

5,984 tonnes of non-hazardous waste were categorized and subjected to appropriate treatment methods. Household waste is collected and transported by intermediary household waste treatment units, while non-hazardous industrial waste is sold to scrap recycling units.

Material Sourcing Management



Pharmaceutical

Tipharco integrates sustainability by prioritizing recycled materials for packaging and shipping. Since 2024, the company has been transitioning to eco-friendly alternatives, optimizing material use and reducing its environmental footprint while maintaining product quality. These efforts align with global sustainability trends and long-term goals.



Manufacturing

Thanh Phuc and Nguyen Hoang prioritize sustainably sourced wood, meeting responsible forest management standards, FSC. This strategy meets international market demands and reinforces their commitment to Vietnam's Net Zero 2050 goal.



BCG's efforts in responsibly managing waste and sustainable material sourcing align with circular economy principles, reducing environmental impact.

Biodiversity Management

Reporting Period Performance

At BCG, we recognize that the development of our projects can have both direct and indirect impacts on biodiversity, particularly in areas with sensitive ecosystems. We are committed to protecting biodiversity by ensuring that our projects are developed responsibly and aligned with both national regulations and international best practices. By doing so, we integrate biodiversity considerations early in the project lifecycle through Detailed Environmental Assessments (DMT), which help identify potential risks to natural habitats and species.

Renewable energy projects



At renewable energy sites in Tra Vinh and Ca Mau, biodiversity screenings have been conducted to evaluate ecological interactions, including potential impacts on migratory bird habitats, to support environmentally responsible construction.

Real estate projects



- ❖ In our real estate developments, such as King Crown Infinity, Malibu Hoi An and Hoian d'Or, we have implemented measures to preserve local ecosystems and cultural heritage:
 - Hoian d'Or, we have implemented measures to preserve local ecosystems and cultural heritage.
 - King Crown Infinity incorporates green spaces and sustainable design elements to enhance urban biodiversity.
 - Malibu Hoi An utilizes environmentally friendly materials and integrates local cultural elements to create unique experiences while minimizing environmental impact.



BCG has made tangible progress in integrating biodiversity considerations into project development. These actions demonstrate a growing alignment between development and biodiversity protection across BCG's operations.



Employee Care and Development

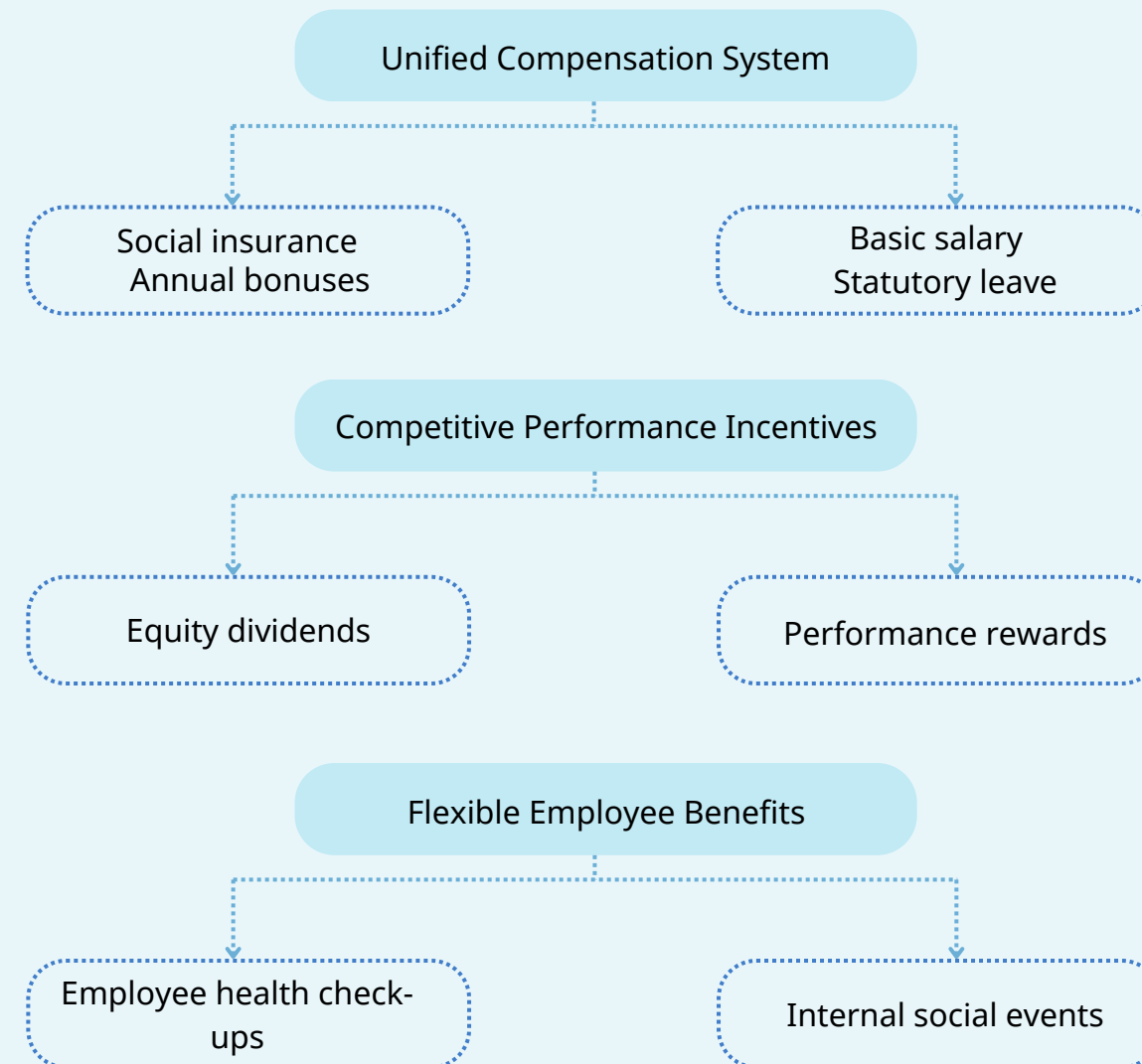
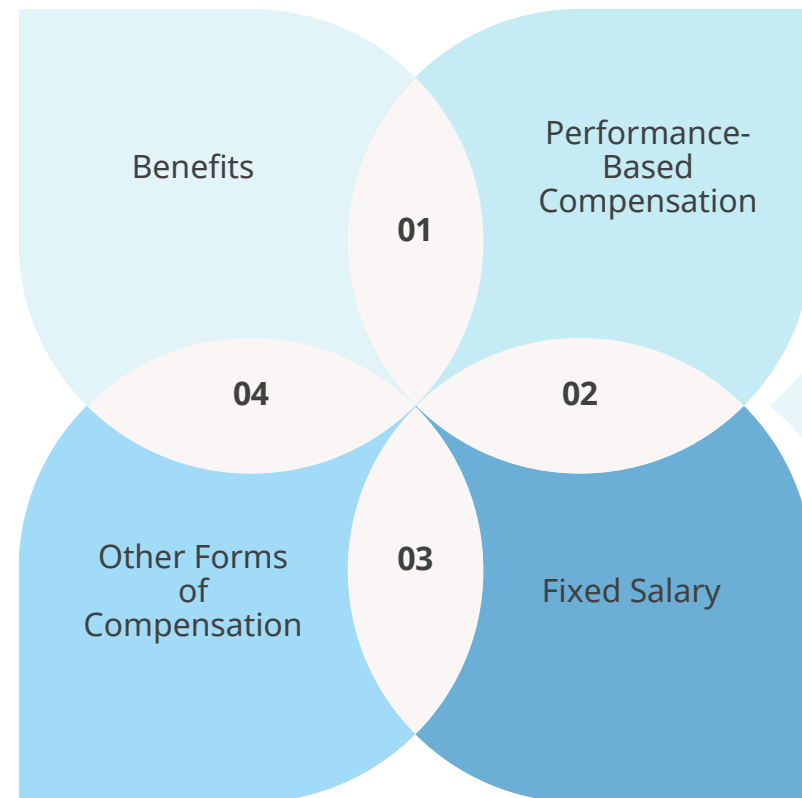
Employee Care

BCG reinforces its dedication to fostering a supportive and rewarding work environment. Such a proactive approach reflects the company's long-term vision of nurturing talent, enhancing employee satisfaction and strengthening its organizational culture.

12% y-o-y increase in salary payment

278% y-o-y increase in welfare payment

Salary and benefits



Employee Care and Development

Employee Benefits

Financial & Medical Security



- Social insurance
- Accident insurance
- Health insurance
- Unemployment insurance
- Annual health check-ups
- Premium healthcare packages

Work-Life Balance & Additional Benefits



- Paid time off
- Annual leave
- Maternity leave
- Birthday allowances
- KPI bonuses
- Employee Stock Ownership Plan (ESOP)
- Professional training programs

Employee Engagement & Workplace Support



- Holiday bonuses
- 13th-month salary
- Team-building programs
- Sports events
- Company celebrations

Inclusivity & Workforce Sustainability



- Benefits for part-time employees
- ESG commitment to employee well-being and career development

High-Impact Investment in Workforce Development

Budget of high-impact training session

627,951,677
VND

Allocated for

493 employees

Average training hours / employee

14

Ratio of BCG entry-level wage to local minimum wage

Male

350%

Female

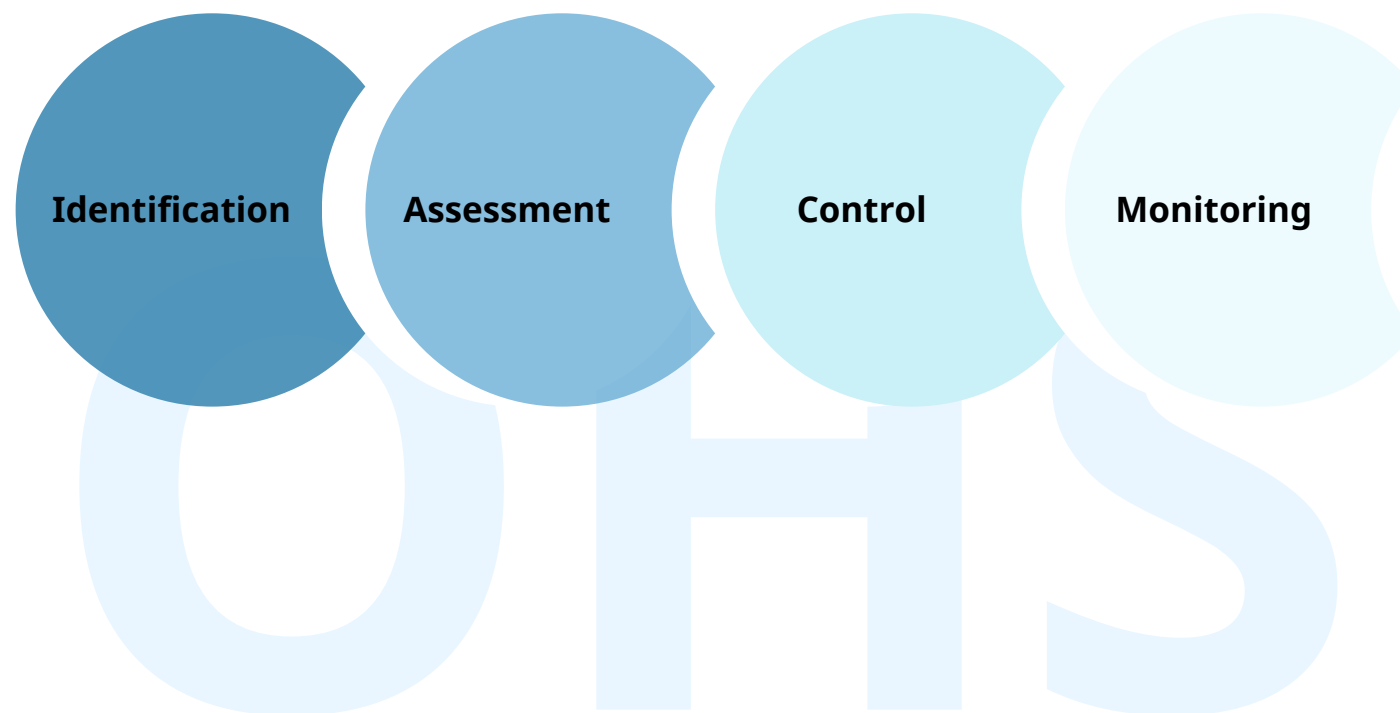
317%

BCG's employee benefits framework is a key driver of its strategy to build a resilient, committed and future-ready workforce. Through meaningful investment in both welfare and capability development, BCG not only enhances employee engagement and performance but also reinforces its reputation as an employer of choice.

Employee Care and Development

Occupational Health & Safety

BCG has implemented a comprehensive OHS Risk Management Framework to proactively identify and mitigate workplace hazards, ensuring a safe and productive environment. Following international best practices, the company enhances operational efficiency, employee morale and well-being through regular assessments. While not formally certified under OHSAS 18001 or ISO 45001, BCG demonstrates its commitment to safety through structured policies and continuous improvements.



Risk Identification: Regular site inspections, employee feedback and hazard reporting to detect physical, chemical, ergonomic and psychosocial risks.

Risk Assessment: Evaluating severity, likelihood and impact using international standards to prioritize critical hazards.

Risk Control: Implementing engineering (e.g., equipment modifications) and administrative controls (e.g., work schedules, PPE training) to minimize risks.

Risk Monitoring: Conducting audits, real-time surveillance and incident reporting to ensure continuous safety improvements and a zero-harm workplace.



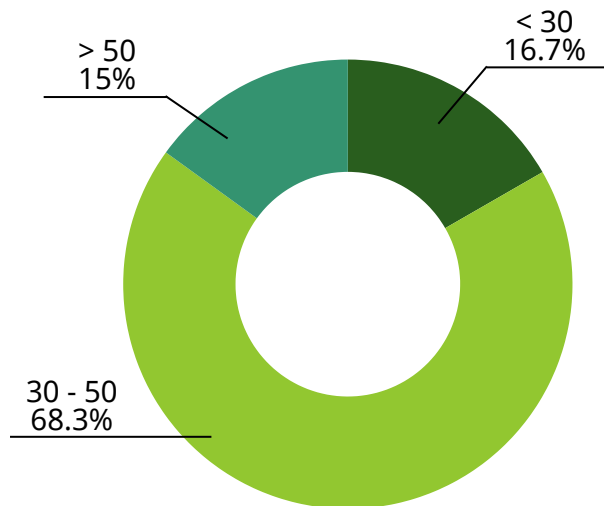
BCG's proactive Occupational Health & Safety framework lays the foundation for a safe and productive workplace by systematically identifying, assessing, controlling and monitoring risks. Through the adoption of international best practices, including regular inspections and real-time surveillance, the company continuously improves its safety performance while promoting employee well-being. This ongoing commitment reinforces BCG's alignment with health and safety standards and supports a strong zero-harm culture across its operations.

Employee Care and Development

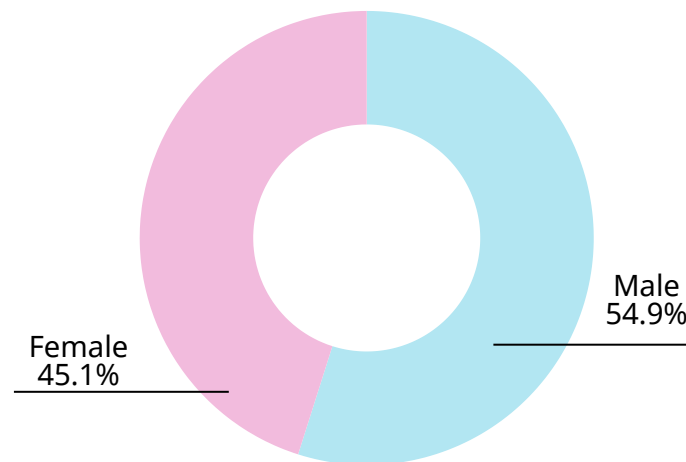
Diversity, Equity & Inclusion (DEI)

All employees

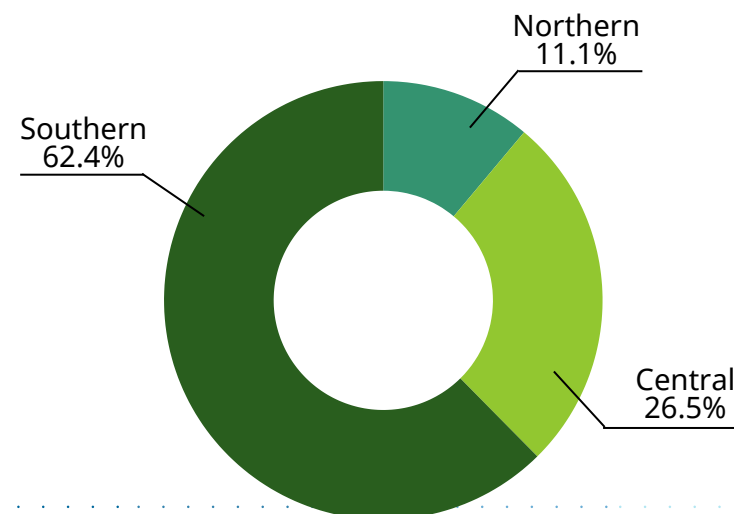
By age groups



By gender



By regions



Workforce Composition

BCG's workforce demonstrates diversity across age, gender and regional representation, reflecting its commitment to an inclusive and balanced work environment.

The age distribution highlights a predominantly young workforce, with 68.3% aged 30-50, ensuring a strong talent pipeline, while 16.7% under 30 suggests active recruitment of young professionals. 15% over 50 indicates a presence of experienced leadership, contributing to stability and mentorship.

In terms of gender diversity, BCG maintains a relatively balanced workforce, with 54.9% male and 45.1% female, showing progress towards gender equity and inclusivity.

Regionally, BCG's workforce is concentrated in the Southern Region (62.4%), followed by the Central (26.5%) and Northern (11.1%) regions, reflecting its business presence and operational footprint.



2,343

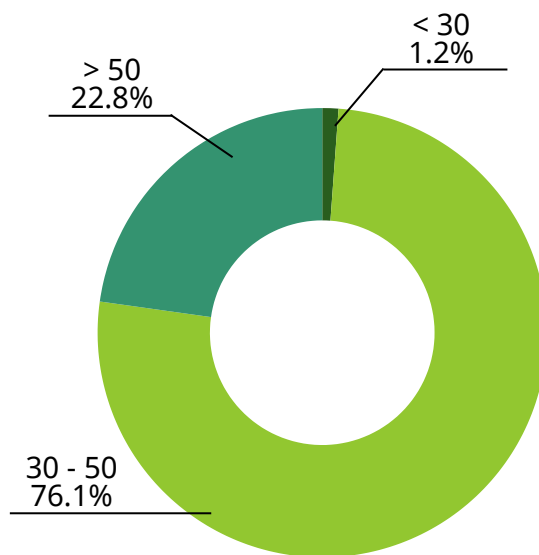
Total employees in 2024

Employee Care and Development

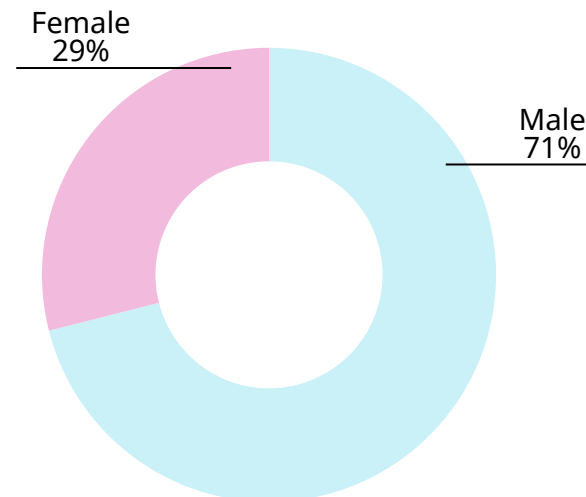
Diversity, Equity & Inclusion (DEI)

Senior Management

By age groups



By gender



Diversity and Inclusion in Senior Management

BCG's ESG reporting reflects a commitment to sustainable leadership, diversity and inclusion within its senior management. The age distribution shows that 76.1% of senior leaders are between 30-50 years old, indicating a dynamic leadership structure that balances experience and innovation. Additionally, 22.8% are over 50, ensuring stability and strategic oversight, while 1.2% are 30, highlighting potential areas for future leadership development.

On gender diversity, 29% of senior management are female, reflecting early progress toward inclusion, though greater representation remains a key focus in BCG's leadership development strategy.

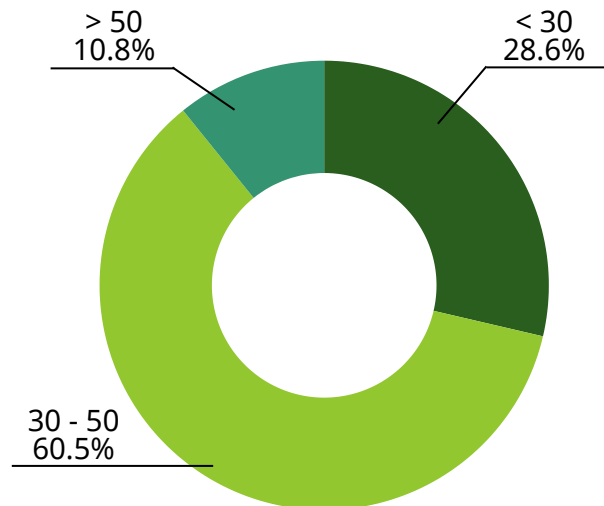


Employee Care and Development

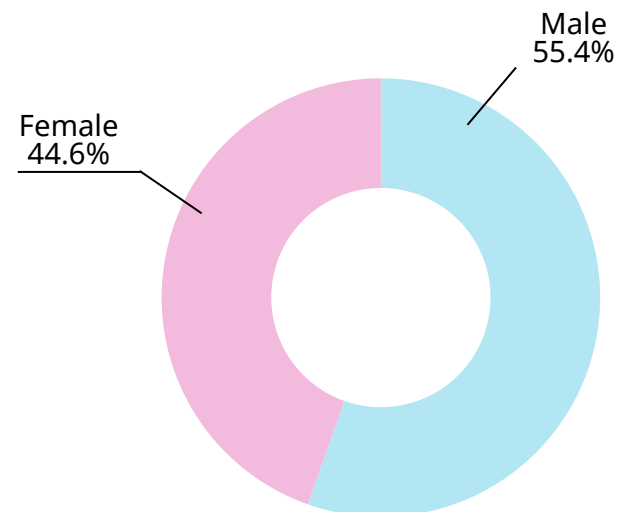
Diversity, Equity & Inclusion (DEI)

Newly Hired

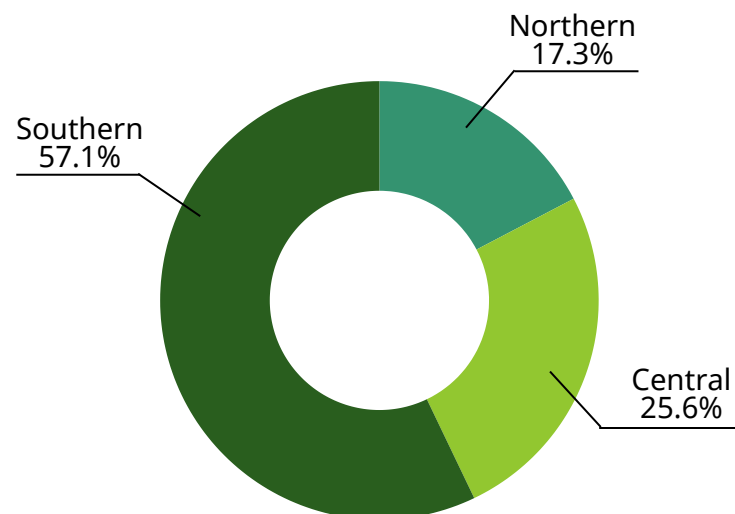
By age groups



By gender



By regions



New Hire Demographics

In 2024, BCG continues to focus its recruitment strategy on experienced employees, with the majority of new hires falling within the 30-50 age group, while younger employees under 30 years old account for 28.6%, which almost reaches the KPI. This indicates the company's commitment to workforce development while maintaining an experienced talent pool. In terms of gender distribution, the number of female hires has fallen a little behind. Regionally, 57.1% of new hires are based in the Southern region, which remains the primary hub for recruitment. This highlights the company's priority to the local workforce in the South. Overall, BCG is maintaining a balanced hiring strategy, ensuring a mix of experienced professionals and young talent while prioritizing workforce growth in key operational regions.

24.88% Newly hired rate in 2024

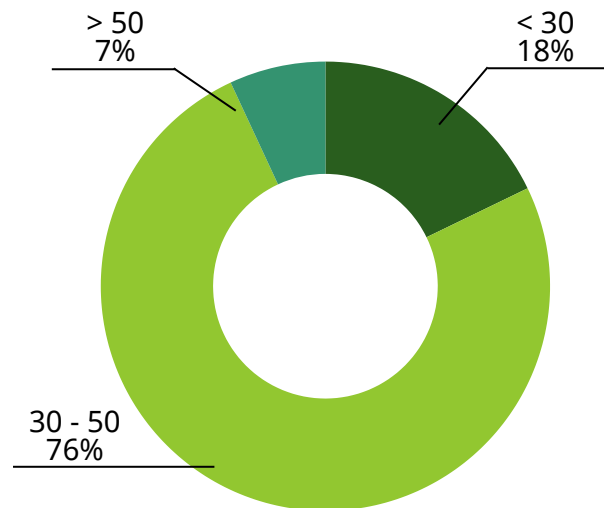
583 Newly hired in 2024

Employee Care and Development

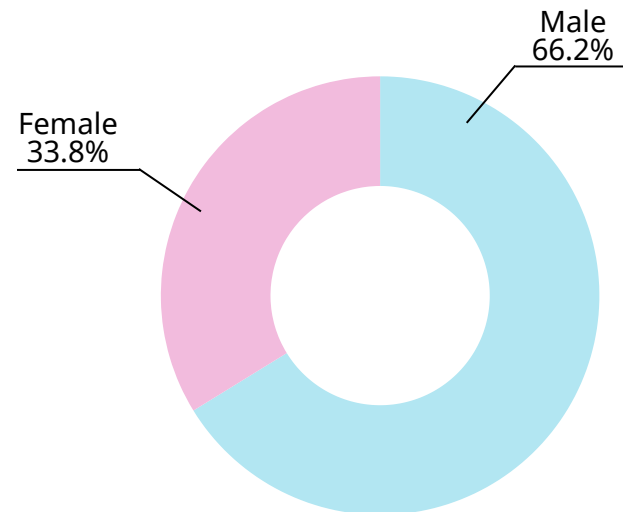
Diversity, Equity & Inclusion (DEI)

Turnover

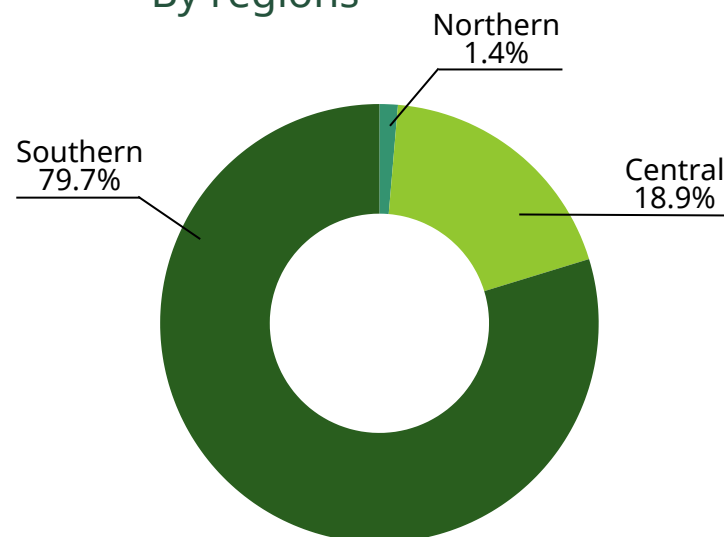
By age groups



By gender



By regions



Turnover

In 2024, BCG's employee turnover was highest among 30-50-year-olds (76%), followed by those under 30 (18%), indicating that mid-career employees are the most likely to leave. Male employees accounted for 66.2% of total departures, while female turnover remained lower at 33.8%, indicating greater job stability at the company. Regionally, the Southern region experienced the highest turnover (79.7%). These trends highlight the need for targeted retention strategies, particularly for mid-career employees, male workers and key operational locations.

3.16% Turnover rate in 2024

74 Employees turnover in 2024

BCG is committed to developing a sustainable HR strategy to retain talent, particularly among male employees and mid-career professionals. In the coming period, we will focus on enhancing the employee experience, providing growth opportunities and fostering a stable work environment to reduce turnover and improve operational efficiency.

Community and Social Involvement

Public Welfare & Social Initiatives


BCG is dedicated to fostering strong community engagement and responsible business practices, integrating social impact into its core strategy. By maintaining open dialogue with local stakeholders, prioritizing local employment and sourcing goods and services locally, BCG enhances supply chain resilience while driving regional economic growth. Additionally, transparent communication channels ensure active community participation, reinforcing trust and long-term collaboration. These initiatives underscore BCG's commitment to sustainable development, inclusive growth and meaningful social contributions.

CSR Budget

10,330,100,000 VND


Supporting communities with initiatives in healthcare, infrastructure and education for sustainable development and social well-being.

Community Engagement Measures




Open dialogue with local stakeholders through meetings and feedback channels to ensure inclusive decision-making

Promotion of Local Employment




97.7% of leadership hires come from local communities, strengthening regional economies and cultural integration

Promotion of Local Sourcing

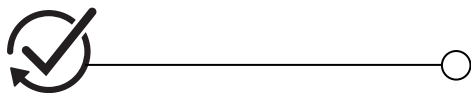


Prioritizes local sourcing to support businesses, enhance supply chain resilience and reduce environmental impact

Community Communication



Regular meetings and accessible feedback channels enable community participation and project discussions



BCG has strengthened community engagement by prioritizing local employment, sourcing and transparent dialogue with stakeholders. These efforts align with its ESG strategy, driving regional economic empowerment and long-term social impact.

Community and Social Involvement

Public Welfare & Social Initiatives

Bamboo Capital's commitment to Corporate Social Responsibility (CSR) through impactful initiatives in healthcare, infrastructure and education. By supporting communities with essential resources, disaster relief and educational advancements, BCG continues to foster sustainable development and social well-being.

Healthcare

Feb 2024

Bamboo Capital organized eight charity programs under the theme "Journey of Love - Bringing Spring 2024" in various locations, including Vinh Long, Soc Trang, Tien Giang, Long An, Ho Chi Minh City, Dak Nong and Quang Ngai, with a total budget of over **1 billion VND**.



Sep 2024

With Northern Vietnam facing an increased risk of environmental diseases due to storm Yagi, Bamboo Capital, in collaboration with the Ministry of Health, donated essential medicines worth **1.2 billion VND**.

Infrastructure

Bamboo Capital donated industrial gas stoves and covered gas costs for 10 schools in Dien Bien as part of the "Nurturing Children" project, improving nutrition for students in remote areas.

May 2024

To support families affected by drought and saltwater intrusion in Thanh Phu, Ben Tre, on May 9, 2024, Bamboo Capital, in collaboration with An Tin Ben Tre, donated **115** water storage tanks to officially recognized affected households.



Education

Sep 2024

On 10th September 2024, Bamboo Capital donated 5 Computers to a School in Thai Nguyen. The donation of computers to Chua Hang Secondary School in Thai Nguyen aimed to enhance students' access to digital education.

Tipharco supports the year-end ceremony at Dinh Bo Linh Primary School. The company provided **650** rewards to students facing difficulties, encouraging them to pursue education.

Community and Social Involvement

Public Welfare & Social Initiatives

Housing

Sep 2024

Bamboo Capital Supports 33 Families in Bac Kan to Rebuild Homes After Storm Yagi. The company donated **2 billion VND** to help families whose homes were damaged by the storm, ensuring stable living conditions.



Bamboo Capital Donates **500 million VND** to "For the Poor" Fund in Me Linh. The funds will support housing, healthcare and education for low-income families.

Other

Jan 2024

Antraco Donates 2,670 Tet Gifts for the Poor in An Giang. A **200 million VND** donation provided food supplies to low-income families for the Lunar New Year.



Oct 2024

Tipharco Pharmaceutical JSC has donated **200 million VND** to the Fund "For the homeland's sea and islands - For the frontline of the Fatherland" to express the deep affection and respect of the people of the city for the officers, soldiers.





Appendix

Environmental Indicators
GRI Index

Environmental Indicators

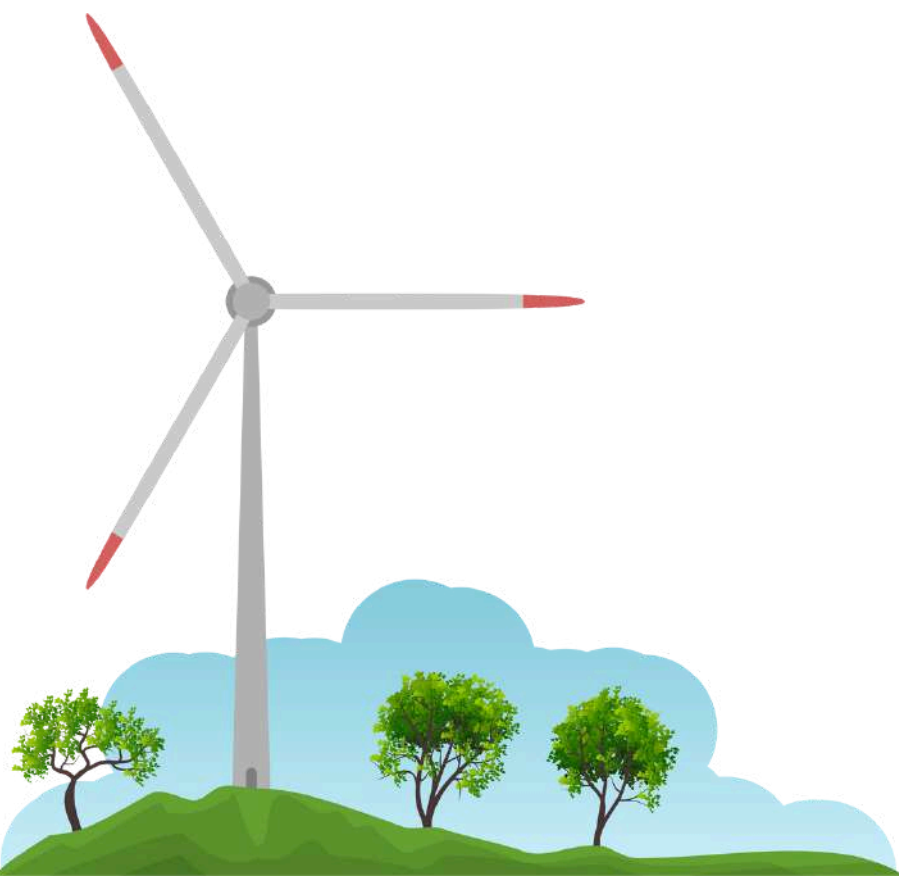
Energy

Non-renewable consumption

Type	Energy (in MWh)	Energy (in 10 ⁹ joules)
Electricity from grid	25,038	9,013.68

Renewable energy generated

Type	Energy (in MWh)	Energy (in 10 ⁹ joules)
Solar	782,668	281,760.48



Energy consumption & generation

Entity name	Asset name	Non-renewable energy consumed (in MWh)	Renewable electricity generated (in MWh)
Headquarters		154.4	0
Hanoi		0	0
Nguyen Hoang Development JSC		1,076.5	0
Thanh Phuc JSC		378.4	0
Tapiotek JSC		344.6	1,334
BCG Land JSC	Office	358.4	0
	Hoian d'Or	98.2	0
	King Crown Infinity	671.6	0
	Malibu	2,087.8	0
	Casa	533.7	0
AAA Insurance Corporation		541.49	0
Tipharco Pharmaceutical JSC		4,433.99	50.8
Transport and Industry Development Investment JSC	89 CMT8	101	0
	Vinataxi	76.7	0
	Antraco	8,939.2	0
	Hoian d'Or	0	0
	King Crown Infinity	671.69	0
	Malibu	127.11	0
BCG Energy JSC	Vinh Long	691.5	65,752
	Rooftop	17.27	37,538
	Phu My	2,701.1	483,051
	Bang Duong	296.39	54,294
	GaiA	582.5	140,647
	Office	154.4	0
Total		25,039	781,282.99

Water and Effluents

Water Consumption By Entity in ML

Entity name	Asset name	tCO ₂ e
Headquarters		2.02
Hanoi		0
Nguyen Hoang Development JSC		0
Thanh Phuc JSC		1.01
Tapiotek JSC		1.34
BCG Land JSC	Office	5.64
	Hoian d’Or	4.54
	King Crown Infinity	3.79
	Malibu	41.19
	Casa	17.01
AAA Insurance Corporation		7.24
Tipharco Pharmaceutical JSC		24.98
Transport and Industry Development Investment JSC	89 CMT8	0.16
	Vinataxi	3.19
	Antraco	0
	Hoian d’Or	0
	King Crown Infinity	0
	Malibu	3.79
BCG Energy JSC	Vinh Long	1.41
	Rooftop	0.33
	Phu My	4.24
	Bang Duong	2.38
	GaiA	4.23
	Office	2.02
Total		224.42

Emissions

Direct (Scope 1) By Entity In Tonnes

Entity name	tCO ₂ e
Headquarters	60.31
Hanoi	0
Nguyen Hoang Development JSC	49.35
Thanh Phuc JSC	64.65
Tapiotek JSC	63.84
BCG Land JSC	93.03
AAA Insurance Corporation	56.93
Tipharco Pharmaceutical JSC	48.71
Transport and Industry Development Investment JSC	850.04
BCG Energy JSC	132.22
Total	1,419.09

Direct (Scope 1) By Entity In Tonnes

Entity name	tCO ₂ e
Factory TSN - Cu Chi	193,509.49
Factory TSN - Kien Giang	40,482.86
Factory TSN - Long An	52,491.37
Total	286,483.72

Emissions Intensity

Value	Units
98.4	tCO ₂ e/USD1MM

Emissions

Indirect (Scope 2) By Entity In Tonnes

Entity name	Asset name	tCO ₂ e
Headquarters		101.8
Hanoi		0
Nguyen Hoang Development JSC		709.6
Thanh Phuc JSC		249.4
Tapiotek JSC		227.2
BCG Land JSC	Office	236.3
	Hoian d’Or	64.8
	King Crown Infinity	442.8
	Malibu	1376.3
	Casa	351.8
AAA Insurance Corporation		356.9
Tipharco Pharmaceutical JSC		2,922.9
Transport and Industry Development Investment JSC	89 CMT8	66.7
	Vinataxi	50.5
	Antraco	5,892.8
	Hoian d’Or	0
	King Crown Infinity	442.8
	Malibu	83.8
BCG Energy JSC	Vinh Long	455.9
	Rooftop	11.3
	Phu My	1,780.5
	Bang Duong	195.3
	GaiA	384
	Office	101.8
Total		16,505.4

Indirect (Scope 2) By Entity In Tonnes

Entity name	tCO ₂ e
Factory TSN - Cu Chi	2,443.66
Factory TSN - Kien Giang	288.58
Factory TSN - Long An	475.42
Total	3,207.66

Waste

Total waste generated (in tonnes)

Type	Waste (in tonnes)
Hazardous waste	22
Non-hazardous waste	5,984
Total	6,006



GRI Index

GRI Standard	Disclosure Reference	Description Title	Pages
General Disclosure			
GRI 2: General Disclosure 2021	2-1	Organisational details	6, 8
	2-2	Entities Included in the Organization's Sustainability Reporting	6
	2-3	Reporting period, frequency and contact point	2, 6
	2-4	Restatement of information	-
	2-5	External Assurance	-
	2-6	Activities, Value Chain and Other Business Relationships	8
	2-7	Employees	8, 44-47
	2-8	Workers who are not Employees	-
	2-9	Governance Structure and Composition	11, 12
	2-10	Nomination and selection of the highest governance body	11, 12
	2-11	Chair of the highest governance body	11, 12
	2-12	Role of the highest governance body in overseeing the management of impacts	11, 12
	2-13	Delegation of responsibility for managing impacts	11, 12
	2-14	Role of the highest governance body in sustainability reporting	12
	2-15	Conflicts of interest	13

GRI Standard	Disclosure Reference	Description Title	Pages
General Disclosure			
GRI 2: General Disclosure 2021	2-16	Communication of critical concerns	14-17
	2-17	Collective knowledge of the highest governance body	AR 2024
	2-18	Evaluation of the performance of the highest governance body	AR 2024
	2-19	Remuneration policies	-
	2-20	Process to determine remuneration	-
	2-21	Annual total compensation ratio	-
	2-22	Statement on sustainable development strategy	4
	2-23	Policy commitments	13
	2-24	Embedding policy commitments	13
	2-25	Processes to remediate negative impacts	15, 16, 19-22
	2-26	Mechanisms for seeking advice and raising concerns	15, 16
	2-27	Compliance with laws and regulations	2, 8, 11
	2-28	Membership of associations	7
	2-29	Approach to Stakeholder Engagement	14-16
	2-30	Collective bargaining agreement	-

GRI Standard	Disclosure Reference	Description Title	Pages
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	14
	3-2	List of material topics	17
Economic Performance			
GRI 3: Material Topics 2021	3-3	Management of material topics	35
	201-1	Direct economic value generated and distributed	35
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	21, 22
	201-3	Defined benefit plan obligations and other retirement plans	-
	201-4	Financial assistance received from government	-
Market Presence			
GRI 3: Material topics 2021	3-3	Management of material topics	42
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	42
	202-2	Proportion of senior management hired from the local community	-

GRI Standard	Disclosure Reference	Description Title	Pages
Indirect Economic Impact			
GRI 3: Material topics 2021	3-3	Management of material topics	35
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	-
	203-2	Significant indirect economic impacts	-
Procurement Practices			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	-
Anti-Corruption			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	-
	205-2	Communication and training about anti-corruption policies and procedures	-
	205-3	Confirmed incidents of corruption and actions taken	-
Anti-Competitive Behavior			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	-

GRI Standard	Disclosure Reference	Description Title	Pages
Anti-Competitive Behavior			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	-
Tax			
GRI 3: Material topics 2021	3-3	Management of material topics	35
GRI 207: Tax 2019	207-1	Approach to tax	-
	207-2	Tax governance, control and risk management	-
	207-3	Stakeholder engagement and management of concerns related to tax	-
	207-4	Country-by-country reporting	35
Materials			
GRI 3: Material topics 2021	3-3	Management of material topics	39
GRI 301: Materials 2016	301-1	Materials used by weight or volume	39
	301-2	Recycled input materials used	39
	301-3	Reclaimed products and their packaging materials	-

GRI Standard	Disclosure Reference	Description Title	Pages
Energy			
GRI 3: Material topics 2021	3-3	Management of material topics	36
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	36
	302-2	Energy consumption outside of the organization	-
	302-3	Energy intensity	-
	302-4	Reduction of energy consumption	-
	302-5	Reductions in energy requirements of products and services	-
Water and Effluents			
GRI 3: Material topics 2021	3-3	Management of material topics	37
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	-
	303-2	Management of water discharge-related impacts	-
	303-3	Water withdrawal	37
	303-4	Water discharge	37
	303-5	Water consumption	37

GRI Standard	Disclosure Reference	Description Title	Pages
Biodiversity			
GRI 3: Material topics 2021	3-3	Management of material topics	40
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	40
	304-2	Significant impacts of activities, products and services on biodiversity	-
	304-3	Habitats protected or restored	-
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
Emissions			
GRI 3: Material topics 2021	3-3	Management of material topics	38
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	38
	305-2	Energy indirect (Scope 2) GHG emissions	38
	305-3	Other indirect (Scope 3) GHG emissions	-
	305-4	GHG emissions intensity	38
	305-5	Reduction of GHG emissions	7, 38
	305-6	Emissions of ozone-depleting substances (ODS)	-
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	-

GRI Standard	Disclosure Reference	Description Title	Pages
Waste			
GRI 3: Material topics 2021	3-3	Management of material topics	39
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	-
	306-2	Management of significant waste-related impacts	-
	306-3	Waste generated	39
	306-4	Waste diverted from disposal	-
	306-5	Waste directed to disposal	-
Supplier Environmental Assessment			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	-
	308-2	Negative environmental impacts in the supply chain and actions taken	-
Employment			
GRI 3: Material topics 2021	3-3	Management of material topics	41, 42, 46, 47
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	46, 47
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	41, 42
	401-3	Parental leave	41, 42

GRI Standard	Disclosure Reference	Description Title	Pages
Labor/Management Relations			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	-
Occupational Health and Safety			
GRI 3: Material topics 2021	3-3	Management of material topics	43
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	-
	403-2	Hazard identification, risk assessment and incident investigation	43
	403-3	Occupational health services	-
	403-4	Worker participation, consultation and communication on occupational health and safety	-
	403-5	Worker training on occupational health and safety	-
	403-6	Promotion of worker health	-
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
	403-8	Workers covered by an occupational health and safety management system	-
	403-9	Work-related injuries	-
	403-10	Work-related ill health	-

GRI Standard	Disclosure Reference	Description Title	Pages
Training and Education			
GRI 3: Material topics 2021	3-3	Management of material topics	42
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	42
	404-2	Programs for upgrading employee skills and transition assistance programs	-
	404-3	Percentage of employees receiving regular performance and career development reviews	-
Diversity and Equal Opportunity			
GRI 3: Material topics 2021	3-3	Management of material topics	44
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	44, 45
	405-2	Ratio of basic salary and remuneration of women to men	-
Non-Discrimination			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	-
Freedom of Association and Collective Bargaining			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-

GRI Standard	Disclosure Reference	Description Title	Pages
Child Labor			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	-
Forced or Compulsory Labor			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-
Security Practices			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	-
Rights of Indigenous Peoples			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	-

GRI Standard	Disclosure Reference	Description Title	Pages
Local Communities			
GRI 3: Material topics 2021	3-3	Management of material topics	49, 50
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	49, 50
	413-2	Operations with significant actual and potential negative impacts on local communities	-
Supplier Social Assessment			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	-
	414-2	Negative social impacts in the supply chain and actions taken	-
Public Policy			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 415: Public Policy 2016	415-1	Political contributions	-
Customer Health and Safety			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	-
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-

GRI Standard	Disclosure Reference	Description Title	Pages
Marketing and Labeling			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	-
	417-2	Incidents of non-compliance concerning product and service information and labeling	-
	417-3	Incidents of non-compliance concerning marketing communications	-
Customer Privacy			
GRI 3: Material topics 2021	3-3	Management of material topics	-
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-