



SUSTAINABILITY REPORT

2024

AMATA VN PUBLIC COMPANY LIMITED

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ESG 2024 PERFORMANCE HIGHLIGHT

Environmental



9.58%

GHG emission
reduction
From Y2017



7%

Fossil-Fuel
Electricity
consumption
reduction
From Y2017



35%

ASC Water
consumption
reduction
From Y2018



102

Trees & Flowers
species in the IP



0

Significant
Environment
complaint



Social



87%

Employee
Satisfaction



22.4

Average Training
hours / person /
year



43%

Female in
Manager level



0

Employee Loss
Time Injury Rate
(LTIFR)



89%

Customer
Satisfaction



99%

Local Procurement



3.8 mil THB

Total CSR
Contribution



87%

Community
Satisfaction



1,232

Hours of OHS
Training for
Customer &
Contractor



0

Contractor Loss
Time Injury Rate
(LTIFR)



Governance



0

Case of Corruption,
or non-compliance
with CoC



0

Case of data
breach or leak



100%

Employees pass
CoC & CG
training



100%

Critical suppliers
passed an
assessment &
Supplier CoC



100

Corporate
Governance Report
(CGR) Score by IOD



AWARDS AND RECOGNITIONS



SET ESG RATINGS 2024 – “AA” RATING

AMATA VN PCL has received the SET ESG Ratings (formerly known as Thailand Sustainability Investment, THSI) for the 5 consecutive years in the Real Estate and Construction sector with an increase in the assessment score year on year and was classified as an outstanding AA level, reflecting AMATA VN Group's commitment to prioritizing sustainable business development.



TOP 10 BUSINESSES IN VIETNAM - CORPORATE SUSTAINABILITY INDEX (CSI) 2024

AMATA City Bien Hoa (ACBH) was recognized as one of the Top 10 “Sustainable Businesses in Vietnam in the Trade and Services Sector” for 2 consecutive years announced and organized by Vietnam Chamber of Commerce and Industry (VCCI) and the Vietnam Business Council for Sustainable Development (VBCSD) under the management of the Central Government, Ministry of Labor, Invalids and Social Affairs, and Ministry of Natural Resources and Environment.



GOLDEN DRAGON AWARDS 2024

At 23rd Golden Dragon Awards Ceremony, AMATA City Ha Long (ACHL) was honored the Golden Dragon Award as one of Top 50 foreign-invested enterprises (FIEs) for outstanding business performance and sustainable development, selected from among 486 nominated and registered FIEs.



VIPF GREEN FUTURE AWARDS 2024

Amata VN PCL was awarded Green Future Awards 2024 at Vietnam Industrial Property Forum (VIPF) as a recognition for industrial real estate developers having strategies to develop eco-industrial and green industrial parks by using clean energy, sustainable infrastructure, smart management of water resources and resources in the ecosystem, contributing to promote sustainable development trends.



HIGHEST SCORES IN THE ECO-INDUSTRIAL PARK PROJECT

AMATA City Bien Hoa (ACBH) has achieved the highest compliance rate of 86% with adherence to international framework for Eco-Industrial Park developed by United Nations Industrial Development Organization (UNIDO). This recognition highlights AMATA's pivotal role in advancing Vietnam's industrial landscape towards sustainability.



CORPORATE GOVERNANCE REPORT (CGR)

Amata VN PCL received the “5 stars” (Excellent) CG scoring of the Corporate Governance Report from Thailand Institute of Directors (IOD) for 7 consecutive years, reflecting our commitment to enhancing the efficiency of organizing shareholder meetings and prioritizing the operational potential of the company, along with a focus on developing good corporate governance.



ANNUAL GENERAL SHAREHOLDER'S MEETING ASSESSMENT

AMATA VN PCL received a full score of 100 on the 2024 Annual General Shareholders' Meeting (AGM) Assessment conducted by the Thai Investors Association for 8 consecutive years.

CERTIFIED MEMBERSHIP OF CAC

AMATA VN PCL first joined as a member of CAC in 2020 and passed the membership renewal assessment in 2023, emphasizing the commitment of conducting business with integrity, transparency and fairness, by establishing policy and compliance standards to prevent corruption in every form.

MEMBERSHIP OF ASSOCIATIONS



AMATA VN PCL (AVN)

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

AMATA CITY BIEN HOA (ACBH)

- Thai Chamber of Commerce and Industry in Vietnam
- Vietnam Chamber of Commerce and Industry- HCMC
- Hong Kong Business Association (HKBAV)
- Singapore Chamber of Commerce and Industry
- Regional Security Committee of Long Binh Ward
- Vietnam National Real Estate Association
 - Industrial Real Estate
- European Chamber of Commerce in Vietnam

AMATA CITY HA LONG (ACHL)

- Korea Chamber of Commerce and Industry
- Vietnam National Real Estate Association
 - Industrial Real Estate
- Vietnam Chamber of Commerce and Industry
 - Northern Coast Branch

AMATA CITY LONG THANH (ACLT)

- Vietnam National Real Estate Association
 - Industrial Real Estate



BUSINESS CORE VALUE



VISION

“Creating Perfect Cities where opportunities arise”

MISSION

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

PHILOSOPHY



Our business philosophy, guided by the “ALL WIN” principle of AMATA Corporation PCL, emphasizes that sustainable long-term growth occurs when we thrive alongside our communities. We prioritize the needs of all stakeholders in our value chain, minimizing our environmental impact, using natural resources responsibly, and fostering community development, recognizing the interconnectedness of our operations with people, communities, and ecosystems.

AMATA DNA

D 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.
R Responsive		Engaging all stakeholders with proactive means and impactful communication to better serve business chain
I Innovative		Mindset and ability to initiate positive changes create innovative solutions and transform organization with advanced principle and technology to encounter volatility, uncertainty, complexity, and ambiguity.
V Visionary		Nurturing and cultivating coaching culture in organization in order to build AMATA's bench strength and visionary leaders.
E 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.

ABOUT THIS REPORT

Scope and Boundaries

AVN is committed to sustainability and has been publishing annual sustainability reports and this is our 9th Sustainability Report, highlighting our ongoing dedication to sustainability. It provides a comprehensive overview of our sustainability strategies, management approach, and performance regarding environmental, social, and governance (ESG) factors that are material to AMATA VN Group's business and stakeholders for the period from January 1st to December 31st 2024, and should be read in conjunction with the AMATA VN PCL's 56-1 One Report 2024 for a more comprehensive understanding.

The report addresses the non-financial aspects of AVN's domestic operations and activities, including those of its subsidiaries, where AVN holds over 50% ownership - both directly and indirectly - and exercises management control. These subsidiaries are:

- Amata City Bien Hoa JSC
- Amata City Long Thanh JSC
- Amata City Halong JSC
- Amata Township Long Thanh Co.,Ltd

Materiality

The materiality assessment was conducted using the double materiality approach during the year to re-evaluate the relevance and priorities aligned with the significant environmental, social, and governance (ESG) issues affecting the business and stakeholders. The assessment has identified 16 material sustainability topics in which have been reviewed by high-level executives each business units. As the core business activities are unchanged, majority of the topic of 2023 remains a good representative of ESG impact with 3 new material sustainability topics: Labor Practices, Diversity, Equity, and Inclusion (DEI), and Customer Relationship Management. Labor Practices aim to ensure fair treatment and safety for employees, while DEI emphasizes fostering an inclusive culture with equal opportunities for all. Customer Relationship Management focuses on strengthening connections with clients by understanding their needs. Additionally, "GHG management" and "the Data privacy" sustainability topic has been renamed to "Climate resilience" and "Cyber security and data protection" for a broader coverage. At the same time, we consolidated our initiatives on water, waste, and land management into a new emphasis on "Environmental Quality Control".

This report contains statement regarding future prospects and plans. These projections are subject to uncertain circumstances that may change due to external influences beyond our control. Readers should not consider these statements as definitive.

International Standards and Guidelines

The report has adopted the internationally recognized Global Reporting Initiative (GRI) reporting framework and has been prepared in reference to the updated GRI Universal Standard 2021. The report also highlights its contributions to the United Nations Sustainability Development Goals (UN SDGs).

Report Assurance

The sustainability material topics and key contents of the report were validated and endorsed by the Board of Directors to ensure completeness, accuracy, balance, and timeliness of the report covering all material topics and responses to stakeholders. The carbon footprint for organization (CFO) has been verified and validated by a private agency, VGREEN, that is TGO certified to ensure reliability, completeness, and accuracy in reporting.

Report Publication

In alignment with AMATA VN Group's dedication to environmental sustainability, this Sustainability Report is available exclusively in electronic format. A limited number of printed copies of the 56-1 One Report will be printed and distributed during April 2024. AVN's corporate website, www.amatavn.com, provides access to both the 56-1 One Reports and Sustainability Reports for convenient retrieval and review.

Feedback

AVN welcomes feedback from stakeholders about our continual improvement in the Group's sustainability policies, processes and performance. Please send your comments and suggestions to:

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

Message from CEO

Dear Stakeholders,

Reflecting on 2024, AMATA VN Group achieved remarkable revenue growth of 26%, reaching 5,305 million THB, driven by strong utility service revenue and real estate sales particularly in Amata City Ha Long. Our land sales expanded by 75 hectares, reinforcing our role in driving industrial development. Beyond these achievements, we remained steadfast in our commitment to operational excellence along with advancing sustainable business practices. Guided by our 'ALL WIN' philosophy, we continue to create shared value for our stakeholders, ensuring our growth not only drives economic prosperity but also supports environmental sustainability and community well-being. As we moved forward, we remain dedicated to building a more resilient, responsible, and future-ready industrial ecosystem.

We have made significant progress in reducing our environmental footprint, achieving a 9.58% reduction in carbon emissions and an impressive 35% decrease in water consumption at Amata Service Center Building. Furthermore, we solidified our commitment to a greener future by setting a clear roadmap towards Carbon Neutral City by 2040, with a long-term vision to NetZero. This ambitious plan involves transforming our energy infrastructure, adopting circular economy principles, and collaborating with our tenants and partners to reduce the collective carbon footprint of our industrial communities.

Our people are always at the heart of our success. We invested in their growth through internal rotations, development programs, and innovation competitions, fostering an inclusive environment that values diverse perspectives and ensures fair treatment. Our commitment to human capital development goes beyond conventional training – we have implemented personalized career advancement paths, mentorship programs, and cross-functional project opportunities that empower our employees to reach their full potential. Additionally, we have strengthened our workplace wellness initiatives, offering comprehensive health benefits and creating spaces that promote both physical and mental well-being, thereby cultivating a strong, engaged, and resilient workforce prepared to meet future challenges.

Furthermore, we recognize that our responsibilities extend beyond our immediate operations. By engaging with local stakeholders and conducting thorough social impact assessments, we address potential effects of our industrial operations proactively, ensuring that our growth contributes positively to the communities we serve. In addition, we have implemented initiatives aimed at uplifting and empowering residents, improving quality of life and creating stronger, healthier communities around our industrial estates.

As we continue our sustainability journey, we remain committed to integrating ESG principles into our business strategy, governance structures, and daily operations to create long-term value for our stakeholders. By aligning our efforts with the UN Sustainable Development Goals, particularly those focused on clean energy, sustainable cities, responsible consumption, and climate action, we seek to drive meaningful impact while maintaining a competitive and responsible approach to growth.

We appreciate the continued trust and support of our stakeholders as we navigate the evolving ESG landscape. Moving forward, we will continue to collaborate, take responsible actions and drive positive change toward a more sustainable and resilient future for all.

Thank you for your continued support and partnership in this vital journey



Somhatai Panichewa

Chief Executive Officer

Amata VN Public Company Limited

ABOUT THE COMPANY



- Business Overview
- Approach to Sustainability
- Business Value Chain
- Multi-Stakeholders Engagement
- Materiality Assessment

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 3,000 hectares.

29 YEARS OF EXPERIENCE



>60,000

Total working population



Near 3,000 Hectares

Total Land under development



>4.8 billion USD

FDI Recruited



209

Tenants in operation

MAIN CATEGORIES OF AMATA VN BUSINESSES

LAND LEASE DEVELOPMENT

Industrial Land



Commercial Land

RENTAL

Ready built factory



Commercial Space Rental

UTILITIES



Power Supply



Water Supply



Wastewater Management



Telecommunication Networks



Renewable Energy



Common Area Management



4

INDUSTRIAL PARKS

ACBH

Amata City Bien Hoa Joint Stock Company

ACLT

Amata City Long Thanh Joint Stock Company

ACHL

Amata City Halong Joint Stock Company

QTC

Quang Tri Development Consortium Co., Ltd.



URBANS

3

ATLT

AMATA Township Long Thanh Limited Company

ASCLT1

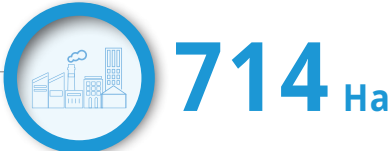
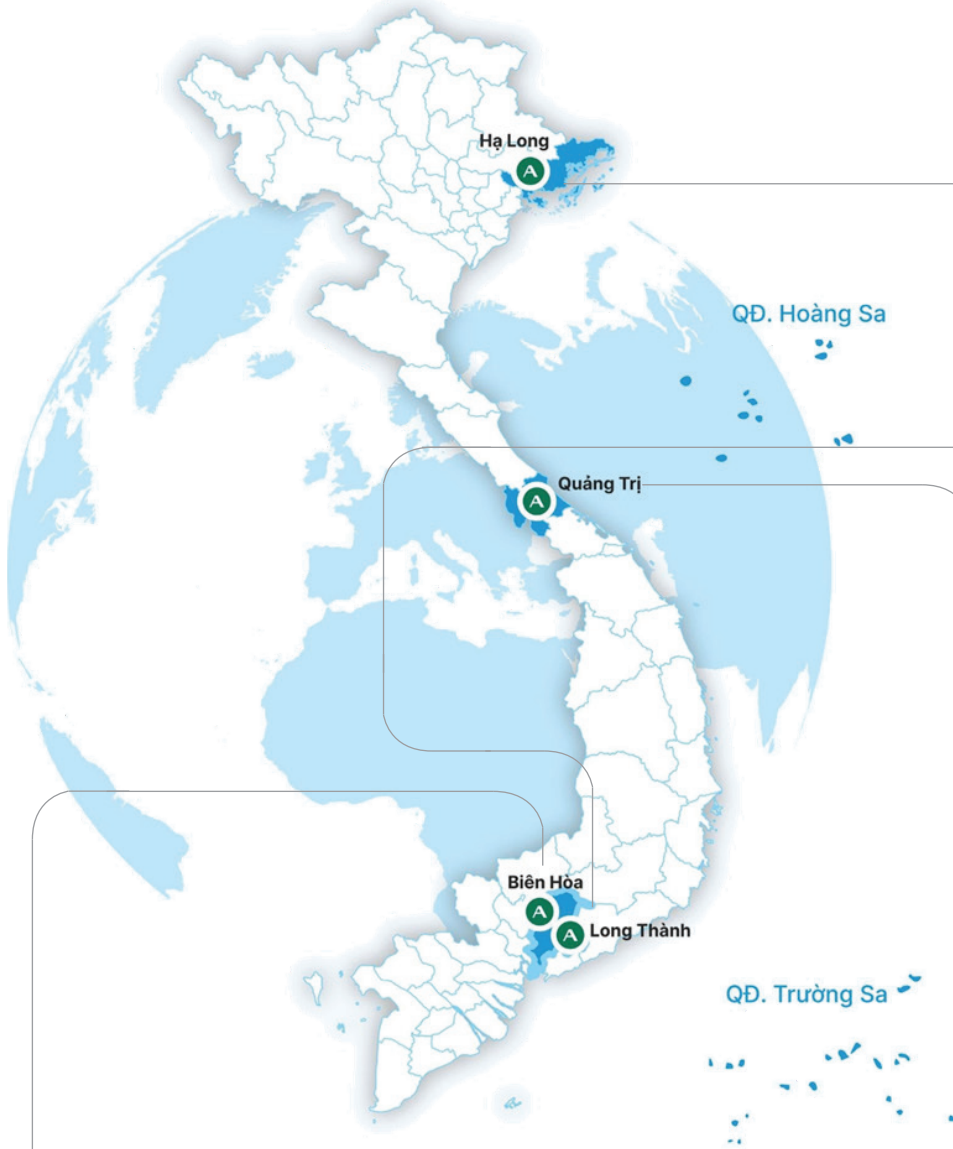
AMATA Service City Long Thanh 1 Limited Company

ASCLT2

AMATA Service City Long Thanh 2 Limited Company



SHAREHOLDING AND LOCATIONS



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	Cai Lan Port	20 km	Cat Bi airport	25 km
China border	160 km	Lach Huyen Port	35 km		

Industrial park
AMATA CITY HALONG JSC

Shareholding
(direct and indirect)
80%



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 from both Ho Chi Minh City and Dong Nai province.

HCM city	20 km	Cai Lan 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%



Besides the Industrial Park, Amata is also planning for a 753ha Township and 107 ha 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 fits for commercial developments to support investors and neighboring communities withall necessary facilities and amenities for comfortable living.

HCM city	20 km	Cai Lan Port	20 km	TSN Airport	25 km
		Cai Mep Port	40 km	Long Thanh Airport	10 km

Urban development
AMATA TOWNSHIP LONG THANH Co.,Ltd.
AMATA SERVICE CITY LONG THANH 1 &2 Co.,Ltd.

Shareholding
(direct and indirect)
93.4%
47.69%



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	Cai Lan Port	20 km	Phu Bai Airport	60 km
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Industrial park
Quang Tri Development Consortium Co., Ltd.

Shareholding
(direct and indirect)
18.7%



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	Cai Lan 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%

AMATA CITY BIEN HOA

Investment in Bien Hoa City, Dong Nai Province



AMATA City Bien Hoa JSC (ACBH) is the first project invested by Amata VN PCL operating as an industrial estate developer and related business in Vietnam. The industrial park covers an area of 513 hectares. In 2021, ACBH was among the 3 industrial parks selected by the Ministry of Planning and Investment and the United Nations Industrial Development Organization to be a pilot for setting standard for Vietnam's industrial parks to transform into an ECO-IP. AMATA City Bien Hoa JSC was honored as one of the Top

10 "Sustainable Businesses in Vietnam for 2 consecutive years (2023 and 2024) in the Trade and Services Sector" among 500 companies, organized by the Vietnam Chamber of Commerce and Industry (VCCI) and the Vietnam Business Council for Sustainable Development (VBCSD). Currently, the industrial area is fully occupied and is awaiting for the handover of land for its commercial zone from the government.



AMATA LONG THANH PROJECTS

Investment in Long Thanh District, Dong Nai Province

Amata Long Thanh project spans a total of 517 hectares, with 410 hectares allocated for industrial park development under Amata City Long Thanh (ACLT). The remaining land is designated commercial activities, managed by subsidiaries Amata Service City Long Thanh 1 Company Limited (ASCLT 1) and Amata Service City Long Thanh 2 Company Limited (ASCLT 2) in which ACLT holds a 51% shareholding. As of 2024, ACLT has welcome 6 customers.



AMATA TOWNSHIP LONG THANH

Investment in Long Thanh District, Dong Nai Province

Amata Township Long Thanh covering an area of 753 hectare is located along the Dong Nai River which is ideal for commercial developments such as accommodating residential, shopping centers, commercial and service complexes projects. The project is waiting for land handover by the government.

AMATA CITY HA LONG

Investment in Quang Ninh Province

AMATA City Ha Long, also referred to as Song Khoai Industrial Park at Quang Ninh province was established in 2018 as the third industrial park of AMATA in Vietnam. With its economic zone status, excellent infrastructure, and strategic location between the bustling cities of Ha Long and Hai Phong offers convenient access to a skilled and abundant workforce, Amata City Ha Long is the perfect choice for establishing manufacturing operations in northern Vietnam. The Ha Long project has a total of 714 hectares with phase 1 development covering 123 hectares completed. The project has welcomed 19 projects with 15 companies and is currently developing the remaining land concurrently.

In June 2024, AVN has entered a strategic partnership with MC Economic Estate Development Vietnam Corporation, a subsidiary of Marubeni Corporation, holding 20% of ACHL. Marubeni's involvement in ACHL is anticipated to advance the park's development towards sustainable practices, elevate ACHL's global profile through extensive market reach and attract a wider pool of investors, with a particular focus on Japanese enterprises.



QUANG TRI INDUSTRIAL PARK

Investment in Quang Tri Province

Quang Tri Industrial Park project (QTIP) is the key project of Quang Tri province which has been developed under the joint venture of 3 investors including Vietnam – Singapore Industrial Park J.V. Co, LTD, Amata City Bien Hoa JSC and Sumitomo Group under the name Quang Tri Development Consortium Co., Ltd, having total area of 481 hectares. The first initial phase, covering 97.4 hectares, commenced with its groundbreaking ceremony in December 2023 and is in the development stage.

The Industrial Park's target industries include textiles, footwear, packaging and printing, wood and furniture processing, and F&B. With the advantages of strategic geographical location, identified as a future economic center along the East-West Economic Corridor connecting Vietnam, Laos, Thailand and Myanmar, the project is expected to boost the economic growth, thereby to contribute to long-term development of Quang Tri province. The project is expected to create jobs for 30,000-40,000 workers when it comes into operation.



APPROACH TO SUSTAINABILITY

Sustainability has always been a core component of AMATA VN and its subsidiaries ("AMATA VN Group" or "the Group"). This commitment is reflected in the Group's mission statement, which emphasizes the significance of being a responsible corporate citizen while pursuing growth and expansion, with the goal of creating long-term value and sustainable future for the planet, the people and the Company. We have established performance standards and controls focused on Environmental, Social, and Governance (ESG) criteria and sustainability development, which are adopted and shared throughout the AMATA VN Group.

SUSTAINABILITY LEADERSHIP STRUCTURE

The Board of Directors (BOD) plays a crucial role in overseeing sustainability initiatives at AMATA VN Group. Committed to integrating sustainability principles into the Group's strategic development and decision-making processes, the BOD ensures these values are reflected throughout the organization. To maintain effective oversight, the BOD receives quarterly updates from both the Risk Management Committee and Audit Committee, which provide insights into sustainability-related risks, emerging challenges, and opportunities within the Group. These updates enable the Board to assess and respond to sustainability in a timely manner, ensuring that risk management practices are aligned with the Group's sustainability objectives. Beyond quarterly updates, the Board conducts an annual review of the Group's overall sustainability performance encompassing critical areas such as key material sustainability issues, human capital development initiatives, and incidents involving business malpractice or environmental impacts.

The Chief Executive Officer (CEO) of AMATA VN, on the other hand, holds overall accountability for sustainability within

the Group. The CEO has established a cross-functional Sustainable Development Working Team (SDWT) comprising representatives from all key functions and business units, to strengthen and coordinate sustainability efforts. The SDWT, chaired by the CEO, is tasked with setting the Group's sustainability strategies, identifying material issues, establishing target, driving sustainability initiatives, and preparing the annual Sustainability Report. Supporting the SDWT, a dedicated Sustainability Development unit was also created to integrated sustainable practices across departments and operational units in both Vietnam and Thailand.

The SDWT convenes at least twice a year to set sustainability plans and review the Group's progress, with department heads taking responsibility for their specific environmental, social, and governance (ESG) performances. The CEO, along with department head, has ESG performance metrics integrated into their annual performance evaluations, directly linking their result to remuneration to encourage a deep commitment to sustainability across all leadership levels.





Board of Directors

- Set sustainable development policy, integrate Environmental, Social and Governance (ESG) goals into Company's strategy
- Oversees material ESG-related risks and opportunities assessment and advice on appropriate operational approach for sustainability
- Holds senior management accountable for the implementation of sustainability programs



Chief Executive Officer

- Implement ESG strategy and integrate sustainability in performance management and defining targets
- Leads the execution of the company's sustainability strategy and build corporate culture where sustainability is integrated in all business functions
- Understand business challenge where the company can have greatest impact and identify opportunities and contribute positive impacts to the people and the planet
- Regularly reviews the progress of sustainability initiatives and reports to Board of Directors



Sustainable Development Working Committee

- Assess risk and impacts affecting sustainability in context of ESG
- Identify materiality issues
- Works with various departments to embed good sustainable practices into operations and ensures compliance with regulatory standards
- Improve strategies, policies, processes and ensure delivery are consistent across the Group and implemented in line with best practices
- Collect data and prepare annual Sustainability report

Sustainability Development Policy

The Board recognizes that sustainability is vital for our long-term business success. To foster an organizational culture that values environmental responsibility, social equity, and ethical governance, our sustainability policy is built on four key principles:

- **Driving Value Through Innovation and Quality:** Focusing on leveraging innovative technology to enhancing efficiency and minimize environmental impact, while promoting value creation through innovation, exploring new markets, and developing new businesses opportunities
- **Ethical and Transparent Business Practices:** Following the principle of transparency, honesty, fairness, and compliance with laws and ethics in all our business dealings
- **Responsible Stewardship of Society and Environment:** Embracing clean innovation and sustainable practices in our operations, prioritizing initiatives that generate positive impact for the future generation
- **Accountability to All Stakeholders:** Operating under caution to create minimal impact and actively contribute to the well-being of both stakeholders and society.

The Group regularly reviews and improves its policies, management standards, and operational practices to address evolving social and environmental responsibilities. Alongside this continuous improvement, the Group is proactively innovating its processes and exploring new business opportunities that mitigate adverse impacts on stakeholders, society, and the environment. This approach is designed to create balanced and sustainable value for all stakeholders, underpinning its "ALL WIN" philosophy. In pursuit of economic growth, the Group is committed to delivering not only financial returns, but also enhancing the long-term welfare of the communities it serves.



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 our impacts to the environment, meeting the expectations of the society, and competitiveness of our businesses at the same time. The Group plays a part in contributing to 15 out of 17 UN's Sustainable Development Goals.

Integrating UN SDGs to AMATA VN Group Creating Shared Value Principle



SUSTAINABILITY STRATEGY

For AMATA VN Group, sustainability means addressing challenges and lessening social impact of our businesses, as well as, creating value from which everyone benefits while reducing our ecological footprint along our value chain. We will only succeed through collaboration with business partners, customers, governments, local communities, and other stakeholders.

Our sustainable strategy was initiated on our outlook of the real estate sector and emerging global trend opportunities, and collaboration with stakeholders to integrate economic, environmental, and social considerations into decision-making in order to develop businesses that will grow sustainably through the ever-changing business environment.

AMATA VN Group positioned its strategies for sustainable business as follow:

1

"SMART" CONCEPT INCLUSION

Adapt, innovate and improve products/services to meet the needs of our customers by integrating new technologies and transitioning to cleaner energy sources and materials, thereby becoming a low - carbon city



2

MAKE POSITIVE CONTRIBUTION TO SOCIETY

Play a positive role in both national level and within local communities by contributing to local economies through job creation, skills enhancement, local sourcing, taxes compliance, and supporting community projects that meet the needs of the local people.

3

SAFETY TO PEOPLE AND THE ENVIRONMENT

Operate with respect to people, their safety, and the environment by strictly adhering to regulations and engaging with communities to educate and support on health and safety issues.



4

RAISE THE LEVEL OF GOOD CORPORATE GOVERNANCE

Develop an effective governance and decision-making structure to ensure accountability, transparency, and compliance with the laws and regulations, fostering sustainability for both society and the organization.



BUSINESS VALUE CHAIN



MULTI-STAKEHOLDER 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 throughout the value chain. 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 serve as the key information for defining the material topics that are relevant to stakeholders.

Stakeholders are identified throughout the value chain and prioritized through a systematic process once a year based on their level of impact to and from the Group's value chain, their level of influence and importance to the success of the Group. Once the business function prioritized the stakeholders and consolidated the stakeholders' topic, the Sustainable Development Working Team reviews for alignment with the corporate goal and the determine the level of participation towards each stakeholder group in accordance to the established stakeholder engagement for appropriate allocation of resources, building strategic partnerships, and effectively meeting the needs of those who have the most significant impact to the success of the Group.



Investors



Employees



**Government
Authorities**



Creditors



Business Partners

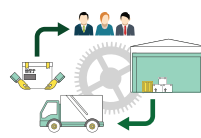
KEY STAKEHOLDER



Customers



Community





Suppliers




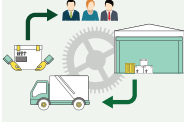

Media



Stakeholders	Engagement Channel	Issues and concerns	Group's Actions and responses
Investors 	<ul style="list-style-type: none"> Annual General Shareholders' Meeting Quarterly participation in SET Opportunity Day Occasional meeting for investor relations Annual Report and Sustainability Report Email or phone communication Site visits AMATA VN website 	<ul style="list-style-type: none"> Investment opportunity with good returns and profitability Stock value Continuous business growth Good governance Anti-corruption Equal treatment of shareholders Risk Management process in place Transparent and reliable disclosure 	<ul style="list-style-type: none"> Continuously developed existing and 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 aspects Established measures for employees and contractors working in the operation process and customer services Transparent information disclosure in accordance with Thai, Vietnam and associated international standards Conduct the associated activities for potential investors, i.e. an open house and marketing campaign.
Employees 	<ul style="list-style-type: none"> Annual Engagement survey Employee engagement activities Monthly CEO Day Meeting Annual Town hall Meeting Learning and Development program Individual performance reviews Whistleblowing Intranet/in-house newsletters Quarterly employee welfare committee meetings Annual Labor union meeting Email 	<ul style="list-style-type: none"> Reasonable welfare and benefits Career advancement and job security Development of knowledge and capability Clear Company's direction Economic performance Occupational health and safety 	<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 for continuous development Developed employee well-being program and activities Provide safety equipment and annual inspections of areas that can cause possible harm to employees on annual basis Continual communication with clear information and updates on company's direction, operation and associated news Inform of company's performance at townhall on annual basis

Stakeholders	Engagement Channel	Issues and concerns	Group's Actions and responses
Government Authorities 	<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 and industry forums 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 developments Develop or improve work processes to reduce social and environmental impact from the Company's operation following specified measures Participating in an industry and national-level forums Offer opinion and industry perspective to support the government authorities in formulating new policies and regulations
Creditors 	<ul style="list-style-type: none"> Occasional face-to-face meetings Quarterly update status through documents, letters, and personal calls Site visits 	<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 feedback 	<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

Stakeholders	Engagement Channel	Issues and concerns	Group's Actions and responses
Customers 	<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 • Physical sales and marketing initiatives 	<ul style="list-style-type: none"> • Product/ service quality and safety • Customer's rights and personal data protection • Emergency management • Good governance and business ethics • Compliance with law • Energy management • Contribution to society • Anti-corruption • Customer Service and experience 	<ul style="list-style-type: none"> • Supported customers' business operations, such as organizing training courses for customers in accordance with the law • Supported customers in local/national community events • 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 • Maintaining Cybersecurity and Customer's personal data protection with utmost security • Provide accurate and complete information to customers
Communities 	<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 • Annual Satisfaction Survey • Occasionally feedback granted from Corporate Social Responsibility (CSR) activities • Whistleblowing 	<ul style="list-style-type: none"> • Social and environmental impact • Community well-being • Infrastructure development • Promote community activities • Corporate philanthropy 	<ul style="list-style-type: none"> • Encouraged factory operators to have efficient waste management • Promoted and provided opportunities for people in the surrounding communities to access education and skill development • Conducted biodiversity restoration projects • Responded to community complaints effectively • Promoted the development for a better quality of life and economy in the communities and society • Conducted Environmental Impact Assessment

Stakeholders	Engagement Channel	Issues and concerns	Group's Actions and responses
Suppliers 	<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"> Enforces Supplier Code of Conduct to align with the Group policies Supplier/Contractor work monitoring Developed procurement policy and best practices to create sustainable supply chain management Information sharing on new technology and best practices Appoint a department to communicate with suppliers/ contractors on related issues
Media 	<ul style="list-style-type: none"> Occasional arrangement of Press releases Occasional Public relations Occasional In-depth interviews Occasional Information updating Networking Sessions Press release and statements, including notes to editors Award ceremonies and company activities 	<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 transparent and accurate information Maintained long-term relationship with media Swift responses to issues raised in media

MATERIALITY ASSESSMENT

Materiality assessment helps identify and prioritize issues that matter most to our business and shareholders based on environmental, social, and governance (ESG) context and determines what should be reported. AMATA VN Group employs a comprehensive double materiality assessment practice, in accordance with the GRI Universal Standards 2021, to effectively identify and prioritize material topics

relevant to our operations and stakeholders which allows us to evaluate both the financial and non-financial impacts of our activities. Our formal materiality assessment is conducted every 2 years and supplemented by annual updates to ensure the continual relevance of the issues reported in our Sustainability Report.



PROCESS OF MATERIALITY ASSESSMENT

AMATA VN Group conducted an analysis of the company's context through internal and external assessments to understand the sustainability landscape and factors influencing its operations, stakeholders, and environment. The analysis included evaluating organizational risk factors, business strategy, regulatory standards, global industrial trends, and stakeholder expectations, as well as reviewing past materiality assessment outcomes. The Group identified both actual and potential impacts—both inward and outward—on the economy, society, and the environment, incorporating feedback from various departments, multi-stakeholder consultations, and external experts to categorize material topics under Environmental, Social, and Governance (ESG) issues.

Each ESG topics identified earlier were evaluated by the top management of AMATA VN Group, alongside external experts, assessing their likelihood and severity based on the scope, scale, and the irremediability of the impact

on the economy, environment, and people with human rights put into considerations following the OECD Due Diligence Guidance for Responsible Business Conduct. The sustainability topics were then prioritized based on their potential significant impact on the economy, environment, people and society, including human rights (impact materiality) and the potential magnitude of impact of such topics on the Group's financial performance and long-term value creation (financial materiality). The material topics are ranked according to moderate, high, and very high. The list of material topics for 2024 underwent a review by the Sustainability Development Working Team (SDWT) to ensure inclusiveness, completeness, and relevance before being presented to the Group's executives, which includes general directors of each business unit and the CEO of AMATA VN for validation. Following this validation, the materiality process and assessment were submitted to the Board of Directors for approval.



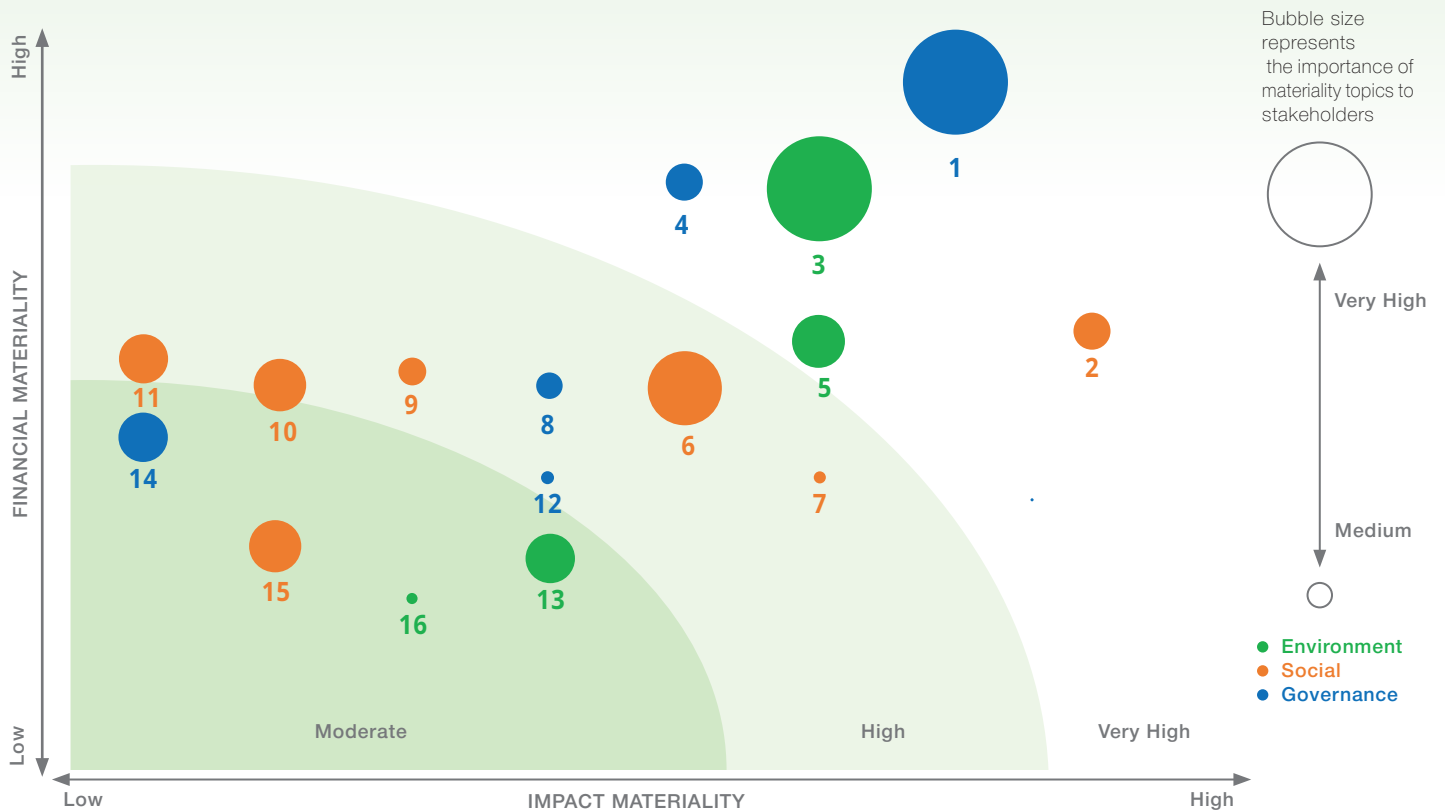
OUR MATERIAL TOPICS

The Sustainable Development Working Team (SDWT), consisting of managerial representatives from diverse departments, have re-conducted a materiality assessment in 2024 to ensure sustainability topics identified previously in 2023 remain relevant to the Group's strategic directions and stakeholder expectations. Feedback gathered through stakeholder engagement such as employees, customers, communities, and state authorities has led to revision of material topic as follows:

	Material Topic	Reason
New	Labor Practices	Introduced as it directly impacts the well-being, productivity, and satisfaction of the workforce
	Diversity, Equity and Inclusion (DEI)	Introduced as it encourages a workplace culture that values diverse perspectives, ensures fairness, and promotes equal opportunities.
	Customer Relationship Management	Introduced due to importance for fostering customer/tenant loyalty and supporting long-term business growth
Revised	Climate Resilience	Renamed from "GHG Management" to cover wider aspects
	Cybersecurity and Data Protection	Renamed from "Data Privacy" to cover wider aspects
	Environmental Quality Control	Combined Water, Waste and Land Management together
Removed	Human Rights	Human Rights is integrated across all material topics
	Water Management	Combined into "Environmental Quality Control"
	Waste Management	Combined into "Environmental Quality Control"
	Land Management	Combined into "Environmental Quality Control"

In 2024, we refined our materiality assessment while maintaining the relevance of all topics identified in 2023. Human rights, previously a stand alone topic, was integrated across all other material topics. Water management", "waste management", and "land management" topics were consolidated under a broader category of "environmental quality control". Recognizing increased interest by external stakeholders, "labor practices", "diversity, equity, and inclusion (DEI)", and "customer relations management" were introduced as new material topics. Lastly, to reflect a broader perspective, the specific topic named "GHG management" was renamed as "climate resilience" and "data privacy" became "cybersecurity and data protection".

Consequently, 16 material topics were identified in 2024. As there have been no changes in our core business activities since the previous review, the material topics and their assessed impact level remained consistent with the previous year. Law and regulation compliance, community safety & well-being, and environmental quality management remain the top concern. These 16 material topics are mapped on the materiality matrix to Moderate, High, or Very High based on their level of impact to the Group and the stakeholders, where the "Y" axis represents topics that significantly affect the Group's value creation (Financial Materiality), while the "X" axis reflects the outward impact of the Group to society and the planet (Impact Materiality). The Board of Directors formally acknowledged the assessment findings, approved the inclusion of very high material topics into the Group's strategy and KPI setting, and authorized the public disclosure of the materiality matrix.



Very High Material Topics	High Material Topics	Moderate Material Topics
1. Law and Regulation Compliance 2. Community Safety & Well-being 3. Environmental Quality Control 4. Business Ethics and Integrity 5. Climate Resilience	6. Occupational Safety and Health 7. Contribution to Society 8. Responsible Supply Chain Management 9. Employee Development & Retention 10. Labor Practices NEW 11. Customer Relationship Management NEW 12. Innovation Development	13. Energy Efficiency 14. Cybersecurity and Data Protection 15. Diversity, Equity and Inclusion NEW 16. Biodiversity Conservation

Moving forward the top management has set strategic priorities to define the corporate goal, strategies, and management approaches from the pool of material topics, especially the very high category. ESG-related key performance indicators (KPI) have been established for these material topics on a corporate, departmental, and individual level. The KPIs are integrated into annual performance evaluation to ensure alignment of business strategies with sustainable and responsible practices, risk management, stakeholder expectations, and long-term value for the company.

Actions in Addressing Risk and Opportunities of Material ESG Issues

Material ESG issues and SDGs	Stakeholder impacted	GRI Standard Disclosures	Risk and Opportunities	Responses	Address in this report
<div>Environmental Quality Control</div> <div><div><div><div>3.9</div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>6.3</div><div>6</div><div>CLEAN WATER AND SANITATION</div></div></div><div><div>8.4</div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>11.6</div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div></div> <div><div><div>12.2</div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>12.4</div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>12.5</div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>15.1</div><div>15</div><div>LIFE ON LAND</div></div></div> <div>Investors, Government agencies, Customers, Communities, Business partner, Employee</div> <div>GRI 303: Water and Effluents 2018 GRI 304 Biodiversity 2016 GRI 306 Waste 2020</div> <div>Environmental quality control is crucial for industrial parks due to the concentration of diverse industrial activities in a single area. Without diligent monitoring and management, the cumulative impact of these activities can lead to significant environmental degradation, affecting air and water quality, and the surrounding community's well-being. Effective environmental quality control helps to minimize risk above, pollution, prevents ecological damage, and ensures compliance with environmental regulations, alongside strategic land management that optimizes land use to support operations while minimizing environmental impact. Proactive environmental management can also enhance the industrial park’s reputation, attract environmentally conscious businesses, and contribute to long-term economic viability.</div> <div><ul style="list-style-type: none">● Implemented strategies to reduce resource consumption and waste generation.● Established comprehensive monitoring programs to track environmental performance.● Developed contingency plans to address potential environmental incidents.● Conducted environmental impact assessment● Developed and adhering to land use plans that minimize environmental impact and utilize alternatives resources● Ensuring responsible disposal of all waste materials.</div> <div>Chapter: Environment Impact Management</div>					
<div>Climate Resilience</div> <div><div><div><div>7.2</div><div>7</div><div>AFORDABLE AND CLEAN ENERGY</div></div><div><div>9.4</div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div></div><div><div>11.b</div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div><div><div>13.1</div><div>13</div><div>CLIMATE ACTION</div></div></div> <div>Investors, Government agencies, Customers, Communities, Supplier, Business partner, Employee</div> <div>GRI 305 Emissions 2016</div> <div>The increasing frequency and intensity of extreme weather events have amplified global concerns about climate change, intensifying pressure to curb carbon emissions. With energy production and consumption responsible for approximately 40% of global carbon emissions, stricter regulations regarding energy conservation and greater reliance on renewable energy sources are anticipated. While integrating climate resilience with low-carbon pathways is crucial for sustainable growth, achieving profitability requires a careful balance between the opportunities and risks presented by cost-efficient and readily available circular economy solutions.</div> <div><ul style="list-style-type: none">● Established the climate change policy● Set target and roadmap for reduction of carbon emission● Prepare a carbon footprint inventory, conduct a third-party audit, and register with the Thailand Greenhouse Gas Organization (TGO).● Adapted technologies to reduce energy consumption● Employed solar-derived electricity● Educated employees to save energy● Carry out improvements to the underground water pipe system● Participated in the Industrial Symbiosis program with United Nations Industrial Development Organization (UNIDO) transitioning to become an eco-industrial park.</div> <div>Chapter: Climate Change Resilience and Adaptation</div>					
<div>Energy Efficiency</div> <div><div><div><div>7.3</div><div>7</div><div>AFORDABLE AND CLEAN ENERGY</div></div><div><div>8.4</div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div><div><div>9.4</div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div></div> <div>Investors, Government agencies, Customers, Communities, Supplier, Employee</div> <div>GRI 302 Energy 2016</div> <div></div> <div></div> <div></div>					
<div>Biodiversity conservation</div> <div><div><div>15.1</div><div>15</div><div>LIFE ON LAND</div></div></div> <div>Investors, Government agencies, Customers, Communities, Supplier, Employee</div> <div>GRI 304 Biodiversity 2016 GRI 413 Local communities 2016</div> <div>Biodiversity goes in the opposite direction with development urbanization or industrialization. Without proper assessment, mitigation and prevention measures, the biodiversity of the area could be negatively impacted.</div> <div><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% of industrial estate area for green landscaping● Have nursery for local plants for replacement and expansion● Participated in Planting tree activity on national level</div> <div>Chapter: Efficient Use of Resources<ul style="list-style-type: none">● Land use● Biodiversity</div>					
<div>Labor Practices</div> <div><div><div><div>5.1</div><div>5</div><div>GENDER EQUALITY</div></div><div><div>8.7</div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div><div><div>5.5</div><div>5</div><div>GENDER EQUALITY</div></div><div><div>8.8</div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div> <div><div><div>10.2</div><div>10</div><div>REDUCED INEQUALITIES</div></div><div><div>10.3</div><div>10</div><div>REDUCED INEQUALITIES</div></div><div><div>10.4</div><div>10</div><div>REDUCED INEQUALITIES</div></div><div><div>16.1</div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div><div><div>16.7</div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div> <div>Employee, Supplier</div> <div>GRI 402 Labor/Management Relations 2016 GRI 409 Forced or Compulsory Labor 2016</div> <div>Fair remuneration, decent and safe work environment, career development and respect for employee rights have significant impact on employee well-being, productivity, and the company's reputation. Strong labor practices mitigate risks, attract and retain talent, and can even boost financial performance. Furthermore, they meet growing expectations of stakeholders like investors who prioritize ethical and sustainable business.</div> <div><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 knowledge on human rights and appropriate treatment● Engaged with contractors and suppliers to abide with labor practices and requirements stated in Supplier Code of Conduct● Conduct employee engagement survey to understand employee's concerns● Implement programs to develop high-potential employees and future leaders● Renovated workspace to promote employee well-being and relaxation</div> <div>Chapter: Human Capital Management</div>					

Investors, Government agencies, Customers, Communities, Business partner, Employee

GRI 303:
Water and Effluents 2018

GRI 304
Biodiversity 2016


GRI 306
Waste 2020

Environmental quality control is crucial for industrial parks due to the concentration of diverse industrial activities in a single area. Without diligent monitoring and management, the cumulative impact of these activities can lead to significant environmental degradation, affecting air and water quality, and the surrounding community's well-being. Effective environmental quality control helps to minimize risk above, pollution, prevents ecological damage, and ensures compliance with environmental regulations, alongside strategic land management that optimizes land use to support operations while minimizing environmental impact. Proactive environmental management can also enhance the industrial park's reputation, attract environmentally conscious businesses, and contribute to long-term economic viability.

- Implemented strategies to reduce resource consumption and waste generation.
- Established comprehensive monitoring programs to track environmental performance.
- Developed contingency plans to address potential environmental incidents.
- Conducted environmental impact assessment
- Developed and adhering to land use plans that minimize environmental impact and utilize alternatives resources
- Ensuring responsible disposal of all waste materials.

Chapter:
Environment Impact Management

Material ESG issues and SDGs	Stakeholder impacted	GRI Standard Disclosures	Risk and Opportunities	Responses	Address in this report
Diversity, Equity and Inclusion  5.1 5.5 10.2 10.3 10.4 8.5 8.8 16.b	Customers, Communities, Supplier, Employee	GRI 202 Market Presence 2016 GRI 405 Diversity and Equal Opportunity 2016	Diversity, equity and inclusion have become more concerns worldwide. Failing to prioritize this topic can limit creativity and innovation, lead to low employee morale and high turnover, and make it harder to attract top talent. On the other hand, embracing these principles enhances problem-solving, strengthen our reputation, and attract a wider range of customers and partners.	<ul style="list-style-type: none">Conducted gender diversity, equity and inclusion related activities for employee (National Women's Day)Analyze gender pay gap of employee.Establish clear whistleblowing channels for employees to raised DEI-related issuesEstablished robust recruitment and compensation process grounded on principles of equality, transparency, and non-discrimination	Chapter: Divsersity, Equity and Inclusion Chapter: Human Capital Management
Occupational Safety & Health  3.4 3.6 11.2 8.8 16.1	Investors, Government agencies, Customers, Communities, Supplier, Business partners, Employee	GRI 403 Occupational Health and Safety 2018 GRI 416 Customer Health and Safety 2016	Managing an industrial park involves various activities that pose risks to the health and safety of employees, contractors, and the surrounding community included implementing stringent safety protocols, conducting regular risk assessments, and ensuring compliance with regulatory standards The Group can be exposed to safety, reputation, and regulatory risks.	<ul style="list-style-type: none">Strictly abide to relevant laws and regulationsAudited site for unsafe area, set up plan for action, and monitor working conditionProvided personnel safety equipmentProvided annual health check-ups for employeesProvided training for customers/community on OHS and emergency suppressionUpgrade and improve road system to reduce accidents/ incidentAppointed designated personnel to overlook OHS activities	Chapter: Occupational Health and Safety
Employee Development & Retention  4.3 4.4 4.5 8.5	Investors, Customers, Business partners, Employee	GRI 401 Employment 2016 GRI 404 Training and Education 2016	Employees are a major part of any organization, and their dedication, emotional engagement, and commitment to continuous knowledge development are critical to driving profitability and value creation. A motivated workforce enhances productivity, and builds a positive workplace culture, ultimately leading to better business outcomes.	<ul style="list-style-type: none">Established Human Resources Management Committee to oversight on human resources strategies and policies to be incompliance with laws and regulations and best practicesEmbedded corporate DNA, attract talent, provide grievance channel, and offer welfare benefits for improve work life qualityDeveloped talent program for career development	Chapter: Human Capital Management
Community Safety & Well-Being  1.4 4.4 9.2 3.6 8.1 8.3 11.2	Investors, Government agencies, Customers, Communities, Supplier, Business partners, Employee	GRI 413 Local Communities 2016	Community safety and well-being present both risks and opportunities in the context of our operations. Proactive engagement with local residents allows us to identify and address potential safety hazards, thereby mitigating risks to both our operations and the surrounding community. Conversely, investing in safety initiatives and fostering strong relationships can enhance our reputation and create opportunities for collaboration that benefit all stakeholders.	<ul style="list-style-type: none">Invested on traffic system for road safetySupported CSR activities community health and safety (such as Blood donation, health check-up for disabled)Supported in educational assistance (such as scholarship, e-library, new graduated recruitment)Participated in government community projectsConduct community satisfaction survey to identify areas of improvement	Chapter: Occupational Health and Safety <ul style="list-style-type: none">Community Health and Safety Chapter: Community and Social Development <ul style="list-style-type: none">Community Health and Well-Being Support
Contribution to Society  1.4 4.4 9.2 3.6 8.1 8.3 11.2	Investors, Government agencies, Customers, Communities, Business partners, Employee	GRI 413 Local Communities 2016	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">Supported local procurementSupported disabled and vulnerable individualEngaged in investment promotion activities with the authorities and property agent leaderOrganized roadshows in potential countriesInvested in future workforce	Chapter: Community and Social Development <ul style="list-style-type: none">Community Economic Development PromotionEducational Support Chapter: Corporate Governance <ul style="list-style-type: none">Tax Policy

Material ESG issues and SDGs	Stakeholder impacted	GRI Standard Disclosures	Risk and Opportunities	Responses	Address in this report
Customer Relationship Management    8.3 8.8 17.16 9.1	Investors, Customers, Communities, Business partners, Employee	GRI 2-29 Approach to stakeholder engagement	Customer Relationship Management (CRM) for an industrial estate developer lies in customer/tenant satisfaction and loyalty. Mishandling a customer/tenant or failing to address concerns can severely damage the Group's reputation and referrals. Moreover, customers may unknowingly violate the laws. Inadequate communication with customers can result in legal violation or harm to the environment or community, ultimately affecting thus negatively impacting business operations.	<ul style="list-style-type: none">● Conduct customer satisfaction survey● Establish complaint channels for customers to report operational issues, suggestions, and concerns● Collaborate with customers to conduct seminars and training relevant to customer's demand (law and regulation update, new knowledge, etc.)	Chapter: Customer Relationship Management
Law and Regulation Compliance   16.3 17.1	All stakeholders across the value chain	GRI 2-27 Compliance with Laws and Regulations	Non-compliance with law and regulation may lead to extreme cases of suspension of "license to operate". Compliance with law and regulations helps avoid legal issues, build trust with stakeholders, protect the environment and community and prevent financial losses.	<ul style="list-style-type: none">● Conducted risk management process in each department with internal legal department monitoring violation cases● Review new/revised laws and regulations and establish suitable action plans (if necessary)● Assign designated personnel to be hands on with new regulations● Conduct an internal audit	Chapter: Laws and Regulation Compliance
Cybersecurity and Data Protection  16.10	All stakeholders across the value chain	GRI 2-27 Compliance with Laws and Regulations GRI 418 Customer Privacy 2016	Cybersecurity and data protection are linked with human rights and are protected by law. Without proper management, our business can lead to regulatory risk in data breaches, financial losses, and reputation damage.	<ul style="list-style-type: none">● Regulate internal data access to authorized devices only● Collaborate with partner to provide PDPD and Cybersecurity Awareness training for employees and customers● Review and set policy on personal data protection (PDPA), in Thailand, and personal data protection Decree (PDPD), in Vietnam, and established working Committee to act as a controller● Appointing a Data Protection Officer to ensure compliance with the law	Chapter: Laws and Regulation Compliance
Ethical and Transparent Business  16.5	All stakeholders across the value chain	GRI 205 Anti-Corruption 2016	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 as a member of Thailand's Private Sector Collective Action Coalition Against Corruption● Cascaded anti-corruption to subsidiaries, contractors and suppliers● Corporate governance assessment by joining the Corporate Governance Report for Thai Listed Companies (CGR)● Annually conduct Anti-corruption and Code of Conduct tests to remind all employees	Chapter: Business Ethics and Anti-Corruption
Responsible Supply Chain     4.4 12.7 8.4 8.8 16.5	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	The area of highest risk of human right violations in the Group's supply chain lies within the supplier selection 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. Moreover, engaging with suppliers to promote sustainable practices opens opportunities for collaboration and innovation that enhance overall supply chain resilience.	<ul style="list-style-type: none">● Implemented Supplier Code of Conduct with each key supplier evaluating their ESG performance based on the set criteria● Integrated ESG aspect into supplier selection process for new approved vendor● Monitor and annually disclose OSH of supplier in Sustainability report● Revise Procurement procedure in manual● Sharing knowledge and providing training for suppliers	Chapter: Responsible Supply Chain Management
Innovation Development    8.2 8.4 13.1 9.4	Investors, Government agencies, Customers, Communities, Supplier, Business partners, Employee, Creditors	GRI 201 Economic Performance 2016	The world's ever-changing business environment can bring disruption as well as opportunities to business. AMATA VN Group will remain resilient against disruptions and increase productivity by innovation in products/services and in-process improvement	<ul style="list-style-type: none">● Incorporate Innovation into Company Culture, AMATA DNA, and employee's KPI● Host Amata Innovation Award● Provide training and resources to support a culture innovation	Chapter: Innovation Development

STRENGTHENING GOVERNANCE



- Corporate Governance
- Business Ethics and Anti-Corruption
- Laws and Regulation Compliance
- Responsible Supply Chain Management
- Innovation Development

CORPORATE GOVERNANCE



POSITIVE AND NEGATIVE IMPACT

Effective corporate governance practices are an important factor for building trust and confidence among stakeholders. They ensure that management acts in the best interests of shareholders and stakeholders, aligning with corporate long-term sustainability strategies and societal needs.

Inconsistencies in governance practices across subsidiaries may lead to compliance issues and operational vulnerabilities. The varying regulatory requirements and cultural expectations in different countries complicate the ability to maintain uniform standards, which can result in reputational damage and a loss of stakeholder trust. Additionally, lapses in

governance could expose the company to legal and financial repercussions, diverting resources away from core business objectives and hindering long-term growth and initiatives.

This is particularly important for subsidiaries operating in diverse international markets, where navigating various regulatory environments and cultural contexts is essential. Strong governance practices enhance transparency and accountability, mitigate risks, maintain operational efficiency, and promote ethical conduct across operations, all of which support our commitment to sustainable development.

MANAGEMENT APPROACH

AMATA VN Group intends to be an organization that is effective in conducting its business in 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, promoting equality, and complying with rules and regulations. The board of directors takes the leadership role in driving AMATA VN Group to ensure maximum benefits for the shareholders while considering the interests of all its stakeholders. This involves establishing direction, strategy, policies, and guidelines to align with the Group's business plan, build shareholder's trust, and achieve its objectives, thereby enhancing the Group's competitiveness for sustainable growth. AMATA VN Group has in place a Corporate Governance

policy revised, and formed a Corporate Governance (CG) Committee to provide guidance to the Board of Directors (Board) and supervise the company's corporate governance initiatives. Furthermore, leveraging shared service of personnel from AMATA VN to its subsidiaries in Vietnam ensures consistent alignment with corporate policies, procedures, and values. With personnel from the parent company overseeing key functions such as finance, risk management, and compliance, there is greater visibility into the operations of the subsidiaries, enabling the board of directors to make well-informed decisions for the benefit of the Group. In addition, the Board has established various Board Committees to assist in carrying out its responsibilities.

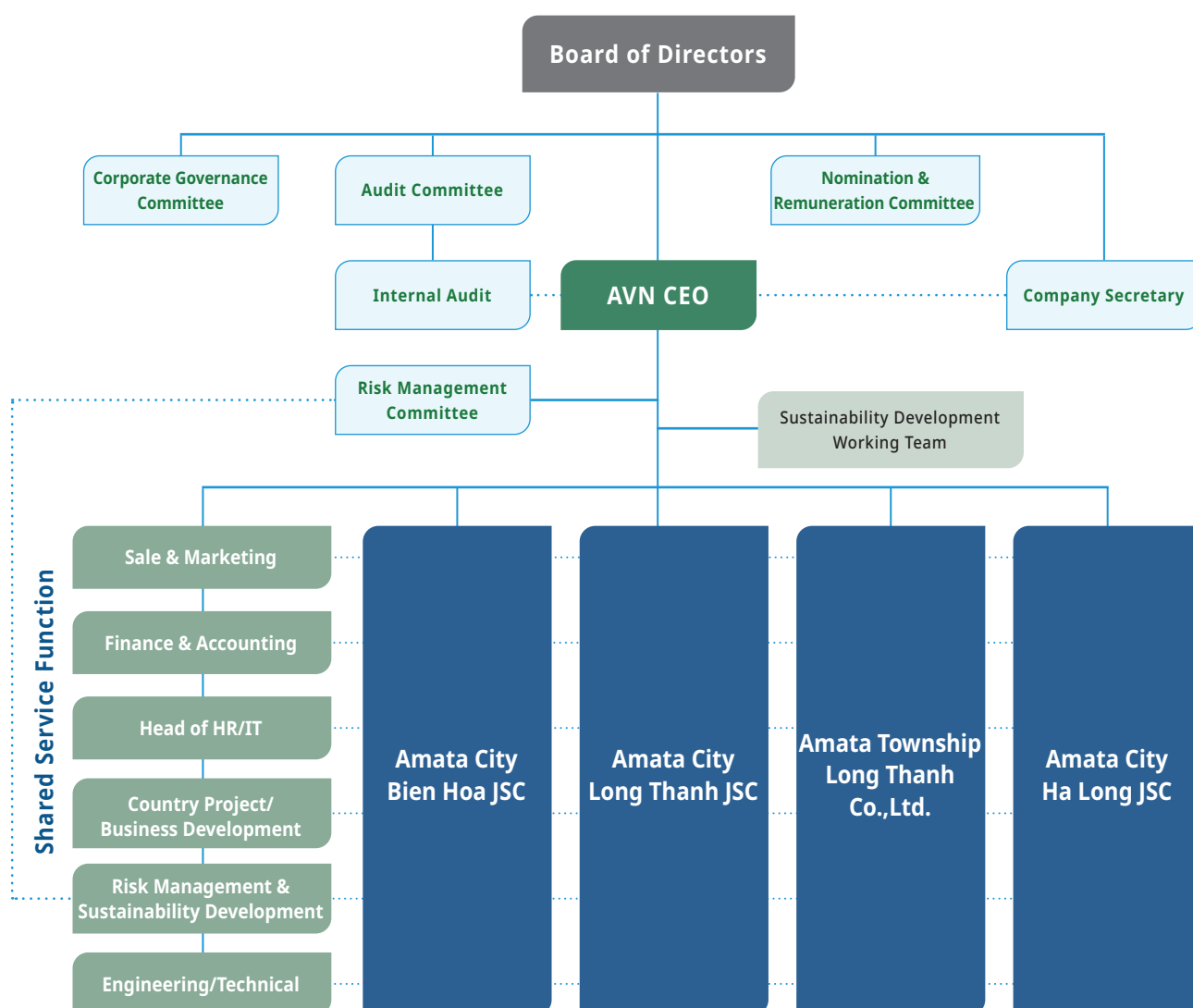


16.3
16.5
16.10



17.1





Board Performance Assessment

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 (SET). The Board of Directors then analyzes and summarizes the results of the assessment to formulate measures to further enhance the efficiency of the Board of Directors to maximize the benefit of the Company and its stakeholders.



Entire Board
97.73%



Sub-committee
96.25%



Individual
99.49%

Board Diversity and Composition

The diversity of the Board of Directors is vital for encouraging robust discussions and enhancing problem-solving capabilities within AMATA VN Group. This diversity encompasses various qualifications that are beyond the basic requirements of education and professional experience. It includes consideration of gender, age, tenure, ethnicity, culture, geographical background, and nationality, as well as any other relevant aspects of diversity. To achieve a well-rounded and diverse board composition, the Group established the Board Diversity Policy outlined in the Corporate Governance Handbook which serves as the operating guidelines for the Nomination and Remuneration Committee in selecting and nominating qualified candidates for appointment as a Board of Director. These qualifications are evaluated using a "Board Skills Matrix". The Board composition and skill matrix are regularly reviewed with adjustments made

where appropriate to ensure the Board is well-suited for overseeing the Company and addressing stakeholder expectations.

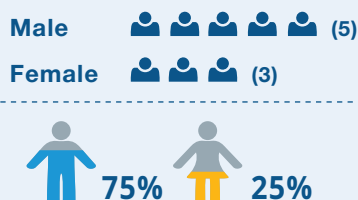
As of 2024, the Board of Directors (BOD) comprises experts in 10 specialized fields: corporate governance, business strategy, industrial/real estate, finance/accounting, risk management, international relation/legal affairs, economics, environmental management, and social management. These diverse perspectives and experiences across genders, ages, and backgrounds enable the Board to effectively represent the best interests of the Company and its diverse stakeholders in decision-making processes.

As of the end of 2024, AMATA VN's Board consists of 8 members, 62.5% of whom serve as independent directors with average tenure of 7.6 years and 25% are female, further enhancing the inclusivity of our leadership team.

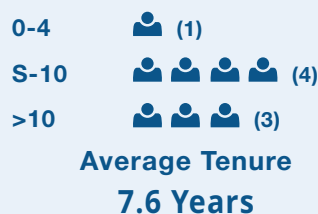
Diversity on the board



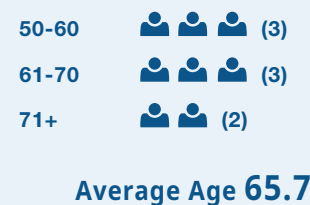
Gender



Range of Tenures



Mix of Ages



Name	Position	Educations and Experiences										
		Corporate Governance	Business Strategy	Industrial/ Real Estate	Finance/ Accounting	Marketing	Risk Management	International Relations/ Legal Affairs	Economics	Environment Management	Social Management	IT Management
Dr. Apichart Chinwanno	Chairman, Independent Director	•	•					•	•		•	
Dr. Huynh Ngoc Phien	Non-executive Director	•	•	•	•		•	•		•		•
Dr. Warapatr Todhanakasem	Independent Director	•	•	•	•		•		•			
Mrs. Somhatai Panichewa	Executive Director	•	•	•		•	•					
Mr. Aukkares Choochouy	Non-executive Director	•	•	•		•			•		•	
Mrs. Oranuch Apisaksirikul	Independent Director	•	•		•		•	•	•			
Mr. Kittit Tangitmaneesakda	Independent Director	•	•	•			•	•				
Mr. Yuttana Jiamtragan	Independent Director	•	•	•		•	•		•	•	•	•
Total		8	8	6	2	2	4	4	5	2	3	2

Director's Development

Effective leadership from the Board of Directors plays a pivotal role in steering the company towards sustainability in the ever-changing business environment. As such, the company places strong emphasis on training and development for its board members to leverage their knowledge and expertise in addressing new challenges and opportunities for the company's advancement. The Group supports various forms of knowledge enhancement, including institutional programs, in-house training, online courses, and self-directed learning.

The Group also has established a comprehensive induction program for new Directors to help them quickly understand

their roles and begin performing their duties effectively, consisting of comprehensive Group's business overview, supplemented by a detailed "board orientation package" containing policies, articles of association, the Group's regulations, Board charters, and other relevant documents outlining the company's direction and performance to facilitate their prompt performance of duties. Furthermore, the company organizes on-site visits to its overseas operations to ensure a clear knowledge of the Group's business dynamics. In 2024, a total of 6 Directors completed 97 training hours focused on ESG and Sustainability, Leadership, Risk Management, Generative AI, and business strategy.

Name	Training Program in 2024
Dr. Huynh Ngoc Phien	<ul style="list-style-type: none"> • Economic Theories
Professor Dr. Warapatr Todhanakasem	<ul style="list-style-type: none"> • Effective Leadership through Emotional Intelligence, University of Oxford • The Super Series Class 5 "Board's Oversight and the Role of CEOs in Driving ESG", Kellogg College, University of Oxford • Asia Directors' training on Sustainability, Standard Chartered Bank (Thai) PCL. • EY Training on ESG and Virtual Banking, EY Thailand • EY Seminar – Key concerns of Audit Committee – in the age of great, EY Thailand
Mrs. Oranuch Apisaksirikul	<ul style="list-style-type: none"> • In-house training: Sustainability • In-house training: Risk Management
Ms. Nattamon Limthanachai*	<ul style="list-style-type: none"> • Generative AI Bootcamp • Gen-AI & ChatGPT Mastery
Mrs. Somhatai Panichewa	<ul style="list-style-type: none"> • In-house training: Strategic Workshop 1: Amata Group Corporate Strategy • In-house training: Strategic Workshop 2: Business Strategy
Mr. Aukkares Choochuay	<ul style="list-style-type: none"> • In-house training: Strategic Workshop 1: Amata Group Corporate Strategy • In-house training: Strategic Workshop 2: Business Strategy

* Resignation from the Board of Directors effective June 30, 2024.

BUSINESS ETHICS AND ANTI-CORRUPTION

POSITIVE AND NEGATIVE IMPACT

AMATA VN Group recognizes that a steadfast commitment to corporate compliance, integrity, and ethical standards is vital for long-term sustainability and maintaining our “license to operate”. The Group ensures compliance with applicable laws and regulations to mitigate legal and financial risks by prioritizing ethical practices and implementing effective anti-fraud and corruption measures. This approach enhances stakeholder confidence and cultivates a positive work environment, boosting employee morale and fostering respect from our customers and the wider community.

On the other hand, any lapses in ethical conduct by directors, management, or employees could severely impact the company's reputation and erode stakeholder trust. Violations of ethical standards can lead to diminished confidence in AMATA VN Group's business practices, potentially resulting in legal repercussions and financial penalties. Furthermore, such misconduct can create a negative workplace culture, undermining employee satisfaction and damaging our relationships with customers and the surrounding community. These factors can ultimately impede our long-term success and sustainability.

MANAGEMENT APPROACH

AMATA VN Group is determined to stand by the principles of good corporate governance and has put in place policies and guidelines to ensure adherence to these standards within the company, as outlined in the Code of Conduct (CoC) and the Corporate Governance (CG) Handbook. These policies and guidelines are being reviewed and revised on an annual basis by the Corporate Governance Committee to ensure they remain current with changes in regulations and technology, consistent with the industry's best practices, reflecting the latest situation and operating environment, as well as enhancing transparency and ethical business conduct. The CoC and the CG handbook are communicated through the company's website, staff intranet and Amata HR application - all channels are accessible to all employees 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 Group's Code of Conduct 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. AMATA VN Group holds our employees and board members to the highest ethical standards and seeks to do business with customers and business partners who share our values. To ensure transparency and accountability, we have established channels for reporting concerns on suspected wrongdoings or corrupt practices (whistleblowing) within the Company. Information regarding each company's policies can be found on the website, www.amatavn.com.



16.3
16.5



Code of Conduct

AMATA VN is committed to building a culture of integrity, legal compliance, and ethical business practices. The Corporate Governance Committee conducts regular reviews of the principles and practices in the Code of Conduct (CoC) to ensure its suitability for both local employees and employees in operating countries. In 2023, it has made revision to the CoC to enhance clarity and better align with current operations, ensuring that all employees,

from the Board of Directors to staff, understand and adhere to its principles. The CoC emphasizes ethical conduct, honesty in business, and responsibility towards shareholders, customers, suppliers, employees, and the environment. This CoC cascaded throughout the organization, and in 2024 subsidiary companies (ACBH, ACLT, ACHL, ATLT) established their own Code of Conduct aligned with the AMATA VN 's standards.

Anti-Corruption

AMATA VN Group maintains a strict zero-tolerance policy towards fraud and corruption, articulating our commitment through both our Anti-Corruption Policy and our Code of Conduct. Dedicated to fostering ethical business practices, we became a certified member of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) in 2020 and successfully renewed our membership in 2023. Our anti-corruption initiatives extend to our subsidiaries and supply chain in Vietnam, implemented via the Supplier Code of Conduct on the subsidiary level (currently to ACBH) and has asked all suppliers to participate in this effort by signing the Supplier Code of Conduct during contract agreement signing stage. The Anti-corruption policy has been revised in 2023 to enhance clarity and alignment with current standards.

To reinforce the anti-bribery stance, the "No Gift" policy was communicated to executives, employees, subsidiaries, and external parties during the festive season. This served as a reminder of the Group's anti-corruption policy and the expectation to comply with it regarding gift acceptance and giving, ensuring a fair and transparent organization. A formal letter outlining the "No Gift" policy was also sent to customers, contractors, and other stakeholders to request their cooperation in refraining from sending gifts to the Group.



Conflict of Interest

AMATA VN Group recognizes the potential conflicts of interest that may arise from transactions involving related persons. The conflict of interest policy has been instituted to ensure that business transactions are conducted with transparency, fairness, and in the best interest of the company, thereby creating additional value and maximizing benefits for the organization in the long run. In 2023 revision has been made to prevent conflict of interest with the following guidelines:

1. The transaction has undergone a transparent approval process by directors and executives with responsibility, caution, and honesty, without stakeholders participating in decision-making.
2. The transaction is conducted with the Company's interests in mind, as if it were a transaction with an outside party.
3. A tracking and inspection system is in place to ensure that transactions follow the correct procedure.

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. The whistleblowing policy was updated in 2023 to incorporate specific duties and responsibilities for the

company's board of directors, management, employees, and related personnel. The revision also emphasized the requirement for communication and the provision of training on whistleblowing to employees. This policy and measures are also being applied to our subsidiaries (ACBH, ACLT, ACHL) through their Code of Conduct.

Detailed procedures for addressing complaints are outlined in the Whistleblowing Policy. As of 2024, the Company has not identified any incidents of misconduct nor received reports of unlawful actions.



Grievance Channel

- Mrs. Oranuch Apisaksirikul
Chairman of the Audit Committee
oranuch.a@amata.com
- Prof.Dr. Warapatr Todhanakasem
Chairman of the Corporate Governance Committee
warapatr@amata.com
- Dr. Apichart Chinwanno
Chairman of the Board of Directors
apichart@amata.com
- Mrs. Somhatai Panichewa
Chief Executive Officer
somhatai@amata.com
- Company Secretary
cs@amata.com

Or mail to:

Amata VN Public Company Limited
2126 Kromadit Building, New Petchburi Road,
Huay Kwang, Bangkok 10310, Thailand

Disciplinary and Remedy action

At AMATA VN Group, adherence to the law, code of conduct, and principles of good corporate governance is of utmost importance. Any actions that are contrary to these standards will not be tolerated. Board directors, management group members, and company staff are expected to uphold good business ethics, and failure to do so may result in disciplinary action, ranging from a verbal warning to termination of employment or legal

action, depending on the severity of the breach.

Any violations will be reported to the Corporate Governance Committee and the Board of Directors and will be added to the risk profile if the damage is significant. The relevant department will be tasked with improving control measures to prevent future occurrences, and processes for prevention will be subject to internal

Training and Communication

AMATA VN Group provided training to all employees on anti-corruption and new governance best practices with the purpose of refreshing employees' understanding of permissible and prohibited activities. In 2024, an update on CG and anti-corruption policies and practices relating to the current laws, regulations and international standards were provided to employees. All new employees were trained in 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 as a reminder of company policies and their adherence to, and understanding of, the CoC. Employees must achieve a score of over 80% to pass the assessment. All employees have taken the assessment tests and 100% passed the test with an average score of 95%.

No cases of corruption, misconduct, or non-compliance with the Code of Conduct were filed or found in 2024.

	Target	Performance
Employee acknowledged and passed Code of Conduct assessment	>80%	100%
Employee acknowledged and passed Corporate Governance assessment	>80%	100%
Number of violated company policies and regulation cases	0	0
Number of material complaints relating to governance	0	0

LAWS AND REGULATIONS COMPLIANCE

POSITIVE AND NEGATIVE IMPACT

AMATA VN Group is committed to managing its businesses in a responsible manner and in compliance with the legal requirements and regulations of the countries where it operates. Compliance with laws and regulations has a positive impact on businesses as it helps to maintain a good reputation, build trust with stakeholders, and avoid legal penalties. It also promotes a fair and competitive business environment.

On the other hand, the Group, which invests in and operates industrial estates, commercial, and residential

developments, is subject to various laws and regulations in its operations. Non-compliance with these regulations could lead to severe consequences such as suspension of the Group's "License to operate". In addition, differences in practices and laws and regulations between countries (Thailand and Vietnam), as well as Vietnam's ongoing efforts to reform the country by amending its laws and regulations have posed challenges in ensuring compliance with relevant laws and regulations to the Group.

MANAGEMENT APPROACH

Laws 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, Corporate Governance Committee which will be brought forth to the Board of Directors at least once a year. In addition, the Group has engaged with external internal audit to help trigger possible

legal and reputational risks and offer insights into industry best practices and regulatory requirements.

Uncertainty in laws and regulation has been identified as one of the key risks in the risk management workshop in 2023. Consequently, relevant units have developed a mitigation plan, setting up a risk tolerance threshold to closely monitor any changes in laws and regulations so to avoid potential adverse consequences on the business operations. In 2024, there were 5 cases of non-compliance, primarily involving delays in administrative procedures and inaccuracies in tax declarations totaling 1.079 billion VND. Additionally, 1 pending court case related to a dispute over lease land use rights has been ongoing since 2019.



16.3
16.10



17.1



Cybersecurity and Data Protection

Comprehensive cybersecurity measures safeguard sensitive tenants and operational data, strengthen the company's reputation, and foster trust among stakeholders, which enhances tenant loyalty and investor confidence. Implementing cybersecurity and data privacy practices demonstrates Amata VN's commitment to responsible business conduct, meeting regulatory standards and minimizing the risk of data breaches. In 2024, the Group is in the process of reviewing and considering the announcement of a specific cybersecurity and information technology policy, with a plan to enforce it by early 2025.

The Group recognizes the critical role of information technology in digitalizing and automating processes to enhance the efficiency of our business operations. However, this reliance on new technology also presents potential exposure to emerging cybersecurity threats. In response, the Group has implemented comprehensive controls and initiatives designed to mitigate these risks and safeguard our digital infrastructure.

No complaints regarding security breaches, no identified leaks, thefts or losses of stakeholder's data occurred, reported and found in 2024.

Cybersecurity

- Continuous monitoring and managing of Microsoft Threat Protection to identify and mitigate cybersecurity incidents.
- Regularly updating and patching Anti-Virus and Firewall systems to protect against vulnerabilities and ensure compliance with the latest security standards.
- Implement virtual networks to isolate sensitive data and enhance malware protection by replacing the core switch with new features.

Personal Data Protection

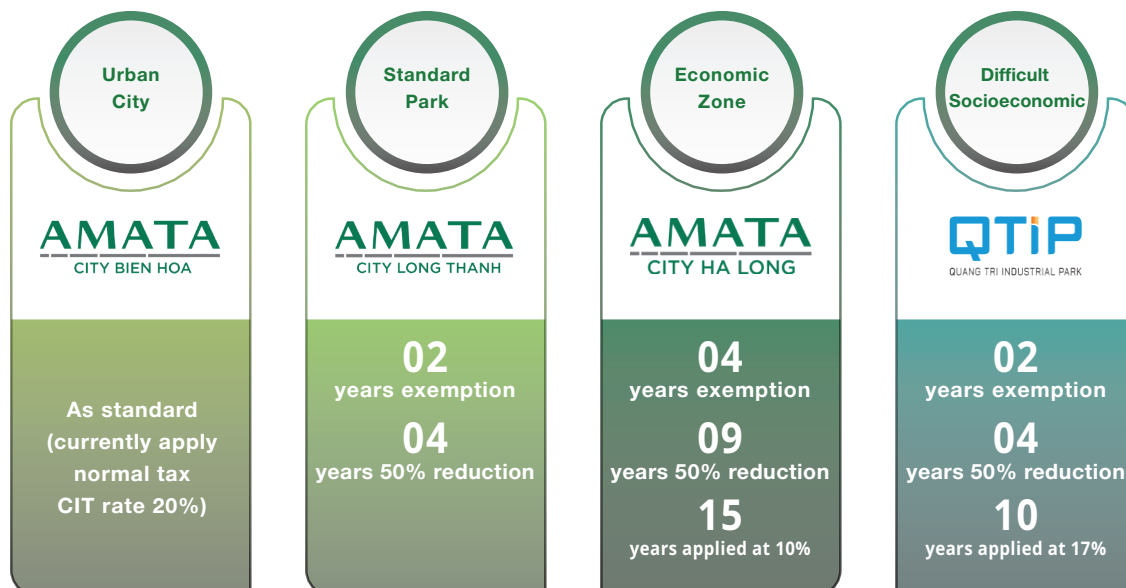
- Enacted Confidentiality Policy and developed Personal Data Protection Policy outlines key principles for processing personal data of customers, suppliers, business partners, employees, and individuals in 2019, included in the "Good Corporate Governance Handbook 2024".
- Established a PDPA Working Committee to oversee data management and appointed a Data Protection Officer for compliance and guidance.
- Ensure adherence to Thailand's Personal Data Protection Act (PDPA) 2562 and adopt these practices in Vietnam in 2024, with adjustments to align with Vietnam's Personal Data Protection (PDP) Decree No. 13/2023/ND-CP.
- Establish the internal system to control and oversee access devices. Set control on authorized officer's access to the Group's network.



Tax Policy

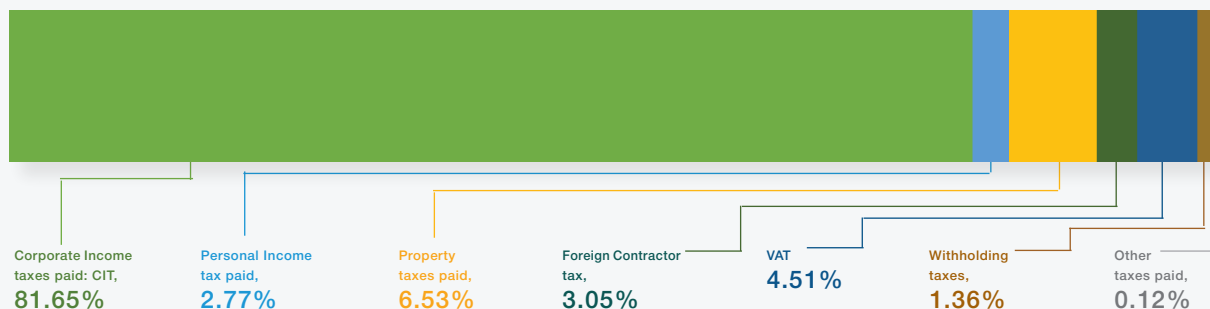
AMATA VN Group acknowledges the direct and indirect risks associated with tax and its impact on the economy and society. Effective tax management not only fosters sustainable business practices but also contributes to national development as a whole. Tax policy, which was introduced in 2021, guides the Group to operate in compliance with the revenue code and tax laws, utilize tax incentives in line with national and local tax structures, and potentially qualify for tax exemption privileges in accordance with the country's tax policies, all within the context of effective, sustainable, and appropriate business operations. Transfer pricing for intra-group transactions is determined using the arm's-length principle, in line with normal commercial activities. For more information on our tax policy, please visit our website. AMATA VN Group has obtained special corporate incentives for revenue derived from its utility business operations. The incentives obtained are shown below:

Corporate Income Tax (CIT) incentive for Utility business



Total Tax Contributions

AMATA VN Group contributes to the economic development of the country where it conducts business through tax payments. In the year 2024, total taxes paid amounted to 312.14 Mil THB equivalent (233.8 Bil VND). The composition of tax contributions is shown in chart below:



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

POSITIVE AND NEGATIVE IMPACT

Effective supply chain management is crucial in fostering sustainable business practices. In today's business environment, where transactions and operations activities are more complex and growing demand for business responsibility towards environmental and social issues have raised the importance of supply chain management. AMATA VN Group recognized the importance of social responsibility and has engagement with various types of supply chain partners across our value chain. Therefore, sustainable

supplier management practices have been adopted that integrate social, environmental, and corporate governance issues into our business operations from upstream to downstream. This approach helps reduce the potential social and environmental risks and impacts associated with the suppliers' conduct, prevent reputational risks, reduce business disruptions, ensure quality, increase competitiveness, and promote long-term growth value creation for the Company.



MANAGEMENT APPROACH

AMATA VN Group adheres to the principles of fairness and transparency in our dealings with all suppliers, in accordance with the Procurement Policy. Recognizing the potential environmental and social impacts of construction, we have also established a Construction Policy that integrates sustainability practices to minimize these impacts. Our goal is to collaborate with suppliers, including contractors who not only meet our business requirements and provide the Company with maximum benefits, but also operate in an economically, environmentally, and socially responsible manner.

To further promote responsible supply chain management, AMATA VN Group has developed a comprehensive Procurement Manual. This manual provides operational guidance for employees on supplier treatment practices and integrates ESG criteria in new supplier selection and classification, risk assessment, performance evaluation and auditing, as well as supplier capacity development. In addition, AMATA VN Group has implemented a Supplier Code of Conduct (SCoC) that integrates the ten principles of the United Nations Global Compact to its critical suppliers.



Construction Policy

In the context of AMATA VN Group's operations, construction carried out by our contractors represents a critical component of our supply chain and business success. The timely and efficient execution of construction projects is essential for maintaining our operational momentum and meeting the demands of our clients. However, it is imperative that we ensure our contractors manage their impacts and strictly adhere to all applicable laws, regulations, and environmental standards, as their activities significantly influence our reputation.

In 2024, AMATA VN Group introduced a Construction Policy focused on enhancing responsible supply chain management. This policy emphasizes sustainable practices throughout the construction process, ensuring all projects adhere to environmental standards and promote social responsibility. It outlines clear guidelines for contractors, emphasizing commitment to ethical practices, quality workmanship, and safety standards in construction process, material, and waste management. For more information, please refer to the construction policy published on the AMATA VN website.

Supplier Code of Conduct

AMATA VN Group has implemented a Supplier Code of Conduct (SCoC) throughout all business units, integrating the ten principles of the United Nations Global Compact. The SCoC establishes comprehensive guidelines across four key dimensions: legal compliance, business ethics, human rights

and social responsibility, and environmental stewardship.

Critical Suppliers partnering with AMATA VN Group (whether new or current suppliers) are required to adhere to the following categories within our Supplier Code of Conduct:

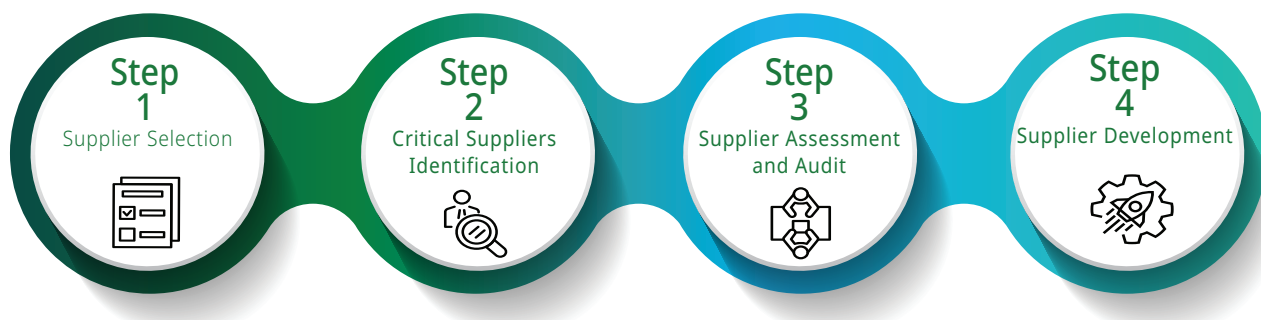
Key issues covered in Supplier Code of Conduct

 Regulatory	 Non-discrimination and Equality	 Anti-corruption
 Conflict of interest	 Harassment	 Fair competition
 Working Environment	 Child Labor	 Environment Management
 Occupational Health and Safety	 Forced Labor	 Confidential information

For detailed information about these requirements, stakeholders can access the complete Supplier Code of Conduct on the AMATA VN website.

Supplier Selection and Management

AMATA VN Group has adopted sustainable supply chain management practices that integrate ESG risks into business operations throughout the supply chain, from upstream to downstream. The sustainable supply chain management process is as follows:



1. Supplier Selection

The Company's procurement process emphasizes transparency and fairness, offering all suppliers and contractors equal opportunities through a fair and transparent tender and bidding evaluation. New suppliers, excluding general suppliers, undergo a preliminary risk assessment based on key criteria such as product/service quality, cost effectiveness, financial stability, and compliance with ESG practices (environment, social, governance). A self-assessment questionnaire (SAQ) and commitment to the Supplier Code of Conduct (SCoC) will be provided to all new suppliers delivering services valued over 5 billion VND (or 1 million THB), excluding general merchandise. New suppliers having a passing score on the SAQ or have low ESG risks, and have acknowledged and signed the SCoC, will be registered as new suppliers

in the Approved Vendor List (AVL). Suppliers who do not achieve a passing score must submit a corrective plan and implement it until the score reaches an acceptable level before it can be registered in the AVL.

Existing suppliers will be evaluated additionally based on their performance with the Group in human rights, occupational health and safety, environmental management, and the completion of past projects. When tendering is not required, suppliers will be selected from the Approved Vendor List (AVL), as they have already been screened. In these cases, price competitiveness will be the primary selection criterion.

The ESG topics assessed in the SAQ cover the following:



2. Critical Supplier Identification

The identification of critical suppliers is conducted annually. Suppliers are classified as critical suppliers based on the following criteria:

- Supplier/Contractor with expenditures exceeding 5 billion VND or 1 million THB
- Supplier/Contractor providing critical components
- Supplier/Contractor offering non-substitutable products/services

Suppliers that have direct relationships with Tier-1 suppliers and indirectly affect the Group's operations are also classified as critical, using the same criteria.

3. Supplier Assessment and Audit

AMATA VN Group implements a comprehensive assessment and audit framework for Critical suppliers and those with high ESG risks ensuring they perform their work responsibly towards surrounding communities and the environment, while also protecting the Group's corporate operations and reputation. The Group determines **high-risk ESG** suppliers through combination of the following methods:

- Self-Assessment Questionnaire (SAQ) scoring: Suppliers complete detailed questionnaires to evaluate their ESG risk profiles and compliance levels.
- Work-specific evaluation: Assessment of risks specific to the nature and scope of supplied services or products.
- Annual Supplier performance review: Annual performance evaluation and relationship assessment for suppliers and contractors after the delivery of services.

The method for evaluating and mitigating risks vary according to the type identified.

1. On-site Audit

All critical suppliers must undergo preliminary ESG risk assessment through the Supplier Self-Assessment Questionnaire (SAQ) at least once every 3 years. The assessment result serves as the basis for audit plans development. The frequency of on-site ESG audit varies based on the risk level scored on the SAQ. Critical suppliers will be categorized into 3 groups: Low, Moderate, and High risks. Suppliers with scores below 70% are considered high-ESG risk and will require an on-site ESG audit on an annual basis with an improvement plan with a specific time frame for implementation. While moderate ESG risk suppliers will have on-site auditing every 2 years. Low ESG risk suppliers are on-site audited every 3 years.

Self-assessment questionnaire (SAQ) rating

Score (%)	ESG Risk	Audit plan
80-100	Low	Every 3 years
70-79	Moderate	On-site ESG audit every 2 years
Below 70	High	Annual on-site ESG audit and improvement plan shall be established

In addition, while the operational costs remain modest due to completed infrastructure and readily available market resources, the Group recognizes that certain construction activities can significantly impact the environment and local communities. As a result, where there are external construction works involved, an on-site auditing will also be conducted on these contractors during the service period or after project completion, depending on the duration of the work.

The on-site auditing will be conducted by an assigned third party or relevant department. The audit report will highlight significant risks, minor issues, and good practice issues. Findings will be communicated to the supplier, and follow-ups to the corrective action plan will be conducted according to the agreed time frame.

2. Annual Supplier Performance Review

Following the completion of work, suppliers undergo a thorough post-delivery assessment conducted by the relevant internal department. The evaluation examines multiple performance criteria including quality, delivery, contractual adherence, social responsibility and environmental impact. The suppliers are graded as “white”, “grey”, or “black” based on their performances, with “black” suppliers facing potential removal from the approval vendor list.

Work specific and post-delivery assessment rating

Score (%)	Rating	The Group’s Action
80-100	White	1st priority for future work selection
70-79	Grey	Require improvement to achieve acceptable criteria level within agreed timeframe
60-69	Black	Company will not be able to engage with the vendor for at least 3 years

In 2024, ACBH managed a network of 115 active Tier-1 suppliers, of which 53 are new suppliers. Given ACBH’s status as a mature and fully developed industrial park, there are not many activities involving suppliers that would impact on the environment and the community. However, 3 critical suppliers were identified in the water management field. These three critical suppliers accounted for 12.22% of the total expenditure. Additionally, there were 2 critical non-tier 1 suppliers. All critical suppliers, both tier-1 and non-tier 1, underwent ESG risk assessments with a 100% completion rate. While none received a high ESG risk score in 2024, 2 suppliers were classified as high-ESG suppliers due to the nature of their work and passed the on-site audit. All suppliers are maintained compliance with our standards, and none required termination during the reporting period.

	2024
Total Number of active suppliers	115
Number of new suppliers	53
Number of Critical suppliers (Tier-1)	3
Number of Critical Non-Tier 1 suppliers	2
Number of suppliers classified as high-ESG	2
Number of Terminated Suppliers	0
% of total spending on Critical suppliers (Tier-1)	17.5%

	Target	2024
Number of suppliers acknowledged SCoC		
Critical suppliers (Tier-1)	100%	100% (2 of 2)
Critical Non-Tier 1 suppliers	50%	100% (2 of 2)
Percentage of suppliers assessed for ESG risks through SAQ		
Critical suppliers (Tier-1)	100%	100% (3 of 3)
Critical Non-Tier 1 suppliers	100%	100% (2 of 2)
Percent On-site ESG audit completion		
Work specific suppliers	100%	100% (2 of 2)

4. Supplier Development

AMATA VN Group aims to have long-term relationships with our suppliers and in doing so, we wish to create their awareness of sustainability practices, enhance capability, performance, and competitiveness. Development involves collaborating with suppliers to improve various aspects of quality, efficiency, innovation, and overall business practices to foster a win-win benefit, promoting continuous improvement and innovation across the Group's entire supply network.

● Occupational Health and Safety Training for suppliers

AMATA VN Group held up occupational health and safety training for suppliers to reduce the risk of workplace injuries and illnesses and to ensure a safe and healthy work environment while performing any construction or related work in our area.



● Knowledge sharing

AMATA VN Group fosters knowledge sharing both within the Group and with its suppliers, particularly in construction innovation. A notable example is AMATA ASRB's innovative floor construction method, which was shared with construction contractors from each subsidiary. This collaboration enables contractors to explore new opportunities to advance construction practices in Vietnam and provide future services to the Company. In 2024, the team has followed up on the possibility of implementing this concept into our current construction process.

● Awareness of ESG risk

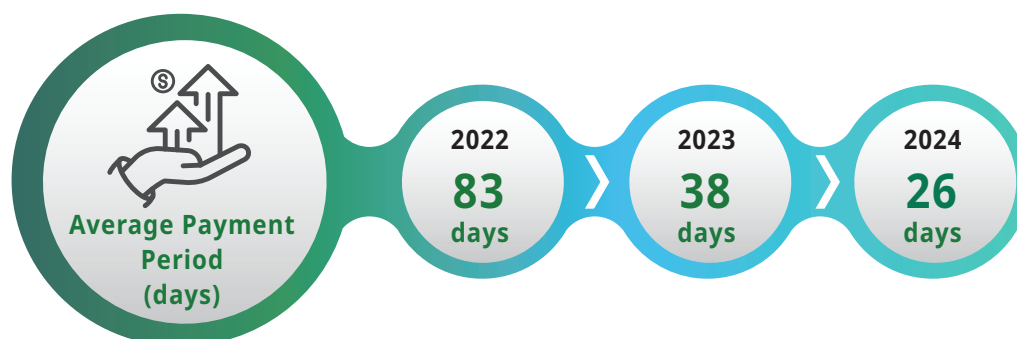
ACBH enhanced local suppliers' awareness of international practices by introducing ESG risk assessment through the Self-Assessment Questionnaire and the Supplier Code of Conduct. This initiative helps suppliers to evaluate their environmental, social, and governance performance against global standards while identifying areas for improvement. The distribution of SAQ began in late 2021 and has been continually educating suppliers on this new concept since. In 2024, coaching continues as every year, there are new suppliers being assessed.

Credit Terms with Suppliers/Contractors

AMATA VN Group is committed to fostering strong and mutually beneficial relationships with our suppliers. While our company may not have a formalized credit terms policy, we are committed to ensuring punctual and reliable financial transactions with our suppliers. As part of our standard procedure, payments are typically processed within a 30–45-day timeframe upon receiving the invoice. However, it is important to note that the payment period may be based on factors such as the nature of the product/service, contractual terms with suppliers, and adherence to quality standards for the provided products/services. Our commitment to transparent communication ensures that we work collaboratively with our suppliers, addressing

any concerns and maintaining a trustworthy and mutually beneficial business relationship.

The average payment period for 2022–2024 has been recalculated. Previous reporting included accrued development costs and other accounts payable. For 2024, the calculation was refined to include only trade payables, leading to the revised average payments period as shown below. The high average payment period in 2022 was attributed to the nature of our business which required significant upfront investments in land and infrastructures development such as wastewater treatment plant, and substations before sales, delaying the cost of goods sold recognition and extending the payment period.



INNOVATION DEVELOPMENT

POSITIVE AND NEGATIVE IMPACT

Innovation development is essential for AMATA VN Group to maintain a competitive advantage in the market by allowing the company to reduce costs and enhance overall operations. Through ongoing improvement and adaptation of our products, services, and processes, the Group can stay ahead of the competition, optimize resource utilization, and provide better services to meet the evolving needs of the customers. Investing in innovation also helps companies increase efficiency, reduce costs and attract new customers.

The fast pace of innovation has also made it challenging for the Group to keep up with the competition while the high cost of implementing new technologies and the need for constant upgrades have put a strain on the company's financial resources. Failing to keep up with innovation may result in missed opportunities to attract investment from potential customers resulting in a decrease in the Group's market share and profitability. Therefore, optimizing innovation development is important for our sustainability and our pathway to SMART city.

MANAGEMENT APPROACH

As innovation is an important part for our business, AMATA VN Group emphasizes the importance of being “Innovative” as a desired quality among our employees, embedded in AMATA VN DNA. We encourage our employees to foster creativity and devise new approaches to enhance innovation in both our company's operations and for the benefit of society.

AMATA VN Group understands the significance of innovation in its long-term growth and sustainability. The strategies for innovation are focused on 3 main approaches:



Products or services development



Process improvement



Digitizing for efficiency

To further embed this culture of innovation, the Group has implemented an innovation management policy accompanied by an INNOVATION AWARD program. This initiative is designed to stimulate and recognize innovative thinking among our employees, ultimately driving enhanced operational performance and creating significant value for the organization. The Group aims to position itself as a leader in our industry while making meaningful contributions to the community by cultivating an environment where new ideas flourish.



8.2
8.4



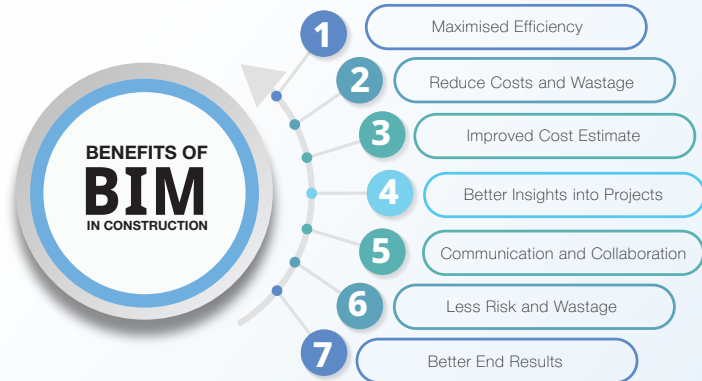
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13.1



Building Information Modeling (BIM)



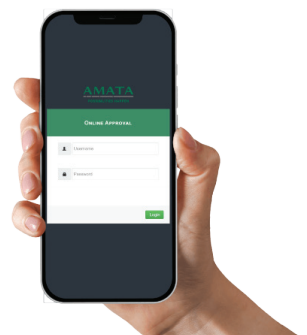
AMATA VN Group continues to leverage building information modeling (BIM) in our construction projects, building on the efficiencies and benefits realized in 2023. The continued use of BIM allows us to improve project planning and analysis, resulting in ongoing cost savings and minimized material waste. Our focus on using detailed 3D models helps in early issue identification and effective decision-making, ensuring project timelines are met and overall quality is improved. As we progress through 2024, the integration of BIM remains central to our efforts in optimizing project outcomes and enhancing facility management capabilities.

Key benefit received in 2024:


- Elimination of 339 days of delay theoretically (7 days for processing revisions to solve each clash).
- Total cost saving of approximately 5.1 Mil THB (from both material and labor cost).
- Reduction in construction material use: 428 kg PVC pipe, 265 kg HDPE pipes and 386 m³ of concrete (equivalent to 90.22 tCO₂e GHG emissions reduction).

Online Approval System

The AMATA VN group is transitioning its procurement processes by launching an online approval system for purchase requests (PR) and purchase orders (PO). Starting in late September 2023 for ACBH and ACHL, and expanding to ACLT and ATLT in January 2024, this initiative aims to streamline workflows, reduce paper use, and enhance efficiency by cutting approval times. This allows approvers to respond quickly to urgent requests from anywhere. The platform also improves tracking of requests and budgets, aiding audits and promoting transparency. As a result, 3,013 documents have been approved, reducing approval times by an average of one week and eliminating greenhouse gas emissions by 44.23 kgCO₂e.



Automatic wastewater quality monitoring



Thời gian	PH	TEMPER (oC)	COD (mg/l)	TSS (mg/l)	Free Clo (mg/l)	Ammoni (mg/l)	FLOW IN (m3/h)	FLOW IN 2 (MODULE 2) (m3/h)	FLOW IN 1 (MODULE 1) (m3/h)	FLOW IN 3 (MODULE 3) (m3/h)	FLOW OUT (m3/h)	Đánh giá (QCVN)
	8.59	31.25	7.82	30.64	0.00	0.13	281.52	142.34	0.00	139.18	246.06	Đạt
	8.60	31.31	8.12	28.80	0.00	0.13	346.54	157.11	0.00	189.43	137.83	Đạt
	8.60	31.55	8.32	24.59	0.00	0.13	343.77	159.98	0.00	183.79	178.94	Đạt
	8.53	31.33	8.22	20.56	0.00	0.13	258.57	148.32	0.00	110.24	178.94	Đạt
	8.49	31.27	8.56	19.54	0.00	0.13	338.96	170.01	0.00	168.95	185.58	Đạt
	8.55	31.34	8.77	16.64	0.00	0.13	323.14	172.91	0.00	150.23	201.54	Đạt
	8.45	31.47	8.99	17.22	0.00	0.13	358.05	179.03	0.00	179.02	284.27	Đạt

The Group has enhanced the efficiency and accuracy of wastewater management at ACBH by deploying an Automatic Wastewater Quality Monitoring system. This system continuously tracks key parameters (e.g., pH, COD, BOD, ammonium) in real-time, ensuring adherence to wastewater discharge standards. By providing daily reports to regulatory authorities and publicly disclosing data on company's website, the Group demonstrates its commitment to safeguarding water quality and protecting surrounding communities and stakeholders.


Cultivating a Culture of Innovation

AMATA VN Group values its employees as creative individuals with unique insights and ideas essential for the company's progress. The Group aims to harness this potential for sustainable growth by empowering them to innovate and offering the necessary resources and support. When innovation becomes part of the group business's core identity, it enhances individual creativity and fosters collaboration, agility, and adaptability. This foundation enables AMATA VN Group to effectively manage change and continually improve, shaping a resilient future for the organization.

AMATA INNO AWARDS 2024




The Amata "Innovation Awards" provides a platform for employees across the Amata Corporation Group to showcase creative ideas and transformative projects that enhance work processes, introduce new products, or improve operational efficiency. Beyond the chance to compete, participants also benefit from a comprehensive pitching workshop to refine their presentation skills. For the 2024 edition, the competition features two categories: Innovation Idea and Innovation Project, with a combined prize value of 2.5 million THB. The winners will be recognized by Amata Group's founder, Mr. Vikrom Kromadit. This year, 11 teams from AMATA VN Group have participated, with the final results set to be announced in 2025.





Inspiration for a Better Future

PROGRAM OBJECTIVES

- 
FOSTER A CULTURE OF CONTINUOUS INNOVATION ACROSS ALL LEVELS
- 
CULTIVATE EMPLOYEE ENTREPRENEURIAL MINDSET AND CROSS-FUNCTIONAL INITIATIVES
- 
SHOW CASE STRATEGIC INITIATIVES IN ESG VALUE AND NEW BUSINESS DEVELOPMENT

AMATA INNOVATION AWARD 2024

OFFICIAL LAUNCH & INNOVATION INSPIRATION TALK

SCHEDULE

9.30
AMATA Innovation Award 2024

10.00
Fireside Chat - Updates from The Winner Teams 2023:

- The Winner of IDEA Award 2023 by AMATA Connex
- The Winner of PROJECT Award 2023 by The 360 - Built Mission

Moderated by Asst.Prof. Thira Chavarnakul, Ph.D., Chulalongkorn Business School

10.30
Inspiration Talk 
Shift Mindset: Ideation Insights, from Ideation to Innovation
Moderated by Asst.Prof. Thira Chavarnakul, Ph.D., Chulalongkorn Business School
 Khun Tassika Damronglerd, CTO, Intyme Solution Co., Ltd.



SCAN TO ATTEND




ASST.PROF. THIRA CHAVARNAKUL, PH.D.,
CHULALONGKORN BUSINESS SCHOOL

KHUN TASSIKA DAMRONGLERD,
CTO, INTYME SOLUTION CO., LTD.

WEDNESDAY 25 SEP 2024 | 09:30 - 11.30 HRS

SHOWCASE HALL, CHONBURI

INSPIRATION TALK TOPIC: IDEATION INSIGHTS, FROM IDEATION TO INNOVATION

Amata Corporation Group recently hosted the event "Inspiration Talk: Ideation Insights – From Ideation to Innovation," underscoring its commitment to foster innovative thinking and transform ideas into tangible solutions. During the session, speakers discussed best practices for nurturing creativity in teams, identifying conditions that promote brainstorming, and overcoming mental barriers to creative thought. Employees also engaged in interactive workshops with practical case study that demonstrated how to apply ideation techniques in their daily roles.

ENRICHING PEOPLE & COMMUNITY



- Human Rights
- Diversity, Equity and Inclusion
- Human Capital Management
- Occupational Health and Safety
- Customer Relationship Management
- Community and Social Development



HUMAN RIGHTS

POSITIVE AND NEGATIVE IMPACT

The issues of human rights are becoming increasingly prominent in today's globalized world. As a corporation with international clients, AMATA VN Group is committed to upholding the principles of human rights. We firmly believe that all individuals are entitled to equal status, rights, and opportunities, and it is our responsibility to ensure that human rights are respected within our sphere of influence. It is imperative that we avoid any actions that may result

in the violation of human rights, whether through our own operations or through our business relationships with other parties since any infringement on human rights could not only have a detrimental impact on our business operations but also tarnish the reputation of AMATA VN Group as a whole. Therefore, we are dedicated to promoting and protecting human rights in all aspects of our business.

MANAGEMENT APPROACH

AMATA VN Group respects internationally recognized human rights within the scope of our business activities and is committed to conducting our operations ethically with a focus on safeguarding human rights. To ensure that human rights are respected in our sphere of influence, a Human Rights Policy was incorporated in AMATA VN's Corporate Governance Handbook and in the Code of Conduct. This policy underscores the entitlement of all internal and external stakeholders along the Group's business value chain to non-discrimination, equality, freedom, and fair hiring, compensation, safety, and opportunities, and more in alignment with the International Labour Organization (ILO) and the Principles of the United Nations Global Compact (UNGC).

In 2024, the Human Right Policy has been revised to provide enhanced clarity regarding the scope and responsibilities of all concerned parties, including the Board of Directors (BOD), departments, and relevant oversight entities. This revision aims to ensure that all stakeholders understand their specific roles in promoting and upholding human rights within the organization. Additionally, AMATA VN Group has conducted comprehensive human rights due diligence

across its entire value chain. This process identifies, prevents, and mitigates actual or potential adverse human rights impacts associated with its operations and business relationships. By integrating this due diligence into its risk management framework, AMATA VN ensures legal compliance, strengthens its social license to operate, and safeguards its reputation.

Furthermore, the Supplier Code of Conduct, coupled with established supplier assessment criteria, has been implemented to address risks related to human rights impact, both present and potential in the future. These include concerns such as discrimination and equality, underage and forced labour, occupational health, safety and work environment, fair compensation, and environmental impact to human rights. The established policies have been communicated to employees at all levels and to our business partners, contractors, and suppliers. Furthermore, AMATA VN Group has conducted human rights due diligence in all activities within the value chain as a means of risk management to ensure legal compliance, social license to operation, and reputation management.



Human Right Policy

Amata VN Group emphasizes strict adherence to labour laws as a fundamental aspect of our sustainability practices. We ensure that our operations across our industrial estates adhere to both Thailand and Vietnam labour regulations, focusing on safeguarding the rights and well-being of our workforce, as well as those employed by associated entities (such as suppliers and contractors). The Group has established a Human Right Policy to underscore our commitment to fostering a respectful and supportive environment.

Key issues covered in the Human Right Policy*

- Prevention of forced labour
- Prevention of child labour
- Equality of opportunity and treatment
- Non-discrimination and non-harassment
- Occupational health and safety in the workplace
- Suitable working and resting time
- Fair wage and benefits
- Human Capital Development
- Support the right to peaceful assembly and freedom of association
- Anti-slavery

As an additional requirement for subsidiaries in Vietnam, the Group has submitted the associated social insurance and employment details report to authority throughout the year to ensure that it meets legal standards and reinforces our dedication to ethical business practices while safeguarding employee's rights and promoting their welfare. In 2024, there is no report or findings of discrimination against any individual or group regarding their race, religion, gender and disability or labor rights violations of labour rights within the Group's operations or value chain.

Participating in Labour Law training 2024

ACBH's Human Resource Department participated in the training program on "Law on Salary, Recruitment, Labour Use, and Social Insurance 2024", which allows us to align with the updated legislation and enhance protection for employees. This demonstrates ACBH's commitment to reinforcing high labour standards and promoting a more equitable and sustainable labour market.

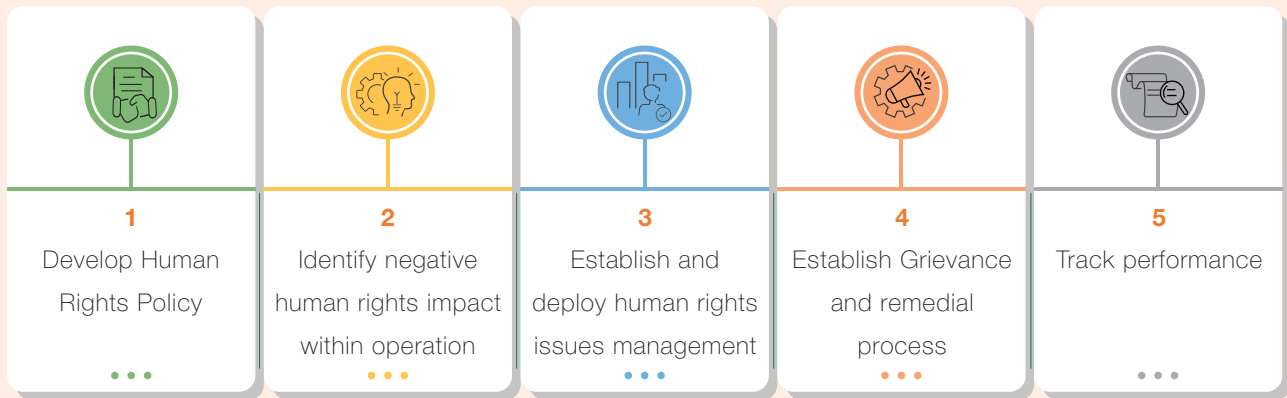


Human Rights Due Diligence

The human rights due diligence process helps identify potential and actual adverse impacts, prevent, mitigate, and account for how they address impacts on human rights. AMATA VN Group performs human rights impact assessment as an initial stage of every project development through environmental and social impact assessments. During the project implementation, human rights due diligence is incorporated in 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 AMATA VN Group's operational sites, along each value chain, including supply chain and in business relationships such as joint ventures every 3 years. Human right due diligence is carried out in accordance with the Guiding Principles of the United Nations on Business and Human Rights which include commitment, identifying and assessing potential human rights impacts, integrating and acting upon the findings to acceptable level, monitoring the performances, and remediating adverse impacts by relevant functions/unit.

* For more information, please refer to the Human Rights Policy at AMATA VN Website

Human Rights Due Diligence Process



To assess and address the impacts of our operation on human rights, AMATA VN Group follows the HRIA methodology that identifies, prioritizes potential/actual human rights impact on Internal and external stakeholders, to effectively address and remediate any adverse impacts on human rights. According to the 38 basic human rights defined by the International Bill of Rights, 9 human rights issues were identified that are relevant to our industry. Through internal and external assessment criteria, the impact human right risks are evaluated by considering the likelihood and severity of the occurrence.

Human Rights risk



Human Right Risks Management Measures

All business units under AMATA VN Group were assessed for human rights risks assessment in 2023. Following the assessment, the salient human rights risks identified relevant to our operation are as follows:

Salient Human Rights Issues	Affected Stakeholders	Mitigation	Remedy
Health and Safety (Rights to an adequate standard of living and right of freedom of movement)	Employee, Customer, Community, Contractors' Workers	<p><u>Employee, contractors' worker, customer</u></p> <ul style="list-style-type: none"> Establish Labour safety and hygiene in company's internal regulation. Provide safety gear and uniforms for employees in hazardous areas Conducted OSH auditing on-site and inspect damage or disorder within the estate periodically Inclusion in Supplier Code of Conduct <p><u>Community</u></p> <ul style="list-style-type: none"> Comply with all measures indicated in the Environmental Impact Assessment Report (EIAR) Conduct risk assessment of potential hazards that may occur during operation annually to identify and set measures to mitigate those risks <p><u>All stakeholders</u></p> <ul style="list-style-type: none"> Implement measures to manage traffic flow to prevent road access blockages Provide training courses and communication relating to health and safety, fire drills, pandemic updates and prevention. Establish grievance channels for stakeholders to report complaints. <p>*Further detail of the mitigation plan is mentioned in OSH chapter</p>	<ul style="list-style-type: none"> Respond promptly to health and safety incidents to mitigate harm and provide necessary support to affected individuals Offer fair compensation and rehabilitation services Conduct thorough reviews of the incidents to identify root causes and implement corrective actions
Contribute to expropriation of local residents (Rights to own property and right of freedom of movement)	Specific local resident	<ul style="list-style-type: none"> Seek project sites away from densely populated areas Conduct public hearing prior to project initiation Comply with law and regulation 	<ul style="list-style-type: none"> Collaborate with authorities to identify suitable relocation sites and fair compensation
Personal data (Rights to privacy)	All stakeholders that Group holds information	<ul style="list-style-type: none"> Enact Personal Data Protection policy as a management standard and good practice Establish a PDPA Working Committee to oversee data management and appoint a Data Protection Officer for compliance and guidance Establish personal information control management process in accordance with the law to ensure data confidentiality Upgrade the internal data protection system for both software and hardware. Provide training to employees on importance of personal data protection and process in managing the data 	<ul style="list-style-type: none"> Immediate system closure to prevent further data loss Conduct assessment of breach impact Notify affected parties Investigate the breach to determine the cause for further potential legal action, appropriate remediation, and improvement areas. Offer support services to affected parties



Monitoring and Remediation of Impact

AMATA VN Group has in place a whistleblowing 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. There were no noted violations of human rights complaints filed by our employees nor by external stakeholders in 2024.

Human Rights Awareness

To inform employees of their rights, a staff manual informing employees of the benefits and rights the Group provides to employees according to various conditions is posted on the Group's intranet. The Human Rights Policy and staff manual have been communicated as part of new employees' orientation by the Human Resources Department. Testing to refresh the understanding of the human rights of the employees is being conducted on an annual basis. In addition, Human rights policies are also posted on AMATA VN's website as a reminder to both internal and external stakeholders of the Group's commitment and expectations regarding human rights.

Supply Chain Labour Practices

The Group is dedicated to ensuring that our tenants and suppliers uphold ethical labour practices that align with our core values of creating safe and fair workplaces across our industrial estates supply chain. The Group has implemented labour practices and human rights standards in the Supplier Code of Conduct, which all suppliers must acknowledge and sign during the contract agreement process. The Group also actively enforces stringent standards and criteria for tenant selection and supplier partnerships, emphasizing adherence to labour laws, respect for worker's rights, and commitment to ethical employment practices. Through supplier monitoring and assessment, we provide guidance and support to our tenants and suppliers, fostering a culture of compliance and accountability. Furthermore, we promote awareness of labour rights and best practices, ensuring that all stakeholders are equipped to create positive work environments that prioritize employee well-being and dignity.

Work permit for foreign workers seminar

ACBH, in collaboration with the Department of Labour, War Invalids and Social Affairs in Dong Nai, and Dong Nai Industrial Zone Authorities (DIZA), hosted a seminar on "Work Permits for Foreigners" addressing regulations under Decree 152/2020/ND-CP and Decree 70/2023/ND-CP. The event was designed to help tenants navigate challenges in work permit applications process. The seminar dress 160 attendees representing 126 companies both inside and outside ACBH.



DIVERSITY, EQUITY AND INCLUSION (DEI)

POSITIVE AND NEGATIVE IMPACT

Diversity, equity, and inclusion (DEI) are increasingly important worldwide as organizations recognize the need for workplaces that reflect the diverse societies they serve. As globalization connects people from various backgrounds, there is a growing demand for inclusive environments that value different perspectives. AMATA VN Group acknowledges the significance of DEI in creating a respectful and fair workplace. The Group aims to harness a wide range of perspectives that enhance our organizational effectiveness by encouraging participation from individuals of diverse backgrounds. Our commitment to DEI helps us tap into diverse talents, fostering a culture of empowerment and fairness for all.

However, it is important to acknowledge that the implementation of DEI initiatives requires ongoing effort and attention. While striving for a diverse and inclusive environment can lead to positive outcomes, such as improved employee engagement and broader talent acquisition, there can also be challenges in navigating the varying needs and expectations of a diverse workforce. Balancing these dynamics effectively is vital to ensure that our DEI efforts yield meaningful results without overestimating their immediate impact. The Group aims to create a sustainable DEI strategy that supports our long-term growth while addressing the needs of all stakeholders.

Principle of DEI

AMATA VN Group has integrated the principles of diversity, equity and inclusiveness into every policy outlined in its Code of Conduct and Corporate Governance Handbook which highlight the significance the Group attaches to DEI, ensuring it remains free from bias or discrimination against any personal characteristics, background, nationality, religion, sexual orientation, disability, social status, or any other personal traits that are not related to the undertaking of its business operations.

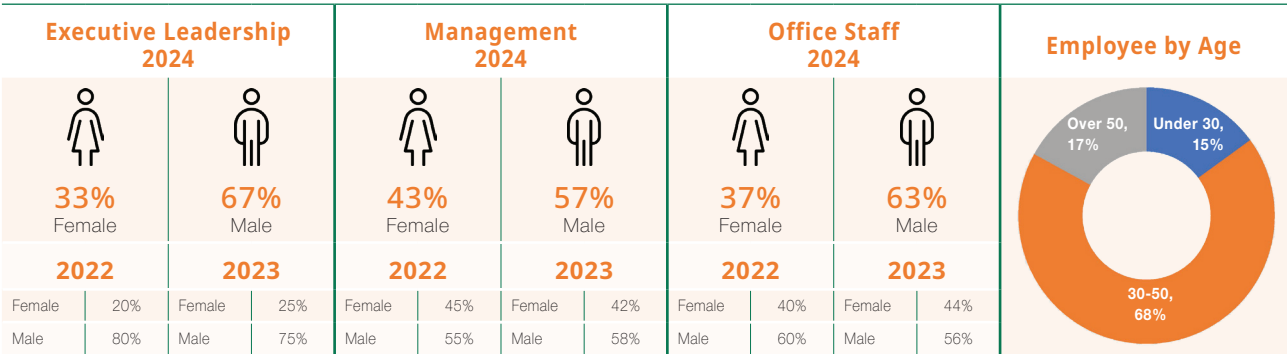
Core Value

1. Provide equal opportunities and make fair and transparent processes throughout the employee lifecycle, from recruitment and remuneration to termination and personnel management
2. Promote diversity at all levels, including the Board of Directors, management and staff
3. Create an inclusive culture that empowers individuals have the freedom to display their potential and work on an equal basis
4. Treat every customer and business partners equally and without discrimination in all aspects

Board diversity & Employee Demographics

Selecting Board Directors with diversion representation will foster varied perspectives and promote inclusive decision-making. To achieve a well-rounded and diverse board composition, the Group established the Board Diversity Policy outlined in the Corporate Governance Handbook. This policy ensures that directors are selected based on a range of qualifications beyond the standard requirements for education and professional experience, including considerations of gender, age, tenure, ethnicity, culture, geographical background, and nationality, among other aspects of diversity. For more information, please refer to “Board Diversity” section in Corporate Governance Chapter of this report.





The number of women in senior management positions has significantly increased, while middle management has maintained a relatively balanced gender workforce. In addition, 17% of our employees are aged over 50, bringing unique perspectives and extensive experience to the Group.

Women Empowerment

AMATA VN Group acknowledges that fostering opportunities for women is essential for the Group's sustainable growth and societal benefit. The Group also promotes global initiatives for supporting women through recognitions and places efforts to increase the proportion of women in managerial positions. In addition to having a female CEO, the Group implements development programs aimed at nurturing female talent and leadership within the Group (Refer to Human Capital Development section for more information).

Sponsoring Women-Focused Events and Activities

AMATA VN Group sustains its efforts to promote gender equity within the workplace by organizing a series of events and activities across all business units. In continuation of our observance of Vietnamese Women's Day, these initiatives provide a platform for employees to come together and acknowledge the significant contributions of women in our organization.



Disability Inclusion

Where possible, AMATA VN Group provides fair employment opportunities for the less physically abled. Benefits are given no less than those provided to any other employees in the company. As of 31 December 2024, AMATA VN Group has one disability employee who has been with the ACBH for 20 years.

Gender Pay Analysis

AMATA VN Group determines employee compensation based on an individual's role and achievements, with no divisions or differences based on gender. In 2024, the gender pay gap (female: male) of subsidiaries operating in Vietnam indicate female employees were paid 13.17% more than male employees, is primarily due to the distribution of roles within the organization. A higher proportion of female employees hold office-based and management positions, which generally offer higher salary structures, whereas male employees are predominantly engaged in site operations, where compensation frameworks differ based on industry norms and job requirements.

HUMAN CAPITAL MANAGEMENT

POSITIVE AND NEGATIVE IMPACT

AMATA VN Group recognizes that effective human capital management and robust labor practices are fundamental to its success. By prioritizing employee development, fostering a positive, inclusive, and safe work environment, and upholding fair treatment and legal compliance, the Group cultivates a motivated, skilled, and loyal workforce. This approach enhances productivity, drives innovation, and strengthens the Group's competitive edge in a dynamic market. Furthermore, it fosters positive tenant relationships, aligns with ESG standards, and attracts socially responsible investors, solidifying AMATA VN Group's position as a leader in sustainable industrial estate development.

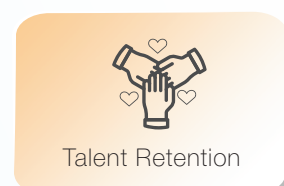
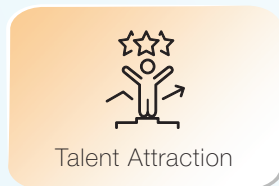
Conversely, inadequate human capital management and poor labor practices pose significant risks. Undervaluing employees, creating discontent, or neglecting legal compliance can lead to high turnover, recruitment challenges, and operational disruptions. These issues incur substantial costs, erode morale, damage the Group's reputation, and hinder its ability to adapt to market changes. Ultimately, such failures jeopardize the Group's long-term sustainability, growth potential, and tenant satisfaction. Therefore, AMATA VN Group's commitment to prioritizing its workforce is not just a matter of ethical responsibility but a critical strategic imperative.

MANAGEMENT APPROACH

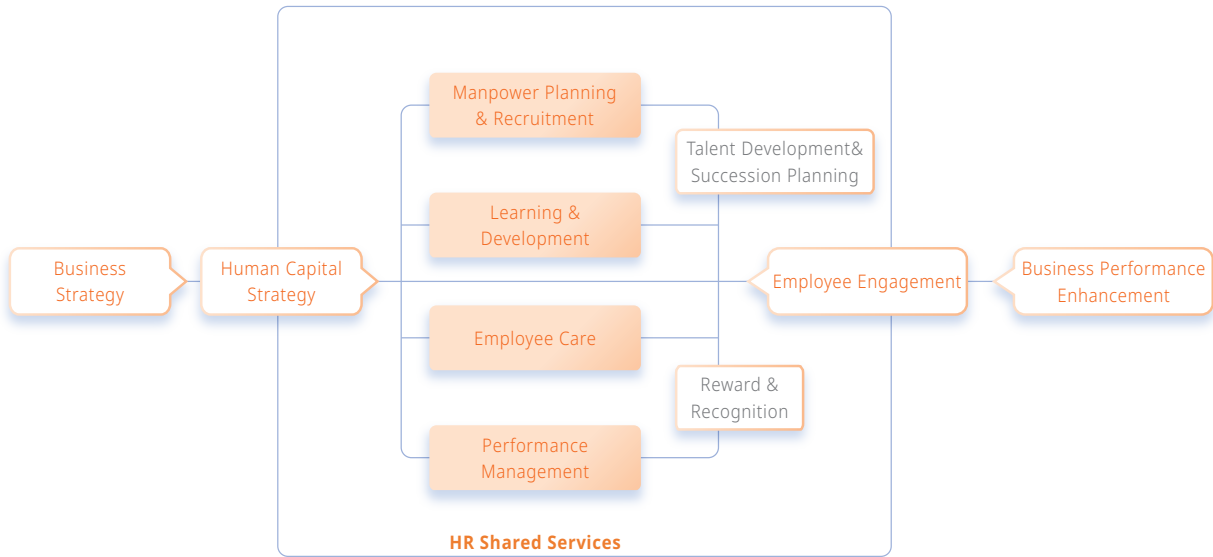
Amata Corporation and its subsidiaries formed the Human Resources Management Committee (HRC) to align HR strategies and policies to assist management with the best international practices and legal standards, including human rights. The HRC focuses on attracting, developing, and retaining talent to foster an attractive workplace for current and future employees. The HRC consists of 13 members in "C-Level" positions, including the Chief Executive Officer, Chief Financial Officer, Chief Marketing Officer, Acting Chief Strategic and Risk Officer, managing/general directors of subsidiary companies, and key management personnel. As one of Amata Corporation's subsidiaries, AMATA VN Group has been actively participating in the HRC since 2012.

The Human Resources Department of AMATA VN Group is responsible for adapting and adopting the standards endorsed by the HRC and works together with leaders across various functions to develop strategies that strengthen employee capabilities and enhance skills for effectively navigating changes in the business environment.

Four key strategic focuses human capital management



Human Resources Framework



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 in place to address short-term operational needs and anticipated future human resource requirements to ensure our people align with the company's strategic direction and corporate DNA. Recruitment for potential candidates is sought from between subsidiaries within AMATA VN Group and from external sources based on the principles of transparency, equality, and non-discrimination. Strategies the management has implemented are as follows:

<div>1</div> <div></div>	<div>2</div> <div></div>	<div>3</div> <div></div>
Manpower and Competency planning	Cross-functional teamwork for competencies & opportunities	Credential attraction via branding enhancement
In Q4 of every year, the Group establishes its annual business plan, manpower requirements, and competency strategy, in line with its strategic direction. To ensure candidates possess the required competencies, corporate DNA, and align with the organization culture, the final selection process includes an interview with the CEO to assess cultural fit and leadership potential.	Internal rotation within business units empowers employees to develop diverse skills, promote continuous learning, and enhance career advancement and engagement, which boosts retention. These elements drive the Group's success. Additionally, internal rotation aids succession planning by identifying and nurturing potential leaders for key roles	The Human Resources Department leverages diverse recruitment channels to boost visibility among external talent pools. These include hosting job fairs at provincial universities, collaborating with recruitment agencies, and publishing job openings on the corporate website. Internship programs allow college students to Additionally, the department utilizes a referral program "Friends Get Friends" to incentivized current employees to share positive feedback with potential candidates.

The Group has set a target of achieving at least 70% fulfillment of its recruitment plan's job opening. In 2024, the Group successfully filled 80% of the from 45 job openings planned. The gender ratio of recruits was of 3.5: 1 (Male: Female), influenced by high demand for electrical engineer and technicians at ACHL substations.

Recruitment	2022	2023	2024
Job Openings (Position)	44	26	45
Total new recruits	27	17	33
- Male	15	7	25
- Female	12	10	8
Internal rotation	7	5	3
Total position fulfillment	34	22	36
Fulfillment Rate	77%	84.6%	80%

Fair Wages and Benefits

A comprehensive welfare and benefits package enhances the Group's attractiveness potential hires in today's competitive job market while boosting employee well-being and satisfaction. The Group is dedicated to offering fair compensation and comprehensive benefits that align with competitive standards, taking into account employees' responsibilities, experience and competencies. As of 2024, Amata VN Group provides a minimum of 6 Mil VND per month for its workforce, significantly exceeding Vietnam's minimum wage standard of 4.96 Mil VND per month.

Employees are provided with a range of benefits, including healthcare coverage, provident, and other financial support programs that promote financial security. Additional perks include lunch expenses support, annual company-sponsored trips, fitness programs support to name a few. These benefits are transparently communicated to employees on their first day of employment.

Extra assistance during challenging times

In 2024, Amata City Ha Long (ACHL) was significantly impacted by the Yagi storm. In response, the Group provided financial support of 2,500,000 VND per person to all employees at ACHL. Additionally, employees affected by the storm were granted leave and allowed to register for work from home (WFH), ensuring their salaries were not impacted during this period.

Remuneration and Performance Assessment

AMATA VN Group recognizes the importance of effective compensation management in employee retention and attraction. The HRC consistently reviews and benchmarks compensation and benefit programs with other companies in the same business sector to maintain a competitive remuneration structure and ensures that employees are appropriately compensated and motivated to contribute to the organization's success.

The Group employs the Balanced Scorecard (BSC) performance management system to oversee and monitor performance, aligning it with the organization's overall objectives. This strategic tool serves as a means to enhance overall productivity, employee engagement, and reduce staff turnover. The BSC encompasses four key perspectives: financial, customer, internal processes, and learning and growth. Collaboratively, managers and employees establish individual Key Performance Indicators (KPIs) with measurable targets for each perspective, ensuring a clear understanding of expectations, goals, and deliverables. All employees must undergo performance assessment twice a year (mid-year and year-end) based on their contributions to these KPIs and expected DNA behavior, establishing a tangible link between individual efforts and organizational strategy. The assessment of employees considers 3 key areas:

PERFORMANCE INDICATORS (KPI)	Performance Indicators (KPI) serve as a mechanism to assess the effectiveness of staff performance based on mutually agreed-upon measurable indicators between supervisors and staff members.
BEHAVIORAL ASSESSMENT THROUGH "AMATA DNA"	Behavioral assessment involves evaluating the presence of core competencies and expected behavior as the company holds the belief that shared characteristics among all staff contribute to the attainment of the company's objectives.
CAREER DEVELOPMENT	Career Development requires a supervisor to assess the strengths and areas requiring further improvement of individual staff members for the purpose of development planning.

The importance of KPIs and behavioral assessments varies by organizational level, with KPIs being more vital at higher tiers (75%:25%). Performance reviews help identify skill gaps and training needs, promoting continuous improvement. Insights from this management system support decisions on rewards, promotions, and succession planning. Fair compensation is aligned with industry standards based on performance evaluations. In 2024, there were total of 7 staffs being promoted following their performance assessment.

Learning and Development

In anticipation of forthcoming changes, the human resource department strategically analyzes and plans training programs to ensure that the workforce is equipped and possesses necessary skills, facilitating business expansion and continuity. Embracing the 70:20:10 Learning model, the Group emphasizes 70% learning from on-the-job experiences, 20% from interactions with others, and 10% from formal learning methods (e-learning or classroom sessions) focusing on both technical skill and development of core competencies. The Group has set a target of achieving an average of 20 hours of training and development activities per employee each year.

In 2024, AMATA VN Group organized a total of 56 training programs, covering a diverse range of topics to support both personal and professional development. The initiatives included leadership and management trends, corporate culture, technical skills such as data analysis, project management, and digital tools, as well as legal and regulatory updates in labor law and social insurance areas. Programs also focused on emerging global trends, sustainable governance, and resilience in dynamic business environments which demonstrate AMATA VN Group's dedication to fostering employee growth, enhancing operational excellence, and preparing for future challenges.

	2022	2023	2024
Total Training hours	1,046	3,048	4,039
Average Training hours per employee	6.38	18.36	22.44
Average Training hours by gender			
- Male	5.10	14.33	19.76
- Female	8.26	23.95	28.54
Average Training hours by employee level			
- Executive	4.20	1.00	11.29
- Manager	8.70	34.59	38.32
- Staff	5.63	10.36	20.34

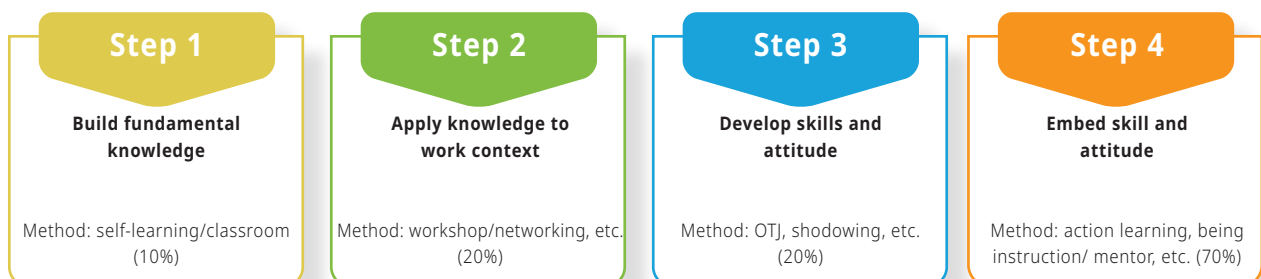
Core Competencies Development Program

the company has introduced the “Learning Journey and Learning Solutions” framework, adhering to the requirements of the Corporate Core Competencies DNA. The framework serves as a guide on the expected skills and competencies (DNA) of staff members at each hierarchical level and provides recommended forms of learning intervention. The expected DNA includes “talent potential factors”, encompassing strategic thinking, solution provider, collaboration and teamwork, goal orientation (ambitious), and people development. The Human Resources has coached and encouraged all staff members develop their knowledge, and skill sets accordingly, either through in-house training programs or external sources.

Individual Development Program

The individual development plan (IDP) for each staff member can be derived from the results of the assessment of the performance. In this process, the supervisor may identify areas for improvement, and staff members can propose areas they aim to enhance in alignment with the core competencies framework. Training development plan for the following year is then determined based on the information received from these IDPs.

IDP Construction process



Talent Development Program

AMATA VN Group launched a trial of a 360-degree feedback evaluation for managerial and critical position staff. This system assesses five key dimensions known as “talent potential factors”: strategic thinking, solution provision, collaboration and teamwork, ambitious goal orientation, and people or self-development. Based on results from the 360-degree evaluation and performance assessments, selected employees will participate in the Talent Development Program. Developed under management’s direction to “Grow people from within,” the program aims to create development opportunities, maximize capabilities through cross-functional initiatives, and prepare the next generation of leaders. In 2023, the total talent pool comprised of 10 candidates. This talent pool will go through development programs to close the skill gap between current positions and future workforce planning by focusing on the 5 talent potential factors through diverse training methods and cross-functional project assignments. In 2024, these candidates continued their development journey through shadowing training, where they followed and learned directly from their supervisors. This hands-on experience provided them with valuable insights into leadership responsibilities and decision-making processes.

Successor Planning

The Group has established a comprehensive succession development program designed to ensure business continuity and support future growth. This program specifically focuses on key executive roles, where succession is critical, particularly for executives near retirement or those in positions that could significantly impact business disruptions if left vacant. To identify specific succession needs, the HR engages in discussion with department heads to pinpoint the essential skill and competencies required for each role. Potential successors are carefully selected based on these requirements and then enrolled in tailored talent development program. This program includes strategic project assignments that equip them with necessary skills and experience to excel in their future leadership roles. In 2024, The Group identified 11 key leadership positions that are crucial to its operation. Of these, 64% were successfully filled with identified successors.

Employee Retention

Managing employee retention requires strategic actions to keep employees motivated and committed to their roles. The Group emphasizes enhancing employee engagement through competitive compensation, professional development, and by ensuring employees feel valued and supported. This includes giving them a voice, offering benefits beyond salary, and building a healthy work culture. These efforts create a positive work environment, increase employee satisfaction, and ultimately enhance retention.

Collective Bargaining and Welfare Committee

The Group acknowledges and respects the right of our employees to freedom of association, allowing them to join or form labour unions and other representative organizations without fear of discrimination or retaliation. Employee participation is structured by each operating area as follows:

THAILAND

In Thailand, companies within the Amata Corporation Group, the parent company, have established a Welfare Committee that serves as a representative platform for employees. This committee gives employees a voice regarding benefits and work-life quality, as well as providing a forum for expressing concerns and suggesting improvements. The Welfare Committee convenes quarterly and includes 18 representatives from across the Amata Corporation Group, including a designated representative from Amata VN (AVN) who helps to determine welfare benefits in alignment with the Group's criteria.

VIETNAM

In Vietnam, employees at the ACBH and ACHL subsidiaries, excluding general directors and expatriates, have the option to join a labour union affiliated with the Vietnam General Confederation of Labour (VGCL), which operates under the guidance of the Communist Party. This union functions similarly to the Welfare Committee by representing employee voices, safeguarding rights and interests, and providing recommendations to management.

Following the welfare committee meeting, the Group has introduced various benefits to enhance employee well-being, including healthcare insurance, meal allowances, special events allowances, lunch meal provision. All employees are eligible to these benefits upon completion of their probationary period. In 2024, the Group has built a “Happiness” room to further enhance the well-being and productivity of its employees. The “Happiness” room includes a well-stocked pantry with a variety of healthy and convenient food and drinks free for employees, a small gym, and beds for resting.



“Bonding” Culture Enhancement

Several activities have been organized with the aim of building a strong sense of connection and engagement with the organization. These initiatives aim to cultivate a positive work culture, which frequently results in heightened job satisfaction and greater levels of commitment, productivity, and loyalty among employees. A strong connection with the company also contributes to employee retention.

• Townhall meeting and staff annual party

An annual townhall meeting, led by the CEO, provided an insightful briefing on the company's targets and strategic direction for the upcoming year, emphasizing growth, sustainability, and innovation to all employees of AVN and subsidiaries. The CEO also shared a summary of the company's performance over the past year, highlighting key achievements and areas for improvement. Additionally, the event served as an opportunity to announce the much-anticipated annual staff party, a celebration of the team's hard work and dedication, fostering friendship and appreciation among all employees.



• Team building activities

Various activities to foster teamwork, promote better communication, and cultivate stronger relationships among employees were organized within the year. The new year party, team building activities, and annual company trip with employees and families were some of the initiatives to engage with employees.



Voice of Employee

The Group actively engages with employee feedback to refine and enhance its benefits package in alignment with the needs of its workforce. Employees are encouraged to propose improvements through the employee welfare committee, direct communication with the Human Resources Department, and participation in satisfaction surveys conducted during various Company's activities.

When feedback is received is a grievance, it will be handled following the same protocol as whistleblowing. The authorized person will compile, review, and analyze the grievance filings. Depending on the severity and potential impact of the incident, an ad hoc investigation committee will be appointed to investigate the facts while adhering to the principles of fairness, promptness, confidentiality, and clarity. Committee members must have no personal vested interest in the complaint to prevent bias.

The Group maintains multiple channels for employees to voice suggestions, concerns, and expectations, ensuring justice and strict confidentiality. This approach fosters workplace efficiency, organizational improvement, and enhanced quality of life for employees, reinforcing AMATA VN Group's commitment to transparency and employee well-being.



E-mail or line directly
to the Chief Executive
Officer (CEO)



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



Suggestion Box
located in the office



Employee
Engagement (EE)
Survey



Chairperson of
the labor union within
the company
(for subsidiaries in
Vietnam)

Employee turnover

In 2024, the Group voluntary turnover rate was recorded at 10.95%, below Vietnam's average industry voluntary turnover rate in 2023 of 19.4%. While this represents a slight increase compared to the previous year, it remains within an acceptable range for the industry. With note, the calculation of the total turnover rate excludes internal rotation, as AMATA VN Group actively promotes employee development by offering opportunities for internal transfers. These transfers require employees to resign from one company and join another within the group, reflecting our commitment to nurturing talent and fostering career growth within the organization. The Group has set target for employee turnover to be no more than industry turnover.

Source	2022	2023	2024
Industry Voluntary turnover*	15.8%	19.4%	N/A at a reporting period
Voluntary turnover rate	9.82%	9.09%	10.95%

Employee Satisfaction




To monitor staff well-being and engagement, the Group conducts an annual Employee Engagement (EE) Survey which allows employees to share their feedback and concerns, helping the Human Resources Department gather insights into satisfaction and areas for improvement.

Employee Satisfaction Survey key areas:

- Pay and Benefits
- Career and Learning Opportunities
- Collaboration and Teamwork
- Respect and Recognition
- Branding of the Group
- Relationship and Culture
- Administrative & IT Service Experience
- Events and Activities

* Reference MNCs Voluntary turnover data is reference based on talentnet in association with Mercer half year disclosure.

In response to the valuable feedback received from employees in the 2023 assessment, the company has launched 2024 initiatives focused on enhancing workplace satisfaction and productivity as follows:

Previous feedback of Employee	The Group's Actions in 2024
<div></div> <div>Pay and benefits</div>	<ul style="list-style-type: none">• Consider salary benchmarking and provide additional benefits for employees• Provide an additional benefit for employees (uniform, perfume, glasses prescription, etc.)• Support manager to involve in salary negotiation
<div></div> <div>Career Development</div>	<ul style="list-style-type: none">• Continue individual development plans to cover all employees• Encourage supervisors and managers to hold regular development discussions with team members• Facilitate internal rotations for career development, with 3 employee rotations in 2024
<div></div> <div>Talent & Staffing</div>	<ul style="list-style-type: none">• Provide workforce upskilling through training, seminars, and leadership acceleration programs

The Group's improvement efforts resulted in a notable increase in employee satisfaction rate to 87%, supported by 100% employee participation in the satisfaction survey. The EE survey results, shared at the annual Townhall Meeting, identified Pay and Benefits, Work-life balance, and Career Development as key areas for improvement.

	Target	2022	2023	2024
Group's employee satisfaction	80%	82%	83%	87%

OCCUPATIONAL HEALTH AND SAFETY

POSITIVE AND NEGATIVE IMPACT

The management of industrial park involves a diverse array of activities, extending from construction to infrastructure development to disaster management and beyond. Performing these activities carries inherent risks that could potentially jeopardize the health and safety of our people, our partners, and the public. In addition, a large population of people commute in and out of our estate each day together with having a large cluster of manufacturing factories in the premises which makes the estate more susceptible to road accidents, fire outbreaks, or chemical spills.

Recognizing these risks, AMATA VN Group places a high priority on occupational health and safety management and has identified it as a material topic to proactively address the issue. We are dedicated to mitigating these risks to prevent work-related injuries, fatalities, and adverse impact on surrounding communities. Such measures are essential not only to safeguard our stakeholders but also to preserve our reputation.

MANAGEMENT APPROACH

AMATA VN Group is committed to providing a safe and healthy workplace for all employees including contractors who work in our area. 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.

The Group is committed to creating a work environment with ZERO ACCIDENTS, prioritizing the safety of both our workforce and the surrounding community. To achieve this goal, the management takes proactive actions to identify unsafe conditions in all work situations and implement changes to prevent this risk to health and safety. The Site Management Manager takes the lead in generating and implementing checklists and plans which indicate the responsible person and planned period for action on an annual basis. Beyond putting the needs of its employees first, the management also ensures the health and safety of the people in the community.

Employee Health and Safety

AMATA VN Group is committed to ensuring that employees have a safe and comfortable working environment. As part of this commitment, AMATA VN Group has implemented measures such as providing air filters in the workspace, conducting quarterly monitoring of air quality, lighting, and noise levels, and ensuring that employees have access to adequate tools and equipment to perform their job functions effectively. In 2024, there were no reported incidents resulting in work absences or fatalities of any employees.

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- Annual health check-ups and medical support are provided to all employees.
- Regular inspection of workplace lighting, air quality and overall environmental factors.
- Annual assessments of occupational health and safety are being conducted to identify areas that might cause injury and fire by checking readiness of equipment e.g., fire extinguishers, and safety signage in good and usable condition.
- Actively promote employee's health through physical activities initiatives such as the 5-Minute Workout implemented after every lunch break, AMATA VN Running events, and AMATA Sports Clubs to help alleviate stress and reduce the risks associated with office syndrome.
- Provide Occupational Health and Safety training for employees. In 2024, there are a total of 114 employees trained in OHS and relevant standards equivalent to 999 training hours.

AMATA Miles for Smile



AMATA VN Group has launched a sports challenge for employees across all subsidiaries under the campaign titled "Miles for Smiles" which aims to motivate our employees to exercise, promote physical well-being, while contributing to the community. For every kilometer an employee completes, the Group in collaboration with the labor union to donated 2,000 VND to the Operation Smile Association in Vietnam that supports free surgery program for children with cleft lip and palate. To further incentivize participation, the Group offer a grand prize of 2 million VND for the employee who achieves the highest total distance over the course of the challenge.

Through this initiative, employees collectively logged 15,066 kilometers, demonstrating strong participation and engagement. As a result, AMATA VN Group and the labor union contributed a total of 30,132,000 VND, reinforcing our role in fostering a healthier workforce while strengthening community impact.

Emergency Response Plan (BCP)

The Group has established in place a comprehensive emergency response plan (BCP) to ensure that all staff are aware of their roles and responsibilities in the event of unexpected incidents or emergencies. These incidents can be from natural disasters, epidemics or pandemics, fires, typhoons, or even riots. The BCP is designed to guide our employees to act safely to ensure everyone's safety during dangerous situations.

Contractor Health and Safety

AMATA VN Group prioritizes the well-being of both employees and contractors. Our internal regulations outline guidelines for contractors working within our industrial estates to ensure the safety of their workers and the surrounding community. We provide clear guidance to our contractors and customers upon their arrival at our premises and strictly enforce compliance with these regulations. The performance of contractors is closely monitored by our project's employee in charge, and any incidents of injury to their employees must be reported to the Company. In 2024, there were no reported incidents resulting in work absences or fatalities of contractors.

Lost Time Injury Frequency Rate (LTIFR)



Customer/Tenant Health and Safety



Occupational Health and Safety training

The Group has collaborated with the Department of Labor, Invalids and Social Affairs (DOLISA) of Quang Ninh Province to organize 2 Occupational health and safety training courses which target managers, contractors, employees responsible for occupational safety and health in enterprises, and workers in safety-critical roles. This initiative offered 154 participants from customers and contractors a total of 1,232 training hours.

OHS Training modules:

- Overview of Vietnam's Labor Safety, Hygiene Laws and Regulations
- Identification of Hazards and Harmful Factors in Operations
- Roles and Responsibilities of Employers and Employees regarding OHS
- Procedures for Declaring, Investigating, and Addressing OHS Incidents/Accidents

CCTV Installation

CCTV system was integrated for comprehensive traffic monitoring, enhancing safety and efficiency throughout the industrial estate, with cameras installed at key intersections and vital points.



Fire Drill and Emergency Evacuation Training

Fire drill and evacuation is mandatory training to ensure that our employees and customers to familiarize themselves with the proper emergency procedure and protocols as well as how to effectively use safety equipment in the event of a fire so that to avoid or reduce the risk of injury or loss of life. AMATA VN Group organizes fire drills training every year in collaboration with professionals from the Fire Prevention & Fighting Police of each province to educate employees and customers on basic fire-fighting skills. Additionally, these drills allow for the identification of any weaknesses in the evacuation plan, enabling the company to make necessary improvements and adjustments to ensure the highest level of safety for all individuals on our premises. In 2024, AMATA VN Group assisted in the fire drill and evacuation practice of 6 companies inside our operating area.

Workers' Month & Occupational Safety Action for Industrial Parks



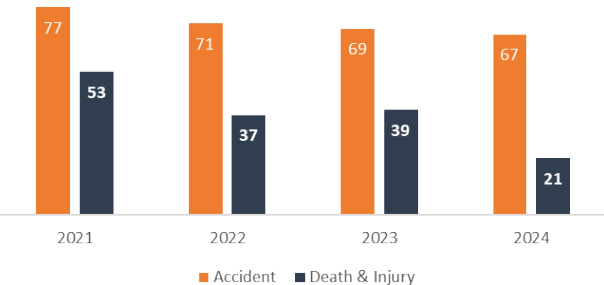
ACHL and Quang Yen People's Committee jointly organized "Workers' Month and Occupational Safety Action", a safety awareness event for companies within our industrial park. The event promoted safe work practices and enhanced workers' health and safety.

Community Health and Safety

Road Safety

According to previously collected statistics, about 30,000 vehicles commute in and out of ACBH every day, consisting of 84% motorbikes, 9% passenger cars, and 8% logistic trucks. The high volume of vehicles on the road has led to traffic congestion and unwanted accidents. Traffic congestion remains the primary complaint from both customers and the community. To enhance road safety and improve traffic conditions, measures such as installing a roundabout, adding speed bumps, repainting traffic signages, and developing a comprehensive traffic flow plan with support from local police and traffic experts are being implemented.

AMATA VN Group aims to reduce injury and death rates by over 60% during the first phase of implementation. In 2024, injuries and deaths decreased significantly to 21 cases from 39 in 2023. The death/injury ratio improved markedly, decreasing from 56.5% to 31.4%, reflecting a positive trend in road safety management and incident prevention. The Group will continue to adopt safety measures and training programs to reduce accidents for all road users, including employees, customers, and community members.



Road accident and injury statistics

Year	2022	2023	2024
Target	<60%	<60%	<60%
Accident Severity Rate	52.1%	56.5%	31.4%

Drug Prevention Seminar

ACHL in collaboration with the Quang Yen Trade Union, the Police of Quang Yen, organized a seminar on drug prevention in 2023 for tenants and their employees with the objective of raising awareness within society on the importance of preventing drug abuse for both a healthy working environment and a healthy society at large. During the seminar, the Quang Yen Police shared crucial knowledge on identifying and remain vigilant against newly emerging drugs, highlighting their unpredictable effects of drugs on individuals, families, and society. ACHL firmly believes that such educational initiatives not only contribute to the well-being of people in the estate but also reinforce our commitment to fostering a safe and drug-free society.



Community Disaster Management

AMATA VN Group prioritizes the safety of our customers and the community. We have established fire stations and trained firefighters to effectively manage emergencies. Our emergency management and firefighting team are equipped with personal protective gear and safety equipment, ensuring readiness for any incidents. The Group's emergency management team is dedicated to not only managing emergencies with our industrial park but expanded their support the community by participating in the Regional Security Committee of Long Binh Ward and collaborating with local Fire Police to enhance community safety. Fortunately, there were no fire incidents in 2024 at both ACBH and ACHL, as well as nearby communities.



CUSTOMERS RELATIONSHIP MANAGEMENT



POSITIVE AND NEGATIVE IMPACT

The success of the customer's operation in the industrial estate is part of the long-term support to the economic growth of the Group. Strengthening customer relationships leads to new customer referrals, retention, repeat sales in future projects and also reduces costs associated with supporting and servicing them. Additionally, it enhances customer satisfaction and loyalty, which are essential for the sustained success and continuity of our business.

On the other hand, failing to consistently meet the needs

of customers and failing to maintain a positive relationship may result in a loss of trust in the Group and a negative impact on its reputation, both locally and internationally. The current customer base comprises influential figures across various industries, boasting extensive networks that span global supply chains. As a result, any dissatisfaction may not only affect the existing relationships but also influence the decisions of potential investors and future customers considering investments in the Group's industrial estates.

MANAGEMENT APPROACH

AMATA VN Group believes that it takes more effort and cost to acquire a new customer than retaining an existing one, therefore, the management placed significant importance on retention of customers. Customer's suggestions and recommendations are important input to the company, especially this period where there is a shift in customer expectations and behavior. AMATA VN Group continually engages 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 and ACHL annually conducts customers satisfaction survey 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 about 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.



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Enhancing Customer's Relationship

• Training and Seminars

AMATA VN Group's customers are mainly foreign direct investors coming from over 20 countries. As such, there may be differences in practices and regulations between the customers' headquarters and local market leading to potential discrepancies. Understanding this customer's perspective and supporting the lifelong learning together, the Company emphasized supporting customers for training and seminar related to local laws and regulations, capacity development and business trend updates. In 2024, the Group has organized 15 seminars and workshops relating to such as Tax Inspection, Labor policies, Work permit for foreigners, Macroeconomic and Trade Financing, IFRS, Greenhouse gas inventory, PDPD, and Occupational Health and Safety to bring awareness and enhanced the customers' competitive capabilities.



• Customers/Tenants meeting

ACHL in collaboration with Quang Ninh Economic Zone Authority (QEZA) hosted the first tenant meeting, which included participants from various customers/tenants, and local government agencies. The event featured updates on industrial park infrastructure investments and addressed concerns related to Export processing enterprises (EPE), Green energy such as solar rooftop, and land use rights certificates (LURC) transfer. Additionally, to ensure skilled and qualified manpower for the customers, ACHL signed a Memorandum of Agreement with AIT Vietnam to provide training courses for customers.



• Human Resource Committee

ACBH established the Human Resource Committee in 2020 which is comprised of the members from all customer's companies operating in the estate. The purpose was to share experiences and knowledge relating to human resources management. In 2024, the committee met 2 times.

• Amata Football Cup Championship

ACHL in collaboration with Quang Ninh Economic Zone Authority (QEZA) hosted the first tenant meeting, which ACBH and ACHL continue to organize annual football tournaments, providing a casual setting for customers, authorities, and partners to interact and build personal connections. This event strengthens the relationship between the company and its participants, emphasizing teamwork and fostering enduring friendships between customers and the organization.



Enhancing Brand Awareness

Brand awareness is one of key focus for the AMATA VN Group as we pursue our vision of becoming sustainable industrial estate and SMART CITY. The Group aims to response to the shifted demand of customers and investors. Building brand awareness in this context strengthens our reputation, builds and maintains trust, and encourages collaboration with stakeholders especially for both existing and new potential customers/investors, ultimately supporting

our goal of creating a vibrant, responsible, and innovative community for the future.

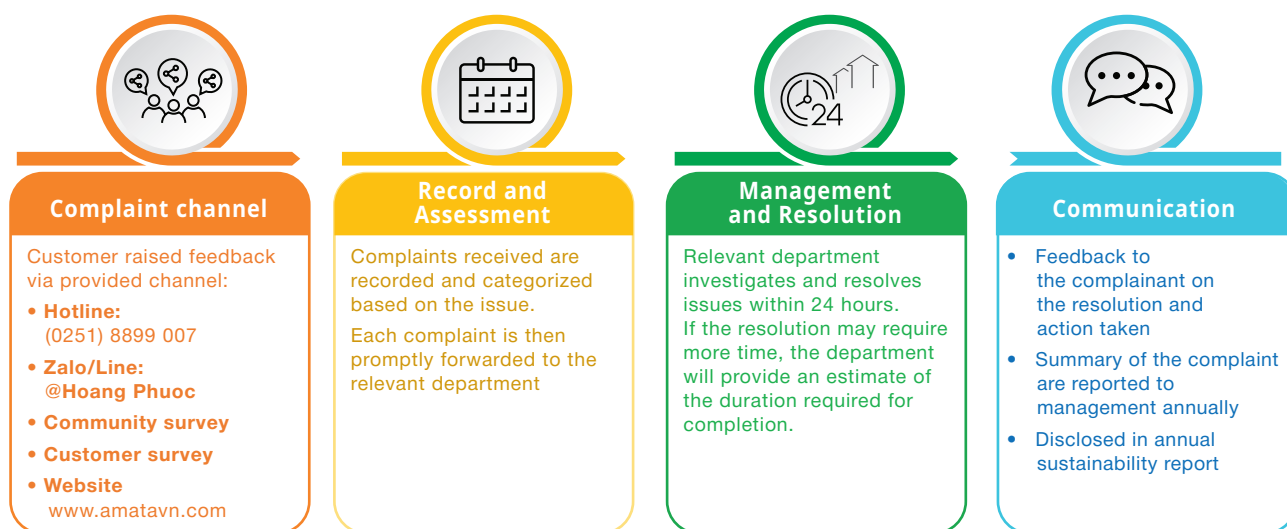
Our brand awareness as sustainable Industrial estate has been recognized through several prestigious awards, showcasing our leadership in ESG stewardship and innovation. For more details, please refer to the Awards and Recognition section of this report.

Producing Quality Products

The Group prioritizes quality, understanding its crucial role in ensuring customer safety and satisfaction, while also contributing to cost efficiency. This commitment to quality is evident from the outset, beginning with comprehensive planning and design. A well-considered master plan addresses land use, infrastructure layout, environmental impact, and future expansion, incorporating strategic zoning for diverse industries and accommodating varying business sizes and evolving needs. Careful site selection,

considering accessibility, transportation, and proximity to resources, is equally important. Furthermore, strict adherence to construction regulations during development ensures both customer safety and the long-term durability of the property. Finally, ongoing maintenance of infrastructure and common areas, robust security measures, and the provision of customer support services reinforce the Group's dedication to quality.

Customer Grievance Management



Customers are encouraged to share their opinions, recommendations, and concerns through various channels, including our online and offline call centers, email, and website. They can also provide feedback during customer satisfaction surveys and after seminar sessions. In the event of a complaint, the designated department shall acknowledge receipt and commence addressing the

matter within 24 hours, aiming to resolve the issue within a defined timeframe.



In 2024, the Group received a total of 15 complaints with top 3 topics regarding maintenance, telecommunication, and traffic congestion. All reported complaints have been successfully resolved, and customers have been promptly informed of the resolutions.

Customer Satisfaction

AMATA VN Group conducts a customer satisfaction survey annually to analyze and monitor its customers' experiences, understand their expectations, and problems for further improvement in its operations. To improve feedback mechanisms, the customer satisfaction survey questionnaire was revised in 2023 and 2024, allowing for a more comprehensive assessment of customer perspectives on various aspects of their experience. As a result of this implementation, there has been a slight decrease in overall satisfaction rates from 90% to 89% compared to previous years, which are still at high levels of satisfaction.

	Target	2022	2023	2024
Customer Engagement Rate	80%	98%	99%	100%
Customer Satisfaction	85%	93%	90%	89%

In response to the constructive feedback gathered in 2023, the Group has proactively implemented a series of activities and actions in 2024 aimed at enhancing our overall performance and addressing the concerns raised as follows:

Previous Feedback raised from Customers/Tenants	The Group's Actions in 2024
 Traffic Congestion	<ul style="list-style-type: none">● Install additional road safety equipment such as speed bumper, traffic light and pavement marking● Leveling and building temporary roads along the fence of company phase 1 and 2A● Renovating the gate at the ending of Road 1
 Water pressure	<ul style="list-style-type: none">● Renovation of the water supply pipeline on Road 3 and 7● Replace steel water supply pipe with High Density Polyethylene (HDPE) pipe

FOXCONN'S THIRD PROJECT AT ACHL

Strengthening customer relationships leads to new customer repeat sales in future projects. Foxconn Corporation has been known as one of the leaders in the consumer electronics manufacturing sector, accounting for 40% of the global consumer electronics market share and ranked 20th among the Top 500 largest global corporations according to Fortune Magazine. After having two projects located in AMATA City Ha Long (ACHL), in July 2024, Foxconn continued to select ACHL for their third project. This latest investment brings Foxconn' total land area at ACHL to approximately 32 hectares, with an estimated total investment of USD 510 million.



COMMUNITY AND SOCIAL DEVELOPMENT

POSITIVE AND NEGATIVE IMPACT

The development of industrial estates serves as the foundation of Vietnam's economic growth, and AMATA VN Group takes pride in contributing to this progress. Our projects play a significant role in attracting business ventures and investments to the region, driving job creation, stimulating economic activities, and enhancing local infrastructure. AMATA VN Group helps foster a thriving business environment that uplifts communities and positions Vietnam as an attractive investment destination in Southeast Asia.

However, The Group is also mindful of the potential negative impacts that our operations may have on local communities

and society. The development of industrial estates can lead to challenges such as increased pressure on public infrastructure, environmental concerns, and changes to local livelihoods. Failure to address these concerns may result in resistance from affected stakeholders, reputational risks, and regulatory penalties, which could disrupt our operational continuity and long-term objectives. Recognizing these risks, AMATA VN Group places strategic importance on engaging with communities, mitigating adverse impacts, and fostering strong, collaborative relationships. This commitment is a moral responsibility and a vital element in ensuring sustainable growth and maintaining our social license to operate.

MANAGEMENT APPROACH

AMATA VN Group upholds the philosophy of "ALL WIN," aiming to foster growth for both our business and the communities we serve while being accountable for societal well-being. To minimize negative impacts to community, especially given the scale of our projects, we conduct Environmental Impact Assessments (EIA) and public hearings to evaluate potential effects and implement preventive and mitigation measures. The Group is committed conducting business responsibly towards society and has established monitoring systems to ensure our activities do not negatively impact the community whereby air, noise, wastewater, waste pollution.

The Group also integrates community development incorporating United Nation's Sustainability Development Goals (SDGs) into its business plan, focusing on three key areas: economic development, health and well-being,

and education to drive growth and development within the community. We center our efforts on communities within a 7 km radius of our project sites. Annual community surveys and feedback from whistle-blowing channels help us measure satisfaction, understand concerns, and adjust operations. Insights are shared across functions during monthly management meetings to ensure continuous improvement.

In line with this efforts, AMATA VN Group also encourages and empowers employees to actively participate in community development through volunteer programs and support for charitable organizations. Employees are given opportunities to contribute their time and skills to initiatives aligned with our sustainability focus, including education, healthcare, and environmental conservation, supporting a culture of shared responsibility and meaningful contribution to society.



99% LOCAL PROCUREMENT	2.86 Bil VND TOTAL COMMUNITY CONTRIBUTION	56 COMMUNITY- RELATED ACTIVITIES CONDUCTED	94 TOTAL EMPLOYEE VOLUNTEERING
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Environmental Stewardship

AMATA VN Group has taken significant steps towards environmental stewardship that directly enhances community well-being, guided by its strategic roadmap to sustainability targeting Carbon Neutrality by 2040. The company operates with a strong emphasis on compliance with environmental regulations and efficient resource utilization. The Group conducts comprehensive environmental impact assessments (EIAs) for all new projects, allowing early identification and resolution of potential issues. Regular monitoring and reporting of air quality, water quality, and solid waste management ensures transparency and accountability.

Additionally, AMATA VN Group actively raises environmental awareness in the communities through various engagement programs, such as the 2024 tree-planting initiatives that added nearly 30,000 trees to improve carbon sequestration and improving biodiversity. As part of our long-term sustainability strategy, the Group has committed to achieving carbon neutrality by 2040. These efforts directly contribute to a healthier environment for community residents. By prioritizing sustainable practices, the Group positively impacts the ecology and strengthens social well-being by creating healthier living environments for the community in which it operates.

Community Economic Development Promotion

Local Procurement

Local procurement significantly contributes to job creation, enhances public infrastructure, and strengthens the economy of both our local community and the wider society. AMATA VN Group directly boosts local economic growth by sourcing 99% of its goods and services from local suppliers in 2024. This strategic approach creates job opportunities for residents while enabling the Group to reinvest in the communities it serves, helping local businesses thrive and promoting sustainability.

Community Development Promotion

Vietnam's economic success is heavily influenced by foreign direct investment (FDI), which has significantly contributed to GDP growth, increased exports, higher employment rates, and greater state revenue to name a few. AMATA VN Group recognizes these advantages and takes proactive steps to collaborate with local authorities and prominent property agents to organize numerous seminars and roadshows including participation in relevant business forums aiming at attracting foreign investors to Vietnam. The Group has actively participated in various activities, utilizing meetings and events as a valuable platform not only for promoting investment opportunities, but also for addressing concerns, and fostering collaboration between local authorities and businesses to improve the overall investment climate.



Promoting investment and business environment of Quang Ninh province

AMATA VN Group is committed to community development through strategic engagement. In 2024, the Amata City Ha Long (ACHL) hosted a New Year Meet-Up event in collaboration with the Quang Ninh People Committee and VCCI, welcoming 80 participants from embassies, consulates, business associations, VCCI, Quang Ninh officials, and entrepreneurs. This event aims to promote Quang Ninh's investment and business environment. The visit included a tour of the industrial park and Jinko's factory, ACHL's first customer, further strengthening relationships between local stakeholders and potential investors, and enhancing the province's investment appeal.



Workforce Recruitment

In 2024, ACHL has co-organized three job fairs with Sonadezi College, Ha Long University, and Lac Hong University (LHU), attracting over 110 enterprises and 2,850 participants. These efforts facilitated graduate employment, fostered partnerships, and addressed local workforce needs, contributing to our customer and community growth.



Infrastructure development

During the time of project construction, the planned main road to our land has not yet been compensated, necessitating the use of an alternative route for customers and contractors to access our premises. Recognizing the potential impact on our community on this usage of this route, we have implemented a proactive maintenance program designed to mitigate any adverse effects and ensure the continued safety and well-being of our community members. Monthly compaction of the temporary road is conducted to maintain its structural integrity and prevent premature deterioration, and ensure safe passage for all vehicles, particularly motorbikes, thus minimizing the risk of accidents. Additionally, to address the potential increase in dust pollution, we conducted frequent watering of the road surface to safeguard local air quality and reduce respiratory risks for residents and workers in the vicinity. Beyond health and safety, upgrading the road has reduced transportation and fuel consumption for community members, while also enhancing property value. This comprehensive approach underscores our commitment to our "ALL WIN" philosophy, aligning with responsible business practices that prioritize the safety and well-being of our community.

Community Health and Well-being Support

Road Safety

In response to customer complaints and previous statistics on road accidents, the Group is highly committed to addressing the traffic problem and reducing the number of road accidents in the industrial park. With the aim of ensuring the safety of the community and protecting the company's assets, the Company has made investments to install traffic lights, speed bumps and a roundabout including repaint traffic signages in the areas most susceptible to accidents. For more information about road safety, please refer to the Occupational Health and Safety chapter for more information.

Blood Donation



AMATA VN Group collaborated with the provincial Red Cross, provincial authorities, and Cho Ray Blood Transfusion Center to encourage blood donation from employees and volunteers of companies inside and outside our industrial parks.

In 2024, The Group successfully collected 1,132 units (about 340,000 cc) of blood, contributing to 0.06% of Vietnam's national target of 2 million units and supporting Vietnam's blood bank during seasonal shortage. Over the five-year period from 2020 to 2024, the Group has proudly amassed a total of 3,426 units. These contributions have played a vital role in supporting emergency and treatment efforts for patients, both within our industrial estates and across the nation.

Health Check-up for community

ACHL, in partnership with the Provincial Association of People with Disabilities, Quang Yen Town People's Committee, Jinko Solar, and Vietcombank Ha Long played a role in delivering a vital health check-up program for 100 war-invalid veterans. This initiative, valued at 148.50 mil VND with ACHL contributing 40% of the funding, provided essential medical examinations, free medication, and guidance on preventive healthcare and early disease detection for the elderly.



Health Insurance Vulnerable

In partnership with the provincial authorities, ACLT and ACHL have sponsored 70 health insurance cards for vulnerable citizens identified through official provincial lists, ensuring assistance reaches those most in need. The insurance operates on 80/20 cost-sharing model, where the program covers 80% of medical expenses, leaving beneficiaries responsible for only 20%. The significant reduction in out-of-pocket costs reduces the financial burden on patients, who are often those least able to afford care. This substantial subsidy aims to ensure that essential healthcare remains within reach.

AMATA RUNNING ACTIVITIES

ACBH

Amata Happy Run 2024



Under the theme **“30 YEARS OF DEVELOPMENT, REACHING OUT,”** this running event (3 km, 5 km, 10 km) promotes community health and educational equity. Participants explore ACBH's landscapes while supporting dual goals: enhancing public health through physical activity, which combats chronic diseases like diabetes, and funding educational resources for the “Green Library Nurturing Future Knowledge” program in Dong Nai province.

ACHL

Amata Run Bach Dang Heritage Road 2024



ACHL and the Quang Yen People's Committee, hosted The **Amata Run - Bach Dang Heritage Road 2024**, a major running event promoting healthy living, cultural tourism, and local economic growth. The event raised a total of 305,640,000 VND, supporting the Prime Minister's “450-day campaign” to replace temporary housing for households affected by Typhoon Yagi (in September 2024), ensuring safe, stable living conditions for vulnerable communities.

Both running events attracted a total of 3,760 participants, leaving a strong impression and generating contributions to the surrounding community of approximately 445 million VND

Educational Support

Scholarship Support

AMATA VN Group believe that offering scholarships will contribute to talent development – providing opportunities for individuals who may not have the financial means to pursue higher education, thereby nurturing a pool of skilled workers, in the long term, investing in education will yield benefits for the society in terms of increased level of education, enhanced innovation, reduced societal crime, and contribute to overall economic growth. To empower students from the underprivileged background, ACHL and ACBH provided a total of 90 million VND in scholarships in 2024 to Ha Long University, College of Industry and Construction (CIC), and Lac Hong University.

Empowering Education and Reading culture

ACHL further its commitment to education at Song Khoai Secondary School through the Smart library in 2024. This year, ACHL has enhanced the library with a smart TV and fostered a culture of reading by awarding 9 prizes to outstanding students in the “Presentation about a Book I Love” event. Additionally, it has provided computers to students, bring the total sponsorship value to 42.2 million VND.

Empowering Future Workforce

ACHL made a strategic contribution to Quang Ninh's vocational education ecosystem by actively participating in the 2024 Vocational Education Enrollment and Career Guidance Fair, organized by DOLISA. Connecting over 550 students with 8 vocational schools and consulting units, ACHL provided vital career counseling, bridging the gap between education and industry needs. As a guest speaker, ACHL delivered actionable insights on 'Employment Trends in Amata City Ha Long IPs and Provincial Industrial Parks,' empowering students to make informed decisions about their academic and professional paths. This initiative reflects ACHL's dedication to talent development, fostering a skilled workforce that supports Quang Ninh's socio-economic objectives and industrial park expansion.



MOU with CIC for education support and workforce demand



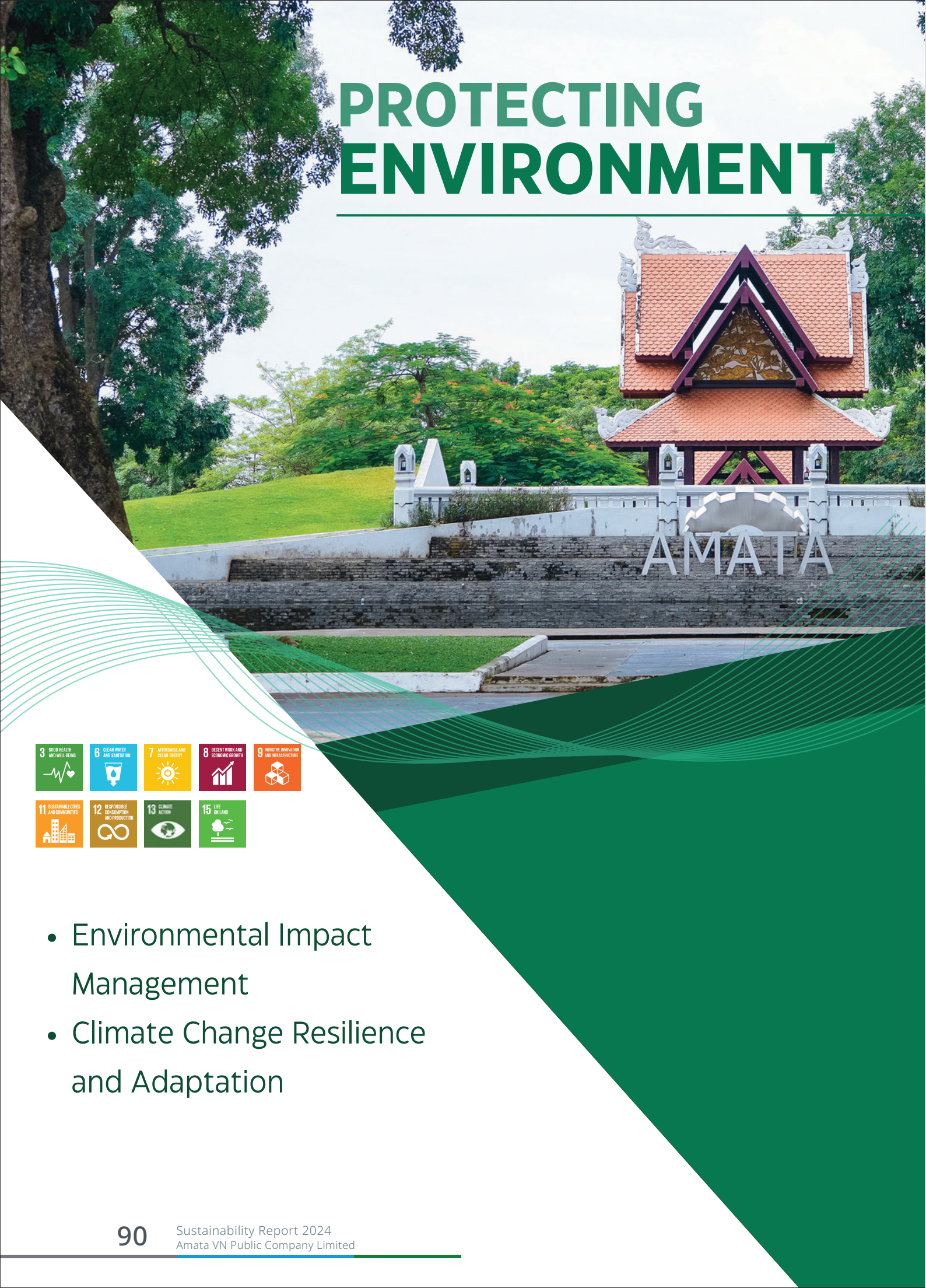
To enhance educational opportunities and meet the workforce demands of Vietnam's growing industrial sector, ACHL has signed a Memorandum of Understanding (MOU) with the College of Industry and Construction (CIC). This partnership aligns CIC's curricula with the evolving needs of industrial parks, ensuring a consistent supply of skilled talent to support growth. Key initiatives include internships for CIC students at companies within ACHL's industrial park, students at companies located within ACHL's industrial parks, bridging academic training with real-world industry experience. Additionally, the MOU facilitates recruitment for ACHL's clients, directly connecting skilled graduates with industry needs.

Community Satisfaction

ACBH prioritizes community trust through rigorous annual surveys, partnering with local district authorities to gauge perceptions via a representative sample of 1,200 participants (1% of the population). In 2024, the survey revealed an 88% satisfaction rate, reflecting continued community confidence in ACBH's initiatives. While this result falls marginally short of the 90% target, this result is viewed as an opportunity for refinement. ACBH maintains transparency by promptly addressing community concerns through thorough management investigation and corrective action.

	Target	2022	2023	2024
Community Satisfaction	90%	83%	87%	88%

PROTECTING ENVIRONMENT



- Environmental Impact Management
- Climate Change Resilience and Adaptation

ENVIRONMENT IMPACT MANAGEMENT

POSITIVE AND NEGATIVE IMPACT

A core component of AMATA VN Group's commitment to sustainability is our focus on environmental stewardship. 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. We recognize our duty to protect the environment and our responsibility to manage the environmental impacts of our operations.

AMATA VN Group places great importance on operating responsibly and actively strives to minimize the environmental impacts associated with our business activities and safeguarding the well-being of communities residing near our project sites. We emphasize the strategy to strictly comply with environmental regulations, efficiently utilize natural resources and implement measures to minimize environmental impact so to live in harmony with people in the community.

MANAGEMENT APPROACH

The Board of Directors has established climate change and waste management policy in 2020 reflecting the Group's commitment 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

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 takes great care in conducting and fulfilling all requirements and recommendations stipulated in the EIA reports and relevant regulations. The project's operating performance 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.



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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 (BOD 5), 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, transportation, and management of solid wastes

The environmental data presented in this chapter are expressed as absolute value and have been gathered through collection of accounting evidence, meter readings, and evidence-based estimations.

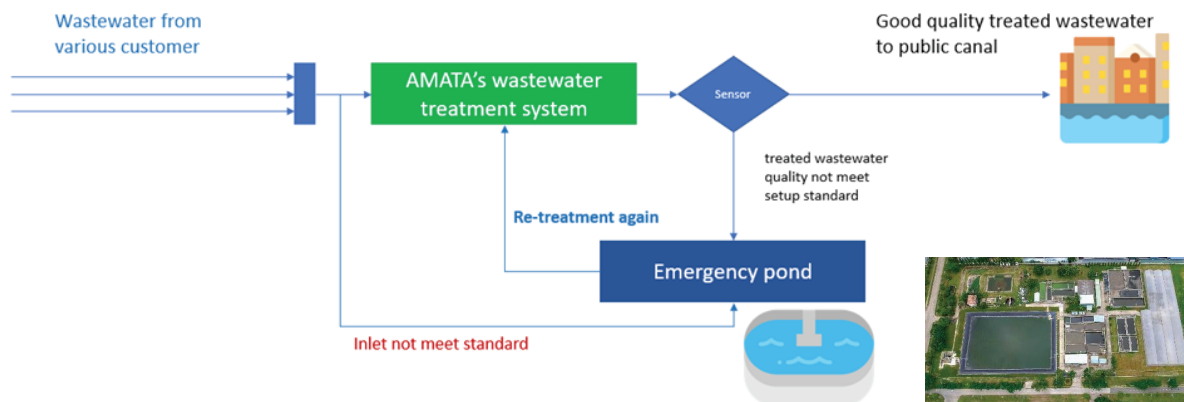
Wastewater Management

The Group pays great attention to the quality of water discharged from 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 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.

ACBH has constructed water emergency pond since 2022 which was used as a storage pond 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 the quality of wastewater meet the 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

Process flow of emergency pond



Wastewater collected from 195 active customers is processed through the industrial park's central wastewater treatment plant. Before being discharged into the Chũa spring, a public canal located at the ACBH border, the treated water is monitored by an online sensor at the wastewater management plant. If the water quality exceeds permissible limits, the sensor alerts our staff, and the discharge to the public canal is immediately halted. Any treated water that does not meet quality standards is redirected to an emergency pond for re-treatment at an appropriate time.

To ensure compliance and public water quality, ACBH conducts routine in-process wastewater treatment monitoring and quarterly sampling discharge outlets. Results consistently show the wastewater treated from our operation meets high-quality standards, exceeding the quality of the upstream source.

In 2024, ACBH published daily wastewater discharge data on the Group's website (www.amatavn.com). Supplementary information regarding total wastewater discharge volume and wastewater parameters (such as Suspended Solid (SS), Total dissolved Solids (TDS)) is included in the Appendix: Environmental Performance section of this report.

Reuse of treated wastewater

As part of our sustainable water management efforts, ACBH has reused and repurposed treated wastewater with aim of alleviating pressure on natural water sources and contributing to the conservation of our environment. This includes reusing treated wastewater for garden irrigation, and road cleaning. In addition, ACBH has implemented the use of treated wastewater to clean sludge belt press machines, equipment in removing sludge in wastewater treatment system. These initiatives helped conserve 130,000 m³ of freshwater, equivalent to annual average water consumption of 839 households, and resulted in cost savings of 1.95 billion VND (equivalent to 2.6 mil THB).



Air Management

Air quality parameters were collected, and concentration measured from pollution released through the chimneys of customer's factories located within the industrial estate. This monitoring was conducted using 6 air quality monitoring stations throughout the estate. ACBH has established air quality standards, requiring its customers to operate within the prescribed limits and must comply with the local regulations, whichever is more stringent. The three main parameters being monitored are nitrogen dioxide (NO₂), sulfur dioxide (SO₂), and total suspended particulates (TSP). Continuous monitoring of air quality enables the Company to identify potential sources of pollution and take corrective actions to minimize the impact on the environment, community, and public health.

Throughout 2024, all air emissions parameters have consistently remained well below the thresholds set by regulatory authorities, reflecting a strong commitment to environmental stewardship and compliance. Detailed air quality parameters can be found in the [Appendix: environmental performance section*](#) at the end of this report.

Solid Waste Management

Amata City Bien Hoa generates a large volume of solid waste due to operational activities of both its customers and the industrial park itself. Proper disposal of solid waste (both hazardous and non-hazardous) is essential to keeping the community clean, free from disease relating to hygiene, and protecting the environment. ACBH's primary focus is to minimize waste at the source by avoiding the use of hazardous materials, substituting them with alternatives whenever feasible, and reducing waste to landfill.

In compliance with local regulations, ACBH engages with certified service providers for collection, treatment, and disposal of both hazardous and non-hazardous waste. We also encourage and instruct our customers to adopt similar waste management practices. Waste generation is being monitored by tracking the quantities produced on a monthly basis to further our commitment to waste minimization.

Type of waste	2022	2023	2024
Domestic (kg)	59,330	60,920	59,935
Hazardous (kg)	350	248	336
Industrial Solid Waste (kg)	6,360	4,300	2,310
Sludge Waste (kg)	868,440	573,459	590,740
Total waste disposal (kg)	934,480	638,927	653,321

Late 2022, the Company has thoroughly cleaned the wastewater treatment plant which led to 32% waste reduction in 2023. However, in 2024, a moderate increase of 2.3% YoY occurred which was mainly attributed to the accumulation of natural byproducts from chemical wastewater treatment.

Social and Environmental Complaint Management

The Group aims to minimize its operational impact on the community with target of zero non-compliance relating to environment. In addition, the Group has in place a complaint management system that provides an accessible channel for people in the community and stakeholders to report concerns through the “whistleblowing” mechanism detailed in the Governance chapter of this report. In 2024, there were zero instances of non-compliance and no significant complaints were filed in relation to environmental impact.

	2022	2023	2024
Wastewater Management	0	0	0
Air Quality Management	0	0	0
Solid Waste Management	0	0	0
Significant social complaints	0	0	0
Total non-compliance with environmental laws and regulations	0	0	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 reduces burden on the environment and thus obtain positive social feedback. By prioritizing efficient resource utilization, the Group can contribute to a more sustainable future while also improving our own bottom line and achieving ‘ALL WIN’ between the Company and the society, in line with our philosophy.

Water Management

Target & Roadmap

2025



ASC Water reduction
25% from 2018

2030



93% Water withdrawal
7% Reuse & Recycle
Water

2040



80% Water withdrawal
20% Reuse & Recycle
Water

2050



60% Water withdrawal
40% Reuse & Recycle
Water

Water resources are fundamental to the business continuity of industrial estate operations. While 100% of our Company's operations in Vietnam are situated outside of water-stressed areas, the Group places a strong emphasis on sustainable water management across all our operations and recognize the critical importance of responsible water management. We are committed to sustainable practices that ensure the efficient use of water, supporting our operations and the diverse needs of our stakeholders, including tenants/customers and local communities.

At ACBH, raw water supply is sourced from external supplier DOWACO (who draws surface water from the Dong Nai River) and redistributed to customers. Water consumption at ACBH own operation is primarily for cooling towers, sanitation, pantries, irrigation and washing. Internal targets are set to encourage improvement in water management practices.

1. Reduction of water usage of the commercial building Amata Service Center (ASC) by 25% in year 2025 (based on year 2018 under normal operation)
2. Limiting water leakages to not exceed 2% within the industrial estate.

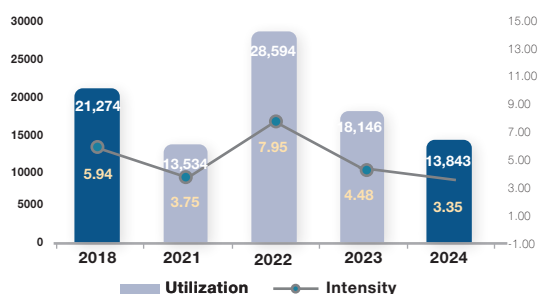
To meet these goals, we have implemented ongoing water conservation initiatives and monitored usage. Water pipes within the estate were regularly checked and repaired to prevent water leakages and water losses. Additionally, the company reduce water consumption for landscaping by irrigating in the morning to minimize evaporation and utilize “free water” during the rainy seasons. At our ASC, an auto-stop time delay faucet has been installed, and pressure water is controlled to limit unnecessary wastage of water flow per turned on. We also reduce freshwater withdrawal by utilizing a chiller system that re-circulates water. The management promotes water conservation practices and explores opportunities in water recycling, however, due to regulatory limitations, the project has not been able to be put into action.

Key water management initiatives implemented at various stages of the project lifecycle at ACBH.

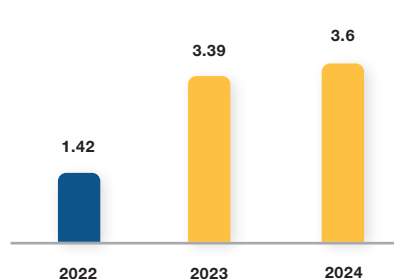
Project stage	Key water management initiatives
Design	<ul style="list-style-type: none"> - Incorporate water-efficient fittings and fixtures - Growing plants require little water for landscaping
Construction	<ul style="list-style-type: none"> - Install auto-stop time delay faucets - Install chiller -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

In 2024, water consumption decreased by 24% compared to the previous year and has seen a reduction of 35% from the 2018 base year. However, the water loss ratio currently stands at 3.6%, exceeding the target of 2%. To address this issue, the Group has conducted a comprehensive audit to identify sources of water loss, enhancing maintenance protocols to ensure timely repairs and communicating with DOWACO for water data alignment.

ASC Building, Water Utilization (m³)



Water loss ratio (Loss / Total received, %)



*ASC Water Intensity calculated from water utilization (cubic meter, m³) as Numerator and Operating area (square meter, m²) as Denominator.

Land Use



Land is the major resource for real estate developers 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 to achieve better and sustainable land management as well as promoting environmental and social effects that will benefit the local community. The land-use plan process includes analyzing the physical conditions relating to the environment, social, and economy of the project land area and identifying 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

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 located within or adjacent to protected areas and no material biodiversity risks were identified. The Company avoids intruding into forest or areas with high habitat and allocates at least 7-20% of its development project area for green landscaping depending on the project's nature. Customers are also encouraged to dedicate a portion of their land to greenery. In 2024, the green area at ACBH comprised 13.56% of total area, with 102 species of flowers and trees.

	2022	2023	2024
ACBH Green area (hectares)	68.57	73.17	73.17
Proportion of green area (%)	13.37%	13.56%	13.56%
No. of flowers and trees species	95	101	102



PROMOTING ENVIRONMENTAL AWARENESS

CUMULATIVE TREE PLANTING (2022-2024)



43,685 Trees
23,342 in AMATA area
20,343 in Community

CUMULATIVE GHG EMISSIONS ABSORPTION PER YEAR



≈ 568 tCO₂e
(avg 0.013 tCO₂e of carbon is sequestered by a single tree)

AMATA VN Group prioritizes environmental stewardship and fosters engagement among employees, customers, and the wider community in caring for the environment. To uphold this commitment, 29,850 tree planting and various initiatives were launched in 2024 to promote the principles of REDUCE, REUSE, and RECYCLE, encouraging individuals to actively participate in preserving natural resources.



Advancing Biodiversity Stewardship in our IP and the community

• ACBH - AMATA Tree planting day 2024

ACBH's "Tree Planting Day 2024" attracted over 30 companies and 300 attendees. The event exceeded the target by securing funds for 83,000 trees and planting over 10,000 Melaleuca saplings inside our industrial park



• ACHL - Tree planting on Tet Holiday

ACHL, in collaboration with the Quang Yen People's Committee, hosted the "Tree Planting on Tet Holiday 2024 Festival" at Song Khoai Industrial Park, honoring the Prime Minister's billion-tree initiative. Local leaders, investors, and over 200 community members participated, planting 3,000 trees like Acacia hybrids, casuarinas, and Eucalyptus. This effort fosters greener environments, aiding pollution control and worker health. ACHL also donated 8,000 Michelia mediocris Dandy trees to Quang Ninh for further afforestation, underscoring our dedication to environmental protection and national.



• ACLT - Tree planting festival 2024

Amata City Long Thanh Joint Stock Company (ACLT) proudly participated in the "Tree Planting Festival - Eternally Grateful to Uncle Ho," aligning with the Prime Minister's ambitious "Planting One Billion Trees" program, set to take place in Long Thanh district in 2024. The ceremony, attended by the Long Thanh People's Committee, local leaders, the Army, Youth Union members, and students. ACLT is presenting a donation of VND 30 million for planting 200 ironwood and pine trees.



Reuse and Recycle campaign



Plastic Recycle campaign with Green Road and Recycle Day

The company has continued “Plastic for Better Usage” campaign at AVN Office at Bangkok, Thailand. As part of this initiative, plastic waste generated from food and beverage consumption has been meticulously separated and washed prior to being directed to a recycling program in partnership with Green Road and Recycle Day. A commendable total of 44.3 kg of plastic waste was diverted from disposal and successfully sent for recycling, leading to a reduction of 32.7 kgCO₂e in greenhouse gas emissions* in 2024.

Reusable Backdrop and Document Envelope



AMATA VN Group plans to implement reusable backdrops to minimize environmental impact, reduce the number of single-use materials ending up in landfills and save costs by eliminating the need for constantly purchasing new backdrops for events. A reusable backdrop will be used on upcoming contracting activities such as Sale – Land sublease agreements at ACHL and ACLT beginning in 2024. In parallel, TV screens used as backdrop have been introduced to limit single-use. These initiatives have resulted in an approximate annual cost saving of 26,120 THB and reduction of 4.6 kgCO₂e in greenhouse gas emissions.



To reduce waste and promote sustainability within the organization, AVN implements reusing document envelopes to send the document up to 12 times. This practice conserves resources, minimizes environmental impact, and helps save costs of 532 THB annually, leading to a reduction of 7.8 kgCO₂e in greenhouse gas emissions.

* Calculate based on emission factor, US EPA WARM, of recycling plastics to replace virgin material instead of landfilling.

CLIMATE CHANGE RESILIENCE AND ADAPTATION

POSITIVE AND NEGATIVE IMPACT

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. The Paris Agreement, ratified by 197 countries, urges collective action to cap global call for cooperation to limit the rise in global temperatures to well below 2°C and strive for 1.5°C, to prevent the most catastrophic impacts of climate change. Thailand and Vietnam have demonstrated their commitment, indicating a likelihood of forthcoming changes in laws and regulations

to align with these global objectives. Moreover, increasing demand for cleaner services from our clientele has added pressure for change.

Recognizing the importance of addressing climate change, Amata VN Group fully acknowledges the necessity for adaptation and embraces the call to action. We understand that this is not merely about compliance; it's about future-proofing our business, enhancing resilience, and transitioning towards a low-carbon future. Amata VN Group is committed to integrating sustainable principles into our operations, with a focus on diligently reducing greenhouse gas emissions (GHG) to minimize our carbon footprint and contribute to the global effort to combat global warming.

MANAGEMENT APPROACH

Amata VN Group is aware of the importance of cross-sector cooperation in the global effort to limit the increase in average global temperature below 2°C compared to pre-industrial levels. One key indicator of tracking the progress towards climate change initiative is the reduction of greenhouse gas (GHG) emissions. The Group has integrated climate-related issues into its strategic goals and business planning, driving its commitment toward carbon neutrality in 2040. The Group has established "Climate Change Policy" and has set targets to reduce Scope 1 and Scope 2 greenhouse gas (GHG) emissions which are directly linked to the managements' key performance

indicators (KPIs) and remuneration packages. The target of GHG reduction for Scope 1 and Scope 2 target for 2024 was 6% from the base year 2017.

The Global Risks Perception Survey conducted by the World Economic Forum for the years 2024 has identified climate change and nature-related risks as the most significant long-term global crises. In response, AMATA VN Group aims to provide a holistic picture of how the Group identifies, manages, and responds to financial risks and opportunities arising from climate change according to the TCFD recommendations.

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Governance on climate-related issues

The Board of Directors (BOD) has oversight of the Group's climate change management (including climate-related risks and opportunities), which has the responsibility to determine and approve major policies and supervise effective implementation of the policies.

The Chief Executive Officer (CEO) holds overall accountability for implementing ESG strategy and integrating sustainability within the organization. To assist the CEO in executing, the Sustainable Development Working Team (SDWT) was established to drive ESG and address climate-related risks and opportunities. The SDWT is chaired by the Chief Executive Officer and comprises heads of departments of core operations. Updates on sustainability performance are reported to the BoD annually. The sustainability performance has been embedded in the management's KPIs which are linked to their remuneration.

In addition, The Risk Management Department is responsible for reviewing risk impacts and likelihood, including climate-related issues, with relevant risk owners from each business unit. The results are reported to the Risk Management Committee and the BOD on an annual basis.

Climate Related Risk and Opportunities

In order develop climate change strategy, the Group has utilized scenario analysis to identify and assess risks and opportunities that may affect the Group's business and finances aligned with TCFD recommendations which divides the risks into 2 major categories: (1) transition risk and (2) Physical risks. The assessment is conducted through thorough review of publicly available Vietnam-specific data, literature, and analysis of emerging trends to preliminary identify key climate-related risks and opportunities across the value chain. The scenarios are hypothetical constructs and not designed to deliver precise outcomes or forecasts, therefore, these analyses are not yet recommended for any further analysis by third parties.

Physical Risk

Assessment of physical risk were based on publicly available Vietnam-specific data and literature for our business under scenarios RCP 2.6 and RCP 8.5. Table 1 presents the business exposure to potential natural hazard physical risks for baseline (2020), 2030-, and 2040-time horizons, without mitigation measures, providing a medium- to long-term forecast.

Table 1: Inherent physical risk exposure without any mitigation measures

Physical hazard	2020	2030	2040	<div>High priority</div> <div>↓</div> <div>Low priority</div>
Riverine Flood	High	High	High	
Coastal Flood	High	High	High	
Water Stress	Low	Moderate	High	
Cyclones	Low	Moderate	High	
Heat Waves	Low	Low	Moderate	

Following the assessment of business exposure to physical risks, these risks are prioritized based on expected loss. Table 2 demonstrates the physical risks implication to the business and mitigation measures. The risk level at 3 times frames: short-term (1-5 years), medium-term (5-10 years) and long-term (above 10 years). Summary of the qualitative assessment on possible hazard category is shown below.

Table 2: Potential business implications and their mitigation measures

Hazard Type	Scenarios	Impact locations and timeframe		Potential Impacts	Mitigation Measures	Mitigation Timeframe
		ACBH, ACLT, ATLT	ACHL			
Riverine & Coastal Flood (Acute)	RCP 2.6 (low carbon)	Short-Medium term	Short-Medium term	<ul style="list-style-type: none"> Manageable impact, minimal disruption to operation, increase in operating cost for cleaning and managing natural disaster 	<ul style="list-style-type: none"> Prepare contingency plans for extreme weather Implement climate-resilient infrastructure Design stormwater management plan Implement robust flood defenses 	Short – Term
	RCP 8.6 (BAU)	Short-Medium term	Short-Medium term	<ul style="list-style-type: none"> Business interruption and property damage resulting is possible loss of revenue and increase in operating costs 		
Water Stress (Chronic)	RCP 2.6 (low carbon)	Long-term	Short-Medium term	<ul style="list-style-type: none"> Minimal impact on water usage but will lead to power shortage in the north which will result in possible loss of revenue Increased operational cost for sourcing water from alternative sources Minimal impact on water usage but will lead to power shortage in the north which will result in possible loss of revenue 	<ul style="list-style-type: none"> Construct water storage pond to secure water supply 	Short – term
					<ul style="list-style-type: none"> Invest in renewable energy technologies for power shortage 	Short – term
					<ul style="list-style-type: none"> Adopt technology to reduce water consumption 	Medium – term
	RCP 8.6 (BAU)	Long-term	Short-Medium term	<ul style="list-style-type: none"> Increased operational cost for sourcing water from alternative sources Longer period of power shortage in the north which will result in possible loss of revenue and reduce value of land Possible community conflicts arising from competing water usage demands 	<ul style="list-style-type: none"> Adopt rainwater harvesting Explore opportunities for reuse/recycle water 	Medium – term Long – term
Cyclones/ Typhoons (Acute)	RCP 2.6 (low carbon)	Long-term	Short-Medium term	<ul style="list-style-type: none"> Cyclones have minimal possibility of occurring in the south, however the north (ACHL) will face more intensity cyclones, which lead to business interruption and property damage resulting in possible loss of revenue and increase in operating costs Impact on safety of staff, customers, and community 	<ul style="list-style-type: none"> Monitor weather updates and local authority's announcements 	Short – Term
	RCP 8.6 (BAU)	Long-term	Short-Medium term		<ul style="list-style-type: none"> Reinforce building and secure loose equipment Install underground power cable Cover assets with insurance in event of natural disaster Implement business continuity plan 	Short – Term Short – Term (ACHL) Short – Medium Term Short – term
Heat Waves (Chronic)	RCP 2.6 (low carbon)	Long-term	Long-term	<ul style="list-style-type: none"> Increased in cooling costs and reduced productivity 	<ul style="list-style-type: none"> Increase cooling system Increase green spaces to reduce heat 	Short – Term Short – Medium term
	RCP 8.6 (BAU)	Long-term	Short-Medium term	<ul style="list-style-type: none"> Impact health safety of staff and community 	<ul style="list-style-type: none"> Provide training for staff and the community on heat stress 	Long – Term

Table 3: Transition Risk


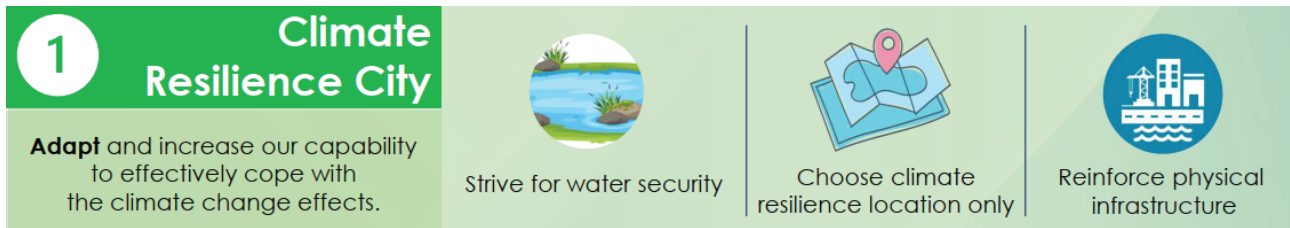
	Risk types	Potential impact	Prevention Measures	Business Risk Level
High priority  Low priority	Technology (Medium - term)	<ul style="list-style-type: none"> Switching to low GHG emission technology requires significant capital investment. 	<ul style="list-style-type: none"> Leverage partnership to invest in low-carbon technology to maintain competitiveness 	Medium
	Market (Medium - term)	<ul style="list-style-type: none"> Increase in demand for customer renewable energies, failure to response to their needs might result in loss in recurring income and land sales 	<ul style="list-style-type: none"> Leverage partnership to invest in low-carbon technology to maintain competitiveness 	Medium
	Reputation (Medium - term)	<ul style="list-style-type: none"> increasing stakeholder expectations regarding climate responsibility 	<ul style="list-style-type: none"> Strictly compliance with law Participate in eco-IP initiatives Publicly disclosure initiatives implemented 	Low
	Policies and Laws (Medium - term)	<ul style="list-style-type: none"> With Vietnam's commitment for net zero in 2050, climate regulations are evolving which will require stricter compliance, such as emission reporting, energy reduction, etc. 	<ul style="list-style-type: none"> Have proactively made disclosure on ghg emission and set target for energy reduction 	Low

Table 4: Climate-related opportunities

Opportunities	Potential Impacts	Mitigation Timeframe
Clean Energy Sources	<ul style="list-style-type: none"> Use of renewable energy such as solar increase energy security and reduce operating cost Develop new revenue stream when sold to customers Reduce ghg emission Opportunity to obtain green financing 	Short – Medium Term
Resource efficiency	<ul style="list-style-type: none"> Efficient use of resources such as water, energy, and materials lead to reduce consumption cost 	Short – term
Collaboration and networking with different sectors	<ul style="list-style-type: none"> Opportunity to exchange knowledge for improvement as well as foster future collaboration to drive low carbon transition 	Medium – term

CLIMATE STRATEGIES

Following the assessment, the Group has formulated mitigation and adaptation strategies aimed at minimizing and preparing for the potential impacts of climate change. The Group has developed strategies of creating a “climate resilience city” for adaptation and pursuing a “carbon neutral city”, as well as roadmap to NetZero to mitigate climate change.



Water Security

Ensuring water security is essential to AMATA VN Group, as it has a direct influence on both our own operations and those of our customers. Any interruption to the water supply has the potential to cause delays in customer production and results in higher operational expenses.

Amata City Bien Hoa (ACBH)

ACBH has constructed a water storage pond to secure a one-day water supply for the entire industrial park's operations. The combined daily water reserve of 32,000 m³, exceeding the daily usage of the industrial park by more than two-fold, is sourced from local service provider who withdraws water from the Dong Nai River.



Amata City Ha Long (ACHL)

ACHL has implemented a sustainable water management system featuring two water storage lakes with capacities of 30,000 m³ and 280,000 m³ (with rainwater). These systems effectively store raw water from Yên Lập canal and rainwater.



Climate Resilience Selection



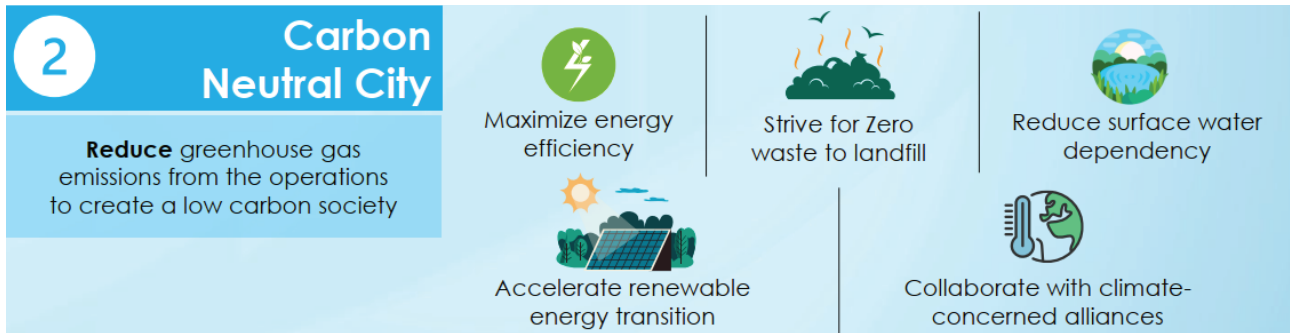
Selecting climate-resilient locations is essential to ensuring long-term sustainability and operational stability amid climate change. At AMATA VN Group, climate resilience is a priority integrated at the earliest stages of our project planning. We conduct comprehensive assessments of potential climate-related hazards that could impact our operations. Our analysis includes a thorough review of historical climate data spanning the last hundred years, focusing on weather events, wind patterns, sea level rise, and water scarcity to identify long-term trends and anticipated future impacts, allowing us to select locations that are less vulnerable to climate risks.

By strategically selecting climate-resilient locations and implementing appropriate adaptation measures, the Company can reduce future expenses on maintenance and ensure business continuity against disruptions from climate-related events.

Reinforce Physical Infrastructure

Anticipating an increase in frequency and intensity of extreme weather events due to climate change, it is essential to reinforce our physical infrastructure. This is essential for ensuring the continuity of operations, as well as maintaining safety and efficiency. The Group is taking proactive steps to enhance our facilities and resources in the following way:

Projects	Infrastructure adaptation actions
Amata City Bien Hoa	Replacing steel water pipes with HDPE pipes, which offer greater flexibility and resistance to cracking from temperature fluctuations and soil movements. Reinforcing the outlet of the drainage system in 10 areas and install new rainwater grates of drainage manhole to enhance faster drainage of rainwater.
Amata City Long Thanh	Land leveling of +2.05m and construct flood protection dike (calculation based on 100 years historical data of rainfall in the area). Implement the Prefabricated Vertical Drains with Vacuum Pumping (PVD with VCM) construction method for Road construction to reduce the rate of ground settlement in the futurez
Amata City Ha Long	Land leveling of +2.1m and construct additional flood protection dike aside from that already provided by the district.



ENERGY EFFICIENCY

The Group has invested in energy conservation technologies such as improving chiller's condenser water with Ozone, replacing all fluorescent lightings with LED, adopting e-invoice, and installing solar panels to reduce the carbon footprint at ACBH.

In addition to implementing measures to reduce energy consumption by investing in cleaner energy alternatives, ACBH has also prioritized raising awareness among employees on the importance of energy conservation in the office. This includes initiatives such as turning off lights when not in use, setting thermostats to a constant temperature of 25°C, encouraging the use of stairways instead of the elevator, and practice reduce, reuse, and recycle where possible.

The primary source of greenhouse gas emissions in the operation of ACBH is attributed to electricity consumption, in relation to Scope 1 and Scope 2. ACBH has set annual energy reduction target at 7% reduction in fossil fuel energy consumption across the entire industrial park operation in 2024, expanding beyond the previous year's focus solely on ASC.

• ACBH Electricity Consumption, kWh

Source	2017 Base Year	2022	2023	2024
Wastewater Treatment Plant	1,322,335	1,445,481	1,347,796	1,291,428
Water station pump	280,484	151,112	157,015	112,440
Street Lightning System	242,945	317,407	402,885	405,852
Amata Service Center Building	575,562	447,284	456,270	516,605
• Electricity from Fossil fuel	576,562	373,416	376,826	441,819
• Electricity from Solar cell	-	73,868	79,444	74,786
Others	18,767	27,159	25,039	20,883
Total Consumption	2,441,093	2,388,443	2,389,005	2,347,208
ACBH Electricity Intensity*	4.76	4.66	4.65	4.57

ACBH's total energy consumption has shown a gradual decline, achieving reduction of approximately 3.9% (7% fossil fuel) in 2024 compared to base year 2017, primarily through source reduction efforts. While wastewater treatment plant remains the highest source of consumption, its usage has notably decreased. Similarly, energy consumption from water station pumps has significantly declined following maintenance and upgrades. However, the street lighting system has experienced an increase in energy use due to installation of traffic lights and security cameras, and ASC energy consumption has increased with rise in building tenants.

• Renewable Energy Transition

Solar power provides a clean, abundant energy source without emitting harmful greenhouse gases. ACBH has installed 100 kWp of rooftop solar system at the ASC building, reducing fossil fuel reliance and lowering our carbon footprint. In 2024, solar energy constituted 3.18% of the ACBH's total electricity consumption. Looking ahead, the Group plans to increase investment in renewable energies and explore other decarbonization solutions including battery storage, carbon sink/absorption and carbon management.

* ACBH intensity calculated by Total energy Consumption (MWh) as Numerator and Operating area (hectares) as Denominator.

ACBH extends its commitment to renewable energy beyond its own operations, it encourages customers to adopt sustainable practices by facilitating rooftop solar installation. This initiative contributes to a significant reduction in the industrial park's carbon footprint while also creating new revenue stream.

Rooftop Solar Solutions for Customers



Implementation of rooftop solar operations for two esteemed customers, Vietnam Nisshin Seifun and Shiseido, together total capacity of 3.26 MWp, resulting in an estimated annual reduction of approximately 2,348 tCO₂e in greenhouse gas emissions.

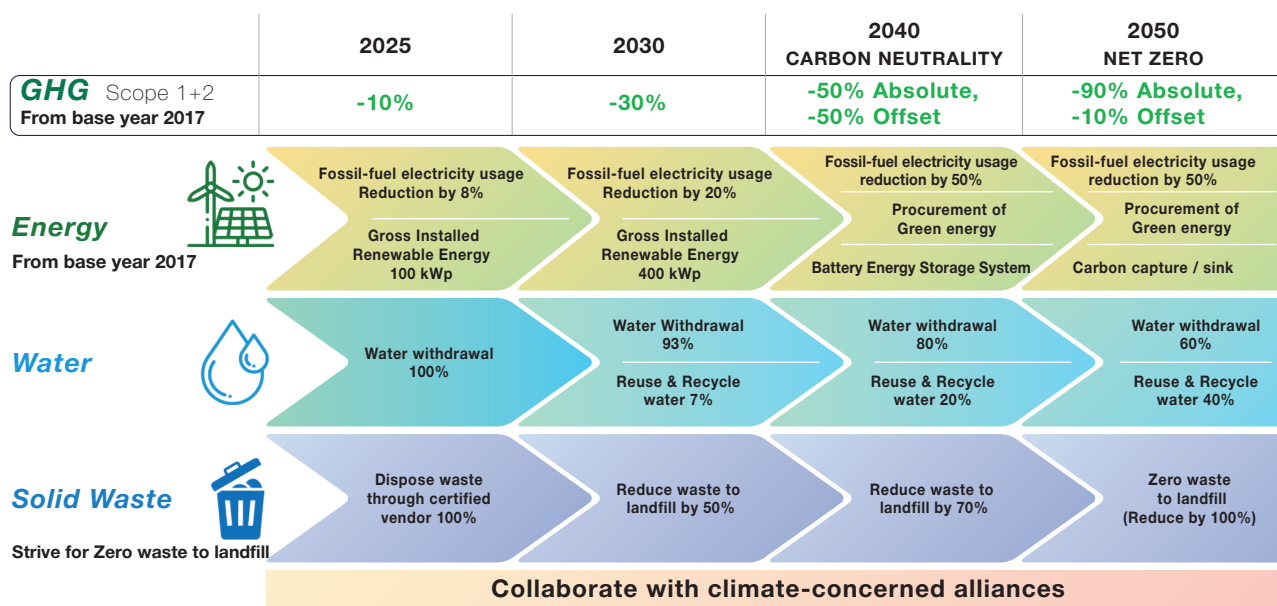
Fuel Consumption

Fuel source for ACBH and AVN operations encompass company vehicles, the fire pump system, and the generator at ASC Building. In 2024, the Group has improved its reporting to provide a breakdown of fuel consumption by diesel and gasoline as follows:

	Diesel (litre)			Gasoline (litre)		
	2022	2023	2024	2022	2023	2024
Total Fuel Consumption	23,306.69	16,433.59	14,611.46	17,022.58	13,370.71	8,443.97

Both diesel and gasoline consumption decreased in 2024 due to the reduction of company vehicles that have been implemented in the practice to reduce daily operational usage.

ROADMAP TO NETZERO



The roadmap is developed under the assumption that Vietnam's legal frameworks, regulations, and technologies will become more accessible and supportive in the future.

Construction & Green Building

AMATA VN Group has integrated environmental protection awareness and utilization of eco-friendly products and processes in many of our policies. Adhering to these principles, ACHL has constructed a new office building with attention paid to efficient use of energy and environmentally friendly construction material since the design stage. Walls are mainly covered with tempered glass that allows natural light to enter the building, provides good thermal stability, and provides safety to the human body in event there is glass broken. In addition, the whole rooftop of 550sqm is allocated for rooftop gardening to reduce heat to building, improve air quality, and increase biodiversity. The paints used for the building are water-based paints that have 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 business operating costs.

In 2024, the Group conducted a thorough review of existing policies to develop a dedicated construction policy that highlights the importance of environmental protection. This policy integrates environmental considerations into every facet of the construction phases, promotes eco-friendly products and processes, and establishes requirements regarding resource management, workforce safety, and waste management at construction sites.

Industrial Symbiosis

Industrial symbiosis is a strategic approach for sustainable industrial development that fosters mutually beneficial relationships between different industries within shared locations, creating symbiotic relationships where one company's waste becomes another's resource, creating shared economic opportunities, enhancing ecosystems, and promoting responsible business practices. These projects advance resource efficiency and implement circular economy principles while bridging the gap between urban areas and industrial operations, significantly contributing to the creation of sustainable cities.

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. The objective of this project is to improve the environmental and socio-economic performance of Vietnam's industries through implementing an eco-industrial park approach in selected pilot industrial parks and increasing the role of eco-industrial parks on environment at national level. In participation in this project, ACBH has organized several peer learning - knowledge exchange sessions for members of industrial parks within the UNIDO program to transition to become an Eco-Industrial Park.

Over the three-years of project, ACBH achieved substantial advancements, elevating its eco-industrial park rating from 41% in 2020 to 86% by January 2024, as measured against international benchmarks. This progress has been validated by the boards of MPI, UNIDO, and operational specialists. On the upcoming phase, ACBH will continue collaborating with UNIDO to address legal and regulatory constraints with relevant government authorities in Vietnam and promote sustainable and cost-saving practices.

Preliminary Potential benefits gained from Industrial Symbiosis implementation:



3,432.36 MWh

Electricity reduction / year



31,894 m³

Water saving / year



3,279.56 tCO₂e

Emission reduction / year

Greenhouse Gas Emissions

AMATA VN Group conducts greenhouse gas assessments in accordance with the principles of the Greenhouse Gas Protocol, employing the operational control approach for our GHG inventory with the calculation methodology is in accordance with Carbon Footprint Organization (CFO) issuance by Thai Greenhouse Gas Organization (TGO). Data collection and verification are focused exclusively on the AVN and Amata City Bien Hoa (ACBH) facilities, which represent the fully developed industrial estate. The GHG emissions associated with our operation reported include Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O) and Hydrofluorocarbons (HFCs), reported in equivalent CO₂ (metric tons) using Global Warming Potential (GWP) factors referenced from TGO EF announcement and IPCC fifth assessment report, (AR5, 100a) where appropriate.

AMATA VN Group has been working with FTI, a GHG inventory consultant, and ECEE, a third-party certified verifier, to assess and verify the company's carbon footprint data covering all emission scopes following TGO standards. In alignment with our sustainability objectives, AMATA VN Group has established absolute targets to reduce GHG emission from Scope 1 and Scope 2 by at least 7% in 2024 and 10% by 2025, using 2017 as the baseline year. Our long-term commitment includes striving for Carbon Neutrality by 2040 and achieving Net Zero by 2050, reflecting a proactive approach to addressing climate change and its impacts.

In this year's reporting period, Scope 2 and 3 GHG emissions have been recalculated. The Scope 2 calculation now reflects the Vietnam grid emission factor (1726/BĐKH-PTCBBT announced in 2024 by Department of Climate Change), replacing the former Thailand TGO emission factor. In localizing the emission factor, necessitated a recalculation of the waste-to-landfill emission factors in Scope 3, resulting in a change in total Scope 3 emission, as shown in table 5.

Table 5: Summary of revised Scope 2 and Scope 3

Reporting year SCOPE 2: Indirect emissions	Scope 2: Total emissions			Scope 3: Total emissions		
	Previous reporting (tCO ₂ e)	Adjusted value (tCO ₂ e)	% change	Previous reporting (tCO ₂ e)	Adjusted value (tCO ₂ e)	% change
Year 2017	1,350	1,609	+19.20%	2,389	4,337	+81.54%
Year 2022	1,281	1,527	+19.20%	2,388	3,814	+59.71%
Year 2023	1,278	1,523	+19.20%	2,204	3,447	+56.39%

In 2024, emission reduction efforts focused on energy consumption efficiency and reductions, specifically targeting reduction in transportation and office building electricity use. As a result, ACBH achieved a 9.58% reduction in total Scope 1 and 2 GHG emission compared to the 2017 based year, and a 2.8% reduction YoY.

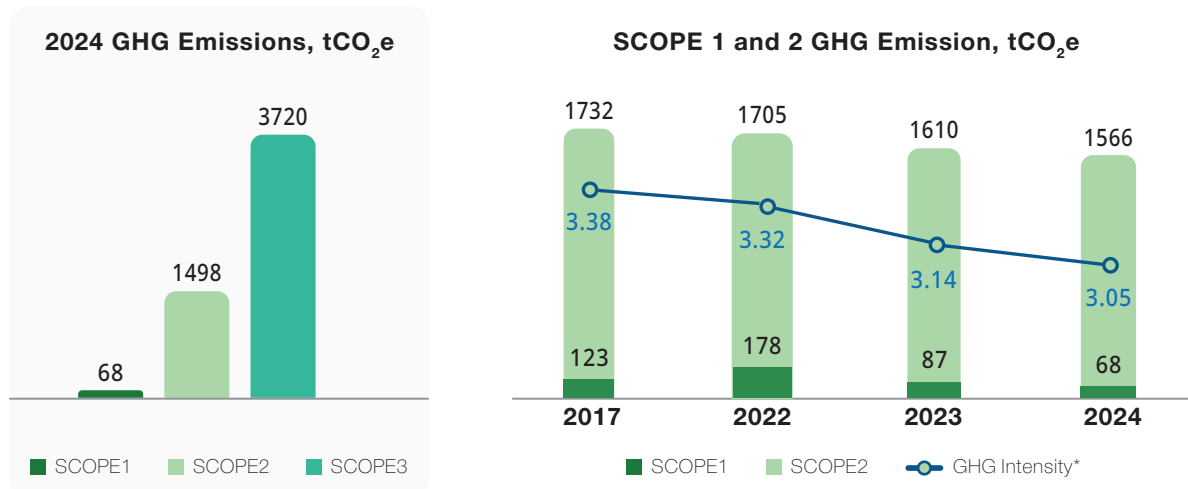


Table 6: Summary of Greenhouse Gas Emissions from operational activities

Scope 3: Indirect	Scope 1: Direct	Scope 2: Indirect
Upstream/downstream	Our operations	

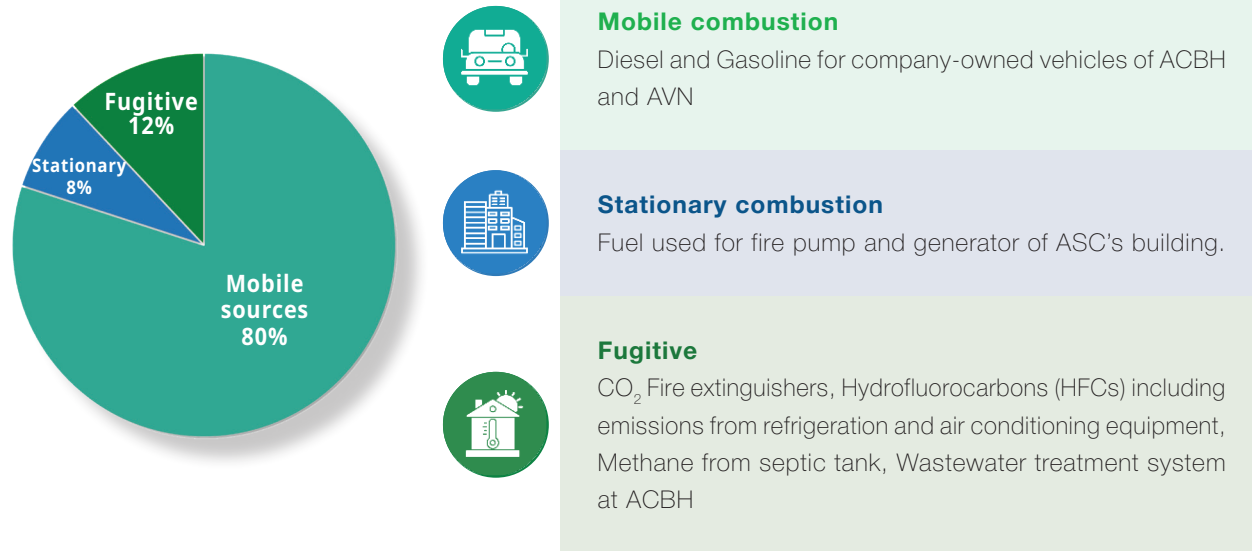
GHG emissions (tCO ₂ e)	2017 Base Year	2022	2023	2024
Scope 1 emissions	123	178	87	68
Scope 2 emissions	1,609	1,527	1,523	1,498
Scope 1 + 2 emissions	1,732	1,705	1,610	1,566
Scope 3 emissions	4,337	3,814	3,447	3,720
Category 1 – Purchased goods and services	1,363	1,632	1,543	1,662
Category 3 – Fuel- and energy-related	11	12	411	541
Category 5 – Waste generated in operations	2,963	2,170	1,493	1,517

* GHG intensity calculated by SCOPE 1 and SCOPE 2 emission (Metric tons of carbon dioxide equivalent) as Numerator and Operating area (hectares) as Denominator

1.29%

SCOPE 1 – DIRECT EMISSIONS

Direct Scope 1 emissions were calculated for ACBH facilities and AVN based on 3 main categories, as follows:



Data for Scope 1 was obtained from fuel invoices, meter reading and operational records to accurately assess emissions. Scope 1 emissions for 2024 decreased by 21.84% from the previous year, attributed to reduced fuel consumption in vehicles.

28.34%

SCOPE 2 – INDIRECT EMISSIONS

Indirect Scope 2 emissions were calculated based on emissions from purchased electricity, Vietnam local-based emissions (excluding RECs), cover electricity used at ACBH's offices, wastewater treatment plant facilities, street lighting systems, and water pump. Electricity consumption represents the primary source of greenhouse gas emissions within our operations. In 2024, the total fossil-fuel energy consumption at ACBH reached 2,272,422 kWh, resulting in the GHG emission of 1,498 tCO₂e, a 7% reduction compared to 2017. Data was gathered from electricity meters and invoices for these calculations.

70.37%

SCOPE 3 – INDIRECT EMISSIONS

Scope 3 emissions include all other emissions in the value chain that are not directly under the Company's operational control. Verified Scope 3 is available from 2021 onwards and encompasses indirect emissions categorized by GHG Protocol guidance as follows:



AMATA VN Group acknowledges the significance of addressing Scope 3 emissions. We are exploring additional downstream categories, especially emissions from customers' and tenants' energy use (Category 13, Downstream leased assets). These constitute a significant portion of our supply chain emissions. To address this, we are taking steps to assist in greenhouse gas inventory training and gather information from our customers and tenants who plan to report emissions from this category in the future.



APPENDIX

- Performance Statistic
- TGO Carbon Footprint for Organization Certificate
- GRI Content Index
- Questionnaire

ECONOMIC PERFORMANCE

	2022	2023	2024
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)	5.54	5.64	4.91
Earnings per share (THB)	1.12	0.43	0.09
Revenue (Million THB) (Disclosure 201-1)			
Revenue from sales and services	1,298.31	4,207.67	5,304.67
Total revenue	2,680.59	4,287.18	5,325.85
Total revenue (not including other incomes)	2,658.01	4,274.60	5,304.67
Net profit	1,169.96	424.9	132.67
Net profit (attributable to equity holders of the Company)	1,045.75	404.74	100.06
Financial Position (Million THB)			
Current assets	2,506.80	5,107.51	5,112.43
Total assets	12,433.92	13,236.56	14,793.84
Current liabilities	2,447.19	3,683.74	4,447.54
Total liabilities	6,402.86	7,145.10	8,564.66
Registered and paid-up capital	467.50	467.5	532.95
Total shareholders' equity attributable to owners of the Company	5,177.34	5,275.92	5,229.34
Financial Ratios			
Return of equity (%)	21.13%	7.43%	1.91%
Return on assets (%)	9.64%	3.40%	2.68%
Gross margin (%)	22.21%	22.96%	14.38%
Current ratio (times)	1.02	1.39	1.28
Debt to equity ratio (times)	1.06	1.17	1.37
Tax and Tax Incentive (Million THB)			
Income tax expense ¹	227.02	119.31	35.77

Business ethics	2022	2023	2024
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)	2022	2023	2024
Local purchases of goods and services (Million THB)	1,169.67	3,523.11	4,841.40
Local purchases of goods and services ¹ (Million THB) (for operation in Thailand)	42.08	41.41	44.01
Percentage of Local purchases of goods and services ²	97%	99%	99%

Note

¹ Information based on AMATA VN PCL financial statement 2022 - 2024

² purchasing of goods and services within Vietnam

VALUE DISTRIBUTION TO STAKEHOLDERS

	2022	2023	2024
Distribution of value to shareholders			
Dividend per share ¹ (Baht)	0.05	0.07	0.07
Dividend to shareholders ² (Baht)	46,749,420	65,449,293	65,449,133
Personnel investment			
Remuneration for employees ³ (Baht)	81,329,500	74,774,966	87,149,266
Remuneration for management (Baht)	32,514,983	25,533,893	28,868,657
Remuneration for directors (Baht)	9,615,502	10,415,043	11,073,596
Community and social investment			
Donation (Baht)	2,195,714	2,293,672	3,453,195
Social activities (Baht)	335,712	301,828	365,870
Distribution to suppliers			
Domestic procurement (Baht) (operation in Thailand)	42,078,390	41,405,166	44,013,949
International procurement (Baht) (operation in Vietnam)	1,169,673,861	3,523,112,945	4,841,399,399
Other economic values			
Finance cost (Baht)	152,365,185	236,472,581	363,527,712
Corporate income tax (Baht)	227,016,329	119,307,122	35,772,079

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

- all VND are converted to THB with rate of 1 VND = 0.0014088

Source: Consolidated Financial Statement 2024 and One Report 2024

1 Paid from last year's operating results

2 Paid from last year's operating results

3 Salary, bonus, wages, welfare, Provident Fund, Social Security Fund and personnel development expenses

SOCIAL PERFORMANCE

Employee (Disclosure 102-8, 401-1)	2022		2023		2024	
	Person	%	Person	%	Person	%
By Gender						
Male	112	68%	111	67%	125	69%
Female	52	32%	55	33%	56	31%
Total Employee	164		166		181	
By Level						
Level 7 and up						
Male	8	5%	6	4%	10	6%
Female	2	1%	2	1%	5	3%
Level 6						
Male	4	2%	6	4%	2	1%
Female	4	2%	5	3%	4	2%
Level 5						
Male	14	9%	13	8%	14	8%
Female	11	7%	9	5%	8	4%
Level 3-4						
Male	43	26%	44	27%	62	34%
Female	29	18%	34	20%	36	20%
Level 1-2						
Male	43	26%	42	25%	37	20%
Female	6	4%	5	3%	3	2%
Employee by Contract						
Permanent	108	66%	113	68%	114	63%
Contract	56	34%	53	32%	66	36%
Outsource	0	0%	0	0%	1	1%
Employee by Age						
Under 30	21	13%	20	12%	28	15%
Between 30-50	114	70%	115	69%	123	68%
Over 50	29	18%	31	19%	30	17%
Employee by Location						
Bangkok Office	8	5%	6	4%	5	3%
Bien Hoa	94	57%	90	54%	87	48%
Township Long Thanh	10	6%	9	5%	7	4%
City Long Thanh	20	12%	23	14%	29	16%
City Halong	32	20%	38	23%	53	29%

Employee (Disclosure 102-8, 401-1)	2022		2023		2024	
	Person	%	Person	%	Person	%
Employee by Nationality						
Thai	8	5%	7	4%	5	3%
Japanese	1	1%	0	0%	3	2%
Vietnamese	154	94%	158	95%	173	96%
Burmese	1	1%	1	1%	0	0%
Employee by Hometown						
Thailand	7	4%	7	4%	5	3%
Japan	1	1%	0	0%	3	2%
Myanmar	1	1%	1	1%	0	0%
Dong Nai	89	54%	88	53%	91	50%
HCMC	26	16%	26	16%	29	16%
Binh Duong	5	3%	4	2%	2	1%
Ha Tinh	3	2%	0	0%	0	0%
Kien Giang	3	2%	4	2%	3	2%
Ninh Binh	3	2%	2	1%	0	0%
Quang Ninh	25	15%	26	16%	36	20%
Others provinces	1	1%	8	5%	12	7%
Employee with disabilities						
Male	1	1%	1	1%	1	1%
Female	0	0%	0	0%	0	0%

New Employee (Disclosure 401-1)	2022		2023		2024	
	Person	%	Person	%	Person	%
Total New Hire	34	21%	22	13%	36	20%
By Gender						
Male	16	47%	11	50%	28	78%
Female	18	53%	11	50%	8	22%
New hire by Age						
Under 30	11	32%	7	32%	13	36%
Between 30-50	22	65%	14	64%	22	61%
Over 50	1	3%	1	5%	1	3%

Employee Turnover (Disclosure 401-1)	2022		2023		2024	
	Person	%	Person	%	Person	%
Turnover rate	23	14%	20	12%	22	13%
By Gender						
Male	10	43%	12	60%	14	64%
Female	13	57%	8	40%	8	36%
By Age						
Under 30	2	9%	3	15%	3	14%
Between 30-50	16	70%	13	65%	17	77%
Over 50	5	22%	4	20%	2	9%
Internal Rotation	7		5		3	
Voluntary employee turnover	16	9.76%	15	9.09%	19	10.95%

Parental Leave (Disclosure 401-3)	2022		2023		2024	
	Person	%	Person	%	Person	%
Parental leave	0	0%	0	0%	0	0%
Employee back to work after parental leave	0	0%	0	0%	0	0%

Work-related accidents (disclosure 403-9)		2022	2023	2024
Lost Time Injury Frequency Rate (LTIFR)*				
by project site				
Employee				
Amata City Bien Hoa		0	3.02	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	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
Fatalities				
Employee		0	0	0
Contractor		0	0	0
Injury Severity Rate (ISR)				
Employee		0	991.92	0
Contractor		0	0	0

*Number of lost time injuries in the reporting period] x 1,000,000) / (Total hours worked in the reporting period

ENVIRONMENTAL PERFORMANCE

Amata City Bien Hoa	Unit	Vietnam's Environmental standards	2022	2023	2024
Water management					
Total amount of water supply to factories	m ³	-	5,224,592	4,516,694	5,244,288
Total amount of wastewater collect from factories	m ³	-	2,136,554	2,110,116	2,152,784
Total amount of treated waste water that is reused as water source	m ³	-	125,000	132,920	130,000
Total amount of treated waste water that discharge to local river	m ³	-	2,011,554	1,977,196	2,022,784

Quality of treated waste water from the center wastewater treatment plants ⁽¹⁾	Unit	Vietnam's Environmental standards	2022	2023	2024
Effluent quality monitoring					
pH		6.0-9.0	7.49	7.92	7.38
Color (Pt-Co)	mg/L	≤ 50	20.7	30	20
Temperature	°C	≤ 40	30.4	32.2	31.1
Biochemical Oxygen Demand (BOD ₅)	mg/L	≤ 32.4	5.83	12	6.25
Chemical Oxygen Demand (COD)	mg/L	≤ 81	20.83	34	21.6
Grease and Oil	mg/L	≤ 5.4	<0.5	<0.5	<0.5
Suspended Solid (SS)	mg/L	≤ 44	7.86	12	5.41
Total Dissolve Solid (TDS)	mg/L	n/a	724	838	640
Total Kjeldahl Nitrogen (TKN)	mg/L	≤ 21.6	11.92	17.8	11.8
Ammonia (as nitrogen)	mg/L	≤ 45.4	0.89	0.14	0.18
Total Phosphorous (TP)	mg/L	≤ 4.32	1.95	1.9	1.86
Mercury (Hg)	mg/L	≤ 0.0054	<0.0005	<0.0005	<0.0005
Cadmium (Cd)	mg/L	≤ 0.054	<0.001	<0.001	<0.001
Lead (Pb)	mg/L	≤ 0.108	<0.01	<0.01	<0.01
Arsenic (As)	mg/L	≤ 0.054	0.002	0.001	0.001
Chromium (Cr ³⁺)	mg/L	≤ 0.054	0.11	<0.01	<0.01
Chromium (Cr ⁶⁺)	mg/L	≤ 0.216	0.03	<0.01	<0.01
Nickel (Ni)	mg/L	≤ 0.216	0.01	0.012	0.042
Copper (Cu)	mg/L	≤ 2.16	0.01	0.023	0.018
Zinc (Zn)	mg/L	≤ 3.24	0.06	0.103	0.076
Sulfide as H ₂ S	mg/L	≤ 0.199	<0.1	<0.1	<0.1
Cyanide as HCN	mg/L	≤ 0.0756	<0.002	<0.002	<0.002
Chloride as Cl ₂	mg/L	≤ 1.0	0.16	0.39	0.43

Remarks:

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

Quality of air in the industrial estates ⁽²⁾	Unit	Vietnam's Environmental standards	2022	2023	2024
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
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.018	0.019	<0.066
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.021	0.029	0.061
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
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.014	0.015	<0.066
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.02	0.03	0.03
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
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.015	0.011	<0.066
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.031	0.035	0.037
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
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.013	0.13	<0.066
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.015	0.023	0.049
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
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.015	0.01	<0.066
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.026	0.015	0.108
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
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.014	0.014	<0.066
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.028	0.056	0.072

Environmental complaints from outside	Unit	2022	2023	2024
Number of environmental complaints from external	time	0	0	0

Compliance with environmental laws	Unit	2022	2023	2024
Significant amount / value of the adjustment In case of violating environmental laws (Disclosure 307-1)	time	0	0	0

Remarks:

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

TGO CARBON FOOTPRINT FOR ORGANIZATION (CFO) CERTIFICATE

Certificate Number:

TGO CFO FY25-04-301



องค์กร
rganization

THAILAND GREENHOUSE GAS
MANAGEMENT ORGANIZATION
(Public Organization)



CERTIFICATE

Awarded to

Amata VN Public Company Limited

Company address verified: 2126 Kromadit Building, New Petchburi Road, Bangkokpi, Huay Kwang, Bangkok 10310

Thailand Greenhouse Gas Management Organization certifies that the quantity of Greenhouse Gas of the above organization has been verified by ECEE Co., Ltd. and found to be in accordance with the requirements of the standard detailed below.

Standard

TGO Guidance of the Carbon Footprint for Organization

Verification Period: [01/01/2024 - 31/12/2024]

Total Greenhouse Gas Emission (Scope 1&2): 1,566 tonCO₂e/year

Direct GHG emissions	68 tonCO ₂ e/year
Energy Indirect GHG emissions	1,498 tonCO ₂ e/year
Other Indirect GHG emissions	3,720 tonCO ₂ e/year

The agreed level of assurance is: Limited, at materiality of 5%

Registration Date: 24 February 2025

Mrs. Natarika Wayuparb Nitiphon

Acting Executive Director

Thailand Greenhouse Gas Management Organization (Public Organization)

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 2024 to 31 December 2024 with reference to the GRI Standards.
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Feedback Form for Sustainability Report 2024

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 2024 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 2024 sustainability report format?

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

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

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.....
.....

Please send this feedback form to the address specified at the back cover or email to sustainability@amata.com

AMATA VN PCL would like to thank you for your cooperation.



AMATA VN PUBLIC COMPANY LIMITED

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