

REGENERATING SUSTAINABLE

Lesources

SUSTAINABILITY REPORT 2023



Content

Chapter 1 OVERVIEW OF THE SUSTAINABILITY REPORT		Chapter 4 OVERVIEW OF SUSTAINABLE DEVELOPMENT AT	
NOTABLE FIGURES IN 2023	04	BINH THUAN PLASTIC GROUP - PRESENT AND FUTU	IDE
REPORTING METHODOLOGY SCOPE OF THE REPORT	06	SUSTAINABLE DEVELOPMENT STRATEGY AT BINH THUAN PLASTIC GROUP PRESENT AND FUTURE	JNE 23
CONTACT INFORMATION	07	PROGRESS ON CURRENT AND FUTURE SUSTAINABLE DEVELOPMENT GOALS	29
0		ENGAGING STAKEHOLDERS	31
Chapter 2		Ohambar F	
MESSAGE FROM THE CHAIRMAN		Chapter 5	
		SUSTAINABLE DEVELOPMENT MANAGEMENT AT BPG	j :
SUSTAINABLE DEVELOPMENT ORIENTATION COMMITMENT AND CORPORATE CULTURE	08 09	PRESENT AND FUTURE	
		BPGs GOVERNANCE CULTURE AT PRESENT AND IN THE FUTURE	35
		BUILDING A SUSTAINABLE CORPORATE GOVERNANCE FOUNDATION	38
Chapter 3		SUSTAINABILITY GOVERNANCE	39
ABOUT BPG AND THE PLASTIC INDUSTRY		0	 0
OVERVIEW OF THE GLOBAL PLASTICS INDUSTRY, VIETNAM AND DEVELOPMENT TRENDS	11 15	Chapter 6	
ABOUT BINH THUAN PLASTIC JOINT STOCK COMPANY	15	REGENERATING SUSTAINABLE RESOURCES	
		INNOVATION FOR THE FUTURE	43
		BUILDING A SUSTAINABLE ENVIRONMENT AT BPG, PRESENT AND FUTURE	46
		RE-CREATING A SUSTAINABLE SOCIAL FOUNDATION FOR THE PRESENT – FUTURE	56
		GRI CHECKLIST	74



NOTABLE FIGURES IN 2023

In 2023, Binh Thuan Plastics Group (BPG) achieved many positive business results, demonstrating the company's strong commitment to maintaining sustainable economic growth while focusing on environmental and social values. Below are the company's outstanding figures over the past year:

ECONOMIC PERFORMANCE

5.326 BILLION VND 74 BILLION VND

796,2% Compared to 2022

37.5 BILLION VND

Profit after tax of BPG In 2023 **7 33%** Compared to 2022

Budget contribution in 2023

714,2% Compared to 2022

Investment for sustainable development projects (applying clean technology, Of which 18 billion VND is for deploying renewable energy technology.

Total product output BPG production in 2023

7 98% Compared to 2022

Revenue from sustainable products/

7 58% Compared to 2022

These products include items made from recycled materials, revenue from plastic pallet rental services.

SOCIETY

Average training hours for employees.



ENVIRONMENT



AWARDS

TOP 500

largest enterprises in Vietnam (VNR500).

TOP 10

fastest growing enterprises in Vietnam 2024.



OVERVIEW OF

SUSTAINABILITY REPORT

REPORTING METHODOLOGY





Sustainable development is one of the most important strategic goals of Binh Thuan Plastics Group (hereinafter referred to as "Binh Thuan Plastics Group" or "BPG"). From a long-term vision, Binh Thuan Plastic Group has determined that sustainable development is not only a key factor to ensure the sustainable success of the business but also the foundation for innovation and continuous commitment to stakeholders. With a customer-centric philosophy, BPG deeply understands that customer satisfaction must be built on product quality and sustainable commitment.

To achieve this, BPG continuously strives to improve and innovate products on a daily basis. The Group has utilized more environmentally friendly materials, particularly recycled plastic resins, to create products of the highest quality that best meet consumer demands. Simultaneously, these products must also ensure sustainability criteria, minimize negative impacts on the environment, thereby contributing to the sustainable development goals of the enterprise.

BPG's commitment extends beyond the environmental aspect to include social responsibility and long-term engagement with the community. The Group considers environmental protection and social development as inseparable elements in business strategy. The combination of sustainable development, product innovation and customer satisfaction is a testament to BPG's strong commitment to its stakeholders, including customers, partners and the community.



On that basis, BPG's sustainable development strategy is implemented with the aim of optimizing the use of recycled materials, minimizing greenhouse gas emissions and effectively managing natural resources. The Group has also set a long-term goal of achieving Net-Zero emissions by 2050, in line with the commitment of the Vietnamese government and the global trend in addressing climate change.

In the context of the global move towards a sustainable future, BPG clearly understands that its transformation is not only in line with the general trend but also a way to affirm its pioneering role in the plastics industry, actively contributing to environmental protection and promoting sustainable development on an international scale. The reference to international sustainability standards such as GRI and SDGs is a testament to this effort.

The Sustainability Report of Binh Thuan Plastic Group 2023 is prepared to transparently disclose information related to the company's activities, commitments and progress on environment, society and governance (ESG). The report is a means for BPG to clearly demonstrate Binh Thuan Plastic Group's strategic vision on sustainable development and the company's determination to create long-term value for stakeholders, including customers, investors, and the community.

Through the report, BPG aims to provide stakeholders with a comprehensive view of its sustainable development goals and commitments to 2028. In addition, the report also demonstrates BPG's concrete progress in using recycled materials and its commitment to minimizing negative impacts on the global environment...

Reporting methodology

BPG's Sustainability Report is prepared based on scientific and practical approaches, ensuring that the contents are reflected comprehensively and accurately. To ensure transparency and reference with international standards, BPG has referred to the latest sustainability reporting standards of the Global Reporting Initiative (GRI), the Universal Standards 2021 version, combined with the United Nations Sustainable Development Goals (SDGs) and standards on environmental, social and corporate governance management. At the same time, the report construction method is also based on the regulations of the European Plastics Association - Europlastic and the Roundtable for Reusable Containers Trays and Pallets (RCTP), to assess and control the impact of plastic production activities on the environment.

Principles of reporting

This sustainability report focuses on analyzing the key issues and areas that have a significant impact on BPG's business operations and demonstrates the deep concern of our stakeholders. We have applied the GRI 2021 Sustainability Reporting Principles to prepare this report, specifically as follows:



Scope of the report

Reporting period : April 1, 2023 - March 31, 2024

Reporting cycle : Annual

Financial data has been consolidated and reported for the Company's fiscal year from April 1, 2023, to March 31, 2024.

Environmental and social data has been consolidated and reported on a calendar year basis, with appropriate estimation applied to ensure that operational data closely aligns with the Company's fiscal year.

Scope of the report: The report is prepared within the scope of activities of Binh Thuan Plastic Group Joint Stock Company in the field of manufacturing and trading plastic pallets and ancillary products for the Industry - Agriculture - Fishery sector, including: All information and operating results of the parent company and 9 subsidiaries: Binh Thuan Plastic Product Co., Ltd. (BTP); Binh Thuan High Quality Plastic JSC (BQP); BPG Shinnihon JSC (BSC); Vina Plastic Mould JSC (VPM); Nam Son Tan Uyen JSC (BTS); BPG Logis All JSC (BLC); BPG Trading JSC (BPG Trading); BPG Invest JSC (BPG Invest); Khoi Viet Plastic Co., Ltd. (BTL), unless stated otherwise.

This report was published in October 2024 and circulated on a digital platform on the website of https://www.nhuabinhthuan.com.vn//



Chapter 2

MESSAGE FROM THE CHAIRMAN

Dear Valued Partners and Customers.

Since its establishment, Binh Thuan Plastics Group has always worked with a spirit of creativity, constantly researching and developing products to meet the evolving needs of our customers. In particular, consumer preferences change over time, and BPG's business activities have consistently reflected these changes. Currently, we are focusing on sustainable development in production, placing environmental responsibility at the forefront of our business objectives.

In 2023, BPG made significant progress in advancing our sustainability efforts by aligning the United Nations' sustainable development goals (SDGs) with product manufacturing: Enhancing product quality to meet international standards in production processes and using environmentally friendly raw materials; Expanding factory scale and investing in modern technology to increase efficiency and minimize negative environmental impacts; BPG also researched and developed many new solutions in production, improving processes to enhance competitiveness. Furthermore, our sustainability efforts extend across various areas, such as smart use of natural water, ensuring worker safety, fostering employee engagement throughout the Group, corporate governance, and so more

I am proud to say that BPG's progress is clearly reflected in our core activities for the 2024 - 2025 period. We will continue to expand our 7th manufacturing plant in Ba Ria - Vung Tau, renovate and transform the BTP plant in Hung Yen to further optimize operations and logistics, increase production capacity, and create more jobs for the local workforce. Furthermore, BPG is collaborating with a leading plastic manufacturer in Southeast Asia, Srithai - Thailand, to apply modern technologies in production. This partnership will help to mitigate environmental impact and allow us to measure and reduce greenhouse gas emissions in the upcoming period.



SUSTAINABLE DEVELOPMENT ORIENTATION

Binh Thuan Plastics Group aims to become the leading plastics group in the production of plastic pallets and plastic products for the industrial, agricultural, and fisheries sectors during the 2024 – 2028 period. To realize this goal, BPG will implement four key strategies with the management philosophy of "engraving goals in stone, painting strategy on wood, writing plans in sand." This philosophy not only reflects BPG's commitment to stability and sustainability but also emphasizes the importance of flexibility in executing plans.



1. Governance Strategy:

BPG will maximize delegation of authority to the Board of Management and the directors of departments/ to increase operational flexibility and enhance decision-making based on real data. Transparent and efficient governance will help the Group maintain accountability and build trust with shareholders.

2. Product Strategy:

Product quality will be the top priority. The Technology Department and the Quality Management Department will control quality, ensuring that every product meets the highest standards. BPG will continuously innovate products to align with sustainable development trends and market demand.

3. Financial Strategy

The Group will manage cash flow and budgets flexibly and efficiently, under the close oversight of the Supervisory Board and the Operations Committee. Financial governance transparency will also be enhanced by listing Binh Thuan High-Quality Plastics Joint Stock Company (BQP) on the stock exchange.

4. Brand Strategy:

BPG will focus on building a strong brand, developing products under the BPG brand name, while manufacturing plants only handle the role of production, thereby enhancing brand value and market recognition.

"

COMMITMENT AND CORPORATE CULTURE

Binh Thuan Plastics Group believes that "thorough preparation and systematic management" in all activities is a prerequisite for success. BPG's cultural gene with three core values "Integrity - Determination - Readiness" will provide a solid foundation to help the Group overcome all challenges in our path to development.



We sincerely thank our partners, customers and shareholders for their companionship and support over the years.

Best regards,

CHAIRMAN

Binh Thuan Plastics Group (BPG)



OVERVIEW OF

THE GLOBAL PLASTICS INDUSTRY, VIETNAM AND DEVELOPMENT TRENDS

GLOBAL PLASTICS INDUSTRY OVERVIEW

The global plastics industry is currently undergoing rapid transformation, driven by changing market demands, technological advances, and an increasing focus on environmental issues. Three major trends are shaping the future of the plastics industry: sustainable plastic production, the demand for plastic products, and advanced materials with new technologies.

Sustainable plastic production is becoming a top priority. With increasing environmental concerns and global regulations, there is a growing demand for environmentally friendly materials. This includes the development of recyclable and biodegradable plastics.

According to a report by the Ellen MacArthur Foundation (2016), only about 9% of plastic waste is recycled, while the majority ends up in landfills or floating in oceans. This underscores the urgency of improving plastic waste management systems.



Furthermore, the demand for plastic products continues to increase, especially as the global population is expected to reach 9.7 billion by 2050. This growth is particularly noticeable in sectors such as packaging, consumer goods, and technology. This has placed enormous pressure on the plastics industry to develop more sustainable products that still meet market demands. Moreover, advanced materials and new technologies are helping the plastics industry enter a new era of innovation. Artificial intelligence (AI), robotics, and 3D printing are enhancing plastic production and recycling processes. These advancements not only assist in the development of new plastic materials but also have the potential to reduce plastic's environmental impact. According to a Greenpeace study (2018), 90% of bottled water contains microplastics, raising concerns about the potential health effects of microplastics.

Despite these positive trends, the plastics industry still faces many significant environmental challenges. One of the most pressing challenges is plastic pollution and waste. The production and use of plastics have led to an increase in plastic waste, polluting the environment and negatively impacting marine life. In addition, emissions and climate change are also issues that require attention, as plastic production often relies on fossil fuel energy, resulting in greenhouse gas emissions and global warming. Another challenge is environmental degradation caused by resource consumption, as the plastics industry consumes large amounts of natural resources such as oil and gas, leading to environmental degradation and ecological imbalance. According to a UNEP report (2021), if urgent actions are not taken, the amount of plastic in the ocean will outweigh fish (by weight).

In response to these challenges, governments and international organizations have introduced strict regulations to manage the plastic industry. One such measure is the ban on single-use plastics, with many countries already banning or restricting the use of single-use plastic products, such as straws and thin plastic bags. The European Union (EU) has enacted legislation to completely ban the use of single-use plastics by 2021 and set a target of recycling 55% of plastic waste by 2030 (European Parliament, 2021). In addition, Extended Producer Responsibility (EPR) is another important regulation, requiring plastic manufacturers to take extended responsibility for collecting, recycling and reusing plastic products after use, ensuring these products are recycled instead of being discarded.

In summary, the global plastics industry is facing both significant challenges and opportunities in transitioning toward sustainable development. Associations such as Plastics Europe and Roundtable for Reusable Containers Trays and Pallets (RCTP) are playing a crucial role in promoting green initiatives and technological improvements to address environmental problems caused by plastics. Accelerating research and application of sustainable solutions will be key factors in enabling the plastics industry to develop sustainably in the future.

PLASTIC INDUSTRY IN VIETNAM

The plastics industry in Vietnam has experienced a strong growth in recent years, becoming one of the top ten industries prioritized for development by the government. state for development, thanks to a continuous high growth rate of over 10% per year, along with competitiveness compared to other countries in the region. The increasing demand for plastics in sectors such as packaging, automotive, electronics, healthcare and construction has driven significant achievements in the industry.

According to Vietnam's industrial statistics report 2020, the production of plastics and plastic products has increased significantly. From 2010 with an output of about 4.5 million tons, this output had exceeded 6 million tons by 2019. Currently, the plastics industry has nearly 4,000 enterprises, 90% of which are small and medium enterprises, mainly concentrated in the Southern region, employing more than 25,000 people.

The total revenue of the plastics industry is estimated to have exceeded \$25 billion by 2022, of which exports account for approximately 22%. These figures demonstrate the tremendous potential of the plastics industry within the national economy.





FROM 2010 With an output of about 4,5 Million tons

FROM 2019 With an output of about

6 Million tons

industry has nearly

Market size

CURRENTLY the plastics

4,000 Enterprises

The total revenue of the plastics 2022

25⁺
Billion USD

Of which exports account for approximately

22%

employing more than 25,000 People

PLASTIC INDUSTRY IN VIETNAM (NEXT) ·

Despite these remarkable achievements, Vietnam continues to face significant challenges in plastic recycling and waste management. Annually, 2.62 million tons of plastic are discarded without being recycled, leading to the loss of 75% of the value of plastic materials, equivalent to 2.2 - 2.9 billion USD per year.

Several factors contribute to this situation. First of all, the sharp increase in the price of virgin and recycled plastic resins has caused difficulties for manufacturing and recycling units. Additionally, the lack of sustainable demand for recycled plastics locally has intensified the issue. Furthermore, the limited financial access finance for recyclers, especially small and medium-sized enterprises, has increased the difficulty in investing in effective recycling solutions.

In addition, the instability and risks associated with the informal supply sector, as well as dependence on imported plastic scrap, have complicated the situation further. Finally, the lack of design standards to facilitate easy recycling and reuse of plastics is another issue that needs to be addressed. As a result, the current waste management system often prioritizes collection and disposal over encouraging recycling, making it difficult to improve the situation.





2,62 Million tons of plastic 75%

Are discarded without being recycled

Of the value of plastic materials

Equivalent to •



In addition to economic success, the plastic industry is also presenting many environmental challenges. Prominent issues include plastic pollution and plastic waste. The production and use of plastic has led to a significant increase in plastic waste, especially on beaches and oceans. These accumulations of marine plastic waste not only harm marine life but also negatively affect human living environments.

In addition, emissions and climate change remain serious concerns. Plastic production consumes a large amount of energy from fossil fuels, leading to greenhouse gas emissions, contributing to global warming. The processing and burning of petroleum to produce plastic also emits toxic gasses into the environment.

Furthermore, resource consumption and environmental degradation are unavoidable realities. The plastics industry consumes numerous natural resources, such as oil and gas, causing ecological imbalance and environmental degradation, severely impacting local communities. In particular, the difficulty of recycling and disposing plastics such as PVC and polystyrene has led to the accumulation of plastic waste, posing serious challenges to waste management.

Given this context, Vietnam's plastics industry is facing an urgent need to change its approach to production and consumption. The development and use of environmentally friendly plastic materials not only helps to minimize negative impacts but also creates many new opportunities for the industry. In addition, increasing the recycling and reuse of plastics, along with promoting alternative solutions such as bio-based materials, are necessary steps to minimize the impact of plastics on the environment.

In summary, the Vietnamese plastics industry has substantial growth potential, but also faces major challenges in recycling and the environment. Achieving sustainable development will require bold changes from businesses, government and the whole society. Collective efforts to improve the recycling situation, reduce pollution and develop environmentally friendly products will contribute to creating a brighter future for Vietnam's plastics industry.

DEVELOPMENT TRENDS OF PLASTIC MATERIALS



Sources of materials and products

The plastics industry is witnessing a transformation in both material sources and products. More companies are turning to recycled materials and bioplastics to meet the growing demand for sustainable products. The use of recycled plastics not only helps reduce environmental pollution but also conserves natural resources. The demand for green products is increasing rapidly. According to Nielsen research (2023), 70% of consumers are willing to pay more for environmentally friendly products, highlighting a positive consumer trend towards sustainability.

Potential for bioplastics

Bioplastics are considered a potential alternative to traditional plastics, especially as consumers become increasingly interested in environmentally friendly products. However, the bioplastics industry also faces many challenges such as high production costs and limited processing technology. Investment and research are needed to reduce costs and improve technology to develop bioplastics.

Green product criteria

Green products are determined based on criteria such as recyclability, material origin and safety to health. The demand for green products is increasing rapidly, with more consumers prioritizing environmentally friendly products. According to the Ministry of Industry and Trade, the demand for green products in Vietnam grew by an average of 15% per year in the period 2021 - 2023. 72% of Vietnamese consumers are willing to pay more for green products, indicating people's increasing awareness and concern for environmental protection, which not only promotes the market but also creates a positive consumer trend

However, in the current context, recycling traditional plastics remains the most feasible and effective option to address the issue of environmental pollution. New materials such as bioplastics are facing numerous challenges in terms of production costs and processing technology, making widespread application difficult. Meanwhile, promoting plastic recycling can deliver immediate results, not only helping to reduce plastic waste but also conserving natural resources. Therefore, investing in recycling technology and establishing an efficient collection system are essential steps to ensure the sustainable development of the plastics industry in the short and medium term.

ABOUT BINH THUAN PLASTIC GROUP JOINT STOCK COMPANY

General information:

Vietnamese name

Công ty Cổ phần Tập đoàn Nhựa Bình Thuận

English name

Binh Thuan Plastic Group Joint Stock Company

Northern headquarter

121 - 123 Lam Ha, Bo De Ward, Long Bien District, Hanoi

Southern headquarter

122 - 124 Vu Tong Phan, An Phu, Thu Duc City, Ho Chi Minh City

Phone number

1800 2228

Website

nhuabinhthuan.com.vn



Important milestones of Binh Thuan Plastic Group

2008

2018

2019

- Establishment of Binh Thuan Plastic Mechanical JSC.
- Establishment of Vina Plastic Mould JSC Factories in Hai Duong and Binh Duong.

Establishment of Binh Thuan
 Development Co., Ltd. (BTD) –
 Factory in Ha Nam.

2022

2021

2020

- Inauguration of Dong Hai Plastic Factory Dong Hai Plastic Co., Ltd. (DHP) Factory in Hai Duong.
- Inauguration of Nam Son Tan Uyen Plastic Factory –
 Nam Son Tan Uyen JSC (BTS) Factory in Binh Duong.
- Officially renamed Binh Thuan Plastic Mechanical JSC to Binh Thuan Plastic Group JSC (BPG).
- Establishment of Binh Thuan Plastic Product Co., Ltd. (BTP) – Factory in Hanoi.

2023

2024

- Establishment of BPG Retail JSC.
- Establishment of BPG Trading JSC.
- Inauguration of Binh Thuan Long An Plastic Factory
 Khoi Viet Plastic Co., Ltd. (BTL)
 Factory in Long An.
- Establishment of BPG Invest JSC.
- Renaming of Dong Hai Plastic Co., Ltd. (DHP) to BPG Shinnihon JSC (BSC) –
 Factory in Hai Duong.
- Establishment of a joint venture with Korea: BPG LogisAll JSC (BLC) Formerly BPG Retail.
- Renaming of Binh Thuan Development Co., Ltd. (BTD) to Binh Thuan High Quality Plastic JSC (BQP).

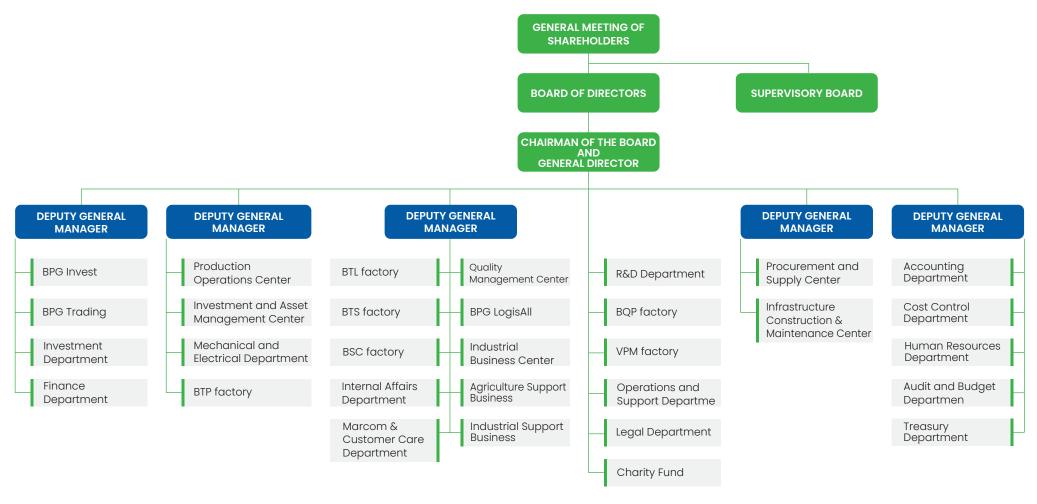
ORGANIZATIONAL STRUCTURE

Organizational structure model of the corporation

The organizational structure of Binh Thuan Plastics Group (BPG) is designed in a hierarchical form with member companies taking on specific roles to optimize supply chain, production and management.

BPG's organizational model helps create coordination between member units in the supply and production chain, from the provision of recycled materials, logistics, to the production of industrial products and molds... This not only helps to increase management efficiency but also optimizes production processes, supporting the sustainable development of the group.







BINH THUAN PLASTIC GROUP JOINT STOCK COMPANY (BPG)

As the central authority, BPG is responsible for developing and managing the group's strategy and its subsidiaries. Additionally, BPG oversees operational activities, financial management, budgeting, and costs, along with brand management, customer relations, and market strategies.

SUBSIDIARIES AND AFFILIATES:

BPG has various subsidiaries, each assigned specific functions to ensure a closed and efficient production chain:



BPG LOGISALL JOINT STOCK COMPANY (BLC)

Responsible for managing both domestic and international logistics, along with implementing plastic pallet strategies.



BINH THUAN PLASTIC PRODUCT LIMITED LIABILITY COMPANY (BTP)

Engaged in production to serve the agriculture and fisheries sectors.



BPG TRADING JOINT STOCK COMPANY (BPG TRADING)

Managing the recycled materials supply chain plays a key role in ensuring sustainable supply.



BINH THUAN HIGH QUALITY PLASTIC JOINT STOCK COMPANY (BQP)

Focus on producing ancillary industrial products, as well as producing specialized industrial goods.



BPG INVEST JOINT STOCK COMPANY (BPG INVEST)



BPG SHINNIHON JOINT STOCK COMPANY (BSC)

Aiming at producing recycled materials and industrial products, contributing to sustainable development and environmental protection.



TAN UYEN NAM SON INVESTMENT SERVICES JOINT STOCK COMPANY (BTS)

Undertake the production of industrial and ancillary industrial products, providing efficient production solutions.



VIETNAM PLASTIC MOULD JOINT STOCK COMPANY (VPM)

Specializing in manufacturing molds for internal industrial use, providing mold maintenance services, and developing high-tech molds.



KHOI VIET PLASTIC LIMITED LIABILITY COMPANY (BTL)

Specializing in manufacturing industrial and ancillary industries, contributing to the industrial value chain.

INTEGRATING ESG INTO THE GROUP'S VALUE CHAIN



R&D PRODUCT DESIGN



INPUT MATERIALS AND ENERGY



MANUFACTURING



SALES & DISTRIBUTION



COLLECTION, RECYCLING, AND WASTE TREATMENT

DESCRIPTION

The R&D department under the Chairman of the Board of Directors is responsible for researching and developing new product lines with appropriate proportions of recycled plastic that meets market demand.

The Group applies a centralized procurement method for input materials, managed by the Procurement and Supply Center.

Subsidiaries have the authority to take initiative in their energy usage.

The group has subsidiaries responsible for various stages of production, including mold manufacturing, plastic product production, and plastic recycling, enabling the group to take control of all production processes.

BLC subsidiary specializes in distributing and transporting for Group entities.

The Group collects pallet products from customers who have rented or purchased them to recycle into new plastic pallets.

The group consistently adheres to the regulations set by the Department of Natural Resources and Environment.

EMBEDDING ESG INTO BPG'S VALUE CHAIN

BPG has proactively experimented and developed new product lines with a high proportion of recycled plastic, ensuring quality meets customer requirements.

Input materials:

In BPG, plastic is recycled from high-end products to low-end products, ensuring that no waste plastic is sold for liquidation.

Solar energy:

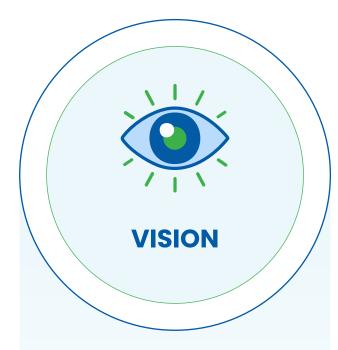
Solar power is being applied at the BQP subsidiary and will be expanded in the period 2025 - 2030 BPG factories continuously implement improvements in production to optimize operations.

In addition, the DHP factory is one of the few units licensed to import recycled plastic pellets by the Ministry of Natural Resources and Environment. The Group is always seeking solutions to optimize transportation routes. Some initiatives include: arranging manufacturing plants in the most suitable locations for customers; combining the existing fleet with the option to outsource or utilize on-demand vehicles from transportation companies...

Factories located outside industrial zones (IZ) will have direct monitoring, while those located inside IZs will have monitoring managed by the IZ's specialized unit.

Wastewater and waste oil are handled by a qualified third party. Emissions from recycled plastic machines are extracted into exhaust pipes and filtered for treatment. All defective products are either recycled (plastic) or sold for liquidation (steel molds).

THE STATEMENTS



To regenerate fuel sources and create essential plastic products of high quality and competitive prices, contributing to the economic development of the country.

This mission is at the core of BPG's operational strategy, demonstrated through the optimization of production processes and the application of advanced technology to supply plastic products serving the industrial, agricultural, and fisheries sectors. Each product not only meets high-quality standards but also exceeds customer expectations in terms of value, thereby contributing to the national economic growth.

To regenerate fuel sources and create essential plastic products of high quality and competitive prices, contributing to the economic development of the country.

This mission is at the core of BPG's operational strategy, demonstrated through the optimization of production processes and the application of advanced technology to supply plastic products serving the industrial, agricultural, and fisheries sectors. Each product not only meets high-quality standards but also exceeds customer expectations in terms of value, thereby contributing to the national economic growth.



With this mission, vision and core values serving as guiding principle, Binh Thuan Plastic Group aims not only for the domestic leader but also becomes a symbol of sustainable, innovative and development in the international market.



INTEGRITY, INNOVATION, RESPONSIBILITY, EFFICIENCY, CONNECTION

These core values serve as a compass guiding all of BPG's activities. Integrity and responsibility are paramount, helping to build long term trust with partners, customers and the community. Creativity and innovation are constantly encouraged, enabling BPG to develop environmentally friendly products that meet increasingly stringent demand of the market. The spirit of connectivity fosters internal and external cooperation, creating a dynamic working environment where everyone contributes and develops together.

CORPORATE CULTURE

The cultural values that BPG has developed and will continue to uphold reflect the company's unique management philosophy and development vision. These core values not only drive sustainable business growth but also create an ideal working environment, bonding employees and guiding all the group's activities.

Spirit of creativity and innovation

Binh Thuan Plastic Group consistently promotes creativity and innovation across all areas of operation, from production to management and customer service. Creativity not only helps maintain the competitive advantage but also opens up new opportunities in developing environmentally friendly products to meet the market's growing demands.

To further encourage and maintain the spirit of innovation, BPG has established **Technology Tradition Day** on April 21 every year. This day serves as an opportunity for the leadership and employees to reflect on the technological achievements gained and to stimulate new and creative ideas. This day not only honors contributions in technology but also encourages the search for and development of breakthrough solutions, thereby promoting outstanding future growth.





Spirit of solidarity and cooperation

Culture of solidarity and cooperation is one of the core values of Binh Thuan Plastics Group. The Group always promotes the spirit of teamwork, where each member plays an essential role in the shared success.

Quality and reputation

Quality and reputation are indispensable values within Binh Thuan Plastics Group's corporate culture. Since its establishment, the group has always placed product and service quality at the forefront, considering it the foundation for building trust and reputation with customers. Professionalism and dedication in each product and service are the factors that help BPG continuously develop and expand the market.

People development

Considering people are at the heart of all activities, BPG prioritizes investing in human resource development through knowledge and skills training programs for employees. This not only helps improve the qualifications of employees but also provides a clear career path, supporting sustainable career development.





SUSTAINABLE DEVELOPMENT STRATEGY AT BINH THUAN PLASTIC GROUP PRESENT AND FUTURE

BPG's sustainable development strategy for the period 2025 - 2030

Binh Thuan Plastics Group is committed to implement a comprehensive sustainable development strategy in the period of 2025-2030, focusing on three main pillars: Environment (E), Society (S) and Governance (G). This strategy aims to ensure the sustainable development of the business, while making positive contributions to the community and the environment.

BPG's sustainable development strategy

ENVIRONMENTAL		SOCIAL		GOVERNANCE	
Product design towards circular economy	Input materials	Employees	Customers	Responsibility of Board of Directors	Environment control
Energy	Extended Producers responsibility	Supply chain	Cooperate with organizations	Information disclosure and transparency	Shareholders' rights
Measure and reduce emissions	Wastewater and waste management	Community		Stakeholder relations	
BPG's business orientation and strategy					
Stakeholders engagement					
Best practices					
Legal regulations					

Environmental (E):

Product design towards a circular economy:

- · Optimize the recycled plastic proportion in products
- · Develop products with durability appropriate to their functional use.

During the 2025-2030 period, BPG plans to make significant investment in research and development to create high-quality products from recycled plastics. The group will focus on extending product life cycles, reducing the need for frequent replacement. At the same time, BPG aims to expand consulting activities to partners on product design with high recycled plastic content, creating a positive impact throughout the entire supply chain.

Input materials management:

- Implement a plastic collection program from customers
- · Increase the use of recycled materials
- · Reduce dependence on fossil fuels

BPG intends to develop an efficient reverse logistics system to collect used products from customers. The group plans to invest in advanced recycling technology to improve the quality of recycled materials and gradually reduce dependence on fossil-based inputs. Moreover, BPG will organize trash-for-gift programs allowing customers to exchange waste for rewards, raise awareness and encourage the community to participate in the recycling process.

Energy and emissions:

- · Promote the use of renewable energy, particularly solar energy
- · Measure and reduce greenhouse gas emissions
- · Set targets to reduce emissions intensity and absolute emissions

During the 2025-2030 period, BPG plans to expand the installation of solar power systems at factories and offices, aiming to be self-sufficient in a significant portion of energy needs. The Group plans to deploy a smart energy management system to optimize energy use in production. BPG will also establish a regular greenhouse gas inventory process and set specific emission reduction targets for each period. In addition, the Group will focus on optimizing transportation processes and reducing packaging use to minimize emissions in the logistics process.

Waste and wastewater management:

- · Implement an effective hazardous waste management system
- Control and reduce plastic to the environment
- · Improve the efficiency of wastewater management from both production and daily operations.

BPG plans to adopt the 3R principle (Reduce, Reuse, Recycle) in waste management. The Group intends to invest in advanced waste treatment technologies and increase employee training on proper waste management. Regarding wastewater, BPG aims to build a modern wastewater treatment system to ensure that treated wastewater meets environmental standards before being discharged. The Group also plans to implement measures to monitor and manage water risks, including reusing rainwater and recycling water sources for production activities.



Social (S): __





Employees:

- Enhance occupational safety and take care of employees' physical and mental health
- · Promote training and human resource development programs
- · Building policies to attract and retain talent
- · Promote diversity and equity in the workplace

During the 2025-2030 period, BPG is committed to creating a safe and healthy working environment for all employees. The Group plans to implement periodic occupational safety training programs and provide appropriate personal protective equipment. Regarding human resource development, BPG plans to build a clear career development roadmap for each position, combined with internal and external training programs to improve employees' skills. The Group also plans to implement comprehensive health care programs, including mental health, and foster a diverse and equitable working environment to attract and retain talent.

- · Improve product quality and customer service
- · Build an effective customer feedback and response system

BPG plans to invest in advanced manufacturing technology to ensure consistent product quality and meet international standards. The Group intends to implement a modern customer relationship management (CRM) system to enhance customer experience and handle feedback quickly and efficiently. BPG will focus on providing transparent information about products and services while actively listening and responding to customer needs to constantly improve product and service quality.

Supply chain:

- · Developing a sustainable procurement policy
- Strengthening supply chain management according to ESG standards

During the 2025-2030 period, BPG plans to establish supplier evaluation criteria based on ESG factors, prioritizing working with partners who share the same commitment to sustainable development. The Group plans to organize training sessions and provide technical support to suppliers to improve their capacity to meet sustainability standards. BPG will regularly evaluate and monitor suppliers' ESG performance, and actively collaborate to improve sustainability throughout the supply chain.

- · Promote local economic development activities
- Implementing corporate social responsibility (CSR) programs

BPG plans to prioritize hiring local workers and partner with small and medium-sized enterprises in the region to promote local economic development. The group intends to implement CSR programs focusing on education, healthcare and environmental protection, with the aim of creating a positive and lasting impact on the community. BPG also encourages employees to participate in volunteer activities and contribute to the community, creating a corporate culture that is connected to societal development.

Governance (G):

Responsibilities of the Board of Directors:

- · Strengthen the Board of Directors' oversight role in sustainability strategy
- · Ensuring balance and diversity in the Board's composition

During the 2025-2030 period, BPG's Board of Directors plans to establish a Sustainability Committee to oversee the implementation of the group's ESG strategy. BPG also intends to conduct regular training courses for Board members on trends and best practices in sustainable corporate governance. The group aims to ensure that the Board is diverse in terms of gender, expertise and experience to provide a comprehensive view in decision-making and strategic direction.

Control environment:

- · Applying the 3-line model in risk management
- · Finalize risk management framework and activities
- · Strengthen the assessment of risk management performance

BPG plans to implement a three-lines model in risk management, including operations management, risk and compliance management, and internal audit. The Group aims to develop a comprehensive risk matrix, including ESG-related risks, and establish key risk indicators (KRIs) for effective monitoring and management. BPG also plans to regularly review and update the risk management framework to ensure the relevance and effectiveness in an ever-changing business context.

3

Information disclosure and transparency:

- · Improve the quality and frequency of disclosure of information on sustainability
- · Prepare for a Future IPO plan

BPG is committed to publishing an annual Sustainability Report in accordance with international standards such as GRI (Global Reporting Initiative). The Group will also enhance engagement with stakeholders through diverse communication channels to provide timely and transparent information on ESG activities. BPG will invest in an ESG data management system to ensure the accuracy and timeliness of information disclosure, and prepare the necessary information infrastructure for a future IPO plan.

5

Stakeholder relations:

- · Develop policies to protect shareholders' rights
- · Enhance dialogue and engagement with stakeholders

BPG will develop and publish clear shareholder policies, ensuring the rights and fair treatment of shareholders. The Group will also hold regular meetings and dialogues with stakeholders to listen to opinions and feedback, thereby improving strategy and operations. BPG will develop diverse and effective channels of interaction with stakeholders, including online platforms, to ensure continuous participation and contribution to the company's development.

Through the implementation of this sustainable development strategy, BPG aims to become a leading enterprise in the plastics industry, not only in terms of business performance but also in fulfilling responsibilities to the environment and society. The Group is committed to continuously evaluating and improving this strategy to ensure its relevance and effectiveness throughout the period 2025-2030.



Sustainable Development Goals and their application to BPG



No Poverty:

Developing a group charity fund to support disadvantaged children with cleft lip and palate. In 2023, the Group raised funds and donated 500 million VND to the Smile Charity Fund - bringing new smiles to 50 disadvantaged children.



Good health and well-being:

Strengthen occupational safety measures, health protection measures for employees at work, create a clean and safe working environment and always conduct annual health check-up programs.



Quality education:

Plan to organize training courses to improve professional skills and personal development for employees, especially equipping knowledge in recycling and digital transformation. Establish a scholarship fund for employees' children on innovative programs to raise awareness of environmental protection.



Develop an equal recruitment policy, create development opportunities for male and female employees. Increase the role of women in leadership and consider them important management positions in the group.



Clean water and sanitation:

Promote efficient use of water such as using rainwater for cleaning plastic pellets, saving water resources and protecting the environment, invest in modern and efficient wastewater systems.



Affordable and clean energy:

Expand solar power systems at all factories, reduce dependence on fossil energy; research and invest in advanced technology in production to improve efficiency



Decent Work and Economic Growth:

Create a healthy, fair, creative and safe work environment for all employees. In addition, invest in technology and innovation to create local jobs, contributing to sustainable economic growth.



Industry, innovation and infrastructure:

Promote investment in recycling, environmentally friendly and value-added technologies. Simultaneously, expand cooperation with international and regional partners for technology exchange and sustainable development.

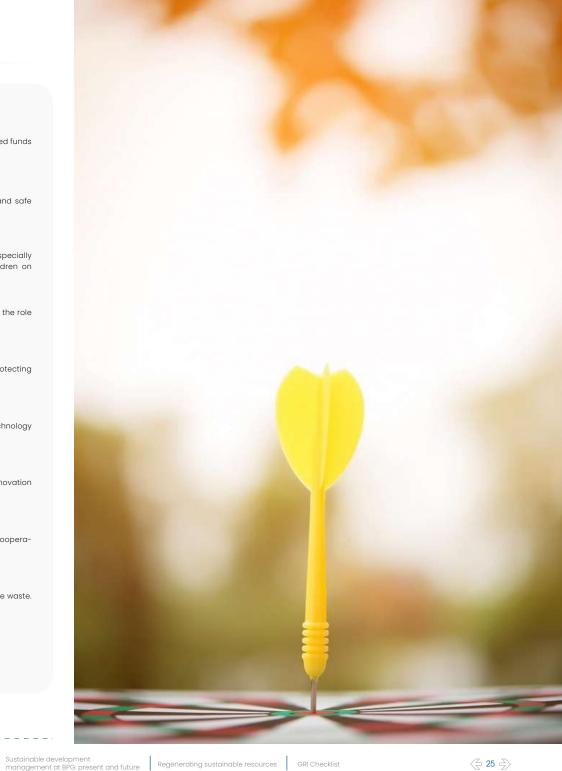


Responsible consumption and production:

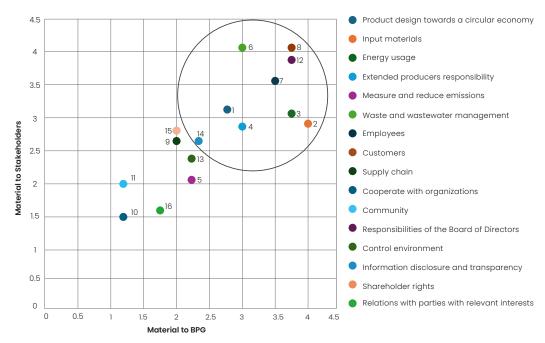
Promote circular economy, enhan plastic recycling, and integrate used plastics into the production chain to reduce waste. Develop highly recyclable products to reduce environmental impact.



Committed to reducing CO2 emissions by increasing the use of solar energy and optimizing production processes.



BPG's material topics:



BPG identifies material topics through a comprehensive assessment process that includes internal analysis, stakeholder consultation, and consideration of industry trends. Topics are assessed based on their impact on the group across four aspects: financial, compliance, strategic and operational, as well as their impact on key stakeholders. The key areas are identified as follows, ranked from highest to lowest priority within each group:

Environment (E):

- · Product design aimed at a circular economy
- · Input materials management
- · Energy and emissions
- · Waste and wastewater management

Society (S):

- · Occupational safety and employee health
- · Product quality and customer service
- · Training and human resource development
- · Sustainable supply chain
- · Community development and social responsibility

Governance (G):

- · Role of the Board of Directors in sustainable developmer
- · Risk management and internal control
- · Information transparency and sustainability reporting
- · Stakeholder Relations

Key stakeholders include: customers, shareholders, banks, employees, and other interested parties..





These key areas are closely integrated into our overall business strategy, specifically:

- Circular economy product design supports product innovation and revenue growth.
- Managing input materials and energy contributes to the goal of cost optimization and improved production efficiency.
- Developing human resources and ensuring occupational safety support the goal of enhancing long-term competitive-
- Effective corporate governance and information transparency contribute to building trust with stakeholders and preparing for future development plans.

By focusing on these material topics, we are committed to building an effective sustainable development strategy that meets the expectations of our stakeholders and contributes positively to the sustainable development of the plastics industry and society. The Group will periodically reassess these areas to ensure their relevance to the business context as well as alobal sustainable development trends.

Risk management approach:

- · Develop a risk management culture: Create opportunities for all employees to contribute ideas and suggestions about risks observed in daily work. Simultaneously, develop a reward system for individuals or departments that make positive contributions to risk management.
- · Establish a risk management system: Generate periodic risk reports to provide an overview to management and stakeholders.
- · Monitor and evaluate the effectiveness of implemented risk control measures. Based on the evaluation results, implement necessary adjustments to improve the risk management process.

Risk management methods

- · Proactively plan for contingencies by listing and analyzing all possible scenarios that could impact the group, and developing response scenarios for each type of risk and recovery methods after the
- · Training and development: Organize internal training courses to raise awareness and practice when facing risks. Develop risk management processes for employees to follow and handle.
- · Organize internal communications: Conduct meetings with departments to update all employees on

Key risks:

1.Financial Risk:

- · Description: Fluctuations in exchange rates, interest rates and customers' payment capability directly affect the group's profits and operations.
- · Control measures: Implement preventive measures such as using financial instruments for protection, reserve funds and closely monitoring financial situations.

2.Market risk

- · Description: Changes in market demand and competition. The emergence of substitute products or changes in consumer trends can reduce sales.
- · Control measures: Regular market research, trend analysis and rapid response to changes in demand. Flexible management structure to develop appropriate strategies for each stage of change.

3.Legal risks

- Description: Relates to updated regulations and laws that may affect the group's policies annually.
- · Control measures: Ensure compliance with applicable regulations, invest in legal staff and provide in-depth legal training.

4.Technology risk

- · Description: Issues related to information technology system security and updates on new technolo-
- · Control measures: Invest in network security, perform regular data backups and train employees on information security. Cooperate with digital transformation units to promptly grasp and update modern technology.

5.Supply chain risk

- Description: Disruption in the supply chain or a monopoly supplier that does not compete on price.
- · Control Measures: Diversify suppliers, conduct accurate demand forecasts, and develop flexible contracts with the supply chain.

6.Environmental risks

- · Description: Factors affecting climate change or environmental regulations may affect production operations.
- Control measures: Develop disaster response strategies and establish environmental protection measures.





SUSTAINABLE DEVELOPMENT GOALS **PROGRESS - PRESENT AND FUTURE**

In 2023, Binh Thuan Plastics Group implemented a sustainable development strategy, linked to the United Nations Sustainable Development Goals (SDGs). This strategy focuses on three main goals:



Decent work and economic growth

Implemented:

- · Create high quality job opportunities in localities where factories are located.
- · Improve working conditions, ensure safety and health for workers.
- · Invest in employee training and skills development; Improve labor productivity; create a diverse and inclusive working environment

On track:

- · Continue to improve welfare and training for workers.
- · Develop programs to support small and medium enterprises in the supply chain.
- · Balancing economic growth and social welfare
- Implement corporate social responsibility (CSR) programs; Support local economic development

Future plans:

- · Develop skills development programs for local workers, focusing on digital skills and new technologies.
- · Set diversity and inclusion goals in the workplace.

Through the implementation of these strategies, we not only ensure the sustainable development of the group, but also actively contribute to the overall development of the community and the environment.



Responsible consumption and production -

Implemented:

- · Optimize production processes, minimize waste.
- · Promote research and development of environmentally friendly recycled plastic products.

- · Continue to improve production technology to increase resource efficiency.
- · Expanding recycled plastic product lines, increasing the rate of using recycled materials in production.

Future plans:

- · Establish a product life cycle management system to enhance recyclability and reusability.
- · Develop consumer education programs on sustainable use of plastic products.





Implemented:

- Apply advanced technological solutions to reduce CO2 emissions during production.
- · Invest in solar power systems at factories.

On track:

- Expand the use of renewable energy throughout manufacturing operations.
- · Conduct periodic greenhouse gas emissions assessments and reporting.

- · Set specific emission reduction targets for each phase, aiming for carbon neutrality by 2050.
- · Develop carbon offset initiatives through reforestation and biodiversity conservation projects.

These material topics reflect BPG's commitment to integrating sustainable development goals into core business strategy. By focusing on these topics, BPG not only ensures the sustainable development of business, but also contributes positively to the overall development of the plastics industry and society, while supporting the implementation of relevant Sustainable Development Goals (SDGs).



BPG's sustainable development steps for 2023 - 2030

The leadership of Binh Thuan Plastics Group has set clear and specific steps for the period 2023 -2030, to realize the group's vision of sustainable development.

Investing in technology and renewable energy

Objective: Reduce emissions and energy consumption by implementing advanced technology solutions such as automation, and energy-saving technologies.

Impact: Lower production costs, reduce waste and increase productivity.

Investing in renewable energy

Objective: Expand the use of renewable energy, especially solar and bioenergy, to reduce dependence on energy sources.

Impact: Contributes to greenhouse gas emission reduction goals.

Building a circular economic ecosystem

Objective: Enhance the recovery, recycling, and reuse of post-consumer plastic products, establishing a circular economy model for plastics production.

Impact: Reduce plastic waste, contribute to environmental protection and sustainable development.

Investing in recycling technology

Objective: Invest in advanced recycling technology to improve the reuse of plastics and manufacturing

Impact: Improve the quality of recycled products, reduce the use of natural resources.

Human resource development

Objective: To train and develop high-quality human resources, focusing on sustainable management skills and technology application.

Impact: Create a team of people with extensive knowledge of sustainable development, playing a pioneering role in BPG's initiatives.

Creating a green working environment

Objective: Create an environmentally friendly workspace, encourage green initiatives throughout the entire HR system.

Impact: Enhance employee morale, promote green corporate culture.

Promote charitable initiatives

Objective: Continue to develop social activities, especially the Charity Fund for children in difficult circumstances.

Impact: Improve children's lives, contribute to building a fair and humane society.



Strengthen cooperation with local communities and authorities

Objective: To promote cooperation with social organizations and authorities in projects to improve the quality of life for

Impact: Promote social cohesion and enhance BPG's image as a socially responsible business.

Expanding international markets

Objective: Promote export activities, take advantage of opportunities from free trade agreements and the trend of shifting production to Vietnam.

Impact: Strong growth in export revenue and expansion of BPG's influence in the international market.

Increase presence in potential markets.

Objective: Focus on potential markets such as the US and EU, where demand for environmentally friendly products is

Impact: Increase BPG's market share in strategic markets, increase revenue and profit.

ENGAGING STAKEHOLDERS

In sustainable development strategy, BPG recognizes the importance of engaging with stakeholders. Therefore, the group has developed a comprehensive approach, focusing on two main aspects: building partnerships and the process of identifying and evaluating stakeholders.

Focus on building and developing cooperative relationships, sharing and connecting benefits with partners and other stakeholders.

- -Developing strategic partnerships: BPG seeks partners who provide environmentally friendly services and materials, contributing to minimizing negative impacts on the environment and developing sustainable products. This not only ensures a stable supply source but also builds BPG's reputation for sustainable development.
- -Sharing mutual benefits with stakeholders: Collaborative programs with suppliers, customers, and value chain partners to share sustainable benefits and reduce environmental risks.
- -Engage stakeholders: BPG promotes organizing conferences to listen and share insights with stakeholders.
- -In addition to building partnerships, BPG has also established a specific process for identifying and evaluating stakeholders, ensuring that the group can effectively meet the needs of each group.

The process of identifying, assessing stakeholder priorities, and planning and implementing activities to meet stakeholder needs.

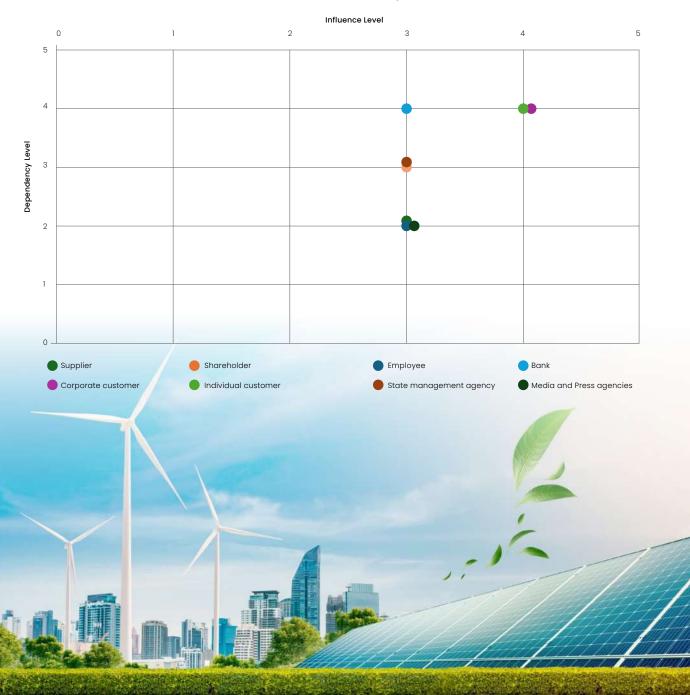
- -Identify stakeholders: Implement a process to identify stakeholders who have a significant impact on business operations, from suppliers, investors, regulators, to local communities and customers. This helps the group identify the specific concerns and requirements of each group.
- -Priority assessment: The priority of stakeholders should be assessed based on the level of impact and influence on BPG.
- -Implement appropriate activities: After assessment, a plan should be developed to meet the requirements of each stakeholder accordingly.

Stakeholder Priority Matrix

Through the process of identifying and assessing stakeholders, BPG has built a comprehensive view of the priority of each group. To better illustrate the results of this process, the group has developed a stakeholder priority matrix. This matrix not only helps BPG have an overview of the position of stakeholders but also supports the development of an appropriate engagement strategy tailored for each group.

Message from the Chairman

Stakeholder Priority Matrix



STAKEHOLDER ENGAGEMENT

Stakeholders	Connection	Concerns	BPG Action	Impact	Communication channel	Communication content
SUPPLIER	 Ensure a stable source of raw materials. Minimize production risks. Increase competitiveness. 	 Stability and transparency in order contracts Long-term vision cooperation. Commitment to sustainable development. 	 Establish clear and transparent contracts. Commitment to contract execution according to terms. 	Establish clear and transparent contracts. Commitment to contract execution according to terms.	Through meetings, negotiations, and regular information updates.	Ensure transparency in contracts, commit to sustainable standards in the supply chain, and work together to develop products and markets.
CORPORATE CUSTOMER	 Bring in main source of income. Binh Thuan Plastic brand image. Meet the needs of both parties. 	Product quality.Price.Customer care/after-sales service.Social responsibility.	 Organize customer satisfaction surveys. Improve care and technical support processes. Develop new products to meet customers' demand. 	 Increase customer satisfaction and loyalty. Enhance brand reputation, affirm position. Building long-term relationships. 	Meetings. Email and phone exchange. Through relevant industry conferences or exhibitions	 New product and service information New technology applied by BPG. Listen to feedback for improvement.
SHAREHOLDERS	• Owner, investor of the Group.	 Financial performance and growth Corporate governance policy. Long-term growth strategy. Risk Management. Dividend policy. ESG Issues. 	 Implement effective business strategies. Improve governance structure. Implementing sustainable development initiatives. Transparency in information disclosure. Implement stable dividend policy. 	 Increase stock value and shareholder returns. Enhance the Group's position. Attract more investors. 	Annual General Meeting of Shareholders. Financial/Annual Report. Face-to-face meetings. TPress release.	 Business results. Group strategy and planning. Governance information. ESG Reporting. Dividend policy and shareholder rights.
INDIVIDUAL CUSTOMER	As the end consumer, contribute to sales.	Quality, price.Customer service.Transparent product information .	 Develop quality, environmentally friendly products. Implement promotions, accumulate points. Provide after-sales service and warranty. Organize a program to collect trash and get gifts. 	 Increase sales. Raise awareness of sustainable products. Build loyal customers. Contribute to environmental protection. 	The Group's social media channels. Website. Customer Service Center. Retail Store.	 Product information and instructions for use. Promotional and incentive programs. Guide to recycling and environmental protection.

STAKEHOLDER ENGAGEMENT

Stakeholders	Connection	Concerns	BPG Action	Impact	Communication channel	Communication content
EMPLOYEE	The Group's key resource, directly contributing to ESG BPG's operations and success.	 Occupational safety and health. Career development and training opportunities. Positive working environment. Fair and competitive salary and benefits. Company culture . 	 Implement occupational safety programs. Provide training and skill development courses. Build a fair salary and bonus policy. Organize team building activities and employee engagement. Implement policies to support work-life balance. 	Increase labor productivity. Decrease turnover ratio, increase employee engagement. Improve product and service quality. Building a strong corporate culture. Increasing competitiveness in attracting talent.	Face-to-face meetings and dialogues. Employee Opinion Survey. Internal events, team building.	Company policies and regulations. Information on training and development opportunities. Business results and company development orientation. Sustainability and ESG initiatives. Information on benefits and health care.
INFORMATION ON BENEFITS AND HEALTH CARE	Establish rules and policies. Ensure compliance with the law. Support sustainable development.	Comply with legal regulations.Carry out social responsibility.Policy to encourage sustainable development.	Participate in seminars Provide periodic reports on the group's activities.	Create favorable conditions for business activities. Enhance the reputation and trust of the business.	Attend conferences and seminars with regulatory agencies, provide compliance reports.	Ensure compliance with legal regulations, submit financial reports, sustainability reports as required.
BANK	BPG's financial partner, capital provider and financial services	BPG's financial capacity and liquidity Business strategy and growth prospects Risk Management and Compliance. Investment projects and capital needs Loan utilization efficiency. Commitment to sustainability and ESG.	Maintain a healthy financial situation. Provide transparent information about business situation. Compliance with loan terms and financial commitments. Build an effective capital usage plan. Implementing sustainable development projects.	 Strengthen partnerships with banks. Ensure stable capital for business operations. Access to green financial products. Enhance credibility and trust in the financial sector. 	Regular meeting. Financial/Annual Report. Email and phone directly. Invitation to attend Group events.	Report on financial situation and loan usage Inform on new investment projects. Update on business strategy and performance. Share about sustainable development initiatives. Information on risk management and compliance.
MEDIA AND PRESS AGENCIES	Disseminate information to the public. Reflects corporate image. Support handling media crisis .	 Inform accurately and transparently. Timely news. Processing business information. 	 Provide timely and accurate information to the press. Participate in interviews and articles about business activities. 	Increase positive brand awareness. Helps handle media crisis situations effectively.	Press conference, interview. Press release. Email and phone directly. Events with press participation	Information about new products and services. Business results and financial statements. Sustainable Development Projects and Initiatives. Company vision and development strategy. CSR activities and community contributions Leadership perspectives on industry and market issues

Chapter 5

SUSTAINABLE DEVELOPMENT MANAGEMENT AT BPG: PRESENT AND FUTURE

BPG GOVERNANCE CULTURE AT PRESENT AND IN THE FUTURE
BUILDING A SUSTAINABLE CORPORATE GOVERNANCE FOUNDATION
SUSTAINABILITY GOVERNANCE
OVERSIGHT FROM THE BOARD OF DIRECTORS



BGP GOVERNANCE CULTURE - PRESENT AND FUTURE

Core Governance concept and business philosophy: "Absolute integrity and perseverance".

The business culture of BPG reflects the core values that the company has built through its operations, forming the foundation for sustainable growth and success in a competitive business environment. At the heart of this culture is the governance philosophy of "Absolute integrity and perseverance" driving the company's continuous expansion. This philosophy not only guides all company's decisions and actions but also establishes a system of behavioral standards, enabling Binh Thuan Plastics Group to maintain trust, transparency and efficiency in business.

The business culture and the Gen culture system of "Integrity - Determination - Readiness" are closely connected. This Gen culture serves as the foundation for the business culture of Binh Thuan. If each individual in Binh Thuan Plastics Group embodies the DNA of "Integrity - Determination - Readiness" in their business and production activities, it creates a solid foundation for the company's sustainable development, thus shaping the unique identity of the business.

BPG's Gen culture, with the three core values of "Integrity - Determination - Readiness" acts as the driving force behind the business culture. "Integrity" fosters trust and transparency in all business and production activities. "Determination" encourages creativity and proactivity at work. Meanwhile, "Readiness" reflects the ability to adapt to the dynamic and competitive plastic market. The integration of business culture with BPG's Gen culture not only helps the company maintain its competitive position but also creates sustainable value for the community and stakeholders.

Business objectives

Binh Thuan Plastics Group always determines its business objectives not merely by profit maximization, but also by aligning them with sustainable development, ensuring that economic benefits are always in harmony with social responsibility and environmental protection. To realize this, the ESG sustainable development strategy has been deeply integrated into every aspect of the company's overall business strategy. BPG is committed to balancing the interests of all stakeholders, including shareholders, investors, customers, employees and the community, not only in the short term but also in the long term. Through this strategy, BPG aims to build a business model that is not only economically sustainable, but also brings positive and long-term values to society and the environment, along with maintaining a balance of interests for all stakeholders.





Message from the Chairman

Relations with stakeholders

BPG consistently aims to build and maintain sustainable relationships with stakeholders, considering this an important factor in long-term development. Typical examples include: BPG focuses on increasing the participation of major domestic partners such as Hoa Phat, Kangaroo or major foreign partners such as SCG of Thailand, LG, Logisall of Korea in the company's activities. The implementation of collective bargaining agreements is a clear demonstration of the company's commitment to building a harmonious and fair working environment. This not only benefits the company but also helps maintain good and sustainable relationships with partners, customers, and the community.

Rights of shareholders

The company has established a solid framework to ensure that shareholders' rights are effectively exercised. From voting rights, receiving dividends to accessing information, everything is organized in a systematic and professional manner. This has contributed to increasing shareholder satisfaction and trust in the company.

Disclosure of information and transparency

One of the factors that creates trust from shareholders and stakeholders is the transparency in information disclosure of BPG. The company always ensures that financial and non-financial disclosures are presented honestly, clearly and promptly. This not only helps shareholders grasp the actual situation but also serves as a foundation for making the right decisions.

Conflict of Interest Management

At BPG, the rights of shareholders and stakeholders are always respected to the fullest extent. Not only does the company comply with legal regulations, it also ensures fairness in all decisions and treatment of stakeholders. This has created a healthy business environment, where everyone feels heard and treated fairly.



Risk Management

BPG's risk management system is a powerful support tool that ensures that all company activities are protected and strictly controlled. This system is established based on the following management model:

	Risk Owner	Risk Management and Monitoring Departments	
Unit	Subsidiaries and functional departments carry out operational activities.	Finance, accounting, risk management and legal departments,	
Activities	Proactively manage risks within their working scope, acting as the first line of defense.	Independently review and ensure compliance with the Company's risk management strategies, policies, and regulations; supervise BPG's financial, credit, and data management risk management	

Message from the Chairman

This system has demonstrated outstanding effective in identifying and controlling risks, not only helping BPG avoid potential risks but also contributing greatly to minimizing potential losses, thereby ensuring stability and sustainable development in operations. In particular, over the past year BPG was proud to report that no instances of fraud or corruption were recorded.

At BPG, there is a guiding principle for the factories: 'Safety first, development second.' Managing occupational safety and fire prevention is a critical mission for the leadership, transforming it into a core element of BPG's governance culture.

With the team's sensitivity and professionalism, hazard identification and risk assessment are always carried out quickly and accurately. Each incident is carefully investigated, ensuring that no errors are overlooked. This cautious and meticulous approach to risk management has enabled the company to maintain safety and be well-prepared for any situation.

The company's internal control system not only meets the current strict requirements but is also continuously improved and developed to meet future needs. This is a clear demonstration of the company's commitment to maintaining transparency, fairness and efficiency in all activities.



The sustainable development strategy BPG is aiming for in the present and the future.

Environment

Environmental protection is one of the core elements of BPG's ESG strategy. The Group promotes investment in production processes with modern equipment from Japan, Taiwan, Korea and China to optimize energy savings, reduce waste and carbon emissions. An important part of environmental sustainability is designing products according to the circular economy, with the goal of creating products that can be easily recycled and reused, thereby maximizing the life cycle of raw materials and minimizing environmental impacts. BPG is also committed to using sustainable input materials, prioritizing recycled and renewable sources to minimize the exploitation of natural resources.

As a manufacturer, BPG fulfills its environmental responsibility by ensuring that its products are not only environmentally friendly during production but also easy to dispose of after use. Through these efforts, Binh Thuan Plastic Group not only achieves the goal of reducing waste and saving resources but also affirms its position as a pioneer in integrating sustainable development into its business model, contributing to environmental protection and building a greener future.

Administration

In terms of governance, Binh Thuan Plastics Group is always committed to maintaining a transparent and effective governance system, in compliance with current laws and regulations. The responsibility is not only limited to monitoring and strategic orientation but also ensuring that all governance activities are carried out in accordance with procedures, publicly and transparently. The Board of Directors also plays an important role in risk management, operating the internal control system and ensuring transparent information disclosure to shareholders and stakeholders.

The internal control system is built to closely monitor the Group's activities, from financial management to production operations, ensuring comprehensiveness in risk control and compliance with regulations. All governance information, including financial statements, risk management policies and internal control procedures, is regularly disclosed through financial reports and shareholder meetings, ensuring transparency and trust for investors and stakeholders.

Binh Thuan Plastics Group pays special attention to the interests of shareholders, ensuring that all shareholders have fair access to information and participate in the Group's important decision-making process. Shareholders' meetings are held periodically, where shareholders have the right to vote and contribute opinions, ensuring transparency in the Group's operations and management.

In addition, BPG also focuses on relationships with stakeholders, including customers, partners, suppliers and the community. The Group always maintains its commitment to building sustainable relationships, ensuring benefits and creating conditions for common development. This is demonstrated through strategic cooperation, improving supply chain efficiency and implementing social programs to contribute positively to the community.

These efforts not only enhance BPG's position in the market but also affirm the Group's role in fulfilling social responsibility and sustainable development, ensuring optimal benefits for shareholders and stakeholders.

Society

People are the most valuable asset of BPG, and the Group always focuses on developing human resources, creating conditions for employees to improve their expertise. BPG is committed to building a safe, fair, encouraging, creative, innovative working environment, and supporting personal development through the BPG Gene training program. The Group's employees work in an environment with modern facilities and diverse benefits such as holiday bonuses, full social insurance, and morale-enhancing activities such as teambuilding and soft skills courses.

On the customer side, BPG constantly improves the quality of products and services to meet the needs, ensuring satisfaction and trust. At the same time, the company is committed to working closely with suppliers to create a sustainable supply chain, ensuring environmental and social responsibility in each stage of production.

For the community, the charity fund "BPG Smile" carries out many community activities such as giving charity meals to cancer patients, sponsoring the Operation Smile fund to support children with cleft palates, and providing relief to areas damaged by natural disasters. These efforts not only demonstrate the company's social responsibility but also build a positive image in the community. BPG believes that the development of a business must be closely linked to the development of society, and each business needs to be responsible for the surrounding community.



BUILDING A SUSTAINABLE CORPORATE GOVERNANCE FOUNDATION

Board of Directors' responsibilities

BPG's Board of Directors (BOD) is a solid pillar that laid the solid foundation for the remarkable development that BPG has achieved over the years. With the perfect combination of independent and executive Directors, along with extensive experience and diverse expertise, the BOD has brought an irreplaceable collective strength. This diversity and balance have enabled the Board of Directors to view issues from multiple perspectives, helping the company grow steadily while also quickly seizing market opportunities.

The Board of Directors (BoD) comprises visionary leaders and exceptional individuals who consistently update their knowledge and anticipate trends. Regular and well-structured training programs not only enhance their capabilities but also help each BoD member to fully unlock their potential. In particular, early succession planning demonstrates a long-term vision and affirms the BoD's commitment to ensuring the company's future stability and sustainability.



2024 STRATEGIC CONFER

Legal compliance

Over the past year, BPG has made remarkable progress in complying with legal regulations. Thanks to our seriousness and high level of responsibility, BPG has completely avoided any unfortunate violations and incurred no penalties. This is a proud achievement, affirming the company's strong commitment to legal compliance and protecting the interests of shareholders and stakeholders.

In the event of any violations, the company has always been ready to handle them quickly and decisively, ensuring that all incidents are thoroughly resolved. However, this year has been a year without major violations, demonstrating the company's strict management and strong legal control system.

Board of Directors' composition

Remuneration for the Board of Directors is always designed to be fair and transparent, reflecting the significant contributions each member has made. The sharp decisions and groundbreaking strategies of the BoD not only benefit the company but also serve as the foundation for sustainable development. In recognition of their effort and intellect, the BoD receives not only respect but also recognition from the entire company.

•BPG's Board of Directors (BOD) currently consists of 5 members, with a gender composition of 40% female and 60% male.

•Of which, 4 members directly participate in management and 1 independent member, creating a balance between expanding the scale of development and diversifying contributions.

This structure ensures more objective decision-making, aiming for transparency in all company

•The Board of Directors possesses diverse expertise in areas such as governance, finance, manufacturing and logistics, allowing BPG to flexibly address challenges.

•An important activity of BPG is the weekly Saturday morning training sessions, which have been maintained for over 4 years, for the company's Board of Directors and Board of Management members. Training at BPG is not only to bring comfort, but also to challenge participants to go beyond their comfort zone, break complacency to face greater challenges at work. This is how BPG prepares successors, serving the company's long-term and sustainable development

Moreover, the ethical standards and professional relationships among BoD members shall be highlighted. With respect, integrity, and unity, the BoD members have created a fair, transparent, and trustworthy working environment. This harmony in their work has enabled the BoD to fully leverage collective strength, always prioritizing the common interests of the company and its shareholders



SUSTAINABILITY GOVERNANCE

Sustainable development governance structure

Binh Thuan Plastics Group (BPG) recognizes the important role of sustainable development in its business operations and long-term strategy. To achieve sustainable development goals (SDGs), the company has established a clear governance structure, including:

1.Board of Directors

- •Composition: includes one concurrent BoD member
- •Role: Responsible for directing the Group's sustainable development
- •Mission: Directly oversee and develop the Group's sustainable development strategy, ensuring that all strategic decisions are aligned with environmental, social, and governance (ESG) values.

2.Board of Management (BOM)

- .Composition: includes one concurrent member of the BOM •Role: Direct the implementation of
- the sustainable development strategy into specific action plans.
- •Mission: Approve sustainability plans and policies, and monitor the effectiveness of sustainability-related

3.ESG Operations Department

- •Composition: Includes multiple members from various functional departments
- •Role: The main department responsible for implementing and supervising sustainability activities at BPG.
- •Mission: Develop sustainable development programs, research and apply new technologies to reduce environmental impact, and organize activities to promote awareness and understanding of sustainable

4.Supervisory Board

•Role: Ensure internal control over sustainability data in operations, monitoring, and information disclosure. ·Mission: Direct and oversee the establishment of a system to control ESG risks and opportunities, the recording, tracking, and reporting of related information; Monitor the effectiveness and efficiency of the management system and internal processes to achieve ESG objectives.

Environmental and social risk management

Recognizing the challenges the company faces due to climate change and social issues, BPG has implemented the following risk control measures:

The risks	Risk control measures
Occupational health and safety risks	Employees have a periodic health check-up once a year. Regular fire prevention and fighting and occupational safety training Employees working directly in the production plant are fully provided with personal protective equipment (PPE), issued every six months.
Risk of employee retention failure	Regularly organized training to improve skills and expertise Competitive and fair salary and bonus policy Welfare regimes
Hazardous waste and wastewater leaked into the environment	 100% of plastic emissions from defective products are collected and recycled for production 18PG's production process does not generate wastewater into the environment. 14Harvest rainwater for use in production to reduce cooling water costs 14Hazardous waste is fully collected and processed in full compliance with applicable regulations
Image and reputation risks	Building and maintaining a strong corporate culture Media monitoring and management Crisis Communications Management (A Guide to Handling Crisis Communications) Training staff, especially sales, on customer communication skills Regularly monitor and handle misinformation
Risks of air pollution, soil pollution, water pollution during production	•Conduct periodic environmental monitoring reports to ensure compliance with the law.
Risk of natural resource depletion	•Raising awareness of energy saving for all employees



Sustainable Development

Information Management

1.Information management system

BPG has developed a system for collecting and managing sustainability information to ensure transparency and accuracy in future reporting. This

- · ESG indicators that are monitored and updated regularly.
- Information is stored on a digital platform, allowing easy access and analysis of environmental, social, and governance data.

2. Internal and public reporting

In the future, BPG will regularly report sustainability-related data to the Board of Management and the Board of Directors through internal reports. Additionally, the company will publicly disclose an annual sustainability report to stakeholders to demonstrate its commitment to the community and customers.



associated with climate change

1.Physical Risk

BPG identifies physical risks from climate change such as natural disasters, droughts, and temperature changes that can directly impact the company's infrastructure and production processes. To respond:

- The Group is implementing measures to upgrade infrastructure to ensure resilience to extreme weather conditions.
- Apply advanced technology to production processes to optimize energy efficiency and minimize dependence on climate-vulnerable resources.

Changes in regulatory requirements and green product requirements from governments and customers require companies to constantly adapt. BPG has

- · Research and develop environmentally friendly plastic product lines while ensuring compliance with strict international market standards.
- Work closely with supply chain partners to drive the transition to sustainable production.



Income, compensation,

and bonuses based on sustainability criteria

BPG understands that integrating sustainability criteria into the performance evaluation system is essential for promoting a sustainable development culture within the Group. These criteria are applied in the calculation of:

- · Income: Senior management's income is structured based on the achievement of sustain-
- · Compensation: Contributions to sustainability initiatives are recognized and rewarded through performance-based bonuses.
- · Bonuses: Targets for minimizing environmental impact and improving social conditions are critical factors in determining annual bonuses.





OVERSIGHT FROM THE BOARD OF DIRECTORS

BPG's Board of Directors plays a critical role in overseeing and directing risk management. To ensure effective and sustainable risk management, the Board of Directors are in need of: •Receives periodic reports from the Board of Management and the Risk Management Department

•Provides strategic directives based on the information received to mitigate these risks' impact. •Monitors compliance with sustainability regulations and ensures that sustainability indicators are integrated into the long-term business strategy.

Binh Thuan Plastics Group is committed to continuing to promote sustainable development in all activities. The governance structure, risk control measures, and supervision from the Board of Directors are important factors that help the company achieve its goals of environmental protection, contributing to social development, and ensuring long-term sustainable growth.

ASSURANCE FROM THE SUPERVISORY BOARD

In BPG's sustainability governance structure, each component has specific functions and responsibilities, from strategic orientation and directive implementation to execution and monitoring, to ensure an effective and highly consistent process. Notably, the Supervisory Board plays a key role in ensuring the authenticity and reliability of the data and content of the Sustainability report.

In preparing the Sustainability report, the Supervisory Board is responsible for verifying the accuracy and reliability of the data and information disclosed by the company in the report, as well as providing an independent assessment of the management system and internal processes related to Sustainability management and practices. This ensures that the processes of data collection, processing, and reporting are refined, and that the information provided is transparent and reliable. Consequently, the Sustainability report achieves a higher level of credibility, helping to enhance the company's reputation and value.



Chapter 6 REGENERATING SUSTAINABLE RESOURCES

INNOVATION FOR THE FUTURE

BUILDING A SUSTAINABLE ENVIRONMENT AT BPG, PRESENT AND FUTURE

RE-CREATING A SUSTAINABLE SOCIAL FOUNDATION FOR THE PRESENT - FUTURE



INNOVATION FOR THE FUTURE

Developing 100% recycled plastic products

BPG is actively advancing the production of approximately 150 product codes made entirely from recycled plastics and has committed to increasing the number of such products each year. Diversifying the range of recycled plastic products, BPG not only optimizes the use of various recycled plastic sources but also meets the diverse requirements of customers, expanding the range of applications for recycled plastic products. This initiative offers consumers more environmentally friendly options while promoting the use of sustainable materials, thereby contributing to the achievement of sustainable development goals.



Applying advanced technology to the recycling process

BPG is actively applying advanced technology in the plastic recycling process, with the injection molding machine system with the leading capacity in the country. Currently, the company operates 11 large-capacity injection molding lines from 2,200 to 3,000 tons, each line is capable of consuming from 7 to 10 tons of recycled plastic per day. This gives BPG a strong recycling capability within the injection molding industry while ensuring flexible and efficient service to customers nationwide. These lines are distributed across both the southern and northern regions of the country.

In addition, BPG proudly owns the largest collection of plastic pallet molds in the country, with 46 high-value large molds, optimizing production capacity and meeting the diverse demands of the market. The combination of advanced technology and modern equipment forms a solid foundation that enables BPG to continuously enhance product quality, improve production processes, and create a strong competitive advantage. These factors are essential for BPG's goal of becoming a leading producer of recycled plastic products in Vietnam, while making a positive contribution to the sustainable development of the plastic industry and environmental protection.



Using renewable energy in production

BPG is gradually building an ecosystem of factories using renewable energy, particularly solar power, aiming towards a sustainable production model and reducing negative environmental impacts. The company has successfully implemented a solar power system at the Ha Nam factory, with a capacity of 891 kWp, taking advantage of clean energy and saving operational costs. In the coming years, BPG plans to replicate this model to all remaining factories, forming an environmentally friendly production chain, reducing carbon emissions, and contributing to the company's and society's sustainable development goals.



3

Developing high value recycled products

BPG is focusing on developing high-value recycled products through the regeneration of plastic waste sources such as plastic crates, packaging and broken pallets.Once collected and processed, these materials are turned into premium plastic pallets, ensuring high quality and durability. BPG not only produces new products from used plastic but also implements a plastic pallet rental model, optimizing the efficiency of resource use and reducing the need to produce new pallets from virgin plastic. The use of plastic pallets instead of wooden pallets helps customers reduce their reliance on wood, contributing to the prevention of deforestation and the protection of natural environments. This not only brings high economic value but also promotes the development of a circular economy and optimizes the use of recycled plastic resources.

Contributing to the promotion of the "Extended Producer Responsibility" policy (EPR)

Contributing to the promotion of "the EPR policy" BPG is actively participating in implementing "the EPR policy" to enhance producers responsibility in managing and recycling products at the end of their lifecycle. Currently, among the 7 factories under BPG, the factory in Hai Duong (Dong Hai Plastic Co., Ltd., now renamed BPG Shinnihon Joint Stock Company) has been recognized by the Ministry of Natural Resources and Environment as one of 21 entities nationwide permitted to recycle products and packaging. Additionally, the factory holds an environmental license issued by the Ministry of Natural Resources and Environment, with a Phase I capacity of 4,800 tons per year for plastic recycling and plastic product manufacturing projects. This is a significant advantage for BPGin attracting partners with packaging and product recycling needs in complying with the EPR policy as regulated in Vietnam. Through this, BPG not only contributes to environmental protection but also increases the value of plastic waste, transforming it into valuable raw materials. Furthermore, BPG operates a pallet circular program, which includes the stages of production, sale or rental, recovery, and recycling. This model not only optimizes resource utilization but also encourages product reuse, thus reducing waste and minimizing negative environmental impacts. These efforts demonstrate BPG's strong commitment to sustainable development and promoting a circular economy in Vietnam.



INNOVATION FOR THE FUTURE (CONT) ·

Building a circular economy model for pallets - BPG's core product.

Creating a closed ecosystem collecting, recycling and producing plastic pallets:

BPG is building a circular economy model for pallet products, aiming to optimize the production process and minimize the impact on the environment. This model creates a closed ecosystem involving the collection, recycling, and production of plastic pallets. Particularly, BPG begins by producing high-quality plastic pallets, then proceeds to sell and rent these products to consumers. Notably, the company also recovers pallet products from customers who have rented or purchased them, along with other entities generating plastic pallets, to ensure an efficient recycling process. The recovered products are recycled into new plastic pallets, generating significant value.



Cooperating with plastic product manufacturing enterprises; Transform from "resource consumption" to "resource regeneration".

BPG cooperates with plastic product manufacturers that emit plastic waste to establish a collection system to minimize the amount of plastic waste discharged into the environment. This not only contributes to environmental protection but also creates a source of raw materials necessary for the production process at BPG. Looking to the future, the company is committed to transforming from a 'resource consumption' model to a 'resource regeneration' model, with targeted policies aimed at increasing the proportion of recycled plastic used in production each year.

These efforts not only contribute to building a circular economy but also affirm BPG's pioneering role in the sustainable plastics industry in Vietnam.

In summary, BPG is making continuous efforts to build a sustainable future through the development of recycled products, the application of advanced technology, the use of renewable energy and the creation of value from plastic waste. These strategies not only benefit the company but also contribute to environmental protection and promote sustainable development of society. BPG proud to be a part of this transformation and is committed to continuous improvement to make positive contributions to the community and the environment.



BUILDING A SUSTAINABLE ENVIRONMENT AT BPG, PRESENT AND FUTURE

PROJECTS IMPLEMENTED **BY BPG**

Binh Thuan Plastic Group BPG always prioritizes sustainability in all its production and business activities. With the aspiration for green development, BPG focuses on recycling raw materials, optimizing production processes to minimize waste and save energy. The company's products not only meet market demand but also contribute to environmental protection through the use of recycled materials and advanced technology. BPG is committed to strictly complying with legal regulations on waste discharge and implementing pollution control measures to ensure a clean living environment for the community. In addition, the company also proactively implements programs to raise employee awareness of the importance of recycling and energy saving. Thereby, BPG not only affirms its position in the industry but also contributes to building a sustainable future for following generations.



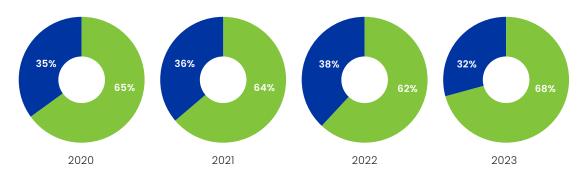
1. Product design towards a circular economy:

Optimizing recycled plastic content.

Increasing the number of products using recycled plastic every year.

15 products in 2020, 10 additional products in 2021, 23 additional products in 2022, 54 additional products in 2023.

Percentage of products using recycled plastic/Total number of products

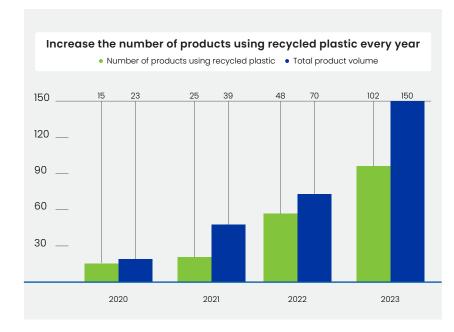


Manufacturing products with durability suited to functional use.

In an effort to promote a circular economy, BPG has continuously optimized the use of recycled plastics in production.

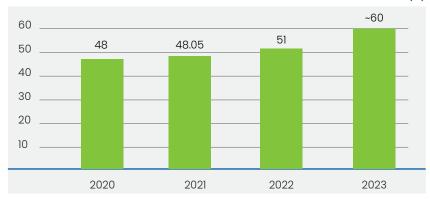
Over the years, the number of products using recycled plastic at BPG has increased significantly. In 2020, BPG produced 15 recycled plastic pallet products out of a total of 23 pallet product codes. By 2021, this number increased to 25 recycled plastic pallet products. In 2022, BPG developed an additional 23 new recycled plastic pallet products, and by the end of 2023, it is expected to add 54 more, bringing the total number of recycled plastic pallet products to 102 out of a total of 150 pallet products. The proportion of recycled plastic products also accounts for a high percentage of BPG's product portfolio. From 2020 to 2022, the percentage of industrial plastic products made from recycled plastic at BPG ranged from 61% to 65%. By 2023, the percentage of recycled plastic products in the industrial plastic segment will increase to 68%.

Notably, the proportion of recycled plastic usage in BPG's production has seen a significant increase. In the period 2020 - 2022, the percentage of recycled plastic usage is below 50%, specifically: 48.0% in 2020, 48.5% in 2021, and 51% in 2022. In 2023, this figure is expected to reach 60%, demonstrating BPG's strong commitment to reducing the use of new raw materials and protecting the environment.



In addition, the company always focuses on designing products with durability suitable for their intended use. For export pallets, BPG uses low-value recycled plastics but still ensures a suitable short-term product life cycle. For products with longer life cycles, such as industrial pallets, the company uses high-value recycled plastics, while continuously researching and developing new plastic formulas to improve quality and extend product life.

The chart below illustrates the growth in the percentage of recycled plastic used in BPG's production from 2020 to 2023:



2. Input materials GRI 301



At Binh Thuan Plastic Group, a wide range of input materials is used for production activities such as metal for mold production, iron and steel as materials for industrial plastic products, plastic pellets for plastic product production, various types of packaging/paper/shrink film for product packaging... In which, the main input materials used the most are raw materials for plastic product production including virgin/recycled plastic pellets, colorants, additives,... and the proportion of recycled plastic pellets accounts for the majority. This is also the development orientation of the Group with the aim of recycling and circulating raw materials to reduce emissions and increase the value of plastic waste. These raw materials are processed by injection molding technology to create high-value plastic products, of which plastic pallets are the key product of the Group.

In the year 2022, the total volume of non-renewable raw materials used (square steel, iron straps, metals, etc.) is 3.5 tons and in the year 2023 it has decreased to 2.8 tons.

Renewable materials (paper, reusable plastic, etc.)

2021

2522.3 TONS 6120 TONS 12949 TONS

Renewable materials (paper, reusable plastic, etc.) used in 2021 were 2,522.3 tons and increased to 6,120 tons in 2022, and by 2023 the volume of renewable materials in the group reached 12,949 tons. Due to factory expansion and sales volume growth, the amount of raw materials used has increased significantly.

In addition to purchasing raw materials from external sources, BPG always strives to find solutions to reduce plastic waste emissions into the environment and recycle raw materials. Specifically, in the process of manufacturing plastic products, defective products or excess plastic parts during the creation of products using injection molding technology, all plastic waste parts during the production process are taken to the factory for processing to be recycled into raw materials to produce suitable products.



Substituting and Increasing the Use of Recycled Materials

At BPG, the percentage of recycled plastic in the total volume of plastic materials used has increased year by year. Additionally, BPG is a major consumer of recycled plastics from household recycling facilities and large companies. BPG also aims to become a hub for plastic collection and recycling by establishing its own facilities and collaborating with domestic and international recycled plastic manufacturers.

Recovering plastic, using recycled materials, reducing dependence on fossil fuels

Currently, BPG is a major purchaser of recycled materials in large quantities from suppliers in the market to serve product manufacturing. In addition to purchasing recycled plastic pellets, BPG collects recycled materials from waste sources in the market such as old and damaged pallets/crate/basket products.

Currently, the proportion of recycled materials used to serve product manufacturing at BPG is higher than virgin plastic materials, accounting for 60% of the total. Reducing the use of virgin plastic also contributes to reducing the source of materials from fossil fuels.

Defective products and plastic waste generated during production are all internally processed by BPG to be turned into raw materials for BPG's own production, contributing to increasing the value of plastic waste without releasing it into the environment.

BUILDING A SUSTAINABLE ENVIRONMENT AT BPG, PRESENT AND FUTURE (CONT).

3. Water



Water resource management

Water at BPG is sourced from the water supply system for the purpose of providing for daily activities, cooling machinery in production, recycling raw materials, etc. The following data provides insight into BPG's water consumption over the years:

Water consumption at BPG (cubic meter)







Wastewater Management

At BPG, hazardous wastewater is not discharged directly. Instead, it is collected and periodically handled by a third party.

Direct wastewater is carefully monitored before being released into the environment ensuring compliance with local regulations and national environmental regulations.

The amount of water used over the years at BPG is presented in the table below. The increase in water usage is significant due to the expansion of BPG's factories, which means an increase in machinery, equipment, and workforce, requiring greater water consumption. However, the amount of wastewater is balanced with the amount of water used at BPG's factories. BPG is committed to compliance with wastewater discharge and treatment. All member units have contracts with reputable waste treatment companies.



4. Energy: Renewable energy and energy saving.



BPG currently relies on primary energy sources such as electricity, gasoline, and diesel (DO), while also incorporating solar energy.

With the orientation of sustainable development, BPG actively implements activities to save electricity such as posting power off notices at locations with power switches, managing and having strict sanctions for cases of electricity waste closely managed by the Group's Internal Affairs Department and the Administrative & HR of the units. In addition, the use of solar energy is being actively implemented at BPG. Successfully applying the solar power project installed on the factory roof with an installation area of 8,960 (m2), installed capacity of 891 kWp (± 20%) at the Factory in Ha Nam (Binh Thuan High Quality Plastic Joint Stock Company) and will continue to expand the model to other Factories, first of all the Factory project in Hung Yen under construction.

Energy consumption statistics over the years at BPG:

Energy source	Unit	Year 2022	Year 2023
Diesel oil (DO)	Liter	298	3,854
Gasoline	Liter	223	368
Non-renewable electricity	Kwh	4,558,949	9,802,298
Solar power	Kwh		980
Total energy used	MJ	29,614,400	63,489,271
Total product volume	tons	4,200	9,664
Energy usage intensity	MJ/ ton of products	7,051	6,570





5. Extended producer responsibility: Reuse, product rental, trade-in, incentives for recycled plastic products

As an extended responsibility of the manufacturer, BPG:

Implements plastic pallet circulation programs; produces quality pallet products, offers pallets for sale and rental, and has policies in place to collect pallets after sale or purchase, as well as damaged or old pallets, for recycling and repurposing as raw materials to support BPG's production process.

BPG's efforts to collect pallets after purchase/sale and old damaged Pallets on the market is an activity that brings many benefits to the environment, society and BPG itself. Moreover, by applying appropriate technologies and utilizing specially researched plastic formulas to enhance the value of recycled plastic, BPG creates high-value products that increase the utility of recycled plastic.

As of October 2024, after more than a year of implementing the program, the total number of BPG rental pallets is 44,377 products. Of which, 8,933 units have been recovered.

In 2024, BPG collected approximately 350 tons of plastic from old, damaged pallets at other Pallet emission sources for recycling.





One of BPG's factories is on the list of units licensed to collect and recycle plastics issued by the Ministry of Natural Resources and **Environment.**

This serves a foundation for BPG to join other manufacturing units in implementing the EPR policy - Extended Producer Responsibility. BPG partners with companies to handle plastic waste products from the environment, and the R&D team at BPG will develop methods to process and produce high quality and valuable products to contribute to environmental protection, and enhance the use value of plastic waste.



6. Measuring and reducing **GHG** emissions



Currently, BPG has factories in many locations to reduce travel distance for delivery, contributing to reducing GHG emissions from vehicle operations.

Emission data at BPG over the years:

	Unit of measure (*)	Year 2022	Year 2023
Direct emission (scope 1)	tons of CO2 equivalent	1.37	11.47
Diesel oil (DO)	tons of CO2 equivalent	0.82	10.56
Gasoline	tons of CO2 equivalent	0.55	0.91
Indirect emission (scope 2) (**)	tons of CO2 equivalent	3,084.58	6,632.23
Non-renewable electricity	tons of CO2 equivalent	3,084.58	6,632.23
Total emission	tons of CO2 equivalent	3,085.95	6,643.70
Total product volume	Tons	4,200	9,664
Emission intensity	tons of CO2/ton of product	0.73	0.69

Energy intensity and emission intensity at BPG in 2023 both decreased compared to 2022. This result was achieved as BPG implemented energy-saving measures in daily operations and production, and transitioned to combined use of solar energy. BPG has also made consistent efforts to reduce non-renewable energy consumption, such as gasoline and diesel, by optimizing delivery distances for customers and always calculating warehouse locations as close to customers as possible. This minimizes travel distances, conserves energy, and enhances customer service responsiveness.

Note: In Section 4 (Energy) and Section 6 (Measuring and Reducing Greenhouse Gas Emissions) of Chapter 5 in this Report, data is collected from BPG's main production factories, including BTS, BQP, BSC, BTP, and VPM.



(*) Calculation bases for energy and emissions:

- Electricity emissions: according to QĐ372/BĐKH-PTCBT of the Department of Climate Change, Ministry of Natural Resources and Environment, the emission factor of Vietnam's power grid in 2022 is 0.6766 tCO2/MWh.
- TOE coefficient according to Official No. 3505/BCT-KHCN, April 19, 2011 (Energy conversion factor Ministry of Industry and Trade)
- Conversion factor 1 TOE = 41,870 MJ; conversion factor CH4 and N2O to CO2: according to the IPCC (Intergovernmental Panel on Climate Change).
- Emission factors of CO2, CH4, N2O, of DO oil and gasoline: According to 2626/QD-BTNMT Announcement of the list of emission factors for GHG inventory

(**) Due to low emission levels, solar power is not calculated in indirect emission sources

BUILDING A SUSTAINABLE ENVIRONMENT AT BPG, PRESENT AND FUTURE (CONT)

7. Waste management



Management of hazardous waste and prevention of plastic leakage into the environment by BPG

PLASTIC WASTE LEAKAGE MANAGEMENT



BPG is committed to ensuring that all plastic waste generated during production is collected and reused internally. In cases where the waste cannot be reused internally, it will be sent to external processing units to ensure no emissions are released into the environment.



HAZARDOUS WASTE

BPG collected and sorted at designated locations for periodic transfer to specialized hazardous waste treatment units. The production plants regularly generate hazardous waste such as oil-contaminated rags, discarded fluorescent bulbs, used ink cartridges, waste lubricating oils, etc. The hazardous waste generated at BPG factories in 2023-2024 amounts to 37 tons. All of this waste is collected and treated by third-party units using appropriate methods. Some of the hazardous waste treatment companies that BPG collaborates with include: Sen Vang Environmental Co., Ltd. (Factory in Binh Duong), Urban and Industrial Environment Joint Stock Company No. 11 - URENCO 11 (Factory in Hai Duong), Thuan Thanh Environment Joint Stock Company (Factory in Ha Nam), Duc Hoa Green Environmental Treatment Co., Ltd. (Factory in Long An).



BUILDING A SUSTAINABLE ENVIRONMENT AT BPG, PRESENT AND FUTURE (CONT)

FUTURE PROJECTS/ACTIVITIES **FOR BPG**

Based on BPG's development orientation as well as the sustainable development trend of society, BPG has been and will always strive to find solutions through projects and activities to reduce emissions and increase recycling capacity to build a sustainable environment. The following orientations were approved at BPG's annual strategic meeting by the Chairman of the Board of Directors and implemented in relevant departments/divisions.



BUILDING A SUSTAINABLE ENVIRONMENT AT BPG, PRESENT AND FUTURE (CONT) -



MEASURE AND REDUCE EMISSIONS

Supply chain measurement:

Assess the entire supply chain, from input materials to output products, to identify the highest emission points.

Green transportation transformation:

Using environmentally friendly means of transportation, building satellite factories across 3 regions, optimizing product transportation distance from factory to customer.

Implement an emission reduction program by evaluating suppliers based on environmental emission criteria:

Gradually eliminate suppliers with old, outdated, polluting technology from the Supplier system.

For internal waste from BPG

Use for the right purpose and sufficient amount of water for hazardous emission activities, ensuring compliance with regulations on the amount of water discharged, especially in licensed plastic recycling activities. Hazardous emission sources such as chemicals and lubricants are classified in separate areas and transferred to specialized treatment units.

REDUCE DEPENDENCE ON FOSSIL FUELS

Reduce the rate of dependence on fossil fuels, Increase the rate of using recycled plastics:

Research technological solutions to use many sources of recycled plastics and increase the value of plastic waste, thereby promoting the output of recycled plastic products.

Reuse and recycle:

Apply measures to reuse raw materials in production to reduce emissions from waste treatment and use new raw materials.

Pollution prevention:

Collect oil in case of leakage around the production line to avoid spreading to the environment. Schedule regular maintenance of machinery to detect problems early.

USE RENEWABLE ENERGY AND SAVE ENERGY

Using renewable energy and saving more energy: Currently, the project of using solar power has been successfully applied to 1 factory. In 2025 it is expected to be applied to 1 new factory being deployed in Hung Yen. And it is expected to be applied to the next factories in the near future.

Communication program on electricity saving, post signs about electricity saving at power switch locations to remind users.



REINVENTING THE SOCIAL PLATFORM

SUSTAINABLE

PRESENT - FUTURE

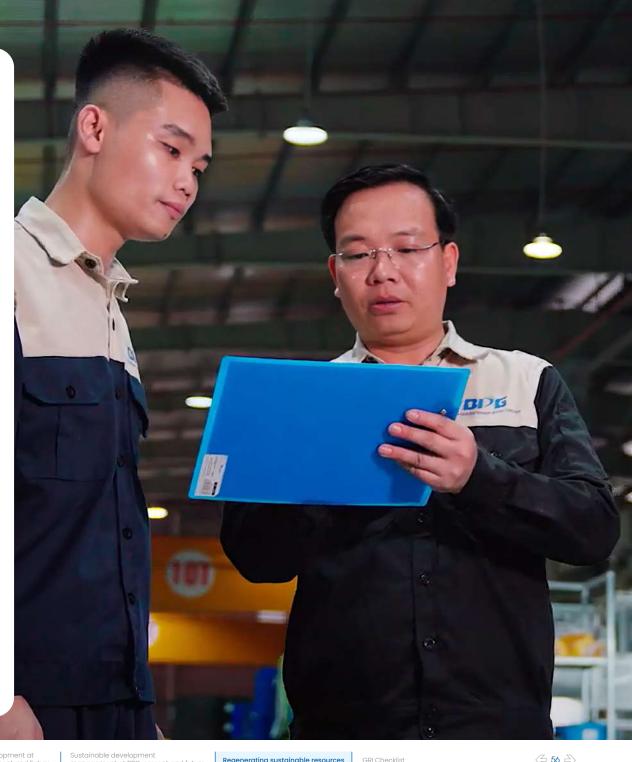
EMPLOYEE

The human resource management strategy of Binh Thuan Plastic Group Joint Stock Company always focuses on considering people as the most valuable asset.

BPG is fully equipped with resources and tools for employees to complete their tasks well. With the goal of human resources being the main force, BPG is committed to creating a safe and healthy working environment; a professional and friendly working environment for employees to be creative, develop their abilities and devote themselves to the development of the Group.

Ensure the best salary and bonus mechanism and treatment policy, worthy of each individual's contribution. At BPG, we build training and development policies and build a development roadmap for employees, especially core and potential employees. We respect diversity and encourage creativity from individual differences, while striving to build a fair, cohesive and sustainable working culture.

All of the above, BPG always aims to ensure the best benefits for employees.



TALENT ATTRACTION AND RETENTION ACTIVITIES



To provide employees with greater motivation to contribute and devote more to the company's overall development goals, BPG has developed a system of benefits and activities aimed at attracting and retaining talent. Specifically:

1. Ensure monthly income for employees:

BPG always ensures a stable source of income and is paid in full on the 10th of every month for all employees. Therefore, employees can work with peace of mind and improve labor productivity.



Total agreed income is always guaranteed to be above the regional minimum wage. Specifically: Average annual income:

2022 2021

VND 12,565,556 VND 15,479,033 VND 14,811,228

The average income per person at BPG changes each year. In 2021, when the COVID-19 pandemic began, most employees had to quarantine and work online. By 2022, the peak of the pandemic, BPG still maintained stable wage payments for all employees. In 2023, the company increased labor productivity and restructured human resource management. Salaries were adjusted in line with professional capabilities and workloads.



Each year, the Group's Human Resources Department and the factories conduct market salary surveys on recruitment websites of reputable organizations or through local labor markets via job placement centers to understand salary levels. This data is then evaluated and reported to the leadership to devise strategies for attracting and retaining talent. BPG always ensures competitive salaries in the market, reflecting the abilities and contributions of its employees.

2023

In addition to the monthly salary, employees receive direct bonuses from the Board of Directors: Business commission bonus, Business performance bonus, Long-term bonus: ESOP (Employment stock ownership plan) for employees who have contributed to the company over the years.

In October 2023, the Company's Board of Directors signed a contract with Nano Technology Services LLC to implement a new welfare policy model "Flexible salary payment" through the Vui App software on smartphones. This is an application that helps employees to advance their salary without having to go through traditional paperwork. Employees only need to sign an official Labor Contract, the Group's Human Resources Department will support them in registering their name and account number on the application. From there, employees can use the application easily and flexibly. This is one of BPG's new welfare regimes to help social security, employees feel secure at work and stay away from high-interest credit loan methods.



TALENT ATTRACTION AND RETENTION ACTIVITIES (CONT)

2. Employee Evaluation

Every October and April, BPG's Board of Directors will evaluate professional competence to promptly adjust income in accordance with the workload of the employee. Income adjustment will be based on the evaluation of labor performance, monthly KPI and provide objective and fair comments.

3. Welfare System

In line with the goal of human development and enterprise growth, BPG is committed to a welfare system aimed at taking care of employees' material and mental well-being. This provides employees with great motivation to contribute more to the company's overall goals.

BPG has established benefit packages including health insurance, social insurance, leave programs, and retirement schemes. Additionally, providing benefits such as mental health care programs and support for employees' children will create a supportive and friendly working environment.

100% of employees who sign official labor contracts will participate in social insurance in accordance with the law and state regulations. The salary used for social insurance contributions is always higher than the regional minimum wage. In July 2024, BPG increased the salary used for social insurance contributions and will notify all employees working at the Group and factories. Each job title saw an increase of at least 6% compared to the previous contribution level. With this increase, BPG ensures a rise above the average rate in the same area





The total amount of social insurance contributions over the years is as follows



2021 2022 2023

VND 1,223,138,500 VND 1,705,131,500 VND 1,957,017,000

Annually, BPG regularly organizes periodic health check-ups for employees at member units and factories to ensure that employees are in good health for work and to improve labor productivity.

BPG provides a 24/7 Occupational Accident Health Insurance package from Bao Viet for employees to cover medical expenses such as medication, medical examinations, hospital fees, and treatment in case of accidents or occupational illnesses.

BPG always aims for its employees to work in a comfortable environment, encouraging creativity and dedication. BPG frequently organizes labor recovery programs: team-building activities to foster employee connections, monthly birthday celebrations, year-end galas, and allows the carryover of unused vacation days from the previous year until June of the following year, so that employees can use their time off to rest after periods of intense work.

4. Recognition of Employee Contributions:

BPG conducts employee monthly evaluations to closely monitor job performance and productivity. Based on the evaluation results, the leadership implements a productivity bonus policy to encourage outstanding contributions and efforts to improve work processes. This aims to continuously motivate employees, helping them consistently enhance their work performance and driving the sustainable development of BPG and the company's business strategy.

At the end of the year, BPG Group conducts a business performance evaluation to comprehensively assess the achievements of each individual and collective. Based on these results, the leadership determines the bonus levels, adhering to transparent and fair criteria. On average, employees receive a bonus equivalent to one month's salary in recognition of their contributions throughout the year and to encourage a positive work spirit for the following years.

December 23 every year marks the celebration of BPG's founding anniversary. Alongside the year-end celebration, this event is an occasion to recognize and award commemorative medals to employees who have shown outstanding achievements and contributions. The company's leadership consistently acknowledges and honors the tireless efforts of individuals who play a vital role in the overall growth of the organization. Awards include categories such as "Outstanding Manager" and "Outstanding Employee" to commend exceptional work spirit and positive contributions from the team. In 2023, the company also honored long-serving employees who have dedicated many years to the company. Specifically:

Years of experience	Standard rate	Annual bonus
Employees working >=1 years	200,000 VND/person/month	200,000X12 months=2,400,000 VND
Employees working >=2 years	250,000 VND/person/month	250,000 x 12 months = 3,000,000 VND
Employees working >=3 years	rs 300,000 VND/person/month 300,000x12 months = 3,600,000 V	
Employee working >=5 years	1 mace of gold per person and the company's commemorative medal	

The company's management conducts regular and comprehensive assessments of employees' professional competence to accurately identify the potential and development capabilities of each individual. Based on the assessment results, the Board of Directors will consider appointing them to appropriate positions, encouraging employees to not only develop themselves but also expand their knowledge and skills in many different areas. This policy helps create promotion opportunities, while developing a multi-talented workforce, contributing to improving the company's operational efficiency and promoting the career of each individual.



To develop a succession plan for the executive team, the Chairman of the Board of Directors and the Board of Management have established regular weekly meetings to create opportunities for employees to share experiences and learn from each other at work. These sessions serve as a platform for everyone to listen, discuss and find optimal solutions to solve arising problems. These meetings not only help improve individual capacity but also contribute to improving labor productivity and finding ways to reduce costs for the business. This open exchange environment encourages creativity, innovation and cooperation, creating conditions for sustainable development.

TALENT ATTRACTION AND RETENTION ACTIVITIES (CONT)

5. Friendly working environment, open space

The working environment is designed with an open space concept, allowing departments to collaborate without barriers.

Green spaces, sunlight, and plants in the working area, as well as a smoke-free zone, help relieve stress and maintain a fresh atmosphere in the workspace.

Since August 2023, BPG has eliminated using time attendance machines, allowing employees to manage their own tasks. Department heads will evaluate based on job completion and work performance. With this policy, employees can work comfortably and flexibly with their own time, without being confined to 8 hours in the office.

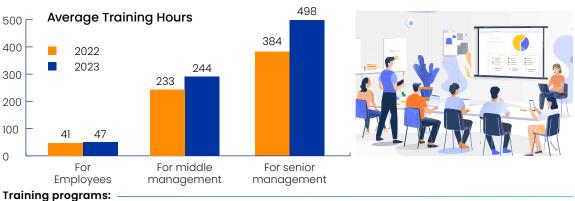
Training & development opportunities



Since August 2023, BPG has eliminated using time attendance machines, allowing employees to manage their own tasks. Department heads will evaluate based on job completion and work performance. With this policy, employees can work comfortably and flexibly with their own time, without being confined to 8 hours in the office.







- Orientation and corporate culture training for new employees.
- Work mindset enhancement sessions during weekly Executive Board meetings.
- Internal training: BPG organizes weekly and monthly professional and work mindset training sessions, led by the Chairman of the Board of Directors and senior leaders of the Group. These sessions include lessons on life, work mindset, and methods of communication to shift thinking and improve productivity. The leadership aims to provide employees with valuable work experience and create additional value.
- External training: BPG seeks to learn professional knowledge and experiences both internally and from other companies within the industry, allowing employees to broaden their knowledge and apply these insights within the company.

In addition to professional training, BPG employees are also provided with additional skills relevant to their work, such as communication skills, negotiation skills at business events, conversational English, leadership, and management skills.

TALENT ATTRACTION AND RETENTION ACTIVITIES (CONT)

Occupational Safety and Health



At Binh Thuan Plastics Group, employee safety and health are top priorities in all production and operational activities. For both office staff and factory workers, compliance with occupational safety and hygiene policies is not only a responsibility but also a right, contributing to the creation of a safe and effective working environment. To achieve this, the Group implements a series of stringent control measures to ensure comprehensive compliance with occupational safety regulations, tailored to the specific needs of each department.

Signing a commitment to comply with occupational safety policies •

All office staff and factory workers at Binh Thuan Plastics must sign a commitment to comply with the company's occupational safety and hygiene policies. This serves as a legal basis for each individual to clearly understand their responsibility in adhering to the regulations, while also providing the company with grounds to address any violations. For factory workers, this commitment is particularly important due to the nature of their work, which involves regular exposure to machinery and equipment that pose potential safety risks.

Occupational Safety Communication •

At Binh Thuan Plastics Group, communication about occupational safety is conveyed continuously and through various channels: posters and bulletin boards at factories; the Internal Affairs Department collaborates with the marketing communication team to distribute videos and safety announcements; internal communication platforms, etc. This ensures that all employees across the Group are aware of potential labor risks and the measures to ensure occupational safety.

Safety training •

To ensure that all employees are fully equipped with the knowledge and skills to protect themselves, Binh Thuan Plastics will organize specialized training courses on occupational safety. For office workers, the courses focus on preventing risks such as fire escapes, basic first aid, and safety measures with office equipment. For factory workers, the training program includes instructions on the use of personal protective equipment, safe machine operation skills, and emergency response procedures



Annually, the company organizes occupational safety training for six groups of workers involved in production, which includes:

- Group 1: Managers
- Group 2: Safety and hygiene managers
- Group 3: Workers in positions requiring strict safety and hygiene protocols
- Group 4: Workers not classified under Groups 1, 2, or 3
- Group 5: Medical safety
- Group 6: Student occupational safety

During training, the company provides examples of tasks and situations with potential hazards such as operating cranes, forklifts, air compressors, welding, electrical equipment, and handling chemicals.

TALENT ATTRACTION AND RETENTION ACTIVITIES (CONT) ·



Occupational Safety and Health (cont)

Violation Detection and Investigation: •

To effectively monitor safety policy compliance, the Internal Affairs department, in coordination with the Human Resources department at the factories, conducts frequent surprise inspections at both offices and factories to promptly detect violations, ranging from improper use of protective equipment to operational errors with machinery. Violation reports are recorded, and corrective measures are proposed accordingly.

Handling Safety Violations: •-

All safety policy violations are dealt with strictly according to company regulations. Sanctions include warnings, mandatory retraining, or suspension from work, depending on the severity of the violation. Especially for factory workers, violations related to machinery safety can have severe consequences, so penalties must be enforced rigorously to prevent recurrences.





Employee Representatives in Joint Safety and Health Committees:

At Binh Thuan Plastics, employees play a crucial role in shaping and monitoring safety policies through their representation in joint safety and health committees. Representatives from both office staff and factory workers participate in these committees to ensure that policies and regulations are fairly implemented and accurately reflect the actual needs of employees. These representatives are also responsible for reporting any emerging issues related to occupational safety and proposing improvements to enhance management effectiveness.

Establishment of the Occupational Safety Council: •

This council consists of representatives from various departments and factories, responsible for overseeing compliance with occupational safety measures, addressing issues related to worker health and safety, and proposing improvements to the working environment. The Occupational Safety Council is tasked with developing, evaluating, and updating safety measures tailored to the specific job requirements of both office staff and factory workers. The council also regularly holds meetings to discuss and introduce new improvements, ensuring a safer working environment for everyone.

CONCLUSION

The occupational safety and health compliance control measures at Binh Thuan Plastics Group not only aim to protect the health of employees but also to create an efficient and sustainable working environment. With the active participation of both office staff and factory workers in training programs, communication, and safety monitoring, the group consistently maintains a safe working environment, contributing to the company's sustainable and stable growth.

TALENT ATTRACTION AND RETENTION ACTIVITIES (CONT)



Diversity, Equity, Inclusion



BPG values diversity, equity, and inclusion through its recruitment policies and processes, performance-based salary management, and diversity in management and staff. Specifically:

Through recruitment policies and processes •

A strong recruitment policy helps businesses find quality candidates, reduces recruitment costs and time, and builds a solid workforce for long-term growth. At BPG, we ensure the recruitment process is transparent, efficient, and fair, aiming to find candidates who are best suited to the job requirements and company culture.

- Recruiting from a variety of sources (internal, external, through networking, etc.)
- No discrimination based on gender, ethnicity, religion, or any other personal factors.
- All candidates have equal opportunities to participate and be assessed in the recruitment process based on their abilities and experience.
- Conduct orientation training to help new employees feel comfortable, confident, and quickly adapt to the working environment and company culture.
- Providing information on internal processes and guiding new employees on how to use company tools, software, and workflows.
- · Creating opportunities for interaction with colleagues through welcome parties, monthly birthday celebrations, or other social activities to help new employees integrate quickly.

Non-discrimination

BPG is committed to creating suitable employment opportunities for vulnerable groups within the local community:

BPG's factories and subsidiaries have implemented vocational training programs and provided appropriate job opportunities for people with disabilities or those facing difficult circumstances in the local community, helping them integrate into society, secure stable income, and improve their quality of life.

For vulnerable groups such as women raising young children, the elderly, or individuals with challenging family situations who require flexible or part-time work, BPG accommodates their needs by arranging suitable positions that align with their time and health requirements. This enables them to meet job demands while maintaining a stable life and advancing their careers.

Diversity of management and employees •

Gender Diversity: At BPG, both men and women have equal opportunities in all positions including management and senior leadership positions. In senior leadership, female leaders account for 30%. For middle management positions, female leaders account for 43%.

Ethnic and cultural diversity: BPG has employees and managers from countries and cultures other than Vietnam such as: China, Korea, etc.

Age diversity: BPG has young, dynamic and creative employees (interns, fresh graduates, etc.) along with experienced older employees, creating diversity in experience and skills.

Additionally, there is diversity in thought and perspectives, which enables the company to develop creative and breakthrough solutions. The combination of various viewpoints provides the company with broader insights and allows for better decision-making.

BPG is committed to not employing child labor, forced labor, or compulsory labor.

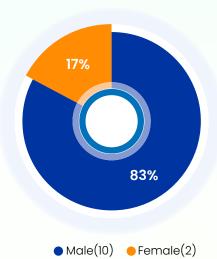


TALENT ATTRACTION AND RETENTION ACTIVITIES (CONT) -

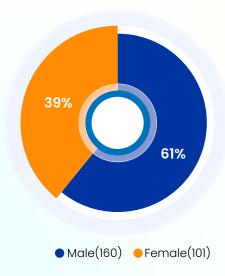
Diversity, Equity, Inclusion (Cont)

Management and employee diversity chart in 2023

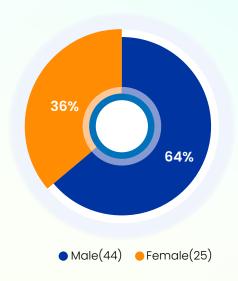
Ratio of senior leaders by gender



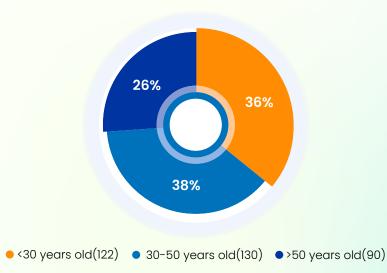
Ratio of staff by gender



Ratio of middle management level by gender



Staff level ratio by age



< 64 ⇒

SHAREHOLDERS AND THE **COMPANY'S SUSTAINABLE DEVELOPMENT**

FIVE-YEAR ACHIEVEMENT CHAIN: REVENUE, MARKET SHARE, GROWTH, AND SCALE

Over the past five years, BPG has continuously developed and solidified its strong position in the market. We have witnessed impressive growth in all aspects: from revenue and market share to operational scale. Revenue has consistently grown by 10% annually, surpassing initial expectations, which not only reflects sound business strategies but also demonstrates the trust the market and our partners have in the company.

BPG's market share has not only been maintained but also expanded, especially in strategic markets. The expansion of the 06 factory in Duc Hoa, Long An, has reinforced BPG's status as a leading entity with a wide network of member units and factories across Vietnam. The company's relentless efforts in product development, service diversification, and quality enhancement have affirmed its leadership position in the industry. Significant growth in scale has elevated BPG to one of the most influential businesses, not only domestically but also in international markets.

Sustainable growth is our core value, and thanks to a long-term strategic vision, BPG has consistently achieved outstanding accomplishments. This sustainability has created added value for shareholders, providing stable profits and contributing to national economic development.



ENSURING SHAREHOLDER RIGHTS IN 2023

In 2023, BPG reaffirmed its strong commitment to protecting and enhancing shareholder rights. Transparent, fair, and reasonable corporate governance activities remain a top priority to ensure that each shareholder is fully informed and able to participate in the company's decision-making process.

BPG held the Annual General Meeting of Shareholders in full compliance with regulations, fostering an open spirit of communication, actively listening, and providing positive feedback. This demonstrates respect for shareholder contributions and ensures that shareholder rights are optimally upheld. Dividends were paid regularly and transparently, strengthening the trust of shareholders and investors, while reinforcing long-term relationships between the company and its strategic partners.

Additionally, the company implemented sound investment programs to maximize stock value, thereby delivering the best financial benefits to shareholders. This not only reinforces confidence but also serves as a driving force for sustainable growth in the future.

SHAREHOLDERS AND THE COMPANY'S SUSTAINABLE DEVELOPMENT (CONT)

RISK MANAGEMENT STRATEGY AND DEPARTMENTAL INVOLVEMENT

BPG understands that ensuring safety and sustainability for shareholders goes beyond short-term profits and requires building a comprehensive and effective risk management system. With an advanced risk management strategy, the company has implemented a governance model that involves extensive participation from various departments, including the Legal Department, Internal Audit, Finance, and Planning.

These departments work closely together to assess, measure, and identify potential risks, continuously monitoring and updating market conditions. BPG's management team not only focuses on risk prevention but also seeks opportunities to improve and optimize processes. The ongoing enhancement of corporate governance capabilities has enabled the company to minimize risks and maximize value for shareholders.

With a stringent risk management process and continuous contributions from various departments, BPG ensures that all potential risks are effectively controlled and mitigated in a timely manner. This not only helps the company maintain stability but also creates a safe and sustainable business environment for investors





COMMITMENT TO SHAREHOLDERS AND INVESTORS

BPG's commitment to shareholders remains a top priority. We ensure that all shareholder and investor rights are protected and upheld with transparency and fairness. The company continuously generates sustainable value for shareholders through long-term business strategies, prudent investment decisions, and reasonable dividend policies.

Additionally, BPG is committed to maintaining transparency in information disclosure, ensuring that all management decisions are based on clear, accurate, and timely data. Each year, BPG publishes its financial reports, audited by reputable firms, on time for shareholders. Prior to any Annual or Extraordinary General Meeting, all relevant documents are made publicly available at least 15 days in advance, in compliance with legal requirements. Major events are promptly communicated through official channels, allowing shareholders and investors to stay informed about the company's business performance and make well-informed decisions.

Finally, BPG places a strong emphasis on sustainable development, focusing not only on profits but also ensuring comprehensive and long-term growth. These commitments form a solid foundation that provides shareholders and investors with peace of mind, while driving the company's continuous growth into the future.



CUSTOMER

CUSTOMER SAFETY AND HEALTH,

QUALITY ASSURANCE (GRI 416



The safety and health of customers are always the top priority in the sustainable development strategy of Binh Thuan Plastic Group (BPG). We not only focus on producing high-quality plastic products but also pay attention to using safe materials, minimizing negative impacts on users' health. In every stage from design, production, to distribution, BPG always strictly adheres to international safety standards such as ISO 9001 for quality management and ISO 14001 for environmental management.





BPG COMMITS:

Safe Plastic Materials: We collaborate with reputable suppliers to ensure that the materials used in production are free from harmful substances such as BPA (bisphenol-A), phthalates, or other toxic chemicals. All of our products undergo stringent testing before reaching customers to eliminate any potential health risks.



Strict Quality Control Procedures: Quality control processes at BPG are conducted from start to finish, including raw material inspections, production monitoring, and final product testing. This ensures that all products meet the highest standards for durability, safety, and environmental friendliness.



Researching Solutions for Optimizing Product Life Cycle: BPG continuously seeks solutions to help customers optimize operational costs and reduce plastic waste, such as renting plastic pallets and recovering used plastic pallets. Instead of discarding pallets, which increases plastic waste, we repair, recycle, and reintroduce them into the usage cycle. Reducing the demand for new plastic pallet production by extending the product life cycle helps lower greenhouse gas emissions related to manufacturing, reduces the burden on landfills and plastic waste management, and decreases the pressure on natural resources, such as oil and other non-renewable resources. Additionally, using plastic pallets instead of wooden pallets helps mitigate deforestation and protect ecosystems. This sustainable business strategy reflects BPG's commitment to society and its effort to minimize negative environmental impacts.

In addition, we implement programs to raise awareness about the safe use of plastic products for customers through communication campaigns, seminars and quidance documents.

CUSTOMER (CONT)

TRANSPARENCY IN PRODUCT INFORMATION FOR SALES AND CONSUMER PROTECTION



BPG places great emphasis on transparency in all business activities, particularly in providing complete and accurate product information. We understand that clear information enables customers to make responsible purchasing decisions and protects their rights. To fulfill this commitment, BPG has implemented a series of measures such as:

Transparent product labeling: All BPG products are clearly labeled, including information on ingredients, usage instructions, product origin, and relevant safety certifications. This helps customers easily access information and understand what they are using.

QR code integration for traceability: To enhance transparency, we have integrated QR codes on product packaging, allowing customers to scan and trace the product's origin from production to distribution. This is a significant step in increasing customer trust in our products.

Consumer protection policies: BPG enforces clear consumer protection policies, including warranty programs and product returns in case of manufacturing defects or non-compliance with standards. We also maintain a 24/7 customer support channel to address inquiries and handle complaints promptly.



CONTINUOUS IMPROVEMENT, ENHANCING SERVICE QUALITY AND **CUSTOMER SATISFACTION**

Customer satisfaction stems not only from product quality but also from the quality of service they receive. At BPG, we understand that to achieve sustainable development, it is essential to continuously improve services and create added value for customers. We are committed to:

Investing in technology: BPG invests in advanced production technologies to improve processes, shorten production times, optimize costs, and enhance product quality. Automated systems and artificial intelligence (AI) are implemented to monitor and adjust production processes in real-time, minimizing errors and improving precision.

Professional customer care team: We have developed a customer care team with in-depth training in products, services, and support processes. BPG not only supports customers during the purchasing process but also accompanies them throughout the product life cycle, from usage consultation to warranty and maintenance.

Collecting feedback and continuous improvement: BPG consistently listens to customer feedback through direct channels and monthly online surveys using Google Forms, as well as communication channels like Zalo OA, Fanpage, and the company website. We also gather feedback during market surveys conducted by our sales team. This feedback helps us continuously improve products and services, ensuring they always meet customer needs and expectations.

PROTOCOLS AND ENSURING INCREASED INTERACTION. SUSTAINABLE RELATIONSHIPS WITH PARTNERS

Sustainable relationships with partners are the foundation for BPG's continuous expansion and enhancement of its supply chain, providing value to both customers and partners. We select cooperation protocols based on transparency, responsibility, and mutual development, ensuring that all parties benefit from long-term relationships.

Clear cooperation protocols: BPG establishes clear cooperation protocols, including regulations on product quality, delivery times, and commitments to sustainable development. We always ensure that agreements with partners are transparent, fair, and focused on long-term benefits.

Enhanced interaction: Through both direct and online communication channels, we increase interaction with partners, enabling them to stay informed about changes and improvements in production processes, thereby supporting them in enhancing product and service quality.

Regular feedback programs: BPG organizes regular meetings with partners to assess the performance of collaborations, listen to feedback, and jointly find solutions for improvement. This not only helps maintain sustainable relationships but also enhances the competitiveness of both parties.

Maintaining sustainable cooperation protocols with partners and continuously improving services is central to BPG's ability to grow and meet the needs of customers in an increasingly fast-changing world.



LOCAL COMMUNITY © GRI 413



CONTRIBUTING TO THE LOCAL ECONOMY

In the context of global efforts toward sustainable development, Binh Thuan Plastics Group is committed to actively contributing to the economic and social development of local communities by adhering to international standards and the criteria of the Global Reporting Initiative (GRI):

1. Local Community Recruitment

BPG has recruited nearly 1,000 employees from the local community at its primary operational facilities, which include six factories and two headquarters in Ho Chi Minh City and Hanoi. The percentage of leadership members recruited from the local community at these facilities reached 45%, showing steady growth from 40% in 2021 to 45% in 2023. This reflects the Group's commitment to developing local human resources, raising income levels, and improving the professional skills of the local workforce. This growth is evenly distributed across regions, with significant impact in the northern and southern provinces, where BPG has actively contributed to reducing unemployment rates and creating new opportunities for local communities.



IUUUJOBS

for the localities where BPG operates

2. Investment in Welfare Systems

BPG has invested in welfare programs, including healthcare and vocational training (GRI 403 & GRI 404), aimed at improving the quality of life and working conditions of employees while contributing to the development of their skills and capabilities.

3. Contribution to the Local Budget

In 2023, BPG continued to contribute to the local budget through taxes and fees, supporting the development of infrastructure and improving public services in the area, reaffirming the Group's commitment to partnering with local authorities.



GOVERNMENT RELATIONS AND SUPPORT

BPG continues to maintain positive relationships with government agencies to implement sustainable development policies and support national economic goals:

1. Contribution to the State Budget



In 2023 BPG Contribution

to the State **Budget**

BPG Contribution to the State

BPG Contribution to the State

2022

2021

In 2023, BPG contributed 12 billion VND to the state budget, compared to over 10.5 billion VND in 2022 and over 6.1 billion VND in 2021, demonstrating the Group's commitment to implementing economic development policies and supporting the improvement of national infrastructure.



2. Corporate Social Responsibility (CSR) Implementation

BPG has implemented various CSR activities, including support for environmental policies, occupational safety, workforce training, and social responsibility initiatives. Specifically, the Group has carried out 10 CSR programs with a total budget of nearly 1 billion VND. Notably, the series of activities in partnership with Operation Smile helped 50 children regain their smiles. The year 2023 laid a strong foundation for future developments, with one of the key initiatives being the establishment of the "Smile Charity Fund" in 2024. This fund not only provides surgeries for children with facial deformities, such as cleft lips and palates, but also extends its support to other children, helping them regain their health and radiant smiles. This initiative strongly affirms BPG's commitment to improving the lives of the community.

With these extensive and meaningful CSR programs, BPG proudly positions itself as a pioneer in building a socially responsible enterprise. The Group hopes to continue receiving the community's support and cooperation, working together toward a better future through practical projects that deliver tangible value.

CONTRIBUTIONS TO THE COMMUNITY

BPG has actively participated in community development activities by collaborating with local organizations.

The company organized vocational training programs for more than 100% of employees from economically disadvantaged regions (including ethnic minorities from the northern mountainous areas). These programs not only provide workers with access to employment opportunities but also improve living conditions and contribute to the sustainable development of the community.

SUPPLIER RELATIONS & SUPPLIER EVALUATION



BPG is committed to ensuring that its supply chain complies with environmental and social standards through strict monitoring and evaluation processes. In 2023, BPG evaluated 100 new suppliers based on the following key criteria:



01

Environmental protection

Waste Management: Suppliers are required to have a clear waste management plan and implement waste minimization measures, including recycling and safe disposal of hazardous waste.

Energy consumption: Assess energy consumption and commit to using renewable energy sources to reduce carbon footprint.

Use of sustainable materials: Encourage suppliers to use sustainably sourced materials and comply with regulations related to the exploitation of natural resources.



Social Standards

Employee Rights: Ensure that suppliers comply with regulations regarding employee rights, including minimum wage, reasonable working hours, and safe working conditions.

Solidarity and Equality: Review policies that prevent discrimination and promote diversity in the workforce.

Community Engagement: Encourage suppliers to participate in community activities and sustainable development, creating value for both the business and the communities in which they operate.

Through these evaluation processes, BPG not only ensures that suppliers meet the necessary standards but also raises community awareness and protects the environment throughout its supply chain.





GRI STANDARDS	GRI INDEX	PAGE
	2-1 Organizational details	14-20
	2-2 Entities included in the organization's sustainability reporting	17
	2-3 Reporting period, frequency, and contact point	6
	2-4 Restatements of information	N/A
	2-5 External assurance	N/A
	2-6 Activities, value chain, and other business relationships	18
	2-7 Employees	56
	2-8 Workers who are not employees	N/A
	2-9 Governance structure and composition	16
	2-10 Nomination and selection of the highest governance body	16
	2-11 Chair of the highest governance body	16
SDI 2: GENEDAL DISCLOSLIDES 2021	2-12 Role of the highest governance body in overseeing the management of impacts	37
GRI 2: GENERAL DISCLOSURES 2021	2-13 Delegation of responsibility for managing impacts	38
	2-14 Role of the highest governance body in sustainability reporting	38
	2-15 Conflicts of interest	35
	2-16 Communication of critical concerns	35
	2-17 Collective knowledge of the highest governance body	35-37
	2-18 Evaluation of the performance of the highest governance body	N/A
	2-19 Remuneration policies	39, 57-58
	2-20 Process to determine remuneration	39, 57-58
	2-21 Annual total compensation ratio	N/A
	2-22 Statement on sustainable development strategy	7, 8, 22
	2-23 Policy commitments	7, 8
	2-24 Embedding policy commitments	7, 8



GRI STANDARDS	GRI INDEX	PAGE
	2-25 Processes to remediate negative impacts	N/A
	2-26 Mechanisms for seeking advice and raising concerns	30 - 32
GRI 2: GENERAL DISCLOSURES 2021	2-27 Compliance with laws and regulations	37
CRI 2. GENERAL BIOGLOGORES 2021	2-28 Membership associations	N/A
	2-29 Approach to stakeholder engagement	30 - 32
	2-30 Collective bargaining agreements	61
	3-1 Process to determine material topics	26
GRI 3: MATERIAL TOPICS 202	3-2 List of material topics	22-24
	3-3 Management of material topics	26
	201-1 Direct economic value generated and distributed	69
GRI 201: ECONOMIC	201-2 Financial implications and other risks and opportunities due to climate change	39
PERFORMANCE 2016	201-3 Defined benefit plan obligations and other retirement plans	56 – 59
	201-4 Financial assistance received from government	N/A
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A
GRI 202. MARKET PRESENCE 2010	202-2 Proportion of senior management hired from the local community	68
GRI 203: INDIRECT ECONOMIC	203-1 Infrastructure investments and services supported	N/A
IMPACTS 2016	203-2 Significant indirect economic impacts	N/A
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	N/A
	205-1 Operations assessed for risks related to corruption	N/A
GRI 205: ANTI CORRUPTION 2016	205-2 Communication and training about anti-corruption policies and procedures	N/A
	205-3 Confirmed incidents of corruption and actions taken	N/A
GRI 206: ANTICOMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A
ODI 007: TAV 0010	207-1 Approach to tax	69
GRI 207: TAX 2019	207-2 Tax governance, control, and risk management	N/A

GRI STANDARDS	GRI INDEX	PAGE
CDI 207) TAY 2010	207-3 Stakeholder engagement and management of concerns related to tax	N/A
GRI 207: TAX 2019	207-4 Country-by-country reporting	N/A
	301-1 Materials used by weight or volume	47
GRI 301: MATERIALS 2016	301-2 Recycled input materials used	47
	301-3 Reclaimed products and their packaging materials	46 - 47
	302-1 Energy consumption within the organization	49
	302-2 Energy consumption outside of the organization	N/A
GRI 302: ENERGY 2016	302-3 Energy intensity	49
	302-4 Reduction of energy consumption	49
	302-5 Reductions in energy requirements of products and services	N/A
	303-1 Interactions with water as a shared resource	48
	303-2 Management of water discharge-related impacts	48
GRI 303: WATER AND EFFLUENTS 2018	303-3 Water withdrawal	48
	303-4 Water discharge	48
	303-5 Water consumption	48
	304-1 Operational sites in or adjacent to protected areas and areas of high biodiversity value outside protected areas	N/A
GRI 304: BIODIVERSITY 2016	304-2 Significant impacts of activities, products, and services on biodiversity	N/A
OKI 30-4, BIODIVEROIT 2010	304-3 Habitats protected or restored	N/A
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A
	305-1 Direct (Scope I) GHG emissions	51
GRI 305: EMISSIONS 2016	305-2 Energy indirect (Scope 2) GHG emissions	51
	305-3 Other indirect (Scope 3) GHG emissions	N/A

GRI STANDARDS	GRI INDEX	PAGE
GRI 305: EMISSIONS 2016	305-4 GHG emissions intensity	N/A
	305-5 Reduction of GHG emissions	N/A
	305-6 Emissions of ozone-depleting substances (ODS)	N/A
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	N/A
	306-1 Waste generation and significant waste-related impacts	N/A
	306-2 Management of significant waste-related impacts	N/A
GRI 306: WASTE 2020	306-3 Waste generated	52
	306-4 Waste diverted from disposal	52
	306-5 Waste directed to disposal	52
GRI 308: SUPPLIER ENVIRONMENTAL	308-1 New suppliers that were screened using environmental criteria	70
ASSESSMENT 2016	308-2 Negative environmental impacts in the supply chain and actions taken	N/A
	401-1 New employee hires and employee turnover	N/A
GRI 401: EMPLOYMENT 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	60
	401-3 Parental leave	N/A
GRI 402: LABOR/ MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	N/A
	403-1 Occupational health and safety management system	60 - 61
	403-2 Hazard identification, risk assessment, and incident investigation	61
	403-3 Occupational health services	60 - 61
GRI 403: OCCUPATIONAL HEALTH	403-4 Worker participation, consultation, and communication on occupational health and safety	60 - 61
AND SAFETY 2018	403-5 Worker training on occupational health and safety	60 - 61
	403-6 Promotion of worker health	60 - 61
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	60 - 61
	403-8 Workers covered by an occupational health and safety management system	60 - 61

GRI STANDARDS	GRI INDEX	PAGE
GRI 403: OCCUPATIONAL HEALTH	403-9 Work-related injuries	N/A
AND SAFETY 2018	403-10 Work-related ill health	N/A
	404-1 Average hours of training per year per employee	59
GRI 404: EDUCATION AND TRAINING 2016	404-2 Programs for upgrading employee skills and transition assistance programs	59
	404-3 Percentage of employees receiving regular performance and career development reviews	57
GRI 405: DIVERSITY AND EQUAL	405-1 Diversity of governance bodies and employees	63
OPPORTUNITY 2016	405-2 Ratio of basic salary and remuneration of women to men	N/A
GRI 406: NON - DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	62
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	62
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	62
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	N/A
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	411-1 Incidents of violations involving rights of indigenous peoples	N/A
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	68-70
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A
GRI 414: SUPPLIER SOCIAL	414-1 New suppliers that were screened using social criteria	70
ASSESSMENT 2016	414-2 Negative social impacts in the supply chain and actions taken	N/A

GRI STANDARDS	GRI INDEX	PAGE
GRI 415: PUBLIC POLICY 2016	415-1 Political contributions	N/A
GRI 416: CUSTOMER HEALTH AND	416-1 Assessment of the health and safety impacts of product and service categories	66
SAFETY 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	67
	417-1 Requirements for product and service information and labeling	66
GRI 417: MARKETING AND LABELING 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	66-67
EADLING 2010	417-3 Incidents of non-compliance concerning marketing communications	66-67
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A



