

Thriving in  
Sustainable,  
Resilient  
Communities



2022  
Sustainability  
Report



## About the Report

We are pleased to present our 2022 sustainability report, the first of its kind for DEEP C, exemplifying our transparent and accountable approach to economic, environmental, and social performance. This comprehensive report highlights our commitment to responsible operations and sets forth our ambitious sustainability goals for the times ahead.

Our sustainability report delves into the initiatives and performance of DEEP C, with a strong focus on the most relevant sustainability issues. It encompasses the operations of DEEP C such as industrial zone development, jetty operation management, water supply and wastewater treatment, power supply and operation management, warehouse building and management, management consulting, and shared service center operations.

This report does not capture the entirety of our sustainability endeavors - but we are committed to expanding its coverage and scope in the future. We have provided pertinent information and a thorough analysis in accordance with the GRI Standards 2021 (Global Reporting Initiative) — an internationally recognized standard guiding organizations in reporting their sustainability performance and impacts. Adopting the GRI Standards provides our stakeholders and other interested readers of this report the necessary confidence of our approach and adherence to global standards.

Through this report, we aim to further foster effective stakeholder engagement and continuous improvement in our sustainability practices, affirming our commitment to responsible business conduct. This report covers the period from January 1, 2022, to December 31, 2022.

For any queries regarding the report, you may refer to our contact person below:

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Head of Sustainability & Environment

INDUSTRIAL ZONES



## Table of Contents

|  |           |
|--|-----------|
| <b>Chapter 1: Introduction</b>               | <b>04</b> |
| 1.1 Statement from the Leadership            | 06        |
| 1.2 About the Company                        | 08        |
| 1.3 Sustainability at a Glance               | 10        |
| 1.4 Key Developments and Interventions       | 12        |
| 1.5 Certifications and Awards                | 14        |
| <b>Chapter 2: Sustainability Strategy</b>    | <b>16</b> |
| 2.1 Our Sustainability Pillars               | 18        |
| 2.2 Stakeholder Engagement                   | 20        |
| 2.3 Materiality Assessment                   | 22        |
| 2.4 Sustainable Development Goals            | 23        |
| <b>Chapter 3: Sustainability Performance</b> | <b>28</b> |
| <b>3.1 Financial Sustenance</b>              | <b>30</b> |
| 3.1.1 Economic Performance                   | 31        |
| 3.1.2 Anti-Corruption                        | 34        |
| 3.1.3 Disaster Management                    | 35        |
| <b>3.2 Clean and Green Operations</b>        | <b>36</b> |
| 3.2.1 Waste Management                       | 37        |
| 3.2.2 Water and Effluents                    | 39        |
| 3.2.3 Energy                                 | 41        |
| 3.2.4 Biodiversity and Land Use              | 47        |
| 3.2.5 Air Emissions, GHG, and Air Pollutants | 48        |
| <b>3.3 People Empowerment</b>                | <b>50</b> |
| 3.3.1 Employee Hiring and Benefits           | 51        |
| 3.3.2 Training and Development               | 54        |
| 3.3.3 Labour Management                      | 57        |
| 3.3.4 Diversity and Inclusion                | 58        |
| <b>3.4 Community and Partnerships</b>        | <b>60</b> |
| 3.4.1 Procurement Practices                  | 61        |
| 3.4.2 Local Community                        | 62        |
| 3.4.3 Customer Management                    | 64        |
| 3.4.4 Environmental Compliance               | 65        |
| <b>Chapter 4: The Road Ahead</b>             | <b>66</b> |
| <b>Chapter 5: GRI Content Index</b>          | <b>68</b> |

INDUSTRIAL ZONES

DEEP C

KHU CÔNG NGHIỆP DEEP C - DEEP C INDUSTRIAL ZONES

DEEP C  
INDUSTRIAL ZONES  
DEEP C HẢI PHÒNG II

Chapter 1

# Introduction

1.1

# Statement from the Leadership



DEEP C Industrial Zones arrived 26 years ago in Vietnam. Today our land bank in Hai Phong and Quang Ninh represent almost 20% of the available industrial area in the North of Vietnam. Over this period the world we entered at that time has changed drastically. We live in a world that is transforming faster than ever in which Vietnam has become one of the fastest growing economies worldwide. At the same time the global growth model is proving to be unsustainable as we are faster consuming our resources than we can grow them back. There is no doubt that running a profitable business has become increasingly more complex. The bygone triple profit targets are making space for People Planet Profit driven models. ESG has become a new standard in non financial reporting. Rising Global geopolitical and trade tensions in combination with the apparition of the first climate change effects are disrupting the international supply chain. For all these reasons and many more we need to be ready for change. And if we want to talk about the future then we need to be aware that there is only one future that is acceptable : a future that is bound to be sustainable.

INDUSTRIAL ZONES

DEEP C

For that reason alone DEEP C owes itself, its employees and its customers to have a plan in place to make its industrial zones future proof. This report is a first public step to show the world the data driven approach and the measures we take to safeguard the investments of our customers and our company. I asked our team to convert this standard into practical tools and datasets we can use to better ourselves. Knowledge is power. And so began our journey to not only pioneer the new Eco Industrial Park standard Vietnam is putting in place but also to quantify and measure our efforts.

Today we can present you the outcome : this very first ESG report which fills me with pride and joy. Not only because it is here to share with all of you but especially because it allows us to prove the impact of the many sustainability driven projects we are working on at this very moment. However trendy and fashionable the sustainability wave might have become today it is my firm belief that sustainability can only survive if it proves to be profitable. At DEEP C we want to prove that creating economic growth can be sustainable. I hope that this report can be the predecessor of many more reports and whitepapers to come proving we are managing to achieve that target we set ourselves.

Sustainability is more than a word : it requires hard work and efforts but above all collaboration to become a successful policy pillar. DEEP C would never achieve its sustainability goals if we would not have managed to set up symbiosis projects with the main actors in our ecosystem : customers, the local and national authorities and our employees. This year we have finished together with the Dutch engineering experts of Royal Haskoning a

conclusive flood risk analysis covering all five of our industrial zones in view of the climate challenges ahead which allowed us to define a flood risk plan DEEP C will step by step implement over the next decade. As part of our goal to create sustainable environments in and around our industrial zones we managed to get Haiphong People's Committee in principle approval to maintain Cat Hai village (8000 people located in DEEP C Haiphong III) proposing a novel approach to the housing for workers standard currently applied in which we plan to convert this village to a 100ha big green lung aside our zone surrounded by water surface and parkland. I am especially proud that we have established our DEEP C organic farm providing our low income colleagues with DEEP C grown produce to supplement their income. Our sustainability and customer service teams have carried out together with the experts hired by UNIDO and MPI, the founding fathers of the EIP project, comprehensive survey to map out improvements towards greener and safer production. Today 18 tenants and infrastructure development companies in DEEP C are incorporating these findings in their own factory.

An ESG policy is not a sprint but a marathon. This ESG report is proof that we are moving step by step towards our ultimate goal : to prove to you that we can develop economic growth that is sustainable. I am looking forward to our next steps and the future ahead. Representing the company leaders I promise you we will make decarbonization and circularity future key pillars of our strategy. Allow me to congratulate the many people and partners that helped us achieving this report. Without them this journey would be impossible.

**Bruno Jaspaert**  
CEO

## 1.2 About the Company

DEEP C Industrial Zones, a developer and operator, has established itself as a prominent industrial zone and port infrastructure cluster in the vibrant and rapidly growing region of North Vietnam, encompassing Haiphong and Quang Ninh provinces.

Our journey commenced in 1997 with the inception of DEEP C Haiphong I (formerly known as Dinh Vu Industrial Zone), a successful collaboration between Belgian investor Rent-A-Port and the Haiphong People's Committee.

Over the span of 26 years, our footprint has continually expanded, comprising three industrial zones in Haiphong and two in Quang Ninh. This growth has culminated in the development of the DEEP C industrial zone cluster, sprawling over 3,400 hectares at the epicenter of the region's manufacturing and infrastructure boom. Positioned in close proximity to the international airport, deep seaport, and extensive expressway network.



### Mission Statement

To provide a reliable and sustainable investment location for clients expanding and operating in Vietnam.



### Vision Statement

To become the first Eco-Industrial park in Vietnam.



**DEEP C MANAGEMENT COMPANY LIMITED (DCMC)**  
A shared service center of DEEP C entities



**DEEP C BLUE COMPANY LIMITED (DCB)**  
Water business



**EURO JETTY (VIET NAM) COMPANY LIMITED (EJVN)**  
Liquids jetty business



**DEEP C GREEN ENERGY (VIETNAM) COMPANY LIMITED (DCGE)**  
Power transmission, distribution, and generation of renewables



**DEEP C RED HAI PHONG COMPANY LIMITED (DCR)**  
Ready built warehousing and factory for rent



**DINH VU INDUSTRIAL ZONE JOINT STOCK COMPANY (DVIZ)**  
Industrial zone infrastructure developer



**HONG DUC INDUSTRY JOINT STOCK COMPANY (HDIZ)**  
Industrial zone infrastructure developer



**HAI PHONG INDUSTRIAL PARK JOINT STOCK COMPANY (HPIP)**  
Industrial zone infrastructure developer



**TIEN PHONG INDUSTRIAL ZONE JOINT STOCK COMPANY (TPIZ)**  
Industrial zone infrastructure developer



**BAC TIEN PHONG INDUSTRIAL ZONE JOINT STOCK COMPANY (BTPIZ)**  
Industrial zone infrastructure developer



**DEEPC FARM COMPANY LIMITED (DCF)**  
Responsible farm business



INDUSTRIAL ZONES

**Financial Sustenance**

**Clean & Green Operations**

**People Empowerment**

**Communities & Partnerships**

|   |  |  |   |                                  |
|---|--|--|---|----------------------------------|
|   |  |  |   |                                  |
| <b>USD 13.14M</b><br>Taxes and Insurance paid to the government | <b>USD 72,000</b><br>Invested to Community | <b>USD 7.9M</b><br>Employee wages and benefits | <b>372</b><br>Total no. of direct employees | <b>0</b> Incidents of Corruption |

|  |  |   |   |                                       |
|--|--|---|---|---------------------------------------|
|  |  |   |   |                                       |
| <b>35,076 m<sup>3</sup></b><br>Water Saved from reuse of treated wastewater for irrigation | <b>5541 MWh</b><br>Total Energy Produced from Solar and Wind Turbine | <b>745 pcs</b><br>Halogen street lights were converted to LED lamps | <b>643.27 tCO<sub>2</sub>e</b><br>Scope 1 GHG emissions | <b>89.73 ha</b><br>Total of greenzone |

|  |                                     |  |  |
|--|-------------------------------------|--|--|
|  |                                     |  |  |
| <b>37.60%</b><br>Female employees in the workforce | <b>0</b><br>Work-related fatalities | <b>22 hours</b><br>Average of training hours per employees | <b>0</b><br>Incidents of discrimination and violations involving the rights of indigenous people |

|   |                                 |  |
|---|---------------------------------|--|
|   |                                 |  |
| DEEP C Farm green agricultural production and recognition | DEEP C service complex building | Social housing project collaboration and development |

### 1.3 Sustainability at a Glance

DEEP C has identified 4 sustainability pillars to signify its priority areas and they serve as the framework for the company's current initiatives and future commitment when it comes to sustainable development.

While these are covered in greater detail under the 'Sustainability Strategy' section, below is a snapshot of the 4 pillars and performance highlights under these 4 pillars at a quick glance.

# 1.4 Key Developments and Interventions

## Eco-Industrial Park

DEEP C has been nominated as a pilot Industrial Zone in the Global Eco-Industrial Parks Programme funded by SECO and implemented by UNIDO and MPI. The project focuses on the environment, economy, society, and industrial zone management. DEEP C has made significant progress in collaboration with government units and industry experts, conducting interviews, surveys and evaluations. Eighteen (18) tenants and infrastructure development companies in DEEP C have joined the Resource Efficiency and Cleaner Production (RECP) programs.



## Project 2030

DEEP C's Project 2030 is a visionary renewable energy project that aims to revolutionize energy generation and usage. The project has set a target of supplying at least 30% of DEEP C's electricity demand from renewable energy by 2030. Key components include wind turbines, solar panels, energy storage solutions, and smart grid technology. DEEP C has already commissioned a wind turbine and 2 solar pilot facilities, and plans to continue rolling out investments up to the zones' full solar power potential of 100 MW. Through partnerships and initiatives, DEEP C is committed to sustainable development and sharing best practices in renewable energy.



## Climate Change

DEEP C takes a proactive approach to address the challenges posed by climate change within industrial zones. Recognizing the potential impacts of rising temperatures and water levels, DEEP C conducts thorough flood risk analyses to identify vulnerabilities and develop effective adaptation measures. Water management and resource conservation are prioritized through wastewater treatment for reuse and industrial water partnerships. Committed to reducing its carbon footprint, DEEP C installs solar panels and explores wind energy. Embracing a circular economy, the company promotes recycling and waste material reuse.



## DEEP C Farm

DEEP C Farm, a remarkable model of sustainable agriculture, showcases ingenuity and ecological consciousness. This welfare and charity project, supported by DEEP C entities, optimizes production while minimizing its ecological footprint. It relies on organic fertilizers, local resources, and diverse plant species to ensure environmental sustainability. Alongside its social benefits of job creation, farmer training, free food basket for contractual employees, and community collaboration, demonstrating commitment to sustainability and responsible farming.



## Biodiversity

DEEP C is actively promoting biodiversity within its industrial zones through the development of Wetland Parks and Nature Conservation areas. The company constructs Wetland Parks using native flora to attract wildlife, creating a safe environment for animals, birds, and insects. DEEP C also establishes Nature Conservation areas to support native species and preserve regional habitats.



INDUSTRIAL ZONES

## 1.5 Certifications and Awards



In addition to upholding our ISO certifications for Environmental and Quality Management Systems, DEEP C has proudly achieved the Corporate Sustainable Index (CSI) award for three years, spanning the years 2019, 2020, and 2022. This notable accomplishment emphasizes our dedication to sustainable development and our remarkable contributions to the advancement of sustainability in Vietnam.

At DEEP C, our journey towards sustainability remains steadfast, underpinned by the core values that have earned us this distinguished recognition. We look forward to continuing our efforts in advancing sustainable practices and making a lasting impact on the environment, society, and the business landscape.





Chapter 2

# Sustainability Strategy

As a company that primarily offers industrial land, pre-built facilities for storage or production, utilities, and maintenance services in our industrial zones, we have always been conscious of the way we conduct our operations. We recognized that integrating ESG (Economic, Social and Governance) aspects across our business operations and the supply chain is essential for the sustainable growth of our stakeholders, communities, investors, and clients.

We have backed this through the adoption of industry-leading practices around sustainability in the areas of water and waste management, renewable energy, community development, and employee engagement, among others.

This sustainability framework - the four (4) pillars, is a window into our sustainability priorities as an organization. It is the framework behind all the initiatives that we have implemented and will commit to in the near future. Our long-term goal is to become a catalyst for sustainable operations by implementing best practices and adhering to international standards.



## 2.1 Our Sustainability Pillars



Financial Sustenance

We are aware of the responsibilities involved in sustaining our financial performance due to the diversity of our services and the range of financial instruments we utilize. Our commitment to transparency, ethical practices, anti-corruption measures, and resiliency enhances our credibility and strengthens our ability to conduct business in the region.

**Material Topics:**

- Economic Performance
- Anti-Corruption
- Disaster Management



Clean & Green Operations

As an infrastructure development and land management business, we recognize our potential environmental impact. We take measures to implement safeguards throughout our value chain, from site selection to reclamation and development. We prioritize responsible intervention programs for managing utilities, materials, water, and waste.

**Material Topics:**

- Waste Management
- Water and Effluents
- Energy
- Biodiversity and Land Use
- Air Emissions, GHG, and Air Pollutants



People Empowerment

Our dedicated workforce is the backbone of our smooth day-to-day operations. Their satisfaction, loyalty, and productivity shape who we are today. We prioritize providing a healthy and congenial environment for our employees and continuously strive to enhance our labor policies to uphold this commitment.

**Material Topics:**

- Employee Hiring and Benefits
- Training and Development
- Diversity and Equal Opportunity
- Labor Management



Communities & Partnerships

By partnering with stakeholders who share our company's values, we enhance the effectiveness and efficiency of our operations. Not only do we prioritize building and maintaining strong relationships with our customers, but we also extend our commitment to the surrounding community. Our transparent disclosure of ESG practices fosters increased trust among stakeholders.

**Material Topics:**

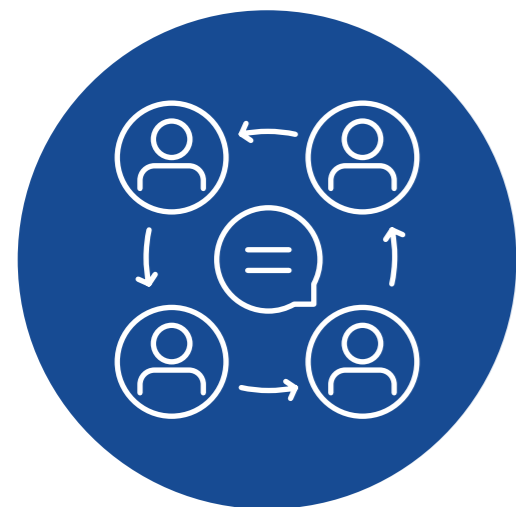
- Procurement Practices
- Local Community
- Customer Management
- Environmental Compliance

TRIAL ZONES

## 2.2

# Stakeholder Engagement

At DEEP C, we recognize the importance of stakeholder inclusivity and strong relationships. We prioritize our key stakeholders and engage with them proactively through meaningful avenues on a regular basis in pursuit of our sustainability goals. The following matrix provides a brief snapshot of our key stakeholders, their concerns, and our responses during the reporting period and regular intervention channels.



- As Needed
- Daily
- Weekly
- Monthly
- Quarterly
- Annually

**Employee**

**Key Concerns**

- Ensure employee health & safety. Enhance employee-employer relations. Training & awareness sessions. Compensation & Benefits

**Engagement Platforms**

- Newsletters, Performance Evaluations. Announcements, and various Celebratory Events and Activities.

**Suppliers**

**Key Concerns**

- Ensure quality compliance, Market conform pricing, Enhance supplier relations, Development Plan

**Engagement Platforms**

- Supplier Evaluation, Email, Calls, Conference, Meetings & Site Visits

**Shareholders and Investors**

**Key Concerns**

- ESG & Economical performance. Enhance Relationship with Shareholders & Strategic Decision Making. Alignment between Different Partners

**Engagement Platforms**

- ESG & Management Report, Audit Committees, Board Meetings, Emails & Calls

**Media**

**Key Concerns**

- Exchange of development progress and information. Strengthen brand image. Raise awareness about our sustainability projects

**Engagement Platforms**

- Articles & Interviews, Press Conferences. LinkedIn, Social Media, Conferences

**Local Community**

**Key Concerns**

- Community relations, Enhance community development, Employment opportunities

**Engagement Platforms**

- Public Consultations, CSR Activities, Site Visits, Job fair, Job announcements

**Government and competitive authorities**

**Key Concerns**

- Environmental and legal compliance, Taxes, Share information on practical implementation of and gaps in new regulations, Share good practices and ideas

**Engagement Platforms**

- Email, Calls, Conferences, Meetings & Site Visits

**Tenants**

**Key Concerns**

- Ensure quality expectations, Strengthen customer relations, Consumption tracking, Promoting awareness

**Engagement Platforms**

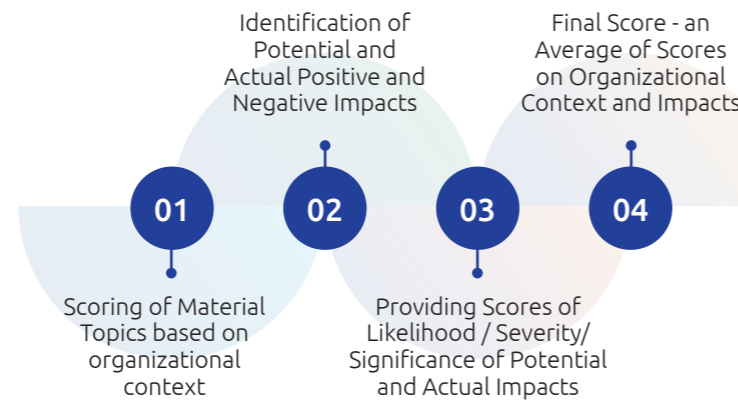
- Newsletters, Customer Satisfaction Surveys, Meetings, Client Events and Gatherings, Client Portal, Training Sessions, Emails & Calls

## 2.3

# Materiality Assessment

In 2022, we conducted a comprehensive materiality assessment exercise. As it was our first time undertaking such an assessment, we decided to involve only key internal stakeholders. Throughout the process, we adhered to the guidelines outlined in the GRI Standards 2021 (as depicted in the image below). The exercise commenced with a series of internal workshops focused on the materiality principle, related processes, and expectations followed by the collection of inputs from each of the departments.

The material topics for prioritization and assessment were identified based on in-depth research on our industry peers and were prioritized based on this process:



The materiality assessment has guided us in ranking the material topics, and the table below indicates their high, medium, and low priority:

|                                       | High Priority   | Medium Priority  | Low Priority  |
|---------------------------------------|---|--|---|
| <b>Financial Sustenance</b>           | <ul style="list-style-type: none"> <li>Economic Performance</li> <li>Anti-Corruption</li> </ul>           |  | <ul style="list-style-type: none"> <li>Disaster Management</li> </ul>   |
| <b>Clean &amp; Green Operations</b>   | <ul style="list-style-type: none"> <li>Energy</li> <li>Waste Management</li> </ul>                        | <ul style="list-style-type: none"> <li>Water and Effluents</li> </ul>      | <ul style="list-style-type: none"> <li>Air Emissions, GHG, and Air Pollutants</li> <li>Biodiversity and Land Use</li> </ul> |
| <b>People Empowerment</b>             | <ul style="list-style-type: none"> <li>Employee Hiring and Benefits</li> </ul>                            | <ul style="list-style-type: none"> <li>Training and Development</li> </ul> | <ul style="list-style-type: none"> <li>Labor Management</li> <li>Diversity and Equal Opportunity</li> </ul>                 |
| <b>Communities &amp; Partnerships</b> | <ul style="list-style-type: none"> <li>Environmental Compliance</li> <li>Procurement Practices</li> </ul> | <ul style="list-style-type: none"> <li>Customer Management</li> </ul>      | <ul style="list-style-type: none"> <li>Local Community</li> </ul>   |

The following sections of this sustainability report emphasize DEEP C's performance and commitment around the material topics identified above and articulate the key ESG impacts that the company has identified under each material topic.

## 2.4

# Sustainable Development Goals

In the following table, we elaborate the materiality of these topics to our organization and its integral role in contributing to the United Nations Sustainable Development Goals (SDGs).

**Financial Sustenance**

**Economic Performance**

**Anti-Corruption**

**Disaster Management**

We are funded through multiple financial instruments given the nature of our operations; therefore, fostering continuous innovation in our financing strategy is essential to us.

**Within and outside DEEP C**

**GRI**  
 201: Economic performance  
 202: Market Presence  
 203: Indirect Economic Impacts 207: Tax

Adhering to national and local rules and regulations is a critical priority for us, and we continuously monitor compliance requirements in order to ensure the quality of our offerings and services.

**Within and outside DEEP C**

**GRI**  
 205: Anti-corruption  
 206: Anti-competitive behavior  
**Non-GRI:**  
 Governance structure for handling compliance management

Infrastructure is directly affected by the occurrence of natural calamities. Hence, having a watertight disaster management plan in place is a necessity for us, to ensure minimal human and property losses.

**Within and outside DEEP C**

**Non-GRI:**  
 Governance structure for handling compliance management

Clean and Green Operations

**Waste Management**

Our industrial zones generate a lot of waste, both hazardous and non-hazardous, that needs to be managed carefully to ensure minimal impact on our workers and the communities surrounding us. We adhere to all required laws and regulations and closely track our waste generation numbers each day.

**Within and outside DEEP C**

**GRI**

**301:** Materials

**306:** Waste 2020, Effluents and Waste 2016

**Non-GRI:**

Waste recycling / treatment initiatives

**Water and Effluents**

We supply water as a part of our utility services and also provide wastewater treatment facilities, apart from monitoring our own water consumption. Therefore, tracking data in this regard and incorporating water saving techniques wherever possible is important to us. Our RECP audits, for instance, identify improvements that help us save 56,000 m3 of water per year

**Within and outside DEEP C**

**GRI**

**303:** Water and Effluents

**Non-GRI:**

Water recycling / saving initiatives / Successful initiatives by the company that employs advanced technology

**Energy**

DEEP C consumes power for its operations, as well as during the course of producing power as a part of its utility services. We recognize multiple opportunities to minimize our energy consumption and also create a more renewable energy-friendly mix and are working consistently towards initiatives in this regard on a regular basis.

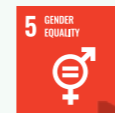
**Within DEEP C**

**GRI**

**302:** Energy

**Non-GRI:**

Any initiatives on energy saving



INDUSTRIAL ZONES

DEEP C

**Biodiversity and Land Use**

While establishing industrial zones, we are extremely cognizant of the fact that this could lead to the displacement of valuable flora and fauna. We monitor regulatory requirements in this regard closely and ensure we implement initiatives to augment local biodiversity.

**Within DEEP C**

**GRI**

**304:** Biodiversity

**Air Emissions, GHG, Air Pollutants**

DEEP C releases a significant amount of air and GHG emissions through its activities (fuel and electricity consumption) and through employee travel. We are therefore committed to monitoring these emissions regularly and coming up with a carbon emissions reduction plan in the future, for which strategizing is a key priority right now.

**Within and outside DEEP C**

**GRI**

**305:** Emissions

**Non-GRI:**

Initiatives taken to reduce carbon emissions



People Empowerment

Employee Hiring and Benefits; Employee Data

Providing competitive benefits to employees helps us establish better, long-term relationships with them – apart from boosting their productivity. We are also on a constant mission to use employee data to improve their experience with us.

Within and outside DEEP C

- GRI
- 401: Employment
- 410: Security practices
- 411: Rights of Indigenous people
- Non-GRI: Employee engagement practices

Training and Development

We strive hard to provide a well-curated set of training programs for our employees since it helps them grow in their role as well as augment their overall learning. We seek to tailor training further to employee needs in the near future, and hence have prioritized this as a material topic.

Within and outside DEEP C

- GRI
- 404: Training and Education

Diversity and Equal Opportunity

We believe that a workplace in which employees feel safe and accepted is an uncompromising factor for us. We continuously work towards ensuring a work environment where no one is judged or discriminated against on any grounds.

Within DEEP C

- GRI
- 405: Diversity and Equal Opportunity
- 406: Non-discrimination

Labor Management

We work closely with a lot of contract workers due to the inherent nature of our operations. Ensuring strict safety and labor management standards while adhering to labor laws is hence a routine priority for us.

Within DEEP C

- GRI
- 402: Labor / Management Relations
- 403: Occupational Health & Safety
- 407: Freedom of Association and Collective Bargaining
- 408: Child Labor
- 409: Forced / Compulsory

Community and Partnerships

Procurement Practices

The raw materials we procure are diverse, and sourced locally as well as internationally. However, since we seek to establish a green industrial zone, we recognize that sourcing materials is the stage at which we can create significant change. This is therefore a chief priority for us in the forthcoming years.

Within and outside DEEP C

- GRI
- 204: Procurement Practices

Local Community

Maintaining a healthy, long-term relationship with local communities is a key element of our business since some of our services are provided directly to them. We understand fully that giving back to the communities that help businesses thrive are not just another activity, but also our duty.

Within and outside DEEP C

- GRI
- 413: Local Communities
- Non-GRI: Details on CSR and other voluntary initiatives

Customer Management

Most of the services that we provide (including utilities) impact customer operations directly. We work very hard towards ensuring the highest safety and quality standards in all the services we offer; and monitor adherence in this regard closely, making this an everyday priority.

Within and outside DEEP C

- GRI
- 416: Customer Health and Safety
- 418: Customer Privacy

Environmental Compliance

We ensure strict compliance with all local environmental regulations. Additionally, we seek to adopt voluntary compliance measures that will help us further minimize our environmental footprint. Therefore, initiatives in this regard will be our focus in the future.

Within and outside DEEP C

- GRI
- 307: Environmental Compliance
- Non-GRI: Details on CSR and other voluntary initiatives



Chapter 3

# Sustainability Performance

INTEGRATED  
BUSINESS  
CONNECTIONS



## 3.1 Financial Sustenance

Carving a niche for ourselves in the ‘industrial space’ segment over the long term has always been a significant priority for us. Sustaining our financial performance while ensuring the highest standards

of integrity and manifesting resilience during crisis is therefore an important part of this journey. Our performance on this front during the reporting year is outlined in the next page.

### 3.1.1 Economic Performance

#### Key ESG impacts (positive and negative) identified related to economic performance:

- |  |   |
|--|---|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Attraction of local &amp; international investments</li> <li>• Channelization of profits into innovation &amp; improvement of customer experience</li> </ul>                                 | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• Rapid depletion of resources / increased prices of offerings in case of singular focus on profits</li> <li>• Emphasis on shareholder return in the short term could deter sustainability initiatives</li> </ul> |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Promotion of local economic growth and livelihood development through CSR &amp; job creation</li> <li>• Infrastructure investments contribute to national infrastructure development</li> </ul> | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• Displacement of residents due to construction of commercial centers, factories, industrial zones</li> <li>• Selection of fossil fuel suppliers in order to ensure affordable prices</li> </ul>                     |

#### Direct Economic Value Generated and Distributed

In 2022, DEEP C Group experienced significant momentum in its core business, which involves leasing industrial land and providing industrial auxiliary services such as Power, Water, Ready-built warehouses/factories, and a common Jetty to investors. The company achieved a total revenue of 123.5 million USD during this period, reflecting an approximate 6% increase compared to previous year. This growth has set the stage for a strong post-Covid economic recovery.

| Disclosures  | 2022              |
|--|-------------------|
|  | (In thousand USD) |
| <b>DIRECT ECONOMIC VALUE GENERATED</b>               |                   |
| <b>Revenue</b>                                       | <b>123,542</b>    |
| Gross Sales  | 122,430           |
| Revenue from financial investments and other sources | 589               |
| Other revenues                                       | 524               |
| <b>DIRECT ECONOMIC VALUE DISTRIBUTED</b>             |                   |
| Operating costs                                      | 9,335             |
| Employee wages and benefits                          | 7,916             |
| Interest payment made to provider of loans           | 3,937             |
| Dividends to all shareholders                        | 7,301             |
| Payments to government                               | 13,146            |
| Community Investments                                | 54                |
| Depreciation and amortization                        | 2,905             |
| <b>Economic Value Retained (Retained profit)</b>     | <b>35,663</b>     |



**Tax**

At DEEP C, strict adherence to local tax regulations is a cornerstone of our tax strategy. To ensure compliance, we have established an audit committee responsible for disclosing any tax compliance issues, updating tax findings, and handling tax disputes. We conduct quarterly internal tax assessments and retain tax consultants for case-by-case consulting to ensure complete adherence to compliance requirements. Additionally, our employees receive both internal and external tax training to ensure their knowledge of tax regulations is up-to-date. Chief accountants prepare reports on tax risks, which are evaluated

by the tax accountant and submitted to the Chief Financial Officer for final review. The audit committee then receives the final report. To assist with Personal Income Tax (PIT) finalization, transfer pricing documentation, and benchmarking of inter-company service charges, we have hired external consultants. Finally, we communicate and exchange information with tax authorities through official letters when advice or instruction is needed, as well as during tax audits through the exchange of argumentations. This ensures transparency and cooperation with tax authorities.

INDUSTRIAL ZONES

| Subsidiary                             | Tax Incentive Details   |
|--|---|
| DVIZ - 2021, 2022: for phase 1 project | Preferential corporate income tax rate of 10% (instead of the normal CIT rate in VN which is 20%) |
| EJVN                                   | Preferential corporate income tax rate of 10%   |
| DCR                                    | Preferential corporate income tax rate of 10% and entitle to reduce 50% of payable income tax     |

| Names of the resident entities                                      | Grand Total<br>(In thousand USD) |
|---|----------------------------------|
| <b>GROSS SALES</b>  | <b>122,430</b>                   |
| Revenues from third-party sales                                     | 114,305                          |
| Revenues from intra-group transactions with other tax jurisdictions | 29                               |
| Revenue from intra-group transaction                                | 8,095                            |
| Profit/loss before tax  | 25,664                           |
| Tangible assets other than cash and cash equivalents                | 186,644                          |
| Corporate income tax paid on a cash basis                           | 5,013                            |
| Corporate income tax accrued on profit/loss                         | 5,832                            |

**Infrastructure Investments in 2022**  
(In thousand USD)

**43,364**  
Inventory addition (land plot & industrial zone infrastructure)

**1,209**  
Tangible Assets

**6,409**  
Construction in progress



### 3.1.2 Anti-Corruption

#### Key ESG impacts (positive and negative) identified related to economic anti-corruption:

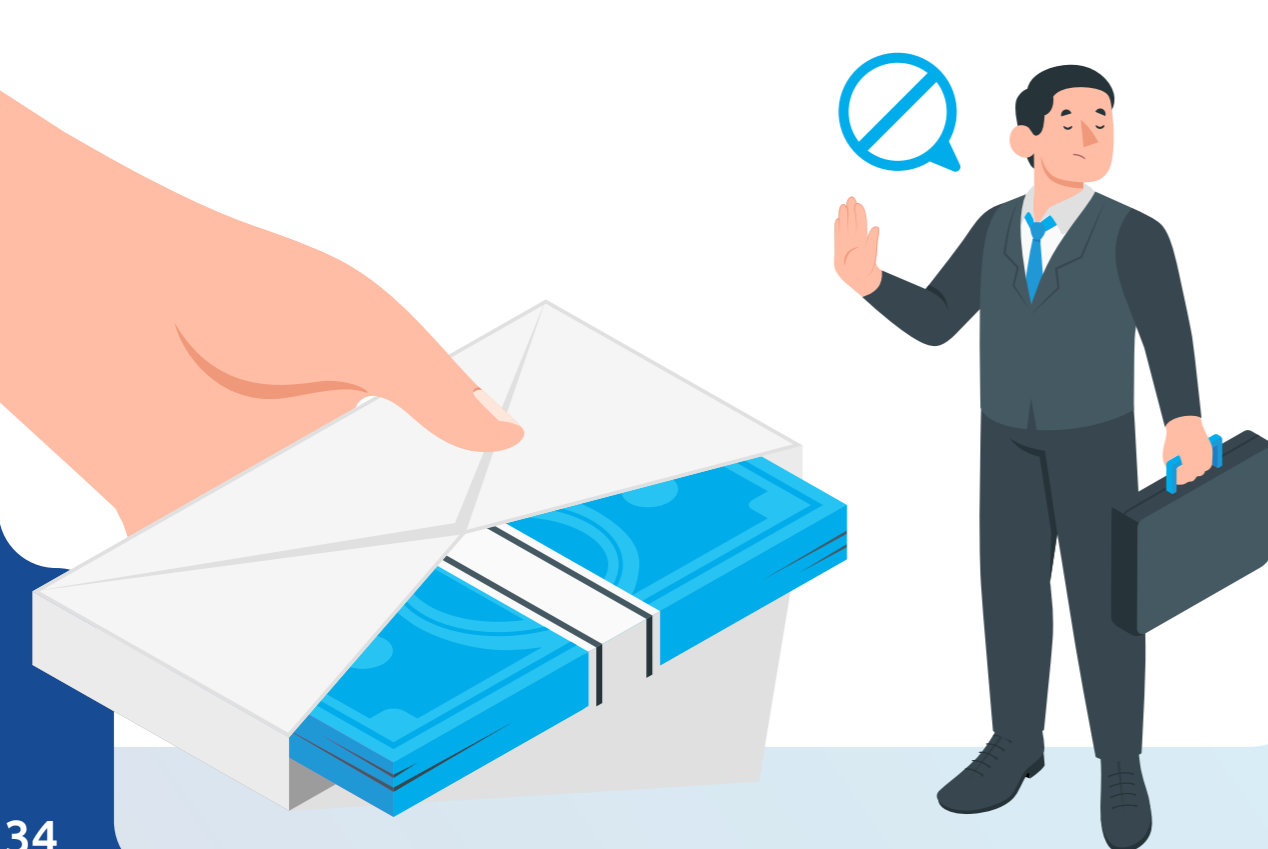
- |   |  |
|---|--|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Promotes transparency, workplace equality, healthy stakeholder relationships</li> <li>National / international project opportunities &amp; long term partnerships with suppliers</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Delays due to complex procedures</li> <li>Difficulty in striking balance between transparency &amp; confidentiality - excessive transparency could be risky</li> </ul> |
|---|--|

- |   |  |
|---|--|
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Increased accountability, transparency, fairness</li> <li>Increased client base due to DEEP C's reliability</li> </ul> | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Poor guidance could lead to misinterpretation of instructions on anti-corruption</li> </ul> |
|---|--|

At DEEP C, all employees need to comply with laws on anti-corruption practices including the 2015 Penal Code, Law no. 12/2017/QH14 on amendments to the criminal code no. 100/2015/QH13, and the 2005 Law on Anti-Corruption (Law no. 27/2012/QH13). We have established a

communication channel for employees to report corruption-related incidents with immediate effect. Apart from these, we have a multiple approval system for purchases and payments where at least 2 signatures or digital approvals are required.

INDUSTRIAL ZONES



### 3.1.3 Disaster Management

#### Key ESG impacts (positive and negative) identified related to disaster management:

- |   |   |
|---|---|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Ensured availability of offerings for customers, leading to reduced insurance costs and increased customer attraction</li> <li>Enhanced protection for the industrial zone (IZ) and the community in the long term</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Expansion Opportunity Constraints</li> <li>Occasional Drainage System Failures due to Design Errors</li> <li>Interruption of Client Services</li> </ul> |
|---|---|

- |  |   |
|--|---|
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Proactivity in the event of natural calamities, leading to a safer work environment for plant employees</li> <li>Client awareness of disaster relief and their support in disaster management efforts.</li> </ul> | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Reliance on private corporations for disaster relief</li> <li>Financial distress, psychological impact, and health risks resulting from the occurrence of disasters</li> </ul> |
|--|---|

Vietnam has always been under significant risk of flooding along the coastal areas. In the last 50 years, 130 tropical storms have passed within 200 km radius of Hai Phong, bringing the average number of storms a year to around 1.9.

Considering this situation, DEEP C has been working rigorously towards improving forecasting ability so that communities can be prepared to face floods. In partnership with a renowned consultancy firm in the Netherlands called Royal Haskoning DHV, DEEP C started conducting flood risk assessments in DEEP C Industrial Zones.

The study has been successfully executed; now, DEEP C is the first Industrial Zone in North Vietnam which is in the process of implementing a Flood Risk safety level of up to 1/100 year for both Coastal Flood Hazards and Pluvial Flood Hazards. The impacts of climate change over a period of 50 years have been factored into the study (including 30 cm sea level rise and increased rainfall intensity of 23%).





## 3.2 Clean and Green Operations

Our clean and green operations focus on producing renewables, practicing non-chemical farming, and introducing innovative solutions. This commitment reinforces a sustainable industrial environment, benefiting both immediate and wider communities. As an industrial zone developer, we're committed to mitigating our environmental impact and have been recognized for these endeavors. DEEP C's Eco-Industrial Park, endorsed by the 2022 Amcham Vietnam ESG Impact Program, exemplifies our

cooperative approach. This recognition extends to DEEP C Farm for its environmentally responsible approach to cultivating crops and feedstock. Bolstering our achievements, DEEP C has solidified its place among the top 100 companies in the Corporate Sustainability Index, as part of the 2022 program Benchmarking and Announcing Sustainable Companies in Vietnam.



### 3.2.1 Waste Management

#### Key ESG impacts (positive and negative) identified, related to waste management:

- |   |   |
|---|---|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Cost savings in the long run due to reduced waste generation</li> <li>• Opportunities for recycling, reduction, reuse, waste-to-energy initiatives</li> <li>• Increased awareness on pollution due to waste generation and the value of waste generation at source</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• High initial investment on waste generation</li> <li>• Lack of expert training / guidance on waste management could lead to poor implementation.</li> <li>• Complexity of regulations could lead to increase in cost &amp; delay in implementation</li> </ul> |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Reduced consumption of raw material</li> <li>• Cost savings and reuse of waste in our processes</li> <li>• Proper organization of waste collection processes in our zone due to more awareness</li> </ul>  | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• Behavioural change with respect to waste segregation is a challenge since it requires changing inherent habits among employees / communities</li> </ul>  |

Collaborating with certified external parties, we ensure the proper collection and disposal of waste, including the responsible scrapping and sale of materials like metal and PVC. Our commitment extends to daily waste separation practices involving both our team and tenants, and an intensified recycling program to enhance resource recovery.

In our nursery operations, we are utilizing organic compost fertilizers derived from organic waste sourced from our office operations. Furthermore, DEEP C has achieved remarkable progress in minimizing plastic waste through the complete elimination of single-use plastic bottles, straws, and stirrers across our office premises. This commitment has been recognized as a best practice within the EuroCham Sustainability Initiative.

#### Our waste generation data for the year 2022 is presented below:

| Waste Composition (in metric tons) | 2022                 |                                   |                                 |
|------------------------------------|----------------------|-----------------------------------|---------------------------------|
|                                    | Waste Generated (MT) | Waste Diverted from Disposal (MT) | Waste Directed to Disposal (MT) |
| Non-Hazardous - site QN            | 5.64                 | None                              | 5.64                            |
| Non-Hazardous - site HP            | 178.1                | None                              | 178.1                           |
| Industrial waste - site QN         | None                 | None                              | None                            |
| Industrial waste - site HP         | 11.08                | None                              | 11.08                           |
| Hazardous - site HP                | 44.4                 | None                              | 44.4                            |
| Metal scrapped - PO                | 6.2                  | 6.2                               |                                 |
| Metal scrapped - DCB               | 0.4                  | 0.4                               | None                            |
| Metal scrapped - DCGE              | 3.21                 | 3.21                              | None                            |
| PVC                                | 0                    | 0                                 | None                            |
| <b>Total</b>                       | <b>249.03</b>        | <b>9.81</b>                       | <b>239.21</b>                   |



### First Road Enhanced by Plastic in Vietnam

DEEP C's collaboration with Dow Chemical in 2019 marked a significant milestone as we introduced the first plastic-enhanced road in Vietnam. This initiative, which involved creating asphalt roads using recycled plastic, is set to expand across DEEP C Industrial Zones, serving as an innovative strategy to combat plastic waste and promote a circular economy in the country. The project not only showcased the potential for plastic waste to be repurposed as a valuable resource but also aimed to reduce litter and landfill waste by utilizing post-consumer flexible packaging, like polyethylene film, for road construction. This approach not only contributes to more durable roads but also has the potential to decrease greenhouse gas emissions by replacing a portion of the required bitumen. The project's collaborative nature involved local authorities, waste collectors, and the plastic industry, working together to address plastic pollution and foster better end markets for plastic waste in Vietnam.

### Reclamation Materials

In the pursuit of sustainable operations, we actively engage with a range of raw materials, encompassing both conventional and alternative sources. Our approach entails the utilization of reclamation materials like black sand, hilly soil, and base—these form the foundation of our conventional raw materials. Furthermore, we integrate alternative resources, including mud and dredged material. This strategy not only ensures the efficient utilization of resources but also aligns with our goal of minimizing environmental impact and promoting responsible development practices.

| FY 2022                        |                      |
|--------------------------------|----------------------|
| Conventional Raw Material (m3) |                      |
| 2,186,549                      | Black sand           |
| 1,795,946                      | Hilly soil           |
| 10,406                         | Base                 |
| 3,992,901                      | Total                |
| Alternative Raw Materials (m3) |                      |
| 793,000                        | Mud/Dredged material |

INDUSTRIAL ZONES

## 3.2.2 Water and Effluents

Key ESG impacts (positive and negative) identified, related to water and effluents:

- |  |   |
|--|---|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Reduction in the consumption of raw water</li> <li>Consistent &amp; reliable supply of water to clients</li> <li>Reuse of treated wastewater in industries for irrigation &amp; reduced dependence on external water supply</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Lack of adherence to proper effluent disposal practices could lead to groundwater contamination.</li> <li>Stringent rules &amp; regulations and lack of clear guidance on effluent disposal could lead to delays in compliance</li> </ul> |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Protection of environment and public health</li> <li>Optimised consumption of water and reduction in water wastage</li> </ul>   | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Lack of a regulatory policy for commercial use of treated wastewater</li> </ul>  |

**Total water withdrawal (in m3)**  
(in m3, purchased from the supplier for our own use and for supply to our customers)

| FY 2022  |         |
|--|---------|
| Surface water + groundwater + seawater + third-party water |         |
| 24,815   | DEEP C  |
| 1,266,643  | Tenants |





The term “water consumed” refers to the water we sold to our customers, totaling 1,236,303 m<sup>3</sup> in 2022. In the same year, our total wastewater discharge into freshwater bodies amounted to a substantial 456,299,000 cubic meters m<sup>3</sup>.

DEEP C has optimized treated wastewater for applications such as watering green zones, irrigation of the nursery and facility cleaning. We are currently investigating the possibility of starting a pilot to reuse treated wastewater

for industrial purposes. The centralized wastewater treatment plant in DEEP C is certified to ISO 9001:2015 (Quality Management System) & 14001:2015 (Environmental Management System). Wastewater collected from tenants’ factories is treated by physic-chemical and biological (bacteria) treatment technology before discharge into the environment under monitoring of a 24/7 online water output system.

**To save water, we have implemented the following initiatives since July 2022:**

- Replacement of water pipes for watering plants and equipping rain sprinklers
- Tightening controls for water usage, leak\ checking, and avoiding waste of overflow water
- Reducing hand wash Faucet flow to 6 liters per minute
- Fixing water leaks/pipe cracks/tank cracks



**3.2.3 Energy**

**Key ESG impacts (positive and negative) identified, related to water and effluents:**

- |  |  |
|--|--|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Expansion in the availability of cleaner &amp; cheaper energy sources for clients</li> <li>• Prevention of environmental pollution through reduction in GHG emissions</li> <li>• Investments that improve power quality and power reliability in Vietnam could increase</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• Changing regulations on energy could have potential environmental and economic impacts such as a dismantling cost, cost of disposing of solar panels, etc.</li> </ul>                                |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Lower utility bills for end users due to falling energy costs &amp; energy saving</li> <li>• Continuity of quality power supply and increased earnings for the business</li> <li>• Opportunity to educate local communities &amp; business partners on energy saving</li> </ul>       | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• Considerable upfront investment involved in putting in place effective energy management technologies</li> <li>• Challenges in the availability of qualified energy management professionals</li> </ul> |

DEEP C consumes energy for our own operations and generates electricity as a part of our service offerings. The energy consumption for our own operations is presented in the table below:



Sources of Energy within the Organization

| FY 2022     |             |
|-------------|-------------|
| 210,061 LTR | Diesel      |
| 28,226 LTR  | Gasoline    |
| -           | Natural Gas |
| 10,532 LTR  | LPG Gas     |

INDUSTRIAL ZONES

Outlined in the subsequent chart is the data pertaining to renewable energy generation from our operations in the year 2022.

Data on renewable energy produced in 2022

DEEP C's progressive strategy envisions a robust future for renewable energy, encompassing rooftop solar panels, windmills, and waste-to-energy solutions. Initiating its operations in 2022, the wind turbine has made a substantial contribution to DEEP C's energy portfolio. The turbine generated a notable 2,055,580 kWh during the same year. Concurrently, the output of renewable energy from solar sources witnessed a remarkable 60% increase from the previous year, reaching a total of 3,481,208 kWh.

Looking ahead, DEEP C's proactive approach extends to establishing a distribution network. This network not only reduces the potential strain on the EVN grid due to future loading increases but also has a broader objective: to distribute energy to tenants and fulfill 30% of DEEP C's electricity demand with renewable sources by 2030. This concerted effort underscores DEEP C's commitment to sustainability and its role in shaping a cleaner, greener energy future.



3,481,208  
From Solar  
(in KWH)



2,055,580  
From Wind Turbine  
(in KWH)

Electricity sold to tenants in 2022 is shown in the table below, which indicates that the biggest impact can be created with respect to tenant electricity consumption:



2022  
**468,850,364**  
Electricity sold to non DEEP C tenants (in KWH)

In 2019, DEEP C started by deploying its own IoT network connected to smart meters to remotely monitor the power consumption of tenants. The deployment of a remote energy data collection solution via LoRaWAN connections was first pioneered by DEEP C in Vietnam. Power consumption data ever since has been collected every 30 minutes including data on voltage, capacity, and consumption from tenants' activities. This serves two purposes: precise and transparent data collection of customer consumption profiles, and more efficient management of the DEEP C energy grid. This leads to lower costs and lesser energy consumption.

From September 2021 to date, we have increased renewable energy generation capacity by 50% with Solar Energy Harvesting project of DEEP C no 2 (0.933 MWp) in DEEP C Haiphong II. At the end of 2021, we successfully commissioned the set up our first wind turbine in North Vietnam (2.3 MWp capacity), which generated 1 million kWh of power by June 2022. We also installed an off-grid "Education centre" in the wind turbine area where technical details of our RE projects are presented to schools and visitors. An off-grid system with 5.2 kWh solar + battery has been installed on top of the education centre for this purpose.

Our initiatives to promote energy efficiency (for the reporting year) are listed below:

**Initiatives for Electricity Conservation**

- Transitioning from Halogen lights to LED streetlights in DVIZ.
- Implementation of employee behavior change programs, including heightened awareness of power conservation. This involves setting the office air conditioner temperature default to 26-27°C and turning off lights during periods of non-use or lunch breaks

**Initiatives for Fuel Efficiency**

- Implementation of a periodic maintenance process utilizing higher quality oil (Kobelco brand). This extension of maintenance intervals enables service to occur every 500 working hours instead of the previous 250 hours.
- Adoption of electric vehicles for garbage collection within the industrial zone. Utilizing electric cars aids in decreasing gasoline consumption, as outlined below:



**Kind of vehicle:**  
Thaco truck  
**Norms (liter/km):**  
0.15  
**Total of distance (km/month):**  
520  
**Month:**  
12  
**Used gasoline (liter):**  
936



**DEEP C's Project 2030**

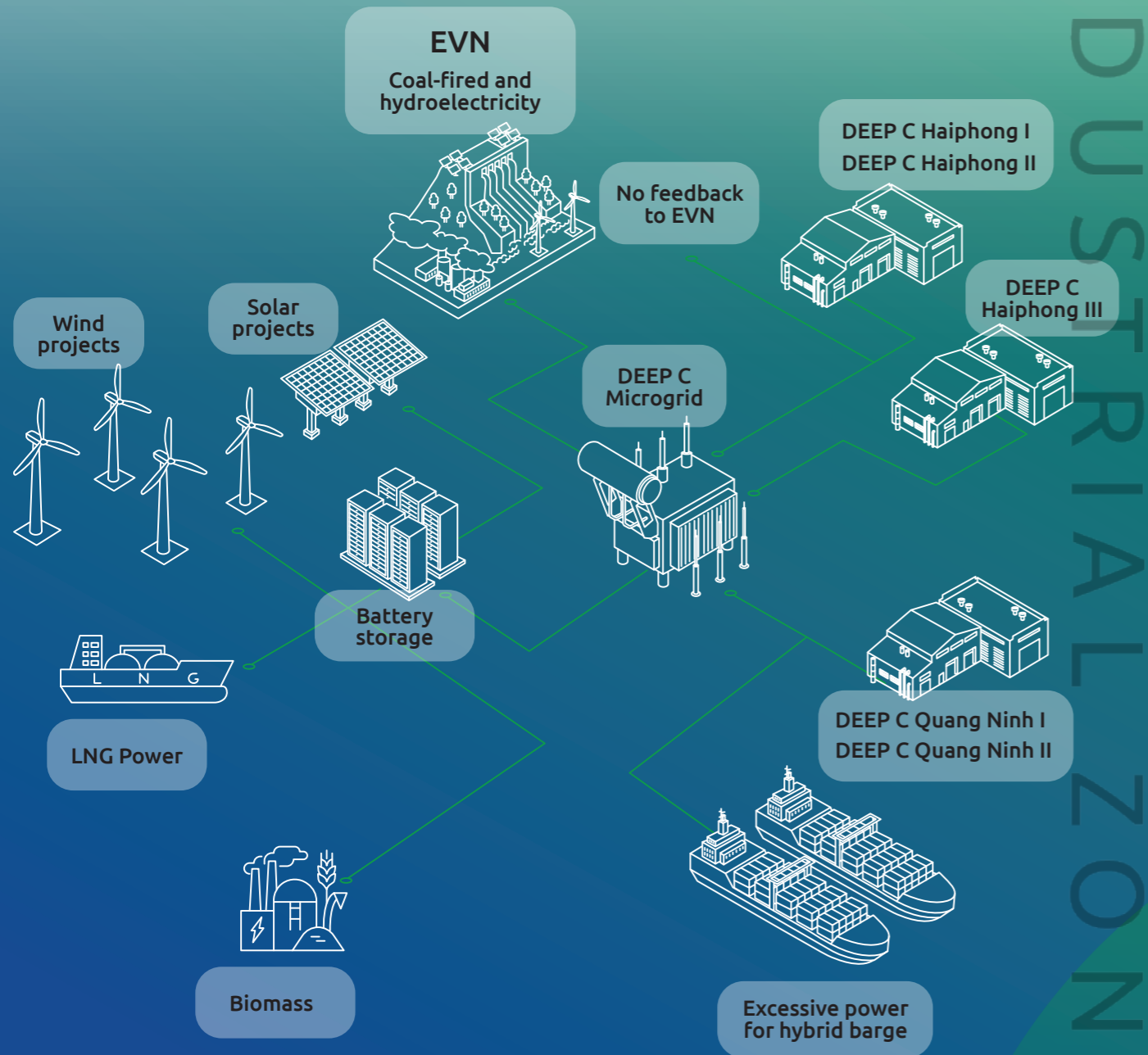
Project 2030 stands as one of our most ambitious undertakings, instilling us with a sense of pride. This initiative revolves around the transition to renewable energy alternatives within Vietnam's DEEP C Eco Industrial Park. The targets encompass a progression from 30% renewable energy utilization without storage, to 50% with storage, and the ultimate goal of achieving up to 100% renewable energy integration. This can be facilitated through an LNG or biomass project, or a direct connection to an offshore wind project.

To ensure the successful realization of Project 2030, a well-structured plan of action has been devised. The envisioned benefits of this initiative are numerous:



- Minimization of distribution loss by generating energy at the consumer site.
- Enhancement of grid stability, reducing transmission dependence on EVN and mitigating fluctuations in quality and supply capacity.
- Protection of DEEP C's grid against external interferences.
- Control over power costs and supply, thereby lessening vulnerability to market fluctuations.
- Optimized margins through the utilization of the most efficient generation sources.
- Safeguarding investments in substations and network infrastructure.
- Assured sustainable recurring revenue streams and additional services.

A snapshot of our site plan for using renewable energy is provided below:



### 3.2.4 Biodiversity and Land Use

#### Key ESG impacts (positive and negative) identified, related to biodiversity and land use:

- |  |  |
|--|--|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Improved public image, economic benefits from effective allocation &amp; use of land</li> <li>Benefit to surrounding communities due to presence of rich flora / fauna</li> </ul>            | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Potential conflicts in ensuring mutual benefits for the industry, communities, flora and fauna</li> <li>Increased time involved in redefining land use to ensure environment is impacted positively</li> </ul> |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Strengthening of relationship with the government and locals</li> <li>Industrial development along with natural land use</li> <li>Promotion of environmental protection as a mindset</li> </ul> | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Risk of attracting harmful insects due to preservation of biodiversity</li> </ul>   |

DEEP C is working with relevant authorities of Quang Ninh on the complex preservation of a 10-Ha native mangrove. The area will not only act as a retention and buffer area but also offers stilted walkways for visitors, which will act as an educational walking path with information boards

on the value of mangroves to raise awareness. DEEP C has taken significant steps to promote environmental conservation by establishing an in-house nursery and a wetland green zone in Hai Phong, aimed at preserving the local fauna and flora. On April 2, 2022, we organized a tree-planting event that saw active participation from our valued customers, dedicated employees, esteemed city leaders, and community members. As of now, our green zone in Hai Phong covers 89.73 hectares, and our afforestation program in Quang Ninh encompasses an additional 20 hectares.





### 3.2.5 Air Emissions, GHG, and Air Pollutants

#### Key ESG impacts (positive and negative) identified, related to air emissions, GHG, and air pollutants:

- |   |  |
|---|--|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Safeguarding of public health due to prevention of health hazards from pollution (in line with Vietnam’s goal of achieving net zero by 2050)</li> <li>Creation of sustainable investment hubs in addition to lower operating / financing costs</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Risk of carbon offsetting in the place of actual emissions reduction</li> <li>In case laws / regulations do not allow flexibility, implementation of new technologies could become difficult</li> </ul>  |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Protection of community health</li> <li>Opportunities for appropriate equipment of cleaner &amp; innovative technologies for sustainable projects</li> <li>Increased awareness on air pollution among staff and associated stakeholders</li> </ul>           | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Lack of proper awareness on life cycle analysis could sometimes lead to poor understanding of carbon emission calculations</li> <li>Increased costs due to a lack of financial incentives to use better technologies to treat emissions.</li> </ul> |

Our GHG emissions for the years 2022 are represented in the table below. Scope 1 emissions are mainly from diesel and LPG used in our operations. Scope 2 emissions are from electricity purchased.

| FY 2022 |   |
|---------|---|
|         | <b>643.27</b> Scope 1 emissions (tCO2e) |
|         | <b>831.86</b> Scope 2 emissions (tCO2e) |

INDUSTRIAL ZONES

#### Resource Efficiency and Cleaner Production (RECP) Programs

In 2022, RECP audits were conducted on 15 tenant companies, the execution of solutions introduced will potentially result in the savings of 30 million kWh of energy, 56,000 m3 of water, and a potential CO2-reduction of over 29,000 tons of CO2 per year. Through the RECP audits conducted in collaboration with UNIDO and MPI, clients have received a range of suggestions aimed at enhancing their energy efficiency and reducing waste generation. These recommendations not only offer prospects for direct savings among our tenants but also align with DEEP C’s broader ESG vision as an Eco-Industrial Park.



#### Waterborne Paint for Traffic Markings

We have implemented the use of waterborne traffic marking paint across our industrial zones, a decision driven by our commitment to environmental sustainability. This paint not only aligns with eco-friendliness but also serves as a sustainable material choice. One of its prominent benefits is the reduction of solvent usage, which contributes to improved working conditions and better air quality. With very low VOC emissions, measuring below 150g/L, this paint significantly minimizes its impact on the environment.

Furthermore, our transition to waterborne paint offers considerable advantages in terms of safety. Unlike other options, it doesn’t require heating during application, ensuring a safer working environment. This safety is maintained across its formulation, transport, storage, and application processes due to its non-flammable nature. This conscientious shift to waterborne traffic marking paint echoes our commitment to both environmental well-being and the safety of those involved in its use, reflecting our dedication to sustainable practices and responsible industrial management.





## 3.3 People Empowerment

As Deep C, we carry a broad outlook of diversity; we support a variety of businesses from multiple industries and nationalities; we are committed to building a diverse and multicultural community at the workplace and beyond - one that benefits our

employees, clients and partners. Our diversity and inclusion practices are manifested through our hiring practices, training and mentoring programs, organizational events and other community interventions.

ZONES

### 3.3.1 Employee Hiring and Benefits

**Key ESG impacts (positive and negative) identified, related to employee hiring and benefits:**

- |  |   |
|--|---|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Improved resource allocation over time</li> <li>Reduced hiring and training costs</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Challenges in hiring suitable candidates due to a competitive labor market</li> </ul> |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>High-quality workforce presence.</li> <li>Improved employee retention rates</li> </ul>          | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Challenges in recruiting high-quality employees and managing employee data</li> </ul>    |

At DEEP C, we consider our employees as the lifeline of our organization - their welfare is of paramount importance to us. Ensuring their safety, health, and well-being is embedded in our everyday operations as we strive to create a nurturing and supportive work environment.

#### New Employee Hires and Employee Turnover

Our workforce turnover data is represented in the following table. Currently, we do not track this data by age - however, we plan to start collecting age-specific data moving forward, aiming to enhance our workforce analytics and implement targeted retention strategies.

| 2022   |  |
|--|--|
| <br><b>Male</b>   | <b>Workforce turnover Gender-wise</b><br>(including VRS, retirement & death) |
|  | <b>2 Management</b>  |
|  | <b>26 Non-management</b>   |
|  | <b>New joinee turnover</b>   |
|  | <b>- Management</b>  |
|  | <b>44 Non-management</b>   |
| <br><b>Female</b> | <b>Workforce turnover Gender-wise</b><br>(including VRS, retirement & death) |
|  | <b>2 Management</b>  |
|  | <b>15 Non-management</b>   |
|  | <b>New joinee turnover</b>   |
|  | <b>- Management</b>  |
|  | <b>28 Non-management</b>   |

### Employee Benefits

We ensure to create a positive work environment that aligns with human resource policies. Our employee benefits are designed to promote financial stability among our workforce while we remain competitive in the industry. In addition to government-mandated benefits, we offer a range of extra perks, including PVI insurance, more Annual Leave days, above-minimum-standard salaries, company trips, access to clubs and sports activities, bonuses, food baskets for low-income employees, family days, helmets for motorcycle commuters, and meals for employees working on-site, among others.

Apart from the aforementioned benefits, DEEP C conducted a series of employee engagement programs throughout 2022. Some of these are detailed below:



**“Food Basket” Program:** Since April 2022, we have been providing two baskets of seasonal vegetables, fish/chicken, eggs, and groceries every month to employees with a contractual monthly salary of 549.24 USD and below.

**Birthday Celebrations:** We have been gifting each employee (worth 21.12 USD) with a DEEP C merchandise and a birthday cake in place of our usual celebrations.



**Sponsored Yoga Classes:** Starting from June 2022, we sponsored 6-month yoga classes every Monday and Wednesday for our employees.

**Family Day Celebrations:** Before the school year began, we held family day celebrations for our employees and their children.



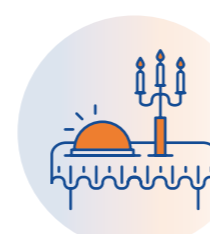
**Company Trips:** In October and November 2022, we organized company trips for our employees.

**Sports Competition:** On September 11, 2022, we hosted a football competition with 20 teams, including tenants’ teams.



**Daily Shuttle System:** We implemented a daily shuttle system for employees to move between DEEP C sites and offices.

**Gala Dinner:** To commemorate DEEP C’s 25th anniversary, a gala dinner was arranged for all employees during the B-Fest event. Employees received 2 vouchers (approximately 25.35 USD value) for food and drinks, with an additional voucher from the CEO on his birthday.



INDUSTRIAL ZONES

### Parental Leave

DEEP C has established parental leave entitlements for our employees. In 2022, a total of 20 employees, comprising 11 male and 9 female employees, availed parental leave. This initiative reflects our dedication to fostering a family-friendly work environment that supports employees in their personal lives and family responsibilities. 7 of these female employees remained with DEEP C for more than 12 months after resuming their duties, indicating a positive impact on employee retention. As we continue to adhere to GRI Standards and commit to equality and diversity, we are determined to constantly enhance our family-friendly policies and initiatives.

### Occupational Health and Safety

At DEEP C, the health and safety of our people are our top priority, and we are dedicated to maintaining a hazard-controlled working environment with a minimized incident rate. Since 2019, we have conducted nearly 1000 safety inspections across all departments and sub-zones, proactively identifying and mitigating potential hazards to foster a workplace culture that prioritizes employee safety. Our QHSE policy aligns with ISO 45001:2018 standards, emphasizing risk management and planning to transition to job safety analyses by 2023. We implement structured incident management and medical surveillance for effective monitoring and response. Employees actively engage in safety through safety officers, inspections, and a dedicated workflow for addressing concerns. We have implemented a smoke-free policy, a yoga club, and a bicycle club to promote employee well-being and overall health.

Our commitment extends to all workforce members, including external contractor employees, security guards, and on-site workers. We recorded one (1) high-consequence work-related injury - a traffic-related accident while an employee was on the way to work, and six (6) work-related injuries during the reporting year, but no fatalities due to our stringent safety measures.



### 3.3.2 Training and Development

#### Key ESG impacts (positive and negative) identified related to training and development:

- |   |   |
|---|---|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Presence and cultivation of an intellectual, diverse, and skilled workforce.</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• Increased time and cost if training needs assessment is not conducted properly</li> </ul> |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Enhanced employee performance and increased job satisfaction</li> </ul>                    | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• Significant time and financial investments to ensure training effectiveness</li> </ul>       |

In 2022, DEEP C allocated an average of 22 training hours per employee. This signifies our ongoing commitment to investing in the development and capacity building of our workforce. Our diverse range of training initiatives is designed to support both personal and professional growth, empowering our employees to contribute effectively to the organization's success and adapt to evolving industry demands.

#### DEEP C Comprehensive Training Program

- Safety**
- First aid
  - Fire fighting prevention and rescue training
  - Chemical safety
  - Occupational safety and health
  - Chemical Safety drill on petrochemical area
  - Accident root analyse and PPE + safe lifting
  - FF drill outside petrochemical by FF dept
  - Electrical safety course
  - Speed boat

- IT**
- User Interface Design Specialization
  - Basics of Web Development & Coding Specialization
  - ArcGIS training
  - Agile Project management
  - Leading the Modern Day Business Specialization
  - Business Analysis
  - ITIL 4 - Foundation
  - Advanced Excel course

INDUSTRIAL ZONES



#### Soft skills

- Teamwork & Creative thinking
- Presentation skills
- Motivate yourself & inspire others
- Management & Leadership



#### Project

- Eco Industrial Park: introduction & capacity building
- EIP indicators
- Webinar " Access to Finance Tool for Eco-industrial Park implementation in Vietnam"
- Workshop "Industrial symbiosis and financial instruments for Eco-industrial parks in Vietnam"
- Organic farming



#### Environment

- Waste management; Prevention and response to environmental incident; Decree 45
- Update the new points in Environmental Protection Law 2020 + Environmental license



#### Energy

- Training to get 22kV operation certificate
- Test resistance resistor & grounding resistance
- Training to get A1 operation certificate
- ETAP system
- FIDIC agreement
- Training for Measuring Insulation Resistance, Ground Resistance and Testing method of Insulation Resistance



#### Operation

- Decree 35/2022/ND-CP on the management of IZ
- Design approval



#### Finance

- Investment Finance
- Finance + Project Management
- Jet Report training
- Strategic Cost Management
- Adobe Illustrator
- Project Management for ENG
- Real Estate



#### Language

- English, Chinese, Vietnamese, Korean, Japanese



#### Procurement

- Advanced contract drafting course & dispute settlement
- Tests for Certificate of Tendering Practice, by Public Procurement Agency.
- Tests for Certificate of Construction valuating Practice grade 3, by Department of Construction of Hai Phong.
- Negotiation course

### Overview of Legal Training and Participants Trained

2022

40

Compliance with regulations on anti bribery pursuant to the Criminal Code when working with competent authorities and partners

50

Discharge of under-qualified wastewater - regulation, prevention, legal consequences and the media

50

Introduction of Decree 35/2022 on management of economic zone and industrial zone: Part 1 - Industrial zone planning and establishment

72

Introduction of Decree 35/2022 on management of economic zone and industrial zone: Part 2 - industrial zone operation

25

Division of common property between the spouses before, in between and after marriage

60

Contract offer and counter offer

30

Claim against decision on administrative penalty

169

Labor contract: What you need to know



### 3.3.3 Labor Management

#### Key ESG impacts (positive and negative) identified related to labor management:



#### Potential Positive Impacts

- Transparency in the working environment, along with fair system and implementation of penalties, promotes accountability and efficiency



#### Potential Negative Impacts

- Creation of a negative work atmosphere
- A decline in the organization's reputation



#### Actual Positive Impacts

- Increased adherence to regulatory requirements, fostering compliance
- Mitigation of conflicts through enhanced communication



#### Actual Negative Impacts

- None

At DEEP C, we value employee well-being and work-life balance. Our labor management practices are governed by our "Internal Labor Regulations," which cover working hours, rest breaks, conduct, safety, harassment prevention, intellectual property, and more. These guidelines create a professional and respectful work environment, promoting the well-being and rights of all employees.

Our diverse working hours cater to different needs, with 40 hours for office employees, 44 hours for those on a 5.5-day workweek, and 48 hours for shift and site workers. We exceed legal requirements, offering 16 days of annual leave (AL) per year, and employees can carry over unused days for up to 6 months. Family welfare is essential to us, enabling employees to care for their children in a supportive work environment that goes beyond legal obligations.



### 3.3.4 Diversity and Inclusion

#### Key ESG impacts (positive and negative) identified related to diversity and inclusion:

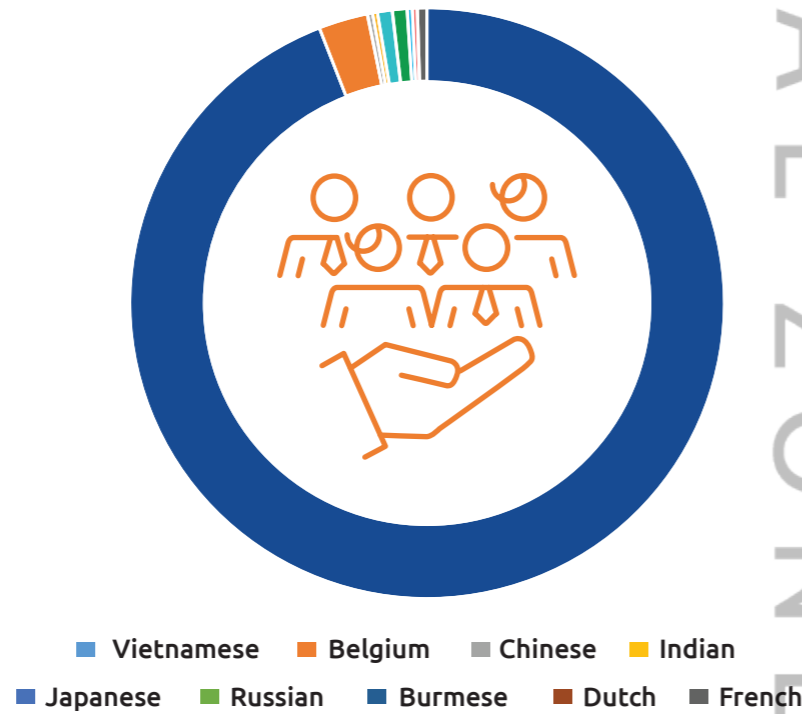
- |   |   |
|---|---|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Fostering a congenial work environment that upholds principles of equity</li> <li>Enhanced access to job opportunities for a diverse workforce</li> </ul>             | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Limited diversity in the workforce due to specific qualifications required for each role</li> <li>Challenges in effective communication within a diverse team</li> </ul>  |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Limited diversity in the workforce due to specific qualifications required for each role</li> <li>Challenges in effective communication within a diverse team</li> </ul> | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Increased complexity in the recruitment process to effectively incorporate diversity</li> <li>Risk of employee disengagement stemming from the challenges of managing a workforce with diverse backgrounds and perspectives</li> </ul> |

Deep C demonstrates a commitment to diversity and inclusion by employing a workforce representing a wide range of nationalities. Among our 372 employees, the breakdown by nationality is as follows:

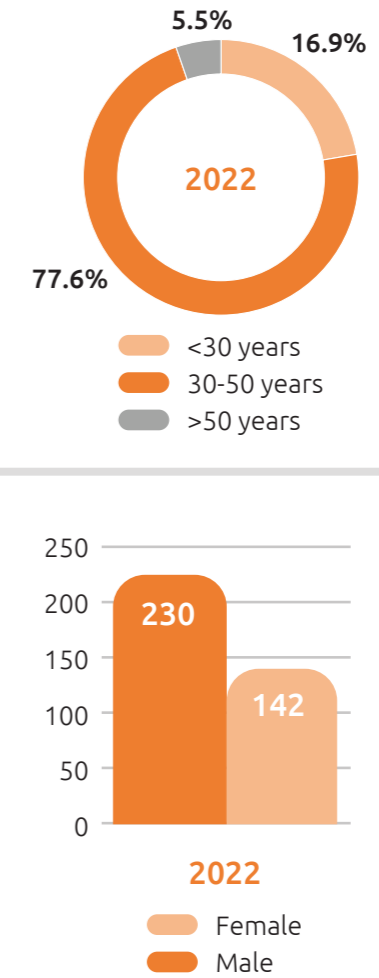
#### Workforce Nationalities

In our management roles, we had a notable presence of women, with a total of 20 females contributing to our leadership team. This diversity reflects our ongoing dedication to fostering an inclusive workplace that values individuals from various backgrounds and perspectives.

In 2022, our company maintained a discrimination-free environment, irrespective of age, sex, nationality and other social aspects, with no reported incidents. We conducted an art media event, "forum theater," to raise awareness about sexual harassment and the significance of speaking up.

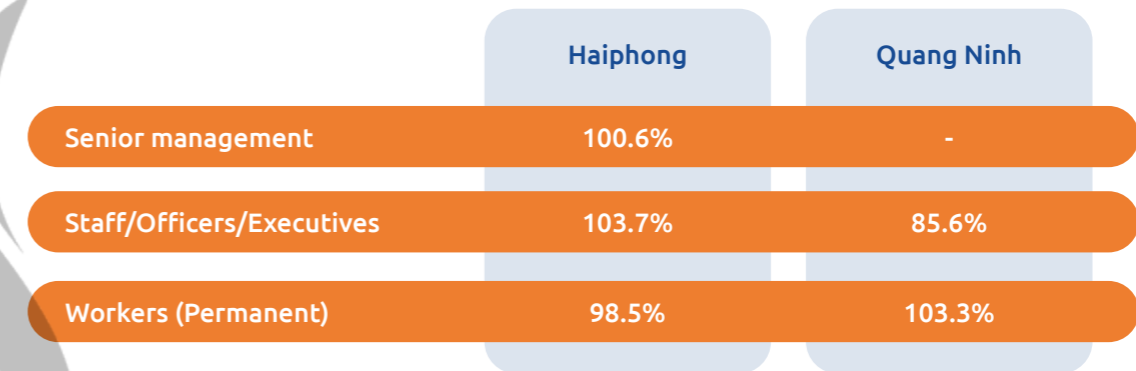


#### Diversity of Employees



#### Ratio of basic salary and remuneration of women to men across employment

We have examined gender-based compensation ratios in Haiphong City and Quang Ninh Province operations. Women excel in senior management and staff including officers and executives. However, there's a slight gender-based pay gap among permanent workers. We are committed to addressing this gap and fostering gender equity across all employment categories.





## 3.4 Community and Partnerships

As an industrial zone developer, the key to our long-term success lies in cultivating strong relationships with the local communities surrounding our operations. In parallel, we place great importance on establishing partnerships with other organizations to guarantee the quality of our offerings. To accomplish these goals, our

primary focus includes implementing progressive procurement practices, effective customer management actions and beneficial corporate social responsibility interventions with diverse organizations. The subsequent section offers an outline of our performance in these essential areas.

ONES

### 3.4.1 Procurement Practices

Key ESG impacts (positive and negative) identified related to procurement practices:

- |   |  |
|---|--|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Our commitment to local sourcing not only fosters stronger ties with the community but also contributes to lower CO2 emissions</li> </ul>             | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• Finding ESG-compliant suppliers raises raw material sourcing costs, seen in instances like comparing e-bikes to conventional motorbikes or products with sustainable labeling</li> </ul> |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>• Effective supplier screening and stronger collaboration</li> <li>• Control over contractors and suppliers, maintaining high-quality standards</li> </ul> | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>• Restricted pool of available suppliers for specific materials puts a strain on our procurement budget, leading to increased expenses.</li> </ul>  |

Our procurement practices prioritize local sourcing to rationalize our social and environmental impact. By working with local suppliers, we boost community businesses and minimize the need for major transportation from other areas, thereby reducing our carbon footprint. Embracing supplier diversity promotes inclusivity, while partnerships with local stakeholders drive positive change and shared value within our communities.

The procurement team at DEEP C is responsible for managing supply chain matters. As part of our sustainability commitment, we are planning to integrate environmental and social criteria into the supplier screening process in the future. A total of 163 new suppliers were added in 2022.










### 3.4.2 Local Community

#### Key ESG impacts (positive and negative) identified related to local community:

- |   |  |
|---|--|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Improved community relations</li> <li>Increased opportunities for local hiring</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Stakeholder/investor expectation misalignment, leading to dissatisfaction due to varying priorities and perceptions</li> </ul> |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Contribution to local community welfare</li> </ul>   | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Challenges in effectively monitoring community endeavors</li> </ul>   |

Our commitment to sustainable development of communities is central to the work we do beyond regular operations. A lot of these interventions have been clubbed under our CSR programs and below is a list of those rolled out in 2022:

- 1  **Planted 2,500 trees** along with existing clients and local authorities
- 2  **Donated 26,000 seedlings** correspondent with 20 ha to Quang Ninh Province, equivalent to **12,674.79 USD**
- 3  **Youth Journey for Homeland Sea and Island Program** - a clean-up initiative and the planting of 100 cook pine trees, funded by CSR with **760.49 USD**
- 4  **Waste Recycling Festival Day** in Cat Hai district, costing **2,112.46 USD**. Featured decorative trees, mini trees exchanged for recyclable trash, and event materials.

- 5  **Environmental Protection Law** and Environmental License Training for our tenants, led by MONRE experts, costing **4151.97 USD**
- 6  **Renewable Energy Seminar** for Hai Phong University lecturers and students
- 7  **Awarded 60 scholarships** to orphans and underprivileged students in Cat Hai district, **donated 25 bikes** to selected students in Hai An district, totaling **4,647.42 USD** in contributions. Provided scholarships amounting to **1,816.72 USD** to the Haiphong Study Promotion Association and **donated 2,112.46 USD** to aid orphaned, disabled, and underprivileged children in need of community support.
- 8  **Donated a total of 844.99 USD** to support the Dong Bai community events and contributed **21,124.65 USD** during the Haiphong Red Flamboyant Festival. Contributing **8,449.86 USD** to support the Green Cat Ba 2022 Festival in Cat Hai district.
- 9  **Aided aquacultural farmers in Cat Ba Island** by purchasing 1,132 kg of fish, costing approximately **9,168.10 USD**
- 10  **Supported the Peak Month for the Poor and the movement** "The Whole Country Joins Hands for the Poor - No One is Left Behind" by donating **12,674.79 USD** to Haiphong City.
- 11  **Celebrated Invalids and Martyrs Day**, honoring those who sacrificed their lives for Vietnam, and donated **422.49 USD** to families with meritorious services to the country



### 3.4.3 Customer Management

Key ESG impacts (positive and negative) identified related to customer management:

- |   |   |
|---|---|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Establishing a loyal customer base and reducing survival-related risks during economic challenges</li> </ul>                | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Neglecting social and environmental issues important to customers can hinder customer attraction and retention</li> </ul> |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Enhanced reputation through timely customer concern management</li> <li>Increased customer satisfaction and loyalty</li> </ul> | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Hiccups in communication during the pandemic affected customer relations</li> </ul>  |

There were no recorded instances of customer privacy breaches or violations of regulatory requirements in 2022. A risk assessment framework has been implemented in previous years and is being updated periodically. Plans are underway to conduct assessments on the impact of customer health and safety in the forthcoming periods.



### 3.4.4 Environmental Compliance

Key ESG impacts (positive and negative) identified related to environmental compliance:

- |  |  |
|--|--|
| <p><b>+ Potential Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Better reputation and more opportunities for green funding</li> <li>Increased sales and setting an example for green investments in Vietnam</li> </ul> | <p><b>- Potential Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Cost of upgrading infrastructure to meet new regulations - investing in new technologies and processes, or upgrading existing infrastructure</li> </ul>          |
| <p><b>+ Actual Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Reduced costs associated with fines, lawsuits, and other legal expenses</li> <li>Lower pollution and better health and wellbeing</li> </ul>               | <p><b>- Actual Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Compliance requirements could lead to short-term sales or revenue losses.</li> <li>Environmentally friendly alternatives could lead to additional costs.</li> </ul> |

DEEP C operates in compliance with laws and regulations in Vietnam across various sectors, including real estate, management consultancy, architecture and engineering, market research, professional and technical activities, water collection and treatment, electricity distribution, civil engineering, warehousing, transportation support, and agriculture-related services.

DEEP C holds ISO 14001:2015 Environmental Management System certification, signifying our commitment to providing waste treatment services and trading fresh water within the industrial zone while adhering to high environmental standards. This certification is a testament to our ongoing efforts to meet and exceed environmental regulations while consistently improving our environmental performance. Responsible waste treatment and efficient fresh water trading are pivotal in constructing an environmentally conscious industrial community. At DEEP C, we prioritize meeting our clients' needs while ensuring we make a positive impact on the community in where we operate.



Chapter 4

# The Road Ahead

This sustainability report serves as a concise yet comprehensive portrayal of our present accomplishments and ongoing performance. It also provides a glimpse into our strategic direction moving forward. In the calendar year 2022, we embarked on a comprehensive evaluation of ESG adoption and integration across every facet of our organizational structure. This meticulous process culminated in the development of a strategic roadmap that outlines a series of pivotal actions to be executed in the coming years.

**Notable highlights from this roadmap encompass:**



While we have benchmarked our practices against global industry leaders, it is noteworthy that our proposed action points are uniquely tailored to our regional, economic, and socio-cultural context. As we progress along this charted roadmap, our commitment remains unwavering in our pursuit of industry sustainability leadership within our sector and geographical domain.

# Chapter 4

## GRI Content Index

| GRI Standards                   |  | Sustainable Development Report 2022 | Page                  |
|---------------------------------|--|-------------------------------------|-----------------------|
| GRI Standard Number             | GRI Standard Title   |                                     |                       |
| <b>General Disclosures</b>      |  |                                     |                       |
|                                 | 2-1 Organizational details   | ☑                                   | 8                     |
|                                 | 2-2 Entities included in the organization's sustainability reporting             | ☑                                   | 9                     |
|                                 | 2-3 Reporting period, frequency and contact point                                | ☑                                   | 2                     |
|                                 | 2-4 Restatements of information  | ☒                                   |                       |
|                                 | 2-5 External assurance   | ☒                                   |                       |
|                                 | 2-6 Activities, value chain and other business relationships                     | ☑                                   | 8, 9                  |
|                                 | 2-7 Employees  | ☑                                   | 11                    |
|                                 | 2-8 Workers who are not employees  | ☑                                   | 11                    |
|                                 | 2-9 Governance structure and composition   | ☒                                   |                       |
|                                 | 2-10 Nomination and selection of the highest governance body                     | ☒                                   |                       |
|                                 | 2-11 Chair of the highest governance body  | ☒                                   |                       |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts | ☑                                   | 16                    |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | ☑                                   | 20, 21                |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | ☒                                   |                       |
| GRI 2: General Disclosures 2021 | 2-15 Conflicts of interest   | ☑                                   | 57                    |
|                                 | 2-16 Communication of critical concerns  | ☑                                   | 57                    |
|                                 | 2-17 Collective knowledge of the highest governance body                         | ☑                                   | 54, 55                |
|                                 | 2-18 Evaluation of the performance of the highest governance body                | ☒                                   |                       |
|                                 | 2-19 Remuneration policies   | ☒                                   |                       |
|                                 | 2-20 Process to determine remuneration   | ☒                                   |                       |
|                                 | 2-21 Annual total compensation ratio   | ☑                                   | 59                    |
|                                 | 2-22 Statement on sustainable development strategy                               | ☑                                   | 16, 17                |
|                                 | 2-23 Policy commitments  | ☑                                   | 52, 53                |
|                                 | 2-24 Embedding policy commitments  | ☑                                   | Throughout the report |
|                                 | 2-25 Processes to remediate negative impacts                                     | ☑                                   | Throughout the report |
|                                 | 2-26 Mechanisms for seeking advice and raising concerns                          | ☑                                   | 20, 21                |
|                                 | 2-27 Compliance with laws and regulations  | ☑                                   | 23, 65                |
|                                 | 2-28 Membership associations   | ☒                                   |                       |
|                                 | 2-29 Approach to stakeholder engagement  | ☑                                   | 20, 21                |
|                                 | 2-30 Collective bargaining agreements  | ☒                                   |                       |

| GRI Standards                           |  | Sustainable Development Report 2022 | Page    |
|---|--|-------------------------------------|---------|
| GRI Standard Number                     | GRI Standard Title   |                                     |         |
| <b>Material topics</b>                  |  |                                     |         |
| GRI 3: Material Topics 2021             | 3-1 Process to determine material topics   | ☑                                   | 22, 23  |
|   | 3-2 List of material topics  | ☑                                   | 22 - 27 |
| <b>Economic performance</b>             |  |                                     |         |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | ☑                                   | 30, 31  |
|   | 201-1 Direct economic value generated and distributed                                | ☑                                   | 31      |
| GRI 201: Economic Performance 2016      | 201-2 Financial implications and other risks and opportunities due to climate change | ☒                                   |         |
|   | 201-3 Defined benefit plan obligations and other retirement plans                    | ☑                                   | 52, 53  |
|   | 201-4 Financial assistance received from government                                  | ☒                                   |         |
| <b>Market presence</b>                  |  |                                     |         |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | ☒                                   |         |
|   | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage   | ☑                                   | 59      |
| GRI 202: Market Presence 2016           | 202-2 Proportion of senior management hired from the local community                 | ☒                                   |         |
|   |  |                                     |         |
| <b>Indirect economic impacts</b>        |  |                                     |         |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | ☒                                   |         |
|   |  |                                     |         |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported                              | ☑                                   | 31      |
|   | 203-2 Significant indirect economic impacts  | ☑                                   | 31      |
| <b>Procurement practices</b>            |  |                                     |         |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | ☑                                   | 61      |
|   |  |                                     |         |
| GRI 204: Procurement Practices 2016     | 204-1 Proportion of spending on local suppliers                                      | ☒                                   |         |
| <b>Anti-corruption</b>                  |  |                                     |         |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | ☑                                   | 34      |
|   |  |                                     |         |
| GRI 205: Anti-corruption 2016           | 205-1 Operations assessed for risks related to corruption                            | ☑                                   | 34      |
|   | 205-2 Communication and training about anti-corruption policies and procedures       | ☑                                   | 34      |
|   | 205-3 Confirmed incidents of corruption and actions taken                            | ☑                                   | 34      |

| GRI Standards                           |   | Sustainable Development Report 2022 | Page   |
|---|---|-------------------------------------|--------|
| GRI Standard Number                     | GRI Standard Title  |                                     |        |
| <b>Anti-competitive behavior</b>        |   |                                     |        |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | ⊗                                   |        |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | ⊗                                   |        |
| <b>Tax</b>                              |   |                                     |        |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | ⊙                                   | 32     |
|   | 207-1 Approach to tax   | ⊙                                   | 32     |
|   | 207-2 Tax governance, control, and risk management                                    | ⊙                                   | 32     |
| GRI 207: Tax 2019                       | 207-3 Stakeholder engagement and management of concerns related to tax                | ⊙                                   | 32     |
|   | 207-4 Country-by-country reporting  | ⊙                                   | 32     |
| <b>Materials</b>                        |   |                                     |        |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | ⊙                                   | 38     |
|   | 301-1 Materials used by weight or volume  | ⊙                                   | 38     |
| GRI 301: Materials 2016                 | 301-2 Recycled input materials used   | ⊙                                   | 38     |
|   | 301-3 Reclaimed products and their packaging materials                                | ⊙                                   | 38     |
| <b>Energy</b>                           |   |                                     |        |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | ⊙                                   | 41     |
| GRI 302: Energy 2016                    | 302-1 Energy consumption within the organization                                      | ⊙                                   | 42     |
|   | 302-2 Energy consumption outside of the organization                                  | ⊗                                   |        |
|   | 302-3 Energy intensity  | ⊗                                   |        |
|   | 302-4 Reduction of energy consumption   | ⊙                                   | 43-45  |
|   | 302-5 Reductions in energy requirements of products and services                      | ⊙                                   | 43-45  |
| <b>Water and effluents</b>              |   |                                     |        |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | ⊙                                   | 39     |
|   | 303-1 Interactions with water as a shared resource                                    | ⊙                                   | 39, 40 |
| GRI 303: Water and Effluents 2018       | 303-2 Management of water discharge-related impacts                                   | ⊙                                   | 39, 40 |
|   | 303-3 Water withdrawal  | ⊙                                   | 39, 40 |
|   | 303-4 Water discharge   | ⊙                                   | 39, 40 |
|   | 303-5 Water consumption   | ⊙                                   | 39, 40 |

| GRI Standards                                   |   | Sustainable Development Report 2022 | Page   |
|---|---|-------------------------------------|--------|
| GRI Standard Number                             | GRI Standard Title  |                                     |        |
| <b>Biodiversity</b>                             |   |                                     |        |
| GRI 3: Material Topics 2021                     | 3-3 Management of material topics   | ⊙                                   | 47     |
|   | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | ⊙                                   | 47     |
| GRI 304: Biodiversity 2016                      | 304-2 Significant impacts of activities, products and services on biodiversity  | ⊙                                   | 47     |
|   | 304-3 Habitats protected or restored  | ⊙                                   | 47     |
|   | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations                                | ⊙                                   | 47     |
| <b>Emissions</b>                                |   |                                     |        |
| GRI 3: Material Topics 2021                     | 3-3 Management of material topics   | ⊙                                   | 48     |
|   | 305-1 Direct (Scope 1) GHG emissions  | ⊙                                   | 48, 49 |
|   | 305-2 Energy indirect (Scope 2) GHG emissions   | ⊙                                   | 48, 49 |
|   | 305-3 Other indirect (Scope 3) GHG emissions  | ⊙                                   | 48, 49 |
| GRI 305: Emissions 2016                         | 305-4 GHG emissions intensity   | ⊗                                   |        |
|   | 305-5 Reduction of GHG emissions  | ⊙                                   | 48, 49 |
|   | 305-6 Emissions of ozone-depleting substances (ODS)   | ⊙                                   | 48, 49 |
|   | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions   | ⊙                                   | 48, 49 |
| <b>Waste</b>                                    |   |                                     |        |
| GRI 3: Material Topics 2021                     | 3-3 Management of material topics   | ⊙                                   | 37     |
|   | 306-1 Waste generation and significant waste-related impacts  | ⊙                                   | 37, 38 |
|   | 306-2 Management of significant waste-related impacts   | ⊙                                   | 37, 38 |
| GRI 306: Waste 2020                             | 306-3 Waste generated   | ⊙                                   | 37, 38 |
|   | 306-4 Waste diverted from disposal  | ⊙                                   | 37, 38 |
|   | 306-5 Waste directed to disposal  | ⊙                                   | 37, 38 |
| <b>Supplier environmental assessment</b>        |   |                                     |        |
| GRI 3: Material Topics 2021                     | 3-3 Management of material topics   | ⊗                                   |        |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria   | ⊗                                   |        |
|   | 308-2 Negative environmental impacts in the supply chain and actions taken  | ⊗                                   |        |
| <b>Employment</b>                               |   |                                     |        |
| GRI 3: Material Topics 2021                     | 3-3 Management of material topics   | ⊙                                   | 51     |
|   | 401-1 New employee hires and employee turnover  | ⊙                                   | 51     |
| GRI 401: Employment 2016                        | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees  | ⊙                                   | 52     |
|   | 401-3 Parental leave  | ⊙                                   | 53     |

| GRI Standards                                 |   | Sustainable Development Report 2022 | Page   |
|---|---|-------------------------------------|--------|
| GRI Standard Number                           | GRI Standard Title  |                                     |        |
| <b>Labor/management relations</b>             |   |                                     |        |
| GRI 3: Material Topics 2021                   | 3-3 Management of material topics   | ☑                                   | 57     |
| GRI 402: Labor/Management Relations 2016      | 402-1 Minimum notice periods regarding operational changes  | ☑                                   | 57     |
| <b>Occupational health and safety</b>         |   |                                     |        |
| GRI 3: Material Topics 2021                   | 3-3 Management of material topics   | ☑                                   | 53     |
| GRI 403: Occupational Health and Safety 2018  | 403-1 Occupational health and safety management system  | ☑                                   | 53     |
|   | 403-2 Hazard identification, risk assessment, and incident investigation  | ☑                                   | 53     |
|   | 403-3 Occupational health services  | ☑                                   | 53     |
|   | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | ☑                                   | 53     |
|   | 403-5 Worker training on occupational health and safety   | ☑                                   | 53     |
|   | 403-6 Promotion of worker health  | ☑                                   | 53     |
|   | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | ☑                                   | 53     |
|   | 403-8 Workers covered by an occupational health and safety management system  | ☑                                   | 53     |
|   | 403-9 Work-related injuries   | ☑                                   | 53     |
|   | 403-10 Work-related ill health  | ☑                                   | 53     |
| <b>Training and education</b>                 |   |                                     |        |
| GRI 3: Material Topics 2021                   | 3-3 Management of material topics   | ☑                                   | 54     |
| GRI 404: Training and Education 2016          | 404-1 Average hours of training per year per employee   | ☑                                   | 54     |
|   | 404-2 Programs for upgrading employee skills and transition assistance programs                                     | ☑                                   | 55     |
|   | 404-3 Percentage of employees receiving regular performance and career development reviews                          | ⊗                                   |        |
| <b>Diversity and equal opportunity</b>        |   |                                     |        |
| GRI 3: Material Topics 2021                   | 3-3 Management of material topics   | ☑                                   | 58     |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees  | ☑                                   | 59     |
|   | 405-2 Ratio of basic salary and remuneration of women to men  | ☑                                   | 59     |
| <b>Non-discrimination</b>                     |   |                                     |        |
| GRI 3: Material Topics 2021                   | 3-3 Management of material topics   | ☑                                   | 58, 59 |
| GRI 406: Non-discrimination 2016              | 406-1 Incidents of discrimination and corrective actions taken  | ☑                                   | 58, 59 |

INDUSTRIAL ZONES

| GRI Standards  |  | Sustainable Development Report 2022 | Page   |
|--|--|-------------------------------------|--------|
| GRI Standard Number  | GRI Standard Title   |                                     |        |
| <b>Freedom of association and collective bargaining</b>        |  |                                     |        |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topic   | ☑                                   | 42     |
| 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 | ☑                                   | 42     |
| <b>Child labor</b>   |  |                                     |        |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | ⊗                                   |        |
| GRI 408: Child Labor 2016                                      | 408-1 Operations and suppliers at significant risk for incidents of child labor                                      | ⊗                                   |        |
| <b>Forced or compulsory labor</b>                              |  |                                     |        |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | ⊗                                   |        |
| GRI 409: Forced or Compulsory Labor 2016                       | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | ⊗                                   |        |
| <b>Security practices</b>                                      |  |                                     |        |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | ⊗                                   |        |
| GRI 410: Security Practices 2016                               | 410-1 Security personnel trained in human rights policies or procedures  | ⊗                                   |        |
| <b>Rights of indigenous peoples</b>                            |  |                                     |        |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | ⊗                                   |        |
| GRI 411: Rights of Indigenous Peoples 2016                     | 411-1 Incidents of violations involving rights of indigenous peoples   | ⊗                                   |        |
| <b>Local communities</b>                                       |  |                                     |        |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | ☑                                   | 60     |
| GRI 413: Local Communities 2016                                | 413-1 Operations with local community engagement, impact assessments, and development programs                       | ☑                                   | 62, 63 |
|  | 413-2 Operations with significant actual and potential negative impacts on local communities                         | ☑                                   | 62     |
| <b>Supplier social assessment</b>                              |  |                                     |        |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | ⊗                                   |        |
| GRI 414: Supplier Social Assessment 2016                       | 414-1 New suppliers that were screened using social criteria   | ⊗                                   |        |
|  | 414-2 Negative social impacts in the supply chain and actions taken  | ⊗                                   |        |

| GRI Standards                            |   | Sustainable Development Report 2022 | Page |
|--|---|-------------------------------------|------|
| GRI Standard Number                      | GRI Standard Title  |                                     |      |
| <b>Public policy</b>                     |   |                                     |      |
| GRI 3: Material Topics 2021              | 3-3 Management of material topics   | ⊗                                   |      |
| GRI 415: Public Policy 2016              | 415-1 Political contributions   | ⊗                                   |      |
| <b>Customer health and safety</b>        |   |                                     |      |
| GRI 3: Material Topics 2021              | 3-3 Management of material topics   | ⊙                                   | 64   |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories                 | ⊙                                   | 64   |
|  | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | ⊙                                   | 64   |
| <b>Marketing and labeling</b>            |   |                                     |      |
| GRI 3: Material Topics 2021              | 3-3 Management of material topics   | ⊗                                   |      |
| GRI 417: Marketing and Labeling 2016     | 417-1 Requirements for product and service information and labeling                                 | ⊗                                   |      |
|  | 417-2 Incidents of non-compliance concerning product and service information and labeling           | ⊗                                   |      |
|  | 417-3 Incidents of non-compliance concerning marketing communications                               | ⊗                                   |      |
| <b>Customer privacy</b>                  |   |                                     |      |
| GRI 3: Material Topics 2021              | 3-3 Management of material topics   | ⊙                                   | 64   |
| GRI 418: Customer Privacy 2016           | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data  | ⊙                                   | 64   |

Topics in the applicable GRI Sector Standards determined as not material

INDUSTRIAL ZONES

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