

Sustainability Report 2025

AMATA VN PUBLIC COMPANY LIMITED

30 years in Vietnam

Connected Cities
Connected Future



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Message from the Chief Executive Officer

DEAR SHAREHOLDERS AND STAKEHOLDERS,

2025 was a year that tested resilience and adaptability for AMATA VN Group. A combination of global economic uncertainty, evolving trade policies — including continued uncertainty surrounding U.S. tariff measures — and domestic regulatory transitions arising from the reorganization of Vietnam’s government created a more complex operating environment for industrial estate developers and investors alike.

Against this backdrop, our focus remained firmly on long-term value creation through responsible growth, disciplined governance, and sustainable development. This Sustainability Report outlines how environmental, social, and governance considerations continue to be integrated into our strategy and operations, ensuring that near-term challenges do not compromise our long-term commitments.

RESPONDING TO UNCERTAINTY WITH DISCIPLINE AND OVERSIGHT

In 2025, AMATA VN Group operated in a more challenging environment shaped by global economic uncertainty and domestic regulatory transitions. These conditions led to more cautious investment sentiment and extended project

timelines across the sector, contributing to a 25.22% decline in total revenues to THB 3,956 million. Despite this decline, we delivered significant improvement in profitability, recording an almost 400% increase in net profit from previous reporting year, which reached THB 530.68 million. This performance reflects improved operational efficiency, tighter execution, and a focus on higher quality earnings.

Our priority throughout the year was to ensure operational continuity, strengthen cost discipline, and pursued selective investments aligned with long-term development objectives, while reinforcing our governance framework to ensure the Group remained well positioned to manage uncertainty and safeguard long-term value.

Recognizing the growing importance of sustainability to business resilience and stakeholder confidence, the Group enhanced Board level oversight in 2025 by formally expanding corporate governance responsibilities to include sustainability, reflected in the establishment of the Corporate Governance and Sustainability Committee (CGS Committee). In parallel, we continued to strengthen management systems and operational controls across the Group, including the achievement of ISO 14001:2015 certification for wastewater treatment operations at Amata City Bien Hoa, reinforcing regulatory compliance,



accountability, and disciplined execution. Together, these measures support informed decision-making and consistent implementation across the Group.

BUILDING A LOW CARBON AND CLIMATE RESILIENT INDUSTRIAL PLATFORM

Environmental stewardship remains a core pillar of AMATA VN Group's development model as we continued to strengthen environmental management across our industrial estates while progressing our transition toward low carbon and climate resilient industrial cities. Climate considerations were further integrated into infrastructure planning and operational practices. The Group has established a decarbonization roadmap toward becoming a Carbon Neutral City by 2040, with a longer-term ambition to contribute toward Net Zero emissions by 2050. This roadmap reflects our recognition of climate change as a material risk and our responsibility as an industrial estate developer to support the transition to a low carbon economy.

Progress has been supported by improvements in energy efficiency and climate resilient infrastructure design, as well as collaborations with strategic partners, including Banpu NEXT and SolarBK. These partnerships accelerate the adoption of renewable energy solutions within our industrial estates and support our customers in advancing their own decarbonization pathways through practical, scalable approaches

STRENGTHENING PEOPLE AND COMMUNITIES

In 2025, employee engagement was assessed to be at a satisfactory level, with engagement and feedback mechanisms continuing to inform action plans addressing identified priority areas. A healthier working environment was also promoted through an introduction to Happy Rooms — dedicated spaces that support physical and mental wellbeing through light fitness facilities, healthy refreshments, and areas for rest during the workday.

At the community level, we continued to engage closely with communities surrounding our industrial estates through ongoing dialogue and cooperation. Our efforts focused on supporting local economic development, promoting health and well-being, and contributing to education and community initiatives that respond to local needs, in coordination with local authorities and partners. These actions reflect our belief that the long-term success of our business is closely tied to the well-being of the people and communities connected to our operations.

RECOGNITION AND PROGRESS

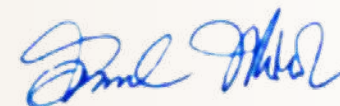
Our commitment to sustainable development has been recognized through various sustainability-related awards and ratings received in 2025, reflecting progress across environmental performance, social responsibility, and corporate governance. While such recognition is encouraging, we view these achievements as milestones that reinforce our responsibility to continue strengthening our practices.

LOOKING AHEAD

Vietnam continues to demonstrate strong long-term economic potential, supported by ongoing industrialization and its expanding role in regional and global supply chains. In early 2025, the Vietnamese government announced its national key targets and action plans toward 2035, with a clear emphasis on sustainable and circular economic development. These structural drivers provide a supportive environment for long-term industrial growth and reinforce Vietnam's attractiveness as a destination for quality investment.

AMATA VN Group's development approach is closely aligned with Vietnam's long-term economic growth. This alignment positions our business to grow with operational discipline while advancing greener development approaches and improving operational efficiency.

On behalf of the Board of Directors and management team, I would like to thank our employees, customers, partners, communities, and shareholders for their continued trust and support.



Somhatai Panichewa
Chief Executive Officer
Amata VN Public Company Limited

ESG Performance Highlights FY2025



Awards and Recognitions



SET ESG RATINGS 2025 – “AAA” RATING

AMATA VN PCL has received the SET ESG Ratings for 6 consecutive years in the Real Estate and Construction sector with an increase in the assessment score from year on year and was classified as an outstanding AAA level, reflecting AMATA VN Group’s commitment to prioritizing sustainable business development.



VIPF GREEN FUTURE AWARDS 2025

Amata City Bien Hoa was recognized in the top-tier “Industrial Real Estate Developers with Outstanding Green Transformation Strategies 2025” category, while Amata City Ha Long received the “Industrial Real Estate Developers with Green Transformation Strategies 2025” award at the Vietnam Industrial Property Forum 2024e (VIPF 2025) underscore our commitment to sustainable stewardship.



TOP 10 BUSINESSES IN VIETNAM

- CORPORATE SUSTAINABILITY INDEX (CSI) 2025

AMATA City Bien Hoa (ACBH) was recognized as one of the Top 10 “Sustainable Businesses in Vietnam in the Trade and Services Sector” for 3 consecutive years announced and organized by Vietnam Chamber of Commerce and Industry (VCCI) and the Vietnam Business Council for Sustainable Development (VBCSD) under the management of the Central Government, Ministry of Labor, Invalids and Social Affairs, and Ministry of Natural Resources and Environment.



Eco-Industrial Park Vietnam

HIGHEST SCORES IN THE ECO-INDUSTRIAL PARK PROJECT

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



CORPORATE GOVERNANCE REPORT (CGR)

Amata VN PCL received the “5 stars” (Excellent) CG scoring of the Corporate Governance Report from Thailand Institute of Directors (IOD) for 8 consecutive years, reflecting our commitment to enhancing the efficiency of organizing shareholder meetings and prioritizing the operational potential of the company, along with a focus on developing good corporate governance.



ANNUAL GENERAL SHAREHOLDER’S MEETING ASSESSMENT

AMATA VN PCL received a full score on the 2025 Annual General Shareholders’ Meeting (AGM) Assessment conducted by the Thai Investors Association for 9 consecutive years.



CERTIFIED MEMBERSHIP OF CAC

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

Membership of Associations



AMATA VN PCL (AVN)

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

AMATA CITY BIEN HOA (ACBH)

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

AMATA CITY HA LONG (ACHL)

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

AMATA CITY LONG THANH (ACLT)

- Vietnam National Real Estate Association – Industrial Real Estate

About This Report

Scope and Boundaries

Amata VN Public Co., Ltd. is committed to sustainability and has published annual sustainability reports. This report represents our 10th Sustainability Report, highlighting our ongoing dedication to sustainable development. It provides a comprehensive overview of our sustainability strategies, management approach, and performance regarding environmental, social, and governance (ESG) factors that are material to AMATA VN Group's business and stakeholders. The report has adopted the internationally recognized Global Reporting Initiative (GRI) reporting framework and has been prepared with reference to the updated GRI 2021 Universal Standard and highlights our contribution to the United Nations Sustainability Development Goals (UN SDGs). The sustainability-related financial disclosures in this report are prepared with reference to IFRS S1 and S2 and form part of the Group's 56-1 One report covering the same reporting period from 1 January to 31 December 2025.

This report addresses the aspects of Amata VN's domestic operations and activities, including those of its subsidiaries, where the Group holds over 50% ownership, both directly and indirectly, and exercises management control. These subsidiaries are:



- Amata City Bien Hoa JSC
- Amata City Long Thanh JSC
- Amata City Halong JSC
- Amata Township Long Thanh Ltd

In 2025, the Group obtained regulatory approval for a new business unit, Amata City Phu Tho. As of the reporting date, no capital had been injected, and operations had not commenced. Accordingly, Amata City Phu Tho is not reflected in the Group's 2025 financial statements or operational

performance metrics. However, it forms part of the Group's strategic development pipeline and may influence future sustainability-related risks and opportunities.

This report contains statements regarding anticipated prospects and strategic plans. These forward-looking projections are based on the information presently available and may be influenced by external uncertainties beyond our control. Readers are cautioned against treating these statements as conclusive.

Materiality

The materiality assessment was conducted using the double materiality approach during the year to re-evaluate the relevance and priorities aligned with the significant environmental, social, and governance (ESG) issues affecting the business and stakeholders. The assessment has identified 18 material sustainability topics which have been reviewed by high-level executives for each business unit. Our core business activities remain largely unchanged; the majority of the topics from 2024 continue to represent ESG impacts. However, we have updated our materiality matrix to better align with our current environmental and operational priorities.

We introduced 3 new material topics: Product Design & Lifecycle Management, Water & Wastewater Management, and Waste & Hazardous Materials Management.

Integrating Product Design & Lifecycle Management allows us to embed ESG considerations from the earliest stages of project planning -from the initial concept-through to the end of an industrial park development and operation lifecycle. To enhance clarity and performance oversight, we refined the previously broad “Environmental Quality Control” category into distinct Water and Waste pillars. This change allows for more targeted monitoring of water sourcing, wastewater treatment, and hazardous material management, improving both accountability and effectiveness in environmental performance management. “Energy Efficiency” was renamed “Energy Management” to better reflect our holistic effort in optimizing energy consumption and transitioning toward cleaner and more sustainable energy sources.

We also streamlined our social priorities. Diversity, Equity, and Inclusion (DEI) has been integrated into a broader Employee Development and Retention and Labor Practices materiality framework to ensure that fair treatment and inclusion remain a natural part of how we support our people in daily operation.

Report Publication & Accessibility

This Sustainability Report is published concurrently with the Group’s 56-1 One Report (Annual Report) and forms an integral part of the Group’s general-purpose financial reporting. All sustainability-related disclosures referred to in the 56-1 One Report are addressed in this Sustainability Report, which provides the comprehensive basis for the Group’s environmental, social, and governance (ESG) disclosures. Together, these reports provide stakeholders with a holistic understanding of how sustainability considerations are embedded in our business strategy and operations. This alignment reflects the Group’s commitment to transparency, accountability, and responsible business practices, further reinforcing our ongoing focus to sustainable growth and long-term value creation for all stakeholders.

In keeping with AMATA VN Group’s commitment to environmental sustainability, this Sustainability Report is provided solely in electronic format. A limited number of printed copies of the 56-1 One Report will be produced and distributed in April 2025. For convenient access and viewing, both the 56-1 One Reports and Sustainability Reports are available on the Group’s corporate website, www.amatavn.com.

Feedback Channel

AMATA VN Group actively encourages feedback from stakeholders as part of its continuous commitment to enhancing sustainability policies, processes, and performance. Constructive comments and suggestions from stakeholders play an important role in guiding the Group’s approach to environmental, social, and governance (ESG) matters and supporting continuous improvement.

Stakeholders are invited to share their perspectives, recommendations, and concerns regarding the Group’s sustainability activities. Feedback can be submitted through the official channels provided below:



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About Amata VN

Celebrating 30 years of excellence, AMATA VN PCL pioneers leading industrial estates in Vietnam. Backed by robust Group expertise, we design sustainable smart cities that attract leading global investors, deliver vital infrastructure, and continuously shape Vietnam's dynamic economic and industrial landscape.

Business Core Value

Vision

“Creating perfect cities
where opportunities arise”

Mission

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

Amata DNA

D	Dependable for success	Mindset and ability to achieve excellence and common goals for all stakeholders towards existing and futuristic transformation in order to create all-win situation and resilience.
R	Responsive	Engaging all stakeholders with proactive means and impactful communication to better serve business chain.
I	Innovative	Mindset and ability to initiate positive changes, create innovative solutions and transform organization with advanced principle and technology to encounter volatility, uncertainty, complexity, and ambiguity.
V	Visionary	Nurturing and cultivating coaching culture in organization in order to build AMATA's bench strength and visionary leaders.
E	Efficient	Enabling self and others in any processes and activities for the most efficient result in terms of gaining more profitability and saving financial resources; changing the way of work from responsibility to accountability.

Philosophy



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

Business Overview

Amata VN Public Company Limited (AVN), founded in 2012, is a holding company with investment solely in Vietnam in core businesses that are in the field of industrial estates, commercial and residential development and operations. AVN currently has projects covering an area of over 3,000 hectares.

30 Years in Vietnam



>62,000
Total working
population



Near **3,400**
Hectares
Total land under
development



227 Tenants
(Manufacturers
& Commercial)



>14
billion USD
Investment Capital
recruited

Main Categories of Amata VN Businesses

LAND LEASE DEVELOPMENT



Industrial
Land



Commercial
Land

RENTAL



Ready Built
Factory



Commercial
Space Rental

UTILITIES



Power
Supply



Water
Supply



Wastewater
Management



Telecommunication
Networks



Renewable
Energy



Common Area
Management

5 INDUSTRIAL PARKS

ACBH

Amata City Bien Hoa
Joint Stock Company

ACLT

Amata City Long Thanh
Joint Stock Company

ACHL

Amata City Halong
Joint Stock Company

QTC

Quang Tri Development
Consortium Co., Ltd.

ACPT

Amata City Phu Tho Joint
Stock Company

3 URBANS

ATLT

AMATA Township
Long Thanh Limited
Company

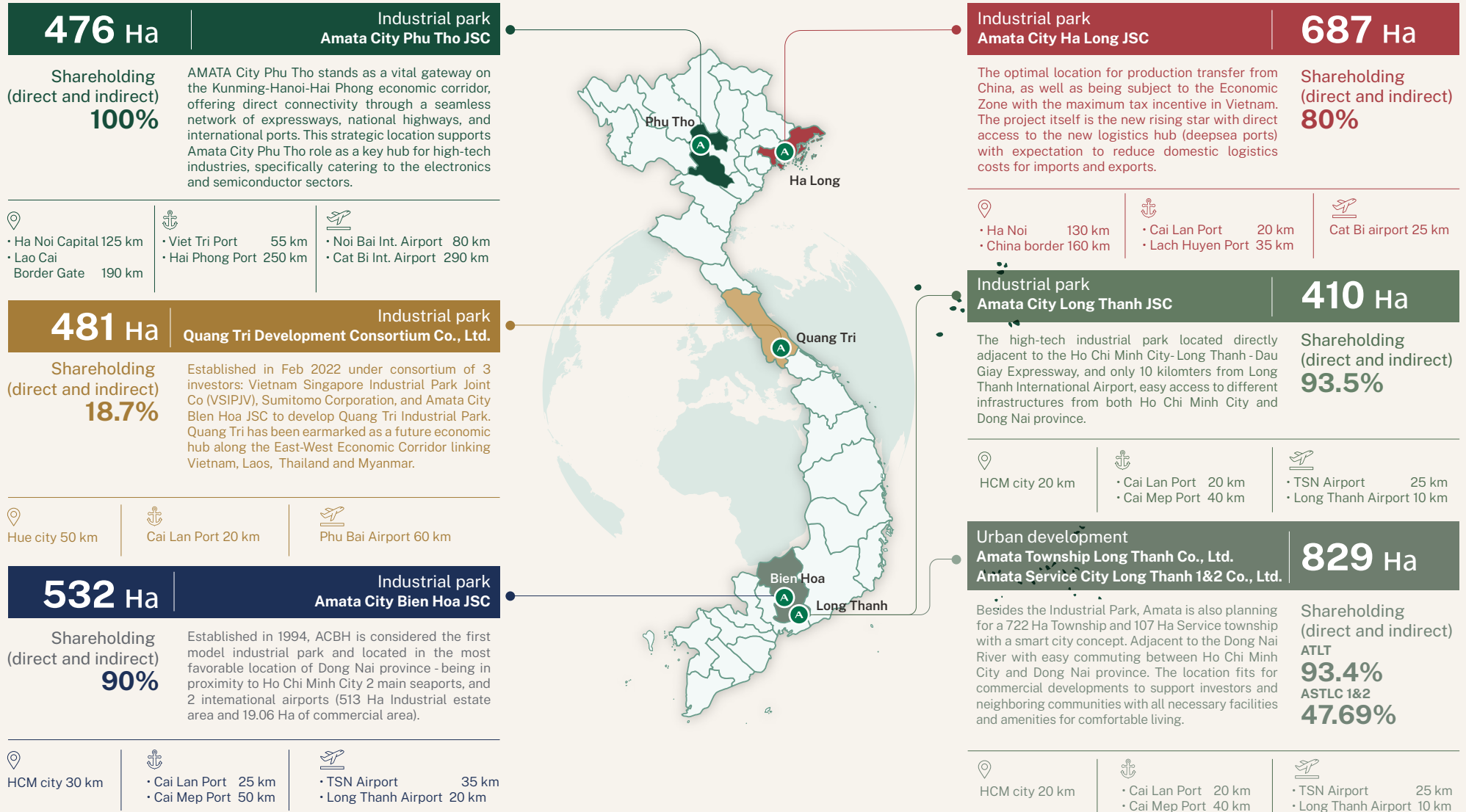
ASCLT1

AMATA Service
City Long Thanh 1
Limited Company

ASCLT2

AMATA Service
City Long Thanh 2
Limited Company

Shareholding and Locations



Celebrating 30 Years of Shared Success in Vietnam

AMATA VN Group, the leading industrial city and smart industrial park developer, proudly marks 30 years of pioneering excellence in Vietnam. Since the establishment of Amata City Bien Hoa in late 1994, we have contributed to transforming Vietnam into a global manufacturing and investment hub.

AMATA VN is more than just an industrial developer but also a strategic partner in Vietnam's economic progress. With over 3,400 hectares of developed industrial and commercial service land, we have welcomed over 200 multinational corporations, facilitated more than 14 billion USD in investment, and created 64,000 jobs across our key industrial zones.



1

Amata City Bien Hoa

Investment in Bien Hoa City,
Dong Nai Province



AMATA City Bien Hoa JSC (ACBH) established in 1994, was the first project developed by Amata VN PCL as an industrial estate and related business in Vietnam. Spanning 513 hectares of industrial estate and 19.07 hectares of commercial land, the park was chosen in 2021 by the Ministry of Planning and Investment and the United Nations Industrial Development Organization as 1 of 3 pilot sites for transforming Vietnam's industrial parks into ECO-IPs. ACBH has also been recognized among the Top 10 "Sustainable Businesses in Vietnam" in the Trade and Services Sector for three consecutive years (2023-2025) by the Vietnam Chamber of Commerce and Industry and the Vietnam Business Council for Sustainable Development. The industrial area is now fully occupied, and the Group is waiting for the government to hand over land for its commercial zone.

2

Amata City Long Thanh

Investment in Long Thanh
District, Dong Nai Province



Amata Long Thanh project, located only 10 km away from the new Long Thanh International Airport, spans a total of 517 hectares, with 410 hectares allocated for industrial park development under Amata City Long Thanh (ACLT). The remaining land is designated for commercial activities, managed by subsidiaries Amata Service City Long Thanh 1 Company Limited (ASCLT 1) and Amata Service City Long Thanh 2 Company Limited (ASCLT 2) in which ACLT holds a 51% shareholding. As of 2025, ACLT has welcomed 6 new customers.

3

Amata Township Long Thanh

Investment in Long Thanh District, Dong Nai Province



Amata Township Long Thanh is strategically positioned along the Dong Nai River, offering an ideal landscape for a vibrant mix of residential, and commercial service complexes. As of 2025, the project area covers 721.7 hectares, an adjustment from the previous 753.1 hectares following the formal separation of public road from the project boundary. The Group is currently working closely with relevant authorities to obtain land handover.

4

Amata City Ha Long

Investment in Quang Ninh Province



AMATA City Ha Long, also referred to as Song Khoai Industrial Park at Quang Ninh province, was established in 2018 as the third industrial park of AMATA VN Group. With its economic zone status, excellent infrastructure, and strategic location between the bustling cities of Ha Long and Hai Phong offers convenient access to a skilled and abundant workforce, Amata City Ha Long (ACHL) is the perfect choice for establishing manufacturing operations in northern Vietnam. The Ha Long project has a total of 687 hectares with phase 1 development covering 123 hectares completed. AVN has entered a strategic partnership with MC Economic Estate Development Vietnam Corporation, a subsidiary of Marubeni Corporation, holding 20% ownership of ACHL in 2024. Marubeni's involvement in ACHL is anticipated to advance the park's development towards sustainable practices, elevate ACHL's global profile through extensive market reach and attract a wider pool of investors.

AMATA City Ha Long has been recognized for its commitment to sustainable development, receiving the "Industrial Real Estate Developers with Green Transformation Strategies 2025" award. This accolade highlights the project's ongoing efforts to implement environmentally conscious practices within its operations. To date, the industrial park has successfully attracted a total of 19 projects, representing 15 different companies.

5

Quang Tri Industrial Park

Investment in Long Thanh District,
Dong Nai Province



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

The industrial park's target industries include textiles, footwear, packaging and printing, wood and furniture processing, and F&B. With the advantages of strategic geographical location, identified as a future economic center along the East-West Economic Corridor connecting Vietnam, Laos, Thailand, and Myanmar; the project is expected to boost the economic growth, thereby contributing to long-term development of Quang Tri province. The project is expected to create jobs for 30,000-40,000 workers when it comes into operation. As of 2025, QTIP has welcomed 3 customers.

6

Amata City Phu Tho

Investment in Doan Hung,
Phu Tho Province



The latest project of Amata VN Group, Amata City Phu Tho was granted investment certification on December 23rd, 2025. Strategically positioned as a key industrial hub in the Northern Gateway of Phu Tho province, it offers exceptional connectivity with direct linkage to major transportation networks, including the Phu Tho –Tuyen Quang Expressway, providing seamless access to the Hanoi –Lao Cai Expressway and Noi Bai International Airport. This prime location, combined with its proximity to a planned railway line connecting the China-Lao Cai Border Gate to Quang Ninh's seaports, positions Amata City Phu Tho to become a leading industrial logistics center in the Northern Midlands.

Business Value Chain



State Authorities



Community



Employee



Supplier



Creditor



Business Partner



Investor



Customer

Upstream

Business Operations

Downstream

1

Site selection & Master Planning

- Location Analysis
- Feasibility Study
- Risk Analysis
- Regulatory Compliance
- Zoning and land use planning
- Infrastructure and utilities planning
- Environmental Planning (EIA)

Stakeholder



2

Land Acquisition

- Application for relevant permits
- Land handover
- Initial financing

Stakeholder



3

Infrastructure Development

- Licensing permits
- Procurement of construction material
- Basic infrastructure and utilities development
- Factory/warehouses construction
- Partnership for utilities & commercial activities
- Inventory management

Stakeholder



4

Property Management

- Ongoing management and maintenance to ensure in good conditions
- Facilities management
- Compliance and regulatory oversight
- Upgrades or expansion of services

Stakeholder



5

Marketing and Sales Activities

- Market research
- Reputation building
- Tenant acquisition and management
- Land sublease transferring procedures

Stakeholder



6

Services After Sales

- Customer relationship management
- Collect feedback from customer for continuous improvement
- Ancillary service (additional services, resale support, etc.)

Stakeholder



7

Community Engagement

- Collaborative projects/event to build sense of community
- Manage relationship with community

Stakeholder



Approach to Sustainability



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

Sustainable Development Structure

AMATA VN Group has embedded sustainability into its corporate governance framework, reflecting its commitment to responsible growth and long-term value creation. The Board of Directors (BOD) maintains active oversight of the Group’s sustainability priorities, providing strategic guidance and monitoring progress to ensure alignment with corporate objectives. Acting as the highest governance body, the Board embeds sustainability principle into strategic planning and decision-making, ensuring the core values are consistently applied across all operations. To maintain effective oversight, the BOD receives quarterly reports from the Risk Management Committee and Audit Committee, providing insights into sustainability-related risks, challenges, and opportunities. These updates enable timely responses and alignment of risk management with sustainability objectives. Additionally, the Board conducts an annual review of the Group’s overall sustainability performance, covering material issues, human capital development, and incidents related to ethics or environmental impact.

In 2025, we expanded the scope of Corporate Governance Committee and renamed it to Corporate Governance and Sustainability Committee (CGS). This change ensures sustainability principles are formally embedded into our governance, strategic decision-making, and operational practices across the organization. The CGS provides high-level oversight by recommending policies and targets, monitoring ESG performance, and ensuring regulatory compliance through transparent public disclosure of sustainability information across all reporting channels, including in the Annual Report and Sustainability Report. While the CGS meets at least twice a year to review progress, operational accountability remains with department heads. To ensure alignment with long-term goals, sustainability-related performance is directly linked to management’s annual evaluations and remuneration.

To drive implementation, the Committee collaborates with the Sustainable Development Working Team (SDWT), a cross-functional team representing all major business units. The SDWT, chaired by CEO, sets sustainability strategies, identifies material issues, defines targets, and prepares the annual Sustainability Report. A dedicated Sustainability Development unit supports these efforts by embedding sustainable practices into daily operations in Vietnam and Thailand. The SDWT convenes quarterly to plan and review the Group’s progress on sustainability initiatives, with department heads taking responsibility for their specific sustainability-related performances. The CEO, along with department heads, has sustainability-related performance metrics integrated into their annual performance evaluations, directly linking their results to remuneration to encourage a deep commitment to sustainability across all leadership levels.

Board of Directors (BOD)

- Maintain a sustainability framework aligned with the Group's vision, oversee sustainability -related risk assessments, and approve policies and procedures that support strategic priorities.
- Embed ESG goals and climate considerations into corporate strategy, business planning, and risk management to support compliance, sustainable growth, and stakeholder expectations
- Integrate ESG metrics into executive evaluations and incentives, ensuring senior management delivers on sustainability commitments.
- Appoints the CEO to lead the execution of Board-approved sustainability strategies and initiatives

Corporate Governance and Sustainability Committee (CGS)

- Reviews and recommends sustainability policies, targets, and initiatives for Board approval
- Advises the Board on emerging sustainability issues and operational alignment
- Monitoring the progress of sustainability implementation and performance in accordance with target setting including recommend improvements to enhance sustainability performance
- Ensure disclosures meet regulatory reporting standards

Sustainable Development Working Group

- Assess sustainability-related risks and opportunities, including environmental, social, and governance impacts and identify material sustainability issues through stakeholder engagement and data-driven analysis
- Collaborate with various departments to embed good sustainable practices into operations, improve strategies, policies, processes and ensure delivery is consistent across the Group
- Monitor global sustainability-related trends, regulations and emerging standards to ensure compliance and readiness
- Implement data validation and assurance processes for sustainability-related metrics, track sustainability performance, and implement continuous improvement initiatives to enhance its outcomes
- Prepare and publish the annual Sustainability Report, ensuring comprehensive and transparency disclosure aligned with regulatory requirements

Corporate Governance and Sustainability Committee (CGS) Members



Prof. Dr. Warapatr Todhanakasem
Independent Director
Chairman of CGS Committee



Dr. Huynh Ngoc Phien
Non-Executive Director



Mrs. Somhatai Panichewa
Executive Director and Chief Executive Officer

Sustainable Development Policy

Amata VN Public Company Limited, along with its subsidiaries and affiliates, is committed to fostering sustainable growth through responsible business practices, strong community engagement, and environmental care under sound corporate governance. Guided by the “ALL WIN” philosophy and the principles of the UN Global Compact, we embed sustainability into our strategy and operations to create lasting value for all stakeholders. This approach strengthens competitiveness, reduces adverse impacts, and delivers positive contributions to the economy, society, and the environment. We aim to meet stakeholder expectations and advance balanced, sustainable development by aligning with global standards and supporting the United Nations Sustainable Development Goals (SDGs).

We recognize that sustainability is vital for our long-term business success. In 2025, we’ve revised the sustainable development policy to meet rising stakeholder expectations and embed environmental responsibility, social equity, and ethical governance in our organizational culture. The revised policy is guided by the following key principles:

1. Leadership Commitment

Affirms top management’s commitment by setting a clear sustainability framework and strategic goals aligned with international principles and the UN Sustainable Development Goals. We actively monitor changing conditions, prepare for emerging challenges, and ensure efficient operations while fostering a strong corporate culture. Through leadership by example and collaboration with Thailand, Vietnam and global organizations, we strive to drive business toward sustainable growth.

2. Business operation with integrity based on the corporate governance principles

Conducts our business with integrity, transparency, and fairness, complying with all relevant laws, regulations, and corporate governance principles. We uphold strong business ethics to prevent corruption, manage conflicts of interest, and protect intellectual property. Committed to human rights, we ensure fair treatment of employees, transparent disclosure, and socially and environmentally responsible operations while treating all stakeholders equally. To reinforce these principles, we foster an ethical culture supported by a robust compliance program, including effective supervision, risk management, audits, and internal controls.

3. Increase in business value with innovation and quality

Strives to enhance work processes and product quality through technology and innovation, focusing on efficiency across the entire product life cycle. We aim to strengthen competitiveness, achieve sustainable growth, and deliver strong returns to shareholders and stakeholders, while considering long-term impacts on society and the environment by investing in and supporting new, value-driven businesses and innovations with partners



4. Treatment of employees in accordance with human rights principles

Committed to respecting human rights by treating all employees fairly and with respect. We value diversity and inclusion, ensure equal opportunities, and strictly prohibit forced labor. Our goal is to provide a safe, supportive workplace and help our people grow and succeed. We also protect employee privacy to maintain security and trust.

5. Promotion of participation and consideration for all stakeholders

Minimizes negative impacts by offering channels for feedback, complaints, and whistleblowing with transparent handling. We address stakeholder concerns through engagement, assess supply chain risks to meet international standards, and develop skills among employees and partners to support sustainable practices and long-term shared benefits.

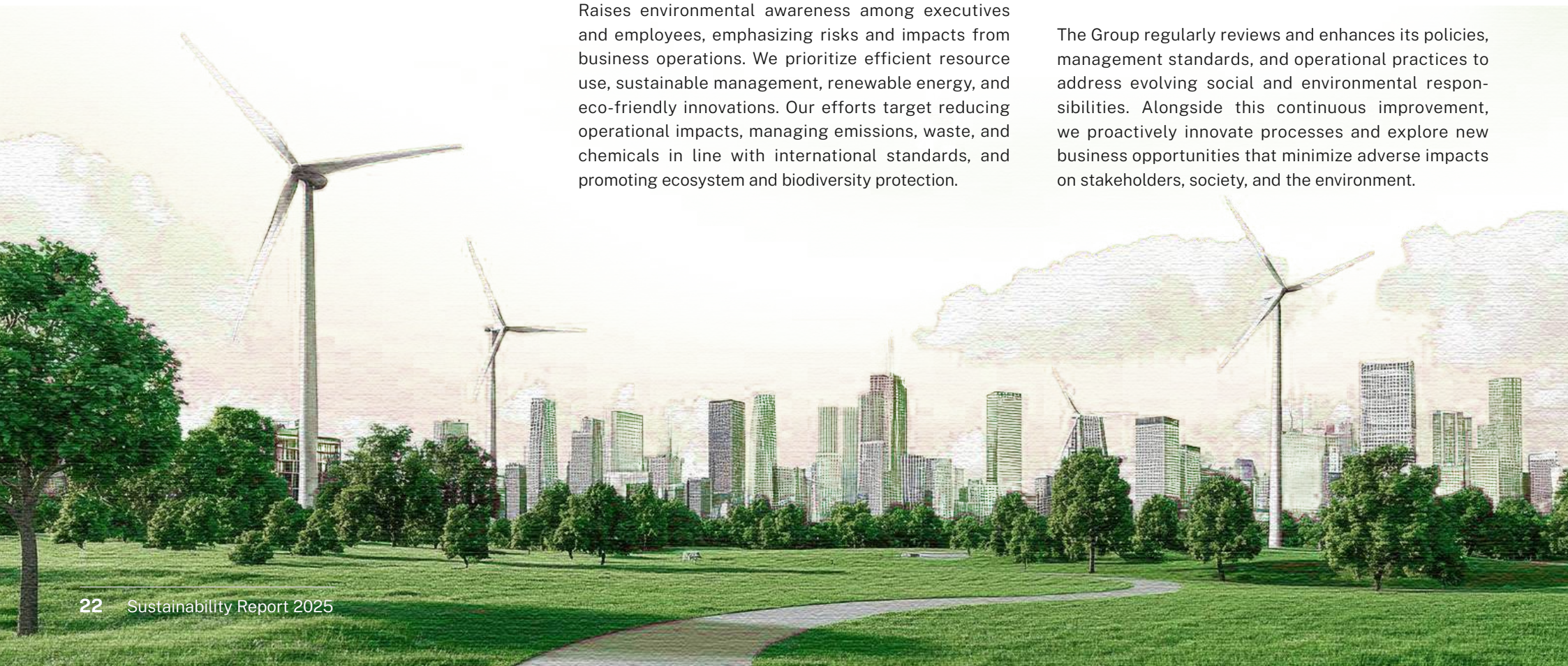
6. Care for and protection of the environment

Raises environmental awareness among executives and employees, emphasizing risks and impacts from business operations. We prioritize efficient resource use, sustainable management, renewable energy, and eco-friendly innovations. Our efforts target reducing operational impacts, managing emissions, waste, and chemicals in line with international standards, and promoting ecosystem and biodiversity protection.

7. Promotion of the development of the quality of life of people in society

Respects community rights and aims to improve quality of life for workers and local communities. We promote equal access to resources, responsible asset use, and manage business risks while supporting job creation and public health. Through stakeholder engagement and collaboration with government, private sector, and civil society, we strive for shared value, equal opportunity, and long-term community sustainability.

The Group regularly reviews and enhances its policies, management standards, and operational practices to address evolving social and environmental responsibilities. Alongside this continuous improvement, we proactively innovate processes and explore new business opportunities that minimize adverse impacts on stakeholders, society, and the environment.



Sustainability Framework

AMATA VN Group strongly believes that being a responsible corporate will enable us to have a sustainable future. The Group has established the “Sustainability Framework” as a guiding principle for driving corporate sustainability across economic, social, and environmental dimensions. This framework emphasizes business growth that is firmly grounded in social and environmental responsibility, robust governance, ethical practices, regulatory compliance, and effective risk management. These initiatives aim to foster a balanced coexistence between industry and society, while supporting the achievement of the United Nations Sustainable Development Goals (SDGs) and delivering long-term value for all stakeholders.

Our operations in Vietnam exhibit strong adherence to Eco-Industrial Park (EIP) assessment criteria under the Global Eco-Industrial Parks Programme (GEIPP), supported by the Swiss State Secretariat for Economic Affairs (SECO) and implemented by UNIDO in collaboration with Vietnam’s Ministry of Planning and Investment (MPI). Through these efforts, the Group continues to strengthen sustainability practices across all dimensions of its industrial estate operations.

INTEGRATING UN SDGS TO AMATA VN GROUP CREATING SHARED VALUE PRINCIPLE



Sustainability Strategy

For AMATA VN Group, sustainability means addressing challenges and minimizing the negative impacts of our operations, as well as, creating value from which everyone benefits while reducing our ecological footprint across the value chain. We recognize that achieving sustainability is not possible in isolation. Our success depends on close collaboration with a diverse group of partners, including

business associates, customers, government bodies, local communities, and other key stakeholders.

Our sustainability strategy stems from a thoughtful assessment of the industrial estate sector and an understanding of emerging global trends. Through ongoing collaboration with stakeholders, we integrate economic, environmental, and

social factors into our decision-making processes and align them with the Group's business plan. This approach ensures that our businesses grow sustainably while remaining agile in an evolving global landscape.

To achieve this objective, the Group has defined the following key strategies:

STRATEGY 1:

DEVELOPING SMART CITIES FOR SUSTAINABLE GROWTH

Transitioning from traditional industrial park models to smart, low-carbon ecosystems enables the integration of advanced digital technologies and sustainable practices, strengthening the Group's unique positioning and competitive advantage.



CORPORATE SUSTAINABILITY GOALS

- Become a Carbon Neutral city by 2040
- Reduce greenhouse gas emission by 30% by 2030



KEY STRATEGIC INITIATIVES

- Increase the adoption of clean energy sources and enhance energy management efficiency
- Elevate climate resilience and strengthen the ability to adapt to climate change
- Reduce greenhouse gas emission of scope 1+2

STRATEGY 2:

GROWING THROUGH STRATEGIC PARTNERSHIPS

Building alliances with reputable business associates allows the Group to access new markets, leverage expertise, and create synergies that drive innovation, generate new revenue streams, and reduce business risks.



CORPORATE SUSTAINABILITY GOALS

- Offer products/services in line with long-term economic growth
- Drive innovation that minimizes environmental and social footprints
- Achieve customer satisfaction of at least 85%



KEY STRATEGIC INITIATIVES

- Develop new businesses that efficiently utilize natural resources and energy
- Foster partnership with technology providers and suppliers to accelerate digital transformation and reduce environmental and social footprints
- Develop joint innovation programs to create sustainable products/services

STRATEGY 3 :

BUILDING A SAFE AND ENVIRONMENTALLY RESPONSIBLE SOCIETY

Prioritizing stakeholder safety and reducing environmental impact through responsible operations. Leverage technology to optimize resources use, improve waste management, and enhance regulatory compliance.



CORPORATE SUSTAINABILITY GOALS

- Zero lost time injury frequency rate (LTIFR)
- Zero road accident in Amata Industrial Estates
- Zero non-compliance by employees, suppliers, and contractors
- Zero waste to landfills
- Zero effluent discharge
- Decrease surface water dependency
- 100% on critical and new suppliers assessed for ESG risk



KEY STRATEGIC INITIATIVES

- Ensure safety of life and property and road transportation for all stakeholders across the supply chain and industrial estates, and actively promote awareness of road safety practices
- Manage resources and waste efficiently through innovation and “circular economy” principles while protecting the restoring natural ecosystems
- Prevent and reduce environmental and social impacts across operations and supply chains, while protecting the restoring natural ecosystems

STRATEGY 4:

CREATING OPPORTUNITIES FOR STAKEHOLDERS

Develop businesses that generate shared value for stakeholders both within and beyond the organization. Provide employees with opportunities to enhance their skills and advance their careers, while ensuring communities have access to high-quality products and services that improve quality of life and support local economic growth.



CORPORATE SUSTAINABILITY GOALS

- Zero significant human rights violations in any activities across the value chain
- More than 18 average annual training hours per employee
- Achieve AMATA's employee engagement score of at least 80%
- Voluntary employee turnover rate below industry benchmark



KEY STRATEGIC INITIATIVES

- Conduct comprehensive Human Rights Due Diligence throughout the supply chain
- Develop employees' technical and soft skills, as well as promote career advancement, to support future business growth
- Foster a positive workplace culture that enhances employee well-being and job satisfaction
- Facilitate broader access to quality essential services, such as healthcare and education for communities within and outside the industrial estate
- Create jobs and support local businesses to boost community economic development, raising incomes and quality of life

STRATEGY 5 :

CREATING A DECENT CIVIL SOCIETY FOR COLLECTIVE BENEFIT

Fostering a supportive and harmonious society as a foundation for sustainable business. This involves building a positive internal community that values employees as key drivers of success, while strengthening external networks such as customers, surrounding communities, and local governments. This aims to promote cooperation across these groups to create collective impact that benefits society as a whole



CORPORATE SUSTAINABILITY GOALS

- Zero Tolerance to Corruption
- 100% of complaints resolved within the specified timeframe
- Enhance community engagement within a 5-kilometer radius through the Groups community and social development initiatives
- Strengthen collaboration with local communities and government agencies to manage social impacts and implement systemic solutions
- Organize projects that support community enterprises to generate sustainable income for community members
- Achieve community satisfaction scores exceeding 85%



KEY STRATEGIC INITIATIVES

- Uphold effective corporate governance with integrity, ethics, and fairness
- Establish and maintain accessible, transparent, and effective grievance mechanisms, including robust whistleblowing channels to uphold accountability and ethical business practices
- Promote equal and fair participation of all stakeholders and facilitate collaboration through joint initiatives and development projects for mutual benefit
- Facilitate stakeholder collaboration through various initiatives and joint development projects
- Fostering positive social impact by promoting activities and projects that improve quality of life and benefit local communities
- Promote cooperative activities and projects among the Group and factories for the benefit of the local community and society (move from goal)



Multi-Stakeholder Engagement

In line with the GRI Standards, stakeholders are defined as individuals or groups whose interests are affected or could be affected (negatively or positively) by an organization's activities throughout the value chain. Stakeholders play an important role in ensuring long-term sustainability of AMATA VN Group and maintaining its social license to operate. Accordingly, engaging with stakeholders enables the Group to understand their perceptions and to identify, manage, and mitigate negative while enhancing positive impact arising from our operations.

To support a structured and consistent approach, the Group has established a Stakeholder Engagement Policy, which provides a systematic framework for identifying, engaging with, and responding to stakeholders' expectations in a transparent and consistent manner. This policy guides how stakeholders are prioritized based on their level of influence, dependency, and potential impact on and from the Group's operations. This ensures that engagement efforts focus on stakeholders who matter most to business performance and sustainability outcomes

The Group classifies its stakeholders into 2 main categories: internal stakeholders, comprising employees (including management, and Board of Directors); and external stakeholders, comprising investors, government agencies, creditors, business partners, customers, communities, suppliers (including contractors), and media. Among these

groups, government agencies, employees, and customers are identified as the Group's most influential stakeholders, given their direct impact on regulatory compliance, operational continuity, and long-term business performance. Stakeholders are identified and reviewed annually through a structured process that involves mapping stakeholders across the value chain to prioritize their importance and assess their relevance to material topics. Engagement is carried out by designated functional units using appropriate communication channels such as through surveys, meetings, questionnaires, and interviews. These interactions provide stakeholders with opportunities to express their expectations, needs, concerns, and opinions, ensuring that a comprehensive range of expectations and concerns are captured. Insights gathered serve as a key input for defining the material topics relevant to stakeholders and identifying areas for improvement.

Following prioritization and consolidation of stakeholders' topic, the Sustainable Development Working Team reviews alignment with the Group's strategic goal and determines the appropriate level of engagement for each stakeholder group. The Corporate Governance and Sustainability Committee oversees the entire process, ensuring engagement efforts address all aspects and leads to actionable improvements for the business and our community.





**TOTAL NUMBER OF
STAKEHOLDERS ENGAGED IN 2025**

27,824

LOCAL
COMMUNITIES
23,677

EMPLOYEES
185

GOVERNMENT
AGENCIES
72

CUSTOMERS
227

SUPPLIERS /
CONTRACTORS
272

BUSINESS
PARTNER
203

ANALYST / INVESTORS/
SHAREHOLDERS
3,153

CREDITORS
10

MEDIA
25

STAKEHOLDERS	ENGAGEMENT METHOD	ISSUES AND CONCERNS	GROUP'S ACTIONS AND RESPONSES
INVESTORS 	• Annual General Shareholders' Meeting • Quarterly participation in SET Opportunity Day • Occasional meeting for investor relations • Annual Report and Sustainability Report • Email or phone communication • Site visits • AMATA VN website	• Investment opportunity with good returns and profitability • Continuous business growth • Good corporate governance • Equal treatment of shareholders • Risk Management process in place • Transparency, timely, and reliable disclosure	• Continuously developed existing and new business • Carried out business in a transparent and fair manner • Conducted sustainability risk management process covering economic, environmental, social, and governance aspects • Transparent information disclosure in accordance with Thai, Vietnam and associated international standards • Conducted associated activities for potential investors, i.e. an open house and marketing campaign. • Published quarterly results presentation on company's website • Received "5 stars" rating in the Corporate Governance Report from Thailand Institute of Directors (IOD) • Communicated regularly with analysts, investors, shareholders through quarterly meeting • Integrated sustainability KPIs into executive compensation to strengthen governance accountability
EMPLOYEES 	• Annual Engagement survey • Employee engagement activities • Monthly CEO Day Meeting • Annual Town hall Meeting • Learning and Development program • Individual performance reviews • Whistleblowing • Intranet/in-house newsletters • Quarterly employee welfare committee meetings • Annual Labor union meeting • Email	• Reasonable welfare and benefits • Career advancement and job security • Development of knowledge and capability • Clear business direction and performance • Occupational health and safety	• Regularly reviewed and improved compensation and offered appropriate welfare • Offered priority to internal employees for job rotations and recruitment for job positions within the group of companies • Organized training courses that meet the needs and keep up with global changes for continuous development • Developed employee well-being program and activities • Implement operational safety measures, workplace monitoring, and annual employee health checkups • Continual communication with clear information and updates on the Group's direction, operation and associated news • Inform of the Group's performance at townhall on annual basis • Strengthened the grievance and whistleblowing procedure, ensuring anonymous and retaliation-free channels • Implemented a structured succession planning framework for critical positions

STAKEHOLDERS	ENGAGEMENT METHOD	ISSUES AND CONCERNS	GROUP'S ACTIONS AND RESPONSES
GOVERNMENT AGENCIES 	- Occasional panel and study groups with government agencies - Participation in accreditation and award scheme - Participation in national projects - Occasional exchanges of official correspondence - Collaboration in seminar organization and industry forums - Continual engagement by relevant units	- Compliance with regulations and laws - Economic development for local community and the nation - Good governance and business ethics - Corporate philanthropy - Contribution to national and global goals	- Complied with laws and regulations and transparent - Regularly monitor social and environmental impacts - Engaged with local communities and authorities and supported social and environmental developments - Maintained continuous communication with government agencies to monitor administrative change - Developed or improved work processes to reduce social and environmental impact from the Group's operation following specified measures - Participated in an industry and national-level economic forums - Participated in public-private partnership working groups on sustainable infrastructure and smart-city initiatives - Offer opinion and industry perspective to support the government authorities in formulating new policies and regulations
CREDITORS 	- Occasional face-to-face meetings - Quarterly update status through documents, letters, and personal calls - Site visits	- Honoring terms and agreement - Business growth and financial performance	- Strictly followed contract's terms and conditions - Disclosed accurate and complete financial information - Sustained the Group's business performance by increasing work efficiency and managing cost effectively - Strengthen the Group's credibility via our sustainability milestones, including the SET ESG Rating 'AAA', VIPF Green Future award, and the UNIDO Eco-IP approach.
BUSINESS PARTNERS 	- Occasional face-to-face meetings - Occasional worksite tours - Occasional Joint participation in different activities - Periodic discussions, inquiries, and feedback	- Doing business with integrity and fairness - Collaborate for growth and business development	- Followed code of business ethics - Developed fair joint venture agreements - Developed joint renewable energy projects to support industrial decarbonization - Kept confidential information of business partners

STAKEHOLDERS	ENGAGEMENT METHOD	ISSUES AND CONCERNS	GROUP'S ACTIONS AND RESPONSES
CUSTOMERS 	• Annual Satisfaction Survey • Quarterly joint activities • 24-7 Call centers to receive complaints and problems • Monthly seminars and training organization • 24-7 online /email communications • Periodic communication to relevant units • Physical sales and marketing initiatives	• Product/ service quality and safety • Customer's rights and personal data protection • Emergency management • Good governance and business ethics • Compliance with law • Energy management • Contribution to society • Anti-corruption • Customer Service and experience	• Supported customers' business operations, such as organizing training courses for customers in accordance with the law • Maintained regular, transparent communication channels with customers through site visits, seminars, instant messaging platforms, hotline services, and annual surveys to ensure customers receive accurate, timely, and complete information • Responded to customer complaints effectively • Supported customers' participation in local and national community-building activities, including customer-tenant sports events and networking initiatives • Facilitated between customers and educational institutions to support workforce readiness and long-term talent supply for tenants • Conducted risk management processes in all aspects. Prepared crisis management plan and emergency response plan including well-trained officers and equipment • Developed sources of renewable energy in Industrial estates • Maintaining Cybersecurity and Customer's personal data protection with utmost security • Provide accurate and complete information to customers
COMMUNITIES 	• Monthly engagement with community social contribution activities • Monthly dialogue with local communities • Occasionally assist with state agencies to resolve local issues • Annual Satisfaction Survey • Occasionally feedback granted from Corporate Social Responsibility (CSR) activities • Whistleblowing	• Social and environmental impact • Community well-being • Infrastructure development • Promote community activities • Corporate philanthropy	• Encouraged factory operators to have efficient waste management • Conduct CSR activities and initiatives to support communities • Promoted and provided opportunities for people in the surrounding communities to access education and skill development • Develop the infrastructure and road for public use • Conducted biodiversity restoration projects • Responded to community complaints effectively • Promoted the development for a better quality of life and economy in the communities and society • Conducted Environmental Impact Assessment

STAKEHOLDERS	ENGAGEMENT METHOD	ISSUES AND CONCERNS	GROUP'S ACTIONS AND RESPONSES
SUPPLIERS 	- Regular on-site consultation - Periodic work completion evaluation - Weekly communication by relevant unit - Periodic orientation on policy direction of the Group	- Good corporate governance and business ethics - Transparent procurement process - Compliance with contract - Good relationship - Support in solving problems	- Enforces Supplier Code of Conduct to align with the Group policies - Supplier/Contractor work monitoring and inspecting - Developed procurement policy and best practices to create sustainable supply chain management - Information sharing on new technology and best practices - Appoint a department to communicate with suppliers/ contractors on related issues
MEDIA 	- Occasional arrangement of Press releases - Occasional Public relations - Occasional In-depth interviews - Occasional Information updating - Networking Sessions - Press release and statements, including notes to editors - Award ceremonies and Group's activities	- Receive accurate and timely information - Business growth - Compliance to law and regulations - Social and environmental impact	- Disclosed transparent and accurate information - Maintained long-term relationship with media - Swift responses to issues raised in media

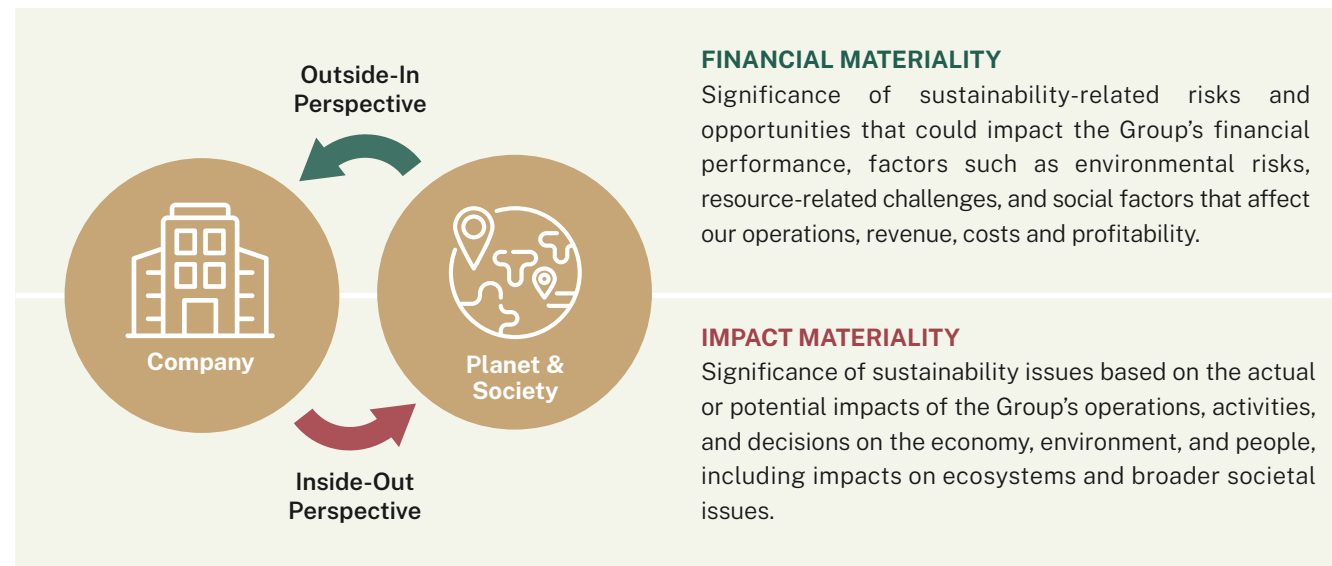


Materiality Assessment

Materiality assessment serves as a strategic compass by systematically identifying and prioritizing sustainability issues that are most critical to business continuity of the AMATA VN Group and to our stakeholders, taking into consideration regulatory expectations, stakeholder insights, and relevant global ESG developments. By identifying these material topics, we integrate sustainability-related risks and opportunities directly into our corporate KPIs, enterprise risk management processes, and board-level decision-making,

ensuring that our strategy remains responsive to current and emerging issues.

To ensure an integrated view of our risks and impacts, we apply a comprehensive double materiality assessment aligned with the GRI Universal Standards 2021. This approach extends beyond traditional reporting by evaluating sustainability issues through two distinct but interconnected lenses:



Assessment Cycle

Recognizing that the business and sustainability landscapes are dynamic, we maintain a structured materiality assessment cycle to ensure our strategy remains current:

- **Comprehensive review (every 2 years)**

We conduct a full-scale formal materiality assessment biennially, with the latest comprehensive assessment completed in 2025. This involves deep-dive stakeholder engagement, and a comprehensive re-assessment of our sustainability topic universe to capture emerging ESG considerations and major changes in our business environment.

- **Annual calibration**

During the intervening reporting years, we undertake an annual strategic calibration. The Sustainable Development Working Team (SDWT) conducts a structured review of the previous year's material topics against current operational conditions and stakeholder feedback to confirm their continued relevance. This approach enables us to maintain responsive sustainability reporting, without undertaking full materiality reassessment on an annual basis.

Process of Materiality Assessment

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

Each ESG topics identified earlier was evaluated by the senior management of AMATA VN Group, with inputs from external experts, by evaluating the likelihood and severity of actual and potential impacts in line with the OECD Due Diligence Guidance for Responsible Business Conduct, including consideration of the scope, scale, and the irremediability of the impact on the economy, environment, and people, including human rights (Impact materiality). In parallel, the potential magnitude of effects these sustainability topics on the Group's financial performance and long-term value creation were considered (Financial materiality). The outcomes of this assessment were grouped into three importance levels – Moderate, High, and Very High. The

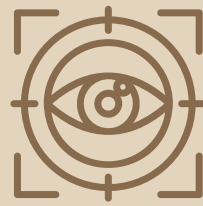
sustainability topics identified were then reviewed by the Sustainable Development Working Team (SDWT), comprising of managerial representatives from diverse departments, to ensure inclusiveness, completeness, and relevance before presenting to the Group's executives, including the General Directors of each business unit and the CEO of AMATA VN, for endorsement. The materiality assessment process and outcomes were then submitted to the Board of Directors for oversight and approval, ensuring full alignment with corporate strategy and governance framework.



**Understand the
Group's Context**



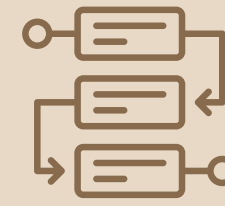
**Identify Actual
and Potential
Sustainability-related
Risk, Opportunities
and Impact Throughout
Value Chain**



**Gather Stakeholders'
Perspectives**



**Assess on Severity
and Likelihood**



**Prioritize the Most
Significant ESG Topics**



**Validate ESG Topics
for Reporting to
the Board of Directors**

Our Material Topics

During 2025, we updated our materiality assessment to ensure our strategy remains aligned with the scale of our expanding operations and the evolving industrial landscape. While our core focus areas remain largely unchanged, we introduced 3 new material topics: Product Design & Lifecycle Management, Water & Wastewater Management, and Waste & Hazardous Materials Management.

Integrating Product Design & Lifecycle Management allows us embed ESG considerations from the earliest stages of project planning -from the initial concept-through to the end of an industrial park development and operation lifecycle. To enhance clarity and performance oversight, we refined the previously broad “Environmental Quality Control” category into distinct Water and Waste pillars. This change allows for

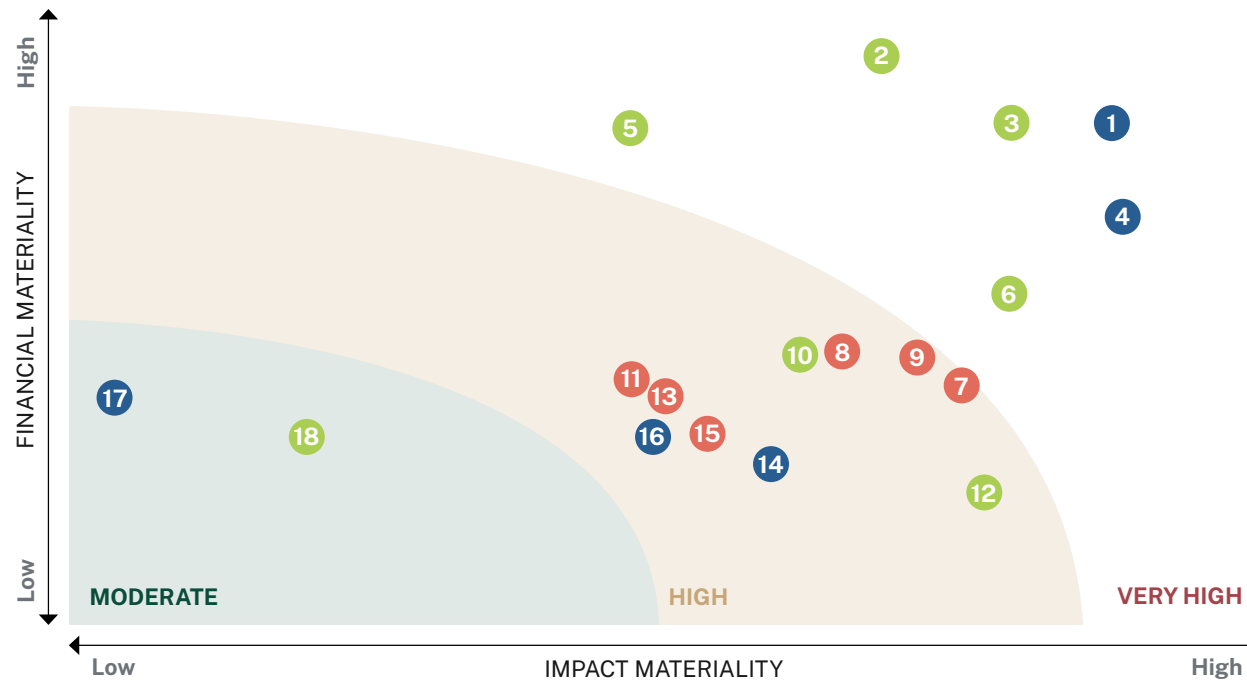
more targeted monitoring of water sourcing, wastewater treatment, and hazardous material management, improving both accountability and effectiveness in environmental performance management. “Energy Efficiency” was renamed “Energy Management” to better reflect our holistic effort in optimizing energy consumption and transitioning toward cleaner and more sustainable energy sources.

On the social dimension, we streamlined our framework by integrating Diversity, Equity, and Inclusion (DEI) into a broader Employee Development and Labor Practices topics. This change acknowledges that while DEI remains a critical priority, it is most effective when integrated into everyday people management practices rather than managed as a standalone issue.

These refinements resulted in 18 material topics for 2025, which are presented in the Materiality Matrix below to illustrate their relative significance. The Y-Axis (Financial Materiality) reflects issues that influence the Group’s financial value creation and operational continuity, while the X-Axis (Impact Materiality) measures the significance of our outward impact on society, the environment, and people. Topics positioned in the top-right quadrant are classified as ‘Very High’ priority, indicating their critical importance from both financial and impact perspectives.

While our core business activities remained consistent, Community Safety and Well-being shifted from “Very High” to “High” priority. This change reflects the maturity of our established safety protocols and long-standing community programs, which have effectively stabilized and mitigated the associated risks. Conversely, Energy Management rose from “Moderate” to “High” priority, highlighting the growing importance of energy security and the acceleration of our transition toward renewable sources to support carbon reduction and long-term energy management objectives. Despite these shifts, core pillars such as Law and Regulatory Compliance, Business Ethics and Integrity, and Environmental Quality Control remain our top priorities, continuing to underpin the Group’s sustainability strategy and operational resilience.

	MATERIAL TOPIC	REASON
New	Water & Wastewater Management	Introduced as standalone topic given their fundamental importance to tenants’ operational continuity and their strong alignment with the interests of local communities.
	Waste & Hazardous Materials Management	
	Product Design & Lifecycle Management	Introduced to reflect our commitment to integrating sustainability considerations from the very beginning of the project lifecycle for better management and efficiency.
Revised	Energy Management	Renamed from “Energy Efficiency” to better capture the broader scope of our energy-related activities.
Removed	Diversity, Equity, and Inclusion (DEI)	Integrated into “Employee Development & Retention” and “Labor Practices” to embed these principles across all human capital processes.



● Environment ● Social ● Governance

Following validation of the materiality assessment results by the Board of Directors, AMATA VN Group has progressed to embedding these priorities directly into our business operations. The Group's top management has integrated the 'Very High' material topics into corporate goals, strategies, and management approaches. To strengthen accountability, ESG-related Key Performance Indicators (KPIs) have been established and cascaded from the corporate level down to departmental objectives and individual performance evaluations. This structured integration embeds sustainability considerations into day-to-day decision-making, risk management, and performance management processes, ensuring that the Group's business strategy remains aligned with sustainable practices and stakeholder expectations - ultimately driving long-term value creation, operational resilience, and responsible growth.

VERY HIGH MATERIAL TOPICS	HIGH MATERIAL TOPICS	MODERATE MATERIAL TOPICS
1 Law and Regulation Compliance 2 Water & Wastewater Management New 3 Waste & Hazardous Materials Management New 4 Business Ethics and Integrity 5 Environmental Quality Control 6 Climate Resilience	7 Contribution to Society 8 Customer Relationship Management 9 Occupational Health and Safety 10 Energy Management 11 Community Safety and Well-being 12 Product Design & Lifecycle Management New 13 Labor Practices 14 Responsible Supply Chain Management 15 Employee Development & Retention 16 Innovation Development	17 Cybersecurity and Data Protection 18 Biodiversity Conservation

Actions In Addressing Risk and Opportunities of Material ESG Issues

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
ENVIRONMENTAL QUALITY CONTROL  3.9, 6.3, 6.4, 8.4 11.6, 12.2, 12.4, 12.5, 15.1	Investors, Government agencies, Customers, Communities, Business partner, Employee	GRI 303: Water and Effluents 2018 GRI 304: Biodiversity 2016 GRI 306: Waste 2020	As a leading Industrial Park developer in Vietnam, AMATA VN Group views Environmental Quality Control not merely as a compliance requirement, but as a value proposition for our international tenants who demand world-class ESG standards. Without diligent monitoring and management, the cumulative impact of these activities can lead to significant environmental degradation, affecting air and water quality, and the surrounding community's well-being. Effective environmental quality control helps to minimize risk above, pollution, prevents ecological damage, and ensures compliance with environmental regulations, alongside strategic land management that optimizes land use to support operations while minimizing environmental impact. Proactive environmental management can also enhance the industrial park's reputation, attract environmentally conscious businesses, and contribute to long-term economic viability.	- Implemented strategies to reduce resource consumption and waste generation. - Established comprehensive monitoring programs to track environmental performance. - Developed contingency plans to address potential environmental incidents. - Conducted environmental impact assessment - Developed and adhering to land use plans that minimize environmental impact and utilize alternatives resources	Chapter: Environment Impact Management

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
WATER & WASTEWATER MANAGEMENT  6.3, 6.4	Investors, Government agencies, Customers, Communities, Business partner, Employee	GRI 303: Water and Effluents 2018	Increasing water stress and unpredictable rainfall in Vietnam may threaten the reliability of water supply required by industrial tenants, potentially disrupting production continuity. Failure to comply with stringent wastewater discharge standards could result in regulatory penalties, operational disruptions, and reputational damage. Conversely, proactive investment in efficient water use, advanced wastewater treatment, and monitoring systems strengthens regulatory compliance, enhances tenant confidence, protects community water resources, and reinforces the Group's long-term operational resilience.term operational resilience.	• Maintained and upgraded the water and wastewater management facilities • Deployed smart wastewater monitoring software to track treated wastewater quality parameters ensuring immediate response to any irregularities • Established clear performance goals, including limiting water leakage within the industrial park and reducing water consumption at the AMATA Service Center (ASC) building • Participated in the Industrial Symbiosis program with United Nations Industrial Development Organization (UNIDO) to study and accelerate the IP water recycle practice in collaboration with government authorities	Chapter: Environment Impact Management
WASTE & HAZARDOUS MATERIALS MANAGEMENT  12.4, 12.5	Investors, Government agencies, Customers, Communities, Suppliers, Employee	GRI 306 : Waste 2020	Improper handling of hazardous waste by tenants or third-party contractors poses a significant risk of soil and water contamination, potentially resulting in cost remediation, long-term liability, and reputational damage for the Group. Stricter Vietnamese regulations increase the risk of fines and license revocations, while limited availability of local high-tech treatment facilities elevates the cost and risk associated with waste transportation.	• Promoted project focusing on waste segregation at source and identifying potential recycling opportunities • Implemented strategies to reduce resource consumption and waste generation • Ensured responsible disposal of all waste materials through approved and certified channels • Tracked and monitored the volume of waste generated on a regular basis	Chapter: Environment Impact Management

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
CLIMATE RESILIENCE  7.2, 9.4, 11.b, 13.1	Investors, Government agencies, Customers, Communities, Supplier, Business partner, Employee	GRI 305: Emissions 2016	The increasing frequency and intensity of extreme weather events have amplified global concerns about climate change, intensifying pressure to curb carbon emissions. With energy production and consumption responsible for approximately 40% of global carbon emissions, stricter regulations regarding energy conservation and greater reliance on renewable energy sources are anticipated. While integrating climate resilience with low-carbon pathways is crucial for sustainable growth, achieving profitability requires a careful balance between the opportunities and risks presented by cost-efficient and readily available circular economy solutions.	- Established the climate change policy - Set target and roadmap for reduction of carbon emission - Prepare a carbon footprint inventory, conduct a third-party audit, and register with the Thailand Greenhouse Gas Organization (TGO). - Adapted technologies to reduce energy consumption - Employed solar-derived electricity - Educated employees to save energy - Carry out improvements to the underground water pipe system - Participated in the Industrial Symbiosis program with United Nations Industrial Development Organization (UNIDO) transitioning to become an eco-industrial park.	Chapter: Climate Change Resilience and Adaptation
ENERGY MANAGEMENT  7.2, 7.3, 8.4, 9.4	Investors, Government agencies, Customers, Communities, Supplier, Employee	GRI 302: Energy 2016			

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
PRODUCT DESIGN & LIFECYCLE  7.2, 9.4, 9.6, 12.2	Investors, Government agencies, Customers, Communities, Business partners, Employee	GRI 201: Economic Performance 2016 GRI 303: Water and Effluents 2018	For AMATA VN, our “product” is the entire industrial ecosystem — from land and infrastructure to long-term estate management. By embedding lifecycle-based environmental awareness into planning and design, we ensure our estate remains adaptable to evolving regulations, supply-chain standards, and market expectations. Designing flexible, upgrade-ready infrastructure-such as renewable energy integration and digital monitoring-allows us to modernize existing assets and sustain long-term competitiveness while safeguarding value for future generations. Conversely, outdated infrastructure may weaken our attractiveness to high-quality investors and over time, erode asset value and increase compliance risks.	• Collaborated with strategic partner to deliver sustainable services such as rooftop solar installation in customer’s factory • Engaged with stakeholders to find potential alternative energy sources such as renewable energy via Vietnam’s Direct Power Purchase Agreement (DPPA) mechanism. • Implemented master plans that use green buffers and smart infrastructure to minimize environmental impacts beyond our site boundaries. • Maintained comprehensive emergency response plans and specialized equipment to ensure safety and business continuity	Chapter: Environment Impact Management Chapter: Climate Change Resilience and Adaptation Chapter: Innovation Development
BIODIVERSITY CONSERVATION  15.1	Investors, Government agencies, Customers, Communities, Supplier, Employee	GRI 304: Biodiversity 2016 GRI 413: Local communities 2016	Biodiversity goes in the opposite direction with development urbanization or industrialization. Without proper assessment, mitigation and prevention measures, the biodiversity of the area could be negatively impacted.	• Conducted EIA before project development • Followed avoidance, reduction, and offset strategies to reduce impact to biodiversity • Allocated 7-20% of industrial estate area for green landscaping • Have nursery for local plants for replacement and expansion • Participated in Planting tree activity on national level	Chapter: Environment Impact Management

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
LABOR PRACTICES  5.1, 5.5, 8.5, 8.7, 8.8, 10.2, 10.3, 10.4, 16.1, 16.7	Employee, Supplier	GRI 402: Labor/ Management Relations 2016 GRI 409: Forced or Compulsory Labor 2016	Fair remuneration, decent and safe work environment, career development and respect for employee rights have significant impact on employee well-being, productivity, and the Group's reputation. Strong labor practices mitigate risks, attract and retain talent, and can even boost financial performance. Furthermore, they meet growing expectations of stakeholders like investors who prioritize ethical and sustainable business.	- Established Human Resources Management Committee to oversight on human resources strategies and policies to be in compliance with laws and regulations and best practices - Conducted human right due diligence - Set policy and equipped employees with knowledge on human rights and appropriate treatment - Engaged with contractors and suppliers to abide with labor practices and requirements stated in Supplier Code of Conduct - Conduct employee engagement survey to understand employee's concerns - Implement programs to develop high-potential employees and future leaders - Renovated workspace to promote employee well-being and relaxation - Conducted gender diversity, equity and inclusion related activities for employees - Analyzed gender pay gap of employees - Established robust recruitment and compensation process grounded on principles of equality, transparency, and non-discrimination	Chapter: Human Capital Management

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
OCCUPATIONAL HEALTH & SAFETY  3.4, 3.6, 8.8, 11.2, 16.1	Investors, Government agencies, Customers, Communities, Supplier, Business partners, Employee	GRI 403: Occupational Health and Safety 2018 GRI 416: Customer Health and Safety 2016	Managing an industrial park involves various activities that pose risks to the health and safety of employees, contractors, and the surrounding community included implementing stringent safety protocols, conducting regular risk assessments, and ensuring compliance with regulatory standards. The Group can be exposed to safety, reputation, and regulatory risks.	- Strictly abide to relevant laws and regulations - Audited site for unsafe areas, set up plan for action, and monitor working conditions - Provided personnel safety equipment - Provided annual health check-ups for employees - Provided training for customers/ community on OHS and emergency suppression - Upgrade and improve road systems to reduce accidents/ incidents - Appointed designated personnel to overlook OHS activities	Chapter: Occupational Health and Safety
EMPLOYEE DEVELOPMENT  4.3, 4.4, 4.5, 8.5	Investors, Customers, Business partners, Employee	GRI 401: Employment 2016 GRI 404: Training and Education 2016	Employees are a major part of any organization, and their dedication, emotional engagement, and commitment to continuous knowledge development are critical to driving profitability and value creation. A motivated workforce enhances productivity, and builds a positive workplace culture, ultimately leading to better business outcomes.	- Established Human Resources Management Committee to oversight on human resources strategies and policies to be in compliance with laws and regulations and best practices - Embedded corporate DNA, attract talent, and offer welfare benefits for improve work life quality - Developed talent and scholarship support program for career development - Established clear feedback channels for employees to raise their concern and suggestion	Chapter: Human Capital Management

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
COMMUNITY SAFETY & WELL-BEING  1.4, 3.6, 4.4, 8.1, 8.3, 8.5, 9.2, 11.2	Investors, Government agencies, Customers, Communities, Supplier, Business partners, Employee	GRI 413: Local Communities 2016	Community safety and well-being present both risks and opportunities in the context of our operations. Proactive engagement with local residents allows us to identify and address potential safety hazards, thereby mitigating risks to both our operations and the surrounding community. Conversely, investing in safety initiatives and fostering strong relationships can enhance our reputation and create opportunities for collaboration that benefit all stakeholders.	- Invested in traffic system for road safety - Supported CSR activities community health and safety (such as Blood donation, health check-up for disabled) - Participated in government community projects - Conduct community satisfaction survey to identify areas of improvement	Chapter: Community and Social Development
CONTRIBUTION TO SOCIETY  1.4, 3.6, 4.4, 8.1, 8.3, 8.5, 9.2, 11.2	Investors, Government agencies, Customers, Communities, Business partners, Employee	GRI 413: Local Communities 2016	Meaningful contribution to society strengthens social acceptance, supports local economic participation, and builds long-terms trust with communities and authorities, reinforcing the Group's social license to operation and enables smoother project development. Conversely, insufficient contribution to society may weaken community support, reduce stakeholder trust, and increase the risk of delay in land acquisition, project approval and long-term operational continuity	- Supported local procurement - Supported disabled and vulnerable individual - Engaged in investment promotion activities with the authorities and property agent leader - Organized roadshows in potential countries - Supported in educational assistance (such as scholarship, e-library, new graduated recruitment)	Chapter: Community and Social Development Chapter: Corporate Governance

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
CUSTOMER RELATIONSHIP MANAGEMENT  8.3, 8.8, 9.1, 17.16	Investors, Customers, Communities, Business partners, Employee	GRI 2-29: Approach to stakeholder engagement	Customer Relationship Management (CRM) for an industrial estate developer lies in customer/tenant satisfaction and loyalty. Mishandling a customer/tenant or failing to address concerns can severely damage the Group's reputation and referrals. Moreover, customers may unknowingly violate the laws. Inadequate communication with customers can result in legal violation or harm to the environment or community, ultimately affecting thus negatively impacting business operations.	- Conduct customer satisfaction survey - Establish complaint channels for customers to report operational issues, suggestions, and concerns - Collaborate with customers to conduct seminars and training relevant to customer's demand (law and regulation update, new knowledge, etc.)	Chapter: Customer Relationship Management
LAW AND REGULATION COMPLIANCE  16.3, 17.1	All stakeholders across the value chain	GRI 2-27: Compliance with Laws and Regulations	Non-compliance with law and regulation may lead to extreme cases of suspension of "license to operate". Compliance with law and regulations helps avoid legal issues, build trust with stakeholders, protect the environment and community and prevent financial losses.	- Conducted risk management process in each department with internal legal department monitoring violation cases - Review new/revised laws and regulations and establish suitable action plans (if necessary) - Assign designated personnel to be hands on with new regulations - Conduct an internal audit	Chapter: Laws and Regulation Compliance

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
CYBERSECURITY AND DATA PROTECTION  16.10	All stakeholders across the value chain	GRI 2-27: Compliance with Laws and Regulations GRI 418: Customer Privacy 2016	Cybersecurity and data protection are linked with human rights and are protected by law. Without proper management, our business can lead to regulatory risk in data breaches, financial losses, and reputation damage.	- Regulate internal data access to authorized devices only - Collaborate with partner to provide PDPD and Cybersecurity Awareness training for employees and customers - Review and set policy on personal data protection (PDPA), in Thailand, and personal data protection Decree (PDPD), in Vietnam, and established working Committee to act as a controller - Appointing a Data Protection Officer to ensure compliance with the law	Chapter: Laws and Regulation Compliance
ETHICAL AND TRANSPARENT BUSINESS  16.5	All stakeholders across the value chain	GRI 205: Anti-Corruption 2016	Misconduct by our employees (including the Board of Directors) can lead to financial and reputational loss. Our determination to stand by the principle of good corporate governance with zero tolerance to corruption will provide our stakeholders with confidence.	- Participation as a member of Thailand's Private Sector Collective Action Coalition Against Corruption - Cascaded anti-corruption to subsidiaries, contractors and suppliers - Corporate governance assessment by joining the Corporate Governance Report for Thai Listed Companies (CGR) - Annually conduct Anti-corruption and Code of Conduct tests to remind all employees	Chapter: Laws and Regulation Compliance

MATERIAL ESG ISSUES AND SDGS	STAKEHOLDER IMPACTED	GRI STANDARD DISCLOSURES	RISK AND OPPORTUNITIES	RESPONSES	ADDRESS IN THIS REPORT
RESPONSIBLE SUPPLY CHAIN  4.4, 8.4, 8.8, 12.7, 16.5	Investors, Government agencies, Customers, Communities, Supplier, Business partners, Employee	GRI 204: Procurement practices 2016 GRI 308: Supplier environmental assessment 2016 GRI 414 : Supplier social assessment 2016	The area of highest risk of human right violations in the Group's supply chain lies within the supplier selection process. Unfair labor practices of the supply chain can negatively impact the Group's business operations and reputation as well as harm the people in the community. Moreover, engaging with suppliers to promote sustainable practices opens opportunities for collaboration and innovation that enhance overall supply chain resilience.	- Implemented Supplier Code of Conduct with each key supplier evaluating their ESG performance based on the set criteria - Integrated ESG aspect into supplier selection process for new vendor - Monitor and annually disclose occupational health and safety of supplier in Sustainability report - Revise procurement procedure in manual - Sharing knowledge and providing training for suppliers	Chapter: Responsible Supply Chain Management
INNOVATION DEVELOPMENT  8.2, 8.4, 9.4, 13.1	Investors, Government agencies, Customers, Communities, Supplier, Business partners, Employee, Creditors	GRI 201: Economic Performance 2016	The world's ever-changing business environment can bring disruption as well as opportunities to business. AMATA VN Group will remain resilient against disruptions and increase productivity by innovation in products/services and in-process improvement	- Incorporate Innovation into the Group's Culture, AMATA DNA, and employee's KPI - Host Amata Innovation Award - Provide training and resources to support a culture innovation	Chapter: Innovation Development

Connecting Principles to Practice

We ensure our sustainability ambitions become operational realities by embedding strong governance into every level of decision-making. Beyond compliance, AMATA VN PCL prioritizes ethical leadership and accountability, creating a robust framework that drives performance and protects value for our stakeholders across the region

Corporate Governance

Positive and Negative Impact

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

Inconsistencies in governance practices across subsidiaries may lead to compliance issues and operational vulnerabilities. The varying regulatory requirements and cultural expectations in different countries complicate the ability to maintain uniform standards, which can result in reputational damage and a loss of stakeholder trust. Additionally, lapses in governance could expose the Group to legal and financial repercussions, diverting resources away from core business objectives and hindering long-term growth and initiatives.

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



We at AMATA VN Group are committed to conducting its business operations in a manner that fully aligns with the principles of good corporate governance, accountability, transparency, and sustainability. This commitment is reflected in how we manage risks, implement robust measures, foster a culture of business ethics and transparency, and maintain a strong stance against corruption. In addition, we actively promote equality and ensure compliance with all relevant rules and regulations.

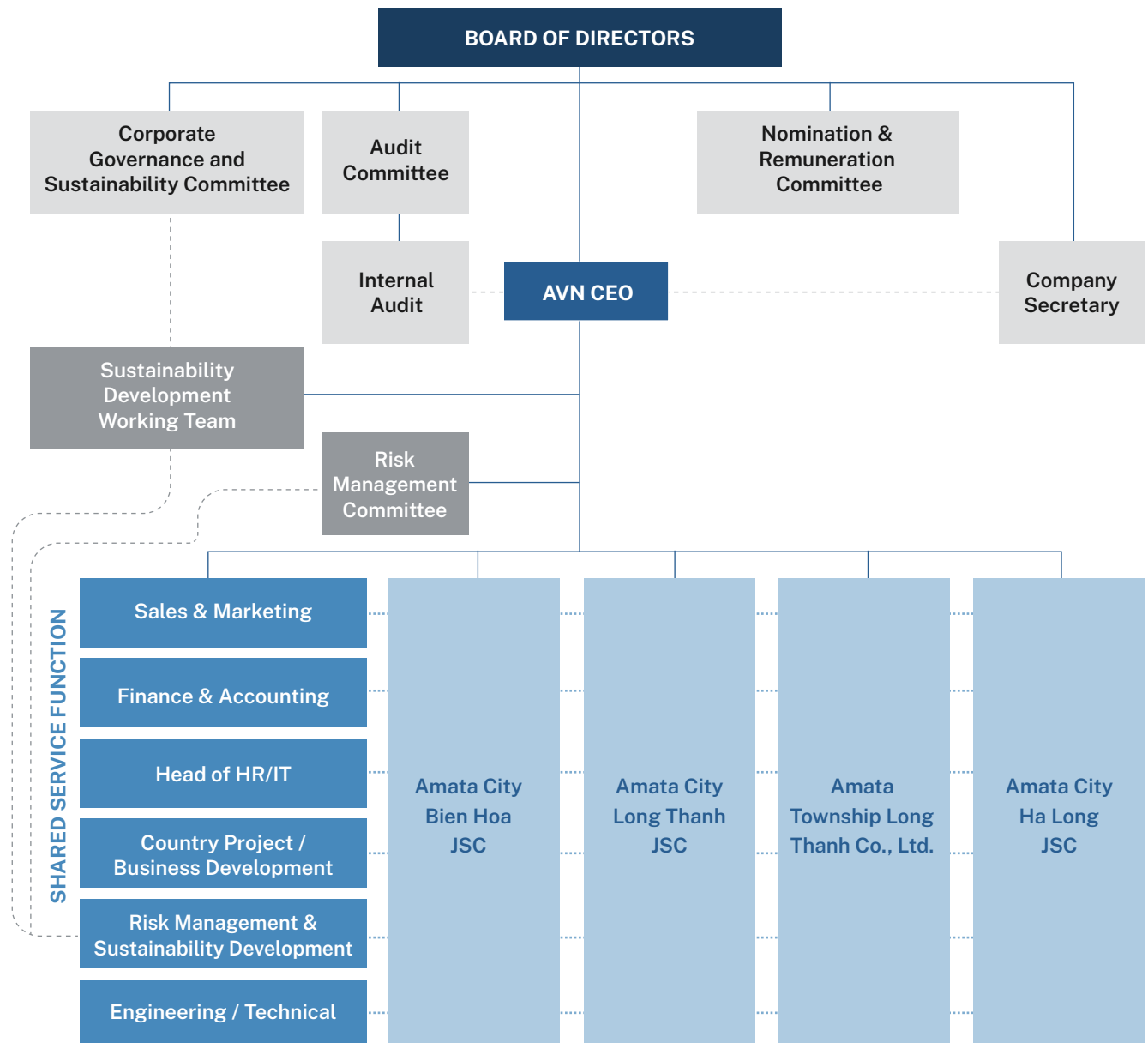
Our Board of Directors serves as the strategic core of AMATA VN Group, providing leadership that drives sustainable value creation. We prioritize a balanced approach that delivers returns to shareholders while addressing the needs of all stakeholders. Through the establishment of clear policies and long-term strategic direction, the Board ensures our operations align perfectly with the Group's business plan. This cohesive leadership strengthens our competitive edge and builds the enduring trust necessary for long-term growth.



AMATA VN Group has established a comprehensive Corporate Governance policy, which is periodically reviewed and updated to reflect current best practices. To reinforce this commitment, we expanded the scope of the Corporate Governance Committee and renamed it to Corporate Governance and Sustainability Committee (CGS). This dedicated committee provides guidance to the Board of Directors and oversees the governance and sustainability initiatives. This structure ensures that governance practices remain effective and consistent across the organization.

To maintain consistent alignment with corporate policies, procedures, and values, we leverage shared services by deploying experienced personnel from our parent company to subsidiaries in Vietnam. These individuals oversee key functions such as finance, risk management, and compliance, giving the Board of Directors greater visibility into subsidiary operations. This oversight enables the Board to make informed decisions that serve the best interests of the Group as a whole.

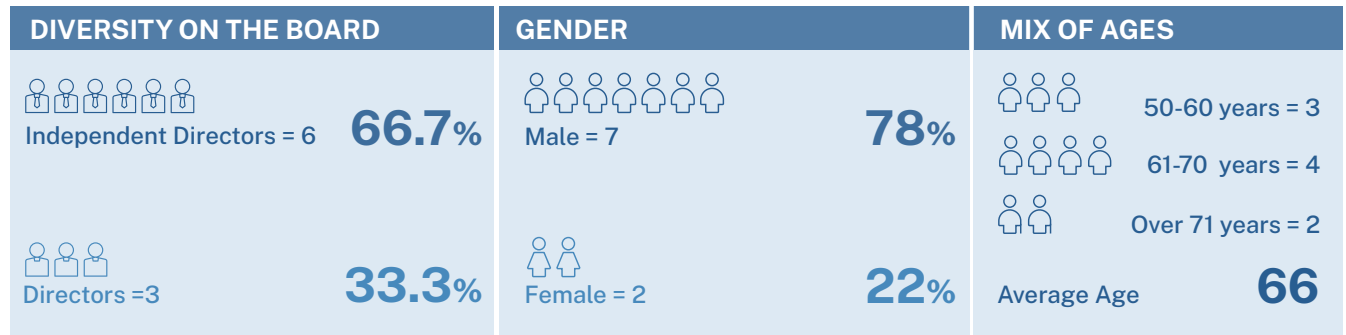
Strengthening this governance framework, we have established various Board Committees to share oversight responsibilities. These committees allow the Board to focus on high-level strategy while ensuring specific governance areas receive detailed attention. This division of responsibilities guarantees that every aspect of our management structure remains accountable and effective.



Board Diversity and Composition

Building a board with a wide range of perspectives is essential for enhancing discussion and decision-making, including the problem-solving capabilities in the AMATA VN Group. We look far beyond basic educational requirements, valuing a rich mix of gender, age, tenure, and cultural backgrounds. This variety of lived experiences ensures that our leadership reflects the global nature of our business and stays sensitive to the needs of our diverse stakeholders. To maintain this balance, our Nomination and Remuneration Committee follows a clear Board Diversity Policy, which provides a structured approach to identifying and selecting new leaders who bring fresh viewpoints to the table. We use a “Board Skills Matrix” to evaluate the collective strengths of our directors. This tool helps us visualize our current expertise and identify any gaps that need to be filled to meet future challenges. We regularly review this matrix and adjust our board composition as the business evolves, ensuring our directors have the right mix of technical skills and leadership qualities to guide the Group effectively. This proactive approach to board composition keeps our governance robust and well-equipped to manage the complexities of the industrial estate sector.

As of 2025, our Board of Directors (BOD) consists of 9 experts, featuring 2 international directors, 2 female directors, and 6 independent directors, with ages ranging from 57 to 82. Collectively, they bring expertise across 11 specialized fields: corporate governance, business strategy, industrial and real estate, finance and accounting, risk management, international relation and legal affairs, economics, environmental management, social management, and IT management.



NAME	POSITION	EDUCATIONS AND EXPERIENCES										
		Corporate Governance	Strategic Management Business Strategy	Industrial/ Real Estate	Finance/ Accounting	Marketing	Risk Management	International and Legal Affairs	Economics	Environment Management	Social Management	IT Management
Dr. Apichart Chinwanno	Chairman, Independent Director	■	■					■	■		■	
Dr. Huynh Ngoc Phien	Non-executive Director	■	■	■	■		■	■		■		■
Dr. Warapatr Todhanakasem	Independent Director	■	■	■	■		■		■			
Mrs. Somhatai Panichewa	Executive Director	■	■	■		■	■					
Mr. Aukkares Choochouy	Non-executive Director	■	■	■		■			■		■	
Mrs. Oranuch Apisaksirikul	Independent Director	■	■		■		■	■	■			
Mr. Kittit Tangjitrmaneesakda	Independent Director	■	■	■			■	■				
Mr. Yuttana Jiamtragan	Independent Director	■	■	■		■	■		■	■	■	■
Mr. Paul Wayne Turnbull JR	Independent Director		■				■	■			■	
Total		8	9	6	3	3	7	5	5	2	4	2

Director's Development

Our Board recognizes that staying ahead in a changing business landscape requires continuous learning and adaptability. We actively encourage our directors to sharpen their skills through a variety of channels, from formal institutional programs and in-house workshops to flexible online courses. This commitment to professional growth ensures our leadership has the right tools to navigate new challenges and seize opportunities that move the Group forward. In 2025, our directors completed a total of 181 hours of specialized training, focusing on essential areas like Sustainability, Risk management, Governance, and the practical applications of Generative AI.

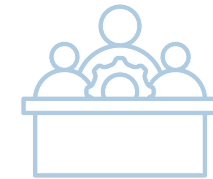
To ensure a smooth transition for new leadership, we provide a detailed induction program that combines theory with hands-on experience. New BOD members receive a “Board Orientation Package” that covers everything from our core policies and charters to our long-term strategic goals. We go beyond paperwork by organizing site visits to our international operations, giving directors a clear, firsthand view of how our business functions on the ground. These efforts help our Board members contribute effectively from day one, keeping our governance strong and our operations resilient.

NAME	TRAINING PROGRAM IN 2025
Professor Dr. Warapatr Todhanakasem	• Effective Leadership through Emotional Intelligence, University • Thailand economic update and political situation to the Board by in-house Economist • Asia Directors’ training on Sustainability Strategy update • Subsidiary Governance Conference (Chairman of NRC) -Malaysia • GCNA, ASEAN & SA Directors’ training on AI & Generative AI • SCB Singapore Training on Task Force on Climate-related Financial Disclosure • GCNA, ASEAN & SA Directors’ training on ICS Board awareness deck • GCNA, ASEAN & SA Directors’ training –Wealth and Family Office • Monetary Authority of Singapore (MAS) Notice 637 –2025 Model Risk IRBA Online Training • Board Cyber Forum 2025: Cyber Defense with AI and Innovation Strategies by Securities and Exchange Commission • Leadership Succession Program Class 16, Kellog College, University of Oxford • Super Series Premium Program, Clare Hall, University of Cambridge
Mrs. Somhatai Panichewa	• AMATA Executive CG Workshop • AMATA Strategic Workshop • AMATA VN Strategic Workshop
Mr. Aukkares Choochuay	• Board Nomination and Compensation Program (BNCP), class 22/2025 • AMATA Executive CG Workshop • AMATA Strategic Workshop • AMATA VN Strategic Workshop
Mrs. Oranuch Apisaksirikul	• Sustainability • Open Finance • AI • Strategy Development • Digital Assets Tokenization • Technology Enabling Automation, Resilience and Cost Efficiency
Mr. Yuttana Jiamtragan	• Advanced Audit Committee Program (AACP), class 57/2025 • Corporate Governance for Executives (CGE), class 26/2025 • Risk Management Program for Corporate Leaders (RCL), class 41/2025

Board Performance Assessment

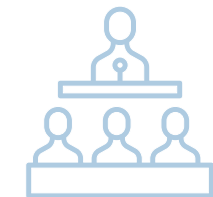
To strengthen our commitment to transparency and accountability, the Board of Directors conducts a comprehensive annual self-evaluation. Using the standardized framework provided by the Stock Exchange of Thailand (SET), we examine the performance of the Board as a whole, its sub-committees, and each director individually. This structured approach ensures that our leadership remains effective and aligned with the evolving needs of our business.

The insights gained from these assessments are more than just numbers as they serve as a practical roadmap for improvement. The Board reviews these results to identify areas where oversight and decision-making can be strengthened. By refining our internal processes and leadership dynamics, we ensure that the Group continues to operate with integrity and creates lasting value for all our stakeholders.



Entire Board

98.99%



Sub-committee

98.08%



Individual

99.75%

Business Ethics and Integrity

Very High-Impact Material Topic

Positive and Negative Impact

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

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

AMATA VN Group operates with a firm commitment to the principles of good corporate governance. To maintain these standards, we have established a clear Code of Conduct (CoC) and a Corporate Governance Handbook (CG) that guides our daily actions and professional relationships. Our Corporate Governance and Sustainability Committee reviews these policies and guidelines every year, updating them to stay aligned with new regulations, technological shifts, and evolving industry’s best practices. We make sure these guidelines are easy to obtain and clear by sharing them through our corporate website, staff intranet, and the Amata HR mobile application. This approach guarantees that our teams in both Thailand and Vietnam have direct access to the information they need to act with integrity.

Upholding these ethical standards is a mandatory responsibility for everyone at AMATA VN, including our Board of Directors, management, and all staff members. Compliance with the Group’s Code of Conduct and Corporate Governance framework is not voluntary, and claiming ignorance of these guidelines cannot be used as an excuse for non-compliance. All executives and managers, at every level, are expected to prioritize oversight and ensure their teams understand and adhere to these policies. Beyond our own walls, we seek to partner with customers and business associates who share our values. To promote transparency and accountability, we have established whistleblowing channels for anyone to safely report concerns or suspected misconduct. Information regarding the Group’s policies can be found on our website.



Corporate Governance Policies

AMATA VN Group is committed to supporting its directors and the organization in achieving excellence in governance. To reinforce this commitment, the Board has established a comprehensive framework of rules and practices in the Good Corporate Governance (CG) Policy Handbook, ensuring efficiency, fairness, transparency, and strong performance across AMATA VN's operations. In 2025, the Board revised 27 policies to align with the evolving corporate governance environment.

Code of Conduct

We are committed to building a culture of integrity, legal compliance, and ethical business practices. The Corporate Governance and Sustainability (CGS) Committee conducts regular reviews of the principles and practices in the Code of Conduct (CoC) to ensure its suitability for both local employees and employees in operating countries. In 2023, it has made revision to the CoC to enhance clarity and better align with current operations, ensuring that all employees, from the Board of Directors to staff, understand and adhere to its principles. The CoC emphasizes ethical conduct, honesty in business, and responsibility towards shareholders, customers, suppliers, employees, and the environment. This CoC cascaded throughout the organization, and all the subsidiary companies established their own Code of Conduct aligned with the AMATA VN's standards.

Anti-Corruption

AMATA VN Group maintains a strict zero-tolerance policy towards fraud and corruption, articulating our commitment through both our Anti-Corruption Policy and our Code of Conduct. Dedicated to fostering ethical business practices, we became a certified member of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) in 2020 and successfully renewed our membership in 2023. Our anti-corruption initiatives extend to our subsidiaries and supply chain in Vietnam through the Supplier Code of Conduct, which is applied at all subsidiaries level. Prior to forming any business relationship, we perform comprehensive due diligence to evaluate the ethical conduct of potential third parties. In addition, we require all critical suppliers by signing the Supplier Code of Conduct during the contract agreement signing stage.

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

At the Group level, we conduct biannual corruption-related risks assessments to proactively identify risk factors and to set measures to mitigate or prevent vulnerabilities that could lead to corruption.

Conflict of Interest

Transactions involving related parties carry natural risks, and we prioritize managing these interactions with integrity. AMATA VN Group implements a specific Conflict of Interest policy to guarantee that every business deal remains transparent, fair, and aligned with the group's best interests. This approach helps us secure long-term value for our stakeholders. We updated these guidelines in 2023, refining our preventative measures to ensure our standards remain effective and relevant:

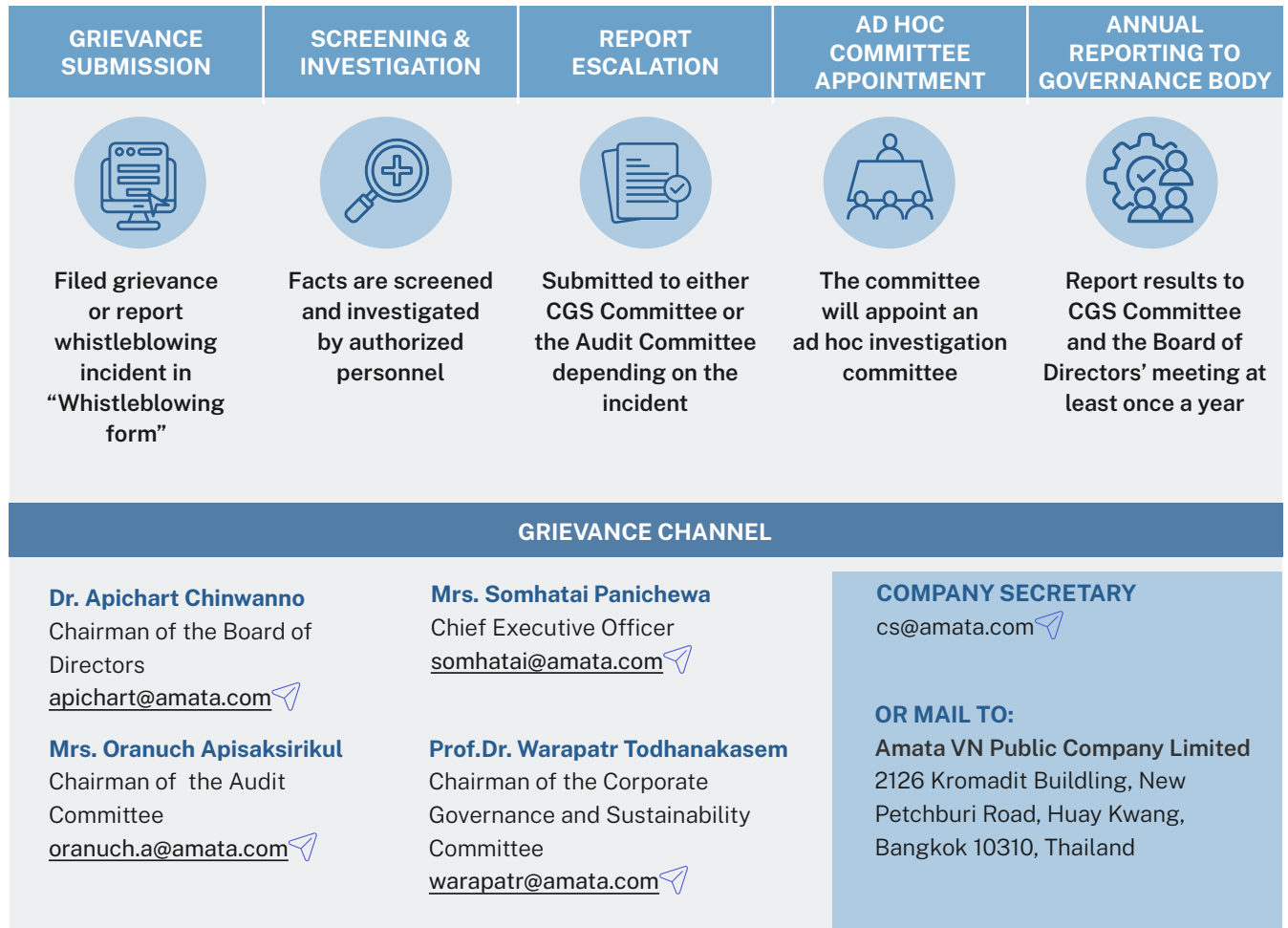
1. The transaction has undergone a transparent approval process by directors and executives with responsibility, caution, and honesty, without stakeholders participating in decision-making.
2. The transaction is conducted with the Group's interests in mind, as if it were a transaction with an outside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



Whistleblowing

At AMATA VN Group, we believe that an open culture where we listen to our employees and partners is the foundation for building a transparent business. To support this, we have implemented a Whistleblowing Policy and guidelines that provide a safe and confidential space for both internal and external stakeholders to report concerns about illegal activities, regulatory breaches, ethical misconduct, as well as share their suggestions. Multiple independent reporting channels are available, including direct access to the Audit Committee and the Board of Directors. Upon receiving a report, a formal investigation process is initiated by a neutral committee to establish facts with fairness and speed. We prioritize the protection of the whistleblower; therefore, we strictly enforce a measure against any form of retaliation and guarantee that all information remains confidential. This approach ensures that anyone raising a genuine concern can do so without fear of negative consequences, allowing us to resolve issues effectively and continuously improve our management standards.

The whistleblowing policy has clearly outlined the specific duties of our Board of Directors, management, and staff, while reinforcing the need for continuous communication and training on these matters. These measures extend beyond the parent company; we apply this same standard of integrity and the Code of Conduct to our subsidiaries, including ACBH, ACLT, and ACHL, which helps us maintain trust and ensures that ethical governance is practiced consistently throughout our entire group.



We maintain strict adherence to our [Whistleblowing Policy](#), which sets out clear and accessible steps for handling complaints. This framework ensures that we address any concerns regarding our operations transparently and

effectively. Throughout 2025, our internal reviews detected no incidents of misconduct, and we received no reports regarding unlawful behavior.

Disciplinary and Remedy Action

The Group view compliance with the established policies as a fundamental part of our professional discipline. In event of violation, we address the matter following the process similar to our Whistleblowing procedure. We determine penalties based on the severity of the offense and internal regulations, which can range from disciplinary warnings to termination of employment, and may extend to legal prosecution if laws are breached. In case of whistleblower or an accused individual suffers damage and is proven innocent or harmed, we ensure they receive fair relief and compensation on a case-by-case basis.

Any violations will be reported to the Corporate Governance and Sustainability Committee and the Board of Directors and will be added to the risk profile if the damage is significant. The relevant department will be tasked with improving control measures to prevent future occurrences, and processes for prevention will be subject to internal. Throughout 2025, we did not receive any significant whistleblowing reporting or complaints related to corporate governance, violation of the Code of Conduct, or incident incidents of unlawful behavior such as fraud and corruption.

Cultivating Integrity and Ethical Standards

AMATA VN Group ensures that every employee fully understands the boundaries of permissible conduct through continuous education. During 2025, we updated our training materials to reflect current laws and best international practices and communicate to all levels of our entire workforce. We also integrate the principles of Good Corporate Governance Handbook and Code of Conduct into the orientation process, ensuring new hires receive this critical guidance on their very first day of work.

To reinforce these principles, the annual assessment is designed to remind employees of company policies, strengthen adherence, and evaluate understanding. All staff members are required to obtain a minimum passing score of 80% on this assessment, which covers the CoC and the principles of Good CG. This year, 100% of employees completed the evaluation, resulting in an exceptional average score of 94%. These results reflected our organization's strong commitment to maintaining integrity and compliance.

	PERFORMANCE
Employee acknowledged and passed CoC and principles of Good CG assessment	100%
Number of violated the Group's policies and regulation cases	0
Number of material complaints relating to corporate governance	0

VIOLATIONS OF CORPORATE GOVERNANCE AND BUSINESS ETHICS IN 2025	WHISTLEBLOWING REPORTING	CONFIRMED VIOLATION
Fraud and financial misappropriation	0	0
Bribery and corruption	0	0
Harassment	0	0
Workplace bullying	0	0
Insider trading	0	0
Unauthorized disclosure of confidential information or personal data	0	0

Laws and Regulatory Compliance

Very High-Impact Material Topic

Positive and Negative Impact

AMATA VN Group regards strict adherence to legal and regulatory standards as the foundation of our sustainable growth strategy. Maintaining high compliance standards strengthens our operational resilience and secures our social license to operate. By upholding these obligations, we create a fair, transparent, and competitive business environment that strengthens the long-term trust and confidence of our stakeholders. This commitment ensures that our industrial, commercial, and residential developments contribute meaningfully to the economic stability of the regions where we are present.

Operating across borders presents inherent complexities, particularly given the distinct legal frameworks and business practices between Thailand and Vietnam. The Group faces specific challenges arising from Vietnam's dynamic regulatory environment, where frequent reforms and legal amendments

aim to modernize the country's economy. These evolving standards require the Group to maintain efficient oversight and agile adaptability to ensure full compliance. Failure to effectively manage these shifts could result in operational disruptions, financial liabilities, or reputational risks. Consequently, the Group proactively integrates regulatory monitoring into our risk management framework to mitigate these uncertainties and ensure continuity in our business operations.

Laws and Regulations Compliance

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

who provide objective insights, benchmark against industry best practices, and help anticipate reputational risks.

Regulatory risk was identified as a key risk in 2025. Relevant units have established specific risk tolerance thresholds, enabling us to monitor legislative changes closely and adjust strategies to minimize potential adverse impact on business operations. However, because regulatory implementation can be abrupt and often depends on the interpretation of enforcement officers, complete elimination of this risk is not feasible. Comprehensive information on the Group's risk management approaches is provided in the 56-1 One report.

We believe in maintaining full transparency regarding our challenges and performance. In 2025, our review processes identified 9 specific cases of non-compliance, totaling 51.3 million VND in fines (equivalent to 64,984 THB). These incidents were strictly related to 7 cases of administrative delays and 2 cases of technical inaccuracies in tax declarations, rather than intentional misconduct, and we have since corrected the procedural gaps. In addition, the Group continues to manage 1 ongoing legal dispute concerning lease land use rights. This case originated in 2019 and remains pending in the court, where we continue to cooperate fully with legal authorities to reach a resolution.



	2023	2024	2025
Number of incidents of non-compliance with laws and regulations (cases)	0	5	9
Non-compliance with laws and regulations resulting in monetary fines (mil VND)	0	1,079	51.3

Cybersecurity and Data Protection

Information technology drives our operational efficiency, allowing us to digitize workflows and automate key processes. However, the relentless speed of technological advancement creates a dynamic threat landscape as our systems evolve. The tools used by cybercriminals to breach internal data security have become increasingly sophisticated. We recognize that this rapid development cycle requires constant watchfulness, as new vulnerabilities can emerge just as quickly as we adopt new solutions. We prioritize efficient cybersecurity to protect both tenant information and our own operational data. This approach strengthens our corporate reputation and builds trust with stakeholders, which is important for maintaining tenant loyalty and investor confidence. Adhering to these privacy practices reflects our focus on responsible business, ensuring we meet regulatory standards while reducing the risk of data breaches. To formalize these efforts, we completed a thorough review process and announced our revised Cybersecurity and Information Technology Policy in 2025. The updated policy and guidelines are accessible on our website. Additionally, recognizing the growing use of artificial intelligence, we issued a dedicated AI Usage Policy in 2025 to ensure ethical and secure deployment of AI technologies.

In response, the Group actively maintains comprehensive controls to safeguard our digital infrastructure. We designed our initiatives to counter these emerging risks directly, ensuring our defenses adapt alongside new technologies. This approach allows us to secure our operations effectively without compromising the efficiency that our digital strategy provides.



Cybersecurity

- Maintains continuous oversight of Microsoft Data loss prevention and Threat Protection to detect and neutralize potential cybersecurity risks.
- Performs regular updates and patches on Anti-Virus and Firewall systems, ensuring all existing and newly operated ACLT IP meet current cybersecurity standards.
- Implemented virtual networks through core switch upgrades to isolate sensitive data and strengthen malware defenses.
- Established a comprehensive image-based backup system to safeguard data integrity and support recovery.

Personal Data Protection

- Enacted Confidentiality Policy and developed Personal Data Protection Policy outlines key principles for processing personal data of customers, suppliers, business partners, employees, and individuals, included in the “Good Corporate Governance Handbook 2025”.
- Established a PDPA Working Committee to oversee data management and appointed a Data Protection Officer for compliance and guidance.
- Ensure adherence to Thailand’s Personal Data Protection Act (PDPA) 2562 and adopt these practices in Vietnam in 2024, with adjustments to align with Vietnam’s Personal Data Protection (PDP) law and Decree No. 13/2023/ND-CP.
- Establish the internal system to control and oversee access devices including the two-factor authentication (2FA) by setting control on authorized officer’s access to the Group’s internal network.

Our data security protocols functioned effectively throughout 2025, resulting in zero incidents. There are no identified leaks, thefts, or losses of stakeholder data during our regular reviews. Additionally, the Group received no complaints regarding security breaches, reflecting our consistent attention to information privacy.

Cybersecurity Capacity Building

In a current circumstance where digital threats are increasingly complex, the Group views cybersecurity knowledge as a mandatory and fundamental requirement for all employees. To proactively manage these risks, the Group's IT department organized a comprehensive cybersecurity knowledge-sharing initiative using accessible formats, such as podcasts with post-assessment via internal websites. The curriculum covered 7 essential topics: Password security, Phishing Defense, Device Security, Safe internet usage, Authentication processes, data protection, and avoiding investment scams.

The program aims to ensure that every staff member can operate confidently and safely in the digital space. The initiative received full cooperation across the organization, achieving a 100% participation rate with an average score of 94% in the post-training assessment. This result reflects our collective commitment to maintaining a secure IT infrastructure and developing organizational culture of awareness.



PASSWORD SECURITY

- Strong, Unique, Complex (12+ chars)
- Use Password Manager
- Don't Reuse Passwords
- Enable 2FA/MFA



PHISHING DEFENSE

- Verify Sender Identity
- Don't Click Suspicious Links/Attachments
- Check for Urgent/Unusual Requests
- Report Suspicious Emails



DEVICE SECURITY

- Keep OS & Apps Updated
- Install Reputable Antivirus
- Use Screen Locks & Biometrics
- Avoid Jailbreaking/Rooting



SAFE INTERNET USAGE

- Use Secure Connections (HTTPS)
- Avoid Public Wi-Fi for Sensitive Info
- Think Before Sharing Personal Data
- Clear Cookies/Cache Regularly



AUTHENTICATION PROCESSES

- Enable Multi-Factor Authentication (MFA)
- Use Authenticator Apps over SMS
- Protect Backup Codes
- Monitor Account Activity



DATA PROTECTION

- Regularly Backup Data (Cloud/Offline)
- Encrypt Sensitive Files
- Understand Privacy Settings
- Securely Dispose of Old Devices



AVOIDING INVESTMENT SCAMS

- Be Skeptical of High Returns/Low Risk
- Do Independent Research
- Beware of Pressure Tactics/Urgency
- Verify Licensing/Registration

Tax Policy

AMATA VN Group acknowledges the direct and indirect risks associated with tax and its impact on the economy and society. Effective tax management fosters sustainable business practices and contributes to national development as a whole. Tax policy, which was introduced in 2021, guides the Group to operate in compliance with the revenue code and tax laws, utilize tax incentives in line with national and local tax structures, all within the context of effective, sustainable, and appropriate business operations. Transfer pricing for intra-group transactions is determined using the arm's-length principle, in line with normal commercial activities. For more information on our tax policy in Good Corporate Governance Handbook, please visit our website.

AMATA VN Group has obtained special corporate income tax incentives as below:

 10% for land and utilities for phase I, IIA, an IIB	 20% normal tax rate	 5% for utilities revenue only	 Exemption for utilities revenue only
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Total Tax Contributions

AMATA VN Group contributes to the economic development of the country where it conducts business through tax payments. In the year 2025, total taxes paid amounted to 83.44 mil THB equivalent (65.9 Bil VND). The breakdown of our 2025 tax contributions is illustrated in the following chart:

Withholding taxes,

3.56%

VAT,

8.22%

Foreign Contractor tax,

9.92%

Corporate income taxes paid: CIT,

52.34%

Property taxes paid,

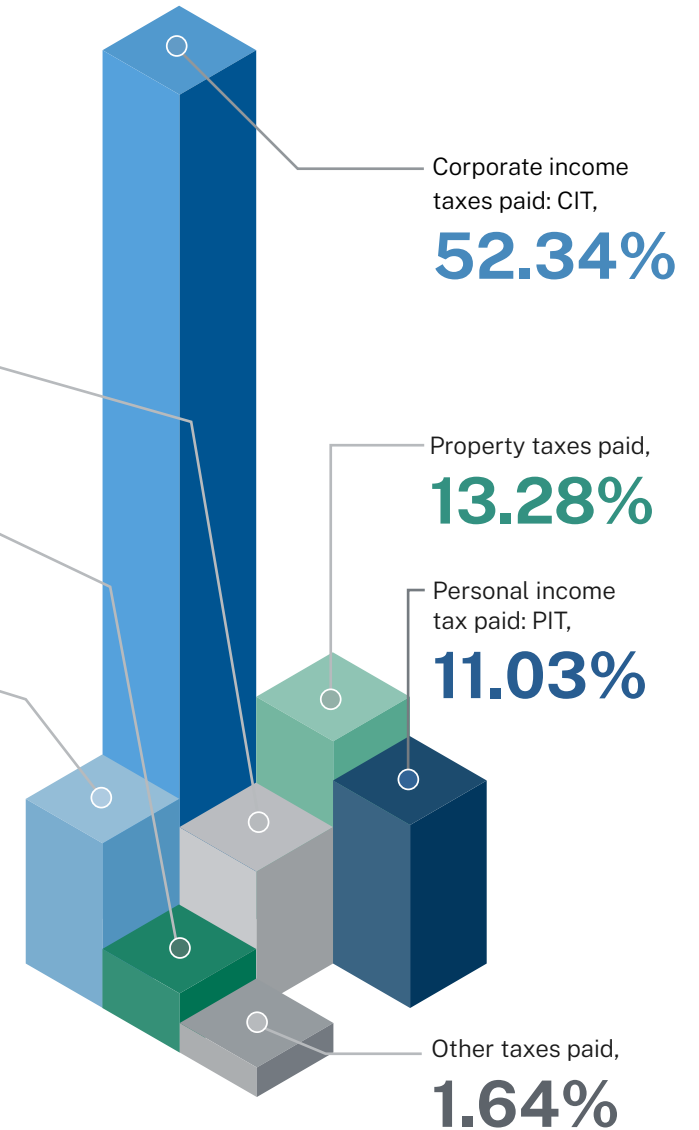
13.28%

Personal income tax paid: PIT,

11.03%

Other taxes paid,

1.64%



Responsible Supply Chain Management

High-Impact Material Topic

Positive and Negative Impact

Sustainable supplier management practices have been adopted that integrate social, environmental, and corporate governance considerations across the Group's business operations from upstream to downstream. Effective management of suppliers and contractors supports operational continuity, quality assurance, increase competitiveness, and promote long-term growth value creation, while strengthening alignment with the Group's ethical and sustainability expectations.

At the same time, the Group recognizes that suppliers and contractor activities can pose social and environmental risks which may result in reputational risks or operational



disruptions if not properly managed. As industrial activities in Vietnam continue to evolve, responsibility for these potential impacts extends beyond direct operations to the broader supply chain. By embedding ESG standards into supplier management practices, the Group seeks to mitigate these risks and ensure responsible conduct throughout its value chain.

AMATA VN Group adheres to the principles of fairness and transparency in our dealings with all suppliers, in accordance with our established Procurement Policy. Recognizing the potential environmental and social impacts of construction, we have also established a Construction Policy that integrates sustainability requirements directly into project execution to reduce negative impacts. We prioritize partnerships with suppliers and contractors who deliver high-quality business results

while maintaining ethical, environmental, and social standards. This approach is intended to align supplier practices with the Group's ethical, environmental, and social expectations and to support responsible business conduct across the value chain.

To further promote responsible supply chain management, AMATA VN Group has developed a comprehensive Procurement Standard Operating Procedure. This manual provides operational guidance for employees on supplier treatment practices and integrates ESG criteria in new supplier selection and classification, risk assessment, performance evaluation and auditing, as well as supplier capacity development. In addition, AMATA VN Group has implemented a Supplier Code of Conduct (SCoC) that integrates the 10 principles of the United Nations Global Compact with its critical suppliers.



Construction Policy

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

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

Supplier Code of Conduct

The Group has implemented a **Supplier Code of Conduct (SCoC)** throughout all business units, integrating the 10 principles of the United Nations Global Compact (UNGC). The SCoC establishes comprehensive guidelines across 4 key dimensions: legal compliance, business ethics, human rights and social responsibility, and environmental stewardship.

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

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

Key issues covered in Supplier Code of Conduct

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



Supplier Management Process

The Group integrates ESG risk management across our supply chain, from upstream sourcing to downstream operations, to promote responsible business conduct and mitigation potential risks associated with supplier activities. This approach is applied throughout the supplier's lifecycle. The supplier management process follows a structured framework comprising:



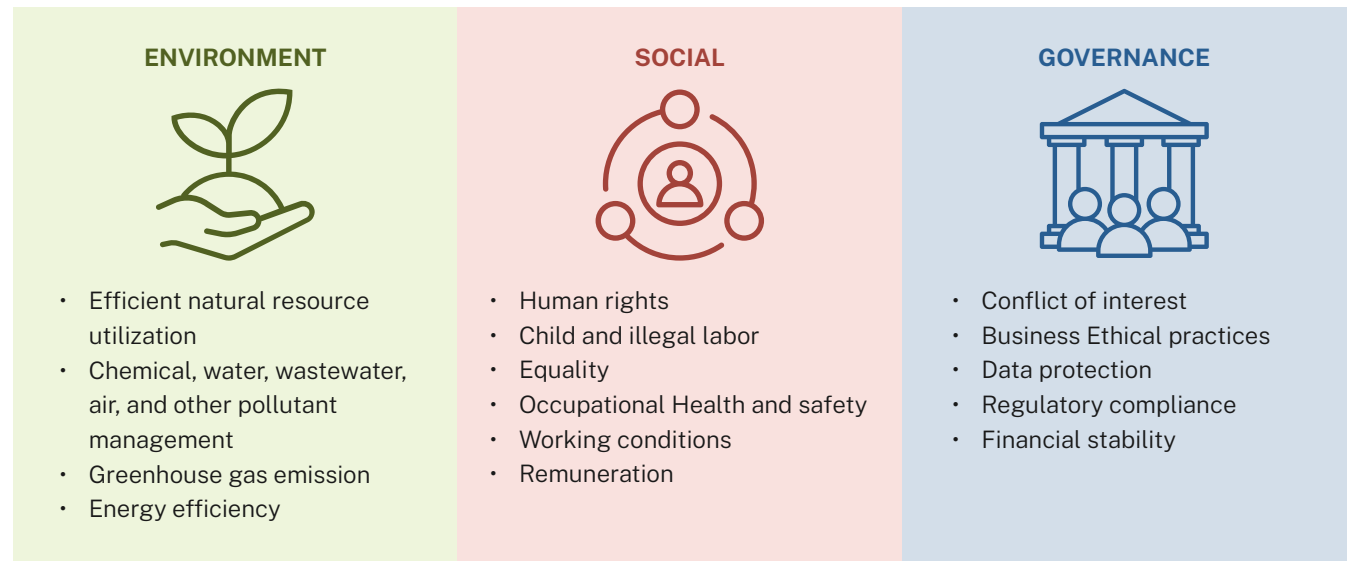
1. Supplier Selection

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

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

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

The ESG topics assessed in the SAQ cover the following:



2. Critical Supplier Identification

AMATA VN performs a comprehensive review of its supply chain annually to identify critical suppliers. This classification ensures that risk management and engagement efforts are focused on suppliers and contractors that are essential to our operation continuity and business performance. A supplier is designated as critical when one or more of the following conditions apply:

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

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

3. Supplier Assessment and Audit

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

- Self-Assessment Questionnaire (SAQ) scoring: Suppliers complete detailed questionnaires to evaluate their ESG risk profiles and compliance levels.

- Work-specific evaluation: Assessment of risks specific to nature and scope of supplied services or products.
- Annual Supplier performance review: Annual performance evaluation and relationship assessment for suppliers and contractors after delivery of services.

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

1. On-site Audit

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

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

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



Self-assessment questionnaire (SAQ) rating

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

2. Annual Supplier Performance Review

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

Work specific and post-delivery assessment rating

SCORE (%)	RATING	THE GROUP'S ACTION
80-100	White	1 st priority for future work selection
70-79	Grey	Require improvement to achieve acceptable criteria level within agreed timeframe
60-69	Black	Result in suspension of engagement with the vendor for a minimum period of 3 years

In 2025, the Group expanded our standard operating procedures (SOP) for procurement to cover all active projects. Previously applied only at Amata City Bien Hoa (ACBH), the updated procedures now include Amata City Long Thanh (ACLT) and Amata City Halong (ACHL). This expansion ensures consistent procurement practices across all active sites, ensuring a unified approach to sustainability and operational integrity. As a result of this expansion, the Group's supplier base increased to 272 active Tier-1 suppliers, of which 193 are new suppliers.

Among these, there were 25 critical Tier-1 and 2 critical non-Tier 1 suppliers essential to our current operations identified. As both ACLT and ACHL are in intensive development phases, our primary spending has shifted from daily operation activities toward large-scale construction

	2025
Total number of active suppliers	272
Number of new suppliers	193
Number of critical suppliers (Tier-1)	25
Number of critical non-Tier 1 suppliers	2
Number of suppliers classified as high-ESG risk	12
Number of terminated suppliers	0
% of total spending on critical suppliers (Tier-1)	90%

and infrastructure, with these critical suppliers representing 90% of the Group's total procurement expenditure. Oversight efforts during the year focused primarily on Tier-1 and identified critical suppliers, reflecting the Group's risk-based prioritization approach. All critical suppliers completed ESG risk assessments through the self-assessment questionnaire (SAQ) process. Although no suppliers have obtained high-risk scores, 12 suppliers/contractors were classified as high ESG risk suppliers due to the specific environmental or social nature of their specialized work. These suppliers/contractors successfully passed all on-site audits and inspections to verify their compliance with our standards. Throughout the reporting period, all suppliers met the required criteria, and no supplier relationships were terminated due to ESG-related concerns.

	TARGET	2025
Number of suppliers acknowledged SCoC		
Critical suppliers (Tier-1)	100%	100% (25 of 25)
Critical non-Tier 1 suppliers	50%	100% (2 of 2)
Percentage of suppliers assessed for ESG risks through SAQ		
Critical suppliers (Tier-1)	100%	100% (25 of 25)
Critical non-Tier 1 suppliers	100%	100% (2 of 2)
Percent On-site ESG audit completion		
Work specific suppliers	100%	100% (12 of 12)

4. Supplier Development

The Group prioritizes building stable, long-term relationships with our suppliers to ensure mutual growth and operational resilience. Through active engagement, we work with our suppliers to integrate sustainability considerations into their core operations, helping them improve their technical capabilities and market competitiveness. This collaborative approach focuses on refining quality standards, increasing operational efficiency, and encouraging innovative business practices. In recent years, the Group has provided occupational health and safety training for suppliers to reduce the risk of workplace injuries and illnesses and to promote safe and healthy work environment while performing any construction or related work in our area. We also share construction-related innovations and industry developments to help our suppliers remain up to date with current technology and practices. In addition, we continue to educate our suppliers to ESG best practices by introducing our suppliers to comprehensive ESG risk assessments through Self-Assessment Questionnaire (SAQ) and acknowledge the Supplier Code of Conduct, which together provides a structured basis for identifying environmental and social risks, allowing them to identify specific areas for growth and align their business with international best practices.

Fair Payment & Responsible Business Conduct

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

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

The payment period in 2025 was attributed to the nature of our business which required significant upfront investments in land, construction, and infrastructures development in our new operating industrial parks delaying the cost of goods sold recognition and extending the payment period.

	2023	2024	2025
Average Payment Period (days)	38	26	36



Innovation Development

High-Impact Material Topic

Positive and Negative Impact

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

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



Amata views innovation as a key driver for business growth, driving differentiation, enhancing the value of our products and services, and fostering continuous improvement. We apply a systematic management framework to enhance operational efficiency, reduce costs, and mitigate negative impacts on society and the environment. Our commitment includes allocating sufficient budgets and resources for long-term development, covering both internal improvements and collaborative ventures with business partners and stakeholders.

We define “Innovative” as a core attribute for all employees, building a culture that supports new ideas, experimentation, and creative problem-solving. This mindset is integrated into our AMATA VN employee DNA, to maintain a competitive edge and deliver continuous value. Our teams are empowered to participate in developing innovations that benefit our operations while contributing positively to the surrounding environment and communities. We view these efforts as essential for long-term sustainability, focusing our innovation strategy on 2 primary areas: products or services development and process improvement for efficiency.

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



Cultivating a Culture of Innovation

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

INNOVATION IDEAS/PROJECT



In 2025, we exceeded our target by six times with participation from 54 members (representing nearly 30% of our workforce). This achievement reflects a year marked by inspiration and strong engagement.

AMATA Innovation Awards

To support the culture of innovation, Amata Corporation has organized an annual group-wide "Innovation Awards" competition. This group-wide platform encourages our people to share creative solutions and contribute to the development of new products or services or simplify work processes for operational efficiency. Participants competed across two distinct categories - Innovation IDEA and Innovation PROJECT - the competition was allocated a budget of 2.5 million THB.

In 2025, our commitment to a forward-thinking culture was on full display this year 12 number of projects from AMATA VN Group and 7 passed the initial screen for the joined "Innovation Awards." These ideas originated from concerns and pain points raised by stakeholders during their interactions.

 PRODUCTS OR SERVICES DEVELOPMENT <tr> <td>Ideas :</td> <td>2</td> </tr> <tr> <td>Projects:</td> <td>2</td> </tr>	Ideas :	2	Projects:	2	 PROCESS IMPROVEMENT <tr> <td>Ideas :</td> <td>5</td> </tr> <tr> <td>Projects:</td> <td>2</td> </tr>	Ideas :	5	Projects:	2
Ideas :	2								
Projects:	2								
Ideas :	5								
Projects:	2								



The talent within our organization was clearly reflected in the results, with AMATA VN teams securing the top honors in both major categories. Our “Automatic Meter Reading System” earned 1st place in the Innovation IDEA category for its potential to modernize utility tracking. Meanwhile, our “Building Information Modeling (BIM)” initiative took the 1st place in the Innovation PROJECT category. Of the 12 proposals, 2 have already been implemented in the year, while the remaining are currently under review for potential implementation. In addition to these innovation projects, many departments have embraced digitalization in their operations to improve efficiency and reduce costs. These achievements highlight our team’s ability to turn original concepts into practical tools that add real value to our industrial cities and the clients we serve.

Building a Capacity for AI integration

In the current landscape of rapid digital transformation, Artificial Intelligence (AI) has emerged as an essential tool for enhancing operational efficiency and driving business intelligence. At AMATA VN, we recognize that AI is not merely a technological upgrade but a catalyst for high-performance work, enabling our teams to automate routine tasks, analyze complex datasets with precision, and make more informed strategic decisions. We empower our employees to focus on high-value creative problem-solving and innovation, ensuring that our organization remains agile and competitive in an increasingly automated world by integrating these advanced tools into our daily workflows.

Throughout the year 2025, we’ve collaborated with FPT Polytechnic College Dong Nai, Core Leadership, and BIDV Bank Dong Nai to organize several training sessions about AI and associated technology which are designed to upskill our workforce, support our customers and build a strong knowledge of AI’s capabilities and applications during technology transitions. The program successfully attracted our employees, participants from enterprises inside and outside our industrial park, with a total AI training hour of 1,169 Hours (339 training hours for the Group’s employees and 830 hours for other stakeholders).



Of the seven proposals, two have already been implemented in the year, while the remaining are currently under review for potential implementation. In addition to these innovation projects, many departments have embraced digitalization in their operations to improve efficiency and reduce costs.

Some key innovation initiatives are outlined below:

Automatic Meter Reading System (AMRS)

The implementation of the Automatic Meter Reading System (AMRS) represents a fundamental shift in how we manage utility networks across our industrial estates. Currently operational at Amata City Long Thanh (ACLT) and Amata City Halong (ACHL), this system utilizes 4G technology to transmit data directly to a robust central server. This connectivity eliminates the need for manual meter recording, replacing it with a process that ensures precise and continuous monitoring. This digital approach allows our engineering teams to track energy usage in real-time, enabling them to identify technical faults immediately and prevent service disruptions before they affect our customers. Beyond the technical advantages, The AMRS platform delivers significant value to our tenants and internal administrative departments, particularly the accounting team. The system features a transparent web-based interface that provides direct access to historical consumption data. This accessibility ensures that our billing is based on accurate, verifiable figures, which strengthens trust in our utility services while also supporting energy efficiency monitoring of our customers/tenants. For our internal teams, the automated data collection streamlines the reporting process, reducing human error and freeing up resources for other



critical tasks. This initiative creates a smarter, more reliable ecosystem that supports both the operational and business needs of our industrial estates. We are looking to build upon this foundation by expanding the technology to cover water and wastewater metering in the near future.

KEY BENEFIT RECEIVED:

60-hour
reduction/year
compared
to manually recording

Electricity efficiency
through elimination
of time lapse between
EVN and IP meter

Existing meters Old generation



Updated
4G
version

Modem 4G



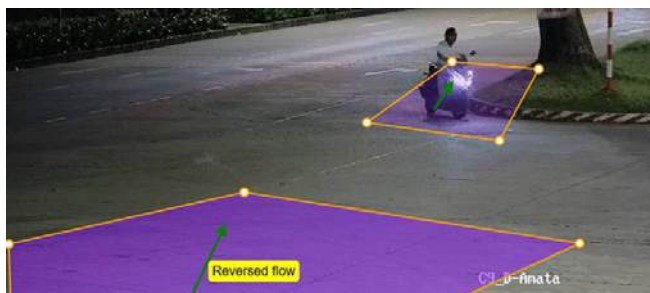
Data server



AI Traffic Camera

We have substantially strengthened traffic safety at Amata City Bien Hoa (ACBH) by establishing a dedicated CCTV Traffic Control Center. This new facility serves as the central nerve center for traffic monitoring, bringing together data from across the estate into a single location. This hub is supported by a network of CCTV cameras and 5 AI-powered sensor cameras installed at major intersections, all connected to a high-performance AI processor. This setup allows us to move beyond simple video recording to a system where road conditions are observed and analyzed continuously, ensuring that our command center has a complete and real-time view of the industrial park.

The primary function of this system is to identify specific road safety risks before they lead to accidents. The AI



continuously scans for violations such as illegal parking, speeding, and vehicles driving against the traffic flow. When an irregularity is detected, the system immediately generates visual alerts on the dashboard and triggers automated audio notifications in the control room. This instant feedback enables our security team to respond with speed and precision, creating a much more secure environment for our stakeholders. This transition to smart technology has improved our ability to manage road safety effectively. This initiative is currently at a pre-operational stage.

Automatic Wastewater Quality Monitoring



In 2025, we strengthened our commitment to environmental oversight by expanding the Automatic Wastewater Quality Monitoring system from ACBH to both Amata City Long Thanh (ACLT) and Amata City Halong (ACHL). This system provides constant, real-time tracking of essential water quality markers, such as pH, COD, BOD, and ammonium levels. By automating this process, we ensure that all treated water consistently meets discharge standards

This gain	pH	TEMPER	COD	TSS	Free Cl	Ammon	FLOW IN	FLOW IN 2	MODULE 2	FLOW IN 1	MODULE 1	FLOW IN 3	MODULE 3	FLOW OUT	Gain gph
	(unit)	(°C)	(mg/l)	(mg/l)	(mg/l)	(mg/l)	(m ³ /h)	(m ³ /h)	(m ³ /h)	(m ³ /h)	(m ³ /h)	(m ³ /h)	(m ³ /h)	(m ³ /h)	(GPH)
6.59	71.25	7.02	20.64	0.00	0.13	201.62	142.34	0.00	129.58	240.80	0.00	129.58	240.80	0.00	0.00
6.60	71.31	8.12	18.80	0.00	0.13	346.64	157.11	0.00	180.43	137.83	0.00	180.43	137.83	0.00	0.00
6.60	71.95	8.32	24.59	0.00	0.13	342.77	159.98	0.00	183.79	178.98	0.00	183.79	178.98	0.00	0.00
6.52	71.33	8.22	20.96	0.00	0.13	258.57	148.32	0.00	110.24	178.98	0.00	110.24	178.98	0.00	0.00
6.49	71.27	8.56	19.54	0.00	0.13	359.99	170.01	0.00	188.99	185.58	0.00	188.99	185.58	0.00	0.00
6.55	71.34	8.77	18.64	0.00	0.13	323.14	173.81	0.00	180.23	301.54	0.00	180.23	301.54	0.00	0.00
6.63	71.47	8.99	17.22	0.00	0.13	258.05	179.03	0.00	179.02	284.27	0.00	179.02	284.27	0.00	0.00

KEY BENEFIT RECEIVED:

A reduction in operating costs approximately
117 Mil VND
 (equivalent to 140,000 THB) per year.

A reduction of
1 day
 per collection time and data submission compared to the manual sampling method.

before it leaves our operating area, thereby safeguarding local ecosystems and maintaining regulatory compliance.

This digital transition has also streamlined information sharing with both the public and government authorities. The system now automatically generates and submits daily reports directly to regulators and publishes data on our website for stakeholders to access, delivering full transparency. This proactive approach eliminates the gaps found in manual sampling and offers surrounding communities with the assurance that we are managing our water resources with the highest level of precision and accountability.

Connecting People & Communities to Opportunity

Beyond infrastructure, AMATA VN PCL builds and supports communities. We invest in our employees' continuous development and champion social initiatives that elevate local living standards. By actively listening to our surrounding communities and fostering inclusive workspaces, we ensure our development creates meaningful opportunities for everyone involved.



Human Rights

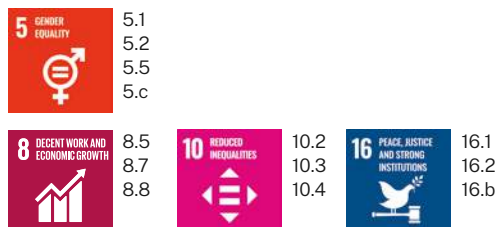
Positive and Negative Impact

The issues of human rights are becoming increasingly prominent in today's globalized world. As a corporation with international clients, AMATA VN Group is committed to upholding the principles of human rights. We firmly believe that all individuals are entitled to equal status, rights, and opportunities, and it is our responsibility to ensure that human rights are respected within our sphere of influence. It is imperative that we avoid any actions that may result in the violation of human rights, whether through our own operations or through our business relationships with other parties since any infringement on human rights could not only have a detrimental impact on our business operations but also tarnish the reputation of AMATA VN Group as a whole. Therefore, we are dedicated to promoting and protecting human rights in all aspects of our business.



AMATA VN Group aligns its practices with internationally recognized human rights principles, including the International Labour Organization (ILO) and the Principles of the United Nations Guiding Principles on Business and Human Rights (UNGPs), within the scope of our business activities. These principles are formalized in our Human Rights Policy, which is embedded in the AMATA VN Corporate Governance Handbook and in the Code of Conduct. Together, these policies define our commitment to ethical business conduct and guide how we operate, interact with stakeholders, and maintain accountability across our value chain. By integrating these standards into our policies, procedures, and daily decision-making processes, we ensure that respect for human rights remains a central component of both our internal operations and our external business relationships. This commitment reflects our dedication to fairness, integrity, and the protection of human dignity for employees, contractors, suppliers, customers, and the communities connected to the Group's operations.

To translate these commitments into daily operations, we have incorporated human rights due diligence into our Enterprise Risk Management framework, allowing us to proactively identify, assess, and prevent potential adverse impacts across our entire value chain. We address human rights comprehensively, covering key areas such as fair compensation, safe working conditions, and overall workforce well-being. Our commitment extends beyond our direct operations through our Supplier Code of Conduct and structured supplier assessment criteria, ensuring that our suppliers and partners uphold the same responsible and ethical standards. These policies are regularly communicated across our workforce and supply chain -employees, contractors, and suppliers- to ensure full alignment. Through this unified approach, everyone connected to AMATA VN shares responsibility for upholding human dignity and maintaining ethical business relationships.



Human Rights Governance and Oversight

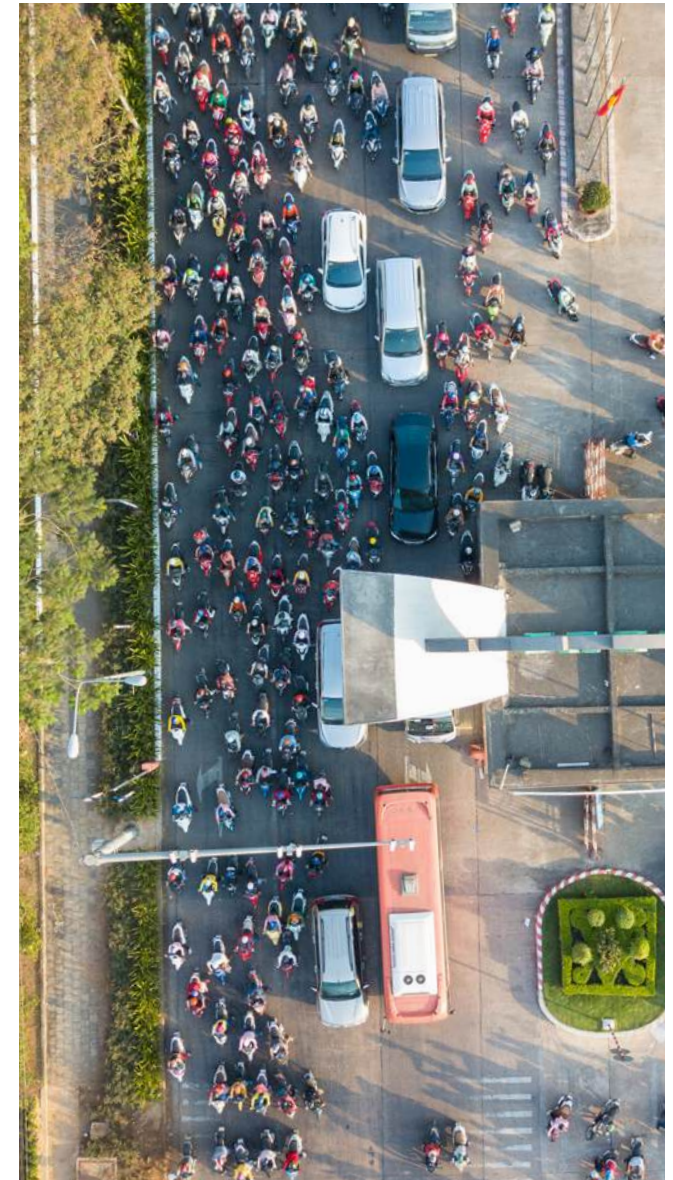
AMATA VN prioritizes strict adherence to labor regulations in Vietnam and Thailand as the core foundation of our sustainability strategy. Our Human Rights Policy was established to safeguard the rights and well-being of our workforce, as well as those employed by our suppliers and contractors. Oversight of these commitments is ensured through the Board of Directors, which reviews human rights policies and related risk management frameworks annually to maintain relevance and effectiveness. Executive management translates the Board's directive into actionable strategies, sets out appropriate management criteria, and allocates the necessary resources for managing labor practices and human rights practices effectively. The Human Resources Department and other relevant units conduct due diligence, monitor compliance, manage accurate reporting for stakeholders, and deliver training and awareness initiatives that reinforce consistent understanding and implementation of human rights principles throughout the organization. Ultimately, every employee and contractor is expected to uphold these standards in their daily work and is encouraged to report concerns or potential violations through confidential whistleblowing channels provided, reinforcing transparency, accountability, and continuous improvement across the Group.



Key issues covered in the Human Right Policy*

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

As an additional requirement for subsidiaries in Vietnam, the Group has submitted the associated social insurance and employment details report to authority throughout the year to ensure that it meets legal standards and reinforces our dedication to ethical business practices while safeguarding employee's rights and promoting their welfare. In 2025, there is no report or findings of discrimination against any individual or group regarding their race, religion, gender, and disability or labor rights violations of labor rights within the Group's operations or value chain.



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

Human Rights Due Diligence

AMATA VN Group conducts human rights due diligence (HRDD) on a three-year cycle in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Due Diligence Guidance for Responsible Business Conduct. Our due diligence covers 100% of operational sites, joint ventures, supply chain partners, and business relationships.

Our HRDD process follows 7 core steps. We begin by embedding human rights commitments into corporate policies, governance structures, and operational procedures. We then identify and assess both internal and external human rights risks by examining potential and actual impacts on individuals and communities. Using the Human Rights Impact Assessment (HRIA) methodology, we systematically identify and prioritize salient human rights risks based on clear criteria assessing likelihood and severity. This risk identification draws on multiple evidence sources, including regulatory and industry reviews, internal data analysis, grievance mechanism insights, supplier self-assessment questionnaires, and engagement with stakeholders. These insights guide our efforts to prevent and mitigate adverse impacts through strengthening controls and target actions.

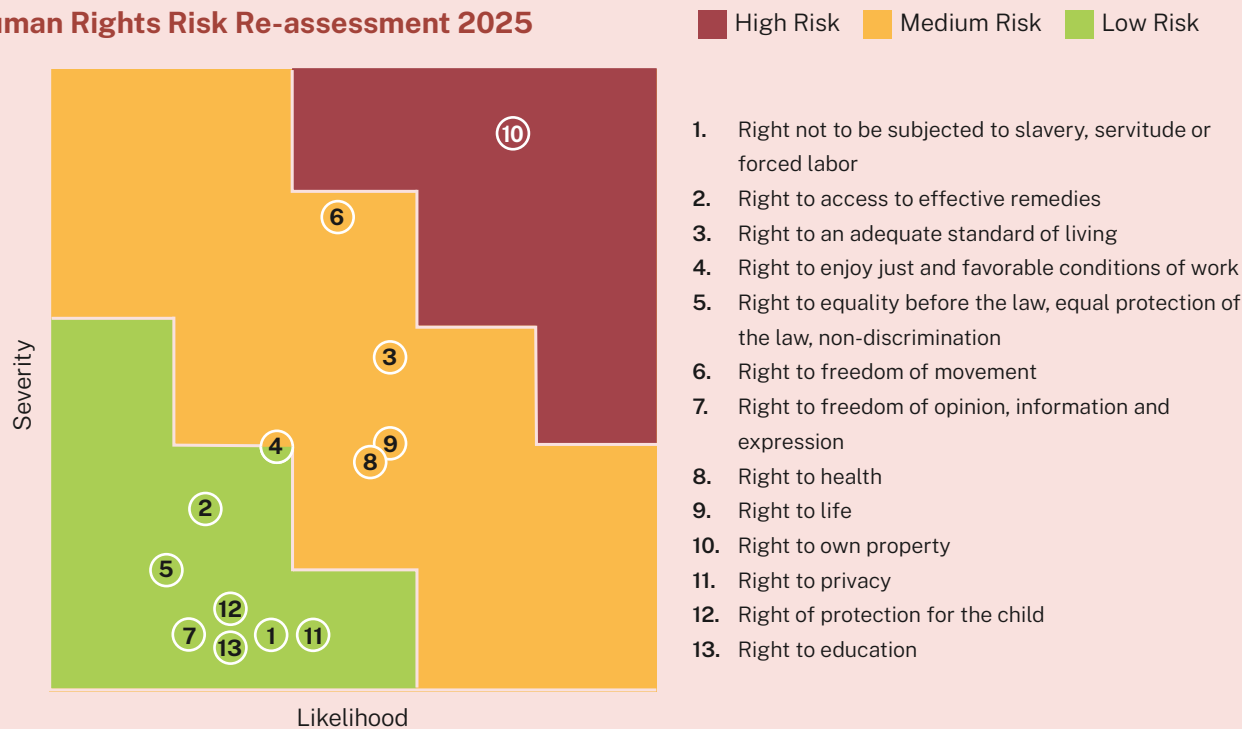
Human Rights Due Diligence Process



Human rights risks assessment takes place during both new project planning and ongoing operations. For new projects, comprehensive environmental and social impact assessments (ESIAs) help evaluate potential effects on workers, communities, and other affected stakeholders. Within ongoing operations, human rights considerations are integrated into our broader risk management framework. Mitigation measures are designed based on these findings and controls strengthened based on identified risks, and their effectiveness is continuously monitored through performance data, audits, and feedback mechanisms.

We communicate our human rights commitments and due diligence outcomes through employee training, internal and external disclosures, and sustainability reporting, ensuring transparency for rights-holders and stakeholders. Engagement with employees, communities, suppliers, and other affected groups informs our decisions and helps validate our findings. Where concerns arise, they are directed to our grievance channels, which serve as a foundation for our remediation process.

Human Rights Risk Re-assessment 2025

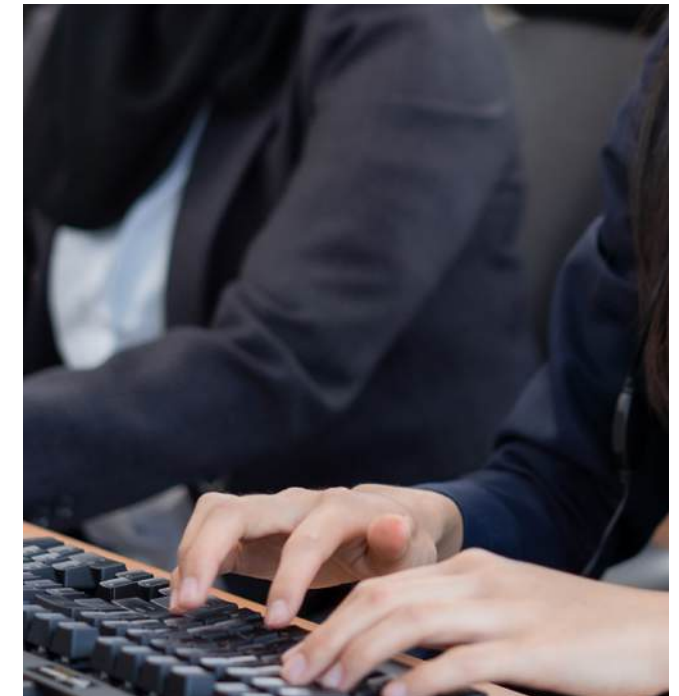


We identified 13 priority human rights issues as most relevant to our industry, selected from the 35 rights defined in the International Bill of Human Rights. Through the HRIA methodology, risks are assessed using clear criteria that evaluate both the likelihood of occurrence and the severity of potential impact, ensuring consistent evaluation across all parts of the value chain.

We actively monitor implementation and performance of our mitigation measures, enabling early identification of issues and integration of findings into strategic and operational planning. We also communicate our progress to rights-holders. Throughout the process, we maintain dialogue with affected stakeholders to validate finding and ensure concerns are addressed. Where adverse impacts occur, we provide for or cooperate in effective remediation to restore affected people and prevent recurrence.

Correction and Remediation of Impact

AMATA VN Group has in place multiple whistleblowing channels to report about illegal activities, regulatory breaches, ethical misconduct, including any potential human rights violations. Employees and external stakeholders can report concerns via telephone, website, or postal mail. In accordance with our Whistleblowing policy, all complaints are thoroughly investigated, and appropriate corrective actions are taken. Effective remedy and compensation will be provided to those that were harmed. In 2025, no human rights-related complaints were filed or identified by either employees or external stakeholders.



Human Right Risks Management Measures

In 2025, AMATA VN Group has revisited and updated its human rights risks assessment across 100% of its business units. Additional human rights risks were assessed to ensure accuracy and completeness. Based on the updated assessment, the overall severity and likelihood of salient human rights risks were lower than in 2024, with key risks outlined below:

SALIENT HUMAN RIGHTS ISSUES	AFFECTED STAKEHOLDERS	MITIGATION	REMEDY	KEY OUTCOMES	BU AT RISK
Contribute to expropriation of local residents (Rights to own property, rights to an adequate standard of living, and rights of freedom of movement)	Specific local resident	• Seek project sites away from densely populated areas • Conduct public hearing prior to project initiation • Comply with law and regulation	• Collaborate with authorities to identify suitable relocation sites and fair compensation	• Declined number of unsatisfied residents	• ACHL • ACLT
Occupational Health and Safety (Rights to life, rights to health, rights to an adequate standard of living, and rights of freedom of movement, rights to enjoy just and favorable conditions of work)	Employee, Customer, Contractors' Workers All users of IP's road	<u>Employee, contractors' worker, customer</u> • Establish labor safety and hygiene in the company's internal regulations • Provide safety gear and uniforms for employees in hazardous areas • Conducted OHS auditing on-site and inspect damage or disorder within the estate periodically • Inclusion in Supplier Code of Conduct • Cooperated with the police and relevant authorities to ensure the safety and protection of employees and contractors' workers during government-led expropriation process <u>All stakeholders</u> • Implement measures to manage traffic flow to prevent road access blockages • Provide training courses and communication relating to health and safety, fire drills, pandemic updates, and prevention • Establish grievance channels for stakeholders to report complaints. *Further details of the mitigation plan is mentioned in OHS chapter	• Respond promptly to health and safety incidents to mitigate harm and provide necessary support to affected individuals • Offer fair compensation and rehabilitation services • Conduct thorough reviews of the incidents to identify root causes and implement corrective actions • Provide 24/7 health insurance	• Decline road injuries and fatalities rate	• ACBH • ACLT • ACHL • ATLT • AVN

SALIENT HUMAN RIGHTS ISSUES	AFFECTED STAKEHOLDERS	MITIGATION	REMEDY	KEY OUTCOMES	BU AT RISK
Environmental pollution (Rights to health, rights to an adequate standard of living)	Community surrounding operating sites	- Created buffer zones during master planning to distance community from air pollution and odor generated by industries operation, and located wastewater treatment facilities away from populated area - Developed green belts to provide natural buffers separating industrial park from surrounding residential areas - Installed real-time environmental monitoring systems for air quality, wastewater quality to continuously track key parameters and ensure compliance with all relevant laws and regulatory limits. - Established emergency pond to retreat any wastewater discharge not meeting requirement - Ensure full compliance with all environmental protection measures specified in the Environmental Impact Assessment Report (EIAR)	- Continuous monitoring and corrective action - Community engagement to address environmental concerns - Contingency plan to respond, contain, and correct pollution	No complaints relating to environmental or pollution	- ACBH - ACLT - ACHL
Personal data (Rights to privacy)	All stakeholders that Group holds information	- Enact Personal Data Protection policy as a management standard and good practice - Establish a PDPA Working Committee to oversee data management and appoint a Data Protection Officer for compliance and guidance - Establish personal information control management process in accordance with the law to ensure data confidentiality - Upgrade the internal data protection system for both software and hardware. - Provide training to employees on importance of personal data protection and process in managing the data	- Immediate system closure to prevent further data loss - Conduct assessment of breach impact - Notify affected parties - Investigate the breach to determine the cause for further potential legal action, appropriate remediation, and improvement areas. - Offer support services to affected parties - Retraining employee	No data breach	- ACBH - ACLT - ACHL - ATLT - AVN

Supply Chain Labor Practices

The Group is dedicated to ensuring that our tenants and suppliers uphold ethical labour practices that align with our core values of creating safe and fair workplaces across our industrial estates supply chain. The Group has implemented labor practices and human rights standards in the Supplier Code of Conduct, which all suppliers must acknowledge and sign during the contract agreement process. The Group also actively enforces stringent standards and criteria for supplier selection and partnerships, emphasizing adherence to labor laws, respect for worker rights, and commitment to ethical employment practices. Through

supplier monitoring and assessment, we provide guidance and support to our tenants and suppliers, fostering a culture of compliance and accountability. Furthermore, we promote awareness of human rights and labor practices, ensuring that all stakeholders are equipped to create positive work environments that prioritize employee well-being and dignity. In total of 2025, stakeholders throughout the supply chain benefited from 105 hours of collective training, reinforcing our shared commitment to fair human rights and labor practices.



CAPACITY BUILDING AND LABOR COMPLIANCE ALONG VALUE CHAIN

The Group has collaborated with several organizations, including the Department of Home Affairs and Social Insurance and the Dong Nai Human Resource Group, to deliver training sessions and seminar focused on labor practices. Participants from our customers, tenants, and partners received updates on new legal provisions and practical guidance on labor and social insurance regulations. Key topics included effective approaches to managing labor discipline, ensuring that our partners are well-equipped to navigate the evolving regulatory landscape.

Human Capital Management

High-Impact Material Topic

Positive and Negative Impact

AMATA VN Group recognizes that effective human capital management and robust labor practices are fundamental to its success. By prioritizing employee development, fostering a positive, inclusive, and safe work environment, and upholding fair treatment and legal compliance, the Group cultivates a motivated, skilled, and loyal workforce. This approach not only enhances productivity, drives innovation, and strengthens the Group's competitive edge but also support employee retention ensuring long-term organizational stability. Furthermore, it fosters positive tenant relationships, aligns with ESG standards, and attracts socially responsible investors, solidifying AMATA VN Group's position as a leader in sustainable industrial estate development.

Conversely, inadequate human capital management and poor labor practices pose significant risks. Undervaluing employees, creating discontent, or neglecting legal compliance can lead to high turnover, recruitment challenges, and operational disruptions. These issues incur substantial costs, erode



morale, damage the Group's reputation, and hinder its ability to adapt to market changes. Ultimately, such failures jeopardize the Group's long-term sustainability, growth potential, and tenant satisfaction. Therefore, AMATA VN Group's commitment to prioritizing its workforce is not just a matter of ethical responsibility but a critical strategic imperative for maintaining employee retention, operational excellence, and organizational resilience.

Human Capital Governance & Strategy

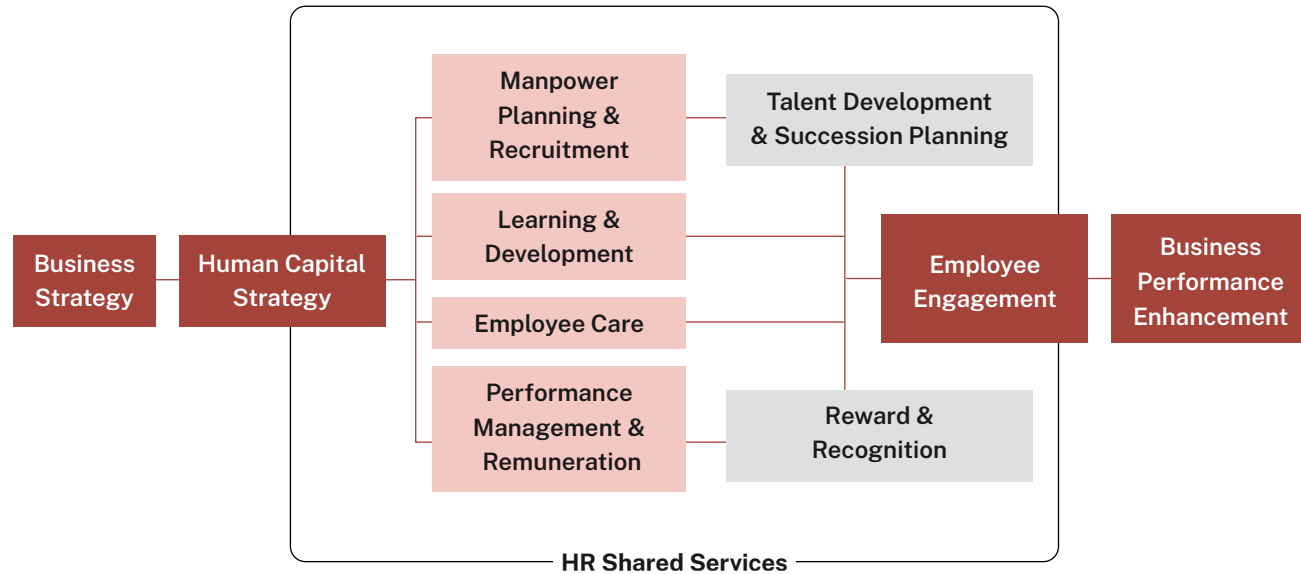
Amata Corporation and its subsidiaries have established a formal Human Resources Management Committee ("HRC") to provide oversight and strategic direction for human capital in alignment HR strategies and policies to assist management with the best international practices and

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

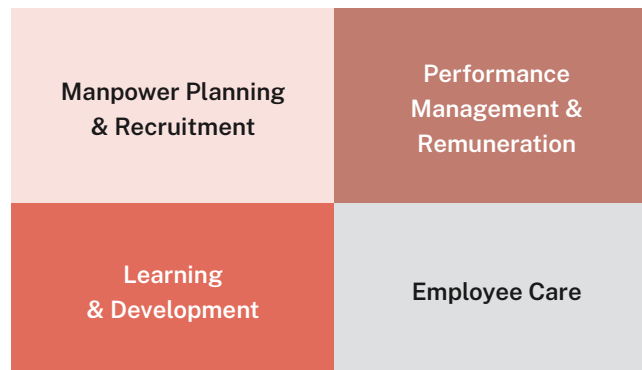
Within this governance structure, the Human Resources Department of AMATA VN Group plays a central role in adapting and implementing HRC-endorsed standards. The department collaborates with leaders across various functions to develop strategies initiatives that strengthen employee capabilities and equip the workforce to respond effectively navigating changes in the business environment.



Human Capital Strategy Framework



Building on the corporate governance foundation, our Human Capital Strategy Framework translates strategic directions into practical HR initiatives. By aligning our HRC with site-level execution, we ensure that corporate strategy is effectively cascaded into measurable outcomes that strengthen business performance. This structure supports AMATA VN Group's continued growth while maintaining high standards of workplace excellence. Our efforts are organized into 4 core human capital strategies. These four strategies collectively contribute to strong employee retention.



Diversity, Equity, and Inclusion Principles and Governance

Complementing our human capital strategy, AMATA VN Group embeds Diversity, Equity, and Inclusion (DEI) principles across all HR processes and organizational policies. DEI is integrated into the Code of Conduct and Corporate Governance Handbook, underscoring our commitment to eliminating bias and discrimination based on personal characteristics, background, nationality, religion, sexual orientation, disability, social status, or any other factors not related to job performance.

These principles are further reflected in our core values, which guide how we treat and support our people:

Core Value

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

To ensure these commitments are realized, the Board of Directors maintains oversight of the Group's DEI strategy, establishing a clear tone from the top. At the same time, cultivating an inclusive and respectful workplace requires collective responsibility. Every employee at AMATA VN is expected to uphold DEI values in daily interactions, contributing to a work environment where all individuals can thrive without barriers.

Manpower Planning & Recruitment

Building a team with top-caliber people will enable the company to be better prepared for the competition in the market. Recruitment and selection process plays a strategic role in supporting long-term growth, operational readiness, and organizational sustainability. Our manpower planning framework ensures that short-term operational needs and future competency requirements are met while maintaining full alignment with the Group's strategic direction and corporate DNA. Recruitment is conducted internally across AMATA VN Group's business units and externally through trusted partner channels, guided by the principles of transparency, equality, and non-discrimination.

3 Strategic pillars of manpower planning and recruitment

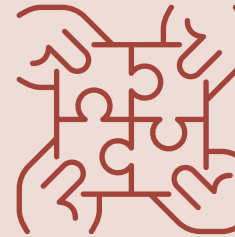
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MANPOWER AND COMPETENCY PLANNING

During the 4th quarter of every year, the Group establishes its annual business plan, manpower requirements, and competency strategy, in line with its strategic direction. To ensure candidates possess the required competencies, corporate DNA, and align with the organization culture, the final selection process includes an interview with the CEO to assess culture-fit and leadership potential.

2



CROSS-FUNCTIONAL TEAMWORK FOR COMPETENCIES & OPPORTUNITIES

Internal rotation within business units empowers employees to develop diverse skills, promote continuous learning, and enhance career advancement and engagement, which boosts retention. These elements drive the Group's success. Additionally, internal rotation aids succession planning by identifying and nurturing potential leaders for key roles

3



CREDENTIAL ATTRACTION VIA BRANDING ENHANCEMENT

The Human Resources Department leverages diverse recruitment channels to boost visibility among external talent pools. These include hosting job fairs at provincial universities, collaborating with recruitment agencies, and publishing job openings on the corporate website. Internship programs allow college students to gain real-world work experience. Additionally, the department utilizes a referral program "Friends Get Friends" to incentivized current employees to share positive feedback with potential candidates.

Our recruitment strategy focuses on building a skilled team that drives our industrial operations forward while meeting the specific demands of our project sites. We established a clear benchmark to fulfill at least 70% of our annual recruitment plan to ensure organizational growth remains on track.

In 2025, we achieved our target by successfully filling 70% of the 33 planned job openings, most of which were technical and field-based roles required for ongoing development at AMATA City Long Thanh (ACLT) and AMATA City Ha Long (ACHL). These positions typically attract a higher proportion of male applicants in the local labor market, resulting in a 4:1 male-to-female ratio among new hires. All selections were made based on job-related qualifications, competencies, and fairness in the recruitment process.

Equal Opportunity Recruitment & Disability Inclusion

Our recruitment processes ensure equal access and fair consideration for all candidates, including individuals with disabilities, by maintaining an accessible and non-discriminatory hiring experience, regardless of personal characteristics or physical differences. This commitment to an inclusive workforce is reflected in our long-standing team members; as of December 31, 2025, our workforce includes 1 employee with a disability who has been an integral part of our company for 20 years.

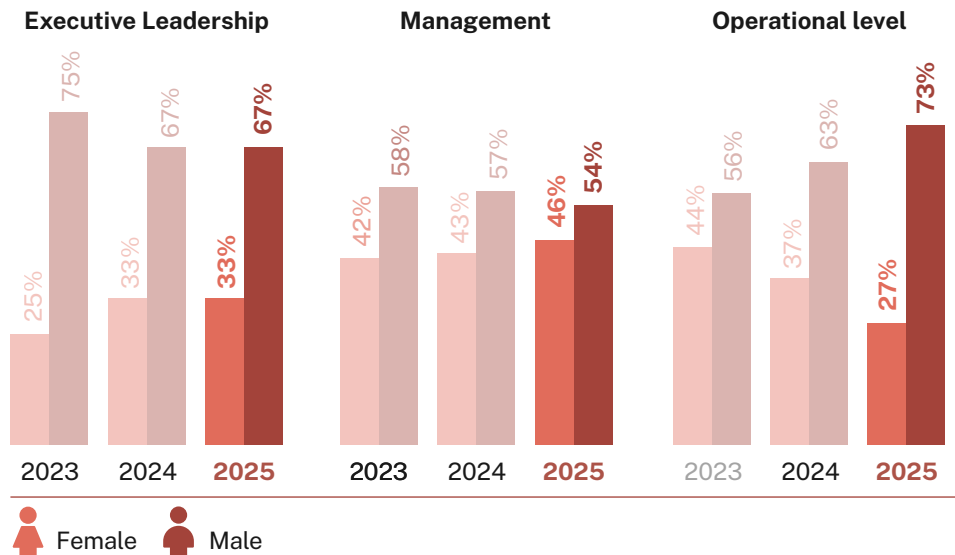
RECRUITMENT	2023	2024	2025
Job Openings (Position)	26	45	33
Total New Recruits	17	33	20
• Male	7	25	16
• Female	10	8	4
Internal Rotation	5	3	3
Total Position Fulfillment	22	36	22
Fulfillment Rate	85%	80%	70%



Board Diversity & Workforce Demographics

To reinforce a culture of inclusion across all organization levels, the Group promotes diversity within its governance structures as well. The Board of Directors follows a nomination process that considers a broad range of qualifications, including gender, tenure, expertise, education, and professional experience. This governance practice supports balanced decision-making and enriches leadership perspectives. For more information, please refer to the “Board Diversity” section in the Corporate Governance Chapter of this report.

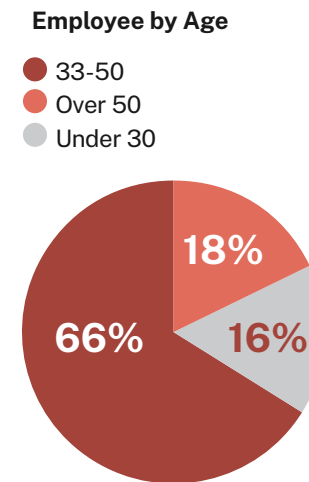
In alignment with these governance practices, our 2025 workforce structure reflects our ongoing commitment to diversity and inclusiveness across the Group. Within management, female representation is nearly equal to male counterparts, demonstrating meaningful progress toward gender balance in key decision-making roles. While the overall workforce composition leans more male—largely due to the nature of the operational positions—the organization continues to promote equal opportunities in recruitment, development, and advancement. Across the organization, our workforce brings a strong blend of experience and capability, with professionals in their prime working years contributing to the expertise needed to support the Group’s continued development.



Performance Management and Remuneration

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

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



The assessment of employees considers 3 key areas:

PERFORMANCE INDICATORS (KPI)



Performance Indicators (KPI) serve as a mechanism to assess the effectiveness of staff performance based on mutually agreed-upon measurable indicators between supervisors and staff members.

BEHAVIORAL ASSESSMENT THROUGH "AMATA DNA"



Behavioral assessment involves evaluating the presence of core competencies and expected behavior as the company holds the belief that shared characteristics among all staff contribute to the attainment of the company's objectives.

CAREER DEVELOPMENT



Career Development requires a supervisor to assess the strengths and areas requiring further improvement of individual staff members for the purpose of development planning.

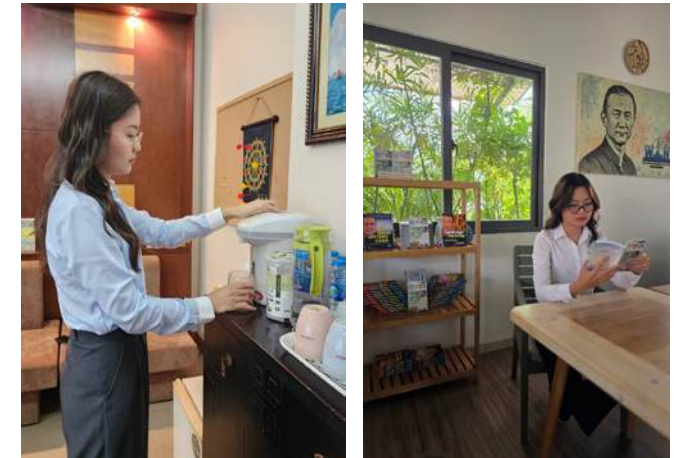
The importance of KPIs and behavioral assessments varies by organizational level, with KPIs being more vital at higher tiers (75%:25%). This review process helps identify skill gaps and assign relevant training to support continuous growth. The results also inform decisions on rewards, career progression, and succession planning. We ensure compensation remains competitive with industry standards and reflects individual achievement. Based on these assessments, a total of our 6 employees earned promotions in 2025.

Compensation and Employee Benefits

The Group understand that a robust welfare system is essential for attracting talent and maintaining high satisfaction levels within our workforce. Our compensation approach prioritizes fairness, ensuring that pay reflects both market standards and individual competency. As a matter of principle, AMATA VN Group commits to providing a minimum monthly remuneration that consistently exceeds Vietnam's national minimum wage. In 2025, our lowest level salary set at 6 million VND, well above the state regulation of 4.96 million VND.

In addition, employees are provided with a range of benefits, including healthcare coverage, provident funds, and other financial support programs that enhance financial security. Additional perks include lunch support, annual company-sponsored trips, and fitness programs subsidies to name a few – further contribute to employee well-being. These benefits are clearly communicated to employees on their first day of employment.

To further promote well-being and productivity, we have introduced "Happy Room" at all operating BU, namely AVN, ACBH, ACLT, and ACHL office. These dedicated spaces feature a well-stocked pantry offering healthy snacks and beverages, a small gym, and resting beds for employees to recharge during the workday.



Gender Pay Analysis

AMATA VN Group anchors its compensation strictly to individual roles and performance, ensuring equal treatment regardless of gender. In 2025, female employees earned an average of 15% more than male employees (Pay ratio, male: female, 1:1.15). It is important to note that this higher average for women reflects differences in job roles rather than unequal pay for equal work. A larger share of female employees occupy management and office-based positions, which align with specific salary structures, while the growing male workforce is predominantly engaged in field operations following their own pay scales.



Learning and Development

In anticipation of forthcoming changes, the Human Resource Department strategically analyzes and plans training programs to ensure that the workforce is equipped and possesses necessary skills, facilitating business expansion and continuity. By strengthening employee capabilities and offering clear development pathways, these initiatives help foster a motivated and engaged employee. Embracing the 70:20:10 Learning Model, the Group emphasizes 70% learning from on-the-job experiences, 20% from interactions with others, and 10% from formal learning methods—such as e-learning or classroom sessions—focusing on both technical skill and development of core competencies.

In 2025, AMATA VN Group delivered 83 training programs designed to strengthen both essential and forward-oriented skills. Essential courses—such as workplace safety, labor law updates, and internal standard operating procedures (SOP)—reinforced operational integrity and compliance. At the same time, new courses on AI tools and cybersecurity helped employees keep pace with the rapidly evolving digital landscape. Through these efforts, our workforce remains well-prepared to manage our estates effectively while adapting to emerging demands in the sector.

	2023	2024	2025
Total Training Hours	3,048	4,039	4,413
Average Training Hours per Employee	18.36	22.44	24.12
Average Training Hours by Gender			
• Male	14.33	19.76	21.07
• Female	23.95	28.54	31.05
Average Training Hours by Employee Level			
• Executive	1.00	11.29	30.47
• Manager	34.59	38.32	32.77
• Staff	10.36	20.34	21.75

Core Competencies Development Program

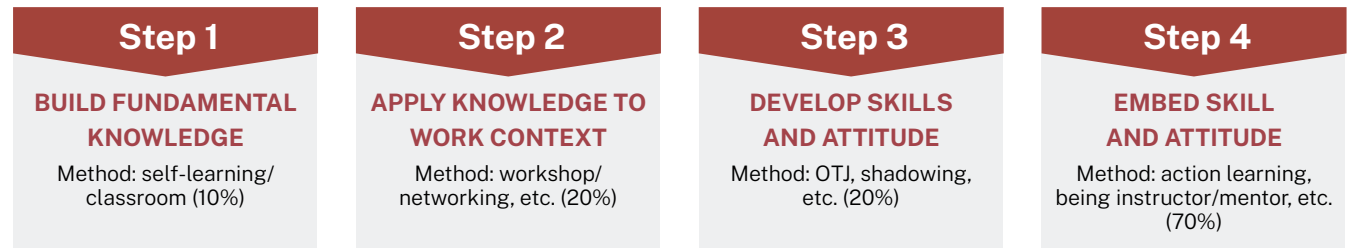
The company has introduced the “Learning Journey and Learning Solutions” framework, adhering to the requirements of the Corporate Core Competencies DNA. The framework serves as a guide on the expected skills and competencies (DNA) of staff members at each hierarchical level and provides recommended forms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

Individual Development Program

The individual development plan (IDP) for each staff member can be derived from the results of the assessment of the performance. In this process, the supervisor may identify areas for improvement, and staff members can propose

areas they aim to enhance in alignment with the core competencies framework. Training development plan for the following year is then determined based on the information received from these IDPs.

IDP Construction process



Leadership Development Program (LDP)

Leadership Development Program (LDP) is a strategic and structured learning journey designed to build the capabilities of current and future leaders to succeed in the VUCA environments. It equips employees with the knowledge, skills, and hands-on experience needed to lead teams, manage change, make sound decisions, and contribute to long-term organizational growth. The program consists of three-tiers.

As part of the LDP program, in 2025, the Smart Leadership Accelerator Program 1 (LAP1) was initiated. This development program focuses on building a pipeline of capable, future-ready leaders by strengthening both business and people leadership capabilities. Running over 4 months, the program combines classroom learning, real-world application, and follow-up sessions to reinforce learning outcomes. By the end of the journey, participants achieved stronger strategic alignment, improved leadership confidence, and enhanced capability to guide their teams through ongoing organizational changes and evolving industry demands.

Talent Development Program

Alongside the LDP program, AMATA VN Group updated and refined its 360-degree assessment questionnaires – originally trialed in 2023 – to improve accuracy, better identify leadership potential and development gaps, and ensure alignment with updated competency requirements and evolving leadership expectations. The 360° degree evaluation measures five key dimensions known as “talent potential factors”: strategic thinking, solution provision,

IMPLEMENT	DETAIL	TARGET
SMART Leadership Accelerator Program 1 (2025)	- Understand and take role as First Line Manager - Understand business and customers, and lead team to stay committed, work diligently, and collaborate effectively	Section Manager
SMART Leadership Accelerator Program 2 (2026)	- Understand and take role as Manager of Manager - Translate organizational strategy into clear execution plans and manage team resources effectively	Department Manager
SMART Leadership Accelerator Program 3 (Planned 2027)	- Understand and take role as Business Leaders - Formulate strategy balancing business and people capabilities, apply modern tools in operations, networking, and lead change for sustainable growth.	Top Management

collaboration and teamwork, ambitious goal orientation, and people or self-development. Based on the combined results from the 360-degree evaluation and performance assessments, selected employees will enter the Talent Development Program. Developed under management’s direction to “Grow people from within,” the program aims to create opportunities, strengthen leadership capabilities, and prepare a pipeline of future successors. Participants continue their development journey through diverse learning methods and cross-functional project assignments, followed by shadowing activities that allow them to learn directly from their supervisors and gain practical insights into leadership responsibilities and decision-making processes.

Successor Planning

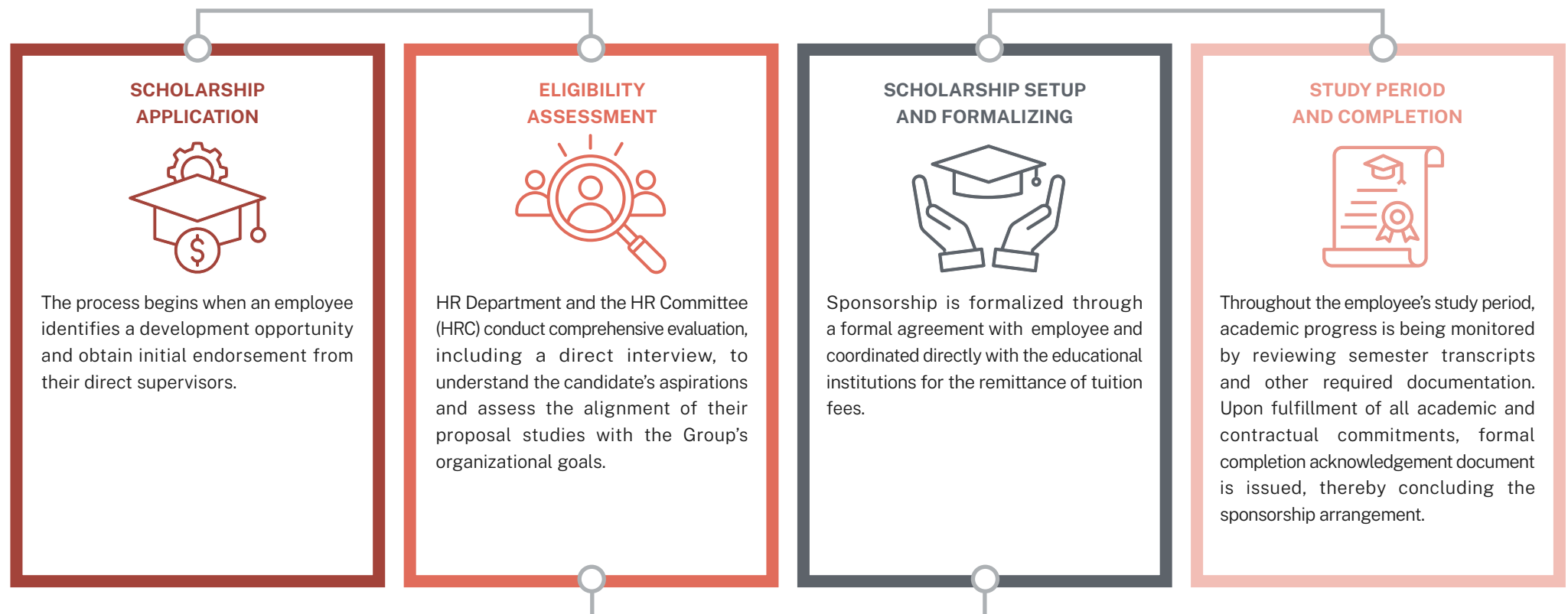
The Group has established a comprehensive succession development program designed to ensure business continuity and support future growth. This program specifically focuses on key executive roles, where succession is critical, particularly for executives near retirement or those in positions that could significantly impact business disruptions if left vacant. To identify specific succession needs, the HR engages in discussion with department heads to pinpoint the essential skill and competencies required for each role. Potential successors are carefully selected based on these requirements and then enrolled in tailored Talent Development Program. As of 2025, the Group has successfully identified successor for 72% of its 11 key leadership positions.

Scholarship Support Program

The Group view continuous learning as a strategic investment in organization capabilities. In 2025, the scholarship support program was formally established to provide a structured mechanism for employees to pursue higher education aligned with the Group's priorities. The program aims to strengthen the internal talent pipeline by supporting employees' academic development, enhancing critical competencies, and fostering a culture of professional growth. By prioritizing

the development of internal talent, the Group reinforces its commitment to "growing people from within" and building a sustainable, future-ready workforce. Through a transparent and well-defined process - covering application, evaluation, sponsorship formalization, and academic monitoring - the Group ensured that all educational support was administered consistently, in accordance with established guidelines, and fully aligned with the Group's strategic direction.

In 2025, the program was implemented across the organization, resulting in 3 employees being selected to receive scholarship assistance. This represented a total direct education investment of 715 million VND (equivalent to 850,000 THB). This funding enables employees to pursue their educational goals with financial support, translating the Group's commitment and policies into tangible career development opportunities.



Women Empowerment

AMATA VN Group acknowledges that fostering opportunities for women is important part for the Group's sustainable growth and societal benefit. The Group promotes global initiatives that support women through recognitions programs and places efforts to increase the proportion of women in managerial positions and leadership roles. AMATA VN Group strengthens its commitment to gender diversity through development programs that nurture female talent and strengthen leadership capabilities within the Group. To ensure fair and inclusive career development, the Group ensures that leadership training and development opportunities are equally accessible to both women and men. At the same time, the Group fosters an inclusive and appreciative workplace culture. This is demonstrated through the sponsorship of women-focused events and activities across business units, such as celebration of Vietnamese Women's Day. These efforts reinforce the Group's appreciation for female employees and help create an environment where women feel valued, respected, an empowered to succeed.

Employee Care

AMATA VN Group places strong emphasis on our people, recognizing their well-being directly influences the Group's performance, stability and productivity. Our employee-care approach is built on creating meaningful experiences that strengthen relationships, promote inclusion, foster a supportive working environment, which naturally supports higher employee retention.

We promote the well-being of our staff through a range of shared events and team activities that go beyond simple relaxation. These gatherings help build genuine community, enhance collaboration, and reinforce a sense of belonging across the Group. Through these initiatives, we aim to cultivate a workplace where team members feel personally connected to one another and aligned with our collective goals.

Stronger relationships support more effective teamwork and a positive work atmosphere. These efforts form a vital part of our culture, ensuring that AMATA remains a professional home where people are empowered to stay, grow, and advance their careers.

Townhall Meeting and Staff Annual Party

The annual Townhall meeting served as a key platform for aligning our workforce across AVN and its subsidiaries. Led by the CEO, the session provided a clear roadmap for the year ahead, emphasizing sustainable growth and innovation as our core drivers. Leadership also provided transparent performance review of the past year, acknowledging achievements while openly discussing areas for improvement. This open dialogue ensures that every employee understands their role in our collective success.

Following the strategic updates, the annual staff party commenced, providing a moment to celebrate the resilience and dedication of our team. More than just a social gathering the event served as an opportunity to strengthen relationships among colleagues and ensure everyone feels recognized for their contribution to the Group's success.



Company Trip 2025

The 2025 Company Trip served as a meaningful journey that deepened our team with both the company's strategic direction and Vietnam's cultural heritage. As part of the program, employees visited the new Amata City Phu Tho project site, gaining first-hand insight into the promising expansion of our industrial footprint. The trip also revitalized team morale, strengthened bonds among colleagues and refreshed our collective energy.



Amata VN Family Day

The Group annually host Family Day to bring employees and their families together in a warm, engaging atmosphere, reinforcing our belief that a supportive work culture extends beyond the office. Joined by our Management team, participants enjoyed lively games and shared moments that allowed everyone to step away from their daily work and reconnect with what matters most-family and each other.



Vietnamese Women's Day

AMATA VN celebrated Vietnamese Women's Day with activities designed to bring joy to our women employees while creating positive social impact. Across the Group, teams enjoyed thoughtful gestures, wellness-themed activities, and small gatherings that fostered a sense of unity and connection. To extend the celebration's impact beyond the workplace, the Group engaged visually impaired practitioners to provide wellness services, ensuring the occasion supported not only employees' well-being but also contribute to the livelihood of person with disabilities.



Collective Bargaining and Welfare Committee

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



THAILAND

In Thailand, companies within the Amata Corporation Group, the parent company, have established a Welfare Committee that serves as a representative platform for employees. This committee gives employees a voice regarding benefits and work-life quality, as well as providing a forum for expressing concerns and suggesting improvements. The Welfare Committee convenes quarterly and includes 16 representatives from across the Amata Corporation Group, including a designated representative from Amata VN (AVN) who helps to determine welfare benefits in alignment with the Group's criteria.



VIETNAM

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

Voice of Employee

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

When feedback is received is a grievance, it will be handled following the same protocol as whistleblowing. The authorized person will compile, review, and analyze the grievance filings. Depending on the severity and potential impact of the incident, an ad hoc investigation committee

will be appointed to investigate the facts while adhering to the principles of fairness, promptness, confidentiality, and clarity. Committee members must have no personal vested interest in the complaint to prevent bias.

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



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



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



Suggestion Box
located
in the office



Employee
Engagement (EE)
Survey



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

Employee Retention

Building a resilient workforce requires an environment where employees feel genuinely motivated to stay and grow. The Group strengthens employee retention through its 4 human capital pillars – Manpower planning & Recruitment, Performance Management & Remuneration, Learning & Development, and Employee Care – ensuring competitive compensation, clear professional development pathways, and a supportive, inclusive culture where every team member has a voice. This holistic approach ensures that employees feel valued, supported, and connected to the organization, ultimately contributing to workforce stability and sustained organizational performance.



Employee turnover

Employee turnover rates serve as a vital pulse check for our organization's health. While some movement is natural in any dynamic industry, maintaining workforce stability is crucial for the consistent delivery of our projects. We view these metrics not merely as operational data, but as direct feedback on our workplace environment. Tracking turnover allows us to identify potential challenges early and helps us understand what our team needs to remain satisfied and productive.

In 2025, the Group voluntary turnover rate was recorded at 4.92%, a figure significantly below the industry average in Vietnam. We actively monitor this metric to ensure our performance remains consistently superior to the industry benchmark, meeting our annual target for retention. With note, the calculation of the total turnover rate excludes internal rotation, as AMATA VN Group actively promotes employee development by offering opportunities for internal transfers. These transfers require employees to resign from one subsidiary and join another within the group, reflecting our commitment to nurturing talent and fostering career growth within the organization. The Group has set target for employee turnover to be no more than industry turnover.

Source	2023	2024	2025
Industry Voluntary turnover rate	10.4%	9.6%	6.6%*
Voluntary turnover rate	9.09%	10.95%	4.92%

Employee Satisfaction

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

EMPLOYEE SATISFACTION SURVEY KEY AREAS:

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

*Reference MNCs Voluntary turnover data is reference based on talentnet in association with Mercer 1st half disclosure.



The Group's improvement efforts resulted in a notable increase in employee satisfaction rate from 87% in 2024 to 92%, supported by 100% employee participation in the satisfaction survey. High satisfaction levels are closely linked to improved employee retention, reinforcing the importance of continuous feedback and follow through. In line with our commitment to transparent stakeholder engagement, we have communicated the survey results across the organization. This process enables us to identify priority areas for improvement, particularly in relations

to pay and benefits, work collaboration, and the working environment. In response, the Human Resource Department has developed an action plan for the coming year to address these key concerns identified. The plan includes a review of job descriptions and career development pathways, as well as assessment of working environment conditions and requirements. Progress on these actions will be monitored through ongoing employee engagement and future satisfaction surveys.

	TARGET	2023	2024	2025
Group's employee satisfaction	80%	83%	87%	92%

Occupational Health and Safety

High-Impact Material Topic

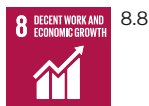
Positive and Negative Impact

Managing our industrial parks encompasses a broad spectrum of activities, from infrastructure development to daily industrial park operations. This complexity, combined with a dense concentration of factories and thousands of daily commuters, introduces specific challenges. We acknowledge that risks such as road accidents, potential fire outbreaks, or chemical incidents can have severe negative consequences. Beyond the immediate threat to human life and community safety, these events can cause significant operational downtime, financial loss, and damage to the trust essential to our business relationships.

To counter these risks, we prioritize occupational health and safety as a very high materiality topic and view effective safety management as a driver of positive operational impact.



3.4
3.6



8.8



11.2



16.1

Our proactive strategy identifies and mitigates hazards to prevent work-related injuries and ensure a stable, uninterrupted environment for our tenants. This commitment protects our stakeholders while strengthening our reputation as a responsible developer, ensuring that our operational growth supports, rather than compromises, the well-being of the community.

Occupational Health and Safety Governance

AMATA VN Group maintains a strong safety culture grounded in full compliance with applicable legal requirements, specifically adhering to Vietnam's Law on Occupational Safety and Health (Decree No.39/2016/ND-CP), the Thai Labor Protection Act B.E.2541, and the Thai Occupational Safety, Health, and Environment Act B.E.2554. These regulatory frameworks establish the essential minimum standards for workplace safety across our operations.

The Board of Directors provides overall oversight and approves the Quality, Safety, Occupational Health, and Working Environment (QSHE) Policy, embedding our ZERO ACCIDENTS goal into the organization's strategic directions. The Board also reviews annual safety performance to ensure that systems and controls effectively manage Occupational Health and Safety (OHS) risks and maintain legal compliance.

Executives translate the Board's direction into practical management standards, operational procedures, action plans, and allocate resources. At the operational level, each Business Unit appoints designated personnel as OHS Managers to lead

implementation through annual safety planning, workplace inspections, hazard identification, and detailed safety checklists. This systematic and preventive approach helps address unsafe conditions before they escalate into incidents.

Employees play a critical role by following established procedures, reporting hazards, participating in training and contributing to prevention activities. We emphasize building a preventive culture where employees actively participate in creating and maintaining safe working conditions.

In 2025, AMATA VN Group strengthened its approach by updating the QSHE Policy, expanding its scope beyond internal operations to include business activities across the entire value chain, requiring suppliers and contractors to adhere to legal and safety requirements. Through this updated policy, we continue to communicate clear guidelines and provide necessary training to all stakeholders, ensuring that our operations remain safe for the surrounding communities.



Employee Health and Safety

AMATA VN Group is committed to ensuring that employees have a safe and comfortable working environment. We actively manage the office environment by installing air filtration systems and performing quarterly inspections of air quality, lighting, and noise levels. We also ensure that employees possess the necessary tools and equipment to perform their duties safely. These preventive measures contributed to a successful safety record in 2025, with zero reported lost-time injuries or fatalities.

To maintain this safe working environment, we implement an ongoing initiative, including:

- **Annual health check-ups** and medical support services provided to all employees
- **Routine environmental inspections** to strictly maintain workplace lighting, air quality, and general facility standards.
- **Occupational health and safety assessments** conducted annually to identify potential hazards, ensuring fire extinguishers and safety signage remain in optimal condition.
- **Physical wellness programs** that encourage active living, including daily “5-Minute Workouts” after lunch, AMATA VN running events, and sports clubs to reduce stress and prevent office syndrome.
- **Occupational Health and Safety training** for employees. There is a total of 86 employees trained in OHS and relevant standards equivalent to 768 training hours in 2025.



AMATA

AVN Sport 2025

34,068.5 km
completed by 181 athletes

68,137,000 VND
donated to Heartbeat Vietnam

“ONE HEART, ONE HOPE” AVN SPORT CHALLENGE

To inspire employees to stay and embrace healthier lifestyles, we launched a 3 months “One Heart, One Hope” sports challenge across all subsidiaries. This campaign becomes more meaningful when we connected personal fitness with social contribution. For every kilometer completed, the Group and our labor union pledged 2,000 VND to Heartbeat Vietnam Program of Vinacapital Foundation that funds life-saving heart operation for financially disadvantaged children with congenital heart defect (CHD) in Vietnam. To motivate participation, we also awarded a grand prize to the individual who achieved the highest total distance.

The campaign recorded an impressive 34,068.5 kilometers, with a participation rate of 90% (181 employee). This collective effort was converted into a total donation of 68,137,000 VND (≈81,000 THB) from AMATA VN Group and the labor union.

The Group believes that a great workplace is built through collective effort. To support this, we encourage active employee participation in health and safety initiatives through structured dialogue with employee representatives, who, as part of the welfare committee, regularly provide input on workplace safety and environmental conditions.

To further strengthen this collaborative approach, a dedicated platform has also been established where employees can freely share their ideas, observations, and suggestions for improvement. The Human Resources Manager (HR) will take the lead in consolidating all submissions, including those from the welfare committee. All consolidated feedback is then presented to management for consideration and potential improvement. Updates of the progress and outcomes of each request will be communicated accordingly.



Emergency Preparedness

AMATA VN Group maintains a comprehensive safety framework that extends across all our operations, covering all subsidiaries. We have integrated a robust Business Continuity Plan (BCP) with rigorous Emergency Response Procedures to ensure resilience against a wide range of potential threats, such as natural disasters, typhoons, fires, pandemics, or civil unrest. To make these plans actionable, we established specific Standard Operating Procedures (SOPs) that outline the exact protocols for immediate response. This structure allows us to manage unexpected incidents systematically, ensuring that our organization can withstand disruptions without compromising safety standards.

The effectiveness of these plans relies heavily on the readiness of our people. We ensure that all staff members are fully aware of their specific roles and responsibilities during a crisis. The emergency procedures provide employees with step-by-step guidance on how to act safely and swiftly, minimizing confusion when time is critical. This focus on individual awareness and defined protocols guarantees that the well-being of our workforce remains the primary focus during any emergency, securing a safe environment for everyone involved.

In addition, we have established fire stations across all our industrial parks, staffed with certified firefighters and disaster response specialists who provide 24-hour on-site emergency readiness. Especially in ACBH, we have established a command center to oversee safety, security, traffic, and emergency response for the entire estate.



Contractor Health and Safety

At AMATA VN, we view the safety of our workforce and partners as a fundamental responsibility. We maintain a controlled environment where strict internal regulations protect both our contractors and the surrounding communities. From the moment contractors or customers arrive at our industrial park, our team provides specific safety guidance and actively oversees compliance to prevent risks.

This hands-on approach involves close monitoring by our project management team, who ensure that safety standards are met daily. We also uphold a transparent reporting culture, requiring immediate notification of any safety concerns or injuries. This vigilance yielded tangible results in 2025, as we recorded zero fatalities and no incidents resulting in lost workdays among our contractor workforces.

Lost Time Injury Frequency Rate (LTIFR)

In line with the Group's commitment to workplace safety, the Lost Time Injury Frequency Rate (LTIFR) of both employees and contractors was recorded at 0 during the reporting period. This performance aligns with the Group's proactive safety target of maintaining an LTIFR of 0. Building on this performance, the Group will continue to uphold an LTIFR target of 0, with the intention to maintain this performance across the next annual reporting years. For context, the LTIFR target has been set by considering our historical record and industrial benchmark for the stands at 2.3, based on available Australian and New Zealand Standard Industrial Classification (ANZSIC) 2023 data for Property Operators and Real Estate Services sector.



Employee LTIFR
(per million
working hours)
ZERO
(Target: ZERO)



Contractors LTIFR
(per million
working hours)
ZERO
(Target: ZERO)



Customer/Tenant Health and Safety

Occupational Health and Safety Training

In collaboration with the Quang Ninh Department of Home Affairs, the Group organized a comprehensive Occupational Safety and Health (OHS) training program. This initiative provided targeted training for approximately 60 workers who perform high-risk or hazardous tasks within our customers' operations. Through a collective total of 480 training hours delivered, the program not only strengthens the safety capabilities of these workers but also enhances overall risk prevention across our industrial estate. By improving hazard awareness, technical readiness, and emergency response skills, this initiative contributes to creating a safer environment for both the workforce within the estate as well as the wider community.

OHS Training modules:

- Overview of Vietnam's labor safety, hygiene laws and regulations
- Identification of hazards and harmful factors in operations
- Roles and responsibilities of employers and employees regarding OHS
- Procedures for declaring, investigating, and addressing OHS incidents/accidents
- Safety and hygiene in production activities

Fire Drill and Evacuation Readiness

The Group strengthens its occupational health and safety (OHS) management on an annual basis through comprehensive fire prevention, firefighting, and emergency preparedness programs implemented across all operational sites (ACBH, ACLT, and ACHL). These initiatives ensure that both Amata personnel and tenants (operating within our managed facilities) benefit from improved readiness and enhanced fire-safety capabilities. The full-day program is formally conducted under the guidance of provincial Fire Police Department, equipping participants with essential knowledge of fire behavior, evacuation procedures, emergency communication protocols, and coordinated response techniques.

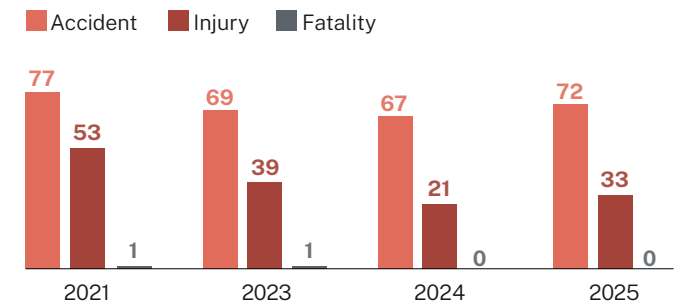
In addition to formal training, scenario-based fire and rescue drills are carried out to reinforce real-world preparedness. These event simulations, conducted in coordination with the provincial Fire Police Department and together with tenant and customers within the estate, ensure that evacuation procedures, inter-unit communication, and rapid-response protocols are practiced under realistic operating conditions, significantly improving response efficiency among all stakeholders. This multi-tenant drill approach emphasizes collaboration across diverse manufacturing environments and strengthens shared safety responsibilities throughout the industrial parks.



Community Health and Safety

Road Safety

According to previously collected statistics, approximately 33,000 vehicles commute in and out of ACBH each day, consisting of 88% motorbikes, 7% passenger cars, and 5% logistic trucks and buses. The high volume of vehicles on the road has led to traffic congestion and increased risk of accidents. Traffic congestion remains the primary complaint from both customers and the community. To enhance road safety and improve overall traffic conditions, the Group has implemented series of measures such as installing a roundabout, adding speed bumps, repainting traffic signages, and developing a comprehensive traffic flow plan in collaboration with local police and traffic experts.



ACBH Road accident and injury statistics

Year	2023	2024	2025
Target	<60%		
Severity Rate of Accidents	56.5%	31.4%	45.8%

AMATA VN Group maintains a target to obtain severity rates of accidents below 60% compared with our 2021 baseline. While we previously achieved consistent improvements, the 2025 reporting cycle shows a change in performance, with recent data indicating an increase in traffic-related incidents and minor injuries. Although our infrastructure successfully prevented fatalities, improving the strength of our fundamental safety protocols, the rise in overall accident frequency points to persistent human factors. Issues such as speeding, failure to comply with traffic rules, and unsafe driving behaviors remain challenges that passive measures alone cannot fully address.

The recent rise in traffic accidents underscores the urgency of our latest safety interventions. To counter these behavioral risks, we are deploying CCTV Command Center, AI-assisted traffic cameras alongside comprehensive traffic safety training programs. These measures provide the necessary oversight to correct unsafe driving habits and reduce risk factors in real-time. Our objective is to reverse the current trend and cultivate a culture of strict compliance, ensuring a secure environment for all commuters within and surrounding our estates.



ROAD SAFETY EDUCATION

Recognizing that safety extends beyond the factory floor, the Group coordinated with provincial and district police to deliver road-safety training and dialogue for workers in both ACBH and ACHL. Officers shared real case studies on traffic regulations, with a strong emphasis on the dangers and strict prohibition of driving under the influence. The sessions were designed to be interactive rather than lecture based. Participants engaged directly with officers through Q&A activities, resulting in active involvement from more than 660 workers across multiple sessions.



Community Disaster Management

At AMATA VN Group, our commitment to safety extends beyond the boundaries of our industrial park. Our firefighting teams are not only responsible for protecting tenants and critical infrastructure; they also provide essential support to local authorities across neighboring wards and districts. At ACBH, they worked hand-in-hand with the local Fire Police and maintained an active role in the Regional Security Committee of Long Binh Ward, for seamless coordination during emergencies. Whenever a fire occurs in the surrounding community, our professional firefighters are ready to respond immediately. This strong partnership has strengthened community resilience.

In 2025, our firefighter unit at ACBH has assisted local authorities in managing 19 fire incidents throughout Dong Nai province.

Customer Relationship Management

High-Impact Material Topic

Positive and Negative Impact

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

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



AMATA VN Group believes that it takes more effort and cost to acquire a new customer than retaining an existing one. Therefore, the management placed significant importance on retention of customers. Customer's suggestions and recommendations are important input to the company, especially this period where there is a shift in customer expectations and behavior. AMATA VN Group continually engages with our customers through various methods and channels including customer visits, seminars on-site and online, and via instant communications applications.

To better understand the customers' expectations, identify areas for improvement, and enhance service quality, we annually conducted a customer satisfaction survey that inquired about their satisfaction with the service and quality, the CSR activities organized, and their willingness to recommend the Company to others. The survey also asked about issues of dissatisfaction, future customer plans, and expectations. The survey results were communicated in the management meeting for acknowledgement and for planning future process improvements, ensuring that customers' concerns were taken into account during product and service development.

Enhancing Customer Relationships

Training and Seminars

With tenants joining us from over 20 different nations, navigating the nuances of Vietnam's local regulations may often be complex compared to practices at their headquarters. We recognize that bridging the gap between international standards and local requirements is vital for the long-term success of our partners. The Group actively

supports customers by creating opportunities for shared learning, ensuring that every business operating in our estates has the up-to-date information needed to operate smoothly and remain compliant.

During 2025, we facilitated a series of targeted workshops designed to keep our customers ahead of the curve. These sessions covered critical areas, including Advanced Tax Inspection, Good Labor Practices, Corporate Income Tax Incentives & the Adoption of IFRS. Beyond compliance, we also explored forward-looking topics such as the application of AI in management and Occupational Health and Safety. These initiatives aimed to equip our tenants with the right tools to manage risks effectively and maintain a competitive edge in the local market.



Customers and Tenants Meeting with Authorities

The Group organized an important meeting bringing together leadership from the Quang Ninh Economic Zone Authority (QEZA), various local departments, and representatives from 15 customers within Amata City Ha Long Industrial Park. This forum established a direct line of communication to address the practical challenges facing our partners. Participants actively exchanged views on essential topics, ranging from energy efficiency in manufacturing to effective labor recruitment strategies. The session also facilitated a frank Q&A regarding daily operational hurdles, such as shuttle bus routes, social housing for workers, and regulations on importing used machinery. A major highlight of the gathering was the announcement of a Memorandum of Understanding (MOU) between the Group and the Vietnam-Korean College of Quang Ninh which aims to bridge



the gap between vocational training and the actual skills required by enterprises in the industrial park. By aligning education with industry needs, we intend to streamline recruitment processes for our tenants. This meeting reinforced the Group's function as a reliable intermediary, ensuring that the voices of our tenants are heard and supported by local authorities.



Football & Sport event

In 2025, the Group continued to nurture an environment where professional drive and personal health complement one another. The Football Tournament and sports days held at Amata City Bien Hoa and Amata City Ha Long served as a central gathering point for our community. With 27 teams and nearly 300 participants taking the field, the atmosphere was energetic, offering everyone a welcome change of pace from their regular schedules. These activities provided a valuable space for customers and partners to interact outside of formal meetings. As players teamed up and competed, the boundaries between



different companies softened, allowing colleagues to build trust and camaraderie. This initiative highlights our belief that a healthy industrial park is built on strong personal connections just as much as business partnerships.

Enhancing Brand Awareness

Brand awareness is one of the key priorities for AMATA VN Group as we pursue our vision of becoming a sustainable industrial estate and SMART CITY developer. Guided by our ALL WIN philosophy, we strive to create shared value for customers, communities, and our stakeholders. Strengthening brand awareness enables us to respond effectively to evolving market expectations, reinforce our reputation, and build long-term trust. It also supports deeper collaboration with both existing and potential stakeholders, contributing to our goal of fostering a vibrant, responsible, and innovative community for the future.



Our commitment to sustainability has been affirmed through significant recognition, including the SET ESG 2025 Rating (AAA) and top-tier score under UNIDO's Eco-Industrial Park framework. These achievements reflect our dedication to transparency and strong operational standards. Please refer to the [Awards and Recognitions](#) section for a complete list of our milestones.

Sustainable Property Portfolio Management

The Group prioritizes quality as a fundamental pillar in ensuring customer safety, enhancing satisfaction, and maintaining cost efficiency. This commitment begins with comprehensive planning and design, where a well considered master plan addresses land use, infrastructure layout, environmental impact, and future expansion needs, incorporating strategic zoning to support diverse industries and business sizes. Careful site selection—considering accessibility, transport links, and proximity to key resources—is equally important in enhancing estate viability. During development, strict adherence to construction regulations safeguards both customer safety and the asset durability. Once operational, ongoing maintenance of infrastructure and common areas, robust security measures, and dedicated customer support services further reinforce the Group's focus on quality throughout the property lifecycle.

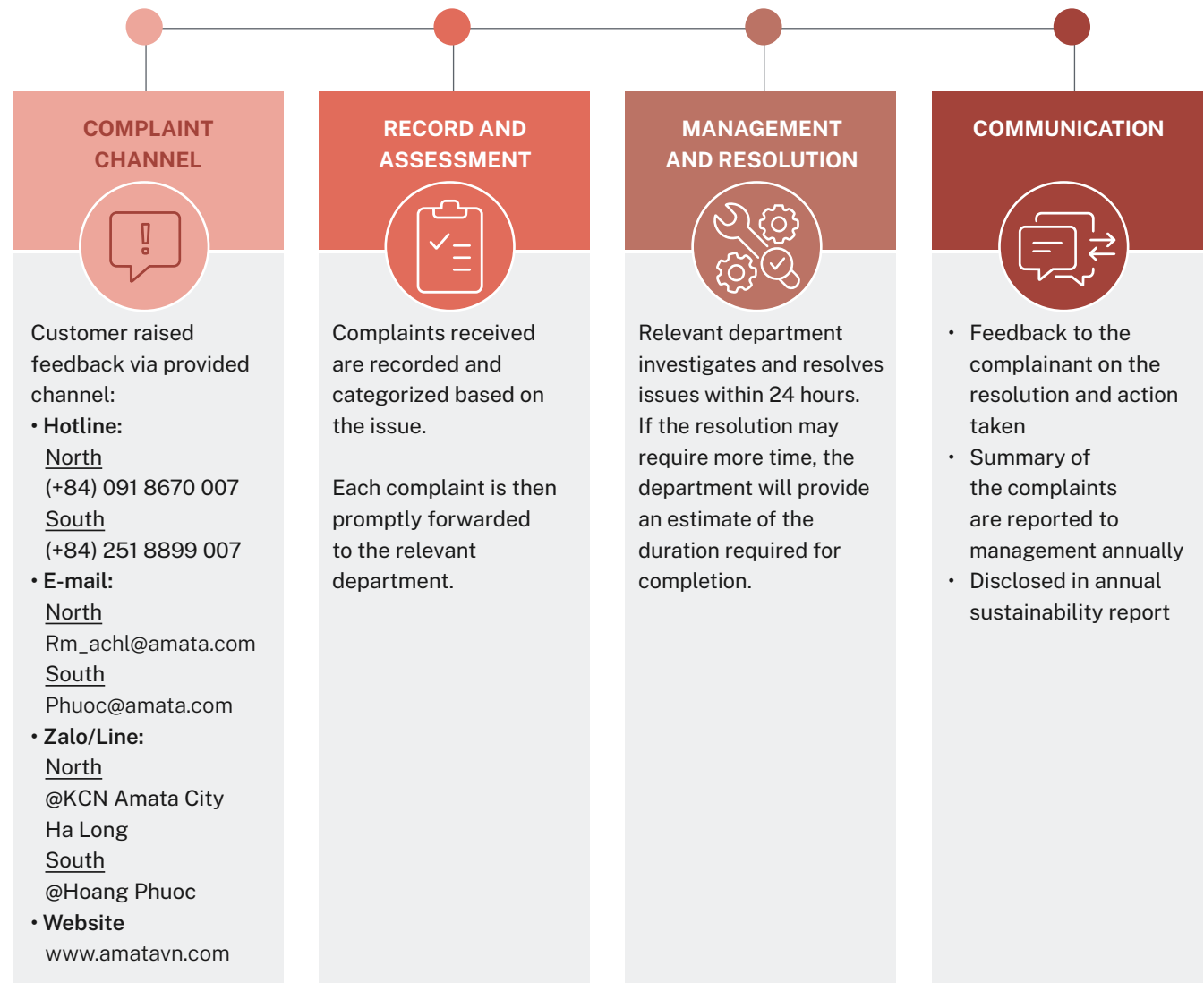
In parallel, the Group actively manages the environmental and social impacts associated with customer operations. As part of our operational management approach, we

address environmental protection issues that may arise from customer activities. We apply rigorous standards to water stewardship and pollution control, with our operations team actively overseeing the quality of effluent and emissions from each customer's facility. In the event of an issue — such as unexpected smoke emissions, improper chemical handling, or deviations in water quality — we coordinate immediate corrective action with the customer and subsequently establish preventive measures to reduce the likelihood of recurrence.

Recognizing that our tenants collectively contribute to substantial greenhouse gas (GHG) emissions, water consumption, and waste generation, we conduct continuous monitoring of electricity and water usage. These data insights enable us to guide customers towards more efficient resource management and support the transition to lower-impact operational practices. Aligned with our Group-wide GHG reduction roadmap, we also provide renewable energy alternatives to help reduce their carbon footprint. To further enhance resource efficiency, we facilitate collaboration among companies within our industrial estate to identify opportunities for industrial symbiosis under the UNIDO framework. Through this initiative, byproducts or waste from one company can be repurposed as input materials for another, reducing overall waste, minimizing water withdrawal, and promoting circular economy principles.

By integrating climate resilience, energy management, and water stewardship into our property portfolio strategy, we strengthen the longterm sustainability performance of our estates and create shared value for customers, communities, and stakeholders.

Customer Grievance Management



Prioritizing open communication allows us to stay aligned with our customers' needs, offering them accessible ways to share insights through our hotlines, website, and email, as well as provide input in the annual customer surveys and post-seminar sessions. Supporting this dialogue is a formal grievance mechanism designed to resolve operational issues and mediate disputes between tenants, as well as between tenants and the surrounding community, helping to maintain a cooperative industrial environment. Upon receiving a complaint, the department responsible confirms receipt and initiates action within 24 hours. We commit to a defined timeline for resolution, ensuring that every issue is addressed efficiently to minimize disruption and uphold satisfaction across our operating area.

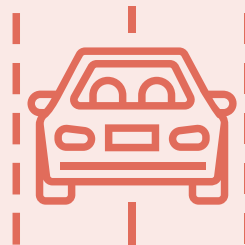
In 2025, the Group received a total of 23 complaints, of which 16 were related to our operations with key concerns focused on road safety and the aesthetic condition of the estate. All reported complaints have been successfully resolved, and customers have been promptly informed of the resolutions. The remaining 7 complaints were outside our scope, and we worked alongside tenants to assist them in resolving the issues.

In response to the constructive feedback gathered, we translated these insights into concrete actions in 2025, launching specific initiatives designed to elevate our performance and directly addressing the concerns raised by our stakeholders as detailed below:

	TOTAL	RELATING TO OPERATION	BETWEEN TENANTS	BETWEEN TENANTS AND EXTERNAL STAKEHOLDERS
Number of complaints received	23	16	0	7

FEEDBACK RAISED FROM CUSTOMERS/TENANTS

THE GROUP'S ACTIONS IN 2025



Road Safety and Condition

ACBH

- Established new traffic control room with AI traffic camera to detect violations such as speeding and illegal parking
- Collaborated local with traffic police to monitor selected roads during rush hours
- Improved workers' traffic safety knowledge through training at several customer factories
- Took immediate action on landscaping and aesthetic condition by person in charge and informed tenants of the root cause

ACLT

- Installed additional traffic signs, solar streetlights, and repair public temporary road connecting to industrial park
- Increased securities personnel at entrance of temporary road and increase
- Watered the local temporary road several times on a daily basis to minimize dust particles for the nearby community



Customer Satisfaction

AMATA VN Group conducts a customer satisfaction survey annually to analyze and monitor its customers' experiences, understand their expectations, challenges and identify areas for further improvement in its operations. To improve feedback mechanisms, the customer satisfaction survey questionnaire is reviewed each year to ensure a more comprehensive assessment of customer perspectives on various aspects of their operations. With customers in ACLT and ACHL beginning their operations, this year's customer satisfaction survey was expanded to cover all 3 industrial parks - ACBH, ACHL, and ACLT. The overall customer satisfaction remains strong, recording only a slight decrease from 89% to 87% compared to previous years, even with the inclusion of 2 newly operating industrial parks. This consistency reflects the continued positive customer experiences with the utilities, services and operational support provided across all parks.

	TARGET	2023	2024	2025
Customer Engagement Rate	80%	99%	100%	100%
Customer Satisfaction	85%	90%	89%	87%



Community and Social Development

High-Impact Material Topic

Positive and Negative Impact

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

However, The Group is also mindful of the potential negative impacts that our operations may have on local communities and society. The development of industrial estates can lead to challenges such as increased pressure on public

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

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

Our community development strategy is aligned with the United Nations Sustainable Development Goals (SDGs) and embedded within our business planning. Our initiatives are guided by three strategic pillars: economic development, health and well-being, and education. To ensure a localized and meaningful impact, we focus our efforts on communities within a 7 km radius of our industrial estates, where our operations may have actual or potential social impacts. We regularly assess community perceptions and impacts

through annual community satisfaction surveys and feedback received via our whistleblowing channels. These insights allow us to address local concerns and continuously refine our operations. To strengthen accountability, assessment results are reviewed during monthly management meetings, where cross-functional teams collaborate to define and implement necessary improvements.

Beyond corporate-led initiatives, we provide a platform for our employees to take an active role in community development. Through structured volunteer programs, employees contribute their professional skills and personal time to initiatives supporting education, healthcare, and environmental conservation. By supporting these efforts, we promote a workplace culture grounded in shared responsibility and tangible contributions to the communities in which we operate.



99%
LOCAL
PROCUREMENT



2.47 Bil VND
TOTAL COMMUNITY
CONTRIBUTION



80
COMMUNITY-RELATED
ACTIVITIES CONDUCTED



126
TOTAL EMPLOYEE
VOLUNTEERING

Community-Centered Environmental Management

Our strategic roadmap to achieving Carbon Neutrality by 2040 prioritizes the well-being of the communities surrounding our industrial estates. This commitment underpins a management approach where environmental protection and public safety go hand in hand. To safeguard local living conditions, the Group conducts comprehensive Environmental Impact Assessments (EIAs) for all new and existing projects. These assessments enable an early identification of potential risks and the implementation of effective mitigation measures that shield the environment before operations commence.

Transparency remains essential to maintaining trust with local stakeholders. We adhere to a rigorous schedule of monitoring air quality, water quality, and solid waste management to meet or exceed national standards, ensuring our activities do not compromise the quality of life for nearby residents. Furthermore, we actively invest in ecological restoration to enhance the shared landscape. In 2025, we planted an addition of 3,300 trees across our project sites and neighboring areas as part of our efforts to enhance carbon sequestration and supports biodiversity, creating a healthier, greener environment for the communities we serve.

Community Economic Development Promotion

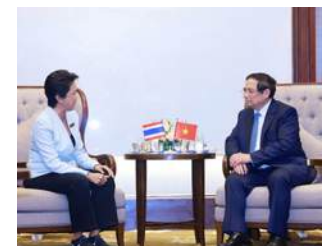
Local Procurement

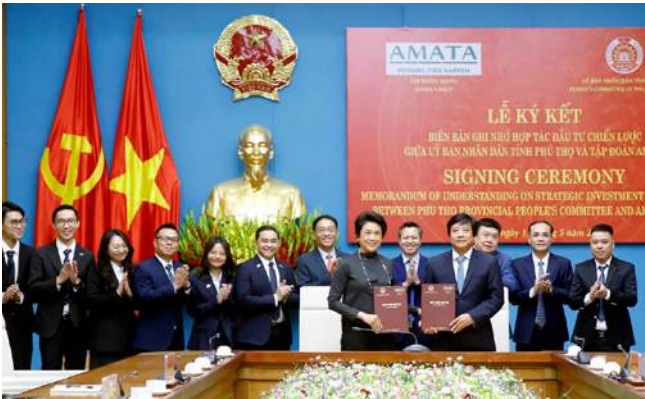
Local procurement serves as a key driver for job creation and the improvement of public infrastructure within our operating regions. In 2025, AMATA VN Group sourced 99% of its goods and services from local suppliers, directly supporting the economic health of the Vietnamese market.

This high rate of local integration ensures that capital remains within the communities where we operate. By prioritizing regional vendors, we support local businesses in scaling their operations, creating stable employment opportunities for residents, reducing supply chain logistics, and strengthening the economic resilience of society at large.

Community Development Promotion

Foreign Direct Investment (FDI) is a primary engine of Vietnam's economic expansion, driving GDP growth, export capacity, and national employment. AMATA VN Group plays a significant role in channeling this investment into the country, contributing to a substantial share of the total FDI invested in the Vietnam. We recognize the critical role industrial infrastructure plays in this ecosystem and actively work to sustain investor confidence and investment momentum. To date, our business operations have facilitated more than 14 billion USD in Vietnam. As a result, investment has led to the creation of over 60,000 job opportunities across our operating areas, providing better livelihoods and contributing to socio-economic development at the provincial level.





To continue attracting high-quality investment, the Group works closely with local authorities and leading property agents. We organize and participate in targeted seminars, roadshows, and business forums that promote Vietnam's potential and support constructive dialogue with international stakeholders. A key milestone in these efforts is the investment license granted to AMATA VN Group in Phu Tho Province, enabling the development of internationally scaled industrial and commercial zones with streamlined administrative support to reinforce Phu Tho's long-term attractiveness to investors.

Workforce Recruitment

In 2025, AMATA VN Group actively strengthened local labor markets by serving as a strategic bridge between educational institutions, job seekers, enterprises, and local authorities. In Dong Nai, ACBH and ACLT collaborated with leading academic partners-including Sonadezi College, Lac Hong University, and Dong Nai University of Technology-to co-organize career fairs and recruitment activities that connected students and graduates with employment opportunities across our industrial parks. These large-scale career events created direct pathways to employment in manufacturing, technology, logistics, and finance, effectively addressing the evolving workforce requirements of our tenants.

JOINING VIETNAM INDUSTRIAL CONNECT 2025



The Group is pleased to support Vietnam Industrial Connect 2025, a forum organized by key stakeholders such as IPA Vietnam in collaboration with BOI Thailand, ThaiCham, HKBAV, and VEIA, bringing together leaders, investors, and industry experts from across Asia to explore the latest in industrial growth and foreign investment opportunities in Vietnam. This platform allowed us to initiate dialogue with consultants and service providers, strengthening local supply-chain linkages and support community economic development through increased business opportunities, investment readiness, and long-term employment potential.



Expanding this initiative to the northern region, the Group focused on establishing a sustainable talent pipeline for our industrial parks in Quang Ninh. Key efforts included hosting the province's first job fair directly within the ACHL industrial park and coordinating target recruitment programs for specific demographics, such as demobilized soldiers and technical students. To further bridge the gap between academic theory and industrial practice, we facilitated factory exposure visits and established direct cooperation between major tenants and provincial employment service centers.



Beyond standard job creation, AMATA VN Group supported workforce reintegration for transitional groups, specifically demobilized soldiers. Acting as a direct link between local authorities, industrial tenants, and job seekers, we supported stable employment outcomes for returning service members. In Quang Yen, a career consultancy initiative was organized during the Ceremony Welcoming Young Soldiers, enabling tenants such as Jinko Solar, Foxconn, and Renli to engage directly with 235 individuals completing their military service. Through direct dialogue on recruitment needs and career pathways, this initiative

resulted in a tangible outcome, with more than 200 former soldiers securing employment with AMATA tenants.

Altogether, the recruitment support activities engaged over 8,670 participants across all regions. This substantial outreach demonstrates the Group's commitment to inclusive economic development and local job creation. It ensures the long-term competitiveness of our industrial parks while maintaining our position as a trusted partner in advancing both business growth and community prosperity.

Infrastructure development

During the time of project construction, the planned main road to our land has not yet been compensated, necessitating the use of an alternative route for customers and contractors to access our premises. Recognizing the potential impact on our community on this usage of this route, we have implemented a proactive maintenance program designed to mitigate any adverse effects and ensure the continued safety and well-being of our community members. Monthly compaction of the temporary road is conducted to maintain its structural integrity, prevent premature deterioration, and ensure safe passage for all vehicles, particularly motorbikes, thus minimizing the risk of accidents. Additionally, to address the potential increase in dust pollution, we conducted daily watering of the road surface to safeguard local air quality

and reduce respiratory risks for residents and workers in the vicinity. As a long-term solution, in 2025 the Group has upgraded the traffic connectivity between ACLT, the extended road 319, and Ho Chi Minh–Long Thanh (HCM–LT) expressway intersection. This included the construction and leveling of public roads as a part of a wider urban regeneration initiative aimed at enhancing mobility and traffic safety for the wider community, while also reducing transportation time and fuel consumption for local commuters. These actions reflect our “ALL WIN” philosophy, which prioritizes responsible operations that balance project development with the long-term safety, property value, and well-being of surrounding communities.



Community Health and Well-being Support

Road Safety

AMATA VN Group places strong importance on public safety within and around our industrial parks as part of our commitment to responsible operations. Informed by analysis of historical accident data and feedback from our customers and the people in communities, the Group has implemented targeted infrastructure upgrades to mitigate traffic-related risks. To protect both community members and company assets, we invested in an automated CCTV traffic detection system. These cameras are positioned in high-risk areas that are most prone to incidents and are connected to a dedicated monitoring control room. This integrated system supports real-time surveillance and enables more timely response when incidents occur.

Further details on our safety management practices is provided in the Occupational Health and Safety section of this report.

Blood Donation

Blood donation plays a critical role in supporting emergency care or even routine medicated treatment, particularly during periods of seasonal shortage. Recognizing this ongoing need, the Group has established blood donation as a regular community health activity. In 2025, Vietnam—including Dong Nai Province—experienced a significant shortfall in blood supplies, the Group maintained its commitment by organizing 6 blood donation programs that brought together employees, customers, and local authorities to support blood availability nationwide.

In Dong Nai, ACBH and ACLT collaborated with the provincial Red Cross and Chợ Rẫy Hospital to organize large-scale donation drives. These events were designed to be accessible to both industrial park workers and management, ensuring high participation and consistent contributions to regional blood banks. In Quang Ninh, ACHL expanded this network by partnering with local youth organizations and participating in diplomatic humanitarian initiatives. These efforts focused on the Song Khoai and Quang Yen communities, encouraging tenant engagement and shared civic responsibility within the local communities.

Through these coordinated efforts across our projects, we successfully collected a total of 1,462 units of blood (equivalent to 458,050 cc), contributing to 0.08% of Vietnam's national target in 2025 of 1.85 million units and supporting national blood bank during seasonal shortage. Over the period from 2020 to 2025, the Group has proudly accumulated a total of 4,888 units, reinforcing the national healthcare system and reflecting our ongoing commitment to the well-being of local communities.



War Invalids and Martyrs Commemoration

The Group participated in a gift-giving ceremony in Hiep Hoa Ward to commemorate Vietnam's War Invalids and Martyrs Day, recognizing individuals with meritorious service to the nation and providing practical support to those facing ongoing social and health challenges. The activity formed part of the Group's ongoing community engagement efforts to support vulnerable groups and maintain constructive relationships with local stakeholders. The

event was attended by representatives from the Hiep Hoa Ward People's Committee, the Vietnam Fatherland Front Committee of Hiep Hoa, and the Quang Ninh Association for Supporting People with Disabilities and Orphans. In collaboration with our partners, the Group contributed a total of over 83 million VND, which funded 30 gift packages for individuals with meritorious service to the revolution and 35 social insurance cards for individuals in need.



Amata Running Activities

The AMATA Run has been organized over many years as one of the Group's community initiatives. Through these running events, we promote physical wellness while supporting community and heritage-related causes, using flagship athletic activities to engage stakeholders, mobilize resources for those in need, and strengthen connections between our industrial parks and the host provinces.

Through these collaborative sporting initiatives, we successfully attracted nearly 4,300 participants generating an estimated 2.8 Bil VND social capital*. In addition, fund mobilized through these events resulted in 340 million VND in direct financial contributions to social welfare funds and support for local households, together with significant donations of essential goods for flood-affected areas.



*Methodology & Reference: HACT Social Value Bank (UK) and Simetrica methodologies, which are standards for valuing community activities by Total participation x researched willingness to pay for a One-day fun run (25 USD) per person.

AMATA HAPPY RUN 2025



The Amata Happy Run 2025 successfully engaged nearly 2,400 participants in a vibrant sports festival that transcended traditional athletic competition. The event brought together a diverse group of runners, including families, industrial workers, and management teams from 114 enterprises, alongside international participants representing 13 different countries. The event served as a platform for stakeholder engagement while promoting healthy lifestyles within the industrial park community.

Beyond promoting physical well-being, the initiative centered on humanitarian values, with each runner contributing to the Social Welfare Fund of Dong Nai Provincial Hospital, supporting disadvantaged and homeless patients. The program also facilitated donations for flood relief efforts in Central Vietnam through integrated donation mechanisms (QR code), demonstrating a collective spirit of regional compassion. The run concluded with a total contribution of VND 105 million to the Dong Nai Social Welfare Fund.

AMATA RUN BACH DANG HERITAGE ROAD 2025



The “Amata Run – Bach Dang Heritage Road 2025” transformed a traditional sporting event into a cultural and historical journey, engaging a total of 1,900 participants to historical and cultural beauty of Quang Yen. In this 3rd year of organization, the route passed through UNESCO World Culture Heritage sites, allowing runners to appreciate key landmarks that reflect the area's historical legacy.

In addition to promoting physical health, the event served as a platform for community support initiatives. Fund mobilized from participating runners and athletes enabled meaningful social impact, through which ACHL allocated VND 200 million to support disadvantaged households in Quang Yen and Hiep Hoa Ward and implemented a relief campaign that gathered essential goods valued at VND 35 million for flood-affected communities in Central Vietnam.

Inclusive Community Infrastructure

As part of our commitment to inclusive community development, AMATA VN Group has integrated accessibility considerations into our facility design to ensure that individuals of all abilities can access our services safely and comfortably. The AMATA Service Center (ASC) incorporates features for people with disabilities, including wheelchair-accessible ramp designed in accordance with safety and ergonomic standards. This enhancement supports mobility needs, reduces physical barriers, and aligns with our goals of social inclusion and equal opportunity within the communities.



Educational Support

Scholarship Support

AMATA VN Group believe that offering scholarships will contribute to talent development –providing opportunities for individuals who may not have the financial means to pursue higher education, thereby nurturing a pool of skilled workers, in the long term, investing in education will yield benefits for the society in terms of increased level of education, enhanced innovation, reduced societal crime, and contribute to overall economic growth.

In 2025, the Group supported education access and youth development through scholarship and career-readiness programs, providing 74.6 mil VND in quantified scholarship-related contributions.



Empowering Education and Reading culture

In 2025, The Group upgraded educational infrastructure through the “Green Library –Nurturing Knowledge” initiative focusing on local schools, Long Hung Primary School and Tam An Primary School in Dong Nai and Song Khoai Secondary School in Quang Ninh, delivering modernized library spaces designed to encourage critical thinking among primary students.

Complementing these physical improvements, we supported the Vietnamese Book & Reading Culture Day at the secondary level through book donations and interactive engagement. These combined initiatives, representing a financial contribution of VND 68.8 million, reinforce the educational foundation of our communities and promote sustainable literacy habits.



COLLABORATION WITH VIETNAM-KOREAN COLLEGE OF QUANG NINH



Amata City Ha Long (ACHL) formalized a partnership with the Vietnam-Korean College of Quang Ninh to bridge the gap between academic vocational training and industrial requirements. This collaboration focuses on streamlining recruitment for our tenants and ensuring that educational curricula evolve alongside the technical needs of modern manufacturing.

As an initial activity under this partnership, ACHL facilitated a field study for more than 60 students and faculty members at ACHL Industrial Park. Participants visited the production facilities of 2 leading tenants, Jinko Solar Vietnam and Foxconn, gaining firsthand exposure to industrial operations. These visits provided students with practical insights into modern production processes and clearer understanding of the technical skills and workplace standard required in a professional industrial environment.

We aim to reinforce our role as a facilitator between educational institutions and industrial tenants, creating a sustainable recruitment ecosystem that prepares the local workforce for high-quality employment opportunities within our industrial park upon graduation.

Community Satisfaction

AMATA VN Group strengthens community trust through annual community satisfaction surveys conducted in collaboration with local district authorities in areas surrounding its industrial parks. This year represents a significant milestone in our reporting, as we expanded the scope of our assessment beyond ACBH to include ACHL for the first time. The consolidated results for 2025 show an overall community satisfaction rate of 81%, reflecting that ACHL is still in early stage of operation. As the survey scope was expanded to include ACHL, the 2025 results should be viewed as a new baseline and are not directly comparable with previous years, which reflected feedback from ACBH only.

The overall survey identified several areas for improvement, with community members raising concerns related to dust, air quality, flooding, and traffic safety. These concerns are commonly associated with projects in the early stages of development and are addressed through a transparent management process, under which reported issues are investigated and corrective actions are implemented to ensure our operations remain aligned with community expectations.

	TARGET	2023	2024	2025
Community Satisfaction	90%	87%	88%	81%

Connecting Growth with Planet

Sustainable development requires balancing industrial scale with ecological care. Our strategy aligns rapid economic progress with active decarbonization, transforming traditional estates into low-carbon communities. This approach minimizes our footprint while maximizing value, proving that robust growth can effectively coexist with deep environmental respect.

Environment Impact Management

Very High-Impact Material Topic

Positive and Negative Impact

A core component of AMATA VN Group's commitment to sustainability is our focus on environmental stewardship. It is undeniable that the development of industrial parks brings about not only positive but also negative impacts on the sustainability of the community in terms of depletion of natural resources such as land, water, biodiversity of the area, and environmental pollution. We recognize our duty to protect the environment and our responsibility to manage the environmental impacts of our operations.

AMATA VN Group places great importance on operating responsibly and actively strives to minimize the environmental impacts associated with our business activities and safeguarding the well-being of communities residing near our project sites. We emphasize the strategy to strictly

comply with environmental regulations, efficiently utilize natural resources, and implement measures to minimize environmental impact so as to live in harmony with people in the community.

Managing environmental impact is a central focus of the Group's operational strategy. As part of our sustainability approach, we continuously assess and address the effects of our activities on the surrounding environment. This includes careful planning, responsible material selection, and the implementation of site practices that aim to reduce air emissions, waste, and ecological disruption. By embedding environmental considerations into daily operations, we strive to maintain compliance, support biodiversity, and contribute to the long-term resilience of the communities where we operate. These efforts reflect our commitment to responsible growth and transparent environmental stewardship.

Alongside impact management, the Group places strong emphasis on improving resource efficiency. Recognizing the finite nature of natural resources such as water, land, and raw materials, we aim to use them wisely and reduce unnecessary consumption. Efficient resource utilization supports operational stability, lowers costs, and helps reduce environmental pressure. It also strengthens our ability to respond to future challenges and aligns with our broader goal of creating shared value. Through this dual focus, minimizing environmental impact and maximizing resource efficiency, we continue to pursue outcomes that benefit both the Company and society, in line with our 'ALL WIN' philosophy.

All environmental data presented in this chapter are expressed in absolute value and compiled through accounting evidence, meter readings, and evidence-based estimations.



Environmental Governance

Oversight of environmental management rests with the Board's Corporate Governance and Sustainability Committee, which reviews the Group's sustainability and environmental performance, risk mitigation, and policy compliance on a semi-annual basis. The Group's CEO is responsible for implementation, supported by the working group at each subsidiary.

In 2025, the Board of Directors established a specific Environmental Management Policy setting forth a unified and comprehensive framework, committing the Group to conducting industrial park development along with maintaining and protecting the environment responsibly, in compliance with international standards. This revised policy introduces more detailed and ambitious operational guidelines, notably expanding resource efficiency practices.

Environmental Management Process

We prioritize minimizing environmental risks and have established the following process to identify and manage significant environmental issues arising from our operations, including:

1. Environmental Due Diligence

As part of the environmental due diligence process, we conduct a comprehensive review of land use zoning and legal restrictions to ensure the proposed development site aligns with Vietnam's regulatory framework. This includes verifying the site's designation under the Land Use Master Plan issued by the provincial People's Committee,



confirming its suitability for industrial purposes. We also assess compliance with the Law on Environmental Protection (LEP 2020), the Construction Law, and the Land Law 2013, while ensuring the site does not encroach upon protected zones such as special-use forests, national parks, or cultural heritage areas. These steps are supported by consultations with the national and provincial natural resources and environment authorities (MONRE and DONRE), as well as local planning offices to validate land ownership and transfer rights, thereby reducing legal and environmental risks.

In parallel, we perform an initial screening of sensitive receptors and a desktop review of historical land use to identify potential environmental and social impacts. Using GIS mapping, satellite imagery, and field reconnaissance, we evaluate proximity to wetlands, rivers, residential zones, cultural sites, and agricultural land, especially

aquaculture areas. This helps us anticipate and mitigate risks to biodiversity and community well-being. Historical land use assessments further inform our understanding of contamination risks, drawing on aerial imagery, past EIA reports, and environmental inspection records.

2. Sustainable Design and Environmental Impact Management

The Group integrates internationally recognized environmental standards and climate-resilient design principles throughout the lifecycle of our smart city and industrial park developments. Adhering to the Decree 08/2022/ND-CP and the Law on Environmental Protection 2020 of Vietnam, 100% of AMATA VN's projects undergo comprehensive Environmental Impact Assessment (EIA) and Social Impact Assessment (SIA) processes.

Appropriate monitoring and mitigation plans are developed and submitted to the Ministry of Natural Resources and Environment (MONRE) for approval as part of the Environmental Impact Assessment (EIA) report. Once approved, the Group ensures full implementation of all requirements and recommendations, with bi-annual performance reports submitted to the provincial Department of Natural Resources and Environment (DONRE) covering wastewater management, air quality, and solid-waste management.

In 2025, we have successfully solidified our operational standards by achieving the ISO 14001:2015 certification at ACBH. This certification specifically covers the scope of our wastewater treatment services within the industrial park, verifying that our processes meet rigorous international environmental requirements. In parallel with this achievement, we continue to align the ACBH site with Eco-Industrial Park (Eco-IP) criteria. These steps serve as concrete evidence of our intent to maintain high operational quality and continuously improve our environmental performance.

Sustainable design practices emphasize the integration of green and open spaces, biodiversity buffer zones, and natural flood-management systems that strengthen ecosystem services and community safety. The Group also promotes renewable energy adoption, including the expansion of solar rooftop and clean-energy infrastructure for both our own and support customers/tenants demand in IP, to reduce greenhouse gas emissions and enhance long-term climate resilience.

3. Environmental Monitoring

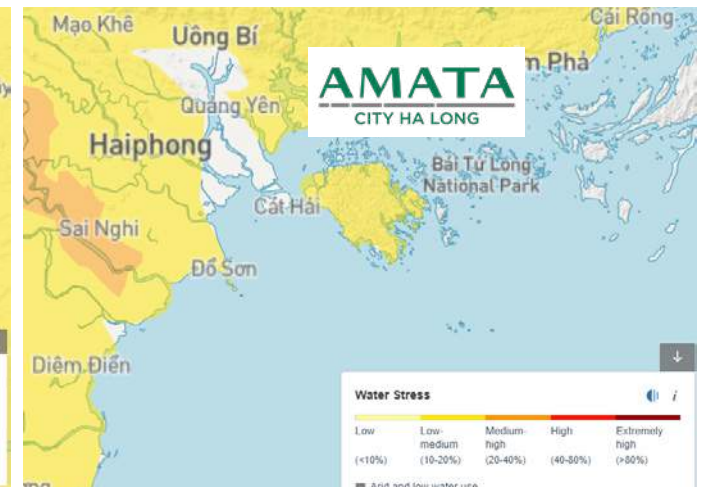
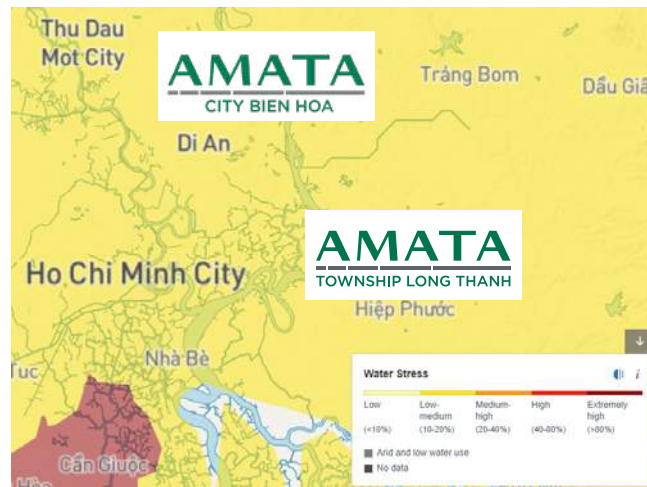
The Group focuses on effective environmental management through actively managing and monitoring key environmental parameters such as wastewater discharged quality, air emission quality, and propose waste disposal to comply with the Vietnamese regulations and mitigation plans from EIA report.

These measures collectively ensure that our developments meet stringent regulatory, environmental, and social standards. By embedding these practices across all project phases, we foster sustainable growth and contribute to the United Nations Sustainable Development Goals (UNSDGs).

ENVIRONMENTAL CATEGORY	COMPLIANCE TO	PARAMETERS
Water discharged from central wastewater plant	National Technical Regulation on Industrial Wastewater QCVN40:2025/BTNMT	pH, Color (Pt-Co), Temperature, Biochemical Oxygen Demand (BOD ₅), Chemical Oxygen Demand (COD), Grease and Oil, Suspended Solid (SS), Total Dissolve Solid (TDS), Total Kjeldahl Nitrogen (TKN), Ammonia (as nitrogen), Total Phosphorous (TP), Heavy Metals, Sulfide as H ₂ S, Cyanide as HCN, Chloride as Cl ₂
Air quality	National technical regulation on ambient air quality QCVN 05:2023/BTNMT	• Nitrogen Dioxide: NO₂ • Sulfur Dioxide: SO₂ • Total Suspended Particulates: TSP
Solid Waste Management – both domestic and hazardous – waste disposal	• Decree 08/2022/NĐCP Management of Wastes and Scraps • Circular 02/2022/TT-BTNMT Hazardous Waste Management	Waste classification, Environmental Licensing, Proper collection, transportation, and management of solid wastes

Integrated Water and Wastewater Management

Water resources are fundamental to the business continuity of industrial park operations. The Group places a strong emphasis on sustainable water management across all our operations and recognizes the critical importance of responsible water management. We are committed to sustainable practices that ensure the efficient use of water, supporting our operations and the diverse needs of our stakeholders, including tenants/customers and local communities.



Exposure to Water Stressed areas

As a responsible industrial park developer, the Group incorporates water risk assessment as an integral component of our physical risk evaluation processes (refer to climate-related risks and opportunities section for further details). Additionally, we systematically monitor and identify water usage across our operational areas. This is achieved through the application of tools such as Aqueduct Water Risk Atlas and Vietnam's public disclosure data, enabling us to identify and assess local water stress effectively.

All 3 of our current operating areas - Amata City Bien Hoa (ACBH), Amata City Long Thanh (ACLT), and Amata City Ha Long (ACHL) - are situated in regions classified as low to medium water stress zones, with current stress levels from 10–20%. However, under a business-as-usual scenario, these levels are projected to increase to medium to high (20–40%) by 2050.

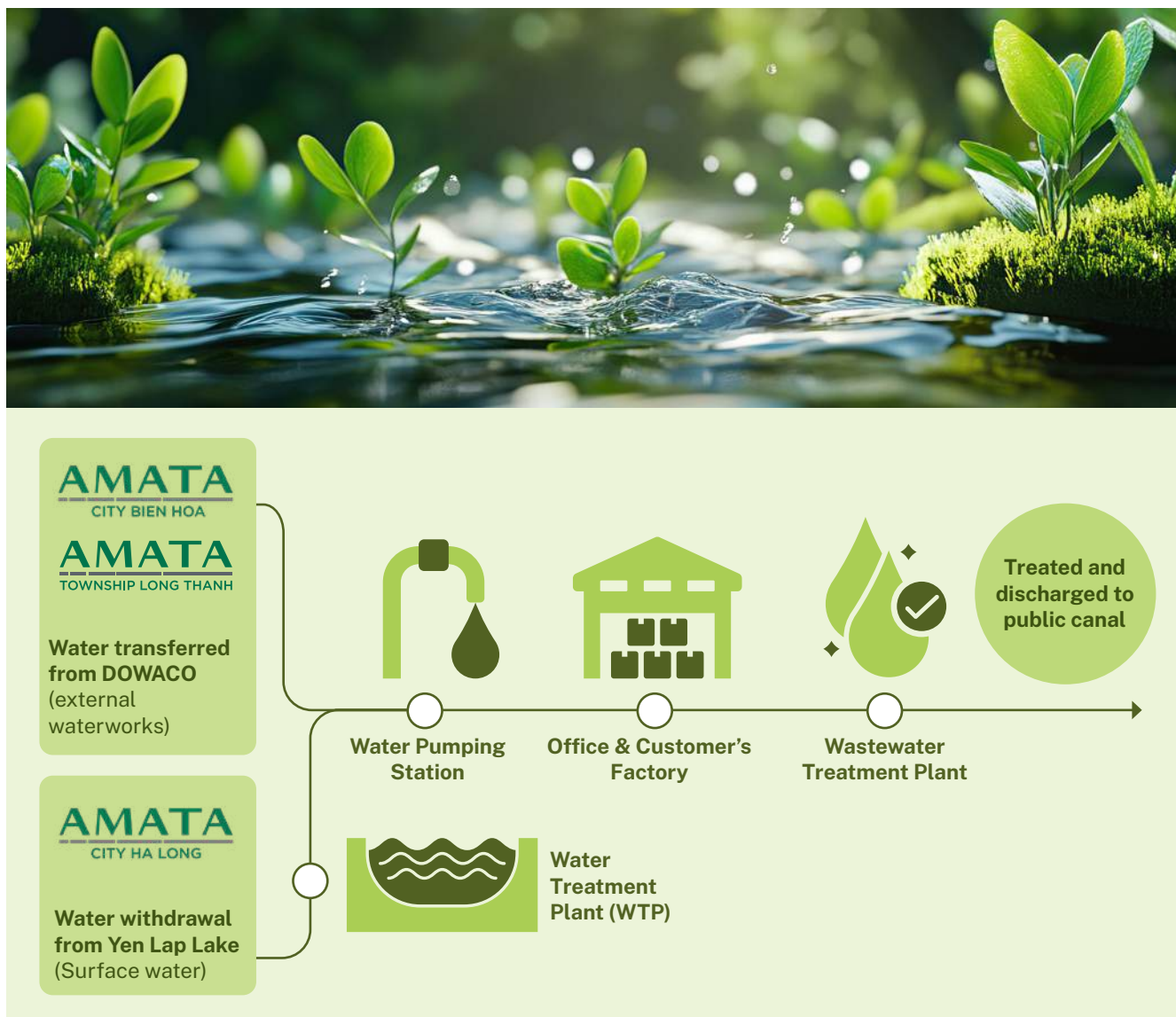
Based on these references, neither industrial parks (IP) are operating in water-scarce regions nor withdraw water from water-stressed areas. In practical terms, the competition for local water resources remains relatively low to moderate, ensuring a stable supply for industrial, commercial, and community needs. Recognizing the potential for future risk, we maintain ongoing oversight of industrial water consumption and collaborate with external stakeholders, including DOWACO, our main water service provider at South Vietnam and provincial government authorities in Vietnam, to keep operations resilient and adaptable to changing conditions. Additionally, we have implemented stringent water management and sustainability measures to ensure long-term resource security, promote responsible resource stewardship, and contribute to local environmental and social well-being.

Water Management

At Amata VN Group, water management is conducted in accordance with local regulations and operational best practices, with sourcing strategies adapted to each industrial park's geographic and infrastructural context. For Amata City Bien Hoa (ACBH) and Amata City Long Thanh (ACLT), water is withdrawn from the surface water of Dong Nai River by a licensed external provider, Dong Nai Water Supply Company (DOWACO), as a primary source. As the water supplied by DOWACO meets the legal required quality standards, no additional treatment is performed prior to distribution. The water is then conveyed through our internal pipeline network to tenant factories and facilities, ensuring consistent and reliable supply for industrial use.

For Amata City Ha Long (ACHL), water is directly withdrawn from Yen Lap reservoir, a licensed surface water source. The raw water is transferred and treated at ACHL's water treatment plant, where it undergoes necessary processes to meet industrial water quality standards. After use, wastewater generated from all activities and customers is collected and treated at centralized wastewater treatment plants. The treated effluent is discharged into designated public canals in full compliance with national environmental regulations.

Across all locations, we maintain rigorous monitoring and reporting protocols to ensure water quality, operational efficiency, and environmental responsibility.



Details of water withdrawal volumes and quality of each operating area are provided in Appendix: Environmental Performance.

Strategy and Target

Currently, internal water reduction targets have been established for ACBH, as other locations sites (such as ACLT and ACHL) are still in their early stages of development. Looking ahead, the Group is committed to extending water target setting to additional locations as operations mature and more comprehensive data becomes available.

For ACBH, specific water reduction targets have been set for the Amata Service Center Building (ASC) and for controlling water leakage across the entire IP, where we have direct operational control, to drive improvement in water management practices. We have outlined a tentative roadmap extending to 2050, anticipating that regulatory frameworks will evolve to allow greater flexibility and innovation over time.



Building on this strategy, we have implemented ongoing water conservation initiatives and established monitoring measures. The following key water management initiatives have been applied across the project lifecycle.

2025 ACBH	2030 ENTIRE GROUP	2040 ENTIRE GROUP	2050 ENTIRE GROUP
ASC Water reduction 25% from 2018	93% Surface Water withdrawal 7% Reuse & Recycle Water	80% Surface Water withdrawal 20% Reuse & Recycle Water	60% Surface Water withdrawal 40% Reuse & Recycle Water

LIMIT WATER LEAKAGES NOT EXCEEDING 2% WITHIN THE INDUSTRIAL PARK

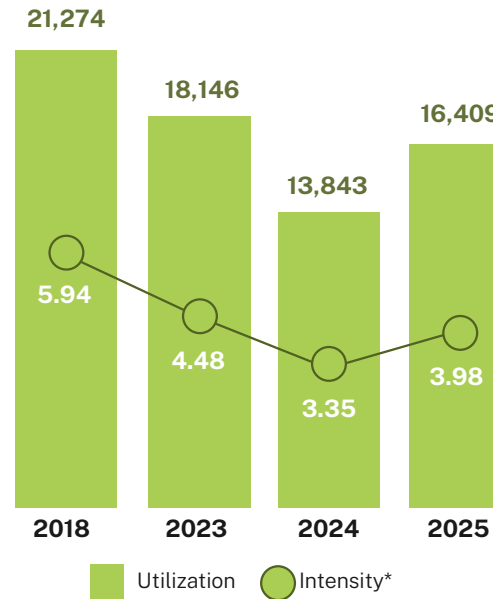
PROJECT STAGE	KEY WATER MANAGEMENT INITIATIVES
Design	• Incorporate water-efficient fittings and fixtures • Growing plants require little water for landscaping
Construction	• Install auto-stop time delay faucets • Install Chiller or Variable Refrigerant Flow (VRF) for energy efficiency and less refrigerant requirement • Install septic tank before transferring wastewater to the treatment plant
Operation of building	• Conduct routine checks and fix on pipes, taps, and water closet flush system • Improvement in fittings and fixtures as technology for water efficiency is developed • Harvest rainwater for landscape irrigation

In addition, water pipes within the industrial park are regularly inspected and repaired to prevent leakages and water losses. To further reduce water consumption for landscaping, we irrigated in the early morning to minimize evaporation and utilized “free water” during the rainy seasons.

At our Amata Service Center Building of ACBH, an auto-stop time delay faucet has been installed, and water pressure is regulated to minimize unnecessary wastage of water flow per turn on. Freshwater withdrawal is further reduced through the use of a chiller system that re-circulates water. The management promotes water conservation practices and continues to explore opportunities for water recycling. However, due to current regulatory limitations, the project has not been able to be put into action.



ASC Building, Water Utilization (m³)

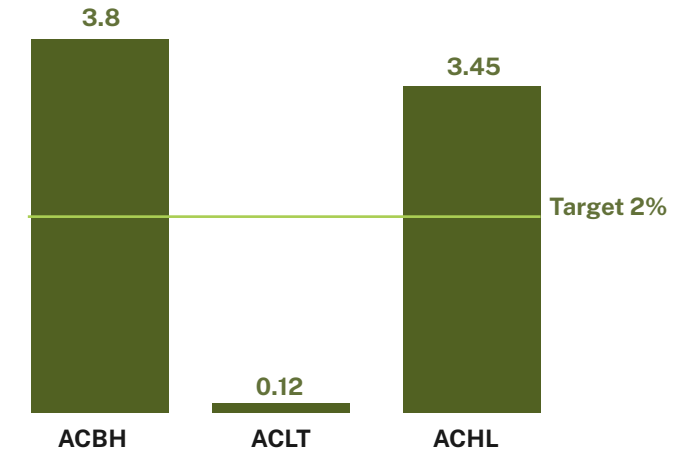


In 2025, our total water consumption rose by 18% compared to the previous year, a fluctuation driven primarily by increased tenant production activities and higher occupancy rates within the ASC Building. Despite this year-on-year rise, our long-term water management strategy remains effective, maintaining a 24% reduction in consumption compared to the 2018 baseline which is slightly lower than our reduction target at 25%. We are actively reviewing these trends to refine our distribution strategies, ensuring we support our customer’s increased productivity while striving to fully bridge the gap toward our environmental targets in the coming year.

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

**Water Loss ratio has been adjusted to account for the meter precision in the calculations.

2025 water loss ratio** (Loss / Total received, %)

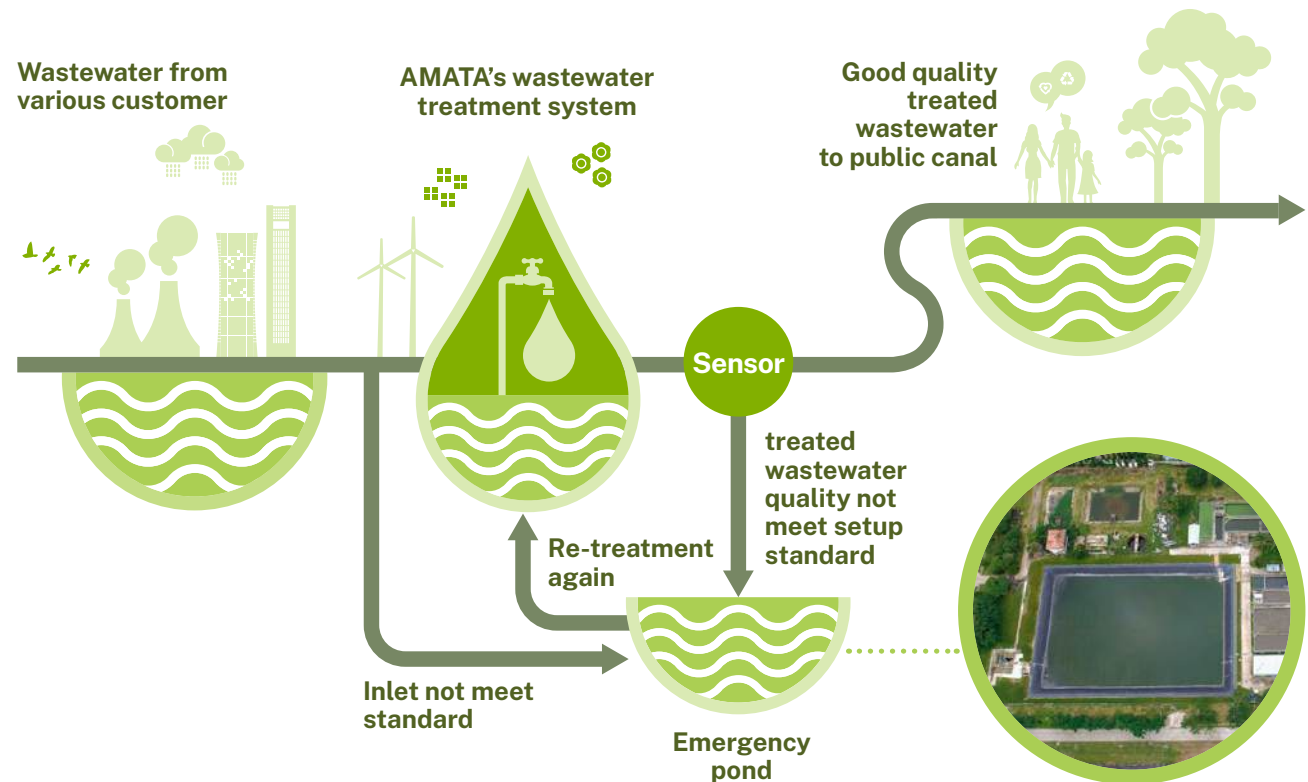


Regarding water distribution efficiency, the water loss ratio for the year stood at 3.8% at ACBH and 3.45% at ACHL. While this figure exceeds our internal aggressive target of 2%, it remains significantly lower than the national average for non-revenue water, which typically ranges between 15% and 17% according to data from the Vietnam Water Supply and Sewerage Association (VWSA). Water management specialists have identified that our current variance is largely administrative rather than physical, stemming from a “time lapse gap” between DOWACO’s recording cycles and our internal meter readings. To rectify this, the Group has initiated a comprehensive audit and is transitioning to smart meters to ensure real-time data alignment. Simultaneously, we have updated maintenance protocols to enable immediate repairs, ensuring we meet our precision targets in the upcoming fiscal year.

Wastewater Management

The Group places great attention on the quality of water discharged from its operations in order to minimize potential negative impacts on the surrounding communities. This commitment is reinforced through continuous monitoring and testing of the treated wastewater quality at both upstream and downstream points at all its operating sites, ensuring compliance with environmental standards and safeguarding local ecosystems. To maintain stringent control, the Group has installed an online sensor to monitor the amount of chemical oxygen demand (COD) and the bio-chemical oxygen demand (BOD) levels, keeping treated wastewater within the permissible limits. In addition, the Group reports water discharged performances to the Department of Natural Resources and Environment on a bi-annual basis and supports official water sampling checks by regulatory authorities. Results consistently confirm that the treated wastewater from our operation meets high-quality standards, often exceeding the quality of the upstream source.

To further safeguard local ecosystems, the Group has established an emergency water pond system designed to serve as a temporary storage solution to prevent and mitigate the risk of leakage or spillage of water pollutants. Whenever water quality measurements exceed permissible limits, an online sensor immediately notifies staff, prompting the suspension of any discharge into the public canal.



Any treated water that fails to meet the required quality standards is diverted to the emergency pond, where it is safely stored for retreatment. This process guarantees that only treated wastewater meeting regulatory criteria is released into the environment. The capacity of the emergency pond varies depending on the specific location, allowing flexibility to address the unique needs and operational demands of each site.

LOCATION	WWTP CAPACITY	EMERGENCY POND VOLUME
Amata City Bien Hoa	12,000 m ³ /day	15,000 m ³
Amata City Ha Long	20,000 m ³ /day	26,500 m ³
Amata City Long Thanh*	4,000 m ³ /day	9,800 m ³

*Information as of Phase I of ACLT WWTP implementation

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

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

In 2025, the Group extended its deployment of the automatic wastewater quality monitoring system-tracking real-time discharge quality-to include ACHL operations. The information is publicly accessible on the Group's website. Additional details on total wastewater discharge volume and key parameters (such as Suspended Solid (SS), Total dissolved Solids (TDS)) are provided in the Appendix: Environmental Performance section of this report.



REUSE OF TREATED WASTEWATER

As part of our sustainable water management efforts, ACBH has reused and repurposed treated wastewater with the aim of alleviating pressure on natural water sources and contributing to the conservation of our environment. This includes reusing treated wastewater for cleaning miscellaneous activities such as cleaning sludge belt press machines, equipment in removing sludge in wastewater treatment system. These initiatives helped conserve 10,092 m³ of freshwater, equivalent to annual average water consumption of 67 households, and resulted in cost savings of 151.4 million VND (equivalent to 212,000 THB).



YOUNG GREEN & LOW CARBON INDUSTRY ASSOCIATION VISIT

Amata City Bien Hoa and Amata City Long Thanh welcomed the Young Green & Low Carbon Industry Association from China for an insightful site visit. This engagement provided a valuable platform to exchange practical knowledge regarding sustainable industrial infrastructure, particularly in wastewater management. During the tour, our team provided an overview of our current operations, placing specific emphasis on our wastewater treatment planning and management systems.

Air Quality Management

Air quality parameters are monitored to assess the concentration of pollutants being released through chimneys of customer factories within our industrial parks. This monitoring is conducted using several air quality monitoring stations throughout the estate. We have established air quality standards requiring customers to operate within the prescribed limits and must comply with the local regulations, whichever is more stringent. The 3 main parameters being monitored are nitrogen dioxide (NO₂), sulfur dioxide (SO₂), and total suspended particulates (TSP). Continuous monitoring of air quality enables the Group to identify potential sources of pollution and take corrective actions to minimize the impact on the environment, community, and public health.

Throughout 2025, all air emissions parameters have consistently remained well below the thresholds set by regulatory authorities, reflecting a strong commitment to environmental stewardship and compliance. Detailed air quality parameters are available in the [Appendix: Environmental Performance section](#) at the end of this report.

Solid Waste Management

A significant volume of solid waste generated from the operational activities of both customer factories and the industrial park itself. To address this, proper disposal of solid waste (both hazardous and non-hazardous) is essential to keeping the community clean, free from disease relating to hygiene, and protecting the environment. The Group's primary focus is to minimize waste at the source by avoiding the use of hazardous materials, substituting them with alternatives whenever feasible, and reducing waste to landfill.

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

on a monthly basis to further our commitment to waste minimization.

In 2025, the total volume of waste disposed across our 3 industrial parks - ACBH, ACLT, and ACHL - rose compared to the previous year, a change driven directly by the operational expansion at our ACLT and ACHL facilities. When examining the composition of these figures, sludge waste remains the dominant category, accounting for majority of the total weight handled. We also observed a proportional increase in domestic waste, which mirrors the growing daily activity and workforce presence within our estates. While the overall volumes have shifted in line with our development, we maintain strict oversight to ensure every category is managed effectively as our project's footprint scales.

TYPE OF WASTE	2023	2024	2025
Domestic (kg)	61,239	99,835	147,765
Hazardous (kg)	476	1,375	1,802
Industrial Solid Waste (kg)	5,330	2,310	3,939
Sludge Waste (kg)	1,050,759	958,546	1,053,257
Total waste disposal (kg)	1,117,804	1,062,066	1,206,763

Land Use and Biodiversity

In addition to managing water, air, and waste, the Group recognizes that sustainable land use and biodiversity protection are essential to creating resilient industrial parks. Our approaches incorporate long-term planning and ecological considerations into every development phase. By focusing on responsible land stewardship and biodiversity conservation, we aim to balance economic growth with environmental sustainability and community well-being.

Sustainable Land Planning

Land serves as the foundation of AMATA VN's operations, yet we recognize it is a finite resource that demands responsible stewardship. To ensure efficient utilization, we approach every development with a comprehensive land-use plan designed to balance economic growth with environmental care and social well-being. This process goes beyond immediate needs; we analyze physical conditions and local socio-economic trends to identify the most sustainable alternatives for the future. We have also embedded Life Cycle Analysis (LCA) into our business value chain to assess and mitigate impacts at every stage, from initial land acquisition to long-term operation (for more detail, [please refer to our business value chain](#)).

This integrated approach allows us to identify potential issues early in the planning phase, ensuring sustainable land that preserves soil health, supports biodiversity, and maintains productivity for generations to come. We strictly adhere to the implementation plans outlined in our Environmental Impact Assessment (EIA) reports and maintain construction ratios that respect the specific

location and environment. By managing our resources in this holistic manner, we aim to create industrial parks that support the local community while preserving the ecological integrity of the area.



Biodiversity Conservation Measures

As the community becomes more developed, the faster the diversity within the community declines. Aware of these circumstances, all projects of AMATA VN Group underwent environmental Impact assessment (EIA) process which also study the biodiversity of the “before” project development and takes into consideration the effects of the project’s development on biodiversity by integrating potential impacts into the mitigation hierarchy of avoidance, reduction, and offset measures. There were no projects located within or adjacent to protected areas, and no material biodiversity risks were identified. We avoid intruding into forests or areas with high habitat and allocate at least 7-20% of its development project area for green landscaping depending on the project’s nature. Customers are also encouraged to dedicate a portion of their land to greenery.

Green area statistics and species diversity

	ACBH	ACLT	ACHL
Green area (hectares)	73.1	41.78	68.82
Proportion of Green area (%)	14%	11%	10%
No. of flowers and trees species	83	18	24

Complaint and Compliance Management

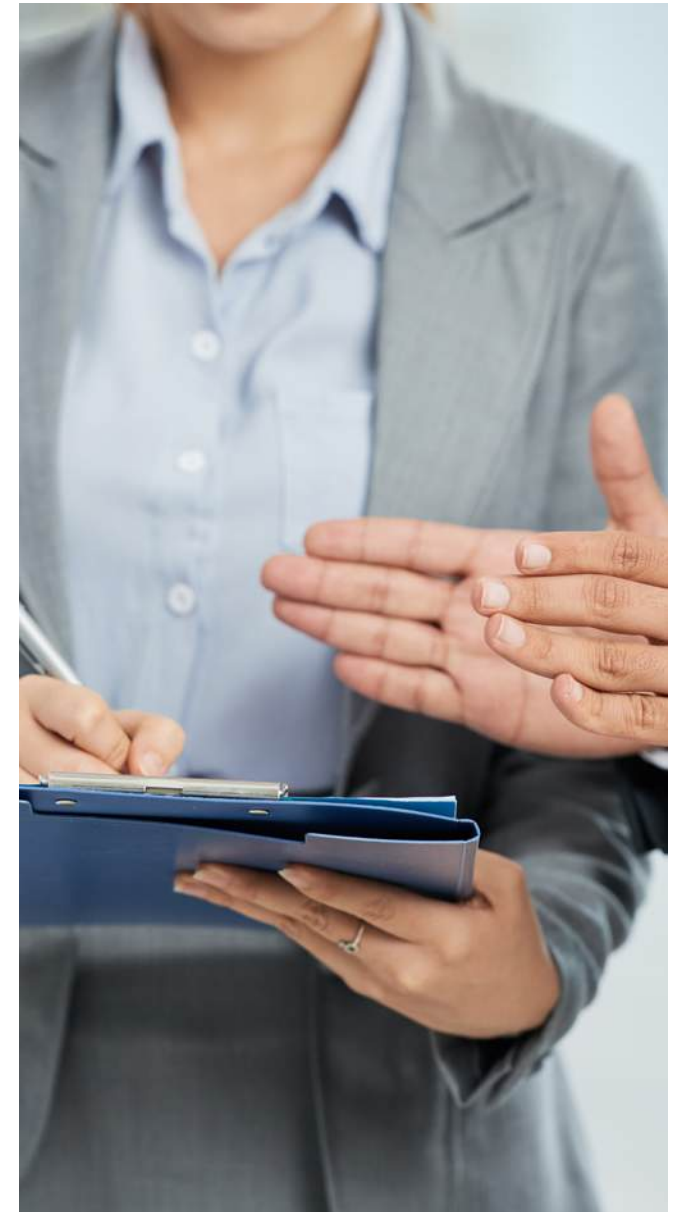
Aligned with the Group's commitment to responsible operations and environmental stewardship, we have set out a clear goal for zero non-compliance with environmental legislation. We maintain a strong complaint management system that allows communities and stakeholders to submit their grievances through easily accessible channels, such as the "Whistleblowing" mechanism described in this report under the Governance section. All complaints received are treated with due care and confidentiality and, upon receipt, are subject to review by the relevant departments

with a view to timely solutions and continual improvement which denotes our commitment to minimizing the impact of operations on local communities while maintaining best practices in terms of environmental governance.

In 2025, we have gotten 1 complaint related to dust which is directly linked to our development activities. The complaints originated from ACHL, which is in its early development stage, and we have fully implemented corrective action (100%) to address these issues.

	2023	2024	2025
Complaints Related to Environmental Issues	0	0	1
Non-compliance with Environmental Laws and Regulations	0	0	0

Complaint	The Group's Action
Dust and Road Cleanliness	Engaged directly with responsible contractor to address the dust concerns immediately and implemented specific measures to prevent dust from spreading to the surrounding environment. The site is being monitored regularly to ensure road surfaces remain clear and clean for daily traffic.



Promoting Environmental Awareness



**Cumulative Tree Planting
(2022-2025)**

68,948 Trees

24,605 in AMATA VN area

44,343 in Community



**Cumulative GHG Emissions
Absorption Per Year**

≈ 896 tCO₂e

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

In addition to implementing environmental management measures, AMATA VN Group promotes awareness to inspire responsible behaviors and fosters engagement among employees, customers, and the wider community, making environmental stewardship a shared responsibility across all levels of society. To uphold this commitment, we participated in a series of initiatives in 2025, including planting trees and launching programs that promote the principles of REDUCE, REUSE, and RECYCLE-encouraging individuals to actively participate in preserving natural resources.



Nurturing Nature: Biodiversity Efforts within our Parks and Beyond

Amata VN Group has actively participated in green initiatives across our industrial parks and local communities. Through collaborative efforts with provincial authorities, customers, and partners, we have organized impactful programs that not only enhance biodiversity but also contribute to national and global environmental goals. From large-scale tree planting campaigns to landscape restoration projects, our actions reflect a shared vision of creating greener, healthier spaces for future generations. Between 2021-2025, ACBH and ACHL participated with provincial authorities to support the national tree planting “Prime Minister’s billion-tree initiative”. During this period, we contributed 52,000 trees to the project, helping the province surpass its 5-year target. Our efforts were recognized by the provincial chairman for excellence in driving this project, reinforcing our commitment to environmental stewardship.



• Restoring Nature

Amata City Ha Long joined forces with Minh Thanh Ward People’s Committee and the local community to restore the landscape at Hang Temple, Vu Tuong Mountain. Supporting the national “One Billion Trees Initiative,” we donated 1,000 *Erythrophleum fordii* trees -classified by IUCN as endangered species - to aid in the recovery of the forest areas damaged from Yagi Typhoon in late 2024. Through collaboration with local authorities and

the Forest Protection Department, we reintroduced these rare native trees to restore ecological balance, safeguard species at risk of extinction, and creating a healthier environment for the future generations. We also have planted 20 *Khaya senegalensis* within ACBH to conserve regional biodiversity, as this species is listed as vulnerable by the IUCN.

• Beautifying Our Community

ACBH celebrated World Environment Day and the provincial “Green Week” by hosting “Tree Planting Day 2025”, an event that united nearly 300 representatives from 30 resident companies and partners. These collective efforts added 800 new trees-300 Pink Trumpet Tree, 300 Lagerstroemia, 200 Yellow Flamboyant –strategically planted in the buffer zone between the industrial park and the surrounding community. This

initiative delivers lasting benefits to the community by improving the air quality, reducing noise, and cooling the surrounding areas, while enhancing the aesthetic appeal of the neighborhood. In addition, the green buffer strengthens climate resilience through carbon storage and rainwater management, benefiting both the community and business alike.

Furthermore, we collaborated with People’s Committee of Dong Nai and several enterprises to plant 1,000 trees in Long Binh ward -where the industrial park is located- consisting of white thingan, padouk, fragrant rosewood, and dispterocarpus alatus, all in equal proportion- in commemorating 135th birthday of President Ho Chi Minh.



Reduce – Reuse - Recycle Campaign

Our REDUCE-REUSE-RECYCLE campaign is designed to inspire every employee to take part in building a more sustainable workplace.



REUSABLE BACKDROP

AMATA VN Group plans to implement reusable backdrops to minimize environmental impact, reduce the number of single-use materials ending up in landfills and save costs by eliminating the need for constantly purchasing new backdrops for events. A reusable backdrop will be used on upcoming contracting activities such as Sale–Land sublease agreements at ACHL and ACLT beginning in 2024. In parallel, TV screens used as backdrop have been introduced to limit single-use. These initiatives have resulted in an approximate annual cost saving of 26,120 THB and reduction of 4.6 kgCO₂e in greenhouse gas emissions. In 2025, the Group stop printing backdrops altogether and utilized TV screens instead to reduce waste, further lower the organization’s carbon footprint, and achieve greater cost efficiency.



DOCUMENT ENVELOPE

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



GARBAGE SEGREGATION

We have placed different types of bins across all subsidiaries for employees and tenants to separate their waste by category. This initiative aims to educate and encourage everyone to practice proper waste segregation, making recycling easier to introduce for reducing the amount of waste sent to landfills. However, since there are currently limited recycling facilities nearby, this effort is primarily intended for awareness and education, fostering sustainable habits for the future

Climate Change Resilience and Adaptation

Very High-Impact Material Topic

Positive and Negative Impact

Amata VN Group recognizes that our industrial development activities inevitably create environmental challenges, particularly through increased energy consumption and resulting in high greenhouse gas emissions. The impacts of climate change pose significant risks to our operations, including heightened vulnerability to extreme weather events and constantly changing regulations. These challenges have potential to disrupt infrastructure, interrupt supply chains, and threaten the long-term continuity of our business.

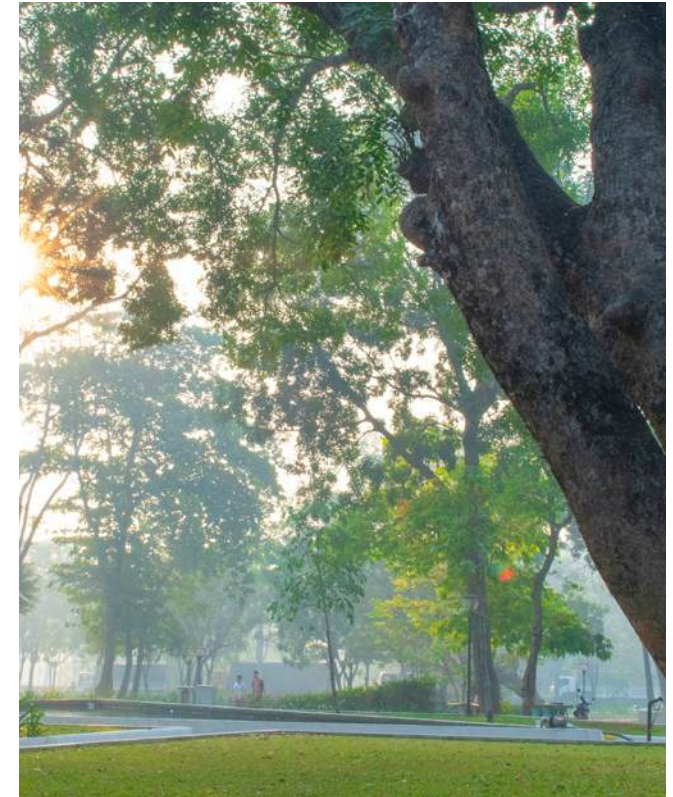
As a developer of industrial estates, we recognize that building climate resilience is a responsibility and strategic advantage. We can safeguard operations and reduce long-term risks for our company and tenants by incorporating

flood protection, green infrastructure, and sustainable resource systems into our developments. These efforts also enhance the overall value of our estates, attract sustainability-focused investors, and position us as a trusted partner in climate-resilient growth. Our commitment to adaptation supports global ESG goals and opens new opportunities for green investment and collaboration.

Reflecting the heightened global instability identified in the World Economic Forum's Global Risks Report 2025, which ranks extreme weather events as the leading long-term threat alongside persistent nature-related risks, we recognize that climate change poses significant, financially material challenges to our industrial park operations in the highly vulnerable Southeast Asian region. In anticipation of regulatory convergence, and strengthening accountability to our investors and stakeholders, we are actively transitioning our climate governance and risk management framework, drawing on the TCFD recommendations, with the aim of increasing consistency with the closer alignment with the ISSB IFRS S2 Climate-related Financial Disclosures.

Amata VN Group views climate change as a shared responsibility and believes that meaningful progress requires collective actions. In line with the objectives of the Paris Agreement, we recognizes the urgency of limiting the increase in global average temperature to well below 2°C above pre-industrial levels. In this context, one of the most practical ways for the Group to measure progress is by focusing on the reduction of greenhouse gas (GHG) emissions.

The Group has embedded climate action as a key component of our business strategy and long-term objectives. This



approach guides us toward achieving carbon neutrality by 2040 and reflects a longer-term direction toward Net Zero emissions by 2050, taking into account national climate pledges in Thailand and Vietnam as well as evolving regulatory and market developments. To support these objectives, the Group has established a Climate Change Management Policy, which has been reviewed and approved by the Board of Directors. The policy sets out clear objective for reducing the Group's Scope 1 and Scope 2 greenhouse gas (GHG) emissions.



Climate Governance

The Board of Directors has ultimate oversight of the Group's climate change management, including climate-related risks and opportunities. The Board exercises this oversight through the Corporate Governance and Sustainability Committee (CGS), which is responsible for reviewing and approving key climate-related policies and overseeing their effective implementation. The Chief Executive Officer (CEO) holds overall accountability for implementing the Group's ESG and climate strategy and for integrating sustainability considerations across the organization. To support the CEO in executing these responsibilities, Amata VN Group has established the Sustainable Development Working Team (SDWT).

The SDWT comprises business unit chief executive officers and heads of the Group's core operational functions. The team supports cross-functional coordination and the identification, assessment, and management of climate-related risks and opportunities, and facilitates the implementation of climate and ESG initiatives across the Group. On an annual basis, SDWT provides updates on sustainability performance to senior management, which are escalated to the CGS and the Board of Directors to support the review of climate-related targets and the climate-related criteria in strategic and investment decision-making.

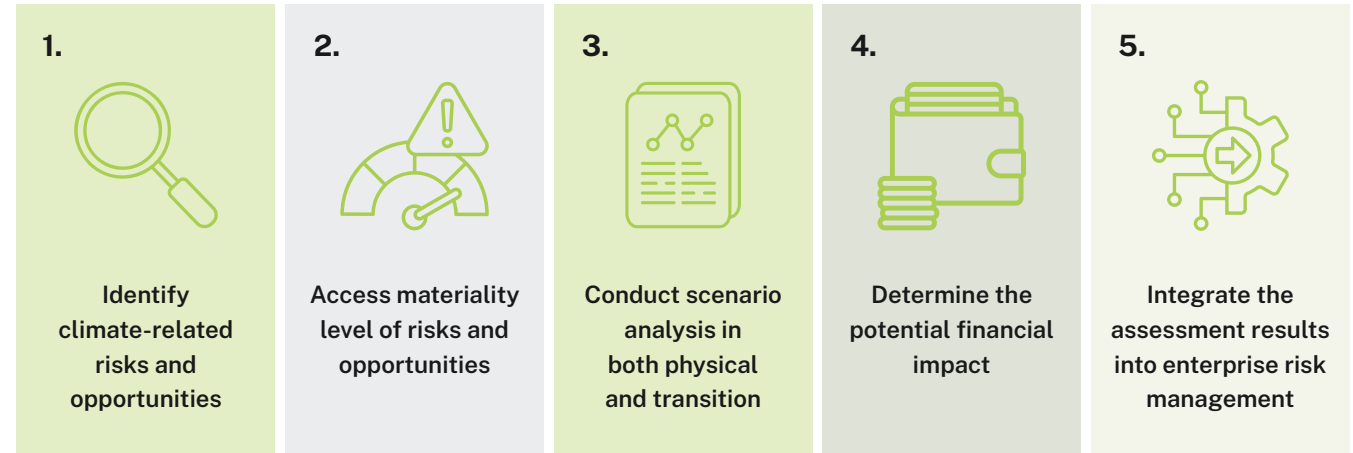
Climate-related performance is incorporated into key performance indicators (KPIs) for the CEO, senior management, and relevant operational teams, and is incentivized through the remuneration structures. This ensures that climate-related responsibilities are embedded in management performance evaluations.

Climate-Related Risks and Opportunities

Amata VN Group actively incorporates climate change considerations into its strategic planning and decision-making processes. This integration extends to the Group's enterprise risk management framework, which is strengthened by close collaboration between the Risk Management Department and risk owners within each business unit. Through this partnership, the Group ensures that risk assessments are tailored to the specific contexts of its diverse operations.

Outcomes of climate risk assessment are reported at least annually to the Risk Management Committee (RMC) and Board of Directors to support climate risk management. Amata VN Group regularly conducts climate scenario analyses to evaluate business and financial impacts from climate-related risks. In 2025, the Sustainability Working Group updated its assessment to address evolving internal and external factors affecting operations, considering the specific features of Amata VN Group's industrial estate activities and the geographic contexts of sites in both Northern and Southern Vietnam.

CLIMATE RISK ASSESSMENT PROCESS



Climate Strategies

Climate change presents increasing challenges for the industrial sector, requiring companies to consider a range of potential future conditions. AMATA VN Group recognizes that climate-related risks and opportunities could reasonably be expected to affect our business prospects over the short, medium, and long term. As part of its risk management approach, we undertake proactive preparation for changing environmental conditions, particularly in relation to climate resilience, energy transition, and sustainable industrial development.

We conducted a company-wide climate scenario analysis to assess how different future climate scenarios could affect our operations and long-term strategic direction, while enhancing our understanding of the resilience of our business model. The findings are used to shape strategic planning, support the management of climate-related risks to our industrial estates, and contribute to sustainable long-term growth.

The Group's climate strategy aims to strengthen long-term resilience, support sustainable growth, and align with evolving regulatory, market, and stakeholder expectations. Climate considerations are integrated into industrial park planning, infrastructure design, utilities development, and energy sourcing strategies to enhance ability to adapt under different climate futures.

Climate Scenario Analysis

Amata VN Group utilizes climate scenarios developed by leading international organizations, the International Energy

Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC), to guide its approach to identifying and analyzing material climate-related risks and opportunities for 2025 fiscal year. These scenarios provide a structured framework for the Group to assess potential impacts on its business and finance across short-, medium-, and long-term time horizons. For the purpose of this assessment, the Group defines the short-term as present to 2030, the medium-term as 2030-2050, and the long-term as beyond 2050. These time horizons reflect the Group's strategic planning cycles and the timeframe over which climate-related physical and transition risks are expected to affect the Group's business model and cash flows.

The application of these scenarios enables the Group to identify key physical and transition risks, as well as opportunities that may arise as a result of climate change. The assessment draws on publicly tools, external Vietnam-specific climate data, and relevant literature to ensure geographic and operational relevance to context of Amata VN Group's activities and value chain. The climate scenarios used in this analysis are hypothetical and are intended to support strategic assessment under conditions of uncertainty. They are not intended to provide precise predictions of future outcomes.

To evaluate potential physical climate risks to the Group's assets and business activities under various climate scenarios, we selected 3 representative pathways from the Intergovernmental Panel on Climate Change Shared Socioeconomic Pathways (SSPs) AR6: low-emission pathway (SSP1-2.6), high emission pathway (SSP3-7.0), and very high emission pathway (SSP5-8.5). These scenarios provide a comprehensive view of the possible future climate

conditions and support the assessment of both acute and chronic physical risks, including flooding, Sea level rise, heat stress, and water scarcity.

For transition risks and opportunities, we adopted scenario frameworks from the International Energy Agency (IEA) and took Vietnam (the country of operation) policy and regulation into consideration. Specifically, the analysis incorporated both the Net Zero Emission Scenario (NZE), reflecting a pathway toward rapid decarbonization, and the Stated Policies Scenario (STEPS), which outlines outcomes based on current government policy commitments and trends. These scenarios help the Group anticipate and plan for the potential impacts and opportunities arising from shifts in emissions policies and market transitions.

At this stage, the Group is unable to provide quantitative financial information regarding these effects. The primary reasons are the absence of sufficiently reliable and complete data necessary to perform effective quantification, and a high degree of measurement uncertainty associated with modelling climate-related impacts across relevant time horizons. Key judgements and assumptions include the estimated timing of policy implementation under various transition pathways such as expected regulatory changes affecting the Group's IP sector, potential shifts in market demand due to decarbonization, and the long-term price, cost, and technology trends associated with transition scenarios. Due to the gaps and uncertainties above, the Group considers that any quantitative estimation of related financial impacts would lack sufficient reliability at this time. We will continue developing our capability in data collection processes, methodologies, and estimation techniques to enable future quantification when practicable.

TABLE 1: SCENARIO FRAMEWORK

Physical risk

A physical risk assessment was conducted to identify and understand the potential impacts of climate-related physical hazards that will impact the Group's assets, operations, and financial performance. The assessment was performed using SSP1-2.6, SSP3-7.0, and SSP5-8.5 climate scenarios, which represents alternative greenhouse gas emissions pathways assessed by the IPCC AR6. These scenarios were applied to evaluate the range and severity of potential physical climate risks to the Group across different future climate outcomes.

Transitional risk

Transition risks arise from the global shift toward a lower carbon economy and may affect the Group's strategy, operations, and financial performance through changes in policy, technology, markets, and stakeholder expectations. To assess the potential impacts of these risks under different future pathways, the Group applies climate related scenario analysis using scenarios developed by the International Energy Agency (IEA).

PHYSICAL RISK SCENARIO	ESTIMATED GLOBAL WARMING BY 2100	DESCRIPTION
SSP 1-2.6 "Low emission"	~1.3–2.4°C (below 2°C)	• Rapid decarbonization • Net-zero in second half of the century • Sustainability-oriented world with lower inequality and lower challenges to adaptation • High Transition risk (aggressive policy action)
SSP 3-7.0 "Fragmented world"	~2.8–4.6°C	• Moderate transition risk (weak global coordination, uneven policies, slow decarbonization) • High physical climate risk (heat, water stress) • Increased operational and supply-chain risk
SSP 5-8.5 "High emission"	~3.3–5.7°C (above 4°C)	• Fossil-fuel-intensive pathway • Low transition risk (little policy action) • Very high physical climate risk (extreme heat, water stress) • Sever long-term impacts on assets, infrastructure, workforce • Used as worst-case scenario

CLIMATE SCENARIOS	INTERNATIONAL ENERGY AGENCY (IEA) SCENARIO DESCRIPTION
Net Zero Emission Scenario (NZE) Low-emission scenario	A normative pathway that assumes rapid and sustained decarbonization, outlining the necessary conditions and actions required to achieve net-zero energy-and process-related GHG emissions globally by 2050.
Stated Policies Scenario (STEPS) High-emission scenario	An exploratory pathway reflects the current trajectory of the global energy system, incorporating only implemented Vietnam's government policies and measures. It shows where the energy system is heading if announced, but unlegislated targets are not delivered.

TABLE 2: INHERENT PHYSICAL RISK GROSS EXPOSURE

Risk levels shown reflect the highest expected physical risk severity across the SSP1-2.6, SSP3-7.0, and SSP5-8.5 climate scenarios for short-term (ST), medium-term (MT), and long-term (LT) time horizon with consideration to data from CMIP6, World bank, and Aqueduct together with historical events to inform our assessment. The impact of physical risk is dependent on location. The table below summarizes our inherent physical risk exposure without any mitigation measures.

ENTITY	TYPE	ENTITY	SHORT TERM (PRESENT-2030)	MEDIUM TERM (2030-2050)	LONG TERM (BEYOND 2050)	SCENARIO DRIVERS NOTE
Riverine Flooding	Acute	ACBH	Low	Moderate	High	Highest score occurs under SSP5-8.5
		ACLT	Moderate	High	High	SSP3-7.0 and SSP5-8.5 both drive high risk
		ACHL	Low	Moderate	Moderate	SSP3-7.0 and SSP5-8.5
Typhoon	Acute	ACBH	Moderate	Moderate	Moderate	SSP5-8.5 (no escalation)
		ACLT	Moderate	High	Critical	Escalation under SSP5-8.5
		ACHL	Moderate	High	Critical	Escalation under SSP5-8.5
Heat Wave	Acute	ACBH	Low	Moderate	High	Highest score occurs under SSP5-8.5
		ACLT	Low	Moderate	High	Highest score occurs under SSP5-8.5
		ACHL	Low	Moderate	High	Highest score occurs under SSP5-8.5
Sea Level Rise	Chronic	ACBH	Low	Low	Low	SSP5-8.5
		ACLT	Moderate	High	High	SSP5-8.5
		ACHL	High	Critical	Critical	Critical under SSP5-8.5
Water stress/ Drought	Chronic	ACBH	Moderate	High	Critical	Escalation under SSP5-8.5
		ACLT	Moderate	Critical	Critical	Critical under SSP3-7.0 and SSP5-8.5
		ACHL	High	High	Critical	Escalation under SSP5-8.5

Results of Scenario analysis assessment

The following table summarizes scenario analysis based on key climate-related risks and opportunities, their potential business and financial impacts, relevant time horizons, and the Group's mitigation measures to enhance resilience and long-term value creation.

PHYSICAL RISK¹

PHYSICAL RISK	POTENTIAL BUSINESS IMPACTS	POTENTIAL FINANCIAL IMPACTS	MITIGATION MEASURES AND ACTIONS
Riverine Flooding and Sea Level Rise	Riverine and coastal flooding can significantly disrupt the day-to-day operations of an industrial estate. Such events may cause damage to the building and infrastructure, forcing temporary shutdowns, and halting customer production lines. Access to the site can be blocked, making it difficult for employees, suppliers, and emergency services to reach critical areas.	- Increased operating expenses (OPEX) due to emergency response, infrastructure repair, and insurance premiums. - Decreased in land value	- Implement flood-resilient infrastructure and drainage systems - Develop and maintain stormwater management plans - Construct flood barriers and retention ponds - Establish emergency response protocols and business continuity plans - Secure adequate insurance coverage for climate-related damages
Cyclones and Typhoons	Cyclone and typhoon events, particularly those affecting the ACHL operation in northern Vietnam, present greater risk in both likelihood and severity compared to other locations. These occurrences have the potential to cause physical damage to assets, disrupt power supply, and compromise safety.	- Increased CAPEX for infrastructure reinforcement and acquisition of new assets in severe cases. - Write-offs and early retirement of existing assets - Increased OPEX from higher maintenance, repair, and insurance premiums. - Decreased in asset value	- Upgrade infrastructure to withstand extreme weather - Transition to underground power lines to reduce outage risks - Develop comprehensive emergency preparedness and evacuation plans - Secure adequate insurance coverage for climate-related damages

¹ Following tools/information have been used to determine climate physical risk impact time horizon with climate model forecast and historical climate-related hazards.

- World Bank, Climate Change Knowledge Portal, Mean Projections (CMIP6)
- World Bank, Exposure to Floods, Climate Change, and Poverty in Vietnam
- World Resources Institute (WRI), AQUEDUCT, Water Risk Atlas
- International Institute for Applied System Analysis (IIASA), Climate Analytics, Climate Impact Explorer

PHYSICAL RISK	POTENTIAL BUSINESS IMPACTS	POTENTIAL FINANCIAL IMPACTS	MITIGATION MEASURES AND ACTIONS
Water Stress and Drought	Reduced water availability poses significant challenges for water withdrawal demands and directly affects the national grid electricity production, particularly from hydro power sources. This scarcity of water directly affects industrial operations, as limited water resources can hinder production processes for customers. The resulting operational delays may lead to tenant dissatisfaction, highlighting the need for proactive measures to address water stress within the organization.	- Increased OPEX for alternative water sourcing and treatment - Decreased in land value - Potential recurring income loss due to reduced operational capacity.	- Invest in water storage and rainwater harvesting systems - Collaborate with local authorities on sustainable water plan preparation and resource management - Monitor water usage and efficiency across operations - Infrastructure upgrade and maintenance to reduce water loss in the system
Rising Temperatures and Heatwaves	Rising ambient temperatures can lead to increased cooling demands, posing greater risks to outdoor workers which potentially reduce labor productivity and impact on employee health and safety resulting in higher costs concerns with heat-related allowances and medical care. Based on historical data, ACHL may experience slightly milder effects due to coastal storm climate.	Increased OPEX due to higher energy consumption, potential productivity losses resulting in delays in the project development timeline.	- Expand green spaces and tree coverage to reduce heat. - Upgrade cooling systems for energy efficiency - Introduce heat stress awareness programs and training for employees and contractors. - Provide appropriate protective gear, such as UV-resistant clothing, to safeguard workers. - Optimize building design for passive cooling

¹ Following tools/information have been used to determine climate physical risk impact time horizon with climate model forecast and historical climate-related hazards.

- World Bank, Climate Change Knowledge Portal, Mean Projections (CMIP6)
- World Bank, Exposure to Floods, Climate Change, and Poverty in Vietnam
- World Resources Institute (WRI), AQUEDUCT, Water Risk Atlas
- International Institute for Applied System Analysis (IIASA), Climate Analytics, Climate Impact Explorer

TRANSITION RISK²

TRANSITION RISK	SCENARIO	TIME HORIZON	POTENTIAL BUSINESS IMPACTS	POTENTIAL FINANCIAL IMPACTS	MITIGATION MEASURES AND ACTIONS
Technological shift toward low-carbon solutions	IEA NZE Net Zero Emissions	MT and LT	Accelerated shift toward clean technologies and digital ESG solutions, risk of stranded assets in carbon-intensive infrastructure.	- Increased CAPEX for technology upgrades - Accelerated depreciation and impairment if assets become stranded - higher upfront development costs	- Phase in low-carbon technologies through strategic investment planning. - Leverage strategic partnerships and PPAs to decarbonize energy supply without full ownership of generation assets. - Conduct regular technology assessments to align with market trends.
	IEA STEPS Stated Policies	LT	Slow pace of technological change which continued reliance on conventional systems with gradual adoption of green technologies.	- Slower technology adoption reduces near-term CAPEX - Higher retrofit costs in later periods	
Market change in preference toward low-carbon products and services	IEA NZE Net Zero Emissions	MT and LT	Strong demand from potential customers for ESG-aligned industrial estates such as renewable energy supply capacity and transparent climate action. There is a risk of losing a competitive edge if ESG performance is not aligned with the best global practices.	- Loss of MNE or ESG-driven customers where not aligned with global expectations, leading to decline in revenue of land lease and utility services - Higher premium fee for services meeting expectation	- Develop eco-industrial park models with integrated sustainability features. - Offer “green” product (rooftop solar and green utilities) to protect rental premiums and occupancy rates - Co-develop decarbonization roadmaps with anchor tenants to reduce demand volatility - Conduct a study of the Direct Power Purchase Agreement (DPPA) enabling the Group to directly purchase renewable energy from private RE generators.
	IEA STEPS Stated Policies	LT	Can still attract customers who prioritize cost over green credentials, but rental rate will be lower and as regulation tightens higher risk of tenant move out. Customers would not be quality customer.	- Lower land lease and utility service revenue - Risk of gradual revenue decline as regulation tightens, delay land sales and leasing cycles, and lower occupancy rate	

TRANSITION RISK	SCENARIO	TIME HORIZON	POTENTIAL BUSINESS IMPACTS	POTENTIAL FINANCIAL IMPACTS	MITIGATION MEASURES AND ACTIONS
Evolving policy and regulatory landscape	IEA NZE Net Zero Emissions	MT and LT	Rapid implementation of climate regulations in Vietnam and globally, including mandatory GHG reporting, carbon pricing (by considering from 2026 onward), and energy efficiency standards which Increased compliance burden, need for accelerated ESG integration and infrastructure upgrades, and risk of non-compliance penalties.	- Increased OPEX relating to compliance, monitoring, verification, and administrative cost associated with GHG emissions and carbon market - Exposure to emission quotas, carbon pricing, carbon tax affecting operating margins	- Establish GHG inventory systems with 3rd party audit and TGO certification - Set internal energy and GHG emissions reduction strategy, target and roadmap - Integrate ESG performance into corporate KPIs and governance
	IEA STEPS Stated Policies	LT	Environmental regulations are gradually tightening, but enforcement is slower than NZE scenario, incentives are limited, and plan for ETS carbon pricing delayed to 2030 which affects the Group's decision making in renewable energy investment and initiatives.	- Higher CAPEX spikes and higher retrofit and compliance cost - Misallocation of capital	

TRANSITION RISK	SCENARIO	TIME HORIZON	POTENTIAL BUSINESS IMPACTS	POTENTIAL FINANCIAL IMPACTS	MITIGATION MEASURES AND ACTIONS
Stakeholder perception	IEA NZE Net Zero Emissions	MT and LT	Heightened scrutiny from investors, customers, and regulators regarding climate action and ESG transparency. Failure to meet expectations may weaken brand reputation and stakeholder trust which effect company to loss of investor confidence, reduced tenant attraction, and exclusion from sustainability program/indices or green financing opportunities.	• Potential revenue loss from ESG-conscious tenants. • Reduced tenant attraction and retention • Brand value-erosion	• Strengthen ESG disclosure practices aligned with TCFD, ISSB, and GRI • Communicate climate strategy and progress transparently • Engage proactively with stakeholders through sustainability reporting and dialogue
	IEA STEPS Stated Policies	LT	Lower immediate stakeholder pressure, but risk of reputational concerns arising from perceived inaction, inconsistent disclosure, or lagging peer practices, potentially affecting longterm investor confidence and tenant attractiveness.	• Slightly increased the cost of capital. • Reputational risk arising from perceived inaction, weak disclosure, or misalignment with peers potentially impacting future revenue growth	

TRANSITION OPPORTUNITY²

TRANSITION OPPORTUNITY	SCENARIO	TIME HORIZON	POTENTIAL BUSINESS IMPACTS	POTENTIAL FINANCIAL IMPACTS	MITIGATION MEASURES AND ACTIONS
Clean energy adoption	IEA NZE Net Zero Emissions	MT and LT	Strong policy and market support for renewable energy allows the Group in adopt renewable energy solutions more swiftly and efficiently, improving energy independence and resilience, strengthening its competitive positioning.	- Reduced OPEX from lower electricity costs. - Stabilized energy cost - Reduced exposure to future energy price increases	- Leverage strategic partnerships and PPAs to decarbonize energy supply without full ownership of generation assets. - Expand rooftop solar installations for own operating usage. - Promote clean energy offerings to attract sustainability-focused tenants
	IEA STEPS Stated Policies	LT	Moderate support for renewable energy adoption, slower uptake due to limited incentives, and infrastructure may affect the Group's opportunity to differentiate through early adoption.	- Increased CAPEX for green related infrastructure - Increased revenue from "green" asset offerings	
Resource efficiency and operational optimization	IEA NZE Net Zero Emissions	MT and LT	With the ongoing advancement of technology and infrastructure, the Group has the opportunity to invest in solutions that improve operational efficiency and reliability of the industrial park infrastructure, enhancing environmental performance, supporting sustainability credentials, and positioning the industrial park as a preferred destination for low-carbon manufacturing players.	- Reduced OPEX from lower energy consumption and efficiency gains - Improved operating margins	- Review and improve IP management process (WWTP, WTP, etc.) - Deploy smart metering and monitoring systems to reduce operational costs - Electricity sub-station relocation to reduce amount of electricity loss - Upgrade lighting to LED and optimize building HVAC systems
	IEA STEPS Stated Policies	LT	Operational efficiency remains cost-driven competitive advantage		
Development of Eco-Industrial Parks	IEA NZE Net Zero Emissions	MT and LT	Creating circular economy-based industrial parks can enhance stakeholder attraction, company reputation, improve resource sharing, and support long-term sustainability goals of company and government policy including the access to the green finance such as sustainability-link loan/bond.	- Increased Asset valuation - Lower WACC through access of green financing - High quality tenant mix	- Facilitate industrial symbiosis and shared resource platforms - Integrate circular economy principles into park design - Collaborate with UNIDO and other partners for technical support and recognition
	IEA STEPS Stated Policies	LT			

² Following tools/information have been used to determine climate transition risks and opportunities impact time horizon:

- International Carbon Action Partnership (ICAP) Emissions Trading System Map
- IEA World Energy Outlook 2025
- Central Banks and Supervisors Network for Greening the Financial System (NGFS), Scenarios Portal
- International Institute for Applied System Analysis (IIASA), NGFS Climate Scenarios Database, REMIND model

The overall results of scenario analysis indicate that the Group is exposed to moderate physical climate risks with greatest risk arising from sea level risk and water stress by 2050. Entities located in coastal areas are more susceptible to severe typhoon impact in the long term under higher-emission pathways, particularly over the long term. These physical risks may disrupt infrastructure, supply chains, and business continuity, with impacts expected to become more pronounced over time.

In parallel, transitional risks and opportunities arise from shifts in technology, market demands, and regulations. By proactively adopting clean energy, improving resource efficiency, and enhancing ESG practices, we can mitigate risks, unlock new business opportunities, and strengthen our position as a climate-resilient industrial estate developer. The Group has established a set of mitigation and adaptation strategies designed to address and prepare for the potential impacts of climate change. These strategies focus on 2 main objectives: the creation of a “Climate Resilience City” to strengthen adaptation efforts, and the pursuit of a “Carbon Neutral City” as part of the Group’s roadmap to NetZero, which aims to mitigate climate change. Through these integrated approaches, the Group is committed to minimizing the effects of climate change on its operations and communities while preparing proactively for anticipated future impacts. This structured framework ensures that both immediate and long-term measures are in place to support sustainability and operational stability.

1 CLIMATE RESILIENCE CITY

Adapt and increase our capability to effectively cope with the climate change effects.



Strive for water security



Climate Resilience location planning and selection



Reinforce physical infrastructure

Striving for Water Security

Ensuring water security is a critical priority for AMATA VN Group, given its direct impact on the Group’s operations and the ability of customers to maintain stable production. The continuous and reliable supply of water is fundamental to maintaining smooth business activities throughout the industrial parks. Any disruption to the water supply can lead

to significant delays in customer production processes. Such interruptions affect operational timelines and contribute to higher operational expenses, emphasizing the importance of water management and contingency planning across all sites. The Group has established storage ponds to address potential physical climate risk of water scarcity and disruption.



Amata City Bien Hoa (ACBH)

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



Amata City Ha Long (ACHL)

ACHL has implemented a sustainable water management system comprising 2 storage lakes with capacities of 36,000 m³ and 230,000 m³ per day (including rainwater). These systems store surface raw water pumped from irrigation canal sourced from the Yên Lập Reservoir as well as harvested rainwater and are independently managed by ACHL.



Amata City Long Thanh (ACLT)

ACLT has established a storage pond within its Water Pumping Station, currently operating at a Phase 1 capacity of 4,000 m³ per day, with plans of future expansion to 16,000 m³ per day. Water supply for the industrial park is secured through local provider who withdraws surface water from the Dong Nai River.

Climate Resilience Location Planning and Selection

Selecting locations with strong climate resilience is a critical component in securing long-term sustainability and operational reliability in the face of climate change. At AMATA VN Group, climate resilience is embedded from the earliest stages of project development. We conduct in-depth evaluations of potential climate-related hazards that may affect our operations, including detailed analyses of 100 years of historical climate data covering weather patterns, wind behavior, sea level fluctuations, and water availability. These insights help us identify long-term trends and forecast future risks, guiding site selection toward location with lower exposure to climate-related disruptions.

To further strengthen this approach, we apply Life Cycle Assessment (LCA) principles to assess the environmental impact of each location throughout its entire life span, from initial development through operation to eventual decommissioning. This methodology ensures that chosen sites support climate resilience while minimizing long-term environmental burdens.



Reinforce Physical Infrastructure

With the increasing frequency and severity of extreme weather expected from climate change, strengthening physical infrastructure is necessary for safe and efficient operations. Based on the outcomes of our physical climate

risk assessment, the Group proactively enhances its facilities and resources to address the identified risks of sea level risk and flooding, as follows:

PROJECTS	INFRASTRUCTURE ADAPTATION ACTIONS
Amata City Bien Hoa	- Located on land elevation of at least 45 m MSL - Reinforced the open drainage system and install rainwater grates of drainage manholes to enhance faster drainage of rainwater
Amata City Long Thanh	- Land leveling +2.05m and construct flood protection dike (calculation based on 100 years historical data of rainfall in the area). - Implement the Prefabricated Vertical Drains with Vacuum Pumping (PVD with VCM) construction method for Road construction to reduce the risk of ground settlement in the future.
Amata City Ha Long	Land leveling of +2.1m and construct additional flood protection dike aside from that already provided by the district.

2 CARBON NEUTRAL CITY

Reduce greenhouse gas emissions from the operations to create a low carbon society



Maximize energy efficiency



Strive for Zero waste to landfill



Reduce surface water dependency



Accelerate renewable energy transition



Collaborate with climate-concerned alliances

Decarbonization Roadmap

AMATA VN Group also established a roadmap to decarbonization with the ambition to achieve NetZero, to mitigate future climate transition risks while reducing greenhouse gas emissions and strengthening resilience to the impact

of climate change. By integrating decarbonization actions with climate resilience planning, the Group aims to ensure business continuity, protect long-term asset value, and support sustainable operations. The roadmap has been

developed under the assumption that Vietnam's legal frameworks, regulatory environment, and available technologies will continue to evolve and become more accessible and supportive in the future.

	2025	2030	2040 Carbon Neutrality	2050 Net Zero
GHG Scope 1+2 Absolute emissions reduction from base year 2017	-10%	-30%	-50% Absolute Residual offset	-90% Absolute Residual offset
 Energy From base year 2017	Fossil-fuel electricity usage Reduction by 8% Gross Installed Renewable Energy 100 kWp	Fossil-fuel electricity usage Reduction by 20% Gross Installed Renewable Energy 400 kWp	Fossil-fuel electricity usage reduction by 50% Procurement of Green energy Battery Energy Storage System	Fossil-fuel electricity usage reduction by 50% Procurement of Green energy Carbon capture / sink
 Water	Water withdrawal 100%	Water Withdrawal 93% Reuse & Recycle water 7%	Water withdrawal 80% Reuse & Recycle water 20%	Water withdrawal 60% Reuse & Recycle water 40%
 Solid Waste Strive for Zero waste to landfill	Dispose waste through certified vendor 100%	Reduce waste to landfill by 50%	Reduce waste to landfill by 70%	Zero waste to landfill (Reduce by 100%)
Collaborate with climate-concerned alliances				

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

Energy Efficiency

The Group has taken steps to conserve energy by introducing technologies such as ozone treatment for chiller condenser water, switching all fluorescent lighting to LEDs, using e-invoices, and installing solar panels at ACBH to lower its carbon footprint. In 2025, the Group began the smart meters project at 2 industrial park areas, ACLT and ACHL, which enhances energy management and enables precise tracking of electricity usage, reduce errors from manual data recording, and making it easier to identify opportunities for further improvement.

ACBH combines technical investments with behavioral changes to drive energy efficiency. We are investing in cleaner energy alternatives while prioritizing awareness among employees regarding energy conservation within the office. Practical initiatives include ensuring lights are turned off when not in use, maintaining thermostats at a constant, and encouraging the use of stairways. A key part of our operational shift includes the transition from gasoline-powered motorbikes to electric motorbikes for our security teams, reducing direct fossil fuels use in day-to-day site operations. Additionally, employees are encouraged to practice the principle of reducing, reusing, and recycling materials wherever possible.

ACBH Energy Consumption, MWh

Electricity consumption remains the primary source of greenhouse gas emissions for ACBH, specifically regarding Scope 2. To manage this impact, ACBH set an annual target to reduce fossil-fuel energy consumption by 10% across industrial park operations in 2025.

It is important to note that the energy consumption data disclosed in this report pertains to ACBH and AVN office only; our other projects, ACLT and ACHL, are currently in the developing phase of operations and will be included in future reporting as they transition to full activity.

SOURCE	2017 BASE YEAR	2023	2024	2025
Energy Consumption from non-renewable sources	2,807.21	2,596.20	2,496.29	2,637.73
Fossil Fuel - Diesel / Gasoline	366.11	286.64	223.49	135.75
Grid electricity consumption	2,441.09	2,309.56	2,272.79	2,501.98
Energy Consumption from renewable sources	-	79.44	74.79	68.84
Electricity from Solar power	-	79.44	74.79	68.84
Total Energy Consumption	2,807.21	2,675.64	2,570.77	2,706.57
Energy Intensity*	8.16	5.22	5.01	5.28

Total energy consumption in 2025 decreased by 3.58% compared to the 2017 baseline. While a 5.28% increase was recorded relative to 2024, the year-over-year rise is primarily attributed to infrastructure enhancements within the ACBH operating area. Specifically, the installation and 24/7 operation of a new CCTV camera system and a traffic control room led to higher grid electricity consumption. Progress in reducing fossil fuels is reflected in the transition from gasoline-powered motorbikes to

electric vehicles for security personnel. This initiative, combined with broader fuel reduction efforts, has contributed to a significant 62.9% decrease in diesel and gasoline consumption since 2017. Despite the expansion of our security-related infrastructure, the Group's overall energy intensity remains stable at 5.28 achieved through a balanced approach to meeting necessary operational upgrades while advancing with our long-term decarbonization goals.

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

Renewable Energy Transition

Renewable energy provides a clean and abundant source of energy, generating electricity without emitting harmful greenhouse gases into the atmosphere. At ACBH, we have taken active steps to advance renewable energy adoption through the installation of a 100 kWp rooftop solar system at the ASC building. In 2025, solar energy accounted for 2.8% of the total electricity consumed by ACBH. Looking ahead, the Group is committed to further expanding its investment in renewable energy solutions through strategic partnership, supporting the scale-up of clean energy deployment and strengthening resilience to future transition risks. Planned initiatives include additional solar capacity and actively exploring additional decarbonization measures, such as battery energy storage, carbon sink and absorption projects, and comprehensive carbon management strategies.

In parallel, we are actively conducting a comprehensive study on the Direct Power Purchase Agreement (DPPA) model as implemented in Vietnam. This model presents an innovative approach by enabling the direct purchase of renewable electricity from independent power producers. Through this mechanism, the Group aims to secure a reliable supply of green energy for both its internal operations and for customers operating within the industrial park, which will contribute to significant reductions in greenhouse gas (GHG) emissions across the IP as a whole.

PARTNERSHIP COLLABORATION FOR ROOFTOP SOLAR POWER DEVELOPMENT



AMATA VN has entered into a strategic partnership with SolarBK and Banpu NEXT to develop a 227MW rooftop solar power project across our industrial parks in Vietnam. This collaboration represents an important milestone in our ongoing journey towards decarbonization and supporting Vietnam's NetZero 2050 goal. The project is expected to commence in early 2026 at 2 industrial parks - Amata City Ha Long and Amata City Long Thanh. Leveraging SolarBK's advanced technology and Banpu NEXT's expertise in renewable energy, the partnership aims to deliver reliable and clean energy solutions for both the Group's own operation and those of customers/tenants.

Construction & Green Building

AMATA VN Group has embedded environmental protection awareness and the use of environmentally friendly building materials, in line with the 9Rs principle, within in our "Sustainable Construction Policy". This policy adopts the life cycle assessment (LCA) as a guiding framework for responsible building design and construction execution. Although construction activities are carried out by external contractors, we retain full accountability for overseeing the entire process, from construction through to maintenance and repair.

The policy integrates environmental considerations across project planning, material selection, and site operations. It promotes the use of eco-friendly materials, responsible resource management, and safe working conditions, while emphasizing life cycle assessment (LCA) and discouraging the use of hazardous substances. We collaborate closely with stakeholders to maintain high safety and environmental standards, aiming to minimize adverse impacts, and contribute meaningfully to the communities in which we operate.

REPURPOSING SHIPPING CONTAINER AS TEMPORARY OFFICE



During the initial phase of the ACLT Industrial Park, we prioritized resource efficiency over conventional construction practice. Rather than building temporary site offices using new materials, we have repurposed 2 shipping containers, 20-foot and 40-foot units, into fully equipped workspaces. This approach allowed us to mobilize quickly while adhering to circular economy principles. By extending the useful lifecycle of these existing resources, we eliminated approximately 495 kg of potential construction waste which improves our operational efficiency and environmental responsibility.

Industrial Symbiosis

Industrial symbiosis is a strategic approach for sustainable industrial development that fosters mutually beneficial relationships between different industries within shared locations, creating symbiotic relationships where one company's waste becomes another's resource, creating shared economic opportunities, enhancing ecosystems, and promoting responsible business practices. This model helps reduce environmental impact, supports responsible business practices, and contributes to the development of more resilient and sustainable urban-industrial ecosystems by promoting resource efficiency and circular economy principles.

Within the framework of the project “Eco-industrial parks intervention in Vietnam” funded by the Swiss State Secretariat for Economic Affairs (SECO) and implemented by the United Nations Industrial Development Organization (UNIDO) and the Ministry of Planning and Investment (MPI), Amata City Bien Hoa was among 5 industrial estates selected to join the pilot program in promoting Eco-Industrial Park in Vietnam in 2020. The objective of this project is to improve the environmental and socio-economic performance of Vietnam's industries through implementing an eco-industrial park approach in selected pilot industrial parks and increasing the role of eco-industrial parks on environment at national level. In participation in this project, ACBH has organized several peer learning - knowledge exchange sessions for members of industrial parks within the UNIDO program to transition to become an Eco-Industrial Park.

Over the three-years of project, ACBH achieved substantial advancements, elevating its eco-industrial park rating from 41% in 2020 to 86% by January 2024, as measured against international benchmarks. This progress has been validated by the boards of MPI, UNIDO, and operational specialists. Through participation in this program, water recycling was identified as a key recommendation which would save water withdrawal. However, the implementation of this measure was not feasible due to prevailing legal and regulatory constraints. Building on this progress achieved, ACBH is continuing its collaboration with UNIDO to engage with relevant government authorities in Vietnam to address these regulatory barriers and promote the adoption of sustainable and cost-saving practices. Subject to regulatory developments, ACBH has set a preliminary target to commence the use of recycled water by 2028

Preliminary Potential benefits gained from Industrial Symbiosis implementation:



3,432.36 MWh
Electricity reduction / year



31,894 m³
Water saving / year



3,279.56 tCO₂e
Emission reduction / year

AMATA CITY DUAL RECOGNITION FOR GREEN FUTURE LEADERSHIP AT VIPF 2025



Amata City Bien Hoa and Amata City Ha Long received high recognition at the prestigious Vietnam Industrial Property Forum 2025 (VIPF 2025). Amata City Bien Hoa was honored in the top-tier category of “Industrial Real Estate Developers with Outstanding Green Transformation Strategies 2025”, while Amata City Ha Long received the “Industrial Real Estate Developers with Green Transformation Strategies 2025” award. These recognitions, presented by the Vietnam Investment Review (VIR), affirm the success of our comprehensive efforts to integrate environmental, social, and governance (ESG) principles across our operations. The rigorous judging criteria, which align directly with the government’s Decree No. 35/2022/ND-CP on eco-industrial parks and prevailing national environmental protection regulations, underscore the depth of our commitment to sustainable stewardship.

SHARING OF GREEN INDUSTRIAL PARK PRACTICES



AMATA Vietnam engaged with over 100 delegates from the government, private sector, and media at the Green Industry Forum 2025 to advocate for the development of next-generation infrastructure. Drawing on 30 years of local experience, Mr. Pham Anh Tuan, Senior Manager of Water and Environmental Management, shared insights into the Group’s transition toward eco-industrial park models that prioritize the circular economy principles. The presentation highlighted practical examples from our operations in both north and south Vietnam demonstrating how industrial symbiosis and advanced water recycling can deliver tangible economic and environmental value.

Greenhouse Gas Emissions

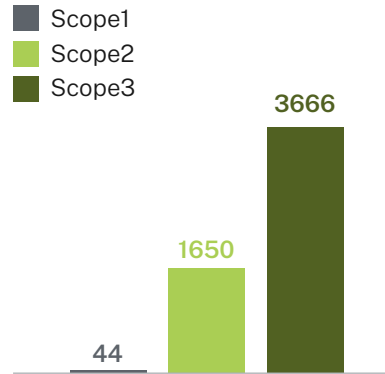
AMATA VN Group conducts greenhouse gas assessments in accordance with the principles of the Greenhouse Gas Protocol, employing the operational control approach for our GHG inventory with the calculation methodology is in accordance with Carbon Footprint Organization (CFO) issuance by Thai Greenhouse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

To ensure the accuracy and transparency of our greenhouse gas emission disclosure. The Group has been working with a GHG inventory consultant, FTI, and ECEE, a third-party certified verifier, to assess and verify the company’s carbon footprint data covering all emission scopes following TGO standards in limited assurance verification level. In alignment with our sustainability objectives, AMATA VN Group has established absolute targets to reduce GHG emissions from Scope 1 and Scope 2 by at least 10% by 2025, using 2017 as the baseline year. Our long-term commitment includes Carbon Neutrality by 2040 and aiming to achieve Net Zero by 2050, reflecting a proactive approach to addressing climate change and its impacts.

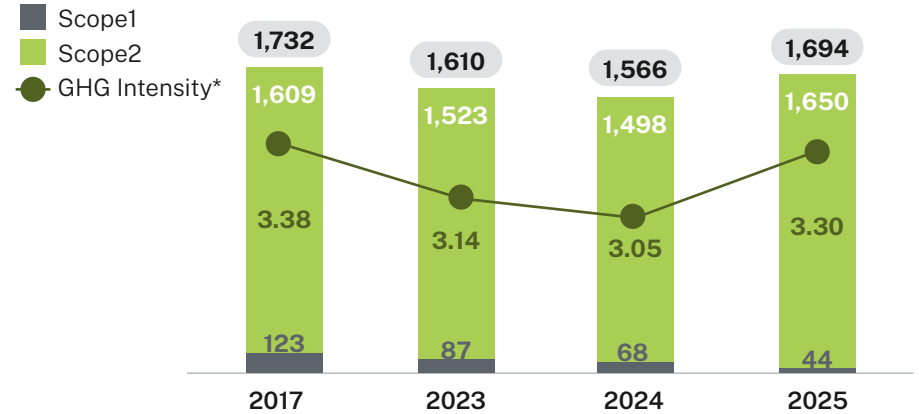
In 2025, emission reduction efforts focused on energy consumption efficiency and reductions, specifically targeting reduction in transportation activities and electricity use in office buildings. As a result, ACBH has a 2.19% reduction in total Scope 1 and 2 GHG emissions compared to the 2017 baseline below the target set. Progress during the year was partially offset by an 8.2% year-on-year increase in emissions, primarily driven by the installation and operation of new traffic camera systems and a centralized CCTV control room. We recognize that further action is needed to accelerate our progress, and we are currently evaluating more intensive measures to align our performance with the established decarbonization roadmap.



2025 GHG EMISSIONS, tCO₂e



SCOPE 1 AND 2 GHG EMISSION, tCO₂e



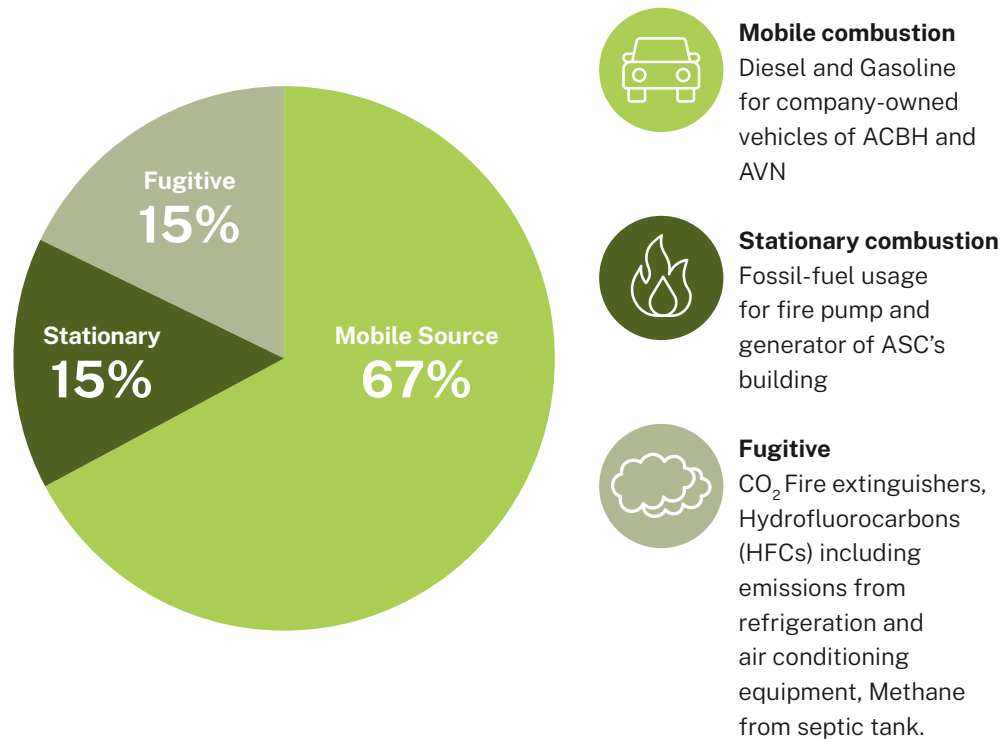
GHG EMISSIONS (tCO ₂ e)	2017 BASE YEAR	2023	2024	2025
Scope 1 Emissions	123	87	68	44
Scope 2 Emissions	1,609	1,523	1,498	1,650
Scope 1 + 2 Emissions	1,732	1,610	1,566	1,694
Scope 3 Emissions	4,337	3,447	3,720	3,666
Category 1 – Purchased goods and services	1,363	1,543	1,662	1,643
Category 3 – Fuel and energy-related	11	411	541	531
Category 5 – Waste generated in operations	2,963	1,493	1,517	1,492

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

SCOPE 1 – DIRECT EMISSIONS

1%

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



Scope 1 emission data were compiled from multiple sources, including fuel invoices, meter readings, and monthly operational records, to accurately assess emissions. In 2025, Scope 1 emissions decreased by 35% compared to the previous reporting year. This significant reduction is primarily attributed to lower fuel consumption within our fleet and the strategic transition to electric vehicles, including the adoption of electric motorbikes for our security operations.

SCOPE 2 – INDIRECT EMISSIONS

31%



Indirect Scope 2 emissions were calculated based on purchased electricity consumption using Vietnam Electricity (EVN) local-based emission factors, excluding RECs. This scope covers electricity used at ACBH's facilities, including offices, wastewater treatment plants, street lighting systems, and water pumps. As electricity consumption represents the primary source of greenhouse gas emissions within our operations, it remains a central focus of our monitoring and management efforts.

In 2025, total electricity consumption from the grid-based sources resulted in 1,650 tCO₂e of GHG emissions, representing a 10% increase from the previous reporting period. The increase is primarily attributed to higher electricity demand from ACBH street lighting network following the installation of additional traffic cameras and the expansion of the CCTV monitoring room. All data used for these calculations were obtained directly from electricity meters and invoices.

SCOPE 3 – INDIRECT EMISSIONS

68%

Scope 3 emissions include all other emissions in the value chain that are not directly under ACBH's operational control. It encompasses indirect emissions categorized by GHG Protocol guidance as follows:

Category 1:
Purchased goods and services

45%

This refers to GHG associated with the production of goods and services that a company purchases. It includes raw material extraction to transportation of water supply, chemical materials, and equipment used in industrial estate operations. These emissions have been assessed from various sources such as inlet water meter reading, usage records, bills, and purchasing records.

Category 3:
Fuel- and energy-related activities

14%

This category encompasses upstream emissions from production, refining, and transportation of diesel and gasoline fuels, along with emissions from electricity-related activities, such as electricity resale to tenants and transmission and distribution from the EVN grid to ACBH, measured through electricity meters and internal billing records.

Category 5:
Waste generated in operations

41%

Involves the disposal and treatment of waste generated by the organization, as well as emissions from waste transferred to landfills by contractor vehicles, documented through a waste handover record to a certified waste management supplier.

AMATA VN Group acknowledges the significance of addressing Scope 3 emissions within our broader value chain. We are currently exploring additional downstream categories to gain a more comprehensive understanding of our indirect impact. To support this objective, we are taking steps to provide greenhouse gas inventory training for our customers and tenants. These engagement efforts aim to streamline information gathering and support partners who plan to report their own emissions in the future, ensuring a collaborative approach to climate accountability.



Appendix

AMATA

POSSIBILITIES HAPPEN



SAWASDEE

Perfect Smart City Developer

Environmental Performance

The environmental performance data presented these annexes are expressed in absolute value and have been gathered through collection of accounting evidence, meter readings, automatic system data collection and evidence-based estimations.

ENERGY* (Disclosure 302-1, 302-2, 302-3)	UNIT	2023	2024	2025
ENERGY CONSUMPTION WITHIN THE ORGANIZATION				
ENERGY CONSUMPTION WITHIN THE ORGANIZATION	MWh	2,675.64	2,570.77	2,706.57
Energy consumption from non-renewable energy	MWh	2,596.20	2,496.29	2,637.73
Fossil fuel consumption - Diesel / Gasoline	MWh	286.64	223.49	135.75
Grid electricity consumption	MWh	2,309.56	2,272.79	2,501.98
Energy consumption from renewable energy	MWh	79.44	74.49	68.84
Solar power	MWh	79.44	74.49	68.84
ENERGY CONSUMPTION BY PROPERTY				
Amata VN PCL	MWh	-	0.37	1.02
Amata City Bien Hoa	MWh	2,675.64	2570.40	2705.56
TYPE OF ENERGY CONSUMPTION				
Fuel	MWh	286.64	223.49	135.75
Electricity	MWh	2,309.56	2,272.79	2,501.98
Heating	MWh	-	-	-
Cooling	MWh	-	-	-
Steam	MWh	-	-	-
TYPE OF ENERGY SOLD				
Fuel	MWh	-	-	-
Electricity	MWh	293.80	301.41	316.89
Heating	MWh	-	-	-
Cooling	MWh	-	-	-
Steam	MWh	-	-	-
ENERGY INTENSITY				
Intensity (Total consumption)	MWh/Ha	5.22	5.01	5.28
Intensity (Non-renewable)	MWh/Ha	5.06	4.87	5.14
ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION				
Upstream	MWh	174.30	117.27	150.14
Downstream	MWh	293.80	301.41	316.89

Remark: *reporting scope coverage for ACBH and AVN only

GREENHOUSE GAS EMISSION* (Disclosure 305-1, 305-2, 305-3, 305-4)	UNIT	2023	2024	2025
TOTAL GREENHOUSE GAS EMISSIONS (SCOPE 1 + 2 + 3)	tCO ₂ e	5,057	5,286	5,360
Total direct and indirect greenhouse gas emissions (Scope 1 + 2)	tCO ₂ e	1,610	1,566	1,694
Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	87	68	44
Indirect greenhouse gas emissions from energy use (Scope 2)	tCO ₂ e	1,523	1,498	1,650
Other Indirect Greenhouse Gas Emissions (Scope 3)	tCO ₂ e	3,447	3,720	3,666
Category 1 – Purchased goods and services	tCO ₂ e	1,543	1,662	1,643
Category 3 – Fuel- and energy-related activities	tCO ₂ e	411	541	531
Category 5 – Waste generated in operations	tCO ₂ e	1,493	1,517	1,492
GREENHOUSE GAS EMISSION INTENSITY (SCOPE 1 + 2) PER UNIT OF OPERATING AREA	tCO ₂ e / Hectare	3.14	3.05	3.30

WATER MANAGEMENT (Disclosure 303-2, 303-3, 303-4, 303-5)	UNIT	VIETNAM'S ENVIRONMENTAL STANDARDS ⁽¹⁾	2023	2024	2025
WATER WITHDRAWAL	ML		9,154.58	11,302.01	9,966.30
Total water withdrawal by source					
Freshwater withdrawal (≤ 1,000 mg/L Total Dissolved Solids)	ML		9,154.58	11,302.01	9,966.30
Surface water (Yen Lap reservoir)	ML		4,049.07	5,848.09	4,613.92
Third-party water (from DOWACO - Dong Nai River surface water)	ML		5,105.51	5,453.93	5,352.39
Total water withdrawal from area with water stress	ML		-	-	-

Remark:

* The scope of greenhouse gas data covers only operations at the AVN Office and Amata City Bien Hoa Industrial Park (ACBH) only

⁽¹⁾ National Technical Regulation on Industrial Wastewater QCVN40:2025/BTNMT, QCVN40:2011/BTNMT, Class A, kf=0.9 kq=1.2.

WATER MANAGEMENT (Disclosure 303-2, 303-3, 303-4, 303-5)	UNIT	VIETNAM'S ENVIRONMENTAL STANDARDS ⁽¹⁾	2023	2024	2025
WATER DISCHARGE	ML		4,483.83	5,500.87	5,768.00
Water discharge by destination					
Local Chua Spring, Surface water	ML		2,102.20	2,144.86	2,276.12
Local Tat Go Da canal, Surface water	ML		-	-	61.17
Local Con Khoai River, Surface water	ML		2,381.63	3,356.00	3,430.72
Total water discharged to areas with water stress	ML		-	-	-
Total water discharged by categories					
Freshwater (≤ 1,000 mg/L Total Dissolved Solids)	ML		2,102.20	2,144.86	2,337.28
Other water	ML		-	-	-
WATER DISCHARGE QUALITY BY LOCATION					
Amata City Bien Hoa					
pH	-	6.0-9.0	7.92	7.38	7.27
Temperature	°C	≤ 40	32.20	31.10	28.40
Biochemical Oxygen Demand (BOD ₅)	mg/L	≤ 32.4	12.00	6.25	7.20
Chemical Oxygen Demand (COD)	mg/L	≤ 81	34.00	21.60	25.90
Total Suspended Solid (TSS)	mg/L	≤ 44	12.00	5.41	6.50
Ammonia (as nitrogen)	mg/L	≤ 45.4	0.14	0.18	0.20

Remark: ⁽¹⁾ National Technical Regulation on Industrial Wastewater QCVN40:2025/BTNMT, QCVN40:2011/BTNMT, Class A, kf=0.9 kq=1.2.

WATER MANAGEMENT (Disclosure 303-2, 303-3, 303-4, 303-5)	UNIT	VIETNAM'S ENVIRONMENTAL STANDARDS ⁽¹⁾	2023	2024	2025
Amata City Long Thanh					
pH	-	6.0-9.0	N/A	N/A	7.28
Temperature	°C	≤ 40	N/A	N/A	29.20
Biochemical Oxygen Demand (BOD ₅)	mg/L	≤ 32.4	N/A	N/A	5.00
Chemical Oxygen Demand (COD)	mg/L	≤ 81	N/A	N/A	16.00
Total Suspended Solid (TSS)	mg/L	≤ 44	N/A	N/A	<4
Ammonia (as nitrogen)	mg/L	≤ 45.4	N/A	N/A	0.12
Amata City Ha Long					
pH	-	6.0-9.0	7.15	7.39	7.09
Temperature	°C	≤ 40	N/A	N/A	24.50
Biochemical Oxygen Demand (BOD ₅)	mg/L	≤ 32.4	4.20	5.50	18.30
Chemical Oxygen Demand (COD)	mg/L	≤ 81	11.00	13.00	44.20
Total Suspended Solid (TSS)	mg/L	≤ 44	12.30	16.00	20.40
Ammonia (as nitrogen)	mg/L	≤ 45.4	0.19	0.26	0.32
WATER CONSUMPTION	ML		4,670.75	5,801.15	4,198.30
Water consumption by type	ML				
Freshwater	ML		4,670.75	5,801.15	4,198.30
Recycled water	ML		-	-	-
Total water consumption from all areas with water stress	ML		-	-	-

Remark: ⁽¹⁾ National Technical Regulation on Industrial Wastewater QCVN40:2025/BTNMT, QCVN40:2011/BTNMT, Class A, kf=0.9 kq=1.2.

AIR QUALITY MONITORING IN THE INDUSTRIAL ESTATES (Disclosure 305-7)	UNIT	VIETNAM'S ENVIRONMENTAL STANDARDS ⁽¹⁾	2023	2024	2025
AMATA CITY BIEN HOA					
CHECKPOINT 1: In front of waste water treatment gate Road 3a (K1)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	<0.015	<0.015	<0.015
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.019	<0.066	<0.033
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.029	0.061	0.041
CHECKPOINT 2: Crossroads between Road No. 2 and No. 4 (K2)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	<0.015	<0.015	<0.015
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.015	<0.066	<0.033
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.03	0.03	0.082
CHECKPOINT 3: Crossroads between Road No. 10 and Amata road (K3)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	<0.015	<0.015	<0.015
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.011	<0.066	<0.033
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.035	0.037	<0.030
CHECKPOINT 4: In front of Namyang and Valspar gates Road No. 4 (K4)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	<0.015	<0.015	<0.015
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.13	<0.066	<0.033
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.023	0.049	0.044
CHECKPOINT 5: The end of Road No.1, boundaries between resident and IP area (K5)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	<0.015	<0.015	<0.015
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.01	<0.066	<0.033
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.015	0.108	<0.030

Remark: ⁽¹⁾ National Technical Regulation on Industrial Wastewater QCVN40:2025/BTNMT, QCVN40:2011/BTNMT, Class A, kf=0.9 kq=1.2.

AIR QUALITY MONITORING IN THE INDUSTRIAL ESTATES (Disclosure 305-7)	UNIT	VIETNAM'S ENVIRONMENTAL STANDARDS ⁽¹⁾	2023	2024	2025
CHECKPOINT 6: The end of Road No. 4, boundaries between resident and IP area (K6)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	<0.015	<0.015	<0.015
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.014	<0.066	<0.033
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.056	0.072	0.041
AMATA CITY LONG THANH					
CHECKPOINT 1: Area adjacent to the community to the northeast (K1)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	N/A	N/A	N/A
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	N/A	N/A	N/A
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.031	0.036	0.040
CHECKPOINT 2: Area adjacent to the community to the southeast (K2)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	N/A	N/A	N/A
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	N/A	N/A	N/A
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	<0.03	0.046	0.031
AMATA CITY HA LONG					
CHECKPOINT 1: Intersection of Highway 3 and Highway 7 (K1)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.035	0.036	0.038
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.03	0.033	0.034
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.128	0.133	0.131
CHECKPOINT 2: In front of Wastewater Treatment Plant No. 1 (K2)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.037	0.039	0.037
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.031	0.036	0.034
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.132	0.146	0.120

Remark: ⁽¹⁾ National Technical Regulation on Industrial Wastewater QCVN40:2025/BTNMT, QCVN40:2011/BTNMT, Class A, kf=0.9 kq=1.2.

AIR QUALITY MONITORING IN THE INDUSTRIAL ESTATES (Disclosure 305-7)	UNIT	VIETNAM'S ENVIRONMENTAL STANDARDS ⁽¹⁾	2023	2024	2025
CHECKPOINT 3: In front of Jinko Solar factory (K3)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.035	0.037	0.038
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.03	0.034	0.034
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.128	0.125	0.136
CHECKPOINT 4: Amata City Halong Office (K4)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	0.038	0.038	0.040
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	0.032	0.034	0.035
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	0.142	0.133	0.150
CHECKPOINT 5: Intersection of Highway 4 and Highway 6 (K5)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	N/A	0.037	0.039
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	N/A	0.034	0.034
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	N/A	0.135	0.134
CHECKPOINT 6: Highway No. 6 (K6)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	N/A	0.037	0.038
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	N/A	0.034	0.034
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	N/A	0.13	0.128
CHECKPOINT 7: Intersection of Highway 6 and Highway 1 (K7)					
Nitrogen Dioxide: NO ₂	mg/m ³	≤ 0.2	N/A	0.038	0.041
Sulfur Dioxide:SO ₂	mg/m ³	≤ 0.35	N/A	0.035	0.035
Total Suspended Particulates: TSP	mg/m ³	≤ 0.3	N/A	0.141	0.150

Remark: ⁽¹⁾ National Technical Regulation on Industrial Wastewater QCVN40:2025/BTNMT, QCVN40:2011/BTNMT, Class A, kf=0.9 kq=1.2.

AIR QUALITY MONITORING IN THE INDUSTRIAL ESTATES (Disclosure 305-7)	UNIT	VIETNAM'S ENVIRONMENTAL STANDARDS ⁽¹⁾	2023	2024	2025
CHECKPOINT 8: The intersection of Highway 8 and Highway 1 (K8)					
Nitrogen Dioxide: NO ₂	mg/m3	≤ 0.2	N/A	N/A	0.040
Sulfur Dioxide:SO ₂	mg/m3	≤ 0.35	N/A	N/A	0.034
Total Suspended Particulates: TSP	mg/m3	≤ 0.3	N/A	N/A	0.145
CHECKPOINT 9: Highway No. 1, Phase 3, at the midpoint (K9)					
Nitrogen Dioxide: NO ₂	mg/m3	≤ 0.2	N/A	N/A	0.041
Sulfur Dioxide:SO ₂	mg/m3	≤ 0.35	N/A	N/A	0.035
Total Suspended Particulates: TSP	mg/m3	≤ 0.3	N/A	N/A	0.154
CHECKPOINT 10: Intersection between the ends of Highway 8 and Highway 1 (K10)					
Nitrogen Dioxide: NO ₂	mg/m3	≤ 0.2	N/A	N/A	0.042
Sulfur Dioxide:SO ₂	mg/m3	≤ 0.35	N/A	N/A	0.035
Total Suspended Particulates: TSP	mg/m3	≤ 0.3	N/A	N/A	0.159

Remark: ⁽¹⁾ National Technical Regulation on Industrial Wastewater QCVN40:2025/BTNMT, QCVN40:2011/BTNMT, Class A, kf=0.9 kq=1.2.

ENVIRONMENTAL COMPLAINTS AND COMPLIANCE WITH LAWS (Disclosure 307-1)	UNIT	2023	2024	2025
Number of environmental complaints	Cases	0	0	0
Amount/value of significant fines imposed for violations of environmental laws	THB	0	0	0

WASTE MANAGEMENT* (Disclosure 306-3, 306-4, 306-5)	UNIT	2023	2024	2025
Total waste generated by the group of companines	kg	1,117,804.40	1,062,066.10	1,206,763.20
Type of waste generation				
Domestic waste	kg	61,239.00	99,835.00	147,765.00
Hazardous waste	kg	476.40	1,375.10	1,802.30
Industrial solid waste	kg	5,330.00	2,310.00	3,938.90
Sludge waste	kg	1,050,759.00	958,546.00	1,053,257.00
Waste Disposal Type				
Recycle	kg	-	-	-
Landfill	kg	1,117,804.40	1,062,066.10	1,206,763.20

Remark: *All waste is transported off-site for further processing by a certified waste management provider

WASTE MANAGEMENT* (Disclosure 306-3, 306-4, 306-5)	UNIT	2023	2024	2025
Waste generated by location				
Amata City Bien Hoa				
Domestic waste	kg	60,920.00	59,935.00	71,755.00
Hazardous waste	kg	248.00	336.00	319.00
Industrial solid waste	kg	4,300.00	2,310.00	3,858.90
Sludge waste	kg	577,459.00	590,740.00	566,820.00
Amata City Long Thanh				
Domestic waste	kg	-	-	41,810.00
Hazardous waste	kg	-	-	-
Industrial solid waste	kg	-	-	80.00
Sludge waste	kg	-	-	1,930.00
Amata City Ha Long				
Domestic waste	kg	319.00	39,900.00	34,200.00
Hazardous waste	kg	228.40	1,039.00	1,483.30
Industrial solid waste	kg	1,030.00	-	248.90
Sludge waste	kg	473,300.00	367,806.00	484,507.00

Economic Performance

ECONOMIC VALUE ADDED (Consolidated Financial Statements for the Year ended 31 December)	2023	2024	2025
COMMON SHARE INFORMATION (THB)			
Par value	0.50	0.50	0.5
Book value per share	5.64	5.34	5.39
Earnings per share	0.43	0.07	0.43
REVENUE (MILLION THB) (Disclosure 201-1)			
Revenue from sales and services	4,207.67	5,304.67	3,956.01
Total revenue	4,287.18	5,379.40	4,022.61
Total revenue (not including other incomes)	4,274.60	5,304.67	3,956.01
Net profit	424.90	106.66	530.68
Net profit (attributable to equity holders of the Company)	404.74	75.75	459.85
FINANCIAL POSITION (MILLION THB)			
Current assets	5,107.51	5,238.58	4,883.23
Total assets	13,236.56	14,793.84	13,617.47
Current liabilities	3,683.74	3,997.54	3,273.19
Total liabilities	7,145.10	8,564.66	7,336.60
Registered and paid-up capital	467.50	532.95	532.95
Total shareholders' equity attributable to owners of the Company	5,275.92	5,229.34	5,065.46
FINANCIAL RATIOS			
Return of equity (%)	7.43%	1.44%	8.93%
Return on assets (%)	3.40%	2.68%	6.17%
Gross margin (%)	22.96%	14.38%	29.29%
Current ratio (times)	1.39	1.31	1.49
Debt to equity ratio (times)	1.17	1.44	1.17

ECONOMIC VALUE ADDED (Consolidated Financial Statements for the Year ended 31 December)	2023	2024	2025
TAX AND TAX INCENTIVE (MILLION THB)			
Income tax expense ¹	119.31	36.68	20.99
VALUE DISTRIBUTION TO STAKEHOLDERS (THB) (Disclosure 2-19, 2-20, 201-1, 204-1, 401-2, 413-1)			
Dividend per share ¹	0.07	0.07	0.05
Dividend to shareholders ¹	65,449,293	65,449,133	53,294,408
Personnel Investment			
Remuneration for employees ²	74,774,966	87,149,266	82,130,887
Remuneration for management ²	25,533,893	28,868,657	32,245,852
Remuneration for directors ²	10,415,043	11,073,596	9,847,959
Community and Social Investment			
Donation	2,293,672	3,453,195	2,465,186
Social activities	301,828	365,870	662,091
Distribution to suppliers			
Domestic procurement (Operation in Thailand)	41,405,166	44,013,949	44,703,467
International procurement (Operation in Vietnam)	3,523,112,945	4,841,399,399	3,026,139,635
Other economic values			
Finance cost	236,472,581	363,527,712	346,215,372

- All VND are converted to THB with rate of 1 VND = 0.001265 Source: Consolidated Financial Statement 2025 and 56-1 One Report 2025

¹ Paid from previous year's operating results

² Salary, bonus, wages, welfare, Provident Fund, Social Security Fund and personnel development expenses

BUSINESS ETHICS & SOCIO-ECONOMIC COMPLIANCE (Disclosure 2-23, 2-24, 2-26, 2-27, 418-1, 419-1)	2023	2024	2025
Numbers of complains on business ethics	0	0	0
Number of verified cases involving business ethics violations	0	0	0
Number of complaints of personal or confidential business information breach	0	0	0
Number of Incidents of Non-compliance with Laws and Regulations	0	5	9
Incidents of non-compliance with laws and regulations resulting in monetary fines	0	5	9
Amount/value of monetary fines imposed for violations of laws and regulations (THB)	0	1,519,873.19	64,894.50
Incidents of non-compliance with laws and regulations resulting in non-monetary sanctions	0	0	0
Significant fines for socioeconomic non-compliance (THB)	0	0	0
% of employee acknowledged and passed Code of Conduct assessment	100%	100%	100%
% of employee acknowledged and passed Corporate Governance assessment	100%	100%	100%

SUPPLY CHAIN MANAGEMENT (Disclosure 204-1, 308-1, 414-1)	2023	2024	2025
Percentage of local purchases of goods and services ²	99%	99%	99%
Total number of active Tier-1 suppliers	96	115	272
Number of Critical Tier-1 suppliers	5	3	25
Number of Critical Non-Tier 1 suppliers	3	2	2
Number of new Tier-1 suppliers	11	53	193
Number of suppliers classified as high-ESG risk	3	2	12
Number of terminated suppliers	0	0	0
% of total spending on Critical Tier-1 suppliers	36%	18%	90%
Percentage of suppliers acknowledged SCoC			
Critical Tier-1 suppliers	100%	100%	100%
Critical Non-Tier 1 suppliers	100%	100%	100%
Percentage of suppliers assessed for ESG risks through SAQ			
Critical Tier-1 suppliers	100%	100%	100%
Critical Non-Tier 1 suppliers	100%	100%	100%
Total number of suppliers that need on-site audit (work specific)	3	2	12

Remark:

¹Information based on AMATA VN PCL financial statement 2023-2025

²purchasing of goods and services within Vietnam

Social Performance

EMPLOYEE (Disclosure 102-8, 401-1)	2023		2024		2025	
	PERSON	%	PERSON	%	PERSON	%
BY GENDER						
Male	111	67%	125	69%	129	71%
Female	55	33%	56	31%	56	31%
Total Employee	166		181		185	
BY LEVEL						
LEVEL 7 AND UP						
Male	6	4%	10	6%	10	6%
Female	2	1%	5	3%	5	3%
LEVEL 6						
Male	6	4%	2	1%	2	1%
Female	5	3%	4	2%	4	2%
LEVEL 5						
Male	13	8%	14	8%	13	7%
Female	9	5%	8	4%	9	5%
LEVEL 3-4						
Male	44	27%	62	34%	68	38%
Female	34	20%	36	20%	36	20%
LEVEL 1-2						
Male	42	25%	37	20%	36	20%
Female	5	3%	3	2%	2	1%

EMPLOYEE (Disclosure 102-8, 401-1)	2023		2024		2025	
	PERSON	%	PERSON	%	PERSON	%
EMPLOYEE BY CONTRACT						
Permanent	113	68%	114	63%	129	71%
Contract	53	32%	66	36%	56	31%
Outsource	0	0%	1	1%	0	0%
EMPLOYEE BY AGE						
Under 30	20	12%	28	15%	29	16%
Between 30-50	115	69%	123	68%	122	67%
over 50	31	19%	30	17%	34	19%
EMPLOYEE BY LOCATION						
Bangkok Office (Thailand)	6	4%	5	3%	4	2%
Amata City Bien Hoa	90	54%	87	48%	86	48%
Amata Township Long Thanh	9	5%	7	4%	5	3%
Amata City Long Thanh	23	14%	29	16%	32	18%
Amata City Ha Long	38	23%	53	29%	58	32%
EMPLOYEE BY NATIONALITY						
Thai	7	4%	5	3%	5	3%
Japanese	0	0%	3	2%	1	1%
Vietnamese	158	95%	173	96%	179	99%
Burmese	1	1%	0	0%	0	0%

EMPLOYEE (Disclosure 102-8, 401-1)	2023		2024		2025	
	PERSON	%	PERSON	%	PERSON	%
EMPLOYEE BY HOMETOWN						
Thailand	7	4%	5	3%	5	3%
Japan	0	0%	3	2%	1	1%
Myanmar	1	1%	0	0%	0	0%
Vietnam	158	95%	173	96%	179	99%
Dong Nai	88	53%	91	50%	94	52%
HCMC	26	16%	29	16%	28	15%
Binh Duong	4	2%	2	1%	2	1%
Ha Tinh	0	0%	0	0%	0	0%
Kien Giang	4	2%	3	2%	3	2%
Ninh Binh	2	1%	0	0%	0	0%
Quang Ninh	26	16%	36	20%	39	22%
Others provinces	8	5%	12	7%	13	7%
EMPLOYEE WITH DISABILITIES						
Male	1	1%	1	1%	1	1%
Female	0	0%	0	0%	0	0%

NEW EMPLOYEE (Disclosure 401-1)	2023		2024		2025	
	PERSON	%	PERSON	%	PERSON	%
TOTAL NEW HIRE	22	13%	36	20%	17	9%
BY GENDER						
Male	11	50%	28	78%	13	76%
Female	11	50%	8	22%	4	24%
NEW HIRE BY AGE						
Under 30	7	32%	13	36%	7	41%
Between 30-50	14	64%	22	61%	9	53%
over 50	1	5%	1	3%	1	6%

EMPLOYEE TURNOVER (Disclosure 401-1)	2023		2024		2025	
	PERSON	%	PERSON	%	PERSON	%
TURNOVER RATE	20	24%	22	13%	12	7%
BY GENDER						
Male	12	60%	14	64%	9	75%
Female	8	40%	8	36%	3	25%
BY AGE						
Under 30	3	15%	3	14%	4	33%
Between 30-50	13	65%	17	77%	4	33%
over 50	4	20%	2	9%	4	33%
INTERNAL ROTATION	5		3		3	
Voluntary employee turnover	15	18.07%	19	10.95%	9	4.92%

PARENTAL LEAVE (Disclosure 401-3)	2023		2024		2025	
	PERSON	%	PERSON	%	PERSON	%
Parental leave	0	0%	0	0%	0	0%
Employee back to work after parental leave	0	0%	0	0%	0	0%

EMPLOYEE DEVELOPMENT (Disclosure 404-1)	2023	2024	2025
Total Training hours	3048	4,039	4,463
Average Training hours per employee	18.36	22.31	24.12
AVERAGE TRAINING HOURS BY GENDER			
Male	14.33	19.76	21.07
Female	23.95	28.54	31.05
AVERAGE TRAINING HOURS BY LEVEL			
Executive	1.00	11.29	30.47
Manager	34.59	38.32	32.77
Staff	10.36	20.34	21.75

STAKEHOLDERS RELATION AND SATISFACTION (Disclosure 406-1, 412-2, 402-1, 401-2)	TARGET	2023		2024		2025	
Complaints on labor practices and human rights	0	0		0		0	
Major labor disputes	0	0		0		0	
Employee Satisfaction Score (%)	80%	82%		83%		92%	
Customer Engagement Rate (%)	80%	99%		100%		100%	
Customer Satisfaction Score (%)	85%	90%		89%		87%	
Community Satisfaction Score (%)	90%	87%		88%		81%	

WORK-RELATED ACCIDENTS (Disclosure 403-9) Lost Time Injury Frequency Rate (LTIFR)* by project Site	2023	2024	2025
EMPLOYEE			
Amata City Bien Hoa	3.02	0	0
Amata City Long Thanh	0	0	0
Amata Township Long Thanh	0	0	0
Amata Service City Long Thanh 1	0	0	0
Amata Service City Long Thanh 2	0	0	0
Amata City Ha Long	0	0	0
Amata VN	0	0	0
CONTRACTOR			
Amata City Bien Hoa	0	0	0
Amata City Long Thanh	0	0	0
Amata Township Long Thanh	0	0	0
Amata Service City Long Thanh 1	0	0	0
Amata Service City Long Thanh 2	0	0	0
Amata City Ha Long	0	0	0
Amata VN	0	0	0
FATALITIES			
Employee	0	0	0
Contractor	0	0	0
INJURY SEVERITY RATE (ISR)			
Employee	991.92	0	0
Contractor	0	0	0

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

GRI Content Index

STATEMENT OF USE	AMATA VN Public Company Limited has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE	CHAPTER	OMISSION	EXTERNAL ASSURANCE
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GRI 2: General Disclosures 2021	2-1 Organizational details	12-17	Business Overview		
	2-2 Entities included in the organization's sustainability reporting	8-9	About this report		
	2-3 Reporting period, frequency and contact point	8-9	About this report		
	2-4 Restatements of information	-			
	2-5 External assurance	151	Greenhouse Gas Emissions Carbon Footprint Organization Verification Statement (on website)		ECEE
	2-6 Activities, value chain and other business relationships	12-17 18 27-32	Business Overview Business Value Chain Multi-Stakeholders Engagement		
	2-7 Employees	81-95 170-175	Human Capital Management Performance Statistics: Social Performance		
	2-9 Governance structure and composition	48-53 94-105	Corporate Governance One Report: Corporate Governance Structure		
	2-10 Nomination and selection of the highest governance body	108-109	One report: Nomination, Development, and Performance Evaluation of Directors		
	2-11 Chair of the highest governance body	12	One report: Board of Directors		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE	CHAPTER	OMISSION	EXTERNAL ASSURANCE
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GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	19-20 48-53 97-102	Approach to Sustainability Corporate Governance One report: Scope of Duties and Responsibilities of the Board of Directors		
	2-13 Delegation of responsibility for managing impacts	19-20 65-72 115-118	Approach to Sustainability One Report: Risk Management One Report: The Policy of Controlling the Subsidiaries		
	2-14 Role of the highest governance body in sustainability reporting	19-20	Approach to Sustainability		
	2-15 Conflicts of interest	55 118-119	Conflict of Interest One report: Compliance to Corporate Governance Policy and Guidelines		
	2-16 Communication of critical concerns	56 93 105-106	Whistleblowing Voice of Employees Customer Grievance Management		
	2-17 Collective knowledge of the highest governance body	50-51 52 13-25	Board Diversity and Composition Directors' Development One Report: Directors Biographies		
	2-18 Evaluation of the performance of the highest governance body	53 94	Board Performance Assessment One report: The Company's explanation		
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	2-20 Process to determine remuneration	85-86 99-100	Performance Assessment and Remuneration One report: The Nomination & Remuneration Committee		

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	2-22 Statement on sustainable development strategy	3 24-26	Message from the Chief Executive Officer Sustainability Strategy		
	2-23 Policy commitments	54-57 58-61 74-80	Business Ethics and Integrity Laws and Regulatory Compliance Human Rights Code of Conduct (on website) Good Corporate Governance Handbook (on website)		
	2-24 Embedding policy commitments	54-57 58-61 62-67 74-80 115-118 118-120	Business Ethics and Integrity Laws and Regulatory Compliance Responsible Supply Chain Human Rights One Report: The Policy of Controlling the Subsidiaries One Report: Compliance to Corporate Governance Policy and Guidelines		
	2-25 Processes to remediate negative impacts	33-46 74-80 118-133 134-154 65-72	Materiality Assessment Human Rights Environment Impact Management Climate Change Resilience and Adaptation One Report: Risk Management		
	2-26 Mechanisms for seeking advice and raising concerns	56 93 105-106	Whistleblowing Voice of Employee Customer Grievance Management		
	2-27 Compliance with laws and regulations	56 58-61 164 168	Whistleblowing Laws and Regulatory Compliance Appendix: Environment Performance Appendix: Economic Performance		

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		108-116	Community and Social Development		
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	61	Tax policy		
		81	One Report: Structural factors of Vietnam		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	108-116	Community and Social Development		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	108-109 167	Community Economic Development Promotion: Appendix: Economic Performance		

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	207-2 Tax governance, control, and risk management	61	Tax policy		
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GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	43 108-116	Materiality Assessment Community and Social Development		
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GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	108-116	Community and Social Development		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	43 108-116	Materiality Assessment Community and Social Development		
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GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	96-101	Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	96-101	Occupational Health and Safety		
GRI 204: Procurement Practices 2016	403-2 Hazard identification, risk assessment, and incident investigation	96-101	Occupational Health and Safety		
GRI 207: Tax 2019	403-3 Occupational health services	96-101	Occupational Health and Safety		
	403-4 Worker participation, consultation, and communication on occupational health and safety	96-101	Occupational Health and Safety		
	403-5 Worker training on occupational health and safety	97 , 96-101	Occupational Health and Safety		
GRI 413: Local Communities 2016	403-6 Promotion of worker health	96-101	Occupational Health and Safety		
GRI 3: Material Topics 2021	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	96-101	Occupational Health and Safety		
GRI 203: Indirect Economic Impacts 2016	403-8 Workers covered by an occupational health and safety management system	96-101	Occupational Health and Safety		
GRI 413: Local Communities 2016	403-9 Work-related injuries	99 175	Occupational Health and Safety Appendix: Social		

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GRI 3: Material Topics 2021	3-3 Management of material topics	44 58-61	Materiality Assessment Laws and Regulatory Compliance		
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GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	128	Land Use and Biodiversity		
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GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	60	Cybersecurity and Data Protection		

Feedback Form for Sustainability Report 2025

1. Your basic information

Gender ☐ Female ☐ Male
Age ☐ below 30 ☐ 30-50 ☐ over 50

2. Which stakeholder group do you belong to?

☐ Employees ☐ Customers ☐ Communities ☐ Medias
☐ Suppliers ☐ Shareholders ☐ Business Partner ☐ Creditors
☐ Government Agencies ☐ Competitors
☐ Other (Please specify)

3. How did you receive the sustainability report?

☐ The company's website ☐ Seminar report ☐ Company's personnel
☐ Visiting the company ☐ Others (Please specify.....)

4. What is your objective in reading the 2025 sustainability report?

☐ To gather information for deciding investments
☐ For education and research
☐ To use as a guideline to create your own report
☐ Others (Please specify.....)

5. How satisfied are you with the Company's 2025 sustainability report format?

Completeness of the report	☐ High	☐ Moderate	☐ Low	☐ Should be improved
Issue specification of the report	☐ High	☐ Moderate	☐ Low	☐ Should be improved
Interesting presentation	☐ High	☐ Moderate	☐ Low	☐ Should be improved
Report design	☐ High	☐ Moderate	☐ Low	☐ Should be improved
Easy understanding language	☐ High	☐ Moderate	☐ Low	☐ Should be improved
Overall satisfaction	☐ High	☐ Moderate	☐ Low	☐ Should be improved

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

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Please send this feedback form to the address specified at the back cover or email to sustainability@amata.com AMATA VN PCL would like to thank you for your cooperation.



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