



CREATING VALUE SHARING PROSPERITY

2024 SUSTAINABILITY REPORT

GRI



ESG



Sustainability report content

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Message from the Board of Management

Dear Valued Partners,

On behalf of the Board of Directors and the entire team of Thanh Thanh Cong Industrial Zone Joint Stock Company (TTC IZ), I would like to extend our warmest greetings and sincere appreciation for your trust, cooperation, and long-standing partnership with us.

Throughout our development journey, TTC IZ has remained steadfast in pursuing a guiding philosophy and a core value that shapes all our strategies and actions: “Creating Value – Sharing Prosperity.” This is not merely a slogan, but a deep-rooted commitment and a promise that we strive to deliver every day.

“Creating Value” goes far beyond the provision of industrial land fund or the construction of ready-built warehouses. We firmly believe that the true value TTC IZ delivers lies in building a comprehensive industrial ecosystem and an ideal investment environment that enables our partners to grow sustainably. This value is reflected in well-planned, modern and integrated infrastructure; in professional and dedicated support services; in smart and efficient logistics solutions; and, most importantly, in a green, clean development environment that complies with international Environmental, Social and Governance (ESG) standards. We do not merely offer a product – we provide a solid platform for your long-term success.

“Sharing prosperity” embodies our strong belief in the power of collaboration. We regard you not merely as customers, but as long-term partners on a shared journey of growth. Your success is the measure of our own success. The relationship between TTC IZ and our partners is one of mutual benefit and interdependence.

We are committed to listening attentively, understanding deeply, and responding flexibly to your needs and expectations, working together to overcome challenges, seize opportunities, and share achievements.

In an increasingly volatile global economic landscape, close alignment and cooperation have become more important than ever. TTC IZ is committed to continuous innovation, capability enhancement, and ongoing improvement, to remain a trusted home for the business community within our industrial zones.

We value the strong foundation built through our past cooperation, are confident in our present collaboration, and look forward to a future of even more sustainable and prosperous development together. Once again, we sincerely thank you for your trust and partnership.

We wish our Valued Partners good health, continued success, and enduring prosperity.

Sincerely,

ĐẶNG HỒNG ANH
Chairman of the Board
Thanh Thanh Cong Industrial Zone
Joint Stock Company (TTC IZ)



Eco Industrial Park

Thanh Thanh Cong Industrial Zone – positioned as a model Industrial Park in the Southern key economic region



TTC IZ's development journey

Creating Green Value for a Sustainable Future

2024

2024: Commenced the roadmap for transitioning Financial Statement from **VAS** to **IFRS**.

2023

- Proactively obtained a **"vnA"** credit rating with a **"Stable"** outlook from the reputable credit rating agency Saigon Ratings.
- Published the first Sustainability Report in accordance with **GRI Standards**.

2022

Increased the charter capital from **VND 800 billion** to **VND 1,337 billion**.

2008

Established on **September 10, 2008**, formerly known as Bourbon An Hoa Joint Stock Company.

2009

Commenced construction of the **Thanh Thanh Cong Industrial Park** project in Trang Bang, Tay Ninh Province.

2014

Officially renamed **Thanh Thanh Cong Industrial Zone Joint Stock Company**.

2020

Increased the charter capital from **VND 500 billion** to **VND 800 billion**.

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Key highlights

Sustainability



Infrastructure and Environment

Rooftop solar system newly installed

6.4 MWp

Raise the total power capacity to

13.8 MWp



Application of digital and automated systems in industrial park infrastructure monitoring and operations

01 new wastewater treatment plant with capacity

15,000 m³/day



Raise the total wastewater treatment capacity

To **31,000 m³/day**



Emission intensity

0.69 tons CO₂e/
VND billion of revenue
year-on-year

14.34% land area

Covered with green space and water surface
~ 109 ha

Optimized wastewater treatment system compliant QCVN 40:2025/BTNMT

Honors, Awards and Strategic Partners



Top 02

Leading industrial park developers in Tay Ninh Province



Credit rating at vnA with "Stable" outlook 2024 (assessed/honored by FiiRatings and Saigon Ratings)



Industrial real estate developer with green transformation strategies 2024 (co-assessed/honored by Vietnam Investment Review and Vietnam Industrial Real Estate Association (VIREA))



Top 10

Most potential Industrial real estate project 2024 (assessed/ honored by Vietnam Real Estate E-Magazine (Reatimes) and Vietnam Institute of Real Estate Research (VIREA))



Top 10

Industrial real estate developer 2024 (assessed/ honored by Vietnam Real Estate E-Magazine (Reatimes) and Vietnam Institute of Real Estate Research (VIREA))



About TTC IZ

Company Information

Thanh Thanh Cong Industrial Zone Joint Stock Company

English Name	THANH THANH CONG INDUSTRIAL ZONE JOINT-STOCK COMPANY
Abbreviation	TTC IZ
Tax Code	3900471864
Legal Entity Type	Non-public joint stock company
Charter Capital	VND 1.337.000.000.000 (as of 31 December 2024)
Owner's Equity	VND 1.536.251.385.070 VND (as of 31 December 2024)
Head Office	An Hoi Quarter, An Hoa Ward, Trang Bang Town, Tay Ninh Province
Website	ttciz.com.vn
Telephone	(+84) 276 388 66 88



Vision and Mission

A Cross-Asian Economic Resource Connectivity Hub

- Provide integrated utilities and services to enhance investor efficiency
- Maximize the added-value creation for shareholders and all company members
- Actively contribute to the community sustainable development

Core Values

The corporate culture of Thanh Thanh Cong Industrial Park is continuously nurtured and strengthened through actions grounded in the following core values:

Customer

Placing customers at the center of all operations

Efficiency

Prioritizing customer efficiency across all actions

Transparency

Ensuring transparency in mindset and execution

Professionalism

Upholding professional standards in service delivery

Strength

Driving strength and breakthroughs through collaboration

Stewardship

Protecting and respecting the environment

Scale and Operations

Established and developed since 2008, Thanh Thanh Cong Industrial Zone Joint Stock Company serves as the core entity of Thanh Thanh Cong Industrial Real Estate Corporation, having built a solid market position and a reputable brand in the Southern Viet Nam industrial real estate market. With a commitment to continuously strengthening resources and diversifying its portfolio of products and services, TTC IZ partners with investors on their journey toward sustainable development in Viet Nam.

2 Industrial Parks

813 ha

Thanh Thanh Cong (Tay Ninh)

760 ha

Tan Kim Expansion (Long An)

53 ha

2 Industrial Clusters

124 ha

Tan Hoi 1 (Tay Ninh)

52 ha

Tan Hoi 2 (Tay Ninh)

72 ha

2 Inland Waterway Ports

38 ha

Thanh Thanh Cong (Tay Ninh)

36 ha

Ben Keo (Long An)

02 ha

2 Residential Area

94 ha

Thanh Thanh Cong (Tay Ninh)

76 ha

Tan Phuoc (Long An)

18 ha

15 Warehouses

61 ha

Tay Ninh

20 ha

Binh Duong

25 ha

Long An

13 ha

Ba Ria - Vung Tau

1.5 ha

Can Tho

1.5 ha

CHAPTER 2

THE JOURNEY OF CREATING GREEN VALUE

1. Sustainability Context of the Industrial Real Estate Sector
2. Sustainability orientation
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4. Stakeholder engagement
5. Sustainability pillars

Sustainability Context of the Industrial Real Estate Sector

As environmental, social, and governance considerations gain increasing global prominence, the industrial real estate sector is undergoing a profound transformation toward sustainable development. Modern industrial hubs are no longer focused solely on operational efficiency; they are now expected to meet stringent requirements on energy efficiency, greenhouse gas emissions reduction, and the development of green infrastructure.

Demand for green industrial real estate – integrated with advanced technologies and compliant with international standards – is rising rapidly. In particular, the eco-industrial park model is becoming a prevailing trend in emerging countries, aligned with the global objective of achieving carbon neutrality by 2050.

In parallel, climate finance continues to be a global priority. At COP29, countries are negotiating a new post-2025 climate finance framework, targeting the mobilization of USD 1.3 trillion to support climate change mitigation and adaptation efforts. This marks a significant milestone in global cooperation to address the climate crisis and advance a more livable planet.

In Viet Nam, the transition toward sustainable development models in the industrial real estate sector is being driven by both foreign investor demand and national policy orientation. In 2024, total newly registered, adjusted, and contributed FDI, including capital contributions and share acquisitions, reached USD 38,2 billion. Although this represented a slight year-on-year decrease of 3%, a notable highlight was realized FDI, which reached approximately USD 25,3 billion, an increase of 9.4% compared to 2023. Within this context, the manufacturing and processing sector continued to account for a significant proportion of FDI inflows, placing increasingly stringent requirements on industrial park infrastructure to meet green and smart standards.

At the same time, the Ministry of Planning and Investment is promoting the scaling-up of the eco-industrial park model in accordance with the roadmap set out in Decree No. 35/2022/ND-CP dated May 28, 2022, aiming to transform conventional industrial parks into eco-industrial parks. This policy direction is intended to attract a new wave of high-quality investment and presents substantial opportunities for industrial park developers with long-term vision, early adoption of technology, and infrastructure aligned with ESG criteria.

Meanwhile, the evolving geopolitical and global trade landscape continues to generate both drivers and constraints. The application of reciprocal tariffs by the United States on certain Vietnamese export products in 2025 may influence investment relocation trends. Nevertheless, Viet Nam remains well positioned for medium to long-term growth, underpinned by political stability, competitive cost structures, and ongoing efforts to improve the investment environment.

Sustainability orientation

Sustainable Development Goals

Economic

Ensuring stable economic growth, developing modern infrastructure, supporting enterprises, and creating employment opportunities for the community.

Environment

Minimizing negative environmental impacts through renewable energy use, efficient resource management, and the reduction of greenhouse gas emissions.

Social

Enhancing social welfare, ensuring safe and equitable working conditions, promoting gender equality, and fostering community development.

Aligning TTC IZ's Sustainable Development Goals (SDGs) with the United Nations' and Viet Nam's SDGs

TTC IZ's SDGs	United Nations' SDGs	Viet Nam's SDGs	TTC IZ's Achievement
Developing green industrial park infrastructure and utilizing efficient resource	<ul style="list-style-type: none"> SDG 9: Industry, Innovation and Infrastructure SDG 12: Responsible Consumption and Production 	Goal 9 & 12 Sustainable infrastructure development and cleaner production	<ul style="list-style-type: none"> Wastewater treatment system with the capacity of 31,000 m³/day. Efficient energy utilization Integrated infrastructure
Strengthening industrial symbiosis	<ul style="list-style-type: none"> SDG 13: Climate Action SDG 17: Partnerships for the Goals 	Goal 13 & 17 Climate change mitigation and enhanced cooperation	<ul style="list-style-type: none"> Organized eco-industrial park training programs in collaboration with KPMG, aimed at implementing the industrial symbiosis model.
Developing community and employee welfare	<ul style="list-style-type: none"> SDG 3: Good Health and Well-being SDG 11: Sustainable Cities and Communities 	Goals 3 & 11 Quality of life improvement and sustainable urban development	<ul style="list-style-type: none"> The 33.06 ha resettlement residential area has been handed over to the local authorities with completed infrastructure. Developed Thanh Thanh Cong Residential Area – 42.38 ha
Enhancing transparency and corporate governance	<ul style="list-style-type: none"> SDG 16: Peace, Justice and Strong Institutions 	Goal 16 Effective and transparent institutional development	<ul style="list-style-type: none"> A transparent and consistent system of internal processes and regulations Established grievance reception and resolution mechanisms Proactively obtained "vnA" credit rating with Stable outlook Prudent financial risk management practices
Attracting sustainable investment and creating job opportunities	<ul style="list-style-type: none"> SDG 8: Decent Work and Economic Growth 	Goal 8 Sustainable economic growth and employment creation	<ul style="list-style-type: none"> Nearly 100 domestic and foreign enterprises operating within the industrial park More than 35.400 employees working in the industrial park

Resources and Environmental Management

Energy

Transitioning to renewable energy sources and optimizing energy efficiency in production and operations.

Water

Managing and utilizing water resources efficiently, implementing wastewater reuse and treatment measures in compliance with applicable standards.

Waste

Implementing effective and sustainable waste reduction, recycling, and treatment measures.

Green Infrastructure Development

- Constructing environmentally friendly facilities, prioritizing the use of green materials for energy efficiency, and emissions reduction.
- Investing in integrated and modern industrial park infrastructure, fully equipped with essential utilities such as internal transportation, water supply and drainage, wastewater treatment, telecommunications, and support services, contributing to a sustainable and efficient operating environment for investors.

Technology Application and Innovation

- **Green technologies:** Investing in advanced technologies to minimize environmental impacts and enhance production efficiency.
- **Innovation:** Promoting research and development of new technological solutions to improve operational efficiency and environmental protection.

Social Responsibility and Community Development

- Ensuring safe and equitable working conditions as well as providing training and skill development programs for employees.
- Regularly holding community support and development programs in surrounding areas, contributing to improved local living standards and fostering harmonious, long-term relationships between businesses and the local community.

Sustainable Industrial Ecosystem

- Developing infrastructure with the objective of optimizing resource sharing and utilization among enterprises.
- Establishing policies and support mechanisms to encourage cooperation and resource and technology sharing among enterprises within the industrial park.
- Promoting industrial symbiosis to optimize resource use and enhance economic efficiency.



Transparent and Accountable Governance

- Providing clear and transparent information in response to stakeholders' reporting requirements.
- Ensuring transparent, accountable corporate governance and full compliance with applicable laws and regulations.

Education and Awareness Raising

- Organizing training programs and awareness-raising initiatives for employees on the importance of sustainable development.
- Strengthening communication on environmental protection measures and sustainable business practices.

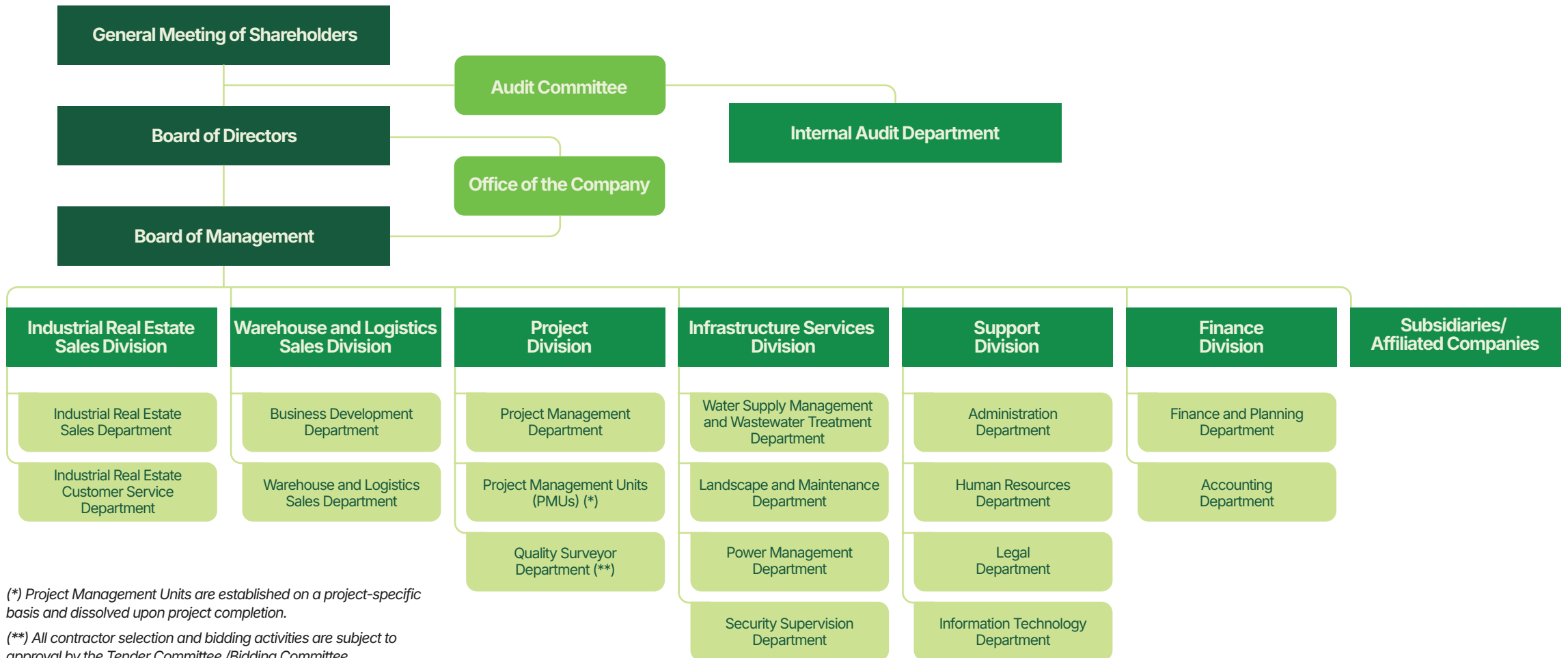
Measurement and Evaluation

- Establishing performance indicators to measure the effectiveness of sustainable development initiatives, with regular supervision and evaluation.
- Periodically reporting implementation results and continuously reviewing and improving measures to achieve sustainability goals.

Sustainability governance

Sustainability governance is a critical component that enables the Company not only to achieve its business objectives, but also to ensure alignment with social responsibility and environmental protection.

Sustainability Governance Structure





Thanh Thanh Cong Industrial Zone Joint Stock Company identifies sustainable development as a core strategic orientation embedded across all business operations. It serves as the foundation for enhancing competitiveness and creating long-term value for shareholders, customers, partners, employees, and the community.

Strategy Setting and Direction

The Company operates under a centralized governance model, with the Board of Directors responsible for setting strategy, overseeing implementation, and approving policies related to sustainable development.

Coordination

The Company's functional divisions are responsible for coordinating sustainability-related activities, ensuring the implementation of the sustainability roadmap across environmental, social, and governance dimensions in line with the approved strategic orientation.

Reporting and Supervising Mechanisms

Functional divisions are responsible for:

- Developing annual action plans aligned with sustainable development goals
- Periodically reporting performance results to the Board of Management, for integrating into the Company's overall operational reporting
- Providing and consolidating data inputs for the regular Sustainability Report disclosures under GRI Standards.
- In addition, the Audit Committee and the Internal Audit Department play a key role in overseeing compliance and information transparency related to ethics, environmental and social responsibilities, ESG-related risks.

Management

The Board of Management is responsible for executing and integrating sustainable development goals into functional areas, as guided by the Board of Directors and the Company's development strategy.

Implementation

Relevant departments are responsible for implementing the sustainability roadmap within their respective areas of expertise to achieve the defined objectives and performance targets. In particular, the Infrastructure Services Division is responsible for managing power systems, water supply – wastewater treatment, and landscape – maintenance. This division plays a central role in achieving objectives related to energy efficiency, emissions reduction, and environmental landscape management.

At present, the Company has not established a dedicated department specified in sustainability. However, sustainability-related responsibilities are clearly assigned across functional departments. The Company is currently considering the establishment of a Smart Eco-Industrial Park Transformation Committee to provide centralized coordination of sustainability initiatives, reporting, and performance indicators in line with international standards, and to accelerate the transition toward eco-industrial park model.

Stakeholder engagement

TTC IZ consistently values and prioritizes effective dialogue and close cooperation with its stakeholders, considering this engagement a fundamental pillar of the Company's sustainable development strategy. Through interaction channels tailored to each stakeholder group, we are committed to timely and transparent information disclosure and communication via multiple platforms. These efforts aim to enhance corporate credibility, strengthen trust, and establish a solid foundation for long-term collaboration, and the collective advancement of sustainable development goals in the industrial real estate sector – particularly during the transition toward the eco-industrial park model.

Key Stakeholder Groups and Engagement Mechanisms

Internal Stakeholders

Employees: The Company regularly conducts employee satisfaction surveys, organizes training programs for skills enhancement, and carries out performance evaluations to ensure a positive, transparent, and safe working environment. Through Grassroots Trade Union Congresses, internal communications, and corporate events, TTC IZ not only listens to employee feedback but also encourages active employee participation in shaping corporate culture. This approach strengthens engagement and fosters a shared commitment to the Company's sustainable development journey.

Shareholders: TTC IZ ensures transparency and timely disclosure of information through General Meetings of Shareholders, formal information disclosures, and multiple feedback channels (including in-person meetings, email, telephone, website, etc.)

On 9 November 2024, TTC IZ organized the event **"Business Strategy Orientation for the 2026 – 2030 Period"**, sharing its vision

and industrial real estate development plans with shareholders and employees. This event marked a significant milestone in enhancing the Company's competitiveness and reinforcing its market position.



Occupational safety and health awareness activities for employees



Business strategy orientation for the 2026 – 2030 period

External Stakeholders

Customers and Investors: The Company has established feedback mechanisms through hotline, email, and periodic surveys, while also organizing investment networking programs to share information, understand expectations, and build trust.



Dialogue and exchange session on local industrial park development with the Ministry of Economy and Finance of Cambodia

Suppliers: TTC IZ applies transparent and fair supplier selection standards through established internal regulations, alongside assessments of suppliers' capacity and their commitments

to product/service quality and environmental responsibility.

Local Communities: In 2024, TTC IZ contributed to community development through both financial and non-financial support by actively participating in practical social initiatives at local areas and other disadvantaged regions. Guided by the principle "For the Community, we grow". TTC IZ is committed to promoting economic growth that is balanced and harmonious with the interests of society.

State Agencies: TTC IZ affirms its role as a key driver of local economic development through contributions to the state budget, the creation of employment for more than 35,400 local and regional workers, and the attraction of stable investment capital. As a connector and facilitator of a favorable investment environment, TTC IZ also delivers positive value by advancing the transition toward the eco-industrial park model, aligned with national strategies aimed at achieving net-zero emissions.

Partnerships for Sustainable Development [GRI 308-1] All newly engaged suppliers are subject to environmental assessment criteria

100% of contractors are required to comply with applicable national technical regulations on environmental protection, ensuring occupational safety and environmental hygiene throughout project construction. TTC IZ only accepts projects within the industrial park that fall under industry sectors registered in the approved Environmental Impact Assessment report, and projects involving dyeing processes are accepted exclusively in designated textile and dyeing sub-zones.

Besides, to ensure effective construction project management and compliance with environmental requirements, TTC IZ establishes Project Management Units on a project-specific basis, which are dissolved upon project completion. All contractor selection and bidding activities must be approved by the Tender Committee or Bidding Committee in accordance with Contractor Selection Regulation No. 40/2022/QD-TGD. In addition to professional and financial capacity, contractors are evaluated on a "Pass/Fail" basis based on their compliance with environmental laws and regulations.



[GRI 205] Anti-Corruption

Business Philosophy

Thanh Thanh Cong Industrial Zone Joint Stock Company focuses on sustainable development and green transformation. TTC IZ undertakes to construct and operate industrial parks under a model that balances business operations with environmental protection. The Company consistently adopts a customer-centric approach, continuously improving and diversifying its services to meet customer needs. TTC IZ places strong emphasis on developing modern, safe, and sustainable infrastructure to enable enterprises to operate efficiently. At the same time, the Company is firmly committed to complying with business ethics principles and applicable laws and regulations, thereby contributing to local and national socio-economic growth.

Respect for People

TTC IZ values and respects the rights and interests of employees, customers, and stakeholders, ensuring a safe, fair, and non-discriminatory working environment.

Transparency and Integrity

TTC IZ is committed to conducting its business activities in a transparent, honest, and fair manner, ensuring the provision of accurate and complete information to shareholders, partners, customers, and investors.

Compliance

TTC IZ strictly complies with all legal regulations, as well as internal policies and procedures.

Innovation and Creativity

TTC IZ encourages innovation and creativity in all activities to enhance the quality of products and services and to meet the increasingly sophisticated demands of customers.

Social Responsibility

TTC IZ consistently balances the interests of the community and the environment with business performance by conducting sustainable business activities and fulfilling its responsibilities to society.

Sustainability pillars

Materiality Assessment

TTC IZ determines that the materiality assessment must be based on the level of interest and expectations of stakeholders, within the context of the interrelationship among economic, environmental, and social factors and the Company's operations. Selecting an appropriate methodology enables the Company to identify material areas that meet requirements for transparent, comprehensive, and focused disclosure, while also supporting the formulation of sustainability goals and strategies.

Material topics are those prioritized for inclusion in the Sustainability Report through the application of stakeholder inclusiveness and materiality principles. The materiality principle is assessed based on two key criteria, which are the significance of the Company's economic, environmental, and social impacts and the extent to which these impacts influence stakeholder assessments and decision.

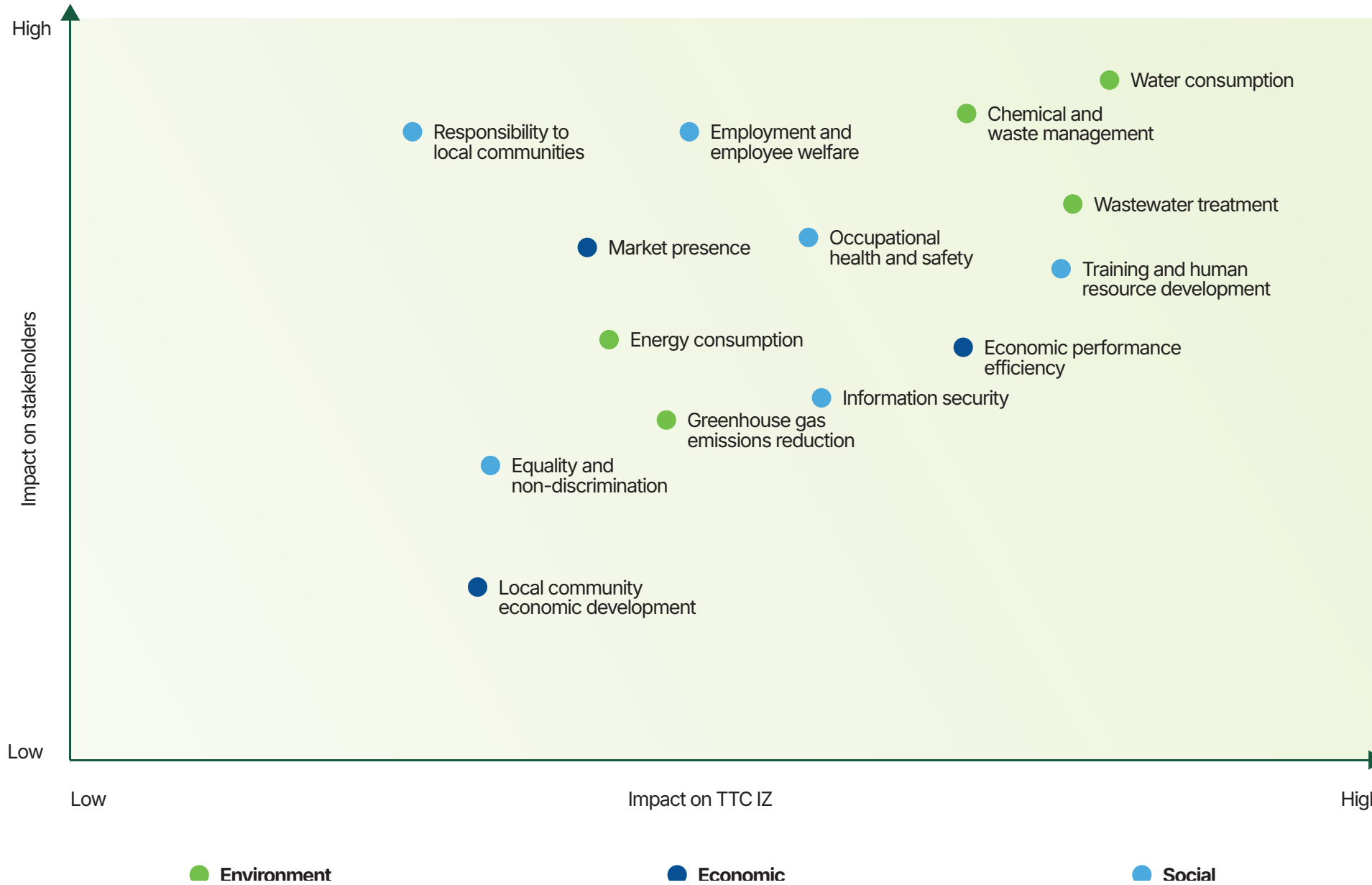


Process and methodology for Materiality Assessment following GRI Standards

1. Defining the operating context and value chain, including environmental, social, and economic aspects arising throughout the investment, development, and operation of industrial parks.
2. Identifying key stakeholders, including organizations and individuals that significantly influence the Company's operations or are directly or indirectly affected by its activities.
3. Engaging stakeholders through surveys, interviews, workshops, and multi-channel feedback mechanisms to gather input on issues of concern and those perceived to have significant impact.
4. Assessing actual and potential impacts of business activities on environmental and social aspects, as well as the extent to which each topic influences stakeholder decisions.
5. Prioritizing and selecting material topics based on impact significance and stakeholder concern and presenting them in priority order in the report.
6. Reviewing and updating material topics to ensure continued relevance in response to evolving business conditions, changing expectations from stakeholders, and the Company's long-term strategy.

List and matrix of Materiality topics

No.	Category	Aspect	Material topic	Description
1	Economic	Sustainable economic growth	Economic performance efficiency	Improving economic performance efficiency is essential to support the eco-industrial park model, enabling TTC IZ to create and share economic value with local communities, employees, and contribute to the State budget.
2		Local community economy	Local community economic development	Creating economic benefits for local communities is a core objective in TTC IZ's operations.
3	Environment	Energy	Energy consumption	Managing electricity and energy use helps reduce overall energy consumption in factories' activities within the industrial park.
4		Efficient water resource use	Water consumption	TTC IZ prioritizes sustainable water resource management through responsible extraction, allocation, and usage.
5			Wastewater treatment	Following wastewater treatment regulations and ensuring wastewater quality are key commitments in TTC IZ's sustainable industrial park development roadmap.
6		Emissions control, Net Zero 2050	Greenhouse gas emissions reduction	Installing rooftop solar systems helps reduce greenhouse gas emissions and protect the environment, while greenifying is implemented to maintain a green, clean, and well-managed industrial park.
7		Waste	Chemical and Waste management	Industrial chemical and waste management activities are conducted regularly in accordance with procedures to ensure compliance with technical standards after treatment.
8	Economic	People as the most valuable asset	Market presence	Market presence is reflected not only through products and services but also through contributions to the local economy, including job creation and stable income for employees.
9	Employment and employee welfare		Human resource management significantly supports job creation aligned with employee capabilities, while ensuring welfare policies and benefits.	
10	Occupational health and safety		TTC IZ is committed to maintaining a safe and healthy working environment as a fundamental employee right.	
11	Training and human resource development		Human resource development has always been a priority throughout the Company's formation and growth. TTC IZ actively promotes professional skill development and supports career growth based on individual competencies.	
12	Social		Equality and non-discrimination	Respect for human rights is a consistent and fundamental principle of every nation. In line with this objective, TTC IZ is committed to building a friendly working environment that serves as a "second home" for employees, grounded in a spirit of unity and mutual support.
13	Community value creation	Responsibility to local communities	Community support and charitable activities generate positive social impacts for local communities and society.	
14	Customer rights assurance	Information security	With a business philosophy that prioritizes customer interests, ensuring the confidentiality of client information is the key responsibility of TTC IZ as an industrial park developer.	



Creating Green Value and Building Lasting Trust through Four Sustainability Pillars

TTC IZ’s sustainable development strategy is built upon four strategic pillars: Environment – Community – People – Sustainable Economy. Each pillar represents a long-term priority area aligned with industry characteristics, corporate strategy, and global ESG trends. These pillars serve as the foundation for defining long-term objectives, establishing flexible operating mechanisms, and progressively transitioning toward an eco-industrial park model in the future.

Sustainability Pillar	Focus area	Commitment	Actions
Environment Environmental protection is one of the core pillars of sustainable development in the industrial real estate sector. This commitment not only reflects corporate responsibility but also serves as the foundation for long-term sustainability and future prosperity.	Efficient energy use	TTC IZ commits to minimizing environmental impacts throughout the entire lifecycle of the industrial park.	<ul style="list-style-type: none"> Implementing integrated infrastructure and upgrading lighting systems to improve energy efficiency.
	Renewable energy use	Gradually increasing the proportion of clean and renewable energy.	<ul style="list-style-type: none"> Integrating rooftop solar power systems at warehouses, water plants, and other facilities within the industrial park.
	Water and waste resource management	Conserving natural resources and controlling pollution.	<ul style="list-style-type: none"> Establishing wastewater collection and reuse systems after treatment; implementing waste segregation and reduction at source.
	Emissions reduction	Moving toward carbon neutrality in line with the national net-zero strategy.	<ul style="list-style-type: none"> Calculating, monitoring, and controlling indirect greenhouse gas emissions (Scope 1 and 2).
People People are the most valuable asset of TTC IZ.	Occupational health and safety	Ensuring a safe, healthy, and fair working environment.	<ul style="list-style-type: none"> Regular occupational safety training; comprehensive insurance coverage; periodic health check-ups.
	Gender equality and workforce diversity	Promoting a non-discriminatory working environment and equal opportunities for all employees.	<ul style="list-style-type: none"> Increasing female representation in management positions; implementing anti-discrimination policies.
	Human resource development	Investing in people to support long-term business growth.	<ul style="list-style-type: none"> Organizing skills training programs; promoting corporate culture; establishing sustainable career paths.

	Trụ cột Phát triển Bền vững	Lĩnh vực	Cam kết	Hành động cụ thể
Community	For the community, we grow	Partnering with investors in industrial parks	TTC IZ places investors at the center of its development strategy, based on long-term and sustainable partnership.	<ul style="list-style-type: none"> Supporting legal procedures in investment, providing integrated infrastructure, and after-sales services. Accompanying investors throughout the transition toward sustainable development.
		Promoting the mission of growing for the community	Engaging with local authorities and communities to create shared value and enhance local development.	<ul style="list-style-type: none"> Prioritizing the recruitment of local workers. Developing residential areas and providing utility services for the workforce in Thanh Thanh Cong Industrial Park. Sponsoring and organizing regular charitable activities and constructing projects to improve local living standards, with a focus on community engagement and shared benefits.
Sustainable economy	Sustainable economic development has become a key factor in shaping growth in many sectors, including industrial real estate. It is not merely a trend, but an essential requirement to ensure long-term and resilient development. The core of a sustainable economy lies in creating long-term value through sustainable investment and development strategies.	New projects development toward sustainable industrial models	Integrating sustainability factors from the planning and design stages.	<ul style="list-style-type: none"> Transitioning toward eco-industrial parks; developing green logistics; and strengthening the application of technology to better serve customers.
		Transparency, compliance, and effective governance	Implementing transparent and accountable corporate governance to protect stakeholder interests.	<ul style="list-style-type: none"> Enhancing internal control and oversight mechanisms; conducting independent audits; participating in credit rating assessments by reputable organizations to strengthen transparency and governance accountability; and applying governance practices aligned with international standards to improve competitiveness and stakeholder trust.
		Operational efficiency	Optimizing overall operational and management efficiency across product and service development, investment, and cost control with the aim of enhancing long-term value for both the Company and stakeholders.	<ul style="list-style-type: none"> Updating and developing new products and services to meet customer needs. Controlling investment and operating costs. Conducting ESG risk assessments throughout industrial park investment and operations.

People – The Central Driver of the Sustainable Development Strategy

During the transition toward an eco-industrial park model and the implementation of sustainable development strategy, TTC IZ identifies people as the central element and the core driver of long-term value creation for both the Company and society. Enhancing awareness, skills, responsibility, and active participation of individuals and organizations not only accelerate the transformation process but also ensures inclusiveness and fairness across the entire sustainable development value chain.

TTC IZ prioritizes investment in human capacity building through education on climate change, responsible consumption, and gender equality, while placing strong emphasis on the development of green skills aligned with the requirements of the circular economy & renewable energy transition. The Company encourages shifts in mindset, behavior toward environmentally friendly lifestyles, efficient resource use, and responsible consumption.

Every employee, resident, and enterprise within and around the industrial park is regarded as an agent of positive change – from daily actions such as saving electricity & water, sorting waste, to actively participating in environmental and community activities. Simultaneously, TTC IZ promotes all enterprises operating within the industrial park to adopt sustainable business models, transparent supply chains, and

responsible contributions to society.

Innovation is identified as a key motivation for comprehensive sustainable development. TTC IZ focuses on applying digital technologies as well as supporting initiatives and projects that deliver solutions to environmental and community challenges within the industrial park.

Ultimately, TTC IZ is committed to strengthening multi-stakeholder collaboration, building sustainable communities, and ensuring that all development policies place people at the center – leaving no one behind. Safeguarding social welfare, health, gender equality, and equitable access to essential resources such as clean water, energy, education, employment, etc. forms the foundation for sustainable industrial development that contributes to the shared prosperity of communities and the nation.



TTC IZ brought clean water to communities affected by salinity intrusion and drought in Long An Province.



One of the initiatives to enhance the skills and capabilities of TTC IZ employees.



CHAPTER 3

MATERIAL TOPICS

1. Sustainable Economic Growth
2. Local Community Economic Development
3. Efficient energy consumption
4. Efficient water resource use
5. Emissions Management and the Net Zero 2050 Roadmap
6. Waste management
7. People are the Most Valuable Asset
8. Creating community value
9. Safeguarding customer rights

Sustainable economic growth

[GRI 201-1]

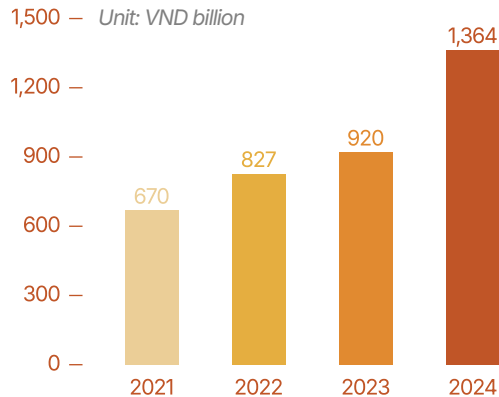
Direct economic value generated and distributed

With the objective of developing an eco-industrial park model, economic performance efficiency plays a critical role in enabling TTC IZ to achieve its strategic goals. This includes the generation and distribution of economic value to local communities, employees, and contributions to the State budget.

TTC IZ is committed to creating long-term value for stakeholders by focusing on improving business efficiency, ensuring sustainable economic benefits, and making positive contributions to the community. The Company's operations are not solely aimed at profit maximization, but also emphasize sustainable development, environmental protection, and social well-being. TTC IZ takes pride in nurturing a safe and supportive workplace, fostering talents, and contributing to shared prosperity for our partners and communities.

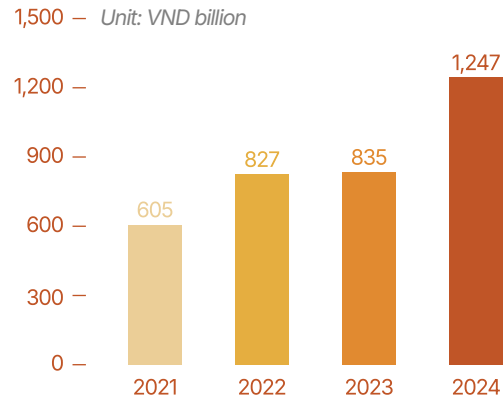
The integrated utility and support services provided by TTC IZ generate significant shared value for investors. Beyond leasing industrial land and warehouses, TTC IZ delivers comprehensive utilities services, including power and clean water supply, standard-compliant wastewater treatment, legal support, and infrastructure maintenance throughout the project lifecycle. With integrated and well-developed technical infrastructure, a green, clean, and well-managed environment, and flexible support mechanisms, investors are able to reduce initial capital expenditure, mitigate operational risks, and significantly shorten project implementation timelines. These advantages help enterprises accelerate capital recovery, stabilize production, and gradually expand operational scale. By providing high-quality products and services, TTC IZ acts not only as an industrial park developer but also as a long-term partner, sharing value and providing a solid foundation for the sustainable growth of its investors.

Economic value generated



Economic value generated reflects total revenue created by TTC IZ during the reporting period, including revenue from sales and services provision, and financial income.

Economic value distributed



Economic value distributed represents resources allocated by TTC IZ to stakeholders through costs such as cost of goods sold, selling expenses, general and administrative expenses, and financial expenses.

Traffic safety propaganda



TTC IZ organizes traffic law propaganda activities to improve employee awareness and promote a safe and civilized workplace

Fire prevention and rescue training



These programs are conducted annually to ensure maximum safety for people and assets, supporting stable and uninterrupted business operations.



20

construction contractors engaged in industrial park infrastructure and facility development.

In its role in industrial park management and operations, TTC IZ has shared direct economic value with infrastructure contractors, and indirect economic value through the construction of facilities for secondary investors within the industrial park.

[GRI 201-2] Sustainability-Related Risk Management

In 2024, the global economy continued to face complex and growing uncertainties. Escalating geopolitical tensions, conflicts in multiple regions, together with food and energy crises, posed serious threats to global security. Besides, supply chain disruptions, rising trade protectionism, and prolonged inflationary pressures in many countries continue to affect the global business environment. In parallel, the green transition trend, along with increasingly stringent requirements on emissions, traceability, and ESG standards, has placed urgent demands on enterprises to restructure their development strategies – particularly in countries attracting foreign direct investment such as Viet Nam.



Against this backdrop, TTC IZ has continued to affirm its role as a pioneering industrial zone developer in Tay Ninh Province, while expanding its presence across the Southern region with sustainable development as a foundational orientation. Since 2023, the Company has implemented the “Creating Green Value” strategy, marked by the publication of its first Sustainability Report and a strategic direction toward transitioning into a smart eco-industrial park model. This transformation has been progressively realized through concrete initiatives, including the adoption of green industrial park model, the use of renewable energy, production optimization, promotion of industrial symbiosis within the industrial park, and the on-going development of green infrastructure.



While implementing its sustainable development strategy, TTC IZ identifies risk management as a core foundation of sustainable development in industrial real estate operations. Beyond ensuring internal compliance, it plays a critical role in strengthening the Company’s ability to adapt to increasingly complex market, environmental, and social changes. Accordingly, the establishment and implementation of a risk management system are regarded as essential to enhance adaptability, ensure operational safety, maintain corporate reputation, and strengthen competitiveness.

Since 2024, the Company has begun building a risk management system in line with good practices. Strong commitment and consistent direction from the Standing Vice Chairman, together with organization-wide engagement across all levels, have been key success factors in the initial phase of implementation of the risk management program. The risk management structure is designed based on Three Lines Model in governance structure integrated into the organizational chart: The first line comprises

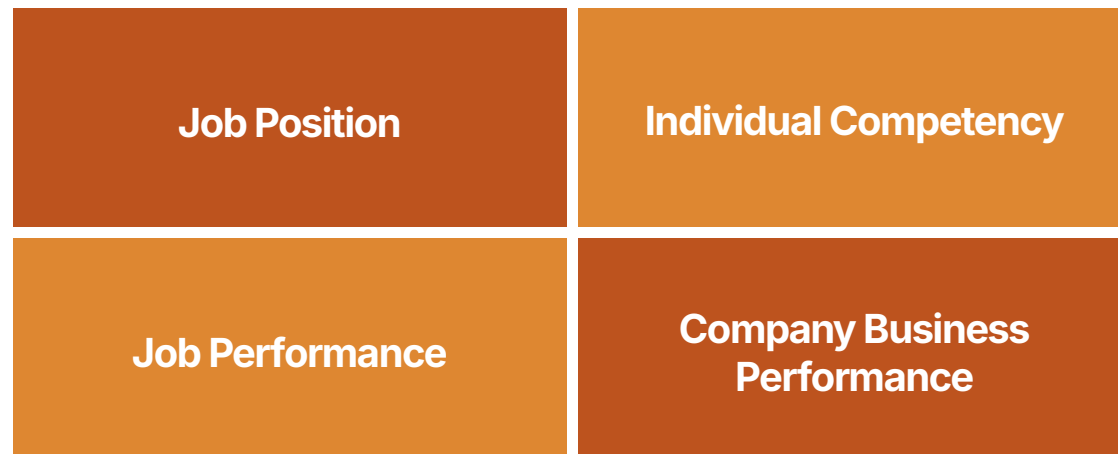
risk owners (including Deputy CEO, functional divisions, and departments); the second line comprises risk management departments; the third line comprises independent assurance and assessment functions. Given current resource constraints, the initial phase of risk management implementation has been integrated into the third line, under the guidance and coordination of the Audit Committee.

The implementation of risk management is being carried out in phases, beginning with enhancing risk awareness and management capacity at all levels, alongside the design of appropriate policies, procedures, and control tools. This approach provides a foundation for functional units to proactively identify, assess, and respond to risks at the first line. In the coming years, the Company aims to gradually strengthen and complete an integrated risk management framework aligned with internal governance systems and its sustainable development orientation.

In 2024, no environmental incidents were recorded at Thanh Thanh Cong Industrial Park. This result was achieved through the implementation of an environmental incident preparedness and response plan (Code: CTMT/QT-04/M01), developed in accordance with the Environmental Incident Preparedness and Response Procedure (Code: CTMT/QT-04) and Decision No. VB 86/2020/QĐ-TGD issued by TTC IZ. The plan emphasizes regular monitoring and measurement procedures, maintenance procedures of machinery and equipment, and quality control guidelines for the water supply plant and wastewater treatment plant. As a result, Thanh Thanh Cong Industrial Park has maintained environmental safety and upheld its reputation within Tay Ninh Province.

[GRI 201-3] Compensation and Benefit policy for employees

TTC IZ is committed to implementing a fair, transparent, and competitive compensation and rewards policy to attract and retain talent. The Company recognizes that people are the most valuable assets. Salary and bonus policies are developed on the principles of fairness and transparency, and apply consistently to all employees, from staff level to senior management, in accordance with the Company's Salary and Bonus Regulations. Employee income is determined based on a balanced assessment of the following four factors:



Recognition of outstanding employees in 2024



Tet gifts for employees in difficult circumstances

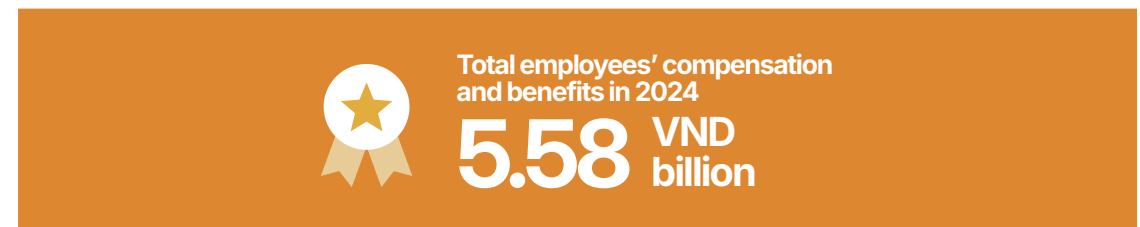
[GRI 202-1] Ratio of Entry-Level Wage by Gender Compared to Local Minimum Wage

The Company's average income level has consistently remained higher than the regional minimum wage:



In 2024, despite ongoing economic challenges affecting business operations, TTC IZ maintained stable growth and continued to extend its brand with new projects thanks to the efforts of the Board of Management, employees, and the trust and support of customers. In recognition of these achievements, the Company not only maintained income levels well above statutory requirements but also progressively improved its compensation policies, contributing to better living standards and long-term employee engagement.

The Company's business achievements are the result of the continuous dedication of all employees. The Board of Management consistently values and recognizes these contributions through reward and recognition policies as a meaningful way to motivate and express appreciation to individuals who have contributed to the Company's overall success. The Company believes that timely recognition and encouragement not only enhance employee motivation but also foster a cohesive and sustainable working environment.



Employee Benefits and Welfare

TTC IZ places strong emphasis on the material, physical, and mental well-being of its employees. In addition to applying fair and competitive compensation policies, the Company ensures the full provision of employee benefits in accordance with the Collective Labor Agreement. This comprehensive approach enhances the quality of the working environment and encourages employee engagement and development.

Health Care

- Periodic health check-ups
- Health insurance
- 24/7 accident insurance
- Health care insurance
- Life insurance for Senior Managers

Benefits

- Gifts for**
- Birthday and Wedding
 - Internal lecturers on Vietnam Teachers' Day (20 November)
 - International Children's Day (1 June)
 - Mid-Autumn Festival
 - Vietnamese Lunar New Year and Lucky money
 - Support for illness and other special occasions
 - Periodic company trips and team-building activities

Benefits for Female Employees

- Gifts on International Women's Day (8 March)
- Gifts on Vietnamese Women's Day (20 October)
- Maternity gifts

Support and Rewards

- Transportation allowance
- Mobile phone allowance
- Lunch allowance
- 13th-month salary
- Year-end performance bonuses
- Seniority bonuses

[GRI 202-2] Proportion of Senior Management Recruited from the Local Community: 17%



Annual activities fostering engagement between the Board of Management and employees at TTC IZ

Local community economic development

[GRI 203] Indirect Economic Impacts

Infrastructure Investment

Infrastructure of Thanh Thanh Cong Industrial Park, with its integrated internal road network, not only serves tenants within the industrial park but also plays an important role in enhancing connectivity across Tay Ninh Province and surrounding regions, which facilitates trade, logistics, and regional economic development.



Handover of Resettlement Residential Area to Local Authorities

On 9 April 2024, in Trang Bang Town, Tay Ninh Province, Thanh Thanh Cong Industrial Zone Joint Stock Company (TTC IZ) organized the handover ceremony of the resettlement site under the Thanh Thanh Cong Residential – Resettlement Project to the local People’s Committee.

The resettlement area covers **3306 hectares** out of the total **75.44 hectares** of the Residential and Resettlement Project, comprising **1,425 land plots** with completed infrastructure. The remaining **42,38 hectares** will be developed by TTC IZ as the Thanh Thanh Cong Residential Area in the coming period. The Residential – Resettlement Project forms part of the overall 1.020-hectare master plan of Thanh Thanh Cong Industrial Park.

This handover demonstrates TTC IZ’s commitment to social welfare with the aim of providing stable housing for residents, experts, and workers employed within the industrial park, thereby contributing to local economic development.



Handover ceremony of the resettlement site under the Thanh Thanh Cong Residential – Resettlement Project

Investment Incentives and Response to the Global Tax for Enterprises

Standard Enterprises

Preferential corporate income tax rate of 17% for 10 years from the first year of taxable income



High-Tech Enterprises

Preferential corporate income tax rate of 10% for 15 years from the first year of taxable income



As many countries, including Viet Nam, prepare to implement the Global Minimum Corporate Income Tax initiated by the Organization for Economic Co-operation and Development (OECD).

This tax rate will be effective from 1 January 2024, traditional tax incentives in the form of corporate income tax exemptions and reductions may gradually lose effectiveness for multinational corporations. This presents challenges in maintaining the attractiveness of industrial parks for investment.

In response, TTC IZ has proactively researched and proposed complementary solutions to maintain investor competitiveness, including:

- Enhancing non-financial incentives, such as legal support, workforce recruitment assistance, and environmental and social consulting services.
- Developing high-quality infrastructure, including renewable energy systems, standard-compliant wastewater treatment, and smart operational services that meet the ESG requirements of global corporations.
- Accompanying enterprises in the post-investment phase to reduce operating costs, improve production efficiency, and promote industrial symbiosis.
- Coordinating with State agencies to support investors in implementing the global minimum tax in a manner that balances national interests and investor benefits.

Through these initiatives, TTC IZ not only creates a favorable and sustainable investment environment but also supports investors in stabilizing long-term strategies amid the evolving global tax framework.

[GRI 201-1] [GRI 203-1] Community Contributions



Jobs created

35,400+

Direct and indirect employees in Thanh Thanh Cong Industrial Park

Community Support Projects

Creating a playground for local residents during major holidays and festive occasions.



At Thanh Thanh Cong Industrial Park, a “giant” Christmas tree over 20 meters high, decorated with more than 3,000 LED lights, was officially lit on the evening of 20 December. The structure features a solid steel frame with decorative installations such as light pathways, snowman, and Christmas crib. This marked the third consecutive year that Thanh Thanh Cong Industrial Park has organized a Christmas event, with this year’s tree being the largest and most elaborate to date, creating a recreational space for employees and the local. The tree is illuminated nightly until the New Year of 2025, serving visitor needs while ensuring safety and public order.

[GRI 204] Proportion of Spending on Local Suppliers

21.1 VND billion

Total procurement transactions with domestic suppliers

5.1 VND billion

Procurement transactions in Tay Ninh Province

17 VND billion

Procurement transactions with neighboring provinces

[GRI 207] Tax – 2024

Commitment to Tax Compliance

TTC IZ fully recognizes its responsibility and is committed to fulfilling all tax obligations throughout its operations. The Company strictly complies with applicable laws and state regulations, including tax legislation, and ensures timely and accurate tax reporting and payment.

On the afternoon of 31 December, at the 2024 fiscal year-end meeting organized by the People’s Committee of Tay Ninh Province, TTC IZ was awarded a certificate of merit in recognition of its positive contributions to the State budget and socio-economic development of the province and the country. The ceremony was attended by provincial leaders, representatives of state agencies, banks, and local enterprises.



TTC IZ fulfilling tax payment obligations in accordance with regulations in 2024

Tax Risk Management and Compliance Mechanisms

Understanding the importance of tax risk management, the Company’s accounting team has implemented measures to effectively control tax compliance risks and fulfill its responsibilities to society under the direction of the Board of Management. Key activities include, but are not limited to:

- Verifying purchase invoices and supporting documents in compliance with regulations.
- Reviewing revenue recognition and issuing sales invoices accurately and on a timely basis.
- Ensuring accurate tax calculation and declaration, including tax finalization, to prevent risks related to tax arrears and late payment penalties.
- Organizing regular training and knowledge update programs to enhance tax-related expertise and skills of personnel responsible for tax matters at TTC IZ.

Efficient energy consumption

[GRI 302]

Energy

TTC IZ utilizes energy sources in the operation of Thanh Thanh Cong Industrial Park, including:

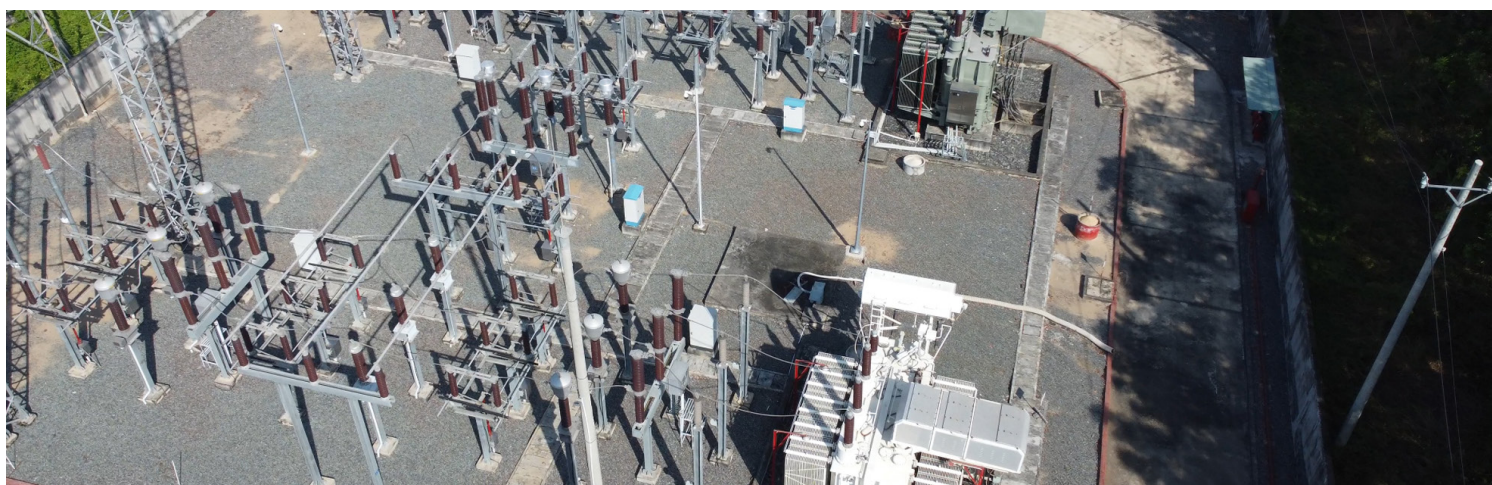
- Electricity consumption for the operation of water supply plants, wastewater treatment plants, surface water pumping stations, and office buildings.
- Gasoline and diesel fuel consumption for operating machines, supporting equipment, cars, and other motor vehicles.

In **2024**, total gasoline and diesel consumption reached **86,056 liters**, an increase from **77,394 liters** in **2023**. This increase was primarily driven by higher fuel demand for specialized equipment and vehicles used in infrastructure maintenance, landscape management, and Company official vehicles. Despite the increase in fuel consumption, this reflects the expanded scale of operations and a proactive approach to infrastructure maintenance, ensuring ecological working conditions within the industrial park. Simultaneously, the Company continues to improve vehicle and equipment efficiency through centralized management, regular maintenance, and optimized usage schedule. TTC IZ is also exploring environmentally friendly alternatives, with a view toward adopting fuel-efficient and lower-emission vehicles in the future.

Total electricity consumption in **2024** amounted to **6,092 MWh**, an increase from **4,493 MWh** in **2023**. This increase was mainly attributed to higher electricity usage at water supply and wastewater treatment plants to meet the growing demand from secondary investors in the industrial park. Notably, electricity consumption at the Company's office building declined by 11% year-on-year, demonstrating enhanced internal energy management and improved efficiency in office operations.

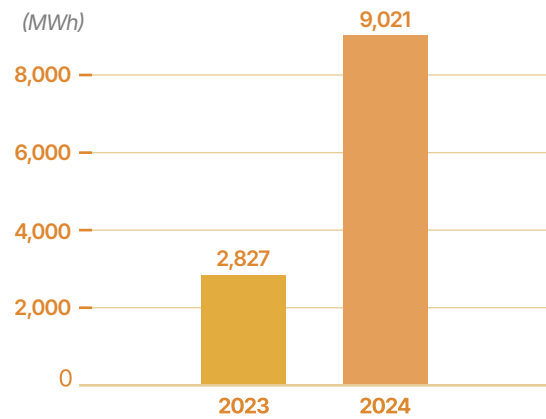
Electricity Consumption	Units	2023	2024
Company office building	MWh	292	260
Surface water pumping station, capacity of 49,000 m ³ /day	MWh	845	1,467
Water supply plant, capacity of 20,000 m ³ /day	MWh	1,554	2,038
Centralized wastewater treatment plant for multi-industry zone, capacity of 4,000 m ³ /day	MWh	542	563
Centralized wastewater treatment plant for textile and dyeing zone, capacity of 12,000 m ³ /day	MWh	1,259	1,764
Total	MWh	4,493	6,092

	Units	2023	2024
Energy			
EVN electricity consumption	MWh	4,396	5,896
Solar power consumption	MWh	97	196
Total electricity consumption	MWh	4,493	6,092
Total energy consumption	MJ	16,174,800	21,931,200
Solar power share	%	2.17	3.21
Energy Intensity			
Net revenue	VND billion	887	1,327
Energy intensity (Total electricity consumption per Net revenue)	MWh per VND billion	5.06	4.59
Reduction compared to 2023	%		-9.3

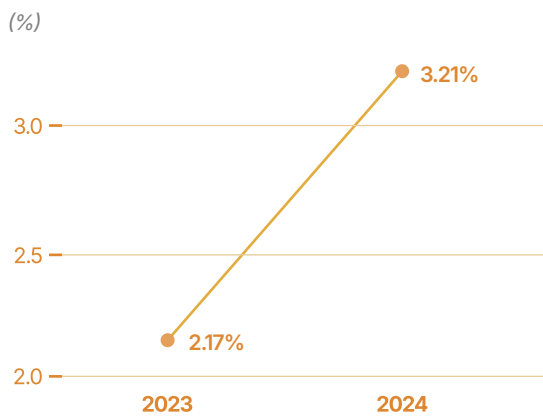


Rooftop Solar Power System

Solar Power Generation from Rooftop Systems at TTC IZ



Share of Solar Power in Total Self-Consumed Electricity at TTC IZ



The increase in solar power generation results from the Company's expansion of rooftop solar systems at warehouses and managed facilities, contributing to a higher proportion of renewable energy use in business and production activities. Accelerating the use of solar energy plays an important role in the Company's greenhouse gas emissions reduction roadmap, long-term energy cost optimization, improved resource efficiency, and the fulfillment of its carbon neutrality commitment in line with the transition toward an eco-industrial park model.



[GRI 302-4] Reduction of Energy Consumption

Air Conditioning Systems

Technical Solutions

Using inverter air conditioners

Replacing conventional air conditioning units with inverter-based systems that allow flexible capacity adjustment, delivering 30–50% energy savings compared to traditional units.

Scheduling the air conditioner maintenance and cleaning regularly

Cleaning indoor and outdoor units every 3–6 months to ensure optimal performance, reduce electricity consumption, and extend equipment lifespan.

Installing smart sensors and automated control systems

Motion sensors enable automatic shutdown when areas are unoccupied or adjust temperature settings in real time.

Improving building insulation

Applying heat-insulating films for glass, insulated ceilings and walls, or using sunshades to reduce indoor heat gain.

Operational and Behavioral Measures

Setting appropriate temperature levels (25–27°C)

According to the Ministry of Industry and Trade, each one-degree reduction in temperature may increase electricity consumption by 5–10%.

Turning off air conditioners when not in use

Reinforcing employee awareness and using timers or automated systems to shut down units outside working hours.

Optimizing workspace layout

Concentrating air conditioning in occupied areas to avoid cooling unnecessary spaces.

Combining air conditioners with fans and office greenery

Improving air circulation and thermal comfort without lowering air conditioner temperature settings.



Lighting Systems

Technical Solutions

Use of energy-efficient LED lighting

Replacing fluorescent, compact, and incandescent lights with high-efficiency LED lights featuring longer lifespan and 50–70% lower electricity consumption compared to traditional lighting.

Installing light and motion sensors

Sensors automatically switch lights on/off based on natural light levels or occupancy, reducing unnecessary electricity use.

Developing optimized lighting design by functional areas

Adjusting lighting density and layout to ensure sufficient illumination. Localized lighting solutions are applied for workplaces, warehouses, and corridors instead of lighting entire spaces.

Scheduling regular lighting maintenance and cleaning

Periodic cleaning of light covers and diffusers, and replacement of light bulbs with reduced luminous output to maintain lighting efficiency and energy savings.

Operational and Behavioral Measures

Utilizing natural light

Designing open spaces, using daylighting glass and adjustable blinds to reduce the need for artificial lighting during daytime.

Switching off lights when not in use

Encouraging employees to turn off lights when leaving rooms, corridors, or restrooms, supported by reminder signage in common areas.

Applying time-based lighting zoning

Setting lighting schedules based on actual operating hours of each area to minimize unnecessary lighting.

Awareness raising and employee training

Organizing internal communication activities on energy-saving lighting and promoting campaigns such as “Turn off the lights – raise awareness.”

Water Supply and Wastewater Treatment Systems

Technical and Technological Solutions

- **Installing variable speed/frequency drives (VSD/VFD)** for pumps and blowers to adjust operating speed based on actual demand, achieving 20–50% energy savings.
- **Establishing load diagrams and automated control systems** based on hourly, daily, and weekly flow variations.
- Replacing outdated motors with **higher-efficiency models**.
- Selecting **high-efficiency pumps** matched to operating points to avoid overloading or underloading that leads to energy waste.
- Using blowers with variable speed drives or upgrading from roots blowers to turbo blowers.
- Applying automatic DO (dissolved oxygen) control systems to optimize aeration.
- Deploying electronic meters and advanced monitoring technologies to control pollutant concentrations in influent and effluent, enabling optimized chemical dosing, equipment capacity adjustment, and operating cost efficiency.

Operational and Behavioral Measures

- Installing SCADA systems to monitor electricity consumption of equipment clusters in real time.
- Using data analysis to detect abnormal energy consumption.
- Operating water pumps or blowers during off-peak electricity hours (where time-based tariffs apply).
- Reducing operations during low-demand periods (nighttime, holidays).
- Conducting regular inspection and maintenance in accordance with technical requirements to ensure equipment efficiency and reduce repair costs due to breakdowns.

Renewable Energy Solutions

- Facilities with large rooftop areas (pumping stations, treatment tanks, functional buildings, etc.) are utilized for rooftop solar power installation, reducing daytime load on the electricity system.

Training and Awareness Enhancement

- Strengthening the ability to identify energy loss points.
- Applying efficient operational practices, such as proper start-up and shutdown procedures and avoiding underloaded operation.



Efficient water resource use

[GRI 303]

Water and Effluents

Water is a critical resource for both daily living and production activities. TTC IZ sets a clear objective to manage water resources in a sustainable manner through responsible abstraction, allocation, and management practices.

At Thanh Thanh Cong Industrial Park, surface water is abstracted from Trang Bang Canal (also known as Vam Trang Canal), located in the southern part of Tay Ninh Province. The canal originates upstream from Truong Chua Canal and flows downstream into the Vam Co Dong River. TTC IZ's water abstraction, use, and management system is modern and optimized, ensuring a stable water supply that consistently meets domestic water quality standards in accordance with current regulations of the Ministry of Health.

With the objective of efficient and sustainable water management, the water supply plant of Thanh Thanh Cong Industrial Park is equipped with modern facilities, large-capacity systems, high-quality transmission pipelines, and an extensive distribution network. This integrated water abstraction, treatment, and supply system provides water for domestic use (for employees and enterprises), industrial production, and fire protection 24 hours a day.

In addition, TTC IZ is committed to meeting all water quality requirements for projects within the industrial park through regular inspection, monitoring, and periodic sampling in compliance with legal requirements. Water abstraction and supply projects are subject to community consultation processes to ensure transparency and fairness toward local communities. These practices provide assurance to investors regarding the reliability

and safety of water supply at Thanh Thanh Cong Industrial Park.

Through strict compliance with legal requirements during both project construction and operation, and by implementing measures to minimize environmental impacts at abstraction and usage points, TTC IZ has effectively managed water resources in alignment with the national objective of "Ensuring Sustainable Water Resources."

In addition to its objective of sustainable water resource management, wastewater treatment at Thanh Thanh Cong Industrial Park is a key operational focus of the Company. This process applies appropriate methods, technologies, and technical solutions to treat wastewater generated from production and domestic activities of projects within the industrial park, with the aim of removing or reducing pollutants before discharge into receiving water bodies.



Currently, Thanh Thanh Cong Industrial Park operates three wastewater treatment plants (WWTPs):

- **Centralized wastewater treatment plant – multi-industry zone – K2** Design capacity of 4,000 m³/day, comprising two treatment units of 2,000 m³/day each.
- **Centralized wastewater treatment plant – textile and dyeing zone –K5-1:** Design capacity of 12,000 m³/day, comprising two treatment units of 6,000 m³/day each.
- **Centralized wastewater treatment plant – textile and dyeing zone –K7-1:** Design capacity of 15,000 m³/day, comprising two biological treatment lines, each with a capacity of 7,500 m³/day.

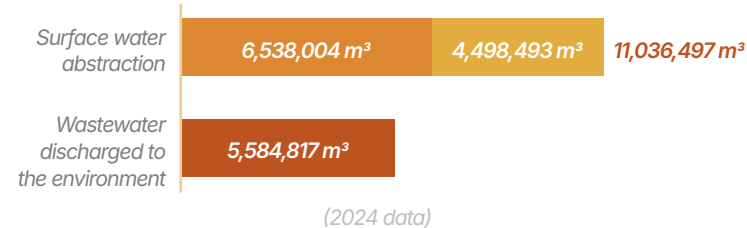
Three automatic and continuous monitoring systems have been installed for the three WWTPs to control effluent quality before discharge into Ke Canal, which then flows into the Vam Co Dong River. Monitoring parameters include inflow and outflow rate, temperature, pH, color, total suspended solids (TSS), ammonium (N-NH₄⁺), and chemical oxygen demand (COD).

Effluent quality is assessed in accordance with the following national technical regulations:

- QCVN 40:2011/BTNMT – National Technical Regulation on Industrial Wastewater
- QCVN 13-MT:2015/BTNMT – National Technical Regulation on Textile and Dyeing Wastewater (Column A, with coefficients K_q = 0.9 and K_f = 0.9)

The wastewater treatment plants are designed using advanced and modern technologies that optimize operating costs while maintaining high aesthetic standards, contributing to a clean, safe, and environmentally sound ecosystem within Thanh Thanh Cong Industrial Park.

Environmental incident prevention and response is always a top priority for TTC IZ and is carried out in full compliance with applicable laws and regulations. The Company develops Environmental Incident Prevention and Response Plans and submits them to competent authorities in accordance with legal requirements. These plans aim to minimize the risk of environmental incidents to the lowest possible level, while clearly defining procedures and measures to ensure timely and effective responses, thereby mitigating potential impacts. This approach supports the protection of human health and the environment and helps limit adverse effects on the natural ecosystem.



- Water supplied from the water treatment plant
- Water supplied directly to customers
- Lượng nước thải ra môi trường

Effective Wastewater Management and Prevention of Unauthorized Discharge. To ensure efficient water resource use and strict control of wastewater sources, TTC IZ implements comprehensive measures of managing, monitoring, and preventing unauthorized wastewater discharge by secondary enterprises in the industrial park, including:

- **Secondary enterprises** are required to collect and treat both industrial and domestic wastewater in compliance with the influent quality standards of the centralized wastewater treatment plant. Connection points are clearly defined through technical drawings and supervised during actual connection works.
- **Prior to official commissioning**, wastewater treatment systems of secondary enterprises must undergo trial operation to verify technical and environmental parameters in accordance with design requirements. Trial operation plans must be notified to competent authorities and facility owners for monitoring and inspection.
- **During official operation**, secondary enterprises are required to treat wastewater to meet the industrial park's acceptance standards before discharging into the wastewater collection system.
- **The industrial park management conducts routine and unscheduled inspections** of wastewater quality from secondary enterprises. When abnormal influent quality is detected, wastewater samples are collected at connection manholes for analysis, serving as a basis for timely corrective actions to prevent environmental pollution.
- **TTC IZ monitors the relationship between water consumption and wastewater discharge volumes** of secondary enterprises to promptly detect abnormalities that may indicate unauthorized or non-compliant discharge.
- **The wastewater collection system is built to high technical standards** and is regularly inspected, maintained, and upgraded according to plan to ensure stable and efficient operation throughout the industrial park.



100%

of wastewater generated from production and business activities within the industrial park is treated to meet the regulatory standards before being discharged into receiving water bodies.

Wastewater Treatment Technologies and Processes

The wastewater treatment plants are designed with advanced, modern technologies to effectively treat wastewater and accommodate fluctuations in influent characteristics.

Multi-industry Wastewater Treatment Plant (K2)

Design capacity

4,000 m³ day

Treatment process

**Mechanical treatment;
Biological treatment using
SBR technology (4 modules);
Physicochemical treatment;
and Disinfection.**

- **SBR biological treatment technology** is a widely used, advanced aerobic biological process. Wastewater is treated in a single tank through sequential phases operated in time cycles, including filling - biological reaction - settling - treated water discharge - sludge withdrawal. This technology offers high treatment efficiency, space savings, flexible operation, suitability for variable organic loads, and minimal odor generation.
- **Physicochemical treatment** is a critical step in industrial wastewater treatment, particularly for wastewater containing non-biodegradable substances, heavy metals, suspended solids, oil and grease, or color. All chemicals used have clear origins, are properly packaged and labeled in accordance with regulations, and are accompanied by Material Safety Data Sheets (MSDS).
- **Disinfection** is the final stage before discharge, aimed at eliminating or inactivating pathogenic microorganisms (bacteria, viruses, parasites) remaining after previous treatment steps, ensuring environmental safety at the receiving source.

Textile and Dyeing Wastewater Treatment Plants (K5-1 and K7-1)

Design capacities

12,000 m³ day

15,000 m³ day

Treatment process

**Mechanical treatment;
Primary physicochemical
treatment; Anoxic-Aerotank
biological treatment;
Secondary physicochemical
treatment; and Disinfection.**

- **Anoxic-Aerotank technology** is one of the most advanced and commonly applied biological treatment processes, particularly suitable for wastewater with high nitrogen and ammonia concentrations. It provides stable treatment performance, continuous operation, adaptability to variable loads, and low odor generation.
- **Secondary physicochemical treatment** is an essential stage, especially for industrial wastewater containing pollutants that cannot be fully removed by biological processes. This step features rapid reaction rates, does not require long retention times, and allows flexible operation based on wastewater characteristics.

Wastewater Environmental Impact Assessment

Thanh Thanh Cong Industrial Zone (TTC IZ) has completed the Environmental Impact Assessment (EIA) report for the "Thanh Thanh Cong Industrial Zone Investment Project" to evaluate the impacts of wastewater as well as other environmental aspects.

During operations, the Company regularly monitors environmental parameters, conducts periodic environmental monitoring, and submits updated results to competent authorities to ensure full compliance with environmental requirements. Monitoring frequency for national technical regulations on industrial wastewater and textile-dyeing industrial wastewater is set at once every three months or annually, depending on each parameter. Applicable standards include:

QCVN 40:2011/BTNMT – NATIONAL TECHNICAL REGULATION ON INDUSTRIAL WASTEWATER

QCVN 13-MT:2015/BTNMT – NATIONAL TECHNICAL REGULATION ON TEXTILE-DYEING INDUSTRIAL WASTEWATER



Protection of Natural Environment & Biodiversity Conservation

[GRI 304] Commitment to Biodiversity Conservation

Throughout the planning, construction, and operation of the industrial zone, TTC IZ ensures no adverse impact on surrounding biodiversity and no degradation of habitats for flora and fauna along the Trang Bang Canal.

Conservation of natural ecological waterways: An ecological canal over 1.450 meters long - originally a natural watercourse - has been dredged, rehabilitated, and maintained periodically to preserve natural flow, support microclimate regulation, drainage, and landscape quality. The canal is also used for fish farming, maintaining aquatic microorganisms and promoting internal ecological balance.

Expansion of green corridors

Green coverage reaches **14.34%**

(approximately 109 ha) of the industrial zone, featuring diverse trees, landscape clusters, and fruit trees.

Green areas are systematically planned along roads, public facilities, functional zones, and ecological corridors, contributing to natural cooling, greenhouse gas reduction, and air quality improvement.



Afforestation initiatives

20,000 melaleuca trees

have been planted along river-adjacent areas to restore native ecosystems, prevent riverbank erosion, and create habitats for local flora and fauna.

Plan for 2026

An additional **10,000** trees

will be planted for natural ecosystems expansion.

Emission Control and the Net Zero 2050 Pathway

[GRI 305] Emissions

Types of Emissions

Scope 1: Direct emissions from sources owned or controlled by the Company

As an industrial park developer, TTC IZ mainly consumes electricity for office buildings, industrial park lighting, and the operation of equipment at pumping stations, water supply plants, and wastewater treatment plants. Fuel (gasoline and diesel) is primarily used for official company vehicles, specialized vehicles, and machinery serving infrastructure and landscape maintenance.

Scope 2: Indirect emissions from purchased energy

Indirect emissions arise from electricity and energy purchased for the Company's business operations.



Emission Reduction Actions

Carrying out regular maintenance of fuel-powered vehicles and equipment to reduce exhaust emissions.

Optimizing transport routes and driver training on fuel-efficient driving techniques.

Installing emission-reduction technologies such as catalytic converters, diesel particulate filters (DPF), exhaust gas recirculation (EGR) systems to significantly reduce harmful pollutants.

Office energy-saving measures at workplace include:

- Periodic maintenance of air-conditioning systems to ensure optimal performance and lower electricity consumption.
- Installation of light and motion sensors to automatically adjust lighting and switch off lights when areas are unoccupied.
- Switching off and unplugging office equipment after working hours to avoid unnecessary energy use.
- Activating "sleep" or "standby" modes for computers and electronic devices during short periods of inactivity.

Rooftop Solar Power System

Cumulative capacity by 2023

7.4 MWp

Cumulative capacity by 2024

13.8 MWp

Advanced automation technologies are applied in measuring and monitoring water and wastewater quality. The industrial park has installed one flow monitoring system at the surface water pumping station; one automatic and continuous monitoring system at the water supply plant to supervise treated water quality and three automatic, continuous monitoring systems at the three wastewater treatment plants to control effluent quality prior to discharge into receiving water bodies.

TTC IZ has also deployed the iLotusLand environmental monitoring software, integrating all internal monitoring stations and those of secondary tenants. The system enables real-time monitoring of clean water and treated wastewater quality, provides visual

dashboards, long-term data storage, and automatic data transmission to the Department of Natural Resources and Environment in compliance with regulations. Early-warning functions support timely incident response and strengthen environmental compliance across the industrial park.

Green areas within office premises and the industrial park continue to be expanded. By 2026, TTC IZ plans to further increase green coverage and landscape quality, including planting over 1,250,000 trees and roadside plants, more than 60,000 melaleuca trees along river-adjacent areas, and developing nurseries with approximately 6,000 seedlings



Net-Zero Targets



Developing and transitioning into an eco-industrial park model

Expanding green spaces at offices, water supply plants, and wastewater treatment facilities, and increasing green coverage across industrial land areas

Transitioning to Green and Sustainable Energy sources

Improving Energy Efficiency

Effective waste management: research into creating new products from sludge and wastewater

Waste management

[GRI 306]

Waste

As the industrial park develops in line with a sustainable business model, TTC IZ consistently recognizes waste management as one of material topics in environmental protection and legal compliance. Given its role as an infrastructure developer and water supply and wastewater treatment plants operator, TTC IZ implements regulated practices for waste collection, segregation, storage, and treatment, while applying internal controls and maintaining close oversight of external waste treatment service providers.

The Company clearly classifies generated waste into the following categories: domestic solid waste, non-hazardous industrial solid waste, hazardous waste, and sludge generated from wastewater treatment activities. Each waste stream is managed under a dedicated process to ensure environmental safety, prevent dispersion risks, and maintain a green, clean, and well-managed industrial park landscape.

Types of waste generated include:

- Domestic solid waste: waste arising from daily living activities.
- Non-hazardous industrial solid waste: waste generated from the Company's production, business, and service activities.
- Hazardous waste: waste containing toxic, radioactive, infectious, flammable, explosive, corrosive, poisonous, or other hazardous characteristics.

100% of domestic solid waste is collected in designated bins at the Company's office areas and water supply and wastewater treatment facilities. Dedicated cleaning staff regularly maintain internal roads to ensure sanitation and aesthetic across the industrial park.

100% of non-hazardous industrial solid waste and hazardous waste is collected and treated in full compliance with environmental protection regulations. These wastes are periodically

transferred to licensed service providers for proper treatment. TTC IZ commits to promptly reporting to environmental licensing authorities and local authorities in the event of any waste-related incidents or other environmental risks, and to fully complying with all periodic and ad-hoc reporting requirements.

Waste generated from wastewater treatment operations is classified by type and stored in color-coded bags or containers in accordance with regulations, with hazardous waste containers clearly labeled for identification. Waste is then sealed to prevent the dispersion of dust and odors, before being collected and treated by licensed external service providers. During the treatment process, the service providers are responsible for verifying the transportation and condition of waste. If any waste is found to be non-compliant with the Company's requirements, it will be subject to retreatment. Waste that meets the required standards will proceed to subsequent treatment

stages with full documentation retained.

Sludge generated from the multi-industry and textile-dyeing wastewater treatment systems is sampled and analyzed quarterly. Results indicate that all parameters remain below hazardous thresholds under QCVN 50:2013/BTNMT, allowing the sludge to be managed as non-hazardous industrial solid waste. This approach has been approved by the Tay Ninh Department of Natural Resources and Environment under Official Letter No. 4730/STNMT-CCBVM dated 29 December 2014 and Official Letter No. 7246/STNMT-CCBVM dated 17 December 2018. TTC IZ has entered contracts with reputable service providers for the collection, transport, and treatment of such waste, ensuring service quality and operational effectiveness.

For hazardous waste, the Company has constructed dedicated storage facilities at the centralized wastewater treatment plants in both the

multi-industry zone and the textile and supporting industries zone. These facilities are brick-built, steel-roofed, concrete-floored, and equipped with fire prevention and firefighting systems, with clear hazard warning signage installed outside. In addition, emergency safety showers and eyewash stations have been installed at the textile wastewater treatment plant to respond promptly to potential chemical or hazardous waste exposure incidents affecting employees.

100% of waste collection and treatment contractors engaged by TTC IZ are fully licensed and qualified in accordance with regulatory requirements. During the treatment process, the service providers are responsible for verifying the transportation and condition of waste. If any waste is found to be non-compliant with the Company's requirements, it will be subject to retreatment. Waste that meets the required standards will proceed to subsequent treatment stages with full documentation retained.

People are the Most Valuable Asset



Role Statement – TTC People Statement:
My Company I Build – My Assets I Protect – My Customers I Serve



In 2024, TTC IZ implemented role statements for each employee across all divisions and functional departments. This initiative represents a key milestone in a mindset transformation, aimed at replacing outdated thinking and working methods with bold and innovative approaches to achieve sustainable success in an increasingly volatile and competitive environment. Employees are encouraged to proactively drive this mindset shift starting from themselves and their assigned roles, including changes in work attitude, working methods, time management, and performance effectiveness. This “mindset transformation journey” is a critical enabler for TTC IZ’s continued sustainability, contributing to added value not only for the Company and its employees, but also for partners, shareholders, investors, and society.

[GRI 401] Employment and Employee Benefits



[GRI 402] Communication on Operational Changes

At TTC IZ, employees are informed at least one week in advance of any significant operational changes that may materially affect them, enabling timely preparation and adaptation. This requirement is stipulated in the Collective Labor Agreement, including provisions on notification timelines, consultation, and employee engagement. These practices reflect TTC IZ’s corporate culture of respect, equality, and fairness toward its workforce.

[GRI 403] Occupational Health and Safety



Preventive and Protective Measures

Programs and measures carried out to ensure employee health and safety include annual workplace environment monitoring; annual inspection of lightning protection systems; provision of personal protective equipment for positions involving higher risks such as underground work, ground-level and elevated work, and exposure to hazardous or dangerous environments, etc. and annual health check-ups for all employees. The Company also organizes annual travel and team-building trips to support employee rest, recovery, and well-being. Regular 5S inspections are conducted, along with continuous reminders to ensure compliance with electrical safety, chemical safety, traffic safety, fire prevention and firefighting requirements, etc.

Occupational Health and Safety Management System: The Company currently assigns one dedicated staff member on a concurrent basis to oversee occupational health and safety activities and has issued internal regulations to guide and implement safety practices across all units. While the organizational structure for specialized functions is still being refined, TTC IZ is gradually establishing and strengthening

a proactive occupational health and safety system aligned with its current operational scale and long-term sustainability orientation.

Communication and Training to Enhance Awareness of Occupational Health and Safety: TTC IZ often conducts training activities to enhance employees' awareness and skills related to occupational safety and health. Each year, the Company organizes specialized training programs on electrical safety, water safety, and chemical safety; fire prevention and firefighting training and certification; advanced firefighting and rescue training for responsible teams; first-aid instruction; and emergency response drills. In parallel, TTC IZ actively promotes physical activities such as fire prevention and firefighting competition at the corporate level, Marathon running races, after-hours running team, and regular fitness activities including jogging, firefighting drills, environmental sanitation work, football, and yoga. These initiatives aim to improve physical and mental well-being, strengthen employee engagement, and enhance proactive risk prevention at the workplace.



[GRI 404] Training and Employee Development

At TTC IZ, people are placed at the center of the Company's sustainability strategy. With a commitment to fostering a safe, fair, and growth-oriented working environment, the Company continuously invests in enhancing workforce quality. Training and skill improvement programs are designed to help employees adapt to change and emerging challenges while enabling them to fully utilize their potential. TTC IZ believes that a capable and resilient workforce is fundamental to sustained growth and long-term success.

3,008 hours
Total training hours

38

- internal and external training programs covering a wide range of topics
- Professional competency development
- Leadership and management skills
- Soft skills and work efficiency
- Occupational health and safety
- Technical and system operation training

Typical Training Programs

Strategic Management

A course designed to strengthen strategic thinking among the senior manager team, support long-term planning, and enhance corporate governance and decision-making capabilities in a rapidly changing market environment.



Sharing session on “The Role of Management Accounting in Enterprises”

Enhancing awareness of the importance of management accounting in decision-making, cost control, and improving operational efficiency.

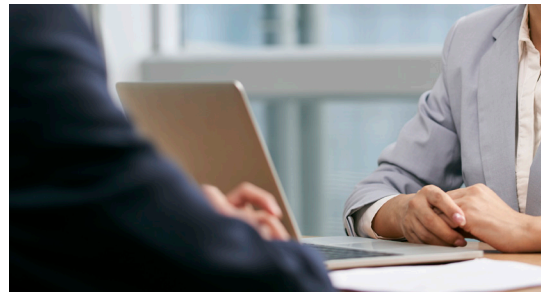


Human resource planning and appointments

Personnel appointments are conducted based on individual capabilities and potential, ensuring equal opportunities for career advancement and professional growth. The appointment process is implemented transparently, grounded in performance evaluations and long-term career orientation. Newly appointed managers are supported through leadership development programs to facilitate early adaptation and effective performance.

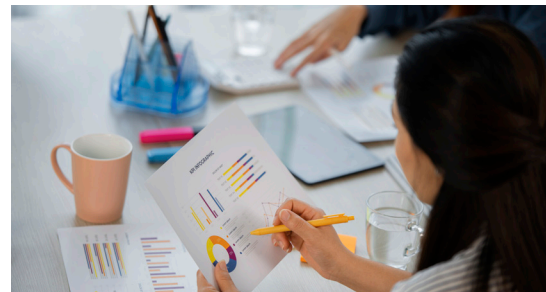
Performance evaluation

100% of employees undergo periodic performance evaluations.



Performance evaluation system

The Company applies an annual evaluation system based on key performance indicators (KPIs) and core competencies for each position. Evaluation results serve as the basis for bonus consideration, salary adjustments, training plans, and human resource planning.



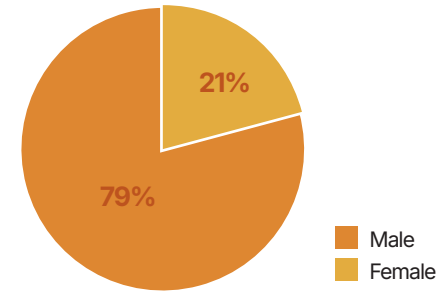
[GRI 405] Diversity and Equal Opportunity

13%
Management positions / Total workforce

45%
Female managers and senior managers / Total Management positions

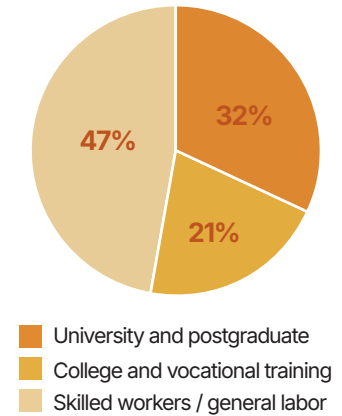
Workforce age profile
Predominantly aged 30–50

Employee distribution by gender



The proportion of female employees has remained stable over the years. Women are well represented in administration, technical, and customer service roles, reflecting an inclusive and non-discriminatory working environment.

Employee distribution by education level



[GRI 406] Non-Discrimination

TTC IZ consistently respects and safeguards the fundamental human rights of all employees.

All employees are treated fairly and equally, without discrimination based on gender, age, race, religion, social status, appearance, marital status, pregnancy, childcare status, political views, or participation in unions or associations.

The Company values workforce diversity and ensures equal opportunities for development and career promotion for all individuals.

[GRI 407] Freedom of Association and Collective Bargaining

There were no instances in which the right to freedom of association or collective bargaining was violated. TTC IZ is committed to respecting employees' rights to freely establish, join, and participate in representative labor organizations, as well as their right to collective bargaining, in accordance with Vietnamese law and international practices. The Company enables the grassroots trade union to effectively perform its representative role in protecting the lawful and legitimate rights and interests of employees, while also serving as a bridge to promote constructive dialogue with the employer.

100% of the Company's employees have signed the Collective Labor Agreement. The agreement focuses on enhancing employee benefits, including:

- Working hours and rest periods
- Salary and bonus policies
- Improvement of working conditions
- Policies for female employees
- Company-sponsored trips and teambuilding
- Support during illness
- Emergency hardship assistance
- Birthday celebrations, etc.

This agreement serves not only as a legal basis for safeguarding employee welfare, but also as a foundation for building a fair and civilized working environment, reflecting TTC IZ's commitment to fostering harmonious, stable, and progressive labor relations.

[GRI 408 - 409] Child Labor and Forced or Compulsory Labor

In line with its commitment to social sustainability, TTC IZ strictly prohibits the use of child labor and any form of forced or compulsory labor. The Company also actively raises awareness within the local community to help prevent illegal labor practices. In 2024, no cases of child labor or forced or compulsory labor were identified at Thanh Thanh Cong Industrial Zone.



Community value creation

[GRI 413-1]

Operations with local community engagement, impact assessments, and development programs

 **35,400+**
jobs for local residents and neighboring regions.

On 9 April 2024, TTC IZ organized the handover ceremony of the resettlement site under the Thanh Thanh Cong Residential and Resettlement Project. The handed-over area covers 33,06 hectares, comprising 1,425 fully serviced land plots with completed infrastructure, including internal roads, water supply and drainage systems, and power supply. The site was officially transferred to representatives of the People's Committee of Trang Bang Town, the Department of Natural Resources and Environment of Trang Bang Town, the Land Development Center of Trang Bang Town, and the People's Committee of An Hoa Ward for management and utilization in accordance with the policies of the Tay Ninh Provincial People's Committee.

Social and community-related programs and initiatives include



TTC – Supporting Students' Education



TTC – Stepping up to success



White shirt of love accompanies you to school



Voluntary blood donation

Total community contributions and in-kind donations

3 VND billion
total sponsorship budget

Number of social welfare programs in 2024

12
programs

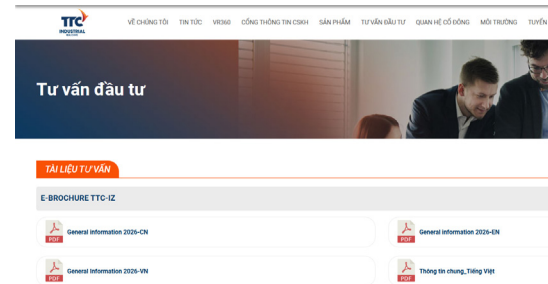
Safeguarding customer rights

[GRI 416-418]

TTC IZ is committed to full compliance with applicable laws and regulations, and to establishing and implementing policies that protect the lawful and legitimate rights of customers throughout the entire investment, cooperation, and operational lifecycle within the industrial park.

Transparent Information and Responsible Communication

All marketing content, communications, and materials provided to customers are developed based on principles of honesty and clarity, ensuring the provision of complete and accurate information on products, services, and related policies.



Leveraging Technology to Enhance Customer Experience

- Virtual Physical Model (Web 360) enables customers to conveniently access and explore TTC IZ's projects prior to on-site visits.
- Online Customer Portal launched in November 2024 allows faster submission, tracking, and resolution of customer requests and incidents.



Ensuring Service Quality and Infrastructure Utilities

TTC IZ ensures the timely handover of leased land in accordance with committed infrastructure standards, while providing stable, continuous, and reliable essential services, including electricity, water supply, wastewater treatment, internal road systems, utility networks, and public landscaping.

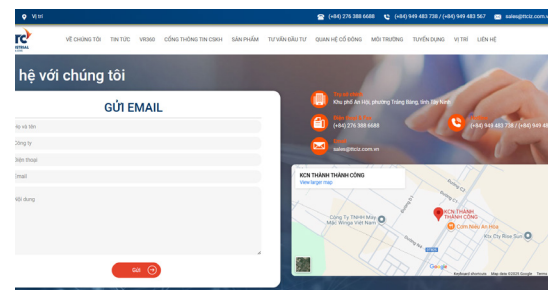


Accompanying customers throughout the project lifecycle

Beyond infrastructure provision, TTC IZ accompanies customers throughout the stages of investment, operation, and production expansion. Through customer care programs, business community networking, legal information sharing, and investment procedure support, the Company positions itself as a strategic partner, supporting customers in achieving stable operations and long-term sustainability.

Maintaining Responsive Support and Feedback Mechanisms

The Company maintains dedicated teams to receive information, provide technical support, and handle operational issues encountered by customers. All feedback is recorded, classified, and addressed in accordance with internal procedures, ensuring prompt response times and effective resolution.



Information Security

TTC IZ strictly adheres to information security regulations to safeguard internal data and the information of partners and customers. All employees are required to sign an Information Security and Non-Competition Agreement, reinforcing individual accountability in protecting data and preventing information leakage.



APPENDICES

1. Report Information
2. Sustainability Report Update Team
3. Appendix 1: Sustainability Performance Indicators
4. Appendix 2: GRI Standards Content Index

Report Information

2024 marks the second consecutive year in which TTC IZ has prepared its Sustainability Report following a comprehensive approach in alignment with the GRI Standards. Key information on the report is outlined below

Purpose	The Sustainability Report is prepared by Thanh Thanh Cong Industrial Zone Joint Stock Company to provide information on the Company's sustainability goals, strategic direction, and related activities in 2024.
Reporting Standards	The content of the Report is prepared and disclosed with reference to the Global Reporting Initiative (GRI) Standards issued by the Global Sustainability Standards Board (GSSB) in 2016 and updated in 2021. In addition, TTC IZ's strategic objectives and initiatives are aligned with the United Nations' 17 Sustainable Development Goals (SDGs).
Reporting Scope	The Report is based on actual operational data from Thanh Thanh Cong Industrial Park, for which TTC IZ is the project owner, covering the reporting year 2024.
Reporting Period	The Report covers the financial year from 1 January 2024 to 31 December 2024 and is prepared on an annual basis.
Sources of Information	Information and data presented in the Report are collected from TTC IZ's internal sources and from reliable, official external sources.
Report Publication	The 2024 Sustainability Report of TTC IZ is issued in electronic format only and is published on the Company's website.
Independent Third-Party Assurance	TTC IZ has not yet engaged an independent third party to provide assurance on its sustainability indicators. However, the reported content and data are ensured for quality based on established reporting principles and internal control processes for sustainability indicators.
Contact Information	For feedback or inquiries related to this Report, please contact TTC IZ via the Contact section on the Company's website or email the Report Update team focal point at fin.mgr@ttciz.com.vn .



Sustainability report responsible team

Approval

Member of the Board of Directors

Team leader

Mr. Nguyen Thanh Chuong
Chief Executive Officer

Environment and Energy

Mr. Le Quang Vu
Deputy Chief Executive Officer
Overall responsibility

Mr. Tran Minh Tan
Water Supply Management and Wastewater
Treatment Manager
Responsible for water supply and wastewater
treatment activities

Mr. Vo Hung Son
Power Management Manager
Responsible for energy consumption activities

Mr. Nguyen Ngoc Duy
Landscape and Maintenance Manager
Responsible for maintenance operations and
green landscaping within the industrial park

Working Environment and Community Activities

Mr. Le Van Loc
Director of Support Division
Overall responsibility

Ms. Ha Xuan Thao
Human Resources Manager
Responsible for human resources and
workplace environment

Mr. Le Hoang Vu
Administration Manager
Responsible for security management, safety,
and community-related activities

Products and Services

Ms. To Thi My
Standing Deputy Chief Executive Officer
Overall responsibility for industrial real
estate sales

Ms. Nguyen Thi Nghi
Director of Warehouse & Logistics Sales Division
Overall responsibility for warehouse &
logistics sales

Mr. Nguyen Thai Son
Director of Project Division

Mr. Ly Thanh Huy
Industrial Real Estate Sales Manager
Responsible for industrial real estate
business operations

Mr. Nguyen Minh Trang
Customer Service Manager
Responsible for customer care activities

Mr. Le Hoang Phong
Deputy Warehouse & Logistics Sales Manager
Responsible for warehouse &
logistics sales activities

Mr. Do Minh Hai
Project Management Manager
Responsible for infrastructure construction and
investment within the industrial park

Coordination and Report Preparation

Ms. Dinh Thi Ngoc Trang
Deputy Chief Executive Officer
Overall responsibility for report content

Ms. Pham Khanh Nhi
Deputy Finance and Planning Manager
Responsible for report implementation and
content preparation

Internal Control and Review of Report Content

Ms. Luu Dang My Huynh
Internal Audit Manager

Mr. Dang Tan Dat
Senior Internal Audit Specialist

APPENDICES 1

Sustainability performance indicators

Waste generated and directed to disposal

306-3 Waste generated

Solid waste generated category	Unit	Conversion factor (if any)	2024	2023
Domestic waste	Tons/year	N/A	295,600	191,060
Non-hazardous industrial waste	Kg/year	N/A	487,240	360,600
Hazardous waste	Kg/year	N/A	3,423	2,727

306-5 Waste directed to disposal

Solid waste generated category	Unit	Treatment method	2024	2023
Total hazardous solid waste treated			3,423	2,727
Discarded soft packaging	Kg/year	Incineration	2,661	2,022
Discarded rigid plastic packaging	Kg/year	Washing	249	-
Discarded rigid metal packaging	Kg/year	Washing	67	-
Fluorescent lamps and activated glass waste	Kg/year	Separation and solidification	219	430
Chemicals and chemical mixtures containing hazardous components	Kg/year	Wastewater treatment	20	40
Absorbents, filter materials, cleaning cloths, contaminated protective fabrics	Kg/year	Incineration	207	235

Results of the Company's Wastewater Quality Monitoring in 2024

Multi-Industry Wastewater Treatment Plant

Parameter	Unit	Result	QCVN 40:2011/BTNMT, column A, Kq = 0.9; Kf = 0.9
COD	mg/L	27.79	≤ 60.75
TSS	mg/L	5.71	≤ 40.5
pH	pH	7.06	6.9
Temp	°C	32.66	≤ 40
NH4	mg/L	1.06	≤ 4.05
Color	Pt-Co	23.26	≤ 50

Textile Wastewater Treatment Plant

Parameter	Unit	Result	QCVN 40:2011/BTNMT, column A, Kq = 0.9; Kf = 0.9 and QCVN 13-MT:2015/BTNMT, column A, Kq = 0.9; Kf = 0.9
COD	mg/L	21.51	≤ 60.75
Color	Pt-Co	25.43	≤ 40.5
pH	pH	7.80	6.9
TSS	mg/L	8.21	≤ 40.5
Temp	°C	31.69	≤ 40
NH4	mg/L	0.72	≤ 4.05

APPENDICES 2

GRI Standards content index

GRI Code	Disclosure	2024 Sustainability Report	Page
GRI 2-1	Organizational details		
GRI 2-2	Entities included in the organization's sustainability reporting		
GRI 2-3	Reporting period, frequency and contact point		
GRI 2-4	Restatements of information		
GRI 2-5	External assurance		
GRI 2-6	Activities, value chain and other business relationships		
GRI 2-7	Employees		
GRI 2-8	Workers who are not employees		
GRI 2-9	Governance structure and composition		
GRI 2-10	Nomination and selection of the highest governance body		
GRI 2-11	Hair of the highest governance body		
GRI 2-12	Role of the highest governance body in overseeing the management of impacts		
GRI 2-13	Delegation of responsibility for managing impacts		
GRI 2-14	Role of the highest governance body in sustainability reporting		
GRI 2-15	Conflicts of interest		
GRI 2-16	Communication of critical concerns		
GRI 2-17	Collective knowledge of the highest governance body		
GRI 2-18	Evaluation of the performance of the highest governance body		
GRI 2-19	Remuneration policies		

GRI Code	Disclosure	2024 Sustainability Report	Page
GRI 2-20	Process to determine remuneration		
GRI 2-21	Annual total compensation ratio		
GRI 2-22	Statement on sustainable development strategy		
GRI 2-23	Policy commitments		
GRI 2-24	Embedding policy commitments		
GRI 2-25	Processes to remediate negative impacts		
GRI 2-26	Mechanisms for seeking advice and raising concerns		
GRI 2-27	Compliance with laws and regulations		
GRI 2-28	Membership associations		
GRI 2-29	Approach to stakeholder engagement		
GRI 2-30	Collective bargaining agreements		
GRI 3-1	Process to determine material topics		
GRI 3-2	List of material topics		
GRI 3-3	Management of material topics		
GRI 201-1	Direct economic value generated and distributed		
GRI 2-18	Evaluation of the performance of the highest governance body		
GRI 2-19	Remuneration policies		
GRI 201-2	Financial implications and other risks and opportunities due to climate change		
GRI 201-3	Defined benefit plan obligations and other retirement plans		
GRI 201-4	Financial assistance received from government		
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage		
GRI 202-2	Proportion of senior management hired from the local community		
GRI 203-1	Infrastructure investments and services supported		

GRI Code	Disclosure	2024 Sustainability Report	Page
GRI 203-2	Significant indirect economic impacts		
GRI 204-1	Proportion of spending on local suppliers		
GRI 205-1	Operations assessed for risks related to corruption		
GRI 205-2	Communication and training about anti-corruption policies and procedures		
GRI 205-3	Confirmed incidents of corruption and actions taken		
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
GRI 207-1	Approach to tax		
GRI 207-2	Tax governance, control, and risk management		
GRI 207-3	Stakeholder engagement and management of concerns related to tax		
GRI 207-4	Country-by-country reporting		
GRI 301-1	Materials used by weight or volume		
GRI 301-2	Recycled input materials used		
GRI 301-3	Reclaimed products and their packaging materials		
GRI 302-1	Energy consumption within the organization		
GRI 302-2	Energy consumption outside of the organization		
GRI 302-3	Energy intensity		
GRI 302-4	Reduction of energy consumption		
GRI 302-5	Reductions in energy requirements of products and services		
GRI 303-1	Interactions with water as a shared resource		
GRI 303-2	Management of water discharge-related impacts		
GRI 303-3	Water withdrawal		
GRI 303-4	Water discharge		
GRI 303-5	Water consumption		

GRI Code	Disclosure	2024 Sustainability Report	Page
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
GRI 304-2	Significant impacts of activities, products and services on biodiversity		
GRI 304-3	Habitats protected or restored		
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		
GRI 305-1	Direct (Scope 1) GHG emissions		
GRI 305-2	Energy indirect (Scope 2) GHG emissions		
GRI 305-3	Other indirect (Scope 3) GHG emissions		
GRI 305-4	GHG emissions intensity		
GRI 305-5	Reduction of GHG emissions		
GRI 305-6	Emissions of ozone-depleting substances (ODS)		
GRI 305-7	Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions		
GRI 306-1	Waste generation and significant waste-related impacts		
GRI 306-2	Management of significant waste-related impacts		
GRI 306-3	Waste generated		
GRI 306-4	Waste diverted from disposal		
GRI 306-5	Waste directed to disposal		
GRI 307-1	Non-compliance with environmental laws and regulations		
GRI 308-1	New suppliers that were screened using environmental criteria		
GRI 308-2	Negative environmental impacts in the supply chain and actions taken		
GRI 401-1	New employee hires and employee turnover		
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		
GRI 401-3	Parental leave		

GRI Code	Disclosure	2024 Sustainability Report	Page
GRI 402-1	Minimum notice periods regarding operational changes		
GRI 403-1	Occupational health and safety management system		
GRI 403-2	Hazard identification, risk assessment, and incident investigation		
GRI 403-3	Occupational health services		
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety		
GRI 403-5	Worker training on occupational health and safety		
GRI 403-6	Promotion of worker health		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
GRI 403-8	Workers covered by an occupational health and safety management system		
GRI 403-9	Work-related injuries		
GRI 403-10	Work-related ill health		
GRI 404-1	Average hours of training per year per employee		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs		
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		
GRI 405-1	Diversity of governance bodies and employees		
GRI 405-2	Ratio of basic salary and remuneration of women to men		
GRI 406-1	Incidents of discrimination and corrective actions taken		
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		
GRI 410-1	Security personnel trained in human rights policies or procedures		
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