

2023 Sustainability Report

Shaping Tomorrow's Industries Today



About This Report

At DEEP C Industrial Zones, we embrace our responsibility to foster a sustainable future, and this commitment is exemplified by our annual Sustainability Report. Building upon the foundations of last year's report for the year 2022, we are excited to present our second Sustainability Report for 2023. This report serves as a comprehensive overview of our Environmental, Social, and Governance initiatives, policies, and performance during the reporting period.

Please note that our sustainability reporting is conducted annually, with each report covering the preceding twelve months. This consistency allows us to track our progress, set ambitious goals, and remain accountable to our stakeholders. The reporting period for 2023 Sustainability Report spans from January 1, 2023 to December 31, 2023.

It is essential to note that transparency is paramount, which is why our financial reporting and Sustainability Report periods are aligned. Both periods cover the calendar year, from January to December. This synchronized approach ensures that stakeholders receive a comprehensive and integrated view of our performance, allowing for a cohesive understanding of our financial and sustainability endeavors. This strategic alignment reflects our devotion to clarity and provides stakeholders with a holistic perspective on our responsible business practices.

Our Sustainability Report is prepared with reference to the Global Reporting Initiative (GRI) standards. Additionally, it aligns with globally recognized frameworks such as the European Sustainability Reporting Standards (ESRS) and the Sustainability Accounting Standards Board (SASB). This ensures our reporting is comprehensive, standardized, and comparable, offering our stakeholders confidence in the robustness of our disclosures.

This second edition of our Sustainability Report is made available to the public in early July, in keeping with our commitment to timely communication and accountability. As we tackle the complexities of sustainability for the second consecutive year, we realize that collaboration is the key. This report is not just an update on our progress but also an invitation to stakeholders, partners, and the community at large to join us in building a sustainable future. In the following sections, we delve into the specifics of our ESG initiatives, materiality metrics, and the developments we have done toward the vision to become the first Eco-Industrial Park in Vietnam.

For any questions or further information regarding this report, please contact:

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Chief Sustainability Officer

We look forward to continuing a productive dialogue with our stakeholders as we strive towards a more sustainable future, together.

Abbreviation Index

B	BTPIZ - BAC TIEN PHONG Industrial Zone Joint Stock Company	I	I-REC - International Renewable Energy Certificate
			IZ - Industrial Zone
C	CIT - Corporate Income Tax	L	LEED - Leadership in Energy and Environmental Design
	CSE - Customer Service Executives		
	CSI - Corporate Sustainability Index		
D	CSR - Corporate Social Responsibility	M	MPI - Ministry of Planning and Investment
	CSRD - Corporate Sustainability Reporting Directive		MWH - Megawatt Hour
			MWP - Megawatt Peak
E	DAF - Dissolved Air Flotation	N	MT - Metric Ton
	DCB - DEEP C BLUE Company Limited		MONRE - Ministry of Natural Resource and Environment
	DCGE - DEEP C GREEN ENERGY (VIETNAM) Company Limited		
F	DCMC - DEEP C Management Company Limited	O	NGO - Non-Governmental Organization
	DCR - DEEP C RED Hai Phong Company Limited		
	DMA - Double Materiality Assessment		
G	DVIZ - DINH VU Industrial Zone Joint Stock Company	P	OHS - Occupational Health and Safety
H	EIP – Eco Industrial Park	Q	PIT - Personal Income Tax
	EJVN - EURO JETTY (Viet Nam) Company Limited		
	ESG – Environment, Social, Governance		
I	ESRS – European Sustainability Reporting Standards	R	QHS - Quality, Health and Safety
	EVN – Vietnam Electricity		QN - Quang Ninh (Province)
J	FDI – Foreign Direct Investment	S	RECP - Resource Efficiency and Cleaner Production
	FY - Fiscal Year		RE - Renewable Energy
K	GHG – Greenhouse Gas	T	SASB - Sustainability Accounting Standards Board
	GRI - Global Reporting Initiative		SCADA - Supervisory Control and Data Acquisition
			SDG - Sustainable Development Goals
L	HDIZ - HONG DUC Industry Joint Stock Company	U	tCO2e - Tonnes of Carbon Dioxide Equivalent
	HP - Hai Phong (City)		TPIZ - TIEN PHONG Industrial Zone Joint Stock Company
	HPIP - HAI PHONG Industrial Park Joint Stock Company		
M	HPWJSC – Hai Phong Water Joint Stock Company	V	UNIDO - United Nations Industrial Development Organization
	HRM – Human Resource Management		
	HSE – Health, Safety and Environmental		
N		W	VCCI - Vietnam Chamber of Commerce and Industry
			WWTP - Wastewater Treatment Plant

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CEO's Statement

To the readers of this report,

The past year has once again proven what we knew already. The world is changing. And it is changing faster than ever. Geopolitical tensions and extreme weather phenomena driven by climate change make it increasingly difficult for companies and organizations across the world to contain and manage their risks. Long-term strategic decisions are being put on hold because it becomes very difficult for some companies to get the approval of their shareholders as insecurity about the future global outcome is mounting.

For these reasons above (and many more) we decided four years ago to start using an ESG framework to strategically help to reduce our risk as well as that of our and their exposure when investing in Vietnam. Many people over the past year asked me why I actually believe that ESG is that important. The answer to that question you can find in this report. Triggered by the many questions and feedback we received we decided to clarify what ESG means for us at DEEP C. And to show you all it represents to us much more than a piece of paper or a tick-the-box exercise. **We have decided to break down our many initiatives into three clusters: People, Planet and Profit.**

It is my personal belief that any sustainability strategy and its ESG reporting on it will only be a real success if one manages to balance out those three pillars. With our management team we push our organization every day to think out of the box, to make a difference for our planet and our people but also to ensure that we can guarantee a healthy return to our shareholders. The many listed examples given in this report of how DEEP C is making that difference happen are making me proud to be allowed to lead this organization and its customers to a sustainable future. Especially as I have witnessed first-hand how difficult it is to build up a different business model that makes sustainability happen. Let it be understood that it is a hard and tough task, but it must be clear that the rewards are worth the effort. Over the past five years the DEEP C cluster has managed to quintuple its consolidated turnover in Vietnam without having to accept to give in on its margins. That success has many reasons but one of the main drivers behind our growth story is to be found in this report. The efforts we put into our ESG framework and sustainable goals over the past year have paid back more than itself in measurable and objective numbers allowing us to balance out the three Ps mentioned before.

Allow me to highlight the P for people as neither this report, nor our initiatives would exist without the tireless effort of the people making this happen. The world of sustainability and its reporting requirements have become a whirlwind and I wish to thank the sustainability and environmental team for their efforts to steady our ship. And I need to thank our customers who joined our efforts to help us become soonest the first Eco Industrial Park of Vietnam under the new decree 35. And it goes beyond saying that I have to point out that it is our people at DEEP C Industrial Zones that help build the future. A future that we believe is bound to become sustainable.

I hope this report can mean as much to you as it does to me. Please do not forget that sustainability initiatives follow the same base rule as the Chinese proverb applied on tree planting: **the best time to plant a tree was twenty years ago, the second-best time is now.**

Bruno Jaspaert
CEO



Chapter 1

General Information

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1.1

Introduction About DEEP C

Initially established through a joint venture between the Belgian investor DEEP C Holding (formerly known as Rent A Port) and People's Committee of Hai Phong, DEEP C Industrial Zones is now one of the leading industrial park developers and operators in Vietnam. Boasting a history dating back to 1997 under the name of Dinh Vu Industrial Zone in Hai Phong city, DEEP C has expanded its footprint to Quang Ninh Province, currently managing five industrial zones encompassing a total area of 3,400 hectares. This success is the result of Foreign Direct Investment (FDI) optimization strategies from DEEP C's Board of Management

DEEP C's strategic locations near major seaports, expressways and an airport provide distinct advantages for a wide range of industries, including automobiles, logistics, light manufacturing, and general industry. This enables companies to leverage efficient transportation networks and minimize logistics costs. Beyond providing industrial land, DEEP C offers a comprehensive suite of services through its 10 subsidiary and joint venture entities, ensuring the close operation of its ecosystem:

DEEP C
MANAGEMENT

1. DEEP C MANAGEMENT CO. LTD (DCMC):
Services business

DEEP C
BLUE

2. DEEP C BLUE CO. LTD (DCB):
Water business

DEEP C
EURO JETTY VIETNAM

3. EURO JETTY (VIET NAM) CO. LTD (EJVN):
Liquids jetty business

DEEP C
GREEN ENERGY

4. DEEP C GREEN ENERGY (VIETNAM) CO. LTD (DCGE):
Power business

DEEP C
INDUSTRIAL REAL ESTATE

5. DEEP C RED HAI PHONG CO. LTD (DCR):
Property business

DEEP C
DINH VU INDUSTRIAL ZONE

6. DINH VU INDUSTRIAL ZONE JSC (DVIZ):
Infrastructure development business

DEEP C
HONG DUC INDUSTRIAL ZONE

7. HONG DUC INDUSTRY JSC (HDIZ):
Infrastructure development business

DEEP C
HAI PHONG INDUSTRIAL ZONE

8. HAI PHONG INDUSTRIAL PARK JSC (HPIP):
Infrastructure development business

DEEP C
TIEN PHONG INDUSTRIAL ZONE

9. TIEN PHONG INDUSTRIAL ZONE JSC (TPIZ):
Infrastructure development business

DEEP C
BAC TIEN PHONG INDUSTRIAL ZONE

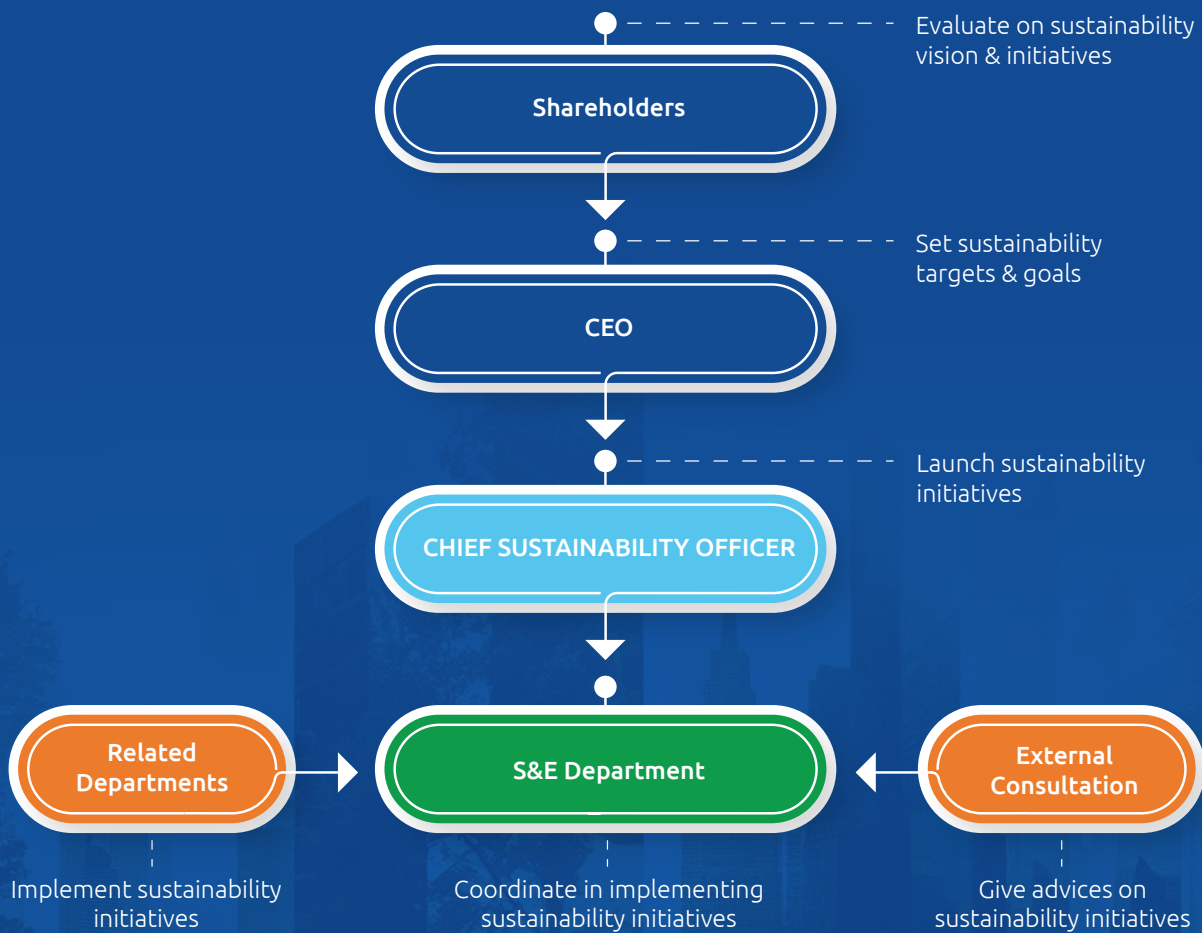
10. BAC TIEN PHONG INDUSTRIAL ZONE JSC (BTPIZ):
Infrastructure development business

Along with strategic locations, DEEP C is well-positioned for attracting global investment and fostering a thriving industrial ecosystem in Vietnam through experienced management and commitment to stakeholder engagement. The Company has successfully attracted a diverse client base from countries including China, Japan, Korea, Sweden, Taiwan, and Vietnam. This global presence underscores the company's strong financial standing and future potential through strong commitments to providing high-quality industrial park solutions to a wide range of international investors.

1.2 Sustainability Governance Structure

Recognizing the growing importance of sustainable industrial practices, DEEP C’s Executive Committee has established a dedicated Sustainability and Environment department led by the Chief Sustainability Officer.

This strategic decision reflects our firm belief that sustainable development is not just a responsibility but also an opportunity to create long-term value for the company, stakeholders, and the communities in which we operate. We are the pioneer in sustainable practices towards Eco-Industrial Parks, demonstrating our commitment to creating a more resilient and prosperous future for everyone. This is made possible by the leadership of our committed executives and the cooperative efforts of our teams.



The Sustainability and Environment department comprises two key teams working collaboratively:

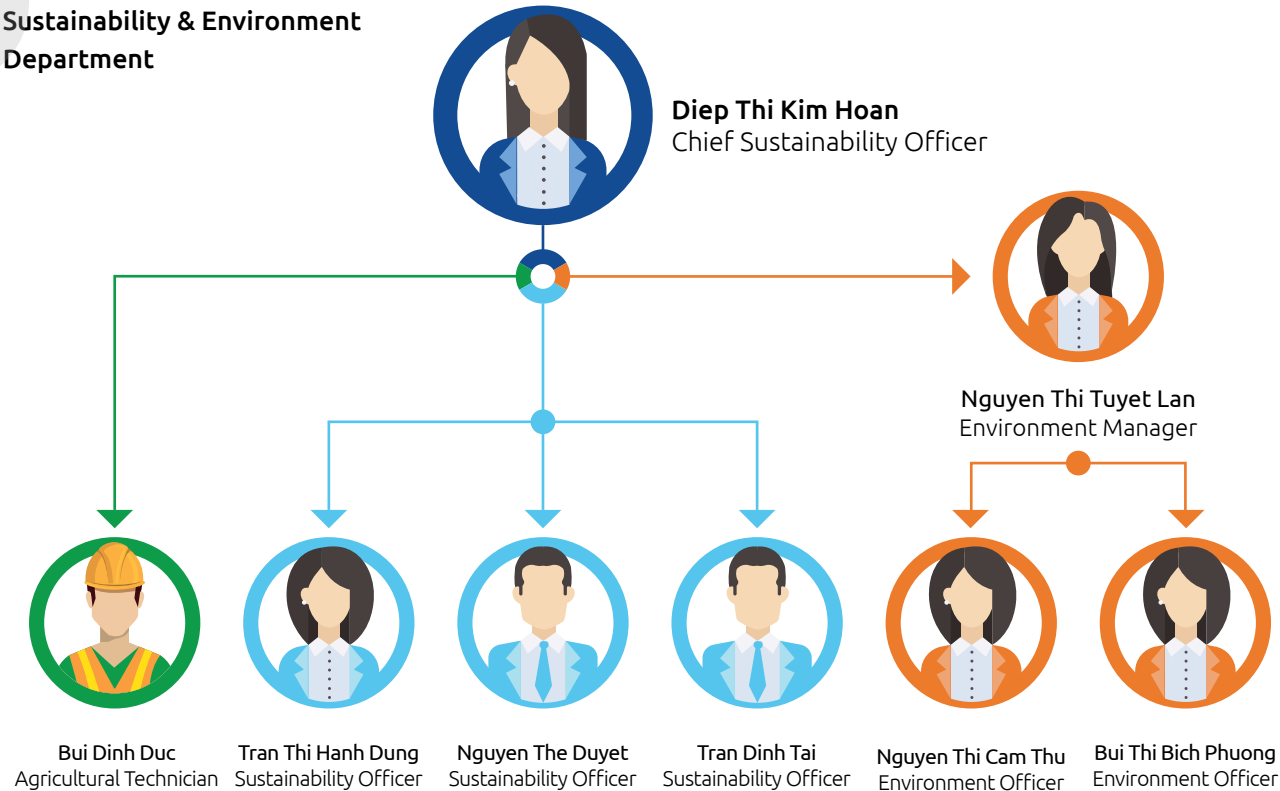
Environment Team:

Ensures DEEP C’s compliance with environmental regulations. Their responsibilities encompass pollution control, waste management, recycling, and conservation efforts. Additionally, they conduct environmental audits, analyze data, and report performance to internal and external stakeholders, including regulatory bodies. Furthermore, the Environment Team evaluates potential environmental impacts of new customers and assists them in obtaining necessary permits. They also coordinate public hearings and consultations on environmental matters with related stakeholders.

Sustainability Team:

Focuses on advancing DEEP C’s Eco Industrial Park (EIP) participation through (1) collaborating with external stakeholders and internal departments, (2) serving as the contact point for tenants, (3) assessing DEEP C’s current EIP compliance, and (4) developing plans to achieve national and international EIP standards. The Sustainability Team plays a vital role in identifying opportunities for environmental, social, and overall sustainability improvements. This includes managing DEEP C’s greenhouse gas (GHG) emissions calculations, developing an emissions reduction roadmap, and gathering data for Sustainability reports. Additionally, the team manages Corporate Social Responsibility (CSR) events, as well as evaluates the feasibility of sustainability projects. Finally, the team is responsible for developing and delivering internal training programs related to EIP, ESG, and sustainability principles for other departments.

Sustainability & Environment Department



Sustainability At A Glance

A - Planet



RENEWABLE ENERGY

Generated
3370 Mwh
from solar panel &
2481 Mwh
from wind turbine
(total reduction **3958 tCO2eq**)
Issued 3378 I-REC accordingly



WETLAND

Water area surface
59,100 m²
& Green land area
76,700 m²
(total 135,800 m²)
Preserved **54** types of
plants & more than **18** species of
animals and insects



DREDGED MATERIAL

Received
1.08 million m³
total volume of dredged material
as substitute for
617,000 m³
of conventional material
for reclamation

B - People



Female
employee
ratio is **39%**
Female
manager
ratio is **48%**



In 2023, the turnover rate
of DEEP C is **8.2%**
which is
2.8% lower than
2022



Zero
accidents
related to labor working

01 fire
event

02 traffic
accidents



Occupational
**Safety and Hygiene
Officer Network**
establishment



Symbiosis initiatives
24/7 emergency clinic
in cooperation with **Viet Tiep hospital**



Community:
Donation to the community
125,810 USD
Organized Flea market, received and donated
23 tons of unused winter clothes to the poor
at highland areas, and **22 million VND** to
project "Nuôi em - Industrial gas stove
for remote village"

C - Profit

Profit before tax (PBT)
39.11
million USD

Profit after tax (PAT)
31.31
million USD

Return on Assets – ROA
9.76%

Return on Equity – ROE
17.36%

D - Governance

- Democracy regulations at the workplace: Enhance and improve fairness in the workplace.
- In 2023, we were honored to receive recognition and awards not only from business associations but also from the government.



Chapter 2

Sustainability Strategy

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2.1 Stakeholder Engagement



DEEP C's stakeholder engagement efforts played a crucial role in informing its double materiality assessment. By actively engaging with internal stakeholders, DEEP C gained valuable insights into the social, environmental, and economic impacts that were most relevant to its operations and value chain.

DEEP C maintained open lines of communication with its internal stakeholders, including employees, management, and shareholders. Regular communication with employees and management allowed DEEP C to identify sustainability-related issues and concerns within its own operations. Regular meetings, town halls, and communication channels were established to foster transparency and dialogue, ensuring that internal stakeholders were informed and involved in decision-making processes. This internal feedback provided valuable context for assessing the materiality of various sustainability matters, ensuring that they were aligned with the company's strategic objectives and stakeholder expectations.

While formal surveys may not have been conducted, DEEP C remained receptive to feedback and suggestions from stakeholders through informal channels such as direct communication, email correspondence, and social media engagement. This continuous dialogue allowed DEEP C to understand stakeholder concerns, priorities, and expectations, informing its sustainability strategy and decision-making processes.

Such collaborative approach to stakeholder engagement not only enhanced DEEP C's understanding of material sustainability issues but also facilitated the identification of potential risks and opportunities that could impact the company's financial performance. By integrating stakeholder feedback into its double materiality assessment, DEEP C was able to ensure that its sustainability strategy was grounded in a robust understanding of both internal and external factors, ultimately enhancing its ability to create long-term value for all stakeholders involved.

2.2 Material Topics & Materiality Assessment



In preparation for Sustainability report following CSRD, DEEP C has undertaken its first double materiality assessment (DMA). This initiative is a significant part of our sustainability strategy.

This year, we developed our DMA methodology using two key dimensions to assess materiality:

Impact Materiality

Our impacts on external environment and society.



Financial Materiality

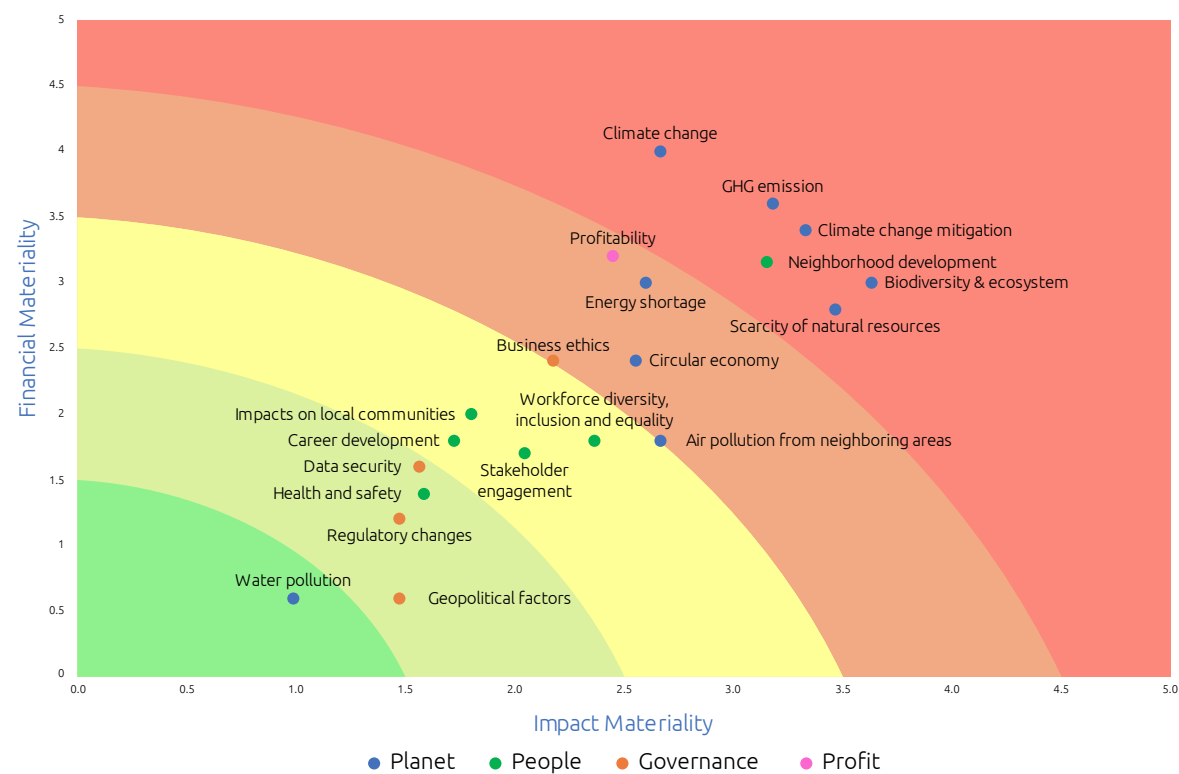
External impacts on our business operations.

We implemented a detailed, step-by-step process featuring scoring matrices for aggregation and prioritization. Our assessment started with an inside-out impact evaluation to understand DEEP C's effects on the environment and society, encompassing the sustainability impacts of our operations and value chain. In parallel, we conducted an outside-in financial assessment to identify sustainability-related risks to our business. Whenever possible, we quantified these impacts and supplemented them with qualitative insights.

In consideration of the extensive ESRS principles as well as other international frameworks such as the GRI and SASB, we initially involved solely internal subject-matter stakeholders in evaluating sustainability impacts and risks. To ensure inclusivity, we indirectly integrated stakeholder perspectives, ensuring their interests and viewpoints were accounted for in the materiality assessment process. While our primary focus this year was on the impact assessment, we did not neglect financial materiality. However, due to the complexities involved, we have not yet developed a quantitative model to measure the financial materiality of each topic in monetary terms. Instead, we conducted the financial materiality assessment using an aggregate ranking system. In the future, we plan to enhance this process with more in-depth and quantitative financial materiality assessments.

Next year, we aim to further refine our DMA process and methodology based on the final ESRS and additional guidance. We are confident that our current results provide an accurate reflection of our impacts and risks, though we acknowledge the limitations of our current methodology. Ongoing development will ensure our DMA remains robust and comprehensive.

The following sections offer detailed information on the outcomes of our double materiality assessment and the specific processes we applied.



We conducted an analysis of both potential and actual positive and negative impacts, as well as risks and opportunities, based on our value chain.

Our Assessment Process

Following ESRS guidance, our scoring system for assessing the severity of actual impacts involves three key parameters: **'scale'**, **'scope'**, and **'irremediability'**.

SCALE	When scoring 'scale', we evaluate the impact based on assumptions before mitigation actions are implemented, considering its potential magnitude on the environment or people.
SCOPE	For 'scope', we assess the potential range of impacts, from limited to a global scale, based on factors such as the percentage of sites, employees, communities, or financial spend affected.
IRREMIADIABILITY	In evaluating 'irremediability', we consider the difficulty in reversing the damage in terms of cost and time horizon.

For potential impacts, an additional parameter of 'likelihood' is included in the assessment. We evaluate the likelihood by assigning a score, represented as a percentage on a scale from 0 to 100%, indicating the probability of occurrence.

In our assessment of financial materiality, we carefully consider both the magnitude and likelihood of potential financial impacts on the company.

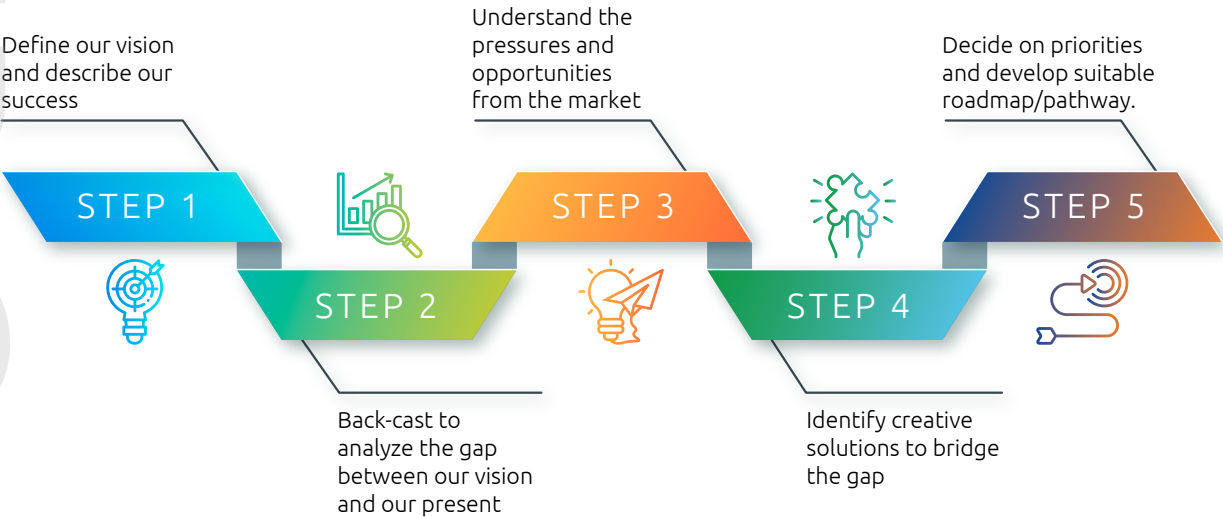
For detailed analysis, please refer to the Disclosure 1 in Chapter 7

2.3 Sustainability Strategy

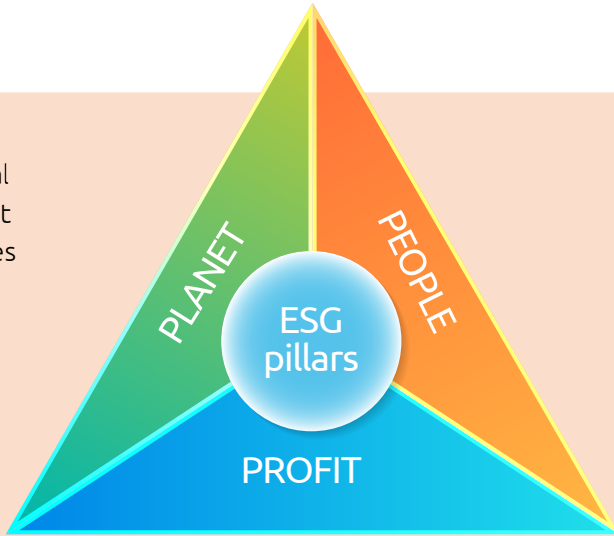


Our vision is to become The Reference Developer in Vietnam for building and managing inclusive eco-industrial parks, proving that economic growth can be sustainable.

DEEP C sustainability strategy is made through **5 major steps:**



We have decided to create both ecological and social transitions to bridge our current position and our desired position. Priorities are given to three main ESG pillars: **Planet, People and Profit.**



PLANET



Focus on Carbon Emission Reduction, Circular Economy, and Nature-Based Infrastructure

Under our Planet pillar, we prioritize reducing carbon emissions, advancing the circular economy, and developing nature-based infrastructure. **We aim to replace 50% of our fossil-origin energy with renewable energy sources by 2040, recognizing it as a critical component of our green transition.**

To **achieve net-zero emissions by 2050**, we are not only generating rooftop solar power but also transforming Industrial Zones into carbon absorption parks. This dual approach underscores our commitment to sustainable energy and carbon neutrality.

Nature-Based Infrastructure

Our nature-based infrastructure projects aim to replicate natural ecosystems, promoting environmental health and providing resilience against natural disasters. Implemented both within and beyond the confines of DEEP C Industrial Zones, these initiatives underscore our commitment to environmental stewardship. In the years 2024 – 2025, we will conduct measurements and assess the effectiveness of these initiatives, with the aim of establishing feasible medium-to long-term goals. The existing wetland project – an illustration of natural habitats for fauna and floral system will be double in size in the coming years.



Zero-Waste Strategy: Waste Stream Management and Resource Efficiency

Our goal is to **achieve zero waste by 2040** through meticulous waste stream management and resource efficiency. Embracing circular economy models, we view waste as a resource to be reused and recycled. After the first trial with plastic waste in the plastic road project in November 2019, we continued another effort with biodegradable waste and treated wastewater. However, these projects are still at the trial stage due to complexities in the legal framework. Discussions with some NGOs and national institute on law advocacy are ongoing with the expectation that we can do more recycle projects in future without regulatory obstacles.

We also understand that for an eco-industrial park to thrive, it must be home to environmentally responsible businesses. Reaching our zero-waste target requires innovation, dedication, and the active engagement of DEEP C tenants. Therefore, active stakeholders' engagement is part of our zero-waste strategy. We will continue holding discussions with the authorities as aforementioned, with our tenants and other stakeholders, establishing other channels for stakeholders' communication, ensuring a collaborative effort towards sustainability.

PEOPLE

Empowering Our Human Capital

At DEEP C, we believe people make the difference. We place people at the heart of our development plan, aiming to make DEEP C the best place to work, a home away from home where employees can be their authentic selves. We offer clear growth paths, work-life balance, comprehensive education and training, and fair opportunities for advancement. We encourage our people to step out of their comfort zones, take accountability for their decisions, and view failures as essential steps in career progression. DEEP C supports this journey, viewing setbacks as part of the learning process and helping employees reach higher levels. Our strategy is supported by measurable goals to ensure transparency and accountability. **We aim to increase employee satisfaction scores by 20% over the next five years.**





Community Engagement: Beyond Our Employees

When we talk about People, we mean more than just DEEP C employees; we mean the local communities around us as well. Our commitment to People extends to everyone in our vicinity, highlighting our dedication to the well-being of the entire community. DEEP C expresses its gratitude to this land of Vietnam and the people of Vietnam. Our give-back program goes beyond donations or sponsorships in cash or in kind. We endeavor to improve the livelihoods and living conditions of local communities by harmonizing the existence of traditional villages inside industrial zone boundary and the development of Industrial Zones and offering them education and employment opportunities. We set our annual CSR budget based on the company's performance each year.

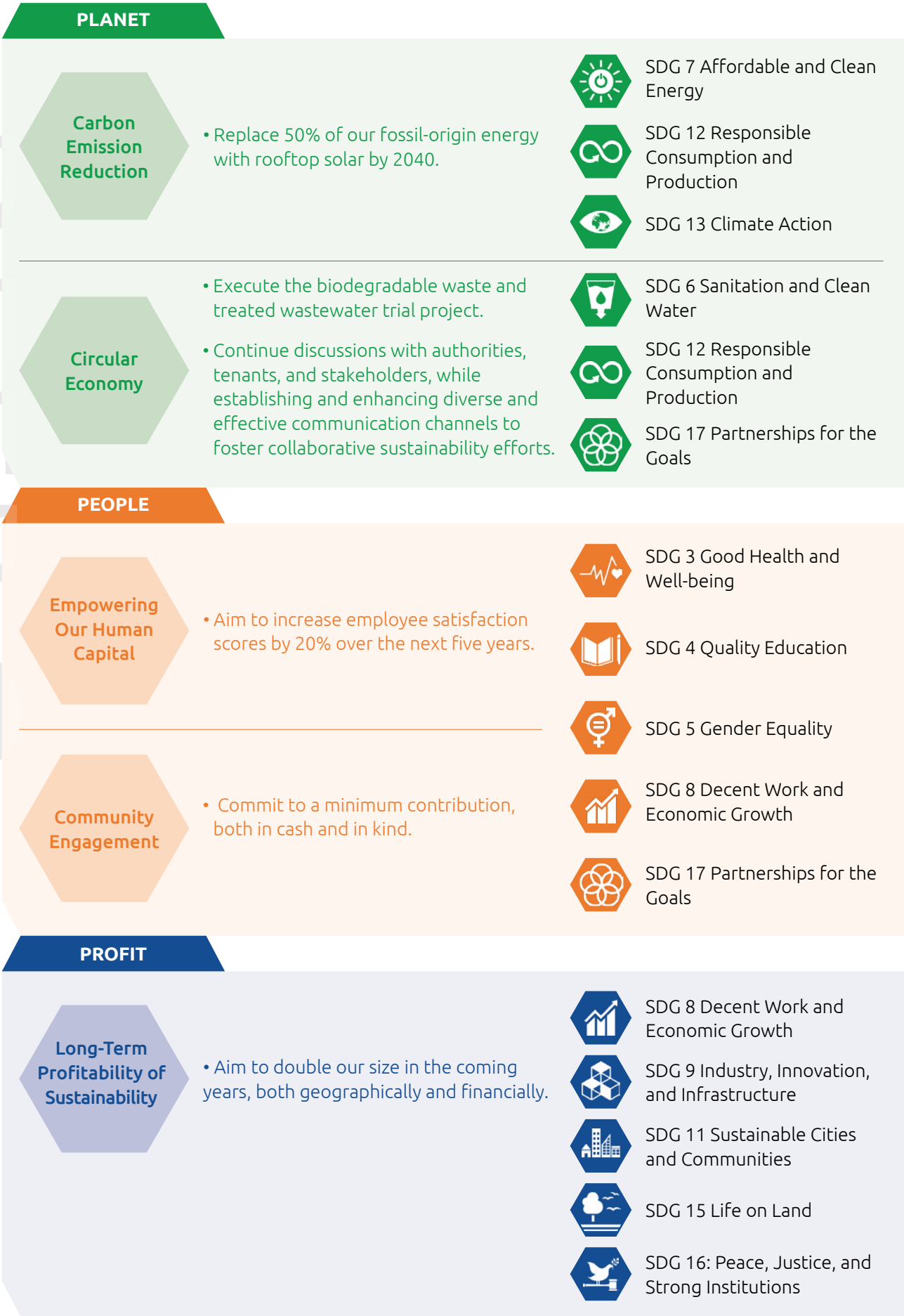



Proving the Long-Term Profitability of Sustainability

Under the Profit pillar, DEEP C aims to demonstrate that sustainability can be profitable in the long run. We firmly believe that no sustainable development is possible without profitability. Building on our rapid growth over the past year, DEEP C has the ambition to double its size in the coming years, both geographically and financially. This will help us enhance the employee compensation, contribute more to local and national development through tax revenue. But the main reason we believe we can double is because of our focus on sustainable industrial (FDI) development.



Alignment of four main pillars with UN SDGs:





Chapter 3: Profit

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Economic Performance

Direct economic value generated and distributed.

Disclosure	FY 2022	FY 2023
	(in thousand USD)	(in thousand USD)
Direct economic value generated	123,712	180,676
Revenue	122,599	178,780
Financial income + Other income	1,112	1,895
Direct economic value distributed	111,199	155,906
Operating costs (excluding employee wages and benefits)	83,162	125,412
Employee wages and benefits (including PIT, insurance,...)	7,916	8,450
Payment to provider of capital (accrual basis)	8,865	7,801
- Loan interests to lenders	1,564	1,265
- Dividends to shareholders	7,301	6,536
Payment to government by country (accrual basis) - excluding PIT, insurance, deferred tax...	6,024	8,923
Community investments	54	126
Depreciation & Amortization	3,414	3,360
Financial expenses (excluding interest) + Other expense	1,765	1,834
Economic Value Retained (Retained profit)	12,512	24,770

The government has continually assisted DEEP C by offering corporate income tax (CIT) incentives, which play a crucial role in supporting our company's operations, allowing us to wisely manage resources and promote long-term growth.

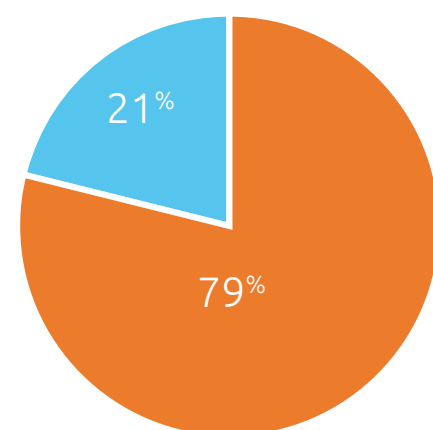
Subsidiary

Tax Incentive Details

DVIZ	Preferential CIT rate of 10% applied for DEEP C 1 (the normal CIT rate in Vietnam is 20%)
EJVN	Preferential CIT rate of 10%
DCR	Preferential CIT rate of 10%

Procurement Practices

DEEP C prioritizes efficiency and supports the local economy through our commitment to local procurement. Through the identification of key operational zones within our reclamation projects, we prioritize partnering with local contractors. This ensures efficient logistics due to our partners' proximity to the worksite, which boosts operational efficiency and minimizes transportation-related greenhouse gas emissions. This approach aligns with our goal of supporting local (domestic) businesses and fostering regional economic development. In 2023, we collaborated with 238 suppliers in Vietnam and 1 supplier in Malaysia, leveraging their expertise and resources to support our business operations.



Details

	In thousand USD
● Total Procurement Transaction Value	3,095.47
● Procurement Transaction with Foreign Supplier	642.92
● Procurement Transaction with Local Supplier	2,452.55

Tax

Our Approach to tax

DEEP C understands that tax compliance is one of the priority strategies in effectively running a business. We ensure strict adherence to local and international regulations on tax. The Chief Financial Officer and Audit Committee oversee our tax strategy, which encompasses various tasks such as updating tax findings, disclosing specific tax compliance issues, and managing any tax disputes that may arise within the Company. By holding ourselves accountable to these standards, we conduct operations with integrity, transparency, and in accordance with the highest ethical principles in our tax practices.

Our Tax governance, control, and risk management

At DEEP C, we handle tax compliance by implementing the following practices:

01 Internal Tax Assessment



To guarantee adherence to tax regulations, we perform internal evaluations on a quarterly basis. These assessments help us identify potential issues early and resolve them proactively, reducing the likelihood of non-compliance.

02 Retainer Agreement with Tax Consultants



We maintain a retainer arrangement with experienced tax consultants who provide continuous assistance and guidance on tax-related matters. This ensures we receive professional advice whenever needed, enabling us to navigate complex tax laws and regulations effectively.

03 Case-by-Case Consulting



In addition to the retainer arrangement, we work with tax specialists on a case-by-case basis for specific consulting needs, ensuring specialized solutions for specialized cases.

04 Tax Training



We prioritize continuous learning and development in tax matters through both internal and external training sessions. Internal training programs inform our employees on relevant tax laws, policies, and procedures, while external training opportunities keep us updated on industry best practices and emerging trends in taxation.

In 2023, we utilized external professional consultants on PIT finalization, Transfer pricing documentation, Benchmarking - intercompany service charges, Monthly retainer service and Case by case advisory services.

DEEP C's stakeholder engagement and management of tax concerns

By utilizing the below communication channels and approaches, DEEP C maintains transparent and constructive interactions with tax authorities, fostering compliance with tax regulations and facilitating the resolution of any tax-related issues collaboratively:

- Tax declaration and submission.
- Official letters (on cases requesting for tax authorities' advice/ instruction).
- Exchange of argumentations (with support from consultants) following tax audits.

Our country-by-country reporting

The period covered by the information reported in the below Disclosure is from January 1, 2023 to December 31, 2023. Our number of employees dated December 31, 2023, was 408.

Disclosure (Country-by-country reporting)	FY 2022 (in thousand USD)	FY 2023 (in thousand USD)
Revenues from third-party sales	114,305	167,729
Profit/loss before tax	25,664	39,107
Tangible assets other than cash and cash equivalents	186,644	212,127
Corporate income tax paid on a cash basis	5,013	7,675
Corporate income tax accrued on profit/loss	5,832	8,082

The variance between corporate income tax accrued on profit and the tax due when applying the statutory tax rate to profit/loss before tax primarily comes from tax regulations regarding declaration and payment deadline. In particular particular, the deadline for payment of Corporate Income Tax for a financial year falls within 90 days after the year-end.

3.4

Anti-competitive Behavior

DEEP C acts in accordance with Competition Law No.23/2018/QH14 and in 2023, no cases on anti-competitive behavior and violations of anti-trust and monopoly legislation were reported.



Chapter 4

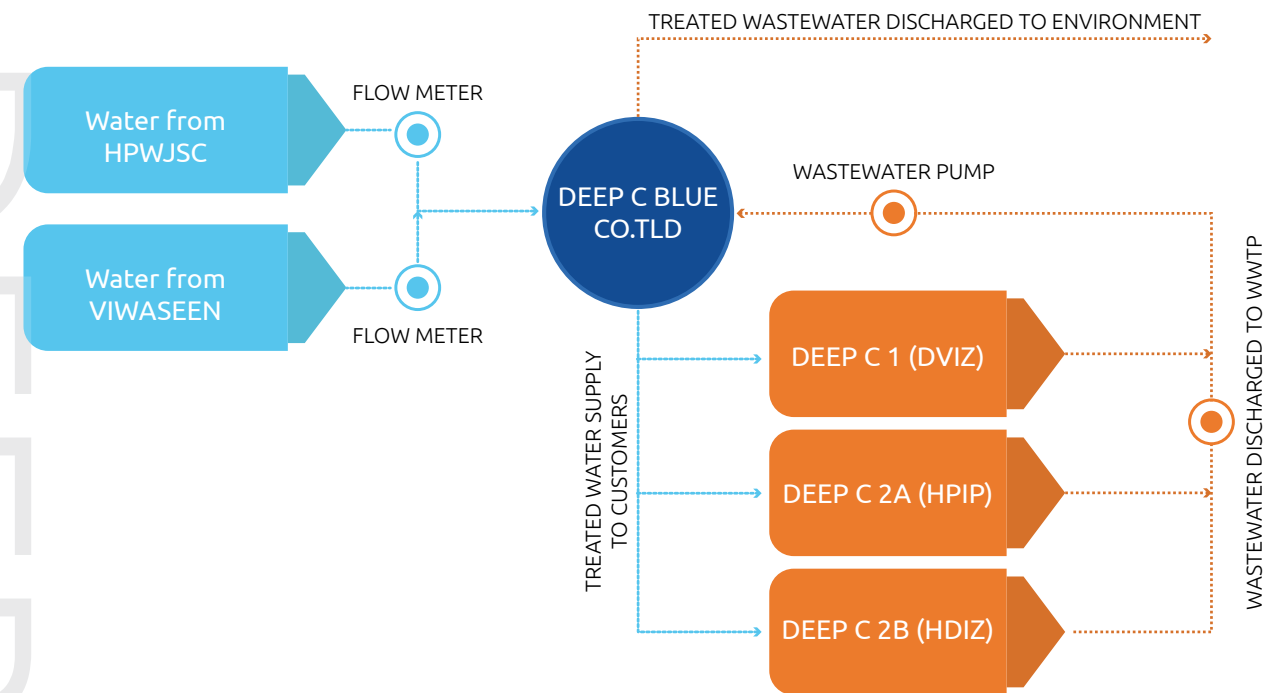
Planet

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Circular Economy

4.1.1. Water



DEEP C sources water from two suppliers, Hai Phong Water Joint Stock Company (HPWJSC) and VIWASEEN, using flow meters for accurate measurement. DEEP C Blue then supplies treated water to three Industrial Zones: DEEP C 1, DEEP C 2A, and DEEP C 2B. Once used by our tenants, the wastewater from these zones is collected and pumped through a wastewater pump sump to central Wastewater Treatment Plant (WWTP). A flow meter measures the volume (m³) of wastewater received at WWTP. Once treated to meet all requirements of the government, DEEP C Blue discharges the water back into the environment (Bach Dang River). This process ensures a consistent supply of treated water while maintaining proper wastewater management practices to minimize environmental impact.

Our water management strategy goes beyond simply supplying tenants with the registered amount of treated water. We aim to optimize water usage and minimize waste through sustainable practices. This includes treating wastewater to meet government standards and exploring opportunities for treated wastewater reuse in the near future. Potential applications include using treated wastewater for irrigating

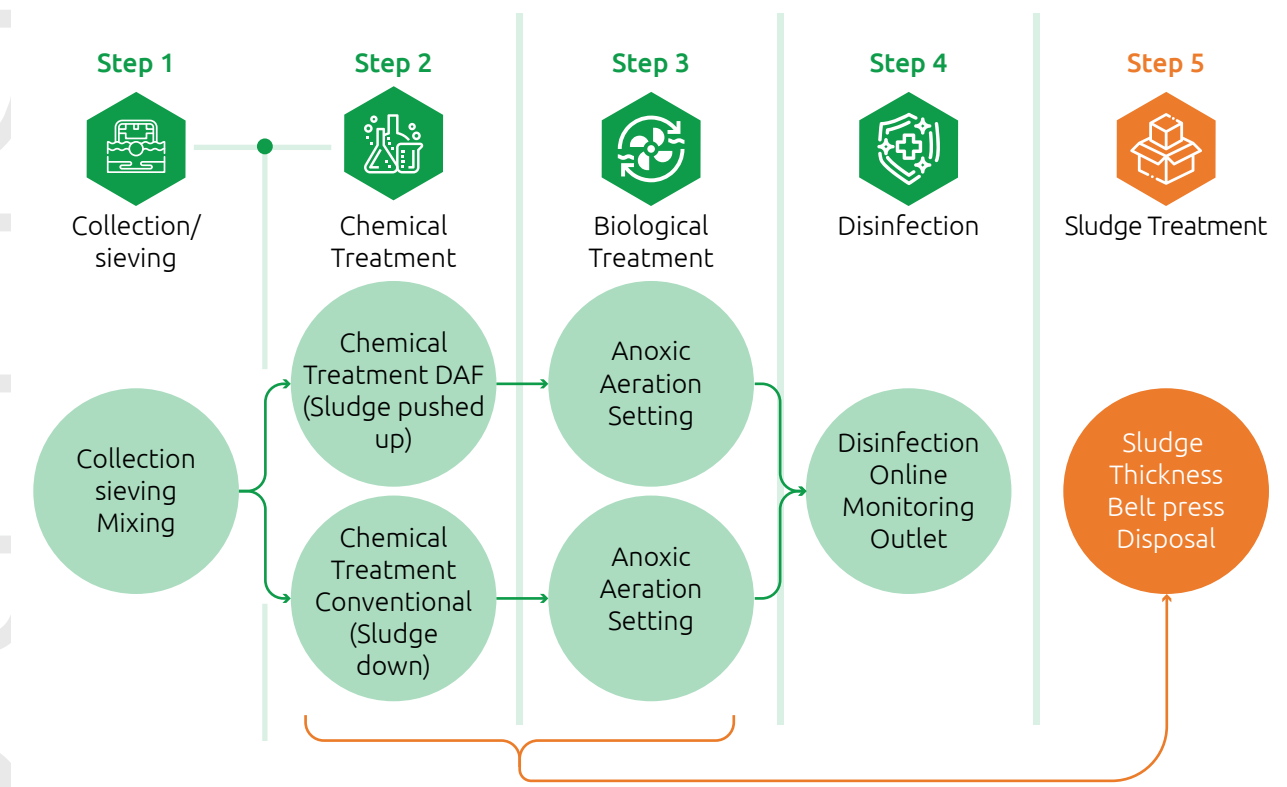
plants in our green zones or supplying it back to our clients as raw water for their production lines and cooling systems when allowed. These initiatives require extensive research and in-depth testing, and we are actively seeking expert consultation to advance these efforts. By prioritizing comprehensive water management, we strive to lessen environmental impact, save resources, and promote long-term sustainability within our zones.

DEEP C places significant emphasis on responsible water management and environmental stewardship across all facets of our operations. We adhere to Vietnamese regulations, specifically [QCVN-40/2011/BTNMT](#) on National Technical Regulation of Industrial Wastewater. This includes management of water resources and treatment of priority substances of concern. To ensure compliance, we conducted a thorough assessment and consulted relevant parties to set discharge limits for various parameters, such as TSS, COD, pH, and NH₄. Our dedication to environmental protection and regulatory compliance is reflected in our achievement of zero non-compliance incidents related to water quality permits, standards, and regulations in 2023.

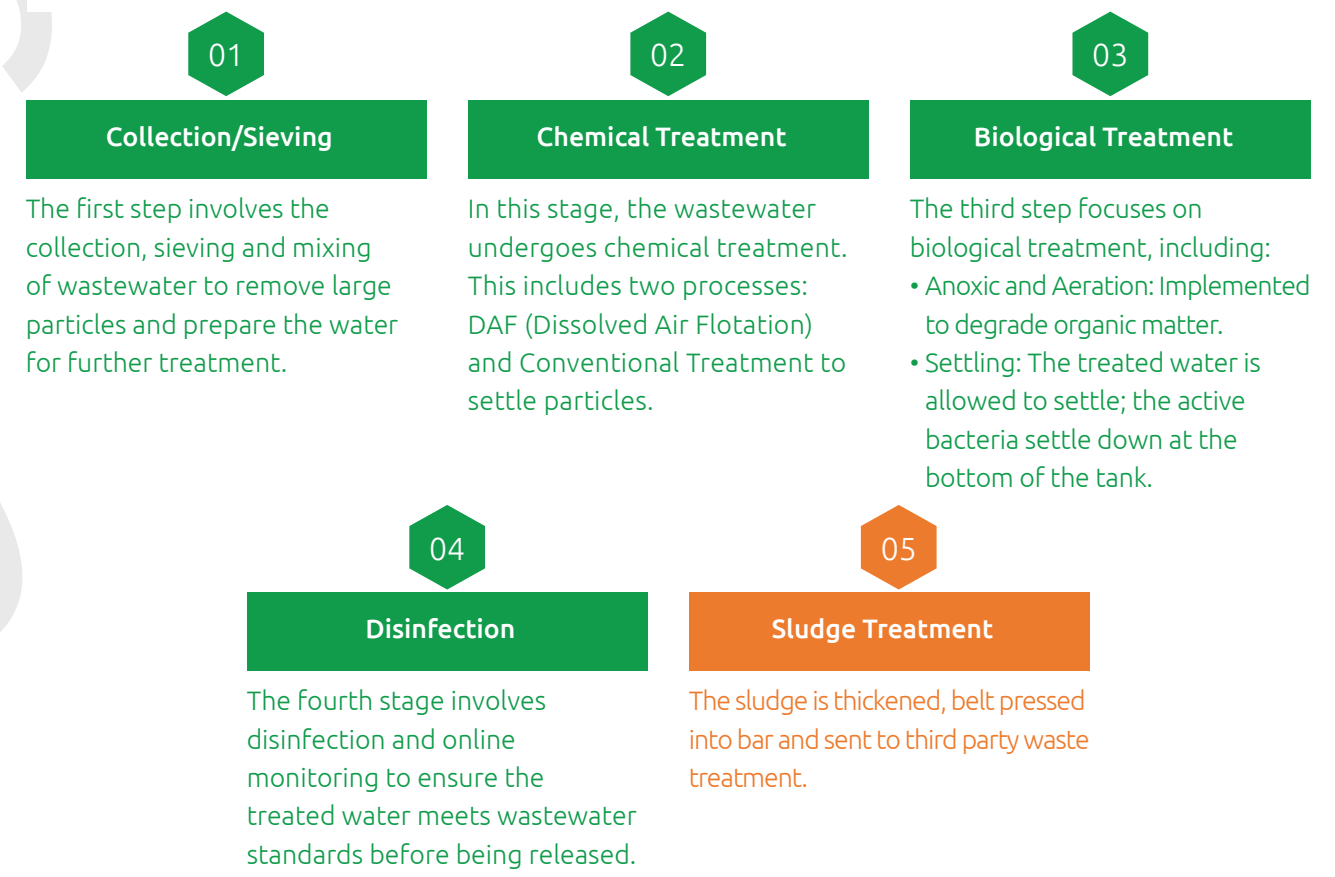
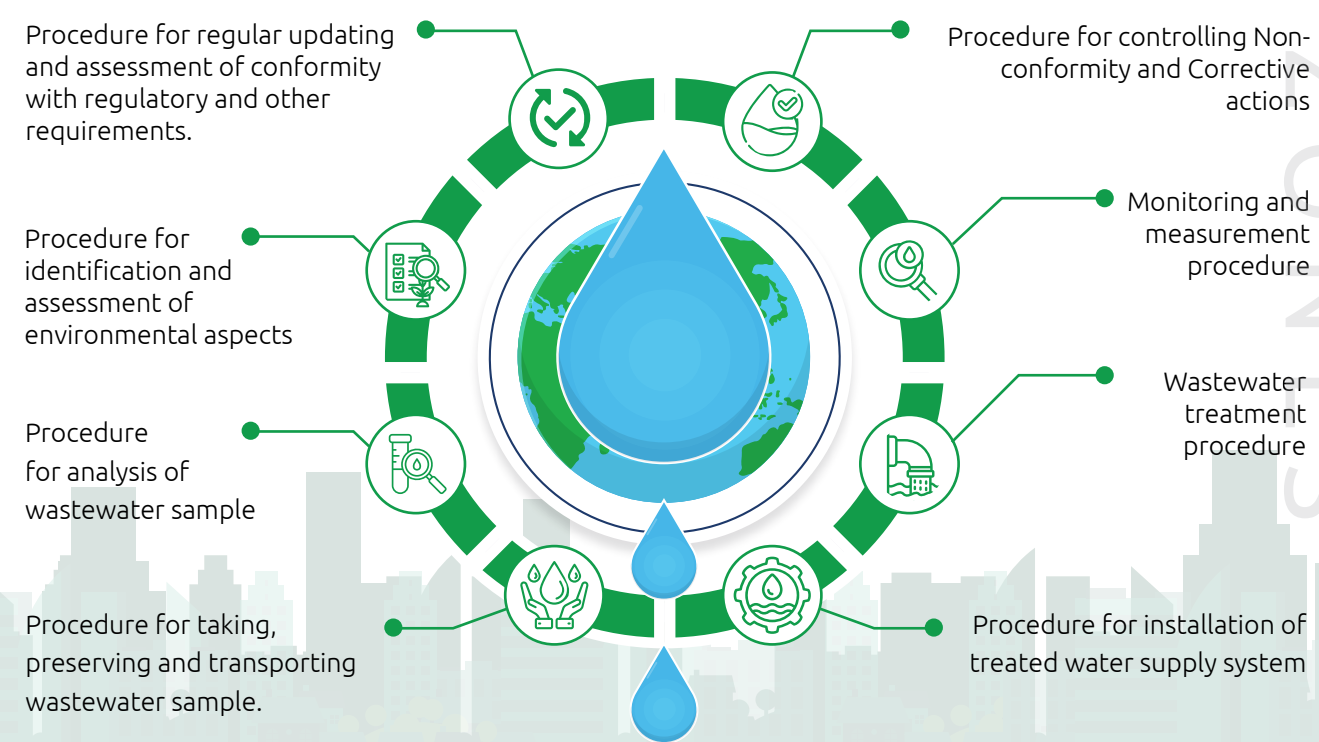


Besides, DEEP C Blue has implemented a refined Wastewater Treatment Plant process consisting of five distinct treatment stages, as outlined in the accompanying chart. This structured approach ensures the efficient and effective management of wastewater, further solidifying our commitment to environmental sustainability and regulatory compliance.

5 TREATMENT STEPS



Furthermore, within DEEP C Blue, we have created specific procedures and policies to effectively address any issues pertaining to treated water supply and wastewater treatment, including but not limited to:



We track and report incidents of non-compliance with discharge limits, and in 2023, no violation from tenants in the IZ was found.

	2022	2023
Total water withdrawal from supplier (m³/year)		
HPWJSC (27%)	425,167	391,960
VIWASEEN (73%)	867,752	1,076,569
Total	1,292,919	1,468,529
Total treated water supplied to all tenants (m³/year)		
DEEP C 1	961,025	976,734
DEEP C 2A	112,809	262,750
DEEP C 2B	18,835	183,668
Total	1,092,669	1,423,152

In 2023, we had 8 new tenants signing the water supply agreement, in which 4 tenants registered the use of treated water for over 3,500 m³/year.

4.1.2. Waste

DEEP C is dedicated to spearheading sustainable industrial development in Vietnam, with a vision to become the nation’s premier first Eco-Industrial Park. We have implemented robust waste management strategies aimed at minimizing our environmental impacts. These strategies emphasize responsible waste reuse and strict adherence to regulatory guidelines. Moreover, we actively foster a culture of circular economy within our industrial park, encouraging tenants to adopt sustainable resource management practices.

To achieve this objective, we have established a comprehensive waste management protocol that integrates our internal regulations including Health, Safety, and Environment (HSE) policies, Environmental, Social, and Governance policies, and environmental protection policies. These policies are communicated to our tenants and contractors through contractual agreements, ensuring all stakeholders are aware of, and committed to responsible waste management practices.

DEEP C’s Environmental, Social, and Governance Policy (2023) states that we promote synergy between DEEP C and our tenants across our supply chain. We aim to build a collaborative approach on four core principles, including sharing resources, promoting reuse and recycling of waste products or materials, minimizing the consumption of natural resources, and actively preserving the natural environment.

Waste generation of DEEP C includes:

Waste Composition (in Metric Ton)	2023		
	Waste Generated (MT)	Waste Diverted from Disposal (MT)	Waste Directed from Disposal (MT)
Domestic - site QN	26.04	None	26.04
Domestic - site HP	173.88	None	173.88
Industrial waste - site QN	None	None	None
Industrial waste - site HP	495	None	495
Hazardous - site HP	120.56	None	120.56
TOTAL	815.48	0	815.48

Hazardous waste at DEEP C primarily comprises sludge from the wastewater treatment plant, oil-contaminated cloths, fluorescent tubes and similar items. While the amount of waste generated by DEEP C is small, it is considered significant. We remain steadfast in adherence to legal regulations governing waste collection, storage, classification, and transfer to the third party for treatment. All waste is treated by designated competent parties. When transferring waste to treatment companies, we sign industrial solid waste handover minutes and we also record the quantities in hazardous waste documents for the annual environmental protection report. In 2023, we maintained a clean record with no violations or penalties related to waste management.

Besides, to align with our strategies and policies, in 2023, DEEP C implemented a successful composting trial. This initiative prioritized waste reduction and resource recovery by converting biodegradable waste, such as trimmed tree branches and plant leaves collected in our green zones, into a valuable organic fertilizer. **The initial trial yielded 426.5 kg of compost, which will be utilized in our nursery and green zones as a sustainable substitute for chemical fertilizers.** DEEP C conducted the composting process internally, employing a traditional composting formula. This commitment to internal resource management not only reduces waste but also fosters cost savings associated with fertilizer procurement, ultimately contributing to a more sustainable operational model. Ultimately, this project enables DEEP C to transition entirely from chemical fertilizers to organic alternatives.



4.2 Climate Change

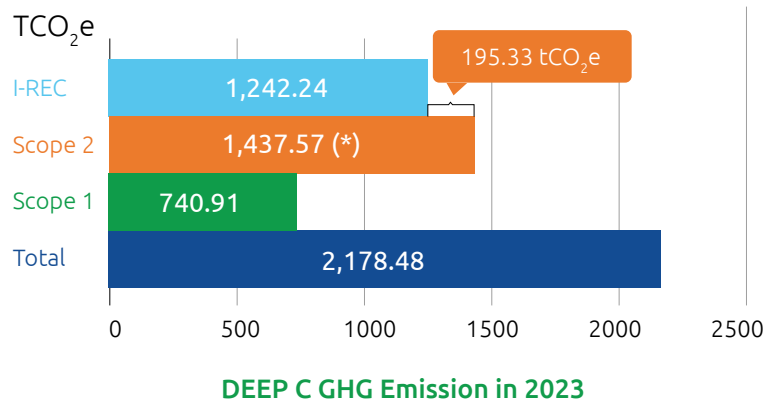
4.2.1. Emission

In line with the Vietnamese government's commitment to Net Zero by 2050, as announced in the COP26 World Leaders' Summit in 2021 and included in Prime Minister's Decision [No.896/QĐ-TTg](#) approving the National Climate Change Strategy, several Vietnamese enterprises, including DEEP C, have prioritized carbon emission reduction. DEEP C has actively pursued strategies and enacting plans aimed at mitigating its CO₂ footprint. DEEP C has diligently calculated and monitored direct and indirect sources of GHG emission (Scope 1, Scope 2), which are generated through our operations, with a significant portion originating from the use of fuel and electricity. We used the Greenhouse Gas Protocol methodology to calculate the total GHG emission.

Our executives are diligently establishing targets and goals for each department to curtail carbon emission while we anticipate the formulation of policies related to management of GHG emission and Air pollution from neighboring areas in the near future.

Scope	Description	Source of emission	Basis	Data source
Scope 1	Fuel consumption from own operation	Company cars for business transportation in Diesel & Gasoline	Fuel amount (Liter)	Monthly fuel report sent by the gas station
		Own vehicles/machine for site operation in Diesel, Gasoline & LPG gas		Actual inventories notes
Scope 2	Electricity consumption (purchased or acquired) from non-renewable sources	Office in Hai Phong/ Quang Ninh	Mwh of electricity & Grid emission factor	Power meters and electricity bills from Avani building/ Electricity bills of QN Power Company
		Site operation + Complex building		Power meters installed for each project and report from SCADA system

Total amount of emission in 2023



(*) In 2023, DEEP C’s Scope 2 emissions were reduced by 1,242.24 tCO₂e as the result of the redemption of 1,836 I-RECs from self-generated renewable energy sources, lowering the Scope 2 emissions and total annual emissions to 195.33 tCO₂e and 936.24 tCO₂e respectively.

4.2.2. Energy Management

At DEEP C, energy consumption is diversified across various operational aspects. Primarily, a substantial portion of energy is allocated to fuel consumption for machines and vehicles. We also use other sources of energy coming from electricity for our equipment in office buildings and in the Industrial Zones. Furthermore, renewable energy derived from solar panels and wind turbine is harnessed within our operations and is also made available to our tenants.

Fossil Energy Consumption	FY 2022 (LTR)	FY 2023 (LTR)
Gasoline	28,226	39,058
Diesel	210,061	242,664
LPG	10,532	1,704

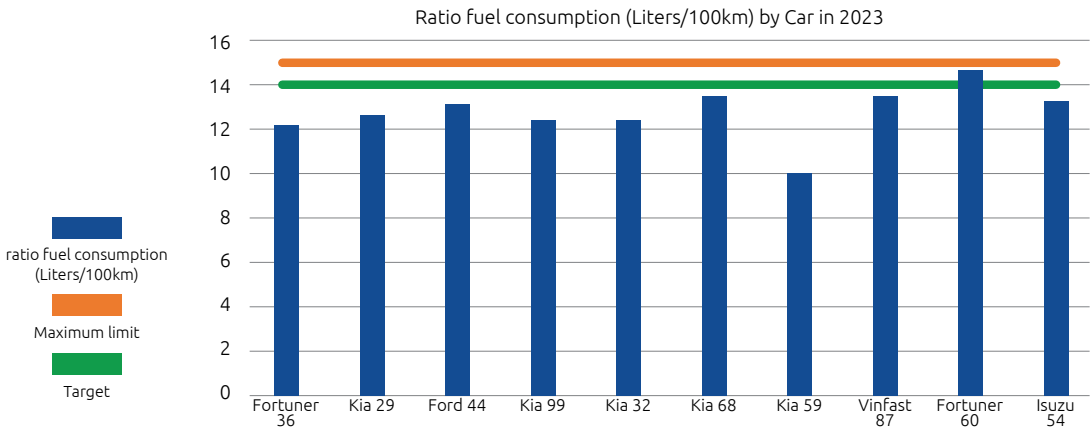
We embrace a comprehensive approach to energy management, in alignment with our commitment to environmental stewardship. Through stringent control of vehicle fuel usage and efficient transportation planning for business trips, we can optimize our consumption and minimize environmental impacts. We also focus on the management of energy distribution grids, including provision and maintenance to ensure operational efficiency and support services to our tenants. Furthermore, we actively promote RE solutions and sustainable practices within our own operations, but also we invite our tenants to join hands with us.



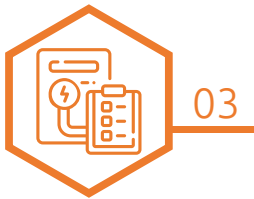
Although specific energy management policies are not yet formalized, we consistently encourage our employees and clients to adopt sustainable practices. Our goals and targets to control our vehicle fossil fuels usage include:



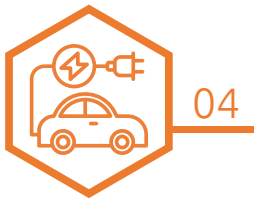
Set the maximum fuel consumption limit of 14 liters per 100 km for DEEP C's cars, with the aim of saving 1 liter per 100 km. While this ratio is largely influenced by each car's engine specifications, we endeavor to manage consumption through efficient driving practices (such as turn off air-con while the car is not in use) and regular vehicle maintenance. For example, for 100 km of driving, we usually need to fill 15 liters of gasoline, provided that the car air-con is always on during waiting time; by applying the practice, we can save 1 liter/ 100 km.



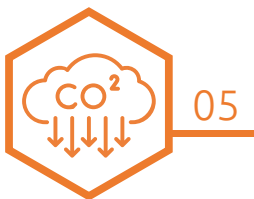
Use genuine fuel oil for Kobelco amphibious excavators (Kobelco hydraulic oil & engine oil) for land reclamation activities instead of using other brand's hydraulic oil. This ensures the excavator operates properly, extends its lifetime, reduces fuel consumption, and minimizes hazardous waste.



Reduce the use of private cars for business trips. For business trips to Ha Noi, if there are 1-2 passengers/trip, we use public transport instead of our private car. This campaign was carefully controlled by Admin department, no exception of using private car to Ha Noi recorded in 2023.

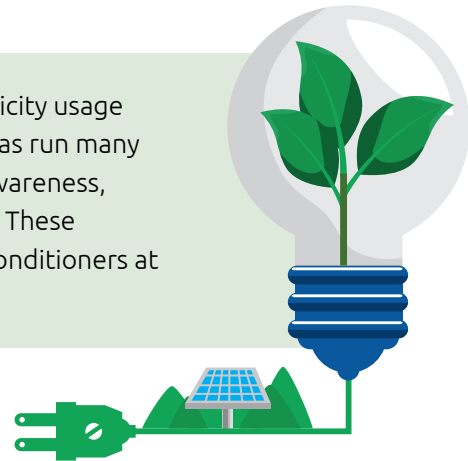


To continue decreasing the reliance on fossil fuels, DEEP C is utilizing electric vehicles, including 1 electric truck and 3 electric motorbikes. And we aim to replace more fuel-based vehicles with electric ones in the upcoming years.

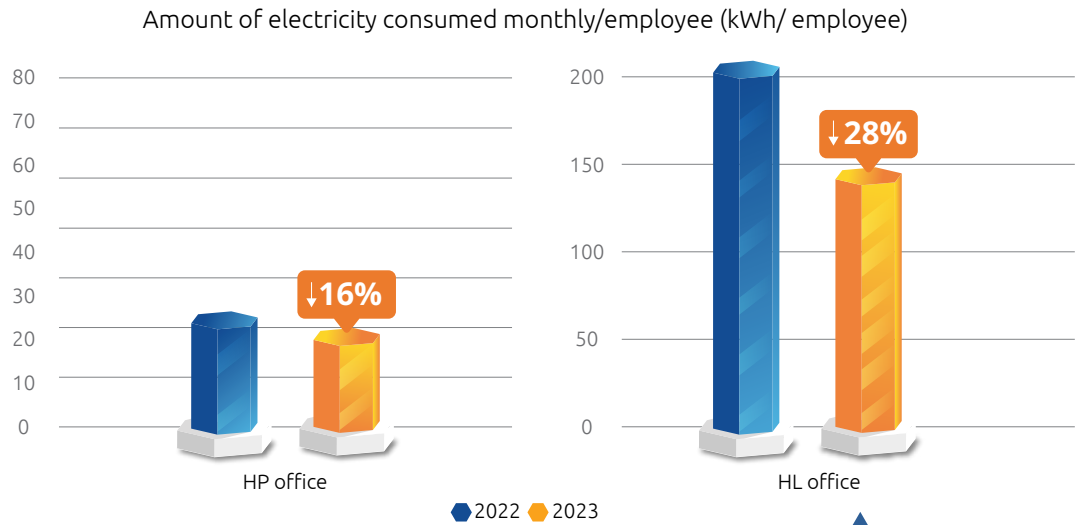


We have devised a plan to reduce carbon emissions through various initiatives ready for implementation in 2024, including continuous replacement of conventional lighting with energy-efficient LED lights and the utilization of more electric vehicle fleets.

In addition to vehicle fuel management, we aim to control our electricity usage and transition to 100% renewable energy. Since July 2023, DEEP C has run many campaigns on Energy Saving within DEEP C office building, raising awareness, and encouraging employees to adopt these good practices at home. These practices include turning off light during lunch time, turning on air conditioners at appropriate temperature, using stairs instead of elevator, etc



Electricity consumption figures have decreased from July to September, we have saved a total of 1848 kWh of electricity consumption compared to 2022, which is shown in the chart below:



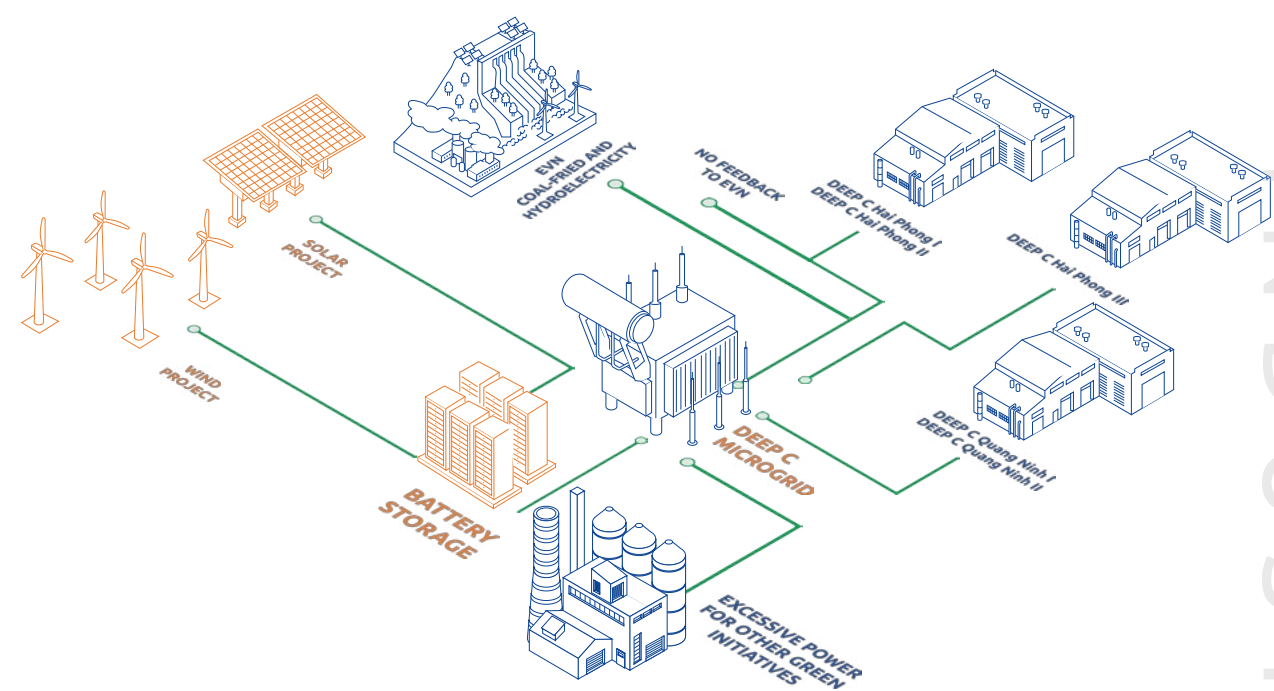
Regarding the management of distribution grids, DEEP C continuously invests in grid improvement and upgrading to minimize losses on distribution lines and enhance quality of power distributed to our tenants. At DEEP C, we strictly follow [Circular 39/2015/TT-BCT](#) on power distribution promulgated for power distribution unit.



In order to diversify our power sources and reduce dependence on EVN, we pursue the development of renewable energy. We strictly follow standards and regulations of the government on investment and operating renewable energy systems. This is further explained in detail in the next section.



4.2.3. Renewable Energy



In a strategic move towards energy independence and environmental sustainability, DEEP C has established a bold target of achieving 50% renewable energy usage by 2040. DEEP C is actively pursuing a multi-pronged strategy that includes the combination of rooftop solar panels with battery storage solutions, as well as potential connections to solar farms or offshore wind projects.

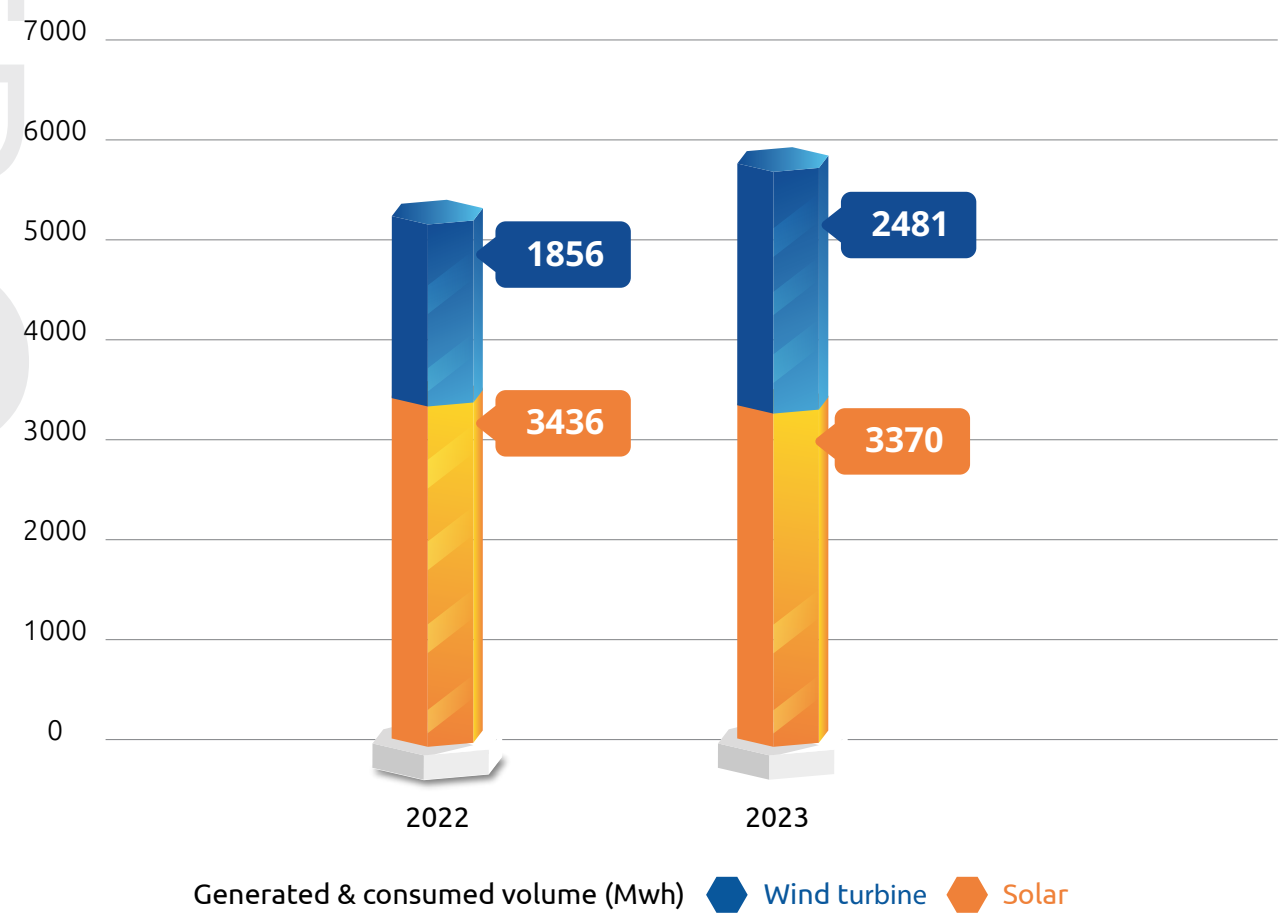
This comprehensive approach is anticipated to reduce DEEP C's dependence on the national grid (EVN), reduce consumption of conventional electricity sources, and result in cost savings on electricity procurement especially during peak demand periods, which will be shared with our customers. Furthermore, the adoption of renewable energy is expected to enhance DEEP C's attractiveness as a sustainable investment hub, potentially attracting higher-quality Foreign Direct Investment (FDI) and contributing to Vietnam's broader goals of sustainable economic growth. However, DEEP C acknowledges the inherent challenges associated with renewable energy sources, such as their intermittent nature, which necessitates the development of a robust energy management system and battery storage system.



Currently, DEEP C has installed one wind turbine of 2.3 MWp and 2 rooftop solar systems of 3.1 MWp in total on the rooftop of our tenants. Electricity from these clean sources is injected into DEEP C's internal power grid, mixed with the national electricity grid (conventional sources), and distributed to all DEEP C's tenants. In 2023, the 3 renewable energy projects generated 5,851 MWh, which was an increase of 10% compared to the previous year and equals to 1.1% of the total consumption (553,581 MWh) of DEEP C and all its existing tenants in the Industrial Zones. This generation volume contributed a revenue of 436,816 USD to our power business in the form of savings on electricity procured from the national grid.

Project	IZ	Capacity (MWp)
Wind Turbine	HDIZ	2.30
DEEP C Solar 1 (DEEP C RED)	DVIZ	2.15
DEEP C Solar 2 (Jupiter Pilot)	HDIZ	0.93
Total		5.38

Breakdown of Renewable Energy generation and consumption:



In addition, we registered our renewable energy projects for I-RECs issuance and obtained **5,829 I-RECs** in total. In 2023, the redemption of I-RECs which were generated in 2022 brought a revenue of **4,969 USD**. We have also further obtained **2,344 I-RECs** and **1,034 I-RECs** generated in the year 2023 by DEEP C Solar 1 project and by DEEP C Solar 2 project, respectively, which are redeemed for DEEP C ourselves and our tenants. Moreover, Wind Turbine is also in the asset registration process for I-RECs issuance.

4.2.4. Climate Change Mitigation

Recognizing the profound global challenge of climate change, DEEP C is committed to mitigating our environmental impact and contributing to a sustainable future. This commitment is reflected in our ongoing collaboration with industry leaders and strategic partners to adopt best practices and develop tailored initiatives to mitigate the impacts of sea level rise and flood, water scarcity, and temperature increase.

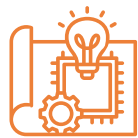
Wadi concepts (a wadi is a dry riverbed or valley that temporarily fills with water during periods of heavy rain, effectively mitigating flood effects) is one of the climate change adaption measures that we have worked with our tenants. tesa site Haiphong successfully applied this concept to their building in 2023, inspiring us to incorporate it into our own upcoming infrastructure as well as encouraging other tenants within the Industrial Zones to follow suit.



DEEP C encourages tenants in the industrial zone to explore and implement water-saving measures and enhance overall resource efficiency. In 2023, 15 tenants who joined the Resource Efficiency and Cleaner Production (RECP) Program in 2022 continued to apply effective practices for optimal water and energy use. These efforts resulted in savings of approximately **5.8 million kWh** of electricity, **90 thousand m³** of water, and a reduction of **10,588 tCO₂e**.

Besides, rising temperature leads to higher energy consumption for air conditioners and cooling system. As a consequence of climate change, increased temperatures elevate building heat and drive-up energy use for cooling. To mitigate this impact, our new Service Complexes in Quang Ninh and Hai Phong have been designed to LEED standards, and we plan to apply for LEED certification once operational. Quang Ninh Service Complex, with a total floor area of **11,621.9 m²**, began construction in September 2023 and is expected to be completed by September 2024. Construction of the Hai Phong Service Complex will commence shortly thereafter.

	FY 2022	FY 2023
Conventional Materials (m³)		
Total	3,992,901	4,091,509
Alternative Materials (m³)		
Mud/ Dredged material	793,000	1,083,000
% of Alternative materials used	17%	21%



Innovative Material Use:

Minimizing the use of natural resources for reclamation activities remains our primary goal as we expand our zones. In 2023, alongside conventional materials, we utilized a total of **1.083 million m³** of dredged material, **37%** higher than in 2022. This approach saved the equivalent of **617,000 m³** of traditional materials for land reclamation.

In addition, we pioneered the use of plastic and reclamation materials to enhance our infrastructure. This innovative approach was first applied in 2022, marking a significant step towards sustainable development.

Biodiversity & Ecosystem



At Deep C, we try to support biodiversity wherever feasible. To compensate for the affected land and biodiversity, DEEP C has saved the total area of **62.4 ha** for green zone to plant trees, allowing species to grow and create “a green atmosphere” to the IZ and its ecosystem. DEEP C maintains a **15,800 m²** nursery area for cultivating a diverse range of plant species from early stages until they are ready for transplantation into the green zone. This approach enables gradual acclimation to the surrounding environment and facilitates the development of robust root systems. By nurturing young plants, we ensure optimal growth and resilience compared to larger specimens that might experience root damage during transplantation.

In 2023, the nursery successfully cultivated **696,758** trees, with **616,514** subsequently transplanted into the green zone, contributing to a flourishing ecosystem.

Furthermore, we promote sustainable land use practices. In lieu of immediate development for rental purposes, an existing water surface area within DEEP C 2 has been transformed into a comprehensive wetland encompassing **135,800** square meters, with water surface (**43.5%**) and green area (**56.5%**). This habitat fosters the natural development of plant and insect populations, while also mitigating flood risks, aligning with broader green development goals.

The wetland boasts a rich biodiversity, comprising **54** types of plants and **18** types of animals and insects. Twice a year, we conduct assessments to monitor the growth and changes of wetland species. In 2023, during a survey, we identified **51,666** lawn plants and **4,370** shade trees alongside a variety of fauna, ranging from larger species like fiddler crabs, birds, storks and mice to smaller creatures including bees, butterflies, and snails. This ongoing initiative exemplifies DEEP C’s commitment to fostering a healthy and thriving ecosystem.

Chapter 5

People and Community

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5.1 Health & Safety

DEEP C always values the importance of occupational safety and health. Our goal is to prevent the sources of accidents, incidents, injuries, occupational disease, physical damage, industrial hygiene, environmental pollution, and adverse impact to the communities in which we operate.

Firstly, DEEP C adheres to a robust Quality, Health, Safety (QHS) policy aligned with **ISO 45001:2018 standards**. This policy encompasses HSE and ESG principles. We regularly conduct risk assessments and analyze the effectiveness of control measures, ensuring continuous improvement. QHS data is periodically analyzed to identify trends and potential areas for improvement, ensuring continuous improvement of the overall QHS management system.

Secondly, the Company also fosters a culture of safety by encouraging employee participation. With the **"Safety Star" award program**, DEEP C gives out prizes valued at 1.5 million VND to recognize individuals who actively contribute to workplace safety initiatives. Furthermore, we empower employees to report hazards and stop work if they encounter unsafe conditions through our **QHS Digitalization System (Power App)** and the **Stop Work Authority Procedure**.



Moreover, since established in 2023, the Occupational Health and Safety (OHS) Officer Network has spearheaded proactive compliance with DEEP C's safety regulations. This innovative network safeguards both employee well-being and employer benefits. Every operational unit has a dedicated part-time OHS officer to monitor safety practices, report concerns, and recommend improvements. OHS Officer Network has conducted 91 safety inspections, promptly addressing findings and implementing Corrective and Preventive Actions (CAPA) accordingly. As the result of these proactive measures, no Lost Time Injuries (LTI) were recorded in 2023, reflecting a 100% improvement compared to 2022. Key responsibilities of OHS Officers may include:



Ensure adherence to safety regulations related to occupational safety, fire prevention, hygiene, and equipment use.



Monitor workplaces daily and propose safety improvements and regulations.



Train and instruct new and transferred employees on safety protocols.



Maintain awareness of, and report on, safety and hygiene issues.



Recommend improvements to the workplace environment and safety measures.



Serve as role models for safe work practices.



Identify and address unsafe conditions promptly.

Lastly, we execute comprehensive safety training at DEEP C. In 2023, we have provided training to 260 employees across all functions requiring occupational safety and hygiene training.



Fire Prevention and Fighting and Rescue:

21 attendees



Chemical Safety training records:

45 attendees



First Aid Training:

86 attendees



OHS training:

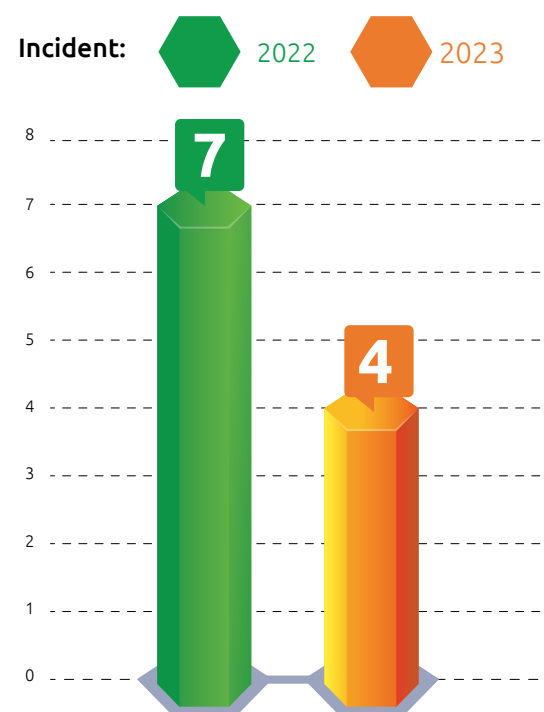
260 attendees



Employees who experience occupational accidents receive compensation and benefits mandated by law and social insurance. We have a comprehensive Incident & Accident Management procedure in place to ensure proper identification, reporting, investigation, and communication of incidents. Workers can directly report incidents through the Power App's Incident & Injury Summary Section within our QHS Digitalization System.

In 2023, DEEP C's Fire Fighting and Rescue team exhibited outstanding performance by promptly controlling and extinguishing major fires at the premises of two tenants. Acting as the primary response unit, they coordinated seamlessly with grassroots fire protection units and the fire protection police (PC07) to manage fire and explosion incidents within the Industrial Zones. Furthermore, they provided critical support to the Hai An District Firefighting Police as part of the fire protection symbiosis project.

Throughout the year, we documented one fire incident classified as Level C in severity. Our fire-fighting team successfully extinguished the blaze within a two-hour time frame. The fire originated in a vacant dry grass plot during the dry season and spread rapidly due to strong winds, resulting in damage to 150 meters of electric cable; however, no casualties were reported. In the aftermath of this event, all relevant departments received comprehensive training on fire-fighting response, and tenants were instructed to clear dried grass and other fire hazards from their plots.



DEEP C is proud to report zero occupational accidents in 2023 and a significant reduction in incidents compared to 2022. We achieved a **43%** decrease in overall incidents, demonstrating our commitment to maintaining a safe and healthy working environment.

5.2

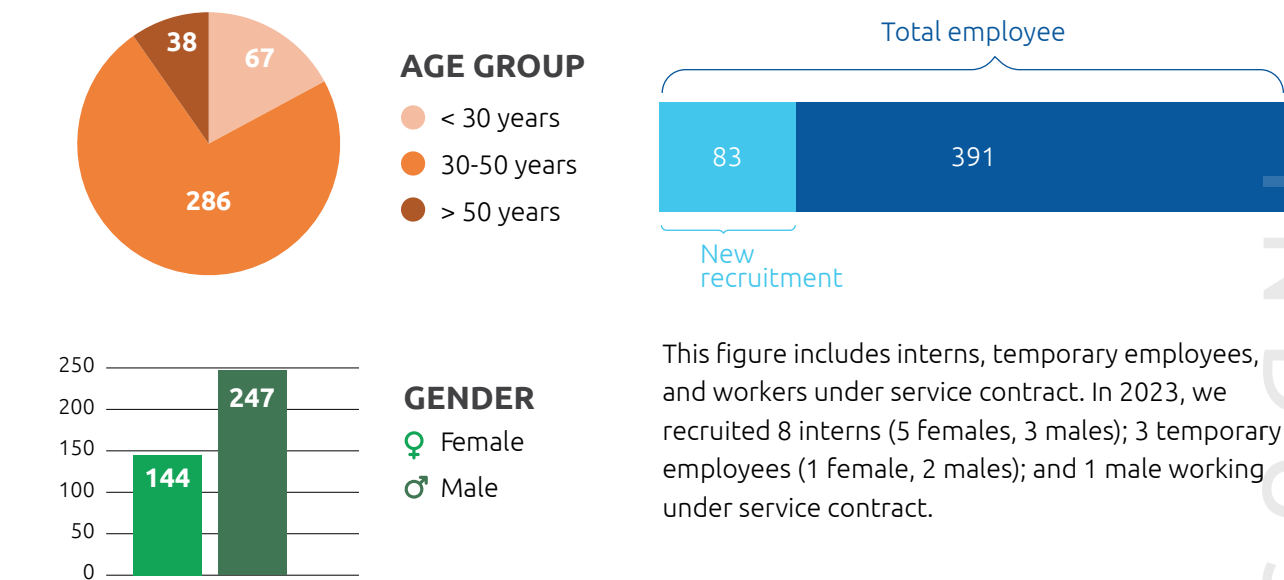
Workforce Diversity, Inclusion & Equality

Gender equality and fair compensation for equal work are the cornerstones of DEEP C's recruiting practices and internal policies. We aim to create an inclusive workplace where everyone, regardless of gender, age, religion, sexual orientation, or any other attribute, is treated fairly and has equal opportunity for professional growth and advancement.

In 2023, we focused on attracting and hiring talented individuals from diverse backgrounds. Our recruitment efforts ensured equal consideration for all applicants based on their skills, experience, and potential contributions.



Workforce Composition in 2023



We are proud to be a multinational workplace that **94.36%** (percentage of local staff) of the staff in our operation are held by local employees. Multinational personnel at DEEP C offer many advantages. Their varied points of view encourage innovation and creativity, which leads to more efficient problem-solving and decision-making. Enhanced cultural awareness among our team is essential for our global operations, improving customer relations and expanding our market reach. This diversity enriches our talent pool with a broader skill set and improved communication skills, making our team more adaptable. Additionally, having multinational staff members boosts our networking chances and strengthens DEEP C image as an open and forward-thinking employer by offering insightful and useful worldwide connections.



We are continually striving to achieve gender balance at all levels, including leadership positions. In 2023, we welcomed our **first female Chief Sustainability Officer to the Executive Committee**. Additionally, we have **12 female managers**, representing **48%** of the total management team.

The outcome of our efforts in the recent years:

Criteria	Unit	2021	2022	2023
Total managers	person	36	27	25
Female managers among the managers	person	16	11	12
Percentage of female managers among the managers	%	44%	41%	48%



5.3 Career Development

DEEP C prioritizes employee growth through a robust annual training program. This program offers a diverse range of courses designed to enhance both professional knowledge and soft skills. It aligns with individual and organizational development goals, ensuring all employees receive the training they need to excel in their roles and contribute significantly to the company's success. Our training program incorporates both internal and external options:

Internal Training

Each department conducts its own training programs to address current industry trends and refine essential soft skills.

External Training

Employees can propose desired courses or topics through an HR platform. Participation requires approval from the line manager.

These programs enhance employees' soft skills to improve their job performance, including but not limited to:



Sale skill



Planning skill



Electrical Safety



Business Sustainability



Managing labor disputes in the economy slowdown



Updates on Law on Labor, wage, social insurance, PIT



Labor Inspect at Enterprise



Occupational Health and Safety training

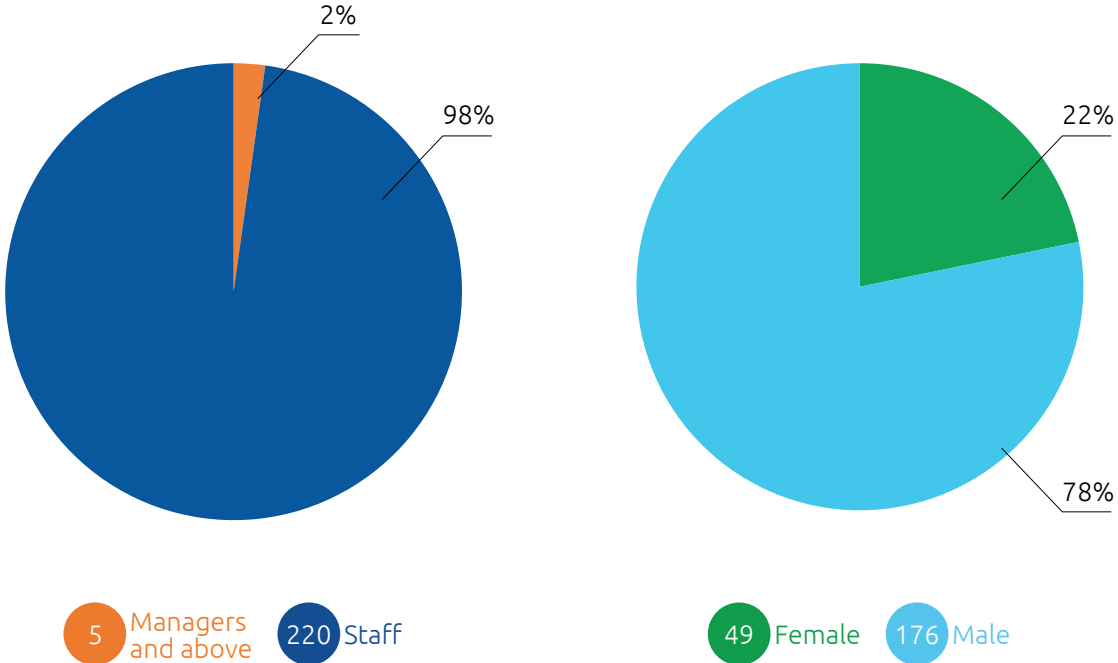


First Aid



Chemical training

Training Participation in 2023:



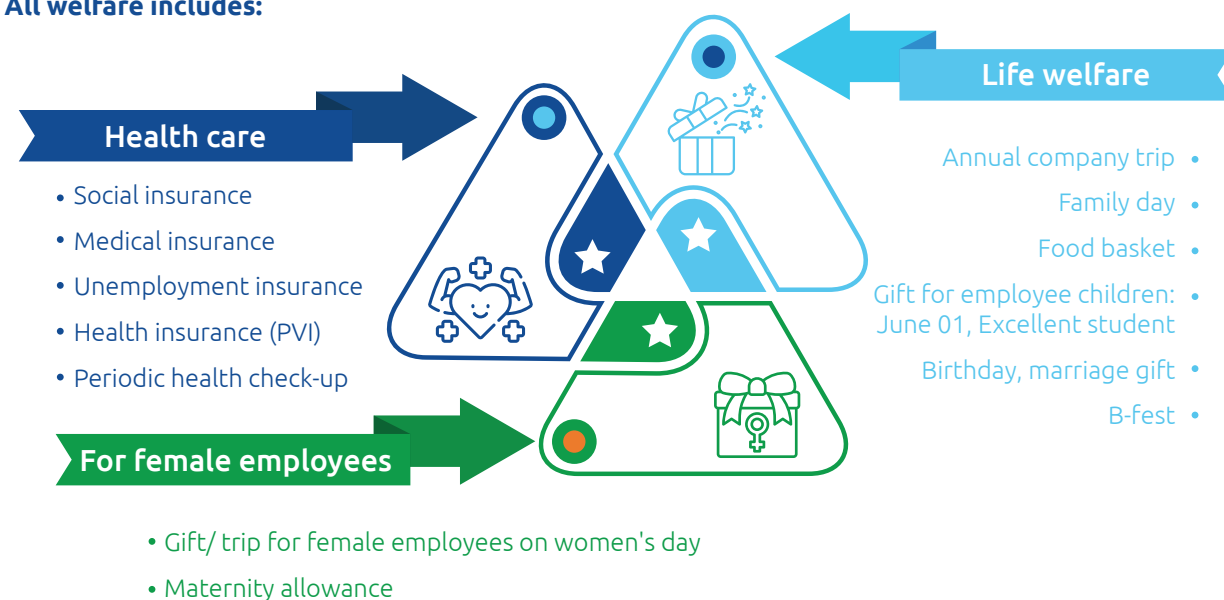
INDUSTRIAL ZONES



5.4 Welfare Package

DEEP C goes beyond legal requirements offering competitive compensation to foster a rewarding work environment focused on employee well-being, recognition, and professional growth. With 16 (sixteen) annual leave days, exceeding the standard benefit of 12 annual leave days mandated by the Labor Law, employees can enjoy extended time off for personal and recreational purposes. In addition, as specified in the labor contract, employees are entitled to a guaranteed bonus equal to 1.5 times their gross monthly wage. Apart from guaranteed bonus, employees of DEEP C also receive performance bonus, which is based on their job description, exceptional work performance and achievement, company business results. HR department creates a KPI evaluation form and sends it to all employees along with instruction before year end, the assessment usually starts from self-assessment to evaluation of direct manager and CEO. Temporary employees also receive social insurance, gifts on their birthday, bonus on public holidays, and join in Company Trade Union.

All welfare includes:



Welfare Package Beyond Legal Requirements

Understanding the importance of nutrition on employees' well-being, especially to those who have contractual monthly salary of **13 million VND** and below, DEEP C provides 2 organic product baskets per month which consist of seasonal vegetables, fish, eggs, chicken from DEEP C Farm. In 2023, we provided the total of **3607 food baskets**, approximately to **160 employees** monthly on average.

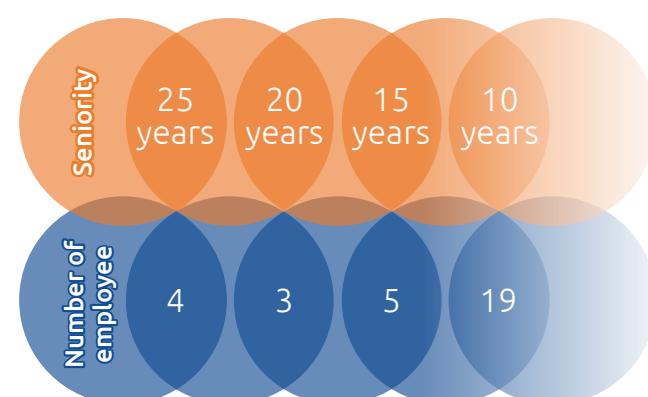


DEEP C cooperates with PVI to provide 24/7 insurance for employees after signing labor contracts as part of our commitment to their well-being and financial security. In 2023, DEEP C spent **26 billion VND** for employee's insurance and **150 employees** used the insurance at designated medical institutions with the total compensation amount of **724 million VND**.



Long-Term Service Awards:

We value long-term commitment and recognize employees who have dedicated 10, 20, or 30 years to DEEP C with cash awards and certificates of recognition. Currently, we have five employees who have been with DEEP C since its establishment, each with 27 years of service.



As of 2023

DEEP C achieves a turnover rate of **8.2%**

↓2.8% lower than 2022

and a strong contingent of 31 employees with 10+ years of service, DEEP C's commitment to employee well-being and career development fosters a highly satisfied workforce.



5.5

Affected Communities

Impact on local communities & neighborhood development

DEEP C focuses on both present actions and future planning, which reflects a long-term vision for positive social impact on the communities surrounding the development of 05 Industrial Zones in Hai Phong and Quang Ninh. Special support has been given to the affected communities in Cat Hai and Hai An districts (Hai Phong) and Tien Phong Commune (Quang Ninh) on a variety of key areas:

Supporting the well-being of children and residents:



In 2023, DEEP C contributed **40 million VND** to Hai An District through the People's Committee of Trang Cat and Dong Hai to provide financial aid to **40** underprivileged children to provide cheerful activities and joyful memories for local children. In September, we provided a sponsorship of **10 million VND** to Trang Cat Ward for the Mid-Autumn Festival celebration. Additionally, in 2024, DEEP C has plans to introduce more initiatives focusing on children's education, beginning with the **"DEEP C Care for Children"** project that is scheduled to be implemented in Cat Hai and Hai An District.

Preserving and promoting local cultural traditions:



DEEP C actively participated in preserving and promoting local cultural traditions. Throughout 2023, DEEP C were honored to sponsor several events in Cat Ba District with the total contribution of **310 million VND**. These included the "Green Cat Ba Festival" promoting Vietnam's seafood and tourism, the 27th Dragon Boat Racing as part of the Red Flamboyant Festival, and the spectacular Lunar New Year's Eve firework performance in Cat Hai District. In addition, we also donated to the "Vu Lan bao hieu" festival where we express gratitude to parents, by contributing **50 million VND** to Lai Pagoda in Tien Phong Commune.

Enhancing the living conditions of affected communities:



At DEEP C, we are dedicated to minimizing negative impacts and uplifting the living conditions of affected communities. In 2023, we donated **130 million VND** to the Tien Phong People's Committee for constructing social housing for impoverished residents in the area. Additionally, we are seeking approval from local authorities for our **"Blue & Green Belt"** project. This initiative aims to construct a channel around Cat Hai Village to serve as a retention area during storms or heavy rain, while simultaneously creating a green space with trees and flora for the local community to enjoy.

Social work

DEEP C cares about the development, well-being, and prosperity of the communities in which we operate. Every year, we secure approval from our shareholders to allocate a budget for social responsibility programs, reflecting our commitment to giving back to the community. Together with the communities, we envision a future where mutual support and collaboration lead to shared prosperity and well-being for all.



In 2023, we participated in Ecoba.ENT **"For a greener Vietnam"** program, planting **39** Cassia Fitula trees, also known as golden shower trees, at our wastewater treatment plant area.



Additionally, we supported **39** charitable funds with donations exceeding **3 billion VND** responding to the call for support not only from the city and district people's committee but also from local association such as Learning Promotion Association, Children Protection Association, Association for the Support of Vietnamese Handicapped and Orphans, City Labor Union, Pagodas, etc.




Moreover, DEEP C Trade Union partnered with tesa site Haiphong, one of our tenants in the Industrial Zones, to organize a Flea Market event to sell donated items. The total revenue of **22,158,000 VND** generated from this event donated to the project **"Nuôi em - Industrial gas stove for remote villages"**. The event also received the donation of **23 tons** of unused winter clothes from the locals and employees for the poor in highland areas. These initiatives reflect our objectives to foster wholesome relationships, being a responsible corporate entity, and positively impacting the communities we live in.



DEEP C prioritizes health and safety not only for all tenants and employees within the Industrial Zones but also for the surrounding neighborhood, leading to our collaboration with Viet Tiep Hospital to open a 24/7 first aid clinic at DEEP C Haiphong Service Complex. This facility, operational since early November 2023, is staffed with one doctor and equipped with one ambulance to respond to emergency cases within the DEEP C Industrial Zones.

November 2023
Received **7** cases from tenants and contractors, in which **2** serious cases were sent to hospital by ambulance after first aid.

December 2023
Received **7** cases, **6** cases from tenants and 1 traffic accident outside IZ was reported by IZ supervisor and sent to hospital after first aid.



The hotline - **0919 384 769** was set in late November 2023 for clients and surrounding civilians to call in case of needing first aid services.

Beyond our business endeavors, we actively engage with local events and initiatives that reflect the cultural fabric and traditions of these communities. We participate in tree planting ceremonies to celebrating vibrant festivals like the red flamboyant festival and New Year firework performances, immersing ourselves in the local culture and connecting with residents on a deeper level.

We extend our support by giving Tet gifts during the Lunar New Year festivities, commemorating festival and traditional days of the Vietnamese seafood industry and Cat Ba tourism and taking part in events like dragon boat racing and Vu Lan festival at pagodas. These interactions give us priceless chances to hear about the life and needs of the community while strengthening our bonds with them.

Tenants’ sustainable engagement

In 2023, numerous tenants of DEEP C participated in the RECP programs organized by UNIDO, aligning with our vision of being an Eco-Industrial Park. DEEP C’s internal regulations encourage tenants to adopt sustainable practices, such as adhering to circular economy principles and reducing CO2 emissions. DEEP C also specifies clear criteria for selecting clients in the Internal Regulation. Our tenants must not engage in child labor or corruption and are encouraged to promote gender equality and prioritize direct recruitment over temporary labor, minimum wage needs to be followed as well.

Our dedication to our tenants extends beyond providing infrastructure, actively fostering strong relationships and offering valuable resources to our clients. In 2023, DEEP C team is continuously working to strengthen relationships and provide clients with essential knowledge and expertise to navigate critical business trends through a variety of workshops and training sessions:

Topic	Number of Participant		In association with	
	Penalties for administrative violations of environmental protection; Responsibility for recycling products and packaging of manufacturing and importing enterprises	58	MONRE expert	
	GHG Inventory	40	MONRE expert	
	Attract, recruit and connect the labor force	30	Navigos	
	Tax and customs inspection	40	Deloitte	
	Legal compliance requirements for enterprises with FDI	42	KPMG	

We remain devoted to exceeding expectations and continuously improving our offerings. Clients receive regular updates on industry trends, infrastructure projects, and sustainability initiatives through our dedicated client portal.

To foster a positive work-life balance and a sense of community, we hosted a football tournament - **DEEP C CUP 2023**. This lively platform was provided for workers from **27** tenants representing companies from DEEP C 1 and DEEP C 2, as well as workers from DEEP C Industrial Zones, attracting around **400** players.



The Client Networking event is introduced with the aim of facilitating a connection between DEEP C and our tenants. Throughout 2023, **116** client representatives participated in the event, engaging in valuable information exchange and fostering stronger relationships with DEEP C. Client satisfaction is reflected in our 2023 survey results with a **96%** of respondents rated DEEP C’s services and support as “OK” to “Very Satisfied” (**108** out of **119** clients replied, and a resounding **96%** of them rated “OK” to “Very satisfied”).

In line with our environmental sustainability objectives, we place a strong emphasis on selecting partners who are geographically close to our operations. By doing so, we aim to minimize greenhouse gas emissions associated with transportation, contributing to our overall efforts to **reduce our carbon footprint**. In 2023, we collaborated with 238 suppliers in Vietnam and 1 supplier in Malaysia, leveraging their expertise and resources to support our business operations.

Looking ahead, we plan to further enhance our supplier assessment criteria to prioritize suppliers that demonstrate good ESG practices. This includes evaluating suppliers based on their commitment to sustainability, ethical business practices, and social responsibility initiatives. By aligning our supply chain with our sustainability goals, we strive to create a network of partners who share our vision for a more sustainable and resilient future.

Chapter 6:

Governance

6.1 Data Security
6.2 Business Ethics

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6.1 Data Security

DEEP C prioritizes information security for both internal and external users. Aligning with Decree [13/2023/ND-CP](#) on Personal Data Protection, our Data Security principles are clearly outlined in Confidentiality Agreements, Labor Contracts, and the Information Technology Policy. We leverage digital technology to automate processes while enhancing risk management in our digital transformation journey. This includes identifying potential risks from market fluctuations, technology changes, and internal operations. We then implement methods to avoid or mitigate these risks, such as:

- Centralized Identity & Access Management (IAM)
- Role-based access control which assigns permissions to users based on their roles in the organization.
- Secure Single Sign-On (SSO) authentication
- Strong password policies and enforcement
- Firewalls, secure data tunnels, and advanced anti-spam filters
- Centrally managed endpoint security on all devices
- Redundant file servers with cloud backup and disaster recovery

To ensure personal data is secured, employees are required to change their passwords their passwords every 6 months (3 months for the HRM system). We maintain robust security measures through annual licensing of Fortinet firewalls, Kaspersky antivirus for endpoints, and SonicWall anti-spam filters. Additionally, in Quarter 4 2023, we engaged an external consultant for a comprehensive IT audit to ensure compliance with all relevant data security regulations.

In 2023, we did not breach any policy related to Data Security and received Zero complaints on loss of customer data.

6.2 Business Ethics



Whistleblowing mechanisms - Claim management

We are dedicated to making sure that our tenants in the Industrial Zones have a clear and accessible process for addressing any concerns or problems they may encounter. Our Customer Service Executives is designed to provide tenants with a straightforward mechanism for submitting claims related to various issues, including property maintenance, infrastructure, utilities, safety, and other relevant matters in a timely manner. Each customer service officer has their own account of clients to take care, and customers can contact them directly through Zalo or their phone number to report and find solutions for unexpected incidents and problem in a timely manner or tenants can contact through DEEP C customer service email: CSE@deepc.vn or hotline: 0904 124 628



01



Receiving Complaints:

Upon receiving a complaint, the assigned CSE officer logs it in the internal system, analyzes its urgency (critical or non-critical), identifies the responsible department, and sends an initial acknowledgment to the tenant with an estimated time frame for a detailed response.

02



Investigation and Solution Development:

The CSE officer gathers information and explores potential solutions. If the claim requires additional time for resolution, an updated time frame is communicated to the tenant.

03

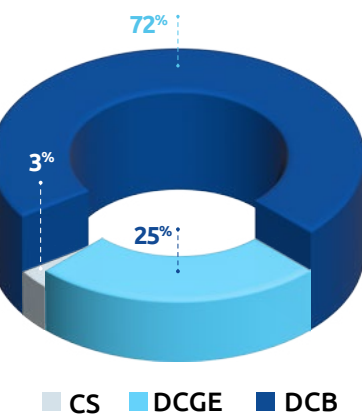


Solution and Follow-Up

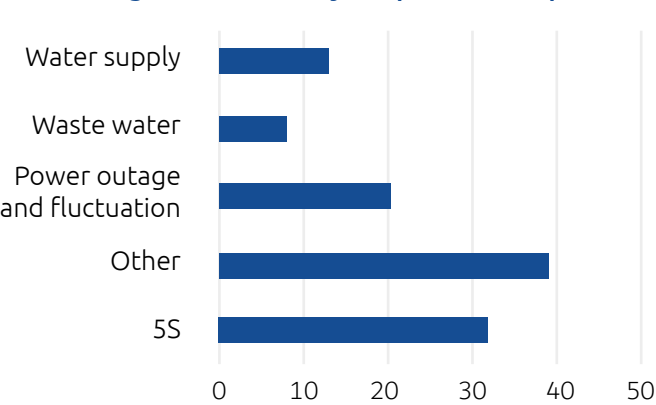
The CSE officer gathers information and explores potential solutions. If the claim requires additional time for resolution, an updated time frame is communicated to the tenant.

In 2023, we received 36 claims, primarily related to water supply and power outages/fluctuations. Notably, 27 cases were resolved within 30 days, 5 within 30-60 days due to third-party involvement, and 4 within 100 days due to the complexity of the issue requiring approval from the economic zone authority. This demonstrates our endeavor to timely and effective resolution of tenant concerns.

Claims from tenants in 2023



Average number of days to process complaints



Child Labor and Forced or Compulsory Labor

DEEP C adheres to all regulations outlined in the Labor Code [45/2019/QH14](#). Our comprehensive and proactive approach to ensuring compliance with labor regulations underscores our commitment to upholding the rights and well-being of our employees. We thoroughly understand the Labor Code requirements and ensure that our policies and practices are in full alignment with these legal standards.

We prohibit the use of child labor in any form, adhering to Chapter XI, Section 1, Articles 143, 145, 146, and 147 of the Labor Code. This ensures that individuals under the legal working age are not employed within our organization.

DEEP C opposes all forms of forced labor and slavery. We strictly follow Chapter I, Article 8 of the Labor Code, which forbids the use of coercion. **No cases of forced labor were reported in 2023.**



Anti-corruption

At our Industrial Zones, we uphold a **zero-tolerance policy towards corruption** in all its forms. We are committed to conducting our business ethically, with integrity, and in compliance with all applicable laws and regulations, including the Law on Anti-Corruption [No.36/2018/QH14](#). Our anti-corruption policy is incorporated not only in contracts with employees but also with tenants, suppliers, and contractors.

A binding term in DEEP C's labor contracts stipulates that employees shall not offer, pay, give, loan, or promise any money or valuable items to any government official to induce improper actions. Employees must also be aware that any violation of anti-corruption laws to promote the employer's business, or for any other reason, is strongly discouraged and deemed unacceptable.

“ Neither Party nor any of their representatives shall give to, or receive from, the other Party, any representative of the other Party (or any of their affiliates) any commission, fee, rebate, gift or entertainment of value or enter into any other business arrangement with any representative of that Party (or any of its affiliates) without prior consent of the first Party. Each Party shall:

i promptly notify the other Party of any breach of this Article that comes to its knowledge; and

ii repay or request its representative to repay the other Party any consideration received as a result of such violation.

In the event of any breach of any Party to the afore-mentioned above at any time prior to or after the signing date of the Contract the other Party may at its sole discretion terminate the Contract at any time. ”

This term is mentioned in Appendix 2, Article 10 of Supply Contract; Appendix 2, Article 13 of Construction Contract and Article 6 of Land Lease Contract



Non-discrimination

DEEP C is proud to report **zero incidents of sexual harassment** in the workplace in 2023, reflecting our dedication to fostering a culture of safety and respect. Our Internal Labor Regulation outlines clear guidelines for reporting and addressing sexual harassment incidents, ensuring a fair and confidential process for all parties involved. Employees can report concerns verbally or in writing to the Head of the HR department in a timely manner.

We are dedicated to ongoing improvement in this area. Throughout 2024, we are committed to developing and implementing policies, guidelines, and resources that promote a positive and equitable workplace for all. Our initiatives are guided by a comprehensive gender equity action plan.

Chapter 7:

Information Disclosure

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INDUSTRIAL ZONES
DEEP C

Disclosure 1: DEEP C's Double Materiality Assessment

Overview of DEEP C's Materiality

Description

- ▲ **Triangle Green:** Actual/potential positive impacts
- ▼ **Triangle Orange:** Actual/potential negative impacts

INSIDE-OUT IMPACTS



IMPACTS ON LOCAL COMMUNITIES

DEEP C's concession application may trigger significant fluctuations in land prices, potentially causing financial uncertainty and instability for affected individuals. The relocation necessitated by DEEP C's land compensation procedures could disrupt livelihoods and sever ties to generational land, potentially leading to emotional distress and community instability. Resistance to relocation could escalate into conflicts, complicating negotiation, mediation, or legal proceedings. In extreme cases, such resistance may spark protests or social unrest, posing risks to DEEP C's operations and reputation.



NEIGHBORHOOD DEVELOPMENT

Yet, such development may disrupt the livelihoods and cultural heritage of indigenous communities during land compensation. This could invite criticism towards DEEP C, posing reputational risks and challenges to stakeholder relations.

The establishment of DEEP C Industrial Zones in undeveloped areas offers significant benefits like new infrastructure and job opportunities, fostering economic growth and community advancement.



GHG EMISSION

DEEP C emits greenhouse gases (GHGs) both directly and indirectly through its operations, including combustion processes and transportation activities. Significant GHG emissions stem from transporting sand for land reclamation, likely involving fossil fuels. These emissions contribute to climate change impacts like extreme weather events and sea-level rise. Therefore, prioritizing GHG reduction, especially in transportation, is crucial for DEEP C to minimize environmental impact and support global climate action efforts.



BIODIVERSITY & ECOSYSTEM

DEEP C's development plans pose significant environmental disruptions. Land clearance fragments habitats, causing biodiversity loss and wildlife challenges, the severity of which depends on clearance methods and mitigation efforts. Moreover, land reclamation depletes natural resources, contributing to resource scarcity and hill ecosystem destruction. These practices also degrade soil quality and may increase salinity in freshwater bodies, harming aquatic life and affecting aquaculture-dependent livelihoods.



BUSINESS ETHICS

Building trust and a positive reputation are essential for DEEP C's long-term success. By upholding ethical standards, including transparency, integrity, and accountability, DEEP C can attract and retain clients, investors, and other stakeholders. This fosters a strong reputation that enhances sustainability and growth.



CAREER DEVELOPMENT

DEEP C's long-term success relies on cultivating young talent. Investing in their growth and development cultivates a skilled workforce ready for future leadership. Guided by mentorship, these professionals are empowered to assume leadership roles, ensuring continuity and sustainability. This proactive succession planning approach fosters continued success.



CIRCULAR ECONOMY

DEEP C prioritizes sustainability in operations, employing a circular loop system in their Industrial Zones to optimize water usage. Wastewater is treated and refined for reuse, with plans to resell treated water to clients next year, promoting a circular economy and conserving water. While overall waste volume is minimal, proper hazardous waste management is crucial to prevent environmental pollution.



HEALTH AND SAFETY

Safety is paramount at DEEP C. Unforeseen accidents harm workers, cost money, and damage our reputation. Stringent safety protocols are essential to mitigate these risks and protect our workforce.



DATA SECURITY

Data security is paramount for DEEP C due to the sensitive nature of the information handled, including personnel records, financial data, and proprietary secrets. Breaches, whether from cyber attacks, malicious insiders, or simple negligence, can lead to devastating consequences like identity theft, fraud, and financial losses. Furthermore, compromised data can damage DEEP C's reputation and erode customer trust. Implementing robust data security measures is essential to mitigate these risks and protect the interests of DEEP C and all our stakeholders.



PROFITABILITY

DEEP C's profitability isn't just about the bottom line; it fuels sustainability. Profits allow us to reinvest in infrastructure upgrades, maintain operational efficiency, and drive further growth. But more importantly, financial success enables DEEP C to allocate resources towards long-term sustainability initiatives. This could include investments in renewable energy projects or environmental conservation efforts, ensuring a future where continued success goes hand-in-hand with environmental responsibility.



WATER POLLUTION

DEEP C understands that even treated wastewater discharge can disrupt aquatic ecosystems. Contaminants can pollute the water, degrade habitats, and harm marine life. While we treat wastewater before discharge, accidental spills or leaks are still a possibility. Failing to comply with environmental regulations can lead to significant fines and damage our reputation. It is essential for DEEP C to implement robust wastewater management practices, monitoring systems, and contingency plans to mitigate the potential negative impacts of wastewater discharge on aquatic ecosystems and ensure compliance with environmental regulations.



WORKFORCE DIVERSITY, INCLUSION AND EQUALITY

Diversity fuels DEEP C's growth. A mix of talent brings fresh ideas and solutions. We see our people as the engine, and inclusion unlocks their full potential. By fostering a culture of engagement and opportunity, we attract top talent, strengthen leadership, and drive success.



CLIMATE CHANGE MITIGATION

Renewable energy like solar and wind power offers a win-win for us at DEEP C. It cuts our carbon footprint by reducing reliance on conventional sources, mitigating greenhouse gas emissions, and contributing to environmental sustainability. Furthermore, renewables provide a reliable and sustainable alternative, especially during peak summer demand or periods of electricity shortage. By diversifying our energy mix, we at DEEP C can enhance energy security and ensure a reliable power supply for continued operations.



STAKEHOLDER ENGAGEMENT

DEEP C recognizes the importance of open communication. By engaging with stakeholders like city leaders, tenants, local communities, and employees, we foster collaboration, transparency, and trust. This two-way dialogue allows us to consider diverse perspectives, incorporate valuable feedback, and ensure our Eco-Industrial Park aligns with stakeholder expectations. Ultimately, effective engagement strengthens relationships, enhances our reputation, and supports the project's success.



OUTSIDE-IN IMPACTS



REGULATORY CHANGES

Changes in environmental, safety, or labor regulations at the national or local level may deter investors from selecting Vietnam as their investment location, posing challenges for DEEP C’s investor attraction. Similarly, shifts in trade policies or international agreements could undermine Vietnam’s incentive policies, potentially impacting DEEP C’s investment prospects.



ENERGY SHORTAGE

The shortage of electricity, especially during the summer months, leading to scheduled power cuts significantly disrupts operations within DEEP C Industrial Zones, causing production delays, decreased productivity, and financial losses for businesses. This reliability issue poses a challenge for both current tenants and potential investors, as they perceive the risk of power shortages as a barrier to business continuity and operational efficiency. Addressing these electricity shortages and ensuring a stable power supply are essential for maintaining tenant satisfaction and attracting investment in DEEP C Industrial Zones.



GEOPOLITICAL FACTORS

Geopolitical tensions, trade disputes, and political instability can destabilize Vietnam’s investment climate, deterring investors and jeopardizing DEEP C’s prospects. These factors prompt uncertainty, leading investors to reconsider or delay investment plans, posing risks to DEEP C’s ability to attract investment.



CLIMATE CHANGE

Sea level rise threatens Hai Phong, a city vulnerable to natural disasters like typhoons and floods, causing damage to industrial infrastructure and disrupting operations, potentially deterring investment in DEEP C. Water scarcity within DEEP C disrupts tenant operations, harming the zone’s reputation and investor attraction. Temperature increase raises energy consumption for cooling systems in factories, increasing costs and environmental impact. These climate change-related impacts highlight the urgent need for adaptive strategies to safeguard Industrial Zones like DEEP C against future challenges.



AIR POLLUTION FROM NEIGHBORING AREAS

The presence of a landfill adjacent to DEEP C Industrial Zones raises concerns among investors and laborers alike, potentially triggering environmental and health-related worries that could detract from the appeal of these areas for investment and impact the morale and well-being of workers. Furthermore, the perceived inadequacy of a solution for the landfill by the city may compound these concerns..



SCARCITY OF NATURAL RESOURCES

The scarcity of soil from hills and sand used for land reclamation, leveling, and other infrastructure developments in DEEP C disrupts industrial zone development, risking contract breaches and damaging DEEP C’s reputation. Stakeholders may view the organization as unreliable, jeopardizing business relationships. The material scarcity not only hinders DEEP C’s development but also threatens its reputation.

7.2

Disclosure 2: SASB Index

SASB Electric Utilities & Power Generators topic

Metric	Unit of Measure	Information	2023
Number of: (1) residential (2) commercial (3) industrial customers served	Number	IF-EU-000.A	(1) 0 customers (2) (3) 122 customers
Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers (5) wholesale customers	Megawatt hours (MWh)	IF-EU-000.B	554,033
Length of transmission and distribution lines	Kilometres (km)	IF-EU-000.C	84
Total electricity generated, percentage by major energy source, percentage in regulated markets	Megawatt hours (MWh), Percentage (%)	IF-EU-000.D	5,851 Percentage not available
Total wholesale electricity purchased	Megawatt hours (MWh)	IF-EU-000.E	553,850
Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx , (3) particulate matter (PM10), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	Metric tonnes (t), Percentage (%)	IF-EU-120a.1	Not applicable. Currently, we monitor ambient air quality when we have new project, parameters such as SO2, CO, NO2, TSP to ensure meeting standards such as QCVN 05:2023.
(1) Amount of coal combustion products (CCPs) generated, (2) percentage recycled	Metric tonnes (t), Percentage (%)	IF-EU-150a.1	None
Description of coal combustion products (CCPs) management policies and procedures for active and inactive operations	n/a	IF-EU-150a.3	None
Percentage of electric load served by smart grid technology	Percentage (%) by megawatt hours (MWh)	IF-EU-420a.2	None

Metric	Unit of Measure	Information	2023
Customer electricity savings from efficiency measures, by market	Megawatt hours (MWh)	IF-EU-420a.3	5760 (*) *data provided by VNCP
Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	Rate	IF-EU-240a.1	Voltage 22kV: 1,669 VND/kWh Voltage 110kV: 1,649 VND/kWh
(1) Number of residential customer electric disconnections for non-payment, (2) percentage reconnected within 30 days	Number, Percentage (%)	IF-EU-240a.3	None
Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	n/a	IF-EU-240a.4	DEEP C is actively exploring a transition from reliance on traditional energy provider (EVN) towards development and utilization of renewable energy sources. This strategic shift is driven by a two-fold objective: to enhance operational profitability and to provide tenants with a more cost-effective energy solution. By integrating renewable energy sources, DEEP C aim to reduce our dependence on external energy providers, potentially mitigating the impact of fluctuating energy market prices. This aligns with DEEP C's commitment to long-term sustainability and our dedication to fostering a competitive business environment for our tenants.
(1) Gross global Scope 1 emissions, percentage covered under (2) emissions limiting regulations and (3) emissions reporting regulation	Metric tonnes (t) CO ₂ -e, Percentage (%)	IF-EU-110a.1	(1) Total Scope 1: 733.56 tCO ₂ eq, Scope 1 of DCGE: 2.62 tCO ₂ eq (2) Emissions limiting regulations: Not applicable (3) Emissions reporting regulation: Not applicable
Greenhouse gas (GHG) emissions associated with power deliveries	Metric tonnes (t) CO ₂ -e	IF-EU-110a.2	DCGE: 283.86 tCO ₂ eq
Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	IF-EU-110a.3	Not applicable

Metric	Unit of Measure	Information	2023
Number of incidents of non-compliance with physical or cybersecurity standards or regulations	Number	IF-EU-550a.1	None
(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	Minutes, Number	IF-EU-550a.2	SAIDI: 160.1 SAIFI: 1.84 CAIDI: Not applicable
Total number of nuclear power units, broken down by results of most recent independent safety review	Number	IF-EU-540a.1	Not applicable
Description of efforts to manage nuclear safety and emergency preparedness	n/a	IF-EU-540a.2	Not applicable

SASB Water management topic

Metric	Unit of Measure	Information	2023
(1) Total water withdrawn, (2) total water consumed percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic metres (m³), Percentage (%)	IF-EU-140a.1	(1) Total water withdrawn: 1,468,529 m³ (2) total water consumed: 1,423,152 m³ Percentage of each in regions with High or Extremely High Baseline Water Stress: Not applicable
Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	IF-EU-140a.2	Zero
Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	IF-EU-140a.3	Not applicable

SASB Workforce Health and Safety topics

Metric	Unit of Measure	Information	2023
(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	IF-EU-320a.1	(1) Total recordable incident rate (TRIR): Zero (2) fatality rate: Zero (3) NMFR: Not applicable

Disclosure 3: GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NUMBER
GRI 2: General Disclosures 2021	2-1 Organizational details	Chapter 1 - General Information	11
	2-2 Entities included in the organization's sustainability reporting	1.1 Introduction About DEEP C	11
	2-3 Reporting period, frequency and contact point	About This Report	2
	2-6 Activities, value chain and other business relationships	Chapter 1 - General Information 1.1 Introduction About DEEP C	11
	2-7 Employees	Chapter 5 - People and Community	56-69
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 1 - General Information 1.2 Sustainability Governance Structure	12
	2-13 Delegation of responsibility for managing impacts		13
	2-22 Statement on sustainable development strategy	Chapter 1 - General Information 1.3. Sustainability At A Glance	14,15
	2-23 Policy commitments	Chapter 2 - Sustainability Strategy 2.3. Sustainability Strategy	21-25
	2-24 Embedding policy commitments		21-25
	2-25 Processes to remediate negative impacts		21-25
	2-26 Mechanisms for seeking advice and raising concerns	Chapter 2 - Sustainability Strategy 2.1. Stakeholder Engagement	18
	2-27 Compliance with laws and regulations	Chapter 3 - Profit 3.4 Anti-Competitive Behavior	33
		Chapter 4 – Planet 4.1.1 Water	37-40
		4.2.2 Energy Management	44-47
		Chapter 5 – People and Community 5.1 Health & Safety Chapter 6 – Governance 6.1 Data Security 6.2 Business Ethics	56-58 73 75-77
	2-29 Approach to stakeholder engagement	Chapter 2 - Sustainability Strategy 2.1. Stakeholder Engagement	18

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NUMBER
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Chapter 2 - Sustainability Strategy 2.2. Material Topics & Materiality Assessment	19-20
	3-2 List of material topics	Chapter 2 - Sustainability Strategy 2.2. Material Topics & Materiality Assessment Chapter 7 - Information Disclosure 7.1. Disclosure 1: DEEP C's Double Materiality Assessment	19-20 80-84
	3-3 Management of material topics	Chapter 2 - Sustainability Strategy	18-25
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Chapter 4 - Planet 4.3. Biodiversity & Ecosystem	52-53
	101-2 Management of biodiversity impacts		52-53
	101-4 Identification of biodiversity impacts	Chapter 7 - Information Disclosure 7.1. Disclosure 1: DEEP C's Double Materiality Assessment	80-84
	101-5 Locations with biodiversity impacts	Chapter 4 - Planet 4.3. Biodiversity & Ecosystem	52-53
	101-6 Direct drivers of biodiversity loss	Chapter 7 - Information Disclosure 7.1. Disclosure 1: DEEP C's Double Materiality Assessment	80-84
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Chapter 3 - Profit 3.1 Economic Performance	29
	201-4 Financial assistance received from government		29

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NUMBER
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Chapter 5 - People and Community 5.5 Affected Communities	66-69
Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Chapter 3 - Profit 3.2 Procurement Practices	30
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Chapter 6 - Governance 6.2. Business Ethics	75-77
	205-3 Confirmed incidents of corruption and actions taken		75-77
GRI 206: Anti competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chapter 3 - Profit 3.4 Anti-Competitive Behavior	33
GRI 207: Tax 2019	207-1 Approach to tax	Chapter 3 - Profit 3.3 Tax	31-33
	207-2 Tax governance, control, and risk management		31-33
	207-3 Stakeholder engagement and management of concerns related to tax		31-33
	207-4 Country-by-country reporting		31-33
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Chapter 4 - Planet 4.2.4 Climate Change Mitigation	51
	301-2 Recycled input materials used		50-51
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Chapter 4 - Planet 4.2.2 Energy Management	44-47
	302-2 Energy consumption outside of the organization		46
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