



2024 AMCHAM VIETNAM ESG IMPACT SHOWCASE

PROGRAM BOOKLET

2024 AMCHAM ESG IMPACT SHOWCASE

INTRODUCTION

To honor and recognize excellence in ESG (environmental, social, governance) initiatives and to celebrate AmCham members' special contributions to positive impact in Vietnam in 2024, **AmCham in Ho Chi Minh City has organized the 2024 AmCham ESG Impact Showcase and Excellence in ESG Impact Awards.**

Among AmCham HCMC Chapter's 550+ member companies and organizations, many have started remarkable journeys towards sustainability and are measuring their environmental and social impact. While striving for economic prosperity, these members are integrating ESG as part of their long-term business strategy, nurturing an ecosystem for responsible business practices in Vietnam.

This year we received over 40 applications from member organizations and companies highlighting their impactful strategies, initiatives, and projects in ESG impact in Vietnam.

We are pleased to showcase these projects here in the 2024 AmCham ESG Impact Showcase.

Each year we are moved by the increasing efforts of our members in trying to address the challenges of our time and contribute to the sustainable and inclusive development of Vietnam. What we want to celebrate in the pages that follow are these efforts that demonstrate some very innovative, collaborative, thoughtful strategies, initiatives and projects that are resulting in positive impact to people, prosperity and planet.

Thanks to all who contributed to this work.

Sincerely,

Travis Mitchell
Executive Director
AmCham in Ho Chi Minh City

Van Ly & Jason Lusk
Co-Chairs of AmCham's ESG Committee

TABLE OF CONTENTS

Introduction of 2024 AmCham ESG Impact Showcase.....Inside Front Cover

ENVIRONMENTAL & SOCIAL IMPACT	3
APU Educational Development Group	4
Bayer Vietnam Ltd.	5
Betrimex.....	6
Binh Tay Food Company	7
Buymed.....	8
Central Retail In Vietnam.....	9
Columbia Sportswear Company.....	10
Crimson Education Group & Crimson Global Academy	11
Deep C Industrial Zones	12
Dow Vietnam	13
EQuest Education Group	14
First Solar Vietnam Manufacturing Company Ltd.	15
FPT Digital	16
Frasers Property Vietnam	17
Greenviet Biodiversity Conservation Centre	18
Heineken Vietnam	19
Intel Products Vietnam.....	20
Maersk Vietnam Limited	21
Mondelēz Kinh Do Vietnam.....	22
Motul Vietnam.....	23
Nestlé Vietnam Limited	24
Opella Vietnam (Sanofi’s Consumer Healthcare Business Unit)	25
Rochdale Spears Co., Ltd.	26
Saigon A.I. Company Limited.....	27
SP-SSA International Terminal (“SSIT”, a Joint venture between SSA Marine and VIMC)	28
Spatronics Vietnam Co., Ltd.....	29
Vietnam Consulting Company Limited	30
WHA Group.....	31

TABLE OF CONTENTS (cont.)

HUMANITARIAN RELIEF & COMMUNITY WELFARE	32
AES Vietnam.....	33
East Meets West Foundation.....	34
MSD HH Vietnam.....	35
SSA Marine.....	36
Techtronic Industries Vietnam Manufacturing Company Limited.....	37
The Grand Ho Tram.....	38
DEIA, WORKFORCE DEVELOPMENT, HEALTH & SAFETY	39
Doodle Company Limited.....	40
Ekko Tech Viet Nam Company Limited.....	41
Long Hai Security Service JSC – Securitas.....	42
Procter & Gamble (P&G) Vietnam.....	43
STREETS International, Inc.....	44
AmCham ESG Committee.....	Inside Back Cover
AmCham Judging Committee and ESG Review Panel.....	Back Cover

ENVIRONMENTAL & SOCIAL IMPACT



Bayer Vietnam Ltd.



Betrimex



Columbia Sportswear Company



DEEP C Industrial Zones



First Solar Vietnam Manufacturing Company Ltd.



Maersk Vietnam Limited



Nestlé Vietnam Limited



Opella Vietnam



Rochdale Spears Co., Ltd.



SP-SSA International Terminal



APU - American International Schools

THE
AMERICAN UNIVERSITY
IN VIETNAM
Đại học Mỹ tại Việt Nam

APU EDUCATIONAL DEVELOPMENT GROUP

Elevating Education, Inspiring Futures: APU's Commitment to Nurturing Vietnamese Talent for Global Success

In 2024, APU American International Schools were dedicated to providing a world-class education that empowers students to become global citizens and leaders. Our commitment to ESG principles is deeply embedded in our mission and operations.

APU, under the visionary leadership of Dr. Binh Tran, remains steadfast in its commitment to making quality education accessible to all. In 2024 alone, we awarded over 700 Hoa Vang Scholarships, to talented and underprivileged Vietnamese students from our founder's hometown (Hoa Vang, Da Nang). Furthermore, APU has secured millions of dollars in annual scholarships, with a significant increase each year. This investment enables more Vietnamese students to pursue their dreams, both domestically and internationally. The Class of 2024, for instance, received over \$25 million in scholarships. By investing in our youth, we are not only shaping the future of Vietnam but also contributing to a better world for generations to come.

APU's overall goal is long-term community investment and development. Specifically, we aim to:

1. **Enhance Academic Excellence:** Strengthen US-standard academic programs, expand partnerships with top-tier institutions and pursue additional international accreditations (beyond Cognia accreditation and CIS's members).
2. **Empowering Underprivileged Students:** Continuing to provide numerous scholarships to create equal education opportunities.
3. **Promote Personalized Learning:** Implement innovative teaching methodologies and utilize data-driven insights to tailor instruction to individual student needs.
4. **Foster Global Citizenship:** Cultivate well-rounded individuals with strong intercultural skills through global experiences, community engagement, and sustainable practices.



BAYER VIETNAM LTD.

The initiatives to establish the Sustainable Agricultural Value Chain in Vietnam, spearheaded by Bayer's Better Life Farming (BLF) and Better Farming Foundation (BFF), exemplify a strategic approach to enhancing ESG impact across the agriculture sector. This project fosters public-private partnerships with stakeholders including IFC, Netafim, Yara, National Agricultural Extension Center, Provincial Agricultural Service Centers, and Binh Dien Fertilizer JSC and Vietnam Rice Company Limited, etc., and scientific collaboration with International Rice Research Institute and the Western Agricultural Science Institute (WASI).

The initiatives empower smallholder farmers through comprehensive capacity-building programs, demonstrations, and field support, equipping them with sustainable agricultural practices that improve productivity and resilience, microfinancing, market linkages, and holistic approaches to farmers especially those in remote areas. By focusing on knowledge transfer and collaboration, the project amplifies its impact, fostering community engagement and extending influence beyond individual farms.

In 2024, the Forward Farming initiative, validated by Cuu Long Rice Research Institute, achieved a 24.7% reduction in greenhouse gas emissions; optimized water usage, resulting in savings of up to 50%; and empowered over 4,500 rice growers, leading to a 13.5% increase in yields and significant profit growth.

The Better Life Farming initiative, validated by Western Highlands Agro-Forestry Scientific and Technical Institute (WASI), has been effectively implemented on demonstration farms. In Daknong, durian farms that adopted these practices experienced an 80-90% reduction in pest populations, a 20% increase in yields, and 70-80% of the fruits graded as A-size, which meets stringent export market requirements for crop protection residues.

Through these initiatives, Bayer works to improve farmer livelihoods and foster responsible agricultural practices that align with Vietnam's agricultural development and environmental goals.



BETRIMEX

BETRIMEX

A Pioneer in Black-headed Caterpillar Control Solutions

Betrimex, a leading company in the production and export of coconut-based products, has continuously strived to enhance the quality and protect the coconut resources in Vietnam. Committed to sustainable practices, Betrimex is at the forefront of innovative solutions to protect and enhance the nation's coconut resources, as well as supporting farmers in sustainable coconut cultivation.

Betrimex's Biological Pest Control Initiative is a pioneering effort to tackle the black-headed caterpillar (BHC) infestation threatening coconut farms in Ben Tre and Tra Vinh. In collaboration with the Thành Thành Công Sugar Research and Application Joint Stock Company (SRDC), Betrimex applied sustainable, biological methods to manage the pest while preserving organic farming standards, using red-eyed parasitic wasps (*Trichogramma* sp.), a natural predator of the caterpillar. In just over a year, the population of small worms decreased dramatically from 350 worms per sample to just 12, marking a 97% reduction. Building on this success, Betrimex and SRDC extended their efforts, successfully treating a total of 770 hectares of affected coconut farms, thereby protecting more than 10,800 hectares of organic coconut cultivation.

The impact of this initiative extends far beyond the farms. By protecting organic coconut cultivation, Betrimex is ensuring the long-term viability of the industry and the livelihoods of thousands of farmers. As the company expands its organic footprint to 15,000 hectares, it solidifies Vietnam's position as a global leader in sustainable coconut production.



BINH TAY FOOD COMPANY

We, Binh Tay Food Company, always regards the practice of ESG (Environmental, Social, Governance) as an essential part of our sustainable development strategy

In particular we would like to highlight our environmental and climate goals this year which included: developing energy-efficient production solutions, reducing emissions, and recycling materials to create an environmentally friendly supply chain.

We have succeeded in the following achievements in 2024 against those goals:

- We planted over 50 hectares of greenery at our company's branches, which contributed to improving air quality and the protection of the living environment.
- We strived to save energy and reduce CO2 emissions, thus helping to protect the planet from harmful pollution.
- We optimized our production processes by applying new technologies that help conserve water and effectively manage waste.
- We recycled waste from production of our food products into fertilizer, ensuring sustainability in production.
- We succeeded in achieving international certifications in quality management and food safety.
- Defective products from the production process are also recycled to create feed for fish and livestock, demonstrating our commitment to sustainable development.
- Our company uses environmentally friendly packaging that meets FSC standards and is made from paper and agricultural bio-based materials, which are renewable and environmentally compliant.
- In our laboratory to develop new initiatives, we were able to producing rice straw as one of the standout products, crafted using an environmentally friendly process without the use of chemicals or artificial flavors, completely substituting with natural ingredients.
- In addition, we minimize unnecessary logistics activities to optimize transportation processes and reduce CO2 emissions into the environment.



BUYMED

At Buymed, our ESG strategy focuses on several key initiatives that create a positive impact on healthcare access, operational excellence, and governance.

In terms of social responsibility, in 2024, we trained over 3,000 pharmacists through a CPE (Continuing Professional Education) program that provided free education and certification across Vietnam, particularly in rural and underserved areas, ensuring better healthcare services in communities.

We expanded the range of products to over 17,000 listings on our platform to include more essential medicines and healthcare supplies, further enhancing access to critical products for our customers.

On the product quality and safety front, we maintained full compliance with industry standards, including Good Distribution Practice (GDP) licenses for our fulfillment centers, ensuring that our supply chain adheres to the highest standards of safety, quality, and regulatory compliance.

In an effort to introduce recyclable packaging across our supply chain, we achieved a 20% reduction in plastic waste, contributing to our environmental sustainability goals.

Regarding data security, we have partnered with Shield, an advanced AI platform, to enhance our data protection systems and eliminate fraudulent activities on our platform. This partnership strengthens trust with both customers and sellers by ensuring the highest levels of privacy and data integrity.

For over 1,000 employees, we conducted Occupational Health and Safety (OHS) training and sexual harassment prevention training

These initiatives and results in 2024 reflect Buymed's commitment to driving sustainable growth while improving healthcare access, data security, employee welfare, operational transparency and environmental responsibility in Vietnam.



CENTRAL RETAIL IN VIETNAM

With a commitment to contributing to Vietnam's prosperity and enhancing the quality of life of the people, Central Retail in Vietnam fully understands that corporate social responsibility is an integral part of business and the key to sustainable development.

Central Retail Vietnam has a roadmap to achieve its sustainability goals, as a Green & Sustainable Retailer. We have embarked on integrating it into our business model, in our operations from installing Solar panels and EV chargers at GO! Mall and mini go!, promoting environmental protection through the Forest For Good initiative, sponsoring education with the One Mall - One School program.

The company also continues to participate in the Retailers Alliance to reduce plastic bag usage, using 100% eco-friendly bags at checkout counters, promoting products with green packaging, and implementing programs like "No Plastic Bag Day" and "Bring Your Own Shopping Bag" to reduce plastic consumption and encourage sustainable living. The company also offers low-carbon-emission products and has introduced waste classification systems at GO! Malls.

With a roadmap to achieve sustainability goals, Central Retail Vietnam's journey towards green and sustainable retail is still ongoing. By consistently innovating and implementing impactful initiatives, we aim to contribute to a brighter future for Vietnam's environment and society.



COLUMBIA SPORTSWEAR COMPANY

As a multi-regional and multi-partner effort, “Columbia Clean Drinking Water program”, Columbia Sportswear Company has been working with our manufacturing vendors in SE Asia and Latin America and Planet Water Foundation, a US-based nonprofit organization, to give back to communities where our products are made since 2016. Together we address an important issue that affects many people’s life: water and invest long term for a sustainable solution.

As of October 25, 2024, together with our manufacturing vendors and Planet Water Foundation, we've built 45 clean drinking water towers in rural schools that are close to our manufacturing vendor’s factories, and 24 of them are in Vietnam, and two more scheduled in Hanoi region in November. The program goal is to build enough clean drinking water towers to provide to 100,000 people a day by 2028.

The 26 Columbia Clean Drinking Water Towers provide access to clean drinking water to 46,800 people per day. We'll continue to work with our manufacturing vendors in Vietnam for more water towers in 2025.

Furthermore, this program also provides school-based water-health and hygiene education developed by Planet Water Foundation, an integral part of the holistic objective for improving the life of the community where our products are made.

Lastly, Columbia Sportswear Company employees from regional offices and headquarters team up with our manufacturing vendors’ employees to construct the clean drinking water tower and lead the water-health and hygiene education program. Truly a team-building activity that demonstrate the partnership is more than just making products, but also caring the community outside of the factory.



CRIMSON EDUCATION GROUP & CRIMSON GLOBAL ACADEMY

Crimson Education Group has been providing superior quality education opportunities to Vietnam-based families since 2017 - improving students' ability to gain admissions to the Ivy League, US top 20, Oxford, Cambridge, and UK Medical schools.

Our ESG Impact stems from our successful online education model.

- **Environment:**

We inspire families and staff to actively reduce their carbon footprint. Our digital model cuts emissions by reducing physical travel fuel usage and paper use. Additionally, students are encouraged and guided to create environmentally-sustainable businesses and products - as part of their leadership initiatives. Examples of student startups born from Crimson guidance have been: Toy recycling business, sustainable bamboo food cart, air filtration lamps, fashion brand using natural fabrics, etc.

- **Social:**

Crimson expands academic and leadership access, particularly for students from underserved regions, by making international school programs—like AP/IGCSE/A Level courses, writing training, internships, and research opportunities—available without the need for costly relocations. We're reshaping the educational landscape, encouraging more Vietnamese consulting providers to offer these resources affordably, thus broadening access to international-standard education.

- **Governance:**

With transparent and ethical admissions practices, we provide students with accurate, individualized guidance—no ghostwriting, no inflated achievements. We share, educate the market on these ethical practices - and encourage industry players to do the same. Additionally, we prioritize our local staff's wellbeing and financial stability, supporting each team members in reaching personal financial goals. As a result, we bring up our staff salaries on par with that in the region and fair to people's abilities.



DEEP C INDUSTRIAL ZONES

DEEP C understands the importance of nutrition for employees' well-being, especially those earning less than \$500 per month. To support these low-income employees, DEEP C transformed 7.9 acres of unused land into an organic farm, known as "DEEP C Farm" (DCF). This farm provides two monthly baskets of seasonal organic products, including vegetables, fish, eggs, chicken, and quails, to these employees. By the end of 2024, over 4,200 food baskets will have been delivered, while higher-income employees have access to organic food at a low price.

DCF is also a place for local farmers whose income depended much on seasonal jobs or uncertain success of their cultivation to work with a guaranteed stable job and to learn safe and non-toxic farming techniques. Additionally, two neighboring farms are benefiting from cooperation with DCF in the symbiosis model, in which DCF supplies free rice husks for making bio-bed to duck farms, and later receives rice husk mixed with duck manure as organic fertilizer for crops.

Starting in 2020, DCF has adhered to an environmentally responsible farming model by using chemical-free farming practices, promoting a circular system to minimize waste, enhancing local biodiversity and environment. DCF focuses on seasonal crops, free-range chickens and quails, natural fish and shrimp, creating two closed-loop systems that keep operational costs low while achieving high yields and resilience against negative weather conditions.

Through this project, DEEP C demonstrates that we are more than just an industrial zone. Looking ahead, we plan to expand this initiative to our tenants.



DOW VIETNAM

Sustainable System for Collecting and Converting Used Pond Liners to Address Aquaculture Plastic Waste in Soc Trang Province

This project encompasses a comprehensive approach to tackle the issue of plastic waste from aquaculture. It begins with the establishment of strategic collection points and storage facilities throughout the target areas. Simultaneously, the team will develop and implement efficient collection and transportation systems to ensure the smooth flow of materials. A key focus of the project is exploring innovative recycling technologies to maximize the value recovered from used pond liners. To ensure long-term success, the initiative includes providing extensive training and guidance to local stakeholders, equipping them with the knowledge and skills needed to maintain the system. Additionally, the project aims to promote awareness and improve accessibility of plastic recycling within the community, fostering a culture of environmental responsibility and sustainable practices in Soc Trang's aquaculture industry and communities.

This initiative marks the beginning of a strategic partnership aimed at solving a critical environmental challenge through innovative solutions and cross-sector collaboration, including waste collectors, recyclers, farmers, aquaculture industry, and environmental organizations, to address their unique needs and challenges.

The project, set to run from August 2024 to August 2025, will focus on the districts of Tran De, My Xuyen, and Vinh Chau town in Soc Trang province. This groundbreaking initiative not only aligns with Vietnam's national strategy for sustainable development but also serves as a best-practice example of the power of public-private partnerships in addressing critical environmental issues.



EQUEST EDUCATION GROUP

EQuest Education Group, founded on the principles of Innovation, Excellence, and Dedication, is one of Vietnam's largest private educational institutions, with over 362,000 students enrolled annually across K-12 schools, universities, vocational centers, and EdTech platforms. Accredited by Cognia since June 2022, EQuest is dedicated to enhancing the competitiveness of Vietnamese students through international-standard academic programs.

EQuest prioritizes talent management, believing that effective utilization of human capital is essential for national growth. To this end, the organization actively recruits and nurtures talents through continuous professional development, including regular training and internal forums for knowledge sharing.

Driven by its mission to transform Vietnam into a bilingual nation, EQuest launched the iLink initiative in 2022, led by iSMART Education. This five-year project addresses the critical shortage of English teachers in Mu Cang Chai, Yen Bai province, where a single English teacher serves over 9,200 students across 16 primary schools. The program delivers English education through a hybrid model, combining online and in-person instruction.

Students engage in English classes integrated with math and science lessons, while local teachers receive technological training to improve their teaching. Despite challenges like unstable internet and limited school resources, iLink's innovative approach has made a significant impact, helping bridge the educational gap in remote areas while fostering skills development for both students and teachers.



FIRST SOLAR VIETNAM MANUFACTURING COMPANY LTD.

First Solar is a leading American solar technology company and global provider of responsibly-produced eco-efficient solar modules advancing the fight against climate change. Our advanced thin film photovoltaic (PV) modules represent the next generation of solar technologies, providing a competitive, high-performance, lower-carbon alternative to conventional crystalline silicon PV panels. From raw material sourcing and manufacturing through end-of-life module recycling, our approach to technology embodies sustainability and responsibility towards people and the planet.

Established in 2017, First Solar Vietnam produces these environmentally friendly modules with significantly reduced energy and water usage, resulting in a carbon footprint up to three times lower than that of conventional panels. We aim to power our operations with 100% renewable energy by 2028 and achieve net-zero emissions by 2050. We have set ambitious targets for energy and water efficiency, including 30% reduction in global energy usage and 58% reduction in water usage by 2028.

By October 2024, we successfully met all our ESG targets for 2024, achieving significant reductions in energy and water usage alongside substantial recycling efforts. We produced and shipped over 2.5 GW of PV modules, which are expected to displace 1.5 million metric tons of CO₂ annually over 30 years - equivalent to powering 13 million homes, planting 26 million trees, and saving 4.6 billion liters of water each year.

Our Sustainability Ambassadors have initiated numerous community projects, including blood donations, school sponsorships, tree planting, and environmental awareness campaigns for students. These initiatives not only engage the local community but also promote sustainability education, reflecting our commitment to environmental and social responsibility.



FPT DIGITAL

FPT Digital launched “Digital ESG Strategies: The Future of Corporate Sustainability” to help businesses integrate technology-driven solutions into their ESG strategies, promoting sustainable development. In 2024, this approach achieved early successes through collaborations with companies in the manufacturing and pharmaceutical sectors, creating measurable impacts across Environmental, Social, and Governance (ESG) dimensions.

The Digital ESG strategy aims to support Vietnam’s Net Zero ambitions by empowering businesses to implement sustainable practices with measurable results. At its core, the strategy combines environmental responsibility with innovative digital solutions, fostering long-term resilience. Beyond environmental goals, Digital ESG promotes social inclusivity through digital access and workforce upskilling, building a skilled and diverse labor pool. The strategy also enhances governance by embedding transparency and accountability through data-driven decision-making, aligning sustainable business practices with improved operational integrity.

The measurable outcomes of the Digital ESG strategy provide a strong framework for businesses in Vietnam to contribute to national Net Zero targets and sustainable development goals. Prime Minister Phạm Minh Chính has emphasized the critical role of green transformation, digital transformation, and innovation in driving Vietnam’s sustainable growth. This strategy aligns with the nation’s priority to transition from a brown to a green economy.



FRASERS PROPERTY VIETNAM

At Frasers Property, everything we create is built on the firm foundations of experience, expertise and trust. Led by our Purpose – Inspiring experiences, creating places for good. – Frasers Property takes a progressive and collaborative approach to ESG stewardship to create value for the business.

We have maintained our commitment to be a net-zero carbon corporation by 2050. We integrate ESG across the value chain from impacting investment, design, development and operations of our property assets. We have made headway on our goal of green building certification, 100% success rate in green building certification for all our commercial developments, with some of this got the highest accolades of LEED Platinum and BCA Platinum Green Mark. While our industrial developments consistently meet the LEED standard, underscoring our commitment to sustainable development.

We will continue to engage with different stakeholder groups to further progress our ESG efforts in our markets while delivering value to employees, shareholders, customers, tenants, visitors and communities. We recognise we alone may not have all the answers. By meaningfully engaging stakeholders across the real estate value chain, we can ensure sustained alignment with our values, policies and objectives.

FPT Digital's tangible impacts demonstrate how technology-driven sustainability practices can enhance business value while contributing to Vietnam's environmental and social goals.



GREENVIET BIODIVERSITY CONSERVATION CENTRE

GreenViet has dedicated 12 years to conserve biodiversity in central Vietnam. In response to the threat of climate change in the coastal cities of Vietnam, we launched the project "**Million Trees in the Cities**" in 2019.

The project aims to plant 1 million native trees across Vietnam's three largest cities Hanoi, Ho Chi Minh City, and Da Nang, along with other provinces. The initiative, supported by private sector partners, exemplifies a commitment to ESG principles by fostering urban greening, sustainable practices, and stronger community connections.

Key achievements include:

- **99,110 trees planted in Danang, Quang Nam, and Ho Chi Minh City**, of which 62,119 trees planted across 42.5 hectares in Danang through the "Bringing the Forest Back to Life" project, benefiting 15 Co Tu households, who can earn sustainable income by selling carbon credits over the next 20 years, supported by VNG Corporation, CIMB Bank, Nutifood, Bitis, and others.
- **10,000 trees planted across 9 hectares**, contributing to flood mitigation, enhanced climate resilience in Phu Ninh, Quang Nam thanks to backing from Dai-ichi Life Vietnam's "For a Better Life Foundation"
- **6,252 trees planted at** Vietnam National University in HCMC, Hue University, Danang University of Physical Education and Sports, and other schools, creating green spaces for students and communities.
- **Over 4,000 trees were planted across 5 hectares** in Tam My Tay commune, Quang Nam province to create a secure forest corridor for the endangered Gray-shanked douc langur as part of a bigger project which aims to restore 30 hectares of natural forest in that commune.



HEINEKEN VIETNAM

At HEINEKEN Vietnam (HVN), Sustainability has been central to how the Company run its business and stay close to the local community. Taking Vietnamese people on its growth journey in the country, in 2023, HVN has supported 172,500 jobs and contributed an equivalent of 0.5% of Vietnam's total GDP to the local economy throughout its entire value chain. The sustainability strategy "Brew a Better Vietnam" focuses on three pillars: Environmental, Social and Responsible.

Under **Environmental** pillar, with the path to zero Environmental impact, HVN achieved 99% Renewable Energy in production, resulting in 93% CO₂ emissions reduction in production vs 2018. All its breweries are landfill-free, and the Company continued its water conserving efforts by investing 30Bn VND to conserve 3Bn liters of water annually (2022-2025) through the partnership program with WWF Vietnam.

Under **Social** pillar, with the path to an inclusive, fair & equitable world, in September 2024, HVN has supported the Yagi typhoon relief efforts with a total contribution of 3.5Bn VND, and earlier, the Company supported 6.1Bn VND for needy communities through its annual Tet charity program. HVN continues to promote a culture of diversity, equity, and inclusion – with 3/5 of brewery managers being women, and achieving 100% compliance to the global equal pay and fair wages principles.

Under **Responsible** pillar, with the path to moderation and no harmful alcohol use, HVN introduced & promoted Heineken@ 0.0 – a malted barley beverage which contains no alcohol in Vietnam market. It is also having a 14-year partnership with the National Traffic Safety Committee to advocate positive change towards drink-driving behavior in Vietnam.



INTEL PRODUCTS VIETNAM

Intel's RISE 2030 goals are a comprehensive set of objectives aimed at driving positive global impact through responsible, inclusive, and sustainable practices. These goals align with ESG principles, focusing on key areas such as climate action, social equity, and ethical governance and guide Intel Products Vietnam in contributing to a sustainable and equitable future, both locally and globally.

- **Environmental Goals:** Intel aims to achieve net positive water use, 100% renewable energy, and zero total waste to landfill by 2030. In Vietnam, this translates to initiatives like advanced control systems for energy efficiency, water reclamation projects, efficient building design and solid waste recycling programs.
- **Social Goals:** Intel's social objectives include advancing diversity and inclusion, improving the lives of people through technology, and ensuring a safe and inclusive workplace. In Vietnam, Intel Products Vietnam is committed to fostering a diverse workforce, providing equal opportunities, and engaging in community development projects. We believe that supporting and collaborating with the local communities where we operate broadens access to opportunity and helps to inspire the next generation of innovators.
- **Governance Goals:** Intel's governance goals focus on maintaining high ethical standards, transparency, and accountability. This involves rigorous compliance with local and international regulations, ethical business practices, and robust corporate governance structures. In Vietnam, Intel Products Vietnam adheres to these principles by ensuring transparent operations, ethical supply chain management, and active stakeholder engagement.

2024 Achievements

- In 2024, the integration of advanced control systems for the chiller plant and compressor resulted in savings of over 3.5 million kWh.
- The implementation of new fan technology has saved more than 1 million kWh.
- The water reclamation project completed in 2023 has conserved over 3 million gallons of water.
- Our commitment to solid waste recycling has yielded a 95% recycle rate within the site.



MAERSK

MAERSK VIETNAM LIMITED

A.P. Moller - Maersk is committed to becoming the **Global Integrator** by accelerating the decarbonization of global supply chains and promoting sustainable trade. The company has embedded strong sustainability commitments into its core business functions and strategy, aiming to improve life by integrating the world for a sustainable future. Maersk supports the **UN Sustainable Development Goals** and the **UN Global Compact**, striving to reach **net zero operations by 2040**.

In Vietnam, Maersk aligns with the group's vision, working closely with customers, stakeholders, and partners to advance ESG commitments and contribute to the country's sustainable growth. Through various projects in 2024, Maersk Vietnam has implemented ESG practices across its operations, making a lasting impact on people, society, and the economy.

Go Green Week 2024: A 5-day plastic-free challenge engaged more than **150 employees**, promoting sustainable practices and contributing to reducing CO₂ emissions for the project's selected tree planting area. 🌱

Container Library Project: In 2023-2024, Maersk Vietnam repurposed 02 used containers into solar-powered libraries at rural schools, improving literacy skills and promoting a culture of learning for over **1,200 students** in southern Vietnam.

Green Freight Asia (GFA) Certification: Maersk Vietnam's membership with GFA and attainment of the **LEAF 4 Certificate** 🏆 underscores its dedication to eco-conscious road freight operations, supporting green freight initiatives and contributing to climate change mitigation.

Yagi Typhoon Donation: Maersk Vietnam and APM Terminals donated **1.5 billion VND** to support the northern provinces of Vietnam providing essential aid to those affected by the natural disaster.

These initiatives reflect Maersk's ongoing commitment to sustainability and community support, aligning with its global strategy to integrate the world for a sustainable future.



MONDELĒZ KINH DO VIETNAM

Mondelēz's strategic commitment to Snacking Made Right is fundamental to our sustainable growth, aligned with our ESG priorities, and delivers on our mission of leading the future of snacking by offering the right snack, for the right moment, made the right way.

In Vietnam, the environmental responsibility is at the heart of our strategy. We are actively working to reduce carbon footprint and minimize waste through various initiatives to achieve net-zero emissions.

Sustainable ingredients: Mondelez Kinh Do has taken a pioneering step in using the cage-free eggs (CFEs) from 2022 and increased the volume in 2024. The company plan to switch 100% CFEs in 2030.

Sustainable packaging: Mondelez Kinh Do continues to make progress to reducing the environmental impact of packaging and tackling plastic waste. We are at the forefront of packaging innovation, with 100% of the company's biscuit packaging now designed using recyclable materials. The company has also reduced ink usage in the packaging design of key products and taken a pioneering step by establishing a circular economy for paper packaging.

Reduce climate change: Mondelez Kinh Do has made significant progress with the initiative to leverage Solar Power in Hung Yen plant. We convert manufacturing electricity footprint to renewable energy, replacing thermal fuels with 'green alternatives', implementing water and food waste reduction programs across the supply chain.

Social impact: We continue supporting the social enterprise Green Connect and increase the volume of food waste for the project that converted food waste and organic trash into chicken feed for cage-free chickens, contributing to the circular economy by utilizing waste as valuable resources.



MOTUL VIETNAM

Motul Vietnam has implemented several impactful initiatives to enhance its ESG performance, focusing on reporting, sustainability and community engagement. One key project is the installation of an innovative solar and battery system at our factory which we expanded in April 2024. This initiative not only generates renewable energy but brought the system into compliance, significantly lowering greenhouse gas emissions, providing the plant operations with more than 55% green energy. The company has successfully registered its renewable electricity under the international renewable energy certificate program, validating its commitment to environmental sustainability.

Motul has also initiated a comprehensive used engine oil recycling project under Vietnam extended producer responsibility act within the Law on Environment. The ongoing feasibility study aims to establish a viable business model for recycling used oil, contributing to circular economy practices within the automotive industry. On the social front, Motul actively engages with our local communities. Examples from earlier this year include the delivering of significant aid in-kind directly to the victims of Typhoon Yagi, and organizing our 2nd blood donation drive, collecting 58 liters of blood from 176 participants. Additionally, Motul provided financial assistance to 44 children with disabilities in Quang Nam in August 2024.

Motul also continued a 3-year collaboration with Saigon Children's Charity to support education for underprivileged youth via 2nd cohort into a 2-year training program in automotive maintenance and repair. Finally, Motul also selected Vietnam as the site of our first location for our regional vocational training program together with European Institute for Cooperation and Development (IECD). The training center was inaugurated in District 12, HCM City in October 2024 and its first cohort have begun their studies.



Nestlé™ Good food, Good life

NESTLÉ VIETNAM LIMITED

Enhancing Effective Water Stewardship to Create Positive Water Impact

Recognizing our role in helping to protect water resources, we are improving water efficiency in our factories, helping farmers introduce better water practices, and increasing access to safe water and sanitation in communities near our operations and sourcing origins.

In our supply chain, we aim for efficient water management in agriculture, especially in water-stressed areas. Since 2011, our NESCAFÉ Plan program has helped coffee farms adopt sustainable agricultural practices, contributing to the reduction of 40% to 60% water usage for irrigation in coffee farming and supporting farmers in the transition to regenerative agriculture.

In our operations, we continuously improve water use efficiency in our factories, conserving 216,000 cubic meters of water per year through effective water reuse and recycling practices. From 2021 to 2023, we successfully recycled over 36.5% of wastewater for production purposes. Additionally, two Nestlé Waters sites in Vietnam have become the country's first factories certified to the Alliance for Water Stewardship (AWS) Standard, demonstrating our commitment to the highest standards of water stewardship.

In communities, we promote the right to water and sanitation by supporting access to safe water. Through the LAWACO project in Long An province, we have enhanced the surface water treatment system, increasing its capacity from 3,000 to 4,800 cubic meters per day. This has resulted in a significant reduction in underground water withdrawal, amounting to 29,000 cubic meters per month. The increased capacity has led to an almost 8% rise in clean water supply to the local population, benefiting over 6,500 new households in 2023.



OPELLA VIETNAM

Sanofi's Consumer Healthcare Business Unit

Social Impact - The School Hygiene Project:

Over the past three years, we have significantly improved hygiene facilities and education in disadvantaged and remote areas of Vietnam. We funded the construction of 60 new standardized toilets with handwashing stations and raised awareness of good hygiene habits for nearly 20,000 students and teachers. This year, our project in Yen Bai and Lai Chau included installing 20 new toilets, benefiting nearly 10,000 students and teachers, and distributing coloring books on hygiene topics to 20,000 students through the HOPE Foundation. Additionally, 1,100 students participated in Purpose Day on School Hygiene, where we combined education and entertainment to teach kids about hygiene and distribute hygiene kits. Our media campaign on hygiene topics has gained 4.3 million views and 11.1 million impressions across social media platforms, with these numbers expected to rise as the campaign continues until mid-November 2024. Nearly 350 employees and business partners joined as volunteers, visiting schools, teaching kids about hygiene, and delivering hygiene kits.

Reducing Our Environmental Impact:

Our manufacturing site at the Saigon High Tech Park has achieved landfill-free status by incinerating domestic waste in a cement kiln. We have transitioned to 100% renewable electricity and are implementing key initiatives to transform our site into a Net Zero facility, including installing a rooftop solar system and the "Rice is the New Green" project. Our Green Mobility program has reduced CO2 emissions by 2.2 tons, with 20 employees receiving sponsorship for electric motorbikes. Through the "Save the Rain" and "Recycle Industrial Wastewater" projects, we aim to save 48,000 cubic meters of clean water annually by the end of Q2 2025.

ROCHDALE SPEARS



ROCHDALE SPEARS CO., LTD.

Rochdale Spears Co., Ltd. is dedicated to sustainability and social responsibility in Vietnam. Our ambitious initiatives for 2024 are designed to significantly reduce our environmental impact while enhancing community engagement:

Greenhouse Gas Emissions Reduction: We are committed to achieving a 20% reduction in greenhouse gas emissions, targeting a decrease from 273 tons to 165 tons of CO₂ per million output.

Energy Consumption Reduction: Our objective is to lower energy consumption from 296 MWh to 187 MWh per million output.

Waste Management Improvement: We plan to enhance our waste management practices by reducing hazardous waste discharge from 9.2 tons to 6 tons per million output.

Employee Training Participation and Fostering a Culture of Sustainability: We are dedicated to ensuring 100% participation in our sustainable design and manufacturing training program by Q1 of 2024 to equip our workforce with essential sustainability skills.

Recycling Initiatives: We aim to recycle 4 tons of plastic bottles and other materials, minimizing waste and promoting a circular economy within our operations.

Carbon Offsetting: Our tree-planting initiatives will expand to create a grove in front of our facility, contributing to carbon offsetting and enhancing local biodiversity.

Community Engagement Recognition: Our community support efforts, including blood donation drives and assistance for local families in need, exemplify our commitment to social responsibility and engagement with our local communities.

By pursuing these initiatives, Rochdale Spears not only reinforces its commitment to sustainability and social responsibility but also strives to create a positive impact on our employees, communities, and the environment in Vietnam. Together, we can build a more sustainable future.

SAIGON A.I.

SAIGON A.I. COMPANY LIMITED

Saigon AI, in partnership with Microsoft's Code; *Without Barriers* program, is addressing the gender gap in Vietnam's tech sector through a strategic initiative focused on internships, language training, and mentorship. Our founders advocate for equity in technology by speaking at major tech conferences, highlighting both opportunities and challenges in the field.

This initiative is built on three pillars:

1. **Internship Program:** Designed to welcome students from diverse backgrounds, it provides hands-on training in artificial intelligence and software development. Many female students have transitioned into tech careers through this program, gaining confidence, skills, and professional networks.
2. **IT English Club:** To overcome language barriers, Saigon AI hosts monthly sessions combining technical knowledge with English language practice. Featuring guest speakers and industry presentations, the club enables participants to thrive in global tech settings.
3. **Mentorship for Women:** Experienced female tech professionals guide interns, fostering both technical and leadership skills to help navigate career challenges unique to women in technology.

With 60% of female interns securing full-time positions and the IT English Club maintaining a vibrant community, Saigon AI is creating sustainable pathways for women in Vietnam's growing tech sector. This comprehensive approach aligns with Microsoft's global mission to promote equity in technology.



SSAMarine

A Carrix Enterprise

SP-SSA INTERNATIONAL TERMINAL ("SSIT", a Joint venture between SSA Marine and VIMC)

SSIT's Commitment to Environmental and Social Impact

SSIT has undertaken impactful Environmental, Social, and Governance (ESG) initiatives to foster sustainable port operations and support our community. On Environment Day, 250 employees and contractors participated in training on waste classification and the 3R principles (Reduce, Reuse, Recycle). In 2024, we repurposed 550m³ of steel slag, covering 2.3 hectares, conserving natural resources. Our first energy audit helped identify practical solutions to enhance energy efficiency, paving the way for future improvements. To further our environmental commitment, SSIT planted trees across 3,500m² within the port premises, enhancing green spaces.

Our social contributions emphasize education and community support. We awarded nine scholarships to Ba Ria Vung Tau University students, hosted a career workshop, and welcomed U.S. university students to experience real-world port operations, fostering educational impact. SSIT's inaugural blood donation drive gathered 101 units from employees and contractors, supporting community health. Following Storm #3, we raised 80 million VND for 12 affected households, showcasing community resilience. Additionally, SSIT donated water purifiers to Phuoc Loc Technology College, benefiting nearly 1,000 students, and contributed to a charity soccer event.

In 2024, SSIT prioritized ESG knowledge by providing training to relevant employees and our leadership team, equipping them to lead on ESG matters. SSIT remains dedicated to making measurable, positive impacts in environmental and social spheres, operating responsibly to benefit the communities we serve.



SPARTRONICS VIETNAM CO., LTD.

Our journey toward a sustainable future took a giant leap in 2022 when we became one of the few factories in Binh Duong to achieve LEED Gold certification. This accomplishment symbolizes our deep commitment to reducing our environmental footprint, creating positive change, and setting new standards for sustainability in Vietnam.

Our certified facility now avoids an impressive 2,500 tons of CO2 emissions each year, powered by a 3MWp solar rooftop that supplies 100% of our daytime energy. We've transformed our energy efficiency with LED lighting throughout the site, advanced HVAC systems with Variable Speed Drives (VSD), and real-time monitoring for all electrical cabinets, driving down waste and amplifying our impact.

Our commitment extends beyond environmental goals. We're proud to have created green jobs, partnered with local suppliers who share our vision, and fostered sustainable practices that ripple through the community. Every step we take brings awareness, education, and empowerment, encouraging others to embrace a more sustainable way of life.

Governance remains at the core of this initiative. Achieving LEED Gold is more than a badge—it's our promise to uphold transparency, integrity, and alignment with the highest global standards.

This ESG initiative represents our unwavering dedication to a greener, healthier world for current and future generations. Together, we're building a legacy of responsible business that others can look to for inspiration and change.

VIETNAM CONSULTING COMPANY LIMITED

Transforming Lives through Sustainable Development

Since 2003, VCG has spearheaded transformative initiatives in Vietnam, fostering economic resilience, environmental stewardship, and cultural preservation. It collaborates nationwide with the public and private sectors to build Competitive advantages and Marketing places.

In 2017, VCG transitioned to direct investment and co-organizing initiatives with disadvantaged communities in the Mekong Delta. Believing that impactful change begins with leading by example, VCG has provided seed funding and hands-on execution to support farmers, women, ethnic minorities, and vulnerable groups.

Key Initiatives:

1. **Sustainable Agriculture:** invested in 33,000 m² of heritage tangerine farming in Dong Thap, reducing chemical use, increasing incomes by 30%, and inspiring other cooperatives to adopt sustainable practices.
2. **Eco-Tourism and Employment:** empowers LGBTQ+ and disadvantaged women to develop community tourism based on tangerine plantations and heritage food. Their eco-tourism model earned fifth place in the Mekong Tourism Awards, while the LGBTQ+ team won the Dong Thap Best Chef Award three years in a row.
3. **Circular Aquaculture:** In Dam Doi, Ca Mau developed integrated aquaculture systems that minimize waste and boost yields for shrimp, fish, and crab farmers.
4. **Cultural Preservation and Digital Education:** Joining The Mekong Cuisine Club celebrates culinary heritage while sponsoring digital skills and English programs at Tien Giang University, which has benefitted 3000+ students and faculty.

By 2025, in partnership with Novaland, VCG will revitalize the Cai Rang floating market, creating jobs for 200+ unwed and disadvantaged women, transforming lives, and fostering sustainable development across the Mekong Delta.



WHA GROUP

In line with WHA Group's ESG priorities, we conducted core activities that encompassed all three dimensions of ESG:

Environment: We are implementing our WHA Smart Eco Industrial Zone concept that aligns with WHA Group's goals of achieving Net-Zero and 100% Circularity by 2050. This includes:

- Meeting international standards for quality design and infrastructure
- Reliability of utilities
- Integrating Industry 4.0 technologies like:
 - Unique biological wastewater treatment center that eliminates chemical use
 - Solar power for the office
 - Central control room for real-time monitoring of indicators like air and water quality.

Social:

- Employment creation in Nghe An Province and transformation of local economy from an agricultural base to an industrial one.
- Contributed 12 million USD in taxes to the State Budget since 2017, as well as indirectly via WHA customers
- CSR plan & Community Engagement focused on three key priorities: Education, Support for Disadvantaged People, and Healthcare. As of June 2024, we organized 15 community development projects to support students, poor, and disadvantaged people through scholarships, school renovations, building houses, "Warm Tet for The Poor" Program, supporting people affected by floods and storms and for health/medical stations
- Ensure Workforce Health, Safety, and Development:
 - 1,503 hours of training for WHA employees
 - Achieved employee safety targets: Total Recordable Injury Frequency Rate less than 0.3 and No Loss Time Accident

Governance: WHA adheres to strong corporate governance principles, emphasizing stakeholder responsibilities, transparency, and legal compliance. 100% WHA's Supplier and Contractors to follow WHA's code of conduct and Environmental Policy.

HUMANITARIAN RELIEF & COMMUNITY WELFARE



AES Vietnam



Techtronic Industries Vietnam
Manufacturing



MSD HH Vietnam



AES VIETNAM

AES's social impact program strategy prioritizes sustainable development through four key pillars: Health and Safety, Education, Livelihoods, and Infrastructure.

Education is a major focus, aiming to improve local human resources. Two notable programs highlight this commitment:

1. STEM Education in Quang Ninh:

- Phase 1: 125 students at Mong Duong Secondary School participated in 16 STEM lessons covering invention, programming, AI, and automation.
- Phase 2: The program expanded to 18 schools in Cam Pha City, training 48 teachers and conducting career orientation activities.

This initiative promotes sustainable technology development, bridges the skills gap, and empowers both students and teachers. It aligns with AES's commitment to enhancing the workforce in Quang Ninh province and Vietnam, ensuring the country remains competitive in the global market.

2. Reading Culture in Binh Thuan:

Since 2022, AES has been promoting a reading culture in 13 schools in Binh Thuan Province. The program encourages a passion for reading, enhances social skills, and expands vocabulary. AES collaborates closely with local schools, establishing well-stocked libraries to foster curiosity and self-learning. In 2024, AES donated nearly 3,800 books for students' ages and needs in 5 schools. By 2025, AES plans to provide 12,000 more books and 18 bookshelves and hold events. The program aims to create a positive learning environment for over 6,000 local students and teachers.

These initiatives enhance educational opportunities, foster innovation, support local education in the long term, and create a positive and innovative learning environment that supports sustainable development and community engagement.



EAST MEETS WEST FOUNDATION

East Meets West Foundation (EMWF) has broadened its Environmental, Social, and Governance (ESG) initiatives in Vietnam to tackle pressing social and environmental challenges, focusing on sustainable WASH (water, sanitation, and hygiene) solutions, youth development, neonatal health, and STEM education. These programs target education, community welfare, and climate resilience with an emphasis on sustainability.

The foundation's education initiatives span primary to higher education, nurturing high-potential students by fostering leadership skills and encouraging sustainable practices. Through experiential learning, these young leaders are empowered to create positive change within their communities. Additionally, there is shared expertise in neonatal care, supporting participants with practical skills to address critical health needs.

In advancing climate resilience, EMWF has constructed homes designed to withstand climate-related impacts, providing a secure environment for disadvantaged families. These homes serve as a foundation for sustainable living, tailored to the needs of vulnerable communities facing climate risks.

The success of these projects in 2024 highlights the EMWF's commitment to community development by investing in local talent and fostering long-term sustainability.



MSD HH VIETNAM

MSD is one of the world's leading biopharmaceutical company, with more than 130 years of history. Globally, MSD is committed to high standards in ESG (Environmental, Social, and Governance), aiming to create sustainable value for both society and business by supporting long-term health and environmental solutions. This commitment is driven by a mission to improve healthcare access and support community health worldwide through scientific innovation and corporate responsibility.

Aligned with our global mission, MSD Vietnam is deeply committed to creating a positive and lasting impact on the people of Vietnam. The blood donation program is a meaningful activity that contributes to addressing the shortage of blood supplies, meeting one of the most critical challenges in healthcare in Vietnam.

Since 2022, we have organized and participated in blood donation events, which not only save lives but also foster a sense of responsibility in each individual toward the community.

The year 2024 marks the 20th anniversary of World Blood Donor Day and this year's global campaign carries the slogan: "20 years of celebrating giving: thank you blood donors!" On this special occasion, MSD is honored to partner with AmCham Vietnam to host the 2024 Blood Donation Day at the MSD office.

More than 200 donors from AmCham members, MSD partner companies and employees joined the event. This collective effort inspires us to continue promoting a spirit of community service and creating many meaningful stories for society.



SSAMarine

A Carrix Enterprise

SSA MARINE

As a response to Typhoon Yagi, SSA Marine Vietnam mobilized support for the local community. Cailan International Container Terminal (CICT) - a subsidiary of SSA Marine Vietnam has weathered the storm, offered timely support to our staff, customers and spread the kindness to those in local community around Quang Ninh.

Key areas of support to our staff and community:

- CICT managed to keep relatively normal operations after the storm and were able to efficiently release vessel as fast as possible without compromising safety standards. We also helped woodchip exporters and farmers to export remarkable amount of products as thousands of trees uprooted/fallen down during storm.
- We established a fund of 1,1 billion VND (~ 29k USD from company & 15k USD from SSA Marine Global) to help staff recover from the devastation of storm. A 13th month salary was paid early in September.
- We implemented CSR projects to help hundreds of people in Quang Ninh (Dam Ha, Dong Trieu, Ha Long, Binh Lieu).

Along the way, CICT has always been the leading in ESG initiatives in the area demonstrating via environmental responsibility guaranteed with electric STS cranes, leading in safety by applying a strict and high performed security and safety procedures. 2024 marked an exceptional year for CICT as we overcame the devastation of super typhoon Yagi with less damage and best business outcome ever in port history both in volume and financial results.



Techtronic Industries

TECHTRONIC INDUSTRIES VIETNAM MANUFACTURING COMPANY LIMITED

Since 2018, Techtronic Industries Vietnam Manufacturing Company Limited (“TTIVN MFG”) and its other affiliates within TTI Group have been implementing a robust ESG strategy tailored to the specific needs and opportunities within the Vietnamese market. The strategy is built on three key pillars: Empowering People, Community Investment & Engagement, and Decarbonization.

Within the Community Investment & Engagement pillar, Techtronic Industries (TTI) is committed to maximizing our positive impact to the communities where we operate. A prime example of this commitment is the ongoing partnership with Habitat for Humanity Vietnam, which centers on improving the living conditions and settlements for locals by reducing vulnerabilities to inadequate housing and exposure to health and environmental risks.

In 2024, TTI completed the project focusing on improving the living conditions and settlements for ethnic minority groups, enhancing community facilities and benefiting over 3,000 individuals in Dong Hy district, Thai Nguyen province. Building on this success, through the Safe and Healthy Homes project, TTI is set to provide vital support to 42 families, constructing 12 new climate- resilient homes and renovating 30 existing ones in Dong Thap province, a region acutely vulnerable to climate change. These projects underscore TTI's dedication to creating enduring, positive social impact through long-term commitment and investment.



THE GRAND HO TRAM

Since 2020, The Grand Ho Tram has proudly advanced initiatives designed to elevate the Ba Ria–Vung Tau community, with a discerning focus on unlocking the younger generation's potential. Our approach transcends traditional support models, fostering a culture of empowerment through thoughtfully curated educational programs that instill essential life skills, inspire self-confidence, and lay a solid foundation for enduring success.

Our youth-focused engagement efforts include leadership camps and collaborative school partnerships, equipping young individuals with the guidance to make informed, positive life choices. Complementing these initiatives, our health support programs prioritize student well-being, ensuring they can pursue their educational goals with security and peace of mind.

Reflecting our deep commitment to community engagement, The Grand Ho Tram has also co-sponsored weekly chess classes for children. This program fosters skill-building, concentration, and a passion for strategic thinking among the younger generation.

In alignment with our vision of sustainable community growth, we have partnered with local schools to establish an internship program, offering students real-world experience in hospitality and service. This essential initiative within our CSR framework opens pathways for career development, equipping local youth with valuable skills and fostering a well-prepared talent pipeline for the future. In doing so, we strengthen The Grand Ho Tram's workforce and contribute to a legacy of opportunity, supporting the long-term economic and social prosperity of Ba Ria–Vung Tau.

DEIA, WORKFORCE DEVELOPMENT, HEALTH & SAFETY



Ekko Tech Viet Nam Company Ltd.



Procter & Gamble (P&G) Vietnam



STREETS International, Inc.



DOODLE COMPANY LIMITED

The Bright Futures program is a program designed to improve financial literacy among factory workers in Vietnam, specifically in the garment industry. The program aims to tackle the challenges workers face due to wage digitization, financial instability and social taboos by providing '*Money Personas*,' practical tools and financial education through a peer-driven learning approach.

The program helps workers, particularly women, build financial resilience, plan & manage their finances more effectively, and support their families.

Conducted in collaboration with Ideo.Org, Standard Chartered Foundation and Primark, the initiative has been piloted across three factories, engaging over 2,000 participants through interactive, human-centered financial training.

In 2024, the Bright Futures program aimed to expand its financial literacy training to additional factories in Vietnam, reaching a broader workforce. The specific goals include increasing participation from factory workers, improving their financial behaviors, and scaling the peer-led model to ensure the program becomes self-sustaining within the factory communities. The program also seeks to deepen its impact by developing digital tools to complement in-person training.

The Bright Futures program has successfully piloted its financial literacy training in three garment factories across Vietnam, with over 2,000 participants engaged in peer-driven learning groups so far.

Key achievements included: improved financial behaviors among workers, such as increased savings rates, reduced reliance on predatory lending, and enhanced financial decision-making. Additionally, workers reported greater confidence in managing their finances, with many sharing the knowledge they gained with their families. The peer-led model also fostered a strong sense of community and collaboration among workers, contributing to more supportive work environments.



EKKO TECH VIET NAM COMPANY LIMITED

Since 2022, Ekko has focused on **financial inclusion and empowerment for low-to-middle-income workers in the most labor-intensive sectors in Vietnam**. This effort is especially critical given that the country's manufacturing sector alone employs over 17 million workers, many of whom are migrant, low-skilled, and low-income. In industries such as textiles and footwear, women make up to 70% of the workforce and often face financial instability and debt pressures due to limited access to banking services and financial education.

Through our B2B2C model, we partner with employers to provide real-time access to earned wages, enabling workers to meet financial needs without resorting to predatory lenders. Ekko's services extend beyond wage access by integrating financial education, helping workers break free from cycles of debt. This initiative not only empowers workers with safe liquidity but also strengthens their financial literacy and stability. Ekko's partnerships with enterprises enhance social responsibility efforts, creating a supportive workplace environment that benefits both employees and employers.

Since its launch, Ekko has reached over 50,000 employees across 50 companies, with 65% of employees being women. Most Ekko users report using funds for essential expenses such as household needs, healthcare, and debt repayment. Additionally, 75% of the employees express strong appreciation for Ekko's service, as it enables them to manage finances conveniently and avoid the pitfalls of high-interest debt.



LONG HAI SECURITY SERVICES JSC – SECURITAS

For the 2024 Long Hai Sports Day Project, themed “Exercise for Better Service,” our objective was to foster a culture of physical fitness and skill improvement among our staff, emphasizing the connection between health, professional competence, and dedication to community safety. This initiative aimed not only to provide an athletic outlet for employees but also to enhance their stamina, responsiveness, and mental clarity—key qualities in our security services.

The event at Hoang Minh Giam Stadium in Ho Chi Minh City attracted over 300 participants, and brought together athletes, supporters, and company leaders.

The Sports Day highlighted our commitment to the well-being of each team member. Employees engaged in months of training, enhancing their physical health and morale while developing stronger interdepartmental bonds. This effort contributed to a healthier work environment, empowering our employees to deliver a higher standard of service to our clients, and helped strengthened the company’s internal culture and commitment to quality, promoting ongoing physical fitness as a pillar of professional excellence and fostering a cohesive, motivated workforce.

Key outcomes:

1. We observed a 40% increase in employee fitness participation compared to previous years.
2. Post-event feedback showed 95% of participants reported feeling more motivated and better equipped for their roles.
3. 80% indicated an improvement in teamwork and interpersonal relationships within their departments.
4. Employee absenteeism due to health issues decreased following the event.
5. The enhanced fitness levels among our personnel also resulted in faster response times and improved service quality, as noted in client feedback surveys, where customer satisfaction ratings rose by 10% compared to pre-event levels.



PROCTER & GAMBLE (P&G) VIETNAM

P&G Vietnam Championing Gender Equality

P&G Vietnam has long been recognized for its unwavering commitment to equality and inclusion, a focus that encompasses both internal policies and impactful community initiatives. This dedication to gender equality is seamlessly integrated into the company's sustainability strategies and corporate social responsibility (CSR) programs.

Over the past 30 years in Vietnam, P&G has made a lasting impact through collaborations with the Vietnamese Women's Union (VWU), AmCham, the Vietnam Women Entrepreneur Council (VWEC), CARE International, and UN Women. These partnerships advocate for gender equality and support initiatives aimed at empowering women.

Notably, P&G has partnered with WEConnect International to launch the Women Entrepreneurs Academy in Vietnam, which focuses on fostering the growth and development of women entrepreneurs.

Through these collaborative efforts, P&G Vietnam is driving transformational change and systemic progress, establishing itself as a corporate leader in gender equality.



STREETS INTERNATIONAL, INC.

STREETS International fosters environmental, social, and corporate governance (ESG) impact through sustainable training programs for underprivileged youth in Vietnam.

Diversity, equity, and inclusion (DEI) are especially critical to STREETS' mission. We actively recruit youth from isolated communities, including ethnic minorities in remote villages, LGBTQ+ individuals, and those affected by leprosy, HIV / AIDS, trafficking, and drug-related background. Trainees receive classroom instruction and hands-on experience at our enterprise sites and with international hotel partners.

Our partners commit to gender-neutral employment practices and hiring from diverse backgrounds, including ethnic minorities. Over the past 15 years, STREETS has trained over 400 youth, achieving 100% job placement within 30 days of graduation. Notably, this includes 62 ethnic minority Trainees from 18 isolated ethnic minority villages. In 2024, 20 Trainees from Classes #18 and #19 come from ethnic communities in Lao Cai, Quang Nam, Dak Lak, and Gia Lai.

STREETS recruits LGBTQ+ youth, ensuring 100% employment, primarily in top hotels and resorts in Vietnam. Our workforce development promotes occupational health and safety through training, health checks, vaccinations, and basic medical care, supporting sustainable careers for all participants.

Among STREETS graduates, 58% are in management and supervisory positions, and 8% have started their own businesses. Alumni own restaurants, catering companies, nail and spa saloons, and other tourism enterprises. 4% are employed internationally, in Singapore, Maldives, Japan, Dubai, Germany, and the U.S. Beyond individual success, STREETS' impact extends to graduates' families and communities, supporting education and caregiving, fostering a diverse, equitable workforce in the hospitality industry.



AMCHAM ESG COMMITTEE'S MISSION

Contribute to Vietnam's sustainable development by serving as a resource for business intelligence and best practices in sustainability and advocating for improved ESG standards and regulatory framework.

Examples of ESG areas of focus and interest:

- **Environment:** circularity; climate risk, carbon accounting, carbon neutrality / net- zero targets and related policies; renewable energy; responsible sourcing; conservation and biodiversity;
- **Social:** labor rights, standards, and ethical supply chains; gender equality; diversity, equity, inclusion, and accessibility (DEIA); community / NGO partnerships; and,
- **Governance:** board structure and diversity; transparency; sustainable finance; ethical conduct; risk management; and sustainability

To learn more information on the Committee, please contact us at:

AmCham Vietnam
Suite 323, New World Hotel Saigon
76 Le Lai Street, District 1, Ho Chi Minh City
Tel: (84 28) 3824 3562
contact@amchamvietnam.com www.amchamvietnam.com



OUR SPECIAL THANKS TO...

AMCHAM JUDGING COMMITTEE

1. **Brad Segal**, ESG Board Liaison, AmCham Vietnam HCMC, Co-Founder, Eddies Company Limited
2. **Matt Kustel**, Economic Officer, U.S. Consulate General in Ho Chi Minh City
3. **Thuy Hang Nguyen**, Partner, Baker McKenzie Vietnam

AMCHAM ESG COMMITTEE REVIEW PANEL

1. **Van Ly**, Partner, Raise Partners
2. **Jason Lusk**, Managing Partner, Clickable Impact
3. **Boris Hall**, Associate, Baker McKenzie Vietnam
4. **Keith Schulz**, Chief Sustainability Officer & Chief Industrial Officer, Motul Asia Pacific
5. **Luca Vadala**, International Account Manager, Aden Services
6. **Rich McClellan**, Country Director, TBI Vietnam
7. **Boi An Truong**, Sustainability Business Development, CRIF D&B Vietnam
8. **Diep Bui**, Director, Keep Vietnam Clean
9. **Alex Parini**, Lecturer, Global Engagement Liaison, University of Economics and Finance (UEF)
10. **Sameer Mishra**, Director, Head of Infrastructure Advisory, KPMG in Vietnam