



THE WAY FORWARD

THE PIONEER IN SMART & SUSTAINABLE PORT - LOGISTICS



SUSTAINABLE DEVELOPMENT REPORT
OF GEMADEPT CORPORATION | **2022**

COMPANY INFORMATION:

Company's name in Vietnamese	: Công ty cổ phần Gemadept
Company's name in English	: Gemadept Corporation
Stock code	: GMD
Tax code and Business Registration No.	: 0301116791
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Content Of Sustainable Development Report 2022

CEO'S MESSAGE	
OVERVIEW OF SUSTAINABLE DEVELOPMENT REPORT 2022	8
GENERAL INFORMATION	10
REFERENCES ON SUSTAINABLE DEVELOPMENT REPORT	10
CHANGES IN THE REPORT	10
PART 1: FROM CORE VALUES	12
OVERVIEW	12
VISION – MISSION (Please refer to the Annual Report)	12
CORE VALUES (Please refer to the Annual Report)	12
PROCESS OF FORMATION AND DEVELOPMENT	
SUSTAINABLE DEVELOPMENT GOVERNANCE	14
Governance model towards Sustainable Development:	14
Roles and responsibilities of the Board of Management, Control Board, Board of Directors and Functional departments for the sustainable development mission:	15
TYPICAL AWARDS AND RECOGNITIONS	16
PART 2: SOWING GREEN VALUES	18
THE DEVELOPMENT OF PORT OPERATION AND GREEN LOGISTICS	20
GENERAL POLICY ON SUSTAINABLE DEVELOPMENT OF THE COMPANY	22
PRINCIPLES ON RELATIONSHIP WITH RELEVANT PARTIES	22
IDENTIFYING AND SELECTING STAKEHOLDERS	24
RELENTENLESS ENHANCEMENT OF THE STAKEHOLDERS' ENGAGEMENT	25
IDENTIFYING KEY MATTERS	25
The Materiality level	25
Key matters list	26
Matrix of key matters	
PRINCIPLES FOR DETERMINING REPORT QUALITY	
DEFINING SUSTAINABLE DEVELOPMENT OBJECTIVES ON MEDIUM AND LONG-TERM PERIOD 2021-2025	28

ESTABLISHMENT OF ESG BOARD	
REPORT ASSURANCE BY THIRD PARTY	
PART 3: CULTIVATE THE FUTURE	32
ECONOMIC EFFICIENCY	34
Principles of corporate governance	
Direct economic efficiency	
Indirect economic efficiency	36
Contributing to the local economic and infrastructure development	
RESPONSIBILITY TO PROTECT THE ENVIRONMENT	38
Gemadept actively develops green port and logistics, reduces greenhouse gas emissions and minimizes environmental pollution, aiming at sustainable development	
SEED FOR SEA – Gemadept's "Blue Carbon" project contributes to the construction of a global carbon sink	39
Energy	42
Water	46
Emissions	
Effluents And Waste	60
LABOR AND SOCIAL RESPONSIBILITY	64
Employment	
Training and education	
Occupational Health and Safety	
Customer Health and Safety	82
TRADITIONAL CULTURE AT GEMADEPT	
CORPORATE CULTURE STANDARDS	83
PART 4: FROM DIGITAL TRANSFORMATION TO GREEN INVENTIONS	86
DIGITAL TRANSFORMATION AND GREEN CONVERT	
DIGITAL TRANSFORMATION IN PORT AND LOGISTICS OPERATION	92
APPENDIX	

CEO'S MESSAGE

The world in which we live has never changed so rapidly and unpredictably. The COVID-19 pandemic has had a negative impact on all aspects of human life. In 2022, the world economy and global supply chain have not yet seen a clear recovery and are facing many "underground waves" of geopolitical instability due to the Russia-Ukraine conflict. These factors are resulting in serious consequences such as food, energy, and humanitarian crises. The intertwined destabilizing factors have slowed efforts towards the United Nations' global sustainable development goals and profoundly affected efforts to combat climate change, which is a key issue and necessity for the entire world.

Thanks to the government's right decisions and flexible policies for dealing with crises, Vietnam is on track to recover its economy in the first six months of 2022 and firmly overcome the "back waves" of the global recession. The country has achieved impressive results, including a GDP growth rate of 8.02% - the highest in the period from 2011 to 2022. Additionally, Vietnam import and export turnover has exceeded 700 billion USD for the first time and realized FDI at its highest in the past five years.

However, due to the high openness of the economy, it is difficult to avoid the effects of global economic instability. This has been clearly reflected in the Vietnamese stock market in 2022, with the VN-Index reaching record highs of over 1,500 points three times, but then experiencing a sharp decline of 32.2%, equivalent to the 2008 financial crisis. Given the unpredictable changes in the world, it is crucial to strengthen the market by eliminating weak businesses and promoting sustainable business development that creates practical value for the economy and is responsible towards the environment, community, and society. This is especially urgent considering the bond and stock crises in the Vietnamese financial market.

After committing to the goal of achieving net zero emissions by 2050 at the United Nations Climate Change Summit 2021 (COP26), the Government of Vietnam has come together 150 other countries to bring the world into an era of practical environmental action for future generations. In 2022, the Government of Vietnam has demonstrated its commitment to reducing emissions by issuing two important policies:

- Decree 06/2022/ND-CP, which requires establishments to prepare a GHG inventory report every two years starting from 2024, and to develop a GHG emission reduction plan for 2026-2030.
- Decision 01/2022/QĐ-TTg, which promulgates a list of 1,912 GHG emission facilities that must conduct an inventory, including 6 companies with 33 facilities.

As a leading enterprise in the fields of port operation and logistics in Vietnam, with a pioneering spirit and a deep sense of corporate social responsibility, Gemadept has taken concrete steps, decisions, and actions to work on climate change efforts, coming to together with Vietnam in term of sustainable development, demonstrated by environmentally-friendly port projects. This includes applying ISO 14064, an international standard for managing, reporting, and verifying greenhouse gas (GHG) emissions and removals. Gemadept is also promoting the use of renewable energy and launching projects to reforest and clean up the marine environment.

The mission of Gemadept is to promote economic growth and create added value for the country, businesses, and partners through a chain of outstanding services and solutions. Environmental, Social, and Governance (ESG) factors are at the core of the company's long-term development strategy. Gemadept comprehensively integrates business growth goals with ESG goals to promote harmonious and balanced development, which enhances the quality and speed of sustainable development. Sustainable development is the guiding principle that underpins Gemadept's operations.

Gemadept's Sustainable Development Report 2022 provides an overview of the company's unwavering efforts towards achieving its important goals. Gemadept's production and business activities, as well as those of its subsidiaries and joint ventures, are associated with high levels of Environmental - Social - Governance (ESG) responsibilities, which are managed strictly in accordance with government regulations and recommendations, as well as international standards. The company continues to promote efficiency and increase the value brought to stakeholders.





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General Information

Gemadept's Sustainable Development Report 2022 reflects the sustainable development-related activities implemented by the company during the year, as well as the company's long-term strategy towards this goal. The report includes environmental, social, and governance contents that are honestly and objectively reflected to the market and interested parties.

Reporting scope

The report includes information of Gemadept and some of its subsidiaries, joint ventures and associates.

Reporting period

From 01/01/2022 to 31/12/2022

OVERVIEW OF GEMADEPT'S SUSTAINABLE DEVELOPMENT REPORT 2022



ECONOMIC EFFICIENCY



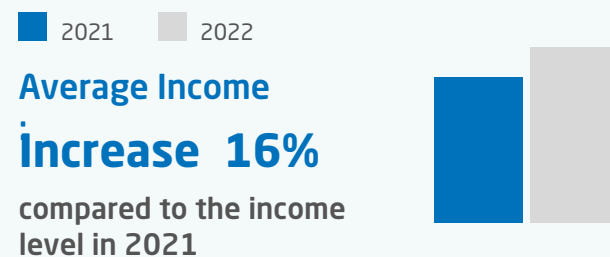
Fulfilling tax obligation
~309 Billion VND



Pay dividends 2021
>361 Billion VND



SOCIAL EFFICIENCY



TOP 10
Best work place in 2022

Voted by VIR as the Top 10 best places to work in Logistics industry



Almost 1000 people

Participated in the **Gemadept Run** for charity to contribute to the Vietnam Children's Education Fund



ENVIRONMENTAL EFFICIENCY



Pioneer in greenhouse gas inventory

Gemalink Deep-sea Port and Nam Dinh Vu Port are the first two ports to carry out GHG emissions inventory and reporting.



Producing nearly 3 million Kw of Renewable Energy

Rooftop solar power system at SCSC Air Terminal and Mekong Logistics

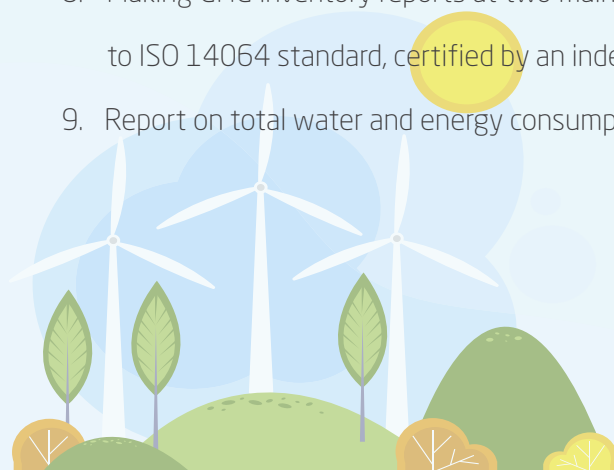
REFERENCES ON SUSTAINABLE DEVELOPMENT REPORT:

- This report is based on a partial reference to “Sustainable Reporting Standards (GRI)” – 2022 of the Global Reporting Initiative.
- 17 United Nations Sustainable Development Goals by 2030.
- Vietnam’s 17 sustainable development goals by 2030.
- Guidelines for making Sustainable Development Report of IFC and State Securities Commission.
- The 2030 Agenda for Sustainable Development according to Decision No. 622/QĐ-TTg dated May 10, 2017, of the Prime Minister.
- Circular No. 96/2020/TT-BTC guiding information disclosure on the stock market which requires listed companies to disclose data on total direct and indirect GHG emissions in ESG reports.
- Law on Environmental Protection 2020: GHG-emitting facilities must carry out a GHG inventory, be allocated GHG emission quotas and have the right to exchange, buy and sell on the domestic carbon market (Article 139).
- Decree 06/2022/ND-CP: Establishments must prepare a grassroots GHG inventory report every two years for 2024 onwards, develop a GHG emission reduction plan 2026-2030.
- Decision 01/2022/QĐ-TTg: promulgating a list of 1,912 GHG emission facilities that must conduct a GHG inventory, of which there are 6 companies (33 facilities) in the investment portfolio of VNH.

CHANGES IN THE REPORT (GRI 102-49)

The Sustainable Development Report 2022 has the following changes, additions and improvements:

1. Supplementing information on equity and charter capital of the Company.
2. Additional information on green development projects.
3. Take responsibility for accountability according to GRI standards.
4. Additional volunteering activities the Company has done during the year.
5. Update on sustainable development in Port Operations and Logistics.
6. Supplementing the structure of the Company’s ESG Board.
7. Supplementing the Company’s Sustainable Development Strategy for the period of 2022-2025 and a vision to 2030.
8. Making GHG inventory reports at two main ports: Nam Dinh Vu Port and Gemalink Port according to ISO 14064 standard, certified by an independent consulting company, BSI.
9. Report on total water and energy consumption of the Company.



FOR A GREEN PLANET

GEMADEPT
THE WAY FORWARD

An aerial photograph of a dense, lush green forest. In the center of the forest, there is a perfectly heart-shaped lake. The lake's surface is calm, reflecting the bright blue sky and the surrounding greenery. The forest is thick with various shades of green, and some mist or low clouds are visible in the background, adding a sense of depth and atmosphere. The overall composition is symmetrical and visually striking due to the unique shape of the lake.

Part 1: FROM CORE VALUES

OVERVIEW *(Please refer to the Annual Report)*

MISSION - VISION *(Please refer to the Annual Report))*

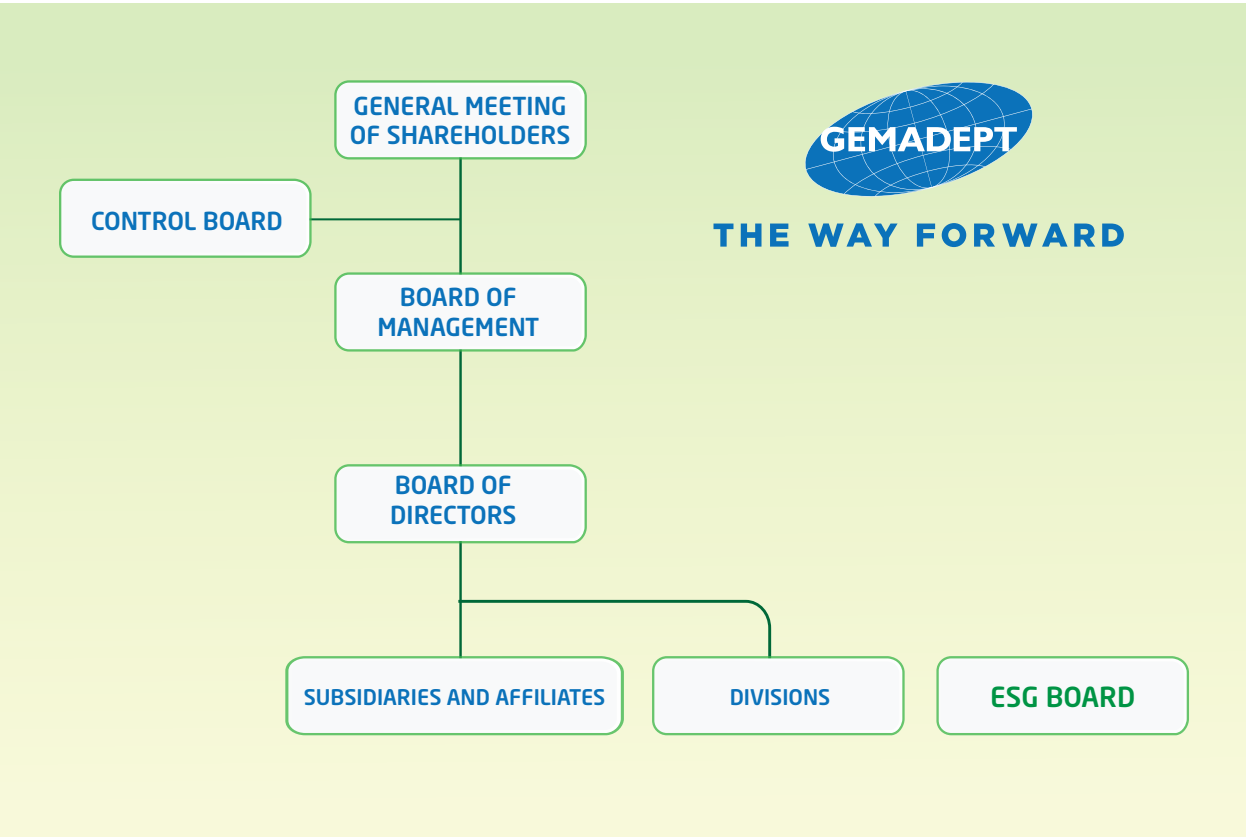
CORE VALUES *(Please refer to the Annual Report)*

PROCESS OF FORMATION AND DEVELOPMENT *(Please refer to the Annual Report)*

SUSTAINABLE DEVELOPMENT GOVERNANCE

Governance model towards Sustainable Development:

Gemadept’s governance model towards Sustainable Development is implemented through a vertically centralized governance approach, which clearly defines rights, obligations, and responsibilities at each level. This ensures that management activities are conducted in a strict, transparent, proactive, and effective manner.



• Roles and responsibilities of the Board of Management, Control Board, Board of Directors, and Functional departments for the sustainable development mission:

+ Roles and responsibilities of Board of Management:

The Board of Directors plays the role of orienting, planning the sustainable development strategy, assigning, and supervising the executive apparatus to comply with the set strategy and ensuring the responsibility to submit to the General Meeting of Shareholders for the contents under the decision-making authority of the General Meeting of Shareholders.

+ Roles and responsibilities of The Control Board

The Control Board is responsible for monitoring and controlling operations, compliance with legal regulations, the Company’s charter, the implementation of resolutions of the General Meeting of Shareholders, internal control and accountability to the General Meeting of Shareholders for the duties and powers assigned by the General Meeting of Shareholders.

+ Roles and responsibilities of Board of Directors

The Board of Directors is responsible for operating and effectively implementing the sustainable development strategies outlined by the Board of Management; to implement the plans of the Board of Management within the scope of delegated authority and duties.

+ Roles and responsibilities of Functional departments

Functional departments are responsible for implementing specific goals and tasks in the sustainable development plan assigned by the Board of Management and the Board of Directors. The Functional departments are responsible to the Board of Management and the Board of Directors for the implementation results of assigned objectives and tasks.

ESG BOARD MEMBERS - PHASE 1			
No	Full Name	Department of Unit	Position in the board
1	Nguyen Thanh Binh	BOD	Head of ESG
2	Nguyen Van La	HSSE	Deputy of ESG
3	Nguyen Thi Thu Thao	PRIR	Deputy of ESG
4	Hoang Lan Hue	R&D	Member
5	Do Ngoc Khanh Nhi	R&D	Member
6	Tran Thi Le Hang	RM1	Member
7	Nguyen Hoang Anh	PRIR	Member
8	Dang Van Quang	HSSE	Member
9	Chu Duc Trung	GML	Member
10	Vu Xuan Thuy	GML	Member
11	Pham Quoc Khanh	GML	Member
12	Tran Viet Manh	NDV	Member
13	Do Duc Hop	TTKT	Member
14	Kieu Minh Chinh	NDV	Member
15	Tran Van Luc	GML	Member

TYPICAL AWARDS AND RECOGNITIONS



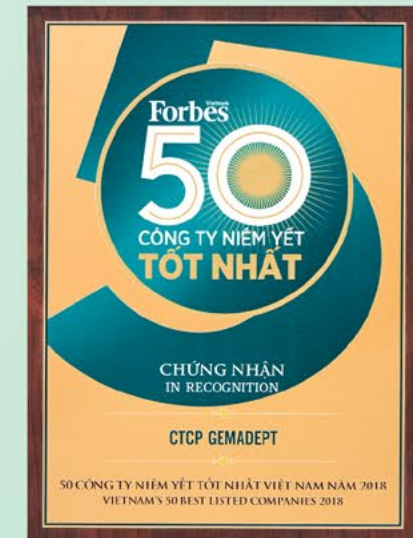
TOP 1.000
ENTERPRISES WITH THE LARGEST CONTRIBUTION OF CORPORATE INCOME TAX TO THE NATIONAL BUDGET (V1000) FOR MANY YEARS
Awarded by the Vietnam report, Vietnamnet and Taxation newspaper - General department of taxation



TOP 50
MOST EFFICIENT COMPANIES IN VIETNAM
in 2020, 2021, 2022 (SCSC)



TOP 500
MOST PROFITABLE ENTERPRISES PROFIT 500
Awarded by the Vietnam Report and VietnamNet Newspaper



TOP 50
BEST LISTED COMPANIES IN VIETNAM
Awarded by Forbes Vietnam



TOP 50
BEST ANNUAL REPORTS
Awarded by the Ho Chi Minh Stock Exchange (HOSE), Securities Investment Newspaper and Dragon Capital Management Company



TOP 500
LARGEST ENTERPRISES IN VIETNAM VNR 500
Awarded by Vietnam Report and VietnamNet



TOP 10
ASEAN strong brands in 2020 (Gemadept Logistics)



DẪN ĐẦU TOP 10
PRESTIGIOUS TRANSPORTATION AND LOGISTICS COMPANIES INTERNATIONAL FREIGHT FORWARDING, WAREHOUSE, LOGISTICS SERVICES
Awarded by the Vietnam report, Vietnamnet newspaper



Part 2: SOWING GREEN VALUES

ERA OF GREEN PORT AND LOGISTICS DEVELOPMENT

The era of practical action for the environment and the next generation has begun, with resonance being the development trend of the circular economy and the rapidly growing global green supply chain. The fourth industrial revolution is in full swing, and digital transformation is occurring in every industry, field, and especially in the port and logistics industry. The smart port model not only enhances productivity and operational efficiency for port operators, but also provides significant cost and time savings, along with numerous benefits and values for customers. Moreover, the “smart port” contributes to long-term intangible values in terms of the environment and society by reducing energy consumption and CO2 emissions.

The Vietnamese government is taking steps towards building and developing green seaports, based on six main groups of criteria: planning and management, design and build, operation and maintenance, security and safety, education and training, and cooperation links. The goal is to make the “green port” criterion compulsory for planning, investment, construction, and operation of seaports in Vietnam by 2030. This move towards sustainability in the port industry is expected to have a positive impact on the environment, as well as to promote sustainable development in the country.

The Government of Vietnam has recognized the importance of developing green logistics to reduce environmental pollution and promote sustainable development. To support this, several legal regulations have been issued, such as Decision No. 855/QĐ-TTg and Decision No. 1393/QĐ-TTg. These regulations aim to control and limit environmental pollution in transportation and promote green growth in the logistics industry.

In addition, the Vietnam Logistics Report 2022 proposes several solutions for green logistics development. These solutions include greening transportation, warehousing, packaging, information systems, and logistics. By implementing these solutions, the logistics industry can reduce its environmental impact and contribute to the development of a more sustainable economy.

As part of its sustainable development efforts, Gemadept Corporation is taking steps towards smart and green seaports. Gemalink, a deep-sea port joint venture between Gemadept Corporation and CMA Terminals of France, located in the strategic location of Cai Mep - Thi Vai seaport cluster, serves as a model for a green port industrial urban area. The project reflects Gemadept's commitment to sustainable development and serves to support the vibrant economic development of Ba Ria - Vung Tau province and the country as a whole.

Immediately after the phase 1 operation in early 2021, Gemalink achieved a remarkable position in the global trading ports list, being among the Top 19 commercial ports in the world and belonging to the No. 11th the port cluster by the World Bank in terms of operating efficiency in the first quarter of 2022. Being the leading deep-sea port in the country capable of handling megaships, Gemalink stands out with its environmentally-friendly design, located in a sunny and windy estuary area. Gemalink aims to build a smart and green port model by investing in state-of-art equipment that uses clean energy, with productivity and service quality that meet the stringent requirements of international shipping lines and import-export enterprises.

The establishment of Gemalink, in collaboration with other ports in Gemadept's logistics and port ecosystem, has enabled the deployment of the pioneering SmartPort application in the Vietnamese market, which has received high praise from customers. Through this cooperation, Vietnamese goods can be directly connected to the US and Europe without having to transit through a third country, resulting in significant savings in transportation costs for importers and exporters, thus enhancing the competitiveness of Vietnamese goods in the global market.

Gemalink and Gemadept's port system have made significant contributions to the development of Vietnam's economy and are actively contributing to environmental sustainability. After only two years of operation, with phase 1 occupancy rate reaching over 90% this year, Gemalink has established itself as a leading deep-sea port in Vietnam, capable of receiving generations of megaships and connecting Vietnamese goods directly to the US and Europe, thus increasing the competitiveness of Vietnamese goods in the international market.

In addition, Gemalink is committed to promoting sustainability through its “Seed for Sea” reforestation project, which involves pilot planting hundreds of hectares of mangroves across the country. The project helps to reduce greenhouse gas emissions, protect biodiversity, improve the ecosystem, and bring many benefits to local people in terms of economy, tourism, and exploitation of agriculture, forestry, and fisheries.

Through this project, Gemalink is making a significant contribution to greening the environment and creating a sustainable future for our next generations.

And Green Logistics projects follow

Gemadept Dung Quat International Port is located in Dung Quat Bay, which is a trade gateway for the Dung Quat economic zone and the central provinces of Vietnam. The port is a notable example of a green port, with a vision to become the first Eco-Port in the Central region by 2025, contributing to raising public awareness of environmental protection, safety, and energy conservation.

Gemadept has developed the port based on the criteria of green economic growth, and has applied an environmental management system that ensures occupational safety and health, and seaport security (HSSE). The port has been granted the certificate of occupational health and safety management system by the General Department of Metrology and Quality according to ISO 45001-2018 and an Environmental management system according to ISO 14001:2015 standard.

With the motto “Eco-port - Values for tomorrow”, Gemadept Dung Quat port, as well as Gemadept's port system from North to South, are side by side with Vietnam and the world community to protect sustainable development for future generations. Gemadept Dung Quat Port's efforts towards eco-friendliness demonstrate its commitment to environmental protection and sustainable development.

Gemadept not only invests in advanced seaport projects but also in green energy projects on the company's logistics system. An example of this is the rooftop solar power project with a total capacity of 4.8 MWp installed at the Mekong Logistics Cold Distribution Center in Can Tho, which was put into operation in early 2021. This renewable energy system provides a significant amount of electricity for the operation and exploitation needs of this largest-scale cold storage in Southeast Asia, helping to save grid electricity costs and is environmentally friendly.

In the coming time, Gemadept will continue to replicate the clean and green energy model for the Company's ports, warehouses, port and logistics projects, actively contributing to reducing carbon emissions, protecting the environment, saving operating and exploitation costs, aiming to develop a greener, smarter, more efficient and sustainable integrated supply chain.

In order to actively contribute to bringing Vietnam and the world closer to the goal of halving pollutant emissions by 2030 and achieving net-zero emissions by 2050, the Company will develop specific actions according to a roadmap to reduce carbon emissions in port and logistics operations.

With the mission of promoting economic flow, creating added values for the country, businesses and partners through a chain of outstanding services and solutions, in which Environmental - Social - Management factors (ESG) is the core foundation for the long-term development of the business, Gemadept always comprehensively integrates business growth goals with ESG goals. This integration promotes the quality and speed of sustainable development of the Company, balancing the benefits with partners, the community and society.



GENERAL POLICY ON SUSTAINABLE DEVELOPMENT OF THE COMPANY

During its 33 years of establishment and development, Gemadept has consistently pursued the goal of sustainable development by focusing on developing its human resources, changing its organizational structure and governance model to best adapt to the changing market and economic growth. Environmental, social, and governance factors are always attached to the sustainable development policy, which serves as the guiding principle for all production and business activities of Gemadept. The Company's sustainable development policy is concretized through annual, practical, and long-term action programs.

Specifically, Gemadept has been and will continue to focus on promoting sustainable development in the following areas::

- Working environment:**
 Gemadept will continue to build a professional and pleasant working environment to attract and retain employees, with the aim of becoming one of the best places to work in Vietnam.
- Gemadept's culture:**
 The Company's cultural tradition is built on the foundation of 9 ultimate cultural principles, which value national and pioneer spirit. Gemadept's employees are responsible for themselves, their families, the Company, and society, prioritizing integrity and being ready to overcome all obstacles. They actively connect with colleagues, partners, customers, and companions.
- Remuneration and welfare policy:**
 Gemadept will continue to promote a highly competitive remuneration and welfare policy to attract, retain, and develop quality human resources. This policy encourages and rewards creativity, maximizes individual capacity, and serves as a foundation for collective strength to overcome all challenges and achieve set goals and visions.
- Social responsibility:**
 Gemadept places great emphasis on its social responsibility by prioritizing environmental protection through the maintenance of a green, clean, and aesthetically pleasing landscape, and by promoting energy-saving practices. The Company also strives to create employment opportunities for the local population and engages in charitable works to support those affected by natural disasters, orphans, and individuals facing extreme hardships. By fostering cooperation and collaboration within the community, Gemadept is committed to driving sustainable development and progress.

PRINCIPLES ON RELATIONSHIP WITH RELEVANT PARTIES (GRI 102-2)



TO THE GOVERNMENT:

- Make full reports as required.
- Promote the national spirit; Be pioneer in becoming a model enterprise in Vietnam's Port and Logistics industry.
- Comply with the policies, laws, and regulations of the Government for the Company's sectors.
- Strongly develop business to contribute positively to the State budget.
- Contribute to the socio-economic development of the country.
- Make full reports in accordance with regulations.

TO SHAREHOLDERS - INVESTORS:

- Ensure legitimate rights and increase sustainable values for shareholders and investors.
- Provide timely, transparent and complete information; Create conditions for shareholders and investors to learn about production and business activities of the Company.

TO CUSTOMERS, PARTNERS:

- Take service quality as the focus of business development.
- Provide customers and partners with superior and outstanding solutions and services.
- Maintain commitments to customers and partners for sustainable development.

TO EMPLOYEES:

- Improve the policy of salary, bonus, welfare ... to encourage the development of high quality human resources, being successful at work and happy in life.
- Build a team of inheritance at all levels, preparing for growth in the years to come, be sustainable and enduring.

TO COMMUNITY - SOCIETY:

- Share social responsibility.
- Join hands for community benefits.
- Contribute to environmental protection.
- Attract and create many jobs for people in all provinces and cities nationwide, contributing to building the country.
- Join hands with the whole country to fight the Covid-19 epidemic.

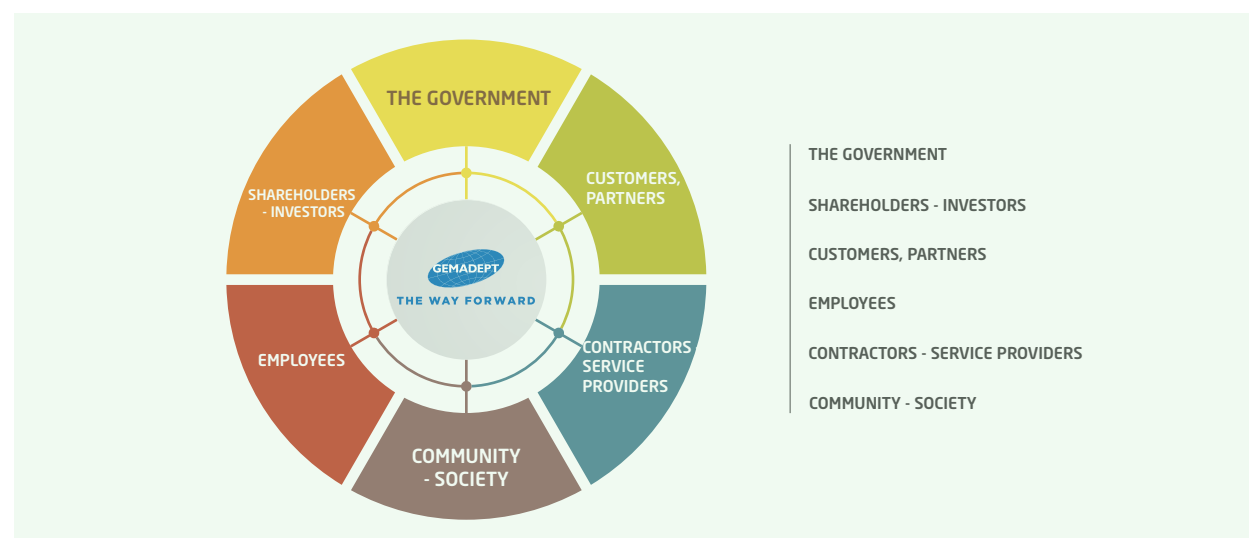
TO CONTRACTORS / SERVICE PROVIDERS::

- MBe transparent and objective in all stages of tender invitation, bidding and contractor selection.
- Contractors need to commit to the service quality and clear origin.
- Say no to poor quality contractors and those who do not accompany with sustainable development under Gemadept's policy.

IDENTIFYING AND SELECTING STAKEHOLDERS (GRI 102 -42)

Determined based on the principle of determining the possible influence from Gemadept's production and business activities on the parties and the interests and influence of the parties on Gemadept.

Accordingly, there are 6 important stakeholders to Gemadept including:



RELENTLESS ENHANCEMENT OF THE STAKEHOLDERS' ENGAGEMENT (GRI 102 - 43,44)

Gemadept is committed to complying with information disclosure requirements set forth by the State Securities Commission, Stock Exchange, and other stakeholders. The Company promptly and thoroughly updates its shareholders and investors on its business performance, market trends, and cooperation opportunities through various communication channels, including but not limited to the Annual General Meeting of Shareholders, seminars, conferences, the Company's website, media outlets, face-to-face meetings, online meetings, emails, and letters.

In addition, Gemadept places great importance on investor relations activities, such as organizing field trips to its air cargo terminal, ports and distribution centers throughout the country. Gemadept also prioritizes customer service by continuously upgrading its facilities and establishing a convenient communication system connecting all departments, units, and personnel responsible for customer service. As a result, Gemadept's customer service has consistently received high praise from customers. The Company values and promptly responds to all customer feedbacks, suggestions and requests.

We recognize that our employees are the key factor in determining the Company's success and distinguishing it from others. As a result, the Company places a strong emphasis on listening to its employees' desires and suggestions by maintaining open communication channels and conducting comprehensive surveys to collect employee feedback. The Company's Labor Union also plays an integral role in connecting employees with the management team and ensuring that all optimal solutions are reached based on a high level of consensus. By doing so, Gemadept strives to create a secure and motivating work environment that fosters employee dedication and self-development while creating sustainable value for their families, the Company, and the wider community.

IDENTIFYING KEY MATTERS

Materiality (GRI 103, GRI 102-47)

Based on a synthesis of the concerns of the Company and relevant stakeholders regarding economic, environmental, and social issues, Gemadept identifies key areas for its sustainable development strategy. Specific policies and action plans are then introduced to progressively achieve the Company's sustainable development goals, meeting the expectations of all parties involved. The following steps are taken to determine the materiality of matters to stakeholders:

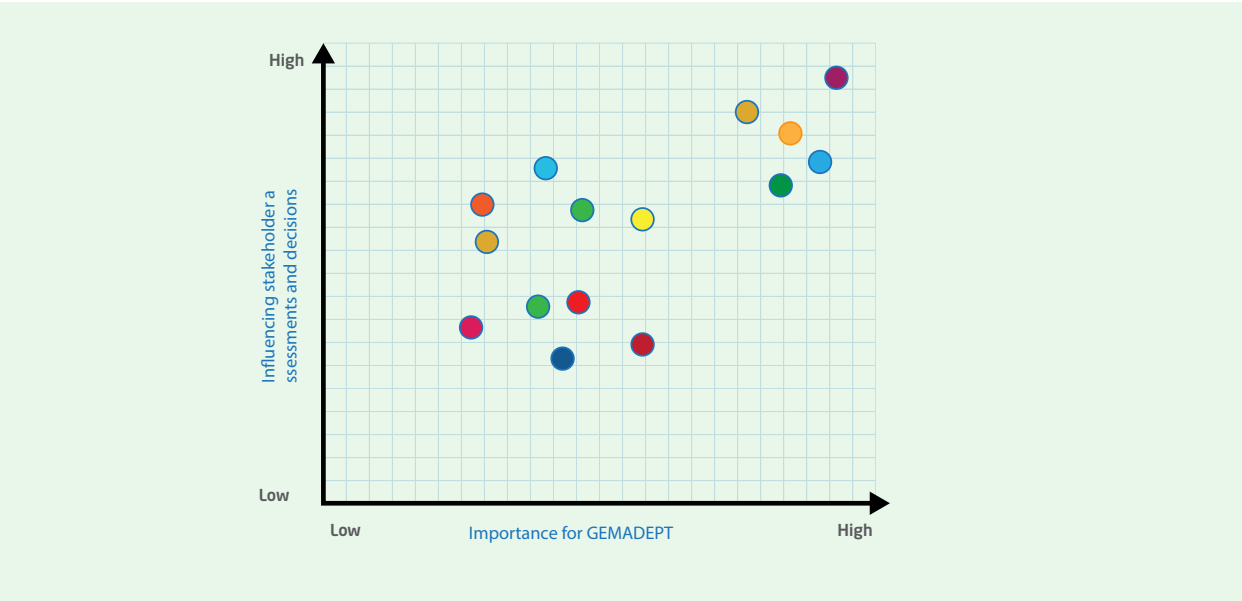


Key matters list (GRI 102-47)

1		<ul style="list-style-type: none"> - Creating more jobs - Raising average income for employees - Contributing to local economic development
2		<ul style="list-style-type: none"> - Maintaining the flow of food, goods from Vietnam to around the world
3		<ul style="list-style-type: none"> - Building a safe working environment - Ensuring health and safety for employees
4		<ul style="list-style-type: none"> - Professional training for staff on a regular basis - Awarding scholarships to talented students at universities
5		<ul style="list-style-type: none"> - Commitment to equal policies in the use of employees - Maintaining fairness and equal treatment between men and women - Using water economically and efficiently - No harmful chemicals are used
6		<ul style="list-style-type: none"> - Effective use of water - Disuse of hazardous chemicals
7		<ul style="list-style-type: none"> - Effective use of energy - Saving energy resources - Use of solar energy - Power saving initiative
8		<ul style="list-style-type: none"> - Development of software to manage the port and logistics ecosystem, save energy and reduce emissions

9		<ul style="list-style-type: none"> - Development of software to manage the port and logistics ecosystem, save energy and reduce emissions
10		<ul style="list-style-type: none"> - Issuing preferential policies for female employees
11		<ul style="list-style-type: none"> - Contributing to the overall national port and logistics infrastructure, strongly promoting trade between economic regions
12		<ul style="list-style-type: none"> - Effective use of materials - Raising the proportion of recycled raw materials consumption.
13		<ul style="list-style-type: none"> - Effective use of electricity - Using renewable energy resources
14		<ul style="list-style-type: none"> - Developing model of green and eco-port
15		<ul style="list-style-type: none"> - Limit emissions into the marine environment - Launching green projects to protect the marine environment
16		<ul style="list-style-type: none"> - Acting in transparently, honestly and ethical way, saying no to corruption, tax evasion and law violations
17		<ul style="list-style-type: none"> - Actively cooperating with other strategic partners to promote the development of circular economy

Matrix Of Key Matters



PRINCIPLES FOR DETERMINING REPORT QUALITY

- Accuracy
- Balance
- Clarity
- Accuracy
- Balance
- Clarity

DEFINING SUSTAINABLE DEVELOPMENT OBJECTIVES IN MEDIUM- AND LONG-TERM PERIOD 2021-2025

Gemadept has been committed to prioritizing social responsibility and sustainable development throughout its more than 33 years of establishment and growth.

In 2022, the company is placing a stronger emphasis on professionalizing its development objectives in conjunction with the 17 United Nations Sustainable Development Goals (UN SDGs), with a particular focus on Environmental-Social-Governance (ESG) factors. As a company operating in the port operation and logistics sector, Gemadept recognizes its impact on a variety of stakeholders, including the government, customers, partners, shareholders, investors, employees, environment, and society. In response, the company is pioneering the creation of a “Green” port model in Vietnam and is implementing a sustainable development strategy and roadmap for the medium and long term to promote sustainable supply chains and move towards building a circular economy.



ESTABLISHMENT OF ESG BOARD

Sustainable Development Goals 2022-2025

In 2022, Gemadept's Board of Directors established the ESG Committee with the goal of more closely linking Environmental - Social - Governance (ESG) factors with the Company's operation and business activities. Gemadept's ESG board is built on the following elements:

DEFINE VISION

- Define a clear vision of Gemadept's ESG strategic goals
- Applying the ESG frame of reference suitable to the port operation and logistics industry
- Building a transparent and reliable ESG measurement and reporting system, verified by 3rd parties
- Towards integrating ESG into business operations and investment decisions
- Forming effective communication, and interaction campaigns with stakeholders about ESG

PERIOD 2022-2023: BUILDING THE FOUNDATION.

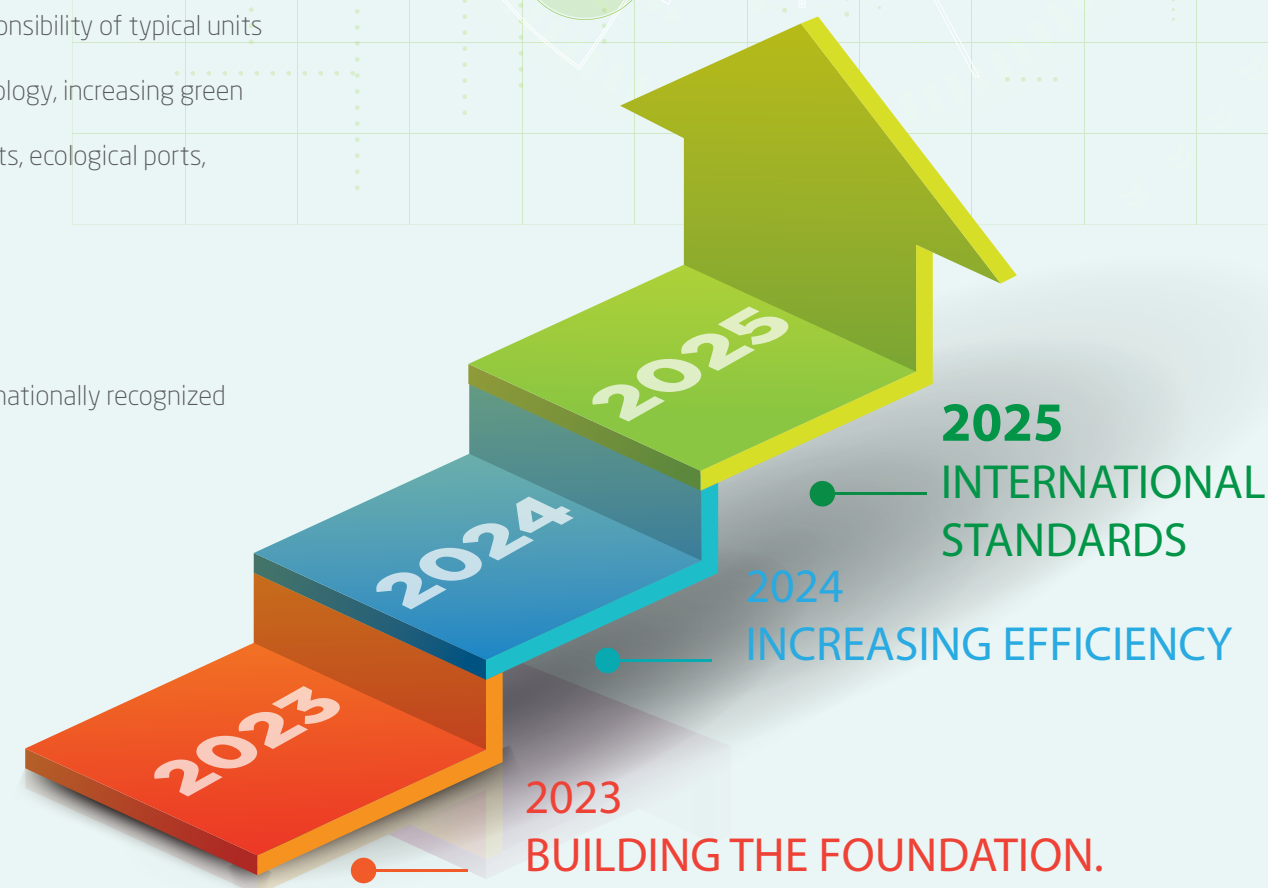
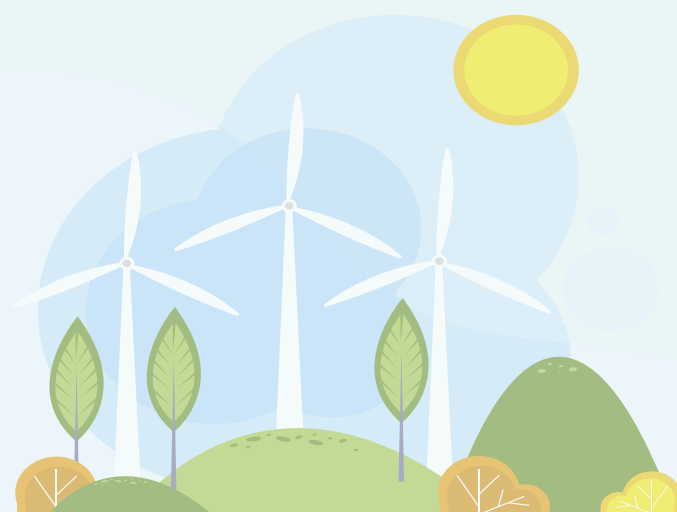
- Establishment of ESG Board
- Promote communication activities to raise awareness about ESG, promote green initiatives
- Implement Greenhouse Gas Inventory at 2 typical ports: Nam Dinh Vu port and Gemalink.
- Decide to replicate the greenhouse gas inventory across companies and units

PERIOD 2023-2024: INCREASING EFFICIENCY.

- Deployment of environmental management system, health and safety, social responsibility of typical units and planning for replication
- Action for the purpose of reducing emissions, gradually transforming green technology, increasing green investment
- Strengthen the development of the platform and replicate the model of green ports, ecological ports, green logistics

PERIOD 2024-2025: STANDARDIZATION ACCORDING TO INTERNATIONAL STANDARDS

- Deploying ESG synchronously on the whole system
- Increasing technology adoption and green investment
- Develop green ports, ecological ports, green logistics according to internationally recognized standards.



Part 3: CULTIVATE THE FUTURE

ESG



ECONOMIC EFFICIENCY

Principles of corporate governance:

- Aim at balanced development according to 4 groups of score cards (Balanced Score Cards): Finance- Customers – Process - Learning & Development;
- Centralized governance; promote the initiative and creativity of units;
- Evaluate on labor efficiency and performance, with specific KPIs for each department, each unit and individual;
- Be innovative and dynamic, coping with challenges and grasping development opportunities well;
- Promote the role and responsibility of the business to the Community and Society.

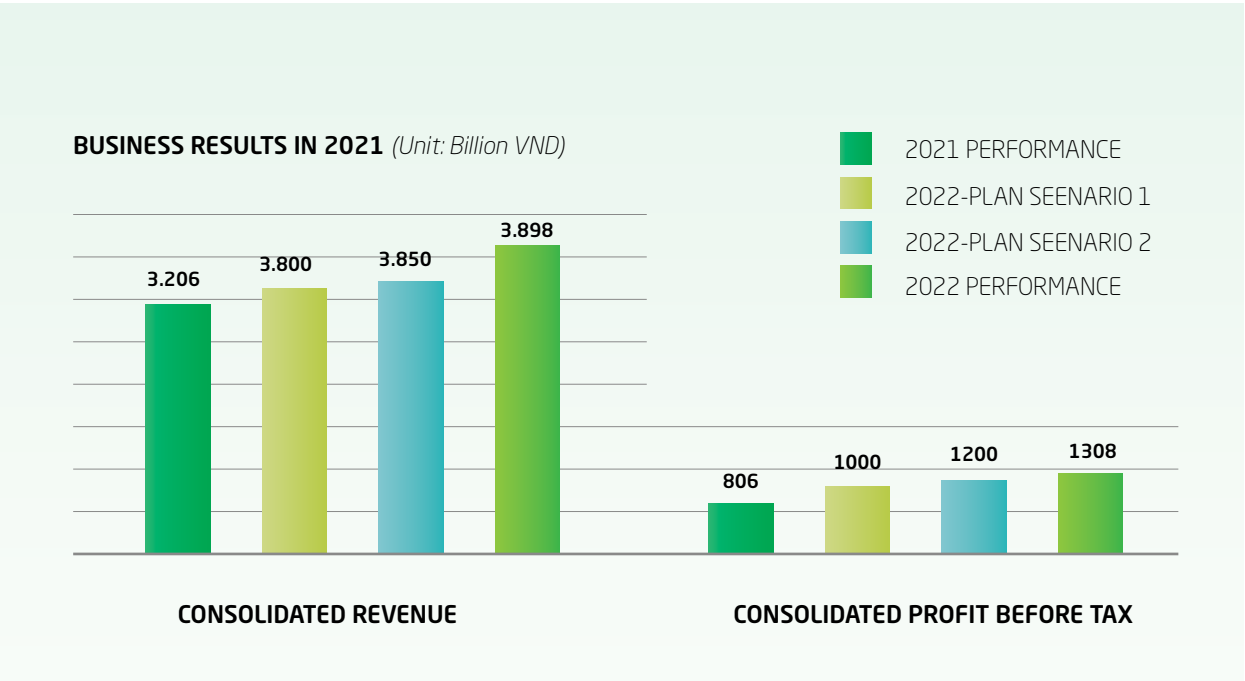
DIRECT ECONOMIC EFFICIENCY (GRI 200)



Gemadept brings sustainable economic values to Shareholders and Investors, contributes to the development of theeconomy and the prosperity of the country

In the year 2022, Gemadept achieved a remarkable growth rate of 22% in its net revenue, which is equivalent to 103% of the registered year plan, amounting to VND3,898 billion. The primary contributor to this success was the port operation sector, accounting for almost 80% of the total revenue, which amounts to VND3,086 billion. Despite the unpredictable economic impacts and developments on both domestic and global levels, Gemadept demonstrated flexibility, initiative, and efficiency to successfully complete its plan with a throughput of over 3 million TEUs, thereby setting a record.

In line with its strategic objectives, Gemadept has been able to achieve steady growth in its two strategic port areas located in the North and the South of Vietnam, namely Hai Phong and Ho Chi Minh/Binh Duong/Ba Ria Vung Tau, respectively. Additionally, the Dung Quat port in the Central region has been able to maintain its position as an important link in the Company's port operations. Furthermore, logistics and shipping activities - a crucial field in Gemadept's value chain - have continued to experience strong growth, buoyed by favorable market movements.



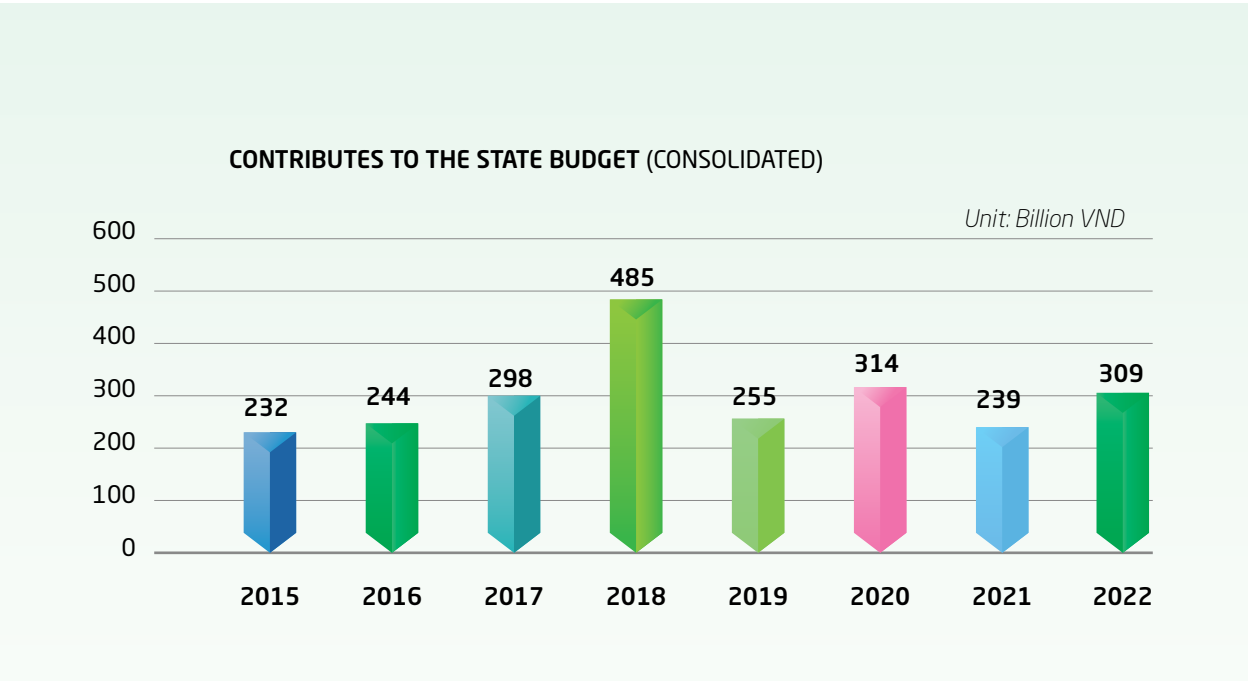
The total value of cash dividends Gemadept has paid to shareholders in the period of 2018 - 2021 is as below. The Company has paid dividends to shareholders on time according to the resolution of the General Meeting of Shareholders.

Seq	Content	Performance	Amount (VND)	Notes
1	2016 dividend and special dividend	28/03/18	2,306,215,656,000	Dividend including personal income tax
2	2017 dividend	28/09/18	445,387,435,500	Dividend including personal income tax
3	2018 dividend	15/11/19	445,387,435,500	Dividend including personal income tax
4	2019 dividend	23/09/20	296,924,957,000	Dividend including personal income tax
5	2020 dividend	16/09/21	361,653,548,400	Dividend including personal income tax
6	2021 dividend	25/04/22	361,653,548,400	Dividend including personal income tax
TOTAL			4,217,222,580,800	

Gemadept is committed to upholding Vietnam government’s guidelines and policies towards the macro economy and the sector economy.

As Vietnam’s economy continues to grow and develop, Gemadept has seen its enterprise size increase significantly since its equitization, with the company consistently ranking among the top 1,000 enterprises contributing the most to the national budget. In 2022, the company fulfilled tax obligations amounting to VND 309 billion.

Gemadept places great importance on maintaining strict compliance and transparency with the state’s guidelines and policies pertaining to macroeconomics, the port operation industry, shipping, and logistics. The company ensures that all decisions and instructions issued by the Ministry of Transport and other relevant agencies are meticulously implemented throughout its business units, which are centrally managed at the headquarter.



Creating jobs for thousands of employees

Currently, there are more than 1,549 employees working at the head office, subsidiaries and affiliates of the Company. In addition, Gemadept also employs more than 1,000 outsourced employees. Thereby, the Company actively contributes to providing jobs, ensuring life and income for thousands of workers and families.

Moreover, Gemadept is and will continue to develop many new Port and Logistics projects with large scale, requiring human resources up to hundreds and thousands of people. Job opportunities for many other employees will continue to be offered by Gemadept in the coming period

INDIRECT ECONOMIC EFFICIENCY (GRI 203)



Improving the position of Vietnam in the port and logistics industry of the region and the world

To fulfill the mission of a leading logistics enterprise, it is crucial to not only dominate in market share but also play a pivotal role in technology development and infrastructure construction. Such efforts contribute to the establishment of a solid foundation for the economy and create an enabling environment for small and medium-sized enterprises to grow and prosper. Enterprises that aspire to lead the logistics industry must be able to shoulder important responsibilities, including:

1. Leading role: One of the critical roles of a leading logistics enterprise is to serve as a trailblazer in the industry, with the ability to dominate market share in the Vietnamese market and expand globally, thus contributing to the global supply chain. To accomplish this, such enterprises must stay abreast of rapidly changing global trends, leverage superior technology platforms, and possess robust crisis management capabilities, supported by a strong financial foundation.

2. Influence role: To fulfill the influence role, logistics enterprises must possess the ability to influence, entice, motivate, and inspire other businesses to develop together on common technology platforms. The ability to resonate and link the strengths of assets, advantages in information, and governance is essential to maximize the internal resources of each enterprise, creating a national business community with outstanding competitiveness in the international market.



3. Contributing role: As a leading logistics enterprise, it is essential to contribute to the community by sharing knowledge, experience, and values. This can be achieved by promoting economic flow and common development of society and the country. By doing so, logistics enterprises can make significant contributions to society and help create a more sustainable and prosperous future.

Gemadept owns and operates an extensive network of eight ports across Vietnam, including Nam Hai, Nam Hai Dinh Vu, Nam Dinh Vu, and Nam Hai ICD in the North, Gemadept Dung Quat at the Central gateway, and a cluster of Phuoc Long ICD port, Binh Duong port, and Gemalink deep-sea port in the South. Moreover, the company takes pride in its modern distribution center system located throughout the country, including SCSC air-cargo terminal. Gemadept is the sole enterprise in Vietnam capable of providing a wide range of cargo services, such as containers and bulk cargoes, cold chain logistics, and automobile logistics, offering end-to-end logistics solutions to customers. From small grocery items to Out-of-Gauge cargo, Gemadept strives to meet the diverse logistics needs of its customers.

In January 2021, the launch of Gemalink Deep-sea Port marked a significant milestone for Gemadept and Vietnam. This new addition to Gemadept's portfolio has placed Gemalink among the Top 19 commercial ports in the world, capable of accommodating the largest generation of vessels, exceeding 200,000 DWT. The opening of Gemalink has brought a "new spring" for both Gemadept and Vietnam, representing a major achievement in the country's logistics industry.

Gemadept, with its vast business network and operations, has played an active role in promoting economic and trade cooperation between Vietnam and its neighboring countries as well as the wider region. This has been achieved through the establishment of long-term partnerships and the implementation of projects in countries such as France, Japan, Singapore, Korea, Thailand, Taiwan, China, Laos, Cambodia, and more.

Gemadept has established a mutually beneficial business relationship with over 20 renowned global shipping lines, including CMA CGM and members of Ocean Alliance, MSC, Maersk, Yang Ming, and Zim, over its 33-year journey. In addition, the company is an active and responsible member of prestigious associations and organizations such as the Vietnam Logistics Business Association (VLA), the Association of Maritime Agents and Brokers (VISABA), and VCCI. Through these partnerships and memberships, Gemadept provides valuable input and recommendations to ministries and agencies to enhance the business environment and minimize inadequacies, thereby significantly contributing to the economic growth of Vietnam.

The depth in front of the berth at Gemalink Port reaches -16.5 meters, allowing the port to receive the world's largest vessel OOCL SPAIN



Contributing to the local economic and infrastructure development

Gemadept's projects and infrastructure in ports and logistics across the country have made significant contributions to the overall national infrastructure of ports and logistics, promoting trade between economic regions as outlined in the government's masterplan, as well as facilitating trade between Vietnam and other countries in the region and globally. With diversified production, business, and service activities, Gemadept supports the development of local businesses, exporters, manufacturers, and suppliers, thereby contributing to the growth of local economies and local budgets.

RESPONSIBILITY TO PROTECT THE ENVIRONMENT (GRI 300)



Gemadept actively develops green port and logistics, reduces greenhouse gas emissions and minimizes environmental pollution, aiming at sustainable development.

On August 9, 2021, the IPCC, the United Nations Intergovernmental Panel on Climate Change, released an important report on climate, asserting that anthropogenic emissions have changed the planet in dangerous and permanent way.

The report states that in the case of global warming of 2 degrees Celsius above pre-industrial levels, it will cause heavy and irreparable losses, specifically:

- Loss of 13% of global GDP
- Sea level will increase by 50cm by 2100
- 17% of freshwater is degraded
- Heat wave lasts more than 1.5 months
- 98% of coral reefs are at risk of being affected

The Intergovernmental Panel on Climate Change (IPCC) warns that carbon emissions need to fall rapidly this decade and drop to net-zero by 2050. Thus, the world has the best chance to limit the temperature by 1.5°C (compared to pre-industrial 1850-1900) by the end of this century.

As for the transport and logistics industry, according to statistics from ourworldindata.org, the industry emits about 3.5 million tons of greenhouse gas (GHG) each year account for nearly 7% of global GHG emissions. In addition, during the Covid-19 pandemic 2021, the supply chain disruption has increased emissions of the shipping and logistics industries. Therefore, it is extremely important that companies of the transport and logistics industry taking their responsibilities and act on the roadmap to reduce GHG.

Joining hands with the world in the fight against climate change and global warming, Vietnam, in early November 2021, at the COP26 Conference has joined 150 countries, including large industrial countries such as the UK and the US, to sign The Glasgow Climate Pact to strengthen its commitment to reduce emissions towards Net-Zero.

To contribute to bringing Vietnam and the World closer to the goal of halving the amount of air pollution by 2030 and reaching the Net-Zero by 2050, being well aware of the role and responsibility of a leading Port operation and Logistics enterprise, the Company has committed and continues to act according to a specific roadmap to reduce carbon emissions in its Port and Logistics system operation.

Following the Global and National goals on combating climate change, Gemadept has made specific roadmap of actions. Over the years, the Company has set out the goal of controlling 4 main factors affecting climate change: GHGs, energy, water and waste. This policy of controlling these 4 factors is a Gemadept's top-down commitments with specific action plans.

Pursuant to Circular 96/2020/TT-BTC guiding information disclosure on the stock market effective from January 1, 2021, Appendix IV, article 6.1: Impact on the environment, the next section of Gemadept's Sustainability Report will reveal: Total Direct and Indirect GHG Emissions (GHG) and Initiatives and Measures to Reduce GHG Emissions.

SEED FOR SEA - Gemadept's "Blue Carbon" project contributes to the construction of a global carbon sink

Climate change and global warming are anticipated to result in more frequent extreme weather events, including hurricanes and floods. Experts predict that mangroves will play an increasingly critical role in safeguarding individuals, residences, and farmlands from these calamities. Furthermore, mangroves are highly effective at sequestering greenhouse gas emissions, which are the primary contributors to climate change, from the atmosphere.

Mangroves, similar to other coastal wetlands, serve as significant carbon sinks. They have a unique ability to use photosynthesis to extract carbon dioxide from the air and store it in their roots, branches, and sediments that accumulate around them. Compared to tropical forests, mangroves are even more effective at sequestering carbon, with the ability to store up to 10 times more carbon. Unlike tropical forests and other forms of "blue carbon," which release carbon dioxide into the environment when trees die and decompose, mangroves store most of their carbon in the soil and sediment. Under natural conditions, carbon would be sequestered for millennia in the sediment without disturbance.

In a 2011 study, it was estimated that on average, one hectare of permanent mangroves can sequester 1,025Mg C (1,025 tons of carbon), which is approximately four times the amount sequestered by a rainforest based on the World Bank's estimates of per capita CO2 emissions. This amount is sufficient to offset one year's carbon emissions for 228 individuals. In Vietnam, the mangroves that were reforested in the 1980s had the capacity to offset the country's carbon emissions for a period of five years



Aquatic ecosystems, including mangroves and mangrove swamps, are vital for absorbing carbon and can play a significant role in reducing greenhouse gas emissions. More than 50% of all carbon stored in ocean sediments is stored in mangroves and mangrove swamps, making them incredibly important in the fight against climate change. In fact, protecting and restoring these ecosystems could potentially absorb the equivalent of 1.4 billion tons of carbon per year by 2050. However, these ecosystems are under threat due to destructive practices such as farming, harmful fishing practices, and pollution, making it challenging to preserve and restore them.

From 2020, Gemalink Deep-sea Port initiated the “Seed for Sea” reforestation project, in response to the threat of mangrove destruction caused by human activities.

The project aimed to encourage major companies in the shipping and logistics industries around the world to participate and contribute to the planting of mangroves. As a result, many businesses have joined hands with Gemadept to implement this project. By the end of 2022, Gemalink has planted 4,000 trees on 2 hectares of mangroves, with a target of 50 hectares by 2025. The project is estimated to reduce more than 50 tons of carbon emissions in the air. Additionally, the afforestation project has helped increase forest cover in Tra Vinh province to 0.18% in 2022.

The Seed for Sea project not only focuses on reforestation but also aims to educate and raise awareness about environmental conservation, especially among students who are the future generation of the country. In collaboration with the local government, Gemalink port organized a knowledge-sharing session about the importance of forest regeneration and conservation for students of Long Vinh C Primary School.

Additionally, scholarships were awarded to students with extremely difficult circumstances to encourage and support their educational endeavors. Through these efforts, Gemalink port aims to inspire and motivate children to continue their efforts and strive towards a sustainable future by protecting the environment and developing the homeland.



The planting of mangroves has a multitude of benefits beyond reducing greenhouse gas emissions. Mangroves are also incredibly important for the conservation of biodiversity. Mangroves provide a habitat for a diverse range of species, including many rare and endangered animals. Additionally, the improved ecosystem resulting from the planting of mangroves can bring many economic benefits to local communities. The ecosystem can support tourism, as well as the exploitation of agriculture, forestry, and fisheries, which can provide a livelihood for many people. In addition, the roots of mangroves can also help prevent soil erosion and protect coastlines from storm surges and tsunamis, which can have a significant positive impact on the safety and well-being of local communities.



ENERGY(GRI 302)



GEMADEPT IN OPTIMISATION & ENERGY EFFICIENCY PRACTICES

Gemadep is committed to reducing carbon emissions through various initiatives. One of the primary ways to reduce carbon emissions is by complying with the requirements of electricity and water supply agencies. Additionally, Gemadep has implemented a management system and periodic plans to control energy usage capacity of port operating equipment, prime movers, buildings, lighting systems, air conditioners, etc. This helps to ensure that energy is being used efficiently and effectively.

Furthermore, Gemadep is also utilizing technology in their port operating software, such as Smartport, River Gate, and Catos, which contributes significantly to controlling energy use and optimizing operating productivity to save fuel. By using technology to increase efficiency, Gemadep is able to reduce their carbon footprint while still maintaining productivity.

Gemadep has been implementing several Optimisation & Energy Efficiency methods in recent years to reduce carbon emissions.:

- One of the methods involves replacing incandescent bulbs or compact bulbs with LED light bulbs, which increases brightness, saves power, and has high durability.
- Another method involves using container management software at the Container Yard (CYs) and Depot to optimize operations, thereby reducing fuel consumption for equipment such as tractors, reach stackers, forklifts, RTG cranes, and STS cranes.
- Furthermore, the company performs periodic maintenance, repair, and upgrade of equipment, ensuring proper operation of the manufacturer's standards. This helps prolong the lifespan of port equipment and saves energy. All these measures contribute to reducing carbon emissions and creating a more sustainable environment.

In recent years, Gemadep has been investing heavily in digital transformation, bringing technology into the logistics process through applications like Smart Port. This application is designed to optimally meet the features of an e-Port, including online order registration, online payment, electronic documents, E-DO, E-Gate, and data lookup online multi-port integration. Smart Port is part of Gemadep's digital transformation strategy, which aims to improve the customer experience, save time, and optimize energy use. By using Smart Port, Gemadep can reduce paper usage, streamline processes, and increase efficiency, which ultimately leads to a reduction in carbon emissions.



ENERGY-SAVING MEASURES

Smart power system development

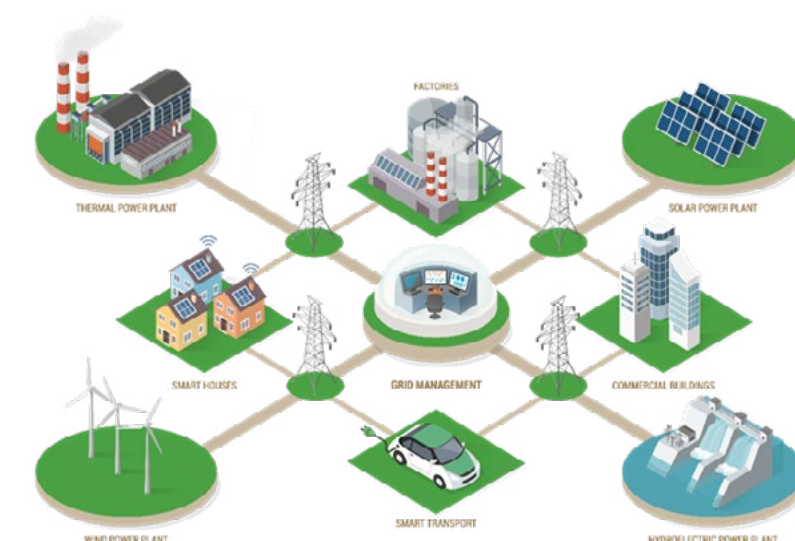
Not only does Gemadep make efforts to reduce direct emissions from production and business activities, but by converting most of its diesel fuel consumption to electric energy, it actively reduces emissions indirectly by developing a smart electricity system.

Over the years, the company has measured and analyzed electricity consumption in the operation system and implemented power-saving measures with close coordination between people and technology, including:

- Gemadep adjusts the on/off schedule of the air conditioning system, lights, exhaust fans, and energy-using devices through a centralized management system like BMS System, I-Manager System, System X-WEB to save energy.
- The technical departments control software systems such as fire protection systems, BMS systems, I-Manager, X-WEB3000, and wastewater treatment systems to optimize energy saving.
- Gemadep invests in and installs modern electrical equipment with high stability while replacing old equipment to minimize unnecessary fuel consumption.
- Gemadep monitors electricity meters in each area daily to control electricity usage and prevent abnormalities if any.
- The company uses natural light to reduce the use of daytime lights, installs natural ventilation systems and insulating roofing sheets to ensure ventilation inside the building.
- Gemadep installs transformer stations, compensating capacitors for RTG, STS crane systems to improve energy efficiency.



These measures implemented by Gemadep not only help to reduce energy consumption, but also ensure that the power is distributed efficiently and effectively for the equipment's capacity. This prevents any unnecessary loss or exceeding of capacity during operation, resulting in significant electricity savings for ports, warehouses, and distribution centers.



Invest in clean energy production

Gemadept has always actively promoted the role of the leading enterprise in the industry when continuously putting into operation Green energy projects that actively contribute to reducing GHG emissions, protecting the environment, saving operating costs towards a greener & smarter, more efficient and sustainable integrated supply chain. Typically, Gemadept has developed 02 large-scale solar energy projects:

- The solar energy system at SCSC Air Cargo Terminal is the first renewable energy power project installed in Vietnam's airport system and the largest in the inner city of Ho Chi Minh City with installation capacity of 1.1 MWp on a total area of more than 7,500 m². In 2022, the solar power output produced by SCSC will offset up to 30% of this company's total electricity consumption.



SCSC - CMES rooftop solar power project with a capacity of 1.1 MWp



- Mekong Logistics cold distribution center system is the largest solar power project in Southeast Asia with a total capacity of 4.8MWp on an area of 25,000m².
- Solar power system provides nearly 35% of total consumption for MKL in 2022. The cheaper electricity price from Solar system (6.5 cents/1kwh) has contributed to a reduction of nearly 25% in costs. use electricity for the company compared to the years without the solar system. When the ESS storage system is implemented, it is expected to contribute at least \$1,500/month/ 1MW in additional savings. With the use of solar power, it has contributed to reducing CO₂ emissions to the environment by about 6000 tons/year, contributing to Gemadept's sustainable development goal.



The solar rooftop at Mekong Logistics warehouse provides a large amount of electricity for operation from solar energy

THE ENERGY CONSUMPTION AT THE COMPANY (GRI 302-1)



DETERMINATION OF SCOPE

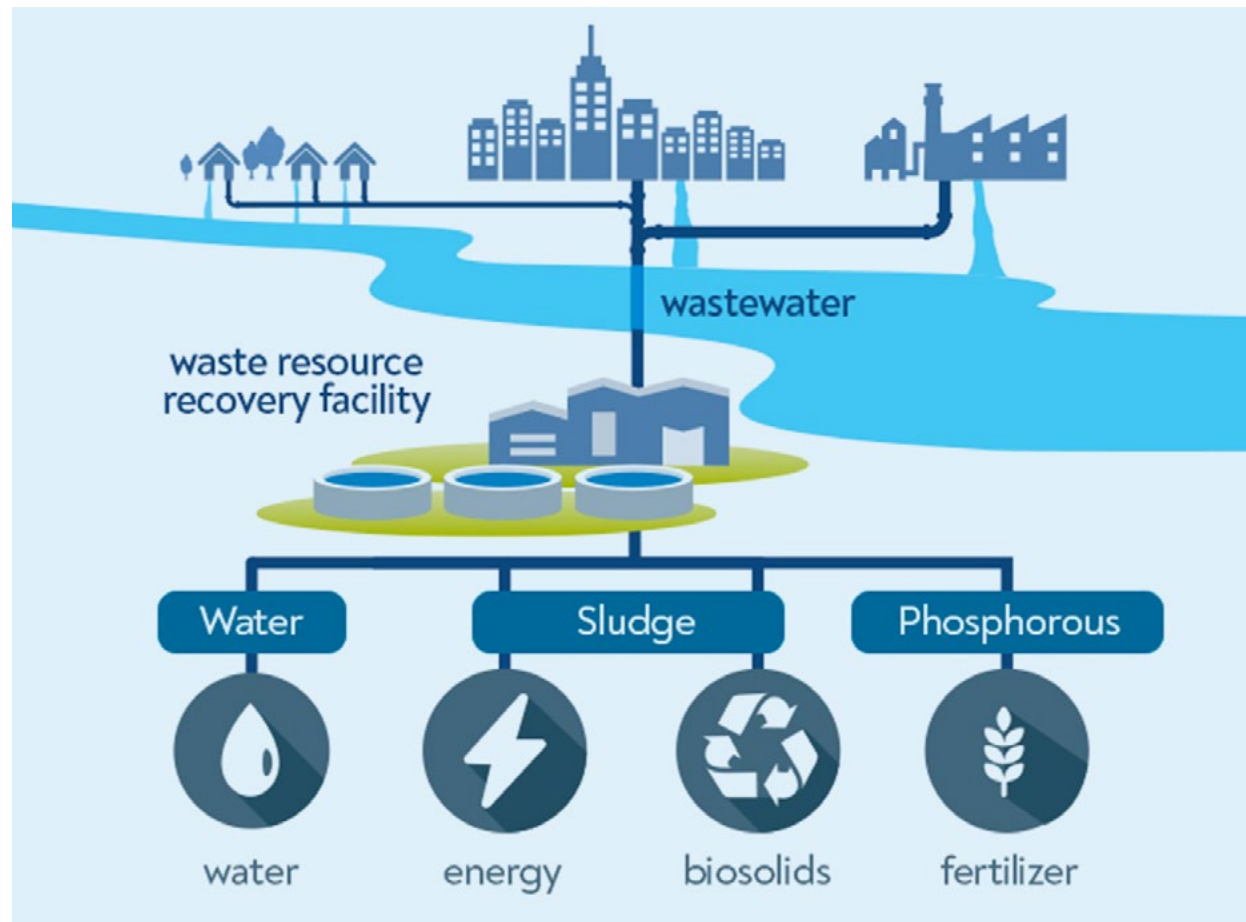
In 2022, Gemadept has measured the amount of electricity for major companies in the Port and Logistics system including: Phuoc Long Port, Binh Duong Port, Nam Hai Dinh Vu Port, Nam Dinh Vu Port, and Nam Hai Port. , Dung Quat port, Gemalink port, Gemadept Logistics company.

MEASUREMENT RESULTS:

The total amount of electricity consumed in 2022 is: **31,614.42 Mwh**



WATER (GRI 303)



MEASURES TO SAVE WATER

The company has come up with the following solutions to save water:

- Regularly inspect, review, and maintain the water supply pipeline system, water equipment, sanitary equipment. Timely repair when detecting leaks, replace old and outdated water equipment
- Monitor the water supply meter daily to limit and prevent abnormalities (if any)
- Replace all faucets with automatic shut-off faucets to save water.
- Training on water saving awareness for all employees.
- Remind and post notices to employees about the efficient use of water.
- Actively propagate and remind customers and employees to use water sparingly and avoid waste
- Replace and use a toilet with 2 flushing functions and adjusting the amount of water just enough for cleaning.

WATER CONSUMPTION (GRI 303-1)

- Surface water including water from swamp, river, lake, ocean: 0 m3 (not applicable)
- Ground water: 0 m3 (not applicable)
- Rainwater that the Company collects and use: 0 m3 (not applicable)
- Municipal or other public or private supplies: the input water of the company is supplied and assured by Industrial zone (IZ)

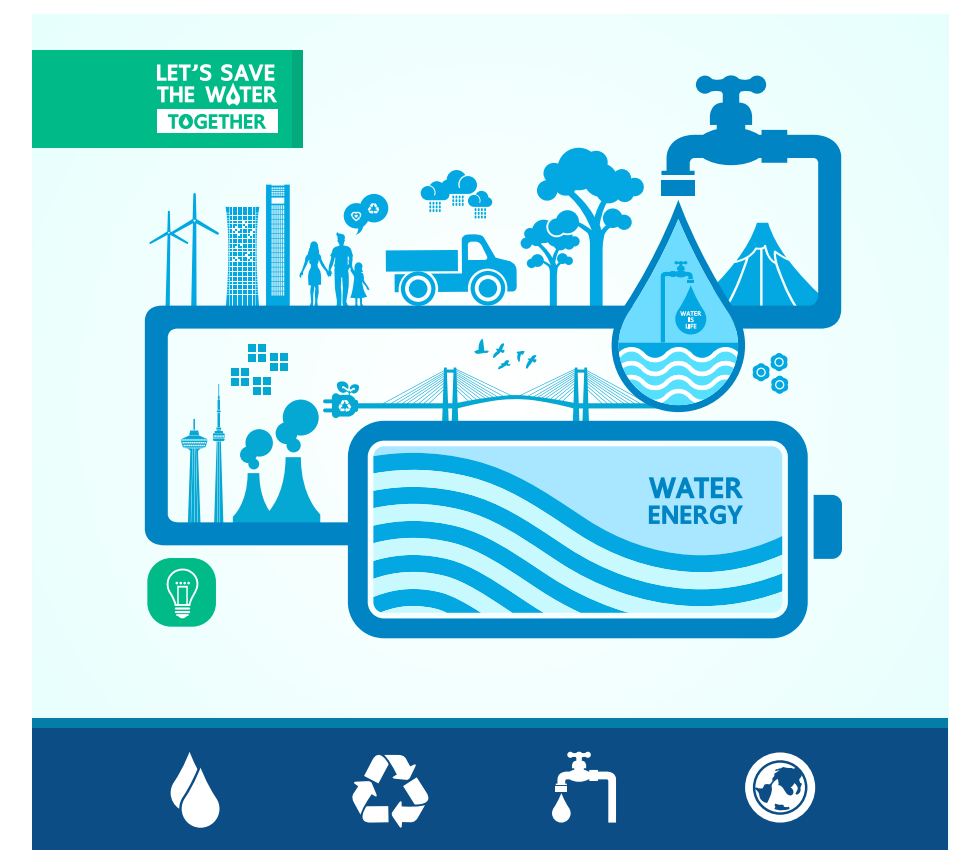
WATER CONSUMPTION IN 2022

DETERMINATION OF SCOPE

In 2022, Gemadept has measured the amount of electricity for major companies in the Port and Logistics system including: Phuoc Long Port, Binh Duong Port, Nam Hai Dinh Vu Port, Nam Dinh Vu Port, and Nam Hai Port, , Dung Quat port, Gemalink port, Gemadept Logistics company.

MEASUREMENT RESULTS:

Total amount of water consumed in 2022: **190,090 M3**



EMISSIONS (GRI 305)



Measures to reduce carbon emissions

SCOPE 1: DIRECT EMISSION	SCOPE 2: INDIRECT EMISSION
<div>- Optimisation & Energy Efficiency + Reduce wastage. + Improve productivity. + Equipment Automation</div> <div>-Low-Carbon Fuel or Electrification +Invest in port operation equipment using 100% of grid electricity: e-RTG, e-Folk lift. + Buy new environment friendly means of transport: New generation tractors; + Upgrade existing equipment to reduce emissions and save fuel.</div>	<div>-Electrical Grid Optimization + Installation of transformer stations, compensating capacitors for crane systems RTG, STS + Centralized Energy Management through Information Technology System + Prioritize using natural energy</div> <div>- Investment in production and use of clean and renewable energy; Use natural light instead of lamps. + Building solar power system</div> <div>“Green” Projects: - Eco Port - Green Port Project - Seed for sea project - Reforest mangrove forest - On-shore powering</div>

Developing inland waterway transport contributes to building a green logistics system

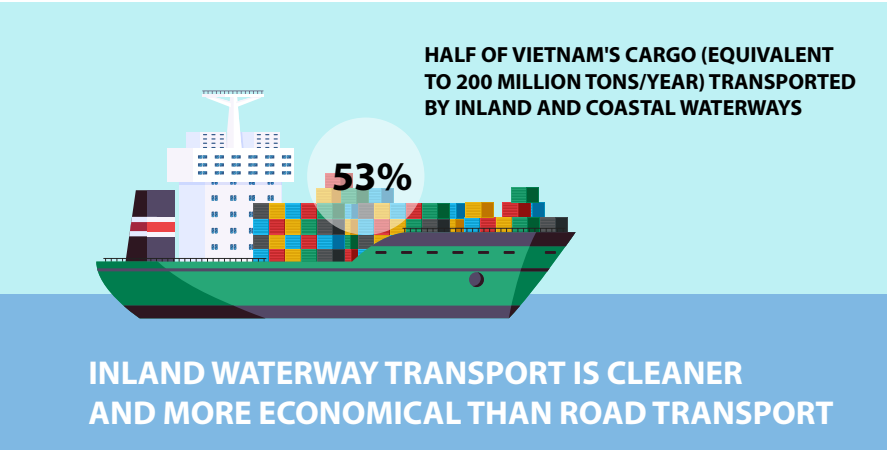
According to research by the World Bank (WB), inland waterway transport has many advantages compared to road transport, not only in terms of cost savings, but also in terms of reducing environmental emissions.

The research shows that in Vietnam, the transportation fee per ton/km for a 700-ton ship is 60% lower than the transportation fee for a 100-ton truck, and emissions from inland waterway transport are also 60% lower than road transport. Moreover, transporting goods by inland waterway can reduce pressure on roads and railways, alleviate road traffic congestion, prevent accidents, and reduce wear and tear of transportation infrastructure. Inland waterway transport has the potential to develop logistics systems and connect key economic zones.

Vietnam’s inland waterway transport sector has enormous potential for development due to the widespread network of rivers and canals throughout the country. However, the sector currently faces several challenges, including inadequate port infrastructure, lack of favorable policies, outdated river ships, and a lack of modern technological management systems.

To take advantage of the potential benefits, Vietnam should allocate a portion of its government spending toward constructing and maintaining inland and coastal waterways, developing smart river ports and connecting them with seaports, and applying modern technology to their management and operation.

Additionally, new river ship generations should be developed to save energy and reduce emissions to the environment. Inland and coastal waterway transport plays a crucial role in the Vietnamese economy, accounting for about 52% of the total tonnage of goods transported in the country and contributing to the trade activities of low-income people in rural areas.



Gemadept was entrusted by the Ministry of Transport to research the Cai Mep sample transport route - Mekong Delta

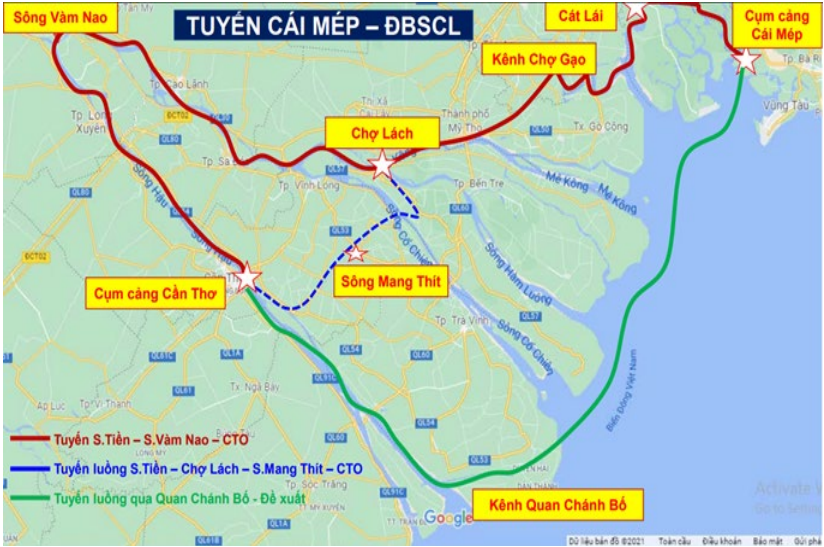
The Mekong Delta region plays a critical role in Vietnam’s economy, contributing significantly to the country’s agricultural production value. The region is known as the country’s largest granary and fishery, with its import and export volume accounting for 40% of Vietnam’s total agricultural production value.

In which, 70-75% of the annual import and export goods of the Mekong Delta are transported to the port clusters in Ho Chi Minh City and Cai Mep - Thi Vai. However, despite the region’s economic significance, the volume of export goods from the Mekong Delta is mainly transported by road, while the port cluster in the region operates moderately. This situation leads to many challenges and difficulties, such as increasing transportation costs, traffic congestion, environmental pollution, and wear and tear of transportation infrastructure.

Currently, two waterway transport routes connecting Can Tho port cluster to Cai Mep and Ho Chi Minh City mainly go through Tien River - Vam Nao River (about 367km in length) or Tien - Cho Lach - Mang Thit river (235km in length), transportation cost about 7 million VND/Teu.

Transporting along a new route, connecting the Mekong Delta with Cai Mep and Cat Lai deep-sea ports through Quan Chanh Bo canal, the length of the route is shortened to 200km, the transportation cost is about 3 million VND/ Teu. At the same time, taking advantage of the existing ports in the Mekong Delta, convenient for ships/barges to dock and collect goods such as Giao Long (Ben Tre), My Tho (Tien Giang), Mekong (Vinh Long), Cao Lanh, Sa Dec, Phuoc Khang (Dong Thap), My Thoi (An Giang), Thot Not, Tra Noc, Hoang Dieu, Cai Cui (Can Tho), Vinalines Hau Giang...

The new option not only reduces pressure on roads and cuts logistics costs by 60-70%, but also helps to decrease the need for dredging canals to maintain large ships entering the Mekong Delta. Therefore, during the first five years of operation, the output on this route is expected to grow by at least 20% annually. Additionally, to collect and gather goods from industrial parks, it is necessary to research and develop a logistics center that solves the dispersion in production, circulation, and distribution, ensuring a regular and sufficient quantity of goods for vessels with large tonnage transported along the sample route. Moreover, in order to optimize delivery time and accommodate test vessel sizes on the sample route, ports in the Mekong Delta, HCMC, and Cai Mep - Thi Vai need to explore and upgrade their equipment sites accordingly.

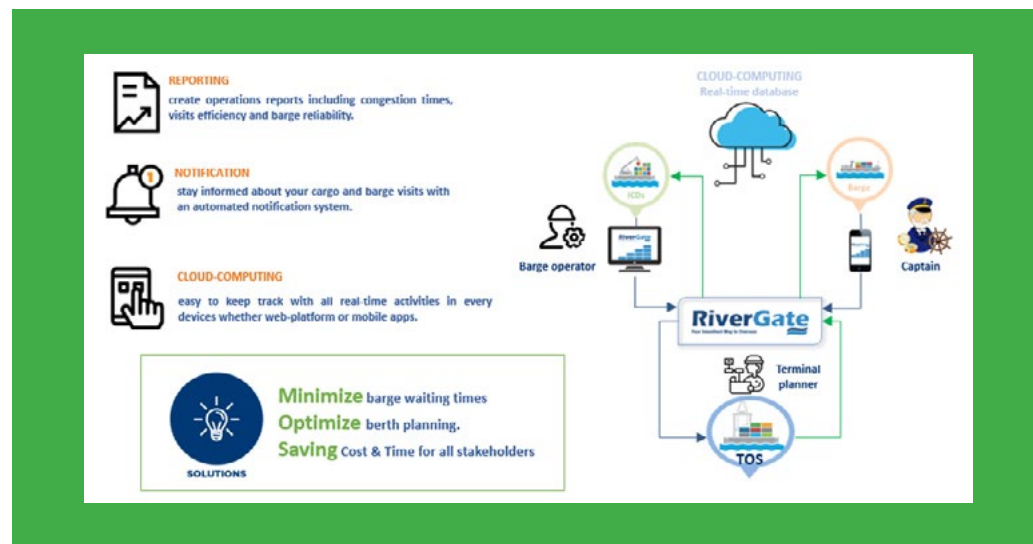


Gemadep acquires the world knowledge to contribute to the development of inland waterway transport in Vietnam

According to the Vietnam Logistics Association (VLA), inland waterway transport is considered one of the most sustainable, low-cost, and environmentally friendly modes of both people and cargo transportation in developed countries. These countries, including the Netherlands, Germany, and China, are not only investing in their inland waterway transport infrastructures but also reinforcing activities to apply modern technology to operate their inland waterway transport.

The Netherlands has the largest inland waterway system in Europe, with over 6,000 kilometers of rivers and canals. To enhance the efficiency and safety of their inland waterway transport, the Netherlands has applied modern technologies (ICT). Examples of these technologies include river information systems (RIS), remote control systems for bridges and dams, and environmental and security monitoring systems.

Germany has approximately 7,300 kilometers of rivers and canals, accounting for around 11% of the total volume of goods transported throughout the country. To develop a more sustainable and eco-friendly inland waterway transport system, Germany has implemented modern technology to create new generations of river ships that save energy and reduce emissions. Examples of this include river ships that run on hydrogen batteries, solar energy, and those that are self-navigating.



China has about 127,000 kilometers of rivers and canals, accounting for approximately 17% of the total volume of goods transported in the country. China has implemented advanced technologies to develop smart ports and enhance the management and supervision of its transportation industry.



As a leading company in the inland water transport industry in Vietnam, ranking second in the Mekong Delta River area, and holding the top position in the route between Vietnam and Cambodia by inland waterway, Gemadep has a river ship fleet comprising 26 vessels with a capacity ranging from 99 TEUs up to 248 TEUs. The company is continuously expanding and focusing on developing its fleet in the direction of green logistics by applying modern technology to system operation and management.



One of the modern technologies Gemadep has applied is a digital platform called RiverGate. Developed in partnership with a Dutch company in 2021, RiverGate is built on a cloud-computing platform that allows Gemadep's customers to easily monitor and track the activities of river ships and goods transported in real-time via any device, including web browsers or smartphones. The platform can automatically notify users of important information relating to ships and cargo. Moreover, RiverGate enables Gemadep to generate detailed reports, statistics, and analysis on ship operations, including schedule, efficiency, and reliability of berths and river ships. Additionally, the platform enables stakeholders to stay updated on ship status and port schedules, empowering them to handle unexpected issues more proactively.

Although the RiverGate platform has only been officially operating since the beginning of 2022, it has already produced many remarkable results. With its preeminent features, RiverGate has helped the Operations Department optimize ship and berth schedules, significantly reduce lead times for ships waiting at the port, and reduce congestion on waterways. This not only saves time and costs for customers but also contributes to reducing carbon emissions into the environment.

In 2023, the RiverGate platform will be further developed by adding new features to support a new group of users, the world's leading shipping lines such as CMA CGM, COSCO-OOCL, Maersk Line, and MSC. One of the supporting features in the updated version is the ability to provide visual real-time operational metrics for stakeholders in the supply chain. From this data, shipping lines can develop suitable, efficient, and fuel-efficient operational plans.

RiverGate is one of Gemadep's important digital transformation projects. In the upcoming years, Gemadep will continue to develop its inland waterway fleet by increasing the number of ships and applying more technology. This will contribute to improving the competitiveness of Vietnam in the inland waterway transport industry, making it easier to connect inland waterway transport to other modes of transportation. Gemadep will provide multimodal transportation services oriented towards developing green and high-quality logistics.

Switch to using environmentally friendly port-operation equipment and electric equipment.

Sustainability is always Gemadept's top priority, which is reflected in its long-term plans and drastic actions to reduce carbon emissions. In the 33 years since its establishment, whenever Gemadept starts a new port and logistics project, the company always invests in building the most modern infrastructure designs and applying state-of-the-art equipment. During the operation period, the company continues to research and upgrade its technology and replace high fuel-consuming equipment to meet the world's sustainability demands.

In addition to optimizing the energy use of the Gemadept Port & Logistics Ecosystem, the company has also been converting its old diesel prime movers into the newest generation of engines, which significantly reduces emissions. Another approach of Gemadept is to invest in new fully electric-powered e-RTG cranes and e-STS cranes, purposely turning direct emissions into indirect emissions, while reducing over 50% of total carbon emissions.



All RTG cranes of Nam Dinh Vu Port are 100% electric

Based on actual monitoring results by Konecranes, sea terminals using e-RTG have reduced operating costs by up to 80% compared to those using diesel-powered RTGs. Furthermore, e-RTGs reduce CO2 emissions by up to 80%. E-RTGs are easily compatible with modern terminal operations software (TOS) at Gemalink International Port, enabling the maximization of cargo handling capacity while saving energy and operation time. Additionally, e-RTGs do not cause noise pollution to the surrounding environment.

Gemadept always focuses on investing in state-of-the-art equipment that reduces emissions and ensures high productivity to reduce emissions. The company continually upgrades equipment to keep up with the latest technologies for ongoing port and logistics projects. In 2022, Gemadept's Hai Phong port system invested in and put into operation a series of new-generation Terberg tractors.

Gemadept's vision towards 2025 is to promote its core business in port operation and logistics. The company is committed to investing in modern equipment, reducing greenhouse gas emissions, and implementing "Greener & Smarter" port and logistics projects. It has also developed a roadmap to control and reduce gas emissions throughout the company's ecosystem, actively contributing to Vietnam's and the world's target of reducing carbon dioxide emissions by half by 2030 and working towards carbon neutrality (Net-Zero) by 2050.



Electric-powered STS cranes are being installed at Phase 2 of Nam Dinh Vu port.



Modern technology terminal tractor fleet with energy-optimized, environmentally friendly engine

Gemadept sea-going vessel fleet towards international standards of environmental protection

Gemadept is implementing a fleet technology upgrade to comply with the environmental standards of the International Maritime Organization (IMO), including the Energy Efficiency Existing Ship Index (EEXI) and the Carbon Intensity Indicator (CII).



The EEXI is a technical framework that aims to enhance the energy efficiency of ship designs. It defines the CO2 emissions per ton of cargo and nautical miles and determines standardized CO2 emissions based on the ship's engine power, carrying capacity, and speed. Vessels must meet the same fuel economy as new-built ships by imposing engine power restrictions and implementing weight-saving modifications. Under the EEXI framework, ships are required to calculate the achieved EEXI (Attained EEXI - calculated according to the guidelines issued by the IMO), which reflects the estimated energy efficiency of the ship relative to the baseline. The ship's EEXI specification provides specific information and formulas for calculating the achievable EEXI. Since the EEXI relates to energy efficiency from the ship's design, engineering modifications such as engine power limitations, bow or propeller improvements, alternative fuel usage, or energy-saving technology implementation can be employed to enhance a particular ship's achievable EEXI. The ship's EEXI must be approved by the Administration or an authorized organization at the first annual/intermediate/renewal inspection of the International Certificate for the Prevention of Air Pollution from Ships (IAPP).

The CII is a framework that evaluates the actual fuel efficiency attained by existing ships over a year, classified into five levels. By mandating that ships with low ratings submit improvement plans and obtain approval from competent authorities, it encourages continuous energy-saving operations. The CII rating of a vessel for a given year is determined by tracking/profiling the actual operational carbon intensity attained by the ship (Attained Annual Operational CII) and comparing it with the required operational carbon intensity that ships must achieve under the CII (Required Annual Operational CII) framework. Every year, the vessel's attained annual performance CII must improve.

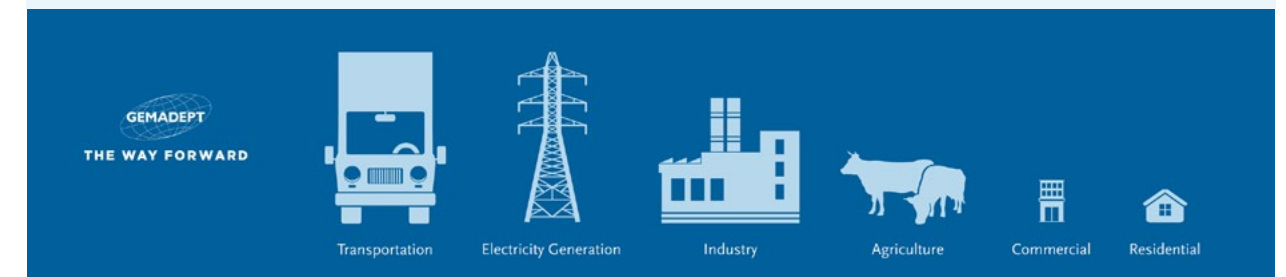
In pursuit of the objective of reducing greenhouse gas (GHG) emissions in Vietnam and worldwide by 50% by 2030, and attaining net-zero emissions by 2050, Gemadept has devised a plan to install an Emission Control System (EPL) in 2022. This system aims to regulate the ship engine's primary capacity to manage its functioning optimally and prevent overloading that may lead to increased GHG emissions into the atmosphere. By limiting the engine's capacity, Gemadept expects to reduce the ship's GHG emissions and promote more sustainable practices in the shipping industry.



Gemadept is pioneer Port and Logistics operator in greenhouse gas inventory

Gemadept continues to be the pioneer company in the Vietnam port operation and logistics industry to carry out the greenhouse gas inventory.

- Gemadept is one of the pioneers in the industry to conduct inventory and report on greenhouse gas emissions in 2022.
- Nam Dinh Vu Port & Gemalink Port are the first two ports in Gemadept's ecosystem to officially implement an ISO 14064 greenhouse gas inventory, recognized by BSI (British Standards Institute) as an independent assessment unit.
- BSI is the world's most experienced standard organization and a member of the International Organization for Standardization (ISO).



Gemalink is the most modern and green terminal in Cai Mep - Thi Vai Port cluster, Ba Ria-Vung Tau

In 2022, the UN's global sustainable development goals, particularly on climate change, face significant challenges due to unstable political and economic factors. This problem is a critical and pressing concern for the entire world. As economic changes become more unpredictable, it is increasingly imperative to foster sustainable businesses, encourage social responsibility, and align business practices with the UN's Sustainable Development Goals (SDGs). This approach will promote long-term sustainable development and enable businesses to adapt to the unpredictable economic environment while contributing to global efforts to address climate change.

To align with the SDGs, the port operation and logistics industry must implement measures to reduce the negative environmental impacts of their activities. This includes enhancing the quality of port operation and logistics services to facilitate the movement of import and export goods, thus promoting economic growth and contributing to SDGs 8 (Sustainable Economic Growth and Decent Work), 9 (Industry, Innovation and Infrastructure), and 17 (Partnerships for the Goals). Additionally, the adoption of renewable energy sources, improved energy efficiency, reduction of greenhouse gas emissions, effective waste and wastewater management, and protection of biodiversity and marine ecosystems are also vital to achieving SDGs 7 (Affordable and Clean Energy), 13 (Climate Action), and 14 (Life Below Water).

To attain SDGs 10 (Reduced Inequalities) and 16 (Peace, Justice and Strong Institutions), port operators and logistics companies should engage in initiatives aimed at promoting Environmental, Social, and Governance (ESG) and SDGs-related knowledge and networks. These efforts will enable the sharing of experiences, learning, and application of best practices in the industry. Examples of such initiatives include Vietnam Logistics Council (VLA), Vietnam Seaport Association (VPA), Ports Association of Asia (AAPA), and International Logistics Association (FIATA). By aligning with the SDGs, the port operation and logistics industry can contribute to sustainable development and support global efforts towards a more prosperous and equitable future.

With over 33 years of experience, Gemadept has been a trailblazer in the port operation and logistics industry, playing a crucial role in building Vietnam's economy. The company has set an example in creating a Smart & Green port model that promotes sustainable supply chains in Vietnam. As part of its continued commitment to sustainability, Gemadept has once again demonstrated its pioneering spirit by conducting a greenhouse gas inventory. Through its innovative approach and commitment to sustainable practices, Gemadept is setting a benchmark for the port operation and logistics industry in Vietnam and contributing to the country's sustainable development.



The GHG inventory of Nam Dinh Vu and Gemalink is carried out according to ISO 14064 standard, and is certified by the independent assessment organization BSI.



GHG inventory training program at Nam Dinh Vu



Training program for staff on GHG inventory and reporting at Gemalink



Emission source identification at Gemalink port

This is a significant milestone towards achieving Vietnam’s commitment at COP26, which aims for Net Zero emissions by 2050. Furthermore, this step contributes towards aligning the SDGs with business activities in the Vietnamese business community. By conducting a transparent inventory and reporting of greenhouse gas emissions, Gemadept demonstrates its commitment to climate change and sustainable development. This has been acknowledged by major shipping lines and foreign investors, further enhancing Gemadept’s image and position in the world market.

Going forward, Gemadept will continue to prioritize sustainable development values and goals in its business strategy. This includes accelerating the implementation of energy efficiency improvement, reducing greenhouse gas emissions, promoting diversity and inclusion, protecting data and intellectual property rights, promoting business ethics, and building stronger community relations.



After the training program and implementation of GHG inventory reports according to international standards at 2 pilot ports, the model will be replicated throughout the Gemadept port system.

DETERMINATION OF SCOPES

In 2022, Gemadept conducts GHG inventory for the two largest ports in the Gemadept port system: Nam Dinh Vu Port and Gemalink Port; identifies the Company’s main emission sources in the following two areas::

- **Scope 1:** GHG emissions from sources within the boundaries of the Entity’s control and ownership
Category 1: Direct emissions
- **Scope 2:** Indirect GHG emissions through the Entity’s imported energy
Category 2: Externally supplied energy consumption

Emission classification	Emission source	Description
Direct emission sources (Scope 1)	Stationary combustion	Generator, water-pump, canteen gas stove, welding machine
	Prime movers	Reach stacker, Terminal tractor
	Road vehicles	Vehicles transporting employees, patrol cars
	Greenhouse gas leak	Air conditioners, high-voltage electrical equipment, septic tanks, centralized domestic wastewater treatment system
Indirect emission sources (Scope 2)	Electricity-Grid	Electric vehicles and devices: e-RTG cranes, lighting system, electricity used in office, etc

MEASUREMENT RESULTS:

Total main emission volume of Nam Dinh Vu Port and Gemalink Port in 2022:: **16 thousand tCO2e**

- Direct emission volume: **5.2 thousand tCO2e**
- Indirect emissions volume: **10.8 thousand tCO2e**

Appendix:

Certification of GHG inventory results at Nam Dinh Vu port and Gemalink port issued by BSI (Pages 92-96)



EFFLUENTS AND WASTE (GRI 306)



Eco-Port - Gemadept Dung Quat International Port

In 2022 and with a vision to 2025, Gemadept Dung Quat International Port continues to pursue the goal of being the first Eco-Port in the Central region, contributing to raising public awareness of environmental protection, labor safety and energy saving.

In this Ecoport program, Dung Quat Port has developed a long-term plan to invest in modern equipment and continuously opens training courses to improve knowledge and awareness for employees on environmental protection, energy saving, and labor safety.

The Board of Management and all employees have developed environmental management system - occupational safety and occupational health - ensuring seaport security according to ISO 45001:2018 and ISO 14001:2015. Dung Quat Port has been officially granted the Certificate of Occupational Health and Safety Management System by the General Department of Quality Metrology - Quacert Certification Center according to ISO 45001-2018 and ISO 14001-2015 at the end of 2019. The port was assessed and supervised to meet the requirements of maintaining and continuously improving the integrated management system ISO 45001:2018 and 14001:2015.

Activities related to minimizing the harmful effects to the environment implemented by the Company at the Port include:

- Improving equipment, methods of operating equipment, with many solutions to minimize dust in the air and reduce noise, save energy, build the system to classify and collect waste, treat wastewater at the specialized facility.
- Increasing the area of green trees, grass around the port, gates, berths and internal roads to create landscape for the port while improving air quality.
- Coordinating with local authorities to organize many action programs to protect the environment, water and collect rubbish along the roads in front of the port area.
- Strengthening propaganda activities, raising awareness of employees in the Company on environmental protection; regularly inspect and supervise compliance with regulations.

This is the beginning of the sustainable development plan in the future. The Board of Management and all employees of the Company will constantly strive to maintain and continually improve the accomplished achievements to enhance service quality, create prestige and trust for partners and customers in Dung Quat Economic Zone and Chu Lai Open Economic Zone as well as the whole Central region, with the motto of Eco-Port - Value for tomorrow.



Clear sea water surrounding Dung Quat Eco-port

Water supply system - control and treatment of wastewater and waste:

- Monitor the water supply meter daily to limit and prevent abnormalities (if any);
- Checking the entire water pipeline system at the port to check if there is any leak, fix it immediately;
- Rainwater on the roofs of buildings is piped into the underground fire protection water tank, both serving the fire protection system and providing water for watering plants...;
- Replace and use toilets with 2 functions of flushing and adjusting the amount of water just enough for cleaning;
- Regularly check that the actual discharge exceeds the prescribed discharge volume;
- The treatment of wastewater and waste is strictly carried out in accordance with the law on environmental protection and regulations of the competent authorities;
- Every 3 months, sign contracts with a professional organizations to conduct environmental monitoring of wastewater, air, and noise to ensure compliance with the requirements of law;
- In order for the systems to operate at their best, the cleaning of sewers and dredging is strictly carried out according to the approved annual plan;
- Regarding waste, the Company arranges various types of trash cans for garbage classification, garbage collection trolleys, storage station system, system of signs in accordance with regulations to collect and store waste. The company does not handle it itself, but collects and stores it in a hazardous waste warehouse, contracts with a professional unit to collect, transport and treat it according to the correct process; Sign contracts with companies that directly collect and treat hazardous wastes, liquid and oil from ships, publicly posting the collection prices as prescribed. The ordinary waste and domestic waste is classified, collected into warehouses, then treated by the Urban Environment Company.

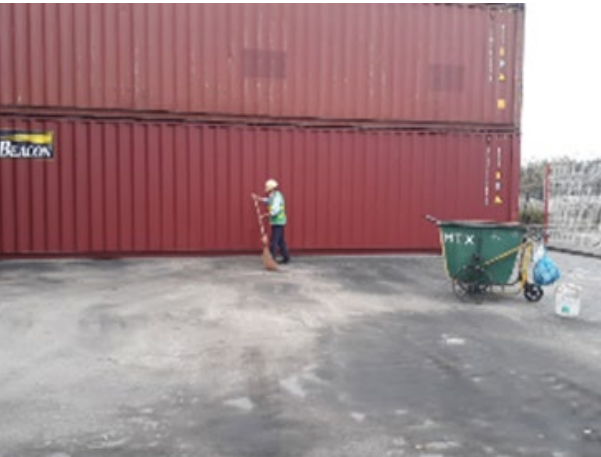
Some related pictures:



Hazardous waste management



Environmental monitoring every 3 months



Cleaning the container yard area



Hazardous waste management



Planting additional trees and taking care of them in the campus of the Port, Office...



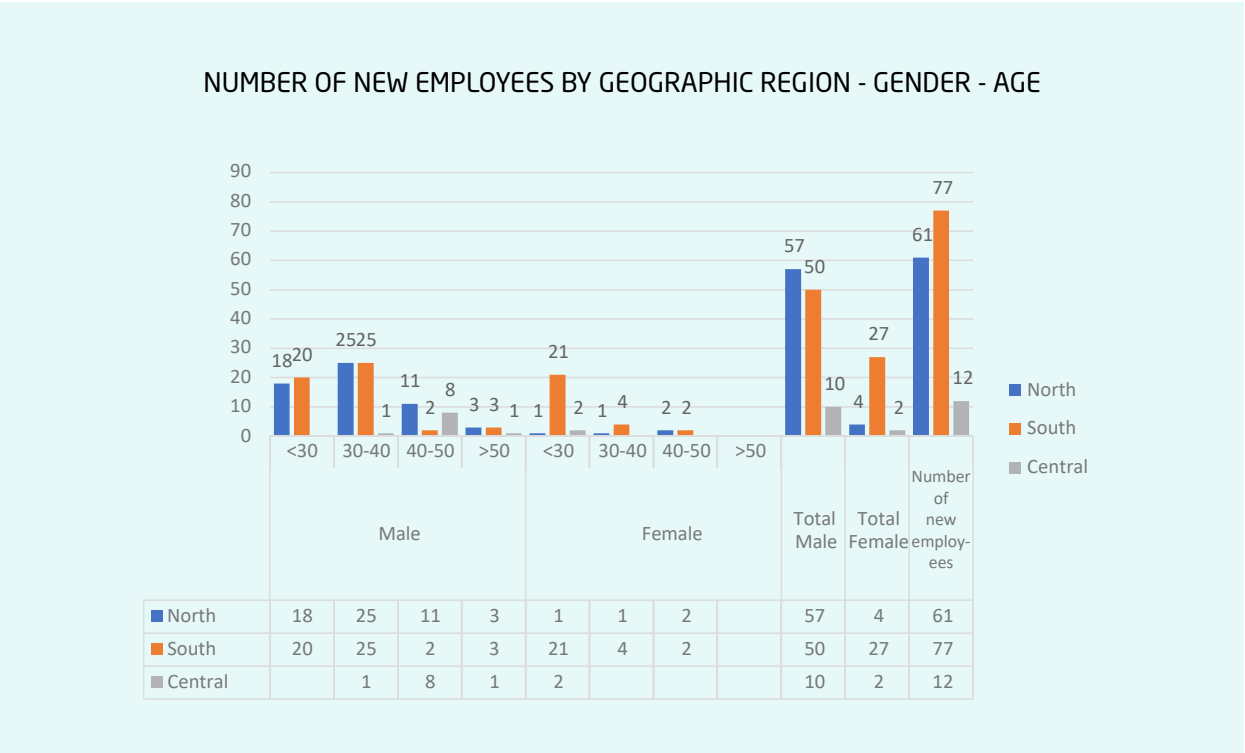
LABOR AND SOCIAL RESPONSIBILITY (GRI 400)



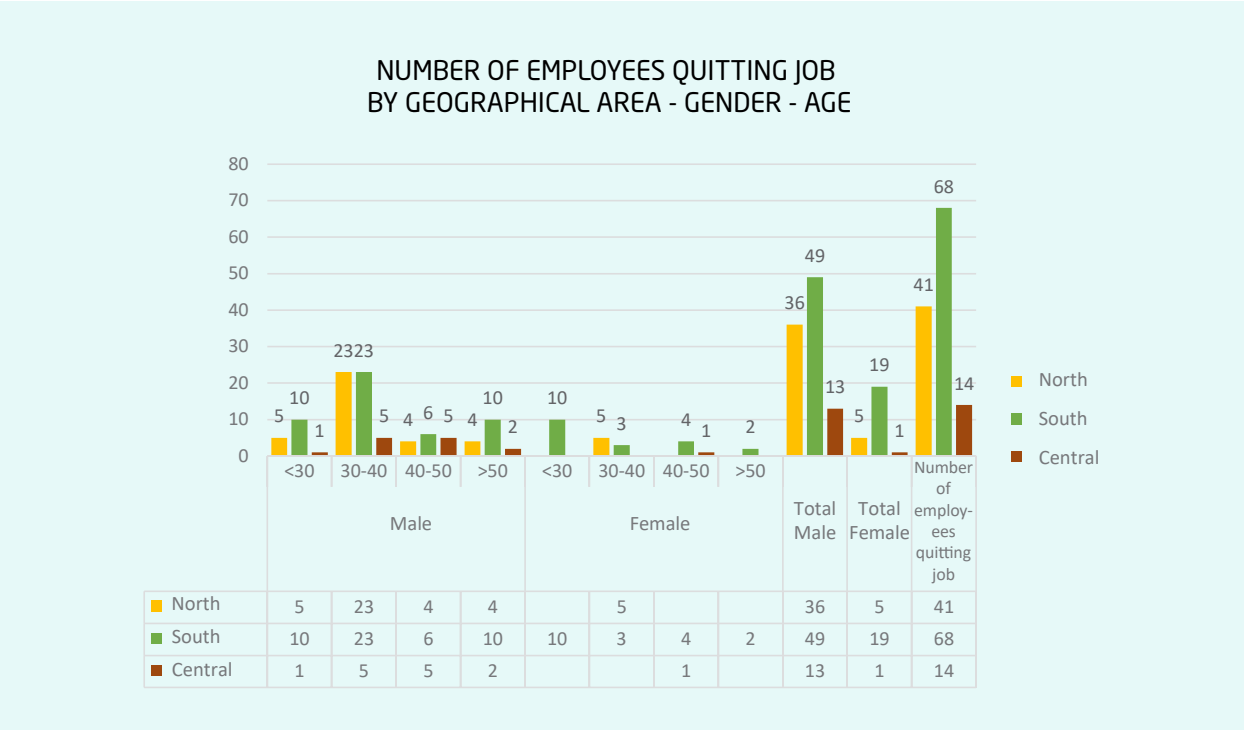
Employment (GRI 401)

Number of new hires and turnover rate (GRI 401-1)

The total number of new hires in the reporting period:



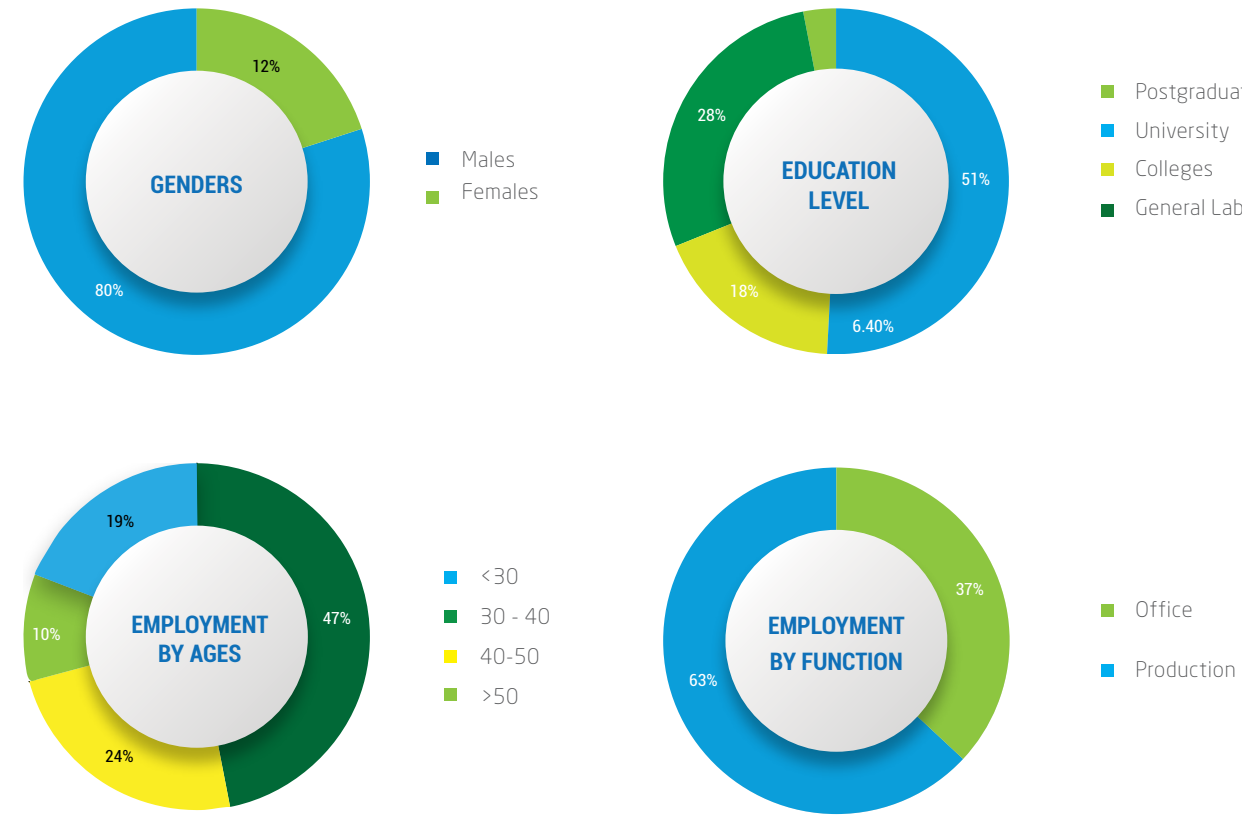
The number of employees leaving in reporting period:



The data shows that the highest rate of personnel turnover is in the male group, aged between 30-40 years old and mainly in the North and South groups.

People are an important resource that determines the success of Gemadep. Therefore, the company always focuses on building a team of young, dynamic, enthusiastic employees who stick with the company.

The total number of Gemadep employees as of December 31, 2022 is 1,549 people, an increase of 0.91% compared to 2021 (1,535 employees), of which employees with university and post-graduate degrees accounted for 53.98%; Working age from 30 to 40 accounts for 47%.



Benefits provided to fulltime employees that are not provided to temporary or part-time (GRI 401-2)

Gemadep's Labour Union was established in 1998. Since its establishment up to now, Gemadep's Trade Union has been a bridge between the employees and the Board of Management to ensure the legitimate rights of employees as well as contribute to taking care of the spiritual life better and better.

Employees at Gemadep are treated fairly in remuneration, promotion, and reward according to work results, and encourage creative and breakthrough thinking to make a difference in production and business.

Working conditions:

- The company does not use part-time and temporary workers. Absolutely do not use child labor and forced labor.
- All employees of the company are able to sign labor contracts and are guaranteed benefits according to the provisions of the current Labor Code.
- Collective labor agreements, labor regulations, fully registered with the labor management agency and updated when the State's policies change.
- Employees are fully equipped with tools, working tools, labor protection as well as trained in occupational safety to work more effectively.

Health care and tourism

- Employees receive annual health check-ups at high-quality medical facilities with a fee of more than 1,000,000 VND/employee.
- The Company also organizes a kitchen to serve lunch for employees ensuring nutrition and food safety. This ensures better health for employees to work better.
- Moreover, every year, employees have three days of fully paid vacation and are supported with travel expenses according to working seniority norms.

Employee's income

- The average income of employees in 2022 will increase by about 16% compared to 2021.
- In addition to fixed incomes, employees also receive additional bonuses based on production and business



results as well as being transparently evaluated monthly/quarterly/yearly to encourage the working spirit of the employees.

Insurance for employees

- Gemadept fully pays premiums of social, health and unemployment insurance as prescribed by the laws.
- In 2022, Gemadept continued the comprehensive health insurance program for employees. That encouraged employees to take better care of their own and their families by taking advantage of good insurance conditions provided.

ESPP (employee stock purchase plan) program)

- Aside from salary, managers and employees who have excellent achievements and have contributed to the development of the Company also benefit from the ESPP.
- This is an important tool not only attracting and retaining talents but also encouraging employees increase their income and ownership in the Company. The close relationship guarantees Gemadept's sustainable development.

Taking care of employees' lives

- Since its foundation, Gemadept has always cared about the employees' lives through giving gifts on holidays and New Year holidays, showing affection, visiting sick ones, supporting employees in difficult circumstances.
- In addition, for female employees, the company gives gifts and congratulations on the occasion of March 8 and October 20. Moreover, the Board of Management also cares through the employee's child welfare program on the occasion of International Children Day of June 1st every year at VND 500,000/ child.
- In 2022, in response to Vietnamese Women's Day on October 20, Gemadept's trade union organized the movement "Designing on Canvas Bags".





Maternity leave (GRI 401-3)

Total number of employees that were entitled to maternity leave, by gender	Male	
	Female	10
Total number of employees that took maternity leave, by gender	Male	
	Female	10
Total number of employees that returned to work in the reporting period after maternity leave ended, by gender	Male	
	Female	7
Total number of employees that returned to work after maternity leave ended that were still employed 12 months after their return to work, by gender	Male	
	Female	7
The return-to-work rate	Male	
	Female	70%
The employee's retention rate	Male	
	Female	100%





TRAINING AND EDUCATION (GRI 404)

In 2022, Gemadept Group is focused on further improving its KPIs system based on the Balanced Scorecard framework. The company is also prioritizing the development of key resources through projects aimed at strengthening the legacy of Gemadept genetics. To achieve this goal, the company is offering training courses from internationally recognized organizations such as Franklin Covey, Crestcom, as well as reputable Vietnamese training organizations like PACE.

A highlight in 2022 was the official launch of the Capability Framework project on May 27, demonstrating the Board of Directors’ commitment to utilizing this toolkit to support team development in general and the successor team in particular.

Moreover, Gemadept always places a strong emphasis on the quality of its human resources. The company places great importance on recruitment quality and invests heavily in intensive training programs to ensure that its workforce is equipped to meet the development needs of the company in the near future.



Programs for upgrading employee skills and transition assistance programs (GRI 404-2)

In addition to fundamental training programs such as orientation for new employees, communication of corporate culture, occupational safety, and 5S-HSSE, Gemadept also organizes various training programs to improve management skills, raise awareness about creating a green, clean, and safe environment, and update knowledge related to technology application for more efficient work.

Moreover, Gemadept has gradually fostered a culture of sharing and learning for all employees to promote creativity and curiosity among them. To facilitate this, each employee is encouraged to share their accumulated knowledge and experience with colleagues within their department through a program that allows them to present twice a year. The company prioritizes the continuous learning and development of its employees, ensuring that they have the necessary skills to meet the evolving needs of the business.

In order to ensure the success of the many ongoing projects, high-quality human resources development is of paramount importance. Gemadept recognizes this and will continue to prioritize the implementation of training and coaching programs to improve the qualifications, professional skills, and soft skills of its employees.

To achieve this, the company plans to leverage intensive and diverse training programs from various prestigious organizations, with a particular emphasis on training the inheritors carrying the Gemadept gene. As a company with a strong commitment to sustainable development and corporate responsibility, Gemadept places a special emphasis on training and raising awareness among employees about green development.

Through targeted action programs specifically in operation and exploitation, Gemadept will work to protect the environment and stay up to date with new trends in the industry. By doing so, the company aims to quickly meet the requirements of the Government, investors, customers, and stakeholders.

In addition to the standard training programs, in 2022 the Company offered special training courses as follows:

Seq	Course	Forms of training		Time (Hour)	Attendees
		Internal	Outsource		
1	Port operation	x		5	Staff
2	Experience implementing improvements at SCSC	x		2	Staff
3	Building a reporting system with Google Data Studio	x		2	Staff
4	Building a Green - Safe - Happy working environment	x		2	The Leadership
					Managers
					HSSE Department at Units
					Staff can arrange time to participate
5	Gemadept logistics using IT to operate effectively	x		2.5	Leaders of individual units
					Heads and deputy heads of departments
					Staffs who want to learn more
					Student Scholarship
6	Practice using basic Power BI	x		6	Employees who are making reports and employees who have a need to learn about Power BI
7	Instructions on how to make an investment project report	x		2	Unit in charge
					Officer in charge of making and calculating investment proposals
8	Working ON CLOUD	x		2	Staffs want to learn an overview of MS 365 to get acquainted with this program
9	MC training	x	x	15	Talented and passionate staffs: young staff in MKT, PIP, and HP departments
10	Digital Marketing			2	Designation of attendees: MKTBD, IRPR, Sales/MKT/CS of units, Website Administration Board of the group and units
					Encouraged to attend: All staffs
					Representative of the Group's Digital Transformation Department
					Training Committee

11	Practice using Sharepoint and Power Automate			3	Staffs want to learn more about sharepoint and other functions of MS365
12	CRESTCOM Training program		x	48	Managers
13	PACE Training program		x	8	The Leadership; Managers
14	FRANKLIN COVEY Training program		x	32	The Leadership; Managers
TOTAL				131.5	

Special training program on ESG

Gemadep, driven by its commitment to sustainable development and corporate social responsibility, places great emphasis on training and raising awareness among all its employees about environmentally conscious practices. The company has implemented specific action programs designed to promote green development across all aspects of its operations, including resource utilization, environmental protection, and staying up to date with new global trends. By adopting these programs, Gemadep is able to rapidly respond to changing demands from the government, investors, customers, and other stakeholders, while maintaining the highest standards of environmental stewardship and social responsibility.

As one of the enterprises adopting the ESG model, Gemadep recognizes the importance of measuring factors related to the direction and sustainable development of enterprises. ESG metrics and reports are increasingly becoming a fundamental part of the business landscape. Companies are facing new pressures to measure, publicize, and improve issues related to Environment, Society, and Governance, driven by increased scrutiny from investors, changing consumer and customer expectations, and policy changes. Communicating the importance of these three factors to each employee has a strong impact on the direction and sustainable development activities of the company.

Aligned with its strong commitment to sustainability and social responsibility, Gemadep was one of the pioneers to introduce the ESG (Environment-Social-Governance) model in Vietnam. Prior to the popularity of the ESG model, the company conducted extensive research and organized communication sessions to educate and inform each



Training and inventory of greenhouse gases at Nam Dinh Vu Port

member of the organization about the importance of ESG, thereby enhancing their awareness and responsibility towards the collective, community, and themselves. This early adoption approach has enabled Gemadep to gain a competitive edge and be well-positioned to meet the increasing demand for ESG reporting and compliance from investors, customers, and other stakeholders.

Gemadep is committed to reducing its environmental impact as part of its long-term roadmap, and has taken concrete steps to reduce GHG emissions through a number of specific activities. These include establishing an ESG Board to oversee the company's sustainability efforts, collaborating with BSI, a professional consulting unit, to provide training and conduct inventory and reporting of GHG emissions in accordance with international standard ISO 14064-1, and conducting inventory of GHG emissions for two model ports, Nam Dinh Vu Port and Gemalink deep-sea port. Additionally, Gemadep has pioneered the development of sustainability reports that provide detailed emissions data and initiatives to reduce emissions, and plans to replicate these efforts in the rest of the company's entities in the near future. By taking proactive measures to reduce its environmental impact, Gemadep is contributing to a more sustainable future for all.



Percentage of employees receiving regular performance and career development reviews (GRI 404-3)

Gemadep prioritizes transparency and fairness in its promotion policy, ensuring that employees are evaluated and promoted based on merit and job performance. In 2022, a total of 75 employees were promoted to higher positions, with 53 men and 22 women, indicating the company's commitment to gender equality and diversity in the workplace. Additionally, the company has a policy of periodically evaluating its employees for job performance and career development, with a 100% evaluation rate. By maintaining a transparent and merit-based promotion policy and investing in the professional development of its employees, Gemadep is able to foster a culture of excellence and ensure the success of its business operations.



OCCUPATIONAL HEALTH AND SAFETY (GRI 403)



According to the Decision No: 016/QĐTGD signed by the General Director of Gemadept corporation on February 28, 2019, the HSSE Board was established as the Health - Security - Safety - Environment Department of the Company.

The operation regulation of Gemadept HSSE Board was signed by the General Director of Gemadept and is effective from March 1, 2019, including 17 articles which is applicable to all employee in the Group's Departments and the other Group's business entities with purposes specified in Article 1 of this Operational Regulation:

- Creating a safe working environment, preventing risks and occupational accidents for all employees in the whole Company and related parties when working at all Gemadept's member entities.
- Ensure safety for Company assets, goods and property of customers and other related parties.
- Responding to the requirements of customers and complying with the current Laws.

The implementation of the HSSE program is carried out in different stages, in order to gradually change the perception of employees about Occupational Safety, Occupational Health, and Environmental preservation.

Gemadept will apply ISO standards to HSSE such as: ISO 45001 (Occupational Health and Safety Management System), ISO 14001 (Environmental Management System), to ensure the effectiveness and successfulness of the HSSE's implementation and application as the leading organizations in the world.

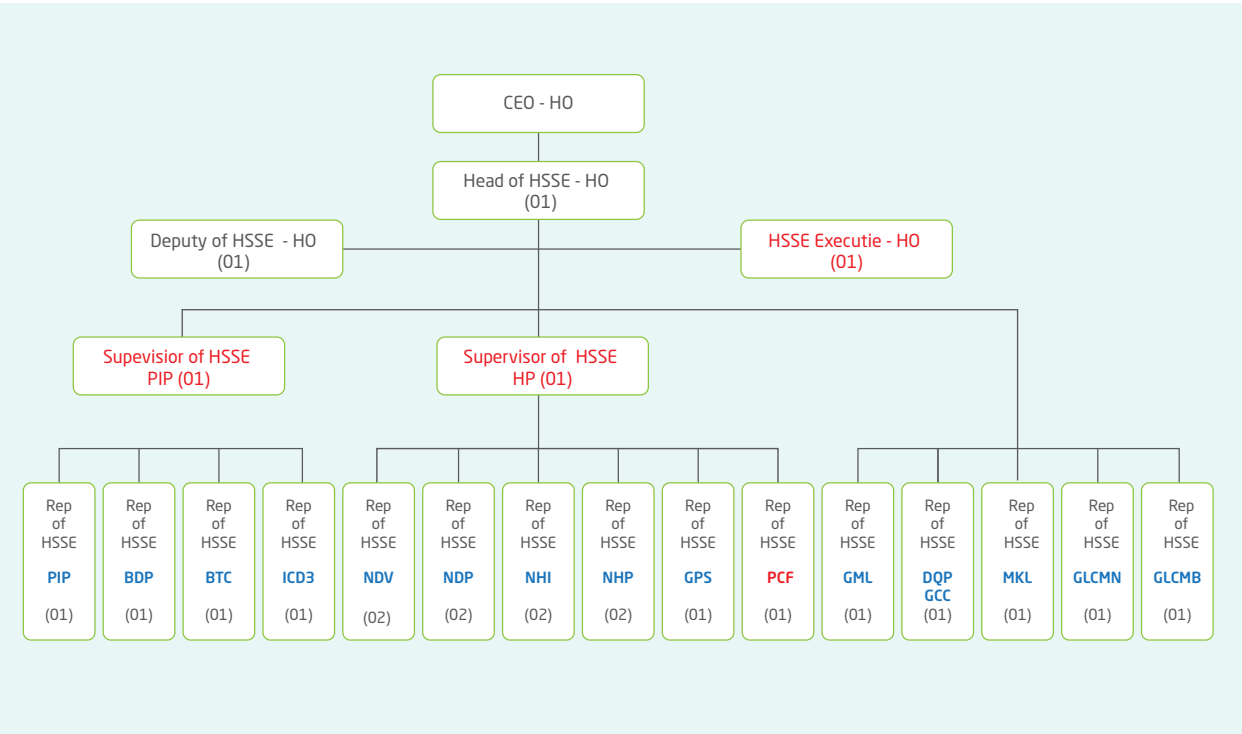


Representation of workers in official intern committees of occupational health and safety (GRI 403-1)

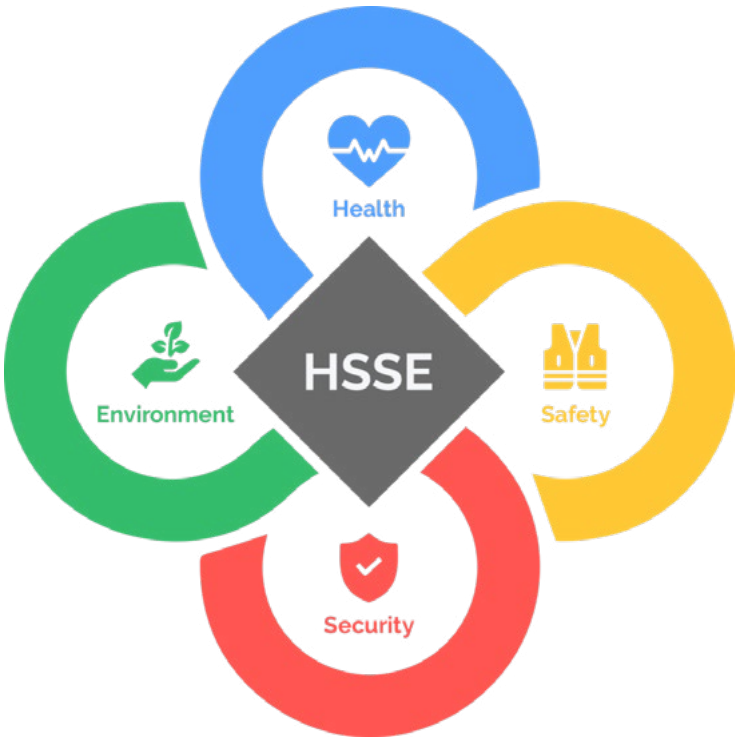
The HSSE Gemadept Committee consists of Mr/Ms listed below:

Seq	Name	Department/Unit	Position
1	Nguyen Van La	HO	Head of HSSE Department
2	Dang Van Quang	HO	Deputy of HSSE Department
3	Ho Nam Duong	HO	Supervisor of HSSE - PIP
4	Doan Minh Triet	GLCMN	Rep of HSSE unit
5	Vu Xuan Thuy	GML	Rep of HSSE unit
6	Nguyen Tat Thanh	PIP	Rep of HSSE unit
7	Pham Tat To	BDP	Rep of HSSE unit
8	Le Trung Hieu	BTC	Rep of HSSE unit
9	Hoang Dinh Hong	ICD3	Rep of HSSE unit
10	Kieu Minh Chinh	NDV	Rep of HSSE unit
11	Dinh Van Hiep	NDV	Rep of HSSE unit
12	Do Viet Van	NHI	Rep of HSSE unit
13	Hoang Van Hoan	NHI	Rep of HSSE unit
14	Do Van Phuc	NDP	Rep of HSSE unit
15	Trieu Ngoc Phan	NDP	Rep of HSSE unit
16	Vu Thi Ngoc Anh	NHP	Rep of HSSE unit
17	Do Minh Khuong	NHP	Rep of HSSE unit
18	Nguyen Tuan Hai	GPS	Rep of HSSE unit
19	Phan Quang Doan	DQP	Rep of HSSE unit
20	Vu Nhu Hieu	GLCMB	Rep of HSSE unit
21	Le Xuan Phuong	MKL	Rep of HSSE unit

The organizational structure of the HSSE Board of Gemadept Group is as the chart below:



- All members of the HSSE Board of the Group’s Business entity are responsible for coordinating with the HSSE Board of the HO Group to organize training, guiding, setting up a system, evaluating, controlling, reporting the application and maintenance, and improving the implementation of the HSSE program at each Group’s business entity.
- Every year, HSSE of Group’s business entities must build up a plan for their business entity to achieve the common goals set out by the HO.



The working method between the HSSE Department of HO and the HSSE Department of the Group’s business entities will be as table below:

THE COORDINATION PROCESS BETWEEN HSSE HO & HSSE UNITS	CORPORATION				UNIT			
	CEO	Head of HSSE Department	Deputy of HSSE Department	Staff in HO	Director of business unit	HSSE Unit representatives	HSSE staffs in Unit	Unit staff
I. Corporation level								
1. Setting and implementing HSSE goals and action plans	A	R	R		I	C	C	
2. Building and implementing HSSE management system	A		R	I	I	C	C	I
3. Communication training & application guidance	I	A/R	R	I	I	C	I	I
4. HSSE assessment activities	I	A/R	R	I	I	C	C	I
5. Correction, prevention and improvement	A		R	R		R	R	R
II. Unit level								
1. Setting and implementing HSSE goals and action plans	I	C	C	C	A	R	R	
2. Building and implementing HSSE management system	I	C	C	C	A	R	R	I
3. Communication training & application guidance	I	C	C	C	I	A/R	R	I
4. HSSE assessment activities	I	C	C	C	I	A/R	R	I
5. Correction, prevention and improvement	I	C	C	C	A	C	R	R

RACI DEFINITION TABLE:

R	Responsible: Implementation responsibility
A	Accountable: Accountability
C	Consulted: Responsibility for Inspection/Consultation
I	Informed: Be provided with information and results, responsible for responding when seeing abnormalities

Performance results 2022

- Build up and maintain a managing system of occupational health and safety, including policies, objectives, procedures, regulations, training programs, operational control activities, etc., to ensure that there would NOT be any occupational accidents and occupational diseases.
- The Company has established a mechanism of inspection and control under a supervision of the Risk Management Department, HSSE Department, and other functional departments in each Group’s business entity, in order to supervise and strictly implement the regulations of safety in working, operating of seaports, maritime, firefighting; treating waste and sewage in accordance with regulations, economical use of raw materials in the process of operating equipment, ships, planting trees to create green, clean and beautiful landscapes for constructions, yards, warehouse...;
- Hire professional 3rd parties to collect garbage, clean up the yards, warehouses and gather them in separated waste areas. Classify wastes by categories and clearly label them for convenient collection and treatment in accordance with regulations;
- Fully and recurrently provide workwear, protective equipment according to regulations. Occupational safety officers regularly check and remind employees to wear full labor protection to prevent them from unsafe working conditions.

- Building the ISO 45001:2018 occupational health and safety management system for inhouse warehouses to enhance safety work and improve competitiveness to meet the increasing requirements of customers.
- Regularly working with the Marine Environment Monitoring Center to survey, measure and analyze environmental parameters and prepare environmental monitoring reports. The indicators on the air and water environment of the Company are within the allowable index. The management and treatment systems of emissions, sewage, and solid waste at the Company are smoothly operated, ensuring the quality of water and air after being treated is to meet environmental standards;
- Use services of professional companies regarding to oil spilling responses;
- Select professional companies in collecting liquid and oily waste;
- Comply with environmental protection processes in business and production activities;
- Efficiently use assets, minimize wasting usage of them, Standardize Operating Procedures (SOP), comply with Key Performance Indicators (KPI);
- Organize occupational safety and health training for employees who work or use equipment with strict OSH requirements such as: forklift safety, Empty container handler safety, working at height, electrical safety, drive safely, etc...
- Regularly check firefighting equipment to ensure that they are always ready to respond when an emergency occurs.
- Organizing firefighting training and periodically rehearsing firefighting escape, emergency responses when transporting cargo, first aid training, etc., Carrying out inspecting, maintaining, and regularly providing new firefighting equipment according to the regulations.
- Organize evaluating the working environment to improve working conditions for employees and prevent occupational diseases.
- Regarding occupational safety and health (OSH), at each Group's business entity, the Group has



arranged staff in charge of occupational safety. OSH officers are responsible for daily checking, supervising, and reminding the implementation of labor rules and regulations on occupational safety and hygiene that the Company has promulgated; monthly report on OSH work of each entity.

- Periodically carrying out health checks and purchasing health insurance for all employees.
- Boosting 5S activities, setting up an emulation and rewarding mechanism to create a clean, neat, and effective working environment.
- Report safe/unsafe behaviors, unsafe conditions, and unsafety risks to raise a safety awareness of all employees, and action a corrective action plan to create a better environment and prevent occupational accidents.
- Reporting on the general situation regarding to occupational accident to the relevant authorities according to regulations;
- Procedures to prevent and minimize occupational accidents and diseases.
- Analyzing unsafe behavior of employees and suggesting possible solutions to raise the employees' awareness regarding to safe working behaviors and prevent occupational accidents;
- Organize the annual the "Safety Day" to honor business's entity/individuals who perform well in OSH management and raise employees' awareness regardign to OSH in the working process.
- Training and issuing the Certificate of Occupational Safety and Health Training and issuing OSH cards, etc.

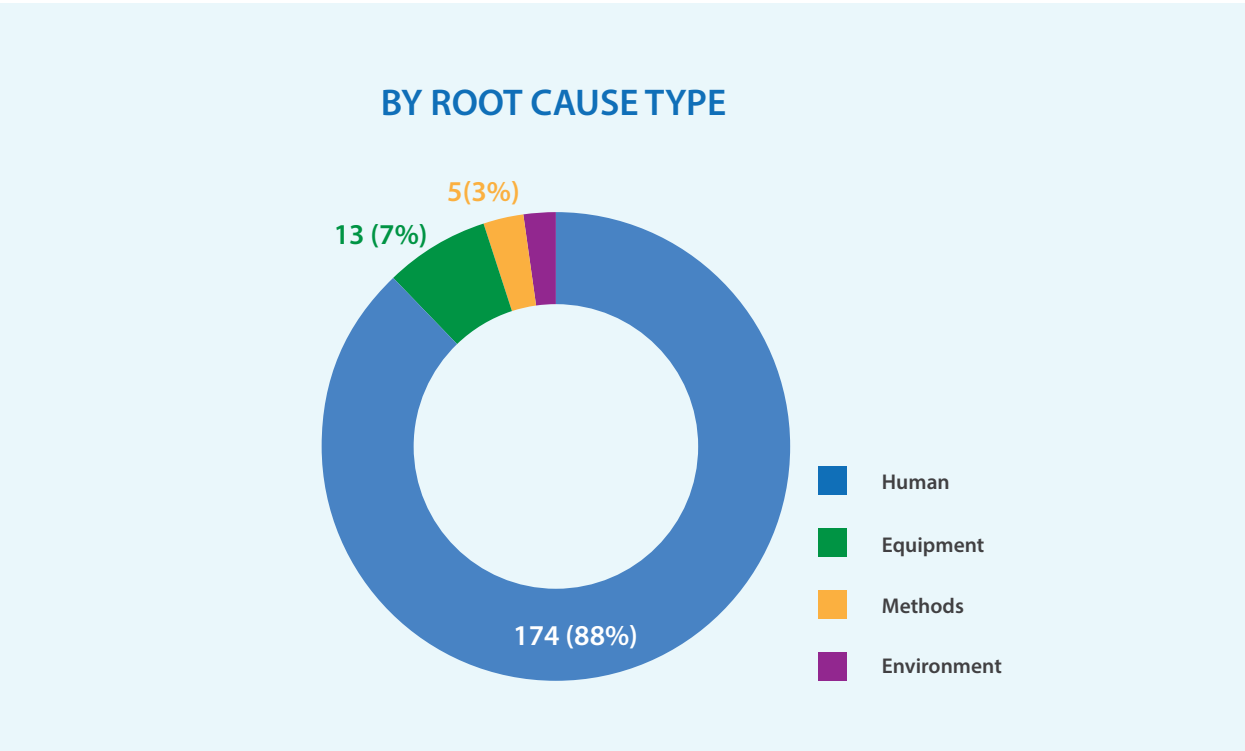
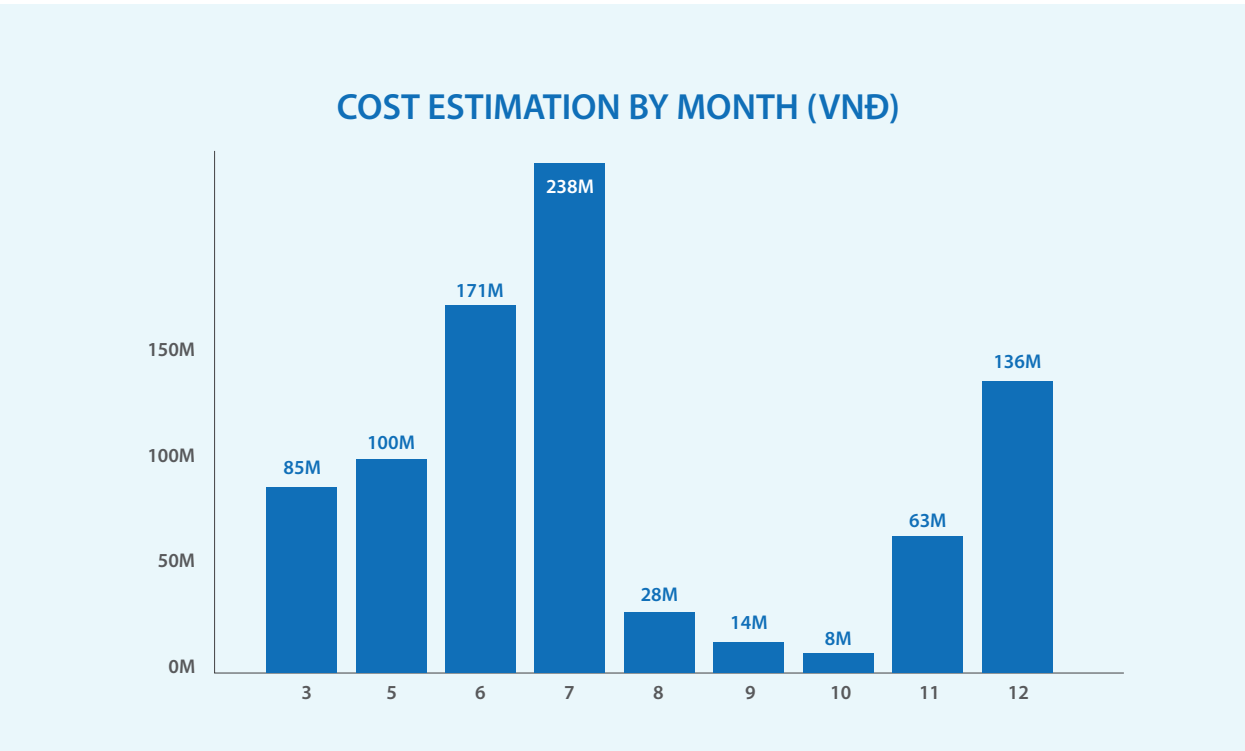
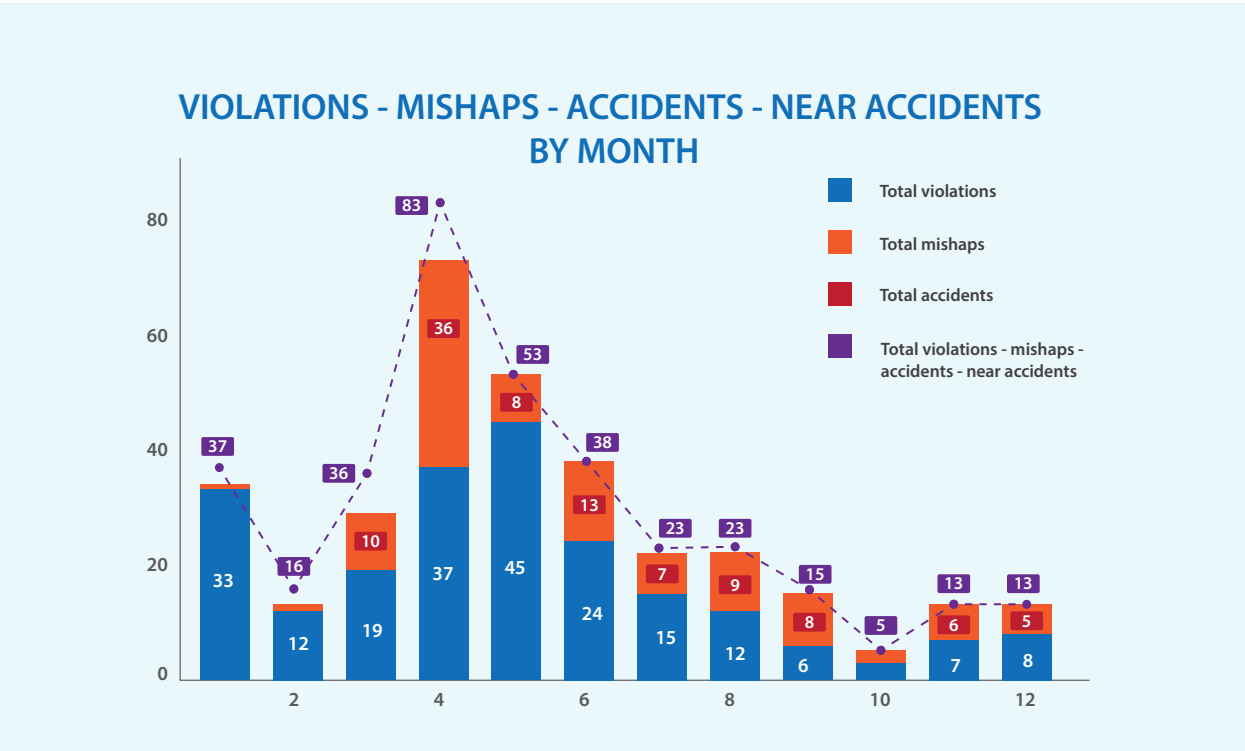
Gemadept is honored to be one of the Top 10 Best Workplaces in the Logistics industry, according to a Research Program on Top 10 Best Workplaces in 2022 implemented by Viet Research in collaboration with Investment Newspaper. Besides the criteria regarding Human Resources and Employer Reputation; Business efficiency and growth prospects; Income and welfare regime; Gemadept is also a working environment which puts Occupational Safety and Health at priority.

TOP 10 BEST WORK PLACES 2022 LOGISTICS INDUSTRY



Gemadep is proud to be a pioneer who opened the way connecting Vietnam and the World throughout its over three-decade history. Gemadep is consistent and strong in growing as the role of the leading port operations and logistics company in Vietnam. With more than 1,500 employees, one of the main tasks of Gemadep is to create a safe working environment, equip modern equipment to gain the most productive working result. Gemadep is proud to successfully build up the company culture, and a vision to be the leader in integrating the ecosystem between port operation and logistics in Vietnam.

Types of injury and rates of injury, occupational diseases, lost working days, and absenteeism, and number of work-related fatalities (GRI 403-2)



CUSTOMER HEALTH AND SAFETY (GRI 416)



Assessment of the impact on health and safe of products and services (GRI 416-1)

- Gemadep always wants to bring to customers the best quality services, which is reflected through a strict operation process from controlling the quality of used equipment, managing the port operation process, to the process of re-checking service quality, to ensure the safety of customers and the company's employees.
- To ensure the safety for customers, Gemadep regularly inspects and evaluates the quality of the essential equipment used in the process ports operation; strictly controls the input and output of the fuel sources for the equipment to avoid causing dangers and hazards to people and the environment.

Smart port application - SMARTPORT

In the first half of 2022, when the Covid-19 epidemic was breaking out and hindering the communication and contact activities in logistics operations, Gemadep's SmartPort was like a solution to solve the "hot" problem of the port system.

In addition to preventing the spread of the disease, SmartPort has solved many demands of companies operating in seaports. Companies who had to work physically at the port only had to install the SmartPort application on their electronic devices, and they can immediately online-ly order the operations schedule for loading, unloading, lifting, opening, and closing operations, and other services at the port; use electronic documents to manage multi-port data; conduct banking transactions and online payments.



Instead of taking 3 to 4 hours traveling to the port yards, Gemadep's customers only take 30 minutes for this task. Simultaneously, every operation activity in ports is continuously updated on the huge application's data storage, which helps customers easily track, instead of sending information directly from the out-field officer to the customer's office; and the SMARTPORT application also ensures safe multi transactions actioned at the same time.

At the first stage of applying SMARTPORT, Gemadep received many praises from partners and customers, as there were up to 15,000 transaction orders and 45,000 TEU containers processed through the system just in the first 2 months and this number is being continuously increased.



TRADITION AND CULTURE AT GEMADEPT

2022's result:

- Maintain and develop training programs and presentations on a weekly/monthly/quarterly basis.
- Develop activities that incorporate the company's value system into presentations.
- The departments take turns giving presentations on their past, ongoing and future activities, through which the departments can share about the difficulties or issues they are facing as well as the desire to cooperate with other departments, towards the realization and accomplishment of the company's common goals.



CORPORATE CULTURE STANDARDS

2022's Objectives:

- Always maintain the core values: Nationalism – Pioneer – Responsibility – Integrity – Innovation – Connection
- Promoting beauty of the Company's culture and spreading the humanity values

2022's Result:

- In 2022, the Board of Directors of the Company organized the Gemadep Run 2022 with the message: Leading in Physical Health - Leading in Mental Strength and Leading for the Future Generation. This is also an opportunity to strengthen the connection, and the working relationship among the company's employees, motivating each Gemadep's employee on the path of Progress - The Way Forward. In addition, Gemadep has launched the charity program - Leading for future generations' knowledge - for the Dream Library Fund of the Education Fund for Vietnamese Children.
- In the last days of 2022, Gemadep's volunteer group has carried out a social field trip, which is a series of volunteer activities occurring every Tet Holiday Time. This is a meaningful annual activity, sharing the "Tet of Love" to unlucky people in life. The company always positively organizes volunteering activities to help people in remote areas; contributing to "lighting up" hopes for the less fortunate people across the country, promoting the beautiful traditional culture of Vietnamese which is the mutual love and affection between people.



Gemadept run 2022 the way forward

The journey of a thousand miles always begins by the first step. In more than 32 years of history in building an integrated Port and Logistics ecosystem stretching from North to South, Gemadept's people always carry in their heart a passion of undefeated-ability and the leading spirit to move forward. That spirit has inspired the Gemadept Run 2022 - The Way Forward 1st time organized by Gemadept.

In order to promote the beauty of the company's and spread the humanity values, together with building the community, this year's running campaign of Gemadept emphasizes the message: Leading in Physical Health - Leading in Mental Strength, and Gods and Leading for Future Generations.

At the same time, Gemadept Run 2022 is also an opportunity to strengthen the connection, and the working relationship among the company's employees, motivating each Gemadept's employee in doing exercises every day on the path of Progress - The Way Forward, to well cooperate with partners and customers to contribute value to the Port Operations and Logistics Industry in Vietnam, makes Vietnam to be a strong position in the global value chain.

In addition, Gemadept also launched the charity program Leading for future generations' knowledge in a voluntary manner. Participants of the Gemadept Run 2022 can donate to the Library of Dreams Fund - Education Fund for Children in Vietnam via their registration.

Every humble donation can make a big miracle. The sharing from participants of the Gemadept Run 2022 will bring opportunities to access a vast source of knowledge to disadvantaged children in different regions across the country, preparing a knowledge baggage for them to join a rapid development rhythm of Vietnam and the world.



Gemadept and the spring journey of love

The series of volunteer activities every Tet Holiday time, on December 29, 2022, has been started by a social field trip. The Gemadept's volunteer group has carried out a meaningful trip at the end of the year to visit, motivate, and share Tet's gifts to disadvantaged elderly people and children who are being taken care of at Chanh Phu Hoa Social Protection Center, Ben Cat Town, Binh Duong Province. The Center is currently taking care of and creating jobs for a total of 600 people who are sponsored by the Social Protection Beneficiaries, and more than 60% of them are single elderly people, and the rest are children and disabled people.



▲ Caring for people in difficult circumstances every Tet holiday is one of the many cultural beauty of Gemadept

GEMADEPT The Loving Spring Journey

Tet gifts are transported more than 200km by Gemadept Logistics staff and fleet to the center



Continuing the journey of generous hearts, in the Central region, during the charity program of the Lunar New Year, on January 15, 2023, Gemadept Dung Quat International Port's volunteer team came to meet and give away gifts to people living in the area of Minh Long district, Quang Ngai Province. The Company always positively organizes volunteering activities, helping people in remote areas so they can enjoy a warm spring filled with joy.

Not only is the passion of working, ensuring the safety of operations and business of the Port and Logistics ecosystem throughout the Lunar New Year, contributing to the timing of delivering goods to all Vietnamese people, but also spreads Gemadept people's empathy, contributing to "light up" hope for the less fortunate people across the country, promoting the beautiful tradition of Vietnamese people.

**Part 4:
FROM DIGITAL
TRANSFORMATION TO
GREEN INVENTIONS**



DIGITAL AND GREEN TRANSFORMATION

DIGITAL TRANSFORMATION IN PORT AND LOGISTICS OPERATION

Vietnam's strategic location, favorable demographic structure, and improving infrastructure have made it a critical player in the global supply chain. With over 70% of its population in the working age, Vietnam offers a large and growing labor force. In addition, Vietnam's economy has become increasingly open in recent years, as it has signed a number of free trade agreements with major economic powers. These agreements include the EVFTA with the European Union and the RCEP with China, which are expected to bring significant benefits to Vietnam's economy.

Despite these advantages, Vietnam faces intense competition from other countries in the region and around the world. As an open economy, it must navigate a complex and rapidly changing global environment, with challenges including food security, labor safety, environmental protection, and supply chain disruption. To remain competitive, Vietnam must continue to invest in its infrastructure, improve its regulatory environment, and enhance its workforce development programs. Additionally, Vietnam must prioritize sustainable development and responsible resource management to ensure long-term economic growth and environmental stewardship.

In light of the opportunities and challenges mentioned above, it is evident that building a resilient circular economy and enhancing the country's position in the world's sustainable supply chains is of utmost importance. One of the critical factors to achieving this goal is through digital transformation. This is because digital transformation is essential for all businesses globally to rapidly adapt to changes in the business environment, remain connected, and recover from the impact of the COVID-19 pandemic, which has been ongoing for the past three years.

Furthermore, digital transformation can help businesses in the supply chain to improve their capacity for technological innovation, energy-saving solutions, and reduction of greenhouse gas emissions. This is crucial for ensuring that Vietnam is competitive in the global market and meets the demands of increasingly discerning customers who prioritize sustainability. By embracing digital transformation, Vietnam can further enhance its position as an important link in the global supply chain and establish itself as a leader in sustainable development.

For enterprises in the field of port operation and logistics, the digital transformation process focuses on the integration of transport and supply chain management systems to optimize activities such as planning, coordination, delivery, Receive and track goods. At the same time by using digital technologies such as IoT, AI, blockchain to collect and analyze data on the status of goods, customer demand and market trends are also trends of the Industry in the near future.

Gemadep has recognized the importance of digital transformation and has developed a comprehensive strategy, medium and long-term plans, and a specific action roadmap for the period of 2022-2025, with a vision for 2030. The company's digital transformation strategy is not limited to tools, but rather focuses on creating new business methods that include four key elements: **digital strategy, digital process, digital human, and digital tools**.



The digital strategy aims to establish a clear direction and goals for the company's digital transformation, ensuring that it is aligned with the company's overall business strategy. The digital process focuses on optimizing and integrating the company's various processes using digital technologies, with the aim of improving efficiency and reducing costs.

The digital human element involves developing the skills and capabilities of the company's employees to adapt to the digital transformation process, as well as fostering a culture of innovation and collaboration within the organization. Finally, the digital tools element involves identifying and implementing digital tools and

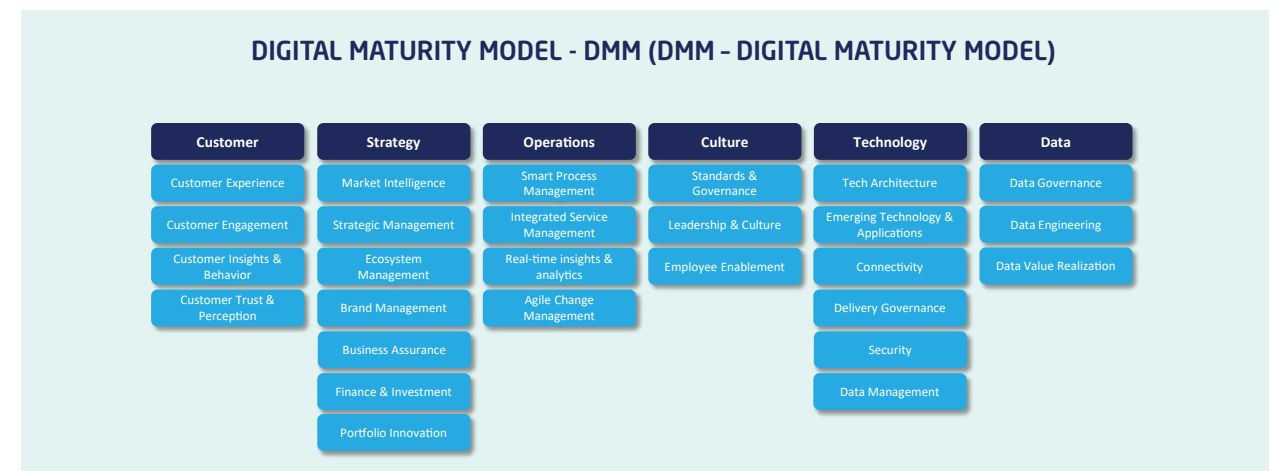
technologies that can improve the company's operations and create new opportunities for growth.

By focusing on these four key elements, Gemadep aims to stay ahead of the curve in the digital age, drive innovation, and remain competitive in the global market.

Gemadep's Digital Transformation Strategy is not just about inheriting the existing IT platform, but also focuses on understanding customer needs and continuously improving to optimize customer experience and bring more value to stakeholders. The company aims to promote a digital culture by encouraging creativity, embracing change, and continuously learning to adapt to the changing business environment and seize new opportunities.

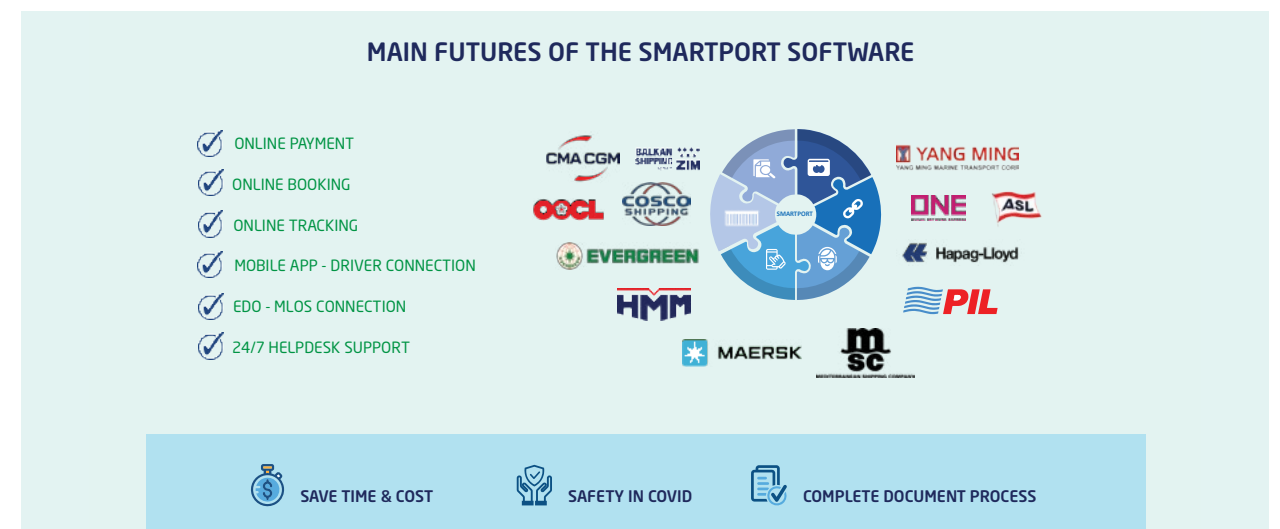
To assess the level of digital maturity and plan a digital transformation strategy, Gemadep uses the Digital Maturity Model (DMM). This model provides a comprehensive view of the company's digital capabilities, helping the company to prioritize focus and improve towards planned goals.

The company's digital transformation strategy includes four key elements: digital strategy, digital process, digital human, and digital tools. By leveraging these elements, Gemadep aims to create new business methods that not only optimize existing processes but also introduce innovative solutions. For instance, the company plans to integrate transport and supply chain management systems to optimize activities such as planning, coordination, delivery, and tracking of goods. Additionally, Gemadep plans to use digital technologies such as IoT, AI, and blockchain to collect and analyze data on the status of goods, customer demand, and market trends to gain competitive advantage in the industry.



With SMARTPORT software, Gemadep contributes to realizing the dream of 'Smart Logistics' in Vietnam

Gemadep's SmartPort application, which was launched and deployed in May 2021, has been a significant solution for the logistics operations of Nam Hai Dinh Vu and Nam Dinh Vu ports in Hai Phong. With the outbreak of the



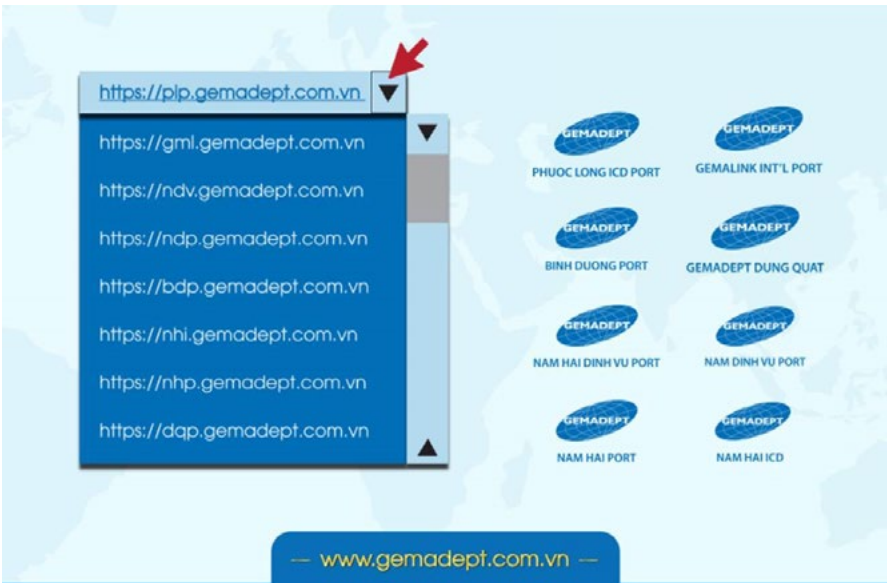
Covid-19 pandemic hindering communication and contact activities, SmartPort has provided a solution to this problem. Apart from controlling the spread of the disease, SmartPort has also addressed many of the challenges faced by businesses in seaport operations. By using the SmartPort application on electronic devices, businesses can perform online order-making activities for forwarding, lifting, closing, and service operations at the port. They can also use electronic documents, look up multi-port data, conduct financial operations, and make online payments.

As a result, right in the first time of deployment, Gemadept's SmartPort quickly received much praise from partners, businesses and customers when up to 15,000 transaction orders and 45,000 TEU containers were processed through the system within the first 02 months and this number continuously increased. Most importantly, Gemadept's SmartPort, when deployed in Hai Phong city, has brought significant benefits to enterprises providing port services. With the use of the SmartPort application, partners can now complete trading orders in as little as 30 minutes, compared to the 3 to 4 hours it used to take. The system also updates and stores all data from port operations, making it easy for partners to access and lookup transaction records.

The implementation of Gemadept's SmartPort technology not only brings about operational efficiency and convenience but also contributes to environmental sustainability. By using the digital platform, businesses are able to save costs and reduce the need for physical personnel to be present at the port, thus reducing congestion and the risk of traffic accidents. In addition, the use of SmartPort reduces GHG emissions from transport vehicles, making it a more environmentally friendly option for businesses. With these benefits, it is clear that the adoption of smart technologies in the logistics industry is not only advantageous for business operations but also for sustainable development goals.

By the end of 2022, Gemadept has completed bringing Smartport into the entire container port system from North to South:

May 12, 2021:	Nam Hai Dinh Vu Port, Nam Dinh Vu Port
September 8, 2021:	Nam Hai Port
June 1, 2022:	Gemalink Port
July 15, 2022:	Binh Duong Port
November 1, 2022:	Phuoc Long Port
February 16, 2023:	Nam Hai ICD



In 2022, the SmartPort platform handled a remarkable number of delivery orders of more than 351,000 orders, an increase of more than 300% compared to 2021. The number of new accounts opening from transport company partners is constantly increasing. This is a good sign for the national logistics market, as stakeholders in the supply chain have been actively taking actions for a sustainable supply chain and contributing to green logistics in Vietnam.

In 2023, Gemadept will develop a superior SmartPort platform according to the Company's Digital Transformation Strategy 2022-2025 with a vision to 2030:

- Bringing Smartgate smart port application into use at Nam Dinh Vu Port, Gemalink Deep-sea Port
- Expanding payment method connect with top banks to facilitate customers in the transaction process.
- Continue to optimize new features to enhance customer experience.



APPENDIX 01:

Certification of greenhouse gas inventory results at Nam Dinh Vu Port



Verification Opinion

CFV 788068 010423



Responsible Party:

Nam Dinh Vu Port Joint Stock Company
Lot CA1, Nam Dinh Vu Industrial Park (zone 1), Dong Hai 2 Ward, Hai An District, Hai Phong City, Vietnam.

Type of GHG Statement:

Organisational

Identification of GHG Statement:

2022_GHG_DATABASE_NDV_Ver01_24_03_2023

Scope of activities:

Port Operations & Logistics.

Organisational Boundary:

Operational Control

Sites Included in Organisational Boundary:

Lot CA1, Nam Dinh Vu Industrial Park (zone 1), Dong Hai 2 Ward, Hai An District, Hai Phong City, Vietnam, including Berth 880m, Container Yard with an area of 41 ha, Wastewater Treatment, Maintenance and Other Utilities.

Reporting Boundary:

Scope 1: Direct GHG emissions from stationary combustion and mobile, fugitive emissions from equipment leaks.
Scope 2: Indirect generation from purchased electricity

Exclusions from Reporting Boundary: from Scope 3:

Category 3: Materials transportation, product delivery, and employee commuting;
Category 4: emissions from use of raw materials and waste treatment services;
Category 5: Use of company sold products and end-life treatment.

Justification: there is no requirements from intended user for reporting of scope 3 (category 3, 4, 5).

Criteria for developing the organisational GHG Inventory:

GHG standard ISO 14064-1:2018

Facility GHG procedures including GHG report 2022_GHG_DATABASE_NDV_Ver01_24_03_2023, GHG Table of initiatives to enhance emission reduction and removal of greenhouse gases (Manual GHG GMD-HO-HSSE-ST-06, issued 15/02/2023), Greenhouse gas emission reduction or enhanced removal targets (Manual GHG GMD-HO-HSSE-ST-06, issued 15/02/2023)

Level of Assurance:

Reasonable

Materiality level:

5%

Period:

01/01/2022 - 31/12/2022

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GHG Emissions:

tCO2(e)	Location Based
Year	2022
Scope 1 (non-biogenic emissions)	1,218.89
Scope 2 (imported electricity)	3,728.47
Scope 3	
Total quantified	4,947.36

Verification Opinion: Verified as Satisfactory

Verification Activities:

The following were the verification activities undertaken:

- Evaluation of the monitoring and controls systems through interviewing employees observation & inquiry,
- Verification of the data through sampling recalculation, retracing, cross checking, reconciliation,
- Confirming measuring equipment is accurately described in the quantification methodology including calibration status.

The quantification and reporting of the GHG emissions has been independently verified by BSI against the specifications defined in ISO 14064-1:2018. The verification activity has been carried out in accordance with ISO 14064-3 and the principles of ISO 14065

Responsibilities:

The data on which the GHG emissions are based has been provided by Nam Dinh Vu Port Joint Stock Company in the GHG report named 2022_GHG_DATABASE_NDV_Ver01_24_03_2023. This document is the responsibility of Nam Dinh Vu Port Joint Stock Company and is historical in nature.

The responsible party is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria.

BSI is responsible for expressing an opinion on the GHG statement based on the verification

Lead Verifier: Phan Tuan Hung

Independent Reviewer: DinhMinhTam Nguyen

Signed on behalf of BSI:

Dr. Le Duyen Anh
Managing Director Vietnam



Issue Date: 01/04/2023

NOTE: BSI Vietnam is independent to and has no financial interest in Nam Dinh Vu Port Joint Stock Company. This verification Opinion has been prepared for Nam Dinh Vu Port Joint Stock Company only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Vietnam has assumed that all information provided to it by Nam Dinh Vu Port Joint Stock Company is true, accurate and complete. BSI Vietnam accepts no liability to any third party who places reliance on this Statement.

APPENDIX 02:

Certification of greenhouse gas inventory results at Gemalink Port



Verification Opinion

CFV 788072 010423



Responsible Party:

GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY
Tan Loc Hamlet, Phuoc Hoa Ward, Phu My Town, Ba Ria - Vung Tau Province, Vietnam.

Type of GHG Statement:

Organisational

Identification of GHG Statement:

2022_GHG_DATABASE_GML_Ver01_30_03_2023

Scope of activities:

Port Operations & Logistics.

Organisational Boundary:

Operational Control

Sites Included in Organisational Boundary:

Tan Loc Hamlet, Phuoc Hoa Ward, Phu My Town, Ba Ria - Vung Tau Province, Vietnam: Main Berth 800m and Barge Berth 230m, Container Yard with an area of 32 ha, Fuel Station, Wastewater Treatment, Maintenance Workshop and Other Utilities.

Reporting Boundary:

Scope 1: Direct GHG emissions from stationary combustion and mobile, fugitive emissions from equipment leaks.
Scope 2: Indirect generation from purchased electricity

Exclusions from Reporting Boundary:

from Scope 3:
Category 3: Materials transportation, product delivery, and employee commuting;
Category 4: emissions from use of raw materials and waste treatment services;
Category 5: Use of company sold products and end-life treatment.
Justification: there is no requirements from intended user for reporting of scope 3 (category 3, 4, 5).

Criteria for developing the organisational GHG Inventory:

GHG standard ISO 14064-1:2018
Facility GHG procedures including GHG report 2022_GHG_DATABASE_GML_Ver01_30_03_2023, GHG Table of initiatives to enhance emission reduction and removal of greenhouse gases (Manual GHG GMD-HO-HSSE-ST-06, issued 15/02/2023), Greenhouse gas emission reduction or enhanced removal targets (Manual GHG GMD-HO-HSSE-ST-06, issued 15/02/2023)

Level of Assurance:

Reasonable

Materiality level:

5%

Period:

01/01/2022 - 31/12/2022

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GHG Emissions:

tCO2(e)	Location Based
Year	2022
Scope 1 (non-biogenic emissions)	3,994.66
Scope 2 (imported electricity)	7,116.77
Scope 3	
Total quantified	11,111.43

Verification Opinion: Verified as Satisfactory

Verification Activities:

The following were the verification activities undertaken:

- Evaluation of the monitoring and controls systems through interviewing employees observation & inquiry,
- Verification of the data through sampling recalculation, retracing, cross checking, reconciliation,
- Confirming measuring equipment is accurately described in the quantification methodology including calibration status.

The quantification and reporting of the GHG emissions has been independently verified by BSI against the specifications defined in ISO 14064-1:2018. The verification activity has been carried out in accordance with ISO 14064-3 and the principles of ISO 14065.

Responsibilities:

The data on which the GHG emissions are based has been provided by GEMADEPT- TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY in the GHG report named 2022_GHG_DATABASE_GML_Ver01_30_03_2023. This document is the responsibility of GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY and is historical in nature.

The responsible party is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria.

BSI is responsible for expressing an opinion on the GHG statement based on the verification

Lead Verifier: Phan Tuan Hung

Independent Reviewer: DinhMinhTam Nguyen

Signed on behalf of BSI:

Dr. Le Duyen Anh
Managing Director Vietnam



Issue Date: 01/04/2023

NOTE: BSI Vietnam is independent to and has no financial interest in GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY. This verification Opinion has been prepared for GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Vietnam has assumed that all information provided to it by GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY is true, accurate and complete. BSI Vietnam accepts no liability to any third party who places reliance on this Statement.

GEMADEPT CORPORATION

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