



# Sustainable Development Report

2020 - 2021

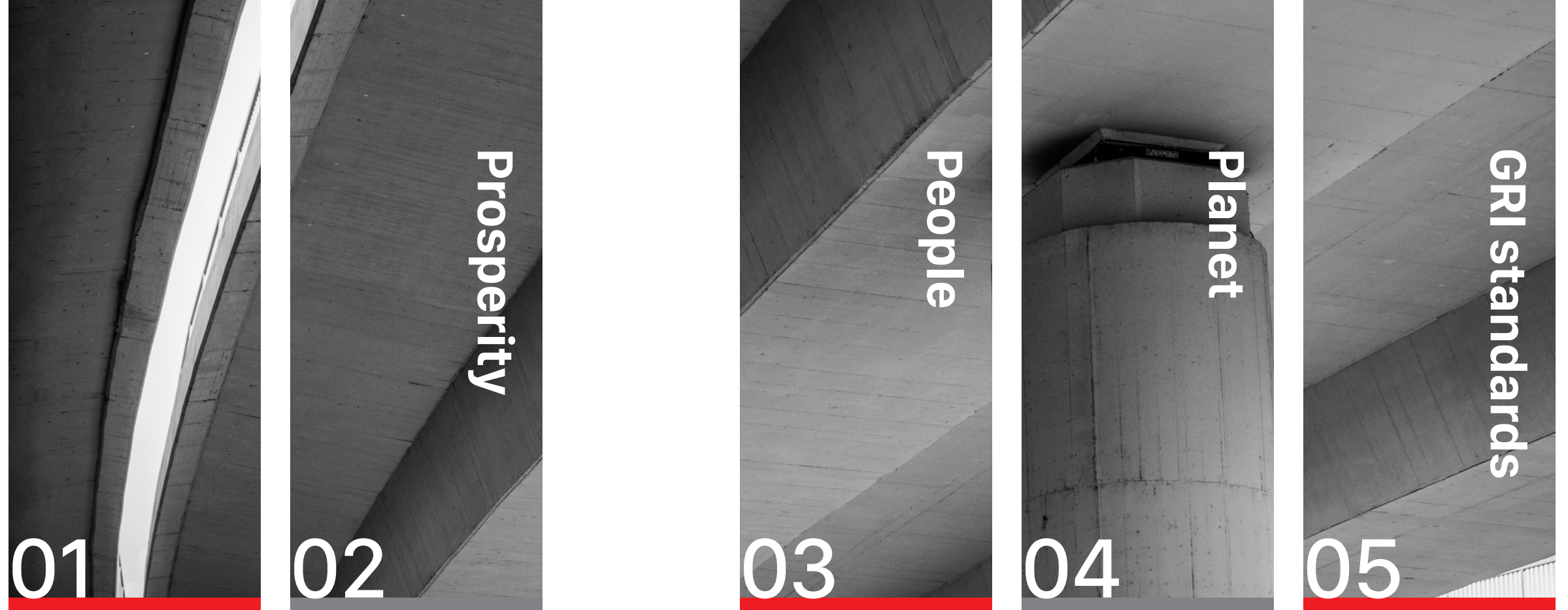
Vietnam



As a global brand of construction materials, we build a world where life is worth living







01	About INSEE's philosophy – Build For Life	6	Our stakeholders	32	03	Safety first	61	Environmental Achievements	96	Applied GRI standards	113
	INSEE Group Sustainability Ambition 2030	8	Green Label – A symbol of our Commitment	36		Maintaining production activities & ensure safety to all staffs in the situation of COVID-19	66	Cement manufacturing process	98		
	Message from General Director	10	The first cement company in Southeast Asia received the International EPD certificate	38		Growth of our employees	70	Emissions	100		
	About Siam City Cement Public Company Limited	12	Breakthrough Products	40		Performance recognition and talent development	74	Quarry rehabilitation and biodiversity conservation	102		
	About INSEE Vietnam	13	Successful expansion of the market	44		Employee engagement	74	Circular Economy	103		
	Development timeline of INSEE Vietnam	14	INSEE Premier Contractors Club	48		INSEE Trade Union	77	Energy Consumption	103		
	2021 Managerial Organization Chart	16	A series of technical conferences	50		2022 Objectives	77	Efficient water usage and management	106		
			Training Course for Student of Contruction in Cement & Concrete (from Basic to Advance)	51		2021 Vietnam Top 100 Best Places To Work	78	INSEE Ecocycle – Because tomorrow matters	108		
			5 <sup>th</sup> Anniversary of Product Masonry Cement - INSEE Wall Pro	52		Together for the community	80				
			The 2022 Customer Conference	54		Nha Toi - Mai Am: sharing beautiful houses and dream living space ideas	90				
						INSEE Prize- Accompanying the young generation	92				

# TABLE OF CONTENTS



## About INSEE’s philosophy - Build For Life

Our ambition is to become the leading provider of building material & sustainable construction solutions in Vietnam by 2025. Sustainable development and continuous innovations are core factors of our mission to provide world-class construction materials and services that help improve quality of life. The expectations of our customers and stakeholders are central to this vision as we make every effort to deliver the best standards.

Not only does our focus on sustainability make a vital contribution to solutions for the challenges we face today, but it also opens great business opportunities, improves our competitiveness, enhances our reputation and strengthens our inner power.

**If everything we build together makes a contribution to the improving quality of life, the world will become a better place: that is the essence of our brand philosophy “Build For Life”.**

Whether we are providing cements & other products to build a house or an office, a plant or infrastructure, a governmental building or a hospital, our aim is to implement it at the highest levels of commitment to the sustainability of our materials, processes and efficiency.

By making an obvious contribution to society through our crucial business, with the highest standards of integrity & sustainability, we manage to retain our position as a leading business partner, supplier & employer where our working environment is advantageous.

That is how we build for a better life by contributing to prosperity, people’s growth, and even the planet in the way we operate our business. Over the last decade, we have invariably been the pioneer in adopting a new approach of sustainability in Vietnam.

By concentrating on sustainable development, our business strategy aims to balance 03 essential points which are economic growth, environmental effectiveness and social responsibility. Such an approach helps us not only to guarantee our long-term business activity but also to address both global and industrial challenges. This strong commitment is both a part of our corporate culture and bringing us a competitive advantage in the marketplace.

## Prosperity

A prosperous society requires a continuous development and growth, coupled with the ability of balancing 03 basic elements - Economy, Environment & Society. As a pioneering company of sustainable construction industry in Vietnam, we know that our customers expect us to deliver state-of-the-art construction materials and sustainable solutions manufactured to improve life quality. Beyond a cement manufacturer, INSEE provides comprehensive solutions, including a very diverse list of building materials that make constructions more sustainable.

## People

To INSEE, our employees are most important for our business activities. By developing this key element, we are establishing the company and building the continuously-innovated backbone, bringing a great number of career opportunities while still balancing between work and life. We always strive to give a safe working environment and create the opportunities for our employees to grow much further. Building an ideal working environment also means increasing the ability of attracting and keeping talents to stay with the company. Moreover, as the company that has a responsibility to society, we also continually contribute to local communities, such as the campaign support the citizens of the Mekong Delta during the recent period of severe salinization.

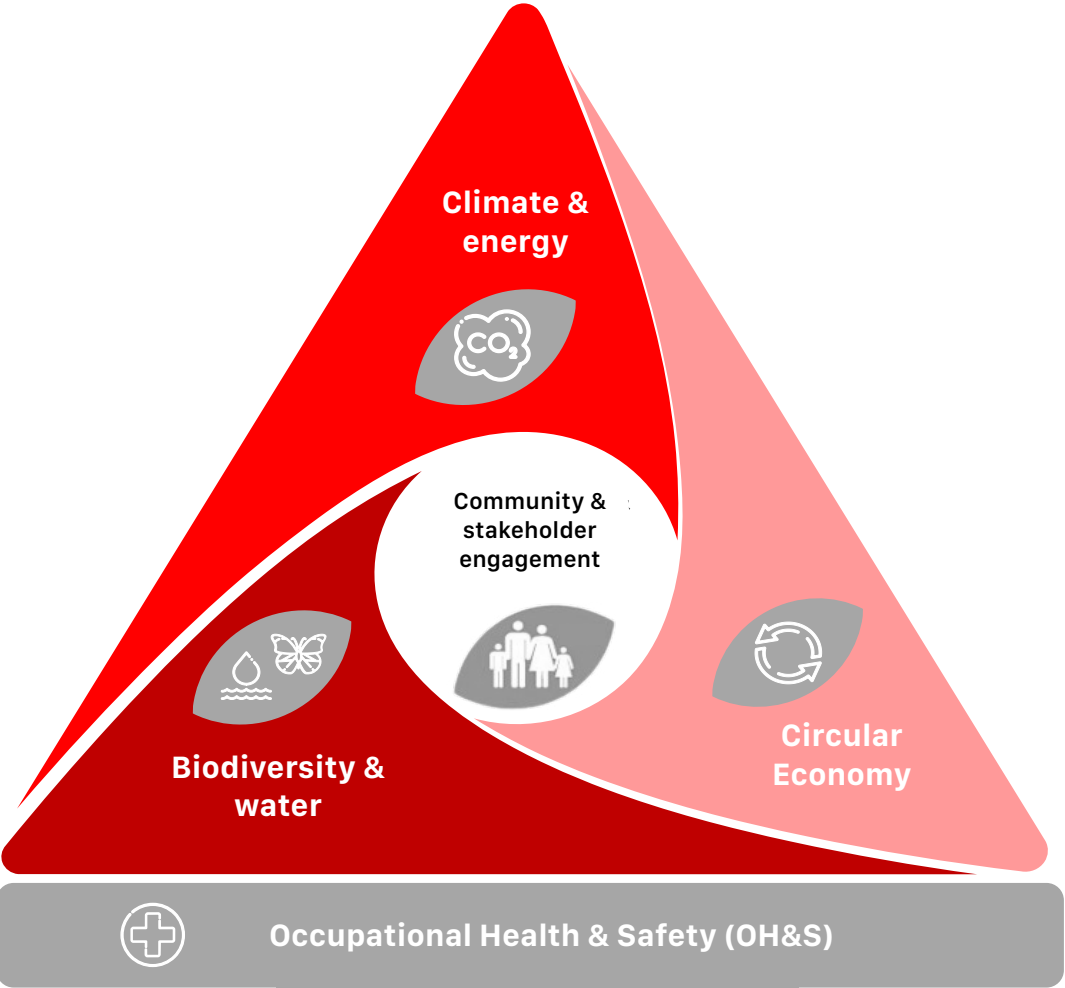
## Planet

As a pioneer of the circular economy, the company philosophy of “Build For Life” has become the lodestar for all corporate sustainable activities. From the enhanced production and business activities that are environmentally-friendly, we are able to minimize emissions. In INSEE, planet protection is one of our top priorities. This is critically vital, not only to sustainable development in general, but also to long-term corporate development goals in particular. By using Ecocycle waste management & “green” manufacturing technologies with extremely high standards in efficiency & environmental protection, we do our best to minimize our impacts on all stages of every product and the entire process of our value chains. This is what our customers and stakeholders invariably expect.

Although there are many challenges ahead, our unanimous efforts will form a steady & stable foundation for sustainable development in the future. By focusing on positive impacts we have brought through our business, we participate in the contributions to the United Nation Sustainable Development Goals (UN SDGs). “Build For Life” is considered as our crucial development orientation in the long term. This is the way we have earned a confident and loyal trust from our customers, partners, employees and even society in the world we build together.



INSEE Group Sustainability Ambition 2030



**Climate & Energy**

- Reduce CO<sub>2</sub> emissions by a further 15% to < 530 kg net CO<sub>2</sub>/ton (20% reduced from 1990 - 2020)
- Reduce electricity consumption (by > -10%) with at least 20% coming from alternative electrical energy usage



**Circular Economy**

- Double the use of waste derived fuels to >1.0 mio tons
- Increase (> +65%) use of byproducts (fly ash, slag etc.) to >1.4 mio tons per annum



**Biodiversity and Water**

- Assure net-positive impacts on biodiversity
- Lower water consumption (by > -20%) with enhanced use of surface water (to > +40% of all water used)



**Community and stakeholder engagement**

- Continue solid engagement reputation



**OH&S**

- Continue journey to ZERO HARM across all our businesses



# Message from General Director



The second half of 2021 brought a lot of difficulty and uncertainty to many with COVID forcing a lot of disruption and loss in the lives of many in Vietnam and the world at large. This was a period when INSEE Vietnam focused even harder on supporting for our people, customers, and partners and when the inter-connectivity between all of us in society was never more important. We had to collectively learn how to live our lives, support others where we could and operate businesses in new ways that provided the time required for vaccination rates to increase and help blunt the worst impacts of COVID. As we now commence the year of 2022, the course of COVID looks far more hopeful thanks to the strong government drive on vaccinations & the adaptability of people to embrace new technology and approaches to ensure business continued to operate in a safe manner. We will all remain changed in some way by the events of the last 18 months, and for INSEE, that includes some improved means of communication and management that arose through the necessity of COVID and a renewed appreciation of the importance of interconnectivity and cooperation between us all.

The local and global challenges that COVID have inflicted on us have some strong parallels to the threats we face from global climate change issues. It has the potential to

create significant harm to our planet and all of us living on it, which we all have a responsibility and real opportunity to help mitigate. Extreme weather events and rising sea levels are already clearly evident, and many millions of people are already facing the impacts of this in their daily lives. For them, climate change is already as real as COVID is for everyone. Unfortunately, Vietnam is particularly exposed to the impacts of rising sea levels in many areas and the reduction in ground water usage is exacerbating the impacts of salinization in large areas of the Mekong Delta.

The INSEE Group has launched a Sustainable Development Roadmap since 2021 which reflects the Groups ambitions for improving the sustainability of our business by 2030. This ambitious roadmap contains three key pillars; **Climate & Energy, Circular Economy, and Biodiversity & Water**. These pillars are all under-pinned by strong mindsets and improvement targets for **Occupational Health & Safety** and **Community & Stakeholder engagement**.

**The Climate & Energy pillar** calls for an INSEE Group reduction of 30% specific CO<sub>2</sub> emissions by 2030, over 1990 levels. At INSEE Vietnam, we place considerable focus on the reduction of clinker content in our cement, as this is one of the strongest levers to reduce CO<sub>2</sub> emission for our Industry. The production of clinker is the main source of CO<sub>2</sub> for our business, but through careful control of the chemistry involved we can use other industrial by-products such as fly ash from coal fired power stations or slag from steel plants, in order to replace clinker, often while imparting many additional useful properties to our products, such as improved sulphate resistance.

The use of alternative fuels to replace coal in our kiln clinkering process is another key component of our CO<sub>2</sub> reduction strategy. Our INSEE ECOCYCLE business offers sustainable waste management and turns waste into alternative fuels and raw materials for use in the kiln at Hon Chong. This includes a wide variety of solid & liquid materials that are often a waste or by-product for our ECOCYCLE customers, so like the use of slag & fly ash to reduce clinker factor, it is also an important contributor to our **Circular Economy ambitions** as well.

The sites where we operate are clearly extremely important to us, and we aim to ensure we maintain very high standards of environmental performance at them all as part of what we see as our “social license to operate”. As such, the INSEE Sustainable Development roadmap has an ambition to achieve a net positive impact on biodiversity and to maximize water preservation at all our sites. We have focused considerable efforts over the years to improving the biodiversity impacts related to our mining activities at Hon Chong and shall continue to build on this strong base. This includes our participation and leadership of community activities around our facilities with regards to care for **biodiversity** and the natural environment at large. Conservation of Phu My wetland to secure the Sarus crane habitats that help for the local community produce and sell local handicraft products to raise their income are continuing in the corporation with International Union for Conservation of Nature in Viet Nam. Using more surface water that supplies the waste heat recovery system to generate power and reusing treated wastewater are initiatives that help us to achieve a positive impact to the water resource and to save the fresh water for local communities. Quarry rehabilitation plans are developed for each quarry site to rehabilitate the site to become new habitats with plantation forest and lake for animal species also contribute to our SD ambition in 2030.

The renewal of the regional MOU (memorandum of understanding) between INSEE Group and IUCN in December 2021 for a further three-year period is another important support for our biodiversity ambitions. The partnership is to avoid or minimize the loss of biodiversity through the cooperation to design and implement biodiversity programs or offsets across the INSEE Group’s cement and quarrying operations.

**The reduction in the use of water** at our sites targets an 8% reduction in water used per ton of cement and to increase our use of surface water from our sites to 55% by 2025. In addition, we continue to work with local partners on special projects associated with ground water depletion and de-salinization in the Mekong Delta area.

**A key part of Sustainable Development is the ability to care.** That starts with our own care for our people and partners, which is why **the Occupational Health and Safety Ambition of ‘Zero Harm’** along with our **Community & Stakeholder Engagement** mindsets are so fundamental to underpinning our Sustainable Development ambitions. Our current business and financial planning processes all have our Sustainable Development roadmap as a core framework to guide our strategic and investment decisions. This ensures our sustainability ambitions remain as a top priority for us all as well as a fundamental consideration to ensure we continue to meet the needs of the business in the years ahead.

In 2022, we shall continue to further embed Sustainable Development into our business, while we seek even more opportunities to integrate our employees, suppliers, customers, and all other stakeholders to help us achieve our 2030 Sustainable Development ambitions, as we continue to Build for Life.


**EAMON JOHN GINLEY**  
General Director of INSEE Vietnam



# About Siam City Cement Public Company Limited

Siam City Cement Public Company Limited (SCCC) was established in 1969 and began its cement production with completion of the first cement plant in 1972. In 1977, it was listed on the Thailand Stock Exchange. As one of the largest cement producers in Thailand, SCCC has provided world-class construction materials and services that have been vital to Thai economic growth for more than 50 years. SCCC has successfully implemented strategy to expand its footprint across the South & Southeast Asian regions, including operations in Indonesia, Cambodia, Bangladesh, Sri Lanka and Vietnam.

In 2020 and 2021, our group faced an unprecedented global COVID-19 pandemic. Fortunately, the second half of 2021 saw our markets recovering faster than expected. However, we always keep prepared and ready for all scenarios to restructure any business unit in the event that business conditions in such a market change again.



1969

Establishment of Siam City Cement Company

1972

First cement plant

1989

Continuous Improvement

First cement plant in Southeast Asia integrated the generator powered by waste heat recovery system.

1998

Become a member of Holcim Corporation

2000

Keep innovating

Introduction of alternative fuel and raw materials (AFR)

2000 - 2005

Business diversification

Launching INSEE Mortar Max, Conwood, Thailand's 1<sup>st</sup> high-grade plastering cement product

2013 - 2017

Market Expansion

Investing in CEMEX Thailand & Bangladesh.  
Investing in Holcim (Lanka) Limited, Holcim Vietnam and Cambodia

2019

50<sup>th</sup> Anniversary of Siam City Cement Public Company Limited

2020

Stabilizing the group operations in the crisis

Taking actions to minimize costs & to shrink its business activities to flexibly adapt for the market situations and to maintain the business & production in the context of the pandemic.

# About INSEE Vietnam

INSEE Vietnam is a member of the Siam City Cement Public Company Limited (SCCC), one of the market leaders in building material industry in the region.

Since the establishment in 1994, INSEE Vietnam has become one of the leading construction companies in cement, construction mortar, CONWOOD manufacturing and waste management in South of Vietnam. We are proud that INSEE's high quality and sustainable products are widely used in many iconic & important buildings and infrastructure projects, as well as making a tremendous contribution to countless housing and commercial development projects throughout Southern Vietnam. In this way, we are partly contributing to the sustainable development of the economy, the environment and the society. With the brand philosophy "Build For Life", INSEE believes that the world will become a better place if every construction we build is making life more worth living.

The company has more than 1,000 employees working at 05 different cement production sites and the head-office (based in HCMC). INSEE Vietnam is very proud to be the company honored in the Top 100 Sustainable Businesses in Vietnam for 05 consecutive years which is awarded and organized by the Vietnam Chamber of Commerce and Industry (VCCI) and the Vietnam Business Council for Sustainable Development (VBCSD). Also, we are the pioneer in Vietnam to launch the "Green Certified Product Portfolio", which meets the Green Product standards of the Singapore Green Building Council and become the first cement production company in Southeast Asia to receive the international EPD (Environmental Product Declaration) Certification.

# Vision

We want to be the leading and highest-performing company in the Vietnamese building materials industry.

# Mission

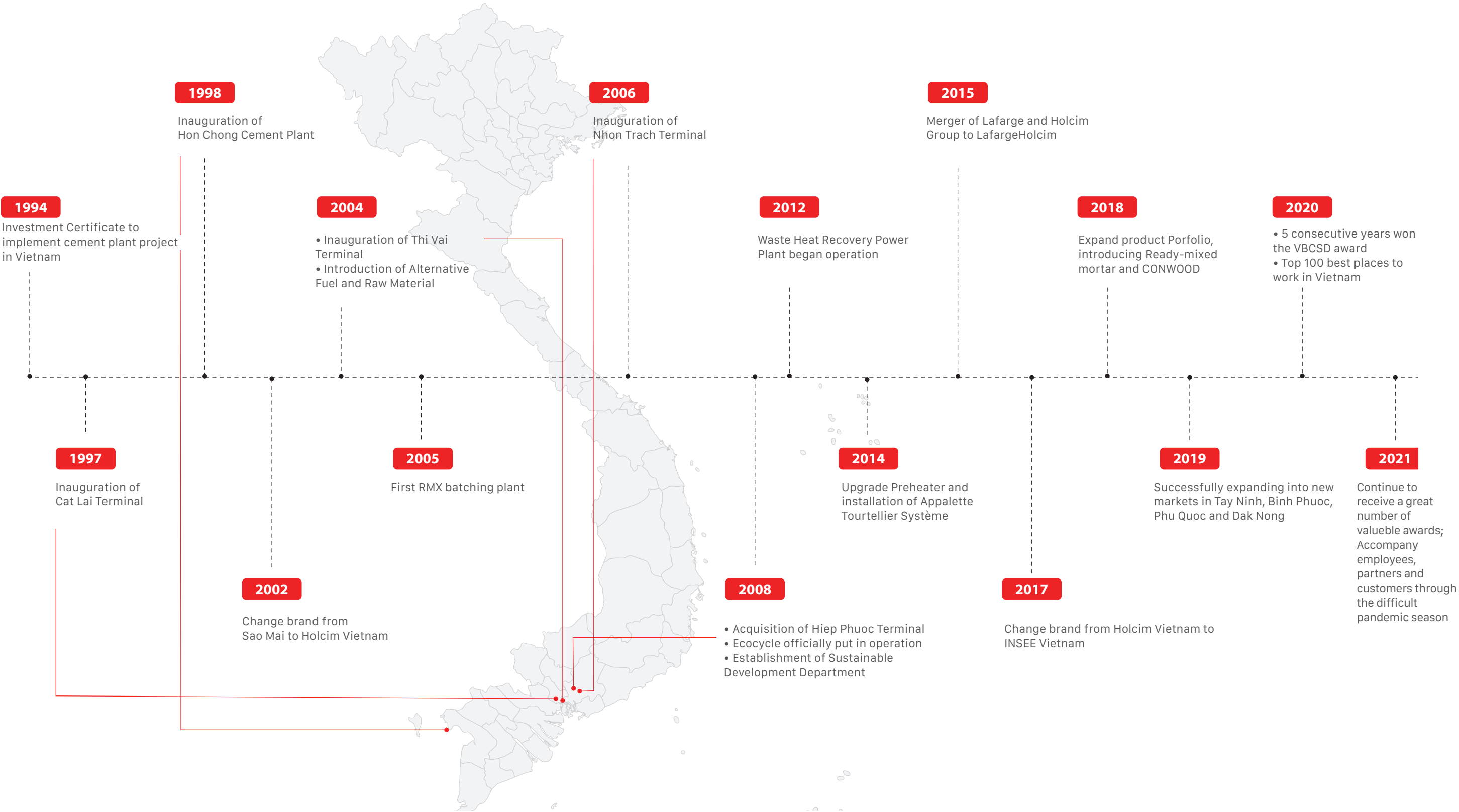
We provide world-class innovative construction materials and sustainable solutions that improve quality of life.

Combining sustainability and innovation, we strive for operational excellence and to exceed expectations of our stakeholders

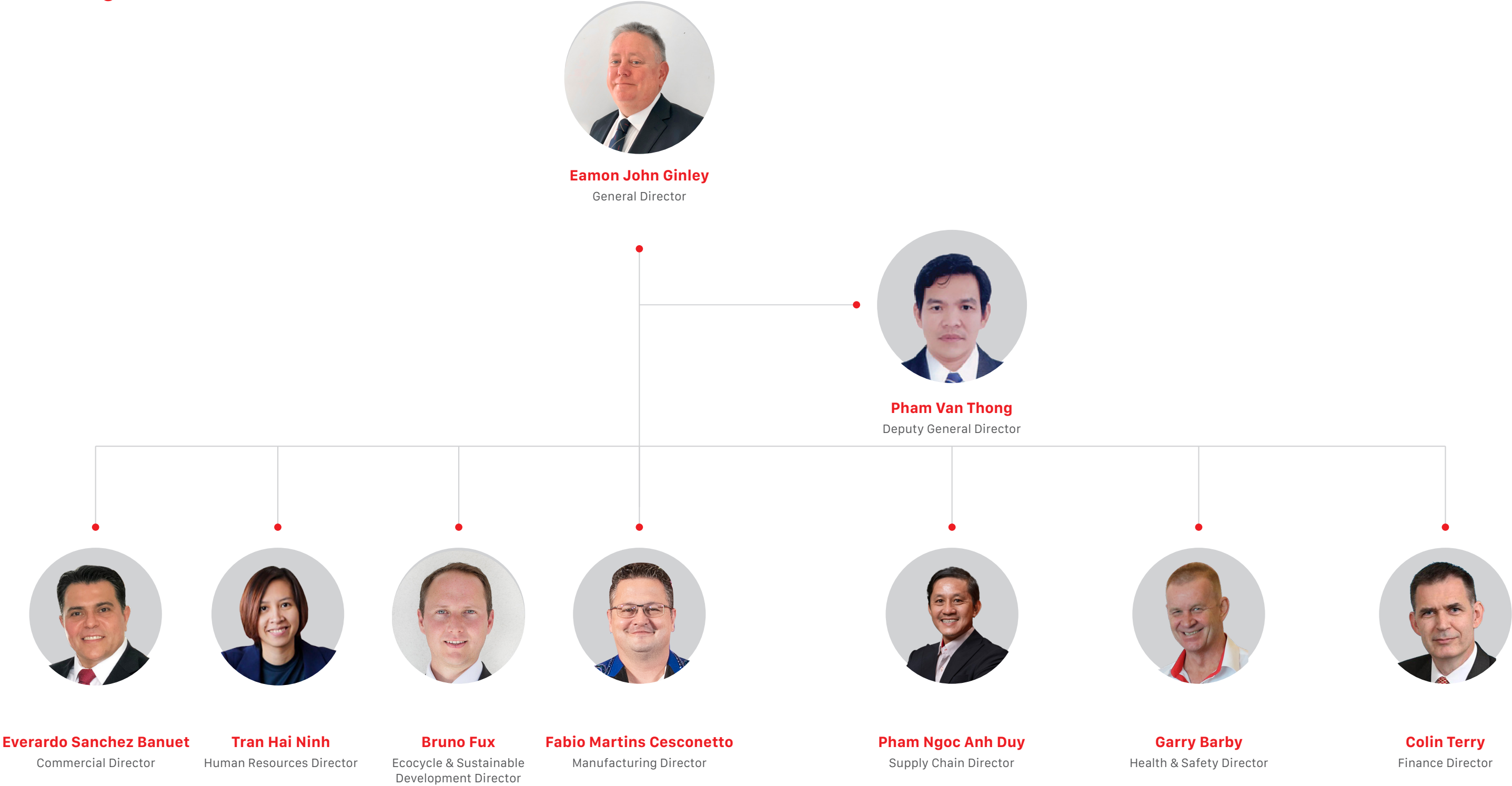
- 1,000 employees
- INSEE Vietnam has achieved the 2<sup>nd</sup> place in terms of the most memorable cement brands (Top of Mind - ToM)
- As the pioneering company in developing a green product portfolio in compliance with certificates of SGBC, VGBC, and other reputable evaluational systems such as LEED, Lotus and Green Mark
- 04 grinding terminals and 01 cement plant
- 06 consecutive years of being in Top 100 Most Sustainable Businesses in Vietnam by VBCSD
- Top 100 Best Places to Work in Vietnam
- The first cement production company in Southeast Asia to receive the international EPD (Environmental Product Declaration) Certification.



# Development timeline of INSEE Vietnam



Management structure 2021







“

High-tech intergrated INSEE plant  
in Kien Luong district, Kien Giang province



Business segments



INSEE Housing Solution - For millions of long-lasting durable residential projects

A stable home with time is always the dream of every Vietnamese family. As an expert in the field of research and improvement for civil construction materials, INSEE brings comprehensive solutions to millions of Vietnamese residential projects that are durable and resilient to all climate challenges in Vietnam.



INSEE Industrial Solution - For sustainable connection infrastructure

Each construction project requires specific material requirements to guarantee for durability. As the first choice for key infrastructure projects, INSEE provides a variety of specific construction solutions, suitable for many applications at the construction site, while helping to optimize sustainability in all weather conditions and connecting regions throughout Vietnam. Furthermore, we continuously improve our products to be more environmentally friendly, in line with green material criteria and contribute to reducing global CO<sub>2</sub> emissions.



CONWOOD - Beauty as nature

The urban look is more complete thanks to the delicate combination of material properties and natural beauty. With the goal of bringing “beauty as nature”, CONWOOD offers an innovative combination between the aesthetics of real wood and the convenience, strength of concrete. With the main ingredient of recycled cellulose fiber and high quality cement, CONWOOD has high hardness and durability but still has the beauty of natural wood.



Light building materials - For a durable and beautiful urban appearance

Convenience and time-saving factors in construction have become a necessity which are searched quite a lot in the building materials market today. With the goal of providing solutions that meet both of the above needs, INSEE offers a line of solutions for Paving Adhesives, Construction Mortars and Anti-Compounds permeability which can help customers to complete the project quickly with high and stable quality, creating absolute peace of mind for homeowners and contractors.



INSEE Ecocycle - Because tomorrow matters

As a partner of more than 250 large corporations from many industries in Vietnam, INSEE Ecocycle is proud to bring Co-processing technology in cement kilns to safely and thoroughly handle more than 1,200,000 tons of waste, reduce more than 1,200,000 tons of greenhouse gas emissions during 14 years of operation.



2020-2021 Key Performance Highlights



Prosperity

- INSEE Vietnam was honored to become **the first cement production company in Southeast Asia to receive the International EPD (Environmental Product Declaration) Certification**
- Achieving the **2<sup>nd</sup> place** in terms of the most memorable cement brands (**Top of Mind - ToM**)
- Successfully networking to contractors and customers via Zalo Platform
- Launching Multi-application Eco cement which indicates the ability of optimizing costs, accelerating the construction progress, forming a strong & stable basement, thus, making the construction long-lasting. In addition, the dry mortar product has also announced the INSEE Flex shield - Super Waterproof Compound and the CONWOOD lightweight construction material group, releasing the CONWOOD colored paint with 08 main colors, able to be mixed diversely as per customers' requirements.



People

- 21,869** hour **Health & Safety** training
- 37,769** hours (2020) and **20,824** hours (2021) of training for employees
- Percentage of female leaders: **21,5%** (2020) & **19,77% (2021)** respectively
- Investing **VND 15.1 billion** in 29 projects for **57,000** beneficiaries
- 10** projects providing free medical/health insurances for **8,000** students/pupils
- 153** voluntary activities of laboring
- 07** campaigns of aiding the citizens of Mekong Delta overcoming the disastrous salinization.
- CSR activities accompanying the community through the pandemic period
- Top 100 Best Places to work in Vietnam**



Planet

- The average dust emission of below **10mg/Nm3**
- The averaged CO<sub>2</sub> emission of below **416 - 419kg/ton** of cement, compared to that of Industry being **750kg/ton** of cement
- Avoiding **291,000** tons of waste going to landfill
- Organizing **30** green days on sites
- 6 consecutive years in the **Top 100 Sustainable Development Businesses in Vietnam (Top 100 CSI Award)**

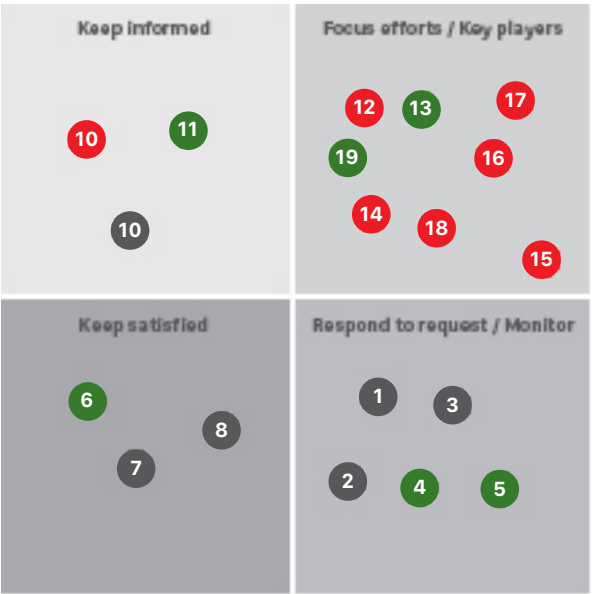
An Overview of the Report

INSEE Vietnam commits to a customer-centric culture, updating continuously and operating with integrity and transparency by annual reports on our sustainable performance. This report illustrates how we have progressed in 2020 - 2021. This is the third report of sustainable development since the transition from Holcim to INSEE. The report consists of the operations of Siam City Cement (Vietnam) Co. Ltd at Hon Chong Cement Plant, 04 grinding terminals and the Head office (based in Ho Chi Minh City).

INSEE - Build For Life: Overall Information

Reporting Framework	Global Reporting Initiative (GRI) Standard
Reporting Period	2020 - 2021
Reporting Cycle	Annually
"In accordance" Option	Core

List of stakeholders groups



Level of influence (impact) in INSEE



Level of interest in INSEE



- Mass community
- 2 Academic

3 Universities

4 NGOs

5 Cement Industry

6 Government

7 Financial Institutions

8 Ministry

9 Contractors

10 Students
- 11 Suppliers

12 Local community

13 Local authorities

14 Media

15 VICEM

16 Employees' family

17 Employees

18 Customers

19 Consumer

Sustainability reporting at INSEE Vietnam was implemented in response to greater transparency for both internal and external stakeholders. This report has been prepared in accordance with the GRI Standards: Core option. On a broader scale, it has taken into account the United Nations Sustainable Development Goals (SDGs), which aim to address the world’s biggest challenges, inequality, climate change, and responsible production

INSEE Vietnam believes that the SDGs provide a framework for business to ensure that its sustainability journey is part of the global development agenda. The SDGs allow us to ensure that we provide meaningful products and services, promote innovation, create more jobs and, overall, ensure the long-term viability of economies.

INSEE Vietnam will act through its core business to implement initiatives for supporting these SDGs.



2020 - 2021 Materiality Topic Matrix

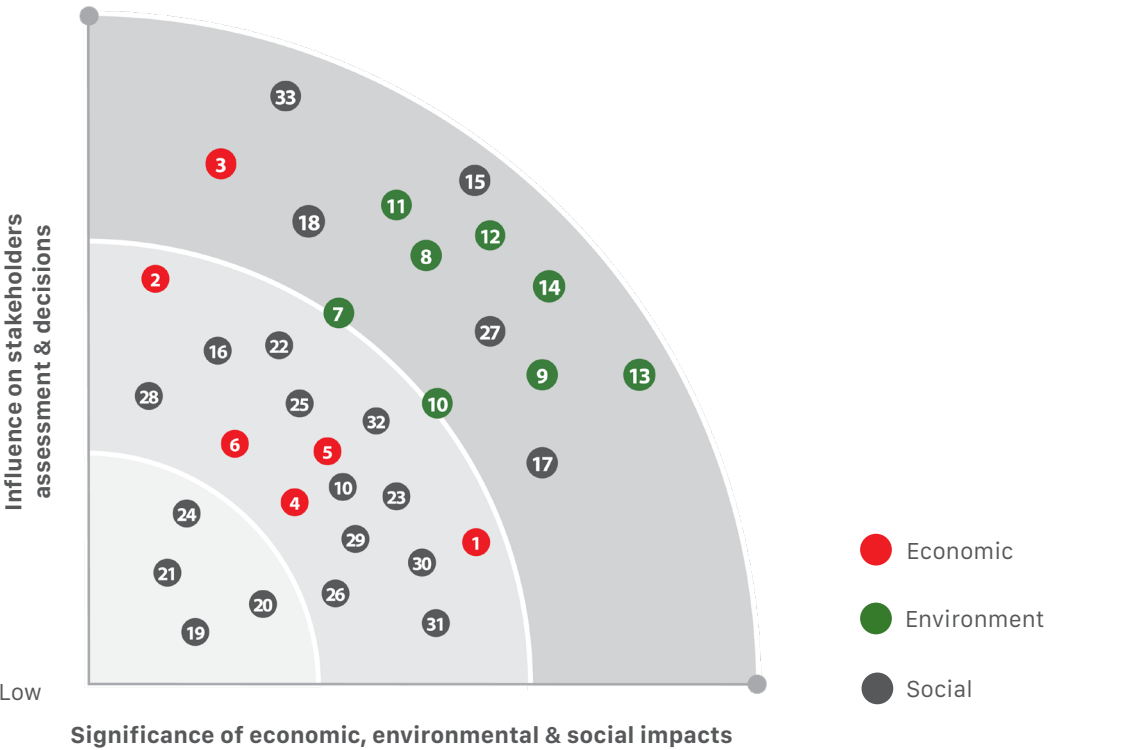
Our materiality process

In preparing this report, INSEE conducted stakeholder engagement and a materiality assessment to define our material issues and report content in line with the GRI Standards. The data utilized were drawn from direct discussions with stakeholders in regular meetings and survey results.

Fight for sustainable development

At INSEE, sustainability is championed at the highest levels of the organization. Our organizational structure

integrates various sustainability aspects including financial performance, operations, environment, occupational health and safety, stakeholder engagement, personnel development, compliance, and customer relation, represented by the members of our sustainability technical working group. As heads of their respective departments, they report directly to the CEO on the sustainability KPIs relevant to their areas and are responsible for the accomplishment of these KPIs and championing the sustainability agenda among their employees. Moreover, the Company has its own Sustainability Department, which oversees, monitors consolidates and reports on all aspects related to sustainability.



- |                             |   |                                 |
|-----------------------------|---|---------------------------------|
| 1 Economic performance      | 12 Water - Effluents; Waste - Emissions             | 23 Forced or compulsory labor   |
| 2 Market presence           | 13 Environment compliance                           | 23 Security practices           |
| 3 Indirect economic impacts | 14 Environment assessment                           | 25 Rights of Indigenous Peoples |
| 4 Procurement practices     | 15 Employment                                       | 26 Human Rights Assessment      |
| 5 Anti corruption           | 16 Labor/Mgt relations                              | 27 Local communities            |
| 6 Anti competitive behavior | 17 OH&S   | 28 Supplier social assessment   |
| 7 Material                  | 18 Training & education                             | 29 Public Policy                |
| 8 Energy                    | 19 Diversity & equal opportunity                    | 30 Customer Health & Safety     |
| 9 Water and Effluents       | 20 Non - discrimination                             | 31 Marketing & labeling         |
| 10 Biodiversity             | 21 Freedom of Association and Collective Bargaining | 32 Customer privacy             |
| 11 Emissions                | 22 Child labor                                      | 33 Socioeconomic compliance     |



Awards and recognitions



6 consecutive years to be listed in the **"Top 100 Sustainable Businesses"** from 2016 to 2021, given by the Vietnam Business Council for Sustainable Development (VBCSD)



Continuously receiving the **Saigon Times CSR Awards** given by the Saigon Times newspaper for many CSR activities



The only construction material producer of which the Hon Chong Cement Plant was awarded the **"Energy Efficiency In Industry Award 2021"** by the Ministry of Industry and Trade, the Vietnam Energy Conservation and Energy Efficiency Association in cooperation with the German International Cooperation (GIZ).



**Top 10 Most Reputable Construction Material Companies in Vietnam** for 5 consecutive years



The first cement producer in Southeast Asia is awarded the **International EPD (Environmental Product Declaration)**



2 consecutive years of being awarded **Top 100 Vietnam Best Places to work**, by a survey conducted by Anphabe and INTAGE - a market research firm



**Achieving the "Green Label" standards** of Singapore Green Building Council (SGBC)



Commendation of organizations & individuals for great performance in social welfare activities given by People's Committee of Kien Luong District





# PROSPERITY

As a pioneering company of sustainability initiatives, INSEE believes that the world will be better if everything we build is making life more worth living . Not only do we care about the prosperity of INSEE, we also care for everyone's prosperity, especially of those who are part of our value chain



The construction industry plays a critically important role in contributing to society's economic development and people's quality of life. However, likewise many other industries, the construction industry and its products, including buildings and other constructions, consume a great amount of natural resources such as electricity and minerals. According to data in the annual report from the Ministry of Construction, it is estimated that, the total consumption of cement and clinker of Vietnam in 2021 was 108,418,066 tons, increased 1,08% compared to the year's consumption volume 2020. In 2021, domestic cement reached 62,716,989 tons, accelerated to 0.95% compared to 2020, exports rose 16,809,540 tons (up 13.51% compared to 2020) and clinker reached 28,891,537 tons (up 24.49% compared to 2020). With such a volume, the 2020 and 2021 CO<sub>2</sub> emissions of the INSEE plants was roughly 416 - 419kg/ton of cement, compared to the average CO<sub>2</sub> level in 2020 of 750kg/ton of cement.

Advances in science and technology have brought many new innovations in design and construction, structures and sustainable materials. Thanks to remarkable improvements in sustainable constructions & green buildings, we have completely constructed and operated buildings at a lower cost, less carbon emission while we can live and work in a better environment.



## Our Stakeholders

Together we contribute to the prosperity of the community, not only through tax payments to the government but also through successful implementation of projects that utilize INSEE’s sustainable projects and methods. This approach benefits a wide variety of stakeholders across our value chain: residents, business owners, local authorities business partners, contractors, distributors and retailers.

### Retail customer segment - Home owners

For Vietnamese, a house is not only a piece of property but also a source of pride and often one’s whole-life work, handed down from generation to generation. In recognition of these values, we have built a thorough product portfolio, using our intensive & extensive experiences when closely working with customers, contractors, designers and the community. Our goal is to ensure the highest standards of product quality and to guarantee lifetime durability with sustainability being at the core.



### Investors of industrial building and infrastructure projects

Our products and solutions are designed to meet every technical construction requirement of a project. There are many ingredients in concrete comprised of cement, sand, aggregate, fresh water and other additives. In fact, anyone can make concrete by mixing the ingredients using simple tools and following a detailed instruction of a certain cement manufacturer directly printed on the product’s package. However, making a product that meets more high-tech requirements will definitely necessitate deep knowledge of basic properties from timing of a material to completely dry, its respective hardness to more complicated aspects such as homogeneity & flexibility, adhesion, separation, strength, solidity, required timing of hardening, as well as QA/QC. In-depth knowledge, understanding of and technical expertise in sustainable construction also require to be regularly updated.

Nowadays, most international funds or banks require investors and project developers to meet green construction standards for any financial aids. These investors must ensure their materials come from reliable sources and are certified by an international organization. By supplying advanced and environmentally friendly solutions coupled with standards internationally certified, INSEE has greatly supported many project owners to actualize their green constructions.



### Liquefied petroleum gas (LPG) underground storage project in Ba Ria - Vung Tau

**Investor:** Hyosung Group  
**Main Contractor:** Hyundai  
**Total investment:** USD 1,35 billion

#### Technical requirement for concrete

- Sprayed concrete with and without reinforcement or fibers
- Concrete strength: 6 MPa after 8 hours, 20 MPa after 7 days, 26 MPa after 28 days
- Concrete temperature (wet shotcrete or dry mix concrete): in the temperature range from +10°C to +30°C
- Concrete cover is poured at a depth of 100m underground (12x7.0x3.5m).
- Concrete grade: C30
- Flux: 600-800mm (SCC)
- Maximum temperature with fresh concrete: 30°C
- Maximum temperature of concrete during hardening: 65°C

#### Cement used

- **INSEE Easy Flow - Cement for ready-mixed concrete:** High flexibility and strong stability are suitable for the arch structure of underground warehouse. In addition, with low alkali content in cement, it helps to reduce the alkaline reaction of aggregates to increase the lifespan of the construction.
- **INSEE Mass Pour - The optimal solution for large concrete blocks:** Reduce heat of hydration significantly compared to conventional concrete. Avoid cracking in bulk concrete.



### The MarQ

**Investor:** Hongkong Land  
**Main Contractor:** Coteccons

#### Technical requirement for concrete

- Bored pile concrete- retention 4h
- High strength concrete

#### Cement used

- **INSEE Easy Flow - Cement for ready-mixed concrete:** High flexibility and strength stability are suitable for the arch structure of underground warehouse. In addition, with low alkali content in cement, it helps to reduce the alkaline reaction of aggregates to increase the lifespan of the construction.

In terms of construction techniques, the project Steering Committee has also applied new improvements in construction methods such as large block foundation technique, column pouring method in construction top-down. To increase bearing capacity on the weak ground and ensure suitability for the current situation of the area with many buildings around, the design consultant choose the solution of bored piles to reinforce the foundation. Requirement of concrete strength of bored pile C30/37R7 are equivalent strength 41Mpa/7 days, 5 hours slump retention and low water separation < 0.1ml/min. After many rigorous tests, INSEE Easy Flow cement has met the standards for piled concrete items.





## Tra Vinh wind power project V1-1

**Investor:** CIO Investment Fund, ST International – Korea and the European Union (EU) co-sponsors

**Main Contractor:** Danish Vestas

**Total investment:** more than VND 2,400 billion

### Technical requirement for cement

- Compression strength R3 > 22MPa
- Sulfate strength not more than 0.5%

### Technical requirement for concrete

- 7-day intensity reaches 90%: C35/45 and C45/55 Mpa

### Cement used

- **INSEE Extra Durable - Sulfate-resistant cement**  
With the ability to prevent corrosive elements (chlorine, acid, salt, and low pH, ...) due to the low permeability of concrete, IED is suitable for constructions in the sea environment. In addition, the stability of quality helps to ensure the quality and strength of the concrete.



## Upgrading Nguyen Huu Canh Street

**Investor:** Management Board of Traffic Construction Investment Project

**Main Contractor:** Joint Venture T&T Transport Construction Trading Service Co., Ltd & 68 Construction Trade & Service Joint Stock Company

**Total investment:** more than VND 470 billion

### Cement used

- **INSEE Stable Soil - Cement solution used to reinforce the foundation**  
INSEE STABLE SOIL Cement was selected as the most optimum solution for soil pile cement due to its good compatibility with different types of soils, high development strength and stabilized quality that support the ability of burden resistance over time.

## Our Contractors

INSEE regularly organizes seminars to guide contractors through the use of our products. In Vietnam, a large majority of construction workers have limited education and technical training. Thanks to these on-site training courses and hands-on experiences, the contractors can improve their knowledge on how to use INSEE's various products. For this group of partners, we give our special attention to increasing their awareness in the products' technical specifications since they will be the direct advisors to customers on the products which are used in small-scale construction projects.



## Programs for contractors

In spite of running into the disastrous difficulty of COVID-19 pandemic, with the aim of bringing knowledge and introducing a wide variety of INSEE's product portfolio as well as strengthening connections with the contractors, in 2020 - 2021 period, INSEE rolled out a series of Contractor Conferences throughout the markets, specifically:



# Green Label - A symbol of our commitment



Everything we build today will become a legacy for tomorrow. Our goal is to manufacture not only the highest quality construction materials, but also the most sustainable ones. INSEE is a pioneer in the most advanced technologies of sustainable construction and invariably innovates on cement production.

## We are a pioneer in cement production in Vietnam that achieves:

- An entire product portfolio on the Green Database system of the Vietnam Green Building Council (VGBC).
- More than 90% of the products that have been certified “Green Mark” by Singapore Green Building Council (SGBC) for 05 consecutive years, and INSEE is the first Asian cement company which has obtained this certificate.

- The first Asian cement company which has completed the label profile and EPD (Environmental Product Declarations) in accordance with ISO 14025:2006; and complied with the regulations of construction product portfolio in the European standards EN 15804:2012+A1:2013.
- The only cement company in Vietnam that proudly meets requirements of products used in Green Buildings in compliance with all the standards: LEED, Lotus, Green Mark, Green Star, etc.
- The participation in the program “Top 100 Sustainable Businesses”, annually organized by the Vietnam Business Council for Sustainable Development (VBCSD) to evaluate sustainability-related activities of private sector in Vietnam as CSI (Corporate Sustainability Index).



## INSEE’S CEMENT PRODUCT PORTFOLIO CERTIFIED “GREEN LABEL” BY SINGAPORE GREEN BUILDING COUNCIL (SGBC)

Housing Solutions		Industrial Solutions	
LEADER	Multi-Application Cement Lavilla Xtra Rank 4 in SGBC Product Certification Scheme	LEADER	INSEE Compact Rock Rank 4 in SGBC Product Certification Scheme
	High Sulfate Resistant INSEE Extra Durable Rank 4 in SGBC Product Certification Scheme		INSEE Stable Soil Rank 4 in SGBC Product Certification Scheme
EXCELLENT	Multi-Application Cement INSEE Power-S Rank 3 in SGBC Product Certification Scheme	VERY GOOD	INSEE Mass Pour Rank 4 in SGBC Product Certification Scheme
	Masonry Cement Wall Pro Rank 3 in SGBC Product Certification Scheme		INSEE Extra Durable Rank 4 in SGBC Product Certification Scheme
	Multi-Application Cement INSEE Power Fast Rank 3 in SGBC Product Certification Scheme		INSEE Easy Flow Rank 2 in SGBC Product Certification Scheme
	ECO Multi-Application Cement Rank 3 in SGBC Product Certification Scheme		INSEE Quick Cast Rank 2 in SGBC Product Certification Scheme

“Green Label” cement reduces carbon emission by at least 24% and saves natural resources for future. If all kinds of Vietnamese cement achieve the Green Label qualification, we can decrease by at least 17 million tons of CO<sub>2</sub>emission every year.

Our cement products and solutions meet all the green building standards such as Lotus, LEED, Green Mark and EDGE (IFC). INSEE products are the first ones in Vietnam that are in the Green Lotus database of the Vietnam Green Building Council (VGBC) and awarded the International Certificate of Green Label Product by the Singapore Green Building Council (SGBC). In the cement group, it includes all types of housing cement such as Multi-application cement INSEE Power-S, Masonary cement INSEE Wall Pro, Multi-application cement INSEE Lavilla Xtra, Multi-application cement INSEE Power Fast, Multi-application cement INSEE Eco; and all types of industrial cement

such as INSEE Easy Flow, INSEE Quick Cast, INSEE Extra Durable, INSEE Stable Soil, INSEE Mass Pour and INSEE Compact Rock.

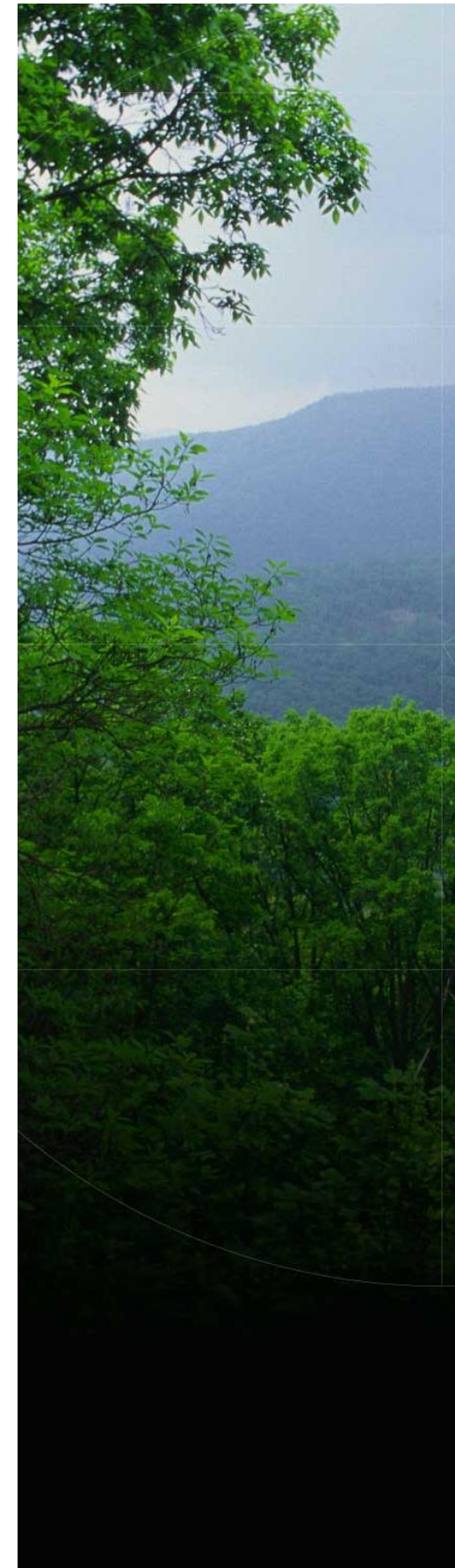
In 2021, INSEE Vietnam received the 3rd approval of upgrading Green Label since the 1st approval in 2017, for the following products: Multi-application cement INSEE Power-S, Multi-application cement INSEE Eco, and Multi-application cement INSEE Power Fast (moving up grade 03 in the evaluation system of SGBC). In addition, some types of industrial cement such as INSEE Extra Durable, INSEE Compact Rock, INSEE Stable Soil and INSEE Mass Pour continue to stay at grade 04 which is the highest grade in the evaluation system of SGBC. This approval of upgrading Green Label for the INSEE Vietnam’s above-mentioned products results from strict & rigid evaluational process based on the rigorous standards of SGBC.



## The first cement company in Southeast Asia received the International EPD certificate

With the aim of gearing towards Green Production to which INSEE and the market are showing great consideration, especially giving many favorable conditions to the environmental impact assessment of an entire project, in 2021, INSEE has become the first cement company in Southeast Asia that completely provided EPD profiles onto the international EPD system (Environmental Product Declaration).

This is considered as a proved & certified profile for the purpose of giving transparent information on environmental impact assessment of a product lifespan, in compliance with ISO 14025 registered in the international EPD system. This method helps clearly determine detrimental impacts on the environment such as global warming due to CO<sub>2</sub> emission, harmful impacts on natural resources, deterioration of ozone layer, other negative impacts on land, water, etc. by cement & concrete lifespan. It therefore proves the transparency that INSEE has brought to customers and the community.



## CERTIFICATE EPD REGISTRATION

This document is to confirm that

### SIAMCITYCEMENT (VIETNAM) LTD

has published an Environmental Product Declaration for

### CLINKER & CEMENT INSEE VIETNAM

with registration number S-P-03747  
in the International EPD® System.

The EPD has been developed in accordance with ISO 14025, the General Programme Instructions for the International EPD® System and the reference PCR 2019:14. Verification was performed by Hudai Kara.

This document is valid until 2026-07-18, or until the EPD is de-registered and no longer published at [www.environdec.com](http://www.environdec.com).

Sebastian Welling  
Secretariat of the International EPD® System  
Stockholm, Sweden, 2021-08-17



## Breakthrough Products

### CONWOOD

Using natural wood to bring luxury to users is still a very popular perception of Vietnamese. The more durable and beautiful a type of timber is, the more valuable and expensive it is. This has led to a numerous use of timber in interior decoration, thus making it very costly. However, the deforestation is now becoming a very serious problem in both Vietnam and many other countries around the world. Furthermore, the tropical climate in Vietnam unexpectedly acts as unavoidable detriment to timber quality (moulded, warped, infested with termites, etc.), hence causing damage to furniture and buildings.

Having the intention of providing a green, user-friendly solution in decoration, CONWOOD has been researched and continuously developed to perfectly replace timber. CONWOOD gives users positive senses of aesthetics and flexibility as “real” timber while still preserving the natural environment.

Made of 30% of recycled materials, high quality cellulose fibers and Portland cement; such materials help CONWOOD gain all advantages of both lightweight concrete and timber. The product is durable, termite-resistant, non-flammable and particularly looks like real timber. INSEE is the pioneering company that brings this alternative to timber, CONWOOD, to Vietnamese consumers.





## Breakthrough Products (cont.)

### INSEE tiling grout and plastering mortar

The completion of civil work means roughly 70% of the whole work is done and the remainder is the finishing work. Despite being simpler, this phase can incur unexpected costs since the progress may not be kept as scheduled as the civil work. For this reason, there is a great deal of pressure placed on contractors from investors for finishing work.

Understanding the urgent need of the market, coupled with a deep experience in the industry, INSEE has researched and introduced a comprehensive, convenient set of 05 products: Plastering mortar INSEE Wall Speed, Tile Adhesive INSEE Fix Plus, Tile Grout INSEE Tile Grout Nano, Tile Grout INSEE Tile Grout Ultra+ and INSEE Flex Shield.



#### Plastering Mortar INSEE Wall Speed Fast plastering, beautiful smooth wall

The contractors will no longer worry about bringing too many raw materials to the construction site. With Plastering Mortar INSEE Wall Speed, customers only need to mix with the recommended ratio of clean water to produce a mixture with high adhesion ability for smooth and anti-cracking wall surfaces.



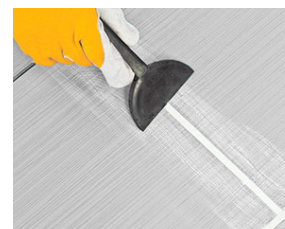
#### Tile Adhesive NSEE Tilefix Plus Convenient and super adhesive

Produced with NANO Lock technology from INSEE Group, the product can easily lock all types of bricks on the construction surface. Tile Adhesive INSEE Fix Plus is suitable for non-absorbent, large tiling tiles and applicable for even swimming pool. Moreover, INSEE TileFix Plus has a 5kg bag, making it more convenient for contractors to transport and use tile adhesive for small construction and renovating items.



#### Tile Grout INSEE Tile Grout Nano Comprehensive protection

The compound, which is in the product, researched and released with NANO technology will fill the gap between tiles helping to improve durability and enhance waterproofing for both interior and exterior tile installations and even areas subject to high humidity. Tile Grout INSEE Grout NANO helps to increase durability and ensure high aesthetics for the project, giving the owner a peace of mind.



#### Tile Grout INSEE TileGrout Ultra+ Outstanding durability

Produced with exclusive Eagle Seal Technology from INSEE, the compound in the product will fill the gap between tiles and help limit the mechanical impact causing cracking and abrasion of tile grout. Using Tile Grout INSEE TileGrout Ultra+, the owner can have a peace of mind and save on grout maintenance costs in the long term.



#### INSEE Flex Shield Super Waterproof Compound

The super waterproof compound INSEE Flex Shield, a new member of the complete suite of solutions from INSEE Vietnam, greatly contributes to the beautiful - durable - strong construction process. INSEE Flex Shield is rigorously researched for good water resistance, high elasticity with three durable effects of waterproofing - anti-cracking - anti-bacterial to help increase the lifespan of the project and safety for users.



## Successful expansion of the market

The 2019 - 2021 period was a crucial milestone in the development of INSEE Vietnam. We have successfully introduced our products to new & potential markets such as Phu Quoc, Tay Ninh, Binh Phuoc and Dak Nong.

### Tay Ninh Market

Since being approved as a Grade-2 urban area, Tay Ninh city has had a strong development in economy, real estate and infrastructure. Located adjacent to Ho Chi Minh City, Tay Ninh has many advantages in logistics, and has a market demand of up to 50,000 tons of cement per month. As participating in Tay Ninh market in October 2019, INSEE Vietnam was successful in its output and presence in this potential area. Thus far, INSEE's products have appeared at 160 retail points and 03 major distributors in Tay Ninh. With annual growth at a rate of 100% compared to targets, the company expects to continue to grow stronger in the future.





**Phu Quoc Market**

Phu Quoc is considered as a hot spot of development by many super construction projects on resorts, utilities/infrastructure and large housing buildings. Since the official day of entering this market in August 2020, INSEE has had a rapid development in this market. After a short period, INSEE’s cement products packed in bags have spread out all key projects, and gained a large number of retail points in Phu Quoc, and therefore critically contributed to the total volume and market share of Kien Giang province. Until now, the volume of this market has reached at least 2,000 tons per month. This is also the first market to gain success in applying direct sales method. In addition, we have seen a very sharp increase of INSEE Wall Pro cement in volume and market share in a very short time in Phu Quoc. Thus far, INSEE Wall Pro has initially gained contractors’ and retailers’ confidence by the new breakthrough formula containing hydrated active agent Super Flex which slows down the evaporation of superficial water, maintains mortar’s humidity, and minimizes cracks & fractures due to elastic shrinkage during constructing. Moreover, with a bag weight of 40kg, contractors can easily mobilize these bags during the construction while still producing the equivalent amount of mortar to a given 50kg bag of cement on the market. To support customers to construct more effectively, a group of deeply experienced technicians and the Mobile Lab is always available for assistance.

**Binh Phuoc Market**

Binh Phuoc is a province that belongs to the Southern key economic region, having a very advantageous location close to major economic centers such as Binh Duong, Ho Chi Minh, Dong Nai, Tay Ninh and Ba Ria - Vung Tau. With a fairly large demand that may reach up to 55,000 tons every month, Binh Phuoc is potentially and promisingly a developing market. In 2020 - 2021, INSEE Vietnam has come to this market and appeared at more than 20 retail points and 01 major distributor. The rate of growth every year meets target and is strongly expected to keep its powerful rate of growth in the future.





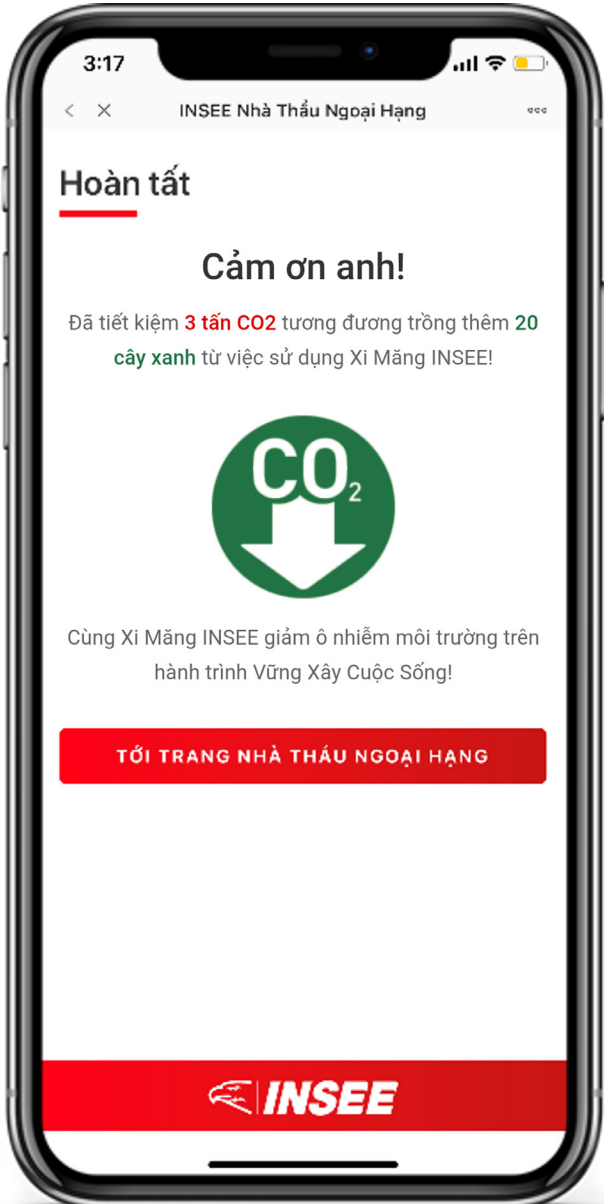
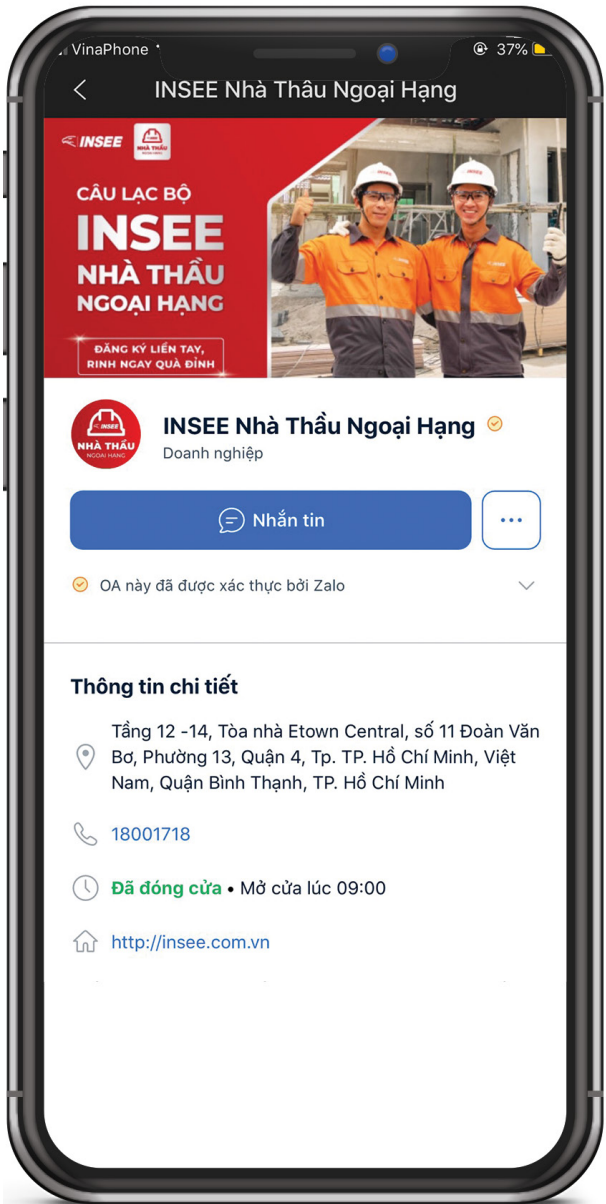
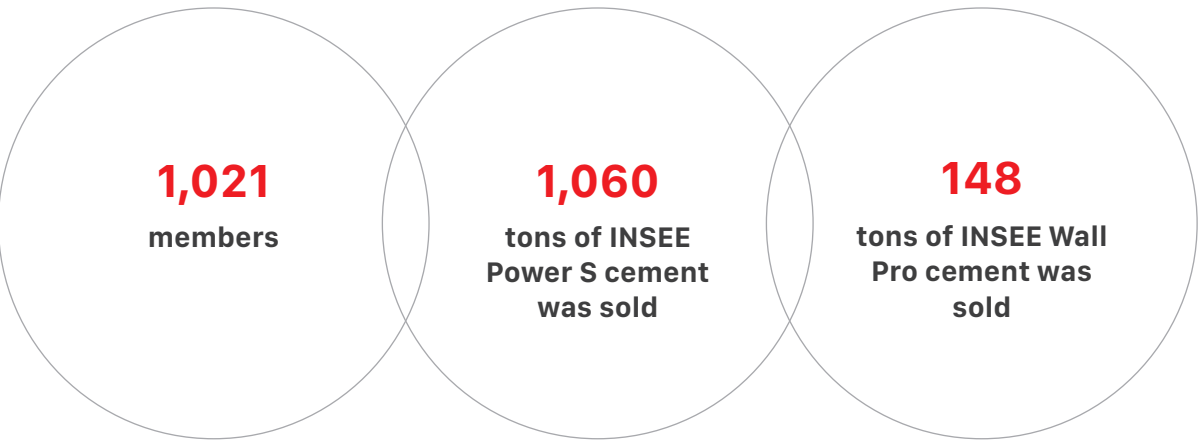
## INSEE Premiere Contractors Club

Zalo has been a very popular application in Vietnam, particularly in the community of construction contractors. For that reason, the company has decided to strongly promote the development of connected communications via this social network platform.

INSEE's Zalo has been established for the purpose of connecting the company's major contractors and providing them with the updated Green Certified Product Portfolio - in our efforts to bring the products with high, stable and environmentally-friendly quality to society.

Additionally, this has been a channel where many programs have been organized to solely give a great number of special promotions as deep gratitude to the contractors who have confidently used and helped introduce INSEE's cement products. Furthermore, a function of calculating the reduced CO<sub>2</sub> emission level from using INSEE's cement has also contributed to increase their reputation for their construction quality, so that they feel every project they built has been making a contribution to a better Vietnam.

In 2021:





A series of technical conferences



Recently, subsidence in Mekong Delta has become alarming and according to experts, if this situation continues to happen, a majority of Mekong Delta’s area will possibly be below the mean sea level by end of 21<sup>st</sup> century.

We aim to find a solution to stabilize types of unconsolidated & unstable ground, especially for traffic constructions in Mekong Delta. INSEE Vietnam collaboratively worked with the Construction Magazine - a specialized scientific magazine of Ministry of Construction and leading specialists/experts to hold an online talk-show on “Solutions to stabilize traffic foundations in unconsolidated & unstable ground areas” to share experiences about design solutions and material selections & distributions to propose the most suitable & feasible resolution.

In particular, the specialists/experts took the view in the talk-show that using fly-ash for unconsolidated & unstable ground was a very important solution which was greatly concentrated on researches by scientists, thus necessary to be applied for projects on foundations of traffic constructions.



On the existing tendency, investors always show high appreciation of sustainable and environmentally-friendly constructions in the phase of commencement, thus requiring engineers to update themselves on this knowledge, especially young engineers - the senior students who are majoring in Construction, Architecture and Materials at universities. With the aim of going with the universities in teaching/mentoring a future skilled workforce of young engineers in Construction, while, supporting the students by practical knowledge in addition to the knowledge learned at the universities, INSEE Vietnam successfully organized a seminar “Cement & Concrete in Sustainable & Green Buildings” which was in combination with 02 lecturers: Mr. Vu Hong Phong - Green Specialist from EDGE, Organization of International Finance - World Bank group, and Mr. Vu Linh Quang - the CEO of Ardor Green, to provide and update the students on current standards of Green Buildings as well as construction orientation towards sustainable development.

Training Course for Students of Construction in Cement & Concrete (from Basic to Advance)



In the hope of sharing knowledge and supporting students, this is one of meaningful activities that INSEE Vietnam holds every year. By giving the students necessary knowledge, INSEE would also like to go with universities in successfully training skilled manpower of construction in the future to have adequate technical knowledge and practical skills in addition to programs acquired at the universities.

A training course “Cement & Concrete - From Basic to Advance” was a totally free program, held by INSEE Vietnam in combination with the experts who were very experienced in Construction and in charge of many large projects, that was consulted with Associate Professor & Dr. Nguyen Van Chanh - Construction Material Speciality, Former Head of Construction Materials, HCMC University of Technology. The course gears towards senior students who are majoring in Construction, Architecture, Construction Materials at universities etc.





5<sup>th</sup> Anniversary of Product  
Masonry Cement - INSEE Wall Pro

The year 2021 marked the 5<sup>th</sup> anniversary of the product masonry cement - INSEE Wall Pro. With smooth product characteristics, flexible and durable, INSEE Wall Pro not only help to build perfect walls, but also the “golden key” that helps create cement masterpieces, carrying the golden cultural values.

INSEE Wall Pro Cement is researched and developed based on severe weather conditions in Vietnam with durable anti-cracking properties thanks to the Super Flex active ingredient hydrated, that reduces the rate of surface water evaporation, maintaining mortar moisture, limits plastic shrinkage and cracking during construction, and help for the artistic achievements of the craftsman’s architecture built to perfection.

Up to now, INSEE Wall Pro has won the trust of contractors, and retailers thanks to the breakthrough composition and new 40kg bag volume, helping masons can easily deliver products during construction process but still produce the same amount of mortar equivalent to a normal 50kg bag of cement on the market. With INSEE Wall Pro, the Company has produced, shipped and sold more than 120,000 tons of cement per year.

To celebrate the 5<sup>th</sup> birthday of INSEE Wall Pro, INSEE brought a lot of programs to the Distributors and retailers. Two programs were held to thank the Distributors who have always accompanied and supported INSEE Cement. Specifically, the “Amazing race” program had numerous attractive gifts like iPad Pro Wi-Fi Cellular 11-inch 128 GB, iPad Pro Wi-Fi Cellular 11-inch 128 GB, iPhone 12 Pro Max (128 GB) for Top 05 Distributors that have the highest actual volume of INSEE Wall Pro Cement during the promotion period. With the “Queen of Plastering” program, for every 50 tons of actual volume of INSEE Wall Pro, Distributors will receive 01 Lucky code to enter the lucky draw with the chance to receive valuable gifts such as Samsung 43-inch TV, vacuum cleaner Xiaomi Essential robot, VND 2 million and VND 1 million “Dien May Xanh” Voucher.





The 2022 Customer Conference

New Year Party - INSEE Disco Night

Inspired by Disco - a very popular type of music in the 80's of last century, coupled with excitement and powerful energy, the Disco Night 2022 brought to the INSEE's Executive Comittee (EXCOs), employees and all customers and all customers an exciting and burning atmosphere, fully wiping off worries and anxiety of last year and together aiming for a prosperous new year. In this special event, all participants warmly welcomed new INSEE Vietnam's EXCOs, connecting & sharing stories and sublimating into hot and fiery performances. To INSEE, our customers are not only partners but friends who we always cherish. Therefore, the Disco Night was a marvelous chance for us to keep unforgettable memories that we stayed together and gear towards 2022, year of the Tiger, with plenty of success and attainment.







# PEOPLE

People are the core foundation for our long-term success at INSEE Vietnam. This includes not only our employees but also the communities in which we operate and the people working across our value chain. INSEE Vietnam aims to build a safe, dynamic, and cooperative working place and a culture that emphasizes effective performance and challenging convention.

INSEE Vietnam complies with SEDEX/SMETA standards on corporate social responsibility to ensure employee benefits in accordance with current Vietnamese laws.



**INSEE Vietnam, a safe,  
fair and dynamic  
workplace**







# Safety first



Occupational health and safety have become a public health priority in industrialized countries and a primary concern, especially in high-risk industries. Cement manufacturing is one of these industries.

Health and safety is at the center of everything we do, from the daily routine tasks in our plants to our customers’ project worksites and our actions in our neighboring communities. Our aspiration is to conduct our business with zero harm to people and to create a healthy and safe environment for our employees, contractors, communities, and customers.

INSEE Vietnam’s ambition is that 100% of personnel entering any of our sites return home as safe and healthy as when they arrived. In our company, the overall objective of implementing all the blocks within the Health & Safe pyramid is to provide an effective H&S management system that can ensure healthy and safe workplaces. This is measured based on H&S indicators and guidelines. All the blocks are fully executed indicating that INSEE has met H&S standards and guidelines, provided necessary training and resources, and conducted H&S performance measurements.



H&S staff organize sharing sessions for employees to feel ownership for safety and take responsibility for themselves and others, and actively converse with colleagues on safety topics. This includes talks on the safety toolbox, safety observation tours, hazard & incident reports, and near miss reports. Especially, a tool called "personal risk assessment" is a simple but effective process for keeping every person safe. Before each task or activity, employees are encouraged to take a small amount of time to consider all aspects of the activity and ask themselves what could be the possible risks and what they can do to prevent incidents.



Significant continuous improvements have been made across the entire business, demonstrating the ongoing commitment from top management to shop floor employee in order to improve our health and safety performance.

	2020	2021
Total frequency of injury	TIFR = 0	TIFR = 0,47
Occupational disease	0	3
Workforce representation in health & safety management	128	128
Total hours of safety training	18,357	3,631

\* The total hours of safety training in 2021 is lower than the previous year due to the pandemic situation, we do not recruit numerous new employees to conduct safety induction and site tour hours, etc.

To recognize good performance and behavior in H&S-related activities for both employees and contractors, we have maintained a recognition program called "Safety scratchy card" program for many years. There have been more than 2000 award cards distributed to encourage good practice and to reinforce safety performance at all levels.

Practical safety training is an ongoing element of our H&S approach and includes lecture followed by practice on site and then an online test. Our leadership training program is designed to provide participants with an understanding and practical experience in leading H&S improvements.

We further strengthened our safety standards with our international certification in occupational health and safety, OSHAS 18001:2007, which we first received in 2014 and have reviewed every year. The standard provides us with a consistent framework for implementing a safety management system that identifies, controls, and minimizes the risks associated with health and safety in the workplace. It covers functional elements in the areas of leadership, structure, and processes and actions and ensures compliance with all applicable health and safety laws and regulations in Vietnam. In 2019, INSEE upgraded ISO 45001:2018 to further strengthen our commitment to Safety First.



## Launching new Safety & Health Management System

The Management Team has decided to revise the Safety & Occupational Health procedures and issue a new procedure to support all departments/groups in the company for the purpose of attaining safety commitments to everyone in the office and at sites to be safe and healthy. This new procedure has accelerated the Management Team to modify the Safety & Health Management System in a more comprehensive way.

To establish the new system, INSEE has formed a project team which is a combination of many deeply-experienced & skilled specialists/experts in this Health & Safety area and in operations at sites/plants.

In addition to the establishment of essential/basic regulations that require everyone to comply with every-time & every-where, the system also sets up a minimum standards that it must be followed, as well as regulates a full set of compulsory/mandatory directives in the entire group. These act as principal foundations for given working processes that will be prepared & applied in detail at different plants/sites and locations.

### 5 CARDINAL RULES

- Rule 1**  
Safety Provisions - Do not override or misuse health & safety devices and always use the required PPE.
- Rule 2**  
All equipment that is being worked upon, repaired, serviced, or cleaned must be properly and verifiably isolated from all energy sources and personal locks and tags fixed to the isolation point. No one must interfere with or remove any isolation unless authorized under site rules.
- Rule 3**  
Any work permit required under site rules must be obtained, completed and properly authorized before work commence.
- Rule 4**  
It is forbidden to consume or be under the influence of alcohol or drugs (prescription drugs which can affect performance or capability must be declared and assessed by a medical professional to determine fitness for work) while on any company site.
- Rule 5**  
All injuries and incidents must be reported.







	2020	2021
Percentage of female staff (%)	20	19,11
Percentage of female staff in leadership roles (Managerial & Supervisory) (%)	21,5	19,77
Percentage of employee subjected to annual performance review (%)	100	100
Percentage of domestic employees (%)	99,03	99,03
Total employee	930	926





### Training hours

	2020	2021
Senior management level and above	337	40
Middle management level	4,107	148
Primary management level	13,658	2,310
Employee level	19,667	18,326
Total training hours	37,769	20,824

### Employee breakdown according to rank and gender

	2020		2021	
				
Senior management level and above	19	5	12	4
Middle management level	76	24	79	23
Primary management level	55	11	57	8
Employee level	594	146	601	142

### Turnover rate

	2020		2021	
				
Turnover rate (%)	6,4	2,4	6,8	2,5

	2020	2021
Average age	37,2	37,6
Average staying duration (years)	9,9	10,2



Maintaining production activities & ensure safety to all staffs in the situation of COVID-19

All employees & contractors were vaccinated against COVID-19



In the hope of securing all the employees and contractors from the outbreak of COVID-19, INSEE immediately carried out the vaccination

By April 2022, our company has had:

- Established employees: 100% of the 1<sup>st</sup> injection, 99.9% of the 2<sup>nd</sup> injection and 93.1% of the 3<sup>rd</sup> injection.
- Contractors: 100% of the 1<sup>st</sup> injection, 100% of the 2<sup>nd</sup> injection and 52.1% of the 3<sup>rd</sup> injection.

This is undoubtedly a great achievement since almost all INSEE employees have considerably been prevented from COVID-19 virus and ready for a normal daily life in “new normal state”.

Periodical Disinfection at Workplace



Every week, INSEE conducted thorough disinfection at all working places at terminals, plants and the head-office to prevent from the spread of the COVID-19, protecting all staff by environmentally-friendly sanitizers, harmless to humans, researched by INSEE Ecocycle.

Implementing “03 in-situ activities” at terminals and plants

When the pandemic heavily broke out in mid of 2021, in compliance with the Government’s directive, INSEE seriously kept in line with the method of “03 in-situ activities” & applied for several departments at the terminals and plants. This solution helped INSEE both fully follow the activity of disease protection and effectively maintain the business & production.

Carrying out 02 COVID quick tests per week

With the aim of effectively controlling the epidemic and ensuring the safety at workplaces, INSEE regularly did 01 COVID-19 test per week. After the “new normal state”, the company still continue giving COVID-19 test kits to all employees to do 02 quick tests every week prior to going to work.



Health Webinars

During the stressful pandemic period, the Company held many medical consultation webinars with the reliable information, topics that help to explain question from customers and employees, improve mental health, etc from leading doctors and health professionals



Maintaining the giving out test-kit for employees in new normal







**10** billion dong of investment budget for employees capacity improvement training

At INSEE, we inspire our employees' desire for success and provide them with skills and a standardized training environment to maximize their full potentials. In 2020 and 2021, INSEE invested more than VND 10 billion in internal development programs, young talent development programs such as JET, GDP and EVE. These programs will continuously be updated and innovated to give the employees the latest knowledge and skills.



## Growth of our employees



### Leadership Development Program

With the aim of making a professional and creative working environment, INSEE is invariably innovating training courses and their contents for our staff, especially leaders - who play a crucial role in keeping INSEE strong as one of the leading companies in the industry. Our leaders are well-trained through standardized training programs such as Leadership Development Program (LDP), Supervisory Development Program (SDP) and Coach the Coach (CTC). For LDP, we have innovated by focusing on customer experiences and practical situations that align with our business strategy and leadership skill-set, whereas SDP aims to develop its in-depth content into practical tools for supervisors to apply to daily work. Over the past years, we have also added a Safety Certified Program for the leaders to deeply understand the importance of establishing a safety culture for their teams by effective tools of assessment and risk identification.



Graduation ceremony of GDP/JET program

### Young Talent Development Program

For the purpose of bringing opportunities for new graduates from many universities and in different majors to learn & experience, and to work in an international environment, INSEE has continuously launched a large number of young talent development programs such as JET (Junior Engineer Talent) and GDP (Graduate Development Program) for 12 consecutive years with numerous talented graduates who have successfully completed the programs and fulfilled critical vacancies of the company. Following such success, INSEE welcomed 26 talented graduates who have officially joined the company in 2020 - 2021. During the training process, each of them had his/her separate personal development plan suitable for each position to guide them to fully execute an assignment at its best. In addition, with the aim of providing the talented graduates with principal skills and other broader knowledge about the company and the industry, INSEE gave them a series of training programs, focusing on 02 main parts: professional working skills and supportive knowledge about the industry and core businesses. This would help our GDP & JET graduates gain a good basis of knowledge and professional working style to effectively harmonize with the INSEE's dynamic working environment.



Graduation ceremony of EVE program

### Enterprise-based Vocational Education Program

INSEE currently has 05 state-of-the-art factories in Ho Chi Minh City, Ba Ria - Vung Tau and Kien Giang. For a hi-tech manufacturing plant like the INSEE Hon Chong cement plant, people are the key to successful operations. However, due to its far-flung location, it is by no means easy for INSEE to recruit necessary and suitable manpower for the plant. Thus, an Enterprise-based Vocational Education Program (EVE) helps the company to train and find a proper workforce for key technical positions. In parallel, the company may give advantageous opportunities to young local people who have just finished their high school program to develop necessary craftsmanship skills, thereby contributing to boost the competency of the local labor. With such purposes, INSEE has rolled out the Enterprise-based Vocational Education (EVE) program. Each training session will last for 03 years, built by Kien Giang Technology and Economic College and the participation of INSEE experts/specialists to develop local talents, thereby meeting strict requirements of the company. Over the last 21 years, the program has trained 239 talents and most of them have decided to stay with INSEE. In 2020 - 2021, 23 candidates were successfully selected to take part in our EVE program.

## INTERNSHIP PROGRAM

- Location:** Ho Chi Minh City
- Requirements:**
  - Last year student
  - GPA: 6.5/10 or 2.6/4 and TOEIC  $\geq$  450
- Benefits:**
  - Allowance: 3 mio VND (Net)
  - Lunch meal at grinding station
  - Uniform
  - Shuttle bus

### Internship Program

Base on partnership framework in campus activities for key universities, INSEE has launched Internship Program for senior students who want to work full-time and practice at company for the purpose of learning and gaining experience. Provided with business acumens in an international environment as well as exposed knowledges and skills at Home departments, they are granted a certificate after the internship period ends. The program helped to enhance partnership with universities that INSEE cooperate with and creates a talent pool for Young Talent Program later on.



How meaningful is the GDP Program to me?

Over 25 years of training & building a potential human resources with the thoroughly understanding of sustainable development, INSEE has created opportunities for many generations of students to gain practical experiences and develop themselves in a multinational corporate environment through the annual GDP/JET Young Talent Development program. Many GDP/JET students after graduating from the program have been accompanying INSEE Vietnam until this day.



Ms. Vo Thi Thanh Truc – HRBP & Talent Acquisition Manager (alumni of GDP program)

“To me, INSEE’s Young Talent development program is the golden key that opens up the door to career opportunities that I will forever cherish.”

Ten years ago, when I was still a student about to graduate and still had many doubts about the career path, I was introduced to a program by an acquaintance that, if I look back, I have to say to him. “Thank you for giving me this opportunity, helping me to have a successful career path like today”.

As a large company at that time, Holcim and now INSEE attracted a lot of young and talented candidates to apply for the Graduate Development Program (GDP). With my best efforts, I always try to show all the skills and knowledge that I have to the judges in all rounds. With a little luck and my own ability, I overcame more than 1000 candidates to get a ticket for the GDP position in the Human Resources Department.

Now as I have taken on the role of leading the next generation of young talents, I will share with you 3 things. Firstly, because you are young, becoming a GDP/JET for a large corporation like INSEE will be the key for you to develop yourself quickly. Therefore, be open to constructive advices from your supervisors and colleagues, dare to face many assigned tasks and not be discouraged. Second, you should learn the skills of time managment and prioritizing the assigned tasks so that you can best fulfill the requirements of your role. And finally, you can talk to the seniors in the company when you need help or you meet a problem which you cannot solve by yourself. Be confident that every people at INSEE will always support you as much as possible, so you should take advantage of this opportunity.

Here are a few shares from Ms. Ma Thi Kim Ngan - a former GDP member who has had many impressive achievements in the program and on her 7-year journey with the company. Currently taking on the role of Head of Planning and Optimization in the Supply Chain Department.

I joined the GDP program in 2014-2015, when I was a graduated student who loved the field of “Supply Chain Management”. Fate brought me to INSEE when I found information about the GDP/JET program on a recruitment website. The company has opened many positions suitable for my desired profession.

Along with the accumulated knowledge and skills, I confidently proved my ability through each round of competition with many heavy-weight competitors. Perhaps the managers had seen the efforts and the suitability in my ability, thereby giving me the opportunity to participate in the program. What impressed me the most in the GDP journey was the experience of rotating work across departments through the completion of small projects to gain experiences. For myself, this is a very valuable learning opportunity, which is fully supported by the heads of other departments (such as Sales, MBI, Production, Finance, etc.). This experience helps me understand the close connection between departments in a organization, building supportive relationships, and at the same time, the acquired knowledge helps me have a more holistic view when evaluating and solving problems in the future.

The 7-year journey with INSEE has changed alot in the people and working environment, which continuously creates new challenges for me to strive and develop more every day with the Company. That process has periods that I need to be fully active in task managment, and support the team as well as to increase work efficiency. I thanked the managers for their timely

support, building cohesion and trust between me and the Company, along with creating opportunities for me to develop myself through professional training programs like SDP, LDP, CTC.



Ms. Ma Thi Kim Ngan – Planning & Optimization Manager of Supply Chain (alumni of GDP program)

I also have few words to say to the next GDP/JET generations:

“In your work, there are always changes and challenges. I hope you always keep your confidence and optimism, turning difficulties into opportunities for yourself to learn faster. Remember, by your side, you will always have the companionship of the Company, of your colleagues, and the Department of Human Resources is willing to support and help you throughout the working process.”



Performance recognition and talent development

Each employee is guided to explore his/her strengths, areas for improvement and even personal ambition. While individual KPIs are set to reach targets of business operations, individual development plans (IDP) bring a powerful tool to our employees that assists them in proactively managing their own career developments and receiving guidance and mentoring from their managers/leaders. They are given a full spectrum of learning facilities such as participation in cross-functional projects, practical experiences and opportunities to chair/lead important meetings/ town halls. Goals of IDPs are set to align with both the company’s business strategies and staff’s personal development plans. Interim & annual performance reviews and assessments of IDPs will be a chance for all staff to set up their own learning curves and planning for career progress.

INSEE Awards - Honor and Recognition

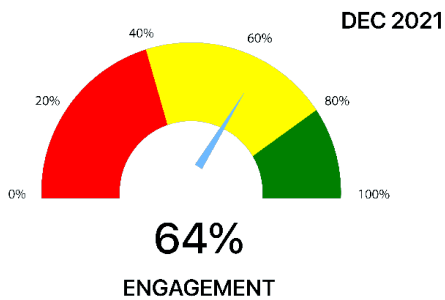
At INSEE, every employee is strongly encouraged to fully perform his/her ability and strengths. Personal efforts and achievements are highly appreciated and seriously recognized. In addition to interim & annual performance reviews, INSEE awards - started from 2017 - is an activity with the aim of honoring and rewarding outstanding individuals in different types of professions.

In 2021, we continued to bring attractive categories of submissions such as Award for Excellent Salesperson to recognize contributions of Sales team, Innovation Award to honor innovative ideas & efforts of employees, and Safety & Environment Award to encourage all factories and production sites to maintain rigorous standards in safety and environmental management.



Furthermore, we also had a special category which was called INSEE Ambassador Award for those who persistently & proactively participated in the company’s social activities. This was considered as an obvious recognition and motivation to the awardees so that they would make more efforts in contributing to INSEE’s development.

Employee Engagement



People are the vital element to determine success of a business. Therefore, in addition to the appropriate benefits and proper salaries, a connection among employees, between managers and staff, between high-level leaders and managers is also of special

importance. Every year, the SCCC group conducts this survey in all its member companies to find out all staff’s opinions, views and feedback. Such results will help INSEE better understand the engagement level of the employees and the ExcOs will work together to take an action plan to improve and resolve the issues arising from this survey.

In 2021, INSEE Vietnam also organized such a survey, and it revealed that the engagement level amongst employees was good (accounting for 64%). The survey additionally showed that the employees fully understood the importance of their jobs to achieve the missions and goals of the company. Moreover, the employees also appreciated the spirit of cooperation to deliver the best results and they thought there were many opportunities for them to learn & grow at INSEE. Besides, ExcOs proposed several action plans to further improve the engagement level amongst employees at INSEE as well as to supervise & manage the staff recognition & development, to simplify internal processes/procedures in departments, and to enhance collaborations to break the silo mentality together.

With the core motto of “Learn Fast, Grow Further” - “Cared at work, Happy at home” - “Together make life worth living”, INSEE Vietnam ceaselessly has made every effort to build a fantastic place for staff to work together, invariably prioritize the development of training and manpower, to ensure employees’ safety & health, to keep stable incomes during the pandemic, and to make attempts & contributions to the community & society. In particular, during an extremely turbulent year of 2021, INSEE always maintained its confidence and close cohesion amongst employees by punctually launching a large number of cohesion and health activities, including:

- Training: always looking for, developing and diversifying different types of training courses such as holding available online training courses

on the E-learning platform, talk-shows “Show & Share”, English speaking clubs, etc. so that employees may have an opportunity to learn each other and develop together during the social distancing and working from home;

- Health & safety: in 2021, in addition to the 100% of staff and contractors who were vaccinated the 2nd injection against COVID-19, improving employees’ health & safety at a better level which was focusing on mental health by rolling out a rigorous health check program, including Zen, Yoga and nutrition, together with consultation seminars for F0 - F1 patients, provisions like ambulance, oxygen bottles, ventilators, thousands of other medical tools for all employees and customers;
- Activities towards the community: reinforcing the cooperation with the media, functioning authorities, other partners to set up meaningful and practical programs to help the community to overcome existing difficulties such as funding 400 masons who were stuck in HCMC due to the pandemic, supplying medical items for the front-line workforces against the pandemic, developing infrastructure of the project on “Bring fresh water to Mekong Delta”, providing cement to build charitable houses and other donations.

By such methods, INSEE has been bringing values that enhance both physical and mental health, have peace of mind and make nearly 1,000 employees satisfied with their lives.

Employee engagements have been doing their very positive missions in the journey of thoroughly improving staff’s health, gearing towards success, happiness and an ideal working environment where everyone may act for a general goal of the entire company.



## Well-being Activities



COVID-19 pandemic radically changed our lives. Strictly complying with measures of social distancing led to a huge number of changes in our daily routines. Indeed, working from home (WFH), temporary unemployment, online learning and lacks of being cared from family members, friends, colleagues, etc. might be detrimental to our physical and mental health when we had to sit down for an excessively long time, did not do exercises and eat meals regularly. We therefore needed time to adjust and adapt such changes in life and faced many surrounding worries & anxieties.

Realizing and understanding those perturbations, INSEE worked with a group of Vipassana trainers – one of organizers which are specialized in teaching physical & mental values in Vietnam, to organize a program of comprehensive improvement in health for managers and staff. In parallel, there were sharing sessions and surveys of the program. INSEE Wellbeing was an improvement in both physical and mental health that gives peace of mind and satisfaction of life.

At present, the course has 03 sessions a week, 02 in the morning and 01 in the afternoon, fairly flexible for all male/female staff in the office or at sites to join.

## Weekly Podcast



A series of “Weekly Podcast with Ms. Feeling” is a warm gift that INSEE has desired and cherished for a long time to send to everybody. Not only is it a special connection for everyone to communicate with and to send out meaningful mental presents, but it also brings wonderful music emotions. The podcast is on air at 18:00 on every Wednesday.

### De-stressing Hour: A Cheerful Thursday

Initially appeared in August 2020 in the offline manner and then suffered from a long period of social distancing, the De-stressing Hour has flexibly been developed the online way which meets existing requirements and helps everyone to join.

This is one of the essential activities to cohere all the employees and show a clearer care to staff’s physical & mental lives. By this recreation, in addition to de-stressing staff’s stress and bringing more laughs to keep effectiveness of work, it could be a time for individuals to express his/her wish and together with the others, to make much more effective hours.

## INSEE Trade Union



### Together with staff, conquering the pandemic

Under the quick infection of COVID-19 throughout the country and especially all the locations where INSEE has its operations, the executive committee of the Trade Union carried out numerous activities to support staff in this period.

Indeed, the Trade Union brought many programs such as “Handing vegetables, wiping COVID” to support additional financial aids and advise staff to buy fresh vegetables at affordable & stabilized prices, to give the staff basic & essential gifts to overcome the perturbing pandemic.

### Closely sticking to Jardines’ big family

As a member of Jardines Group, we are playing an active role in the Group and continuously participating in connection events, community support initiatives, and business experience exchanges .

Moreover, in 2021, INSEE organized a seminar of “Webinar: Respond & Rebound: strategy to adapt and recover post COVID-19 for small & medium enterprises” and invited a Jardines representative, Mr. Alain Cany – the chairman of Jardines Matheson Vietnam as an invited speaker.

Through these activities, INSEE has established a stronger partnership as well as opened new opportunities with the Jardines group.

## 2022 Objectives

Bằng cách tăng cường tính gắn kết và hiệu quả của đội ngũ nhân viên , INSEE dự định duy trì vị thế công nghiệp của mình vào năm 2022. Tổ chức sẽ tập trung vào bốn định hướng chính để đáp ứng mục tiêu này: tìm kiếm nhân tài, thúc đẩy môi trường làm việc lành mạnh, tôn vinh thành tích của nhân viên và liên tục thực hiện các hoạt động đóng góp cho sự phát triển của xã hội.

Khung năng lực mới đã được phát triển để đáp ứng những thay đổi trong kinh doanh và sẽ được nhúng cho tất cả nhân viên INSEE để đào tạo mới và tiếp tục xây dựng khung năng lực chức năng và bộ đánh giá cho từng bộ phận chính, cũng như tập trung vào phát triển đối tác kinh doanh nguồn nhân lực (HRBP) dịch vụ cho các phòng ban và nâng cao khả năng tự học của nhân viên thông qua các nền tảng học tập trực tuyến như LinkedIn E-learning, ... Về phía đội ngũ Nhân sự, INSEE sẽ đưa vào Chương trình Cố vấn nhằm phát triển năng lực của nhân viên, đặc biệt là kỹ năng của đội HRBP. Hơn nữa, INSEE sẽ thúc đẩy việc phát triển và phân loại các hệ thống quản lý nhân sự như nền tảng tìm kiếm nhân tài và phát triển nhân tài (LMS), giới thiệu và đào tạo chỉ tiêu thông minh cho nhân viên.





## 2021 Vietnam Top 100 Best Places To Work

With the core motto of "Learn Fast, Grow Further" - "Cared at work, Happy at home" - "Together make life worth living", during a tumultuous year of 2021, INSEE has always maintained the trust and close cohesion of employees by implementing a series of programs related to the goal of building a safe, dynamic, collaborative workplace and a culture that promotes working performance.

Despite going through a challenging year, but with the efforts and determination of the entire staffs of INSEE, on December 22<sup>th</sup>, 2021, the Company continued to be listed our name in the Top 100 best places to work in Vietnam. This is the result of an annual survey conducted by Anphabe in association with market research

company INTAGE under the auspices of the Vietnam Chamber of Commerce and Industry (VCCI) to measure Employer Brand Attractiveness.

This is the 2<sup>nd</sup> consecutive year that INSEE Vietnam has been included in this prestigious list. The survey has attracted a large number of 65,213 experienced workers across the nation to vote for their desired workplace and prioritize joining according to many criteria. This award is a testament to INSEE's efforts in constantly building an ideal place for employees to work together, always prioritizing training and human resource development, ensuring health and safety of employees as well as maintaining a stable income during the epidemic period,

along with efforts and contributions to the community and society.

At INSEE Vietnam, people are one of the most important pillars that the EXCOs focus on because for the Company, people are the core foundation for the long-term success of the business. This includes not only the employees, but also the communities in which the Company operates, and those who work across the entire value chain of INSEE. INSEE constantly implements CSR activities such as supporting people in the Mekong Delta to overcome salinization, accompanying with difficult masons, medical staffs during the pandemic and building Kien Binh 2 Elementary schools at Kien Luong district, Kien Giang province. Besides, INSEE Vietnam also constructed 15 bridges for the local citizens and

more than 120km of concrete roads to serve people's convenient and safe commuting needs, contributing to improving the communities' life quality, especially in the area where the company operates.

The Top 100 Best Places to Work in Vietnam award is a recognition to the efforts of the whole company in building a great workplace where human and health always come first. In the near future, INSEE Vietnam will constantly organize programs to further improve the quality of the workplace as well as bring more practical values to the communities where the Company operates, contributing to building a world where life is worth living



Together for the community

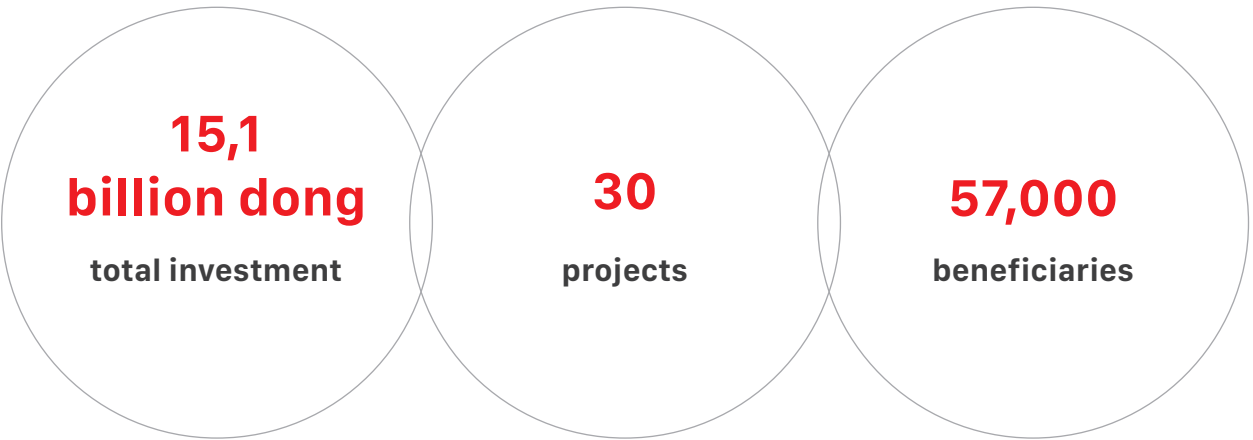
Sustainable Development of the Community

As a part of the People pillar, the INSEE Care program is designed to enhance quality of life in the community. This initiative consists of a large number of activities gearing towards making standards of living in the places where we operate more sustainable, and building trusted relationships with the local communities. INSEE is well-known for the corporate strategies of social responsibility, focusing on 03 fields: educational financial aid, sustainable development of the community and cooperative participation in the enhancement to infrastructure. In particular, the company totally invested VND 15,1 billion in 30 projects for 57,000 beneficiaries in 2020 - 2021.

We care about many aspects of society by programs to support the community such as annual health checks for the old and disadvantaged families, health

insurances for pupils/students, meaningful cares for children on annual Mid-autumn Festivals where the INSEE’s factories operates, and financial supports to local households on Tet (Lunar New Year).

We also connect these social activities with the company voluntary programs to create opportunities for our staff to contribute to the development of society. In recent years, these activities have received far more participation of management team, employees and stakeholders by donating 8,500 voluntary hours in the Corporate Social Responsibility (CSR) strategy



INSEE invests and constructs The Kien Binh 2 School

Besides, INSEE invested in a project to build the Kien Binh 2 school in Kien Binh commune, Kien Luong district, Kien Giang province. This was a particularly meaningful project for the local community, helping 700 pupils of disadvantaged and ethnic minority families to go to school, as well as bringing a modern & comfortable environment of teaching & learning to the local teachers & pupils.

The Kien Binh 2 project is a complex construction, including a bridge, a connected system of transportation and other items that comprise 24 classrooms fully equipped with teaching & learning facilities, restrooms, a multi-functioned building block, an administration/ office building block, etc. The project was done by INSEE in cooperation with the People’s Committee of Kien Luong District, Quality Assurance and Testing Center 3 (QUATEST 3), BASF Vietnam, GREENVIET - a green building consulting company, and the Vietnam Green Building Council (VGBC). This project was designed in accordance with green building criteria and certified by VGBC as the Gold LOTUS green building



INSEE presented health insurance cards

INSEE accompanied Thanh My Loi ward to presented 100 health insurance cards to disadvantaged students in Thanh My Loi ward, Thu Duc city and propaganda to prevent violence and children abuse.



Giving 100 Tet gifts to poor children in HCM and Dong Nai

Taking care of the poor during Tet is a meaningful social activity that INSEE has maintained for many years. To continue this activity, in 2021, INSEE has presented 100 supported gifts to the local poor citizens. This activity partly helps them to have a warmer Tet.



Overcoming the pandemic together

Going with local communities to stop the COVID-19 outbreak



In the 2020 - 2021 period, the world in general and Vietnam in particular suffered from tragic contagion of the COVID-19 pandemic. This caused almost all business activities of companies to temporarily pause, rate of unemployment to significantly increase, hence, heavily affecting our national economy and social stability. Also, the complex, unexpected & unsteady state of the epidemic placed a great deal of pressure on the front-line medical staff, of which there was INSEE's Hon Chong cement plant in Kien Luong District, Kien Giang province. One of the root causes that made the pandemic more complicated was a serious lack of medical tools/devices - a useful weapon of the medical staff to fight against the SARS CoV-2 virus.



So as to partly decrease difficulties to this front-line workforce and help them to entirely fulfill this critical assigned task, INSEE Vietnam immediately sent 4,000 medical masks, 500 bottles of sanitization, 100 personal protection equipment (PPEs), 50 face shields, 200 N95 medical masks with ventilator and 1,000 COVID-19 quick test kits to unions based at the Hon Chong cement plant. This aid was to additionally help the local medical staff to push the COVID-19 pandemic away and partly reduce the potential risk of infection while doing their task.

Sponsoring medical equipments to the Ward 10 Youth Union, Da Lat city



By end of July 2021, in the complex & unexpected state of the pandemic, there was large pressure placed on local authorities to secure safety at Ward 10, Da Lat city. Understanding difficulties that the local medical staff and young volunteers faced, the "Build For Life" fund of INSEE Vietnam cement company, represented by Bao Tuan distributor, handed a huge number of medical equipments to the Ward 10 Youth Union, Da Lat city to assist them in the protection activity against the COVID-19 epidemic here. In addition, together with the Youth Union, INSEE made 1,000 face shields to send to the front-line workforce in Da Lat.

Ms. Pham Thi Dan Thanh eagerly shared that "with the given medical things, we hope to go with the medical staff and the young volunteers who have been facing a lot of problems & difficulties in the fight against the COVID-19 pandemic. Besides, to partly share such difficulties with them, our company have also supported additional expenses, medical equipments, and even food to isolated areas recently!".

Combined to sponsor the fund "Supporting VND 0 Ambulance" of Giong Trom district, Ben Tre province



In 2021, INSEE has cooperated with Giong Trom District Business Association to sponsor the fund "Supporting VND 0 Ambulance" of Giong Trom district, Ben Tre province with the goal of supporting the patients here to be transferred to medical facilities for timely treatment.

With the brand philosophy of "Build For Life", INSEE Vietnam always make its continuous efforts to support the community to conquer the COVID-19 pandemic, shortly stabilize society and develop the economy in Vietnam.



In collaboration with Thanh Nien Newspapers, bringing the program of “Helping masons who got stuck in HCMC due to COVID-19”



In the middle of 2021, INSEE rolled out many activities with the aim of helping the masons who suffered from the COVID-19 epidemic because of getting stuck in HCMC. This was a project that belonged to a series of activities to go with citizens to overcome the difficult period of the pandemic, sponsored by INSEE Vietnam’s “Build For Life” fund.

In HCMC, the detrimentally complicated state of the pandemic caused an excessive number of difficulties to the citizens, particularly the masons in here.

Deeply understanding the big issues that the masons in HCMC had undergone owing to social distancing, INSEE quickly launched a program to help them by using the “Build For Life” fund, giving VND 500,000 per each to 400 masons who were in urgent need of such financial supports to survive and to overcome that worrying period.



One of cases that received a financial support was Mr. Nguyen Ly Phuc (51 years old) and his family who was a mason and the breadwinner to bring 03 children up. Receiving supports from INSEE, Mr. Phuc could not hide his happiness and expressed his gratitude to the company since without such a financial support, his family would not have overcome this epidemic. INSEE Vietnam will invariably be going with the community, giving a hand to overcome this difficulty to help us get back into the swing of things and go on the economic development.

Webinar: Respond & Rebound: strategy to adapt and recover post COVID-19 for small & medium enterprises



The COVID-19 pandemic had a very negative impact on the global economy. A large number of businesses had to stop their business and production due to this prolonged pandemic. The thing how to help these companies to overcome and recover their activities after the COVID-19 pandemic was problematic that many owners had really worried.

INSEE Vietnam successfully held an online talk show: A strategy to adapt and recover post-COVID-19 business for small & medium-sized enterprises, especially for INSEE’s customers & partners with the participation of nearly 200 owners in Construction area. Also, the talk show was in attendance of many lecturers from large Associations and Groups such as Eurocham, Jardine, Central Construction, BCG, REE, Schindler, Anphabe, and One Mount, to share and discuss challenges and solutions to help firms to overcome difficulties arising from the pandemic.

A speaker in the webinar of “Sharing weal and woe in the pandemic”



With principal contributions to the community in the pandemic, Mr. Eamon Ginley (the CEO of INSEE Vietnam) took part in as a speaker in the webinar of “Sharing weal and woe in the pandemic”, organized by Vietnam Investment Review (VIR) for the purpose of sharing INSEE’s wishes and attempts, helping propagate positive values to society.

The webinar had the participation of speakers who were representatives of Ministry of Planning and Investment, Ministry of Industry and Trade, specialists/experts from International Chamber of Commerce (ICC) in Vietnam and The Nordic Business Association in Ho Chi Minh City (NORDCHAM Vietnam), and representatives of INSEE Vietnam, AEON, Home Credit, Nestle, etc.



# The journey to overcome the salinization in Mekong Delta

## Sponsoring the citizens of the affected areas

The scarcity of fresh water has led numerous detrimental consequences to the people in most provinces in the Mekong Delta. Agricultural products and crops which have heavily suffered from, animal farming which has been stopped, people’s lives which have seriously been affected, a high risk of outbreaks of complicated diseases due to the lack of clean water, etc. are key consequences that the people have tolerated during the recent salinization.

Facing the complication of the salinization, INSEE Vietnam has decided to organize, in collaboration with Tuoi Tre newspaper, the program “Bring fresh water to Mekong Delta” to minimize the damage to the affected areas. Mr. Philippe Richart (General Director of INSEE Vietnam) said: “Regarding the problem of salinization in the Mekong Delta, I think it is super challenging in long-term and we want everyone to pay special attention to this issue and to give your hands to solve it”.

Within the scope of the program, INSEE Vietnam has cooperated with Tuoi Tre Newspaper to donate many 500-liter water tanks to the Mekong Delta citizens to help them have closer access to the fresh water sources and be able to reserve water in the historical soil salinity.

Indeed, INSEE, Long An Provincial Youth Union and Tuoi Tre Newspaper gave more than 1,000 water tanks to the households in Tan Lap and Phuoc Vinh Dong communes, Can Giuoc district, Long An province.



In Quoi Thien and Thanh Binh communes, Vung Liem district, Vinh Long province, INSEE Vietnam collaboratively worked with Vinh Long Provincial Youth Union and Tuoi Tre Newspaper to hand 100 water tanks to the citizens in the areas of salinization. Although Vinh Long is not a coastal province, it has 6 out of 8 districts that are affected by salinization and specifically insufficient fresh water to use for irrigation and daily life.



Sharing difficulties related to fresh water sources that people who live in Ba Nui hamlet, Binh An commune, Kien Luong district, Kien Giang province have faced, INSEE Vietnam completed a project to install a main water pipeline from the pumping station to the residential area with the total length of 1.6km. Then, An Binh water supply station supported installation of meters and pipes from the main pipe routes to each household.

This construction was of great significance for the local community to improve health and quality of life for 250 households who are living around Son Tra mountain and in parallel, to contribute to the development of infrastructure here. In particular, the project also made a partial contribution to conditions for over 100 children who are living in this area to have a chance to thoroughly grow in a sustainable environment.



In 2020, INSEE Vietnam handed over the construction of installing 700m of fresh water pipelines to the residents in Ba Trai & Hon Trem hamlets, Binh An commune, Kien Luong district, Kien Giang province.

The project received enthusiastic responses from INSEE volunteers to build over 700m of fresh water pipelines which were completed within 7 days (from 05<sup>th</sup> of May 2021 to 11<sup>th</sup> of May 2021), contributing to taking clean & stable water sources to more than 40 households here.



## Infrastructure Development

### Building Kenh Thay 8 bridge in Thoi Dong commune, Co Do district, Can Tho city

In cooperation with Bridgestone and AutoCare 24 authorized dealer, INSEE Vietnam held an Inauguration Ceremony of Kenh Thay 8 bridge at Thoi Trung hamlet, Thoi Dong commune, Can Tho city with 27 meters long and 03 meters wide, with the aim of giving transportation by road to the local citizens that is more advantageous than by boat, where the area has a very interlaced system of canals and channels. At the ceremony, INSEE gave 03 tokens of present and 19 gifts to poor pupils in the local.

On this project, INSEE contributed 27.25 tons of multi-application cement INSEE Power-S in the hope of partly helping the citizens in far-flung areas, specifically in the area of Thoi Dong commune, Co Do district, Can Tho city where the citizens can easily commute and hence improve their daily routines.



### Building INSEE Bluescope-Zacs loving home to difficult households



Recently, lives of numerous citizens have detrimentally been impacted by the severe complexity of COVID-19 pandemic, especially on the lower working classes in society. They had to even suffer from many more

difficulties and hardships when prices went up at escalating level, and with the strict requirements of social distancing, they worsened the life of the poor than ever. Thus, dreaming about a complete house which is carefully built & plastered to withstand storms and to settle down has almost become unreachable for the poor. Realizing this matter, INSEE in collaboration with Bluescope Zacs to built and we sponsored INSEE Power-S cement with a total amount of sponsorship up to VND 500 million to bring 05 spacious houses to the families who are really in need.

After a period of preparedness & construction, 03 families in abject poverty in Nha Be District (HCMC), Xuan Loc Distric (Dong Nai) and Phu My Commune (Ba Ria - Vung Tau) were extremely happy when they were given a complete & durable house before Lunar New Year and the other 02 houses received it in 2022.



Nha Toi - Mai Am: sharing beautiful houses and dream living space ideas

The recent period was extremely difficult to all of us when the COVID-19 pandemic resulted in negative impacts on every aspect of life. However, looking on the bright side, the compliance of social distancing also helped us to realize many things we had incidentally missed out in the previous hectic life. We spent more time at home by which life seemed to move on slowly. We had more chance to stay in our house longer - a place of everyone’s cozy home. Then, we started to recognize and treasure every minor happy thing in this life.

As a supplier of construction materials building millions of sustainable houses, INSEE was honored to be in cooperation with Tuoi Tre Online Newspapers to organize a contest where those who love housing art freely shared and networked.

By the contest “Nha Toi - Mai Am”, we hoped to bring a space to everybody to share cohesive feelings, dream ideas on his/her own living space, as well as to stimulate the creativity of a dream living space.

The contest “Nha Toi - Mai Am” organized by Tuoi Tre Online Newspapers and INSEE occurred from 18<sup>th</sup> October 2021 to 25<sup>th</sup> November 2021, and received nearly 360 submissions, in which 40 submissions were selected to be posted on Tuoi Tre Online & Tuoi Tre Newspapers and 12 submissions were in the final round.



The 1st prize that was accepted by the majority went to the submission of “The garden of green and sunlight” written by Luong Bich Thuy, and the 2nd prize went to the submission of “Green balcony - our family’s little peaceful sky” written by Quynh Thu. These two submissions geared towards nature which was a progressive trend encouraged by the judgment committee.

The 3<sup>rd</sup> prize went to the submission of “Transformation” which transformed a rented house into a romantic home, written by Ha Van Anh. This submission was highly appreciated by the journalist Hoai Trang - a member of the judgment committee, with a statement “Loving your house is loving yourself and your family. Taking care of your house is good not only for you but also for your beloved. So, stop making excuses and having makeshift attitude towards any kinds of house you are living, a purchased or a rented one”.

Prizes	Name of the submission	Author
1 <sup>st</sup>	The garden of green and sunlight	Luong Bich Thuy
2 <sup>nd</sup>	Green balcony - our family’s little peaceful sky	Quynh Thu
3 <sup>rd</sup>	A transformation of my rented house into a romantic home	Ha Van Anh
Consolation#1	A house having 05 daughters	Dinh Thi Hoi
Consolation#2	A mountain of flowers	Mui Lien
Consolation#3	The first house where we are living	Lan Anh
Consolation#4	Honey, if building a house, how do you want it to look like?	Nguyen Xuan Nam
Consolation#5	A home is a place to come back	Thuy Hoang



A representative of INSEE Vietnam, Mr. Bruno Fux - Director of Sustainable Development and Ecocycle, had some sharing in the meaningful Award Ceremony as follows:

“As the Organizing Committee, I am very happy because the contest “Nha Toi - Mai Am” is very successful. I would also like to show my gratitude for the positive participation of all contestants. The submissions are really good and clearly indicate your feelings, your views on your own cozy homes as well as your dreams about a wonderful living space.”



INSEE Prize - Accompanying the young generation

INSEE Prize is a playground to set up a foundation for students to pay more attention to sustainable construction by applying learned knowledge in practice to meet urgent requirements of the community. When joining this, students have opportunities not only to interact and experience advanced construction trends, but also to be trained in necessary soft-skills such as presentation, team-work, time management, and project management. The champion, together with INSEE, will implement their winning project.

Over the past 13 years of organization, INSEE has directly sponsored VND 3,2 billion and fund-raised VND 10,1 billion from partners for the implementation phase and 5,000 beneficiaries throughout the nation.

The 13 years journey of INSEE Prize

Year	Project	University
2009	Collecting pesticides package	Can Tho University
2010	Floating toilet	University of Architecture HCMC
2011	Sea water purifier	Can Tho University
2012	Watering with solar energy	University of Technology - Vietnam National University HCMC
2013	Biological waste bin	University of Architecture HCMC
2014	Pump VA machine	Hanoi University of Architecture
2015	Rice paper dryer with waste heat energy	The University of Da Nang - University of Science and Technology
2016	Highland School	Hanoi University of Architecture
2017	Green Library	HCMC University of Natural Resources and Environment
2018	Seen House	Can Tho University
2019	Guarding checkpoint	University of Technology - Vietnam National University HCMC
2020	Ceramic	Hanoi University of Architecture
2021	Mat Ngot - The library for children in mountainous area	University of Technology - Vietnam National University HCMC



Sharing from the sponsors of the “Mat Ngot” project  
INSEE Prize 2021 Champion



Mr. Ha Ngoc Anh Minh  
Director of Kingspan Company Limited

INSEE Prize is a humane, sustainable award that aims at practical benefits for the community and the environment. The orientation of the INSEE Prize is very similar to our sustainable development strategy “Planet Passionate” - a manufacturer of insulation solutions and building enclosures with a passion for bringing health and happiness to people and common planet. We are honored to accompany INSEE in the two recent INSEE Prize projects “Giac Mo Trua” and “Mat Ngot Library” and look forward to cooperating more closely in future sustainable development plans with INSEE in Vietnam and in the region.



Mr. Ha Quoc Nhi  
CEO of Western Refrigeration  
Electric Company Limited

INSEE Prize is a competition with strong humanity, on the one hand incubating a new preschool, on the other hand, motivating young people to develop their potentials, is the best foundation when entering life. Western is happy and welcome to accompany INSEE with future projects!



Mr. Le Ngoc Hoa  
Managing Director of REE  
Electric Appliances J.S.C

INSEE Prize is a very meaningful playground for students of Construction and Environment to be creative and apply sustainable ideas to create value for the community. Coming to the program can help students to accumulate experiences from actualize the project into reality. This is a premise for their future career path.



Mr. Dao Huu Nghi  
Marketing Director of  
Nippon Paint (Vietnam) Co., Ltd.

The INSEE Prize has contributed to encourage, honor and actualize students’ initiatives towards sustainable construction. Nippon Paint is very happy to sponsor paint for the project “Mat Ngot” - INSEE Prize 2021 Champion for children in mountainous area in Bac Ai district, Ninh Thuan province to have a new and cozy learning and entertainment space.



Mr. Do Huu Nhat Quang  
Business Development Director  
of GREENVIET Green Building  
Consultancy

Participation in the INSEE Prize helps young engineers and architects raise awareness about sustainable construction and environment, which is one of the directions globally. On the side of GREENVIET, we committed to accompanying INSEE Prize to create dream green construction and has many value for the community.



Mr. Duong Quoc Hung  
Executive Director of Vietnam  
Green Building Council

Over the years hosting the INSEE Prize, INSEE Vietnam has demonstrated corporate social responsibility career in nurturing and motivating young talents, mobilizing social resources into small scale but very meaningful projects like the library “Mat Ngot” in Ninh Thuan province this time. Vietnam Green Building Council is proud to be a companion and contribute to the success of the INSEE Prize 2022, launched and organized by INSEE Vietnam. Thank you to the Organizing Committee for this amazing competition!





# PLANET

At INSEE, we protect our planet by focusing on minimizing detrimental impacts on the environment and where possible, increasing positive impacts while improving our performance.

To become one of leading companies in the Circular Economy concept, INSEE continuously researches and challenges conventional attitudes to apply this concept to all our manufacturing processes.



Environmental Achievements

Proudly chosen as the representative of Vietnam Mineral Production & Manufacturing Industry to participate in the 8th ASEAN Ministerial Meeting with other regional countries.

In the meeting, Siam City Cement Vietnam Ltd. (INSEE Vietnam) was honored to be one of 03 most typical companies which were selected to promote its image of Mineral Industry in Vietnam to the other ASEAN nations, ASSOM +3 (including other 03 conversation countries, China, Japan and South Korea) about the application of advanced technologies, state-of-the-art production systems & integrated equipment to optimize the entire process of mineral production and manufacturing to maximize the efficiency, whereas still protecting the environment for the sustainable development. In the recent years, the Vietnamese industry of mineral production & manufacturing has been playing its important role in contributing to the national socioeconomic development and increasingly closer to other developed countries in the world.



The INSEE’s Hon Chong Cement Plant was awarded the “Energy Efficiency In Industry Award 2021”

The Hon Chong Cement Plant, in the continuous application of hi-tech technologies and inventions to optimize and save the energy consumption, was honored to be the only construction material manufacturer

who received this 2021 Energy Efficiency In Industry Award, organized by the Ministry of Industry and Trade, the Vietnam Energy Conservation and Energy Efficiency Association in cooperation with the German International Cooperation (GIZ).

This is a valuable recognition for INSEE’s efforts in the process of going with Vietnam. The INSEE’s hi-tech integrated Hon Chong plant which is located in Binh An Ward, Kien Luong District, Kien Giang Province, was opened and initially operated on 09th November 1998. Together with the development of Kien Luong District, over the past 23 years, the plant has made remarkable movements in cement production and waste co-processing, in parallel to responsibilities of sustainable development. For the purpose of minimizing the energy consumption, the plant has brought a Vertical Roller Mild (VRM) into operation from the beginning of the project that has helped to reduce by 20% of the energy consumption in comparison with that of using the technology of compression by roller and ball milling.



Moreover, the power generator at the Hon Chong plant, which is operated by reuse the waste energy during the production, has generated a certain amount of electricity, partly compensating for the electricity used from the national electricity system. Indeed, the power generation from this plant has supplied for 25% of total electrical demand of the plant, equivalent to the electrical consumption of 18,000 households, indirectly saving about 25,000 tons of Carbon emissions, equivalent to 9,300 tons of coal every year. In 2004, Ecocycle, formerly Geocycle, an INSEE Vietnam’s brand of emission quality management, expanded its activity by approving the technological upgrade at the Hon Chong Cement Plant with the total investment of approximately USD 12 million. Equipped with the waste co-processing, the Hon Chong plant has made a contribution to a reduction in using traditional fuels such as fossil fuels at the rate of nearly 30% per year. To date, INSEE Ecocycle has brought the solution of co-processing to the cement kiln to absolutely safely process over 1,2 million tons of waste, decreasing more than 1 million tons of CO<sub>2</sub> (greenhouse gas).

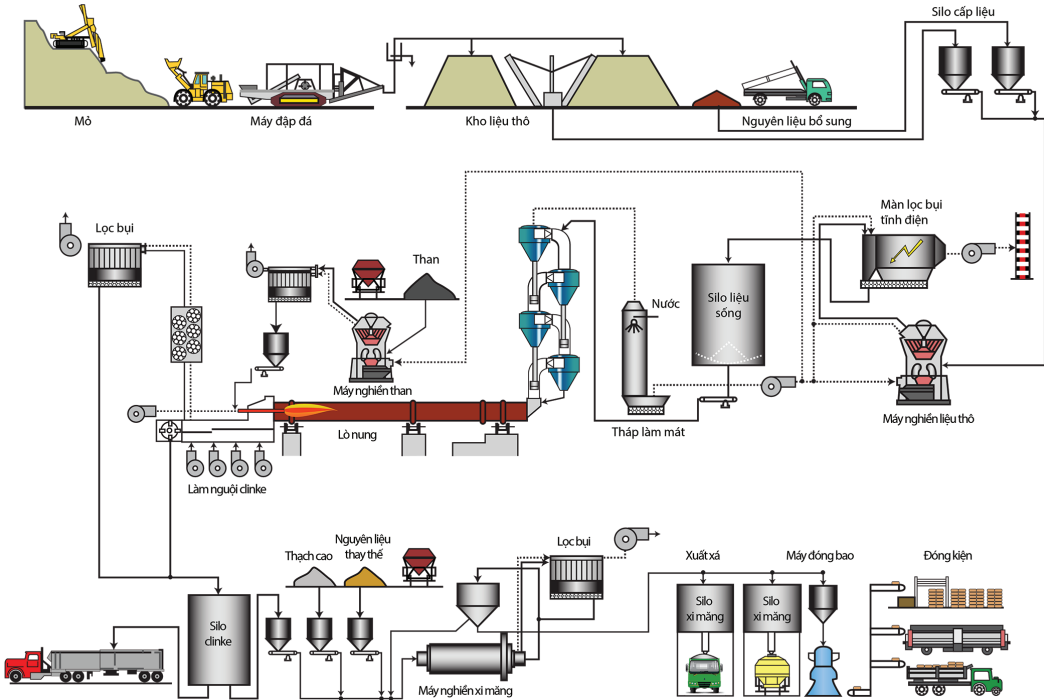


Prioritizing the environment has become imperative for today’s business strategy. As scientists and politicians debate the facts surrounding climate change, global warming and dwindling natural resources, environmentally sound practices not only enjoy favorable public sentiment and increasingly more supportive government policies, but the benefits of a lower carbon footprint result often in cost savings and increased profitability as well.

As a pioneer in the production of construction material and waste management in Southern Vietnam, INSEE Vietnam has always taken our environmental impact into account when designing our operating procedures with the goal of making these processes environmentally friendly.

## Cement manufacturing process

Cement is produced from raw materials such as limestone, clay, and sand. These raw materials are quarried, crushed, ground-granulated blast-furnated and blended to the correct chemical composition. Small quantities of iron ore, alumina, and other minerals may be added to adjust the raw material composition. Typically, the fine raw material is fed into a large rotary kiln (cylindrical furnace) where it is heated to about 1,450°C with material temperature, gas temperature up to 2,000°C. The high temperature causes the raw materials to react and form a hard-nodular material called “clinker.” The clinker is then cooled and ground with gypsum and other additives to produce cement.



## State-of-the-art technologies with environment initiatives

INSEE Vietnam has earned its reputation for delivering commercially superior solutions for our customers through installing state-of-the-art equipment and implementing processes which ensure the most efficient and green environmentally sound manufacturing, with the utmost attention being paid to environmental protection.

### Vertical Roller Mills (VRM) reduce energy consumption

After the kiln, cement grinding mills are the second highest energy consumer at the plant. At INSEE, we are proud to operate Vertical Roller Mills (VRM), which require higher competent maintenance from mill operators, from material preparation to quality control. According to collected data from INSEE Vietnam’s Hon Chong Cement Plant and Thi Vai Grinding Terminal, VRM grinding consumes about 20% less energy than grinding with a roller press and ball mill. We have invested 20 years in mastering and continually upgrading the VRM operation through trials and error. Many generations of engineers and operators at our plant have diligently worked to optimize the system.

### Bag filters to reduce dust emissions

At Hon Chong plant – Kien Giang, we have installed one of the most modern cement manufacturing lines. According to the needs of production and business, we continue to invest in upgrading this line, especially the electrostatic precipitator system - dust removal for furnace flue gas - has been replaced with a more sustainable solution: dust bag filters system. This investment is a recognition of our sustainability efforts. The bag filters system was successfully implemented in March 2013, a step forward in the development of Hon Chong Factory towards the goal of improving Environmental Indicators. Dust emission at the main chimney of the clinker kiln of Hon Chong Plant is less than 10mg/Nm<sup>3</sup>; well below the limit required by Vietnamese law of 100mg/Nm<sup>3</sup> (QCVN 41:2011).





All legal requests for CEMs data are linked to the Department of Natural Resources and Environment for 5 INSEE INSEE plant and grinding stations

Comply with Circular 24/2017/TT-BTNMT of the Ministry of Natural Resources and Environment and Decree 40/2019/ND-CP of the Government; Since 2017, INSEE Vietnam Cement has installed Continuous Emission Monitoring systems (CEMs). This is a system

installed to monitor emission parameters such as SO<sub>2</sub>, NO<sub>2</sub> and CO, etc., according to current regulations on environmental protection. The CEMs system can directly measure the emission parameters of the plant and transmit the data to the Department of Natural Resources and Environment 24/7. This helps INSEE to actively control emission parameters and adjust the production process to avoid polluting the environment and affecting the surrounding community where the INSEE operates. This move of the Company contributes to effective environmental protection and compliance with Vietnam’s legal regulations on environmental protection.

Emissions

CO<sub>2</sub> emissions

	2020	2021	Followed to Global Cement and Concrete Association (GCCA) CO <sub>2</sub> protocol
Total CO <sub>2</sub> emissions gross (thousand tonnes)	1,372	1,297	N/A
Total CO <sub>2</sub> emissions net (thousand tonnes)	1,298	1,227	N/A
CO <sub>2</sub> emissions per ton of cement (kg/tonne cement)	416	419	N/A
Net CO <sub>2</sub> emissions per tonne of cement produced (kg/ tonne cement)	394	397	N/A

Endorsement from Local Government Representative



Mr. Doan Huu Thang: Deputy Director, Department of Natural Resources and Environment of Kien Giang Province.

I am impressed with INSEE’s commitment to environmental protection along with their production and business activities. During the past time, the Company has focused on monitoring and assessing environmental impacts, improving technology and capacity to control the emission effectively. As far as I know, INSEE has been implementing solutions to reduce greenhouse gases and protect the environment through waste and emission control, and continuously develop environmentally friendly products. In addition, INSEE also pays attention to biodiversity conservation, which is reflected in the plan of environmental rehabilitation and restoration in mining projects as well as the enthusiasm to coordinate with the local in implementing biodiversity conservation programs.

NO<sub>x</sub> & CO emission – At the kiln

	2020	Legal Limit QCVN 23:2009 QCVN 41:2011	2021	Legal Limit QCVN 23:2009 QCVN 41:2011
Emissions per ton of cement produced (grams/ton cement)	488	N/A	592	N/A
Total emissions (tonne/year)	2,717	N/A	1,831	N/A
No <sub>x</sub> emitssion at the Kiln (mg/Nm <sup>3</sup> )	760,3	1000	520,4	640 (cement plant)
CO emission at the Kiln (mg/Nm <sup>3</sup> )	137,2	500	100,9	320 (cement plant)

Dust emission

	2020	2021	Legal Limit QCVN 23:2009 QCVN 41:2011
Emissions per ton of cement produced (grams/tonne cement)	2	12,7	N/A
Total emissions (tonne/year)	14	39,2	N/A
Average dust emission of grinding (mg/ Nm3)	23,4	15,28	64 (cement plant) 100 (grinding plant)
Dust emission at the Kiln (mg/ Nm <sup>3</sup> )	4,1	11,13	64



## Quarry rehabilitation and biodiversity conservation

The exploitation of raw materials from nature to produce cement has an impact on the surrounding natural and social environment. Specifically, the removal of limestone changes the topography of the area, potentially affecting local ecosystems.

INSEE Vietnam recognizes that it is our responsibility to effectively manage and rehabilitate the species living in quarries where we operate. Hon Chong cement plant is located on the coast of Kien Giang province. The plant is located on a total area of 5.6 km<sup>2</sup> ha, including a cement plant, a seaport, a river port, three limestone quarries and one clay pit. INSEE strives to address our industry’s challenges and opportunities of environmental sustainability, including ecosystems conservation. Thus, quarry rehabilitation is one of the core parts of our environmental targets. Since 2008, INSEE has partnered with external local partners as well as the International Union for the Conservation of Nature (IUCN) in order to provide the necessary expertise to develop tools and instruments system for good management planning with full support from Kien Giang province’s Department of Natural Resources and the Environment. INSEE’s integrated objectives are two-fold:

- Rehabilitation and compensation project, contributing to biodiversity conservation with the enhancement of the local landscape
- Raising awareness of the importance of biodiversity and protecting the environment in both the community and local authorities.

To further strategize the relationship between the two organizations, at the end of 2018, INSEE Group and IUCN signed a Memorandum of Understanding (MoU); to jointly implement robust sustainable environmental development standards for biodiversity conservation within the premises under management of INSEE Group. This three-year partnership also aims to



Mr. Jake Brunner:  
Head of IUCN Indoburma Group

**“Since 2008, IUCN has worked with INSEE, and previously Holcim, to reduce the biodiversity impacts of limestone and clay quarrying in its cement plant in Hon Chong. INSEE’s decision in 2020 to commit the company to net positive biodiversity impact by 2030 provides the basis for the creation of formal biodiversity offsets. Our 2022 priority is to secure the Phu My Nature Reserve as a properly documented offset.”**

protect the limestone mountains in the areas where INSEE operates. INSEE Group is the first enterprise in the Thai cement industry to sign an MOU with IUCN. In 2019 and 2020, INSEE and IUCN completed the biodiversity map and a set of illustrations of Limestone in the Mekong Delta including Hon Chong (Vietnam) and Touk Meas (Cambodia). At the end of 2020, INSEE also worked with IUCN to plan the signing of a new agreement to implement the goal of biodiversity conservation until 2030, such as conserving Phu My Wetland Nature Reserve and establishing the Kien Luong Karst Nature Reserve in Kien Luong district, Kien Giang province, etc.

## Circular Economy

Natural resources are consumed 50% faster than they can be replaced. The term circular economy has become the ultimate goal of all big corporations in recent years. Under the circular economy concept, resources are redeployed and reused, and waste flows are turned into inputs for further production. Truly embedded with that ambition, INSEE continuously researches and challenges conventional thinking to implement the circular economy concept in all our manufacturing process.

### Waste-heat recovery power plant

State-of-the-art new suspension process (NSP) kilns include multi-stage pre-heaters and pre-calciners to pre-process raw materials before they enter the kiln, and an air-quench system to cool the clinker product. Kiln exhaust streams, from the clinker cooler and the kiln pre-heater system, contain useful thermal energy that can be converted into power. Typically, the clinker coolers release large amounts of heated air at 250 to 340°C directly into the atmosphere. At the kiln charging side, the 300 to 400°C kiln gas coming off–the pre-heaters are used to dry material in the raw mill and/or the coal mill and then sent to bag filter houses to remove dust before finally being vented to the atmosphere.

If the raw mill is down, the exhaust gas will be cooled by water spray or by wind before entering the dust collector. Optimizing furnace technology performance is important for efficient plant operation, utilizing exhaust heat from the preheater tower and clinker cooling system to generate electrical energy to partially compensate for electrical energy which must be purchased from the national grid. Waste

heat recovery power plants bring great benefits to the economy, society and environment, meeting 25% of the power demand of the plant, equivalent to the amount of electricity for 18,000 households in 1 year. The power plant with a capacity of 6 MW reduces the burden on the national grid and helps INSEE indirectly save about 25,000 tons of carbon emissions in a year, equivalent to 9,300 tons of coal.



### Energy Consumption

	2020	2021
<b>Total power consumption</b> (MWH)	260,928	246,924
<b>Electricity consumption</b> (KWH/ Tons of cement)	77,17	77,80
<b>Fuel Consumption</b> (ml/ Tons of clinker)	3393	3503
<b>Rate of alternative fuel</b> (%)	27,4	26,5





### Using alternative materials to reduce the amount of clinker in cement

Clinker is one of the main components that cannot be totally replaced in cement composition. Clinker is condensed from natural resources which requires the efforts and collaboration of many teams and functions. As a result, we never use it wastefully. At INSEE, we understand that every tonne of clinker saved could lead to many benefits, not only saving costs for our business but also for the environment. For many years, the clinker factor (CF) has been controlled closely. Every cement solution, which we deliver to end users, is optimized to ensure it is fit for purpose and suitable for its dedicated application.

By using fly ash and steel slag to substitute clinker in cement production, INSEE in Vietnam has significantly controlled its clinker factor. This reduction in CF has been carried out without compromising either industrial performance or product quality, but even improving it.

In addition, the use of high-quality mineral components (MICs), such as pozzolana, or treated industrial waste, results in more efficient use of non-renewable raw materials (limestone) and reduced CO<sub>2</sub> emissions of 26.4% in 2020 with each ton of cement produced, while increasing qualities such as durability and corrosion resistance.

### Materials

	2020	2021
Limestone (Ton)	701,225	624,966
Pozzolana (Ton)	166,272	146,076
Alternative Material (Ton)	574,900	553,877



Efficient water usage and management

Water is an indispensable basic element in maintaining life and all human activities on Earth. Meeting the demand for clean water is a major challenge in sustainable development worldwide, especially in developing countries.

Efficient water management and usage is one of the sustainable development goals that INSEE Vietnam always pursues. At INSEE, as a pioneer in applying sustainable development initiatives to business strategies, we consider Water as a resource that needs to be shared with the community. At Cat Lai, Thi Vai, Hiep Phuoc and Nhon Trach grinding terminals, clean water is provided from the local water supply company. Mostly, this amount of clean water is used in daily life for employees, the factory uses wastewater after treatment to maintain green space and clean areas at the factory. In Hon Chong factory, besides water supplied from the local water supply system, we also use a volume of surface water of nearly 60% for the process of generating electricity, and cooling the waste heat recovery system. The process of treating contaminated surface water always meets the quality of supply water for cooling activities, after this process, the amount of steam will be recovered and put into the gas turbine to drive it in order to generate electricity. Hence it can form a circulating closed cycle during operation.

With the brand philosophy “Build For Life”, we always apply strict standards of wastewater quality to the entire production process at the company. All waste water



discharged at Cat Lai, Hiep Phuoc, Thi Vai and Nhon Trach terminals always meet the standards of the Vietnam’s law, the Industrial areas and QCVN 40:2011 /Ministry of natural resources and environment (Production wastewater) & QCVN 14:2008/Ministry of natural resources and environment (Domestic wastewater) before discharge. The legal regulations on water use permits as well as discharge standards are respected by the Company and set as a guideline throughout the operation of our plants.

INSEE Vietnam has always set a goal of sustainable development in Vietnam and helps improve the quality of life for the communities where INSEE factories operate. With a clear sustainable development roadmap, we carry out water reuse activities in potential areas and look for other alternative water resources, such as rainwater, surface water. In addition, INSEE holds a conference with stakeholders once a year to discuss environmental issues and water use in localities.

Disclosures on the process of water withdrawal and discharge

Water withdrawal		
		All areas
Water withdrawal by source (million liters)	Surface water (total)	348
	Freshwater	100%
	Produced water (total)	465,201
	Freshwater	100%
	Third-party water (total)	369,4
Total water withdrawal (million liters)	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	717,39

Water discharge		
		All areas
Total water discharge (million liters)	Surface water + groundwater + seawater + third-party water (total)	252,2

Water consumption		
		All areas
Water consumption (million liters)	Total water consumption	445,72



# INSEE Ecocycle Because tomorrow matters

Poor waste management is a major issue facing both developing countries and countries in transition. After over thirty years of openness and economic renovation, Vietnam is now facing the same issues. There have been many reports about waste that is illegally dumped at unsuitable locations or is taken to landfills failing to meet requirements of the environmentally final disposal of waste. This can cause contamination of soil, water resources, and the atmosphere, leading to the sustained deterioration of the living conditions and health of nearby populations. Toxic substances and persistent compounds escape into the environment, are spread through the air over large areas, and can even enter the food chain, affecting both human and animal health.

There is a general agreement that it is an urgent need to improve waste management, hence different solutions are being discussed. Waste avoidance, cleaner production, producer responsibility, supply chain management or sustainable use of natural resources are only a few of the strategies being promoted. Despite technological progress and an increasing social and political awareness, the problem of growing waste streams persists.

Different types of waste have been successfully co-processed as alternative fuels and raw materials (AFR) in cement kilns in Europe, Japan, USA, Canada, and Australia since the beginning of the 1970s. The use of AFR can decrease the environmental impacts of waste, safely disposing of hazardous waste, reduce greenhouse gas emissions, save waste handling costs.

## The Technology

A cement kiln is a very environmentally sustainable place to dispose treated waste. Inside the kiln, flame temperatures can reach up to 2000°C, high enough to completely destroy any organic compounds and safely recycle inorganic compounds, such as solvents or sludge from waste plants, or solid waste, such as plastics or rubber. This process, known as co-processing, is the perfect and ideal solution for disposing of waste safely and thoroughly. Over many years, co-processing has been developed as a highly efficient, environmental friendly sound process which helps to save non-renewable fuels, reduces carbon emissions and reduces demand for landfills.



## The Investment

In October 2004, Ecocycle, previously known as Geocycle, a waste management brand of INSEE Vietnam, strengthened its operation through a significant technology upgrade in Hon Chong Cement Plant. With a total capital investment of approximately USD 12 million, this is the largest investment towards green manufacturing. The co-processing project included the

upgrade of the pre-calciner, and a waste storage unit incorporating an automatic crane system for storage management, as well as the installation of two feeding and dosing systems to take waste up to level 5 of the preheater tower using a closed belt conveyor. In terms of the environment, co-processing helps to reduce traditional fuel consumption and thus reduce CO<sub>2</sub> emissions. In the year 2019 - 2020, Ecocycle continued to invest in new equipment for Ecocycle laboratory including water content analyzer, cutting mill, bomb calorimeter and a new hazardous waste shredder at Hon Chong factory. These investments once again re-affirm INSEE Vietnam’s commitment towards its sustainable development strategy, which emphasizes the need to balance economic growth with social responsibility while constantly striving to minimize its impact on the environment.



## Ecocycle Laboratory

Our honor is the only waste testing laboratory accredited by VILAS in Vietnam.

Ecocycle testing laboratory has more than 10 years of experience in testing for calorific value, humidity, heavy metal content, chlorine concentration, sulfur content, flash point, pH concentration, etc.

With a Modern chemistry laboratory system and ISO/IEC 17025:2017 certified by the Ministry of Science and Technology, the laboratory has sufficient functions and facilities to serve related activities. With a team of specialized and highly experienced personnel, Ecocycle laboratory has been and will carry out activities to control waste collection and treatment processes appropriately and safely.



VILAS is the system of accreditation of testing and calibration laboratories in Vietnam. This is one of the accreditation programs of the Vietnam Quality Accreditation Office.

According to the decision 1962/QĐ-TCCBK signed by the Minister of Science, Technology and Environment on April 10, 1995, VILAS is significant in unifying accreditation activities throughout the country, contributing to access and dissemination ISO/IEC 17025:2005 standard, thereby improving the capacity of many laboratories in Vietnam, facilitating the export inspection of Vietnamese enterprises more easily.



Ecocycle accompanied the OPTOCE project

The “Ocean Plastic Turned into an Opportunity in Circular Economy – OPTOCE” project led by SINTEF (an independent research organization based in Norway) aims to reduce the leakage of microplastics into the ocean by involving local energy intensive industries in waste management and energy recovery.

The project helps the partner nations of China, India, Myanmar, Thailand and Vietnam contribute towards achieving the UN’s Sustainable Development Goals on waste management, the circular economy, and marine litter reduction.

Using non-recyclable plastic waste as a co-fuel is a common practice in many Western countries, but it is still a relatively new concept in many Asian countries. Pilot demonstrations will prove that it can be viable under local conditions. If the OPTOCE project is successful, it provides a clear roadmap for replication across the region.

As leader in sustainable waste management, INSEE Ecocycle joined the project and offered a local co-processing solution for non-recyclable plastic waste, coming from a paper recycling company. A comprehensive trial has been conducted to ensure safe, environmentally sound treatment of the waste in our cement plant. The final report will be issued in 2022.

INSEE Ecocycle knows that while environmentally friendly solutions may not be profitable in the short term, they are the only viable path to a future in which industry and the environment prosper in harmony.



Mr. Kåre Helge Karstensen:  
Chief, scientist and Project  
Manager of OPTOCE project

“Vietnam is a large contributor to marine plastic pollution, due to inadequate waste management capacity. I am grateful to INSEE, a leading cement company in Vietnam, that they volunteered to participate in this Pilot demonstration. The aim was to showcase that co-processing might be an option for “avoiding” non-recyclable plastic waste from entering the Sea. The result showed that their Hon Chong plant can co-process significant amounts of non-recyclable plastic waste in an environmental sound manner – which will constitute an important solution in protecting our Oceans.”

Clean Environment - Green Life in 07 Mekong Delta Provinces

Under the launch of the 7th “Clean Environment - Green Life” in 2021 organized by Syngenta Vietnam Ltd. and Branches of Crop Production & Plant Protection in An Giang, Can Tho, Dong Thap, Hau Giang, Soc Trang, Bac Lieu & Vinh Long provinces, the campaign took place within 02 days, of which INSEE Ecocycle was the only unit who successfully transported and safely treated almost 40 tons of used bottles and parcels that contained pesticides. Pesticides are crucial to farmers to prevent

plants/crops from harmful insects, small animals, wild plants, and other unwanted organisms to increase plants/crops’ productivity and quality. Unfortunately, after using pesticides, littering such used bottles & parcels to fields and/or rivers will negatively affect the environment for a very long time.

Taking part in the campaign, the farmers would collect all used bottles & parcels of pesticides littered at the fields, in the plant gardens, in the public areas, etc. and take them all to one of 36 collection points in these 07 provinces and receive essential presents in return. Although this collection was a minor action, it partly contributed to a positive change in the awareness of environmental protection, in using pesticides safely, in taking responsibility for each individual’s and for the community’s health. INSEE Ecocycle made a commitment to completely fulfill its target for sustainable development and environmental protection in Vietnam!

Optimum Solution to Persistent Organic Pollutants PCB (Polychlorinated Biphenyls)

Since 2012, INSEE Ecocycle has been the only company in Vietnam which has been certified by Vietnam Environment Administration to transport and treat these hazardous wastes by co-processing in cement kilns.

In 2021, the year of numerous difficulties & challenges, many impressive figures and records were set by tremendous efforts made by both customers and INSEE Ecocycle. There were nearly 80 tons of crude oil polluted with PCBs that INSEE Ecocycle collected from 26 provinces/cities in the nation from North to South. More importantly, INSEE Ecocycle successfully collected and transferred 53,229 tons of crude oil polluted with PCBs from the total number of 146 transformers in 19 provinces/cities of Northern Vietnam within less than 02 months, starting from Dec 2021.

By this project, INSEE Ecocycle hoped to make a contribution to completely & safely treat one of hazardous wastes that have been taken special cares by the Vietnamese government and the world, protecting the environment, improving life quality and conserving natural resources for future.

Joining the project to treat non-recyclabe plastic waste with TONTOTON

Ocean plastic waste has always been seen as a major challenge to the world. As a waste management solution with Co-processing in cement kilns, INSEE Ecocycle is proud to contribute to the treatment of this problem by converting plastic waste into energy.

Specifically, in 2020, INSEE Ecocycle Vietnam has officially accompanied TONTOTON in theproject “Non-recyclable plastic waste treatment” – The plastic neutralization program that offer a sustainable and environmental friendly solution to reduce ocean plastic.



Mr. Barak Ekshtein:  
Founder and CEO of TONTOTON

“The mismanaged post-consumer non-recyclable plastic waste is majority of the plastic pollution reaching the oceans and the natural environment. The solution must match the scale of the problem. Through co-processing partners, TONTOTON is able to remove and treat large quantities of non-recyclable plastic pollution while supporting vulnerable communities.”





# GRI STANDARDS

Foundation	General Disclosures	Management Approach	Economic	Environment	Social
GRI 100	GRI 102	GRI 103	GRI 200	GRI 300	GRI 400



Applied GRI standards

Disclosure	GRI Standard: General Disclosures (Core)	KPI to disclose	Disclosure Title	References and Remarks
GRI 102	Organizational Profile	102-1	Name of the organization	Message from the General Director
		102-2	Activities, brands, products, and services	List of products and services
		102-3	Location of headquarters	About INSEE Vietnam
		102-4	Location of operations	About INSEE Vietnam
		102-5	Ownership and legal representative	About INSEE Vietnam
		102-6	Markets served	About INSEE Vietnam
		102-7	Scale of the organization	About INSEE Vietnam
		102-8	Information about labor, other employees	Empowering our Employees
		102-10	Significant changes to the organization and its supply chain	Message from the General Director
		102-11	Methods or principles of prevention	About Our Report
		102-13	Membership of associations	Message from the General Director
	Strategy	102-14	Statement from senior decision-maker	Message from the General Director
	Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	Message from the General Director
	Governance	102-18	Governance structure	About INSEE Vietnam
	Stakeholder Engagement	102-40	List of stakeholders	Reporting overview about Reporting Practices
	Reporting Practices	102-45	Entities included in the report	About INSEE Vietnam
		102-46	Defining report content and topic boundaries	About Our Report
		102-47	List of important topics	About Our Report
		102-50	Reporting period	About Our Report
		102-52	Reporting cycle	About Our Report
		102-53	Contact point for questions regarding the report	About Our Report
		102-54	Claims of reporting in accordance with the GRI Standards	About Our Report
		102-55	GRI content index	
GRI 203	Indirect Economic Impacts	203-1	Infrastructure investment and support services	Together for Community
		203-2	Signicant indirect economic impacts	Together for Community
GRI 301	Material	301-2	Reusable materials as input materials	Circular Economy
GRI 302	Energy	302-1	Energy consumption within the organization	Circular Economy
		302-3	Energy intensity	Circular Economy
		302-4	Reduction of energy consumption	Circular Economy
GRI 303	Water	303-1	Using water as a shared resource	Efficient water usage and management
		303-2	Managing impacts related to water discharge	Efficient water usage and management
		303-3	Information about water withdrawal	Efficient water usage and management



Disclosure	GRI Standard: General Disclosures (Core)	KPI to disclose	Disclosure Title	References and Remarks
		303-4	Information about discharge	Efficient water usage and management
		303-5	Consumption/Usage of water	Efficient water usage and management
		304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Quarry rehabilitation and biodiversity conservation
		304-2	Significant impacts of activities, products, and services on biodiversity	Quarry rehabilitation and biodiversity conservation
<b>GRI 305</b>	Emissions	305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions
<b>GRI 306</b>	Effluents and Waste	306-2	Total weight of waste by type and disposal method	Circular Economy
<b>GRI 307</b>	Environmental Compliance	307-1	Failure to comply with environmental laws and regulations	There were no incidence of noncompliance during the reporting period
<b>GRI 401</b>	Employment	401-1	Number of new hires and turnover rate	Empowering our Employees
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering our Employees
		401-3	Maternity leave divided by gender, age	Empowering our Employees
<b>GRI 403</b>	Occupational Health and Safety	403-1	Representation of workers in official occupational health and safety intercommittees between management and workers	Always Put safety First
		403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities	Empowering our Employees
		403-3	Workers with high incidence or high risk of diseases related to their occupation	Always Put safety First
		403-4	Health and safety topics covered in formal union agreements	Always Put safety First
		403-5	Worker training on occupational health and safety	Always Put safety First
		403-6	Promotion of worker health	Always Put safety First
		403-8	Workers covered by an occupational health and safety management system	Always Put safety First
<b>GRI 404</b>	Training and Education	404-1	Average hours of training per year per employee	Empowering our Employees
		404-2	Programs for skills enhancement and transitional support	Empowering our Employees
		404-3	Percentage of employees receiving regular performance and career development reviews	Empowering our Employees
<b>GRI 413</b>	Local Communities	413-1	Operations with implemented local community engagement, impact assessments, and development programs	Together for Community
<b>GRI 419</b>	Socioeconomic Compliance	419-1	Failure to comply with laws and regulations in the economic and social sphere	There were no incidence of noncompliance during the reporting period





**Siam City Cement (Vietnam) Ltd.**

Floor 12 - 14, Etown Central

11 Doan Van Bo, Ward 13, District 4,

Ho Chi Minh City, Vietnam

Phone: +84 28 73 017 018

Fax: +84 28 73 036 038

Website: [insee.com.vn](http://insee.com.vn)