



Sustainable Development Report 2023

Vietnam

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Mr. Eamon John Ginley
General Director of INSEE Vietnam



Reflecting on the year 2023, we have navigated a complex landscape marked by significant challenges within the construction industry in Vietnam. Amidst a backdrop of economic volatility and a fiercely competitive environment, our journey has been anything but straightforward. Yet, it is during such times that our core values and resilience not only show but also strengthen. These adversities necessitated quick adaptations and a steadfast focus on innovation and efficiency. Our company's ability to turn around and embrace these challenges head-on ensured not only the continuation of our business but also the safeguarding of our commitments to all stakeholders involved.

Despite these hurdles, I am proud to share that we have upheld, and in many aspects enhanced, our commitment to the business position and sustainable development as well. Our dedication is not merely about adhering to standards; it is about setting more ambitious objectives. In 2023, SCCVN's CO₂ emissions is 425 kg/ton of cementious were significantly lower than the average of Vietnam cement industry at 667 kg/ton, even lower than global average of 590 kg/ton. Additionally, we have enhanced our co-processing technology capacity for alternative fuel use in cement kilns, achieving the highest Thermal Substitution Rate (TSR) close to 38% in over 15 years of INSEE Ecocycle operations in Vietnam.

At INSEE Vietnam, we are striving to use water efficiency for production and business activities as this is a precious resource. The good relationship between company and stakeholders is the key to success. Hence, INSEE consistently strives to understand and listen to the needs of our stakeholders, responding as much as possible to have a positive on the quality of life for people in the communities where we operate. In 2023, INSEE demonstrated our unwavering commitment to corporate social responsibility (CSR) by allocating over 4 billion VND around three critical pillars: infrastructure development, educational development, and sustainable community development. Furthermore, the company's dedication to fostering a positive impact was evidenced by the remarkable contribution of 5,021 volunteer hours by full-time employees.

We are dedicated to leading the charge in transforming the construction industry in Vietnam by championing sustainable practices. Our journey is ongoing, and each step we take is guided by our enduring commitment to the communities we serve and the environment we all share.

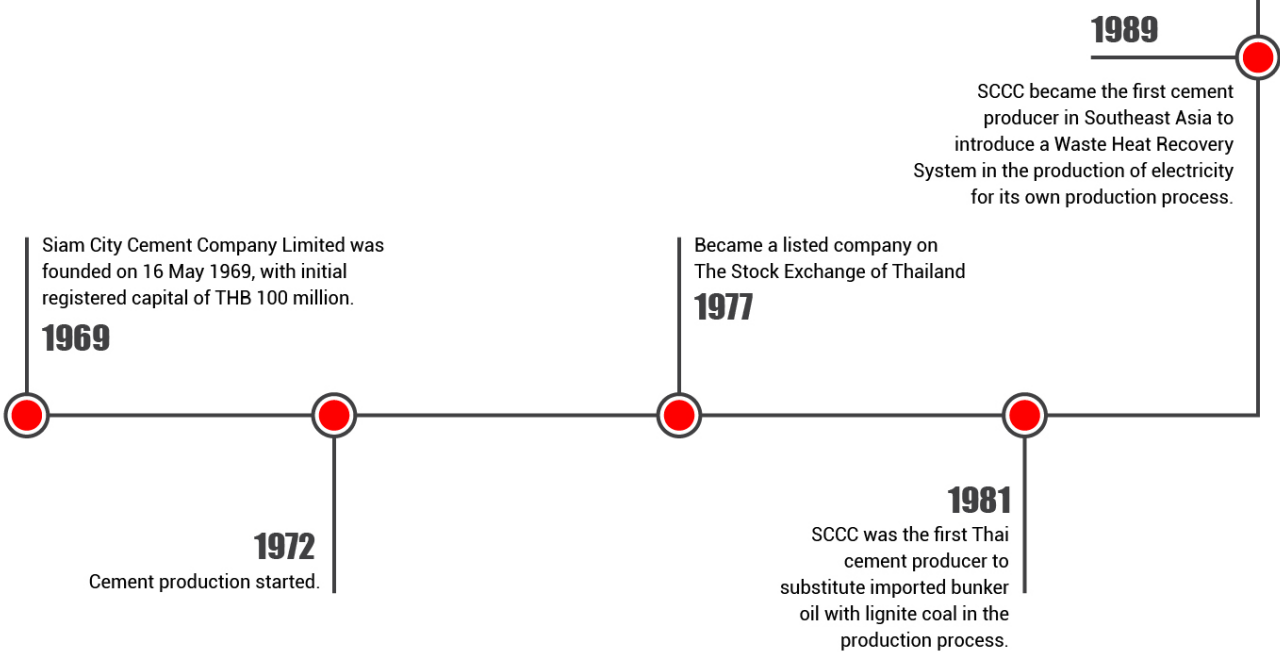
Thank you for your continued support and trust in us.

Warm regards.

INSEE's philosophy – Build for Life

At INSEE, we care deeply about our communities and environment. This aligns with our mission to provide world-class construction materials and services that enhance and improve quality of life. By listening and identifying the needs of our employees, customers, and stakeholders, we have set our hearts to consistently deliver the best standards and meet their expectations. INSEE aims to remain the leading provider of building materials and sustainable construction solutions in Vietnam. Our focus on sustainable development and continuous innovation is crucial to make this vision a reality and to help improve quality of life. Our commitment to sustainability also improves our company's competitiveness, enhances our reputation, attracts impactful business opportunities, and leads to upgrades in our products, services and working methods. For years, sustainability has been at the core of INSEE's daily activities and organization. Whether we provide guidance on construction projects or provide cement and other products for the construction of houses, buildings, or bigger infrastructures, we always take responsibility for ensuring the sustainability and efficiency of our materials as well as the processes. Over the last decade, we have particularly and invariably been the pioneer in adopting a new approach to sustainability in Vietnam. Our innovative developments and contributions to society have helped us retain our position as an important leading supplier, employer, and business partner within the construction industry. We have also been recognized by third-party organizations as an environmentally conscious company with a fruitful and beneficial working environment. Furthermore, INSEE builds for a better life by contributing to prosperity, people's growth, and the planet in the way we operate our business. With this, we intend to guarantee long-term and profitable business activity, while also ensuring both global and industrial challenges are addressed.

INSEE Group Development Timeline



About INSEE Vietnam

INSEE Vietnam is a member of Siam City Cement Public Company Limited (SCCC). Since the establishment in 1994, INSEE Vietnam has proudly risen to become a premier provider of cement, dry mortar and tile adhesive, fiber-cement, and waste management services in southern Vietnam. Our legacy is one of unwavering excellence, as we have played a pivotal role in constructing iconic structures, monumental infrastructure projects, and thriving residential and commercial developments throughout the region. With our brand philosophy "Build for Life" at the core of everything we do, we continuously pursue sustainable growth in Vietnam while upholding the highest standards of safety, fostering innovation, and nurturing opportunities for our dedicated team.

At present, INSEE Vietnam boasts a workforce of more than 700 skilled individuals, operating from 3 grinding stations, 1 cement dispatch station, 1 intergrated plant and our headquarter in Ho Chi Minh City. As pioneers in building materials production and waste management in South Vietnam, we remain resolute in our mission to advance sustainable development. This includes minimizing our environmental impact and actively contributing to the well-being of the communities we serve. INSEE Vietnam stands as a symbol of corporate pride, dedicated to shaping the nation's future with our unwavering commitment to progress and prosperity.

Vision

We will continue to build on our long heritage of shared loyalty, creating trusting relationships with our business partners, our people and our community. We want to achieve the best value and a sustainable future for all our stakeholders.

Mission

SCCC provides world-class construction materials and services that are vital to economic growth in Thailand and the wider region. Combining sustainability and innovation, we strive for operational excellence and to exceed the expectations of all our stakeholders. Our reputation is built on the outstanding quality of our products and customer service, the dedication and skill of our employees, our respect for the communities in which we operate and our ambition to set the standards for the industry of tomorrow.

Commitments

- **Working as a team**
One group, one vision, one team united in heart with our business partners for the good of all.
- **Doing what is right**
Staying true to ourselves and each other, maintaining the highest standards of discipline and integrity in everything we say and do.
- **Challenging conventions**
We are imaginative and always open to new ideas. We approach every business challenge with enthusiasm and strive to deliver innovative solutions beyond expectations.
- **Caring about our future**
We are committed to creating a positive future for generations to come. Caring for our people, our environment, our community, our nation.

INSEE Group Sustainability Ambition 2030

Stretched Targets

In 2021, SCCC took a significant leap forward by introducing its INSEE Sustainability Ambition 2030, featuring well-defined and actionable targets addressing

- Climate change
- Biodiversity promotion
- Economy principles
- Workplace safety with zero-harm approach
- Active community engagement

A materiality assessment was done using our own evaluation and benchmarking it with industry peers by ERM, confirming our focus areas as portrayed in INSEE Sustainability Ambition 2030. With an ingrained SCCC Commitment to “Caring about our future” embedded within every SCCC employee, we have recently reassessed our 2030 Ambition. Consequently, we have unveiled an updated set of more ambitious 2030 targets aimed at achieving a more substantial reduction in our impact on greenhouse gas emissions.

- By 2030, we aim to further reduce CO2 emissions across the Group from < 530kg/ ton CEM to < 470kg/ ton CEM, representing a large 25 percent reduction from our 2020 baseline
- We have elevated our 2030 target for the use of waste derived fuels in our cement kilns to over 1.4 million tons, with a Group-wide Thermal Substitution Rate (TSR) goal set now at 40 percent.
- An aggressive new target for the use of By-products (Fly ash, Slag, Gypsum, etc.) has been set at over 1.7 million tons in our operation, with a revised Group-wide Clinker Factor (CF) target of 65 percent.

These ambition targets underscore our dedicated involvement in earnestly implementing decarbonization across our cement and clinker operations.

As we heighten our efforts in decarbonization, it is crucial to emphasize that our well-defined Environmental, Social and Governance (ESG) agenda’s other key pillars continue to serve as the foundation for our ethical business practices. Across the Group, we committed to increasing our surface water utilization to over 45 percent of our total water consumption in our manufacturing process, safeguarding precious groundwater and conserving clean water for future generations.

In addition to our focus on decarbonization and water conservation, our commitment extends to creating a net positive impact on biodiversity, guided by our collaboration with the International Union for Conservation of Nature (IUCN). Maintaining our “Zero Harm” commitment to Occupation Health & Safety by 2030 is paramount. This commitment extends beyond our employees to encompass our contractors, customers, and suppliers. Furthermore, we actively strive to have a positive on the quality of life for people in the communities where we operate.

Additionally, the Board of Directors we continuously monitor and evaluate our process against those targets and evolving risks to stay on track to our long-term goals. We then annually review and disclose our sustainability performance by integrating key non-financial metrics, performance indicators, and climate risk assessment into our Annual Report, in line with enhanced Stock Exchange of Thailand guidelines, Task Force on Climate-related Financial Disclosures (TCFD) standard, and KPIs of Global Cement and Concrete Association (GCCA).

Pillar 1: Climate & Energy

Reduce our CO2 emissions to less than 470 kg net CO2 /ton cementitious

Reduce our specific electricity consumption by >10 percent

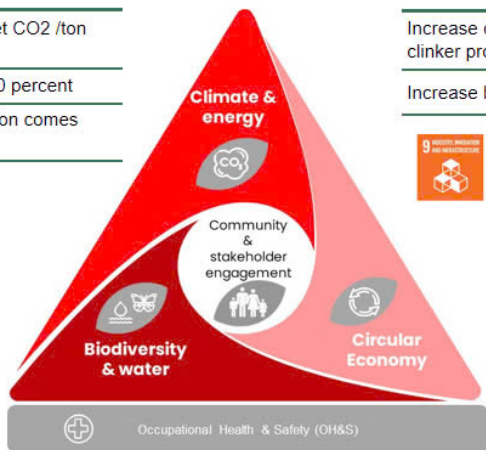
Ensure at least 20 percent of electricity consumption comes from alternative energy sources



Pillar 3: Biodiversity & Water

Have a net-positive impact on biodiversity

Preserve water in Company operations



Pillar 2: Circular Economy

Increase our usage of waste derived fuels and raw materials in clinker production from 0.5 million to > 1.4 million ton

Increase by-product absorption (fly ash, slag) to > 1.7 million ton



Theme 2:

Community & Stakeholder Engagement

Circular Economy Continue to proactively engage with our communities and stakeholders



Theme 1:

Occupational Health & Safety

Our ambition is ZERO HARM by 2030

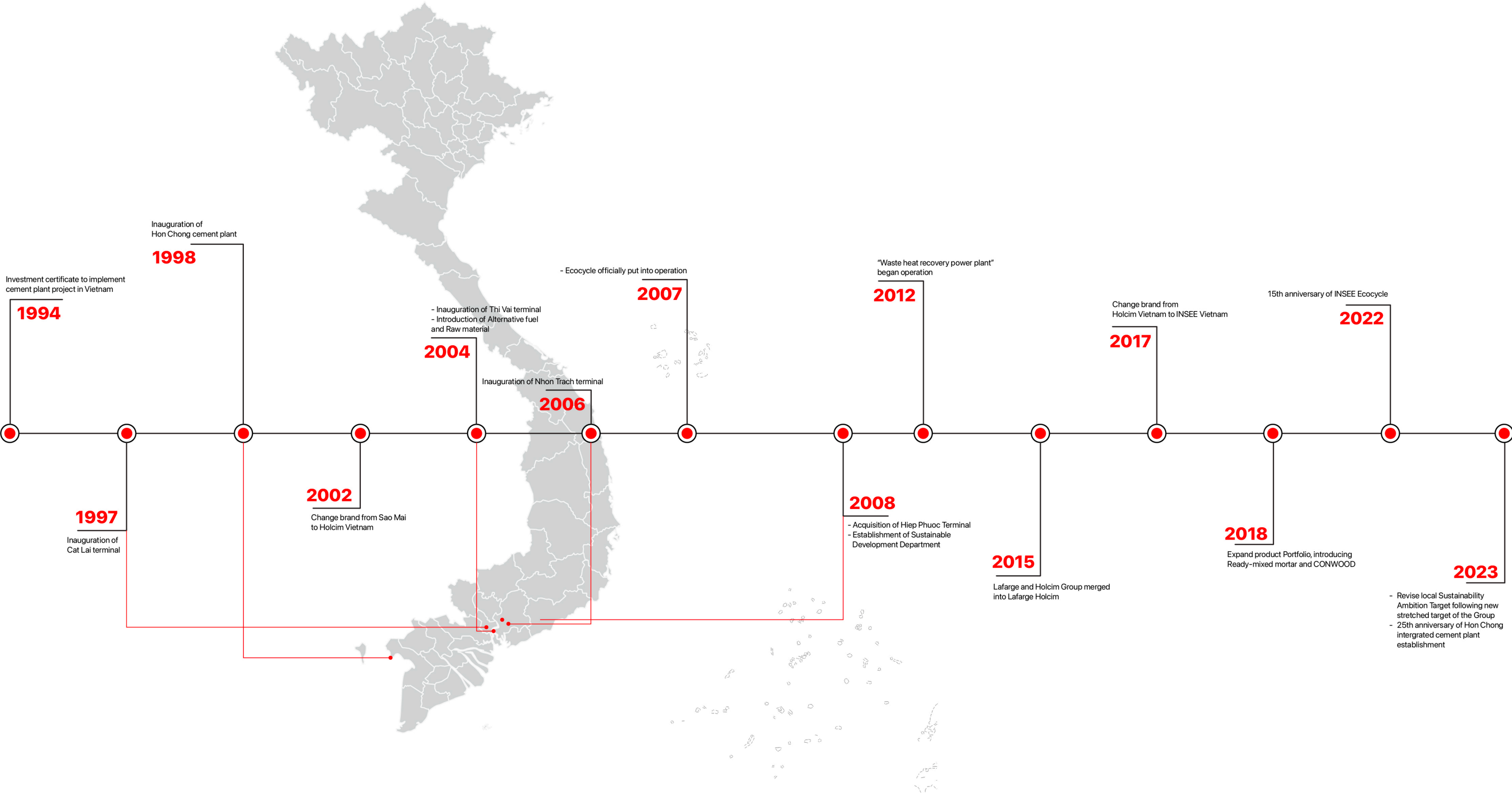


To stay true to our commitment to Sustainability Ambition 2030, we have set up a Sustainability Steering Committee (SSC) consisting of a member of the Board, and leaders in the organization. We have also assigned sustainability coordinators and groups for each country to plan and track progress toward yearly goals. The Board of Directors has been updated on the work and progress of SCC at least twice a year.

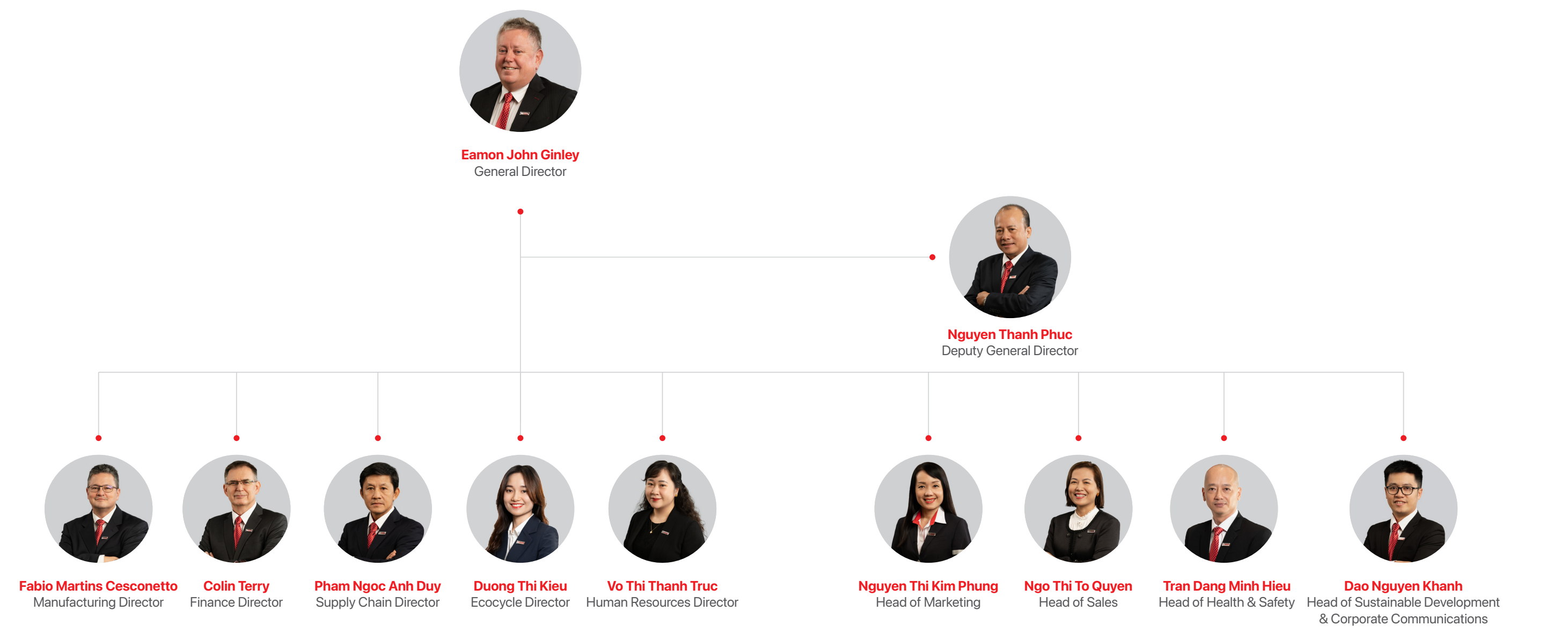
Our 2030 SD Performance Highlight

		2030 Group Target	2023 Actual Group Performance	2030 Vietnam Target	2023 Actual Vietnam Performance
Environment	CO ₂ Emission	< 470	603	347	425
	% Clinker Factor	< 65%	71%	57.6%	56.8%
	% Thermal Substitution Rate (TSR)	< 40%	21,1%	34.0%	37.9%
	Usage of Waste Derived Fuels	> 1.4 mil ton	664,000 ton	173,186	181,931
	Absorption of By-products	> 1.7 mil ton	978,000 ton	773,077	435,595
	% Surface Water Utilization	> 45%	38.4%	54%	58%
Social	Lost Time Injury Frequency Rate	Zero	0,11	0,54	0,99

Development timeline of INSEE Vietnam



Management Structure 2024



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



CONWOOD by INSEE

Real as wood – Strong as cement
CONWOOD is proud to be the only fiber-cement product on the market that does not contain sand, resulting in a smoother surface and more exquisite and lifelike wood fiber. Besides, with the advantage of high durability, exceptional fire resistance, termite-free, and waterproof, CONWOOD is a leading natural wood replacement solution in all construction categories today.

INSEE Mortar

Comprehensive solutions for smarter homes

Understanding the expectations of customers for quality and construction life, as well as saving construction time and costs, INSEE provides comprehensive solutions for wall, and floor tiling, swimming pools, and even water-permeable areas. Products include INSEE TileFix, INSEE TileGrout and INSEE FlexShield



Industrial solution

For Sustainable infrastructure

Each construction has its own specific materials requirements to ensure durability. As the preferred choice of key projects, INSEE provides diverse and tailor-made construction solutions, that optimizes durability in any weather condition and each region in Viet Nam. We are making an effort to enhance our products which are more and more environmentally friendly, and we are adapting to the requirement for sustainable materials. INSEE cement's CO2 emission is the lowest compared to others, and all our products have achieved the Green label (LEED version 4, Green Mark, VGBC).

INSEE Ecocycle

Because tomorrow matters

As a leading provider of sustainable waste management solutions and a partner of more than 250 large corporations in a wide range of manufacturing industries in Vietnam, INSEE is proud to offer Co-processing technology in cement kilns to safely and thoroughly handle over 1,600,000 tons of waste, reduce over 1,500,000 tons of greenhouse gas emissions during more than 15 years of operation.



2023 Key Performance Highlights



Prosperity

- Achieved 100% Green Portfolio, meeting the highest standard of environmental performance
- Distribution Segment: INSEE reaches 26.3% market share at core market as end of Dec 2023, +1.3pp vs FY 2022
- Manufacturer & Builders Segment: Strong recovery in Q4 2023 with 20.3% of market share
- Mortar: In 2023, Drymix achieved a remarkable sell-out of over 2000 tons, accompanied by a notable 20% increase in the quantity of distributors
- Conwood: Conwood expanded into 11 new provinces, has seen a significant increase of 46% in new projects and an 11% rise in new distributors.



People

- Employee engagement survey 2023 recognizes the level of employee engagement achieved 75 %.
- Conducting 29,152 training hour for employees.
- INSEE invested VND 4,2 billion for 25 CSR activities.
- 5,021 Volunteer hours from Fulltime Employees (FTE).



Planet

- Thermal Substitution Rate (TSR) in 2023: 37,9%.
- Total amount of hazardous and non-hazardous waste treated in 2023: 181,932 tons.
- Received The Top 100 Sustainable Development Businesses (Top 100 CSI) award for 8 consecutive years
- CO2 emission of INSEE Vietnam is 425kg/ ton cementious, lower than the average of Vietnam Cement Industry at 667 kg/ton

An Overview of the Report

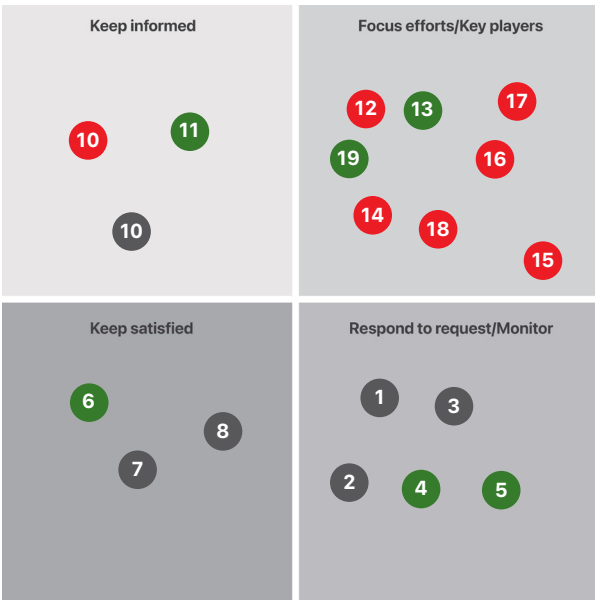
To ensure comprehensive reporting, our Sustainable Development Report follows the “GRI Standards” established by the Global Reporting Initiative (GRI), with the GRI Index prominently featured in our disclosure. This reporting and disclosure commitment underscore our dedication to transparently communicating our sustainability efforts and achievements.

We follow ISO 14001 standards in our environmental management, based on the latest ISO 14001:2015 version, which includes all significant processes of our organization. This commitment aligns with our Sustainable Development Policy, establishing benchmarks for corporate governance and generating economic, environmental, and social value.

Sustainable Development Report 2023
Overall Information

Reporting Framework	Global Reporting Initiative (GRI) Standard
Reporting Period	2023
Reporting Cycle	Annually
“In accordance” Option	Core

List of stakeholders groups



Level of influence (impact) in INSEE



Level of interest in INSEE



- 1

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.



2023 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.



Awards and recognitions



Top 100 Sustainable Development Businesses (Top 100 CSI) award

This is the 8th year in a row that INSEE has received this award from Vietnam Business Council for Sustainable Development (VBCSD) and is considered a recognition to efforts in synchronously implementing sustainable development orientations throughout the value chain



Top 10 Building Material Reputation Awards

In 8 consecutive years, INSEE has been honored to be listed in The Top 10 Reputable Building Material Companies Award organized by VietNamReport and VietNamNet Newspaper



Saigon Times CSR "Corporate Social Responsibility" Award

The year 2023 marks the 5th consecutive milestone that INSEE Vietnam has been awarded a certificate for the "Corporate Social Responsibility" award thanks to the responsibility to society, contributing to spreading good values and humanity to society. Through this award, it can be seen that the Social Responsibility pillar is highly focused by INSEE in parallel with the Company's production and business activities. INSEE believes that local development is the springboard for the development of businesses operating in the area.



Top 100 Best Place to Work

We are thrilled to announce that INSEE Vietnam has been honored as one of the "Top 100 Best Places to Work" once again, as recognized by a vote of over 63,000 experienced professionals. The program was initiated by Anphabe in 2013 with the sponsorship of the Vietnam Confederation of Commerce and Industry (VCCI). The evaluation model and method are verified by a third party (Intage Vietnam) to ensure the fairness and objectivity of the results.



Top 50 Corporate Sustainability Award (Top 50 CSA)

The Top 50 Corporate Sustainability Awards 2023 (CSA) organized by Nhip Cau Dau Tu Magazine with the theme "Eternal Value E-S-G" to honor Enterprises with practical and compliant actions related to Environment, Society and Governance. INSEE Vietnam is honored to receive this award for the second time, which is a positive recognition for the efforts that the Company has been, is and will be implementing in the "Build for Life" journey that INSEE pursues.



The Most reputable construction company and Building materials supplier award

INSEE Vietnam was honored to be awarded the Most reputable construction company and Building materials supplier in 2023. This is an award category organized by Nhip Cau Dau Tu Magazine to honor reputable businesses in the construction field, within the framework of the Vietnam Outstanding Property Awards 2023.



In the field of "Learning & Development" category

The Enterprise-based Vocational Education Program (EVE) implemented by INSEE Vietnam won the prestigious award "Human Resources Excellent Award 2023", in the field of "Learning & Development" category. The award was organized by Anphabe, coordinate with Vietnam Chamber of Commerce and Industry (VCCI), British Chamber Of Commerce Vietnam (BritCham), European Chamber of Commerce in Vietnam (EuroCham), Australian Chamber of Commerce in Vietnam (AusCham), Canadian Chamber of Commerce in Vietnam (CanCham), and Hongkong Business Association Vietnam (HKBAV).



Top 50 Best Employer of Choice for Vietnam Students

With the votes from over 30 universities throughout Vietnam have named INSEE Vietnam the "Top 50 Best Employer of Choice for Vietnam Students". We have consistently received this recognition since 2020.

PROSPERITY



Fluctuations in 2023

The Vietnamese economy in 2023 resiliently overcame various challenges, creating a bright spot in the overall gloomy global economic and trade landscape.

Compared to 2022, the GDP growth rate in 2023 decreased by 2.97%; notably, the industrial and construction sectors decreased the most by 4.04%. Despite facing many obstacles in the market, in 2023, Vietnam's GDP reached 430 billion USD, corresponding to a growth rate of 5.05 percent. The GDP growth rate in the fourth quarter of 2023 reached the highest level compared to the other quarters of the year. Specifically,

the industrial and construction sectors demonstrated a very strong recovery. The real estate market has seen a positive shift in the interest rates for home loans. Mortgage interest rates have returned to pre-housing crisis levels.

These bright spots lay the groundwork for economic recovery in 2024. And the leading advantages in technology and the net zero carbon trend will create opportunities for INSEE to dominate the market, opening new prospects for the construction industry in Vietnam.

Changes to adapt

Constantly apply customers centricity mindset across the company

At INSEE, we aim to provide a "Superior Customer Experience" everywhere, every time, enable with robust process. We firmly believe that a Service and Customer Experience Mindset embed across the organization should occupy the foremost position in our list of priorities to improve, thus, in Mar 2023, INSEE established a "Service Committee" at the top level of the organization (EXCO level) leading by our CEO - Mr. Eamon Ginley for ensuring the integration of this mindset throughout

our organization. INSEE Vietnam leaders had the great opportunity to reinforce and practice together some of the key "Customer Centricity" fundamentals, as part of the two "2023 Leadership Bootcamp" Ho Chi Minh City May & Nov'23. More than 50 executives participated have been equipped with the tools tools and insights necessary to apply these principles within their respective line departments.



Superior Customer Experience

Easy to do business with
Keep commitment
Create value

In 2023, INSEE Vietnam and key customers participated actively on a massive communication campaign via the initiative of Video "Customer Talk" Series, we are educating our entire organization to understand our customers deeply about our difference customer's business operation, their expectation and their service experience when doing business with INSEE at difference touchpoints, what we can do to improve our customer experience. Those messages will keep repeat communicating & embed into functional support teams

across the company. We will continue to focus on consolidating and analyzing this wealth of VoC (Voice of Customer) input, gaining a comprehensive understanding of their needs, expectations, and areas for enhancement. It is because every good "Customer Centricity" journey begins with a solid step

We enhance our product portfolio to align with the customers' requirements

At INSEE, our cement products have achieved a 100% "Green Label" certificate from Singapore Green Building Council and EPD (Environmental Product Declaration) by **EPD International AB - Stockholm, Sweden**. Receiving this certificate is another step towards increased transparency in reporting our sustainability efforts, which helps the overall ambition of our industry and for Vietnam to become a greener country. Our INSEE products also meet the requirements of projects applying various green building standards, such as LEED V4, GreenMark and Lotus.

Closer to housing customers with massive go-to-market initiatives

INSEE organized Seminars for Customers

With the goal of fostering cohesion and sharing the outstanding values proposition that INSEE's cement bring to our customers to conquer every construction project, INSEE Vietnam has successfully organized 22 seminars in 21 provinces and cities, from Binh Thuan to Ca Mau. The seminar series has recorded impressive results:

- 22 seminars
- 21 provinces
- 3,441 customers (1,705 contractors – 1,646 retailers)
- 821 retailers & contractors registered on INSEE Distribution Connect
- 40 retailers be recognized in Seminar.



Lab2site – Breakthrough ideas to connect new customers

Lab2site is a powerful tool to support RTLs and WSL in massively approaching market and promoting INSEE cement to various construction projects. The project aims to convert contractors into INSEE customers directly at the construction site. INSEE team will visit the construction sites to provide technical consultant directly and guide the implementation of easy-to-follow safety principles. To helps contractors, improve their construction quality, the team also give them chances to try out INSEE cement for the best experience. Most contractors are satisfied with the product after use and make orders directly at the construction sites.

- 28 micro market (13 provinces)
- 272 construction sites approached
- 257 contractors & 1,871 masons
- 98% trial
- 83 first orders



We strengthen remote interaction activities with CTRs and RTLs through digital tools

In 2023, amidst challenging market conditions, maintaining strong connection with customers is the vital strategy for market retention. Leveraging the advantage of artificial intelligence integrated into the INSEE Distribution Connect platform, INSEE implemented a series of diverse programs aimed at sustaining strong remote connectivity and interaction with customers.



INSEE Live

Share technical information online with customers 2-way interactive livestream with practical daily topics related to construction. Therefore, helping customers consolidate and gain more useful knowledge to help improve their skills.

- 4 episodes
- 596 views

INSEE Quiz

Consolidate and update practical knowledge through quizzes sent to customers through INSEE Distribution Connect.

- 12 episodes
- 72 quizzes
- 32,6% conversion rate

Drawing contest

Organized drawing contest for children of customers from 3-12 years old with topic “The word in the future”. Pictures from the contest made the INSEE calendar 2024. The contest creates a useful playground for children to unleash their creativity and contributes to further strengthening relationships with customers.

- 83 participants
- 83 rewards deliver for children: Smart watch, voucher, travel bag

Lookback 2023

2023 is a difficult year when the global economy is seriously affected, which is a huge challenge for all customers, therefore, organizing the INSEE promotion on INSEE Distribution Connect for Retailers & Contractors “Looking back at 2023 with INSEE”, we will all strive harder in 2024.

- 200 Retailers & Contractors joined
- 40 prizes for lucky draw

INSEE Industrial Solution for Sustainable Infrastructure

As the first cement brand in Southeast Asia to achieve EPD certification, we have flexibly adjusted our product portfolio to meet the requirements of each customer and project through presales activities. In 2023, INSEE Vietnam participated in presales for many large-scale projects and became the cement supplier for crucial components. Pre-sales team has prospected and approached 44 projects in our core-market, in which we have supplied 13 projects.



Phuoc An Port: 100% INSEE Extra Durable cement for the port, auxiliary facilities and connecting roads. INSEE Extra Durable not only adheres to TCVN and ASTM standards but also meets the European standards EN, which are widely adopted in Vietnam.

Kingspan Factory: Kingspan Phu My factory is the project using 100% INSEE cements to contribute to gain score on green materials for LEED Platinum standards.

Customers Convention 2024 marks a 30-year accompanying customers in leading the market, 30-year of Build For Life journey.

“INSEE Customers Convention 2024” is an annual event dedicated to our valued customers and partners, providing an opportunity for INSEE to connect, share core values with customers, and collaborate towards mutually beneficial goals. This is a special occasion for INSEE to express gratitude and honor the customers who have accompanied us on our development journey.

From the insightful shares of the INSEE Leadership and customers on the journey of mutual development throughout 30 years to the information about market trends and developmental directions for 2024, all have provided customers with immensely meaningful and useful insights.

Moreover, 2024 marks the 30-year journey of INSEE’s leadership and growth in Vietnam. This is a particularly special opportunity for INSEE & customers to celebrate the achievements as well as to express gratitude to the “Eagle Pathfinders”, those who have been accompanying INSEE since its early days of establishment and pioneering the market.

Going beyond expectations, nearly 350 customers not only receive ample market insights and strategic company development direction, garnering impressive recognition but also have the chance to connect with each other through vibrant, energetic performances, fostering deeper connections than ever before.



CONWOOD successfully expanded the business

Thanks to the outstanding values brought to customers in terms of aesthetics, economy, and construction, CONWOOD successfully expanded the business market from North to South with 22 official distributors. Not only applied in civil projects, CONWOOD is also trusted for commercial projects, residential areas, and high-class resorts. Currently, CONWOOD leads the fiber cement industry through various creative decorative and architectural solutions. To continue the development and maintain a leading position in the market during the current challenging and uncertain times, CONWOOD Vietnam business segment has integrated into CONWOOD International from Aug 2023.

Accordingly, CONWOOD has officially launched a new brand identity. This is a significant milestone marking the strong transformation of CONWOOD Vietnam to become a professional and leading brand in the fiber cement industry.

Outstanding business result

- +11 provinces
- +11% quantity of new Wholesalers
- +46% quantity of new projects



*Conwood rewarded the promotion program: "Successful breakthrough - Value sharing"

Mortar

Drymix plays an essential role in promoting the diversity of product offerings to our customers. By integrating our distribution channel into the Cement distribution channel in 2023, Drymix products will be spread to different geographical markets and customer segments, expected to gain rapid growth in coming years. In 2023, amidst market challenges, the support and companionship provided by INSEE to customers served as the chance for 20% of new distributors to collaborate.



*Conwood's customers tour to Indonesia



*Contractors workshop at Phu Phuoc city



*Contractors workshop at Phu Phuoc city

PEOPLE



Safety - Zero Harm Mindset

At INSEE, safety is not just a goal; It is a commitment we keep every day. The Board of Directors believes that safety is more important than anything because People are the most important factor for the company’s success. In order to ensure that safety criteria are always a top priority, many campaigns and activities aimed at raising safety awareness of each individual working at INSEE have been implemented. The ultimate goal of every safety initiative is to have a positive safety culture that

employees at all levels are willing and able to act upon. Each person can “go beyond their responsibilities” for the safety of their colleagues in addition to their own safety.

We’re following the “4 levers influencing model – Driving Safety Mindset & Behavior Change” to shape safety ideology building activities.

Tell me – Fostering understanding & conviction







Eyes on hands
Are your eyes on your hands and hand operated equipment so as to avoid pinching, crushing, cutting, splashing, burning or falling? Do you need to wear gloves?

Line of Fire
Are you positioned such that you can avoid being struck, overcome by fumes, sprayed, fallen on, caught or run over?

Eyes on Path
Are you observing and assessing the surface and clearances so as to avoid slipping, tripping or colliding?

Assess Area
Are you continually assessing the area for hazards?

Communication
Have you communicated your immediate intentions to those around you, and received feedback?



Last Step Behaviors

Our safety campaign called “Last Step Behaviors” has been developed to promote a positive safety culture as well as ensure that all employees behave in the right way to avoid the situations where these injuries are occurring.

Safety café

With the goal of improving safety knowledge for sites employees, regular safety meetings are held weekly. We organize Safety Café at the for every beginning of the shift.

At Safety Cafe, employees at sites can exchange and share safety experiences and knowledge with each other in daily work.



Vendor Safety Forum

INSEE Vietnam organized a Vendor Safety Forum for our contractors annually. In 2023, the event was successfully organized with the participation of 50 contractors who expertise in performing high-risk scope of work and the presence of INSEE Vietnam Board of Directors, plant/ grinding station manager and Safety management team.

The forum is held periodically with the desire to provide a clear understanding of INSEE Vietnam’s requirements on Health & Safety and Sustainable Supply at INSEE, to the participating contractors. Also in the forum, INSEE listened to contributions and shares from contractors to discuss together and propose solutions.



“ Món quà quý nhất
bạn có thể tặng cho gia đình mình
chính là **BẠN**, hãy trở về nhà **AN TOÀN** ”
“Best gift you can give to your family is YOU, Come Home Safely”.



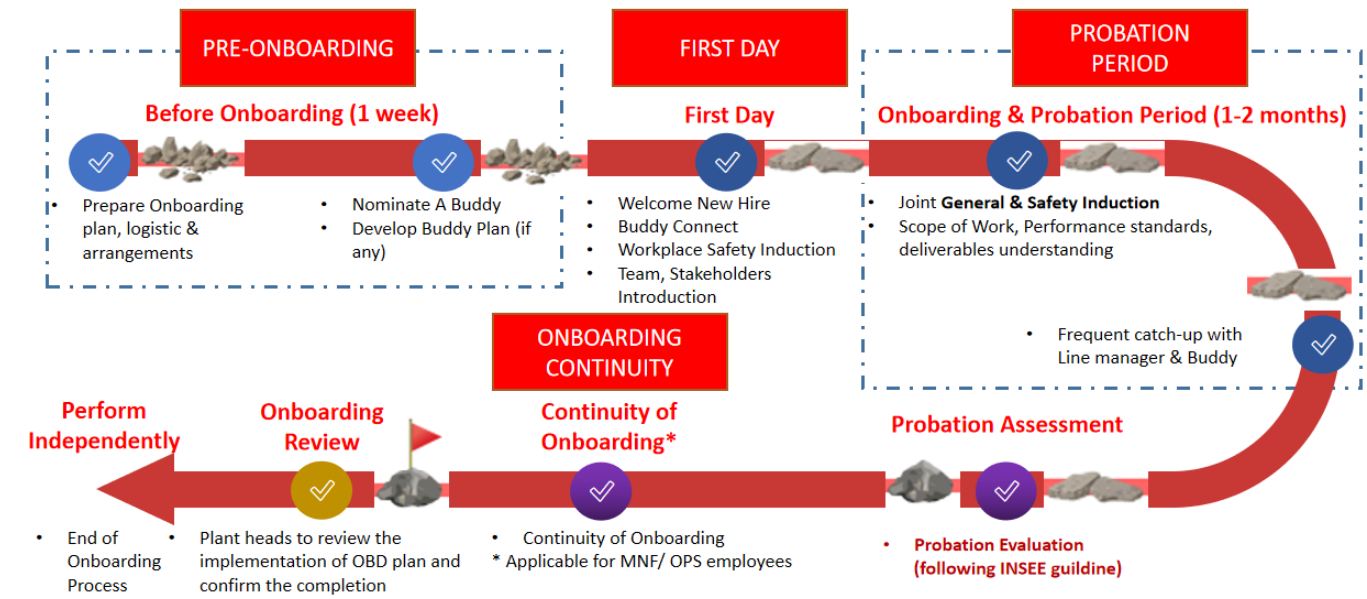
Come home safely

Through the message: “The best gift you can give to your family is YOU, Come Home Safely” of the “Come Home Safely” campaign, each employee will be reminded of the meaning of personal safety for their family.

Communication banners about the campaign are hung at all INSEE’s sites so that every employee who comes to the company will see the message every day and leave a mark in the employees’ awareness.

Teach me – Developing talents & skills

New onboarding process will be going beyond probation to ensure our employees are fully perform the jobs at the end.



Encourage me - Reinforcing with formal mechanisms



Safety award

We organized numerous awards for employees to honor individuals and groups who contribute to safety goals as well as improve safety awareness for others included: Best Safe Plant award, Safety scratchy card program, Annual bonus scheme, Recognition for specific program’s ambassadors and Safety collaborators. This is one of the ways to encourage employees to put safety goals first during work.

Show me – Role modelling



Right to stop work

The communication campaign about “Right to Stop Work” was deployed to help employees understand that they are fully authorized and obligated to stop any job, any behavior, or any activity that they deem to be unsafe.



- Walking past is an endorsement of an unsafe act.
- Walking past an unsafe condition may cause someone else to be hurt, maimed or killed.
- Walking past sends a strong message that you don't care and is a breach of your duties.
- Walking past good safety is an opportunity missed to re - enforce our Safe Production Culture.

OBSERVE & ACT

Risk: High Stop & take some actions immediately	Medium Take some actions & carry on	Low Provide some supports, thank them & carry on
-----------------------------------------------------------	-----------------------------------------------	------------------------------------------------------------

DON'T WALK PAST
ĐỪNG BỎ QUA

Don't walk pass

Don't Walk Past is a program designed to embed a positive safety culture and to help instill safety as a way of working and as a way of life in managers, supervisors, employees and contractors.

Don't Walk Past is a simple Safety Leadership philosophy developed to help drive organizational change and improvement in OHS performance and is a key element of any sustainable behaviors program.

Total frequency of injury (TIFR - INSEE & Third Party on site)	0.99
Occupational disease	4
Total hours of safety training	19,345

*Statistics in SCCC Vietnam (2023)



Our strategic approach is structured around four main pillars:

Organizational Effectiveness:

This pillar focuses on refining the organizational structure to align with future objectives and implementing strategic people planning to ensure the right individuals are in the right roles. This foundation is crucial for adapting to future challenges and opportunities.

Talent Management:

Central to this pillar is our succession planning process, which includes DLQ (G/GC) and People Day, alongside the development and execution of impactful career roadmaps and Individual Development Plans (IDP). This ensures a continuous pipeline of capable leaders and skilled professionals.

Employee Engagement:

This pillar plays a critical role by implementing an engagement action log and addressing engagement gaps at both company and functional levels. The objective is to foster a work environment where employees are actively involved and committed to the organization's goals.

Workforce Capability Improvement:

With a special focus on the Commercial and Manufacturing functions, this pillar aims to enhance specific skills and competencies that are vital for the organization's growth and competitiveness.

All these pillars are underpinned by our Employee Value Proposition, which emphasizes "Care at Work – Happy at Home," "Learn Fast – Grow Further," and "Together Making Life Worth Living." These values are designed to nurture a supportive and fulfilling workplace culture, promoting both personal and professional growth.

In the rapidly charging business environment, the importance of robust **HUMAN RESOURCE** capabilities remains a critical element. Our strategy aims to craft a winning organization at **INSEE** characterized by **AGILITY AND PASSION**. This is accomplished by integrating leadership competencies and agility mindsets into the organization alongside proactive talent management, with a significant focus on coaching.

Employee - Foundation of the business

Overview of INSEE’s labor

		Vietnam (2023) Index	Group (2023) Index
Number of employees	Person	744	4307
Number of employees by level			
Top & senior management (TML & SML)	Person	24	212
Middle level management (MML & FML)	Person	418	2107
Other employees (NML)	Person	302	1988
Number of female employees by level			
Top & senior management	Person	7	44
Middle level management	Person	130	702
Other employees	Person	20	141
Portion of local employees	%	98,7	99,03
Total Number of New Employees	Person	14	366
Employee turnover	%	7,5	19,94
Average hours of training per employee	Hours	35,95	26,44

*Group index included statistics from SCCC Group and its Subsidiary in Thailand and overseas.

Organization Effectiveness

As part of our commitment to adapt and thrive in a changing business environment, we have launched the Organizational Effectiveness Project. This initiative is strategically designed to enhance our company’s structure, ensuring long-term success through improved succession planning, people development, and a leadership mindset that embraces change. Staring with Process simplification, a project team was defined with representatives from all Functions to review all of the processes and identify lots of chances to make it simpler. Besides, we have meticulously analyzed and refined our organizational structure, from the smallest units to the top levels, to ensure that we have the right people in the right positions and plug in our Young Talent into

suitable functions. This alignment not only supports our new business strategies but also aims to boost our operational efficiency, which is projected to positively impact our EBITDA. During the implementation phase, we organized 10 Townhall meetings in July and August at all locations with attendance from all management team to provide and ensure clear communication for everyone. We also treated impacted employee with fairness and respect, provided “face-to-face” communication, and offered benefits that surpassed the standard legal requirements as well as support them in approaching for new chances. With the results, we have streamlined our workforce to 79% of its size in 2022, resulting in a more agile and responsive organization.

Talent management

We provide every employee with a comprehensive career roadmap, which includes bi-annual reviews of Individual Development Plans by the management team within each function. For those identified as high potential, we designate developmental roles that are critical and complex, aimed at stretching incumbents and fostering their growth and advancement to higher career levels. Additionally, we recognize and nurture Approved High Potential individuals who demonstrate the capability and motivation to succeed in positions one or two levels higher within a three- to five-year development period. This strategy prepares a workforce that is equipped to face future challenges with comprehensive growth plans.

INSEE Leadership Bootcamp

In an era characterized by rapid innovation and complex business challenges, INSEE’s Leadership Bootcamp 2023 stood out as a fundamental platform for advanced leadership development. Held twice this year, the bootcamp represented a crucial moment for INSEE, bringing together over 60 prominent leaders from various management levels and departments. This assembly exceeded traditional expectations, transforming into a forum where the future of leadership at INSEE was not only envisioned but actively shaped.

The INSEE Leadership Bootcamp 2023 serves as a testament to our steadfast commitment to promoting a culture of leadership excellence. It underscores our belief in the power of collective growth and the importance of developing leaders who are not only prepared to manage current challenges but are also visionary enough to influence the future. As we progress, the insights and inspiration derived from this year’s bootcamp will undoubtedly guide our teams toward unparalleled success in the dynamic landscape of the business world.



*Brainstorming session at Leadership bootcamp



*Brainstorming session at Leadership bootcamp

Succession Management system

At INSEE, we lead in talent development through our Successor Management System, a strategic initiative that nurtures our internal talent pool and fosters the development of future leaders from within. Our system has effectively pinpointed 110 developmental positions across various company levels. Through meticulous calibration sessions, from Department to Group level, we have identified 40% high-potential employees by 2023. Among these candidates, 11 are already designated as “ready-now” successors for critical roles. Our approach includes tailored Individual Development Plans and comprehensive bi-annual reviews conducted

during our “People Day” events. These sessions provide personalized growth trajectories and ongoing support for our employees. Furthermore, during People Day, we address strategies to bridge gaps and fill high-potential in developmental roles, in addition to discussing strategic recruitment for critical positions. This methodology not only enhances our organizational resilience but also underscores our commitment to investing in the futures of our employees, ensuring our leadership continues to demonstrate vision, skill, and integrity.

Employee engagement

Fireside chat

The Fireside Chat is one of our signature annual events designed to bring Senior Management closer to employees by gathering everyone in a warm and friendly environment. During these chats, speakers lead the discussion by sharing personal stories on topics related to development and engagement to motivate attendees in their own growth. In 2023, the Fireside Chat stood out as beacons of motivation, bringing together 70 dedicated employees from the Grinding Station in HCMC and six distinguished members of our management team. These gatherings not only highlighted but also celebrated the essence of leadership, teamwork, and personal growth within the dynamic fabric of our corporate culture. The discussion, encapsulated by the themes “Strength to Cope – Dedication to Passion – Dedication to Companionship” left our team members inspired and motivated, eager to pursue their development journeys with renewed enthusiasm. These sessions have strengthened the connection between senior leaders and employees by fostering personal acquaintance and building trust based on shared values.

INSEE Awards

Since its inception in 2017, the INSEE Awards have served as an esteemed recognition platform, honoring departments, plants, and individuals across the company for their outstanding performances that significantly contribute to the company’s success. The awards are categorized into several distinct sections, including Special Awards, Innovation Awards, Best Sales Awards, Best Safe Plant, Best Green Plant, and the Brand Ambassador Award. The 2023 awards saw the Supply Chain Department recognized under the Special Award category for transferring a record 142,000 tons of raw materials from Hon Chong Plants to Grinding stations in



*INSEE Innovation Award 2023



*Mr. Pham Ngoc Anh Duy – Supply Chain Director shared at HIEP Fireside chat



*Mr Fabio Cesconetto – Manufacturing Director and Mr Colin Terry Finance Director at THIV Fireside chat

November 2023. The Sales and Marketing Departments were acknowledged for their market share performance in Q4 2023, while the Ecocycle department and HONC Plant were celebrated for achieving a TSR record of 44.51% in August 2023. The Procurement Department was honored for achieving total net savings of VND 204 billion 460 million in 2023, and the Hon Chong Plant was recognized for its peak performance. In the Innovation Awards, there’re Gold – Silver – Bronze for 3 categories, Operational Excellence – Customer Excellence and Supporting Function. The Best Safe Plant Award went to Hiep Phuoc Grinding Station, and the Best Green Plant Award to Hon Chong Plant.



*INSEE Special awards 2023 for HONC and Ecocyle for TSR Record

Workforce capability

At INSEE Vietnam, we have developed a sophisticated training system that aligns seamlessly with the developmental journey of every employee, promoting both personal and professional growth. Our programs are implemented at both the Corporate and Functional levels, ensuring a comprehensive approach to skill enhancement.

Corporate training

Within our organization, we emphasize the development of leadership understanding and overall skill sets, beginning with a thorough Training Needs Assessment (TNA) to pinpoint individual needs. Our premier programs include the Leadership Development Program (LDP), designed to prepare employees for key roles; the Supervisory Development Program (SDP), which focuses on enhancing team management skills; and Coach the Coach (CTC), aimed at equipping experienced professionals with the coaching skills necessary to guide their peers effectively. Additionally, the Young Talent Program accelerates the development of emerging professionals through a structured one-year curriculum. Beyond leadership content, our training catalog offers over 15 courses covering a broad spectrum of skills and knowledge areas.



*Supervisory Development Program (SDP) Course in 2023



*Leadership Development Program (LDP) Class in



*Graduation ceremony of INSEE Young Talent

Functional training

On the functional front, we provide customized training programs across all departments, such as Manufacturing Workforce Training, Central Control Room Training, Supply Chain Training, Commercial Transformation, and Ecocycle Competency Development. These programs are carefully designed to meet the diverse needs of our employees, ensuring that the skills and knowledge acquired are directly applicable to enhancing job performance. We utilize a variety of training methodologies to maximize learning outcomes, including traditional classroom settings, online courses, hands-on on-the-job training, project-based learning, and the Show and Share concept. This multi-dimensional approach not only deepens theoretical knowledge but also enhances practical application and sharpens problem-solving skills.



INSEE Trade Union



*Meetings on Vietnamese Women’s Day October 20th, 2023

In 2023, INSEE Vietnam’s Trade Union Organization actively organized many exciting activities, and continuously took care of employees’ lives, thereby encouraging the spirit of cohesion of all Trade Union members. Many annual activities have been conducted such as meetings on International Women’s Day (March 8) and Vietnamese Women’s Day (October 20), Banh Chung wrapping competition to celebrate the Lunar New Year, and a soccer tournament to celebrate the establishment of Cat Lai Grinding Station, etc.

In addition, the INSEE Vietnam Trade Union Congress, term VIII, from 2023 - 2028, was held successfully with the participation of 96 delegates out of 108 convened delegates.

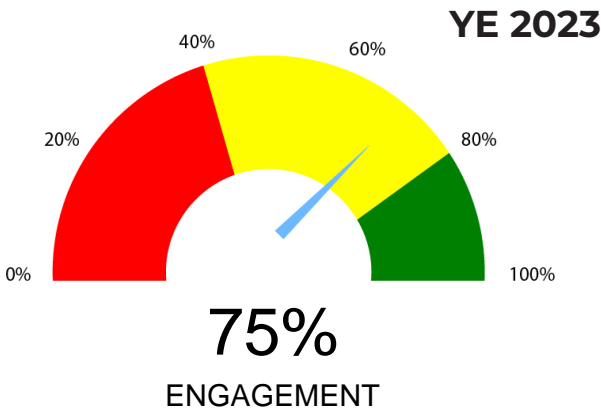


*Soccer tournament to celebrate the establishment of Cat Lai Grinding Station

Employee Engagement Survey 2023

INSEE has successfully cultivated a dynamic workforce through a comprehensive Employee Engagement program, fostering personal and professional growth while instilling a culture of excellence and innovation. Starting with an annual survey in every December, we ensured 100% employee participation to gauge satisfaction and engagement across 11 dimensions. Following the survey, 42 focus group discussions engaged over 350 employees to refine understanding and address complex issues openly and constructively. Insights from surveys and discussions shaped a detailed action log, addressing concerns at company and functional levels with specific, measurable actions, responsible parties, and timelines, reviewed monthly by the management team with frequently communicated to employees

The latest engagement survey for Vietnam reveals a 2% increase in overall engagement scores, highlighting progress in collaboration and employee satisfaction, with more highly engaged employees and reduced disengagement levels. Survey analysis identifies key strengths including Safety, Reputation, Empowerment, and Collaboration, while indicating areas for further attention like Performance & Rewards, Supervisor Relations, and Work-Life Balance. Armed with these insights, we allocate resources strategically to fortify workplace dynamics and enhance employee well-being.



Our steadfast commitment to fostering a supportive and engaged work culture remains unwavering. Insights from the 2023 Year-end Engagement Survey guide our future strategies and initiatives, advocating for open dialogue and continuous feedback.

Together, we aim to cultivate an even more engaging and fulfilling work environment, nurturing the growth and success of every individual within our organization.

Corporate Social Responsibility The Accountability to Develop Sustainability

Infrastructure development

The company focuses on infrastructure development in rural areas where INSEE’s sites operate, as this is considered the best investment for local communities as well as engagement with local governments surrounding factories.

In 2023, INSEE collaborated with partners to build 5 low-income houses in Kien Giang district, Kien Giang province. There are the activities that INSEE maintains throughout many years in order to support the wealth & happiness of disadvantaged families.

Furthermore, with the Green Summer campaign, as every year, INSEE sponsored more than 300 tons of cement and volunteer hours from FTE (Full-time employees) to combine with students at Ho Chi Minh City University of Technology and Ho Chi Minh City University of Technology and Education to concretize residential roads in Ben Tre and Dong Thap areas.

Up to now, INSEE has renovated and built 25 houses for disadvantaged households, more than 120 km of roads have been concreted and 14 bridges have been built with the hope of contributing to a stable life and safer for local people.



*INSEE collaborated with Youth Union - Student Union of the University of Technical Education of Ho Chi Minh City to concrete the rural road in Binh Thanh –Thanh Binh district (Dong Thap)



*INSEE collaborated with Youth Union - Student Union of Ho Chi Minh City University of Technology - Vietnam National University to concrete the rural road in Tan Phuoc - Tan Hong district (Dong Thap)

Community development

Regarding the goal of Community Development, INSEE has continuously made efforts to implement it consistently and long-term for many years. In 2023, INSEE delivered 800 Tet gifts for disadvantaged households, sponsored more than 500 health insurance cards and full moon gifts for students in difficult circumstances, organized a humanitarian blood donation program (twice a year), health check-ups and free medicine for nearly 700 elderly people in Kien Luong district, Kien Giang province, etc.



*Tet gifts were handed to disadvantaged households in Phuoc Khanh commune, BR-VI province in 2023



*INSEE organized Blood donation Day twice in a year of 2023



*INSEE Vietnam and volunteers joined hands to bring the Mid-Autumn Festival to children.



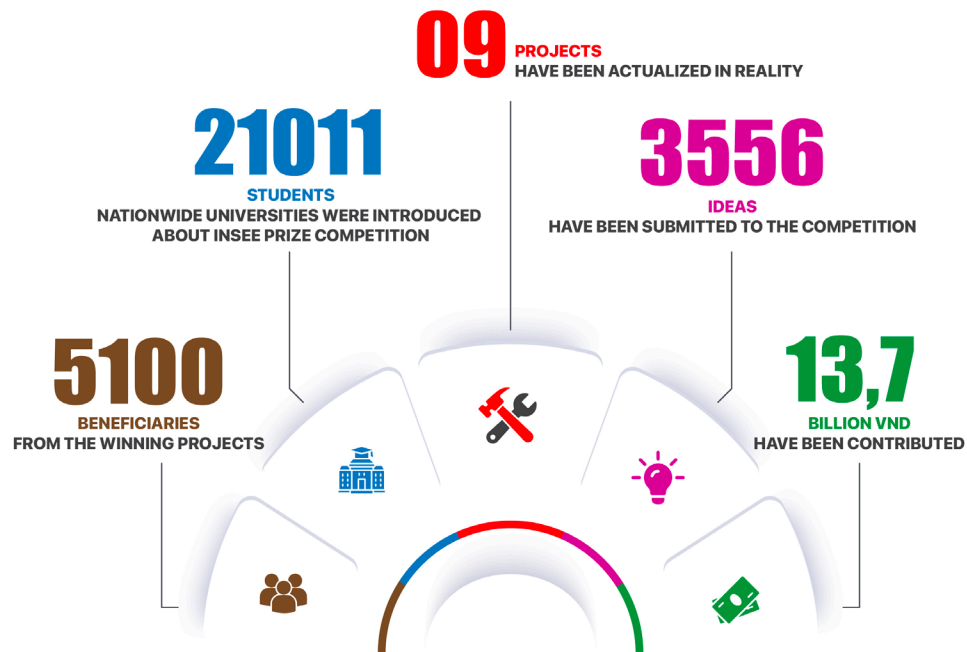
*INSEE Vietnam collaborated with partners in organizing a "Community Health Check Program" for disadvantaged elderly people in Kien Luong district, Kien Giang province

Educational development

For the Education Development pillar, INSEE is in the process of building Kien Binh 2 school, helping create conditions for more than 700 students from poor households, rural families, and ethnic minorities to go to school.

In addition, the INSEE Prize competition - a playground for architecture and construction students nationwide also marked the 15th anniversary off the organizational journey. Up to now, INSEE Prize has reached 21,011 students through seminars, receiving 3,556 ideas, and has actualized 9 winning projects through direct investment and mobilization of VND 13.7 billion, bringing practical benefits to more than 5,100 beneficiaries across the country.

In 2023, go through intense competition rounds as teams defend their projects before the Board of Jury. After considering all evaluation categories, the Champion prize was awarded to a group of students from the National University - Ho Chi Minh City University of Technology, with the project "Mother's House" - Shelter for unintended pregnancy women. The project presented ideas with sustainable solutions such as bio-climate solutions to cool the interior space and reduce heat radiation, reuse rainwater, use sustainable materials, etc. as well as the humanity that the topic brought completely convinced the jury to winning the highest award.



Mr. Eamon John Ginley - General Director of INSEE Vietnam and Mr. Jakrit Ruangkaorn - Deputy Consulate General of Thailand in Ho Chi Minh City awarded the INSEE Prize 2023 Champion for the topic "Mother's House" - Shelter for women with unexpected pregnancies

PLANET



Carbon reduction in the construction industry

Green product portfolio is certified by prestigious international organizations

INSEE Vietnam is a leading construction materials provider, offering a diverse range of high-quality cement products tailored for various applications, from individual housing to large-scale industrial and infrastructure projects. We prioritize product quality and innovation to meet customer construction needs. As the first cement company in Southeast Asia to attain the international EPD certificate (Environmental Product Declaration), we demonstrate our commitment to sustainability. INSEE is a trusted partner for

international projects requiring stringent green and sustainable materials like LEED, LOTUS, and GREEN MARK standards.

In 2023, INSEE Vietnam has steadfastly continued our Product portfolio management project (PPM) to maximize assets and resources. The focus is on building a strong brand of bag cement for the the Distribution segment and becoming a professional bulk cement provider for Manufacturers and Builders. PPM contributes to the significant optimization in terms of cost and CO2 emissions through a robust roadmap focused on clinker factor reduction (CF 2023 reduce >2% vs CF 2022).



TSR (Thermal Substitution Rate) sprint

Over the past 16 years, we have been continuously developing our pre- and co-processing capacities and capabilities, and we have further expanded the waste portfolio we can treat. In 2023, we achieved a remarkable Thermal Substitution Rate (TSR) of 44,51% in August, surpassing our initial target of 40%, and significantly reduced the Clinker Factor. These achievements exemplify our dedication to reducing environmental impact while maintaining operational excellence.

TSR achieved over recent years

2020	2021	2022	2023	2030 Group Target
27,4%	26,5%	30,6%	38%	40%

All legal requests for CEMs data are linked to the Department of Natural Resources and Environment.

We comply with Circular 10/2021/TT-BTNMT of the Ministry of Natural Resources and Environment and Decree 08/2022/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 SO2, NO2 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 INSEE operates. This move of the company contributes to effective environmental protection and compliance with Vietnam’s legal regulations on environmental protection.

CO ₂ emission		Vietnam (2023) Index	Group (2023) Index
Gross direct (Scope 1) GHG emission	Million tonnes CO ₂	1,15	10,1
Specific net CO2 emissions	kg CO ₂ / tonne cementitious material	425	603
Clinker factor	%	56,8	72,1

Other Atmospheric Emissions		Vietnam (2023) Index	Group (2023) Index
*NOx	grams/tonne cementitious material	813,4	676
SO2	grams/tonne cementitious material	7,62	74
Particulate matter	grams/tonne cementitious material	16,27	47

**INSEE’s NOx emission by mg/Nm3 is 573,84, which is lower than legal limit at < 640 mg/Nm3*

Energy		Vietnam (2023) Index	Group (2023) Index
Total energy consumption within the organization	MJ/tonne clinker	3,575	3,582
Total electricity consumption	kWh/tonne clinker	75,78	88,80
Alternative fuel thermal substitution rate	%	37,9	21,10
Total alternative fuel consumption	tonnes	142,002	522,970
Renewable electricity consumption	%	20	22,60

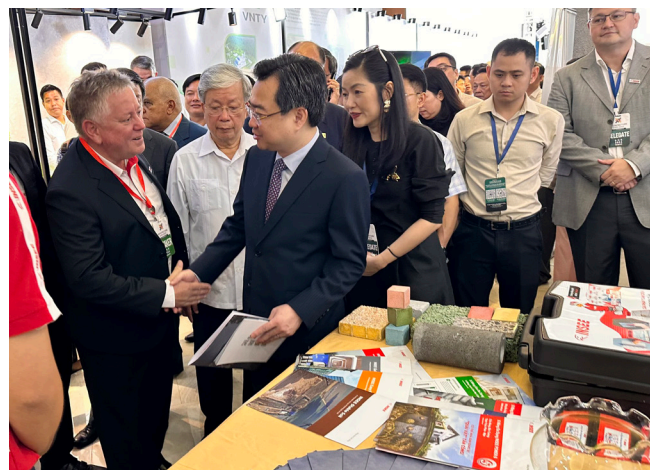


INSEE Vietnam attended the 2023 Architecture Expo

On September 8th, 2023, in Phu Quoc city, INSEE Vietnam attended the 2023 Architecture Expo, hosted by Ministry of Construction, co-chaired by Kiên Giang People's Committee and Vietnam Association of Architects, co-organized by Department of International Cooperation, Department of Planning and Architecture, Vietnam Institute of Architecture (Ministry of Construction) and Phu Quoc City People's Committee, with the theme "Architecture - Making Sustainable Space for the Community".

As a pioneering manufacture in the construction materials industry, greening the entire value chain, Mr. Eamon John Ginley - General Director of INSEE Vietnam had a presenting session on the process of "Decarbonize the Built Environment with low carbon cement". He shared in the conference about the significant opportunities that exist for decarbonization through alternative fuels by Co-processing in the production process and clinker factor reduction of finished cement through by-products such as slag and fly ash.

During the event, INSEE Vietnam also has a booth to display sustainable material solutions to introduce and exchange experiences with visitors in the field of green building construction.



The Cement and Concrete Expo Vietnam 2023 Exhibition

With the aim of introducing and bringing the advanced technology experiences of INSEE to participants, INSEE was present at The Cement and Concrete Expo Vietnam 2023 Exhibition to share and connect with over 100 enterprises, proudly asserting its position as "The first company in Southeast Asia to achieve EDP certification" through products certified as Green and sharing practical insights into Low-carbon Concrete based on real-world experiences.

INSEE's presence at The Cement and Concrete Expo Vietnam 2023 Exhibition brought exciting experiences for businesses, visitors, and organizers, along with notable achievements:



INSEE i2i Talk Series

Heading towards the goal of reducing greenhouse gas emissions in the construction sector and committing to achieving net-zero emissions by 2050, INSEE i2i Talk Series is a part of the INSEE i2i program, aimed at creating a business community for exchanging, and sharing valuable information, and practical experiences in emission management within the cement and concrete industry.

The i2i Talks have successfully organized 2 sessions with the themes "Carbon Emission Management in Cement and Concrete Production – Challenges and Opportunities" and "Identifying GHG Emissions and Preliminary Steps toward Low-carbon Concrete," with over 150 registrations across various channels, and more than 100 participants joining online and in person.

Throughout the 2 sessions, speakers and the program received over 70 questions from participants. The program has garnered positive feedback from partners and participating clients, with up to 95% of individuals willing to recommend the program to acquaintances and colleagues.



INSEE is the leader of green activities towards environment

Co-processing hazardous waste

INSEE Ecocycle is the pioneer and only unit in Vietnam licensed by the Ministry of Natural Resources and Environment to treat transformer oil contaminated with PCBs since 2011 and successfully tested refrigerant treatment by co-treatment technology in cement kilns since 2016.

In 2023, INSEE Ecocycle safely and thoroughly disposed of 4,036 tons of PCB-contaminated transformer oil using Co-processing technology in cement kilns contributing to environmental protection by toxic waste. Besides, INSEE Ecocycle has treated 184 kg of refrigerant safely and thoroughly, in addition, we have participated in research projects with Japanese enterprises, air conditioner manufacturers in Vietnam to cooperate in refrigerant treatment research from 2024.

Collecting wastes

- The Waste for gifts program took place successfully the attention of nearly 2,000 people, more than 800 participants in exchanging Waste for Gifts, more than 200 check-ins at the booth, collecting 105kg of plastic bottles and 157kg of batteries.
- Picking up garbage at customer sites (Accompanying customers to prevent pollution from plastic waste, the program collected 1.2 tons of waste to raise awareness about the consequences of plastic waste on the workforce – employees).
- Waste Collecting in Kien Giang (Picking up waste and renovating the landscape at the school in Rach Gia city with 100 participants, collecting 5 tons of domestic waste, contributing to preserving the living environment of green-clean-beautiful future generations).



*The Waste to gifts program organized by INSEE had collected 105kg of plastic bottles and 157kg of batteries



*A series of activities to pick up trash and improve the environment in Rach Gia - Kien Giang with customers in the leather shoe - garment industry at Nguyen Trung Truc High School and Northwest reclamation park, Rach Gia City.



*INSEE joined hands to defeat pollution from plastic waste with Can Sports factory – Tay Ninh province

Training for customers

- Training at the customer site (10+ chemical spill response training sessions, 5+ sharing sessions on the law and practical instructions on waste classification).
- Sharing Workshop (Topic sharing “Reducing emissions in production” with participation of more than 10 partner enterprises from footwear, garment, consumer goods, plant protection drugs, chemicals, ...).



*The practical sharing session with the topic “Reducing emissions in production” was organized by INSEE Ecocycle with the participation of more than 10 partner businesses at Thao Dien Ward, Thu Duc City



*INSEE Ecocycle conducted a technical training session on responding to emergency chemical spills at the TOSHIBA factory - Amata Industrial Park, Long Binh Ward, Bien Hoa City, Dong Nai

Planting trees

- BlueScope Planting Trees Program (Accompanying in the program “Together – Greening the Future” – 1000 casuarina trees planted along the coast help contributing to the sustainable development of society and the environment).
- Planting trees activities for children (Planting activities for children from 6 – 12 years old with 30 children participating).



*INSEE sponsored and participated in planting trees in the activity “Join together - Greening the future” with NS BlueScope and partners



*INSEE Ecocycle organized ornamental tree planting activities for customers’ children from 6-12 years old at Family Garden - 28 Thao Dien, Thao Dien Ward, Thu Duc City

Protect Biodiversity & Water Management

Continue the journey to conserve the biodiversity

In 2023, INSEE Vietnam and the International Union for Conservation of Nature (IUCN) had two meetings to discuss on the biodiversity conservation plan for the in the Phu My Wildlife Conservation Area and Species of Phu My Wetlands.

As a result of two discussions, IUCN Vietnam, Department of Natural Resources and Environment of Kien Giang province, INSEE Vietnam and Phu My Wetland Conservation Area Management Board have identified 3 priority activities to be implemented for the conservation area in 2023-2024.

- 1. Build 6 km of road inside the conservation area
- 2. Planting trees on dikes area to make a green corridor in the strictly protected area of the conservation.
- 3. Build iron bridges and security posts in the conservation area.

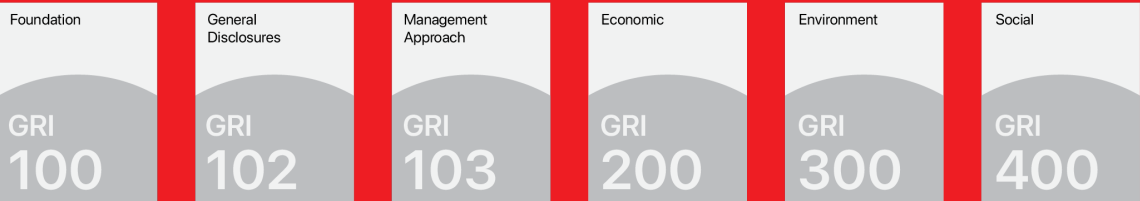
In 2023, INSEE Vietnam signed a cooperation agreement with the Nature Reserve Management Board to plant 16,000 Melaleuca cajuputi native trees on 8,000 m2. These 16,000 Melaleuca native trees will form a green corridor for part of the dike area to protect the conservation area. The green corridor also contribute to improving the habitat of the newly diked area of the conservation area.

Water- A precious resource, is managed strictly and constantly (statistic in 2023)

Water		Vietnam (2023) Index	Group (2023) Index
Total water withdrawal	Megaliters	668	4,771
Surface water withdrawal	Megaliters	385	1,829
Groundwater withdrawal	Megaliters	N/A	2,644
Third-party water withdrawal	Megaliters	284	298
Specific water consumption	litre/tonne cement product	167	260



GRI STANDARDS





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