

**AMY GRUPO**  
Build today, last forever

# SUSTAINABILITY DEVELOPMENT

## 2024 REPORT GREEN SPACES, GREEN LIVES



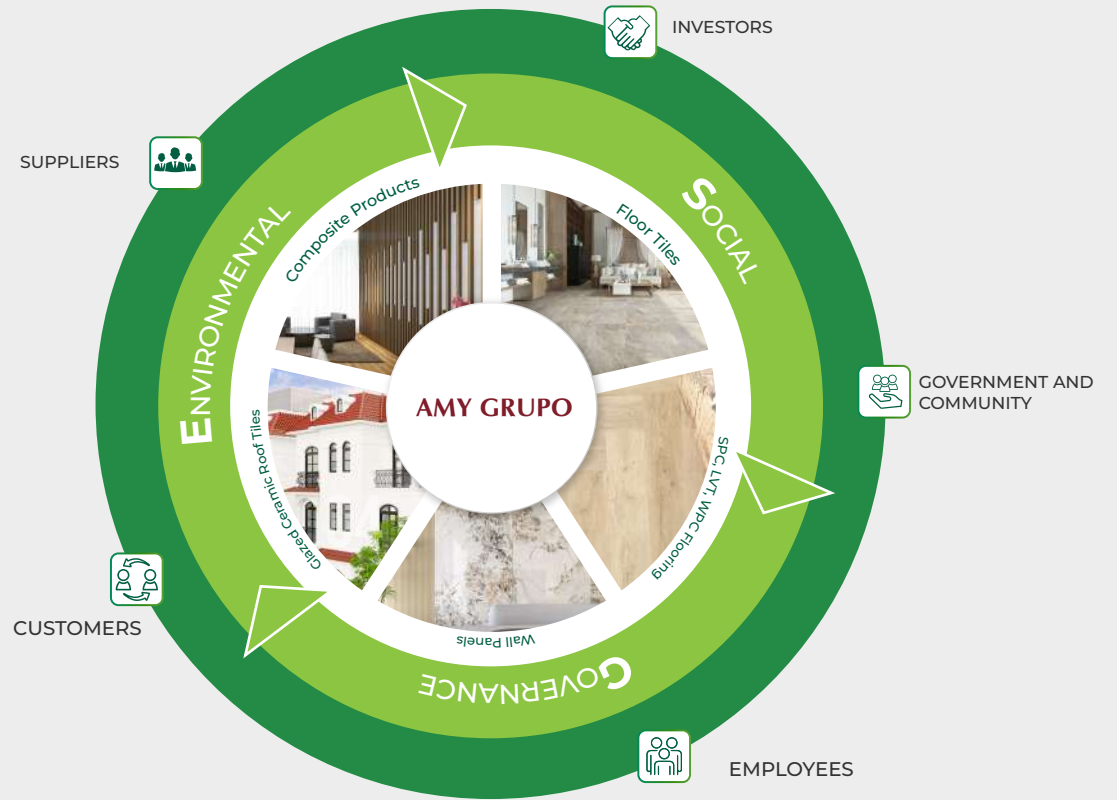
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# MESSAGE

## FROM THE GENERAL DIRECTOR



*Change to lead*

“Reaching New Heights –  
Shaping a Sustainable Future”

*Dear Esteemed Partners, Valued Customers and the Community!*

On our journey of growth, AMY GRUPO has identified innovation as a core value and the driving force for leading positive change in the furniture industry. Guided by our mission, “Change to Lead”, we are committed to continuously creating sustainable solutions, applying advanced technologies, and enhancing the living experience for consumers in both Vietnam and international markets.

In the context of a world facing numerous climate, economic, and social challenges, AMY GRUPO is committed to a development vision that goes hand in hand with environmental responsibility, social accountability, and transparent corporate governance. We firmly believe that sustainable development is not merely a choice—it is a long-term commitment.

### **Market Development – Affirming Industry Leadership**

With the support of more than 2,200 employees, AMY GRUPO aims to become a leading manufacturer and trader of tiling and composite materials in Vietnam, while expanding to international markets with product lines that are high-quality, innovative, and rich in artistic expression. We focus on:

- Researching, developing, and commercializing new, eco-friendly product lines.
- Strengthening brand strategy and expanding distribution channels.
- Applying technology and digital transformation across the entire value chain.

### **Designing Living Spaces – Leading Design Trends**

We understand that every living space is a source of emotions, a place that inspires connection and spreads happiness. At AMY GRUPO, we design products that embrace a pioneering aesthetic, harmoniously combining artistic value, personalization, and sustainability. Each design is a story — an artistic journey rooted in nature and shaped by the spirit of contemporary living.

### **Environmental Commitment – Taking Action for a Greener Future**

Green development is a strategic priority in the company's sustainable development agenda. AMY GRUPO is implementing initiatives to minimize environmental impact, including:

- Investing in renewable energy: installing rooftop solar power systems at manufacturing facilities.
- Applying clean fuels (CNG, LNG); treating and Water recycling in production.
- Prioritizing environmentally friendly raw materials and adopting green manufacturing technologies.

### **Strengthening Competitiveness – Human Resource Development**

To achieve an average annual growth rate of over 20% by 2030, AMY GRUPO focuses on:

- Optimizing production processes and automating technologies.
- Developing high-quality human resources through training aligned with international standards.
- Establishing a creative, fair, and transparent working environment.

We actively promote internal innovation through structured initiative programs, transparent reward mechanisms, and the development of a new generation of young, visionary leaders.

### **Sustainability Commitment Statement**

We are committed to continuing our journey alongside partners, customers, employees, and the community to build a sustainably growing AMY GRUPO — where each product is not only a building material, but also a way of life, an architectural legacy, and a symbol of Vietnamese pride on the global materials map.

**Sincerely!**

*On behalf of the Board of Directors*  
**General Director**

**DINH QUOC TUAN**

# KEY ACHIEVEMENTS IN 2024

In 2024, AMY GRUPO continued to make a significant impression with a series of outstanding accomplishments, demonstrating its capacity for sustainable growth, brand credibility, and an ideal working environment.



## 01

### Rankings and Growth Achievements

- 1.1  Top 5 Most Reputable Building Materials Companies in Vietnam  
*Third consecutive year honored in the Vietnam Report's ranking.*
- 1.2  Top 500 Largest Private Enterprises in Vietnam  
*Ranked 189th, continuing to affirm a solid position in the market.*
- 1.3  Top 500 Fastest Growing Enterprises in Vietnam  
*Rose to 59th out of 500, up 23 places from 2023.*
- 1.4  Top 50 Outstanding Growth Enterprises in Vietnam




## 02

### Employer Brand and Working Environment

- 2.1  Best Companies to work for in Asia  
*Recognized by HR Asia for the second consecutive year.*
- 2.2  Top 10 Best Workplaces in Vietnam  
*In the building materials industry.*
- 2.3  Top 500 Leading Employers in Vietnam

## 03

### Prestigious Awards and Recognitions

- 3.1  Vietnam Golden Star Award 2024  
*honoring outstanding national enterprises across the country.*
- 3.2  Top 10 Trusted Products and Services of 2024  
*Voted by consumers nationwide.*
- 3.3  Vietnam National Brand 2024 (Vietnam Value)  
*A testament to product quality, competitiveness, and international vision.*

# DEVELOPMENT CONTEXT

## of the Vietnamese Furniture Industry

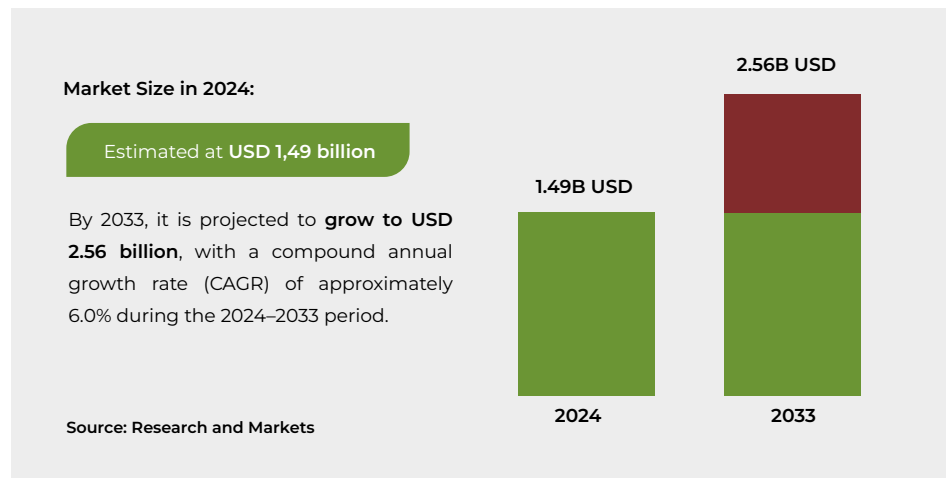
Leveraging the strong growth of the construction and real estate sectors, Vietnam's interior materials market is entering a pivotal transformation phase, marked by the clear rise of sustainability trends. This is particularly evident in the production of tiles, roofing materials, SPC and LVT panels, Hybrid boards, and composite products. However, the industry's "green transition" journey still faces significant challenges, requiring close coordination among businesses, regulatory authorities, and consumers.

### Market Overview: Opportunities Accompanied by Challenges

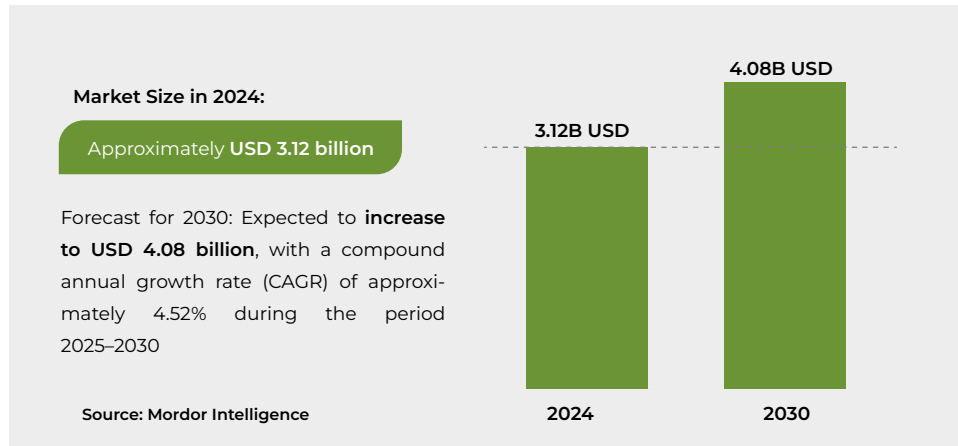
Growing market demand:

The rapid pace of urbanization, along with the expansion of the middle class, has driven increased demand for finishing materials — especially high-quality products such as ceramic tiles, roofing tiles, SPC and LVT panels, hybrid materials, and composite products.

#### Estimated market size of Vietnam's interior materials sector:



#### Tiling Materials Market (Ceramic Tiles and Wall/Floor Tiles)



### Rising Awareness of Sustainability

Public awareness of sustainable development is growing rapidly, especially among young families and urban residents—groups that increasingly prioritize eco-friendly product choices. This shift reflects not only changing consumption behaviors but also generates positive pressure on manufacturing sectors to adapt.

In the building materials industry, reputable certifications such as LEED and FSC are gradually becoming widely recognized standards, helping to shape and accelerate the green manufacturing trend. At the same time, the community's improved environmental consciousness is laying a solid foundation for long-term positive change.

### Challenges in Materials and Technology:

As traditional raw material sources become increasingly scarce, businesses are under mounting pressure to identify alternative solutions that are both effective and resource-efficient. The transition toward advanced manufacturing technologies—focused on energy efficiency and emission reduction—requires not only significant capital investment but also a fundamental shift in production mindset and strategic direction.

In addition, the intensifying competition from imported products—particularly from China—poses dual challenges in both pricing and quality. These factors demand that enterprises rapidly adapt and innovate in order to maintain market position and ensure sustainable growth amid a volatile business landscape.

## Green Transition: Progress and Challenges



In the journey toward sustainable development, many enterprises have taken the lead in adopting green production standards, affirming their pioneering role within the industry. These efforts include significant investments in advanced production technologies, prioritization of recycled materials, and the development of environmentally friendly green factory models.

Moreover, the growing trend of reducing greenhouse gas emissions and promoting the reuse of production waste is increasingly spreading across the sector, becoming a key driver that encourages coordinated participation throughout the industry. These advancements not only bring tangible environmental benefits but also reaffirm the business community's commitment to shaping a sustainable future.



### Government Support Policies

The Vietnamese government has demonstrated a strong commitment to promoting sustainable development through a series of mechanisms and policies that prioritize green construction and the production of environmentally friendly materials. These policies serve as a vital foundation, providing momentum for enterprises to transition toward sustainable development models.

However, to optimize their impact, the implementation of these policies still requires significant improvement in terms of coherence and enforceability, ensuring that green transition goals move beyond strategic direction and are effectively realized in practice.

## Opportunities for Export Expansion: A Global Vision for Vietnamese Green Products

Vietnamese interior products—particularly tiling materials and composite lines—are facing promising export opportunities, driven by their alignment with the growing global demand for green and sustainable consumption. This represents a golden opportunity to elevate the industry's position on the international stage.

However, to fully realize this potential, businesses must focus on meeting stringent quality standards, obtaining reputable environmental certifications, and ensuring strict compliance with international regulations. A well-planned and strategic investment approach not only unlocks access to global markets but also enhances the value and reputation of Vietnamese brands worldwide.



### Green Future – An Opportunity for Vietnam's Interior Design Industry

Vietnam's interior design industry stands at a pivotal moment to embrace green development—contributing to environmental protection while simultaneously enhancing brand value in regional and global markets.

To realize this vision, collaboration is essential among all stakeholders—enterprises, regulatory bodies, and consumers—to co-create a green future, where products are not only aesthetically pleasing but also embody social responsibility and sustainable development.



# SUSTAINABLE DEVELOPMENT FRAMEWORK AT AMY GRUPO

## Sustainable Development Landscape in the Interior Design Industry: A Global Green Transition

The Vietnamese government has demonstrated a strong commitment to promoting sustainable development by introducing a series of mechanisms and priority policies that support green construction and the production of environmentally friendly materials. These initiatives serve as a crucial foundation—creating momentum for enterprises to shift toward sustainable development pathways.

### A Call from the Consumer's Heart

*The Power of the Modern Consumer:*

Today's consumers are no longer drawn solely by surface aesthetics—they actively seek to understand the origins and environmental impacts of each product. There is a noticeable shift in preference toward interior items crafted from recycled materials, reusable components, or those bearing the mark of sustainability.

Market research highlights a compelling trend: the number of consumers willing to pay a premium for green products is rapidly increasing. Notably, Millennials and Gen Z—the leading voices in environmental advocacy—are unhesitant in spending more to support eco-conscious choices, transforming their purchasing power into a driving force for a sustainable future.

*Certifications that make a significant contribution to green buildings*

Symbols such as GREENGUARD, GREEN-GUARD GOLD or FLOOR SCORE are more than just certifications – they are powerful statements of commitment to protecting the environment and human health.



Today's consumers actively seek out these “green seals” as a guarantee for their purchasing decisions, while also driving manufacturers to elevate their sustainability standards to increasingly stringent levels.

At AMY GRUPO, we not only understand the value of these certifications — we proudly integrate them into every product. Recognized by leading global organizations, AMY GRUPO's interior products offer absolute peace of mind: clean indoor air for your home, with special protection for children, the elderly, and those with respiratory sensitivities. More than that, each of our products is a perfect piece in the puzzle — creating living and working spaces that are not only healthy, but also sustainably designed for the future.

### Pressure from policies and regulations:

*New “Rules of the Game” from Governments – A Relentless Green Revolution*

Countries around the world are aggressively reshaping the rules of the interior industry, tightening regulations on emissions, waste, and resource extraction. For example, the European Union (EU) is leading with stringent standards on VOC (Volatile Organic Compounds) emissions, compelling businesses to continuously innovate — from advanced technologies to more planet-friendly materials. Beyond that, many countries are introducing attractive policies: encouraging the use of recycled materials and offering financial support to businesses that dare to invest in green technologies.

*International Standards – A Challenging Green Race*

Standards such as ISO 14001 (environmental management) are no longer optional — they are now the “mandatory ticket” to enter the global playing field. These frameworks push businesses to optimize resource use, minimize environmental impact, and assert their position in the sustainability race — where only pioneers can lead.

*Materials of the Future – Innovation Inspired by Nature*

Researchers and businesses are constantly exploring new frontiers, introducing highly promising alternative materials: from recycled wood and durable pressed bamboo, to composites made of natural fibers and bio-based plastics. These innovations not only enhance sustainability, but also open up a new era of interior design — where beauty and responsibility merge in perfect harmony.

## Green Technology –Driving the Future:

Advanced manufacturing technologies are reshaping the interior design industry by optimizing energy and resource usage while minimizing waste and emissions. For example, modern factories are adopting closed-loop production systems that recycle water, treat industrial waste, and harness renewable energy—creating an impressive green circular process.



All facilities are equipped with state-of-the-art technologies imported from Spain, Italy, and Germany, meeting international standards. These technologies not only ensure superior quality but also optimize energy efficiency and reduce emissions.

## Smart Technology – AMY GRUPO's Quantum Leap

We are pioneers in implementing smart factory models that integrate digitalization and automation, enabling the production of cutting-edge product lines such as Smart Tek+ tiles.

This technology leverages digital 3D simulation to authentically replicate natural surfaces, while incorporating advanced features such as: slip resistance, chemical resistance

**SMART TEK+**  
AMYGRES smart microstructure natural surface



and sustainably produced in accordance with European Standard BS EN 14411:2016. As a result, the products are not only visually appealing and functional but also significantly reduce material waste.

## Green Materials – A Future Within Reach

AMY GRUPO is a leader in the use of recycled and environmentally friendly materials. Our tile and SPC flooring products have received Green Guard Gold certification — the gold standard for environmental safety recognized in both the United States and Europe. Optimized manufacturing processes help reduce the consumption of water, electricity, and fossil fuels, contributing to the preservation of natural resources for future generations.



## Waste Management – Acting for the Planet

Our factories operate closed-loop waste treatment systems, with strict control over solid waste and emissions. In full compliance with ISO 14001:2015 (Environmental Management) and ISO 50001:2018 (Energy Management), AMY GRUPO continually enhances its environmental performance. In particular, recycling of production scraps and the use of renewable energy sources—such as solar power—are accelerating our journey toward carbon neutrality, shaping a more sustainable future than ever before.

## Corporate Social Responsibility (CSR) Is No Longer Just a Slogan

Transparency across the supply chain — from material sourcing to production processes — is becoming a decisive factor in the choices of both consumers and investors.

In summary, the interior design industry is undergoing a green revolution, driven by shifting consumer awareness and behavior, increasing regulatory pressure, technological innovation, material advancement, and strong corporate commitments to social responsibility. Enterprises that seize this opportunity will not only contribute to environmental protection but also build competitive advantage and achieve long-term sustainable growth.

# Operational Landscape of AMY GRUPO

AMY GRUPO has emerged as an ambitious industrial conglomerate, firmly rooted in Vinh Phuc—Vietnam’s ceramic capital—and is actively reshaping the country’s interior design industry. With the vision of “Elevating Vietnamese Brands to the Global Stage,” AMY GRUPO is not only focused on manufacturing, but also on building a comprehensive ecosystem of construction materials. Its diverse portfolio includes ceramic tiles, SPC flooring, LVT and Hybrid panels, composite materials, and premium roofing tiles.

## • Strategic Investment in Advanced Technology:



Amidst globalization and the Fourth Industrial Revolution reshaping every sector, AMY GRUPO has defined a clear strategic vision: to become a pioneering Vietnamese brand in the building materials and interior design industry — not only in the domestic market but also on the international stage. At the heart of this vision lies a breakthrough technology investment strategy — a driving force that not only fuels the company’s exceptional growth but also affirms AMY GRUPO’s strong commitment to sustainable development. We believe that a deep analysis of AMY GRUPO’s technology investment strategy not only offers valuable insight into the company’s development path, but also serves as a source of inspiration for future innovation initiatives.

## Technology: The Foundation of Sustainable Development

Sustainability is not merely a slogan — it is a long-term journey that requires a balanced integration of:



AMY GRUPO understands that technology is the key to achieving this balance. Since its establishment in 2015, the company has continuously invested in modern production lines, importing technology from leading countries such as Italy, Spain, and Germany. AMY GRUPO’s factories, with a total area of over 57 hectares, are designed according to European standards, operating closed-loop and fully automated production systems. This not only ensures superior product quality but also minimizes environmental impact through optimized energy use and reduced emissions.

A notable example is the company’s pioneering adoption of advanced manufacturing technologies in the production of ceramic tiles and premium SPC (Stone Plastic Composite) flooring.

These products not only meet the stringent standards of international markets but also incorporate sustainable features such as antibacterial properties, negative ion release for improved air quality, and water resistance.

This is clear evidence that investing in technology not only serves business objectives but also aims to improve the quality of life for consumers—a core element of sustainable development.

## Strategic Investment: From Internal Strength to Global Reach

AMY GRUPO’s technology investment strategy is not limited to enhancing production capacity; it is also a strategic move to affirm its position in the global market. The company has partnered with some of the world’s leading technology corporations, including Sacmi (Italy), Altadia (USA), and Torrecid (Spain), to develop new products.

In addition, AMY GRUPO invests not only in hardware (machinery and equipment) but also places strong emphasis on Research and Development (R&D). The R&D Center plays an important role in guiding product development, improving manufacturing technologies, and exploring green solutions. Proactively embracing the green manufacturing trend aligned with the ESG (Environmental, Social, Governance) model has helped AMY GRUPO not only reduce production costs but also create added value for its products—meeting the increasingly high standards of demanding markets such as the United States, the United Kingdom, and Europe.

## Expanding Deep International Partnerships:

International cooperation is the foundation for addressing global challenges that require coordination beyond national borders. AMY GRUPO understands that no organization or country can achieve the Sustainable Development Goals alone.

As a globally oriented company, AMY GRUPO is committed to building deep international partnerships to fully leverage resources, expertise, and experiences from diverse regions and sectors. This not only supports the expansion of our operational scale but also strengthens our contribution to sustainable development goals—ranging from poverty reduction (SDG 1), promotion of clean energy (SDG 7), to climate action (SDG 13).



Establishing strategic partnerships with leading enterprises from the United States and Europe opens doors for AMY GRUPO to access technological knowledge, market trends, and export opportunities.

This is a wise move that enables AMY GRUPO to rapidly integrate into the global value chain.



## Quality and Product Diversity as Top Priorities:

AMY GRUPO positions itself as a premium construction materials provider, meeting the increasingly stringent demands of the market.

The diversity of its product portfolio—from refined tiles to SPC flooring, LVT panels, Hybrid panels, and durable composite products—has enabled AMY GRUPO to win over both domestic and international markets, with a distribution network covering all 63 provinces in Vietnam and reaching more than 30 countries worldwide.



## Export Strategy and Robust Growth:

AMY GRUPO continuously strives to strengthen its position in the international market, affirming the Vietnamese brand on the global map of construction materials.

Its success in exporting tiles and SPC flooring to the U.S. market serves as clear evidence of AMY GRUPO's competitive capabilities and strategic vision.

US Exports/ Total Revenue



US SPC Exports/ Total Export Revenue



US Tile Exports/ Total Export Revenue



## Sustainability – The Guiding Flame of AMY GRUPO:

Pioneering the creation of environmentally friendly products is living proof of AMY GRUPO's vivid testament to sustainable development. We do not view this merely as a responsibility to the planet, but as a golden key to long-term prosperity—where business and nature thrive in harmony.

# OVERVIEW

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From the source of Vietnam's thousand-year-old ceramic heritage, AMY GRUPO was established in 2015, carrying the aspiration to create inspiring living spaces.

AMY GRUPO cultivates a journey of sustainable development where creative products, passionate people, and pioneering technology blend together—step by step affirming its position in the Vietnamese and international building materials markets.

AMY GRUPO takes pride in offering a diverse product range, where every need in the construction and interior decoration sectors is perfectly met. The AMYGRES tile brand has left a strong mark, not only conquering the domestic market but also reaching many countries around the world. In addition, AMY GRUPO's product lines such as SPC flooring, LVT panels, Hybrid boards, and composite materials have also continuously received praise from customers for their outstanding quality.

Not only pioneering the application of modern manufacturing technologies, AMY GRUPO also makes strong investments in people—a professional and dedicated team that always places customer satisfaction as the top priority. With the philosophy "quality as the foundation, credibility as the core," we are committed to delivering top-tier products and services, accompanying the sustainable development of Vietnam's interior industry.



## INTRODUCTION

**Name of Organization:** Asia-US Industrial Joint Stock Company (AMY GRUPO)

**Charter Capital:** 870.389.000.000 VND

**Business Registration and Tax Code:** Asia-US Industrial Joint Stock Company was established and operates in accordance with the Business Registration Certificate and Tax Registration Certificate No. 2500552524, issued by the Department of Planning and Investment of Vinh Phuc Province on September 25, 2015, and revised for the 9th time on December 31, 2022.

**Head Office:** Lot 1, Thai Hoa - Lien Son - Lien Hoa Industrial Park, Lien Hoa Commune, Phu Tho Province, Vietnam

**Telephone:** 0211.6564.999

**Website:** amy.vn

**Main Business Activities (GRI 2-6):** Mining and processing of minerals; manufacturing and trading of building materials.

**Legal Form and Ownership (GRI 2-1):** Joint stock company. The par value of common shares is VND 10,000.

**Company structure:** Asia-US Industrial Joint Stock Company produces tiles and SPC flooring.

Member companies:

- AMY - ACT CO.,LTD
- AMY HOA SON JSC: Production of LVT, Hybrid Panels, and Composite Products
- HERA IND JSC: Production of Ceramic Tiles and Glazed Ceramic Roof Tiles

VISION

## VISION

To build AMY GRUPO into a leading and pioneering brand in the construction materials and interior decoration industry—creating spaces and living values that fulfill human needs through superior, progressive, and professional products, services, and solutions, aiming for enduring development and the spread of humanistic values.

# MISSION

## CUSTOMER-CENTRIC

Putting human satisfaction at the core of all production and business activities of AMY GRUPO.

01



## LEADING CONSUMPTION TRENDS

Leading the trend of green living and smart consumption through internationally certified flooring products that are free from harmful compounds and protect consumer health.

03



## ARTISTIC AESTHETICS

Pioneering in research, creation, and dissemination of progressive trends in technology, aesthetics, functionality, and

02



## VALUE OPTIMIZATION

Optimizing product quality and variety while spreading advanced values in functionality and architectural aesthetics, delivering quality value to consumers.

04



# CORE VALUES

AMY GRUPO builds its operations on foundational values to deliver premium products and services, and to foster a collaborative community that continuously fulfills the evolving needs of customers:



## Pioneering Differentiation



Conduct in-depth research and connect the supply chain synergistically to pioneer, create, innovate, and improve the development of products, technology, solutions, and services, aiming to deliver the most optimal and up-to-date values to the served community.

Strong aspiration, dedication, willpower, and persistence to follow through and achieve results in pioneering the implementation of new solutions that bring sustainable new values.

## Sincerity



Communicate and educate gratitude, awaken humanity, love, compassion, and sacrifice, contributing to the mission of AMY GRUPO.

Build and nurture quality relationships through positive benefits; respect for human rights, self, colleagues, the company, partners, and cooperation with respect.

Always think, act, and believe in positive values and the mission of AMY GRUPO; not be influenced by negativity or prejudice in order to maintain the highest energy and belief, and to promote the will to act.

Focus on working to gain deep understanding, retain clear memory, and promote efficiency.

Apply universal laws and human knowledge in work to ensure success in each plan, and to handle problems creatively and wisely.



## Commitment

Each individual and team develops action plans and makes the highest level of commitment through practical achievements to build the growth and reputation of AMY GRUPO.

**Integrity:** Exemplary conduct, transparency, and honesty in all transactions.

**Fairness:** Toward employees, customers, suppliers, and other stakeholders.

**Compliance:** With the law, the Code of Conduct, maintaining the company's image everywhere, and adherence to company regulations, policies, and procedures. Ensure environmental protection, occupational health, and safety.

**Ethics:** Respect established standards and act ethically; Control conflicts of interest; Protect the community, ensure objective marketing communication. Take AMY GRUPO's cultural values as the foundation.



## Quality

Ensure quality in everything—from the smallest tasks to the largest plans; from products and services to organizational and system management.

Leverage advantages in technology, human resources, equipment, and systems to create outstanding and consistent quality that enhances business performance and the development of the AMY GRUPO brand.

Establish an organizational structure and standards to control and minimize quality defects.

Defects are recorded, described, analyzed for conditions of occurrence, and addressed through preventive measures and statistical tracking within an action program to minimize them.

Quality standards are pre-agreed with customers and accompanied by training methods for recognition and handling.

Analyze, consolidate, and theorize practical experiences into lessons for correction, prevention, and development of knowledge economy practices for both current and future AMY GRUPO employees to successfully carry out the company's mission.



## Science

Solve problems and make decisions with high quality using scientific methods such as PDCA and DMAIC, not by randomness, inspiration, prejudice, or subjective will.

Use system management as the direct foundation for action.

Continuously update industry knowledge, scientific advancements, global applications, and trends to apply pioneering solutions across all professional areas of the company.

Utilize technology to drive innovation. Use R&D as a foundation for technological leadership, and treat design and technological aesthetics as a competitive advantage.





# ACHIEVEMENTS OVER THE YEARS



Vietnam Value in 2024



Best Companies to Work for in Asia by HR Asia in 2023 and 2024.



Top 10 Best Workplaces in Vietnam 2024 in the Building Materials sector.



Diversity, Equity & Inclusion Award by HR Asia in 2023.



Top 5 Prestigious VILXD Companies 2022-2023-2024

Ranked by Vietnam Report



Top 50 Best Growing Enterprises in Vietnam 2024



Top 500 Fastest Growing Enterprises in Vietnam 2022, 2023, 2024



TOP 10 Credit Products - Services 2024



Bronze Award in the International Design Award USA 2021 - for SPC Flooring



Gold Award in the International Design Award 2021 in the United States - for the AMYGRES Ultra-thin Tiles product



Best Luxury Tiles in Asia 3 years 2020, 2021, 2022 - One World Trade Center, New York, US



Vietnam Gold Star 2021, 2024 - NO. 10/QĐ/UPTU-DNT, Central Committee of Vietnam Young Entrepreneurs Association



CEO Integration 2019 - Industry and Trade Information Center under the Ministry of Industry and Trade &



Top 10 Famous Vietnamese Brands and Trademarks 2019 - Industry and Trade Information Center under the Ministry of Industry and Trade

# INDUSTRY ASSOCIATION MEMBERSHIPS

AMY GRUPO is not merely a name in the construction materials and plastics industry—it is a powerful driving force, pioneering innovation and development. We are proud to actively participate in prestigious associations such as the Vietnam Building Ceramics Association, the North American Tile Distributors Association, and HCMC Construction & Building Material Association, not only as a member but also as a connector—contributing ideas and actions for the common prosperity of the industry in Vietnam.

Furthermore, AMY GRUPO carries a global vision and strong ambition to reach beyond borders. We have expanded our network through engagement with associations in the United States, while also making our mark at prestigious international exhibitions in Italy, China, and the U.S. These efforts not only elevate AMY GRUPO's standing on the world map but also affirm our role as a leading enterprise—proactively integrating, continuously innovating, and contributing to a sustainable future for the industry.

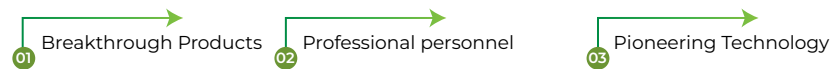


# SCALE OF OPERATIONS AND PRESENCE

AMY GRUPO is not merely a construction materials manufacturer – we are passionate artists, breathing life into every product to create refined, timeless, and sophisticated living spaces. With sharp vision and a noble mission, AMY GRUPO has made a distinct mark on both domestic and international markets, becoming a proud symbol of Vietnam’s interior design industry—where creativity and quality blend in perfect harmony!

## Products – A Mark of Excellence and Technology

AMY GRUPO has built a sustainable development system founded on 3 core pillars:



We continuously invest in depth to enrich the product line in the construction materials sector, develop company capacity through scientific methods, innovation, maintain credibility, grow a cooperative community, build a sustainable supply chain, and proactively ensure the highest product quality. This affirms and develops the AMY GRUPO brand in both the Vietnamese and international construction materials markets.

AMY GRUPO understands the concerns of those who seek a worthy living space—who are ready to invest yet still cannot find a truly refined space; a space that seems luxurious but lacks emotion, personal identity, and connection with nature. A house is not just a place to live but a vivid work of art, expressing the owner's style, aspirations, and personality.

AMY GRUPO continuously creates pioneering design styles, where every vein, tone, and texture carries a story. We lead in creating spaces with an artistic spirit, where aesthetics and sustainability blend to turn every project into a timeless masterpiece. A living space is not merely a block of architecture, but a perfect symphony of material, light, and emotion.

AMY GRUPO not only sets standards with tiles, but also opens creative paths for architects through breakthrough research; not stopping at traditional materials, we bring to the market SPC flooring, LVT panels, Hybrid materials, composites, and high-end glazed ceramic roof tiles.

AMYGRES Porcelain and Ceramic Tiles



Glazed Ceramic Roof Tiles



WPC, LVT, and Decking Panels

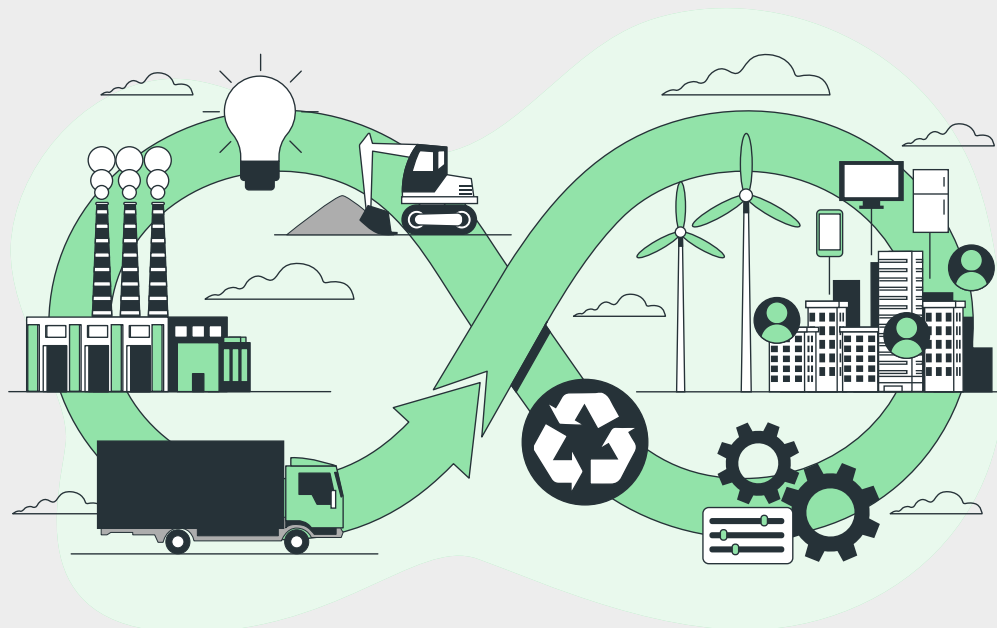


Premium SPC Flooring

# SUPPLY CHAIN

## Connecting Sustainable Values

With the aspiration to deliver perfect products, AMY GRUPO continuously strives to build a sustainable supply chain—where the finest values from around the world converge.



01

Input materials are strictly selected from leading suppliers to ensure superior quality. From clay, kaolin, feldspar, etc., extracted from Vietnam's rich natural resources to create a solid tile body, to glazes and pigments using advanced technology, **imported from ceramic origins such as Italy and Spain.**

02

In particular, SPC flooring is produced from domestic stone powder combined with **high-quality materials from the United States and Japan, along with modern technology from Europe.** All components are blended in an advanced production line, delivering products that are not only visually appealing but also long-lasting.

More than a supply chain, AMY GRUPO aims to cooperate with partners who share the same vision of environmental and social responsibility, contributing to the creation of a sustainable business ecosystem and spreading positive values to the community.



EXPORT

**+30**

**COUNTRIES AND TERRITORIES**

## MARKET

### Reaching Global Markets

As a leading manufacturer of tiles and flooring in Vietnam, AMY GRUPO has invested in and strongly developed its R&D team as the core force for breakthroughs in product development, research, improvement, application, and certification of advanced management models worldwide, to enhance services and demonstrate capabilities.

The company adopts the highest international product standards as its foundational standards and conducts certification procedures through reputable independent organizations worldwide. It directly surveys needs, preferences, and trends in European and U.S. markets, and collaborates with strong partners in target regions to shortcut the path toward building adaptability to the market.

Reaching beyond national borders, we have entered more than 30 countries, from demanding markets such as the United States and Europe to South America, Southeast Asia, and Australia, affirming our global brand presence.

# DOWNSTREAM SYSTEMS

## Disseminating Value AMY GRUPO

AMY GRUPO's products are delivered to consumers through a professional distribution network that spans across all regions. Reputable distributors and retail agents nationwide serve as extended arms, connecting AMY GRUPO with customers in a complete way. At the same time, close cooperation with construction companies, architects, and contractors has created opportunities for AMY GRUPO's products to shine in architectural projects of diverse styles, with optimal and effective application.

Beyond product supply, AMY GRUPO always stands by downstream partners by sharing in-depth knowledge, practical experience, and implementing structured training and technical support programs. All efforts aim to enhance product value and bring maximum customer satisfaction, affirming AMY GRUPO's position on the journey of spreading sustainable values.



**+120 SHOWROOM**  
NATIONWIDE PRESENCE

AMY GRUPO's distribution system spans all 63 provinces and cities, with more than 120 showrooms, and has accompanied over 150 major projects across the country.

# BOARD OF DIRECTORS



**VICE CHAIRMAN OF THE BOARD OF DIRECTORS**

**Mr: ĐINH QUỐC TUẤN**

Date of birth: 15/10/1976

**Position:** Vice Chairman of the Board of Directors, General Director

**Education:** University Degree

**Professional Qualification:** Chemical Engineer

**Other Certificates:** Mini MBA Certificate

- 12/2001 – 03/2003 ● Manager, Hoa Cuong Company Limited
- 04/2003 – 05/2004 ● Manager, Tien Phong Company Limited
- 06/2004 – 12/2004 ● Assistant Director, Tien Phong Company Limited
- 01/2005 – 07/2005 ● Deputy Director, Tien Phong Company Limited
- 08/2005 – 04/2007 ● Director, Tien Phong Company Limited
- 05/2007 – 03/2011 ● Deputy General Director, PRIME GROUP Joint Stock Company
- 04/2011 – 04/2013 ● General Director, PRIME GROUP Joint Stock Company
- 06/2013 – 07/2016 ● Director, Vitto - VP Company Limited
- 08/2016 – PRESENT ● General Director, Asia-US Joint Stock Company



**CHAIRMAN OF THE BOARD OF DIRECTORS**

**Mr: LUONG VAN MY**

Date of birth: 19/10/1951

**Position:** Chairman of the Board of Directors

**Education:** University Degree

**Professional Qualification:** Mechanical Engineering

- 08/1975 – 08/1978 ● Deputy Head of Design Department, Medical Equipment Factory No. 2
- 09/1978 – 01/1981 ● Head of Technical Department, Pho Yen Mechanical Factory
- 02/1981 – 12/1986 ● Head of Technical Department, Bearing Factory
- 01/1987 – 12/1991 ● Head of Organization Department, Bearing Factory
- 01/1992 – 12/1994 ● Head of Technical Department, Bearing Factory
- 01/1995 – 12/1998 ● Deputy Director, Bearing Manufacturing Plant
- 01/1999 – 12/2002 ● Director, Prime Vinh Phuc Company
- 01/2003 – 12/2007 ● Director, Prime Dai Viet Company
- 01/2008 – 12/2009 ● Director, Prime Truong Xuan Company
- 01/2010 – 12/2014 ● Head of Technical Division, Prime Group JSC
- 01/2015 – 07/2016 ● Senior Advisor, VITTO – Vinh Phuc Co., Ltd.
- 08/2016 – PRESENT ● Chairman of the Board of Directors, Asia-US Industrial JSC



**VICE CHAIRMAN OF THE BOARD OF DIRECTORS**

**Mr: TRAN TUẤN ĐÀI**

Date of birth: 03/01/1978

**Position:** Vice Chairman of the Board of Directors, Deputy General Director

**Education:** University Degree

**Professional Qualification:** Bachelor of Law

**Other Certificates:** Mini MBA Certificate

- 09/2000 – 12/2001 ● Head of Business Department, NTY Co., Ltd.
- 01/2002 – 12/2003 ● Executive Assistant to the Director, 3G Co., Ltd.
- 01/2004 – 05/2004 ● Head of Human Resources, Vinh Phuc Co., Ltd.
- 06/2004 – 09/2005 ● Head of Human Resource and Productivity Division, Prime Group JSC
- 10/2005 – 12/2008 ● Business Director - Head of Human Resource and Productivity Division, Prime Group JSC
- 01/2009 – 05/2013 ● Assistant to the General Director - Head of Human Resource and Productivity Division, Prime Group JSC
- 06/2013 - 07/2016 ● Deputy Director, VITTO – Vinh Phuc Co., Ltd.
- 08/2016 - PRESENT ● Deputy General Director, Asia-US Industrial JSC



**Board Member  
PRODUCTION DIRECTOR**

**Mr: TRAN NGOC ANH**

Date of birth: 16/06/1974

**Position:** Production Director

**Education:** Intermediate Level

**Professional Qualification:** Mechanical Engineering

**Other Certificates:** Mini MBA Certificate



**Member of the Board of Directors  
DIRECTOR OF AMY HOA SON  
CERAMICS JOINT STOCK COMPANY**

**Mr: NGUYEN NGOC SON**

Date of birth: 04/08/1980

**Position:** Director, AMY Hoa Son Ceramics Joint Stock Company

**Education:** College Degree

**Professional Qualification:** Mechanical Parts Manufacturing

**Other Certificates:** Mini MBA Certificate



**Board of Directors**

- As the company's standing governance body, the Board of Directors is formed based on the trust of the General Meeting of Shareholders. Specifically, board members must be approved by a majority of shareholders representing at least 75% of the charter capital. This reflects the principles of democracy and ensures high consensus in selecting the company's leadership.

- To guarantee representation and fairness, shareholders or groups of shareholders are entitled to nominate candidates based on their ownership ratio. A group holding from 2% to under 10% of total shares may nominate one candidate, and this ratio increases proportionally, with groups holding 65% or more entitled to nominate the full number of candidates.

- The term of office for board members is not more than 05 years and may be renewed an unlimited number of times.

At AMY GRUPO, the Chairman of the Board of Directors plays a key role in the executive team, demonstrated through the following activities:

- Convening and presiding over important meetings of the General Meeting of Shareholders and the Board of Directors.
- Ensuring full and timely information disclosure to shareholders, including financial statements, business reports, audit reports, and supervisory reports from the Board of Directors.
- Executing other rights and responsibilities as stipulated in the Company Charter and the Law on Enterprises.

**Executive Board**

- The Executive Board, comprising the General Director and Deputy General Directors, plays a central role in managing the company's daily operations. The Board of Directors, with overall management authority, directly appoints and determines the members of the Executive Board, ensuring close coordination between these two leadership bodies.

- The company's key management team—including the Chief Accountant, Department Heads, and other managerial positions—is responsible for executing corporate strategies and plans. The General Director proposes candidates for these roles, subject to approval by the Board of Directors, ensuring alignment with the company's overall development direction.

The Charter of AMY Industrial Joint Stock Company reflects our commitment to shareholder rights, transparency in governance, and the creation of favorable conditions for shareholders to participate in the process of selecting the Board of Directors.

**01 Right to Attend the General Meeting of Shareholders:** Shareholders may attend directly or authorize a representative, ensuring their voice is heard in the selection of the Board of Directors.

**02 Equality in Voting:** Each common share carries one voting right, guaranteeing shareholder interests based on their ownership ratio.

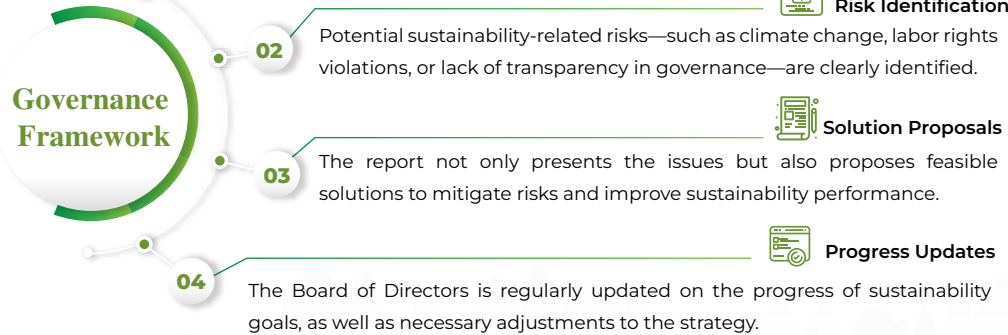
**03 Encouraging Participation of Major Shareholders:** A shareholder or group of shareholders holding 10% or more of total common shares has the right to nominate candidates to the Board of Directors, allowing major shareholders to have a significant voice in leadership selection.

**04 Transparency and Democracy:** Decisions of the General Meeting of Shareholders on the selection of the Board of Directors are approved when at least 65% of the total votes of all attending shareholders are in favor.

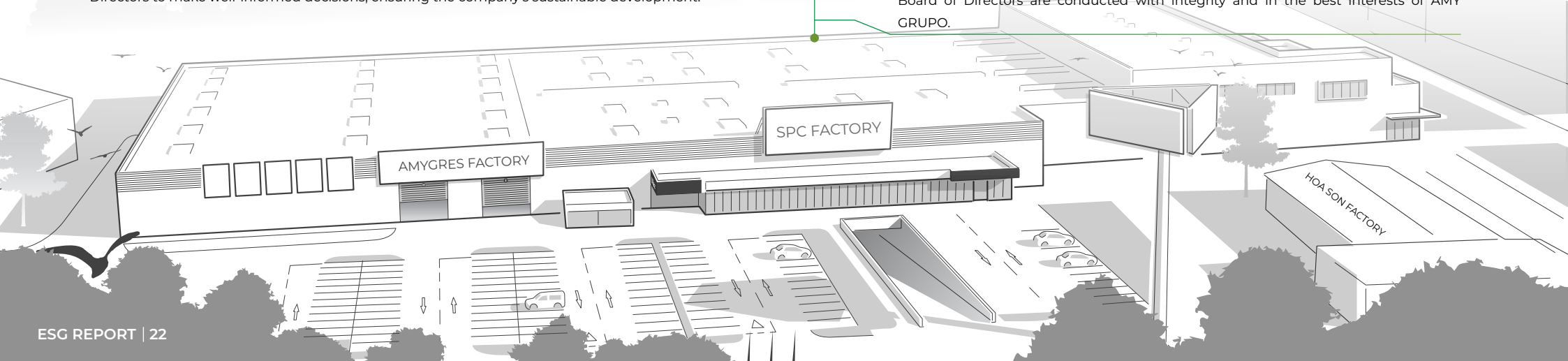
# SUSTAINABLE DEVELOPMENT GOVERNANCE

## Governance Framework:

Not only pioneering in the application of modern production technology, AMY GRUPO also makes strong investments in people – a professional and dedicated team that always puts customer satisfaction first. With the philosophy "quality as the foundation, credibility as the core", we are committed to delivering top-quality products and services, accompanying the sustainable development of Vietnam's interior industry.



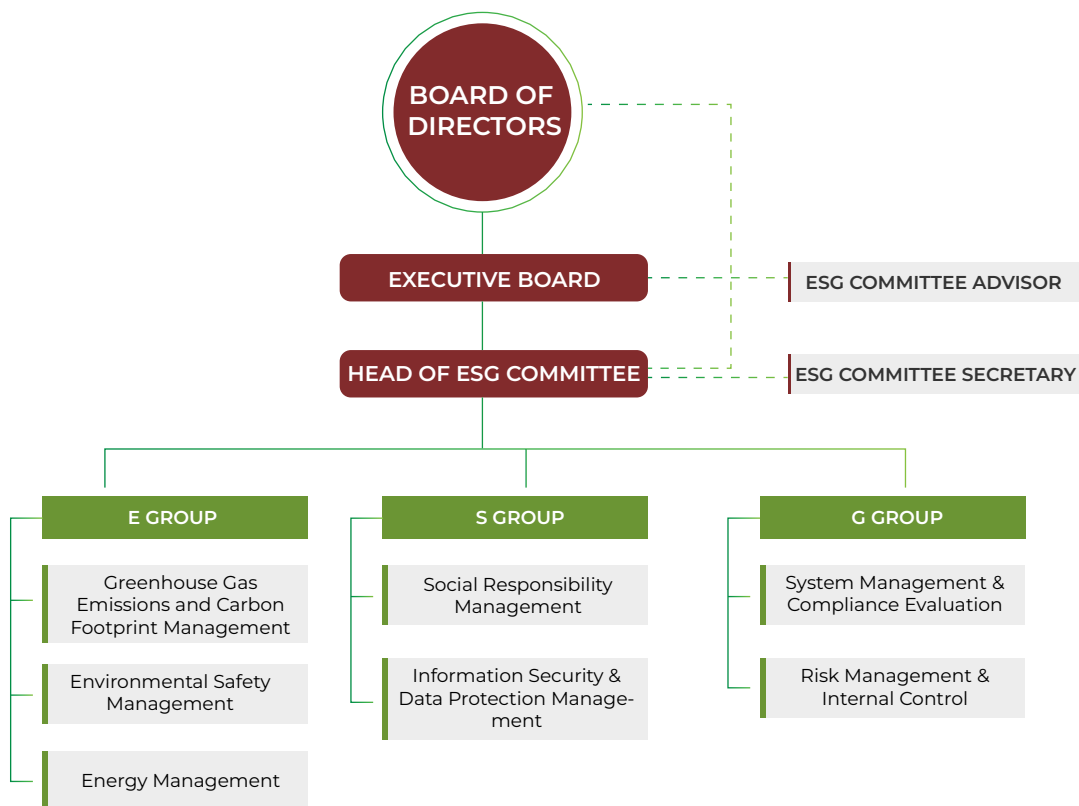
Timely and comprehensive communication of sustainability information enables the Board of Directors to make well-informed decisions, ensuring the company's sustainable development.



# SUSTAINABLE GOVERNANCE STRUCTURE

## Organizational Chart for Sustainable Development (ESG)

AMY GRUPO



AMY GRUPO is committed to sustainable development and considers it the foundation for long-term success. To realize this commitment, the company has established a comprehensive governance framework that ensures all operations are aligned with a balanced approach to economic, environmental, and social objectives.

## Governance Framework:

AMY GRUPO's governance framework is built upon 3 main pillars



The harmonious integration of these three elements forms a solid governance system that strongly supports the implementation of ESG initiatives.

### 01 Clear Policies and Regulations

AMY GRUPO has developed a clear, transparent, and comprehensive system of policies and procedures, covering areas such as risk management, internal control, business ethics, and social responsibility. These policies and procedures are built based on international standards and best practices, ensuring effectiveness and practical applicability.

### 02 Transparent Reporting and Disclosure

AMY GRUPO is committed to openness and transparency in reporting and disclosing information related to ESG performance. This is carried out through periodic reports, AMY GRUPO's official communication channels, and stakeholder dialogue sessions. Transparency in disclosure helps enhance stakeholder trust and support for the company's sustainability efforts.

### 03 Stakeholder Engagement

AMY GRUPO clearly recognizes the importance of collaboration and dialogue with stakeholders, including shareholders, employees, customers, suppliers, and the community. The company actively organizes consultation sessions, opinion surveys, and receives feedback from stakeholders to adjust and improve its ESG activities.

# Organizational Structure of the ESG Committee

The ESG Committee is structured into three levels, including the Board of Directors, the General Director, and the ESG Committee, ensuring close and effective coordination among leadership levels in promoting sustainable development.

## Board of Directors

Takes the lead in setting directions and making decisions for ESG activities. The Board of Directors is responsible for approving policies, strategies, and sustainability goals, ensuring that ESG activities are integrated into the company's overall business strategy.

## Executive Board

Directly manages and is responsible for implementing the decisions of the Board of Directors on sustainable development. The General Director plays a key role in linking leadership levels and ensuring consistency in the execution of ESG objectives.

## ESG Committee – Center for Sustainability Strategy

The ESG Committee plays a crucial role in shaping and promoting the company's sustainable development strategy. As a specialized advisory body, the Committee provides the Board of Directors and the General Director with insightful analysis and strategic recommendations on ESG matters. It ensures that the company's operations strictly comply with sustainability standards through effective monitoring and enforcement of related policies. The Committee's performance and future direction are transparently disclosed to stakeholders through the annual report.

### Head of the ESG Committee: ESG Strategy Led

The Head of the ESG Committee leads and coordinates all activities of the Committee, building an effective and consistent ESG system.

- 01 Strategy Development and Implementation:** Define objectives, develop action plans, and optimize resources for ESG initiatives.
- 02 Operational Effectiveness:** Monitor progress, assess impact, and adjust strategy to achieve optimal results.
- 03 Organizational Capacity Building:** Enhance staff expertise and ensure accuracy and transparency in ESG reporting.
- 04 Strengthen Collaboration:** Build strong relationships with internal departments and external partners.
- 05 Raise Awareness:** Organize training and communication programs to raise ESG awareness.

**Our Mission: To build a solid foundation for the sustainable development of AMY GRUPO, balancing economic, environmental, and social factors.**

To achieve our mission, our team is divided into three main groups, each playing a vital role in realizing the goals of sustainable development

## 01. E GROUP — Environmental Pioneers

- 01 Greenhouse Gas Emissions & Carbon Footprint Management:** Measure, analyze, and control greenhouse gas emissions, while seeking solutions to reduce the environmental impact of production activities. Our goal is to move toward a green future, minimizing our carbon footprint as much as possible.
- 02 Environmental Safety Management:** Establish and maintain a safe, healthy working environment in compliance with environmental protection regulations. We are committed to protecting workers' health and preserving a clean, green, and beautiful environment.
- 03 Energy Management:** Use energy efficiently, economically, and optimize energy sources. We strive to identify clean energy sources, contributing to the mitigation of climate change.

## 02. S GROUP — Connecting Communities, Nurturing the Future

- 01 Social Responsibility Management:** Carry out community-oriented activities, share social responsibility, and contribute to building a sustainable and humane society. We believe that sustainable development can only be achieved when everyone benefits from that progress.

## 03. G GROUP — Building a Solid Foundation

- 01 System Management & Compliance Assessment:** Develop, operate, and monitor the quality management system to ensure compliance with regulations and standards. We are the ones who control, assess, and ensure that all activities comply with the required rules and standards.
- 02 Information Security & Data Protection:** Protect information and data, and prevent cybersecurity risks. We are the ones who safeguard and maintain the security of the company's information systems.
- 03 Risk Management & Internal Control:** Identify, assess, and control risks; prevent corruption and bribery. We are the ones who prevent and minimize risks, ensuring that the company's operations remain transparent and effective.



In 2024, the Board of Directors launched the sustainability journey with a key training program delivered by TÜV NORD, opening the door to comprehensive knowledge. Stepping into 2025, with strong determination, the organization will intensify its learning process, focusing on key pillars: ESG, environmental and social legal frameworks, green technology, and sustainability reporting. This marks a firm commitment to transforming knowledge into practical action—for a sustainable future.

# SUSTAINABILITY

## REPORT 2024

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AMY GRUPO's 2024 Sustainability Report is not merely an information disclosure document, but a declaration of our responsibility and commitment on the path toward sustainable development. As the first report to be published, it clearly demonstrates AMY GRUPO's long-term strategy: integrating ESG (Environmental, Social, and Governance) principles into the core of business operations, creating sustainable value for stakeholders.



## 01

### REPORTING PERIOD AND SCOPE



- **Reporting period:** From January 1, 2024, to December 31, 2024
- **Frequency:** Published annually to ensure information is continuously updated and transparent.
- **Scope:** Focused on the production and business activities of ceramic tiles, SPC flooring, LVT and Hybrid panels, and composite products — key sectors that contribute significantly to revenue and have substantial environmental and social impacts.

The 2024 Sustainability Report presents sustainability indicators of Asia-US Industrial Join Stock Company and Amy Hoa Son JSC, collectively referred to as AMY GRUPO.

## 02

### STANDARDS AND PRINCIPLES FRAMEWORK



- **Applied standard:** GRI Standards (Global Reporting Initiative), ensuring strict compliance with international sustainability reporting norms.
- **Guiding principles:**
  - **Materiality**  
The report focuses solely on issues that have significant impacts on business operations and stakeholders.
  - **Completeness**  
Fully reflects the company's economic, environmental, and social impacts.
  - **Responsiveness**  
Information is provided in a timely manner and aligned with stakeholder needs.
  - **Sustainability context**  
Positions the company's activities within the broader framework of global sustainable development goals.

## 03

### REPORT CONTENT PROVIDES A COMPREHENSIVE REFLECTION OF COMMITMENTS



- **Corporate Governance:** Details on management structure, internal control systems, and business ethics policies
- **Environmental Impact:** Evaluation of resource use, waste management, and greenhouse gas emissions reduction.
- **Social Responsibility:** Information on community development programs, employee rights protection, and occupational health and safety.
- **Economic Performance:** Reflects contributions to the local economy, value creation for shareholders, and efforts to promote sustainable growth.
- **Verification and Transparency:**
  - o This report has been independently assured by TUV NORD Vietnam Co., Ltd
  - o Public Disclosure: The ESG report is published on the company's website to facilitate stakeholder access.

## 04

### CONTACT AND FEEDBACK CHANNELS



AMY GRUPO welcomes all feedback from stakeholders to continuously improve the quality of its reports and sustainable development activities. Please send all feedback to:

**Department responsible:** SUSTAINABILITY DEVELOPMENT BOARD  
**Contact person:** Nguyen Thi Van Dung  
**Address:** Lot 1, Thai Hoa - Lien Son - Lien Hoa Industrial Park, Lien Hoa Commune, Phu Tho Province, Vietnam  
**Email:** info@amy.vn  
**Phone:** (+84.211) 65 64 999  
**Website:** www.amy.vn

AMY GRUPO's 2024 Sustainability Report is not only a milestone but also a strong affirmation of AMY GRUPO's commitment to building a sustainable future. We believe that with transparency, responsibility, and practical actions, AMY GRUPO will take a pioneering role in the interior industry, contributing to the sustainable development of communities and society.

# MATERIAL TOPICS

## METHOD FOR IDENTIFYING MATERIAL TOPICS



### Impact Identification

- Identify all potential economic, environmental, and social impacts that may affect the company and stakeholders by collecting input from experts.
- Categorize these impacts into key material topics.

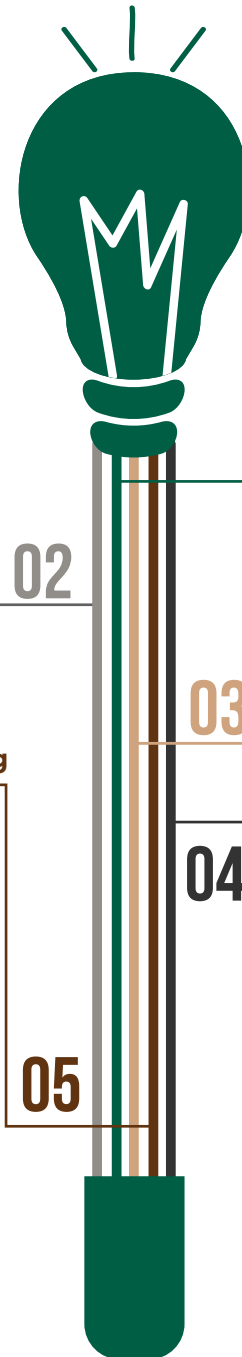
02



### Action Planning

- Develop specific goals, strategies, and action plans to address material topics.
- Allocate resources and assign responsibilities to relevant departments.
- Evaluation and Review of Implemented Material Topics
  - + Periodically monitor and evaluate the effectiveness of sustainability activities.
  - + Review and update the list of material topics regularly or when significant changes occur in the business environment or stakeholder concerns.

05



01

### Context Analysis:

- Analyze the business environment, including economic, political, social, and technological factors that may affect the Company's operations.
- Review legal regulations related to sustainable development, including laws on environmental protection, occupational safety, social responsibility, and other relevant provisions.
- Analyze international sustainability practices, including GRI standards and other relevant guidelines.
- Consult stakeholders such as employees, customers, suppliers, etc., to gain a better understanding of their concerns and expectations regarding the Company.



### Materiality Assessment

Assess the importance of topics based on their level of severity and the degree of interest from the company and stakeholders.



03

04

### Identification and Prioritization of Material Topics

Consult with relevant departments, experts, and stakeholders to select and prioritize the topics deemed most important for focused action.



## ECONOMIC

### Economics

GRI 201 \_\_\_\_\_ Economic Performance

GRI 202 \_\_\_\_\_ Market Presence

### Responsible Sourcing

GRI 204 \_\_\_\_\_ Procurement Practices

GRI 414 \_\_\_\_\_ Supplier Social Assessment

### Business Ethics

GRI 205 \_\_\_\_\_ Anti corruption

GRI 417 \_\_\_\_\_ Marketing and Labeling

GRI 418 \_\_\_\_\_ Customer Privacy

## SOCIAL

GRI 401 \_\_\_\_\_ Employment

GRI 402 \_\_\_\_\_ Labor/Management Relations

GRI 403 \_\_\_\_\_ Occupational Health and Safety

GRI 404 \_\_\_\_\_ Training and Education

GRI 405 \_\_\_\_\_ Diversity and Equal Opportunity

GRI 406 \_\_\_\_\_ Non-discrimination

GRI 407 \_\_\_\_\_ Freedom of Association and Collective Bargaining

GRI 408 \_\_\_\_\_ Child Labor

GRI 409 \_\_\_\_\_ Forced or Compulsory Labor

GRI 410 \_\_\_\_\_ Security Practices

GRI 416 \_\_\_\_\_ Customer Health and Safety

## ENVIRONMENTAL

GRI 301 \_\_\_\_\_ Materials

GRI 302 \_\_\_\_\_ Energy

GRI 303 \_\_\_\_\_ Water and Effluents

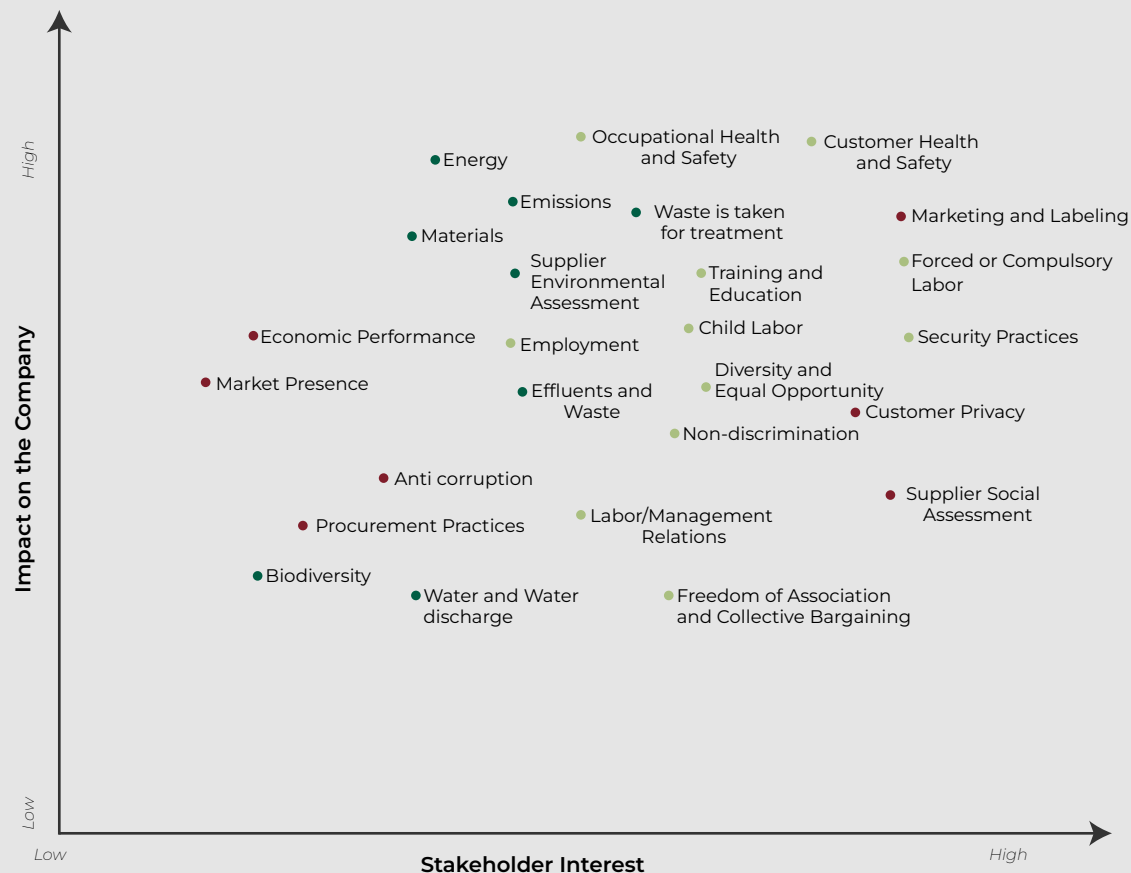
GRI 305 \_\_\_\_\_ Emissions

GRI 306 \_\_\_\_\_ Effluents and Waste

GRI 308 \_\_\_\_\_ Supplier Environmental Assessment

## LIST OF MATERIALITY TOPICS 2024

### Materiality Matrix



## MATERIAL TOPICS

# 01

## ECONOMIC

- Contribution to SDG goals:
- SDG 8:** Decent Work and Economic Growth
- SDG 12:** Responsible Consumption and Production
- SDG 16:** Peace and Justice Strong Institutions



## MATERIAL ISSUES

- **Economic performance and market presence:** AMY GRUPO focuses on creating sustainable economic value, stable growth, and making positive contributions to the market and local community.

- **Responsible sourcing:** Ensure a transparent, fair, and sustainable supply chain through the implementation of responsible procurement practices and supplier evaluations based on social standards.

- **Business ethics:** Build an environment of integrity and transparency, combat corruption, and ensure responsibility in marketing, labeling, and the protection of customer data privacy.

# 02

## SOCIAL

- Contribution to SDG goals:
- SDG 3:** Good Health and Well-being
- SDG 4:** Quality Education
- SDG 5:** Gender Equality
- SDG 8:** Decent Work and Economic Growth
- SDG 10:** Reduced Inequality
- SDG 12:** Responsible Consumption and Production
- SDG 16:** Peace and Justice Strong Institutions



AMY GRUPO focuses on the following issues:

### Labor:

- Employment, labor relations, safety, training.
- Prevention of child labor and forced labor.

### Society:

- Equality, non-discrimination.
- Customer security and safety.

# 03

## ENVIRONMENTAL

- Contribution to SDG goals :
- SDG 3:** Good Health and Well-being
- SDG 6:** Clean Water and Sanitation
- SDG 7:** Affordable and Clean Energy
- SDG 9:** Industry, Innovation and Infrastructure
- SDG 12:** Responsible Consumption and Production
- SDG 13:** Climate Action



- **Use of sustainable materials:** Prioritize environmentally friendly materials, reduce waste.

- **Clean and efficient energy:** Enhance energy conservation.

- **Water resource management:** Use water efficiently.

- **Emission reduction:** Reduce carbon emissions and other pollutants.

- **Wastewater and waste management:** Recycle, minimize waste, and treat wastewater safely.

- **Sustainable supply chain:** Ensure suppliers comply with environmental standards.

# MATERIAL TOPICS ON ENVIRONMENT

Environmental sustainability	31
Environmental action through material selection	33
Energy and emissions management	34
Water and wastewater management	36
Waste management	38
Biodiversity protection	39
Climate change	40



# ENVIRONMENTAL SUSTAINABILITY



## Towards an Environmentally Sustainable Supply Chain

AMY GRUPO demonstrates a strong commitment to managing and minimizing environmental impacts through well-structured strategies and tactics implemented across the entire supply chain. This approach not only focuses on internal operations but also extends to partners and procurement processes, reflecting a long-term vision for sustainable development.

### 0 INSTANCES

Complaints from local communities and authorities

### 0 CASES

Violations of legal regulations on waste, emissions, wastewater, and environmental discharge

### 100%

Ongoing maintenance and continuous improvement of the Environmental Management System (ISO 14001:2015) and the Energy Management System (ISO 50001:2018)



## AMY GRUPO's Environmental Impact Management Strategy

AMY GRUPO's environmental strategy is built upon three main pillars, forming a solid foundation for concrete actions:

### 01 — Prioritizing Environmentally Responsible Partners

AMY GRUPO proactively selects and collaborates with suppliers who not only meet quality and service standards but also demonstrate responsibility and commitment to environmental issues. Supplier evaluation criteria are designed to clearly reflect these factors.

### 02 — Promoting Environmental Improvement in the Supply Chain

AMY GRUPO goes beyond supplier selection by actively supporting and encouraging partners in the supply chain to enhance their environmental performance. The goal is to develop a sustainable supply ecosystem where environmentally friendly practices are widely adopted and implemented.

### 03 — Reducing Environmental Impact from Input Sources

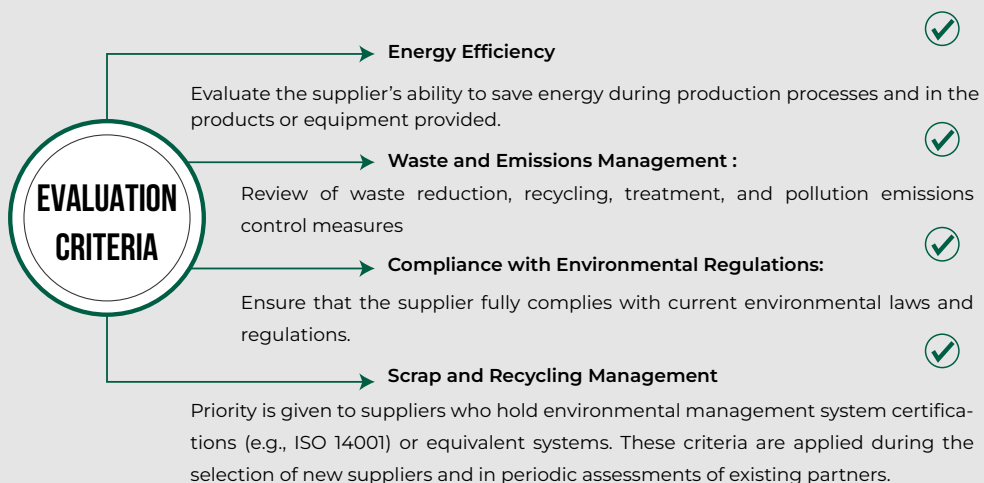
AMY GRUPO focuses on selecting materials and products with the lowest possible environmental footprint. The use of natural resource-friendly materials and energy-efficient equipment exemplifies this commitment.

## Implementation Tactics

To realize the set strategic objectives, AMY GRUPO has implemented a series of specific and systematic tactics:

### 01 Establishment of Supplier Evaluation Criteria:

AMY GRUPO has developed detailed criteria to assess the environmental performance of suppliers. These criteria include:



### 02 Input Material Management:

AMY GRUPO applies strict procedures to ensure responsible use of materials and minimize environmental impacts:

Monitoring and managing material types:

Manage different types of materials (imported, domestic) in detail to ensure proper use and compliance with relevant regulations.

Quality control and material origin verification:

Perform quality checks and traceability assessments to ensure compliance with environmental standards.

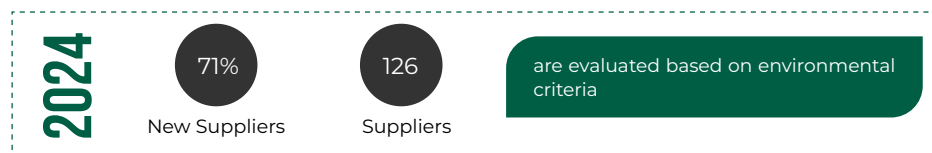
Scrap management and recycling:

Implement measures for sorting, collecting, recycling, and reusing scrap generated during the production process.

### 03 Monitoring and continuous improvement

AMY GRUPO establishes a system to periodically monitor and evaluate the effectiveness of environmental management measures within the supply chain. Regulations on record keeping, reporting, and inspections are strictly implemented to ensure transparency and compliance. In addition, internal audits are conducted to review the implementation of procedures and compliance with material management and environmental impact regulations.

We prioritize the integration of environmental factors into sustainable supply chain management.



Despite notable achievements, we recognize the need to more clearly identify actual and potential negative environmental impacts across the entire supply chain.

We are committed to taking actions to improve this issue in the coming years:

- Develop a detailed environmental risk assessment framework.
- Strengthen collaboration and dialogue with suppliers on environmental issues.
- Conduct in-depth assessments at high-risk suppliers.
- Establish an environmental improvement roadmap for the supply chain.
- Monitor and transparently report progress.

We believe that these efforts will contribute to building a green and sustainable supply chain, reflecting our commitment to ESG principles and a greener future.

# ENVIRONMENTAL ACTION THROUGH MATERIAL SELECTION

AMY GRUPO not only considers compliance with environmental protection laws as a foundation, but also weaves a comprehensive sustainable development strategy, reflected through concrete actions and long-term vision.

## I. STRATEGY: The Foundation for Sustainable Action

### Shaping a Green Future:

We are firmly committed to sustainable development, using compliance with environmental protection standards as our guiding principle.

Our investments in green, environmentally friendly technologies demonstrate our determination to act for a sustainable future.

### Resource Optimization:

AMY GRUPO focuses on improving the efficiency of resource use, encouraging energy- and material-saving initiatives throughout the entire value chain.

We prioritize the use of raw materials sourced from Vietnam, such as: clay, kaolin glaze, feldspar, quartz, calcite ( $\text{BaCO}_3$ ), dolomite, and others.



## II. STRATEGY: Realizing the Sustainable Vision

### 1. Material Revolution:

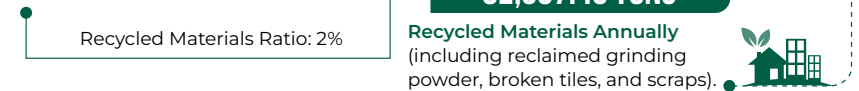
- We continuously seek and explore sustainable alternative materials to create environmentally friendly products.
- Continuous innovation in design and production processes optimizes material usage and minimizes environmental footprint.

### 2. The Material Circular Loop:

- We focus on minimizing material use from the source by optimizing production processes and using resources efficiently.

4,208,133 TONS

Materials Used in 2024



- Building a circular ecosystem where materials are regenerated: The company promotes recycling and reuse of materials to minimize environmental impact. A dedicated storage area is established to sort recycled materials. These materials, originating from defective products, are crushed and reused as input materials.

### 3. Understanding and Preventing Risks:

- We carefully analyze and assess risks, anticipate and prevent negative environmental impacts.
- Material indicators are monitored and reported transparently, fostering trust and responsibility.



# ENERGY AND EMISSIONS MANAGEMENT

## Commitment to a Sustainable Future

### Energy consumption, renewable energy – Actions speak louder than words

At AMY GRUPO, we continuously strive to use clean energy. We are committed to reducing energy consumption by 2025—a challenging yet entirely achievable goal.

In 2024, proof of this determination is our use of:

**66,987.35** tons

in which **30,309.56** tons

as a renewable material, demonstrating our strong prioritization of sustainable fuel sources.

AMY GRUPO has been implementing key initiatives, including the application of advanced circular kiln technology and the planned maximum utilization of clean energy from solar power starting from 2025.

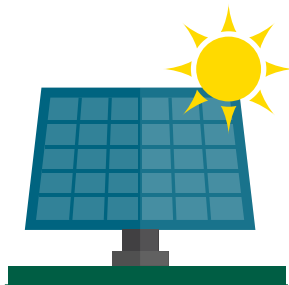


### Total Energy Consumption in 2024: 1,704.092 TJ

AMY GRUPO has taken a strategic step by investing in the expansion of the Hoa Son factory. The trial operation phase starting from Q4/2024 is an essential part of the investment process, leading to a temporary increase in total energy consumption.

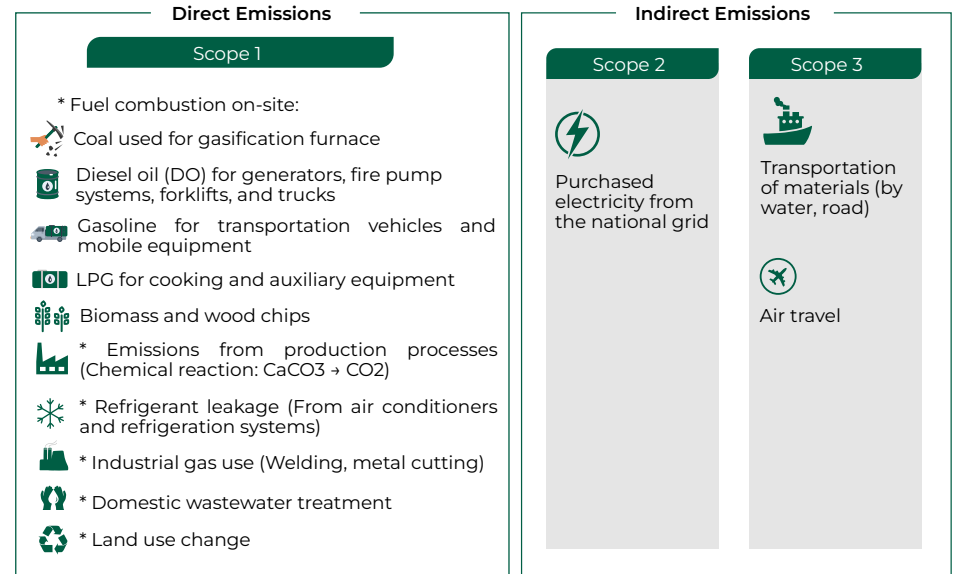
To ensure effectiveness, we will re-establish the energy baseline in 2025 to closely monitor and implement saving solutions, in line with Directive No. 20/CT-TTg and the ISO 50001 energy management system.

We take action by implementing energy-saving and efficient-use measures, realizing the opportunity to **reduce 1,509,455 KWH** per year, equivalent to a designed capacity of 1,368.5 kWp.



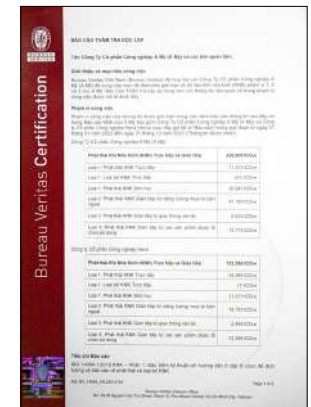
## Greenhouse Gas Emissions, Emission Reduction Programs – Environmental Responsibility

AMY GRUPO has successfully **accounted for 100% of the greenhouse gas (GHG)** emissions generated from its production and business activities, fully covering all three scopes as outlined by the GHG Protocol.



Greenhouse gas (GHG) emissions accounting and reporting at AMY GRUPO are conducted strictly in accordance with **international standard ISO 14064-1:2018** and **Decree No. 06/2022/NĐ-CP issued by the Government of Vietnam**, to ensure **transparency, objectivity, and consistency** in emissions management.

To enhance the reliability of the report, AMY GRUPO engaged **Bureau Veritas (BV)** – a globally recognized independent verification body – **to verify the GHG emissions report**. The verification process aims to assess **the completeness, accuracy, and appropriateness** of the data, calculation methods, and technical assumptions. **The certification from BV** demonstrates our commitment to transparency and builds trust among stakeholders during information disclosure and the implementation of emissions reduction strategies.



Operations at AMY GRUPO currently generate GHG emissions from refrigeration and air conditioning systems using refrigerants such as R22, R134A, R404A, and R410A. These substances have high Global Warming Potential (GWP) and can significantly contribute to the greenhouse effect if leaked into the environment. We are committed to **completely phasing out ozone-depleting substances (ODS)**, particularly R22, **by 2029**. This commitment reflects AMY GRUPO's responsibility in proactively responding to climate change and moving towards low-emission, sustainable operations.

**The emission factors used by AMY GRUPO for Scope 1 and Scope 2 include:**

- Decision No. 2626/QĐ-BTNMT: This is Decision No. 2626/QĐ-BTNMT issued by the Ministry of Natural Resources and Environment on October 10, 2022, regarding the publication of the list of emission factors for GHG inventory purposes.

- Department of Climate Change: This agency, under the Ministry of Natural Resources and Environment of Vietnam, is responsible for providing data and guidance related to GHG emissions, including emission factors for Vietnam's national electricity grid.

- IPCC (Intergovernmental Panel on Climate Change): This is the leading international scientific body for climate change assessment, providing internationally recognized guidelines and emission factors.



**Action Strategy – Commitment to Implementation:**

**01 Energy Revolution** 

- Optimize production processes: Invest in breakthrough production technologies, maximize efficiency, and eliminate waste.

A strong shift to renewable energy, leading in the use of biomass: **With the amount of biomass used as fuel for combustion being 30,309.56 TONS/year in 2024 (accounting for 45% of the total fuel used)**, we are committed to gradually increasing the amount of biomass fuel in the coming years.

- Apply intelligent automatic lighting systems, maximizing energy savings.

**02 Closed-Loop Material Lifecycle** 

Build an internal recycling system, converting by-products into resources, minimizing waste.

**03 Supply Chain Optimization** 

**Generated Emissions Mitigation Measures**

During production processes such as grinding bricks, drying, glazing, grinding, and polishing, AMY GRUPO generates specific emissions including:

- Total Dust
- SO<sub>2</sub> (Sulfur Dioxide)
- CO (Carbon Monoxide)
- N<sub>2</sub>O (Nitrous Oxide)
- H<sub>2</sub>S (Hydrogen Sulfide)

If not properly controlled, these gases can impact air quality in the surrounding areas and contribute to climate change

- Develop advanced exhaust gas treatment systems at factories to ensure that post-treatment emissions meet **QCVN 19:2009/BTNMT – Column B**, as required by **the issued environmental permit**.
- Conduct periodic greenhouse gas (GHG) inventories to monitor emissions and establish a reduction roadmap aligned with actual operational conditions..
- Recycle waste generated from the production process to reduce the amount of waste sent to landfills, thereby decreasing indirect GHG emissions and reducing pressure on the environmental treatment system..

**04 Supply Chain Optimization** 

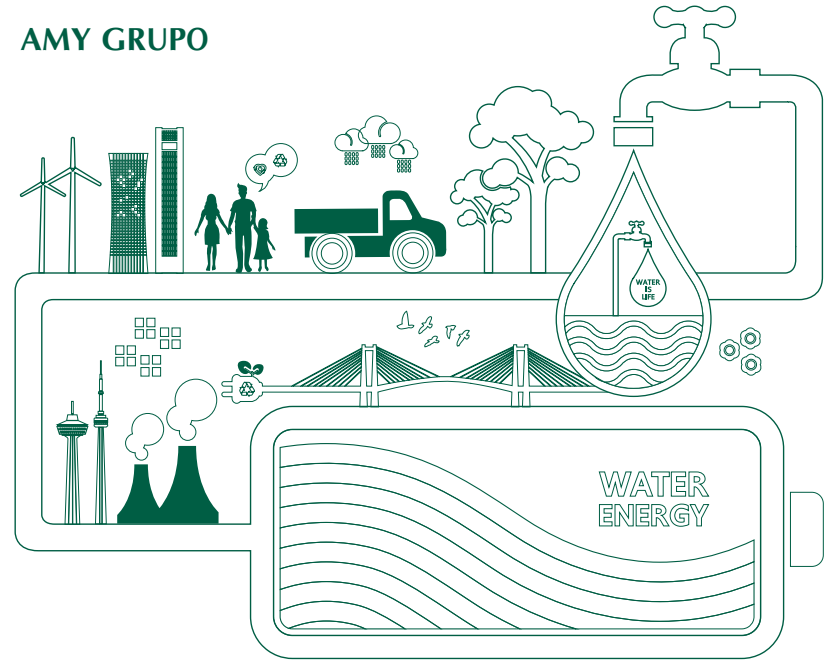
Optimize the transportation and storage processes of materials and products to reduce fuel consumption and greenhouse gas (GHG) emissions (Scope 3).

**05 Comprehensive Green Culture** 

Raise awareness among workers and managers about the importance of GHG reduction and the implementation of related measures in accordance with ISO 14064-1:2018.



AMY GRUPO



## WATER AND WASTEWATER MANAGEMENT

### Water Consumption and Reuse.

Water plays a key role in our production process, ensuring smooth and safe operations. The water we use is mainly sourced from the municipal water supply provided by the Clean Water and Environmental Sanitation Center in rural areas. It is used in various production stages (such as spraying, grinding, polishing, spray drying, and glazing) in ceramic tile manufacturing.

2024

The total amount of water consumed in our operations  
**118,998 M<sup>3</sup>**

To minimize negative impacts, we continue to actively promote water-saving efforts

The **100% reuse** of production wastewater

has become an indispensable part of our operational process. This demonstrates our commitment to applying innovative and sustainable solutions to protect water resources.

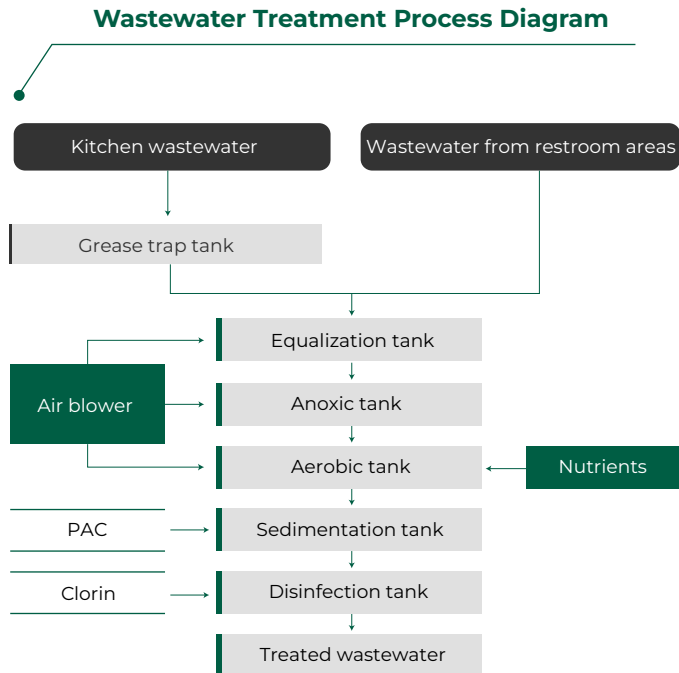
Not only stopping at reuse, we continuously seek and implement innovative solutions to minimize water consumption. Water reduction projects are implemented comprehensively, including:

- ◆ Converting from wet grinding technology to dry grinding.
- ◆ Using wastewater from the glazing process for milling.
- ◆ Installing sensor faucets in all restrooms.
- ◆ All cooling water from SPC production and gasification stations is reused.
- ◆ Procedures for checking leaking water valves and water flow meters to monitor water usage and prevent leakage.

We consistently follow the water management principle: reduce, reuse, and recycle. This is not only a strategy but also our commitment to optimizing water use and working toward a more sustainable future.

### Wastewater Treatment and Water Quality

We are deeply aware of the importance of water, not only for our production and business operations but also for the life of the community. Water is a precious resource that must be conserved and used responsibly. To fulfill this commitment, we have established a domestic wastewater treatment system with a capacity of 70 m<sup>3</sup>/day-night, ensuring that the treated water consistently meets the standard QCVN 14:2008/BTN-MT – Column B, and is discharged into the plant’s biological pond, not directly into the environment.



Clean water supply system



Water recovery system for reuse



Wastewater treatment system



### Assessment and Mitigation of Impacts

#### 01 Water Pollution Risk Assessment

We conduct thorough assessments of operations and processes at locations that may cause water pollution, based on the Environmental Impact Assessment (EIA) reports and environmental permits of the factory.

#### 02 Implementation of mitigation strategies

Based on the assessment results, we implement effective strategies to reduce impacts, such as the 100% reuse of production wastewater and the use of sensor-based water-saving faucets.

#### 03 Wastewater impact management

We place special emphasis on strictly managing environmental impacts caused by wastewater. Currently, the factory does not discharge wastewater into the environment. Instead, domestic wastewater is treated and discharged into the factory’s biological pond.

To promote sustainable development, protect the environment, and use resources responsibly, AMY GRUPO continuously proposes innovations to improve wastewater quality. By 2025, we plan to operate a wastewater treatment system that meets QCVN 14:2008/BTNMT – Column A standards

# WASTE MANAGEMENT

**100%** Waste segregation at source

**97.77%** Recycled Waste On-Site: 1% of the total recyclable waste.

**2.23%** Amount of waste delivered to external recycling units

## Waste Generation, Recycling, and Treatment

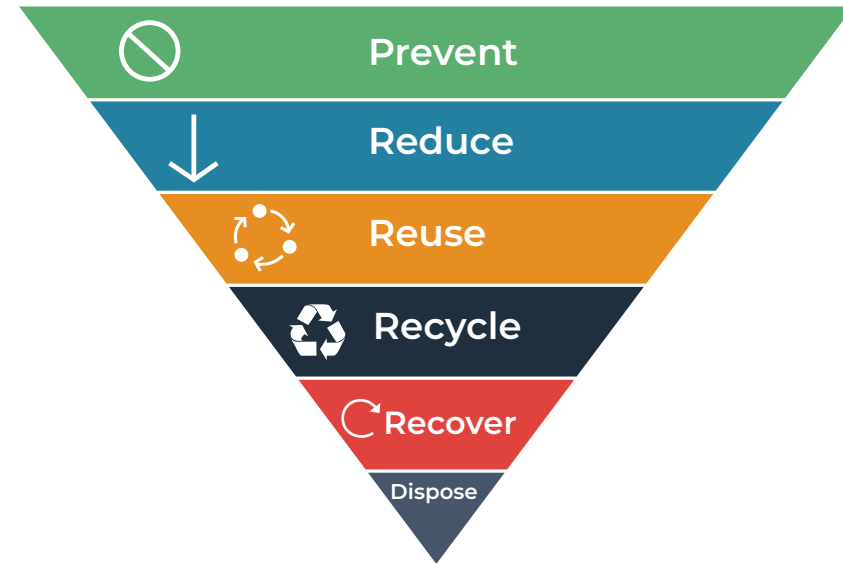
AMY GRUPO prioritizes waste reduction in all production and business activities. We are fully aware that waste—especially hazardous waste—can cause significant negative impacts on the environment, the community, and employee health. Therefore, we continuously seek and apply solutions to minimize waste generation, optimize material recycling, and promote circular economy models at our factories.

## Waste Sorting and Treatment

To manage waste effectively, AMY GRUPO has completed the classification of domestic waste, non-hazardous industrial waste, and hazardous waste.



In addition, at the factory's production workshops, waste is further sorted from collection activities to be reused as input materials. This classification enables us to apply appropriate treatment measures for each type of waste. We have also signed contracts with licensed waste treatment companies to ensure that all waste is handled safely and in strict compliance with environmental protection regulations. Waste sorting and treatment are carried out in accordance with the factory's waste management procedures.



## Recycling and Reuse

We prioritize waste recycling and reuse as a key part of our waste reduction strategy. The majority of industrial waste generated has been internally recycled by AMY GRUPO.

Industrial waste recycled  
**97.77%** by weight  
 (82,967.46 tons/84,856.26 tons)

**1,888.8 TONS**  
 of ash, metals,  
 plastics, and  
 paper

were delivered to recycling units,  
 extending the material life cycle  
 and reducing environmental  
 burdens.

**2024**

Furthermore, we reuse wooden pallets and convert dust and tile debris into production materials, closing the loop and moving toward a sustainable circular economy. We are committed to continuously improving the effectiveness and transparency of our waste management activities through detailed tracking and reporting starting in 2025.

# BIODIVERSITY PROTECTION

## Impacts of activities on biodiversity:

In our mission to create sophisticated and high-end living spaces, AMY GRUPO is committed to achieving a harmonious balance between economic growth and environmental protection. We understand that biodiversity is a priceless gift from nature — the foundation of life and sustainable development for humanity.

As a manufacturer of ceramic tiles, SPC flooring, LVT panels, Hybrid panels, and composite products, we are fully aware of our responsibility to protect and preserve biodiversity. There are no species listed in the IUCN Red List or the national conservation list whose habitats are located in areas affected by our operations.

Although our production activities do not directly result in biodiversity loss, we remain committed to minimizing environmental impact by closely monitoring our supply chain and optimizing production processes (such as planting more greenery within the factory premises, controlling waste and wastewater, and reducing dust emissions during operations).

We will work closely with our key raw material suppliers—particularly those whose activities may affect biodiversity through mineral extraction, such as quartz, kaolin, zircon, and limestone powder—to jointly build a sustainable value chain. By 2030, we are committed to strictly controlling the biodiversity impacts of these suppliers, including environmental impact assessments, selection of sustainable suppliers, and biodiversity protection.





In the global context of striving to reduce greenhouse gas emissions, AMY GRUPO is fully aware that climate change is not only a challenge but also an opportunity for sustainable development. According to studies, climate change may impact up to 1.5% of Vietnam's Gross Domestic Product (GDP) between now and 2050, and will negatively affect macroeconomic achievements, institutional reforms, and the attainment of environmental sustainability goals.



## CLIMATE CHANGE

Therefore, the company has proactively developed a comprehensive response strategy:

AMY GRUPO conducts detailed assessments of the impacts of extreme weather events, from which it formulates timely prevention and response plans to protect infrastructure and ensure business continuity.

At the same time, AMY GRUPO continuously monitors changes in environmental policies, regulations, and market pressures, proactively investing in advanced technologies, energy-saving solutions, and emission reduction initiatives—moving toward a low-carbon economy. Changes in environmental regulations may also lead to increased operating costs.

Market and consumer pressure is increasing regarding emission reduction and environmental protection.

Impact on financial performance includes:

**. Increased operating costs:** Higher insurance premiums due to natural disaster risks; Increased energy costs due to price fluctuations and requirements for clean energy use; Rising material costs due to supply chain disruptions; Investment costs to address damages caused by extreme weather events.

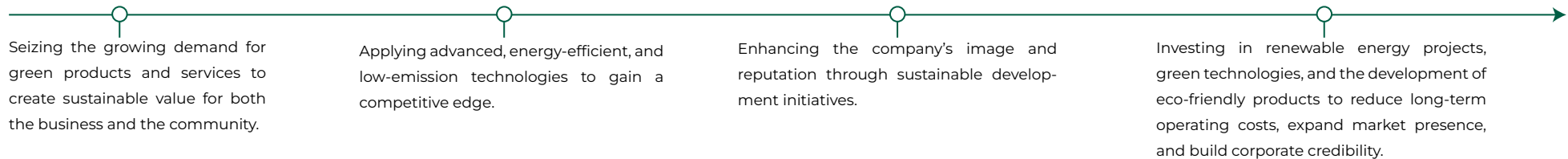
**. Decreased revenue:** Business and production disruptions due to natural disasters; Reduced labor productivity under harsh weather conditions; Revenue decline due to consumer preferences shifting toward greener and cleaner products.

**. Decline in asset value:** Loss of value in infrastructure located in high-risk flood or disaster-prone areas; Depreciation of assets and machinery due to repair or replacement after natural disasters.

# Earning By GOING GREEN



AMY GRUPO also views climate change as an opportunity for transformation and development. Through a proactive and flexible approach, AMY GRUPO not only minimizes risks but also creates competitive advantages, affirming its strong commitment to sustainable development goals.



## Climate Change Adaptation and Mitigation Strategy

AMY GRUPO has demonstrated a deep understanding of the risks and opportunities posed by climate change. The development and implementation of a comprehensive strategy—encompassing both emission reduction and climate change adaptation—not only helps the company mitigate risks but also creates competitive advantages and contributes to the national sustainable development goals.

### 01 Mitigation Strategy

- **Greenhouse gas emission reduction:**
  - . Transition to renewable energy: solar power
  - . Increase the use of biomass fuel instead of fossil fuels
  - . Apply cleaner production technologies to reduce emissions in industrial processes: shift from wet grinding to dry grinding
  - . Plant more trees to enhance greenhouse gas absorption

- **Waste Management:**
  - . Continue to strengthen waste recycling and reuse
  - . Minimize solid waste and emissions from production and daily activities
  - . Select waste treatment providers with modern systems that meet environmental standards

### 02 Adaptation Strategy

- **Enhancing infrastructure resilience:**
  - . Upgrade factory drainage systems to prevent flooding
  - . Install efficient cooling and ventilation systems

- **Water Resource Management:**
  - . Develop an efficient water supply system to minimize water loss
  - . Raise public awareness on water conservation
  - . Build a higher-performing water treatment system

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# HUMAN RESOURCES

## The Foundation for AMY GRUPO's Sustainable Development

At AMY GRUPO, we create value not only through products and services, but also through deep investment in human resources.

We believe that each employee is an essential piece contributing to the overall success of the company. AMY GRUPO's commitment to its workforce is clearly demonstrated through the following principles:

### Strategic Vision: Investing in People

At AMY GRUPO, we are not only building a business but also shaping a strong community where each individual is a key contributor to the journey toward achieving sustainable development goals.

### Absolute Commitment to Stability and Growth

- . **100% of employees are officially employed;** there are no part-time workers, ensuring a secure future with stable income and a clear career development path.

- . **75.1% of the workforce is on long-term,** open-ended contracts, demonstrating mutual trust and commitment in the sustainable development journey.

- . **All forms of seasonal labor have been eliminated.** AMY GRUPO provides a secure working environment where every individual is valued and supported in their growth.

### Expanding Opportunities, Attracting and Developing Talent

24% of employees are on fixed-term contracts, creating a dynamic environment that opens up opportunities for new talents to join and build their careers at AMY GRUPO.

### Building an Equal, Diverse, and Inclusive Workplace

With a balanced gender ratio (**59% male and 41% female**), AMY GRUPO fosters a diverse working environment where all talents are respected and empowered to reach their full potential.

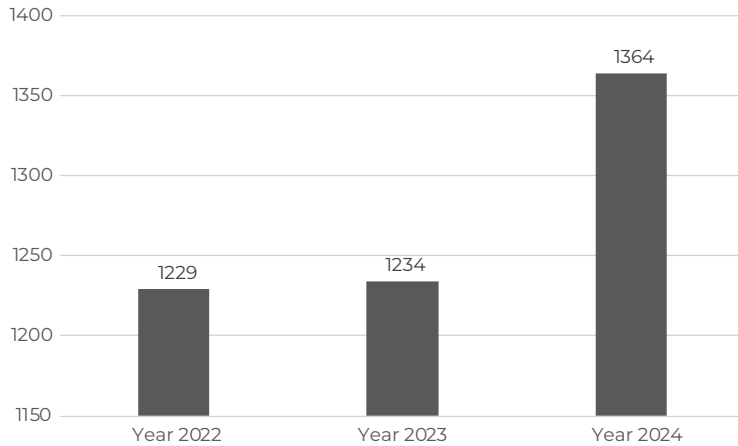
### Strategic Vision: Investing in People, Shaping the Future

At AMY GRUPO, we are not merely building a business but creating a strong community where each individual plays a key role in the journey toward achieving sustainable development goals.



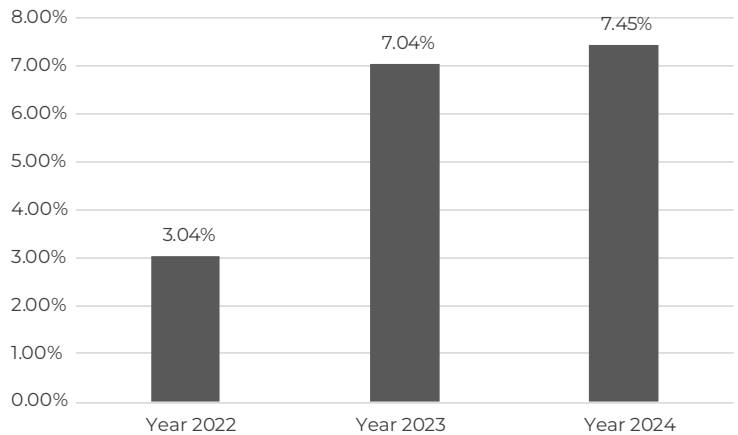
### Total Number of Employees at A My from 2022 - 2024

(Unit: persons)



### Salary Growth Rate at A My from 2022 - 2024

(Unit: %)



These impressive figures clearly demonstrate AMY GRUPO's commitment to building an ideal working environment — where people are placed at the center and values are truly respected.



The year 2024 marked a significant milestone in the development of AMY GRUPO, as we expanded our production activities, resulting in a sharp increase in total employee numbers. This reflects the company's growth and the employment opportunities we have created for the community.

However, we also faced notable challenges. The physically demanding nature of certain jobs—compared to the regional average—has led to some younger employees choosing to leave.

#### AMY GRUPO's Commitment for 2025

Recognizing the importance of human resources to sustainable development, AMY GRUPO commits to the following in 2025:

01

**Strengthening dialogue and listening to employees:** We will establish effective communication channels and promote two-way dialogue to better understand employee concerns and aspirations, and to promptly address emerging issues.

02

**Improving the working environment:** We will focus on enhancing working conditions, ensuring occupational safety, and investing in supportive equipment to reduce physical strain, thereby creating a more comfortable and positive workplace.



We believe that through concrete and practical actions, AMY GRUPO will cultivate a united, committed, and dedicated workforce—laying a strong foundation for the company's sustainable development in the years ahead.

# SUSTAINABLE HUMAN RESOURCE DEVELOPMENT

We believe that people are the key factor determining the success and sustainable development of the company. This Sustainability Report highlights AMY GRUPO's strategies and commitments in building a happy workplace—where each individual is respected, empowered to grow, and fully contributes to the company's overall development. We are also committed to complying with international labor standards, such as the Conventions of the International Labour Organization (ILO), in all our operations.

AMY GRUPO's strategy is to build a high-quality, dedicated, and loyal workforce through comprehensive policies and programs focusing on recruitment, training, compensation, and protection of employee rights.

## 01 — Recruitment and Training

To build a high-quality workforce, we focus on:

### Attracting Talent

Proactively building a reputable employer brand, promoting company values, and expanding a multi-channel recruitment network to optimize access to potential candidates.

### Professional Development

Comprehensively investing in employee capabilities through specialized training programs, financial support, and flexible learning opportunities to continuously improve human resource quality.

## 02 — Employee Benefits

We are committed to offering the best possible benefits to our employees through:

- **Competitive Compensation:** Establishing a transparent and fair salary and bonus system, along with a comprehensive benefits package, to create a competitive advantage in the labor market. Our salary principles are: legal compliance, performance-based pay, development incentives, fairness, and adjustment based on business performance.

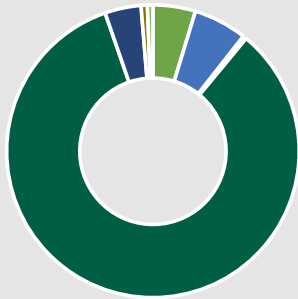


- **Well-being and Quality of Life:** We strive to create an ideal working environment where the physical and mental well-being of employees is thoughtfully cared for through practical and diverse benefits. The company provides a variety of benefits to meet employees' needs (bonuses on holidays, 13th and 14th month salaries, annual company trips, childcare support, gatherings on July 27 – War Invalids and Martyrs Day, rewards for employees' children with outstanding academic performance, and welfare support in cases of illness, maternity, bereavement, or marriage, etc.)

In addition, the company shows genuine care for employees' health by preparing and providing daily cooling beverages such as fresh lemon water, herbal tea, and detox drinks at production areas. This not only helps workers stay refreshed during work but also replenishes energy and maintains good health to complete their tasks effectively.

**For apprentices/interns or probationary employees,** the company still ensures all basic rights in accordance with legal regulations.

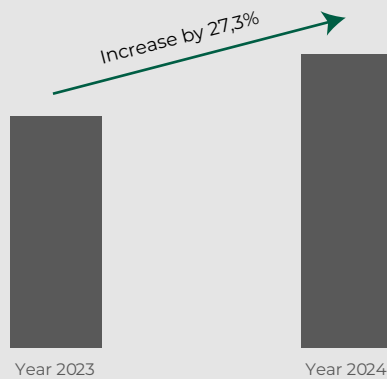
### Employee Benefits at AMY GRUPO



- Gifts and bonuses on holidays
- Tet gifts and bonuses
- Reward for excellent students
- 13th and 14th month bonuses
- Annual vacation for employees
- Employee care policy
- Birthday gifts for employees

Employee Benefits	Ratio %
Gifts and bonuses on holidays	4.7 %
Tet gifts and bonuses	5.9 %
Rewards for excellent students	0.4 %
13th and 14th month bonuses	83.7 %
Annual vacation for employees	4.0 %
Employee care policy	0.7 %
Birthday gifts for employees	0.6 %

### Salary and Benefits Expenses



### 03 — Maternity Leave

We always accompany and support our employees during important stages of life, especially during maternity:

- **Maximum Support:** Develop comprehensive policies to support female employees during and after maternity, demonstrating the company's deep care and social responsibility.
- **Rights Assurance:** Strictly comply with legal regulations, protect the legitimate rights of employees, and foster a humane working environment.

Sex	Return to work rate (%)	Retention rate %
Female	100%	100 %
Male	100%	95 %

### AMY GRUPO: A Place Where Women Are Respected and Shine



We understand that modern women not only succeed in their careers but also fulfill their roles as mothers. That is why we place special emphasis on creating an ideal working environment where women can confidently advance in their careers without having to sacrifice their motherhood. A private and well-equipped lactation room stands as clear evidence of this deep care. We believe that when women feel respected and supported, they can fully realize their potential and bring great value to the company. AMY GRUPO is committed to building a fair workplace where every woman has the opportunity to shine and assert herself.

### 04 — Attractive Benefits Help Retain Employees

We strive to build an ideal working environment where employees stay and grow long-term through:





# TRAINING AND EDUCATION

## Developing Talent, Building the Future

AMY GRUPO's strategy is to build a high-quality, dynamic, creative, and long-term committed workforce. We implement this strategy through training programs, skill development initiatives, career transition support, and the creation of a positive and diverse workplace.

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## COMPREHENSIVE HUMAN RESOURCE DEVELOPMENT

### 01 — Training and Skills Enhancement

#### Strategy:

- . **Regular training:** Providing opportunities for employees to participate in training courses to enhance their expertise and stay updated with the latest knowledge and skills.
- . **Learning support:** Offering time, location flexibility, and partial financial support for learning and professional development activities, as committed in the labor agreements.

#### Achievements

We believe that people are the most valuable asset. That is why we are strongly committed to enhancing the professional skills of our team. From intensive management training programs and soft skills development to online learning support and field visits, we offer a wide range of opportunities for employees to continuously learn and grow. In particular, we are proud to fully sponsor all expenses related to these training courses, including salary and living costs, to create the best possible conditions for employees to focus entirely on skill improvement.

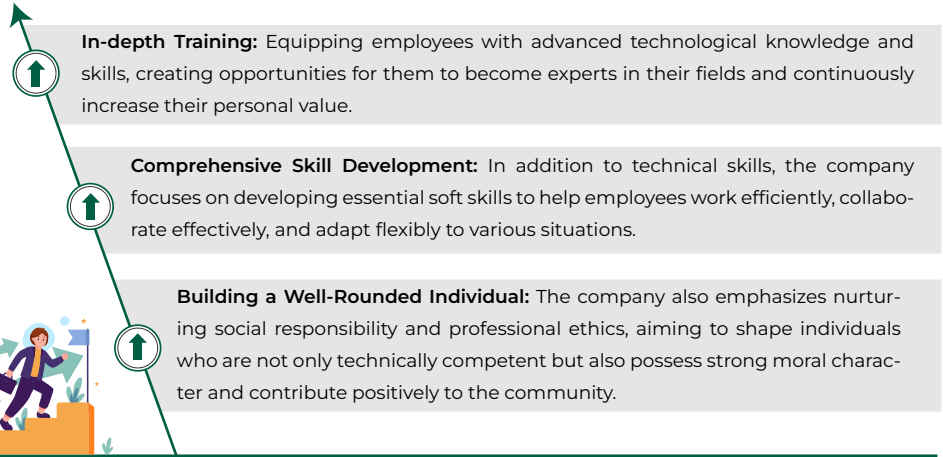
Criteria	Average training hours per person
<b>1. Gender</b>	
Male	50.31
Female	46.03
<b>2. Job Type</b>	
Production staff	47.86
Office staff	53.86
Middle management	35.80
Senior management	68.77

Total number of training programs		Total number of training sessions	
Internal training	51	Internal training	62
External training	21	External training	51

<b>Total training cost</b>	<b>1,140,790,000 VND</b>
----------------------------	--------------------------

**02 Skill Enhancement and Career Transition Support**

AMY GRUPO continuously invests in employee development through diverse and flexible training programs. Rather than offering only standard courses, the company designs a comprehensive career development pathway, including:



**Achievements:** Just considering the recent trips in 2024, AMY GRUPO has organized

**OVER VND 510 MILLION**  
spent on advanced training programs



- Visiting Modern Manufacturing Plants
- Attending Industry Trade Fairs in China

With 35 staff members participating, we aim for each member to have the opportunity to learn, enhance their knowledge and skills, and, thereby, improve the quality of work and contribute to the sustainable development of the company.



**PEOPLE AS THE DRIVING FORCE FOR DEVELOPMENT**

With a philosophy that places people at the center, AMY GRUPO regards its people as the most valuable asset and the key driver of sustainable development. The commitments and concrete actions presented in this 2024 Sustainability Report focus on building a professional working environment—where every individual is respected, empowered to fully develop their potential, and contributes to the overall prosperity of the company.

Our strategy is to invest comprehensively in people—ranging from upskilling and training, to establishing clear and transparent career development pathways, combined with fair performance evaluation and a respectful, open workplace culture.

**Performance Evaluation and Career Development:**



**AMY GRUPO – ACCOMPANYING EMPLOYEES, BUILDING A SUSTAINABLE FUTURE**

We believe that the development of each individual is the foundation for the prosperity of the business. We are committed to accompanying employees on their career development journey, creating a working environment where every employee can maximize their potential and contribute to the company's success. The satisfaction and long-term engagement of each individual are both the result and the driving force behind our continuous efforts to reach new heights.

Criteria	Percentage of Employees Evaluated for Promotion (%)
<b>1. Gender</b>	
Male	10%
Female	14%
<b>2. Job Type</b>	
Production	3%
Office	74%
Management	38%

# LABOR RELATIONS

Understanding that the peace of mind and companionship of workers are the solid foundation for sustainable success, AMY GRUPO always places people at the center of every development strategy. This report demonstrates the company's strong commitment to ensuring the rights, transparency, and comprehensive development of the workforce.

## 01 — Commitment to Reputation and Transparency

**"Transparent action, building long-term trust – A solid foundation for sustainable cooperation":** AMY GRUPO aims to build a working environment based on trust, respect, and transparency.

We strictly comply with labor laws and are committed to continually improving standards to ensure the best interests of employees.

We are committed to being open and transparent in sharing information about production and business activities, as well as all matters related to employee rights and obligations.

## 02 — Notification and Consultation on Operational Changes

•Specific strategies:



Develop clear, detailed, and easy-to-understand notification procedures applicable to all employee levels.



Use email, internal bulletins, HR meetings, company website, etc., to ensure information is accessible to everyone.



Organize meetings and discussions to explain changes, collect feedback, and answer questions.



Provide training programs, retraining, career counseling, and job placement assistance (if needed).

•Specific Regulations:

According to the collective labor agreement dated 01/12/2024 (with 100% of employees participating in the agreement)

Major Changes (mergers, dissolution, changes in business operations, etc.)

Minor Changes (rotation, reassignment, promotion, etc.)

Organize direct meetings or surveys to consult employees on any changes.

Notify at least 8 weeks in advance

Notify at least 15 days in advance.



# CHILD LABOR

**A declaration from the heart of AMY GRUPO: "Every childhood is a treasure, every child is the future"**

Building a world where children are safe, loved, and fully developed goes hand in hand with creating high-quality products — this is the mission AMY GRUPO pursues. The 2024 Sustainability Report is not just words on paper, but a firm statement of action and commitment, serving as evidence of our zero-tolerance stance on child labor.

Results of 2024 Objectives	
Use of Child Labor	0 cases
Use of student or minor labor	0 cases



## "Absolutely Not" – An Unshakable Boundary



### No Recruitment, No Compromise

AMY GRUPO has set a clear boundary: "Absolutely no recruitment of child labor." Only individuals aged 16 and above are eligible to join the AMY GRUPO family. This is not just legal compliance — it is a non-negotiable ethical principle.

### Education is Strength



We believe the most effective prevention begins with awareness. Every employee at AMY GRUPO is equipped with knowledge of labor safety and work ethics. This not only protects them but also helps build an environment where child labor has no place.



### Strict Control, Eliminating Risks

AMY GRUPO's rigorous recruitment control system acts as a "steel barrier" to prevent any attempt to infiltrate the workplace with child labor. No violation is tolerated.

## Spreading Values, Building a Compassionate Supply Chain

**Suppliers** . Trusted partners: AMY GRUPO is not alone on this journey. We require all suppliers to sign a commitment to "say no" to child labor. This is a mandatory criterion for sustainable partnerships.

**Monitoring and Support** . AMY GRUPO not only sets requirements but also accompanies suppliers. We conduct regular inspections and monitoring, while also providing capacity-building support to help suppliers understand and comply with child labor regulations.

**Regular Communication** . AMY GRUPO communicates the BSCI policy to suppliers at least once a year to help them understand and consistently implement the commitment.

## Not Just Responsibility, But a Heartfelt Commitment to the Future

Protecting the next generation is not just a legal obligation for us — it is a heartfelt promise. Every decision and action we take reflects our deep respect and hope for a bright, joyful future for all children.

# FORCED OR COMPULSORY LABOR

We not only build strong structures, but also create a humane working environment, where human dignity is prioritized. This report is solid proof of AMY GRUPO's commitment: zero tolerance for forced labor and a dedication to promoting sustainable development in every step of our operations.

Results of 2024 Target Implementation	
Participation in or Support for the Use of Forced or Compulsory Labor	<b>0 case</b>
Requiring workers to surrender or deposit identity documents to the company	<b>0 case</b>
Withholding part of salary, benefits, assets; delayed or coercive payment	<b>0 case</b>
Participating in or supporting human trafficking	<b>0 case</b>
Discrimination or unequal treatment of employees	<b>0 case</b>
Requiring drug testing or health screening for discriminatory purposes	<b>0 case</b>
Applying or concealing punitive measures involving physical coercion or humiliation	<b>0 case</b>
Forcing employees to work overtime	<b>0 case</b>

## Zero Tolerance Strategy:

AMY GRUPO defines a clear boundary: DOES NOT ACCEPT any form of forced labor. We implement this strategy through:

**01 Unwavering Commitment**

The corporate culture of AMY GRUPO is one of respect and strict adherence to international labor standards.

**02 Policies and Risk Prevention Procedures**

We proactively build a solid security system to prevent any potential risks that may lead to forced labor.

## Strong Actions, Outstanding Achievements:



## AMY GRUPO: A Flagbearer in the Fight Against Forced Labor:

We are proud to be a pioneering company in building a clean manufacturing industry, where there is no place for forced labor. AMY GRUPO is committed to continuing unwavering efforts to ensure that all workers can work in a safe, fair, and opportunity-rich environment.

In addition to existing efforts, AMY GRUPO is committed to enhancing the assessment of potential risks related to forced labor throughout its entire supply chain. We will continuously improve the risk assessment process and work closely with partners to ensure the highest labor standards are upheld. Our goal is to build a transparent and responsible supply chain that is completely free of forced labor.

## IMPLEMENTATION MEASURES



By implementing these measures, AMY GRUPO will enhance its ability to detect and prevent forced labor in its supply chain, while contributing to the development of a responsible and sustainable industrial sector.



# OCCUPATIONAL HEALTH AND SAFETY

Taking the lead with AMY GRUPO: Where Safety connects Health and Success

We understand that people are the most valuable asset. Therefore, occupational health and safety is always a top priority — serving as a guiding principle in all production and business operations, and laying a solid foundation for the company's sustainable development. AMY GRUPO's occupational health and safety system complies with ISO 45001 and has been continuously implemented and maintained. It has consistently received **high ratings from QUACERT and certification by JAS-ANZ (Australia) for 4 consecutive years.**



## 4 Pillars That Strengthen Our Safety Culture

- **Raising Awareness:** AMY GRUPO creates a safe and healthy work environment by continuously fostering self-awareness and in-depth knowledge of occupational safety for each individual. Regular advocacy conferences and legal education are organized by the grassroots trade union, serving as a breeding ground for a safety culture, where every worker is a "safety ambassador."
- **Accident Prevention:** We believe that "prevention is better than cure." Providing high-quality protective equipment regularly and tailored to each work position is our "steel shield" to protect workers from potential risks, ensuring that every workday is a safe one.
- **Activity Control:** By applying a strict activity control system, from the work permit process, protective equipment checks, to risk prevention measures, AMY GRUPO ensures that all activities are carried out safely and effectively.
- **Collaborative Development:** We work closely with contractors to jointly create a safe and sustainable working environment. The commitment of contractors to adhere to labor safety regulations, occupational hygiene, and worker health is a prerequisite for collaboration and development.



**Strategy and Solutions – Precision in Every Detail**

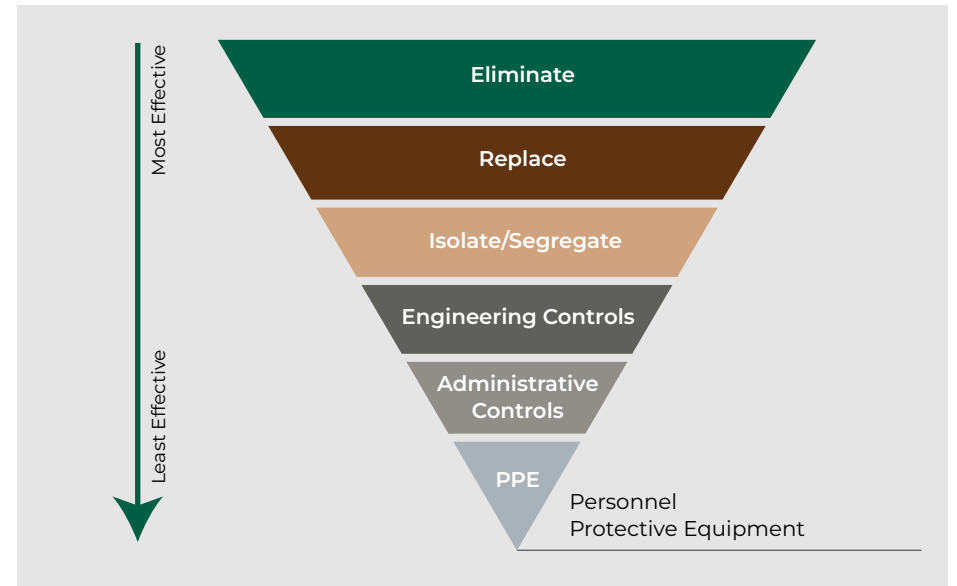
- **Security Control:** Every entry into the company is strictly monitored regarding time, protective clothing, and security, ensuring the absolute safety of both employees and assets.
- **Security Policy:** Security policies are clearly and systematically developed, including civilized and professional behavior rules for employees and guards, contributing to a safe and disciplined working environment.
- **Risk Assessment:** We take the lead in risk assessment and forecasting, thereby proactively implementing effective preventive measures to comprehensively protect the health of workers.
- **Health Checks:** Workers' health is priceless. AMY GRUPO requires employees to undergo periodic health checks, strictly comply with safety regulations, and proactively report potential risks to "prevent rather than cure".
- **Environmental Monitoring:** A clean working environment is a key condition for workers' health and productivity. We regularly monitor the working environment, assess harmful factors, and propose improvement solutions to build a green – clean – beautiful workplace.
- **Fire and Explosion Prevention:** Fire and explosion prevention is always a top priority. Preventive measures are deployed synchronously, including safety training, inspection of electrical systems, storage of flammable materials, and prohibition of open flames in high-risk areas to ensure absolute safety for people and assets.

Not only creating high-quality and sophisticated ceramic tiles, SPC flooring, LVT panels, Hybrid panels, and composite products, AMY GRUPO is also committed to ensuring absolute safety and health for workers in every stage of the production process. We have conducted comprehensive risk assessments for activities carried out by our workforce and all trusted partners. The main challenge faced by our occupational safety system is operated by a core team and workforce who always take every risk seriously, following the principle: **"Stop when feeling unsafe."**



**Firmly advancing with AMY GRUPO: Where Safety connects Health and Success**

Based on **survey results from more than 1,560 people**, including all employees and contractors of our company, five main risk groups have been clearly identified and effectively addressed using proactive preventive measures, prioritized in the following order: Elimination; Substitution; Engineering Controls; Administrative Controls; Personal Protective Equipment (PPE).





#### Electric Power - Safety Control

During the production process, the use of electrical power is essential, which brings potential risks of short circuits and fire hazards. AMY GRUPO proactively manages electrical risks through a comprehensive set of measures, including regular inspection and maintenance of electrical systems, replacement of damaged equipment, installation of lightning protection and modern electric shock prevention systems. In particular, we focus on electrical safety training for workers, equipping them with knowledge and skills to "live safely with electricity."



#### Fire Prevention - Comprehensive Protection

The production of tiles, SPC flooring, LVT panels, Hybrid and composite products may involve flammable materials such as gas, chemicals, and solvents, posing fire and explosion risks. AMY GRUPO enforces strict procedures for the storage of flammable materials, keeping them separate from heat sources and production areas. Automatic fire alarm systems are installed, along with full provision of firefighting equipment, ensuring readiness to respond to any situation.



#### Workplace Accidents - Minimizing to the Maximum

During production, the risk of workplace accidents is always present, such as slipping, falling, collisions, falling objects, and traffic incidents... We "cherish each worker's step" through a system of safety barriers and warning signs at hazardous areas. Workers are fully equipped with protective gear, and equipment is regularly inspected and maintained. Along with this are training programs on safe working skills, enabling workers to remain alert and steady in every task. Safety measures cover machine guarding, working at heights, using chemicals and electrical lockout/tagout systems, lifting equipment safety, vehicle safety, and confined space safety.



#### Sustainable Health - Cherishing Values

Exposure to dust, noise, and toxic chemicals... during the production process can affect workers' health. Mandatory measures are implemented, including regular occupational environment monitoring, frequent health check-ups, and appropriate personal protective equipment. We focus on continuously improving working conditions and minimizing the impact of harmful agents so that every worker can stay healthy and feel secure.

With a strong commitment, we proactively identify potential hazards and conduct continuous compliance assessments to detect any risks, even the smallest ones. All occupational safety issues have been addressed at an early stage to ensure the highest level of protection for AMY GRUPO's workforce and partners. We take great pride in the performance indicators we have achieved.

# Occupational Health and Safety Management

AMY GRUPO is committed to transparently disclosing its efforts and achievements in managing occupational health and safety:

## 01 Occupational Health and Safety Management System (OHSMS): A Solid Foundation for Safety

- AMY GRUPO is proud to operate an OHSMS that complies with ISO 45001:2018 international standards, certified by QUACERT and accredited by JAS-ANZ (Australia). This is clear evidence of our unwavering commitment to occupational health and safety.

- The certification has been maintained for 4 consecutive years, demonstrating the stability and effectiveness of the system and AMY GRUPO's consistent efforts to uphold and improve safety standards.

- We proactively review and update our systems to align with the latest regulations, while optimizing operational efficiency and creating a safe and trustworthy working environment.



## 02 Hazard Identification, Risk Assessment, and Incident Investigation: Proactive Prevention and Thorough Resolution

- AMY GRUPO conducts annual risk assessments and applies advanced methodologies to identify and analyze all potential hazards, ensuring that safety is always prioritized.

- All incidents, regardless of scale, are thoroughly investigated. Detailed records of incident reports and risk assessments are maintained and analyzed to drive continuous improvement.

- We continuously invest in technology and training to enhance our capacity for risk assessment and incident investigation, ensuring the highest level of safety for our workforce.

### Process for Identifying Hazards and Assessing Risks

#### 01 Identifying Activities and Hazards:

- Department heads, based on the opinions of employees and relevant stakeholders, identify and list activities and operations in each stage and process.

- Collect information from various sources to identify potential hazards; department heads collect feedback from employees and relevant stakeholders to identify and list activities and operations in each stage and process.

#### 02 Determining Environmental Aspects and Related Hazards:

- Department heads identify environmental aspects, hazards, risks, and opportunities related to quality, safety, occupational health, energy, and security.

- Propose control measures for each activity in each stage and process.

#### 03 Risk Assessment and Identification of Significant Environmental Aspects:

- Risk assessment is based on specific criteria for each area (safety, environment, quality, security) and corresponding scoring scales.

- Identify the level of risk and categorize it (low, medium, high) to determine appropriate mitigation measures.

- Identify significant environmental aspects based on criteria such as frequency, impact, and legal requirements.

#### 04 Establishing and Approving Control Measures:

- Department heads propose control measures for each hazard, including elimination, substitution, warnings, procedures, personal protective equipment, etc.

- Senior management reviews and approves the proposed control measures.

## Risk Hazard Identification and Assessment Process

### 05 Implementation of control programs and corrective, preventive actions:

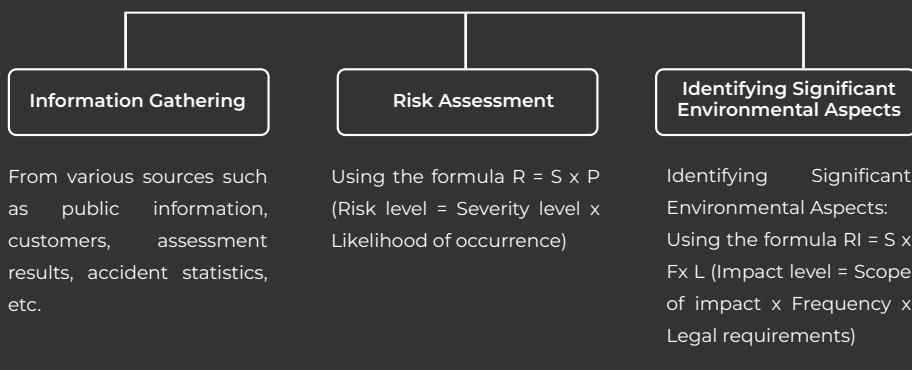
Relevant departments implement control measures and corrective actions for identified hazards.

### 06 Evaluation of the effectiveness of risk control measures:

Evaluate the effectiveness of implemented control measures. The evaluation is meaningful based on criteria such as frequency, extent of impact, and legal requirements.

Periodic review, updates, and adjustments of control measures are carried out as necessary.

#### Methods Used:



#### Frequency of Implementation

- Annually.
- When there are changes in personnel, technology, materials, products, machinery, equipment...
- For contractors and suppliers (annually).

### 03 Occupational Health and Safety (OHS) in Business Relationships: Building a Safe Value Chain Together

· AMY GRUPO extends the scope of its OHSMS management to include partners and contractors, ensuring that OHS standards are consistently upheld throughout the entire value chain.

**100% of partners and contractors are assessed for OHS capacity before cooperation.**

### 04 Worker Participation, Engagement, and Communication: The Voice of Safety

· AMY GRUPO enables employees to actively participate in OHS-related activities through diverse and effective feedback and communication channels. All improvement initiatives are based on worker input and engagement. This demonstrates that employees' voices are heard and taken into account in the process of improving the work environment.

· The high participation rate in OHS discussions and consultations reflects employee commitment and responsibility.

· We maintain various communication channels to ensure that OHS-related information is transparently conveyed and that an open, transparent dialogue environment is fostered.

### 05 OHS Training: Equipping Knowledge, Enhancing Skills

· AMY GRUPO provides comprehensive OHS training programs tailored to each job position, ensuring that all employees possess the knowledge and skills required to work safely.

**100% of employees receive OHS training prior to starting their job.**

· We adopt modern training methods, including both online learning and practical simulations, to deliver effective and engaging learning experiences.



Firefighting drills.

**06** Promoting Employee Health: Comprehensive Care, Enhancing Quality of Life



- AMY GRUPO cares about the overall health of its workers through regular healthcare programs, counseling, and disease prevention.
- On-site medical facilities and regular health check-up programs ensure that employees always receive the best healthcare.
- We organize health counseling programs, physical activities, and disease prevention initiatives, encouraging a healthy and balanced lifestyle.



**07** Protecting Workers from Harm in the Workplace: Safety is the Top Priority

- AMY GRUPO prioritizes protecting workers from all potential risks that could cause harm, through risk control measures and providing full personal protective equipment.
- **100% of factory employees participate in the 45001 system.** 100% of employees are involved and provide input on activities to ensure their own safety. These figures speak for themselves, confirming the effectiveness of the methods we apply.
- We continuously invest in technology and safety equipment, minimizing risks and creating an absolutely safe work environment.

**08** Occupational Accidents: Transparency, Responsibility, and Learning

- All occupational accidents at AMY GRUPO are recorded, investigated, and thoroughly analyzed to identify the causes and implement effective preventive measures.
- The low rate of serious occupational accidents is the result of our continuous efforts.
- Lessons learned from accidents are widely shared, raising safety awareness and creating an increasingly safer work environment.

**09** Occupational Health: Proactive Prevention, Caring Support

- AMY GRUPO proactively monitors the work environment, controls harmful factors, and implements preventive measures for occupational diseases.
- 123 employees undergo regular occupational disease check-ups, ensuring that workers' health is always cared for and protected.
- We monitor and support workers who are unfortunate enough to contract occupational diseases, demonstrating our ongoing care and responsibility.

AMY GRUPO - Where occupational safety and health are carefully managed in every detail, allowing every worker to confidently contribute and build success and happiness.

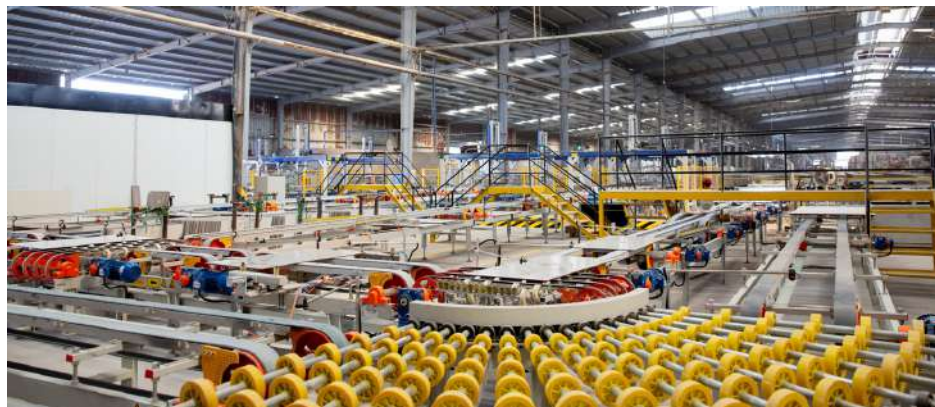
**Results of AMY GRUPO's 2024 Objectives**

No.	Indicator	Unit	Result
1	Employees are encouraged to contribute their feedback on occupational safety activities, from risk identification to improvement suggestions.	%	100%
2	Employees Receiving Annual Health Check-ups and Occupational Disease Examinations	%	100%
3	Provision of Personal Protective Equipment (PPE) for Production Positions According to Labor Standards	%	100%



## Occupational Safety-Related Initiatives in 2024

- Converting manual pallet jacks to electric-powered models
- Upgrading the water gutter system for polishing machines
- Improving the safety sensor system of robots
- Replacing the protective fence system for sheet pick-up machines and lifting tables on UV conveyor lines from 27 steel pipes to 60 pipes to enhance worker safety during operation
- Switching product packaging from manual to automated system
- Converting intermediate tile storage and manual handling to automated handling
- Upgrading the brick chain conveyor system
- Renovating the water gutter system of polishing machines to improve the working environment





# Non-Discrimination

## Creating a Fair and Inclusive Working Environment

Fairness and inclusion here go beyond slogans. They are implemented as essential principles, creating a meaningful working community rather than a mere organizational structure. Each individual is recognized for their unique identity, contributing to the richness and diversity of the collective picture. The ultimate goal is never mere compliance—it is to build a space where respect, listening, and empowerment become the driving forces for the development of every member.

Fairness is not simply understood as equal treatment, but also as the creation of opportunities that suit individual needs and capabilities. Proactively identifying and removing barriers and biases related to race, national origin, gender, religion, age, disability, marital status, sexual orientation, or any other form of discrimination that hinders individual development is something AMY GRUPO values. Inclusion is not just about the presence of diversity, but also about active participation and mutual respect.

The message AMY GRUPO aims to deliver is clear: it is not only about building a successful business, but about fostering a successful community. Here, diversity is viewed as a strength, difference is respected, and everyone is united in working toward a sustainable future. This ongoing commitment is driven by the belief that when individuals grow, the entire community prospers.

Performance Results – Target 2024	
Discrimination Against Workers	0 cases
Health checks or screenings with discriminatory intent	0 cases



# DIVERSITY AND EQUAL OPPORTUNITY

## The Journey to Realize Our Commitment

From the very beginning, AMY GRUPO has clearly defined its strategy to build a work environment that is diverse in terms of culture, gender, religion, and individual characteristics. To turn this strategy into concrete action, we focus on two main pillars: diversity in the workforce and ensuring fairness in compensation and benefits.

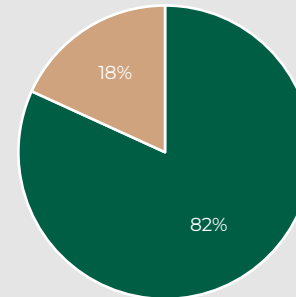
We not only view diversity as a core value but also as a driving force for creativity and innovation. This report is a testament to our continuous efforts in building an inclusive work environment where every individual feels valued and has the opportunity to reach their full potential.



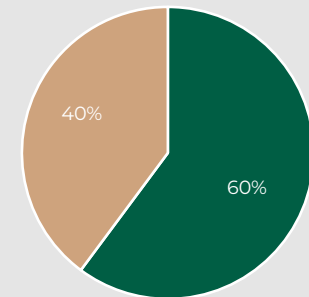
## Gender Distribution of Workforce

Male Female

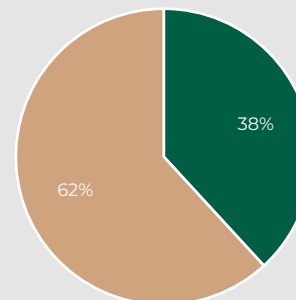
Management and Assistant Level



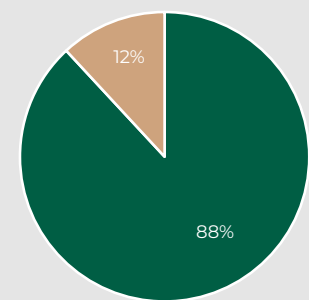
Production



Functional Areas



Management



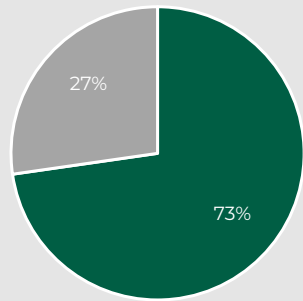
## 01 Diversity in the Workforce

- We understand that diversity is only truly valuable when paired with inclusion. Therefore, diversity training programs are implemented systematically to raise awareness and build a culture that respects differences.
- A diverse cultural space is created through annual events where all members can share and experience rich cultural values.
- In particular, the "zero tolerance" policy towards all forms of discrimination is strictly enforced, affirming AMY GRUPO's commitment to protecting the rights of employees.
- AMY GRUPO has a female workforce ratio in production of 34.5%, demonstrating the company's focus on providing employment and recruiting female staff.

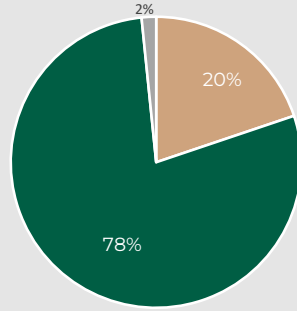
### Age Distribution of Workforce

Under 30 years old    30-50 years old    Over 50 years old

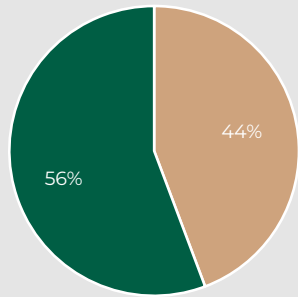
Management and Assistant Level



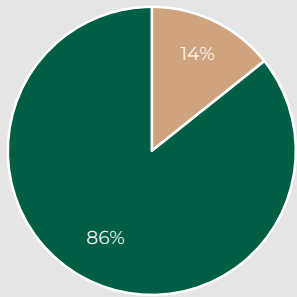
Production



Functional Areas



Production Division



### 02 Base Salary and Compensation Ratio:

- Fairness and transparency are the top principles in AMY GRUPO's compensation policy. The minimum wage is always guaranteed to be higher than the legal requirements, reflecting our concern for the well-being of employees.

- We have established an objective performance evaluation system, which serves as the basis for salary increases, bonuses, and other benefits in a fair manner. Our company's compensation principle is: compliance with the law, paying based on performance, encouraging development, ensuring fairness, and adjusting according to business conditions.

The ratio of base salary and remuneration for female employees compared to male employees is mostly above 100% across all job categories, especially in management. This demonstrates the company's commitment to fair compensation policies, free from gender discrimination, while creating opportunities for women to grow and take on professional and managerial roles.

Job Type	Female Base Salary Compared to Male	Female Compensation Compared to Male
Production	106.5%	100.5%
Office	113.0%	96.8%
Management - Supervisors, Department Heads and above	119.9%	133.0%

#### Moving Towards a Sustainable Future:

The achievements gained are the driving force for AMY GRUPO to continue its journey of building a sustainable future. We are committed to:

- Continuously improving the compensation policy to ensure fairness and competitiveness, attracting and retaining talent.
- Expanding cultural and sports activities to build a cohesive and energetic working environment.
- Upgrading facilities to create a safe and convenient working environment for all employees.

AMY GRUPO believes that by creating a diverse, equal, and inclusive work environment, we will create sustainable value for employees, the community, and society, contributing to the overall development of the country.



## AMY GRUPO: Where an Ideal Work Environment is Created

A corporate culture with no room for discrimination and harassment – this is the unwavering commitment that AMY GRUPO pursues and demonstrates in the 2024 Sustainable Development Report. The foundation of this commitment lies in nurturing a community where respect is the vital source, equality is the solid foundation, and each individual is empowered to unlock their potential.



### Respect and Equality: The Guiding Beacon

#### • Core Spirit:

<p><b>Respect</b></p> <p>Every employee is an independent individual, valued and listened to.</p>	<p><b>Equality</b></p> <p>All promotion opportunities are granted based on ability and actual contribution.</p>	<p><b>Transparency</b></p> <p>All processes and policies are public and easily accessible.</p>	<p><b>Responsibility</b></p> <p>Committed to acting responsibly towards employees and the community.</p>
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**Actions Speak Louder Than Words:** At AMY GRUPO, we transform these values into concrete actions, creating a fair working environment where every individual is fully supported.

### Resolutely Eliminate Discrimination and Harassment:

#### Actions

Determined to eliminate all acts of discrimination, harassment, and violation of human dignity.

Apply strict and fair disciplinary measures for any violations.

Establish a transparent grievance mechanism to ensure fairness and objectivity.

Organize training programs to raise awareness of employees' rights and responsibilities.

#### Impressive Achievements

The anti-discrimination and anti-harassment policy is implemented strictly and consistently.

The disciplinary process is clearly and transparently established, ensuring deterrence and fairness.

The survey and grievance system strictly complies with BSCI standards, ensuring objectivity and transparency.

In 2024, there were no cases of discrimination, affirming the effectiveness of the actions taken.

### Sustainable Corporate Culture: A Place Where Trust is Cherished

The trust and satisfaction of employees are considered an endless source of motivation for AMY GRUPO to continually improve and strive for sustainable development. We cultivate a corporate culture where every employee feels safe, valued, and has the opportunity for comprehensive development.

### Placing Employees at the Core, Moving Towards Sustainable Development

Firm in our vision of a sustainable company, where employees are truly the main force and the driving factor for all success, AMY GRUPO is committed to this direction. This report demonstrates our strong commitment to creating a democratic and open work environment, where the voice of employees is valued and heard, particularly through ensuring the rights to freedom of association and collective bargaining.

# FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

AMY GRUPO's strategy is built on the principles of democracy, dialogue, and mutual respect. We believe that only when employees are free to participate in representative organizations, express their opinions, and be involved in decision-making processes can a business achieve sustainable development.

## Convincing Evidence of the Right to Freedom of Association and Collective Bargaining



### IMPRESSIVE UNION PARTICIPATION RATE

**99% of workers** are a testament to the spirit of solidarity and the sense of ownership among the employees at AMY GRUPO.



### DEMOCRATIC ELECTIONS

The election on April 12, 2023, elected **15 members of the union committee**, demonstrating the trust of employees in those who represent their interests.



### POSITIVE EVALUATION

The result of the evaluation, "Freedom of Association and Collective Bargaining" achieving an A rating, is a well-deserved recognition of AMY GRUPO's efforts in implementing this right.



### EFFECTIVE COLLECTIVE BARGAINING

The participation of **744 male workers and 507 female workers** in collective bargaining shows that this mechanism effectively protects employees' rights.



### ABSOLUTE COMPLIANCE

The absence of any violations during the evaluation process affirms AMY GRUPO's commitment to the rights of employees, legal compliance, and protection.



## AMY GRUPO: Where the Voice of Employees is Heard

Placing Employee Satisfaction and Engagement at the Core – this is not only a measure of success but also the driving force for AMY GRUPO to reach new heights. With this belief, we are committed to continuing to cultivate an excellent work environment, ensuring that every member feels valued and is given the opportunity to reach their full potential.

In addition, we commit to building a sustainable and responsible supply chain, where the rights of workers are respected and protected in the future.

# SECURITY PRACTICES

Security is not only about protecting assets but also safeguarding the core values of humanity – with this philosophy, AMY GRUPO creates a safe, fair, and humane work environment. Our continuous efforts to build a professional security force, well-versed in human rights, are a testament to this strong commitment, contributing to the creation of a civilized business community and sustainable development.

## Consistent Strategy: Strong Security, Upholding Human Values

AMY GRUPO follows a strategy of building a modern and effective security system that strictly adheres to human rights and professional ethics standards. We understand that sustainable development can only be achieved when people are placed at the center, respected, and protected.

## AMY GRUPO: SECURITY THAT RESPECTS HUMANS, BUILDING A CIVILIZED COMMUNITY

We believe that security and human values are inseparable. We are committed to continuing our investment in people, systems, and good values to create a safe, respectful, and sustainable work environment, contributing to the development of a civilized and sustainable business community.



## CONSISTENT STRATEGY

### Comprehensive Investment in Human Resources

We implement in-depth, continuous training programs that meet the development needs of both individuals and the company. The training content is diverse, covering professional knowledge, work skills, social responsibility awareness, and particularly human rights.

100% of security personnel are equipped with solid knowledge about human rights policies, anti-discrimination, and harassment, ensuring that all security operations are carried out with respect for and protection of human rights.

Continuous training policies and learning opportunities are provided for all employees.

### Creating a Safe and Transparent Work Environment

The security regulations and guidelines are carefully constructed to ensure effective control of entry and exit, asset management, and incident handling.

All security staff are provided with uniforms, identification badges, and advanced communication equipment to ensure a high level of professionalism and swift response in all situations.

Shift handover procedures, security checks, and patrols are carried out rigorously, ensuring the continuity and effectiveness of security operations.

Security control regulations are transparent and publicly accessible.

### Strict Commitment and Monitoring of Human Rights

AMY GRUPO is committed to complying with international labor standards and does not accept any form of forced labor.

We have established security policies and procedures to prevent risks related to forced labor and protect workers' rights.

Regular training programs are organized to raise awareness of human rights and to handle sensitive situations for security staff.

The BSCI evaluation by TUV NORD has proven AMY GRUPO's absolute compliance with human rights standards.

# PRODUCT SAFETY FOR CONSUMER HEALTH

In the Ever-Advancing Flow of the Modern Economy, AMY GRUPO proudly affirms its leading position with a strong aspiration to create sustainable value and enhance quality of life. We believe that true success arises from the harmonious blend of exceptional quality and deep social responsibility, fostering trust and prosperity for our customers and communities.

AMY GRUPO grounds every action on a dual strategic foundation:

01

## Refined Quality

Each product and service is a testament to dedication and professionalism, exceeding all expectations.

• **Regular Quality Assessments:** Continuous inspection and improvement ensure that all products consistently meet the highest standards.

## Strategy: Turning Vision into Practical Action

To realize its vision, AMY GRUPO has implemented a series of strategic measures:

### High-Standard Quality Management System

AMY GRUPO applies the ISO 9001:2015 standard, certified by QUACERT and recognized by JAS-ANZ (Australia), ensuring excellence and consistency across all operational processes.

### Reducing Carbon Footprint

We prioritize measuring and reducing emissions according to ISO 14067:2018, demonstrating our responsibility to the planet.

02

## Comprehensive Sustainable Development

We are committed to taking action for a greener future, safeguarding public health, and contributing to the prosperity of society.

• **Focus on Customer Health and Safety:** We conduct impact assessments and maintain open communication channels, in accordance with GRI 416 standards.

### Ensuring Absolute Cargo Security

The company adheres strictly to SCAN/CTPAT standards to ensure maximum protection and safety of goods throughout the logistics and transportation process.

### Compliance with International Standards

Beyond the domestic market, AMY GRUPO has successfully penetrated demanding international markets. This achievement is the result of significant investment in developing and maintaining quality management systems that comply with strict international standards, while also aligning with the specific regulatory and technical requirements of each target market.

## Europe

We are proud to have obtained the CE certification, affirming that AMY GRUPO's products meet the European Union's safety, health, and environmental protection standards.

Standards BS EN 14411:2016 and BS EN 13329:2016 demonstrate our strict compliance with quality and performance requirements for ceramic tiles and laminate flooring.



BN EN 13329:2016

## North America

GREENGUARD and GREENGUARD GOLD, along with FloorScore certifications, confirm that AMY GRUPO's products meet stringent chemical emissions standards, contributing to a safer and healthier indoor environment. These certifications also meet the high technical and quality expectations of major clients in the region.



## Middle East

The SASO certification serves as a key for AMY GRUPO to access the Middle Eastern market, where product quality and safety standards are of utmost importance.



## Southeast Asia

AMY GRUPO is proud to have obtained certifications such as SNI (Indonesia), SIRIM (Malaysia), PS (Philippines), and TISI (Thailand), demonstrating our commitment to meeting national quality standards in each respective country.



## Vietnam

**National quality certifications:** Ensuring full compliance with Vietnam's technical regulations and standards (QCVN 16:2023/BXD, TCVN 9133:2011).



## Achievements: The Essence of Effort and Passion

### Complaint Rate/ Sales Volume Ratio

The ratio between the claim volume and sales volume in 2024.

Factory	Year	Claim/ Sales Ratio (%)	Note
AMYGRES	2024	0,78%	Decrease of 4,05%
	2023	4,83%	
SPC	2024	0%	Decrease of 0,05%
	2023	0,05%	
Hera Tiles	2024	0,15%	Decrease of 0,42%
	2023	0,57%	
Hera Roof Tiles	2024	1,46%	Decrease of 1,23%
	2023	2,69%	
AMY GRUPO	2024	0,36%	Decrease of 1,59%
	2023	1,95%	

## Reaching for a Perfect Horizon

AMY GRUPO is committed to continuous innovation and improvement:

- Pioneering in research and development of environmentally friendly products.
- Optimizing production processes to minimize carbon footprint.
- Building a sustainable supply chain in close collaboration with partners.
- Moving towards renewable energy sources to help protect the planet.
- Applying artificial intelligence to enhance product quality and efficiency.



# MATERIAL ECONOMIC TOPICS

Economic Performance	69
Market Presence	71
Sustainable Procurement	72
Advancing the Supply Chain, Shaping a Sustainable Future	73



# Economic Performance



AMY GRUPO is committed not only to generating economic value but also to ensuring that such value is distributed fairly and responsibly, contributing to the overall prosperity of the country. This approach is clearly reflected in the company's sustainable economic strategy, which focuses on two main pillars: generating economic value and distributing economic value in a responsible manner.

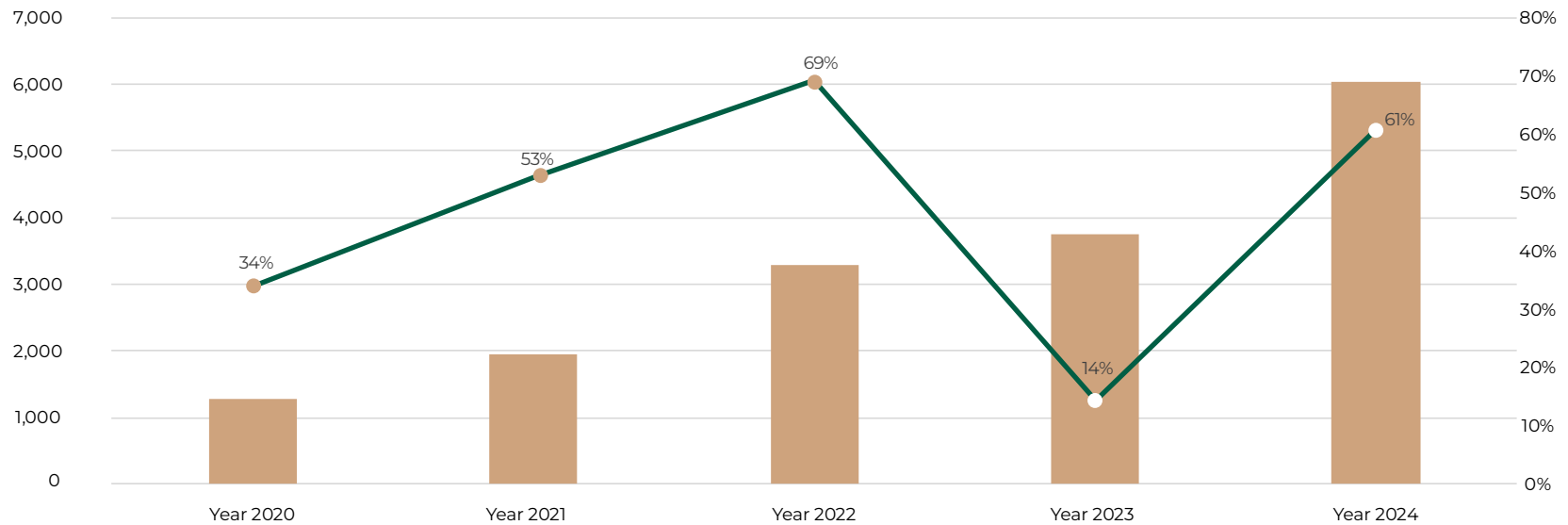
## 01 — Generating Economic Value Effectively and Transparently

AMY GRUPO clearly identifies its top priority as generating economic value through efficient business operations. Transparency serves as the guiding principle in all activities, demonstrated by the company's commitment to disclosing revenue and profit information. This not only provides stakeholders with a clear view of the company's financial standing but also fosters trust and credibility.



AMY GRUPO is proud to announce that its 2024 audited financial statements were conducted by one of **the world's leading audit firms – KPMG Vietnam**. This full audit report affirms our commitment to transparency and integrity in all financial operations. The unqualified opinion issued by KPMG confirms that our financial statements have been presented fairly, in accordance with applicable accounting standards, and reliably reflect the company's financial position, business performance, and cash flows.

Overview of AMY GRUPO's Business Performance from 2020 to 2024



## 02 — Fair and Responsible Economic Value Distribution

AMY GRUPO places strong emphasis on the fair and responsible distribution of economic value, demonstrated through the following commitments and concrete actions:

### For Employees:

The Company ensures that employees receive fair wages, comprehensive welfare benefits, and optimal working conditions.

Salary policies are developed in a transparent and clear manner, directly linked to individual performance and capabilities.

In addition to base salary, employees are entitled to various allowances and benefits, including holiday bonuses, meal subsidies, healthcare support, paid leave, maternity leave, sick leave, and occupational accident coverage.

The Company not only complies with national labor and wage regulations but also establishes internal policies aimed at improving workers' livelihoods, enabling them to work with peace of mind and build long-term careers.

### For Other Stakeholders:

The Company maintains transparency in payments to shareholders and investors.

The Company carries out community investment activities, demonstrating its social responsibility and contributing to community development.



In 2024, AMY GRUPO mobilized its staff and allocated financial resources to support the Vietnam Fatherland Front Committee in constructing housing for families directly affected by Typhoon No. 3 (Typhoon Yagi) in Yen Bai Province and Song Lo District (Lap Thach), with a total contribution of VND 1,270,168,000.

## 03 — Transparency and Compliance in Financial Activities

AMY GRUPO is committed to ensuring transparency in all financial activities, providing clarity and ease of understanding for stakeholders. Information on the economic value generated and distributed is presented on an accrual basis, in accordance with national and international accounting regulations.

Transparency of Key Financial Factors: Revenue, cost of goods sold, selling expenses, administrative expenses, financial expenses, etc.



### Key Figures for 2024

#### NET REVENUE FROM BUSINESS OPERATIONS



#### AMOUNT PAID TO THE STATE BUDGET

INCREASE BY

**68%**

2023

2024

# Market Presence

AMY GRUPO is not only a business entity but also a model of fairness, equality, and social responsibility in the workplace. The company demonstrates its strong commitment through progressive and transparent human resources policies.

## 01 — Gender Equality in Regular Salary Policy

AMY GRUPO establishes a foundation of equality from the very beginning of each employee's career. Instead of differentiating based on gender, the company applies a standardized entry-level wage rate equally for both men and women. The ratio of entry-level wages to the regional minimum wage is not merely a number, but a clear demonstration of the company's strong commitment to fairness. This approach not only creates an equal playing field but also encourages women to pursue their careers and affirm their professional capabilities.



## 02 — Salary Levels Higher Than the Local Minimum Wage

In addition to ensuring fairness, AMY GRUPO demonstrates strong commitment to the well-being of its employees. 100% of company employees receive an entry-level salary higher than the minimum wage stipulated in Vinh Phuc province. This not only provides workers with greater financial security but also reflects the company's respect and appreciation for their contributions.

## 03 — Prioritizing the Development of the Local Workforce

AMY GRUPO recognizes the importance of investing in local communities. 60% of the company's senior management are recruited from the local community of Vinh Phuc, which is also one of our core strategic hubs for sustainable development. As a major transportation and economic connection point, Vinh Phuc plays a vital role in the company's operations. By generating employment and professional development opportunities for the local population, AMY GRUPO contributes to enhancing the quality of the local workforce. This commitment is a key part of our long-term strategy for sustainable development of the locality.

## 04 — Minimum Needs Survey and Ensuring Reasonable Compensation

To ensure that entry-level wages meet the essential needs of workers, AMY GRUPO conducted a minimum needs survey. This reflects the company's thorough attention to employees' living conditions and its commitment to providing fair compensation that matches the value of their contributions. This notable practice sets AMY GRUPO apart from many other businesses.

## 05 — Creating an Ideal Working Environment

Through progressive and transparent human resource policies, AMY GRUPO has established an ideal working environment that attracts and retains talent. Equality, fairness, and care for employees not only contribute to the company's sustainable development but also help foster a modern and progressive business community.

## 06 — Developing Compensation Policies with Employee Wellbeing in Focus

AMY GRUPO demonstrates its commitment to people-centric values in its compensation structure, while also showing encouraging signs in adjusting and balancing income-related policies. The current ratio between the total annual compensation of the highest-paid employee and the average total compensation of all employees at AMY GRUPO is 15.37 times. This ratio reflects the income gap within the organization.

We have observed positive signals in managing and improving the balance of this ratio. This is clearly demonstrated by the comparison of total income growth rates in 2024:



The fact that the median income of all employees increased at a rate 5% higher than that of the highest-paid individual clearly demonstrates AMY GRUPO's commitment to broad-based income improvement, equality, and employee inclusion. This adjustment aims to narrow the income gap, foster a fairer working environment, and strengthen motivation and employee engagement across the organization.

# Sustainable Procurement



## AMY GRUPO and the Importance of Sustainable Procurement

AMY GRUPO, a leading enterprise in the field of building materials manufacturing for the interior design industry, has a deep awareness that procurement activities are not only an economic process but also significantly impact the environment and community. Therefore, AMY GRUPO is committed to implementing sustainable procurement, prioritizing the selection of responsible suppliers and environmentally friendly products and services, thereby contributing to the sustainable development of Vietnam.

### Sustainable Procurement Policies and Procedures at AMY GRUPO

To realize this commitment, AMY GRUPO has rigorously developed and implemented sustainable procurement policies and procedures:

#### Supplier Selection Criteria

AMY GRUPO does not only focus on traditional factors such as price and quality, but also places particular emphasis on environmental criteria (such as ISO 14001 certification) and social criteria (such as compliance with labor laws, workplace safety, and occupational health).

#### Evaluation and Monitoring of Suppliers

AMY GRUPO conducts periodic evaluations and rigorous monitoring of suppliers to ensure their compliance with the established sustainability criteria.

#### Prioritizing Local Procurement

With the aim of supporting local economic development, creating jobs, and minimizing environmental impacts from transportation, AMY GRUPO prioritizes sourcing from suppliers based in Vietnam. These are countries where the company has major production sites and factories such as AMYGRES, SPC, Hoa Sơn, which are also key market areas with strong development focus.

In 2024, AMY GRUPO achieved notable initial results in practicing sustainable procurement:

Percentage of spending on suppliers in Vietnam reached

**60.32%**

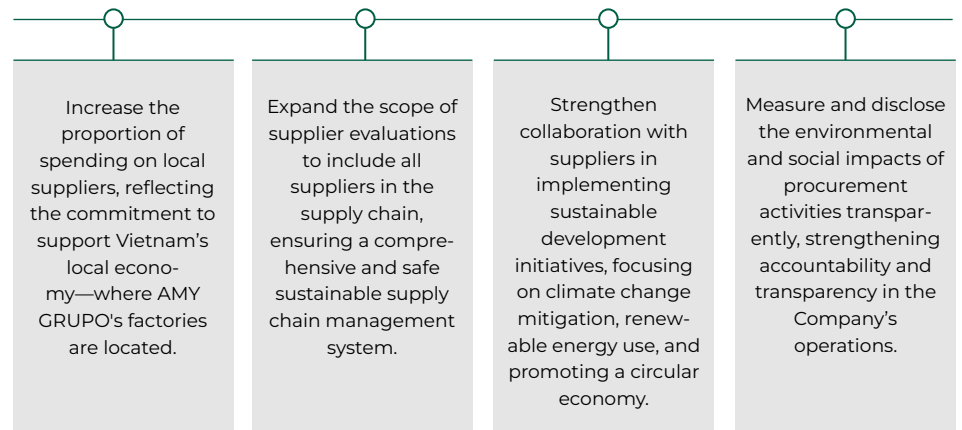
. The percentage of spending on suppliers in Vietnam reached 60.32%, showing a top priority for local suppliers. However, the Company is aware that more effort is needed to enhance support for the local economy.

. Suppliers are assessed on environmental and social criteria before contract signing, affirming the commitment that all suppliers meet the Company's sustainability standards.

Sustainable procurement efforts have delivered positive outcomes and impacts for AMY GRUPO:

- Reduced environmental and social risks in the supply chain, protecting the Company from hidden negative impacts.
- Enhanced the Company's reputation and image among customers, partners, and communities, creating a competitive edge and attracting investment.
- Contributed to local economic development, created social value, and promoted sustainable development within communities.

AMY GRUPO continues to set specific goals and commitments to promote sustainable procurement in the future:



## Elevating the Supply Chain, Creating a Sustainable

In the constant flow of the global economy, a resilient supply chain serves as the foundation for a company's long-term success. At AMY GRUPO, we believe that sustainable development is not only an ethical responsibility but also a strategic pathway to long-term prosperity. This report delves into our ongoing journey of enhancing social standards across our supply chain, reflecting our perspective and commitment to the core values we continuously pursue.

### STRATEGIC DIRECTION: BUILDING A RESPONSIBLE SUPPLY ECOSYSTEM

AMY GRUPO clearly defines its goal of building a sustainable and responsible supply ecosystem—where every supplier not only meets essential quality and value criteria, but also shares a commitment to upholding social standards. This mission is implemented through four strategic pillars:

#### Respect for Human Dignity

We are committed to ensuring that all partners strictly comply with labor regulations, completely eliminate child labor, forced labor, and any forms of discrimination.

#### Fostering a Safe and Healthy Working Environment

Occupational health and safety is always a top priority. We are committed to creating a healthy and safe working environment across all suppliers.

#### Upholding Business Ethics

We promote transparency, integrity, and compliance with legal regulations in all business practices of our suppliers.



### TRANSFORMING COMMITMENTS INTO ACTION: IMPLEMENTATION STRATEGY

To realize our strategic commitments, we have implemented and are continuing to carry out the following measures:

#### • Partner Verification and Selection:

We have established a list of strategic suppliers and required them to sign a commitment to comply with the amfori BSCI Code of Conduct – a reputable international standard on social responsibility.

#### • Rigorous Monitoring and Comprehensive Evaluation:

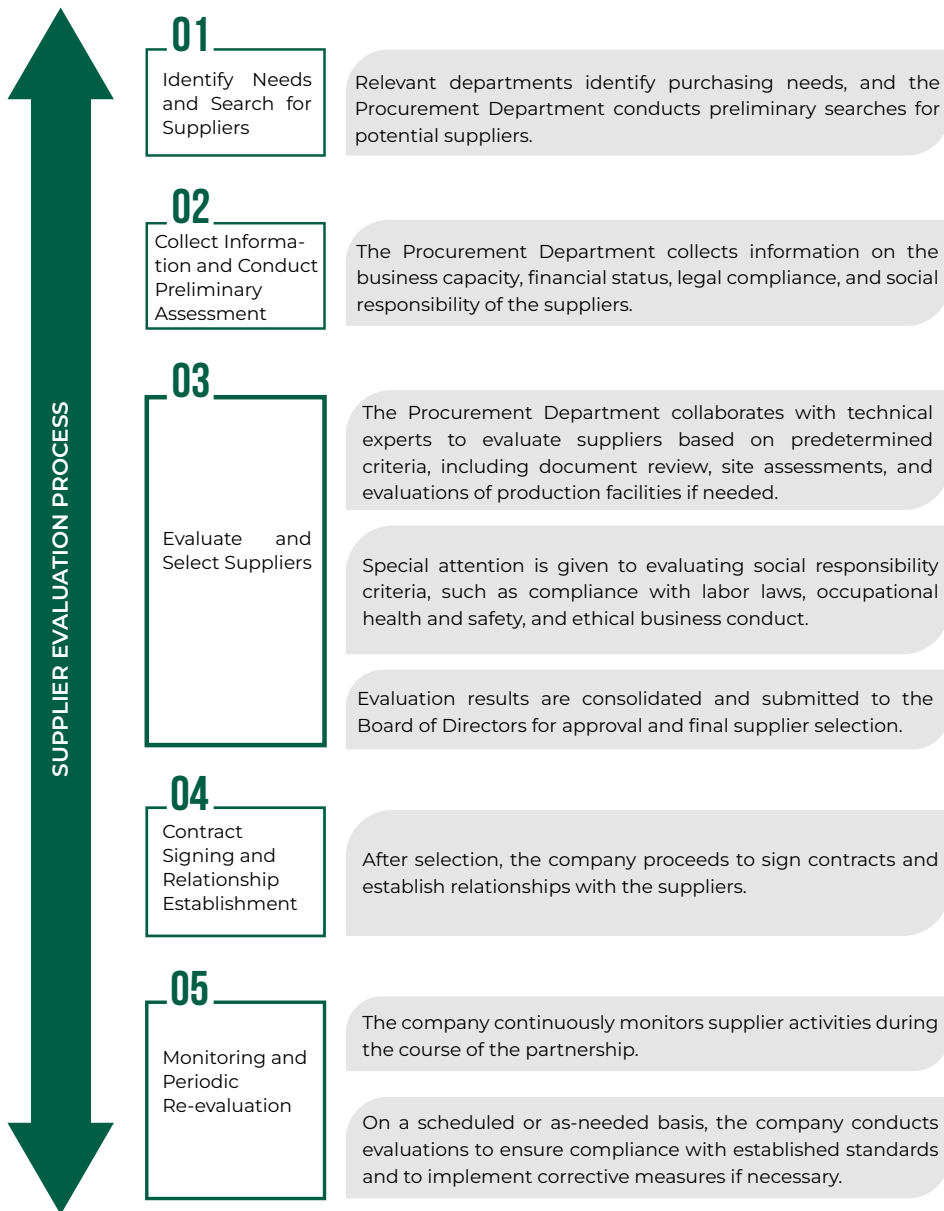
We conduct on-site assessments to ensure compliance, which include:

- Compliance with matters related to personnel, wages, benefits, working hours, and other relevant records.
- Policies and procedures aligned with labor standards (e.g., prohibition of forced labor, prohibition of child labor, protection of vulnerable workers from harm, prevention of discrimination, freedom of association, fair wages, working hours, overtime, occupational health and safety, and workplace safety).
- Evaluation of internal documentation in accordance with Social Compliance programs.

At the same time, we continue to improve the criteria for selection and assessment, expanding the scope and coverage to ensure the integrity of all social standards.

## Our Company's Supplier Evaluation Process to Ensure Objectivity

The company applies a strict and transparent supplier evaluation process, which includes the following steps:



### Our Efforts Have Yielded Encouraging Results:

Partner Commitment      Practical Assessments

Most strategic suppliers have committed to comply with the amfori BSCI framework. Among newly onboarded suppliers, **71%** have pledged to adhere to social responsibility criteria, demonstrating alignment and willingness to cooperate.

In 2024, we conducted **assessments of 126 suppliers**, focusing on environmental factors, occupational health and safety, and business ethics.

### TOWARDS EXCELLENCE: NEXT ACTIONS

On our journey of continuous improvement, we focus on the following actions:

#### ● Managing Social Risk in the Supply Chain

Collect detailed information and assess risks to identify negative social impacts within the company's supply chain.

#### ● Optimizing Monitoring Processes

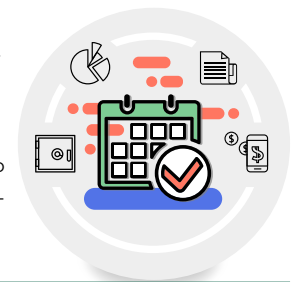
Develop a robust monitoring framework, including selection criteria, audit frequency, and measures for addressing violations.

#### ● Enhancing Partner Capability

Implement communication and training programs to promote understanding of social standards and how to apply them.

#### ● Strengthening Local Partnerships

Collaborate with government agencies, experts, and stakeholders to share best practices and improve supply chain management capabilities.



Sustainable supply chain development is a long-term journey that requires perseverance and continuous effort. AMY GRUPO is committed to upholding and enhancing social standards across our supply chain, contributing to a more sustainable future for communities and society.

# CORPORATE CULTURE

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# TRANSPARENCY AND INTEGRITY

## A Foundation for Building Trust

A comprehensive risk assessment has been conducted by AMY GRUPO to clearly identify activities with a high risk of corruption. This initiative stems from the company's recognition that corruption is a serious threat to sustainable development and to the core values of the business. The activities identified as high-risk include:



01

**Various Forms of Corruption:** Not limited to bribery, embezzlement, extortion, fraud, collusion, abuse of power, favoritism, insider trading, or money laundering, but also includes any actions related to conflicts of interest, such as engaging suppliers or stakeholders without independent and transparent evaluation and approval.

02

**Indirect or Hidden Bribery:** The company strictly prohibits all forms of bribery, including indirect forms such as gifts, hospitality, discounts, incentives, promises, or the exchange of undue business privileges (including gifts or excessive entertainment) in order to obtain or retain unlawful business advantages. The company also strictly prohibits payment or reimbursement of such expenses by stakeholders.

03

**Misuse of Company Assets for Personal Gain:** Any form of personal gain derived from company resources must be strictly controlled and only executed with clear approval from the Chairman and CEO.

04

**Transactions with Government Officials:** Any payments or gifts of value to public officials, including politicians, civil servants, and candidates, must be assessed as high-risk and require documented approval from the highest company leadership.

05

**Engaging with Non-transparent Third Parties:** The company prohibits transactions with third parties or intermediaries that lack transparency, including hiring, payments, or the use of service providers known or suspected to engage in corrupt or illegal practices.

In a world where information spreads rapidly, transparency and integrity have never been more important. AMY GRUPO is committed to providing full, accurate, and timely information to stakeholders, especially those affected. We are constantly strengthening our controls and risk management systems to adapt to a complex and evolving business environment. We understand that integrity is not only a standard to follow, but a strategic asset that earns trust, fosters sustainable relationships, and drives long-term success.

## Building a Foundation of Integrity: The Guiding Principle for AMY GRUPO's Sustainable Development

On the journey to building a sustainable enterprise, AMY GRUPO consistently upholds the values of integrity, regarding it as the foundation, and transparency, accountability as the driving forces behind all operations. Sustainable growth, therefore, is not only measured by numbers, but also by the trust, reputation, and long-term values that are continuously cultivated and honored.

Guided by the spirit of “prevention is integrity, resolution is accountability,” AMY GRUPO focuses on the fight against all forms of misconduct, considering it one of the most crucial challenges to overcome in order to sustain corporate resilience. We uphold integrity as a shared value with all stakeholders in the journey toward common and inclusive development.



- To actualize this commitment, AMY GRUPO has implemented a comprehensive and concrete anti-corruption strategy, demonstrated through targeted actions and measurable achievements. The “zero tolerance for corruption and bribery” strategy is enforced through the integration of anti-corruption clauses into all contracts with partners, ensuring all business transactions adhere strictly to ethical principles.
- Transparency is reinforced by establishing and disseminating clear policies, promoting understanding of anti-corruption practices to 100% of both leadership and employees. This approach not only raises awareness but also fosters a culture of integrity across the organization, enabling early detection and prompt handling of violations. The system of reporting and addressing misconduct is aligned with strict internal policies and stakeholder expectations—including those of partners, contractors, and suppliers. All cases of misconduct can be reported directly to the leadership or via email.
- To enhance employee capacity, AMY GRUPO organizes annual training programs on anti-corruption for 100% of both leaders and staff. These sessions provide essential knowledge and skills to recognize and respond to red flags, helping ensure integrity throughout all business transactions.

To encourage employees to confidently report misconduct, AMY GRUPO has established a whistleblowing program that ensures the safety and fairness of those who raise concerns. As a result, the company has achieved the following notable outcomes:

- **100% of leaders**, employees, and business partners in relevant units have been informed and clearly understand the company's anti-corruption policy.
- **100% of leaders and employees** have been equipped with the knowledge and skills necessary for effective corruption prevention.
- In 2024, no violations of the company's anti-corruption policy were recorded.

These achievements are clear evidence of AMY GRUPO's strong commitment and efforts to foster a transparent, ethical, and sustainable business environment.

# JOURNEY TO PEACE OF MIND

## Transparent Information, Firm Trust in Quality with AMY GRUPO

We understand that in today's diverse global marketplace, transparency and accuracy in product information are the foundation for building trust with customers. This is our commitment: focusing on the management and provision of information in a transparent, complete, and compliant manner with strict adherence to standards and regulations, fully reflecting our responsibility and dedication to product quality.



### PLANTING TRUST THROUGH TRANSPARENT INFORMATION

AMY GRUPO's strategy is not only about providing information but also about creating a journey of peace of mind for customers. We focus on:

- Enhancing customer experience: Empowering customers through clear and transparent information, enabling informed and consistent purchasing decisions.
- Building solid trust: Establishing absolute trust in AMY GRUPO's product quality and brand reputation.
- Legal compliance: Ensuring that all product and labeling information fully meets current standards and regulations.

From this strategic perspective, AMY GRUPO has implemented specific tactics to transform strict standards into practical actions.

### TURNING STANDARDS INTO PRACTICAL ACTIONS

To turn these commitments into reality, AMY GRUPO has developed a stringent process system:

- Strict packaging inspection standards: Implementing a comprehensive inspection process, focusing on technology application such as barcode scanning to detect and eliminate errors in barcodes, labels, and traceability codes.
- Complete inspection of product labels and packaging: Inspecting external dimensions, sizes, colors, batch numbers, and packaging specifications to ensure consistent and strict quality control.
- Prompt handling of non-compliance: Any irregularities trigger immediate responses, including production suspension if necessary, followed by corrective actions and process reviews to ensure compliance.
- Accurate label information verification: Ensuring that labels are accurate in color, design, and legal content such as intellectual property and barcode alignment.

These strategies have brought meaningful outcomes, affirming AMY GRUPO's strong commitment to information accuracy.

## Evidence of Commitment to Accurate Information

- **Strict Inspection Process:** Our packaging and product inspection system ensures the quality of products before they reach consumers.
- **Prompt Error Handling:** Any detected defects are addressed thoroughly and immediately removed from the market if they do not meet standards.
- **Absolute Standards Compliance:** AMY GRUPO fully complies with all product and labeling standards and regulations.

AMY GRUPO places transparency as a top priority in providing information about brands, products, and services, ensuring that customers receive all necessary details through the following key requirements:

- **Comprehensive Product Information:** Product labels and packaging by AMY GRUPO provide full technical and safety details, including product name, technical specifications (size, thickness, weight), material composition (e.g., Porcelain-Granite tiles, premium water-resistant wooden flooring), and usage instructions.
- **Safety Instructions and Usage Guidelines:** AMY GRUPO places great importance on clear safety instructions and warnings, including installation procedures and warranty policies, to ensure the best and safest user experience.
- **Certifications and Standards Compliance:** AMY GRUPO discloses all certifications and quality standards achieved by its products and manufacturing processes. These include product certifications (e.g., QUACERT, JAS-ANZ, GREENGUARD, CE, UL, Floor Score) and other relevant industry standards, underscoring our commitment to quality and responsibility.

AMY GRUPO believes that transparent product information is the golden key to building long-term relationships with customers. We are committed to continuously providing accurate, comprehensive, and accessible information, ensuring that every customer choosing AMY GRUPO's products can do so with absolute confidence.

- **Business Information and Contact Details:** AMY GRUPO provides full and easily accessible information about the manufacturer (ASIA US INDUSTRIAL JOINT STOCK COMPANY), including the address, headquarters, and contact channels, to facilitate information exchange and customer support.
- **Expanded Communication Channels:** To ensure maximum accessibility of information, AMY GRUPO offers a variety of communication channels, such as the official website (amy.vn), where customers can find more detailed information about products and services.

AMY GRUPO reaffirms its strong commitment to providing transparent and accurate information on branding, products, and services. The company strictly complies with relevant standards and regulations on product information disclosure, including ISO standards and internationally recognized quality certifications. This commitment ensures that customers have access to comprehensive and accurate information for informed decision-making throughout the product lifecycle, from selection and use to disposal. AMY GRUPO continues to make consistent efforts to maintain the highest standards of transparency across all its operations.

### NEXT ACTIONS: CONTINUOUSLY CREATING OUTSTANDING VALUE



# CUSTOMER DATA PROTECTION

## A Solid Foundation for Trust and Sustainable Growth

### ABSOLUTE SECURITY COMMITMENT: PEACE OF MIND FOR EVERY CUSTOMER

Strictly complying with GRI 418 standards on customer privacy protection, AMY GRUPO is implementing a series of strong and comprehensive security measures to ensure that customer personal data and transaction information are always protected at the highest level. The year 2024 marks a significant step forward in our journey, highlighted by outstanding achievements.

Customer data protection is always a top priority and has become the guiding principle for all AMY GRUPO operations. This originates from a deep understanding that in the digital age, customer information is not only a valuable asset but also a foundation for building trust and sustainable prosperity. We continuously strive to invest in advanced technological solutions and build a robust security system, considering it a core responsibility and an unwavering commitment. This report clearly demonstrates our ongoing efforts on this journey, aiming for a safe and sustainable digital future for all.



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## ASSESSMENT AND CONTINUOUS IMPROVEMENT: ENHANCING THE SECURITY SYSTEM

Network security testing (Pentest) is a breakthrough step in our strategy to protect our customers. In June 2024, AMY GRUPO collaborated with CyStack to conduct a comprehensive security test for the amy.vn website. This was a proactive action, enabling us to detect and address potential risks before they could cause harm to customers.



Looking toward the future, we have set ambitious goals to further enhance our capabilities in protecting customer data:

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### In-depth Penetration Testing

We are committed to continuing periodic security testing with the participation of top-tier experts from our cybersecurity partners.

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### International Certification

Our goal is to obtain ISO 27001 certification for information security management, affirming our commitment to international security standards.

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### Professional Risk Assessment

We seek and collaborate with trusted, highly specialized partners to conduct comprehensive and precise risk assessments related to the protection of customer information.

## TOWARDS THE FUTURE: SECURITY AS A FOUNDATION FOR SUSTAINABLE DEVELOPMENT

AMY GRUPO is committed to continuously enhancing its security systems, investing in advanced technologies, and developing a high-quality workforce to ensure optimal protection of customer data. We believe that information security is a solid foundation for the company's sustainable development and a strong affirmation of our responsibility to our customers and the wider community.

By integrating cutting-edge technical solutions, rigorous management processes, and a strong sense of responsibility, AMY GRUPO is building a robust cybersecurity ecosystem that ensures safety and reliability for every customer.

## APPENDIX – DATA TABLES

### Labor Indicators

#### STATISTICS OF NUMBER OF WORKERS

##### 1. Number of Employees by Contract Type\*

Employees	Female	Male	Total
Total number of company employees	558	806	1364
Number of employees with fixed-term contracts	412	615	1027
Number of employees with contracts lasting 1-3 years	146	191	337
Number of full-time employees	558	806	1364

##### 2. Number of Employees by Region\*\*

Employees	Urban	Rural	Total
Number of employees with fixed-term contracts	169	858	1027
Number of employees with contracts lasting 1-3 years	45	292	337
Number of full-time employees	214	1105	1364

\* Including all employees currently working at AMY Industrial Joint Stock Company, based on year-end data reported under Form No.1 of Decree 145/2020/ND-CP "Labour Utilisation Report" of the company. This data does not yet include employees of AMY Hoa Son Ceramic Joint Stock Company, as this unit has only begun trial operations since Q4/2024 and its workforce structure is not yet stable. Full workforce data for the entire AMYGRUPO will be reported starting from 2025 to ensure consistency and comparability

\*\* 100% of the Company's workforce works at facilities within the territory of Vietnam and there are no foreign employees.

#### LABOR RECRUITMENT AND TERMINATION STATISTICS

##### 1. Number of Newly Hired Employees (by age, gender, and region)

Employees	Region	Male	Female	Tổng cộng
Under 30 years old	Urban	21	16	37
Under 30 years old	Rural	145	55	200
30 to 50 years old	Urban	19	14	33
30 to 50 years old	Rural	156	125	281
Over 50 years old	Urban	0	0	0
Over 50 years old	Rural	3	0	3

##### 2. Number of Employees Who Left (by age, gender, and region)

Employees	Region	Male	Female	Total
Under 30 years old	Urban	16	6	22
Under 30 years old	Rural	97	29	126
30 to 50 years old	Urban	15	8	23
30 to 50 years old	Rural	138	69	207
Over 50 years old	Urban	0	0	0
Over 50 years old	Rural	1	0	1

## OCCUPATIONAL HEALTH AND SAFETY INDICATORS

### 1. Worker Injuries:

	Number of Injured Workers	Rate per 100,000 Working Hours
Fatalities due to work accidents	0	
Serious injuries	0	
Other recordable injuries, such as:	4	1364
- Fractures	1	0.00004%
- Sprains, dislocations	0	
- Cuts, amputations	0	
- Soft tissue injuries	3	0.00011%
Total working hours	2,837,120	

### 2. Occupational Diseases:

Employee	Quantity
Cases of work-related fatalities	0
Fatalities due to work-related ill health	0
Cases of work-related ill health	0

We understand that the nature of work at the factory—particularly tasks requiring physical exertion and heavy lifting—poses significant safety risks, especially musculoskeletal injuries. Looking back over the past year, while no serious accidents or fatalities were recorded, four incidents over nearly three million working hours remain a concern that compels us to reflect and take decisive action.

Recognizing these challenges, in 2024 the company has prioritized and vigorously implemented several initiatives, with a focus on automating physically demanding production stages. These improvements have initially contributed to significantly reducing physical strain on workers and creating a safer, more comfortable working environment.

## Commitment 2025 – Actions for Sustainable Development

### 01

Accelerate Automation –  
Reduce Risks at the Source

- Optimize and scale up existing automation solutions.
- Prioritize implementation in areas with high accident risk.

### 02

Minimize Core Risks – Protect  
Employees

- Identify and control all critical risks.
- Integrate risk assessment processes into all production and operational activities.
- Focus resources on preventing injuries in heavy manual labor tasks.

### 03

Towards Zero Harm – No  
Accidents, No Injuries

- 100% of employees are trained and participate in risk assessments.
- Continuously reduce the number of recorded accidents.
- Maintain the effectiveness and continuously improve the Occupational Health and Safety Management System (ISO 45001).



AMY GRUPO believes that safety and sustainability are not outcomes, but a journey that requires the unity of all employees. We are committed to fully and vigorously implementing the ESG goals set forth to move toward a green, developing, and prosperous future.

## Environmental Indicators

### Energy

#### 1. Energy within the organization

	Energy consumption (GJ)
<b>Non-renewable fuels</b>	<b>987,482</b>
Coal	960,606
DO oil	26,876
Natural gas	2,653
<b>Renewable fuels</b>	<b>355,810</b>
Biomass (including cashew shells, cinnamon sawdust, wood chips...)	355,810
<b>Other types of energy</b>	<b>358,147</b>
Electricity	358,147
<b>Total energy consumption</b>	<b>1,704,092</b>
<b>Energy intensity ratio (CJ/m<sup>2</sup>)</b>	<b>0.054</b>

(The energy intensity ratio has been verified in accordance with the ISO 14067:2018 Report and certified by BV (Bureau Veritas).)

#### 2. Greenhouse Gas Emission Figures

No.	Scope	Emission Percentage (%)
1	Scope 1 Emissions	18.58
2	Scope 2 Emissions	11.56
3	Scope 3 Emissions	69.86
<b>Total</b>		<b>100.00</b>

### Waste

#### 1. Recycled Waste

No.	Type of Waste	Volume (tons)
<b>Total</b>		<b>84,856.26</b>
1	Non-hazardous waste for reuse	0
2	Non-hazardous waste for recycling	84,856.26
	- Internal recycling	82,967.46
	- Transferred to external company	1,888.8

#### 2. Waste Sent for Treatment

No.	Type of Waste Sent for Treatment	Treatment Method	Volume (tons)
<b>Total</b>			<b>297.136</b>
		<b>Total</b>	<b>52.69</b>
1	Hazardous Waste	Incineration without heat recovery	21.87
		Solidification	18.91
		Washing	11.91
2	Non-Hazardous Waste	<b>Total</b>	<b>140.11</b>
		Solidification	140.11
3	Domestic Waste	<b>Total</b>	<b>104.336</b>
		Landfilling	104.336

### Carbon Footprint

1	Total emissions (tons of CO <sub>2</sub> e)	562,518.94
2	Average (kg CO <sub>2</sub> /m <sup>2</sup> of Ceramic Tile product)	15.40
3	Average (kg CO <sub>2</sub> /m <sup>2</sup> of SPC product)	15.18

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Index	Index Title		
GRI 2 General Disclosures			
2-1	Organizational details	✓	10
2-2	Entities included in the organization's sustainability reporting	✓	26
2-3	Reporting period, frequency and contact point	✓	26
2-4	Restatements of information	✗	No data available: 2024 is the first reporting year; therefore, this information is not yet available.
2-5	External assurance	✓	26
2-6	Activities, value chain and other business relationships	✓	10, 16-19
2-7	Employees	✓	43-44, 82
2-8	Workers who are not employees	✗	No data available: AMY GRUPO has no workers engaged under labor or service contracts; therefore, there is no data on non-employee workers.
2-9	Governance structure and composition	✓	20-21, 23-24
2-10	Nomination and selection of the highest governance body	✓	21
2-11	Chair of the highest governance body	✓	20
2-12	Role of the highest governance body in overseeing the management of impacts	✓	22-24
2-13	Delegation of responsibility for managing impacts	✓	24
2-14	Role of the highest governance body in sustainability reporting	✓	24
2-15	Conflicts of interest	✓	22
2-16	Communication of critical concerns	✓	22
2-17	Collective knowledge of the highest governance body	✓	24

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2-18	Evaluation of the performance of the highest governance body	✗	Annual Report
2-19	Remuneration policies	✓	62
2-20	Process to determine remuneration	✓	71
2-21	Annual total compensation ratio	✓	71
2-22	Statement on sustainable development strategy	✓	1
2-23	Policy commitment	✓	1, 8, 41, 44, 52, 83
2-24	Embedding policy commitments	✓	This entire report serves as evidence of implementation.
2-25	Processes to remediate negative impacts	✓	51, 73, 78-79
2-26	Mechanisms for seeking advice and raising concerns	✓	49, 52, 57, 77
2-27	Compliance with laws and regulations	✓	31, 34, 37, 49, 50, 51, 58, 64, 66, 69
2-28	Membership associations	✓	15
2-29	Approach to stakeholder engagement	✓	23, 27
2-30	Collective bargaining agreements	✓	49, 64
GRI 3 Material Topics			
3-1	Process to determine material topics	✓	27
3-2	List of material topics	✓	28-29
3-3	Management of material topics	✓	30-81

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GRI 201 Economic Performance (2016)			
201-1	Direct economic value generated and distributed	✓	69-70
201-2	Financial implications and other risks and opportunities due to climate change	✓	40-41
201-3	Defined benefit plan obligations and other retirement plans	⊗	Not applicable: In compliance with current government regulations.
201-4	Financial assistance received from government	⊗	Not applicable: The company does not receive any financial support from the government.
GRI 202 Market Presence 2021			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	✓	71
202-2	Proportion of senior management hired from the local community	✓	71
GRI 203 Indirect Economic Impacts 2021			
203-1	Infrastructure investments and services supported	⊗	Not applicable due to immateriality to the company's operations.
203-2	Significant indirect economic impacts	⊗	Not applicable due to immateriality to the company's operations.
GRI 204 Procurement Practices 2021			
204-1	Proportion of spending on local suppliers	✓	72
GRI 205 Anti-corruption 2021			
205-1	Operations assessed for risks related to corruption	✓	76
205-2	Communication and training about anti-corruption policies and procedures	✓	77

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205-3	Confirmed incidents of corruption and actions taken	✓	77 (no cases recorded in 2024)
GRI 206 Anti-competitive Behavior 2021			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	⊗	Not applicable due to immateriality to the company's operations.
GRI 207 Tax 2019			
207-1	Approach to tax	⊗	Information incomplete: The company is in the process of data collection and will report in the following years.
207-2	Tax governance, control, and risk management	⊗	Information incomplete: The company is in the process of data collection and will report in the following years.
207-3	Stakeholder engagement and management of concerns related to tax	⊗	Data not available
207-4	Country-by-country reporting	⊗	Data not available
GRI 301 Materials 2016			
301-1	Materials used by weight or volume	✓	33
301-2	Recycled input materials used	✓	35
301-3	Reclaimed products and their packaging materials	⊗	Information incomplete: The company is currently collecting and calculating data. Due to the complexity and volume of data—covering many customers, products, and categories—reporting could not be completed in 2024. It is expected to be finalized in the coming years.

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GRI 302 Energy 2016			
302-1	Energy consumption within the organization	✓	34, 84
302-2	Energy consumption outside of the organization	✗	Information incomplete: The company is in the process of collecting and calculating data. Currently, the figures are too extensive and complex due to the involvement of multiple suppliers, product types, and categories. Therefore, the data could not be fully processed in 2024 and is expected to be completed in the following years.
302-3	Energy intensity	✓	84
302-4	Reduction of energy consumption	✗	Information incomplete: The company will collect and calculate data in the following years.
302-5	Reductions in energy requirements of products and services	✗	Information incomplete: The company will collect and calculate data in the following years.
GRI 303 Water and Effluents 2018			
303-1	Interactions with water as a shared resource	✓	36
303-2	Management of water discharge related impacts	✓	36-37
303-3	Water withdrawal	✗	Not applicable: The company uses water supplied by the industrial zone and does not extract water directly.
303-4	Water discharge	✓	36-37
303-5	Water consumption	✓	36

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GRI 304 Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	✗	Not applicable: AMY GRUPO's companies are not located within or adjacent to protected areas or areas of high biodiversity value outside protected areas. The company is located in the Thai Hoa – Lien Son – Lien Hoa Industrial Zone and complies with environmental regulations.
304-2	Significant impacts of activities, products and services on biodiversity	✗	
304-3	Habitats protected or restored	✗	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	✗	
GRI 305 Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	✓	34, 84
305-2	Energy indirect (Scope 2) GHG	✓	34, 84
305-3	Other indirect (Scope 3) GHG emissions	✓	34, 84
305-4	GHG emissions intensity	✓	84
305-5	Reduction of GHG emissions	✗	Not yet implemented in 2024; will be carried out and monitored in the following years.
305-6	Emissions of ozone-depleting substances (ODS)	✓	34
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	✓	35
GRI 306 Effluents and Waste 2020			
306-1	Water discharge by quality and destination	✓	38
306-2	Waste by type and disposal method	✓	38

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306-3	Significant spills	✓	38, 84
306-4	Transport of hazardous waste	✓	38, 84
306-5	Water bodies affected by water discharges and/or runoff	✓	38, 84
GRI 308 Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	✓	32
308-2	Negative environmental impacts in the supply chain and actions taken	✓	32
GRI 401 Employment 2016			
401-1	New employee hires and employee turnover	✓	44, 82
401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	✓	45-46
401-3	Parental leave	✓	46
GRI 402 Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	✓	49
GRI 403 Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	✓	53-56
403-2	Hazard identification, risk assessment, and incident investigation	✓	56-57

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403-3	Occupational health services	✓	57
403-4	Worker participation, consultation, and communication on occupational health and safety	✓	57
403-5	Worker training on occupational health and safety	✓	57
403-6	Promotion of worker health	✓	58
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	✓	53, 57
403-8	Workers covered by an occupational health and safety management system	✓	58
403-9	Work-related injuries	✓	58, 83
403-10	Work-related ill health	✓	58, 83
GRI 404 Training and Education 2016			
404-1	Average hours of training per year per employee	✓	47
404-2	Programs for upgrading employee skills and transition assistance programs	✓	47-48
404-3	Percentage of employees receiving regular performance and career development reviews	✓	48
GRI 405 Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	✓	43, 61-62
405-2	Ratio of basic salary and remuneration of women to men	✓	62

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GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	✓	63
GRI 407 Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	✓	64
GRI 408 Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	✓	50
GRI 409 Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	✓	51-52
GRI 410 Security Practices 2016			
410-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	✓	65
GRI 411 Rights of Indigenous Peoples 2016			
411-1	Security personnel trained in human rights policies or procedures	✗	Information not available
GRI 413 Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	✗	Not applicable due to immateriality to the company's operations

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413-2	Operations with significant actual and potential negative impacts on local communities	✗	Not applicable: The company complies with legal regulations and has not committed any violations under the law.
GRI 414 Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	✓	73-74
414-2	Negative social impacts in the supply chain and actions taken	✓	74
GRI 415 Public Policy 2016			
415-1	Political contribution	✗	Information not available
GRI 416 Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	✓	66
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	✗	No non-compliance incidents were identified in 2024.
GRI 417 Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	✓	78-79
417-2	Incidents of non-compliance concerning product and service information and labeling	✗	There is no information on any non-compliance incidents during 2024.
417-3	Incidents of non-compliance concerning marketing communications	✗	In 2024, the company recorded no non-compliance related to marketing communications.
GRI 418 Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	✗	No recorded violations occurred in 2024.