

SUSTAINABILITY REPORT 2023



The Blue Circle

Pioneering the Clean Energy Movement in Southeast Asia

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CEO 's Message

Dear Partners and Stakeholders,

By advising to “do well by doing good”, Benjamin Franklin was ahead of his time. Nowadays, not only do responsible corporations have to do good on several fronts: environmental, gender, minorities, inclusion and conservation, but they also have to do it well by reducing their carbon footprint or possibly replacing carbon-intensive technologies with no-emission technologies. At The Blue Circle, we tried to do both from the company's very inception. We pledged, for example, to “move turbines away from the people and not people away from the turbines” in our wind project implementations. We devoted ourselves to building a thriving and vibrant working environment for all our teams, regardless of their age, gender, sexual identity or religion. We are committed to bringing utilities to the communities hosting our sites as we build renewable energy projects with their support and for their benefit. We used to “...building renewable energy projects with the local communities and not against or on top”. We always apply higher standards to our projects than the regulations in the country of the site.

The sustainability implementation is a long journey for everyone, but we are convinced at The Blue Circle that this should be business as usual. Replacing extractive industries, which are destructive by nature, by harnessing nature’s energy to power our economies in a renewable and non-impactful way is the gigantic task of our time. We intend to do it while improving the livelihood of our supporting communities, changing lives for the better and minimizing our footprint. We used to say that The Blue Circle is not the regular company next door and that all our team members have a mission. You will find out about it in this report.

Best regards,

OLIVIER DUGUET
CEO & CO-FOUNDER OF THE BLUE CIRCLE

Chief Sustainability Officer's Message

To All involved in Our Journey,

As The Blue Circle (TBC) celebrates a decade in the renewable energy industry, we also celebrate a decade of positioning ourselves to play a direct role in transitioning this world from fossil fuel to more green energy sources, primarily wind and solar power. By the nature of our business, we support several United Nations Sustainable Development Goals, and our commitment and activities are linked to other goals. Our renewable energy business is undeniably associated with Goal 7 (Affordable and clean energy) and Goal 13 (Climate actions). At TBC, we have identified 12/17 goals that we practice throughout all our projects and offices in Southeast Asia. Our average renewable energy electricity generation reached 252,160 MWh per year during 2020 - 2023, which avoided 238,670 metric tons of CO2 emission each year.

Our workforce represents ten nationalities, and we practice diversity at all levels of our organisation. Our priority is to employ people committed to TBC's success, regardless of age, nationality, gender, and religious belief. Our team is the soul of our business, and we prioritise having the right people with the right competencies wherever and whenever needed. Safety is our top priority, and we are committed to ensuring that all our employees return home safely each day. Our focused efforts in 2023 resulted in zero fatal injuries.

In this year, we have joined The Asia Foundation (TAF) and the World Wildlife Federation (WWF) to promote Gender Equality and Social Inclusion. We aim to strengthen natural resource governance and sustainable development efforts through increased gender equality and social inclusion in the region. We at TBC keep sustainability at heart, and to ensure the proper implementation of our Environmental, social, and governance practices, we have multiple policies in place. The policies are not very heavy documents but a workable work plan that gives us perspective and a roadmap to improve from yesterday. The relevant policies that apply to the sustainability report are the Health and Safety Policy, Code of Conduct, ESG Policy, and Environment and Social Management Plan (ESMP), which define the company's Environmental, Social, and Governance.

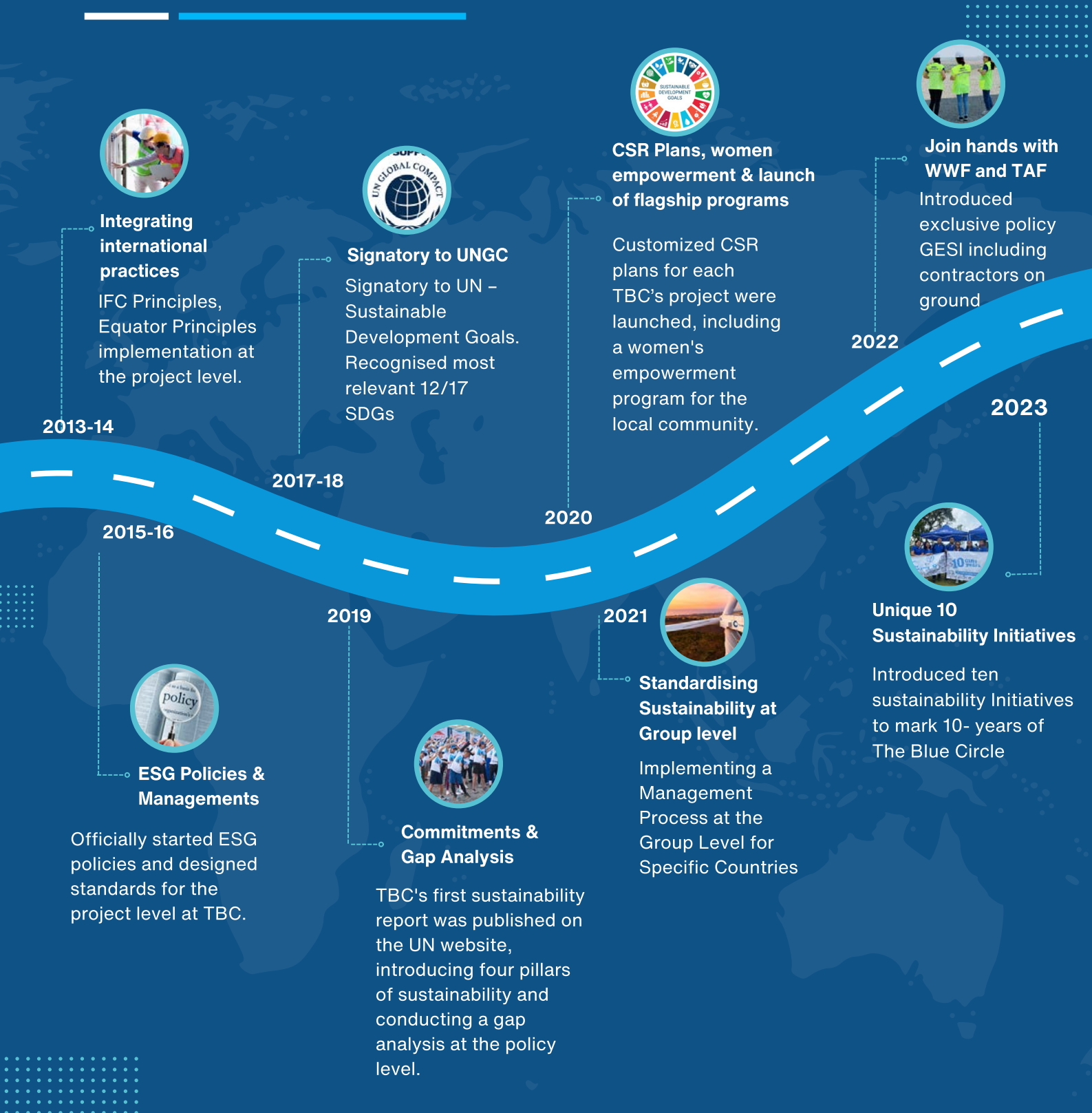
TBC's motto for ESG and sustainability is to "Plan, implement, review, and improve." This helps us to continuously challenge ourselves to find our next goal and achieve the best.

Thank You.

PRIYANKA AWASTHI
CHIEF SUSTAINABILITY OFFICER

ESG TIMELINE PROCESS

GROWTH TBC'S BUSINESS WITH A RIGHT PLAN



Integrating international practices
IFC Principles, Equator Principles implementation at the project level.

2013-14



Signatory to UNGC
Signatory to UN - Sustainable Development Goals. Recognised most relevant 12/17 SDGs

2017-18



CSR Plans, women empowerment & launch of flagship programs

Customized CSR plans for each TBC's project were launched, including a women's empowerment program for the local community.

2020



Join hands with WWF and TAF
Introduced exclusive policy GESI including contractors on ground

2022

2023

2015-16



ESG Policies & Managements

Officially started ESG policies and designed standards for the project level at TBC.

2019



Commitments & Gap Analysis

TBC's first sustainability report was published on the UN website, introducing four pillars of sustainability and conducting a gap analysis at the policy level.

2021



Standardising Sustainability at Group level

Implementing a Management Process at the Group Level for Specific Countries



Unique 10 Sustainability Initiatives

Introduced ten sustainability Initiatives to mark 10- years of The Blue Circle

2023 at glance

CO₂ 244,803
tCO₂e


avoided by TBC's wind projects per years

623 
training hours




conducted by TBC to employees to provided professional skills and knowledge

122 

The total number of TBC's employees

Zero  Environmental violations

Diverse genders

-  Male employees: **34%**
-  Female employees: **66%**
-  Females leaders: **20%**



Over 3,700 people



Number of beneficiaries through our CSR activities

ZERO



The recordable significant injury cases



Bringing ideas & innovation to life through technology



PART 1:

ESG Fundamentals

A set of criteria that are used to assess the sustainability and impacts of TBC's operations.

Our Philosophy of Sustainability

Our vision drives our Philosophy – Be Responsible - We must treat our partners, our project communities, and the planet with consideration and respect, focusing on building long-term sustainable relationships. Our Sustainability philosophy is summarised below

01 RESPONSIBILITY

Everyone at the TBC shares the accountability and responsibility to create and maintain a safe, accessible, and inclusive working culture.

02 MISSION

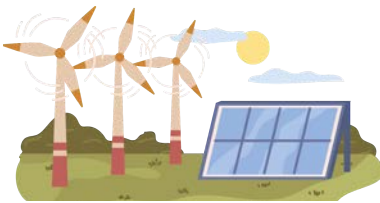
TBC believes ESG parameters are essential in delivering its mission to implement and generate clean and sustainable energy for all continuously.

03 COLLABORATION

Collective, Coordinated, and comprehensive action is needed to create sustained improvement.



Our Approach to Sustainability



SUSTAINABLE ENERGY

Focuses on wind and solar power

Sustainability lies at the heart of everything we do, the very nature of our business is contributing to combatting climate change, by capturing the most energy from the renewable source of energy and producing clean energy. As we are proud to be part of this business, we also recognize our business also comes with a footprint. In order to be better each day and be truly sustainable, it's not enough simply to be part of a green industry



INTEGRATING FORCE

Focuses on stakeholders

We also need to ensure that the way we develop, construct, and operate our project and impact people and communities is done sustainably. We try and succeed each day in creating long-term value for all our stakeholders. As wind power developers, we already play an active role in the transition to a more sustainable world. Yet, we are now working on ensuring a sustainable and committed supply chain.



DRIVING FORCE

Focuses on best industry practices

We work with civil societies and the government in cross-sector partnerships to promote sustainability. Since 2013, we have followed the best industry practices and designed ESG policies. We signed the UN Global Compact and report our sustainability performance every year. We are now transitioning to a digital platform and working with the Asia Foundation and World Wildlife Fund to strengthen our ESG practices.

Governance structure

The Blue Circle Group operates on three levels, each with its own specific role. The holding company, The Blue Circle PTE LTD., is responsible for overseeing, organizing, and controlling at the group level. The subsidiary companies in each country fortify these functions within specific territories and businesses. Meanwhile, the head of business companies is tasked with managing the day-to-day operations and ensuring effective administration of business activities.



The Blue Circle PTE LTD (holding companies)

Founder and CEO

Board of Directors

Executive Board

Subsidiary companies

The Blue Circle Vietnam Co.Ltd

The Blue Circle Philippines Holdings Corp.

The Blue Circle Thailand Co. Ltd

The Blue Circle Cambodia Co.Ltd

Head of department at country offices

Administration

Finance & Accounting

Legal

Construction

ESG

Wind Engineering

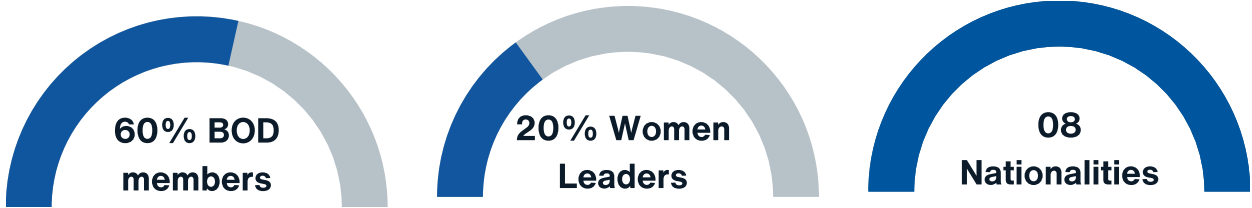
Development

Asset Management

Diversity in BOD structure

DIVERSITY LEVELS

At TBC, having a diverse group of board members is considered a top priority for ensuring accountability and compliance at the highest level. TBC's Board of Directors, representing the senior management team, can positively impact a company's culture and financial performance. Our Board of Directors is diverse regarding skills, experiences, nationality, and background. We prioritise nationality and gender diversity for the Board of Directors and the Executive Team in each country's project.



INDUSTRY EXPERIENCES

The management board comprises of professionals with diverse backgrounds. 57% have experience in energy and construction sectors, particularly in renewable energy, while the rest have expertise in finance, investment management, and business administration.

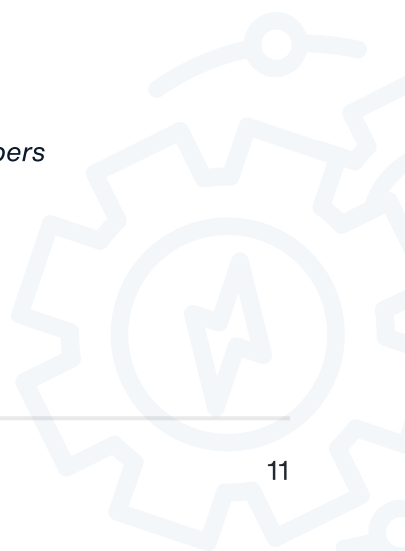
GENDER BALANCE

Companies that prioritise gender diversity not only benefit from a wider range of perspectives but also demonstrate their commitment to creating a more inclusive and equitable workplace. In 2023, 14% of female leaders were on the board of directors at The Blue Circle.

CULTURAL DIVERSITY




Our BOD represented 07 different nationalities from France, Singapore, India, Vietnam, Philippines, Thailand, Cambodia and Portugal.

Source: <https://www.thebluecircle.sg/about-us#leadership-team-board-members>



Sustainable Management Hierarchy

In 2023, TBC's Management Board and Chief Sustainability Officer added oversight of ESG performance to their mandate. They oversee sustainable business practices, including environmental, health and safety, and social responsibility. The Blue Circle operates under high standards of corporate governance with decision-making based on values and ethics.

Function	Participant	Role and responsibility
Direction 	Board of Directors	Directors have responsibilities or actions related to ESG policies along with our business strategies, including approving internal policies, supervising strategy implementation, and defining orientations towards sustainable development.
Management 	TBC's Chief Sustainability Officer, project directors, onsite project managers, ESG officer, and legal team	<p>The role is responsible for implementing and promoting the company's sustainability path based on the board of directors' guidance and development strategy. It involves approving guidelines, policies, goals, and programs for sustainability, setting short and long-term goals, and integrating sustainability into production and business activities.</p> <p>The role also supervises and ensures the efficiency and continuous improvement of sustainability activities and the timely, transparent, and accurate implementation of relevant sustainability reports (e.g. monthly ESG, EHS, CSR and stakeholder engagements reports).</p>
Implementation 	Head of departments/ Managers/ and ESG Officers at country offices (Vietnam, Philippines, Thailand and Cambodia)	<p>The sustainability goals can be achieved through implementing E, S, and G practices and initiatives, developing training programs, and ensuring timely and accurate implementation of sustainability reports.</p> <p>The sustainability management structure should also be appropriate and consistent with the company's goals while coordinating sustainability activities. Periodic summaries and updates of the sustainability report are also necessary.</p>

Sustainable Policies & Guidelines

The Blue Circle has voluntarily committed to follow high ESG standards and report on sustainability performance by relevant disclosure standards, including the UN Global Compact, UN Sustainability Development Goals, and GRI Global Reporting Standards. We support UN Sustainable Development Goals, particularly Goals 7 and 13. Our company values innovation and stakeholder engagement to understand concerns and measure impacts and performance. In 2023, we partner with TAF and WWF to implement the TBC GESI policy.



The UN Global Compact guideline

In October 2018, The Blue Circle became a member of the UN Global Compact. Since then, our company has implemented several policies in line with the UN's ten principles on human rights, labour, environment, and anti-corruption. As a participant, we are committed to supporting the UN's broader goals, including the Sustainable Development Goals, and will provide annual progress reports as part of this pledge.



Environmental and Social Management (ESM) Policy

At The Blue Circle, we take our responsibility to address environmental and social issues thoughtfully. That's why we've developed an ESM Policy to guide our projects throughout their lifecycle. We identify and manage risks and implement sustainable practices during development, construction, and operation. We believe in transparency and work closely with our supply chain to ensure they understand our policy commitments.



CSR Policy

We prioritise sustainable development by implementing renewable energy projects in a manner that respects the communities within which we operate. We are dedicated to creating a CSR Plan tailored to each project site and harmonised with the sustainable development goals. The Policy aims to establish a strategic, efficient, and effective mechanism to manage ongoing support from the Project to the local communities in the Project area.



Gender Equity & Social Inclusion (GESI) Policy

TBC Group introduced a Gender Equality and Social Inclusion (GESI) policy to promote equity, justice, and human rights. The policy will be implemented at the group and project levels, and contractors and sub-contractors are expected to comply. A GESI policy monitoring and evaluation plan will track progress and identify areas for improvement. TBC aims to create a safe and inclusive working culture, where all staff have equal opportunities regardless of their background. Everyone is responsible for maintaining a safe and accessible working environment.



Implementing the UN Global Compact

HUMAN RIGHTS

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, and
- Principle 2: Ensure they are not complicit in human rights abuses.

LABOR

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: The elimination of all forms of forced and compulsory labour;
- Principle 5: The effective abolition of child labour; and
- Principle 6: The elimination of discrimination in respect of employment and occupation.

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: Undertake initiatives to promote greater environmental responsibility; and
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.
- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

ENVIRONMENT

ANTI-CORRUPTION



Sustainable policies

TBC sets ethical behaviour standards for our employees, directors and contractors. It requires compliance with laws and regulations and adherence to the highest ethical standards. These policies is a vital priority for TBC, and we aim to safeguard legitimate interests and maintain a healthy, transparent, and equal business environment.



Code of Conduct

TBC's Code of Conduct, established in 2019, serves as a guideline for daily operations, promoting integrity, respect, fairness, compliance, and ethics. It sets standards for professional and ethical behaviours, clarifies acceptable practices in internal and external relationships, and has been disseminated to the Board of Directors, executive managers, and employees. The Code of Conduct is adapted for each country offices of TBC.



Anti-Corruption Policy

TBC follows laws and ethical standards, and has an Anti-Corruption and Anti-Bribery Policy. No fraud or legal actions for anti-competitive behavior, anti-trust, or monopolistic practices were reported to the Audit Committee in 2020.



Human Resource Manual

It is designed to manage and develop staff while adhering to United Nations Global Compact principles on human rights, labour, environment, and anti-corruption. These policies are in line with TBC's commitment to making the UN Global Compact a part of its daily operations. The company will keep these policies current and relevant.



Training procedure

It outlines best practices and recommendations for an efficient training system for all The Blue Circle employees, long-term consultants, and interns. It covers critical steps such as induction training, individual training plans, and department training plans and budgets.

Material Assessment

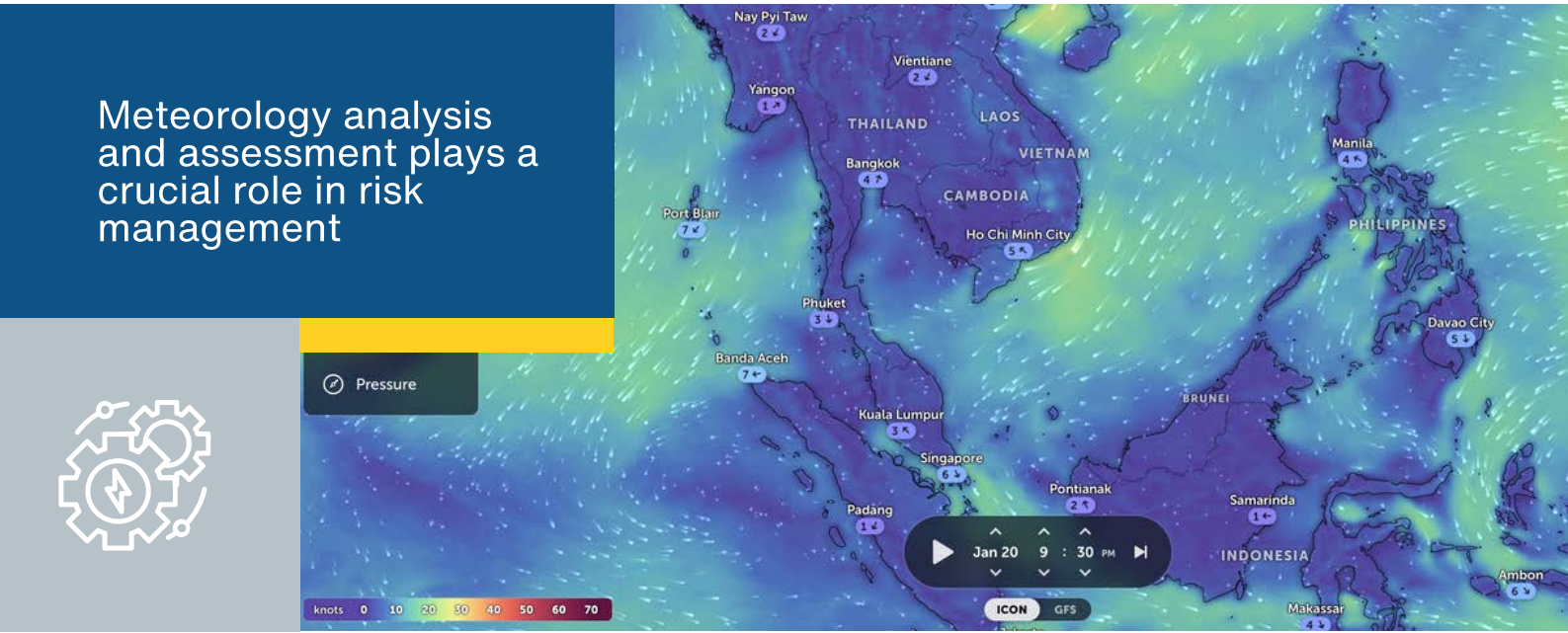
At TBC, we believe in responsible environmental practices and sustainability. To ensure we meet our commitment, we identify material topics and conduct material assessments throughout our wind power projects' development, construction, and operation. This approach allows us to focus on areas where we can have the most significant positive impact, whether reducing greenhouse gas emissions, preserving wildlife habitats, or promoting community engagement.

	Material topics	Solutions	Related SDGs
GOVERNANCE	<ul style="list-style-type: none"> Energy technology Cost efficiency Legal compliance Strengthening governance HR/ Respect labour right Business sustainability Stakeholder engagement 	<ul style="list-style-type: none"> Strong experienced teams in the industry Diversity level in governance Follow best practices and legal regulations ESG Policies Monitoring health & safety 	
ENVIRONMENT	<ul style="list-style-type: none"> Reducing impacts by practising environmentally friendly construction and operation to build a sustainable business Responding to climate change Biodiversity conservation 	<ul style="list-style-type: none"> Pursuing energy saving and effective use of resource Conduct ESIA and ESMP Enhance environmental initiatives at the workplace Regularly monitoring environmental impacts 	
SOCIAL	<ul style="list-style-type: none"> Community relationship Social benefits Employees CSR initiatives Gender equality Labor welfares 	<ul style="list-style-type: none"> Work closely with communities Job opportunities Grievance management Social impact study Implement CSR activities GESI & Trainings Health & Safety practices 	

Climate risks management

The wind energy industry is essential for a low-carbon economy but faces risks due to climate change. Extreme weather events can cause damage to wind turbines, and changes in wind patterns can reduce energy output.

As a wind energy company, TBC's Engineering Team proactively ensure their operations remain sustainable and resilient in changing environmental conditions. Investing in climate resilience measures, such as more substantial infrastructure and better forecasting systems, will not only help mitigate risks associated with climate change but also ensure that we can continue to meet the growing demand for renewable energy.



Meteorology analysis and assessment plays a crucial role in risk management



Due to climate risk management for our wind energy projects, our Engineering Team have to conduct numerous studies on meteorological history, analyse analysis on how tropical cyclones impact wind speed due to tropical events in several locations, study existing wind resources and undertake comprehensive site assessment surveys, including topography and typhoon extreme wind analysis, which must be conducted to anticipate potential tropical storms or typhoons and their frequency levels. To achieve this, we install masts to monitor meteorology conditions such as wind speed (the radius of maximum wind speed), rainfall averages, temperature at different heights of the project site, and wind direction over a designated period.

Climate risks management

Providing Sustainable Solutions for Climate-Related Risks

TBC recognises the significance of mitigating the impacts of climate change and has made it an integral aspect of its business strategy. Every year, all risks to TBC are evaluated in consideration of climate-related risks as part of the assessment of wind speed monitoring data processes and procedures. Our construction and AM teams evaluate and manage climate-related risks and opportunities during construction and operation. With vast experience in constructing energy project plants, they consistently devise eco-friendly solutions that are cost-efficient and timely, ensuring that all climate-related risks at our wind farms are addressed. Here are some examples of their solutions:

We also use sustainable materials during construction to reduce our carbon footprint and conserve natural resources. Our team also conducts regular maintenance checks on all equipment to ensure optimal performance and reduce the risk of failure due to extreme weather conditions. We will continue to work towards implementing sustainable practices across our operations and encourage our partners and suppliers to do the same.

Our Mission →

A sustainable solution: Protecting Embankment Slopes During High Wind Speed Conditions.

An example of meteorology analysis and assessment

[BEFORE] The sliding of big slope due to less cohesion force of soil which mainly red sand under adverse impact form the weather condition



[AFTER] Technical sustainable solution applied to mitigate sandfly and sliding at Dai Phong Windfarm

Risk assessment for supplier selection

TBC considers sustainability assessment results and ESG factors when selecting and screening suppliers to ensure suppliers can deliver raw materials and services that meet our company’s standards and expectations. In the process, potential suppliers complete TBC's Pre-Qualification Questionnaire (PQQ) for bidders for our Wind Power Projects.

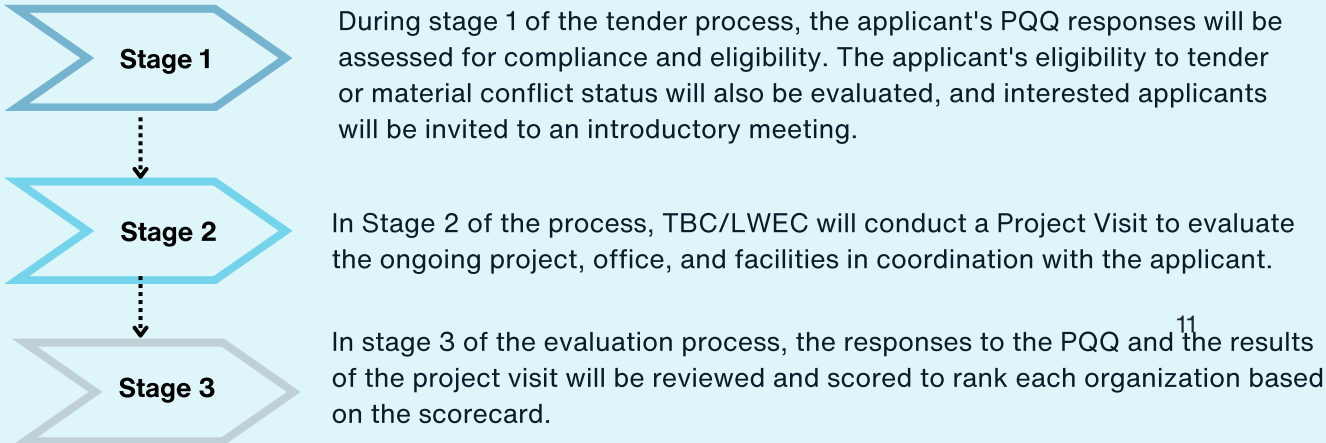
Main Topics Covered in PQQ

The PQQ covers a range of topics that include but are not limited to technical capability, financial capacity, quality assurance, skill formation, occupational health, safety and welfare programs, industry initiatives, human resource management, and ESG practices. We emphasize the importance of ESG practices, ensuring that bidders prioritise environmental protection and social responsibility, including starting eco-friendly programs within their organisation.



Illustrating the Evaluation Process with the Kaylayyalan 2 Wind Power Project

To screen potential bidders for our project, such as the Kaylayyalan 2 Wind Power Project, TBC adhered to the rigorous evaluation process.



¹¹


Environmental performances

Renewable energy is low-carbon electricity, but its operations can, directly and indirectly, affect all aspects of the ecosystem, including the soil, water, air, noise, the impact of turbines on wildlife and their habitats, biodiversity, the potential for noise pollution, the risk of fires, and the use of hazardous materials in manufacturing and maintenance. That is why environmental risk management plays a crucial role in ensuring the safety and sustainability of wind power operations.

Before the onset of early site development works, the Environmental and Social Impact Assessment (ESIA) was set up by The Blue Circle's project team to evaluate the project's anticipated environmental and social impacts. To adhere to national and international standards, the assessment followed a systematic process to predict and assess the expected effects of the project. The potential impacts focused on critical aspects of the physical, biological, and socio-economic environment, including land use, geology, solid quality, flora and fauna, freshwater ecology, water resources, hydrology, air and noise quality, GHG emissions, blade throw, and aviation safety.

Overall, environmental risk management is a crucial component of ensuring the long-term viability of wind energy power; it involves identifying potential risks, assessing their likelihood and impact, and implementing measures to minimise their environmental impact.

Key performance



100%

Of wind power plants and projects conducted ESIA and ESMP to align with IFC performance standards and guidelines and national regulations.



ZERO
environmental violation



NO
complaints on environment from the surrounding community



100%
of waste generated at the TBC's offices and project sites are collected, transported and treated properly by competent waste contractors.



Environmental impact assessment

This commitment to environmental responsibility is a core value of TBC. We understand the importance of sustainable development and strive to minimise our impact on the environment. Our team of experts works diligently to ensure that all of our operations are conducted environmentally sound. We consider each project site's unique characteristics and work to develop customised solutions that will minimise any potential negative impact. In addition to our environmental impact assessment studies, we regularly monitor our operations to ensure compliance with all relevant environmental regulations and standards. Ultimately, we believe that our commitment to environmental responsibility is not only the right thing to do but also in the best interest of our stakeholders and the communities we serve.



Hydrology survey



Fauna survey



Flora survey



Water survey



Soil survey



Noise & air survey

Figure: Environmental impact assessment surveys conducted at Kalayyan 2 Wind Power Project (Philippines) in mid-2023.

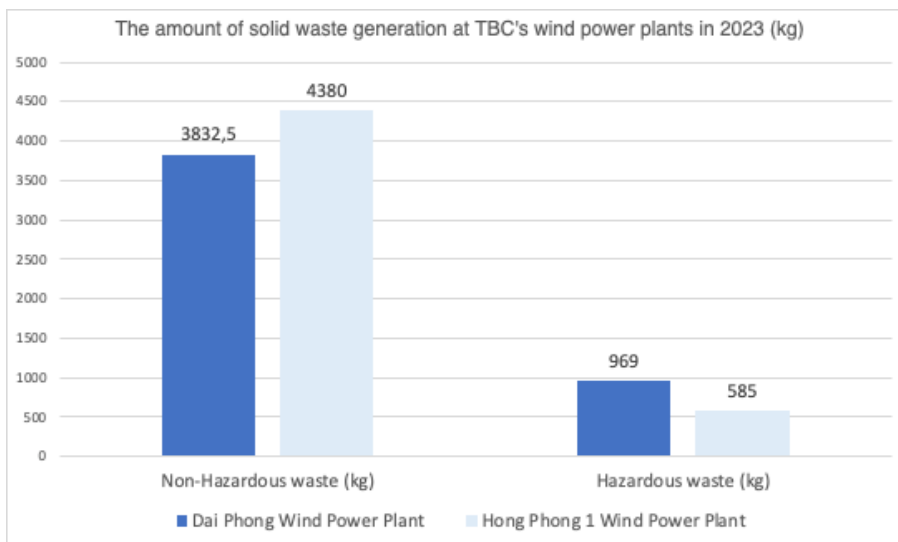
Environmental management



Waste management

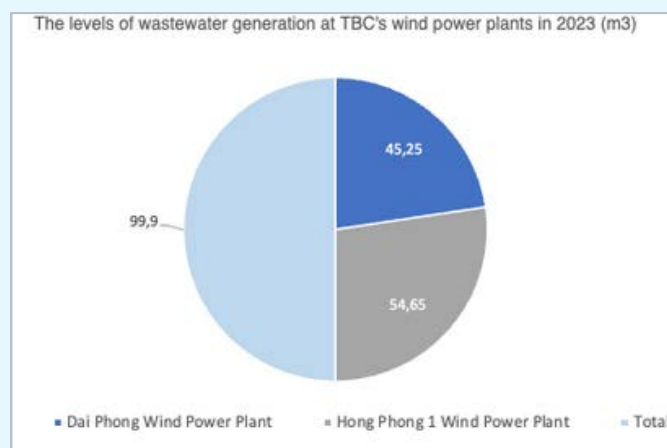
Solid waste

TBC ensures safety and minimises environmental impact by implementing a Waste Management Plan for each wind farm site. Waste is sorted and stored in clearly identified skips, and workers are trained to follow good practices. TBC uses the 3R approach (Reduce, Reuse, Recycle) to manage waste. During wind turbine manufacturing, TBC generates a small amount of hazardous and general solid waste, appropriately handled and monitored through an environmental statistics system. TBC's wind farms sign contracts with local waste collection, transportation and treatment contractors to manage non-hazardous and hazardous waste during construction and operation.



Wastewater

Generating electricity with wind turbines does not require water, so the TBC onsite office has septic tanks to manage employee sewage. During the operation phase, where around 15-20 workers are on-site, a 3-compartment septic tank treats the small amount of domestic wastewater generated. Once the septic tank has reached capacity, a qualified company is contracted by regulations to empty the tank and dispose of its contents.



Environmental management

Ambient noise monitoring

Noise levels vary significantly throughout wind turbine production, transportation, installation, and operation. At TBC, we have implemented an Environmental Social Management Plan for our wind power plants, which requires noise environment monitoring surveys during the pre-construction, construction, and operational phases. Our surveys are conducted at sensitive locations to ensure compliance with the National Technical Regulation on Noise and IFC international noise control standards. This allows us to produce countermeasures and other solutions to reduce noise emissions.

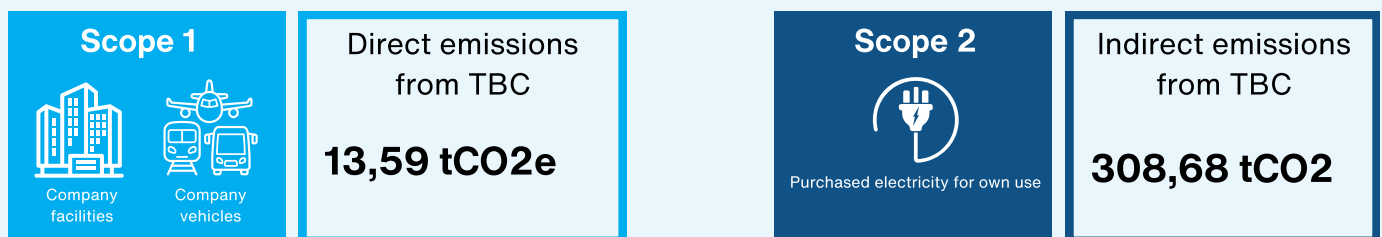
Our company also employs advanced wind turbine control and optimisation schemes to reduce machine noise levels. The nacelle cover is designed with sound solid insulation and absorption to reduce generator noise, and permanent magnet direct-drive technology eliminates most gear drive noises. Additionally, trailing-edge serrations are installed on the blades to reduce noise generated from the operation of wind turbines.



Figure: Noise monitoring surveys were conducted at the Dai Phong and Hong Phong 1 Windfarm respectively, Binh Thuan,

Green house gas (GHG) emission

The leading GHG Protocol corporate standard divides a company’s greenhouse gas emissions into three scopes. While Scope 1 and 2 are obligatory to report, Scope 3 is voluntary and the most challenging to track. Below is the total GHG emission from TBC's wind power projects in 2023.





Environmental management

Biodiversity

Biodiversity conservation

TBC has developed the Environment and Social Management Plan (ESMP) to protect and compensate biodiversity in the development, construction, operation, and maintenance of wind farm projects. We aim to mitigate the impacts of wind power projects on plants, animals, and their habitats by identifying and analysing biodiversity risks and developing protection and compensation plans. The company focuses on bird collision, wildlife migration, habitat loss, and environmental pollution. The company aims to protect and preserve biodiversity by adjusting the number, size, and distribution of wind turbines, developing bird and bat monitoring practices, banning the construction of artificial landscapes that attract birds and bats. The company recognises that biodiversity underpins many ecosystem services, and if not adequately managed, refining and exploration activities can negatively affect it. Therefore, the company plays a positive role in managing biodiversity in the areas in which it operates.



Protect biodiversity and natural habitats at TBC's windfarms areas

Wind energy has environmental benefits, but its siting and operation can impact wildlife, especially birds and bats. The impact of Dai Phong wind farm on flying fauna and its acoustic impact on surrounding areas are assessed by an independent research team. The project team monitors the risk factors for collision fatalities and records bird and bat fatalities daily at all wind energy facilities. Corrective actions are taken if deviations from the environmental study findings are observed.

Impact Snapshot

11

Bat species identified in Dai Phong WPP. They are classified as Least Concern (LC) species by IUCN.

51

Bird species, including 35 land bird species and 16 water bird species found in the Dai Phong WPP, all of which are classified as Least Concern (LC) species by IUCN.

122

Flora species recorded in Kalayyan 2 WPP

41

Terrestrial fauna species, including 28 birds, 07 mammals, 04 amphibians and 02 reptiles, recorded in Kalayyan 2 WPP



Resource efficiency

As a renewable energy producer, we strive to reduce our environmental footprint by using environmentally friendly and efficient power generation from wind. We select and use facilities that align with our commitment to reducing our environmental impact. We take a comprehensive approach to environmental protection throughout our systems' life cycle, using integrated systems for quality management, work management, occupational health and safety, and environmental management to achieve our goals.

Implementing Energy-Saving Measures at The Blue Circle:

1. Turning off lights and air conditioning when not in use
2. Utilising more energy-efficient equipment
3. Switching off cars and motorbikes when idling
4. Consuming locally-sourced material, construction material, foods
5. Utilise local supply services.
6. Repair and recycle equipment to minimise waste.

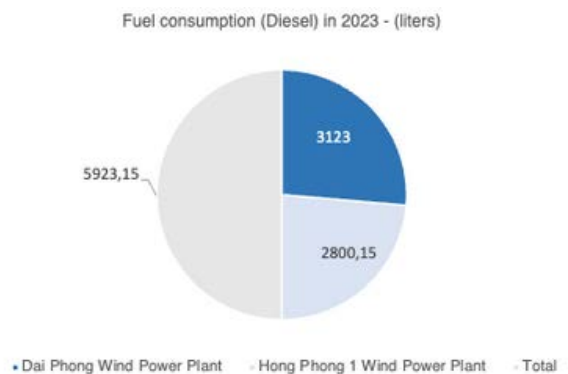
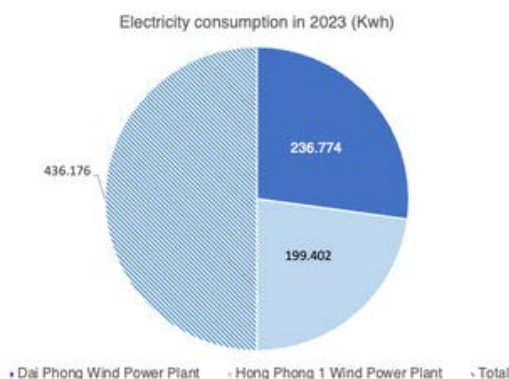


Bringing ideas & innovation to life through technology



Energy consumption

TBC focuses on resource efficiency by monitoring and managing energy consumption through regular audits, fixing energy leaks, investing in energy-efficient equipment, and implementing a smart energy management system. Employee involvement and training are also important. By proactively managing energy, TBC can save costs, reduce its carbon footprint, and contribute to a sustainable future.



Stakeholder engagement

At TBC, we recognise the importance of diversity and inclusion in stakeholder engagement. We make sure that our engagement activities are accessible and inclusive to all stakeholders, regardless of their background, gender, race, or other personal characteristics. We also respect the privacy and confidentiality of our stakeholders and ensure that their data is secure and protected.

In summary, stakeholder engagement is an integral part of our business strategy, and we are committed to building strong, collaborative relationships with our stakeholders based on mutual understanding, respect, and trust. We believe that by working together, we can create shared value for our stakeholders, our business, and society as a whole.



Stakeholder engagement

TBC identifies six (06) groups with significant dependencies and interactions with the business: shareholders, employees, clients, local communities, suppliers, and authorities.

Each of these groups plays a vital role in the success of a business. Shareholders provide the necessary capital to fund operations and growth and expect a return on their investment. Employees are the backbone of any organisation, and their skills and dedication are vital to achieving business objectives. Clients are the reason for the business's existence, and their satisfaction is critical to maintaining a sustainable customer base. Local communities provide the necessary infrastructure and resources for the business to operate, and in turn, the business contributes to the local economy. Suppliers are essential partners in the supply chain, providing the necessary goods and services for the business to function. Finally, authorities are responsible for regulating and enforcing laws and regulations that impact the business. By understanding the dependencies and interactions with each group, businesses can develop strategies that benefit all stakeholders and ensure long-term success.



With TBC, the Power of Stakeholder Engagement: Empowerment, Unity, and Growth

Stakeholder engagement

Stakeholders	Topics	Approaches	TBC's reponse
The authorities	<ul style="list-style-type: none"> • Ensure compliance by governance regulations and legal permits. • Fulfilling the duty with the national budget: Taxes and royalties • Safe operations and responsible business practices • Compliance with relevant electricity generation licenses. • Land use plans • Infrastructure development • Updates on the status of the TBC's Projects operations. • Community supports. 	<ul style="list-style-type: none"> • Participating in Meeting held by government and others regulatory bodies. • Participating in organizations and associations such as forms, events for sustainable development; 	Regulatory filings, responses to requests for information, participation in events and meetings, collaboration on government/industry campaigns and programs, public advisory processes, site tours of operations and site visits , meetings and personal communications.
Local community	<ul style="list-style-type: none"> • Building infrastructure fo the community. • Providing the essential needs for the local residents • Investing in education and scholarship programs. 	Cooperating with the local authority to get in touch with the local community	Participation in socio-economic programs, participatory monitoring, meetings and personal communications. complaints and grievances mechanisms, site surveys, community development programs and CSR activities
Shareholders	<ul style="list-style-type: none"> • Partnership regulations and permitting • Corporate governance • Financial and operating performance • Environmental, social and governance (ESG) performance 	<ul style="list-style-type: none"> • Annual general meeting of shareholders • Website; Analyst meeting • Holding meetings to interact and communicate with investors 	<ul style="list-style-type: none"> • Seeking profitable investing channels to enhance the capital efficiency. • Conducting transparent information publication and treating the shareholders equally. • Completing the corporate governance model. • Annual reports, regulatory filings, investor conferences, annual general meeting, meetings and communications.
Employees	<ul style="list-style-type: none"> • Training and promoting opportunities • Outstanding welfare policy and increased benefits • Decent working environment that strengthen the staffs' loyalty • The staffs' contributions being recognized 	<ul style="list-style-type: none"> • Work operation, problem-solving discussion • Safe and healthy work environment • Wages, benefits, recognition and commitments • Workplace agreement terms and conditions. • Annual worker performance meeting • Training activities 	<ul style="list-style-type: none"> • Building a team with high technicality • Conducting thematic training specifically for employees • Encourage and facilitate the participation in community projects
Suppliers and contractors	<ul style="list-style-type: none"> • Specific requests of the investment and construction projects. • The responsibility of suppliers to the environment and society. • Safe and healthy work environment • Contract terms and conditions. • Human resources. • Supply chain resilience • Business opportunities • Increased opportunities for local businesses • Financial and operating performance • Responsible business practices • Operating efficiencies • Trainings 	Direct meetings to supplement the bidding policy and cooperation contract.	Contract negotiations, regular meetings, participation in contractor safety programs and continuous improvement initiatives, local content partnerships, social responsibility partnerships, meetings, and personal communications

Working conditions at TBC

TBC is dedicated to creating a positive work environment that values its employees' health, safety, and professional development. HR policies prioritize employee welfare benefits, occupational health and safety, and training programs to help employees maintain a healthy work-life balance, ensure their safety, and advance their careers within the company.

In addition to providing competitive compensation and benefits packages, TBC offers a range of programs and initiatives to support employee well-being, including mental health resources and wellness programs. The company also prioritizes diversity, equity, and inclusion, striving to create a workplace that is welcoming and inclusive for all employees. TBC recognizes the importance of fostering a positive company culture and actively works to promote teamwork, collaboration, and open communication among employees. Overall, TBC is committed to creating a workplace that supports employee success, growth, and happiness.

Employment performance of 2023

100%

of employees engaged in labor contracts and received health insurances, un-employment insurance and social insurances



835 HOURS

training hours conducted by TBC in 2023, with an average of 24 hours per person per year.



100%

employees were provided annual health care check-up services by TBC



100%

of employees are annually assessed for work performance



Employment welfares

At TBC, we believe in providing our employees with a comprehensive benefits package that supports their physical, mental, and financial well-being. We understand that each employee has unique needs, so we offer a range of benefits tailored to fit individual requirements.

Our benefits package includes health insurance, a generous paid time off policy and retirement savings plans. In addition, we offer programs to support employee wellness, such as gym memberships, mental health resources, and healthy meal options in our cafeteria.

Health care	Life Welfare	Policy for female employees	Allowances
<ul style="list-style-type: none"> • Social insurance • Health insurance • Unemployment insurance • Medical insurance • 24/24 accident insurance • Periodic health check 	<ul style="list-style-type: none"> • Team building activities • Annual vacation • Bonus • Awards for employees' contributions (ex: Sustainability award 2023) 	<ul style="list-style-type: none"> • Maternity allowance • Maternity leave 	<ul style="list-style-type: none"> • Onsite-work allowance • Travel allowance • Telephone allowance

Remuneration and Welfare Practices

TBC's remuneration package for employees includes a salary range based on labour law provisions, working conditions allowance, and bonuses based on annual performance and operational results. The company considers job position, work performance, and operational results in determining employee income. The basic salary and compensation ratio are determined by job position and title, not gender, and the company treats men and women equally.

Non-discrimination

In 2023, no cases of discrimination were incurred by TBC. Freedom of association, the right to join trade unions and collective bargaining. The company organised trade unions and divisional trade unions by regulations. The union promotes the protection of legitimate legal rights for employees. Employees of the Company have the right to freedom of expression and to join groups/organisations by the provisions of the Law.

Occupational Health and Safety Measures

At our company, ensuring the safety and well-being of all personnel is our topmost priority. From our office employees to wind farm site workers, we believe everyone deserves to return home safely and in good health daily. To achieve this, our operations team is equipped with all the necessary safety gear to conduct their duties safely. Additionally, regular training sessions are organised for the operations team to promote the appropriate use of safety skills such as PPE verification, ladder backup, evacuation kit utilisation, and fire extinguisher use.

Child labour

TBC and our contractors do not employ child labour at all and strongly opposes the illegal use of child labour.

Labour trainings

At TBC, we encourage our employees' growth and development by providing opportunities to maximise their potential. This includes comprehensive training programs that equip our team with the knowledge and skills necessary to meet the requirements of their jobs in compliance with the relevant laws and standards.

In 2023, TBC's employees conducted total 623 training hours (by online and offline methods) with the participation of 35 staff. This means the average training hours per person is 24 hours/per year. Priority is given to compulsory courses by regulations, knowledge updating courses and management-leadership courses for newly promoted managers. For example, training programs included human resource management, certified public accountant, Due diligence skills in M&A, project financing in the renewable energy sector and project management professional.

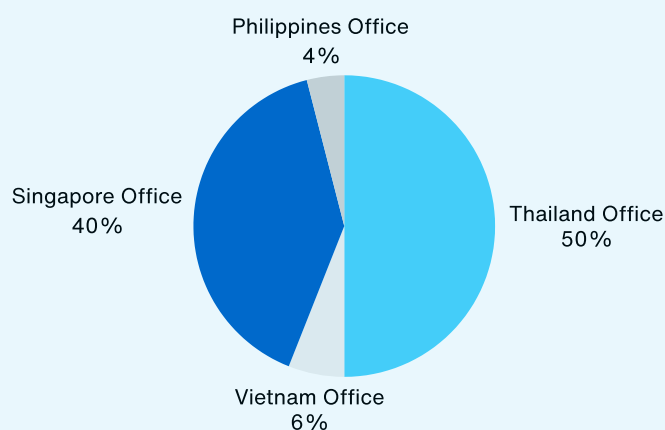


Figure #: A summary of training hours per country office

TBC's Offices	Sum of Training hours (2023)	Number of participants (2023)
Thailand Office	310	22
Vietnam Office	40	05
Singapore Office	246	06
Philippines Office	27	02
Grand Total	623	35

Diversity and Equality



GESI POLICY
TBC Group

As a leading Southeast Asian renewable energy company, we prioritise sustainability and have a Corporate Social Responsibility focus on high ESG standards. Committed to the United Nations Global Compact since 2018, we concentrate on sustainable development goals, including gender equality and women's rights. We are reviewing policies to integrate a gender perspective into operations and initiatives.

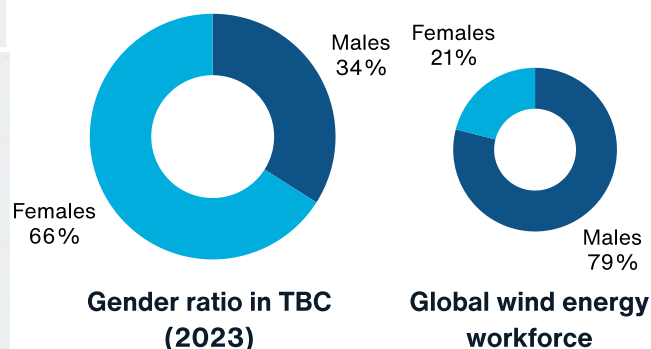
TBC Group introduced a Gender Equality and Social Inclusion (GESI) policy in March 2023 in partnership with TAF and WWF. The policy will be implemented at both the group and project levels, including pledges from contractors and sub-contractors. To ensure successful implementation, TBC is conducting a comprehensive gap analysis of all relevant policies and manuals with the help of third-party gender equality experts. Managers, employees, partners, and contractors will also conduct in-house training sessions. A GESI policy monitoring and evaluation plan will track progress and identify areas for improvement.

Prioritising equity, justice, and human rights, and we are committed to promoting gender equality and social inclusion.

Ensuring an inclusive working culture, we create a safe and accessible environment where all staff have equal rights and opportunities, regardless of their gender, age, race, ethnicity, religion, disability, language, marital status, national origin, and socio-economic background.

Supporting all TBC members in their growth, learning, and leadership while continuously identifying and addressing barriers. Everyone at TBC must share the responsibility and accountability for creating and maintaining a safe, accessible, and inclusive working environment.

TBC has created more job opportunities for women in the wind energy sector, with 62% of their employees being female, compared to the global wind energy workforce's 21%.



Implementing GESI at country levels



THAILAND

One of the prospective projects we are discussing with The Asia Foundation for Thailand is expanding women's economic opportunities through education, entrepreneurship, vocational training, and scholarships. We plan to equip an identified group of women within the community with the knowledge and skills to earn an income and break into higher-paid employment sectors.

Another initiative in our plan is to identify the vulnerable group of women and support alternative livelihood as a part of long-term support.



PHILIPPINES

At TBC, we're committed to ensuring that our contractors and subcontractors are on board with this initiative. Therefore, we've included a schedule on gender inclusion in all our contract documents, starting with the new contracts that the Philippines Offices signed in 2023.



VIETNAM

Our team, representing the Dai Phong and Hong Phong Projects, partnered with community leaders to assist vulnerable women. Our ultimate goal is positively impacting our community's women and their lives. We began with a small project in 2020, where we exchanged ideas and showed our appreciation for the women's hard work. While meeting people from humble backgrounds, we realised we could help by providing necessities. As a result, we launched our first drive by distributing those necessities.

As we continued, we discovered households where the women were the sole providers for their families, and COVID-19 significantly impacted some. We decided to help these families by offering training and assistance to restore their livelihoods for long-term benefits. We provided livestock and the necessary caretaking equipment, and arranged for expert training to ensure the best results. Our efforts are aimed at empowering these women and their communities for a better future.

Social impact assessment

Similar to environmental impact assessment, a social baseline study under socio-economic, public health, heritage and culture, and labour and livelihood conditions are presented in the succeeding sections. In the development phase of any project, we consistently conducted the project's social potential and perceived impacts based on relevant national and international policies and standards. It aims to provide an in-depth analysis of the existing social conditions in the project area.

Through this study, we can identify the potential social impacts of the project, both positive and negative. This information is then used to inform the project design and implementation strategies, ensuring that the project will be economically viable and socially sustainable. Moreover, the social baseline study is conducted participatory, involving the affected communities in the data gathering and analysis. This allows for their voices to be heard and their concerns to be addressed, promoting a sense of ownership and participation in the project.

Community engagement through social surveys

This engagement helps ensure that the project is sensitive to the social, cultural, and environmental context of the communities it operates within. By actively engaging with the community at all project stages, the team can better understand its needs and concerns, allowing them to address these issues meaningfully during social baseline surveys.

Effective community engagement also help us build trust between the project team and the community, which is critical for the project's success. By doing so, they can build strong, positive relationships with the communities they serve and, ultimately, deliver better outcomes for everyone involved.

It is noted that there is no violation related to the rights of indigenous people as well as human rights recorded in 2023 at TBC.



Public consultation in Philippines in 2023

PART 2:

ESG

Implementation

How TBC integrate ESG to each of our business activities to maintain sustainable development.



ESG Procedure at Project level

By incorporating ESG factors into our business operations, TBC can not only improve their environmental and social impact, but also enhance their financial performance. The ESG process implemented by TBC ensures that environmental, social, and governance risks and opportunities are identified and addressed systematically and comprehensively. This approach not only helps TBC reduce its environmental footprint and enhance social responsibility but also enables the company to attract and retain investors who are increasingly focused on ESG performance.



Contribution to the 17 Sustainable Development Goals

The Blue Circle understands that building a sustainable future requires more than generating clean energy. That's why we are committed to positively impacting the communities we work in through our Corporate Social Responsibility (CSR) activities. We believe that our efforts can help create long-term prosperity for the people living in these areas.

Our CSR initiatives are designed to support the United Nations' Sustainable Development Goals (SDGs) beyond just providing low-carbon energy. We aim to contribute to a range of SDGs, including those related to poverty alleviation, education, and healthcare. Through these initiatives, we hope to create a positive and lasting impact on the lives of those in the communities where we operate.

At The Blue Circle, we are proud to be more than just an energy company. We are committed to helping create a better, more sustainable world for everyone.

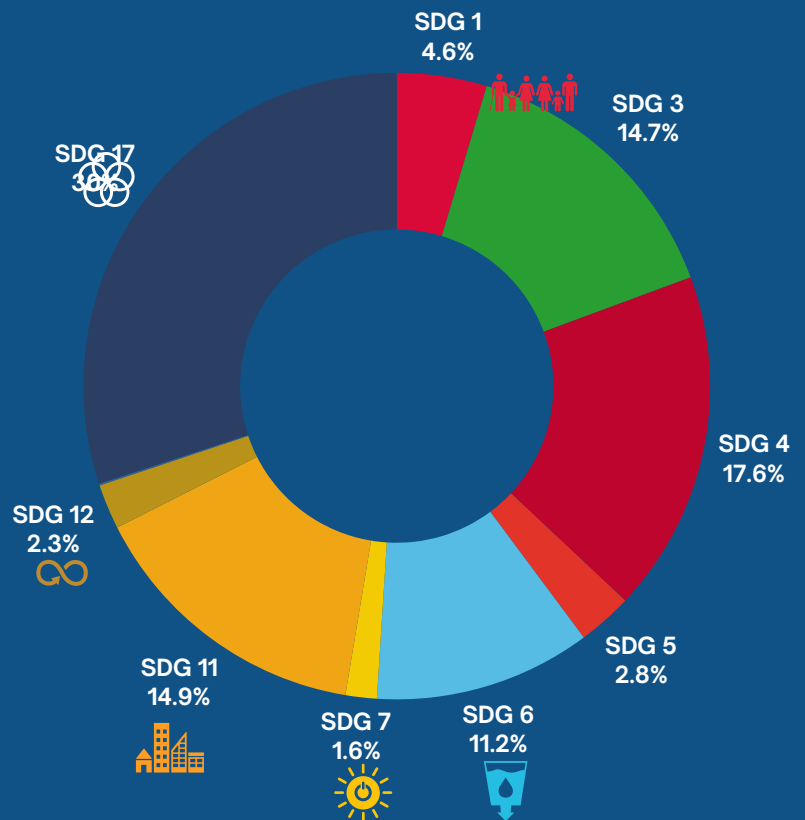


Figure 1: The contribution ratio for each SDG implemented by TBC through CSR activities in 2023



In 2023, our CSR programs have provided benefits to:

Over 3,700 beneficiaries

Our priority SDGs



Lighting Up Homes and Lives:

Our power generation provides clean, green electricity which can light up over



Over 120,000 households (*)



687,982 MWH

This is the amount of electricity generated by TBC's wind power plants from 2020-2023.



651,176 tCO₂e emission

was avoided by TBC's wind power plants from 2020 to 2023.

There are 17 SDGs and 169 targets. At TBC, we prioritise the specific SDG Goal 7 and Goal 13. In the industry, our business is associated with “SDG 7: Affordable Energy and Clean Energy” and “SDG 13: Climate Change” as we use a source of renewable energy to generate electricity. Our renewable energy business demonstrates this clearly, which focuses on harnessing wind and solar power to provide our customers with clean and affordable energy.

By prioritising SDG Goal 7, we aim to ensure access to affordable, reliable, sustainable, and modern energy for all, promoting economic growth and reducing carbon emissions. Similarly, by prioritising SDG Goal 13, we are committed to taking urgent action to combat climate change and its impacts through education, awareness-raising, and collaboration with other stakeholders. We hope to create a more sustainable and equitable future for all through our efforts to promote these goals.

(*) Refer to: Electricity power consumption per capital in Vietnam, Worldbank (2014): <https://data.worldbank.org/indicator/EG.USE.ELEC.KH.PC?locations=VN>

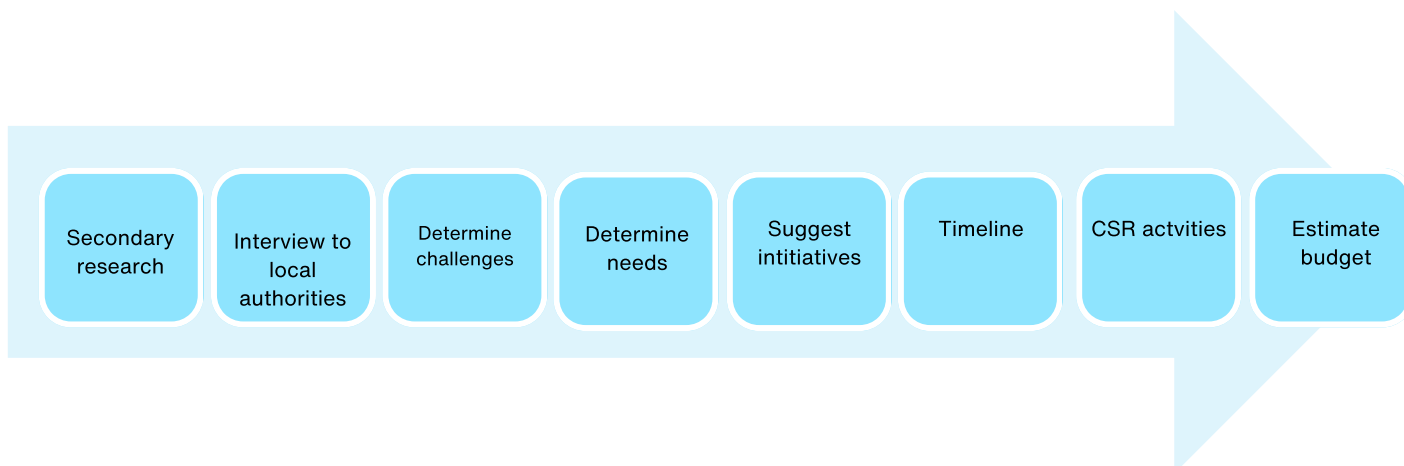
Flagship programs

Designing a CSR Strategy at TBC

TBC is committed to creating a flagship that will aid in developing a CSR strategy that focuses on the strategic growth of TBC and the needs of the local community. This includes identifying and prioritising stakeholders and developing a plan to connect with them. The process involves identifying stakeholder needs, creating relevant messages, and selecting communication tactics and channels.

Our CSR activity is designed using the following approaches:

- The ESG team conducts thorough secondary research and real-time interviews with local communities and authorities to determine CSR activities.
- After identifying the issues and solutions, we prepare and implement the CSR plan following the following process.



BRINGING IDEAS AND INNOVATION
TO LIFE THROUGH TECHNOLOGY

UN Sustainable Development Goal 1



End poverty in all its forms everywhere

Some activities demonstrate how our TBC contributes to UN SDG 1, which is to end poverty in all its forms everywhere. One of the ways TBC contributes to this goal is through its impact on economic productivity. TBC can cause a significant financial burden on individuals and families, leading to increased poverty. By preventing and treating TB, we can reduce these economic burdens and contribute to poverty reduction.

10 Gifts @ 10 years: A Pre-loved donation Drive

Donation Drive is a soul activity that forms part of the Corporate Social Responsibility (CSR) of The Blue Circle. In 2023, a pre-loved donation drive was conducted simultaneously in all TBC Offices in the Southeast Asia Region, including Singapore, Thailand, Vietnam, and the Philippines.

Participation in the Local Authorities' Donation Fund

To assist financially burdened families in the vicinity of the Dai Phong wind farm in Binh Thuan province, Vietnam, local authorities in Thien Nghiep Commune have established a donation fund. The fund's objective is to assist with necessities such as food, housing, and medical care as a part of TBC's commitment to supporting the community.

Livelihood Restoration Programs

As part of our efforts to aid those impacted by the Dai Phong Windfarm, TBC supported two households nearby. We assisted a vulnerable household in supplying them with cattle and poultry, significantly improving their quality of life.



Figure: Donation Drive at TBC 2023



Figure#: TBC helped a vulnerable household in Binh Thuan province, Vietnam, by providing aid to purchase a cow that will help boost their income in the long term.

UN Sustainable Development Goal 1



Livelihood Restoration Programs

TBC developed a Livelihood Restoration Program to meet environmental and social sustainability commitments. The program aims to support affected households in Hong Phong, including the Nguyen Thanh Long family, who want to start cow farming but lack funds. The program will provide the necessary resources to start the venture and help the family build a valuable asset.



Figure#: TBC helped a vulnerable household (Mr. Nguyen Thanh Long) buy a cow to improve his livelihood.

TBC supported households impacted by Dai Phong Windfarm, including a vulnerable family headed by Mr. Nguyen Thanh Tung. Tung's family suffers from health and financial challenges, including his mother's recent motorbike accident and his own osteoarthritis. TBC supplied them with a cow, significantly improving his quality of life.



Figure#: TBC helped a vulnerable household (Mr. Nguyen Thanh Tung and Mrs. Bup) to buy a cow for improving his livelihood conditions.



UN Sustainable Development Goal 3

3 GOOD HEALTH AND WELL-BEING



Ensure health lives and promote well-being for all at all ages

TBC is to promote healthcare activities for underprivileged households to enhance the welfare of our local communities as part of the UN SDG 3. We are committed to achieving this goal by providing a healthcare package that offers discounted treatment services and healthcare access for local communities.



Health Insurance support (Vietnam)

TBC (The Brighter Connection) has made a positive impact in the lives of 19 vulnerable households in Hong Phong Commune, where the Hong Phong 1 wind farm is located. These families were provided with valid health insurance cards for an entire year, which will enable them to access healthcare without any financial burden. This health insurance will allow them to receive cashless hospitalization in Vietnam, which will alleviate the stress of managing difficult times.



Facilitating a Men's Doubles Badminton Tournament

The Farmers' Association of Hong Phong Commune has collaborated with TBC to create a playground and promote badminton practice to improve the health and wellbeing of the community. The highlight of this initiative will be the Men's Doubles Badminton Tournament in 2023, which is expected to attract participants from the commune and neighbouring regions. The Farmers' Association believes this event will help reinforce community bonds and friendly competition while encouraging physical activity and healthy living. The Association and TBC are committed to making the tournament a success and hope that it becomes an annual event that all residents look forward to.



UN Sustainable Development Goal 3



Medical Support in Saray (Philippine)

Due to the lack of healthcare facilities, Barangay leaders requested medical supplies for their clinic. However, with a population of 306, it is challenging to assist everyone in case of a medical emergency. A medical and dental mission is scheduled to be carried out in December 2023, after studying socio-demographic and Barangay Nutrition Statistics (BNS).



The Katoto Project

Katoto Project is a local NGO in Paete that caters to and supports vulnerable families by providing simple groceries or assisting them in collecting funds for their medical expenses. As the Katoto Project is now celebrating its 3rd Anniversary, they want to continue their advocacies, especially the AKLAYA (teaching poor kids on the street every Saturday). To support them, TBC provided two tents to use every Saturday for their AKLAY sessions. These tents helped them to cater more vulnerable children and beneficiaries.

Enhancing Lives of Individuals with Disabilities in Paete (Philippines)

In line with the celebration of International Person With Disability (PWD) Month, our TBC team has identified the most vulnerable residents of Paete, particularly those with cerebral palsy. The project aims to provide customised wheelchairs to four identified beneficiaries in collaboration with Paete's PWD Organization. Among these beneficiaries is a 6-year-old girl who has been suffering from cerebral palsy since birth. With the help of these assistive devices, we hope to positively impact her and her family's daily life.

Promoting Healthy Living in Paete with Table Tennis Club

Paete is renowned for its talented artists and woodcarvers, but it's also a hub for sports enthusiasts. This year, a Table Tennis Club was established, with the collaboration of TBC, including a table tennis table, ping-pong balls, and paddles. TBC has partnered with the municipality to help realise the aspirations of local table tennis athletes.

UN Sustainable Development Goal 4



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

To promote UN SDG 4, TBC has taken a grassroots approach, working with local communities to provide resources and support for young students and local schools. This includes initiatives such as providing learning materials and scholarships for needy students. TBC recognises that education is the key to unlocking a brighter future for individuals and communities. By working together, we can ensure that every child has the opportunity to receive a quality education and reach their full potential.

Vietnam

TBC's scholarship for poor students

- Vo Hong Mien, a 19-year-old suffering from kidney stones, qualifies for a scholarship from TBC. His father passed away four years ago, and his mother has spondylosis. Despite these challenges, Mien has worked hard to support himself.
- TBC sponsored the education of two orphans in Hong Phong Commune. Dang Thanh Nho, a six-year-old, and Huynh Thi Quy Tran, a twelve-year-old, were the beneficiaries. Tran's father passed away eight years ago, while Nho's mother passed away during childbirth.
- Recently, at TBC, we have had the privilege of assisting three children in danger of not attending kindergarten. The first two, Nguyen Huu Tien and Nguyen Huu Hieu, are twins aged two and a half years, while the other is a 20-month-old toddler. Due to their disadvantaged backgrounds, they could not afford the costs of education. So, we have allowed them to attend kindergarten, enabling their parents to work and support their families.



UN Sustainable Development Goal 4



4 QUALITY EDUCATION



TBC worked with Hong Phong Secondary School to build a playground for young students, promoting outdoor activities and wellness. The playground spans an area of 100 m2 and includes various play equipment to keep the students engaged. The playground was designed with safety in mind, ensuring all play equipment meets safety standards and guidelines.

Philippines

8th Kids Camp in Barangay Ermita: Empowering Children to Find Their Voice

Barangay Ermita organized a three-day Kids Camp for 50 children aged six to twelve years old from May 19-21, 2023. The theme was "Stop, Look, and Listen". TBC donated a sack of rice to ensure the children were fed. The camp aimed to develop the children's communication skills, encourage them to voice out their opinions, and pursue their future goals.



UN Sustainable Development Goal 4



Philippines

Saray Barangay Fiesta: A Community Gathering

On May 30th, Barangay Saray of Pakil, one of the towns affected by the Kalayaan 2 Wind Power Project, held a festive event for all its residents, including sports activities for children and adults. To support the community, TBC sponsored the event to cover the costs of game prizes and children's tokens. TBC responded by donating 100 sets of school supplies to 100 young students, which were greatly appreciated by the remote community, especially with a new school year beginning in June.



Helping Brigada Eskwela School

The Municipality of Paete plans to hold Brigada Eskwela 2023 in August 2023 to clean, repair, and prepare classrooms for the coming academic year. TBC has provided cleaning supplies and paint to all nine public primary schools in Paete. This annual event fosters a sense of community and highlights the significance of a good learning environment for students.

Assisting Education in Barangay Ilaya Del Norte.

We have distributed 100 sets of school materials to underprivileged children in grades 1 through 6 in Barangay Ilaya Del Norte. These school supplies may not fulfill all of the students' requirements, but they will certainly assist in reducing the expenses related to preparing for the start of the academic year. During the delivery, the children were thrilled to receive these supplies.



UN Sustainable Development Goal 5

5 GENDER EQUALITY



Achieve gender equality and empower all women and girls

TBC is committed to contributing to the United Nations' Sustainable Development Goal 5, promoting gender equality. We also strive to support and empower women in our community through mentorship programs and partnerships with local organisations. These programs aim to provide women with the resources and skills they need to succeed personally and professionally.

In addition, we are committed to promoting gender diversity and inclusion within our own organisation. This includes ensuring equal pay and opportunities for all employees, regardless of gender, and creating a work environment free from discrimination and harassment.

Vietnam

Activities Undertaken in Thien Nghiep Commune to Celebrate International Women's Day and Environment Day 2023:

- Our team in Thien Nghiep Commune actively participated in the International Women's Day commemoration event in 2023. We supported this by encouraging participants and distributing small tokens of appreciation to 37 vulnerable women in the Thien Nghiep Commune.
- On Environment Day 2023, TBC collaborated with local communities to organise programs to raise awareness about women's involvement in environmental protection activities under the theme of "Urban embellishment, preserving and protecting the environment so that it could be green, clean and beautiful".



Figure#: International Women Day (8 Mar 2023)



Figure#: Environmental Day 2023

UN Sustainable Development Goal 5



Achieve gender equality and empower all women and girls

Vietnam

Providing Assistance for Women-Led Households

TBC has helped Mrs. Nguyen Thi Lan, a 54-year-old woman who lives with her daughter and four grandchildren. Due to the economic crisis, Mrs. Lan's daughter lost her job three months ago, and they are struggling to make ends meet. Mrs. Lan raises chickens at home, but their house is in poor condition, with a leaking roof and mosquito infestation. TBC aims to help them by fixing the roof, painting the walls, and adding a door to make their living space more comfortable, secure, and mosquito-free.

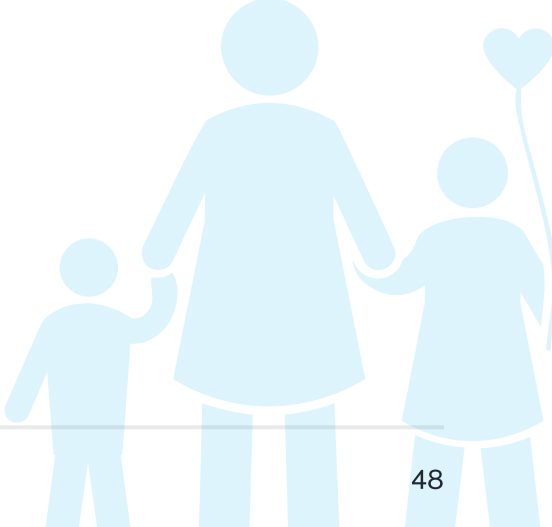


Figure#: TBC Joined hands with Thien Nghiep Committee to support a vulnerable household (Mrs. Nguyen Thi Lan)

Philippines

Sponsoring a Single Mothers Contest at the Fiesta in Barangay Ilaya Del Norte

- In Laguna Province, festivals are celebrated with great enthusiasm every year. Barangay Ilaya Del Norte organised a contest exclusively for single mothers in the community to celebrate the occasion. As a sponsor, TBC provided meals and prizes for the participants. The event was an empowering experience and inspired the single mothers to express themselves for their families and their community.



UN Sustainable Development Goal 6

6 CLEAN WATER AND SANITATION



Ensure availability and sustainable management of water and sanitation for all

AT TBC, we are contributing to the United Nations' Sustainable Development Goal 6, which aims to ensure the availability and sustainable management of water and sanitation for all. We work with communities and partners around the world to promote access to clean water and sanitation facilities, as well as to increase awareness about the importance of hygiene and proper water usage. Through our efforts, we hope to make a meaningful impact on the lives of people who lack access to these basic necessities.

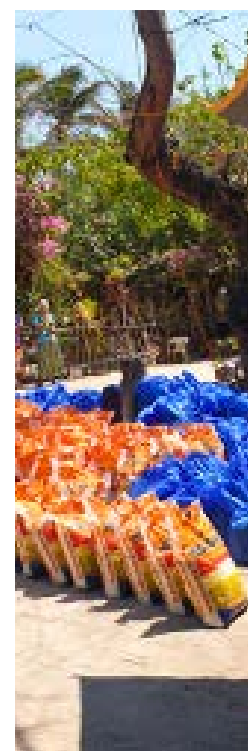
Philippines

Improving Clean Water Access in Barangay Saray

- Barangay Saray requires improved access to clean water. Although the National Watershed includes the upland areas, the residents of Saray face several challenges, such as inadequate water, electricity and road accessibility. A survey and local discussions revealed that water was a top priority. Currently, the water source in Sitio Maliliit na Bato is located 1.2 kilometres away from the main village. For almost a decade, the sole pipeline, with an inch diameter, has been used by all households and families, requiring replacement. This year, a water tank and a pipeline will be installed to cater to 56 families in the neighbourhood, providing an adequate water supply for daily needs.

Liwagao Island Relief Operations for 150 Families

- An oil spill in the vicinity of Naujan, Oriental Mindoro, affected the residents of Liwagao Island, which is accessible only by local boats. Our organisation conducted an extensive relief operation for 151 families, lasting two months. Each household was provided with food packs and water during this challenging time.



UN Sustainable Development Goal 7



Ensure access to affordable, reliable, sustainable and modern energy for all

TBC is proud to play a part in this by producing low-carbon energy for the national grid and providing electricity to remote areas. Focusing on sustainable energy production and consumption is crucial as energy demand increases. TBC recognises this need and has prioritised contributing to the United Nations' Sustainable Development Goal 7. We aim to guarantee access to modern, reliable, affordable, and sustainable energy for all. We are dedicated to significantly contributing to this goal by producing low-carbon energy for the national grid and providing electricity to remote regions.

Vietnam

Improving Power Access and Safety for the Local Community

TBC's efforts to generate clean energy for the national grid is just one of the ways they're making a difference. They've also facilitated connectivity to the electricity grid in remote locations and created power sources that supply the national grid. By doing this, they're increasing the number of households with access to electricity in the Bau Ghe area, including Thien Binh village and Thien Nghiep commune.

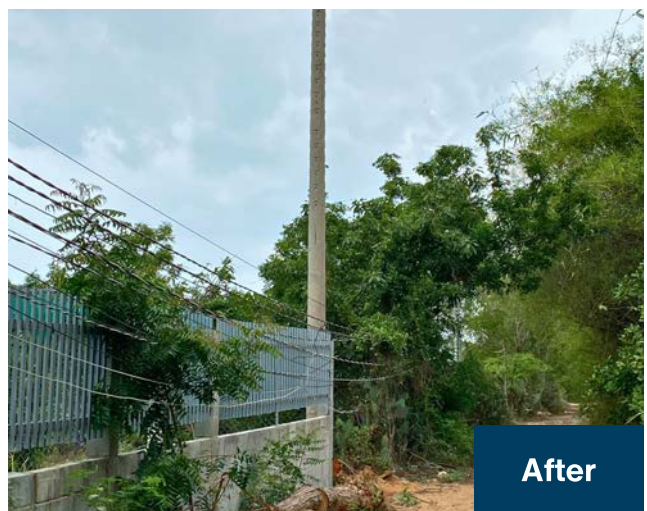


Figure #: To provide consistently safe and reliable power access to the local community, TBC has replaced the temporary wooden power poles of transmission lines with concrete ones in certain remote areas.

UN Sustainable Development Goal 11



Make cities and human settlements inclusive, safe, resilient and sustainable

TBC has committed to supporting Sustainable Development Goal 11 - Sustainable Cities and Communities in response to these challenges. The goal aims to make cities and human settlements inclusive, safe, resilient, and sustainable. TBC recognises its role in creating sustainable villages by reducing its carbon footprint, promoting sustainable rural mobility, and investing in sustainable infrastructure.

Vietnam

Revitalising Thien Nghiep Village's Cultural House with TBC's Support

- TBC worked with local authorities to restore and repair Thien Nghiep Village's cultural house, ensuring the community has a safe and welcoming venue for various activities.

Improving Safety in the Community with Fire Prevention Measures in Binh Thuan Province

- In recent years, Binh Thuan Province has suffered tragic incidents of fires and explosions that have resulted in significant loss of life and property due to the dry season. As a result, residents have become more aware of the potential dangers of explosives. To promote community safety in Binh Thuan Province, TBC assisted in the installation of fire extinguishers as part of the Ministry of Public Security's fire prevention campaign and to support the "Fire Prevention and Rescue Police Force in 2023."



Philippines

Installation of Solar Streetlights in Kalayaan

- The Municipality of Kalayaan's Barangay San Antonio has a population of 11,263 residents, many of whom are considered vulnerable. After consulting with the Kalayaan Municipal authorities, it was determined that the most pressing issue in some parts of Barangay San Antonio is the lack of streetlights. In line with TBC's commitment to sustainable and practical electricity use, we donated a total of 20 solar streetlights to the barangay. These streetlights will be installed in visible areas and close to families who live far from the community's center.

UN Sustainable Development Goal 12

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production patterns

As a socially responsible organization, TBC is dedicated to promoting sustainable practices that align with Sustainable Development Goal 12. This goal focuses on ensuring sustainable consumption and production patterns, and TBC is doing its part to help achieve it. This includes efforts to reduce waste, promote recycling, and encourage sustainable practices within our organization, as well as local communities.

Vietnam

TBC Collaborates with Local Community to Promote Waste Reduction

- Recently, TBC partnered with the local community to launch a program called "Exchange Plastic Waste for Gifts." This initiative aimed to encourage waste reduction practices and promote the message that "Waste is a Resource." By doing so, it hopes to instill a sense of environmental responsibility, raise awareness, and improve people's attitudes towards their surroundings. As a result of this action, residents have recognised the importance of waste sorting, collection, and recycling.



UN Sustainable Development Goal 17



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

TBC is committed to supporting sustainable practices in line with Sustainable Development Goal 17. They work closely with local communities to ensure their wind projects are environmentally and socially responsible. TBC respects the cultural values of the communities where their wind projects are located, participating in traditional festivals and celebrations to gain a deeper understanding of the community's values and way of life. This helps them develop more tailored and meaningful partnerships to promote sustainable practices.

Vietnam

TBC's Support for Public and Civil Society Partnerships

At TBC, we believe in fostering effective public and civil society collaborations. We're passionate about initiatives promoting artistic diversity and varied traditions through local cultural festivals like Lunar New Year, Mid-Autumn Festival, Reunion Days, and Women's Day. TBC is proud to have assisted the community in organising these celebrations and providing gifts to children, women and disadvantaged families.

Philippines

Fiesta in Sitio Sta. Ana: Celebrating Community Spirit

Sitio Sta. Ana, located in the upland area of Paete, is a small community with 326 residents and a famous landmark – the “Three Cross Statue”. The community celebrates the anniversary of the statue as a symbol of their community's charm. In return for this charm, the community holds a thanksgiving celebration. During the festivities, TBC showed support by donating two sacks of rice, which were repackaged into one-kilogram bags and distributed to each family.



UN Sustainable Development Goal 17

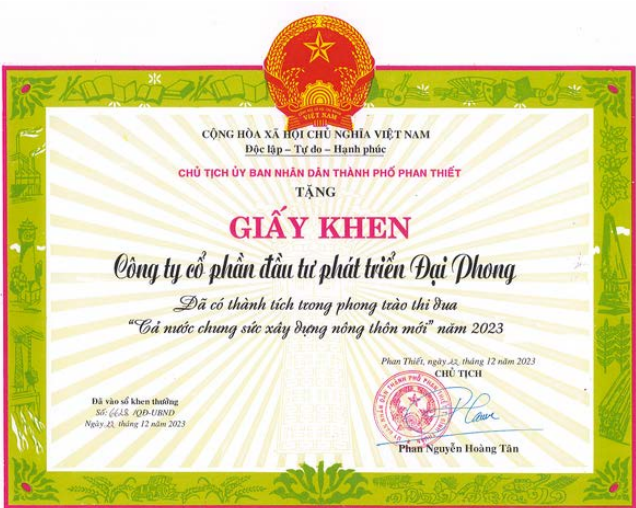
17 PARTNERSHIPS
FOR THE GOALS



Celebrating the Municipal Fiesta of Paete

Paete is recognized as the Wood Carving Capital of the Philippines, and its people are renowned for their talents in music, traditional dances, and the arts. This yearly event highlights their skills in honor of their Municipal Founding Anniversary. As part of the festivities, TBC sponsored a marching band that will parade through the town's streets in the morning and afternoon. This is a time-honored tradition that has been carried on for many years.

Recognitions from our local community



The Dai Phong Wind Power Plant, located in the coastal city of Phan Thiet, has been commended for its efforts to promote sustainable development and support the local community. The "All the Nation Try Together to Build New Rural Areas" program aims to improve the living standards of rural areas in Binh Thuan province. The certificate of recognition awarded by the People's Committee of Phan Thiet City is a testament to the plant's commitment to corporate social responsibility and sustainable development. It inspires other companies to follow suit, and contribute to the betterment of society and the environment.

GRI Content index

In our fourth TBC's sustainability report, with reference to the GRI Standards, we show our performance and progress for Environment, Social and Governance (ESG)-related aspects.



GRI 2

GRI STANDARD	DISCLOSURE	Note	LOCATION (page number of Sustainability report)
GRI 2: General Disclosures 2021	2-1 Organizational details		p. 10
	2-2 Entities included in the organization's sustainability reporting		p. 10 & 12
	2-3 Reporting period, frequency and contact point	N.A	
	2-4 Restatements of information	N.A	
	2-5 External assurance	N.A	
	2-6 Activities, value chain and other business relationships	N.A	
	2-7 Employees		p.6
	2-8 Workers who are not employees	N.A	
	2-9 Governance structure and composition		p. 10
	2-10 Nomination and selection of the highest governance body	N.A	
	2-11 Chair of the highest governance body	N.A	
	2-12 Role of the highest governance body in overseeing the management of impacts		p. 12
	2-13 Delegation of responsibility for managing impacts		p. 12
	2-14 Role of the highest governance body in sustainability reporting		p. 12
	2-15 Conflicts of interest	N.A	
	2-16 Communication of critical concerns	N.A	
	2-17 Collective knowledge of the highest governance body	N.A	
	2-18 Evaluation of the performance of the highest governance body	N.A	
	2-19 Remuneration policies	N.A	
	2-20 Process to determine remuneration	N.A	
	2-21 Annual total compensation ratio	N.A	
	2-22 Statement on sustainable development strategy		p.8; p.13 - 15
	2-23 Policy commitments		p. 12-15
	2-24 Embedding policy commitments		p. 12- 15
	2-25 Processes to remediate negative impacts	N.A	
	2-26 Mechanisms for seeking advice and raising concerns	N.A	
	2-27 Compliance with laws and regulations		p. 13-15
	2-28 Membership associations	N.A	
	2-29 Approach to stakeholder engagement		p. 26-28
	2-30 Collective bargaining agreements	N.A	

GRI 3: Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics		p. 16
	3-2 List of material topics		p. 16
	3-3 Management of material topics		p.16; 21 & 34
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	N.A	
	201-2 Financial implications and other risks and opportunities due to climate change	N.A	
	201-3 Defined benefit plan obligations and other retirement plans	N.A	
	201-4 Financial assistance received from government	N.A	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N.A	
	202-2 Proportion of senior management hired from the local community	N.A	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		p.56-60
	203-2 Significant indirect economic impacts	N.A	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	N.A	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	N.A	
	205-2 Communication and training about anti-corruption policies and procedures		p.13
	205-3 Confirmed incidents of corruption and actions taken		p.13
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N.A	
GRI 207: Tax 2019	207-1 Approach to tax	N.A	
	207-2 Tax governance, control, and risk management	N.A	
	207-3 Stakeholder engagement and management of concerns related to tax	N.A	
	207-4 Country-by-country reporting	N.A	

GRI 3: MATERIAL TOPICS (CONT)

GRI 301: Materials 2016	301-1 Materials used by weight or volume		p 22-25
	301-2 Recycled input materials used	N.A	Not applicable
	301-3 Reclaimed products and their packaging materials	N.A	Not applicable
GRI 302: Energy 2016	302-1 Energy consumption within the organization (offices and project sites)		p. 25
	302-2 Energy consumption outside of the organization	N.A	
	302-3 Energy intensity	N.A	
	302-4 Reduction of energy consumption		p. 25
	302-5 Reductions in energy requirements of products and services		p.25
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	N.A	
	303-2 Management of water discharge-related impacts	N.A	
	303-3 Water withdrawal	N.A	
	303-4 Water discharge		p.20
	303-5 Water consumption		p. 20
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		p.24
	304-2 Significant impacts of activities, products and services on biodiversity		p.21 & p.24
	304-3 Habitats protected or restored	N.A	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N.A	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		p.23
	305-2 Energy indirect (Scope 2) GHG emissions		p.23
	305-3 Other indirect (Scope 3) GHG emissions	N.A	
	305-4 GHG emissions intensity	N.A	
	305-5 Reduction of GHG emissions	N.A	
	305-6 Emissions of ozone-depleting substances (ODS)	N.A	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N.A	
GRI 306: Waste 2020 (both offices and project sites)	306-1 Waste generation and significant waste-related impacts in TBC's offices and project sites		P.22
	306-2 Management of significant waste-related impacts		P.22
	306-3 Waste generated		P.22
	306-4 Waste diverted from disposal	N.A	Not applicable
	306-5 Waste directed to disposal	N.A	Not applicable
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		p.19
	308-2 Negative environmental impacts in the supply chain and actions taken		p.19

GRI 4: LABOR

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	N.A	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		p.30
	401-3 Parental leave	N.A	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	N.A	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		p.29-30
	403-2 Hazard identification, risk assessment, and incident investigation		p.29-30
	403-3 Occupational health services		p.29-30
	403-4 Worker participation, consultation, and communication on occupational health and safety		p.29-30
	403-5 Worker training on occupational health and safety		p.29-30
	403-6 Promotion of worker health		p.29-30
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		p.29-30
	403-8 Workers covered by an occupational health and safety management system		p.29-30
	403-9 Work-related injuries		p.29-30
	403-10 Work-related ill health		p.29-30
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		p. 31
	404-2 Programs for upgrading employee skills and transition assistance programs		p.31
	404-3 Percentage of employees receiving regular performance and career development reviews		p.30
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		p.11
	405-2 Ratio of basic salary and remuneration of women to men		
GRI 406: Non-discrimination 2017	406-1 Incidents of discrimination and corrective actions taken		p.30
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		p. 30
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	N.A	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	N.A	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	N.A	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		p.34
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		p.34
	413-2 Operations with significant actual and potential negative impacts on local communities		p.34
GRI 414: Supplier Assessment 2016	414-1 New suppliers that were screened using social and environment criteria		p.19
	414-2 Negative social impacts in the supply chain and actions taken		p.19
GRI 415: Public Policy 2016	415-1 Political contributions	N.A	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	N.A	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		p.28
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	N.A	
	417-2 Incidents of non-compliance concerning product and service information and labeling	N.A	
	417-3 Incidents of non-compliance concerning marketing communications	N.A	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	N.A	



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