



SPREADING GREEN LIFE

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• SUSTAINABLE DEVELOPMENT MESSAGE

Dear Valued Shareholders, Customers, Partners of CNG Vietnam,

At the 26th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP26), the participating countries, including Vietnam, have shown their determination and reached many agreements to respond to global climate change.

On February 11, 2020, the Politburo issued Resolution No. 55-NQ/TW on orientations of Vietnam's national energy development strategy to 2030, with a vision to 2045, in which priority is to exploit and use clean energy sources; give priority to the development of gas-burned electricity.

These are important foundations for CNG Vietnam to maintain its pioneering role in the cause of fuel greening in Vietnam, constantly improving its reputation, quality, and diversifying products to carry out the mission of "Popularizing clean energy, contributing to creating a green future, bringing sustainable values to the community and society".

In 2021, in the context of the economy being heavily impacted by the Covid-19 epidemic, with the spirit of solidarity and efforts of the Leadership and all employees of the Company, CNG Vietnam achieved many remarkable achievements on all three aspects

of Economy - Society - Environment, which are shown through: Financial indicators grow every year; material and spiritual life of employees is constantly being improved; The company maintains and promotes the tradition of responsibility to the community through implementation of social security programs; accompanying and sharing with customers in converting and replacing polluting fuels, contributing to environmental protection.

Achievements in the journey of 15-year history are a solid foundation for CNG Vietnam to continue to successfully implement the Development Strategy to 2025, with orientation to 2035. On behalf of the Leadership and all employees of the Company, I would like to express my sincere thanks to our Shareholders, Customers and Partners for accompanying CNG Vietnam and look forward to continuing to receive your sharing and support for CNG Vietnam to develop sustainably, contributing more benefits to the community and society!

Best regards,

NGUYEN THI HONG HAI
Chairwoman of the Board of Directors



SUSTAINABLE DEVELOPMENT INDICATORS 2021



DIRECT ECONOMIC
VALUE GENERATED

3,062.1
BILLION VND
(+30.2%)



ECONOMIC VALUE
DISTRIBUTED

3,177.0
BILLION VND
(+34.5%)



CONTRIBUTION TO
STATE BUDGET

58.6
BILLION VND
(+91.4%)



CASH DIVIDEND PAID
IN THE YEAR

54.0
BILLION VND
(20%)



CONTRIBUTION TO
THE COMMUNITY AND
SOCIETY

1.8
BILLION VND
(+151.4%)



TOTAL EMPLOYEES

271
PERSONS
(+1.1%)



SALARY FOR
EMPLOYEES

65
BILLION VND
(+5.9%)



FEMALE
LABOR RATE

22.1%





EDITORIAL BOARD OF SUSTAINABLE DEVELOPMENT REPORT - CNG VIETNAM JOINT STOCK COMPANY

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ABBREVIATIONS

BOD	Board of Directors
BOM	Board of Management
BOS	Board of Supervisors
CNG	Compressed Natural Gas
CNG Vietnam/The Company	CNG Vietnam Joint Stock Company
GRI	Global Reporting Initiative
IP	Industrial Park
ISO	ISO Standards
LNG	Liquefied Natural Gas
LPG	Liquefied Petroleum Gas
OHSAS	Occupational Health and Safety Assessment Series
PRU	Pressure Reducing Unit
PV Gas	PetroVietnam Gas Joint Stock Corporation
PV Gas D	PetroVietnam Low Pressure Gas Distribution JSC
PV Gas LPG	PetroVietnam LPG Joint Stock Company
PVN/PetroVietnam	Vietnam Oil and Gas Group

01

INTRODUCTION OF CNG VIETNAM

- 16 Development milestones
- 26 Sustainable development management at CNG Vietnam
- 43 Outstanding achievements in meeting the United Nations sustainable development goals



VISION

Pioneer in transforming the clean fuel industry in Vietnam.

MISSION

Popularizing clean energy, contributing to creating a green future, bringing sustainable values to the community and society.



CORE VALUES

- SAFETY ★
- ACCOUNTABILITY ★
- DEDICATION ★
- CREATIVITY ★
- PROFESSIONALISM ★

BUSINESS LINES

Founded in 2007, CNG Vietnam Joint Stock Company (CNG Vietnam) is the pioneer in manufacturing, transporting and distributing Compressed Natural Gas (CNG) to provide for factories, industrial parks that use heat energy in the production, processing and to use as alternative fuel in the transportation industry.

In the coming time, CNG Vietnam continues to develop towards providing clean fuel package solutions of CNG, LNG and LPG to customers across the country.

BUSINESS LOCATIONS

CNG Vietnam's key business area is currently in the Southern and the Northern markets. In the **Northern region**, CNG Vietnam's main markets include: Thai Nguyen, Vinh Phuc, Hanoi, Bac Ninh, Hung Yen, Hai Phong, Thai Binh, Nam Dinh, Ninh Binh. Meanwhile, market in the **Southern region** focuses on provinces: Binh Thuan, Binh Phuoc, Binh Duong, Ho Chi Minh City, Long An, Dong Nai, Ba Ria - Vung Tau.

For the **Central region**, CNG Vietnam is expected to supply approximately 150 million Sm³. CNG Vietnam can consider a plan to sell imported LNG or domestic gas exploited from Ca Voi Xanh (expected from 2025) and Ken Bau (expected from 2028) gas fields.

NORTHERN REGION
COMPRESSING CAPACITY OF

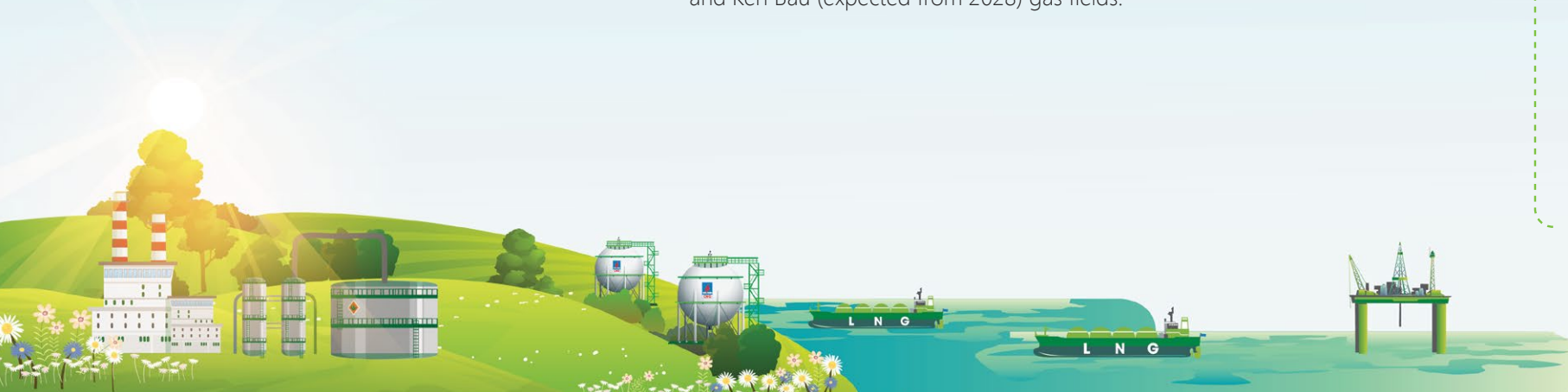
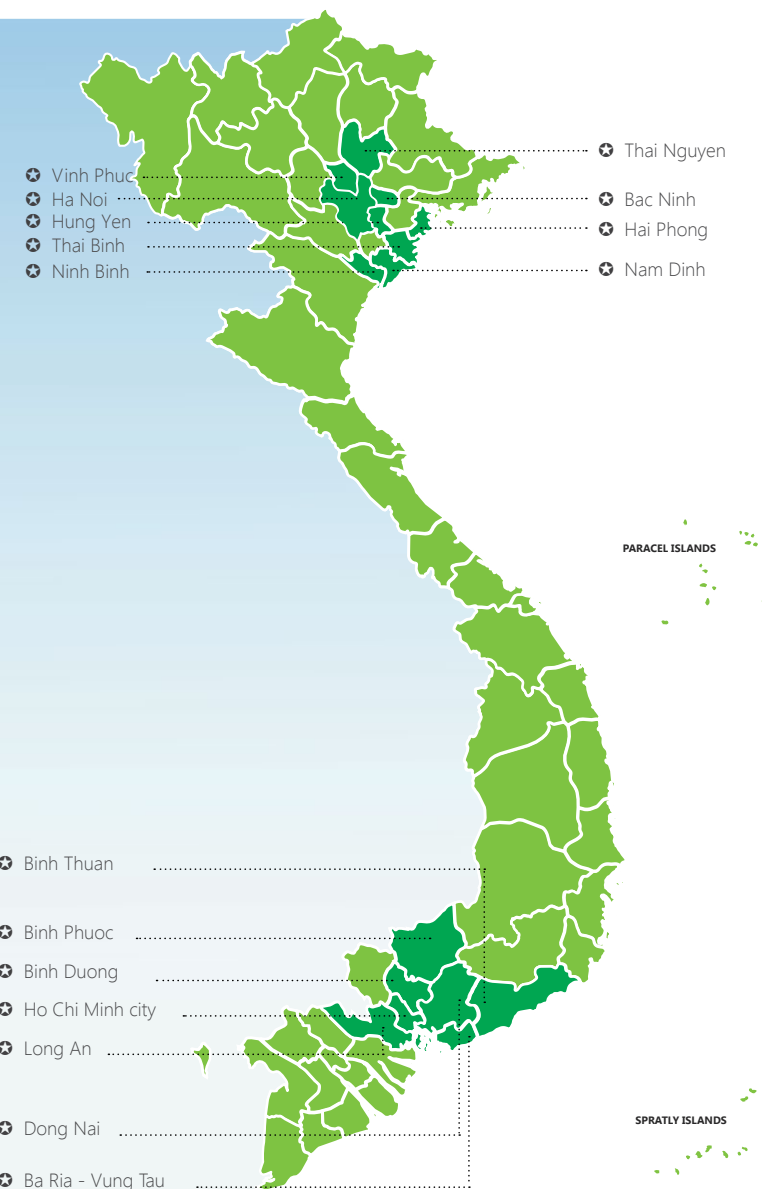
110

Million Sm³/year

SOUTHERN REGION
COMPRESSING CAPACITY OF

220

Million Sm³/year



2007

ESTABLISHED WITH INITIAL CHARTER CAPITAL OF 19.2 BILLION VND

CNG Vietnam JSC (CNG VIETNAM) was established on 28/5/2007 under Investment Certificate No. 492032000040 issued by the IP Management Agency of in Ba Ria - Vung Tau Province with initial chartered capital of 19.2 billion VND from the founding shareholders:

- ❖ Drilling Mud JSC (DMC): 51% chartered capital;
- ❖ IEV Energy Sdn. Bhd. (Malaysia): 42% chartered capital); and
- ❖ Son Anh Co., Ltd: 7% chartered capital.

2008

SHARPLY INCREASED CHARTERED CAPITAL TO 67.2 BILLION VND. FIRST CNG FACTORY IN PHU MY 1 IP

CNG Vietnam increased Chartered capital to 67,200,000,000 VND with the contribution of shareholders such as: PetroVietnam Gas Joint Stock Corporation (PVGas), PetroVietnam Low Pressure Gas Distribution JSC (PVGas-D).

First factory of CNG Vietnam was located in Phu My 1 IP, Tan Thanh District, Ba Ria - Vung Tau Province with an initial capacity of 30 million Sm³ per year (equivalent to 33,000 tonnes of LPG per year), put into operation on 03/09/2008.

2009

EXPANDED THE MARKET, RAISED THE CAPACITY OF PHU MY CNG FACTORY TO 70 MILLION SM³

PVGas agreed to transfer the whole capital holding in CNG Vietnam to PVGas South. CNG Vietnam continued to expand the market of CNG distribution by increasing capacity of CNG Phu My Factory to 70 million Sm³.

2010

INCREASED CHARTERED CAPITAL TO 125 BILLION VND. SAFETY - QUALITY - ENVIRONMENT MANAGEMENT SYSTEM CERTIFIED BY BSI

In order to invest in operational expansion projects, CNG Vietnam issued 5,780,000 shares to increase chartered capital from 67,200,000,000 VND to 125,000,000,000 VND for existing shareholders, key staffs and strategic shareholders in accordance with ASM's Resolution No. 314/NQ - DHCD/2010 on 02/04/2010.

After 2 years in operation, CNG Vietnam had constructed applied Safety - Quality - Environment management system under standards: OHSAS 18001: 2007, ISO 9001: 2008 and ISO 1400: 2004 which was verified, acknowledged and certified by BSI on 22/07/2010.

2011

CONTINUED TO INCREASE CHARTERED CAPITAL TO 203.1 BILLION VND AND LISTED SHARES ON HOSE

From March 2011, after compressing stations fully went into operation, total capacity of CNG Vietnam officially reached 70 million Sm³ which supplied CNG for 21 customers in Nhon Trach, Binh Duong, HCM City and Long An.

After increasing the chartered capital to 203,100,000,000 VND, dated 23/11/2011, shares of the Company were officially listed on Ho Chi Minh City Stock Exchange (HOSE) with a number of 20,312,038 shares, the symbol CNG, based on Decision No. 167/2011/QD-SGDHCM of HOSE.

2012

ISSUED ESOP SHARES AND INCREASED CHARTERED CAPITAL TO 213.28 BILLION VND

In accordance with ASM's resolution in 2011 about issuing stocks for employees at the rate of 5% of chartered capital (ESOP 2011), the BOD issued Resolution No. 01/NQ-HDQT/2012 approved the share distribution under ESOP 2011 and completed the capital increase to 5%, equivalent to 213,280,000,000 VND.



2013

INCREASED CHARTERED CAPITAL TO 270 BILLION VND AND APPROVED DIVIDEND RATE OF 35%

On 25/09/2013, State Securities Commission of Vietnam accepted the additional issue of stocks to increase chartered capital of the Company from 213,280,000,000 VND to 270,000,000,000 VND.

On 13/12/2013, the BOD issued Resolution No. 18/NQ-HDQT approving the 2013 first dividend payment at the rate of 15% (35% in total) of current chartered capital.

2014

NORTH BRANCH WAS PUT INTO OPERATION

On 15/04/2014, the BOD issued Resolution No. 04/NQ-HDQT approving the 2013 second dividend payment at the rate of 20% of chartered capital.

On 08/07/2014, the BOD issued Decision No. 176/QD-HDQT approved the mechanism of organization and operation of the Company's Northern Branch.

2015

TOTAL CONSUMPTION VOLUME INCREASED SHARPLY TO 94.3 MILLION SM³. CENTRAL GAS STATION IN MY PHUOC 3 IP OFFICIALLY OPERATED

2015 recognized the success of CNG's strategy to expand into the Northern region. CNG Vietnam officially supplied gas for 4 customers in this region, bringing the total volume of CNG supplied to 94.3 million Sm³, saw a strong growth of 26% compared to 2014.

In April 2015, Central Station at My Phuoc 3 IP (Binh Duong) was put into operation and supplied CNG to customers in this industrial park. This is part of the business expansion plan as well as development of central supply station model's CNG Vietnam.

2016

PVGAS BECAME A MAJOR SHAREHOLDER WITH 56% HOLDING

On 14/03/2016, PVGas became a major shareholder of CNG Vietnam with a holding rate of 56% of chartered capital after purchasing whole shares from PVGas South.

On 19/04/2016, the BOD issued a decision changing the name of functional division to department to comply with operational model of PVGas.

On 17/05/2016, the BOD issued a resolution approving the establishment of Phu My Branch.

2017

10 YEARS ANNIVERSARY

The number of customers increased significantly, gas consumption volume reached 141.3 million Sm³, both revenue and profit exceeded 35-40% of the plan.

2018

RESTRUCTURING AND REARRANGING THE ORGANIZATIONAL STRUCTURE OF THE COMPANY'S OFFICE

The Management reviewed and issued regulations on functions and duties of Departments, Branches, and Units under Branches as a basis for implementing and applying unit-level KPI.

Number of customers continued to increase significantly. In 2018, the Company supplied gas for 06 new customers.

CNG consumption volume reached 164.6 million Sm³, an acceleration of 25% as compared to the plan and 16% compared to 2017.

Shareholders' equity reached 537 billion VND, increased by 11.8% compared to the previous year.



2019

THE COMPANY CONTINUED TO MAKE PROGRESS DESPITE OF DIFFICULTIES AND CHALLENGES

Overcoming a year of many difficulties and challenges due to shortage of supply and fluctuating oil and gas market, the Company continued to make progress when signing gas supply contract with 06 new customers. Gas consumption volume amounted to 192.16 million Sm³, reached 123% of the business plan, and up 117% over the previous year. In 2019, total revenue was recorded at 2,146.74 billion VND, exceeding 123% of the plan, in which revenue from main business activities (CNG) reached 2,130.39 billion VND, exceeded 122% of the plan. Profit before tax was 107.6 billion VND, and profit after tax reached 84.4 billion VND, respectively equivalent to 102% and 100% of the annual plan.

2020

THE COMPANY PURCHASED CNG SYSTEM IN THE NORTH

The Company purchased CNG system in the North, towards pioneering master of LNG technology, supplying clean fuel package of CNG - LNG - LPG in the national market. Despite a year of unprecedented difficulties such as the Covid-19 pandemic, plunged oil prices, the Company's total revenue was recorded at 2,351.1 billion VND exceeded 105% of the plan, and profit after tax reached 51 billion VND equivalent to 106% of the annual plan.

2021

OVERCAME A DIFFICULT AND CHALLENGING PERIOD IN 2021

CNG Vietnam timely adjusted its business strategy appropriately, both responding to the epidemic and successfully completing the production and business targets set by the GMS, with a total CNG consumption volume of 274.31 million Sm³, reaching 113% of the plan, gas sales revenue reaching 3,057.7 billion VND, up 30.8% compared to 2020; total revenue reached 3,063.4 billion VND, up 30.3% compared to 2020 and 29.2% higher than the set plan. Profit after tax reached 82.3 billion VND, exceeding 71.2% of the plan and increasing by 61.3% compared to 2020.



“

Mr. Pham Quoc Thang - Deputy General Director,
Ton Dong A Corporation

Ton Dong A Corporation partnered with CNG Vietnam because environmental issues are placed as our top priority. At the same time, converting from LPG to CNG helps our company increase thermal efficiency in the production by 20-30%. We hope Ton Dong A and CNG Vietnam will become sustainable strategic partners in the near future.

”



OUTSTANDING AWARDS

MEDAL
3RD LEVEL LABOR MEDAL
IN 2013



CERTIFICATE
OF MERIT FROM
THE PRIME MINISTER
IN 2014



CERTIFICATE
OF MERIT FROM
THE PRIME MINISTER
IN 2011



CERTIFICATE
OF MERIT FROM THE MINISTRY
OF INDUSTRY AND TRADE
IN 2010, 2013, 2015, 2016, 2018



CERTIFICATE
OF MERIT FROM VIETNAM
NATIONAL OIL AND GAS GROUP
FROM 2010 -2019



RUNNER-UP - MOST
EFFECTIVE VIETNAM'S
COMPANIES - 2012



BEST
ANNUAL REPORT - 2014



BEST ANNUAL REPORT
FOR MID CAP COMPANIES
IN 2018, 2019, 2020



FASTEST
GROWTH ENTERPRISES
OF VIETNAM - 2013



BEST
ANNUAL REPORT - IN 2011, 2012,
2015, 2016



SMALL & MICRO CAP
COMPANIES WITH BEST
IR PRACTICES IN 2021 - IR AWARDS



BEST
ANNUAL REPORT - 2013



SUSTAINABLE
DEVELOPMENT ENTERPRISES
IN 2016, 2017, 2018



BEST ANNUAL REPORT
FOR SMALL CAP COMPANIES
IN 2021



OPERATING CONTEXT IN THE NEW NORMAL

World economy: Uneven recovery. After 2020 was heavily affected by the Covid-19 pandemic, the world economy entered 2021 with many expectations of recovery. However, the pandemic is still unpredictable when new strains of Covid are discovered. Every time there is a new strain like Delta, Omicron, the world economic outlook is affected and pessimism appears. Global economic growth in 2021 fluctuates between 5.3% - 5.9%, but the economic recovery momentum is uneven across regions of the world.

Vietnam's economy regains growth momentum. The Covid-19 epidemic has seriously affected all areas of the domestic economy, especially in the third quarter of 2021 when many key economic regions had to implement prolonged social distancing. However, Vietnam still maintains a positive growth momentum, gross domestic product (GDP) in

2021 is estimated to increase by 2.58% over the same period last year. In which, the industry and construction sector increased by 4.05%, contributing 63.80% to the growth rate of total added value of the whole economy, with the processing and manufacturing industry continuing to be the driving force with a growth rate of 6.37%.

The world oil and gas prices increased sharply due to imbalance between supply and demand. The domestic gas market will gradually switch to supplying LNG from 2022. Socio-economic activities and trade in most countries have recovered, pushing fuel demand to increase, which is the main reason for the sharp increase in oil prices in 2021. There can also be other important causes such as logistics congestion due to pandemics, extreme natural disasters, causing coal and gas prices to increase,

pushing up oil prices. Oil price forecast in 2022 continues to be complicated, making it difficult for planning and risk prevention.

Meanwhile, the domestic gas supply is forecast to continue to be in short supply in the coming years due to the strong increase in demand of electricity-producing, industrial production households, transportation, etc. Along with developing new gas fields, importing LNG is a possible way to compensate for the rapid decline in production at existing gas fields. At the same time, the level of competition with private companies in the gas industry is expected to increase in the coming years.

On that basis, CNG Vietnam issued Resolution No. 65/NQ-CNG dated December 31, 2021 on the development strategy to 2025 and orientation to 2035 with many material changes.

OVERALL OBJECTIVES

1

Continue to build CNG Vietnam to develop sustainably, expand markets, lead in market share, become the leading supplier/distributor of LNG/CNG by tank truck in Vietnam, leading in the field of LNG/CNG distribution by tank truck.

2

Build and develop CNG Vietnam to become the brand of a reputable, quality and popular clean gas fuel supplier. At the same time, research and develop green fuels in line with the strategy of PVN/PV GAS.

3

Ensure that PV GAS's entire production and business chain operates smoothly; increase benefits and improve gas value chain in the overall PVN.

BUSINESS AND PRODUCTION FIELDS

CNG Vietnam builds a market development strategy, production and business fields suitable for each period.



Period 2021 - 2022

Maintain existing markets/customers and find/access new markets/customers.



Period 2023 - 2025

Grow the current market area and supply LNG products to the market.



Period 2025 - 2035

Stable growth of production and business on key products LNG/CNG.



MAJOR STAKEHOLDERS AND MATERIAL ISSUES




As a leading company in the field of natural gas production and distribution, CNG Vietnam has a close relationship with stakeholders from the input to the output of the product and with the community - society. In the context of business and long-term development strategy, CNG Vietnam always considers stakeholders as the most important partners and directly affects the Company's production and business activities in economic, social and environmental aspects.

Given such an importance, CNG Vietnam has built a sustainable relationship with stakeholders, regularly consulted, learned the situation, grasped information of partners, customers, assessed and met their needs, expectations, also to serve the Company's sustainable development goals. CNG Vietnam determines the stakeholders based on the role and degree of influence of the stakeholders on the Company, including: **Customers; Shareholders / Investors; Supplier; Employees; State agencies; Local community.**





EXPECTATIONS OF THE STAKEHOLDERS AND
MATERIAL ISSUES IN BUSINESS ACTIVITIES


Based on the interaction and consultation with stakeholders, CNG Vietnam can identify the issues that they concern and expect. The consultation also helps the Company to identify areas that need to be focused on to meet those concerns and expectations and serve strategic goals.

STAKEHOLDER	CONSULTATION CHANNEL	CONCERNS AND EXPECTATIONS
 CUSTOMERS	<ul style="list-style-type: none">✦ Establish a mechanism to maintain the regular and periodical relation and contact through the process of "Selling gas and customer care".✦ The Company surveys annually customers' opinions and satisfaction through "polls".✦ Quarterly, the Company also gathers feedback from customers to submit to BOD for a plan to handle and direct positively and timely.✦ Monthly, if the fuel market (FO, LPG prices) fluctuates, the Company will meet directly with customers to discuss and negotiate selling prices.✦ Giving feedback and exchanging via hotline or email.✦ Exchanging culture – sports with customers	<ul style="list-style-type: none">✦ Gas price and quality, Customer service quality, complaints handling mechanism.✦ Safety in operation and transport of CNG, environment.✦ Strong finance and the stable and constant operation.

STAKEHOLDER	CONSULTATION CHANNEL	CONCERNS AND EXPECTATIONS
 SHAREHOLDERS/ INVESTORS	<ul style="list-style-type: none">✦ Annual and extraordinary GMS✦ Visiting the Company, plants✦ Exchanging with investors via phone, conversation.✦ Answering investors' questions via email.✦ Receiving feedback via the website.✦ Participating in investment seminars organized by securities companies and investment funds.✦ Annual report, analysis report of securities companies, investment funds.✦ Disclosure of information according to regulations.	<ul style="list-style-type: none">✦ Company's achievements in many fields: economy, society and environment.✦ Investor relations activities, information disclosure.
 SUPPLIERS	<ul style="list-style-type: none">✦ PVGas is the parent company and also the only CNG gas supplier. In addition, CNG Vietnam has other suppliers such as: providing equipment, transportation services, maintenance services ...✦ The Company maintains the contact mechanism, negotiates the supply of CNG gas as well as the input price to ensure the continuous stability of supply and limit risk of input gas prices.✦ Searching and evaluating the quality of suppliers of equipment and services ... inside and outside country to ensure safety, efficiency, sustainability, based on bidding activities and regulations on procurement of Company's equipment.✦ Exchanging culture and sports with suppliers.	<ul style="list-style-type: none">✦ Selling price of input gas and other products and services.✦ Ability to pay supply contract.✦ Safe and sustainable production and business activities.

EXPECTATIONS OF THE STAKEHOLDERS AND MATERIAL ISSUES IN BUSINESS ACTIVITIES

STAKEHOLDER	CONSULTATION CHANNEL	CONCERNS AND EXPECTATIONS
 EMPLOYEES	<ul style="list-style-type: none"> ✦ Evaluate performance in appointments and salary reviews. ✦ Email exchange, information exchange on BES management software, meetings, live chat. ✦ Labor Conference is held every year. ✦ “Regular dialogue at work” according to the Democratic Regulations issued by the Company. ✦ Activities of the Trade Union and the Youth Union of the Company. 	<ul style="list-style-type: none"> ✦ Welfare policies such as remuneration, insurance, occupational safety, training... ✦ Working environment and promotion opportunities. ✦ Achievements and prestige of Company in terms of economy, environment and society
 STATE AGENCIES	<ul style="list-style-type: none"> ✦ Participating in conferences and seminars organized by central agencies and departments. ✦ Regularly updating legal documents to adapt to new regulations, ensuring compliance, especially in the field of safety. ✦ Participating in the general development plan of petroleum industry. 	<ul style="list-style-type: none"> ✦ Complying with legal regulations in the fields of safety, environmental protection and specific regulations of the petroleum industry. ✦ Assuring the working environment, labor safety for employees and local community. ✦ Complying with the financial and tax obligations.

STAKEHOLDER	CONSULTATION CHANNEL	CONCERNS AND EXPECTATIONS
 LOCAL COMMUNITY	<ul style="list-style-type: none"> ✦ Coordinating with local authorities where offices, factories and branches are located to learn about the feelings and aspirations of local people. ✦ Meet face-to-face to exchange issues arising 	<ul style="list-style-type: none"> ✦ Ensuring compliance with the environmental laws, safety in production and business. ✦ Contributing to development of the local community.



EXPECTATIONS OF THE STAKEHOLDERS AND MATERIAL ISSUES IN BUSINESS ACTIVITIES

Based on information from the consultation channels, concerns and expectations of the stakeholders are identified, through which CNG Vietnam identifies the material issues that need to be presented in Sustainable Development Report. This facilitates the stakeholders to obtain necessary information, and helps the Company to satisfy their concerns and expectations.

Material issues of the Sustainable Development Report identified by CNG Vietnam include:



ECONOMIC



Economic performance:

- ✦ Sustainable growth
- ✦ Economic value for stakeholders

Indirect economic impacts:

- ✦ Creating decent jobs
- ✦ Local economic development

SOCIAL



Labor and Employment:

- ✦ Work environment
- ✦ Welfare regime
- ✦ Occupational Health and Safety
- ✦ Education and training

Product Responsibilities:

- ✦ Products that contribute to environmental protection
- ✦ Satisfying customer requirements

Community support

ENVIRONMENT



Materials

Energy – Fuel

Water

Emissions

Effluents and Waste

Environmental compliance

“SAFETY – QUALITY – ENVIRONMENT” MANAGEMENT SYSTEM



Right from the first day of establishment, the development, application and maintenance of the Safety - Quality - Environment Management System according to international standards in CNG Vietnam's activities is always considered as one of the most important tasks, the key to help the Company successfully carry out its mission, providing clean, safe, efficient, and competitively priced gas products.

With a strong commitment from the top management, from 2010 to now, the Safety - Quality - Environment Management System according to ISO 45001, ISO 9001, and ISO 14001 standards have always been certified and updated with the latest versions, periodically evaluated and monitored by the world's prestigious certification organization, the British Standards Institute (BSI) Vietnam.

CNG Vietnam is committed to establishing and maintaining a management system that ensures:

- 1 | Comply with applicable laws and other requirements from interested parties;
- 2 | Meet the requirements of Safety - Quality - Environment management according to International Standards;
- 3 | Provide a safe and healthy working environment in accordance with the organizational structure of CNG Vietnam;
- 4 | Control hazards, minimize risks of occupational accidents, occupational diseases, fire and explosion, property damage, environmental damage and product and service quality;
- 5 | Create conditions for employees to participate and consult;
- 6 | Periodically reviewed and continuously improved;
- 7 | Be understood smoothly among all officers and employees and disseminated to relevant parties.

APPLICATION OF SAFETY - QUALITY - ENVIRONMENT MANAGEMENT SYSTEM



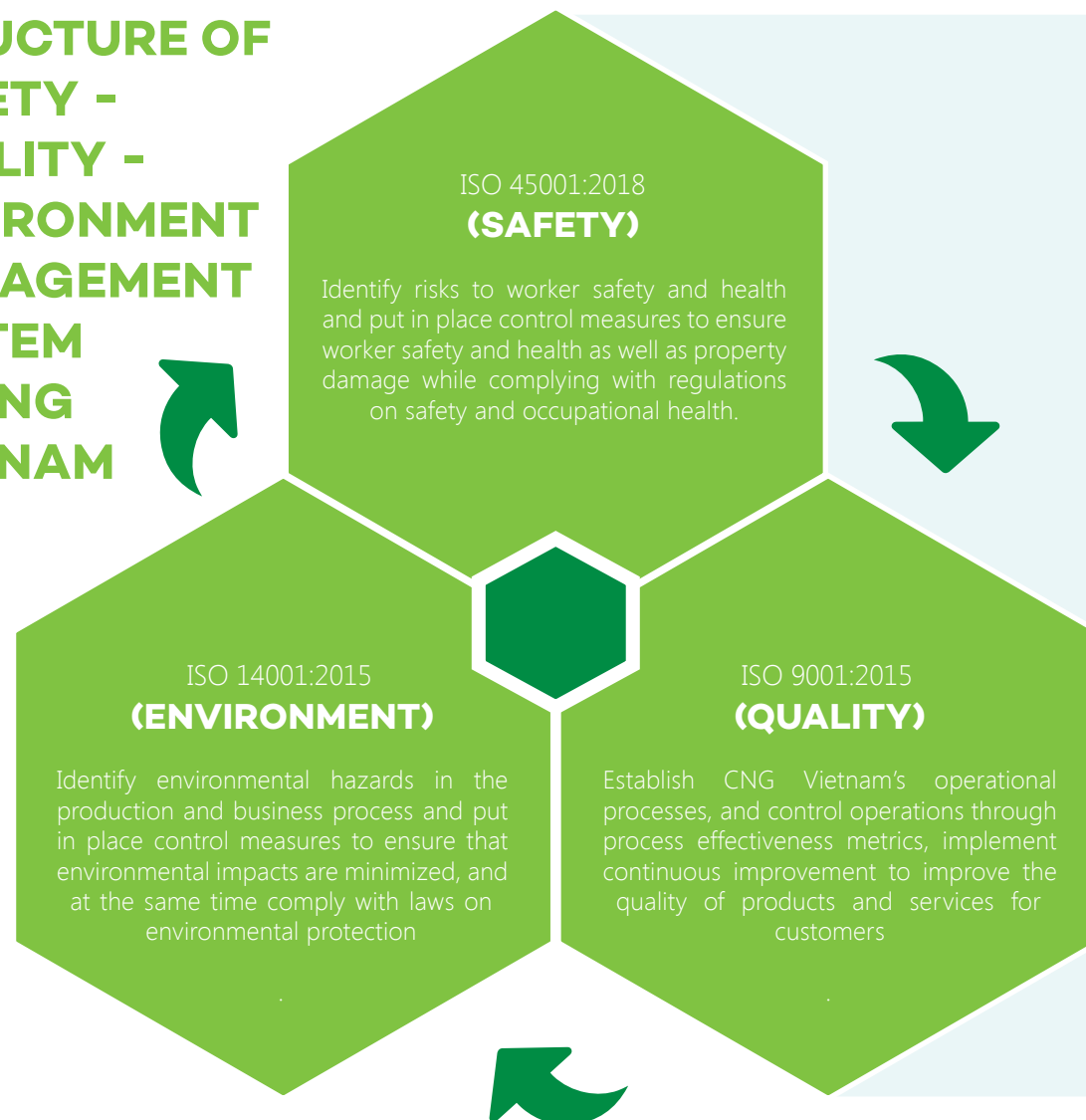
The operating procedures are standardized in writing, clearly delineating the functions and tasks of each department and staff, helping to do the job right from the beginning, with strict control, thereby reducing the rework, reducing waste of time and human resources, saving production costs and serving as the basis for the Company to increasingly improve management.

Product and service quality improvement, non-conformity monitoring, customer satisfaction assessment, internal assessment and external monitoring assessment... have created regular opportunities for the Company to implement corrective and preventive actions and improving operational efficiency, thereby improving the quality of products and services, aiming to satisfy the increasing demands of customers.

The Company's production and business activities comply with and meet the objectives and requirements of the standards, reduce risks, and have no occupational accidents, demonstrating the Company's interest in a safe working environment for employees' health as well as responsibility to the community and society.

The successful construction and application of Safety - Quality - Environment Management System according to international standards contributes to improving competitive advantages and developing CNG Vietnam's brand to become a prestigious and leading brand in production and trading of clean, safe and environmentally friendly fuel products.

STRUCTURE OF SAFETY - QUALITY - ENVIRONMENT MANAGEMENT SYSTEM AT CNG VIETNAM

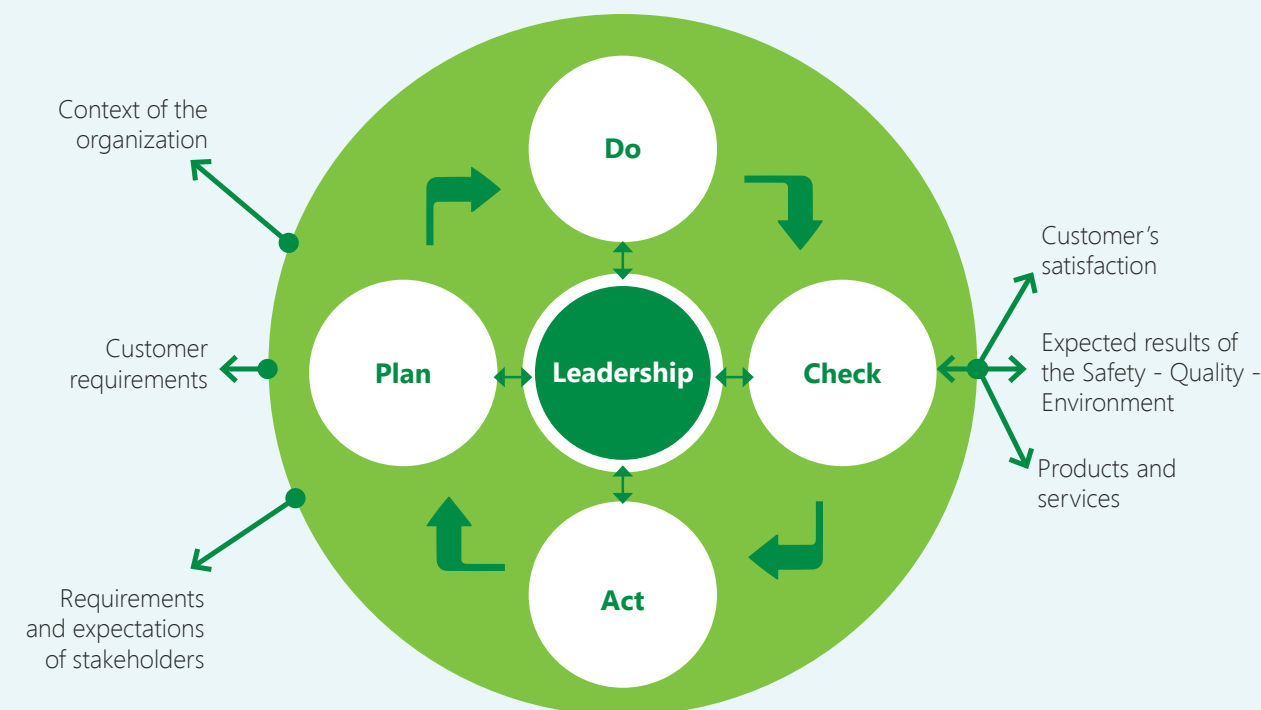


STRUCTURE MODEL

The standards ISO 45001:2018, ISO 9001:2015, ISO 14001:2015 in CNG Vietnam's Safety - Quality - Environment management system is built based on a common structural model PDCA (Plan - Do - Check - Act).

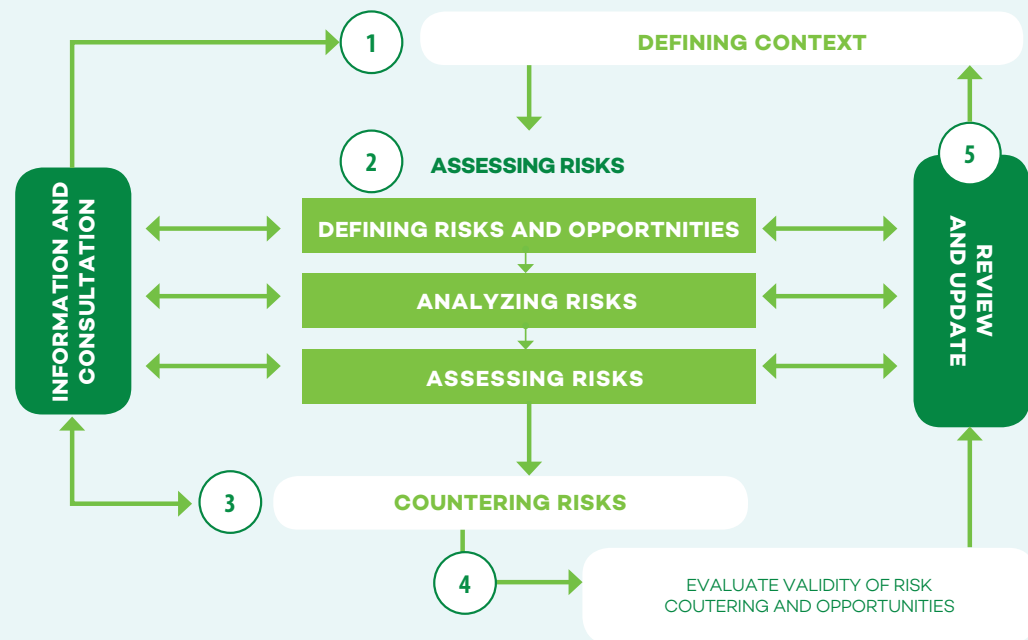
PLAN - DO - CHECK - ACT MODEL

SAFETY - QUALITY - ENVIRONMENT MANAGEMENT SYSTEM



RISK MANAGEMENT

RISK MANAGEMENT PROCESS



RISK MANAGEMENT BY LEVEL

Risks come in many different forms and have a wide variety of impacts on business operations. Therefore, defining tasks and responsibilities for each level is essential to ensure an effective risk management process.

The Company implements the vertical decentralization of responsibilities to ensure that the governance process not only minimizes risks but is also consistent with the long-term development orientation.



OUTSTANDING ACHIEVEMENTS IN MEETING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



1

NO POVERTY AND ZERO HUNGER

- ✦ CNG Vietnam's production and business activities have created hundreds of jobs for workers, contributing to improving the material life of the local community.
- ✦ The policy of prioritizing the recruitment of local workers contributes to raising people's income levels.
- ✦ CNG Vietnam regularly organizes gift giving programs for the poor on holidays and Tet.



2



4

QUALITY EDUCATION

- ✦ Awarding scholarships to disadvantaged children to encourage them to overcome their circumstances and continue their studies.
- ✦ Donating online learning facilities to students in Binh Duong province to help them continue to study in the context of complicated development of the Covid-19 epidemic.



3

GOOD HEALTH AND WELL-BEING

- ✦ Taking care of the spiritual life of the Company's employees through union activities, teambuilding, etc.
- ✦ Ensure the health of employees through periodic health check and care programs.
- ✦ Continuously check and review issues related to occupational safety and health to ensure a safe working environment and health of employees.
- ✦ The company has also supported localities and people through many programs such as: Supporting frontline forces against the Covid-19 epidemic, Social security program for affected students and workers, and awards, scholarships, gifts... with a total amount of nearly 1.8 billion VND in 2021.



5

GENDER EQUALITY

- ✦ CNG Vietnam always strives to build the best working environment for employees, so the issue of gender equality is incorporated into the corporate culture and communicated to each employee. Currently, the number of female employees accounts for 22% of the total workforce of the Company, and up to 2/5 members of the Board of Directors are women.
- ✦ Female workers at CNG Vietnam are always given equal opportunities for development and career opportunities.
- ✦ CNG Vietnam always ensures the full implementation of benefits and regimes for female employees such as maternity regime, separate health check program for female employees in addition to the regular periodical health check, etc.



6

CLEAN WATER AND SANITATION

- ✦ CNG Vietnam signs a wastewater treatment contract with the Industrial Park Management Board to ensure that sewage is treated in accordance with safety standards so as not to cause negative impacts on the surrounding environment.
- ✦ Regularly check and review the discharge system to ensure that wastewater is treated before being discharged to avoid affecting the surrounding water environment.
- ✦ Communicating to raise awareness of water saving and hygiene within the Company.



7

AFFORDABLE AND CLEAN ENERGY

- ✦ Strengthen promotion and increase awareness of environmental protection by converting the habit of using traditional fuels to using natural gas, which is environmentally friendly.
- ✦ Promote research and development of green fuel businesses in the coming time, reduce costs, increase competitiveness and promote transformation of Vietnam's fuel industry.



8

DECENT WORK AND ECONOMIC GROWTH

- ✦ The Company's production and business activities annually create hundreds of direct jobs and thousands of indirect jobs for the community. Ensure stable jobs, prioritize recruiting local personnel, promote economic growth.
- ✦ Maintaining growth in production and business activities of the Company has contributed to the growth of the oil and gas industry in particular and the national economy in general.



9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

- ✦ CNG Vietnam invests in advanced natural gas production technology to improve product quality, improve the Company's competitiveness, contribute to improve quality, and master technology in the oil and gas industry of Vietnam.
- ✦ Invest in research to expand the business of other green fuel products, contributing to Vietnam's fuel conversion.

OUTSTANDING ACHIEVEMENTS IN MEETING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

10

REDUCED INEQUALITY

- ✦ Continue to improve the proportion of women, especially on the Board of Management, towards good governance practices and reducing inequality; although the oil and gas industry specifically requires men, the company will always make efforts to correct and reduce gender inequality.
- ✦ Develop a transparent and public performance evaluation system to properly assess the capacity of employees and minimize gender discrimination.
- ✦ Communicating the culture of working for the common interests of the company, respecting each other and not discriminating to each employee in the Company through employee conferences, internal communication channels, etc.

11

SUSTAINABLE CITIES AND COMMUNITIES

- ✦ CNG Vietnam is expanding its business activities to all regions of the country, promoting the conversion of green fuel, contributing to environmental protection and sustainable economic growth.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

- ✦ Building a sustainable production plan demonstrates the spirit of responsible production and contributes to the development of the community.

13

CLIMATE ACTION

- ✦ Encourage initiative and creativity on energy saving.
- ✦ Increasing the use of natural gas for production and business activities.
- ✦ Maintain communication on environmental protection issues to raise the awareness of each employee in the Company.

14

LIFE BELOW WATER

- ✦ Sewage is treated according to standards and legal regulations to minimize impacts on the surrounding environment and especially the aquatic ecosystem.
- ✦ Inspect and review the treatment of waste and garbage to ensure environmental protection.

15

LIFE ON LAND

- ✦ Reducing air pollution through maintenance and repair of machinery and equipment in accordance with standards in order to contribute to protecting a healthy environment for humans and terrestrial ecosystems.

16

PEACE, JUSTICE, AND STRONG INSTITUTIONS

- ✦ Building corporate governance mechanism according to good governance practices.
- ✦ Actively communicating, and integrating into training content, issues related to anti-corruption and anti-competitiveness, contributing to raising the awareness of the law for employees of the company.

17

PARTNERSHIPS FOR THE GOALS

- ✦ Maintain cohesion and accompany stakeholders for the goal of sustainable growth.
- ✦ Researching technologies and techniques from advanced countries in order to master technology and produce more efficiently and friendly with the environment.

02

PRODUCTS

- 50 CNG and LNG – Greening Vietnam’s fuel industry
- 58 Product – service quality assurance and customer satisfaction are the number 1 priority



• CNG AND LNG – GREENING VIETNAM'S FUEL INDUSTRY

CNG AND ITS COMPOSITION

CNG (Compressed Natural Gas) is a natural gas with the main composition of CH₄ - Methane (88%), colorless, odorless, non-toxic, extracted from natural gas fields or associated gas in the oil exploitation process, going through the treatment to remove impurities and heavy components, and then transported by pipeline to the compressor plant. At the compressor plant, the natural gas is compressed to a pressure of 200 - 250 barg to increase storage capacity, reduce transportation costs.

At the consumption place, CNG is reduced to the required pressure (usually below 3 barg) by the PRU (Pressure Reducing Unit).



- Methane (CH₄) > 88%
- Ethane (C₂H₆) > 4.5%
- Propane (C₃H₈) ~ 2%
- Other substances < 5%



250

Barg

MAXIMUM PRESSURE



10,080

kcal/Sm³

CALORIFIC VALUE



0.78

kg/Sm³

DENSITY

(Lighter than air 1.23 kg/Sm³)



ODORLESS



NON-TOXIC

LNG - LIQUEFIED NATURAL GAS



LNG (Liquefied Natural Gas) is a natural gas with the main composition of CH₄ - Methane (94.3%), colorless, odorless, non-toxic, cooled at -162 degrees Celsius to convert to liquid, so that the storage capacity is much higher than CNG (4 times higher).



- Methane (CH₄) ~94.3%
- Ethane (C₂H₆) ~4.2%
- Propane (C₃H₈) ~1%
- Other substances ~0.5%



05

Barg

PRESSURE



55

MJ/kg

CALORIFIC VALUE



436

Kg/m³

DENSITY



-162°C

TEMPERATURE



ODORLESS



NON-TOXIC

CALORIFIC VALUE CONVERSION

CALORIFIC VALUE				
Fuel	Unit	KCal	BTU	mmBTU
LPG	Kg	11,823	46,917	0.046917
DO	Kg	10,835	42,997	0.042997
FO	Kg	9,800	38,890	0.038890
CNG	Sm ³	10,080	40,001	0.040001
LNG	Kg	13,114	52,042	0.05204

FUEL CONVERSION					
Base fuel	Unit	CNG (Sm ³)	LPG (Kg)	DO (Kg)	FO (Kg)
CNG	Sm ³	1	0.85259	0.93032	1.02857
LPG	Kg	1.1729	1	1.09117	1.2064
DO	Kg	1.0749	0.91645	1	1.10561
FO	Kg	0.97223	0.82891	0.90448	1
LNG	Kg	1.30099	1.10919	1.21034	1.33816

Note:

- BTU (British Therm Unit): British calorific value unit
- Sm³ (Standard cubic metre): 1 m³ CNG at standard conditions (temperature 15OC, pressure 1 at)
- mmBTU: One million BTU
- 1kcal = 3.968321 BTU

ADVANTAGES OF CNG/LNG



Reduce maintenance and repair costs compared to other fuels such as FO, DO, coal...



Safety thanks to using high-quality equipment according to US and European standards, applying strict management and operation procedures.



High fuel efficiency, prolonging equipment life compared to other fuels.



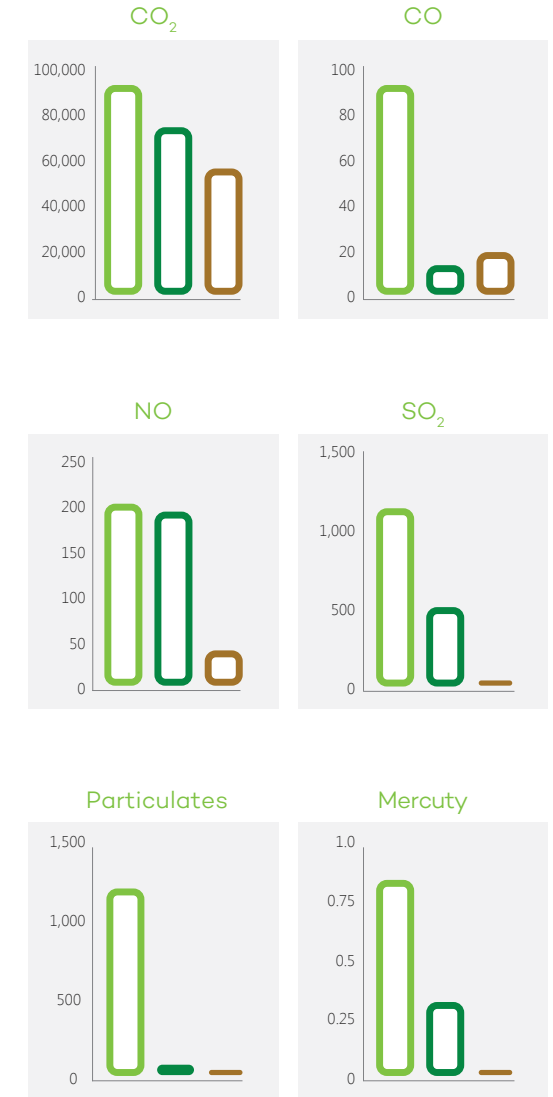
Save fuel costs thanks to more competitive prices and higher combustion efficiency than other fuels, contributing to reducing production costs, improving competitiveness.



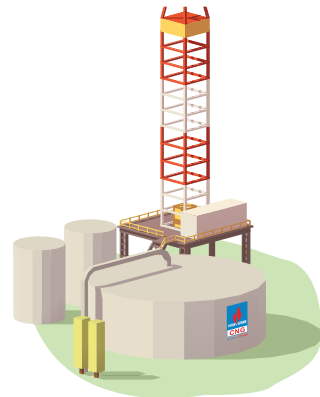
Save costs of environmental treatment because CNG/LNG is a clean fuel, does not generate harmful substances causing environmental pollution when burning like SO₂, NOx... Using CNG helps businesses easily achieve environmental certification.

COMPARISON OF EMISSION AMONG FUELS
(Kg emission/Milion BTU)

○ Coal
○ Oil
○ Natural gas



CNG PRODUCTION AND DISTRIBUTION PROCESS



GAS INLET

Natural gas is taken from the gas supply system of Vietnam Gas Corporation (PVGas) or the gas pipeline system of PVGas D, goes to the compressor station (Phu My compression station - Southeastern region; Tien Hai, Thai Binh compression station - Northern region) with the pressure of 22 barg. Gas flow is controlled by the inlet metering system.

1

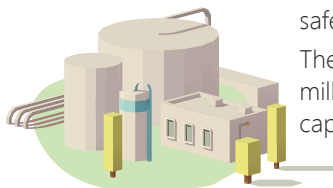
2

COMPRESSOR

Gas is led into CNG compressor station and compressed from the pressure of 14-22 barg to 200-250 barg and refill the specialized tanks.

The compressors and control systems are designed in compliance with international standards and Vietnam's standards and regulations ensuring the safe conditions of operation and tested annually.

The compressor station in Phu My (Ba Ria - Vung Tau) has a capacity of 220 million Sm³/year and the compressor station in Tien Hai (Thai Binh) has a capacity of 110 million Sm³/year.



3

TRANSPORTATION

After being compressed and filled into the specialized tanks (composite, steel) with the tank's volume is 18÷40m³/tank, CNG is transported to customer's sites. The tanks and trailers are complied with the strict regulations of dangerous and flammable goods transport.



4

PRU AT CUSTOMER'S SITE

The tank trucks take CNG to the customer's sites (PRU), then gas is taken from tank trucks with pressure of 200-250 barg (on trailer) going through PRU system, pressure is reduced by 2 stages (stage 1: pressure reduced to 60 barg, stage 2: pressure reduced to 2-7 barg) to supply customers upon request.

PRU system is designed and installed in compliance with international standards and Vietnam's standards and regulations, ensuring absolute safety.



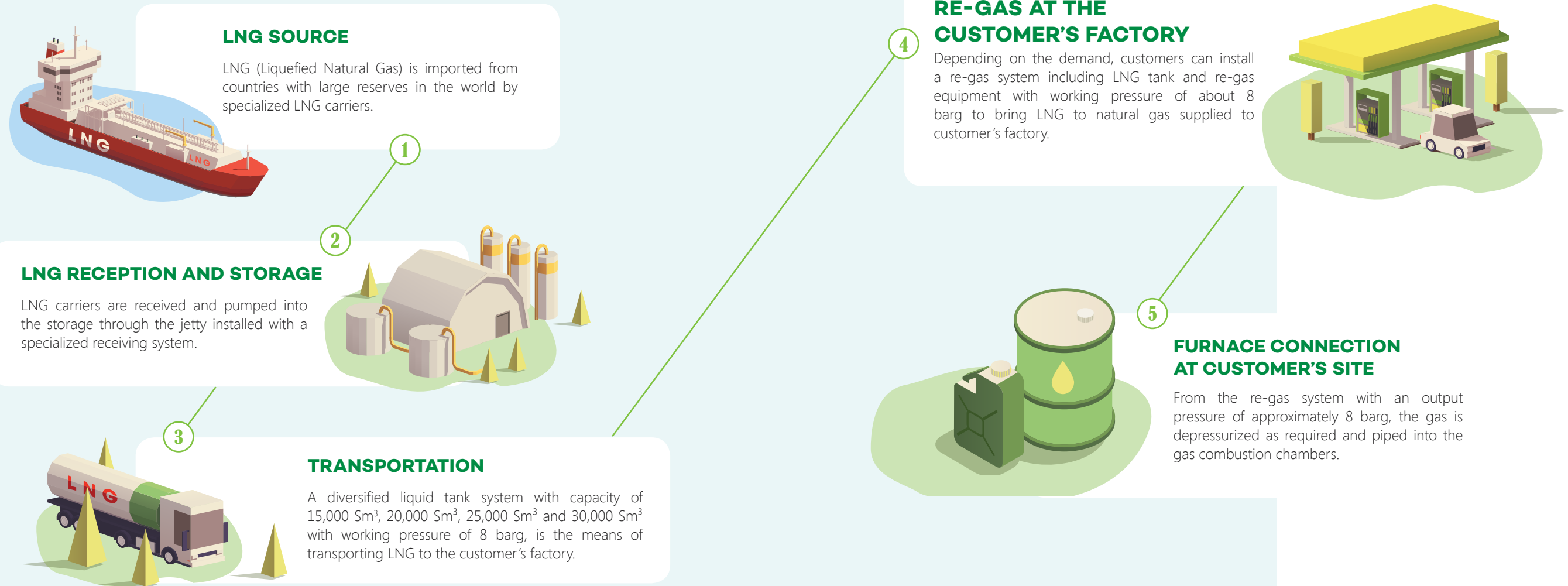
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FURNACE CONNECTION AT CUSTOMER'S SITE

From the PRU's outlet, the gas is piped to the customer's furnace system.



LNG DISTRIBUTION PROCESS



PRODUCT – SERVICE QUALITY ASSURANCE AND CUSTOMER SATISFACTION ARE THE NUMBER 1 PRIORITY

Safety - Quality - Environment issue has always been focused by CNG Vietnam because the Company's main business is the production and distribution of natural gas, which must be regularly transported on road, so there are always many potential risks. In addition, the annual gas output increases, machinery and equipment operate continuously, CNG consumers have different production characteristics and are dispersed in many places in many provinces and cities, working in shift... making this task a central focus in operations.

Periodically up to the time of assessment, the Company conducts safety checks and external assessments, the Company assigns units to be responsible for planning and implementing recommendations in accordance with the schedule to meet the certifier's requirements. At the same time, the Company maintains and improves safety inspection and internal assessment of the Safety - Quality - Environment system, in order to detect non-conformities and promptly take measures to prevent and ensure that all production and business activities comply with and meet the requirements of current laws.



The company has developed 4 goals to implement the annual Safety - Quality - Environment including: (1) Ensure gas output and gas quality supplied to customers; (2) Prevent incidents in operation, repair and maintenance, and construction on gas works; (3) Control activities that are likely to have an impact on the environment; and (4) Maintain and

continuously improve the Safety - Quality - Environment Management System. At the same time, make a plan to implement these goals, including: Measures to achieve the goal, resources, responsible person, deadline for completion, evaluation method. Quarterly, the Company has a report to evaluate the implementation of the targets.

CUSTOMER SATISFACTION IS THE NUMBER 1 PRIORITY

Every 6 months, the Company conducts customer satisfaction assessment according to the CNG gas sales and customer care process, in order to continuously improve the quality. products, services, increase customer loyalty, increase brand reputation. Customer satisfaction is assessed based on 08 factors:

- | | | | |
|---|--|---|--|
| 1 | Quality of CNG provided by the Company | 5 | Attitude, working style and professionalism of the Payment Accountant |
| 2 | Time to deliver CNG to customer's warehouse | 6 | Attitude, working style and professionalism of the Debt Accountant |
| 3 | Attitude, working style and professionalism of Operators | 7 | Attitude, working style and professionalism of the Driver |
| 4 | Attitude, working style and professionalism of Sales Staff | 8 | How to handle complaints and recommendations (price, output, payment...) |

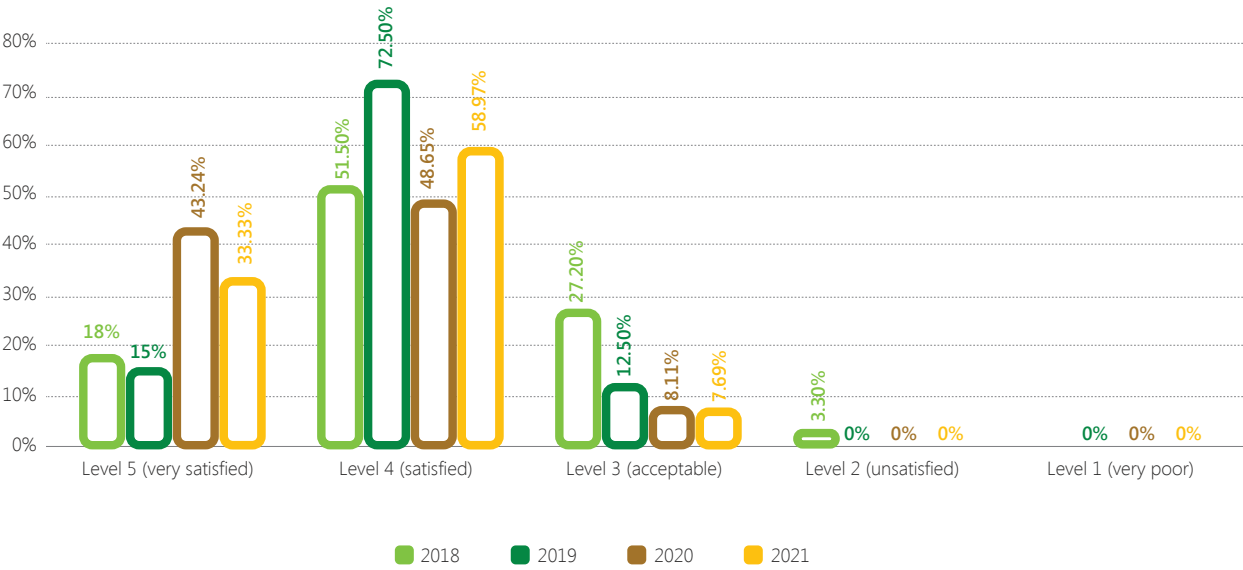


All feedbacks and opinions of customers are recorded by the units and customer feedback within 03 working days. The customer criteria that have not been completely satisfied during the year are planned by functional units and departments to take corrective actions, aiming to satisfy customer needs.

- PRODUCT – SERVICE QUALITY ASSURANCE AND CUSTOMER SATISFACTION ARE THE NUMBER 1 PRIORITY

CUSTOMER SATISFACTION MEASUREMENT RESULTS 2018-2021

Satisfaction level	Results				Increase/Decrease
	2018	2019	2020	2021	
Level 5 (very satisfied)	18%	15%	43.24%	33.33 %	Decrease
Level 4 (satisfied)	51.5%	72.5%	48.65%	58.97 %	Increase
Level 3 (acceptable)	27.2%	12.5 %	8.11 %	7.69 %	Decrease
Level 2 (unsatisfied)	3.3 %	0	0	0	
Level 1 (very poor)		0	0	0	



2021 PERFORMANCE EVALUATION

The Company's customers have suffered negative impacts from the Covid-19 pandemic, slow cash flow, putting great pressure on payment obligations and arising overdue debts. In addition, the pressure from continuously increasing fuel costs has caused many difficulties.

Accordingly, all feedbacks, opinions and recommendations of customers are recorded and promptly responded to by the Company's units. The customer criteria that have not been completely satisfied in the first 6 months of 2021 due to the complicated disease situation affecting the coordination between the parties have been improved by functional units and departments, aiming to satisfy customers’ needs and was clearly shown in the last 6 months of the year. Credit policies are also flexibly applied by the Company to support customers to overcome difficult times and recover production and business activities. In general, the percentage of customers satisfied with the quality and services provided by the Company in 2021 still increased compared to 2020.



03

PEOPLE

- 64 Employees – For the quality of life
- 84 Investors – Transparent governance, ensuring benefits
- 86 Community – Share for a prosperous community



• EMPLOYEES – FOR THE QUALITY OF LIFE

HUMAN RESOURCES PLAY A CORE ROLE IN CNG VIETNAM'S BUSINESS STRATEGIES IN THE NEW PERIOD.

With an increasingly competitive environment, especially the private sector will strongly participate in the natural gas industry in the near future, professional and skilled human resources will help the Company maintain its advantages and ensure business efficiency.

Besides, ensuring stable work, taking care of regimes and policies and ensuring the quality of life of employees is also a way of expressing corporate social responsibility.

EMPLOYMENT – WORKING ENVIRONMENT

CNG Vietnam employs employees on a voluntary, democratic basis and complies with current labor laws. Therefore, there is no use of child labor as well as forced or compulsory labor occurring at the Company. The Company's Management and representative of the labor collective signed a collective labor agreement, and decisions related to employees were discussed and agreed upon at the employee conference or other periodic meetings.

Employees in the Company are fully arranged jobs, suitable for their professional qualifications and long-term stability. The recruitment of personnel at the Company is carried out based on the staffing schedule approved by the Board of Directors, recruitment process. CNG Vietnam maintains stable jobs with guaranteed welfare regimes for 271 employees, an increase of 3 people compared to 268 people last year, including 10 new recruits.



No.	Criteria	Unit	2019	2020	2021
1	Labor contract				
a	Indefinite term	Person	199	216	222
b	Define term of 1-3 years	Person	47	48	48
c	Term less than 1 year	Person	3	18	12
2	Percentage of employees signed labor contracts	%	100%	100%	100%

The company is applying a working regime to ensure that the working time does not exceed 48 hours/week, strictly complying with the provisions of Labor Law and collective agreement, Labor regulations: (1) Managing and organizing overtime, overtime should not exceed 200 hours/person/year and 30 hours/month in accordance

with the regulations of the State and the Company. (2) To be fully arranged on public holidays, New Year and holidays with full salary. For cases of work that coincide with these holidays, overtime will be calculated according to the provisions of Labor Law.

Criteria	Unit	2017	2018	2019	2020	2021
New recruitment, reception	Person	9	18	7	20	12
Layoffs, of which	Person	1	6	6	10	7
Retirement	Person	1	0	0	2	0
Termination of contract	Person	0	6	6	8	7

- EMPLOYEES – FOR THE QUALITY OF LIFE

LABOR-MANAGEMENT RELATIONS



CNG Vietnam is effectively maintaining mechanisms such as collective agreements, internal labor regulations, democracy regulations and employee conferences. For the relationship between Employees - Management, the Company manages through these mechanisms and the concerns and expectations of employees are consulted, reflected and resolved in a timely, scientific, transparent manner. Any changes in the working environment, welfare regimes, etc. are notified and exchanged in a timely manner according to the provisions of these mechanisms, bringing

satisfaction to employees and motivating them to stay long term with the Company.

Specifically, in 2021, with the complicated situation of the Covid-19 epidemic, in compliance with the epidemic prevention regulations of the Ministry of Health and the Company, the Employee Conference was held in direct and virtual form to connect with 03 online points at the Company's Office, Phu My Branch and Northern Branch.

The President of the Trade Union presented a report on the implementation of the Collective Labor Agreement, Labor Regulations, democratic Regulations and policies for employees in 2021; situation of employment, bonus and welfare fund in 2021 and plan to use bonus and welfare fund. In 2021, the Company has fully implemented the State's guidelines and policies related to employees and well implemented the collective agreement, contributing to continuously improving the material and spiritual life of employees. The Company continues to strictly comply with the Regulation on democracy and guidelines for dialogue at the workplace, and employees' questions and concerns are promptly and satisfactorily handled by the Company in accordance with regulations. Although working conditions are difficult due to the Covid-19 epidemic, employees are still enthusiastic, enthusiastic, and well complete the assigned work to contribute to the common goal. Besides, the Executive Committee of the Trade Union also actively propagates and implements corporate culture in a practical way, through emulation movements to complete production and business plans, innovation initiatives, OSH movements, competition to find Understanding the prevention of Covid-19 epidemic...



• EMPLOYEES – FOR THE QUALITY OF LIFE

APPOINTMENT – PROMOTION

The company implements a policy of reasonable mobilization and appointment of personnel to meet production and business needs from time to time. Strengthening training to help improve the capacity, qualifications and skills of employees to meet the job needs and future development orientations.

Employees promoted and appointed in 2021	Quantity	% Total employees
Number of people appointed	11	4.1%
Number of people assigned tasks	4	1.5%
Number of new recruits	10	3.7%



11

NUMBER OF PEOPLE APPOINTED

04

NUMBER OF PEOPLE ASSIGNED TASKS

10

NUMBER OF NEW RECRUITS



LABOR STRUCTURE:
FEMALE EMPLOYEES ACCOUNT FOR 22%, ENSURING HIGH AND PROFESSIONAL QUALIFICATIONS

Male employees make up a majority of the workforce with a total of 211 people, accounting for nearly 78% due to the heavy work characteristics of the oil and gas industry. However, CNG Vietnam always tries to balance the gender ratio, with female employees reaching 60 people, accounting for 22% of the total number of employees. Notably, the percentage of female employees in the Board of Directors reached 2/5 members, accounting for 40%; and in the Supervisory Board, there are 2/3 members, accounting for 67%. This is a very high

rate compared to companies in the oil and gas industry in particular and Vietnamese enterprises in general.

In addition to balancing the gender ratio, CNG Vietnam also strives to build a team of highly qualified and professional staff to meet the needs of sustainable development.

The proportion of employees with university and post-graduate degrees is more than 53%, college and intermediate degrees are nearly 26%. Employees aged 30-50 currently account for a high proportion of the labor force with 194 employees, accounting for 71.6%; while the young labor force under 30 years old accounted for 11.8%, and the labor force over 50 years old accounted for 16.6%. This age-based labor structure helps the Company to have a workforce that both ensures work productivity and forms succession, promoting sustainable development in the future.

LABOR STRUCTURE

Labor structure by gender

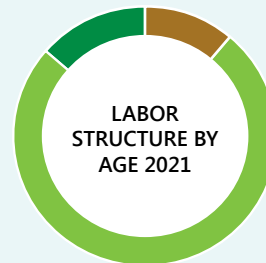
	Male	Female	Proportion
Board of Directors	3	2	40.0%
Board of Management	3	0	0.0%
Board of Supervisors	1	2	66.7%
Total workforce	211	60	22.1%

Labor structure by qualification and age

	Quantity	Proportion
Labor structure by qualification	271	100%
Post-Graduate	11	4.1%
University	133	49.1%
College	24	8.9%
Intermediate	46	17.0%
Technical workers	33	12.2%
Driver	24	8.9%
Labor structure by age	271	100%
Under 30 years old	32	11.8%
30 years old - 50 years old	194	71.6%
Over 50 years old	45	16.6%



- Post-Graduate: 11; 4.1%
- University: 133; 49.1%
- College: 24; 8.9%
- Intermediate: 46; 17.0%
- Technical workers: 33; 12.2%
- Driver: 24; 8.9%



- Under 30 years old: 32; 11.8%
- 30 years old - 50 years old: 194; 71.6%
- Over 50 years old: 45; 16.6%

SALARY, BONUS AND WELFARE: COMPETITIVE WITH THE INDUSTRY, ENSURING THE QUALITY OF LIFE OF EMPLOYEES

CNG Vietnam designs the welfare regime based on four aspects: (1) Financial, (2) Physical, (3) Mental and (4) Social, in order to maintain the competitive strength of human resources as well as ensure the quality of life of employees:



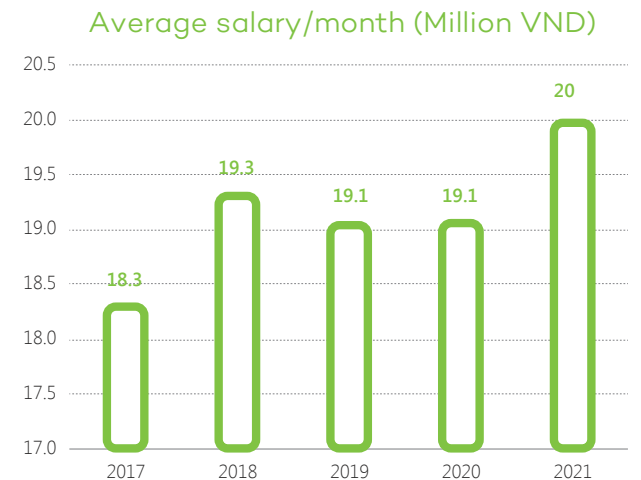
The Management always focuses on building reasonable policies and benefits for all employees. In which, the Bonus and Welfare Fund is set up by the Company in accordance with the provisions of law. CNG Vietnam also tries to adjust the salary of all employees in a competitive way compared to the industry and market, so that employees can feel secure to work and loyal to the Company.

EMPLOYEES – FOR THE QUALITY OF LIFE

SALARY, BONUS AND WELFARE

Although it was a difficult year, the Management made every effort to maintain the average salary at CNG Vietnam at 20 million VND/month, an increase of nearly 5% compared to 2020. This is a clear proof to show the Company's commitment to ensuring the life of employees.

Year	2017	2018	2019	2020	2021
Average salary/month (Million VND)	18.32	19.34	19.5	19.1	20.0



CNG Vietnam chooses a reputable unit to organize periodic health checks and occupational diseases for employees. The rate of employees participated in the health checks is high, some do not attend because of maternity or medical treatment. CNG Vietnam's employees are all entitled to participate in Health Insurance, Social Insurance, and Personal Life Insurance. These insurance costs have always been maintained at the high level over the years, showing great attention of the Company's Management.

No	Insurance cost (Billion VND)	2018	2019	2020	2021
1	Health Insurance	1.7	1.8	1.2	1.88
2	Social insurance	10.0	10.5	7.0	10.45
3	Personal life insurance	1.6	1.6	2.0	1.95
TOTAL		13.3	13.9	10.2	14.28

The company always settles policies for employees fully: maternity leave, sickness, death, unemployment allowance...; fully implement regulations for employees according to the Company's welfare policy; carry out fostering in kind according to the current regulations of the State and the Company; giving gifts on the anniversary of the Company's establishment, the traditional day of Vietnam Oil and Gas, public holidays, New Year's Day, Lunar New Year; equip uniforms, costumes, badges.

The company also pays special attention to spiritual life of employees such as: Ao Dai Week, organizing tours; organize activities for children of employees, give gifts on June 1, give gifts and organize Mid-Autumn Festival, give gifts to children of employees with high results in study; create conditions for employees to participate in cultural movements, sports, picnics, entertainment to improve the spiritual life of employees.

OCCUPATIONAL SAFETY AND HEALTH

OCCUPATIONAL SAFETY



Safety work is controlled through the Safety – Quality – Environment Management System, and is regularly reviewed and adjusted to ensure operational efficiency. For enterprises operating in the gas industry, safety is a top priority, because when an incident occurs, it will cause serious damage to property and people.

Based on production and business activities, safety work at CNG Vietnam is divided into 04 main aspects: (1) Technology - equipment, (2) Production - operation - transportation, (3) Supply gas to customers and (4) Fire fighting and prevention.

TECHNOLOGY - EQUIPMENT

- ✦ Most of the machinery and equipment used at CNG Vietnam such as tanks, compressors, pressure reducing units,... are imported from leading manufacturers such as Canada, USA, Germany, Italy with modern and advanced technology, helping to reduce risks and damage to equipment, always ensuring stable gas supply for customers.
- ✦ The technological process of CNG production and transportation is automated, the operation is simple.
- ✦ Equipment is registered for safety inspection before being put into use, and is maintained, maintained, and checked periodically according to standards during use.
- ✦ Investment in advanced technology contributes to improving operational efficiency and safety.

PRODUCTION - OPERATION - TRANSPORTATION

- ✦ Fire and Gas safety systems are installed in the control room of the compressor station, system signals such as gas detectors, smoke detectors, fire, etc. will be controlled and sent to the control system to shut down devices when a problem occurs.
- ✦ Procedures and instructions for operating, transporting and maintaining machinery and equipment are established, checked, reviewed, and updated regularly to meet the actual situation in time.
- ✦ Check the safety at the beginning of the production shift, check the operating equipment, gas transport vehicles and control people before carrying out them, in order to eliminate unsafe factors and technical errors of vehicles and equipment, subjective sense of man.
- ✦ Maintenance and repair of equipment and vehicles periodically according to technical regulations, timely handling of unexpectedly damaged equipment, ensuring that vehicles and equipment are always in a safe and effective operational condition.
- ✦ Organize training in technical and professional skills, and labor safety procedures for employees directly involved to ensure safe and continuous production and business activities.
- ✦ The safety and hygiene network is set up to propagate, guide people to raise awareness about labor protection, and check the compliance with OSH regulations in the Company.
- ✦ Organizing conferences for Safety - Health - Environment, maintenance, repairing and operating conferences in order to raise employees' knowledge on occupational safety and sanitation; exchanging and receiving ideas from employees on related issues to adjust the process and policies in time.
- ✦ Implementing 5S program for the whole system with the goal of making the working environment clean, professional and safe, contributing to improving productivity and labor efficiency by saving time, saving space and rationalization in production.
- ✦ Organizing patrol, protection, safety and security of pipelines and gas works in coordination with local police. At the same time, carrying out communication to raise awareness of safety for people living near gas works and pipelines

OCCUPATIONAL SAFETY AND HEALTH

OCCUPATIONAL SAFETY

SUPPLY GAS TO CUSTOMERS	<ul style="list-style-type: none"> ✧ Before supplying gas, it should: (1) Carry out site surveys to ensure safety standards for substations. (2) Work out the detailed drawing. (3) Provide complete records on fire protection, operational coordination process between CNG Vietnam and customers. (4) Support customers in training and operation, using gas, guide the regulations on safety, support, technical advice from the conversion of equipment to operation, ensuring the production process continuity. ✧ After supplying gas, it is necessary to provide technical support to customers, and periodically survey, evaluate quality, maintain and repair equipment for customers to ensure operational safety. In addition, invite customers to attend the conference of Safety - Health - Environment to discuss issues that are still stuck, and operational difficulties related to Safety - Health - Environment.
FIRE FIGHTING AND PREVENTION	<ul style="list-style-type: none"> ✧ For specific industries, the fire and explosion incident is one of the major risks, so the management, prevention and minimizing the damage caused by fire and explosion are always strictly implemented by the Company. Regular maintenance of fire prevention and fighting equipment and association with the industrial fire fighting police to conduct regular training is also a focus of the Company. ✧ Compliance with fire protection regulations, electrical safety, regular inspection and maintenance of electrical systems. ✧ Mastering operation procedures, Safety training steps 1, 2, 3 and ensure the operation staff and drivers with experience in handling incident situations if they occur. ✧ Coordinate with the Fire Prevention and Fighting Police Department to organize periodic fire prevention and fighting exercises. ✧ Fully equip and regularly inspect fire fighting equipment at necessary locations.

To evaluate and improve occupational safety, the Company annually organizes a Conference on Safety - Health - Environment. This is an important occasion to affirm the remarkable results as well as the limited issues that need improvement in the work of Safety - Health - Environment during the year. At the same time, it also created a forum for conference participants to share and discuss problems and propose solutions to continue to improve the quality of Safety - Health - Environment management, as a premise for the long-term sustainable development of the Company with partners and customers in the future. As a subject of the supply chain of CNG products and other clean fuels in the future, CNG Vietnam constantly supports its suppliers and partners to build a strong competitive advantage, accompanying and developing, in order to bring maximum value to customers.



OCCUPATIONAL SAFETY AND HEALTH

OCCUPATIONAL SAFETY

CNG Vietnam regularly cooperates with the Police Department of Fire Prevention and Fighting and Rescue and Rescue of Ba Ria - Vung Tau Province Police to practice Firefighting, Rescue and Chemical Incident Response. Thereby organizing the assessment, commenting and drawing lessons to improve the effectiveness of fire prevention and fighting work at the Company as well as strengthen the cooperation in fire fighting between the Company's fire prevention and fighting forces and professional fire prevention and fighting units. Simultaneously, consolidating knowledge, training practical skills of fire fighting techniques and responding to chemical incidents for firefighting forces; at the same time, inspecting and evaluating the ability of the facility's firefighting force to be standing and ready to respond, coordination between the facility's forces and professional fire fighting in responding to fire incidents, chemical incidents and fire incidents rescue.



Registration, inspection and insurance/Maintenance and repair:

100% of the works are fully insured as required by law and are still valid. 100% of equipment and pipelines with strict safety requirements are fully tested, valid certificates, and track records. All measuring devices (technology, commercial) are fully calibrated, tested, valid certificates and fully tracked. The maintenance and repair work was completed at a high level, improving the reliability of the equipment system, contributing to ensuring the safe operation and continuous high performance.

Performance results in 2021:

The company has completed the goals of preventing incidents in operation, maintenance and repair and construction on gas works; safe, continuous and stable gas supply to customers with the ratio of safe operating hours/hours of gas works operation reaching 99.86%; Continue to maintain and continuously improve the Company's Safety-Quality-Environment Management System in accordance with international standards, comply with legal requirements and meet the needs of interested parties.



Maintenance and repair work in the period 2018-2021

Year	Regular maintenance			Unexpected repair		
	Total number of jobs according to plan	Number of completed jobs	% completion	Total number of jobs according to plan	Number of completed jobs	% completion
2018	2,227	2,220	99.68	578	571	98.7
2019	2,021	2,087	100.3	601	601	100
2020	2,228	2,228	100	720	720	100
2021	2,727	2,566	94.1	884	868	98.2

- EMPLOYEES – FOR THE QUALITY OF LIFE

OCCUPATIONAL SAFETY AND HEALTH

OCCUPATIONAL SAFETY

Statistics of labor incidents over the period 2016 - 2020

Year	Number of labor incidents /Incident type
2016	04 incidents
2017	03 incidents, including 02 equipment incidents in operation at the customer station, 01 traffic incident on the transport road.
2018	02 incidents, including 01 incident on equipment, 01 labor accident related to the construction contractor of Phu My Branch Office, the incident resulted in 02 minor injuries.
2019	01 type 1 accident
2020	There was not any serious incident, production and business activities were maintained stably, safely and effectively.
2021	01 type 3 accident involving property. Thanks to the timely coordination and support from the Company's functional departments, the transportation and supply of gas to customers remains stable and continuous.

581,452 ^{hours}	8,748 ^{hours}	12 hours 40 minutes
SAFE WORKING HOURS	SAFE OPERATION HOURS	NUMBER OF STOP HOURS OF THE DEVICE DUE TO A PROBLEM DURING THE YEAR

99.86%

RATIO OF SAFETY OPERATION HOURS /
OPERATION HOURS OF GAS WORKS

99.86%

RELIABILITY (R)

99.86%

AVAILABILITY (A)

OCCUPATIONAL HEALTH

Activities/measures that have been implementing at CNG Vietnam to improve the health of employees: (1) Provide a sufficient number of essential medicine for production and business areas 4 times/year, supply bags First aid at the Company's Office. (2) Supplement in kind with milk for employees working in environments with dangerous and toxic elements. (3) Organize periodical medical examination twice a year for all employees, occupational disease examination for branches, health check-up for drivers. (4) Organize activities to help improve the spiritual life of employees.

Health care programs for employees in 2021

No.	Program	Beneficiary
1	Periodic health examination	100% employees
2	Intensive physical examination for female employees	100% employees
3	Examining occupational diseases for employees working in hazardous and hazardous environments	100% employees
4	Health Insurance	100% employees
5	Social insurance	100% employees
6	Health insurance for personal life	100% employees
7	Voluntary pension insurance with the Company's support: 1 million VND / month/person	96% of employees (on a voluntary basis)

Health care results for employees

Year	Number of employees		Health classification (number of employees, percentage)						
	Register for examination	Participate in examination	Rate	I	II	III	IV	V	Not classified
2017	288	283	98%	20	170	85	7	1	5
2018	299	293	98%	0	267	20	6	0	6
2019	259	259	100%	2	112	133	9	0	3
2020	267	267	100%	2	179	70	13	2	1
2021	267	267	100%	11	202	33	2	1	18

OCCUPATIONAL SAFETY AND HEALTH

PREVENTION OF COVID-19

From the very beginning, the Company promptly implemented synchronous plans and measures to prevent and control the epidemic effectively, in accordance with the evolution of the epidemic in each period according to the general direction of the Government and other agencies; specific epidemic prevention and control plan suitable to the management scope of the establishment in each locality where the unit operates.

Actively coordinate and connect units, authorities and PV Gas, combine sources to administer 2 full doses of vaccines to employees in the shortest time. Equipment and protective equipment: 61,550 masks, 430 sets of protective clothing, 1,146 liters of hand sanitizer, 68 kg of disinfectant chemicals, 1,050 pairs of medical gloves, Phu My Branch has 01 sterilization chamber.

Supporting devices: Hand-held body temperature monitor 04 machines, oxygen generator to support breathing 05 machines.

Equip a quick test kit for employees to self-implement, the frequency is from 3-7 days depending on work requirements and subjects working in each phase of epidemic prevention.

Update and promulgate documents directing and guiding epidemic prevention and control activities of state agencies, localities, PV Gas and the Company fully and promptly. Send official letters to authorities and localities to remove difficulties and obstacles in epidemic prevention combined with ensuring production and business activities of the Company.



EDUCATION AND TRAINING

CNG VIETNAM ALWAYS FOCUSES ON EDUCATION AND TRAINING ACTIVITIES FOR EMPLOYEES, WITH THE PERCEPTION THAT THIS WILL CONTRIBUTE TO MAINTAINING THE CORE COMPETITIVE STRENGTH OF THE COMPANY.

Training activities are divided into two main groups, including integration training for new employees and continuing training in related professions to help employees adapt to the job. In addition, the succession planning and appropriate succession training plan are also focused by the Company to ensure uninterrupted production and business activities due to lack of human resources.

The field of training is quite diverse, including soft skills as well as professional skills. Besides organizing internal courses or hiring high-quality training units to provide services, the Company also constantly promotes knowledge sharing activities through short training sessions, seminars, through which experienced staff can share experiences and guide new employees to take on the job effectively.

Training in 2021 is identified as an important goal to improve the skills and qualifications of employees, develop human resources to prepare personnel for the Company's new projects. 100% of employees are trained and disseminated the collective agreement, labor rules, corporate culture, regulations on labor protection and labor safety before signing contract with the company. In addition, the Company focuses and focuses on training courses to develop skills, contributing to supporting employees in daily operations (foreign languages, applied informatics, ...).

The company has also organized training for 100% of employees on OSH every year according to the targets specified in Decree 44/2016/ND-CP. Safety awareness training courses, knowledge of Safety-Quality-Health-Environment Management System are also fully implemented according to the plan and job title requirements. In addition to the training contents according to the Law, the Company has focused on training administration, management system, business, Marketing and digital transformation.

In 2021, CNG Vietnam held a total of 33 training courses, with 1,326 turns of participants and a cost of 1.78 billion VND.

33

TRAINING
COURSES

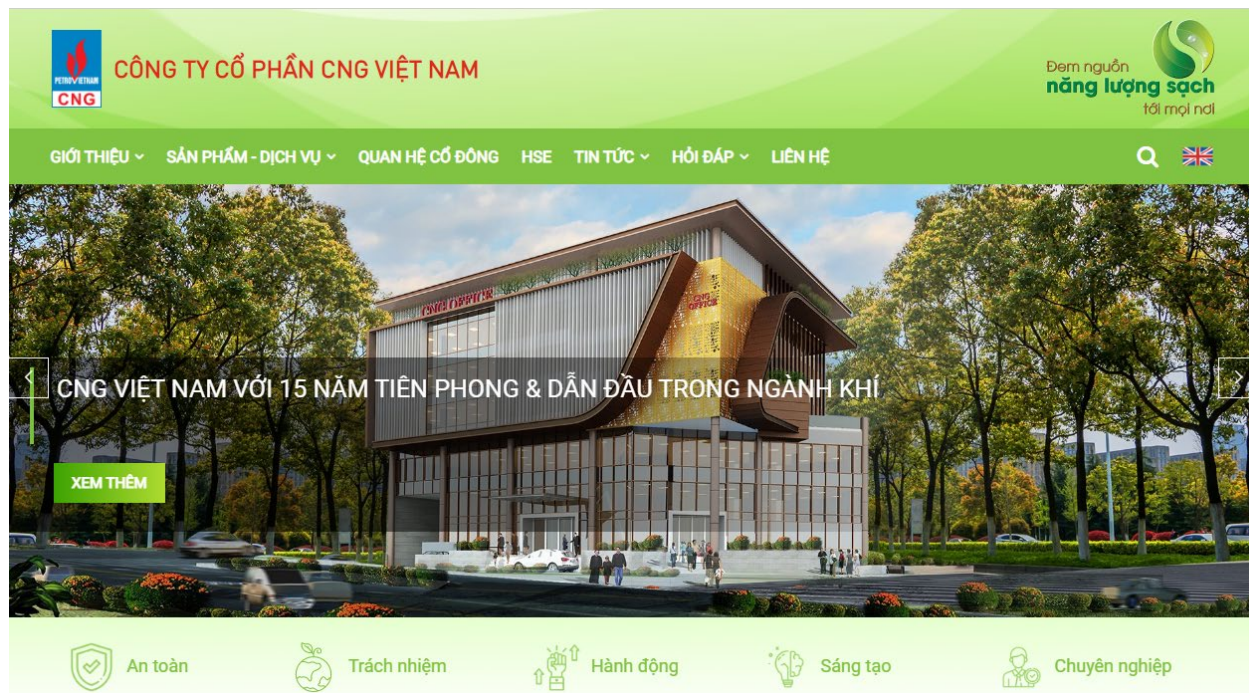
1,326

TURNS OF
PEOPLE

1.78 Billion VND

TRAINING COST

INVESTORS – TRANSPARENT GOVERNANCE, ENSURING BENEFITS



The Covid-19 pandemic continues to affect investor relations activities such as business visits or direct contact with investors. Instead, the Company has promoted activities of providing information remotely, by phone, improving the Company's website towards a modern, user-friendly interface, providing up-to-date, accurate information timely to the investor community.

In addition, strictly complying with the CG standards specified in the Company's regulatory documents and complying with current regulations of the Ministry of Finance and the State Securities Commission, towards international standards, the Management

always directs strictly implement information disclosure activities to the market. For events that affect share prices in the market, the Company always ensures the transmission of accurate and timely information to shareholders and the investor community. Not only in compliance, the Company also communicates with relevant stakeholders and shareholders, and proactively discloses information.

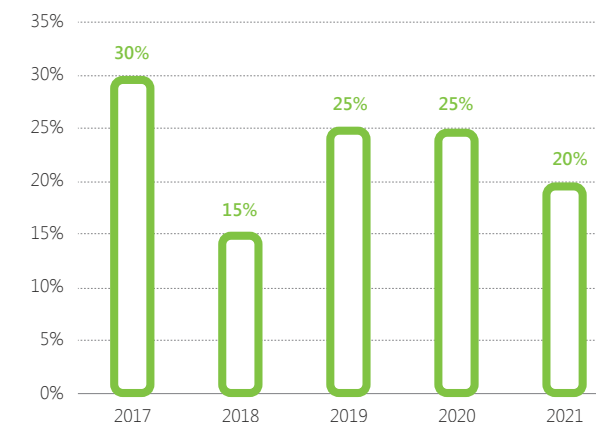
The General Meeting of Shareholders is always focused and carefully prepared by the Company, because this is an important opportunity for the Company to meet shareholders and investors. The Management presents results, business plans and other important



contents related to the Company's production and business activities and is under the decision-making authority of the General Meeting of Shareholders. This is also an opportunity for the Management to answer questions so that shareholders can better understand the Company.

In 2021, CNG Vietnam has paid cash dividends to shareholders at the total rate of 20%, equivalent to a total payment value of 54 billion VND. CNG Vietnam always attaches great importance to fulfilling its responsibility for payment to the capital supplier, because the Company understands that this is an act of showing responsibility to ensure the interests of the

Cash dividends paid in the year (%)



capital provider. This is also a way to help the Company strengthen trust with existing shareholders, and create a good image for investors - future shareholders.

With transparent and effective activities, the Company has been voted and awarded many titles and awards by prestigious organizations as follows:

- ✦ Top 5 Annual Report – SmallCap co-organized by Ho Chi Minh Stock Exchange (HOSE) and Securities Investment Newspaper in 2021.
- ✦ Top 10 Annual Report - MidCap co-organized by Ho Chi Minh Stock Exchange (HOSE) and Securities Investment Newspaper for three consecutive years 2018, 2019, 2020.
- ✦ Top 15 Small & Micro Cap Enterprises with Best IR Practices in 2021 – IR Awards
- ✦ Top 100 Vietnamese Sustainable Development Enterprises organized by the Vietnam Business Council for Sustainable Development - VBCSD (VCCI) for many years in a row.

• COMMUNITY – SHARING FOR A PROSPEROUS COMMUNITY

In addition to sustainable production and business activities, CNG Vietnam has been actively implementing many programs of social and welfare activities. Through social welfare activities, CNG Vietnam wishes to spread more and more love and fresh energy, contributing to better living values for the community.

The year 2021 is a year with many fluctuations in the macro economy, the production and business situation is heavily affected by the Covid-19 epidemic, but the Company still tries its best to fulfill its responsibility to the social community through various programs. charity program, social security in the localities where the Company's production and business activities take place (buying online teaching equipment, giving gifts, buying oxygen meters, medical supplies, ...) support funds under PV Gas's programs (comradeship fund, oil and gas fund, fund for the young generation,...). In 2021, the cost of CNG Vietnam for community activities reached about VND 1.76 billion.



SUPPORT FRONTLINE FORCES TO FIGHT THE EPIDEMIC

Responding to the campaign "All people unite and fight against the Covid-19 epidemic" organized by the Presidium of the Central Committee of the Vietnam Fatherland Front and the Sub-Committee on Social Mobilization and National Steering Committee Covid-19 prevention and control organization, and at the same time showing the sense of responsibility of businesses to the community and society, CNG Vietnam organized a practical and meaningful social security program. At the beginning of these activities, on September 27, 2021, the representative of CNG Vietnam came to donate and support funds for epidemic prevention activities at a number of functional units such as: Department of Transport of BR-VT province, Traffic Police Department of BR-VT Provincial Police, Phu My Town Police...

- ☛ Supporting the Phu My Town Police in epidemic prevention and control worth VND 50 million;
- ☛ Supporting the Traffic Police Department, Ba Ria Vung Tau Provincial Police in epidemic prevention and control worth VND 50 million;
- ☛ Supported Ba Ria Vung Tau Department of Transport in epidemic prevention and control worth VND 50 million.



In addition, the Company also has many other programs to support frontline forces against Covid-19 in the provinces of Ba Ria - Vung Tau, Binh Duong:

- ☛ Donating oxygen concentration meter to the Department of Health of Ba Ria Vung Tau province worth 150 million VND;
- ☛ Donating medical supplies to prevent Covid 19 (alcohol 70, medical gloves, level 3 clothing, Face Shield-type dropper, N95 mask) to Vung Tau City Medical Center worth 50 million copper;
- ☛ Donating medical supplies to prevent Covid 19 (alcohol 70, medical gloves, level 3 clothing, Face Shield-type droplet shield, N95 mask) to CDC Ba Ria Vung Tau worth 50 million VND;
- ☛ Supporting the Traffic Police Department, Binh Duong Provincial Police in the prevention of Covid epidemic worth VND 50 million.



ACTIVITIES FOR THE COMMUNITY

Responding to the call of the Prime Minister, the Ministry of Education and Training in the joint program “Internet and computers for children”. On September 29, 2021, the representative of CNG Vietnam cooperated with the Management Board of Industrial Parks of Binh Duong Province to present a gift worth VND 150,000,000 to the Fatherland Front Committee of Di An city, Binh Duong province to support the cost of buying equipment for online learning for students facing many difficulties in the province.



On October 24, 2021, CNG Vietnam, in collaboration with the Management Board of Industrial Parks of Dong Nai Province and the Fatherland Front Committee of Long Thanh District, presented 300 welfare gifts to workers facing difficulties due to the impact of the pandemic. Each small gift along with words of encouragement to each household with the desire to help and give strength to employees to overcome the current difficult period, unite to defeat the pandemic and bring the community to a new normal.



- **COMMUNITY – SHARING FOR A PROSPEROUS COMMUNITY**

SOCIAL SECURITY ACTIVITIES SPRING LOVE (TINH XUAN) - NEW YEAR'S EVE 2021

Upholding the tradition of mutual affection, in the joyful atmosphere of welcoming the New Year of the Ox 2021 and strictly implementing the regulations on Covid-19 disease prevention and control, CNG Vietnam has successfully organized many welfare activities, support to take care of the New Year for the poor, disadvantaged households and people in areas affected by natural disasters and floods in some localities across the country.



On January 24, 2021, the Trade Union & Youth Union Representative of the Company visited, wished New Year and gave 20 gifts to the Education Union of Ba Ria Vung Tau province to support and encourage teachers with high morale.

On January 30, 2021, the Youth Union of the Company participated in the program “Happy Spring with young workers” and gave 40 gifts to young workers with difficult circumstances in Ba Ria Vung Tau province for the joy of Tet. This is an activity showing the spirit of community responsibility, mutual love of the Company in order to take care of the material, cultural and spiritual life of young workers, contributing to helping young people in difficult circumstances to welcome traditional Tet warm and joyful.

On February 1, 2021, the Executive Board of Trade Union & Youth Union on behalf of the Company visited and presented 200 gifts worth 200 million VND to the lonely elderly, disadvantaged households, and poor students overcoming difficulties in studying in Cam Quang commune, Cam Xuyen district, Ha Tinh province and Hoa Lac commune, Duc Tho district, Ha Tinh province - the locality affected by the flood disaster in 2020.



Having become an annual activity every Tet to spring, the “Spring Love 2021” program continues the journey of spreading love and sharing the humane values of CNG Vietnam to the social community. These activities become more timely and meaningful in the context that 2020 is a difficult year due to the impact of the Covid-19 pandemic.



HUMANITARIAN BLOOD DONATION PROGRAM - PASSION FROM OIL AND GAS PEOPLE

With the desire to contribute to ensuring the blood source for treatment of patients in the context of a large decrease in the number of voluntary blood donors due to the impact of the Covid-19 epidemic, in response to the call of Vietnam Oil and Gas Group and Executive Committee of the Youth Union. Vietnam Gas Corporation, on March 31, 2021, at PV Gas Training Center – 266 Le Loi, Vung Tau City, CNG Vietnam staff and youth union members participated in this meaningful activity.

Through the voluntary blood donation movement, it aims to contribute to educating the tradition of solidarity, mutual love, raising community awareness about voluntary blood donation activities, contributing to ensuring the blood volume, meeting the requirements of the community. first aid and treatment.



In addition, CNG Vietnam also actively participates in many other charitable activities such as building houses of gratitude, supporting flood victims, war veterans, poor women, etc., contributing to oil and gas fund, fund for generations. At the same time, CNG Vietnam always tries to maintain the community programs that have been associated with the Company's brand for many years, such as the program to support surgery for children with heart disease. born "Heart for you" of the Vietnamese Heart Foundation; the program "Relay to school" to support students before each new school year; The program "Back to the source" aims to educate the youth union about the tradition and heroic history of the nation...



04

ENVIRONMENT – SOCIETY

- 96 Responsibility to the environment
- 102 Economic contribution - Efforts to overcome challenges





● RESPONSIBILITY
TO THE ENVIRONMENT

MANAGING ENVIRONMENTAL ISSUES THROUGHOUT THE VALUE CHAIN IS NOT ONLY TO COMPLY WITH LEGAL REQUIREMENTS, BUT ALSO EMBODIES THE PHILOSOPHY OF A LEADING GREEN FUEL SUPPLIER IN THE MARKET. MANAGING FACTORS AFFECTING THE ENVIRONMENT ALSO HELPS THE COMPANY TO CREATE A CLEAN WORKING ENVIRONMENT, REDUCE POLLUTION, ENSURE THE HEALTH AND LIVING CONDITIONS OF EMPLOYEES AND STAKEHOLDERS; ESPECIALLY EMPLOYEES, WHO ARE DIRECTLY AFFECTED AND EXPOSED TO RISKS FROM THE SURROUNDING ENVIRONMENT.

MATERIALS

The company only performs the process of compressing / loading natural gas into specialized storage equipment, transporting it to customers, so it does not use raw materials for production and packaging.

Material consumption activities mainly come from the office. CNG Vietnam always has savings and anti-waste programs, with the aim of not only helping to reduce costs for the Company but also contributing to limiting harm to the environment.

ENERGY – FUEL

As an enterprise operating in the field of natural gas, CNG Vietnam generates consumption of energy sources and fuel materials. Production and business activities have always been optimized by the Management, helping to reduce costs and also minimize negative impacts on the environment.

The Company's machinery, equipment, means of transport, etc. always have: (1) Regular inspection and maintenance and registration of qualified standards to put gas transport vehicles into use; (2) Arrange appropriate delivery routes/routes to reduce emissions to the environment and save fuel consumption; (3) Promote the use of CNG as a fuel for the company's means of transport in order to reduce harmful emissions into the environment; (4) Arrange periodic maintenance and maintenance plans for machinery and

equipment in order to minimize operating noise, fuel consumption, as well as emissions to the environment.

Employees in both the office and production at CNG Vietnam are always reminded to turn off electrical equipment when there is no need to use it in order to save costs for the Company and contribute to environmental protection; apply BES management system to increase the efficiency of internal information exchange, save paper and ink, and contribute to reducing waste and protecting the environment.

The company also actively launched creative movements, launched production improvement initiatives, energy-saving solutions, cost-saving solutions, improved resource efficiency with regulations on responsibility for heads of the unit/department...

Some outstanding initiatives in 2021 can be mentioned as: Applying energy-saving solutions, replacing domestic electrical appliances with power-saving features (lights, air conditioners), turning lights based on seasonal automatic lighting, propagandize employees to comply with regulations on economical use of electricity close to usage needs.

The results according to the energy saving target in 2021 are: The amount of electricity saved **4,100** Kwh, cost-saving 14 million VND.

Item	Unit	2017		2018		2019		2020		2021	
		Amount	Million VND	Amount	Million VND	Amount	Million VND	Amount	Million VND	Amount	Million VND
Diesel oil 0.05	lit	693,707	9,017.5	764,390	13,090	604,720	9,830.1	489,770	6,069.8	308,950	5,144.9
Lubricant	lit	5,454	290.1	5,562	317	3,618	216.9	3,132	189.48	1,944	135.9
Gasoline	lit	82,537	1,450.4	80,750	1,751.34	37,320	735.6	28,130	422.87	55,502	1,183.8
Electricity used for Plant and My Phuoc 3 Station	Kwh	8,823,508	13,554.7	10,399,480	17,500	14,078,883	25,202.6	15,864,450	28,267.4	18,460,900	33,623.2
Water	m³	7,406	94.6	9,703	126.8	4,952	66.1	4,477	58.67	4,209	55.8

SPONSIBILITY TO THE ENVIRONMENT

WATER

CNG Vietnam's production is compressed/charged with natural gas, so no water is used in production. Water is only used for auxiliary activities such as fire protection, maintenance and repair, and activities of employees. CNG Vietnam is currently using tap water provided by Phu My Water Supply Joint Stock Company.

Domestic sewage arising from activities such as sewage from toilets, water for washing vehicles, etc., is preliminarily treated by a septic tank in the toilet area, and then discharged into the system of the industrial park and then collected and treated before being discharged into the environment. CNG Vietnam has signed a sewage treatment contract with the Industrial Park Management Board to ensure that sewage is treated in accordance with safety standards so as not to cause negative impacts on the surrounding environment.



EMISSIONS

Based on the origin, emission sources at CNG Vietnam are classified into 3 main categories: emissions from the operation of means of transport, emissions from the operation of backup generators, and noise and vibration intensity during production.

In order to limit emissions to the environment, CNG Vietnam has been applying measures such as:

- ✧ Gas transport vehicles are regularly checked and maintained, registered to meet the standards before being put into use.
- ✧ Arrange appropriate delivery routes/routes to save fuel consumption and reduce emissions into the environment.
- ✧ Increasing the use of CNG gas as a fuel for the company's means of transport in order to reduce harmful emissions to the environment.
- ✧ Periodic maintenance and servicing of machinery and equipment in order to reduce operating noise, fuel consumption, as well as emissions to the environment.

The company fully complies with state laws and Vietnam standards on working environment in controlling dangerous and harmful factors in the workplace to propose technical measures for labor safety and hygiene, health care for workers. The results of the monitoring of the working environment in 2021 show that the monitoring indicators and positions are met, specifically as follows:

Stations and working areas of Phu My Branch, Company office:

- ✧ Number of observed factors: 12 factors (environment and air quality)
- ✧ Total number of monitoring samples taken: 352 samples
- ✧ Number of samples qualified: 352
- ✧ No failed samples.

EFFLUENTS AND WASTE

EFFLUENTS

Although the source of sewage only comes from auxiliary and domestic activities, not from production activities, CNG Vietnam always focuses on sewage treatment to avoid negative impacts on the environment. Sewage quality is checked periodically and irregularly to ensure environmental protection regulations.



WASTE

Daily-life solid waste: Generated from daily activities of employees in the office area of the Company. The system of garbage bins is arranged throughout the Company to avoid indiscriminate disposal of this type of waste. In addition, CNG Vietnam also signed a contract with Tan Thanh Urban Environment Company to collect daily-life waste.

Production waste includes two types:

- ❖ **Non-hazardous waste:** Generated from daily activities of employees in the production area of the Company. Waste is classified into: metal, plastic, paper group. This type of waste is collected and stored in separate cells at the collection area. Wastes that can be recycled or reused such as cartons, etc. are collected, put in sacks and sold to establishments that need to use them. Non-recyclable wastes are collected separately and treated by a functional unit according to the contract signed with the company.
- ❖ **Hazardous waste:** Generated from the process of maintaining machinery and equipment, or arising from the periodic cleaning of the production area. This type of waste is classified, packed according to each type according to technical safety requirements, and labeled according to regulations. After that, this type of waste will be gathered in a separate safe area, with barriers and signs before being collected and treated by functional units. CNG Vietnam has signed a contract with Ha Loc Co., Ltd. to transport and treat waste according to Circular 36/2015/TT-BTNMT on Hazardous Waste Management.

Criteria	2017	2018	2019	2020	2021
1. The volume of hazardous waste regularly generated					
- Solid waste	1,677 kg/year	830 kg/year	2,120 kg/year	3,760 kg/year	813 kg
- Liquid waste	4,681 kg/year	5,100kg/year	3,427 kg/year	n/a	2,800 kg
2. Ordinary waste					
- Solid waste	2,808 kg/year	2,400 kg/year	2,400 kg/year	2,400 kg/year	0
- Mud liquid waste	n/a	n/a	n/a	n/a	0
3. The volume of treated sewage meets the discharge standards					
- Discharged to the common treatment area of IZ	4,265 m³/year	7,390 m³/year	3,436 m³/year	2,840 m³/year	2,789 m³/year



ENVIRONMENTAL COMPLIANCE

CNG Vietnam understands the importance of environmental protection because the company itself is a business enterprise in the field of green fuel. In addition, CNG Vietnam also builds a culture of environmental protection in the Company, helping each employee in the company from the highest to the lowest level to have a sense of environmental protection.

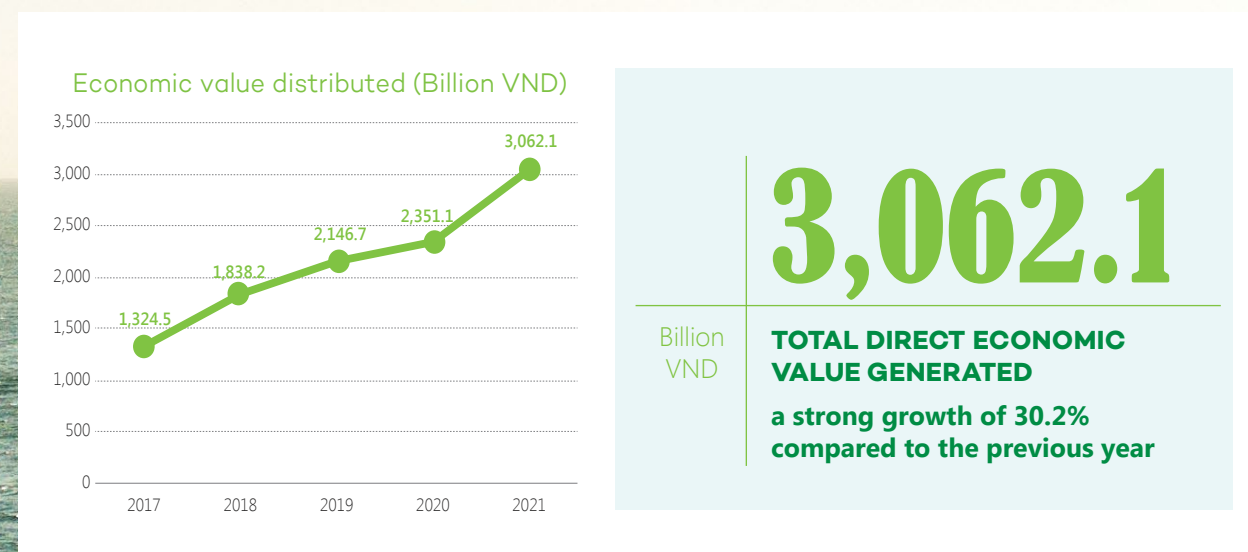
The activities do not have adverse effects on the environment, fuel consumption over the years shows no increase or insignificant increase in emissions while the annual gas output of the Company still increases steadily. **In 2021, the Company did not violate regulations and was not sanctioned related to environment issues.**

- ECONOMIC CONTRIBUTION - EFFORTS TO OVERCOME CHALLENGES

DIRECT ECONOMIC VALUE GENERATED

Total revenue including revenue from production and business activities, financial revenue and other revenue reached VND 3,062.1 billion, a strong growth of 30.2% compared to the previous year. In which, revenue from production and business activities reached VND 3,057.7 billion, up 30.8% over the previous year. The Company's operations had a prosperous year, overcoming many challenges and continuing to actively contribute to creating value for the economy amid many difficulties.

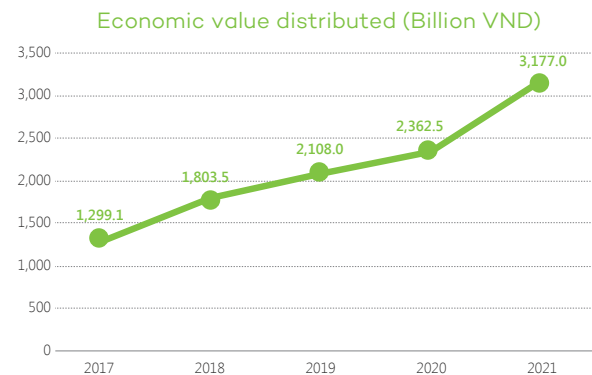
Criteria (Billion VND)	2017	2018	2019	2020	2021	Change
Revenue	1,314.7	1,819.2	2,130.4	2,337.9	3,057.7	30.8%
Financial revenue	9.7	11.7	13.5	10.7	4.3	-60.3%
Other revenue	0.1	7.3	2.9	2.5	0.1	-97.0%
TOTAL	1,324.5	1,838.2	2,146.7	2,351.1	3,062.1	30.2%



- ECONOMIC CONTRIBUTION - EFFORTS TO OVERCOME CHALLENGES

ECONOMIC VALUE DISTRIBUTED

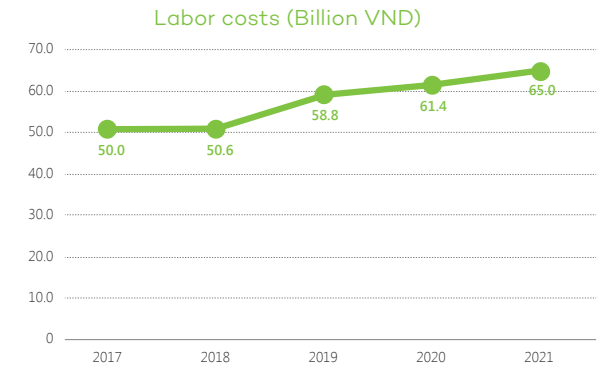
Criteria (Billion VND)	2017	2018	2019	2020	2021	Change
Operating expense	1,085.3	1,589.6	1,925.8	2,181.0	2,779.9	27.5%
Labor cost	50.6	50.6	58.8	61.4	65.0	5.9%
Financial expenses						
<i>Interest expenses</i>	<i>2.0</i>	<i>0.1</i>	-	-	-	-
<i>Dividend</i>	<i>40.5</i>	<i>40.5</i>	<i>67.5</i>	<i>67.5</i>	<i>54.0</i>	<i>-20.0%</i>
Capital expenditure	84.4	75.0	14.8	21.3	217.7	922.1%
Contribution to State budget	34.3	44.9	40.2	30.6	58.6	91.4%
Contribution to the community and society	2.0	2.8	0.8	0.7	1.8	151.4%
TOTAL	1,299.1	1,803.5	2,108.0	2,362.6	3,177.0	34.5%



CNG Vietnam performs value distribution to society and community which are reflected in payments to suppliers, various types of expenses such as operating costs, employee salaries and benefits, payment to funders, payments to the State budget, and investments to the community..

In 2021, the total economic value allocated to CNG Vietnam's stakeholders reached VND 3,177.0 billion, a sharp increase of 34.5% compared to the previous year.

Notably, the salary, bonus and welfare payments for employees both increased compared to the previous year; specifically, the salary fund reached VND 65 billion, up 5.9%, and the welfare fund reached VND 15.83 billion, up 9.85%. It can be seen that, although the Company's business activities have many ups and downs, the employee benefits are always fully guaranteed, improved year by year and competitive compared to other businesses. This is a great effort of the Company in the general context of many difficulties. Human resource is considered as one of the competitive advantages and also an invaluable asset for CNG Vietnam, so the salary, bonus and welfare regime for employees has always received the attention of the Management.



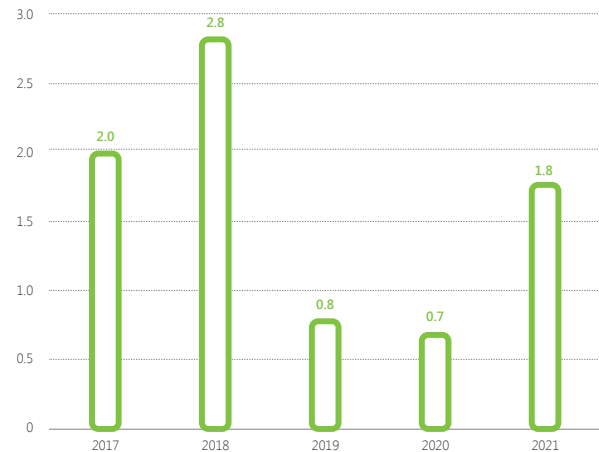
- **ECONOMIC CONTRIBUTION - EFFORTS TO OVERCOME CHALLENGES**

ECONOMIC VALUE DISTRIBUTED

CNG Vietnam always puts the goal of sustainable development first and community social programs are an indispensable part, outstanding in the past year can be mentioned the program to support the Covid-19 frontline forces, social security program for children and workers facing difficulties during the pandemic. Besides, there are activities to stick with the brand of CNG Vietnam such as “Heart for you”, “Spring Love”, “Back to the source”...

In 2021, the Company spent a total of nearly 1.8 billion VND on social welfare activities, for the community, strongly demonstrating the corporate social responsibility.

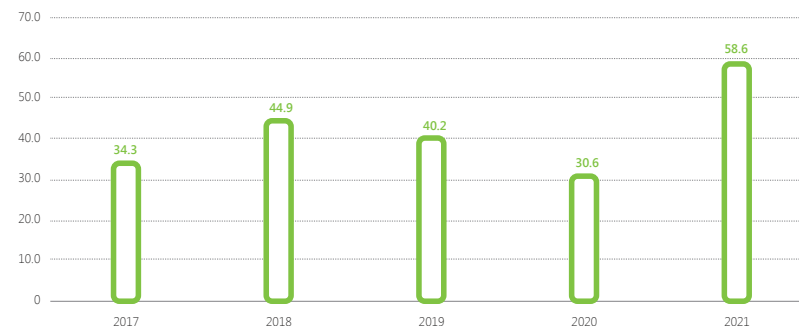
Contribution to the community and society (Billion VND)



CONTRIBUTION TO THE STATE BUDGET - CONTRIBUTING TO THE GENERAL DEVELOPMENT OF THE COUNTRY

Contributions to the State Budget not only represent the obligations of enterprises, but also the way the Company contributes to the general development of the country. CNG Vietnam’s payment to the State budget in 2021 reached VND 58.6 billion, a remarkable growth compared to previous years.

Contribution to the State Budget (Billion VND)



GREEN ECONOMIC GROWTH - GREEN CAPITAL MARKET ACTIVITIES

With the main product being environmentally friendly fuel, each production and business activity of CNG Vietnam contributes to raising the awareness of sustainable development in the business community. In addition, green energy production and business also contributes significantly to the process of building a common sustainable economy of the country through greening energy sources, especially in the industrial sector.

CNG Vietnam’s work on raising brand awareness and increasing investment in production and business activities contributes to increasing awareness of environmental protection by converting the habit of using traditional fuels to using environmentally friendly natural gas.

In the coming time, the Company plans to mobilize capital from shareholders and other sources in the market to increase investment in projects of production and distribution of natural gas products. Thereby, promoting the development of the green capital market is becoming a big trend in the world.

• GRI INDEX REFERENCE

GRI Standard	Disclosed information	Content in the Sustainable Development Report	Page number
ECONOMY			
GRI 201	Economic performance	Economic contribution - Efforts to overcome challenges	102-107
GRI 202	Market presence	Employment – Working environment	64-73
GRI 203	Indirect economic impacts	Economic contribution - Efforts to overcome challenges	102-107
ENVIRONMENT			
GRI 302	Energy	Energy – Fuel	97
GRI 303	Water	Water	98
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GRI 306	Effluents and waste	Effluents and waste	100-101
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GRI Standard	Disclosed information	Content in the Sustainable Development Report	Page number
SOCIETY			
GRI 401	Employment	Employment – Working environment	64-65
GRI 402	Labor management relations	Labor-Management Relations	66-67
GRI 403	Occupational health and safety	Occupational safety and health	74-82
GRI 404	Education and training	Education and training	83
GRI 405	Diversity and equal opportunity	- Appointment – promotion - Labor structure - Salary, bonus and welfare	68-73
GRI 406	Non-discrimination	- Appointment – promotion - Labor structure - Salary, bonus and welfare	68-73
GRI 407	Freedom of association and collective bargaining	Labor-Management Relations	66-67
GRI 408	Child labor	Employment – Working environment	64-65
GRI 409	Forced or compulsory labor	Employment – Working environment	64-65
GRI 413	Local communities	Community – Sharing for a prosperous community	86-93
GRI 416	Customer health and safety	Product – service quality assurance and customer satisfaction are the number 1 priority	58-61
GRI 417	Marketing and labeling	Product – service quality assurance and customer satisfaction are the number 1 priority	58-61
GRI 419	Socioeconomic compliance	Economic contribution - Efforts to overcome challenges Environmental compliance	102-106 102



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