

## Introduction – EZLAND's Commitment and Approach to Responsible Investment

The EZLAND's Responsible Investment Policy (Policy) sets forth EZLAND's investment beliefs and overarching investment purposes and objectives with respect to all its investment programs. We believe environmental, social and governance (ESG) factors are important considerations in long-term investing. Besides, transparent governance and stewardship play a role in attracting domestic and international capital and enhancing overall financial market stability and sustainable economic growth, especially so in emerging markets.

The purpose of this Policy is to provide a framework for the management of EZLAND assets to help drive sustainability which we believe will help improve profitability. The Policy outlines objective, benchmarks, restrictions and responsibilities so that the staff, consultants, managers, members, and beneficiaries, and all other EZLAND stakeholders, clearly understand the objectives and policies of the EZLAND investment program. The Policy also encourages effective communication, facilitate transparency and compliance, and provide a framework for reporting back to the BOD, as appropriate.

The BOD intends for the Policy to be dynamic documents and will review them from time to time. Policy will be modified periodically to reflect the changing nature of EZLAND assets and investment programs, benefit and structural changes, as well as economic and social conditions. This Policy applies to all EZLAND investments and supersedes any contrary or inconsistent provisions within asset-class and individual program policies.

## EZLAND's ESG for Responsible Investment

### 1. EZLAND's Definition of ESG

We understand that there is no definitive list of environmental, social and governance (ESG) issues. At EZLAND, these non-financial factors are taken into account in our investment performance and long-term business sustainability.

- E (Environment) refers to the company's behaviors on issues related to the quality and functioning of the natural environment and natural systems, including resource depletion, climate change, industrial waste, and pollution.
- S (Social) refers to the company's approach to health and safety issues regarding people, employees and local communities.
- G (Governance) refers to corporate policies and mechanisms, including tax strategies, corruption, structures and remuneration.

We believe that ESG considerations, which are part of fundamental research, are one and the same and support

our mission and assist in more accurately assessing the fundamental value of investments.

### 2. EZLAND's Incorporation of ESG Factors

EZLAND is committed to embedding ESG (Environment, Social, and Governance) issues in our investment decision-making and management processes, the core criteria of which are formalized in our Investment Policy. As a signatory to the UN Principles for Responsible Investment (UNPRI), we adopt PRI's approach and principles to investment to better manage risks and generate sustainable, long-term returns. We adhere to several principles which are aligned with our ESG approach, including:



#### (i) Human-centric

As a real estate investor and developer, we work with a wide variety of stakeholders: our employees, our partners (contractors, consultants, and suppliers), and the local community. We adopt a human-centric approach by maximizing our employees' potential and wellbeing, guaranteeing the health and safety requirements for our partners, and creating positive impacts in communities where we develop our projects.

- **Healthy and enabling workplace:** Our employees at EZLAND are guaranteed a working environment where human rights are strictly adhered to and the highest standard of governance, as well as ethical conduct, are sought. We are constantly promoting a positive and inclusive workplace that respects diversity, and equality and is free from any form of discrimination or harassment. On top of that, our employees are provided with all conditions and opportunities to improve their professional skills and develop their career prospects through training activities and our welfare & reward policies.
- **Health and safety compliance:** Ensuring the health and safety of our stakeholders is of utmost importance to us, hence at EZLAND, we guarantee safe working conditions in compliance with health and safety policies and laws. EZLAND provides bi-annual training on on-site safety adherence and requires our contractors to provide regular safety training to the site workers.

Our goal is to maintain zero fatality and serious injury on our project sites.

- **Community support and development:** For every development project, EZLAND is committed to allocating 0.1% of our total project budget to various charitable support and partnerships with non-profit organizations to address social and environmental issues in the local community. Considering the nature of our corporate as a real estate developer and the area we develop our projects, we would prioritize supporting impact activities that benefit our local communities and relate to the field of real estate and/or construction. Moreover, we encourage our employees to participate in community service activities to create positive impacts and provide timely support to communities where we develop our projects, especially during difficult times like the Covid-19 global pandemic.

## (ii) Property Portfolio

EZLAND constantly demonstrates environmental stewardship by developing and maintaining green and sustainable buildings. Our housing projects are targeting the mid-market affordable housing segment with strategic locations (maximum 45-minute transit time to the city center). We commit 100% of our building to be EDGE-certified (minimum of 20% savings in energy, water, and embodied energy in materials) and equipped with on-site sewage treatment plants.

By taking into consideration the importance of energy efficiency, waste management, and greenery areas in our designs, we are able to reduce the operating costs of our customers and mitigate our impact on the environment.

- **Affordable housing:** EZLAND's first product brand, Haus, targets our products at couples and young families who are first-time homebuyers, offering affordable mid-end housing built on core principles of precision design, thoughtful functionality, and lasting value. Haus' combination of modern facilities made of quality materials that require minimal maintenance makes our products an excellent choice for both homebuyers and investors.
- **Green buildings:** EZLAND commits 100% of our portfolio to meet EDGE (Excellence in Design for Greater Efficiencies) qualifications with a minimum of 20% savings in energy, water and embodied energy in materials. For future projects, our commitment to green buildings targets the next level when we pledge to only construct EDGE Advanced-certified buildings with at least 40% on-site energy saving. Moreover, we aim to constantly reduce our impacts on the

environment by only using unfired bricks for construction, improving indoor air quality in our building apartments by using low VOC paints, building on-site sewage treatment plants, and offering extensive greenery areas in all our projects.

- **Biodiversity and land conservation:** EZLAND makes efforts to protect the natural capital of Vietnam by being a member of the Business Coalition for Wildlife, making commitments to conserve wildlife and protect the ecological environment while pursuing business growth. Environmental assessment is carried out according to laws and regulations before the implementation of projects. On top of that, we develop our projects with mindfulness of local ecology as part of our environmental stewardship and to ensure a sustainable future for generations to come.

## (iii) Corporate Performance

While offering our investors promising returns on investment, we are committed to responsible investing by being a signatory to the Principles for Responsible Investment and consistently incorporating ESG factors into all investment decisions, which is firmly stated in our Investment Policy. We practice public disclosure through participating in the global benchmark for sustainable real estate developers (GRESB) and publishing annual ESG reporting.

- **Corporate citizenship:** EZLAND develops a Corporate Citizenship policy to fulfill the rights and responsibilities of a citizen as a company. This policy enables us to drive employee commitment, develop more sustainable projects, increase customer loyalty, attract investments, and build a positive reputation. All of these benefit EZLAND's overall business performance. Our first efforts include:
  - Training and developing employees' skills and morale
  - Improving the operation and management of current and upcoming projects
  - Enhancing the neighborhoods in/near our project areas
  - Collaborating with NGOs and NPOs partners to support our larger communities through charities and volunteer works
  - Searching for new green initiatives and solutions to build more environmentally-

friendly apartments while keeping the unit selling price reasonable

- **Disclosure & reporting:** At EZLAND, transparency is a core principle that defines our work and value. We carry out fiduciary duty through financial reports and financial statement audits. We also take part in reporting to global standards and benchmarking like GRESB and PRI while releasing an annual stand-alone ESG/sustainability report, in which we focus on the environmental and governance factors of our activities as a company and contribution to society as a corporate citizen.

### **EZLAND's Stewardship for Responsible Investment**

Our stewardship activities include monitoring and engagement on topics including strategy, performance, risk (including social and environmental risk) and governance (including remuneration and culture). This engagement is undertaken individually by our Investment team (incorporation with other functional departments including PM team, Legal and S&M team) and finalized/approved by the Investment Committee/Advisory Board.

#### **1. Risks Identification and Monitoring Process**

Our Investment team (including the director of investments and analysts) plays a key role in considering the material risks applicable to an investment based on fundamental research and feasibility study as part of their responsibilities. Risks include all material financial and economic issues which may impact investments, one of them including integration and assessment of material ESG risks, for which the director of investments and analysts are supported by EZLAND's ESG team as well as independent consultants. The team has received internal training and mentoring regarding ESG integration and analysis as well as ESG engagement-related questions that can contribute to informative dialogue with management as part of the standard research process.

Our goal is to ensure that material risks are considered and reflected appropriately throughout the various steps of the investment cycle. Our investment team does not seek to avoid risk, rather to ensure investments can appropriately compensate for the risk taken. Analysts therefore may seek to mitigate and manage risks through due diligence, screening and monitoring the projects where a material financial, economic or sustainability risk has been identified.

The management strategy for each individual project is devised by our heads of departments (Investment, Legal, PM and S&M) and approved by the Investment Committee, based on research and feasibility study undertaken on each project and its particular

circumstances. We also actively engage with our partners/investors to assess their alignment with our investment objectives and their ability to protect and promote long term value for our clients and beneficiaries.

#### **2. Reporting**

We are committed to reporting our responsible investing activities on a quarterly basis. We also strive to provide investors with regular communication about issues that impact financial performance, including ESG topics on a monthly basis. To educate and engage our clients, we publish insights, commentaries and articles describing our investment approach and philosophy.

#### **3. Active Engagement**

We also take an active role in key organizations that we believe can advance and protect the interests of our clients, e.g., United Nations supported Principles for Responsible Investment ("UN PRI"). As a real estate developer, we strive to maintain active relationships with relevant market institutions, governmental and public bodies that may be helpful for keeping up to date with local legislation and market practice for improving the institutional framework. We also support different forums for promotion of good market practice, corporate governance, responsible practices and other relevant topics that may be in the best interest of our clients.

#### **4. Review and Recordkeeping**

EZLAND became a signatory to the UN PRI in 2022, underlining our company's commitment to incorporate ESG considerations into our investment process. We review our use of ESG research and ESG data providers at least annually and benchmark them against peers.

The investment team will keep relevant documentation related to their ESG assessments. These records will include but are not limited to third party scoring reports.