



CHINA STEEL AND NIPPON STEEL VIETNAM JOINT STOCK COMPANY

HUMAN RIGHTS POLICY

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All stakeholders with mutual interests, including CSVC's employees, customers and local communities, have inviolable rights to a human being's dignity and happiness. CSVC is committed to co-developing with all stakeholders.

The CSVC supports international standards for human rights including the Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work and its Follow-Up, and the United Nations Global Compact. Based on the United Nations Guiding Principles on Business and Human Rights, this Policy has been established to ensure that, as a corporate group that conducts business globally, all employees shall respect internationally recognized human rights and comply thoroughly with international human rights obligations and related laws and regulations of the countries where CSVC do business.

1. Scope of Application

This Policy shall apply to CSVC and employees. In addition, we encourage all parties involved in the CSVC's value chain (including customers and suppliers) to support this Policy and to work together with us to promote and respect human rights.

2. Responsibility to Respect Human Rights

The CSVC shall not infringe upon the human rights of others and shall remedy any adverse human rights impacts of our business activities.

3. Human Rights Due Diligence

In order to best fulfill our obligation to respect human rights, the CSVC shall set forth and continuously implement a process for human rights due diligence. By human rights due diligence, we mean actions taken to proactively identify, prevent or mitigate any adverse human rights impacts that the CSVC may have on society. The below is procedure to implement human rights due diligence:

CSVC's priority human rights topics	① Regularly update the human rights policy to ensure compliance with relevant laws.
	② The human resources department will monitor the implementation results in accordance with relevant regulations. If any risks of non-compliance are identified, appropriate improvement measures will be taken promptly.
	③ Due diligence will be conducted based on the feedback/results/opinions from internal source (employees) and external source (such as state agencies, customers...)
	④ If any human rights violations occur, the company will address them in accordance with relevant regulations and implement measures to prevent them from happening in the future.
	⑤ Annually, the CSVC will report the human rights due diligence results concurrently with the ESG (Environmental, Social, Governance) report.

4. Corrective Measures and Remedy

If it becomes clear that the CSVC has caused or contributed to an adverse impact on human rights, we will seek to remedy the situation through the appropriate means.

5. Transparency, Education and Training

The CSVC shall publish reports on the progress of our efforts to respect human rights pursuant to this Policy on the CSVC's website and elsewhere. In addition, the CSVC shall conduct education and training programs for officers and employees to ensure effective compliance with this Policy.

6. Dialogue and Consultation with Stakeholders

In addressing actual or potential impacts on human rights, the CSVC shall establish opportunities for dialogue with relevant stakeholders and consult with them in good faith.

7. Key Human Rights Issues

The CSVC shall adopt and effectively implement the addendum "CSVC Key Human Rights Issues", having established a process for human rights due diligence pursuant to this Policy.

The key issues shall be revised as needed based on societal changes, business trends and other factors.

8. CSVC Priority Human Rights Topics

(1) Elimination of discrimination

The CSVC does not engage in discrimination, harassment, or any other affronts to the dignity of individuals on grounds of race, ethnicity, national extraction, religion, creed, gender, age, disability, sexual orientation, or other identifying characteristics.

(2) Prohibition of child labor and forced labor

The CSVC does not accept any form of child labor, forced labor, bonded labor, or trafficking.

(3) Respect for fundamental labor rights

The CSVC respects fundamental labor rights including freedom of association, workers' right to organize and collective bargaining rights.

(4) Adequate provision of wages and reasonable working hours

The CSVC provides all employees with adequate wages and reasonable working hours.

(5) Ensuring a safe working environment and promoting health and well-being

The CSVC provides a safe, hygienic and comfortable working environment and endeavors to promote the health and well-being of all employees.

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(6) Support for work-life balance

The CSVC understands the importance of work-life balance and endeavors to make this possible for employees.

(7) Contribution to building a more diverse and inclusive society

The CSVC strives to enhance diversity by respecting the diverse characteristics and perspectives of each individual so that all employees can flourish regardless of factors such as race, nationality or sex. The Group also works to support, empower, and protect the human rights of members of vulnerable, marginalized or under-represented groups, such as people with disabilities, migrant workers, or LGBT people.

(8) Safeguarding personal information

The CSVC adheres to the Act on the Protection of Personal Information and applicable laws and regulations and we are committed to proper safeguarding of all personal information we handle.

Human Rights Policy of CSVC
General Director



Mr. Peng, Wei-Yeh

