

Stepping into **THE GREEN STEEL ERA**

Sustainability Report 2025



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Message from the Board of Directors

Amid the continued impact of geopolitical fluctuations, rising trade protectionism, U.S. tariff policies, and increasingly stringent carbon emission requirements such as the European Union's Carbon Border Adjustment Mechanism (CBAM), China Steel and Nippon Steel Vietnam Joint Stock Company (CSVC) clearly recognizes that sustainable development is no longer an option but an inevitable requirement for industrial manufacturing enterprises.

As one of the leading steel manufacturers in Vietnam, CSVC supplies the domestic market as well as international markets, particularly Europe and Southeast Asia. With a strong commitment to sustainable development, CSVC recognizes ESG not only as a compliance requirement, but also as a core strategy to enhance competitiveness and create long-term value for the Company, customers, partners, and the wider community.

In 2025, the Company continues to focus on improving energy efficiency, optimizing production operations, and controlling environmental impacts across its entire operations. At the same time, CSVC continues to maintain internationally recognized management systems for environmental protection, occupational safety, energy management, and quality management to meet the increasingly stringent requirements of customers and export markets.

In addition to operational efficiency, we place strong emphasis on building a safe, stable, and respectful working environment for employees; strengthening training programs; enhancing safety awareness; and developing human resources in a sustainable manner. Furthermore, the Company continues to support local communities through practical activities aligned with local needs and the Company's corporate social responsibility commitments.

Alongside environmental and social objectives, CSVC considers transparency, legal compliance, and business ethics to be the foundation of long-term development. Therefore, the Company continues to strengthen its risk management system, enhance internal controls, and improve its adaptability in response to the rapid changes in the global market.

We understand that ESG is a long-term journey that requires persistence, responsibility, and continuous improvement. In the coming years, CSVC will continue to pursue growth in parallel with sustainable development, proactively adapt to global ESG requirements, and remain committed to creating long-term value for employees, customers, partners, and the community.



CHAPTER 1

GENERAL INFORMATION

CSVC overview

Sustainability commitments

Sustainable development
governance structure



CSVC overview

FULL NAME: CÔNG TY CỔ PHẦN CHINA STEEL & NIPPON STEEL VIỆT NAM

INTERNATIONAL NAME: CHINA STEEL AND NIPPON STEEL VIETNAM JOINT STOCK COMPANY

ABBREVIATION: CSVC

INVESTMENT REGISTRATION CERTIFICATE: 3266151700

ENTERPRISE REGISTRATION CERTIFICATE: 3501382588

TELEPHONE: (84)254-3931168 **FAX:** (84)254-3932188 **WEBSITE:** www.csvc.com.vn

HEAD OFFICE: My Xuan A2 Industrial Zone, Phu My Ward, Ho Chi Minh City

REPRESENTATIVE OFFICE: 9TH FLOOR, VICTORY TOWER, NO.12 TAN TRAO STREET, TAN MY WARD, HO CHI MINH CITY



Scale and operations

ECONOMIC INFORMATION

Description	2023	2024	2025
Registered Capital (VND million)	18,368,000	18,368,000	18,368,000
Total investment capital in business and operations (VND million)	11,659,834	11,659,834	11,659,834

TOTAL SALES VOLUME

Product portfolio	2023	2024	2025
PO	77,797.74	104,714.17	106,735.20
FH	90,926.42	166,750.73	257,709.14
CG	133,984.89	224,093.26	135,310.93
CR	152,352.04	200,588.08	222,843.51
ES	110,365.01	118,652.99	108,466.89

PRODUCT



Pickled and Oiled Steel Coils (PO)



Cold Rolled Steel Coils (CR)



Hot-Dip Galvanized Steel Coils (CG)



Electrical Steel Coils (ES)

Vision & mission

General introduction

China Steel and Nippon Steel Vietnam Joint Stock Company (CSVC) is one of the most advanced steel sheet manufacturing factories in the world which was built in My Xuan A2 IZ, Phu My Ward, Ho Chi Minh City, Vietnam. Founded on May 12, 2009 on the basis of a joint venture between the leading steel companies in the global steel industry of Taiwan and Japan, which are notably China Steel Corporation (CSC) and Nippon Steel Corporation (NSC), CSVC has continuously been taking effort to improve steel production lines, productivity to create superior quality and catch up with the rapid flow of the development in steel market.

Vision

With the slogan “OUR QUALITY, YOUR BETTER LIFE” and strategic vision that reveals customer’s benefit will always be our concern, we believe that high-quality products, technology, and services can not only let us grow with our customers and stakeholders, enabling us to become an investor widely trusted and beloved in Vietnam and all around the world, but also make us do our best to create a better life and environment for the country.

Mission

Being fully aware of the concept “Customer’s Trust“, CSVC continuously turns technology and knowledge into value for customers’ benefit. Besides, with professional workforce of more than 800 employees, CSVC commits to satisfying all customers’ needs and beyond their expectation by providing them eco-friendly products through unique production process for each customer.



Core values

To achieve our established goals, since our inception and throughout our development journey, CSVG has cultivated a corporate culture anchored in 05 core values:

Teamwork

Be respectful of cultural differences and consistently perform assigned tasks with enthusiasm and dedication.

Enterprise

Integrity management to meet customer needs and a brand trusted by society.

Innovation

Rapid innovation of customized products and breakthrough thinking to embrace reforms.

Down-to-earth

Be brave to take responsibility be pragmatic in the face of internal and external changes and be responsible to the end.

Integrity

Abide by the values of honesty and courage to adhere to the belief as the highest standard.



HUMAN RESOURCES – A VITAL RESOURCE

The spirit of respecting for the law: Upholding strict legal compliance. Every individual recognizes that any violation of the law not only results in severe consequences for those involved, but also seriously damages the image, credibility, and reputation of CSVC.

Integrity in all actions: Every employee upholds the highest standards of integrity and honesty in all internal and external dealings. We are strictly committed to refraining from any coercive or demanding behavior, as well as from soliciting, offering, or accepting gifts, bribes, privileges, or special favors to or from customers, partners, suppliers, or other stakeholders in exchange for any illegal, unfair, or non-transparent advantages.

A HEALTHY WORK ENVIRONMENT

Employees: We foster a collaborative workplace rooted in mutual respect, trust, teamwork, and continuous learning. Respecting and adhering to management’s assignments is highly valued.

Leadership: Managers act as exemplary role models in professional conduct and strict compliance, effectively guiding their teams to fulfill all responsibilities.

Professional conduct: Employees are expected to perform duties with a clear mind, free from alcohol, drugs, or other stimulants. Additionally, the Company provides ongoing training to enhance their professional capabilities.

Anti-discrimination & harassment: We maintain a zero-tolerance policy towards any form of discrimination in the workplace based on race, religion, ethnicity, gender, social status, marital status, health conditions, or similar factors. We strictly prohibit child labor (under 18 years of age), forced labor, harassment, abuse, bullying, workplace isolation, or body shaming in any form—whether verbal, non-verbal, or physical.

ASSET PROTECTION AND INFORMATION CONFIDENTIALITY

Asset protection: This covers all tangible and intangible assets owned or managed by CSVC (e.g., cash, facilities, equipment, vehicles, IT systems, and corporate data). Assets must be used exclusively for Company business. Employees are required to safeguard them, use them efficiently, and return them promptly upon task completion.

Information confidentiality: This includes all non-public information, such as business and production plans, financial data, technical specs, executive changes, trade secrets, R&D, patents, and unreleased strategic documents. Regardless of the format, all employees and stakeholders must strictly adhere to our confidentiality policies.

BUSINESS CODE OF CONDUCT

Customers: Customer satisfaction and trust are our top priorities. We serve with honesty, dedication, and fairness, delivering superior products at competitive prices, and viewing customer success as CSVC’s success. All commissions, discounts, and commercial incentives must be lawful, fully documented, market-aligned, and strictly follow our internal approval processes.

Suppliers: We commit to respectful, lawful, and objective transactions based on mutual benefit. Supplier selection is driven strictly by competitiveness in price, quality, and relevant standards. We maintain a zero-tolerance policy for kickbacks or any illicit payments that manipulate the procurement or bidding processes.

Government authorities: Upholding the rule of law is mandatory. Bribery or any similar acts to gain undue legal advantages are strictly prohibited, as is the concealment of any unlawful activities. Employees must never offer gifts of significant value to public officials on behalf of the Company to secure business objectives.

Shareholders: We fully execute the policies and strategies approved by our shareholders. We treat all shareholders with respect and fairness, recognizing that their interests are fundamentally aligned with the success of the Company and its employees.

CSVC is committed to fostering a professional and transparent workplace that upholds the highest ethical standards. This Code of Ethics and Conduct serves as our compass, providing clear behavioral guidelines for all employees and stakeholders.



Reporting methodology

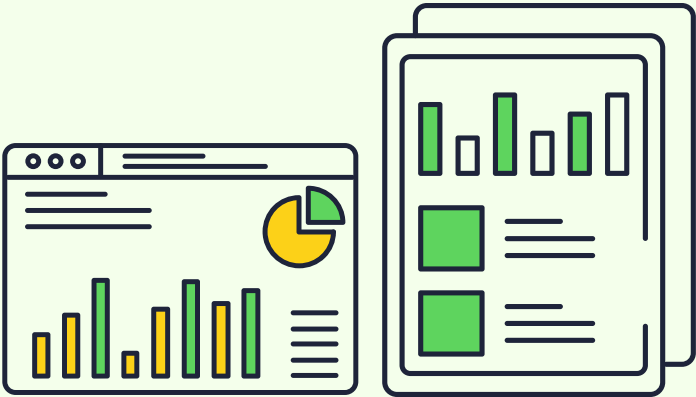
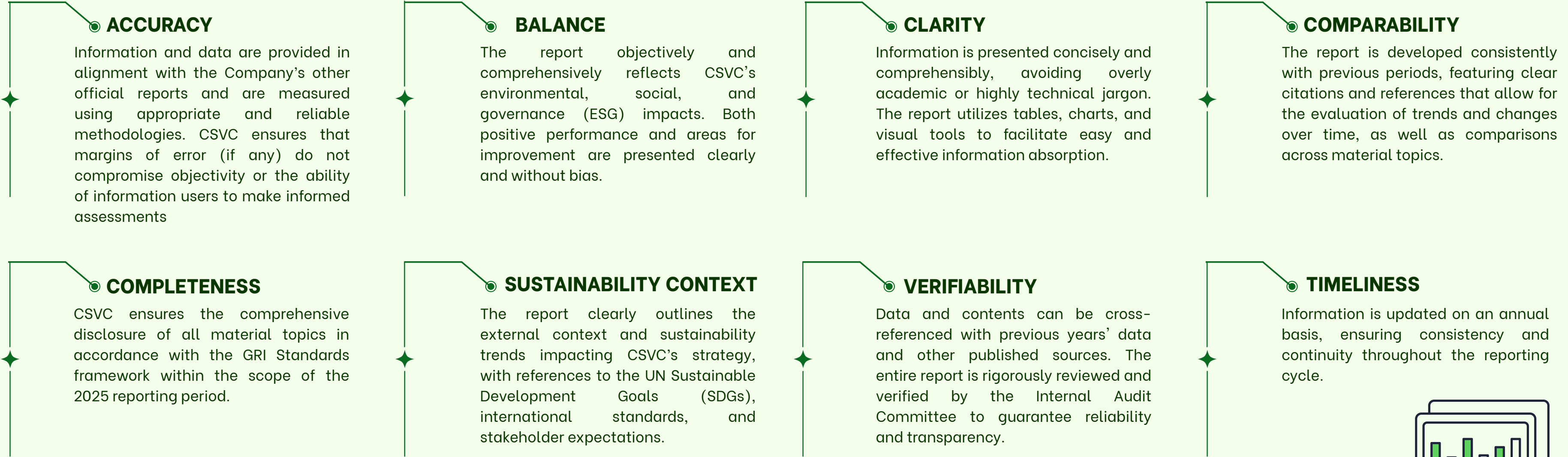
Reporting principles

This sustainability report is prepared by China Steel and Nippon Steel Vietnam Joint Stock Company (hereinafter referred to as “CSVC”) to provide information on CSVC’s sustainability orientations, strategies, commitments, and practices in 2025.

Reporting frequency and period: This report is published annually. 2025 marks the third year CSVC has issued an independent sustainability report. The reporting period for all information and data is from January 1, 2025, to December 31, 2025.

Reporting frameworks and standards

The 2025 sustainability report is prepared and published with reference to the Global Reporting Initiative (GRI) Standards and aligns with the United Nations Sustainable Development Goals (UN SDGs). The contents of this report have been updated in accordance with the latest GRI guidelines and recommendations as of the publication date, ensuring accuracy, transparency, and relevance to the information disclosure requirements of our stakeholders.



Commitment to sustainable development

The Board of Directors of China Steel and Nippon Steel Vietnam Joint Stock Company (CSVN) recognizes sustainable development as a long-term strategic direction closely linked to the Company's responsibility toward people, communities, and the environment. We believe that business growth must go hand in hand with creating sustainable value for society, protecting the environment, and contributing positively to economic development.



Guiding principles and core values



Compliance with applicable laws, standards/regulations, and requirements related to environmental, social, and governance matters.



Respect for people by recognizing employees as valuable assets and promoting equality and diversity.



Environmental responsibility through efficient resource utilization, emission reduction, and environmental protection.



Transparency and integrity in all governance and business activities.



Partnership with communities through fostering strong relationships and sharing sustainable value with society.

Implementation Mechanism

- Establish specific objectives and measure performance using clear Key Performance Indicators (KPIs).
- Publicly disclose annual progress reports in accordance with internationally recognized standards and frameworks, including GRI, SDGs, and ESG principles.



Commitment statement

CSVN is committed to integrating sustainable development into all business activities and decision-making processes. Guided by a spirit of responsibility, transparency, and innovation, CSVN will continue striving to create long-term value for customers, partners, employees, communities, and future generations.

Commitments to action

ENVIRONMENT



- Ensure compliance with environmental laws and regulations while continuously improving environmental performance.
- Minimize environmental impacts throughout business operations.
- Improve energy efficiency and progressively increase the feasible use of low-carbon and renewable energy.
- Strengthen waste management and promote recycling and resource recovery where technically and legally feasible, moving toward circular economy practices.
- Reduce greenhouse gas emissions and support climate change mitigation through continuous improvement and technological innovation.
- Promote the efficient use of raw materials and increase recycled content in products where applicable.

SOCIAL



- Ensure the safety, health, and welfare of all employees.
- Create a fair and diverse working environment that encourages capability development and growth.
- Respect human rights and uphold international labor standards.
- Participate in and support community activities, contributing to the improvement of social well-being.

GOVERNANCE



- Establish a transparent, accountable, and effective governance system.
- Comply with accounting, financial, and information disclosure standards.
- Prevent corruption, conflicts of interest, and non-transparent practices.
- Actively engage and cooperate with stakeholders to achieve sustainable development together.

The key highlights

3,013 trees planted at Binh Chau – Phuoc Buu Nature Reserve.

35,987 tonnes of hazardous and industrial waste safely treated.

100% of wastewater collected and treated to standards.

36 production optimization initiatives, significantly reducing resource consumption at zero investment cost.

100% GHG emissions inventory data verified and certified by global independent organizations.

100% environmental compliance and continuous performance improvement.

3,241 total training hours during the year.

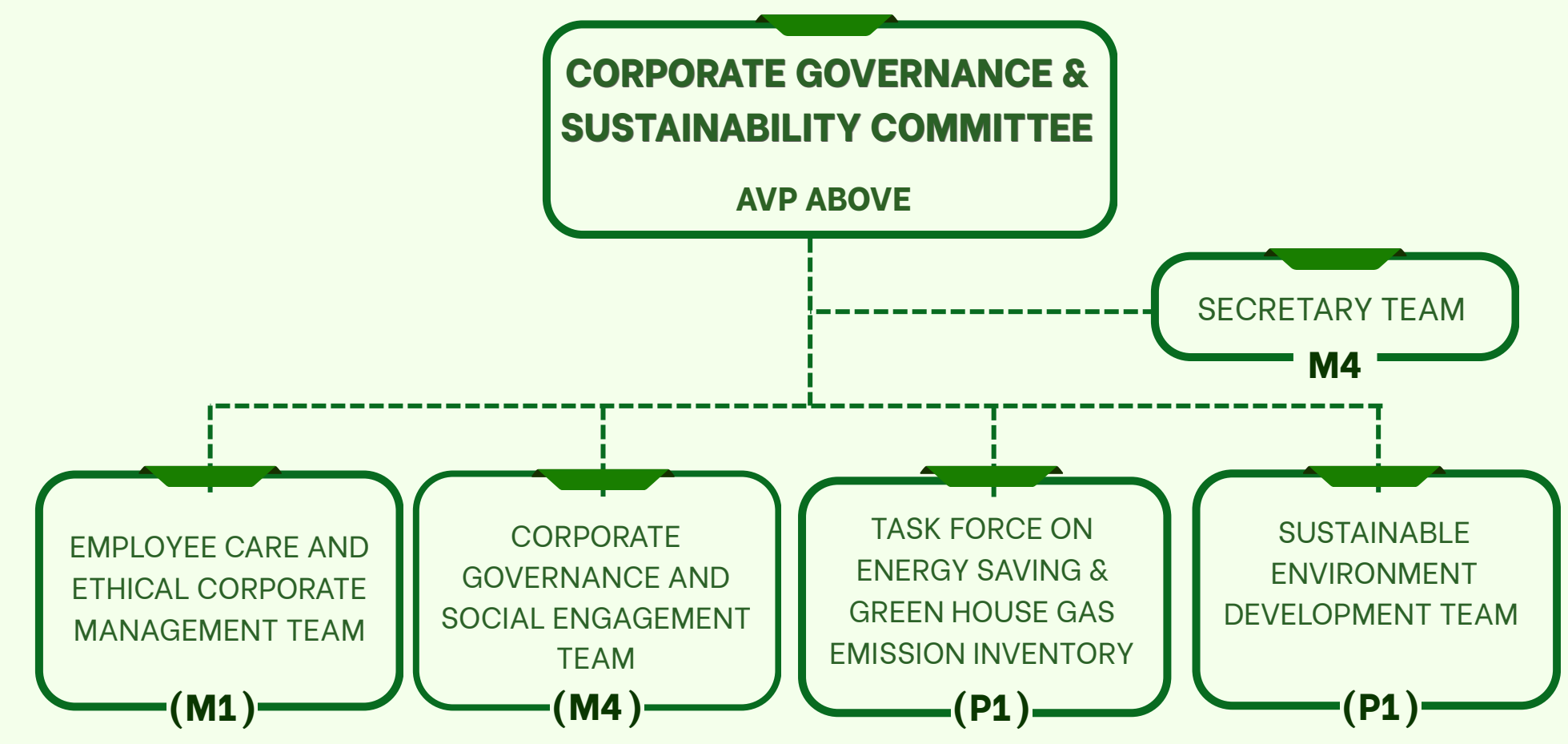
0 cases recorded occupational accidents and diseases.

732 million VND invested in community initiatives.

0 cases recorded grievances related to human rights policies.



Sustainability governance structure



In order to ensure the implementation of sustainable management policies, the Corporate Governance and Sustainability Committee has established four execution teams, including “The Employee Care and Ethical Corporate Management Team“, “Corporate Governance and Social Engagement Team“, “Task Force on Energy Saving & Green House Gas Emission Inventory”, “Sustainable Environment Development Team” which are responsible for the operation and promotion of relevant matters, and implementing matters adopted by resolution of the Committee.



ROLES & RESPONSIBILITIES:

The Committee’s role & responsibilities is to contribute to the corporate sustainability objectives by:

- Overseeing and monitoring sustainability risks;
- Commitments to the health and safety of the community, ethics and economic profitability;
- Periodically review the corporate’s sustainability commitments, goals and strategy;
- Maintaining the corporate reputation as one of Vietnam’s leading steel companies;
- Plan and promote energy saving, carbon reduction and carbon neutrality-related issues; Other relevant matters resolved by the board of directors.



Stakeholder engagement

Amidst the steel industry’s profound exposure to market volatility and increasingly stringent requirements for occupational safety, emissions management, and global green transition standards, CSVC identifies Stakeholder Engagement as a vital component of our sustainability governance framework. This proactive engagement enables the Company to deeply understand the expectations, concerns, as well as emerging risks and opportunities across the entire value chain—from the supplier network to customers. Consequently, it informs our decision-making processes, strategic reviews, and policy adjustments to ensure alignment with practical realities.

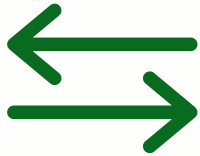
The outcomes of these stakeholder engagements serve as critical inputs for CSVC in determining and updating material topics, managing transition risks, and executing long-term commitments.

Stakeholder engagement principles



Transparency and consistency

CSVC proactively shares information regarding its strategy, operational performance, and sustainability priorities through official disclosure channels and direct dialogues, establishing a foundation for trust and consensus in all collaborative partnerships.



Focused two-way dialogue

Engagement mechanisms are designed to foster two-way communication, focusing on critical boundaries that directly impact manufacturing and business operations (such as plant safety, environmental compliance, and anti-corruption ethics), as well as risk management and the Company’s sustainability objectives.



Inclusivity and accountability

CSVC respects the legitimate rights and interests of Stakeholders throughout the entire value chain, while prioritizing expanded engagement with domestic supplier networks, contractors, and local communities in our operational areas.

Identification process and implementation methodology



Stakeholder identification and prioritization

The level of impact of the Company’s operations on Stakeholders.
The level of influence of Stakeholders on the execution of the Company’s strategic and sustainability objectives.



Channel establishment and engagement

Operating a diverse range of direct and indirect channels (such as on-site supplier audits, whistleblowing mechanisms, and periodic employee dialogues), tailored to the specific characteristics of each Stakeholder group.



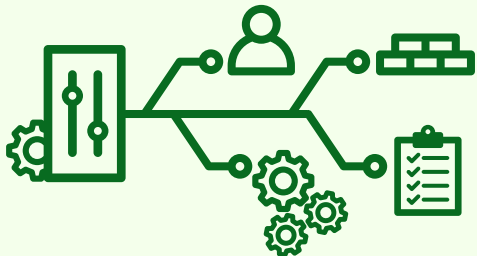
Feedback collection and categorization

Synthesizing concerns, expectations, and feedback into core governance and sustainability topics to prioritize resource allocation.



Integration into the governance system

Utilizing engagement outcomes as inputs for the Enterprise Risk Management (ERM) system, sustainability strategic planning, and the identification of appropriate improvement actions.



Stakeholder engagement summary



Stakeholders	Key topics of interest	Engagement channels	Integration into sustainability governance
Shareholders/ Investors	- Long-term financial performance and sustainable profit margins. - Corporate governance and internal control systems. - Information transparency and disclosure quality. - Climate risks, carbon tax barriers (CBAM), and the Net Zero roadmap.	- Annual General Meeting. - Investor Relations (IR) meetings and conferences. - Financial reports and sustainability reports.	- Utilizing investor feedback to inform strategic reviews and long-term objectives. - Enhancing disclosure quality in alignment with corporate governance best practices. - Updating the emission reduction roadmap and climate risk management to safeguard competitiveness.
Customers/ Commercial Partners	- Steel product quality, safety, and stability. - Product information transparency and partner data security. - Demand for “green steel“ products and low-carbon supply chains. - Collaborative trends toward sustainable business options.	- Customer satisfaction evaluation systems. - Direct on-site plant audits and assessments by partners. - Periodic customer conferences.	- Feedback-driven technological upgrades and product portfolio diversification. - Provision of transparent emission data aligned with global supply chain standards. - Cybersecurity infrastructure enhancements to ensure protection of partner-proprietary information.
Suppliers/ Contractors and Partners	- Quality, safety, and stability of raw material and supply inputs. - Transparent supply chains with maximum prioritization of local resources. - Ethical business practices, anti-corruption, and industry standard compliance. - Occupational health and safety (OHS) conditions during on-site cooperation and logistics/delivery operations at the plant.	- Periodic supplier audits. - Supplier Code of Conduct. - Transparent whistleblowing mechanisms. - Compliance training & standard-setting guidelines.	- Establishment of mandatory supplier pre-qualification standards and value chain assessment criteria. - Zero-tolerance policy regarding breaches of business ethics, leading to immediate contract termination. - Strengthening long-term partnerships built on transparency and mutual accountability.



Stakeholder engagement summary



Stakeholders	Key topics of interest	Engagement channels	Integration into sustainability governance
Governments/ Regulatory Authorities	• Legal and regulatory compliance (particularly regarding environment, labor, and taxation). • Safe and sustainable heavy industry development. • Policies and the business environment • Contributions to local socio-economic development.	• Periodic reports mandated by law. • Participation in specialized inspections and audits. • Policy dialogues and regulatory consultations. • Provincial and national conferences and seminars.	• Strict compliance with current laws and regulations. • Allocation of resources to upgrade emission treatment technologies in accordance with the latest environmental standards. • Full fulfillment of state budget contribution obligations.
Employees/ Trade Union	• Safe working conditions and occupational accident prevention. • Benefits, fair remuneration, and job security. • Skill development, career pathways, and capacity-building training. • Harmonious labor relations, alongside a diverse and inclusive working environment.	• Periodic employee conferences. • Workshop-level safety and hygiene officer network. • Internal communication channels and opinion surveys. • Direct dialogue with the Board of Management. • Internal anonymous grievance and reporting channels.	• Utilizing employee feedback to review and upgrade welfare policies and plant safety measures. • Strengthening a respectful and equitable working environment while eliminating discrimination. • Maintaining dialogue mechanisms and building technical skill development roadmaps.
Local Communities	• Management of environmental impacts (dust, noise, wastewater) in areas surrounding the plant. • Health and quality of life of local communities. • Creation of local employment opportunities and livelihood development. • Response to environmental impacts and participation in social welfare activities.	• Social responsibility programs. • Sponsorship, charitable activities, and related programs/seminars.	• Implementation of practical social welfare contribution activities. • Sustaining economic drivers through prioritizing the recruitment of local direct labor.



Process for determining material topics

Periodic review process

CSVC applies an impact-based materiality assessment methodology to identify topics reflecting the most significant impacts caused or contributed to by the Company's activities on the economy, environment, and people. This methodology simultaneously considers positive and negative, actual and potential impacts throughout the entire steel industry value chain, from the supplier network to end-use customers.

The materiality determination process is conducted in three main stages, beginning with understanding the organizational context through the analysis of global and local trends in markets where CSVC operates, studying international and Vietnamese legal frameworks, and referencing standards such as the Global Reporting Initiative (GRI) Standards, the United Nations Sustainable Development Goals (SDGs), alongside Vietnamese legal requirements on environment, labor, corporate governance, and information disclosure. The harmonious combination of international standards and specific market requirements enables CSVC to build a comprehensive assessment methodology suited to the practical operational context of the steel industry.

2



The second phase focuses on identifying actual and potential impacts through a comprehensive review of production operations, evaluation of the supply chain system, and analysis of the Company's business relationships.



Methodology for determining material topics

In 2025, CSVC conducted a comprehensive review of its material topics portfolio to ensure relevance to current operational contexts and emerging sustainability trends at both international and national levels. Internationally, CSVC monitored and analyzed key changes and impacts, including the green transition trend in supply chains, new requirements from SBTi regarding Net Zero commitments, the European Union's Carbon Border Adjustment Mechanism (CBAM), while benchmarking ESG performance against prominent practices in the steel industry and researching advanced global sustainability reporting standards.

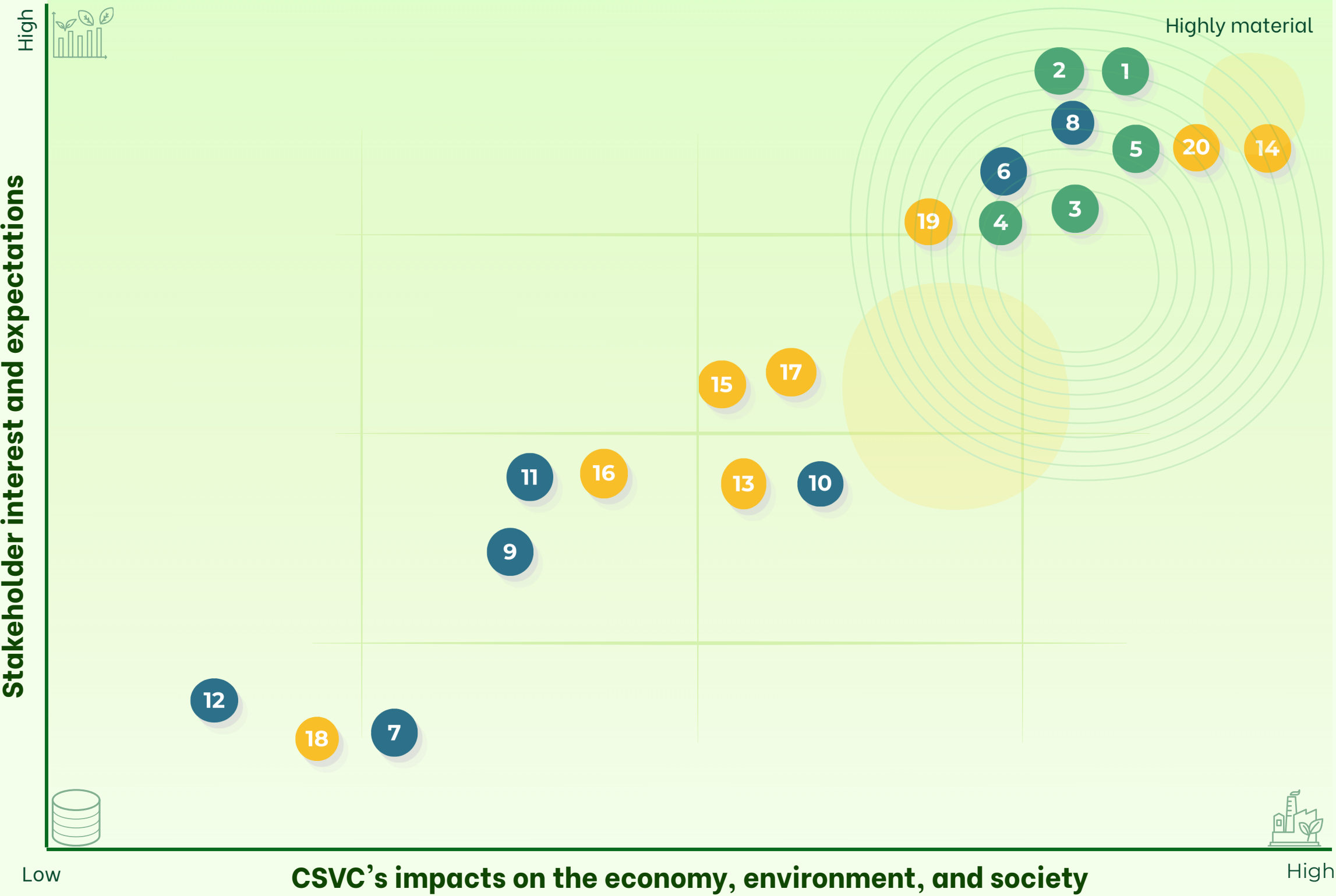
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The final stage is evaluating the significance of impacts on the economy, environment, and people. Stakeholder engagement plays a critical role throughout the entire process, helping CSVC understand their expectations and concerns while validating the accuracy of impact assessments. The final list of material topics is integrated into the enterprise risk management (ERM) system and serves as the foundation for formulating strategies, establishing goals, and disclosing sustainability information.



Materiality matrix

In the 2025 reporting period, CSVC identified 20 material topics through a materiality assessment methodology conducted by consulting with the Board of Management, benchmarking against the parent company’s key issues, and evaluating risks specific to the steel manufacturing industry.



- **ENVIRONMENT**
 - 1. GHG Emissions
 - 2. Energy
 - 3. Materials
 - 4. Water and Effluents
 - 5. Waste
- **SOCIAL**
 - 6. Employment
 - 7. Training and Education
 - 8. Occupational Health and Safety
 - 9. Diversity and Equal Opportunity
 - 10. Labor Relations
 - 11. Customer Responsibility
 - 12. Local Communities
- **GOVERNANCE**
 - 13. Governance Structure
 - 14. Economic Performance
 - 15. Transparency and Disclosure
 - 16. Anti-corruption
 - 17. Ethics and Compliance
 - 18. Data Privacy and Security
 - 19. Risk Management
 - 20. Supply Chain Management

X-axis: Significance of CSVC’s economic, environmental, and social impacts.
Y-axis: Stakeholder interest and expectations.



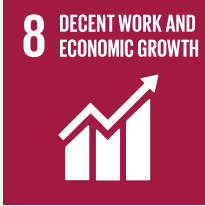
ALIGNMENT BETWEEN MATERIAL TOPICS, ENTERPRISE RISK MANAGEMENT, AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)



ENVIRONMENT

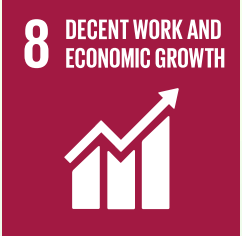


SOCIAL

Greenhouse gas emissions & energy	 	Greenhouse gas emissions management. Optimization of energy use efficiency. Climate change adaptation and response.	Risk of increasing energy costs and carbon taxes. Risk of natural disasters and climate change.	Transition risks Physical risks
Resource and waste management	 	Efficient water extraction and use. Industrial wastewater management. Waste management and circularity. Responsible use of raw materials.	Risk of environmental liability. Risk of non-compliance with legal regulations on wastewater discharge.	Transition risks
Occupational health and safety	 	Ensuring occupational health and safety. Improving the factory working environment.	Risk of occupational health and safety hazards. Risk of production disruption due to accidents.	Operational risks Physical risks
Working conditions & human resources development	   	Employment and welfare. Diversity and equal opportunity. Labor relations and engagement. Training and human resource development.	Risk of shortage of highly specialized personnel. Risk of legal disputes related to labor.	Transition risks
Community responsibility	 	Contribution to local economic development. Community responsibility.	Risk of reputation loss and loss of local community support.	Transition risks

ALIGNMENT BETWEEN MATERIAL TOPICS, ENTERPRISE RISK MANAGEMENT, AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

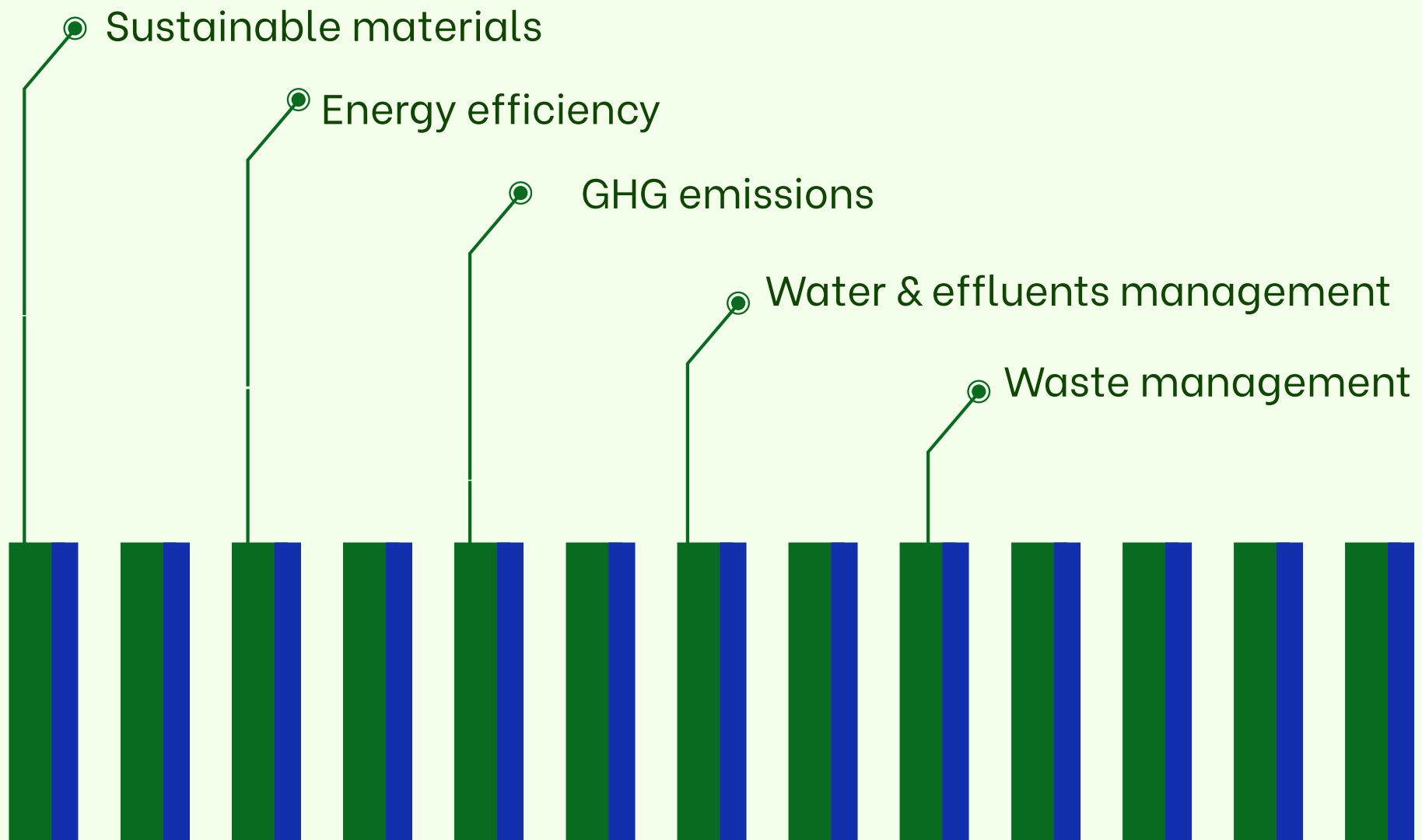


Economic performance & governance structure	 	Economic performance & growth. Transparent governance structure model. Risk management and internal control.	Financial investment risks Risk of errors in information disclosure	Transition risks
Business ethics & anti-corruption		Ethics and Legal Compliance. Anti-Corruption and Fraud.	Fraud and corruption risks Legal compliance risks	Governance risks
Value chain responsibility & product responsibility	 	Supplier and Contractor Management. Product Safety Responsibility. Data Security & Privacy.	Supply chain disruption risks Cyber security and data leakage risks	Transition risks Systemic risks



CHAPTER 3

GREEN STEEL ENVIRONMENT



Materiality management methodology

In the context of resource depletion risks and increasingly stringent ecological barriers, CSVC regards materials management not merely as a cost-optimization problem, but as a core capability to sustain supply chain continuity.

To materialize this, the factory’s governance system has shifted from aggregate volume control to a “micro-control per product line“ mechanism (material-to-product line logic), ensuring transparency and optimizing the lifecycle of all input materials.

 OUR OBJECTIVE	 OUR FOCUS	 OUR IMPACT
Optimizing resource efficiency	• Micro-data extraction across 5 production lines. • Continuous calibration of consumable material norms.	• Achieved over 95% material utilization efficiency for HRC.
Promoting circular economy	• Integration of recycled content (RC) steel. • Source-based scrap collection.	• 803 tons (0.096%): Integrated raw materials containing recycled content. • 5,432 tons: Sorted and recovered steel scrap.
Green supply chain	• Prioritization of certified eco-friendly packaging materials.	• 90% Outbound paper/carton packaging meeting FSC sustainable forest management standards

Material consumption overview

All input raw materials are tracked and categorized by renewable and non-renewable sources to support environmental footprint management objectives:

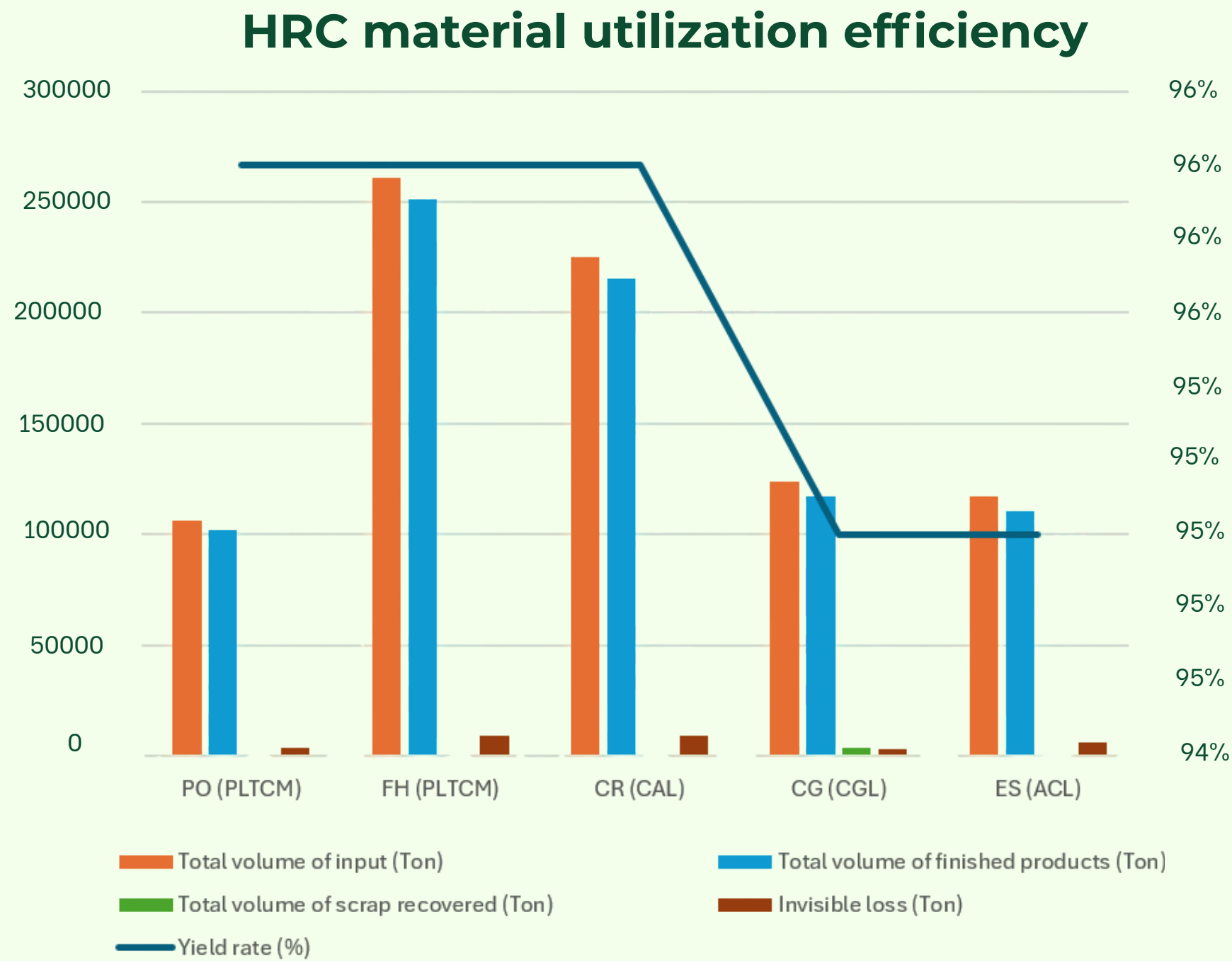
Material category	Raw material name	Actual quantity used	Unit (*)	Source classification
Main raw materials	Hot-rolled coil (HRC)	832,864	Ton	Non-renewable
Solid auxiliary materials	Zinc ingot	3,445.99	Ton	Non-renewable
Liquid auxiliary materials	Axit HCl 32%	2,348	Ton	Non-renewable
	Detergent/Alkaline	103.09	Ton/Liter	Non-renewable
	Rolling oil Quakerol CSVC 1.0	425,541	Liter	Non-renewable
	Rolling oil QWERL 263-W-CSVC	113,174.26	Kilogram	Non-renewable
	Rolling oil RL11	140,633.83	Kilogram	Non-renewable
	Coating oil 550SV	16,321.02	Liter	Non-renewable
	Anti-rust oil RP93	59,657.67	Kilogram	Non-renewable
	Anti-rust oil RP79	1,330.25	Kilogram	Non-renewable
	Coating oil Adeka	224.40	Kilogram	Non-renewable
	Coating oil RP93 & 580V	27.96	Ton	Non-renewable
Packaging materials	Paper / carton	1,097.21	Ton	Renewable
	Metal strapping	180.98	Ton	Non-renewable
	Plastic strapping	45.09	Ton	Non-renewable
	Nylon	42.69	Ton	Non-renewable

(*) Actual weight/volume is extracted from the ERP system based on the specific storage characteristics of each material type (tons or liters).



Material balance

Through HRC steel data extraction, CSVC recorded 31,201 tons of invisible loss and recovered 5,432 tons of steel scrap, establishing a core database for process optimization:



Compared to the 2023-2024 cycle, 2025 data recorded a shift in operating yield at the PO and CR lines to 96% (up 1%), and the ES line to 95% (up 1%). These parameter changes resulted from equipment reviews and technical calibrations, leading to a reduction in the raw material (HRC) consumption norm per unit of finished product.

Recycled raw materials

CSVC recorded 803 tons of steel containing recycled content (accounting for 0.096% of total main raw material inputs). The supply allocation data reflects efforts to diversify the supply chain to meet recycled material management standards.

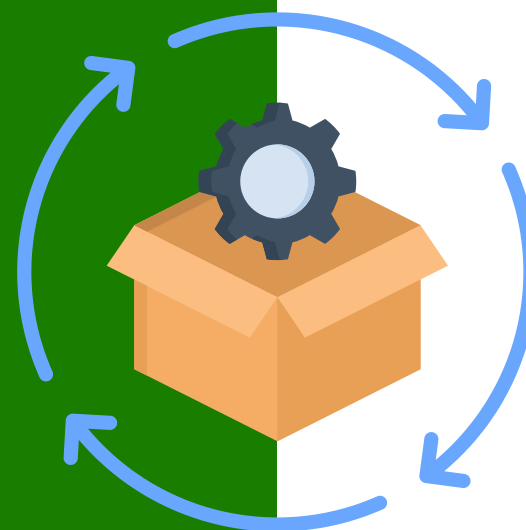


Supplying country	Manufacturer	Steel containing recycled content	Quantity (Ton)	Governance impact assessment
Vietnam	FHS Ha Tinh	RC23	684	Indirect reduction of logistics emissions (Scope 3)
Thailand	G J Steel	RC97	82	Supply chain risk diversification
Japan	Tokyo Steel	RC100	37	Pilot application of 100% recycled materials

Post-consumer packaging lifecycle management

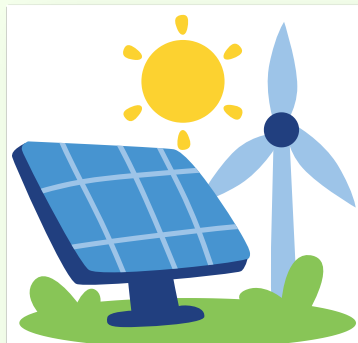
Of the total 1,365.97 tons of outbound packaging in 2025, paper/carton (renewable material) accounted for 1,097.21 tons.

Comparative data shows that the proportion of paper packaging achieving FSC sustainable forest management certification remained stable at 90% over the 3-year cycle (2023 - 2025). This indicator reflects CSV's integration of environmental protection standards and commitment to product lifecycle responsibility principles.



For the total volume of non-renewable packaging (metal strapping, plastic strapping, nylon), the direct intact recovery rate for reuse by the enterprise is 0%. Due to maximum tensile stress requirements during steel coil transportation, the mechanical structure of the packaging system is compromised upon dismantling. The strict non-reuse of these packaging materials is a mandatory safety risk control measure.

Instead, CSV recommends and transfers sorting guidelines so that this waste packaging is processed through the local secondary collection and recycling ecosystem, ensuring the product lifecycle responsibility principle.



Energy and environment management policy

CSVC has issued the Environment and Energy Policy with a commitment to maintaining production operations consistently aligned with sustainable development. We consider this a core corporate responsibility. To fulfill this obligation, CSVC’s management, all employees, and contractors commit to coordinating implementation through 3 specific action pillars:

Management commitment:



- Establish and implement the environmental and energy management system (EMS), utilizing this system as a foundation to assess environmental factors, and providing adequate human resources and technical information for its operation; focusing on procurement and design processes to improve energy efficiency and minimize environmental impacts.
- Commit to environmental protection and efficient energy utilization in production operations, as well as fully fulfilling the organization’s compliance obligations.

Awareness raising:



- Train all employees on environmental protection concepts and equip them with knowledge of advanced technologies for energy efficiency and conservation.
- Promote and disseminate environmental and energy policies to relevant stakeholders.

Continuous improvement:



- Promote pollution control and energy conservation.
- Continuously improve the environmental and energy management system, committing and dedicating to the sustainable development of the enterprise and the community.

CSVC has fulfilled the GRI standard requirements for the energy management category. Regarding the target policy aligned with global warming mitigation, CSVC has established a carbon emission reduction strategy in accordance with these criteria. Furthermore, regarding the establishment of Science Based Targets initiative (SBTi) goals, CSVC is currently researching and will implement them in the near future when appropriate.

**The Science Based Targets initiative (SBTi) is a global corporate climate action organization that develops science-based standards and guidance to help businesses set greenhouse gas (GHG) emission reduction targets aligned with the 1.5°C global warming limit scenario and achieve Net Zero no later than 2050.*

Energy consumption overview

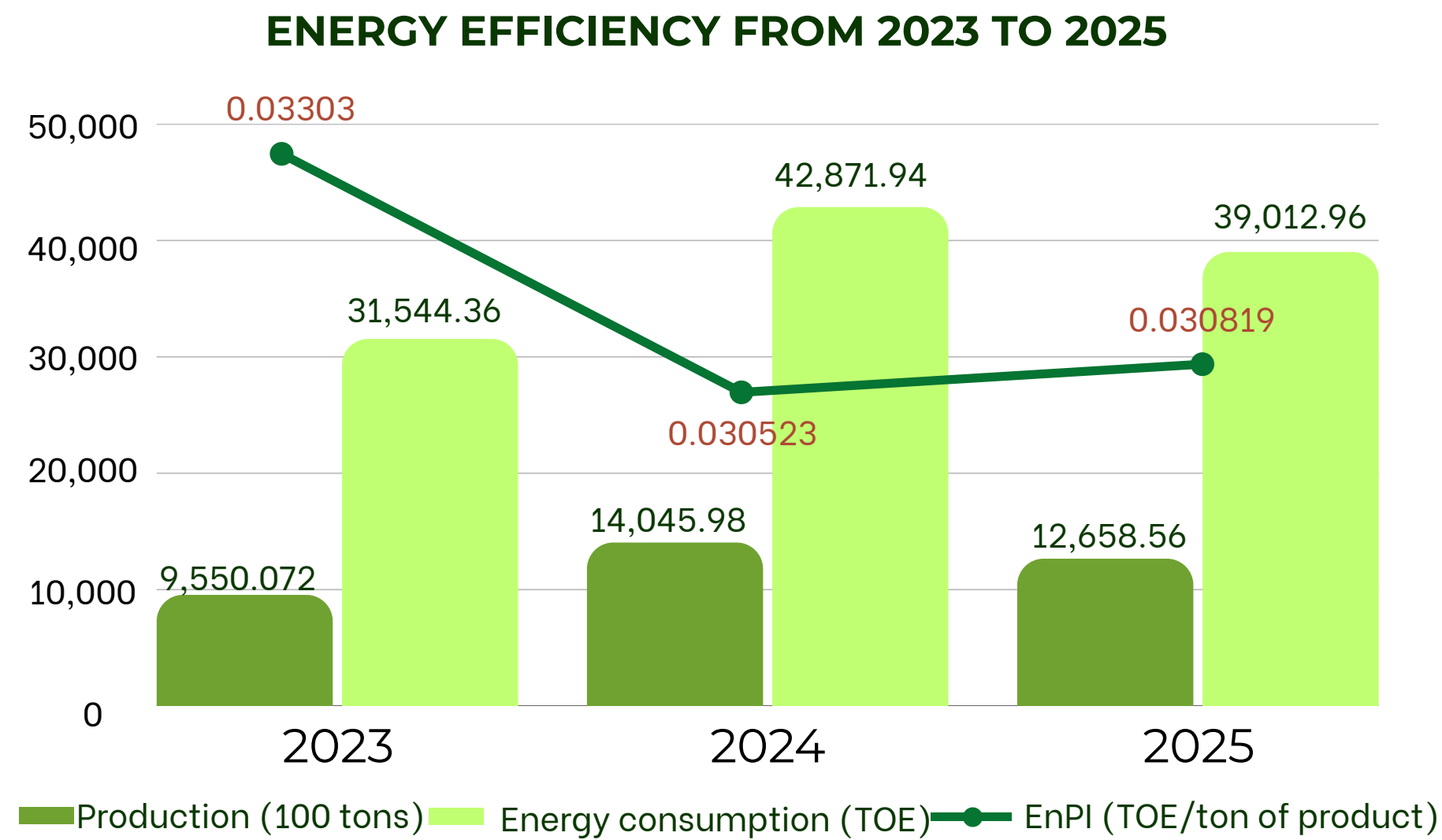
Energy efficiency assessment for the 2023 - 2025 period

The energy intensity per ton of product recorded a significant decrease during the 2023-2025 period. Several activities and energy reduction measures have been implemented across departments, including:

- Energy conservation in electrical equipment usage.
- Investing in electrical system upgrades, specifically LED lighting, to optimize energy consumption.
- Optimizing production processes.



Annual energy consumption				
Types of energy	Unit	2023	2024	2025
Electricity	kWh	106,859,300	142,341,400	135,215,900
Natural gas (NG)	Million m³	17.75	24.63	21.38



Greenhouse gas (GHG) emissions

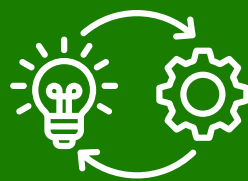
Management approach for material topics

In the context of the implementation of the Carbon Border Adjustment Mechanism (CBAM) and the domestic carbon credit market, CSVC prioritizes the transparency and accuracy of emissions data. To mitigate the risk of errors from manual management, the company is deploying a Digital Emission Monitoring System (DEMS), while maintaining periodic data audits by independent organizations. The roadmap to reduce internal emissions by 7% by 2025 and aim for carbon neutrality by 2050 is established to meet compliance requirements and maintain competitiveness in the export supply chain.



OUR STRATEGY

- Implement a measurable greenhouse gas (GHG) emission reduction roadmap towards the Net Zero target.
- Standardize the GHG inventory system in accordance with international standards to meet the requirements of the domestic carbon market.
- Ensure strict compliance with the reporting and technical requirements of the EU's Carbon Border Adjustment Mechanism (CBAM).
- Digitize the emissions data management process to minimize the risk of manual errors, ensuring transparency and traceability.



OUR FOCUS

- Conduct greenhouse gas (GHG) inventories; simultaneously monitor and periodically report the use of ozone-depleting substances (ODS) to the Ministry of Agriculture and Environment.
- Operate baghouse filter systems and static absorption towers for 16 exhaust stack systems (incinerators, ACL and CAL heating furnaces, etc.).
- Operate and optimize the Digital Emission Monitoring System (DEMS) to automate processes.
- Periodically verify CBAM calculation methodologies through independent third-party organizations to ensure strict compliance with international regulations.



OUR IMPACT

- 0.110 tCO₂e: The direct emission intensity per ton of product is optimally maintained and controlled.
- 100% of inventory data is verified and certified by global independent organizations.
- 100% of periodic CBAM reports are submitted on time, safeguarding the export supply chain to Europe.
- Over 1 billion VND in budget disbursed to maintain the DEMS system and international certifications (LCA, EPD).

Direct greenhouse gas (GHG) emission sources

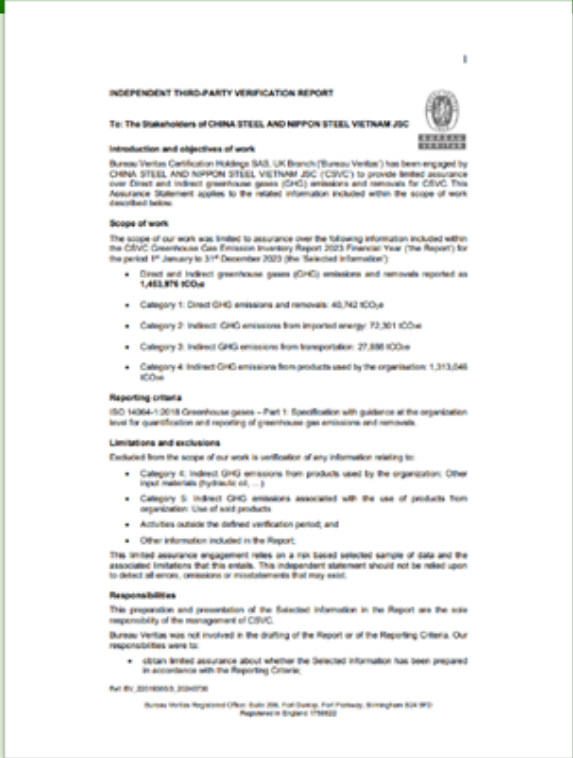
Currently, direct GHG emission sources at CSVC originate from fossil fuel consumption for production and transportation, as well as the use of externally purchased electricity. A minor portion of emissions arises from maintenance activities and the company’s wastewater treatment system. Specifically, the emission sources are as follows:



Scope	Emission sources
1	Emission sources from stationary combustion
	Use of natural gas (NG) for boilers and reheating furnaces
	Use of liquefied petroleum gas (LPG) for welding and cutting processes
	Use of diesel oil (DO) for emergency pumps
	Emission sources from mobile combustion
	Use of gasoline and diesel for forklifts, pickup trucks, and internal motorcycles
	Greenhouse gas (GHG) emissions arising from leaks, evaporation, or unintentional releases from human-made and operated systems, equipment, or processes
	CH4 (methane) leaks from domestic wastewater treatment and other wastewater treatment processes
	Use of refrigerants for equipment maintenance and servicing
	Use of chemicals and fire extinguishers in daily operations
2	Emissions from electricity consumption

Greenhouse gas (GHG) inventory

GREENHOUSE GAS (GHG) EMISSION CERTIFICATION (2023 - 2025)

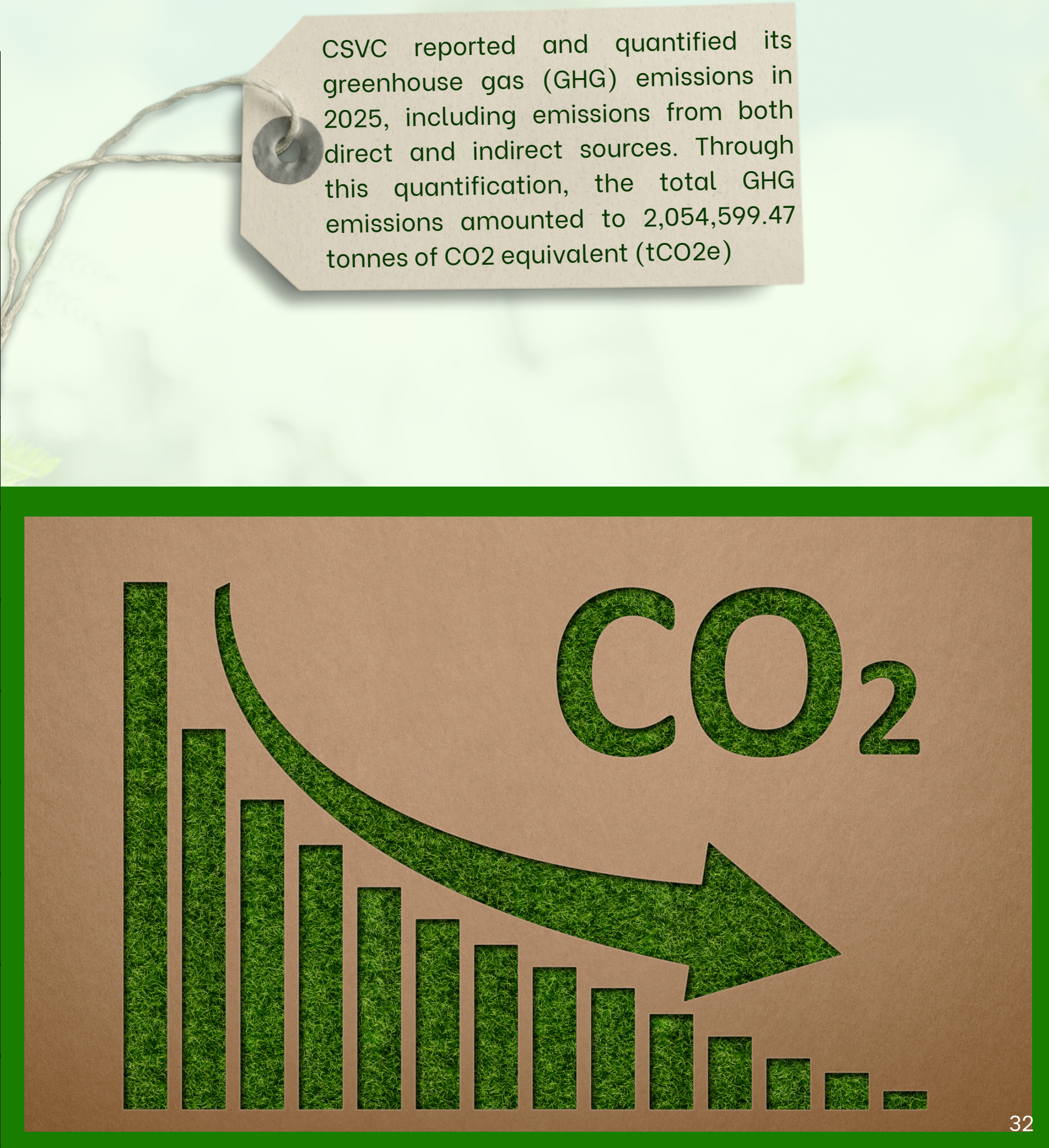


GREENHOUSE GAS (GHG) EMISSIONS TRACKING TABLE BY YEAR

GHG Inventory				
Description	Unit	2023	2024	2025
GHG inventory (Scope 1)	tCO2e	40,458.52	54,867.37	48,498.58
GHG inventory (Scope 2)	tCO2e	77,163.10	93,831.45	89,134.32
GHG inventory (Scope 3)	tCO2e	1,316,645.57	2,027,359.73	1,916,966.56

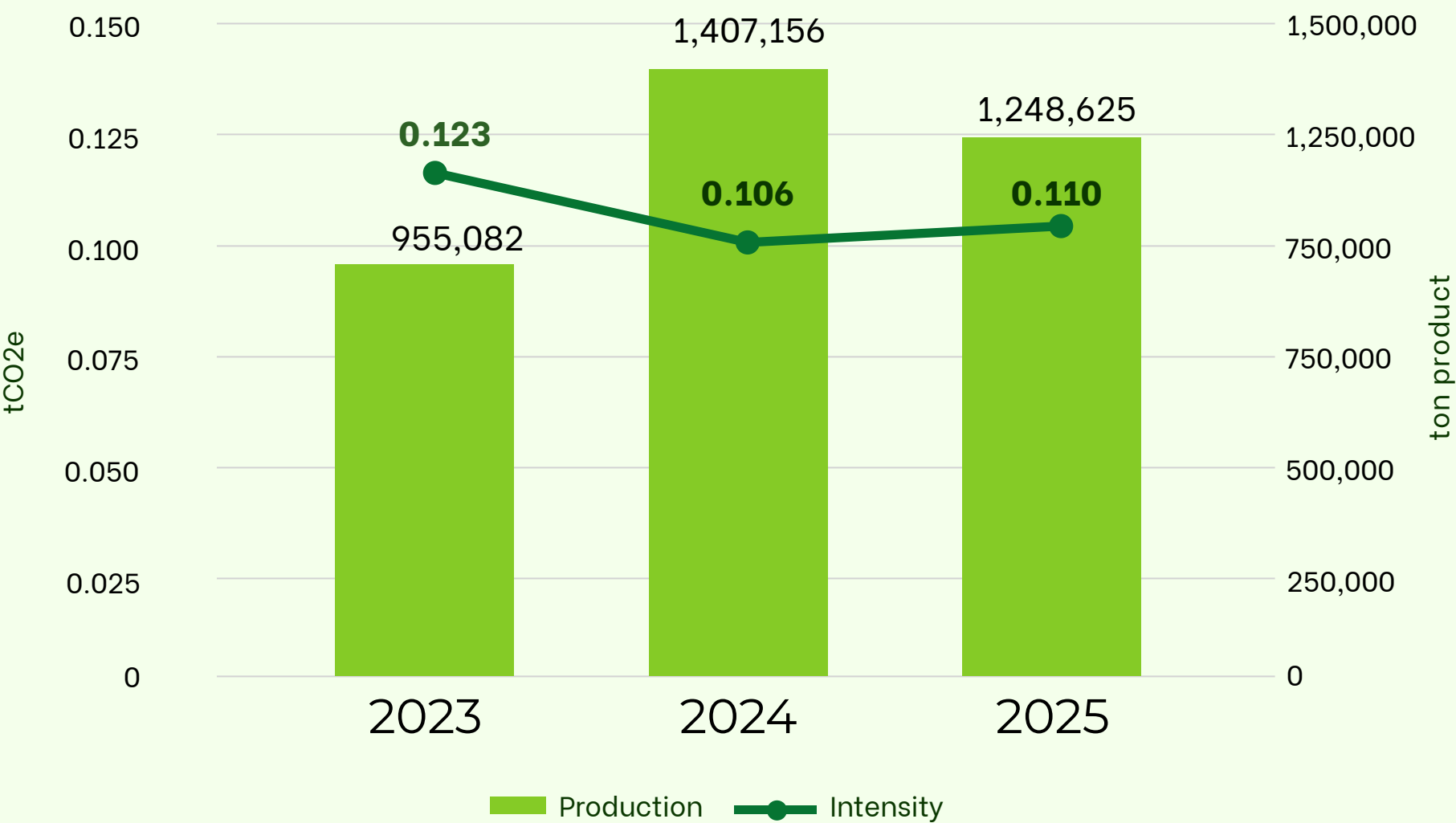
Tracking table of emission concentrations by scope in 2025

Reporting organization	CSVC	
Period	01/01/2025 - 31/12/2025	
Emissions	Unit	Total emissions
Scope 1	tCO2e	48,498.58
Carbon dioxide (CO2)	tCO2e	47,648.27
Methane (CH4)	tCO2e	484.12
Nitrous oxide (N2O)	tCO2e	95.97
R-22	tCO2e	186.87
R-134a	tCO2e	83.35
Scope 2	tCO2e	89,134.32
Scope 3	tCO2e	1,916,966.56
Total	tCO2e	2,054,599.47



Greenhouse gas (GHG) inventory

GHG emission intensity (Scope 1 & 2)



The chart shows that the company’s production output increased from about 955 thousand tons in 2023 to 1.407 million tons in 2024, then decreased slightly to about 1.249 million tons in 2025. Meanwhile, the intensity of direct greenhouse gas emissions (Scope 1 & 2) decreased from 0.123 tCO₂e/ton in 2023 to 0.106 tCO₂e/ton in 2024, before increasing slightly to 0.110 tCO₂e/ton in 2025.

This trend shows that as production output increases, CSVC has the ability to optimize the use of energy, fuels, and materials more efficiently, thereby reducing emissions per unit of product. Conversely, when output decreases in 2025, the efficiency of operational optimization also decreases, leading to a slight increase in emission intensity.

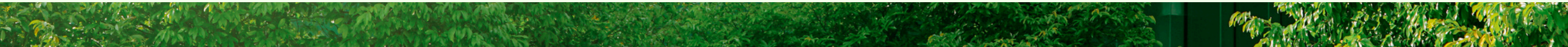
In the coming time, CSVC will continue to maintain the implemented production optimization measures, improve energy efficiency and improve technology to control and reduce greenhouse gas emission intensity in a sustainable way.



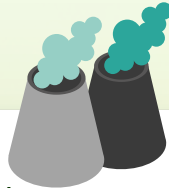
Ozone-depleting substances (ODS)

NO	Area	Machine information			Cooling capacity (kW)	Start year	Frequency of charging refrigerant in 2025 (time/year)	Charging quantity in 2025 (kg/time)
		Machine (Model, brand)	Number of machine	Refrigerant				
A Air conditioning system								
Air conditioners with a rated cooling capacity of 26.5 kW (90,000 BTU/h) or more.								
1	TCM office	TATUNG	3	R22	52	2013	0	0
2	PLTCM, ARP, RS ER	TC10ES/TATUNG	13	R22	35	2013	0	0
3	PLTCM, ARP, RS ER	TC15ES/TATUNG	8	R22	52	2013	0	0
4	PLTCM, ARP, RS ER	TC20ES/TATUNG	7	R22	70	2013	0	0
5	PLTCM, ARP, RS ER	TC20ES/TATUNG	1	R22	70	2013	2	6.4
6	Pulpit, ER of ACL, INL, RCL	Tatung 10RT	2	R22	35.17	2013	1	3
7	Pulpit, ER of ACL, INL, RCL	Tatung 15RT	1	R22	52.75	2013	1	3
8	Pulpit, ER of ACL, INL, RCL	Tatung 20RT	1	R22	70.37	2013	1	3
9	UA1: Main Substation	TATUNG TC-10NSF	2	R410A	35.2	2013	0	0
10	UA1: Main Substation	TATUNG TC-25NSF	2	R410A	87.3	2013	1	12.4
B Industrial cooling system								
Industrial refrigeration equipment with an electrical power of 40 kW or more.								
1	UA1	Dryer	1	R407	41.5	2023	1	22.7
2	No.1 Office	Chiller KUEN LING: KLSW-120D	1	R134A	92.6	2013	0	0

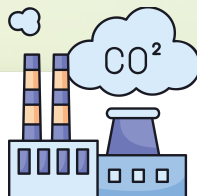
Annually, CSVG reports on its usage of ozone-depleting substances (ODS). The most recent report was updated and submitted to the Ministry of Agriculture and Environment on January 14, 2026.



GHG emissions management



Emission sources



- **Emissions from reheating furnaces:** CSVC uses Natural Gas (NG) to heat furnaces for production activities. Exhaust gas from each production line is collected by exhaust fans to the treatment system and discharged into the surrounding environment through stacks.
- **Acid vapor from pickling tanks:** The steel pickling process is carried out in a hydrochloric acid (HCl) solution tank at a temperature of approximately 70°C. At this temperature, a small amount of HCl evaporates and is released into the surrounding environment through stacks.

List of stacks at CSVC

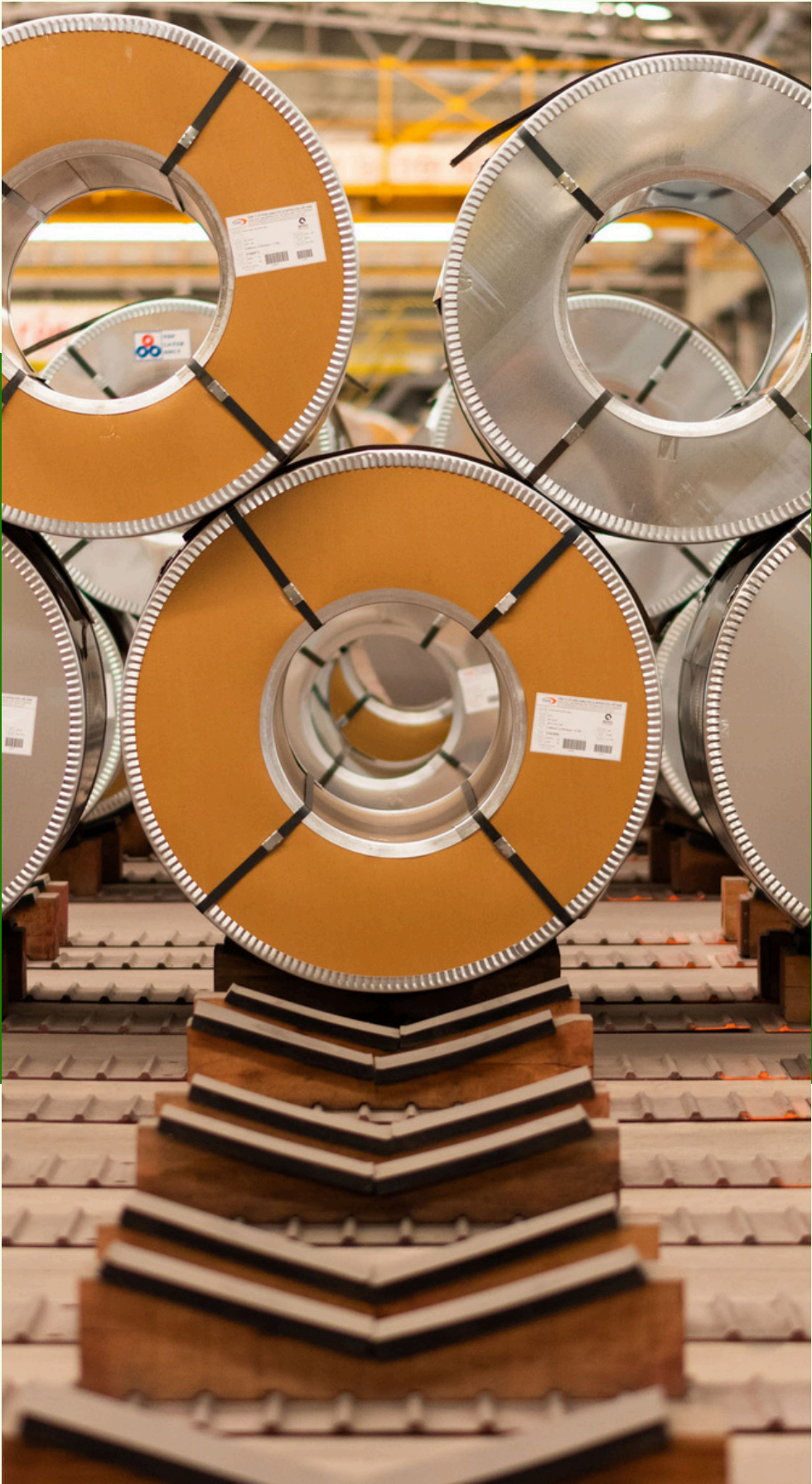
- CSVC uses Natural Gas (NG) to heat furnaces for production activities; NG has been proven to be the cleanest non-renewable source compared to other sources such as fossil fuels, coal, etc. And its carbon emissions are much lower than other fuels.
- After heating or creating preliminary reactions in the production line, the exhaust gas is discharged through stacks of varying heights. To ensure safety and minimize environmental impacts, several stacks have been equipped with tubular dust filtration or absorption systems. Additionally, the natural gas supplied to the production line is appropriately calculated to ensure that oxidation reactions occur completely without generating CO gas (an air pollutant).
- There are a total of 16 stacks at CSVC, but the BOI-01 stack is not operational during the production phase.

No.	Production line	Stack location	Stack number	Potential Pollutants	QCVN 51:2017/BTNMT *	Monitoring frequency
1	PLTCM	Rust removal area	PL-01	HCL	* Flow rate ≤ 20.000: - TSP: 200 mg/Nm3 - NOx: 850 mg/Nm3 - SO2: 500 mg/Nm3 - CO: 1.000 mg/Nm3 * Flow rate ≤ 100.000: - TSP: 180 mg/Nm3 - NOx: 765 mg/Nm3 - SO2: 450 mg/Nm3 - CO: 900 mg/Nm3 * Flow rate > 100.000: - TSP: 160 mg/Nm3 - NOx: 680 mg/Nm3 - SO2: 400 mg/Nm3 - CO: 800 mg/Nm3	Quarterly
2	PLTCM	Rust breaking area	PL-02	Dust		
3	PLTCM	TCM	PL-03	Dust		
4	ARP	ARP	ARP-01	HCL		
5	ARP	SRP	ARP-02	HCL		
6	ACL	Cleaning	ACL-01	NaOH		
7	ACL	Furnace	ACL-02	NG combustion		
8	ACL	Oven	ACL-03	NG combustion		
9	Utilities	Boilers	BOI-01	NG combustion		
10	Utilities	Boilers	BOI-02	NG combustion		
11	QA/QC	Laboratory	QA-01	Chemical vapor		
12	CAL	Furnace	CAL-01	NG combustion		
13	CAL	Cleaning	CAL-02	NaOH		
14	CGL	Furnace	CGL-01	NG combustion		
15	CGL	Oven	CGL-02	NG combustion		
16	CGL	Cleaning	CGL-03	NaOH, dust		



Emission environmental monitoring results

No.	Stack	Flow rate (m3/h)	NOx (mg/Nm3)	SO2 (mg/Nm3)	CO (mg/Nm3)	TSP (mg/Nm3)	HCl (mg/Nm3)	Cl2 (mg/Nm3)
1	ACL-01	4,623	1.89	9.39	99.49	17.40	-	-
2	ACL-02	19,831	75.39	39.50	76.22	18.33	-	-
3	ARP-01	18,310	39.63	1.96	6.28	78.58	3.31	0.05
4	ARP-02	16,483	3.99	51.14	70.73	9.40	2.28	0.15
5	BOI-02	15,843	56.37	1.96	33.30	18.33	-	-
6	CAL-02	14,014	6.52	1.96	19.11	13.70	-	-
7	CGL-03	14,280	1.42	1.96	0.85	16.05	-	-
8	PL-01	11,190	1.42	14.84	7.96	9.58	6.50	2.32
9	QA-01	4,629	1.46	1.96	0.85	10.30	-	-
QCVN 51:2017/BTNMT Kp=1,0; Kv=1,0; (QCVN 19:2009/BTNMT)		≤20.000	850	500	1.000	200	50	-
10	ACL-03	29,847	57.53	36.89	127.09	26.03	-	-
11	CAL-01	35,743	19.55	3.49	51.78	25.28	-	-
12	CGL-01	43,214	30.72	12.68	12.71	25.35	-	-
13	CGL-02	21,271	26.59	1.96	205.02	15.23	-	-
14	PL-02	25,433	1.51	1.96	2.36	13.98	3.15	0.43
QCVN 51:2017/BTNMT (Kp=0,9; Kv=1,0) ; (QCVN 19:2009/BTNMT)		≤100,000	765	450	900	180	45	-
15	PL-03	168,242	6.35	1.96	4.46	14.93	1.17	0.05
QCVN 51:2017/BTNMT (Kp=0,8; Kv=1,0) ; (QCVN 19:2009/BTNMT)		>100,000	680	400	800	160	40	-
Conclusion		All parameters comply with statutory standards						



Roadmap toward Net Zero 2050

For over a decade of striving to become Vietnam's leading steel manufacturer equipped with high-tech systems, CSVC has established a Net-Zero program focusing on three core tasks: optimizing production operations, replacing legacy technologies, and applying new technologies. To fulfill its commitment, starting in 2022, CSVC has rigorously conducted greenhouse gas (GHG) reporting and quantification, covering emissions from both direct and indirect sources. In addition, since its products continue to be marketed to Europe, the requirements of the Carbon Border Adjustment Mechanism (CBAM) are extremely well monitored, tracked, and complied with by CSVC.

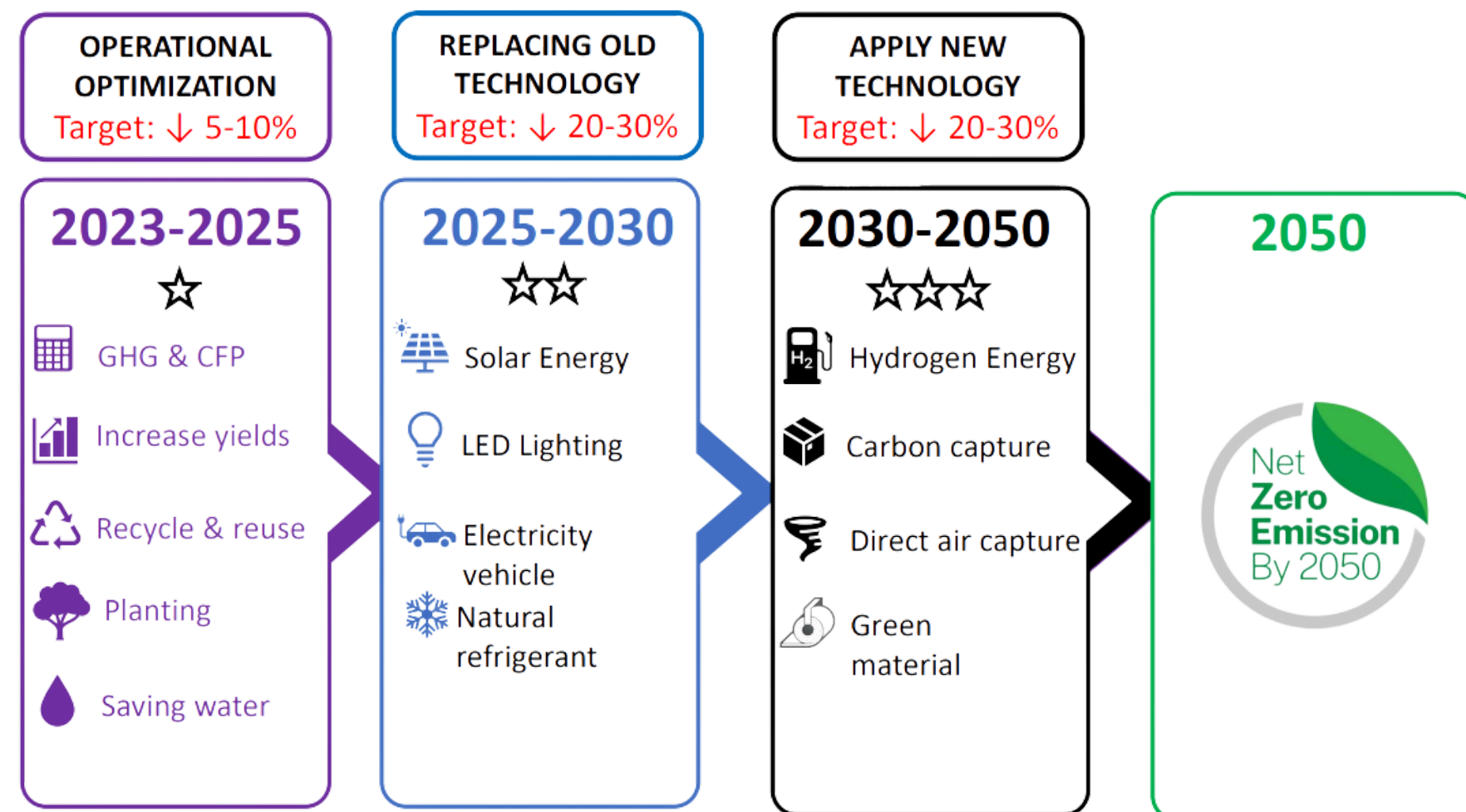
Particularly during the 2024-2025 transitional period, 100% of periodic CBAM reports were submitted to customers without any delays. Furthermore, annually, CSVC engages a third party to audit the CBAM reports to ensure that the methodology and calculation formulas strictly align with CBAM policy requirements.

CSVC has officially taken its first steps along the "carbon neutrality" roadmap in response to Vietnam's commitment to achieve net-zero emissions by 2050 (Net Zero 2050), as announced by the Prime Minister at the COP26 climate change conference held in the UK in 2021. Accordingly, CSVC aims to reduce internal greenhouse gas emissions by 7% by 2025, cut and neutralize 25% of greenhouse gas emissions by 2030, and achieve the goal of carbon neutrality by 2050.

CARBON EMISSION REDUCTION PLAN FOR 2026

According to the 2026 sustainable development meeting content approved by the General Director, CSVC will continue to promote carbon emission reduction activities in 2026, including:

- Continuing to implement green transformation, strongly promoting the shift to LED lighting.
- Continuing to optimize production processes to reduce energy consumption during manufacturing.
- Proposing investments in exhaust gas recirculation systems and waste heat recovery.
- Researching new technologies and renewable energy technologies, particularly solar energy systems.



Waste management

Management approach for material topics

Waste management at CSVC is implemented based on the principle of strict control of risks from the service provider chain. The company establishes partner monitoring standards, including requiring transport vehicles to be equipped with GPS tracking systems, conducting unannounced inspections at treatment facilities, and applying anti-bribery clauses in service contracts. Specialized cooperation with contractors holding full environmental licenses and compliant treatment technologies helps CSVC ensure legal compliance and prevent environmental incident risks.

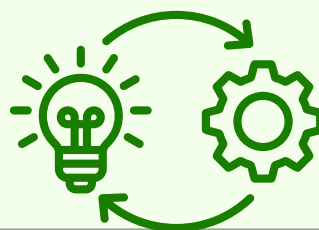
OUR STRATEGY

- Identify, segregate, and standardize the management process for generated waste in compliance with international environmental system standards.
- Strictly verify the legal qualifications of third parties, ensuring financial transparency and anti-bribery in the procurement process.
- Maximize resource recovery and regenerate core chemicals, transforming waste into financial revenue streams rather than landfilling.



OUR FOCUS

- Promulgate a system of internal regulations regarding hazardous waste, industrial waste, and domestic waste.
- Verify environmental permits and execute transparent contracts with qualified waste treatment partners.
- Monitor 100% of collection vehicles via GPS, conduct unannounced audits based on 15 safety criteria, and implement the “Anti-Kickback Commitment” annex.
- Operate the Hydrochloric acid Regeneration Plant (ARP).



OUR IMPACT

- Successfully maintained the ISO 14001:2015 certification.
- Zero incidents of chemical spills or hazardous waste leaks into the environment.
- Over 10.48 billion VND transparently accounted for and paid to legally compliant waste treatment contractors.
- 35,987 tons of waste safely processed through a network of contractors licensed by the Ministry of Agriculture and Environment.
- Over 32 million kg of hydrochloric (HCl) acid successfully regenerated, generating by-products with significant economic value.



Waste management system

ISO standards and internal regulation system

The environmental management system at CSVG is operated, complied with, and maintained through annual audits in accordance with the international standard ISO 14001:2015, certified by SGS. In addition, to translate this standard into practice and thoroughly control and segregate waste at the source, CSVG has issued and enforced three core internal regulations, including:

- Industrial waste management regulation.
- Hazardous waste management regulation.
- Domestic waste management regulation.

Waste segregation is micro-monitored by specialized departments through mandatory technical storage parameters: domestic waste must be separated into three distinct streams; hazardous waste storage areas are marked with 8 cm-wide yellow isolation lines; and notably, containers holding hazardous liquids must maintain a 10 cm headspace and not exceed 90% of their total volume to ensure a safety buffer against expansion-induced spills.



Waste management system

The chart shows that in period 2021–2025, production output decreased from nearly 1,566,800 tons in 2021 to 955,100 tons in 2023, then recovered to 1,248,600 tons in 2025 but still lower than in 2021. Similarly, the amount of waste generated decreased from 4,147 tons in 2021 to 2,590 tons in 2023, then increased again to 4,127 tons in 2025. Meanwhile, the waste-to-output ratio increased from 2.647 in 2021 to 3.305 in 2025.

This trend shows that although the amount of waste generated fluctuates with production output, the efficiency of waste control per unit of product has not improved steadily. When output decreases or does not reach optimal levels, the efficiency of material utilization and loss control in production tend to decrease, resulting in an increase in waste rates. In addition, because CSVC has been operating for more than 13 years, many systems and equipment need to be maintained and cleaned more frequently, generating additional waste during operation. Moreover, in order to meet the increasingly stringent requirements from customers on product quality, CSVC also strengthens product cleaning activities, leading to an increase in the amount of waste generated.

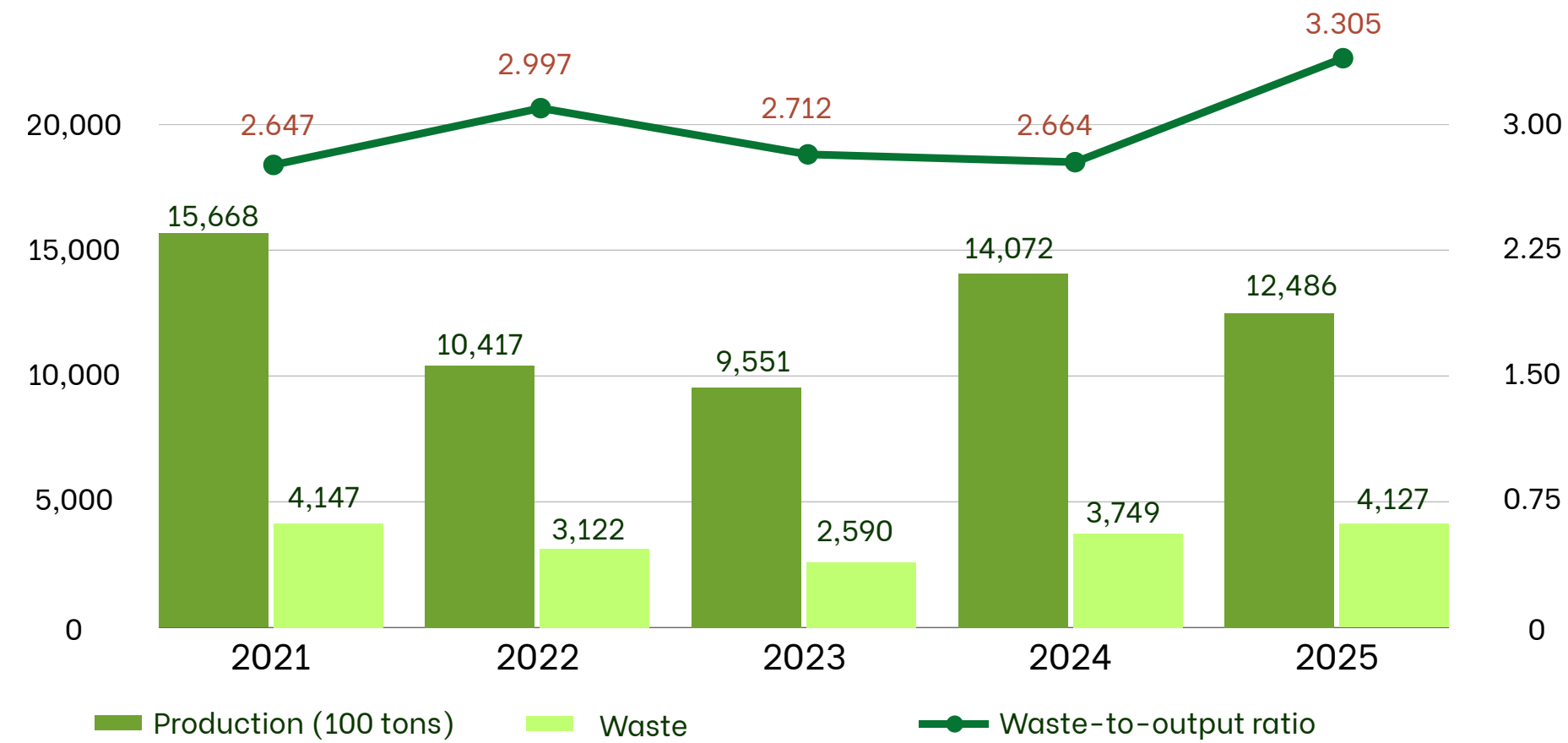
In the coming time, CSVC will continue to optimize production processes, improve the efficiency of using raw materials and strengthen reuse and recycling activities to reduce the rate of waste generation per unit of product.

VOLUME OF WASTE TREATED IN THE 2023–2025

Waste information				
Description	Unit	2023	2024	2025
Domestic solid waste	Ton	58.26	57.35	61.43
Industrial waste (including scrap metal/materials)	Ton	20,906	33,151	31,909
Hazardous waste	Ton	25,28	3,625	4,078



ENVIRONMENTAL MONITORING RESULTS FOR THE 2021–2025



Waste treatment

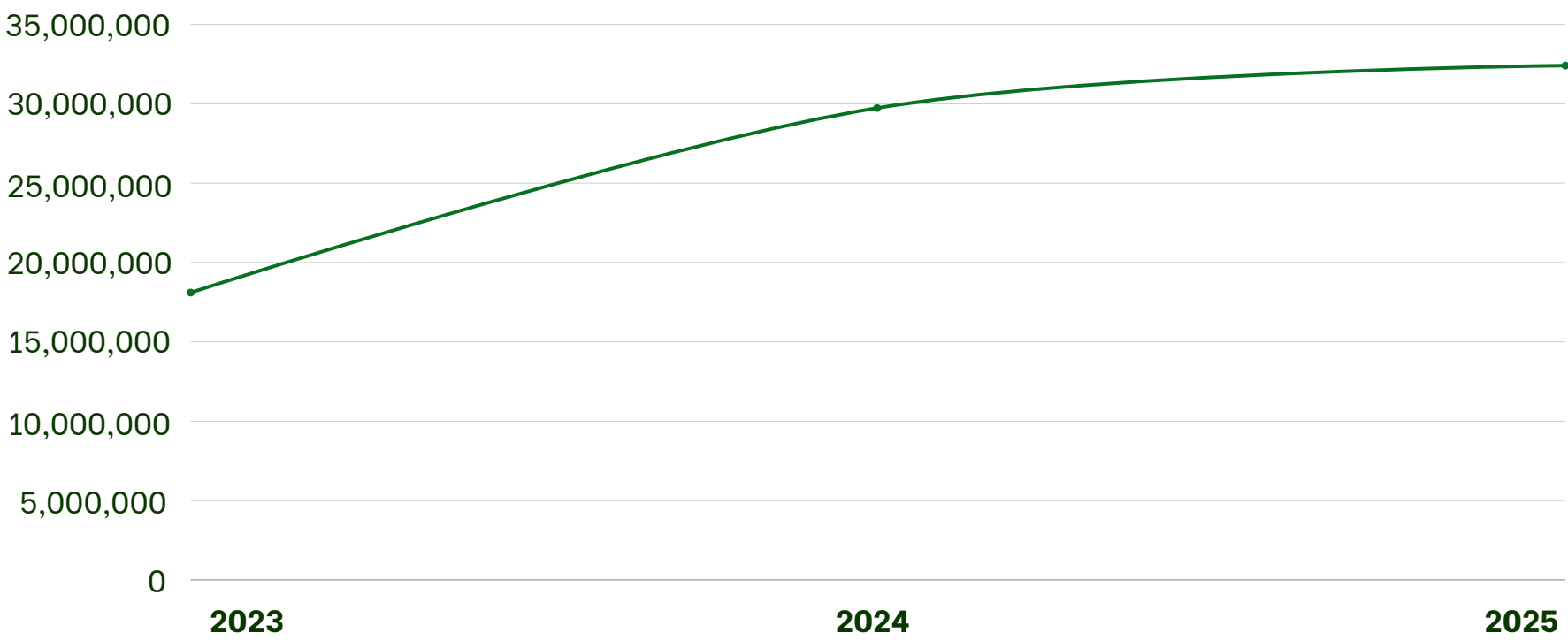
Waste recovered

To align with the circular economy model and sustainable development, CSVC has invested in a hydrochloric acid (HCl) regeneration system since the commencement of its operations in 2013, with a long-term commitment to environmental protection and resource optimization in manufacturing. This initiative reflects the company’s strategic vision for waste minimization and the promotion of chemical reuse and recovery post-production.

The HCl regeneration system enables the recovery and reuse of acid following the steel pickling process, preventing it from being discarded as hazardous waste. Over the past three years, the company has regenerated waste acid volumes as follows:



Recovered waste acid information



Maintaining waste acid recovery activities brings numerous benefits, such as reducing hazardous waste generation, saving input chemicals, cutting waste disposal costs, and improving resource use efficiency. Additionally, this practice contributes to mitigating environmental impacts and promoting a circular production model.

Through the HCl regeneration system, CSVC not only enhances production efficiency but also demonstrates a strong commitment to sustainable development and long-term environmental protection.



Waste treatment



Unrecovered waste

Unrecovered waste includes types of waste that cannot be reused or recycled, which are disposed of through landfilling or incineration in accordance with Vietnamese regulations.

The total volume of hazardous and industrial waste treated in 2025 was approximately **4,197,030.4** kg, all of which was contracted out by CSVC to fully licensed external entities for treatment.



Impact management and third-party monitoring

CSVC maintains the principle of not completely delegating environmental responsibilities to third parties. For waste types that cannot be recovered or treated internally, the company only transfers them to pre-vetted entities possessing large-scale core treatment capacities and advanced technologies, alongside valid environmental licenses issued by the Ministry of Agriculture and Environment. At the same time, to ensure that third parties handle waste in strict compliance with legal commitments, CSVC implements a regular inspection and monitoring process through three rigorous defense layers:

Digital route monitoring

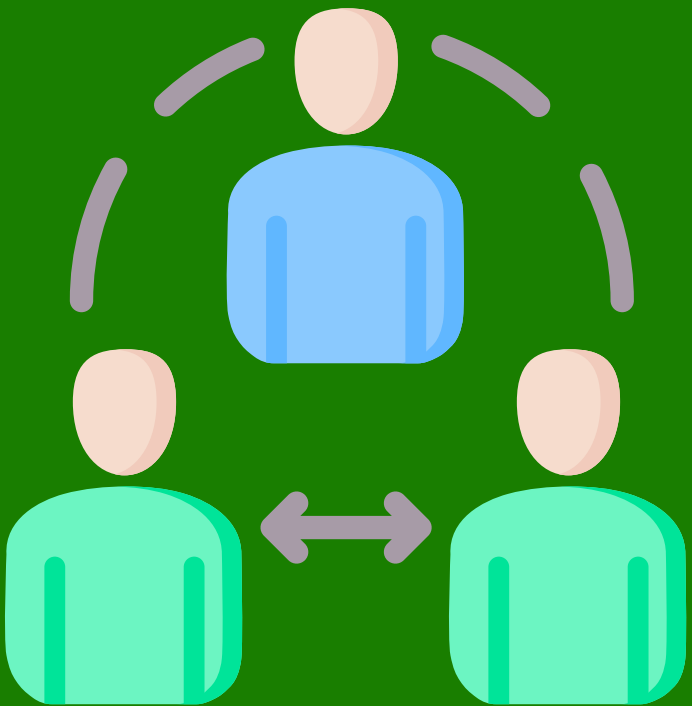
100% of the contractor's specialized transport vehicles are required to be equipped with a Global Positioning System (GPS). Journey logs must be extracted and reported to CSVC before the 10th of every month to completely eliminate the risk of waste loss or illegal dumping.

On-site facility inspection

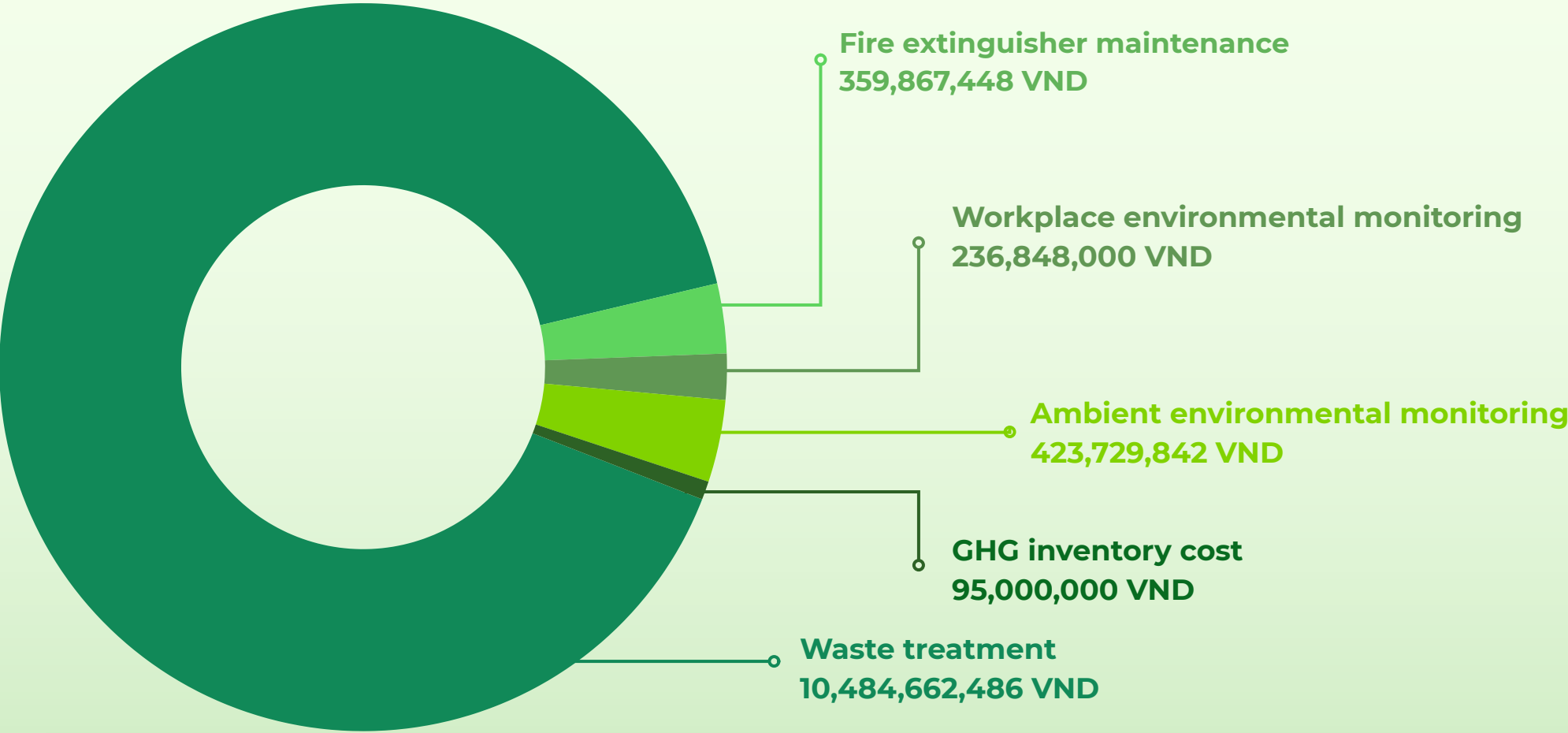
CSVC implements the right to conduct unannounced, surprise inspections at partners' treatment plants, evaluating compliance based on a set of 15 criteria.

Contractual penalties and integrity

A financial clause is applied to retain 10% of the contract payment value as a risk contingency buffer. Additionally, all contracts must include an Appendix on Anti-Kickback Commitments, explicitly stipulating the right to unilaterally terminate the contract if a partner violates regulations regarding gifts or commissions valued at over 2 million VND.



Sustainable environmental governance



Environmental costs in 2025

In 2025, the company continued to maintain and optimize investments and expenditures dedicated to environmental management and occupational safety systems.

11,600,107,776 VND represents the total recorded cost for these activities, specifically allocated across categories of pollution control, legal compliance, and risk mitigation.

Over the past year, CSVC’s waste treatment costs continued to account for a significant proportion. This reflects a serious commitment to environmental protection in controlling pollution sources and preventing environmental spills, particularly for facilities with high emission levels such as CSVC.

Additionally, expenses dedicated to legal compliance such as periodic environmental monitoring and the maintenance of fire extinguishers—continue to be maintained as a core, decisive commitment in the company’s operations. Investing seriously and consistently in these areas not only helps the enterprise ensure absolute compliance with current state legal regulations but also serves as the foundation for proactively identifying and preventing risks related to safety, occupational health, and potential environmental incidents.

In addition, in 2025, CSVC intensified its sustainability-related initiatives, placing particular emphasis on greenhouse gas (GHG) emissions by allocating expenditures for GHG inventories. This effort goes beyond merely fulfilling legal reporting obligations; it establishes a foundational database for CSVC to standardize its emissions data management system (Scopes 1 and 2, with a trajectory toward Scope 3). This capability forms the core enabling CSVC to strengthen its international competitiveness amid carbon border adjustment mechanisms and taxes in 2026.

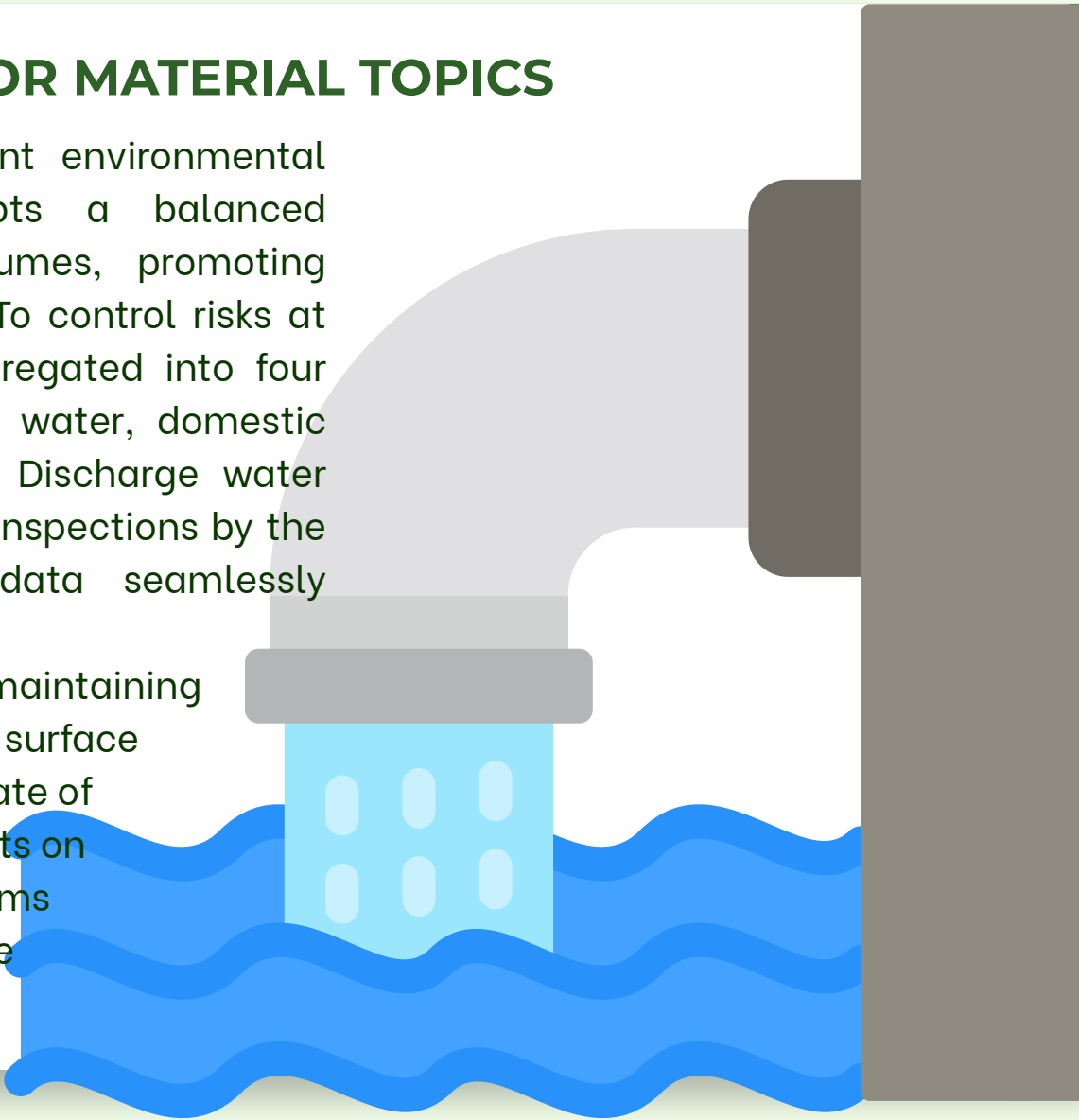
While navigating various challenges, CSVC recognizes them as industry-wide hurdles that businesses must overcome during this transition period. These emerging requirements accelerate the enterprise’s green transformation and bolster its medium- and long-term competitiveness. Implementing energy-efficient technologies, optimizing production processes, and utilizing high-performance equipment help reduce fuel consumption, lower emissions, and cut future operating expenses. This capital recycling in turn creates financial headroom for ongoing research and investment in advanced technologies. Furthermore, proactively meeting carbon emission standards enhances the company’s reputation among international clients, maintains market access to stringent regions such as the EU, and expands competitive advantages across global supply chains. This also opens opportunities to secure green financing, technical assistance programs, and sustainability-linked preferential policies from international organizations and trade partners.

Water resource management

MANAGEMENT APPROACH FOR MATERIAL TOPICS

Amidst water scarcity risks and stringent environmental compliance requirements, CSVC adopts a balanced approach: optimizing consumption volumes, promoting recycling and reuse, and digitizing data. To control risks at the source, the collection system is segregated into four independent streams (rainwater, cooling water, domestic wastewater, and industrial wastewater). Discharge water quality is monitored through daily routine inspections by the Quality Assurance department, with data seamlessly integrated into the ERP system.

The water management policy focuses on maintaining zero extraction of groundwater and natural surface water, alongside enhancing the recycling rate of cooling water. This aims to minimize impacts on local water resources and natural ecosystems while ensuring compliance with sustainable development standards.



OUT ACTION

- Utilizing 100% water from the municipal water supply network.
- Operating a closed-loop recovery and circulation pumping infrastructure for equipment cooling water.
- Conducting daily quality analysis and logging data on the ERP system prior to discharge into the My Xuan A2 Industrial Zone’s treatment system.



OUR STRATEGY

- Zero extraction of local natural water resources.
- Recycling the volume of cooling water used.
- Controlling wastewater quality at the source.



OUR IMPACT

0 m³

Natural water extracted

838,508 m³

Water consumed in 2025, a decrease of 26.7% compared to 2024.

Over 46,1 million m³

Cooling water recovered and reused

299,172 m³

Actual water consumption volume

100% ~ 539,336 m³

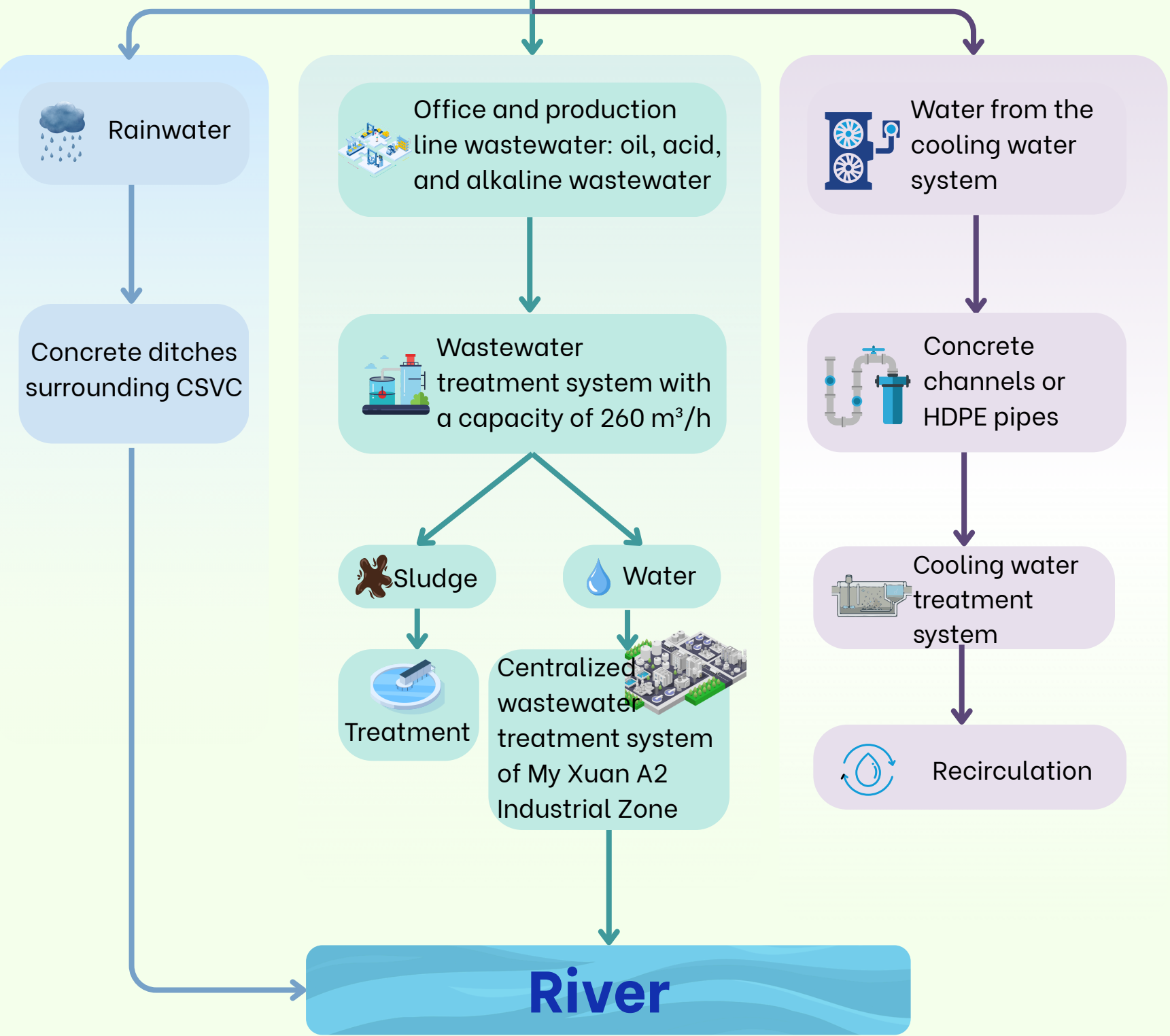
Discharge water meeting Column B of QCVN 40

102,554 USD

Cost paid to the centralized treatment system of My Xuan A2 Industrial Zone

Interaction with water resources

Water

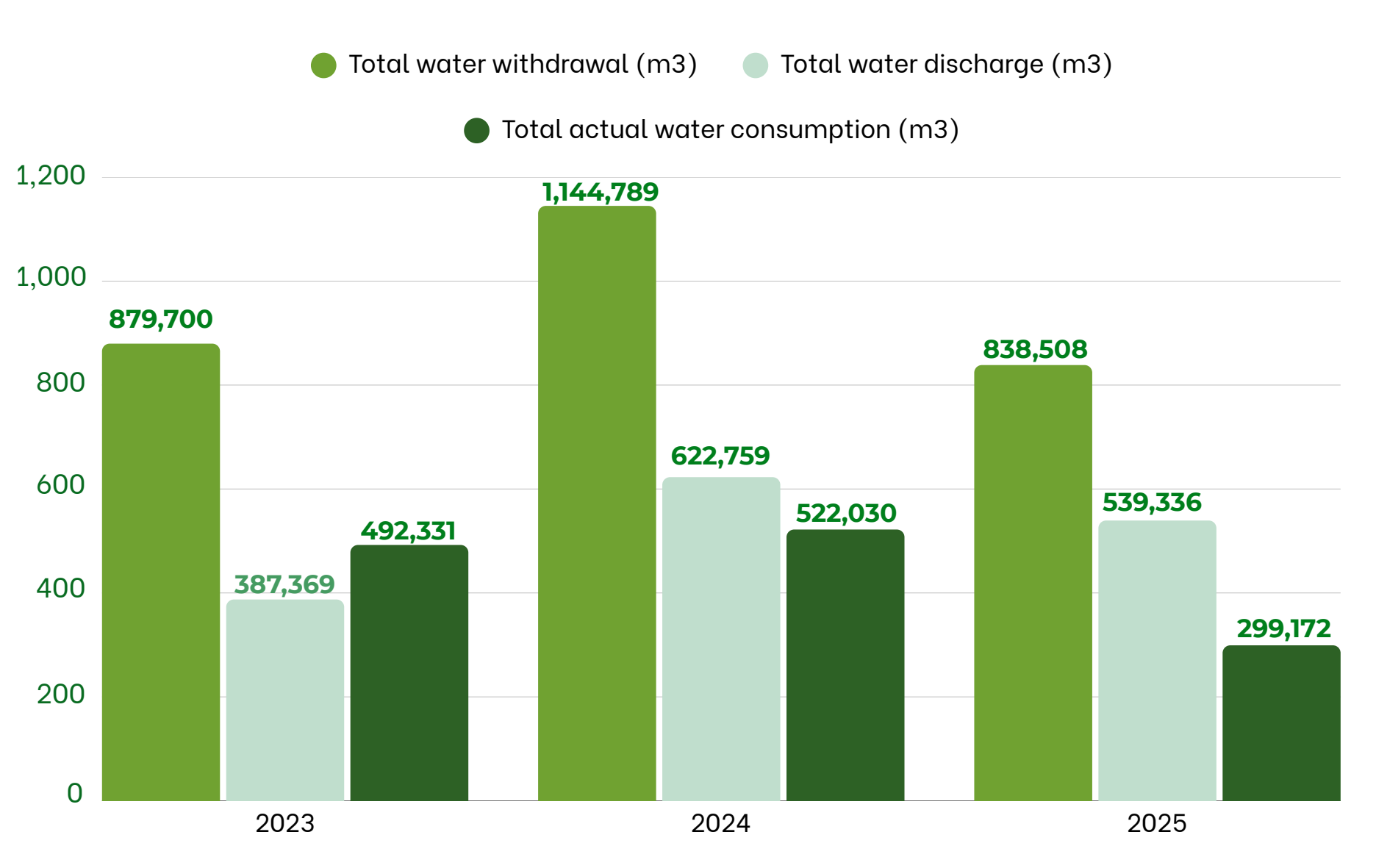


Interaction with water resources

TOTAL ACTUAL VOLUME OF POTABLE WATER
PURCHASED FROM THE WATER SUPPLY COMPANY

No	Period	2023	2024	2025
1	Jan	58,386	101,482	80,702
2	Feb	68,758	90,951	58,060
3	Mar	66,984	113,866	72,557
4	Apr	95,430	106,212	78,433
5	May	83,598	104,466	82,009
6	Jun	76,454	98,491	62,184
7	Jul	42,006	103,729	49,564
8	Aug	69,418	93,481	69,839
9	Sep	84,103	99,299	62,606
10	Oct	67,926	79,215	90,615
11	Nov	82,978	98,567	69,139
12	Dec	83,659	55,03	62,800
Total		879,700	1,144,789	838,508

TOTAL ACTUAL WATER CONSUMPTION



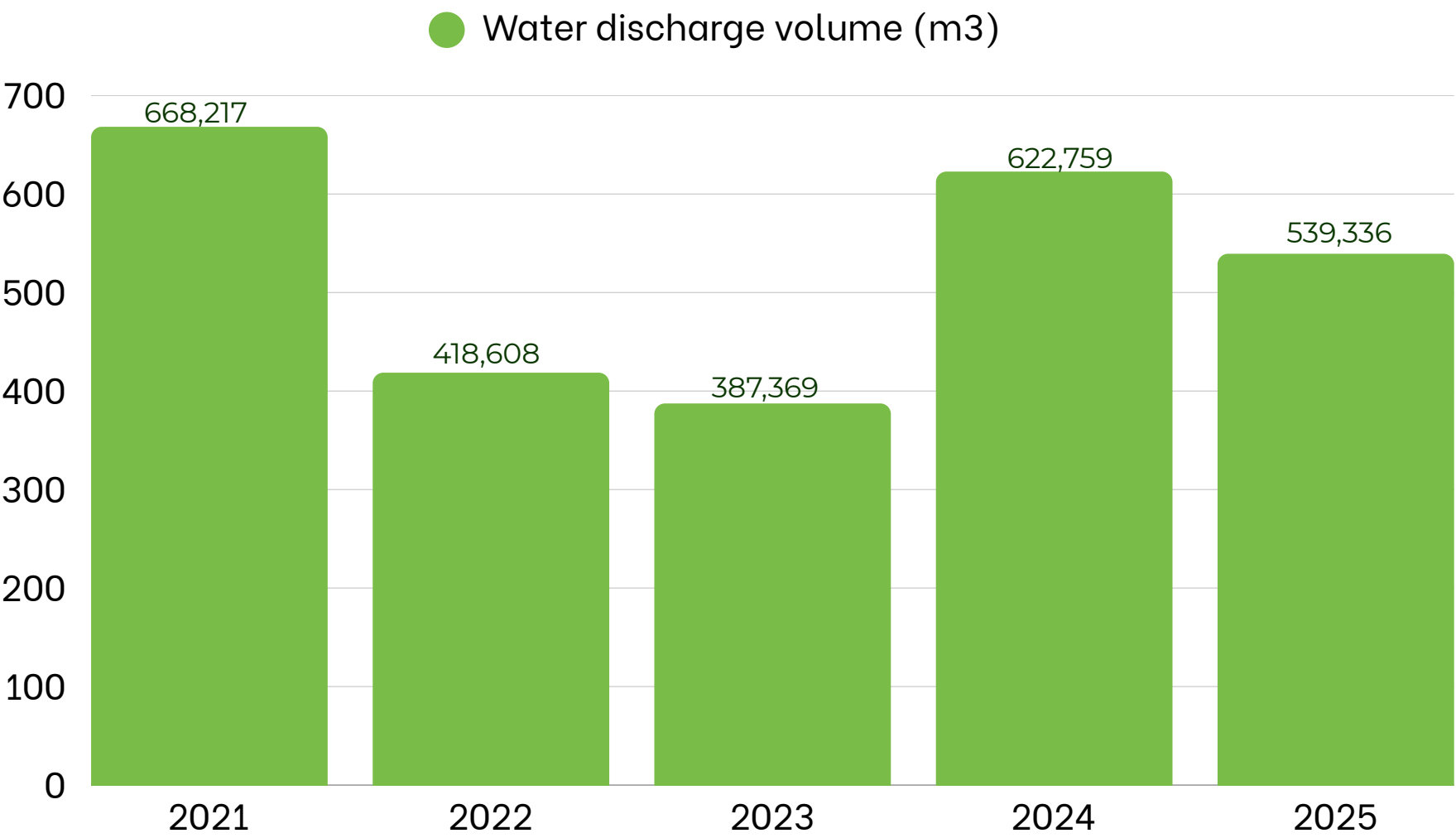
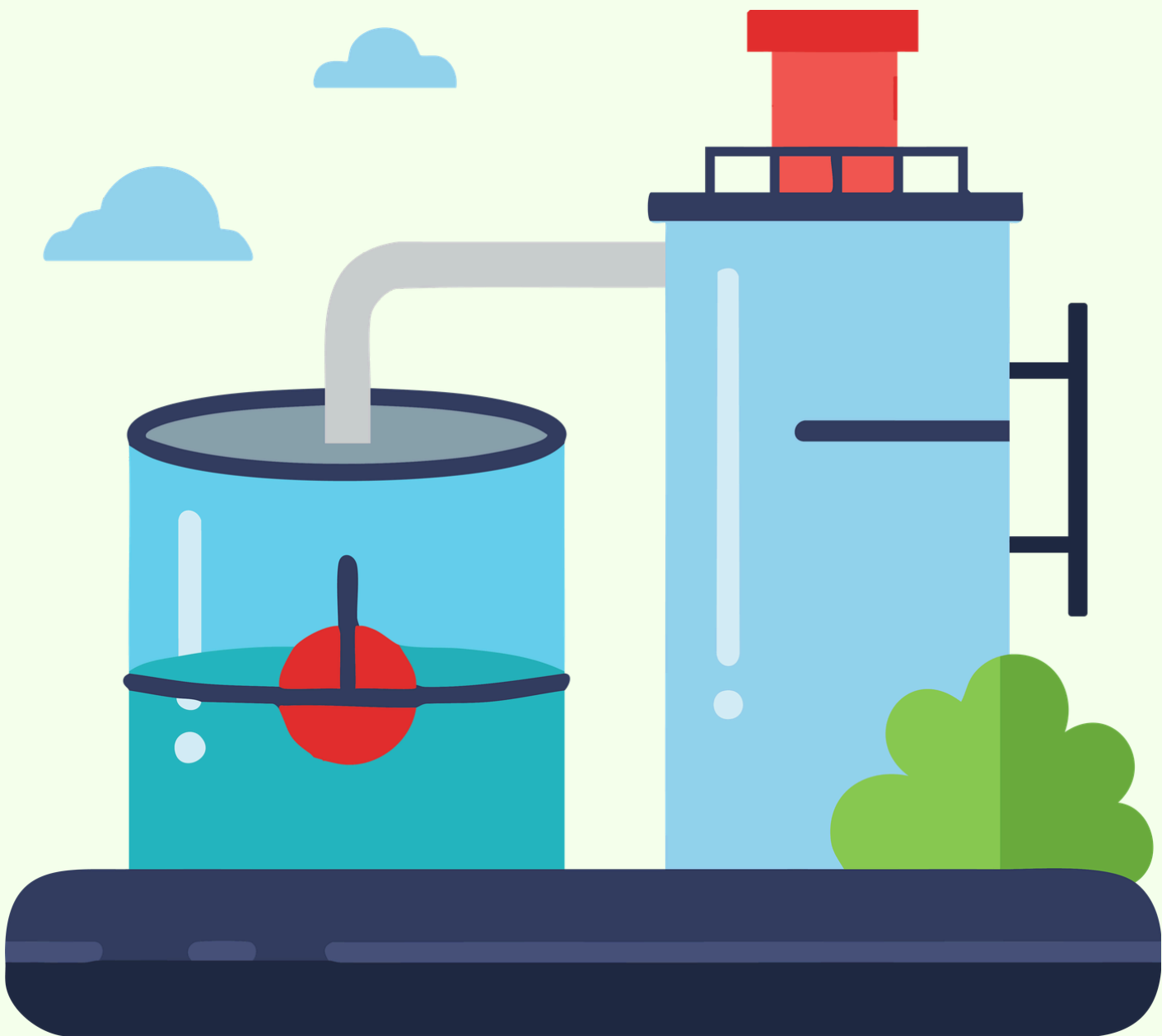
In its manufacturing operations, CSVC does not interfere with the natural hydrological structure of the local area. In 2025, the plant’s total clean water withdrawal was 838,508m³, 100% of which was procured from the municipal water supply network. The Company maintains an absolute 0m³ extraction rate for both groundwater and surface water, thereby mitigating the risks of land subsidence or the depletion of natural community aquifers.

In alignment with the orientation towards efficient resource utilization and reducing pressure on the natural environment, water management during the 2023 – 2025 period recorded a significant improvement across consumption indicators. In 2023, total water withdrawal was recorded at approximately 880 m³, with a water discharge of 390 m³, corresponding to a total actual water consumption of 490 m³. The year 2024 marked an increase in water withdrawal to 1,150 m³, driving actual consumption to reach 530 m³. Moving into 2025, the trend reversed with a comprehensive decline compared to the previous year. Water withdrawal contracted by nearly 27% to 840 m³, and water discharge decreased by 13% to 540 m³. Notably, the total actual water consumption dropped sharply by 43.4% to 300 m³.

Total wastewater discharge

DISCHARGE PROCESS & STANDARDS

To strictly comply with state regulations on wastewater discharge, the company applies the QCVN 40:2011/BTNMT standard to 100% of its wastewater discharge. Daily, the wastewater treatment system management department sends water samples to the Quality Assurance department for testing prior to discharging into the centralized wastewater treatment system of My Xuan A2 Industrial Zone. All sample testing data is uploaded to the ERP management system for daily review, thereby ensuring information transparency, traceability, and optimized operational monitoring capabilities.

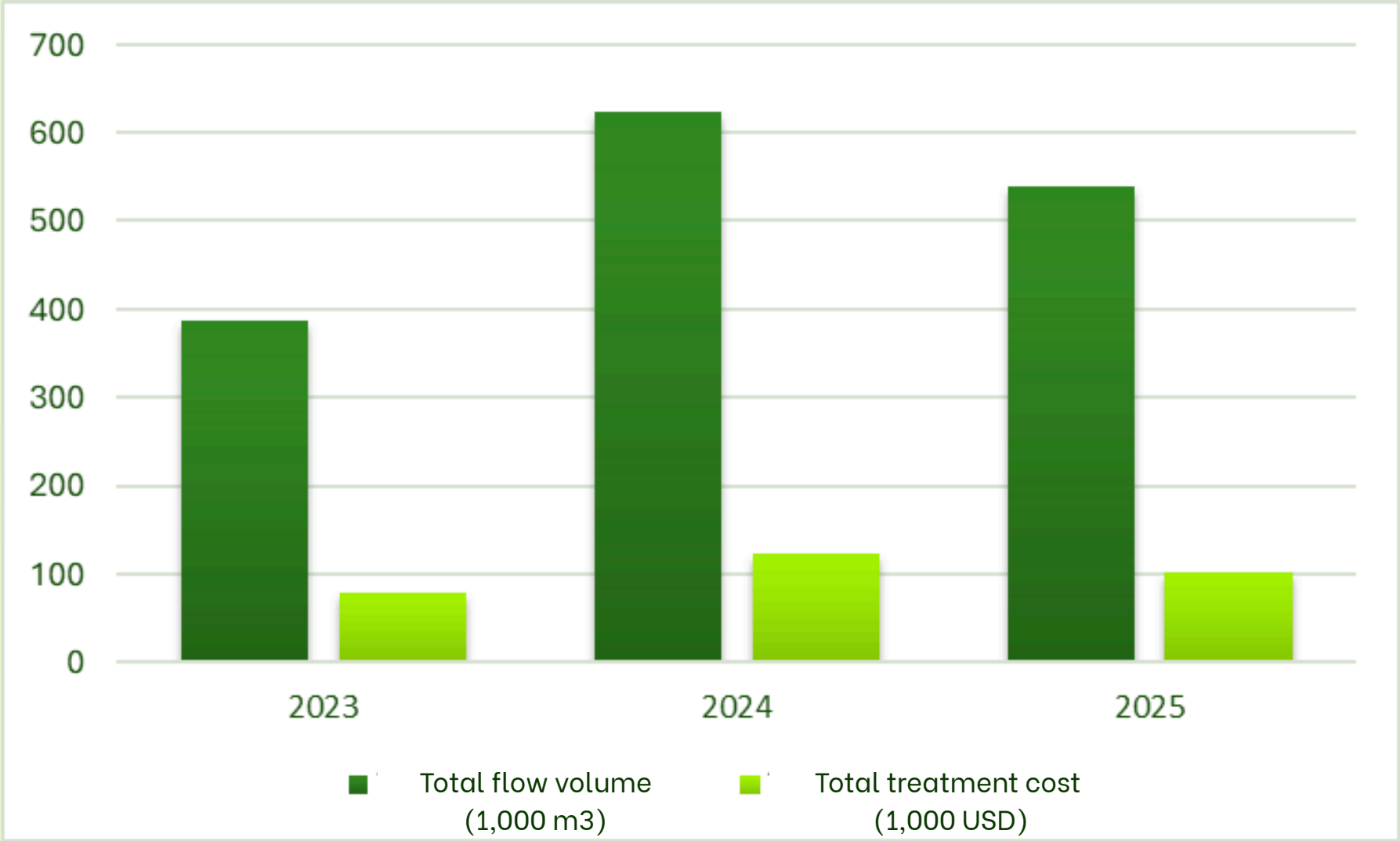


PERCENTAGE OF WASTEWATER COLLECTED AND TREATED TO STANDARD (2021 - 2025)

From 2021 to 2025, CSVC maintained a 100% wastewater collection and treatment rate before connecting to the centralized wastewater treatment system of My Xuan A2 Industrial Zone. This data demonstrates that the internal wastewater treatment system operates stably and fully satisfies environmental law requirements.

Total wastewater discharge

TOTAL WATER VOLUME AND AMOUNT PAID FOR DISCHARGE TO THE CENTRALIZED WASTEWATER TREATMENT SYSTEM OF MY XUAN A2 INDUSTRIAL ZONE

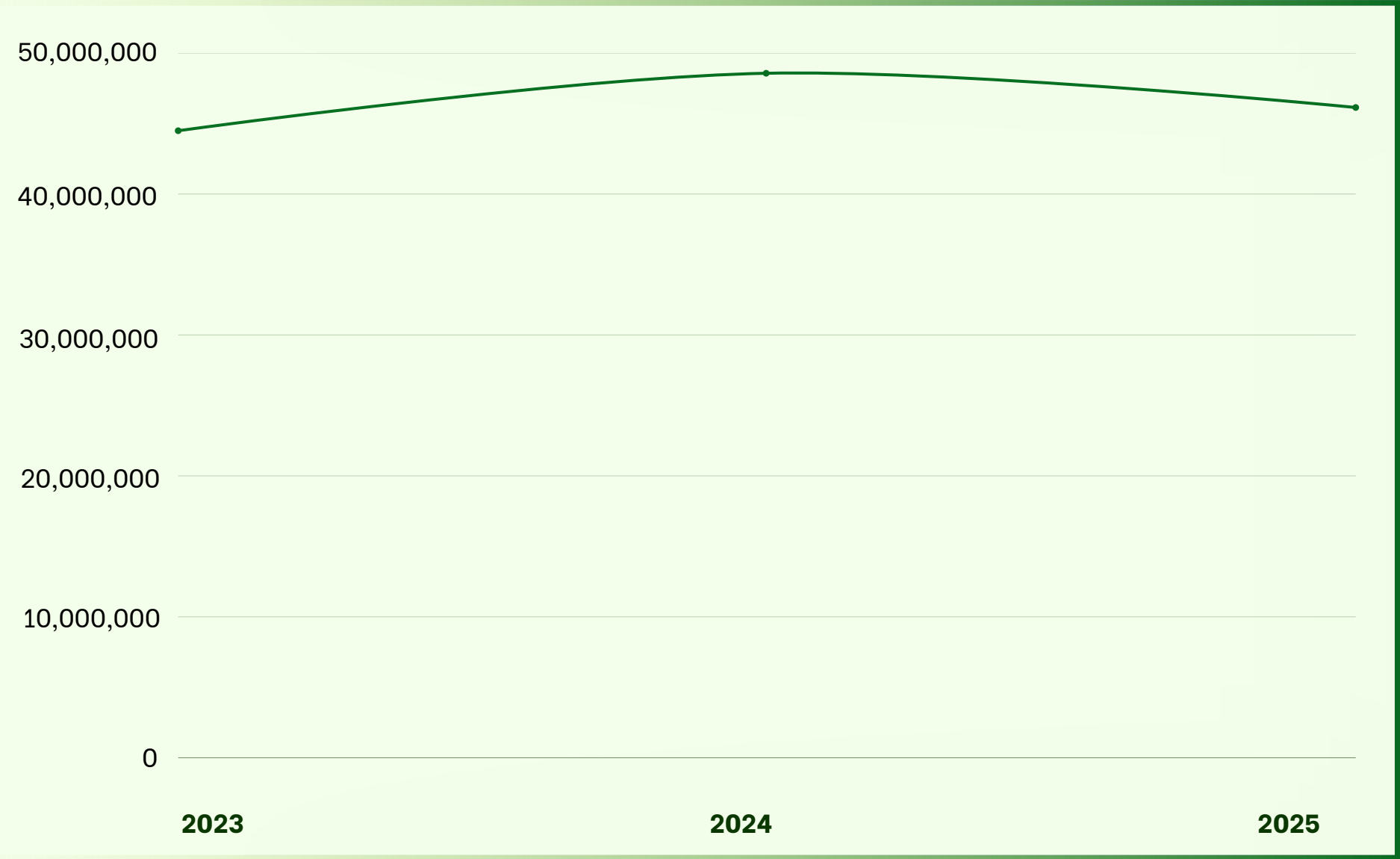


During the 2023–2025 period, the total wastewater flow and treatment costs at My Xuan A2 Industrial Zone fluctuated proportionally, peaking in 2024 (exceeding 600,000 m³, equivalent to over 120,000 USD). 2025 recorded a positive decline, with the discharge volume dropping to approximately 540,000 m³ (costing around 100,000 USD).

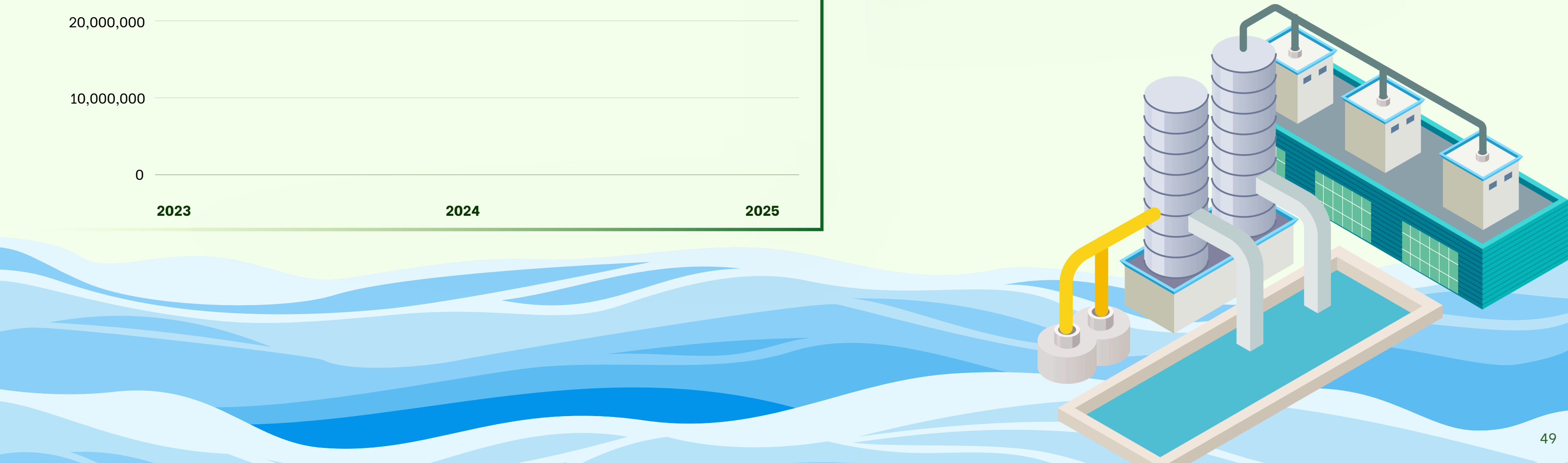
MONTHLY WASTEWATER DISCHARGE MONITORING INDICATORS IN 2025

No	Period	COD (mg/l)	pH	Fe (mg/l)	TSS (mg/l)
1	Jan	37.3	7.3	0.32	2.4
2	Feb	44.0	7.2	0.27	1.7
3	Mar	43.3	7.2	0.27	1.7
4	Apr	41.9	7.2	0.18	1.7
5	May	36.4	7.1	0.19	1.2
6	Jun	37.7	7.1	0.11	1.3
7	Jul	33.5	6.9	0.18	1.1
8	Aug	32.2	7.0	0.17	1.0
9	Sep	29.7	6.9	0.17	0.6
10	Oct	18.9	7.0	0.16	1.3
11	Nov	26.6	6.9	0.30	1.7
12	Dec	30.7	6.9	0.21	2.0
QCVN 40:2011/BTNMT Column B		150	5.5 – 9	5	100
Conclusion		All indicators meet regulatory requirements			

TOTAL VOLUME OF COOLING WATER RECOVERED AND REUSED

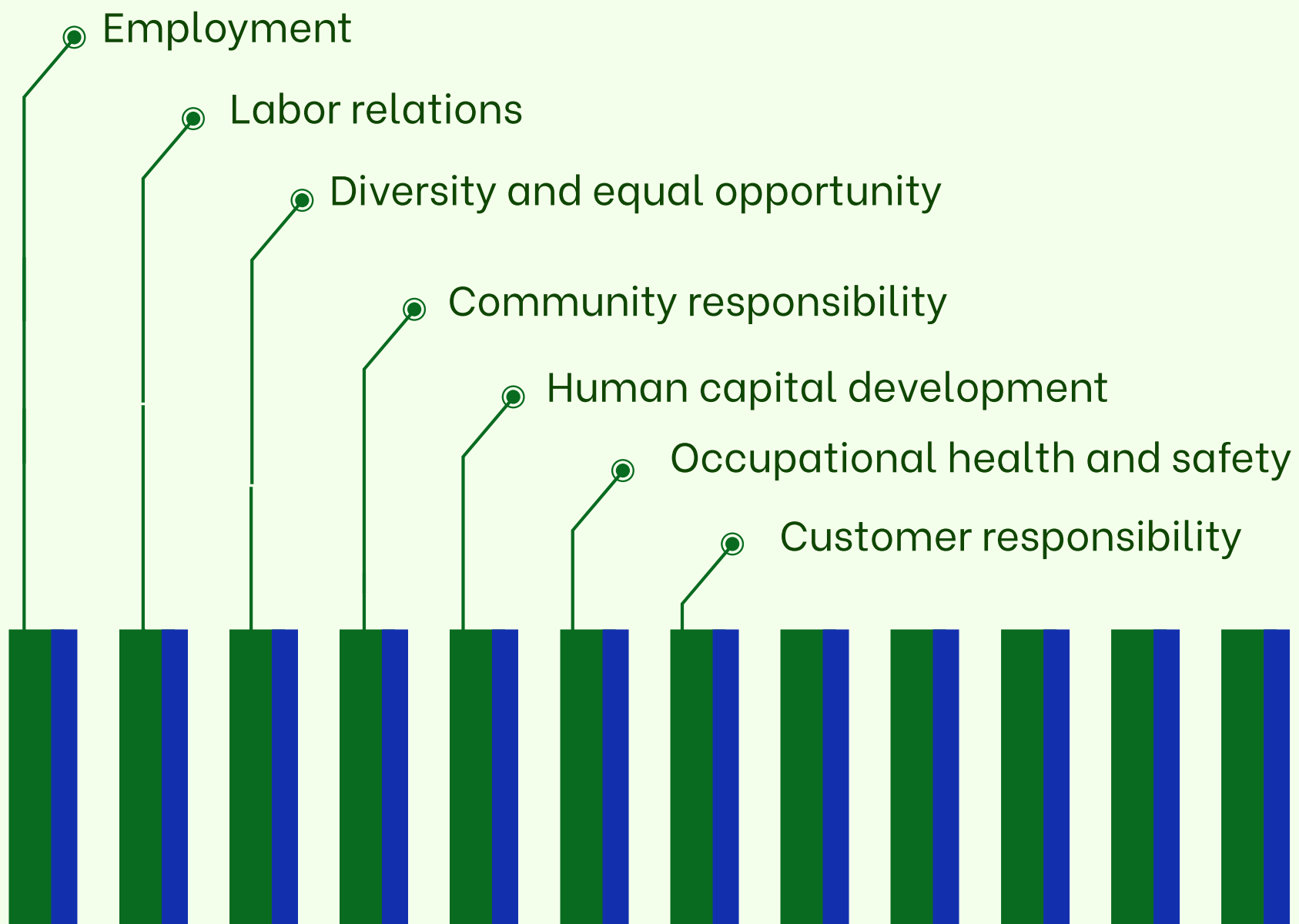


During the 2023–2025 period, the volume of cooling water recovered and reused at CSVC consistently remained high, peaking at 48,568,871 m³ in 2024. In 2025, the recovered volume reached 46,139,807m³, maintaining a 3.7% increase compared to 2023. The continuous operation of this recirculation system plays a crucial role in offsetting water consumption, directly minimizing reliance on new freshwater supplies. The data fluctuations across the years are entirely consistent and objectively reflect the actual scale of production operations at the factory.



CHAPTER 4

COHESIVE SOCIETY



Workforce size and structure

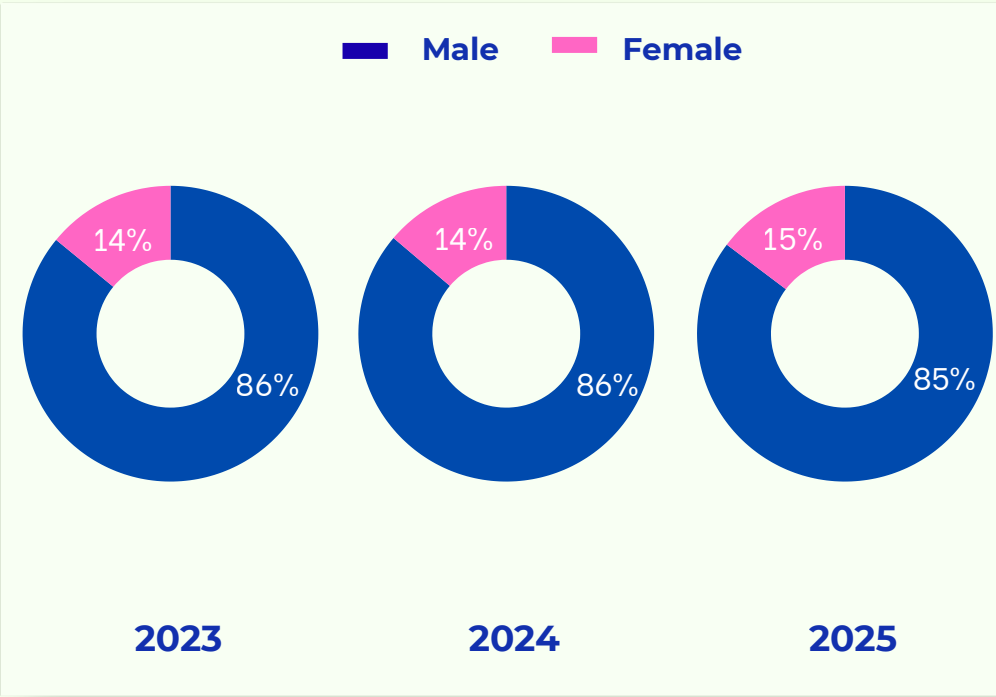
TOTAL WORKFORCE



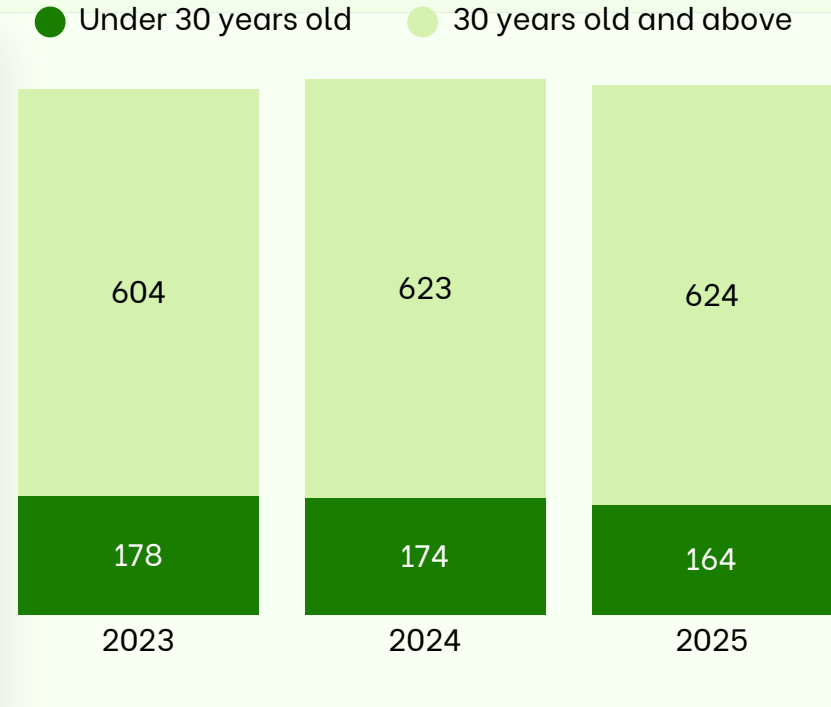
In 2025, the total workforce reached 788 employees. Of this, male employees accounted for 85%, and employees over 30 years old made up 79% (624 personnel), aligning with the physical demands and specific technical skill requirements of the steel industry. Regarding administrative management restructuring, starting in 2025, the Ba Ria - Vung Tau area was merged into the Ho Chi Minh City management scope. Specifically, personnel distribution by work location recorded 86% in Ho Chi Minh City and 14% in Dong Nai, compared to a 75% proportion of workers in Ho Chi Minh City (formerly Ba Ria - Vung Tau) during the 2023-2024 period. Regarding recruitment activities, the company recorded 74 new hires, marking a 15.6% increase compared to 2024. The strategy to rejuvenate the workforce was prioritized, with 78% of the new hires (58 individuals) belonging to the under-30 age group.



GENDER



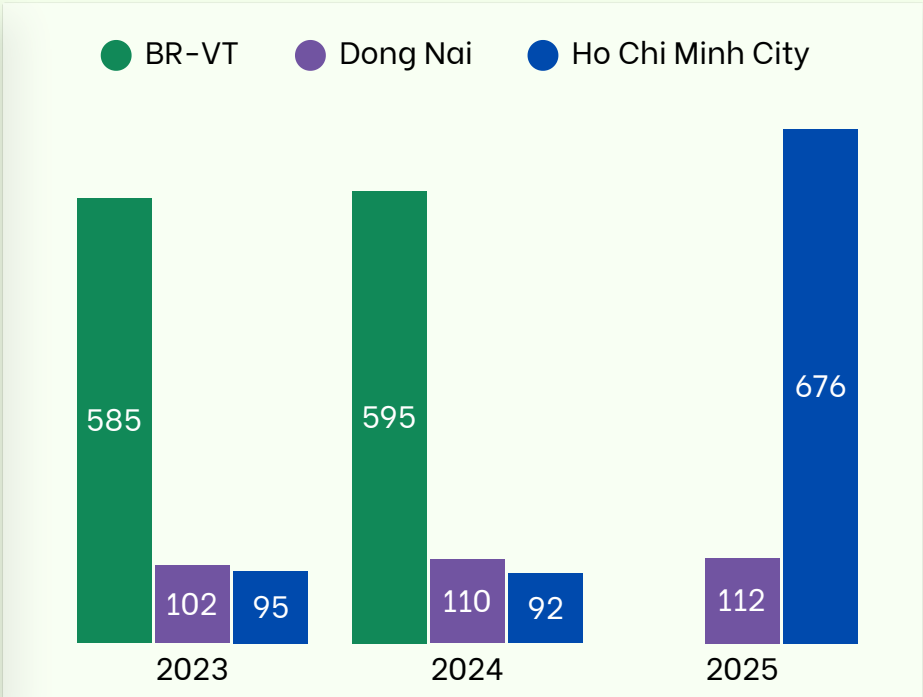
AGE



POSITION



REGION

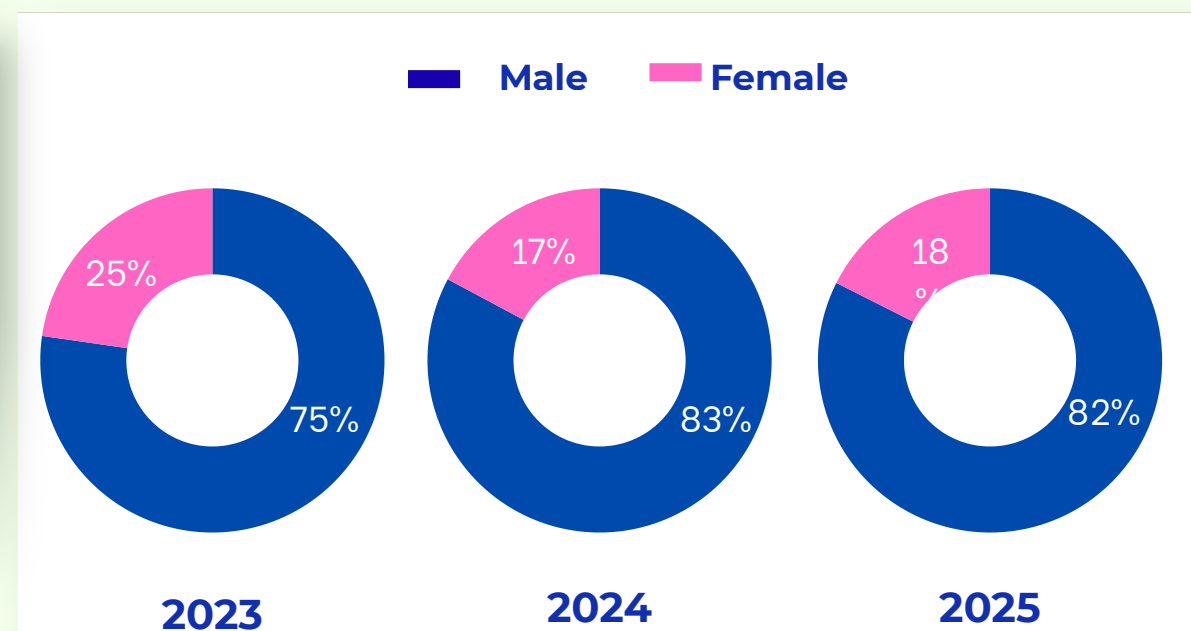


New hires

TOTAL NEW HIRES

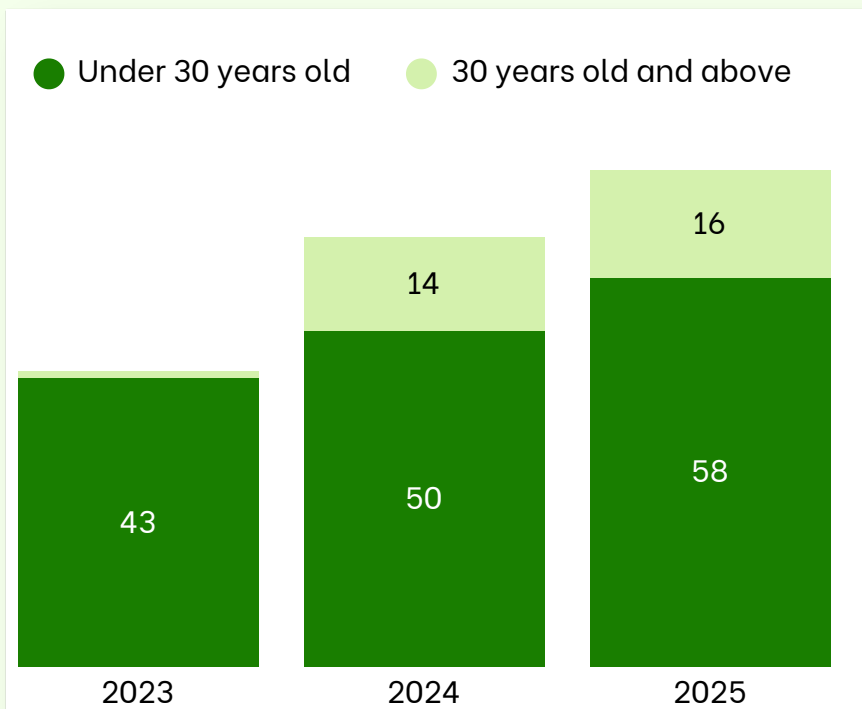


GENDER



In 2025, CSVC recorded 69 employee departures, corresponding to a 76.9% increase compared to 2024. This turnover was concentrated among male employees (accounting for 93%) and at the staff level (accounting for 68%), reflecting specific challenges amidst competitive market pressures. Concurrently, the company recruited 74 new personnel, of which 78% were under 30 years old and 78% were concentrated in the Ho Chi Minh City area.

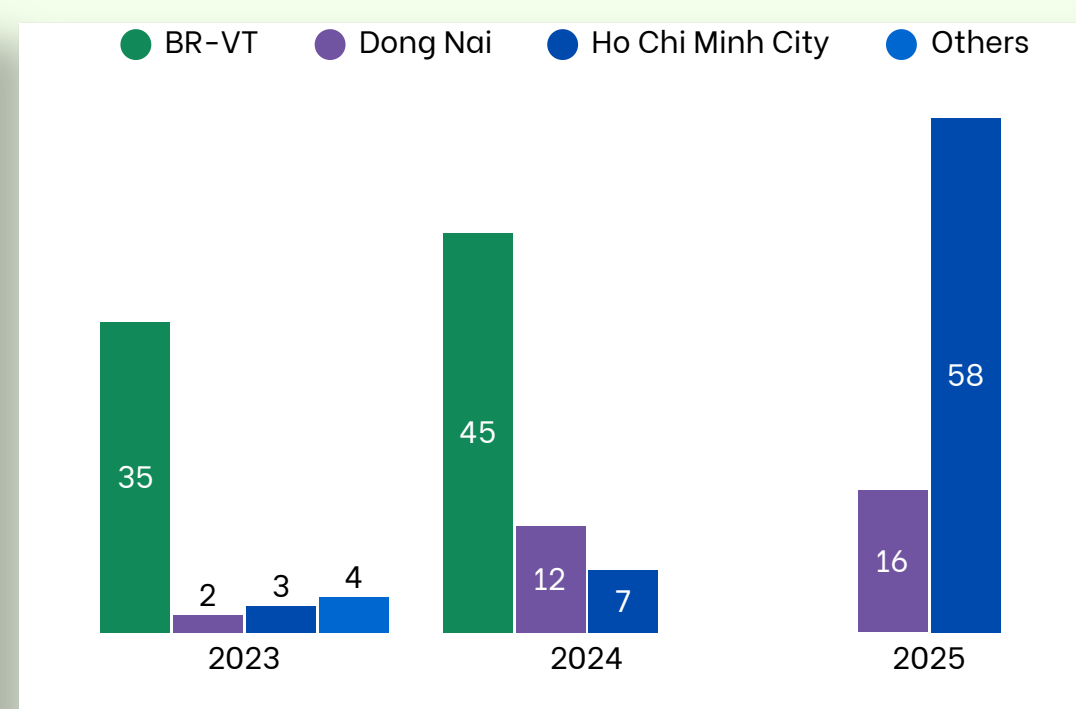
AGE



POSITION



REGION



LABOR CONTRACTS



CSVC signs labor contracts with 100% of its employees with various terms (1-year, 3-year, indefinite term, etc.), strictly complying with legal regulations. Job descriptions for each position and title, as well as salary, working hours, and other terms, are clearly and specifically established by the Company, then discussed and agreed upon with employees upon signing the labor contract.

WORKING AND REST HOURS



Since January 2019, to help employees have more rest time to regenerate their labor capacity after stressful working days, spend more time with their families, pursue personal hobbies, and balance their lives, CSVC has implemented a policy of granting all Saturdays and Sundays off for indirect staff, and rotating days off for direct production staff.

SALARY AND BONUS POLICIES



To encourage, inspire, and motivate employees whose contributions and achievements bring benefits to CSVC, the company has established regulations on rewards, salary schemes, and allowances:

- The lowest basic salary is approximately 16.8% higher than the regional minimum wage, with a policy to review salary increases every 6 months.
- Allowances such as housing, commuting, language proficiency, and management allowances; Holiday and Tet bonuses; Seniority bonuses; Bonuses for initiatives, system development, customer expansion, enhancing the Company’s reputation and image, and safety matters. All contributions will be announced company-wide and rewarded with cash or certificates of merit (if applicable).

ROTATION POLICY



For rotated personnel, CSVC proactively implements capacity-building programs and develops appropriate transition roadmaps to ensure optimal adaptability in their new positions.

MATERNITY AND PATERNITY LEAVE



100% Employees at the Company are granted leave and paid maternity/paternity leave benefits in accordance with the Labor Law.

For female employees working at CSVC, the basic maternity leave period for all female workers is 06 months. This period is extended in cases of twins or triplets, ensuring compliance with labor laws. For male employees, paternity leave when their wife gives birth is 05 days (for a normal delivery), 07 days if the wife undergoes a cesarean section or gives birth under 32 weeks, 10 days for twins, with an additional 03 days for each subsequent child. In cases of twins or more requiring a cesarean section, 14 working days of leave are granted.

At CSVC, during the maternity/paternity leave period, employees are not only fully compensated according to Social Insurance regulations but also receive all welfare benefits and holiday bonuses throughout the year. The company always guarantees full employment for employees on maternity/paternity leave, allowing them to return to their former positions after their leave ends. Additionally, maximum support is provided to ensure female employees have time to care for their children after completing their maternity leave and returning to work.

Rest **60 hrs/day** For employees raising children under 12 months old.

100% Personnel returned to work immediately after the end of their maternity/paternity leave.

58 Personnel who took maternity/paternity leave in 2025.

POLICY



Year-End Party

91% of employees participated

In January 2026, CSVC organized the 2025 Year-End Party as an annual activity to express gratitude to the employees and partners who accompanied the company over the past year.

Mid-Autumn Festival

100% Employees are gifted mooncakes

The Company presents meaningful gifts to the entire workforce as a wish for a fulfilling season of reunion.

International Women's Day

100% Female employees are presented with health-oriented gifts

CSVC respectfully sends its best wishes to all female staff members—the radiant flowers making a vital contribution to the Company's development.

Vietnamese Women's Day

100% Female employees are presented with flowers and gifts

To celebrate the occasion, the CSVC Grassroots Trade Union Executive Committee coordinated with the Company to organize a commemorative program to honor female staff.

Health care and medical support insurance packages

- MSIG 24/7 Accident Insurance
- Social Insurance
- Unemployment Insurance
- Health Insurance
- Periodic Health Examination
- BIC Health Insurance



Harmonious labor relations

At CSVC, establishing and maintaining harmonious labor relations is defined as a strategic foundation for stabilizing the workforce and optimizing operations. The company emphasizes building a transparent working environment, ensuring legal rights, and promoting a culture of continuous two-way dialogue. This sustainable labor relations framework is specifically evidenced by the following performance indicators in 2025:



100%

Employees are protected by the Collective Bargaining Agreement.

95%

Employees participate in the Trade Union.

0 cases

Complaints related to labor rights. The violation reporting system operates independently under an anonymous mechanism to ensure maximum employee protection.

100%

Significant operational changes are communicated immediately to employees upon approval.

99%

Employees participating in the welfare policy satisfaction survey.

72%

Employees satisfied with welfare policies (scoring 3 points or higher).

2 times/year

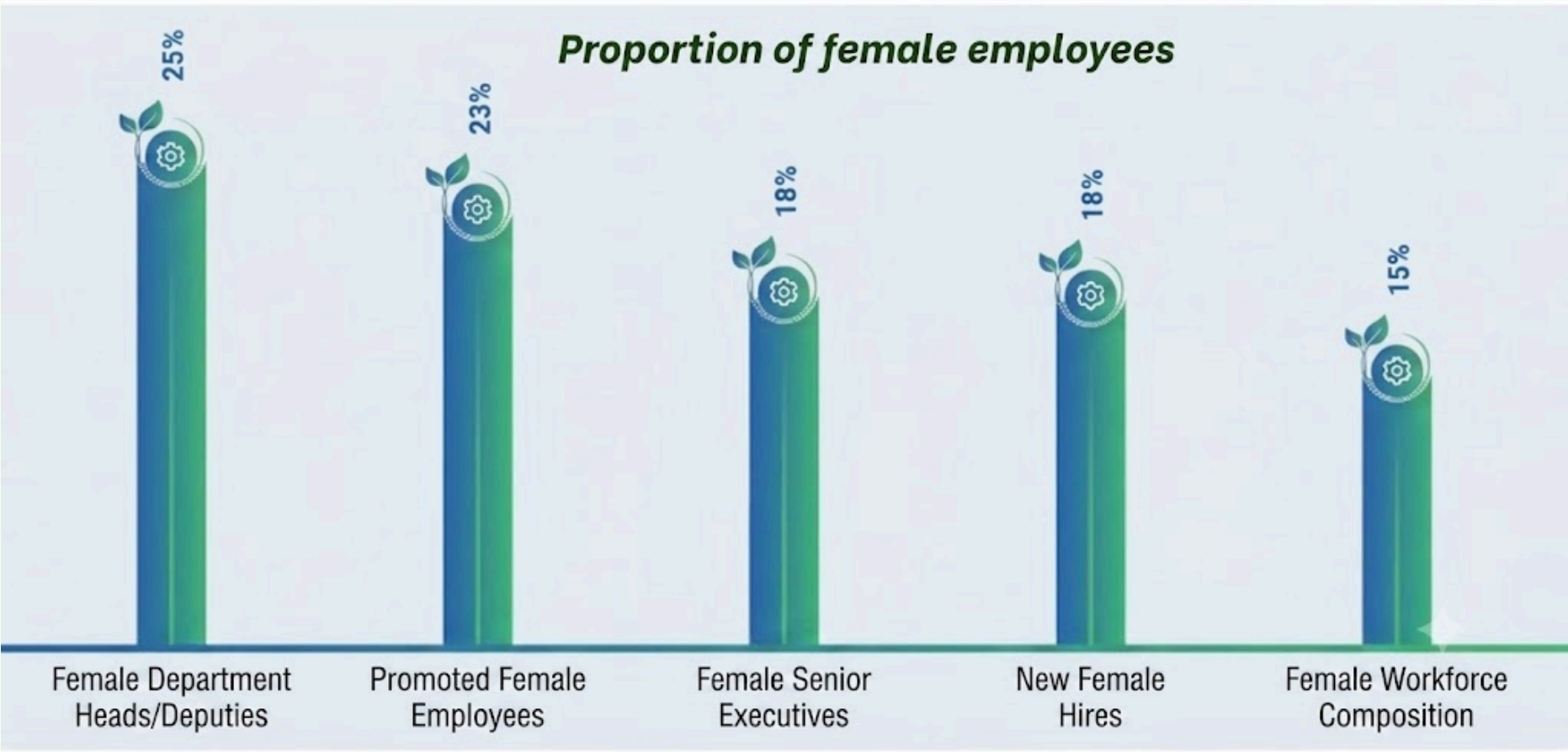
Periodic dialogue frequency.

Respecting differences and diversity

CSVC is committed to building a diverse, equitable, and inclusive working environment where all employees have fair development opportunities, are respected, and are recognized based on their capabilities and contributions.

Diversity in the workforce

- **Gender:** Encouraging gender balance in management positions and across the entire workforce.
- **Religion:** Respecting the right to freedom of belief and ensuring a discrimination-free working environment.
- **Family and economic background:** Expanding career opportunities for everyone with the appropriate expertise and capabilities.
- **Race and culture:** Encouraging inclusion and multinational cultural exchange.
- **Experience and skills:** Selecting candidates based on competence and work performance.
- **Generation:** Integrating a workforce from various age groups to maximize the team’s collective strength.
- **Qualifications and positions:** Creating transparent promotion opportunities and conditions for all employees.
- **Personality:** Building an inclusive corporate culture that respects differences in working styles.



PROPORTION OF WOMEN IN LEADERSHIP

18% senior leadership positions held by female employees

25% department heads/deputies at CSVC are female employees

RECRUITMENT & TALENT MANAGEMENT

Apply equality principles in recruitment, evaluating candidates based on competence. Ensure transparent promotion processes with no invisible barriers for women.

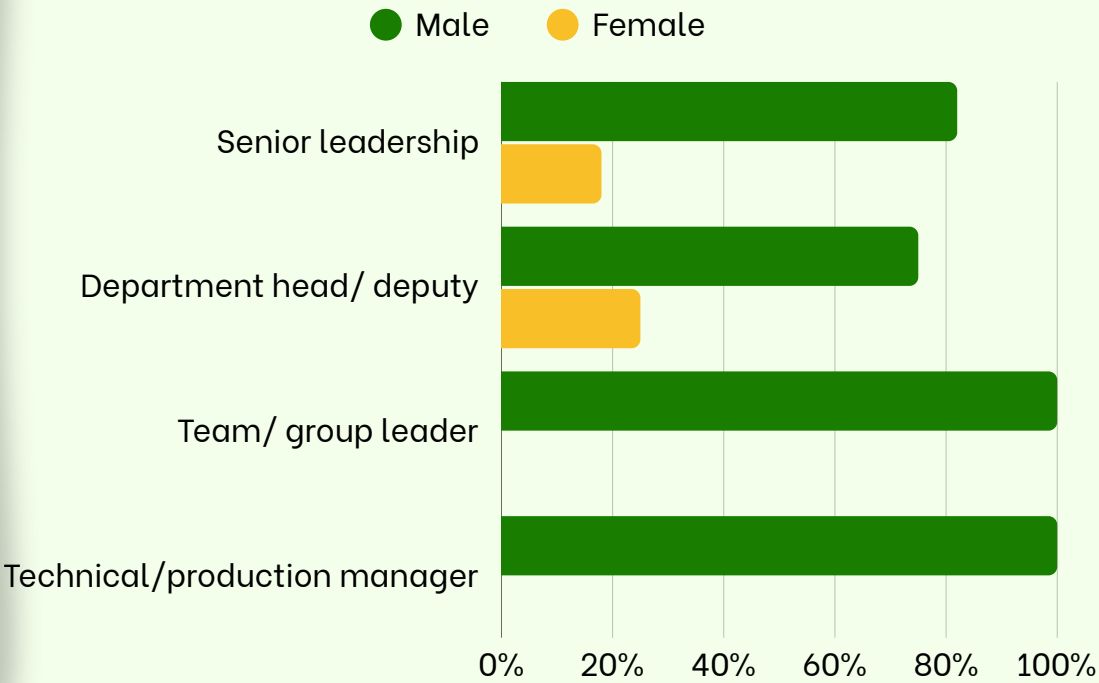
GENDER COMPOSITION OF THE WORKFORCE

Ensure a transparent recruitment process: Select candidates based entirely on professional competence and equal opportunity principles.

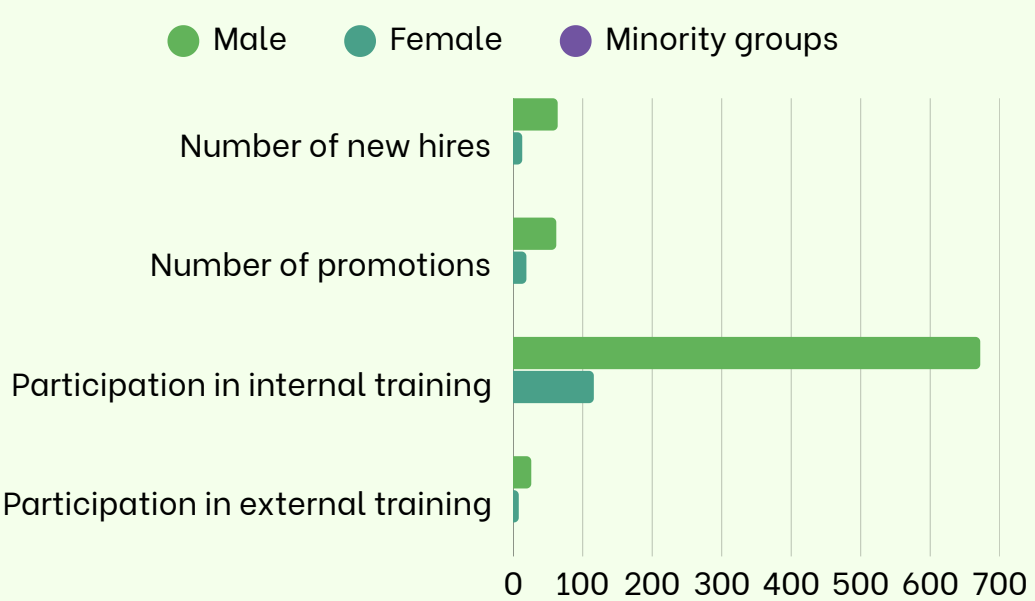
EQUAL PROMOTION OPPORTUNITIES

CSVC is committed to gender equality and actively empowers women, creating conditions for them to maximize their potential and participate in management and decision-making roles. Concurrently, the Company continuously strives to maintain and increase the proportion of female employees within its workforce, aiming to build a diverse, equitable, and inclusive working environment.

MALE-TO-FEMALE RATIO AT MANAGEMENT AND LEADERSHIP LEVELS



NUMBER OF RECRUITMENTS, PROMOTIONS, AND TRAINING BY GENDER AND MINORITY GROUPS



GENDER EQUALITY TRAINING IN THE WORKPLACE

Organize workshops on gender awareness to help employees understand and apply gender equality principles at work. Support leadership skills training for women to increase promotion opportunities.

ANTI-SEXUAL HARASSMENT & EMPLOYEE PROTECTION POLICIES

Implement a transparent reporting process, ensuring employees can raise concerns without fear of retaliation. Issue an anti-harassment and employee protection handbook.

Equal promotion opportunities

Performance evaluation

100%

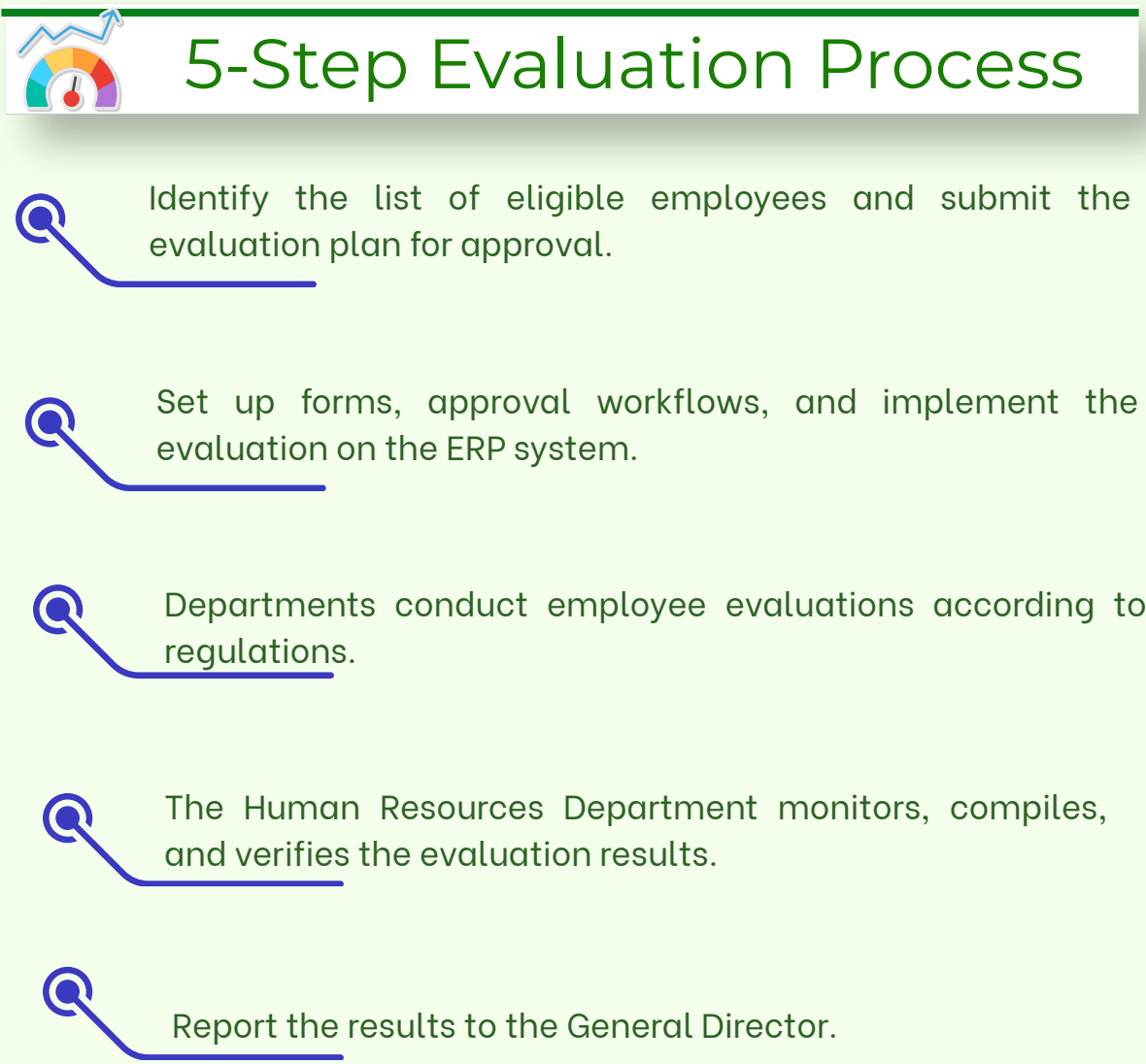
Employees receiving performance evaluations

Twice a year

Frequency of employee performance evaluations

COMPREHENSIVE, OBJECTIVE,
AND TRANSPARENT
EVALUATION SYSTEM

At CSVC, performance evaluation is conducted in accordance with internal regulations, based on core criteria including: work performance, actual working hours, leave status, and the level of disciplinary compliance. To ensure fairness, this process does not apply to ineligible cases, specifically: employees on probation, those taking unpaid leave exceeding the prescribed limit, those who violate labor discipline, or those whose contracts are terminated before the salary adjustment period.

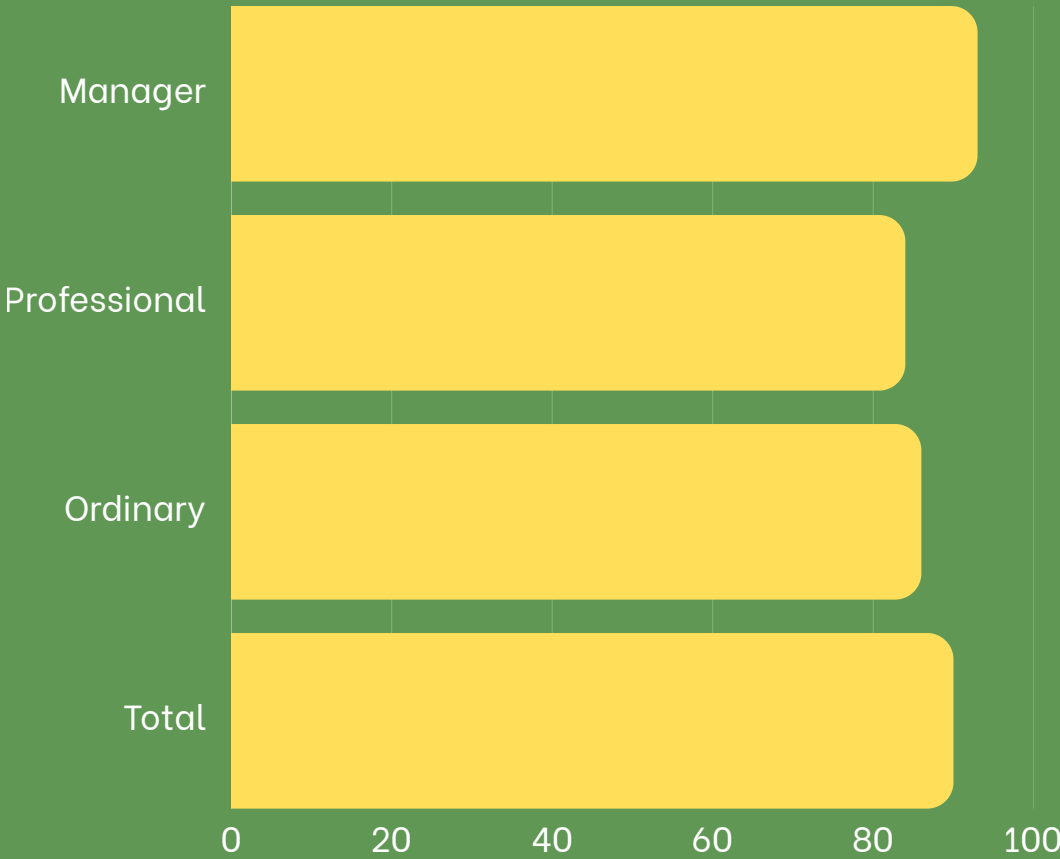


Gender Pay Gap

INCOME DETERMINATION MECHANISM



RATIO OF MALE TO FEMALE BASIC SALARY BY JOB GRADE IN 2025

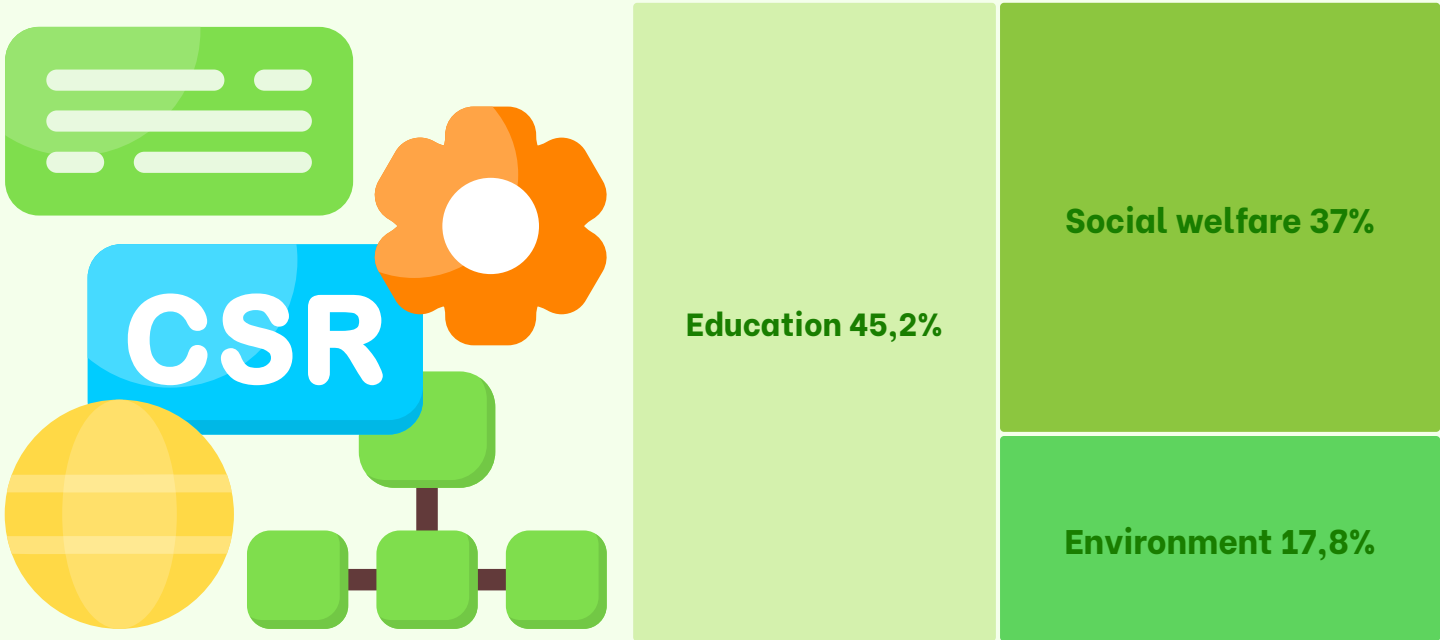


Compensation policies and salary structures are implemented under the principles of equality and diversity, based on core criteria regarding the actual competence and expertise of employees. In 2025, the overall average remuneration ratio of female to male employees reached 90%; detailed breakdown by level recorded 93% for Manager, 86% for Other roles, and 84% for Professional. To ensure consistent fairness throughout operations, the compensation system is applied uniformly with internal regulations, ensuring transparent recruitment, performance evaluations, and merit-based pay without gender discrimination.

Actively participating in community programs is an annual activity within CSVC’s sustainable development strategy. In 2025, the Company implemented and collaborated with local authorities to deploy community support and development programs built upon the foundation of a Conscious Business Culture, focusing on key areas. The company believes that a business can only thrive within a sustainable community; therefore, CSVC is always ready to share values, act with a humanitarian spirit, and give back more for a happier and more beautiful Vietnam every day.

RATIO OF BUDGET ALLOCATION FOR CSR PILLARS

The CSR budget allocation structure in 2025 clearly reflects the organization’s strategic orientation in prioritizing human capital development and improving the quality of community social welfare. The Education pillar plays a central role, accounting for over 45% of the budget, followed by Social Welfare programs at 37%. Alongside social development efforts, the 17% allocation for the Environment pillar ensures comprehensiveness in executing the sustainable development strategy. This resource allocation structure reflects a long-term commitment to creating practical value, closely addressing material local issues, and balancing social and ecological responsibilities.



COMMUNITY ENGAGEMENT MILESTONES IN THE 2023 - 2025 PERIOD

1,67 billion VND

Total budget invested in community activities during the 2023-2025 period.

31 activities

Social responsibility programs implemented.

2,582 people

Total number of recorded direct beneficiaries over 3 consecutive years.

Increased by 27%

Budget allocated for community activities in 2025 compared to 2024.

SPREADING LOVE DURING THE 2025 LUNAR NEW YEAR

90 **1 million VND**
underprivileged households value per gift package

JOINING HANDS TO SUPPORT COMMUNITIES
AFFECTED BY TYPHOONS AND FLOODS IN 2025

100million VND
Donated to support people affected by Typhoon Yagi

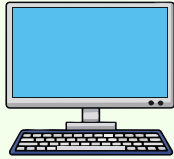
MID-AUTUMN FESTIVAL SUPPORT

30 **1million VND**
children value per gift package

FREE MEDICAL CHECK-UPS, MEDICINE
DISTRIBUTION, AND GIFT GIVING FOR
DISADVANTAGED PEOPLE AND ELDERLY LIVING
ALONE IN MY XUAN WARD

200 **50million VND**
elderly living alone total budget for the activity

DONATING 40 DESKTOP COMPUTERS TO SECONDARY
SCHOOLS IN BA RIA - VUNG TAU PROVINCE

40 desktop computers 

AWARDING SCHOLARSHIPS TO 120 STUDENTS WITH
GOOD ACADEMIC PERFORMANCE

120 students **4** secondary schools

“BACK TO SCHOOL SUPPORT“ FOR 30
STUDIOUS DISADVANTAGED STUDENTS

30 students **60** Total budget
million VND

RUN FOR CHILDREN 2025

239 scholarships **23** schools 

CSVC – JOURNEY TO THE GREEN FUTURE

 **3,013** trees

 **144** volunteers

 **122,768,554** VND

IMPACTS ON THE LOCAL COMMUNITY
AND ENVIRONMENT

CSVC strictly complies with Vietnamese legal regulations on environmental protection, waste management, water resources, and chemical safety. Throughout the reporting period, the Company operated a strict risk control system, evaluated product safety, and ensured no chemical leak or pollution incidents occurred.

Therefore, CSVC assesses that none of the factory’s activities caused any significant negative impacts on the local community.

100% **0**
environmental compliance negative impact incidents

2025 HIGHLIGHTS

CSVC considers human resources a valuable asset and consistently focuses on training and personnel development. This approach helps our workforce continuously enhance their capabilities, adapt to new trends, and prepare for future challenges.

269

Total number of training courses

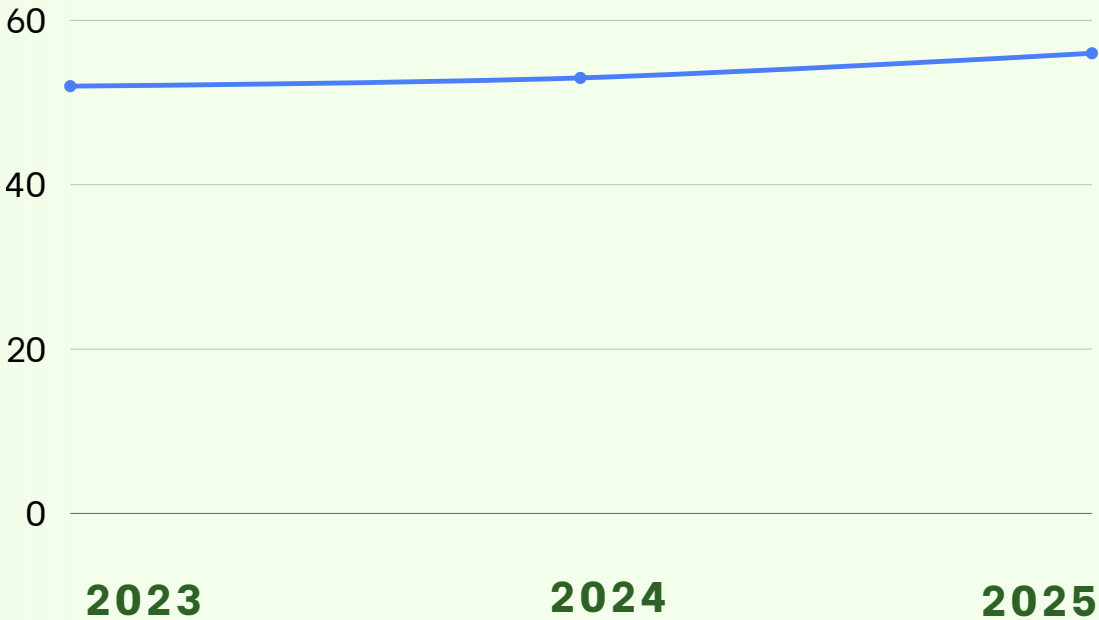
3.241

Total training hours increased by 32.3% compared to 2024

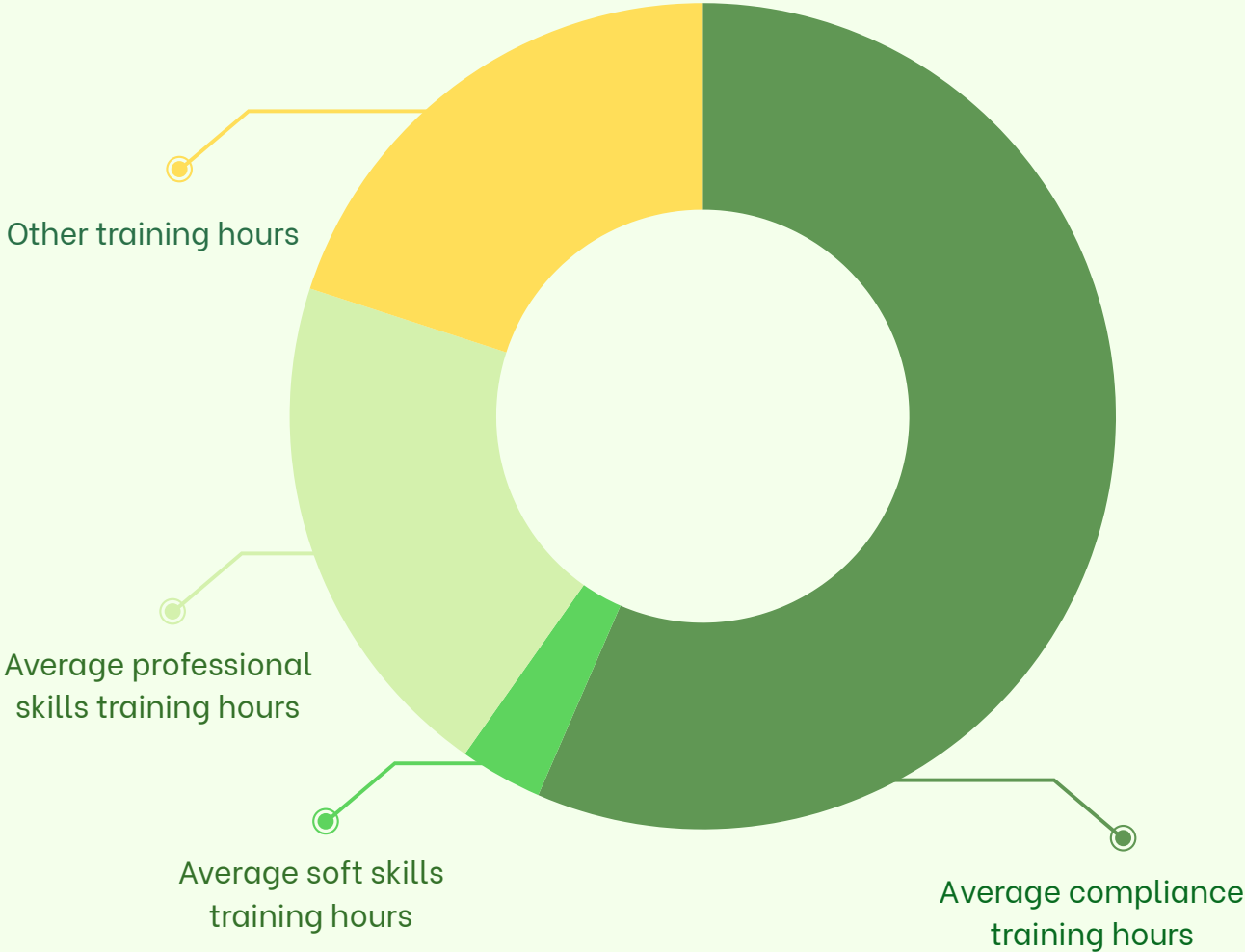
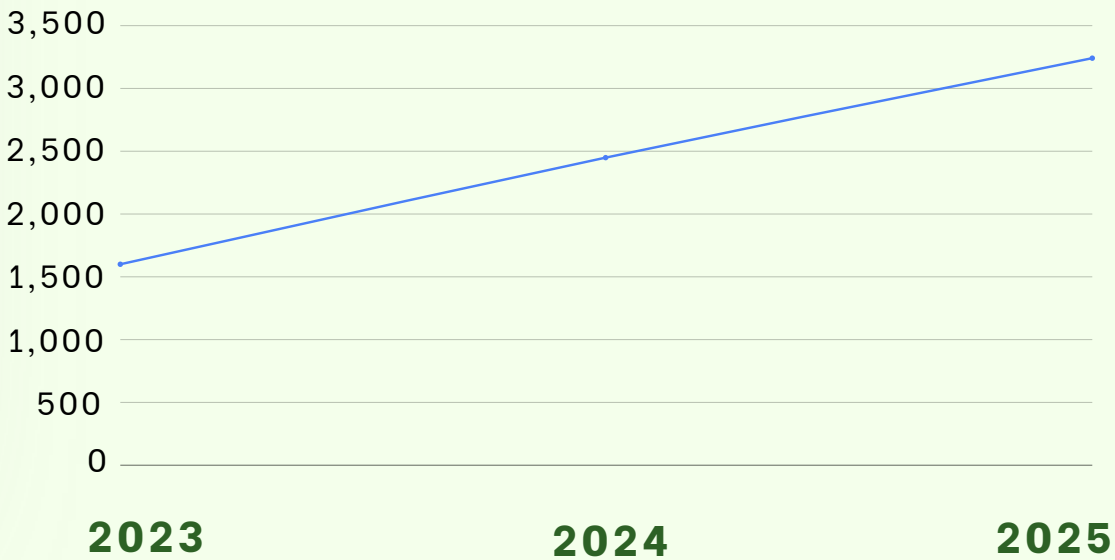
56

Average training hours per employee

AVERAGE TRAINING HOURS



TOTAL TRAINING HOURS



OVERVIEW OF TRAINING METRICS (2023 - 2025)

During the 2023 - 2025 period, CSVC increased its investment in training, with total training hours rising to 3,200. Concurrently, the average training hours per employee maintained a steady growth, increasing by 7.6%. The Company not only expanded its training programs to accommodate a large number of new hires but also ensured that every employee received high-quality training time.

EMPLOYEE TRAINING PROGRAM GROUPS

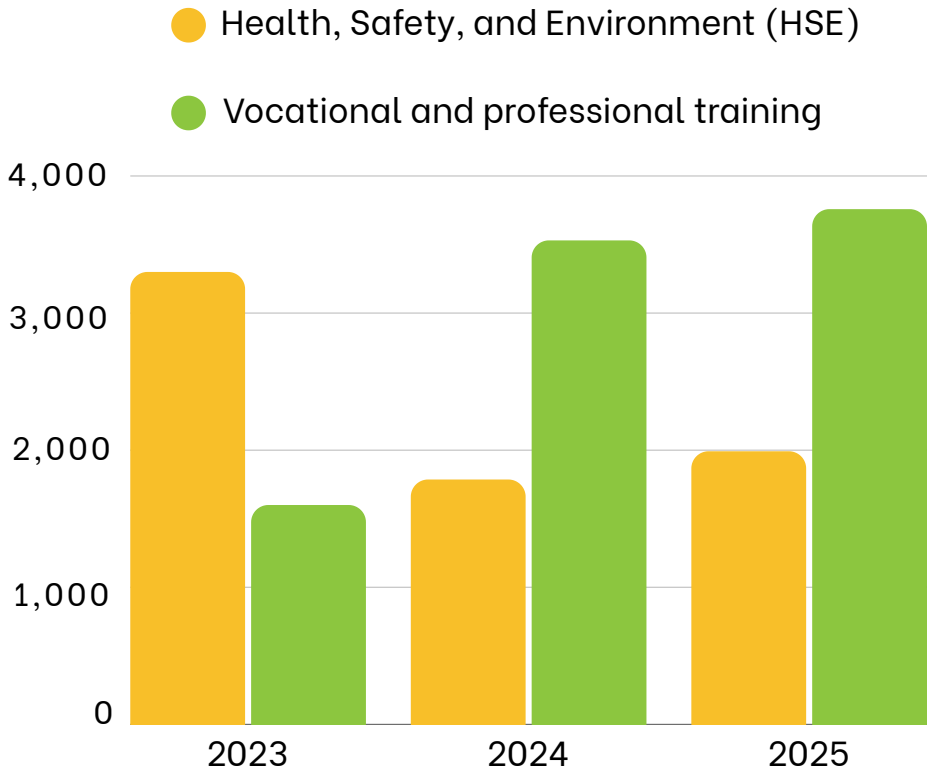
Training program group	Number of courses
Legal compliance training programs	6
Internal training	285
Fire prevention and fighting training	4

HIGHLIGHTED TRAINING COURSES IN 2025

Category	Details
Management training	- Information security threats. - Presentation design and delivery skills.
ISO training	- ISO 14068 & SBTi. - Awareness and internal auditor training (ISO 45001).
Information Technology (IT) training	- Vulnerability detection skills (CEH). - Protecting systems from increasingly sophisticated threats (OT Security).
External training on ISO and legal compliance	- Awareness and internal auditor training (IATF 16949:2016). - Laboratory management according to ISO/IEC 17025:2017. - Risk prevention and contract dispute resolution.

NUMBER OF DAYS DEDICATED TO HSE AND VOCATIONAL/PROFESSIONAL TRAINING

In 2025, CSVC restarted its training courses. Among these, health, safety, and environment (HSE) training was given top priority with over 1,992 training days. Additionally, vocational and professional on-the-job training was organized promptly to ensure work performance, accounting for nearly 3,758 training days.



Occupational Health and Safety (OHS)

In the specific context of the heavy industry with its potential operational risks, CSVC’s top priority is to protect the safety and health of its employees. To prevent incidents, the Company focuses its budget on upgrading equipment infrastructure, improving working conditions, and providing in-depth training rather than relying solely on passive management. Safety policies are built on the principle of controlling risks at the source, ensuring an accident-free working environment and maintaining uninterrupted production operations.

HIGHLIGHTS OF OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT IN 2025

100%

Employees covered by the occupational health and safety management system

636 MILLION VND

Cost of periodic health examinations

0%

Lost Time Injury Frequency Rate (LTIFR)

0 CASES

Work-related fatalities and severe injuries

0 CASES

Recorded occupational diseases



Occupational health and safety management system

An occupational health and safety (OHS) management system identifies requirements to enhance health and ensure workplace safety, minimize workplace hazards, and promote employee work efficiency. The OHS management system provides a clear structure for all organizations aiming to improve their OHS performance. Therefore, establishing an OHS management system is a crucial action for any business. As a manufacturing enterprise, CSVC deeply understands that OHS plays a vital role—not only in protecting the lives and health of employees during their work but also in helping the business mitigate property damage caused by occupational accidents.

C SVC cultivates a safe working environment where employees are fully equipped with OHS knowledge and skills, along with appropriate personal protective equipment (PPE). Beyond ensuring the health and safety of its employees, CSVC also guarantees a safe environment for contractors, suppliers, partners, and customers visiting the Company by strictly adhering to safety regulations and standards. With the objective of ensuring employee health and safety and protecting a sustainable environment, CSVC implements and maintains Occupational Health and Safety Management systems, including:

STRICT COMPLIANCE WITH VIETNAMESE LAW:

- Law on Occupational Safety and Hygiene.
- Labor Code.
- Along with other relevant national laws, decrees, or regulations such as: Law on Fire Prevention and Fighting, Law on Chemicals, etc.

INTERNATIONAL STANDARDS:

- ISO 45001:2018 Occupational Health and Safety Management System.

COVERAGE OF THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Metric	Coverage (2025)	
	Number of people	Percentage (%)
Employees covered by the occupational health and safety management system	788	100%
Contractors covered by the occupational health and safety management system	1,135	100%
Employees covered by an internally evaluated and audited system	788	100%
Employees covered by a third-party certified/audited occupational health and safety management system	760	96%

*C SVC’s Occupational Health and Safety Management System is established and applied in accordance with the ISO 45001:2018 standard. The scope of application is limited to the CSVC factory and excludes employees working at the Ho Chi Minh City Office.

CORE ELEMENTS OF CSVC’S OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

- ✓ Leadership and commitment.
- ✓ Compliance with legal requirements.
- ✓ Training and awareness enhancement.
- ✓ Risk control and accident prevention.
- ✓ Health care & occupational disease control.
- ✓ Monitoring, evaluation, and continuous improvement.
- ✓ Participation, consultation & improvement of working conditions.
- ✓ Emergency response & incident prevention.
- ✓ Personal protective equipment (PPE) provision and rule compliance.
- ✓ Reviewing and organizing safety inspections for equipment with strict requirements.
- ✓ Periodic occupational environment monitoring.

DESCRIPTION OF TARGET GROUPS, ACTIVITIES, AND AREAS COVERED BY THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

TARGET GROUPS

C SVC Employees: Perform core tasks according to job descriptions, issued working procedures, and management instructions. Primary tasks include office administration, line operation, line maintenance, system operation, security, and sanitation.

Contractor Employees: Perform assigned services under signed service contracts. They work alongside company employees or execute specific service packages. Primary tasks include crane operation, packaging, freight/passenger transport, sanitation, landscaping, etc.

PRODUCTION, MAINTENANCE ACTIVITIES

Activities are divided and allocated based on line characteristics and operational purposes, primarily categorized as:

- Line operation and system operation tasks.
- Mechanical, electrical, and crane system maintenance tasks.
- Warehouse management tasks.
- Quality control tasks.
- Administration, purchasing, human resources tasks, etc.

AREAS COVERED

The coverage area includes the entire premises of the CSVC factory in Phu My:

- Operating lines and control rooms.
- Auxiliary buildings such as electrical substations and warehouses.
- Office buildings.
- Stations, equipment storage yards, and supply/discharge piping systems.
- Internal roads, green areas, drainage systems, etc.

Hazard identification, risk assessment, and incident investigation

MONTHLY OHS COMMITTEE MEETING

Every month, Senior Management (including the General Director, Deputy General Directors, Division General Managers, and Deputy Division General Managers), Department Directors, and employee representatives from various departments participate in the OHS Committee meeting. This monthly routine includes:

- Factory-wide Safety Patrols: Inspecting site conditions firsthand.
- Performance Reviews: Discussing OHS topics, reporting on monitored items, and reviewing the current status and challenges of each safety category.
- Management Guidance: Senior Management proposing actionable improvements for identified issues and disseminating these directives to all departments.
- Open Dialogue: Employee representatives actively raising opinions and proposing solutions regarding OHS issues to their superiors and relevant departments, facilitating collaborative discussion and unified resolutions.

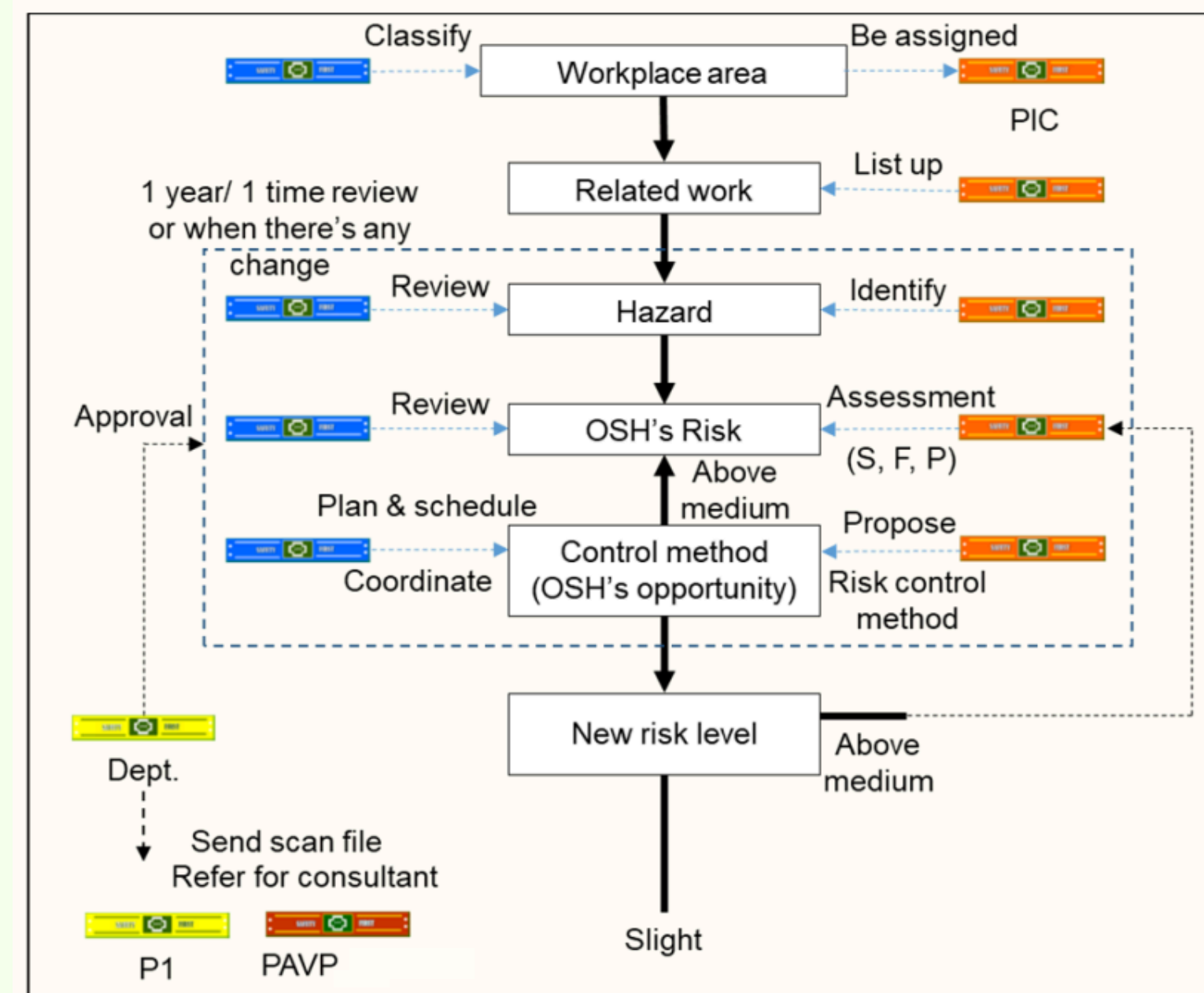
RISK CONTROL

CSVC recognizes that risks arising during operations must be strictly controlled and managed. Mechanisms and procedures are clearly defined and easy to understand to ensure relevant personnel execute them correctly, allowing risks to be detected and addressed as early as possible. Specifically, Hazard Identification and Risk Assessment (HIRA) activities are conducted directly at work areas by employees and supervisors, with data surveyed and documented in strict accordance with internal regulations.

The output of risk control activities is subject to quality control through a multi-level review and approval process, from frontline workers to upper management, ensuring objectivity and comprehensiveness. Through periodic evaluations and safety patrols, HIRA results are integrated into the workflow for cross-evaluation by the Board of Directors, the Environment and Safety Management Department, and other units. This process aims to share, compare, and standardize appropriate preventive measures across the entire factory rather than isolating them to specific areas.

During operations, these preventive measures are continuously reviewed and tested to evaluate their effectiveness. Notably, if there are changes in machinery, personnel, or the working environment, or in the event of an occupational accident or near-miss, the HIRA is promptly re-evaluated to adjust preventive measures accordingly. This ensures the continuous and highly effective improvement of the system.

Furthermore, information regarding risk detection and control—especially when provided directly by frontline workers—is vital to the OHS management system. Therefore, a protection mechanism is in place to ensure the confidentiality of the information provider, preventing any potential conflicts within the workplace or after working hours.



HAZARD IDENTIFICATION AND RISK ASSESSMENT PROCESS AT CSVC

Hazard identification, risk assessment, and incident investigation

HIERARCHY OF CONTROLS

The hierarchy of controls at CSVC is applied in accordance with the Internal Regulation on Hazard Identification, Risk Assessment, and Risk Control, along with the Occupational Health and Safety Management Guidelines. This system is integrated with the worker participation and consultation mechanism outlined in ISO 45001:2018 to ensure that improvement measures are always evaluated in the correct order of priority.

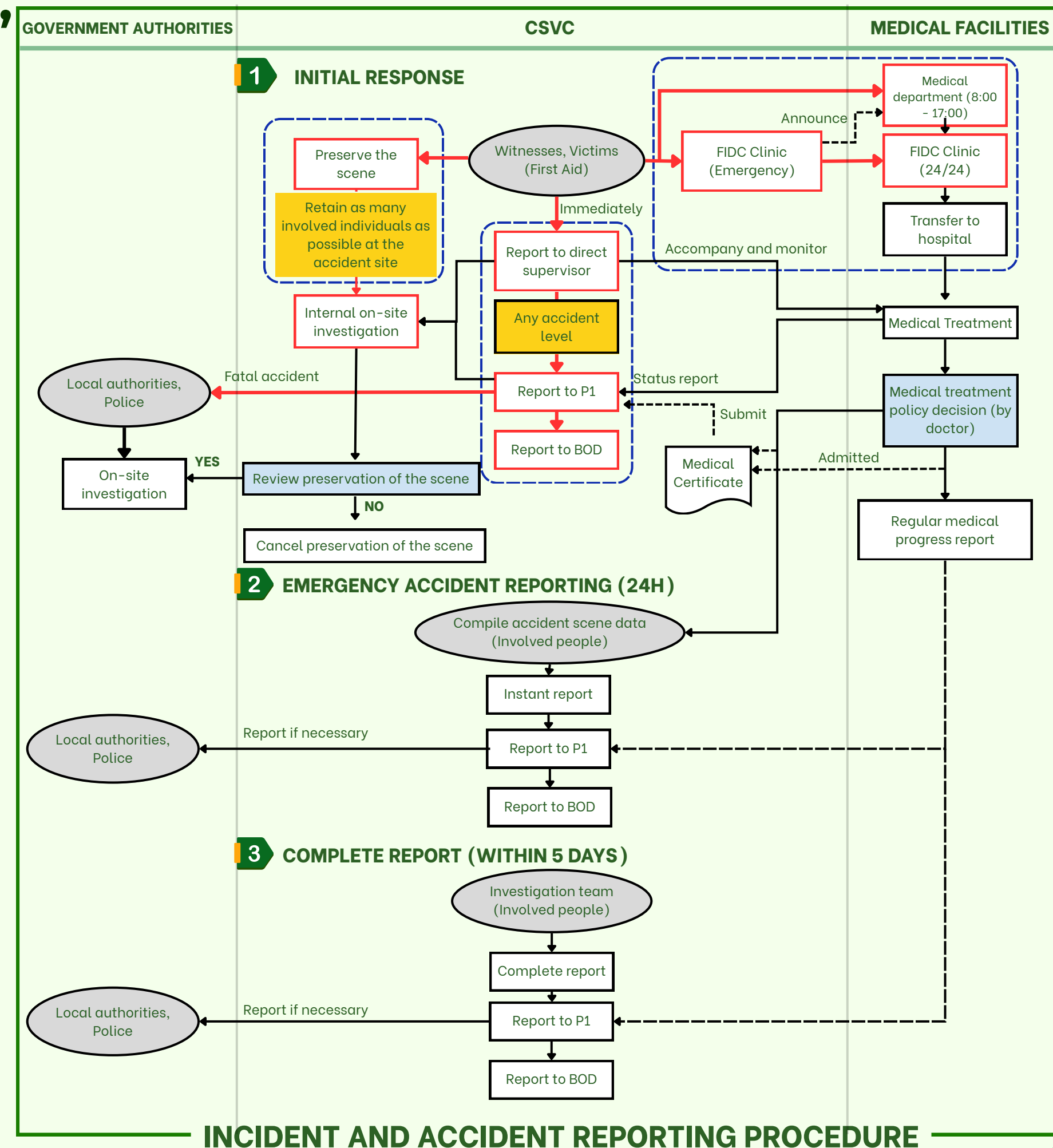
Through this system, risk control tiers are cross-evaluated by multiple individuals across various management levels. This ensures the selection of the most appropriate control level, allowing the corresponding preventive measures to be effectively chosen and implemented.

CONTROL PRINCIPLES

Based on the results of OHS risk and opportunity assessments, the elimination of hazards and mitigation of risks across departments must follow a standardized process. Specifically, the selection of control methods and preventive measures is required to strictly comply with the “hierarchy of controls” principle, prioritized as follows:

- Level 1: Hazard elimination.
- Level 2: Substitution with less hazardous materials, processes, operations, or equipment.
- Level 3: Engineering controls and work reorganization.
- Level 4: Administrative controls, including training.
- Level 5: Adequate use of Personal Protective Equipment (PPE).

To ensure effective risk control, preventive measures must be evaluated and applied in the exact order of priority from Level 1 down to Level 5, and absolutely never in reverse. Furthermore, the entire process of reviewing and applying this hierarchy of controls must be fully documented and recorded, serving as evidence of transparency and compliance in on-site safety management.



Employee health care

PERIODIC WORKING ENVIRONMENT MONITORING

To improve the quality of the working environment, CSVC collaborates with LDT Joint Stock Company to monitor environmental factors (microclimate, dust, noise, vibration, VOC vapors, etc.) in the workplace. This data is used to develop plans for supplementing and upgrading equipment infrastructure and workshops to enhance the working environment. Working environment monitoring also serves as a fundamental parameter to determine appropriate health examination categories, aiming to thoroughly manage workplace conditions, ensure the health of CSVC members, and promptly detect and treat occupational diseases.

Once a year 638

Frequency of working environment monitoring.

Samples taken for working environment monitoring.

97%

Samples meeting standards, including lighting, noise, microclimate, dust, chemicals, etc.

IMPLEMENTATION OF COMPREHENSIVE HEALTH CARE ACTIVITIES

◆ PERIODIC HEALTH EXAMINATIONS

To evaluate whether the factory's working environment meets standards and to early detect the sources of hazardous factors in the workshop as well as occupational diseases, in conjunction with the working environment monitoring results, CSVC has collaborated with qualified units to organize periodic health examinations and occupational disease screenings for employees according to regulations. Along with the standard examination categories guided by Vietnamese Law, to elevate health standards for CSVC members, additional examination items have been proposed and approved for implementation, such as blood lipid levels, blood typing, etc.

100% ↑ 30% 0 cases

Employees who underwent periodic health examinations

Budget compared to 2024

Recorded occupational diseases

◆ HEALTH CARE AND MEDICAL SUPPORT INSURANCE PACKAGES

The Company also implements health care and medical support insurance packages to ensure employees receive the best care and to minimize financial risks in the unfortunate event of health issues. CSVC fully complies with the statutory insurance regimes for all employees, including Health Insurance, Social Insurance, Unemployment Insurance, and Occupational Accident Insurance. For 24/7 accident insurance, the company selected MSIG—a company highly rated financially by leading rating agencies. For health insurance, the company chose BIC—one of the best health insurance providers for employees in Vietnam.

100% 02 60 million VND

Employees fully participating in insurance packages

Expanded insurance packages

Medical expense support limit for insurance packages

◆ COMMITMENT TO MEDICAL RECORD CONFIDENTIALITY

CVC is committed to maintaining the confidentiality of employees' medical records and health identities through strict personal data processing procedures. All collected medical information is digitized and securely stored on servers or cloud systems operated by CSVC, its affiliates, or authorized third-party providers. Access to and processing of this sensitive data are strictly controlled via secure electronic methods, complying with the purpose limitations in the Privacy Notice. Concurrently, secure backup storage is consistently maintained to comply with data protection regulations in relevant legal jurisdictions.



Employee health care



DISEASE PREVENTION MEDICAL PROGRAMS

The Company proactively implements medical programs for disease prevention, such as:

- Dengue fever prevention.
- Prevention of seasonal flu and H5N1 avian influenza.
- Prevention of diseases caused by the Nipah virus.
- Disinfection spraying for workshops and offices.
- Periodic insect extermination in work areas.

VOLUNTARY ACTIVITIES TO ENHANCE PHYSICAL HEALTH AND MEDICAL KNOWLEDGE

Along with core medical programs, employee health care at CSVC is further expanded through voluntary activities aimed at enhancing physical well-being and medical knowledge.

In 2025, CSVC organized a specialized seminar on metabolic diseases. To optimize accessibility, employees were given the flexibility to participate either in person at the Company or online via an internal link. Additionally, the Company hosted a first aid skills training and competition program that ran continuously for 3 months. Through this program, employees received practical training on emergency response procedures, with a strong emphasis on cardiopulmonary resuscitation (CPR) skills practiced directly on sensor-equipped models right on the company premises.



Employee health care

OCCUPATIONAL ACCIDENT FIRST AID AND EMERGENCY RESPONSE PROCEDURE

Recognizing that a safe working environment and risk prevention are the foundation for sustainable development, CSVC focuses on optimizing the quality of medical care through professional cooperation with a Clinic rather than maintaining an internal Medical Department. Simultaneously, the on-site occupational accident first aid network operates systematically according to a standardized procedural system.



AT THE CSVC PLANT

1. In the event of an occupational accident at the plant

Clinic medical staff perform the following steps:

- Receive information: Clarify the location and preliminary condition (conscious, unconscious, bleeding, trapped in equipment, etc.).
- Identify the type of incident: Mechanical injury, burn, electric shock, fall from height, asphyxiation.
- Notify the Safety Department immediately.
- Prepare PPE, first aid kits, and necessary supplies before arriving at the scene.
- Assess the scene: Quickly observe the surrounding area. Assess hazards to oneself and the victim: Chemicals, electric shock, falling risks, fire/explosion, etc.

Principles to follow:

- If danger persists: DO NOT approach; eliminate the hazard first.
- If safe: Approach the victim and proceed with the following steps.
 - Assess the victim and provide first aid:
 - Evaluate the victim's condition.
 - Administer professional first aid.
 - Advise the Safety Department on the response plan:
 - Continue treatment at the workshop.
 - Transfer to the medical room.
 - Transfer to the clinic.
 - Transfer to a hospital.



DOCTOR

2. Processing procedure at the medical room

Medical staff from the partner clinic perform the following steps:

- Re-evaluate the victim's condition.
- Monitor vital signs.
- Administer professional first aid and primary care.
- Assess the capacity for on-site treatment.
- After assessment:
 - If stable: Monitor further at the medical room; instruct to rest or schedule a follow-up examination if necessary; report to the Safety Department and department management; the employee may return to work if eligible.
 - If beyond the medical room's treatment capacity: Contact and transfer to the clinic; prepare medical records and preliminary information for the doctor.



DOCTOR AT THE HOSPITAL

3. Processing procedure at the clinic

The doctor performs the following steps:

- Conduct an in-depth assessment of the victim's condition.
- Examine and treat professionally.
- Perform necessary prescriptions: Advanced first aid, suturing, trauma monitoring, prescribing medication, ordering imaging/tests (if necessary), etc.
- Assess the ability to return to work at the company.
- After assessment:

If eligible: Allow the employee to return to the company; monitor further at the company's medical room if necessary; instruct on follow-up examinations or resting.

If beyond the treatment capacity: Transfer to a specialized or larger hospital; coordinate an ambulance or appropriate transport vehicle; notify the Safety Department and relevant management.



HOSPITAL TRANSFER

4. Hospital transfer procedure

The clinic doctor performs professional medical duties for the transfer.

Ensuring employee safety

PERIODIC EQUIPMENT SAFETY INSPECTION

To ensure that equipment and materials operate optimally, smoothly, and safely for employees while maintaining stable production, safety inspections for equipment with strict occupational safety requirements are consistently integrated into the annual plan of each operational phase. This ensures compliance with Vietnamese Law and effectively controls equipment-related risks on-site. The year 2025 marked an expansion in equipment risk control, with a total of 209 items inspected—an increase of 29 items compared to the 180 items in 2024. Among these, 75 pressure equipment items and 134 lifting equipment items successfully met the requirements.

209 EQUIPMENTS

In the inspected list

100%

Equipment meeting safety
inspection requirements in
accordance with legal regulations

↑16%

List of inspected equipment
compared to 2024

CONTROLLING RISK FACTORS RELATED TO OCCUPATIONAL DISEASES

CSVC continuously reviews and assesses key risk factors such as noise, dust, and high temperatures. Through this evaluation process, noise has been identified as a risk requiring strict control to mitigate the occurrence of occupational diseases. In areas where noise sources cannot be completely eliminated via engineering solutions, the Company shifts to applying administrative controls and PPE. Specifically, the direct working hours of employees in high-noise areas are minimized, coupled with mandatory regulations on the use of appropriate hearing protection equipment.



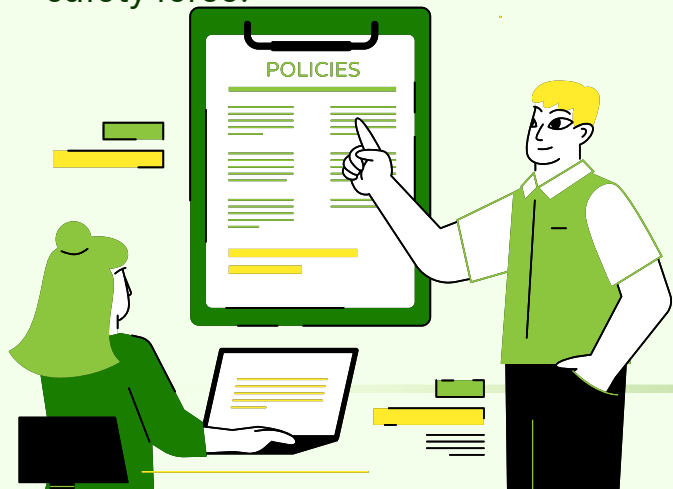
TARGET GROUPS AND OCCUPATIONAL HEALTH AND SAFETY TRAINING POLICIES

Occupational Health and Safety (OHS) training is systematized and categorized in detail to ensure that the training content closely aligns with the specific risks of each position. To ensure maximum employee benefits, 100% of the training programs are organized completely free of charge during official working hours.

The training system is clearly divided into general awareness training and mandatory in-depth training for specific target groups, as follows:

- Group 1: Managers in charge of occupational health and safety.
- Group 2: Occupational health and safety personnel.
- Group 3: Employees performing tasks listed under jobs with strict occupational health and safety requirements.
- Group 4 (General awareness training): General employees who do not belong to the specific categories in Groups 1, 2, 3, 5, and 6.
- Group 5: Medical personnel.
- Group 6: Network of safety and hygiene officers.
- Fire Prevention and Fighting (FPF) and Emergency Response Group: Members of the grassroots FPF team, emergency response team, and personnel working in environments with fire and explosion risks.

Especially for the emergency response force, in addition to receiving their full salary during the training period, members of the grassroots FPF team also receive an additional allowance equivalent to 0.3 days of the regional minimum wage. This is a practical policy aimed at recognizing and encouraging the contributions of the on-site safety force.



LIST OF OCCUPATIONAL HEALTH AND SAFETY TRAINING COURSES

In accordance with the annual training plan to meet Vietnamese legal requirements on occupational health and safety for employees, CSVN achieved the following results in 2025:

Group	Number of courses	Number of participants
General safety training (Group 1 per the Law)	1	80
Safety training for safety managers (Group 2 per the Law)	1	2
General safety training (Group 4 per the Law)	5	20
Group 5 training	1	1
Safety training for safety and hygiene officer network (Group 6 per the Law)	5	118
Fire prevention and fighting (FPF) training	6	179
Welding and cutting safety training	1	499
Radiation safety training	4	
Electrical safety training	6	
Safety training for working at heights	5	
Confined space safety training	8	
Lifting equipment operation safety training	7	
Chemical safety training	10	

Occupational health and safety training

POST-TRAINING EVALUATION AND ASSESSMENT METHODS



Group	Total training hours	Theory (hours)	Practice (hours)	Testing (hours)
Group 1	8	7	0	1
Group 2	24	20	3	1
Group 3	12	8	2	2
Group 4	8	7	0	1
Group 5	16	15	0	1
Group 6	4	3	0	1
PCCC	8	3	4	1



SAFETY IMPROVEMENT ACTIVITIES

In 2025, safety improvement activities were implemented synchronously, encompassing everything from optimizing the management system to directly upgrading machinery and working conditions across departments.

Regarding the management system: The testing procedures and the unit organizing health examinations were upgraded to enhance the quality of medical assessments. Additionally, the incident response capabilities of personnel were practically reinforced through programs such as the Health Contest 2025 and Fire Contest 2025.

Regarding technical infrastructure and working conditions: Risk control solutions were specifically applied in key areas:

- Electrical and Fire Safety: Completed the installation of an automatic aerosol fire suppression system for 9 main electrical vaults. Simultaneously, emergency key systems and CCTV cameras were equipped in high-risk areas inside the electrical rooms.
- Chemical Safety: Implemented technical improvements in the chemical handling areas at the UA1 and UA2 lines, based on lessons learned from an incident that occurred in March 2025.
- General Working Environment: Warning systems and safety signage were enhanced both inside and around the steel coil storage warehouses, alongside the upgrading of night lighting conditions on internal traffic routes.



Employee and contractor safety metrics

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE RESULTS (2023 - 2025)

- Safe working hours: In 2025, the system monitored a total of 2,328,663 working hours, comprising 1,614,148 hours from CSVC personnel and 714,515 hours from contractors.
- Accident situation (CSVC): The occupational accident rate was controlled at 0 for two consecutive years (2024 - 2025). This result demonstrates a significant improvement compared to 2023 (which recorded 2 incidents with a frequency rate of 1.02, including 1 severe/fatal case).
- Accident situation (Contractors): Except for 1 incident in 2024 (frequency rate of 1.42), contractors recorded zero occupational accidents in 2023 and 2025. Notably, no severe accidents occurred within this group throughout the 3-year period.
- Near-miss incidents: There were 2 near-miss cases reported by CSVC (1 case in 2023; 1 case in 2025). This declared data is recorded and analyzed by the system to review risks, thereby establishing preventive measures before an actual accident occurs.



CLASSIFICATION OF FINDINGS DURING PATROLS

471

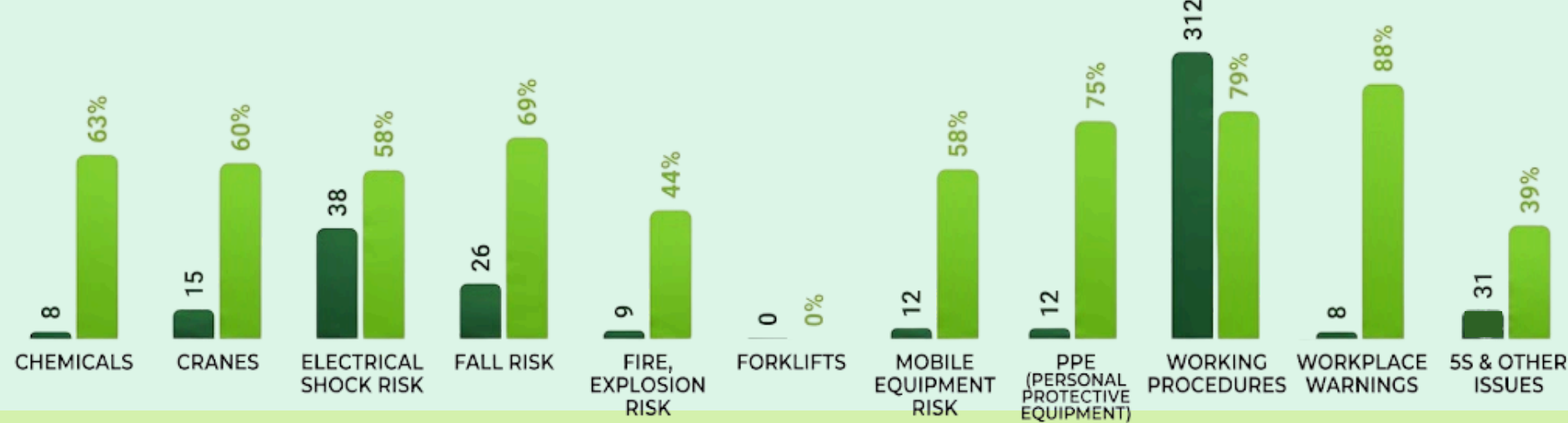
Total findings through patrols

66%

Findings related to working procedures

79%

Improvement rate related to working procedures



“ALWAYS SEE THE RISKS” INITIATIVE

Initiated in late 2022, this activity has become a connection channel for frontline workers to demonstrate their efforts and enthusiasm in improving the working environment they are exposed to daily. The “Always See The Risks” activity in 2025 continues to prove its effectiveness:

1.288

Total contributed ideas/solutions

↑48%

Contributed ideas/solutions compared to 2024

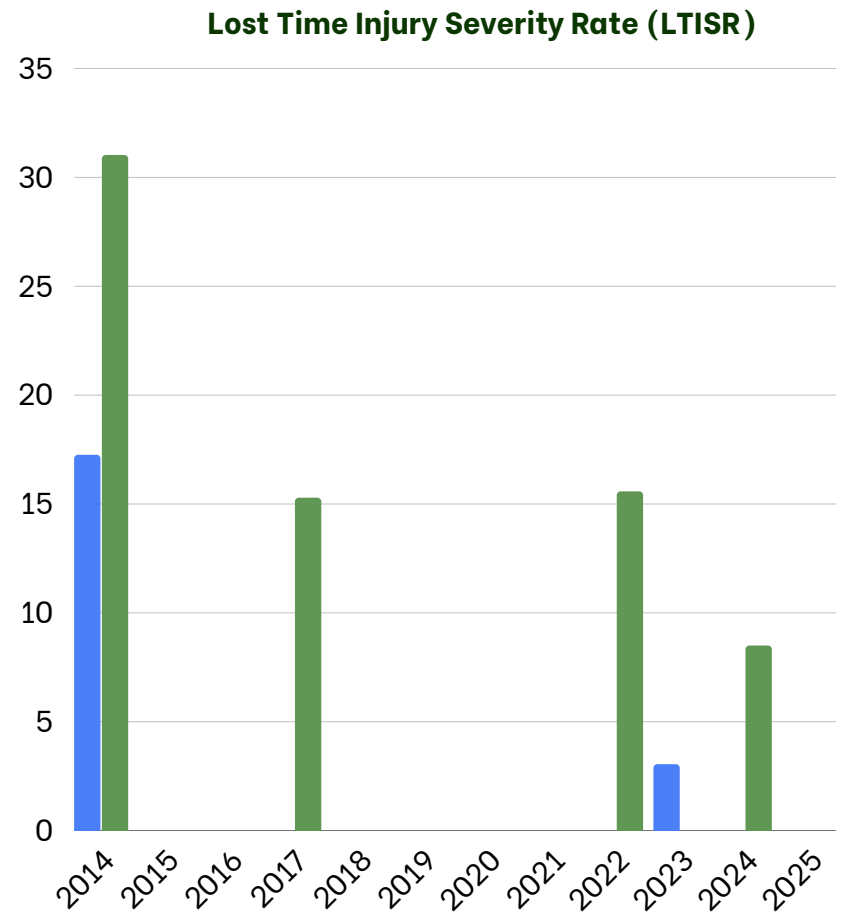
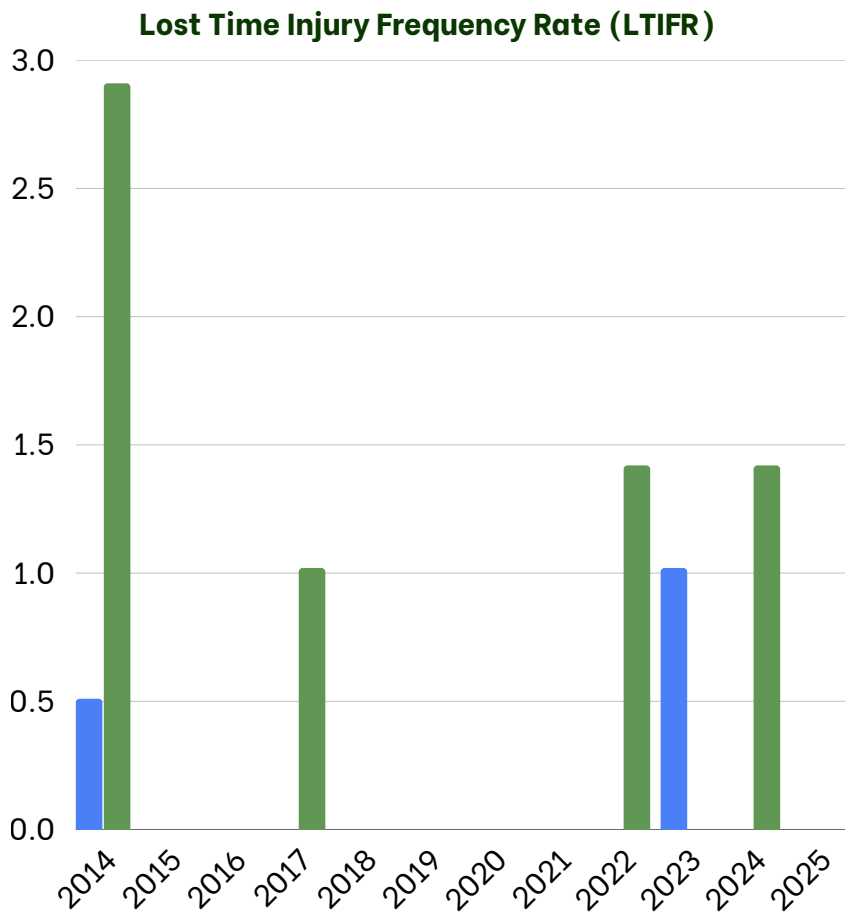
383

Highest number of contributed ideas/solutions in the year



SAFETY TRENDS

2025 witnessed a positive trend in reducing occupational accidents. The most prominent highlight is the significant drop in the severity rate of contractor accidents, from 8.5 (in 2024) to 0 (in 2025). Simultaneously, the accident frequency rate for contractors also sharply decreased from 1.42 to 0, indicating that preventive measures are proving effective. These improvements reflect efforts to raise safety awareness and the effectiveness of the risk management system in the working environment.



Product innovation research

COMMITMENT TO INNOVATION AND SUSTAINABLE DEVELOPMENT



CSVC consistently strives to improve production processes to optimize efficiency and minimize negative impacts on society. By investing in modern technology and utilizing recycled materials, we not only ensure our products meet high standards but also contribute to environmental protection.

CSVC is committed to providing high-quality steel products that meet the growing demands of the market. We always emphasize quality control from production to distribution, ensuring that products reaching customers consistently achieve the best quality. These efforts not only help us maintain our competitive position but also create long-term value for the community and stakeholders.

PRODUCT INNOVATION PROJECTS



Along with enhancing product quality, innovating and developing new material lines is an urgent requirement to improve our capacity to meet practical customer demands. Based on the shifting trends in 2025, CSVC has implemented several prominent development projects:

CUSTOMERS IN THE ELECTRONIC CASING INDUSTRY (PCS/SERVERS/GAMING CONSOLES)

Besides continuing to supply the traditional galvanized steel (GI) product line (featuring a minimized spangle surface, anti-fingerprint treatment, and thickness ranging from 0.5mm to 2mm), CSVC has recorded a strong surge in the demand for recycled materials. To meet this green standard, the company has expanded its production scale of recycled materials. Specifically, in 2025, CSVC successfully produced and shipped 574 tons of RC20 steel, 178 tons of RC60 steel, and 55 tons of RC90 steel.

CUSTOMERS IN THE AUTOMOTIVE INDUSTRY

Following the qualifying results of the CG 590MPa Dual Phase steel line (meeting JFS JAC590Y and EN HCT590X standards), alongside bake-hardenable steel lines and the CG 780MPa tested in 2024; entering 2025, the demand for high-strength galvanized steel (GI) continues to accelerate. To fulfill new technical requirements, CSVC has conducted specialized supplementary testing phases for the Galvanized Dual Phase (GI Dual Phase) steel line in the thickness segment from 2.3mm to 2.5mm.

THE IMPACT OF R&D ON SUSTAINABLE DEVELOPMENT



Continuous new product development enables CSVC to promptly meet the increasingly high and diverse demands of the market while creating opportunities to attract new customers and retain existing ones. Amid the rapid pace of technological advancement and diversifying customer requirements, over the past year, we have tested, improved, and developed high-quality product lines serving the automotive and electronic casing manufacturing sectors, featuring specific steel grades such as Dual Phase steel, High Strength steel, and high magnetic steel. In 2025, we are continuing our plans to upgrade production equipment and increase the utilization rate of recycled materials while simultaneously testing new product lines for high-end applications. R&D provides solutions for improving products, production processes, and business strategies. This not only helps us maintain competitiveness but also ensures the company can continue to grow and expand in the future.



Product safety

2025 HIGHLIGHTS IN PRODUCT SAFETY MANAGEMENT

100%

Products evaluated for safety compliance

0_{case}

Violations of legal regulations on product safety

07

International certifications for product quality

56_{PPM}

Product defect rate recorded during the year

HAZARDOUS SUBSTANCE COMPLIANCE IN PRODUCTS

To comply with current international regulations and specific customer requirements, CSVc implements a synchronized hazardous substance control mechanism across its entire product portfolio and supply network. Depending on applicable requirements, products undergo independent third-party testing to ensure full compliance with the REACH Regulation on chemicals, the RoHS Directive on the restriction of hazardous substances in electronic equipment, and the California Proposition 65 Act. Parallel to product testing, supply chain due diligence and material information disclosure are also strictly enforced. All traceability activities are transparently managed through standardized systems, including the Conflict Minerals Reporting Template (CMRT), the Extended Minerals Reporting Template (EMRT), and the Additional Minerals Reporting Template (AMRT).

PRODUCT QUALITY MANAGEMENT SYSTEM

CSVc is committed to meeting international requirements for quality, environmental, and energy management through certified management systems and product certifications.

Management System Certifications:

- IATF 16949 – Automotive Quality Management System
- ISO 9001 – Quality Management System
- ISO/IEC 17025

PRODUCT CERTIFICATIONS



In addition, CSVc’s products are manufactured in accordance with major international standards, including the requirements of JIS, ASTM, EN, ISO, and JFS, depending on the customers’ technical specifications. These certifications demonstrate CSVc’s capability to provide high-quality steel products to automotive and industrial customers globally.

2025 KEY HIGHLIGHTS

56%

Reduction rate of complaints compared to 2024

4,19 POINTS

Customer satisfaction recorded during the year

20,8 DAYS

Average complaint resolution time

CUSTOMER SATISFACTION STATISTICS TABLE

Category	2024	2025	Difference
Quotations and invoicing	4.22	4.31	0.09
Product quality	4.18	4.33	0.16
Customer complaints	3.85	4.1	0.24
Customer service	4.02	4.31	0.29
Production and delivery	3.83	4.01	0.18
Transportation	3.92	4.21	0.29
Overall Score	3.99	4.19	0.2

The overall customer satisfaction survey result reached 4.19/5, recording an increase of 0.20 points compared to the previous year, which demonstrates the effectiveness of the customer experience optimization strategy. The improvement occurred synchronously across the entire value chain, with both the Customer Service and Logistics (Transportation) segments achieving an increase of 0.29 points. Particularly, the most significant breakthroughs among the component indicators belonged to the response time of the Sales department, with an increase of 0.41 points, alongside a 0.36-point increase in the on-time delivery performance criterion.

*Rating scale: 1 Very Dissatisfied / 2 Dissatisfied / 3 Neutral / 4 Satisfied / 5 Very Satisfied

POLICY AND PROCEDURE FOR HANDLING CUSTOMER COMPLAINTS AND FEEDBACK

With advanced technology and modern production lines, CSVC consistently meets customers’ stringent requirements. More importantly, we maintain a dedicated “listening“ approach to continuously improve the quality of our products and services.

Through the “Customer Complaint Handling Procedure NB C10-001“, CSVC delivers prompt and effective after-sales service to drive continuous quality improvement, enhance service capabilities, and better satisfy increasingly high customer expectations.

Under this procedure, whenever quality issues arise regarding goods:

- CSVC promptly provides technical consulting services.
- Technical personnel are dispatched for on-site inspections, or detailed information and images provided by the customer are received and analyzed.

The primary objective is to ensure that customers’ production and business operations remain uninterrupted, thereby consolidating their trust and satisfaction with CSVC.

In addition, the “Customer Satisfaction Survey Procedure NC-C10-001“ is systematically and rationally designed to effectively collect and analyze customer feedback. This is how CSVC “listens,“ identifies strengths and weaknesses, and ultimately implements improvement measures.



CHAPTER 5

SUSTAINABLE GOVERNANCE

Governance model & structure

Risk management & internal control

Anti-corruption

Economic performance

Supply chain management

Data privacy and security



RISK MANAGEMENT MECHANISM

Content	Specific Information
Risk management framework	COSO framework
Key risk categories	• Production risks due to line stoppages. • Financial risks due to exchange rate and tariff fluctuations. • Legal risks due to changes in legal regulations. • Other operational and environmental risks.
Responsible departments	• Secretary and Legal Affairs Section. • Quality Control & Quality Assurance Department.
Control mechanisms	• Clearly defined roles and responsibilities integrated into the ERP system. • Internal software-enabled abnormal activity alerts
Internal audit activities	• Conducted annually by the Parent Company - China Steel Corporation. • Annual self-assessment programs and plans developed by each department.



TRANSPARENT AND EFFECTIVE CORPORATE GOVERNANCE

Content	Specific Information
Number of BOM	07 members.
Number of Board of Supervisors	03 members.
Number of Board of Directors	02 members, including 01 General Director and 01 Deputy General Director
Number of BOM Meetings in the Year	04 meetings (held quarterly)
Attendance Rate	100% attendance by BOM and Board of Directors
Election/Appointment Policy	• Board Members: Elected based on nominations by shareholders through the General Shareholders Meeting (GSM). • Board of Directors: Appointed from BOM members based on the confidence of the BOM. • Candidates' resumes and qualifications are disclosed to the GSM and BOM prior to election/appointment.
Committees under the Board of Director	• The Corporate Governance And Sustainability Committee. • Occupational Safety and Health Committee.

RISK MANAGEMENT AND INTERNAL CONTROL

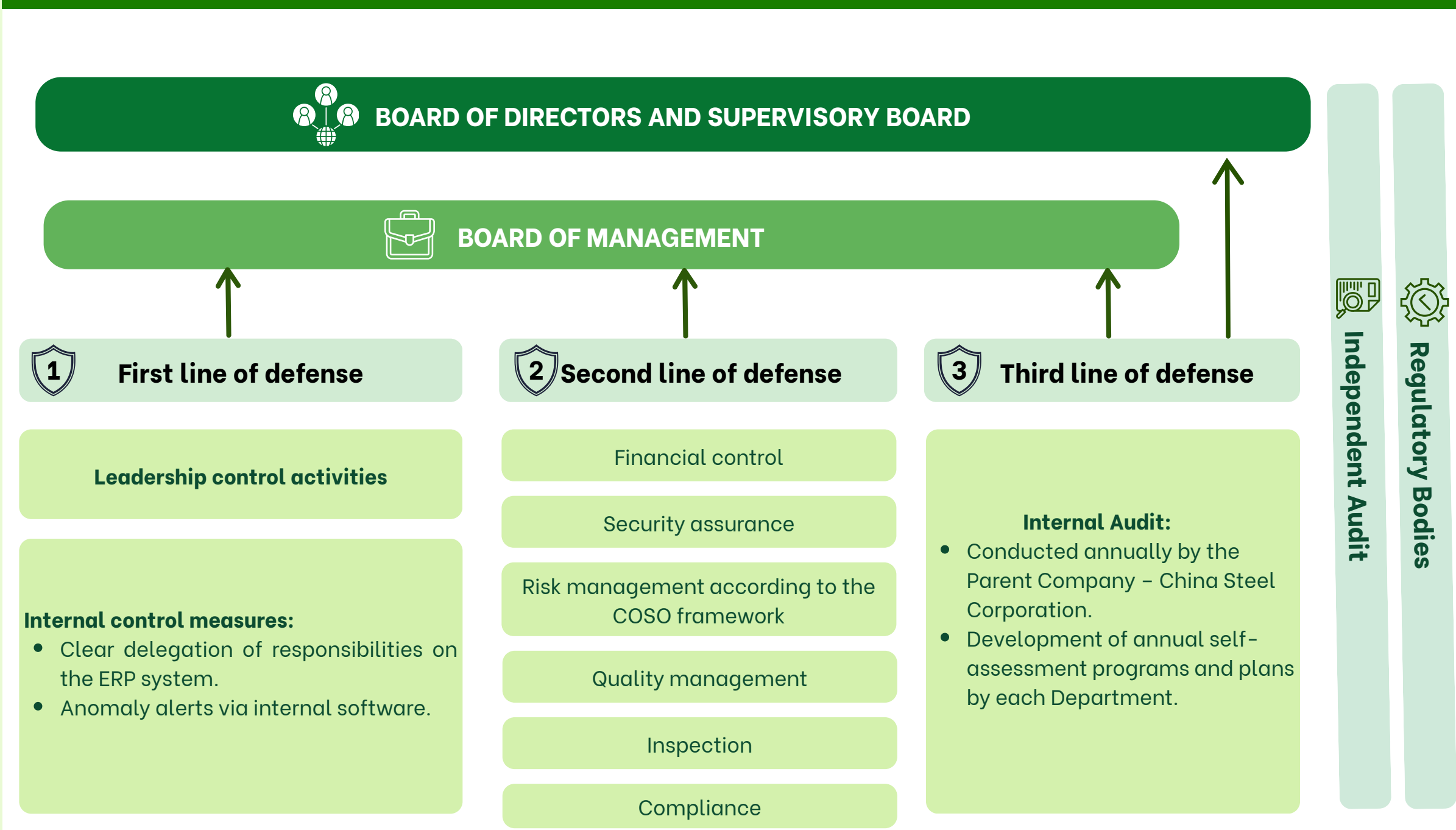
At CSVC, internal control (IC) activities are built and operated on the principles of comprehensiveness and proactiveness and are implemented based on general principles approved by the Board of Directors (BOD). The Company’s IC system is an inseparable part of its business operations, established to enhance operational efficiency and save time, while simultaneously preventing, detecting, and promptly handling arising risks. The IC system at CSVC is practiced based on the COSO framework, comprising 5 main components:

- **Control environment:** Establish a foundation of professional ethics, clear decentralized management mechanisms, human resource policies, and unified operational procedures.
- **Risk Assessment:** Identify, analyze, and develop mitigation measures for potential risks related to the Company’s operational and developmental goals.
- **Control Activities:** Develop and implement control policies and procedures to ensure compliance with business plans and internal regulations, while supporting risk management activities.
- **Information and Communication:** Ensure a transparent, complete, and timely flow of information between management levels and employees to support effective internal control operations.
- **Monitoring Activities:** Regularly evaluate the quality of the internal control system through internal self-assessments, evaluations by the Parent Company, and external independent audits.

In addition, each Department/Division of CSVC develops periodic IC self-assessment programs and plans, reports assessment results, and proposes corrective actions to enhance the effectiveness of risk management and internal control activities.



THE THREE LINES OF DEFENSE MODEL IN THE ENTERPRISE



Anti-corruption

0 CASES

Violations related to corruption and misconduct

100%

Compliance with tax obligations

0 CASES

Violations of monopoly, anti-trust, and anti-competitive laws



WHISTLEBLOWING MECHANISM FOR MISCONDUCT



CSVC has implemented a mechanism and procedure for reporting misconduct, applicable to both internal employees and related stakeholders. The whistleblowing procedure is publicly disclosed on the company’s website to encourage transparency and facilitate the prompt detection and handling of violations. Through the synchronized execution of these policies and procedures, CSVC not only proactively prevents but also promptly detects and handles administrative or ethical violations. This is a crucial component of the Company’s sustainable development strategy, contributing to consolidating trust among customers, partners, and other stakeholders.

CHANNELS FOR RECEIVING REPORTS, WHISTLEBLOWING



- Meeting directly with responsible persons (Managers, Directors, Executive Board) to provide feedback.
- Website: csvc.com.vn

TRANSPARENCY AND RESPONSIBILITY IN FULFILLING TAX OBLIGATIONS



Recognizing the vital role of tax contributions to the State Budget and the sustainable development of the nation, CSVC is committed to fully fulfilling all tax obligations related to its business operations. For many consecutive years, CSVC has ranked among the leading enterprises in terms of contribution volume to the State Budget.

UPHOLDING THE RULE OF LAW

Internal policies and regulations at CSVC are continuously reviewed and updated to ensure compliance with the guidelines and legal regulations of the State and competent authorities. New amendments and supplements are promptly communicated and disseminated to relevant units within CSVC through various channels: Guidance and update documents published by functional focal units on the internal website and emailed to units and personnel throughout the system. Thematic seminars to disseminate and update newly effective legal documents. CSVC consistently complies with periodic and ad-hoc reporting regimes and stands ready to provide information and coordinate operations upon request from State management agencies.

MANAGEMENT APPROACH TO MATERIAL TOPICS

2025 continued to be a challenging year for the global steel industry. However, CSVC remains steadfast in its “Responsible Business“ strategy. We believe that the core value of the enterprise lies not only in short-term profit margins but in the actual cash flow transparently distributed to maintain the supply chain, protect the ecology, ensure employee livelihoods, and fulfill national obligations. Furthermore, sustainable development is considered a strategic lever that helps CSVC transform climate risks into opportunities to attract green capital from the international financial market.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

The cash flow distribution landscape of CSVC in 2025 has been accurately compiled, demonstrating the data consistency between the financial system and sustainability commitments:

Cash flow distribution category	Value (VND)	Content
Economic value generated (Revenue)	13,797,541,105,775	Total net revenue from sales operations in 2025.
Operating costs	14,112,879,032,133	Payments to material suppliers, the supply chain, and operational maintenance.
Taxes paid to the state budget	1,156,081,736,187	100% fulfillment of tax obligations.
Employee compensation	193,973,876,034	Total actual paid salary and welfare fund, securing livelihoods for employees.
Environmental costs	11,600,107,776	Costs for waste treatment, monitoring system operations, and environmental legal compliance.
Positive community and social impacts	732,387,299	Expenditures for local community activities, education, and disaster relief.



Climate change and international ecological barriers (such as the European CBAM regulation) pose an urgent requirement for business model transformation.

At CSVC, we approach these issues through a multidimensional risk management lens to establish appropriate investment solutions.

IDENTIFYING AND QUANTIFYING ENVIRONMENTAL RISKS AND OPPORTUNITIES

Aspect	Content	Estimated cost	Risks	Opportunities
Legal compliance	Current environmental regulations are being tightened, especially regarding exhaust gas treatment systems. From 2026 to 2032, emission standards will be reduced by more than half.		Company reputation is highly vulnerable to environmental violations. Production may be restricted if new requirements are not met promptly.	Access to preferential funding related to environmental protection for investing in and upgrading systems toward lower emissions. Enhance prestige and reputation with partners and the community.
Green development, Net Zero	Requirements for carbon emission disclosure, orientation for carbon reduction pathways, and regulations on carbon taxes from 2026 onwards. Focus on investing in automated systems for carbon emission calculations.	Over 1 billion VND	Difficulty competing with competitors in the steel industry, especially companies that have already disclosed their carbon emissions.	Increase competitive advantage in the market.
Energy consumption reduction	Research and invest in implementing new technologies, as well as replacing obsolete machinery and equipment.	Over 1 billion VND	Requires substantial capital, which can easily cause cash flow disruptions. Dependence on suppliers for implementation, as employee capabilities may not keep pace.	Reduce energy consumption norms per product. Save costs and revolve capital to reinvest in new technologies.
New environmental certifications	The market increasingly demands environmental certifications such as LCA, EPD, CBAM, etc.	1 billion VND/year	Lack of knowledge regarding new standards. Much data is still missing or incomplete for reporting purposes.	Maintain orders by achieving certifications. Enhance the ability to participate in the supply chain and easily adapt to new international requirements.



Optimizing ecological investment capital with Net Zero 2025 projects

The clearest evidence of CSVC’s climate risk management capability is the implementation of efforts toward the net-zero emission target through various projects. The company directly disbursed USD 101,772 with a targeted allocation: 95.4% dedicated to technological upgrades (primarily energy optimization using LED lighting and high-efficiency equipment) and 4.6% for carbon offset tree-planting projects.

A highlight in the financial management of these projects is that initiatives to reduce water and chemical consumption yielded significant ecological benefits but required absolutely no new investment capital (Budget = 0 USD). Almost the entire volume of resource reductions came from outstanding internal “Production Optimization” capabilities (such as adjusting annealing temperatures, optimizing production lines, and reusing condensed water). This proves that CSVC is achieving stringent environmental targets without increasing pressure on cash flow.

Transforming ESG capabilities into green finance advantages

At CSVC, the commitment to sustainable development goes beyond internal operational activities and has been recognized by international financial institutions through two strategic financial instruments:

- Green Deposit Program: Affirming its strong financial capability, CSVC made a Green Deposit of USD 3 million at MUFG Bank to indirectly finance projects that promote a sustainable future.
- Sustainability-Linked Loans (SLLs): By pioneering the signing of these green credit agreements, CSVC boldly subjects itself to the strict evaluation discipline of Sustainability Performance Targets (SPTs), such as: reducing greenhouse gas (GHG) emissions, optimizing natural energy consumption, and maintaining an absolutely safe working environment.

Being approved by major banks and having credit limits established based on ESG criteria not only proves the transparency within our governance system but also serves as a strong affirmation of CSVC’s reputation and capability to realize sustainable development commitments in the global financial market.



CSVC values the companionship of our suppliers in managing social, environmental, and ethical risks, aligning with our core values and the slogan “Our Quality, Your Better Life”. Procurement and supply chain management activities are implemented specifically as follows:

Supply chain scale

CSVC executed approximately 1,822 material purchase orders. Of these, domestic suppliers accounted for 92%, and international suppliers accounted for 8%. Currently, CSVC continues to maintain a supply chain with key suppliers for direct goods and services from both domestic and international sources.

Periodic monitoring

Standards and frequency: The company conducts periodic supplier audits and monitoring once a year based on the strict evaluation standards of ISO 9001 and IATF 16949 for 100% of its suppliers.

Developing supplier evaluation and selection criteria

In 2025, CSVC established its Sustainable Development orientation for the coming period and integrated it into the supplier selection and management process based on ESG criteria. CSVC desires to collaborate with suppliers of all sizes who share and commit to implementing sustainable values within the supply chain. We clearly establish expectations, communicate regularly, and monitor compliance based on our supplier evaluation and selection criteria and the Supplier Code of Conduct. These standards ensure that procurement activities are conducted sustainably. Concurrently, CSVC’s Human Rights Statement demonstrates our commitment to protecting the rights of all employees and partners. We value the companionship of our suppliers in managing social, environmental, and ethical risks, in accordance with our core values and the slogan: “OUR QUALITY, YOUR BETTER LIFE.”

Compliance results

Thanks to a rigorous management process, CSVC recorded:

100% of suppliers signed the compliance commitment.

0 cases of violations detected during the evaluation process.

0 cases of violations leading to elimination/termination of cooperation.



At CSVC, we understand that in the digital era, information security is not merely a technical issue but also a competitive advantage and an ethical responsibility of the enterprise. Our data security and privacy management approach is built on the principle of: “legal compliance – secure storage”.

This commitment is strictly applied to all collected personal data. The management system operates through transparent policies, international-standard secure server infrastructure, and continuous efforts to enhance information security awareness among our workforce.



Data governance and privacy compliance

To ensure absolute transparency, CSVC has issued and disseminated the Privacy Policy, clearly defining how the Company collects, processes, and protects personal data.

- International-standard storage infrastructure: Personal data is securely transferred and stored electronically on servers or cloud servers operated by CSVC and authorized partners in Vietnam, Taiwan, and Japan. Additionally, the Company consistently maintains backup server systems located in secure locations to prevent data loss incidents.
- Limited data sharing: Data access complies with strict limitation principles. Data is only disclosed and shared with essential service partners (such as tax and legal advisors, insurance companies, and business partners providing IT services) or competent authorities when strictly necessary and subject to confidentiality obligations. CSVC is committed to implementing appropriate organizational and technical measures to prevent leakage risks caused by cyberattacks.
- Protecting the rights of data subjects: CSVC absolutely respects users’ rights regarding their data, including the right to be informed, access, correct, request deletion, or withdraw consent at any time in accordance with the law. The Company has dedicated personnel and procedures in place to promptly handle any inquiries or complaints.

Information security awareness training

In 2025, the Company successfully organized the Security Awareness Training program specifically designed for Vietnamese management staff from the AASM level and above. Nevertheless, the percentage of personnel trained in data security reached 9% in 2025, representing a significant improvement compared to 0% in 2023 and 2024.

**Reporting Scope Note: The trained personnel ratio (9%) is calculated based on the total workforce size (Denominator) directly managed by CSVC. This data excludes the Dispatcher group, as this group is managed and directly responsible for training by the parent companies (CSC and NSC).*

Data leakage incidents

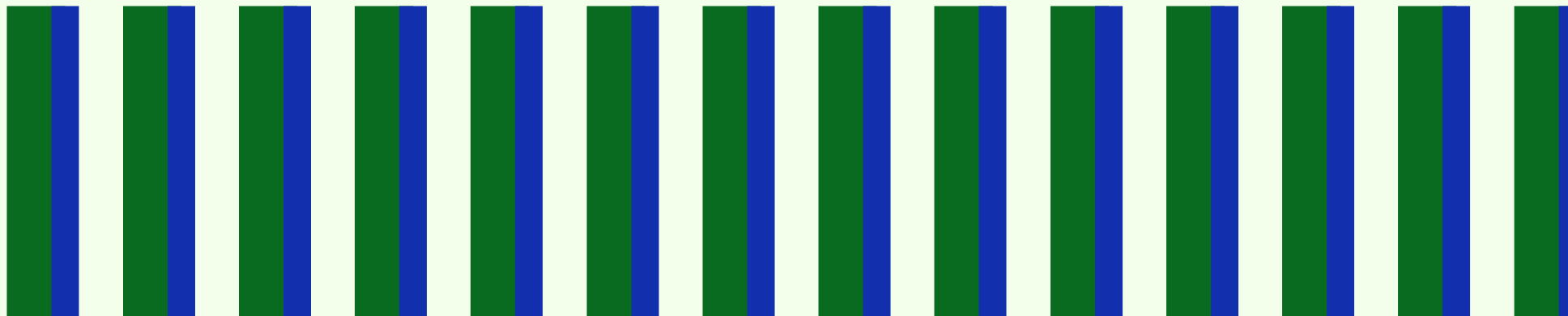
0 cases of customer or internal data leaks, theft, or loss.

0 cases of complaints related to internal policy violations as well as breaches of customer privacy and personal data.

This is strong evidence demonstrating that CSVC’s data protection system operates with extreme efficiency, maintains high security, and remains completely immune to information leakage risks during the past period.

CHAPTER 6

GRI INDEX



Statement of use

CSVC complies with the Global Reporting Initiative (GRI) Standards in measuring and communicating information regarding environmental, economic, social, and governance performance. For the reporting cycle from January 1, 2025, to December 31, 2025, CSVC has prepared its report in accordance with the GRI Standards, including GRI 1: Foundation 2021. There are no GRI Sector Standards applicable to the Company’s operations. This is the 3rd consecutive year that CSVC has utilized the GRI Standards framework to guide its reporting process.



GRI Code	GRI standard and disclosures	SDR 2025	Response (Page, explanation)
GRI 2 - GENERAL DISCLOSURES			
2-1	Organizational details	✓	Page 5, 7, 8
2-2	Entities included in the organization’s sustainability reporting	✓	Page 6
2-3	Reporting period, frequency	✓	Page 10
2-4	Restatements of information		Not applicable
2-5	External assurance	✗	Not applicable CSVC is currently in the implementation phase. It is expected that next year, we will complete the external assurance of our data.
2-6	Activities, value chain and other business relationships	✓	Page 6, 9, 14
2-7	Employees	✓	Page 51
2-8	Workers who are not employees	✗	Not applicable External workers engaged under work or service contracts are not employees of CSVC. Therefore, information regarding the work performed or the number of related external workers is not available.
2-9	Governance structure and composition	✓	Page 77
2-10	Nomination and selection of the highest governance body	✓	Page 77
2-11	Chair of the highest governance body	✓	Page 77
2-12	Role of the highest governance body in overseeing the management of impacts	✓	Page 77 - 78
2-13	Delegation of responsibility for managing impacts	✓	Page 13
2-14	Role of the highest governance body in sustainability reporting	✓	Page 13
2-15	Conflicts of interest	✓	Page 9
2-16	Communication of critical concerns	✓	Page 14 - 20
2-17	Collective knowledge of the highest governance body	✓	Page 13, 77
2-18	Evaluation of the performance of the highest governance body	✓	Page 77 - 78
2-19	Remuneration policies	✓	Page 57
2-20	Process to determine remuneration	✓	Page 57

Appendices

GRI Code	GRI standard and disclosures	SDR 2025	Response (Page, explanation)
2-21	Annual total compensation ratio	✓	Page 57
2-22	Statement on sustainable development strategy	✓	Page 3
2-23	Policy commitments	✓	Page 11
2-24	Embedding policy commitments	✓	Page 12
2-25	Processes to remediate negative impacts	✓	No negative impacts required remediation during the reporting period
2-26	Mechanisms for seeking advice and raising concerns	✓	
2-27	Compliance with laws and regulations	✓	Page 78, 80, 81
2-28	Membership associations	✓	Page 63, 79
2-29	Approach to stakeholder engagement	✓	Page 14 - 16
2-30	Collective bargaining agreements	✓	Page 14 - 16
2-30	Collective bargaining agreements	✓	Page 55
GRI 3 - MATERIAL TOPICS 2021			
3-1	Process to determine material topics	✓	Page 17
3-2	List of material topics	✓	Page 18
3-3	Management of material topics	✓	Page 19 - 85
GRI 201 - ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated & distributed	✓	Page 6, 80
201-2	Financial implications and other risks and opportunities due to climate change	✓	Page 81 - 82
201-3	Defined benefit plan obligations and other retirement plans	✓	Page 53 - 54, 65
201-4	Financial assistance received from government	✗	Not applicable

GRI Code	GRI standard and disclosures	SDR 2025	Response (Page, explanation)
GRI 202 - MARKET PRESENCE 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	✓	Page 53, 57
202-2	Proportion of senior management hired from the local community	✗	Not applicable
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016			
203-1	Infrastructure investments and services supported	✗	Not applicable
203-2	Significant indirect economic impacts	✓	Page 58, 59
GRI 204 - PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers	✓	Page 83
GRI 205 - ANTI-CORRUPTION 2016			
205-1	Operations assessed for risks related to corruption	✓	Page 79
205-2	Communication and training about anti-corruption policies and procedures	✓	
205-3	Confirmed incidents of corruption and actions taken	✓	
GRI 206 - ANTI-COMPETITIVE BEHAVIOR 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	✓	Page 79
GRI 207 - TAX			
207-1	Approach to tax	✓	Page 79
207-2	Tax governance, control, and risk management	✓	
207-3	Stakeholder engagement and management of concerns related to tax	✓	Page 15 - 16
207-4	Country-by-country reporting	✗	Not applicable

Appendices

GRI Code	GRI standard and disclosures	SDR 2025	Response (Page, explanation)
GRI 301 - MATERIALS 2016			
301-1	Materials used by weight or volume	✓	Page 21 - 24
301-2	Recycled input materials used	✓	Page 25
301-3	Reclaimed products and their packaging materials	✓	Page 26
GRI 302 - ENERGY 2016			
302-1	Energy consumption within the organization	✓	Page 27 - 28
302-2	Energy consumption outside of the organization	✗	Not applicable
302-3	Energy intensity	✓	
302-4	Reduction of energy consumption	✓	
302-5	Reductions in energy requirements of products and services	✓	Page 28
GRI 303 - WATER AND EFFLUENTS 2018			
303-1	Interactions with water as a shared resource	✓	Page 45
303-2	Management of water discharge-related impacts	✓	Page 47 - 48
303-3	Water withdrawal	✓	Page 46
303-4	Water discharge	✓	Page 47 - 48
303-5	Water consumption	✓	Page 46, 49
GRI 305 - EMISSIONS 2016			
305-1	Direct (Scope 1) GHG emissions	✓	Page 30 - 33
305-2	Energy indirect (Scope 2) GHG emissions	✓	Page 30 - 33

GRI Code	GRI standard and disclosures	SDR 2025	Response (Page, explanation)
305-3	Other indirect (Scope 3) GHG emissions	✓	Page 30 – 33
305-4	GHG emissions intensity	✓	Page 30 – 33, 37
305-5	Reduction of GHG emissions	✓	Page 37
305-6	Emissions of ozone-depleting substances (ODS)	✓	Page 34
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	✓	Page 35 – 36
GRI 306 – WASTE 2020			
306-1	Waste generation and significant waste-related impacts	✓	Page 39 – 40
306-2	Management of significant waste-related impacts	✓	Page 39 – 40
306-3	Waste generated	✓	Page 40 – 41
306-4	Waste diverted from disposal	✓	Page 41
306-5	Waste directed to disposal	✓	Page 42
GRI 308 – SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
308-1	New suppliers that were screened using environmental criteria	✗	Not applicable
308-2	Negative environmental impacts in the supply chain and actions taken	✗	
GRI 401 – EMPLOYMENT 2016			
401-1	New employee hires and employee turnover	✓	Page 52
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	✓	Page 53 – 54
401-3	Parental leave	✓	Page 53

GRI Code		GRI standard and disclosures	SDR 2025	Response (Page, explanation)
GRI 402 - LABOR/MANAGEMENT RELATIONS 2016				
402-1		Minimum notice periods regarding operational changes	✓	Page 55
GRI 403 - OCCUPATIONAL HEALTH AND SAFETY 2018				
403-1		Occupational health and safety management system	✓	Page 62 - 63
403-2		Hazard identification, risk assessment, and incident investigation	✓	Page 64 - 65
403-3		Occupational health services	✓	Page 66
403-4		Worker participation, consultation, and communication on occupational health and safety	✓	Page 67 - 68
403-5		Worker training on occupational health and safety	✓	Page 69 - 71
403-6		Promotion of worker health	✓	Page 67 - 68
403-7		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	✓	Page 72
403-8		Workers covered by an occupational health and safety management system	✓	
403-9		Work-related injuries	✓	
403-10		Work-related ill health	✓	Page 62
GRI 404 - TRAINING AND EDUCATION 2016				
404-1		Average hours of training per year per employee	✓	Page 60
404-2		Programs for upgrading employee skills and transition assistance programs	✓	Page 53, 61

GRI Code		GRI standard and disclosures	SDR 2025	Response (Page, explanation)
404-3		Percentage of employees receiving regular performance and career development reviews	✓	Page 57
GRI 405 - DIVERSITY AND EQUAL OPPORTUNITY 2016				
405-1		Diversity of governance bodies and employees	✓	Page 56
405-2		Ratio of basic salary and remuneration of women to men	✓	Page 57
GRI 406 - NON-DISCRIMINATION 2016				
406-1		Incidents of discrimination and corrective actions taken	✗	No incidents of discrimination were reported during the reporting period
GRI 407 - FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016				
407-1		Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	✓	Page 55
GRI 408 - CHILD LABOR 2016				
408-1		Operations and suppliers at significant risk for incidents of child labor	✓	Page 9, 12, 83
GRI 409 - FORCED OR COMPULSORY LABOR 2016				
409-1		Operations and suppliers at significant risk for incidents of forced or compulsory labor	✓	Page 12
GRI 410 - SECURITY PRACTICES 2016				
410-1		Security personnel trained in human rights policies or procedures	✗	Not applicable
GRI 411 - RIGHTS OF INDIGENOUS PEOPLES 2016				
411 - 1		Incidents of violations involving rights of indigenous peoples	✗	Not applicable

GRI Code	GRI standard and disclosures	SDR 2025	Response (Page, explanation)
GRI 413 - LOCAL COMMUNITIES 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	✓	Page 58 – 59
413-2	Operations with significant actual and potential negative impacts on local communities	✓	Page 59
GRI 414 - SUPPLIER SOCIAL ASSESSMENT 2016			
414-1	New suppliers that were screened using social criteria	✗	Not applicable
414-2	Negative social impacts in the supply chain and actions taken	✗	Not applicable
GRI 415 - PUBLIC POLICY 2016			
415-1	Political contributions	✗	Not applicable
GRI 416 - CUSTOMER HEALTH AND SAFETY 2016			
416-1	Assessment of the health and safety impacts of product and service categories	✓	Page 74
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	✓	Page 74 – 75
GRI 417 - MARKETING AND LABELING 2016			
417-1	Requirements for product and service information and labeling	✓	Page 73, 75
417-2	Incidents of non-compliance concerning product and service information and labeling	✓	Page 73, 75
417-3	Incidents of non-compliance concerning marketing communications	✓	Page 73, 75
GRI 418 - CUSTOMER PRIVACY 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	✓	Page 85

