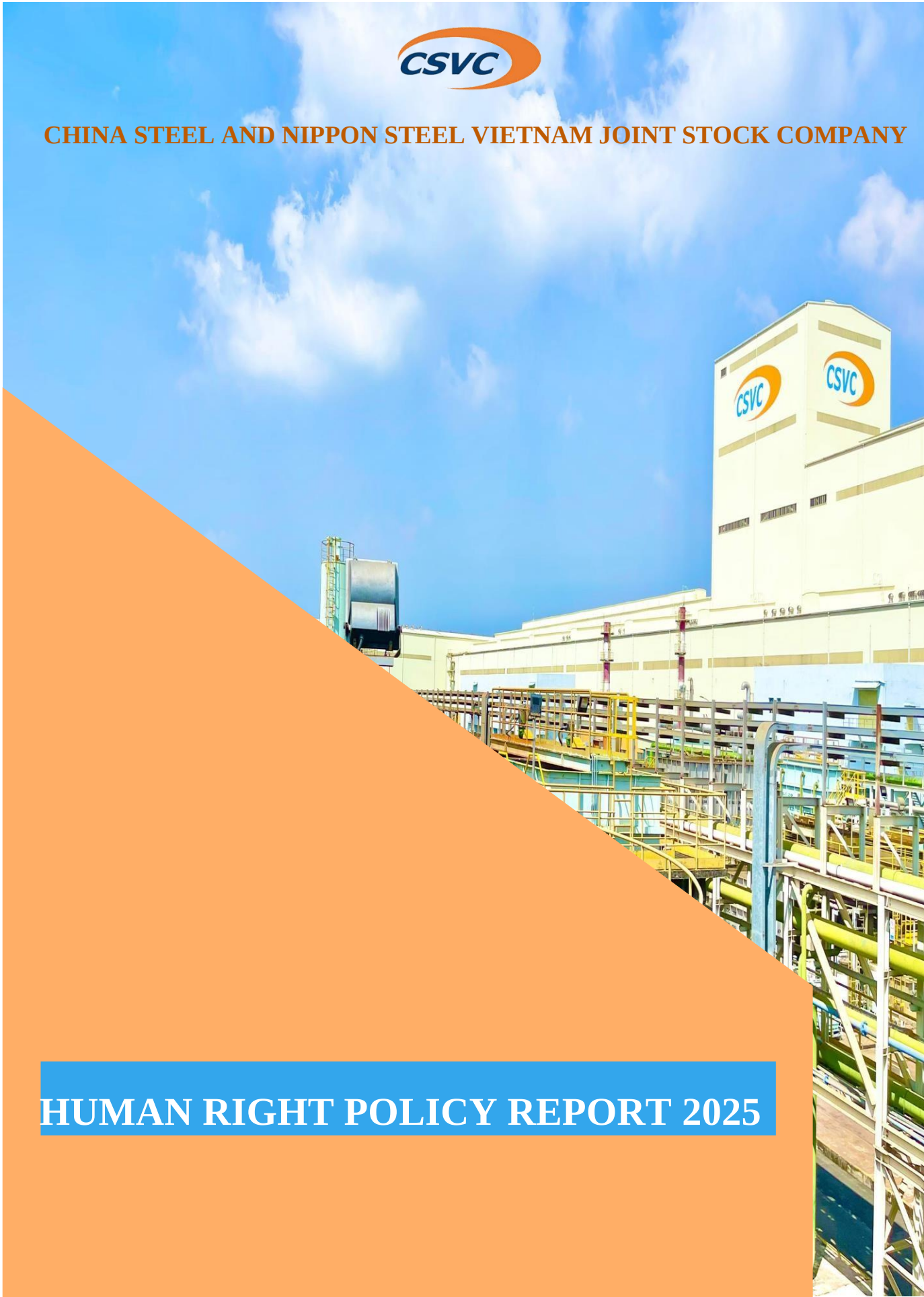




CHINA STEEL AND NIPPON STEEL VIETNAM JOINT STOCK COMPANY

The background of the cover is a photograph of a large industrial facility, likely a steel mill, under a bright blue sky with scattered white clouds. The facility includes a tall, light-colored building with the CSVC logo on its upper section, and a complex network of yellow and blue pipes and structural steel in the foreground. A large orange diagonal shape cuts across the lower-left portion of the image.

HUMAN RIGHT POLICY REPORT 2025

I. OVERVIEW OF HUMAN RIGHTS COMMITMENT

At CSVC, we are committed to protecting and promoting human rights across all stages of our business operations. Human rights are regarded as one of the core foundations for sustainable development and are aligned with the long-term interests of our stakeholders, including employees, customers, suppliers, and local communities.

CSVCS strictly complies with and actively supports international human rights standards, including:

- **The Universal Declaration of Human Rights (UDHR)**
- **The United Nations Global Compact (UNGC)**
- **The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.**

We proactively implement a periodic human rights risk assessment process based on international standards, and we are firmly committed to preventing and not facilitating any human rights violations throughout our operations.

II. HUMAN RIGHTS GOVERNANCE AND IMPLEMENTATION STRUCTURE

CSVCS's Human Rights Policy was officially published on our website in 2024. The key principles related to human rights have been approved and signed by the General Director, demonstrating strategic direction and commitment from the highest level. Core focus areas include:

1. Elimination of Discrimination

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

2. Prohibition of Child and Forced Labor

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

3. Respect for fundamental labor rights

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

4. Adequate provision of wages and reasonable working hours

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

5. Ensuring a Safe working Environment and promoting health and well-being

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

6. Supporting Work-Life Balance

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

7. Contribution to building a more diverse and inclusive society

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

8. Safeguarding personal information

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

III. HUMAN RIGHTS DUE DILIGENCE REPORT (June 2024 – May 2025)

CSVC conducts annual human rights risk assessments to ensure full compliance with human rights regulations and commitments. The 2024–2025 assessment recorded **no violations or complaints related to human rights**. Detailed evaluation is as follows:

Human Rights Topic	Group	Preventive/Control Measures	Result (June 2024 – May 2025)
Discrimination	Employees	Fair recruitment policy, no discrimination based on gender, age, race, sexual orientation, etc.	No complaints
Child Labor	Job Applicants	Age verification through ID documents during recruitment	No violations
Forced Labor	Employees	Transparent work hours, voluntary leave policy, no retention of personal documents	No negative feedback
Freedom of Association & Bargaining	Employees	Cooperation with the labor union, regular dialogue on labor rights	100% of employees have union representation
Occupational Health & Safety	Employees	Periodic safety training, work environment checks, risk assessments, regular health check-ups	No major accidents, 100% received health check-ups
Work-Life Balance	Employees	Reasonable leave policy, shift arrangement, legal work hours, timely salary payments	No negative feedback
Rights of Vulnerable Groups	Women, Persons with Disabilities, LGBT	Gender equality support policies, promotion of an inclusive environment	No complaints
Personal Data Protection	Employees, Customers, Partners	Compliance with data privacy laws, strict internal data controls	No complaints

IV. ENSURING EMPLOYEE WELFARE AND RIGHTS

CSVC not only complies fully with labor laws but also fosters a fair, respectful, and friendly work environment while implementing various initiatives to protect employees' rights:

1. Transparency in Workplace Policies

The company implements transparent policies on rewards and disciplinary actions: the labor union is involved in disciplinary procedures, and all reward levels are reviewed and verified by the Human Resources Department.

2. Periodic Dialogue

The company and the labor union hold regular dialogue sessions every six months to exchange information. Representatives from the union, the company, and employees are invited to participate. All discussed issues are monitored and followed up.

3. Feedback and Complaint Resolution Mechanism

CSVC provides multiple confidential and secure channels for receiving grievances, including suggestion boxes at the factory, an internal website for reporting misconduct, at the link: <https://www.csvc.com.vn/vi/cg.html#whistleblowing>

V. CHALLENGES & PLAN FOR THE NEXT YEAR

1. Challenges

CSVC's human rights policy is still in the early stages of implementation. Some areas have yet to be widely practiced due to:

- ❖ Inconsistent awareness among departments
- ❖ Limited tools for monitoring and effectiveness evaluation

More time, coordination, and strong communication efforts are needed for the policy to be fully effective.

2. Improvement Plan for Next Year

- ❖ Practical Materials & Guidance

Develop handbooks and short video tutorials on workplace harassment prevention.

- ❖ Multi-Perspective Surveys

Enhance anonymous surveys and gather feedback from employees to better understand practical issues.

VI. CONCLUSION

The human rights policy is an integral part of CSVC's sustainable development strategy. With a transparent control system, strict monitoring mechanisms, and continuous improvement efforts, CSVC strives to maintain a workplace that is fair, respectful, safe, and inclusive for all employees and stakeholders.