

NEWSLETTER

Vol. 10



HIGHLIGHT NEWS

10 – YEAR ANNIVERSARY



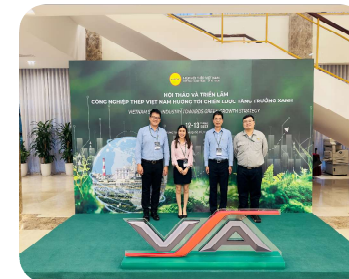
MANAGEMENT DIVISION (M-DIV)
ESG ACTIVITIES

PRODUCTION
DIVISION (P-DIV)

COMMERCIAL
DIVISION (C-DIV)

CSVC'S SPIRITUALITY

ENTERTAINMENT NEWS



01

02

03

04

05

06

07

08

✧ CSVC – The journey of 10 years
✧ CSVC's very first employees reminisce about good memories

✧ The beginning of CSVC
✧ The 10-year journey of the desire to develop Vietnam's steel industry

Participate in the program “United Strength, Greening The Future”

The program “Motivate Children To Go To School 2023”

Periodic health check for employees

Conference & Exhibition “Vietnam Steel Industry Towards Green Growth Strategy”

P5 and the story of “Victory Together”

Vietnamese Moon Cakes – Search for the Ancient Flavors

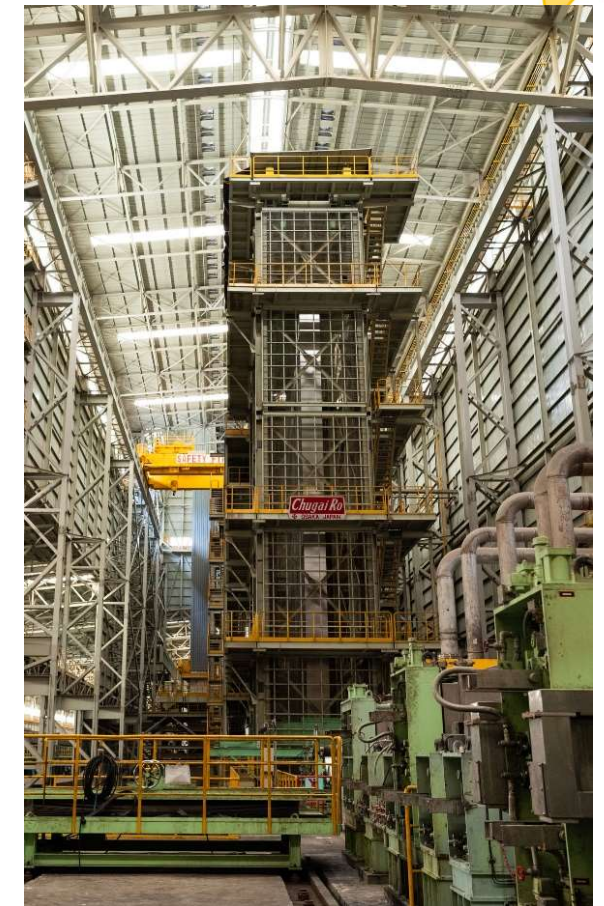


CSVC – THE TEN-YEAR – THE JOURNEY

A decade, which is not too long but not short either. For China Steel and Nippon Steel Vietnam Joint Stock Company (“CSVC”) - the 10-year journey from the official start of production and business operations (2013-2023) marks a journey with many ups and downs along with the efforts and dedication of the Board of Directors as well as all employees.

CSVC is known as a foreign-invested company from two major shareholders, which are China Steel Corporation and Nippon Steel Corporation - the leading steel corporations in over the world. Therefore, right from the beginning, CSVC has invested in modern production lines with the goal of launching products with the best quality to our customers. At the same time, CSVC always focuses on human resource development and pays special attention to environmental protection activities. This is also the Company's long-term development strategy.

During the 10 years of business and development, under the skillful guidance of the Board of Directors and the tireless efforts of each employee, we have written a story of commitment, innovation, and CSVC's team spirit through each stage.



Phase of 2013-2015

CSVC marked the official operations with the “CSVC Factory Inauguration” event solemnly held on October 14th, 2013. From that date, CSVC entered the initial phase with countless difficulties and challenges, especially in implementing the construction of the necessary infrastructure and arranging initial human resources to orient the future development path.



Phase of 2015-2017

Within just over 2 years of going into production and business, CSVC was honored to be awarded the “Golden Brand 2015” awarded by the Ministry of Industry and Trade. Continuing its success, CSVC marked its expansion into new markets, increasing both its market share and sales. Since then, CSVC's position has advanced further on the global steel industry business map and the Company has also achieved great ISO certificates for product quality.





Phase of 2017 – 2019

With the strategy of inalterably catching development trends in the region and the world, CSVC has made scores of important innovations and improvements in our processes and products. These have helped the Company improve service quality and create greater value for customers. At the same time, CSVC has become a brand known for its prestige and top quality accordingly. Along with that, the Company has continuously focused on labor safety management and occupational health for employees. This helped CSVC pass the final assessment of the SGS certification organization and be granted the OHSAS 18001 Certificate. Moreover, CSVC continuously received major and prestigious awards, such as “Asia-Pacific Outstanding Brand 2017” and “Top 100 Sustainable Development Enterprises in Vietnam 2017” in this phase.

Trade typical Asia-Pacific brand in 2017



Phase of 2021 to present

2021 was a dark period for all businesses when the Covid-19 pandemic broke out strongly. To both ensure the health of employees and maintain continuous production, the Company has implemented the "3 on-site" policy lasting 3 months. The spirit of solidarity and discipline was most strongly promoted accordingly. As a result, the Company achieved record revenue and was voted by the General Department of Customs as an “Enterprise that pays large taxes and complies with customs laws. Furthermore, CSVC won the “Top 100 Leading Sustainable Enterprises in Vietnam” award for the fifth consecutive time.

Despite getting great achievements over the past 10 years, CSVC has never stopped striving, because CSVC understands its mission on the development journey ahead. With the goal of “**Our quality, your better life**”, CSVC will continue to contribute to economic and social development and environmental improvement in Vietnam, especially keeping being a customer’s trusted partner in the journey of cooperation and sustainable development in the future.



A major taxpayer, well compliant with customs legislation

This is the period when the world witnessed the impact and rapid spread of the Covid-19 pandemic. Most business sectors, including the iron and steel industry, have been seriously affected by the implementation of social distancing and blockade. This leads to continuous losses in production, supply shortages, sudden changes in trading rules and standards, stagnant market activities, etc. Facing the situation, CSVC relentlessly maintained a safe production and stable management, strengthened business, controlled quality and risks well, improved customer satisfaction, constantly innovated and expanded domestically and internationally.

Despite facing many difficulties and limitations during the epidemic period, CSVC still surpassed hundreds of excellent domestic businesses, for the fifth time in a row, winning the “Top 100 sustainability development enterprises in Vietnam” award in 2019 and 2020.

Phase of 2019 – 2021



Top 100 sustainability development enterprises in Vietnam

However, I was able to fulfill the tasks at hand in the best way possible by being open about the challenges I faced and working under the devoted and knowledgeable supervision of dispatchers up until this point.”

CSVC's very first employees reminisce about good memories

The year 2013 marked an important milestone in the formation and development of CSVC when the company officially went into commercial operations on Oct 14, 2013. Over a decade, Oct 14, 2013 - Oct 14, 2023, CSVC has experienced countless challenges and difficulties, however, it is fortunate that CSVC has a committed team who have grown with the company through these years. Those are the dedication and contributions over many years of work, those are the efforts that contribute to building a strong CSVC. The untold stories, emotions, and memories of CSVC's very first employees now have the opportunity to be revealed on the occasion of the 10th Anniversary of CSVC in commercial operations.

Established in 2009 with cooperation from world-famous steel manufacturers, including China Steel Corporation (Taiwan) and Nippon Steel Corporation (Japan), CSVC was built to become one of the world's leading advanced steel factories in the upcoming time. When first established, CSVC was named China Steel Sumikin Vietnam Joint Stock Company, on August 14th, 2019 and officially changed its name to China Steel and Nippon Steel Vietnam Joint Stock Company on August 14, 2019.

Old days recalled

Ms. Dong Thi Tuan Vy – Assistant General Manager of Human Resources Dept. (M1), and one of the earliest employees with more than ten years working at the company said: *“There were 822 people at the time of the official start of operation in October 2013, including 130 Dispatchers from China Steel Corporation (CSC) and Nippon Steel Corporation (NSC) are accounting for 16% of the total number of personnel.”*

At that time, having a highly skilled labor force to operate and expand production to meet the needs of both domestic and export markets became a big challenge for CSVC.

Ms. Vy explained: *“In the stage of preparing human resources and training for CSVC to begin operation from October 2013, M1 has to recruit a large number of employees. From August 2012 to March 2013, the total number of personnel to be recruited was 566 people (162 for specialist levels & higher and 404 for employee levels). At that time CSVC's presence had not been recognized in the Vietnamese market so it was a big challenge. Therefore, to achieve the targets, M1 tried many ways such as contacting universities and colleges, vocational schools, etc. to undertake propagation and recruitment activities. Besides, M1 also uses communication channels, such as “post job” on reputable recruitment websites. We finally made it and recruited enough employees, therefore, the company can officially begin production and commercial operations as soon as possible.”*

Back in the old days, Ms. Vy said: *“As you can see, CSVC is a multiple nationality company that includes Taiwanese, Japanese and Vietnamese people working together. Each country has a different culture and work style, so at first, I didn't really understand and adjust to the work style of the Taiwanese and Japanese dispatchers, so sometimes things didn't turn out the way I expected.*



Ms. Dong Thi Tuan Vy
Assistant General Manager of
Human Resources Dept. (M1)



CSVC at the Career and Employment Fair, Bach Khoa University HCMC in 2011

Ms. Nguyen Thi Kim Ngan, Acting of Assistant General Manager of Finance & Accounting Dept. (M2), one of the employees who has been working at CSVC since the day it built its first facility, said emotionally: *“ In mid-2013, CSVC's Finance and Accounting department consisted of about 15 members. At the time, I was in charge of assisting my superiors in the preparation of business performance budgets, cost budgets, calculating actual product manufacturing costs, and analyzing budget to actual variances.”*

In the context of the company having just started commercial operations, under a heavy workload, Ms. Ngan: *“In the early years, factory construction and installation of machinery and equipment systems were in the process of being completed, so the amount of accounting work was fairly high. Although the ERP system was not yet complete at that time, the recording and calculations in M2 were performed in parallel on the Excel application and the ERP system. However, with the close direction and management of superiors, the dedication and professional work of colleagues, M2 overcame that difficult period and successfully completed all tasks.”*

Recalling the memories, she said *“When I first started at CSVC, my first impression was that the company was large, all departments were working together in an open space. The managers are both helpful and conscientious. Colleagues are kind, passionate, and energetic. When the manufacturing lines began operating in mid-2013, specialists from the parent company and member companies were dispatched to train CSVC personnel on how to operate and use the ERP system. I was in charge of certain aspects of the work at the Cost Management department at the time. I was trained on how to assess costs using the "Squirrel Cage" method. This is new information and valuable experience for me. In addition, I received directions from my superiors and coordination from associated departments in order to develop a costing model for management accounting management purposes. I value what I have learned and experienced at CSVC, as well as what I am currently researching and contributing to.”*



Ms. Nguyen Thi Kim Ngan
Acting of Assistant General Manager of
Finance & Accounting Dept. (M2)



[Continued] Not long after officially entering commercial operations, CSVC was recognized with prestigious awards. Especially in 2018, CSVC received a Certificate of Merit for successfully completing tax payment obligations for imported and exported goods in 2017.

Ms. Ngân said: “CSVC Company operates with the spirit of complying with Vietnamese law”. To ensure continuous and sustainable manufacturing, the company always completes tax payments on time in general, and import and export taxes in particular. Although it is the company's responsibility to fulfill tax payment obligations, the fact that CSVC honored the Certificate of Merit for successfully completing tax payment obligations for imported and exported goods in 2017 is the recognition of CSVC's contributions and voluntary compliance with tax policies and laws.”



M2's members in 2017



Mr. Nguyen Ngoc Huy Vu
Assistant General Manager of Safety &
Environmental Management Dept. (P1)

Looking back at the past journey, now only memories, **Mr. Nguyen Ngoc Huy Vu - Assistant General Manager of Safety & Environmental Management Dept. (P1)** recalled his first time working at the company: “2013 was a memorable year for me when I joined the Safety & Environmental Management department, my department at that time had many colleagues and experts from CSC and NSC. During those early times, I inherited a lot of knowledge and working skills from previous experts and colleagues, which partly shaped my work style today.

One of my most memorable memories at that time was the first day of work. Even though I had just accepted the job, a colleague came to support and guide

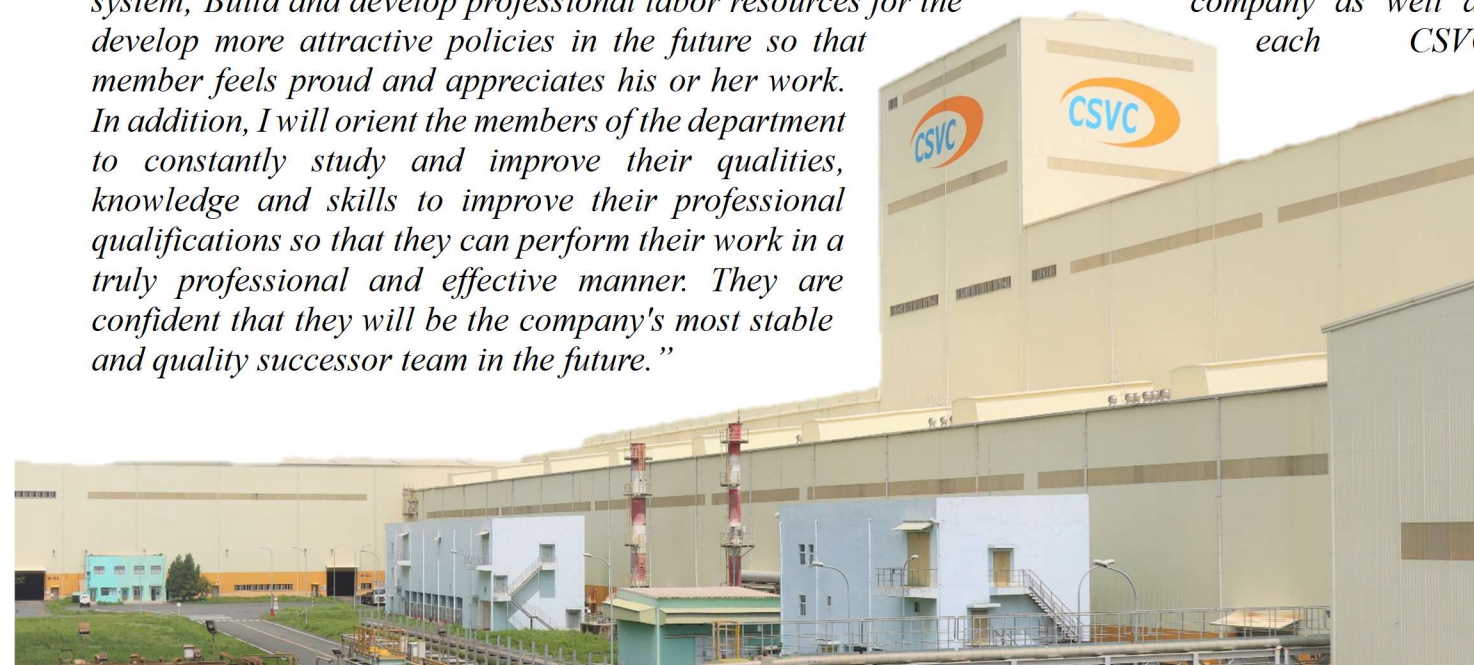
Although that colleague is no longer working at CSVC, we still keep in touch. From the early days, P1's working environment has been extremely harmonious, everyone has always supported and shared experiences and we have always kept that spirit until now, learning together, supporting each other: together to accomplish common goals.”



P1's members in 2013

Upcoming challenge

Continuing the 10-year journey, CSVC development in the future will confront significant challenges for the big goal, as will the Human Resources department, Ms. Vy said: “As an AGM of the department, in addition to favorable conditions and optimal support from the Board of Directors, I look forward to finding challenges for myself with new opportunities, comprehensive approaches, innovation and mutual reinforcement between departments to establish a complete human resources system; Build and develop professional labor resources for the company as well as each CSVC member feels proud and appreciates his or her work. In addition, I will orient the members of the department to constantly study and improve their qualities, knowledge and skills to improve their professional qualifications so that they can perform their work in a truly professional and effective manner. They are confident that they will be the company's most stable and quality successor team in the future.”



Up to now, even though it's all just memories, CSVC is always ready to move forward, constantly cultivating to continue to develop with the company.



The Opening Ceremony of CSVC Representative Office in Ho Chi Minh City marks an important milestone in conquering domestic and international markets.

The Beginning of CSVC



On May 22nd, 2013, China Steel and Nippon Steel Vietnam JSC opened a Representative Office in Ho Chi Minh City with the participation of more than 400 representatives from the two parent companies and major customers nationwide. At the ceremony, everyone looked back at CSVC's accomplishments throughout the factory construction period, as well as detailed CSVC's future business strategies.

Looking back now to 2013, Mr. Tran Trung Hieu – Section Manager of Sales Department #1 (C1), one of the employees working at the HCM office from the first days: “Vietnam is a market with a young population, all industries are receiving investment and heightened attention from the Party and Government. So the steel demand is increasing and requires quality and reputable products. Therefore, China Steel Corporation from Taiwan and Nippon Steel Corporation from Japan cooperated to launch the CSVC steel factory project in Vietnam.”

CSVC opened a representative office in HCMC with the participation of departments, partners and customers. The ceremony took place in a solemn and cordial atmosphere.

“The opening ceremony allows CSVC leaders to share the company's development objectives with customers.” The opening ceremony is also a crucial step in the Sales Department's mission, and we are dedicated to providing the finest value and service to clients. It is an honor to appreciate those priceless moments fully. It motivates me to stay and grow with CSVC, building fundamental values and a world-class brand from the ground up.”

Standing side by side with the company throughout the journey of developing the leading steel brand in Vietnam and the region of Southeast Asia, Mr. Hieu shared: “When two corporations CSC and Nippon decided to invest in Vietnam, CSVC made a strong impression not only in Vietnam, but also



Mr. Tran Trung Hieu
Section Manager of Sales Department #1 (C1)

other countries in the region and the world, because CSVC has a number of products that no factory in the region can produce such as electrical steel (Silicon steel), Galvannealed Steel, etc. are high-quality products widely used in automobile manufacturing, auto transformer manufacturers industry, etc.

With the company's scale and prestige, CSVC started to receive orders from the first days of official operation CSVC strives to deliver on time and ensure quality according to a proper process. Since then, it has brought stable production orders to the factory, with increasing and diverse orders, creating excitement for the whole factory.

CSVC is selected and designated because of the assurance of the quality and service of the sales and technical team. Therefore, big and prestigious projects require steel products from CSVC which is an affirmation of the sustainability and absolute trust of customers. There are also large brands from many segments that prefer to collaborate and develop with CSVC, such as Honda, Toyota, Panasonic, Samsung, LG, Daikin, and so on, which is a significant endorsement for the brand and reputation of CSVC steel on the market today.”

Previously, on April 23rd, 2013, CSVC successfully produced qualified ES steel coils. In particular, the annealing and surface treatment line (ACL) is the first electrical steel (ES) production line in Southeast Asia.



Image taken at 14:47 on April 23rd, 2013, “The first ES steel roll code has ID 100079, carefully controlled from the entry stage, center area, delivery inspection area, sample test results were completely in accordance with the standards of steel grade 50CSV1000, the customer purchasing this steel coil is Hanoi Electromechanical Manufacturing Joint Stock Company under Vietnam Electrical Equipment Joint Stock Corporation with more than 60 years of experience. The product has been used and received positive feedback from customers.” - said Ms. Pham Ngoc Tra Giang.

[Continue] being asked about the problems encountered during the production process, **Ms. Pham Ngoc Tra Giang - Acting of Assistant General Manager of Quality Control & Quality Assurance Dept. (P5)**, one of the longest-serving employees at CSVC with more than 13 years of work and development shared: *"The operating parameters are not yet complete, the quality indicators are calculated and designed on a foundation system with available from parent company CSC and has not been applied to actual production conditions from CSVC. Engineers from the ACL line (P4), Maintenance Dept. (P6) and P5 worked with high intensity, quickly overcoming errors and problems to produce the first quality products. on a completely new production line."*

According to Ms. Giang: "The ACL line was completed, installed and put into use for the first time at the CSVC factory. The test operation as well as the successful production of the first quality steel coil marked a turning point in the history of CSVC's formation, a favorable and positive start, creating motivation for the completion of subsequent production lines such as CAL, CGL, PLTCM. This is an important milestone in transferring from the construction process to production. From there, CSVC's ACL line officially becomes the only advanced and unique ES electrical steel production line in Southeast Asia."

Important milestone in 2015



Ms. Pham Ngoc Tra Giang
Acting of Assistant General Manager of Quality Control
& Quality Assurance Dept. (P5)



Ms. Van Tuong Vi
Assistant General Manager of Procurement
& Transportation Dept. (C3)

"Two years after CSVC officially went into commercial operation, specifically on September 23rd, 2015, the company sold 1 million tons of finished steel products released from the warehouse. This is one of the important milestones in CSVC's business development history. At the same time, it is also proof that the CSVC team has enough strength, skills and confidence to achieve great goals in the future."
Ms. Van Tuong Vi - Assistant General Manager of Procurement & Transportation Dept. (C3), shared her thoughts on being a member of CSVC family with more than 13 years of dedication and hard work.

"Story now told"

Without holding back, Ms. Giang admitted, *"I graduated from Ho Chi Minh City University of Technology in 2010 with a major in metal materials. It is fortune and fate for me to become one of the first Vietnamese employees at CSVC brought me luck and destiny. Been working with CSVC since the beginning, through the groundbreaking, construction of the factory, installation of the equipment, testing, and official launch, etc., encountering numerous challenges, particularly for women in the field. However, with my enthusiasm as a student and scientific knowledge about metal materials, I hope to make some kind of valuable contribution to the creation of essential materials for modern industry, create practical value for life. More specifically, CSVC's working environment, steel manufacturing processes with modern technology are applied, and at the same time, I always receive encouragement, guidance, as well as career enthusiasm from CSC & NSC's dispatchers, they are teachers and managers who have inspired me greatly, constantly learning and gradually improving themselves as technicians and product quality managers. In addition, the board of managers of CSVC constantly acknowledges and appreciates significant contributions, creativity, and improvements in work. Over the past ten years, all of these things have shaped my commitment to my job at CSVC."*

Mr. Tran Trung Hieu, also sincerely told his story: *"10 years is a great journey to join hands with the increasingly powerful and prestigious development of CSVC. In order to reach the current outcomes, the CSVC steel mill also went through many ups and downs in the steel industry, particularly during the time when the COVID-19 outbreak raged globally, closing down nations and suspending all commercial activity, but online selling only. The Sales Department has allocated and trained staff on how to get in touch with consumers, ask questions, and inform regular customers of production, delivery, and payment statuses, building relationships and fostering trust during the world pandemic with the purpose of creating trust and sharing difficulties. In 2021, CSVC overcame the most challenging era and accomplished the historic achievement of being the most profitable year ever up to this point and was praised by CSC. Due to a lack of business, numerous businesses in the Industrial Zone had to reduce staff and permit employees to take breaks. This was made possible by the team's resilience and the board of directors' prompt leadership to continuously ensure employees' full employment and benefits."*

Personal experiences for self-growth, when looking back to the journey during the last 10 years at CSVC, there were tough times, but they became priceless memories.





A decade's journey and the desire to develop Vietnam's steel industry.

10 years isn't much time, yet it's a very significant journey in the formation and growth of the organization. It is a process of development and advancement. Ten years after the first successfully manufactured standard steel coils, CSVC has established its own position in the market. After ten years of observing numerous changes in the Vietnamese steel industry, perhaps standing firm in the market is the greatest success CSVC has achieved.

A member of the first generation of CSVC employees **Mr. Bui Van Hoang - Assistant General Manager of Annealing & Galvanizing Dept. (P3)**, shared the efforts of P3 to help CSVC in maintaining and expanding production: "Annealing & Galvanizing Dept. (P3) has two sections, manage two production lines: Annealing line and Galvanizing line Each line, with different production technology, to ensure continuous and stable production operations, P3 always puts safety as a top priority, with practical safety improvement activities. Regarding

technology, P3 trains members to understand and improve specialist skills, helping to improve product quality, and line productivity, and develop new products. These two continuous production lines are located in a production chain of the entire factory. In addition, there are departments closely related to the production process such as (Utilities, Planning, etc.). P3 coordinates with relevant departments to carry out work smoothly, serving safety and production."

CSVC's factory not only applies modern technology at a high level to ensure production quality according to international standards, but its highly skilled workforce is considered a factor that helps CSVC maintain its performance for many years of production expansion. Mr. Hoang with 11 years of working at CSVC said:

"CSVC has continuous production lines with a designed capacity of up to 1,2 million tons/year. Once it reaches full output



Mr. Bui Van Hoang
Assistant General Manager of Annealing
& Galvanizing Dept. (P3)

capacity, it will help to bring Vietnam's total annual capacity for cold-rolled steel plates up to 4 million tons. To guarantee the yearly supply of hundreds of thousands of tons of products:

- ① First, the department builds a 1-year plan with priority items for each month based on priority criteria: Safety - Fire Prevention - Environment - Quality, Production - Product price; The company's annual plans, events, and problems encountered; company and department objectives.
- ② Then, using the annual plan as a guide, create comprehensive internal activities corresponding to each month's priority items, including instructions on how to implement them using the PDCA approach (What? Who? When? How to do? Check).
- ③ Monitor results, production and operational parameters, take appropriate actions and monitor the results of continuous actions to provide timely actions and responses. (PDCA method)
- ④ Finally, based on the company organizational chart and the needs of the department, build a reasonable staffing team, clearly allocate responsibilities, have close communication between internal members, and with other employees in relevant departments; Develop clear procedures/guidelines based on company regulations and internal needs; Continuous training on new/modified issues to improve members' capacity to ensure



CSVC factory operates with 4 basic production lines, including Pickling & Tandem Cold Rolling Mill (PLTCM), Continuous Annealing Line (CAL), Continuous Galvanizing Line (CGL) and Annealing & Coating Line (ACL), meet the export and domestic demands.

members clearly understand regulations/processes, smooth communication, and improve capacity."

Mr. Nguyen Huu Loc – Assistant General Manager of Cold Rolling (P2) shared the same emotions, he said: "There are production goals for 2013 that now after 10 years of effort, P2 has basically completed. He shared that P2 has achieved the goal of increasing the Working ratio from 86% to 90%. That is the contribution of P2 staff in improving performance and shortening troubleshooting time.



Mr. Nguyen Huu Loc
Assistant General Manager of Cold Rolling (P2)

With P6's assistance in maintaining machinery and equipment, it helps lower the possibility that equipment would malfunction while the line is in use, and acquired expertise to help shorten repair and replacement times for damaged equipment. The objective to raise the finished product rate from 96% to 98% was also accomplished. In particular, P2 performs error cause analysis, establishes appropriate improvement processes, and improves equipment."

[Continue] “Discusses predictions of errors that may occur after design changes or equipment maintenance; Establishes checklists to improve production stage control; With their expertise, P5 workers can make assessments more quickly and accurately, which helps to reduce batch problems. The technicians and engineers of the line have continuously learned and improved their skills. Currently, we have mastered technology and production techniques, helping to increase productivity and product quality smoothly. With the criteria of constantly improving product quality, the department's team of engineers continuously researches to improve equipment and optimize production processes. The department's team of engineers is always looking for ways to improve machinery and production procedures with the goal of continuously raising product quality. Additionally, I'm grateful for the mother company in upgrading new technology and exchanging real-world experiences. Besides, thanks to the exchange of practical experiences and updating new technology from the mother company, the steel project as thin as 0.21mm has been successfully rolled, stable in quality and productivity. This is because P2 has adjusted the rolling parameters, using a small rolling roll, to overcome difficulties such as errors in steel border stretching and cracked steel edges due to too large rolling force.”

Appreciate Quality - Continuous Improvement

Ms. Pham Ngoc Tra Giang – Acting of Assistant General Manager of Quality Control & Quality Assurance Dept. (P5) said: “Over 10 years of production, research and development activities, CSVC's steel products have achieved outstanding improvements: CSVC has gradually conquered difficult markets, high surface quality requirements of the home appliance manufacturing industry, as well as particularly high-strength steel grades of the automobile industry. Recently, new product development activities have been promoted, CSVC successfully produced GI steel ultra-thin with a



“The project of steel thickness at 0.21mm thin has been rolled successfully and stably.”

thickness of 0.25mm for the punching equipment industry. In addition, high-grade ES steel products with low loss have also been successfully produced, and applied to high-end industrial motors, and frequency A/C transformers in high-tech, energy-saving electrical appliances of famous household electrical appliance brands around the world. CSVC provides a wide range of steel products, serving most of the development needs of the equipment manufacturing, machinery manufacturing - spare parts industries. With the possession of advanced technological processes, modern equipment and a team of professionally trained high-tech staff, CSVC always affirms the quality of each product, thereby meeting the needs of goods as well as serving customers with strict requirements. Through each stage and continuous efforts to develop and improve production processes and product quality, CSVC has also affirmed its strong position, prestige and great influence on the modern manufacturing industry, thereby having enough potential to become a leading enterprise in steel production in Vietnam as well as Southeast Asia. True to the slogan **“Our quality, your better life”**, product quality improvement is always prioritized as one of the top criteria of the production sector. A good quality product, will bring optimal applications, create the core value of the modern industry, and improve the quality of human life.”



Our quality, Your better life

Talking about the upcoming difficulties, **Mr. Nguyen Ngoc Huy Vu Assistant General Manager of Safety & Environmental Management Dept. (P1)** said: “In the next 10 years, the value of sustainable development will include the environment and people as the focus will be increasingly emphasized, in which Carbon emission reduction is a hot topic in the world, not only at the level of calling as before but in fact, the Carbon emission tax imposed on products will directly affect product production costs, typically Carbon Reduction policies are constantly discussed by countries around the world. Specifically, Europe has also built the Carbon Border Adjustment Mechanism (CBAM) and will apply tax based on Carbon emissions from 2026.



Net Zero (net zero emissions) or Neutral Carbon (Carbon Neutral) will increasingly influence directly into the product tax mechanisms and mandatory requirements of customers in the supply chain in which our CSVC is a link. This is because climate change is having an impact on our lives that is becoming more and more noticeable. As the head of Safety & Environment Management, I and my P1 colleagues will need to update quickly, mobilize the cooperation of departments to work together to reduce the cost of carbon emissions for each product unit in order to maintain the competitiveness of product costs, and establish energy-saving management measures and invest in technical solutions to reduce carbon emissions.

If we are slow to save energy to reduce carbon emissions, then not only will we have to pay the cost of energy use but also the costs related to taxes on the amount of energy used, the amount of carbon emissions in the production of products. The risk of slow green transformation leading to loss of competitiveness in terms of being selected as a supplier for garment enterprises in Vietnam to Bangladesh is the immediate lesson we have seen. Therefore, I hope the challenge we are seeing will also be an opportunity to create an advantage in the future of CSVC if we act together today in the Green Transition, Reducing Carbon Emissions.”





On June 6, 2023, in Hai Ha Pond in Long Hai Town, CSVC and Trade Union sponsored the planting of 1000 casuarina trees to build protection forests, accompanied with the program “United Strength, Greening the Future” hosted by NS BlueScope Ltd.



LOCATION

Hai Ha pond in Long Hai town is a locality where government agencies have drastically organized cleaning and garbage collection after many years of being a black spot of environmental pollution. In 2022, Hai Ha pond has been “dressed up” and is the place to organize many environmental protection campaigns, for example the “Let’s clean the sea” campaign in 2022 (according to Ba Ria-Vung Tau newspaper).

EXPECTS IN 2023

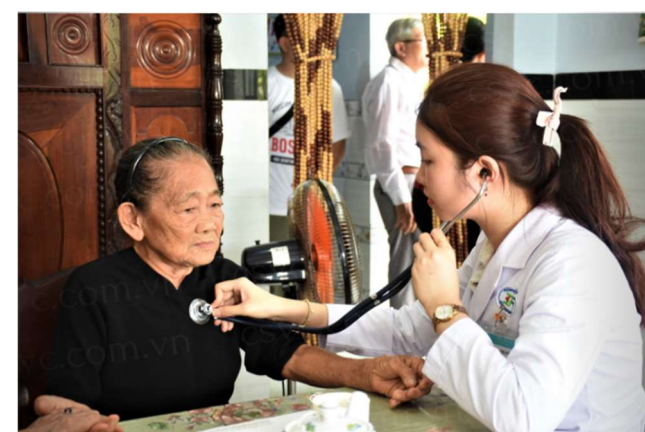
Planting trees to protect the environment is one of the climate activities that China Steel and Nippon Steel Vietnam JSC and the Trade Union are promoting in 2023, with the expectation of helping CSVC's business activities have positive results. Positive impact on the environment when Ba Ria - Vung Tau province plans to plant more than 20,000 forest trees in 2023 to proactively prevent and combat natural disasters, regulate climate, improve the ecological environment, and beautify the landscape, socio-economic development and improving quality of life.



In response to World Environment Day held annually on June 5 since 1973, planting trees is the most sustainable way for CSVC to reduce greenhouse gas emissions in the context that the Vietnamese government has issued Decree No. 06/2022/ND-CP of the Government regulates the mitigation of greenhouse gas emissions, the organization and development of the carbon market and the protection of the ozone layer.

CSVC SPONSORED PHÚ MỸ TOWN YOUNG PIONEERS' ORGANIZATION FOR GIVING SCHOLARSHIPS TO DISADVANTAGED HIGH SCHOOL STUDENTS IN BA RIA - VUNG TAU PROVINCE

Responding to the Phú Mỹ town Young Pioneers' Organization's scholarship program “Helping you go to school, looking to the future” for the school year 2022-2023, CSVC awarded 90 scholarships to Tran Van Quan High School, Tran Hung Dao High School, and Phu My High School to help children and youth with difficult circumstances but with high results in activities and training. The scholarship ceremony was broadcast on Ba Ria - Vung Tau Province Television's news.



FREE MEDICAL EXAMINATION, MEDICINE AND GIFTS FOR VIETNAMESE HEROIC MOTHERS, RELATIVES & FAMILIES OF MARTYRS OF CHAU DUC DISTRICT

On July 15, 2023, China Steel and Nippon Steel Vietnam Joint Stock Company (CSVC) and CSVC Trade Union cooperated with Ba Ria Hospital to organize a program of medical examination, health consultation, free medicine distribution and gift giving to 400 policy beneficiaries who are Vietnamese heroic mothers, relatives, families of martyrs, wounded soldiers and policy families in Chau Duc District with a budget of 50,000,000 VND on the 76th Anniversary of Invalids and Martyrs' Day Jul 27 (July 27, 1947-July 27, 2023). This activity not only contributes to improving the health of those with meritorious services to the revolution and the families of war invalids and martyrs but also demonstrates the spirit of social responsibility and sharing of China Steel and Nippon Steel Vietnam Joint Stock Company with the community.



The Program “Motivate Children To Go To School 2023”: Journey of Mutual Love

In the vision of building a powerful and sharing social community, China Steel and Nippon Steel Vietnam JSC and CSVC Trade Union partnered with the HCYU Chapter of BRVT Radio & Television and Tan Lam commune, Xuyen Moc province to organize the program “Motivate children to go to school 2023”. This is an activity with a humane meaning, aiming to help students who are having difficulties in Tan Lam commune, Xuyen Moc district, Ba Ria - Vung Tau province, so that they have the opportunity to continue their studies and stay strong for life.

JOURNEY TO KINDNESS: With a support budget of up to VND 60 million, it expresses the dedication and social responsibility of partners in helping the community. In addition, in order to motivate the studious students to have the best study life, Mr. Murayama Hiroki - Deputy General Director of CSVC claimed: “In the coming time, we will still focus on sponsoring scholarships for students disadvantaged children in the province, especially highland students.”

CREATE OPPORTUNITIES: The program awards 10 scholarships worth 1 million VND each to students with excellent achievements and the spirit of overcoming difficulties. These scholarships are not only a spiritual encouragement but also a motivation for students to continue their studies and succeed.



GIFTS OF LOVE: 100 gift sets priced at 500 thousand VND each including uniforms and backpacks to help students have a better learning environment, and nurture pride and vigor.

The program “Motivate Children to go to School 2023” is a clear demonstration of the peer support and social responsibility of CSVC, CSVC Trade Union and the HCYU Chapter of BRVT Radio & Television. Through these practical actions, we contribute to building a great society, enhancing human values and creating new opportunities for future generations of children.



CSVC SPONSORS THE PROGRAM “MOTIVATE CHILDREN TO GO TO SCHOOL 2023” FOR UNDERPRIVILEGED STUDENTS FROM TAN LAM COMMUNE, XUYEN MOC DISTRICT, BRVT

OPENING GENDER EQUALITY TRAINING COURSE FOR CSVC’S FEMALE EMPLOYEE

The Gender Equality training for CSVC female employees with the topic “Application of psychology of emotional management in family and work” was successfully organized on June 9th, 2023, with lecturers from Psychologist Dr. To Nhi A. A large number of employees attended the course to engage and debate subjects of interest such as building relationships with colleagues and management, as well as dealing with negative emotions at work, and family conflicts,...

Recognizing the importance of training and improving employees' gender equality skills, particularly those of female employees, CSVC holds gender equality training courses on an annual basis with a variety of topics to provide the necessary knowledge and skills to balance personal and work life while also contributing to the elimination of prejudice and discrimination.



PRODUCTION DIVISION (P-DIV)

In response to CSVC’s Fire Prevention Day on July 6th, 2023, the Safety and Environment Management Department (P1) organized a fire prevention training class to raise awareness for Employees to practice good labor safety and fire and explosion prevention in the manufacturing environment.

The training emphasized each individual's fire prevention obligations, as well as presented an analysis of various scenarios of fire events that are likely to occur, particularly in the job site area. As a result, the lecturers provided the essential expertise and abilities when utilizing fire-fighting equipment such as dry powder or CO2 fire extinguishers, etc.; take some precautions to prevent fires by classifying flames and managing power sources and dangerous substances..

Continuous training classes are held to create conditions for all corporate personnel that every employee can manage their time to participate and acquire information to contribute to the firm's goal of ensuring fire safety.



PRODUCTION DIVISION (P-DIV)

EFFORTS TO PROTECT THE HEALTH OF EMPLOYEES

Last June, CSVC organized periodic health checks for workers.



Employees working exposed to radiation



Employees working exposed to Chromic acid

Employees who work in normal conditions (not exposed to harmful factors) will have physical examination, general examination, and paraclinical examination. Particularly for female employees, they are examined by obstetricians during their regular health check-ups.

CSVC has 4 groups of subject persons assigned to special health check, including: **Employees working exposed to radiation, employees working exposed to Chromic acid, employee working exposed to high level of noise, employee working exposed to Hydrochloric acid.**

Doctors give CSVC employees consultation on their health so they can improve their medical care. If the findings of the health check indicate anything unusual, the doctor may taking additional steps, such as reexamining the patient or issuing recommendations.



Employee working exposed to high level of noise



Employee working exposed to Hydrochloric acid



COMMERCIAL DIVISION (C-DIV)

CONFERENCE AND EXHIBITION “VIETNAM STEEL INDUSTRY TOWARDS GREEN GROWTH STRATEGY”

China Steel and Nippon Steel Vietnam JSC attended the “*Vietnam Steel Industry towards Green Growth Strategy*” seminar and exhibition (on September 12 &13, 2023) at Le Hong Phong International Convention Center, Hanoi as the invitation of Vietnam Steel Association (VSA).

The conference and exhibition were held in the context of Vietnam's implementation of commitments at COP26, Ministries and Governance agencies have been developing and implementing Vietnam's action plan to respond to climate change globally and the roadmap for carbon neutrality of the industry and trade to 2030 - vision to 2050.

The event had the participation of Vietnam's leading steel enterprises to discuss and share a green growth strategy. This is an important event for CSVC in establishing relations between enterprises in the industry, and at the same time updating the latest legal regulations of State Management Agencies; EU carbon regulation mechanism; The trend of friendly steel production technology and green finance access mechanism to plan production and business and orient future business development.



P5 AND THE STORY OF THEIR “VICTORY TOGETHER”

On May 12, 2023, the closing ceremony of the seventh CSVC Annual Football Tournament 2023 took place at My Xuan football stadium, My Xuan ward, Phu My town, Ba Ria – Vung Tau province with the victory of P5 – Quality Control & Quality Assurance Department (P5).

After nearly two months of competition, from April 7th to May 12th, 2023, the 7th CSVC Annual Football Tournament has the participation of all departments of the Production Division, Management Division, and Commercial Division. Thereby, it shows that the CSVC Trade Union focuses on activities to promote solidarity among CSVC employees as well as create a bond between workers and the union organization. After more than 18 exciting matches, the victory cup goes to P5. Before the joy of this victory, the P5 sincerely shared memories throughout the tournament.

--- What challenges does P5 face during the 2023 season?

Mr. Nguyen Xuan Manh - Leader of P5 soccer team: In the 2023 season, P5 was drawn into the so-called “group of death” along with teams C34, P3, P4, P6 Lux. P5’s member is seriously lacking, with only a total of 11 players, including 1 whose wife gave birth close to the tournament so that he could not participate. In the end, P5 entered the 2023 tournament with only a total of 10 people, the team is lack of players compared to the other teams. Entering the semi-finals there was an injured player who had to sit out the whole tournament, P5 entered the semi-finals with only 9 players remaining. Meeting ADM’s team in the semi-finals with only 9 people, although ADM’s team is still ranked lower than P5, in reality, P5 encountered too many difficulties in the first half game with the counter-attacking, constant pressing defensive play of the ADM. Near the end of the first half, when the physical strength of ADM players decreased, P5 scored a second goal to continue to easily deploy a more comfortable playing style in the second half and win the final match.

Entering the final, P5 faced off against a P2 team that must be said to be superior in every aspect, considering both expertise and squad depth. P5 is ranked much lower by experts than P2. Almost very few supporters think that P5 can win against P2.

--- Runner-up in 2022, then in 2023, P5’s winning because of good tactics, isn’t it?

Mr. Nguyen Xuan Manh: Back to the 2022 final, P5 has more strength than this year. Although the P5 team tried very hard, they were constantly ahead of the P2 team, when the score was 3-1 in favor of P2 and with not much time remaining, almost everyone thought that P2 was about to win, but a miracle happened when the P5 team still did not give up, pushed the team to attack continuously and in the end P5 won the match with Le An Tiem's 4-4 equalizer in the last minute, pulling P2 into a lucky gun battle (Penalty Kicks), P2 was the luckier team in the pen kick series and became the champion.

Going into the 2023 final, if they play with the same strategy as last year, P2 will probably have a comeback win. The P5 team sat down to discuss the best strategy and playing style to counter the playing style of the team that was the defending champion at that time. In the end, the P5 team chose a high-intensity pressing strategy with the solidarity and discipline of all players, covering each other extremely well between positions in the squad, plus a little luck, P5 overcame a team that was completely superior to P2 to win the championship.

--- During the tournament, how much encouragement did the team receive from management and members of the P5 team?

Mr. Nguyen Xuan Manh: Throughout the season, the P5 team received physical and mental encouragement from management levels. P5 superiors and supporters are always there to support and cheer on the team during every game. Even if it rains or shines, some enthusiastic fans continue to flock to the stadium to support the team. Come cheer in person. The P5 team cannot win the championship without the support of their managers and fans.

--- This season, in your personal opinion, which match was the most dramatic?

Mr. Nguyen Xuan Manh: From my perspective, the last match is unquestionably the most dramatic of the season. Drama from the first to the final minute since the fragile score of 1-0 can be equalized at any point and P2 can completely take the contest with just a second of inattention from one position on the field. He could only sigh with relief when the referee blew the whistle to terminate the game.



The P5 team's most unforgettable memory from the previous football competition is undoubtedly raising the championship trophy together at the end of the final match. During this euphoric moment, all of the superiors, supporters and P5 teams chanted champions.- Nguyen Xuan Manh

Capture the Moments



“With only 10 guys, the final between P5 and P2 was tense from the start. P5 got closer to the championship trophy with the first goal. P5 won because of its unity, hard work, and management's unwavering support.”



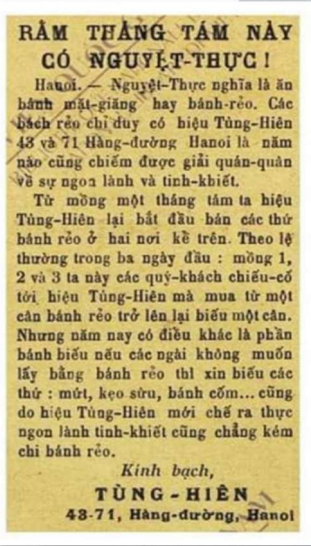
Vietnam Mooncakes

Mid-Autumn cake in Vietnamese is the soul of the Mid-Autumn Festival, also known as mooncake. There are two types of mooncakes: baked and sticky, symbolizing the yin and yang sides. The sticky cakes represent the bright, round and pure moon.

Nobody knows for certain when mooncakes appeared in Vietnam, but there have been images of mooncake stalls that have been documented since the 20s and 30s of the last century.



Tung Hien mooncake shop during the 1920s and 1930s, from the collection of historian Duong Trung Quoc



In 1935, one of the famous bakeries in Hanoi at that time, Tung Hien bakery caused a significant stir in public opinion, attracting many people to buy cakes with an advertisement posted in Ha Thanh newspaper, No. 2390, August 31st, 1935, cleverly used the Lunar Eclipse event (on July 16th, 1935) with the explanation “An eclipse means eating the Moon-cake”.

THE NAME “MOON CAKE”

the Ancient Flavors

Many elderly people recall that the filling for mooncakes used to have a delightful vegetarian flavor with a subtle aroma of field flowers. Later, with the appearance of baked cake in the 1930s, pumpkin jam, melon seeds, salted eggs, roasted beef, and sausages were added into a mixed paste to create a new flavor.

“The traditional moon cake, and the most authentic, is always simply a cake filled with lotus seeds and an egg. And this cake is always enhanced with lotus-infused tea.”

TRADITIONAL INGREDIENTS

The crust contains ingredients that must be prepared long in advance, even months. Red sugar is cooked with pineapple or lemon, malt, and Chinese ash water (water cooked from the ash of straw after the crop). After cooking, cover tightly and braise for two or three months until it has a beautiful color before using it to bake so that when baked, the a day of baking. The



cooking oil, and pomelo flower water for fragrance. Pomelo flowers are picked in March, boiled in water, the vapor condenses on the lid of the pot and is collected as pomelo flower water.

According to the Do Family - the oldest moon cake-making family in Hanoi, the way to make traditional moon cakes is very sophisticated: “Traditional cakes for generations are still loyal to organic flavors. It is the strong aroma of young kumquat peels, lime leaves and Cinnamon wine made secretly according to a hereditary recipe.”

HUNDREDS-YEAR-OLD MOONCAKE MOLDS

Moon cake molds must have sharp corners and be made of gold apple tree wood and Faux Acajen wood. Today, the Southern Women's Museum in Chi Minh City still keeps old moon cake molds made of wood displayed in a collection of more than 200 Southern folk cake molds dating from the 19th and 20th centuries, allowing us to imagine how cakes were produced once upon a time.

Although social circumstances have changed a lot through many historical periods, the traditional flavor of moon cakes is still preserved and passed down to the next generations of Vietnamese people.



(Source: Nhandan newspaper and collected)