

NEWSLETTER **15**
VOL



CHINA STEEL AND NIPPON STEEL VIETNAM JOINT STOCK COMPANY

THE ROAD KEEP GOING



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GREETING CULTURE: “ALWAYS SAFETY” AT CSVC



Since the end of 2014, safety greetings have become an essential part of CSVC's culture. The phrase “ALWAYS SAFETY” is not only a greeting used in activities and meetings but also a strong commitment from all employees to workplace safety.

At CSVC, greeting each other anytime and anywhere with the phrase “ALWAYS SAFETY” is a corporate culture practice, allowing everyone to exchange safety wishes together

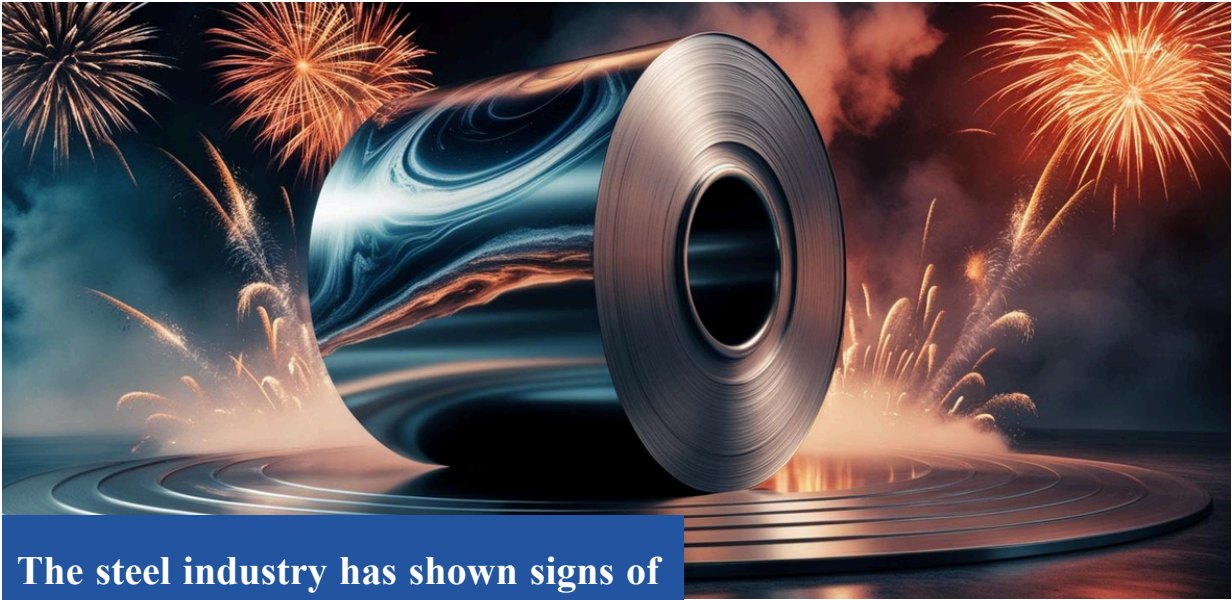
At CSVC, greeting each other with “ALWAYS SAFETY” at any time and place serves as a reminder of the importance of safety. This greeting is delivered with a clear and firm voice, along with a serious posture, reflecting focus, unity, and discipline at work.

The “ALWAYS SAFETY” culture extends beyond the company, reaching partners and contractors, fostering a strong connection among all stakeholders. This practice plays a crucial role in CSVC's efforts to build a safe, professional, and sustainable working environment



GLOBAL STEEL MARKET OVERVIEW 2025

Source: Economic Newspaper



The steel industry has shown signs of recovery and gradual stabilization in 2024 after a prolonged downturn. However, most recovery data is still based on the low baseline of the previous year. Entering 2025, opportunities and challenges remain intertwined, preventing the steel industry from achieving a significant breakthrough in growth.

Previously, steel exports experienced a 'boom' in 2021, reaching an unprecedented revenue of \$11.79 billion. However, due to market factors, exports dropped to \$7.98 billion in 2022. In 2023, the industry saw a rebound, with export revenue reaching \$8.34 billion

Steel and iron exports could generate \$9 billion

According to data from the General Department of Customs, as of December 15, Vietnam had earned \$8.75 billion from exporting 12.16 million tons of steel, marking a 10.4% increase in value and a 15.8% rise in volume compared to the same period last year. With this result, steel export revenue for this year could reach \$9 billion, approaching the \$11 billion milestone previously achieved



Vietnam currently exports steel to 32 key markets. Among them, the U.S. is the largest, importing 1.64 million tons of steel in the first 11 months of 2024, a 79% increase in volume compared to the same period last year. Italy ranks second with 1.23 million tons, down 14.8% year-over-year. Cambodia follows, with exports rising 11.9% to 1.08 million tons.

Regarding domestic steel production, the Vietnam Steel Association (VSA) estimates a potential 10% growth. In the past 11 months, crude steel production exceeded 20.06 million tons, up 16% from the same period in 2023. Internal consumption and exports of crude steel reached 19.57 million tons, also increasing by 16%. Meanwhile, finished steel production reached 26.948 million tons, marking a 7.7% rise

China Steel and Nippon Steel Joint Stock Company



In the first 11 months of 2024, Vietnam's sales of finished steel products reached 26.776 million tons, a 13% increase compared to the same period last year. Growth was recorded across most product categories, with cold-rolled coil (CRC) seeing the highest surge at 40.8%. This was followed by metal-coated and color-coated sheets, which rose by 32.8%, construction steel by 11.9%, and steel pipes by 4.8%. However, hot-rolled coil (HRC) declined by 2.2% compared to the same period in 202

Source: Economic Newspaper



Stepping into 2025, the Vietnam Steel Association forecasts an 8% increase in steel production. This growth is partly driven by the disbursement of public investment funds. Infrastructure development programs, such as the construction of highways, airports, railways, and smart urban areas, are being accelerated, creating a significant demand for steel in the construction sector. Additionally, the recovery of the real estate market serves as another driving force, with the supply of apartments in Hanoi and Ho Chi Minh City expected to increase by an average of 21% per year during the 2025–2026 period. Both the condominium and land-based real estate segments are likely to grow from 2025, thanks to the resolution of legal obstacles through new real estate laws.

Furthermore, the gradual recovery of international markets such as the U.S., the EU, and ASEAN post-pandemic presents export opportunities for Vietnamese steel enterprises. Although there is intense competition from major steel-producing nations such as China, India, and Japan, Vietnam’s improving steel quality, coupled with its cost-effective production advantage, still offers potential for export growth in the coming period.



UPDATES STANDARDS ON ADVANCED PRODUCT QUALITY

LEADING THE WAY IN STANDARDS INNOVATION

As the steel industry continues to grow, adhering to international standards not only helps enhance the quality of our products but also strengthens CSVC’s reputation in the global market.

Therefore, CSVC is committed to continuously updating and strictly applying leading quality standards, including:

- ✓ ASTM Standards (USA)
- ✓ JIS Standards (Japan)
- ✓ EN Standards (Europe) –
- ✓ Vietnam National Standards (TCVN)

By integrating international standards, CSVC aims not only to enhance product quality but also to strengthen our position in both domestic and global markets, delivering high-quality, safe, and reliable steel products.



CONTINUOUS IMPROVEMENT IN PRODUCTION

The adoption of new standards goes beyond compliance; it is a commitment to continuous improvement. CSVC ensures the highest technical requirements are met by:

- ✓ Upgrading production lines to comply with the latest technical standards.
- ✓ Organizing training sessions for employees and staff on new industry standards.
- ✓ Enhancing quality control measures through independent assessments to ensure transparency and compliance.

By prioritizing quality and innovation, CSVC reaffirms its commitment to sustainable development, striving to set new benchmarks in the steel industry.



The company's leadership affirms that adhering to new standards not only enhances product quality but also establishes a solid foundation for sustainable growth, market expansion, and strengthened customer trust.



COMMITMENT TO QUALITY – TOWARDS SUSTAINABLE DEVELOPMENT





CSVC SPREADS LOVE DURING LUNAR NEW YEAR 2025: DISTRIBUTING OVER 90 TET GIFT PACKAGES TO POOR HOUSEHOLDS IN CHAU PHA COMMUNE, PHU MY TOWN.

On the occasion of Tet Nguyen Dan – Year of the Snake 2025, China Steel & Nippon Steel Vietnam (CSVC), in collaboration with the Phu My Town Red Cross, organized a program to donate over 90 Tet gift packages to disadvantaged households and families in difficult circumstances in Chau Pha Commune, Phu My Town.



CSVC Accompanies “Tet Nhan Ai” – Spring of the Year of the Snake 2025, Spreading Love CSVC, in collaboration with the Phu My Town Red Cross, organized the “Tet Nhan Ai” program for the Spring of the Year of the Snake 2025, delivering 90 meaningful gift packages directly to households in five hamlets: Tan Ninh, Tan Hoa, Tan Le, Tan Thanh, and Phu Phong of Chau Pha Commune, Phu My Town, Ba Ria – Vung Tau Province.

Each gift package, valued at 1 million VND, includes 500,000 VND in cash along with essential goods, aiming to support underprivileged families in celebrating a warm and fulfilling Tet holiday. Standing by the community, sharing love – CSVC continues to affirm its commitment to social responsibility.



Speaking at the event, Mr. Peng Wei-Yeh, General Director of China Steel & Nippon Steel Vietnam (CSVC), expressed his deep gratitude to the Phu My Town Red Cross for serving as a bridge that brings the company closer to the local community. He emphasized that the Tet gifts are not only material support but also a symbol of spiritual connection, reflecting the Vietnamese tradition of "The good leaves protect the torn ones." Through this initiative, CSVC hopes to bring a warm and fulfilling Tet to underprivileged families.

In the morning, CSVC leaders, along with Red Cross officials, personally visited three families facing especially difficult circumstances in the commune to offer their support and encouragement.



CSVC leaders visited Mrs. Trần Thị Liên, born in 1942, residing in Tan Le A Hamlet. She is an elderly woman living alone and is visually impaired



CSVC leaders visited Ms. Nguyễn Thị Huệ, born in 1983, residing in Tân Lễ B Hamlet. She suffered from postpartum paralysis and was abandoned by her husband, leaving her to raise her child alone.



CSVC leaders visited Ms. Đào Thị Tuyên, born in 1983, residing in Tân Lễ A Hamlet. She was left bedridden after a traffic accident, and her husband abandoned her, leaving her to raise three young children on her own.

Not only focusing on business and production, CSVC has always accompanied the community over the years through social welfare activities such as providing medical check-ups and treatment for Heroic Vietnamese Mothers, awarding scholarships to diligent students, and supporting disadvantaged families, especially during the Tet holiday. Though small, these gifts have helped bring a warm and loving spring to those in need.

The “Tet Nhan Ai” program by CSVC has contributed to highlighting humanitarian values and spreading love within the community, truly embodying the spirit of a joyful and united spring.

CSVC SUSTAINABLE DEVELOPMENT COMMITTEE MEETING COMMITMENT TO SUSTAINABLE DEVELOPMENT – VISION FOR 2025



CSVC GOVERNANCE SUSTAINABILITY COMMITTEE PERFORMANCE REVIEW IN 2024 (from 1/1/2024 to 30/11/2024)



OUTSTANDING ACHIEVEMENTS IN 2024

The CSVC Sustainable Development Committee Meeting – Defining the 2025 Sustainability Strategy

The meeting began with a review of CSVC's ESG achievements over the past year. The CSVC Sustainable Development Committee Chairman highlighted key accomplishments, including:

- Implementing green projects to reduce environmental impact.
- Strengthening community engagement and social welfare initiatives.
- Enhancing corporate governance with improved transparency and accountability.

These achievements lay a solid foundation for CSVC's continued commitment to sustainable development in 2025.

On February 18, 2025, the CSVC Sustainable Development Committee held a meeting to evaluate the implementation of ESG (Environmental - Social - Governance) in 2024 and to set the sustainable development strategy for 2025.

CEO Mr. Peng emphasized, *"In 2024, we made significant progress in our ESG initiatives, but we must continue our efforts to ensure that sustainability remains an integral part of CSVC's long-term development strategy."*



SUSTAINABLE DEVELOPMENT STRATEGY FOR 2025

One of the key objectives of the meeting was to develop a sustainable development strategy for 2025. The CSVC leadership has agreed on the following key goals:



Environmental (E):

- Reduce carbon emissions by 10% compared to the year 2024.
- Promote the use of renewable energy and sustainable energy sources.
- Strengthen environmental protection efforts and participate in community initiatives.

Social Responsibility (S):

- Supporting education, training, and social welfare development.
- Promoting diversity and inclusion in the workplace.
- Enhancing employee benefits and healthcare.



Governance:

- Strengthening corporate governance to ensure transparency and accountability.
- Implementing measures to enhance social responsibility and shareholder accountability.
- Deploying independent ESG reporting and evaluation systems to ensure transparency and disclosure.

COMMITMENT TO ACTION

The members of the Sustainable Development Committee have agreed on key implementation plans for 2025. CSVC's CEO emphasized, "Sustainability is at the core of our company's development strategy. We urge all departments to collaborate closely to achieve our sustainability goals."

With a clear direction, CSVC is dedicated to reinforcing its commitment to sustainability—creating a fair and inclusive workplace, fostering a community-friendly environment, and promoting environmental protection for a better future.

Happy woman's day 8/3
HONORING THE REMARKABLE WOMEN OF CSVC



**A MEANINGFUL CELEBRATION FULL
OF WARMTH AND APPRECIATION**

On the occasion of International Women's Day, CSVC presented thoughtful gifts to all female employees as a gesture of appreciation and encouragement for their invaluable contributions.

With the aim of fostering joy and motivation, the company's leadership organized this initiative to express gratitude and recognition for our dedicated female employees, who consistently put their heart and effort into their work.



"Women are not only the heart of the family but also an indispensable part of a company's growth. We hope that these small gifts bring joy and motivation, encouraging our female employees to continue their dedication and contributions."



The gifts were delivered to our female employees in a warm and heartfelt atmosphere. Many expressed their joy and appreciation for the company's thoughtful gesture.

Through this initiative, CSVC reaffirms its commitment to fostering a supportive work environment, prioritizing employee well-being, and honoring the invaluable contributions of women to the company's overall growth.







CSV CER - EMPLOYEE BENEFITS – CARE AND COMMITMENT FROM CSVC

To foster a supportive work environment and ensure employees' well-being, CSVC prioritizes comprehensive benefits. We take pride in offering the best support policies to enhance the quality of life for our employees.

SHUTTLE SERVICE – SAFE AND CONVENIENT TRANSPORTATION

CSVC provides a complimentary shuttle service to ensure safe and punctual transportation for employees. The shuttle system operates on multiple routes, covering both central and suburban areas to accommodate the commuting needs of our staff.



MEAL SERVICE – NURTURING HEALTH AND WELL-BEING

CSVC understands the importance of nutrition and is committed to continuously innovating its menu to ensure a well-balanced and nutritious diet for employees. Additionally, we regularly conduct feedback surveys to enhance meal quality, providing a better dining experience and supporting employees' well-being and productivity.



DORMITORY – AN IDEAL PLACE TO SETTLE IN

To support employees in stabilizing their lives, CSVC provides dormitories equipped with full amenities, including Wi-Fi, communal living areas, and 24/7 security. This convenient and safe living environment allows employees to feel secure, reducing housing concerns and enabling them to focus on their work more effectively.





To build a professional image and showcase the company's identity, CSVC provides official uniforms for employees. Designed to be modern, comfortable, and suited to the nature of the work, these uniforms not only ensure convenience on the job but also foster a sense of unity and pride among the team



CSVC - ER

ANNUAL EVENTS – CONNECTION AND GROWTH

Every year, CSVC organizes events such as Team Building, the Year-End Party (YEP), and various cultural and sports activities to strengthen connections between departments, foster a joyful atmosphere, and motivate employees. In addition to comprehensive benefits, including competitive compensation, employee well-being programs, and engaging activities, CSVC is committed to providing the best working environment. We believe that when employees feel valued and are given opportunities for growth, they will be more motivated to stay long-term and contribute significantly to the company's success.



STRONG STEPS, UNIFIED SPIRIT

MINH ĐẠM JOURNEY



With the spirit of “Wherever you go, going together”, the group quickly realized that the challenge of climbing the mountain wasn’t the hardest part; the real challenge was talking, breathing, and still managing to take gorgeous “check-in” photos. Steep slopes and rocky steps didn’t discourage the group of young people who loved capturing the perfect shot.

On February 15, 2025, under the esteemed leadership of the two superiors, MVP and MAVP, the Management team of the Management Division set out to conquer Minh Đạm Mountain. This was not only an opportunity for physical exercise but also a chance for the group to test their endurance while following these two versatile leaders.

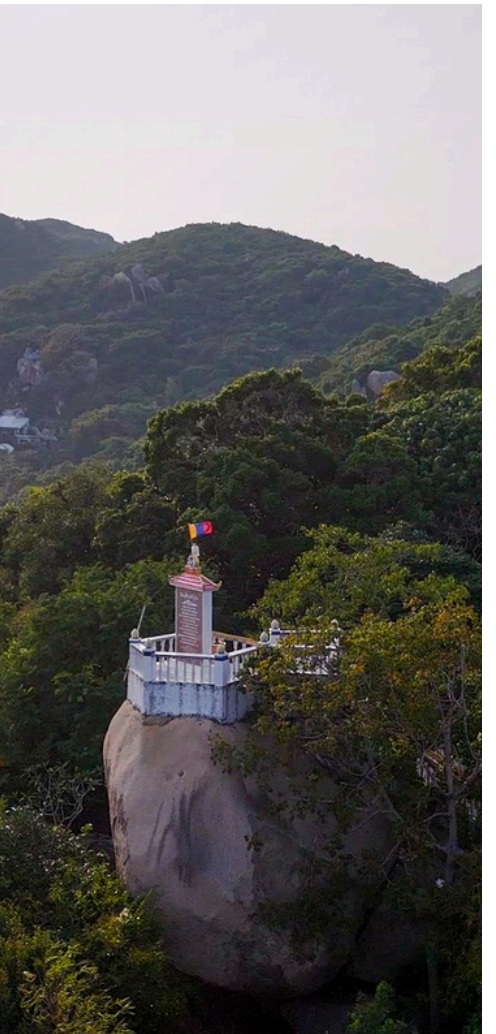
Departing from both Ho Chi Minh City and Vũng Tàu City early in the morning, the team arrived at the foot of the mountain at 8:30 AM, ready in spirit for a journey that would be both challenging and filled with laughter. After a brief warm-up (which, in reality, was more of a time to “relax” and take some pictures while everyone was still fresh and looking good), the group officially began their mountain-climbing journey.



Along the way, team spirit was maximized as everyone huffed and puffed while encouraging one another. Motivating phrases like, “Keep going, we’re almost there!” were heard frequently, even though “almost there” remained a rather vague concept. Finally, after nearly two hours of huffing and puffing, the team reached the summit of Minh Đạm, where the stunning view of Long Hải beach awaited — or perhaps it just felt stunning because everyone was so exhausted that everything seemed beautiful.



At the summit, the group took the chance to check in and take photos to prove they had truly reached the top of the mountain before their “hungry stomachs” decided it was time to descend for lunch. As planned, after “paying the price” with sweat and effort, the team enjoyed a hearty lunch at a seaside restaurant, feeling both happy and proud to have survived the journey.



This trip not only helped the team members improve their health but also taught them a valuable lesson: If you want to conquer challenges at work, be ready to tackle KPIs just like you tackle a mountain! An unforgettable experience, a memory that will last, and surely, the next adventure will be even more fun!

Nguồn từ báo sức khỏe

How to Prevent HEATSTROKE

Heatstroke is a serious condition caused by prolonged exposure to extreme heat. It occurs when the body loses its ability to regulate temperature: body temperature rises rapidly, sweating is insufficient to dissipate heat, and the body can no longer cool itself. Within just 10–15 minutes, body temperature can soar to 39.5°C (103°F) or higher. Heatstroke, also known as heat shock, is a medical emergency that can be fatal or cause severe damage to the brain and other internal organs



If not treated promptly, heatstroke can lead to death or permanent disability. Given the climate characteristics of Bà Rịa - Vũng Tàu Province, we will face multiple intense heatwaves. Below are some effective measures to prevent heatstroke that we should implement



Limit going outdoors in extreme heat unless absolutely necessary. If you must go outside on hot days, ensure you wear a hat, protective clothing, sunglasses, a mask, and apply sunscreen to shield your body from the sun's effects.

Drink enough water, especially for those working outdoors, to keep the body hydrated. You can also drink lemon water, lightly salted water, or Oresol solution to replenish lost fluids and electrolytes.

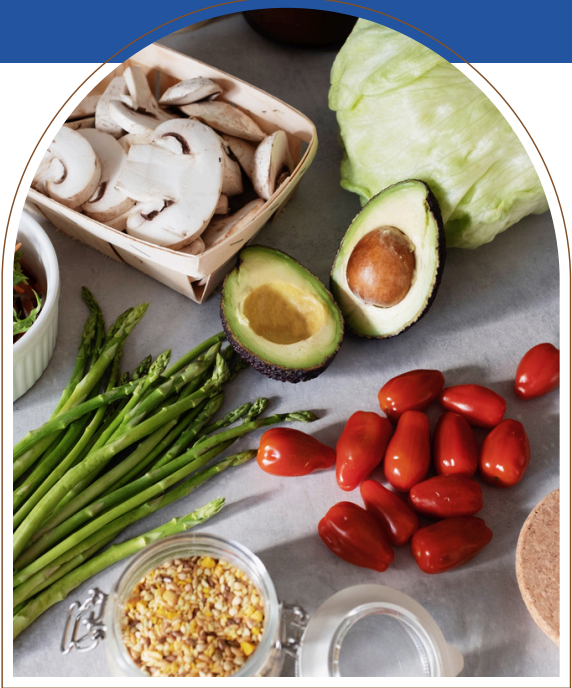


Enhance personal hygiene by washing hands regularly with soap, especially before preparing food, before eating, and after using the restroom.

It is essential to follow food safety and hygiene principles while maintaining a nutritious diet. Consuming plenty of fruits helps ensure adequate vitamin intake and boosts the immune system



Ensure that indoor temperatures are not too low and avoid direct exposure to fan drafts.



Tết 3 Regions

SPRING COLORS ON EVERY ROAD

TET IN THE NORTH – DIGNITY AND TRADITION



The North welcomes Tet with a chilly breeze, as golden apricot blossoms give way to the vibrant red of peach blossoms and the lush kumquat trees heavy with fruit. Traditional dishes that are indispensable on the Tet feast include neatly wrapped square bánh chưng, tangy pickled onions, flavorful Vietnamese sausages (giò chả), and rich frozen meat (thịt đông). On New Year's Eve, families gather together, offering incense to the ancestral altar and welcoming the new year with hopes of luck and happiness.



Nguồn: Nhâm Tiến Dũng - P5





TET IN THE CENTRAL– SIMPLICITY AND WARMTH

The Central region, despite its harsh weather conditions, always preserves its distinct Tet traditions. While the North has bánh chưng, the Central region has bánh tét, symbolizing prosperity and abundance. The Tet feast here often includes pork soaked in fish sauce, crunchy pickled vegetables (dưa món), and flavorful fermented pork (nem chua). People in the Central region highly value traditions and etiquette, so during the first days of the new year, exchanging Tet greetings, visiting relatives, and offering incense to ancestors are indispensable customs.



TET IN THE SOUTH – VIBRANT AND GENEROUS



The South welcomes Tet with warm weather, filled with the golden hue of apricot blossoms and the bustling energy of Tet markets. Southerners favor simplicity yet completeness, reflected in their Tet feast featuring bánh tét, pickled scallions (củ kiệu), braised pork with eggs (thịt kho hột vịt), and stuffed bitter melon soup (canh khổ qua nhồi thịt)—a symbolic dish representing the letting go of past hardships to embrace a bright new year. The first days of the year are filled with joy, heartfelt blessings, lucky lì xì envelopes, and exciting spring outings.



Despite differences in customs and Tet celebrations, the spirit of reunion, reverence for ancestors, and wishes for a prosperous new year remain common across the country. Tet is a time for everyone to cherish their homeland, preserve, and promote the beauty of traditional culture



CHINA STEEL AND NIPPON STEEL JOINT STOCK COMPANY

*“Life is a long journey with moments of
hardship and exhaustion, but as long as we
don’t stop, we will get closer to our dreams”*

**FOR ANY CONTRIBUTIONS,
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