



Our quality, Your better life

AN ACCELERATED JOURNEY

ENDURING ACHIEVEMENTS

Newsletter Vol18





Representative Director, President and COO Tadashi IMAI



WELCOME THE PRESIDENT OF NIPPON STEEL CORPORATION ON HIS VISIT TO THE CSVC PLANT

On 19 November 2025, China Steel And Nippon Steel Vietnam Joint Stock Company (CSVC) had the honour of welcoming Mr. Tadashi IMAI, President of Nippon Steel Corporation (NSC), for a visit and working session at the CSVC plant.

During the visit, CSVC's Management Board presented an overview of CSVC's production and business activities, the company's safety culture, and the continuous efforts dedicated to operational excellence and system improvements. Mr. IMAI expressed his appreciation for the professionalism of the team and the achievements CSVC has recorded in recent years.

The visit took place in a warm and open atmosphere, further strengthening the partnership between CSVC and Nippon Steel Corporation and encouraging the organization to continue advancing toward sustainable development.



A commemorative photo of Mr. IMAI and Japanese experts

TRADE DEFENSE AND THE “FOUR STEEL SHIELDS” FOR VIETNAM’S MARKET

Vietnam’s steel industry has made significant progress, but it has also frequently faced trade remedy cases in international markets. In this context, trade defense has become an important tool, forming four effective “steel shields” to protect domestic manufacturing enterprises.

Source: Vietnam Steel Association

Protecting domestic production against unfair competition: Trade defense enables Vietnamese steel enterprises to maintain stable operations and mitigate the impacts of anti-dumping, countervailing, and safeguard measures imposed by international markets.

Promoting investment, technological innovation, and the development of modern integrated complexes: Trade defense helps create favorable conditions for enterprises to upgrade production lines, develop modern metallurgical complexes, and produce high-quality steel for key national infrastructure projects.

Maintaining stable employment: Protecting domestic production helps workers in the steel industry maintain stable employment and supports workforce stability.

Enhancing raw material self-reliance and export capacity in line with international standards: Protecting domestic production helps reduce import dependence, ensures compliance with “Made in Vietnam” rules of origin, and enhances competitiveness in international markets.

STEEL



CSVC'S MEMORABLE MILESTONES

MAY 2009

CSVC received investment certificate from Ba Ria - Vung Tau Industrial Zones Authority.



SEPTEMBER 2011

Groundbreaking ceremony for the headquarters and plant.

APRIL 2013

First standard electrical steel (ES) coil successfully produced.



NOVEMBER 2013

CSVC officially commenced commercial operations.



SEPTEMBER 2015

Total steel shipments reached the 1-million-ton milestone.



2015 - PRESENT

CSVC has continuously evolved to deliver high-quality steel products, while earning a number of notable achievements, including the Golden Brand Award, the Asia-Pacific Outstanding Brand Award, recognition among the Top 100 Sustainable Enterprises, and DA member of Samsung Electronics.



A meaningful journey is shaped by milestones and the people who stand alongside it. At CSVC, the Company's development is reflected not only in progress in production, but also in the individuals who have accompanied the Company through each stage, together nurturing the sustainable identity that defines CSVC today.

15 EMPLOYEE SPOTLIGHT

YEARS – A JOURNEY OF RESILIENCE AND MEMORABLE MILESTONES

Lê Thị Kim Chi

General Affairs & Public Relationship Department (M4)

“Over my 15 years at CSVC, what has kept me most committed is the strong spirit of support among colleagues. Even during challenging times, I have always felt cooperation and encouragement from those around me. I especially remember the ‘3T’ period at the dormitory during the COVID-19 pandemic. Despite being away from family, the care from management and the companionship of colleagues helped me stay positive and overcome those difficulties. On this 15-year milestone, I sincerely thank the Company, management, and all colleagues, and wish CSVC continued unity, responsibility, and sustainable growth.”



Nguyễn Trọng Vỹ

Information Technology (M5)

“During my time at CSVC, three things have kept me most committed: recognition for employees’ contributions, a friendly and family-like workplace, and open opportunities for growth for those who strive. I fondly remember the closeness and warmth shared during team-building activities—memories I truly cherish. Over the past 15 years, I have been fortunate to work alongside wonderful colleagues who feel like friends and family. Thank you for sharing the joys, overcoming challenges together, and creating so many memorable moments. I wish CSVC continued unity, long-lasting commitment, and even greater success in the years ahead.”

Phạm Nguyễn Hồng Minh

Maintenance & Engineering (P6)

“What has kept me most committed to CSVC is the professional working environment, characterized by clear and safe processes, effective cross-departmental coordination, and opportunities for training and knowledge sharing. These factors have given me the confidence to develop professionally and perform my responsibilities effectively. I also recall the factory construction phase, when despite tight schedules and high technical requirements, all works were completed safely and on time—demonstrating the strong sense of responsibility and teamwork across CSVC. On the occasion of my 15-year journey with the Company, I sincerely thank my colleagues and wish CSVC continued unity and success.”



Trần Quang Vũ

General Affairs & Public Relationship Department (M4)

“What I value most during my time at CSVC is the Company culture and the sincere support of my colleagues. While my role as a driver often requires frequent travel and strict adherence to safety regulations, the trust and support from the Company have given me the confidence to carry out my duties effectively. On the occasion of the 15th anniversary, I sincerely thank everyone at CSVC and wish the team continued smooth operations, lasting companionship, and sustained success.”

WHAT MAKES US PROUD: TOGETHER THROUGH A YEAR OF CHALLENGES IN 2025

The year 2025 came to a close amid significant fluctuations in raw materials and market conditions, posing considerable challenges to CSVC's production and business operations. However, in reflecting on the past 12 months, what deserves recognition lies not only in the results achieved, but also in how the CSVC team maintained steady momentum through three key driving forces:

1

A SPIRIT OF CONTINUOUS INNOVATION

With an annual capacity of approximately 1.2 million tons and a workforce of more than 790 employees, CSVC has continuously improved its operations to optimize performance, enhance productivity, and maintain product quality. As of November 2025, more than 56 individuals have been recognized and rewarded for their initiatives and direct contributions to the Company's production and business activities.

2

TEAM UNITY

Activities such as the Year-End Party, celebrations for International Women's Day on March 8, and the Mid-Autumn gift-giving program for employees continued to strengthen team spirit, enhance cross-departmental connections, and reinforce a core value: CSVC's strength is built on collective unity and shared commitment.

3

SUSTAINABILITY FOCUS

Beyond production and business activities, CSVC focuses on building team capabilities through over 250 training courses and regular development programs, while also implementing social responsibility initiatives related to education, welfare, and environmental protection. These efforts help strengthen internal resources, promote positive values, and lay the foundation for CSVC's sustainability focus.

Entering 2026, CSVC carries forward the spirit of innovation, unity, and commitment to sustainability - foundations that have enabled the Company to remain resilient through a challenging year and become a shared source of pride for the entire team.

2025



CSVC TRADE UNION ORGANIZES SPECIAL EVENT TO CELEBRATE VIETNAMESE WOMEN'S DAY

On the occasion of Vietnamese Women's Day (October 20), the CSVC Trade Union organized a special program for female employees, featuring gift-giving, interactive games, and cultural performances presented by colleagues.

The event both honored the silent contributions of female employees and celebrated their efforts, creativity, and team spirit,

while also providing opportunities to strengthen connections and share joyful, warm moments within the CSVC community.

This activity also highlights the role of the CSVC Trade Union in supporting employees' well-being, fostering stronger engagement, and contributing to the Company's sustainable development.



03 KEY HIGHLIGHTS OF THE CSVC TRADE UNION CONGRESS (2025 – 2030)

Term Summary and Recognition of Achievements **1**

The Congress reviewed the Trade Union's activities during the past term and recognized the outstanding initiatives, efforts, and contributions of its members.

2 Election of the Executive Committee and Orientation for the New Term

The election of the new Executive Committee was transparent and inclusive, reflecting members' participation. The Committee is expected to lead effectively, implement practical initiatives, and address employees' needs.

Commitment to Collaboration and Sustainability **3**

The Congress emphasized the role of the CSVC Trade Union in supporting employees, maintaining welfare activities, fostering connections, and encouraging active member participation, laying the foundation for effective Trade Union operations throughout the 2025–2030 term.



CSVC – RUN FOR CHILDREN 2025

SPREADING THE SPIRIT OF SHARING

On December 6, 2025, China Steel And Nippon Steel Vietnam Joint Stock Company (CSVC) successfully organized the “CSVC – Run for Children 2025” event with the message: “Every Stride, Every Heart – Together for the Children.” The event aimed to raise funds to support local students living in difficult circumstances. Launched in 2019, the program has grown into an annual initiative warmly supported by CSVC employees and valued partners.

This year’s event welcomed more than 200 participants, including CSVC employees, their families, and representatives from 17 partners. Runners took part in three race distances on the company’s internal route: 6 km for men, 3 km for women, and 1 km for children – creating a lively, energetic atmosphere and spreading a strong spirit of community solidarity.



Thanks to the contributions of employees and partners, the program successfully raised funds for 239 scholarships, each valued at VND 1,000,000, which were awarded to disadvantaged students in Phu My Ward, Tan Thanh Ward, and Chau Pha Commune. These scholarships not only provide financial assistance but also serve as meaningful encouragement, helping students stay motivated in their studies and pursue their dreams.

“CSVC – Run for Children 2025” once again reaffirms CSVC’s commitment to integrating business development with social responsibility, while fostering a culture of care and compassion within the company. Every stride and every smile from the children are a vivid reminder of the program’s meaningful impact, a collective effort dedicated to the next generation.

CSVC CSVC - RUN FOR CHILDREN 2025
START FINISH

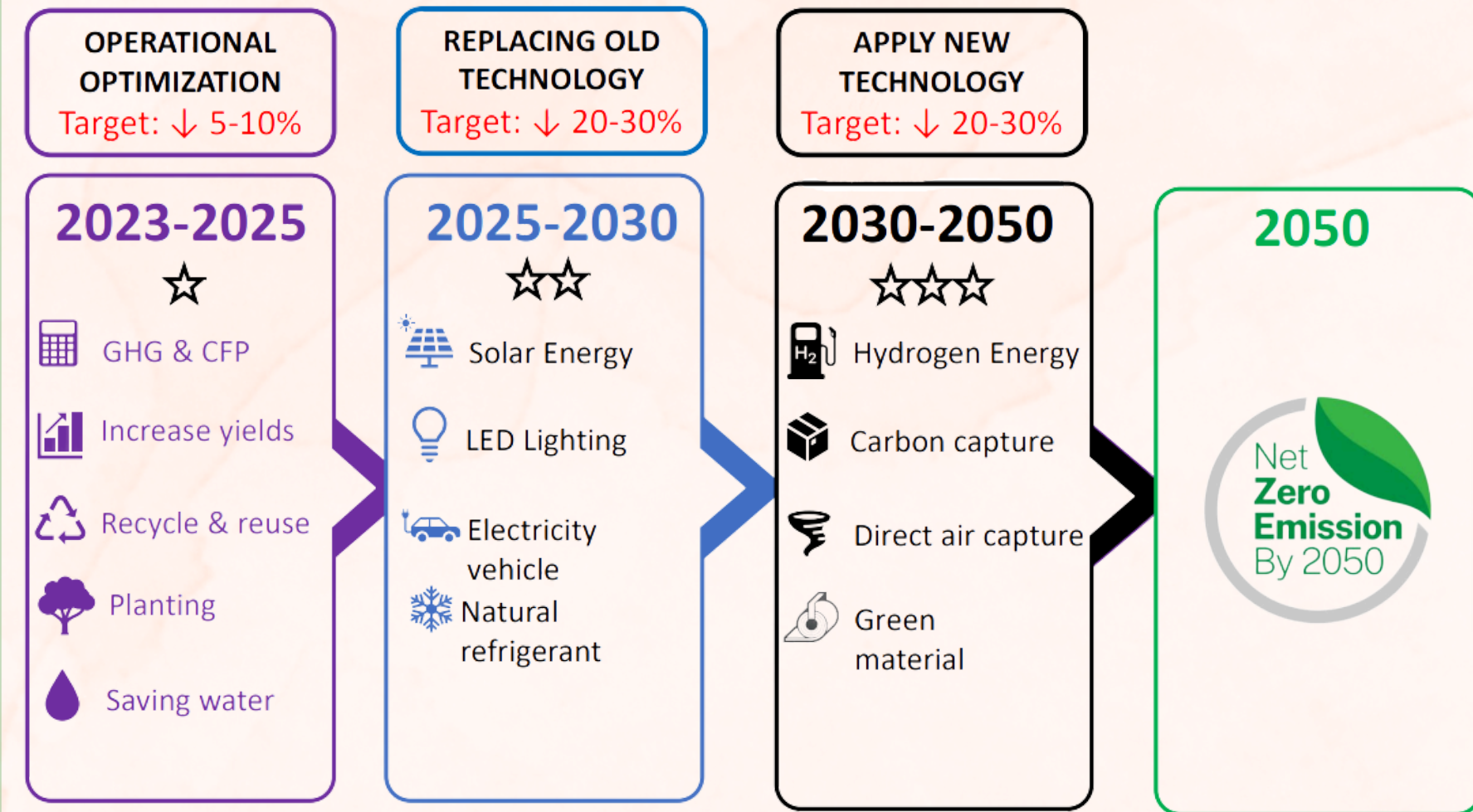
VIETNAM IN THE GLOBAL EFFORT TO IMPLEMENT ESG

Vietnam's Commitment to Net-Zero Emissions by 2050 at COP26 marked a significant milestone in the country's climate policy. Building on this, the Government has progressively translated this commitment into action through NDC 2.0, the National Climate Change Adaptation Plan, and initiatives such as carbon market pilots and the promotion of renewable energy development.

However, the transition still faces numerous challenges, leaving projected emission reductions by 2030 short of the committed targets. In this context, NDC 3.0 for the 2026–2035 period, expected to be finalized before COP30, aims to raise ambition, clarify the implementation roadmap, and mobilize resources to bridge the gap between commitments and reality.

Source: VnEconomy

CSVC'S JOURNEY TO NET-ZERO 2050



From July to September 2025, China Steel And Nippon Steel Vietnam Joint Stock Company (CSVC) conducted routine environmental monitoring to ensure legal compliance and assess the stability of the operational systems.

CSVC CONDUCTS ENVIRONMENTAL MONITORING FOR Q3/2025

The Q3 monitoring focused on four main parameter groups: ambient air quality around production areas, emissions from chimneys, treated wastewater, and noise-vibration levels at high-activity locations. Preliminary results indicate that all parameters are within the permissible limits.

Some parameters, such as total dust, COD in wastewater, and daytime noise, showed slight fluctuations compared with the previous period but remained within standard limits. Relevant departments reviewed procedures and confirmed that the treatment systems operated stably without incidents.

Notably, air quality in certain areas around the plant improved compared with Q2/2025, reflecting the initial effectiveness of implemented environmental control measures.

Monitoring results will be compiled, stored according to regulations, and shared with relevant departments to support effective environmental management. Periodic environmental monitoring serves as a “silent health check” for the plant and provides a crucial basis for CSVC to maintain the following objective:

“Stable Environment – Stable Plant”

Source: P1 Team

“ADM GREEN CORNER” – A MIDDAY RELAXATION SPOT

The “ADM Green Corner” impresses with its refreshing pond, tall shade trees, and waterside plants such as lotuses and water lilies. The harmonious landscaping creates a cool and pleasant atmosphere, especially around midday and late afternoon.



SPOTLIGHT ON CSVC’S GREEN RELAXATION CORNERS



A MINIATURE PARK INSIDE CSVC

Located behind the ADM area, the “miniature park inside CSVC” is adorned with lush lawns, interwoven greenery, and spacious walkways. The space is ideal for short breaks during the day, quick work discussions, or a gentle stroll to reset the work pace.

2025 – A YEAR IN THE COMMERCIAL DIVISION

2025 marked two parallel highlights for the Commercial Division: progress in customer engagement and the vibrant energy of internal activities. Two different tones, yet together they create a complete picture of a dynamic and active year.

Customer Engagement Milestones of the C1 Department

In 2025, Sales (C1) Department focused on strengthening customer engagement, expanding business opportunities, and consolidating relationships with strategic partners. A notable highlight was the



VinFast visit to assess the CSVC plant as part of the supplier approval process for new product lines, signaling a positive prospect for deeper participation in the domestic automotive supply chain.

In addition, representatives from C1 attended a specialized seminar on Trade Defense to stay updated on global tariff trends and international trade policies, supporting risk assessment and export market strategy. The department also

maintained engagement with traditional clients through the annual meeting with Ánh Dương Company, while strengthening communication with overseas partners during a business trip to Guangzhou Mayer.



Source: C1 Team

Team Spirit and Passion Highlights of C3 Department

In 2025, the Procurement & Transportation (C3) Department also made its mark through a series of lively internal activities. C3 team members actively participated in various CSVC-organized events, from the Health Contest and Fire & Rescue Sports Festival to the Recycled Fashion Contest celebrating Vietnamese Women's Day on October 20.



To make every competition and training session meaningful, team members stood side by side, sharing ideas, supporting one another, and learning new skills together.

Beyond competitions, these moments strengthened team cohesion, mutual understanding, and brought the spirit of teamwork to life. Thanks to these efforts, C3 earned several proud accomplishments: Second Prize in the Health Contest; Second Prize with full participation in Fire Safety & Rescue Contest; and the Championship in the Recycled Fashion Contest. These achievements reflect determination, creativity, and the joy of growing together as a team.

Looking to 2026, C3 will continue to uphold this spirit, build on strengths, address areas for improvement, and pursue even greater achievements.

Source: C3 Team

FROM THE GLOBAL STEEL MARKET TO VIETNAM'S INDUSTRY OUTLOOK

According to the World Steel Association (Worldsteel), global steel demand in 2025 is expected to reach 1.75 billion tons, remaining on par with 2024, before rising 1.3% to 1.77 billion tons in 2026, driven by economic recovery and infrastructure investment across multiple regions.

Growth during 2025–2026 is projected to vary by market: demand in China is slowing, while developing economies such as India, Vietnam, Egypt, and Saudi Arabia continue to expand. The United States is expected to grow 1.8% per year, Central and South America by approximately 5.5% in 2025, and Africa to reach around 41 million tons in 2025.

Nevertheless, Worldsteel also notes that the global steel industry continues to face pressure from rising input costs, weakened purchasing power, and trade tensions.

Source: VTV online

Looking ahead to 2026, Vietnam's steel industry is expected to face another challenging year. At the same time, public investment projects and domestic construction activities are anticipated to support price stability and gradually stabilize demand.

In this context, CSVC is proactively adjusting its strategy to enhance resilience and strengthen its market position. In Vietnam, the Company will focus on high-quality customer segments, including manufacturers of AI equipment, household appliances, and automobiles - sectors expected to continue expanding in the coming period.

In terms of exports, CSVC is targeting markets with easier access and higher growth potential, particularly in Southeast Asia and India. These regions are seen as having strong steel demand, fewer market entry barriers, and alignment with the Company's product development strategy.

These strategic adjustments are expected to enable CSVC to proactively adapt to market fluctuations, increase business flexibility, and maintain a stable growth trajectory in 2026 and beyond.

Source: C1 Team



STEEL INDUSTRY OVERVIEW 2025–2026: TRENDS AND FORECASTS

M4 A YEAR OF REFLECTION...

During the 2025 peak period, M4 captured a snapshot of daily operations through the activities of the departments. While each section had different responsibilities, all worked toward a common goal: ensuring smooth operations and providing timely support.



“

The **General Affairs & Public Relationship Section (M41)** is responsible for logistics and employee welfare, covering meals, transportation, uniforms, dormitories, as well as office sanitation and maintenance.

In 2025, M41 successfully organized **more than 11 internal and community activities**. Through fundraising programs involving CSVCSPIRIT members and partners, the Company awarded **239 scholarships for disadvantaged local students** and **planted over 3,000 trees** at the Binh Chau – Phuoc Buu Nature Reserve. Other community initiatives included providing **120 scholarships, 40 computers, and 30 bicycles to students in need**; organizing **medical check-ups for approximately 200 elderly individuals living alone**; delivering **90 Tet gift sets to low-income households**; and sending **30 care packages to children undergoing HIV treatment**.

Despite the sharp increase in logistics and welfare activities during peak periods, M41 maintained stable and effective operations.

SERVE EFFECTIVELY,
SPREAD CONFIDENCE

“

The **Security Guard Section (M43)** begins each shift with patrols of key areas, inspections of security systems, fire-fighting equipment, warehouses, and surrounding plant areas. Access control at the main gate is strictly enforced, especially during peak hours. M43 also works closely with the **Safety & Environmental Management (P1) Department** to remind employees to comply with regulations and to record violations for follow-up.

In 2025, M43 achieved notable results, including identifying **79 irregular cases through patrols**; responding to **8 emergency situations related to occupational accidents and health**; handling **11 security violations**; and promptly coordinating responses to **20 fire alarm incidents**. Fire prevention efforts were further strengthened through **22 internal drills** and **2 joint drills with the Fire Police**.

With a proactive and responsible approach, M43 continues to play a key role in maintaining security and safety at CSVCSPIRIT.

STABLE SECURITY,
CONFIDENT OPERATIONS.

“

A typical day at the **Secretary and Legal Affairs Section (M44)** begins with the familiar greeting “LUÔN AN TOÀN”, followed by the steady rhythm of keyboards, phone calls, printers, and early-morning discussions. Beyond contract and document review, M44 also provides advice and guidance on legal matters arising during operations.

In 2025, M44 completed **more than 355 contract reviews via the ERP system** and handled **70 internal legal consultation cases, supporting compliance, risk control, and timely assistance for departments across the Company**.

M44 also supports the Board of Managing Directors (BOM) through meeting preparation, guest reception, and other behind-the-scenes tasks.

Each day concludes with documents completed neatly and accurately, reflecting the team’s dedication during a demanding period.

STANDARDS COMPLIANCE,
GOVERNANCE RESILIENCE



CSVC JOINS HANDS TO SUPPORT COMMUNITIES AFFECTED BY FLOODS IN 2025

In 2025, numerous provinces across Vietnam faced repeated storms and floods. Prolonged heavy rains caused rising waters, disrupting daily life and leaving streets submerged, roofs leaking, and worry evident on people’s faces.

In response to the call from the Vietnam Fatherland Front Committee of Phu My Ward and the Ho Chi Minh City Red Cross, CSVC contributed VND 100 million to help residents restore stability and feel the tangible support of society.

Alongside this, CSVC launched an internal fundraising campaign, encouraging employees to contribute within their means. These initiatives reflect CSVC’s steadfast commitment to standing by communities and embody a core value the Company always upholds acting promptly, fostering solidarity, and creating lasting positive impacts for society.



In November 2025, China Steel And Nippon Steel Vietnam Joint Stock Company (CSVC) conducted a food poisoning response drill to strengthen preparedness for food safety incidents. Nearly 40 participants from relevant departments and the medical team took part in a simulated scenario of mass food poisoning after dinner, affecting over 20 employees.

According to the scenario, symptomatic cases were promptly identified and treated, and the response plan was activated in coordination with the in-house medical team, specialized clinics, and local health authorities. Relevant units carried out victim screening and triage, initial treatment, referral of severe cases, collection of food samples, documentation of food safety procedures, and provision of replacement meals.

Thanks to close collaboration between departments and support teams, the drill proceeded smoothly and according to protocol. The session concluded with a review and lessons learned. This activity reinforced CSVC’s capacity to respond to food safety incidents, raised first-aid awareness, and enhanced interdepartmental coordination, contributing to a proactive, safe, and professional working environment.

FOOD POISONING RESPONSE DRILL AT CSVC IN 2025



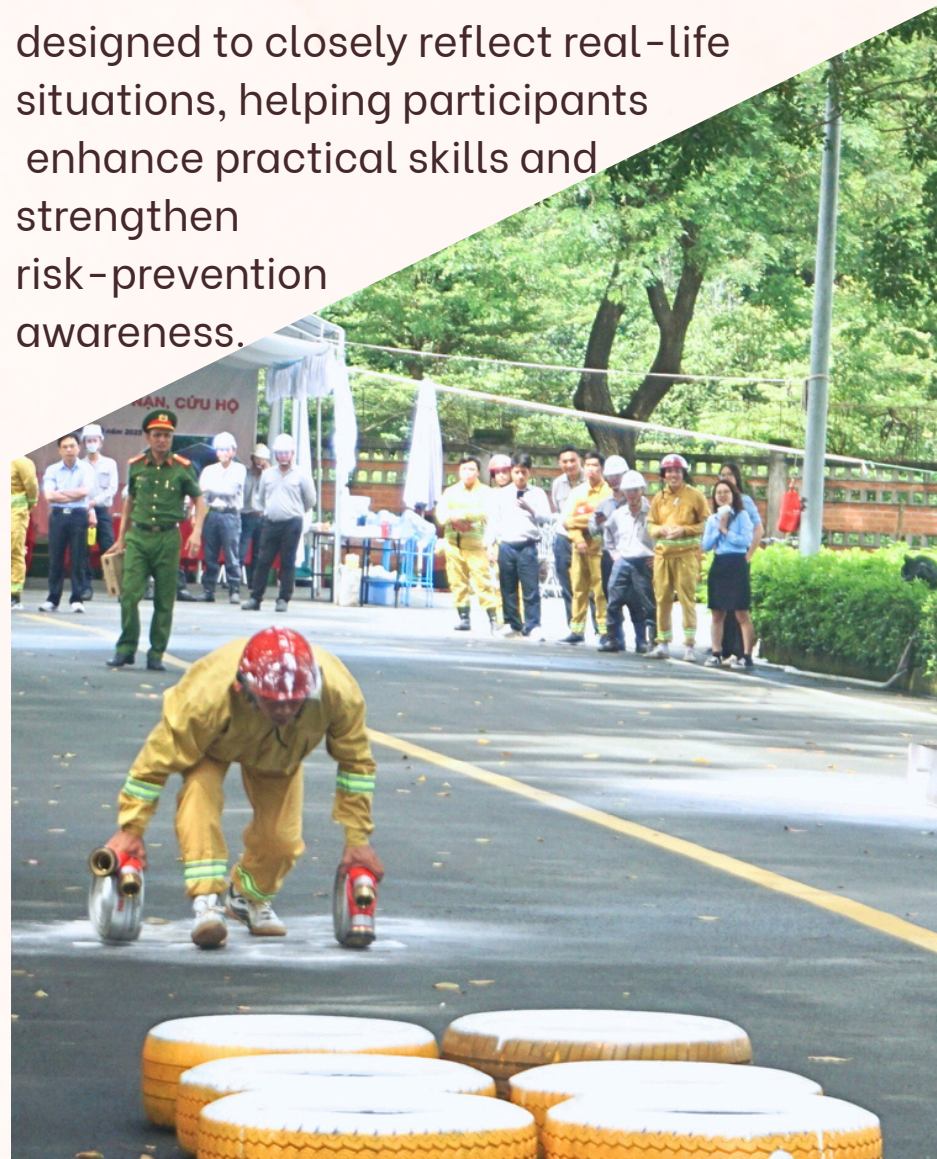


FROM THE 2025 FIRE SAFETY & RESCUE CONTEST TO THE “LUÔN AN TOÀN” MESSAGE AT CSVCS

On October 14, 2025, the 2025 Fire Safety & Rescue Contest officially took place at China Steel And Nippon Steel Vietnam Joint Stock Company (CSVCS).

The event brought together eight teams from various departments and featured two main challenges: the fire hose drill and the relay rescue drill. Both required quick thinking, seamless teamwork, and agile responses to simulated scenarios. The activities were designed to closely reflect real-life situations, helping participants enhance practical skills and strengthen risk-prevention awareness.

The judging panel, comprising local Fire Department representatives and experienced rescue practitioners, ensured both fairness and professional rigor throughout the contest. The competition atmosphere intensified as teams pushed their limits, delivering performances that were both thrilling and collaborative. More than just a contest, the event reinforced fire safety knowledge and promoted the core CSVCS value of “LUÔN AN TOÀN”.



“LUÔN AN TOÀN”: A SIGNATURE CULTURAL VALUE AT CSVC



Walking around CSVC during a workday, it's hard not to hear the familiar greeting “Luôn An Toàn.” The phrase originated from a simple idea by Mr. Trương Minh Trí of the Maintenance & Engineering (P6) Department, when the Company launched a contest to select an internal slogan. He wanted a short, memorable message that strongly emphasizes the “safety first” spirit. As Mr. Minh Trí shared, “Luôn An Toàn” is a concise, comprehensive, and continuous reminder for everyone to stay safety-conscious at all times and in every step of their work.

More than just a greeting, “Luôn An Toàn” has become a distinctive cultural value at CSVC, reminding everyone, regardless of position or timing, to prioritize safety. It reflects a consistent work attitude and a shared commitment, evident in the actions and decisions of each team member.

Through this simple phrase, CSVC not only reinforces safety awareness but also fosters a responsible, cohesive, and professional work environment, contributing to higher productivity and stable business operations.



A BUSTLING DAY AT P1 DEPARTMENT



The year-end marks the peak period for P1 – the Safety & Environmental Management Department. Numerous critical tasks run concurrently, including completing periodic reports, reviewing plans for the new year, maintaining technical systems, inventorying supplies, and preparing the 2026 budget.

In 2025, pressures intensified as regulations and reporting forms were constantly updated, while the administrative merger demanded meticulous review of all records. Every figure and detail was carefully cross-checked to ensure compliance and timely completion.

Meanwhile, a series of drills, from fire safety drills to chemical incident simulations, were conducted regularly. These sessions, though demanding, were meaningful and gave each member confidence that they and their colleagues were always protected.

Despite the year-end busyness, all these efforts created a dynamic, cohesive, and responsible work rhythm. P1 enters the new year with persistence, proactiveness, and confidence, ready to embrace new goals and upcoming challenges.

“P1 – Luôn an toàn”



Source: P1 Team



SEASIDE CAMPING

Reconnect with nature through a peaceful stay

Coastal camping spots in Ho Tram, Binh Chau, and Ho Coc offer an ideal getaway at year's end. The fresh sea air and simple outdoor activities help relax the mind and strengthen bonds among family members.



SUP & KAYAK

Experience paddling and gliding on the water

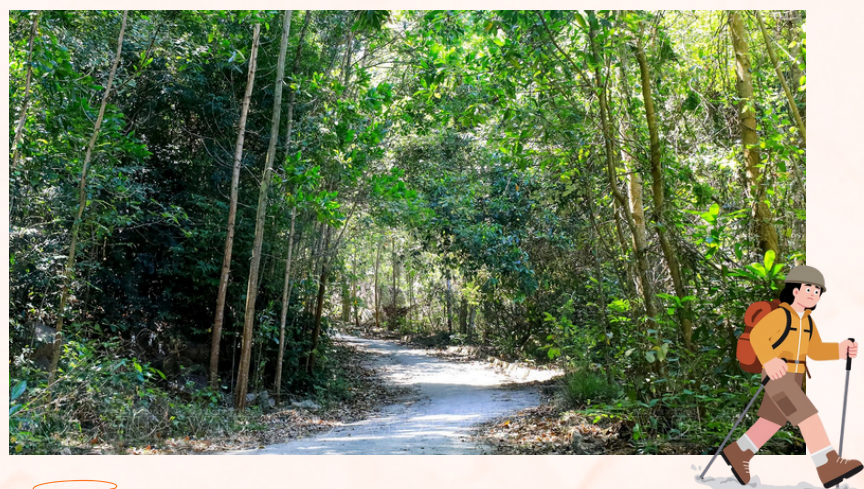
Several spots in Vung Tau and Ho Tram offer SUP and kayak activities, complete with rental equipment and instructor guidance. These activities provide light physical exercise while letting participants relax and explore nature from a fresh perspective.



COASTAL RESORT

Accommodation immersed in nature

Coastal resorts in Ho Coc and Ho Tram feature pristine beaches and a variety of recreational activities, making them ideal for a short getaway. These experiences help recharge energy and rejuvenate the body effectively.



TREKKING NUI DINH

A gentle challenge combined with nature exploration

Not too high or steep, Nui Dinh, standing around 500-600m, offers an ideal trekking route for beginners. A major advantage is the variety of trails—short routes of 4-5km take about 2 hours, while longer paths can take a full day, crossing hills, small streams, and dense forest.



BINH CHAU FISHING VILLAGE

Experience the simple rhythm of coastal life

Binh Chau Fishing Village is a perfect stop to experience the simple coastal life, savor fresh seafood, and enjoy a moment of tranquility at the year's end period.

The end-of-year period often comes with a heavy workload, busy personal schedules, and a mind full of concerns. It's the perfect time to treat yourself or spend quality moments with family through experiences that help relax, recharge, and strengthen connections. Below are recommended short-getaway destinations and activities designed to maximize relaxation, perfectly suited to the busy season for CSVC members.

**MUST-
KNOW
SPOTS AND
ACTIVITIES
TO
RECHARGE
IN THE
YEAR-END
HUSTLE**



2025 marked CSVC's journey of resilience, where each member's effort contributed to shared value...

Looking ahead to 2026, every member will continue shaping the CSVC family, spreading core values, and creating new achievements.

