

A NEW PHASE A BRIGHTER FUTURE

Newsletter Vol.19



Table of Content

01.

Top News

04.

ESG News

07.

Production
Division News

03.

Trade Union News

06.

Management
Division News

02.

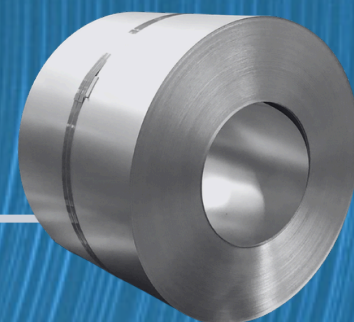
CSVC Spirit

05.

Commercial
Division News

08.

Entertainment
News



CSVC ATTENDS HCMC LEADERS' NEW YEAR MEETING WITH INVESTORS AND ENTERPRISES

In early Spring 2026, CSVC was honored to be invited by the Ho Chi Minh City People's Committee to the Municipal Leaders' Meeting with domestic and international investors and enterprises. This meaningful event marked the beginning of the year, demonstrating the City leadership's strong commitment to supporting the local business community.

On February 5, 2026, Mr. Sung, Su-Chuan, General Director of CSVC, represented the company at the conference. His attendance reaffirmed CSVC's strong commitment and partnership with the City's socio-economic development strategies. During the session, City leaders extended their New Year wishes and engaged in open dialogues with businesses to further strengthen connectivity and cooperation in the coming period.



Mr. Nguyen Van Duoc, Chairman of the Ho Chi Minh City People's Committee (in white), poses for a commemorative photo with business leaders.



LEADERS OF HO CHI MINH CITY PEOPLE'S COMMITTEE VISIT CSVC

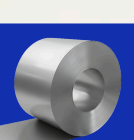
On the morning of March 2, 2026, Mr. Hoang Nguyen Dinh, Vice Chairman of the Ho Chi Minh City People's Committee, along with leaders from various municipal departments and agencies, visited and extended Lunar New Year greetings to CSVC.

During the working session, Ho Chi Minh City leaders acknowledged and highly commended CSVC's efforts in 2025, particularly for achieving 99% of its production target, thereby making a positive contribution to the city's overall economic growth. He also expressed his expectation that CSVC will continue to promote its pioneering role, foster innovation, and enhance its competitiveness. The City's leadership reaffirmed their commitment to consistently supporting businesses and promptly resolving any challenges they may face. They concluded by wishing CSVC's Board of Management and all employees abundant health, peace, and great success in the Lunar New Year of the Horse (Binh Ngo) 2026.

CSVC'S MANAGEMENT BOARD VISITS EMPLOYEES FOR LUNAR NEW YEAR

On February 12, representatives of the CSVC Management Board personally visited employees who were on duty during the Lunar New Year holiday at their respective departments to extend New Year greetings. At every stop, the Management Board took the time to check on working conditions, conveyed their best wishes for good health, and expressed their appreciation and encouragement to employees on duty. This thoughtful and timely visit reinforced the team's confidence and determination as CSVC enters 2026 with new goals and milestones ahead.





THE VOICE OF QUALITY: AFFIRMING CSVC PRODUCT VALUE THROUGH CERTIFICATIONS

Reflecting on the 2024 to 2026 period, CSVC's quality management system has been progressively strengthened to become more integrated, proactive, and fully aligned with the sustainable development trends of the global market:



STARTING WITH STEADFASTNESS

In 2024, CSVC successfully maintained key international certifications, including JIS, SIRIM, SNI, ISI, TIS, and CE/UKCA. This goes beyond merely meeting market demands; it serves as a strong testament to the Company's consistent product quality control and robust system operational capabilities.



EXPANDING VALUE TO ALIGN WITH MARKET TRENDS

In 2025, CSVC proactively enhanced its capabilities by securing the UL certification for the Recycled Content (RC) product line. This reflects the Company's clear strategic direction in meeting environmental demands, optimizing resources, and reducing emissions, while simultaneously expanding our reach into markets with stringent standards.



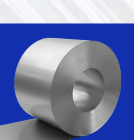
DEVELOPING IN DEPTH

In 2026, CSVC transitions from merely "maintaining certifications" to "optimizing our certification framework." The Company continues to uphold its existing certifications while standardizing and expanding their scope across various product lines (such as SEMI-ES and GA) to enhance manufacturing flexibility and meet specialized customer requirements.

2024

2025

2026



BLOSSOMS OF STEEL: MAKING THE IMPOSSIBLE, POSSIBLE

Lab work demands absolute precision to match the plant's 24/7 rhythm. Handling issues or data anomalies during night shifts requires seamless collaboration for prompt solutions. This fast-paced environment has sharpened my attention to detail and decisiveness. For me, every challenge is a practical lesson a chance for the team to reflect, learn, and continuously perfect our workflow.



TRAN THI CAM TU
Quality Control & Quality Assurance
Department - P5

Regardless of the position or role, challenges and advantages always go hand in hand. What matters most is how we leverage our existing strengths and continuously learn to improve our shortcomings. Working on the production floor, I feel very fortunate to be in such a positive environment. It's a place where dedicated management and timely support give every individual the space they need for personal growth.



NGUYEN THI HONG HOA
Quality Control & Quality Assurance
Department - P5

My role involves ensuring a stable supply of maintenance services, while balancing cost control and delivery schedules. Beyond the pressure of rising material costs, the biggest hurdle is managing supplier delays to prevent any disruption to maintenance plans and inventory. This environment has honed my composure, flexible negotiation skills, and the ability to coordinate seamlessly under pressure.



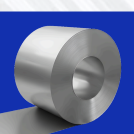
DANG THI HA LINH
Maintenance & Engineering
Department - P6

Safety management involves constant movement through high heat and loud noise. Beyond the physical toll, the real challenge is fostering voluntary compliance. Guided by my mentors and a collaborative team, I've broken down these barriers step by step. This journey has sharpened my patience, risk awareness, and seamless coordination across departments.



DANG THI KIEU OANH
Safety & Environmental Management
Department - P1





CSVC RUN SEASON 4: KEY FIGURES

01 month of breakthrough: A time for CSVC members to recharge, relieve stress, and boost physical fitness after high-intensity working hours.

04 innovative seasons: A testament to the Organizers' continuous efforts to refine regulations, building an increasingly professional, healthy, and sustainable playground.

128 resilient "warriors": From 175 registered athletes, 128 maintained their form to reach the finish line, completing 3,289 activities and a total distance of 19,739.2 km.

02 special gifts: 01 Exclusively Designed Medal and 01 Signature Season 4 Souvenir



CSVC TRADE UNION & SPRING JOURNEY 2026: 04 HEARTFELT TOUCHPOINTS



Vibrant Year-End Spirits

To create a joyful and cohesive year-end atmosphere, the Trade Union and the Company co-organized a 'Lucky Draw' program, presenting meaningful gifts to all employees. These surprises did more than just bring joy; they effectively spread excitement and provided a vital motivational boost for Union members and the entire workforce ahead of the New Year.



Side-by-Side at the Production line

On February 5, the Trade Union personally delivered gifts to members at the production lines. This timely support empowers everyone to stay confident and ready for a flourishing Year of the Horse.



"A TRADE UNION TET WHERE NO ONE IS LEFT BEHIND"

Meaningful Home Visits to Union Members

On February 5, 2026, Company Leadership and the Trade Union personally visited and presented gifts to members in need of support. This sincere gesture aims to share the burden and provide timely encouragement for a flourishing year ahead.



Spreading Prosperity with Red Envelopes

On February 6, 2026, the Trade Union personally delivered 752 red envelopes to all members. Each envelope is not only a symbol of luck but also a sincere wish for a peaceful and prosperous New Year for the entire workforce.

Memorable Moments at the Dormitory

Empathizing with Union members staying on duty or those unable to return home for Tet, the Trade Union organized a special visit to bring the 'Taste of Tet' to every room. A hand-delivered gift and a firm handshake serve as a profound affirmation: The Union is always a steadfast pillar, bonding with and walking alongside every worker.



CSVC YEAR-END PARTY 2025



Nearly 700 CSVC members and guests gathered to create a truly fulfilling 2025 Year-End Party, where emotions were beautifully guided through four impressive moments:

Starting with Pride: The atmosphere turned reflective as everyone looked back on the collective journey of 2025. This was followed by the General Director's optimistic vision for 2026 development goals - a new year defined by clear strategic direction and high expectations for positive growth.

Climaxing with Surprises: The stage truly exploded with the talent of CSVC's very own members. The seamless collaboration between Production, Management, and Commercial divisions delivered multi-faceted performances, helping to spread positive energy and strengthen engagement.



Exploding with Excitement: The party atmosphere heated up right from the opening act. A professional dance performance, bursting with vibrant spring vibes, electrified the energy and boosted the spirits of everyone in attendance.



Ending in Pure Joy: The party wrapped up perfectly with the much-awaited Lucky Draw. Excitement filled the room as the lucky winners were called, bringing New Year luck and bright hopes for a brilliant 2026.



A
JOURNEY
THROUGH
A
SPECTRUM
OF
EMOTIONS

CSVC GOVERNANCE AND SUSTAINABILITY COMMITTEE MEETING 2025



The 2025 CSVC Governance and Sustainability Committee Meeting went beyond a routine session, marking three critical transitions in CSVC's ESG execution:

Transition from Reporting to Evidence-based Data: The review methodology has shifted to prioritize real-world data. The 2025 performance evaluation relied on specific, transparent quantitative metrics, laying a solid foundation for more precise and optimized improvement decisions.

Affirming Maturity in the Sustainability Journey: This is the moment for CSVC to reflect and witness the clear maturity of our ESG execution. Sustainability is no longer a novel concept; it has evolved into a core value deeply embedded within our corporate culture and operational framework in the current era.

Shaping an Agile and Adaptive Mindset: Amidst a volatile macro and micro landscape, our strategy for the new phase is anchored in agility and transparency. This is the key for CSVC to not only remain resilient against risks but also proactively seize emerging opportunities in the new era.

ESG



From Our Collective Effort: The scholarship fund was built through the generous support of our Partners, CSVC members, and their families within the framework of the "CSVC - Run for Children 2025" initiative.

To a Culture of Sharing: Affirming CSVC's commitment to spreading the spirit of compassion and making positive contributions to the sustainable development of our community and society.

For the Future Generation: Providing timely support to 239 disadvantaged students in Chau Pha Commune, Tan Thanh Ward, and Phu My Ward, helping them move closer to their journey of accessing knowledge.

**EMPOWERING EDUCATION:
03 PRACTICAL VALUES OF OUR
SCHOLARSHIP PROGRAM**

THE BEAUTY OF CSVC WOMEN ON INTERNATIONAL WOMEN'S DAY

Beyond any fixed standards, the beauty of CSVC women shines in its own unique way. This year's March 8th celebration is a tribute to every one of those unique individuals:

The Beauty of Confidence & Strength: At CSVC, we take immense pride in the dedication and talent of our female colleagues. We are committed to fostering an equal and diverse workplace, where talented women now hold 21% of leadership positions from middle management upwards.

The Beauty of Radiance & Freedom: Stepping away from the daily grind, our March 8th activities are a chance for the women of CSVC to truly be themselves, express their personalities, and simply enjoy the festive spirit of our annual celebration.

The Beauty of Pure Happiness: Hand-delivered gifts, fresh flowers, and radiant smiles have created unforgettable memories, making this International Women's Day at CSVC a season truly filled with love and joy.

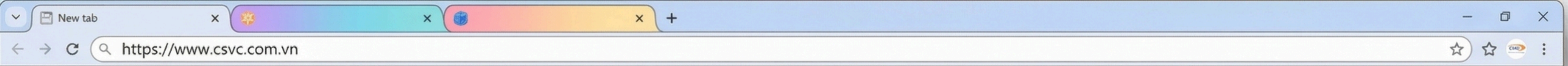
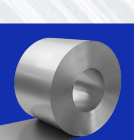




SHARING THE TET SPIRIT: CSVC SUPPORTS 90 FAMILIES IN NEED

At CSVC, growing our business and giving back to society always go hand in hand. This commitment is a key part of our sustainability journey - one that we are truly dedicated to every single day. To put this promise into action, for the 2026 Lunar New Year, CSVC shared 90 gift sets (totaling 90 million VND) with families in need throughout Tan Thanh Ward. We hope these small tokens bring a bit more joy and warmth to every home this spring. This annual tradition is more than just a gift; it's our way of staying close to the local community where we work and grow.





“QUICK-FIRE Q&A”

5 KEY STRATEGIC FOCUSES FOR SALE DEPARTMENT (C2) IN 2026



What’s the main goal C2 is aiming for in 2026?



C2 plans to ship 252kt in 2026, of which 240kt tons are targeted for domestic sales. This will be a record high for C2 domestic shipments, and we are boldly challenging ourselves to achieve this ambitious goal.



How has C2 prepared to reach this new milestone?



There are five key points to achieving this goal, and we have already begun working on them in the January-March period:

- **The first** is to develop manufacturing customers who recognize the technical value of CSVC. We are currently in the final stages of material approval for BOSCH Vietnam, and in the first week of February, CSC and CSVC accepted an audit. Thanks to the cooperation of all parties involved, the audit was successfully completed, increasing customers' trust in CSVC. We are also currently in the final stages of trialing RC materials for Kyocera.
- **The second** is to develop traders with the potential for large volumes. We have begun transactions with several traders between last year and this year. We will also work with C1 to promote sales to traders while paying attention to the connections between traders.
- **The third** is to secure solid orders from existing customers. In addition to securing FH orders from SSSC and NSBV, we will consistently win bids from TA(CR) and TIPA(ES). SSSC and NSBV recently changed their presidents. We will maintain and develop good relationships with them by inviting them to tour our factories.
- **Fourth**, we will constantly research new marketing methods. We are currently in discussions with a consulting company that supports B to B sales expansion to see what kind of collaboration we can do.
- **Fifth**, although the planned volume is small, we will also aim for export opportunities. Through efforts over the past one to two years, we have already developed multiple customers who are willing to import in large quantities, and if there is a interest in imports to EU and US, we will not miss the opportunity and will close the deal.



To sum it up, what’s the one key message that captures the essence of C2 for 2026?



We will continue to pursue these efforts for a year and achieve this year's sales target.



THE SOUNDTRACK OF M-DIVISION 2026

Nguoi la oi

Human Resources Dept. (M1)

Instead of just waiting for applications, **M1** takes a proactive approach to find the right fit. The goal is to attract top talent from the market, turning 'strangers' into dedicated members of the CSVC family.



Mang tien ve cho me

Finance & Accounting Dept. (M2)

Beyond the playful song titles, **M2** is dedicated to strict financial discipline. The primary focus is to ensure that cash flow is used purposefully and efficiently to maximize the company's resources.



Khong sao ma, em day roi

Information Technology Dept. (M5)

With reliable IT solutions, **M5** proves real-world value through action: a rapid response to every issue. Keeping systems running seamlessly and minimizing downtime remains the team's top priority.



Co em cho

General Affairs & Public
Relationship Department (M4)

M4 stands for a commitment to constant readiness and support. Whether it's catering, shuttle buses, uniforms, welfare programs, community outreach, or security and legal matters, the team delivers fast and thoughtful solutions to foster a supportive and cohesive workplace for everyone.

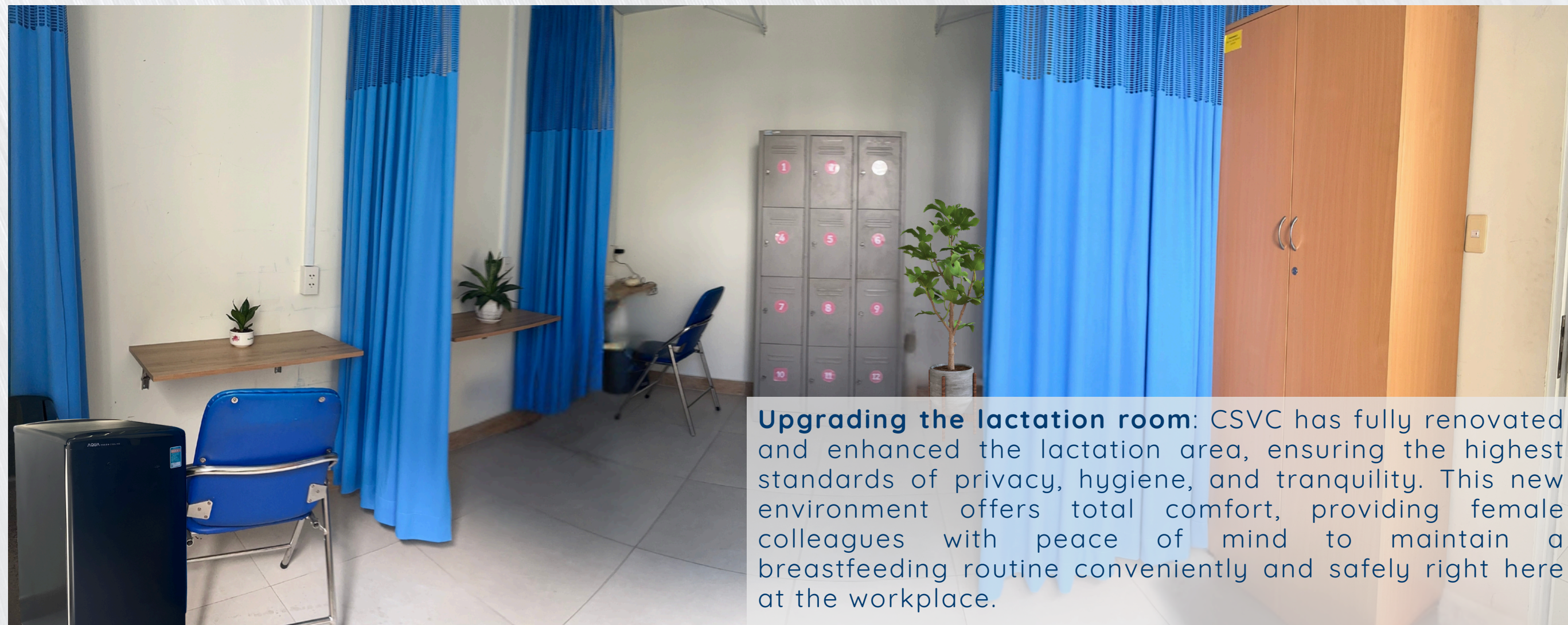




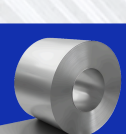
CHERISHING THE JOURNEY OF MOTHERHOOD

At CSVC, employee well-being is about more than just a paycheck or bonuses. It's about empathy and walking alongside our people through every major chapter and milestone of their lives

Healthy meals for mothers: Beyond high-quality facilities, CSVC places a high value on the nutritional health of mothers with children under one year old. Our specialized meals are thoughtfully designed with balanced, nutrient-rich menus and rigorous food safety standards. To provide an extra boost, each serving includes a milk supplement, ensuring the best possible health for both mother and baby throughout the workday.



Upgrading the lactation room: CSVC has fully renovated and enhanced the lactation area, ensuring the highest standards of privacy, hygiene, and tranquility. This new environment offers total comfort, providing female colleagues with peace of mind to maintain a breastfeeding routine conveniently and safely right here at the workplace.



P6 TECHNICAL SKILLS COMPETITION: 3 KEY HIGHLIGHTS

On December 18, 2025, Maintenance & Engineering Department (P6) organized the Technical Skills Competition, which was defined by three major highlights:



The Real-World Test: Manual Metal Arc Welding

The competition highlights the most essential skill for maintenance technicians: Manual Metal Arc Welding. Within a 90-minute window, participants must balance speed and precision, closely mirroring the intense, real-world conditions of the factory floor.



Setting Standards for Technical Excellence and Discipline

The competition stands out for a rigorous scoring system where technical mastery is only half the challenge. While producing a high-quality weld with precise dimensions is essential, every participant must also strictly follow safety protocols and maintain an organized workspace. This reinforces the core principle that at CSVG, professional skills are always inseparable from a safety-first culture.



Identifying and Nurturing Core Talent

The ultimate value of the competition lies in succession. Identifying top performers enables P6 to develop specialized training roadmaps, a strategic move to ensure stable and efficient production throughout 2026.

On December 24, 2025, CSVC organized a fire drill at the dormitory area to strongly reinforce the “LUON AN TOAN” message. This event serves as a clear commitment to protecting the well-being of every employee even beyond the factory gates. A major highlight of the exercise was the seamless coordination between the CSVC team and local fire authorities. By practicing real-world evacuation from living quarters and mastering on-site firefighting techniques, staff members effectively sharpened their skills and eliminated complacency during their personal time. This activity reflects the “Safety Anytime, Everywhere” culture that defines life at CSVC.



UNDERSTANDING HEALTH ISSUES CORRECTLY AND FULLY DURING THE CSVC 2025 HEALTH SEMINAR

On the theme of ‘Good Health – High Productivity – Sustainable Performance,’ the Health Seminar held on December 26 and 30, 2025, represented much more than a standard medical consultation. The seminar offered a valuable opportunity for CSVC employees to reshape their self-care mindset through two core pillars:

ACCURATE AWARENESS

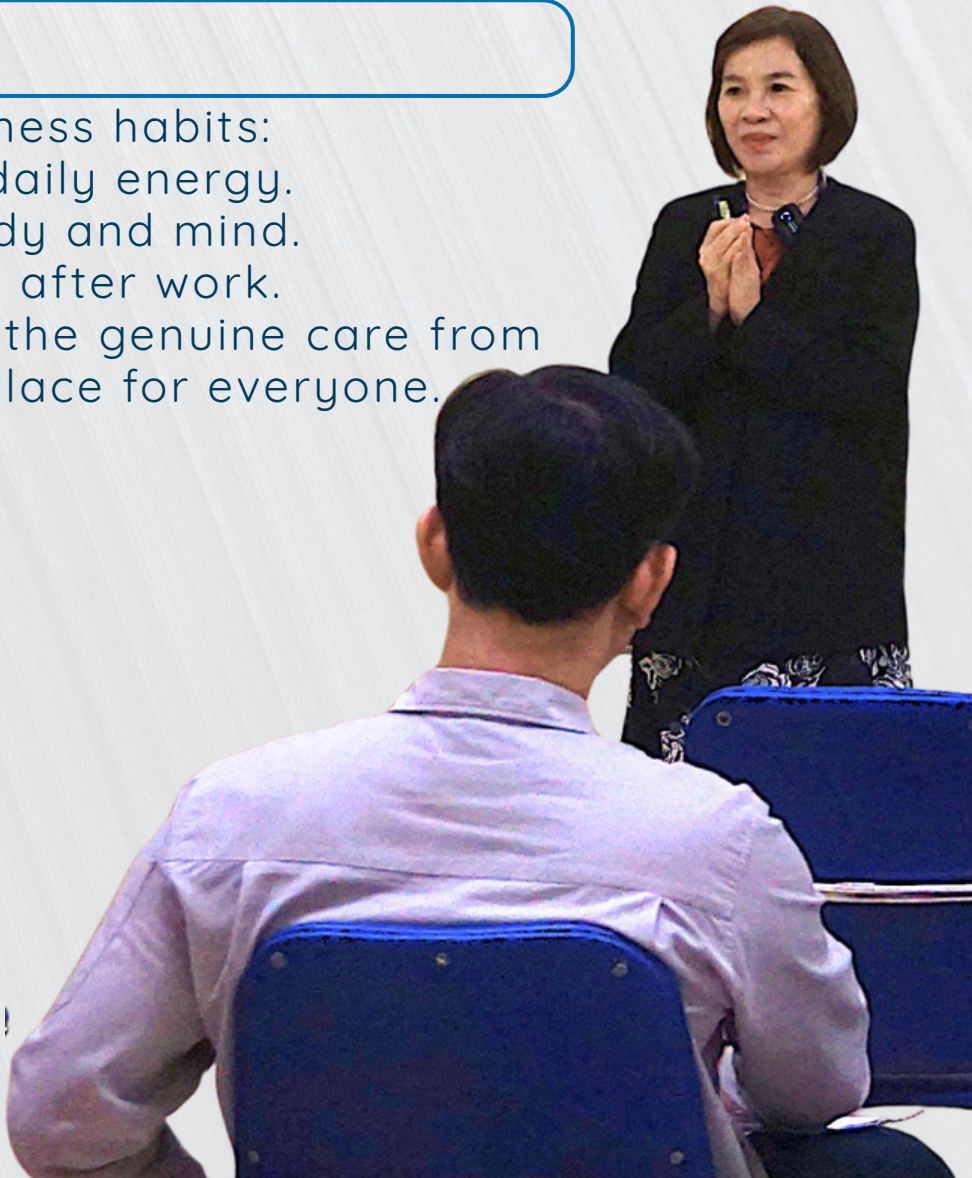
your body’s signals. Through the expert lens of a Level I Specialist with over 25 years of experience, CSVC members gained a clear understanding of metabolic disorders such as high cholesterol, fatty liver, obesity, and hypertension. Understanding correctly involves realizing that these conditions are not distant threats but rather the direct consequences of daily lifestyle habits. These silent yet dangerous barriers gradually erode focus and undermine productivity throughout every workday.

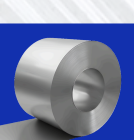
FULL PERSPECTIVE

on a sustainable lifestyle, CSVC members explored practical wellness habits:

- Nutritional Balance: Building scientifically balanced diets for daily energy.
- Quality Sleep: Improving sleep habits to fully recharge the body and mind.
- Mental Harmony: Developing stress management skills for life after work.

Beyond medical advice, ‘understanding fully’ means recognizing the genuine care from CSVC and our commitment to fostering a safe and healthy workplace for everyone.





DISCOVERING THE "TET AWAY FROM HOME" DICTIONARY BY CSVC EMPLOYEES

During the Tet holiday at the CSVC dormitories, 'celebrating Tet' takes on unique meanings based on individual preferences and habits. Let us explore three signature words from the Tet dictionary of our CSVC members.



All

Images

Videos



"An Online Tet"

Search

Mr. Bui Van Toan

General Affairs & Public Relationship Department - M4

Definition

Describes members physically staying at the dormitories while keeping their hearts connected to their hometowns through smartphone screens.

Main Outfit

Simple, comfortable and roomy. Prioritizing lightweight clothing for maximum relaxation after a long shift while remaining presentable enough to go on camera for video calls with loved ones.

Standout Signs

Savoring the Tet atmosphere at the dorms with colleagues while simultaneously joining online gatherings to avoid missing any precious reunion moments with their families.



All

Images

Videos



"A Recharging Tet"

Search

Mr. Tran Chi Tam

General Affairs & Public Relationship Department - M4

Definition

Refers to the Tet celebration style of CSVC members who maximize their time off to fully recharge their energy.

Main Outfit

Light, roomy and highly convenient. A completely unrestricted look allowing the body to fully relax and prepare for either deep restorative sleep or casual Tet gatherings.

Standout Signs

Catching up on much needed sleep to regain strength before heading out to local cafes and restaurants with colleagues to fully enjoy the festive Tet atmosphere.



All

Images

Videos



"A Tranquil Tet"

Search

Mr. Nguyen Van Nhan

Annealing & Galvanizing Department - P3

Definition

Describes a relaxed and peaceful Tet celebration style right at the dormitories.

Main Outfit

Simple, active and lightweight. Prioritizing breathable outfits that offer a gentle and unrestrictive feel without any complicated layers.

Standout Signs

Embracing a restful Tet holiday within the dorm grounds while enjoying the quiet and tranquil atmosphere of the early new year days.





Our quality, Your better life

Embracing the journey of 2026, the persistent effort of every CSVC team member today fuels our strong transformation, driving us relentlessly forward toward a promising future.

