

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

No: 496/TCT-P.TC

Ho Chi Minh City, 23 July 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

1. Name of organization: **CONSTRUCTION CORPORATION NO 1 JOINT STOCK COMPANY**

- Stock code: CC1
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2. Contents of disclosure: Sustainability Report 2025.

3. This information was published on the company's website on 23 July 2026 as in the link:
<https://www.cc1.vn/quan-he-co-dong/cong-bo-thong-tin.html>.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

ORGANIZATION REPRESENTATIVE

Legal representative/Person authorized to disclose information
(Signature, full name, position, and seal)

Recipients:

- As above;
- Archived: Finance Dept.,
Admin. Dept.



PHÓ TỔNG GIÁM ĐỐC
Lã Thái Hiệp



STRENGTH WITHIN
SUCCESS AHEAD

SUSTAINABILITY REPORT **2025**

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MESSAGE FROM THE CHAIRMAN OF THE BOARD OF CC1



TOTAL REVENUE 2025

VND **11,816** billion



Dear Shareholders, Investors, Customers, Partners, and all CC1 Employees!

The year 2025 concluded with Vietnam continuing to prioritize infrastructure development as a key growth driver. Public investment and public-private partnerships (PPP) were accelerated, leading to increasingly stringent requirements for project progress, quality, and transparency.

Cost fluctuations, a tightening legal framework, and climate risks posed new challenges. In response, CC1 adopted a proactive approach: elevating governance standards, strengthening execution discipline, and prioritizing safety above all.

For Construction Corporation No. 1 - Joint Stock Company (CC1), Sustainable development is the foundation for stable, long-term growth. We view sustainable

development as a mechanism for more effective risk management, improved operational efficiency, and the creation of sustainable value for shareholders, customers, employees, and the community.

In this spirit, CC1 has progressively integrated ESG into our business strategy and project management. 2025 marked a significant milestone as CC1 finalized the foundational ESG governance framework, featuring a set of metrics specifically tailored to our operational characteristics.

For the 2026-2030 period, CC1 establishes a clear, measurable, and continuously improving roadmap for sustainable development, focusing on three core pillars:

- **Economic:** Achieve efficient and sustainable growth, enhance productivity, optimize cost - capital efficiency, and strengthen competitiveness across key infrastructure and civil projects.
- **Environmental:** Control resource consumption, progressively measure emissions, manage construction waste, and promote circular economy practices based on data availability.
- **Social:** Foster a humane and safe workplace; protect livelihoods, enhance local workforce capacity, and create positive community value through job creation, training, and local corporate social responsibility programs.

As Chairman of the Board, I reaffirm the absolute commitment of the Board of Directors and Executive Management to our ESG execution:

- 1 Commitment to elevating governance standards of transparency - integrity - legal compliance; enhancing risk management, preventing corruption, and promoting fair competition.
- 2 Commitment to prioritizing occupational health, safety, and community safety above all; standardizing the HSE system, conducting continuous training, and proactively preventing incidents.
- 3 Commitment to ensuring strict environmental compliance; managing resources and waste effectively, and progressively mitigating environmental impacts throughout construction and operation phases.
- 4 Commitment to fostering sustainable partnerships with customers, partners, and suppliers/subcontractors, while responsibly supporting local communities.

Entering 2026, CC1 focuses on four priorities to enhance ESG execution quality:

- (i) Standardizing ESG data collection processes and methodologies across projects;
- (ii) Enhancing workforce capacity and execution coordination mechanisms;
- (iii) Integrating ESG into project management and the supply chain;
- (iv) Establishing mechanisms for regular monitoring, evaluation, and improvement.

Across the key infrastructure sites CC1 is undertaking, we regard progress, quality, and safety as our professional integrity.

I firmly believe CC1's greatest strength lies in our people - the engineers, site commanders, and workers on site. We will continue making targeted investments in professional training, safety coaching, working condition improvements, and proper recognition policies, empowering every employee to take pride in the projects they build.

On behalf of the Board of Directors and Executive Management, I extend my sincere gratitude to our Shareholders and Investors for your trust and companionship; to our Customers and Partners for standing by us; and to all CC1 Employees for your resilience and dedication across all sites.

"Devoted to Sustainability", CC1 commits to robust development, elevating governance to established ESG standards, and creating sustainable corporate value. The principle "Safety is discipline. Integrity is the principle. Responsibility is the standard. Continuous improvement" is CC1's path to making practical contributions to the nation's infrastructure development.

CC1's 2025 Sustainability Report was developed not only for information disclosure purposes, but also to simultaneously serve three important objectives. First, it supports the Board of Directors and the Management Board by providing an additional tool to monitor material ESG topics associated with the Company's operational performance and risks. Second, it enhances transparency in communication with shareholders, investors, partners, project owners, financial institutions, and stakeholders. Third, it creates a foundation for progressively standardizing ESG data systems across the Company, thereby improving governance quality and long-term competitiveness.

Sincerely,

CHAIRMAN OF THE BOARD

Phan Huu Duy Quoc

KEY HIGHLIGHTS 2025

OVERVIEW

The year 2025 marked a significant transition for Construction Corporation No. 1 - JSC (CC1) in balancing economic growth with sustainable development, with ESG identified as a strategic pillar in our new development phase.



FINANCIAL RESULTS AND GROWTH	
 Charter capital 3,196 billion VND	 Profit After Tax ~189.5 billion VND
 Revenue Growth 16% compared to 2024	 Total Revenue 11,816 billion VND
 Total Contributions to State Budget ~1,269.56 billion VND	 Gross Profit ~531.9 billion VND

MARKET POSITION	
TOP 10 Vietnam Green ESG Enterprises 2025 Construction Sector	TOP 10 Innovative & Effective Business Enterprises 2025 Real Estate & Construction Sector
Number of Ongoing Projects 37 projects	Maintaining the position as a leading construction - infrastructure contractor in Vietnam
ENVIRONMENTAL RESULTS	
KEY ENVIRONMENTAL INDICATORS	
Total Energy Consumption 481,817 GJ	Water Consumption 412,351 m³
Scope 1 Emissions 32,833 tCO₂e	Scope 2 Emissions 3,439 tCO₂e
Construction Waste Recycling Rate 73% (including: crushed concrete, steel, excavated materials, electrical cables, wood, etc.)	

KEY HIGHLIGHTS 2025



SOCIAL RESULTS

Total Workforce	Total Training Hours
1,551 employees	23,978 hours
Lost Time Injury Rate (LTIR)	Lost Time Injuries (LTIs)
0 (per 1 million working hours)	0 incidents
Safe Working Hours	Total Contributions to Health, Unemployment, and Social Insurance for Employees
893,339 hours	53.86 billion VND

SOCIAL RESULTS

SOCIAL CONTRIBUTIONS

Total Community Contribution Value	Number of Locally Recruited Workers
31 billion VND	632 workers

GOVERNANCE RESULTS

Rate of Bidding Packages Complying with Procedures and Conflict of Interest (COI) Checks	Official GO-LIVE of ERP Enterprise Resource Planning System
100%	July 2025
Local Supplier Rate	Rate of Projects Applying BIM Technology
100%	42%

VISION - MISSION - CORE VALUES

With over half a century of development, CCI has navigated through many stages of the nation's transformation. Entering a new era - where infrastructure stands as a strategic pillar, CCI establishes the Vision, Mission, and Value System as a guiding compass to lead sustainable growth, elevate governance standards, and foster international integration.



VISION

BECOME THE TOP GROUP OF INVESTMENT - CONSTRUCTION COMPANIES IN VIETNAM AND A RECOGNIZED INTERNATIONAL CONTRACTOR.

This vision reflects CCI's strong aspiration in the new context. "Top" refers not only to scale or the number of projects but is also affirmed through brand reputation, governance capacity, construction quality, and international competitiveness.

CCI aims for a "Digital Construction Company" model, where data, technology, and execution discipline create a sustainable competitive advantage. Simultaneously, we are developing the capabilities of an integrated Investment - Construction Group, actively participating deeply into the value chain from investment, project development, and EPC contracting to project operation and management.

This vision is closely linked to sustainable development requirements: to lead, one must develop stably, perform effective risk management, and create long-term value for shareholders, customers, employees, and the community.



MISSION

LEAD THE CHANGE, CREATE EXCEPTIONAL VALUE, CONTRIBUTE TO THE VIETNAM'S RISING ERA.

CCI does not only develop "green infrastructure" but also establishes a foundation to drive the national economy, based on the integration of standard governance capacity and modern construction technology.

"Leading the change" reflects a proactive and decisive spirit:

- Proactively applying new technologies and advanced construction solutions.
- Driving digital transformation in project management and operations.
- Integrating Environmental - Social - Governance (ESG) factors into strategy and operations.

"Creating exceptional value" means every project and investment decision is directed towards:

- Sustainable economic efficiency and resource optimization.
- Construction quality and occupational safety - community safety.
- Mitigating environmental impacts and ensuring legal compliance with applicable laws, standards, and norms.

Creating long-term value for shareholders, customers, employees, and society.



VISION - MISSION - CORE VALUES

CORE VALUES

TO REALIZE THE VISION AND MISSION, CC1 ESTABLISHES A FOUNDATIONAL VALUE SYSTEM, SHAPING THE CORPORATE CULTURE AND THE CONDUCT OF EVERY INDIVIDUAL WITHIN THE ORGANIZATION.

01

INTEGRITY

Transparency, honesty, legal compliance, and professional ethics.

Integrity is the highest core value. It is the foundation of trust - a decisive factor in the infrastructure construction industry and the basis for long-term partnership with clients, partners, and the community.

02

DISCIPLINE

Compliance with procedures, risk management, and effective strategy execution.

Infrastructure construction requires high discipline regarding safety, progress, and quality. Discipline creates stability and professionalism, enabling CC1 to effectively control large-scale and highly complex projects.

03

AGILITY

Timely decision-making, flexibility in the face of change, and efficient operation.

Speed does not equate to haste; it is an effective response built on a solid governance foundation and execution discipline.

04

DIFFERENTIATION

Constant innovation, elevating standards in quality, technology, and sustainability.

This ambition is the driving force for CC1 to never settle for the current position, but to always strive for higher standards.

05

COMMUNITY

Ensuring safety, mitigating environmental impacts, and contributing to the community.

Every infrastructure project is intrinsically linked to the community and society. Social responsibility is CC1's long-term commitment to the nation and future generations.

06

EFFECTIVENESS

Optimizing resources, controlling costs, and creating sustainable value for stakeholders.

Effectiveness is closely tied to sustainability: growth must go hand in hand with risk management and resource optimization.



ALIGNMENT WITH SUSTAINABLE DEVELOPMENT AND ESG STRATEGY

CC1'S VISION - MISSION - CORE VALUES ARE NOT SEPARATE FROM THE SUSTAINABLE DEVELOPMENT STRATEGY, BUT RATHER THE VERY FOUNDATION OF THAT STRATEGY.



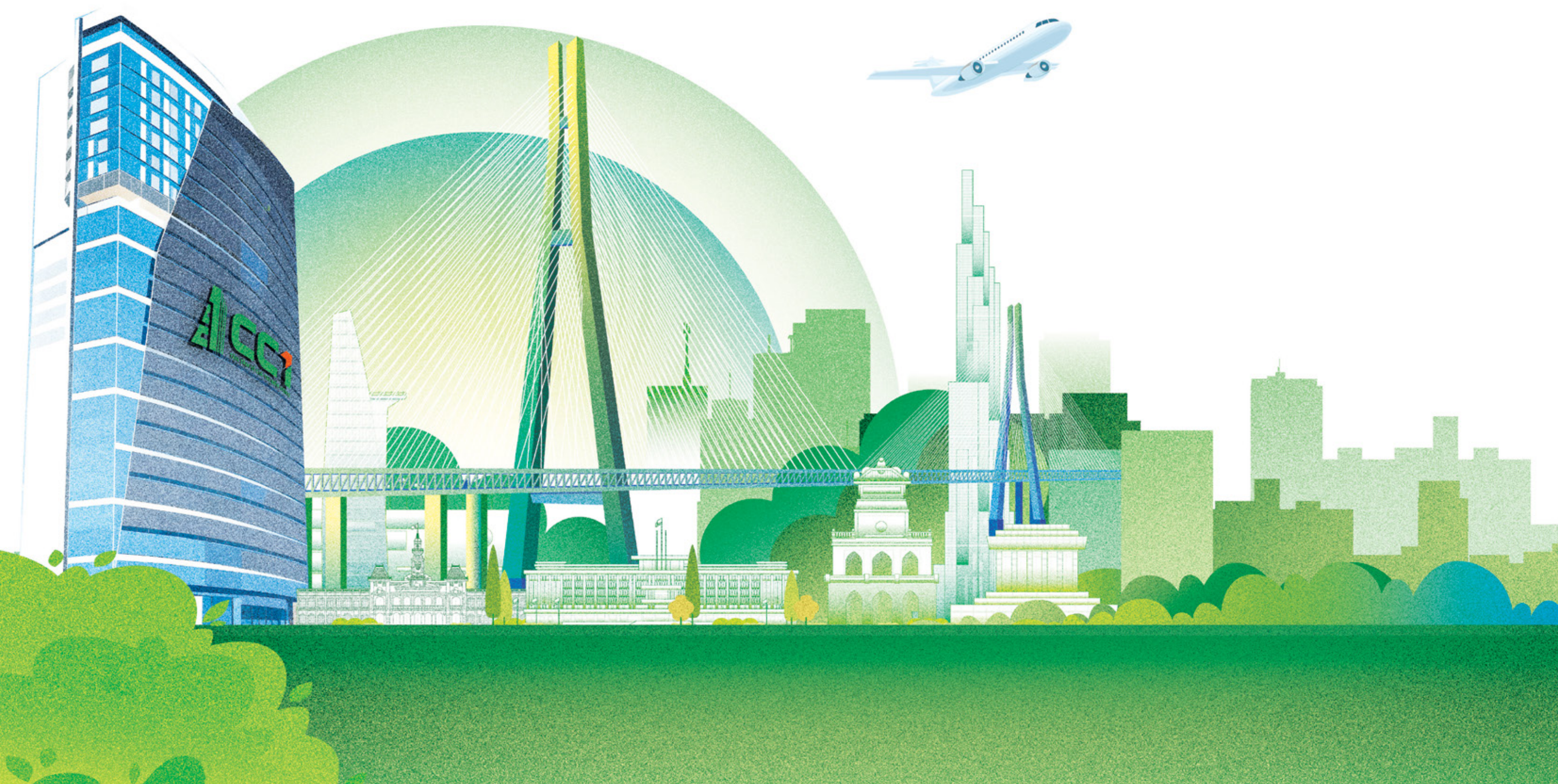
ESG is not a separate program, but the way CC1 transforms core value systems into governance discipline and operational standards at every project.

Vision directs the future. Mission establishes responsibility. Core values create identity. These three elements form CC1's strategic foundation in the journey of sustainable development and international integration.

With the consensus of all employees and the trust of shareholders, customers, and partners, CC1 is committed to creating projects with long-lasting value for the nation and society.

CHAPTER 01

STRONG FOUNDATION AFFIRMING POSITION



COMPANY OVERVIEW AND OPERATING CONTEXT

GENERAL INTRODUCTION TO CONSTRUCTION CORPORATION NO. 1 - JSC (CC1) (GRI 2-1)



CHARTER CAPITAL
3,196 Billion VND

Company Name	CONSTRUCTION CORPORATION NO.1 – JOINT STOCK COMPANY
Acronym	CC1
Ticker symbol	CC1
Charter capital	VND 3,196 billion
Business Registration Certificate No.	0301429113, first registered on July 29, 2010, with the 8 th amendment on June 8, 2018.
Head office	111A Pasteur Street, Saigon Ward, Ho Chi Minh City, Vietnam
Telephone	(+84) 28 38222 059
Fax	(+84) 28 38290 500
Website	cc1.vn

Construction Corporation No.1 - JSC (Acronym: CC1) is one of the most experienced and reputable enterprises in the construction sector in Vietnam. Established in 1979, the company focuses on civil, industrial, and technical infrastructure construction.

Over four decades of formation and development, CC1 has progressively expanded its operational scale to become one of the leading construction contractors in Vietnam, participating in numerous key projects nationwide. The projects executed by CC1 consistently aim for high standards of safety, quality, operational efficiency, and sustainability, contributing to Vietnam’s infrastructure development and urbanization process.

Currently, CC1 operates under a company model, with the head office located at 111A Pasteur Street, Saigon Ward, Ho Chi Minh City, Vietnam, and a charter capital of approximately VND 3,196 billion.

Throughout the development, CC1 has undergone several significant transformation phases, transitioning from a state-owned enterprise to a joint-stock model and progressively perfecting governance framework in accordance with modern corporate standards. Notably, the recent period marks a powerful shift as the enterprise completed the capital transition to a joint-stock model with predominant private ownership, establishing a foundation for growth strategies and deeper integration into the construction and infrastructure investment markets.

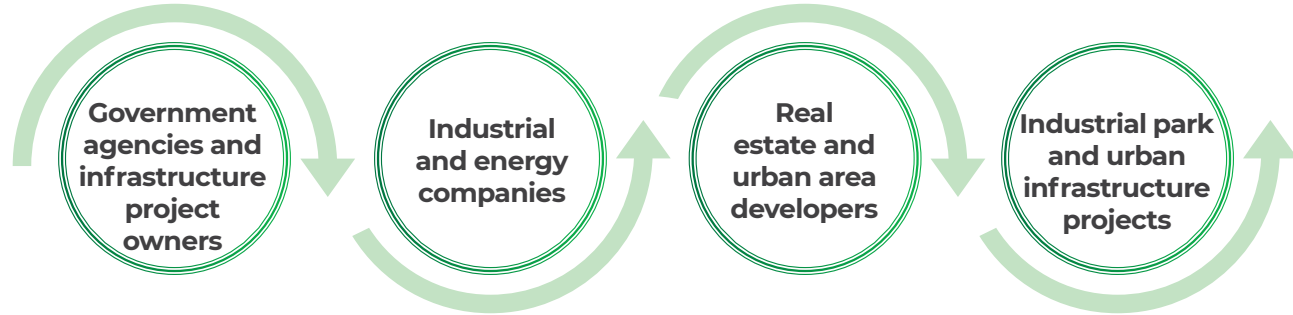
With the journey of building Vietnamese aspirations, CC1 positions itself not only as a construction contractor but also as an enterprise contributing to the creation of sustainable values for society through high-quality projects with long-lasting value.

COMPANY OVERVIEW AND OPERATING CONTEXT

INDUSTRIES, BUSINESS LINES, AND BUSINESS MODEL (GRI 2-6)



In the construction value chain, CC1 participates in many key stages from consultancy, design, construction, and project management to investment and operation, thereby creating a relatively complete operational ecosystem within the construction and infrastructure development sectors.



With accumulated experience over many years, CC1 has participated in the construction of thousands of projects nationwide, ranging from large-scale civil projects to critical infrastructure and energy works.

CC1's operational network includes numerous member units, subsidiaries, and affiliates, allowing the enterprise to deploy projects across a wide range and meet the diverse demands of the domestic construction market.



COMPANY OVERVIEW AND OPERATING CONTEXT

GOVERNANCE STRUCTURE AND MANAGEMENT SYSTEM (GRI 2-9)

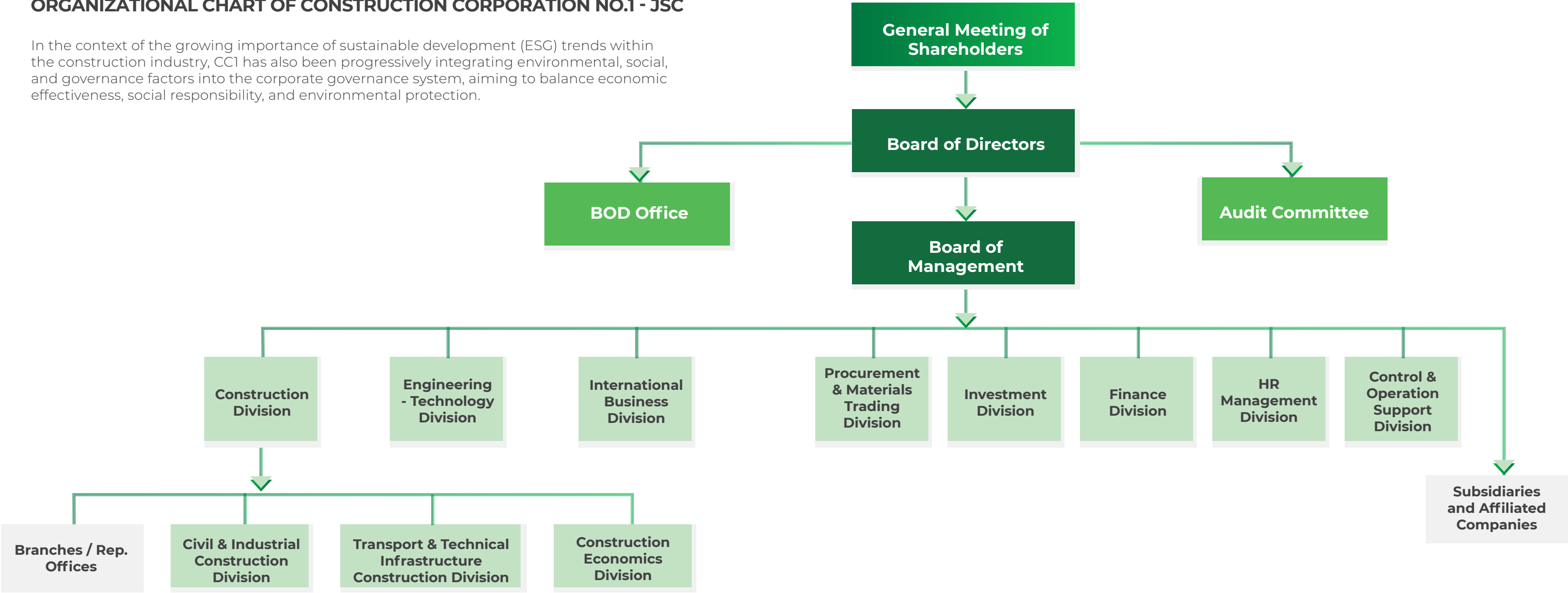
CC1 operates under a modern corporate governance model, which includes the following key governance levels:



This governance structure is designed to ensure transparency, accountability, and management effectiveness, while supporting the enterprise in implementing long-term development strategies.

ORGANIZATIONAL CHART OF CONSTRUCTION CORPORATION NO.1 - JSC

In the context of the growing importance of sustainable development (ESG) trends within the construction industry, CC1 has also been progressively integrating environmental, social, and governance factors into the corporate governance system, aiming to balance economic effectiveness, social responsibility, and environmental protection.



COMPANY OVERVIEW AND OPERATING CONTEXT

KEY PROJECTS DURING THE REPORTING PERIOD

During the 2025 reporting period, CCI continued to participate in and deploy numerous large-scale construction projects across the country, particularly in the sectors of transport infrastructure, energy, and industry.

Key projects during this period include:

Key transport infrastructure projects



Passenger Terminal T3 - Tan Son Nhat International Airport



Metro Line No. 1 Ben Thanh - Suoi Tien



Bien Hoa – Vung Tau Expressway

COMPANY OVERVIEW AND OPERATING CONTEXT

KEY PROJECTS DURING THE REPORTING PERIOD

Energy and industrial projects



WHA Smart Technology Industrial Zone (Thanh Hoa)



Quang Trach 1 Thermal Power Plant



WHA Industrial Zones (Nghe An)

For large-scale urban area and civil projects, CCI discloses these within the project portfolio of the Annual Report and related information disclosure documents once all disclosure requirements are met.

Regarding industrial park infrastructure and urban technical infrastructure projects, CCI continues to review and standardize the disclosure list for each reporting period to ensure data consistency.

These projects not only contribute to the enterprise's revenue and growth but also drive socio-economic development and improve infrastructure quality across many localities nationwide.

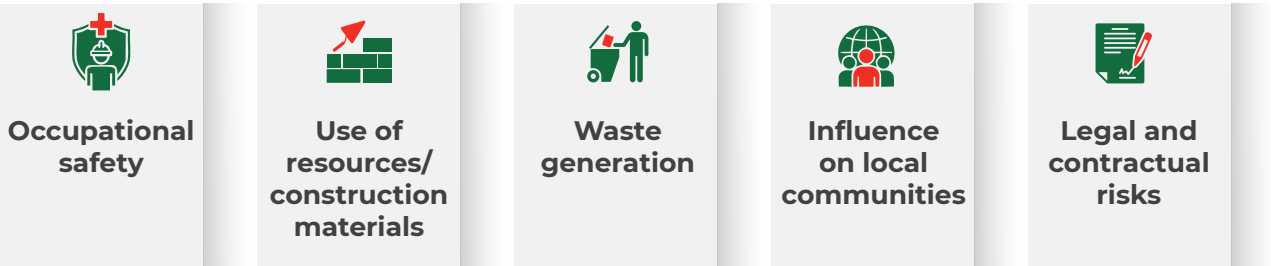
For detailed information regarding the Company's formation and development history, please refer to CCI's Annual Report.

BUSINESS MODEL AND ACTIVITIES

VALUE CHAIN FOR THE INFRASTRUCTURE CONSTRUCTION INDUSTRY (GRI 2-6)

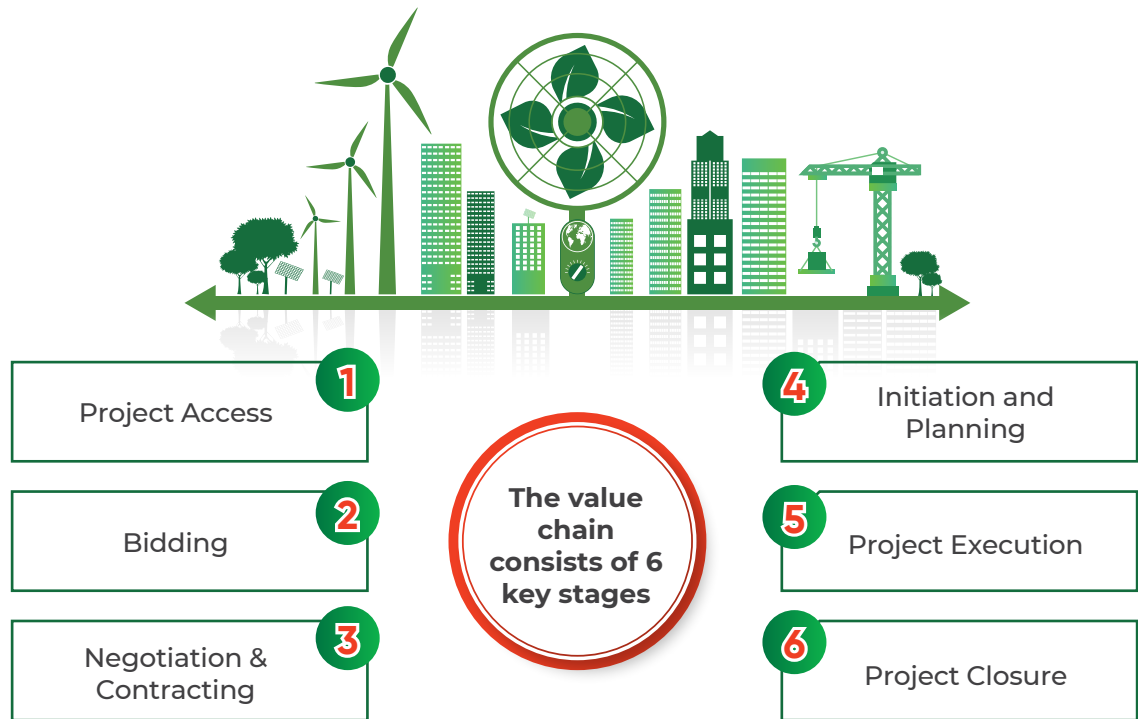
Construction Corporation No. 1 - JSC (CC1) operates in the fields of civil, industrial/energy, and technical infrastructure construction. Within the scope of this content, the value chain is described based on the characteristics of infrastructure projects, which represent the project group with the highest risk levels and ESG impacts.

Infrastructure construction projects are characterized by a high degree of ESG impact as they span from North to South and directly involve:



Therefore, the enterprise approaches governance and ESG integration through a value chain model, incorporating risk control throughout the entire project life cycle rather than focusing solely on the construction site.

KEY STAGES IN CC1'S VALUE CHAIN



The value chain approach enables CC1 to identify and manage ESG risks at every stage of the project life cycle, rather than focusing solely on the construction phase - which typically involves high remediation costs and limited preventive capacity.

CC1'S ROLE IN EACH STAGE OF THE VALUE CHAIN



BUSINESS MODEL AND ACTIVITIES

VALUE CHAIN FOR THE INFRASTRUCTURE CONSTRUCTION INDUSTRY (GRI 2-6)

CORE VALUE-CREATING ACTIVITIES

Throughout the project value chain, CCI implements four core activity groups to generate economic value and control ESG risks:

- **Project Management:** Planning, coordinating, and controlling resources, costs, and progress; ensuring transparency and mitigating financial - legal risks.
- **Construction:** Organizing efficient execution, adhering to technical and safety standards, optimizing resources, and minimizing community impacts.
- **Quality Control:** Applying QA/QC systems to ensure projects meet standards, reducing errors and incurred costs.
- **Safety & Environment:** Managing safety risks, protecting the environment and the community, maintaining compliance, and enhancing corporate reputation.



These activities contribute to improving project effectiveness, controlling risks, and consolidating sustainable value for CCI.

KEY STAKEHOLDERS IN THE VALUE CHAIN

In the process of project execution, CCI identifies the recognition and management of key stakeholders as a vital component of a sustainable governance system. The primary stakeholder groups include: project owners, consultancy units, subcontractors - suppliers, local communities, and employees.

CCI is clearly aware of the responsibility to minimize negative impacts during the construction process (noise, dust, traffic safety),

while maintaining coordination and information exchange mechanisms with local authorities to ensure transparency and social consensus.

By clearly identifying the roles, influence levels, and expectations of each stakeholder group, CCI aims to build a transparent and accountable project governance mechanism that harmonizes interests among parties, contributing to improved economic effectiveness while ensuring long-term environmental and social values.



MATERIAL ESG RISKS AND IMPACTS THROUGHOUT THE VALUE CHAIN STAGES

Within the framework of sustainability-oriented project management, CCI identifies and categorizes ESG risks across each stage of the project life cycle. This approach enables the Company to proactively control and mitigate negative impacts while enhancing transparency and accountability toward stakeholders.

01

Project Access Stage

Risks are primarily strategic and governance-related, including selecting projects beyond internal capacity, legal-regional risks, and conflicts of interest. Early assessment based on ESG criteria helps screen for suitable opportunities and establishes a sustainable orientation.

02

Bidding Stage

Risks focus on transparency, fair competition, legal compliance, and the feasibility of pricing and schedules. CCI aims for merit-based bidding, balancing economic efficiency with safety, environmental, and social responsibility requirements.

03

Negotiation and Contracting Stage

ESG risks center on contract structure and responsibility allocation, such as unclear regulations regarding safety, environment, and community obligations, or disputes arising from loose clauses. CCI integrates HSE, legal, and ethical requirements into contracts to control these risks.

04

Initiation & Planning Stage

Risks include selecting subcontractors/suppliers that do not meet ESG standards, lacking HSE plans, and missing community consultation mechanisms. CCI strengthens the ESG capacity assessment of partners and establishes environmental-social plans from the outset.

05

Construction Execution Stage

This stage carries the highest ESG risks, including:

- **Social:** Occupational accidents, impacts on community safety, and working conditions within the supply chain.
- **Environmental:** Dust, noise, waste generation, and resource consumption.
- **Governance:** Risks related to costs, progress, transparency, and compliance.

CCI applies technical and technological solutions such as BIM, precast components, and industrialized construction methods to reduce environmental impacts and enhance safety and management effectiveness.

06

Project Closure Stage

ESG risks focus on construction quality, warranty obligations, community grievances, and documentation transparency. CCI emphasizes finalizing legal procedures, transparent handovers, and maintaining post-project feedback mechanisms to ensure reputation, compliance, and sustainable governance.

BUSINESS MODEL AND ACTIVITIES

BUSINESS INITIATIVES

CCI's initiatives are guided by the principles of: standardization - digitalization - resource optimization - enhanced risk management - and integrating ESG into core activities.



INITIATIVES TO ENHANCE PROJECT MANAGEMENT AND CONSTRUCTION EFFICIENCY

Standardization of Governance System

CCI implements a comprehensive program to standardize internal regulations, processes, and policies. This focus is on developing core construction processes based on the value chain model, referencing the PMI (PMBOK) project management framework adapted to CCI's characteristics, in order to:

- Define clear approval hierarchies and responsibilities;
- Standardize forms and documentation for quality control - acceptance - payment;
- Control design changes and incurred costs;
- Enhance accountability tracking and decision-making transparency.

Standardization serves as the foundation for digital integration and enhanced risk control.



Application of Advanced Technical Solutions:



Through R&D portfolio, CCI researches and deploys numerous technical solutions to optimize construction, including:

- Researching techniques, technologies, and preparation for participation in railway/metro projects;
- Researching the application of viaducts to replace traditional embankments;
- Researching the application of U-girders to replace Super-T girders in transport infrastructure construction;
- Researching the application of precast bridge piers to replace cast-in-place piers in transport infrastructure construction;
- Researching the application of sea sand/saline sand treatment technologies for concrete production and land reclamation;
- Researching the application of precast segmental balanced cantilever continuous frame bridges for roads and elevated railways.

These initiatives contribute to

- Accelerating construction progress;
- Reducing natural resource consumption;
- Increasing industrialization and quality control;
- Mitigating safety risks and environmental impacts;
- Reducing the life-cycle cost of work.

This marks a shift from traditional construction to execution based on optimized technical solutions and data.

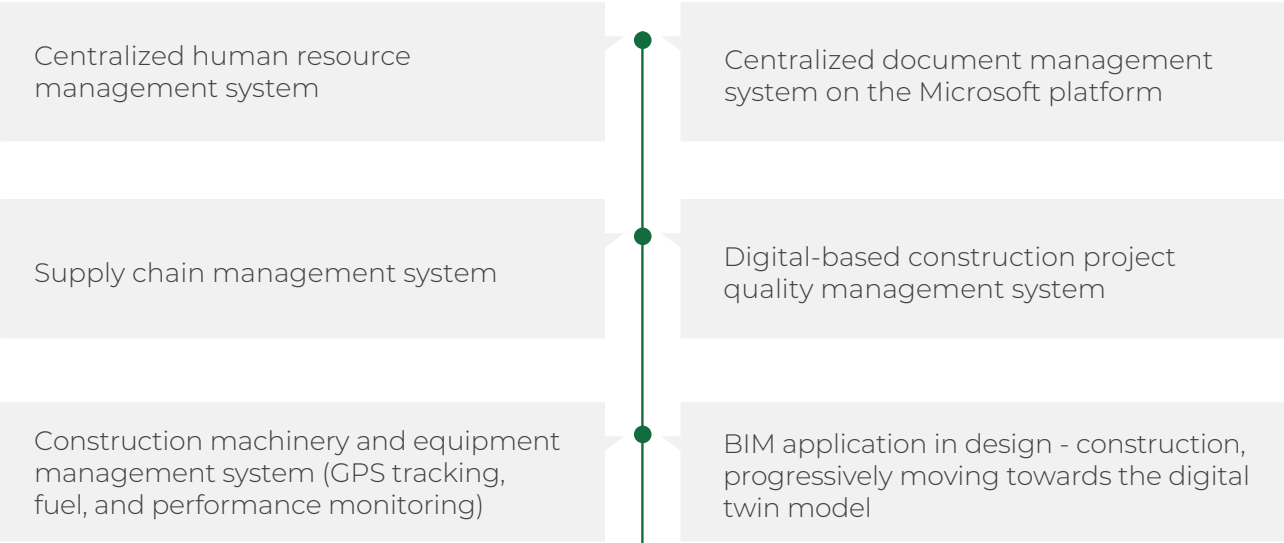


BUSINESS MODEL AND ACTIVITIES

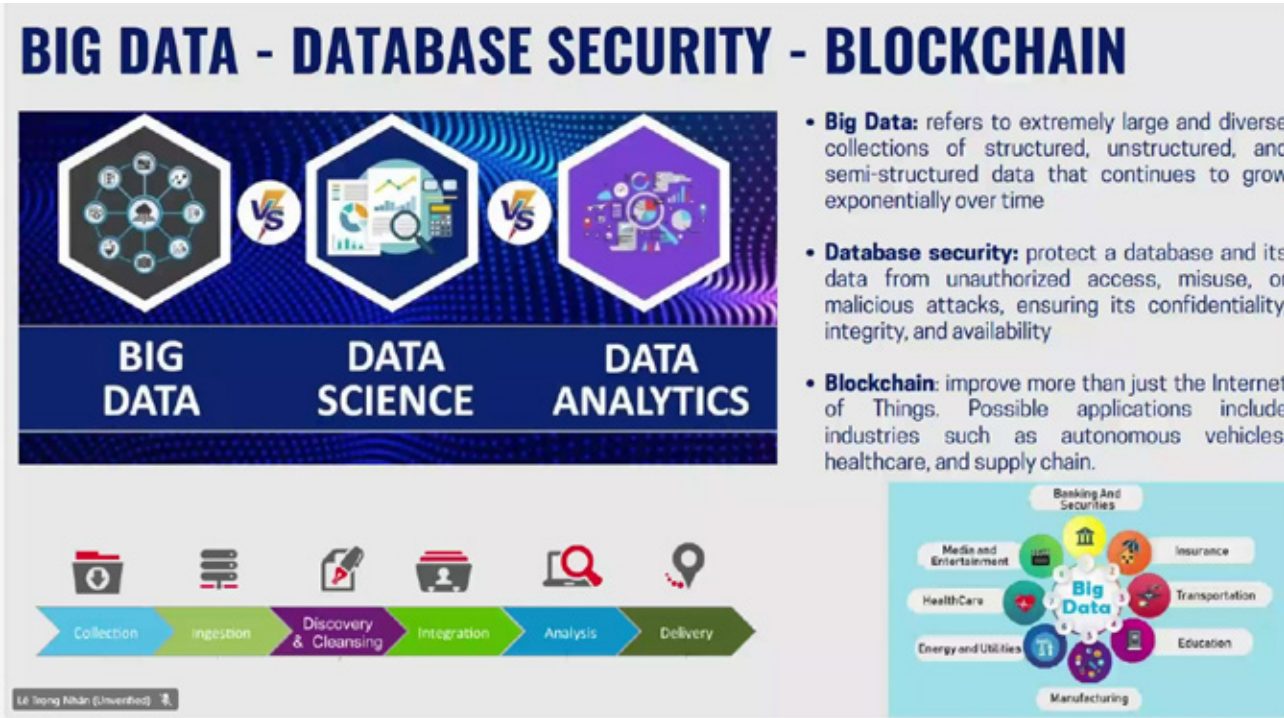
APPLICATION OF TECHNOLOGY AND DIGITAL TRANSFORMATION IN BUSINESS OPERATIONS

Digital transformation is identified by CCI as the foundation for governance innovation and competitive advantage enhancement.

The systems implemented and under deployment include



These platforms help to



BUSINESS MODEL AND ACTIVITIES

INITIATIVES FOR COST OPTIMIZATION, RESOURCE CONSERVATION, AND WASTE REDUCTION

CC1 identifies typical waste sources in construction projects as:

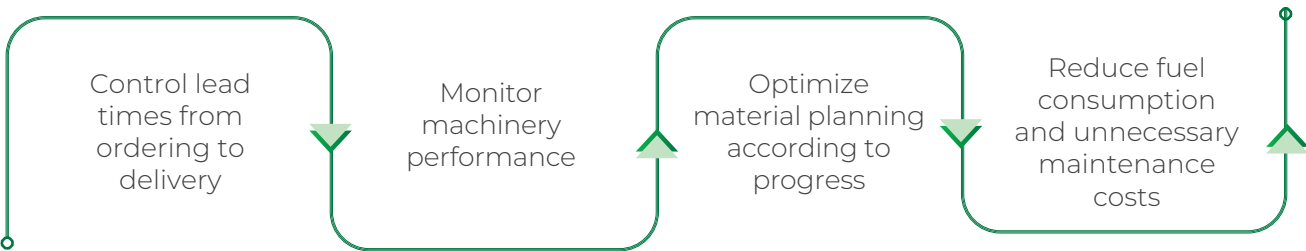
- Rework due to design - construction discrepancies;

• Material loss;

• Inefficient coordination of materials and equipment;

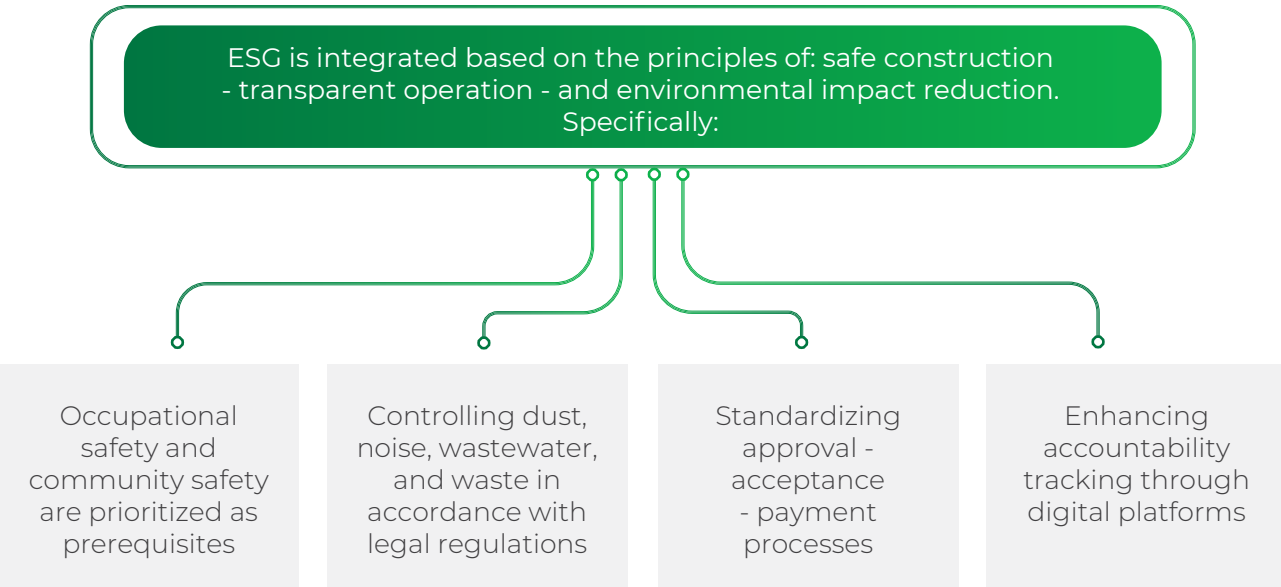
• Uncontrolled contingencies.

Through supply chain digitalization and real-time equipment management, CC1 aims to:



Simultaneously, initiatives regarding alternative materials and precast components contribute to reducing dependence on natural resources and mitigating indirect environmental impacts.

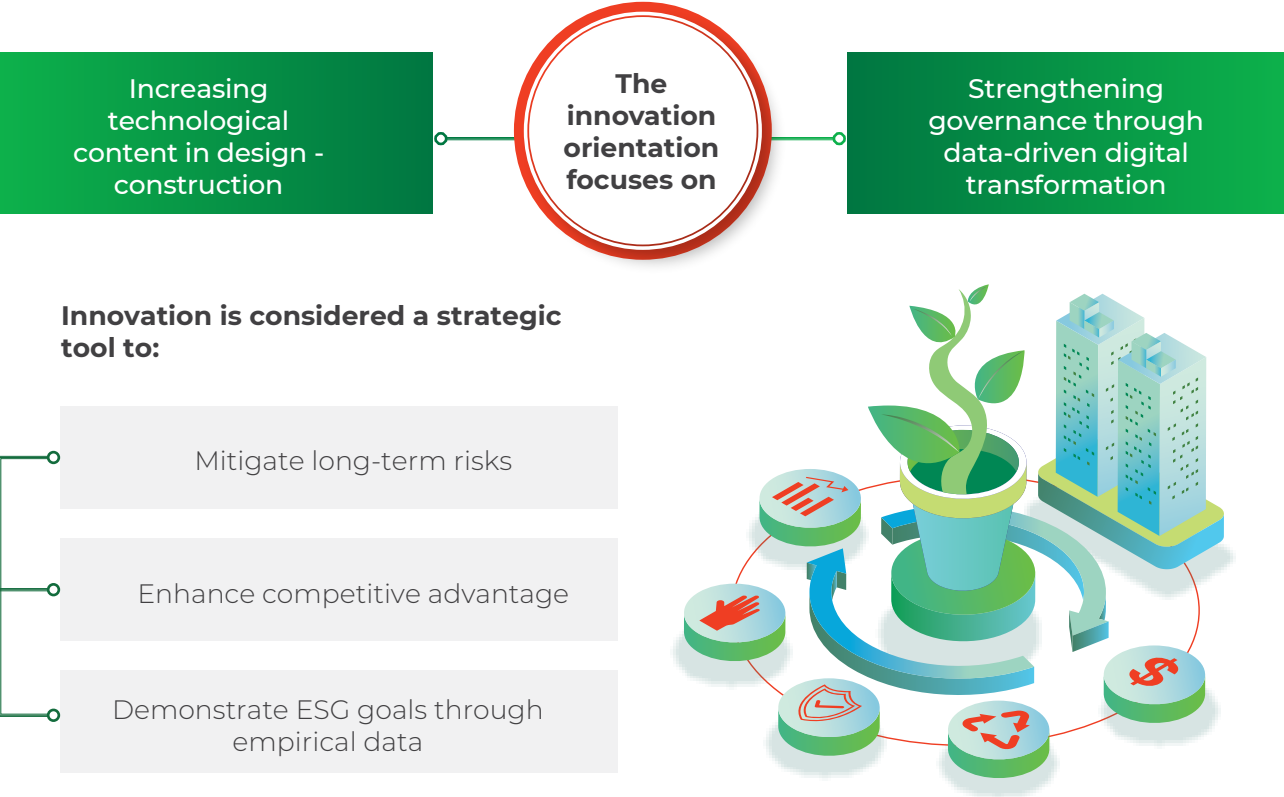
INTEGRATING SAFETY, ENVIRONMENTAL, AND SOCIAL FACTORS INTO BUSINESS INITIATIVES



The integration of ESG aims for proactive, data-driven governance rather than mere formal compliance.

INNOVATION ORIENTATION TO ENHANCE COMPETITIVENESS AND SUSTAINABLE DEVELOPMENT

CC1 identifies innovation as a strategic pillar to maintain competitiveness in complex infrastructure project environments and to meet increasingly high ESG requirements.



KEY EVENTS AND OUTSTANDING AWARDS

KEY EVENTS

In 2025, Construction Corporation No.1 - JSC (CC1) continued to accelerate the implementation of ESG-oriented (Environmental - Social - Governance) initiatives, progressively integrating sustainable development principles into governance, operations, and long-term development strategies.

In addition to promoting digital transformation, modernizing the management system, and developing human resources, the enterprise also focused on social responsibility activities and strengthened cooperation with domestic and foreign partners to promote green construction and sustainable energy solutions.

The key events of the year not only reflect CC1's efforts in improving operational efficiency and management capacity but also demonstrate the enterprise's long-term commitment to accompanying the community and contributing to the sustainable development goals of Vietnam's construction industry.

1

CC1 LAUNCHES PROFESSIONAL COMPETENCY FRAMEWORK
A STRATEGIC STEP IN HUMAN RESOURCE DEVELOPMENT



On March 20, 2025, CC1 and JobTest Co., Ltd (JobTest) - a leading consultancy in competency-based talent management - launched the Professional Competency Framework program, one of the projects within the AI-powered Talent Solutions.

The implementation of the Professional Competency Framework is one of CC1's vital steps in the journey to modernize and professionalize the human resources apparatus. This helps the enterprise optimize management processes and team development, aiming toward the goal of becoming a leading investment - construction company in Vietnam, while reaffirming the commitment to human development - the core element creating the sustainable success of the enterprise.



2

CC1 CONTRIBUTES VND 2 BILLION
TO THE “FOR THE POOR” FUND IN SOC TRANG PROVINCE

On March 21, 2025, CC1 donated VND 2 billion to the “For the Poor” Fund to support the Program for the elimination of temporary and dilapidated housing in Soc Trang Province. This activity not only demonstrates CC1's social responsibility but also represents a joint effort to provide stable homes and improve the lives of underprivileged residents in the province.

CC1's partnership with the “For the Poor” Program in Soc Trang serves as a strong commitment to social welfare. It not only improves living conditions for the people but also reaffirms the enterprise's responsibility, dedication, and long-term connection with the locality where it is implementing key national projects.



KEY EVENTS AND OUTSTANDING AWARDS

KEY EVENTS

3

OFFICIAL GO-LIVE OF ERP ENTERPRISE RESOURCE PLANNING SYSTEM
A STRATEGIC MILESTONE IN CCI'S COMPREHENSIVE DIGITAL
TRANSFORMATION JOURNEY



At the end of July 2025, CCI successfully reached the go-live milestone for the core modules of ERP enterprise resource planning system. This is a significant milestone in the comprehensive digital transformation journey, laying the foundation for data standardization and the connection of key processes across the entire system.



The system implemented by XBOSS is designed for synchronization and deep integration of strategic modules such as finance, human resources, supply chain, project management, construction operations, and materials trading. The go-live of these core modules creates a premise for CCI to continue expanding the scope of implementation in subsequent stages.



4

CCI PARTNERS WITH CGS VIETNAM
TO ADVANCE WITH AN “ACTION-ORIENTED” ESG STRATEGY

On August 25, 2025, CCI held a working session with CGS Vietnam to discuss ESG strategy. This marks a continuation of the journey CCI has steadfastly pursued for many years, demonstrating a consistent commitment to making ESG the foundation for sustainable development and international integration.

In the context of a rapidly shifting world, ESG has become an essential standard for businesses, particularly in the construction industry - a sector with significant environmental and community impacts. Vietnam's Net Zero 2050 goal opens important opportunities for pioneering enterprises like CCI to access green capital, expand participation in international value chains, and enhance reputation in regional cooperation as well as on the global market.



5

CCI ACCOMPANIES SACA CONNECT 2025
SHAPING SUSTAINABLE TRENDS FOR THE CONSTRUCTION
INDUSTRY



Also in August 2025, the Saigon Construction and Building Materials Association (SACA) successfully organized the 2nd SACA Connect program with the theme “Connecting Businesses in the Construction Consultancy Sector.” The event gathered hundreds of members, including numerous reputable enterprises, architects, and experts in the construction and real estate sectors, providing deep insights into sustainable construction trends.



Mr. Phan Huu Duy Quoc - Chairman of the Board of CCI, Vice Chairman of the Association, and Head of SACA's Consultancy Division - served as co-Chair of the organizing committee, focusing on the vision of sustainable development and new orientations for the construction industry's future. The Chairman emphasized that the ESG strategy is positioned as a key pillar, ensuring sustainable development by balancing economic efficiency with social and environmental responsibilities, while providing a foundation for the enterprise to assert its pioneering position in the international integration journey.

KEY EVENTS AND OUTSTANDING AWARDS

KEY EVENTS

6

CC1 PARTNERS WITH LAWI ENGINEERING
EXPANDING COOPERATION IN RENEWABLE ENERGY
DEVELOPMENT

On October 9, 2025, at the head office, CC1 held a working session with LAWI Engineering to exchange and share cooperation opportunities in the renewable energy sector, particularly waste-to-energy solutions. Collaborating with international partners like LAWI Engineering will help CC1 access advanced technologies while accelerating the green transition process in the construction and energy sectors.

Orienting for the 2025-2027 period, CC1 focuses on promoting ESG strategy, manifested through green construction solutions such as using energy-saving equipment, controlling dust and noise, treating wastewater to standards, implementing site hoarding, and training personnel in sustainable construction.



7

CC1 KICKS OFF ERP PROJECT EXPANSION
A STRATEGIC STEP IN THE COMPREHENSIVE DIGITAL
TRANSFORMATION JOURNEY

On October 10, 2025, in harmony with National Digital Transformation Day, CC1 organized the kick-off ceremony for the expansion phase of ERP implementation across the entire system. This event marks the next step following the go-live of core modules, aiming toward a modern, synchronized, and more transparent governance model for the 2025-2027 period.

For the ERP system to operate effectively at an enterprise-wide scale, the business requires not only a correct strategic vision but also close companionship from the implementation team in resolving practical challenges, designing

suitable solutions, and supporting process transformation at each unit. During this phase, XBOSS - the consultancy and implementation unit - continues to collaborate closely with CC1's departments and subsidiaries to ensure a methodical, flexible implementation progress that aligns with the operational characteristics of the entire CC1 ecosystem.

The expansion aims to build a synchronized digital governance system, integrating strategic modules from finance, human resources, and supply chain to project management and materials trading.



KEY EVENTS AND OUTSTANDING AWARDS

KEY EVENTS

8

CC1 SUPPORTS
FLOOD-AFFECTED COMMUNITIES AND EMPLOYEES' FAMILIES
FACING HARDSHIP



Immediately following the historic floods that caused severe damage in Dak Lak Province, a CC1 task force traveled directly to the hardest-hit areas to provide relief gifts and share the hardships of residents in Vinh Phu Village (Phu Hoa 1 Commune), Phuoc Nong Village (Tay Hoa Commune), Phu Nong Quarter (Phu Yen Ward), Phu An Quarter (Tuy Hoa Ward), and Quarters 3 and 4 (Dong Hoa Ward) of the province.

In addition, the delegation visited and presented gifts to colleagues at Project Management Boards and construction teams, traveling to the homes of 43 families and relatives of CC1 People affected by the historic floods across three provinces: Dak Lak, Gia Lai, and Khanh Hoa.



This relief mission to the flood epicenter not only provided practical support but also spread profound humanitarian values. With social responsibility as a core value, CC1 consistently stands by the community, accompanies its employees, and acts for sustainable values.



9

CC1 ANNOUNCES ERP SYSTEM OPERATION
TO ACCELERATE THE DIGITAL ECOSYSTEM

At the end of December 2025, CC1 officially announced the broader operation of its ERP system across the entire organization, marking a significant milestone in its digital transformation journey. According to corporate leadership, ERP is not merely a new management tool but a foundation for transforming operational methods toward modernization, data-driven insights, and higher efficiency.

The ERP system serves to connect core data and processes, creating seamless communication between units and departments throughout the CC1 ecosystem, thereby strengthening the foundation for transparent governance and enhancing operational effectiveness.



10

CC1 LISTED AMONG
18 CAPABLE DEVELOPERS FOR SOCIAL HOUSING PROJECTS

The Ministry of Construction has selected CC1 along with 17 other highly capable enterprises to implement social housing projects. This recognition reaffirms the prestige and position of CC1 - an enterprise with 46 years of experience, thousands of projects nationwide, and a solid foundation in its three core sectors: construction, investment, and building materials production and trading.

According to the Ministry of Construction, enterprises were selected based on factors such as strong financial capacity, ensuring the ability to mobilize equity and credit for large-scale projects. In terms of experience, they must have previously implemented social housing, worker housing, or urban area projects ranging from hundreds to thousands of units.

“The selected enterprises must also demonstrate dedication, social responsibility, and a spirit of partnership with the Government in achieving housing welfare goals, remaining ready to allocate resources for investment”, the Ministry stated.

Developers are required to commit to a long-term partnership in social housing development for the 2025-2030 period. Furthermore, these enterprises possess the capability to create a closed value chain - from planning, design, and construction to the operation and management of social housing - ensuring quality and reasonable costs.



KEY EVENTS AND OUTSTANDING AWARDS

OUTSTANDING AWARDS

In 2025, through the implementation of solutions in governance, digital transformation, occupational safety, and ESG practices, CCI was honored at numerous prestigious domestic and international awards and rankings. These recognitions reflect the enterprise's efforts in integrating ESG principles into its operations while reaffirming CCI's position in the green transition of Vietnam's construction industry.

1

CCI ACHIEVES DOUBLE VICTORY AT THE INNOVATION AND ESG SUMMIT 2025

CCI was honored at the Innovation and ESG Summit 2025, organized by the Investment & Finance Newspaper in collaboration with Viet Research. At the event, CCI was simultaneously named in the Top 10 Green ESG Enterprises in Vietnam 2025 - Construction Sector (ESG10) and the Top 10 Innovative and Efficient Business Enterprises 2025 - Real Estate & Construction Sector (VIE10). This achievement affirms CCI's construction capacity, business efficiency, and pioneering role in innovation, digital transformation, and ESG-oriented development.

With nearly half a century of operation, CCI identifies ESG as a strategic pillar in the new development phase. The enterprise implements various green construction solutions, such as using energy-saving equipment and controlling dust, noise, and wastewater throughout the project life cycle, while raising awareness among its technical staff and workers. Additionally, CCI accelerates digital transformation through BIM technology, the development of the CCI-XBOSS digital governance ecosystem, and the application of AI in human resource management. This series of recognitions in prestigious 2025 rankings continues to validate CCI's orientation toward sustainable development, innovation, and enhanced competitiveness within the construction industry.



2

CCI RECEIVES AWARDS FROM THE PRESIDENT OF SHIMIZU CORPORATION PRESIDENT FOR OCCUPATIONAL SAFETY AND SITE HYGIENE

Shimizu Corporation (Japan) presented the President's Award to CCI in recognition of its outstanding achievements in occupational safety and site hygiene at the Metro Line No. 1 project (Ben Thanh – Suoi Tien). This award from one of Japan's leading construction corporations affirms CCI's capacity for construction organization, effective site management, and strict compliance with international safety standards.

In package CP1b, CCI was responsible for constructing key items, including the City Theatre Station, Ba Son Station, and the cut-and-cover tunnel section. These items were executed under complex construction conditions in the heart of the urban center, requiring optimized technical solutions and stringent safety controls. CCI applies an Occupational Health, Safety, and Environmental (HSE) management system in accordance with international practices, referencing ISO 45001:2018 and ISO 14001:2015, while strictly implementing risk assessment processes, work permits, and safety training for the entire site workforce.

This award further reaffirms CCI's prestige and capacity in deploying large-scale infrastructure projects, while extending the distinguished list of achievements and awards earned by the enterprise in 2025.



KEY EVENTS AND OUTSTANDING AWARDS

OUTSTANDING AWARDS

3 | CCI HONORED AS “OUTSTANDING ENTERPRISE IN DIGITAL TRANSFORMATION WITHIN THE CONSTRUCTION SECTOR 2025”

CCI was honored as the “Outstanding Enterprise in Digital Transformation within the Construction Sector” at the Vietnam Construction Awards 2025, organized by the Vietnam Federation of Civil Engineering Associations. The award recognizes CCI’s efforts in implementing comprehensive digital transformation aimed at enhancing governance efficiency, optimizing resources, and promoting sustainable development in the construction industry.

Since 2022, CCI has launched a digital transformation program with the goal of building a comprehensive digital ecosystem by 2027, covering areas from corporate governance, finance, and human resources to project management and construction. The enterprise has applied various modern technologies such as BIM in project management, Plaxis geotechnical software in foundation design, and AI-driven process automation solutions. For the 2025-2027 period, CCI continues to accelerate ERP implementation and expand the application of digital technology at major infrastructure projects. This award affirms CCI’s pioneering role in the construction industry’s digital transformation, providing a foundation for the enterprise to enhance its competitiveness and aim toward becoming an international contractor.



4 | CCI HONORED IN THE TOP 50 VIETNAM THE BEST 2025



CCI was honored in the Top 50 Vietnam The Best 2025, as announced by Vietnam Report. The ranking honors enterprises with large revenue scales, stable business efficiency, strong management capacity, and a sustainable development orientation during the 2024-2025 period. Being included in this elite group - selected from the VNR500 rankings - reaffirms CCI’s position and prestige in the Vietnamese construction industry.

This achievement clearly reflects CCI’s restructuring process and management capacity enhancement in recent years. Notably, the enterprise climbed 53 spots to reach the 74th position in the Top 500 Largest Private Enterprises in Vietnam, demonstrating a strong leap in scale and operational efficiency. Being honored in the Top 50 Vietnam The Best 2025 is a significant milestone, motivating CCI to continue innovating, enhancing competitiveness, and striving toward the goal of becoming a professional international contractor.

5 | CCI HONORED IN THE TOP 3 PIONEERING SUSTAINABLE DEVELOPMENT ENTERPRISES IN VIETNAM’S CONSTRUCTION SECTOR

At the Vietnam Sustainable Construction Forum (VSCF), CCI was honored as one of the Top 3 Pioneering Sustainable Development Construction Contractors. The event was organized by the Saigon Construction and Building Materials Association (SACA), with the participation of over 500 delegates from state management agencies, businesses, financial institutions, and industry experts. This marks the inaugural VSCF Awards, presented to honor enterprises with outstanding contributions to promoting sustainable development, ESG governance, emission reduction, and efficient resource utilization throughout the construction value chain.

CCI’s Top 3 ranking further affirms its pioneering role in the green transition of Vietnam’s construction industry. With over 46 years of development, CCI steadfastly pursues a sustainable growth strategy, in which ESG is identified as a vital pillar alongside innovation and digital transformation. The enterprise implements numerous green construction solutions, emission controls, and technological applications such as BIM, the CCI-XBOSS digital governance ecosystem, and AI in human resource management to enhance operational efficiency. These efforts have enabled CCI to continue asserting its position in national key infrastructure projects and contributing to the sustainable development goals of the Vietnamese construction sector.



CHAPTER 02

STRATEGIC ORIENTATION SUSTAINABLE ENGAGEMENT



STRATEGIC ORIENTATION FRAMEWORK

SUSTAINABLE DEVELOPMENT STRATEGIC ORIENTATION FRAMEWORK (GRI 2-22)

PRINCIPLES FOR ESTABLISHING THE STRATEGIC FRAMEWORK

The Sustainable Development Strategic Orientation Framework of Construction Corporation No. 1 - JSC (CC1) is built upon core principles to ensure practicality, feasibility, and close alignment with the Company's value chain:

- **Alignment with Construction & Infrastructure Sector Characteristics**

CC1's operations are tied to large-scale projects with direct impacts on the environment and the community. Therefore, the sustainable development strategy focuses on managing impacts throughout the project life cycle, from design and construction to operation.

- **Integration with the Overall Business**

Strategy Sustainable development is not a supplementary activity but is integrated into the long-term growth strategy, helping to enhance competitiveness and corporate value.

- **Based on Material Topics**

ESG content is identified based on its impact on CC1's operations and stakeholder expectations, with reference to GRI 3: Material Topics in the Global Reporting Initiative (GRI 2021). Relevant standards/principles such as SASB (Sustainability Accounting Standards Board) and GRESB (Global Real Estate Sustainability Benchmark) are also considered to the extent they align with corporate characteristics and data availability.

- **A Clear Roadmap Approach**

The strategy is implemented in stages:

- » Short-term (1-2 years): Consolidating the Foundation
- » Medium-term (3-5 years): Optimizing Efficiency
- » Long-term (>5 years): Leading and Creating Sustainable Value

PRINCIPLES FOR ESTABLISHING THE STRATEGIC FRAMEWORK

THREE ESG STRATEGIC PILLARS



Strategic Orientation for Environmental Sustainability

CC1 aims for comprehensive management of environmental impacts throughout the construction project life cycle by combining technical, governance, and technological solutions to mitigate negative impacts and optimize resource utilization.



Resource Management

CC1 focuses on optimizing energy and fuel consumption across all construction activities by enhancing the operational efficiency of machinery, equipment, and construction vehicles. The Company is progressively investing in, replacing, and prioritizing the use of energy-efficient and environmentally friendly equipment. Simultaneously, the application

of integrated energy management systems on digital and ERP platforms facilitates real-time tracking, analysis, and optimization of energy consumption. Operational automation solutions and construction technology innovations are also deployed to minimize fuel consumption and enhance resource efficiency.



Emission Reduction Measures

CC1 implements measures to control greenhouse gas emissions arising from construction activities, particularly from fossil fuel usage and equipment operation. The Company is gradually building tracking and measurement systems, aiming to establish a CO₂ reduction roadmap aligned with sustainable development goals and national commitments. The application of digital technology and data analysis systems enhances the ability to monitor and report emissions transparently, accurately, and more efficiently.

STRATEGIC ORIENTATION FRAMEWORK

THREE ESG STRATEGIC PILLARS



Strategic Orientation for Environmental Sustainability (continued)



Construction Waste Management

CC1 emphasizes the implementation of circular construction waste management solutions, including waste segregation at the source, reuse, and recycling of materials within permissible limits. The Company also applies measures to minimize generated waste starting from the design and construction organization stages. Digitalizing material

management processes and integrating them into the system ensures strict control over raw materials, limiting waste and optimizing resource usage. The Company also encourages positive innovation initiatives in construction that contribute to minimizing waste generation and enhancing environmental performance.



Circular Economy

CC1 aims to implement a circular economy model in construction based on the 3R principles to optimize resources and minimize environmental impacts. Specifically, the enterprise focuses on Reduce through design optimization, strict material control, and limiting waste generation at the source. Simultaneously, Reuse is promoted by repurposing materials and components within permissible limits to extend their usage life cycle. Additionally, CC1 promotes Recycle by segregating waste at the source, processing, and recycling it into materials that can be reintegrated into the construction process.

The application of digitalization in material management and construction processes enhances control effectiveness, reduces waste, and optimizes resource usage. In parallel, CC1 encourages innovative, eco-friendly construction initiatives and solutions, contributing to improved economic efficiency and sustainable development.



Strategic Orientation for Social Sustainability

CC1 focuses on developing human resources and creating sustainable value for the community, considering this the foundation for the long-term and stable development of the enterprise.

Occupational Health and Safety

Health and safety for employees are identified by CC1 as the top priority in all construction activities. The Company implements a synchronized safety management system across all projects, combining strict control processes with regular training. Additionally, CC1 is progressively applying digital technology in safety management, including monitoring, warning, and incident reporting systems to enhance risk prevention. Automation and innovation in construction also contribute to minimizing labor risks and improving working conditions at sites.



STRATEGIC ORIENTATION FRAMEWORK

THREE ESG STRATEGIC PILLARS



Strategic Orientation for Social Sustainability

Training, Development, and Talent Retention

CC1 is committed to building a fair, safe working environment that facilitates employee development. Benefits policies are designed to be competitive and tailored to the construction industry's characteristics. Simultaneously, CC1 will deploy a human resource management system on the ERP platform to enhance transparency and efficiency in personnel management, ensuring rights and improving the employee experience.

CC1 emphasizes investment in human resource training to enhance professional capacity, management skills, and adaptability to market changes. In particular, the Company promotes training in ESG, digital transformation, and technological skills, preparing the workforce for digitalization and innovation. The use of digital learning platforms and integrated training management systems improves the effectiveness and accessibility of these programs.

Sustainable Community Development

CC1 maintains cooperative relationships and active dialogue with local communities in project areas. The Company proactively listens to stakeholder opinions while implementing social responsibility programs to contribute to local socio-economic development. These activities are managed and monitored through information and reporting systems to ensure transparency and effectiveness.

Diversity, Equity, and Inclusion (DEI)

CC1 is committed to building a diverse, equitable, and inclusive work environment where all employees are respected and have equal development opportunities, regardless of gender, age, region, or personal background. The Company promotes transparent recruitment, evaluation, and remuneration policies based on merit and performance.

Furthermore, CC1 focuses on raising internal awareness of diversity and inclusion through training, communication, and engagement activities. The enterprise encourages an open working culture that respects differences and promotes a spirit of cooperation, thereby enhancing employee satisfaction and loyalty.

Strengthening Stakeholder Engagement

CC1 proactively strengthens cooperation with stakeholders, including employees, shareholders/investors, suppliers/subcontractors, banks/credit institutions, regulatory agencies, customers, local residents/communities, project owners, and media units, to ensure sustainable development and harmonized interests. The Company establishes transparent communication channels and regularly organizes dialogues to listen to opinions, receive feedback, and promptly adjust activities.

At the same time, CC1 promotes cooperation programs in environmental protection and community development, spreading sustainable values throughout the value chain. Applying technology in information management and stakeholder interaction also contributes to enhancing coordination efficiency, building trust, and consolidating long-term relationships.



STRATEGIC ORIENTATION FRAMEWORK

THREE ESG STRATEGIC PILLARS

Strategic Orientation for Governance Sustainability

CC1 aims to build a transparent and effective governance system that aligns with international standards to enhance management capacity and provide a foundation for sustainable growth.

Good Corporate Governance

CC1 establishes a clear governance structure with specific roles and responsibilities defined across management levels. The Company strengthens its internal monitoring and control systems to ensure operational efficiency and transparency. Implementing integrated management systems like ERP helps digitalize management processes, enhance data traceability, and support timely, accurate decision-making.

CC1 is committed to full compliance with legal regulations in construction, environment, and labor. Compliance control processes are

established and operated consistently across the system. The application of technology and digital governance systems enhances monitoring capabilities, minimizes errors, and ensures effective, consistent compliance.

CC1 implements a comprehensive risk management system covering the entire value chain from strategic levels to project operations. Data analysis tools and the ERP system support real-time risk identification, assessment, and monitoring, helping the business proactively respond to fluctuations and enhance resilience.

Economic Effectiveness

CC1 focuses on improving economic effectiveness by optimizing costs, strictly managing resources, and enhancing productivity throughout the operational chain. The Company applies modern management tools combined with data analysis to support rapid and accurate decision-making, thereby improving operational efficiency and competitiveness.

CC1 prioritizes selecting and implementing projects that balance financial goals with sustainable development. Progress, quality, and cost control are performed synchronously, contributing to profit optimization and capital efficiency.



Sustainable Supply Chain

CC1 aims to build a sustainable supply chain by establishing selection and evaluation criteria for suppliers based on quality, environment, safety, and social responsibility. The Company strengthens cooperation with strategic partners to ensure stability, transparency, and efficiency in the supply of materials, equipment, and services.

CC1 will promote regular monitoring and evaluation of suppliers, encouraging the adoption of sustainable practices throughout the value chain. Applying technology in supply chain management enhances traceability, optimizes logistics, and minimizes the risk of disruption.

Digital Transformation and Innovation

CC1 promotes digital transformation as a key driver to enhance governance capacity and operational efficiency. The Company deploys digital platforms such as ERP, BIM, and integrated management systems to digitalize processes, strengthen data connectivity, and increase operational transparency.

In addition, CC1 encourages innovation across the organization, from improving construction processes to applying new technologies in management and operations. Innovation initiatives not only help increase labor productivity but also contribute to cost reduction, quality improvement, and enhanced adaptability to market changes.



STRATEGIC ORIENTATION FRAMEWORK

INTEGRATING ESG INTO THE VALUE CHAIN

The value chain consists of six main stages:



CCI's sustainable development strategy is integrated throughout these activities:

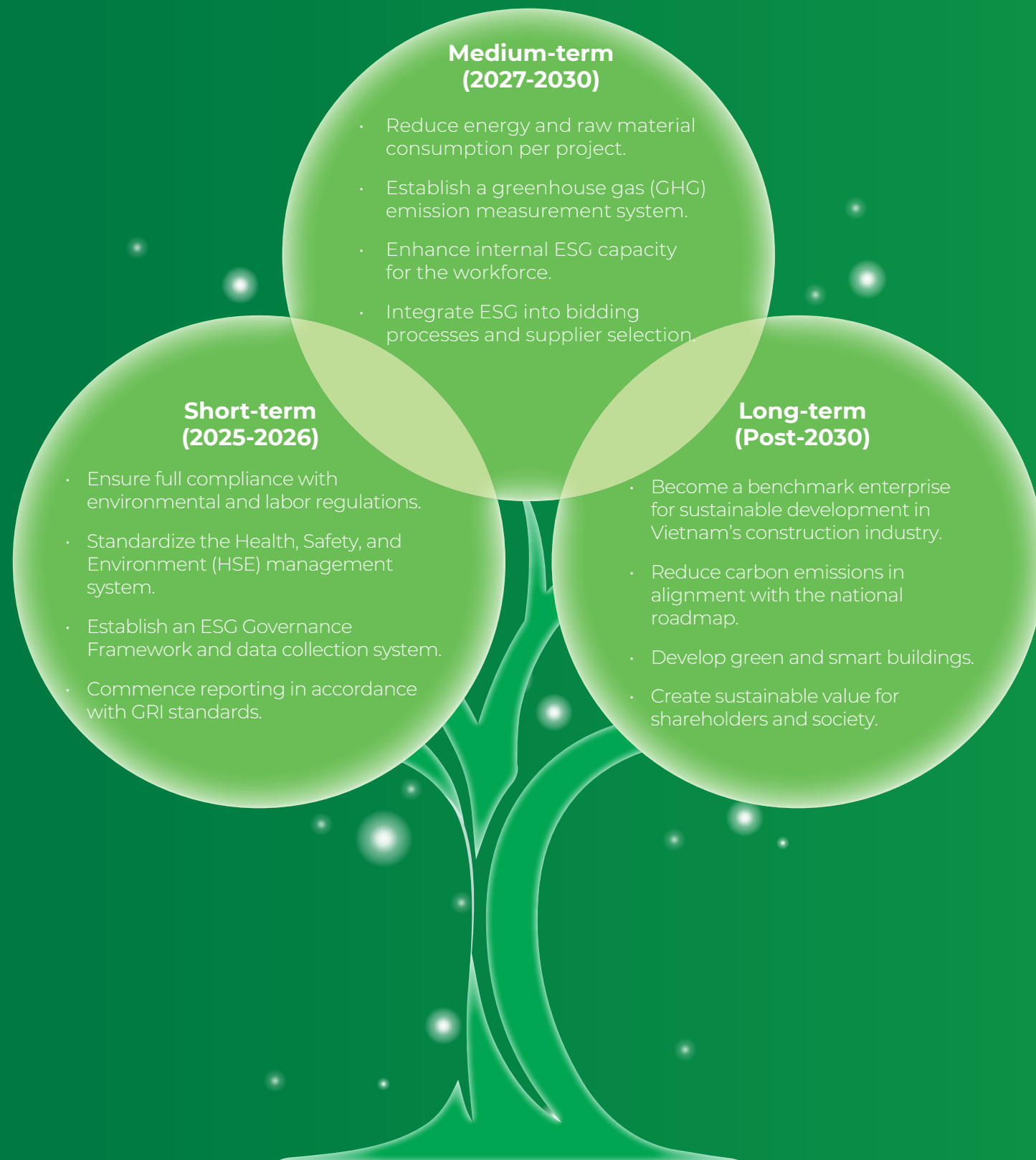
NO.	Stage	Key Activities	Environmental (E)	Social (S)	Governance (G)
1	Project Access	Project assessment and selection	- Preliminary environmental risk screening - Assessment of green building feasibility (EDGE/LEED/Lotus) - Prioritizing energy and resource-efficient projects	- Initial social impact assessment (community, land clearance) - Reviewing social license to operate factors	- Establishing project selection criteria - Analyzing project risk data
2	Bidding	Preparation of technical proposals and documentation	- Integrating green design solutions and energy saving - Proposing eco-friendly materials - Developing plans to meet EDGE/LEED/Lotus standards	- Preliminary HSE planning - Commitment to occupational safety and social responsibility	- Bidding transparency - Compliance with laws and environmental standards - Digitalizing bidding documents
3	Negotiation & Contracting	Negotiation and drafting of clauses	- Stipulating environmental standards and green materials - Commitment to achieving green building certifications (if applicable)	Clauses on occupational safety, employee benefits, and community responsibility	- Integrating ESG integration clauses into contracts - Applying smart contracts and digital contract data management
4	Initiation and Planning	Establishing project organization and plans	- Establishing environmental management plans (waste, emissions) - Integrating green building criteria into design & construction - Selecting energy-efficient materials	- Establishing the HSE department - Developing occupational safety plans - Developing community communication plans	- Establishing project ESG governance systems - Implementing BIM/ERP/PM systems - Applying IoT for site environment monitoring
5	Project Execution	Construction and project control	- Controlling emissions, waste, and resources - Constructing in strict accordance with standards - Monitoring energy and water consumption - Using green materials	- Ensuring occupational safety (HSE) - Managing working conditions - Interacting with and mitigating community grievances	- Transparent progress and cost management - Applying BIM 4D/5D - Using IoT for safety & environmental monitoring - Utilizing data dashboards
6	Project Closure	Acceptance, handover, and warranty	- Acceptance testing based on environmental standards - Finalizing EDGE/LEED/Lotus certifications	- Ensuring operational safety for users - Resolving grievances and project warranty management	- Final ESG project evaluation and assessment - Digital asset archiving - Data analysis for future project improvements

This affirms that sustainable development is a part of core operations, rather than a peripheral activity.

STRATEGIC ORIENTATION FRAMEWORK

GOALS AND ACTION PLANS

PHASED SUSTAINABLE DEVELOPMENT GOALS



KEY ACTION PLANS



The Sustainable Development Strategic Orientation Framework will help CCI progressively transform from a traditional construction enterprise into an ESG-integrated model, enhancing competitiveness, mitigating risks, and creating long-term value for stakeholders.

STAKEHOLDER ENGAGEMENT

(GRI 2-26, 29, 30)

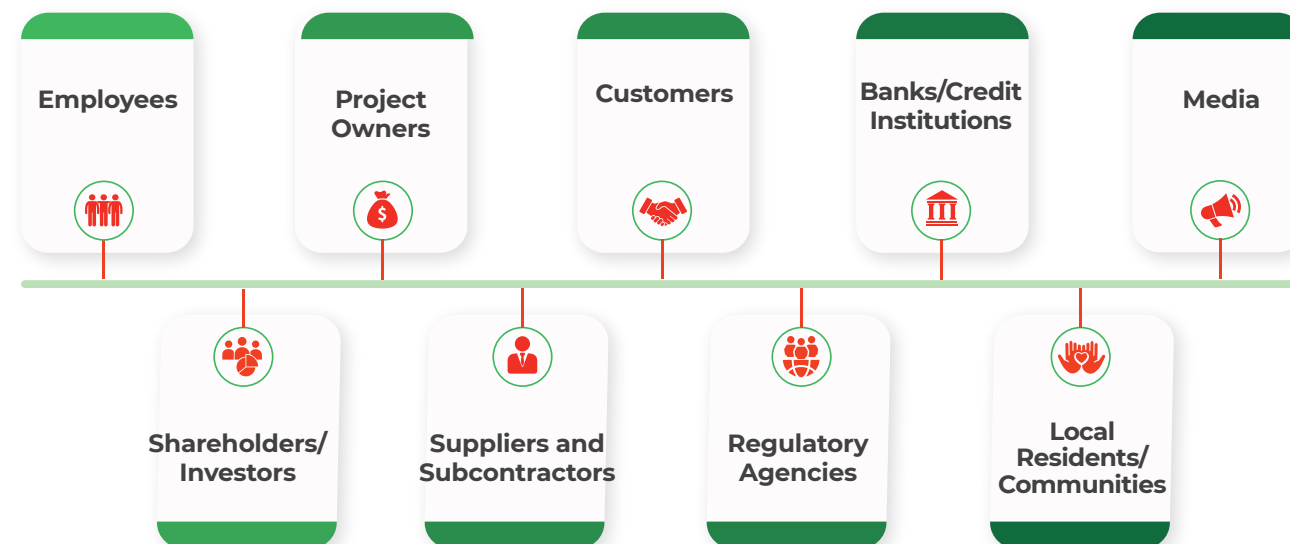
IDENTIFICATION OF STAKEHOLDER GROUPS

CC1 consistently prioritizes building and strengthening sustainable partnerships based on shared values and harmonized interests with stakeholders. Guided by this orientation, we proactively approach, listen to, and record stakeholder expectations through diverse interaction channels and communication formats. Based on the gathered information, CC1 identifies, categorizes, and assesses the priority level of each stakeholder group, thereby developing action plans and implementing suitable initiatives to effectively meet these needs and expectations.

Stakeholder identification and prioritization process

STEP 1 Identification of Material Stakeholders

CC1 identifies all stakeholders who may be directly or indirectly impacted by the Company's activities, decisions, and business results. The stakeholder groups identified by CC1 include:



STEP 2 Stakeholder Engagement and Consultation

CC1 interacts with stakeholders through various methods, such as surveys, interviews, and periodic dialogues with employees; meetings and exchanges with investors; and organizing Annual or Extraordinary General Meetings of Shareholders.



STEP 3 Prioritization of Concerns

Based on the gathered input, CC1 conducts analysis to identify common themes, trends, and priorities. Prioritization is performed based on criteria such as the importance of the issue, the degree of impact on both CC1 and stakeholders, urgency, and implementation feasibility.

STEP 4 Development of Action Plans

After identifying material priorities, CC1 develops and implements corresponding action plans. These plans clearly define objectives, strategic orientations, and specific implementation roadmaps, while assigning responsibilities and allocating appropriate resources to effectively address priority concerns.

STEP 5 Interaction and Communication of Actions

CC1 publicly communicates the results of the priority analysis and action plans to stakeholders transparently and regularly. This ensures alignment between stakeholder priorities and the Company's development orientation.

STEP 6 Monitoring and Evaluation

CC1 maintains continuous monitoring and evaluation to measure the effectiveness of the stakeholder consultation process, as well as the progress and completion of proposed actions, thereby ensuring continuous improvement in stakeholder management.

STAKEHOLDER ENGAGEMENT

(GRI 2-26, 29, 30)

DIALOGUE AND ENGAGEMENT METHODS FOR EACH STAKEHOLDER GROUP



Employees

Expectations

- Ensure stable income, comprehensive benefits, and safe working conditions
- Professional, fair, and non-discriminatory working environment
- Opportunities for training, capacity building, and career development
- Recognition and appreciation of contributions

Engagement Channels

- Periodic surveys on work environment and conditions
- Organizing Annual Employee Conferences
- Business performance review meetings
- Implementing training programs for specialized expertise and skills
- Effective internal communication
- Establishing direct dialogue mechanisms and receiving/handling grievances
- Issuing and disseminating internal policies
- Maintaining two-way information and consultation channels

CCI's Actions

- Issuing and enforcing Collective Labor Agreements
- Establishing and maintaining Trade Union activities
- Collecting employee feedback via channels such as email, surveys, etc.
- Organizing award programs for outstanding individuals and teams
- Implementing HSE (Health - Safety - Environment) communication for all staff
- Developing training plans and organizing professional workshops/seminars
- Organizing internal cultural activities (arts, sports, travel, etc.) to enhance engagement
- Encouraging employees to participate in social welfare activities
- Deploying E-learning systems for continuous learning and capacity development



Shareholders/ Investors

Expectations

- Ensuring the efficiency of invested capital use
- Ensuring public, transparent, and timely information disclosure
- Stabilizing and increasing corporate value and stock prices
- Continuously improving corporate governance capacity
- Equitable treatment; ensuring the rights of shareholders and investors

Engagement Channels

- Organizing Annual or Extraordinary General Meetings of Shareholders (AGM/EGM) as required by law
- Receiving feedback via email, phone, and website: cc1.vn
- Organizing investor meetings when necessary and disclosing information on the Company website
- Participating in investor forums and seminars to share information and cooperation opportunities

CCI's Actions

- Fulfilling all information disclosure procedures as regulated to ensure timely information provision for shareholders/investors and business transparency
- Implementing information exchange and disclosure fairly, ensuring equal access opportunities for all investors
- Organizing the Annual General Meeting of Shareholders in accordance with legal regulations



Project Owners / Clients

Expectations

- Contractors with sufficient technical and financial capacity
- Strict compliance with legal regulations and technical standards
- Guaranteed progress, quality, and safety in construction
- Effective risk management, avoiding cost overruns and delays
- Transparent reporting and effective coordination during implementation

Engagement Channels

- Organizing periodic project management meetings
- Reporting on progress, cost, quality, and safety as required
- Direct communication through Project Management Boards
- Project reporting and information management systems
- Participation in acceptance and stage evaluation meetings

CCI's Actions

- Assigning highly qualified and experienced personnel for each project
- Applying international standard quality, safety, and environmental management systems
- Enhancing progress and cost control via modern management tools
- Establishing close coordination mechanisms with Project Owners and stakeholders
- Proactively identifying and managing risks during construction
- Ensuring information transparency and fulfillment of contractual obligations



STAKEHOLDER ENGAGEMENT

(GRI 2-26, 29, 30)

DIALOGUE AND ENGAGEMENT METHODS FOR EACH STAKEHOLDER GROUP

 Suppliers/ Subcontractors		 Customers	
Expectations - Being treated fairly and transparently in cooperative relationships - Establishing long-term, mutually beneficial partnerships - Stable and sustainable growth - Ensuring legitimate rights, including on-time payments and evaluation based on clear criteria Engagement Channels - Direct exchange through communication channels (email, phone, etc.) - Communicating regulations and policies related to procurement, supply, and cooperation activities - Publicly disclosing information on bidding processes and supplier selection - Establishing two-way feedback mechanisms to improve product and service quality		Expectations - Construction quality meeting technical, safety, and sustainability standards - On-time construction progress as committed - Optimized investment costs and operational efficiency - Information transparency during project implementation - Professional after-sales support, warranty, and customer care Engagement Channels - Organizing periodic project meetings and working sessions - Customer satisfaction surveys - Establishing direct communication channels (email, phone, project management systems) - Periodic reporting on progress, quality, and arising issues - Two-way consultation and interaction throughout the project life cycle	
CCI's Actions - Refraining from leveraging brand reputation to pressure or impose inappropriate requirements on suppliers - Refusing cooperation with partners exhibiting lack of transparency, such as paying commissions, bribery, or illegal benefits - Implementing transparent supplier selection based on criteria of capacity, experience, technology, and legal compliance		CCI's Actions - Establishing rigorous quality and construction progress management processes - Applying technology in project management to enhance transparency and efficiency - Proactively coordinating with customers to promptly resolve arising issues - Implementing customer satisfaction surveys and assessment programs - Fulfilling all warranty and maintenance commitments - Continuously improving services to enhance customer experience and value	
 Regulators		Expectations - Full fulfillment of State budget contribution obligations - Fulfillment of corporate social responsibility - Compliance with and implementation of State guidelines and policies - Strict adherence to legal regulations - Contributing to local and sectoral socio-economic development Engagement Channels - Implementing statutory reporting regimes during operations - Contributing feedback on documents and policies issued by State agencies - Coordinating with inspection and audit teams for explanations and remediation (if any) - Participating in specialized conferences and seminars	
CCI's Actions - Strict compliance with legal regulations on tax, environment, and occupational safety - Close coordination with local authorities during project implementation to ensure progress and create local jobs		CCI's Actions - Fulfilling all financial obligations to the State budget - Proactively proposing adjustments to unsuitable policies to enhance execution efficiency	



STAKEHOLDER ENGAGEMENT

(GRI 2-26, 29, 30)

DIALOGUE AND ENGAGEMENT METHODS FOR EACH STAKEHOLDER GROUP

Banks/ Credit Institutions	
Expectations • Full and timely fulfillment of debt obligations • Maintaining a sound financial position and repayment capacity • Positive long-term growth prospects • Effective risk management and compliance with financial covenants	CCI's Actions • Commitment to fulfilling financial obligations fully and on time • Proactively providing information and explanations on operational status and business plans • Maintaining regular and transparent communication • Building long-term partnerships with shared risks • Periodically and transparently disclosing financial and operational information
Engagement Channels • Providing financial statements, business performance results, and related information • Organizing meetings and discussions to enhance interaction and cooperation	

Local Residents/ Communities	
Expectations • Compliance with environmental, safety, and fire prevention regulations at sites • Minimizing negative impacts on the environment and surrounding life • Contributing to local socio-economic development	Engagement Channels • Coordinating with local authorities in communication efforts • Organizing environmental and safety awareness activities • Enhancing information exchange through community events and programs
CCI's Actions • Implementing construction and business activities aligned with environmental protection and social welfare responsibilities • Organizing periodic social security programs • Sponsoring local activities and events • Controlling waste and ensuring environmental compliance to prevent negative impacts on the surrounding area	

Media	
Expectations • Full, accurate, and timely information provision	CCI's Actions • Building and maintaining positive cooperation with media agencies based on transparency and legal compliance • Ensuring provided information is accurate, clear, and objective to support comprehensive media coverage of corporate activities
Engagement Channels • Transparent disclosure to press agencies and public media • Organizing interviews and responding to press inquiries (direct or indirect) • Issuing press releases and holding press conferences when necessary • Regular information updates on the Company website (Vietnamese & English)	



MATERIAL TOPICS

(GRI 3-1, 2, 3)

MATERIALITY ASSESSMENT METHODOLOGY

To ensure that CC1’s efforts and resources yield optimal efficiency in implementing sustainable development activities, CC1 conducts an assessment to identify material topics in accordance with the GRI 3 (GRI 2021) standard. Accordingly, material sustainable development topics are determined through four key steps:

STEP 1

Context Analysis

In order to clearly understand internal and external factors that may impact the Company’s sustainable development issues, CC1 has implemented the following context analysis and assessment activities:

- Analyzing the market and infrastructure construction industry.
- Identifying stakeholders.
- Analyzing construction, investment, and commercial activities.
- Analyzing the context impacting sustainable development activities at international, national, and industry levels.
- Consulting with customers, partners, shareholders, and investors for analysis purposes.
- Consulting with experts and advisory units within specific strategic projects.

STEP 2

Identifying Actual and Potential Impacts

Based on the aforementioned context analysis, we proceed to identify impacts from the Company’s construction activities from environmental and social perspectives, including both actual and potential impacts, across both positive and negative dimensions. These factors

are identified through multiple information sources, ranging from internal assessment and analysis reports to external reports and evaluations. Simultaneously, we consult with stakeholders regarding the issues they believe the Company should prioritize from environmental and social viewpoints.

STEP 3

Assessing the Significance of Impacts

For actual negative impacts, significance is measured based on the severity of the consequences these impacts cause across financial and non-financial aspects.

For potential negative impacts, significance is assessed based on two main factors: the severity of potential consequences and the likelihood of occurrence. This assessment methodology is consistent with the Enterprise Risk Management (ERM) framework currently applied by the Company.

Positive impacts are measured based on the scale and scope of the positive influence generated, both actual and potential.

Throughout the impact significance assessment process, we simultaneously consider and integrate stakeholder perspectives.

Assessing the significance of impacts enables us to optimize resource allocation for high-efficiency actions while supporting the prioritization of reporting disclosures.

STEP 4

Prioritizing Material Topics for Reporting Purposes

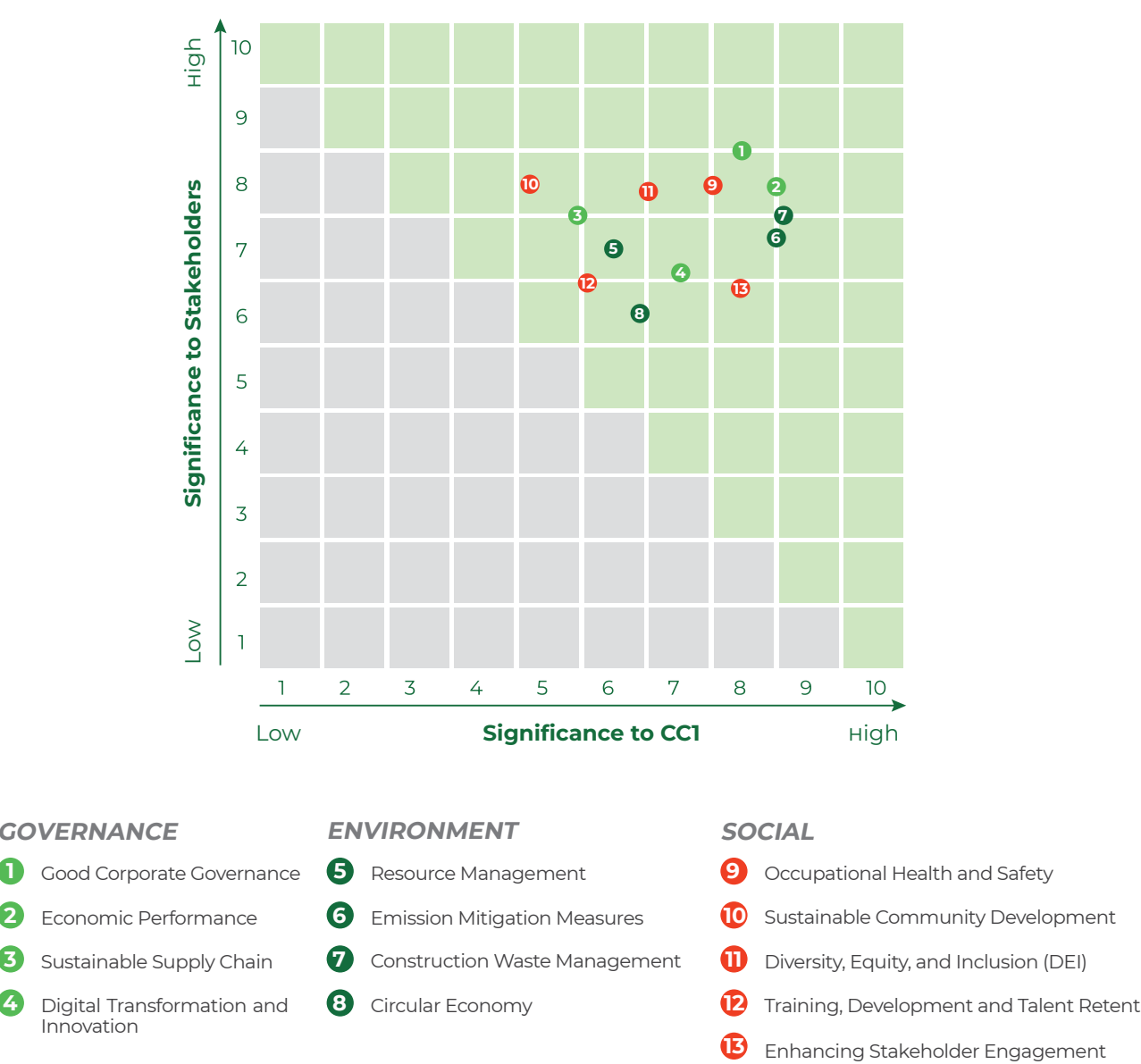
Based on the significance of impacts in Step 3, we develop a list of high-materiality topics, considering both the Company’s perspective and stakeholder viewpoints.

These material topics are reviewed, evaluated, and approved by the Board of Directors and the Board of Management.

During the materiality assessment process, CC1 not only considered the level of impact of each topic on business operations, but also compared it against stakeholder concerns, the Company’s governance capabilities, and data availability. The selection of final material topics was conducted based on the principle of prioritizing issues that have significant impacts on operational efficiency, reputation, legal compliance, safety, environment, people, and the Company’s value chain. In subsequent reporting periods, CC1 aims to further improve its materiality assessment methodology by enhancing verifiability and providing clearer explanations regarding the consultation basis, ranking principles, and topic selection criteria.

ASSESSMENT AND DISCLOSURE OF MATERIAL TOPICS

The Materiality Matrix of CC1 is defined as follows:



MATERIAL TOPICS

(GRI 3-1, 2, 3)

MATERIALITY MATRIX

The identification of material topics only becomes truly valuable when followed by a clear implementation governance mechanism. At CC1, each material topic should be governed through a consistent logical chain consisting of: the material topic, related risks or opportunities, response policies or directions, implementation actions, monitoring indicators, and the unit responsible for consolidation. This approach enables the report not only to identify important issues, but also to clearly demonstrate how the enterprise is managing those issues, for what objectives, and by what means the results are measured. For CC1, topics such as occupational health and safety, greenhouse gas emissions, resource use, construction waste, sustainable supply chain, digital transformation, and BIM need

to be governed based on this principle. For example, regarding occupational health and safety, the material risks are not limited to accidents and construction disruptions, but also include Corporate reputation, bidding capability, and project operation continuity; therefore, governance actions must be associated with training, site control, incident reporting, and indicators such as LTIR, LTIs, and safe working hours. For the sustainable supply chain topic, governance should not stop at supplier selection, but also needs to be linked with compliance, safety, environmental, and business ethics criteria, as well as screening and periodic monitoring mechanisms. It is this linkage that creates the substantive governance value of the materiality matrix.

Based on the materiality assessment matrix, we have identified the material topics as presented below. Simultaneously, these topics are linked to the United Nations Sustainable Development Goals (SDGs), enabling an assessment of the Company’s contributions as well as the progress in achieving these goals.

PILLAR	MATERIAL TOPICS	SIGNIFICANCE	KEY PERFORMANCE INDICATORS (KPIs)	REFERENCE STANDARDS			
				SDGs	GRI	GRESB	SASB
GOVERNANCE	Good Corporate Governance	Ensures clear authority-responsibility structures, information transparency, and effective internal control. Compliance with advanced standards strengthens shareholder trust, enhances capital mobilization, and mitigates operational risks.	Rate of bidding packages complying with procedures and Conflict of Interest (COI) inspections		2-9		
	Economic Performance	Reflects the ability to create sustainable financial value through cost management, schedule optimization, and investment efficiency in infrastructure projects. High economic effectiveness provides resources for reinvestment in technology, safety, and ESG initiatives.	- Total Assets - Consolidated Profit Before Tax - Consolidated Revenue - State budget contribution			LE2 Infrastructure Asset Assessment	
	Sustainable Supply Chain	Requires CC1 to control quality, safety, environmental, and ethical risks throughout the procurement and construction life cycle. Managing subcontractors is vital due to the high volume of outsourcing. Enhances project progress and CC1’s reputation.	- Publicly disclosed bidding rate - Rate of packages with at least 3 competitive bidders - Local supplier ratio		204-1		
	Digital Transformation and Innovation	Emphasizes the application of technology and digital solutions in project management, safety, and construction efficiency. Digital transformation optimizes costs and enhances transparency, while continuous innovation maintains competitive advantage.	Percentage of projects applying BIM technology				

MATERIAL TOPICS

(GRI 3-1, 2, 3)

MATERIALITY MATRIX

PILLAR	MATERIAL TOPICS	SIGNIFICANCE	KEY PERFORMANCE INDICATORS (KPIs)	REFERENCE STANDARDS			
				SDGs	GRI	GRESB	SASB
ENVIRONMENT	Resource Management	Core to optimizing costs and reducing environmental impacts given the high consumption of materials, energy, and water. Focuses on monitoring consumption, selecting sustainable materials, and optimizing construction processes.	- Total energy consumption - Total water consumption	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	302-1 302-3 303-4 303-5	EN1, WT1, WT2 Infrastructure Asset Assessment	
	Emission Reduction Measures	Requires strict control of CO ₂ , dust, noise, and vibration. Solutions include energy-efficient equipment, fleet management, and green technology application. Measurements are established to track reductions per project.	- Greenhouse gas (GHG) emissions - Energy intensity - Water intensity	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION	305-1 305-2	GH1 Infrastructure Asset Assessment	
	Construction Waste Management	Implementation of systems for classification, collection, and disposal of excavation and demolition waste. Reduces community impacts and environmental risks while minimizing waste through material reuse.	- Total waste generated - Hazardous waste volume - Non-hazardous waste volume	11 SUSTAINABLE CITIES AND COMMUNITIES 15 LIFE ON LAND	306-3	WS1 Infrastructure Asset Assessment	
	Circular Economy	Emphasizes material reuse and extending the building life cycle. CC1 focuses on recycled materials, optimized designs, and reusing soil, concrete, or steel to reduce costs and improve the sustainable image.	Percentage of recycled construction waste	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 14 LIFE BELOW WATER 15 LIFE ON LAND	306-2		
XÃ HỘI	Occupational Health and Safety	A top priority to minimize accidents and injuries. Operated through risk control processes, periodic training, and strict site monitoring. Safety results reflect risk management capacity and professionalism.	- Lost Time Injury Frequency Rate (LTIFR) - Number of Lost Time Injuries (LTI) - Total Safe Man-hours	3 GOOD HEALTH AND WELL-BEING	403	HS1, EM1 Infrastructure Asset Assessment	IF-EN-320a.1
	Training, Development and Talent Retention	Investment in core capacity through training strategies and clear career paths. Competitive benefits attract key personnel, especially in technical and project management roles, building a foundation for long-term growth.	- Total social insurance contributions - Employee turnover rate - Total training hours - Training budget	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION	401-2 405	EM1 Infrastructure Asset Assessment	
	Enhancing Stakeholder Engagement	Maintaining periodic dialogue with authorities, contractors, communities, and customers to optimize project efficiency. Transparent cooperation aligns expectations and reduces conflicts across the value chain.	Total social welfare budget	17 PARTNERSHIPS FOR THE GOALS	2-9		
	Diversity, Equity, and Inclusion (DEI)	Ensuring fair treatment, respect for differences, and equal opportunities in recruitment and promotion. Integrating DEI into culture reflects professional commitment and aligns with international ESG standards.	Diversity of management and employees (age, gender, seniority, qualifications, and rank)	6 CLEAN WATER AND SANITATION	405-1	EM2 Infrastructure Asset Assessment	

CHAPTER 03

ROBUST GOVERNANCE DRIVING PERFORMANCE



GOOD CORPORATE GOVERNANCE

(GRI 2-12, 2-14)

GOOD CORPORATE GOVERNANCE: A FOUNDATION FOR SUSTAINABLE GROWTH AT CCI

CONTEXT AND IMPACT IDENTIFICATION

In the field of infrastructure investment and construction, enterprises often implement large-scale projects with significant capital requirements, long execution periods, and stringent demands for legal compliance, safety, and transparency. Furthermore, numerous stakeholders are involved throughout the project life cycle (investors, subcontractors, suppliers, regulatory agencies, financial institutions, etc.). Therefore, effective corporate governance serves as the 'backbone' that helps control risks, enhance operational efficiency, and ensure stable long-term growth.

Conversely, if governance is not well-designed and operated, enterprises may face material

risks such as legal violations, schedule delays, cost overruns, or issues concerning conflicts of interest and lack of transparency in bidding and partner selection-factors that not only impact business performance but also erode the trust of shareholders, investors, partners, and other stakeholders.

Recognizing this, CCI identifies Corporate Governance as a material ESG topic, aiming to strengthen compliance and accountability while enhancing risk control capabilities in large-scale infrastructure projects, thereby creating long-term value for shareholders and stakeholders.

GOVERNANCE APPROACH AND ESG INTEGRATION ORIENTATION

Good corporate governance at CCI transcends mere 'compliance'; it is recognized as a strategic lever to bolster market confidence and enhance competitive advantage in large-scale infrastructure projects. Our governance orientation is aligned with a vision of professional and transparent development, progressively integrating ESG factors into our strategy and operations to manage risks and generate sustainable value.

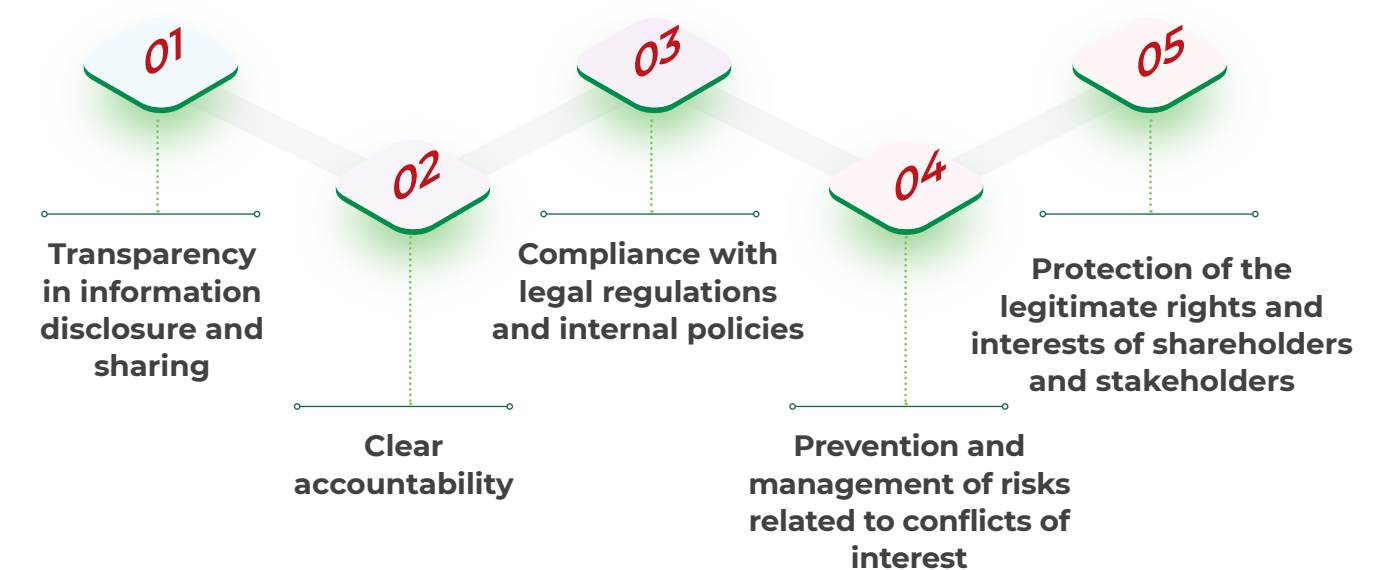


Founded upon core values of integrity, discipline, efficiency, and social responsibility, CCI aims to establish a governance framework capable of remaining resilient amidst market volatility and the escalating expectations of investors regarding transparency, business ethics, and sustainable development.

GOVERNANCE POLICIES AND COMMITMENTS

CCI is committed to implementing corporate governance based on the principles of transparency, accountability, and legal compliance, in accordance with the Law on Enterprises and prevailing Vietnamese regulations, while concurrently aiming to adopt best domestic and international governance practices.

At the highest level, the Board of Directors (BOD) and Executive Management are committed to maintaining an effective governance system to ensure



During implementation, CCI references the IFC corporate governance principles, focusing on 10 sets of principles: ranging from the roles and responsibilities of the BOD, competence and independence, sub-committees, and ethical culture, to the risk management and control framework, information disclosure, shareholder rights, and stakeholder engagement.

GOOD CORPORATE GOVERNANCE

(GRI 2-12, 2-14)

GOVERNANCE FRAMEWORK AND OVERSIGHT MECHANISMS

CC1 operates under a governance model with a clear distinction between the functions of ownership, governance, execution, and oversight, thereby enhancing transparency in decision-making and increasing accountability and risk control efficiency.

The core governance structure comprises:

The General Meeting of Shareholders (the highest decision-making body); the Board of Directors (responsible for strategic orientation and oversight of executive operations, as well as material matters concerning risk, compliance, and sustainable development); and the Management Board (responsible for strategy implementation, operations, and project management). This structure is supported by specialized functional divisions and departments such as finance, legal, risk

management, and internal control, thereby establishing a multi-layered oversight mechanism.

To ensure the effectiveness of the governance mechanism, CC1 emphasizes the standardization of processes, the clear demarcation of authority and responsibility, and the strengthening of internal control and risk management, while concurrently integrating ESG into corporate governance and project management.



The Board of Directors plays an oversight role over material ESG matters, ensuring that sustainability commitments are translated into monitoring indicators, reporting mechanisms, and improvement actions in operational practice. The oversight role of the Board of Directors does not replace the executive function of the Management Board, but serves to establish priorities, review implementation progress, and consider ESG risks that may affect business performance, Corporate reputation, access to capital, bidding capability, and legal compliance. Based on this, CC1 establishes the ESG oversight mechanism along the governance line as follows: the Board of Directors periodically reviews material ESG indicators and key issues

requiring attention; the Management Board organizes implementation, assigns focal points for consolidation, and is responsible for the completeness of data; functional departments, member units, and project management teams conduct data collection, review, and reporting according to delegated responsibilities. For indicators that fail to meet targets or show adverse trends, the Management Board is required to report the causes, corrective measures, and improvement timelines for the Board of Directors' monitoring. This mechanism helps clarify the boundary between oversight direction at the governance level and implementation responsibility at the executive level.

MATERIAL GOVERNANCE TOPICS AND MANAGEMENT APPROACHES

Strategic Governance and Operational Performance

The Board of Directors is responsible for long-term strategic orientation and implementation oversight, ensuring a balance between growth, financial performance, and sustainable development. CC1 focuses on resource optimization and enhancing the execution capacity of key projects

Risk Management and Internal Control

In response to cost volatility, policy shifts, and environmental risks inherent in the construction industry, CC1 strengthens its risk management and internal control systems to prevent potential issues, enhance responsiveness, and ensure the sustainability of business operations.

Transparency, Compliance, and Business Ethics

CC1 prioritizes transparency in information disclosure, integrity in reporting, and compliance with legal regulations and professional ethical standards. Simultaneously, it emphasizes anti-corruption and the promotion of a healthy competitive business environment as a pillar of “integrity.”

Project Management and Execution Discipline

Given the nature of large-scale and complex projects, CC1 regards schedule, quality, and safety as core pillars. Execution discipline, risk management, and procedural compliance are identified as the keys to project control and the consolidation of brand reputation.

ACTIONS AND INITIATIVES DURING THE PERIOD

During the reporting period, CC1 continued to elevate its governance standards toward

TRANSPARENCY

The Board of Directors (BOD) strengthened its oversight of strategic matters, risk management, and ESG; meanwhile, the Management Board focused on enhancing execution efficiency through process standardization, improvement of coordination mechanisms, and reinforcement of internal controls.

INTEGRITY

Concurrently, CC1 promoted information transparency, improved procurement management processes, and enhanced the effectiveness of the internal control system to prevent risks and bolster business integrity.

COMPLIANCE

GOOD CORPORATE GOVERNANCE

(GRI 2-12, 2-14)

ESG INTEGRATION ROADMAP AND THE ROLE OF THE BOARD OF DIRECTORS

CC1 is progressively integrating ESG into its business strategy and project management. Accordingly, the enterprise is finalizing its ESG governance framework and establishing an implementation roadmap for the 2026–2030 period with measurable objectives, aimed at improving governance efficiency and transparency.

The Board of Directors plays a central role in directing and overseeing the implementation of sustainable development: integrating ESG into strategy, monitoring risks and internal controls, promoting transparency, integrity, and compliance, as well as tracking ESG goals and driving continuous improvement.

ESG integration at CC1 is implemented based on the principles of clear focal points, clear reporting lines, and clear responsibilities between the governance level and the executive level. Under this model, the Board of Directors plays an oversight role and reviews material ESG indicators, risks, and issues; the General Director and the Management Board are responsible for organizing implementation; and functional departments, member units, and projects are responsible for data collection, action implementation, and reporting according to assigned responsibilities. This approach is intended to ensure that ESG does not exist as a separate program, but is integrated into the Company’s regular governance and operational mechanisms.

GOVERNANCE PERFORMANCE INDICATORS

To monitor and evaluate governance effectiveness, CC1 has established a system of quantitative indicators focusing on Board activities, transparency, and procurement management. The performance results for 2025 are as follows:

Percentage of Independent Directors	Board meeting attendance rate	Percentage of virtual Board meetings out of total meetings
40%	100%	59%



These indicators assist CC1 in assessing transparency levels, governance efficiency, and the capacity for continuous long-term improvement.

In an environment of escalating demands for transparency and accountability, CC1 identifies good corporate governance as a prerequisite for implementing its growth and sustainable development strategies. By reinforcing the oversight role of the Board of Directors,

strengthening risk management and internal controls, standardizing project execution discipline, and measuring performance through governance indicators, CC1 enhances risk resilience, builds market confidence, and creates long-term value for shareholders and stakeholders.

ECONOMIC PERFORMANCE

IDENTIFICATION OF ECONOMIC IMPACTS

(GRI 203-2)

OVERVIEW

As an enterprise operating in the construction and infrastructure investment sector, Construction Corporation No. 1 – CC1 plays a vital role in generating economic value for shareholders, employees, the State, and the community.



Through its activities in construction, investment, and building materials production, the Company not only generates revenue and profit but also contributes significantly to infrastructure development, stimulating economic growth and the development of related industries.

The Company’s economic impacts are identified and managed in accordance with the GRI 201 – Economic Performance approach, focusing on identifying sources of economic value creation and the affected stakeholders.

ECONOMIC PERFORMANCE

IDENTIFICATION OF ECONOMIC IMPACTS (GRI 203-2)

PRIMARY REVENUE SOURCES

During the 2023–2025 period, the Company’s primary revenue streams include:

Construction Activities

Construction activities continue to serve as the core business sector, contributing the largest proportion of total revenue. The Company’s construction projects span diverse sectors:



According to the financial statements, construction and installation activities continue to play a core role, accounting for over 70% of the Company’s total revenue in 2024. This reflects the strategic focus on the construction sector, while affirming the capacity to implement large-scale projects and providing a stable contribution to the overall business results.

Investment Activities

In addition to construction activities, the Company proactively expands into the investment sector to diversify its business operations. Investments are implemented across several key sectors, including real estate, technical infrastructure, energy, and industrial zones. Through these activities, the Company not only expands its operational scope but also progressively enhances its capacity to

participate in the infrastructure and urban development value chain.

Investment activities play a vital role in supporting the Company’s long-term growth strategy, contributing to revenue diversification, increasing asset value, and creating a foundation for stable and sustainable future revenue streams.



PRODUCTION AND TRADING OF CONSTRUCTION MATERIALS

In parallel with construction, installation, and investment activities, the Company participates in the construction materials supply chain to enhance proactivity in project implementation. Engaging in this sector ensures a stable supply of materials for projects, optimizes production costs, and strengthens overall competitiveness in construction activities.



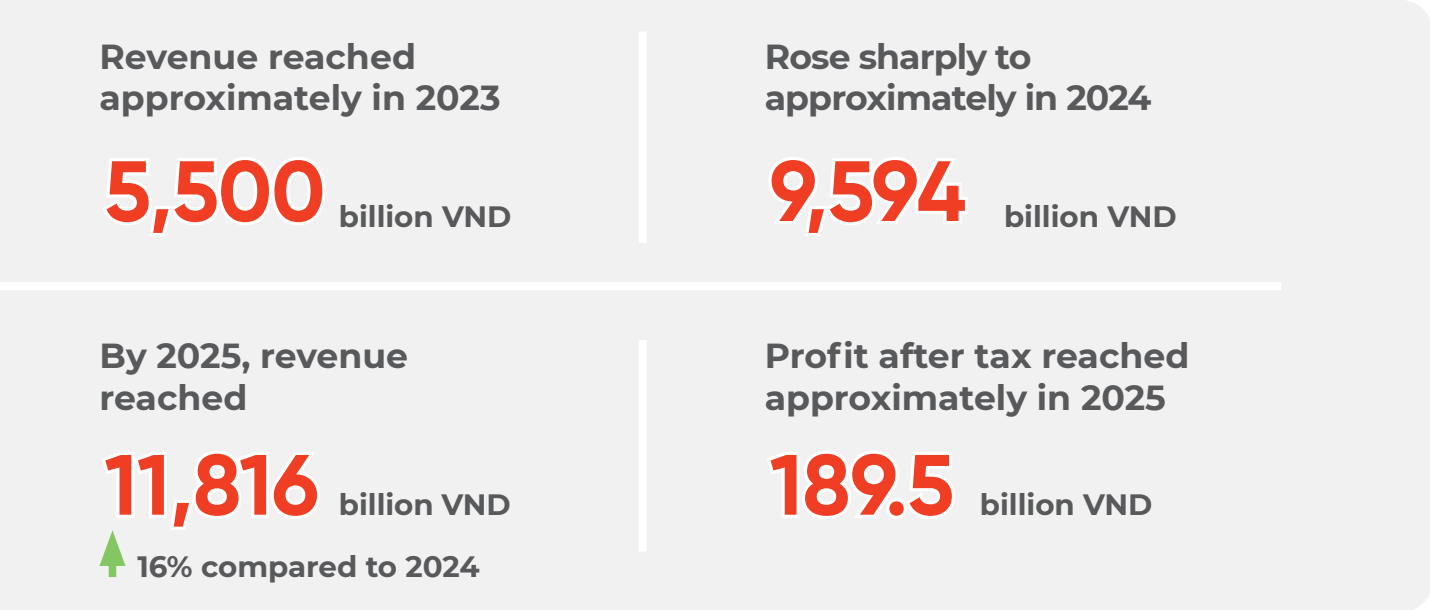
ECONOMIC PERFORMANCE

IDENTIFICATION OF ECONOMIC IMPACTS (GRI 203-2)

MATERIAL ECONOMIC IMPACTS

Direct Economic Impacts

The Company’s operations generate substantial direct economic value, clearly demonstrated by the steady growth in revenue and profit in recent years. Specifically,



This growth performance reflects the expansion of operational scale as well as the capacity to participate in key national projects, such as the Long Thanh International Airport and Tan Son Nhat Terminal T3 projects. Participation in large-scale projects not only generates significant revenue streams but also consolidates the Company’s position within the construction industry.



Job Creation

Through its business operations, the Company maintains a trend of enhancing human resource quality, with the number of personnel holding undergraduate degrees increasing from 780 (2024) to 1,009 (2025), and postgraduate degrees rising from 61 (2024) to 83 (2025). Concurrently, the workforce with associate degrees and equivalents expanded from 426 (2024) to 457 (2025). This reflects the increase in scale and specialized professional requirements in construction and project management activities.



Personnel holding undergraduate degrees in 2025

1,009 people



Furthermore, projects have contributed to local job creation, with the number of recruits increasing significantly from 501 in 2024 to 632 in 2025. Thereby, the Company not only ensures stable employment but also makes practical contributions to the socio-economic development of the regions where projects are implemented.

State Budget Contributions

The Company fully fulfills its financial obligations to the State through the payment of prescribed taxes and fees, including corporate income tax, value-added tax, contractor tax, and other related financial obligations.

CCI’s total contributions to the State budget recorded a strong upward trend over the years, from VND 719.08 billion in 2023 to VND 1,103.61 billion in 2024, reaching approximately VND 1,269.56 billion in 2025. These contributions not only demonstrate corporate responsibility toward the national budget but also reflect increasingly enhanced business efficiency, thereby making a positive contribution to the general development of the economy.



Total contributions to the State budget in 2025

~1,269.56 billion VND

ECONOMIC PERFORMANCE

IDENTIFICATION OF ECONOMIC IMPACTS

(GRI 203-2)

INDIRECT ECONOMIC IMPACTS

Beyond direct impacts, the Company’s activities generate significant indirect economic value by stimulating related industries and diffusing benefits throughout the entire value chain.



Driving the Supply Chain

Projects implemented by the Company create development opportunities for the associated business ecosystem, including construction material suppliers, subcontractors, logistics units, and technical service providers. The participation of these partners not only ensures project schedule and quality but also contributes to stimulating economic activity across the entire supply chain.



Workforce Skills Development

Through the execution of large-scale construction projects, the Company contributes to enhancing the quality of human resources within the construction industry. Training activities and on-site practical experience help workers improve their craftsmanship, develop a highly specialized engineering team, and progressively build a high-quality workforce that meets the industry’s escalating requirements.



Promoting Infrastructure Development

Projects involving the Company’s construction play a vital role in improving transportation systems, developing industrial infrastructure, and stimulating economic growth in various regions. By completing infrastructure, the Company contributes to enhancing connectivity, creating favorable conditions for business operations, and attracting investment.

IMPACT SCOPE

The Company’s economic impacts are generated across a broad scope, encompassing both geographical and organizational aspects. Geographically, the Company’s activities are primarily concentrated in the Vietnam market and span across numerous localities where construction and investment projects are implemented. Organizationally, these impacts encompass the Company’s entire ecosystem, ranging from the parent company, subsidiaries, and associates to the investment and construction projects in which the Company participates.

GOVERNANCE POLICIES AND APPROACHES

ECONOMIC GOVERNANCE POLICY FRAMEWORK

To ensure that business activities are implemented in a transparent and sustainable manner, Construction Corporation No. 1 – CC1 has developed and applied a synchronized financial governance policy system across the entire organization, while fully complying with prevailing legal regulations.

These policies are designed to enhance resource efficiency, strengthen financial risk management capacity, and reinforce transparency as well as accountability throughout the Company’s operations.

Financial Management Policy

The Company implements a financial management system based on strict governance principles, including budget preparation and control, development of financial plans aligned with development orientation, and enhanced cost control within each project. Furthermore, cash flow and capital management are performed proactively to ensure liquidity and optimize capital efficiency across the entire system.

All financial activities of the Company are conducted in accordance with Vietnamese Accounting Standards, fully complying with prevailing legal regulations and based on internal governance regulations that are issued and updated regularly. This contributes to ensuring the consistency, transparency, and reliability of financial information.

Tax and Legal Compliance Policy

The Company is committed to full compliance with legal regulations in all business operations, particularly in the fields of finance and taxation. Tax declaration and payment are performed on time and in accordance with regulations, ensuring transparency and accuracy throughout all financial activities.

Financial and accounting activities are monitored through a rigorous internal control system, combined with internal and independent audit mechanisms conducted annually. This approach enhances the capacity to detect and prevent risks while increasing the reliability of financial statements.

Procurement and Contractor Selection Policy

In procurement and supplier selection activities, the Company applies consistent governance principles to ensure transparency, competition, and economic efficiency. The selection process for suppliers and subcontractors is developed based on clear evaluation criteria, including technical capacity, project execution experience, and the ability to meet quality and safety standards.

Through this approach, the Company not only ensures the quality of inputs for projects but also contributes to building a sustainable partner ecosystem aligned with its long-term development orientation.



ECONOMIC PERFORMANCE

GOVERNANCE POLICIES AND APPROACHES (GRI 2-23)

APPROVAL AND IMPLEMENTATION MECHANISMS FOR POLICIES



Role of the Board of Directors

The Board of Directors holds the orientation and oversight role within the Company's governance system, responsible for approving key governance policies while monitoring and supervising financial and business activities to ensure that strategic objectives are implemented effectively.



Role of the Management Board

The Management Board is responsible for organizing the implementation of approved policies, ensuring consistent execution across member units. Simultaneously, the Management Board monitors the implementation process and periodically reports operational results to the Board of Directors, thereby ensuring a close alignment between strategic orientation and practical operations.



Oversight Mechanism

Governance policies are implemented and monitored through a comprehensive internal control system, complemented by periodic governance reporting to ensure timely information flows for management and decision-making. In parallel, internal audit and independent audit functions are subject to ongoing oversight to ensure compliance, enhance governance effectiveness, and reinforce stakeholder confidence.

PRACTICES FOR MANAGING ECONOMIC IMPACTS

1

Operational Efficiency Management

To enhance operational performance and optimize the economic value generated, the Company implements a synchronized range of solutions in operational management. The focus of these solutions is the optimization of project management processes in a scientific and consistent manner, combined with the strengthening of construction cost controls throughout the project life cycle. Simultaneously, the Company emphasizes improving labor productivity through the refinement of construction organization methods and the application of effective management measures, thereby contributing to the enhancement of overall business performance.

2

Project Cost Management

Project cost management is conducted rigorously and systematically, beginning with the preparation of detailed estimates to serve as a basis for financial control. During implementation, progress is monitored regularly to promptly adjust for any arising factors, ensuring that projects are executed according to plan and within budget. Upon completion, all projects undergo a comprehensive financial performance evaluation to derive lessons learned and enhance the efficiency of subsequent projects.

3

Financial Risk Management

The Company applies proactive and comprehensive financial risk management measures, including the identification and control of market risk, credit risk, and liquidity risk. These risk factors are periodically assessed within the Enterprise Risk Management (ERM) framework, enabling the Company to promptly develop appropriate response plans, minimize negative impacts, and ensure long-term financial stability.

4

Oversight and Audit Mechanisms

The Company's economic activities are monitored through multiple layers of control to ensure transparency and compliance. Specifically, the internal audit system plays a role in inspecting and evaluating the effectiveness of governance processes, while independent audits provide objective assurance of the financial statements. Furthermore, financial reports are prepared and disclosed periodically, contributing to increased transparency and consolidating stakeholder confidence in the Company's operations.



ECONOMIC PERFORMANCE

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED
(GRI 201-1)

During the 2023–2025 period, Construction Corporation No.1–CC1 continued to generate significant economic value and distribute it to stakeholders.

ECONOMIC VALUE DISTRIBUTION



Employees

The Company identifies employees as one of the key beneficiaries in the economic value distribution process. This value is demonstrated through competitive salary policies, bonus mechanisms linked to work performance and business results, alongside insurance and welfare benefits that are fully implemented according to regulations and progressively improved. Through this, the Company not only ensures stable income for employees but also contributes to enhancing their quality of life and creating long-term motivation.



The State

In addition to creating economic value for the enterprise and employees, the Company fully fulfills its responsibilities to the State through budget contributions. The economic value distributed to the State includes corporate income tax, value-added tax (VAT), and other financial obligations as prescribed by law. These contributions demonstrate the Company's role in accompanying the nation's socio-economic development.



Suppliers

The Company also distributes significant economic value to its system of suppliers and partners through procurement and service outsourcing activities. Expenses for materials and subcontracting costs not only directly serve construction activities but also contribute to driving the development of enterprises within the supply chain. Thereby, the Company creates a diffusion of economic value and reinforces sustainable cooperative relationships with its partners.



Shareholders

For shareholders, economic value is distributed through appropriate dividend policies and the appreciation of enterprise value over time. By maintaining operational efficiency and a sustainable development strategy, the Company aims to maximize benefits for shareholders while ensuring a balance between financial growth and long-term development objectives.

TABLE OF ECONOMIC VALUE GENERATED

Content	Unit	Year 2023	Year 2024	Year 2025
Economic Performance				
Revenue	VND million	5,613,268.32	10,161,129.01	11,816,220.95
Gross Profit	VND million	328,570.74	483,655.05	531,922.60
Profit After Tax	VND million	220,414.30	229,481.49	189,513.87
Working hours	hour	175,008.00	189,864.00	239,640.00
Labor Productivity	VND million/hour	32.07	53.52	49.31
Total State Budget Contributions	VND million	719,075.61	1,103,609.92	1,269,559.71

HOW ESG CREATES VALUE FOR CC1

For CC1, ESG is not only a requirement for information disclosure or brand image, but first and foremost a tool that helps the Company achieve better governance in an industry characterized by high risks, long project cycles, and increasing market scrutiny. When properly implemented, ESG helps the enterprise reduce legal, safety, environmental, and operational risks; while also enhancing project control capabilities, improving supply chain quality, and strengthening consistency in operations.

For a construction enterprise, these are benefits with direct business value, not merely reputational benefits. From a market perspective, ESG also contributes to enhancing CC1's competitiveness by strengthening credibility with project owners, partners, banks, and investors; supporting the ability to participate in projects that require

increasingly higher governance standards; and enabling the enterprise to better access trends related to green finance, green construction, and international value chains. In addition, integrating ESG into project governance, safety management, digital transformation, and BIM also helps the enterprise improve execution efficiency, enhance traceability, and strengthen its long-term development foundation. In this sense, ESG is part of the Company's competitive capability rather than a supporting activity outside the business strategy.

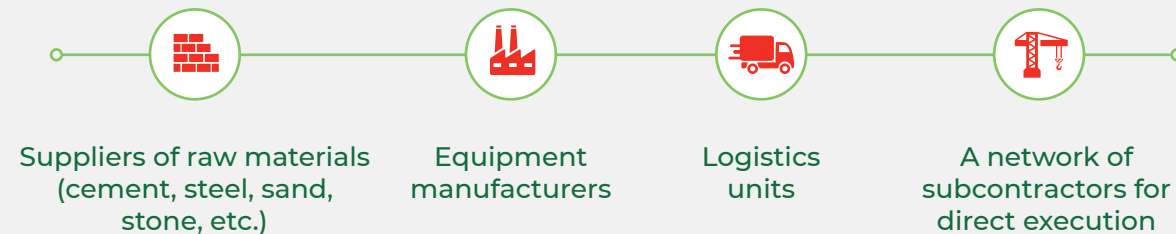


SUSTAINABLE SUPPLY CHAIN

IMPACT IDENTIFICATION

CHARACTERISTICS OF CCI'S SUPPLY CHAIN

CCI's supply chain possesses the complex characteristics typical of the construction industry, operating under a model that combines centralized and decentralized management. This system comprises multiple tiers:



Management requires close coordination between the Procurement and Material Trading Department, the Bidding Department, and the Site Management Boards to ensure a continuous flow of materials.

MATERIAL ESG RISKS IN THE SUPPLY CHAIN

Through internal risk management processes and industry standard benchmarking, CCI has identified several key risks:

- **Social and Safety Risks:** The utilization of subcontracted labor across dispersed sites poses challenges in controlling occupational safety compliance and welfare, harboring potential risks of accidents or labor disputes.
- **Environmental Risks:** The production and transportation of materials (steel, concrete, sand, soil, stone, etc.) contribute significantly to greenhouse gas emissions. Additionally, there are concerns regarding dust, noise, and construction waste management.
- **Governance and Compliance Risks:** The risk of a lack of transparency, conflicts of interest, or commercial fraud within the context of high-volume procurement transactions.
- **Supply Chain Disruption Risks:** Price volatility and supply chain disruptions directly impact project schedules and costs.

OPPORTUNITIES FROM SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Transitioning to a sustainable supply chain model helps CCI optimize costs through centralized procurement regulations, enhance reputation with international developers and green financial institutions, and ensure project continuity.

POLICIES AND COMMITMENTS

COMMITMENT FROM CCI LEADERSHIP

Sustainable development is a strategic mission that requires the partnership of the entire partner ecosystem. CCI is committed to prioritizing cooperation with suppliers who share common values of integrity, quality, and environmental responsibility.



PARTNER SELECTION PRINCIPLES

Based on the "Subcontractor/Supplier Evaluation Process," core principles include



SCOPE OF APPLICATION

The scope of application includes material/equipment suppliers (units providing raw materials, machinery, and equipment) and contractors/subcontractors (units providing construction and installation services and project-based labor).

SUSTAINABLE SUPPLY CHAIN

RESPONSE MEASURES

In the construction industry, the quality of ESG implementation depends not only on the main enterprise but also significantly on the capabilities and conduct of suppliers, subcontractors, and construction partners. Therefore, CCI aims to develop a sustainable supply chain based on the principle of selecting partners not only according to price and schedule criteria, but also according to minimum requirements relating to legal compliance, occupational safety, environmental performance, construction capability, business ethics, and conflict of interest control. This approach helps reduce risks arising from

the supply chain while also enhancing consistency between ESG commitments at the Corporate level and actual implementation at construction sites. In subsequent reporting periods, CCI aims to continue standardizing partner evaluation criteria, increasing the application of ESG screening in the supplier selection and monitoring process, and strengthening traceability, monitoring, and feedback mechanisms for cases that do not meet requirements. This is one of the important conditions for transitioning from operational supply chain management to sustainable supply chain management.



INTEGRATING ESG INTO SELECTION AND CONTRACTING PROCESSES

Risk management is implemented from the initial screening stage. According to the Centralized Procurement Regulations, Health, Safety, and Environment (HSE) requirements have become mandatory clauses in bidding documents and contracts, rather than just encouraged factors. For construction packages, compliance with safety standard sets is an inseparable part of the contract.



INITIAL AND PERIODIC EVALUATION

The evaluation process is conducted throughout the project life cycle according to Procedure CCI-CUCT-74: Evaluation Procedure for Subcontractors and Suppliers:

Initial Evaluation

Before being shortlisted, suppliers and subcontractors must undergo a rigorous capacity assessment. In addition to technical capacity, financial standing, and scheduling criteria, CCI emphasizes verifying environmental legal records and occupational safety compliance history.

Periodic Evaluation

Quarterly, annually, or upon project completion, the Site Management Boards coordinate with the Bidding Department and the Procurement & Material Trading Department to re-evaluate partner performance.



SCREENING & EVALUATION MECHANISM

The procurement process tightly integrates ESG criteria:

Screening Stage

ESG criteria account for 30% of the total bid evaluation score (alongside 70% for commercial/technical aspects). Priority is given to suppliers holding ISO 14001 or ISO 45001 certifications.

Monitoring Stage

Annual periodic evaluations are conducted. A warning or contract termination mechanism is applied to suppliers with serious safety or environmental violations.

Capacity Building

Organizing training and sharing management experience with small and medium-sized suppliers to standardize processes.



SUSTAINABLE SUPPLY CHAIN

ACTIONS AND INITIATIVES (GRI 204-1)

To realize the commitment to a sustainable supply chain, CCI has been implementing a synchronized set of solutions ranging from procurement and monitoring to technical improvement, aiming to optimize operational efficiency and minimize environmental impacts.

01

COMPREHENSIVE INTEGRATION OF ESG CRITERIA INTO BIDDING AND CONTRACTING

Bidding Profiles: Suppliers are required to provide transparent Certificates of Origin and Quality (CO/CQ). Priority is accorded to materials featuring green labels or energy-saving certifications.

Contracts: Clearly defining the legal responsibilities of subcontractors regarding site waste management, occupational safety, and compliance with labor, tax, and social insurance laws; this serves as the basis for screening and excluding partners who do not meet ESG requirements.

02

RIGOROUS MONITORING AND PERIODIC SITE EVALUATIONS

The Safety Board (HSE), in coordination with Site Management Boards, performs daily inspections and monitoring of subcontractor personnel and equipment, with the responsibility to report to the Procurement & Material Trading Division. The monitoring results serve as vital input data for the semi-annual subcontractor capacity evaluations conducted under Procedure CCI-CUCT-74, ensuring the screening and maintenance of a high-quality partner system.

03

GREEN PROCUREMENT & CIRCULAR ECONOMY
(GRI 204-1)

Local Materials: Prioritizing local material sources (sand, stone, cement) to promote the local economy, create local jobs, and reduce transportation distances.

Use of Precast Components: Leveraging the strengths of precast concrete plants within the CCI ecosystem (VINA-PSMC) to modularize construction. This solution helps minimize excess mortar and site waste while shortening project schedules.

Strategic Partnerships: Typically exemplified by various Memoranda of Understanding (MoU), such as the one with Jotun Paints (Vietnam) Co., Ltd. (November 2024), to provide sustainable and safe coating solutions for projects.

- The 2025 sustainable supply chain management results are measured through the following indicators: the rate of raw materials purchased from local suppliers reached 100%.

CCI maintains a high proportion of procurement budget for domestic suppliers, with a total procurement value exceeding VND 3,445 billion.*

- Percentage of Local Suppliers: 100%*

In 2025, all of CCI's suppliers were businesses registered in Vietnam, totaling 82 suppliers distributed across various localities nationwide.*



Regarding corporate governance performance in 2025, CCI recorded a total of 296 bidding packages implemented during the period, ensuring 100% procedural compliance and the execution of Conflict of Interest (COI) checks throughout the contractor selection process. Among these, publicly announced bidding packages as per regulations accounted for 229 packages, equivalent to 77.36% of the total; the remainder consisted of appointed bidding packages, accounting for 22.64%.

In terms of the number of participating contractors, 117 packages (39.53%) had 3 or more contractors; the remaining 179 packages (60.47%) had fewer than 3 participating contractors, including appointed packages.

Procurement and material supply activities at CCI are consistently performed accurately and fully in accordance with procedures; contractors are evaluated and checked for conflicts of interest, contributing to increased competitiveness and transparency in bidding activities.

Total bidding packages
implemented in 2025

296 bidding packages

Ensuring

100% procedural compliance

SUSTAINABLE SUPPLY CHAIN

ACTIONS AND INITIATIVES
(GRI 204-1)

04

SCIENTIFIC RESEARCH ON SUSTAINABLE
PROCUREMENT IN ENTERPRISES

In 2025, CCI recorded a prominent scientific research project titled “Impact of Green Procurement Practices on Financial Performance and Sustainable Competitive Advantage in Enterprises,” conducted by author Nguyen Tri Nhan (CCI Construction and Equipment Joint Stock Company (C&E)). The research was published in the Industry and Trade Magazine, Issue 25/2025, special topic “Scientific Research Results and Technological Applications.”

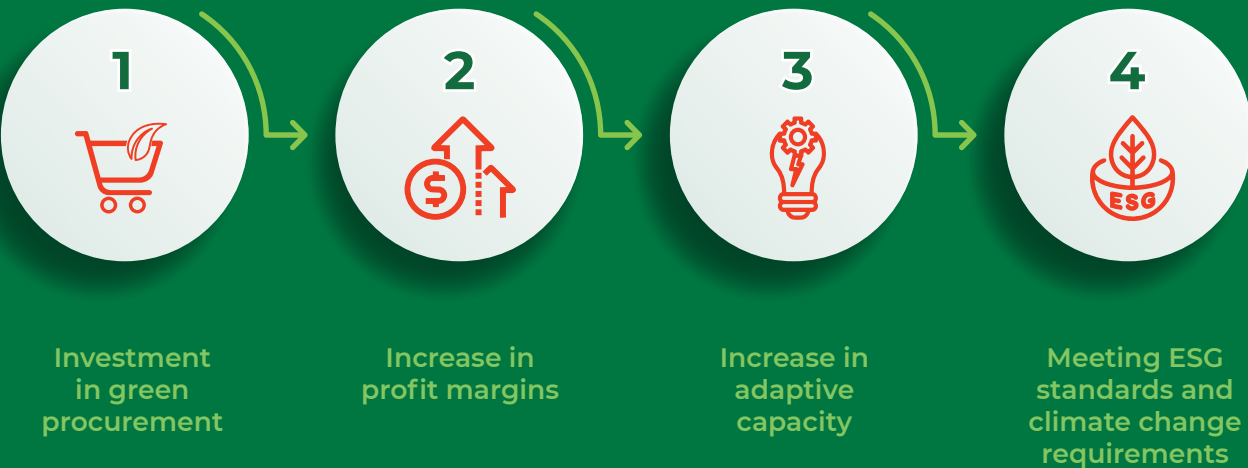
The research suggests that enterprises need to integrate green procurement into their sustainable development and supply chain management strategies, while enhancing internal capacity through training and establishing green supplier selection criteria. Gradually integrating ESG criteria into procurement processes will help enterprises not only meet compliance requirements but also create long-term sustainable value.

VALUE CREATION LOGIC

Based on Green Supply Chain Management (GSCM) theory and recent empirical studies, the article indicates that the impact of green procurement does not occur directly but through two crucial mediating factors: green innovation and corporate reputation. Specifically, prioritizing eco-friendly materials, energy-saving technologies, and environmentally compliant suppliers drives enterprises to improve production processes, optimize resource utilization,

and reduce operating costs. Simultaneously, these practices contribute to enhancing the corporate image in the eyes of customers, investors, and partners, thereby increasing prestige and market accessibility. These two factors combined generate tangible financial performance and reinforce long-term competitive advantage, especially within the context of international markets increasingly demanding high environmental and ESG standards.

Research model based on Chang (2023)



GREEN PROCUREMENT AND CORPORATE VALUE

Rather than being viewed merely as an environmental compliance activity, green procurement is approached as a value-creation mechanism through the integration of environmental criteria into the entire process of supplier selection, material utilization, and supply chain management.

PRACTICAL VALUE

Green procurement in Vietnam remains in its nascent stages, facing numerous systemic challenges, particularly as the majority of enterprises still lack the experience and resources required to implement changes toward sustainable development.

To promote effective and sustainable green procurement practices within Vietnamese enterprises, a synchronized implementation of solutions regarding awareness, policy, and support mechanisms is essential. First, it is necessary to enhance awareness and professional expertise in green procurement,

such as supply chain management, supplier selection skills, product life cycle assessments, and environmental risk management throughout the value chain. Second, a unified set of national criteria for green products that aligns with the Vietnamese context should be developed and issued. Third, support policies should be refined with specific financial incentives, including tax exemptions or reductions, interest rate support, or targeted subsidies for enterprises investing in green technology or participating in sustainable production-consumption ecosystems.

Model for promoting ESG in enterprises



In particular, ESG (Environmental - Social - Governance) criteria should be integrated step-by-step into procurement processes. ESG must be viewed as a strategic tool for risk management, brand reputation enhancement, and international competitiveness, rather than merely a compliance requirement.

Table 1. Key Contents of Scientific Research on Green Procurement and Corporate Value

Source: “The impact of green purchasing practices on financial performance and sustainable competitive advantage in enterprises” - Nguyen Tri Nhan

DIGITAL TRANSFORMATION AND INNOVATION

IMPACT IDENTIFICATION

CC1 identifies digital transformation and technological innovation as material factors with significant impacts on business efficiency, risk management capabilities, and the fulfillment of ESG commitments across the entire construction project value chain. The application of new technical and technological solutions-including modular construction technology, data management platforms, BIM tools, and digital-based project management systems-has generated multi-dimensional impacts as follows:



IMPACTS ON ECONOMIC AND OPERATIONAL EFFICIENCY

Digital transformation helps CC1 enhance control over project schedules and costs through real-time data tracking and updates. Simultaneously, the synchronization of information among stakeholders contributes to minimizing rework caused by conflicts between design and construction. Digital technologies also support increased labor

productivity through integrated mechanisms and process standardization, thereby reducing unplanned occurrences thanks to data-driven change control. Notably, the increased adoption rate of BIM and digital technology (from 19% in 2024 to 42% by the end of 2025) reflects a clear shift toward data-driven and analytical project management models.



ENVIRONMENTAL IMPACTS

The application of technical solutions and material innovation contributes to significantly minimizing environmental impacts. Specifically, new technologies support reducing the demand for natural resource extraction, such as fill dirt and river sand, while optimizing material usage to limit waste during construction. Additionally, shortening construction time contributes

to reducing fuel consumption and indirect emissions. These solutions also help mitigate negative environmental impacts arising from prolonged construction processes. Furthermore, the digitization of over 1.2 million project and office records in 2025 facilitates the tracking, management, and synthesis of environmental data for each project, thereby enhancing monitoring efficiency and compliance with environmental standards.



In 2025, the Company digitalized over

1.2 million project and office records



SOCIAL IMPACTS

Digital transformation and technological application contribute to improving occupational safety control through process standardization and enhanced monitoring throughout the construction process. This helps minimize the risk of incidents while improving construction organization efficiency. Moreover, the digitization of data

and processes enhances accountability tracking and ensures transparency in incident handling. The application of technology and construction mechanization also helps reduce dependence on manual labor in high-risk environments, thereby improving working conditions and protecting worker health.



GOVERNANCE IMPACTS

In the field of governance, digital transformation supports enhancing transparency in approval processes and the delegation of responsibility, while contributing to the standardization and digitization of records related to quality, acceptance, and payment. The implementation of centralized data systems increases the ability to retrieve

information and cross-check data between departments, thereby minimizing the risk of information discrepancy. Consequently, CC1 is step-by-step building a data-driven governance platform, contributing to the enhanced reliability of information provided to stakeholders, especially in the context of increasing transparency requirements.

In addition to the opportunities, CC1 also recognizes that accelerating technological application and digital transformation may give rise to certain risks, including the potential for increased costs and schedules during initial implementation stages, limitations in participating in large-scale projects if adaptation is not timely, as well as challenges in meeting the increasing requirements for transparency and ESG reporting. Furthermore, risks related to system operations and corporate reputation must be strictly controlled.

Therefore, digital transformation and technological innovation are identified by CC1 as key material factors in its sustainable development strategy, serving as the foundation to enhance competitiveness, optimize operational efficiency, and meet the growing demands of stakeholders.

DIGITAL TRANSFORMATION AND INNOVATION

POLICIES AND COMMITMENTS

CC1 identifies digital transformation and technological innovation as strategic pillars in sustainable development governance. This orientation is implemented in close alignment with the Company's long-term strategy, rather than being limited to isolated initiatives, thereby ensuring consistency and the ability to create sustainable value across all operations.



CC1 and Portcoast sign a Strategic Memorandum of Understanding on Digital Transformation in Construction

Within this framework, CC1 focuses on integrating digital transformation into both corporate governance and project management to enhance operational efficiency across the entire system. The application of technology strengthens the ability to control progress, costs, and construction quality, while contributing to the mitigation of operational risks through monitoring and data analysis tools. Concurrently, CC1 promotes data transparency and the standardization of reporting systems, aiming to build an ESG governance platform based on verified data to meet the increasing requirements of stakeholders.

CC1 is also implementing a phased digital transformation roadmap, prioritizing processes with a direct impact on ESG

performance. Key focus areas include HSE (Health – Safety – Environment) management, control of design changes and construction contingencies, supply chain management, as well as acceptance and payment activities. This approach ensures that transformation not only delivers operational efficiency but also directly enhances the quality of managing environmental and social factors.

Overall, CC1 views digital transformation as a vital tool to mitigate long-term risks while enhancing the ability to meet transparency requirements from developers, partners, and financial institutions. This is also an essential foundation for the enterprise to enhance its reputation, consolidate competitiveness, and progressively approach international standards for sustainable development.

RESPONSE MEASURES

CC1 implements digital transformation and technological innovation through the synchronized integration of technical solutions, construction technologies, and digital governance systems. This approach aims to minimize operational, environmental, and governance risks in large-scale infrastructure projects while enhancing overall efficiency throughout the project life cycle. The response is executed based on the following four main pillars:

APPLICATION OF TECHNICAL SOLUTIONS TO REDUCE ENVIRONMENTAL AND OPERATIONAL RISKS

CC1 proactively researches and implements advanced technical solutions to reduce dependence on natural resources while strengthening risk control during construction. Modern construction technologies, such as viaducts replacing traditional embankments, help reduce the demand for fill dirt and sand, thereby limiting the impact on resources. The application of U-girders and precast components contributes to higher levels of industrialization and shortens construction time. Additionally, CC1 promotes the use of precast components to replace cast-in-place work to ensure quality control directly from the factory, as well as implementing precast segmental balanced cantilever bridge

solutions to reduce long-term maintenance costs. The Company is also researching solutions for treating sea sand or saline sand to reduce the pressure of river sand mining.

These solutions not only minimize material waste but also contribute to limiting negative environmental impacts, while shortening construction schedules and reducing unplanned risks. In the long term, the synchronized application of these technologies enhances project durability and optimizes life-cycle costs. The entire implementation process follows a roadmap of piloting, evaluation, and standardization before scaling up to ensure efficiency and practical suitability.

DIGITIZATION OF GOVERNANCE SYSTEMS TO INCREASE TRANSPARENCY AND INTERNAL CONTROL

Parallel to the application of technology in construction, CC1 is accelerating the digitization of internal governance systems to enhance transparency and control efficiency. Management systems are deployed centrally, covering human resources, supply chain, construction machinery and equipment, as well as document management, digital signatures, and quality records. The project quality management system is also integrated to ensure consistency and end-to-end traceability.

This digitization helps minimize the risk of information discrepancy between departments while increasing the ability to retrieve and cross-check data. Additionally, the system effectively supports internal audits and ESG reporting, contributing to the transparency of approval processes and the delegation of responsibility throughout the organization.

DIGITAL TRANSFORMATION AND INNOVATION

RESPONSE MEASURES



BUILDING AN INTEGRATED ESG DATA PLATFORM

Instead of building separate ESG systems, CC1 chooses to integrate ESG data collection and management into existing governance and project management systems. This approach ensures that data is collected continuously, consistently, and remains closely linked to actual operations.

Implementation principles include ensuring data has clear origins with defined

management responsibilities, and establishing cross-check mechanisms to enhance reliability. The system also allows for data aggregation by project and across the entire Company, serving risk assessment and periodic reporting. Consequently, ESG is no longer a separate reporting activity but has become an integral part of the operating system, contributing to improved governance efficiency and meeting increasingly high transparency requirements.



APPLICATION OF BIM AND DIGITAL TECHNOLOGY TO CONTROL PROJECT RISKS

CC1 is step-by-step integrating BIM models, including 4D (schedule management) and 5D (cost management) levels, alongside digital governance systems to enhance project control capabilities. The application of BIM helps minimize conflicts between design and construction through simulation and early detection of discrepancies. Simultaneously, digital tools allow for enhanced change control, reduced rework rates, and support for more accurate schedule and cost forecasting.

The proportion of projects applying BIM and digital technology is expected to increase from 19% in 2024 to 42% by the end of 2025, reflecting a strong shift toward data-driven

project management models. The integration of technical and governance data enables CC1 to progressively transition from reactive control methods to a proactive approach based on analysis and forecasting.



In 2025, the proportion of projects applying BIM and digital technology is expected to

↑ 42%



ACTIONS AND INITIATIVES



APPLICATION OF ADVANCED TECHNOLOGY

CC1 proactively researches and progressively applies advanced global technologies and technical solutions to enhance construction efficiency, minimize environmental impacts, and meet increasing ESG requirements in the infrastructure sector. The implementation strategy focuses on promoting industrialization in construction through the application of modular construction and precast component technologies, alongside the adoption of viaduct solutions to replace traditional embankments, thereby reducing dependence on soil and sand resources.

Furthermore, CC1 is researching and piloting the treatment and utilization of sea sand or saline sand to alleviate pressure on river sand mining, while deploying components such as U-girders, precast bridge piers, and segmental components to ensure quality control from the factory production stage. In parallel with technical solutions, the step-by-step integration of BIM and project life-cycle management tools enhances comprehensive project governance capabilities.

These applications contribute to reducing natural resource consumption and indirect emissions, while improving occupational safety by shortening construction time and reducing dependence on manual labor at the site. Strengthening quality control and accountability tracking also enables CC1 to better satisfy technical requirements and ESG standards from developers and financial institutions.



SAFETY AND QUALITY MANAGEMENT VIA DIGITAL SYSTEMS

CC1 is accelerating safety and quality management through process standardization and the application of digital systems to minimize operational risks. Implementation

activities include standardizing safety and incident reporting procedures on electronic platforms, digitizing acceptance records and quality control, and analyzing incident data to identify potential risks early and deploy preventive measures. Simultaneously, the system enhances accountability tracking, contributing to improved transparency and governance efficiency.



DIGITAL TRANSFORMATION AND INNOVATION

ACTIONS AND INITIATIVES

REAL-TIME SITE MONITORING AND BIM APPLICATION

CC1 is step-by-step deploying real-time site monitoring solutions, moving toward a data-driven management model. Systems being implemented include construction equipment management, machinery performance tracking and resource coordination, and the connection of field data to the central governance system. This approach enhances schedule control, optimizes resource utilization, and minimizes risks during the construction process.

Concurrently, CC1 continues to expand the application of BIM in suitable projects. By the end of 2025, the proportion of projects applying BIM increased to 42%. The application of BIM contributes to reducing conflicts between design and construction, limiting rework, effectively controlling changes and cost contingencies, and improving the accuracy of quantity take-offs and schedule forecasting. As a result, CC1 is progressively transitioning from a reactive management model to proactive management based on data and analytics.

Case Study of BIM Implementation at CC1:

At Package 18: “Construction and supply, installation of passenger terminal equipment and auxiliary works” of Dong Hoi Airport, the deployment of BIM during the design and construction phases played a vital role in enhancing coordination efficiency and quality control among project stakeholders, including the Developer, Supervision Consultant, Design Consultant, and joint venture contractors.

Firstly, the application of BIM enabled early clash detection during the design phase and prior to construction deployment. Specifically, interferences between structural elements and MEP systems (Mechanical, Electrical, and Plumbing) were inspected and resolved before concrete pouring, preventing scenarios requiring demolition or on-site adjustments.

Furthermore, a CDE (Common Data Environment) was utilized as a centralized management and synchronization platform, allowing all parties to access a single, unified data source in real time. BIM models and change requests were managed through clear workflows, ensuring version traceability and establishing distinct accountability among parties. This represents a significant advancement over traditional exchange methods via email or fragmented files.

Notably, providing a visual model contributed to increasing the accuracy of design records relative to the joint venture’s implementation results on-site. The BIM model allowed the Developer and Supervision Consultant to directly inspect the spatial layout, positioning, and rationality of technical solutions on the model on a weekly basis, thereby reducing misunderstandings and supporting a more efficient communication and approval process.

Additionally, spatial verification on the BIM model played a crucial role in equipment selection and procurement. Through the model, dimensions, installation clearances, and operational conditions were evaluated in advance, ensuring that the selected equipment was compatible with actual site conditions. In cases where incompatibilities were detected, parties could adjust the architecture, structure, or system layout early on, rather than reacting passively after equipment had been ordered or delivered to the site. This helped mitigate the risk of cost overruns, avoided schedule delays, and enhanced the feasibility of design solutions.

Key benefits recorded from applying BIM at the project include:

- ▶ **Early detection and resolution of conflicts, reducing actual construction risks.**
- ▶ **Transparency in the coordination process through issue tracking and logging.**
- ▶ **Support for accurate equipment selection and procurement through spatial modeling checks.**
- ▶ **Enabling early design adjustments, avoiding passive resolution on-site.**
- ▶ **Integration of non-geometric information for operations, creating a foundation for asset and equipment management.**
- ▶ **Increasing Developer confidence through direct inspection and evaluation on the model.**

From practical implementation, it is evident that even when the system is applied at the level of model-based coordination and issue tracking, the solution still delivers distinct technical and management value while creating a foundation for future expansion.

ENCOURAGING TECHNICAL IMPROVEMENT INITIATIVES AND AIMING FOR GREEN CONSTRUCTION



CC1 maintains and develops mechanisms to encourage technical improvement initiatives aimed at enhancing construction efficiency and minimizing environmental impacts. The core focus areas include further expanding the application of precast components and modular construction technology, implementing viaduct solutions to replace traditional embankments, researching and applying alternative materials such as sea sand or saline sand, and strengthening solutions to reduce resource consumption and indirect emissions.

These initiatives contribute to decreasing the demand for natural resources, improving occupational safety levels, and enhancing transparency and process standardization across all construction activities. In the long term, this serves as the foundation for CC1 to progressively move toward a sustainable construction model that reduces emissions and aligns with the green development trends of the construction industry.

For CC1, digital transformation and technological innovation are not only about upgrading working tools, but also serve as a foundation for enhancing transparency, traceability, monitoring, and risk control throughout the value chain. When aligned with ESG objectives, digital platforms such as ERP, centralized document management, equipment management, and BIM help the Company improve governance quality, reduce dependence on manual processes, enhance coordination among units, and facilitate data consolidation, cross-checking, and reporting in accordance with increasingly stringent standards.



CHAPTER 4

PEOPLE AND SOCIETY

SPREADING SUSTAINABLE VALUES



OCCUPATIONAL HEALTH AND SAFETY

(GRI 403-1, 2, 3, 4, 5, 6, 7, 8, 9)

CONTENT OBJECTIVES

Construction Corporation No.1 - JSC (CC1) identifies the health and safety of its employees as a top priority within its sustainable development strategy.



The disclosed content is developed in alignment with GRI Standard 403: Occupational Health and Safety, aiming to fully reflect the impacts, management policies, response measures, and measurement indicators related to occupational health and safety (OHS) activities.

CC1 is committed to establishing a safe, healthy, and sustainable working environment, contributing to the protection of workers while ensuring progress, quality, and efficiency for infrastructure construction projects across the entire system.

IMPACT IDENTIFICATION

Infrastructure construction is characterized by complex execution across diverse locations, influenced by terrain, weather conditions, and project schedules. Consequently, risks of occupational accidents, safety incidents, and occupational diseases are inherently present throughout the construction process.

The groups potentially affected include:

- 

Direct labor at construction sites

The most significantly affected group, frequently facing risks of occupational accidents, machinery/equipment-related incidents, falls, collisions, and health factors such as dust, noise, vibration, and potential occupational diseases.
- 

Project management and site supervision personnel

During inspection, supervision, or construction management, this group may be impacted by site safety hazards, harsh working conditions, and risks arising from accessing high-danger construction zones.
- 

Subcontractors and seasonal labor force

These groups participate in specific construction items and frequently access high-risk activities. They are affected by fluctuating working conditions, differences in safety measures between units, and environmental factors such as weather, noise, dust, and the risk of occupational accidents.
- 

Stakeholders working or moving within the project scope

Including material suppliers, site visitors, and individuals active within the project area. This group may be impacted by internal traffic, dust, noise, vibration from construction machinery, restricted movement, and other environmental risks arising during construction.

If not strictly managed, these risks can adversely affect worker health, disrupt construction progress, and increase operational costs. Conversely, effective HSE management helps minimize accidents, enhance productivity, and consolidate corporate reputation.

OCCUPATIONAL HEALTH AND SAFETY

(GRI 403-1, 2, 3, 4, 5, 6, 7, 8, 9)

POLICIES AND COMMITMENTS

CC1 is committed to building and maintaining a safe, healthy, and sustainable working environment for all employees by systematically implementing Health, Safety, and Environment (HSE) management requirements across all projects and subsidiaries.

HSE management is performed based on the principle of full compliance with the Law on Occupational Health and Safety of Vietnam, combined with the application of international standards such as ISO 45001 to ensure consistency, transparency, and efficiency in risk management activities.

During project execution, CC1 implements comprehensive hazard identification and risk

assessment throughout the project life cycle—from preparation and construction to operation and handover. Appropriate control measures are developed and continuously updated to prevent accidents and minimize impacts on worker health and the surrounding environment. Additionally, CC1 prioritizes worker participation in safety management through consultation, site inspections, improvement contributions, and timely reporting of safety hazards.



CC1’s HSE policies are issued by the Board of Management and applied uniformly throughout the system, including the headquarters, project management boards, and construction sites.

This policy system serves as a directive for all HSE activities, ensuring that every unit and individual complies with the same standards, methods, and goals toward a safe and sustainable working environment.



All of CC1’s HSE policies are officially approved and issued by the Board of Management.

Specifically, the Occupational Health, Safety, and Environment Policy, issued under Decision No. CC1-HSE-01 dated March 24, 2024, serves as the overarching guiding document, stating clear commitments to legal compliance, accident prevention, worker health protection, and continuous improvement in safety management.

Furthermore, the Hazard Identification and Risk Assessment Procedure under Decision CC1-HSE-QT-02/2021 provides detailed guidance on identifying hazards, classifying risk levels, and selecting appropriate control measures for each task and project phase. Simultaneously, the Control of Hazardous Work Procedure, issued under Decision CC1-HSE-QT-05/2022, describes safety requirements for high-risk tasks such as working at heights, working in confined spaces, hot work, operating lifting equipment, or excavation, to prevent incidents and ensure worker protection in all situations.



CC1 also issued the Emergency Response Procedure under Decision CC1-HSE-QT-08/2024, specifying emergency scenarios, response plans, responsibility assignments, and periodic site drill requirements to ensure rapid and effective reaction to incidents. Regarding contractor management, the HSE Management Regulations for Subcontractors, issued under Decision CC1-HSE-QC-04/2024, outline requirements for subcontractors concerning safety records, training, compliance inspections, and HSE competency conditions prior to participation.

Additionally, CC1 applies the Safety Guidelines for Construction Equipment and Machinery (CC1-HSE-HD-03/2023), regulating the inspection, operation, and maintenance of equipment; along with the Guidelines for Personal Protective Equipment (PPE) (CC1-HSE-HD-07/2023) to ensure workers are equipped with standardized PPE and instructed on proper use and storage. These policies and procedures form a synchronized HSE management system, enabling CC1 to ensure effective risk control and maintain a safe, compliant, and sustainable working environment.

OCCUPATIONAL HEALTH AND SAFETY

(GRI 403-1, 2, 3, 4, 5, 6, 7, 8, 9)

RESPONSE AND MANAGEMENT APPROACH

CCI applies a Health, Safety, and Environment (HSE) management system oriented toward proactive prevention, risk control, and continuous improvement throughout project implementation. At all construction sites, CCI establishes a comprehensive HSE management system ranging from personnel organization and responsibility assignment to the development of procedures and instructional documentation.



Concurrently, safety requirements during construction are reviewed and implemented uniformly to ensure all activities comply with legal regulations and internal standards. Monitoring activities are performed regularly to evaluate working conditions, track compliance with safety regulations, and promptly rectify emerging safety hazards. All control measures are applied based on the priority principle of prevention first, followed by mitigation, and

finally, the control of residual risks to ensure the highest level of safety for workers. To support systematic risk management, CCI has issued the HSE Risk Management Procedure, which provides specific guidance on the steps for hazard identification, risk determination, and the assessment of their impact levels on employees, assets, and the surrounding environment.

The procedure also describes requirements for identifying environmental aspects that may arise during construction, thereby establishing appropriate and effective control measures. Risk management is conducted with the objective of reducing risks to an acceptable level in accordance with internal standards and current legal regulations, ensuring that all activities are strictly controlled and safe.

Questions	Answers		Environmental Aspects
	Inputs	Outputs	
Does the organization have cold storage or use air conditioners?	Electricity	Energy consumption	Heat generation
			Cold generation
			Electricity consumption
	Refrigerants	Leakage of refrigerants into the environment	Refrigerant emission
Bursting of refrigerant pipes			
Does the organization use computers?	Electricity	Light generation	Light emission
			Electricity consumption
		Heat generation	Heat generation
	Broken computers		Industrial waste generation
Does the organization perform maintenance activities?	Energy usage		Waste during startup and shutdown
	Maintenance	Contaminant leakage	Spillage, infiltration, equipment contamination; Emissions from leaking equipment
	Use of cleaning agents	Waste	Cleaning/maintenance waste
	Workshop maintenance		Other waste: oil, cleaning solvents, paint, construction materials
Does the organization perform printing/ photocopying?	Paper	Paper consumption	Paper usage
		Paper waste	Paper waste generation
	Ink	Ink cartridges	Ink cartridge waste generation
			Ink leakage/spillage
	Electricity usage	Electricity consumption	Electricity consumption

Table 2. Excerpt from the questionnaire for identifying environmental aspects CCI’s HSE (Health – Safety – Environment) Risk Management Procedure

Specifically, CCI identifies environmental aspects by analyzing the inputs and outputs of each activity, including energy consumption, material usage, and the generation of solid waste, wastewater, emissions, noise, and other polluting factors. On this basis, environmental aspects are established through a systematic approach, combined with a review of current legal requirements and related compliance obligations.

OCCUPATIONAL HEALTH AND SAFETY

(GRI 403-1, 2, 3, 4, 5, 6, 7, 8, 9)

RESPONSE AND MANAGEMENT APPROACH

No.	Criteria	Level	Meaning
1	Severity Level	1	Negligible (Only affects the immediate work area)
		2	Minor impact (Slight impact on the external or surrounding environment)
		3	Harmful impact, violating legal requirements
		4	Harmful impact, threatening human life
		5	Emergency: Causes long-term, irreparable damage
2	Likelihood of Occurrence (Frequency)	1	Does not occur / Has never occurred
		2	Occurs approximately once every 3 months
		3	Occurs < 3 months/time (not occurring daily)
		4	Occurs daily (but not continuously throughout the day)
		5	Occurs continuously throughout the day
3	Stakeholder Requirements	1	No requirements
		2	Control requirements exist and the organization has fulfilled them
		3	Control requirements exist but the organization has not yet fulfilled them

Table 3. Environmental Aspect Assessment
CCI's HSE (Health – Safety – Environment) Risk Management Procedure

After identification, environmental aspects are assessed for significance based on criteria such as the severity of the impact, frequency or likelihood of occurrence, and stakeholder requirements. This quantitative assessment method assists in classifying environmental aspects into different priority levels, thereby identifying Significant Environmental Aspects (SEAs) that require strict control. In particular, emergency situations are always regarded as high-significance environmental aspects and are prioritized in management efforts.

The assessment results serve as the foundation for CCI to develop and implement control measures, environmental management

programs, and establish appropriate environmental goals and targets. Significant environmental aspects are integrated into operational procedures, periodic monitoring, and continuous improvement, contributing to the mitigation of negative environmental impacts, enhancing resource efficiency, and ensuring compliance with legal regulations.

By consistently applying the HSE risk management process and the environmental aspect assessment process in accordance with international standards, CCI aims to build an integrated management system, enhancing risk governance capacity and long-term sustainable development.

ACTIONS AND INITIATIVES

In 2025, CCI continued to implement several key programs to improve safety management efficiency at construction sites. Training efforts were emphasized and expanded with numerous professional coaching sessions and occupational safety training courses.

The total number of HSE training hours reached 23,846 hours, covering content on safety management, first aid, risk control, and mandatory programs as required by law. Additionally, 100% of CCI's employees participated in annual periodic health examinations, combined with the monitoring of occupational disease risk factors to early detect potential risks related to working conditions.

Emergency response capacity at sites was also strengthened by maintaining full response teams at Project Management Boards,

providing rescue and salvage equipment according to standards, and organizing periodic drills to enhance practical situational handling skills. Simultaneously, CCI focused on improving working conditions at sites by investing in additional safety monitoring systems and support equipment.

Specifically in 2025, the CCTV surveillance system was expanded to 118 units across all project sites (up from 61 units in 2023 and 94 units in 2024), enhancing real-time field monitoring capabilities, early detection of unsafe behaviors, and supporting remote supervision by the HSE team.



The total number of HSE training hours reached

23,846 hours



The number of personnel receiving professional HSE training increased to

670 people

In addition to technical solutions, CCI continued to prioritize workforce capacity development through specialized training programs. The number of personnel receiving professional HSE training increased to 670 people in 2025, compared to 508 in 2024 and 634 in 2023, demonstrating a consistent effort to build internal resources that meet international standards for occupational health and safety.

The synthesis of the above indicators shows that CCI is maintaining a trend of continuous improvement in safety management, combining human resource training with technological applications to ensure a safe, efficient, and sustainable working environment.



OCCUPATIONAL HEALTH AND SAFETY

(GRI 403-1, 2, 3, 4, 5, 6, 7, 8, 9)

ACTIONS AND INITIATIVES

Occupational health and safety indicators in the report are used to monitor safety performance in construction activities and project management, while also supporting the assessment of operational trends from a preventive perspective.

In particular, LTIR is an indicator reflecting the number of lost time injuries per standardized unit of working hours; LTIs reflect the number of lost time injuries occurring during the reporting period; and safe working hours reflect the total working hours without lost time injuries within the applicable reporting boundary. Through the use of these indicators, CCI aims to provide increasingly clearer disclosure regarding calculation formulas, reporting boundaries, and the level of inclusion of direct workers, indirect workers, and relevant parties at project sites, thereby enhancing transparency and comparability across reporting periods.

Indicator	Unit	Value
LTIR	Cases per 1 million working hours	0
LTIs	Cases	0
Safe working hours	Hours	893,339

Occupational health and safety indicators are consolidated and calculated in accordance with CCI’s internal regulations, with reference to international occupational safety reporting practices and management data from construction sites/projects during the reporting period.

LTIs (Lost Time Injuries) refer to occupational accidents that result in employees being absent from work for one working day or more, excluding the day on which the accident occurred.

LTIR (Lost Time Injury Rate) is calculated using the following formula:

$$LTIR = (\text{Number of Lost Time Injuries (LTIs)} \times 1,000,000) / \text{Total working hours}$$

Where:

Total working hours include the total actual working hours of employees during the reporting period.

The factor of 1,000,000 is used to standardize the injury rate per 1,000,000 working hours.

Safe working hours are defined as the total working hours without any Lost Time Injuries (LTIs) occurring during the reporting period.

Occupational safety data in the report include direct employees of CCI and exclude employees of subcontractors regularly working at construction sites/projects managed by CCI.

Case Study:

Enhancing Working-at-Height Safety at the Saigon River Pedestrian Bridge Project

Background

During the site inspection and safety audit in March at the pedestrian bridge construction project, the Company recorded instances where several workers did not fully comply with occupational safety regulations while working at height, particularly in construction areas over water. The primary risks identified included falling from heights, slipping during movement, and the risk of drowning in the event of an incident. Collective safety measures and the use of personal protective equipment (PPE) at certain locations did not meet the requirements established in the risk assessment.

Solutions

Following the March safety audit, the Company issued specific corrective requirements to the construction contractor. Simultaneously, the Site Management Board and the HSE Department collaborated to strengthen enforcement, including:

- Reviewing and adjusting construction methods for working at height over water;
- Adding and reinforcing collective safety items such as guardrails, working platforms, safety nets, and lifebuoys;
- Requiring workers to fully utilize safety harnesses, life jackets, and appropriate protective equipment;
- Organizing direct safety briefings and instructions at the site;
- Increasing the frequency of supervision and inspections regarding safety compliance during the construction process.

Results

Through a physical inspection in April, safety violations during working-at-height activities at the project significantly decreased compared to the March audit. Collective safety measures improved markedly, and workers demonstrated better compliance with safety regulations, especially in construction zones over water. Safe working conditions at the site were enhanced, contributing to effective risk control and ensuring stable construction activities with no serious incidents related to falls or drowning recorded.

Lessons Learned

Periodic safety assessments and audits play a vital role in the timely identification and control of risks, especially for working-at-height items and over-water areas. Close coordination between the developer, the HSE department, the Site Management Board, and the contractor-combined with post-audit monitoring and inspections-is the key factor in improving safety compliance and effectively preventing occupational accidents.

DIVERSITY, EQUITY, AND INCLUSION (DEI) – TRAINING, DEVELOPMENT, AND TALENT RETENTION (GRI 2-7)

PERSPECTIVES AND COMMITMENTS

CCI identifies human resources as the core factor creating competitive advantage and sustainable growth for the enterprise. In the construction and infrastructure industry, characterized by dispersed execution and high risks, building a professional, safe, and engaged workforce is a strategic priority.

In 2025, CC1 focused on four human resource pillars:

01

STABILIZING AND DEVELOPING A HIGH-QUALITY WORKFORCE



02

OCCUPATIONAL SAFETY AS A CORE VALUE



03

DEVELOPING CAPACITY AND SUCCESSION LEADERSHIP



04

ENHANCING EMPLOYEE ENGAGEMENT AND WELFARE



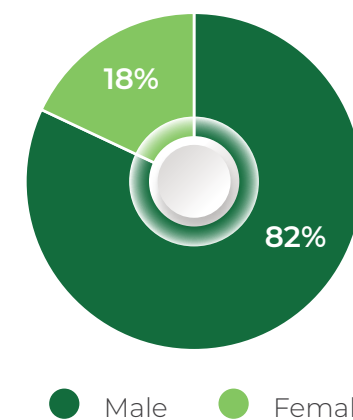
WORKFORCE SCALE AND STRUCTURE 2025 (GRI 405-1)

In 2025, CC1 maintained a stable personnel scale to meet the requirements of deploying large-scale construction projects nationwide while ensuring a human resource foundation for sustainable development.

The total number of CC1 employees reached 1,551, of which 62% were direct labor at construction sites and 38% were indirect labor and office staff. All employees work under long-term contracts (100%), with no use of short-

term or project-based labor, demonstrating the Company's commitment to building a stable and long-term committed workforce.

Labor structure by gender

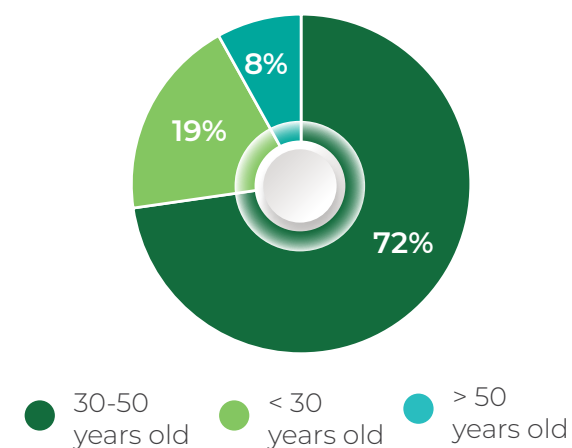


The total number of CC1 employees reached in 2025

1,551 people



Labor structure by age



The age structure reflects a balance between experience and youth. The 30–50 age group accounted for 72%, serving as the core force with professional expertise and practical experience in project management and construction.

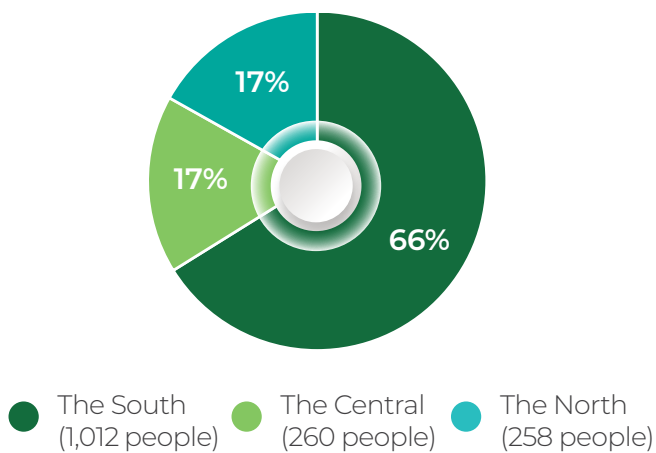
The under-30 group accounted for 19%, playing the role of supplementing a young, dynamic, and creative workforce, while the over-50 group accounted for 8%, contributing to the transmission of experience and professional guidance.

DIVERSITY, EQUITY, AND INCLUSION (DEI) – TRAINING, DEVELOPMENT, AND TALENT RETENTION (GRI 2-7)

PERSPECTIVES AND COMMITMENTS

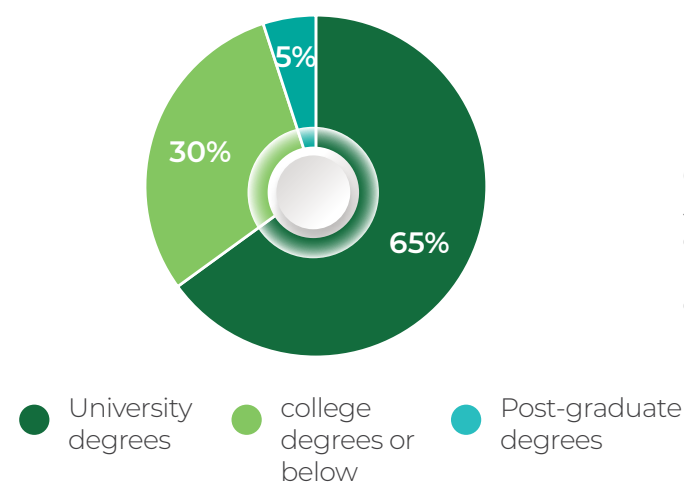
WORKFORCE SCALE AND STRUCTURE 2025 (GRI 405-1)

Labor structure by geographical region



The geographical structure indicates that CCI's workforce is distributed across all three regions, with 1,012 people from the South, 258 from the North, and 260 from the Central region, reflecting the Company's widespread operational scope and flexible human resource mobilization capabilities.

Labor structure by educational level



Regarding professional qualifications, CCI's human resources are of high quality, with 65% of employees holding university degrees, 5% post-graduate degrees, and 30% college degrees or below. This structure ensures solid professional capacity in the management, design, and construction of large-scale projects.

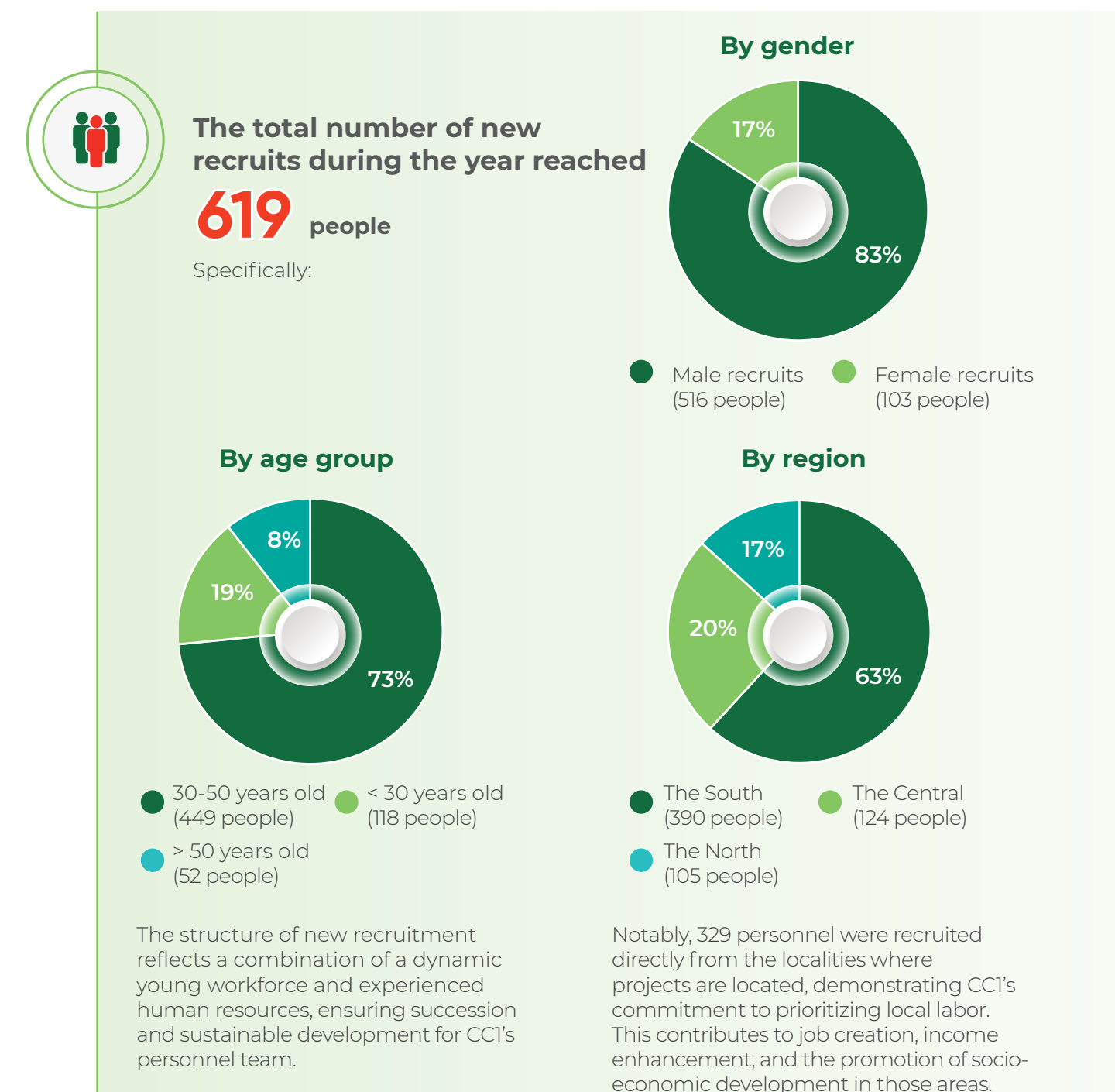
In its orientation toward sustainable human resource development, CCI focuses on maintaining a team of experienced engineers and project managers while strengthening the recruitment and training of young personnel to ensure succession, innovation, and the enhancement of the Company's long-term competitiveness.

RECRUITMENT AND HUMAN RESOURCE DEVELOPMENT (GRI 401-1)

To enhance monitoring and management effectiveness, CCI's workforce indicators need to be reviewed within a standardized framework covering workforce size, quality, and sustainability. In addition to tracking the total number of employees, the Company aims to monitor indicators related to workforce turnover, training, employee benefits, insurance coverage, and local employment. This approach would provide a more comprehensive view of workforce quality and better reflect the social value created through the Company's business operations.

RECRUITMENT IN 2025

In 2025, CCI continued to strengthen its personnel capacity to meet the demands of deploying large-scale infrastructure projects, while simultaneously contributing to job creation and promoting economic development in the localities where the company operates.



DIVERSITY, EQUITY, AND INCLUSION (DEI) – TRAINING, DEVELOPMENT, AND TALENT RETENTION (GRI 2-7)

RECRUITMENT AND HUMAN RESOURCE DEVELOPMENT (GRI 401-1)

RECRUITMENT IN 2025

Parallel to new recruitment, CCI also emphasizes internal human resource development. In 2025, 28% of management positions were appointed from internal sources, reflecting a long-term career development orientation for employees and the building of a succession leadership team.

To prepare high-quality human resources for modern transport infrastructure projects, CCI continued to strengthen training cooperation

with prestigious educational institutions, including:

- **Ho Chi Minh City University of Technology (HCMUT):** Implementing training programs on urban railways and high-speed railways.
- **University of Transport and Communications (UTC) - HCMC Campus:** Second-degree programs specializing in urban railways and high-speed railways.



These cooperation programs contribute to building a pool of high-quality engineers and infrastructure experts to meet the development needs of modern transport projects in Vietnam in the future.

TRAINING AND DEVELOPMENT (GRI 404-1, 2)

CCI identifies training and human resource development as key factors in enhancing competitiveness and ensuring quality and safety in the implementation of large-scale infrastructure projects.

In 2025:



Total training hours
23,978 hours



Average training hours per employee per year
22 hours



Percentage of employees trained
86%

Key Programs

Project management according to PMI/PMP practices, supply chain management, FIDIC 2017 contract management and negotiation, conversion of financial reports from VAS to IFRS, alongside CertIFR and DiplFR programs

AI applications in work, BIM



Occupational safety, first aid



Planning, communication, team management



Through these training programs, CCI aims to build a middle-management team that meets international standards in project and large-scale infrastructure construction management, contributing to the enhancement of project execution capacity and the company's operational efficiency.



DIVERSITY, EQUITY, AND INCLUSION (DEI) – TRAINING, DEVELOPMENT, AND TALENT RETENTION (GRI 2-7)

PERSONNEL TURNOVER IN 2025 (GRI 401-1)

In 2025, the total number of employee resignations at CC1 was 550.

By gender:

- Female resignations: 87
- Male resignations: 463

By age group:

- Resignations under 30 years old: 86
- Resignations aged 30–50: 395
- Resignations over 50 years old: 57

By region:

- Resignations from the North: 73
- Resignations from the Central region: 137
- Resignations from the South: 340

EMPLOYEE WELFARE AND POLICIES (GRI 401-2/ GRI 405-2)



CCI identifies employees as the core resource for the sustainable development of the enterprise. Therefore, the Company consistently focuses on building competitive income policies, comprehensive welfare regimes, and a transparent working environment to protect rights, enhance quality of life, and strengthen long-term employee engagement.



INCOME & REMUNERATION

CC1 maintains salary and incentive policies commensurate with capacity, job positions, and performance contributions, while ensuring full compliance with labor laws and social insurance regulations.

In 2025:

- Average monthly income for Men: 28,844,630 VND/person/month
- Average monthly income for Women: 22,179,346 VND/person/month

The difference in income levels between men and women primarily reflects the structure of job positions within the construction industry, where male labor accounts for a high proportion of on-site construction and project management roles-positions with specific requirements regarding working conditions and project management responsibilities.

In addition to salary policies, CC1 fulfills all insurance obligations for its employees:

Number of employees participating in Social, Health, and Unemployment Insurance

1,400 people

(Excluding personnel currently in their probationary period and cases where enrollment procedures are being finalized).

**Total insurance contributions
(Company and Employees)**

53,863,960,473.11 VND

Additionally, CC1 applies bonus policies based on project performance and business results to encourage morale, improve project execution efficiency, and share development achievements with employees.

Note on Labor Indicators in 4.2: Diversity, Equity, and Inclusion (DEI) – Training, Development, and Talent Retention

Average training hours, the percentage of employees trained, and average income are aggregated from the Company's data specifically.

All other figures are aggregated from the Company and its member units.

WELFARE

Beyond income, CCI implements various welfare programs to ensure the health, safety, and living conditions of employees, particularly for the workforce stationed at construction sites.

Key welfare policies include:

- Periodic health check-ups to monitor and protect long-term health.
- Occupational accident insurance, helping to mitigate financial risks and support employees in the event of workplace incidents.
- Comprehensive health insurance, contributing to better access to quality medical services.

- On-site housing support, creating favorable living conditions for employees working on projects far from their place of residence.
- Family support policies, demonstrating the enterprise's care for the lives of staff and their families.

Through these programs, CCI aims to enhance the material and spiritual quality of life for its employees while building a stable and sustainable working environment.

DIVERSITY, EQUITY, AND INCLUSION (DEI) – TRAINING, DEVELOPMENT, AND TALENT RETENTION (GRI 2-7)

DIALOGUE & ENGAGEMENT

CC1 values a transparent, open working environment that respects the voice of the employee. The Company implements multiple communication and interaction channels to strengthen the bond between employees and the enterprise.

Key activities include:



Periodic dialogues with employees, creating opportunities for staff to share opinions, proposals, and feedback regarding working conditions, welfare, and the labor environment.



Active trade union activities, serving as a bridge between employees and Management in protecting legal rights and organizing welfare activities.



Internal satisfaction surveys, helping the Company assess employee engagement levels to improve HR policies and the workplace environment.



Through dialogue and engagement, CC1 continues to build a corporate culture based on respect, cooperation, and sustainable development, where employees are heard, supported, and provided with opportunities for long-term growth.

DIVERSITY, EQUITY, AND INCLUSION (DEI) (GRI 408-1/ GRI 409-1)

CC1 is committed to building a diverse, equitable, and respectful working environment where every employee is treated fairly and has professional development opportunities based on their capabilities and contributions. The Company believes that a diverse workplace fosters creativity, enhances collaboration efficiency, and provides the foundation for sustainable development.

CCI'S COMMITMENTS

CC1 implements human resource management principles based on respect for human rights and compliance with labor laws. The Company commits to:



Zero discrimination based on gender, region, religion, or any other personal factors.



Ensuring fair promotion opportunities for all employees based on competence, experience, and performance results.



Building a respectful and professional working environment where individuals are encouraged to maximize their potential and contribute to the collective growth of the organization.

These principles are integrated into recruitment, training, performance evaluation, and personnel appointment policies.

In 2025, CC1 continued to maintain a transparent environment that respects employee rights:

- No serious complaints recorded related to discrimination in the workplace.
- No violations occurred regarding child labor or forced labor across all Company operations.

CC1 concurrently reviews its HR policies regularly and strengthens internal communication to raise awareness of equality, respect for differences, and social responsibility throughout the enterprise.



DIVERSITY, EQUITY, AND INCLUSION (DEI) –
TRAINING, DEVELOPMENT, AND TALENT RETENTION
(GRI 2-7)

SOCIAL CONTRIBUTIONS THROUGH JOB CREATION

As an enterprise operating in the field of construction and infrastructure development, CCI contributes not only to economic growth through key projects but also creates numerous employment opportunities and skill development for the local workforce.

Through the implementation of infrastructure projects nationwide, CCI has:

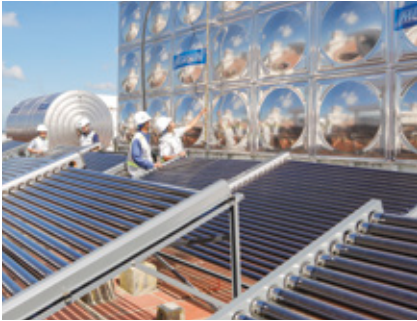
Created direct employment for thousands of workers at project sites



Prioritized local labor



Provided vocational training for technical workers



Through local recruitment and training activities, CCI contributes to job creation, income enhancement, and the stabilization of social security in areas where key infrastructure projects are deployed.

HUMAN RESOURCE RISKS AND MANAGEMENT MEASURES

No.	Risk	Management Measures
1	Shortage of technical labor	- Strengthen recruitment and training activities. - Collaborate with vocational schools for project-based practical training. - Implement internship programs and scholarships for engineering students.
2	Worksite safety risks	- Strengthen and enforce strict HSE supervision. - Mandatory periodic HSE training. - Recruit safety experts for specialized monitoring.
3	Increased turnover rate	- Implement competitive salary and bonus policies with clear welfare regimes. - Establish career advancement roadmaps to retain talent.
4	Industry-wide personnel competition	Build and strengthen the employer brand.
5	Shifting career expectations: Labor increasingly prioritizes office-based or technology jobs, avoiding strenuous labor and inflexible working hours.	- Improve working conditions at construction sites (safety, rest areas, dining). - Apply technology to reduce manual labor and increase productivity. - Develop localized employee retention policies.

HUMAN RESOURCE OBJECTIVES FOR 2026

No.	Content	2026 Objective
1	Average income	≥ 30 million VND
2	Average training hours	≥ 30 hours
3	AI awareness for employees with 6+ months of seniority	100%
4	Training evaluation at Level 3 of the Kirkpatrick Model for all courses	100%
5	Employee satisfaction level	≥ 90%

STRENGTHENING STAKEHOLDER ENGAGEMENT

CC1's construction and infrastructure development activities involve close interaction with several key stakeholder groups: shareholders/investors, customers, employees, local residents and communities, subcontractors and suppliers, banks and credit institutions, state management agencies, project owners (developers), and the media (for details, refer to Chapter 2 – Stakeholder Engagement). These groups are not only affected by the enterprise's activities but also directly influence the implementation efficiency, reputation, and sustainable development capacity of CC1.

Effective engagement with stakeholders helps CC1 proactively identify potential risks, minimize conflicts of interest, and limit grievances during project implementation. Furthermore, feedback from stakeholders provides critical information that assists the enterprise in improving project management, enhancing construction quality, and creating sustainable value for both the enterprise and society.



COMMITMENT

CC1 is committed to establishing and maintaining transparent, responsible, and long-term cooperative relationships with stakeholders. Stakeholder engagement is considered a vital component of corporate governance and the Company's sustainable development strategy.

On this basis, CC1 identifies and classifies stakeholders based on the degree of the enterprise's impact on them, as well as their influence on the enterprise's operations. Based on the General Service Standards issued under Decision No. 38/QĐ-TCT, the Company commits to engagement activities based on the following principles:

- | | | | |
|----|--|----|--|
| 01 | Transparency in business operations and project implementation | 02 | Maintaining two-way dialogue with stakeholders |
| 03 | Actively listening to and promptly resolving customer grievances | 04 | Integrating feedback into decision-making and project management processes |

These principles are applied throughout CC1's operations and implemented across the entire life cycle of construction projects, from investment preparation and execution to completion.

Engagement activities are carried out in accordance with current Vietnamese construction regulations as well as corporate governance and sustainability best practices.



STAKEHOLDER ENGAGEMENT

CC1 implements stakeholder engagement through a systematic management process to ensure that interaction activities are effective and tailored to the specifics of each project.

The enterprise classifies stakeholders based on two primary criteria:



The level of stakeholder influence on CC1's operations



The level of stakeholder interest in the enterprise's projects

Based on these criteria, CC1 develops appropriate engagement plans for each stakeholder group.

Engagement activities are deployed across each stage of the project life cycle, including:

► Project Preparation Stage

CC1 communicates with developers, management agencies, and relevant stakeholders to align on technical and legal requirements and project implementation plans.

► Construction Stage

The enterprise maintains two-way dialogue with developers, subcontractors, and stakeholders to ensure project progress, quality, and safety.

► Project Completion Stage

CC1 coordinates with stakeholders to evaluate project results and draw lessons for future projects.

Details regarding the forms of dialogue are presented in Chapter 2 – Stakeholder Engagement.



ACTIONS

In the reporting year, CC1 organized various exchange and dialogue activities with stakeholders to enhance transparency and consolidate long-term partnerships.

In 2025, CC1 held meetings and dialogues with investors to update them on production and business performance, the progress of key projects, and the Company's development orientation, while enhancing information transparency and receiving feedback. These activities helped strengthen investor confidence and supported the Company in maintaining long-term relationships with shareholders and financial markets.

Regarding employees, the enterprise maintains internal dialogue channels through meetings between workers and project management boards, trade union activities, and occupational safety training programs.

During the implementation of local projects, CC1 also conducts community exchange and consultation activities to provide information on construction progress and environmental impact mitigation measures.

In several projects located in densely populated areas, CC1 received community feedback regarding noise, traffic, or dust and implemented adjustments to construction methods, working hours, or dust control measures to minimize the impact on residents' daily lives.

Feedback from stakeholders is recorded and considered in the project management process, contributing to improved safety, environmental management, and construction progress.

STRENGTHENING STAKEHOLDER ENGAGEMENT

COMMUNITY PROGRAMS (GRI 413-1)

During the 2023–2025 period, CC1 maintained and expanded its corporate social responsibility (CSR) activities, focusing on social security, local community support, education and training, and humanitarian efforts. These programs were implemented in diverse forms, tailored to the specific characteristics of the operational areas and the actual needs of the community.

Key focus areas include:

- 01 **Social security and disaster relief**
Implementing gift-giving programs for impoverished households and workers in difficult circumstances, supporting residents in areas affected by natural disasters and floods, and contributing to social funds such as the “For the Poor.”
- 02 **Community infrastructure development**
Executing civil works such as building bridges, “Great Solidarity” houses, and community support structures in disadvantaged areas, contributing to improved living conditions and local transport connectivity.
- 03 **Education and human resource development**
Sponsoring scholarships, rewarding students, cooperating with educational institutions for training, and participating in career orientation programs and job fairs to support the development of human resources for society.
- 04 **Humanitarian and healthcare activities**
Implementing support programs for patients and children, and organizing voluntary blood donation activities to spread humanistic values.
- 05 **Local connectivity and partnership**
Maintaining programs to visit and support workers at project sites and increasing interaction with local authorities and communities where the enterprise operates.

Each year, CC1’s community programs are deployed with varying scales and forms based on local needs:

In 2023: CC1 implemented 15 community programs focused on social security support, civil construction, and education. Typical activities included giving gifts to hundreds of poor households and workers in difficulty, supporting patients at medical facilities, and sponsoring the construction of bridges and housing. The total contribution value ranged from hundreds of millions to billions of VND per program, reaching thousands of beneficiaries across many regions.

In 2024: CC1 maintained 8 programs focusing on worker support, gratitude activities, and disaster relief. Notably, the support program for people affected by Typhoon Yagi in the North had a total value of approximately 1.74 billion VND, including housing support, essential supplies, and financial aid for hundreds of households. Overall, activities during the year provided practical support to hundreds of workers and families.



In 2025: The scale of community programs expanded significantly with 12 programs and a total budget of 31 billion VND. Highlights included large-scale sponsorships such as a 2 billion VND contribution to the Soc Trang Province “Fund for the Poor,” a training cooperation sponsorship with Ho Chi Minh City University of Technology (equivalent to approximately 25 billion VND), and several relief programs for people affected by floods in the Central and Central Highlands provinces

totaling approximately 800 million VND. CC1 also provided direct support to residents and workers, giving hundreds of gifts and financial aid to difficult households and other social funds totaling about 264 million VND. Furthermore, the Company organized visits and provided gifts to 43 employee households in flood-affected areas in Phu Yen, totaling approximately 300 million VND. Overall, the programs reached students, workers, and hundreds of residents across various localities.



The scale of community programs expanded significantly with

12 programs

a total budget of

31 billion VND

Through these initiatives, CC1 effectively fulfills its corporate social responsibility while generating sustainable value and consolidating long-term synergies with the community and key stakeholders.

Looking ahead, CC1 is committed to optimizing the efficacy of its social programs by aligning business operations with practical local needs, thereby fostering enduring socio-economic impacts.

In addition to community support activities and job creation, CC1 aims to assess social impacts in an increasingly substantive manner, rather than focusing solely on sponsorship value or the number of employees recruited. The approach going forward is to consider the scope of beneficiaries, the relevance of programs to local needs, the ability to create long-term value for communities where projects are implemented, and the degree of linkage between business operations and the Company’s social responsibility. This will help the social section of the report more comprehensively reflect CC1’s substantive contributions to communities and local labor markets.

CHAPTER 05

ENVIRONMENTAL STEWARDSHIP DRIVING A GREEN FUTURE



RESOURCE MANAGEMENT

(GRI 302-1, 3/ GRI 303-1, 3, 4, 5)

OBJECTIVES AND STRATEGIC ORIENTATION

CC1 identifies effective resource management as a strategic pillar of its sustainable development framework. The Company focuses on controlling the consumption of energy, water, and materials to optimize operational efficiency, reduce costs, and minimize environmental impacts arising from construction activities and project management.

The reporting disclosures are developed in alignment with international standards, specifically GRI 301 (Materials), GRI 302 (Energy), and GRI 303 (Water), ensuring transparency and comparability in accordance with global best practices. The management scope encompasses all construction sites, infrastructure projects, and CC1's executive office premises.

IMPACT IDENTIFICATION

CC1's construction activities involve the consumption of significant volumes of resources, including fuel for machinery operation, electricity for management and lighting, water for construction and domestic use, and various construction materials. These factors possess the potential to generate environmental impacts if not managed effectively. Excessive fuel and

energy consumption may lead to increased operational costs and greenhouse gas (GHG) emissions; inefficient water use can exert pressure on local water supply systems; and uncontrolled material usage can result in increased solid waste and resource depletion. Conversely, optimizing resource utilization enhances productivity, improves financial performance, and minimizes environmental footprints in project areas.

POLICIES AND COMMITMENTS

CC1 is committed to utilizing resources based on the principles of efficiency, conservation, and environmental responsibility.

The Company has promulgated the Environmental Management Regulations, applied uniformly across the entire system, to ensure that all resource consumption activities are strictly monitored, evaluated, and managed. Key objectives include full compliance with environmental protection laws, rational use of energy, water, and materials, minimizing losses during construction, and integrating resource-saving targets into the execution plans of every project.

The Regulations explicitly define the responsibilities of departments, divisions, and Project Management Boards in identifying environmental aspects, controlling resource consumption sources, and overseeing impacts throughout the operational lifecycle. Resource utilization activities are required to be linked with input - output identification, thereby recognizing factors with potential environmental impacts such as energy

consumption, waste generation, emissions, and wastewater.

Furthermore, CC1 adopts a periodic assessment methodology to determine significant environmental aspects, based on criteria such as impact magnitude, frequency of occurrence, and stakeholder compliance requirements. The assessment results serve as the foundation for establishing appropriate control measures, prioritizing the management of significant impacts, while embedding resource conservation requirements into operational and on-site construction processes.

Additionally, the regulations emphasize raising employee awareness, enhancing training and internal communication on resource efficiency, and fostering continuous improvement through monitoring, measurement, and performance evaluation. Through these efforts, CC1 aims to minimize environmental footprints, optimize operational costs, and contribute positively to the company's sustainable development goals.

MANAGEMENT METHODOLOGY

Resource management at CC1 is collaboratively implemented by the Engineering - Technology Division, the Construction Division, and the HSE Department.

Monitoring activities include recording and evaluating fuel and electricity consumption at construction sites; strictly controlling fuel usage for machinery and construction vehicles; overseeing power consumption at both offices and field sites; and integrating resource conservation requirements into construction procedures and equipment operations.

Consumption data is collected periodically and consolidated to serve as the annual basis for the Sustainability Report, as well as for evaluating the effectiveness of conservation initiatives.



RESOURCE MANAGEMENT

(GRI 302-1, 3/ GRI 303-1, 3, 4, 5)

PERFORMANCE RESULTS

During the 2023–2025 period, CCI’s resource consumption fluctuated significantly, directly reflecting the implementation progress and construction scale of various projects. The increase or decrease in each resource type is linked not only to actual workloads but also to the effectiveness of the management and optimization measures applied by the Company year by year.

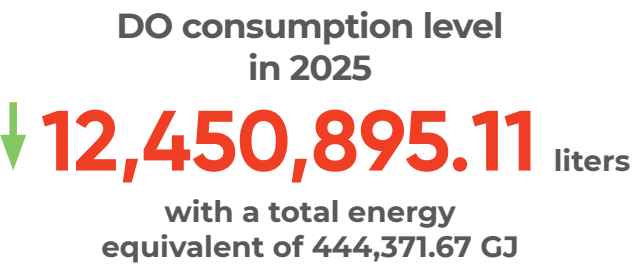
ENERGY CONSUMPTION

Energy	Unit	2023	2024	2025
Electricity	Million kWh/year	1.31	3.18	5.01
	GJ	4,708.28	11,454.68	18,022.00
Gasoline	Liters/year	43,360.00	79,517.20	105,641.96
	GJ	1,421.43	2,606.73	3,463.15
Diesel Oil (DO)	Liters/year	15,884,802.91	24,779,506.33	12,450,895.11
	GJ	566,929.51	884,381.46	444,371.67
Total energy consumption	GJ	574,509.12	899,861.88	481,817.21

Regarding Diesel Oil (DO), consumption volume recorded an upward trend from 15,884,802.91 liters in 2023 (equivalent to 566,929.51 GJ) to 24,779,506.33 liters in 2024 (equivalent to 884,381.46 GJ). This aligns with the simultaneous implementation of multiple large-scale projects, leading to increased demand for construction machinery operations. In 2025, consumption decreased to 12,450,895.11 liters, with a total energy equivalent of 444,371.67 GJ. Although the absolute value remains high due to sustained construction intensity, this adjustment trend

partially demonstrates the initial effectiveness of equipment optimization, improved coordination, and enhanced fuel management across the system.

For A92/A95 Gasoline, consumption showed a steady year-on-year increase, rising from 43,360.00 liters in 2023 to 79,517.20 liters in 2024, and reaching 105,641.96 liters in 2025. This trend reflects the growing demand for transportation vehicles and auxiliary equipment supporting construction activities, particularly in the context of expanding the scope and number of ongoing projects.



CCI’S ENERGY CONVERSION METHODOLOGY

To ensure comparability and consolidation, all fuel types are converted into a common energy unit (GJ).

Energy Conversion Methodology for DO

Item	Description
Calculation Formula	Converted Energy (GJ) = Volume of oil used (liter) x Density of DO x Net Calorific Value/ 1,000
Density of DO	0.83 kg/liter
Net Calorific Value	43 TJ/Gg (According to the IPCC - Intergovernmental Panel on Climate Change)

Energy Conversion Methodology for Gasoline

Item	Description
Calculation Formula	Converted Energy (GJ) = Volume of Gasoline (liter) x Density of Gasoline x Net Calorific Value/1,000
Density of Gasoline	0.74 kg/liter
Net Calorific Value	44.3 TJ/Gg (According to the IPCC - Intergovernmental Panel on Climate Change)



RESOURCE MANAGEMENT

(GRI 302-1, 3/ GRI 303-1, 3, 4, 5)

ENERGY CONSUMPTION

Regarding electricity, consumption also increased significantly year by year, reaching 1.31 million kWh in 2023, rising to 3.18 million kWh in 2024 and 5.01 million kWh in 2025. This trend reflects the actual construction cycle, in which the volume of work increased sharply in 2024 and continued to remain at a high level in 2025. At the same time, the increase in energy consumption also indicates the

growing demand for operating equipment and infrastructure supporting construction activities. In this context, CC1 is gradually improving energy use efficiency by optimizing construction processes, strengthening the monitoring of fuel consumption, and promoting internal awareness on resource conservation, aiming towards long-term sustainable development objectives.

Method used by CC1 for converting energy from electricity

Content	Description
Calculation formula	Converted energy (GJ) = Electricity consumption (million kWh) × conversion factor
Conversion factor	1 GWh = 3.6 TJ = 3,600 GJ
Source of the coefficient	According to Table A3.4, Energy Statistics Manual of the International Energy Agency (IEA)

Energy use intensity

In addition to monitoring total absolute energy consumption, the Company also assesses energy use efficiency through the energy use intensity indicator (total energy consumption

per unit of revenue). This indicator reflects the level of efficiency in converting input energy into economic output, while helping to eliminate the impact of operational scale.

Indicator	Unit	2023	2024	2025
Energy use intensity	GJ/million VND of revenue	0.102	0.089	0.041

The results show that the Company's energy use intensity has decreased markedly over the years. This trend indicates that, although total energy consumption fluctuated and increased in certain periods due to the expansion of construction scale, the Company has gradually improved energy use efficiency, as reflected in consuming less energy to generate the same unit of revenue.

The significant improvement in 2025 reflects the effectiveness of the measures implemented, including:

- Optimization of equipment and construction machinery operations;
- Improvement of coordination, reducing waiting time and idle operation;

- Strengthening the management and control of fuel consumption at construction sites;
- Application of technology and digital transformation in construction management (e.g., BIM, equipment monitoring).

In addition, the sharp decline in energy intensity may also be associated with revenue growth outpacing the increase in energy consumption, indicating that the Company is gradually transitioning towards improving operational efficiency and optimizing resources.

In the context of the construction and infrastructure sector, which is energy-intensive, the improvement of this indicator is a positive signal, contributing to the reduction of greenhouse gas emissions and supporting the Company in moving closer to its long-term sustainable development objectives.

WATER CONSUMPTION

Content	Unit	2023	2024	2025
Water extracted (surface water, groundwater)	Cubic meters	1,773,563.37	3,307,166.11	364,616.90
Treated water (purchased from the water supply company)	Cubic meters	12,383.35	31,016.55	45,597.07
Water loss	Cubic meters	647.62	1,314.15	2,136.93
Total water consumption	Cubic meters	1,786,594.34	3,339,496.81	412,350.90

Based on statistical data, CC1's total water consumption recorded significant fluctuations during the period 2023–2025. Specifically, total water use increased sharply from 1,786,594.34 m³ in 2023 to 3,339,496.81 m³ in 2024, before decreasing significantly to 412,350.90 m³ in 2025. This trend directly reflects the scale and intensity of construction project implementation over the years, with 2024 being the peak period with multiple large projects simultaneously deployed.

In terms of water source structure, water extracted from natural sources (rivers, lakes, groundwater) accounted for an overwhelming proportion of total consumption, exceeding 99% in both 2023 and 2024, and remaining at a high level in 2025. This indicates that CC1's construction activities are highly dependent on on-site water sources for operations. However, such reliance on natural water sources also imposes higher requirements on water resource management and sustainable use.

In contrast, the volume of water purchased from water supply plants showed a steady increase over the years, from 12,383.35 m³ in 2023 to 31,016.55 m³ in 2024 and 45,597.07

m³ in 2025. Although accounting for a small proportion, this increasing trend indicates that the Company is gradually diversifying its water supply sources, particularly in urban areas or projects requiring higher water quality control.

Notably, water loss although representing a small proportion, showed an increasing trend from approximately 647 m³ in 2023 to approximately 2,137 m³ in 2025. This indicates that there remains room for CC1 to further improve management efficiency, particularly in controlling leakages, optimizing water supply systems at construction sites, and enhancing awareness of water conservation.

Overall, fluctuations in CC1's water consumption not only reflect operational scale but also demonstrate initial efforts in controlling and optimizing water resources. In the coming period, the Company aims to further improve water use efficiency through measures such as water reuse, application of water-saving technologies, and enhanced monitoring of consumption at each project, thereby contributing to minimizing impacts on water resources and the environment.



RESOURCE MANAGEMENT

(GRI 302-1, 3/ GRI 303-1, 3, 4, 5)

WATER CONSUMPTION

Water use intensity

In addition to monitoring total water consumption, the Company uses the water use intensity indicator (total water consumption per unit of revenue) to assess the efficiency of water resource use in relation to operational scale.

Indicator	Unit	2023	2024	2025
Water use intensity	m ³ /million VND of revenue	0.32	0.33	0.03

The results show that the Company’s water use intensity fluctuated during the period 2023–2025. The increase in 2024 reflects the peak construction period with multiple large-scale projects implemented simultaneously, leading to increased demand for water for construction activities, site cleaning, and supporting operations. In this context, the increase in water use intensity indicates greater pressure on water resources as efficiency has not yet been fully optimized.

However, by 2025, this indicator recorded a significant decrease, showing that the Company has made clear progress in improving water use efficiency. This result comes from:

- Optimization of water use processes at construction sites;
- Strengthening control of losses and leakages;
- Promoting water use based on actual needs, limiting waste;
- Improving construction coordination, thereby reducing unnecessary water demand.

In addition, similar to the energy intensity indicator, the sharp decline in 2025 also reflects the ability of revenue growth to outpace the increase in water consumption, thereby contributing to improved resource use efficiency per unit of value generated.



In the context of the construction sector, which has significant water consumption, particularly in large-scale infrastructure projects, the improvement of water use intensity is a positive signal, demonstrating the Company’s efforts in effective resource management and minimizing environmental impacts. This also serves as an important foundation for the Company to continue implementing solutions to improve water use efficiency, aiming towards long-term sustainable development objectives.

MATERIALS USED

In addition to managing water resources, CC1 also focuses on controlling and optimizing the use of materials throughout the construction and project operation processes. Although the Company has not yet established a comprehensive quantitative data collection system for this resource group, material management is still implemented through internal processes on planning, norm control, and monitoring of usage at construction sites.

Specifically, the use of construction materials such as cement, steel, sand, stone,

and auxiliary materials is closely linked to construction plans and actual work volumes, aiming to limit losses and waste generation. At the same time, through the process of identifying and assessing environmental aspects, both input material flows and output waste streams are considered to control related impacts, including construction waste, packaging, and excess materials. This approach is similar to water and energy management, as it is based on the principle of identifying inputs and outputs to optimize resource use efficiency.



In addition, CC1 is gradually integrating requirements for sustainable material use into construction activities, prioritizing the selection of materials that meet technical standards, minimize environmental impacts, and improve long-term use efficiency. The Company also promotes awareness among employees and subcontractors on efficient material use, reuse where possible, and waste segregation at source.

In the coming years, CC1 will complete the system for tracking and reporting data on material consumption integrated into the Company’s digital data management system, thereby enhancing the ability to assess resource use efficiency, serving internal management purposes as well as meeting disclosure requirements under sustainability reporting standards. This content will

continue to be integrated with environmental management programs and resource-saving objectives that the Company has implemented.

Resource indicators only create meaningful governance value when analyzed not only based on absolute figures, but also in terms of trends, causes of fluctuations, and improvement potential in subsequent periods. Therefore, CC1 aims to present energy, water, and other resource indicators using a structure that includes performance results, reasons for increases or decreases, control measures, solutions to improve resource efficiency, and improvement targets for the following year. This approach helps enhance the analytical depth of the environmental section of the report rather than limiting it to data disclosure only.



GREENHOUSE GAS (GHG) EMISSION MITIGATION MEASURES

(GRI 305-1, 2, 4)

OBJECTIVES AND STRATEGIC ORIENTATION

CC1 aims to strictly control GHG emission sources to minimize negative environmental impacts, while pursuing sustainable development in alignment with national orientations and international best practices.

The Company references appropriate disclosure standards such as GRI 305 (Emissions), GRI 302 (Energy), and the Scope 1, Scope 2 classification according to the GHG Protocol. These serve as the foundation for the Company to quantify, oversee, and continuously improve environmental performance year by year.

GHG EMISSION SOURCES

Emissions at CC1 primarily originate from two main activity groups:

- 01

The first group

consists of direct emissions from fuel combustion for machinery, equipment, construction vehicles, and auxiliary production activities.
- 02

The second group

consists of indirect emissions from purchased electricity serving operations at construction sites, factories, and the Company’s operational facilities.

All emission sources are measured periodically and tracked through a unified data system to facilitate control and performance evaluation.



APPROACH TO GREENHOUSE GAS EMISSIONS DATA

The disclosure of greenhouse gas emissions at CC1 is currently being implemented through a step-by-step standardization approach, prioritizing emission sources with relatively clear activity data and the ability to be converted using appropriate emission factors. At the current stage, the report focuses on the disclosure of Scope 1 and Scope 2 emissions, corresponding to direct emissions from fuel consumption in operations and indirect emissions from electricity consumption. This approach is aligned with the direction of establishing an initial data foundation before expanding to broader coverage levels in subsequent years.

CC1 recognizes that the value of emissions data lies not only in the disclosed figures, but also in the calculation methodology, data boundaries, material assumptions, and usability for management purposes. Therefore, together with the disclosure of results, the enterprise aims to further improve disclosures relating to key emission sources, input activity data, emission factors used, project coverage boundaries, and the level of data completeness. This will help enhance the professionalism of the report while also providing a stronger basis for establishing future emission reduction targets.

POLICIES AND COMMITMENTS TO EMISSION REDUCTION

CC1 is committed to full compliance with environmental protection laws and GHG emission management regulations. The Company conducts periodic emission assessments to develop appropriate control plans for each stage. Simultaneously, CC1 is oriented toward supporting the national roadmap to achieve Net Zero by 2050, based on its data capacity and technical conditions.

MANAGEMENT METHODOLOGY

Emission management at CC1 is implemented through specialized solutions tailored to each activity group. The Company categorizes emissions by department and production phase, enhancing the accuracy and efficiency of tracking.

Data on energy consumption and emission generation are fully collected for annual assessments. Additionally, CC1 applies advanced energy management measures, technological improvements, and operational optimizations to reduce fuel and electricity consumption quotas. This management effort is considered a vital component of the strategy to enhance sustainable production efficiency.

GHG EMISSION DATA FOR 2023 – 2025

Emissions	Organization	Unit	2023	2024	2025
SCOPE 1 EMISSIONS	CC1	tCO ₂ e	42,304.91	65,505.08	32,753.47
	Viet Quang No.1 Construction Joint Stock Company	tCO ₂ e	57.95	54.00	32.64
	CC1 Construction and Equipment Joint Stock Company	tCO ₂ e	-	0.02	0.03
	Vina-PSMC Precast Concrete Company Limited	tCO ₂ e	48.53	49.91	47.74
	Total Scope 1 emissions (1)	tCO₂e	42,411.39	65,609.01	32,833.87
SCOPE 2 EMISSIONS	CC1	tCO ₂ e	780.60	1,944.24	3,166.24
	Viet Quang No.1 Construction Joint Stock Company	tCO ₂ e	-	199.67	170.80
	CC1 Construction and Equipment Joint Stock Company	tCO ₂ e	-	-	-
	Vina-PSMC Precast Concrete Company Limited	tCO ₂ e	81.54	116.68	102.52
	Total Scope 2 emissions (2)	tCO₂e	862.14	2,260.59	3,439.55
TOTAL EMISSIONS (1)+(2)		tCO₂e	43,708.09	70,342.07	38,070.43

Input data sources include the consumption of Diesel Oil (DO), gasoline, natural gas, and electricity, which are energy sources directly related to the operation of machinery, equipment, construction vehicles, and activities at projects and subsidiaries. On this basis, CC1 calculates the emissions of three primary greenhouse gases: CO₂, CH₄, and N₂O, subsequently converting all into tons equivalent (tCO₂e) to fully reflect the impact on climate change.

GREENHOUSE GAS (GHG) EMISSION MITIGATION MEASURES

(GRI 305-1, 2, 4)

GHG EMISSION DATA FOR 2023 – 2025

For GHG emission calculations, the Company adopts the methodology guided by the IPCC, specifically as follows:

Item	Description
Formula	GHG Emissions (tCO ₂ e) = Activity Data × Emission Factor
Activity Data	Consumption of Diesel Oil (DO), gasoline, natural gas, and electricity
Calculated GHGs	CO ₂ , CH ₄ , N ₂ O
Applied Standard	Guidelines from the IPCC (Intergovernmental Panel on Climate Change)

Emission factors used for calculation:

No.	Emission Factor	Value	Reference
1	CO ₂ emission factor for Diesel Oil	74,100 kg CO ₂ /TJ	Decision 2626/QD-BTNMT on the list of emission factors for GHG inventory
2	CH ₄ emission factor for Diesel Oil	3 kg CH ₄ /TJ	Decision 2626/QD-BTNMT on the list of emission factors for GHG inventory
3	N ₂ O emission factor for Diesel Oil	0.6 kg N ₂ O/TJ	Decision 2626/QD-BTNMT on the list of emission factors for GHG inventory
4	CO ₂ emission factor for Gasoline	69,300 kg CO ₂ /TJ	Decision 2626/QD-BTNMT on the list of emission factors for GHG inventory
5	CH ₄ emission factor for Gasoline	33 kg CH ₄ /TJ	Decision 2626/QD-BTNMT on the list of emission factors for GHG inventory
6	N ₂ O emission factor for Gasoline	3.2 kg N ₂ O/TJ	Decision 2626/QD-BTNMT on the list of emission factors for GHG inventory
7	GWP (Global Warming Potential) CO ₂	1	IPCC Sixth Assessment Report (AR6), Working Group I (WGI), Chapter 7 Supplementary Material
8	GWP (Global Warming Potential) CH ₄	27.9	IPCC Sixth Assessment Report (AR6), Working Group I (WGI), Chapter 7 Supplementary Material
9	GWP (Global Warming Potential) N ₂ O	273	IPCC Sixth Assessment Report (AR6), Working Group I (WGI), Chapter 7 Supplementary Material
10	Emission factor for Vietnam's national grid (2023)	0.6592 tCO ₂ /MWh	Decision 1726/BDKH-PTCBT on the emission factor of Vietnam's national grid in 2023, DCC, MONRE

Table 4. GHG Emission Calculation Methodology

PERFORMANCE EVALUATION

Monitoring results for the 2023–2025 period indicate that Greenhouse Gas (GHG) emissions within the consolidated reporting scope fluctuated in line with CCI's operational scale and construction intensity.

Total recorded emissions were 43,708.09 tCO₂e in 2023, 70,342.07 tCO₂e in 2024, and 38,070.43 tCO₂e in 2025.

Scope 1 emissions accounted for the largest proportion of total emissions, valued at 42,411.39 tCO₂e in 2023, 65,609.01 tCO₂e in 2024, and 32,833.87 tCO₂e in 2025. This fluctuation directly reflects the fuel consumption of machinery, equipment, and construction vehicles in each respective year.

Scope 2 emissions progressively increased from 862.14 tCO₂e in 2023 to 2,260.59 tCO₂e in 2024, reaching 3,439.55 tCO₂e in 2025, aligning with the upward trend in electricity consumption for operations and construction. This underscores the importance of continuing to optimize electricity usage efficiency and progressively transitioning toward lower-emission solutions as conditions permit.

Overall, although total emissions in 2025 decreased compared to 2024 due to reduced fuel consumption, absolute emission levels remain high relative to the enterprise's operational scale. This serves as a foundation for CCI to continue prioritizing energy management solutions, operational optimization, and the enhancement of GHG inventory data quality in subsequent periods.



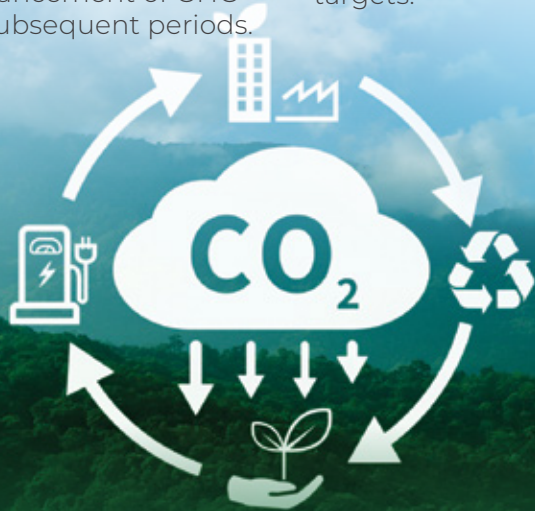
Total emissions in 2025

38,070.43 tCO₂e

↓ 46% compared to 2024

Based on the emission calculation results, CCI has identified systematic energy management, technological improvements, and operational process optimization as core orientations for more effective emission control across all production and construction activities. The Company places particular emphasis on energy-saving and efficiency solutions, minimizing resource loss from the planning stage to actual site implementation. Simultaneously, CCI is progressively researching and applying advanced, environmentally friendly technologies to enhance operational performance and reduce emission intensity per unit of product.

Furthermore, accelerating digital transformation in energy management and emission tracking is regarded as a key and necessary factor, enhancing transparency, real-time monitoring capabilities, and supporting timely decision-making. Digitalization tools will contribute to data standardization, improve the accuracy of GHG inventories, and create a foundation for establishing future emission reduction targets.



Through a synchronized approach involving resource conservation, technological innovation, and digital governance, CCI aims to improve operational efficiency, mitigate environmental impacts, and progressively realize its long-term commitment to sustainable development.

GREENHOUSE GAS (GHG) EMISSION MITIGATION MEASURES

(GRI 305-1, 2, 4)

GHG EMISSION DATA FOR 2023 – 2025

Greenhouse Gas (GHG) Emission Intensity

In addition to monitoring absolute total emissions, the Company utilizes the GHG emission intensity index (total GHG emissions per unit of revenue) to evaluate emission control efficiency in correlation with its operational scale.

Indicators	Unit	2023	2024	2025
Greenhouse Gas (GHG) Emission Intensity	tCO ₂ e / Million VND of Revenue	0.008	0.007	0.003

Results indicate that the Company’s GHG emission intensity followed a continuous downward trend during the 2023–2025 period. This trend reflects the fact that, despite an increase in total GHG emissions in 2024 due to the expansion of construction scale, the Company has progressively enhanced emission control efficiency per unit of value generated. In particular, the significant decrease in 2025 demonstrates that energy management measures and operational optimization have yielded clear results.

The improvement in the emission intensity index can be attributed to several key factors, including:

-  **Optimizing fuel and equipment usage, reducing energy consumption per unit of output**
-  **Strengthening operational management, limiting inefficient machinery downtime**
-  **Enhancing electricity usage efficiency and progressively transitioning toward lower-emission energy sources**
-  **Applying technology and digital transformation in construction management, contributing to improved operational performance**

Furthermore, the sharp decline in 2025 indicates that revenue growth outpaced the growth in emissions, reflecting a positive shift toward efficient and lower-emission growth.

In the context of the construction and infrastructure industry being a high-emission sector, the improvement of this index is a

positive signal, demonstrating the Company efforts to mitigate its impact on climate change.

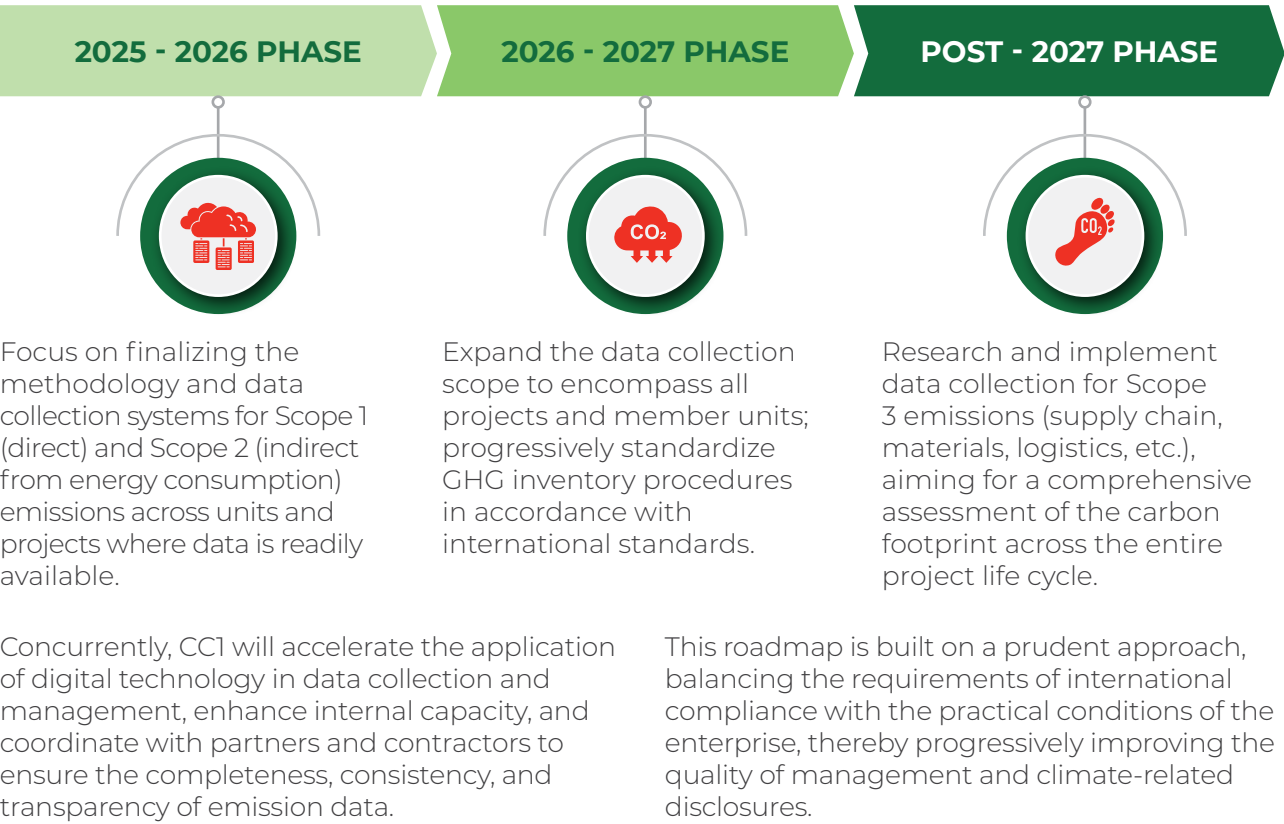
This serves as a vital foundation for the Company to continue implementing emission reduction solutions, moving toward long-term goals in carbon management and sustainable development.

ROADMAP FOR DATA SCOPE EXPANSION

Recognizing the critical importance of measuring and managing greenhouse gas (GHG) emissions within its sustainable development strategy, CC1 has initiated the collection of emission-related data at several key units and projects. However, the current scope and granularity of the data are still being finalized, particularly regarding indirect emission sources across the entire value chain.

In the coming period, CC1 aims to establish a roadmap for expanding GHG emission data through a phased approach, ensuring feasibility and alignment with its operational characteristics:

Orientation and Implementation Roadmap



CONSTRUCTION WASTE MANAGEMENT

(GRI 306-1, 2, 3)

OBJECTIVES AND ORIENTATION

CC1 focuses on comprehensive construction waste management throughout the project lifecycle-from design and construction to completion-to mitigate environmental impacts and optimize resource efficiency.

The Company prioritizes waste reduction at the source by optimizing designs, controlling material consumption norms, and enhancing construction efficiency, thereby limiting loss and waste during project implementation. Simultaneously, CC1 promotes the increased reuse and recycling of construction materials where permissible, aiming to reduce the volume of waste requiring treatment and enhance the utility value of resources.

Additionally, CC1 aims to strictly control high-risk waste types, especially hazardous waste,

ensuring compliance with legal regulations and minimizing potential risks to the environment and the community.

In the long term, the Company aims to finalize a data-driven waste management system, enhancing the capability to monitor, evaluate, and improve management efficiency while progressively integrating circular economy principles into construction activities, contributing to emission reduction, resource conservation, and improved operational performance.



IMPACT IDENTIFICATION

During the construction process, CC1 generates three main groups of waste



If not managed according to proper procedures, these wastes can cause environmental pollution, negatively impact surrounding communities, and lead to legal non-compliance risks. Consequently, the Company identifies waste management as a critical area that must be strictly controlled and complied with throughout the project lifecycle.

POLICIES AND COMMITMENTS

CC1 manages waste in accordance with environmental regulations and full compliance with current legal requirements. The enterprise commits to sorting waste at the source to ensure clarity and convenience during collection. All waste is collected and stored according to regulations, placed in pre-designated areas with appropriate covering measures. Waste transfer is always conducted through authorized functional units to ensure transparency and accountability in the treatment stage. Particularly for hazardous waste, CC1 maintains strict control from generation and storage to transportation and handover, ensuring no risk of leakage into the environment. This commitment demonstrates the enterprise's responsibility toward the community, regulatory agencies, and all stakeholders.

In addition to general principles, CC1's waste management regulations are developed based on an operational lifecycle approach and environmental aspect identification methods. Accordingly, all generated waste streams are identified through input-output

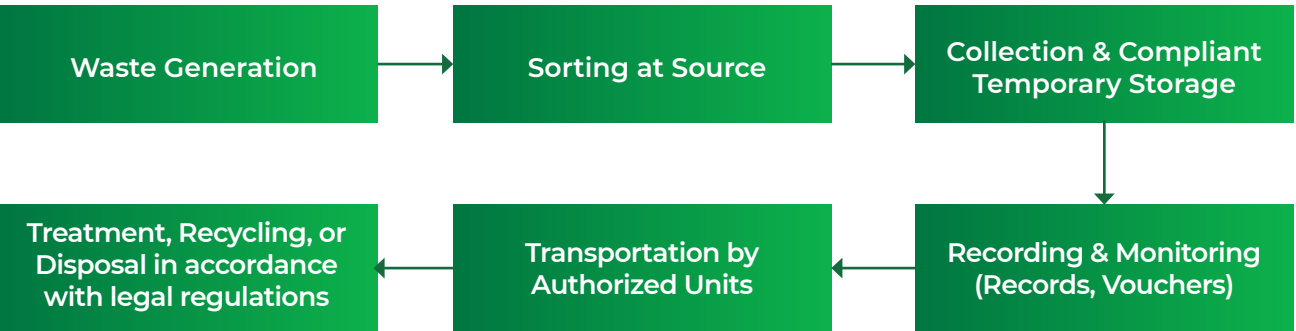
analysis of each construction, operation, and service activity, including common solid waste, hazardous waste, wastewater, and other forms of emissions.

The regulations clearly stipulate the sorting of waste at the source into specific groups to prevent the mixing of common and hazardous waste. Waste types are identified based on generation characteristics such as domestic waste, construction debris, oils, chemicals, chemical packaging, or materials with environmental pollution potential. Specifically, factors related to chemicals, paints, solvents, or oils are regarded as significant environmental aspects and must be strictly controlled throughout the treatment process.

Simultaneously, CC1 applies an assessment method for the impact level of each waste type based on criteria such as severity, frequency of generation, and stakeholder requirements. Waste with high impact risks or related to legal requirements is classified as a significant environmental aspect and prioritized for control through stricter management measures.

The waste management process at CC1 is implemented following a closed-loop control chain, ensuring consistency and traceability throughout the treatment lifecycle:

Waste Management Flowchart at CC1



This approach not only helps CC1 effectively control environmental risks but also ensures full compliance with current legal regulations. At the same time, integrating waste management with environmental aspect assessment and HSE risk management processes allows the Company to proactively identify, prevent, and mitigate negative impacts, contributing to improved resource efficiency and moving toward a circular economy model in the long term.

CONSTRUCTION WASTE MANAGEMENT

(GRI 306-1, 2, 3)

MANAGEMENT METHODS

Throughout the entire construction process, CCI applies a continuous and synchronized waste management procedure. The enterprise performs waste sorting by group directly at the point of generation to support convenient collection and minimize the risk of mixing. Waste is arranged for temporary storage in designated areas, ensuring hygienic conditions, limiting odor dispersion, and avoiding impacts on the

surrounding environment. The monitoring and recording of waste transfers are performed periodically, enabling the enterprise to easily control generated volumes and make timely adjustments when necessary. Concurrently, the HSE department conducts regular monitoring patrols to ensure the entire process complies with regulations and maintains the highest level of environmental safety.

PERFORMANCE RESULTS

No.	Content	Unit	2023	2024	2025
1	Domestic waste	kg	48,250.00	46,910.00	155,043.36
2	Common construction solid waste	kg	119,030.00	289,842.00	3,306,999.00
3	Hazardous waste	kg	2,451.88	4,212.90	6,391.15
4	Recycled waste	kg	168,920.00	365,072.00	2,548,640.00
5	Total waste generated	kg	169,731.88	340,964.90	3,468,433.51

Monitoring data for the 2023–2025 period shows that the volume of domestic waste at CCI fluctuated but remained within a more reasonable range when compared against the actual operational scale. Specifically, domestic waste levels remained relatively stable in 2023 (48.26 tonnes) and 2024 (46.91 tonnes), before increasing to 155.04 tonnes in 2025. This increase reflects the expansion in the number of project sites, personnel, and construction hours, while demonstrating a direct correlation between operational scale and domestic waste generation. However, compared to other waste categories, this group still accounts for a small proportion, indicating that domestic management at construction sites is being controlled relatively effectively.

Regarding common construction solid waste, data recorded a very strong upward trend over the years, from 119.03 tonnes (2023) to 289.84 tonnes (2024), and notably reaching 3,307 tonnes in 2025. This category represents the largest proportion of total waste generated, reflecting the industry-specific characteristics of the construction sector with volumes of surplus materials and construction debris. The sudden surge in 2025 indicates a high intensity of project implementation, while establishing an urgent requirement for strengthening mitigation solutions, reuse, and input material control as mentioned in the resource and material management section.



For hazardous waste, the volume generated tended to increase gradually from 2.45 tonnes (2023) to 4.21 tonnes (2024) and 6.4 tonnes (2025). Although it represents a small fraction of total waste, this group poses high environmental risks, typically related to oils, chemicals, paints, and toxic materials. This upward trend aligns with the expansion of construction activities and equipment usage, while demonstrating the necessity of maintaining strict control according to the hazardous waste management procedures and environmental aspect assessments established by CCI.

Notably, the volume of recycled waste recorded robust growth, from 168.92 tonnes (2023) to 365.07 tonnes (2024), reaching 2,548.64 tonnes in 2025. This trend demonstrates CCI's proactive efforts in promoting source separation and repurposing

recyclable materials, particularly in the context of significantly increasing construction waste volumes. It also reflects the initial effectiveness of integrating waste management with environmental aspect identification processes, aiming to reduce the final volume of waste requiring disposal.

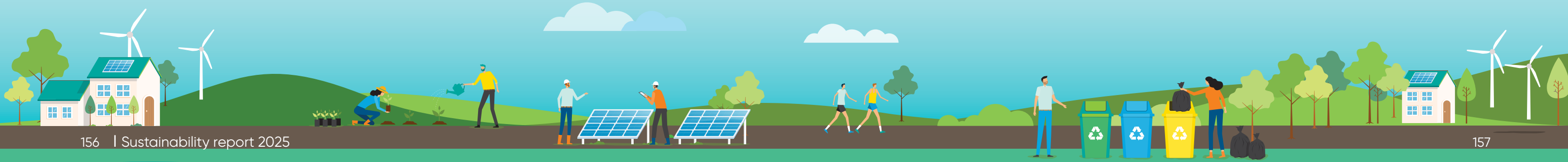
Overall, the structure and trends of waste generation at CCI are consistent with previous analyses regarding resource consumption and project activity intensity. The sharp increase in waste streams, particularly construction waste, emphasizes the role of the environmental management system in controlling inputs and outputs, while highlighting the potential for improvement through solutions such as material optimization, enhanced recycling, and the application of sustainable waste management models in the coming period.

The volume of recycled waste in 2024

365.07 tonnes

The volume of recycled waste in 2025

2,548.64 tonnes



CONSTRUCTION WASTE MANAGEMENT

(GRI 306-1, 2, 3)

PERFORMANCE RESULTS

Waste Generation Intensity

In addition to monitoring the total volume of generated waste, the Company utilizes the waste generation intensity index (total waste volume per unit of revenue) to evaluate waste management efficiency in correlation with its operational scale.

Indicators	Unit	2023	2024	2025
Waste Generation Intensity	kg / Million VND of Revenue	0.03	0.03	0.29

Results indicate that the Company’s waste intensity experienced fluctuations during the 2023–2025 period. Simultaneously, these results show that the efficiency of waste control per unit of value generated has not yet seen corresponding improvements, particularly as construction waste accounts for a significant proportion. This serves as an important indicator for the Company to continue strengthening waste management measures toward greater efficiency and sustainability.

The increase in waste intensity can be attributed to several key factors:

- Rapidly increasing construction volumes at large-scale infrastructure projects;
- High rates of construction waste generation during peak phases;
- Sorting, reuse, and recycling activities for materials have not yet been implemented consistently across all project sites.

In this context, the Company identifies reducing waste intensity as one of its core environmental management priorities through:

- 01

Strengthening waste sorting at the source and optimizing collection processes
- 02

Promoting the reuse and recycling of construction materials (soil, concrete, steel, etc.)
- 03

Applying advanced construction solutions to reduce material loss
- 04

Raising awareness and responsibility among construction teams regarding waste management

In the long term, controlling and progressively reducing waste intensity will not only mitigate environmental impacts but also contribute to cost optimization, enhance resource efficiency, and align with the Company’s sustainable development orientation.

In parallel with the increase in waste volume, environmental risk control and management tasks continued to be maintained steadily. During the reporting period, CC1 recorded one (1) case of a Level 2 or higher environmental incident in 2024 and one (1) case in 2025. Although incidents still occurred, the frequency remained low and showed no upward trend, indicating that monitoring measures, regulatory compliance, and waste control have been implemented relatively effectively. This result reflects the Company’s efforts in ensuring a safe working environment, minimizing negative impacts on surrounding communities, and consolidating CC1’s reputation and responsibility toward stakeholders in the process of sustainable development.

The construction waste recycling rate indicator plays an important role in reflecting resource efficiency and circular economy practices at CC1. However, to enhance transparency and verifiability, the enterprise aims to further improve disclosures regarding the definition of waste classified as recycled waste, the applicable project boundaries, data consolidation methods, and the principles used to determine the ratio. Clarifying these contents will help strengthen the credibility of the disclosed data and reduce different interpretations during the use of the report.

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CIRCULAR ECONOMY

OBJECTIVES AND ORIENTATION

CC1 identifies the circular economy as one of the key pillars in its sustainable development strategy, particularly in the context of the construction industry, which consumes large volumes of resources and generates significant waste. The enterprise advocates for the integration of circular principles into the entire project implementation process, from the design phase to construction and site operation.



The 3R principles-Reduce, Reuse, and Recycle-are applied as a general orientation to optimize resources and reduce the amount of waste requiring disposal throughout the project lifecycle. Specifically, Reduction is prioritized through design optimization, consumption norm control, and loss mitigation; Reuse is promoted by repurposing materials, equipment, and resources during construction; and Recycling focuses on source separation and increasing the recovery of valuable materials. This approach not only reduces waste generation and the demand for input resources but also contributes to enhanced operational efficiency, emission reduction, and the progressive realization of a circular economy model within CC1’s operations.



In addition to applying the foundational principles of the circular model, CC1 aims to develop projects according to green criteria, targeting international certifications such as EDGE and LEED. These standards emphasize energy efficiency, GHG emission reduction, and the optimization of water and material consumption. Integrating these requirements from the design phase ensures that CC1’s infrastructure projects not only meet functional requirements but also achieve superior environmental indicators throughout their service life.



CIRCULAR ECONOMY

IMPLEMENTATION METHODOLOGY

To realize the circular economy model in construction projects, CC1 simultaneously applies several systematic solutions.

During the design phase, technical experts conduct analyses of material norms, components, and structural solutions to reduce the volume of materials used while still ensuring safety and durability requirements. This optimization helps limit surplus materials from the very first steps of the project.

During the construction phase, CC1 strengthens the monitoring of material usage at project sites through an internal material management system and loss control measures. Materials that still meet technical requirements-such as formwork, surplus steel, crushed stone, or undamaged components-are recovered, sorted, and reused in appropriate items. For materials that can no longer be used but are recyclable, CC1 collaborates with licensed recycling units to ensure the recycling process follows regulations and brings the highest value to the post-collection material stream.

The waste management system at project sites is operated under a controlled process, including source separation, compliant storage, daily generation logging, and periodic reporting. HSE teams at the projects are tasked with inspecting, monitoring implementation, and providing improvement recommendations when there are signs of material waste or waste exceeding norms. Consequently, circular solutions do not merely stop at regulatory compliance but become criteria for evaluating operational efficiency at each project.

ACHIEVEMENTS AND EFFECTIVENESS

The application of the circular economy model in construction projects brings CC1 clear benefits in both economic and environmental terms. By optimizing design and reusing qualified materials, the enterprise significantly reduces the cost of purchasing new materials and minimizes waste disposal expenses. Reducing the need to transport waste off-site also contributes to lower emissions from transport vehicles and limits impacts on nearby traffic infrastructure.

Beyond material and waste management solutions, improvements in digital governance indirectly support the reduce principle. Specifically, the percentage of Board of Directors meetings held online increased from 28.07% in 2023 to 31.91% in

2024, reaching 59.02% in 2025. This trend reflects the acceleration of digitalization in governance, which helps reduce travel needs, save time and costs, and lower emissions related to operations. The application of BIM and the gradual digitalization of records also demonstrate CC1's efforts to optimize processes, limit paper usage, and enhance data management efficiency.

The percentage of Board of Directors meetings held online in 2025 reached

59.02%



These improvements are closely linked to the 3R principles, particularly regarding Reduction through cutting resource consumption and operational optimization. Transitioning to digital platforms not only enhances governance efficiency but also helps establish a foundation for a circular economy, where resources are used more effectively, waste is minimized, and processes are operated more sustainably.

In this context, CC1 also promotes the application of technical solutions to optimize raw materials, such as viaduct construction solutions. According to the Company's research and proposals, viaducts significantly reduce the demand for embankment materials (especially sand) while limiting negative impacts on ecosystems and the natural environment compared to traditional construction methods.

Furthermore, reducing dependence on virgin resources through reuse and maintaining a high material recycling rate helps alleviate pressure on mineral mines and limits negative impacts on soil, water, and ecological landscapes. Circular solutions also contribute to reducing construction solid waste, improving environmental quality at project sites, and enhancing working conditions for employees

In its digital transformation roadmap, CC1 has implemented an initiative to apply digital signatures for all internal document systems and electronic transactions, contributing to the replacement of traditional paper-based approval processes. This solution not only enhances transparency, security, and governance efficiency but is also tightly linked to circular economy principles by minimizing the consumption of paper, ink, and energy related to document storage and transportation.

Results recorded from projects show that circular initiatives not only bring quantitative benefits but also raise awareness among personnel throughout the system regarding efficient resource use. Successfully implemented models have been synthesized and replicated across other projects to ensure consistency in environmental management across the CC1 system. This serves as an important foundation for the enterprise to move toward the goal of implementing projects that meet EDGE and LEED green building standards, aiming for a sustainable, environmentally friendly construction value chain that meets the expectations of all stakeholders.





CHAPTER 06
SUSTAINABILITY
REPORT INFORMATION

OVERVIEW OF THE SUSTAINABILITY REPORT

The 2025 Sustainability Report of Construction Corporation No. 1 – JSC (CC1) is developed to provide transparent information on how the enterprise manages, implements, and progressively improves activities related to sustainable development throughout the reporting year. Through this report, CC1 shares its commitments, policies, results, and orientations regarding the integration of Environmental, Social, and Governance (ESG) factors into its production and business activities with stakeholders.

The report is prepared with reference to international standards and practices for sustainability disclosure, including the United Nations Sustainable Development Goals (SDGs), GRI Standards, and current sustainability-related disclosure requirements in Vietnam. Publishing this report not only enhances the enterprise’s transparency and accountability but also strengthens the trust of shareholders, investors, partners, and the community in CC1’s operations.

With over 46 years of formation and development, CC1 has consolidated its position as one of the leading construction and infrastructure development enterprises in Vietnam. Its core operational sectors include the construction of energy projects, transport infrastructure, civil and industrial works, along with investment activities and construction material trading. Throughout its development, CC1 has progressively integrated sustainability factors into its entire operational value chain, from design and construction to corporate governance and human resource development.



In 2025, CC1 focused on promoting ESG initiatives centered on three main pillars. Regarding the Environment, the Company implemented green construction solutions, utilized energy-efficient equipment, and controlled dust, noise, and wastewater at project sites to minimize environmental impacts. Regarding Social aspects, CC1 placed particular emphasis on occupational safety, human resource development, and enhancing employee welfare, while maintaining community engagement activities. Regarding Governance, the enterprise continued to improve transparency, risk management, and management efficiency through digital transformation programs, the application of BIM technology, and the CC1-XBOSS digital governance ecosystem in project operation and management.

The implementation of ESG has begun to deliver practical value, contributing to enhancing CC1’s operational efficiency and competitive capacity:

Reducing project risks

Supporting better control over environmental, safety, and compliance risks, thereby limiting incurred costs and construction disruptions.

Increasing bidding capacity

Better meeting the requirements of project owners, particularly in projects with international elements or sustainability criteria.

Supporting access to capital and partners

Enhancing transparency, creating favorable conditions for capital mobilization and collaboration with partners who have ESG requirements.

Improving governance and branding

Contributing to the perfection of the governance system while consolidating the enterprise’s reputation and image in the market.

Through this report, CC1 expects to present a comprehensive picture of its sustainable development journey while continuing to strengthen stakeholder confidence in its commitment to building high-quality, environmentally friendly infrastructure projects that contribute positively to the sustainable development of Vietnam.

The 2025 Sustainability Report was reviewed and approved by the Board of Directors of CC1 prior to publication.

REPORTING STANDARDS

CC1 prepares its Sustainability Report with reference to international disclosure standards and practices appropriate to the current data scope:



Regarding greenhouse gas emission indicators, CC1 references the classification and calculation of Scope 1 and Scope 2 Emissions according to the GHG Protocol. For industry-specific and investor-oriented information requirements, CC1 considers references to the Sustainability Accounting Standards Board (SASB) standards where appropriate. A GRI content index is provided in the appendix of this report.

REPORTING PRINCIPLES

This Sustainability Report analyzes material topics as well as the concerns and expectations of stakeholders that significantly influence CC1's operations. During the reporting process, CC1 applied the reporting principles defined by GRI 2021, specifically:



During the preparation process, CC1 collected data from functional units, departments, and member projects using standardized forms. Once aggregated, the data was cross-referenced with internal management reporting systems to ensure accuracy and consistency. Simultaneously, CC1 consulted with key stakeholders to identify material topics, thereby focusing on content that significantly impacts the enterprise's operations and addresses stakeholder interests.

To ensure the reliability of the report, CC1 established a multi-level control and review mechanism. Information and figures were verified by specialized departments before aggregation. Subsequently, the report content was reviewed by relevant units and the Board of Management to ensure accuracy,

completeness, and alignment with the enterprise's disclosure orientation before official release.

CC1 aims to present its Sustainability Report based on the principle of not only reflecting positive results, but also acknowledging areas that are still being improved, data limitations, and issues requiring further enhancement in subsequent periods. This balanced approach helps increase the credibility of the report while also providing a stronger basis for stakeholders to assess the maturity level of the Company's ESG governance system. For CC1, transparency is not only about disclosing achievements, but also about clearly identifying what has been accomplished and what still requires further investment for improvement.

REPORTING PERIOD (GRI 2-3)

This Sustainability Report covers the activities and performance results of CC1 for the 2025 fiscal year. Information, data, and indicators were aggregated for the period from January 1, 2025, to December 31, 2025, reflecting the Company's economic, environmental, and social performance during the reporting period.

CC1 prepares its Sustainability Report on an annual cycle and publishes it alongside the Annual Report to provide stakeholders with a comprehensive view of the enterprise's performance and sustainable development commitments.

REPORTING SCOPE (GRI 2-2)

The Sustainability Report encompasses the activities of Construction Corporation No. 1 (CC1), including

- Internal units and departments within the CC1 system.
 - Subsidiaries of CC1:
 - Viet Quang No.1 Construction Joint Stock Company
- CC1 Construction and Equipment Joint Stock Company
 - VINA-PSMC Precast Concrete Company Limited
 - Key projects under CC1 with data availability: 28 out of 37 projects.

DATABASE

ESG information in this report is consolidated from CC1's internal data systems, including data from functional departments at the Corporate level, member units, projects, and specialized management systems implemented by the enterprise. The selected member units are those considered material to CC1's operations and having data readiness.

ESG DATA AGGREGATION METHODOLOGY

ESG data was collected from the Company (CC1), subsidiaries, and key projects with data availability. Units reported using standardized forms, which were then reviewed, confirmed, and aggregated by the Company.

For projects, data was provided by the Project Management Boards to ensure that ESG factors during implementation were fully reflected.

Data consolidation is conducted based on the principle of alignment with the level of data availability during the reporting period, prioritizing indicators that are verifiable, have assigned responsible focal points, and can be cross-checked against relevant internal governance records. For data groups such as workforce, training, occupational safety, resource consumption, emissions, and construction waste,

data are collected from internal templates and reviewed by relevant functional focal points before being included in the report.

During the initial stage of ESG data standardization, the level of coverage and depth among indicators is not yet fully consistent. Some indicators are currently well reflected at the Corporate level or at projects with comprehensive data recording mechanisms, while other contents are still being improved in terms of consolidation boundaries, update frequency, and standardization methods across projects. Therefore, the report should be understood as a step forward in the process of developing the ESG data system, while also serving as a foundation for CC1 to continue strengthening data quality, enhancing consistency, and improving verifiability in subsequent reporting periods.

REPORT CONTENT

The report covers CC1's main operational areas, services, and products, including activities within the value chain. Economic, environmental, and social content is presented in association with each stage of the enterprise's value chain.

REPORTING FORMAT

The Sustainability Report is officially published and disclosed on CC1's website.

CONTACT INFORMATION (GRI 2-3)

To exchange information or provide feedback regarding the Sustainability Report, please contact us via the following channels:

(028) 38222059

info@cc1.vn

REPORT APPENDIX

APPENDIX 1: KEY ESG INDICATORS

GOVERNANCE

Material Topic	Indicator	Unit	Formula	2023	2024	2025
G1. Good Corporate Governance	G1.1. Proportion of Independent Board Members	%	= Number of independent Board members / Total Board members * 100%	20.00	40.00	40.00
G1. Good Corporate Governance	G1.2. Attendance Rate of Board Members	%	= (Number of Board members attending all meetings / Total Board members) * 100%	100.00	93.33	100.00
G1. Good Corporate Governance	G1.3. Proportion of Online Board Meetings	%	= (Number of online meetings / Total Number of meetings) * 100%	28.07	31.91	59.02
G1. Good Corporate Governance	G1.3. Proportion of Publicly Disclosed Bidding Packages	%	= (Total disclosed bidding packages / Total actual bidding packages implemented) * 100%	0.00	80.33	77.36
G1. Good Corporate Governance	G1.4. Proportion of Bidding Packages with at Least 3 Bidders	%	= (Number of bidding packages with ≥3 bidders / Total bidding packages) * 100%	0.00	55.23	39.53
G1. Good Corporate Governance	G1.5. Proportion of Bidding Packages Complying with Procedures and COI Checks	%	= (Number of Compliant bidding packages / Total bidding packages) * 100%	0.00	100.00	100.00
G2. Economic Performance	G2.1. Consolidated Revenue	VND	= Consolidated revenue per Financial Statements	5,613,268.32	10,161,129.01	11,816,220.95
G2. Economic Performance	G2.2. Labor Productivity	Million VND/ hour	= Revenue / Total working hours	32.07	53.52	49.31
G2. Economic Performance	G2.3. Gross Profit Margin	Million VND	Based on financial statements	328,570.74	483,655.05	531,922.60
G2. Economic Performance	G2.4. Profit After Tax	Million VND	Based on financial statements	220,414.30	229,481.49	189,513.87
G2. Economic Performance	G2.5. Total Contribution to State Budget	Million VND	Total contribution to state budget	758.75	1,162.04	1,269.56
G3. Sustainable Supply Chain	G3.1. Proportion of Materials Sourced from Local Suppliers	%	= (Value of materials from local suppliers / Total material value) * 100	103.04	103.35	102.42
G3. Sustainable Supply Chain	G3.2. Proportion of Local Suppliers	Number	= Number of local suppliers / Total suppliers * 100	100.00	100.00	100.00
G4. Digital Transformation and Innovation	G4.1. Proportion of Projects Applying BIM Technology	%	= (Number of BIM projects / Total projects) * 100%	0.00	0.19	0.42

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APPENDIX 1: KEY ESG INDICATORS

GOVERNANCE

Material Topic	Indicator	Unit	Formula	2023	2024	2025
G4. Digital Transformation and Innovation	G4.2. Proportion of Digitized Records	%	= Number of digitized records / Total records * 100%	0.00	0.00	1,225,611.00
G4. Digital Transformation and Innovation	G4.3. R&D Budget	VND	Total annual budget for research and development projects	0.00	30,000,000.00	0.00
G4. Digital Transformation and Innovation	G4.4. Number of Initiatives Under Research/Implementation	Number	Number of initiatives under research/applied by R&D department	1.00	1.00	1.00

ENVIRONMENT

Material Topic	Indicator	Unit	Formula	2023	2024	2025
E1. Resource Management	E1.1. Total Energy Consumption	GJ	= Total energy consumption * conversion factor	574,509.12	899,861.88	481,817.21
E1. Resource Management	E1.2. Energy Intensity	MWh/million VND/year	= Total energy consumption / revenue	0.102	0.089	0.041
E1. Resource Management	E1.3. Total Water Consumption	M³	Total volume based on water purchase and extraction invoices	1,786,594.34	3,339,496.81	412,350.90
E1. Resource Management	E1.4. Water Intensity	M³/million VND/year	= Total water consumption / revenue	0.32	0.33	0.03
E2. Emission Reduction Measures	E2.1. Scope 1 Greenhouse Gas Emissions	Tons CO ₂ /year	Total GHG emissions = ∑ (Fuel consumption × emission factor)	42,411.39	65,609.01	32,833.87
E2. Emission Reduction Measures	E2.2. Scope 2 Greenhouse Gas Emissions	Tons CO ₂ /year	Total GHG emissions (electricity) = ∑ (Electricity consumption × emission factor)	862.14	2,260.59	3,439.55
E2. Emission Reduction Measures	E2.3. Number of Level 2+ Environmental Incidents	Number	= Total number of Level 2+ environmental incidents	0.00	1.00	1.00
E2. Emission Reduction Measures	E2.4. Resolution Time for Level 2+ Incidents	Hours/incident	= Total resolution time / number of incidents	0.00	24.00	24.00
E2. Emission Reduction Measures	E2.5. GHG Emission Intensity	Tons CO ₂ /million VND/year	= Total GHG emissions / revenue	0.008	0.007	0.003
E3. Construction Waste Management	E3.1. Total Waste Generated	Tons/year	= Total domestic solid waste + construction waste + hazardous waste	169.73	340.96	3,468.43

REPORT APPENDIX

APPENDIX 1: KEY ESG INDICATORS

ENVIRONMENT

Material Topic	Indicator	Unit	Formula	2023	2024	2025
E3. Construction Waste Management	E3.2. Hazardous Waste	Kg/year	Total volume based on waste treatment invoices	2,451.88	4,212.90	6,391.15
E3. Construction Waste Management	E3.3. Non-hazardous Waste	Kg/year	Total volume based on waste treatment invoices	167,280.00	336,752.00	3,462,042.36
E3. Construction Waste Management	E3.5. % of Projects with Valid Environmental Legal Documentation (EIA/permits/monitoring/discharge, etc.)	%	= Number of projects with valid environmental legal documentation / Total projects * 100	0.00	0.00	0.00
E3. Construction Waste Management	E3.6. Waste Intensity	Kg/million VND/year	= Total waste generated / Revenue	0.03	0.03	0.29
E4. Circular Economy	E4.1. Construction Waste Recycling Rate	%	Recycling rate (%) = (Recycled waste volume / total waste generated) × 100	99.52	107.07	73.48

SOCIAL

Material Topic	Indicator	Unit	Formula	2023	2024	2025
S1. Occupational Health and Safety	S1.1. Number of CCTV Installed at Construction Sites	Number	Statistics of CCTV installed at construction sites	61.00	94.00	118.00
S1. Occupational Health and Safety	S1.2. Total Safe Working Hours	Hours	= Total working hours of all employees – Total lost hours due to occupational accidents	425,198.50	808,246.51	893,339.57
S1. Occupational Health and Safety	S1.3. Number of Employees Certified in Occupational Safety	Number	Statistics of employees granted occupational safety certificates	634.00	508.00	670.00
S1. Occupational Health and Safety	S1.4. Number of Occupational Accidents	Number	Statistics of occupational accidents during the year	0.00	0.00	0.00
S1. Occupational Health and Safety	S1.5. Percentage of Employees Receiving Professional Training	%	= Number of employees trained / Total employees * 100%	0.45	0.54	0.51
S1. Occupational Health and Safety	S1.6. Number of Employees Receiving Professional Training	Number	Statistics of employees receiving professional training	471.50	682.50	792.30
S1. Occupational Health and Safety	S1.7. % of Employees Receiving Periodic Health Check-ups on Time	%	= Number of employees receiving on-time check-ups / total employees * 100	0.31	0.26	0.22
S1. Occupational Health and Safety	S1.8. Lost Time Injuries (LTIs)	Cases	Statistics on the number of lost time injury cases during the year	N/A	N/A	0
S1. Occupational Health and Safety	S1.9. Lost Time Injury Rate (LTIR)	%	= (Number of Lost Time Injuries (LTIs) * 1,000,000) / Total working hours	N/A	N/A	0

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APPENDIX 1: KEY ESG INDICATORS

SOCIAL

Material Topic	Indicator	Unit	Formula	2023	2024	2025
S2. Sustainable Community Development	S2.1. Number of Jobs Created Locally	Persons	Statistics of jobs created in each locality	520.00	501.00	632.00
S2. Sustainable Community Development	S2.2. Total Budget for Community Activities	VND	Statistics of total community budget	0.00	20,875,338.00	22,762,558.00
S3. Diversity, Equity and Inclusion	S3.1. New Hire Rate	%	= Number of new hires / Total employees at period end * 100%	42%	31%	40%
S3. Diversity, Equity and Inclusion	S3.2. Turnover Rate	%	= (Total employees leaving during the year / average total employees) * 100%	26%	26%	35%
S3. Diversity, Equity and Inclusion	S3.4.1 Employees Aged <30	%	= Number of employees by age group / Total employees * 100%	16%	14%	15%
S3. Diversity, Equity and Inclusion	S3.4.2 Employees Aged 30–50	%	= Number of employees by age group / Total employees * 100%	51%	56%	55%
S3. Diversity, Equity and Inclusion	S3.4.3 Employees Aged >50	%	= Number of employees by age group / Total employees * 100%	8%	6%	7%
S3. Diversity, Equity and Inclusion	S3.5.1. Male Employees	%	= Number of employees by gender / Total employees * 100%	82%	82%	81%
S3. Diversity, Equity and Inclusion	S3.5.2. Female Employees	%	= Number of employees by gender / Total employees * 100%	18%	18%	19%
S3. Diversity, Equity and Inclusion	S3.6.1. Employees with College Degree or Below	%	= Number of employees by education Level / Total employees * 100%	34%	34%	29%
S3. Diversity, Equity and Inclusion	S3.6.2. Employees with University Degree	%	= Number of employees by education Level / Total employees * 100%	58%	61%	65%
S3. Diversity, Equity and Inclusion	S3.6.3. Employees with Postgraduate Degree	%	= Number of employees by education Level / Total employees * 100%	8%	5%	5%

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APPENDIX 1: KEY ESG INDICATORS

SOCIAL

Material Topic	Indicator	Unit	Formula	2023	2024	2025
S4. Talent Development and Retention	S4.1. Total Training Hours	Hours	Statistics of total training hours	8.00	327.00	23,978.00
S4. Talent Development and Retention	S4.2. Training Budget	Billion VND	Statistics of total training budget	0.01	0.74	1,203.84
S4. Talent Development and Retention	S4.3. Overall Satisfaction with Working Environment	%	Statistics of employee satisfaction levels based on survey categories (e.g., very satisfied, satisfied, dissatisfied, etc.)	0.00	0.00	0.00
S4. Talent Development and Retention	S4.4. Employee Participation Rate in Satisfaction Survey	%	= Number of employees participating in survey / Total employees * 100%	50%	48%	47%
S4. Talent Development and Retention	S4.5. Percentage of Employees Covered by Social, Health and Unemployment Insurance	%	= Number of insured employees / Total employees * 100%	28%	32%	90%
S4. Talent Development and Retention	S4.6. Total Social Welfare Contribution for Employees (SI, HI, UI)/year	VND	= [(SI rate + HI rate + UI rate) × insurable salary] × 12 months	37,170,590,998.00	48,271,817,241.36	53,863,960,473.11
S4. Talent Development and Retention	S4.7. Average Salary of Male Employees*	VND	= Total basic salary of male employees / Total male employees	25,221,474.40	27,998,976.94	28,844,630.16
S4. Talent Development and Retention	S4.8. Average Salary of Female Employees*	VND	= Total basic salary of female employees / Total female employees	21,232,990.88	20,657,714.43	22,179,345.73
S4. Talent Development and Retention	S4.9. Female-to-Male Average Income Ratio*	%	= Average salary of female employees / average salary of male employees * 100%	84.19	73.78	76.89
S5. Stakeholder Engagement	S5.1. Number of Investor Meetings per Year	Number of meetings	Statistics of investor meetings per year	0.00	0.00	0.00

REPORT APPENDIX

APPENDIX 2: CROSS-REFERENCE OF MATERIAL TOPICS WITH LOCAL REGULATIONS

Material Topics	Standards/Regulations
Good Corporate Governance	Law on Enterprises 2020 No. 59/2020/QH14
Economic Performance	Decision No. 1351/QĐ-BTC dated 06/07/2022 by the Minister of Finance on the promulgation of 05 Vietnamese Public Sector Accounting Standards Phase 3
Sustainable Supply Chain	N/A
Digital Transformation and Innovation	Decision No. 749/QĐ-TTg by the Prime Minister approving the "National Digital Transformation Program to 2025, orientation to 2030"
Resource Management	Law on Environmental Protection 2020 No. 72/2020/QH14
	TCVN 7957:2023 - National Standard on Drainage and Sewerage - External Networks and Facilities - Design Requirements
	QCVN 09:2017/BXD - National Technical Regulation on Energy Efficiency Buildings
	QCVN 02:2009/BYT - National Technical Regulation on Domestic Water Quality
	QCVN 39:2011/BTNMT - National Technical Regulation on Water Quality for Irrigation
Emission Reduction Measures	QCVN 26:2010/BTNMT - National Technical Regulation on Noise
	QCVN 27:2010/BTNMT - National Technical Regulation on Vibration
	QCVN 03:2023/BTNMT - National Technical Regulation on Soil Quality
	TCVN 11277:2015 - National Standard on Refrigerating Systems and Heat Pumps - Qualification of Tightness of Components and Joints

Material Topics	Standards/Regulations
Construction Waste Management	QCVN 07:2023/BXD - National Technical Regulation on Technical Infrastructure Systems
	Circular 08/2017/BXD - Regulations on Construction Solid Waste Management
Circular Economy	TCVN ISO 14040:2009 - National Standard on Environmental management - Life cycle assessment - Principles and framework
Occupational Health and Safety	QCVN 02:2022/BXD - National Technical Regulation on Construction Safety
	QCVN 24:2016/BYT - National Technical Regulation on Noise - Permissible Exposure Levels of Noise in the Workplace
	QCVN 18:2021/BXD - National Technical Regulation on Safety in Construction
Sustainable Community Development	TCVN 9386:2012 - National Standard on Design for Earthquake Resistance of Structures
	TCVN 5687:2024 - National Standard on Ventilation and Air Conditioning - Design Standard
	TCVN 13521:2022 - National Standard on Housing and Public Buildings - Indoor Air Quality Parameters
	TCVN 14214:2024 - National Standard on Housing and Public Buildings - Requirements for Indoor Microclimate Parameters
	TCXDVN 175:2005 - Maximum Permissible Noise Levels in Public Buildings - Design Standard
	TCXDVN 277:2002 - Sound Insulation for Partition Structures in Civil Buildings
Diversity, Equity, and Inclusion (DEI)	QCVN 10:2024/BXD - National Technical Regulation on Construction of Facilities for Accessibility by Persons with Disabilities
Training, Development, and Talent Retention	Law No. 45/2019/QH14 passed by the National Assembly: The Labor Code
Strengthening Stakeholder Engagement	N/A

REPORT APPENDIX

APPENDIX 3. LIST OF ABBREVIATIONS

Abbreviation	Definition
3R	Reduce, Reuse, Recycle
AI	Artificial Intelligence
BIM	Building Information Modeling
BOD	Board of Directors
BOT	Build - Operate - Transfer
CDE	Common Data Environment
CH ₄	Methane
CO/CQ	Certificates of Origin and Quality
CO ₂	Carbon Dioxide
COI	Conflict of Interest
CSR	Corporate Social Responsibility
DEI	Diversity, Equity, Inclusion
DO	Diesel Oil
EPC	Engineering, Procurement, Construction
ERM	Enterprise Risk Management
ERP	Enterprise Resource Planning
ESG	Environmental, Social, Governance
FIDIC	Fédération Internationale des Ingénieurs - Conseils
FIDIC	International Federation of Consulting Engineers
GHG	Greenhouse Gas
GPS	Global Positioning System
GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
GSCM	Green Supply Chain Management
GWP	Global Warming Potential
HR	Human Resources
HSE	Health, Safety, Environment
IEA	International Energy Agency

Abbreviation	Definition
IFC	International Finance Corporation
IFRS	International Financial Reporting Standards
ILO	International Labour Organization
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
JSC	Joint Stock Company
KPI	Key Performance Indicator
LCA	Life Cycle Assessment
LTI	Lost Time Injuries
LTIR	Lost Time Injury Rate
MEP	Mechanical, Electrical, and Plumbing
MoU	Memoranda of Understanding
N ₂ O	Nitrous Oxide
OECD	Organisation for Economic Co-operation and Development
OHS	Occupational Health and Safety
PM	Project Management
PMI	Project Management Institute
PMP	Project Management Professional
PPE	Personal Protective Equipment
PPP	Public-Private Partnerships
QA/QC	Quality Assurance, Quality Control
R&D	Research and Development
SACA	Saigon Construction and Building Materials Association
SASB	Sustainability Accounting Standards Board
SDGs	Sustainable Development Goals
SEAs	Significant Environmental Aspects
VAS	Vietnamese Accounting Standards
VND	Vietnamese Dong
VSCF	Vietnam Sustainable Construction Forum

REPORT APPENDIX

APPENDIX 4. AREAS FOR IMPROVEMENT IN CCI’S 2025 SUSTAINABILITY REPORT AND REMEDIATION PLAN

The year 2025 marks the first time CCI has issued a separate Sustainability Report. While we clearly recognize the benefits this report brings, we also proactively identify areas for further improvements.

The specific areas for improvement in the 2025 Sustainability Report and the corresponding remediation plans are as follows:

ESG DATA COLLECTION AND MANAGEMENT

Currently, ESG data collection, synthesis, and management at CCI have been initiated through a foundational system that is undergoing continuous refinement.

Certain key indicators, particularly in environmental and social aspects (such as Greenhouse Gas emissions, detailed energy consumption, and supply chain data), are currently partially collected and have yet to fully align with International Practices.

2026 Action Plan

- Deploy a centralized ESG data management system, integrated with existing corporate governance systems.
- Standardize a unified set of ESG indicators for across-the-board application.
- Progressively digitize data collection processes to reduce reliance on manual operations.

ESG GOVERNANCE AND IMPLEMENTATION FRAMEWORK

ESG activities at CCI have been strategically oriented and initially deployed; they are now in the phase of deeper integration into the corporate governance system. While ESG policies, procedures, and monitoring mechanisms have been established in specific areas, they are not yet fully synchronized system-wide.

The assignment of responsibilities, setting of targets, and performance tracking across member units have not yet operated under a centralized and seamless governance mechanism. Concurrently, management tools such as ESG KPI systems, digital platforms, and periodic evaluation processes are under development.

2026 Action Plan

- Finalize the Company-level ESG governance framework, including clear regulations, procedures, and delegation of authority.
- Develop and apply a unified ESG KPI system.
- Launch a digital platform to support ESG management and monitoring.
- Establish periodic assessment and reporting mechanisms in accordance with international standards.

REPORTING COVERAGE AND DEPTH

The current scope of CCI’s ESG report includes material topics and units with available data, demonstrating our commitment to transparency. However, the coverage and depth of analysis across the value chain remain areas for further improvement.

Certain contents, such as long-term environmental impact assessments, sustainable supply chain management, or quantitative indicators based on international standards, have not yet been fully presented.

2026 Action Plan

- Expand the depth of ESG data collection across the value chain.
- Pursue comprehensive adoption of international reporting standards, such as SASB, GRESB.
- Consolidate historical databases to facilitate trend analysis.
- Enhance ESG data analysis and visualization capabilities.

ESG CAPACITY AND AWARENESS

Awareness and ESG implementation capacity across CCI’s member units have seen significant improvements through internal training and communication. While efforts to strengthen guidance are being intensified, further time is required to ensure consistent understanding and execution across the entire system.

2026 Action Plan

- Develop leveled ESG training programs (management, professional, and project levels).
- Strengthen internal communication and best-practice sharing.
- Establish a network of ESG focal points at each unit and project site.
- Gradually integrate ESG criteria into performance appraisals (KPIs).

STANDARDIZATION AND IMPLEMENTATION AT THE PROJECT LEVEL

The standardization and implementation of ESG at the project level have commenced; however, numerous challenges persist due to the nature of the construction industry and dispersed operations. Variations in project scale, type, site location, and the involvement of multiple subcontractors hinder the uniform application of ESG criteria and procedures.

Furthermore, infrastructure for measurement and data collection at sites is inconsistent. Given that site personnel often prioritize schedule, cost, and safety, a suitable roadmap is essential to effectively integrate ESG requirements.

2026 Action Plan

- Develop ESG guidelines specifically for project levels, with flexibility for different project types.
- Implement pilot programs at key projects before scaling up more broadly.
- Gradually provide appropriate tools, templates, and data collection guidelines that align with on-site working conditions.
- Strengthen coordination with subcontractors and partners to standardize ESG requirements throughout the project execution chain.

REPORT APPENDIX

APPENDIX 5: GRI CHECKLIST

GRI Standards	GRI index	Presented in the 2025 Sustainability Report	Pages
GRI 2: General Disclosures	2-1 Organizational details	Chapter 1 - General Introduction to Construction Corporation No. 1 - JSC (CC1)	16
	2-2 Entities included in the organization’s sustainability reporting	Chapter 6 - Reporting Scope	167
	2-3 Reporting period, frequency, and contact point	Chapter 6 - Reporting Period Chapter 6 - Contact Information	167
	2-4 Restatements of information	N/A	N/A
	2-5 External assurance	N/A	N/A
	2-6 Activities, value chain, and other business relationships	Chapter 1 - Industries, Business Lines, and Business Model - Value Chain for the Infrastructure Construction Industry	18 26
	2-7 Employees	Chapter 4 - Diversity, Equity, and Inclusion (DEI) - Training, Development, and Talent Retention	122
	2-8 Workers who are not employees	N/A	N/A
	2-9 Governance structure and composition	Chapter 1 - Governance Structure and Management System	20
	2-10 Nomination and selection of the highest governance body	Regulations on nomination, candidacy, and election of the Board of Directors and the Supervisory Board for the 2021 – 2026 term.	
	2-11 Chair of the highest governance body	Annual Report 2025	AR 2025
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 3 - Good Corporate Governance	78
	2-13 Delegation of responsibility for managing impacts	N/A	N/A
	2-14 Role of the highest governance body in sustainability reporting	Chapter 3 - Good Corporate Governance	78
	2-15 Conflicts of interest	N/A	N/A
	2-16 Communication of critical concerns	N/A	N/A
	2-17 Collective knowledge of the highest governance body	N/A	N/A

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GRI Standards	GRI index	Presented in the 2025 Sustainability Report	Pages
GRI 2: General Disclosures	2-18 Evaluation of the performance of the highest governance body	Annual Report 2025	AR 2025
	2-19 Remuneration policies	N/A	N/A
	2-20 Process to determine remuneration	N/A	N/A
	2-21 Annual total compensation ratio	N/A	N/A
	2-22 Statement on sustainable development strategy	Chapter 2 - Sustainable Development Strategic Orientation Framework	50
	2-23 Policy commitments	N/A	N/A
	2-24 Embedding policy commitments	N/A	N/A
	2-25 Processes to remediate negative impacts	N/A	N/A
	2-26 Mechanisms for seeking advice and raising concerns	Chapter 2 - Stakeholder Engagement	62
	2-27 Compliance with laws and regulations	N/A	N/A
	2-28 Membership associations	N/A	N/A
	2-29 Approach to stakeholder engagement	Chapter 2 - Stakeholder Engagement	62
	2-30 Collective bargaining agreements	Chapter 2 - Stakeholder Engagement	64
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Chapter 2 - Material Topics	70
	3-2 List of material topics	Chapter 2 - Material Topics	70
	3-3 Management of material topics	Chapter 2 - Material Topics	70

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GRI Standards	GRI index	Presented in the 2025 Sustainability Report	Pages
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Chapter 3 - Direct Economic Value Generated and Distributed	92
	201-2 Financial implications and other risks and opportunities due to climate change	N/A	N/A
	201-3 Defined benefit plan obligations and other retirement plans	N/A	N/A
	201-4 Financial assistance received from government	N/A	N/A
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A	N/A
	202-2 Proportion of senior management hired from the local community	N/A	N/A
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	N/A	N/A
	203-2 Significant indirect economic impacts	Chapter 3 - Identification of Economic Impacts	83
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Chapter 3 - Sustainable Supply Chain	98
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	N/A	N/A
	205-2 Communication and training about anti-corruption policies and procedures	N/A	N/A
	205-3 Confirmed incidents of corruption and actions taken	N/A	N/A
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	N/A	N/A
GRI 207: Tax 2019	207-1 Approach to tax	N/A	N/A
	207-2 Tax governance, control, and risk management	N/A	N/A
	207-3 Stakeholder engagement and management of concerns related to tax	N/A	N/A
	207-4 Country-by-country reporting	N/A	N/A

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GRI Standards	GRI index	Presented in the 2025 Sustainability Report	Pages
GRI 301: Material 2016	301-1 Materials used by weight or volume	N/A	N/A
	301-2 Recycled input materials used	N/A	N/A
	301-3 Reclaimed products and their packaging materials	N/A	N/A
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Chapter 5 - Resource Management	140
	302-2 Energy consumption outside of the organization	N/A	N/A
	302-3 Energy intensity	Chapter 5 - Resource Management	140
	302-4 Reduction of energy consumption	N/A	N/A
	302-5 Reductions in energy requirements of products and services	N/A	N/A
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Chapter 5 - Resource Management	140
	303-2 Management of water discharge-related impacts	N/A	N/A
	303-3 Water withdrawal	Chapter 5 - Resource Management	140
	303-4 Water discharge	Chapter 5 - Resource Management	140
	303-5 Water consumption	Chapter 5 - Resource Management	140
GRI 304: Biodiversity 2016	304-1 Operational sites in or adjacent to protected areas and areas of high biodiversity value outside protected areas	N/A	N/A
	304-2 Significant impacts of activities, products, and services on biodiversity	N/A	N/A
	304-3 Habitats protected or restored	N/A	N/A
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A	N/A

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GRI Standards	GRI index	Presented in the 2025 Sustainability Report	Pages
GRI 305: Emission 2016	305-1 Direct Scope 1 GHG emissions	Chapter 5 - Greenhouse Gas (GHG) Emission Mitigation Measures	148
	305-2 Energy indirect Scope 2 GHG emissions	Chapter 5 - Greenhouse Gas (GHG) Emission Mitigation Measures	148
	305-3 Other indirect Scope 3 GHG emissions	N/A	N/A
	305-4 GHG emissions intensity	Chapter 5 - Greenhouse Gas (GHG) Emission Mitigation Measures	148
	305-5 Reduction of GHG emissions	N/A	N/A
	305-6 Emissions of ozone-depleting substances ODS	N/A	N/A
	305-7 Nitrogen oxides NOx, sulfur oxides SOx, and other significant air emissions	N/A	N/A
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Chapter 5 - Construction Waste Management	154
	306-2 Management of significant waste-related impacts	Chapter 5 - Construction Waste Management	154
	306-3 Waste generated	Chapter 5 - Construction Waste Management	154
	306-4 Waste diverted from disposal	N/A	N/A
	306-5 Waste directed to disposal	N/A	N/A
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	N/A	N/A
	308-2 Negative environmental impacts in the supply chain and actions taken	N/A	N/A
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Chapter 4	
		- Recruitment and Human Resource Development - Personnel Turnover in 2025	125 128
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 4 - Employee Welfare and Policies	128
	401-3 Parental leave	N/A	N/A

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GRI Standards	GRI index	Presented in the 2025 Sustainability Report	Pages
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	N/A	N/A
	403-1 Occupational health and safety management system	Chapter 4 - Occupational Health and Safety	112
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 4 - Occupational Health and Safety	112
	403-3 Occupational health services	Chapter 4 - Occupational Health and Safety	112
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 4 - Occupational Health and Safety	112
	403-5 Worker training on occupational health and safety	Chapter 4 - Occupational Health and Safety	112
	403-6 Promotion of worker health	Chapter 4 - Occupational Health and Safety	112
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 4 - Occupational Health and Safety	112
	403-8 Workers covered by an occupational health and safety management system	Chapter 4 - Occupational Health and Safety	112
	403-9 Work-related injuries	Chapter 4 - Occupational Health and Safety	112
	403-10 Work-related ill health	N/A	N/A
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Chapter 4 - Training and Development	127
	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 4 - Training and Development	127
	404-3 Percentage of employees receiving regular performance and career development reviews	N/A	N/A
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Chapter 4 - Workforce Scale and Structure 2025	123
	405-2 Ratio of basic salary and remuneration of women to men	Chapter 4 - Employee Welfare and Policies	128
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	N/A	N/A

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GRI Standards	GRI index	Presented in the 2025 Sustainability Report	Pages
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A	N/A
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Chapter 4 - Diversity, Equity, and Inclusion (DEI)	131
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Chapter 4 - Diversity, Equity, and Inclusion (DEI)	131
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	N/A	N/A
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	N/A	N/A
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 4 - Community Programs	136
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A	N/A
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	N/A	N/A
	414-2 Negative social impacts in the supply chain and actions taken	N/A	N/A
GRI 415: Public Policies 2016	415-1 Political contributions	N/A	N/A
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	N/A	N/A
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A	N/A
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	N/A	N/A
	417-2 Incidents of non-compliance concerning product and service information and labeling	N/A	N/A
	417-3 Incidents of non-compliance concerning marketing communications	N/A	N/A
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A	N/A



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