



Our quality, Your better life



Strong core Sustainable value

NEWSLETTER VOL.20

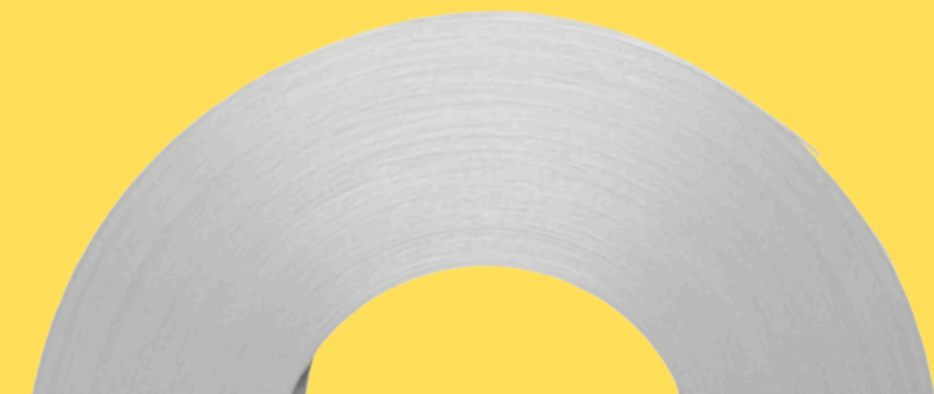




Table of Content

TOP NEWS

01

CSVC SPIRIT

02

TRADE UNION NEWS

03

ESG NEWS

04

COMMERCIAL DIVISION NEWS

05

MANAGEMENT DIVISION NEWS

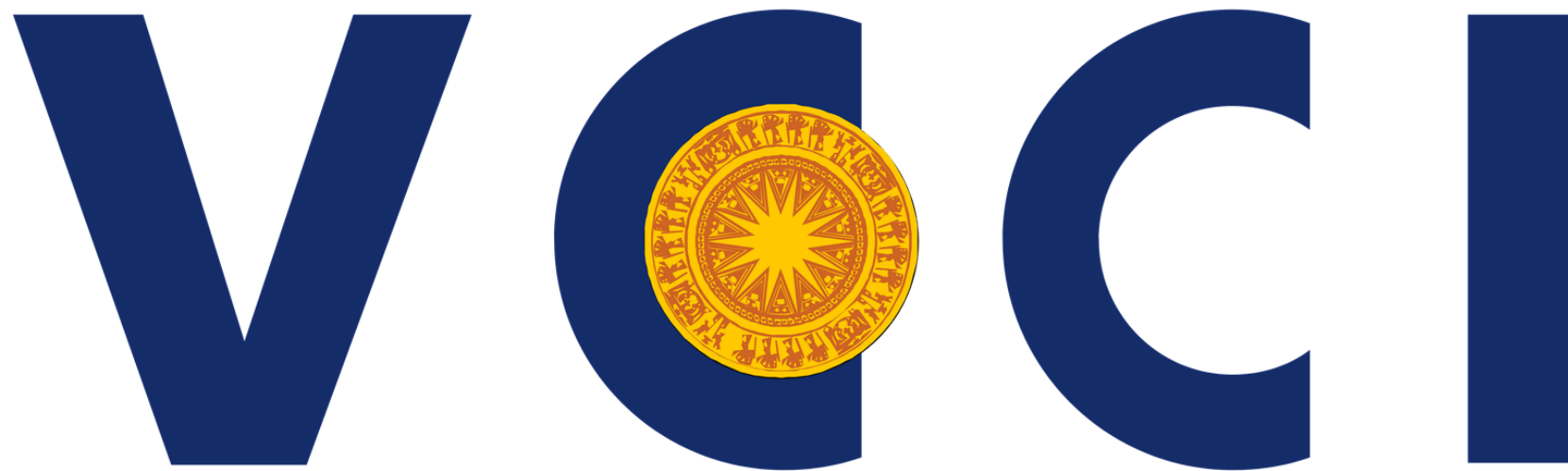
06

PRODUCTION DIVISION NEWS

07

ENTERTAINMENT NEWS

08



CSVC OFFICIALLY BECOMES A MEMBER OF VCCI-HCM

On March 26, 2026, representatives from the CSVC Board of Management attended the certificate presentation ceremony for new members of the Vietnam Chamber of Commerce and Industry – Ho Chi Minh City Branch (VCCI-HCM). This event marks the Company's efforts to strengthen connections and foster collaboration within the regional business community. It also serves as a crucial foundation for CSVC to further enhance operational efficiency, aiming for our integration and sustainable development goals.



CSVC ACTIVELY RESPONDS TO THE "2026 ACTION MONTH ON OCCUPATIONAL SAFETY AND HEALTH"

In response to the campaign "Building a Safe, Green, Clean, and Beautiful My Xuan A2 Industrial Park" initiated by FIDC, CSVC actively participated in the "2026 Action Month on Occupational Safety and Health."

Specifically, CSVC launched a clean-up drive to create a green, clean, and beautiful landscape in the areas surrounding the Company.

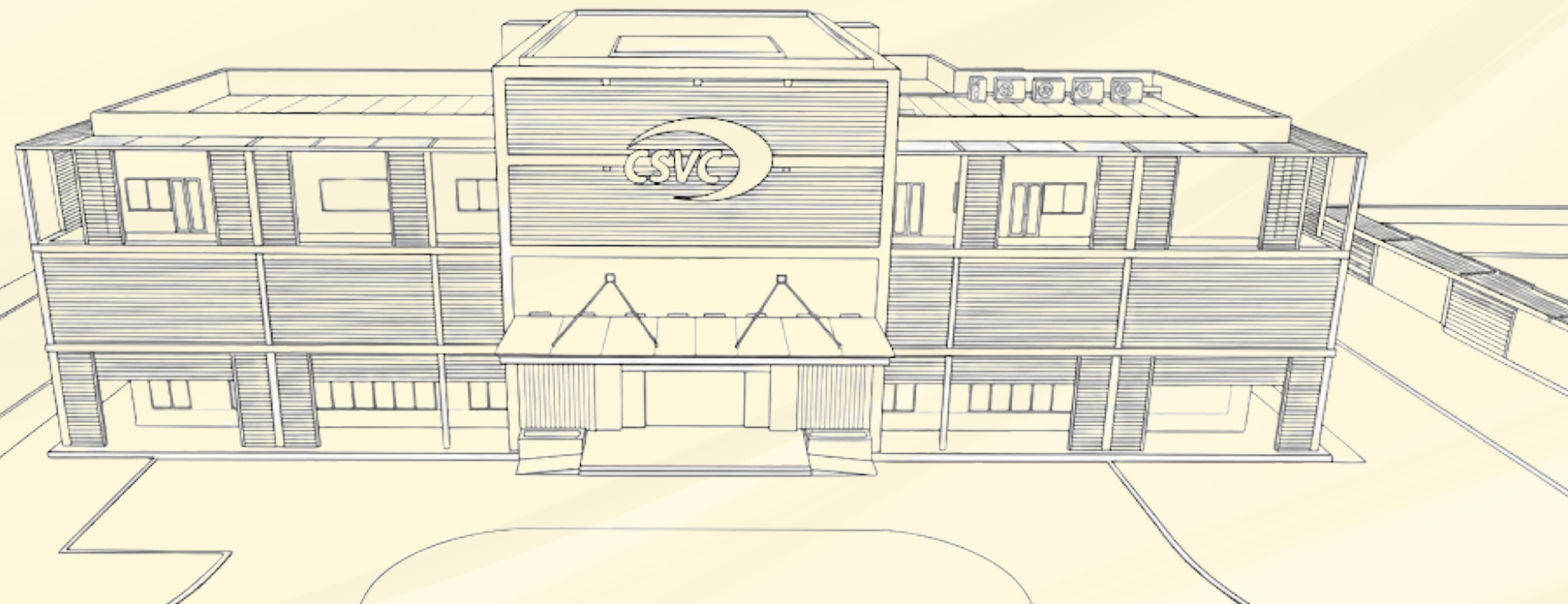
This practical initiative not only helps maintain a safe working environment for employees but also demonstrates CSVC's sense of responsibility in joining forces with FIDC and the business community to build a civilized and sustainable My Xuan A2 Industrial Park.

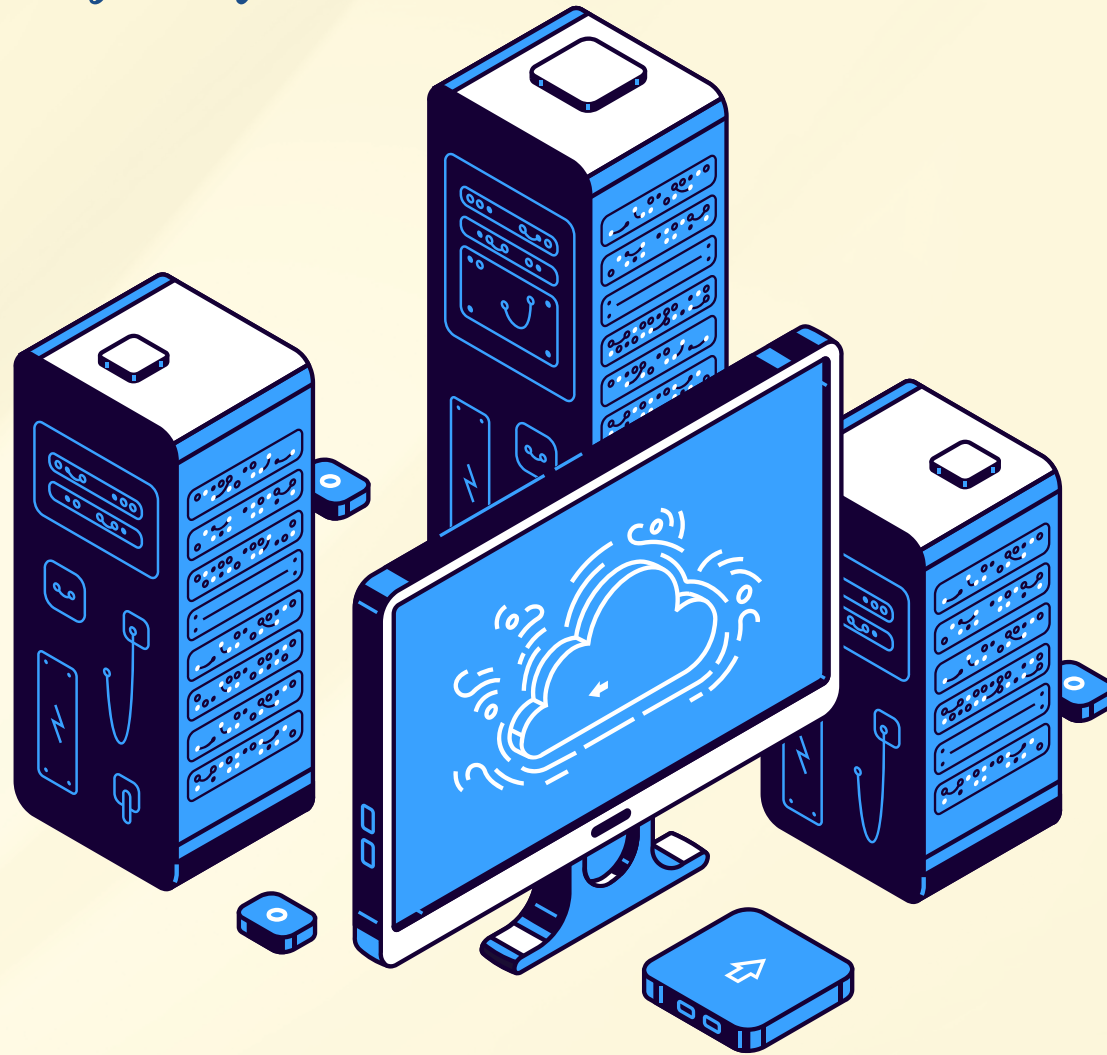


“THE CORE VALUE” FOR CSVC’S COMMUNITY ENGAGEMENT

CSVC’s engagement with the local community through a series of meaningful activities is managed with strict consistency based on four core values:

- **Creating Shared Value:** Aiming for “Dual Impact.” Each community initiative is designed to directly address the practical needs of the local area while remaining strictly aligned with CSVC’s long-term sustainable development strategy.
- **Collaborating closely:** Proactively engaging in dialogue to gain a deep understanding of practical local challenges. Based on these insights, the CSVC team flexibly participates in providing support and contributions through specific solutions and actions.
- **Transparency:** All resources contributed by partners and internal sources are clearly disclosed and allocated to the designated beneficiaries. This standard is systemized through transparent management regulations, such as the Operating Regulations of the CSVC Scholarship Fund.
- **Dedication:** From commitment to tangible results. Every project is comprehensively implemented and closely monitored, ensuring that the values delivered to the community are maintained sustainably and for the long term.



Employee of the month**Tran Khanh Hoi**

Information Technology
Dept (M5)

Upgrading and modernizing
the IT infrastructure for the
Coil Warehouse system

**Tran Thi Kim Thu**

Information Technology
Dept (M5)

Digitization and automation of the
customer request processing workflow
on the ERP platform

**Nguyen Thi Bao Ni**

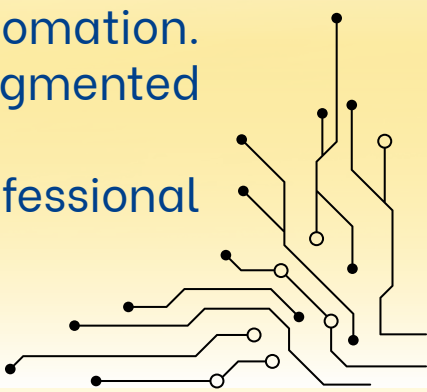
Quality Control & Quality
Assurance Dept (P5)

PIONEERING SPIRIT

Having the courage to break down barriers with professional expertise that is the clearest affirmation of the outstanding individuals recently honored by the Company with certificates of merit.

At CSVC, the spirit of pioneering is always proven through concrete actions. These honored individuals have proactively pushed beyond the limits of daily routines to thoroughly resolve complex operational challenges. Instead of choosing temporary solutions, they have persisted in reconstructing critical technical infrastructure to ensure seamless production lines. They have willingly taken on multi-year process digitalization projects to build the foundation for automation. Furthermore, by closely observing practical realities, they have successfully cleared key bottlenecks within the ERP system, transforming fragmented departments into a seamless and transparent operating block.

These practical achievements are the most convincing evidence of a spirit that welcomes challenges. They not only affirm their superior professional competence but also serve as inspiring models of the “CSVC spirit”: Daring to take on difficult tasks and confront risks to create optimal value.





WORKER'S MONTH 2026

In response to the Worker's Month, the CSVC Labor Union organized a gift presentation event on May 4, 2026, for **739 union members**. This is a practical initiative for employee welfare, maintained annually to demonstrate the Labor Union's continuous support for the workforce. Through this activity, the Executive Committee aims to boost morale, provide motivation for employees to remain committed to their work, and maintain production efficiency.



“DOUBLING THE JOY”

New Maternity Support Policy from the CSVC Labor Union

The CSVC Labor Union is pleased to announce the addition of several maternity-related allowances. This initiative aims to provide the most practical support, walking alongside our union members' families as they welcome their newest members:

For male union members whose wives give birth:

- Membership from 3 to under 6 months: **200,000 VND per childbirth.**
- Membership of 6 months or more: **300,000 VND per childbirth.**

For female union members giving birth to twins or triplets: support: **500,000 VND per child.**



739 gifts presented to CSVC union members

CSVC CUP 2026

THE SEASON 10

Following over a month of spirited competition (from April 3 to May 8, 2026), the 10th CSVC CUP, organized by the CSVC Labor Union, has officially concluded. The tournament has effectively “painted” a vivid and emotional portrait of sportsmanship:

The colors of enthusiasm

The convergence of 10 teams from various departments and divisions has created an annual, high-intensity playing field, fostering a spirit of solidarity and strengthening internal connections.

The colors of victory

The teams that demonstrated seamless coordination to claim their spots on the 10th CSVC CUP leaderboard are:



The colors of outstanding individuals

Alongside our teams’ proud victories, we must also recognize the individuals who have left a lasting mark on this season:

- **Golden Glove:** Nguyen Tien Thuan - Annealing & Galvanizing Dept (P3).
- **Top Scorer:** Nguyen Huynh Phuc - Annealing & Galvanizing Dept (P3)
- **Fair Play Award:** Team P3



THE RETURN OF THE "CHAMPION": P3 SECURES A DOUBLE TITLE

Concluding over a month of dramatic competition at the 10th CSVC CUP, the championship title has officially been claimed by P3. This is more than just a victory for a football team; it is a triumphant return of true champions.

After several seasons of falling short of the top, P3 has returned in the most convincing fashion. Rather than relying on words, they let their performance on the pitch speak for itself. Composed under pressure, disciplined in their gameplay, cohesive in every combination, and always capable of explosive action at the right moments, P3 systematically overcame every challenge to stand proudly as champions.

However, what makes this year's championship truly special goes beyond the gold trophy. P3 also excelled by securing the Fair Play Award—a well-deserved double victory for a collective that embodies both technical excellence and sportsmanship. They won through resilience and captivated fans with an engaging, passionate style of play, while remaining composed, respectful toward opponents, and committed to fair play. This is the definition of a well-rounded champion. P3's glory was not forged by a few outstanding individuals, but by the concerted effort of the entire team.

Every player served as a vital link, every position gave their all, together creating a synchronized and powerful machine. The championship trophy is a well-deserved reward for their perseverance, unity, and desire to conquer. With an unquenchable fire of passion, P3 has written a deeply emotional comeback story, solidifying their status and leaving a lasting mark in the history of the 10th CSVC CUP.



CSVC PARTNERS WITH BA RIA HOSPITAL: PROVIDING HEALTHCARE SERVICES TO 200 RESIDENTS IN TAN PHUOC WARD

As part of its ongoing community engagement initiatives, on May 23, 2026, CSVC partnered with Ba Ria Hospital to successfully organize a free medical check-up and medicine distribution event in Tan Phuoc Ward. The program provided direct support to 200 disadvantaged residents and solitary elderly individuals in the local area. With the professional support from Ba Ria Hospital’s medical team, the residents gained access to comprehensive healthcare services, ranging from general examinations and health consultations to the provision of prescribed medications.

Contributing to local social welfare is a core objective of CSVC’s ESG framework, demonstrating our commitment to fulfilling corporate social responsibility and promoting sustainable values across operations.



TWO PILLARS OF SUPPORT: THE “GODMOTHER PROGRAM”

On May 19, 2026, CSVC collaborated with the Chau Pha Commune authorities to launch the “Godmother” program, establishing two parallel pillars of support to empower local children:

- Emotional Anchor: Motivating children to step confidently into their future.
- Practical Support: Sharing hardships with the children.

A long-term journey has begun. This is not merely a social responsibility, but CSVC’s commitment to walking alongside our local community.



24 The orphans facing difficult circumstances have officially been sponsored. From now on, they have a solid companion to help them focus on their studies and confidently strive for a better future.

108 million VND which CSVC has committed to sponsoring and supporting throughout 2026.

500.000 vnd/month this support will be provided on a quarterly basis for each child. This stable funding will directly alleviate everyday financial burdens, such as the costs of books, school supplies, and daily living expenses.

EMPLOYEE HEALTHCARE: A CORE PILLAR OF SUSTAINABILITY

To maintain a safe working environment and ensure compliance with occupational health standards, CSVC conducted the first periodic health check-up of 2026 (from April to May 2026).

🎯 **Beyond Compliance:** Conducted by experienced medical professionals using advanced equipment, CSVC proactively expanded the examination categories beyond basic legal requirements. This ensures a comprehensive and accurate assessment of workforce health based on actual operational conditions.

↔️ **Dual Objectives:** The program empowers employees to monitor their personal wellbeing while enabling the Company to track occupational health, detect workplace-related diseases early, optimize job placements, and enhance overall labor productivity.

🔍 **Sustainable Value:** Maintaining annual health screenings is a core welfare policy that demonstrates Management's commitment to our workforce. It plays a vital role in building a healthy, safe workplace, fostering long-term employee retention, and aligning staff with CSVC's sustainable growth.



PROFILING THE CSVC COMMERCIAL DIVISION THROUGH KEYWORDS

If limited to just three words, what would the Commercial Division pick?
Discover their portrait through these key terms!



ASTUTE (1st voted)

The essential trait to quickly assess market fluctuations across both supply and demand. This enables them to accurately forecast customer demand while promptly seizing sourcing opportunities.



STEADFAST & DECISIVE (2nd Most Voted)

Agility alone is not enough; they stand out for their relentless pursuit of goals. Pursuing long-term projects demands endurance, coupled with the resolve to make decisive choices during critical price and volume negotiations.



COMPOSED (31% voted)

One-third of the team maintains a sense of composure—the hallmark of seasoned professionals who are always ready to tackle the next major milestones.



EXCITED (56% voted)

Most members are highly motivated by driving sales or achieving cost optimization for the Company.

STRAIGHTFORWARD & PRINCIPLED (25% voted)

Ensuring internal processes run seamlessly and accurately.



FRIENDLY & COLLABORATIVE (75% voted)

Every sales and procurement contract relies on the backing of operations and production. Their open mindset enables seamless cross-functional collaboration to ensure overall progress is met.



FLEXIBLE & DIPLOMATIC (95% voted)

Whether dealing with clients or suppliers, tact is always prioritized to find common ground, deliver optimal solutions, and balance the interests of all parties.



CSVC ATTENDS THE 2026 SEAISI CONFERENCE & EXHIBITION IN SINGAPORE

From May 18 to 21, 2026, representatives from the C1 and C2 Sales Departments attended the 2026 SEAISI Conference & Exhibition in Singapore.

- 🎯 **Strategic Networking:** Engaging directly with leading industry experts and global strategic partners in the steel sector.
- 🔄 **In-depth Exchange:** Discussing emerging technological trends, the green steel market, and sustainable supply chain solutions.
- 🔍 **Business Development:** Actively exploring potential partnerships and solidifying CSVC's brand presence across Southeast Asia.

Source: Sales Department (C2)





CSVC PARTICIPATES IN THE 2026 JOB FAIR

On March 10, 2026, the Human Resources Department (M1) participated in the 2026 Job Fair organized by the Ho Chi Minh City Employment Service Center.

Recognizing recruitment as a long-term engagement process, the CSVC team took a highly proactive approach at the event. Throughout the day, we utilized various interactive methods, including broadcasting company introductions, providing career counseling, distributing brochures, guiding candidates through application forms, and offering attractive gifts to welcome potential talent.

This event served as a valuable opportunity for CSVC to understand market trends, strongly promote our employer brand, and orient our future HR development strategy.

Source: Human Resources Dept (M1)

AI APPLICATION SKILLS TRAINING

Upskilling M5 Engineers

To keep pace with technological advancements, the “Applied AI Skills Training” course, designed exclusively for the Information Technology Department (M5) engineers, was successfully conducted via MS Teams from May 11 to 13, 2026.

The program equipped the M5 team with the capabilities to design, deploy, and operate secure GenAI applications within an enterprise environment. Over 24 hours of intensive training, participants engaged in hands-on practice covering core modules: advanced Prompt Engineering, secure RAG (Retrieval-Augmented Generation) deployment for internal data, AI safety testing, system integration, and operational cost optimization.

The continuous adoption and practical application of advanced technologies remains a core objective for CSVC. This initiative underscores our ongoing commitment to developing a high-quality workforce and driving comprehensive operational efficiency.

Source: Information Technology Dept (M5)



OBSERVING THE 2026 FOOD SAFETY ACTION MONTH

In observance of the 2026 Food Safety Action Month, CSVC has launched a comprehensive series of activities to ensure meal quality and safeguard the health of our entire workforce:

Raising Awareness & On-Site Response Capabilities: Daily canteen inspections ensure the contractor strictly follows the 3-step food inspection, sample retention, and hygiene standards. Health and training records are also regularly audited. To guarantee swift emergency responses, CSVC displayed safety banners at the main gate and bus shelters, and conducted comprehensive food poisoning drills.

Canteen Operation Transparency: CSVC actively collaborates with authorities for practical quality inspections. On May 13, 2026, the Department of Food Safety conducted an on-site inspection of our catering contractor, IB Food, at the CSVC canteen. The results confirmed that all conditions and evaluated criteria fully met the required standards.

Proactive & Strict Supplier Audits: To guarantee the safety and origin of raw materials, representatives from the General Affairs & Public Relationship Department (M4) and IB Food conducted a joint on-site inspection at the food supplier's facility on May 29, 2026. This comprehensive audit evaluated everything from legal compliance and actual material quality to transportation standards, hygiene conditions, and the professional conduct of delivery personnel.

NEW SHUTTLE BUS ROUTE: XUYEN MOC – HO TRAM ⇄ CSVC

On June 8, 2026, the new Ho Tram – CSVC shuttle bus route officially launched, serving both administrative and shift employees. This new service not only ensures a safe commute but also significantly reduces travel time, thereby promoting a better work-life balance for our team. Furthermore, this initiative serves as a key policy to support talent acquisition and employee retention in the Ho Tram area.

“**The service is highly convenient with pick-up points right on side streets and provincial roads. Most importantly, the bus runs strictly on time and makes commuting fast and efficient.**” shared Mr. Nam (P12)

“**The new route is highly convenient with pick-up points right on side streets and provincial roads. Most importantly, the bus runs strictly on time and makes commuting fast and efficient**” shared Ms. Nga (M44)

ATTENDING THE 2026 CSI PROGRAM LAUNCH CEREMONY & TRAINING

The Corporate Sustainability Index (CSI) is an annual program organized by the Vietnam Chamber of Commerce and Industry (VCCI) to evaluate corporate governance and sustainability performance. On May 22, 2026, CSVC representatives attended the 2026 CSI launch and intensive training. This engagement not only keeps our team updated on the latest sustainability trends but also lays a critical foundation for CSVC's participation in this year's assessment. Furthermore, it serves as a strategic opportunity to review our ongoing journey and objectively measure the maturity of our sustainability strategy.



PERIODIC SAFETY TRAINING FOR GROUP 3 WORKERS

In May 2026, CSVC conducted the periodic safety training for Group 3 employees. To equip the workforce with both essential knowledge and specialized skills, the program was structured into two core modules:

General Safety Theory: Designed for all Group 3 employees. This session covered Occupational Safety and Health (OSH) policies and regulations, fundamental safety practices, and first aid skills.

Confined Space Safety (Theory & Practice): Designed exclusively for personnel whose duties involve confined spaces. The theoretical section covers hazard identification, legal regulations, Permit-to-Work procedures, and roles and responsibilities. Following this, trainees engage in hands-on practice, focusing on atmospheric testing, ventilation, safety lockouts, proper use of PPE, and emergency rescue drills.

Source: Safety & Environmental Management Dept. (P1)



1 Core Purpose

Internal audits are a mandatory requirement under the ISO 9001:2015 and IATF 16949:2016 standards, designed to evaluate the conformity, effectiveness, and efficiency of CSVc's Quality Management System (QMS). Through this process, the Company verifies its compliance with standard requirements, internal regulations, and customer demands. Simultaneously, it helps identify risks, nonconformities, and opportunities to drive continuous improvement, ensure consistent product quality, and enhance customer satisfaction.

2 Audit Methodology

Annually, the QMS Section (P54) establishes the audit program and plan based on process risks, customer complaints, process performance, previous audit results, and Customer-Specific Requirements (CSR). These audits are conducted by a team of qualified internal auditors trained in ISO 9001, IATF 16949, and the 5 Core Tools. The audit scope encompasses most departments within CSVc's Quality Management System, including Sales, Production, Maintenance & Engineering, Utility, Production Control & Logistics, Human Resources, and Information Technology.

3 Internal Audit Categories under IATF 16949:

QMS Audit: All management, support, and customer-related processes are audited within a 3-year cycle. The audit frequency for each process is determined by its risk level, KPI performance, customer complaints, process changes, and past audit results.

Manufacturing Process Audit: All manufacturing processes are audited within a 3-year cycle, covering all working shifts. This aims to confirm process effectiveness and verify the implementation of PFMEA, Control Plans, traceability, and process discipline.

Product Audit: Conducted at least quarterly to verify product conformity with technical standards and customer requirements. The scope covers all product groups, including PO, ASCR, CR, GI/GA, and ES.

4 Audit Focus

The audit focuses on verifying compliance with ISO 9001, IATF 16949, customer requirements, and internal standards. Key assessment areas include process effectiveness, risk management, document and record control, corrective actions, change management, product quality control, traceability, customer satisfaction, measurement equipment management, the application of Core Tools (APQP, FMEA, Control Plan, SPC, MSA, PPAP), and continuous improvement activities.

Source: Quality Control & Quality Assurance Dept (P5)



4 THINGS TO KNOW ABOUT CSVc'S INTERNAL AUDITS

IDEAS FOR CRAFTING A “MEANINGFUL SUMMER SCHEDULE”

To help your kids enjoy a fulfilling, rewarding summer and minimize screen time on phones and iPads, parents can explore the following activity categories:

1

Physical Activities

- Specialized Sports Classes: Short-term (1-2 months) swimming or martial arts courses at local sports centers or youth clubs help children build discipline and improve their reflexes.
- Outdoor Exercise: Cycling or jogging in parks. Wide-open spaces allow children’s eyes to focus on distant objects, helping to reduce the risk of nearsightedness.

2

Travel Activities

- Ecotourism & Camping: Short getaways to connect with nature, like camping at Tri An Lake, hiking in Nam Cat Tien National Park, or visiting coastal areas like Ho Tram and Binh Chau.
- Farm Experiences: Hands-on experiences at suburban farms (e.g., Eco Tan Hung Educational Farm, Greenfield Farmstay) where kids can plant, catch fish, and learn about local flora and fauna.

3

Summer Camps & Skill Development

- Summer Camps: Ideal programs that teach self-reliance and essential safety skills (first aid, emergency evacuation) through structured, hands-on training.
- STEM/Robotics Courses: Robot assembly and basic coding classes (Scratch, Python) to maintain tech-loving kids’ analytical and problem-solving abilities.

Children's Summer Health Tips

- Ensure children stay hydrated with plenty of water or fresh fruit juice (orange, pomelo). Minimize carbonated drinks to control their sugar intake.
- Limit outdoor physical activities during peak UV hours (10:00 AM – 3:00 PM). Always make sure they wear sunscreen, sunglasses, and wide-brimmed hats when heading outside.
- Completely dry off their sweat before entering air-conditioned rooms. Maintain a stable AC temperature between 26 – 28°C.



A MINI PARK WITHIN CSVC FEATURING LUSH GREENERY



MINIATURE POND SHOWCASING VIBRANT LOTUSES AND WATER LILIES



SUMMER “CHECK-IN” CORNER WITH VISUALLY STRIKING RED FLAMBOYANT TREES



GREEN PATHWAYS SHADED BY A NATURAL CANOPY ALONG THE INTERNAL ROADS

SCENIC SPOTS AROUND CSVC



Our quality, Your better life

Strong core Sustainable value

NEWSLETTER VOL.20

At CSVC, our “**strong core**” is defined by the dedication of every member across the Commercial Division, Management Division, and Production Division.

This establishes a solid foundation for the Company to deliver “**sustainable value**” to our customers and the community.

*For any contributions, please send to
Ms. Trang – General Affairs & Public Relations Section (M41)*

