

VINHOMES JOINT STOCK COMPANY

No.: 01.2025/ISO-TLTH

QUALITY, HEALTH, SAFETY, AND ENVIRONMENTAL POLICY

Vinhomes Joint Stock Company is the leading real estate investment, development, and management company in Vietnam in terms of scale, growth, and service quality, leading the sustainable development of Vietnam's real estate market, striving to achieve international standards. With a mission to pioneer and deliver an ideal urban living experience, Vinhomes is committed to developing master-planned residential communities with fully integrated amenities and services, within clean and green urban environments. The company aims to foster community connections, create dynamic, civilized and green living spaces, enabling residents to enjoy a better, high-quality life every day.

To successfully fulfill this great mission, key priorities include ensuring healthy conditions, occupational safety, environmental protection, continuous service quality improvement, and delivering high-quality products to customers throughout our operations.

We strongly believe that integrating the policies and objectives of Quality, Health, Safety, and Environment into our business activities will contribute to building a strong foundation for the company's long-term sustainable development, meeting the needs and expectations of customers, partners, employees, and other stakeholders.

We are committed to:

- Complying with all applicable laws and regulations related to Quality, Health, Safety, and Environment.
- Establishing, implementing, and providing the necessary resources and finances to maintain an effective Quality, Health, Safety, and Environment management system to meet stakeholder expectations, prevent workplace injuries and occupational illnesses, minimize risks to human health, mitigate environmental pollution risks, and promote sustainable development.
- Setting goals for each category: Quality, Health, Safety, and Environment, measuring results, assessing, and continuously improving processes, services, and product quality through an effective management system.

- Conducting assessments to identify, eliminate, or mitigate non-conformities in quality and occupational health and safety hazards.
- Providing employees with appropriate training and personal protective equipment during their working time.
- Systematically and promptly investigating any incidents and quality deviations from regulatory requirements, management system requirements, or company policies to identify root causes, develop, and implement appropriate corrective actions to minimize the likelihood of recurrence.
- Improving environmental performance, preventing pollution, conserving natural resources, enhancing the use of renewable energy, and reducing greenhouse gas emissions.
- Applying technical expertise to all aspects of Quality, Health, Safety, and Environment in operational processes.
- Continuously improving the Quality, Health, Safety, and Environment management system.
- Communicating transparently with customers, partners, employees, and other stakeholders to ensure everyone understands the company's policies on Quality, Health, Safety, and Environment.
- Rewarding outstanding initiatives, programs, and achievements in the implementation of policies on Quality, Health, Safety and Environment.

This policy is an integral part of the company's operations and takes effect from the date of signing. We are committed to embedding a strong Quality, Health, Safety, and Environment (QHSE) culture in all aspects of our sustainable business operations.

Recipient:

- All Company employees;
- Vinhomes' archives.

Hanoi, January 01, 2025

VINHOMES JSC
Chief Executive Officer

(Signed)

NGUYEN THU HANG