

## SOCIAL RESPONSIBILITY POLICY

Vinhomes Joint Stock Company is Vietnam's leading real estate investment, development, and management enterprise. With the mission of pioneering ideal living experiences through professionally master-planned urban areas with integrated utilities and services, Vinhomes firmly believes that corporate contribution to building a sustainable society is essential.

Accordingly, we are committed to developing, implementing, and maintaining a Social Responsibility Management System based on the principles of the SA 8000 standard, in compliance with Vietnamese laws, international conventions, and customer-specific social responsibility standards, to meet the needs and expectations of our stakeholders. We are committed to:

1. Complying with all applicable laws and regulations of Vietnam.
2. Respecting international conventions on social responsibility and relevant codes of conduct required by customers.
3. Continuously improving the working environment to ensure the best interests of our employees by fully adhering to requirements related to:
  - Occupational health, safety, and environment
  - Wages and benefits
  - Working hours and rest periods
  - Prohibition of child labor
  - Prohibition of forced labor and discrimination
  - Freedom of association
  - Respect for human rights
4. Promoting awareness and accountability among all employees in upholding this Policy in the course of their duties, with a sense of respect and appropriateness.

Hanoi, January 01, 2025

**Chief Executive Officer**

**Distribution:**

- All employees of the Company
- Archived at Vinhomes Office

**(Signed)**

**Nguyen Thu Hang**