



**Green step by step
Sustainable day by day**

***SUSTAINABLE
DEVELOPMENT
REPORT 2024***

LIST OF ABBREVIATIONS

A		C		H		S	
AGM	Annual General Meeting of Shareholders	CSJ	Cap Saint Jacques	HOSE	Ho Chi Minh Stock Exchange	SDGs	Sustainable Development Goals
B		D		HR	Human Resources	V	
BIDV	Joint stock Commercial Bank for Investment and Development of Vietnam	Dept.	Department	I		VND	Vietnam Dong
BIM	Building Information Modeling	E		IFRS	International Financial Reporting Standards		
BOD	Board of Directors	EDGE	Excellence in Design for Greater Efficiencies	IR	Investment Relators		
BSI	The British Standards Institution	G		J			
		GRI	Global Reporting Initiative	J.S.C	Joint Stock Company		



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MESSAGE FROM THE CHAIRMAN OF THE BOD OF DIC GROUP

To realize a sustainable development vision and integrate ESG criteria into business operations, DIC Group is committed to implementing the United Nations' 17 Sustainable Development Goals (SDGs), contributing to the successful implementation of Vietnam's green growth strategy as well as aiming towards the Government's common "Net Zero" goal...

Dear Shareholders, Partners, Customers and all Employees,

The past year, 2024, was a challenging and volatile period for DIC Group, not only due to the common difficulties of the real estate industry but also due to the sudden departure of our Chairman of the BOD - Mr. Nguyen Thien Tuan. This loss has left a large void for all employees, but at the same time, it serves as a profound reminder of the responsibility to continue to promote the legacy that the former Chairman dedicatedly built, leaving a deep imprint on DIC Group.

The real estate market is currently facing many challenges, including economic volatility, financial policies and changes in customer demand. All of these factors have made this field more difficult than ever. In addition, applying ESG (Environment, Social and Governance) criteria to real estate business models is not easy. To implement sustainable projects in the current context, we face many constraints, from high investment costs to inconsistent legal regulations.

However, we recognize that ESG is not just a trend, but also a way to ensure sustainable development for DIC Group in the future. Although there are many difficulties, with the determination of all members, we will continue to promote green construction solutions, promote transparent governance and enhance social values in all activities.

To realize a sustainable development vision and integrate ESG criteria into business operations, DIC Group is committed to implementing the United Nations' 17 Sustainable Development Goals (SDGs), contributing to the successful implementation of Vietnam's green growth strategy as well as aiming towards the Government's common "Net Zero" goal through the following actions:

Strengthen cooperation with strategic partners, customers, and suppliers to promote sustainable initiatives throughout the value chain.

Research, selectively learn, apply suitable sustainable initiatives for DIC Group's business activities from domestic and international sustainable development organizations and alliances.

Actions for the Environment:

- 🌿 Green building development: Applying advanced design solutions and technologies to save energy, reduce carbon emissions and use eco-friendly building materials.
- 🌿 Efficient use of resources: Enhancing reuse and recycling of raw materials, optimizing manufacturing and construction processes to reduce waste of resources.
- 🌿 Ecosystem protection: Implementing real estate projects with sustainable planning, preserving and restoring natural ecosystems, while minimizing negative impacts on the surrounding environment.

Social responsibility:

- 🌿 Improving quality of life: Developing projects not only to meet housing needs but also to enhance the quality of life of residents by constructing social infrastructure such as schools, hospitals, parks, and public areas.
- 🌿 Ensuring labor safety and health: Establishing strict procedures for labor safety and health care for all employees, partners and the community around the projects.
- 🌿 Supporting the community, contributing to community development and charity programs, focusing on education, health, and improving the living conditions of residents.

Transparent and efficient management:

- 🌿 Enhance transparency in all management activities, disclose information timely and clearly to ensure the trust of shareholders and stakeholders.
- 🌿 Improve business ethics, build a corporate culture based on ethical values, integrity, and fairness, ensuring that all business decisions comply with high ethical and legal standards.
- 🌿 Promote innovation, focus on investing in research and development of new technologies to optimize business processes, minimize environmental impact, and improve production efficiency.

Human development:

- 🌿 Training and development of human resources: Investing in employees training programs on sustainable development, helping them understand and apply ESG principles in their daily work.
- 🌿 Encouraging diversity, creativity and inclusion: Building a fair working environment, without gender, age or origin discrimination, providing conditions for all individuals to maximize their potential.

Strategic cooperation and partnerships:

- 🌿 Strengthen cooperation with strategic partners, customers, and suppliers to promote sustainable initiatives throughout the value chain.
- 🌿 Research, selectively learn, apply suitable sustainable initiatives for DIC Group's business activities from domestic and international sustainable development organizations and alliances.

On behalf of DIC Group's Board of Directors, I would like to express my sincere gratitude to our shareholders, partners and the community for their trust and support in this challenging time. We are committed to continuously striving to overcome challenges, maintain sustainable development orientation, and contribute to building a prosperous future.

CHAIRMAN OF THE BOD

Nguyen Hung Cuong



OVERVIEW OF THE SUSTAINABLE DEVELOPMENT REPORT

Recognizing the importance of sustainable development related to economics, environment, and people, DIC Group has been and is striving to ensure that Subsidiaries and Affiliated companies carry out business activities towards the United Nations' Sustainable Development Goals (SDGs) throughout their formation and development process. DIC Group's Sustainable Development Report 2024 is built based on the latest GRI (Global Reporting Initiative) Standards, along with applying an approach that originates from the goal of sustainable economic growth, paralleling social development and environmental protection to enhance transparency and accountability, while contributing to clarify the strategic direction and commitment of DIC Group to sustainable development to stakeholders.

REPORTING PERIOD

The report was prepared in Vietnam, regarding the development and business activities in the real estate sector of DIC Group. Information in the report has been updated for the fiscal year 2024, starting from January 01, 2024 and ending on December 31, 2024.

SCOPE AND LIMITATIONS OF THE REPORT

The content of the report is constructed from information and data of the parent company's activities. The report reflects the operational results for the year 2024, while also addressing the direction and objectives for the coming year with regard to DIC Group's sustainable development issues. Detailed information on the financial situation and governance of DIC Group will be published in the 2024 Annual Report.

CONTACT INFORMATION

Sustainable development is an important strategy of DIC Group, affecting related parties. For all comments and questions related to sustainable development, please send them to the address:

Development Investment Construction J.S.C - Investor Relations Department

- **Email:** ir@dic.vn
- **Tel.:** 0254.3859248
- **Address:** No. 15 Thi Sach, Thang Tam Ward, Vung Tau City, Ba Ria - Vung Tau

THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Goal 1
End poverty in all its forms everywhere.

Goal 2
End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Goal 3
Ensure healthy lives and promote well-being for all at all ages.

Goal 4
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Goal 5
Achieve gender equality and empower all women and girls.

Goal 6
Ensure availability and sustainable management of water and sanitation for all.

Goal 7
Ensure access to affordable, reliable, sustainable and modern energy for all.

Goal 8
Promote long-term, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Goal 9
Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

Goal 10
Reduce inequality within and among countries.

Goal 11
Make cities and human settlements inclusive, safe, resilient and sustainable.

Goal 12
Ensure sustainable consumption and production patterns.

Goal 13
Take urgent action to combat climate change and its impacts.

Goal 14
Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

Goal 15
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and combat soil erosion and biodiversity loss.

Goal 16
Promote peaceful and inclusive societies for sustainable development, achieve equity for all, and build effective, accountable and inclusive institutions at all levels.

Goal 17
Strengthen implementation and revitalize the global partnership for sustainable development.

PART I

OVERVIEW

SUSTAINABLE DEVELOPMENT
FOR DIC GROUP IS NOT A SPRINT,
BUT A MARATHON.

MARATHON

OVERVIEW OF DIC GROUP



GENERAL INTRODUCTION

Trading name	TỔNG CÔNG TY CỔ PHẦN ĐẦU TƯ PHÁT TRIỂN XÂY DỰNG
Company name in English	DEVELOPMENT INVESTMENT CONSTRUCTION J.S.C
Abbreviated name	Tập đoàn DIC (DIC Group)
Stock code	DIG (HOSE)
Address	No. 15 Thi Sach, Thang Tam Ward, Vung Tau City, Ba Ria - Vung Tau
Business Registration Certificate No.	3500101107
Charter capital (31/12/2024)	6.098.519.950.000 VND
Equity capital (31/12/2024)	8.041.310.545.116 VND
Tel	0254 3859 248
Fax	0254 356 712
Website	www.dic.vn

VISION

Become a multi-industry group that constantly innovates, invests in developing the ecosystem to bring prosperity to customers, for a powerful and international level Vietnam.

MISSION

Enhance the value of life, invest in the development of new urban areas, create a synchronous ecosystem to bring the highest added value to customers, employees, shareholders and make positive contributions to the community.

BUSINESS PHILOSOPHY

Foresight - Sustainable growth

CORE VALUES

AUTONOMY

SPEED

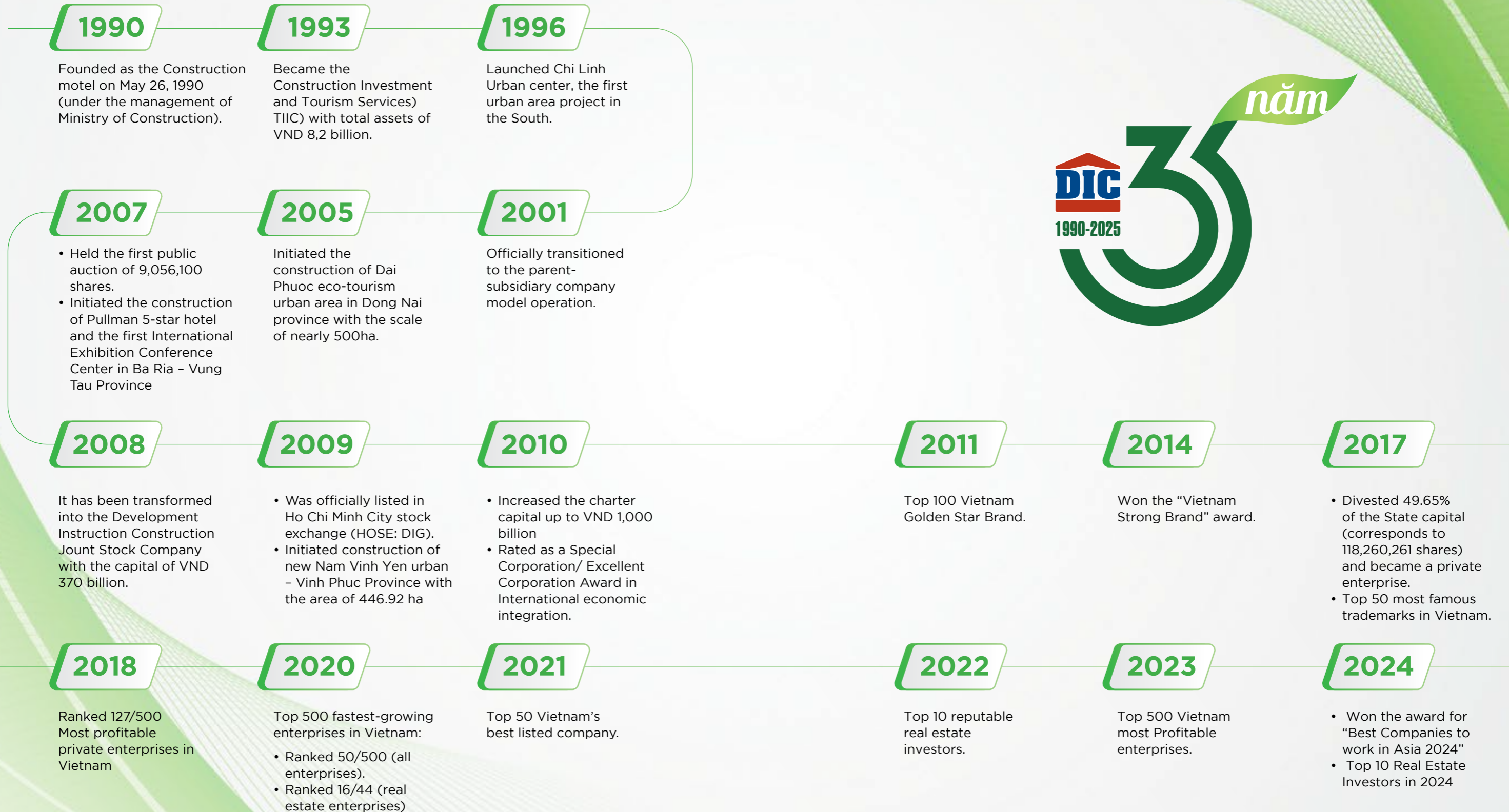
DEDICATION

TRUST

LOYALTY



THE PROCESS OF FORMATION AND DEVELOPMENT



INDUSTRY AND BUSINESS AREA

MAIN BUSINESS LINES OF DIC GROUP



TRADING IN REAL ESTATE, LAND USE RIGHTS BELONGING TO OWNERS, USERS OF TENANTS;

Details: Investment in development of new urban areas and industrial zones, investment in business development of housing and technical infrastructure in urban areas, industrial parks, export processing zones, high-tech zones, new economic zones; house purchasing and selling.



REAL ESTATE CONSULTING, BROKERAGE, PROPERTY AUCTION, AND LAND USE RIGHTS AUCTION;

Details: Real estate brokerage services.



MANAGEMENT CONSULTING ACTIVITIES;

Details: Investment consulting; Projects management



SHORT-STAY SERVICES;

Details: Travel service business; tourist accommodation business: hotel;



ARCHITECTURAL ACTIVITIES AND RELATED TECHNICAL CONSULTING;

Details: Supervision of civil and industrial projects construction.



HOUSE CONSTRUCTION;



CONSTRUCTION OF DRAINAGE AND SEWAGE SYSTEMS.



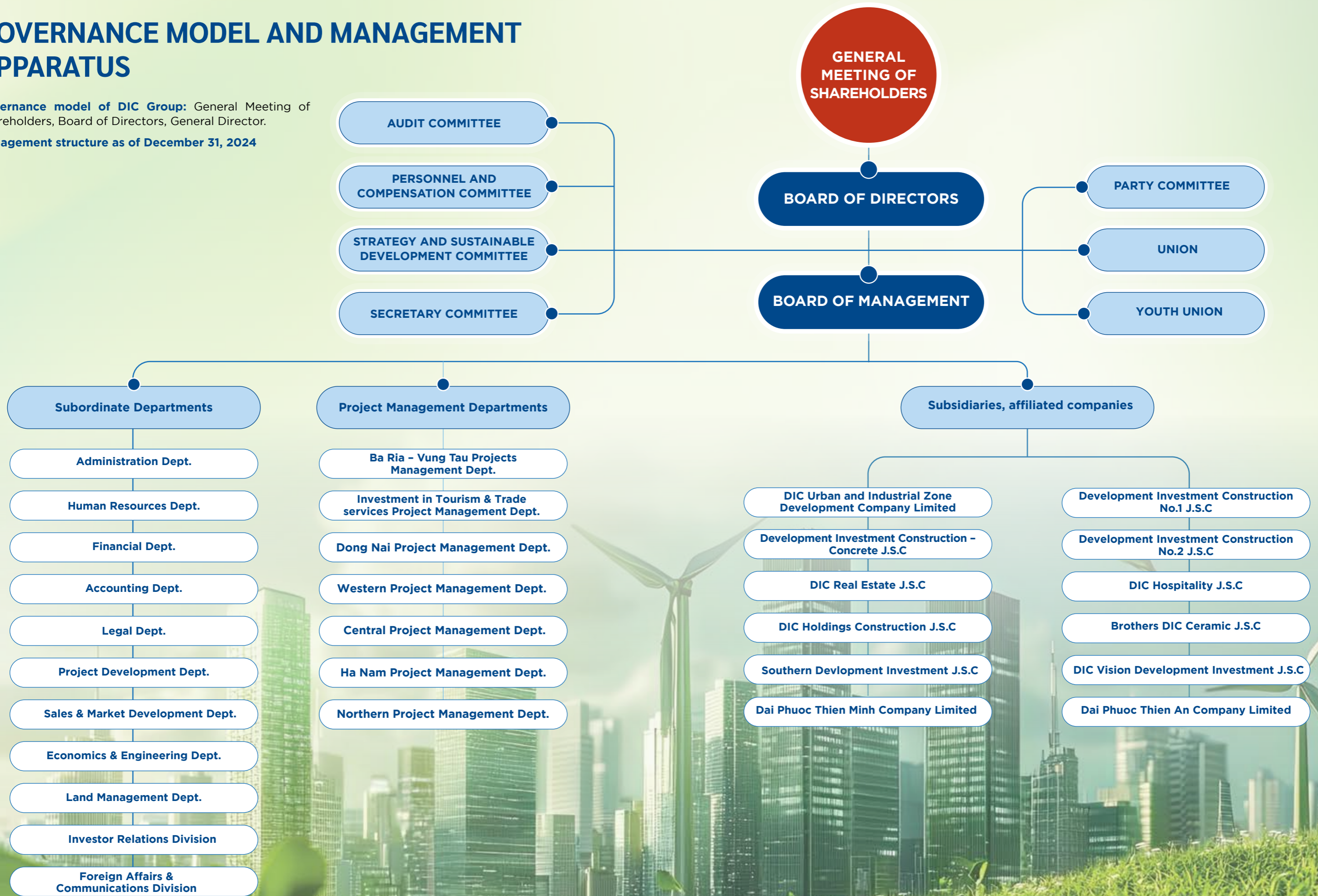
BUSINESS AREA

DIC Group's headquarter is located at: 15 Thi Sach, Thang Tam Ward, Vung Tau City, Ba Ria - Vung Tau Province. With nearly 35 years of expertise in the real estate field, DIC Group has numerous projects stretching from the North to the South on a huge scale of clean land in Vinh Phuc, Dong Nai, Ba Ria - Vung Tau, Hau Giang, ... - having advantageous regional transportation infrastructure links that connect to significant economic growth centers.

GOVERNANCE MODEL AND MANAGEMENT APPARATUS

Governance model of DIC Group: General Meeting of Shareholders, Board of Directors, General Director.

Management structure as of December 31, 2024



IMPRESSIVE NUMBERS - OUTSTANDING AWARDS AND PROMINENT ACTIVITIES OF DIC GROUP IN 2024

IMPRESSIVE NUMBERS



TOTAL REVENUE AND OTHER INCOME
1,439.0 billion VND



TOTAL ASSETS
18,539.3 billion VND



EQUITY
8,041.3 billion VND



CHARTER CAPITAL
6,098.5 billion VND



NET REVENUE
1,301.0 billion VND



BEFORE-TAX PROFIT
158.1 billion VND



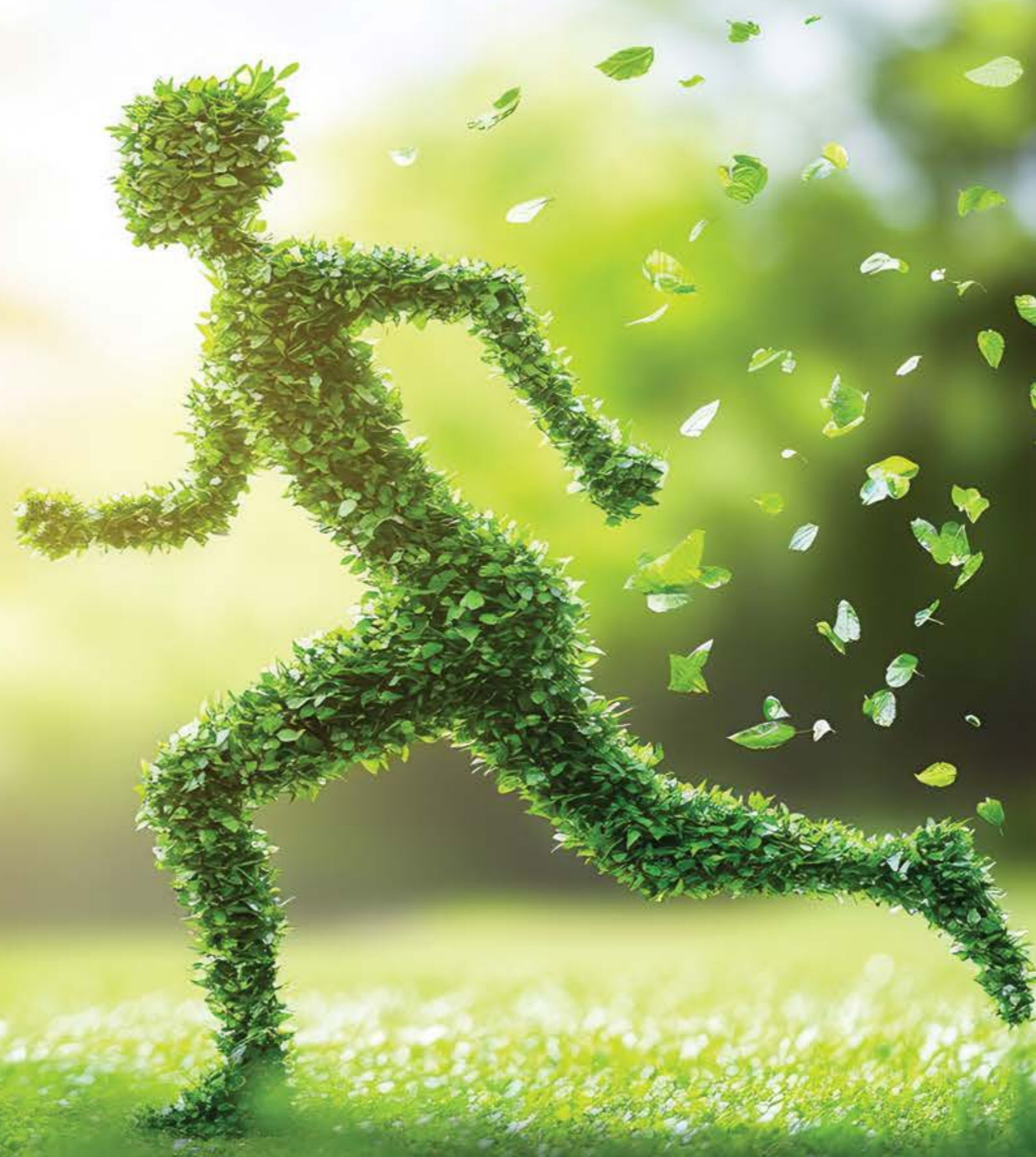
AFTER-TAX PROFIT
101.9 billion VND



MARKET CAPITALIZATION
11,526.2 billion VND
(As of December 31, 2024)



COMMUNITIES ACTIVITIES
More than **7** billion VND



OUTSTANDING AWARD IN 2024

Outstanding achievements in 2024

In 2024, DIC Group achieved major important awards with the following notable rankings:



Top 10
Real estate
investors
in 2024

Vietnam Report

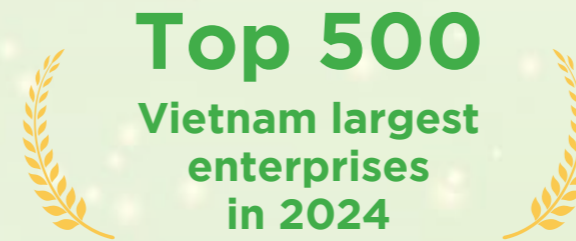
On the afternoon of April 24, 2024, DIC Group (HoSE: DIG) was honored as one of the “Top 10 real estate investors in 2024” by Vietnam Report. This award recognizes DIC Group’s persistent efforts and is based on scientific and objective criteria. It aims to acknowledge and celebrate key enterprises in the real estate sector that have continuously strived to achieve significant milestones in providing high-quality products to customers, building a strong public and investor image, and demonstrating resilience with stable financial capacity in the face of numerous challenges.



**HR Asia Best Companies
to Work for in Asia
Awards (HRAA) 2024**

HR Asia

The honored enterprises were recognized for their outstanding HR policies and initiatives, demonstrating a strong commitment to fostering a dynamic and diverse work environment.



Top 500
Vietnam largest
enterprises
in 2024

Vietnam Report

DIC Group ranked 403/500 in the Top 500 largest private enterprises in Vietnam and 26/29 in the Top largest private real estate enterprises in Vietnam.



DOT
Property Vietnam
Awards

DOT Property Group

DIC Victory City Hau Giang, developed by DIC Group, was honored in the category of “Best Integrated Township 2024” in Vietnam.



PROMINENT ACTIVITIES IN 2024

Due to the general situation, the manufacturing and business operations of DIC Group were significantly affected. However, in addition to maintaining the organization of important annual activities, DIC Group still maintains specific union activities and social welfare activities.

Signature events related to business operations:

04



Location: Vung Tau City

DIC Group and BIDV signed a comprehensive cooperation agreement for the period 2024 - 2028

Under the agreement, BIDV Nam Ky Khoi Nghia Branch and BIDV Ba Ria - Vung Tau Branch reviewed the investment financing for Phases 2 and 3 of the Cap Saint Jacques Complex Project (Vung Tau City). These phases include the 5-star hotel block (Block C3) and the tourism and hotel apartment block (Block C4), with a total investment of nearly VND 2,700 billion and an expected total credit approval of VND 1,500 billion.



Location: Vung Tau City

Annual General Meeting of Shareholders in 2024

On the afternoon of April 26, 2024, DIC Group (HoSE: DIG) successfully held the 2024 Annual General Meeting of Shareholders (AGM). All key aspects of business activities in 2023 and the business plan for 2024 were approved by the AGM.

05



Location: Vung Tau City

DIC Group and Ernst & Young Vietnam Limited signed a contract for consultation to build and apply IFRS system

The roadmap for implementing international standards and benchmarks plays a crucial role in ensuring compliance with the highest principles and norms in governance, operations, and business activities at DIC Group. This, in turn, establishes a solid foundation for sustainable and secure business growth.

05



Location: Vung Tau City

Cap Saint Jacques (CSJ) Complex Project relaunch ceremony.

On the morning of May 25, 2024, DIC Group held the CSJ Complex Project relaunch ceremony. DIC Group has essentially completed the legal procedures for the CSJ Complex, successfully finished construction, and obtained approval from the Ministry of Construction for acceptance and operation of phase 1.

08



Location: Ho Chi Minh City

DIC Group and BIDV signed credit agreement to finance the Cap Saint Jacques Complex project phase 2&3

On the morning of August 19, 2024, in Ho Chi Minh City, DIC Group and BIDV held the "Signing Ceremony of the Credit Contract to finance the CSJ Complex Phase 2 & 3" project with a total limit of VND 1,500 billion.



Location: Vung Tau City

DIC Group announced the new Chairman of the Board of Directors

With 16 years of dedication and experience in holding key leadership positions at DIC Group, Mr. Nguyen Hung Cuong has proven himself as a reputable, experienced, and passionate young leader. His contributions have been instrumental in DIC Group's development through various stages of growth.

10



Location: Vung Tau City

DIC Group settled a bond lot of VND 461 billion

On September 30, 2024, DIC Group (HoSE: DIG) completed the redemption of 4,610 bonds, equivalent to VND 461 billion along with VND 27.77 billion in interest on the DIG12101 bond lot (bond code: DIGH2124002). Accordingly, DIC Group' outstanding bonds decreased to VND 2,039 billion.

12



Location: Vung Tau City

DIC Group completed the implementation of inspection conclusion No. 1288/KL-TTCT

DIC Group has completed all administrative procedures and related financial obligations. The diligent implementation of the inspection conclusions reaffirms DIC Group's commitment to strictly complying with current laws and regulations, while ensuring transparency in corporate governance activities



Location: Hau Giang Province

DIC Victory City Hau Giang Project: 305 shophouses in subdivision 2 are officially eligible for sale

On December 5, 2024, the Department of Construction of Hau Giang province issued Notice No. 2384/SXD-QLN&TTBĐS regarding the "Notice of eligible shophouses to be put into business for 305 houses in phase two of the Vi Thanh Commercial Residential Project, Ward IV, Vi Thanh City". This is an important milestone affirming the legal transparency of the project and the capacity of DIC Group as the investor.

Trade Union - Social Welfare Activities

01



Location: Ba Ria - Vung Tau Province

The "Thousand Gifts for Tet - Spreading Love" program distributed 200 gift packages to union members and workers of DIC Group who have faced difficulties for the Lunar New Year of the Dragon 2024.

This is DIC Group's annual charity program, aimed at supporting union members and workers facing difficulties both materially and emotionally. The initiative serves as a source of encouragement, helping employees feel secure in their commitment to the company and further contribute to the development of DIC Group.



Location: Long Dat District

The Youth Union and Trade Union of DIC Group visited and presented gifts at the Long Dat Center for Nursing Wounded Soldiers and Revolutionary Contributors on the occasion of the Dragon Lunar New Year 2024.

This activity expresses deep respect and gratitude, as well as extends best wishes for health to the wounded soldiers and revolutionary contributors currently receiving treatment at the Long Dat Center for Nursing Wounded Soldiers and Revolutionary Contributors.



Location: Tam Hiep Commune, Nui Thanh District, Quang Nam Province

The "Trade Union Tet Market" program provided support to 230 disadvantaged union members at the Brothers DIC Ceramic grassroots union.

This program aims to support union members and workers in difficult circumstances, following the principles of "All members and workers should have Tet" and "Leaving no one behind."

03



Location: ConDao island

The series of activities celebrating International Women’s Day at “Con Dao Island – The Sacred Land of the Nation” attracted the participation of female union members.

The series of activities included a heritage trip, a gathering to honor outstanding women under the theme “Excellence at Work – Dedication at Home” for 2023, a nature yoga program with themes “Sunrise on the Island” and “The Breath of the Sea,” a specialized seminar on “The Secret Formula for Radiant Beauty,” and gift-giving for women in difficult circumstances. These activities aimed to foster connections and strengthen bonds among women across the DIC Group.



Location: Vung Tau City

Activities celebrating the 93rd Anniversary of the Ho Chi Minh Communist Youth Union (March 26, 1931 – March 26, 2024)

The activities include a Commemorative Meeting Program celebrating the 93rd anniversary of the Ho Chi Minh Communist Youth Union; the “Green Project” initiative featuring environmental cleanup, tree planting, the design and creation of flower gardens, and the refurbishment of damaged stone benches, etc. at Phung Hoang Lake, Chi Linh Center, Vung Tau City.

04



Location: Vung Tau City

A voluntary blood donation campaign in response to the “National Blood Donation Day” on April 7, under the theme “Donating Blood – Saving Life”.

This activity aims to foster a sense of responsibility and community awareness among employees while reaffirming DIC Group’s commitment to meaningful initiatives for public health. It carries deep humanitarian significance, demonstrating compassion and a willingness to donate blood to save lives.

05



Location: Vung Tau City

The Opening Ceremony of Workers’ Month, the Launch of the Action Month for Occupational Safety and Hygiene, and the Sports Festival celebrating the 34th anniversary of DIC Group’s founding (May 26, 1990 – May 26, 2024).

The 2024 Sports Festival is one of the key activities of Workers’ Month 2024 and a celebration of the 34th anniversary of DIC Group’s founding. This event serves as a valuable platform for athletes to enhance their physical fitness and showcase their talents. It also provides an opportunity for employees across units to interact, learn from one another, and strengthen solidarity. By fostering a spirit of enthusiasm and competition in the workplace, the festival aims to inspire motivation and contribute to the overall growth of DIC Group.

06



Location: Ba Ria – Vung Tau Province

The organization of the Children’s Day event under the theme “Practical Actions, Prioritizing Resources for Children” and honored outstanding students of the 2023–2024 academic year, who are children of DIC Group employees, at Greenfield Farmstay (Ba Ria City, Ba Ria - Vung Tau Province). Additionally, 92 gift packages were donated to children being cared for at the Ba Ria - Vung Tau Provincial Social Work and Child Protection Center.

These activities aim to create a meaningful and joyful International Children’s Day (June 1st) for the children of DIC Group employees. At the same time, they carry a profound humanitarian significance by encouraging solidarity and support for underprivileged children. As part of the initiative, participating children delivered 92 gift packages (each valued at VND 300,000) to children at the Ba Ria - Vung Tau Provincial Social Work and Child Protection Center.



Location: Tay Ninh Province

The 2024 heritage trip, themed “Connecting Youth,” was held at the Central Committee Base Historic Site in Tan Lap Commune, Tan Bien District, Tay Ninh Province. The event brought together 47 young members from various youth branches of DIC Group.

The activity contributed to raising awareness, fostering a sense of responsibility, solidarity, and cohesion, while also motivating enthusiasm in implementing business tasks within the organization.

07



Location: Ho Chi Minh City

DIC Group organized the 2024 health check-up for employees at University Medical Center Ho Chi Minh City to ensure their well-being and early detection of potential health issues.

This is an important annual activity of DIC Group, aimed at helping employees monitor their health, detect potential issues early, and take proactive measures for prevention and treatment.

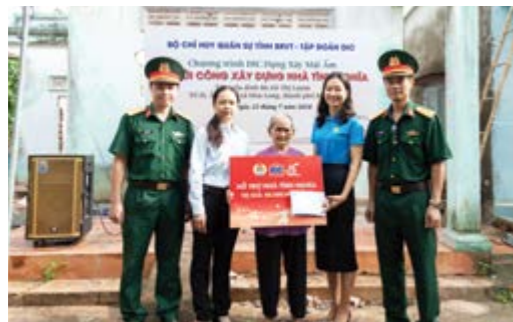
07



Location: Ba Ria - Vung Tau Province
Nhon Trach District, Dong Nai Province

A series of activities honoring War Invalids and Martyrs' Day (July 27, 1947 - July 27, 2024) included visiting and presenting gifts to Vietnamese Heroic Mother Duong Thi Danh, groundbreaking ceremonies for 02 gratitude houses for families with revolutionary contribution, visiting and presenting gifts to policy beneficiary families, a memorial ceremony at the Vung Tau City Martyrs' Temple, and a tribute and candlelight vigil for heroes and martyrs organized by Vung Tau City.

Following the tradition of "Gratitude is the sign of noble souls," the series of activities expressed deep appreciation for the sacrifices of heroic martyrs, Vietnamese Heroic Mothers, wounded and sick soldiers, and families who contributed to the revolution during the emotionally significant days of July.



Location: Vung Tau City

The "Groundbreaking Ceremony for Union Member House" celebrates the 95th anniversary of the founding of the Vietnam Trade Union (July 28, 1929 - July 28, 2024).

This activity is part of the series of events celebrating the 35th anniversary of DIC Group's establishment (May 26, 1990 - May 26, 2025). The "DIC Homes" program, aimed at building and renovating homes for policy beneficiary families, revolutionary contributors facing difficulties, and impoverished households, will continue to be implemented until May 2025. As of July 2024, DIC Group has completed 12/35 houses.

08



Location: Xuyen Moc District,
Ba Ria - Vung Tau Province

The "School Support" program for the 2024-2025 academic year donated 5 bicycles, 10 scholarships (each worth VND 1,000,000 in cash), and 65 gift sets (each valued at VND 500,000) to underprivileged and academically motivated children in the commune.

The program aims to support and encourage underprivileged students, providing them with better conditions to continue their education.

08



Location: Quang Nam

The groundbreaking ceremony for 03 union member houses in Chu Lai, Quang Nam.

Supporting the construction of housing for union members in difficult circumstances, contributing to improving their living conditions and ensuring stable accommodation for workers.



Location: Phu My City

"Handover ceremony of Gratitude houses" on the occasion of the 79th anniversary of Vietnam's National Day

DIC Group collaborated with the Phu My City Military Command and local authorities to review, select, and provide financial support for building a gratitude house for a veteran family in difficult circumstances.

09



Location: Ba Ria City

"Inauguration and Handover Ceremony of Gratitude Houses" for policy beneficiary families in Ba Ria City.

Expressing deep gratitude to policy beneficiary families and those who contributed their sacrifices for the independence and freedom of the nation.



Location: Ba Ria - Vung Tau Province

"Groundbreaking ceremony for 02 union member houses" as part of the "Building 35 DIC Homes" Program

The activity is part of the "Building 35 DIC Homes" program. It serves as a source of motivation for families to overcome difficulties, achieve stability, and remain committed to their work and long-term engagement with DIC Group.

09



Location: Vung Tau City

DIC Group donated VND 500 million to support people affected by Typhoon No.3

On the morning of September 13, 2024, the Vietnam Fatherland Front Committee of Ba Ria - Vung Tau Province held the “Launch Ceremony for Supporting People Affected by Typhoon No. 3,” which received contributions from 183 enterprises, organizations, and individuals. Among them, DIC Group employees and member units donated VND 500 million to assist affected residents in overcoming the typhoon’s aftermath. This meaningful action reflects DIC Group’s strong commitment to social responsibility and community support.



Location: Vung Tau City

DIC Group distributed Mid-Autumn Festival gifts to all employees in celebration of the festival.

DIC Group consistently prioritizes policies that ensure the best care for employees, foster motivation and trust, allow them to feel secure, stay committed, and contribute to the sustainable development of DIC Group.



Location: Vung Tau City

Mid-Autumn festival with the theme “Full moon night festival attracting over 400 children of DIC Group employees.

The event not only brought joy to the children but also raised funds to support Northern residents affected by Typhoon No. 3, with a total donation of 7,480,000 VND.



Location: Long Son Commune, Vung Tau City

“Groundbreaking ceremony for the great solidarity house” in Long Son.

DIC Group provided funding of VND 80 million for the great solidarity house, in collaboration with support from the Vietnam Fatherland Front Committee of Long Son Commune and contributions from the family. The newly built, more solid house offers better living conditions, enabling labor and production efforts to gradually overcome poverty.

10



Location: Phu My City, Ba Ria - Vung Tau Province

“Groundbreaking ceremony and Sponsorship for the Gratitude House” for a standing militia soldier in the difficult circumstance.

DIC Group supported VND 80 million to build a new single-story house on a 60 m² area, with a total estimated construction cost of approximately VND 180 million. DIC Group always prioritizes social welfare, providing both material and spiritual support to policy beneficiary families and those in difficult circumstances, helping them gradually stabilize their lives and focus on economic development.



Location: Nhon Trach District, Dong Nai Province

Groundbreaking ceremony for compassion houses for 02 underprivileged families

DIC Group provided a total funding of VND 160 million (VND 80 million/household) to build compassion houses. Each house is constructed as a single-story home with a usable area ranging from 50 to 60 m².

This is a meaningful initiative by DIC Group, contributing to social welfare by providing families with stable houses, enabling them to focus on economic development and improve their quality of life. At the same time, it reinforces DIC Group’s commitment to community responsibility in the localities where DIC Group invests in projects.



Location: Ba Ria - Vung Tau Province

The groundbreaking, renovation, and handover of 04 houses for female union members in celebration of the 94th anniversary of the Vietnam Women’s Union (October 20, 1930 - October 20, 2024) and the 10th anniversary of Vietnam Women’s Day (October 20, 2014 - October 20, 2024) reflect the union’s spirit of care and support for female workers.

These groundbreaking, renovation, and handover activities are not only material support but also a reflection of DIC Group’s Trade Union’s spirit of solidarity and sharing with employees and the community.



Location: Vung Tau City

The “Bonding Through Pickleball” workshop, held in celebration of Vietnamese Women’s Day on October 20th, attracted the participation of 160 female members.

DIC Group consistently prioritizes the well-being of employees, and fosters a strong, united workforce.

10



Location: Ba Ria - Vung Tau Province

Ongoing efforts to implement various activities within the framework of the “Building 35 DIC Homes” program, including “Groundbreaking ceremony for the great solidarity house”, “Groundbreaking ceremony for the renovation of the union member house”, “Handover ceremony for the great solidarity house”, “Handover ceremony for the union member house”

The “Building 35 DIC Homes” program, launched by DIC Group, not only provides housing assistance but also embodies deep humanitarian values, showcases DIC Group’s dedication to social responsibility and community support. Through the construction and handover of new homes, DIC Group has brought stability, encouragement, and renewed hope to many underprivileged families, including long-term employees, staff, and workers within DIC Group.

11



Location: Vi Thanh City, Hau Giang Province

Groundbreaking ceremony for 02 great solidarity houses.

The Vietnam Fatherland Front Committee of Ward IV, Vi Thanh City, in coordination with the People’s Committee of the ward and the sponsoring unit, commenced the construction of 02 great solidarity houses for local residents.



Location: Phu My City, Ba Ria - Vung Tau Province

The Sports Exchange Event, featuring Football and Pickleball, was held to celebrate the 80th anniversary of the Vietnam People’s Army Day (December 22, 1944 - December 22, 2024) and the 35th anniversary of the National Defense Day (December 22, 1989 - December 22, 2024).

The sports exchange and competition not only served as a platform for physical training but also provided an opportunity for units to share experiences, strengthen solidarity, and encourage one another to successfully fulfill political tasks.

12



Location: Phu My City, Ba Ria - Vung Tau Province

“Inauguration and Handover ceremony of the gratitude house” for the standing militia of Hac Dich Ward, Phu My City, Ba Ria - Vung Tau Province, was held to commemorate the 80th anniversary of the Vietnam People’s Army Day (December 22, 1944 - December 22, 2024) and the 35th anniversary of the National Defense Festival (December 22, 1989 - December 22, 2024).

The total construction cost amounted to VND 180 million, with DIC Group contributing VND 80 million. The remaining funds came from the support of benefactors, the authorities of Hac Dich Ward, Phu My City, Ba Ria - Vung Tau Province, and the family’s savings. Additionally, DIC Group and local units provided the family with essential household items to support their daily living.



Location: Nhon Trach District, Dong Nai Province

“Handover ceremony of the compassion house” in Nhon Trach District, Dong Nai Province, was held in response to the national movement “Joining Hands to Eliminate Temporary and Dilapidated Houses by 2025” with the spirit of solidarity for the poor, ensuring that no one is left behind.

This activity is part of the “Building 35 DIC Homes” program by DIC Group. Since its launch, DIC Group has commenced and handed over 31 DIC Homes to disadvantaged employees of DIC Group, as well as policy beneficiaries, veterans, and underprivileged families in the local community.



Location: Vi Thanh City

DIC Group provided financial support totaling VND 350 million to the Vietnam Fatherland Front Committee of Vi Thanh City.

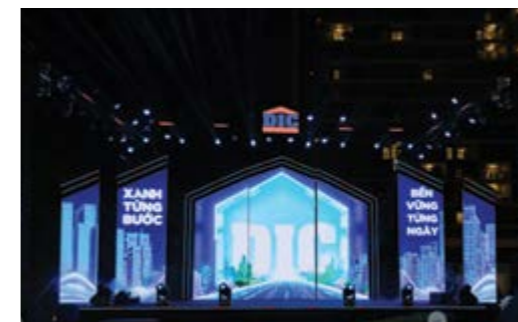
In response to the call from the Prime Minister and the Central Committee of the Vietnam Fatherland Front as part of the national movement “Joining Hands to Eliminate Temporary and Dilapidated Houses,” DIC Group provided financial support to the Vietnam Fatherland Front Committee of Vi Thanh City. The contribution includes VND 250 million to support the construction of five Great Solidarity Houses under the “Building 35 DIC Homes” program and VND 100 million to purchase health insurance for disadvantaged residents,

DIC Family Day 2024

The event kicked off with a workshop on sustainable development and ESG in enterprises.

A key highlight of the day was the “Ring the Golden Bell” competition, where 10 teams from various DIC Group units competed by answering a diverse set of questions centered on ESG and corporate culture.

The Gala Dinner at DIC Group’s headquarters marked the grand finale of the event, bringing together over 1,500 employees and their families to share in meaningful moments.



Location: Vung Tau City



THE GREEN TRANSITION
IS A LONG, ENDURING
JOURNEY.

SUSTAINABLE DEVELOPMENT STRATEGIES AND OBJECTIVES

SUSTAINABLE DEVELOPMENT STRATEGY

With the aspiration to create long-term value, maintain sustained prosperity, and become a sustainable and green Group, DIC Group is consistently engaged in practical actions, setting the goal of combining the promotion of sustainable economic growth with the protection of natural resources and enhancing the trust of partners, customers, and the community.

Promote the application of technology and research on the use of materials and construction methods oriented towards green and sustainable practices in business operations.

Ensure the interests of workers and link business activities with community responsibility.

Strengthen governance, protect shareholders' interests, and encourage innovation.

01




02

03



THE CONTRIBUTIONS OF DIC GROUP TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Under the impact of rapid urbanization and climate change, the real estate industry plays a critical role in developing sustainable, environmentally friendly communities and improving the quality of life. The adoption of sustainable development goals into the business operations not only helps DIC Group create long-term value but also promotes social responsibility, improves resource efficiency, and meets the increasing demand for green living spaces from customers.

GOALS	THE CONTRIBUTIONS OF DIC GROUP
 GOAL 3 Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> Organize Yoga, Soccer, Tennis, Pickleball clubs for employees to practice and socialize after work; Organize a traditional sports event to celebrate the establishment day of DIC Group for all employees of DIC Group to participate; Organize annual health check-ups for all employees of DIC Group; Arrange a medical department and a general practitioner on standby at DIC Group.
 GOAL 7 Ensure access to affordable, reliable, sustainable and modern energy for all.	DIC Group's headquarters building has been awarded the Green Building (EDGE) certification by the World Bank Group for actions including: <ul style="list-style-type: none"> Implementing a solar energy system, reducing dependence on national grid electricity; Using energy efficiently and conservatively, incorporating energy-saving technologies into DIC Group's projects such as the use of high-efficiency LED lighting systems and motion sensors to adjust lighting in inactive areas
 GOAL 8 Promote long-term, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> DIC Group strives to maintain the growth momentum in revenue and pre-tax profit over the stable years; Creating job opportunities for workers in Ba Ria - Vung Tau and thousands of workers in provinces with DIC Group's projects to ensure livelihood for employees and their families.

GOALS

THE CONTRIBUTIONS OF DIC GROUP



GOAL 9

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

- Constructing infrastructure and developing urban areas aimed at green growth and responding to climate change, impacts of natural disasters.
- Building resilience for urban areas through nature-based solutions such as: construction of embankments to prevent erosion in Long Tan tourism urban area project, Vi Thanh commercial residential area project
- Organizing green space by utilizing, exploiting, and selecting suitable land must be harmoniously integrated with water surfaces and the surrounding environment, organized into a system with a variety of forms: linear, point, and area.
- Construction projects comply with all architectural regulations according to approved planning.



GOAL 11

Make cities and human settlements inclusive, safe, resilient and sustainable.

- Urban real estate development is a key sector of DIC Group. DIC Group's urban development projects are mainly focused in provinces and satellite cities around major cities (Ho Chi Minh City, Hanoi, Can Tho), such as Dong Nai, Ba Ria - Vung Tau, Vinh Phuc, Ha Nam, Hau Giang, ... and carry out the mission to decentralize the population towards these urban areas.
- Constructing residential communities with full amenities, concentration, and modernity contributes to improving the quality of life.
- All projects invested by DIC Group are given priority to using materials that create a cool, comfortable, and nature-connecting environment, suitable to the local climate conditions, enhancing the green living quality for the residents at the project, and meanwhile ensuring the continuously improving their living standards.
- Choosing optimal solutions for the layout of greenery in the construction to minimize the adverse effects of sun and wind direction on the microclimate within the structure, reducing the maximum energy consumption needed for cooling or heating in the construction.



GOAL 12

Ensure sustainable consumption and production patterns.

- Manage, prevent and deal with the risks of projects during construction and operation;
- Use machinery and equipment that meet technical standards; shield the surrounding construction site;
- Use new construction technology to ensure the quality of the project and the safety of residents;
- Arrange a reasonable green space in projects;
- Transparently communicate information to related parties;
- Construct a closed supply chain and ensure sustainability criteria for the environment and the community.

GOALS

THE CONTRIBUTIONS OF DIC GROUP



GOAL 13

Take urgent action to combat climate change and its impacts.

- DIC Group's headquarters has achieved the Green building certification (EDGE standards). Preparations are underway to implement the construction of Green buildings according to the EDGE standards at the DIC Star hotel project within the Vi Thanh commercial residential area project.
- Using a solar panel system to reduce greenhouse gas emissions.
- Employing environmentally friendly materials and devices such as Low-E glass (vacuum insulated double glazing), unfired bricks, LED lights (energy saving), motion sensor lights, dimmer switches, low-flow faucets, dual-flush sanitary ware, panel walls (unfired material) ..., using inverter technology for electricity saving, ... contributing to the reduction of impacts on climate change.
- Applying BIM technology in designing constructions capable of withstanding natural disasters;
- Enhancing promotional activities on energy saving, emission reduction, limiting plastic waste, ...
- Spreading the awareness of workers and stakeholders about joining hands in protecting the environment.



GOAL 15

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and combat soil erosion and biodiversity loss.

- The projects being implemented by DIC Group all focus on protecting the natural landscape, with a strict no deforestation policy.
- Conservation of existing rare and endemic tree species and locations is prioritized, along with the planting of new species suitable for the climate and landscape of each region.
- The greenery system covers nearly the entire area, ensuring the targets for natural forest density are met.
- Youth union of DIC Group participate in the "Green Works" series of activities:
- Cleaning the Phung Hoang lake.
- Designing and planting additional greenery for the project's grounds in the Chi Linh Center.



GOAL 17

Strengthen implementation and revitalize the global partnership for sustainable development.


- Cooperate with major and experienced international energy companies to research and propose investment in renewable energy locally.
- Choose to partner with some large foreign design firms to adopt green, sustainable and advanced global designs, appropriately applying them to the designs of DIC Group's projects.
- DIC Group and Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) conducted "The signing ceremony for the comprehensive cooperation agreement for the period 2024 - 2028" and "The credit contract signing ceremony for financing the Cap Saint Jacques Complex project phase 2&3".

In addition to implementing 9 sustainable development goals specific to the real estate sector, DIC Group strives to effectively achieve the remaining goals set by the United Nations:

GOALS	THE CONTRIBUTIONS OF DIC GROUP
	<ul style="list-style-type: none"> • Creating jobs for nearly 2,000 workers across the entire DIC Group, contributing to the stabilization of workers' lives; • DIC Group carries out meaningful activities aimed at sharing and improving the lives of employees and the local community; • Implementing the "A Thousand Gifts of Tet - Connection of Love" program for employees with difficult circumstances within DIC Group; • Organizing the "Trade Union Tet market" program for employees with challenging situations at Brothers DIC Ceramic J.S.C; • Implementing the "Support to School" program; • The "DIC - Building Warm Homes" series of activities - building and repairing charity houses for the employees of DIC Group and local residents in difficult circumstances; • DIC Group supports funds to help the people of Vi Thanh city (Hau Giang province) overcome difficulties in the national emulation movement "Eradicating Temporary and Dilapidated Houses" • Mr. Nguyen Thien Tuan - former Chairman of the BOD of DIC Group presents gifts to disabled - orphaned children, and disadvantaged families in Nghe An province with the theme "Tet for Poor Children 2024".
 <p>GOAL 1 & 2 End poverty in all its forms everywhere and End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p>	
 <p>GOAL 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<ul style="list-style-type: none"> • Issue regulations on training work, specifying subjects, policies, and mechanisms related to training activities to improve professional qualifications for employees; • Send staff and workers to participate in professional training and skill development courses; • Collaborate with Ba Ria - Vung Tau Radio - Television (BRT) to implement the "Support to School" program - providing assistance to underprivileged children; • Commend and reward students who are children of employees for their excellent academic achievements.


GOALS	THE CONTRIBUTIONS OF DIC GROUP
	<ul style="list-style-type: none"> • Organize annual health examinations with specialist consultations for female employees; • Organize a program at Con Dao on International Women's Day, March 8, to review the traditional and admirable qualities of Vietnamese women, promote awareness of the vital role and position of DIC women in the company; Launch movements among DIC women to compete in excellent labor and creative work, actively study to improve skills in all aspects, build progressive and happy families, and fulfill assigned tasks; Commend exemplary women for being "Efficient in public affairs - Competent at home."; • Organize the "Connecting with Pickleball" workshop for female employees on the occasion of Vietnamese Women's Day, October 20. • Organize a program to praise "Outstanding exemplary students" to encourage the children of workers with excellent academic achievements; • Organize a children's festival to celebrate Action Month for Children, International Children's Day on June 1 with activities such as: Visiting and giving gifts to the Ba Ria - Vung Tau social work and child welfare center, teambuilding, and touring the Hoa Long "Hot noodles factory". • Organize the Mid-Autumn Festival program for employees' children with activities such as: watching cultural performances, lion dance, magic shows; participating in traditional game stalls such as: fishing, shaping clay figurines, blindfold pot breaking...; • Support disadvantaged situations: provide financial assistance for social insurance for students and people in difficult circumstances, New Year gifts for the poor, support the social welfare fund in localities, and support people affected by storm number 3, ...
 <p>GOAL 5&10 Achieve gender equality and empower all women and girls and Reduce inequality within and among countries.</p>	

MỤC TIÊU **ĐÓNG GÓP VÀ HÀNH ĐỘNG CỦA TẬP ĐOÀN DIC**



GOAL 6
Ensure availability and sustainable management of water and sanitation for all.

- Using water-saving toilets and low-flow faucets in office buildings;
- All construction sites have portable toilets available for everyone;
- Before constructing underground water extraction facilities, DIC Group conducts exploration to assess reserves, quality, and extraction capability and obtains a Groundwater Extraction and Use Permit from the relevant authorities;
- Wastewater from business activities at the headquarters is funneled through a sedimentation tank, then pumped into the city of Vung Tau's communal drainage system. The amount of wastewater discharged into the environment is treated in accordance with regulations and is equivalent to the volume of incoming water (DIC Group fully complies with the state-mandated drainage fee);
- DIC Group constructs and operates a wastewater treatment plant and adheres to the regulations of the Environmental Protection Law.



GOAL 14
Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

As a responsible investor, DIC Group prioritizes the protection of water resources:

- Reinforcing embankments to prevent erosion, minimizing the impact on river flow and the aquatic environment;
- Regularly dredging the lake to create a clean and green environment, ensuring the aesthetic quality; ensuring that marinas are always free of waste, oil slicks, and reducing pollution levels.




GOAL 16
Promote peaceful and inclusive societies for sustainable development, achieve equity for all, and build effective, accountable and inclusive institutions at all levels.

- Develop regulations for disclosing information that are equal, transparent, and prompt to all investors, clients, and shareholders;
- Formulate a system of regulatory documents in accordance with the law;
- Organize meetings with analyst experts, investors, press conferences, project tour updates, periodic investor newsletters, ... to address questions, and provide information to investors, partners, and clients of DIC Group.

ENGAGING WITH RELATED PARTIES

In a real estate market that is increasingly robust and impacted by various economic, social, and environmental factors, building close relationships with stakeholders plays a crucial role in DIC Group's sustainable development strategy. Effective cooperation and listening to stakeholders help DIC Group optimize its business operations and create long-term value, enhancing its reputation and brand.

RELATED PARTIES	Concerns of related parties	DIC GROUP'S ACTION
 <p>CUSTOMERS</p>	<ul style="list-style-type: none"> • Product and service quality. • Sales and after-sales policies. • Excellent customer care activities; quick complaint resolution and customer support. • Ensuring health and safety. 	<ul style="list-style-type: none"> • Issuing commitments on product/service quality. • Attention to landscape, living environment, and amenities for customers; • Listening to customers to update and understand their needs; balancing the interests of customers. • Making every effort to fulfill commitments to customers. • Ensuring customer personal information is kept confidential. • Improving the complaint handling and customer support process
 <p>INVESTORS, SHAREHOLDERS</p>	<ul style="list-style-type: none"> • Business operation efficiency • Transparency and compliance • Equal treatment and fair dealing with shareholders • Information security • Development direction and strategy 	<ul style="list-style-type: none"> • Comply with the regulations on information disclosure of State agencies in an honest, accurate, complete, and timely manner; while ensuring the responsibility of a listed company, as well as ensuring the sustainable development of DIC Group; • Regularly updating regulations, new laws applicable to business operations; • Conducting bilingual information disclosure (Vietnamese and English) to ensure that domestic and foreign investors have full and timely access to information; • Regularly update the operation information of the enterprise through direct, online investor meetings, regular IR newsletters to ensure equal investment opportunities; • Regular interaction, answering questions, providing information support by phone, email or direct meetings; • Ensuring the confidentiality of the information of investors, shareholders and protecting the interests of shareholders; • Do not use, disclose internal information to advise or buy and sell securities or carry out fake supply and demand behaviour.

RELATED PARTIES **Concerns of related parties** **DIC GROUP'S ACTION**



- Employment opportunities and local economic development
- Contribution to community development and local infrastructure.
- Social security
- The impact of business activities on the environment and community life

- Priority for hiring local labor, creating jobs and improving social welfare in projects that DIC Group invests in;
- DIC Group continuously strives to produce quality products, modern and green urban areas, in order to change the face of the locality and improve the community's quality of life;
- Regularly organize social programs to improve the lives of employees and local residents;
- Conduct research and assess the environment and community before launching a project.
- Effort to apply green measures and modern technology during the construction and operation of the project (renewable energy, energy saving lighting system, dust containment around the construction site, ...);
- Investment and development of educational and medical projects in localities.



- Employment opportunities
- Income and welfare policies
- Working environment
- Training and promotion opportunities
- Health and occupational safety

- Establish a professional, creative, and friendly working environment with integrated green spaces within the office premises;
- Apply and consistently improve welfare policies and annual income for employees;
- Provide training courses on professional skills, skill enhancement, etc.
- Improve occupational safety standards in offices and construction sites, organize regular health check-ups for employees;
- Regularly organize collective programs to enhance interaction and bonding among employees, preserving the corporate culture such as: Traditional Sports Day, DIC Family Day, etc.

RELATED PARTIES **Concerns of related parties** **DIC GROUP'S ACTION**



- Comply with legal regulations
- Contribute to economic development and community responsibility

- Ensure strict compliance with all state legal regulations;
- Participate in conferences and seminars organized by state agencies related to the industries that DIC Group is developing;
- Respond to movements called by the State to support and develop the community;
- Fulfill all tax obligations and contributions to the State budget as required.



- Long-term, sustainable cooperation
- Quality standards, occupational safety, and adherence to ESG
- Supply chain management

- Building and maintaining relationships with partners, suppliers, and contractors based on respect, fairness, and ensuring mutual benefits;
- Establishing quality, safety, and sustainable development standards within the supply chain.



- Assessing the feasibility and profitability of projects
- Risk management and solvency
- Compliance with sustainable investment criteria

- Adhere to disclosing information accurately, promptly, and completely.
- Developing a strong financial strategy and effective risk management
- Collaboration with financial institutions to develop green projects
- Enhancing financial transparency and efficient cash flow management.

REPORTS REGARDING RESPONSIBILITY TO LOCAL COMMUNITIES

During its development and expansion, DIC Group always commits to fulfilling its social responsibility towards the local community, aiming to create sustainable value for both DIC Group and society. DIC Group understands that its development must be in line with the community's interest, contributing to a better living environment, promoting local economic growth and protecting natural resources.

2024 marked an important milestone in DIC Group's pioneering journey towards sustainable development. With this philosophy, DIC Group always strives to accompany and contribute to community development, environmental protection and improving the quality of life for the people in the areas where DIC Group operates:

- Financial support for underprivileged children to attend school through program "Back to School 2024 - 2025";
- Continuing the "DIC - Building Warm Homes" journey - building, repairing and handing over charitable houses to the employees and local people with special circumstances;
- Maintaining the "Thousand Tet Gifts - Connecting Love" program to donate over 1,000 gifts to disadvantaged employees of DIC Group each year;
- DIC Group has donated more than 200 Tet gifts to its underprivileged employees at Brothers DIC Ceramic Joint Stock Company (Quang Nam province) under the principle of "All union members and employees have a Tet";
- Organizing visits and gift-giving at Long Dat War Invalids and Martyrs Nursing Center during the Lunar New Year 2024;
- DIC Group collaborates with other agencies to continue the sequence of actions "Drink Water Remember Its Source" - visiting and supporting stable life as a deep gratitude to families of martyrs, heroic Vietnamese mothers, and revolution contributors;
- Employees at DIC Group along with its subsidiaries and affiliated units contribute 500,000,000 VND to "Support our compatriots affected by Storm No.3";
- Responding to the call from the Prime Minister in the movement "Removing Temporary Houses, Dilapidated Houses" - DIC Group supports 350,000,000 VND to help the people of Vi Thanh City overcome poverty and build a full life.



DIC GROUP'S COMPLIANCE WITH REGULATIONS ON ENVIRONMENTAL PROTECTION IN 2024

In 2024, DIC Group continues to affirm its commitment to sustainable development by strictly adhering to environmental protection regulations in all business activities. Aiming to become a pioneering enterprise in adopting ESG standards (Environmental - Social - Governance) locally, DIC Group ensures compliance with the law and proactively implements innovative solutions to minimize environmental impact.

DIC Group commits to fully and seriously implementing the 2020 Environmental Protection Law and related regulations, ensuring all projects undergo an Environmental Impact Assessment (EIA) before construction. To promote green urban trends, DIC Group has applied renewable energy technology at its office headquarters. A solar power system installed at DIC Group's headquarters helps reduce dependence on and consumption of electricity from fossil fuels. At the same time, energy-saving LED lighting systems installed in offices and motion sensor lighting systems in common areas of the building reduce overall electricity consumption. Besides the headquarters, which earned the Green building certification (EDGE), in 2024, DIC Group is developing Green buildings according to EDGE standards at hotel constructions within the Vi Thanh Commercial Residential Area project. The project features abundant green landscapes and parks, providing residents with a high-quality living environment harmoniously integrated with nature.

In addition, DIC Group carried out several activities and organized noteworthy programs contributing to environmental protection in 2024:

- DIC Group's youth members carried out a series of "Green Construction" activities at Phung Hoang lake within the Chi Linh Center project: cleaning up the lake, planting more trees, redesigning and renewing the flower planting areas, and repainting old stone benches in the project area;
- Collaboration with BSI (British Standards Institution) to organize a specialized workshop on "Understanding ESG and Sustainable Development for Enterprises" with the participation of over 500 employees from DIC Group and its subsidiaries and associated units;
- Organizing a "Golden Bell" quiz show with questions around ESG knowledge, helping the employees at DIC Group better understand sustainable development;
- The "Collect old 2024 desktop calendars" program aimed at recycling old calendars into valuable products such as red envelopes, paper paintings, or raising funds for the "Green Talent Nurture" scholarship program;
- Implementing a "Collect recyclable waste and old batteries for gifts" program to raise employees' awareness of sorting waste at the source, collecting and processing recyclable and hazardous waste according to regulations, and minimizing negative impacts of hazardous waste (old batteries) on the environment. Each gift given to participants is a handcrafted recycled product made by the hands of deaf employees, such as Mug cups, Tumbler cups, recycled notebooks, and Minibook bags.

KEY SECTORS

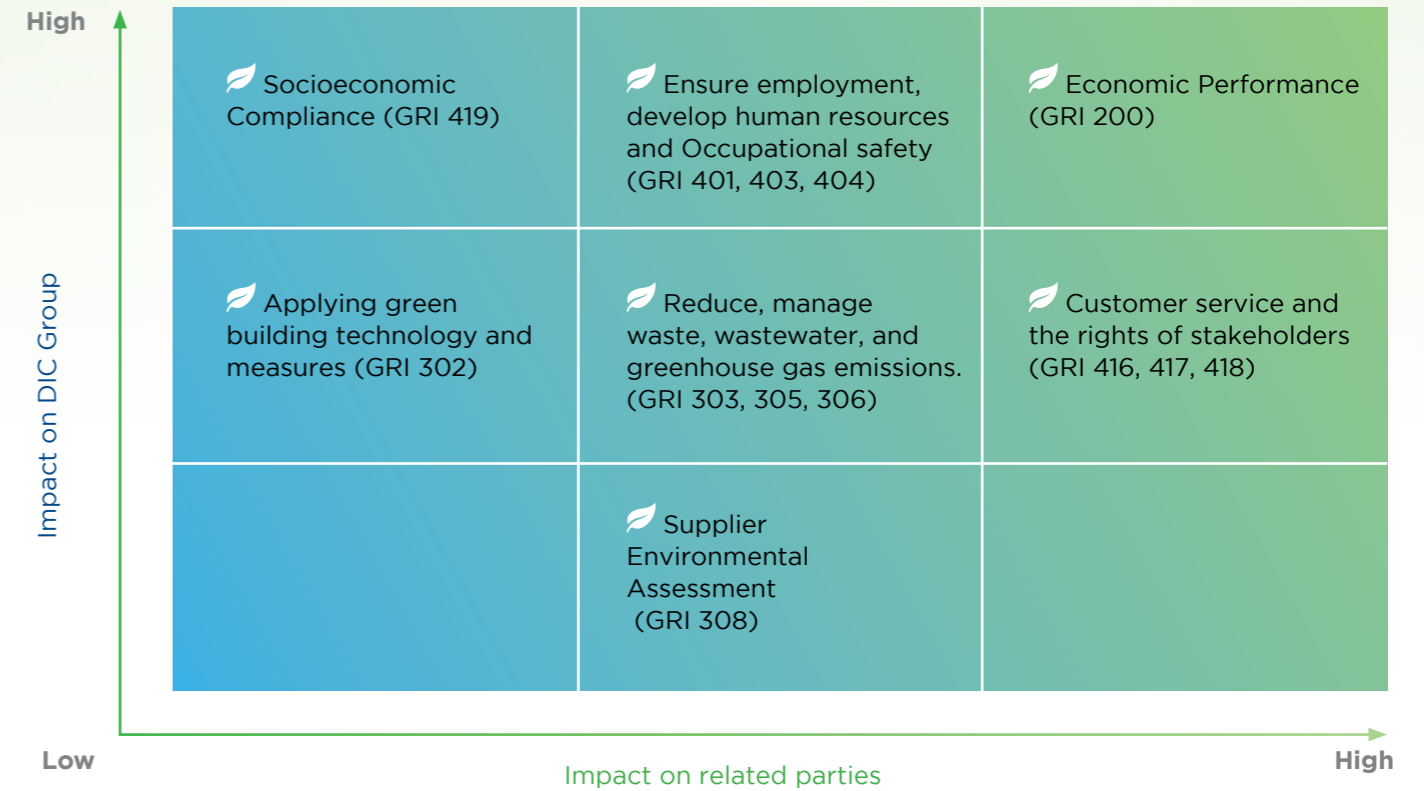
THE PROCESS OF DETERMINING KEY SECTORS

Determining key sectors not only helps DIC Group to focus resources on the most important issues directly affecting the business performance of DIC Group but also makes information transparent to stakeholders. DIC Group's process for identifying key sectors includes the following steps:

- 01 Identifying objectives and relevant fields**
 Firstly, DIC Group clarifies the purpose of identifying key sectors that are in line with DIC Group's sustainable development orientation and strategy. From there, scopes and fields related to Environmental - Social - Governance (ESG) factors that directly affect the business operations of DIC Group are established based on GRI standards.
- 02 Analysis and collection of opinions**
 Analyze market trends and legal regulations related to the real estate industry and sustainable business, such as environmental standards, social requirements, and corporate governance standards. At the same time, DIC Group also considers the key sectors of competitors or other groups for a broader perspective.

 Subsequently, consult with stakeholders (customers, shareholders, employees, suppliers, local communities, etc.) to collect opinions on DIC Group's key sectors. Then, assess the level of impact and evaluate the degree of concern of each issue to stakeholders and how each key sector could affect them.
- 03 Analyzing influence and significance**
 Analyze the level of impact of key sectors on the business operations, strategy, and development objectives of DIC Group. Use a significance matrix to rank sectors; those of high importance to both DIC Group and stakeholders need to be prioritized and become the focus of the Sustainable Development Report.
- 04 Approval from DIC Group's Executive Board**
 The highest governance body along with the Strategic and Sustainable Development Committee of DIC Group review the key sectors identified, analyzed, and provide adjustment comments based on DIC Group's strategy and development direction suitable for the economic situation of each period.
- 05 Integration of reports and development of action strategies**
 After identifying and publishing key sectors along with objectives and development strategies, DIC Group undertakes to develop specific measures to manage and improve these key sectors. Simultaneously, DIC Group performs regular assessments of key sectors and updates when there are changes in strategy, development direction, or opinions from stakeholders.

MATRIX OF KEY SECTORS



Through consulting the opinions of related parties and conducting analysis and evaluation, DIC Group has identified key areas to ensure sustainable development and meet the expectations of shareholders, customers, employees, and the community. In the coming time, DIC Group commits to making efforts:

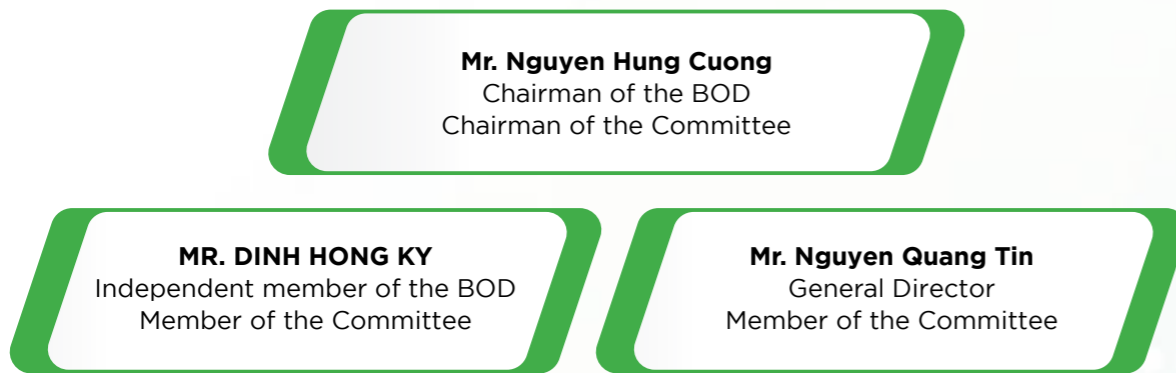
- To create quality products, bringing the maximum surplus value to DIC Group, and significant benefits to shareholders;
- To build sustainable infrastructure, ensure the quality of product services, suit the trends, and meet the increasing demands of the market;
- To implement transparent business management, build a business culture based on responsibility, and comply with the provisions and ethical standards;
- To create job opportunities for local labor at the construction projects of DIC Group;
- To ensure labor safety for employees, comply with quality standards in design and construction, provide a healthy working environment for employees, while focusing on training and developing necessary skills and knowledge to enhance the capacity of local human resources, and increase the value of employees;
- To effectively manage resource sources, reduce greenhouse gas emissions, optimize energy consumption, and use sustainable materials in construction, aiming towards the goal of "Net Zero" and becoming an environmentally friendly Group.

UNITY AND COLLABORATION
ARE THE KEY FACTORS
DRIVING PROGRESS.

BUSINESS ADMINISTRATION

MANAGEMENT STRUCTURE IN THE SUSTAINABLE DEVELOPMENT REPORT

DIC Group established the Strategic and Sustainable Development Committee under the Board of Directors, with the function to advise and develop strategic plans on investment and sustainable development for DIC Group. The Strategic and Sustainable Development Committee was established with the participation of the Board of Directors members and the direct management of the General Director.



In addition, DIC Group supplements functions and responsibilities for the Investor Relations Department in collaboration with other departments to implement directives on sustainable development programs and to make ESG tangible within DIC Group.

RISK MANAGEMENT

Currently, the global economy is facing many negative fluctuations such as recession, rising inflation, and climate change; risk management has become an important factor for businesses. These fluctuations not only affect the flow of capital and investment costs but also create many challenges related to legal, environmental, and social issues. To cope with these potential risks, DIC Group has implemented a systematic risk management process to minimize losses, enhance adaptability, and maintain stability in business operations:



ASSESSMENT OF THE IMPLEMENTATION OF CORPORATE GOVERNANCE REGULATIONS

DIC Group has conducted an evaluation of the company's governance situation based on the ASEAN Corporate Governance Scorecard (version 2 - revised in March 2024). As usual, DIC Group meets well 168/192, accounting for 87.5%, and 24 criteria have not been fully met. DIC Group is currently reviewing and considering improvements in the following years.

(Full assessment is presented in the Annual Report 2024 - Part IV section 2)



PART IV

ECONOMIC DEVELOPMENT EFFECTIVENESS

SUSTAINABLE PROSPERITY
IS THE GOAL, DRIVEN BY
OUR GREEN STRATEGY.





ECONOMIC PERFORMANCE



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED



Business operation results

Unit: Billion VND

Indicator (Consolidated financial statements)	2020	2021	2022	2023	2024
Total revenue and other income	3,140.9	3,491.9	2,012.0	1,336.8	1,439.0
Profit before tax	899.8	1,281.5	198.7	165.9	158.1
Profit after tax	721.8	989.9	191.3	111.6	101.9
Total assets	11,826.1	16,846.9	14,747.8	16,827.6	18,539.3
Equity	4,790.0	7,671.5	7,794.7	7,893.6	8,041.3

Total revenue
1,439.0 billion VND

Profit before tax
158.1 billion VND

Profit after tax
101.9 billion VND

Total assets
18,539.3 billion VND

Equity
8,041.3 billion VND

In 2024, the global economy and domestic economy are facing numerous challenges that directly impact the real estate sector and the business efficiency of DIC Group. However, DIC Group has always strived to overcome these difficulties, generating economic value with a total revenue reached 1,439.0 billion VND, a profit after tax reached 101.9 billion VND, total assets increased by 1,711.7 billion VND, reached 18,539.3 billion VND, and equity capital increased by 147.7 billion VND, reached 8,041.3 billion VND.

Contributions to the state budget, activities for the community

Unit: Billion VND

Indicator (Consolidated financial statements)	2020	2021	2022	2023	2024
Taxes and state budget obligations (actually paid during the period)	462.3	245.4	432.8	120.2	197.2
Activities for the community	20	38.15	10	17.3	7.0

Taxes and state budget obligations
197.2 billion VND

Activities for the community
more than 7 billion VND

During the period 2020 - 2024, DIC Group has contributed more than 1,550 billion VND to the state budget and community support.

Accordingly, with the economic values generated in 2024, DIC Group has fulfilled tax obligations and contributed over 197.2 billion VND to the state budget, contributing more than 7 billion VND to community activities.

Ensuring shareholder rights

DIC Group always ensures the implementation of policies to protect shareholder rights as clearly stipulated in the Articles and Internal Governance Regulations. DIC Group guarantees fairness among all shareholders and prioritizes this as foremost. Decisions made by the General Meeting of Shareholders are based on the voting results according to the number of shares owned.

DIC Group constantly endeavors to diversify communication channels with shareholders through platforms like the website, email, various media outlets, conferences, annual reports, investor newsletters, etc. This creates an atmosphere where shareholders/investors receive information fully, accurately, and in a timely manner.

Ensuring the livelihood of employees

Against the backdrop of numerous bankruptcies and a widespread unemployment wave, DIC Group still ensures employment and income for employees, with the average income (including wages, fees, and various allowances and support) in 2024 amounting to 22.2 million VND per month. Additionally, there are benefits for the employees, such as:

- Every year, DIC Group organizes regular health check-ups for its staff. In 2024, DIC Group arranged for 297 employees to undergo regular health check-ups at various hospitals in Ho Chi Minh City, Vinh Phuc, Ha Nam, Hau Giang, etc., with a total health check-up cost for 2024 of 796,885,330 VND.
- DIC Group has 01 medical department under the Administration Department, fully equipped with medical technical equipment to provide emergency and first aid when necessary; there is a dedicated general practitioner to regularly monitor health, provide medical treatment, and perform first aid for employees.
- Awards for employees on holidays and Tet.
- Implementation of support policies for employees in difficult situations or suffering from long-term illness or critical diseases.
- Regular organization of activities for the children (Children's Day on June 1st, Mid-Autumn Festival, etc.), giving gifts, and awarding good students of different levels for employees' children.
- Organizing meetings and giving gifts on commemorative days such as March 8th, October 20th, DIC Family Day, etc.

Total health check-up for employees

796,885,330 VND

To ensure that all employees at DIC Group are protected according to legal regulations and receive basic rights such as salary, bonuses, allowances, insurance, and safe working conditions, DIC Group does not hire workers under the form of collaborators and commits that all employees are officially contracted according to the Labor Law regulations.



GRI 201-2

FINANCIAL IMPACT, RISKS, AND OTHER OPPORTUNITIES DUE TO CLIMATE CHANGE

In 2024, natural disasters caused by climate change directly struck the mainland, causing severe damage to Vietnam's economy and significant financial impact on DIC Group. Nevertheless, DIC Group consistently strives to adapt and consider investing more in long-term measures such as improving drainage systems, reinforcing infrastructure, and adopting sustainable construction technologies to minimize future disaster risks.

Climate change poses both risks and opportunities for DIC Group in the fields of Central Urban Real Estate and Tourism Real Estate in various provinces such as: Ba Ria - Vung Tau, Dong Nai, Hau Giang, Quang Binh, Vinh Phuc, Ha Nam.

RISK

- The increase in extreme weather phenomena (storms, floods, etc.) causes significant damage to the real estate infrastructure, reducing the value of assets and the quality of products and services provided by DIC Group.
- The decrease in land and real estate value leads to a decline in demand from customers and investors.
- Higher costs for repair, maintenance, and investment in disaster prevention measures such as drainage systems, structure reinforcement, etc., place financial pressure on DIC Group.

OPPORTUNITY

- There is a growing demand for the construction of sustainable real estate projects that integrate green technology, energy-saving systems, and disaster prevention solutions.
- Increasing customer and investor demand for real estate projects that incorporate green technology solutions and are environmentally friendly creates an opportunity for DIC Group to expand its market share.
- Access to capital, tax incentives, and financial support for the development of sustainable real estate featuring renewable energy integration.

GRI 201-3

THE OBLIGATIONS OF THE DEFINED BENEFIT PROGRAM AND OTHER RETIREMENT PROGRAMS

In today's competitive and volatile labor market, DIC Group has determined that implementing a welfare program for retired staff is an indispensable part of its human resource management strategy. Aiming to create a sustainable working environment and encourage employees to contribute long-term to the collective success, DIC Group has rolled out and maintained the following retirement programs:

Supports the funding for the Retirement Association

100,000,000 VND

Supports the Retirement Association's visit to the DIC Victory City Hau Giang urban project

83,750,000 VND

- Annually, the Trade Union assists with funds to organize recreational excursions for the Retirement Association;
- DIC Group's Trade Union organizes visits and presents Tet gifts to retired staff during the Lunar New Year of Giap Thin;
- In 2024, DIC Group will support the funding for the activities of the Retirement Association with a total amount of 100,000,000 VND;
- DIC Group organizes and supports the Retirement Association's visit to the DIC Victory City Hau Giang urban project in 2024 with a total funding of 83,750,000 VND.



MARKET PRESENCE



THE RATIO OF STANDARD STARTING SALARY BY GENDER COMPARED TO REGIONAL MINIMUM WAGE

Region	Target	Regional minimum wage	Lowest salary at DIC Group	
			Male	Female
Headquarters of DIC Group and Dong Nai Project Management Dept		4,960,000	6,440,000	6,220,000
DIC Vinh Phuc Branch, Northern Project Management Dept. and Central Project Management Dept.		4,410,000	6,300,000	6,300,000
Western Project Management Dept. and Ha Nam Project Management Dept.		3,450,000	5,170,000	4,800,000

(The salary is updated in the month with the standard working days - 22 days/month)

In all localities where DIC Group invests in real estate projects, there is a common orientation: parallel with the economic and social development strategy of the locality, closely linking the interests of the company with the community's benefits. DIC Group not only accelerates the pace of urban development in these localities but also contributes to solving employment and income problems for employees. DIC Group always ensures that the salary of its employees is higher than the regional minimum wage. Moreover,

there is no significant disparity in wages between men and women at DIC Group, demonstrating gender equality in the workplace (the disparity is due to the total number of male employees being higher than females). In addition, there are many supportive policies to enhance the quality of human resources, thereby improving the effectiveness of production and business activities, contributing to local economic development.



PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

The senior management members of DIC Group are all long-term employees who have been with the company's development. 3/4 members of the Board of Directors and 5/6 members of the Executive Board are long-term and stable inhabitants of Vung Tau city - where headquarters of DIC Group is located. Management members at all levels, from Department

Directors to Deputy Directors, Heads of Departments, etc., are mostly recruited from the localities where DIC Group invests in projects. This not only increases the economic benefits for the local community but also enhances the understanding of the needs of customers, partners, investors.





INDIRECT ECONOMIC IMPACTS



INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

Investment in main activities

Investment for projects in the Southern region

1,733.83 billion VND

Investment for projects in the Northern region

233.58 billion VND

Research investment projects

0.09 billion VND

Social Welfare Investment

Started and handed warm homes

2.375 billion VND

Helping people in difficult situations

4.66 billion VND

The total amount of community activities in 2024

7.035 billion VND

In 2024, DIC Group has disbursed investment for projects in the Southern region: 1,733.83 billion VND, project group in the Northern region: 233.58 billion VND, and research investment projects: 0.09 billion VND. In addition, it also invests in joint venture companies, partnerships, infrastructure investment at the main headquarters, equipment systems, and information

In addition to investing in DIC Group's business activities to create direct economic impacts, DIC Group also strives to contribute to social welfare investment, increasing indirect economic impacts to promote the development of localities and communities.

In 2024, DIC Group implemented a program to build and repair 35 houses for members, meritorious individuals, and the poor in the local area under the theme "DIC - Building Warm Homes". As of December 31, 2024, DIC Group had started and handed over 30/35 warm homes, with a total cost of 2,375,000,000 VND.

In addition, DIC Group also supported other community activities such as aiding victims affected by storm No. 3, the "Thousand Tet Gifts - Connecting Love" program, sponsoring Hrec charity golf tournament - competing for the DIC Cup, helping people in difficult situations in Vi Thanh City, Ba Ria - Vung Tau Province, ... with a total amount of 4,660,225,000 VND.

Therefore, the total amount of community activities in 2024 is 7,035,225,000 VND.



SIGNIFICANT INDIRECT ECONOMIC IMPACTS

DIC Group has many projects stretching from North to South, contributing to providing jobs for more than 282 employees working at DIC Group's headquarters and nearly 2,000 employees at the projects that DIC Group is implementing, helping to develop the economy, especially in provinces with investment projects such as Vinh Phuc, Dong Nai, Ba Ria - Vung Tau, Hau Giang, Ha Nam, ... In addition, DIC Group also strengthens cooperation with partners, local suppliers, Subsidiaries, affiliated companies to create long-term personnel and sustainable employment needs.

Employees working at DIC Group's headquarters

282 employees

Employees at the projects that DIC Group

2,000 employees

DIC Group applies modern architecture to provide a convenient living space, rationally arranging green areas in residential buildings and apartment complexes, creating a clean and relaxing living environment. This not only creates an ideal living space for residents but also helps increase real estate value, attract investors, and enhance the locality's prestige.

In addition, DIC Group also contributes to promoting social welfare through community activities, promoting charity work to improve life in the localities where DIC Group carries out real estate projects.

Moreover, DIC Group fulfills its annual tax obligations in full accordance with regulations and contributes significantly to the state budget in supporting the development investment of public services such as healthcare, education, and transport infrastructure, etc.





PROCUREMENT PRACTICES



PROPORTION OF SPENDING ON LOCAL SUPPLIERS

In the production and business activities, DIC Group prioritizes local suppliers along with subsidiaries and affiliated companies to support local economic stability and maintain community relationships. In 2024, DIC Group generated transactions with related parties, including local suppliers and subsidiaries/affiliated companies, as presented in the audited 2024 Financial report of DIC Group.



ANTI-CORRUPTION



OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

In the increasingly complex real estate business context, DIC Group implements the evaluation of risk factors related to corruption to ensure transparency and sustainability in business activities as follows:

- Valuation and development of land funds;
- Tendering and signing construction contracts with Subsidiaries and Affiliated companies;
- Selling and renting real estate projects;
- Cooperating with suppliers and partnering with partners;
- Operating, purchasing equipment, supplies and maintenance repair costs;
- Interaction with local authorities about legal procedures at projects;
- Management of finance and internal budget.

Accordingly, the actions of DIC Group are:

- Building and implementing clear behavior rules about integrity, transparency and ethics in work. In addition, DIC Group updates anti-corruption policies and handles violations.
- Identifying common values and ethical standards for the management levels and employees of DIC Group and Subsidiaries/Affiliated companies to comply with when practicing; ensuring that management levels and employees of DIC Group and Subsidiaries/Affiliated companies comply with Vietnamese anti-corruption laws and internal policies to avoid issues related to group interests, corporate fraud.
- Specifying and integrating risk management content into policies into Regulations, separate documents, and contracts.



COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

Besides creating economic value, DIC Group always emphasizes professional ethics, consciousness of responsibility in work, and anti-corruption in business. To prevent and limit misconduct in work, including anti-corruption measures, DIC Group has been implementing the following solutions:

- Internal Audit Board managing risks, conducting risk assessments regarding development strategies and business production plans,

organizing programs to enhance risk management knowledge for management levels of DIC Group;

- Establishing working procedures with mutual cross-checks between individuals and departments to enhance inspection, limit abuses of power, and detect potential risks early;
- Providing corporate culture training for all employees.



CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

DIC Group has not recorded any corruption cases in 2024.



ANTI-COMPETITIVE BEHAVIOR

DIC Group is committed to fully complying with competition laws in its areas of operation:

- Not participating in price fixing or market division actions;
- Ensuring transparency in pricing and cooperation with related parties;

- Enhancing training on competition law and business ethics for employees;
- “Healthy competition” is one of the ten ethical rules of DIC Group, as shown in the Culture Handbook of DIC Group.

In 2024, DIC group did not record any cases related to anti-competitive behavior.

Economic
GRI 207

TAX

GRI 207-1

APPROACH TO TAX

DIC Group aims to fulfill its economic and social responsibilities by complying with tax regulations, fulfilling tax obligations promptly, returning a portion of profits, and contributing to the development of local communities.

DIC Group implements measures to ensure compliance with tax regulations and does not engage in tax evasion by transferring profits through organizations without real business objectives or actual business operations.

GRI 207-2

TAX GOVERNANCE, CONTROL, AND RISK MANAGEMENT

The Board of Directors and the Executive Board are responsible for developing and maintaining the tax compliance management system and tax risk management of DIC Group.

DIC Group requires employees to thoroughly understand and adhere to tax laws and regulations applicable to DIC Group's areas and locations of operation. DIC Group continually reviews and updates new legal regulations. This way, DIC Group strives to

ensure transparent business operations that comply with tax laws.

At the same time, DIC Group also implements strict measures to limit additional taxes incurred due to underpayment or late payment.

In addition, DIC Group also manages tax risk with caution to ensure the stability and sustainable growth of the company.

GRI 207-3

STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF CONCERNS RELATED TO TAX

DIC Group strives to build and maintain open relationships with tax authorities, based on mutual respect, transparency, and trust.

In addition, DIC Group regularly provides information to stakeholders, including regulatory agencies, shareholders, investors, partners, employees, etc., about DIC group's tax management and taxes paid through periodic financial reports.

GRI 207-4

COUNTRY-BY-COUNTRY REPORTING

DIC Group operates in Vietnam and does not have headquarters in other countries, therefore, the tax reports of DIC Group are carried out in Vietnam.

Table of corporate income tax (already paid in the period 2020 - 2024).

Unit: billion VND

Indicator (Consolidated financial statements)	2020	2021	2022	2023	2024
Corporate income tax	164.5	130.7	257.1	57.9	56.4



EFFECTIVE ENVIRONMENTAL IMPACT MANAGEMENT

22 — 2024 — 2025 — 2026 — 2027

THE GREEN EFFORT IS A
LONG AND STEADY PATH
TOWARD SUSTAINABILITY.

In the global context that increasingly emphasizes sustainable development, effective management of environmental impacts in business activities and promoting the use of renewable energy, environmentally-friendly materials, and the application of modern technology into real estate projects have become the core factor determining the long-term and sustainable development of DIC Group. This is not only part of the commitment to fulfilling DIC Group's responsibility but also the key to creating sustainable value, harmonizing economic development, environmental protection, and improving the quality of life for the community.

Environmental
GRI 301
MATERIALS

In order to reduce risks in the supply chain and maximize capacity, utilize existing equipment, and expand industry scale, the projects and constructions led by DIC Group make use of concrete and construction stone products from its subsidiaries and associated companies: Brothers DIC Ceramic J.S.C and Development Investment Construction - Concrete J.S.C. DIC Group prioritizes the use of sustainable and environmentally-friendly materials that contribute to emission reduction, consume less energy, and utilize fewer resources (unbaked bricks, sound and thermal insulation, green concrete, etc.) and implements new technologies in the production process of materials, positively contributing to environmental protection and sustainable future construction

In addition to applying sustainable materials to projects, DIC Group also implements similar measures for its headquarters and office blocks. In the process of designing and constructing the headquarters, DIC Group reused coarse parts (interior and exterior walls) while also applying energy-saving solutions such as LED light systems, motion sensor lights, insulating materials, water-saving devices, and solar power systems.

DIC Group not only focuses on developing large-scale projects but also pays attention to the sustainable use of resources that aligns with DIC Group's sustainability standards and development strategies.

Environmental
GRI 302
ENERGY

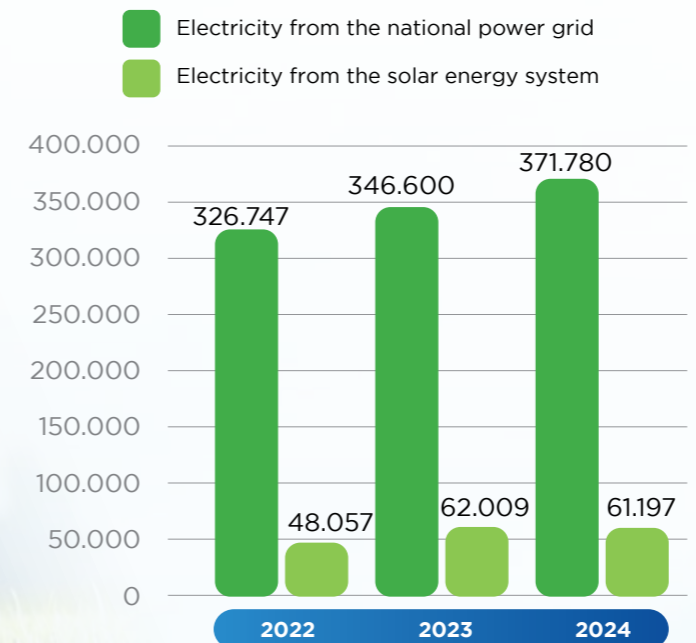
Energy is a core factor in the operation of business activities at the headquarters of DIC Group. Efficient energy use not only helps optimize costs but also contributes to reducing negative impacts on the environment. Recognizing this, DIC Group has actively implemented and applied solutions to optimize energy consumption:

- Use energy-saving and efficient by replacing low-lighting efficiency bulbs, high electric consumption (incandescent, neon, ...) with high-lighting efficiency bulbs but consuming less electricity (LED...);
- Use renewable energy: installing a solar power system on the roof;
- Use BIM as a tool to help reduce greenhouse gas emissions through optimizing design, construction, operation, and reuse of materials. When combined with green technologies like AI, IoT, renewable energy, BIM will play an important role in realizing green buildings and sustainable development;

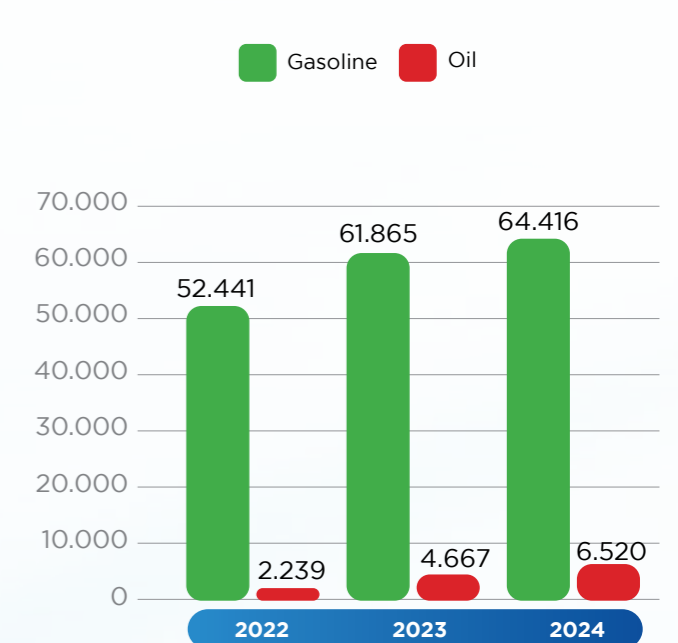
- Use non-baked bricks, lightweight bricks, Eblock bricks to reduce greenhouse gas emissions;
- Plan green parks and plant more trees on the roads in the project to reduce CO₂ gas;
- Utilize natural light by pulling up curtains high in the morning, use a motion sensor lighting system in sanitary areas and public areas to optimize electricity consumption;
- Open the cooling system after 7:30 to take advantage of the cool morning air, turn off the cooling system 10 minutes before the end of work;
- Pay attention to the maintenance, repair of cooling equipment, air conditioning to reduce leakage rate;
- Use reusable water bottles (glass, stainless steel, ceramic ...) instead of bottled water for one-time use, say no to plastic waste;
- Implement the construction of the project according to the green standard EDGE.

Total energy consumption of DIC Group at the head office building for the period 2022 - 2024

Total electricity consumption at the headquarters of DIC Group (Kwh)



Consumption of gasoline, oil at the headquarters of DIC Group (Liters)





WATER AND EFFLUENTS

Water is an essential resource in the business operations of DIC Group. Managing and using water resources sustainably helps DIC Group optimize costs and contributes to environmental protection, ensuring long-term development. DIC Group commits to implementing solutions to improve water use efficiency, strictly supervising the water supply

process, and investing in wastewater treatment systems that meet standards.

At the main headquarters building, DIC Group uses and operates a water-saving sanitation equipment system and clean water for DIC Group's business operations is provided by the provincial water supply system.

	Unit	2022	2023	2024
The total water usage at the headquarters of DIC Group	m ³	2,767	2,854	2,772

Meanwhile, at the Dai Phuoc Eco-tourism urban area project in Dong Nai province, DIC Group has built and operated a water supply station using legally exploited groundwater (which has been granted a license for extraction and use of groundwater),

ensuring the stable and standard water supply for the entire project. During operation, the water supply station is regularly monitored, water quality indicators are monitored, sampled, and regularly reported to state agencies. Total groundwater extraction volume at the water supply station

	Unit	2022	2023	2024
Total groundwater extraction volume	m ³	237,762	205,931	237,462

In addition to managing input water sources, DIC Group also invests in wastewater treatment systems at the Dai Phuoc Eco-tourism urban area project and the Hiep Phuoc Residential Area in Dong Nai province, ensuring that all wastewater is treated to standard before being discharged into the environment. The operation process of this Wastewater Treatment Station includes settling, biological filtration, and disinfection stages. DIC Group conducts wastewater monitoring and reports every three months according to the National Standard on Domestic Wastewater (QCVN 14:2008/BTNMT). At the same time, equip necessary tools and devices, maintain and timely

replace damaged devices to respond, remediate when incidents occur. All wastewater after being treated by the Wastewater Treatment Station to the standard, is discharged into a licensed receiving water source

In addition, the water from business operations at DIC Group's headquarters is passed through a sedimentation tank after use, then pumped into the city of Vung Tau's common drainage system. The amount of wastewater discharged into the environment has been properly treated equivalent to the amount of incoming water (DIC Group fully complies with all tax and wastewater service fees as prescribed by state agencies).



BIODIVERSITY

DIC Group recognizes the importance of biodiversity in sustainable development and commits to minimizing impacts on ecosystems during project development. DIC Group implements and maintains actions to protect biodiversity at its investment projects:

- Conducting environmental assessments before deploying projects; prepare periodic environmental reports;
- Retaining natural vegetation, wetland areas and building environment-friendly drainage systems;
- All DIC Group's projects are designed with park areas planted with many trees in order to increase the total green area;

- The youth union of DIC Group plant more trees and clean, dredge the wetland areas in the project premises of Chí Linh Center project;
- Planting many green trees in the premises of the headquarters building and encouraging staff to have at least one green plant on the work desk and in each department contributes to landscaping at the workplace.

Through these efforts, DIC Group aims to harmonize sustainable economic development and biodiversity conservation.





EMISSIONS

In its business operations at the headquarters, DIC Group implements supervision and optimization of energy consumption in the building. Some measures that DIC Group has applied and maintained to save energy include: using LED light bulbs in the workspace, motion sensor light systems in the restroom and hallway areas, planting many green trees in the building premises and in the workspace,

installing solar energy systems, etc. Furthermore, DIC Group also emphasizes on regular maintenance, cleaning, and servicing of various machinery and cooling systems in order to reduce energy leakage.

The amount of CO₂ that DIC Group has been able to offset by installing and using the solar energy system is:

Category	Unit	2022	2023	2024
Electricity consumption from the National Electricity Grid	Kwh	326,747	346,600	371,780
Gasoline consumption	Liters	52,441	61,865	64,416
Oil consumption	Liters	2,239	4,667	6,520
CO₂ emission mass (from non-renewable energy sources)	tCO ₂	353.5	396.1	424.4
Electricity from solar energy systems	Kwh	48,057	62,009	61,197
Compensated CO₂ mass (from renewable energy sources)	tCO ₂	48.2	62.7	61.0
CO₂ compensation rate	%	13.6	15.8	14.4

In addition, DIC Group's headquarters building has achieved the Green Building Certificate (EDGE) from the International Finance Corporation (IFC), reducing a significant amount of greenhouse gas emissions - 337.44 tCO₂/year, compared with buildings of the same scale and functional operations.

(Source: <https://app.edgebuildings.com/project-studies/v%C4%83n-ph%C3%B2ng-dic-corp>)



EFFLUENTS AND WASTE

Managing waste effectively is not just a legal obligation but also a core element in DIC Group's sustainable development strategy. From business operations and project execution, many types of waste are generated, including domestic waste, hazardous waste, etc. Therefore, controlling, sorting and properly treating different types of waste is a top priority to minimize negative impact on the environment.

DIC Group's goal is not only to comply with environmental laws but also to build a green, sustainable working environment. In 2024, DIC Group will continue to carry out the following activities:

- Fully fulfilling tax and fee obligations related to the environment;
- In the headquarters building and the offices of the project management Dept. (not in the headquarters), contracts are in place with legally licensed units to collect, transport, and treat domestic waste, hazardous waste according to regulations;
- Encourage employees to limit the use of single-use plastic bottles/cups/straws, to use personal water bottles/cups. In addition, DIC Group has arranged hot/cold drinking water facilities in common areas, convenient for employees

• Currently, DIC Group is still researching the possibility of investing in clean energy fields such as offshore wind power, solar energy, energy from waste treatment, etc.

And carrying out activities:

- Organize the program "Collect recyclable waste and used batteries to exchange gifts". The program is carried out within DIC Group headquarters, attracting all employees to participate to raise awareness about waste sorting at the source, limiting hazardous waste (used batteries) from being improperly handled, harming the environment. All gifts are recycled products made by disabled staff (recycled glass, recycled notebook, minibook recycled bag) to increase the significance of the program;
- Implement the program "Collect old 2024 desk calendars". Old calendars will be collected and recycled by the non-profit project Recycle into valuable products such as red envelope bags, paper paintings, or fund scholarship "Green Talent Nursery".

Through these actions, DIC Group has made a clear commitment to minimize negative impact on the environment, build a green and sustainable business ecosystem with the message "Green step by step - Sustainable day by day".



Environmental

GRI
308

SUPPLIER ENVIRONMENTAL ASSESSMENT

DIC Group has conducted environmental impact monitoring and management for suppliers through environmental provisions clearly stated in construction contracts. Suppliers comply with periodic reporting with the following criteria:

- Compliance with environmental regulations in construction activities;
- Measures to ensure the environment for workers on site and protecting the surrounding environment, including dust control, noise reduction, waste treatment, and site clearance;
- Exploitation and use of natural resources, raw materials, fuel, energy, reducing greenhouse gas emissions, responding to climate change, promoting the circular economy;
- Waste management, pollution control, prevention and response to environmental incidents;
- Environmental management, propaganda to raise awareness for workers.

DIC Group commits to continue implementing strict measures to build a sustainable supply chain, contributing to reducing negative impacts on the environment in the real estate industry:

- Maintain a 100% ratio of contracts with environmental terms for supply chains;
- Expanding the environmental training program for suppliers, especially in the field of construction;
- Regularly conduct environmental reports at projects sent to regulatory agencies and Investors (DIC Group).



SOCIAL DEVELOPMENT EFFECTIVENESS

BALANCING SOCIAL BENEFITS
FUELS OUR MARATHON.

PART VI



Social
GRI 401

EMPLOYMENT

In recent years, with various projects stretching from North to South of Vietnam, DIC Group and Subsidiaries/Affiliated companies have created jobs for nearly 2,000 employees with stable income:

- In 2024, the parent company recruited 18 new employees.
- Starting from July 2024, DIC Group implemented a payroll increase for employees according

The parent company recruited

18 new employees

The average income in 2024 increased

12%

The total number of employees on maternity leave

04 female

4.71% of the total female workforce

04 male

2.03% of the total male workforce

to regulations and internal rules. As a result, the average income in 2024 increased by 12% compared to 2023.

- DIC Group strictly complies with labor policies according to the law, ensuring full benefits for employees, including social insurance, health insurance, maternity benefits, and other benefits according to current labor law.
- Regarding maternity benefits,
 - ◆ In 2024, the total number of employees on maternity leave at DIC Group was 08 people, including: 04 female (accounting for 4.71% of the total female workforce of the company), 04 male took leave due to their wives giving birth (accounting for 2.03% of the total male workforce of the company).
 - ◆ In 2024, there were 04 male employees who returned to work after their wives gave birth; the remaining 04 female employees have not returned to work as they are still on maternity leave.
 - ◆ The social insurance benefits also include: postnatal rest; sick leave; one-time allowance for male employees when their wives give birth (if their wives do not participate in social insurance).

Social
GRI 402

MANAGEMENT RELATIONS

In 2024, despite facing many economic challenges, DIC Group remains steadfast in maintaining and enhancing labor-management relations, ensuring rights and benefits for employees. Through practical programs and activities, DIC Group not only promotes a safe and healthy work environment but also pays attention to the welfare and cohesion of human resources.

- Sustaining the operation of the Trade Union, updating and adjusting appropriately each year to protect employees' rights;
- Updating and adjusting the collective labor agreement, applicable to all employees who have contracts and receive salaries at DIC Group, including personnel in probationary periods, in order to ensure fair and competitive welfare and benefits.

Social
GRI 403

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety are always one of the top priorities in the operations of DIC Group. DIC Group commits to constructing a safe, healthy working environment, heading towards sustainable development and community responsibility.

- Coordinating with the Fire Police & Civil Defense Department to organize fire rescue and disaster relief mock-up exercises at Gateway Vung Tau apartment complex.
- Issuing rules, procedures, and safety measures in labor, occupational sanitation, specified in Chapter IV - Labor Regulations of DIC Group.
- Currently, DIC Group is operating 01 Water Supply Station (Dai Phuoc Eco-tourism urban area - Dong Nai province) and 02 Wastewater Treatment Stations (Hiep Phuoc residential area and Dai Phuoc ecological tourist urban area - Dong Nai

province). The operation of these stations requires exposure to toxic chemicals and a working environment with hazardous and strenuous characteristics. To ensure occupational safety and health, DIC Group has established a clear task assignment table, helping workers perform their tasks safely and efficiently;

- DIC Group also fully equips personal protective equipment and labor protection costumes (coats, hats, protective shoes) for staff working at construction sites or areas exposed to toxic chemicals (such as the Wastewater Treatment Station), strictly following the standards of Circular 04-LB/TT of the Ministry of Labor - Invalids and Social Affairs. These measures not only ensure a safe working environment but also contribute to enhancing labor productivity and social responsibility of DIC Group



Social
GRI 404

TRAINING AND EDUCATION

Implementing on-site training for newly recruited staff and probationers, while also organizing professional development training programs for the successor staff.

DIC Group has sent employees to join 12 vocational training courses, with a total of 386 participants.

Total training hours for employees is 4,936 hours per year, the average training hours per year per employee is 12.79 hours per person per year, increasing the total training hours by about 60% compared to 2023.

Đào tạo bồi dưỡng nghiệp vụ

12 khóa **386** lượt tham gia

Tổng số giờ đào tạo cho nhân viên

4.936 giờ/năm

Số giờ đào tạo trung bình

12,79 giờ/người/năm
tăng **60%** so với năm 2023

List of training programs of DIC Group in 2024 includes:

- Improving application capabilities of BIM technology (Building Information Model) in construction planning management;
- Course on “Refresher and Updating Knowledge, Professional Skills in Tendering”;
- Course on “Skills in Preparing Bidding Documents, Evaluating Bidding Documents, Appraisals in Bidding (Detailed Guide to Goods Purchasing Field)”;
- Course on “Skills in Preparing Bidding Documents, Evaluating Bidding Documents, Appraisals in Bidding (Detailed Guidelines for the Construction and Installation Field)”;
- Intensive training course on Company Secretary (CSMP);
- Class “Enhancing the capacity for design evaluation after basic design” and “Upgrading the capacity of construction cost estimates”;
- Course on “Construction Pricing Skills”;
- Political theory refresher course in 2024;
- Vietnam Global Brand Conference 2024;
- Workshop on “Introducing Documents, Technical Regulations and Environmental Protection Solutions, Responding to Climate Change in the Construction Industry in 2024”;
- Lawyer training course;
- Learning about ESG knowledge.

Social
GRI 405

DIVERSITY AND EQUAL OPPORTUNITY

Currently, the BOD of DIC Group has 01 female Vice Chairman of the BOD, the number of female managers at DIC Group as of December 31,2024 is 20 members, accounting for 28.57% of the total number of managers.

Total number of female employees belonging to DIC Group is 85/282, accounting for about 30,14% of the total number of employees of DIC Group.

The number of female managers at DIC Group

20 members | accounting for **28,57%**

Total number of female employees

85/282 accounting for **30,14%**

Despite the disparity in numbers between males and females, DIC Group always creates maximum conditions for female employees to have a fair environment, develop personal capabilities and advance in their careers.

All employees have equal opportunities, regardless of gender. Therefore, salary and bonus policies are based on the evaluation of year-end work results, ensuring transparency and fairness.

Periodically organizing health checks, especially specialized screening for female employees, ensuring comprehensive health care.

Regularly organizing commemorative programs for International Women’s Day (8/3); Vietnam Women’s Day (20/10) to create meaningful activities for female employees at DIC Group.

Social
GRI 406

NON-DISCRIMINATION

DIC Group is always committed to implementing fair policies for all employees, ensuring equal opportunities for everyone based on the principle of fair work and mutual respect. In DIC Group’s Culture Handbook, the spirit of fairness and non-discrimination is emphasized, ensuring there is no discrimination among individuals

within DIC Group. If any discriminatory behavior occurs, employees can report directly to the Human Resources Committee or DIC Group’s Trade Union. All complaints will be addressed timely, to prevent similar situations in the future, ensuring a fair and professional working environment.



Social
GRI 407

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

On January 4, 2022, DIC Group issued a Collective Labor Agreement, signed between the representative of the employer - Mr. Nguyen Thien Tuan, former Chairman of the BOD of DIC Group, and the representative of the collective labor force - Mr. Nguyen Van Quyen, Chairman of the Trade Union of DIC Group. This agreement was built based on the regulations of the 2019 Labor Law and the 2012 Trade Union Law, and was made public transparently to ensure the rights of employees as well as the responsibilities of businesses in implementing labor policies.

On January 4, 2022, DIC Group issued a Collective Labor Agreement for the period 2022 - 2024. By January 2, 2025, DIC Group issued the new Collective Labor Agreement for the term 2025 - 2027 with contents adjusted and improved to suit the labor situation at DIC Group, aiming to consolidate a healthy labor relationship, create conditions for employees to work in a fair, stable, and sustainable development environment.

Social
GRI 408

CHILD LABOR

As of now, DIC Group does not employ workers under the age of 18, strictly adhering to the provisions of the 2019 Labor Law regarding working age and workers' rights.

Social
GRI 409

FORCED OR COMPULSORY LABOR

DIC Group commits to strictly complying with labor regulations according to the 2019 Labor Law, ensuring no use of any form of forced or compulsory labor in operations. By applying strict labor and human rights policies, particularly issuing the Regulations on Democracy at Workplace, DIC Group commits to ensuring that all employees and related parties are treated fairly and with respect. Also,

recruitment policies, labor contracts, and working conditions in DIC Group are all built on the principle of voluntariness, without any form of coercion, threat, or pressure. By implementing these commitments, DIC Group actively prevents any form of forced or compulsory labor, thereby protecting the rights and safety of the employees.

Social
GRI 411

RIGHTS OF INDIGENOUS PEOPLES

DIC Group is committed to respecting and protecting the rights of indigenous communities, in accordance with the current laws of Vietnam and international standards. DIC Group fully understands the importance of comprehensive and effective consultation with local communities before implementing project procedures.

DIC Group carries out Environmental Impact Assessments and periodic environmental reports to identify, mitigate and timely address risks that affect the interests of the local community. Implementing propaganda for employees and contractors about policies related to human rights and rules of interaction with the local community.

In 2024, DIC Group did not record any incidents violating the rights of local communities.

In the future, DIC Group continues to:

- Strengthen cooperation with relevant agencies and local leaders to ensure the interests of the community where DIC Group implements projects;
- Introduce initiatives to support socio-economic development for communities impacted by DIC Group's projects;
- Improve transparency in reporting and handling cases related to violations of local community rights (if any).



Social
GRI 413

LOCAL COMMUNITIES

DIC Group is committed to sustainable development, ensuring that real estate projects not only bring economic value but also make a positive contribution to the local community. To fulfil this commitment, DIC Group has implemented various actions:

- DIC Group has created employment opportunities for thousands of workers in localities where DIC Group has projects, making positive contributions to economic development and improving the living standards of the people;
- Always conduct an Environmental Impact Assessment (EIA) before implementing a project, ensuring measures to minimize negative impacts on the living environment of the people and the community;
- DIC Group has established a mechanism to receive feedback, ensuring that all complaints from the community are considered and addressed transparently and promptly;
- For projects that need to clear land from residential areas, DIC Group carries out fair compensation



agreements; supports resettlement according to state regulations and helps stabilize the lives of people whose land has been reclaimed (rent money, relocation allowance, rice, ...);

- All projects implemented by DIC Group are accompanied by infrastructure upgrades (roads, electricity, water systems) as well as support for the development of local health services and schools;
- In order to minimize negative impacts during project implementation, DIC Group always closely collaborates with local authorities to ensure safe, effective construction processes that are aligned with development orientations in the localities.

Despite implementing many measures to minimize the impact on the local community, some projects of DIC Group still have certain effects on the community. Therefore, DIC Group will continue to maintain and strive to improve community support activities and minimize negative impacts, contributing to building a sustainable relationship, creating a foundation for the long-term development of DIC Group and society.

Social
GRI 414

SUPPLIER SOCIAL ASSESSMENT

DIC Group prioritizes constructing a sustainable supply chain, incorporating social criteria into the terms when making contracts with suppliers with the following contents:

- Regulations on compliance and ensuring work safety;
- Regular reporting to the investor about progress, labor safety situation and fire explosion prevention;
- Transparency of licenses and safety-assured equipment;
- Possessing certificates of safety training;
- Strictly handle the cases of wrong attitudes, lack of competence or carelessness that cause harm to health and occupational safety;

- Clear accident handling procedures in terms of labor safety, in order to timely remedy and compensate for the damage caused by failure to ensure occupational safety;
- Full compliance with policies to protect labor rights;
- Ensuring a safe working environment and conditions, full welfare regime;
- Assuring that the construction and execution processes do not affect the quality of life of the surrounding community.

These terms not only help DIC Group comply with international standards of social responsibility but also contribute to building a fair, transparent, and sustainable business environment.



Social

GRI 415

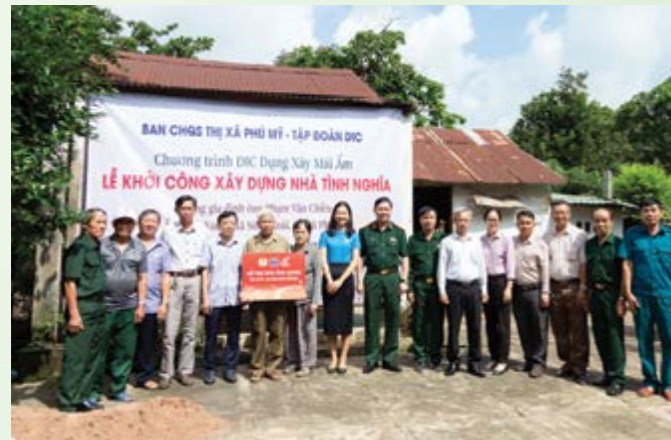
PUBLIC POLICY

In 2024, DIC Group has made efforts to carry out many community activities such as:

- Support funding for purchasing social insurance for students and disadvantaged people in Ward IV, Vi Thanh city;
- Support the funding for organizing the Vietnam Medical Achievement Award ceremony;
- Social welfare fund of Nhon Trach district, Dong Nai;
- Presenting Tet gifts for poor people in Thanh Tru commune, Quat Luu commune - Vinh Phuc;
- Support the organization of the “Border Spring - Island Tet” program - Party Committee Block;
- Support the fireworks show funding for Dong Hoi city - Quang Binh;
- Support the organization of the “Welcome Spring Giap Thin - 2024” program of Thanh Hoa city;
- Support for disadvantaged communal houses in Long Tho commune, Nhon Trach district, Dong Nai province;
- Support Tet gifts for Dai Phuoc, Phu Thanh, Hiep Phuoc, Long Tan;
- Support Hrec charity golf competition - Compete for DIC cup;
- Support the poor in Vi Thanh city;
- Support victims of storm No. 3 - Vietnam Fatherland Front Committee of Ba Ria - Vung Tau Province;

- A thousand Tet gifts - Connecting Love;
- Support Vi Thanh City People’s Committee to purchase health insurance;
- In addition, DIC Group also deploys various social welfare programs, community development activities, and sustainable activities that have long-term effects on local development, including the construction and repair of 35 houses for union members, meritorious and poor people in the locality under the theme of “DIC - Building Warm Homes”; support policy families; Support local poor people; Support fireworks during Lunar New Year; in 2024, the total amount spent on social activities is 7,035 billion VND.
- DIC Group also creates job opportunities for thousands of workers in Ba Ria - Vung Tau province and provinces with DIC Group’s projects.

DIC Group’s community policy not only demonstrates social responsibility but also contributes to promoting sustainable development in localities with DIC Group’s projects. Through practical activities such as supporting social welfare, developing infrastructure, improving people’s lives, DIC Group has created and continues to create long-term values, helping to improve the local economy, while ensuring order and social security. With a commitment to develop in parallel with the community, DIC Group continues to promote support programs and accompany the people, affirming the role of a responsible enterprise, towards sustainable development and common prosperity.



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