



**Vietnam Sunergy Joint Stock Company**

📍 Lot III, Dong Vang, Dinh Tram Industrial Park,  
Nenh Ward, Bac Ninh Province, Viet Nam  
☎ (+84) 020-43566688  
✉ (+84) 020-43566689

**Vietnam Sunergy Europe GmbH**

📍 Sebastian-Kneipp-Str.41, 60439  
Frankfurt am Main, Germany  
☎ (+49) 69 505-064-310  
✉ (+49) 69 505-064-221

**VSUN SOLAR USA INC**

📍 909 Corporate Way,  
Fremont, CA 94539  
☎ (+1) 510-5732479  
✉ (+1) 510-5781313

[www.vsun-solar.com](http://www.vsun-solar.com)  
[marketing@vsunsolar.com](mailto:marketing@vsunsolar.com)

Empowering the Future

# VSUN ESG

## Environmental, Social and Governance REPORT 2025



# CONTENTS

|                      |    |
|----------------------|----|
| About the Report     | 01 |
| Message from the CEO | 03 |
| About VSUN           | 05 |

|                                                             |           |
|-------------------------------------------------------------|-----------|
| <b>Sustainability Management</b>                            | <b>09</b> |
| Sustainability Governance                                   | 11        |
| Stakeholder Communication                                   | 13        |
| Materiality Analysis                                        | 15        |
| Progress in Actions on the UN Sustainable Development Goals | 17        |

|                                                                                      |           |
|--------------------------------------------------------------------------------------|-----------|
| <b>Environmental Chapter:<br/>Delivering Green Action for Ecological Stewardship</b> | <b>21</b> |
| Strengthening Environmental Management                                               | 23        |
| Optimizing Resource Utilization                                                      | 23        |
| Addressing Climate Change                                                            | 26        |
| Emissions and Waste Management                                                       | 28        |
| Green Operations                                                                     | 31        |

|                                                                                      |           |
|--------------------------------------------------------------------------------------|-----------|
| <b>Social Chapter:<br/>Fulfilling Social Responsibility, Delivering Shared Value</b> | <b>33</b> |
| Deepening Innovation Leadership                                                      | 35        |
| Excellent Products and Services                                                      | 36        |
| Responsible Procurement                                                              | 38        |
| Safety and Health                                                                    | 42        |
| Building a Happy Workplace                                                           | 47        |
| Public Welfare and Charity                                                           | 54        |

|                                                                                                              |           |
|--------------------------------------------------------------------------------------------------------------|-----------|
| <b>Governance Chapter:<br/>Strengthening Internal Controls to Build a Solid Foundation for Steady Growth</b> | <b>55</b> |
| Corporate Governance                                                                                         | 57        |
| Business Compliance                                                                                          | 58        |
| Information Security                                                                                         | 61        |

|                                 |           |
|---------------------------------|-----------|
| <b>Outlook</b>                  | <b>63</b> |
| <b>Appendix</b>                 | <b>65</b> |
| Key Performance Indicators      | 65        |
| Independent Assurance Statement | 71        |
| GRI Content Index               | 73        |
| Feedback                        | 81        |

## ►► About the Report

This report is the third Environmental, Social, and Governance (ESG) report published by Vietnam Sunergy Joint Stock Company. The report primarily discloses the company's management measures and performance in areas such as environmental protection, innovation and development, customer responsibility, employee responsibility, social welfare, and corporate governance. Unless otherwise stated, all currency figures in this report are expressed in USD.

### **Report Scope**

1.Reporting Period: January 1, 2025 to December 31, 2025. To enhance the report's completeness, some data may extend beyond the aforementioned period.

2.Organizational Scope: The organizational scope of this report is Vietnam Sunergy Joint Stock Company (Lot III - Dong Vang, Dinh Tram Industrial Zone, Nenh Town, Viet Yen District, Bac Giang Province, Vietnam / Bac Giang SITE). For ease of expression, the terms "VSUN," "the Company," or "We" as used in this document all refer to the subject of this report, unless otherwise specified for special circumstances.

### **Report Data**

The data cited in this report are derived from the company's official documents, statistical reports, or publicly available documents.

### **References**

The relevant standards, frameworks, principles, and requirements referenced in the preparation of this report are as follows:

- ※ In accordance with the Global Sustainability Standards Board (GSSB), GRI Standards 2021 (Compliant);
- ※ ISO 26000: Guidance on Social Responsibility (2010) by the International Organization for Standardization;
- ※ The International Financial Reporting Sustainability Disclosure Standards issued by the International Sustainability Standards Board (ISSB);
- ※ The United Nations 2030 Sustainable Development Goals (UN SDGs 2030);
- ※ The Ten Principles of the United Nations Global Compact (UNGC).

### **Report Contents**

The selection of content scope in this report follows GRI's principles of materiality, stakeholder engagement, sustainability context, and completeness, combined with the actual situation of the enterprise. It determines the specific content of industry benchmarking research through industry benchmarking, strategic development analysis, identification of key responsibility issues, and stakeholder communication.

### **Report Assurance**

The directors and the entire board of directors of the company guarantee that there are no false records, misleading statements, or material omissions in the content of this report, and they assume individual and joint liability for the authenticity, accuracy, and completeness of its content.

### **External Assurance**

The data and textual information in this report have undergone independent third-party verification by the Corporate Social Responsibility Alliance (hereinafter referred to as "CSRA"). The verification statement is provided in the appendix.

### **Report Information**

This report is published in electronic format. To obtain the electronic version of the report, please visit the company's official website ([www.vsun-solar.com](http://www.vsun-solar.com)).

### **VSUN Marketing Department**

Address: Lot III, Dong Vang, Dinh Tram Industrial Park, Nenh Town, Viet Yen District, Bac Giang Province, Viet Nam

Postal Code: 26180

Phone: +84 02043566688

Fax: +84 02043566689

Email: [marketing@vsunsolar.com](mailto:marketing@vsunsolar.com)



## ►► Message from the CEO

Dear Stakeholders,

It is my pleasure to present VSUN's 2025 ESG Report to you.

The past year has been marked by global warming and frequent extreme weather events, making the climate crisis the focal point and increasing the global demand for clean energy. Meanwhile, the photovoltaic (PV) global supply chain has experienced continuous price fluctuations, leading to a slowdown in the growth of the overall industry. Against this backdrop, as a renewable energy manufacturer and supplier, VSUN has been swiftly adjusting to mitigate the risks brought by policy volatility, accelerating the localization strategy in the United States, and exploring global markets for new development opportunities. At the same time, we continue to focus on maximizing our contribution to global carbon reduction, fulfilling corporate social responsibility, and aiding in global climate governance.

As a renowned Japanese PV brand serving the global photovoltaic market, VSUN specializes in the R&D, production, sales, and service of solar modules and solar terminal applications, focusing on continuously generating new growth drivers through scientific and technological innovation in product R&D and production processes. VSUN consistently upholds a customer-centric philosophy, steadily advancing its vertically integrated industrial chain layout to provide global customers with sustainable clean energy solutions. In its daily operations, the company constantly seeks to build a symbiotic and win-win ecosystem with its clients, consistently delivering high-quality products that are reliable, safe, and healthy. Centered on customer needs, VSUN offers a comprehensive range of solutions covering product supply, system integration, warehousing and logistics, and project financing to meet diverse requirements. Integrating Japanese quality management standards, its production bases are equipped with industry-leading automation equipment and the company implements strict supplier assessment and quality management systems to ensure product quality and reliability.

As a global Tier 1 PV module manufacturer, VSUN attaches great importance to environmental protection, firmly upholding the development philosophy of "innovation, green, and openness." It places energy conservation, emission reduction, and environmental protection at a strategic level crucial to the company's survival and development, unswervingly following the path of green development to build an industrial system featuring green, low-carbon, and circular growth. For many years, VSUN has been deeply committed to ESG development, consistently participating in CDP carbon disclosure and GHG verification. Through the disclosure of carbon footprints, VSUN drives proactive action in its own supply chain development and supplier engagement in climate change initiatives. In 2025, VSUN continued its membership in the United Nations Global Compact and was awarded a Silver Medal in the EcoVadis global corporate social responsibility assessment. VSUN continues to work tirelessly on the path of energy conservation and emission reduction, steadfastly implementing a low-carbon sustainable development strategy.

Talent is fundamental to corporate development. At a critical stage of the company's global industrial chain layout, VSUN firmly believes that talent is a key element in driving the company to achieve rapid development. VSUN regards talent cultivation as the driving force for corporate growth, ensuring that employees genuinely feel cared by the company. The company organizes labor union activities on a long-term basis and extensively adopts employee suggestions and opinions. Meanwhile, by adhering to a combination of external training and internal training, it refines its training management system, continuously strengthens internal development, and provides a career development platform for every VSUN employee. As a company integrating diverse cultures, VSUN respects the cultural differences and diversity of its employees. On this basis, it constantly improves and fosters a diverse and inclusive working environment, striving to cultivate a sense of honor and belonging among the workforce and truly creating happiness for employees.

VSUN actively undertakes corporate social responsibility. While achieving its own development, the company dedicates itself to social responsibility practices. VSUN deeply understands that "Lighting the future with solar energy" is not limited to self-development, but rather means giving back to society, being grateful to society, and letting light illuminate the world; "Co-creating the Future" is not merely confined to the future of the industry, but signifies embracing diversity and common prosperity. Over the past year, VSUN has supported medical teams in conducting mobile medical relief surgeries in multiple locations across Vietnam. Furthermore, VSUN actively participates in social welfare and charitable activities, continuing to serve and give back to society in public welfare fields such as environmental protection and social relief through activities like donating supplies and organizing volunteer teams.

In the future, against the backdrop of global energy transition, VSUN will continue to strengthen technological R&D and innovation, enhance brand value and the competitiveness of its products and services, seize opportunities, meet challenges, and maintain a robust financial position. The company aims to accelerate the early realization of global carbon reduction goals and build a greener, lower-carbon, and more sustainable planet. Let us move forward hand in hand to co-create the future.

*Hiroyuki Ogata*

CEO of Vietnam Sunergy Joint Stock Company

## ►► About VSUN

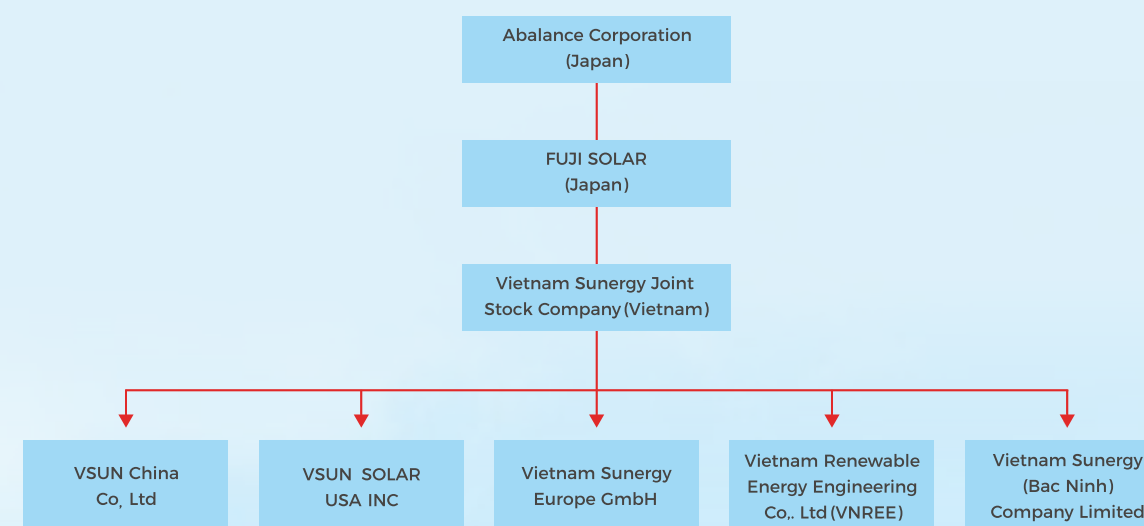
### Company Profile

Vietnam Sunergy Joint Stock Company was established in 2015 and is located in Bac Giang Province, Vietnam. As a photovoltaic product manufacturer and photovoltaic system solution provider, the company specializes in the R&D, production, sales, services, and downstream applications of solar photovoltaic modules. VSUN is a Japanese solar solution service provider, supplying high-quality and highly reliable photovoltaic products globally. VSUN has established branches across North America, Europe, and Asia. Leveraging its global presence, the company meets the diverse needs of customers worldwide.

VSUN is committed to pursuing excellence, supported by a mature and comprehensive Japanese quality management system and industry-leading automated production lines. The company is committed to continuous R&D and provides efficient and reliable photovoltaic products and services to customers worldwide. With outstanding quality and service, VSUN has become a preferred partner for customers in a highly competitive market.

Environmental sustainability is a core corporate value. VSUN actively participates in carbon disclosure initiatives and was awarded the EcoVadis Silver Medal for its practices in the field of corporate social responsibility. We persist in continuous innovation to provide stable and reliable solar solutions, dedicated to co-creating a sustainable future and empowering communities and enterprises worldwide.

### Equity Structure



## Corporate Culture

### Vision

Provide the world with green and clean energy

### Mission

Create value for customers, happiness for employees and benefits for shareholders

### Values

Innovation, Responsibility, Integrity, Efficiency



Model Unit for Safety,  
Security & Public Order



Advanced Unit for Fire Protection  
and Emergency Rescue



Outstanding Enterprise Award

## Corporate Honors

- 2025 Certificate of Recognition: Safety, Security & Public Order (Bac Ninh Provincial People's Committee, Vietnam)
- Honored with the "2025 Outstanding Enterprise of Bac Ninh Province, Vietnam" award
- Maintained BNEF Tier 1 listing throughout 2025
- PV-Tech Ratings: Q1: B / Q2: CCC / Q3: CCC+ / Q4: CCC+
- Rated Grade A by Wood Mackenzie
- Named a PVEL 2025 Top Performer
- Awarded the RETC 2025 Overall Best Performance Award
- Awarded the EcoVadis Sustainability Rating Silver Medal
- CDP Environmental Disclosure: Climate Change B Rating / Water Security B Rating

**VSUN**  
Innovative & Smart



Kiwa PVEL's 2025 PV Module  
Reliability Scorecard



Overall Highest Achievers



Silver Medal EcoVadis 2025

## External Associations



Solar Energy Business Association of  
New England (Member)



SEIA  
(Member)



PV CYCLE  
(Member)



United Nations Global Compact  
(Member)

## ►► Sustainability Management

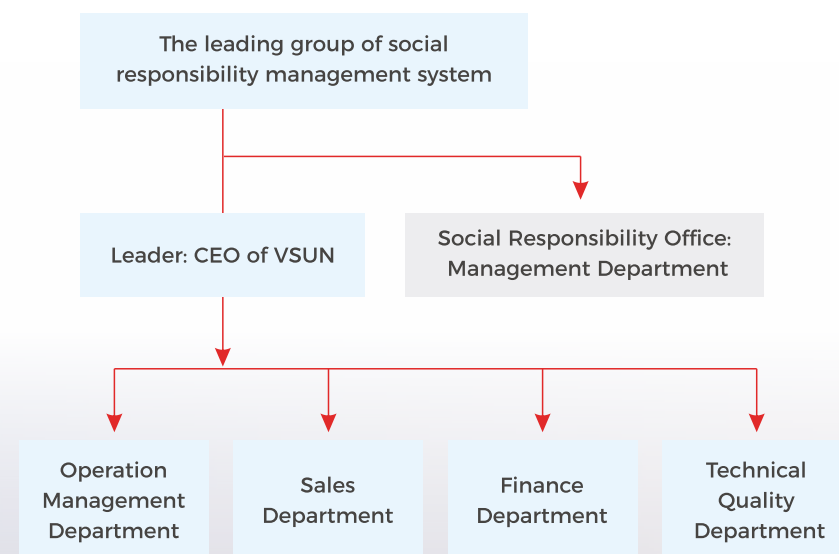
VSUN has established a sustainable development management framework underpinned by clear and transparent ESG policies, ensuring the effective implementation of ESG initiatives through defined execution paths and mechanisms. The company integrates ESG principles into its business strategy, embedding them into daily business operations and long-term development planning. Always aiming to promote a green and sustainable society, VSUN creates and shares sustainable development value, delivering long-term and positive impacts for all stakeholders.



## Sustainability Governance

### Governance Structure

In accordance with international and domestic trends in social responsibility development, the company identifies and assesses key risks and opportunities, reviews business development strategies, relevant laws and regulations, as well as the expectations and needs of stakeholders (including local Vietnamese communities, customers, employees, etc.). Aiming to maximize economic, environmental, and social benefits and enhance corporate performance, the company has formulated sustainable development strategies and implementation paths suited to its own development, and simultaneously established a sustainable development governance structure covering the decision-making, management, and execution levels.



### Internal Practices

The company is committed to upholding the United Nations' Ten Principles regarding human rights, labor, the environment, and anti-corruption, advancing the implementation of these practices through multi-dimensional actions. Internally, the company leverages OA platforms and bulletin boards to promote social responsibility concepts in a targeted manner. It organizes social responsibility training and special seminars for management to define improvement measures and development plans, thereby strengthening internal target management and collaboration. In 2025, the company completed the internal audit of social responsibility management as planned. All departments and workshops also conducted two thematic training sessions on schedule, achieving full coverage of social responsibility policy learning for all employees. The company has established a Sustainable Development column on its official website to publish relevant progress reports. Furthermore, utilizing both internal and external publicity platforms, it has publicly released its commitment to complying with the United Nations' Ten Principles, continuously advancing the implementation of social and sustainable development goals.

100 %

Employee social responsibility training coverage rate

2

Social responsibility training sessions conducted

100 %

Proportion of workplaces conducting internal social responsibility audits



►► Screenshot of the United Nations Global Compact website membership



►► Conducting social responsibility training



## Stakeholder Engagement

The company places great emphasis on communication and collaboration with various stakeholders and actively establishes efficient and transparent multi-channel communication mechanisms. By extensively collecting opinions and concerns from all parties and promptly communicating the latest developments in the company's growth and social responsibility practices, the company accurately identifies stakeholders' key concerns and expectations regarding corporate operations and sustainable development. In response to the collected needs, the company responds rapidly and handles them properly, building trust through two-way communication and striving to establish long-term and stable cooperative relationships with all stakeholders.

| Stakeholder                                                                                                          | Stakeholder Expectations                                                                                                                                                     | Communication Methods                                                                                                                                                        |
|----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div></div> <div>Shareholders</div> | <div>&gt; Compliance management</div> <div>&gt; Stable returns</div> <div>&gt; Corporate governance</div>                                                                    | <div>&gt; Shareholder meetings</div> <div>&gt; Regular reporting</div>                                                                                                       |
| <div></div> <div>Government</div>  | <div>&gt; Compliance management</div> <div>&gt; Tax compliance</div> <div>&gt; Environmental protection &amp; occupational safety</div>                                      | <div>&gt; Working meetings</div> <div>&gt; Regular reporting</div> <div>&gt; Inspections</div>                                                                               |
| <div></div> <div>Customers</div>  | <div>&gt; Product quality assurance</div> <div>&gt; R&amp;D innovation</div> <div>&gt; Quality customer service</div> <div>&gt; Industrial collaboration</div>               | <div>&gt; Customer satisfaction surveys</div> <div>&gt; Customer audits</div> <div>&gt; Customer communication meetings</div> <div>&gt; Industry exhibitions</div>           |
| <div></div> <div>Suppliers</div>  | <div>&gt; Fair procurement</div> <div>&gt; Integrity and trustworthiness</div> <div>&gt; Mutual development</div>                                                            | <div>&gt; Supplier conferences</div> <div>&gt; Supplier audits</div> <div>&gt; Complaint hotline/email</div>                                                                 |
| <div></div> <div>Employees</div>  | <div>&gt; Compensation &amp; benefits</div> <div>&gt; Occupational health &amp; safety</div> <div>&gt; Training &amp; career development</div> <div>&gt; Employee care</div> | <div>&gt; Employee satisfaction surveys</div> <div>&gt; Employee forums</div> <div>&gt; Employee reception days</div> <div>&gt; Complaint hotline/email/suggestion box</div> |
| <div></div> <div>Community</div>  | <div>&gt; Community development</div> <div>&gt; Charitable activities</div> <div>&gt; Environmental protection</div>                                                         | <div>&gt; Community activities</div> <div>&gt; Employee volunteer programs</div>                                                                                             |

Cases

►► Stakeholder Visits to VSUN



►► June 2025 – Visit and inspection by the Fire Police of Bac Giang Province



►► July 2025 - On-site visit by Indian clients



►► August 2025 – Visit and inspection by the Department of Natural Resources and Environment



# Materiality Analysis

To precisely identify and respond to the concerns of various stakeholders regarding the company's sustainable development practices, the company regularly conducts ESG topic materiality assessments. In 2025, the company promoted the identification and analysis of ESG material topics through means such as policy analysis and extensive surveys of internal and external stakeholders. We followed a management process of “Context Analysis   Establishing the Topic List   Materiality Assessment and Confirmation   Disclosure of Materiality Information.” Based on the two dimensions of financial materiality (impact on corporate operations) and impact materiality (impact on stakeholders, the environment, and society), we comprehensively assessed the priority of topics, providing a solid basis for the orderly advancement of the company's ESG management work and the disclosure of relevant information.

## Assessment Process

Identification of Potential Topics

▶ Keeping close track of national macro-policy requirements, deeply researching laws and regulations, and benchmarking against industrial policies in the photovoltaic industry to identify the impacts of the company's operations on the economy, environment, and society, as well as potential material topics for the company's assessment and decision-making by stakeholders.

▶ Comprehensively referencing standards such as GRI Standards and the UN Sustainable Development Goals (SDGs) to grasp the latest standards for sustainable development topic management and information disclosure requirements.

Establishing the Topic List

▶ Combining the company's actual situation with communication with internal and external stakeholders to preliminarily identify and screen relevant ESG topics, and analyzing the actual and potential impacts, risks, and opportunities related to ESG topics.

Analysis of Topic Materiality

▶ Combining the company's actual situation with communication with internal and external stakeholders to preliminarily identify and screen relevant ESG topics, and analyzing the actual and potential impacts, risks, and opportunities related to ESG topics.

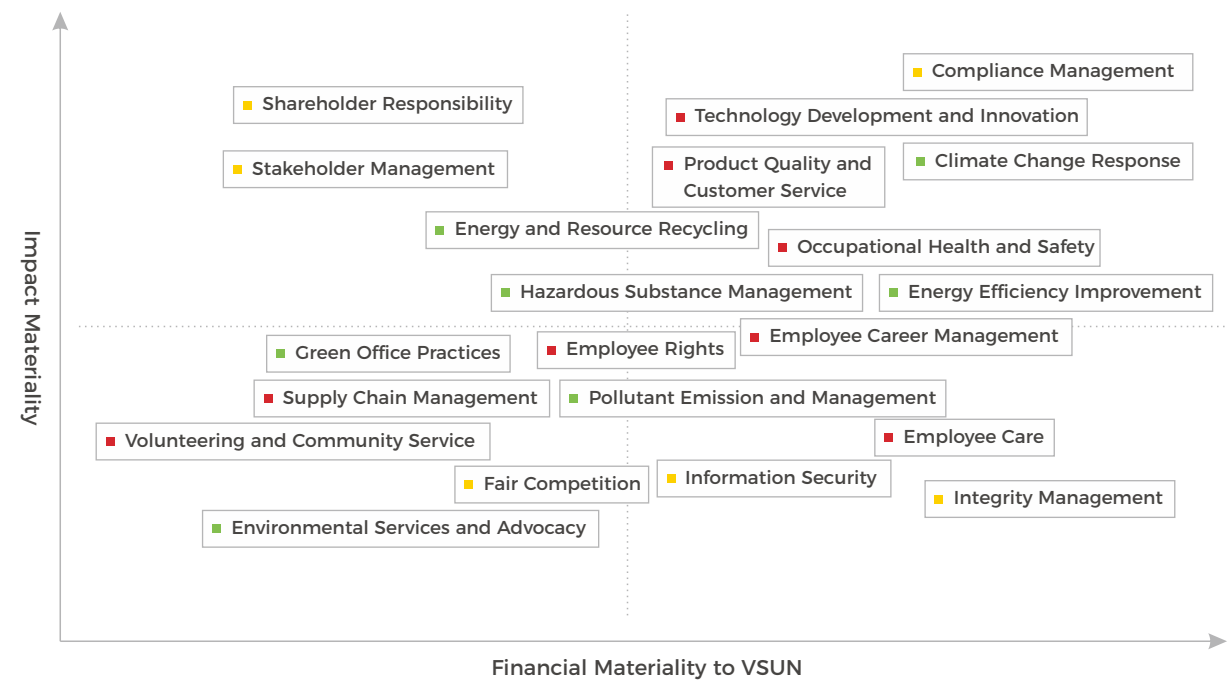
Review and Confirmation of Topics

▶ Management reviews and confirms the materiality analysis of identified topics. The report truthfully reflects the company's performance on relevant topics and provides focused responses and disclosures.

▶ Inviting various stakeholders to provide feedback.

## Materiality Matrix

Materiality analysis helps us identify areas for improvement and enhance our social responsibility management level. We incorporate all major topics into a topic matrix, reflecting stakeholder concern and impact on VSUN respectively, and then conduct a comprehensive evaluation to determine the priority of ESG management work.



| Environmental                       | Social                                | Governance                 |
|-------------------------------------|---------------------------------------|----------------------------|
| Energy and Resource Recycling       | Employee Rights                       | Shareholder Responsibility |
| Climate Change Response             | Occupational Health and Safety        | Compliance Management      |
| Energy Efficiency Improvement       | Employee Care                         | Integrity Management       |
| Pollutant Emission and Management   | Employee Career Management            | Fair Competition           |
| Hazardous Substance Management      | Technology Development and Innovation | Information Security       |
| Green Office Practices              | Product Quality and Customer Service  | Stakeholder Management     |
| Environmental Services and Advocacy | Supply Chain Management               |                            |
|                                     | Volunteering and Community Service    |                            |

## Progress in Actions on the UN Sustainable Development Goals

The company has incorporated the United Nations Sustainable Development Goals (UN SDGs) into its strategic planning and daily business processes. It systematically identifies the UN SDGs closely associated with the company's business and value chain (such as photovoltaic production, supply chain management, and local community interaction) and takes targeted measures to advance corresponding actions, promoting the deep integration of sustainable development practices with international standards.

| UN SDGs                                                                                                                        | Our Actions                                                                                                                                                                                                                                                                                                                        |
|--------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>SDG1<br/>No Poverty</p>                   | Implement targeted assistance and distribution of educational supplies for impoverished communities in Vietnam, and actively engage in charitable donations; launch special donation campaigns during typhoons and floods to support disaster area reconstruction.                                                                 |
|  <p>SDG3<br/>Good Health and Well-being</p> | Strengthen the prevention and control of occupational diseases, strictly implement a regular employee health check-up system in accordance with Vietnam's Law on Occupational Health and Safety, and strive to create a safe and healthy working environment to effectively safeguard the physical and mental health of employees. |
|  <p>SDG4<br/>Quality Education</p>          | Conduct skills training and career planning courses, and improve employee promotion pathways; distribute supplies to schools in impoverished areas to support the learning dreams of children in those regions.                                                                                                                    |
|  <p>SDG5<br/>Gender Equality</p>            | Protect the rights and interests of female employees, adhere to gender equality and equal pay for equal work, and regularly carry out women's health care activities.                                                                                                                                                              |

| UN SDGs                                                                                                                                        | Our Actions                                                                                                                                                                                                                                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>SDG6<br/>Clean Water and Sanitation</p>                 | Strengthen water resource management; regularly test the quality of drinking water for employees, and improve sanitary facilities in workshops and dormitories.                                                                                                                                       |
|  <p>SDG7<br/>Affordable and Clean Energy</p>               | Strengthen the development and application of high-efficiency photovoltaic module technology to facilitate the popularization of clean energy.                                                                                                                                                        |
|  <p>SDG8<br/>Decent Work and Economic Growth</p>          | Safeguard employees' rights in accordance with Vietnam's Labour Code and optimize the remuneration system. Provide career development paths and training opportunities. Care for employees by offering a wide range of benefits, and extend support such as festive condolences to staff in hardship. |
|  <p>SDG9<br/>Industry, Innovation, and Infrastructure</p> | Strengthen technological R&D and the construction of innovation platforms, and upgrade production infrastructure to enhance intelligent manufacturing.                                                                                                                                                |

## UN SDGs

## Our Actions



SDG10  
Reduced Inequalities

Conduct public welfare donations and volunteer activities.



SDG11  
Sustainable Cities  
and Communities

Focus on core business, and further develop our core photovoltaic operations.



SDG12  
Responsible  
Consumption  
and Production

Advance the R&D of green technologies in the photovoltaic production process; implement green procurement (prioritizing local Vietnamese suppliers with environmental certification, all else being equal) and promote green and low-carbon concepts throughout the supply chain.



SDG13  
Climate Action

Set annual energy-saving goals, improve energy utilization efficiency, promote energy conservation and emission reduction technologies, and select new types of environmentally friendly equipment.

## UN SDGs

## Our Actions



SDG14  
Life Below Water

Ensure that treated industrial wastewater meets Vietnam's Industrial Wastewater Discharge Standards to avoid polluting surrounding rivers.



SDG15  
Life on Land

Strictly control pollutant emissions during production, and conduct monthly monitoring of exhaust gas, wastewater, and noise, as well as quarterly checks on solid waste disposal in accordance with Vietnamese regulations.



SDG16  
Peace, Justice, and  
Strong Institutions

Eradicate child labor and forced labor; adopt a zero-tolerance policy towards corruption, fraud, and malpractice, establish corruption reporting channels, and strictly pursue accountability for fraudulent acts.



SDG17  
Partnerships for  
the Goals

Actively collaborate with the government, industry partners, and scientific research institutions to achieve mutually beneficial cooperation.

# Environmental Chapter:

## Delivering Green Action for Ecological Stewardship

VSUN consistently upholds the philosophy of sustainable development and promotes green practices. We place energy conservation, emission reduction, and environmental protection at a strategic level concerning the survival and development of the enterprise, and are dedicated to providing greener, cleaner, and more efficient renewable energy solutions.



## Strengthening Environmental Management

The company continuously strengthens the foundational management of environmental protection. We optimize and revise environmental management regulations, routinely advance daily environmental inspections, and supervise the rectification of identified issues item by item, forming a closed-loop management mechanism of “inspection - rectification - verification.” Regular environmental meetings are held to convey management requirements in a timely manner and report on work progress, effectively enhancing the responsibility awareness and professional capabilities of environmental management personnel at all levels. The company strictly abides by the environmental impact assessment system for construction projects, ensuring that the entire project process meets the requirements of the EIA report and approval; systematically reviews and identifies the latest environmental laws and regulations annually to implement environmental compliance assessments and continuously optimize environmental management performance; and engages third-party agencies to carry out various types of environmental monitoring, strengthening the control of pollution source emissions to ensure compliant discharge throughout the entire process.

During the reporting period, the company maintained the validity of the ISO 14001 Environmental Management System certification; achieved 100% coverage of workplaces undergoing environmental risk assessment, realizing full coverage of risk prevention and control; and ensured all employees participated in environmental-themed training, effectively promoting the deep integration of environmental concepts.

100 %

Percentage of employees who received environmental-themed training out of total employees

100 %

Percentage of workplaces that underwent environmental risk assessment out of all workplaces

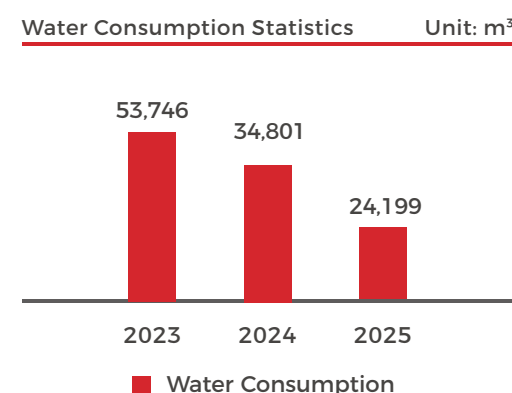
100 %

Percentage of workplaces that passed the ISO 14001 Environmental Management System certification audit out of all workplaces

## Optimizing Resource Utilization

### Water Resources

Based on the actual water demand of production and operations, the company implements rigorous water resource management, aiming to substantially enhance water utilization efficiency. By strengthening water conservation planning, we clearly define water usage standards for various processes, including production and domestic use. We actively promote cooling water recirculation technology to reduce freshwater consumption and effectively increase the water recycling rate. Meanwhile, we intensify water conservation publicity and education efforts, such as displaying promotional slogans, to continuously enhance employees' awareness of water conservation. During the reporting period, the total volume of cooling water recycled and reused by the company was 3,600 m<sup>3</sup>.



### Raw Material and Chemicals

The company strictly fulfills its sustainable development commitments during the raw material procurement process: we strictly refuse to use mineral resources from conflict-affected regions to prevent supply chain ethical risks at the source. Meanwhile, we prioritize raw materials with a smaller environmental footprint (e.g., photovoltaic module substrates produced using low-energy processes), leveraging green procurement decisions to reduce the environmental impact of raw materials throughout their life cycle.

To ensure production safety, the company continuously refines the whole-process control system for hazardous chemicals. We standardize operating procedures for hazardous chemicals during storage, usage, and disposal, ensuring that management measures comply with safety regulations while effectively mitigating environmental risks. We regularly organize emergency drills for scenarios such as hazardous chemical leaks and poisoning, and conduct specialized training to enhance managers' understanding of the environmental hazards associated with hazardous chemicals.



>> Chemical Warehouse



>> Chemical Safety Knowledge Training

## Packaging Material

In close alignment with the packaging needs of photovoltaic product production and circulation, the company adheres to the core principles of “reduction, circularity, and eco-friendliness,” dedicated to substantially reducing the environmental footprint of the packaging process. Currently, the packaging materials used in the company’s production and operations primarily include plastic turnover boxes and wooden pallets, spanning the entire chain from internal workshop transfer to finished product shipment, fully safeguarding product safety during circulation. To promote the sustainable transformation of packaging, the company continues to develop green packaging solutions, prioritizing recyclable, degradable, and lightweight packaging materials to reduce the consumption of non-degradable materials at the source. By printing recycling symbols on product packaging boxes, we guide downstream customers and recycling agencies to implement precise sorting and recycling. Meanwhile, we actively promote the reuse of internal circulation equipment such as wooden pallets in production workshops, effectively reducing the use of single-use packaging.



>> Reuse of pallets



>> Outer packaging with recycling labels

## Addressing Climate Change

In the face of intensifying global climate change and increasingly urgent environmental challenges, green and low-carbon development has become an inevitable path for economic and social transformation, as well as a key pathway for the photovoltaic industry to fulfill its sustainable mission. Aligning with the general trend of industry development and basing its approach on its operational reality, VSUN has established a goal-oriented approach to scientific emission reduction. Through diversified measures, the company effectively promotes the effective implementation of energy-saving measures and low-carbon transition.

## Energy Use

Centered on standardized management and energy conservation and consumption reduction, the company has built a systematic energy use management system to effectively improve energy utilization efficiency and facilitate the realization of low-carbon development goals. By conducting analysis of energy consumption indicators, we identify key links in energy consumption and potential points for energy saving; we implement energy-saving technical transformations targeting high-energy consumption links to optimize the energy use structure and reduce energy consumption in production and operations; we implement standardized management of daily equipment maintenance to reduce additional energy losses caused by equipment failures. During the reporting period, the company’s total energy consumption was 37,942.69 MWh. The rooftop photovoltaic power station project at the Bac Ninh Province factory in Vietnam commenced operation on October 24, 2025. The annual self-generated and self-consumed photovoltaic electricity (renewable energy) was 54,797 kWh, accounting for 0.14% of the total energy consumption.

| VSUN Energy Consumption Statistics Table |        |           |
|------------------------------------------|--------|-----------|
| Energy Source                            | Unit   | 2025      |
| Gasoline                                 | Liters | 10,210    |
| Diesel                                   | Liters | 121,833   |
| Electricity Consumption                  | Mwh    | 36,539.87 |

Note 1: The increase in diesel consumption in 2025 was primarily driven by production growth. Additionally, the company leased additional warehouses for goods storage and deployed extra forklifts for material handling. Specifically, three warehouses were leased at SLP, located approximately 600 meters from Plant No. 4. Due to the large volume of goods, forklifts are required to operate continuously to complete material transfer.

2: The increase in electricity consumption in 2025 was due to expanded production capacity.



>> Factory Rooftop Photovoltaic Panels

## Carbon Emission

Based on the characteristics of the photovoltaic industry and its own operational reality, the company scientifically identifies emission reduction paths that align with industry trends and its own capabilities, establishing a clear direction for low-carbon transition. We actively deploy advanced energy-saving processes and equipment, focusing on enhancing energy use efficiency throughout the entire photovoltaic module manufacturing chain. We continuously participate in CDP carbon disclosure and greenhouse gas verification. Through the disclosure and tracking of carbon footprints, we systematically advance emission reduction measures, ensuring that the low-carbon concept is translated into executable, verifiable, and substantive results, and unwaveringly following the path of low-carbon sustainable development.

| VSUN GHG Emissions Statistics Table |                    |           |
|-------------------------------------|--------------------|-----------|
| Indicator                           | Unit               | 2025      |
| Scope 1 GHG Emissions               | tCO <sub>2</sub> e | 507.55    |
| Scope 2 GHG Emissions               | tCO <sub>2</sub> e | 24,087.33 |
| Scope 3 GHG Emissions               | tCO <sub>2</sub> e | 27,956.08 |
| Total GHG Emissions                 | tCO <sub>2</sub> e | 52,550.96 |

### Cases >> VSUN Deepens GHG Audit Practices, Continues to Lead Carbon Reduction Actions

From April 7-12, VSUN invited an international professional audit team to its Vietnam production base to conduct a week-long GHG audit and associated activities. This audit strictly followed international standards and conducted a comprehensive verification of the carbon emission situation at the production base through a systematic assessment process. The on-site verification lasted for five days, aiming to utilize a professionally qualified carbon audit assessment process. Through multi-dimensional quantification, the audit team established a more precise carbon data baseline for VSUN, thereby enhancing the transparency and credibility of VSUN's carbon emission management, and promoting the standardization of internal carbon accounting mechanisms as well as the implementation of future GHG management strategies and plans. This represents another significant measure taken by VSUN over the years to promote the transparency of carbon emission information and continue practicing carbon footprint management. It not only provides data support for carbon reduction actions and reinforces VSUN's initiative in addressing climate change, but also strengthens green supply chain cooperation, building a full life cycle carbon management model for the enterprise.



## Emissions and Waste Management

VSUN strictly complies with and implements local environmental protection laws and regulations. Through systematic control, the company continuously reduces the negative impact of pollutants and waste on the environment, to build a robust green operations system. During the reporting period, the company's various environmental protection facilities maintained stable operation, pollutant discharge achieved standard compliance, no major environmental pollution incidents occurred, and no environmental complaints were received. Through compliant operations, the company effectively protected the local ecological environment, fully demonstrating its commitment to environmental responsibility.

### Wastewater and Exhaust Gas

Considering the actual characteristics of various production processes, the company ensures that all pollutant emissions fully meet national and local environmental standards, achieving long-term, stable compliant discharge. The company strictly follows the management requirements of environmental protection authorities, formulating and publishing detailed environmental self-monitoring plans; meanwhile, it commissions qualified professional third-party institutions to regularly conduct professional testing on key pollutant indicators such as wastewater and exhaust gas according to the monitoring plan, and promptly publishes the results to the public. By actively accepting supervision from all parties through a transparent management mechanism, the company effectively strengthens environmental compliance frameworks and enhances corporate environmental credibility. During the reporting period, the company's wastewater discharge volume was 19,360.2 tons.



>> Cooling Water System



>> Water-saving Devices



>> Exhaust Gas Treatment System



>> Wastewater Monitoring Report

## Noise Management

In accordance with the 2025 Environmental Management Plan, the company strengthened management for key noise-generating positions. Measures such as purchasing low-noise equipment and adding sound insulation pads and covers were implemented to reduce noise generated during equipment operation and material transportation. Regular noise indicator monitoring is conducted to ensure that noise emissions in the factory area and surrounding areas comply with national and local environmental standards. During the reporting period, the company completed the third-party noise management special audit on schedule, and all monitoring indicators met relevant standard requirements. Through a systematic management mechanism, the company ensured the implementation and continuous compliance of noise control work.



>> Air Compressor Placed Outside Workshop



>> Internal Noise Testing

## Waste Management

The company follows the principles of “source reduction, reuse, and recycling” to improve the waste management and disposal mechanism. It carries out classified treatment of hazardous waste and non-hazardous waste, guaranteeing the compliance of waste disposal and reducing the negative impact of operational waste on the environment.

Hazardous waste generated during production is entrusted to qualified third-party institutions for treatment, ensuring the standardization of collection, storage, transfer, and disposal. Dedicated collection devices for hazardous waste are set up within the factory area, and standardized internal operating procedures are formulated simultaneously to clarify responsibilities and operating standards for each stage. The qualifications of partners are strictly reviewed, requiring them to present the “Hazardous Waste Operation License” and conducting targeted supervision training to ensure the compliance and effectiveness of hazardous waste disposal. During the reporting period, the company’s proper hazardous waste collection rate and compliant disposal rate both reached 100%; the total amount of hazardous waste was 4.975 tons.

**100 %**

Proper waste collection and  
compliant disposal rate

**24.58 tons**

Total waste recycled



>> Hazardous Waste Disposal Contract



>> Hazardous Waste Disposal Record

Non-hazardous waste generated during production is sorted and classified. The recyclable part is sold externally in a unified manner to improve the waste recycling rate, ensuring the entire process complies with national and local environmental regulations; domestic waste from the factory area is handed over to professional sanitation departments for clearing, transportation, and standardized treatment to avoid the impact of random disposal of domestic waste on the environment. During the reporting period, the company’s total non-hazardous waste disposal was 229.20 tons, and total waste recycled was 24.58 tons.



>> Non-hazardous Waste Warehouse & Recycling Bins

## Green Operations

The company integrates green and low-carbon concepts throughout the entire process of daily operational management, actively practices green office initiatives, and promotes the transformation of environmental awareness into conscious action. In terms of specific practices, the company focuses on strengthening the control of energy consumption in office areas, deeply implementing resource-saving and paperless office models, and implementing energy conservation and consumption reduction from minute details such as electricity, water, and paper usage. Meanwhile, it advocates low-carbon commuting and environmentally friendly office methods, encouraging employees to choose green travel modes such as public transportation and cycling. Regarding publicity and guidance, the company relies on multiple channels such as publicity boards and internal work groups to regularly carry out education on energy conservation, emission reduction, and low-carbon development knowledge, deepening environmental concepts through multi-level themed activities. During the reporting period, the company achieved full coverage of employee environmental training, firmly establishing awareness of green development among all staff, and pooling strength for ecological development to support the enterprise's long-term sustainable development.



>> Environmental Publicity Slogans



>> Energy Conservation Publicity Week Training

**CDP**

Discloser  
2025

**VSUN continues to strengthen  
responsible climate practices.**

# Social Chapter:

## Fulfilling Social Responsibility, Delivering Shared Value

VSUN focuses on its core photovoltaic business, closely tracking industry technological standards and market dynamics, accurately capturing changes in demand to seize development opportunities. The company has established a sound technological innovation system, focusing on mastering key technologies and accelerating the industrialization of achievements to add momentum to business development; adhering to the concept of win-win cooperation, it builds a sustainable ecosystem, promotes the construction of green compliance standards, and leads the synergistic development of the industrial chain; prioritizing talent development, it promotes employee progress through career development channels, systematic training, and effective incentives, creating a harmonious working atmosphere and building a solid foundation for operations.



## Deepening Innovation Leadership

Since its establishment, the company has upheld the principle of “pursuing excellent service and quality first,” maintaining deep cooperation with authoritative third-party laboratories. By leveraging their professional, high-quality testing and certification services, it lays a quality foundation for photovoltaic products sold globally. In recent years, the company’s achievements in innovation and quality have been widely recognized, and it has successively won numerous honors—rated as a “Top Performer” by PVEL laboratory, awarded the Silver Medal by EcoVadis, named “Best Photovoltaic Module Manufacturer in Vietnam 2020” by Vietnam Energy Magazine, named “Best Photovoltaic Manufacturer” by APAC Insider, ranked among the “Top 20 Outstanding Brands in Vietnam” by the Consumer Association, named one of the “Top 20 Trusted Enterprises in Vietnam” by the Vietnam Economic and Cultural Institution, and has been successfully included in the Top 50 Photovoltaic Brands in Germany, demonstrating its quality strength driven by innovation.

The company strictly complies with laws and regulations related to intellectual property, formulates a sound innovation management system, and ensures compliance and orderly management of intellectual property. In the early stage of product research and development, it uses methods such as patent search and market research to prevent potential intellectual property infringement risks; it actively and timely applies for and protects product intellectual property, ensuring that corporate innovation results obtain full legal recognition and protection; it improves the intellectual property risk early warning mechanism, regularly identifies and analyzes potential infringement risks, comprehensively protects corporate innovation results, and provides guarantees for continuous innovation.

## Excellent Products and Services

The company is committed to enhancing quality and brand construction, continuously enhancing brand value and market influence. Strictly following the ISO 9001 quality management system standards, it formulates a comprehensive quality system management manual, integrating quality control throughout the entire business process. From compliant screening of raw material procurement and demand confirmation in contract review, to standardized operations in product production and strict inspection of finished product delivery, and providing timely responses in after-sales service, it achieves whole-process quality monitoring. This ensures that products, processes, and services accurately match user needs, guaranteeing the robust and effective operation of the ISO 9001 quality management system in the company.

It continuously consolidates the quality foundation, improving production efficiency and enhancing core product performance through technological innovation and intelligent manufacturing upgrades; strictly controls the source of production raw materials, deepens cooperation with authoritative laboratories, and ensures high-quality output of product performance through professional testing and certification, gradually strengthening brand value and market influence.

In 2025, the company experienced no major quality accidents, no product recalls, or product-related safety incidents; it consistently maintained the effective operation of the ISO 9001 quality management system.



►► Comprehensive Certifications

Cases

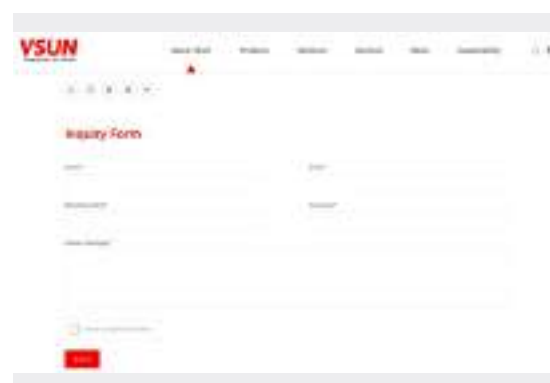
VSUN Wins RETC 2025 PV Module “Highest Achiever Award” Again

In June 2025, the internationally authoritative third-party testing organization Renewable Energy Test Center (RETC) officially released the 2025 PV Module Index Report. VSUN SOLAR’s photovoltaic modules stood out from numerous participating companies globally thanks to their excellent performance in the three dimensions of Quality, Performance, and Reliability, successfully winning the 2025 “Overall Highest Achievers” award again. This is the second consecutive time VSUN SOLAR has won this honor, following the PERC series products winning the award last year. This continuous achievement is not only strong proof of the enterprise’s technological iteration capability and excellent product quality but also demonstrates VSUN SOLAR’s leading position in promoting global energy transition. In the future, VSUN SOLAR will continue to adhere to a customer demand-oriented approach, continuously polish product performance, empower industry partners, accurately respond to the diversified application needs of different regional markets globally, and contribute to accelerating the global energy transition.

The company adheres to a customer-oriented approach, safeguarding customer rights and consolidating the foundation of brand trust by building a comprehensive customer service system and a rigorous product recall risk control mechanism. It constantly improves the customer service management system to ensure efficient responses to customer needs. It strengthens the construction of the internal customer service team, enhancing the professional ability and professionalism of customer service personnel through special training, so that service quality accurately meets customer needs. It broadens customer communication channels, regularly collects customer feedback, and ensures that customer demands are responded to efficiently and accurately. It formulates a product recall management procedure, clarifying the rights, responsibilities, and operating standards for the entire product recall process; it regularly organizes product recall simulation drills, formulating targeted corrective and preventive measures for potential problems exposed during the drills, strictly preventing product recall events from occurring from both institutional and operational perspectives. During the reporting period, no product recall events occurred, and customer satisfaction was 91.80%.



>> 2025 Customer Satisfaction Survey Data



>> Official Website Message Area

## Responsible Procurement

VSUN focuses on building a responsible and sustainable supply chain. By connecting upstream and downstream links, it ensures a stable supply of raw materials, helping the company seize the growth dividends of the photovoltaic market. Meanwhile, relying on a reliable network of global strategic partners and suppliers, VSUN strictly controls product quality, guaranteeing a solid foundation for operations.

### Supplier Onboarding

VSUN adheres to the principle of transparent procurement practices, formulating bidding management documents to standardize processes, establishing a closed-loop supervision mechanism covering before, during and after events, and strictly controlling the procurement approval process. To promote carbon reduction goals, the company establishes low-carbon strategic partnerships with suppliers, incorporating environmental protection, compliant discharge, and social responsibility clauses into contracts.

At the supplier onboarding stage, new suppliers must pass a third-party due diligence assessment and provide a social responsibility commitment to ensure that credit risks are generally controllable; for high-risk suppliers, strict specific targeted controls are implemented. In 2025, 100% of the company’s new suppliers were screened by environmental and social responsibility standards. A total of 12 suppliers were assessed (including online and offline), and there were no suppliers with significant negative environmental impacts.

In 2025,  
the company had  
**109**  
qualified suppliers,  
including  
**10** new additions.



## Supply Chain Management

The company continuously revises and improves supplier management systems, establishes supplier management archives, and uses scientific methods to assess and manage suppliers' social responsibility capabilities, continuously improving their level of responsibility fulfillment. The company publicly pledges not to use conflict minerals and conveys social responsibility requirements regarding environmental protection, safety, integrity, and employee rights by signing Supplier Code of Conduct, Environmental Commitment Declarations, and Integrity and Confidentiality Agreements. In 2025, 100% of the company's suppliers signed the Sustainable Procurement Charter/Supplier Code of Conduct, and 100% signed contracts containing environmental, labor, and human rights requirement clauses.

The company conducts annual routine on-site audits of suppliers to monitor their social responsibility performance. Combined with an experience exchange mechanism, it continuously follows up and supervises their social responsibility performance, ordering rectification within a time limit for issues found during audits; audit results are incorporated into performance appraisals and linked to purchase orders—suppliers with excellent performance receive higher procurement shares and priority cooperation opportunities under equal conditions. In 2025, the company conducted social responsibility assessments on 12 suppliers, with the proportion of target suppliers undergoing on-site social responsibility audits reaching 100%; there were 0 suppliers with significant negative impacts and 0 suppliers with terminated relationships.

100 %

Percentage of suppliers signing  
the Sustainable Procurement  
Charter/Supplier Code of  
Conduct

100 %

Percentage of suppliers signing  
contracts containing  
environmental, labor, and  
human rights requirements

100 %

Percentage of target suppliers undergoing  
social responsibility assessment

100 %

Percentage of target suppliers undergoing  
on-site social responsibility audit



►► Supplier Code of Conduct



►► Supplier Social Responsibility  
Commitment



►► Supplier Environmental  
Declaration



►► Supplier CSR Questionnaire



►► Supplier On-site Audit



►► Supplier On-site Audit Report



►► Worker Voice Interview

## Capacity Building

**100 %**

Percentage of purchasers  
within the company who  
received sustainable  
procurement training

To strengthen the sustainable development capability and risk prevention capability of the supply chain, the company has established a specific communication mechanism for suppliers, fully empowering their green sustainable development. It also increases training efforts for procurement personnel. Through regular training on supply chain management, sustainable development, and sustainable supply chains, it simultaneously enhances the quality of the procurement team and the social responsibility performance of suppliers. In 2025, 100% of the company's purchasers received sustainable procurement training.



►► Social Responsibility Training Sessions for Procurement Teams



►► Social Responsibility Training Sessions for Suppliers

## Safety and Health

VSUN always places safe production first. By strengthening basic safety management and precisely controlling safety production risks, we build a solid safety defense line and effectively safeguard the occupational health of employees. Meanwhile, we continuously increase efforts in safety production publicity and training, improve emergency management mechanisms, and enhance employees' safety awareness in all aspects, safeguarding the safety and stability of production operations.

### Safety Management

**100 %**

Percentage of workplaces  
passing ISO 45001 Occupational  
Health and Safety Management  
System certification audit

**100 %**

Percentage of workplaces that  
have undergone employee  
health and safety risk  
assessment

Using systematic construction as a starting point, the company comprehensively implements the responsibility system for safety production, deeply promotes the occupational health and safety management system, continuously improves management mechanisms, and establishes a Safety Production Committee, specialized safety management departments, and full-time safety management personnel. The compilation, review, and publication of safety management regulations have been completed, and annual safety production goals are decomposed level by level to various departments and workshops. A 2025 annual implementation plan has been formulated to ensure that various measures are implemented effectively. In daily operations, the company routinely carries out major hazard identification, seasonal, and holiday special inspections, strengthens risk control for key parts and critical links, promptly eliminates on-site safety hazards, and effectively builds a solid safety defense line. In 2025, the company maintained a stable workplace safety record, with zero serious injuries or fatalities, zero major accidents such as fires, explosions, and traffic accidents, and zero occupational disease accidents throughout the year. Employees representing the Health and Safety Committee internally accounted for 1.70% of all employees in all regions.



## Occupational Health

### Occupational Disease Prevention

Deepening the management of occupational disease prevention, focusing on employee occupational health and safety, the company regularly implements testing of occupational hazard factors for specific posts. During the reporting period, 100% of workplaces completed employee health and safety risk assessments. Meanwhile, comprehensive routine physical examinations are organized annually. For employees in special positions, occupational health physical examinations and special project screenings are added. The company continuously improves employee health records and promptly conveys testing and physical examination results. In 2025, the employee physical examination rate was 100%. The company completed annual physical examinations for all employees, and the occupational disease detection rate was 0.

100 %

Occupational health physical  
examination coverage rate

0

Number of employees with  
occupational disease



►► Organizing Employee Physical Examinations in 2025

### Risk Notification and Use of PPE

The company continuously upgrades safety protection facilities, sets up warning signs, early warning, and interlock devices, and regularly updates workshop safety production bulletin boards and occupational hazard notification cards. It accurately distributes corresponding personal protective equipment (PPE) for different positions and establishes a dynamic inventory replenishment mechanism to effectively safeguard the personal safety of employees. In 2025, the company purchased labor protection supplies, and the equipment rate for employee personal protective equipment was 100%; no work-related injury incidents occurred.

100 %

Employee personal protective  
equipment rate

0

Number of work-related injuries



►► Risk Notification Sign & PPE Wearing  
Demonstration



►► On-site PPE Usage



## Safety Culture

### Emergency Response

The company organized employees to revise and improve emergency plans. Various departments regularly carry out checks for gaps and maintenance of emergency facilities and equipment to ensure effective operation in emergency states. First aid kits and safety personnel contact information are equipped in workshops and offices, and emergency knowledge and first aid knowledge training are conducted simultaneously to improve employees' emergency rescue capabilities. In 2025, the company conducted 2 emergency plan training and drill sessions at all levels, with 78 participants.



►► Fire Emergency Drill Site

### Safety Education

The company provides safety education for all new employees, focusing on safety awareness improvement and skills training, combining typical case teaching to guide employees to standardize safety behavior and promoting the standardization of safety production. Safety requirements are conveyed through safety production regular meetings and work groups to further consolidate the concept of safety for all. In 2025, the company accumulated 12 employee health and safety themed training sessions, with 965 participants, and 16 hours of training per employee per year.

Conducted **12** employee health and safety training sessions

**965** total training attendances; **16** hours of training per employee per year



►► Q3 2025 - Organizing Safety Training (Covering all employee production knowledge, various process technologies, safe operation of equipment, safety of electric transport vehicles, fire knowledge)



| STT | Họ và tên    | Đơn vị         | Chức vụ          | Điểm số | Ghi chú |
|-----|--------------|----------------|------------------|---------|---------|
| 1   | Nguyễn Văn A | Phòng Kỹ Thuật | Kỹ Thuật Viên    | 95      |         |
| 2   | Trần Thị B   | Phòng Sản Xuất | Trưởng Công Nhân | 88      |         |
| 3   | Nguyễn Văn C | Phòng Bảo Trì  | Trưởng Công Nhân | 92      |         |
| 4   | Trần Thị D   | Phòng Sản Xuất | Trưởng Công Nhân | 85      |         |
| 5   | Nguyễn Văn E | Phòng Bảo Trì  | Trưởng Công Nhân | 90      |         |
| 6   | Trần Thị F   | Phòng Sản Xuất | Trưởng Công Nhân | 87      |         |
| 7   | Nguyễn Văn G | Phòng Bảo Trì  | Trưởng Công Nhân | 91      |         |
| 8   | Trần Thị H   | Phòng Sản Xuất | Trưởng Công Nhân | 86      |         |
| 9   | Nguyễn Văn I | Phòng Bảo Trì  | Trưởng Công Nhân | 89      |         |
| 10  | Trần Thị J   | Phòng Sản Xuất | Trưởng Công Nhân | 84      |         |
| 11  | Nguyễn Văn K | Phòng Bảo Trì  | Trưởng Công Nhân | 93      |         |
| 12  | Trần Thị L   | Phòng Sản Xuất | Trưởng Công Nhân | 83      |         |
| 13  | Nguyễn Văn M | Phòng Bảo Trì  | Trưởng Công Nhân | 94      |         |
| 14  | Trần Thị N   | Phòng Sản Xuất | Trưởng Công Nhân | 82      |         |
| 15  | Nguyễn Văn O | Phòng Bảo Trì  | Trưởng Công Nhân | 96      |         |
| 16  | Trần Thị P   | Phòng Sản Xuất | Trưởng Công Nhân | 81      |         |
| 17  | Nguyễn Văn Q | Phòng Bảo Trì  | Trưởng Công Nhân | 97      |         |
| 18  | Trần Thị R   | Phòng Sản Xuất | Trưởng Công Nhân | 80      |         |
| 19  | Nguyễn Văn S | Phòng Bảo Trì  | Trưởng Công Nhân | 98      |         |
| 20  | Trần Thị T   | Phòng Sản Xuất | Trưởng Công Nhân | 79      |         |

| STT | Họ và tên    | Đơn vị         | Chức vụ          | Điểm số | Ghi chú |
|-----|--------------|----------------|------------------|---------|---------|
| 1   | Nguyễn Văn A | Phòng Kỹ Thuật | Kỹ Thuật Viên    | 95      |         |
| 2   | Trần Thị B   | Phòng Sản Xuất | Trưởng Công Nhân | 88      |         |
| 3   | Nguyễn Văn C | Phòng Bảo Trì  | Trưởng Công Nhân | 92      |         |
| 4   | Trần Thị D   | Phòng Sản Xuất | Trưởng Công Nhân | 85      |         |
| 5   | Nguyễn Văn E | Phòng Bảo Trì  | Trưởng Công Nhân | 90      |         |
| 6   | Trần Thị F   | Phòng Sản Xuất | Trưởng Công Nhân | 87      |         |
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| 8   | Trần Thị H   | Phòng Sản Xuất | Trưởng Công Nhân | 86      |         |
| 9   | Nguyễn Văn I | Phòng Bảo Trì  | Trưởng Công Nhân | 93      |         |
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| 19  | Nguyễn Văn S | Phòng Bảo Trì  | Trưởng Công Nhân | 99      |         |
| 20  | Trần Thị T   | Phòng Sản Xuất | Trưởng Công Nhân | 78      |         |

►► Records of Organizing Various Emergency Drills (Themes include fire, chemical leak, first aid)

### Contractor Management

The company takes multiple measures to deepen contractor (related party) management, continuously improving the contractor management system, increasing on-site inspection efforts for contractors, and strictly handling on-site "red-line" violation operations according to regulations. A contractor blacklist mechanism has been established. Once a critical safety violation occurs, in addition to assessment according to rules and regulations, the violating personnel will be expelled from the factory to strengthen responsibility constraints. To enhance the response capability of key positions, the company conducts comprehensive training for all security personnel, covering public security management, fire knowledge, social responsibility, etc., standardizing post operation procedures to safeguard the lives and property of customers and the company and normal working order. This year, a total of 15 external construction personnel trainings and 14 security personnel trainings were completed.

## Building a Happy Workplace

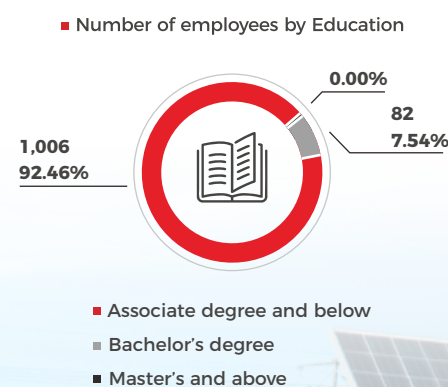
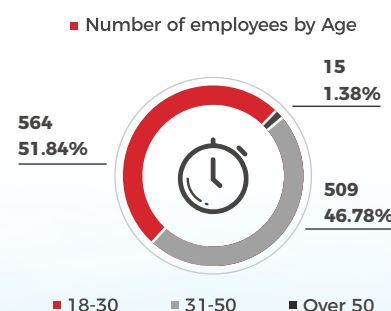
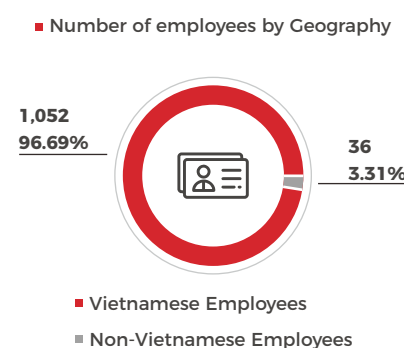
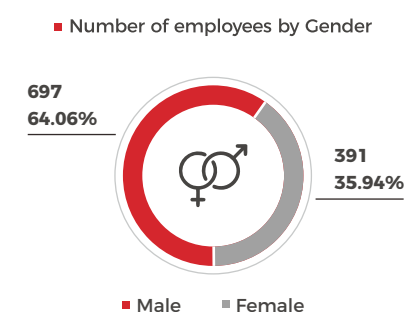
VSUN always upholds the “people-oriented” philosophy, regarding talent as the core foundation of enterprise development. We implement an employment mechanism featuring equality, inclusiveness, and diversity, building harmonious labor relations and a high-quality workplace environment. Meanwhile, we continuously improve the employee rights protection system, deepen talent team construction, and optimize career development channels, achieving alignment between employee value creation and the high-quality development of the enterprise. We continuously improve measures in recruitment, talent training, career development, and employee care, empowering employees from entry to growth in an all-around way. We effectively enhance employees’ sense of happiness, achievement, and belonging, laying a solid talent foundation for the long-term development of the enterprise.

### Protecting Employee Rights

#### Employee Diversity

As of December 31, 2025, VSUN had a total of 1,088 employees, including 1,052 Vietnamese employees, accounting for 96.69%; and 391 female employees, accounting for 35.94%.

#### Employee Composition (Unit: Persons)



#### Compliant Employment

The company insists on compliant employment and attaches great importance to the protection of employee rights and interests. We have formulated systems such as the “Labor Contract Management Regulations” in accordance with laws and regulations, clarifying the details of labor rights protection; signing labor contracts with all employees in accordance with the law, with a 100% contract signing rate for all employees; continuously optimize the welfare guarantee system, and implement systems such as health physical examinations, paid annual leave, maternity leave, marriage leave, bereavement leave, and work-related injury leave to effectively guarantee employees’ rights to rest and leave. At the same time, we have established a sound labor dispute mediation mechanism. During the reporting period, no labor dispute cases occurred.

In terms of fair employment, the company strictly prohibits discrimination based on race, gender, nationality, age, pregnancy, or disability in recruitment, promotion, and compensation links; respects employees’ rights to freedom of association and collective bargaining, and does not oppose employees’ participation in compliant activities of locally legally registered trade unions. In 2025, the company had no incidents of using child labor, forced labor, or employee harassment.

100 %

Labor contract signing rate

100 %

Social insurance coverage rate

#### Compensation and Working Conditions

The company has built a scientific and sound compensation distribution system, consisting of post wages (basic wage + performance wage), adjusted wages, bonuses, and allowances: annual salary adjustments determine the new year’s basic wage based on the employee’s performance appraisal results from the previous year, and performance wages are determined according to employee level and position; regular salary level surveys are conducted to ensure that compensation and benefits are at the upper-middle level of the same industry in the same region, which not only ensures that the living wage covers employees’ basic living needs but also effectively stabilizes the talent team through collective contract negotiation on compensation content, continuously enhancing the company’s industry competitiveness.

## Democratic Management

The company strengthens democratic management through the employees' congress and trade union organizations, safeguarding employees' rights to information, participation, expression, and supervision. Meanwhile, it regularly organizes employee satisfaction surveys to respond to employee demands in a timely manner; before the announcement of major events, employees are notified 2 weeks in advance through channels such as the OA office system and internal communication groups to ensure information transparency and symmetry. In 2025, the percentage of employees represented by formal elected employee representatives among the company's trade union employee representatives was 1.55%, and the collective contract signing rate was 100%, with the democratic management mechanism effectively implemented. Organized and held 4 employee symposiums, collecting a total of 45 employee suggestions, of which 40 have been rectified and implemented, and the remaining items are being continuously promoted and optimized according to the plan, ensuring that every item is addressed.



>> Employees' Congress



>> Female Employee Representatives Meeting

## Welfare and Care

The company guarantees the implementation of welfare through institutional norms, formulating documents such as the Employee Handbook, Recruitment and Employment Management Measures, and ESG Policy, standardizing the full-process management of employee recruitment, entry, and resignation, and equipping fingerprint recognition and identity information reading equipment to resolutely eradicate child labor and forced labor. During the reporting period, the investment in employee welfare reached USD 18,891. By distributing holiday allowances, birthday benefits, and conducting psychological stress relief training and cultural and sports activities, the company effectively promoted the balance between employees' work and life, enhancing employees' sense of happiness and fulfillment.



>> Team Building Trip



>> Employee Football Match



>> Cooking Competition



>> Company Anniversary Activity



>> Children's Day Gift Distribution



►► Company Canteen Management



►► Employee Dinner

The company has established dedicated restrooms for female employees to safeguard their various legally entitled benefits. It provides humane support for breastfeeding mothers in the workplace, alleviating work difficulties arising from physiological characteristics, thereby tangibly enhancing their sense of belonging. Additionally, the company proactively pays attention to female employees on maternity leave, those with work-related injuries, and employees in difficult circumstances, offering timely care and support to protect the rights and interests of vulnerable staff.



►► Women's Day Flower Arrangement Competition



►► Women's Day Gift Distribution



►► December 2025 - Warmth Delivery Activity for Families in Difficulty during Spring Festival

## Talent Management

### Training System

The company has established a sound training system, strengthening the talent pipeline. By promoting the construction of the FUJI Academy internal training platform, it provides professional empowerment support for all employees. The training content closely follows core needs, runs through the concept of quality and efficiency, strengthens safety awareness and social responsibility education, and focuses on increasing technical talent training; the training model is innovative and diverse, adopting the method of "promoting practice through competition" to carry out various skills competitions, which effectively stimulates the enthusiasm for job learning while improving employees' practical skills, ensuring solid and significant training results. During the reporting period, the company achieved a 100% employee training coverage rate, with a total of 3,216 participant attendances and an average of 8.32 training hours per employee per year.



►► New Employee Orientation Training



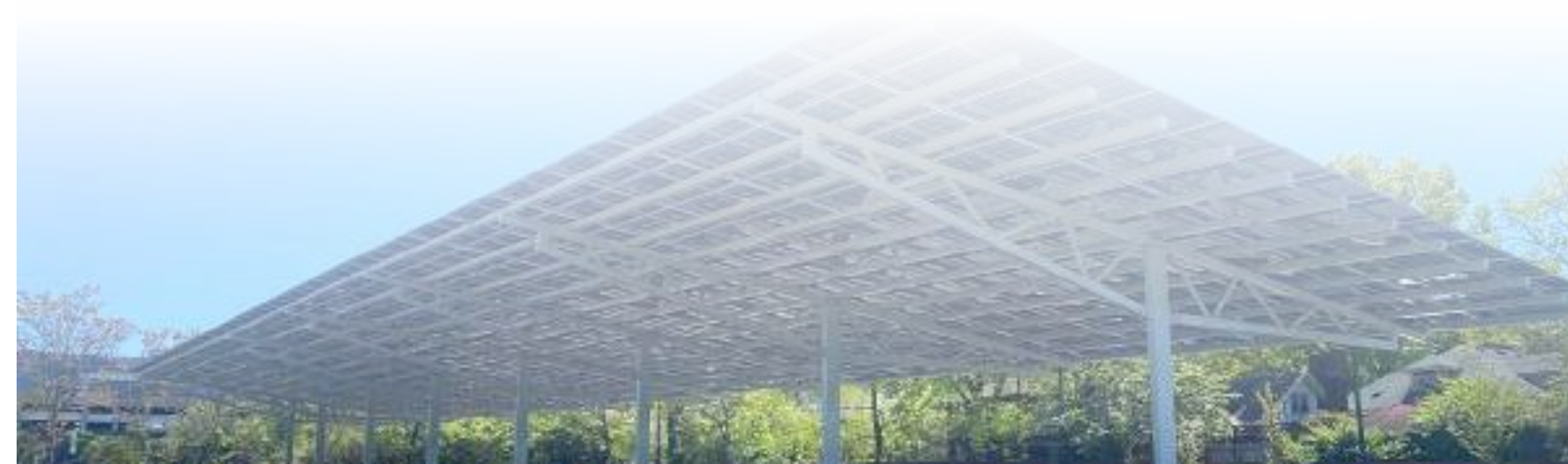
►► QC Position Skill Training



►► Workshop Skill Competition



►► Workshop Labor Safety Training



## Career Development

The company is committed to building a broad stage for development, smoothing career promotion paths, helping employees stimulate their potential, and achieving a win-win situation between employees' personal value and the efficient development of the enterprise. By formulating documents such as the "Performance Management System," "Compensation and Benefits Management System," and "Career Development Planning," relying on scientific performance appraisal, annual evaluation systems, and supporting compensation incentive mechanisms, we create a fair and orderly talent competition environment. The company has established a multi-faceted career development system. Horizontally, three professional talent (non-management) channels are set up: professional technology, operation and management, and operation skills; vertically, three-level echelons of reserve talent, reserve cadres, and management cadres are laid out to customize personalized growth blueprints for employees with different characteristics. At the same time, it implements stratified and classified career planning management, clarifies differentiated policies such as responsibility positioning, promotion paths, training plans, and salary adjustments, deepens human resource development, and ensures that employees' personal goals resonate with the company's strategic goals. During the reporting period, all employees participated in performance assessments and vocational skill training, and 27 employees obtained career promotions, effectively promoting the joint growth of employees and the enterprise.

27

Employees receiving  
career promotion

100 %

of all employees have received regular  
performance and career development evaluations



## Public Welfare and Charity

VSUN upholds the responsibility of creating value and giving back to society, actively participating in public welfare undertakings and charitable activities, demonstrating the humanistic care spirit of the enterprise, and making greater contributions to the sustainable development and social well-being of the surrounding areas.



>> November 2025 - Typhoon and Flood Disaster Donation



>> December 2025 - Distribution of Supplies for Children in Need at Schools

## Governance Chapter:

# Strengthening Internal Controls to Build a Solid Foundation for Steady Growth

VSUN adheres to integrity in operation, strengthens legal awareness promotion, ensures smooth communication mechanisms, and improves the risk control system. By building an efficient governance structure, the company solidifies the foundation for steady enterprise development through standardized management.



## Corporate Governance

The company continuously improves its internal governance structure, committed to refining internal rules and regulations and steadily enhancing corporate governance efficiency. The members of the company's Board of Directors possess diverse professional backgrounds and have accumulated rich experience in fields such as economic management, capital operation, accounting, and financial management. With their extensive industry experience, they provide multi-dimensional reference perspectives for Board decisions, injecting professional strength into the formulation of the company's operational policies. The Board of Directors strictly fulfills its obligations and exercises its powers in accordance with relevant laws, regulations, and the company's system requirements. Directors actively attend various meetings, rigorously deliberate on various proposals at high-level meetings, and fully express their opinions on major corporate decisions, building a safeguard line for scientific decision-making with professional judgment and rigorous deliberation. In addition, in accordance with the guidelines for compiling social responsibility reports, the company coordinates and guides the preparation and disclosure of the Environmental, Social, and Governance (ESG) report, ensuring the report objectively reflects the results of the company's ESG practices. Simultaneously, necessary internal control procedures are implemented. Through full-process review and risk control, the company strictly prevents major misstatements, omissions, or concealments in the report, guaranteeing the authenticity, accuracy, and completeness of information disclosure.

## Business Compliance

The company abides by the principle of integrity in operation, always following a management policy ranging from prevention and supervision to control. It promotes synergy in multiple aspects such as risk prevention and control, fair competition, integrity management, and communication channel construction, committed to building a robust compliance operation system to providing a strong safeguard for the high-quality development of the enterprise.

### Risk Control

Centering on development strategy and core business, the company builds a risk-oriented risk control management system, continuously improving systems and processes to provide strong support for the achievement of operational goals. By collecting risk information and assessing potential risks, it organizes and carries out comprehensive risk screening; full-time personnel in the internal audit department implement audit supervision on sectors such as business activities, financial revenue and expenditure, economic benefits, and employee integrity and self-discipline in accordance with internal control management systems, ensuring operations are legal and compliant, and financial information is true and complete; it establishes a regular mechanism for audit recommendation rectification meetings to ensure closed-loop resolution of issues. During the reporting period, the company had no illegal incidents and was not subject to significant fines or non-monetary sanctions for violating laws and regulations.

### Fair Competition

The company follows the principles of voluntariness, equality, fairness, and integrity, strictly abides by laws, regulations, and business ethics, and resolutely prohibits behaviors that disrupt market order or infringe on the legitimate rights and interests of others. Through internal training and advocacy, it promotes awareness of fair competition and relevant regulations, continuously enhancing employees' awareness of abiding by the law; meanwhile, it actively discloses reporting hotlines, addresses, and email addresses to the public and keeps whistleblowers confidential. For real-name reports providing valid evidence, the company will investigate promptly and provide feedback on the results. In 2025, the number of lawsuits regarding unfair competition filed against the company was 0.



>>> Conducting legal and compliance training

## Business Integrity

The company integrates compliance operation and business ethics requirements into daily operational management, strictly preventing corruption violations such as commercial bribery. It continuously revises and improves systems such as the Business Code of Conduct and Ethical Business Policy, and conducts special anti-corruption and anti-bribery training; through various forms such as employee handbooks, integrity education activities, and poster publicity, it enhances employees' integrity awareness. At the same time, it implements compliance training for new employees, integrity training, and internal business ethics investigations to build a line of defense for integrity and compliance. In 2025, the number of confirmed corruption incidents, employee dismissals due to corruption, and contract terminations with business partners due to corruption was zero. The coverage rate of integrity policies and training for management personnel reached 100%, and all employees completed anti-corruption and anti-bribery training and signed the integrity commitment statement.

**100%**

Management personnel covered by integrity policies and training



>> Website Integrity Promotion



>> Conducting Integrity Education Training

## Communication Channels

The company continuously improves the management process for complaints and reporting, investigation and reporting, remedy and punishment, ensuring smooth complaint communication channels. Special reporting hotlines and email addresses have been set up to accept anonymous or non-anonymous reports. The company clarifies the protection of whistleblower information and personal safety, prohibits retaliation and discrimination, and requires personnel handling reports to maintain strict confidentiality; in addition, it collects employee opinions in combination with trade union activities and responds to reasonable demands in a timely manner. In 2025, the company received no complaints or faced litigation related to corruption or unfair competition.



>> Public Disclosure of Suggestion Box and Reporting Channels



## Information Security

The company regularly promotes information security management work, implementing information security responsibilities at all levels, ensuring “zero” major information security accidents, and building an information security barrier for enterprise operations and customer cooperation.

The company has formulated internal systems such as information security operation instructions, clarifying protection standards and operating norms for private information in paper documents, network databases, etc., providing a standardized and mandatory framework for information security management; in daily operation and maintenance, it standardizes the implementation of basic control matters such as server room checks, system operation and maintenance, and database management, and regularly conducts internal special inspections on information security to resolve various potential risks in advance, ensuring that information storage and transmission links are safe and controllable.

At the level of personnel awareness, the company builds a normalized security advocacy and training mechanism, regularly shares information security knowledge, and integrates security concepts into work scenarios; special pre-job training on information security knowledge is set up for new employees, strengthening information protection awareness from the source, and promoting all employees to form a consensus on information security protection.

The company strictly enforces its confidentiality agreement policy. Employees in sensitive positions are required to sign confidentiality agreements, and cooperation confidentiality agreements are signed with key customers, defining the scope of confidential information (including written, magnetic disks, film, recordings, photos, electronic copies, etc.), stipulating that both parties to the cooperation are prohibited from leaking confidential information to third parties, and business materials shall not be provided to third parties without written consent from both parties, and both parties need to respect and comply with confidentiality regulations. During the reporting period, the company strictly fulfilled confidentiality agreements, no information security breaches occurred, and no customer privacy was compromised.

2

Information security  
training sessions

100%

Employees covered by  
information security training

&gt;&gt; Conducting Information Security Training



&gt;&gt; Server Room



&gt;&gt; File Cabinet

## Outlook

Currently, the global supply chain is undergoing accelerated restructuring, and demand for low-carbon solutions continues to grow. While fluctuations in industry cycles, policy changes in target markets, and shifts in the geopolitical landscape bring multiple challenges, they also present broad development opportunities. In the face of a complex external environment, the company's management states that profitability and risk control are the fundamentals of the enterprise's long-term steady operations. As a globalized new energy enterprise, VSUN adheres to its industry mission and actively fulfills its social responsibilities. In 2026, the company will continue to improve its internal governance system, proactively anticipate and control various operational risks, and promote positive interaction between physical business and the capital market. It will always regard "creating value for customers, creating happiness for employees, and assuming responsibility for society" as its brand vision, simultaneously enhancing operational quality, technical strength, brand value, and team capability.

Facing a complex and volatile external market environment, the company takes ensuring steady enterprise operation and enhancing overall profitability and risk resilience as its primary tasks, balancing short-term operational execution with long-term strategic planning.

Based on a globalized market layout, the company operates with customer demand as the core. Combining policies and industry characteristics of different regional markets, it cultivates growth-oriented businesses for the next stage. It continuously deepens the iterative upgrading of low-carbon R&D and green innovative products.

Driven by innovation, the company combines low-carbon planning with product R&D, improving product design starting from market demand. It will participate in third-party testing and evaluations, promotes sustainable supply chain development, and enhances brand reputation. The company will strengthen intellectual property work, increase R&D investment, and inject strong momentum into the enterprise's sustainable development through continuous technological innovation and product upgrades.

Talent is the foundation of enterprise development. The company will refine its management mechanisms to adapt to market changes and build a systematic talent training and growth pathway centered on the company's overall strategy and global business planning. Guided by customer demand, it provides high-quality services and builds the enterprise's brand value and image in the global market. It will continuously optimize the employee welfare guarantee system, effectively safeguard employee rights and interests, enhance employee satisfaction and sense of belonging, and unite the team.

# Appendix

## Key Performance Indicators

### Economic

| Indicators                                | 2023          | 2024        | 2025           |
|-------------------------------------------|---------------|-------------|----------------|
| Operating Revenue (USD)                   | 1,176,901,459 | 711,401,685 | 488,169,718.86 |
| Operating Cost (USD)                      | 921,807,767   | 496,177,778 | 378,851,354.82 |
| Total Employee Salaries (USD)             | 4,893,813     | 5,309,658   | 7,226,600.36   |
| Total Social Security Contributions (USD) | 414,287       | 710,531     | 947,216.94     |
| Total Taxes Paid (USD)                    | 14,437,833    | 9,765,143   | 8,795,510.52   |
| Charitable Donations (USD)                | 5,000         | 4,000       | 21,216.26      |
| Tax Deductions (USD)                      | 6,276,237     | 8,615,529   | 3,038,478.54   |

### Environmental

| Indicators                                                                       | 2023      | 2024      | 2025      |
|----------------------------------------------------------------------------------|-----------|-----------|-----------|
| Environmental Expenditure (USD)                                                  | 30,000    | 29,738    | 19,988    |
| Percentage of Employees Trained on Environmental Issues (%)                      | 100%      | 100%      | 100%      |
| Percentage of Sites with Environmental Risk Assessments (%)                      | 100%      | 100%      | 100%      |
| Percentage of Sites Certified with ISO 14001 Environmental Management System (%) | 100%      | 100%      | 100%      |
| Gasoline Consumption (Liters)                                                    | 13,660    | 15,188.35 | 10,210    |
| Diesel Consumption (Liters)                                                      | 25,731    | 70,053    | 121,833   |
| Total Electricity Consumption (MWh)                                              | 40,557.04 | 25,327.29 | 36,539.87 |

| Indicators                                            | 2023      | 2024      | 2025      |
|-------------------------------------------------------|-----------|-----------|-----------|
| Scope 1 GHG Emissions Total (tCO <sub>2</sub> e)      | 450.18    | 224.95    | 507.55    |
| Scope 2 GHG Emissions Total (tCO <sub>2</sub> e)      | 29,374.17 | 16,463.64 | 24,087.33 |
| Scope 3 GHG Emissions Total (tCO <sub>2</sub> e)      | 67,281.43 | 21,099.74 | 27,956.08 |
| Total GHG Emissions (tCO <sub>2</sub> e)              | 97,105.78 | 37,788.33 | 52,550.96 |
| Total Water Consumption (m <sup>3</sup> )             | 53,746    | 34,801    | 24,199    |
| Volume of Water Recycled and Reused (m <sup>3</sup> ) | 3,600     | 3,000     | 3,600     |
| Wastewater Discharge (Tons)                           | 43,049    | 27,841    | 19,360.2  |
| Total Hazardous Waste (Tons)                          | 4.27      | 4.63      | 4.975     |
| Total Non-Hazardous Waste (Tons)                      | 264.97    | 192.4     | 229.2     |
| Total Waste Recycled (Tons)                           | 96.88     | 64.40     | 24.58     |

Note 1: Beginning in 2023, the methodology for calculating GHG emission was verified and calibrated by a third-party organization, resulting in discrepancies in some figures compared to previous years.  
2: The decrease in 2025 waste recycling volume was primarily due to some waste being temporarily withheld from disposal and retained, following year-end customs inspections.

### Social

| Indicators                                                 | 2023         | 2024      | 2025         |
|------------------------------------------------------------|--------------|-----------|--------------|
| Number of R&D Personnel (Persons)                          | 28           | 17        | 15           |
| Percentage of R&D Personnel in Total Company Workforce (%) | 2.7          | 3.7       | 1.4          |
| Amount of R&D Investment (USD)                             | 1,708,710.29 | 1,885,534 | 2,168,900.05 |
| Percentage of R&D Investment in Total Revenue (%)          | 0.15         | 0.27      | 0.44         |
| Total Number of Granted Patents (Cumulative) (Items)       | 1            | 1         | 1            |
| Of which: Invention Patents (Items)                        | 0            | 0         | 0            |
| Utility Models (Items)                                     | 1            | 1         | 1            |

| Indicators                                                                                                |                                                | 2023    | 2024    | 2025    |
|-----------------------------------------------------------------------------------------------------------|------------------------------------------------|---------|---------|---------|
| Product Quality and Customer Service                                                                      | Complaint Rate (Customer Complaint Rate) (ppm) | 15.8ppm | 13.8ppm | 4.4ppm  |
|                                                                                                           | Product Recalls Batch (Batches)                | 0       | 0       | 0       |
|                                                                                                           | Safety Incidents Caused by Product (Cases)     | 0       | 0       | 0       |
|                                                                                                           | Customer Satisfaction Rate (%)                 | ≥82.30% | ≥88.40% | 91.8%   |
| Total number of employees (Persons)                                                                       |                                                | 1,052   | 458     | 1,088   |
| By Gender                                                                                                 | Male Employees (Persons)                       | 656     | 273     | 697     |
|                                                                                                           | Female employees (Persons)                     | 396     | 185     | 391     |
| By Geography                                                                                              | Vietnamese employees (Persons)                 | 1,008   | 428     | 1052    |
|                                                                                                           | Non-Vietnamese employees (Persons)             | 44      | 30      | 36      |
| By Age                                                                                                    | 18-30 years old (Persons)                      | 534     | 225     | 564     |
|                                                                                                           | 31-50 years old (Persons)                      | 499     | 225     | 509     |
|                                                                                                           | Over 50 years old (Persons)                    | 19      | 8       | 15      |
| By Education                                                                                              | Master’s and above (Persons)                   | 3       | 0       | 0       |
|                                                                                                           | Bachelor’s Degree (Persons)                    | 131     | 37      | 82      |
|                                                                                                           | Associate Degree and below (Persons)           | 918     | 421     | 1006    |
| Percentage of female employees in total workforce (%)                                                     |                                                | 37.64%  | 40.39%  | 35.94%  |
| Percentage of women in senior management positions (excluding board of directors) (%)                     |                                                | 36.36%  | 0       | 0       |
| Percentage of ethnic minority workers in total workforce (%)                                              |                                                | 39%     | 41%     | 53.4%   |
| Percentage of ethnic minority employees in senior management positions (excluding board of directors) (%) |                                                | 0       | 0       | 0       |
| Employee Turnover Rate (%)                                                                                |                                                | 5%      | 30.76%  | 169.21% |

| Indicators                                                 |                                                                                                           | 2023       | 2024       | 2025       |
|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|------------|------------|------------|
| Occupational Health and Safety                             | Investment in Safety Production (USD)                                                                     | 20,000     | 22,000     | 25,467.84  |
|                                                            | Percentage of Sites with Employee Health and Safety Risk Assessments (%)                                  | 100%       | 100%       | 100%       |
|                                                            | Percentage of Operating Sites Certified to ISO 45001 Occupational Health and Safety Management System (%) | 100%       | 100%       | 100%       |
|                                                            | Percentage of Employees Representing Health and Safety Committees (across all regions) (%)                | 1.50%      | 1.50%      | 1.70%      |
|                                                            | Occupational Health Examination Coverage Rate (%)                                                         | 100%       | 100%       | 100%       |
|                                                            | Employee Personal Protective Equipment Rate (%)                                                           | 100%       | 100%       | 100%       |
|                                                            | Safety Inspection Frequency                                                                               | Once/month | Once/month | Once/month |
|                                                            | Number of Employee Health and Safety Training Sessions (Sessions)                                         | 10         | 12         | 12         |
|                                                            | Number of Employee Health and Safety Training Attendances (Participants)                                  | 1,008      | 635        | 965        |
|                                                            | Average Hours of Health and Safety Training per Employee (Hours)                                          | 16         | 16         | 16         |
|                                                            | Number of Safety Emergency Drills Conducted (Drills)                                                      | 3          | 6          | 2          |
|                                                            | Number of Participants in Emergency Drills (Participants)                                                 | 1,008      | 150        | 78         |
|                                                            | Number of Work-related Fatalities (Persons)                                                               | 0          | 0          | 0          |
|                                                            | Number of Work-related Injuries (Persons)                                                                 | 0          | 0          | 0          |
| Working Conditions and Welfare Protection                  | Number of Occupational Illness Cases (Persons)                                                            | 0          | 0          | 0          |
|                                                            | Percentage of Employees Covered by Social Insurance (%)                                                   | 96%        | 100%       | 99.89%     |
|                                                            | Percentage of Employees Represented by Formal Elected Employee Representatives (%)                        | 15.32%     | 15.32%     | 1.55%      |
|                                                            | Percentage of Employees Covered by Collective Agreements (%)                                              | 100%       | 100%       | 100%       |
|                                                            | Percentage of Employees Covered by Formal Collective Agreements on Working Conditions (%)                 | 100%       | 100%       | 100%       |
| Number of Employees on Maternity/Paternity Leave (Persons) |                                                                                                           | 16/39      | 45/60      | 66/80      |

| Indicators                                   |                                                                                          | 2023  | 2024  | 2025  |
|----------------------------------------------|------------------------------------------------------------------------------------------|-------|-------|-------|
| Working Conditions and<br>Welfare Protection | Number of Employees Returning to Work After Maternity/Paternity Leave(Persons)           | 16/39 | 45/60 | 63/80 |
|                                              | Number of Employees Still Employed 12 Months After Returning to Work (Persons)           | 9/39  | 15/60 | 41/80 |
|                                              | Number of Social Responsibility Training Sessions (Sessions)                             | 2     | 4     | 2     |
|                                              | Employee Social Responsibility Training Coverage Rate (%)                                | 100%  | 100%  | 100%  |
|                                              | Percentage of Workplaces Conducting Internal Social Responsibility Audits (%)            | 100%  | 100%  | 100%  |
|                                              | Number of Social Responsibility-Related Complaints Received (Cases)                      | 0     | 0     | 0     |
|                                              | Employee Satisfaction Rate (%)                                                           | 95%   | 98%   | 91%   |
| Career Development and Training              | Number of Employees Receiving Career Promotion (Persons)                                 | 15    | 10    | 27    |
|                                              | Percentage of Employees Receiving Regular Performance and Career Development Reviews (%) | 45%   | 100%  | 100%  |
|                                              | Number of Employee Training Attendances (Participants)                                   | 1,625 | 1,350 | 3,216 |
|                                              | Total Employee Training Hours (Hours)                                                    | 3,250 | 2,700 | 6,432 |
|                                              | Average Training Hours per Employee (Hours)                                              | 2     | 2     | 8.32  |
|                                              | Including: Number of Vocational Skills Training Sessions for Employees                   | 90    | 30    | 30    |
|                                              | Including: Average Hours of Vocational Skills Training per Employee (Hours)              | 16    | 16    | 16    |
|                                              | Percentage of Employees Receiving Vocational or Skills-Related Training (%)              | 100%  | 100%  | 100%  |

| Indicators              |                                                                                                 | 2023 | 2024 | 2025 |
|-------------------------|-------------------------------------------------------------------------------------------------|------|------|------|
| Sustainable Procurement | Qualified Suppliers (Units)                                                                     | 82   | 102  | 109  |
|                         | Newly Added Suppliers (Units)                                                                   | 8    | 68   | 10   |
|                         | Percentage of Suppliers Signing Sustainable Procurement Charter/Supplier Code of Conduct (%)    | 100% | 100% | 100% |
|                         | Percentage of Suppliers Contracted with Environmental, Labor, and Human Rights Requirements (%) | 100% | 100% | 100% |
|                         | Percentage of Target Suppliers Undergoing Social Responsibility Assessments (%)                 | 28%  | 18%  | 42%  |
|                         | Percentage of Target Suppliers Undergoing On-site Social Responsibility Audits (%)              | 28%  | 18%  | 38%  |
|                         | Percentage of Procurement Staff Trained in Sustainable Procurement (%)                          | 100% | 100% | 100% |

Governance

| Indicators |                                                                                                 | 2023  | 2024   | 2025  |
|------------|-------------------------------------------------------------------------------------------------|-------|--------|-------|
|            | Number of Business Ethics Training Sessions (Times)                                             | 2     | 2      | 2     |
|            | Percentage of Employees Receiving Business Ethics Training (%)                                  | 9.60% | 13.27% | 3.77% |
|            | Number of Information Security Training Sessions (Times)                                        | 2     | 2      | 2     |
|            | Percentage of Employees Receiving Information Security Training (%)                             | 100%  | 100%   | 100%  |
|            | Percentage of Operational Sites Covered by Business Ethics Risk Assessments/Internal Audits (%) | 100%  | 100%   | 100%  |
|            | Number of Business Ethics-Related Complaints Received (Cases)                                   | 0     | 0      | 0     |
|            | Confirmed Litigation and Cases Involving Corruption or Violations of Business Ethics (Cases)    | 0     | 0      | 0     |

## Independent Assurance Statement

GRI Content Index

|                           |                                                                                                                                  |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Statement of use          | >> VSUN has prepared this report in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025. |
| GRI 1 used                | >> GRI 1: Foundation 2021                                                                                                        |
| GRI Sector Standards Used | >> No applicable Sector Standard.                                                                                                |

| GRI Standard                    | Disclosure                                                                       | Page Number    | Reason of Omission | Explanation |
|---------------------------------|----------------------------------------------------------------------------------|----------------|--------------------|-------------|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details                                                       | 6              |                    |             |
|                                 | 2-2 Entities included in the organizations sustainability reporting              | 1              |                    |             |
|                                 | 2-3 Reporting period, frequency and contact point                                | 1-2,Back Cover |                    |             |
|                                 | 2-4 Restatements of information                                                  | /              | N/A                |             |
|                                 | 2-5 External assurance                                                           | 1,Appendix     |                    |             |
|                                 | 2-6 Activities, value chain and other business relationships                     | 6              |                    |             |
|                                 | 2-7 Employees                                                                    | 36             |                    |             |
|                                 | 2-8 Workers who are not employees                                                | 29; 36         |                    |             |
|                                 | 2-9 Governance structure and composition                                         | 45             |                    |             |
|                                 | 2-10 Nomination and selection of the highest governance body                     | 45             |                    |             |
|                                 | 2-11 Chair of the highest governance body                                        | 45             |                    |             |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts | 45             |                    |             |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | 45             |                    |             |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | 45             |                    |             |
|                                 | 2-15 Conflicts of interest                                                       | 45             |                    |             |
|                                 | 2-16 Communication of critical concerns                                          | 11             |                    |             |

| GRI Standard                       | Disclosure                                                                           | Page Number | Reason of Omission | Explanation |
|------------------------------------|--------------------------------------------------------------------------------------|-------------|--------------------|-------------|
| GRI 2: General Disclosures 2021    | 2-17 Collective knowledge of the highest governance body                             | 45          |                    |             |
|                                    | 2-18 Evaluation of the performance of the highest governance body                    | 45          |                    |             |
|                                    | 2-19 Remuneration policies                                                           | 36          |                    |             |
|                                    | 2-20 Process to determine remuneration                                               | 36          |                    |             |
|                                    | 2-21 Annual total compensation ratio                                                 | 36          |                    |             |
|                                    | 2-22 Statement on sustainable development strategy                                   | 3           |                    |             |
|                                    | 2-23 Policy commitments                                                              | 13          |                    |             |
|                                    | 2-24 Embedding policy commitments                                                    | 13          |                    |             |
|                                    | 2-25 Processes to remediate negative impacts                                         | 13          |                    |             |
|                                    | 2-26 Mechanisms for seeking advice and raising concerns                              | 13          |                    |             |
|                                    | 2-27 Compliance with laws and regulations                                            | 45          |                    |             |
|                                    | 2-28 Membership associations                                                         | 8           |                    |             |
|                                    | 2-29 Approach to stakeholder engagement                                              | 11          |                    |             |
| GRI 3: Material Topics 2021        | 2-30 Collective bargaining agreements                                                | 39          |                    |             |
|                                    | 3-1 Process to determine material topics                                             | 13          |                    |             |
| GRI 201: Economic Performance 2016 | 3-2 List of material topics                                                          | 13          |                    |             |
|                                    | 3-3 Management of material topics                                                    | 13          |                    |             |
|                                    | 201-1 Direct economic value generated and distributed                                | 7           |                    |             |
|                                    | 201-2 Financial implications and other risks and opportunities due to climate change | 17          |                    |             |
|                                    | 201-3 Defined benefit plan obligations and other retirement plans                    | 38          |                    |             |
|                                    | 201-4 Financial assistance received from government                                  | 7           |                    |             |

| GRI Standard                           | Disclosure                                                                            | Page Number | Reason of Omission        | Explanation                                                                                             |
|----------------------------------------|---------------------------------------------------------------------------------------|-------------|---------------------------|---------------------------------------------------------------------------------------------------------|
| GRI202: Market Performance 2016        | 3-3 Management of material topics                                                     | 13          |                           |                                                                                                         |
|                                        | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage    | 38          |                           |                                                                                                         |
|                                        | 202-2 Proportion of senior management hired from the local community                  | 38          |                           |                                                                                                         |
| GRI203: Indirect Economic Impacts 2016 | 3-3 Management of material topics                                                     | 13          |                           |                                                                                                         |
|                                        | 203-1 Infrastructure investments and services supported                               | 44          |                           |                                                                                                         |
|                                        | 203-2 Significant indirect economic impacts                                           | /           | N/A                       | The data and information have been integrated and presented in the company's annual report.             |
| GRI204: Procurement Practices 2016     | 3-3 Management of material topics                                                     | 13          |                           |                                                                                                         |
|                                        | 204-1 Proportion of spending on local suppliers                                       | 33          |                           |                                                                                                         |
| GRI205: Anti-corruption 2016           | 3-3 Management of material topics                                                     | 13          |                           |                                                                                                         |
|                                        | 205-1 Operations assessed for risks related to corruption                             | 48          |                           |                                                                                                         |
|                                        | 205-2 Communication and training about anti-corruption policies and procedures        | 48          |                           |                                                                                                         |
|                                        | 205-3 Confirmed incidents of corruption and actions taken                             | 48          |                           |                                                                                                         |
| GRI206: Anti-competitive Behavior 2016 | 3-3 Management of material topics                                                     | 13          |                           |                                                                                                         |
|                                        | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 48          |                           |                                                                                                         |
| GRI301: Materials 2016                 | 3-3 Management of material topics                                                     | 13          |                           |                                                                                                         |
|                                        | 301-1 Materials used by weight or volume                                              | /           | Information not available | The organization handles an extensive range of materials, making it difficult to compile relevant data. |

| GRI Standard                     | Disclosure                                                                                                                                      | Page Number | Reason of Omission        | Explanation                                                                                             |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---------------------------|---------------------------------------------------------------------------------------------------------|
| GRI301: Materials 2016           | 301-2 Recycled input materials used                                                                                                             | /           | Information not available | The organization handles an extensive range of materials, making it difficult to compile relevant data. |
|                                  | 301-3 Reclaimed products and their packaging materials                                                                                          | /           | Information not available | The organization handles an extensive range of materials, making it difficult to compile relevant data. |
| GRI302: Energy 2016              | 3-3 Management of material topics                                                                                                               | 13          |                           |                                                                                                         |
|                                  | 302-1 Energy consumption within the organization                                                                                                | 18          |                           |                                                                                                         |
|                                  | 302-2 Energy consumption outside of the organization                                                                                            | 18          |                           |                                                                                                         |
|                                  | 302-3 Energy intensity                                                                                                                          | 18          |                           |                                                                                                         |
|                                  | 302-4 Reduction of energy consumption                                                                                                           | 18          |                           |                                                                                                         |
|                                  | 302-5 Reductions in energy requirements of products and services                                                                                | 18          |                           |                                                                                                         |
| GRI303: Water and Effluents 2018 | 3-3 Management of material topics                                                                                                               | 13          |                           |                                                                                                         |
|                                  | 303-1 Interactions with water as a shared resource                                                                                              | 18; 23      |                           |                                                                                                         |
|                                  | 303-2 Management of water discharge-related impacts                                                                                             | 18; 23      |                           |                                                                                                         |
|                                  | 303-3 Water withdrawal                                                                                                                          | 18; 23      |                           |                                                                                                         |
|                                  | 303-4 Water discharge                                                                                                                           | 18; 23      |                           |                                                                                                         |
|                                  | 303-5 Water consumption                                                                                                                         | 18; 23      |                           |                                                                                                         |
| GRI304: Biodiversity             | 3-3 Management of material topics                                                                                                               | 13          |                           |                                                                                                         |
|                                  | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 21          |                           |                                                                                                         |
|                                  | 304-2 Significant impacts of activities, products and services on biodiversity                                                                  | 21          |                           |                                                                                                         |

| GRI Standard                           | Disclosure                                                                                                       | Page Number | Reason of Omission | Explanation                                                                                                                        |
|----------------------------------------|------------------------------------------------------------------------------------------------------------------|-------------|--------------------|------------------------------------------------------------------------------------------------------------------------------------|
| GRI304:<br>Biodiversity                | 304-3 Habitats protected or restored                                                                             | /           | N/A                | The organization's operational sites do not involve protected or restored habitats.                                                |
|                                        | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | /           | N/A                | The organization's operations do not involve species listed on the IUCN Red List or national conservation lists.                   |
| GRI305:<br>Emissions<br>2016           | 3-3 Management of material topics                                                                                | 13          |                    |                                                                                                                                    |
|                                        | 305-1 Direct (Scope 1) GHG emissions                                                                             | 22          |                    |                                                                                                                                    |
|                                        | 305-2 Energy indirect (Scope 2) GHG emissions                                                                    | 22          |                    |                                                                                                                                    |
|                                        | 305-3 Other indirect (Scope 3) GHG emissions                                                                     | 22          |                    |                                                                                                                                    |
|                                        | 305-4 GHG emissions intensity                                                                                    | 22          |                    |                                                                                                                                    |
|                                        | 305-5 Reduction of GHG emissions                                                                                 | 22          |                    |                                                                                                                                    |
|                                        | 305-6 Emissions of ozone-depleting substances (ODS)                                                              | /           | N/A                | There are no emissions of ozone-depleting substances (ODS) from the company's sites.                                               |
|                                        | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions                            | /           | N/A                | There are no emissions of nitrogen oxides (Nox), sulfur oxides (SOx), or other significant air emissions from the company's sites. |
| GRI306:<br>Effluents and<br>Waste 2016 | 3-3 Management of material topics                                                                                | 13          |                    |                                                                                                                                    |
|                                        | 306-3 Significant spills                                                                                         | 23          |                    |                                                                                                                                    |
| GRI306:<br>Waste 2020                  | 3-3 Management of material topics                                                                                | 15          |                    |                                                                                                                                    |
|                                        | 306-1 Waste generation and significant waste-related impacts                                                     | 25          |                    |                                                                                                                                    |
|                                        | 306-2 Management of significant waste-related impacts                                                            | 25          |                    |                                                                                                                                    |
|                                        | 306-3 Waste generated                                                                                            | 25          |                    |                                                                                                                                    |
|                                        | 306-4 Waste diverted from disposal                                                                               | 25          |                    |                                                                                                                                    |
|                                        | 306-5 Waste directed to disposal                                                                                 | 25          |                    |                                                                                                                                    |

| GRI Standard                                               | Disclosure                                                                                                          | Page Number | Reason of Omission | Explanation |
|------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-------------|--------------------|-------------|
| GRI308:<br>Supplier<br>Environmental<br>Assessment<br>2016 | 3-3 Management of material topics                                                                                   | 13          |                    |             |
|                                                            | 308-1 New suppliers that were screened using environmental criteria                                                 | 31          |                    |             |
|                                                            | 308-2 Negative environmental impacts in the supply chain and actions taken                                          | 31          |                    |             |
| GRI401:<br>Employment<br>2016                              | 3-3 Management of material topics                                                                                   | 13          |                    |             |
|                                                            | 401-1 New employee hires and employee turnover                                                                      | 38; 54      |                    |             |
|                                                            | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees            | 39; 41      |                    |             |
|                                                            | 401-3 Parental leave                                                                                                | 38          |                    |             |
| GRI402:<br>Labor/<br>Management<br>Relations 2016          | 3-3 Management of material topics                                                                                   | 13          |                    |             |
|                                                            | 402-1 Minimum notice periods regarding operational changes                                                          | 40          |                    |             |
|                                                            | 3-3 Management of material topics                                                                                   | 13          |                    |             |
|                                                            | 403-1 Occupational health and safety management system                                                              | 34          |                    |             |
| GRI403:<br>Occupational<br>Health and<br>Safety 2018       | 403-2 Hazard identification, risk assessment, and incident investigation                                            | 34          |                    |             |
|                                                            | 403-3 Occupational health services                                                                                  | 34          |                    |             |
|                                                            | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | 34          |                    |             |
|                                                            | 403-5 Worker training on occupational health and safety                                                             | 34          |                    |             |
|                                                            | 403-6 Promotion of worker health                                                                                    | 34          |                    |             |
|                                                            | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 34          |                    |             |
|                                                            | 403-8 Workers covered by an occupational health and safety management system                                        | 34          |                    |             |
|                                                            | 403-9 Work-related injuries                                                                                         | 34          |                    |             |
|                                                            | 403-10 Work-related ill health                                                                                      | 34          |                    |             |
|                                                            |                                                                                                                     |             |                    |             |

| GRI Standard                                                             | Disclosure                                                                                                           | Page Number | Reason of Omission | Explanation                                                                                     |
|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-------------|--------------------|-------------------------------------------------------------------------------------------------|
| <b>GRI404:<br/>Training and Education 2016</b>                           | 3-3 Management of material topics                                                                                    | 13          |                    |                                                                                                 |
|                                                                          | 404-1 Average hours of training per year per employee                                                                | 44          |                    |                                                                                                 |
|                                                                          | 404-2 Programs for upgrading employee skills and transition assistance programs                                      | 44          |                    |                                                                                                 |
|                                                                          | 404-3 Percentage of employees receiving regular performance and career development reviews                           | 44          |                    |                                                                                                 |
| <b>GRI405:<br/>Diversity and Equal Opportunity 2016</b>                  | 3-3 Management of material topics                                                                                    | 13          |                    |                                                                                                 |
|                                                                          | 405-1 Diversity of governance bodies and employees                                                                   | 38          |                    |                                                                                                 |
|                                                                          | 405-2 Ratio of basic salary and remuneration of women to men                                                         | 38-40       |                    |                                                                                                 |
| <b>GRI406:<br/>Non-discrimination 2016</b>                               | 3-3 Management of material topics                                                                                    | 13          |                    |                                                                                                 |
|                                                                          | 406-1 Incidents of discrimination and corrective actions taken                                                       | 38          |                    |                                                                                                 |
| <b>GRI407:<br/>Freedom of Association and Collective Bargaining 2016</b> | 3-3 Management of material topics                                                                                    | 13          |                    |                                                                                                 |
|                                                                          | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 30, 38      |                    |                                                                                                 |
| <b>GRI408:<br/>Child Labor 2016</b>                                      | 3-3 Management of material topics                                                                                    | 13          |                    |                                                                                                 |
|                                                                          | 408-1 Operations and suppliers at significant risk for incidents of child labor                                      | 30, 38      |                    |                                                                                                 |
| <b>GRI409:<br/>Forced or Compulsory Labor 2016</b>                       | 3-3 Management of material topics                                                                                    | 13          |                    |                                                                                                 |
|                                                                          | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | 30, 38      |                    |                                                                                                 |
| <b>GRI410:<br/>Security Practices 2016</b>                               | 3-3 Management of material topics                                                                                    | 13          |                    |                                                                                                 |
|                                                                          | 410-1 Security personnel trained in human rights policies or procedures                                              | 37          |                    |                                                                                                 |
| <b>GRI 411:<br/>Rights of Indigenous Peoples 2016</b>                    | 3-3 Management of material topics                                                                                    | 13          |                    |                                                                                                 |
|                                                                          | 411-1 Incidents of violations involving rights of indigenous peoples                                                 | /           | N/A                | The organization has had no incidents involving violations of the rights of indigenous peoples. |

| GRI Standard                                        | Disclosure                                                                                          | Page Number | Reason of Omission | Explanation                                                                                                    |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------|-------------|--------------------|----------------------------------------------------------------------------------------------------------------|
| <b>GRI 413:<br/>Local Communities 2016</b>          | 3-3 Management of material topics                                                                   | 13          |                    |                                                                                                                |
|                                                     | 413-1 Operations with local community engagement, impact assessments, and development programs      | 44          |                    |                                                                                                                |
|                                                     | 413-2 Operations with significant actual and potential negative impacts on local communities        | /           | N/A                | The organization has no operations with significant actual or potential negative impacts on local communities. |
| <b>GRI414:<br/>Supplier Social Assessment 2016</b>  | 3-3 Management of material topics                                                                   | 13          |                    |                                                                                                                |
|                                                     | 414-1 New suppliers that were screened using social criteria                                        | 30          |                    |                                                                                                                |
|                                                     | 414-2 Negative social impacts in the supply chain and actions taken                                 | 30          |                    |                                                                                                                |
| <b>GRI 415:<br/>Public Policy 2016</b>              | 3-3 Management of material topics                                                                   | 13          |                    |                                                                                                                |
|                                                     | 415-1 Political contributions                                                                       | /           | N/A                | No involvement within the organization's scope.                                                                |
| <b>GRI 416:<br/>Customer Health and Safety 2016</b> | 3-3 Management of material topics                                                                   | 13          |                    |                                                                                                                |
|                                                     | 416-1 Assessment of the health and safety impacts of product and service categories                 | 29          |                    |                                                                                                                |
|                                                     | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 29          |                    |                                                                                                                |
| <b>GRI 417:<br/>Marketing and Labeling 2016</b>     | 3-3 Management of material topics                                                                   | 13          |                    |                                                                                                                |
|                                                     | 417-1 Requirements for product and service information and labeling                                 | 29          |                    |                                                                                                                |
|                                                     | 417-2 Incidents of non-compliance concerning product and service information and labeling           | 29          |                    |                                                                                                                |
|                                                     | 417-3 Incidents of non-compliance concerning marketing communications                               | 29          |                    |                                                                                                                |
| <b>GRI418:<br/>Customer Privacy 2016</b>            | 3-3 Management of material topics                                                                   | 13          |                    |                                                                                                                |
|                                                     | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data  | 29, 49      |                    |                                                                                                                |

## Feedback

Dear Reader,

Thank you for taking the time to read this report, we sincerely welcome your evaluation and valuable feedback, which will help us continuously improve our social responsibility initiatives and enhance our capabilities and performance in fulfilling social responsibilities.

### Multiple-choice Questions: ( Please check "√" in the appropriate box)

1.Which of the following stakeholder groups do you belong to?

- ☐ Government    ☐ Regulatory Agency    ☐ Shareholders and Investors    ☐ Customers  
☐ Employees    ☐ Suppliers and Partners    ☐ Public and Media    ☐ Community  
☐ Other (Please specify) \_\_\_\_\_

2. What is your overall impression of the report?

- ☐ Excellent    ☐ Good    ☐ Average    ☐ Poor    ☐ Very Poor

3. How would you rate the quality of the social responsibility information disclosed in the report?

- ☐ Very high    ☐ High    ☐ Average    ☐ Low    ☐ Very low

4. What is your opinion on the structure of the report?

- ☐ Very Reasonable    ☐ Reasonable    ☐ Average    ☐ Poor    ☐ Very Poor

5. How would you rate the layout design and presentation of the report?

- ☐ Excellent    ☐ Good    ☐ Average    ☐ Poor    ☐ Very Poor

### Open-ended questions:

1.Please provide your valuable comments and suggestions on VSUN's 2025 Environmental, Social, and Governance (ESG) Report:

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You may also send your feedback to:

Address: Lot III - Dong Vang, Dinh Tram Industrial Zone, Nenh Town, Viet Yen District, Bac Giang Province, Vietnam

Tel: 021-57709652

Email: marketing@vsunsolar.com