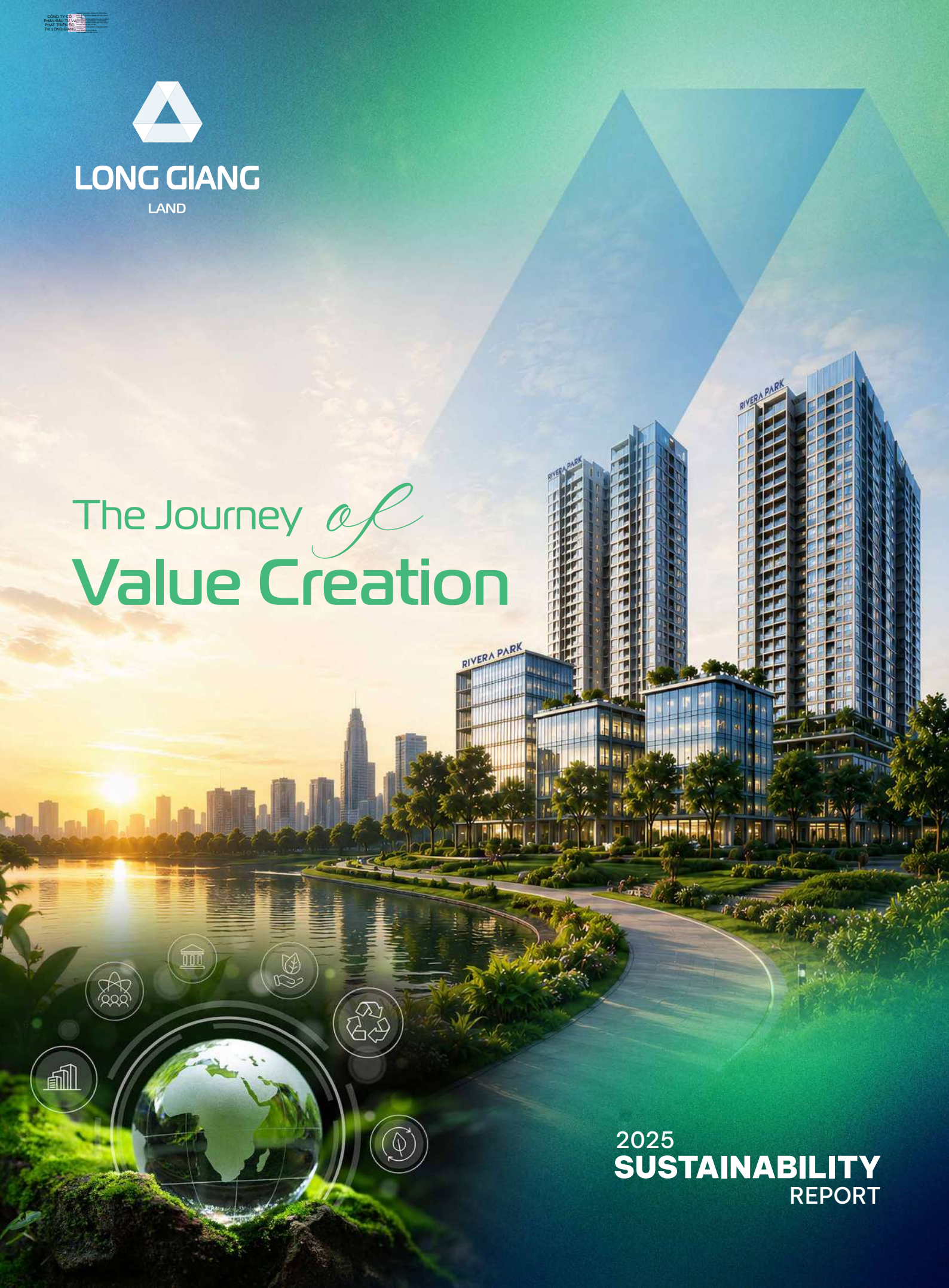


CÔNG TY CỔ PHẦN
PHÁT TRIỂN ĐẤT
ĐỎ LONG GIANG



LONG GIANG
LAND

The Journey *of* Value Creation



2025
SUSTAINABILITY
REPORT

CHAPTER 01

OVERVIEW

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The Journey *of* Value Creation



Long Giang Land believes that, even under relatively stable conditions, sustainable development represents an optimal choice for enterprises and an overarching market trend. Under complex and highly risky conditions, sustainable development becomes an inevitable imperative. Current realities demonstrate that traditional enterprises operating solely for pure economic objectives are no longer relevant. Failure to shift mindsets and reorient operations will inevitably lead to elimination, making way for enterprises that strive for a balance between economic and social objectives.

Playing a core role within the Long Giang Group, Long Giang Land consistently leads in progressively integrating sustainable development into the company's operations, collaborating with other Group members to create shared values and realize objectives in the new development phase. We determine that investing in sustainable development drivers and incrementally integrating sustainability into core business operations remain a central focus for the company in the short, medium, and long term.



About this Report

The 2025 Sustainability Report of Long Giang Investment and Urban Development Joint-Stock Company ("Long Giang Land", "the Company") is prepared to provide a comprehensive overview of the Company's strategic orientation, governance system, activities, results, and commitments toward sustainable development in the 2025 financial year. The report is published as Long Giang Land continues to consolidate its governance foundation, enhance operational capacity, and adapt to increasingly stringent market demands, while systematically integrating environmental, social, and governance factors into its development strategy.

Reporting Period and Scope

The report encompasses information and data for the period from January 1, 2025, to December 31, 2025 (unless otherwise stated), guided by the Company's current strategies and policies, having references to disclosure principles aligned with the GRI Standards, and selecting specific United Nations Sustainable Development Goals (SDGs) relevant to Long Giang Land's operational characteristics.

The reporting scope covers Long Giang Land's activities in areas directly related to sustainable development, including: corporate governance, risk management, human resources, workplace environment, occupational health and safety, service quality, customer relations, community activities, resource utilization, and legal compliance.

Basis of Preparation

The report is constructed based on:

- Information from the Company's internal governance system;
- Data compiled and provided by specialized departments/divisions;
- Financial, HR, operational, environmental, safety, and compliance data in 2025;
- The Company's current strategic orientations and internal policies;
- Reference to sustainability disclosure principles aligned with the GRI Standards approach;
- Reference to United Nations Sustainable Development Goals (SDGs) relevant to the Company's operational characteristics.

Long Giang Land recognizes that the sustainability data system requires further standardization and depth in subsequent years. Therefore, the 2025 report serves as both a disclosure tool and a step forward in perfecting the Company's governance and sustainability performance measurement system.

Report Theme

The theme "The Journey of Value Creation" was selected for the 2025 Sustainability Report to accurately reflect Long Giang Land's developmental ethos in the current period. In the Company's approach, value is not only defined by revenue, profit, or asset scale, but also by the ability to establish reputation, maintain transparency, control risks, nurture corporate culture, and make positive contributions to society.

This report is developed not only to fulfill disclosure requirements but also to enhance accountability to stakeholders, while laying the groundwork for data standardization, governance system improvement, and enhanced reporting quality in the years to come.

MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS



“

For Long Giang Land, sustainable development is not merely a standard to strive for, but a foundational principle in corporate management. We believe that an enterprise can only develop robustly when it strikes a harmonious balance between economic objectives, social responsibilities, environmental obligations, and commitments to transparent governance.

Chairman
Mr. Le Ha Giang

Dear Shareholders, Customers, Partners, and all Employees,

The year 2025 continued to pose numerous challenges for the broader economy and the real estate market in particular. Changes in the business environment, coupled with escalating demands for transparency, risk management, product quality, capital efficiency, and social responsibility, are reshaping how enterprises develop and create value. In this context, Long Giang Land remains steadfast in its orientation toward cautious, selective growth, while reinforcing its governance foundation for more sustainable long-term development.

For Long Giang Land, sustainable development is not merely a standard to strive for, but a foundational principle in corporate management. We believe that an enterprise can only develop robustly when it strikes a harmonious balance between economic objectives, social responsibilities, environmental obligations, and commitments to transparent governance. Sustainable value, therefore, is generated not only from the results of a single financial year but is cultivated through the quality of decision-making, adaptive capacity, employee companionship, customer trust, partner collaboration, and positive community contributions.

The theme “The Journey of Value Creation” of the 2025 Sustainability Report accurately reflects the direction Long Giang Land is pursuing. We view value creation as a continuous journey, in which every project, every governance decision, every effort to perfect the system, every operational initiative, and every social contribution serves as a crucial link. Value lies not only in asset scale or revenue but also in the enterprise's ability to build trust, maintain standards, protect reputation, and generate lasting positive impacts.

In 2025, Long Giang Land continued to solidify its governance foundation, enhance risk control, focus on human resource development, maintain compliance discipline, elevate environmental responsibility in operations, and promote practical community programs. Although much remains to be perfected, we believe that today's steps will contribute to building the enterprise's resilience for the future.

This report is not just a summary of achievements throughout the year, but also Long Giang Land's commitment to a responsible, transparent, and long-term development journey. We deeply appreciate the companionship of our Shareholders, Customers, Partners, and all Employees on this path.

Sincerely,



GENERAL INFORMATION ABOUT LONG GIANG LAND

General Information about the Company

Long Giang Land là thành viên của nhóm Công ty Long Giang Land is a member of the Long Giang Group, which comprises companies operating across various sectors, prominently featuring four key entities:

- Long Giang Investment and Urban Development Joint-Stock Company – Long Giang Land: Primarily operates in real estate project development.
- Long Giang Engineering & Construction Joint Stock Company – Long Giang E&C: Primarily operates as a general construction contractor.
- Rivera Invest Joint Stock Company – Rivera Invest: Primarily operates in commercial and tourism real estate investment and exploitation.
- Rivera Homes Real Estate Management and Exploitation Joint Stock Company – Rivera Homes: Primarily operates in real estate management.

Company Name:

Vietnamese Name:
CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ PHÁT TRIỂN ĐÔ THỊ LONG GIANG

English Name:
LONG GIANG INVESTMENT AND URBAN DEVELOPMENT JOINT-STOCK COMPANY

Abbreviation:
LONG GIANG LAND

Business Registration Number:

0101184201, issued by the Hanoi Authority for Planning and Investment on October 8, 2001

Charter Capital:

VND 515,000,000,000

Stock Symbol:

LGL

Legal Representative:

Mr. **NGUYEN MANH HA**
Position: General Director

Contact Information:

Address: 25th Floor, Tower A, 173 Xuan Thuy Building, Cau Giay Ward, Hanoi

Phone: (+84-24) 3795 0595/96/97/98/99

Website: longgiangland.com.vn

VISION, MISSION, CORE VALUES

Vision:

- To build Long Giang Land into one of Vietnam's leading reputable real estate developers.

Mission:

- Develop humane real estate products, oriented towards people and for the people;
- Establish humane residential communities;
- Contribute to building a humane society.

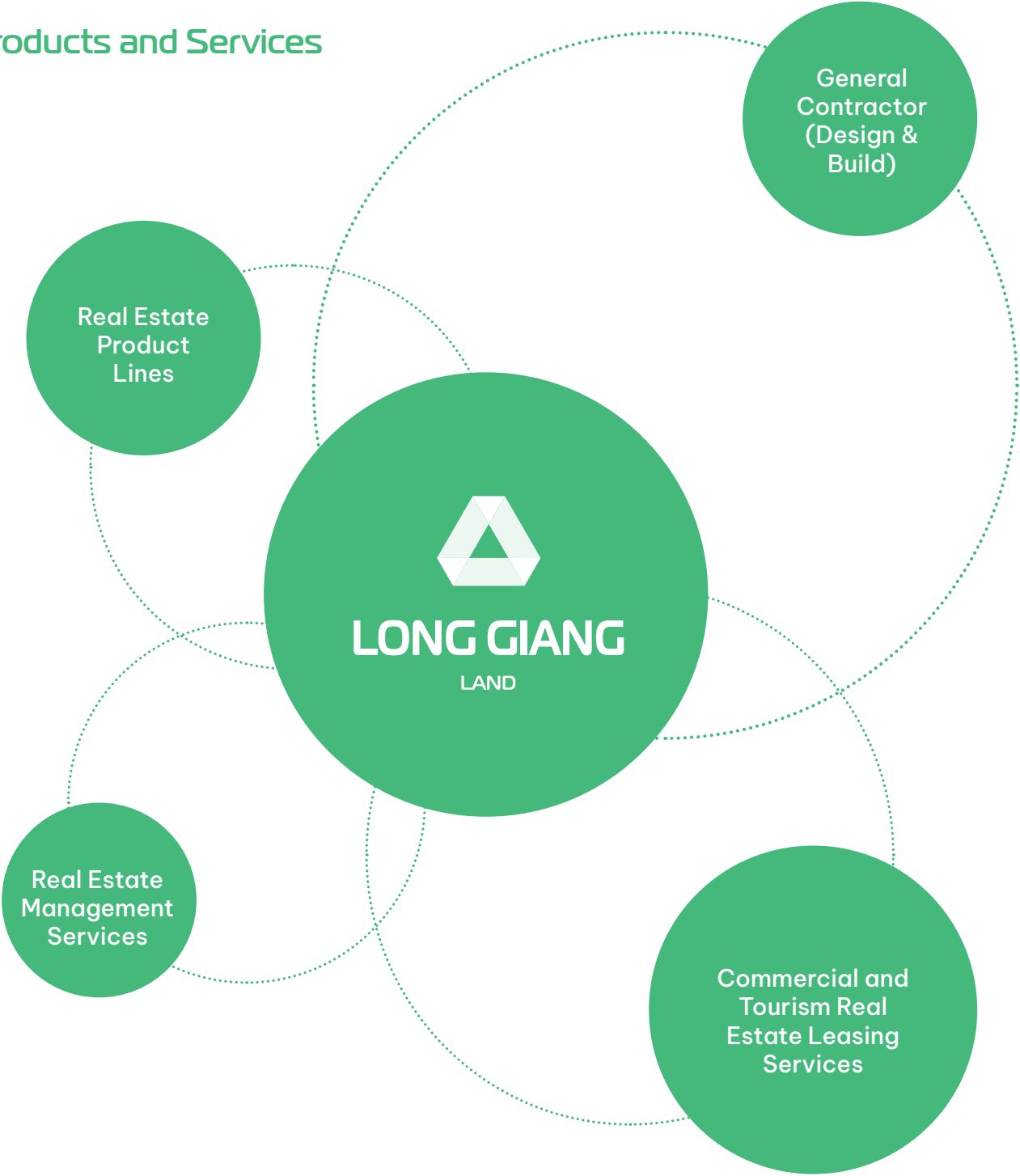
Core Values:

- Product quality is Long Giang Land's pride;
- Customer satisfaction is Long Giang Land's profit;
- Long Giang Land is the common home for all employees in the company;
- Long Giang Land's corporate culture forms the company's identity;
- Social contribution is Long Giang Land's responsibility.



BUSINESS LINES AND OPERATIONAL AREAS

Products and Services



Real Estate Product Lines:

- RIVERA PREMIER**
The luxury product brand and the highest-end line of Long Giang Land, featuring projects in prime locations of major cities. These projects are equipped with the most premium amenities, offering elite residential communities rich and upscale experiences and services.
- RIVERA PARK**
The high-end product brand featuring projects in relatively prime locations in major cities. They are invested with premium equipment and full amenities, providing residents with high-quality experiences and services.
- RIVERA GARDEN**
The mid-range product brand offering reasonable prices. These projects feature quality equipment, basic amenities, and pricing suitable for a large customer base's purchasing power, while ensuring a convenient and comfortable life for residents.



Real Estate
Management
Services:

Rivera Homes is an affiliated company of Long Giang Land and a key member of the Long Giang Group. It provides management services for various real estate types: apartments, commercial centers, office leases, hotels/condotels, and resort villas spanning luxury, high-end, and mid-range segments.

Rivera Homes is an indispensable link in Long Giang Land's real estate ecosystem, ensuring the provision of the best services to residents and customers, thereby sustainably enhancing the value of Long Giang Land's projects.



Commercial and
Tourism Real
Estate Leasing
Services

Rivera Invest is an affiliated company of Long Giang Land and a key member of the Long Giang Group. It currently owns and manages the leasing of 31,500 square meters of office and commercial center space across 3 buildings: Xuan Thuy Tower (173 Xuan Thuy, Cau Giay, Hanoi); Rivera Park Hanoi (69 Vu Trong Phung, Thanh Xuan, Hanoi); and Rivera Park Saigon (7/28 Thanh Thai, Dien Hong Ward, Ho Chi Minh City).

Closely associated and comprehensively cooperating with Long Giang Land, the real estate products Rivera Invest invests in and exploits include commercial centers, office leases, hotels/condotels, and resort villas under the Rivera Premier, Rivera Park, and Rivera Garden brands. Moving forward, Rivera Invest will expand its network tied to Long Giang Land's Rivera-branded projects nationwide, concentrating on Hanoi, Ho Chi Minh City, and other major cities, providing customers with the best products and services.

Operational Areas

With the vision of being a leading reputable real estate developer, Long Giang Land focuses on developing a chain of real estate projects nationwide. The emphasis is on investments in Hanoi, Ho Chi Minh City, and major provinces/cities such as Da Nang, Phan Thiet (Lam Dong), Can Tho, Dong Thap ...

In Hanoi and Ho Chi Minh City, the company has completed, handed over, and put into operation two buildings: Rivera Park Hanoi and Rivera Park Saigon, receiving high appreciation from the market and customers.

In 2026, the company will strive to expand its footprint by commencing two new projects in Phan Thiet (Lam Dong) and Can Tho.

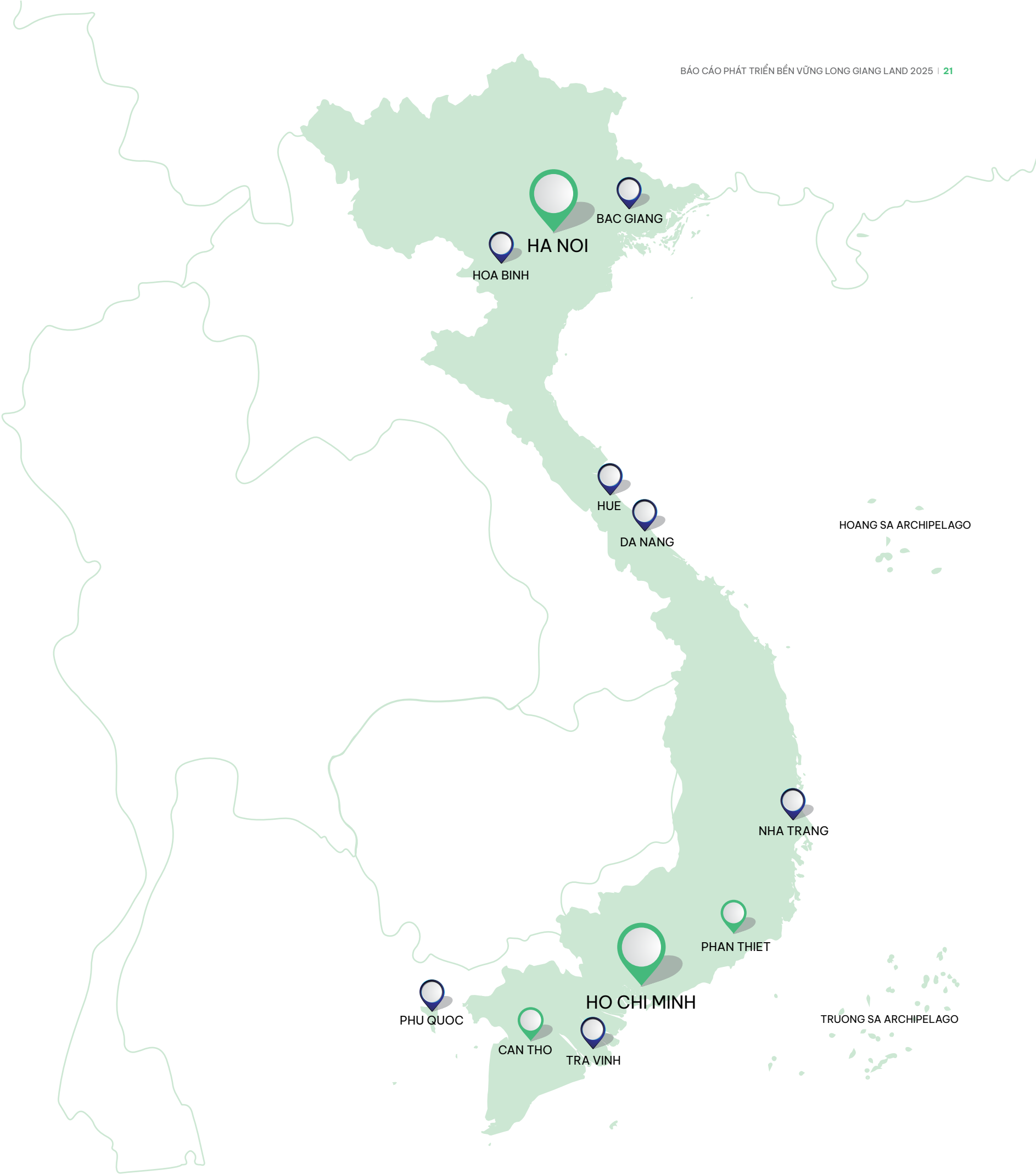
In the subsequent phase, the company aims to establish a real estate project chain spanning from North to South, with new projects commencing in Da Nang, Phu Quoc (An Giang), Phu Tho, Bac Ninh, Vinh Long, Sa Dec, My Tho (Dong Thap) ...

COMPLETED PROJECTS

- 01 Ha Noi
- 02 Phan Thiet
- 03 Ho Chi Minh City
- 04 Can Tho

ONGOING PROJECTS

- 01 Bac Giang
- 02 Hoa Binh
- 03 Thua Thien Hue
- 04 Da Nang
- 05 Nha Trang
- 06 Tra Vinh
- 07 Phu Quoc



SUSTAINABLE DEVELOPMENT STRATEGY

“The Journey of Value Creation” is not only the theme of the report but also reflects Long Giang Land's approach to its developmental path. The company believes that sustainable value is not formed in an instant, but accumulated through a series of correct decisions over time – from perfecting governance and enhancing team quality to controlling risks and honoring commitments to customers. This value is multifaceted and created for multiple stakeholders, including shareholders, customers, employees, partners, and the community, striking a harmony between economic benefits and socio-environmental responsibilities. The foundation of this entire process is trust, built on transparency, compliance, and a sense of responsibility, laying the groundwork for the enterprise's long-term development.

Four Pillars of Sustainable Development of Long Giang Land

To realize the philosophy of “The Journey of Value Creation”, Long Giang Land orients its sustainable development around 4 strategic pillars:

Pillar 1. Sustainable Economic Value

Long Giang Land pursues growth based on prudence, efficiency, and risk control. The Company focuses on:

- Utilizing financial resources reasonably;
- Enhancing governance efficiency;
- Controlling cash flow and leverage;
- Selecting feasible investment opportunities;
- Strengthening execution capacity and internal coordination.

This is the pillar that creates the financial and organizational foundation for long-term development.

Pillar 2. Human Value

Long Giang Land determines that people are the center of all development strategies. The Company focuses on building a capable, responsible workforce capable of learning and long-term commitment through:

- A safe, equitable, and humane working environment;
- Appropriate remuneration and welfare policies;
- Training, development, and providing opportunities;
- Nurturing a culture of cooperation, professionalism, and integrity.

Pillar 3. Environmental and Social Value

Long Giang Land aims to minimize negative environmental impacts within its operational scope, while enhancing responsibility towards the community and society through:

- Controlling environmental impacts in projects and operations;
- Efficient use of resources;
- Maintaining occupational health and safety;
- Implementing practical community activities;
- Developing projects with a long-term sense of responsibility.

Pillar 4. Governance and Trust Value

This is the cross-cutting pillar linking the Company's entire sustainable development system. Long Giang Land determines it must continue to:

- Enhance corporate governance quality;
- Perfect internal control mechanisms;
- Enhance information transparency;
- Proactively manage risks;
- Promote integrity, ethics, and compliance.





Alignment with United Nations Sustainable Development Goals (SDGs)

Long Giang Land references the UN SDGs as a guiding framework to connect corporate activities with broader societal development priorities. SDGs highly relevant to the Company's operations include:

SDG 3 – Good Health and Well-being:

By ensuring occupational health and safety, periodic health check-ups, a healthy work environment, and health-related community activities.

SDG 5 – Gender Equality:

By maintaining fairness principles, creating development opportunities for female employees, and fostering a non-discriminatory workplace.

SDG 8 – Decent Work and Economic Growth:

By creating jobs, enhancing personnel quality, improving productivity, and maintaining safe, stable working conditions.

SDG 11 – Sustainable Cities and Communities:

By developing real estate and living spaces responsibly, focusing on quality of life, the environment, and community connectivity.

SDG 12 – Responsible Consumption and Production:

By efficiently using resources, reducing waste, and promoting responsible operational practices.

SDG 13 – Climate Action:

By progressively addressing climate risks, environmental impacts, and factors related to adaptive capacity in project development.

SDG 16 – Peace, Justice and Strong Institutions:

By enhancing transparency, good governance, legal compliance, and risk control in corporate operations.



SUSTAINABILITY GOVERNANCE

Sustainability Governance Model

Long Giang Land's sustainability governance model is organized continuously from the highest level down to individual departments and employees, including:



01. BOARD OF DIRECTORS

- Formulate a sustainable development strategy corresponding to the business strategy based on identifying material areas and issues relevant to the Company.
- Direct methods and tools, and issue appropriate policies so that the execution of the sustainable development strategy is not hindered by business activities or management processes.
- Approve targets and action plans for effective sustainability execution, ensuring transparency, accountability, and the protection of shareholders' rights.

02. GENERAL DIRECTOR AND EXECUTIVE BOARD

- Develop and submit sustainability targets and action plans to the BOD
- Communicate the strategy, targets, and plans company-wide
- Allocate responsibilities among Departments/ Divisions
- Monitor progress and effectiveness to ensure sustainability plans meet their targets

03. DEPARTMENTS/DIVISIONS AND FUNCTIONAL UNITS

- Develop specific plans corresponding to their scope, functions, and duties, consistent with the Company's orientation, and implement them to the highest capacity.
- Deploy plans to individual members and subordinate units for action.
- Report promptly and regularly propose efficiency enhancements.

04. EMPLOYEES

- Perform specific daily tasks related to Long Giang Land's sustainability goals
- Promptly compile and report on the results of achieving sustainability targets

In the governance model above, the roles of Departments/Divisions and Functional Units are defined as follows:

Finance - Accounting Department:

Plays a role in managing cash flow, controlling resources, measuring financial performance, and supporting transparency and accountability.

Legal Department:

Plays a role in compliance control, legal document review, legal risk management, and ensuring the sustainability of investment and implementation activities.

Human Resources Department:

Plays a central role in team development, labor policies, corporate culture, training, welfare, and labor relations.

Project/Technical/Operations Departments:

Play a role in controlling quality, schedule, safety, environmental factors, and coordination efficiency with contractors and partners.

Sales/Customer Service Departments:

Play a role in reflecting market needs, enhancing customer experience, and consolidating brand reputation.

Communications/Investor Relations Department:

Plays a role in supporting information disclosure, conveying messages, enhancing transparency, and conducting stakeholder dialogue.

Sustainability Risk Management

Long Giang Land views risk management as an inseparable component of sustainable development. In 2025, the Company focused on managing the following key risk groups:



Project Legal Risks:

This group significantly impacts schedules, costs, implementation feasibility, and corporate reputation. The Company prioritizes reviewing, monitoring, and updating legal status while coordinating among departments to minimize emerging threats.

Financial and Cash Flow Risks:

Market volatility can pressure liquidity, execution schedules, and resource mobilization capacity. Therefore, Long Giang Land continues to maintain prudence in financial management, closely monitoring cash flow and capital efficiency.

Schedule and Quality Risks: :

Schedule and quality affect not only investment efficiency but also heavily impact customer and partner trust. The Company emphasizes mechanisms for coordination, supervision, inspection, and timely resolution of bottlenecks during implementation.

Environmental and Safety Risks:

As a real estate enterprise, Long Giang Land is keenly aware of risks related to dust, noise, solid waste, wastewater, site safety, and occupational health. The Company has enhanced supervision requirements and coordination with contractors and functional departments to limit negative impacts.

Compliance and Reputational Risks:

Any incident involving legal violations, lack of transparency, delayed information processing, or inappropriate customer/partner feedback can impact corporate reputation. Thus, Long Giang Land promotes a culture of compliance and a sense of responsibility at all levels.

CHAPTER

02

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Responsible Development for
Living Spaces
and the Urban Future

LONG GIANG LAND'S PERSPECTIVE ON ENVIRONMENTAL RESPONSIBILITY

For a real estate investment and development enterprise, environmental responsibility extends beyond merely complying with current legal regulations to directly connecting with project development quality, the long-term utility value of products, construction adaptability, and corporate reputation in the eyes of customers, communities, and society.

Long Giang Land recognizes that every project and development decision can generate lasting impacts on the natural environment, urban landscapes, and the living conditions of surrounding communities. Therefore, the Company approaches environmental responsibility proactively, gradually transitioning from minimal compliance-based management to responsible development centered on long-term efficiency.

In 2025, Long Giang Land continued integrating environmental factors into governance and operations through these main orientations:

- Compliance with environmental laws and related regulations;
- Controlling environmental impacts during operations and project execution;
- Enhancing resource efficiency;
- Strengthening internal awareness of environmental responsibility;
- Progressively standardizing environmental data to improve future governance and disclosure quality.

The Company believes that in a market shifting strongly toward transparency and responsibility requirements, environmental governance capacity will increasingly become a key indicator of a real estate enterprise's sustainable development quality.





APPROACH TO ENVIRONMENTAL MANAGEMENT IN THE VALUE CHAIN

Long Giang Land asserts that environmental management must be executed continuously across the entire corporate value chain—from researching investment opportunities, legal preparation, and design, to execution, operation, handover, and quality maintenance.

In the research and project preparation phase:

From the outset, environmental factors are considered in relation to overall project feasibility. Long Giang Land examines issues such as site conditions, landscape characteristics, potential impacts on the surrounding environment, resource needs, and legal compliance requirements.

Early consideration of these factors provides a basis for identifying risks, making necessary adjustments during preparation, and mitigating adverse outcomes later.

In the design and execution planning phase:

During this stage, Long Giang Land focuses on elements affecting environmental performance and long-term project quality, including:

- The suitability of design solutions with natural conditions and regional infrastructure;
- The ability to optimize green, well-ventilated spaces and functional utility;
- Technical requirements regarding water supply/drainage, waste treatment, and environmental infrastructure;
- Selecting appropriate solutions to limit negative impacts during construction and operation.

In the implementation phase:

This phase generates the most direct environmental impacts. Long Giang Land strictly controls elements such as:

- Dust, noise, and vibration;
- Domestic wastewater and construction wastewater;
- Construction solid waste and domestic waste;
- Construction site hygiene;
- Environmental safety for neighboring areas;
- Contractor responsibilities regarding environmental compliance.

In the operation and quality maintenance phase:

Environmental responsibility does not end when a project is completed. In Long Giang Land's approach, a building's value is also reflected in its rational operation, resource conservation, landscape maintenance, and contribution to high-quality long-term living and usage environments.

MANAGEMENT OF MATERIAL ENVIRONMENTAL IMPACTS

Controlling dust, noise, and construction impacts

Dust, noise, and other issues arising during construction directly impact areas surrounding projects. Long Giang Land views controlling these factors not only as regulatory compliance but as corporate responsibility to the community.

In 2025, the Company executed auxiliary items, guide walls, test piles, and pressed piles for the Viet Hung project. During this process, the Company required related units to implement measures to:

- Control dust emissions from construction and material transport;
- Minimize excessive noise affecting neighboring areas;
- Maintain site hygiene;
- Manage vehicles, materials, and construction activities safely and systematically;
- Coordinate on resolving regional environmental issues as they arise.

Long Giang Land also emphasizes the role of on-site supervision and contractors' responsibilities in complying with set environmental requirements during execution.

Water and wastewater management

Water is a crucial resource across office operations, project management, and execution. Long Giang Land approaches water management via two avenues: responsible consumption and wastewater control.

In 2025, the Company continued to focus on:

- Using water economically and suitably for actual needs;
- Monitoring water consumption data across managed areas;
- Ensuring drainage system requirements and regulating wastewater per regulations;
- Enhancing internal awareness of efficient water use;
- Progressively standardizing data to serve water resource management.

Water management not only yields operational cost savings but also reflects the enterprise's responsibility in resource management.

Waste management

As a real estate developer, Long Giang Land clearly understands its responsibility in managing waste generated from office activities, operations, and particularly construction. Waste is not only a technical issue but an indicator of organizational quality, site discipline, and system-wide responsibility awareness.

In 2025, the Company continued focusing on:

- Organizing compliant waste collection;
- Coordinating with functional units for waste treatment;
- Enhancing control over waste generated at construction sites;
- Encouraging sorting and waste reduction where feasible;
- Raising awareness of economizing and reasonably utilizing materials and office supplies.

In the long run, Long Giang Land aims to upgrade waste management quality from mere treatment to emphasizing reduction, sorting, and better

Energy efficiency

Energy efficiency is increasingly significant for enterprises, from both an environmental perspective and in terms of cost management, operational efficiency, and adaptability to future sustainability trends.

In 2025, Long Giang Land maintained practices to conserve electricity within its operations by:

- Raising awareness of energy conservation in offices;
- Controlling equipment operating times;
- Encouraging reasonable energy consumption habits;
- Gradually tracking power consumption data in measurable areas;
- Integrating energy-saving principles into the operational culture.

Although the energy data system is still being perfected, measuring energy efficiency remains a priority to be strengthened in the coming years.

Green office and responsible operational habits

Sustainable development is cultivated not only at the strategic level or in large projects but through daily practices in the workplace. Long Giang Land views building an economical, orderly, efficient, and responsible office environment as a key part of its sustainability culture.

In 2025, the Company promoted practices such as:

- Saving electricity, water, and office supplies;
- Reducing unnecessary printing;
- Using electronic documents in numerous workflows;
- Raising awareness of maintaining clean and orderly workspaces;
- Fostering habits of tidy operations and waste reduction.

Though quantitatively small in the short term, these changes hold immense value in naturally and durably nurturing a sustainable development culture.

Climate change and adaptive capacity

Climate change is visibly impacting the investment environment, project development, and building operations. For real estate, climate impacts manifest in investment costs, technical designs, drainage infrastructure, building durability, operating conditions, and customer demands for safer, more sustainable living spaces.

Long Giang Land approaches climate issues pragmatically and cautiously. In 2025, the Company did not target in-depth disclosures like larger corporations with mature emission data systems, but began identifying related risk groups, including:

- Physical risks due to extreme weather, heavy rain, flooding, and heatwaves;
- Cost and technical risks arising in design and implementation;
- Legal risks and increasingly stringent environmental standards;
- Market risks as customers show growing interest in building sustainability.

In the coming years, Long Giang Land aims to continue improving its capacity to identify and integrate climate factors into project management, tailored to the Company's operational scale and conditions.

Green spaces and urban living values

Operating in urban development, Long Giang Land recognizes that the environment encompasses more than waste treatment or construction impact control; it is also about the quality of living spaces. A responsible project must balance functionality, amenities, landscaping, and the human living experience.

In the Company's developmental mindset, green spaces, ventilation, landscape harmony, and usage environment quality are factors contributing to the sustainable value of real estate. These are also aspects customers increasingly prioritize when evaluating product quality.

Long-term, Long Giang Land is oriented toward further integrating elements such as: landscaping suited to utility; open spaces and community connectivity; sustainability in use and operation; and eco-friendly features appropriate to each project.





From environmental compliance to a responsible development mindset

For Long Giang Land, a responsible development mindset means treating environmental issues as part of project development quality, corporate reputation, and commitment to the community.

CHAPTER

03

People, Customers *and* Communities *in* the Journey *of* Value Creation

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LONG GIANG LAND'S SOCIAL PERSPECTIVE

Long Giang Land believes sustainable development is only truly meaningful when corporate values propagate to people. In the Company's approach, "society" is not an abstract concept but is materialized through three central groups: employees, customers, and the community.

These groups are directly impacted by the enterprise's operations while simultaneously shaping Long Giang Land's long-term development quality. Thus, the Company strives to build an operational model where employees work in a safe, equitable, and developmental environment; customers experience responsible products, services, and companionship; and communities benefit from the positive values the enterprise generates.

In 2025, Long Giang Land continued pursuing social development grounded in four pillars: valuing human beings, building a humane corporate culture, elevating customer responsibility, and maintaining community commitments.





EMPLOYEES

The Intrinsic Asset of the Enterprise

Human resources in the sustainable development strategy

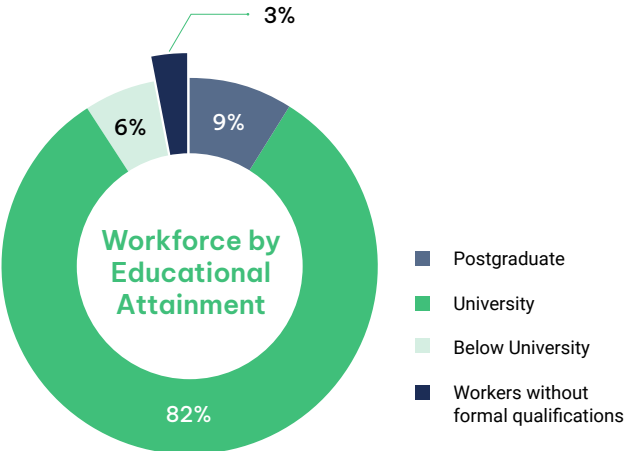
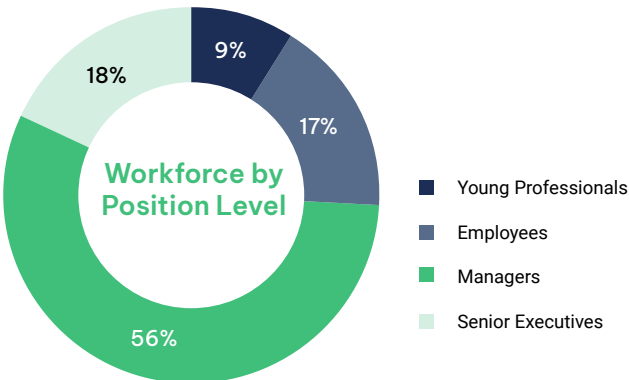
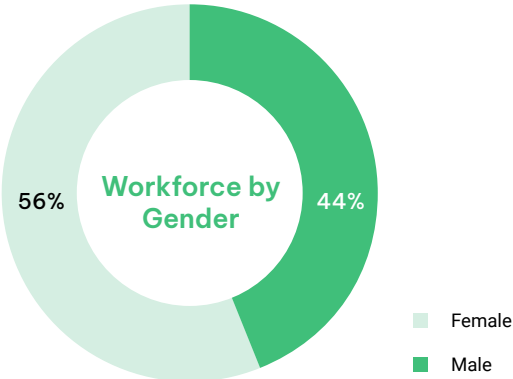
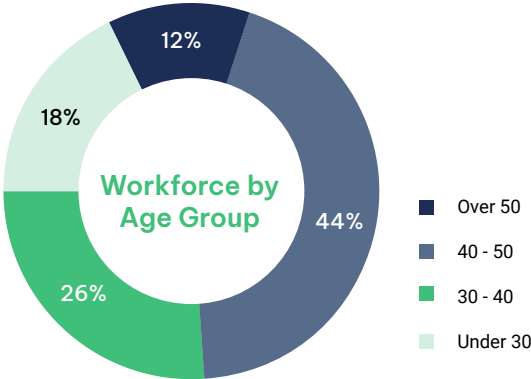
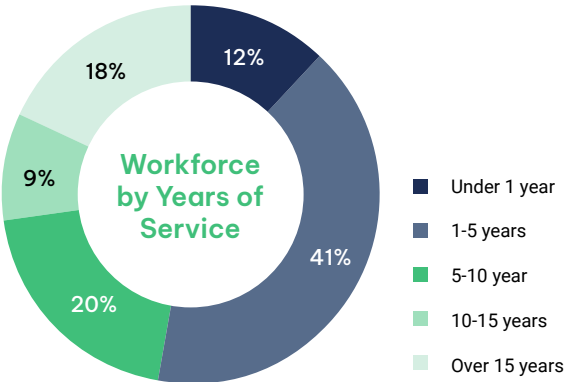
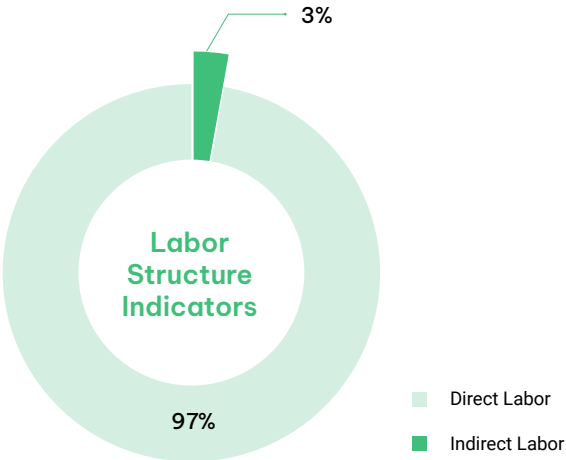
For Long Giang Land, human resources are not merely the executing force but the foundation of governance quality, coordination quality, and organizational resilience. A sustainability strategy cannot succeed without a capable, responsible, and dedicated workforce.

Therefore, the Company considers investing in people as an investment in long-term competitiveness. In 2025, Long Giang Land prioritized team stability, maintained a positive work environment, improved internal coordination quality, developed professional and managerial capacities, and strengthened the alignment between individual and organizational goals.



Labor structure in 2025

Long Giang Land's workforce structure reflects the nature of a real estate enterprise requiring expertise across governance, legal, finance, engineering, operations, sales, and customer service.



Attracting and retaining talent

Amid an increasingly competitive labor market and shifting employee expectations, attracting and retaining suitable personnel is pivotal to enterprise stability.

Long Giang Land approaches talent management beyond recruitment, focusing on the entire employee experience. The Company understands that talented individuals will only commit long-term when they feel respected, given opportunities, evaluated fairly, and see their future career prospects. In 2025, the Company effectively executed strategies to: recruit according to actual needs and job requirements; improve integration for new hires; cultivate a collaborative and responsible work environment; and progressively build a succession pipeline.

- Indicators:
- New hires: **05 employees**
 - Turnover rate: **20%**
 - Number of positions promoted/developed internally: **04**

Training and capacity development

Long Giang Land determines that continuous learning is essential for organizational adaptation and operational quality improvement. In a complex business environment like real estate, which merges legal, financial, technical, service, and market relations, training aims not only at professional enhancement but also at solidifying systems thinking, coordination skills, and a sense of responsibility.

In 2025, the Company deployed multi-format training activities: integration for new hires, position-specific professional training, soft skills, internal sharing, on-the-job coaching, and management training for supervisors.

Long Giang Land's goal is to not only boost current capacity but to prepare the team for future developmental demands.

- Indicators:
- Total training hours: **96 hours**
 - Average training hours per person/year: **03 hours/person**
 - Percentage of employees participating in at least one training program/year: **100%**
 - Percentage of managers receiving management/leadership training: **100%**

Work performance and career development

A sustainable work environment requires more than good benefits; it requires employees to understand job expectations, receive proper recognition, and foresee career growth.

Long Giang Land emphasizes linking job objectives with performance evaluations to base recognition, efficiency improvements, and personnel development. The Company aims to build an evaluation system not just to measure results but to spur professional maturity, coordination quality, and proactive spirits.

- Indicators:
- Percentage of employees receiving periodic performance reviews: **100%**
 - Percentage of internal managers developed from current staff: **80%**





A SAFE, EQUITABLE, AND HUMANE WORKING ENVIRONMENT

Long Giang Land considers the working environment a core element of sustainable development. While short-term results might be achieved through pressure, long-term growth is only possible in an environment where individuals are respected, protected, and empowered to contribute.

In 2025, the Company nurtured a working environment based on: fairness in opportunities and recognition; respect for diversity and a cooperative spirit; responsible communication and coordination; upholding civilized, professional conduct standards; and encouraging sharing, support, and companionship.

Welfare policies and livelihood care

Long Giang Land understands that welfare goes beyond retention to reflect corporate care for the team's quality of life. In 2025, the Company maintained statutory regimes and appropriate care formats tailored to operational conditions, aiming for employee stability, peace of mind, and loyalty.

The Company fully implemented statutory insurance policies, maintained remuneration aligned with actual performance, organized periodic health exams, focused on internal engagement activities, and supported employees in necessary cases per Company policy.

Indicators:

- Percentage of employees participating in Social, Health, and Unemployment Insurance: **100%**
- Percentage of employees receiving periodic health check-ups: **100%**
- Number of internal/employee engagement programs: **48**
- Internal satisfaction rate: **96%**

Equality, respect, and non-discrimination

Long Giang Land maintains the principle of equal opportunities based on capacity, responsibility, and work performance. The Company does not condone discrimination, disrespect, or the creation of a toxic work environment.

Equality represents both regulatory compliance and a healthy corporate culture, enhancing trust, loyalty, and cooperation among organizational members.

OCCUPATIONAL HEALTH AND SAFETY

For an enterprise engaged in projects and construction sites, occupational health and safety is a top social priority. Long Giang Land determines that business results are meaningless without guaranteed safety.

Thus, in 2025, workplace safety remained a mandatory requirement in task organization, project execution, and partner/contractor coordination. The overarching view is that safety is built upon awareness, procedures, supervision, and execution discipline.

The Company implemented core safety topics: propagating and supervising safety compliance; controlling working conditions in hazardous areas; coordinating safety with contractors; and organizing periodic health check-ups. Safety is viewed not as one department's sole responsibility, but as a system-wide duty from management to employees and coordinating units.

Indicators:

- Safety training hours: **12 hours**
- Number of people receiving safety training/refresher courses: **30 people**
- Number of occupational accidents: **0 incidents**
- Number of days off due to occupational accidents: **0 days**
- Percentage of employees receiving periodic health check-ups: **100%**

Sustainable development requires attention to both physical safety and overall employee health. Thus, Long Giang Land systematically builds an environment where employees maintain a stable, balanced, and positive working state.

Beyond health check-ups, the Company focuses on work atmosphere, respectful communication, mutual support, and engagement activities, as these profoundly impact mental health and long-term performance.



CUSTOMERS – THE CORE OF VALUE

In real estate, corporate value is vividly validated by customer trust. This encompasses trust in legal standing, quality, schedules, information transparency, and a responsible spirit of companionship.

Long Giang Land identifies customers not merely as buyers or users, but as the clearest reflection of the enterprise's value creation quality. Therefore, customer experience and satisfaction are vital operational metrics.

Regarding product and service quality in 2025, the Company prioritized enhancing project coordination quality, ensuring information consistency, and treating customer feedback as crucial input for improvements. The Company maintained a responsible, receptive, and streamlined mechanism for receiving and processing customer feedback. The goal is to resolve immediate issues while consolidating trust and maintaining long-term, professional, and transparent relationships.

Indicators:

- Number of customer feedback/complaints received: **18**
- On-time response rate: **95%**
- Number of material incidents regarding quality/schedule: **03**
- Customer satisfaction rate: **92%**



PARTNERS AND CONTRACTORS – A COLLABORATIVE ECOSYSTEM

Long Giang Land recognizes that a significant part of corporate value is generated through high-quality cooperation with partners, contractors, and suppliers. In real estate, effective coordination directly impacts construction quality, timelines, safety, compliance, and customer experience.

Thus, the Company is oriented to build relationships based on transparency, clear responsibilities, contractual/legal compliance, and long-term professional companionship.

Moving forward, Long Giang Land aims to reinforce partner evaluation criteria from a sustainability perspective, including execution quality, safety, environmental responsibility, and business ethics.





Long Giang's charitable delegation delivered relief packages to residents of Hoa Thinh Commune, Dak Lak Province—one of the areas hardest hit by flooding.



More than 400 gift packages were presented to residents of Tay Giang Commune, Da Nang City.

COMMUNITY RESPONSIBILITY

Long Giang Land believes a sustainable enterprise is evaluated not only by business results but by positive societal contributions. Community responsibility is not a peripheral activity, but a natural extension of the enterprise's humane culture.

The Company's CSR activities aim to assist disadvantaged groups, accompany social welfare programs, and support localities with appropriate charitable efforts. Employee participation is consistently encouraged.

In 2025, Long Giang Land continued implementing practical, capacity-appropriate community activities tied to the spirit of sharing and social responsibility, highlighted by charity trips in late 2025.

Specifically, from November 30 to December 2, 2025, the Company conducted a charity trip to support residents in Phu Yen, Dak Lak province in overcoming difficulties and stabilizing post-historic flood. Over 3 days, Long Giang's delegation distributed 400 gift packages containing necessities (rice, blankets, mats, clothing, etc.) and cash directly to residents in 5 locations across 3 flood-center communes: Hoa Thinh, Hoa My, and Tuy An. Hoa Thinh was the hardest-hit commune in Dak Lak, suffering 25 fatalities (40% of the provincial death toll) and 67 swept-away houses. The delegation visited and consoled the family of young Thinh (Van Loc village, Hoa My commune), who lost both parents in the flood. These gifts carried Long Giang's affection and aimed to empower residents through hardships.

Following this spirit, on December 26-27, 2025, Long Giang's charity delegation traveled hundreds of kilometers from Hanoi across winding mountain roads, teaming up with the Da Nang Pickup Club (DPC) to deliver loving gifts to residents of Tay Giang, an impoverished commune deep in the western mountains of Da Nang (formerly Quang Nam province). The delegation distributed 421 gift packages at the Dang Village Cultural House, Tay Giang district. The program was attended by local authorities, including Mr. K'Long Phen (Chairman of Tay Giang Fatherland Front Committee) and Mr. H'ra Plen (Head of Tay Giang Culture Department). Packages were allocated to villages: Adau (51), Alua (68), Arui (61), Axur (84), K'xeeng (38), Tur (75), and Z'lao (44). Each package contained VND 500,000, 5kg of rice, one 900g tin of milk powder, and a pack of diapers. These modest yet practical gifts helped alleviate daily burdens, particularly for families with young children.

Indicators:

- Total community contribution value: **VND 500,000,000**
- Number of social welfare/charity programs: **03**
- Number of participating employees: **15**

An aerial photograph of a large group of people standing on a green lawn, arranged to form the number '100'. The '1' is a single vertical line of people. The '0' is a large circle formed by people, with a small gap at the top. The second '0' is also a large circle formed by people, with a small gap at the top. The entire formation is enclosed within a rectangular border made of people. The background is a lush green lawn with some trees visible on the right side.

Long Giang Land's People *in* the Journey *of* Value Creation

All strategies require people to materialize. For Long Giang Land, value isn't created by grand slogans but through the daily work of individuals: a more cautious decision, a more thoroughly reviewed document, a more responsible response, a more effective coordination.

These ordinary actions, executed with professionalism and responsibility, build the enterprise's resilience.

Long Giang Land's people are not just corporate workers, but preservers of standards, cultivators of culture, and trust-builders for the Company's long-term journey.

CHAPTER

04

PILLAR G – GOVERNANCE

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The Infrastructure of Trust
and the Foundation

for

**LONG-TERM
DEVELOPMENT**



In the real estate sector, where decisions involve massive capital, long cycles, complex legalities, and widespread stakeholder impacts, good governance is not just a standard but a prerequisite for long-term survival and growth.

Long Giang Land asserts that sustainable value requires a solid governance foundation: transparent information, clear responsibilities, proactive risk control, consistent execution, and steadfast compliance.

In 2025, the Company continued treating governance as the central pillar of its sustainability strategy, linking business performance, corporate reputation, executive quality, and market trust.



CORPORATE GOVERNANCE STRUCTURE

Long Giang Land maintains a legally compliant governance structure and aims to elevate it toward professionalism, transparency, and operational suitability.

Within this structure:

- The Board of Directors directs strategy and oversees execution;
- The Executive Board organizes deployment and is accountable for performance;
- Functional departments undertake control, coordination, and specialized operational duties;
- Employees execute tasks founded on compliance and responsibility.

This organization ensures critical decisions are evaluated appropriately while guaranteeing timely supervision, coordination, and feedback in operational management.



INFORMATION TRANSPARENCY AND ACCOUNTABILITY

Long Giang Land views transparency as a core governance value and essential for protecting the trust of shareholders, investors, customers, and stakeholders. In an increasingly demanding business environment, transparency is both a legal requirement and a measure of corporate quality.

Long Giang Land’s consistent orientation is to ensure smooth, multidimensional, and easily accessible information flow. Comprehensive transparency across financial standing, business results, governance structure, development strategy, risk management, sustainability, and ESG activities provides a vital basis for objective stakeholder evaluation and decision-making. The Company believes this reinforces its position and serves as a lifeline for safe, efficient, and sustainable long-term development.

In 2025, Long Giang Land maintained principles of full, timely, and consistent disclosure while progressively enhancing report content and accountability.

Regarding accountability, the Company transparently discloses orientations, governance methods, strategic priorities, current challenges, and future improvements. This approach builds genuine and durable market trust.

Indicators:

- Timely information disclosure rate: **100%**
- Number of periodic reports/disclosures complying with regulations: **34**
- Number of investor/shareholder meetings/dialogues: **02**

RISK MANAGEMENT AND INTERNAL CONTROL

Long Giang Land approaches risk management proactively, treating risk as an inevitable business environment component requiring continuous identification, assessment, control, and monitoring. Risk management aims not only at defense but at enhancing decision-making and resource allocation efficiency.

In 2025, the Company focused on key risks: project legalities, market volatility, environment, and occupational safety.

Simultaneously, Long Giang Land perfected internal control mechanisms by clarifying procedures and accountability nodes, enhancing inspections and supervision, and facilitating timely issue resolution.

Legal compliance is a foundational principle, safeguarding operational legitimacy, corporate reputation, and stakeholder rights. The Company maintains compliance regarding information disclosure, corporate/project legalities, safety, environment, and internal authority/responsibility protocols.

In a sector highly sensitive to legal and market cycles, robust internal control minimizes losses, maintains stability, and protects long-term resilience.



PROTECTION OF SHAREHOLDERS' AND INVESTORS' RIGHTS

Shareholders and investors are crucial stakeholders. Long Giang Land commits to ensuring rightful information access, respecting legitimate shareholder rights, and maintaining appropriate dialogue and accountability mechanisms.

The Company asserts that protecting shareholder rights is reflected not only through financial returns but through governance quality, transparency, risk control capacity, and long-term strategy. These factors form the true foundation for sustainable investor value.





DATA, INFORMATION SECURITY, AND GOVERNANCE SYSTEM QUALITY

While elevating governance standards, Long Giang Land clearly recognizes the growing importance of data, information, and management system quality. Effective governance demands reliable data, clear processes, and robust departmental coordination.

In 2025, the Company systematically standardized financial, HR, safety, environmental, and operational data, laying the groundwork for better internal control and future sustainability reporting.

Long-term, Long Giang Land determines that data governance and information security will remain a priority in modernizing corporate governance.



CONCLUSION OF THE REPORT

In 2025, Long Giang Land continued its journey of value creation with a cautious, responsible approach that consistently aligned with sustainable development orientations. Amid challenging market conditions, the Company eschewed growth at any cost, focusing instead on consolidating the crucial foundations for long-term endurance: better governance, a stronger workforce, responsible operations, and enduring trust.

The 2025 Sustainability Report reflects this journey. It serves not just as a disclosure document, but as Long Giang Land’s self-reflection on the values created, areas requiring improvement, and future trajectories.

Through this report, Long Giang Land affirms that sustainable development is not a detached goal but the enterprise’s chosen method of growth. It defines how the company makes decisions, utilizes resources, treats people, respects the environment, and preserves stakeholder trust.

Entering 2026—the first year of a new development phase—Long Giang Land clearly understands that sustainable development requires steadfast, step-by-step, and focused execution. The Company avoids superficial compliance or making commitments beyond its execution capacity, opting instead for a substantive approach: building the foundation and standardizing first, before systematically expanding the depth and scope of sustainable practices.\

2026 is designated as the year to enhance the standardization and quality of the sustainability system. Key target areas include:

- Regarding Governance:
- Continue perfecting internal control mechanisms;
 - Enhance risk supervision quality;
 - Strengthen transparency and consistency in information disclosure;
 - Further standardize departmental responsibilities in executing sustainability goals.

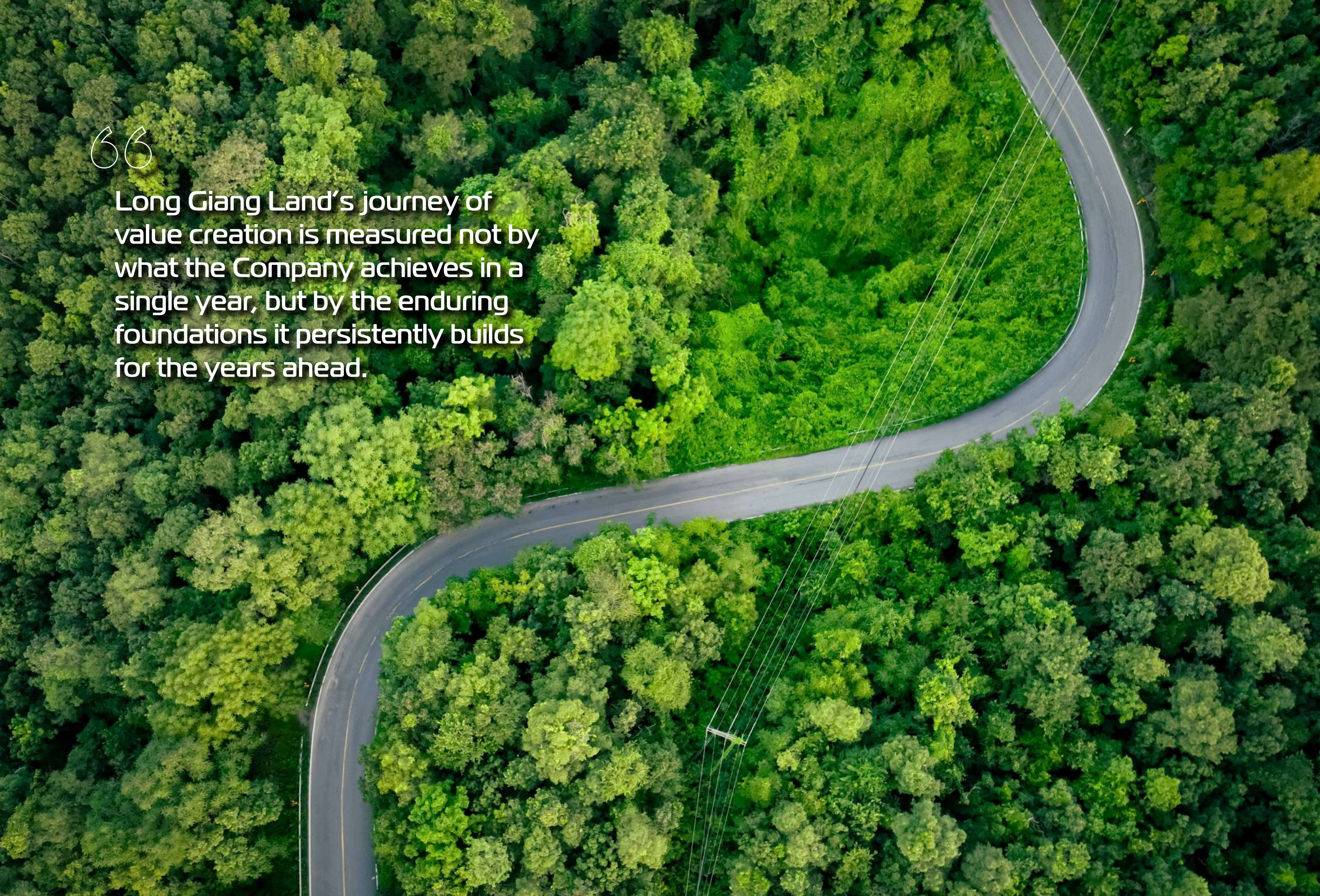
- Regarding the Environment:
- Improve data collection quality for electricity, water, and waste;
 - Promote resource conservation practices;
 - Elevate environmental monitoring requirements within operational bounds;
 - Progressively build a stable, trackable set of environmental indicators over the years.

- Regarding the Social Pillar:
- Improve the working environment quality;
 - Strengthen team capacity training and development;
 - Continue upholding occupational health and safety;
 - Enhance customer experience and feedback quality;
 - Solidify the practicality of community activities.

- Regarding Information Disclosure:
- Standardize data structures;
 - Prepare the foundation for deeper, highly comparable sustainability reports in future years.

Long Giang Land believes sustainable value stems not from grand proclamations, but from sustained, righteous actions over time. From more transparent governance, better compliance, improved working environments, and responsible customer service to highly practical community contributions—all converge into the enterprise’s journey of value creation.

With this spirit, Long Giang Land will continue steadily on the path of sustainable development, standing alongside shareholders, customers, employees, partners, and society to forge enduring values for the future.

An aerial photograph showing a two-lane asphalt road that curves through a vast, dense forest. The trees are a vibrant green, and the road is a dark grey. Several power lines run parallel to the road, stretching from the bottom left towards the top right. The overall scene is peaceful and natural.

66

Long Giang Land's journey of value creation is measured not by what the Company achieves in a single year, but by the enduring foundations it persistently builds for the years ahead.

