

SUSTAINABILITY  
**REPORT**  
2022

# HEAD OFFICE

44B Nguyen Van Troi Street, Ward 15,  
Phu Nhuan District, HCMC

2023/

N.H.O Head office received LEED Silver Certification from the United States Green Building Council (USGBC) on November 10th, 2022.



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# 1. OVERVIEW

## A. CORPORATE PROFILE

Headquartered in Ho Chi Minh City, Vietnam, National Housing Organization (N.H.O JSC.) is a joint venture company between Vietnamese, Singaporean and Korean partners.

N.H.O creates sustainable solutions and aims to be a leader in quality, green construction, work safety and business ethics.

N.H.O was formed with a vision to develop quality housing with exceptional value for the Vietnamese consumers. Combining the expertise and experiences of its founding members from Korea, Singapore and Vietnam, N.H.O developed properties that suits the living culture of Vietnamese while preserving high international standards and construction quality.

N.H.O currently is involved with numerous types of project developments ranging from residential, commercial, hospitality, mixed-use and integrated developments spanning across Vietnam, in places such as Ho Chi Minh City, Ha Long, Hai Phong and An Giang.

We thrive on the energy of growing together with those who share the same vision and values: Our partners are our employees, families, investors, business partners, and anyone who believes in building a dignified world through the harmony of People, Land and Community. In persevering for what we believe in together, and embracing our need to do good, even challenges become opportunities.

“

*The amount of projects developed and the amount of profit generated at N.H.O are not the only things measured for business success. What the company does for the community, its employees, and society is our mission.*



N.H.O Head Office / HCMC

## B. ABOUT THIS REPORT



### PURPOSE

This sustainability report is written to voluntarily communicate our impact with our stakeholders. The purpose of the report is to provide transparency on our company's contribution to sustainable development.



### SCOPE AND PERIOD

N.H.O publishes an annual sustainability report on its sustainability practices and performance for the period 1 January 2022 to 31 December 2022 ("FY2022"). The Report provides an account of N.H.O's sustainability performance as well as its strategies and practices, while highlighting the economic, environmental and social impacts of the Company's activities and developments across its properties in Vietnam.

This Report demonstrates N.H.O's commitment to keep its stakeholders, including employees, customers, business partners, partner agencies and community members abreast of the Company's efforts and developments in sustainability.



### GRI STANDARDS

This Report has been prepared in reference with the GRI Standards. The GRI Standards cover a wide range of topics and are used by a vast majority of companies in Vietnam and internationally, which facilitates benchmarking.

While we have not obtained external independent assurance for this reporting period, we will consider doing so in the future as our sustainability reporting efforts mature. We are fully committed to listening to our stakeholders and actively welcome feedback. Should you have any questions about this report, please feel free to reach us at [info@nhojsc.vn](mailto:info@nhojsc.vn)

This report and previous editions are available on our corporate website at [www.nhojsc.vn](http://www.nhojsc.vn)



N.H.O OFFICE / HCMC



### NOTES TO REFERENCE

In this Report, National Housing Organization JSC is referred to as "N.H.O", the "Company" or "We". The copyright of this report belongs to N.H.O. JSC.



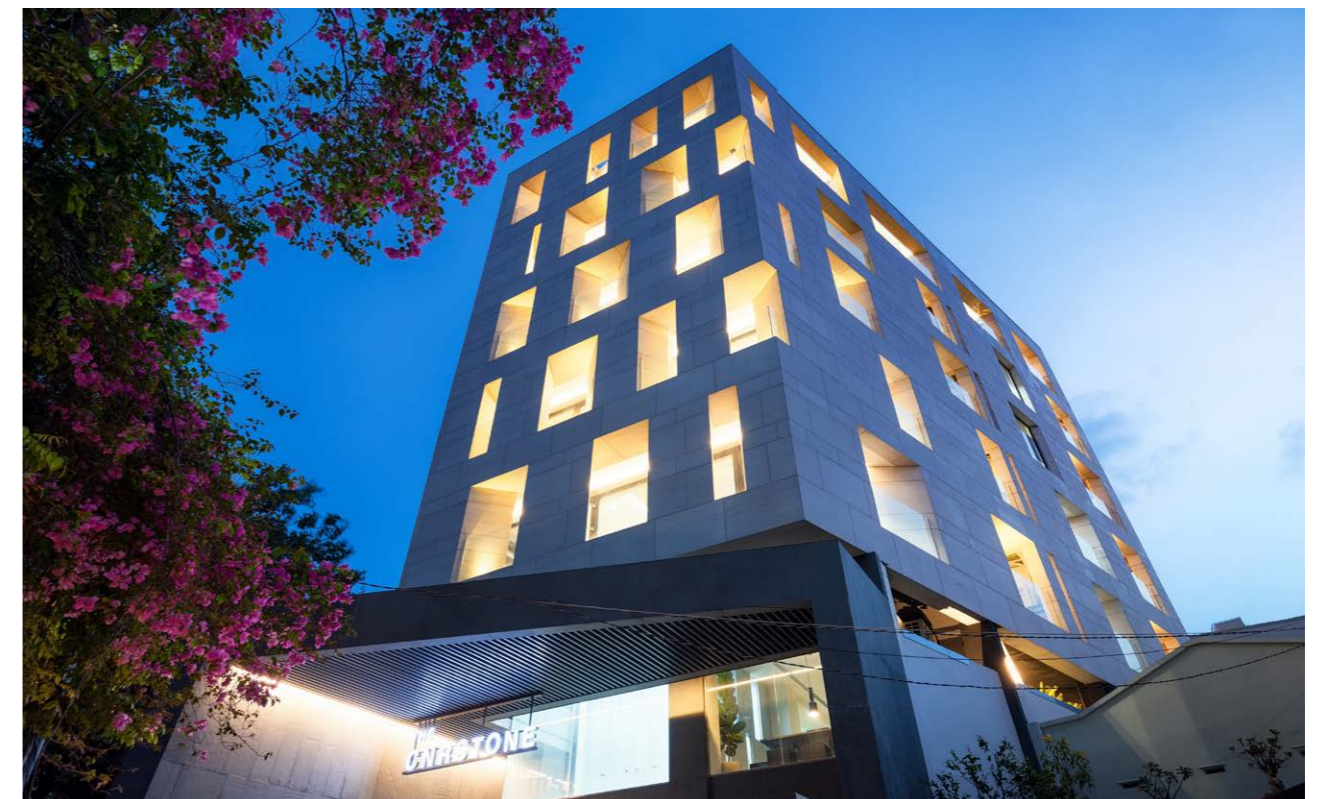
### ENQUIRIES

Contact details are included below.

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By email: [info@nhojsc.vn](mailto:info@nhojsc.vn)



N.H.O OFFICE / HCMC



N.H.O OFFICE / HCMC

## C. MESSAGE

Dear Stakeholders,

The year 2022 has been one of recovery despite a challenging context. The world is faced with many unknowns today, such as pandemics, climate change, natural disasters, conflicts, and wars, making the future difficult to foresee. But looking back on our history, we have always found a way to persevere through adversity, while seizing opportunities in order to steadily grow.

As we pivot towards a new normal, there has never been more demand from investors and the public for companies to apply sustainable and resilient operating practices in their businesses, nor a more opportune time for businesses to take more ambitious actions to address environmental and social challenges.

Our purpose to enrich lives through living environment is more relevant today than ever and represents the basis for how we deliver value to our customers, employees, shareholders, and the communities we live in.

Recognizing that education is a basic human right and a significant factor in the development of children and communities, we believe that by education, the life of a child can be entirely changed. In 2022, with our education partners, we opened Sunshine Kindergarten at Imperial Place, An Lac to provide quality education for the children.

We have launched two more family centers in Binh Duong and An Giang Province. With our partners, Alpha Plus Property Management and Olive Tree Estates, we have provided diverse programs for families and children in our projects. We also conducted two offline seminars for young parents about parenting and relationships. We will continue to support families and children through our family centers.

N.H.O has also continued to develop our scholarship, SAL scholarship, to support the dedicated and gifted college students in Vietnam. We saw meaningful progress this year in the mentoring program; the relationship between mentors and mentees has become stronger and more genuine to each other.

For our commitment to the environment, we initiated diverse environmental campaigns to take action with our employees and customers. In addition, we are proud that we received LEED green building certificate for our headquarter building, which is designed in terms of energy efficiency and emissions reduction.

All N.H.O employees contributed substantially to the successful implementation of the company's strategy and its sustainability approach. We thank them once more for their dedication.

We would also like to thank our stakeholders and partners for their longtime support, confidence and partnership in advancing the sustainability cause in our operations and activities.

We look forward to working together in order to accept the challenge for a more sustainable future and establish a growing responsible environmental, social and governance management.

With warm regards,



**KIM KYOO CHUL**

Member of the Board of Director  
National Housing Organization Jsc



BOD and Manager of N.H.O JSC

## 2. SUSTAINABILITY AT N.H.O

### A. SUSTAINABILITY SNAPSHOT

#### / COMPANY HIGHLIGHTS

Foundation Year	<b>2012</b>
Province	<b>8</b> (cities covered)
Projects	<b>18</b>
Total Units	<b>30,000 +</b> (completed and developing from 2012 to 2022)
Social Housing Units	<b>3,156</b>

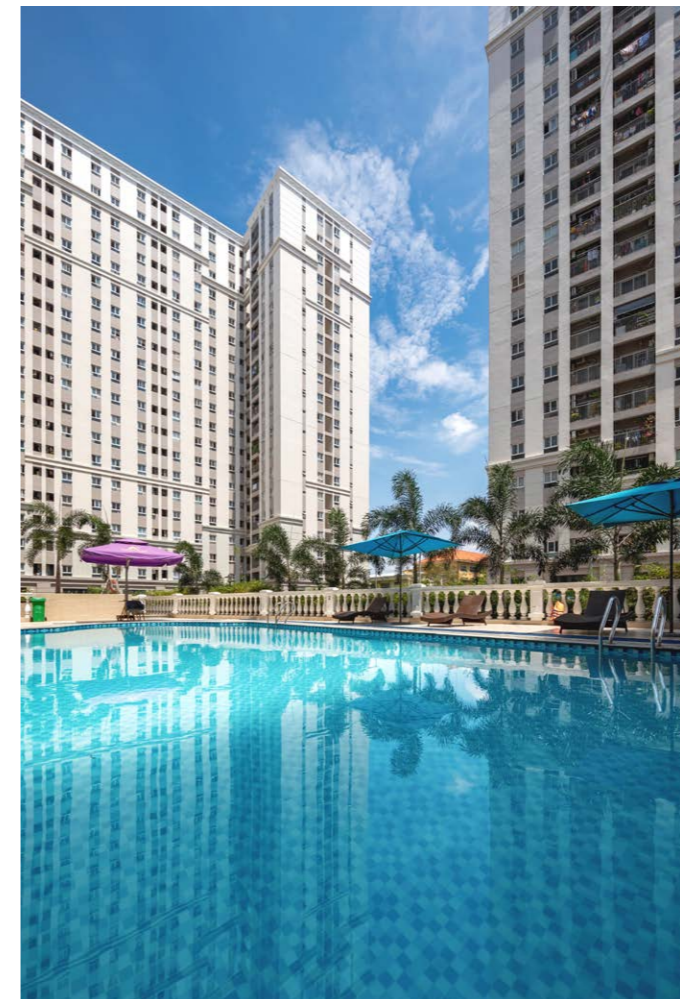
#### / CSR IMPACT

Number of CSR projects in 2022	<b>27</b>
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### B. OUR APPROACH

“Harmonizing People – Land – Community”. This is the vision of N.H.O. To maximize our impact on society, we have worked closely with different stakeholders to support the communities where we work. We place social impact at the core of our strategy; it is not simply something we are required to do.

At N.H.O, we take pride in the message of our slogan: “Raising the Standard.” It reflects all the true values we look for in our business and the people we work with, as we strive to be a positive force in our community and its culture.



IMPERIAL PLACE / HCMC

### ECONOMIC RESPONSIBILITY

N.H.O was founded with a dream to build high quality with great value homes in Vietnam.

N.H.O is committed to providing high-quality and safe homes for our customers. We are committed to managing and reducing the environmental footprint of our operations and our projects. To date, N.H.O has built 3,156 social housing units because we envision becoming an industry trailblazer as a social conscience real estate developer in Vietnam.





## Social Responsibility



## PEOPLE

We recognize that people are our greatest asset. We are committed to provide a fair, safe, and inclusive workplace, which is essential to building a sustainable organization. During the pandemic, N.H.O supported employees with health care sessions and online campaigns to overcome the challenges from this situation.

N.H.O believes that sound corporate governance practices are key to the sustainability of the Company's business and performance, as well as to protect stakeholders' interest and enhance long-term stakeholder value. We are committed to achieving high standards of corporate governance to ensure the sustainability of the company's business and performance.

## COMMUNITY

We are committed to be responsible to our communities, contributing to and enriching the lives of local communities wherever the Company operates. We encourage and provide opportunities for employees to serve the community through volunteer/ donation events in an effort to help solve social issues.

We also recognize that children are the future leaders of Vietnam. We are committed to supporting students to keep studying hard and serving their families and their communities in the future. To support children in disadvantaged situations, N.H.O has donated scholarships and school materials.



## OUR PILLARS

Since 2021, N.H.O has adhered to an ESG reporting framework which provides a roadmap for employees to employees to work towards the mission of **"Harmonizing land, people and community"** via three pillars – **environment, people & community, and education.**

### ENVIRONMENT:

We are committed to protecting the environment by reducing our company's carbon footprint, using sustainable practices, and operating in a socially responsible manner.

### PEOPLE AND COMMUNITY:

We believe our actions must benefit the communities in which we live and work. We strive to cultivate long term relationships with customers, employees, investors and partners.

### EDUCATION:

We support children by giving them opportunities to learn and to be responsible for their families and communities.

## C. SUSTAINABLE DEVELOPMENT GOALS



SDGs	GOAL OBJECTIVE	APPROACH	HIGHLIGHTS
<p><b>1 NO POVERTY</b></p>	End poverty in all its forms everywhere	<p>N.H.O is committed to one goal – every family deserves a good home.</p> <p>The company keeps providing social houses of high quality to contribute to advancing sustainable development.</p>	<p>Since 2012, N.H.O has provided 3,156 social housing units.</p> <p>N.H.O, in collaboration with local NGOs and local authorities supported social funding for various disadvantaged as charity programs.</p> <p>In 2022, N.H.O An Giang and employees prepared and gave Tet gift sets to more than 5,000 households in An Giang province, especially those in a difficult situation.</p>
<p><b>2 ZERO HUNGER</b></p>	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	<p>N.H.O is committed to maximizing its social impact and is focused on sustainable business with local communities.</p>	<p>N.H.O supported workers in construction sites and the local community with bread &amp; rice to support needy families, especially in the An Giang area.</p>
<p><b>3 GOOD HEALTH AND WELL-BEING</b></p>	Ensure healthy lives and promote well-being for all, at all ages	<p>Providing a safe and healthy working environment for employees is fundamental to N.H.O's commitment to conduct its business responsibly.</p> <p>N.H.O cares for the health and safety of the community. N.H.O also invests and develops to the project-based community to the vulnerable people and children that help them access the necessary demands on education and health.</p> <p>Support meat mincers to improve meal quality for minority ethnic children in Quang Ninh</p>	<p>N.H.O and its partner OTE continued "Project Life" to provide Oxygen machines and oxygen concentration meters support for home-based Covid-19 patients in Ho Chi Minh City.</p> <p>N.H.O cares for the health and safety of the community by supporting meat mincers to improve meal quality for minority ethnic children in Quang Ninh.</p> <p>N.H.O donated gloves, masks for medical center in Long Xuyen city, An Giang Province.</p>
<p><b>4 QUALITY EDUCATION</b></p>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<p>N.H.O is focused on supporting the gifted and talented students who will serve the community and the country in the future.</p> <p>The Company works closely with its educational partners to make a positive impact on their sustainability performance in the area of education.</p>	<p>SAL scholarship, the company's own scholarship program, has sponsored and mentored college students to continue studying and follow their dreams to serve the community.</p> <p>N.H.O is committed to continue its efforts in collaborating with educational partners through the sponsorship and support of consulting and training.</p> <p>The Company has also supported schools in other countries such as Thailand and Cambodia through donations and renovation for the schools.</p>

SDGs	GOAL OBJECTIVE	APPROACH	HIGHLIGHTS
<p><b>6 CLEAN WATER AND SANITATION</b></p>	Ensure availability and sustainable management of water and sanitation.	<p>N.H.O cares for accessibility and sustainable management of water and sanitation in remote areas.</p>	<p>After a field survey and needs assessment, N.H.O decided to invest to building toilet blocks for the Bru Van Kieu minority ethnic group in Quang Tri to form a healthy habit and keep the children and elderly people safe.</p>
<p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p>	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<p>N.H.O upholds human rights principles and adheres to fair employment practices. The Company provides equal opportunities regarding the recruitment and career development of its employees.</p> <p>The Company respects the law, supports universal human rights, and benefits the communities where it belongs.</p>	<p>The Company maintains the proportion of women in employment over 50%. (2022: 64%)</p> <p>N.H.O has an Internal Labor Rule and Employee Handbook based on the Labor code and other legal documents issued by the government.</p>
<p><b>11 SUSTAINABLE CITIES AND COMMUNITIES</b></p>	Make cities and human settlements inclusive, safe, resilient, and sustainable	<p>N.H.O is focused on creating properties that drives a positive force in its community and its culture.</p>	<p>N.H.O supported the families and residents with diverse programs in the family centers. It is one of the best example of N.H.O's philosophy of placing a great emphasis on growing strong families and nurturing resilient communities.</p> <p>In 2022, N.H.O launched two more family centers in Binh Duong and An Giang. N.H.O continues with further step in developing these modern models for customers by focusing on education, art, health programs in the long term.</p>
<p><b>13 CLIMATE ACTION</b></p>	Take urgent actions to combat climate changes and its impacts	<p>N.H.O is committed to protecting the environment and planet by minimize carbon footprint on our actions</p> <p>We are committed to developing green construction projects and eco-working style.</p>	<p>N.H.O received LEED certificate for the head office in Ho Chi Minh city.</p> <p>For the "Let's go green together" campaign, N.H.O practices green lifestyle through "Zero single use plastic" activity by using personal water bottles, cups, and mugs, and through trash sorting.</p> <p>N.H.O initiated a campaign to collect old batteries and calendars to reduce waste responsibly.</p>
<p><b>17 PARTNERSHIPS FOR THE GOALS</b></p>	Strengthen the means of implementation and revitalize global partnership for sustainable development	<p>Through collaboration with NGOs and partners, N.H.O shares knowledge as well as financial and human resources, to achieve its Sustainable Development Goals.</p>	<p>N.H.O has partnerships with NGOs and institutes such as Saigon Children Charity, Minh Tri Funds, Hope School, Bright Stars School, and Sunshine Kindergarten.</p> <p>With Saigon Children Charity, the employees of N.H.O joined "The Steps Challenge" to raise awareness and funds to support children with autism across Vietnam.</p>

## D. SOCIAL HOUSING

# N.H.O HAS BUILT



**3,156** social housing units to date.

### WHAT IS 'SOCIAL HOUSING'?

Housing which is provided at affordable rates, on a secure basis to people on low incomes or with particular needs. Social housing is severely in short supply compared to demands in Vietnam.

N.H.O is committed to building warm homes for everyone. We deliver the value to make all members of our society dream a better future through our social projects. N.H.O's humble beginning started with a 420 unit development in Da Nang, which was a social housing project. We believe every family deserves a good home. We place social housing at the core of our CSR strategy, delivering solutions that enrich people and communities while creating enduring value for our stakeholders.



IMPERIAL PLACE AN LAC / HCMC

## TOTAL 3,156 units

**420** units



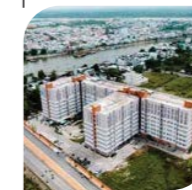
2012  
**Nest Home**  
Da Nang

2013  
**1<sup>st</sup> Home**  
Thanh Loc



**489** units

**495** units



2014  
**1<sup>st</sup> Home**  
An Giang

2018  
**Imperial Place**  
An Lac, HCMC



**1,115** units

**637** units



2019  
**Binh Hoa**  
An Giang



# 3. CONDUCTING BUSINESS WITH HONOR

## A. BOARD STATEMENT

At N.H.O, sustainability is at the core of everything we do. We are committed to growing in a responsible manner, delivering long term economic value, and contributing to the environmental and social well-being of our communities.

To ensure long-term success, the Board has considered sustainability issues in the formation of N.H.O's business strategy and assumes ultimate responsibility for the Group's sustainability report.

The Board is responsible for overseeing the Company's sustainability efforts, and takes ESG factors into consideration in determining its strategic direction and priorities. This includes being involved in the identification of material environmental, social and governance ("ESG") factors and assessment of each factor's significance to our business and our key stakeholders. We maintain an oversight of how these ESG factors and their related risks and opportunities are managed. We remain committed to ensuring sustainable growth and improving our ESG performance in the real estate sector.



## B. STAKEHOLDER ENGAGEMENT

Key stakeholders are identified based on the impact of N.H.O's businesses on them and their influence on our businesses. Key stakeholders include employees, investors, customers, builders and suppliers, and the local community.

We engage our key stakeholders through various channels to understand their expectations and interests and communicate our sustainability efforts.

KEY STAKEHOLDERS	ENGAGEMENT CHANNEL	TOPICS
EMPLOYEES	Regular dialogue sessions with senior management Recreation team building activities Social impact programs (Steps Challenge)	Employee welfare Occupational health and safety practices Remuneration and benefits
CUSTOMERS	Residents: activities including social events N.H.O's social media channels	Facilities management Customer experience
INVESTORS	Regular meetings Financial Report Company website	Operational efficiency, monetary savings Return on equity, earnings, business strategy, market outlook ESG risks and opportunities
SUPPLIERS	Active engagement with supply chain Sustainability reports Participation in external conferences	Sustainability innovation and collaboration Site audit and inspection
REGULATORS	On-site inspections In-person meetings	Environmental compliance Labor standard compliance



*N.H.O is committed to building quality developments that enhance the quality of lives of its people and community*

### C. CODE OF CONDUCT & BUSINESS ETHICS

N.H.O is committed to conducting business with integrity. We firmly believe that sound corporate governance practices are key to the sustainability of the Company's business and performance, as well as to protect stakeholders' interests and enhance long-term stakeholder value.

N.H.O adheres to the N.H.O Code of Conduct. All employees are required to acknowledge and comply with the code of conduct. The Code delineates our policies and expectations with regard to the ethical conduct of our staff.

These policies provide comprehensive guidance on matters such as workplace conduct, conflicts of interest, anti-corruption practices, and conducting business fairly and ethically. If a conflict of interest is identified, employees are expected to report to their supervisors or department heads so appropriate action can be taken.

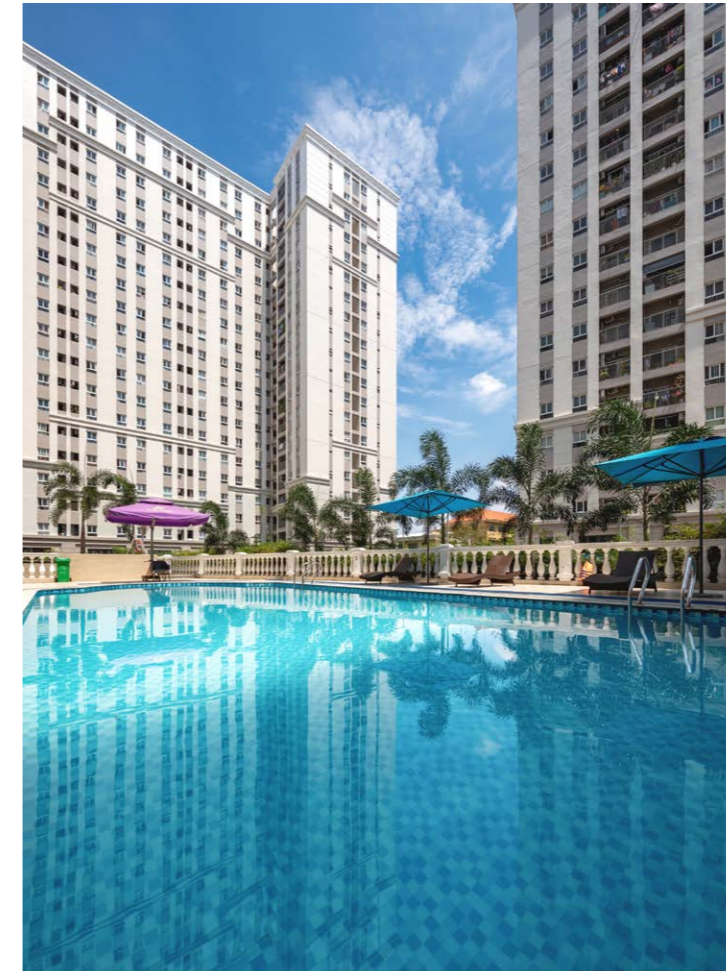
N.H.O continues to review and enhance the code of conduct to ensure that it stays updated and properly instructive. Appropriate disciplinary action, including suspension or termination of employment, is taken if an employee is found to have violated the code of conduct.



### D. CUSTOMER PRIVACY

N.H.O is committed to safeguarding the privacy of our customers and their personal information. It is our responsibility to ensure any information related to customers is properly handled.

In FY2022, we did not receive any substantiated complaints concerning breaches of customer privacy and losses of customer data at N.H.O.



IMPERIAL PLACE AN LAC / HCMC

### E. PRODUCT QUALITY

N.H.O is committed to building quality developments that enhance the quality of lives of its people and community. In recognition of its commitment to quality, innovative and sustainable developments, N.H.O has received multiple awards during the year.

At the Vietnam Property Awards 2021, N.H.O was named Best Boutique Developer and Special Recognition for CSR. Promena project was honored with 2 prestigious awards: Winner for Best High End Condo Architectural Design (Ho Chi Minh City) and Highly Commended for Best High End Condo Development (Ho Chi Minh City).

At the Asia Property Awards, Promena apartment complex was given the Regional Winner prize for Best Condo Architectural Design.

### F. SUPPLIER

N.H.O is committed to managing its supply chain responsibly to minimize environmental and social impact in our sourcing practices. We engage our suppliers across the whole life cycle of all our projects to achieve sustainable procurement.

Contractors and suppliers are appointed upon meeting these stringent environment, health and safety requirements. N.H.O's guidelines require all contractors to comply with local government and other legal requirements. Contractors with ISO 9001, ISO 14001 and ISO 45001 are preferred.

## 4. GREEN FOR PLANET

*N.H.O places sustainability at the core of its strategy and operations. N.H.O seeks to reduce the environmental impact of its operations and increase environmental awareness among our employees and suppliers. The company seeks to continually improve its environmental performance through technology, innovation and more environmentally friendly materials.*



GEM PARK / HAI PHONG



Battery collection booth in N.H.O office / HCMC

### A. ENERGY AND WATER CONSUMPTION

In 2022, N.H.O installed solar panels in the head office in Ho Chi Minh City to generate renewable energy. During 2022, the solar panels in the head office area generated 22,522 kWh. The public areas including meeting rooms in the office are mostly powered by solar energy. The solar panel on the rooftop generates electricity about 1,900 kWh every month.

The total generated amount of solar power is 40,494 kW which is equivalent to 31.6 Tons of Carbon Dioxide (CO<sub>2</sub>). This is equivalent to the greenhouse gas emissions cause by 71,233 miles driven by the average gasoline-powered passenger vehicle.

As a renewable source of power, solar energy has an important role in reducing greenhouse gas emissions and mitigating climate change, which is critical to protecting humans, wildlife, and ecosystems. Solar panels can also improve air quality and reduce water use from energy production.

### B. WASTE MANAGEMENT

**E-waste: Battery Collection**  
In 2022, N.H.O launched a battery recycle campaign to raise awareness of the importance of recycling batteries responsibly. Batteries need to be recycled separately from other waste materials, because they contain corrosive materials and heavy metals that can contaminate the environment. If batteries are not recycled properly, the toxic materials can leak into the soil and pose serious threats to human health and the environment.

We put the e-waste recycling bin so that employees can throw away electronic waste separately. We also increased the reach of the campaign to the local community. The e-waste recycling bin is accessible to local people so that people in the local community can put their e-waste in the recycling bin. We posted our battery collection campaign on Facebook, and many people from the local community joined our campaign to recycle batteries responsibly.

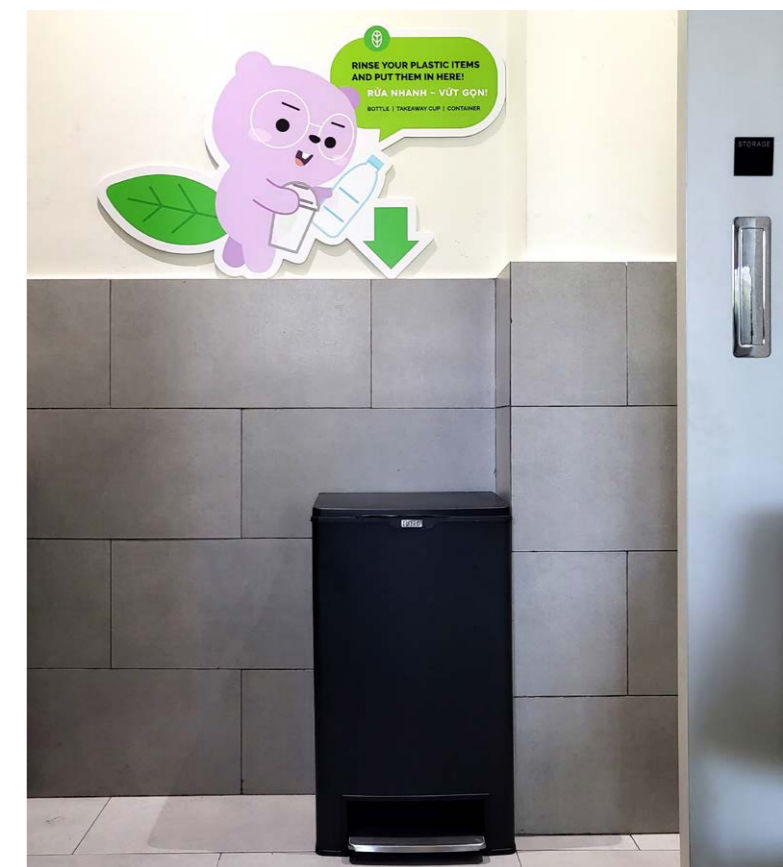
## Caring for the environment

N.H.O operates in an environmentally friendly way and is committed to tackling climate change and driving sustainability as part of its CSR activities. Throughout the year, N.H.O conducted environmental campaigns for employees **to increase knowledge and raise awareness about the environment.**

## ZERO-SINGLE USE PLASTIC

In 2022, N.H.O initiated a campaign "Zero Single Use Plastic" in the office to encourage our employees to reduce using plastic and recycle plastic waste. During the campaign, we provided information related to the environment to our employees, raised awareness about current plastic waste issue and encouraged behavioral change in the office.

N.H.O replaced all of our single-use plastic water bottles in our meeting rooms. Instead of plastic water bottles, we provide water bottles and cups to reduce plastic use. N.H.O will continue to reduce plastic waste in the office and raise awareness for our employees.



Plastic trash can in N.H.O office / HCMC



Cup sterilizer machine in n.H.O office / HCMC

## C. GREEN BUILDING

### MATERIAL USE

To reduce the emissions, N.H.O will also increase the use of green-labelled and low-emission materials and products. N.H.O will engage its stakeholders such as contractors, suppliers, employees to minimize emissions. In selecting its contractors for projects, contractors are assessed based on stringent criteria, which include financial strength, as well as commitment towards high standards of quality, environmental management and safety. Contractors with ISO 9001, ISO 14001, ISO 45001 certifications and other green building-related certifications are preferred.



N.H.O HEAD OFFICE / HCMC

## GREEN CERTIFICATION

N.H.O works together with our partners to develop sustainable developments with green certifications. On November 2022, N.H.O's headquarter building was awarded the LEED certificate by the U.S. Green Building Council.

LEED (Leadership in Energy and Environmental Design) is a green building certification program used worldwide. The LEED standard certifies buildings that are designed and built green in terms of energy efficiency, CO2 emissions reduction, drainage efficiency, improved resource management and building flexibility adaptation to change. Therefore, to achieve LEED certification, the project must meet the most stringent criteria from design to operation.

The LEED certified building consists of 3 floors with a total floor area of 450m2, capable of saving up to 27.9% of total annual energy consumption (kWh/ year) compared to the basic level thanks to energy efficient solutions. In addition, the project is able to save 40.15% of the total annual water consumption compared to the basic level thanks to the installation of low-flow sanitary equipment to optimize water consumption at the source, and using drip irrigation system helps to consume less water and save labor.



The LEED Awards Ceremony / HCMC



# 5. EMPOWERING OUR PEOPLE



Rooftop party event / HCMC

## A. HUMAN CAPITAL

N.H.O is committed to ensuring a fair, safe, and inclusive workplace to nurture a diverse and empowered talent pool, that will deliver greater value for the Company and its stakeholders. We strive to provide a safe work environment and build a welcoming culture to empower our people and develop a fully engaged team.

## B. PROVISION OF BENEFITS

N.H.O offers all full-time employees a comprehensive benefits package including paid annual leave, maternity and paternity leave entitlements, as well as coverage under the Company's health insurance plan. Both female and male employees are also entitled to parental leave.

N.H.O provides pro-family benefits and welfare practices. Both female and male employees are entitled to paid parental leave. In 2022, six employees took paid parental leaves - five women and one man.

## C. DIVERSITY, EQUITY AND INCLUSION

N.H.O upholds human rights principles and adheres to fair employment practices. The company adopts an inclusive recruitment approach to build a diverse workforce where employees contribute their varied expertise and experience to the growth of the Group.

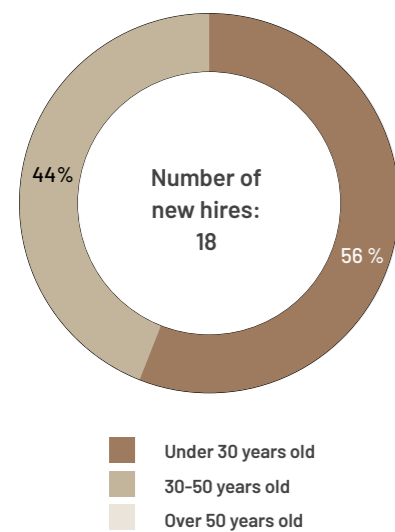
64% of the total number of permanent employees are female. Female employees account for 20% of the N.H.O's managerial staff.

## NEW EMPLOYEE HIRES 2022 BY AGE GROUP

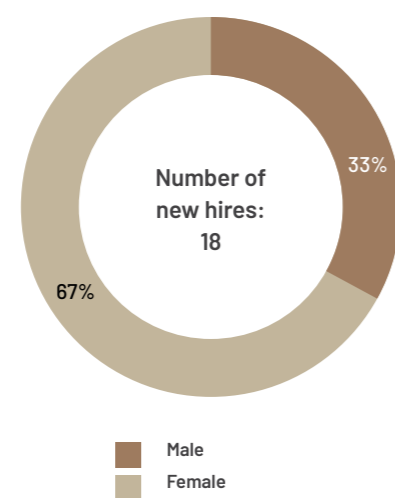


Giving gift Tet to employees/ HCMC

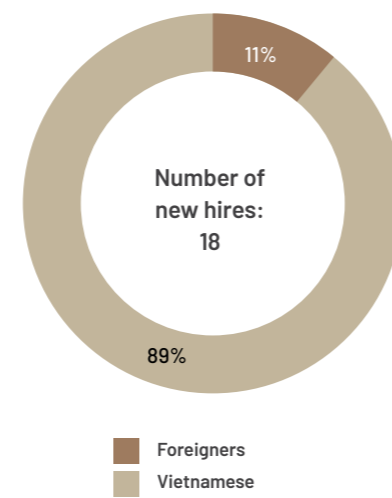
New employee hires 2022 by age group



New employee hires 2022 by gender group



New employee hires 2022 by region group

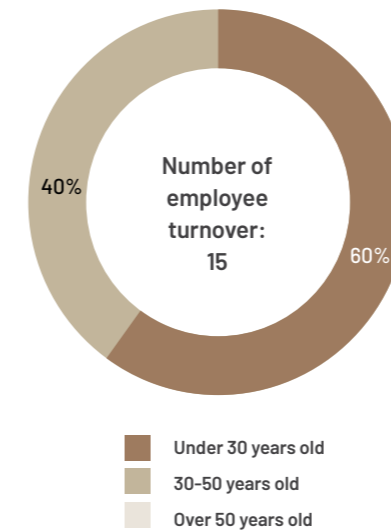


## D. EMPLOYMENT

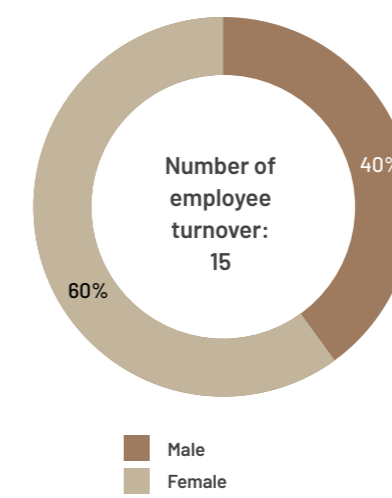
In 2022, N.H.O employed 18 staff across its operations in Vietnam. The average tenure of N.H.O's staff is 4 years and about 26% of them have been with the Company for more than five years.

The overall turnover rate for N.H.O in 2022 was about 10% or 14 employees. As part of our continuing efforts to improve employee retention, we conduct an exit interview for employees who have resigned to better understand their interests and concerns.

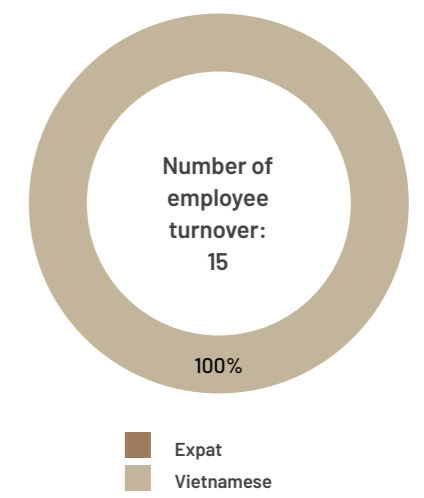
Employee turnover 2022 by age group



Employee turnover 2022 by gender group



Employee turnover 2022 by region group



We believe in teamwork. Our teamwork is based on three principles which are Humility, Passion, and Wisdom. A leader at N.H.O must know how to work as a team.



"Ideal team player" workshop in N.H.O / An Giang

## E. TRAINING AND DEVELOPMENT

N.H.O implemented initiatives to ensure that all staff understand the company's core values and principles that shape the way the company works and functions. This is a compulsory module in the new staff onboarding orientation. For existing staff, there are dedicated training courses where the Company's core values are shared. N.H.O values the "Team Player" culture which is essential to work and life. In 2022, we conducted a workshop about "Team Player" value for all the staff and managers. The Company seeks to foster a team player culture and has identified key characters of a team player which are "Humility", "Passion", and "Wisdom".

Player" value for all the staff and managers. The Company seeks to foster a team player culture and has identified key characters of a team player which are "Humility", "Passion", and "Wisdom".

### / AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY

Manager	2.30hrs
Staff Level	1.30hrs

## F. OCCUPATIONAL HEALTH & SAFETY

N.H.O is committed to upholding the occupational health and safety of everyone in the workplace.

In 2022, there were no work-related fatalities or injuries involving N.H.O's employees. We encourage employees to adopt a healthy lifestyle. We will continue to ensure our processes protect the health of workers at the workplace.

### / INCIDENTS BY EMPLOYEE

Fatalities	0
Recordable work-related injuries	0

## G. EMPLOYEE ENGAGEMENT

The N.H.O townhall meetings were held two times in 2022. All the staff and managers gathered to listen to others' opinion and ask questions and engage with the board of directors. It facilitated the exchange of ideas and cross-learning opportunities among staff. During the townhall meetings, directors shared the company's goals and dreams with the staff.



Growth implies learning, adapting, wanting to be better and stronger. So it is with a company. We should always grow and change.

“

*N.H.O aims to provide community – welcoming environments – to support people's lifestyles and revitalize the local community.*



Writing stories campaign awards / HCMC



Happy Viet Nam Women's day event / HCMC

## 6. CARING FOR THE COMMUNITY



AFC Opening ceremony / An Giang

N.H.O is committed to be responsible to our communities, contributing to and enriching the lives of local communities wherever the Company operates. **We believe our actions must benefit the communities in which we live and work.** We strive to be a positive force in Vietnamese families and communities, helping raise standards.

“

*We are always thinking of land, people, and community together – to enrich the lives of our customers and their families.*

### A. ALPHA FAMILY CENTER

The “Family Center” is a public cultural space with diverse programs for families. With nearly 200 children’s books, a kid’s room and open space for study rooms, residents can use the space for free.

Every month, free after-school programs are provided for the children such as drawing, paper art, reading, and sports classes. The family center has positively impacted the residents through diverse programs and by creating opportunities for families to enjoy time together. N.H.O places great emphasis on growing strong families and nurturing resilient communities through a family center.

To date, N.H.O has launched three Family Centers, in Ho Chi Minh City, Binh Duong Province, and An Giang Province. In 2022, with our partner, Alpha Plus Property Management and Olive Tree Estates Limited (OTE), we launched two new Family Centers in 1<sup>st</sup> Home An Giang in January 2022 and 1<sup>st</sup> Home Binh Duong in May 2022.

With an effort to provide more playground options for the residents, especially for children to explore new things, Alpha Plus Property Management continues providing a library, English class, art class, music class, and a book reading class with free of charge entrance with a hope to reach to everyone.



Art Class After School for Kids / HCMC



Basic calligraphy class for residents / HCMC

“

*N.H.O and its partner want the Family Center to be resident-led and resident-driven as empowerment is probably one of the longest-lasting positive impacts that the developer may have on the residents.*



Giving gift to Maison Chance on Women's day / HCMC

## V. HAPPY CHILDREN'S DAY

In June 2022, Alpha Family Center and N.H.O held an International Children's Day with the theme of "Only One Earth" for children at Imperial Place.

The festival held special activities such as the contest for "Drawing about environment" and "Creating pictures with plastic bottle caps" with the participation of 25 children. More specifically, the event "Exchange plastic bottles for cotton candy" has collected 13kg of plastic bottles and brought them to the social enterprise. The children brought plastic bottles from their home for recycling, and they received the cotton candy as a reward. Through these interesting activities, Alpha Family Center encouraged children to know how to protect the environment more with very simple actions.



Picture with plastic bottle caps / HCMC

## Family Center Programs

### I. MOGU ONLINE BOOK READING PROGRAM

N.H.O, Alpha Plus, and MOGU Vietnam worked together to provide online reading programs for the residents' families. The books were carefully selected for children aged 3 – 10 years old.

In 2022, The "MOGU bookworm" project conducted 36 sessions with the participation of 10-12 children living at Imperial Place Apartment, An Lac, Binh Tan via online meeting. Every week, the children listened to Ehon comic books with many meaningful lessons and other interesting activities such as origami art paper folding. In addition, in July 2022, the "MOGU bookworm" project held an offline reading session at Imperial Place.

### II. OFFLINE BOOK READING PROGRAM

From June 2022, Ms.Thu - the reading ambassador who reads interesting and captivating books to children to help them learn – continued offline book reading programs in the family center. The Family Center has successfully organized 24 sessions with the participation of 8-10 kids at each reading session. Not only did the reading program read meaningful and educational stories, but it also offered many interesting activities such as doing experiments, giving books, and book-related activities

### III. HAPPY WOMEN'S DAY

Joining the atmosphere to celebrate International Women's Day, in March 2022, N.H.O and Alpha Plus together gave meaningful gifts to the women of Maison Chance. Maison Chance is an NGO supporting housing, healthcare, education and careers for people with disabilities, orphans, and children with extremely difficult circumstances in Vietnam.

Imperial Place residents donated their gifts before International Women's Day. Many items such as clothes, books, shoes, toys, etc., along with health gifts such as vitamins, masks, and Covid test kits, were hand-delivered to 51 women in Maison Chance on International Women's Day, March 8.

### IV. MARRIAGE TALKS

N.H.O cares about children and healthy families. In order to equip young parents with knowledge about marriage and parenting life, N.H.O coordinated with Alpha Family Center to invite professional speakers to have two seminar sessions at Imperial Place.

The sessions were held on 12<sup>th</sup> and 19<sup>th</sup> November, 2022. The contents include parenting style, father's mandate, child's moral conscience, principle of obedience, guideline for appeal process and forgiveness and restoration.

“

*We want our residents to connect, create positive relationships, and form a happy community.*

Mr. Park Seung Hoon / Deputy Director



“

*We want to hear our customers say that they are happy and that their quality of life has gone up significantly because they chose to live in N.H.O's projects.*

Mr. Chung You Seok / Managing Director



Children with their caregivers draw children body privacy part / HCMC



Children were equipped with knowledge through activities / HCMC

## VI. WORKSHOP FOR FAMILIES

**Session 1:** “Teach children protect themselves from abuse and kidnapping” workshop

In recent time, many serious cases of child abuse happened in some apartment buildings in Ho Chi Minh City. Due to the unique privacy of apartment buildings, supporting children in these hazardous situations is very difficult.

Recognizing this, on 22<sup>nd</sup> October 2022, to raise awareness for children and residents in N.H.O's projects in preventing child abuse and abduction, the CSR department recently collaborated with Alpha Plus Property Management and Ms. Thu, a reading ambassador, to organize a series of workshops and book readings at the Family Center on this topic. During the activity, children and their caregivers - including fathers, mothers, and grandmothers were equipped with knowledge about abuse and kidnapping through singing, drawing, playing games, and case studies. In the long term, to strengthen their knowledge about this issue, children will be able to participate in reading sessions to learn a variety of useful skills.

A safe living environment is the most important goal for children and residents in each project from N.H.O and we hope to contribute towards supporting and strengthening educational activities to protect children and create a safe and peaceful living environment for the residents.

**Session 2:** “Nurturing peaceful connections in the family” workshop

N.H.O is committed to supporting families by providing education and sharing knowledge projects in diverse ways. N.H.O collaborated with Alpha Plus Property Management to share a series of online seminars with the topic “Nurturing peaceful connections in the family” by Maltri Vietnam, an art therapy center.

This series of workshops were organized during 4 days with 16 various topics. Through conversations with many professional speakers, many residents testified that they had more understanding and a greater feeling of empathy among their family members.

## B. KINDERGARTEN

Along with the development of the company, education is also one of the important issues that N.H.O is focusing on. We believe that good education can improve the disadvantaged children's lives and in turn, they can serve the communities that they are living in.

With our partner, Olive Tree Estates Limited, N.H.O provided academic and practical knowledge to our local educational partners. We are honored to cooperate with other organizations in the field of education such as Hope Kindergarten, Sunshine Kindergarten, and Bright Stars Kindergarten. We are committed to contribute our education network to make strong connections and create lasting relationships for the improvement of the community's education.

### I. OPENING OF SUNSHINE KINDERGARTEN

In 2022, N.H.O supported Education Partner to open the Sunshine kindergarten at Imperial Place Apartment. The school, with over 600m2 including a playground, promises to provide a beautiful and safe environment for kids. The school has four classrooms and can receive up to 80 kids. The opening ceremony was held on 24 October 2022.

### II. TRAINING & EQUIPMENT COURSE FOR KINDERGARTEN TEACHER

To continue in partnership with Hope kindergarten, this year, N.H.O tried to bring more value on training for teachers. Connected with OTE in Singapore, we invited Preschool Market from Singapore to provide an early childhood education training course for teachers. To maximize the value, we not only provided the training for Hope schools teachers, but also for others such as Sunshine, Ohayo and Brightstars Kindergarten. The topic focused on "Loose parts play" and "STEM for children". This training happened on 5th November, 2022. Over 20 teachers attended the training and had a fun and practical training time.

## Partner Schools



Opening Ceremony of Sunshine Kindergarten / HCMC



Training & equipment course for teacher / HCMC

## C. STEPS CHALLENGE

As an annual activity of N.H.O, in April 2022, 66 N.H.O employees participated in the Steps challenge organized by Saigon Children's Charity. The participants achieved 42,000 steps in 10 days. The challenge not only improved their health, but also helped to fundraise for children with autism from disadvantaged circumstances. Saigon Children's Charity conducts free early intervention for young children, workshops for parents, and training for practitioners across Vietnam. The total amount of funds that N.H.O has contributed through this participation was 16,500,000 VND, contributing to supporting more than 1,000 parents of children with autism to participate in training and more than 500 teachers at facilities with children with autism to be trained by Saigon Children's Charity.



N.H.O employees received Steps Challenge medals / HCMC

## D. PEACE VILLAGE

Social Impact is one of the goals of N.H.O's social impact business. To continue to support ethnic minority groups in raising their quality of life with healthy habits, N.H.O joined with the Minh Tri Fund to build a block of toilets for Binh An Village in Huong Hoa - Quang Tri, which is a border province, located in the northern mountainous area. Huong Hoa people are lacking toilets in the village and children are vulnerable to getting sick because of hygiene issues. A block of toilets has helped local people to build a healthy habit for themselves and their children.



Toilet construction process / Quang Tri Province



## E. PROJECT LIFE

During the 2019-2022 pandemic, N.H.O and Olive Tree Estates Limited (OTE) partnered to support the "Social Medical Volunteer Group" (SMVG) and its oxygen machine loan program. The SMVG represents a ground-up initiative in Ho Chi Minh City and consists of a team of doctors and volunteers from the community who have been actively providing home-based COVID-19 patients with 24-hour teleconsultation, medication and Oxygen Concentrators. The oxygen machines were delivered to Covid-infected patients in Lam Dong and Ho Chi Minh City.



The oxygen machines have been used / Lam Dong Province

## F. CHARITY WORK

### I. EDUCATIONAL SUPPORT

In August 2022, N.H.O An Giang awarded 20 Health insurance cards, 5 Bicycles, 1,000 notebooks worth 20mil VND to middle school students with difficult circumstances in Tan My commune, Cho Lon district to encourage and motivate students continue to study hard. Besides, we also supported 18 mil VND to support the children to keep studying at school.

### II. DONATION TO THE POOR IN HAI PHONG

In January 2022, the staff at N.H.O Hai Phong donated 50 sets of Tet gifts to the poor, homeless and unemployed people because of the pandemic. In addition, 20 oxygen concentration meters and 100 boxes of medical gloves were also donated to Hong Bang Ward Medical Center to support medical equipment for the ward.

### III. DONATION FOR LOCAL GOVERNMENT

To welcome the new year 2022, N.H.O An Giang gave 5,000 gifts with a total value of 2,593,600,000 VND. With each gift including 10kg of rice, 1 box of coke and 1 envelope worth 200.00VND, we hope these will be meaningful gifts for local people during the Lunar New Year this year.

In April 2022, N.H.O An Giang supported the "Gratitude" fund of My Long ward, which is to take care of the material and spiritual life of the family. We also supported My Phuoc ward to help organize a gratitude ceremony for the prevention of the pandemic. N.H.O also supported uniform T-shirts for the opening ceremony of the IX Sports Festival in Quang Ninh.

In June 2022, N.H.O also supported 10 mil VND for Long Xuyen city to Support for Agent Orange/ dioxin victims fund.

In December 2022, N.H.O supported 60 mil VND for My Phuoc ward to support the fund for the Poor and Spring Tree.

## IV. MEAT MINCER FOR ETHNIC MINORITY CHILDREN

In the end of September, N.H.O CSR team visited Mong Cai, Quang Ninh, which is a border province, located in the mountainous area. The preschools in these areas were facing many challenges, including Bac Son kindergarten and Luc Phu kindergarten. All of the students in these kindergartens were ethnic minority groups such as Tay, Thai, San Diu, etc. Most of their parents were farmers and laborers; they cannot afford to send their children to school. However, the teachers in the school kept encouraging and persuading the parents to allow their children to go to school. According to the teachers, they need an industrial meat mincer for 200 students because the children are too young so that they cannot eat solid food like adults. After visiting, N.H.O donated two industrial meat mincers for the children so that the school can provide nutrition for the children.



N.H.O give meat mincer to kindergarten / Quang Ninh Province

## V. BUILDING CONCRETE ROADS

In October, with the desire to contribute to creating better conditions for Vinh Hau, Vinh Lich and Ving Ngu people, N.H.O An Giang donated 2,000 bags of cement. The cement was used to build roads so that people can transport conveniently, transport goods, and stabilize life. The concreted road was 3 km length, and the donated amount was worth 136 mil VND.

# 7. EDUCATION

We strongly believe that education is key to this investment, and that the lives of individuals and families will be subsequently transformed. Education is a foundation for the development and progress of any person and society. Good education is constructive in nature, which is very helpful in future life. Education can leave a long-lasting impact on one's life.

## A. SAL SCHOLARSHIP

SAL Scholarship stands for Serve, Achieve, and Lead which is to support dedicated and gifted college students who show potential for academic excellence and leadership. We support students to grow not only in knowledge, but also in character, so that they will develop a sense of responsibility for themselves, their families, and their communities. We have supported students from various majors and extended assistance to remote villages. The scholars have received not just financial support, but also life skills and advice from their mentors. Through the strong relationship between students and mentors, we are encouraging the students to serve the community in the future.

### I. THE BEGINNING OF SAL SCHOLARSHIP

The idea of SAL was dreamed before N.H.O began because the founders and leaders of N.H.O always wanted to provide positive social impact in their everyday lives.

Many leaders in N.H.O have experienced receiving support and opportunities when they were young. This experience motivated them to share opportunities with future generations also.



SAL 2022 Ceremony / HCM

As the company grew, the idea of a unique scholarship also developed which focuses on long-term growth and impact. Thus, SAL scholarship was one of the first projects that N.H.O CSR team launched, in October 2020.

With SAL, we not only provide full student life tuition fee, but also a mentoring program, which is to equip to our future leaders who have a good heart for the community.

## II. SAL SCHOLARSHIP ACTIVITIES

### • Social Work / Summer Trip

To create an opportunity for SAL students to engage in social work, in July, 2022, we organized a summer trip to Vung Tau. Before the trip, we also visited a love school and met up with over 30 underprivileged children. With fun activities and gift packs, the students brought meaningful moments and good memories to the kids. The SAL students also enjoyed tasty food with the kids. Many students shared their feeling after they heard lovely stories from kids and saw how friendly they were.

### • Ceremony

SAL ceremony is an annual event to award scholarships and welcome new students. In 2022, we received 4 new students to the SAL community. During the ceremony, the board of director encouraged all N.H.O members how meaningful it is to invest to our new generations.

### • Workshop

As our mission, we not only provide the tuition fee but also provide life skill training for students. In November and December 2022, SAL Committee organized a training with the topic 'Who we are'. The training aimed to help students to discover their character, their strengths and weaknesses. While training, the students could understand themselves better and discussed how they want to contribute to the communities with their strengths.

### • Christmas Event

SAL Christmas event is a special culture of SAL community where we have a warm time together in December after a busy year. It is a time to remember all the SAL activities and show gratitude to each other. During the event, all the students and mentors had dinner together, played fun activities, and shared meaningful gifts and Christmas cards.



Christmas Event / HCMC



Social work in Summer trip / HCMC



Summer trip in Vung Tau / Vung Tau city

## III. SAL MENTORING

The purpose of a mentor is to provide help for the mentee in studying and growing every day. A mentor is someone their mentee can look up to – a positive role model for a new type of leader in Vietnam – someone with humility, passion, and wisdom. Mentors help their mentee to achieve his/ her academic goals, introduce ideas of thinking, challenge their daily activities, and share their own life lessons.

The mentors are members of N.H.O group. Every year, new mentors join to the mentoring program. SAL mentoring program is built to encourage both SAL students and our employees to share their lives and care for others. Through this program, the employees of N.H.O build relationships with SAL students. Every month, they spend some time together, encourage one another to achieve personal goals, and seek opportunities to serve the community where they live.



"Who we are" workshop / HCMC



She participated in activities of SAL Scholarship program



Sầm Thị Minh

#### IV. SCHOLAR STORY: SẦM THỊ MINH

On a cool year-end day, I had the pleasure of meeting Sầm Thị Minh, a freshman at the University of Medicine and Pharmacy. Minh's dream is to become a nurse and bring the benefits of modern medicine to rural villagers. Despite being in Saigon for a short time, the young woman was poised and candid in telling her story, her bright eyes glowing with confidence.

##### First Steps in a New Life

Minh lived in Dak Lak along with her family of parents and three older brothers. Two of her elder brothers were married and lived apart from the family home. Each morning, the remaining family members traveled to their farm kilometers away from the village, leaving Minh in charge of the household. When the chores were done for the day, the young woman turned to her studies, determined to have a better life than her parents.

Seeing the hardships her parents experienced due to poverty, Minh realized that education was the key to a better life. She attacked her schoolwork with determination, worked diligently in her classes, and always concentrated on her teachers' lectures. She pestered her teachers for explanations when she did not understand the subject.

“

*Sometimes, with the availability of a sympathetic ear, she found answers to her significant problems by herself.*

Minh frequently borrowed books and documents from the school library to expand her knowledge. Each evening, no matter how tired she might be, she turned on the light to study for a few hours before falling asleep.

As a young girl from a rural village in Vietnam, Minh saw many of her village elders suffer and pass away, relying on the worship and herbs of their ancestors. They were too afraid to go to the health station or take modern drugs. Minh was determined to bring knowledge of modern medicine and its scientific approach to her people. She realized the change had to begin with the younger generations. Better education makes them more likely to understand the clash between modern medicine and traditional cultural beliefs.

##### Setbacks in Life

The day she passed the University of Medicine and Pharmacy in Ho Chi Minh City, her family proudly celebrated her achievement. The excitement was

short-lived when doctors found an infection in her left mastoid bone that required a long course of treatment. Already worried about the cost of university, Minh broke down, certain that the illness and the cost of the school had ended her dream. But she never lost hope.

Minh's teacher, aware of her circumstances, introduced her to the SAL Scholarship Program. Impressed with her talent and hard work, N.H.O offered Minh a scholarship that covered full of the university tuition. Overjoyed with the possibility of achieving her goal, she still worried about the high expenses she would face moving to Saigon. She had also been diagnosed with VII nerve palsy, a condition causing paralysis of the left half of her face that required surgery.

##### Help from Strangers

When she arrived at Ho Chi Minh City, members of the Scholarship Board escorted her to the doctor for evaluation. They subsequently found benefactors to pay for the expensive surgery - more than 50 million VND - a cost far beyond her family's capacity to pay. The surgery was successful, but the damage from the disease continued to plague her.

Determined to begin her education and win her battle against ill health, she started school.

Unfortunately, her physical condition worsened, affecting her studies. Self-doubt and feelings of inadequacy overwhelmed Minh, constantly worrying: "Will I be able to keep up with my peers? Will I be able to complete my degree? How can I pay my medical bills and the cost of living in the city?"



Sầm Thị Minh

When the SAL Scholarship Committee learned of Minh's predicament, they worked with the Alpha Plus Property Management Company - the management board of Family Centers in N.H.O's projects - to find a solution.

She remembers her first day of work as nerve-wracking, filled with questions: Would people like her? Would the children be cooperative? Would she be able to teach them effectively? Recognizing Minh's music capabilities and their need for more teachers, the Center offered Minh an opportunity to try her hand as a "student teacher."

She remembers her first day of work as nerve-wracking, filled with questions: Would people like her? Would the children be cooperative? Would she be able to teach them effectively?

#### Help from an Unexpected Community

Despite her misgivings, she quickly realized that her students were warm and receptive, the older students eager to help her become comfortable in the school environment.

Teaching music to Minh is not work but a passion. At Alpha Family Center, she eagerly shared her love of music with the children, participating fully in the center's activities.

Teaching music allowed Minh to work on her communication and teaching skills, especially patience when explaining something to someone. These skills are essential in her chosen field of nursing.

She learned that sharing oneself openly and unselfishly encourages people to respond similarly. She had always been shy when interacting with others before realizing that looks or circumstances matter less than honesty and acceptance. Today, she is much more confident in connecting and interacting with people.



She participated in activities of SAL Scholarship program



#### Provide me with a mental refuge and I shall find my way

Minh was overjoyed to receive companionship and guidance from the Scholarship Committee and Mentors. They gave her invaluable advice when she had important decisions to make and encouraged her to think about herself by considering her options and consequences before making a decision.

Without their support in her most trying times, Minh might have broken from the pressures of poverty and illness. Worries about the consequences of otitis media and surgery disease filled her with dread and the possibility that her dream of nursing was over. The chance that she had to go to work right away to make ends meet was real.

Nevertheless, thanks to everyone's encouraging words and help, she summoned the courage to pursue her dream.

Sometimes, with the availability of a sympathetic ear, she found answers to her significant problems by herself. Consequently, she feels incredibly blessed to be overflowing with love and aid from people she has never met.

It was their collective spirit that opened the doors to college for her. However, the rest of the journey up the educational ladder is now up to her hard work and determination.

"Turn your face towards the sun, and the shadows will fall behind you." Just have faith, courage to overcome difficulties, then everything, in a way, will be okay, good things, good luck will come. No matter how hard the journey may be, never give up.



## 8. IMPORTANT NOTICE

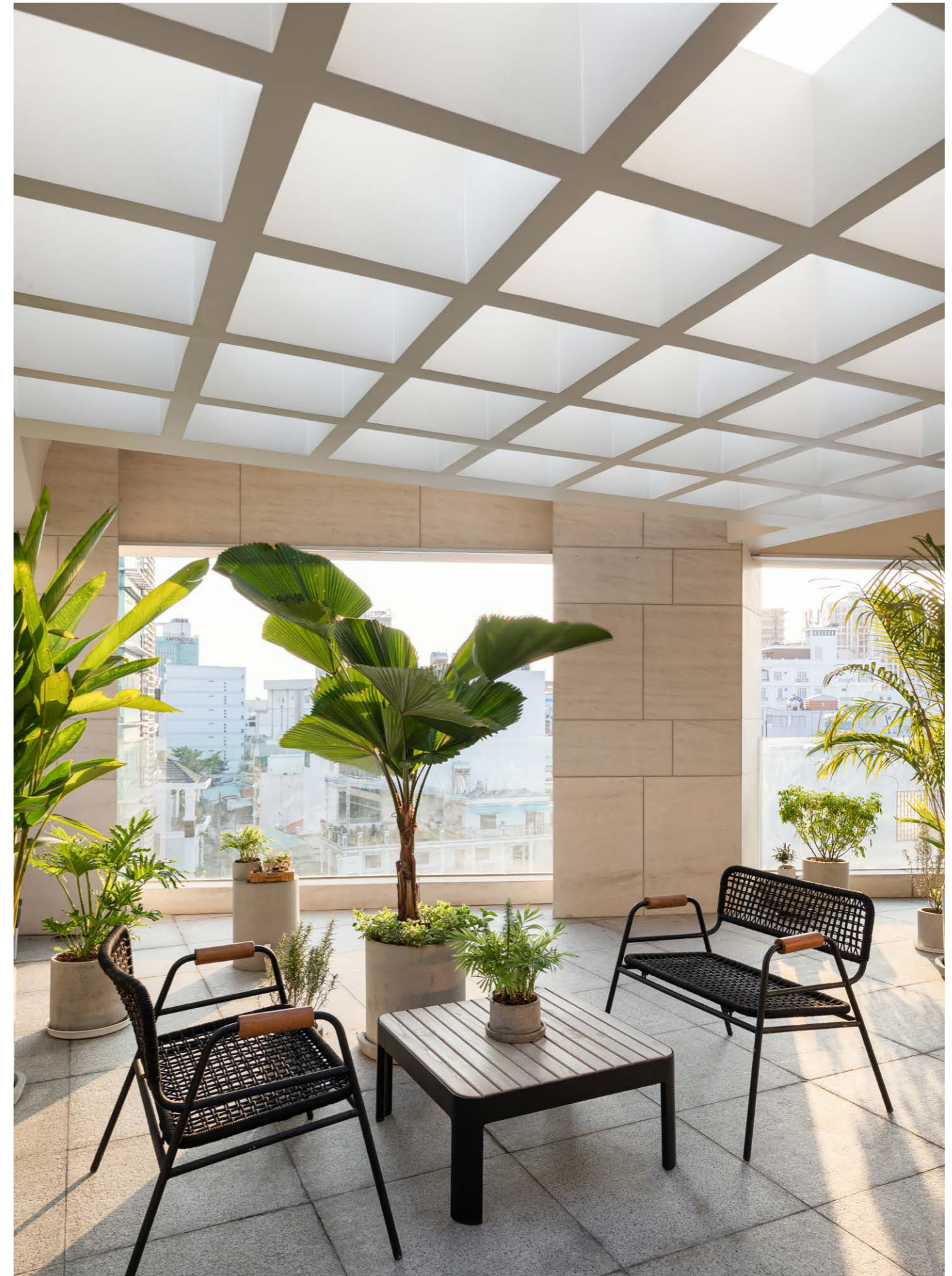
The report demonstrates N.H.O's commitment to keep its stakeholders, including employees, customers, business partners, and community members abreast of the Company's efforts and developments in sustainability.

This report only reviews N.H.O's past CSR performance and the Company's events. No warranties are made as to the completeness and accuracy of all the given information, and it should not be used for making any future investment decision. Some numbers mentioned in this document are based on N.H.O's internal calculations only and have not been verified or audited by any parties. N.H.O does not accept any obligation to verify, correct, update, or revise any assumptions, speculations that do not reflect the actual economic performance or other unanticipated events arising after the date of publication. This document is for information purpose only and should not be construed as an offer to buy.

The report can be downloaded at:  
N.H.O's corporate website: [www.nhojsc.vn](http://www.nhojsc.vn)  
N.H.O Cares' website: [www.nhocares.com](http://www.nhocares.com)

# 9. GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	RESPONSE/ PAGE REFERENCE
<b>GRI 2: General Disclosure</b>		
2-1	Organizational details	
2-2	Scope and period	
2-3	Reporting period, frequency and contact point	
2-5	External assurance	This report is not externally assured
2-6	Activities, value chain and other business relationships	
2-22	Statement on sustainable development strategy	
2-29	Approach to stakeholder engagement	
<b>GRI 401: Employment</b>		
401-1	New Employee hires and employee turnover,	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
401-3	Parental Leave	
<b>GRI 404: Training and Education</b>		
404-1	Average hours of training per year per employee	
<b>GRI 413: Local Communities</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	



N.H.O office / HCMC



THE DRAGON CASTLE PROJECT / HA LONG



**HARMOMIZING  
PEOPLE - LAND - COMMUNITY**



When we understand the people, land and communities have a life of its own and we strive for, the harmony of these three factors we can all grow together.





SCAN ME TO VISIT OUR  
WEBSITE

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