

SAFETY, SECURITY, HEALTH & ENVIRONMENT POLICY

COMMITMENT:

HATECO Hai Phong International Container Port Co., Ltd. (HHIT) is committed to ensuring that the Company's operations always adhere to the principles of safety, security, and health for its employees, contractors, and visitors. HHIT does not consider accidents or injuries as acceptable risks in its business operations.

We also ensure that the Company's operations always comply with the principles of minimizing adverse impacts on the environment.

ACTIONS:

To achieve the above commitments, HHIT will:

1. Never compromise on safety, security, health, and environmental issues in exchange for profit or work efficiency;
2. The Board of Director will be responsible for safety, security, health, and environmental issues in business operations;
3. Managers and supervisors will ensure effective management while maintaining awareness that the proper handling of safety, security, health, and environmental matters is everyone's responsibility;
4. Focus on preventing accidents before they occur by proactively assessing and mitigating risks, prioritizing the use of the most effective risk control measures;
5. Establish a non-blame culture, never accepting negligence or willfully ignoring safety, security, health, and environmental regulations;
6. Comply with state regulations regarding safety, security, health, and environmental protection, as well as HHIT's own standards;
7. Plan and set objectives for continuous improvement and periodically assess progress;
8. Encourage everyone to actively participate in safety, security, health and environmental activities;
9. Create effective communication for reporting, providing, and sharing information related to safety, security, health, and environmental matters across all levels of the Company, including contractors and stakeholders;
10. Listen to and consider employees' feedback on issues related to safety, security, health and the environment;

11. Investigate incidents, accidents, or near misses to learn lessons and prevent recurrence;
12. Ensure that employees have the necessary competence to perform their tasks. Ensure they receive appropriate safety training and are properly supervised during task execution;
13. Share safety achievements and lessons learned with employees, suppliers, and customers;
14. Allocate necessary resources to manage risks related to safety, security, health, and the environment;
15. Integrate safety performance evaluation into employees' regular performance reviews;
16. Promote and support the establishment of safety, security, health, and environmental management systems that align with this policy for contractors working at HHIT;
17. Efforts will be made to encourage the local community and other ports to participate in safety, security, health, and environmental activities;
18. Periodically review and revise this policy as necessary;

Through the implementation of this policy, HHIT aims to take a leadership role in learning and promoting the highest standards of safety, security, health, and environmental protection within the community and sea port exploitation industry.

Hai Phong, February 10, 2025

CEO

(Signed)