



Sustainability strategy **2023**

vitrust

**ESG Report 2023/
Non-financial statement.**

Please think about the environment
before printing out this report.

About this report

viettrust is pleased to present, for the second time, our annual report highlighting our Sustainable Development Commitments and the strategies we are implementing to fulfill them.

This report unveils our most critical achievements to date and outlines ambitious goals for the upcoming years in the realm of sustainable development. We remain dedicated to our contribution to the United Nations Sustainable Development Goals, aligning our efforts with global sustainability initiatives.

Our focus continues to center on developing sustainable real estate, minimizing our environmental impact, reducing consumption, and lowering CO2 emissions.

These key areas underscore our commitment to a more sustainable and responsible business approach, reflecting our ongoing dedication to environmental and social responsibility.

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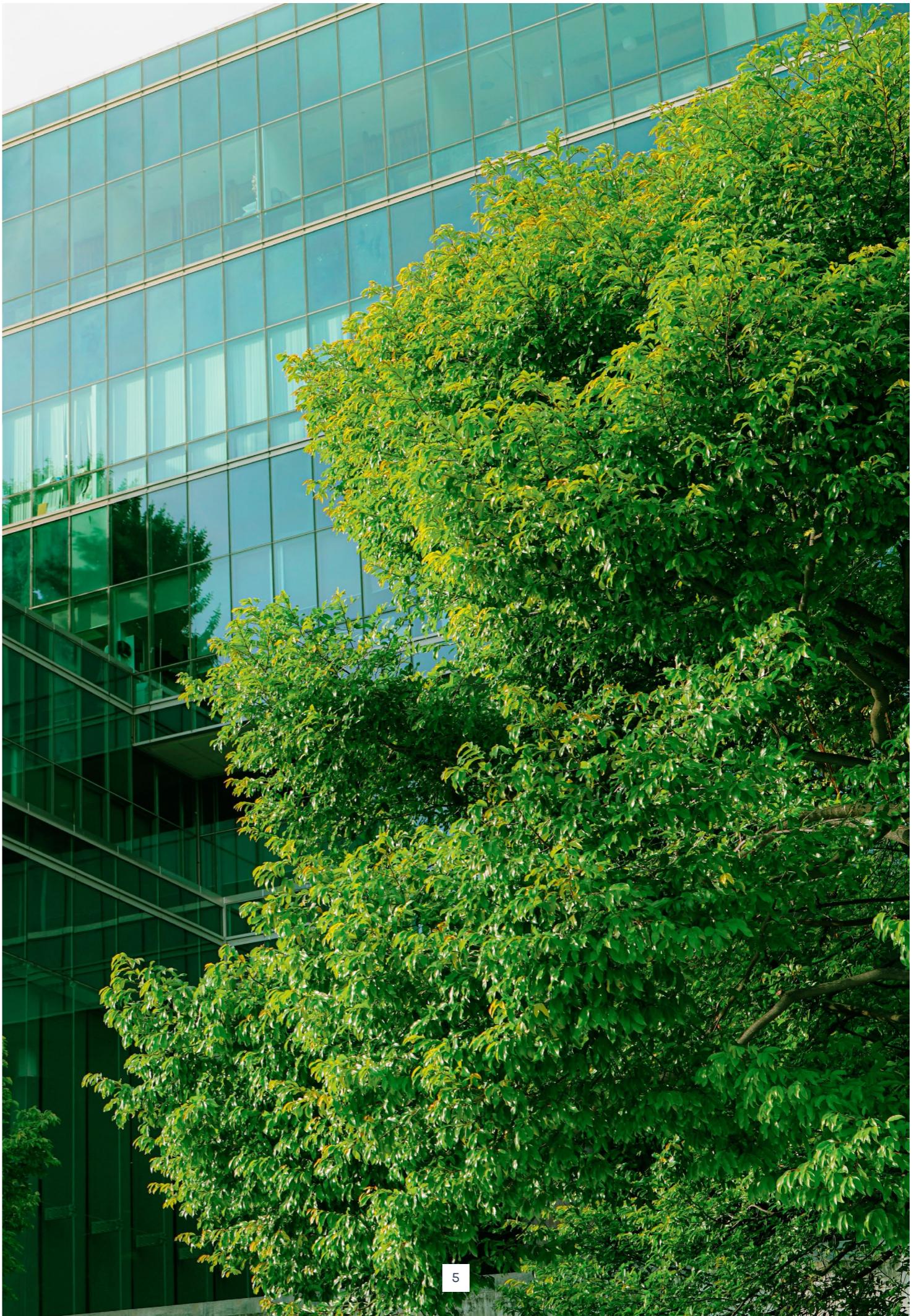
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Foreword by the CEO

The global challenges of recent years have made a lasting impact on businesses and societies worldwide. In response to this unprecedented crisis, **vietrust** has showcased resilience, innovation, and profound care for our colleagues, actively addressing current issues and diligently working towards a more sustainable future.

As we continue to grow, we recognize the significance of strengthening our company culture, implementing different strategies to enhance the overall work environment. Our priority is ensuring our employees are not just content and successful but genuinely enjoy their time at work.

We also see embracing diversity and ensuring equal opportunities as integral aspects of our identity, contributing to the cultivation of a more inclusive and enriching environment. Addressing the defining issue of our time, climate change, **vietrust** has ingrained sustainability into its business model.

Principles of sustainable development are seamlessly integrated into every project, with a specific emphasis on sustainable construction to conserve biodiversity, manage risks, optimize the supply chain, and promote a circular economy. This approach aims to conserve natural resources, reduce emissions, and minimize our environmental footprint.

Moreover, amidst the ongoing humanitarian crisis in Ukraine, we express our solidarity with the affected communities. Our commitment is directed towards expediting the journey to peace and facilitating the reconstruction of local livelihoods. Like many others, we contribute extensively to alleviate the consequences of war by providing donations and accommodation for Ukrainian families. **vietrust** is a community working towards a sustainable path, fostering innovation, diversity, and a sense of responsibility. Regardless of the difficulties we face, we remain steadfast in our commitment to making a positive impact and building a foundation for a brighter tomorrow.

About us

At **vietrust**, we are not just building structures; we are constructing a legacy of responsible, ethical, and sustainable real estate practices. We uphold an unwavering commitment to excellence, with no room for compromise. The highest construction standards and the best quality in execution are non-negotiable priorities in our projects. Our business activities and internal operations are conducted with the utmost integrity, driven by a clear desire to be a responsible company, acting ethically and lawfully in every step of our value chain.

We firmly believe that strong management, rooted in a values-based corporate culture, leads to ethical business practices. This ethical foundation ensures our financial viability and

creates long-term value for all stakeholders.

Our company is dedicated to compliance with applicable laws and regulations, the promotion and respect of human rights, and socially responsible conduct. Beyond economic interests, we systematically integrate ecological and social aspects into our business decisions and processes. The management team at **vietrust** actively contributes to embedding sustainability firmly in our corporate strategy, management decisions, and daily operations.

Since our inception in 2011, **vietrust** has been guided by a reputation built on responsibility, honesty, transparency, and professionalism.

Our mission

Building on Values, Excellence, and Trust

At vietrust, we've made it our mission to make the world a better place through smart and sustainable buildings. Whether we're protecting the climate and biodiversity, choosing eco-friendly products, being a great employer, or giving back to the community, we're here to make a positive impact.

Our standards are uncompromising. We craft timeless buildings and undertake lasting projects, ensuring the legacy and living atmosphere of historical structures lives on. Our commitment extends to building sustainable houses and apartments,

employing environmentally friendly materials and resource-efficient processes.

Quality is our signature. We exclusively use top-notch products and collaborate with steadfast, proven partners who consistently deliver the highest quality for our customers. Loyalty and quality form the bedrock of our relationships.

At vietrust, we define excellence as the catalyst for positive changes. Thus, we are shaping a sustainable future where every action contributes to lasting impact and a brighter tomorrow.



Embracing Sustainability in Development and Construction

vietrust focuses on key principles throughout the development and construction lifecycle. We prioritize the responsible use of energy and the meticulous management of emissions during the planning, construction, and operational phases. We contribute to the reduction of our ecological footprint and the promotion of a circular economy by choosing materials, emphasizing their quality, durability, and recyclability.

Recognizing the significance of regional development, we actively seek to enhance regional added value in our projects. Fostering collaborations with local communities and businesses, we aim to create sustainable growth and positive impacts on the regions where we operate.

Employee Well-being and Growth

At vietrust, we prioritize the holistic well-being and professional development of our team members.

We are dedicated to providing equal opportunities for all, fostering an environment

where differences are celebrated. Through continuous training, we empower our team to acquire new skills, enhance their capabilities, and stay abreast of industry trends. We believe that supporting individual growth is key to collective success.

We also value the insights and experiences of our employees, encouraging regular and constructive feedback. Together, we shape a future where every member of our organization thrives.

Responsible Corporate Governance

At vietrust, we prioritize the principles of an open and respectful corporate culture, transparent and appreciative corporate governance, and economically efficient decision-making. Our corporate culture promotes the free exchange of ideas, ensuring that every voice is heard, valued, and contributes to our collective success.

We strive to maximize value while maintaining financial prudence and sustainability, ensuring that every choice we make considers both short-term and long-term financial implications.

vietrust in action

Our fields of activity



Looking for projects with great potential



Project management

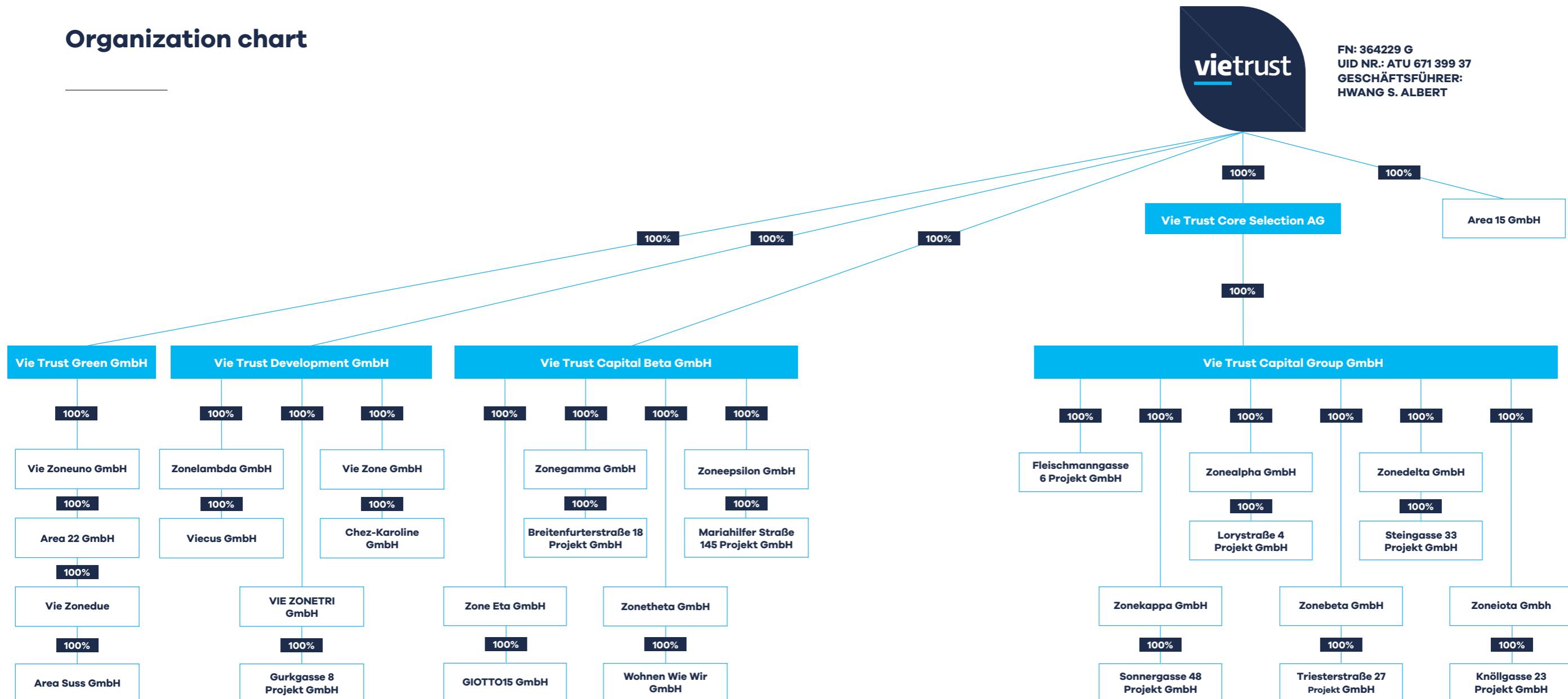


Accommodation concept



Project development

Organization chart



Examples from our portfolio



2019
Completion **1.600**
m²

34
Apartments **32-76m²**
Size

Lorystraße 4

1110 Vienna

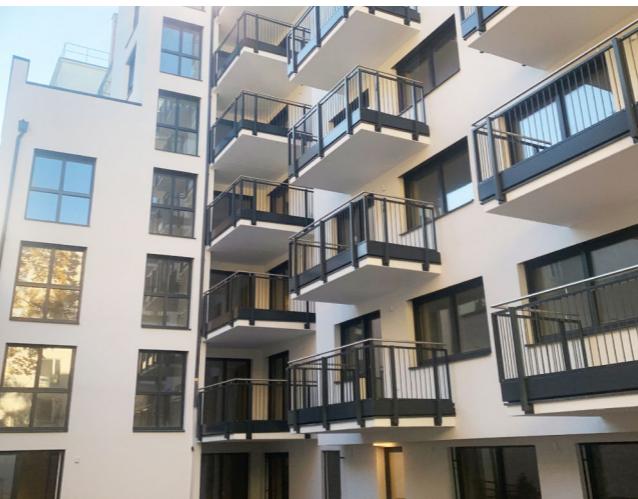
- Units: 34 high-quality units, predominantly featuring open spaces
- Structure: Ground floor, 4 upper floors, and 2 attic floors
- Amenities: Modern elevator, well-equipped lounge room for common use

Sustainable Living Spaces

The design prioritizes open areas, providing residents with not only aesthetically pleasing homes but also spaces that promote well-being and community interaction.

Enhanced Accessibility

Residents have access to the Enkplatz and Zippererstraße subway stations within walking distance, ensuring quick and efficient connections to the center of Vienna. Additionally, the proximity of the Vienna Geiselbergstraße train station offers a direct S-Bahn connection to Vienna International Airport within a mere 15 minutes.



2020
Completion **2.100**
m²

34
Apartments **45-110m²**
Size

Fleischmannngasse 6

1040 Vienna

- Material: Constructed with Ziegelit®
- Units: 34 units with two to four rooms spread across 7 floors
- Amenities: gas central heating, an elevator, a central garbage room, a space for bicycles and strollers.

Thoughtful Amenities

Fleischmannngasse 6 is thoughtfully designed with resident well-being in mind. The residence features gas central heating, an elevator for easy accessibility, a central garbage room for waste management, and a dedicated space for bicycles and strollers.

Connected and Convenient

Connectivity with the tram line 1 stop provides direct access to the city center and the Prater. An underground car park with 13 parking spaces, complete with charging stations for e-cars, caters to the evolving needs of modern transportation.

Proximity to City Life

Located in an area close to Vienna's city center and the vibrant Naschmarkt, project benefits from excellent infrastructure and local amenities as well as attractive leisure, gastronomic, and cultural offerings.



2020
Completion **2.500**
m²

48
Apartments **30-60m²**
Size

Triester Straße 27

1100 Vienna

- Structure: Ground floor, 4 upper floors, and 2 attic floors
- Units: 25 modern and spacious studios and apartments

Flexible Accommodation

Triester Straße 27 features 25 modern spacious studios and apartments that are ideal for both leisure and business guests. Operated under the renowned brand of one of Europe's most successful aparthotel chains, this project ensures a unique and comfortable living experience.

Optimal Connectivity

The project benefits from a nearby direct tram connection, ensuring seamless access to the city center. For those who prefer to drive themselves, a convenient underground car park equipped with e-charging stations is available.

Residential Convenience

Situated in a popular residential area, Triester Straße 27 ensures proximity to all essential shops, catering to the everyday needs of its residents.



2023
Completion **25.500**
m²

349
Apartments **17-57m²**
Size

Breitenfurter Strasse 6-12

1120 Vienna

- Units: 349 apartments, predominantly featuring open spaces
- Amenities:

lyf: modern elevators, parking garage, laundry area, luggage storage, pantry, shared social spaces – Bond, connect, game room, burn, hang out (roof top terrace), reception

Somerset: modern elevators, parking garage, pantry/launderette, luggage storage, kids club, burn, reception

Innovative Concepts

Managed by The Ascott Limited, one of the major international operators of guest accommodation. Thus, Ascott is expanding its European portfolio with the brand "lyf" (Live your Freedom), a hospitality concept focusing on co-living spaces for digital nomads, and "Somerset," a concept that promotes inclusivity and sustainable uses.

Ideal Connectivity

Excellent connectivity with convenient tram and express train ensures easy commutes and the local supply is ensured by a variety of shops nearby.

ESG

Environmental, Social & Governance

Our approach

In 2023, our ESG framework serves as a comprehensive guide, outlining our specific goals, ambitions, and strategic actions. It captures our efforts towards achieving sustainability and fostering inclusive growth.

It also encompasses our initiatives and measures aimed at creating value not only for our customers but also within our broader business operations.

Our commitment to collaboration remains central, as we work closely with suppliers, communities, partners, and market players, ensuring that our collective actions contribute significantly to a sustainable and inclusive future.

Our ESG framework

vietrust stands as a cornerstone of values, excellence, and trust in the dynamic landscape of the real estate market.

Environmental

Embracing sustainable construction practices to minimize our environmental impact



Social

Creation of spaces and opportunities to contribute positively to the well-being of the communities we serve



Our strategy

**Building
tomorrow,
sustainably**



Governance

Establishing a foundation of reliability and ethical conduct at every stage of our value chain

	Environmental	Social	Governance
Our company	Continuously adopting sustainable practices and technologies to reduce our environmental footprint	Fostering an inclusive and diverse workforce, ensuring an environment where everyone feels valued and welcome	Establishing accountability measures at all levels of our organization to build trust and maintain ethical conduct
Our stakeholders	Actively participating in large-scale environmental activities to contribute to a sustainable future	Empowering our colleagues to dedicate their talent and time to create a positive impact on local communities	Prioritizing openness and transparency, upholding integrity in every facet of our operations

SUSTAINABLE DEVELOPMENT GOALS



Our commitment to the SDGs

vietrust is committed to promoting the United Nations Sustainable Development Goals (UN SDGs), reflecting our strategy to accelerate sustainable and inclusive growth. By categorizing our efforts, we focus on areas where our effectiveness is greatest, ensuring meaningful impact.

We've categorized the goals into two distinct groups. The first category encompasses goals where we already demonstrate significant effectiveness and possess the capability to take actions. In the second category, we focus on goals that demand intensive efforts, intending to prioritize and concentrate on these objectives in the upcoming years.



SUSTAINABLE DEVELOPMENT GOALS

We contribute to the SDGs through our growth strategy:

Building Trust Through Action

At **vietrust**, we are dedicated to enhancing transparency and accountability in our interactions with customers, employees, and stakeholders. We believe that trust is a fundamental driver of our success.

In the pursuit of a balanced and sustainable future, **vietrust** has integrated the Sustainable Development Goals (SDGs) into strategic framework.

The SDGs are a universal call to action to end poverty, protect the planet and improve the lives and prospects of people around the world.

To realize these goals by 2030, we recognize the need for ambitious measures in the coming years. **vietrust** is fully committed to aligning our business activities with the SDGs, actively contributing to their fulfillment and making a meaningful impact on the journey toward sustainable development.

Category 1



Category 2



Principles we embrace to achieve the goals:



Poverty extends beyond a lack of income and resources, encompassing challenges such as hunger, malnutrition, limited access to education, social discrimination, and a lack of participation in decision-making processes. vietrust collaborates with diverse organizations to support those in need

See pages 50-51



Recognizing diversity as enrichment, we prioritize equal opportunities irrespective of gender, age, origin, religion, or other differences

See pages 34-36



We advocate for treating everyone equally, irrespective of origin, age, gender, religious affiliation, ethnicity, disability, or other status, fostering an environment free from inequality

See pages 35-36



Our active involvement with NGOs and civil society organizations demonstrates our commitment to actively supporting the attainment of SDGs. We also promote the cooperation and uphold long-term partnerships with our stakeholders to develop our core business further.

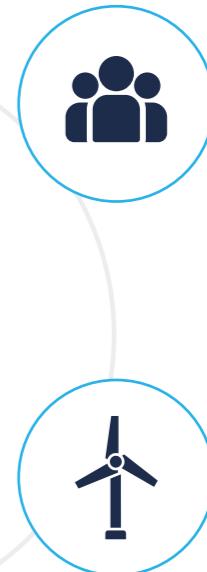
See pages 45-51

Implementing measures to decrease our internal carbon footprint

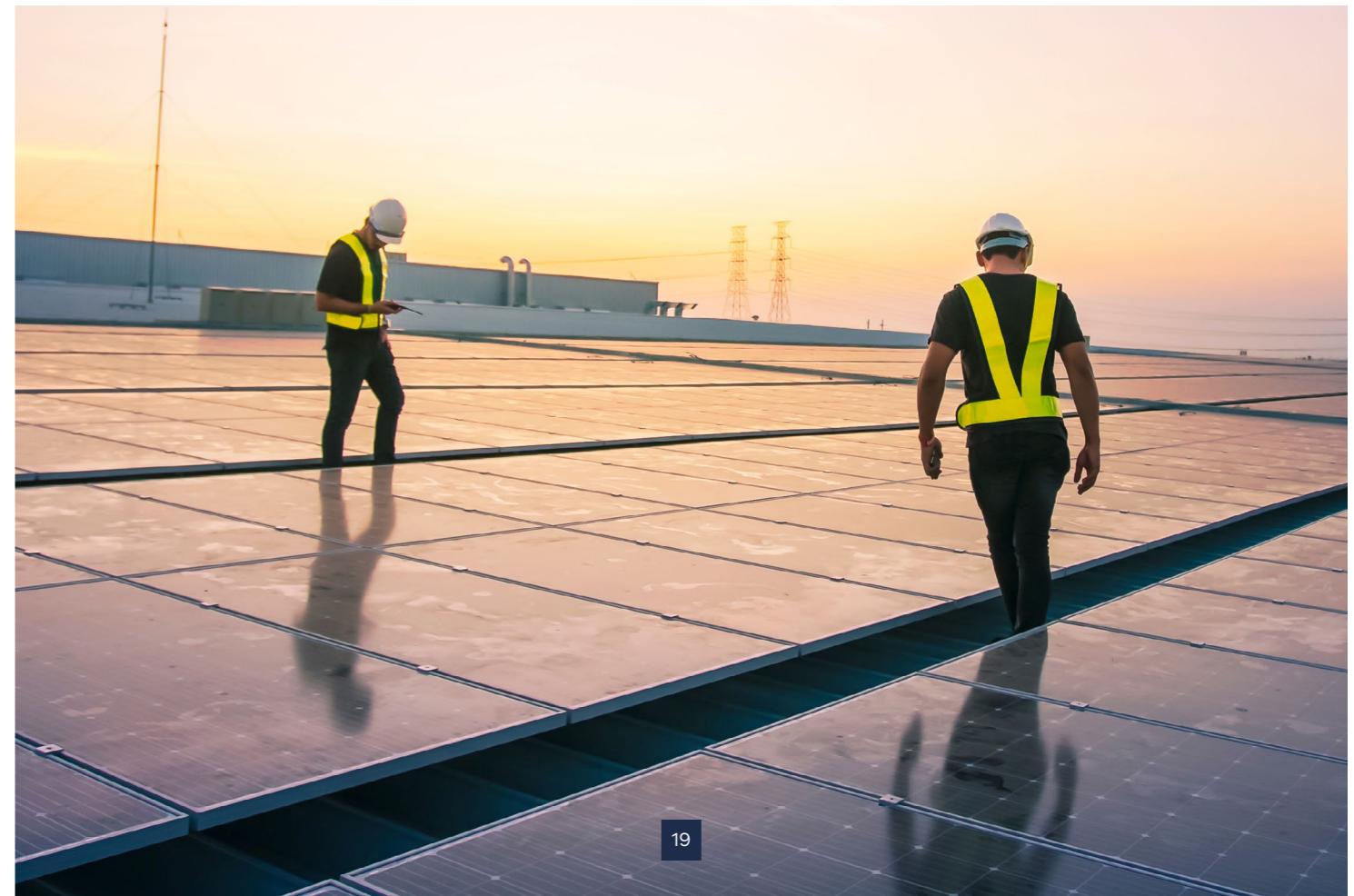


Prioritizing the use of environmentally sustainable building materials and consumables

Collaboration with organizations dedicated to ecological principles



Investing in solutions that contribute to natural climate preservation



Strategic Goals

The reduction of greenhouse gas (GHG) emissions is at the forefront of our commitments, aligning with the scientifically identified limit of human-induced global warming to a maximum of 1.5 degrees Celsius.

We also recognize the need to exceed these standards while remaining committed until 2030.



Environmental Social Governance

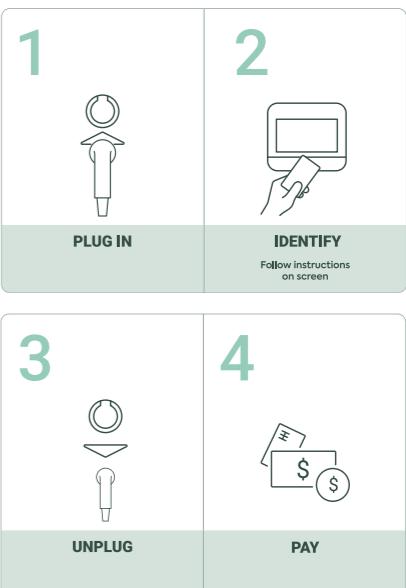
Environmental

Environmental Ecologically

At **vietrust**, we recognize the critical role businesses play in addressing global environmental challenges. We are committed to a sustainable future and believe that responsible environmental stewardship is fundamental to our long-term success. Our commitment to environmental sustainability is rooted in our dedication to minimizing our ecological footprint, fostering innovation, and contributing to positive environmental change.

Connecting Communities

Recognizing the critical role transportation plays in shaping our carbon footprint and influencing societal welfare, we prioritize the strategic location of our buildings and development projects. **vietrust** aims at fostering short distances to local amenities such as shops, parks, restaurants, and recreation areas.



By situating our properties in areas with convenient access to public transportation, we aim to reduce reliance on individual vehicle usage, minimize the need for extensive travel, subsequently mitigating emissions. Thus, we contribute to alleviating traffic congestion and enhanced community well-being.





Environment Protection Model at vietrust

Our commitment to global frameworks and sustainable practices reflects our dedication to building a resilient environment for present and future generations.

Biodiversity preservation

In accordance with the EU Biodiversity Strategy, **vietrust** is dedicated to preserving and restoring biodiversity for a sustainable future. Our commitment extends across all aspects of our operations, from project design and construction to ongoing maintenance. Through collaborative efforts, sustainable practices, and transparent reporting, we aim to set new standards for biodiversity preservation within our industry.

Climate protection

As an integral part of the global effort outlined in the Paris Agreement to limit global warming to below 2°C, **vietrust** is deeply committed to reducing our carbon footprint and fostering sustainability within the real estate sector. We recognize the urgency of climate action and embrace our responsibility to contribute to a more environmentally conscious and resilient future.

What we do to protect the environment

1. 100% Green Electricity

We are proud to declare that all our buildings are powered by 100% green electricity. By prioritizing renewable energy sources, we aim to significantly reduce our carbon emissions and actively support the transition to a low-carbon economy.

2. Ecological Building Materials

We utilize environmentally friendly materials such as Ziegelit®, a natural building material endorsed by the Austrian Institute for Building Biology and Building Ecology.

3. Sustainable Mobility Solutions

In pursuit of more sustainable mobility solutions, we are exploring and implementing measures to reduce the environmental impact of our employees' commuting.

4. Green Business Travel Policy

We have implemented a policy mandating that business travel within Europe should be conducted by train, prioritizing a lower environmental footprint over air travel.

5. Waste Reduction and Recycling Programs

We actively manage waste across our operations with a focus on reducing landfill impact. Our comprehensive recycling programs ensure that materials such as paper, plastic, and electronics are properly sorted and processed. By minimizing waste and promoting recycling, we strive to contribute to a circular economy and lessen the burden on landfills.

6. Energy-Efficient Building Designs

Our commitment to energy efficiency extends to the design phase of our projects. We integrate innovative, energy-efficient technologies and architectural designs that optimize natural lighting and ventilation. This not only enhances the comfort and well-being of occupants but also reduces our overall energy consumption and environmental impact.

7. Community Green Spaces

In line with our dedication to biodiversity conservation, we integrate green spaces into our projects to enhance local ecosystems. Our landscaping initiatives prioritize native plant species, contributing to the preservation of local biodiversity.

Building the life

At **vietr**, we are dedicated to building a sustainable infrastructure that not only meets the needs of the present but also safeguards the well-being of future generations.

Our commitment to environmental protection is unwavering, and we look forward to pioneering positive change within the real estate industry.

Key Principles of Sustainable Real Estate Projects

Renovation Over Construction

Prioritizing the renovation of existing structures over new construction

Sustainable Mobility

Promoting accessibility through public transport, e-charging stations, car-sharing options, and bicycle parking

Resource-Efficient Living

Incorporating smart building technology and control, particularly for digital energy management covering heating, cooling, ventilation, lighting, and blackout systems

Compact Living Spaces

Embracing smaller, well-designed apartments, preferably with access to green or open spaces

Resilient construction

Focusing on ecological, durable, and recyclable building materials to extend the lifespan of structures



Emissions

At **vietrusted**, we recognize the critical importance of addressing climate change and mitigating our environmental impact.

Our commitment to sustainability is evident in our comprehensive approach to emissions reduction across all scopes.

Scope 1. Direct Emissions

The portion of direct emissions of our company remains smaller in our carbon footprint. We do our best to reduce these emissions as well.

Fleet Management

We upgraded the company's vehicle fleet to include only electric or hybrid vehicles. We also implemented fuel-efficient driving practices and maintenance programs.

Renewable Energy

We conducted the transition 100% of the electricity to renewable energy. Currently, we are exploring options for the diversification of our energy sources and paying attention to bioenergy, solar, wind power and other low-carbon alternatives.

Travel emissions

Implemented by our teams, hybrid and remote working models are more sustainable, inclusive and productivity-enhancing due to the elimination of the time and energy required for commuting to and from work, leading to increased efficiency and employee satisfaction.

Process Optimization

We conduct regular audits to identify and address emissions-intensive processes. We are constantly searching for the new and cleaner technologies to implement in our business processes.



Scope 2. Indirect Emissions

Renewable Energy Procurement

We purchase renewable energy directly through power purchase agreements (PPAs) or through renewable energy certificates (RECs). Moreover, we consider on-site renewable energy installations, such as solar panels in the future.

Energy Efficiency Measures

We are committed to implementing energy-efficient technologies and practices to significantly reduce our overall energy consumption and environmental impact. This involves improving the efficiency of on-site equipment and industrial processes, thereby reducing fuel consumption and emissions. We invest in building energy management systems and other efficiency measures to optimize our energy usage.

Scope 3. Other Emissions

Supply Chain Management

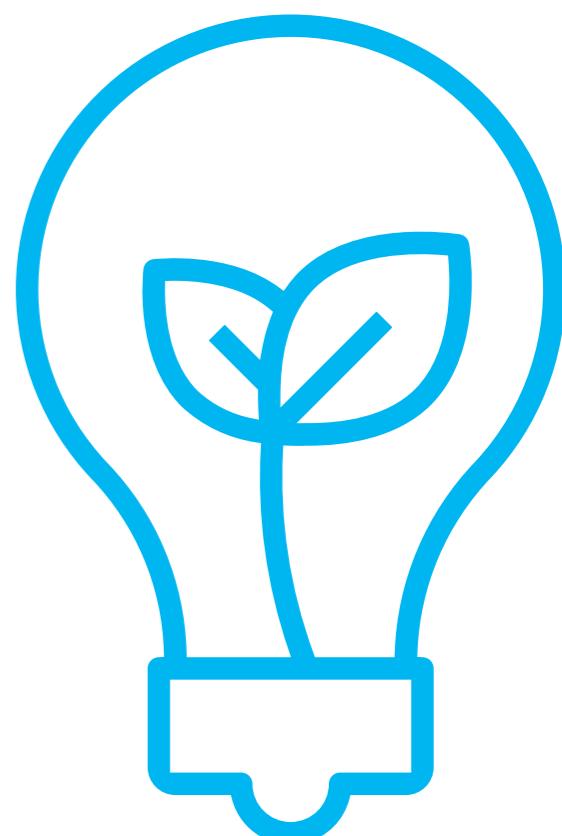
We consider sustainability criteria to be crucial when selecting suppliers and products. We work with suppliers to reduce emissions in the production and transportation of goods and services.

Transportation

At **vietrusted**, we consistently prioritize good transport connections when developing new initiatives, recognizing the pivotal role they play in creating thriving, well-connected communities.

Product Lifecycle Consideration

In the design phase, we implement eco-friendly materials, energy-efficient processes, and innovative technologies to minimize our environmental footprint. By doing so, we aim to create products that not only meet high-quality standards but also contribute positively to the planet.



Resource Efficiency at vietrust

Our commitment to resource conservation guides us in adopting circular economy principles. We aim to reduce overall resource consumption, emphasizing waste reduction, recycling, and sustainable sourcing practices.

Energy consumption

We actively manage our energy consumption to minimize environmental impact. Through the adoption of energy-efficient technologies, smart building solutions, and innovative architectural designs, we strive to optimize energy usage across all our projects. Our aim is to not only meet the highest standards of quality but also to contribute to a more sustainable and energy-responsible future.

Our commitment to achieving climate goals is unwavering, with a continued focus on decarbonization and increasing the energy efficiency of our buildings.

Energy-Saving Measures in Place

Modern LED Lighting

Our buildings and offices are equipped with modern LED lighting, significantly reducing energy consumption and operational costs.

Solar and Thermal Insulation Glass

Implemented to prevent buildings from becoming too warm in summer and reduce the need for air conditioning. In winter, it contributes to a reduced heating requirement, ensuring year-round energy efficiency.

Regular Consumption Statistics and Energy Audits

We conduct regular consumption statistics and energy audits to monitor and evaluate our energy usage. This proactive approach allows us to identify areas for improvement and implement targeted energy-saving measures.

Planned Initiatives

Photovoltaics Installation

vietrust is planning to install photovoltaic systems on the roofs of our properties, a significant step towards generating electricity sustainably.

Emission Reduction

With the adoption of various energy-efficient measures, we anticipate a significant reduction in emissions associated with our operations.

Certification According to Sustainability Criteria

Our commitment extends to seeking certifications for our buildings based on sustainability criteria, providing transparent validation of our efforts and adherence to environmental standards.

Water consumption

Recognizing the vital importance of water conservation, we have implemented various measures to minimize our water footprint.

Responsible Water Usage Initiatives

Low-Flow Faucets and Showerheads

By optimizing water flow, we contribute to significant water savings without compromising functionality.

Water-Saving Flush Toilets

vietrust prioritizes the use of water-saving flush toilets, reducing water consumption with each flush.

Employee and Client Training

vietrust provides training programs for both employees and clients, emphasizing the importance of water conservation practices and encouraging mindful water use.

Reduction of Hot Water Consumption

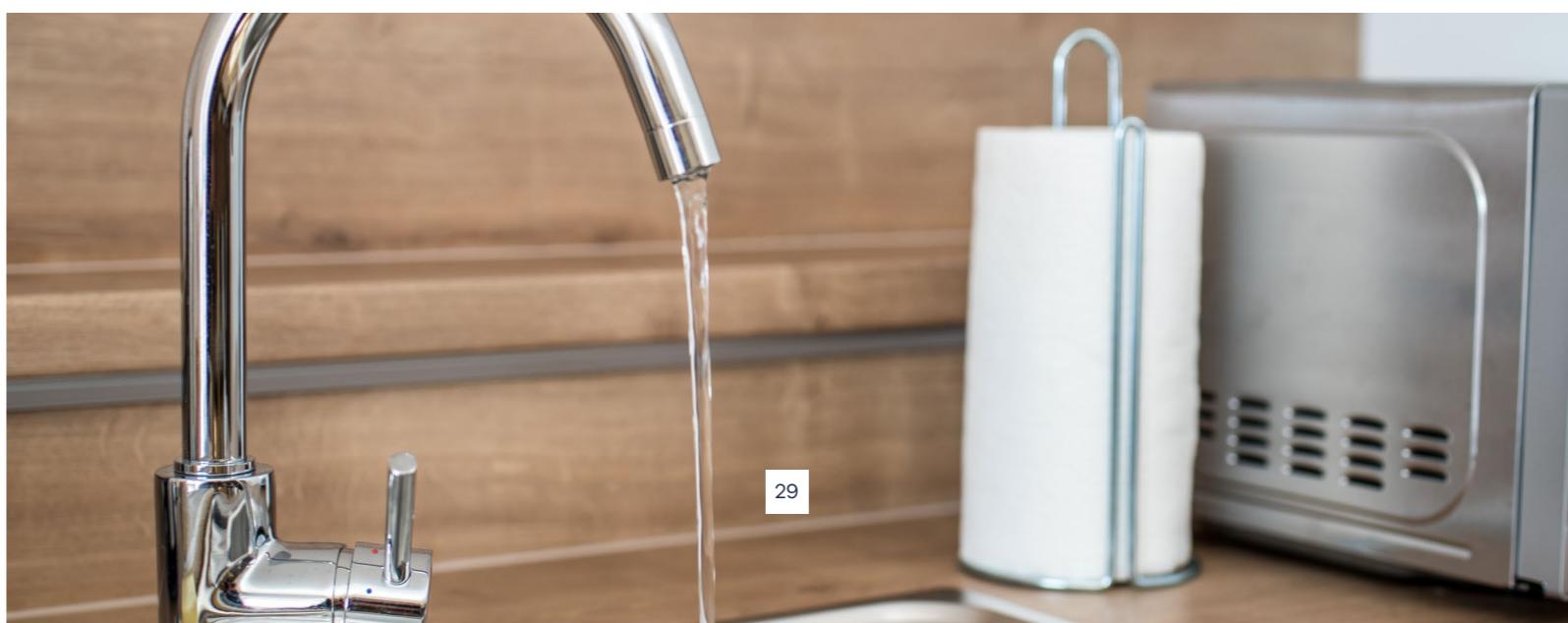
Efforts to reduce hot water consumption play a crucial role in our broader strategy. By actively managing and reducing water emissions, we not only contribute to water conservation but also achieve energy savings.

Water Efficiency Targets by 2025

1. Pressure Reduction
2. Low Flow Sanitary Fittings
3. Raising Awareness

As we systematically implement our water efficiency measures, we anticipate a twofold impact that extends beyond environmental sustainability.

Our water efficiency strategy is poised to deliver significant financial benefits, showcasing the positive outcomes of our commitment to sustainable practices for both our organization and valued partners.



“

**We don't have to engage in grand,
heroic actions to participate in change.
Small acts, when multiplied by millions
of people, can transform the world.**

Howard Zinn





Environmental Social Governance

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Diversity

vietrust is dedicated to maintaining an open corporate culture characterized by diversity, respect, and fairness.

Our team proudly represents individuals from diverse national, ethnic, religious, and personal backgrounds, and spans various ages, abilities, and sexual orientations.

This commitment to inclusivity aligns with our mission of achieving lasting performance improvements and building a company that attracts, develops, and retains exceptional employees.

Our employees

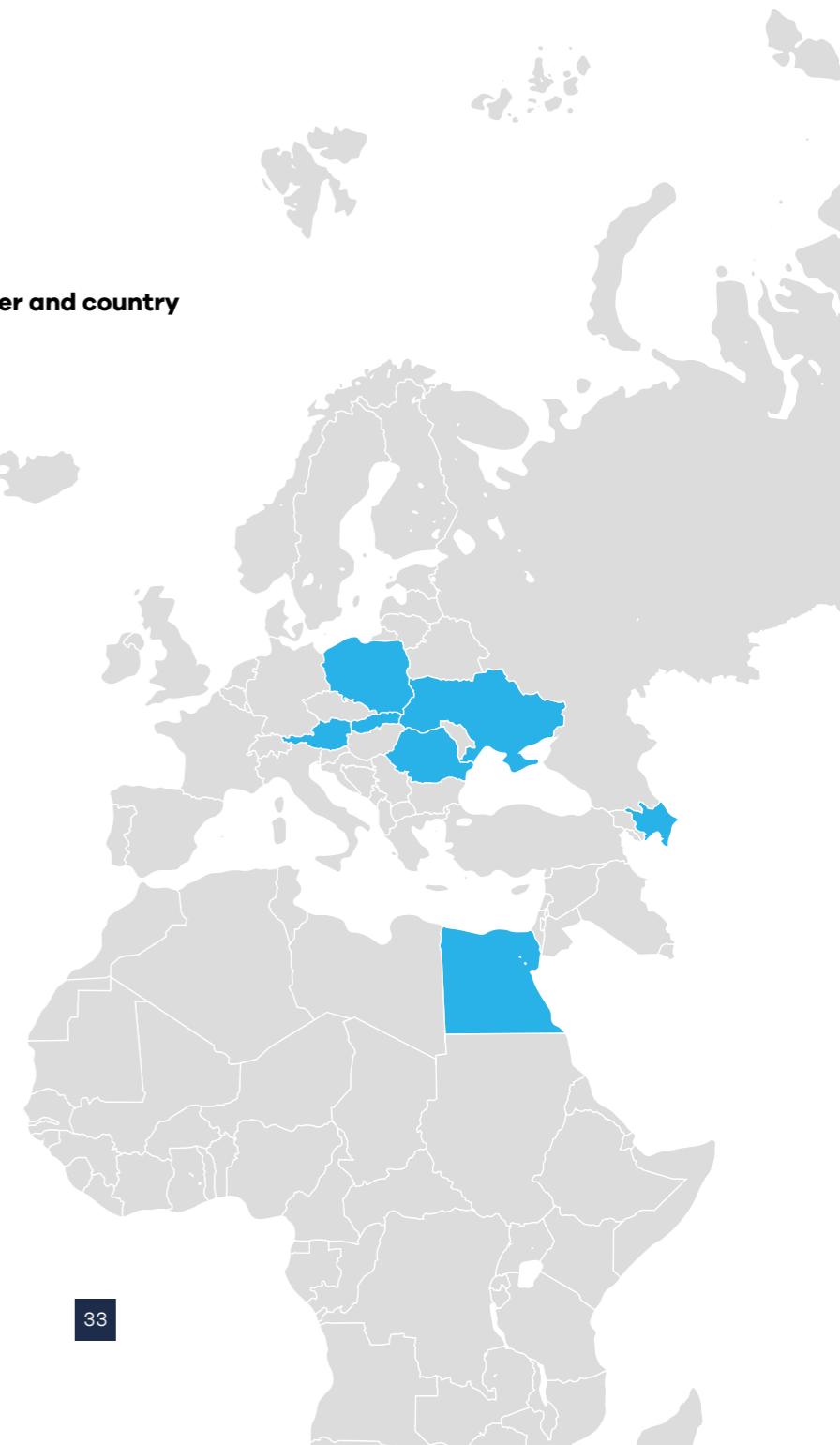
Breakdown of employees by age, gender and country

Proportion of women

46%

Women in leadership positions

53%



33

Team Culture at vietrust

As we navigate the dynamic landscape of business, we do so with a united spirit, celebrating our differences and leveraging them as catalysts for positive change.

Embracing Diversity

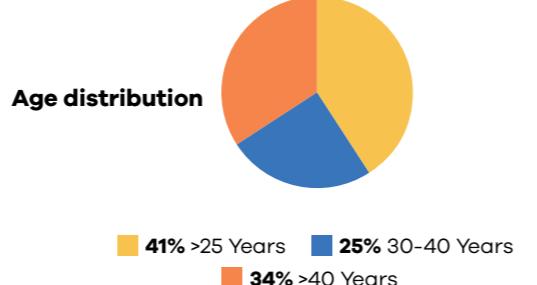
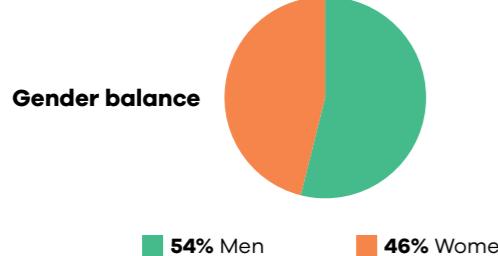
We believe that a diverse team brings forth a spectrum of perspectives and ideas, fueling innovation and creativity.

Breakdown by age, gender

Reflection of employees according to age, gender and country

Diversity, justice and inclusion are essential prerequisites for the establishment of a company that attracts extraordinary people.

Our experience shows that diversity and inclusiveness are associated with better business performance and the commitment of colleagues.



Our team

Inclusive Policies for Work-Life Harmony

Understanding the importance of work-life balance, we have implemented flexible part-time and hybrid work models. These initiatives are designed not only to accommodate the diverse needs of our team but also to foster an environment where every individual can thrive both professionally and personally.

Employee-Centric Approach

The satisfaction of our team members is at the core of our priorities. We recognize that a content and engaged team is essential for achieving our ambitious goals. We foster team integration, encouraging the use of individual talents, specialist knowledge, and perspectives in our collaborative efforts. Our commitment to health and well-being ensures a safe and positive work environment where everyone can contribute their best.

Unity in Purpose

We see our company not just as a workplace but as a partnership with a shared goal, mission, and set of values. We understand that our collective success is built on the knowledge, commitment, and dedication of our diverse and exceptional workforce.

Together Towards Tomorrow: Principles Underlying Our Activities

Empowerment through Continuous Development - personal and professional growth is key.

1. We strive to empower every team member through continuous development opportunities

We focus on the development of talents and strive to promote and cherish them.

2. Supportive Growth Environment - our collective achievements are the result of shared efforts

At vietrust, we foster a culture of mutual support where team members actively contribute to each other's success. Our daily work includes regular development-oriented feedback and knowledge exchange.

3. Well-being at the Core - healthy and happy team is essential

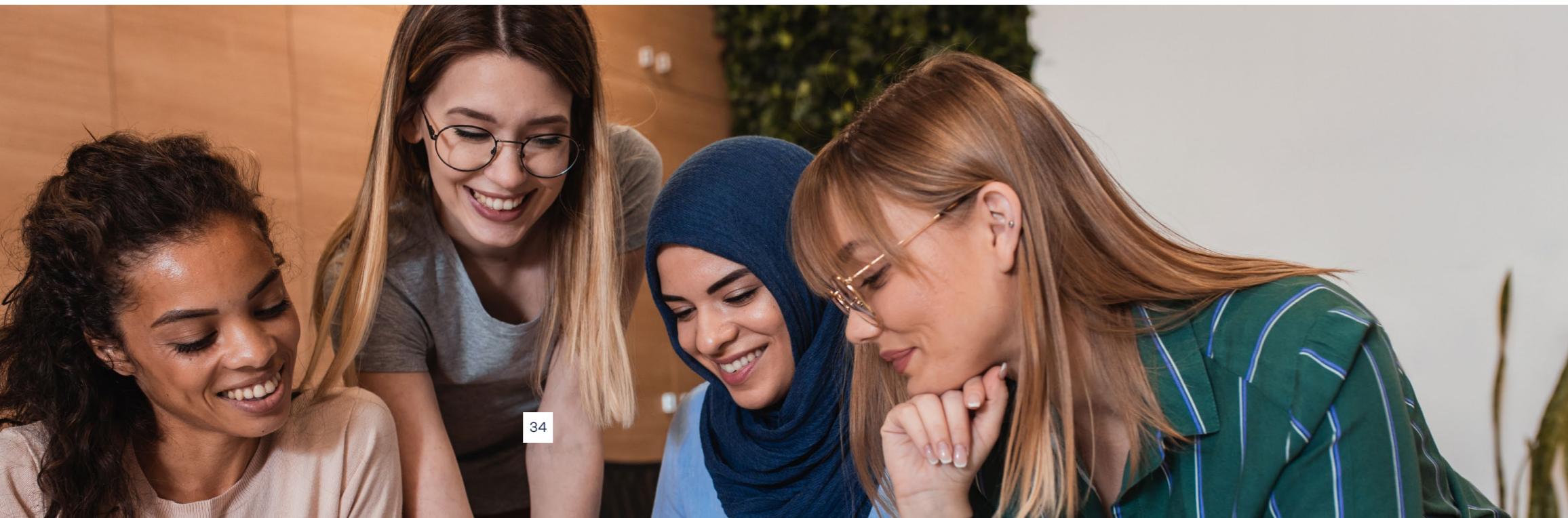
We understand the importance of balancing physical, mental, and emotional well-being and actively promote practices that contribute to a healthy and thriving team.

4. Transparent Communication Channels

We consider clear communication to be the foundation of trust and understanding. That is why we foster open and honest dialogue through regular feedback sessions and open discussions.

5. Inclusive Decision-Making – each perspective is valued

At vietrust, we believe that decisions made collectively lead to greater ownership and commitment from the team. We do our best to ensure that each team member has a possibility to speak their ideas and thoughts before making the final decision.



Cornerstones of Successful Collaboration

In our pursuit of creating a successful work environment, we prioritize three fundamental pillars: effective leadership, adaptability and resilience, and cultural alignment.

Effective Leadership

Guiding with Vision

Our leaders provide clear direction, cultivating an environment where every team member understands their role in achieving our collective goals.

Supportive Guidance

vietrust leaders actively engage with our team, offering guidance, addressing concerns, and providing the necessary resources for success. This supportive mentorship fosters a workplace where trust and collaboration thrive.

Cultivating Excellence

Through inspiration and encouragement, **vietrust** leaders fuel a culture of continuous improvement, motivating each team member to strive for excellence.

Adaptability and Resilience

Thriving in Change

vietrust thrives on the ability to navigate change successfully. We view challenges as opportunities for growth, and our resilient team learns, adapts, and emerges stronger from setbacks.

Supportive Guidance

Every day - we learn and grow. Our team analyzes experiences, gleans lessons, and applies newfound knowledge to emerge stronger, ensuring we evolve with every endeavor.

Cultivating Excellence

By remaining agile in our decision-making and strategies, we ensure that we stay aligned with our organizational goals while embracing emerging opportunities.

Cultural Alignment

Harmonious Collaboration

By understanding and appreciating each other's perspectives, we promote effective communication and unity in decision-making. This cohesion contributes to increased efficiency and a harmonious work atmosphere.

Shared Values

At the heart of our activities is a shared set of values. A strong cultural alignment promotes a sense of belonging, trust, and a unified commitment to our mission.

Unified Purpose

When our values and objectives align, our teams work collectively towards common goals with shared responsibility. This unity strengthens our resolve during challenges, driving success in both individual and collective endeavors.





Environmental

Social

Governance

Guiding with Purpose

Strong corporate governance is a priority for viettrust. Transparency and ethical business practices remain a cornerstone of our operations. We believe that our set elevated standards and corporate culture based on our goals and values create long-term value for all our stakeholders. Core principles of corporate governance at viettrust:

Responsible Business Activity

We believe in conducting business with efficiency and transparency, adhering to the highest industry standards and global best practices.

Protection, Prevention, and Development

From protecting the flow of information to preventing corruption and establishing ethical

standards of employee behavior, viettrust prioritizes the development of documents and procedures. This ensures the compliance of our corporate activities with applicable legislation, safeguarding the integrity of our operations.

Continuous Improvement

We are committed to dynamic adaptation, consistently refining our governance practices to align with evolving industry standards and expectations of our stakeholders. Moreover, viettrust actively promotes sustainable development within our company, ensuring that our business practices contribute to a positive impact on the environment and society.

Nurturing Trust

viettrust operates in strict accordance with our zero-tolerance corruption policy, as well as with national and international laws and regulations:

Our employees

All members of the viettrust family are expected to understand and also actively recognize potential conflicts of interest. Through comprehensive communication, every employee is well-informed about their responsibilities in such scenarios.

Our suppliers

viettrust extends its ethical standards to its supply chain and ensures that our suppliers comply with applicable laws and regulations globally. Emphasizing the importance of ethical practices throughout our value chain, we have made our supply chain business ethics requirements integral components of our supplier contracts.

Empowering Action: Guiding values and approaches

Our conduct

- Initiative and Encouragement
- Integrity and Teamwork
- Shared Values and Responsible Leadership

Life and Health

- Safe working conditions
- Care for resources
- Healthy lifestyle as a priority

Customer-centric approach

- Openness and Honesty
- Attentiveness to Evolving Needs
- Continuous Improvement

Employee-centric approach

- Skill Showcase Environment
- Continuous Learning Culture
- High work standards
- Mutual support

2023 Highlights

 **Confirmed accidents of corruption**

 **Contracts were not renewed for corruption-related violations**

 **Contracts were terminated**

 **Complaints about corruption against the company or its employees**

Sustainable office

Operational environmental protection within our office premises is of high importance at viettrust.

We are continuously implementing different measures to reducing our office's overall environmental footprint. Thus, we integrate eco-friendly practices into daily routines and operations.

Reducing Plastic, Waste & CO2

We are actively reducing our carbon footprint by changing the way we work. Currently, we switched to electric and hybrid vehicles to cut down emissions. We also encourage hybrid working models for our employees to minimize the need for extensive commuting.

Energy and Resources Efficiency

We actively implement strategies to reduce traditional paper usage across our operations, minimizing waste and environmental impact.

Our medium-term goal is the transition to a "paperless" office, prioritizing digitization.

Moreover, we invest significantly in creating the secure online data bases to ensure data privacy.

We are also transitioning to more sustainable and efficient water management systems and using motion sensors and LED lighting to optimize energy and water consumption.

Building green workspace together

We conduct regular awareness programs to keep our employees informed about the significance of sustainability in the workplace. We also encourage active participation in eco-friendly practices, fostering a sense of shared responsibility.





Stakeholder Dialogue

At viettrust, we recognize the profound impact our business decisions can have on both external and internal stakeholders. Through dialogue and collaboration, we build a future that reflects shared values and goals.

Our stakeholders

Banks

Employees

Delivery and service companies

Customers and partners

State and society

Building Connections

By actively engaging with our stakeholders, we foster relationships built on trust, transparency, and mutual understanding. This approach ensures that our decisions resonate with the diverse perspectives of the communities we serve.

Project Life Cycle Engagement

By actively involving stakeholders from inception to completion, we ensure a comprehensive understanding of their expectations and concerns. This proactive engagement allows us to identify, address, and manage potential risks effectively, creating a more resilient and adaptive business framework.

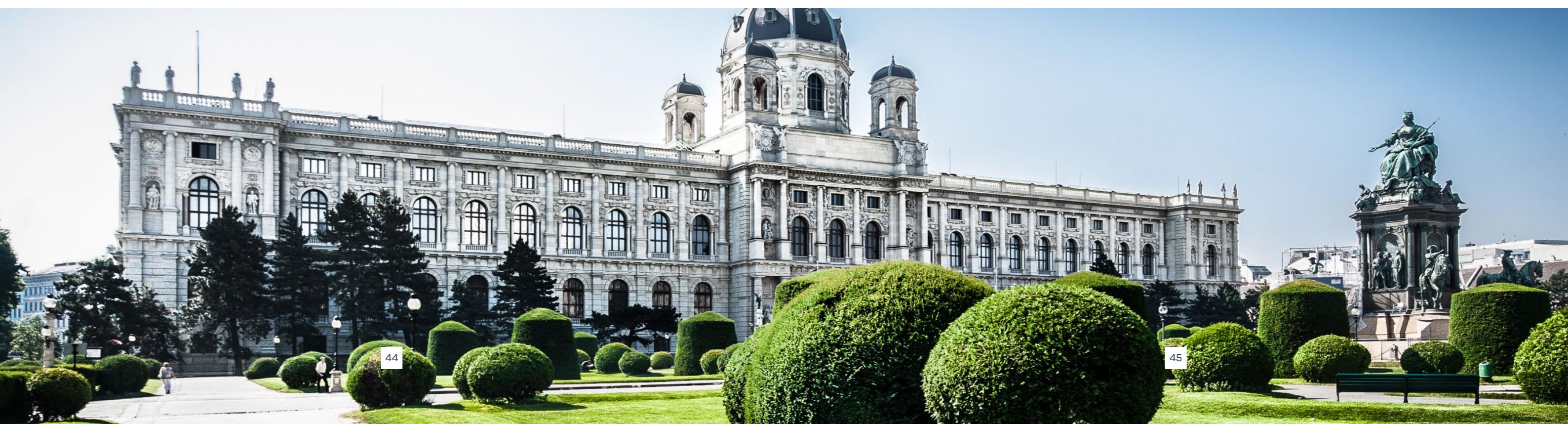
Stakeholder	Partnership type	Communication channels
Banks	vietrust maintains regular communication and ensures financial transparency with banks to strengthen the partnership.	Meetings, financial reports, official correspondence
Suppliers & Service Providers	vietrust engages in ethical procurement practices and fosters mutual understanding to establish transparent and sustainable partnerships with suppliers and service providers.	Supplier meetings, feedback sessions, official communications Email supply chain management through supplier assessment forms and annual audits of key suppliers
Customers & Partners	vietrust is responsive to customer expectations and builds transparent partnerships to prioritize sustainability initiatives and enhance the overall customer experience.	Customer feedback sessions Events & Meetings Print and online publications training
State & Society	vietrust adheres to legal requirements and demonstrates societal responsibility to maintain positive relationships with the state and society.	Regulatory submissions, community engagement initiatives
Employees	vietrust focuses on employee well-being and implements professional development programs to nurture a strong and mutually beneficial partnership.	Internal newsletters, team meetings, employee feedback sessions



Transparent Future

vietrust places transparency at the forefront of its operations, considering it a guiding principle that influences decision-making and interactions at every level of the organization.

This commitment reflects our belief in accountability, ethical conduct, and the value of open communication with our stakeholders. We recognize that transparent reporting is essential for building trust, fostering collaboration, and demonstrating our responsible approach to business.



Forging Success Together

At vietrust, we believe in the power of long-term partnerships to achieve our shared goals. We actively engage with our stakeholders, collaborating closely with them in the implementation of construction and renovation projects. Together, we foster mutual growth and create long-lasting value for our community.

We are proud members of the United Nations Global Compact (UNGC). The UNGC stands



United Nations
Global Compact

as the world's largest and most impactful initiative for promoting responsible corporate governance.

At the heart of the UN Global Compact are 10 universal principles and unwavering support for the 17 Sustainable Development Goals (SDGs). This partnership reflects our dedication to contributing meaningfully to global sustainability objectives.



viettrust
VOLUNTEERS

We are constantly encouraging employees to actively contribute their ideas, skills, and efforts to foster positive change within the communities we serve. Now, we work with selected projects worldwide with a strong focus on environmental and social sustainability.

In the coming year, our focus will be on:

- Enhancing employee support
- Expanding project portfolio
- Promoting innovation and creativity
- Strengthening communication channels

For the next year we are planning to create the supportive environment for our employees and empower them to contribute even more effectively to our initiatives.



We comply with the ten principles of the United Nations Global Compact (UNGC), which include labor standards, environmental preservation, human rights, and more. The commitment of our suppliers and partners to meeting ESG standards and corresponding with our values are equally important to us.

Goal: Collaborate with partners, customers, and stakeholders to implement sustainable future concepts, fostering responsible and environmentally friendly practices.

viettrust
VOLUNTEERS

Initiative: Launch a comprehensive employee volunteer program.
Outcome: Foster a culture of social responsibility, teamwork, and community engagement among our employees.



viettrust
HELPS

Initiative: Establish a structured donation program focusing on urgent global needs.
Outcome: Foster positive change and extend solidarity to those in crisis by making meaningful contributions to address urgent humanitarian needs.

viettrust
SUPPORTS

Initiative: Create a corporate grant program for non-profit organizations.
Outcome: Empower employees to play an active role in contributing to causes they are passionate about and increasing our positive impact on communities and beyond.

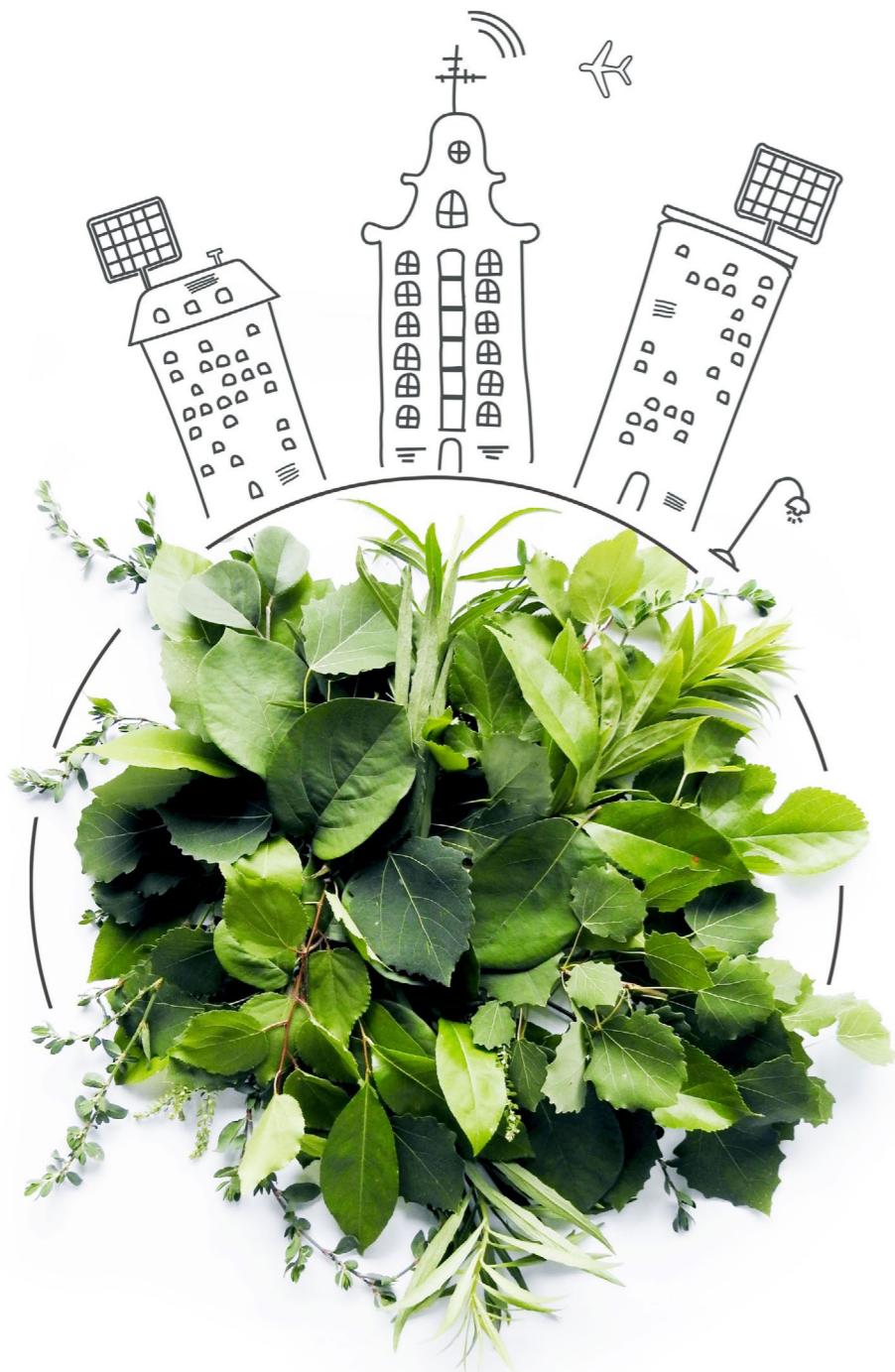


vietrust SUPPORTS

vietrust aims to contribute to creating a positive and lasting impact on the lives of individuals in Vienna through our collaboration with the Vienna Social Fund since January 2022. By supporting initiatives that address fundamental societal challenges, we align our values with those of FSW, fostering a collective commitment to social welfare and community well-being.

As we move forward in this partnership, **vietrust** is committed to actively participating in and supporting initiatives that uplift communities and create a more inclusive and compassionate society. Together, we aspire to make a meaningful difference in the lives of those who need it most.





viettrust HELPS

In line with our commitment to global responsibility and humanitarian values, **viettrust** is planning to initiate a structured donation program under the banner "**viettrust HELPS**." This program is specifically designed to address urgent global needs and extend meaningful assistance to communities in need.

In times of crisis, **viettrust HELPS** will stand as a pillar of support, reflecting our dedication to corporate social responsibility and global citizenship. Through this program, we aspire to extend our reach, provide assistance where it is needed most, and contribute to building a more resilient and compassionate world.





Sustainability strategy 2023

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