



## Sustainability strategy

# 2024

**viettrust**

**ESG Report 2024/**

**Non-financial statement.**

Please think about the environment  
before printing out this report.

## About this report

vietrust is pleased to present our annual ESG Report 2024, a comprehensive overview of our commitment to sustainable development and the ongoing efforts we are making to create a positive impact on both the environment and society. This report highlights our progress in integrating sustainability across all aspects of our business and reflects our unwavering dedication to building a more responsible future.

Throughout 2024, we have continued to align our strategies with the United Nations Sustainable Development Goals (SDGs), ensuring that our actions not only meet current needs, but also contribute to a sustainable, thriving world for future generations. Our focus remains on sustainable real estate development, reducing environmental impact, promoting circular economies, and enhancing social responsibility. We are proud of the strides we have made in minimizing our carbon footprint, optimizing resource use, and supporting communities in need.

This report provides a detailed look at the initiatives and innovations we have implemented over the past year, including our advancements in sustainable construction and our continued efforts to foster an inclusive, diverse workplace. Additionally, we address our commitment to tackling global challenges such as climate change and supporting humanitarian causes in regions affected by crises, most notably our continued efforts to assist the Ukraine recovery.

As we move forward, vietrust remains focused on setting ambitious goals to drive meaningful, measurable change. We are dedicated to continuous improvement and transparency, ensuring that our practices and policies align with global sustainability standards and positively impact all our stakeholders.

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**Going green is not just about energy efficiency or recycling; it's about rethinking how we live, work, and interact with the planet.**

Vandana Shiva



# Content

<b>Foreword by the CEO</b>		<b>About us</b>	
	06		07
<b>Our mission</b>		<b>victrust in action</b>	
	07		14-15
<b>Our ESG framework</b>		<b>Environmental</b>	
	15		14-29
<b>Social</b>		<b>Governance</b>	
	33		30-43

**The first rule of sustainability is to align with natural forces, or at least not try to defy them.**

Paul Hawken





## Foreword from the CEO

As we reflect on the challenges and transformations of recent years, it's clear that businesses and societies worldwide have been reshaped by an unprecedented range of global issues. Yet, in the face of adversity, vietrust has demonstrated remarkable resilience, innovation, and deep care for our colleagues. We've faced these challenges head on, continuously striving to make a meaningful and lasting impact, and remain steadfast in our commitment to a sustainable future.

In 2024, we continue to build on this foundation of growth and resilience, placing a strong emphasis on further strengthening our company culture. We recognize that a healthy, supportive work environment is crucial to the success and well-being of our people. Our goal is to ensure that our employees not only thrive in their professional roles, but also feel a sense of purpose and fulfillment in their work. Their passion is the driving force behind our success, and we are committed to making vietrust a place where every individual can grow, contribute, and feel valued.

As part of our evolving journey, we remain deeply committed to diversity, inclusivity, and equal opportunities. These values are central to who we are and the environment we strive to cultivate. By fostering a diverse workforce and embracing different perspectives, we contribute to a more inclusive and enriching culture that empowers everyone to succeed.

Climate change continues to be one of the defining challenges of our time, and at **vietrust**, we have made sustainability a core pillar of our business model. Our projects are built on the principles of sustainable development, and we integrate these values into every stage, from design to execution. We are particularly focused on sustainable construction practices that preserve biodiversity, manage environmental risks, and support a circular economy. By optimizing our supply chains, reducing emissions, and conserving natural resources, we are working to minimize our environmental footprint and build a more sustainable future.

In addition to our environmental efforts, we continue to demonstrate solidarity with the global community. Amid the ongoing humanitarian crisis in Ukraine, we stand with the affected communities, working to support peace efforts and assist with the reconstruction of local livelihoods. Through donations, housing for displaced families, and other initiatives, we remain dedicated to alleviating the consequences of the war and contributing to recovery and resilience.

At vietrust, we are more than just a company; we are a community bound by shared values and a collective responsibility to make a positive impact. Regardless of the challenges we face, we are unwavering in our dedication to building a better, more sustainable world for the generations to come.

Together, we are paving the way to a brighter tomorrow, one grounded in innovation, responsibility, and a commitment to the well-being of our people and our planet.

## About Us

At **vietrust**, we are committed to more than just building structures; we are shaping a future where responsible, ethical, and sustainable real estate development drives positive change.

Since our founding in 2011, we have built our legacy on a foundation of excellence, integrity, and a relentless pursuit of quality. Every project we undertake reflects our dedication to the highest construction standards and our unwavering commitment to delivering value that extends beyond economic gain.

Our approach is rooted in a values-driven corporate culture, where strong leadership ensures ethical business practices are at the core of every decision. We firmly believe that when sustainability is integrated into our strategy, it enhances both financial viability and social responsibility, creating long-term value for all our stakeholders.

At **vietrust**, we recognize the importance of operating with integrity. Our internal operations, from supply chains to project execution, are conducted with the highest ethical standards. We uphold compliance with all applicable laws and regulations, while promoting human rights and ensuring socially responsible conduct in every aspect of our business. Sustainability is not just an aspiration but a guiding principle that shapes how we design, build, and manage real estate.

We are dedicated to continuously integrating ecological and social considerations into our business decisions. This includes reducing our environmental footprint, promoting circular economies, and fostering inclusive and diverse work environments.

Our management team plays a key role in embedding sustainability into our corporate strategy, ensuring that these principles are reflected in both our short-term actions and long-term vision.

As we look to the future, vietrust remains committed to being a responsible leader in the real estate industry. We are driven by a passion for creating sustainable, ethical, and innovative solutions that not only meet the needs of today but also safeguard the future for generations to come.

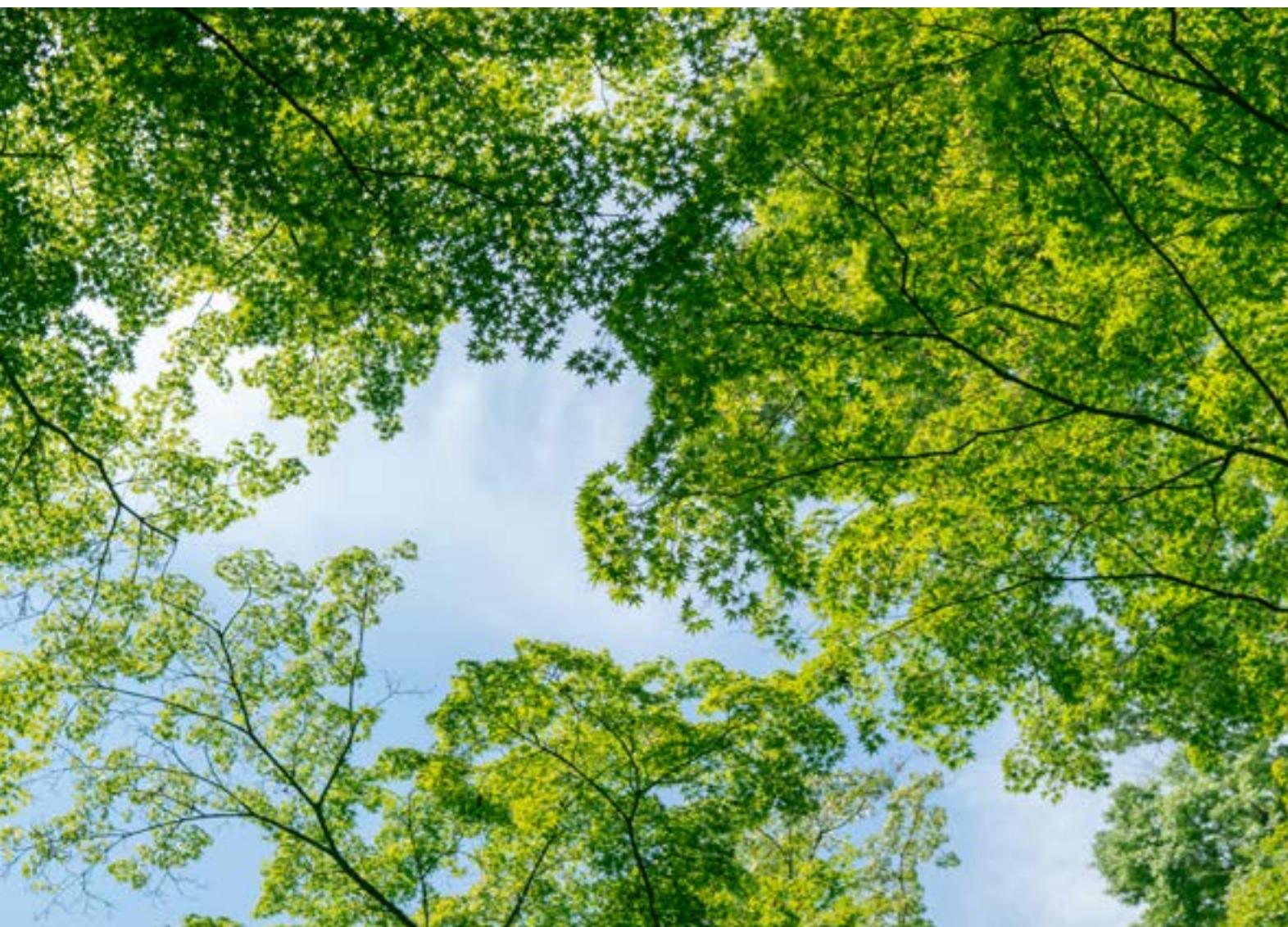
# Our Mission

## Shaping a Sustainable Future with Purpose and Integrity

At vietrust, our mission is to create a better world through visionary projects that blend innovation, sustainability, and timeless design. We are dedicated to building smarter, greener, and more inclusive communities that leave a meaningful legacy for future generations.

**Our commitment is unwavering.** From preserving the environment and promoting biodiversity to embracing eco-friendly practices, we aim to lead by example in addressing global challenges. As a trusted employer and community partner, we strive to make a positive impact in every endeavor.

At vietrust, we see every challenge as an opportunity to redefine excellence. Together, we are shaping a brighter future where innovation, responsibility, and progress work hand in hand to create lasting change.



## vietrust in Action: Our Fields of Activity

### Driven by excellence.

By crafting enduring buildings and transformative spaces, we honor the essence of historical structures while pioneering sustainable living solutions. Through resource efficient processes and the use of environmentally conscious materials, we ensure that every project aligns with our vision for a sustainable tomorrow.

**Collaboration is key.** We prioritize quality and reliability, partnering only with those who share our steadfast commitment to delivering exceptional results. Trust and mutual respect are at the heart of these partnerships, ensuring that we consistently exceed expectations.

At vietrust, we approach projects that encourage positive change with an unwavering dedication to innovation and sustainability. In all of our actions, we seek to make significant and lasting changes by combining strategic vision with efficient operation. By conducting in-depth analyses and fostering collaborations with key partners, we ensure that every initiative aligns with our mission to create enduring value.

### Looking for Projects with Great Potential

**Evaluation Framework :** Employing a thorough evaluation procedure to find projects with potential for financial, social, and environmental benefits.

**Strategic Partnerships :** Leveraging relationships with stakeholders to unlock the full potential of opportunities in diverse sectors.

### Accommodation concept

**Sustainability Driven Design :** Incorporating eco-friendly principles to minimize environmental impact while maximizing functionality.

**Community Focused Development :** Crafting spaces that promote inclusivity and enhance the quality of life for residents and surrounding communities.

### Project Development

**Visionary Planning :** Transforming ideas into functional strategies through comprehensive research and innovative problem solving.

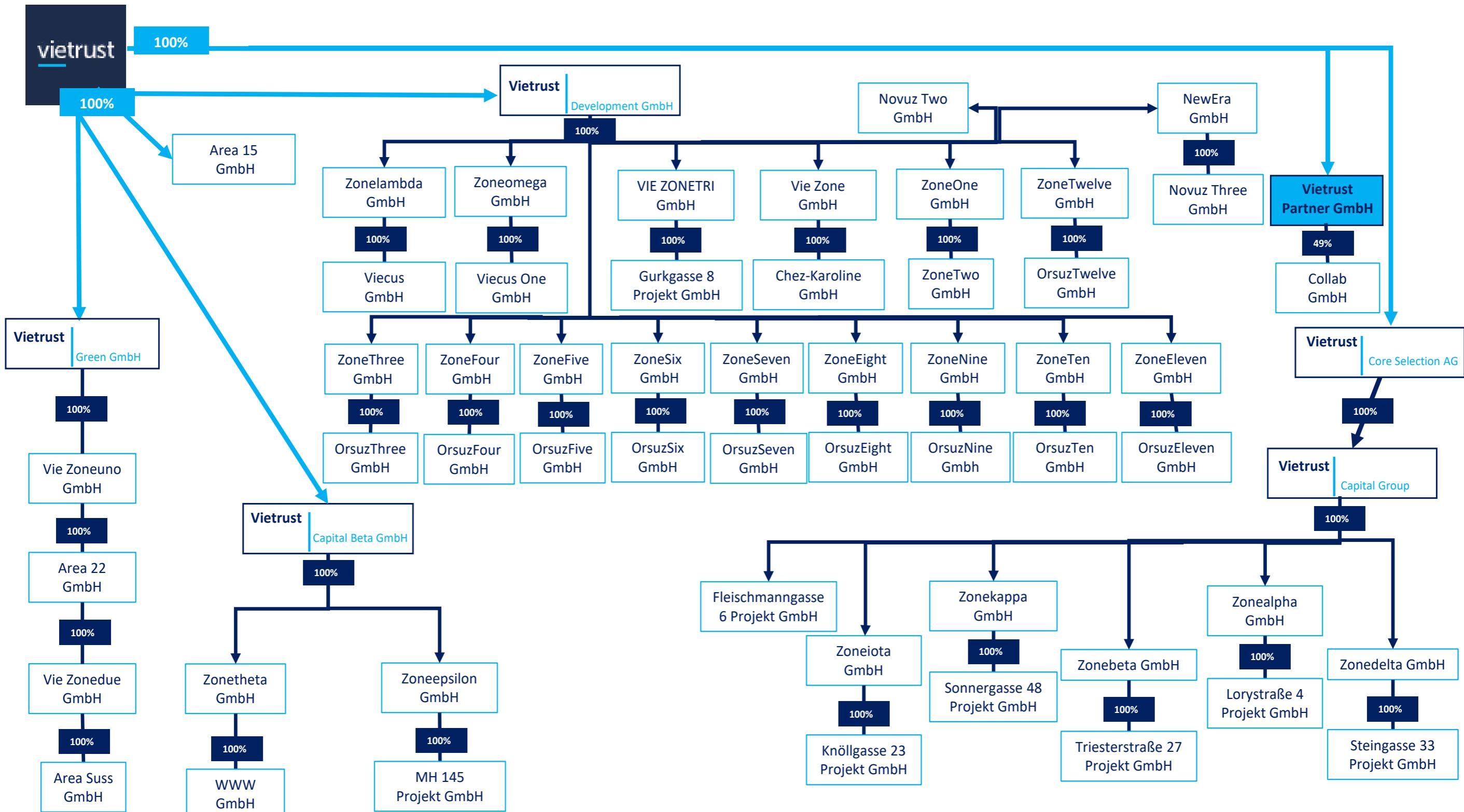
**Comprehensive Execution :** Ensuring that every stage of project development is managed to the highest standards, from concept to completion.

### Project Management

**Expert Coordination :** Aligning diverse teams, resources, and timelines to achieve seamless project delivery.

**Goal Oriented Focus :** Delivering measurable results that align with stakeholder expectations and our sustainability commitments.

# Organization chart



## Examples from our portfolio



**2019**  
Completion  
**1.600**  
**m<sup>2</sup>**

**34**  
Apartments  
**32-76 m<sup>2</sup>**  
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.



### Fleischmanngasse 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

Fleischmanngasse 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**  
**m<sup>2</sup>**

**48**  
Apartments  
**30-60 m<sup>2</sup>**  
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



# Environmental, Social & Governance

## Our approach

We recognize that sustainability is a collective effort. Our approach emphasizes continued collaboration with stakeholders, including suppliers, communities, customers, and partners. By aligning our goals with those of the broader ecosystem, we ensure that our actions contribute meaningfully to a more sustainable and inclusive future for all. Together, we are shaping a world where responsible business practices, ethical governance, and environmental stewardship are at the forefront of every decision.

At **vietrust**, our approach remains centered on long term value creation, not only for our customers but also for the communities and ecosystems in which we operate. We believe that the path to sustainable growth is built on transparency, integrity, and a shared commitment to progress.

## Our ESG Framework

### Embracing Sustainability in Development and Construction

We adhere to key principles throughout every phase of a project from initial planning to construction and beyond. Our commitment to sustainability drives us to prioritize energy efficiency and emissions management, reducing the ecological footprint of every project.

We carefully select materials that align with our values, ensuring they meet the highest standards for quality, durability, and recyclability. This commitment supports the promotion of a circular economy, where materials are used responsibly and waste is minimized. Our strategic focus on sustainable development also includes fostering local growth by collaborating with regional communities and businesses, enhancing the positive impact we have on the areas in which we operate.

By integrating these principles, vietrust contributes to the creation of resilient, sustainable structures that benefit both the environment and society.

### Employee Well-being and Growth

Our employees are our most valuable asset. We are dedicated to supporting their holistic well-being and fostering an environment that encourages both personal and professional growth. We are committed to providing equal opportunities for all, ensuring a workplace where diversity is celebrated, and every individual feels valued and included. Our ongoing investment in employee development allows our team to continually expand their knowledge and stay at the forefront of industry advancements. Through continuous training and development, we enable our employees to reach their full potential, which, in turn, drives our collective success.

In addition to professional growth, we place great emphasis on fostering a culture of open communication and constructive feedback. By actively listening to the insights and experiences of our team members, we build an environment where everyone thrives, and together, we shape a brighter, more successful future for vietrust.

### Responsible Corporate Governance

Our corporate culture is grounded in transparency, respect, and economic efficiency, ensuring that decisions are made with integrity and aligned with our long term goals. We encourage open dialogue and the free exchange of ideas, believing that every voice should be heard and valued in the decision making process. This inclusive approach not only strengthens our organizational culture but also enhances our collective success.

Our governance principles extend beyond daily operations, ensuring that every strategic decision is made with a balance of financial prudence and sustainability. We prioritize creating value while being mindful of the long-term implications, ensuring our choices foster both immediate success and enduring growth. Through responsible governance, vietrust remains dedicated to maintaining trust and transparency with our stakeholders while driving continued positive impact.



# Our Strategy

We are committed to aligning our operations with the highest standards of environmental, social, and governance (ESG) principles, ensuring that every decision we make contributes to a positive and sustainable future.

## Sustainability at the Core

Our strategy places sustainability at the heart of every project, from the selection of eco-friendly materials to minimizing our carbon footprint and embracing circular economy practices. We aim to create structures that not only meet today's needs but also ensure resilience and efficiency for generations to come. By prioritizing environmental stewardship, we will continue to drive positive change in the construction industry.

## Empowering Our People

At vietrust, we recognize that our people are our greatest asset. By providing continuous learning opportunities, encouraging feedback, and fostering a culture of collaboration, we empower our team to reach new heights of success.

## Responsible Governance and Transparent Leadership

We are committed to maintaining transparent corporate governance and decision making processes that reflect our ethical standards. We are constantly strengthening our governance practices, ensuring that every action we take aligns with our long term goals while building trust with our stakeholders.

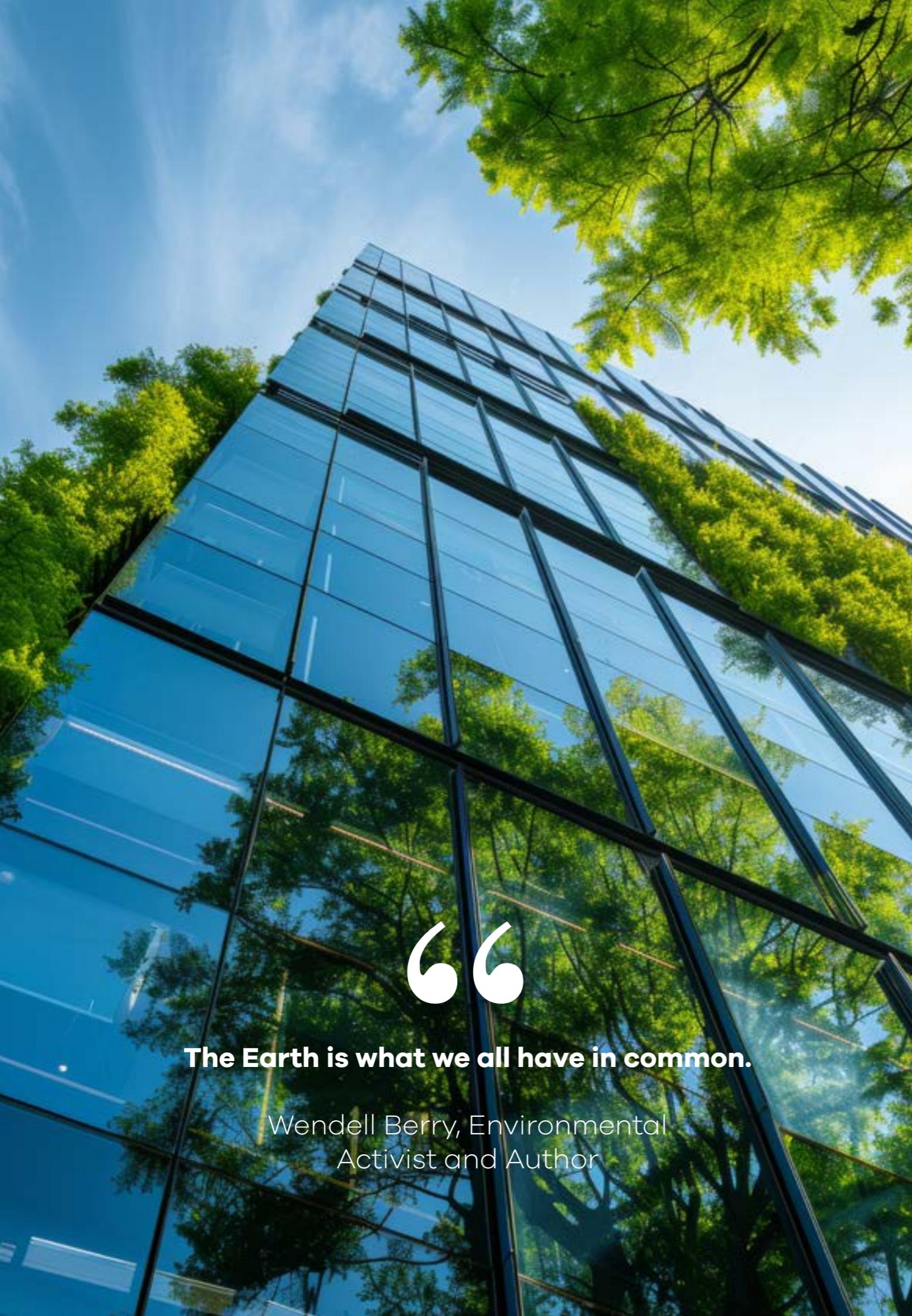
## Innovative Solutions

We embrace innovation as a key driver of success. Through technological advancements, smart design, and continuous improvement, we will adapt to evolving market demands and societal needs.

Our strategy is to integrate cutting edge solutions into our projects, ensuring that they remain adaptable and future ready.

## Building Strong Partnerships

Collaboration with stakeholders remains a cornerstone of our strategy. We strive to build strong, transparent partnerships that enable us to deliver outstanding projects with positive social, environmental, and economic impacts. Through strategic partnerships, we will expand our reach and contribute to the broader goal of global sustainability.



**The Earth is what we all have in common.**

Wendell Berry, Environmental  
Activist and Author

## Our commitment to SDGs

As a forward thinking organization, **vietrust** is fully committed to aligning our business activities with the SDGs, ensuring that we not only contribute to their fulfillment but also make a tangible and lasting impact on the global journey toward sustainable development.

Through this commitment, we aim to create meaningful change, inspire responsible practices, and foster the conditions necessary for a more sustainable, equitable, and prosperous world for current and future generations.

### SUSTAINABLE DEVELOPMENT GOALS



### vietrust for a Better Tomorrow (V4BT)

V4BT is an initiative designed to actively engage our employees, stakeholders, and the communities we serve in supporting and contributing to the United Nations Sustainable Development Goals (SDGs). Through volunteer work, sustainable business practices, and strategic support programs, we aim to address global challenges while simultaneously making a positive impact on the communities we serve. The V4BT program will leverage vietrust's resources and capabilities to drive meaningful change across all sectors.



## vietrust Volunteers:

Empowering Our Workforce to Contribute to SDGs

**Goal:**

Enable our employees to be ambassadors for sustainability by encouraging volunteer work and participation in projects that align with SDGs.

**Actions:**

Employee Volunteering: Encourage employees to engage in SDG-focused volunteer programs, whether it's by supporting education initiatives, community health, environmental conservation, or disaster relief.

Training & Development: Provide training for employees on how they can use their skills to contribute meaningfully to the SDGs.

**Relevant SDGs:**

SDG 4: Quality Education  
SDG 6: Clean Water and Sanitation  
SDG 13: Climate Action  
SDG 16: Peace, Justice, and Strong Institutions

## vietrust Supports:

Building Long-term Partnerships for Social Impact

**Goal:**

Strengthen and support partnerships that contribute to the realization of SDGs, particularly focusing on projects that foster local development, economic empowerment, and environmental sustainability.

**Actions:**

Collaboration with NGOs and Social Enterprises: Partner with organizations that are focused on achieving SDGs through community-driven projects, environmental protection, and education. Funding & Donations: Provide funding and material resources to non-profit initiatives, focusing on education, health, and sustainability.

**Relevant SDGs:**

SDG 1: No Poverty  
SDG 5: Gender Equality  
SDG 8: Decent Work and Economic Growth  
SDG 10: Reduced Inequalities

## vietrust Helps:

Providing Direct Support to SDG-Centric Projects

**Goal:**

Directly contribute to sustainable development by investing in projects that positively impact the environment, communities, and societal infrastructure.

**Actions:**

Sustainable Infrastructure Projects: Focus on building sustainable cities and communities by adopting green construction practices and developing energy-efficient housing. Climate Change Mitigation: Launch projects aimed at reducing carbon emissions, conserving water resources, and promoting renewable energy solutions.

Disaster Relief and Humanitarian Aid: Support relief efforts in communities affected by natural disasters or socio-economic crises, with a focus on health, water, food, and shelter.

**Relevant SDGs:**

SDG 7: Affordable and Clean Energy  
SDG 11: Sustainable Cities and Communities  
SDG 12: Responsible Consumption and Production  
SDG 13: Climate Action  
SDG 17: Partnerships for the Goals

## vietrust Volunteers

### Empowering Employees for Positive Change

At **vietrust**, we believe in the power of collective action and the impact of individuals coming together to make a difference. Our volunteer program is an integral part of our commitment to social and environmental sustainability, encouraging our employees to actively contribute their time, expertise, and passion to projects that create lasting positive change in the communities we serve.

Through the **vietrust** Volunteers program, we partner with selected projects worldwide, with a strong emphasis on environmental protection and social sustainability. We aim to inspire our employees to take an active role in shaping the future and driving initiatives that align with our values of responsibility, inclusivity, and sustainability.

### Focus for the Coming Year:

**Enhancing Employee Support:** We will continue to create a supportive environment that empowers our employees to contribute meaningfully to the causes they care about. This includes providing additional resources, guidance, and recognition for their volunteering efforts.

**Expanding the Project portfolio:** We will broaden our range of volunteer opportunities, exploring new partnerships and global initiatives that allow our employees to contribute to projects that address pressing social and environmental issues.

**Promoting Innovation and Creativity:** We encourage our team members to bring innovative ideas and creative solutions to the table, actively supporting initiatives that offer new, impactful approaches to sustainability and community development.

**Strengthening Communication Channels:** We will improve the communication channels for our volunteers, ensuring they have access to relevant project updates, training, and opportunities to connect with others who share their passion for making a difference.





## vietrust Supports

### Building Stronger Communities through Partnership

At **vietrust**, we believe that true sustainability extends beyond the environment and into the fabric of society. Through our **vietrust** Supports initiative, we are committed to making a positive and lasting impact on the lives of individuals in Vienna by collaborating with the Vienna Social Fund (FSW). Since January 2022, we have worked hand in hand with FSW to address key societal challenges, supporting initiatives that promote social welfare and community well-being.

Our Partnership with the Vienna Social Fund (FSW)

The Vienna Social Fund plays a crucial role in assisting vulnerable communities by providing support for housing, healthcare, education, and social integration. By partnering with FSW, **vietrust** is able to align our values with theirs, combining our resources and expertise to create more inclusive, supportive, and compassionate environments for those who need it most.

### Moving Forward: Expanding Impact and Uplifting Communities

As we continue to move forward in this partnership, we are committed to actively participating in and supporting initiatives that address the most pressing challenges faced by our local communities. We aim to foster greater access to social services, promote equality, and contribute to the broader goal of creating a more inclusive society where everyone has the opportunity to thrive.

#### Key Areas of Focus for the Future:

**Strengthening Community Welfare:** **vietrust** will continue to collaborate with FSW to identify and support projects that directly benefit individuals and families in need, from basic social services to educational programs.

**Promoting Compassionate Engagement:** Through our partnership, we aspire to raise awareness about the importance of social responsibility and community solidarity, encouraging both our employees and the wider community to get involved and give back.

## vietrust Helps

### Extending a Hand in Times of Need

The **vietrust** HELPS program is built with a focus on global responsibility. It serves as our proactive response to humanitarian crises, aiming to offer timely support where it is needed most.

Through **vietrust** HELPS, we aim to extend our global reach and provide assistance to communities in crisis, promoting recovery and resilience in the face of adversity. By responding swiftly to global needs, we hope to not only provide immediate relief but also contribute to building a more compassionate, resilient, and sustainable world.





# Environmental

## Environmental Stewardship at viettrust

At **viettrust**, we acknowledge the urgent need to address global environmental challenges and the pivotal role businesses play in driving positive change. Our unwavering commitment to sustainability is grounded in the belief that responsible stewardship is essential for our long term success and the well-being of future generations.

### Building Connections, Reducing Impact

We recognize that where and how we build directly impacts the environment and the quality of life for communities. To address this, we prioritize:

We aim to lead by example, integrating sustainable practices into every facet of our operations. By reducing our ecological footprint, fostering innovation, and advocating for positive environmental change, we actively contribute to a more resilient planet.



### Strategic Location Planning:

Placing our developments near local amenities such as parks, shops, restaurants, and recreation areas to foster vibrant, connected communities.



### Sustainable Mobility:

Ensuring accessibility to public transportation to reduce reliance on private vehicles, minimize emissions, and contribute to easing traffic congestion.

Through these efforts, viettrust not only mitigates environmental impact but also promotes healthier, more sustainable lifestyles for present and future generations.

## Environment Protection Model at viettrust

Our Environment Protection Model is designed to guide our projects and practices toward minimizing negative environmental impacts while maximizing long-term value for communities, businesses, and ecosystems. Through continuous innovation and commitment, we strive to lead the industry in environmental responsibility.

### Sustainable Real Estate Projects

We prioritize sustainability in every stage of our real estate projects, from design and construction to operation.

### Biodiversity Preservation

We recognize the importance of biodiversity in maintaining the health of ecosystems and mitigating climate change. Our initiatives include the use of native plants in landscaping, creating green spaces, and ensuring that our developments do not disrupt local ecosystems.

### Climate Protection

We strive to reduce the environmental impact of our construction processes, increase the energy efficiency of our properties and reduce greenhouse gas emissions across our portfolio.

### Emissions Management

We actively measure, monitor, and reduce emissions throughout our operations. From reducing carbon emissions during the construction phase to incorporating low-carbon technologies in our buildings' operations, we are committed to reducing our overall emissions. Our goal is to achieve measurable reductions in carbon and other harmful emissions, contributing to global efforts to limit climate change.

### Resource Efficiency

Resource efficiency is a fundamental principle guiding our sustainability efforts. We carefully select sustainable materials for construction, prioritize energy and water conservation, and implement waste reduction strategies throughout the project lifecycle. By using resources efficiently and promoting recycling and circular economy practices, we aim to minimize our environmental impact and enhance the long term sustainability of our developments.

Through these key initiatives, viettrust is committed to playing a leading role in environmental protection, creating sustainable value for communities, and contributing to global efforts to build a more sustainable world.

# Sustainable Real Estate Projects

At **viétrust**, we are committed to building infrastructure that not only meets the needs of the present but also ensures the well-being of future generations. Our sustainability efforts are rooted in a deep commitment to protecting the environment and shaping communities that are resilient, resource-efficient, and adaptable to the challenges of tomorrow.

**In line with this commitment, we adhere to the following core principles in all of our real estate projects:**

**1**

## Renovation Over New Construction

We prioritize the renovation and adaptive reuse of existing structures over new construction. By breathing new life into older buildings, we reduce the demand for new raw materials, limit waste generation, and significantly lower the carbon footprint of construction activities.

**2**

## Promoting Sustainable Mobility

Our projects are designed with transportation accessibility in mind, prioritizing locations near public transport hubs. We incorporate features such as electric vehicle (EV) charging stations, car sharing facilities, and ample bicycle parking, reducing reliance on private cars and encouraging eco-friendly commuting options.

**3**

## Resource Efficient Living

We integrate smart technologies, particularly digital energy management systems, to optimize energy use for heating, cooling, lighting, and other building functions. This approach reduces consumption, lowers operational costs, and enhances the comfort of residents. By creating energy efficient homes, we support our goal of reducing our carbon footprint while improving quality of life for all occupants.

**4**

## Compact and Thoughtful Living Spaces

We embrace smaller, well designed apartments that maximize space while minimizing environmental impact. These compact living spaces are not only cost effective and efficient but also allow for more sustainable use of resources. Our developments often include green or open spaces, creating a harmonious balance between urban living and nature, and promoting healthier lifestyles for residents.

**5**

## Resilient and Sustainable Construction

We prioritize the use of ecological, durable, and recyclable materials that extend the longevity of our structures. Our buildings are designed to withstand the challenges posed by climate change, such as extreme weather events, while maintaining operational efficiency. By emphasizing durability and adaptability, we ensure that our projects are both environmentally sustainable and economically viable in the long term.



## Circular Economy Practices

Resource efficiency at **viétrust** is grounded in the principles of the circular economy, where we prioritize reducing the consumption of raw materials, extending the lifespan of products, and reusing resources wherever possible. We strive to create sustainable buildings that optimize the use of materials and energy, minimize waste, and incorporate strategies that allow for reuse and recycling at every stage of the project lifecycle.

## Resource efficiency

At **viétrust**, we are dedicated to advancing sustainability through resource efficiency, recognizing its essential role in minimizing environmental impact and contributing to a circular economy. Through our ongoing efforts to reduce resource consumption, minimize waste, and embrace circular economy principles, we are committed to building a more sustainable future.

Our strategy emphasizes waste reduction, recycling, and a commitment to using environmentally responsible materials, ensuring that every stage of our projects contributes to a more sustainable future.

## Driving Financial Value Through Resource Efficiency

By optimizing energy consumption, reducing waste, and utilizing sustainable materials, we are able to lower operating costs and enhance the long-term financial viability of our projects. Incorporating resource-efficient practices improves the marketability of our properties, as demand for sustainable and cost-effective buildings continues to rise. This focus on resource efficiency not only supports environmental goals but also delivers tangible financial benefits by driving operational savings, increasing asset value, and attracting a broader base of environmentally-conscious investors and tenants.

## Sustainable Sourcing

To reduce our environmental footprint, we are committed to sourcing materials and products that meet sustainability criteria. We work closely with suppliers who share our values and prioritize the use of eco-friendly, energy efficient, and ethically produced materials. This not only minimizes the environmental impact of our operations but also supports the development of a more sustainable supply chain across the real estate sector.

## Waste

# Reduction and Recycling

Our approach to waste management focuses on reducing waste generation and promoting recycling practices throughout our operations. By implementing comprehensive waste management systems, we aim to divert as much waste as possible from landfills and recover valuable materials for reuse.

We continue to optimize our waste disposal practices, ensuring that all waste streams are properly sorted, recycled, or repurposed in accordance with sustainability guidelines.



### Waste Minimization:

We focus on preventing waste generation at the source by optimizing our processes, reducing material usage, and encouraging more sustainable practices across all stages of our operations, from design and construction to daily office activities.



### Comprehensive Waste Sorting:

We implement clear and efficient waste sorting systems that allow for the easy separation of recyclables, organic waste, and non-recyclables.



### Sustainable Disposal Practices:

For waste that cannot be recycled or repurposed, we ensure that it is disposed of responsibly, following local regulations and sustainability guidelines.



# Energy Consumption

We place a strong emphasis on energy efficiency as a key component of our sustainability strategy. Through the integration of modern technologies and consistent monitoring, we aim to minimize our environmental impact while ensuring comfort and reducing operational costs. Our energy saving initiatives are designed to align with our sustainability goals and contribute to the global efforts of reducing carbon footprints.

## Key initiatives in our energy efficient building designs include:



### Smart Building Systems

We incorporate smart technologies to optimize energy use across our properties. These systems include automated controls for heating, cooling, lighting, and ventilation, ensuring that energy is used efficiently and only when needed. By continuously monitoring and adjusting building performance, we minimize energy wastage and enhance occupant comfort.



### Optimizing Natural Lighting

Where possible, we design buildings with ample access to natural light, reducing the need for artificial lighting during daylight hours. This includes strategic placement of windows, skylights, and open spaces that maximize daylight penetration while reducing reliance on energy consuming lighting systems.



### Solar and Thermal Insulation Glass

We have implemented solar and thermal insulation glass in our projects, which plays a crucial role in regulating indoor temperatures. During the summer, this glass helps prevent buildings from overheating, reducing the need for air conditioning. In winter, it provides insulation that lowers heating requirements, ensuring energy efficiency year round.



### Renewable Energy Integration

As part of our commitment to reducing energy consumption, we explore the integration of renewable energy sources such as solar panels, geothermal heating, and wind power into our building designs. These systems help offset energy demand, reduce dependency on traditional power grids, and contribute to a more sustainable future.

# Water Conservation

Recognizing the vital importance of water conservation, we have implemented a range of strategies and initiatives designed to minimize our water footprint across all of our operations.

## Water Saving Technologies

To enhance water efficiency in our buildings, we have integrated advanced water saving technologies such as low-flow faucets, efficient showerheads, and dual flush toilets. These innovations help reduce water consumption without compromising comfort or functionality, ensuring that our properties contribute to sustainable water usage in both residential and commercial spaces.

## Reduction of Hot Water Consumption

The management of hot water usage directly contributes to the reduction of both water waste and energy consumption, resulting in significant environmental benefits.

**Key initiatives for reducing hot water consumption include:**



### Optimizing Heating Systems:

We implement efficient heating technologies that ensure hot water is only used when necessary, reducing excess energy consumption. These systems are regularly maintained to optimize performance and minimize energy waste



### Smart Temperature Controls:

We implement efficient heating technologies that ensure hot water is only used when necessary, reducing excess energy consumption. These systems are regularly maintained to optimize performance and minimize energy waste

## Water Efficient Landscaping

In our building designs, we prioritize water efficient landscaping by choosing drought resistant plant species and implementing smart irrigation systems. These measures reduce the need for excessive watering, minimize water wastage, and create more resilient green spaces. Additionally, our approach ensures that the landscaping is in harmony with local ecosystems and biodiversity.

## Education and Awareness

Our employees and clients are educated on the best practices for efficient water management, including simple yet effective actions like the proper use of water saving equipment, installation of water efficient fixtures, and understanding the role of water conservation in environmental sustainability.

## Planned Initiatives for the Future

Looking ahead, vietrust is focused on enhancing our resource efficiency practices. Some of our key initiatives include:

**1**

### Further integration of circular economy principles :

Expanding the use of recyclable and reusable materials in construction, reducing waste, and promoting the reuse of resources across our operations.

**2**

### Expansion of green building certifications :

Striving to achieve and maintain certifications for sustainable practices, such as LEED or BREEAM, to demonstrate our commitment to resource efficient design and operations.

**3**

### Implementation of smart resource management systems :

Adopting advanced technologies to monitor and optimize resource usage in real time, ensuring that we minimize waste and maximize efficiency across all aspects of our operations.

**4**

### Collaboration with suppliers and partners :

Strengthening our collaboration with like-minded suppliers and partners to support innovation in sustainable materials and practices, advancing the transition to a more resource efficient construction industry.



# Emissions Reduction Strategy

As part of our commitment to sustainability, we have implemented a comprehensive strategy to address emissions across all three scopes. Our approach combines direct emissions reductions, energy efficient practices, and supply chain collaboration, all aimed at reducing our environmental impact and contributing to global climate goals.

## Scope 1 - Direct Emissions

We aim to minimize direct emissions resulting from our operations, such as those from fuel use in construction machinery and company vehicles.

**Fleet Management:** We have transitioned our company's vehicle fleet to include only electric and hybrid vehicles, significantly reducing emissions from fuel consumption. In addition, we have implemented fuel-efficient driving practices and regular maintenance programs to ensure optimal vehicle performance and further minimize environmental impact.

**Renewable Energy:** Our operations are now powered entirely by 100% renewable energy, which is a critical step in reducing our carbon emissions. We are actively exploring additional energy options, such as bioenergy, solar, and wind power, to diversify our energy sources and further reduce our reliance on fossil fuels.

**Travel Emissions:** By adopting hybrid and remote working models, we have successfully reduced the need for commuting, resulting in fewer travel-related emissions. These models also increase productivity and employee satisfaction by eliminating time and energy spent on commuting.

**Process Optimization:** Through regular audits of our operations, we identify areas where emissions can be minimized. We continue to explore new technologies and practices that improve efficiency and reduce carbon output, ensuring that we operate in the most sustainable manner possible.

## Scope 2 - Indirect Emissions from Energy Use

Our dedication to reducing emissions extends to the energy consumption in our buildings and facilities.

**Renewable Energy Procurement:** We have committed to sourcing 100% green electricity for all our operations. Through power purchase agreements (PPAs) and renewable energy certificates (RECs), we ensure that our energy consumption is powered by clean, renewable sources. We are also evaluating the potential for installing on-site renewable energy solutions, such as solar panels, to further reduce our reliance on traditional energy sources.

**Energy Efficiency Measures:** Our energy efficiency initiatives include the use of advanced technologies and practices designed to optimize energy consumption across our operations. By improving the efficiency of on-site equipment and processes, we aim to significantly reduce fuel use and associated emissions. Our investment in energy management systems enables us to monitor and optimize energy consumption in real-time, driving continued improvements in energy efficiency.

## Scope 3 - Indirect Emissions from the Supply Chain

Recognizing the significant impact of our supply chain, we work closely with suppliers and partners to identify opportunities for emissions reductions.

**Supply Chain Management:** Sustainability is a key consideration in our supplier selection process. We prioritize low-carbon materials, energy-efficient technologies, and sustainable practices in our supply chain to reduce emissions across the entire value chain, from construction to occupancy.

**Transportation:** As part of our commitment to reducing emissions, we carefully consider transportation connectivity when selecting locations for our developments. By encouraging the use of public transport and prioritizing projects that are well-connected to transportation hubs, we help reduce the carbon footprint of our communities.

**Product Lifecycle Consideration:** During the design phase of each project, we integrate eco-friendly materials and energy-efficient processes to minimize environmental impact. By considering sustainability from the outset, we ensure that our projects contribute to both long-term value and environmental preservation.



## Fostering Thriving Communities And Ensuring The Well Being Of People

At vietrust, we are dedicated to creating positive social impacts across every facet of our business. We understand that social sustainability involves not only offering equal opportunities but also supporting diversity, inclusion, health, safety, and community development.

We aim to contribute meaningfully to society by embracing values such as equality, respect, and empowerment in everything we do. By collaborating with stakeholders, employees, and communities, we ensure that our actions align with the broader goal of enhancing quality of life and addressing social challenges in the areas where we operate.

## Team Culture at vietrust

Strong, diverse, and inclusive team is key to driving innovation and long-term success. We strive to maintain a balanced and supportive work environment where everyone has equal opportunities for growth and advancement.

# Building a Supportive and Inclusive Workforce

## Flexible Work-Life Balance Policy

Achieving a healthy balance between work and personal life is essential for long-term success. To accommodate the diverse needs of our employees, we offer flexible work models, including part time and hybrid work options. These initiatives are designed to empower our team members to excel both professionally and personally. By fostering flexibility, we aim to create an environment where everyone can thrive while maintaining a fulfilling work-life harmony.

## Focusing on Employees Well-Being

The well-being and satisfaction of our employees are central to everything we do at vietrust. We believe that a content and engaged workforce is fundamental to achieving our goals and driving success. Our focus is on fostering a collaborative and inclusive work environment, where employees are encouraged to contribute their unique talents and perspectives. We are committed to supporting the health and safety of our team, ensuring they have the resources and environment needed to reach their full potential.

## Empowering Collective Growth

At vietrust, we believe that our collective success is built on the dedication, expertise, and diverse perspectives of our team members. By fostering a collaborative and inclusive culture, we empower each individual to contribute to our sustainable and innovative goals. Together, we are not only achieving success but also shaping a brighter and more sustainable future for all.

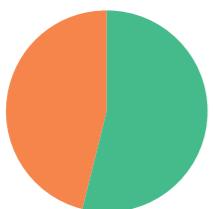
## Embracing Diversity

At vietrust, we recognize that diversity is not only a strength but a powerful driver of innovation and success. By embracing a wide range of perspectives, backgrounds, and experiences, we foster a collaborative environment where every team member can contribute their unique insights. This inclusive approach enables us to adapt to evolving challenges, create more impactful solutions, and continuously improve in our mission to build a sustainable future.

## Breakdown by Age and Gender

Our commitment to diversity is reflected in the composition of our team, where we actively promote gender equality and encourage the participation of individuals from diverse age groups.

**Gender Balance:**  
54% Women  
46% Men



**Age distribution:**  
41% >18 Years  
25% 30-40 Years  
34% >40 Years



## Principles Underlying Our Activities

### Shaping The Future Together

#### 1. Empowerment through Continuous Development

We strive to provide continuous development opportunities for our team that foster both skills and confidence. Our focus is on identifying and nurturing talent, ensuring that our employees have the resources and support to excel in their roles and advance in their careers.

#### 2. Supportive Growth Environment

We cultivate a culture of mutual support where everyone contributes to each other's growth. Through regular feedback, knowledge exchange, and collaborative teamwork, we ensure that every team member has the opportunity to succeed. By working together and sharing our expertise, we create an environment where innovation and excellence thrive.

#### 3. Well-being at the Core

A healthy and happy team is vital for sustainable success. At vietrust, we place well-being at the center of our values. We understand the importance of physical, mental, and emotional health, and we actively encourage practices that promote overall well-being. Our policies and initiatives support a healthy work-life balance, enabling our team to maintain their energy, focus, and enthusiasm both at work and in their personal lives.

#### 4. Transparent Communication Channels

Clear communication is essential for building trust and understanding within our team. At vietrust, we prioritize open and honest dialogue, ensuring that every team member feels heard and valued. Through regular feedback sessions, open discussions, and transparent decision-making processes, we foster a culture of trust where everyone can contribute ideas, ask questions, and share insights.

**53%**  
Women in leadership positions

## 5. Inclusive Decision-Making

We believe that decisions made collectively result in stronger ownership and commitment from the team. At vietrust, we ensure that every team member has the opportunity to voice their ideas and opinions before making final decisions. By valuing diverse perspectives, we not only enhance our decision-making processes but also create an environment where all team members feel empowered and engaged.

Through these principles, we continue to build a thriving, sustainable workforce at vietrust, where every individual is supported, empowered, and inspired to contribute to our shared success. Together, we are shaping a brighter and more sustainable future for all.



# Cornerstones of Successful Collaboration at vietrust

At **vietrust**, we believe that the foundation of a successful work environment lies in three key principles: effective leadership, adaptability and resilience, and cultural alignment.

## Effective Leadership

### Guiding with Purpose

Our leadership team provides clear direction, ensuring that each team member understands their role and how it contributes to our collective success. With a focus on transparency and communication, our leaders create an environment where collaboration thrives.

### Supportive Guidance

vietrust's leaders are actively engaged with our team, offering the support and mentorship necessary for success. By addressing concerns and providing resources, they help create a trusting environment where employees feel empowered to contribute their best.

### Inspiring Excellence

Our leadership motivates the team to strive for excellence, setting high standards and encouraging continuous improvement. With inspiration and encouragement, we nurture a culture of growth, where every team member is driven to reach their full potential.

## Adaptability and Resilience

**Embracing Change** At vietrust, we understand that change is inevitable. Rather than viewing challenges as setbacks, we embrace them as opportunities for growth. Our adaptable and resilient team is able to pivot quickly, learn from experiences, and come out stronger after each challenge.

### Supportive Learning Environment

Every day, we focus on learning and evolving. Our team analyzes experiences, extracts lessons, and applies newfound knowledge to refine strategies and processes. This ongoing learning ensures we remain resilient and continue to adapt as we work toward our goals.

### Agile Decision-Making

Our ability to stay flexible in decision-making allows us to align with organizational objectives while also embracing emerging opportunities. By remaining agile, we ensure our strategies are effective and relevant, paving the way for long-term success.

## Cultural Alignment

### Harmonious Collaboration

By recognizing and valuing diverse perspectives, we promote effective communication and collaboration across the team. This understanding leads to a harmonious work environment where decision-making is more efficient, and our collective efforts are aligned toward shared goals.

### Unified Purpose

When our team's values and objectives are aligned, we work cohesively towards common goals. This unity enhances our strength in overcoming challenges and ensures our collective success. Through shared responsibility, we drive progress in both individual and team accomplishments.

### Shared Values

Our organizational culture is rooted in a shared set of values that promote trust, belonging, and mutual respect. This strong cultural alignment helps foster a supportive environment where every team member is motivated to contribute to our mission and vision.



# Governance

Strong governance is the cornerstone of our ability to create long-term value for our stakeholders, maintain the highest ethical standards and drive sustainable growth.

As we continue to grow and expand, we prioritize sound decision-making, effective risk management, and robust compliance practices. By embracing these principles, we foster an organizational culture that is responsive, responsible and adaptive to the evolving needs of the market and society.

Our governance framework ensures that we meet regulatory requirements while promoting a positive and responsible corporate culture that reflects the expectations of our stakeholders. Through clear leadership, effective policies, and a commitment to transparency, we aim to build lasting trust and drive progress for both our organization and the communities we serve.

## 2024 highlights

**No** **Confirmed Accidents Of Corruption**

**No** **Contracts Were Terminated**

**No** **Contracts Were Not Renewed For Corruption Related Violations**

**No** **Complaints About Corruption Against The Company Or Its Employees**

## Zero-Tolerance for Corruption

vietrust operates in strict adherence to our zero-tolerance policy on corruption, as well as relevant national and international laws. This policy extends to all aspects of our operations, emphasizing compliance, transparency, and ethical conduct in every area of the business.

### Our Employees

Every member of the **vietrust** team is expected to uphold the company's ethical standards and act with integrity. We prioritize clear communication and ensure that all employees are well-informed about their responsibilities, particularly when it comes to managing potential conflicts of interest.

### Our Suppliers

**vietrust** extends its commitment to ethical conduct to our supply chain. We require our suppliers to adhere to applicable laws, regulations, and our business ethics standards. These requirements are integral to our supplier contracts, ensuring that our entire value chain operates with the same level of responsibility and ethical conduct.

# Risk Management at vietrust

At **vietrust**, risk management is a critical component of our overall strategy, ensuring that we can navigate the complex business landscape while safeguarding the interests of our stakeholders, employees, and the environment. Our approach to risk management is rooted in proactive identification, assessment, and mitigation of risks across various facets of our operations, including environmental, social, governance, financial, and operational risks.

In addition to ongoing risk monitoring and management, we have established comprehensive crisis management plans. These plans ensure that, in the event of a significant risk materializing whether environmental, social, operational, or financial **vietrust** can quickly adapt, minimize disruptions, and maintain operations without compromising our long-term goals.



## Commitment to Continuous Improvement

As part of our risk management framework, we are committed to continuous improvement. Our processes are regularly reviewed and updated to ensure they remain responsive to evolving risks and opportunities. We actively seek input from employees, stakeholders, and external experts to enhance our risk management practices and ensure that we remain agile and resilient in the face of an ever-changing business environment.

## Supply Chain Responsibility

Our commitment to ethical and sustainable business practices is reflected in the robust standards and initiatives we implement throughout our supply chain. By fostering a network of responsible and diverse suppliers, we ensure that our operations align with our values and contribute positively to society and the environment.

### Supplier Ethical Standards

Our suppliers are integral to our mission, and we hold them to the highest ethical and sustainable standards.

#### Ethical Compliance

All **vietrust** suppliers must adhere to local and international laws, including labor rights, anti-corruption measures, and fair business practices.

#### Sustainability Practices

We prioritize suppliers who actively incorporate sustainability into their operations.

#### Zero Tolerance for Exploitation

We maintain a strict zero-tolerance policy against human rights violations, forced labor, and child labor in our supply chain.

### Supplier Diversity

Diversity and inclusion are fundamental to our supply chain strategy. We recognize the value of fostering relationships with suppliers from diverse backgrounds and the positive economic and social impacts of inclusive sourcing.

#### Supporting Minority- and Women-Owned Businesses

**vietrust** actively seeks to collaborate with minority- and women-owned enterprises, creating opportunities for underrepresented groups.

#### Promoting Fair Trade

We support fair trade principles by sourcing goods and services from suppliers who guarantee fair wages, safe working conditions, and equitable treatment for workers.

#### Inclusive Partnerships

Our diverse supplier program encourages partnerships that reflect the rich fabric of the communities we serve. By diversifying our supplier base, we promote innovation and resilience within our supply chain.

### Creating Lasting Impact

Through our commitment to supplier ethical standards and diversity, **vietrust** is fostering a supply chain that not only supports our business goals but also aligns with our ESG objectives. We believe that responsible and inclusive sourcing practices enhance the quality of our operations while contributing to a fairer, more sustainable global economy.

Together, we are advancing toward a future where sustainable and ethical practices define every aspect of our business.

## Creating an Eco Conscious Office Culture

Through our sustainable office initiatives, vietrust is not only reducing its environmental impact but also building a culture of sustainability among its employees. We are proud to lead by example, demonstrating how businesses can align operational excellence with environmental stewardship. By continually improving our practices, we are shaping a workplace that reflects our ESG values and inspires others to join us in creating a sustainable future. Together, we are redefining what it means to work sustainably and responsibly.

## Building a Green Workspace Together

- Carbon Footprint Reduction:** We have transitioned our corporate fleet to electric and hybrid vehicles, significantly reducing emissions. Additionally, hybrid working models have been implemented to minimize the need for commuting, further contributing to lower CO<sub>2</sub> emissions.
- Plastic Free Initiatives:** Single use plastics have been phased out in our offices, replaced by sustainable alternatives.
- Waste Management:** Comprehensive waste segregation and recycling systems ensure that waste is diverted from landfills. We also promote the reduction of unnecessary packaging and encourage employees to adopt waste free practices.

## Energy and Resource Efficiency

- Paperless Office Transition:** vietrust has prioritized the reduction of paper usage through digitization. Secure online databases are being developed to ensure data privacy while supporting our medium term goal of becoming a fully paperless office.
- Energy Conservation:** LED lighting and motion sensors have been installed throughout our offices to optimize energy use.
- Water Consumption:** Sustainable water systems are in place, including low-flow fixtures and monitoring mechanisms, to reduce water wastage and improve overall resource efficiency.

## Stakeholder Engagement



At **vietrust**, we recognize that cooperation with our stakeholders is essential to achieving our sustainability goals and maintaining trust. Our commitment to open, transparent, and inclusive communication enables us to understand the evolving needs of our stakeholders and address them effectively. By fostering a culture of collaboration and responsiveness, we create a shared vision for a sustainable and prosperous future.

Stakeholder	Partnership type	Communication channels
<b>Banks</b>	vietrust maintains regular communication and ensures financial transparency with banks to strengthen the partnership.	Meetings, financial reports, official correspondence
<b>Suppliers &amp; Service Providers</b>	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
<b>Customers &amp; Partners</b>	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
<b>State &amp; Society</b>	vietrust adheres to legal requirements and demonstrates societal responsibility to maintain positive relationships with the state and society.	Regulatory submissions, community engagement initiatives
<b>Employees</b>	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



# Project Life Cycle Engagement

Our commitment to stakeholder involvement begins at the earliest stages of every project and extends through its completion. By actively engaging stakeholders throughout the project life cycle, we:

**Understand  
Expectations:**

Gain valuable insights into the priorities and concerns of all involved parties.

**Address Concerns:**

Identify and resolve potential issues early in the process, minimizing disruptions and ensuring alignment.

**Enhance Resilience:**

Build adaptable frameworks that anticipate and manage risks effectively.

**Create Value:** Foster collaborative solutions

that deliver shared benefits and contribute to long-term sustainability.

This proactive approach not only mitigates risks but also strengthens our capacity to respond to evolving challenges, ensuring that our business remains resilient, agile, and aligned with stakeholder priorities. Together, we are building a foundation for lasting partnerships and collective growth.

## Building Partnerships for a Sustainable Future

Collaboration is the cornerstone of progress. By fostering strong, long-term partnerships with our stakeholders, we ensure that every project reflects shared values and goals. Whether working on innovative construction or impactful renovation projects, our partnerships drive mutual growth and deliver meaningful contributions to the communities we serve.

As a member of the United Nations Global Compact (UNGC), vietrust is dedicated to advancing responsible business practices. The UNGC's 10 principles—covering human rights, labor standards, environmental stewardship, and anti-corruption—serve as a framework for our operations, ensuring integrity and accountability at every level.

## Ethical Collaboration Across the Value Chain

We extend our commitment to sustainability to our entire supply chain, partnering with suppliers and stakeholders who uphold ethical and environmentally responsible practices. This shared responsibility ensures that every aspect of our operations aligns with high ESG standards, reinforcing our dedication to transparency and accountability.

## Looking Ahead

vietrust remains committed to enhancing stakeholder dialogue and fostering meaningful relationships. Together with our stakeholders, we aim to address emerging challenges, seize new opportunities, and create shared value for all. By prioritizing open and inclusive communication, we are building a sustainable and resilient future for generations to come.





# Sustainability strategy

# 2024

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