



Basic Policies on Health, Safety, Security and Environment (HSSE) and Quality

Pbtechnic Engineering Co., Ltd. recognizes that meeting the HSSE and quality requirements set out by our clients and society is a critical prerequisite for us to conduct business and fulfill social responsibilities, and Pbtechnic Engineering Co., Ltd. adheres to the seven basic policies listed below.

1. With understanding that "Safety takes precedence above all other concerns," we consistently maintain safe, hygienic conditions in all workplaces where our staff members work.
2. Strive to offer our employees work environments and opportunities that let them maintain and enhance their physical and mental health.
3. Ensure information security and implement the necessary protections against risks and threats to the assets of the company.
4. Minimize environmental burden by saving resources and energy, and by preventing pollution during the course of our work duties.
5. Provide high-quality products and services that meet the HSSE requirements of our clients and society.
6. Comply with all applicable laws and regulations, the clients' requirements, and our internal standards for quality and HSSE.
7. Establish and continuously enhance the effectiveness of management systems, including hazard identification, risk evaluation, determination of countermeasures, execution control and review, objective setting and education and training.

These policies will be followed by all Pbtechnic Engineering Co., Ltd. employees. Pbtechnic will also share the spirit of these policies with clients, business partners, and other related parties, and will collaborate with them to achieve these objectives.

April, 03rd, 2021

A handwritten signature in blue ink, appearing to read 'Pham Dinh Bao', written in a cursive style.

Pham Dinh Bao

Deputy Director