

Corporate Social Responsibility Report



TABLE OF CONTENTS

01 FROM OUR CEO

02 ABOUT
CODECOMPLETE SOLUTIONS

03 OUR CORPORATE SOCIAL
RESPONSIBILITY ACTIVITIES

04 HIGHLIGHTS IN NUMBERS

05 NEXT STEPS



YEAR END Party

FROM OUR CEO

At CodeComplete, we believe that creating lasting value means going beyond technology. Our mission is not only to deliver innovative solutions to our clients, but also to contribute meaningfully to the communities around us.

Corporate social responsibility is an integral part of who we are. Whether it's through community engagement, knowledge-sharing, or supporting causes that matter, we are committed to using our skills and resources to drive positive change.

This report reflects the ongoing efforts and collective spirit of our team to build a more inclusive, sustainable future. I'm proud of the passion and dedication shown by our team, and I look forward to continuing this journey together—both as innovators and as responsible citizens.

Thank you for being part of this vision.

SIMON SAEKI
Chief Executive Officer



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ABOUT CODECOMPLETE SOLUTIONS

Introduction

CodeComplete is a leading IT solutions and outsourcing company, delivering high-quality software development, digital transformation, and IT consulting services. Our expert team leverages cutting-edge technologies to build scalable and efficient solutions tailored to business needs. With a strong global presence, we help clients enhance their competitiveness through innovation and agility. Beyond technology, we actively contribute to community initiatives, including education and healthcare programs.

Our Mission

CodeComplete focuses on providing Remote Development Consulting and Software Services & Solutions to clients. Our goal is to build products that target the global market. Our commitment to our clients is to offer a skilled professional team and manage the entire software development lifecycle from end-to-end.



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OUR CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES



Beach Cleanup to protect Da Nang's Coastline!



The CodeComplete team, equipped with gloves and bags, worked diligently to remove a significant amount of waste from the shoreline. This collective effort aimed to ensure the beach was left cleaner and safer for both the local community and the delicate marine ecosystem.

This meaningful experience is a reminder of how small actions can create a big impact. By removing plastic, bottles, and other harmful debris, we took a step towards preserving our nature and reinforcing a culture of sustainability within CodeComplete.

At CodeComplete, we believe in giving back – not just through technology but also by actively contributing to a better world.



Bringing Hope and Happiness to Hope Village Da Nang



Bringing Hope and Happiness to Hope Village Da Nang

Hope Village Da Nang is a place of care and inspiration, offering education and support to orphans, children with disabilities, and those from underprivileged backgrounds.



CodeComplete had the opportunity to visit Làng Hy Vọng (Hope Village). This initiative reflects our deep commitment to community support and social responsibility. During our visit, we engaged with the children, provided essential supplies, and contributed to creating a nurturing environment for their growth and education. Seeing the resilience and optimism of the children reinforced our belief that small actions can make a big difference.



Cultivating Talent and Innovation at CodeComplete

At CodeComplete, we are committed to fostering a culture of continuous learning, inclusion, and professional growth. Through our internal seminars and Learning & Development (L&D) programs, we equip employees with both technical and soft skills needed to thrive in today's fast-paced environment.

These initiatives cover a wide range of topics - from leadership and communication to industry best practices—ensuring that every team member, regardless of background or role, has equal access to growth opportunities. By investing in our people, we're building a dynamic, skilled, and inclusive workforce ready to meet the challenges of tomorrow.



Empowering Women at CodeComplete



At CodeComplete, empowering women is more than a value — it's a commitment. We recently hosted a special event to celebrate the incredible women in our organization, recognizing their dedication, resilience, and impact on both our company and the tech industry.

The event featured inspiring stories, open conversations, and meaningful connections. Through thoughtful gifts and shared experiences, we reinforced our appreciation and our ongoing mission to foster an inclusive, supportive workplace.

Empowerment at CodeComplete goes beyond a single day. It's embedded in our culture — through mentorship, leadership opportunities, and a deep respect for work-life balance. By supporting gender diversity, we're shaping a stronger, more innovative future for tech.



To foster a warm and inclusive company culture, CodeComplete celebrates the birthdays of team members each month. These celebrations help create a sense of community and appreciation, ensuring that all employees feel valued and recognized. The birthday events include light-hearted activities, cake, and small tokens of appreciation, providing an opportunity for employees to connect, bond, and share a moment of joy. This initiative plays a key role in maintaining a positive and supportive workplace environment.



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Highlights in Numbers

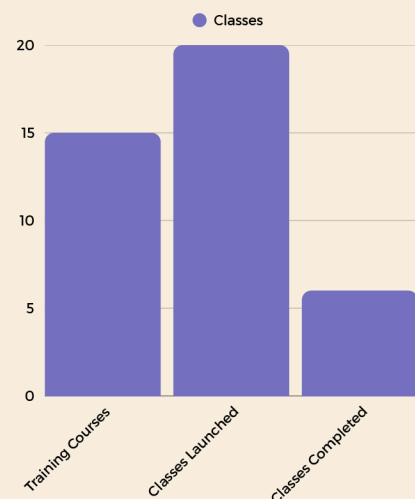
At CodeComplete, we measure the impact of our CSR efforts not only through participation but by the tangible, positive changes we bring to the communities we serve. This quarter, our CSR initiatives and learning programs reflect our commitment to people, the environment, and a culture of continuous growth.

Highlights in Numbers:

- *Hope Village Da Nang*: Reached **50+ children** through essential donations and interaction
- *Beach Cleanup Campaign*: **60+ hours of volunteer work** went into cleaning up Da Nang's coastline.
- **100% of employees** were included in monthly birthday celebrations, fostering inclusivity and appreciation across the company.
- **85+ employees** involved in CSR or training initiatives

• Learning & Development

- 15 training courses conducted
- 20 classes launched, 6 classes completed
- 67 trainees participated, supported by 9 mentors
- 900+ learning hours invested across teams



NEXT STEPS



NEXT STEPS

CodeComplete Solutions

In the upcoming quarter, CodeComplete will continue to uphold its commitment to corporate social responsibility through a variety of impactful activities. These are designed not only to engage our team but also to promote our values of sustainability, education, and social impact.

Q2 ACTION PLAN

1/6 Children's Day Gift Giving	Distribute meaningful gifts to disadvantaged children in Hai Chau District to celebrate Children's Day (1/6), reinforcing our commitment to community support.
Reduce Plastic Usage at the Office	Encourage employees to minimize single-use plastic by launching an internal campaign, providing reusable alternatives, and placing awareness posters around the office. This initiative aims to build long-term sustainable habits and reduce environmental impact.
Learning & Development (L&D)	Continue delivering scheduled training programs as per the yearly plan, with employees completing short tests after each course to evaluate the application of knowledge gained. This fosters skill enhancement and accountability for personal and company growth.
English Club	Create a relaxed, supportive environment to improve employees' English communication skills, through monthly meetups featuring light activities and discussions. This will boost employee confidence, enhance team bonding, and promote mental well-being.
Quarterly Birthday Celebration	Celebrate the birthdays of team members born in this quarter, fostering a warm and inclusive company culture through light events with cake, games, and small tokens of appreciation.





CONCLUSION

As we move forward, CodeComplete remains dedicated to creating a positive and lasting impact through our corporate social responsibility (CSR) initiatives. From community engagement and environmental sustainability to fostering diversity and continuous learning, our efforts reflect a strong commitment to the well-being of both our employees and the communities we serve.

We believe that by investing in our team, our environment, and our communities, we are laying the foundation for a sustainable future. These initiatives not only strengthen our company culture but also contribute to a broader societal change. As we continue to evolve and grow, our focus will remain on making a meaningful difference while maintaining the highest standards of corporate responsibility.

Thank you for reading. We look forward to continuing this journey of positive impact together.

Thank You