

Corporate Social Responsibility Report



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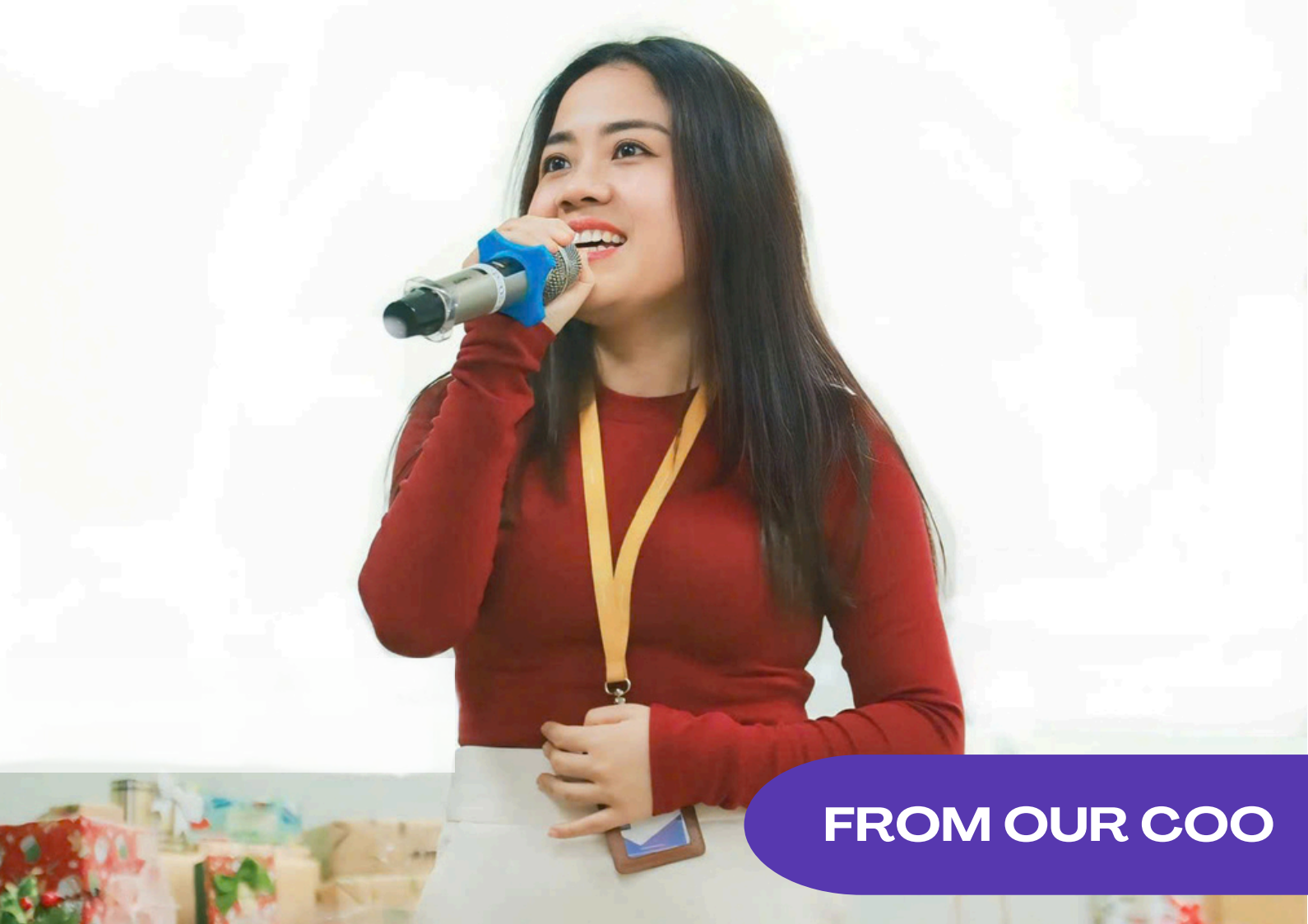
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FROM OUR COO

Building upon the meaningful foundations that CodeComplete has laid through our CSR programs, we continued in Q2/2025 to write inspiring stories on our journey toward creating lasting and positive impact.

This quarter, our teams worked tirelessly to turn commitments into tangible results, from enhancing community well-being and enriching employee welfare, to strengthening our internal culture. Notable initiatives include: scholarship funding for underprivileged students, free meal programs for low-income workers, and an investment of over 3,300 hours in learning and development efforts.

Each initiative reflects the passion and empathy embedded in the CodeComplete team. These are not isolated events, but strong evidence of our long-term commitment to embedding responsibility and compassion into everything we do.

My heartfelt thanks to our entire team for their unwavering dedication and for walking this path together — toward a better future, today and always.

HA VO
Chief Operations Officer



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Highlights in Numbers

We are proud of our significant contributions to our CSR journey. Here are the figures that demonstrate our efforts, presented visually for easy understanding!



Total Beneficiaries Reached

70+ individuals reached



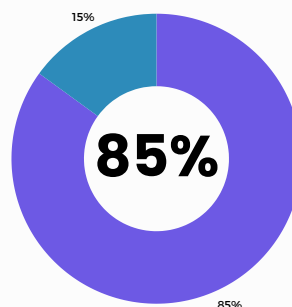
Total CSR Activities

2+ impactful community initiatives



Volunteer Contribution

40+ hours volunteered with passion and commitment from our team



Employee Engagement

85% members participated in self-growth and well-being programs

10+ Learning & Development

12 training courses conducted
92 members participated
3300+ learning hours invested across teams



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OUR CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES



Da Nang Oncology Hospital

On June 18, 2025, our team at CodeComplete Vietnam visited Da Nang Oncology Hospital to bring encouragement and care to patients undergoing treatment. We prepared gift packages with daily essentials and handwritten notes, each one carrying a personal message of hope. Though modest, the visit left a deep impression, a reminder that even quiet gestures can carry powerful meaning.



In a place filled with resilience, we witnessed the strength of the human spirit. Giving back in this way reminded us that impact isn't always measured in scale, but in sincerity. It's these moments of connection that shape who we are, as individuals, as a team, and as a company that leads with empathy.



Yen Vui Kitchen



On May 9, 2025, five CodeComplete Vietnam members volunteered at Yen Vui Kitchen Da Nang, a grassroots kitchen run by the Lotus Charity Foundation to serve free or low-cost meals to those in need.

Together, we helped prepare and serve over 100 warm, home-cooked meals — each one a small gesture of care for elderly guests, daily workers, and people facing hardship.

Funded entirely by CodeComplete, the activity reminded us that even simple acts, like a shared meal can restore dignity, spark connection, and leave a lasting impact.



Leadership & Learning at CodeComplete

At CodeComplete, we believe strong leadership and continuous learning go hand in hand. That's why we invest in both structured training and everyday growth moments, turning development into a shared journey, not just a checklist.

Leadership Development Camp 2025

A catalyst for transformation, where leaders came together to level up their mindset, and lead with clarity, and renewed achievements.

🚀 **AI learning sessions** that demystify complex terms to **Proactive Skills Workshops** where we reflect and reset how we show up at work.

🗣️ **Monthly English Club** brings fresh perspective, helping us connect across cultures while practicing something as simple as giving a compliment right.

Because at the end of the day, leadership and learning aren't events. They're a culture, one we're building together.



1/6

Children's Day at Tiên Sa – A Little Magic for the Little Ones



To celebrate International Children's Day, CodeComplete gifted team members tickets to the Tiên Sa Show, a vibrant cultural performance in Da Nang. More than just a gift, it was a gentle reminder to pause, connect, and share joy with our loved ones.

As music and lights filled the stage, we were reminded that the most meaningful moments often come in the simplest forms: laughter, wonder, and time spent together.

Because at CodeComplete, we don't just build software, we build a culture that values connection, care, and shared experiences.



Monthly Birthday Celebration



At CodeComplete, we believe that small, thoughtful gestures can go a long way. Our monthly birthday celebrations are a simple yet meaningful way to recognize team members and bring people together.

With cake, kind words, and a few surprises, these moments offer more than just fun — they build connection and remind us that everyone deserves to feel seen and appreciated. It's one of the many ways we nurture a positive, people-first culture.



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NEXT STEPS



NEXT STEPS

CodeComplete Solutions

In the coming quarter, CodeComplete remains committed to meaningful, people-centered initiatives that reflect our core values: sustainability, education, and social impact. Each activity is thoughtfully designed to engage our team while contributing to the wider community in lasting ways.

Q2

ACTION PLAN

Mid-Autumn Celebration for Employees

Celebrate the Mid-Autumn Festival with all CodeComplete members through thoughtful gifts and shared moments, fostering joy and team connection.

Learning & Development (L&D)

We continue our training programs as planned, with short tests to help reinforce what's learned. Each month, managers and team members also host sharing sessions — creating a warm space to exchange knowledge, grow together, and stay inspired.

Reduce Plastic Usage at the Office

Following last quarter's kickoff, we're continuing efforts to cut down single-use plastic in the office. Reusable alternatives remain available, and awareness posters are helping reinforce daily habits — one small step at a time toward a greener workplace.

This ongoing effort encourages long-term behavior change and helps reduce our environmental footprint.

English Club

Foster a relaxed, supportive space where employees can improve their English communication skills through monthly meetups with lighthearted activities and open discussions. These sessions help build confidence, strengthen team connections, and support overall 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.



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CONCLUSION

As we move forward, CodeComplete continues to embrace corporate social responsibility not as a checklist, but as a lasting commitment to people, community, and the world we share. From environmental sustainability to education, inclusion, and well-being, our initiatives are grounded in the belief that true progress comes from shared value, not just growth.

This quarter, we've had the chance to reflect, connect, and act through small gestures that brought joy, conversations that sparked learning, and choices that reaffirm our role in building something better. These moments aren't separate from our work, they shape the culture we live every day.

Looking ahead, we'll continue designing initiatives that engage our people, support our communities, and move us toward a more compassionate and resilient future. Because at CodeComplete, we believe impact is measured not only in code, but in care, and in the futures we help create.

Thank you for being part of this journey. Let's keep building — together.

Thank You