

A Season of *Warm Hearts and Firm Hands* *Reflecting on Responsibility and Moving Forward Together*



**10 NEW PROJECTS
OFFICIALLY LAUNCHED**

**3 SUSTAINABLE
IMPROVEMENTS IMPLEMENTED**

From these milestones to the everyday efforts that made them possible,
2025 ends on a warm, positive note.

Take a look at our quarterly highlights... and keep reading till the end
to discover a playful surprise for the holiday season.

Hand in Hand with Vietnam's Ministry of Industry and Trade to Expand the Responsible Textile-Fashion Club



In partnership with the Ministry of Industry and Trade (MOIT) and the Vietnamese Embassy in France, we are continuing our strategy to diversify export markets and expand international collaborations.

Following the success of Vietnam International Sourcing, our Group's Board of Directors conducted a European business mission, engaging with key partners including Monoprix (Casino) and others to reinforce our presence in international markets. During these meetings, we also invited leading brands such as Monoprix, DBI, Adore Me, and Lacoste to join the Responsible Textile & Fashion Club as strategic partners.

The collaboration will focus on top priorities of quality, cost, and velocity (P1), alongside initiatives such as co-sponsoring a lifetime education project (P2) and promoting P3 production near consumption at Saran. These steps reflect our commitment to responsible, innovative, and globally competitive fashion production.



Mr. Bernard Derrien (7th),
EVP Operations of Lacoste;
Mr. Son Vu (9th), Commercial
Counsellor of Vietnam in France.



Ms. Hien Nguyen (2nd), Mr. Hung Do (3rd),
the Top Management of the Group B'Lao-Scavi-Corèle.

1. Discussions on Vietnam International Sourcing (VIS) 2026 to be held in Vietnam (estimated: September, 2026).
2. Preparation for the Responsible Fashion event in Paris, France (estimated: September - October).

On 18 December 2025, a working session was held in Ha Noi between the Department of Foreign Market Development (Mr. Hung Do - Acting Director General, and Ms. Hien Nguyen - Deputy Director General) and the Top Management of B'Lao - Scavi - Corèle Group, focusing on:

3. Coordination with the Ministry of Industry and Trade to support dialogue and negotiation initiatives with the U.S. Department of Commerce, addressing competitiveness challenges of Vietnam's textile and garment industry.

Digital Transformation | Extending the SAP-ScaF System with *Firm Hands*

Phase 2 of the SAP-ScaF project is now rolling out across all facilities, building on the success of its 2023 launch at Scavi Bien Hoa



The system helps teams work more efficiently across the Group:

- ✓ Business teams process orders and sample requests accurately
- ✓ Purchasing benefits from automated workflows
- ✓ Warehouses track inventory in real time
- ✓ Production and sample teams gain clearer visibility of materials and steps
- ✓ Accounting enjoys faster, more accurate reporting and cost tracking.

SAP ScaF Deloitte. SCAMI

Phase 2 ensures consistent processes, higher efficiency, and stronger digital skills across the Group. With the dedication of the Scavi team, SAP-ScaF is becoming a natural part of daily work, helping operations run smarter, more professionally, and ready for the future.

Explore how our Phase 1 members responded to ScaF after launch



Ms. Hiep Nguyen - Project Director at Deloitte



At the SIUF Global Lingerie Summit and VTG Vietnam International Textile 2025, Mr. Linh Nguyen – COO and Ms. Thao Nguyen Le – Responsible Club Business Manager represented B’Lao – Scavi in a discussion on Promoting Sustainable Production and Consumption. They highlighted our 4.0 HubClub 3P model and our ongoing commitment to educating the next generation on Responsible Fashion in Vietnam.

We have the capacity to build a distinctive, high-performance manufacturing ecosystem powered by skilled and dedicated people. Vietnam benefits from a broad portfolio of strong trade agreements, yet much of their potential is still untapped. This space for progress creates meaningful opportunities for Vietnam’s textile and garment industry to grow with responsibility and long-term value.

Mr. Linh Nguyen emphasized the broader opportunity ahead for Vietnam’s industry.



Join the conversation around this topic



Uniting for *Responsible Fashion* Education



SCAVI

corèle
Paris Éléance



SAIGONTECH

On November 14 as B'Lao – Scavi – Corèle Group and SaigonTech signed a Memorandum of Understanding (MOU), marking a new step in bringing responsible and sustainable fashion into education in Vietnam.



Through this partnership, the “Responsible Education & Industry” model will be implemented to help students better understand sustainable and responsible fashion. With its international experience, B'Lao – Scavi – Corèle Group aims to inspire the next generation to adopt a more conscious and sustainable approach to fashion.

Relive the warm moments
shared with students



Mr. Tin Ton - Principal of SaigonTech



Annual Labor Conference at Scavi Bien Hoa

October 2 marked a time to reflect, share voices, and move forward together with unity and pride, as we honored **144 members** who have dedicated over **20 years** of service - their loyalty and perseverance remain the heart of our collective success.



A Heart of Responsibility - Caring for Our Members



The Group and all members have successfully completed a timely emergency support initiative, providing a total assistance fund of 110,000 USD for our members affected by flood in Hue.

The Group provided cash support and essential daily-use items to members affected by the Hue floods, with assistance adapted to different levels of damage.

This initiative reflects the Group's dedication to standing alongside our people in times of need and reinforcing our shared values of care, solidarity, and resilience.

In addition, we would like to thank the General Confederation of Labor, our customers, and partners for their kind support through both cash and in-kind donations. We sincerely appreciate the contribution of 27,000 USD and 20,000 sets of children's clothing, which came at the right time and meant a lot to us.



SERI Program with VICTORIA'S SECRET at Scavi Hue Putting Women at *the Heart*

Together with Victoria's Secret, we're advancing gender equality through the SERI Program - empowering women across our production sites with training, shared vision, and opportunities for personal and professional fulfillment.



Leadership and confidence-building for women

Prevention of sexual harassment in the workplace

Workplace rights, inclusion, and fair treatment

Health, well-being, and career development



Reducing CO₂ Emissions by Expanding Solar Energy Integration Across Production Sites

Following the 2022 installation at B'Lao Sport, Scavi Hue completed Phase 1 of rooftop solar PV in 2025, with a capacity of 1,245 kWp, generating ~1.5 million kWh/year and reducing GHG emissions ~1,000 tCO₂e.



In 2026, we plan to expand rooftop solar PV at:

- **Scavi Hue** (Phase 2, 850 kWp, ~1.0 million kWh/year).
- **Scavi Quang Tri** (800 kWp, >0.9 million kWh/year).

These projects are expected to reduce GHG emissions by ~1,200 tCO₂e.



Watch video

Marking Vietnam's Sustainable Construction Map with our First Official EDGE Certification

19 December, 2025

At VSCF - the Vietnam Sustainable Construction Forum, Scavi was honored at the Awards Ceremony recognizing 17 pioneering enterprises in Vietnam's sustainable construction journey, across LEED, LOTUS, and EDGE certifications.

The number 17 holds special meaning, reflecting the 17 United Nations Sustainable Development Goals (SDGs) - a shared commitment that Scavi continues to uphold with both warm hearts and firm hands.



Green certifications are more than achievements; they are clear, visible measures of performance and progress, and a testament to Scavi's steadfast commitment to sustainable growth.

Scavi's EDGE Certification Journey:

- ✓ **Scavi Hue 02:** Permanent EDGE Advanced Certification.
- ✓ **Scavi Quang Tri:** Preliminary EDGE Advanced Certification.
- ✓ **Scavi Huong Tra:** Targeting Preliminary EDGE Advanced Certification in 2026.

Caring for the Environment

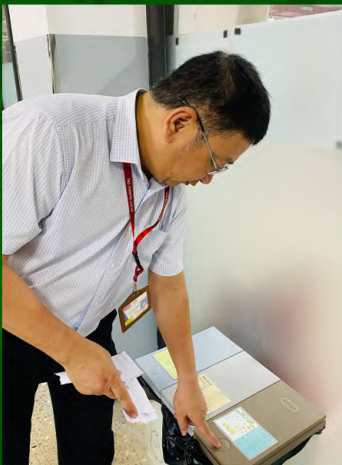
Firm Hands Behind Everyday Actions That Matter

In response to the EU's newly issued *Ecodesign for Sustainable Products Regulation (ESPR)*, many premium EU customers are increasingly interested in the use of recycled materials. Anticipating this shift, *Scavi has initiated a textile - to - textile project* in close collaboration with raw material suppliers to proactively meet emerging market expectations.

Starting from *source-level sorting*, Scavi has successfully implemented *industrial waste segregation for cutting scraps at Scavi Hue 02*. This practical, everyday action marks an important step forward and will be *expanded across other production sites within the Group*, reinforcing our shared commitment to environmental responsibility - through firm hands and consistent action.



Discover what ESPR means for our industry



Beyond our production sites, *domestic waste sorting at source is also being implemented across office operations* to help reduce waste and landfill. Several sites have already made strong progress, with *positive results recorded*.

At the same time, this journey calls for everyone's continued awareness and daily habit changes. By staying alert and committed in small, everyday actions, we can build a more progressive and responsible working environment - step by step, together.

World search puzzle

Find the hidden words using the clues below, then reply to this email with your answers. The quickest correct replies will receive a small surprise!

For example

The project designed to reduce X tons of CO₂ for Scavi.

Q	S	W	K	W	F	O	J	S	H	H	Z	O	M	K	J	L	V
S	G	J	M	O	I	T	C	A	R	I	N	G	N	V	S	C	M
N	C	W	E	X	R	Q	J	I	U	S	I	O	M	B	O	H	H
K	I	A	I	B	G	C	A	G	G	Q	E	E	V	D	L	R	H
O	M	X	V	C	Z	P	X	O	M	Y	Z	U	O	V	A	I	G
N	X	Z	L	I	J	V	W	N	H	L	A	P	W	E	R	S	X
F	S	E	W	S	C	A	F	T	T	M	F	K	V	U	P	T	G
H	B	S	M	G	G	A	A	E	W	S	G	T	P	N	A	M	V
S	L	A	G	D	E	Q	Q	C	S	M	S	U	V	A	N	A	S
F	A	F	Y	H	O	R	Z	H	C	Q	H	H	E	R	E	S	A
Y	O	I	C	X	D	F	T	G	O	U	T	C	O	U	L	V	P
Y	C	S	R	L	M	O	N	O	P	R	I	X	X	D	L	B	K

Find the following words in the puzzle.

- 1** The partner that endorsed B'Lao - Scavi in strengthening our presence in international markets.
- 2** The platforms driving the Group's 4.0 digital transformation (2 correct answers).
- 3** Complete the phrase:
_____ Fashion-Textile Club.
- 4** The partner that recently signed an MOU to inspire responsible fashion among the young generation.
- 5** The program dedicated to empowering women.

Plenty more words await - read the newsletter carefully to find them!

With full hearts, we thank you for a year of responsible progress and meaningful achievements.

May this year close gently, and may we step into the next with firm confidence, shared targets, and the strength of moving forward TOGETHER.

Thank you

blaogroup.com | scavi.com.vn | corelev.com