



ESG REPORT 2025



ESG REPORT

- ESG message and Orientation
- Governance toward sustainable development
- A world-class and happy workplace
- Activities for a green environment
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ESG REPORT

ESG MESSAGE AND ORIENTATION

Message from Senior Executive Vice President



ESG empowers FPT people to realize their full potential.

Dear Shareholders and other Stakeholders,

We are living and working in an era of profound change, marked by the rapid emergence, growth, and increasingly undeniable prominence of AI. By leveraging AI to enhance productivity, automating processes from the design stage, and steering business decisions through data, technology and in-depth market insights, FPT has enabled its customers to see the company as more dynamic, resilient and ambitious than ever before in its pursuit of sustainable and enduring growth.

Building on its strong corporate governance practices and maintaining a strong commitment to operational transparency, in 2025 FPT emerged as a pioneer in the Vietnamese market in affirming its commitment to sustainable governance by obtaining international certifications in digital fairness, AI ethics, and greenhouse gas emissions inventory.

ESG principles relating to sustainable procurement and a green environment have been systematically and flexibly integrated into the Corporation's strategy and operations, from investing in solar power systems, purchasing green and clean electricity, and promoting the use of digital signatures, to advancing paperless e-office practices, committing to the use of clean materials, and expanding the adoption of electric vehicles.

These initiatives further reinforce our strong and long-term commitment to the journey toward achieving Net Zero by 2040.

We also take great pride in our sustained and often quiet efforts to create long-term value for children, communities, society and the environment. At the same time, FPT continuously strives to enhance employee happiness by enriching well-being, health and intellectual development, fostering a cohesive, democratic and people-centric FPT community.

I believe ESG not only defines a distinctive value for FPT but also inspires a strong aspiration to harness the power of technology, the spirit of innovation, and the talent and intellect of our people to unlock potential and support sustainable long-term growth.

**SENIOR EXECUTIVE
VICE PRESIDENT**

NGUYEN THE PHUONG

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Key figures and activity highlights



The world-class workplace culture

Top 10

Best Places to Work in Vietnam

54,110

Stable jobs

4,124

Foreign employees (82 Nationalities)

36.4%

Female managers

1.1 million

Hours of AI upskilling



Environmentally sustainable operations

02

Rooftop solar power systems with total generation of

842,749 kWh

100%

Facilities under periodic greenhouse gas emissions monitoring



Corporate Social Responsibility

15 years

Consecutive of organizing FPT Community Day

26

Severely damaged schools rebuilt after the floods

Hope School received the "Action for the Community" Award in the Timely Project category

Launch of the first community automated external defibrillator (AED) project in Vietnam



Sustainable governance

Top 5

Vietnamese companies with the best corporate governance in ASEAN

ISO 27001:2013

Information security management system

ISO 14001:2015

Environmental management system

ISO 45001:2018

Occupational health and safety management system

ISO 14064:2018

Greenhouse Gas Emissions Quantification and Reporting Standard

ISO/IEC

42001:2023

Artificial intelligence management system (AIMS)

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Overview of the report

• Report scope

- **Reporting Period:** January 1, 2025 - December 31, 2025.
- **Reporting Cycle:** Annual.
- **Scope of Report:** Covering the operations of the Corporation, its subsidiaries in Vietnam as well as other key markets.

2025 marks the fifth year that FPT has prepared its Environmental – Social – Governance Report (ESG report). Through this report, FPT conducts a comprehensive assessment of its environmental, social, and governance-related activities, thereby adjusting and balancing its strategies and business plans toward sustainable development for the Corporation and the community.

The report is developed based on the principles of **comprehensiveness, clarity, timeliness, and reliability**. Additionally, the report is based on the GRI Standards.

• Contact

For any inquiries or feedback related to FPT’s sustainable development activities and the ESG report, please contact:

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ESG orientations and priorities

• ESG orientations

As an integral component of its long-term development strategy, FPT continues to identify ESG orientations and priorities, clearly demonstrating the Corporation’s role and responsibility toward its key stakeholders.

Built on four core pillars including Excellent governance; The world-class, joyful workplace culture; Environmental sustainability initiatives; and Together for community development, FPT continues to strengthen investments in technology, people, and governance capabilities to translate its ESG commitments into concrete actions, ensuring the creation of sustainable and long-term value for the Corporation.

ESG amplifies our capacity, fortifying our ability to uphold our core values and steadfastly pursue the mission of establishing a resilient, happy global corporation.				
Critical issues	Excellent governance	The world-class, joyful workplace culture	Environmental sustainability initiatives	Community development
GRI Standards (*)				
FPT's commitment	<ul style="list-style-type: none"> Corporate Governance Data management Risk management, anti-corruption Information Security Management Sustainable Procurement Management 	<ul style="list-style-type: none"> A joyful workplace A lifelong learning organization Equality and diversity 	<ul style="list-style-type: none"> The short-term goal is to reduce total emissions and greenhouse gases by 15.8% by 2030 The long-term goal is Net Zero by 2040 	<ul style="list-style-type: none"> Preparing a high-quality workforce by extensive training Developing optimal circumstances to enable Vietnamese children to access high-quality and sustainable education

(*) The organization uses some GRI standard or parts of the standards to report impacts related to each economic, social or environmental topic.

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• Net Zero 2040 Roadmap

As a global technology corporation with an expanding scale and scope of operations, FPT fully recognizes that its role and responsibility go beyond commitment to driving concrete actions along the pathway to reducing greenhouse gas emissions, with the goal of achieving Net Zero by 2040.

In 2025, FPT standardized and implemented its greenhouse gas emissions calculation methodology based on relevant studies, guidelines, and regulations in Vietnam and internationally, thereby reaffirming its collective efforts in advancing green transition governance and sustainable development. FPT considers this the baseline inventory data for its journey of managing and reducing greenhouse gas emissions in the years ahead.

The Corporation has developed a greenhouse gas emissions reduction roadmap based on internally calculated and verified baseline emissions, targeting a 15.8% reduction in total greenhouse gas emissions by 2030 and progressing toward Net Zero by 2040.

01

Identification of key emission reduction areas

- Electricity consumption under Scope 2.

02

Setting emission reduction targets for each area

- Transition to the use of clean energy, alongside the implementation of energy efficiency improvement solutions at operational facilities, including office buildings and data centers.

03

Establishing feasible and effective emission reduction solutions

- Optimizing power systems and applying smart energy management solutions;
- Expanding the use of electricity from renewable energy sources such as solar power;
- Considering the purchase of renewable energy certificates (REC).

04

Identifying priority solutions

- Office buildings: Installation of LED lighting and smart sensor systems; integration of temperature and humidity sensors to automatically control air-conditioning systems;
- Data centers: Optimization of cooling systems through solutions such as liquid cooling and AI-driven thermal management, along with the use of refrigerants with low GWP; implementation of energy-efficient operating mechanisms for server systems; adoption of green standards for infrastructure.

05

Periodic monitoring and evaluation

- Monitoring emission standards and thresholds issued by Vietnam to implement greenhouse gas inventories;
- Regular reporting, measurement, and verification of greenhouse gas emissions;
- Closely monitoring and tracking activities verified to be effective in reducing emissions.

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• Commitments and objectives for sustainable development

ESG COMMITMENT TARGETS

No.	Commitments	Objectives	2025 Commitments	2025 Results	2026 Commitments
EXCELLENT GOVERNANCE					
1	Information security management	The number of information security incidents impacting the Corporation's reputation was zero.	0	0	0
		100% of employees completed information security training and drills.	100%	100%	100%
2	Sustainable procurement management	100% of employees completed information security training and drills.	100%	100%	100%
		No contracts with suppliers whose activities adversely impact health, occupational safety, and the environment.	100%	100%	100%
THE WORLD-CLASS, JOYFUL WORKPLACE CULTURE					
3	A joyful workplace	Turnover rate lower than the industry average (for the Technology sector).	Below 14%	15.4%	Below 15%
		Support for employees in purchasing homes and vehicles.	5,000	3,904	4,250
4	A lifelong learning organization	Increasing the average training hours per employee per year (hours).	150	151	162
5	Equality and diversity	Percentage of female employees in the total workforce.	Over one-third	37.7%	Over one-third
		Percentage of female managers in the total management workforce.	One-third	36.4%	One-third
ENVIRONMENTALLY SUSTAINABLE OPERATIONS					
6	Environmental policy	Percentage of employees trained on environmental policy.	100%	95% Dedicated staff	100% New employees
		Percentage of office trash bags from recycled materials.	100%	100%	100%
7	Energy consumption monitoring	Percentage of energy consumption monitored.	100%	100%	100%
8	Energy savings	Percentage of LED lighting in use.	100% in 2026	88%	100%

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EXCELLENT GOVERNANCE

Critical issues	Commitments	Objectives	2025 highlights
Corporate governance	Excellent corporate governance toward sustainable development.	Consistently enhancing management capabilities to address the needs and interests of all stakeholders.	<ul style="list-style-type: none"> • Ranking among the Top 5 Vietnamese companies with the best corporate governance in ASEAN and Top 8 large-cap companies with the best corporate governance; • Pioneering the research and application of AI in financial management, sales and marketing, and CRM system optimization to enhance operational efficiency and risk control; • Applying AI in governance, software development and deployment, from design, coding, and testing to product quality assurance; • Deploying a cloud-based smart energy management system integrated with AI to forecast energy consumption and costs, supporting the journey toward Net Zero emissions.
Data management	Ensuring data security and privacy.	Achieving 100% compliance with all legal regulations concerning customer privacy.	<ul style="list-style-type: none"> • Providing guidance and advisory support for subsidiaries in implementing compliance with legal regulations and internal policies on personal data protection; • Deploying tools for data access control and usage approval across units within the Corporation; • Achieving ISO/IEC 42001:2023 – Artificial Intelligence Management System (AIMS).
Risk management, anti-corruption	<ul style="list-style-type: none"> • Committing to comply with laws and maintaining the highest ethical standards in all business activities; • Rejecting any violations of ethical standards by individuals within the organization. 	<ul style="list-style-type: none"> • 100% of managers submitted declarations on conflict of interest prevention; • 100% of cases involving conflicts of interest and fraud were fully resolved; • Deployment of AI in the governance of key areas, including finance and procurement. 	<ul style="list-style-type: none"> • Strengthening training and communication to maintain an anti-corruption culture; • Establishing organizational structures, processes, regulations, and disciplinary mechanisms to address issues related to conflicts of interest and corruption; • Applying AI in procurement to monitor and control price discrepancies; • Enhancing the iNghi channel – a platform for employees to record and share candid feedback when identifying potential misconduct; • Taking strict action against violations.

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EXCELLENT GOVERNANCE (Continued)

Critical issues	Commitments	Objectives	2025 highlights
Information security management	Commitment to modern, centralized, and secure systems.	<ul style="list-style-type: none"> • The number of information security incidents impacting the Corporation’s reputation was zero; • 100% of employees completed awareness training to prevent information security violations. 	<ul style="list-style-type: none"> • No information security incidents impacting the Corporation’s reputation occurred; • Issuing and applying a set of security standards as a unified basis for implementation, monitoring, and compliance across subsidiaries; • Building, completing and putting into operation a centralized Information Security Monitoring and Early Warning System (SOC) across the Corporation to support monitoring, prevention and incident response; • Completing three internal information security control reviews at subsidiaries.
Sustainable procurement management	Sustainability in the supply chain.	<ul style="list-style-type: none"> • Developing policies related to sourcing to support sustainable procurement objectives; • Striving to apply the sustainable procurement policy to 60% of key suppliers by 2026; • Ensuring transparency in the procurement process through an end-to-end procurement information system, online bidding, and expanded application of AI in procurement and supplier evaluation. 	<ul style="list-style-type: none"> • Synchronizing deployment of the centralized IT procurement system, procurement processes, and sustainable procurement policies, prioritizing goods, services, and suppliers that meet green criteria; • Conducting CSR assessments for 42% of the Corporation’s key suppliers; • Training and guidance on sustainable development and sustainable procurement objectives delivered to all leaders and procurement management staff.

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THE WORLD-CLASS, JOYFUL WORKPLACE CULTURE

Critical issue	Commitments	Objectives	2025 highlights
A joyful workplace	Maintaining a happy workplace where employees can easily integrate, have opportunities to participate, contribute, and develop in an open and equitable environment; continuously innovating and creating to enhance employee well-being across financial, physical, intellectual, and mental dimensions.	<ul style="list-style-type: none"> • Consistently earning and retaining recognition as one of Asia’s Best Workplaces by Great Place To Work; • Fostering a happy workplace through a holistic approach that prioritizes employee well-being, modern working conditions, competitive compensation and benefits, opportunities for growth, and meaningful contributions to the community. 	<ul style="list-style-type: none"> • Implementing employee benefits programs to support both physical and mental well-being, including annual health check-ups for 100% of employees and FPT Care private health insurance coverage for all employees; • Organizing the “Healthy – Connected – Caring” program series; • Strengthening the implementation and effectiveness of the income-based compensation program, ensuring transparency, performance-based earnings, and early payments, improving overall income levels; • Developing and expanding non-salary benefits policies, including the “Settle down and establish a career” program supporting employees in purchasing homes and vehicles; • Commencing construction of the Digital Technology Park, contributing to reinforcing Hanoi’s position as a national science and technology hub and gradually realizing the vision of a “Silicon Valley” in Vietnam.
A lifelong learning organization	Sustaining FPT as a learning organization, fostering lifelong learning opportunities for employees.	<ul style="list-style-type: none"> • Leveraging technology to personalize employee learning; • Strengthening and increasing the number of training hours for employees; • Enhancing training effectiveness through advanced technologies such as AI Mentor, text-to-voice, chatbots and others. 	<ul style="list-style-type: none"> • Applying AI Mentor and AI Knowledge Explore to personalize learning pathways for employees; • Investing in global learning platforms to meet the diverse and professional learning needs of employees, such as Coursera, Udemy, and Udacity; • Recording over 7.1 million training hours, reaching an average of 151 learning hours per employee per year; • 1.1 million hours of training to enhance AI knowledge and skills.
Equality and diversity	Maintaining an equitable workplace that respects individuals and ensures non-discrimination.	<ul style="list-style-type: none"> • Maintaining the proportion of female employees at over 35% of the total workforce; • Maintaining and strengthening diversity, equity, and inclusion. 	<ul style="list-style-type: none"> • Female employees accounted for 37.7% of the total workforce; • Actively expanding the recruitment of foreign employees, with 4,124 foreign employees from 82 nationalities, up 18.2% compared to 2024.

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ENVIRONMENTALLY SUSTAINABLE OPERATIONS

Critical issue	Commitments	Objectives	2025 highlights
Environmental protection	Continuously improving the working environment towards a green, safe, and healthy workplace.	<ul style="list-style-type: none"> • Medium-term target: by 2030, reduce total greenhouse gas emissions by 15.8% in line with Vietnam’s national target; • Long-term target: achieve Net Zero by 2040, in line with the commitment made by the Government of Vietnam at COP26. 	<ul style="list-style-type: none"> • Standardizing the methodology for greenhouse gas emissions inventory for Scope 1 and Scope 2; conducting quarterly inventory and monitoring across the Corporation; • 100% of energy consumption data monitored; • Installing two rooftop solar power systems with a total output of 842,749 kWh; • 100% of facilities subject to periodic greenhouse gas emissions inventory and monitoring.

COMMUNITY DEVELOPMENT

Critical issue	Commitments	Objectives	2025 highlights
Training high-quality technology human resources	Positioning as a leading provider of digital talent development with global competitiveness.	<ul style="list-style-type: none"> • Training 10,000 semiconductor engineers by 2030; • Integrating AI into education for learners at all levels within the FPT education system. 	<ul style="list-style-type: none"> • 3,700 students enrolled in AI and semiconductor integrated circuit design programs and majors across the FPT education system; • Researching, applying, and developing advanced technology solutions to enhance interaction and personalize the learning experience; integrate AI into education from primary and secondary levels to college, university, and postgraduate education; • Awarding 151 billion VND in Nguyen Van Dao scholarships.
Creating the best possible conditions for Vietnamese children to access quality and sustainable education	Focusing on supporting and improving learning conditions for disadvantaged groups in economically challenged areas, mountainous regions, and isolated communities.	<ul style="list-style-type: none"> • Continuing to maintain a fund dedicated to community development activities, primarily focused on education. 	<ul style="list-style-type: none"> • Allocating 72.8 billion VND to corporate social responsibility (CSR) activities; • Hope School received the “Action for the Community” Award in the Timely Project category; • 26 severely damaged school sites were promptly rebuilt after the floods.

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Stakeholder engagement

FPT identifies stakeholders as parties that influence, or are influenced, to a certain extent by, the Corporation’s business activities. Therefore, the information, feedback, needs, and concerns of stakeholders are important factors shaping FPT’s thinking and approach in managing and operating its activities, as well as in formulating its long-term development strategy. FPT pledges to partner with stakeholders, utilizing inventive and groundbreaking technology solutions, products, and services to cultivate a pleasant living and working environment.

The seven key stakeholder groups for FPT include: Customers; Shareholders and Investors; Employees; Government, Ministries, and Public Agencies; Partners and Suppliers; Community; and Press & Media agencies.

• Customers

Activity highlights	2025 highlights
<p>Upgrading products, services, and solutions based on emerging technology trends to enhance efficiency and productivity for customers</p>	<ul style="list-style-type: none"> • Achieving the highest certification for Generative AI from Amazon Web Services (AWS), affirming capabilities in building core services, tools, and infrastructure for deploying generative AI technologies; • Six products and solutions from the Made-by-FPT ecosystem were recognized among Hanoi’s key industrial products; • Launching AI Notebook – an AI research and development platform built on NVIDIA GPU infrastructure to meet specialized needs in AI research and training; • FPT AI Factory in Vietnam and Japan ranked among the TOP500 Supercomputer in the world.
<p>Enhancing FPT’s brand reputation</p>	<ul style="list-style-type: none"> • Further affirming its position as a leading enterprise through prestigious global awards in governance, business, and technology, including: Top 40 Asia IT Services Companies; Top 5 Vietnamese Companies with the Best Corporate Governance in ASEAN; Top 8 Best Corporate Governance Companies among large-cap enterprises; Brand value increases by 18% to reach USD 1.2 billion; Top 10 Strong Vietnamese Brands; No.1 in the Top 50 Most Reputable Public Companies in Vietnam; and Top 50 Best-performing Companies in Vietnam and others.

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• Shareholders and investors

Activity highlights	2025 highlights
<p>Transparent disclosure and information sharing</p>	<ul style="list-style-type: none"> • Ensuring full compliance with disclosure requirements set by the Ho Chi Minh City Stock Exchange (HOSE) and the State Securities Commission of Vietnam (SSC); publishing information bilingually (Vietnamese and English) on the website and official channels to effectively reach the global investment community; • Providing timely, transparent, and consistent information to investors, shareholders, and other stakeholders regarding business performance, strategic direction, and the Corporation’s key technology trends.
<p>Dialogue and engagement with the investment community</p>	<ul style="list-style-type: none"> • Proactively maintaining two-way dialogue with institutional and retail investors, as well as domestic and international analysts, through more than 200 meetings and engagements in 2025; • Proactively collaborating with financial institutions and securities firms to expand access to global investors through both domestic and international investment conferences.
<p>Ensuring shareholders’ rights and interests</p>	<ul style="list-style-type: none"> • Organizing the Annual General Meeting of Shareholders in a hybrid format (in-person and virtual), facilitating convenient participation for shareholders; enabling shareholders to directly raise questions to the Management and access comprehensive meeting materials; organizing a technology exhibition area at the AGM to allow shareholders to experience FPT’s strategic technologies such as AI and automotive technology; • Paying total dividends of 3,184,837,243,000 VND; • Achieving earnings per share (EPS) of VND 5,216, up 21.4% year-on-year, reaffirming operational efficiency and a strong commitment to delivering sustainable value to shareholders.

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• Employees

Activity highlights	2025 highlights
Building a world-class, fair, and inclusive working environment with no discrimination based on gender, age, or qualifications	<ul style="list-style-type: none"> • Ranking among the Top 10 Best Workplaces in Vietnam, leading in the Information Technology/Software and Applications/E-commerce sectors; • Ranking among the Top 100 Best Workplaces in Vietnam, the United States, Japan, and Singapore; • Female employees account for 37.7% of the total workforce, higher than the global IT industry average (25%); • Continuing to attract talent from 82 nationalities, reaffirming a sustainable multicultural working environment.
Building a transparent, friendly, and positive work environment	<ul style="list-style-type: none"> • Maintaining the iNghe channel – a platform that records employees’ feedback and candid contributions when identifying negative issues; • Launching the multi-functional myFPT Next application, where employees can connect, work, and develop within a unified digital workspace.
Developing and implementing policies to promote the research and development of highly innovative technology solutions and products	<ul style="list-style-type: none"> • The iKhien Innovation Award has been continuously implemented for nine years, recognizing 13,227 initiatives and generating economic value of thousands of billions of VND. In 2025 alone, the program attracted 3,838 registered initiatives, bringing nearly 1,000 billion VND in economic value to the Corporation.
Developing and implementing human resource development plans aligned with development objectives and strategies	<ul style="list-style-type: none"> • Reviewing the appointment of leadership for the Corporation’s new strategic units to meet development requirements in strategic technology fields; • Implementing training programs extensively across the Corporation, with a total of more than 7.1 million learning hours, up 12% year-on-year; • Enhancing fundamental AI knowledge for 98% of employees, equivalent to more than 1.1 million learning hours; • Focusing on nurturing and developing talent at all levels through various specialized training programs, such as the Master-Apprentice/Mentorship Program, the learning experience management program combining the learn – test – experience model, the MiniMBA program, and training programs for middle managers and succession candidates.
Implementing insurance and employee welfare policies in accordance with regulations	<ul style="list-style-type: none"> • Fully implementing insurance and welfare policies for employees, ensuring compliance with legal regulations while enhancing employee care through programs such as FPT Care insurance for employees and their families, the “Settle down and establish a career” policy, and tuition support for FPT Small.
Building and strengthening corporate culture and core values	<ul style="list-style-type: none"> • Organizing a wide range of distinctive programs and activities to strengthen employee engagement, spread a spirit of care and compassion, and promote employee well-being, such as: the Photography Club, FPT Artists’ Association, music and arts festivals, FPT Village Festival, the Running Club, the Football Club, sports tournaments, FPT Community Day, and Parents’ Day.

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• **Government, ministries, and public agencies**

Activity highlights	2025 highlights
Researching, developing, and deploying technology solutions, and participating in alliances to contribute to the realization of the objectives of major national programs and initiatives	<ul style="list-style-type: none"> • Co-founding the Strategic Workforce Alliance to implement Resolution No. 57-NQ/TW; • Initiating the Au Lac AI Alliance, bringing together Vietnamese intellect and aspiration to build an AI platform with a distinct identity while helping shape national technology standards and policies; • Participating in the Semiconductor Alliance to address the talent gap and connect research with application, paving the way for Vietnam to enter the global value chain of this strategic industry; • Promoting the establishment of the Low Altitude Economy Partnership to support small and medium-sized enterprises in digital transformation in traditional sectors, enhancing governance capacity and integration into global value chains.
Strictly fulfilling corporate responsibilities, including tax obligations and social insurance contributions	<ul style="list-style-type: none"> • Contributing 11,078 billion VND to the State budget.
Enhancing the brand image of the IT industry	<ul style="list-style-type: none"> • Participating in the promotion and co-organization of major events to foster the development of the digital economy in Vietnam and enhance the global image of the Vietnamese IT industry, such as the Exhibition “80 Years of the Journey of Independence – Freedom – Happiness”, the Vietnam – Asia DX Summit, and the Make in Vietnam Forum; • Ranking among the Top 40 IT Services Companies in Asia (Gartner); • Signing a record overseas IT services contract worth 256 million USD and expanding presence in Japan, Germany and South Korea.

• **Partners and Suppliers**

Activity highlights	2025 highlights
Developing and applying standards for working and engagement with partners and suppliers	<ul style="list-style-type: none"> • Implementing IT systems to standardize procurement processes and sustainable procurement policies, prioritizing goods, services and suppliers that meet green criteria; • Applying AI in procurement to help control price discrepancies; • Conducting CSR assessments for 42% of the Corporation’s key suppliers.

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• **Community**

Activity highlights	2025 highlights
Joining hands with the community to overcome challenges for a better life	<ul style="list-style-type: none"> • Hope School receives the Action for the Community Award in the Timely Project category; • Continuously implementing FPT Community Day for 15 consecutive years; • Reconstructing 26 severely damaged schools in a timely manner after floods; • Implementing Vietnam’s first community automated external defibrillator (AED) project; • Continuing to accompany the “Nâng bước em đến trường” program (initiated by the Hope Foundation) to build reinforced concrete bridges in the Mekong Delta region. In 2025, FPT contributed 08 billion VND to the program.
Implementing scholarship programs and supporting young talents	<ul style="list-style-type: none"> • Granting 38 scholarships totaling 912 million VND to members of the FPT Young Talents Nurturing Center (FYT), while providing financial support, facilities, and expert connections in selected fields to help members pursue their aspirations, expand networks, and develop essential soft skills for the future; • Continuing the annual Nguyen Van Dao Scholarship Program, awarding 8,875 scholarships to students from disadvantaged backgrounds with outstanding academic achievements or exceptional talents across many provinces and cities nationwide.

• **Press & Media agencies**

Activity highlights	2025 highlights
Regularly and proactively providing information to the media through FPT newsletters, press releases, press briefings and articles	<ul style="list-style-type: none"> • Providing timely and comprehensive information of value to the community on a wide range of topics from IT market trends and strategic directions to the Corporation’s business plans and operational activities thereby providing timely and relevant updates to stakeholders.
Actively participating in ESG communication initiatives and forums	<ul style="list-style-type: none"> • Participating in the Vietnam ESG Forum initiated and organized by Dân Trí Newspaper, where FPT shared its experience in implementing the sustainable development roadmap and Net Zero commitments, while introducing the application of digital technologies, data and AI in ESG governance and practices.

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Mechanism for identifying material issues

FPT identifies material issues in its ESG practices based on the principle that business strategies should promote sustainable growth, ensure a balance of interests, and safeguard the legitimate rights and benefits of stakeholders and the community, in compliance with relevant legal regulations.

• Stakeholders' roles and responsibilities in sustainable development governance

Entity in charge	Roles and responsibilities
The Board of Directors	<ul style="list-style-type: none"> • Approving and issuing the sustainable development strategy and orientation across the Corporation.
The Board of Management	<p>Ensuring the implementation of the sustainable development strategy through the following activities:</p> <ul style="list-style-type: none"> • Establishing specific sustainable development objectives for the Corporation and its subsidiaries; • Directing the implementation of programs to realize the Corporation's sustainable development strategy; • Supervising the performance of sustainable development objectives of the Corporation and its subsidiaries.
Subsidiaries	<ul style="list-style-type: none"> • Ensuring the realization of sustainable development objectives in line with the Corporation's overall orientation and strategy; • Preparing periodic reports on the implementation of the unit's sustainable development strategy.

• Material issue identification process

Step 01

Identifying key issues that significantly affect the Corporation's business operations and the interests of stakeholders.

- Monitoring economic, political, social, and environmental developments in Vietnam and globally;
- Reviewing information from socio-economic reports, market reports, and industry reports published by reputable organizations;
- Analyzing the Corporation's evaluation reports and customer surveys;
- Examining industry characteristics and the specific business sectors in which the Corporation operates;
- Gathering feedback from shareholders, investors, and other stakeholders;
- Reviewing guidelines for the preparation of sustainability reports.

Step 02

Analyzing and identifying material issues of interest to stakeholders.

- Identifying material issues through stakeholder consultation and assessing their impact on the Corporation's long-term growth strategy. The identified material issues focus on transparent governance, data security, commitment to green transformation, high-quality human resource development, and sustainable supply chain management.

Step 03

Evaluating material issues in relation to stakeholders.

- Developing the materiality matrix;
- Selecting material issues.

Based on the above principles and materiality identification process, FPT has selected four material issues, including: (1) Governance toward sustainable development; (2) Building a world-class and happy workplace; (3) Environmental sustainability initiatives; (4) Supporting community development.

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GOVERNANCE TOWARD SUSTAINABLE DEVELOPMENT

Applying international standard governance processes

Well-established governance processes serve as an important tool for the Corporation to ensure compliance and efficiency in achieving sustainable development objectives, enhancing competitiveness and corporate standing, and creating value for stakeholders.

In 2025, FPT continued to accelerate the implementation of the Objectives and Key Results (OKRs) management approach across the Corporation. This approach ensures alignment between the objectives of each individual and those of departments, subsidiaries, and the Corporation thereby supporting the consistent execution of the overall strategy and direction while improving

operational efficiency and labor productivity. The Corporation’s online OKRs management platform regularly updates, monitors, and evaluates objectives and results at all levels, which enables accurate performance measurement against the plan. The proportion of employees completing the establishment and reporting of their objectives remained consistently high, ranging from 95% to 97% across evaluation periods.

In addition, the Corporation’s operations and each of its core business sectors apply and have obtained reputable international standard certifications.



FPT has received ISO/IEC 42001:2023 certification, the first global standard for Artificial Intelligence Management Systems.

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No.	Business sector	Certifications
1	Corporation	<ul style="list-style-type: none"> • ISO 9001:2015: Quality Management System Standard; • OKRs: A set of quality evaluation criteria in accordance with objectives and key results.
2	Technology	<ul style="list-style-type: none"> • ISO 9001:2015: Quality Management System Standard; • ISO/IEC 27001: 2022 Information Security Management Standard; • ISO 22301: Business Continuity Management system standard; • ISO/IEC 27017: Code of practice for information security controls for cloud services, based on ISO/IEC 27002; • HIPAA: Health Insurance Portability and Accountability Act of 1996 (HIPAA); • CMMiDEV/5: Capability Maturity Model Integration for development – Level 5; • ISO/IEC 20000-1:2018: IT service management system standard; • TMMi Certitec level 5: Test maturity model integration level 5; • A-SPICE: Automotive Software Process Improvement and Capability determination; • TISAX-Level 3: The assessment and exchange mechanism for information security; • ISO 14001:2015: Environmental management systems; • ISO 13485: Medical Devices Management System Standard; • ISO/IEC 30107-3:2017: Biometric anti-spoofing standard; • CREST-Council of Registered Ethical Security Testers for SOC services (Information Security Monitoring and Incident Response); • PCI DSS: Security standards for organizations in processing international payment card data; • SOC 2 type 1, SOC 2 type 2, SOC 3: A set of criteria for assessing the reliability of customer data management services developed by the American Institute of Certified Public Accountants (AICPA); • ISO/IEC 27018:2019: A set of practice codes focused on protecting personal data in the cloud; • ISO/IEC 27701:2019: The Standard for Privacy Information Management; • HITRUST r2: HITRUST CSF® v9.3 Risk-based, 2-year; • ISO 45001:2018: Occupational Health and Safety Management System; • ISO 14064-1:2018: Certification for greenhouse gas emissions inventory reporting; • IEC 62304: An international standard specifying requirements for the software life cycle processes of medical device software and embedded software in medical devices; • ISO/SAE 21434:2021: A global standard developed by ISO providing guidelines on protecting vehicles against cybersecurity threats.
3	Telecommunications	<ul style="list-style-type: none"> • ISO/IEC 27001: Information Security Management System Standard; • ISO/IEC 27017: Code of practice for information security controls based on ISO/IEC 27002; • Uptime Design Tier III: Standard for data center infrastructure design – the infrastructure designed to ensure redundancy and uninterrupted service during maintenance; • PCI DSS: Security standard for organizations handling international payment card data; • TIA 942B Constructed Facility Rated 3: Standard for the establishment and operation of data center infrastructure – the infrastructure is designed to ensure redundancy and no interruption in maintenance; • ISO 22301: Standard for business continuity management system.
4	Education	<ul style="list-style-type: none"> • ISO 21001:2018: International Certificate for Educational Institution Management System; • Standards for accreditation of educational institutions promulgated by the Ministry of Education and Training, Ministry of Social Affairs issued; • Quality accreditation by ACBSP (US) – one of the leading global accrediting organizations in the economic sector; • Quality accreditation certification for the Information Technology training program from AQAS, a German organization and a member of the European Association for Quality Assurance in Higher Education; • Ranked 301–400 in the Times Higher Education (THE) Impact Rankings for global universities on sustainable development; • Ranked among the top 101–200 globally for Quality Education (SDG 4). Placed 80th among global universities for Sustainable Development Goal 8 (Decent Work and Economic Growth), reflecting strong capabilities in delivering practice-oriented education and creating real, high-quality employment opportunities for students in the era of globalization and digital transformation.

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Toward sustainable procurement

To contribute to the achievement of the Corporation’s sustainability goals on a global scale, FPT aims to build a sustainable supply chain by establishing and strictly complying with internal guidelines on green procurement. The Corporation commits not to cooperate with suppliers whose operations adversely affect occupational health and safety or the environment.

The Corporation has issued a key supplier evaluation process to ensure that suppliers not only meet requirements in terms of quality and cost but also comply with standards related to ethics, labor, environmental protection, and governance.

In parallel, to ensure the effective implementation of sustainable procurement, FPT continues to maintain:

- A sustainable procurement policy with fundamental principles aimed at creating the most positive effects on the environment, economy, and society, while ensuring fairness, transparency, and compliance with applicable laws and the Corporation’s internal regulations throughout the procurement process;
- Sustainability criteria applied in the search, evaluation, and selection of suppliers, in which criteria related to energy efficiency and environmental friendliness account for up to 5% of the total evaluation score for procurement options involving electricity-consuming equipment;
- A “Non-Bribery Commitment” clause and compliance with human rights, labor, and environmental standards included in all standard contract templates;
- Training courses on sustainable procurement objectives and policies have been provided to 100% of dedicated procurement staff.

In 2025, the Corporation promoted sustainable procurement practices across its supply chain, achieving the following notable results:

- 42% of key suppliers participated in CSR assessments on the FPT Procurement System Portal, a significant increase from 18% in 2024;
- 97% of suppliers met the evaluation criteria, with an average score of above 4 out of 5;
- 18% of key suppliers signed framework agreements incorporating clauses related to environmental protection, labor, and human rights.

ESG assessments of suppliers are one of the key measures to advance sustainable procurement across FPT’s supply chain.

Through periodic and transparent evaluations, FPT supports suppliers in comprehensively reviewing

their governance and operational processes using a systematic approach, thereby progressively enhancing their ESG practices. This activity enables FPT to build a centralized database to support ESG management, monitoring, and reporting in a comprehensive, consistent, and efficient manner.

Leveraging its technological strengths, the Corporation continues to accelerate the digitalization of procurement processes and the application of AI in procurement activities, including: enhancing and upgrading the centralized procurement system and online bidding platform; enabling suppliers to submit quotations online; automating internal procedures; and applying AI to support procurement transactions, provide instant procurement-related Q&A, recommend suppliers, and monitor price variances, thereby improving transparency and ensuring fairness for suppliers.



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Data governance and information security

• Governance approach and general principles

The Corporation uniformly regulates the collection, processing, storage, and use of stakeholders' data within the data governance framework to ensure key attributes, including confidentiality, integrity, availability, accessibility, and data quality.

The Corporation's collection, processing, storage, and use of data comply with the following principles:

- **Legality principle:** All activities carried out within the data governance system must comply with applicable laws and regulations;
- **Purpose limitation principle:** Competent authorities may only approve the use of data for legitimate purposes;
- **Data quality principle:** Data must ensure availability, integrity, and suitability for its intended purposes throughout its lifecycle;
- **Security principle:** Information security must be ensured throughout the processes of data collection, processing, storage, and use. Confidential information must not be disclosed to any external parties, except where required for work purposes and appropriate safeguards are implemented, such as signing confidentiality agreements with relevant parties prior to disclosure;
- **Governance principle:** Customer-related data of subsidiaries are collected, utilized, managed, and centrally stored by the Corporation to support the adjustment, updating, protection, and improvement of products, services, solutions, applications, and devices that FPT currently provides or will provide to customers.

The data governance operating system performs functions including data collection and storage from various sources; analysis and extraction of critical and valuable data; and data processing aligned with intended purposes and applications.

The Corporation also continues to strengthen the application of technology in data governance and implement data governance consistently across subsidiaries, ensuring that data is provided for the right purposes and in the most flexible manner.



FPT's data governance model is established to ensure the following elements simultaneously:

- Strong leadership accountability for the collection, processing, storage, and use of data;
- Clear designation of authorities responsible for decision-making related to the Corporation's data;
- Defined standards, procedures, and processes to guide data management and utilization;
- Unified technologies and infrastructure across the Corporation to ensure security and confidentiality in data usage;
- Strict implementation of issued policies across the Corporation;
- Monitoring compliance and identifying risks in the event of data leakage.

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• Customer data privacy and security

The Corporation and its subsidiaries consistently apply appropriate technical measures to ensure that customers' personal information is properly collected, processed, and protected. In addition, the Corporation implements necessary information security measures to prevent any unauthorized access, collection, use, disclosure, copying, or processing of customers' personal data. FPT has issued a Personal Data Protection Policy governing the processing of customer information, ensuring transparency regarding the purposes and scope of data collection and use, the measures applied to protect personal information, and customers' rights. FPT's regulations on information security management and its procedures for incident response, handling, and remediation allow them to detect and address risks promptly. This maintains the stability and security of information systems.

In 2025, the Corporation continued to strengthen its information security governance capabilities across the entire system, with the objective of proactively preventing, early detecting, and promptly addressing risks that could affect the Corporation's operations and reputation. Key results include:

- 100% of identified information security vulnerabilities were detected, risk-assessed, and promptly remediated, ensuring that no serious incidents occurred that could affect the Corporation's systems or brand;
- A comprehensive set of policies, standards, and regulations on information security strengthened the information security policy and standards framework, thereby providing a unified foundation for implementation, monitoring, and compliance across subsidiaries;
- 100% of employees participated in and completed phishing simulation exercises to enhance awareness and skills in preventing information security risks;
- 100% of dedicated information security personnel received advanced training through periodic training programs, specialized workshops, and incident response drills;
- 100% of new employees were trained in fundamental information security knowledge;
- Three rounds of internal information security audits were conducted for all critical information systems;
- 100% of information and risk indicators related to the FPT brand on the Internet were monitored, detected, and alerted to enable proactive handling and communication risk control.

Thanks to the synchronized implementation of governance measures, technical solutions, and awareness-raising activities, in 2025 the Corporation recorded no information security incidents that affected its reputation and brand. This result continues to affirm FPT's strong commitment to protecting digital assets and maintaining the trust of customers, partners, and society.

• Scope of the policy and incident response plan

Plans for responding to incidents related to data security are strictly implemented by FPT at two levels:

- **Remediation:** Any breach of confidentiality is immediately contained, and specialized teams promptly addressed security vulnerabilities. Impact assessments are also conducted to examine affected data areas and ensure that the incident does not spread further.
- **Prevention:** Based on root cause analysis, preventive measures are developed and strictly implemented.

The core of these data security assurance plans lies in a system of policies and measures that are designed and implemented in a synchronized and systematic manner across the entire Corporation. In this system, the roles, duties, and responsibilities of each unit are clearly defined, while implementation is supervised, monitored, and reported by dedicated departments.



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Risk Management

Based on the specific characteristics of each business sector, the Corporation’s risk management framework is directed, approved, and periodically improved on an annual basis by the Chief Executive Officer. In relation to sustainable development, the Corporation identifies five main groups of risks, including: strategic risks, operational risks, financial and legal risks, and environmental – natural disaster – pandemic risks.

In 2025, the Corporation and its subsidiaries continued to strengthen risk control through enhancing the internal control system and risk management policies; monitoring legal compliance in business operations; conducting periodic and ad hoc inspections; ensuring transparency in relationships with partners and suppliers; and proactively proposing solutions to prevent potential risks in the future.

• Strategic risks

Type of risk	Content	Risk management measures
Strategy and vision risks	<ul style="list-style-type: none"> • Misidentification of development directions, leading to inappropriate investment and resource allocation, failure to develop potential new business segments, or inability to introduce new high-technology products and services that meet market demand. • The rapid development of AI leading to changes in the IT industry. 	<ul style="list-style-type: none"> • Participating in major economic and technology events in Vietnam and around the world to capture emerging technology trends and identify development opportunities for the Corporation; • Organizing annual strategy conferences to update the latest trends in business and technology; • Proactively making significant investments in AI and providing AI training for all employees to become an “AI-First Company”; • Quickly adapting and remaining ready to respond to the rapid development of AI, turning potential risks into opportunities for strong and sustainable growth.
Risk of declining competitiveness	<ul style="list-style-type: none"> • Competitive pressure from foreign companies or emerging and dynamic domestic companies, as the Corporation’s business sectors generally have relatively low barriers to market entry. 	<ul style="list-style-type: none"> • Continuously improving and strengthening competitiveness by delivering comprehensive services, mastering technologies, and gradually enhancing the Corporation’s position in the IT services value chain; • Enhancing training and development of employees, particularly technology professionals, to strengthen capabilities in new technologies and meet competitive demands; • Continuously improving the business model, as well as information systems and internal processes, to optimize management and operations; • Accelerating internal digital transformation to ensure the Corporation’s operations are coordinated, seamless, and transparent, moving toward a real-time enterprise operating model.

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• Operational Risks

Type of risk	Content	Risk management measures
Information disclosure risk	Disclosed information may not be timely, complete, or accurate.	<ul style="list-style-type: none"> • Fully updating relevant regulations on information disclosure applicable to listed companies; • Establishing internal procedures for information provision and disclosure to ensure that disclosed information is reported accurately, promptly, and within the required timelines; • Maintaining regular communication with the officials responsible for information disclosure at the State Securities Commission of Vietnam and the Ho Chi Minh Stock Exchange to verify the completeness and accuracy of disclosed information.
Human resource risks	Competition for talent; workforce quantity and quality may not keep pace with growth demands.	<ul style="list-style-type: none"> • Building FPT as a learning organization, developing a highly qualified workforce and planning the management talent pipeline with a long-term orientation; • Establishing a remuneration policy based on the principles of “higher contribution – higher reward,” ensuring income is commensurate with job performance and value contributed to FPT; maintaining fairness and transparency; ensuring market competitiveness; and implementing housing and vehicle support policies for employees; • Developing a positive working environment to strengthen competitiveness in attracting talent; • Expanding and enhancing the FPT education system in both scale and depth, while strengthening cooperation with partners and universities to train and research new technologies (AI, semiconductor chips), thereby developing a high-quality talent pipeline for the long term.
Reputation and brand risks	Negative reputation may significantly affect the Corporation’s brand and business operations.	<ul style="list-style-type: none"> • Establishing systems to collect and analyze customer feedback in order to promptly adjust and improve services to meet customer needs, while conducting periodic surveys to measure the satisfaction of stakeholders; • Developing communication crisis management procedures; • Establishing regulations on spokespersons and the sharing and provision of information through media channels; • Monitoring and tracking information about the Corporation and its subsidiaries across media channels and social media platforms in order to take timely actions when inaccurate information or content that may adversely affect the Corporation’s reputation and brand appears.
Information security and cybersecurity risks	Leakage, alteration, or loss of information may affect the Corporation’s operations, reputation, and strategy.	<ul style="list-style-type: none"> • Implementing comprehensive data loss prevention measures and system security controls to ensure the Corporation’s information security; • Strengthening investment in information security systems and solutions, while updating processes in line with the latest security standards. In addition to third-party systems, FPT has also invested in developing several cybersecurity products such as CyRadar and FPT.EagleEye and others; • Conducting periodic inspections and assessments across the entire system.

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• Financial risks

Type of risk	Content	Risk management measures
Foreign exchange risk	Exchange rate fluctuations in key markets.	<ul style="list-style-type: none"> • Closely monitoring fluctuations in key factors affecting exchange rates, while diversifying sources of foreign currency revenue; • Applying foreign exchange hedging policies, particularly for the Japanese yen; • Using currency swap contracts to hedge exchange rate risks for foreign currency–denominated loans; • Implementing flexible sales policies based on exchange rate movements.
Normal business risks	Uncontrolled bad debts and rising inventory levels.	<ul style="list-style-type: none"> • Standardizing business processes and contracts, while strictly controlling receivables and inventory to limit potential risks; • Applying technology and AI in demand forecasting, payment management, procurement optimization, and detection of unusual transactions; • Automating processes and proactively managing customer care, thereby improving governance efficiency and minimizing operational risks.

• Legal and regulatory risks

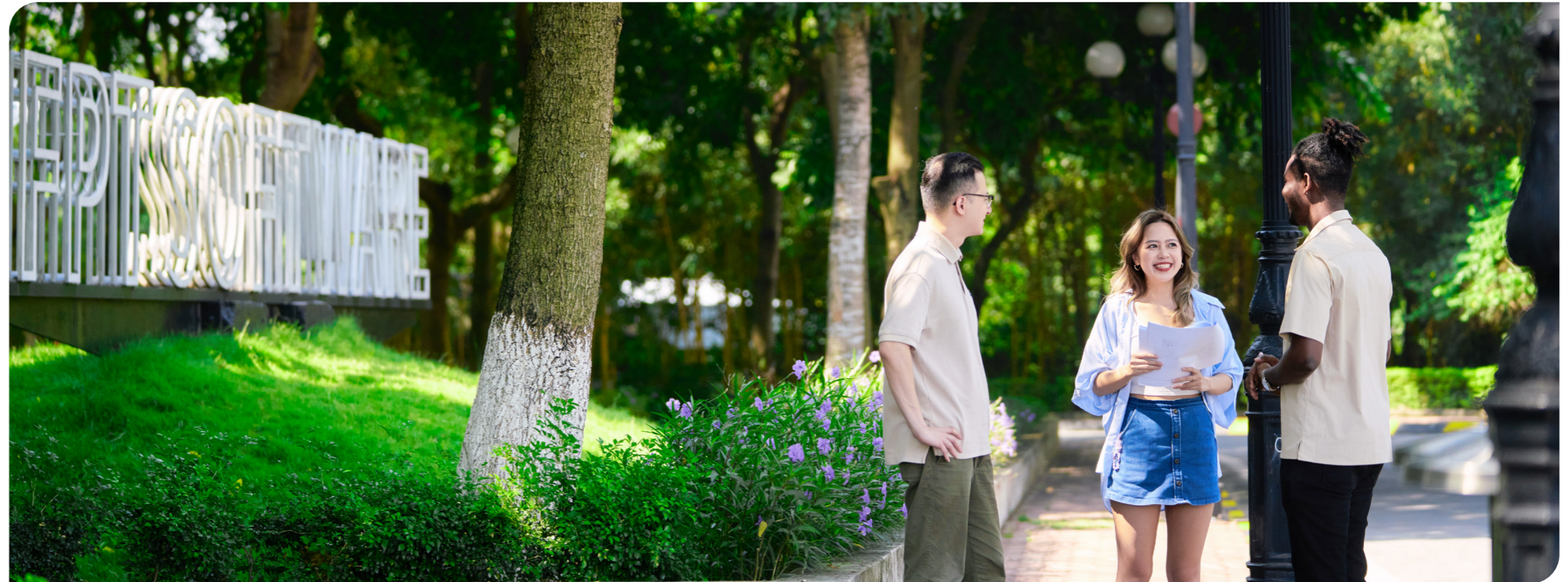
Type of risk	Content	Risk management measures
Policy-related risks	<ul style="list-style-type: none"> • Ensuring compliance with laws and regulations, particularly those related to immigrant labor in the countries where FPT operates. • Differences in culture and labor practices among a multinational workforce and partners. 	<ul style="list-style-type: none"> • Closely monitoring policies, directions, resolutions and decisions issued by the Government and relevant ministries and organizations, while proactively conducting research and making recommendations to competent authorities to promote the role of information technology in driving economic growth; • Studying, updating and complying with legal regulations, as well as the cultural and business environments of relevant foreign markets; • Providing employees with training on the culture and laws of host countries.

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• Environmental – Natural disaster – Pandemic risks

Type of risk	Content	Risk management measures
Environmental – Natural disaster – Pandemic risks	<ul style="list-style-type: none"> • Climate change leading to abnormal weather conditions, affecting infrastructure, employee health, etc. • Business disruptions caused by natural disasters. • Declining employee health and labor productivity due to epidemics or pandemics. 	<ul style="list-style-type: none"> • Identifying potential risks arising from environmental factors, natural disasters and pandemics, and assessing their impacts on infrastructure, human resources and supply chains; • Applying IoT, AI and Big Data to monitor and provide early warnings of abnormal weather events, natural disasters and disease outbreaks; • Investing in the development of solutions and tools that support secure remote working, ensuring the Corporation’s operations remain continuous under all circumstances.



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Preventing conflicts of interest, fraud and corruption

• Rules for avoiding conflicts of interest

To prevent conflicts of interest, the Corporation adopts preventive measures and requires employees to proactively follow the following codes of conduct:

- Avoiding conflicts of interest in external investment and business activities that may affect decision-making or negatively impact on the interests of the Corporation;
- Avoiding conflicts of interest related to investments of employees' relatives, requiring employees to declare and report to their direct managers if their relatives contribute capital to or hold executive positions in companies that are customers, suppliers, or competitors of the Corporation;
- Avoiding conflicts of interest in giving and receiving gifts within the Corporation;
- Avoiding conflicts of interest in recruitment and the use of human resources, ensuring transparency and fairness in recruitment and employment decisions based on clear criteria regarding qualifications, experience and relevant skills in line with the Corporation's actual needs.



• Anti-corruption and anti-fraud policy

As a large corporation operating in multiple countries, FPT has issued a Code of Conduct applicable to employees, management and related parties, serving as a foundation for ensuring legal compliance and preventing conflicts of interest, fraud and corruption, thereby promoting transparency, integrity and fair competition across all operations of the Corporation.

All acts of bribery, abuse of position, use of the Corporation's name or personal relationships for personal gain are strictly prohibited, including the giving or receiving of gifts in any form that is inconsistent with regulations. Gift-giving activities may only be conducted by authorized Corporation representatives and for official purposes.

For suppliers and partners, FPT consistently applies a zero-tolerance policy toward corruption and bribery. We carry out procurement and supplier selection activities based on actual needs, quality, price, and transparent criteria. Suppliers are required to comply with applicable laws, refrain from offering or receiving improper benefits, maintain complete records and supporting documents, and cooperate in inspection and supervision activities. FPT reserves the right to terminate or restrict cooperation in cases of violations.

• Compliance with tax regulations

FPT strictly complies with tax regulations in Vietnam and in the countries and territories where the Corporation operates by establishing a transparent and efficient governance system and accelerating the digital transformation of its internal finance and accounting systems. The Global Corporate Income Tax (CIT) Management System, completed and implemented by the Corporation since 2022, allows its units to accurately identify, manage, and monitor tax obligations. This includes temporary differences that result in deferred corporate income tax assets and/or liabilities. This helps minimize the risk of tax penalties and the loss of tax assets. In addition, FPT regularly conducts internal inspections and audits to ensure compliance with tax regulations in Vietnam and globally.

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Internal control

To strengthen its organizational structure, enhance the governance capacity of the Corporation and its subsidiaries, and ensure transparency and the protection of the rights of shareholders and other stakeholders, FPT has designed an internal control system that complies with relevant legal regulations and aligns with international standards. To ensure the effective implementation of the internal control system, FPT focuses on strengthening its organizational structure, developing supporting tools, accelerating the application of technology, and establishing detailed plans for each area of production, business, and service activities. In addition, FPT promotes the supervisory role of employees and its internal channel networks, alongside independent and ad hoc monitoring conducted by the Corporation.

Internal control model

Subjects	Responsibility
Chief Executive Officer	<ul style="list-style-type: none"> • Approving the compliance control plan; • Directing the resolution of identified issues and the improvement of the system; • Developing, approving, implementing and overseeing the Corporation's risk management framework.
Head of Compliance Supervision	<ul style="list-style-type: none"> • Planning and organizing the control of compliance with legal requirements, and overseeing high-risk areas and activities within the Corporation's governance system; • Organizing ad hoc inspection activities at the request of the Executive Board.
Chief Quality Officer	<ul style="list-style-type: none"> • Planning and organizing the control of compliance with the requirements of the Corporation's governance system; • Organizing inspection activities at the request of the Executive Board.
Heads of functional vertical departments	<ul style="list-style-type: none"> • Reviewing and updating the Corporation's governance documentation system within their areas of responsibility to ensure compliance with relevant legal requirements, national/international standards, and alignment with operational practices; • Coordinating with the Quality Assurance Department and the Compliance Supervision Department in control activities, as well as in addressing identified issues and improving the system.

During the year, the Corporation continued to maintain key control activities, including:

- Monitoring compliance with legal regulations and operational policies in the management and administration of the Corporation's and its subsidiaries' business operations;
- Conducting thematic assessments through coordination with the Corporation's specialized departments;
- Supervising and governing interactions between the Corporation/subsidiaries and suppliers and partners to ensure fairness and transparency for partners and suppliers, in the spirit of mutually beneficial cooperation while preventing and minimizing risks in business operations;
- Recommending solutions to manage potential risks that may arise in the future in relation to the operations of the Corporation and its subsidiaries.



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A WORLD-CLASS AND HAPPY WORKPLACE

As a global corporation, FPT effectively leverages a diverse workforce, creating a sound foundation for long-term growth and sustainable competitiveness, while building a professional working environment that attracts and retains talent. The Corporation ensures equal employment opportunities, contributes to narrowing development gaps among regions, fully complies with legal regulations, and commits not to employ workers under the age of 18.

Diversity, equity and inclusion

• Diversity in culture, race, ethnicity, age and qualifications

FPT has a diverse workforce in terms of culture, nationality, age and qualifications. This diversity is also an important factor that creates a sustainable competitive advantage for FPT. As of the end of 2025, FPT had 54,110 employees working in more than 30 countries, including 4,124 foreign employees representing 82 nationalities, mainly from the United States, Japan, Slovakia, Malaysia, Mexico and the Philippines, an increase of 18% year-on-year.

Amid fluctuations in the labor market, FPT continues to maintain workforce stability, with a voluntary attrition rate of 15.4%, remaining within a safe control threshold and ensuring the continuity of business operations. The workforce structure reflects balance and sustainable succession, with 43.9% of employees under the age of 30, 13.0% over the age of 40, and 53.2% of managers under the age of 40. Employees holding undergraduate and postgraduate degrees account for over 84% of the total workforce across the Corporation.

43.9%

Employees under the age of 30

53.2%

Managers under the age of 40

• Respect, innovation and gender equality

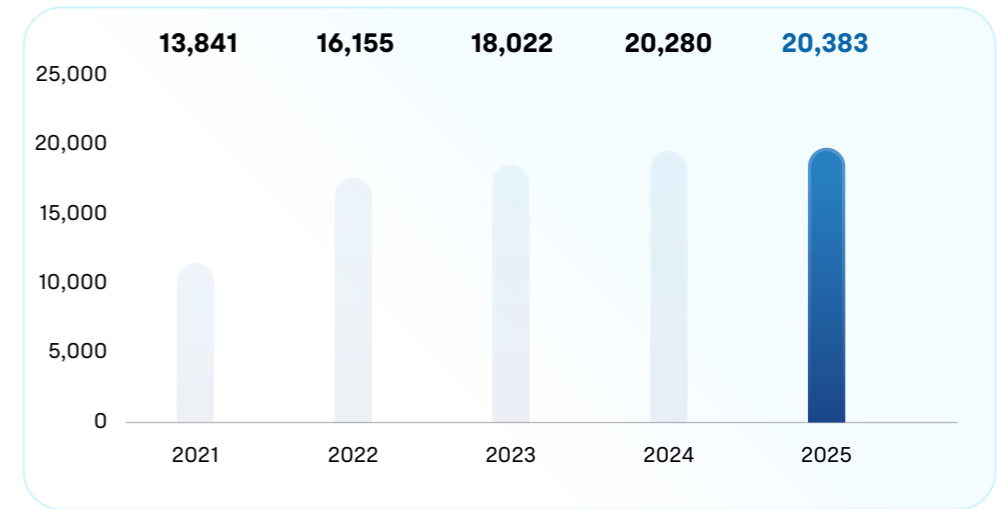
With the view that people are the core asset and at the center of its development strategy, since its establishment FPT has consistently upheld respect for human rights and fostered a democratic and equitable working environment that encourages creativity, empowerment and opportunities for each individual to learn, develop their capabilities and contribute to the Corporation. Employees can engage in dialogue, share opinions, and defend their viewpoints transparently and respectfully, irrespective of their position. Leaders and managers are responsible for recognizing, developing, and valuing talent.

FPT is committed to non-discrimination in employment, particularly with regard to gender equality. As of December 31, 2025, the proportion of female employees at FPT reached 37.7%, higher than the global average for the IT industry (25% – ILO). Women account for 36.4% of the management workforce, including senior leadership positions across subsidiaries.

FPT’s remuneration policies are built on the principles of fairness and transparency, based on position, performance and level of contribution, without gender discrimination. This approach contributes to maintaining a high-quality and stable workforce over the long term.

Female workforce at FPT, 2021-2025

Unit: Persons



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Learning and career advancement opportunities

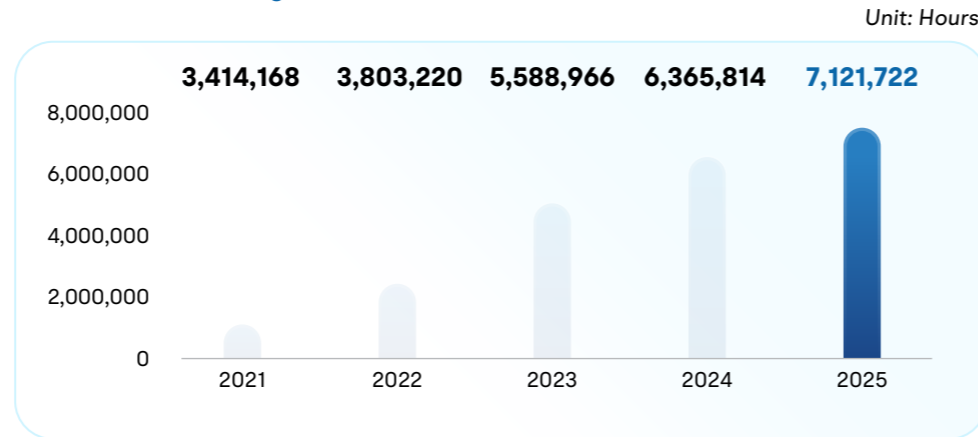
• Training and development

FPT identifies human resource development as a strategic pillar to maintain competitiveness and reinforce its position as a world-class technology company. In 2025, the Corporation widely implemented training programs through multiple formats, notably the MOOCs system, which recorded more than 3 million learning hours with a completion rate of 99.7%. 100% of employees from Grade 2 and above participated in annual training programs and were provided with online learning accounts. The Corporation also offered more than 63,000 learning accounts on reputable platforms such as Udemy, LinkedIn, Harvard, DataCamp and Coursera, enabling employees to proactively enhance their professional knowledge and skills.

In addition, the Mentor – Mentee model continued to expand, attracting 1,581 Mentors and 10,606 Mentees with 209,138 hours of mentoring activities, 2.1 times higher than in 2024, contributing to the sharing of knowledge and management experience across the organization. Leadership development was further strengthened through MiniMBA programs and training for middle managers, with more than 47,000 learning hours in 2025, focusing on enhancing governance and management capabilities while building a pipeline of future leaders.

At the same time, FPT delivered large-scale training programs for both the technology and the governance operations blocks, with a strong focus on emerging technology trends, AI and ESG. A highlight was the AI Literacy training series, which equipped 98% of employees with foundational AI knowledge, equivalent to over 1.1 million learning hours. The Contest-based learning management series included nine competitions with 2,731 participating employees, helping strengthen professional capabilities, soft skills, encourage innovation and reinforce the Corporation’s core values.

Total internal training hours 2021 - 2025



FPT is committed to developing a high-quality workforce not only for the Corporation’s internal needs but also as a contribution to Vietnam’s economy. Over the past year, FPT has trained hundreds of thousands of learners, from secondary education to undergraduate and postgraduate levels, while expanding partnerships with reputable international training organizations and leading universities in Vietnam.

At the international level, FPT collaborates with leading partners to deliver training programs in emerging technologies, with a focus on AI and semiconductor chips. In Vietnam, the Corporation works closely with universities through internship programs, research collaboration, scholarship support, the development of learning materials and laboratories, as well as creating employment opportunities for students. In research and development, the parties jointly develop technology products under shared branding and organize scientific conferences, contributing to knowledge dissemination and the advancement of the innovative ecosystem.

Several notable training programs for students and fresh graduates (Freshers) include:

- Internship programs lasting from 02 to 03 months at FPT and its subsidiaries help students strengthen their knowledge and gain practical working experience under the guidance of experts and managers, attracting more than 3,000 interns in 2025;
- Onboarding training programs for fresh graduates, designed for students currently studying or graduating from universities and colleges in information technology, electronics and telecommunications, etc., who possess solid foundational knowledge and strong foreign language skills. Participants undergo 02 to 06 months of training to enhance their technology expertise and familiarize themselves with internationally standardized working processes before joining projects;
- Professional certification preparation programs aligned with international standards to help learners consolidate and master their knowledge before taking official certification exams;
- Extended training programs for IT students who wish to receive structured training and strengthen their hands-on skills, as well as for beginners (non-IT) interested in learning programming.

FPT commits that 100% of graduates from these training programs can work at FPT or its subsidiaries worldwide. Talented candidates may participate in additional training in programming and foreign languages to quickly adapt to FPT’s multinational working environment.

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FPT continuously strives to create the best environment for employees to realize their potential.

• Job rotation and promotion

FPT continuously strives to create the best environment for employees to realize their potential and advance their careers through internal rotation programs and corporation-wide competitions.

Internal rotation is not only the lifeblood of development but also a key opportunity for leaders and managers to gain diverse experiences and strengthen their leadership and management capabilities. Through this process, FPT can identify, nurture, and develop a pipeline of future leaders, building a solid foundation for the Corporation’s sustainable growth. In 2025, hundreds of leaders and managers at different levels were rotated, appointed, or promoted. Notable examples include the Deputy Chief Technology Officer of FPT, Head of Procurement of FPT, Deputy CEO of FPT Software, and Chief Operating Officer of FPT IS.



“Trạng FPT”, the Corporation’s longest-running competition, plays an important role in identifying, honoring and developing junior employees.

• Talent contests

Developing and nurturing a pipeline of future leaders is one of the key priorities in FPT’s human resource strategy. “Trạng FPT” (the Corporation’s longest-running competition), plays an important role in identifying, honoring and developing junior employees with leadership potential and strong management capabilities. Outstanding contestants are provided with structured training, coaching, and development programs to prepare them for future leadership roles. Many winners of “Trạng FPT” over the years have gone on to hold key management and executive positions within the Corporation and its subsidiaries. In 2025, the competition continued to develop with multiple rounds and in-depth debate formats, enabling a more comprehensive assessment of participants’ leadership capabilities and qualities.

FPT 13 Under 35 is an annual program that honors employees under the age of 35 with outstanding achievements, representing a generation characterized by innovation, bold thinking and action, while embodying FPT’s core values: Respect – Innovation – Teammate – Fairness – Exemplarity – Visionary. Selected individuals not only serve as inspirational role models within the organization but are also considered part of the talent pool for strategic planning and leadership succession. In 2025, the program was further enhanced with a team-based competition format and the introduction of AI-related challenges, enabling the evaluation of participants’ technological capabilities, collaborative mindset, and ability to optimize work efficiency.

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Fostering and sustaining a culture of innovation

Throughout its 38-year development journey, FPT has established innovation as one of its six core values and nurtured it as a lasting cultural foundation. The Corporation continuously promotes an open working environment that encourages employees to proactively propose new ideas, experiment with technological solutions, and improve business processes. This culture of innovation enables FPT to expand technological capabilities in strategic areas such as AI, semiconductors, and digital transformation, creating a solid foundation for sustainable growth and long-term value creation for shareholders.

Since 2017, the Corporation has organized the iKhiến Competition, an annual initiative for employees, across the Corporation. Over time, iKhiến has evolved beyond a competition to become a continuous “innovation flow” within FPT and a launchpad for new ideas, nurturing the spirit of initiative and creativity among employees. Innovations are developed across three main categories: product, solution and service improvement initiatives; process, tools and working methods improvement initiatives; initiatives that enhance employee engagement and promote FPT’s cultural values.

To date, iKhiến has recorded 13,227 initiatives, generating economic value of several trillion VND. In 2025 alone, the program attracted 3,838 registered initiatives, delivering nearly 1 trillion VND in economic value for the Corporation. Many initiatives originating from iKhiến have subsequently been developed into commercialized products and solutions serving global customers, directly contributing to FPT’s technological capabilities and sustainable development.

In addition to iKhiến, FPT regularly organizes initiatives such as Hackathon, Innovation Day and Bird Tank to encourage employees to experiment with new ideas, supported by infrastructure in AI, cloud computing, data resources and expert mentorship. Promising projects receive funding, technical support and commercialization opportunities through flexible internal mechanisms, effectively forming an “in-house technology incubator” within the enterprise.

FPT actively supports the national innovation startup ecosystem and the student community through technology support programs, financial assistance and research collaborations both domestically and internationally. Through these efforts, tens of thousands of startups and hundreds of thousands of students have gained access to technological resources, expert mentorship and investment networking opportunities, contributing to the development of a new generation of technology entrepreneurs and the expansion of Vietnam’s innovation ecosystem.



Akabot, an intelligent automation platform integrating technologies such as Agentic AI, OCR and IDP to enhance the capabilities of RPA software robots, enabling automation of business processes and saving up to 80% of processing time and operating costs. The solution has been deployed for more than 4,500 customers in 21 countries.



Kyta Platform, a pioneering low-code/no-code digitalization platform integrating AI and automation tools to enhance operational efficiency. The platform is used by over 4,500 enterprises and has been deployed nationwide within the Civil Judgment Enforcement System, in collaboration with the Ministry of Justice to support comprehensive digitalization of the civil judgment enforcement sector.

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Continuously improving compensation, benefits and welfare policies

With the philosophy of providing each employee with a life that is materially secure, spiritually fulfilling and offers the best conditions for talent development, FPT is committed to building a fair and transparent working environment, while upholding the principle of gender equality in recruitment, employment, training, remuneration and career advancement opportunities. At the same time, the Corporation commits to non-discrimination and does not use forced labor or child labor in any of FPT’s business operations.

• Compensation and bonus policies

FPT places strong emphasis on building a competitive remuneration policy that provides comprehensive care for employees and their families, ensuring that income is commensurate with job performance and contributions to FPT, while maintaining fairness and transparency. Employees are evaluated regularly and transparently based on the principle of “Do more – Get more.”

FPT’s remuneration policy consists of three components: position-based salary; performance-based salary linked to business results and individual achievements; and support allowances.

- Position-based salary is developed based on salary survey reports from several reputable global human resource consulting firms and adjusted according to job positions, in line with FPT’s development, labor market conditions and Vietnam’s Consumer Price Index (CPI). In addition, employees may receive a 13th - month salary;
- Performance-based salary linked to business results and individual achievements is recognized and rewarded in a timely, fair and transparent manner. In recent years, FPT has implemented an income allocation mechanism, under which monthly or quarterly income varies depending on actual work performance. The Corporation also strongly encourages intrapreneurship activities, with attractive bonus schemes;
- Support allowances are designed to provide maximum support for employees and are regularly reviewed and supplemented in line with practical needs.

• Other welfare policies

Steadfast in its journey to become a “Happy Workplace,” FPT implements a wide range of programs and policies that promote well-being for every employee. Distinctive welfare policies aimed at providing comprehensive care for employees and their families have been continuously implemented and regularly updated and improved over the years, including:

- Annual health check-ups for employees with official labor contracts at reputable hospitals, with costs fully covered by the Corporation;
- The “Stable Living – Long-term Commitment” policy, which recognizes employees who have made significant contributions to FPT’s success, helping ease financial burdens related to purchasing homes and vehicles so that employees can focus on their long-term dedication to the Corporation;
- The FPT Care insurance program for employees, covering health insurance benefits (illness-related disability, maternity, inpatient and outpatient treatment, dental care) and accident insurance (permanent disability, temporary total disability, death). For employees’ family members, the Corporation provides support for purchasing FPT Care health insurance at preferential rates.

FPT also places strong emphasis on programs and policies supporting employees’ children (FPT Small), including:

- Tuition fee support for FPT Small studying within the FPT education system;
- Organization of various programs and international summer camps to help FPT Small develop and enhance their skills.

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Physical and mental well-being

• Building a corporate culture

FPT’s distinctive corporate culture, nurtured and refined over the past 38 years, remains a unique strength of the Corporation in attracting talent and fostering strong connections among employees as well as between employees and FPT. Employees can better understand FPT’s culture, enrich their spiritual life and strengthen their connection with the Corporation through various cultural events and activities such as the Village Festival, FPT Community Day (March 13), the Corporation’s Foundation Day (September 13) featuring sports competitions and the STCo performance festival, International Women’s Day (8 March) and Men’s Day (November 11).

FPT aims to build a closely connected “FPT family,” where not only employees but also their parents and children are cared for and engaged with the Corporation. In 2025, FPT sent letters of appreciation to employees’ parents and organized many activities for FPT Small, such as summer camps, skill-development workshops and “A Day at Work with Parents.” These activities help children better understand and feel proud of their parents’ work and workplace, while also fostering their thinking and life skills.

FPT also places strong emphasis on facilities. The Corporation has invested thousands of billions of VND to develop modern campuses and office spaces equipped with a comprehensive ecosystem of amenities serving working, recreational, learning and accommodation needs.

In addition, FPT promotes various sports clubs to enhance employees’ health, including football, cycling and running clubs, along with seminars and discussions aimed at raising awareness and providing guidance on identifying and addressing physical and mental health issues, as well as preventing common illnesses and office-related health conditions.

In 2025, FPT organized a wide range of sports activities that attracted the participation of thousands of employees. In addition to familiar sports such as football, badminton, chess and Chinese chess, FPT expanded its activities to include new sports such as pickleball and tennis. The Corporation also built pickleball courts within its headquarters campus to encourage employees to maintain an active and healthy lifestyle.



FPT’s distinctive corporate culture, nurtured and refined over the past 38 years.

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• **Applying technology in the journey to create happiness for employees**

As one of Vietnam’s leading technology corporations, FPT identifies the application of technology in the workplace as a strategic pillar to enhance employee experience and create a happy working environment. Performance management has been fully digitalized through Made by FPT platforms, including the iPMS system for monthly performance evaluation and the OKRs system to support the setting and monitoring of quarterly key objectives.

At the same time, FPT promotes automation to optimize productivity. Made by FPT applications such as Uservice (digital signing platform), Epayment (online payment system) and Foxpro (working time management system) help employees reduce paperwork and increase efficiency. FPT remains committed to continuing its investment in and development of technological solutions to further improve productivity and employee experience.

FPT is also among the pioneering enterprises implementing employee interaction platforms, enabling employees to easily access personal information, receive timely recognition and rewards, as well as updating information and participate in interactive activities. In 2025, on the journey of “Creating Happiness,” FPT marked a milestone with the launch of myFPT Next – a super app/multi-purpose application designed to enhance employee experience. At the same time, the Corporation independently developed and deployed new workplace platforms, including FPT Place and FPT Chat, realizing the “One FPT” vision, where employees can connect, work and grow within a unified digital space.

With the super app orientation, the development and integration of applications from subsidiaries are significantly shortened in terms of time and resources, while enhancing flexibility, scalability and personalization for each unit and employee. The user experience has been redesigned to be more synchronized and intuitive, notably with the reward system on myFPT Next, through which more than 120,000 reward cards were granted in 2025. FPT Chat supports task assignments, monitoring and coordination directly within conversations, while FPT Place functions as an internal social network that strengthens connectivity and internal communication.

In parallel, FPT has accelerated the application of AI and automation across the Corporation. AI Agents are widely deployed as intelligent digital assistants, supporting information retrieval, request handling and contextual interactions tailored to specific needs. With learning and personalization capabilities, AI helps shorten processing time while improving experiences for both employees and customers. In the area of training and development, AI Mentor helps streamline learning pathways, optimize costs, and improve training quality. The expansion of business process automation enhances accuracy and reduces repetitive tasks. Processes are increasingly standardized and seamlessly connected through AI-integrated digital platforms, thereby optimizing labor productivity, improving operational efficiency and enhancing employee experience.

The combination of AI and automation contributes to shaping a new way of working centered on data and technology. The results achieved demonstrate that AI is gradually becoming deeply embedded in operations, not only improving productivity but also fostering a culture of innovation across the Corporation, creating a solid foundation for growth in the coming period.



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ACTIVITIES FOR A GREEN ENVIRONMENT

In response to global challenges related to climate change and resource depletion, FPT affirms its commitment to minimizing environmental effects through close monitoring, proactive adaptation and flexible application of technology in energy and resource management. Environmental solutions are implemented consistently and comprehensively in line with the Corporation’s published environmental policy, which serves as a guiding principle for all of FPT’s operations.

Given its nature as a technology enterprise, FPT does not use direct input materials in the process of research and development of products and services, thereby contributing to reduced consumption of finite resources and limiting effects on the natural environment. On that basis, FPT identifies environmental protection and sustainable development as key priorities in its long-term strategy, focusing on the following objectives: (1) Maintain and strengthen the implementation of the environmental policy; (2) Ensure compliance with laws and regulations; (3) Manage materials; (4) Effectively manage energy consumption and conduct greenhouse gas inventories; (5) Manage wastewater, waste and other emission sources; (6) Build a green working environment.



Maintaining and strengthening the implementation of the environmental policy

FPT continues to consistently implement its environmental policy, focusing on reducing energy consumption, limiting hazardous chemicals, controlling and treating waste, promoting recycling, controlling greenhouse gas emissions and encouraging sustainable consumption. Alongside technical solutions, the Corporation also strengthens communication and training to foster a culture of environmental responsibility across the entire system.

FPT’s environmental policy is developed with clear commitments and a defined roadmap, aligned with national environmental goals. Accordingly, the Corporation targets that by 2026, 2.5% of electricity consumption will come from renewable energy sources and 100% of lighting systems will be converted to LED; by 2030, total greenhouse gas emissions will be reduced by 15.8%.

Complying with laws and regulations

FPT demonstrates its commitment to sustainability by ensuring strict compliance with all applicable environmental laws and regulations. This is a fundamental requirement to ensure that all activities of the Corporation are implemented transparently, consistently and in alignment with sustainable development standards. For many years, the Corporation has recorded no minutes or notices related to violations of environmental regulations. This information is affirmed by FPT based on incoming and outgoing documents that are carefully stored in the Corporation’s data information system.

Several key environmental activities are implemented regularly by FPT, including:

- Conducting Environmental Impact Assessment (EIA) reports for all projects in accordance with the Law on Environmental Protection 2020 and Decree No. 08/2022/NĐ-CP;
- Organizing the collection, classification, storage, transportation and treatment of municipal solid waste, industrial solid waste and hazardous waste in compliance with regulations;
- Managing and operating wastewater collection and treatment systems, ensuring that all generated wastewater meets National Technical Regulations before being discharged into the environment;
- Implementing measures to prevent and minimize negative effects and proactively respond to environmental risks and incidents;
- Conducting periodic monitoring and reporting of environmental indicators and submitting reports to state management authorities for inspection and supervision under regulations.

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Managing raw materials

Given that its operations are primarily in the technology and services sectors, FPT does not use input materials on a large scale like traditional manufacturing enterprises. However, across all operational and service delivery activities, FPT commits to prioritizing the use of environmentally friendly materials and materials with sustainable sources, thereby minimizing negative effects on the environment and society.

FPT strengthens cooperation with partners and stakeholders within the supply chain to promote sustainable practices, enhance governance capacity and improve

supply chain resilience. Where feasible, FPT prioritizes the use of recycled materials, thereby reducing dependence on virgin raw materials. In addition, FPT does not procure materials from areas with important biodiversity value at the national or global level, contributing to the protection of ecosystems and biodiversity.

Based on these established core principles, FPT proactively implements mechanisms for the selection and management of sustainable materials, gradually improving responsible procurement practices, supply chain governance, and efficient resource use across all operational activities of the Corporation.

Principle	Action
Sustainability as a core priority	<ul style="list-style-type: none"> • Prioritizing the use of materials certified by third parties or those that comply with internationally recognized sustainable development standards to minimize negative impacts on the environment and society; • Prioritizing the use of environmentally friendly materials across internal operations. Accordingly, the Corporation replacing single-use plastic bottled water with glass bottles and recycled materials in 100% of Corporation-level meetings; • Selecting and collaborating with suppliers that demonstrate environmental responsibility.
Minimizing the use of harmful substances	<ul style="list-style-type: none"> • Gradually eliminating substances that may pose risks to human health and the environment by prioritizing the adoption of safer alternative solutions and materials where possible. This approach aims to ensure safety during use while fully complying with applicable legal regulations and management requirements in all locations where FPT operates.
Promoting efficient use of resources	<ul style="list-style-type: none"> • Improving processes and optimizing operations to enhance the efficient use of materials, reducing waste generation and promoting the sustainable use of assets, thereby extending their lifecycle; • Implementing programs for recovery, reuse and redistribution of office equipment among units in accordance with asset management procedures to limit waste generation. Recovered and reallocated assets include desks, chairs, office equipment, and related items.

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Effective energy consumption management and greenhouse gas inventory

• Data collection scope and methodology

FPT conducts carbon footprint inventory and management in accordance with internationally recognized standards, including the Greenhouse Gas Protocol (GHG Protocol) of the World Resources Institute (WRI) and ISO 14040/14044 standards.

Improving the accuracy of emissions data is identified by the Corporation as a continuous improvement process. Based on expanding data sources, refining calculation methodologies, and strengthening analytical capabilities, FPT periodically reviews and updates its models and adjusts emission reduction roadmaps in line with each stage of development and the level of data readiness.

FPT proactively conducts greenhouse gas emission inventories at the head office, as well as at buildings and business locations in Vietnam of eight subsidiaries. The scope for determining FPT's carbon footprint is established under the GHG Protocol framework and focuses on key emission sources directly related to the Corporation's operations, based on data availability and reliability.

FPT inventories greenhouse gas emission sources across three scopes:

- **Scope 1:** Direct greenhouse gas emissions from sources owned or controlled by FPT, including fuel consumption for vehicles owned by the Corporation, generators and refrigerant leakage from systems;
- **Scope 2:** Indirect greenhouse gas emissions arising from the consumption of electricity and water purchased from external suppliers;
- **Scope 3 (under assessment):** Other indirect greenhouse gas emissions generated from the Corporation's activities but from sources not owned by the Corporation.

• Results of the greenhouse gas inventory

In 2025, FPT's total greenhouse gas emissions amounted to 127,952 tons of CO₂. The two primary emission sources were fuel consumption for vehicles and generators (Scope 1) and electricity consumption for production and operation of machinery and equipment (Scope 2) owned by FPT.

Summary of FPT's greenhouse gas emissions in 2025

Scope	2023	2024	2025
Scope 1	13,217	4,826	4,383
Scope 2	109,696	138,748	123,569
Scope 3	Not yet implemented	Pilot implementation at FPT Software	Implemented at FPT Software
Total	122,913	143,574	127,952

Unit: tons of CO₂ equivalent

In 2025, FPT's greenhouse gas emissions decreased compared with 2024, while business operations continued to maintain growth. This reflects the effectiveness of efforts to optimize operations, apply technology and manage energy efficiently, even as the scale of operations continues to expand.

The Corporation's greenhouse gas emissions mainly arise from Scope 2, accounting for approximately 96% of total emissions. In particular, electricity consumption at data centers and office/dormitory buildings is the primary source of emissions, reflecting the nature of FPT's operations in the technology and services sectors.

On its journey toward the Net Zero target by 2040, the Corporation remains committed to investing in long-term solutions, enhancing the operational efficiency of infrastructure and networks, working with its supply chain in the emission reduction process and promoting innovation through collaboration with partners, particularly in emission reduction initiatives. This approach enables FPT to gradually build a foundation for sustainable growth alongside its climate responsibility.

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• Greenhouse gas emission reduction measures

FPT has developed a plan to reduce greenhouse gas emissions from the two major emission sources under Scope 1 and Scope 2, as well as from other emission sources, as follows:

- For Scope 1 and Scope 2, FPT implements electricity and energy saving programs, moving toward the use of green energy and renewable energy;
- Buildings are the primary source of energy consumption. Therefore, the Corporation proactively implements energy-saving initiatives based on existing infrastructure. Through the application of advanced technologies and strengthened cooperation with experts, FPT gradually improves energy efficiency, moving toward more environmentally friendly infrastructure systems.
- Key areas in implementing energy-saving measures include optimizing lighting systems, heating, ventilation and air conditioning (HVAC) systems, building automation, UPS systems, building facades, data centers and server rooms. Through these initiatives, FPT aims to minimize environmental effects while enhancing operational efficiency.

Rooftop solar power

In 2025, FPT completed and put into operation 2 rooftop solar power systems at the F-Complex building (Da Nang) and a Data Center (Ho Chi Minh City), generating approximately 842,749 kWh of electricity.

Summary table comparing electricity consumption results

Item	Unit: kWh		
	2024	2025	+/-
Electricity consumption	205,053,314	187,453,013	-8.58%
Electricity from renewable energy	0	842,749	-
Share of electricity from renewable energy in total electricity consumption	0%	0.45%	-



Rooftop solar power system at FPT's campus in Da Nang.

The 8.58% reduction in total electricity consumption compared with 2024 reflects the Corporation's consistent and systematic efforts in implementing energy-saving solutions. This result has been achieved through the application of intelligent electricity management and optimization solutions, combined with internal communication and training programs aimed at raising awareness and changing employees' energy consumption behavior in daily activities.

In particular, the investment in and gradual development of clean energy systems have played an important role, not only reducing the demand for electricity from conventional sources but also laying the foundation for a long-term sustainable energy transition. These efforts demonstrate the Corporation's comprehensive approach, combining technological solutions, human factors, and infrastructure investment orientation, thereby contributing to the realization of energy efficiency and emission reduction targets in the Net Zero roadmap.

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Other measures

- Adjusting operating schedules: At FPT Tower – the Corporation’s headquarters, operating schedules for technical systems and lighting systems have been adjusted, while natural lighting is utilized for office spaces during working hours;
- Using smart control systems for electricity and water equipment, such as installing automatic on/off sensors in corridors and staircases to optimize electricity consumption;
- Maintaining and carrying out periodic repairs to avoid energy losses within the system; replacing localized water heaters with centralized hot water supply systems that utilize solar energy; periodically cleaning heat exchange units, especially air-cooled condensers, to prevent dust accumulation that may reduce heat exchange efficiency;
- Enhancing the professionalism of relevant personnel to ensure proper, scientific management and operation of heating, ventilation, and air conditioning (HVAC) systems in buildings and training facilities owned by the Corporation.

For Scope 3, FPT pioneers the following initiatives:



**Public transportation/
Electric vehicles (EVs)**

Encouraging employees to use public transportation; arranging shuttle buses for employees or operating routes at transfer points near employees’ residential areas; providing accounts for ride-hailing services. FPT also promotes the use of electric vehicles through initiatives such as installing charging stations at several office buildings and collaborating with VinFast to offer preferential programs for purchasing electric vehicles and using electric mobility services.



**Researching a forest
carbon credit project**

Aimed at offsetting greenhouse gas emissions. FPT has consulted specialized advisory units and conducted surveys in several localities such as Quang Binh, Quang Tri and Thanh Hoa to develop an overall plan for implementing the carbon credit project in the coming period.



**Reducing effects from
business travel**

By limiting unnecessary trips, prioritizing online meetings, selecting direct flights when travel is required, and encouraging the use of environmentally friendly transportation and green mobility solutions.



Afforestation

Successfully pioneering forest planting activities in Soc Trang (former province), Hue City and Thanh Hoa, with 4,500 trees planted in mangrove forests and nature reserve areas, contributing to climate change mitigation and ecosystem protection for the benefit of both people and nature.



Remote working

Implementing and maintaining a hybrid working model, helping optimize travel demand and reduce greenhouse gas emissions (Scope 3).

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Wastewater and other emissions management

• Water and wastewater management

As an enterprise primarily operating in the technology and service sectors, FPT’s core business activities do not generate significant environmental impacts like those of manufacturing companies. However, within its operational scope, particularly at offices and buildings owned by FPT, the Corporation commits to strictly complying with legal regulations and policies related to water resources, while implementing measures to enhance water use efficiency and reduce water consumption intensity.

FPT has not recorded any legal violations related to water extraction, use, or discharge. At the policy level, FPT’s commitment to water resource management is applied consistently across all units, offices, and facilities owned by the Corporation, as well as to employees, partners, suppliers, contractors, and other stakeholders.

When designing buildings, FPT places emphasis on installing rainwater storage systems and wastewater filtration systems to maximize the reuse of this water for suitable purposes such as irrigation, thereby optimizing water consumption costs, particularly during the dry season. In addition, infrared systems and automatic rotary sprinklers are applied across all green areas within buildings to minimize water use while ensuring the growth of greenery that contributes to a nature-friendly working environment.

For water sourced from the municipal clean water system, FPT ensures consistent compliance with water-saving and water-use regulations across its buildings and campuses. Common areas are equipped with sensor-operated faucets that automatically turn off when not in use, while campaigns promoting water conservation are regularly launched across offices throughout the system.

Summary table comparing water consumption results

Unit : m³

Item	2023	2024	2025	Change	
				Consumption level	Ratio
Water consumption	774,152	827,940	831,885	3,945	0.48%



In 2025, FPT’s water consumption increased by only 0.48% compared with 2024. This increase reflects the Corporation’s continued expansion of operations and business growth, while also reflecting the effectiveness of the water management and conservation measures implemented consistently across the system, including:

- Complying with regulatory requirements on wastewater treatment and recycling;
- Conducting water quality monitoring for domestic water once per month and wastewater once every three months, and preparing reports submitted to regulatory authorities under regulations;
- Adding microbial products to improve wastewater treatment efficiency in septic tanks;
- Raising awareness among employees on water conservation and environmental protection through articles, images, and videos on internal channels, as well as posters displayed in common areas;
- Actively utilizing groundwater and rainwater sources;
- Periodically inspecting and maintaining water pipeline systems to promptly detect and repair leaks to prevent water loss, while adjusting water pressure to appropriate technical levels.

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The results of wastewater environmental analysis at the Corporation’s monitoring locations show that all parameters remain within the permitted limits under QCVN 14:2008/BTNMT.

Wastewater environmental monitoring results at FPT Tower

No.	Indicator	Unit	Results	QCVN
			2025	14:2008/BTNMT
1	pH	-	6.17	5 – 9
2	BOD ₅ (20°C)	mg/l	20.1	50
3	Total Suspended Solids (TSS)	mg/l	46	100
4	Total Dissolved Solids (TDS)	mg/l	515	1,000
5	Sulfua (Calculated as H ₂ S)	mg/l	<0.03*	4.0
6	Amoni (Calculated as N)	mg/l	3.97	10
7	Nitrat (NO ₃ ⁻)	mg/l	3.84	50
8	Animal and vegetable oils and grease	mg/l	KPH (MDL= 1.4)	20
9	Total surfactants	mg/l	<0.03*	10
10	Phosphat (PO ₄ ³⁻)	mg/l	8.31	10
11	Total Coliforms	MPN/100ml	1,500	5,000

• Waste management

FPT implements a waste management program based on the 3R principles – Reduce, Reuse and Recycle, aiming to minimize environmental impacts and ensure responsible waste management across all operational activities.

Waste generated mainly consists of domestic waste from office operations and daily activities, including materials without hazardous components such as paper, packaging, leftover food, bottles and other consumables. These are primarily generated in office workspaces, canteens, meeting rooms, restrooms and shared areas within buildings.

In addition, a small amount of hazardous waste such as batteries, fluorescent lamps, printer cartridges and waste oil is generated from the maintenance and servicing of technical systems. These wastes account for a minor proportion of the total waste generated and are managed under dedicated procedures, collected and treated by licensed service providers in full compliance with applicable regulations.

To enhance waste management efficiency and ensure compliance with current legal regulations, FPT implements a range of integrated management measures, including:

- Providing waste sorting bins at source across facilities;
- Organizing the collection of domestic waste according to fixed schedules and transporting it to designated building transfer areas;
- Maintaining regular cleaning activities in public areas such as corridors, staircases and restrooms to limit the generation of secondary waste;
- Collaborating with licensed service providers for the collection, transportation, and treatment of domestic waste under legal regulations;
- Establishing dedicated storage areas for hazardous waste (such as batteries, lamps, and printer cartridges) with proper warning signage and full compliance with safety requirements;
- Strengthening internal communication to raise employees’ awareness of identifying, sorting, and managing waste generated in the workplace;
- Applying technological solutions to gradually replace personal computers and laptops with devices capable of extending lifecycle use, thereby reducing the volume of technology waste generated annually. One key solution is the implementation of the Thin Client model (centralized computing architecture), in which multiple end-user devices are connected to and operated through a centralized server system. This solution not only optimizes operational efficiency and saves energy but also significantly contributes to reducing electronic waste generation.

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Building a green workplace

• Monitoring and controlling air quality in the workplace

Air pollutants such as CO, SO₂, NO₂, PM2.5, PM10 and ozone can cause serious health issues. Therefore, the Corporation places strong emphasis on monitoring and controlling air quality in the workplace to ensure a safe and healthy working environment for employees, thereby enhancing productivity, improving work performance, and minimizing legal risks related to occupational health and safety.

Annually, the Corporation engages a specialized service provider to conduct workplace environmental monitoring and prepare reports for submission to the relevant regulatory authorities. In 2025, according to periodic monitoring results, air quality at the Corporation’s workplaces and those of its subsidiaries remained within the permissible limits under QCVN 05:2013/BTNMT and QCVN 26:2010/BTNMT.

For example, at the Corporation’s headquarters building – FPT Tower, air quality monitoring results for Q2 2025 indicated that all measured parameters were within the permitted limits under regulations. The indicators remained stable, with no unusual fluctuations recorded, reflecting the effectiveness of environmental management and operational practices. Notably, no CO was detected in the air.

Environmental monitoring results at FPT Tower

Specification	Results			Standard QCVN 05:2025/BTNMT và QCVN 26:2010/BTNMT
	KX01	KX02	KX03	
Noise (dBA)	63.7	65.8	67.2	70
Temperature (°C)	36.9	35.5	37.2	-
Humidity (%)	58.9	61.2	57.7	-
Wind speed (m/s)	0.7	0.8	0.8	-
Total suspended dust (µg/m ³)	136	121	157	300
CO (µg/m ³)	<9,000	<9,000	<9,000	30,000
SO ₂ (µg/m ³)	108	101	132	350
NO ₂ (µg/m ³)	94	90	118	200



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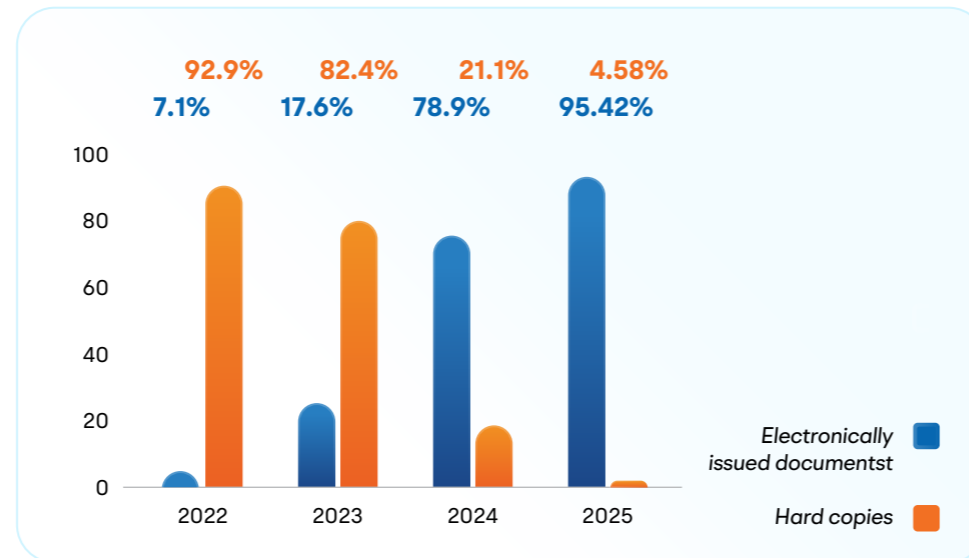
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• Paperless office

In 2025, FPT not only focused on supporting other businesses in their transition toward greener operations but also strongly promoted internal digital transformation to optimize operations and indirectly reduce negative environmental effects. Most of the Corporation’s governance and operational processes have been digitized, moving toward a smarter and more efficient enterprise model. In addition, FPT implemented a paperless initiative, starting with a comprehensive review of all documents and classification of those requiring digital signatures or hard-copy signatures. In 2025, the paperless adoption rate at FPT reached 95.42%, with electronic transaction contracts accounting for approximately 97% of total signed contracts. Compared with 2024, these indicators showed clear improvement, helping save costs and time while contributing to environmental protection. These steps represent important progress toward the goal of becoming a paperless enterprise, minimizing environmental impact and enhancing work efficiency.

The receipt and processing of documents have also been fully digitized through a document management software system developed by the Corporation. This not only shortens processing time but also improves accuracy in document management. 100% of the Corporation’s internal documents (except for important or confidential documents) are issued electronically, creating a faster and more efficient workflow.

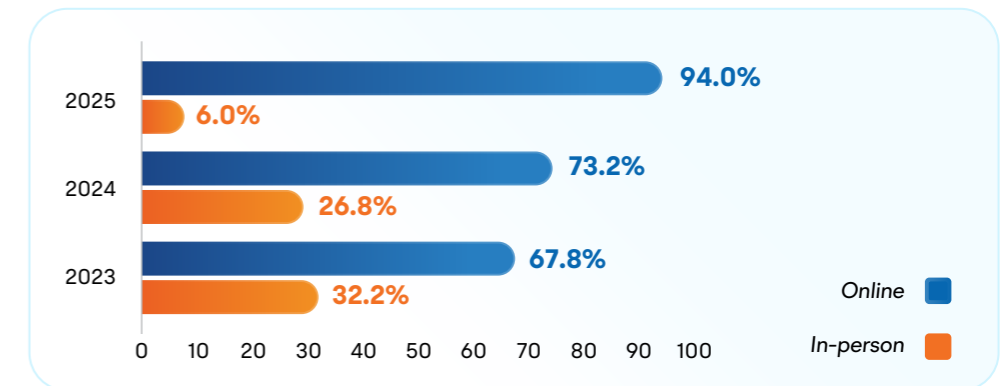
Document digitization rate for the 2022-2025 period



In addition, the Corporation encourages employees to use technology solutions that support online meetings and virtual collaboration instead of frequent business travel, thereby reducing carbon emissions generated from personal transportation.

The chart data show that the proportion of online meetings at FPT has thrived over the years, reaching 94% in 2025, reflecting the Corporation’s efforts to strengthen the adoption of digital technologies in governance and operations. The decline in the proportion of in-person meetings helps reduce travel demand, thereby lowering energy consumption and indirect emissions, in line with the Corporation’s sustainable development objectives.

Document digitization rate for the 2022-2025 period



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• Nature-friendly and energy-efficient workplaces

With a nationwide network of offices, FPT identifies the green office model as not only helping save energy and optimize operational costs but also creating a creative working environment, thereby fostering sustainable growth in the long term.

During the development and construction of office complexes, FPT prepares environmental impact assessment reports and strictly complies with legal regulations related to environmental protection, energy use, and waste and emissions management. From the design stage, the Corporation prioritizes the application of new

technologies and environmentally friendly materials, while maximizing the use of natural energy sources to minimize energy consumption and environmental effects.

FPT's education complexes and software parks in Hanoi, Da Nang, Binh Dinh (former province), Ho Chi Minh City and Can Tho are developed following a green campus model, integrating working spaces, training facilities, recreational areas and ecological landscapes. Several projects have been recognized by both domestic and international organizations for their green architecture and efficient resource use.

FPT prioritizes the use of solar energy to provide hot water for buildings, particularly in the northern region, thereby reducing electricity consumption and contributing to the Corporation's environmental protection commitments.

In daily operations, the Corporation promotes the use of environmentally friendly items in offices and training facilities, such as cups and straws made from bagasse, as well as packaging and bags made from recyclable materials, gradually fostering sustainable consumption habits across the system.



F-Town 3 was recognized by Wallpaper, a leading architecture and design magazine in the United Kingdom, as a representative project of bioclimatic architecture, where more than 40% of the space does not require air conditioning.



The FPT Administration Building in Hoa Lac was honored at the World Architecture Festival in the Future Education category and received the First Prize for Green Architecture awarded by the Vietnam Association of Architects.



FPT Complex Da Nang is the first building in Vietnam to achieve the EDGE certification, thanks to solutions such as energy efficiency, rainwater harvesting, wastewater treatment, and high-efficiency air conditioning and lighting systems.

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ACCOMPANYING COMMUNITY DEVELOPMENT

Alongside maintaining sustainable economic growth, FPT consistently implements long-term corporate social responsibility initiatives centered on people, particularly the younger generation, with the aim of creating lasting value for the community.

Grounded in a development philosophy that aligns corporate interests with social interests, FPT’s programs have been implemented continuously over many years, with an expanding scale and close alignment with the United Nations Sustainable Development Goals (SDGs).

With the active participation of employees, in 2025 FPT contributed 72.8 billion VND to social responsibility initiatives, delivering meaningful material and spiritual value to 97,300 beneficiaries nationwide.

Key programs focus on promoting a sense of community responsibility, expanding access to education, nurturing young talents and narrowing disparities in living and learning conditions across regions, thereby contributing to the building of a happy community and a foundation for long-term sustainable growth.

FPT Community Day

Since 2010, FPT has designated March 13 as FPT Community Day, aiming to encourage every employee to spread compassion and social responsibility through practical actions. In the spirit of sharing, in 2014, the FPT Community Fund was established, mainly supported by voluntary contributions from employees through the “One-Day Salary Donation” program.

The Fund focuses on two key areas: supporting employees and their families in difficult circumstances and implementing community support activities and disaster prevention and recovery efforts. In 2025, employee contributions reached 25.6 billion VND, an increase of nearly 12% compared with 2024, reflecting strong employee engagement and the effectiveness of the program in generating social value.



FPT Community Day has been held for 16 consecutive years, spreading compassion and social responsibility.

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Creating learning opportunities and nurturing young talent for the nation

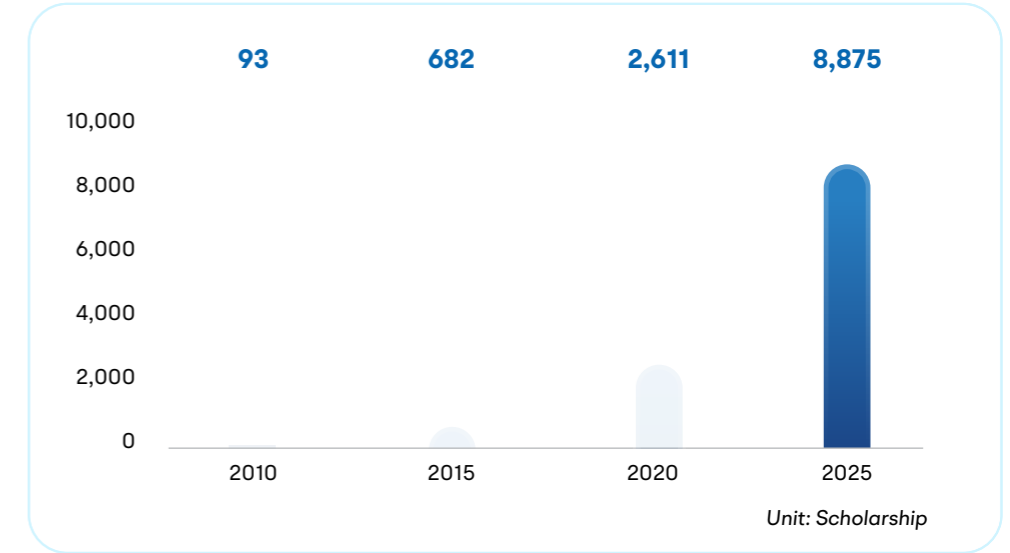
• Nguyen Van Dao scholarship

With the aim of enabling the younger generation to access education, explore new technologies, and develop their talents, FPT has implemented the Nguyen Van Dao Scholarship annually since 2010. In 2025 alone, 8,875 scholarships were awarded to students with disadvantaged backgrounds who achieved outstanding academic results or demonstrated exceptional talents across many provinces and cities nationwide, with a total value of 151 billion VND.

• FPT Young Talents Development Center

For 26 years, through the FPT Young Talents Development Center (FYT), the Corporation has consistently created opportunities for students with outstanding academic achievements and winners of national and international awards to develop comprehensively and gain experience through major projects. FYT currently has 646 members, many of whom have grown to become founders, managers, scientists and influential experts both in Vietnam and internationally. In 2025, FYT awarded 38 scholarships at a total value of 912 million VND. In addition, the program provided financial support, facilities and connections with alumni, who are experts in various fields to help members pursue their aspirations, expand professional networks, and develop essential soft skills for the future.

Nguyen Van Dao scholarship program for the 2010-2025 period



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Hope School – A Journey of Growth

“Hope” opens the door to education for children who suffered great losses during the COVID-19 pandemic. Over the past five years, Hope School has become a warm, shared home where children are cared for, educated, and nurtured as they grow. In 2025, the 6,500 m² Hope School campus was completed after nearly two years of construction, becoming the new home for more than 300 students from 13 ethnic groups, with full facilities to support their comprehensive development.

Narrowing the learning gap in disadvantaged regions

For many years, FPT has worked alongside the Hope Foundation and its employees to implement programs that improve learning environments, helping narrow the gap in access to education across regions nationwide. These programs are designed and implemented in alignment with the United Nations Sustainable Development Goals, including SDG 4 (Quality Education), SDG 6 (Clean Water and Sanitation), and SDG 10 (Reduced Inequalities).

• The “Lighting the School” program

Since 2018, FPT has accompanied the “Lighting the School” program to improve educational infrastructure by building new schools, boarding facilities, restrooms, and playgrounds; renovating deteriorated classrooms; and providing teaching and learning equipment for students in remote and disaster-affected areas.

• The “Wings of Dreams” program

Built with dedication and the collective efforts of FPT employees, the “Wings of Dreams” program has become one of FPT’s largest and longest-running educational support initiatives for underprivileged children in mountainous areas. In 2025, the program carried out activities to support the recovery from severe damage caused by storms and floods at many schools nationwide.

• Digital Library project

The Hope Foundation developed and implemented the project, with FPT being one of its long-standing partners. It aims to provide students in disadvantaged areas with access to knowledge through online platforms, supporting research activities and improving learning outcomes.



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Connecting communities for happiness

With the goal of creating positive social impact, FPT not only focuses on emergency relief activities but also participates in and directly implements many initiatives that inspire communities and generate long-term benefits for society.



• Supporting flood-affected communities to rebuild 26 heavily damaged schools

The “Together with communities overcoming floods” campaign initiated by FPT attracted contributions from thousands of employees both in Vietnam and abroad, raising over 05 billion VND to help rebuild 26 schools in Nghe An, Thanh Hoa, Lao Cai (former), and Tuyen Quang (former) that were heavily damaged by storms in 2025.



• Partnering to implement Vietnam’s first community AED project

FPT and Hanoi Medical University Hospital collaborated to launch Vietnam’s first community automated external defibrillator (AED) project, aiming to improve public awareness, skills, and access to first-aid equipment, thereby enhancing the effectiveness of initial emergency response within communities. On December 11, 45 AED devices were delivered to 13 regional medical centers in Da Nang City.



• The “Steps to School” program

Since 2018, FPT has accompanied the “Steps to School” program initiated by the Hope Foundation, contributing to the construction of durable concrete bridges in the Mekong Delta region. These bridges help ensure safer access to schools for students while improving living conditions and social welfare in local communities. In 2025, FPT contributed 08 billion VND to the program.

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• **"Green Kitchen – Healthy Living” project bringing better health to communities**

World Vision and FPT signed a Memorandum of Understanding to implement the “Green Kitchen – Healthy Living” project in Sin Chai Commune, Dien Bien Province. The project marks an important step toward promoting sustainable development, improving community health, and strengthening climate resilience in rural areas of Vietnam.

The initiative helps over 1,000 residents access improved cooking solutions that reduce indoor air pollution, enhance health conditions, and cut greenhouse gas emissions. Promoting clean cooking solutions also contributes to protecting forest resources, improving quality of life and strengthening the resilience of vulnerable communities facing climate change impacts.



• **Blood donation program**

The voluntary blood donation festival is organized annually by FPT to promote compassion and solidarity while supporting people facing difficult circumstances in society. Under the message “A drop of blood given, a life saved,” the life-saving act of blood donation by FPT employees has become a meaningful tradition in the Corporation’s annual community activities.

In 2025, 2,045 employees participated in 10 blood donation drives, contributing 2,910 units of blood. The activity encourages employees to share positive values, maintain optimism and positive energy, and together contribute to building a happy community.



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