



ESG REPORT

2022

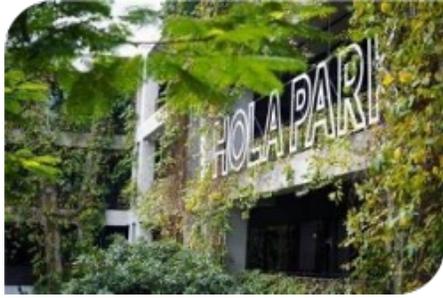


Inside this Report



1. Introduction

- 1.1. About the report
- 1.2. Corporate Overview
- 1.3. Executive Commitment
- 1.4. ESG Priorities



2. Environment

- 2.1. Policies and targets
- 2.2. Climate change
- 2.3. Water
- 2.4. Waste



3. Social

- 3.1. Health & Safety
- 3.2. Working conditions
- 3.3. Career management
- 3.4. Child & Forced Labor
- 3.5. Diversity, Equity & Inclusion
- 3.6. Local Communities
- 3.7. Development & Training



4. Governance

- 4.1. Code of Business Conduct
- 4.2. Compliance & Risk management
- 4.3. Supply chain management
- 4.4. Sustainable Procurement
- 4.5. Information Management
- 4.6. Data Privacy

In alignment and support of the United Nations' Sustainable Development Goals
FPT Software's ESG ambitions continue to power our efforts to create values for our stakeholders. Throughout the report, you will find our ESG progress mapped to the United Nations (UN) Sustainable Development Goals (SDGs).



ESG REPORT 2022 Commitment to support the UN SDGs





1. Introduction

About the Report





About the report

This Environmental, Social and Governance report, together with our other related publications, shares FPT Software’s track record and ongoing efforts to make the world better for individuals, enterprises, and communities through our stories, experiences, operations, and philanthropy.

About this report

This ESG report is created to present the results of sustainable development initiatives as well as short-term and long-term commitments of FPT Software.

The report is made annually. This report’s duration is from **1/1/2022 to 31/12/2022**. The disclosures in this report are in accordance with the GRI Standard 2021 and SASB standards.

Reporting scope

The scope of FPT Software's reporting activities includes branches and affiliated units, including:

- 1. FSOF Hanoi**
- 2. FSOF Danang**
- 3. FSOF Ho Chi Minh**

This report is prepared for the first time and covers only FPT Software businesses in Vietnam. In the following years, the report will be expanded to collect and report data related to facilities outside of Vietnam.

Approach to materiality

The universe of our material topics on ESG is complex and multi-layered, one that is deeply intertwined with the value we seek to create through our business for our stakeholders.

Assurance statement

Our ESG disclosures are reviewed and verified internally by an independent group, namely, ISC Vietnam Joint Stock Company (ISC).

The figures cover all areas and facilities, including Data on:

- Environment
- Labor and Human rights
- Business ethics
- Sustainable procurement

The ESG report was built on the principles of inclusiveness, clarity, relevance in current affairs, and reliability. The ESG report was carried out by the Sustainable Development Management Department of FPT Software. For any inquiries or feedback related to FPT Software’s sustainable development activities and the ESG report, please contact:

- Ms. Nguyen Thi Mai Anh– Head of Sustainable Development Management Department of FPT Software Company Ltd.
- Address: FTown 3 - FPT Software Office Saigon Hi-Tech Park, Long Thanh My Ward, Thu Duc City, HCMC
- Email: AnhNTM1@fpt.com



1. Introduction

Corporate Overview



FPT Corporation

| | |
|------------------|---|
| Founded | 1988 |
| Public Listed | Dec 2006 (HOSE: FPT) |
| Revenue | USD 1.87 billion (FY2022) |
| No. of Employees | 40,000+ (core business) Nearly 60,000 (including member companies) |





FPT Software

| | |
|------------------|--|
| Founded | 1999 |
| Revenue | USD 803 million (FY2022) |
| No. of employees | 21,000+ (FY2022) |
| Global Presence | 28 countries and territories worldwide |
| Clients | 1,000+ clients with 89 Fortune 500 (average customer satisfaction score of 94.67/100) |



United Nations
Global Compact





Global Leading IT Services Company

Global Presence

Americas

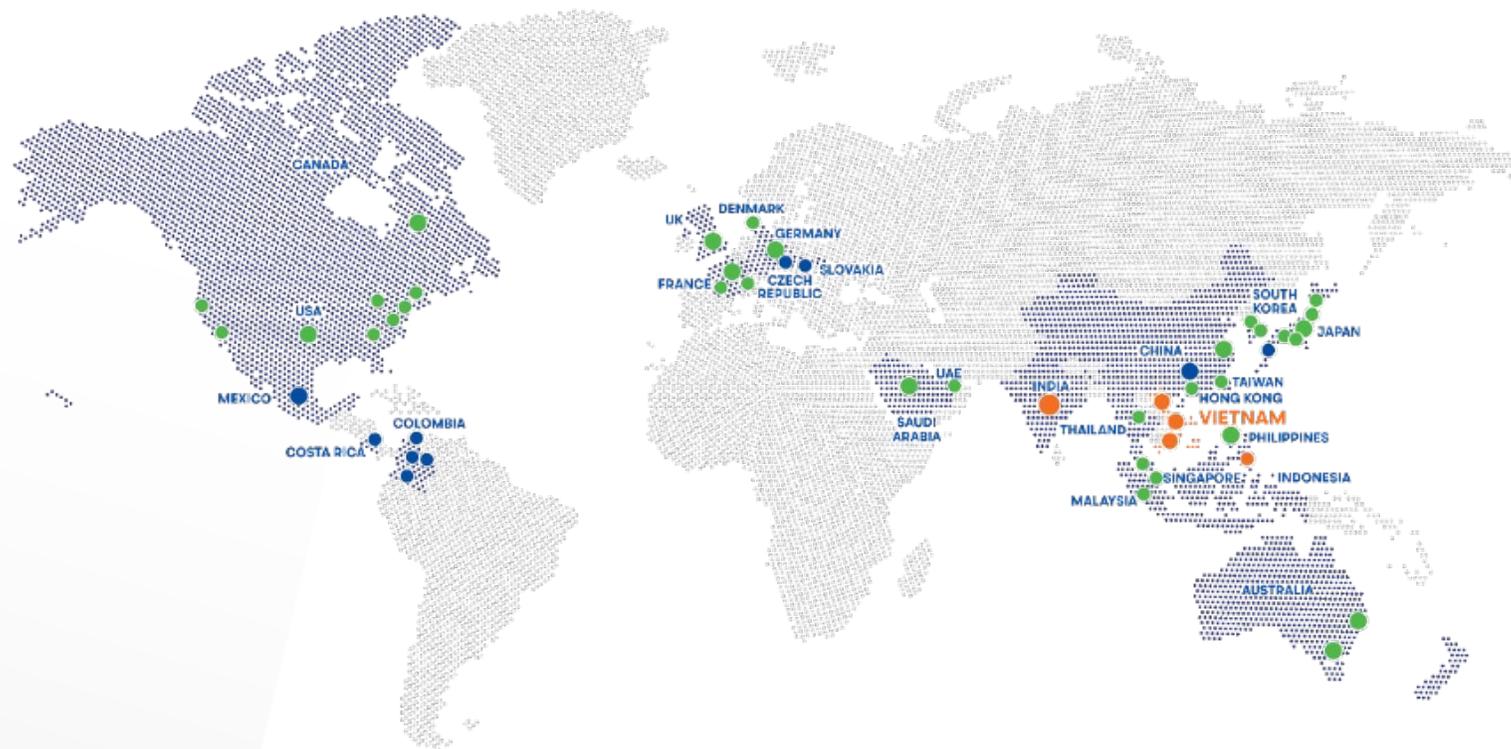
USA | Canada | Colombia | Costa Rica | Mexico

Europe & Middle East

Germany | France | Czech Republic
Netherlands | Romania | Slovakia
United Kingdom | Denmark
United Arab Emirates | Saudi Arabia

Asia

Japan | South Korea | China | Taiwan
Australia | Hong Kong | India
Vietnam (HO) | Singapore | Malaysia
Indonesia | Philippines | Thailand



28 Countries & Territories

71 Offices

- Onshore
- Nearshore
- Offshore



Campus in Vietnam

12 Offices

- Hanoi (HO)
- Ho Chi Minh City
- Da Nang
- Quy Nhon
- Can Tho
- Tam Ky
- Hue

Quy Nhon AI Center

- **Area:** 94 ha
- **Capacity:** 20,000 employees
- **In partnership with Mila – Quebec Artificial Intelligence Institute**





FPT Software Offerings

Industries

Automotive & Manufacturing



Utilities & Energy



Banking, Finance, Securities & Insurance (BFSI)



Telecoms & Media



Logistics & Transportation



Healthcare





FPT Software Offerings

Services & Solutions

DIGITAL TECHNOLOGIES

- Cloud
- Data & Analytics
- AI
- RPA
- Low-code
- Blockchain
- Metaverse
- Cyber Security
- IoT
- Digital Experience & Commerce

IT SERVICES

- Testing
- Enterprise platforms (SAP, ServiceNow, Salesforce, etc.)
- Applications development & modernization

MANAGED SERVICES

- Infrastructure Management
- Application Management
- Cloud Managed Services
- Cybersecurity Managed Services

PRODUCT ENGINEERING

- Automotive Digital Solutions
 - (IVI (In-Vehicle Infotainment)
 - ECU/MBD Services
 - AUTOSAR Services
 - Automated Driving / EV
 - MaaS / Connected Car
 - Car Security / FuSa / A-SPICE
- Hardware Design (PCB/FPGA)
- Mechanical Design/Analyzing (CAD/CAE)
- Product & Application Lifecycle Management
- Other Embedded Systems

CONSULTANCY

- Business Transformation
- People Transformation
- Technology Transformation
- Consulting & System Integration (CSI)
 - Advisory Services
 - System Integration Services
 - Application Portfolio Optimization
- Reporting & Analytics
 - Reporting & Dashboards
 - BI / Analytics
 - Data Quality

END-TO-END COMPLETE SOLUTION



1. Introduction

Executive Commitment





FPT SOFTWARE Chairwoman

CHU THI THANH HA



“

A compassionate, human-centric approach

FPT Software strives to be the **pioneer in digital transformation** and an active member of a green, sustainable ecosystem. Through technology advancement and a **compassionate, human-centric approach** to doing business, we look forward to creating impactful differences to the society and help solve some of the world’s complex problems, while committing to the **United Nations’ 17 Sustainable Development Goals**.

As the company’s Chairperson, I am passionate about **life improvement** and **human empowerment**, especially in education for the future, gender equality and societal charity.

I am also proud of our efforts to build an organization that is deeply valued by our people, where everyone is encouraged and supported to reach their full potential.

Mdm. Chu Thi Thanh Ha
Chairwoman, FPT Software

”



FPT SOFTWARE Chief Executive Officer

PHAM MINH TUAN



Accompany the future of innovation & expansion

At FPT Software, sustainability is built in all that we do. We foster a **culture of innovation** to enhance our business resilience. We employ a **digital-first mindset** around all areas of business to reduce waste production, develop environmentally-friendly habits, as well as establishing a **more inclusive and equitable working environment**.

We take shared responsibilities to create a happier future for people, success for organizations and prosperity for the nations. I am also strongly inspired by FPT Software playing our parts to create **millions of jobs** for young IT talents globally.

As a company, we also take great pride in recent years' **sustainable expansion and acquisition**, and to accompany such fast growth across continents, we look forward to working with our partners and clients to design and execute purposeful, practical and profitable solutions that **unlock opportunities** and **deliver sustainable values**.



Mr. Pham Minh Tuan
CEO, FPT Software



FPT SOFTWARE Senior Executive Vice President and COO cum CFO

NGUYEN KHAI HOAN



Drive sustainable growth in a world of volatility

FPT Software is a world-class technology solutions provider for **complex business opportunities and challenges**; and we take pride in assisting our clients to navigate the complexities of a volatile world and fast-changing business environment. Our dedication to our **clients' sustainable growth** is evident in critical times like Japan's Fukushima disaster in 2011 and COVID-19 pandemic, when thousands of FPT people volunteered to stay abroad with our clients and ensure the successful completion of their projects.

Our approach in Digital Transformation also reflects our commitment to sustainability, as we set **People and Culture Transformation** as crucial as business and technology transformation. When working with clients, FPT Software's experts set out to engage, enable and empower all stakeholders to build the digital culture together, through communications and training.



Mr. Nguyen Khai Hoan
SEVP, COO cum CFO, FPT Software



FPT SOFTWARE Senior Vice President and CHRO

NGUYEN TUAN MINH



“

Putting People at the heart of all that we do

People are FPT Software’s most important assets. Our talents are given the opportunities to learn from **the latest in technology, world-class projects** and enjoy **limitless career opportunities**. They are given **challenging and purposeful missions** to create impactful values while enjoying a fun, open-minded work environment, to be themselves and highly engaged with the company’s higher purpose.

We are also committed to continuing to be the **Best Place to Work** for our employees, promoting more Diversity, Equity and Inclusion, as well as contributing to the training and development for the IT workforce globally.

Mr. Nguyen Tuan Minh
SVP, CHRO, FPT Software

”

1. Introduction

ESG Priorities





Participation in International Initiatives

True to its commitment to sustainable development, FSOFTE has committed to creating social values of safety, security, equity and efficiency in order to promote a more sustainable world where everyone is equal. have the opportunity to realize their full potential. In 2023, we became a signatory to the United Nations Global Compact (UNGC), and thus promoted our business activities based on the Ten Principles of the United Nations Global Compact, linking related to the four areas of human rights, labor, environment and anti-corruption. We are also engaged in various initiatives in pursuit of our goals to help achieve the SDGs and create a sustainable society.

■ United Nations Global Compact (UNGC)

Became a signatory from 2023



■ ISO 27001

Received certificate from 2000
FSOFT India- 2000
FSOFT – 2022
FSOFT Japan - 2022



■ Carbon Disclosure Project (CDP)

Joined from 2023



■ ISO 14001:2015

Received certificate from 2022
FSOFT – 2022



■ Global Reporting Initiative (GRI)

Joined from 2022

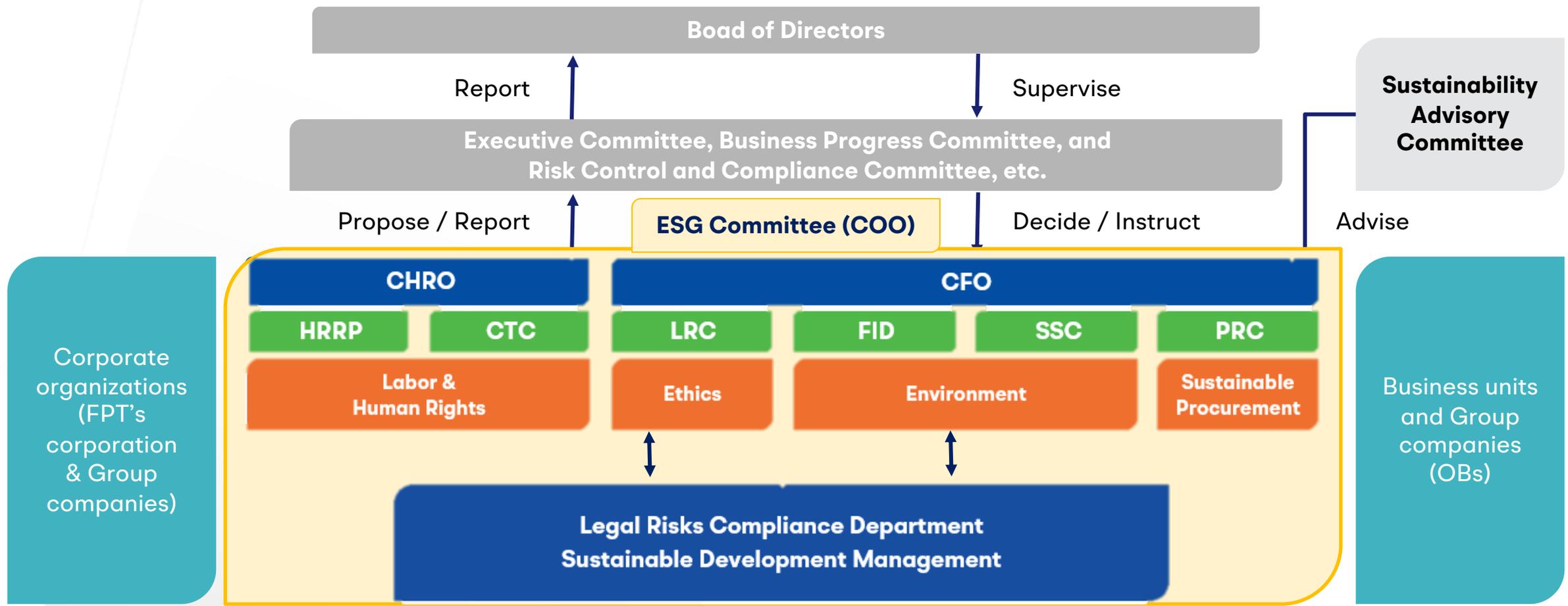


■ EcoVadis

Joined from 2019
FPT Japan received Bzone Medal



Management Implementation Framework for Sustainability



*1. COO – Chief Operating Officer
 *2. CHRO – Chief Human Resource Officer
 *3. CFO – Chief Financial Officer



ESG Priorities

- Reinforce non-financial measurement methodologies to underpin sustainable growth of company and society
- Continuously incorporate ESG indexes as indicators of risk minimization and value maximization initiatives

Key Theme (Materiality)

Main initiatives

FY 2023-2030 KPI

| | | |
|---|--|--|
| <p>E</p> <ul style="list-style-type: none"> • Climate change (De-carbonization) | <ol style="list-style-type: none"> 1. Acceleration of environmental management towards achievement of Carbon Neutrality by 2050 2. Contribution to CO2 reduction through Agencies/ Suppliers | <ol style="list-style-type: none"> 1. Decrease rate CO2 15.8% vs BAU plan (Compared to FY2022) |
| <p>S</p> <ul style="list-style-type: none"> • Labor & human rights • Diverse human resources | <ol style="list-style-type: none"> 1. Diverse human resources with an increased international labor force in FPT Software 2. Achieve gender parity among senior executives, those in managerial positions, and all employee levels by FY2030 | <ol style="list-style-type: none"> 1. Increase the ratio of international labor to 30% 2. Maintain the ratio of female employees at 30% (Compared to FY2022) |
| <p>G</p> <ul style="list-style-type: none"> • Corporate governance • Supply chain sustainability • Compliance | <ol style="list-style-type: none"> 1. Strengthening of collaboration with suppliers from a human rights/ environmental perspective 2. Eradication of serious compliance incidents | <ol style="list-style-type: none"> 1. Increase rate of Agencies/ Suppliers agreeing to procurement policy to 50% (Compared to FY2022) 1. No. of serious incidents: 0 |



Determination Of Key Area

FPT Software looks forward to receiving input from stakeholders, to help prioritize topics in the implementation of the Industry Sustainable Development Framework, a comprehensive approach to sustainability.

We understand that all topics covered in this survey are important, but we would like to hear stakeholders' opinions on the importance/less importance of topics to guide our actions and priorities. The survey results will be input for setting future sustainability goals and strategies and sustainability reporting.

Continuing the continuous efforts on the journey of Sustainable Development, FPT Software conducts a survey to engage stakeholders on the key aspects of Sustainable development together with the project.

Steps of implementation

Steps

Output

Recognizing issues related to sustainable development in the country and in the world

List of areas and aspects of impact

Communicate and interview with a group of internal experts

Topics and aspects directly related to the company

Establish a list of key stakeholders

The list of stakeholders includes: Customers, Investors, NGOs, Partners, Community, Employees

Stakeholder online survey of materiality

The results of ranking the most important sustainability criteria (1) for them and (2) for FPT Software to focus on in the coming years and (3) evaluating FPT Software's current performance on sustainability criteria steady.

Hold a confirmation meeting with stakeholders who contributed to the process to discuss

List of key areas

Implement and deploy according to PDCA (Plan-Do-Check-Action) principles



ESG Priorities

List Of Important Aspects

Environment

- Climate change
- Water
- Waste

Social

- Health & Safety
- Working conditions
- Career management
- Child & Forced Labor
- Diversity, Equity & Inclusion
- Local Communities
- Development & Training

Governance

- Corporate Governance
- Compliance & Risk management
- Business continuity
- Supply chain management
- Sustainable Procurement
- Information Management
- Data Privacy

2.

ENVIRONMENT





Environment Policies

Implementation principles:

Our environmental policy and operations adhere to the following principles:

- Everyone has the right to live and work in a **safe and healthy environment**.
- Everyone needs to be **aware of the impacts** we have on the environment through our daily lives.
- Everyone needs to take responsibility for **minimizing negative impacts** and doing what's best for the environment.
- It is necessary to emphasize on the impact on the environment by **inspiring and mobilizing people to change**.

Specific actions:

- Reduction of energy consumption
- Reduced use of harmful chemicals
- Waste limitation - Waste treatment
- Enhancing recycling
- Raising awareness of environmental issues
- Actions that support the safety and health of customers and partners
- Orientation on controlling and reducing greenhouse gas emissions
- Maintenance and Improvement ISO 14001 quality standard





Environment Policies

To effectively manage greenhouse gas emissions, the fundamental foundation to begin with is understanding data and accurate inventory data. The measurement and inventory of greenhouse gases helps us find opportunities to reduce emissions, but also affirms our responsibility and orientation for continuous improvement and towards the most transparent, accurate and objective information provided.



Audit Results:

HANOI SITE

Scope 1: 143
Scope 2: 6,972
Scope 3: 10,055
Total CO2 emission: 17,170

DANANG SITE

Scope 1: 87
Scope 2: 4,254
Scope 3: 6,136
Total CO2 emission: 10,477

HCMC SITE

Scope 1: 106
Scope 2: 5,153
Scope 3: 7,432
Total CO2 emission: 12,690

Total Company-Wide Co2 Emission: 40,337 Tons

Scope 1: 336

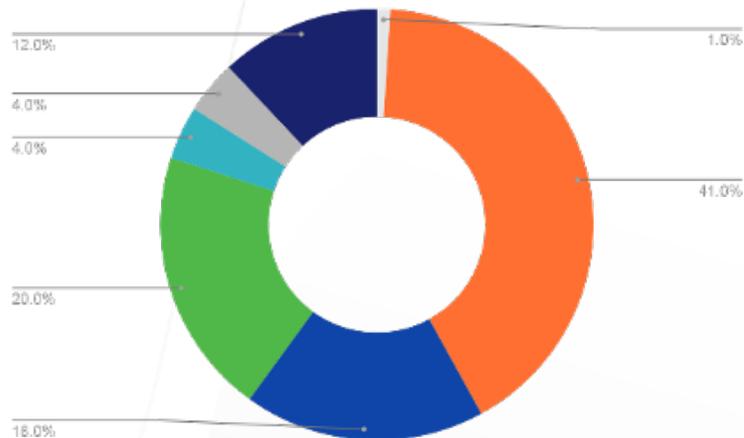
Scope 2: 16,379

Scope 3: 23,623





Climate change



- Scope 1 Gasoline
- Scope 2 Electricity
- Scope 3_Cat1 Capital Goods
- Scope 3_Cat2 Buildings, big assets
- Scope 3_Cat3 Distribution and transmission of electricity
- Scope 3_Cat4 Business travel
- Scope 3_Cat5 Waste emissions
- Scope 3_Cat6 Employee commute
- Scope 3_Cat7 Employee commute

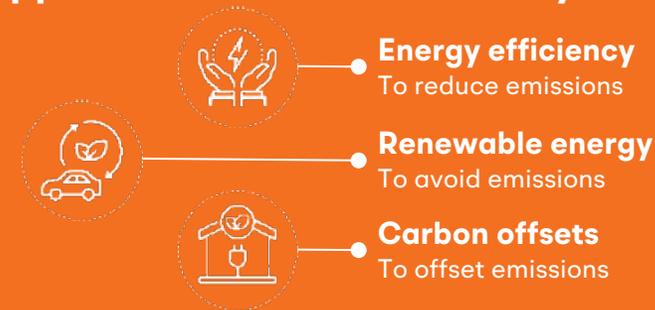
GHG emissions 2022 in Scopes

| | |
|---|---------------|
| Scope 1 Gasoline | 336 |
| Scope 2 Electricity | 16,379 |
| Scope 3_Cat1 Capital Goods | 7,464 |
| Scope 3_Cat2 Buildings, big assets | 8,278 |
| Scope 3_Cat3 Distribution and transmission of electricity | 1,547 |
| Scope 3_Cat4 Business travel | 1,553 |
| Scope 3_Cat5 Waste emissions | 9 |
| Scope 3_Cat6 Business travel | 1,553 |
| Scope 3_Cat7 Employee commute | 4,771 |
| Total | 40,337 |

The New Implementation Plan for Vietnam’s COP26 Commitments

With Decision No. 888/QĐ-TTĐ on July 25, 2022, Deputy Prime Minister Le Van Thanh approved the “National Climate Change Strategy to 2050”. The government plans to implement its COP26 commitments through various tasks and solutions through this national strategy. Vietnam will increase its participation in low-carbon technology development, mobilise natural resources and align the economy with its net-zero commitment. The end goal is to develop a better response to climate change.

Approach to carbon neutrality



Carbon Neutrality

in 2050 - mirroring Vietnam’s climate commitment



FPT Software’ climate commitment

(1) Medium-term target to 2030 will reduce carbon emissions by 15.8% in line with Vietnam's target with enterprise's own resources.

(2) The long-term goal to 2050 is Net zero as committed by the Vietnamese government at COP 26.

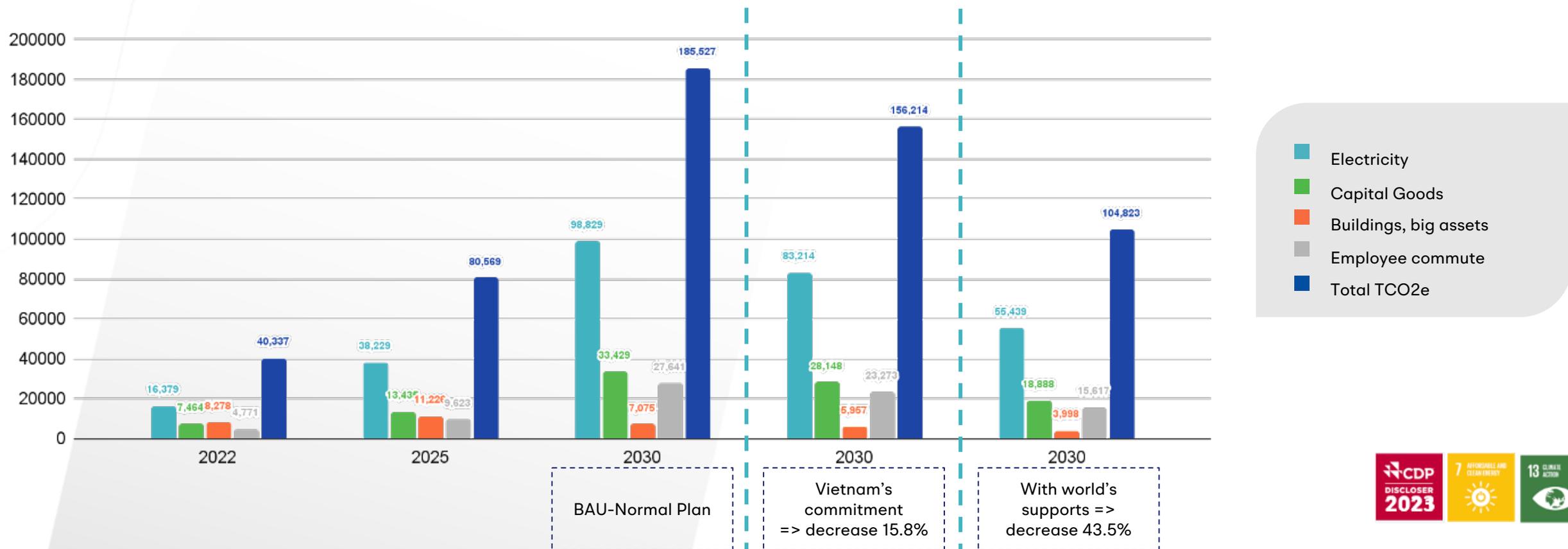
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Carbon Neutrality Plan 2023-2050

FPT Software strives to achieve the goal of net zero emissions as committed by the Vietnamese Government at COP26. We aim to promote our sustainable development roadmap according to successful models of international software companies: applying science and technology to activities in a sustainable way; increasing renewable energy and planting trees to neutralize greenhouse gases.





Emission reduction strategies

Our strategy for carbon neutrality is to reduce our Scope 1, 2, and 3 emissions and offset the remaining emissions.

Scope

Actions

Scope 1

- Better operational efficiency of our DG sets
- Transition to EVs for company-owned vehicles

Scope 2

- Design and build or lease new offices with low Energy Performance Index (EPI)
- Retrofit old buildings to improve EPI
- Source renewable power

Scope 3

- Introduce a hybrid working model
- Promote EVs among employees
- Transition to EVs for our owned vehicles and hired cabs
- Promote public transport, and low to zero-emission modes of commute among employees
- Optimize business travel
- Focus on leased offices that are efficient
- Adopt a life cycle approach for capital good

We will periodically assess climate risks and opportunities every year to revise FPT Software’s sustainability indicators and activities. We also implement appropriate risk management measures including adaptation measures.





Emission reduction – Scope 1+2

Energy efficiency

At FPT Software, buildings are our main source of energy consumption. We are committed to building new infrastructure in a sustainable way and pursuing energy efficient projects within existing infrastructure.

We will continue to deploy innovative technologies in our buildings and work with experts and academia to ensure our infrastructure is greener and smarter.

Hanoi Campus



FPT Tower and F-Ville campuses are built around nature, where creative architecture meets innovations and energy conservation is at the heart of all that we do

Danang Campus



F-Complex was awarded as the first energy-saving building certificate in Vietnam by EDGE.

Ho Chi Minh Campus



F-Town 3 campus was featured as iconic bioclimatic architecture in Ho Chi Minh City.

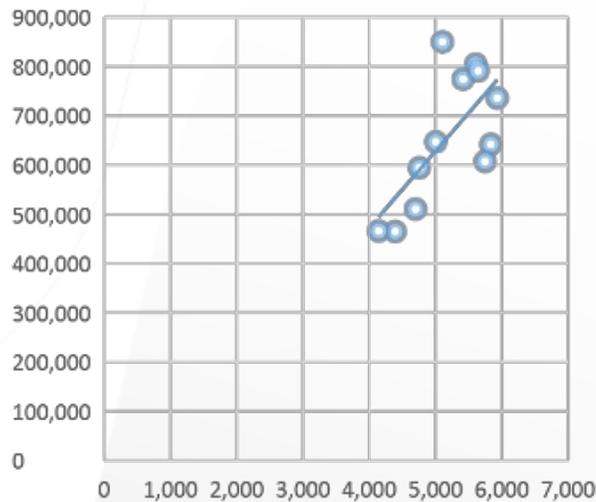




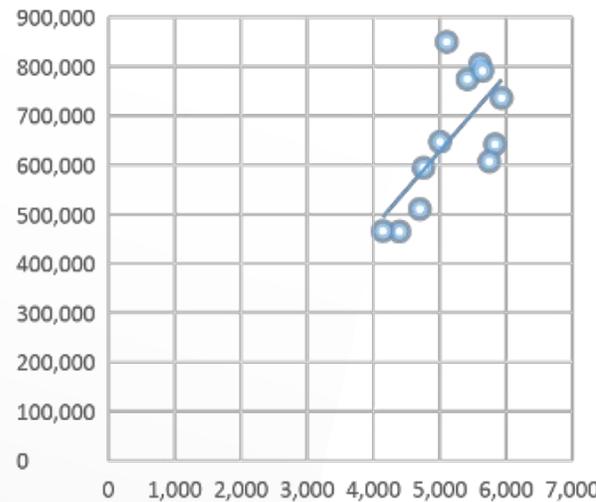
Emission reduction – Scope 1+2

Energy efficiency

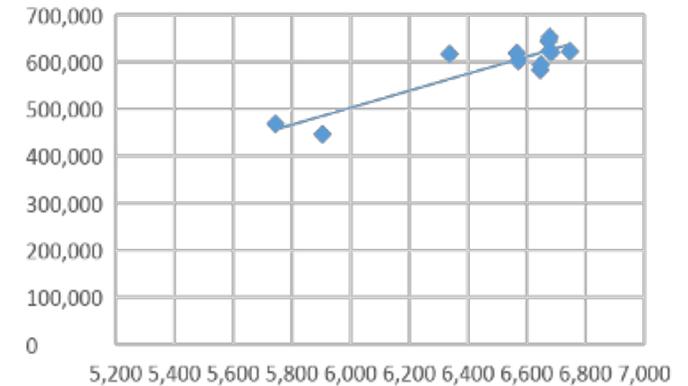
In 2022, FPT Software has performed a mandatory energy audit at FPT Complex in Danang. However, we have performed a voluntary energy inventory across all locations of FPT Software buildings in Vietnam. We aim to put electricity consumption norms in buildings as the basis to reduce and control energy consumption.



Energy baseline in 2022
Hanoi site
7.705.477 kWh



Energy baseline in 2022
Danang site
7.886.830 kWh



Energy baseline in 2022
Ho Chi Minh site
7.089.546 kWh

Total: 22.681.853 kWh
Amount of renewable electricity used: 0 kWh

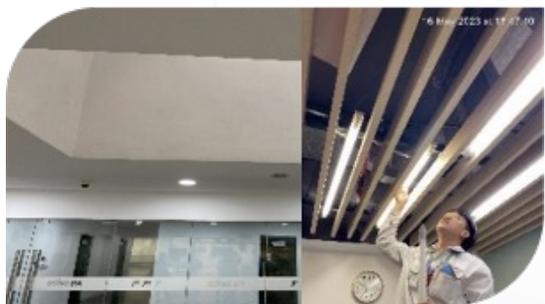




Emission reduction – Scope 1+2

Energy efficiency

In 2022, FPT Software has implemented power-saving and energy-saving programs, aiming to use green and renewable energy. The company’s goal in the next 5 years is to increase the use of renewable energy, green energy, and save electricity and water



Using LED bulbs, aim to replace 100% of LEDs in 2022, 2023



Using central air conditioning, keeping temperature at >26°C in the summer



Using on-off sensors in corridors and stairs



Electricity saving training for staff. >95% of employees have been trained

Energy efficiency and retrofit

The efficient design of new buildings, deep green retrofits in existing buildings, green data centers, our super-saver heat pumps, and operational excellence through smart automation were crucial in achieving energy efficiency.





Emission reduction – Scope 3



1. Public buses

2. Reduce travelling

3. Work from home

4. Carbon offset

- 1.1.** Arrange bus routes near employees' residences for convenient commuting by bus instead of personal vehicles.
- 1.2.** Implement a policy to support employees commuting by shuttle buses.
- 1.3.** Review and upgrade vehicle models annually with the supplier to use environmentally friendly vehicles.

- 2.1.** Reduce travel rate. If travel is necessary, book direct flights and limit layovers.
- 2.2.** Increase online meetings.
- 2.3.** Increase the use of electric taxis instead of ICE taxis.

- 3.1.** In 2020-2021, due to COVID outbreak, FPT Software has applied Work-from-home model about more than 70% to ensure business continuity.
- 3.2.** From 2022, after COVID outbreak, FPT Software still maintains the 70:30 hybrid working model to reduce Scope 3.

- 4.1.** In 2019, FPT Software sponsored for 2,000 trees at Soc Trang offset about 133 tCO2.
- 4.2.** In 2023, FPT Software sponsored for 1,500 trees at Xuan Lien Forest to offset about 100 tCO2.

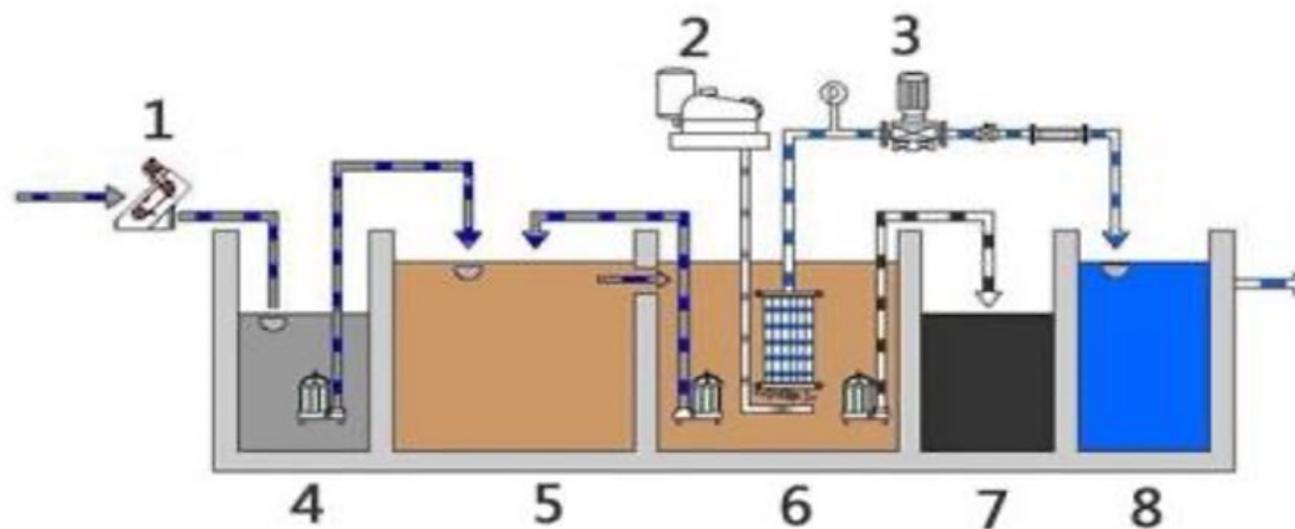




Water

Towards a positive water footprint

Water is a scarce and valuable natural resource, and FPT Software is committed to conserving water through our 3R (Reduce, Reuse, Recycle) approach. We comply with the requirements of the Vietnamese government to Enterprises for wastewater treatment and recycling and expanding our efforts to the community. Water usage norm at FPT is 60m3/person/day.



- 1. Fine screen
- 2. Air blower
- 3. Self-priming pump
- 4. Equalization
- 5. Anaerobic tank
- 6. MBR tank
- 7. Sludge tank
- 8. Treated water tank





Waste

At FPT Software, we focus on reducing, reusing and recycling to reduce waste, including e-waste. Our waste management approach is based on the Reduce, Reuse and Recycle philosophy.

Our management approach waste

FPT Software strives to promote environmental issues and attaches environmental issues to efficiently manage our operations. We are committed to not only complying with environmental regulations, but also making efforts to reduce waste, increase the use of environmentally friendly materials, optimize operations, and reduce the use of non-renewable resources, as well as garbage segregation and awareness training activities.



100%

All company sites have been certified with ISO 14001:2015



100%

of waste is sorted at source



100%

of hazardous waste is classified and managed according to regulations



50%

of the materials used are environmentally friendly. (transitioning gradually)



100%

qualified waste treatment vendors



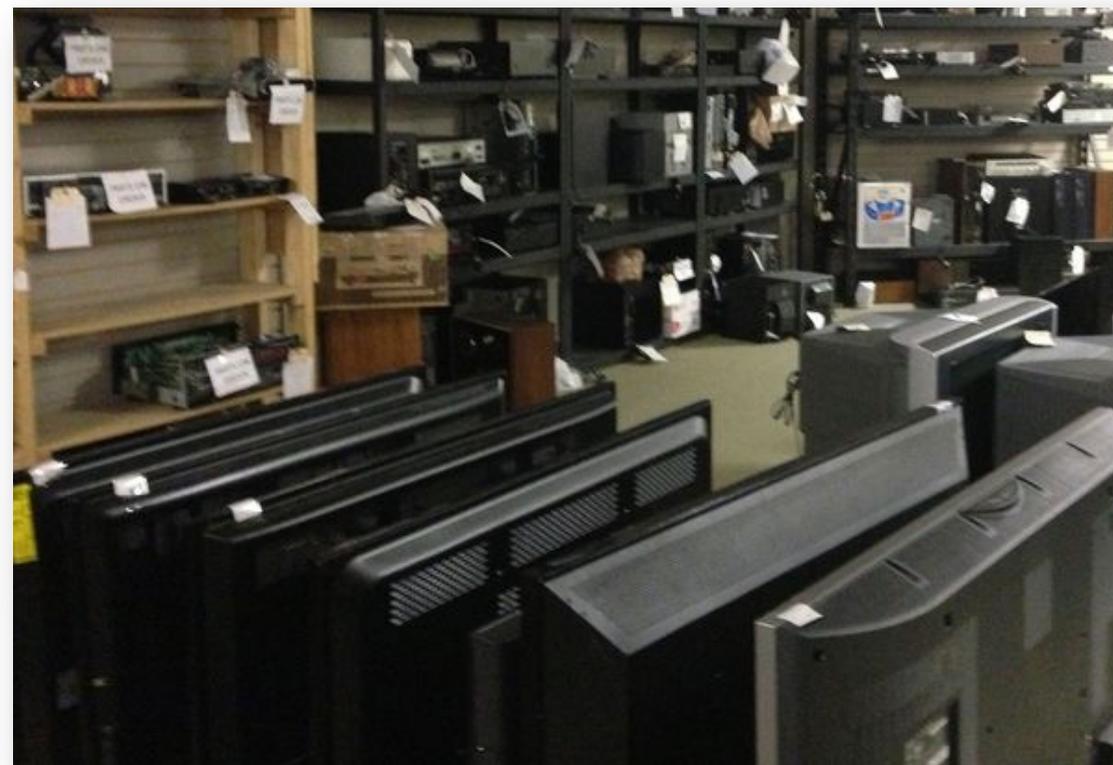
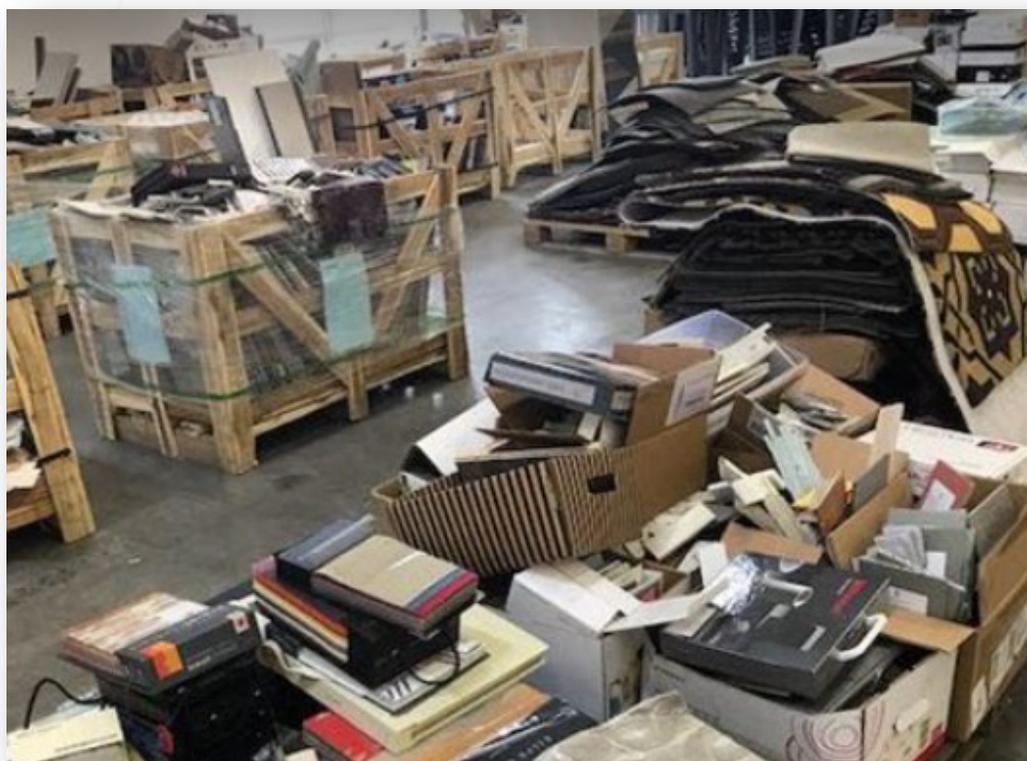
100%

IT infrastructure, office supplies are repaired and considered for conversion of use purposes



Waste

FPT Software has programs to recover and transfer office supplies between departments according to the asset management process to ensure no waste. Including tables and chairs, office equipment...



FPT Software has programs to recover and transfer office supplies between departments according to the asset management process to ensure no waste. Including tables and chairs, office equipment...



Waste

Using environmentally friendly materials

Converting to use environmentally friendly materials in combination with reuse and recycling of waste is propagated by FPT software and has campaigns that are responded by employees and contribute to building a green environment, reducing waste, environmental impact.



Use reusable cups instead of disposable cups



Consider to change to use electric cars instead of petrol cars



100% of garbage bags use biodegradable materials



Waste



100% of staff are trained on waste sorting

100% of garbage bags use biodegradable materials

Consider using electric vehicles as an alternative to ICE vehicles

Use reusable cups instead of disposable cups

Using environmentally friendly materials

Converting to use environmentally friendly materials in combination with reuse and recycling of waste is strongly endorsed by FPT Software. We have implemented campaigns that are positively responded by employees and contribute to building a green environment and reducing waste impact.

Achievements

- No environmental pollution incidents
- No legal incidents
- No complaints from the community about the environment
- Total amount of hazardous waste in 2022: 3,570 kg
- Total normal waste in 2022: 8,566 m3
- Total recycled waste in 2022: 51,572 kg
- Total wastewater volume in 2022: 177,821 m3



3. SOCIAL





Why Employees Choose FPT Software?



Learn & Grow



Global Success



Challenging & Purposeful Missions



Fun & Friendly Working Environment

Respect

There is a strong emphasis on status, achieved through seniority and education. Leaders make decisions while employees execute action plans, maintaining the utmost respect for seniors.

Innovation

Our employees show interest and pay attention to details in their work. Talents are intelligent and adaptable. They're keen to learn new programming languages and venture into new sectors.

Competitive package

As part of taking their work seriously, FPT Software people are responsible and dependable. Punctuality is expected and adhered to. They are also resourceful and stick to the task until it is complete.



Health & Safety

Occupational health and safety is a prerequisite for a good work environment. FPT Software strives to build and constantly improve the working environment, including facilities and cultural environment to create good conditions for employees to maximize their capacity at work.

Highlight activities



Occupational safety training



Employee health check



Medical clinics and health insurance for employees



Safe and productive working environment

Indicators of occupational safety and health

| Indicator | Result | Note |
|---|--------|--|
| Percentage of employees trained in occupational safety and health | 100% | |
| Rate of time lost at work due to injury (LTI) | 0 | Total time lost due to injury x1,000,000/total working hours |
| Rate of time lost at work due to serious injury (LTI) | 0 | (Number of days lost due to injury) x 1,000 / total hours worked |
| Number of cases detected of occupational diseases | 0 | |
| Occupational accidents in the year | 0 | |
| No. of sites under risk assessment | 0 | |
| % of personnel of the sites in the occupational safety & health committee | 0.15% | |



Working conditions

- Employees are entitled to a vacation scheme including vacation days and vacation support
- The company supports employees through every stage of life - Salary advancement (for 25-30 y/o); Financial support for car/house purchase, house rental, or FPT Education tuition fee; as well as Retirement funds for employees over 40 years old.
- Employees have the opportunity to buy apartments with incentives and support programs determined by the company depending on each project that the company has signed a cooperation agreement with.
- Providing extra-curricular activities, as well as exercise and sports facilities for employees such as football fields, swimming pools, etc.

Key activities

- Employees who have children (including biological and adopted children, according to current law) of school age from Primary to High School, are studying at the school system of FPT Education in Vietnam, will be supported by the company with tuition fees
- The campus is full of green trees and relaxing areas outside the office for employees





Working conditions

Target

We value people and ensure all employees of FPT Software have a livable wage:

100%

of employees are evaluated, compared with a livable wage

100%

of employees who have signed a labor contract have a salary higher than the living wage in the area.

100%

of employees' salaries are reviewed and evaluated annually

Salary Review 2022

| Region | Group of beneficiary | Salary at FPT (minimum) | Current salary (highest) | Published livable wage (minimum) | Published livable wage (highest) | The difference (compared to the lowest liveable wage) | The difference (compared to the highest liveable wage) |
|-------------|---|-------------------------|--------------------------|----------------------------------|----------------------------------|---|--|
| Hanoi | Individual | 7,800,000 | 113,400,000 | 4,332,725 | 5,431,150 | 180.0% | 143.6% |
| Hanoi | Basic family minus birth rate | 7,800,000 | 86,400,000 | 6,622,325 | 9,200,050 | 117.8% | 84.8% |
| Hanoi | Basic family without deducting birth rate | 7,800,000 | 86,400,000 | 6,891,225 | 9,570,200 | 110.3% | 79.4% |
| Ho Chi Minh | Individual | 7,800,000 | 108,000,000 | 3,799,625 | 5,046,250 | 205.3% | 154.6% |
| Ho Chi Minh | Basic family minus birth rate | 9,200,000 | 205,200,000 | 6,920,200 | 9,004,550 | 132.9% | 102.2% |
| Ho Chi Minh | Basic family without deducting birth rate | 9,200,000 | 162,000,000 | 7,195,425 | 9,367,100 | 127.9% | 98.2% |
| Danang | Individual | 7,800,000 | 86,400,000 | 3,797,775 | 5,004,875 | 205.4% | 155.8% |
| Danang | Basic family minus birth rate | 7,800,000 | 66,400,000 | 6,747,425 | 8,780,775 | 115.6% | 88.8% |
| Danang | Basic family without deducting birth rate | 8,200,000 | 113,400,000 | 7,015,950 | 9,134,650 | 116.9% | 89.8% |

Salary structure

Employee earnings will include:

- Monthly income
- 13th month salary bonus
- Performance bonus
- Special bonuses applied to some positions or some units according to the Company's annual decision
- Benefits according to the Company's annual policy, which may or may not be in cash



Working conditions

Salary comparison assessment in 2022

Percentage of internal employees assessed for liveable wages:

100%

Percentage of internal and contract employees with liveable wages

100%

The wage gap between male employees and employees with disabilities:

105.8%

Percentage of contract and internal employees assessed for liveable wages:

100%

The ratio of salary difference between male and female employees:

106.9 %

Percentage of employees with a monthly salary higher than or equal to the liveable wage:

100%

Percentage of internal employees with liveable wages:

100%

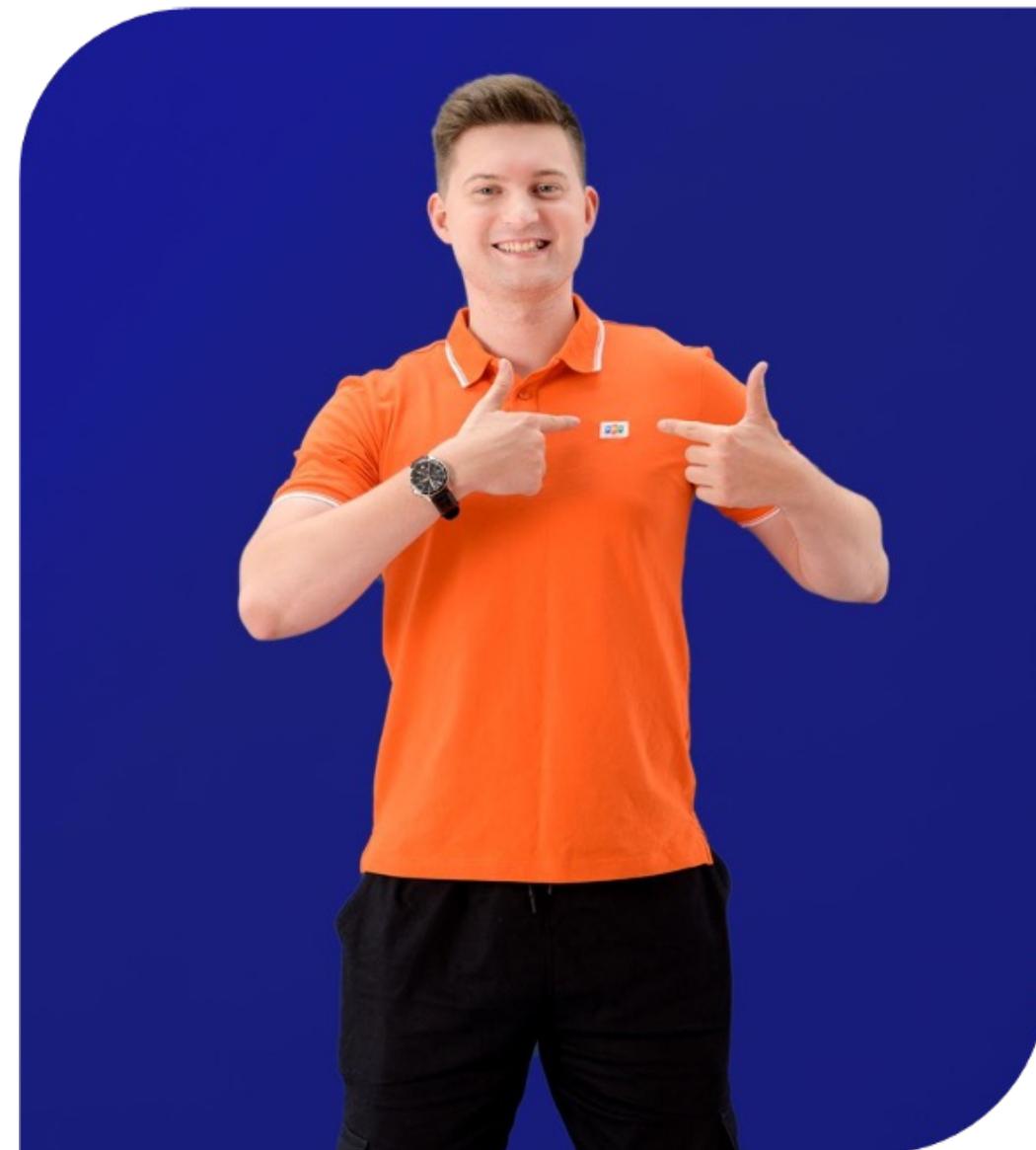
Salary gap between male employees and ethnic minority employees:

102.1%

Plan for 2023

- Continue to maintain the assessment of the company's salary against the living wage in the area and the target of 100% above the liveable wage
- Reduce the wage gap between men and women

According to WageIndicator Living Wages <https://docs.google.com/spreadsheets/d/1kkNQpt-qVisjDdzWU98j6zmkJeBaF6fIPeGXKkwDEEA/edit#gid=987092227>





Working conditions

Employees are the most valuable asset for FPT Software and the foundation for the sustainable development of the company. To continue to retain talent and continuously improve on the journey of creating value for employees towards building a working environment that meets employees' expectations.

Not only complying with the provisions of Vietnamese labor law, FPT Software also aims to meet the needs of employees' and families' lives.

FPT Software is committed to bringing good benefits to employees, ensuring to take care of employees' material and mental health wellness.



Reporting Indicators

| Criteria | Results in 2022 |
|--|---|
| Number of employees | 21,554 |
| Number of new hires | 8,848 |
| Number of employees resigned | 5,598 |
| Amount paid for employee's salary | 5,464,086,000,000 VND |
| Percentage of employees participating in salary training | 100% |
| Average salary per employee | 32,440,000 VND |
| Amount spent on employee benefits and bonuses | Amount of bonus for employees in 2022: 1,519,011,000,000 VND Amount spent on employee benefits: 81,287,000,000 VND |

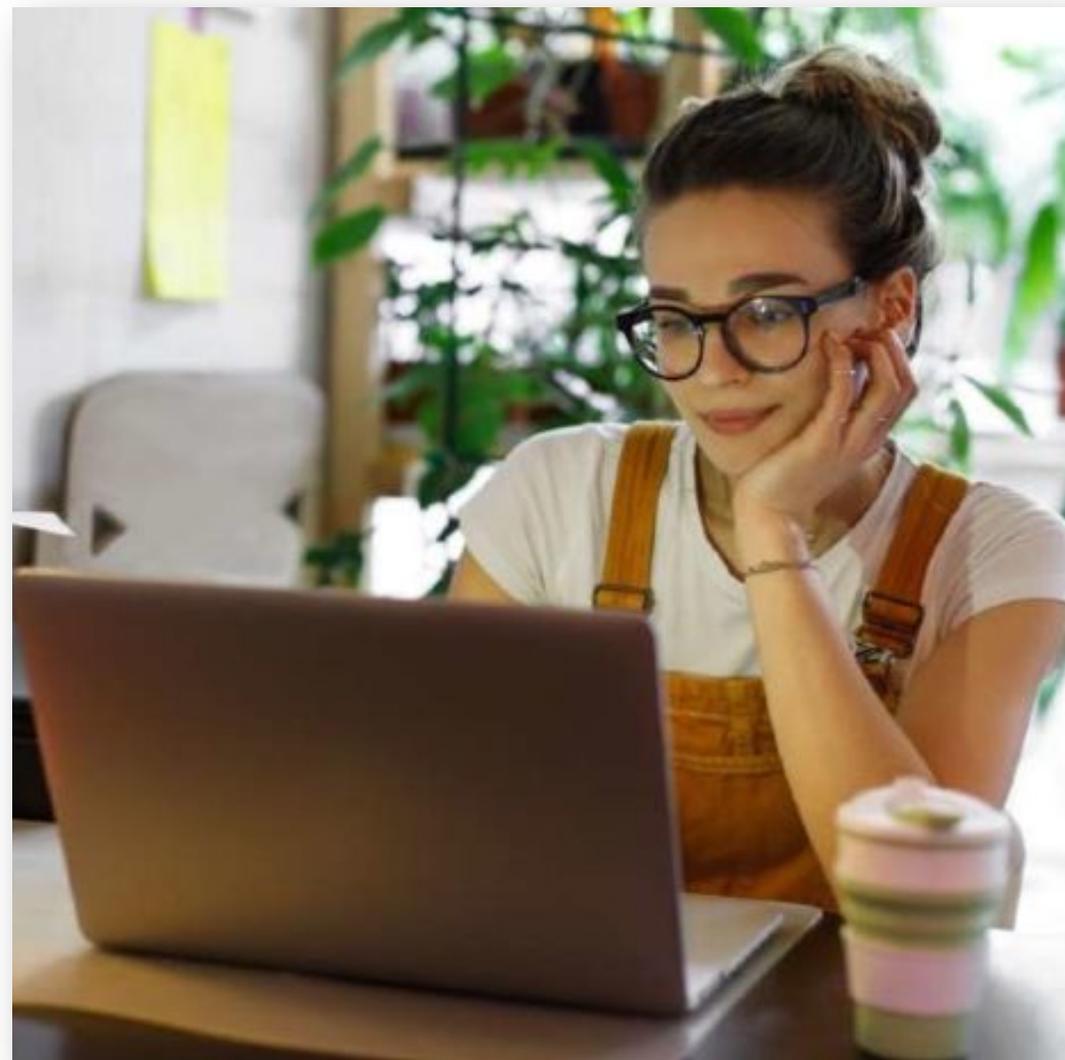


Working conditions

Report of requests to work from home from 2020 - 2022

Reporting Indicators

| Indicator | 2020-2022 | % |
|---------------------|-----------|------|
| 1. Ha Noi site | 100,601 | 44% |
| 2. Da Nang site | 48,940 | 21% |
| 3. Ho Chi Minh site | 81,144 | 35% |
| TOTAL | 230,685 | 100% |



According to WageIndicator Living Wages
<https://docs.google.com/spreadsheets/d/1kkNQpt-qVisjDdzWU98j6zmkJeBaF6fIPeGXKkwDEEA/edit#gid=987092227>



Social dialogue

We respect the freedom and equality of employees. All employees have the right to freedom of association and to express their opinions and voices.

Trade union is an organization representing employees at FPT Software, which operates periodically and always protects the interests of employees.

The collective labor agreement of FPT Software is approved by the authorities and the regulations related to the rights of employees are agreed.

Every year the company organizes an online dialogue meeting called “Online dialogue - CxO talk” for employees to express their opinions. The dialogue is held in the form of an online livestream on the Company's internal page, with the participation of the Company's Chairperson, General Director, Deputy General Director, Division Directors, Department Heads/Heads of Departments, the Union, and all Employees

In addition, suggestion box, and complaint and denunciation process are operated effectively so that employees can have their complaints and denunciations resolved.

A survey of employees' opinions on working conditions was also organized to measure FPT' Software’s response to employees in terms of working conditions, benefits, etc.

Reporting Indicators

| Criteria | Results in 2022 |
|---|-----------------|
| Percentage of total workforce in all locations covered by formal collective agreements regarding working conditions | 100% |
| Percentage of total workforce in all union-protected locations | 95% |
| Percentage of employees participating in the survey on working conditions | 0 |
| Number of union meetings in a year | 4 |
| Number of dialogue meetings in a year | 1 |
| The number of general complaints and denunciations of the company | 0 |



Career management

Evaluation of work efficiency

With the goal of evaluating employees in a comprehensive, effective, fair and transparent manner, in 2022 FPT Software continued to maintain the employee evaluation system including many aspects: Monthly evaluation of employees' work performance, evaluation of Job Objectives and Competencies of the Management every year.

Employees who do not meet KPIs (categories C and D) will be sent to further training or will be sent to further training to improve their performances.

Indicators of KPI evaluation

| Indicator | 2022 |
|---|---------------|
| No. of employees with KPI assessment | 19,890 (100%) |
| Number of employees reaching KPI in 2022 | 18,914 (95%) |
| Number of employees who did not meet KPIs | 976 (5%) |





Child & Forced Labor

Children and adolescents must have a comfortable life, be able to go to school and be happy, and for that goal FPT Software not only does not use child labor and juvenile labor by screening age when recruiting. use, but also also carries out charity projects such as sponsoring computers for local schools and supporting disadvantaged children

Everyone has the right to freedom and equality, and FPT Software strongly opposes forced labor, as we believe that a good working environment creates good results. All employees at FPT Software work on a voluntary basis. Employees are allowed to sign a contract and are explained the terms of the contract, when overtime is agreed by the employee. Employees at FPT Software are not forced to work, and are able to enjoy an engaging, happy and comfortable work environment.

Reporting Indicators

| Indicator | 2022 |
|--|--------|
| Age of youngest employee | 18 |
| No. of complaints or denunciations about child or forced labor | 0 |
| Number of detected cases of violation of regulations on child labor and forced labor | 0 |
| Maximum overtime hours/month | 40H |
| Average overtime hours of employees/month | 3.063H |





Diversity, Equity & Inclusion

Children and adolescents must have a comfortable life, be able to go to school and be happy, and for that goal FPT Software not only does not use child labor and juvenile labor by screening age when recruiting. use, but also also carries out charity projects such as sponsoring computers for local schools and supporting disadvantaged children

We prevent discrimination in the process of career development and advancement. All stages of capacity assessment, promotion, and promotion opportunities are fair for everyone, regardless of gender, religion and ethnicity.

At FPT Software, diversity, equity and inclusion awareness training becomes a mandatory training for all employees before entering the company as well as an annual training program.

We oppose all acts of harassment by actions and words at FPT Software. All cases of harassment are subject to disciplinary action according to company policy. We strive to always create a safe, happy, sociable, equal and fair working environment

We annually organize programs and benefits specifically for women such as International & Vietnamese Women’s

Day celebration. We also prepare dedicated breast-feeding facility for female employees.

We always support people with disabilities in the workplace so that they can quickly adapt to work, easily in daily activities at the company's headquarters. We also dedicate separate entrances and washrooms for disabled people.





Diversity, Equity & Inclusion

Indications of FPT Software being a fair, inclusive and diverse work environment

Percentage of workers belonging to minority groups

1.6%

Percentage of women in management positions

33%

Percentage of female employees in the whole labor force

30%

Number of allegations of harassment and violations of fairness in the workplace

None

Percentage of employees participating in fairness & inclusion training

100%

Average wage gap by gender, unadjusted

106.9%

Percentage of managerial roles filled by people of ethnicity:

0



Our CSR Highlights



HOPE Foundation

Support for Covid-19

Happy Run

Volunteer Program from FPT Japan

- **Hope School**, providing, immediate support for children who have lost their homes and parents due to the pandemic.
- Annual **1-day salary donation** from FSOFterS
- **2,000+ gifts** for disabled students and **100+ houses** for families in need

- **2,000-room university dorms** for quarantine purpose
- **\$850,000** contribution in medical equipment, along with technology equipment and daily necessities to local hospitals

Running race "FPT - 35 years of Happy Footprints" with **~10,000 participants.**

Various volunteer activities were organized during the event

Blood Donation, Environmental protection activities on weekend such as cleaning garbage at lakeside, station area, etc.



Hope Foundation

Supported by FPT

2016
Established

6-years of operating and contributing to the community

230+
HOPE Bridges

For students in difficult terrain areas to go to school

100+
HOPE Houses

For underprivileged and disadvantaged people to have adequate living conditions

1-day salary
Voluntary Donated

By all employees, annually. Together with corporate and other parties

2,000+
HOPE Gifts

For underprivileged, disabled students to have enough learning facilities and enjoy the holidays to the fullest



Audited by
Deloitte.





Development & Training

| Objectives | Result | Activities to achieve the objectives | PIC | Result |
|--|---|--|---|---|
| There are no incidents related to discrimination, harassment and no complaints about harassment, discrimination related to the Company | 0% | <p>Training on equality, discrimination and raising awareness of Employees</p> <p>Setting up the denunciation process and implementing the system of receiving comments and complaints (email, hotline, suggestion box)</p> | <p>CTC</p> <p>LRC</p> | |
| All recruited employees have the youngest age of 18 years old, with no cases of using child labor | 100% | <p>Setting up recruitment process, reviewing current and newly recruited personnel's records</p> <p>Reviewing personnel records during the recruitment process</p> | FWA | 100% |
| Fairness | Min. 30% of staff in management/specialized positions are females | <p>Training to raise awareness on gender equality</p> <p>Non-discrimination when recruiting and promoting managers</p> | <p>CTC</p> <p>Board of Directors</p> | |
| Ensuring Occupational Safety: No occupational accidents occurred at the Company | 0% | <p>Assessment of risks of occupational accidents and occupational health</p> <p>Employee training on occupational safety</p> <p>Report on the situation of occupational accidents</p> <p>Annual health check for employees</p> <p>Provide, maintain and periodically operate fire protection and occupational safety systems</p> <p>Fire protection training for all employees</p> | <p>HRPR</p> <p>SSC</p> <p>SSC</p> <p>FID</p> <p>FID</p> | <p>100% of work areas assessed</p> <p>100% Trained Staff</p> <p>100% of employees are trained in fire prevention and fighting</p> |
| Compliance with the law on overtime hours not exceeding 40 hours/month | 40h/month | | CTC | 100% New staff trained |



Development & Training

| Objectives | Result | Activities to achieve the objectives | PIC | Result |
|--|--|--|--------------------|--|
| Compliance with the law on overtime hours not exceeding 40 hours/month | 40h/month | <p>Training for new employees to understand the overtime process, how to calculate overtime pay</p> <p>Instructions for timekeeping and salary calculation</p> | CTC | 100% New staff trained |
| Satisfaction with Market-level Salary: Company's minimum wage is higher than the regional minimum wage | 100% Employees with salary higher than the regional minimum wage | Employees are fully informed about the salary in the Labor Contract, and are paid in accordance with the law | HRPR | 100% Employees are paid salary according to regulations & labor contract |
| Professional training | 100% of staff are professionally trained. Average number of training hours of 1 Employee is at least 8 hours | Setting up and implementing the training plan in 2022 | CTC | |
| Employee Dialogue: Organize at least 01 dialogue session/year between the Company's Board of Directors and Employees | At least 1 dialogue session/year | Organize an annual dialogue between the Company's Board of Directors and all employees | BCM, BoD | 1 dialogue session |
| Social insurance is paid in full according to the provisions of the Law | 100% Employees with labor contracts are entitled to participate in insurance coverage | Employees are paid full monthly insurance according to the provisions of the Law on Social Insurance, the minimum payment is: 5,050.000 VND | HRPR | 100% Employees fully insured |
| Profit sharing | 80% of welfare fund to reward employees 20% of the welfare fund is used for activities that bring benefits to employees: festivals, team building... | Payment of bonuses and welfare expenses for employees | Board of Directors | 100% |

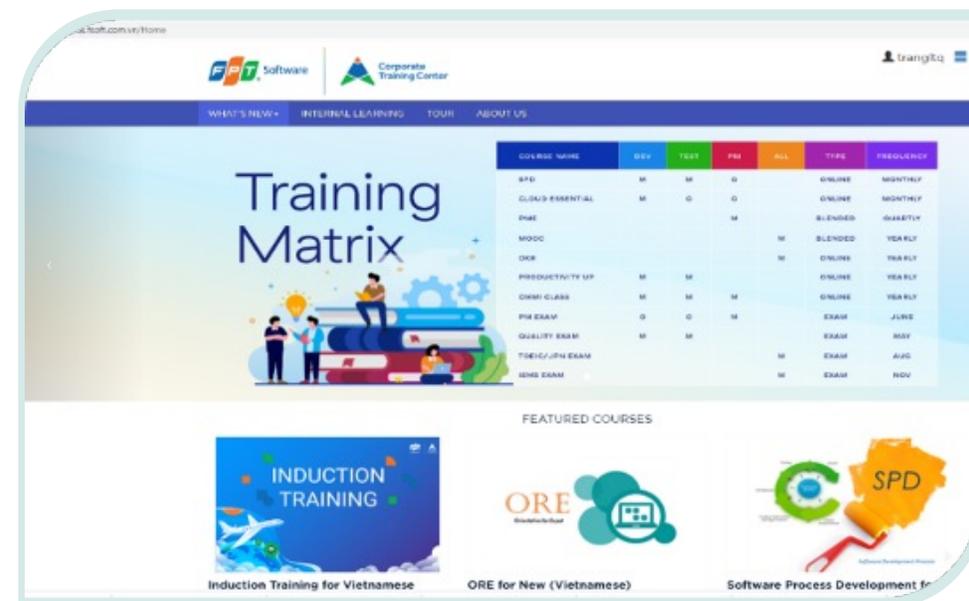


Personal development & Training

FPT Software always strives to create opportunities for each individual in the company to develop their career, develop themselves and constantly improve their values in the society.

FPT Software values training as the core to create a creative environment for employees to constantly learn.

In addition to the required training courses according to the laws of Vietnam. FPT Software organizes career and skill training courses for officials and employees. Every employee when working at FPT Software is granted an account to participate in training on the Training matrix platform, which is accessible to all staff.



Criteria

Results in 2022

Average hours of professional training

13H

Total content of professional training

14

Number of students participating in professional training courses

11,159 (51.15%)



4. GOVERNANCE





Code of Business Conduct



FPT Software promotes sustainable development, and strives to bring happiness and great values to each employee, customer, partner and community. By applying advanced technologies, putting human development values at the heart of all that we do, we can make an impactful difference to society and contribute to solving world's challenges.

FPT Corporation in general and FPT Software in particular have established and applied a code of conduct in business, including rules for preventing corruption, bribery, money laundering, fraud, unfair competition, conflicts of interest, and confidentiality of information.



As an information technology and software development company, FPT Software takes information security seriously. 100% of the company's locations are ISO 27001-2022 certified.





Anti-corruption and Anti-bribery

100%

employees are trained in business ethics

None

No allegations of corruption or bribery related to the company or its employees

None

No corruption or bribery cases related to FPT Software

100%

company locations are evaluated annually for ethical issues

We are committed to maintaining the highest ethical standards in our business activities. The Company does not accept any form of fraud, fraud, bribery or corruption of any individual in the Company.

The Company does not engage in and does not tolerate any form of corrupt activity and is committed to complying with applicable anti-corruption laws.

We carry out corruption risk assessments at all locations and departments of the company. High-risk departments include purchasing, sales and human resources.

In order to well implement the established rules and objectives, we have put in place measures to prevent corruption risks:

- Anti-corruption awareness training for all employees.
- Transparent purchasing, sales and recruitment processes
- Issuing a complaint and denunciation process and assign the legal department to handle complaints and denunciations related to corruption.
- Inspect and evaluate departments with high risk of corruption every year
- Sensitive transactions must be approved according to regulatory delegation of authority



Prevention of unfair competition

Respect, Fairness and Transparency are the business principles of FPT Software, and they are conveyed to all employees

100%

FPT Software employees are trained in unfair competition.

100%

locations and departments are assessed for unfair competition risks.

100%

sales staff understand and comply with regulations on dealing with customers and communicating with competitors.





Prevention of unfair competition

FPT Software always provides available channels to receive opinions and complaints of stakeholders on unfair competition issues. In 2022 there were

NO Complaints

about unfair competition involving the company.

100% Company Locations

are periodically assessed for taking actions to ensure fair competition is maintained.





Information Management

We are proud to be the leading technology company in Vietnam. We have taken measures to ensure the security of information within the company, individual employees, customers, partners, third and other interested parties.

All of our locations and departments are assessed for information security risks.

We also design instructions for employees to secure information on personal computers, company computers, company data systems such as measures for updating passwords, firewalls, control access, use copyrighted software and assess vulnerabilities in the system.

We have instructions to ensure that we are always ready to respond to information leakage and information theft incidents at FPT Software.

We sign information security commitments with related parties and customers during transactions and information sharing.

Results of implementing information security system

Number of information security incidents in 2022:

9 cases
(No. of serious incidents: 0)

Percentage of employees trained in information security

100%

Company locations that have been certified with ISO 27001:2013

100%

Percentage of locations subject to risk assessment and periodic information security assessment

100%



Supply chain management

Number of suppliers assessed for CSR system risk: 35/50

Equivalent to 70%

Number of suppliers with contracts that integrate environmental and social criteria:

Equivalent to 38.46%

Number of suppliers that have been assessed for the CSR system: 50/50

Equivalent to 100%

Number of vendors who have signed supplier and 3rd party codes of conduct: 35/50

Equivalent to 70%

Highlight figures for our efforts throughout the year

2022

Number of suppliers that have been assessed on-site for sustainability criteria: 5/10

Equivalent to 50%

Number of suppliers that have participated in capacity building activities on sustainable development: 50/50

Equivalent to 100%

Number of purchasing staff who complete training in sustainability: 30/30

100%



Sustainable Procurement



From 2022, FPT Software will take measures to incorporate social and environmental requirements into the supplier selection and procurement process at the company. FPT Software is committed to creating and participating in the sustainable supply chains in Vietnam and globally

Along with the evaluation criteria of price, quality, social, human rights, ethical, and environmental criteria are included in our supplier selection and monitoring evaluation criteria. All of our purchasing staff are trained in evaluating supplier sustainability criteria

We accompany suppliers to improve capacity and jointly implement activities to protect the environment, people and embody ethical social criteria. We attach sustainability requirements to our contracts with our suppliers. We have annual incentives for suppliers who perform well in terms of reducing greenhouse gas emissions and reducing environmental pollution.



GRI contents

| Disclosure | Content | Page |
|------------|--|-------|
| G2-1 | Organizational details | 5-8 |
| G2-2 | Entities included in the organization's sustainability reporting | 4 |
| G2-3 | Reporting period, frequency and contact point | 4 |
| G2-5 | References | 67-68 |
| G2-6 | Activities, value chain and other business relationships | 11 |
| G2-7 | Employees | 44 |
| G2-9 | Governance structure and composition | 19 |
| G2-11 | Chair of the highest governance body | 14-16 |
| G3-1 | Process to determine material topics | 21 |
| G3-2 | List of material topics | 22 |
| G3-3 | Management of material topics | 22 |

| Disclosure | Content | Page |
|------------|---|------|
| G2-19 | Remuneration policies | 44 |
| G2-20 | Process to determine remuneration | 42 |
| G2-21 | Annual total compensation ratio | 44 |
| G2-22 | Statement on sustainable development strategy | 20 |
| G2-23 | Policy commitments | 2 |
| G2-24 | Embedding policy commitments | 2 |
| G2-27 | Compliance with laws and regulations | 10 |
| G2-28 | Membership associations | 7 |
| G2-29 | Approach to stakeholder engagement | 21 |
| G2-30 | Collective bargaining agreements | 46 |
| 201-3 | Defined benefit plan obligations and other retirement plans | 41 |



GRI contents

| Disclosure | Content | Page |
|------------|---|-------|
| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | 42-43 |
| 203-1 | Infrastructure investments and services supported | 41 |
| 205-1 | Operations assessed for risks related to corruption | 58 |
| 205-2 | Communication and training about anti-corruption policies and procedures | 58 |
| 205-3 | Confirmed incidents of corruption and actions taken | 58 |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 59-60 |
| 302-1 | Energy consumption within the organization | 30 |
| 302-3 | Energy intensity | 30 |
| 302-4 | Reduction of energy consumption | 31 |
| 303-4 | Water discharge | 37 |
| 303-5 | Water consumption | 33 |

| Disclosure | Content | Page |
|------------|--|-------|
| 305-1 | Direct (Scope 1) GHG emissions | 26 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 26 |
| 305-3 | Other indirect (Scope 3) GHG emissions | 26 |
| 305-5 | Reduction of GHG emissions | 28 |
| 306-1 | Waste generation and significant waste-related impacts | 34-37 |
| 306-2 | Management of significant waste-related impacts | 34-37 |
| 306-3 | Waste generated | 37 |
| 306-4 | Waste diverted from disposal | 37 |
| 306-5 | Waste directed to disposal | 37 |
| 308-1 | New suppliers that were screened using environmental criteria | 63 |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | 63 |



GRI contents

| Disclosure | Content | Page |
|------------|--|-------|
| 401-1 | New employee hires and employee turnover | 44 |
| 403-1 | Occupational health and safety management system | 40 |
| 403-2 | Hazard identification, risk assessment, and incident investigation | 40 |
| 403-3 | Occupational health services | 40 |
| 403-5 | Worker training on occupational health and safety | 40 |
| 403-6 | Promotion of worker health | 40,41 |
| 403-8 | Workers covered by an occupational health and safety management system | 40 |
| 403-9 | Work-related injuries | 40 |
| 404-1 | Average hours of training per year per employee | 55 |

| Disclosure | Content | Page |
|------------|--|-------|
| 404-2 | Programs for upgrading employee skills and transition assistance programs | 55 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 47 |
| 405-1 | Diversity of governance bodies and employees | 50 |
| 405-2 | Ratio of basic salary and remuneration of women to men | 43 |
| 406-1 | Incidents of discrimination and corrective actions taken | 49 |
| 414-1 | New suppliers that were screened using social criteria | 62 |
| 414-2 | Negative social impacts in the supply chain and actions taken | 51,52 |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 61 |

References

ISG CÔNG TY TNHH TIÊU CHUẨN QUỐC TẾ ISO VIỆT NAM
 Địa chỉ VP Hồ Chí Minh: 85 Lê Văn Thọ, Phường 15, Quận 12, Thành phố Hồ Chí Minh
 Địa chỉ VP Đà Nẵng: 85 Lê Văn Thọ, Phường Hòa Xuân, Quận Cẩm Lệ, Thành phố Đà Nẵng
 Địa chỉ VP TP. Hồ Chí Minh: 508 Hoàng Hoa Thám, P7, Q. Bình Thạnh

BÁO CÁO ĐẢM BẢO ĐỘC LẬP CÓ GIỚI HẠN
LIMITED INDEPENDENT ASSURANCE REPORT
 Số/ Năm 012023

Kính gửi: Ban điều hành công ty TNHH phần mềm FPT
 Dear: Executive Board of FPT Software Co., Ltd

Chúng tôi – Công ty TNHH Tiêu chuẩn Quốc tế ISO Việt Nam – thực hiện hợp đồng dịch vụ đảm bảo độc lập có giới hạn với Công ty TNHH phần mềm FPT về các chỉ số Phát triển Bền vững được lựa chọn thuộc về năm báo cáo bắt đầu từ ngày 01 tháng 01 năm 2022 và kết thúc vào ngày 31 tháng 12 năm 2022 được trình bày trong Báo cáo Phát triển Bền vững năm 2022 của công ty Công ty TNHH phần mềm FPT (Báo cáo được gọi là "các Chỉ số Phát triển Bền vững được lựa chọn").

We – ISO Vietnam International Standards Co., Ltd – perform a limited independent assurance report service contract with FPT Software Co., Ltd for selected Sustainability Indicators belonging to the reporting year starting on the 01st of January, 2022 and ending on the 31st of December, 2022 as presented in FPT Software Co., Ltd 2022 Sustainability Report (hereinafter referred to as "selected Sustainability Indicators").

Điểm 1. Trách nhiệm của công ty TNHH phần mềm FPT
Article 1. FPT Software Co., Ltd Responsibility

Công ty TNHH phần mềm FPT chịu trách nhiệm về việc lập và trình bày Báo cáo Phát triển Bền vững năm 2022 bao gồm phạm vi hoạt động được thể hiện tại trang 1 của báo cáo và các Chỉ số Phát triển Bền vững được lựa chọn để tính toán độc lập có giới hạn theo tham số học được tương ứng này. Trách nhiệm này bao gồm việc lựa chọn các Chỉ số Phát triển Bền vững cho dịch vụ đảm bảo độc lập có giới hạn và áp dụng các phương pháp phù hợp cho Báo cáo Phát triển Bền vững năm 2022 của công ty TNHH phần mềm FPT cũng như việc xây dựng, thực hiện và duy trì hệ thống kiểm soát nội bộ liên quan đến việc đảm bảo tính liên quan đến việc các Chỉ số Phát triển Bền vững được lựa chọn không có sai sót trọng yếu và do nhân bản hoặc gian lận. Ngoài ra, trách nhiệm này còn bao gồm việc sử dụng các giải pháp và các tính hợp lý trong từng trường hợp cụ thể cho các nội dung được lập ra công ty TNHH phần mềm FPT.

FPT Software Co., Ltd takes responsibility for establishment and presentation of the 2022 Sustainability Report which includes the business scope shown on page 1 of the report and the Sustainability Indicators selected for its independent assurance services as listed in this respective scope of business. This responsibility involves the selection of Sustainability Indicators for the limited reporting service and the application of appropriate methodologies for the FPT Software Co., Ltd 2022 Sustainability Report as well as building up, implementing and maintaining a system of internal control systems to ensure that information relating to the selected Sustainability Indicators is free from material misstatement due to error or fraud. In addition, this responsibility

31

ISG CÔNG TY TNHH TIÊU CHUẨN QUỐC TẾ ISO VIỆT NAM
 Địa chỉ VP Hồ Chí Minh: 85 Lê Văn Thọ, Phường 15, Quận 12, Thành phố Hồ Chí Minh
 Địa chỉ VP Đà Nẵng: 85 Lê Văn Thọ, Phường Hòa Xuân, Quận Cẩm Lệ, Thành phố Đà Nẵng
 Địa chỉ VP TP. Hồ Chí Minh: 508 Hoàng Hoa Thám, P7, Q. Bình Thạnh

also includes the use of hypothesis and estimates that are reasonable in each case for the contents prepared by the FPT Software Co., Ltd

Điểm 2. Tính độc lập và Kiểm soát có chất lượng
Article 2. Independence and Quality Control

Chúng tôi tuân thủ và tuân kết tinh độc lập của việc đảm bảo các chỉ số tại Điều 4 của Báo cáo này, được sử dụng trong Báo cáo Phát triển Bền vững năm 2022 do Công ty TNHH phần mềm FPT cung cấp dựa trên các nguyên tắc cơ bản về tính chính trực, tính khách quan, năng lực chuyên môn và tính minh bạch, tính bảo mật và tư cách nghề nghiệp.

Tại ISO Việt Nam, Chúng tôi duy trì hệ thống kiểm soát chất lượng với đầy đủ các chính sách, quy trình kiểm soát chất lượng liên quan đến việc tuân thủ các quy định về đạo đức, các chuẩn mực nghề nghiệp và các quy định của pháp luật hiện hành.

We adhere to and comply with the independence of executing the indicators in Article 4 of this Report, used in the 2022 Sustainability Report prepared by FPT Software Co., Ltd based on fundamental principles: integrity, objectivity, professional competence and disclosure, confidentiality and professional conduct.

At ISO Vietnam, we maintain a quality control system with a full range of quality control practices and procedures related to compliance with ethical regulations, professional standards, and regulations of current law.

Điểm 3. Trách nhiệm của ISO Việt Nam
Article 3. Responsibility of ISO Vietnam

Trách nhiệm của chúng tôi là đưa ra các kết luận độc lập có giới hạn về thông tin liên quan đến các Chỉ số Phát triển Bền vững được lựa chọn dựa trên các thủ tục thu thập bằng chứng được thực hiện. Chúng tôi thực hiện dịch vụ đảm bảo độc lập có giới hạn theo "Chuẩn mực Quốc tế về Dịch vụ Đảm bảo ISO 3000 (Số 04)" của Ủy ban Chuẩn mực Kiểm toán và Đảm bảo Quốc tế ban hành. Chuẩn mực này yêu cầu chúng tôi lập kế hoạch và thực hiện dịch vụ đảm bảo độc lập có giới hạn có thể liên quan đến các Chỉ số Phát triển Bền vững được lựa chọn có sai sót trọng yếu hoặc gian lận.

Chúng tôi xin lưu ý rằng, các kết luận độc lập có giới hạn của chúng tôi chỉ dựa trên những hạn chế tiềm tàng do bản chất, nhưng chưa xác định, tính toán và ước tính các chỉ số đó. Vì vậy, báo cáo đảm bảo độc lập có giới hạn của chúng tôi chỉ dựa trên kết quả với quy trình làm việc của Phát triển Bền vững của công ty TNHH phần mềm FPT, trong hợp đồng dịch vụ đảm bảo có giới hạn, các thủ tục thu thập bằng chứng là phù hợp và do đó đạt được mức độ đảm bảo thấp hơn, so với hợp đồng dịch vụ đảm bảo hợp lý.

Our responsibility is to express limited, independent assurance conclusions on information regarding selected Sustainability Indicators based on evidence-based procedures performed. We perform limited independent assurance in accordance with International Standard for Assurance

32

ISG CÔNG TY TNHH TIÊU CHUẨN QUỐC TẾ ISO VIỆT NAM
 Địa chỉ VP Hồ Chí Minh: 85 Lê Văn Thọ, Phường 15, Quận 12, Thành phố Hồ Chí Minh
 Địa chỉ VP Đà Nẵng: 85 Lê Văn Thọ, Phường Hòa Xuân, Quận Cẩm Lệ, Thành phố Đà Nẵng
 Địa chỉ VP TP. Hồ Chí Minh: 508 Hoàng Hoa Thám, P7, Q. Bình Thạnh

ISAE 3000 (Revised) issued by the International Association of Auditing Accountants Committee. This Standard requires the auditor and perform an independent assurance service that their whether information relating to selected Sustainability Indicators is free of material misstatement.

The accuracy and completeness of the Sustainability Indicators selected are subject to potential limitations due to the nature and methods of their identification, collection, and evaluation. Therefore, our limited independent assurance report should be considered in conjunction with the FPT Software Co., Ltd Sustainability Reporting. In contrast provided service limited independent assurance, the procedures are conducted by evidence in loss and thus achieve a lower level of assurance than with a reasonable assurance service.

Điểm 4. Đối tượng
Article 4. Objective

Các chỉ số Phát triển Bền vững được lựa chọn mà chúng tôi cung cấp dịch vụ đảm bảo độc lập có giới hạn bao gồm:

In scope of contract provided service limited independent assurance selected, we include selected Sustainability Indicators in the table below:

| STT No | Chỉ số Indicators | Trang Page | Tiêu chuẩn GRI GRS standards |
|--------|--|------------|------------------------------|
| 1 | Tổng lượng phát thải nhà kính (kg CO ₂ e) Total greenhouse gas emissions | 22 | GRI 305 |
| 2 | Tổng năng lượng tiêu thụ (MWh) Total energy consumption | 20 | 302-1 |
| 3 | Tổng lượng nước thải (m ³) Total amount of wastewater | 30 | 303-4 |
| 4 | Tổng lượng chất thải (theo loại đồ) Total waste diverted by type | 35 | 306-3 |
| 5 | Tổng số người lao động tham gia vào hệ thống quản lý an toàn – sức khỏe nghề nghiệp Total number of employees participating in the occupational health and safety management system | 37 | 403-1 |
| 6 | Tỷ lệ tai nạn lao động Occupational accident rate | 37 | 403-4 |

33

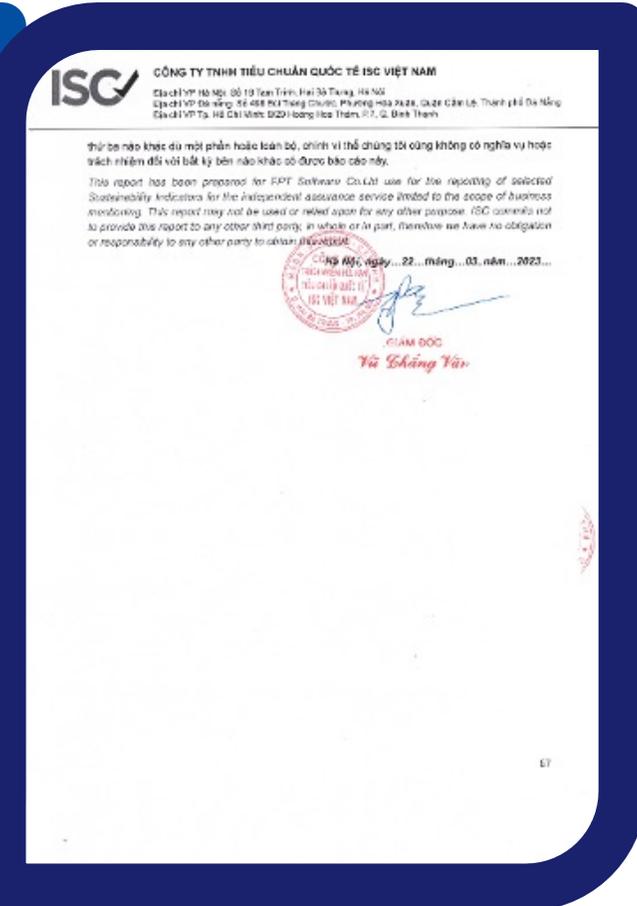
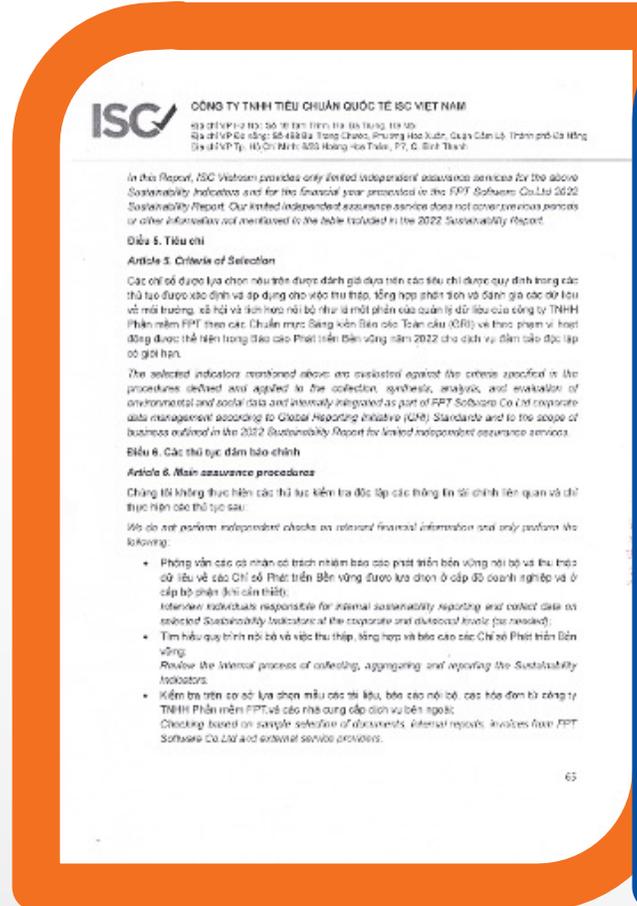
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 Địa chỉ VP TP. Hồ Chí Minh: 508 Hoàng Hoa Thám, P7, Q. Bình Thạnh

| | | | |
|----|--|----|--------|
| 7 | Tỷ lệ bệnh nghề nghiệp Occupational disease rate | 37 | 403-10 |
| 8 | Tỷ lệ người lao động được đào tạo về an toàn lao động hàng năm Percentage of employees trained in occupational safety every year | 37 | 403-5 |
| 9 | Tổng số giờ đào tạo/người Training man hours by person | 40 | 404-1 |
| 10 | Tỷ lệ cơ cấu lương khởi điểm theo giới tính so với mức lương đủ sống Ratio of starting salary by gender to living wage | 40 | 302-1 |
| 11 | Tổng số tiền chi lương và thưởng Total amount of salary and bonus payment | 41 | 2-21 |
| 12 | Tổng số nhà cung cấp được đánh giá sơ bộ về trách nhiệm xã hội Total number of suppliers assessed for social responsibility profile | 55 | 414-1 |
| 13 | Tỷ lệ lương cơ bản và thưởng của phụ nữ so với nam giới Ratio of base salary and remuneration of women to men | 40 | 403-2 |
| 14 | Sự đa dạng của cấp quản lý và nhân viên Diversity of management and employees | 46 | 405-1 |
| 15 | Tỷ lệ nhân viên được đánh giá định kỳ hiệu quả công việc và phát triển nghề nghiệp Percentage of employees who are periodically evaluated for work performance and career development | 43 | 404-3 |

Trong Báo cáo này, ISO Việt Nam chỉ cung cấp dịch vụ đảm bảo độc lập có giới hạn cho các chỉ số Phát triển Bền vững đã nêu trên và tự nhận tài chính được trình bày trong Báo cáo Phát triển Bền vững năm 2022 của công ty TNHH phần mềm FPT. Dịch vụ đảm bảo độc lập có giới hạn của chúng tôi không bao gồm các giải đoạn trước đó hoặc các chỉ số khác không được nhắc đến trong công bố trong Báo cáo Phát triển Bền vững năm 2022.

34

References



For more detailed information, please refer to the assurance report via [this link](#).