

ENVIRONMENTAL POLICY

Issue date: February 20, 2023



This policy is built based on the actual operation and wishes of the business.
The specific objectives of this policy will change based on the actual situation each year.

1 Foreword

FPT Software Co., Ltd., established in 1999, always works in the spirit of a sustainable, standard, safe and friendly company.

1.1. Meaning

We want everyone around us, including ourselves, our family and society to live in a safe and healthy environment. Reducing waste, recycling properly, using/producing sustainable products while trying to reduce energy loss, emissions or spreading the message of environmental protection to everyone is contributing to environmental protection and help build a “GREEN” corporate image.

1.2. Commitment

We are committed to complying with local environmental laws and to the best of our ability to minimize environmental harm.

2 Environmental Policy

2.1. Purpose

The purpose of this policy is to guide, educate, and inspire all employees to be more aware of their impact on the environment and to encourage everyone to actively seek out more opportunities to reduce harm caused to the environment.

2.2. Definition

“Environment” includes the air, land, and water around where we live.

2.3. Scope

The scope of this policy is applicable to all activities of the Company, its divisions, departments and employees.

2.4. Comply with Vietnamese laws

The company is committed to strictly complying with the current regulations on the environment in accordance with the Law on the Environment of Vietnam.

We comply with the laws and regulations of each locality where we operate.

We promise that there are no cases of violating environmental laws.

2.5. Policy approach

The Environmental Policy is accessible to all employees and relevant individuals.

This policy is posted on the Company’s intranet and posted in offices and meeting rooms for employees, customers and partners to access.



2.6. 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.
- Minimize negative impacts and do what's best for the environment.
- It is necessary to spread the impact on the environment by inspiring and mobilizing people around to change.

2.7. Specific Actions

The Company considers the choice of action with the least harmful effects and the most positive impact on the environment.

2.7.1. Reducing energy consumption:

- Reduce electricity and water.
- Research and apply alternative options to reduce energy consumption: such as ventilation system, use of led lights, use of solar lights in outdoor areas.
- Perform assessment and maintenance (or replacement) of old machinery and equipment to reduce pollutant emissions.
- Use water sparingly.
- Monitor the Company's energy consumption to have an improvement plan.
- We commit to a roadmap to reduce energy consumption as follows:
 - We are committed to ensuring that 100% of data usage at Fsoft is monitored.
 - Converting the proportion of electricity used (renewable energy investment: 3% of electricity used from renewable sources).
 - Converting the proportion of electricity used (renewable energy investment: 5% of electricity used from renewable sources).
- Replace 50% of old bulbs with LEDs by the end of 2023 apply for Duy Tan and Ftown building 1 and 2.

2.7.2. Reduce the use of harmful chemicals:

- No harmful chemicals are used in the production and business process
- Analyze and re-evaluate the purchase of chemicals used in production and business activities.

2.7.3. Waste limitation - Waste treatment:

- Find a way to reduce the amount of waste, towards the complete elimination of plastic waste.
- Segregate, recycle and reuse waste where possible. Commitment to 100% of waste is sorted from the source.
- Maintain and check with the unit that signs the contract for waste transportation and treatment.
- Re-evaluate the treatment of waste to ensure that it does not inadvertently cause adverse effects on the environment.
- Commit to 100% of trash bags in the office with recyclable material.

2.7.4. Enhancing recycling:

- Reuse or recycle materials in production, reducing environmental pollution load.
- Minimize input materials, reuse used packaging to save resources.
- Minimize the use of plastic bags and single-use items at the Company.
- Buy equipment, materials, and products that are less harmful to the environment such as recycled, reusable and environmentally friendly products.



2.7.5. Raise environmental awareness:

- Training on Environmental Protection policy in the introduction process for new employees. 100% commitment of employees to be trained on the environment.
- Set up periodic training plan for employees.
- Discuss with suppliers the Company's wishes for environmental protection and urge everyone to follow them.
- Implement internal training on environmental awareness every time as follows:
 - 2 year/time for old employees
 - Day1 for new employees

2.7.6. Promotion of Sustainable Consumption:

- Accompanying suppliers to comply with environmental laws, reduce waste and greenhouse gas emissions, and use energy sparingly. Commit to the number of participating suppliers to commit over 20%.
- Strengthen communication on environmental protection, emission reduction, waste, and waste classification with customers, partners, and suppliers. Commit over 30% of suppliers to being trained and propagated about the environment.
- Increase use and prioritize the purchase of equipment, materials, and products that are less harmful to the environment, such as recycled, reusable, and environmentally friendly products. Commit to converting more than 20% of the company's consumables into recycled form.
- Communicate with 60% of the 50 major suppliers about the company's environmental policy.

2.7.7. Orientation on controlling and reducing greenhouse gas emissions:

- Build an annual greenhouse gas inventory program.
- Increase the use rate of electricity derived from renewable energy as well as the use of electrical equipment with high energy efficiency.
- Build requirements criteria for new buildings that meet certain energy efficiency standards, such as insulation requirements or high-performance lighting and heating systems.
- Encourage the use of low-emission vehicles, such as electric or hybrid vehicles, or encourage the use of public transport or active transportation options such as cycling or walking.
- Conduct a greenhouse gas inventory once a year:
 - Reduce Scope 2 greenhouse gas emissions intensity based on full-time employees per year 2.7% over base year
 - Reduce Scope 3 GHG emission intensity based on revenue per year 2% over base year

2.7.8. Maintenance and Improvement ISO 14001 system:

Maintenance and improvement are the requirements of the ISO 14001 system.

3 Responsibilities

All Company members are responsible for the full implementation of this policy.

The Board of Directors is responsible for ensuring the policy is up to date and appoints a dedicated person responsible for overseeing its implementation.



4 Review

The Environmental Policy will be re-evaluated every 3 years by the Board of Directors.

Every year, the Company will review and re-evaluate the implementation of the Environmental Policy.

5 Contact Information

If you would like to report or notice or suspect any behavior that you believe may violate this policy, please contact us directly or email to Compliance@fpt.com.

We'd love to hear from you so we can quickly help prevent and fix any issues that have occurred. We are committed to handling all reports as quickly, fairly and confidentially as possible.

