



VinFast
Sustainability Report 2023

OUR JOURNEY TO
GREENING THE FUTURE

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List of Abbreviations

No.	Contents
ADB	The Asian Development Bank
ASEAN NCAP	New Car Assessment Program for Southeast Asian Countries
BAC	Breath Alcohol Concentrate
BOD	Board of Directors
BSI	The British Standards Institution
CDP	The Carbon Disclosure Project
CIT	Corporate Income Tax
COP	United Nations Climate Change Conference
CO ₂ e	Carbon Dioxide Equivalent
tCO ₂ e	Tonne of Carbon Dioxide Equivalent
CPC	Commune People's Committee
DCEO	Deputy Chief Executive Officer
DONRE	Department of Natural Resources and Environment
DPC	District People's Committee
EHS	Environment, Health and Safety
EPA	Environmental Protection Agency (U.S)
ESG	Environmental Social and Governance
ESIA	Environmental and Social Impact Assessment
EV(s)	Electric vehicle(s)
FPFF	Fire Prevention and Firefighting
GHG	Greenhouse gases

No.	Contents
GRI	The Global Reporting Initiative
HR	Human Resources
ICE	Internal Combustion Engine
IFC	The International Finance Corporation
IIRC	International Integrated Reporting Council
ILO	International Labor Organization
ISO	International Organization for Standardization
IT	Information Technology
LFDC	Land Fund Development Centre
LFP	Lithium ferrophosphate
LOTO	Hazardous Energy Control Procedure training
LPG	Liquefied petroleum gas
LTIFR	A lost Time Injury Frequency Rate
MONRE	Ministry of Natural Resources and Environment
MOU	Memorandum of Understanding
NCAP	New Car Assessment Program
NEDC	New European Driving Cycle
NHTSA	National Highway Traffic Safety Administration
OECD	The Organization for Economic Cooperation and Development
OEMs	Original Equipment Manufacturer
OHS	Occupational Health and Safety

No.	Contents
PIC	Person in charge
Plant	Our manufacturing facility in Hai Phong, Vietnam
RMI	The Responsible Minerals Initiative
SDGs	The United Nations Sustainable Development Goals
SEC	The Securities Exchange Commission
SPS	The Safeguard Policy Statement
SUV	Sport Utility Vehicle
TCFD	The Task - Force on Climate-related Financial Disclosure
TCP	The Climate Pledge
UNGC	United Nations Global Compact
VAT	Value-added Taxes
VCCRC	VinFast Certified Collision Repair Centers
VIG	Vietnam Investment Group Joint Stock Company
ZEV	Zero Emission Vehicle

A Message from the CEO

2023 marked a significant milestone in VinFast's journey toward sustainable development.

The brand expanded into international markets and listed VinFast Auto Ltd. shares on the Nasdaq Stock Exchange. This is not only a financial achievement but also indicates our commitment to innovation and sustainable growth. The Company's current focus is on achieving the status of a global enterprise. ESG factors are emphasized by VinFast to demonstrate that the brand is socially and environmentally responsible.

We have weathered many challenges. The past year was difficult as the world economy suffered losses from the prolonged impact of geopolitical conflicts, while tight monetary policies were employed in many developed economies to control inflation and reduce consumption. VinFast achieved many positive results in line with our sustainable development goals.

We promote diversity, equity, and inclusion. Our people are at the forefront of business decisions and are encouraged to be innovative, aspirational, and work in unison. Our goal is to ensure that all our operations meet high health and safety standards, conduct rigorous risk management practices, work in an interdependent relationship with our communities, and

promote local development capacity by supporting social uplift programs.

VinFast promotes a sustainable future for people and the planet through green, clean, and safe mobility. This is a future built on providing an outstanding customer experience and a deep concern for future generations. VinFast is committed to innovative vehicle design, production quality and technology, and excellent customer service. We aspire to great achievements as a leading electric vehicle manufacturer as part of the electric vehicle revolution, creating a sustainable future for all.

VinFast's management team is composed people who are entrepreneurs with extensive international expertise in car manufacturing. Our Company's values are driving our vision of sustainability:

CREDIBILITY

Deliver products and services that meet the highest safety standards.

SPEED

Take great interest in the well-being of our workers, consumers, shareholders, and the broader society by engaging them in the future of efficient mobility.

INTEGRITY

Take great interest in the well-being of our workers, consumers, shareholders, and the broader society by engaging them in the future of efficient mobility.

QUALITY

Work with the best partners and attract and retain top talent in our workforce.

CREATIVITY

Employ global intelligence to include the latest technologies from conception to design and production to ensure our products are at the top of the innovation curve.

HUMANITY

Include VinFast employees, partners, suppliers, and customers in an earth-conscious community.

We are committed to minimizing our environmental impact and enhancing the benefits of our operations in order to reach Net Zero Emissions by 2040.

VinFast believes in providing shareholders, partners, customers and the community with transparency through public disclosure in line with international sustainability reporting standards. Our 2023 Sustainability Report uses the GRI 2021 Standards framework.



Forward Looking Statements

Forward-looking statements contained herein, which are not historical facts, are forward-looking within the meaning of U.S. federal securities law. These statements include statements regarding our future results of operations and financial position, planned products and services, business strategy and plans, objectives of management for future operations of VinFast, market size and growth opportunities, competitive position and technological and market trends and involve known and unknown risks that are difficult to predict. As a result, our actual results, performance or achievements may differ materially from those expressed or implied by these forward-looking statements. In some cases, you can identify forward-looking statements because they contain words such as “may,” “will,” “shall,” “should,” “expects,” “plans,” “anticipates,” “could,” “intends,” “target,” “projects,” “contemplates,” “believes,” “estimates,” “predicts,” “potential,” “goal,” “objective,” “seeks,” or “continue” or the negative of these words or other similar terms or expressions that concern our expectations, strategy, plans, or intentions. Such forward-looking statements are necessarily based upon estimates and assumptions that, while considered reasonable by us and our management, are inherently uncertain. Factors that may cause actual results to differ materially from current expectations include, but are not limited to: (i) the risk that the Company’s securities may experience a material price decline and volatility in the price of such securities due to a variety of factors, (ii) the adverse impact of any legal proceedings and regulatory inquiries and investigations on the Company’s business, (iii) risks associated with the Company’s limited operating history, (iv) the ability of the Company to achieve profitability, positive cash flows from operating activities, and a net working capital surplus, (v) the ability of the Company to fund its capital requirements through additional debt and equity financing under commercially reasonable terms and the risk of shareholding dilution as a result of additional capital raising, if applicable, (vi) the fact that we have concluded that our Financial Statements for the full year of 2023 ended on December 31, 2023 and first quarter of 2024 ended on March 31, 2024 should not be relied upon and have restated such financial statements, (vii)

the risks of the Company’s brand, reputation, public credibility, and consumer confidence in its business being harmed by negative publicity, (viii) the Company’s ability to successfully introduce and market new products and services, (ix) the fact that we have identified material weaknesses in our internal control over financial reporting and any ineffective remediation of such material weaknesses, any additional material weaknesses in the future or failure to develop and maintain effective internal control over financial reporting could impair our ability to produce timely and accurate financial statements and comply with applicable laws and regulations, (x) the Company’s ability to adequately control the costs associated with its operations, (xi) the ability of the Company to obtain components and raw materials according to schedule at acceptable prices, quality, and volumes acceptable from its suppliers, (xii) the Company’s ability to maintain relationships with existing suppliers who are critical and necessary to the output and production of its vehicles and to create relationships with new suppliers, (xiii) the Company’s ability to establish manufacturing facilities outside of Vietnam and expand capacity in a timely manner and within budget, (xiv) the risk that the Company’s actual vehicle sales and revenue could differ materially from expected levels based on the number of reservations received, (xv) the demand for, and consumers’ willingness to adopt, EVs, (xvi) the availability and accessibility of EV charging stations or related infrastructure, (xvii) the unavailability, reduction, or elimination of government and economic incentives or government policies which are favorable for EV manufacturers and buyers, (xviii) failure to maintain an effective system of internal control over financial reporting and to accurately and timely report the Company’s financial condition, results of operations, or cash flows, (xix) the risk of battery pack failures in the Company or its competitor’s EVs, (xx) risks related to the failure of the Company’s business partners to deliver their services, (xxi) errors, bugs, vulnerabilities, design defects, or other issues related to technology used or involved in the Company’s EVs or operations, (xxii) the risk that the Company’s research and development efforts may not yield expected results,

(xxiii) risks associated with autonomous driving technologies, (xxiv) product recalls that the Company may be required to make, (xxv) the ability of the Company’s controlling shareholder to control and exert significant influence on the Company, (xxvi) the Company’s reliance on financial and other support from Vingroup and its affiliates and the close association between the Company and Vingroup and its affiliates, (xxvii) conflicts of interests with or any events impacting the reputation of Vingroup affiliates or unfavorable market conditions or adverse business operations of Vingroup and Vingroup affiliates, and (xxviii) other risks discussed in our reports filed or furnished to the SEC.

All forward-looking statements attributable to us or people acting on our behalf are expressly qualified in their entirety by the cautionary statements set forth above. You are cautioned not to place undue reliance on any forward-looking statements, which are made only as of the date hereof. VinFast does not undertake or assume any obligation to update publicly any of these forwardlooking statements to reflect actual results, new information or future events, changes in assumptions, or changes in other factors affecting forward-looking statements, except to the extent required by applicable law. If VinFast updates one or more forward-looking statements, no inference should be made that it will make additional updates with respect to those or other forward-looking statements. The inclusion of any statement herein does not constitute an admission by VinFast or any other person that the events or circumstances described in such statement are material. Undue reliance should not be placed upon the forward-looking statements.

Disclaimer

Depending on the recipient's domicile or place of incorporation, this report, and the statements herein (together “ESG Statements”) may not adhere to any applicable existing or proposed principles, laws, rules, or regulations related to ESG criteria. Furthermore, ESG data provided by external data providers and referenced for the present purpose is produced based on the data providers’ proprietary methodologies. Even though VinFast has an ESG methodology in place, it cannot represent that the methodology or ESG data provided by data providers is accurate, complete, up-to-date, and/ or continuously available. Calculations and statistics included in ESG Statements may be based on historical information and therefore subject to change. VinFast’s ESG Statements have not been externally verified by independent third parties. Importantly, it should be noted that not universally accepted legal or regulatory framework currently exists, nor is there a market consensus in terms of what constitutes a ‘sustainable’, ‘responsible’, ‘traditional’, or equivalent ‘ESG’ investment, product or offering. Although there have been regulatory efforts in certain jurisdictions and regions to define such concepts, the legal and regulatory framework remains under development.

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01

About This Report

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VinFast report on sustainability every year. Our reports discuss the opportunities and challenges that arise in our pursuit of responsible business practices.

Except where the context requires otherwise, or where otherwise indicated, the terms “VinFast,” the “Company,” the “Group,” “we,” “us,” “our,” “our Company,” and “our business” refer to VinFast Auto Ltd. and, where appropriate, its consolidated subsidiaries.

This report has been prepared referencing with GRI, SEC and Nasdaq rules, the Circular 96/TT-BTC in 2020, disclosure on ESG, and the SDGs. This report highlights our commitment to environmental protection, social responsibility, and good governance.

VinFast’s vision is to drive the progress of the global smart electric vehicle revolution.

VinFast’s operations and business practices are aligned with recognized international policies, standards, and management practices, including the principles set out by the World Bank’s guidelines on involuntary resettlement, ESIA, and other policies as well as standards and practices for a sustainable society and environment set forth by the IFC.

At VinFast, we are committed to operating in a sustainable manner, and we believe this report will provide our stakeholders with a comprehensive understanding of our sustainability practices.



Environmental

This section discusses VinFast’s efforts to reduce its environmental impacts, including greenhouse gas emissions, water use, and waste generation.



Social

This section discusses VinFast’s commitments to social responsibility, including employee relations, human rights, and community engagement.



Governance

This section discusses VinFast’s corporate governance practices, including its board of directors, anti-bribery and anti-corruption rules, data privacy rules and cybersecurity rules.



Scope and Boundaries

The VinFast Sustainability Report for the period from January 1st, 2023, to December 31st, 2023 (the “Sustainability Report”) focuses on manufacturing, trading, and marketing activities in the areas where VinFast operates, with limitations due to the availability of data from our newly established global operations.

Information Resources

The information and data cited in this report are derived from official documents, statistics, and VinFast’s Annual Reports, as well as other ESG information collected, summarized, and reviewed by VinFast, unless otherwise specified.

Reporting Principles

This report was prepared referencing with GRI Standard guidelines for Sustainability Reporting, and the IIRC, which is partially applied.

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02

General Information

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Business Overview

By the end of 2023, we had delivered

128,300 vehicles*

234,500 electric scooters

Maximum production capacity rate of

300,000 EVs per year

VinFast employs advanced mobility platform to design and manufacture premium EVs, electric scooters, and electric buses. The Company is exclusively dedicated to EVs and in 2022 phased out the production of ICE vehicles. We launched our first all-electric SUV lineup in December 2021 and have created an emobility ecosystem centered around customers, community, and connectivity.

Since our founding in 2017, we have rapidly expanded operations. Electric scooter production began in 2018, ICE vehicles in 2019, and electric buses in 2020. By the end of 2023, we had delivered approximately 128,300 vehicles (primarily ICE vehicles) and approximately 234,500 electric scooters. Our strategic markets include the U.S., Canada, and key European countries – France, Germany, and the Netherlands, along with our domestic market in Vietnam.

We have achieved significant milestones, starting with becoming the market leader in Vietnam within 18 months of our launch. Our manufacturing facility is in Hai Phong, Vietnam (the “Plant”), the third-largest city in the country situated 60 miles from Hanoi. Our automobile manufacturing facility currently has a maximum production capacity rate of 300,000 EVs per year. It is situated on 348 hectares and is a beneficiary of multiple tax incentives as a result of its location in the Dinh Vu – Cat Hai Economic Zone.

As a majority-owned affiliate of Vingroup, one of Vietnam’s largest conglomerates, we benefit from extensive management expertise, as well as financial and technical resources. Our commitment to ESG principles is integral to our strategy with a focus on reducing emissions and promoting sustainability. We are dedicated to driving innovation and contributing to a greener future.

Our commitment to ESG initiatives is institutionalized through a comprehensive, forward-thinking ESG strategy. Our products are designed with a low-to-zero emission framework to minimize their impact on the environment. We have adopted the industry’s best practices to reduce our carbon footprint and meet best-in-class environmental standards. As we lead the charge toward a brighter, greener, and safer future, we plan to leverage our social and governance policies as catalysts for achieving our vision. Our social policies reflect our commitment to our customers, employees and communities, while our governance structure reflects our core values of fairness, efficiency, accountability and transparency. We periodically validate our progress against ESG commitments and to identify areas for improvement.

We lead the charge toward a brighter, greener, and safer future, we plan to leverage our social and governance policies as catalysts for achieving our vision.

(*): Including ICE vehicles, VF e34, VF 8, VF 9, VF 5, VF 6 and e-buses since we started producing passenger cars in 2019 through the end of 2023.





VISION

Driving the movement of the global smart electric vehicle revolution.



MISSION

To create a more sustainable future for everyone.



CORE VALUES

High-quality products

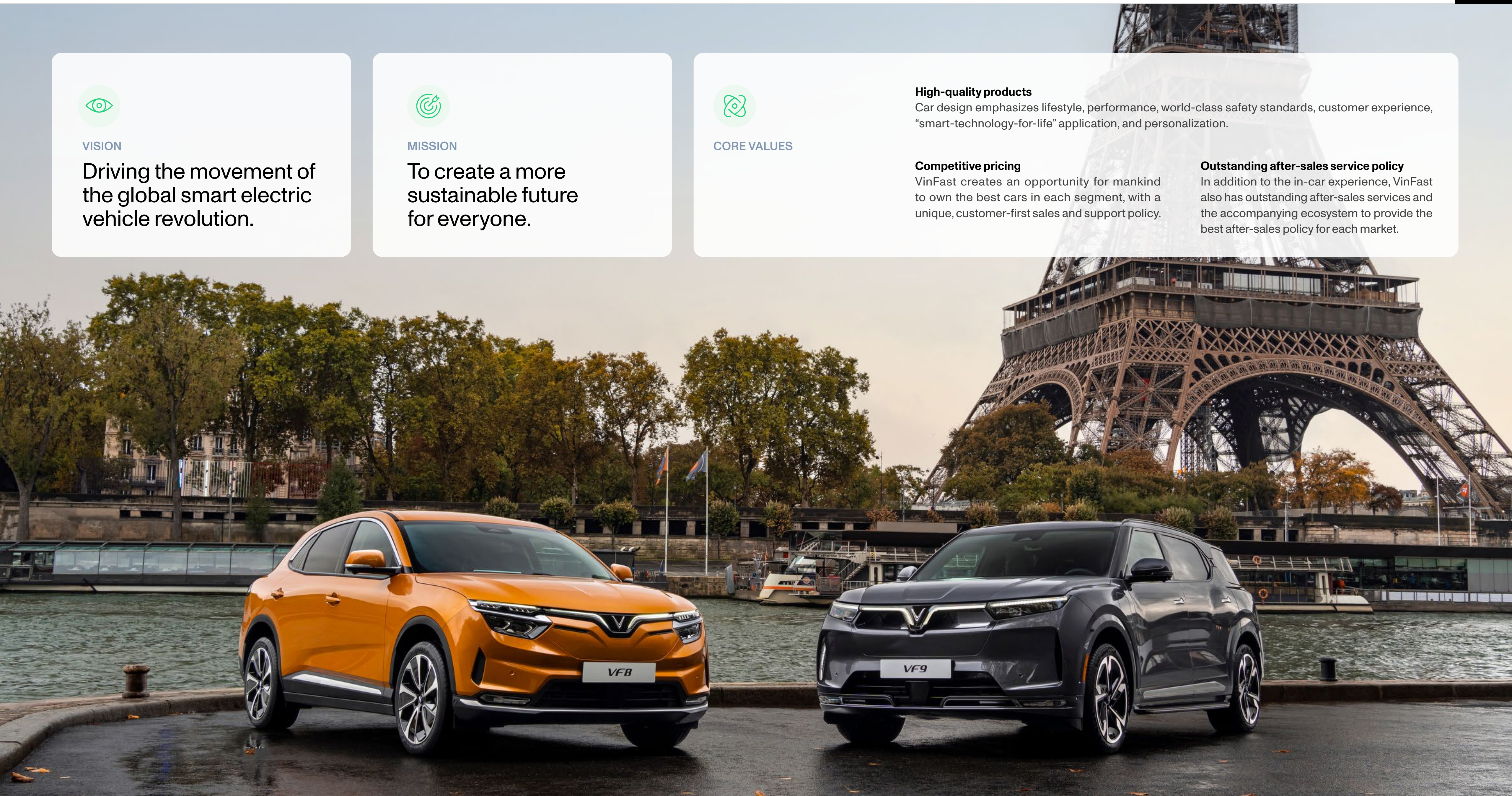
Car design emphasizes lifestyle, performance, world-class safety standards, customer experience, “smart-technology-for-life” application, and personalization.

Competitive pricing

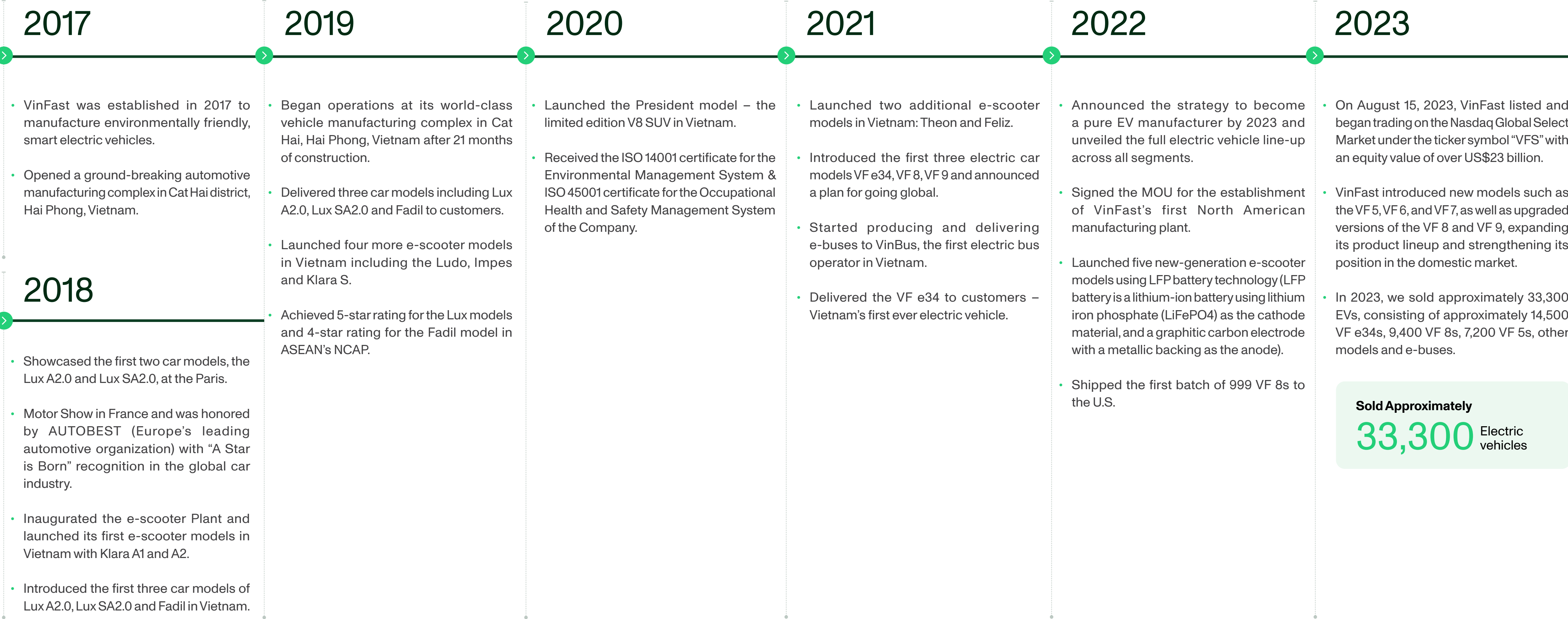
VinFast creates an opportunity for mankind to own the best cars in each segment, with a unique, customer-first sales and support policy.

Outstanding after-sales service policy

In addition to the in-car experience, VinFast also has outstanding after-sales services and the accompanying ecosystem to provide the best after-sales policy for each market.



History



Sold Approximately
33,300 Electric vehicles

Smart Mobility and Differentiators

Our full-service driving and ownership experience is a hallmark of the VinFast brand and is built around the concept of Smart Mobility, which differentiates us from our competitors. Smart Mobility encompasses the following:

Premium Quality Product

- Thoughtful design for a premium experience to evoke PASSION between driver and car.
- Top-of-the-line vehicle lineup — We offer a LUXURIOUS and STYLISH product line with skilled craftsmanship in every detail.
- “TECHNOLOGY FOR LIFE” — We embrace PERSONALIZATION and CONNECTIVITY with a full suite of standard smart infotainment features including a heads-up display, virtual personal assistant, in-car commerce and mobile office capabilities, creating a space for lifestyle between home and office.
- Sustainability — We aim to deliver our products RESPONSIBLY to help promote a greener world for us all.
- Steadfast focus on meeting world-class safety standards.



Inclusive Price

- ACCESSIBILITY — We offer our products in a more approachable and accessible way compared to our closest EV peers to help increase opportunities for greater EV adoption globally.
- We offer high performance, luxurious features, premium quality, an advanced suite of enhanced technology, and cutting-edge engineering execution at a COMPETITIVE price point.
- FLEXIBLE purchase options – own or lease – battery subscription program, where available, to suit customer preferences.



Peace-of-Mind Ownership Experience

- Our goal is to provide BEST-IN-CLASS after-sale policy with up to a 10-year / 125,000-mile warranty and 24/7 roadside assistance.
- WORRY-FREE experience through “VINFAST SERVICE” model with remote and mobile service offerings.
- EASE-OF-ACCESS to our network of service showrooms and integrated suite of EV charging solutions through VinFast Power Solutions and partners such as Electrify America, EVgo, Bosch,
- Blink Charging Co. (“Blink”), Flo, and ChargeHub.



Stakeholder Engagement

Stakeholder engagement is part of the sustainable development process, helping to ensure that all stakeholders are involved in decision-making, thereby increasing support and minimizing potential risks.

VinFast identifies key stakeholders including, shareholders and investors, customers, local communities, state management agencies, employees, suppliers and partners. Each stakeholder will have different ways of engaging. We listen to and absorb contributions from all stakeholders to achieve sustainable development goals.



Table 3: Stakeholder engagement of VinFast

Stakeholders	Stakeholder concerns		Engagement forms
Shareholders and Investors	<ul style="list-style-type: none">• Business performance.• Dividend payment.• Corporate governance.• Transparency and regulatory compliance.• Environmental impact.	<ul style="list-style-type: none">• Supply chain management.• Human resource management.• Community engagement. Supply chain management.	<ul style="list-style-type: none">• Organize annual general meetings of shareholders.• Issue press releases related to relevant topics.• Organize quarterly financial report meetings.
Customers	<ul style="list-style-type: none">• Commitment to product & service quality.• Easy access to product& service information through channels.• Supported with accurate information and quality advice to make decisions on products & services.	<ul style="list-style-type: none">• Ensuring health and safety.• Good customer care, quick and convenient complaint and warranty resolution, clear terms.	<ul style="list-style-type: none">• Website.• Direct interaction and social media for customers.• 24/7 hotline for customer care.
Local communities	<ul style="list-style-type: none">• Environmental, climate, wastewater and waste; energy issues.• Community engagement, volunteering.	<ul style="list-style-type: none">• Employment and labor.• Economic development, local infrastructure.	<ul style="list-style-type: none">• Meetings, conferences, forums and dialogues with communities and regulatory agencies in Vietnam.• Volunteering, philanthropic investment in Vietnam.
State management agencies	<ul style="list-style-type: none">• Compliance with environmental, climate, waste and energy laws.• Employment and labor.• Taxes.	<ul style="list-style-type: none">• Compliance with anti-corruption laws.• Contribution to the development of public policy.	<ul style="list-style-type: none">• Comply with and lead the implementation of new regulations.• Contribute ideas to build legal documents.• Facilitate the exchange of information and experience.• Trade associations and public policy organizations.
Employees	<ul style="list-style-type: none">• Competitive salaries and benefits.• Diverse and comprehensive employment opportunities; Opportunities to learn and grow.• Charity.	<ul style="list-style-type: none">• Health and safety.• Employee benefits.	<ul style="list-style-type: none">• Team meetings, social media.• Management emails and letters.• Hotlines.• Personal and professional development training.• Issue regulations and guidelines on the working environment.• Build a desirable working environment.
Suppliers and Partners	<ul style="list-style-type: none">• Environmental impact.• Human rights.• Raw materials.	<ul style="list-style-type: none">• Supplier diversity.• Supply chain management.• Transparency and disclosure.	<ul style="list-style-type: none">• Establish a Code of Conduct.• Hotline.• Meetings, conferences; Periodic evaluation.

Materiality Assessment

For the purposes of this report only, VinFast conducts materiality assessments based on references to relevant sustainability frameworks including but not limited to: GRI, TCFD, the United Nations 17 principles for sustainable development, and the CDP, among others. VinFast continuously reviews its operations to identify material ESG issues facing the Company. These ESG issues are ranked based on the level of concern to our stakeholders and the impact on the Company’s operations, thereby helping us to prioritize action plans and resources.

Materiality assessment process

Identifying and evaluating material topics in sustainable development practices help VinFast to focus on the most important topics, improve its ability to meet the requirements of stakeholders, and enhance the Company’s reputation and long-term value. Material ESG topics will be reviewed and updated periodically to ensure they are consistent with our business situation and the needs and expectations of our stakeholders.

Table 3: Stakeholder engagement of VinFast

No.	Contents	Description	Output
Step 1	Identify potential material ESG topics.	<p>Identify potential material topics that may affect the Company and its stakeholders from three main sources:</p> <p>1. General issues:</p> <ul style="list-style-type: none">• Sustainability frameworks: GRI, TCFD, SASB, CDP, etc.• Legal regulations, economic, environmental, social issues.• Latest trends in sustainable development. <p>2. Industry issues:</p> <ul style="list-style-type: none">• Industry production and business characteristics.• Industry trends, risks and opportunities.• Topics that businesses in the same field are focusing on. <p>3. Organizational issues:</p> <ul style="list-style-type: none">• The Company's sustainable development strategy.• Feedback from shareholders, investors, and other stakeholders.	List of impacts, including Governance, Economic, Environmental, Social, and GRI standard.
Step 2	Assess stakeholder interest in each ESG topic.	<ul style="list-style-type: none">• Identify key stakeholders.• Create a stakeholder interest survey for the topics.• Engage with and understand stakeholders’ perspectives.• Assess the importance of key topics to stakeholders.	<ul style="list-style-type: none">• List of stakeholders including: employees, local communities, shareholders and investors, state management agencies, customers, suppliers, among others.• Survey results of stakeholder interest in topics.
Step 3	Assess the importance of topics to the Company's strategy and production and business operations.	<ul style="list-style-type: none">• Assess the impact (both negative and positive) of material topics on the financial, environmental and social aspects of the Company in the short and long term.• Assess the impact of material topics related to legal requirements.• Assess the financial impact of sustainability in creating economic value.	The results of the importance of topics to the Company's strategy and production and business operations.
Step 4	Identify important material topics.	<ul style="list-style-type: none">• Select and summarize important material topics.• Develop and implement action plans for sustainable development for each topic according to the Plan - Do - Check - Action principle.	<ul style="list-style-type: none">• List of important material ESG topics.• Policy and commitment to sustainable development in key areas.• Goals and action strategies.

Materiality Assessment

List of materiality topics

In 2022, VinFast identified 12 significant material topics to ensure sustainable development and enhance value for our stakeholders. In 2023, we continued to maintain the 12 significant material topics that are considered important to the sustainable development of the Company. The topics are divided into 3 sustainability pillars: Governance – Environment – Social. Maintaining the material

topics for two consecutive years reflects the consistency of our ESG strategy, while meeting the increasing requirements of regulations and stakeholder expectations. We are proud of our achievements and are determined to achieve more ambitious goals in the coming years.

List of 12 significant material topics for the sustainability report in 2023

(Unit: %)



Table 5: List of materiality topics

Pillars	Significant material topics	Details
Governance – Economic	Governance	Ensure that the Company's products meet safety and quality standards and minimum to no negative impacts' customers and the environment.
	Fighting corruption and bribery	Ensure that the Company operates transparently, honestly, complies with the law, and does not engage in bribery and corruption, etc.
	Business strategy	Assessing the positive impact of the Company on the economy.
	Economic efficiency	Assessing results of operations and financial condition.
	Join global organizations	Applying international standards and best practices from international organizations to enhance the Company's position and promote multilateral cooperation.
Environment	Energy and climate change	Energy use, from the production of products and services to operational activities.
	Water consumption	Use water responsibly, efficiently and recirculate. Wastewater quality control and environmental compliance.
	Waste and wastewater management	Assess the amount of waste generated by business, the types of waste, and their impact on the environment.
Social	Human	Ensuring working conditions, developing opportunities and retaining talent and ensuring capacity and contributing to the success of the Company.
	Social opportunities	Assess the impact of the business on the local community, both positive and negative.
	Production	Ensure that the Company's products meet safety and quality standards and do not cause harm to customers or the environment.
	Customer	Assess customer satisfaction, service quality interactions between the Company and customers.



03 Highlights

IN THIS SECTION

2023 Outstanding Awards and Recognitions
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2023 Outstanding Awards and Recognitions

Finance Asia Awards 2023

Best ESG in Vietnam
and Best DEI (Diversity, Equity,
and Inclusion) in Vietnam

VinFast won a “double” Gold medal in two categories.

Otofun and Otsaigon

Category Car
of The Year 2023

VinFast continued to be recognized as the
“Category Car of the Year 2023” for the VF 6 models,
voted for by Otofun and Otsaigon communities.

Vietnam Innovation Summit 2023

Outstanding Green
Industrial Project Award

VinFast won the award “Outstanding Green Industrial Project
Award” at the “Make the Future Green” award Ceremony within
the framework of the Vietnam Innovation Summit 2023.

Wechoice Awards 2023

Event of The Year

VinFast won the “Event of the Year” award
at the Wechoice Awards 2023 in Vietnam.

Better Choice Awards 2023

Popular Car for Families

The VinFast VF 6 won the “Popular Car for Families”
award at the Better Choice Awards 2023.

Better Choice Awards 2023

Trend-Leading Car

The VinFast VF 9 won the “Trend-Leading Car”
award at the Better Choice Awards 2023.

Car Awards 2023

B-segment Crossover
Car of The Year

The VF 6 officially won the “Car of the Year 2023”
award in the B-segment crossover category at
the Car Awards 2023 Gala.

Car Awards 2023

The New Star

The VF 5 officially won the “The New Star”
award at the Car Awards 2023 Gala.



2023 ESG Highlights

Governance

57%

Board members
are female

100%

Compliance with policies
and regulations

28,712.1 VND
billion

(US\$ 1,203.1 million)* of revenue,
up 91.9% year-on-year

89.1 VND
billion

Total tax amount VinFast paid
in 2023 (US\$ 3.7 million)*



(*) The rate of US\$1.00 = VND23,866, representing the central exchange rate quoted by the State Bank of Vietnam Operations Centre as of December 31, 2023

2023 ESG Highlights

Environment

76%

VinFast's suppliers have achieved and maintained ISO 14001:2015 certification for environmental management systems at the Plant

10.98%

Treated wastewater in our Plant is reused – saving 44,459m³ of clean water – equivalent to over VND 840 million

100%

The wastewater discharge at our Plant met the quality criteria in the environmental license

9.38%

Increase in recycling of non-hazardous waste at the plant compared to 2022

10,298 tCO₂e

The amount of GHG emissions reduced in 2023 at our manufacturing and trading in the Vietnamese markets despite of production expansion

ISO 14001

Successfully re-certificate of ISO 14001 at our Plant by the BSI



2023 ESG Highlights



Social

ISO 45001

Successfully re-certificate of ISO 45001 at our Plant by BSI

12,000 contractor employees

Were trained in occupational safety before performing work at our Plant

400 vulnerable people

Received support through the Tet gift-giving program in Cat Hai district

100%

The auxiliary emergency team members at our Plant were trained and certified by the Hai Phong Fire Fighting Police Department

100%

Community grievances regarding our Plant have been recorded, solved timely and kept records sufficiently

Once a year

Employees undergo a medical examination once a year. Employees working in arduous, toxic, and dangerous environments undergo medical examinations at least once every 6 months.



04 VinFast Flagship Assets

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Electric Bus

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VinFast owns innovatives, full-scale mobility platform that is used to design and manufacture premium EVs, e-scooters and e-buses.

We focus on achieving operational efficiency and technological integration, and we continuously improve our processes to deliver world-class products.

In 2023, VinFast accelerated its development with a multi-pronged strategy to transform and expand its global retail network, diversify its product range, and increase production capacity to create a solid foundation for 2024 and the longer term. VinFast has introduced four new electric SUV models in Vietnam across multiple segments, including the flagship VF 9, VF 5, VF 6 and VF 7. The VF 6 model was launched in Vietnam in October 2023, recording initial sales that far exceeded the Company's expectations.



Electric Car



VF 3

VF 3 is designed for the Vietnamese market. With a smart design, optimized interior space and convenience for all 4 seats, VinFast VF 3 keeps up with global green mobility technology trends. Elegant, youthful, and individual interior colors, the VF3 makes memories on every journey.



VF 5

The VF 5 Plus is our A-segment electric SUV for the Vietnam market that offers dynamic youthful styling for budget-conscious buyers. The model possesses a modern, youthful personality and outstanding design with interior and exterior color schemes, ensuring personalization according to each customer's lifestyle and preferences.

In the Vietnamese market, the VinFast VF 5 was honored with the “New Star” award. This award was voted by members of the professional council at the Car Awards 2023.



VF 6

Exceptional tech, competitive pricing: With a sophisticated design rarely seen in compact SUVs and a spacious interior, the VinFast VF 6 is among the most technologically advanced subcompact e-SUV in its class.

In the Vietnamese market, VinFast VF 6 was honored as the “Best Family Car” at the Better Choice Awards 2023, held at the National Innovation Center in Hoa Lac.

Electric Car



VF 7

With a futuristic design, the compact the VinFast VF 7 combines dynamic, avant-garde exterior styling with a spacious, driver-focused, tech-savvy cabin experience for the ultimate EV ride.

In the Vietnamese market, the VF 7 has been shown to the public and test driven since early December 2023. Most viewers rated the VF 7 the most beautiful and impressive VinFast ever, from design to performance.



VF e34

On March 24, 2021, VinFast officially launched its first electric car model, the VinFast VF e34. As soon as it was launched, the VF e34 received a strong response from domestic consumers with about 25,000 orders.

Electric Car



VF 8

Innovations make every journey in VF 8 more than just a drive. Advanced and smart applications allow you to manage your home, work uninterrupted, and stay entertained. In 2023, the VF 8 received the 5-star rating by ASEAN NCAP. In the Vietnamese market, the VinFast VF 8 was honored with Green Car of the Year 2023.



VF 9

The VinFast VF 9 is a large luxury SUV model from VinFast, designed by the world's oldest and most famous car design studio – Pininfarina. The impressive design of VF 9 is inspired by luxury yachts while still maintaining the characteristics of VinFast with impressive, dynamic lines. Optimized with aerodynamics for performance efficiency, the formidable VF 9 offers

a distinctive design with a human-centric approach.

In the Vietnamese market, the VinFast VF 9 was honored with the “Trend Leading Car” award at the Better Choice Awards 2023, jointly organized by the National Innovation Center and VCCorp.

Electric Scooter



Vento S

Premium products

- Maximum speed: 89 km/h.
- Travel distance per charge: 160 km.
- Charging time from 0 to 100%: approx. 6 hours.
- Battery: LFP Battery.
- Safety: ABS Continental front brake.
- Other features: PAAK technology controls the vehicle via phone app, HMI connection – eSIM integration and smart lock, IP67 waterproof.

Feliz S

Mid-range products

- Maximum speed: 78 km/h.
- Travel distance per charge: 198 km.
- Charging time from 0% to 100%: approx. 6 hours.
- Battery: LFP Battery.
- Safety: Safety braking system.
- Other features: eSIM integration, IP67 waterproof.

Klara S

Mid-range products

- Maximum speed: 78 km/h.
- Travel distance per charge: 194 km.
- Charging time from 0% to 100%: approx. 6 hours.
- Battery: LFP Battery.
- Safety: Front Nissin disc brake system, rear mechanical brake, and smooth Kaifa shock absorber.
- Other features: eSIM integration, IP67 waterproof.

Electric Scooter



Theon S

Premium products

- Maximum speed: 99 km/h.
- Travel distance per charge: 150 km
- Charging time from 0% to 100%: approx. 6 hours.
- Battery: LFP Battery.
- Other features: PAAK technology controls the vehicle via phone app, HMI connection – eSIM integration and smart lock, IP67 waterproof.



Evo 200

Popular products

- Maximum speed: 70 km/h.
- Travel distance per charge: 203 km.
- Charging time from 0% to 100% (400W charger): approx. 10 hours.
- Battery: LFP Battery.
- Other features: eSIM integration, IP67 waterproof.



Evo 200 Lite

Popular products

- Maximum speed: 49 km/h.
- Travel distance per charge: 205 km.
- Charging time from 0% to 100% (400W charger): approx. 10 hours.
- Battery: LFP Battery.
- Other features: eSIM integration, IP67 waterproof.

Electric Bus

We are proud to be the first electric bus manufacturer in Vietnam. The goal of electric buses is to build modern green public transport, thereby reducing air and noise pollution in urban spaces across the country.

With the mission of pioneering, promoting and creating a trend of civilized and modern green public transport in Vietnam, VinBus has made great contributions to the journey towards Net Zero by 2040.



Green Bus 8

Green Bus 8 is designed to fulfill Vietnamese requirements to have an electrical mid-size city bus. Designed with flexible seating configurations and capacity (from 30 to 60 occupants).



Green Bus 10

Green Bus 10, the 1st smart electric bus in Vietnam launched in 2021, brings clean, green public transport to the masses.



Euro E-bus 12M

Euro E-bus 12M presents a leading style and optimal design fully compliant with EU regulations.



05 ESG Strategy

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VinFast’s sustainability strategy is anchored in its vision of leading the global electric vehicle revolution by delivering innovative, safe, and environmentally friendly EVs that are accessible to all.

Through strategic global partnerships and comprehensive investments in research and development, the Company is committed to reducing the global carbon footprint and promoting clean energy adoption. VinFast views this transition as an opportunity to drive the future of transportation, addressing key societal challenges while setting new standards in sustainable mobility. With a focus on enhancing electric vehicle technology, VinFast aims to lead the industry by combining cutting-edge innovation with a strong sense of social responsibility.

VinFast’s sustainability strategy is deeply rooted in its vision of “Driving the global smart electric vehicle revolution”. By forging global partnerships with reputable suppliers and organizations, and making substantial investments in research and development, VinFast is poised to lead the electric vehicle revolution with innovation and responsibility.



VinFast ESG Strategy

At VinFast, we are fully committed to advancing sustainability through a robust ESG strategy. Our approach is anchored in maintaining the highest standards of governance and ethics, ensuring that these principles are deeply embedded across all our operations and throughout our value chain. By fostering innovation and promoting responsible practices, we aim to lead by example and create a lasting positive impact on the communities we serve.

We believe that a sustainable future can only be achieved when everyone has access to smart, safe, and eco-friendly electric vehicles. Through strategic global partnerships with trusted suppliers and substantial investment in research and development, VinFast is prepared to spearhead the electric vehicle revolution and shape the future of sustainable transportation.



VinFast ESG Committed

We are committed to minimizing the environmental impacts and maximizing the positive contributions of our operations, with the goal of reaching Net Zero by 2040, while maintaining strong governance and ethical standards across all our activities and throughout our value chain. VinFast has set this ambitious target a full decade ahead of the COP26 net-zero goal.



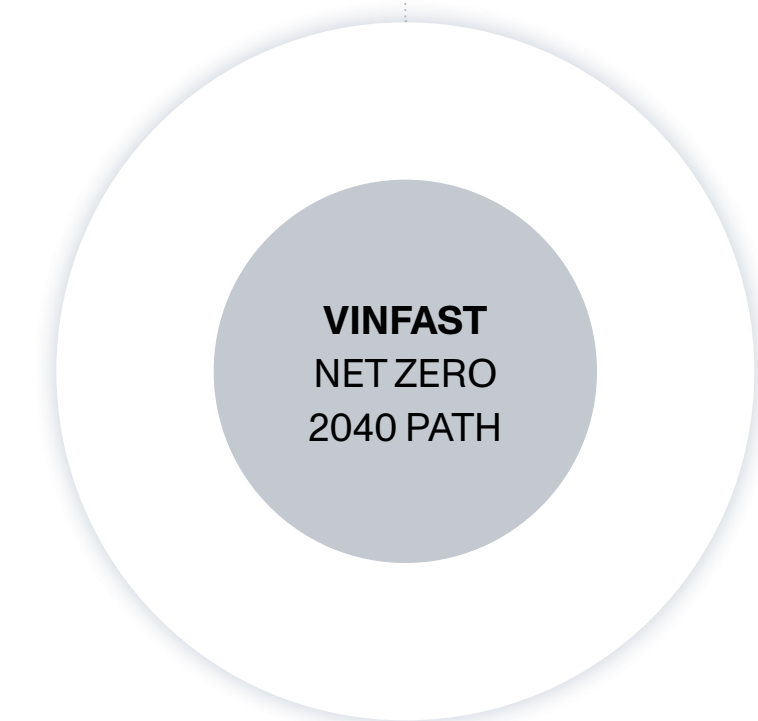
OPERATIONS (Scope 1 & 2)

Goal 2040:

Achieve the Net Zero operational greenhouse gases emission

Target:

2040: Net Zero



VALUE CHAIN (Scope 3)

Goal 2040:

Achieve the Net Zero operational greenhouse gases emission

Target:

2040: Net Zero

ESG Framework

To drive our commitment to sustainability, VinFast's ESG Framework is structured around three core pillars:

- ① The Environmental pillar, which focuses on minimizing our ecological impact.
- ② The Social pillar, dedicated to enhancing community well-being and social responsibility.
- ③ The Governance pillar, which ensures robust ethical standards and transparent practices throughout our organization.



2023 Engagements

VinFast aims to balance the interests of its stakeholders and develop long-term sustainable partnerships based on mutual trust, transparency, and corporate ethical standards. The Company is responsive to stakeholders’ feedback on its activities. The goal is to always facilitate innovations in governance, product development, and service quality improvement to achieve economic growth, adopt social responsibilities, and protect the environment.

VinFast acknowledges that corporate social responsibility is important to the governmental authorities, customers, employees, and the communities surrounding our Company. Stakeholder engagement will encompass all activities involved in producing VinFast vehicles.

Table 10: Stakeholders of VinFast in 2023

Stakeholders	Value brought by VinFast in 2023	
Shareholders & investors	<ul style="list-style-type: none">Set target to reach Net Zero by 2040.Implement transparent and fair corporate governance to protect stakeholder's interests.Carry out adequate and timely disclosure of information, promptly seek investors’ consent for important matters through meetings when required.	<ul style="list-style-type: none">Invest in the Green Mobility Sector.Report on energy efficiency and renewable energy, waste to landfill, water stress, green savings and prevention initiatives.
Local community	<ul style="list-style-type: none">Carry out annual environmental impact assessments.Engage in dialogues with local authorities regarding measures to improve the local environment and social conditions.Assist regulatory authorities in developing local infrastructure and socioeconomic programs.	<ul style="list-style-type: none">Mobilize the local workforce, create new jobs and raise the level of social wellbeing in areas where the Company operates.Develop grievance mechanism to promptly address community complaints.
State management agencies	<ul style="list-style-type: none">Participate in conferences and seminars with regulators.Contribute comments on draft policies and legal documents.	<ul style="list-style-type: none">Work with LFDC, DPC, CPCs of affected communities about Resettlement in Vietnam.
Employees	<ul style="list-style-type: none">Foster a diverse, equal and inclusive culture.	<ul style="list-style-type: none">Empower transparency, fairness and confidentiality in the workplace, including a whistleblower reporting mechanism and a noblame culture.
Customers	<ul style="list-style-type: none">Focus on manufacturing clean, green electric vehicles and scooters as well as quality products and services.Introduce a comprehensive electric product line to domestic and international markets, thereby reaching out to a more extensive range of customers whose share out mission to reduce global carbon emissions.Focus innovation-driven, technology-centric platform on connectivity, convenience, customization, and safety.	<ul style="list-style-type: none">VinFast offers premium quality vehicles at an affordable price that will help accelerate the adoption dynamic through philosophies that are core to our “smart mobility” program.VinFast is enabling and investing in best in class facilities with critical know how in today's EV market to realize our ambitions.
Suppliers and Partners	<ul style="list-style-type: none">Maintain relationships with suppliers and business partners based on fairness, transparency, and mutual benefit.Encourage and implement a supplier selection process that includes compliance with the law and a commitment to environmental protection and sustainability.Educate and advise our suppliers:<ul style="list-style-type: none">» That materials supplied and the origins of such materials should be conflict-free and align with the principles of the Responsible Minerals Initiative and section 1502 of the U.S. Dodd Frank Act;	<ul style="list-style-type: none">» That they should have in place strategies for emission reduction program disclosures through quantitative and qualitative physical, transitional and liability risk mitigations;» That they should have policies related to non-discrimination, equality and inclusion and adhere to the International Labor Organization devoted to social justice and human labor rights; and,» Implement a supplier selection procedure that considers these criteria.

ESG Targets

We have developed short-term and long-term targets for the Environmental, Social, and Governance pillars.



ESG Targets of VinFast

ENVIRONMENTAL

- 1 Circular economy through total recyclable scrap; eliminate single-use plastics from our operations by 2030.
- 2 Make zero water withdrawals for manufacturing processes by 2035; use freshwater only for human consumption.
- 3 Utilize only recycled or renewable content in product plastics; eliminate hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride from our products.
- 4 Achieve Net Zero by 2040.
- 5 Green Renewable Energy: Use 100% local, renewable electricity in all manufacturing by 2040.

SOCIAL




- 1 Promote anthropological ethics by sourcing only raw materials that are dutifully manufactured.
- 2 Work toward a future that is free from accidents and workplace injuries.
- 3 Create a truly diverse culture of diversity, equity, and inclusion where everybody feels like they belong.

GOVERNANCE

- 1 Continue to run the business in a participatory, consensus-oriented, accountable, transparent, responsive, efficient, equitable and inclusive way.
- 2 Communicate our policies and strategy clearly to our supply chain.
- 3 Make appropriate levels of monitoring and disclosure to display our robust approach.

ESG Roadmap

Table 12: ESG Roadmap of VinFast

	 Environmental	 Social	 Governance
MATERIAL TOPIC	<p>Environmental Protection and Conservation:</p> <ul style="list-style-type: none">• Energy and Climate change.• Water consumption.• Waste and Wastewater management	<p>Corporate Social Responsibility:</p> <ul style="list-style-type: none">• Social Opportunities.• Human.• Customer.• Production.	<p>Ethics, Integrity, Transparency Corporate governance:</p> <ul style="list-style-type: none">• Governance.• Fighting corruption and bribery.• Business strategy.• Economic efficiency.
OBJECTIVE/GOAL	<ul style="list-style-type: none">• Saving 90,000 m³ of clean water per year.• Save 5% energy consumption per product unit in comparison with 2022 norms.• Ensure legal compliance in the field of Environment protection.	<ul style="list-style-type: none">• All employees and newcomers are provided with training and learning courses to meet and develop in accordance with the capacity standards and working regulations.• Committed to ensuring full welfare for employees according to regulations.• Maintain a diverse, equitable and inclusive work environment.• Create high-quality products and exceptional experiences for mankind.	<ul style="list-style-type: none">• Ensure Legal Compliance.








SDGs Roadmap

Supporting the achievement of UN SDGs.

Our contribution to the UN Sustainable Development Goals






The SDGs cover a wide range of topics, including climate change and environmental protection, for a sustainable future. We have mapped our 2023 ESG material topics to the 12 SDGs that are most relevant to our business and stakeholder concerns, as described below:

Table 10: Stakeholders of VinFast in 2023

Relevant UN SDGs	Contribution	Linked to 2023 ESG material topics
<div></div>	<p>All VinFast models have achieved the road traffic safety certification. These safety ratings are determined based on a series of tests, designs, and simulated real-world scenarios.</p> <p>We focus on the impacts of climate change, with the aim of producing electric vehicles that reduce CO₂ emissions and harmful gases into the air. We’ve also announced our all-electric strategy to cease ICE production by the end of 2022, becoming the first automaker to do so in the world. We also commit to achieving the safety certifications of the world’s leading vehicle assessment programs, such as NHTSA, Euro NCAP, and ASEAN NCAP, for all vehicles.</p> <p>VinFast ensures compliance with legal requirements for environmental protection. Regular monitoring and control of emission sources to the environment, including hazardous chemicals, to ensure compliance with discharge conditions stated in VinFast’s environmental license. Science and technology have been applied to the production process toward a clean and environmentally friendly direction, reducing GHG emissions.</p> <p>VinFast strictly implements a green procurement policy across our supply chain to foster a high degree of environmental protection and conservation. Domestic enterprises that have the capacity to ensure compliance with VinFast’s requirements specified in the Supplier Code of Conduct and Green Procurement Policy, are encouraged to become VinFast’s partners and suppliers.</p> <p>For employees’ safety, smoking, alcohol, drugs, and other addictive substances are prohibited in the workplace.</p>	<ul style="list-style-type: none">• Production.• Energy and Climate change.• Water consumption.• Waste and wastewater management.• Join global organizations.
<div></div>	<p>We foster and promote diversity, equity, and inclusion in our business ethics in a holistic and transparent manner. Our people are at the forefront of our business decisions – fostered to be innovative, aspirational, and work in unison.</p> <p>At VinFast, we strictly comply with the Labor Law and ILO, which are described in our Business Code of Conduct. The working environment is monitored, and policies are issued to ensure working conditions for employees.</p> <p>VinFast is proud to have a salary, bonus, and welfare regime for employees which complies with the law and is competitive in the labor market. This salary and bonus system was built for each level of personnel and specific positions.</p>	<ul style="list-style-type: none">• Human.• Business strategy.• Economic efficiency.• Join global organizations.

SDGs Roadmap

Table 10: Stakeholders of VinFast in 2023

Relevant UN SDGs	Contribution	Linked to 2023 ESG material topics
<div></div>	<p>Starting in 2020, we have implemented a water management plan in which we optimize production processes to reduce clean water consumption and reuse deionized water.</p> <p>Apart from Plant areas' activities, biodiversity conservation activities continue to contribute to protecting and restoring natural ecosystems. VinFast has committed to a positive contribution for better quality of life of local people and sustainable development of host communities in our Plant. VinFast has established and implemented other social programs including community development, community health development, influx management plan, etc. This has been realized through our long-term systems approach and strategic investment in both financial resources and expertise in community programs over the past nine years.</p>	<ul style="list-style-type: none">• Production.• Energy and Climate change.• Water consumption.• Waste and wastewater management.• Social opportunities.
<div></div>	<p>At VinFast, we are committed to minimizing the impacts of our operations, reaching Net Zero by 2040.</p> <p>We are encouraging our Suppliers to provide information on the GHG emissions associated with goods and services we purchase and continue our journey to pursue reporting on scope three emissions.</p> <p>We strictly comply with laws and regulations regarding energy consumption and closely monitor related energy KPIs.</p> <p>In the Vietnamese market, an Energy-saving policy has been established and applied in our Plant.</p>	<ul style="list-style-type: none">• Energy and Climate change.
<div></div>	<p>A decentralized approval system has been developed and is reviewed frequently.</p> <p>We developed a Code of Ethics, a Business Code of Conduct, and a Corruption and Bribery Policy, also listed in our Contract terms, to ensure that our contractors and suppliers follow and comply.</p>	<ul style="list-style-type: none">• Human.• Business strategy.• Economic efficiency.



06 Governance

IN THIS SECTION

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The Governance Pillar in 2023

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Good corporate governance is essential to sustainable growth. As a publicly traded Company listed on Nasdaq, VinFast has built its governance model with the goal of ensuring transparent and accountable management. The Company follows the best governance principles, based on the models of leading global corporations. VinFast's approach ensures that its management system supports its business objectives and the long-term interests of the Company and its shareholders.

Management Approach

VinFast is controlled by Vingroup, one of Vietnam's largest conglomerates. We believe our ongoing relationship with Vingroup is a significant competitive advantage.

VinFast adheres to the principles of corporate governance, ethics, transparency, honesty, and responsibility to ensure operational efficiency and create long-term sustainable value for its stakeholders. We also aim to create value for the environment, society and other stakeholders.

Sustainable Development in 2023

In 2023, VinFast further strengthened its governance pillar by taking the following steps:

- Developing and improving the skills of all employees.
- Promoting the application of the “6 Transformational Principles” (Systematization – Kernelization – Standardization – Simplification – Automation – Efficiency) in its management and operations.
- Committing to comply with all applicable laws and regulations, prevent risks, ensure benefits, and maintain a transparent business environment for stakeholders.
- Maintaining network security management and the privacy of stakeholders.
- Standardizing the governance model by promoting corporate culture and ethical standards and creating a solid foundation for sustainable development.



2023 Highlights

In August 2023, our Board approved our Code of Conduct, Insider Trading Policy, Related Party Transactions Policy and other policies.

VinFast complied with all legal requirements.

As a Company with less than US\$1.235 billion in net revenues for the year ended December 31, 2023, we qualified as an “emerging growth Company” pursuant to the JOBS Act.

We complied with policies and regulations related to sustainable development.

57%

of our Board members are women.



The Governance Pillar in 2023

Governance

Corporate Governance

The VinFast Board of Directors (the “Board”) has adopted the Corporate Governance Guidelines, a Code of Conduct, and charters for its committees to assist in exercising corporate responsibilities and to serve as a framework for the effective governance of the Company.

CORPORATE GOVERNANCE GUIDELINES

The Board has adopted the Corporate Governance Guidelines (the “Guidelines”) to assist the Board in the exercise of its responsibilities and to serve the interests of the Company and its shareholders.

These Guidelines should be interpreted in the context of all applicable laws and the Company’s Constitution (as may be amended, restated, or supplemented from time to time, the “Constitution”), and other corporate governance documents and, in the event of any conflict between applicable laws, including the Companies Act 1967 of Singapore (the “Singapore Companies Act”), the Constitution or other corporate governance documents and the Guidelines, the applicable laws, the Constitution and other corporate governance documents shall supersede the Guidelines.

The Guidelines acknowledge the leadership exercised by the Board’s standing committees and their chairs and are intended to serve as a flexible framework within which the Board may conduct its business, and not as legally binding obligations. The Guidelines shall be subject to modification from time to time by the Board as the Board may deem appropriate and in the best interests of the Company and its shareholders or as required by applicable laws and regulations.

CODE OF CONDUCT

The VinFast Code of Conduct (the “Code”) is a statement of our shared values that helps us operate openly, honestly, and ethically. The Code is the cornerstone of VinFast and guides us to satisfy our customers. Taking personal responsibility for our actions is critical to the success of our Company. Our customers trust us to deliver on our promise to do business ethically and to design, build, and sell safe, high-quality vehicles. Employees who violate the law, our Code, or our policies may be subject to disciplinary action, up to and including termination. We expect all employees to do their part to protect our Company’s reputation.

We serve customers who have a passion for progress in smart mobility.

The Board oversees the Company’s compliance program to help ensure fair and consistent enforcement of our Code.

COMMITTEES

The Board currently has four standing committees: (i) the Compensation Committee, (ii) the Nominating and Governance Committee, (iii) the Audit Committee; and (iv) the Disclosure Committee. From time to time and depending upon the circumstances, the Board may form a new committee or disband a current committee in accordance with SEC and Nasdaq rules. Each committee shall perform its duties as assigned by the Board in compliance with the Constitution and the committee’s charter, if adopted.

Compensation Committee:

- Oversees executive compensation
- Oversees equity incentive and employee stock-purchase plans

Nominating and Corporate Governance Committee:

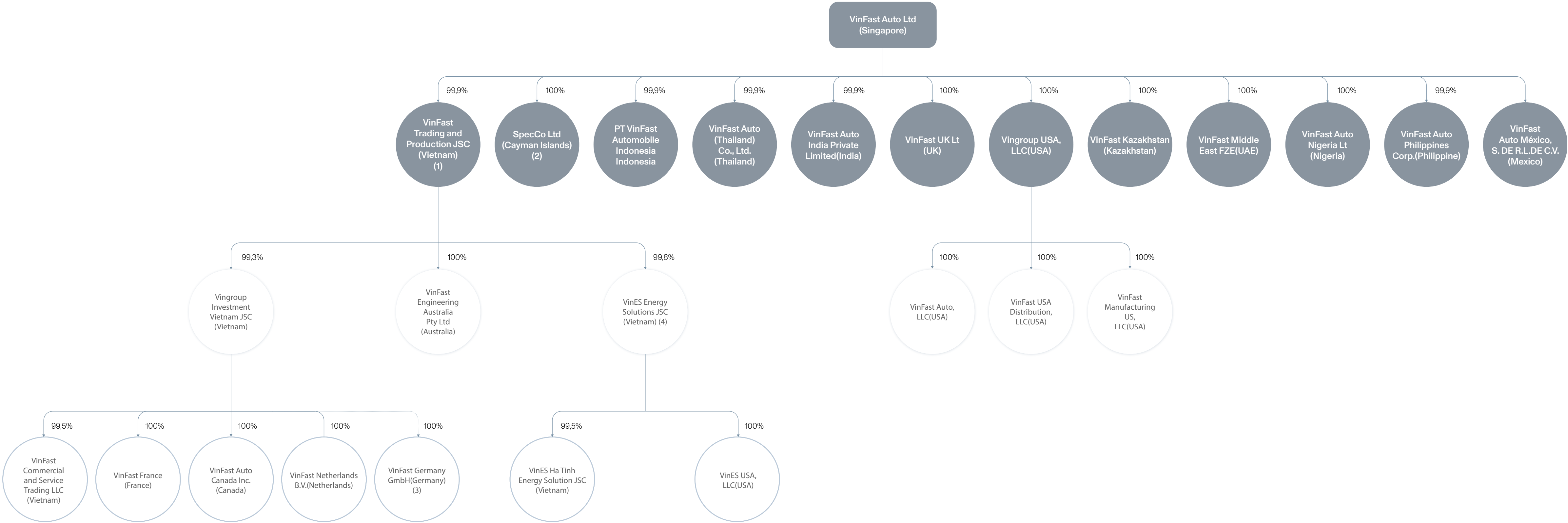
- Oversees and assists the Board in reviewing and recommending nominees for election as directors
- Develops and maintains corporate governance policies

Audit Committee:

- Assist the Board in its oversight of:
 - » The integrity of the Company’s financial statements
 - » The independent auditor’s qualifications and independence
 - » The design and implementation of the Company’s internal audit function and the performance, including the selection of the independent auditor
 - » The Company’s policies, programs and strategies related to environment, social responsibilities, and governance

Corporate Governance

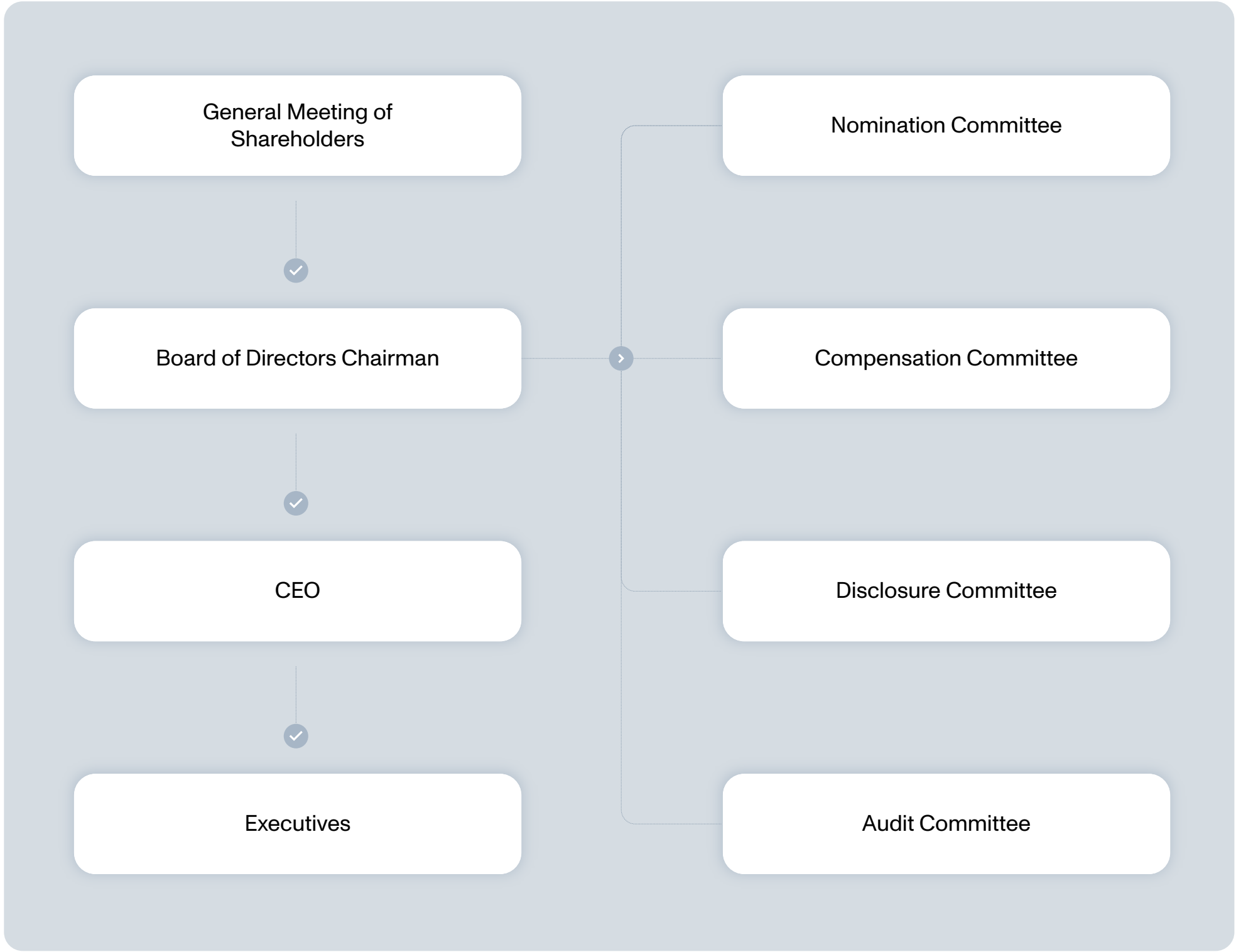
CORPORATE STRUCTURE AS OF MARCH 29, 2024



Notes:
(1) Based on proportion of voting power held. We own 39.09% of this subsidiary's total outstanding share capital, including non-voting preferred shares.
(2) SpecCo Ltd will be deemed to be dissolved on April 24, 2024.
(3) For the purposes of homogenizing the organizational structure of our distribution companies, we are in the process of transferring the shares of VinFast Germany GmbH ("VinFast Germany") from VinFast Trading and Production JSC (Vietnam) to Vingroup Investment Vietnam JSC ("Vingroup Investment"). Following such transfer, VinFast will own VinFast Germany through Vingroup Investment.
(4) In January 2024, we acquired VinES, a Vietnam-based EV battery company, from Mr. Pham

Organizational Structure

OPERATIONAL STRUCTURE AS OF DECEMBER 31, 2023



BOARD OF DIRECTORS

VinFast’s Board of Directors (the “Board”) oversees the Company’s comprehensive management and strategy. Our Board convenes as needed to examine and assess the Company’s financial standing and operational performance. Presently, our Board of Directors consists of seven members, each bringing unique expertise:

Table 14: Board of Directors

No.	Name	Position
1	Mr. Pham Nhat Vuong	CEO and Managing Director
2	Mrs. Le Thi Thu Thuy	Chairwoman
3	Mr. Tham Chee Soon	Independent Director
4	Mr. Ling Chung Yee Roy	Independent Director
5	Mrs. Nguyen Thi Van Trinh	Director
6	Mrs. Nguyen Thi Lan Anh	Chief Financial Officer

Fighting Corruption and Bribery

Anti-Bribery and Anti-Corruption Policy

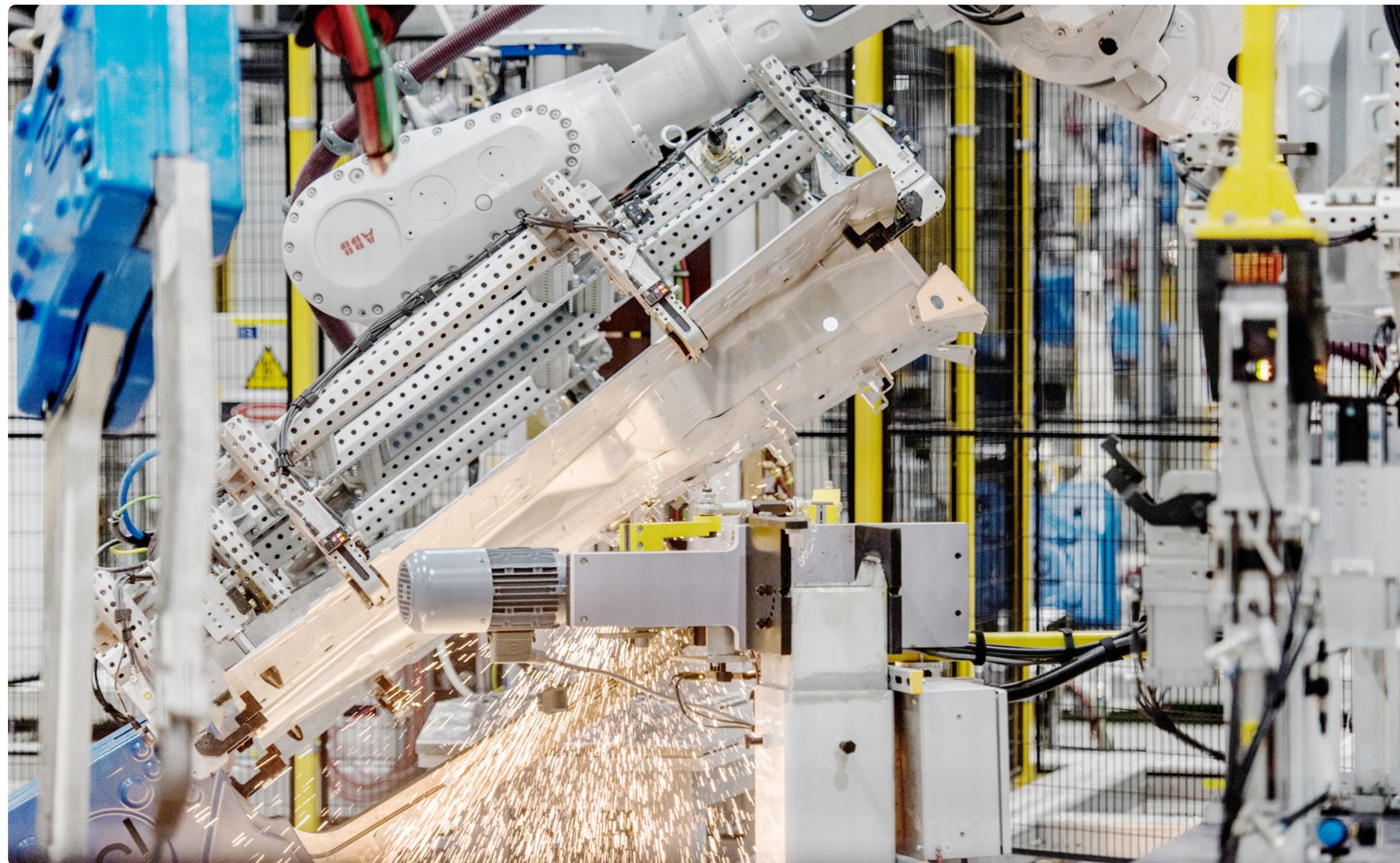
To strengthen ethical compliance, integrity, and transparency in our business operations, the Board issued an Anti-Bribery and Anti-Corruption Policy.

Our anti-bribery and anti-corruption policy establishes standards of conduct for compliance with anti-bribery and anti-corruption laws and regulations that govern the operations of VinFast. The objective of this policy is to enable VinFast personnel, as defined in the policy, to distinguish conduct that is acceptable from that which is unacceptable, and to ensure that VinFast complies with all applicable anti-corruption laws.

Data Privacy and Cybersecurity

VinFast aims to protect the privacy and information security of the Company's customers, employees, and partners. Our policies and procedures set forth general requirements for VinFast regarding the collection and handling of private information, which apply to all of its employees, customers, and partners.

VinFast has a team in each major area of cybersecurity, including management, defense and response, forensics, penetration testing, threat monitoring, and cloud security. Many of our IT staff members hold at least one information security certification. In 2023, we had no major data breach incidents and no claims.



Business Strategy

The business affairs of the Company shall be managed under the direction of the Board. Each year, at the annual meeting, the Board shall recommend a slate of directors for election by the shareholders. The Nominating and Governance Committee shall be primarily responsible for identifying, screening and recommending candidates to the entire Board for Board membership. Each director is expected to spend the time and effort necessary to properly discharge his or her responsibilities.

The Company's Constitution provides that the number of directors shall not be less than two. The Nominating and Governance Committee shall periodically review the size of the Board and may make recommendations to the Board regarding the size that is most effective for managing operations.

On August 15, 2023, VinFast was officially listed on Nasdaq Global Select Market. Therefore, we must comply with the independence requirements of Nasdaq and the independence rules for members

of the Audit Committee issued by the SEC, subject to any available exceptions and meet all other eligibility requirements of applicable laws, including the Singapore Companies Act, where applicable. VinFast will raise its position in the international arena to achieve these goals.

We have laid the groundwork to achieve future profitable growth through automation, access to the low-cost labor and talent pool in Vietnam, the ability to achieve economies of scale through our mass market approach, and volume efficiencies with suppliers. Our fully automated manufacturing facility has the potential to be a significant competitive advantage as we roll-out new vehicle platforms in the coming years. We believe that targeting the fastest-growing segments of the market, with our ability to produce vehicles at scale, will provide clear economies of scale in supply and production. Our investments in our operational and manufacturing capabilities have allowed us to create structural levers for growth and give us confidence in our path to profitability.

To launch our products in international markets, in our initial expansion, we are focused on three target markets, namely Vietnam, North America (comprising the U.S. and Canada) and Europe (comprising France, Germany and Netherlands). For 2024, we have identified addressable markets in addition to the initial target markets. To accelerate our global reach to potential markets, we adopt a multi-channel distribution strategy and employ two business models: the first model involves the establishment of our own distribution and showrooms in the respective market. The second model focuses on appointing third party distributors for the selected markets. Going forward, we will primarily focus on partnerships with distribution agents, dealers and service partners to broaden our reach to customers in global markets.

Note: Please refer to reports that the Company filed with the SEC for business strategy.



Economic Efficiency

Revenue

We began selling electric SUVs in certain key global markets in 2023. Our initial international markets are the U.S. and Canada in North America and France, Germany, and the Netherlands in Europe. We will also continue to serve our existing market in Vietnam. We see these

geographies as essential to our strategy, with significant momentum and positive forces driving the switch to EVs across vehicle segments. The table below shows our total revenue by key market for each of the last three fiscal years:

	For the Year Ended December 31			
	2021	2022	2023	
	(VND in billion)	(VND in billion)	(VND in billion)	(USD in million)
Vietnam	14,996.6	14,965.6	27,975.2	1,172.2
United States	1,031.6	-	159.2	6.7
Canada	-	-	577.7	24.2
Total	16,028.2	14,965.6	28,712.1	1,203.1

We generate revenues from (i) sales of vehicles, (ii) sales of merchandise, (iii) sales of spare parts and components, (iv) rendering of services and (v) leasing

activities. In 2021, 2022 and 2023, substantially all of our revenue was generated from our operations in Vietnam.

Our revenues increased by VND13,746.5 billion, or 91.9%, to VND28,712.1 billion (US\$1,203.1 million)* for the year ended December 31, 2023 compared to VND14,965.6 billion for the year ended December 31, 2022, primarily due to an

increase in revenue from sales of vehicles, partially offset by a decrease in revenue from sales of spare parts and components.

(*) The rate of US\$1.00 = VND23,866, representing the central exchange rate quoted by the State Bank of Vietnam Operations Centre as of December 31, 2023

Our revenues increased by

91.9%

	For the Year Ended December 31						
	2021		2022		2023		
	(VND in billion)	%	(VND in billions)	%	(VND in billions)	(USD in millions)	%
Revenues							
Sales of vehicles	13,898.6	86.7	12,391.5	82.8	26,226.4	1,098.9	91.3
Sales of merchandise	1,405.4	8.8	112.2	0.7	142.8	6.0	0.5
Sales of spare parts and components	538.2	3.4	2,072.6	13.8	882.1	37.0	3.1
Rendering of services	96.6	0.6	222.7	1.5	455.4	19.1	1.6
Rental income							
Revenue from leasing activities	89.4	0.5	166.5	1.1	1,005.4	42.1	3.5
Revenus	16,028.2	100.0	14,965.6	100.0	28,712.1	1,203.1	100.0

Note: Please refer to reports that the SEC for business strategy.

Economic Efficiency

Taxes

We are subject to many different forms of taxation in each of our countries of operation, including income tax, withholding tax, property tax, VAT and other payroll-related taxes.

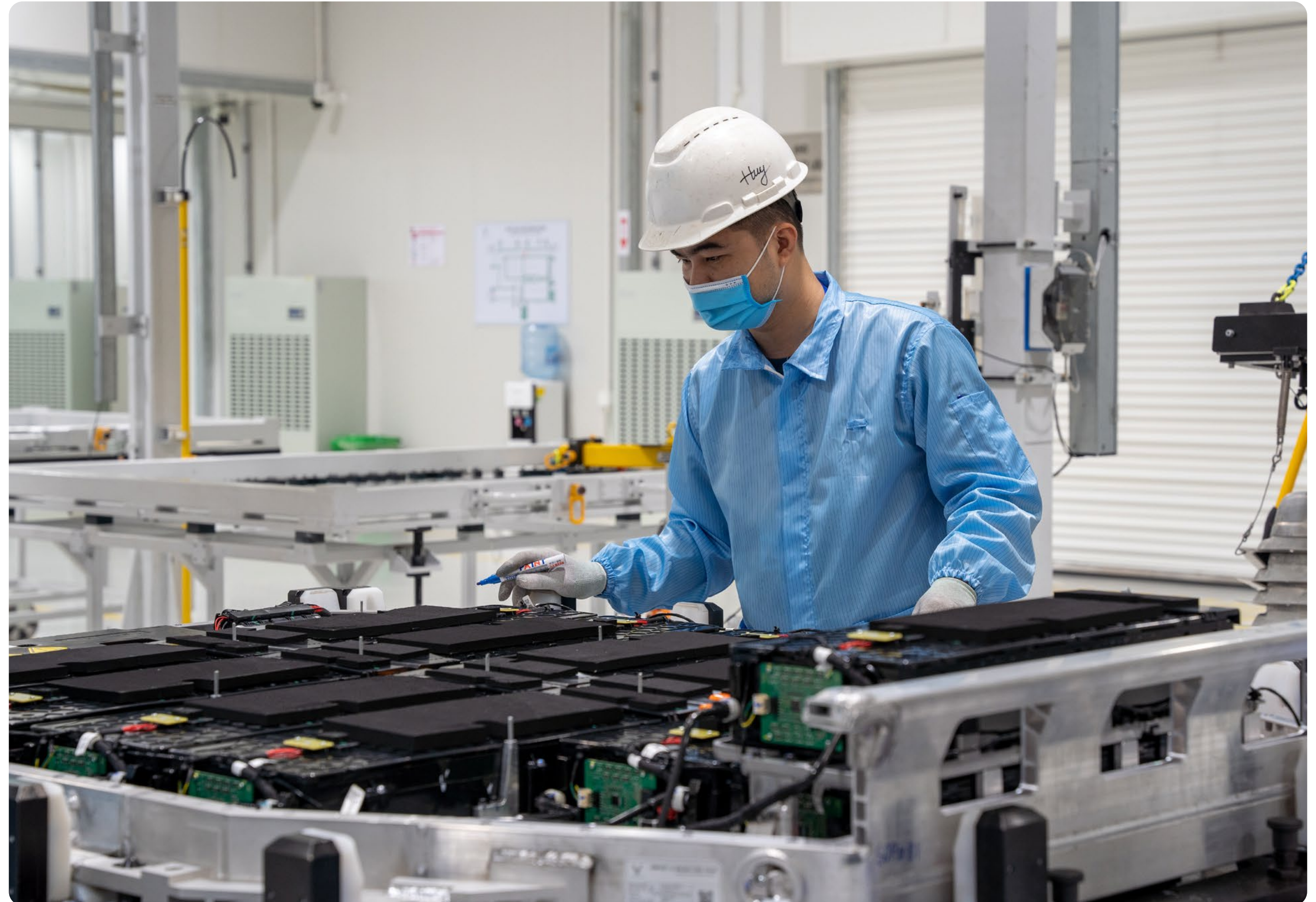
We benefit from favorable tax concessions in some markets. For example, in Vietnam, we are entitled to corporate income tax incentives for investment projects in certain economic zones under Vietnam's Law on Investment and the Law on CIT (and its implementing regulation).

SINGAPORE

VinFast Auto Ltd., which is incorporated in Singapore, is subject to the Singapore Corporate Tax rate of 17% for the years ended December 31, 2023

VIETNAM

The statutory corporate income tax rate applied to subsidiaries in Vietnam is 20% of taxable income. For VinFast Vietnam, the entity was granted an incentive generated from an investment project with a tax rate of 10% in the first consecutive 15 years commencing from the first year (2018) in which income from the investment project is generated. VinFast Vietnam is entitled to an exemption from CIT for the investment project



Supply Chain



With the mission “To create a more sustainable future for everyone” and the Brand philosophy “Customer-centric”, VinFast relentlessly innovates to create high-quality products and exceptional experiences for its customer. VinFast is dedicated to promoting and developing sustainable sourcing practices. With a partnership-based approach, VinFast and our suppliers are developing a global supply chain to contribute to the successful implementation of VinFast’s mission and brand philosophy.

Our Suppliers – our Partners

Bolstering our manufacturing operations in Vietnam is an on-site, integrated supplier park in Hai Phong that facilitates reliable and cost-effective collaboration with our partner-suppliers, as well as logistical efficiency for supplying parts to our factory shops. Outside of our on-site supplier park, we have relationships with approximately 1,700 additional suppliers globally, of which more than 800 are direct suppliers. The list of our suppliers remains constantly updated as our business continues to grow. The list includes battery packs, battery cell, axles, chassis, seats, semiconductor chips, interior parts, and steering columns. We also procure raw materials required to

manufacture and assemble our vehicles, such as steel, aluminum and resin. Raw materials such as these are also used by our battery cell suppliers. Our success will be dependent upon our ability to maintain relationships with existing suppliers who are important and necessary to the output and production of our vehicles and to create relationships with new suppliers. Therefore, we maintain a partnership-based approach to our supply chain management, with major decisions based on the principle of mutual commitment and consensus between business partners, including sustainability issues.

Supply Chain

Developing strong management systems

Developing global supply chain management systems for a young and ambitious Company is an ongoing process. We are acutely aware of the complexities of supply chains, especially when it comes to issues like conflict, human rights, the environment, and traceability. General principles will apply to all management systems of VinFast and suppliers, such as strict compliance with the laws, not participating in any type of conflicts, protecting human rights, protecting and protecting the environment. On the other hand, depending on the specific contexts, supplier capabilities and the results of risk identification and classification, different management requirements will be put forward and implemented.

OUR POLICY

VinFast and our suppliers commit to act in accordance with the following policies:

- VinFast’s Code of Conduct
- VinFast Supplier Code of Conduct
- VinFast Speak-up Policy

MANAGEMENT FUNCTIONS & RESOURCES

The commitments in policies are translated into management functions and resources. Using departments, purchasing and supplier quality (for part suppliers) are key management functions and are adequately resourced to ensure suppliers perform their

work in the most efficient and responsible manner through clear and transparent management processes. Other functions such as ESG, legal, and compliance control will perform specific support in suppliers and supply chain management.

	POTENTIAL SUPPLIER	SUPPLIER
	Searching ➡ Assessment ➡ Selection ➡ Sign Contract ➡ Performance ➡ Periodic Assessment ➡ Close out	
Function	Supply chain management systems	
Policy	VinFast’s Code of conduct Supplier Code of conduct, Speak-up policy	
Purchasing	Purchasing procedures	
User	Operation procedures	
SQ	Supplier quality manual & processes	
CC, ESG	Third party risk management policy	
Legal, Others	NDAs, contract templates & consulting	

The gaps and opportunities for growth

VinFast continues to focus on developing internal management systems and collaborating with our suppliers. VinFast leverages external resources to increase the effectiveness of our supply chain management. The gaps and growth opportunities we have identified are as follows:

- Traceability
- Greenhouse gas inventory and reduction
- Climate risk management
- Product safety and quality
- Anti-corruption prevention
- Grievance and remediation of law, environment, people and social compliance.

With VinFast's listing on the U.S. stock market in August 2023 and our strategy of expanding the business globally, we aim to assess our global supply chain through high-level indicators. We encourage our suppliers to work jointly to connect and share information in our supply chain, which we plan to communicate appropriately to our stakeholders through different channels.



Orientation and Goals for Sustainable Development of the Governance Pillar in the Short Term

VinFast will continue the sustainable development of the governance pillar as below:

Table 15: The governance pillar in the short-term.

Item	Orientation	Objectives	Actions to take
Systemization	Gather, arrange and organize components, processes, data, and resources into a unified, orderly, and logical structure to ensure consistency, compatibility, and effective operation of the system.	<ul style="list-style-type: none">• Systemic thinking with vision, holistic thinking, goal-oriented.• Overall problem planning before diving into details.	<ul style="list-style-type: none">• Production and business activities are based on VinFast's vision, mission, core values, and culture.• Continue to systematize processes, regulations and guidelines: operating system, product development system, production, and inventory system, customer service system.
Empowerment	Focus on developing human factors.	<ul style="list-style-type: none">• Each leader of VinFast must be an excellent pioneer, is the leader in his department.• Each employee will be a Representative of the VinFast.	<ul style="list-style-type: none">• Promote the role and responsibility of leaders in training and developing the team.• Recruit talents and connect them with common vision and goals.• Standardize requirements on capabilities and conduct training to upgrade leadership standards appointment rate.• Empower, and create challenges for leaders at workplace.
Standardization	Standardization is the process of establishing and implementing various standards, rules, regulations, and processes in order to ensure the alignment, consistency and quality of the organization's activities.	<ul style="list-style-type: none">• Standardize all tasks, from the simplest tasks such as purchasing office supplies and support tools to construction projects and core elements of the system.• Continue to standardize the governance model, promote corporate culture and ethical standards, creating a solid foundation for sustainable development.	<ul style="list-style-type: none">• Standardizing technical processes, especially processes/touch points along the customer experience journey.• Standardizing employees' titles, salaries, and competency framework.• Standardizing legal documents, report templates, proposals, compliance checklists, control checklists.
Simplification	Simplification is the process of removing complications, bureaucracy, waste, and unnecessary elements of the system, or within processes tasks or in products and services to make them easy to understand and use, optimizing cost and improving work quality and efficiency.	<ul style="list-style-type: none">• Simplification of thinking, with the aim of delivering outstanding performance.• Simplification in building the system; in processes and procedures to increase productivity and efficiency.• Simplify problem solving. Always look at problems from multiple perspectives, think creatively to come up with thorough yet simple solutions.	<ul style="list-style-type: none">• Train and communication to first make Simplification a thinking and working habit, and then an integral part of VinFast's culture.• Review the system and processes/procedures.• Simplify reporting templates and schemes; training documents/methods.
Automation	Automation is the process of applying technology to replace or reduce the participation of human resources in activities, processes, or systems for the purpose of increasing performance, optimizing processes, and minimizing errors at work.	<ul style="list-style-type: none">• Apply automation solutions in a standardized and simplified system to increase efficiency.• Continue to improve the cybersecurity and privacy governance capacity for stakeholders.	<ul style="list-style-type: none">• Simply apply technology to replace manual work. It is necessary to change our mindset, approach, and business model to meet the increasingly high demands of our customers.• Review the current state and identify opportunities for automation, minimizing manual work.• Plan demands and provide tools/software which are missing for processes to be automated.
Optimization	Optimization is the process of optimizing the use of resources (including human resources, finances, knowledge, experience, relationships, etc.) to achieve the best performance and maximize the organization's value.	<ul style="list-style-type: none">• Revenue–Cost optimization.• Ensure and maximize quality and efficiency, diversify products and services, and actively contribute to the development of the economy.• Maximize corporate value, commit to complying with the law, prevent risks, and ensure benefits and a transparent and equal business environment.	<ul style="list-style-type: none">• Consider and get rid of unnecessary items that do not have clear value and waste resources.• Re-define standards of commodities or services to be purchased to a reasonable extent, so there is just enough – no more, no less.• Review operational processes, ensuring optimization and efficiency.• Provide training on optimization mindset, combining both top-down and bottom-up optimization methods.• Products must be excellent, meeting the demands of customers, addressing social demands and issues in general through the products provided. Services must be excellent.



07

Environment

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VinFast is dedicated to protecting the environment. We support environmentally-friendly and sustainable business practices. We also work to reduce our carbon footprint. We integrate responsible environmental practices into our business decisions and are dedicated to increasing efficiency throughout our Company. Our aim is that VinFast will become the leading global smart electric vehicle manufacturer that offers environmentally-friendly means of transport to the masses.

We focus on advanced, and efficient technologies, which we implement throughout the entire lifecycle of our products. Starting with development and production, we put strong efforts into managing natural resources carefully to reduce the environmental impact and comply with environmental protection regulations.

VinFast is dedicated to protecting the environment. We support environmentally-friendly and sustainable business practices.



Management Approach

Since its establishment in Vietnam in 2017, VinFast has been committed to environmental protection. We are socially responsible to ensure that our business activities and final products will have minimal impacts on the environment.

Aiming for the effectiveness of our ESG programs, VinFast will:

- Ensure that productions and operations impose minimum to no negative impacts on the environment. We will comply with applicable environmental laws and regulations, IFC Performance Standards, the ADB Safeguard Policy Statement requirements and other related regulations where required and apply them across the VinFast organization;
- Reduce greenhouse gas emissions and waste; conserve water and energy; implement methods to improve recycling, energy use, and sustainable use of natural resources to improve our carbon footprint;
- Assess and mitigate residual climate change risks and impacts to our operations; and,
- Set stretch business targets that drive rapid continuous improvement of the environmental management system to enhance and monitor environmental performance in accordance with international standards, ensuring that all our activities are managed in a proactive and environmentally responsible manner.

VinFast encourages organizations, individuals, contractors, dealers, and suppliers who are currently cooperating with us to share our environmental goals.

VinFast has been researching, investing, and applying environmentally friendly technology, while implementing many activities to minimize our environmental footprint. At the same time, the Company has organized staff training programs to raise awareness of environmental

protection. In 2020, our Plant received the ISO 14001 certificate for its environmental management system. Our Plant has continuously maintained and improved upon its system and has been recertified for the ISO 14001 standards in June 2023.



Sustainable Development of the Environment Pillar in 2023

In 2023, VinFast developed its environmental pillar sustainably with the following strategies:

- Complied with environmental protection laws in production and business activities.
- Reduced greenhouse gas emissions, using energy efficiently and economically to foster a sustainable future.
- Saved resources, limited emissions, created living spaces close to nature, and contributed to protecting biodiversity.
- Participated in and promoted circular economy by increasing recycling and reuse.
- Net-Zero CO₂ emissions commitment to TCP throughout the production activities in 2040 – 10 years earlier than COP26.
- Joined the OEMs, cities and governments in signing the ZEV Declaration, committing to accelerating global electrical mobility and reaching 100% zero emission new vehicle sales in leading markets by 2035 or earlier.
- Classified waste at source and increased waste recycling rate.
- Deployed additional solar power systems and increased reuse of treated wastewater.



2023 Highlights

9.38%

Increase in recycling of non-hazardous waste at the plant compared to 2022

10,298 tCO₂e

The amount of GHG emissions reduced in 2023 at our manufacturing and trading in the Vietnamese markets despite of production expansion

10.98%

Of treated wastewater in our Plant is reused – saving 44,459m³ of clean water

100%

Of the wastewater discharge at our Plant met the quality criteria in the environmental license

ISO 14001

Successfully re-certificate of ISO 14001 at our Plant by the BSI



Materials Topics of the Environment Pillar 2023

Energy and climate change

A. ENERGY CONSUMPTION AND SAVING: PLANT ZERO CO₂ EMISSIONS

Following the direction of VinFast Net-Zero Emissions Commitment to TCP in 2040, ten years earlier than the COP26 and the commitment to protecting the environment, the Company has been carrying out many energy-saving initiatives at the manufacturing complex and reducing the emissions such as:

In 2020, our Plant has established the Functional Energy Committee to support its strategic goals and ensure that Plant remains informed about energy-saving methods and environmental protection practices. This initiative aims to meet stakeholder expectations and foster a robust sustainability program, which includes:

- Comply with Vietnam’s law on the economical and efficient usage of energy.
- Issued the procedure for the economical and efficient use of energy.
- Set KPI for energy consumption per unit to measure the performance against the industry best practices.
- Implemented an initiative and new technologies to save energy at each production stage to reduce tCO₂e emission to the environment.



Table 16: Energy Consumption at our manufacturing Plant and trading in Vietnamese market.

Energy Consumption	2019 ¹	2020 ²	2021 ³	2022 ⁴	2023 ⁵
Manufacturing Activity					
Electricity (million kWh)	74.8	56.8	59.0	143.9	129.2
Variation		-24%	-21%	+93%	+73%
Total tCO ₂ e	68,248	45,698	42,608	103,942	93,293
Variation		-33%	-38%	+52%	+27%
Trading Activity					
Electricity (million kWh)			1.2	2.3	0.8
Variation				+90%	-28%
Total tCO ₂ e			931	1,689	651
Variation				+81%	-30%

¹ Emission Factor 2019 – 0.913
² Emission Factor 2020 – 0.8041
³ Emission Factor 2021 – 0.7221
⁴ Emission Factor 2022 – 0.7221
⁵ Emission Factor 2023 – 0.7221

Energy and climate change

A. ENERGY CONSUMPTION AND SAVING: PLANT ZERO CO₂ EMISSIONS

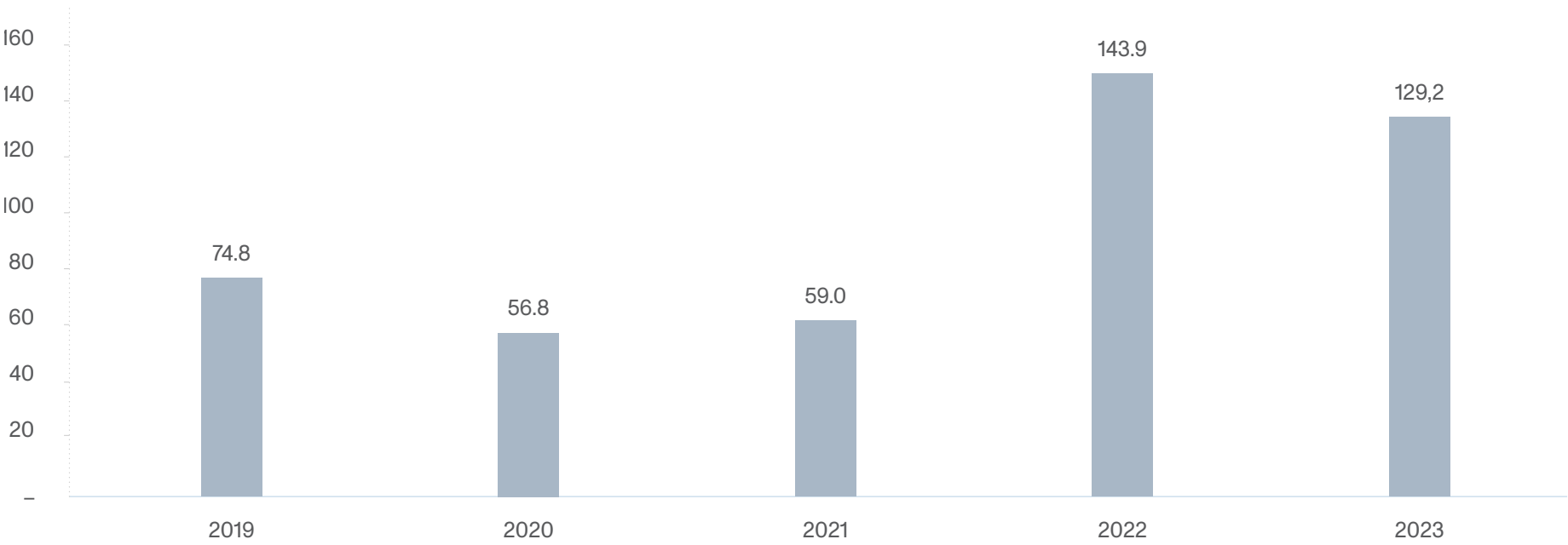
Manufacturing activity

The energy consumption and total tCO₂e in 2019 were considered A BASELINE YEAR OF OPERATION. In 2022, the rate of energy consumption increased due to the construction of new shops on our Plant, the installation of additional production lines for EV manufacturing (ceasing ICV production) and operational rate came back

as normal after easing of Covid-19 control measures. In 2023, while continuing to build new shops and expand the production scale of EVs, our energy consumption decreased due to energysaving measures, reduced construction activities, and the installation of lines for the production of our EVs also decreased compared to 2022.

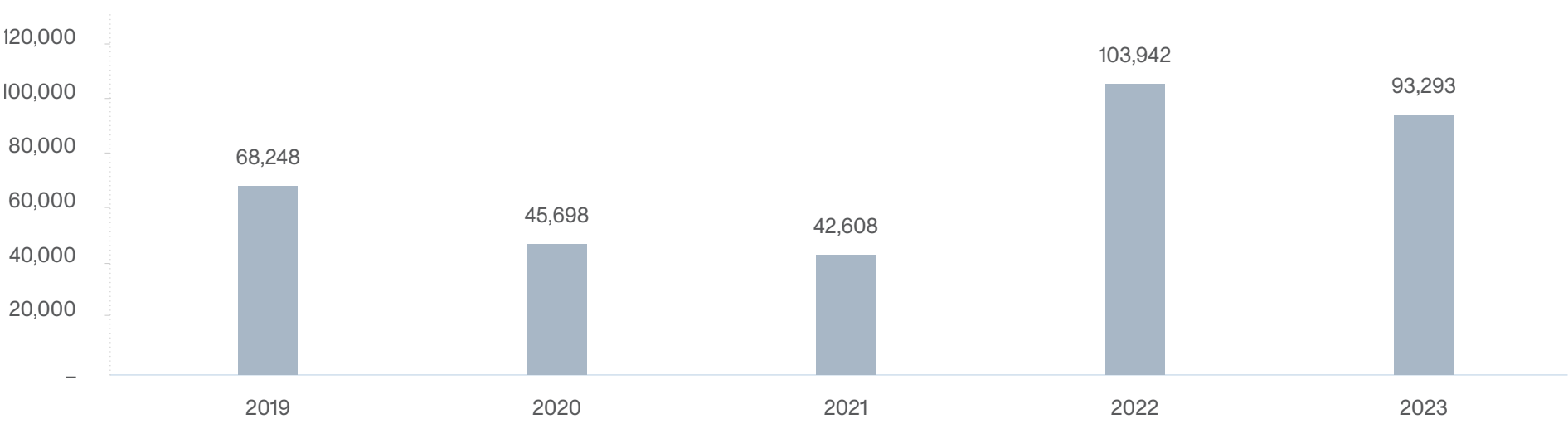
Energy consumption of manufacturing activity at our Plant

(Unit: million kWh)



Total tCO₂e of manufacturing activity at our Plant

(Unit: ton)



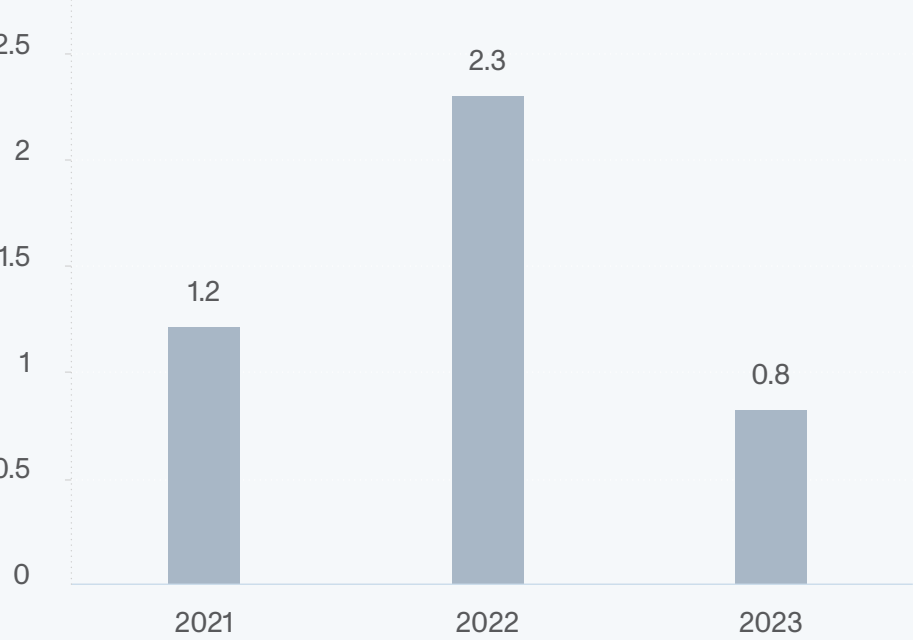
Trading activity

We have started to track and calculate emissions for our business activities at Vietnamese market since 2021. Therefore, that year is considered the base year. In 2022, the amount of electricity and total CO₂e emissions increased due to VinFast's expansion with showrooms network spread across Vietnam and foreign markets. In

2023, we were gradually only a part of the showrooms and stores transferred to distributors, which helps us create more economic opportunities for dealers and reduce electricity use and greenhouse gas emissions (scope 3 not included).

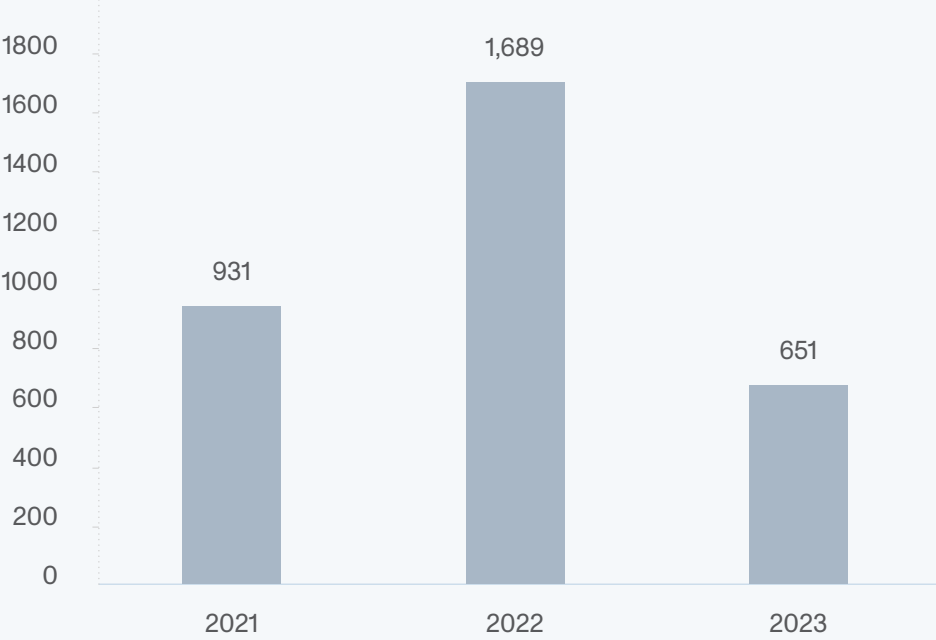
Energy consumption of trading activity at Vietnamese market

(Unit: million kWh)



Total tCO₂e of trading activity at Vietnamese market

(Unit: ton)





Energy and climate change

A. ENERGY CONSUMPTION AND SAVING: PLANT ZERO CO₂ EMISSIONS

In 2023, VinFast innovated and implemented initiatives of energy-saving as mentioned in the table below:

Table 17: Energy-saving at our Plant

Energy-saving solutions are expected to be applied	Fuel type	Purpose			Results in 2023 (Compared to 2019, before applying the Energy-saving solutions)	
Optimized the operation of chiller in head-office	Electricity	1. Optimize the working mode of the Chiller: Set the on/off time (Turn off early before the end of the working time about 30 minutes to 1 hour).	2. Raise the set temperature from 23 degrees Celsius to 25 – 26 degrees Celsius.		Savings were: Energy savings were: Savings were:	241,000 kWh 28% VND482 million/year
Air handling unit system, Ventilation, Lighting of the Head office area	Electricity	1. Turn off electrical appliances that are not in use.	2. Optimize the usable area.	3. Adjust the office temperature at 26 – 27 degrees Celsius.	Savings were: Energy savings were: Savings were:	225,313 kWh 13% VND450 million/year
Electricity saving for public light	Electricity	1. Installing ON/OFF automatic mechanisms according to the season.	2. Reviewed and reduced 30 – 40% unnecessary lighting in the car-testing and final car parks.		Savings were: Energy savings were: Savings were:	26.000 kWh 20% VND52 million/year
Optimized the operation of chiller and heating, ventilating, and air conditioning in the car painting shop	Electricity	1. Maintaining the temperature at 27 – 29 degrees Celsius.	2. Turned off air conditioners when the working shift finished.		Savings were: Energy savings were: Savings were:	569.000 kWh 27% VND1,138 million/year
Optimize the working mode of the electronics shop chiller system	Electricity	1. Adjustment of work plans.	2. Increase the set temperature from 23 degrees Celsius to 25 – 26 degrees Celsius (Implemented from 2022).		Savings were: Energy savings were: Savings were:	50.000 kWh 16% VND1,001 million/year
Optimize the working mode of the Air handling unit system, electronics shop air conditioning and ventilation	Electricity	1. Set the air conditioning mode at a fixed temperature of 26 – 27 degrees Celsius.	2. Optimize air handling unit operation by area.		Savings were: Energy savings were: Savings were:	262,000 kWh 16% VND524 million/year
Optimize working time, in accordance with the production plan	Electricity	1. Increase the working time on weekdays.	2. Take extra days off on the 7 th day of the month.		Savings were: Energy savings were: Savings were:	400,000 kWh 4% VND800 million/year
Energy audit	Electricity, LPG, Diesel, Gasoline	Assess consumption, build baseline and find and take advantage of opportunities to save energy.				
Establishing the building management system	Electricity	Reduce energy consumption for the whole Plant.				

Energy and climate change

B. EMISSIONS

The GHG emission management system has been developed to outline the requirements related to energy and GHG emissions associated with the operation of the VinFast e-scooter and car manufacturing at our Plant. The energy data collected to calculate the GHG emissions in 2019 were considered as the baseline.

Scope 1 (direct)

- Emissions associated with the combustion of liquid fuels for stationary purposes (e.g., ovens, boilers, and standby electricity generation).
- Emissions associated with the combustion of liquid fuels for transportation purposes (e.g., employee commuting and employee transport within the facility).
- Emissions associated with on-site wastewater treatment operations.
- Fugitive emissions associated with the facilities’ air conditioning systems and the manufacturing and installation of car refrigeration equipment.

Scope 2 (indirect)

- Emissions associated with the consumption of electricity purchased from the electricity grid.

Table 18: GHG emissions at our manufacturing Plant and trading activity in Vietnam market.

GHG emissions	Source	2019	2020	2021	2022	2023
Manufacturing Activity						
Scope 1 (tCO ₂ e)	<ul style="list-style-type: none">Stationary energyTransportation energyRefrigeration and air conditioning system	7,536	5,555	6,031	6,248	7,747
Scope 2 (tCO ₂ e)	Electricity consumption	68,248	45,689	42,607	103,942	93,293
Total tCO ₂ e	All sources	75,785	51,244	48,638	110,190	101,040
Variation			-32.4%	-35.8%	+45.4%	+33.3%
Trading activity						
Scope 1 (tCO ₂ e)	<ul style="list-style-type: none">Stationary energyTransportation energyRefrigeration and air conditioning system	n/a	n/a	41	110	N/A
Scope 2 (tCO ₂ e)	Electricity consumption			931	1,689	651
Total tCO ₂ e	All sources			972	1,798	651
Variation					+85%	-33%

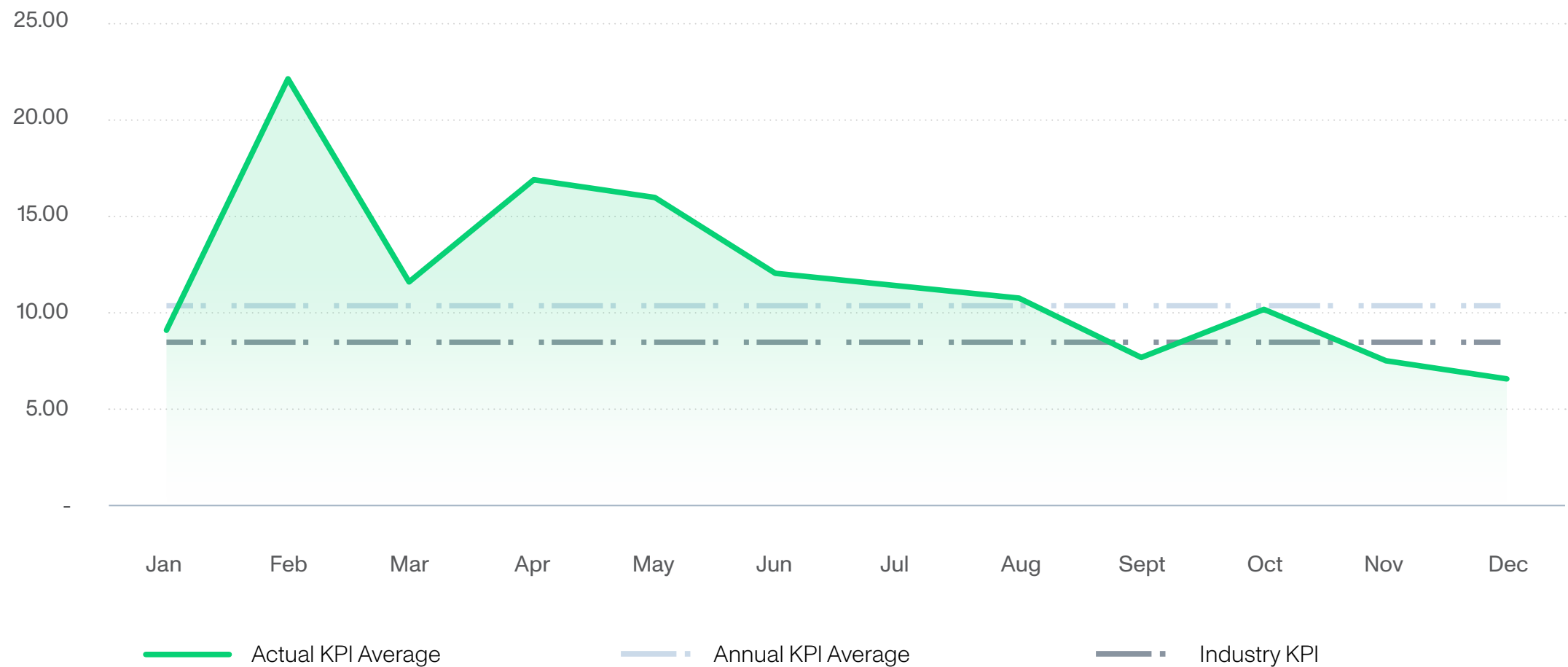
Energy and climate change

B. EMISSIONS

VinFast has considered the U.S. industry average of 8.5 GJ per car produced to measure performance. As shown in figure, VinFast operated positively below the U.S. industry average for the period considered

Total car energy consumption in 2023

(Unit: GJ/car)

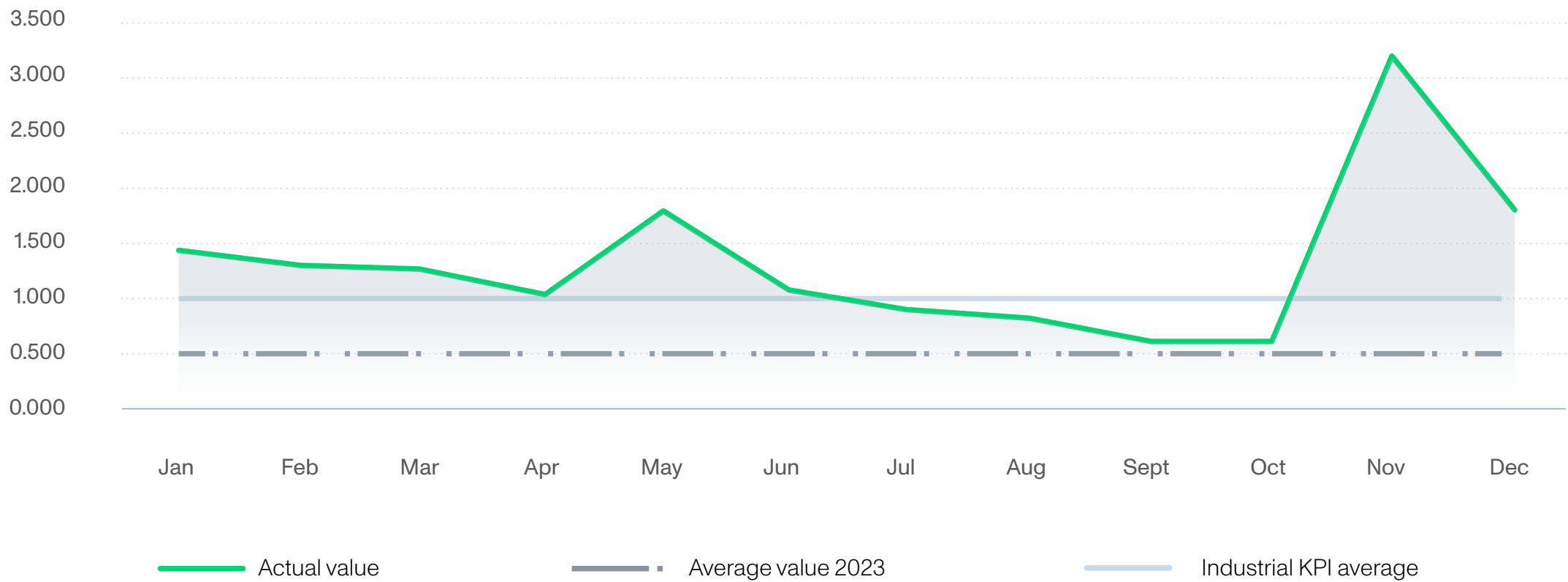


While the automotive manufacturing industry KPI is well documented in the literature, there was a lack of a confirmed source of industry-based e-scooter KPI. As such, and at the time of writing this report, an industry based KPI benchmark was not available for comparison purposes. However, for the purposes of ongoing reporting and performance tracking, the e-scooter energy KPI reported as 1 GJ per e-scooter, may be used. The e-scooter energy KPI compares the

energy demand (electricity and LPG) in the e-scooter manufacturing facility with the quantum of e-scooters produced. VinFast produced e-scooters from late 2018 and early 2019, hence the period from January to December 2019 was considered as the baseline – VinFast’s 2019 annual e-scooter energy KPI was 1 GJ per e-scooter to be compared with the years moving forward.

Total e-scooter energy consumption in 2023

(Unit: GJ/e-scooter)



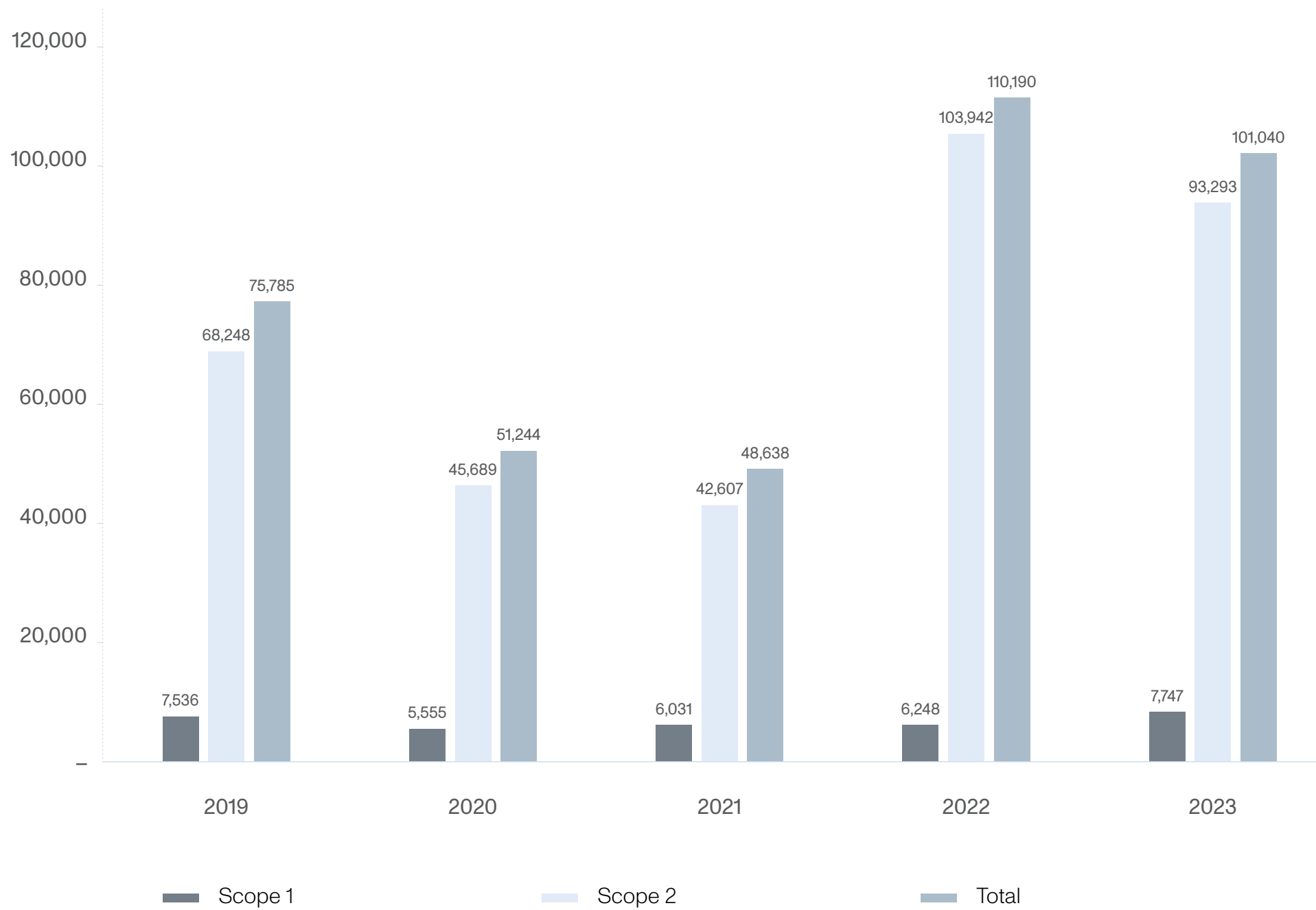
As shown in the figure, VinFast operated positively below the baseline for the period considered. However, at some times, energy consumption was higher than average due to the addition of a line to increase the production capacity scale.

Energy and climate change

B. EMISSIONS

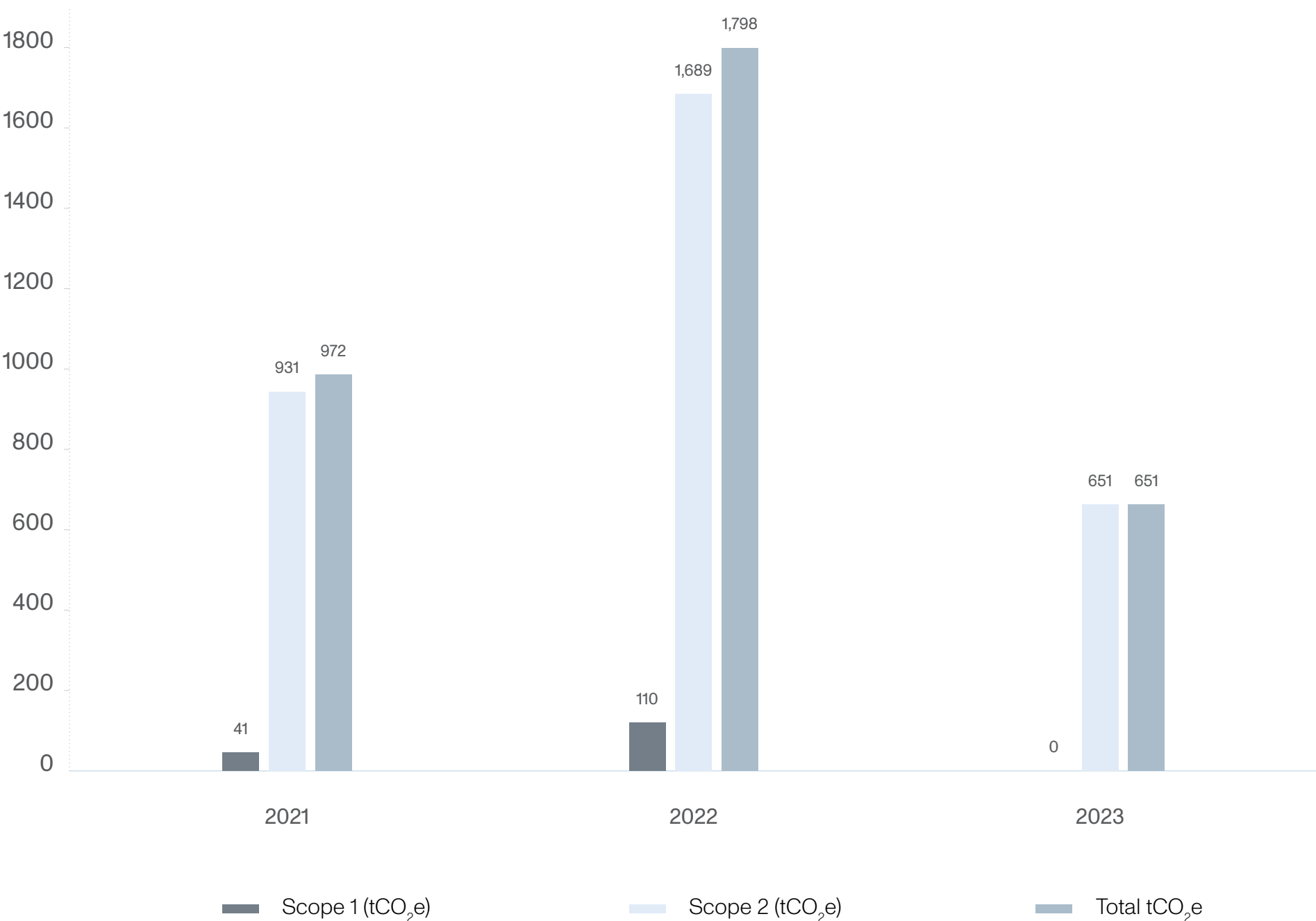
GHG emission in manufacturing acitivity

(Unit: tCO₂e)



GHG emission in trading acitivity

(Unit: tCO₂e)



Water consumption

For the production of EVs and e-scooter at VinFast, water is used in many stages, such as stationary activities, surface cleaning, powder coating, emission treatment and other stages. Therefore, controlling water consumption and waste-water treatment is extremely important.

To reduce water consumption, VinFast has actively applied the 3R principle – “Reduce, reuse, recycle” and issued the water management plan for operation since 2019 to integrate and make the action more effective. Accordingly, the amount of water used at the stages is standardized towards the minimum amount, and water is reused water at all possible stages.

Table 19: Water consumption at our manufacturing activity and trading activity in Vietnam market.

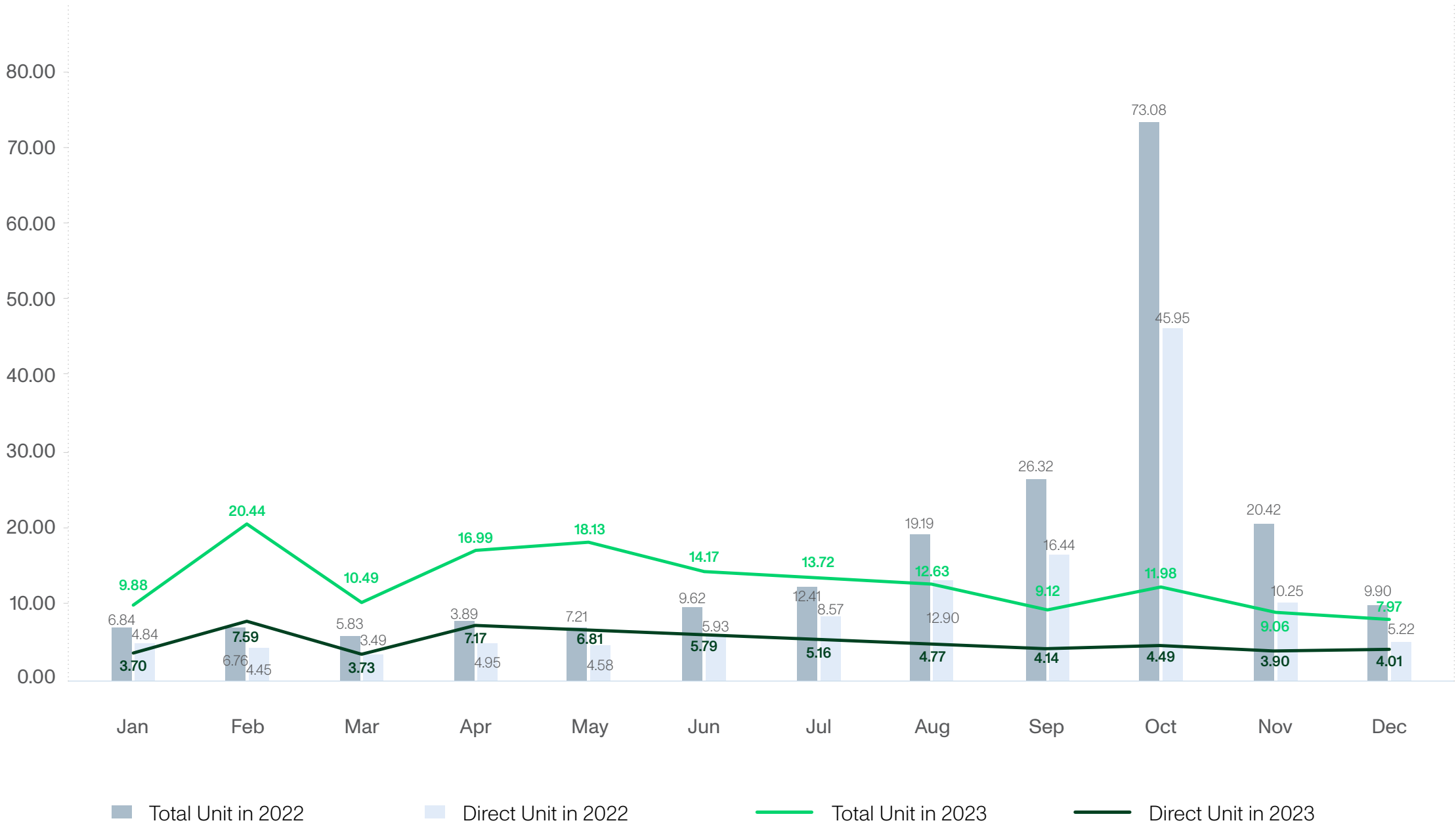
Water Consumption	2020	2021	2022	2023
Manufacturing activity				
Total water consumption (m³)	449,636	451,265	651,782	772,947
Total unit automotive (pcs/m³)	10.36	6.85	11.33	12.78
Water consumption direct per automotive (pcs/m³)	5.23	4.25	6.91	5.07
Total unit e-scooter (pcs/m³)	2.56	2.84	1.48	6.02
Water consumption direct per e-scooter (pcs/m³)	1.52	1.51	0.82	2.99
Trading activity				
Total water consumption (m³)		3,114	5,084	2,772



Water consumption

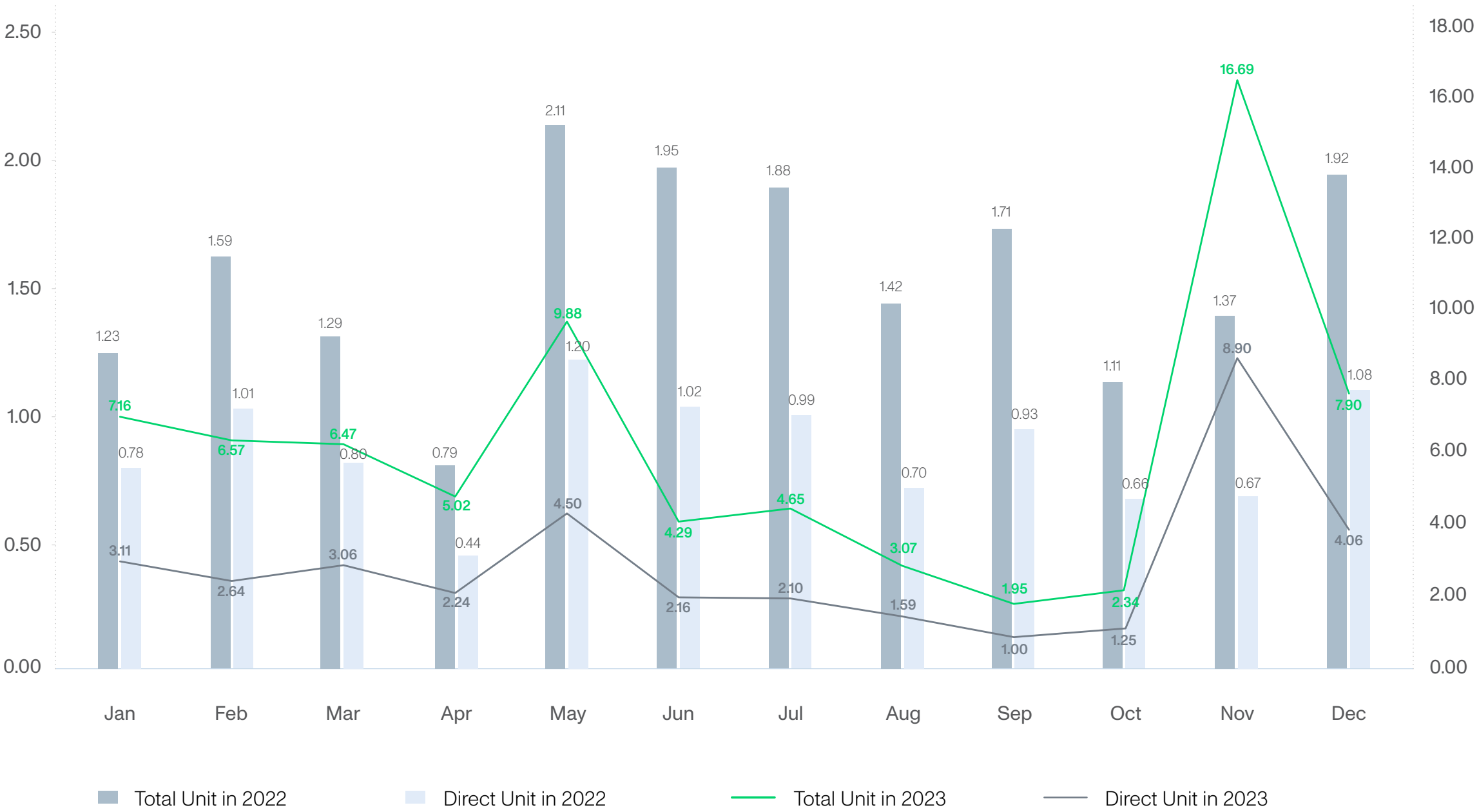
Direct water consumption per car

(Unit: PCS/m³)



Direct water consumption per e-scooter

(Unit: PCS/m³)



Wastewater and waste management

A. WASTEWATER MANAGEMENT

Wastewater generated from production and daily life activities has a volume of about 911.780m³/day on average. In 2018, VinFast invested VND 87.36 billion to build a wastewater treatment system with three modules with total capacity of 9,040m³/day. In 2023, VinFast operated the Module 1, 2 and 3 with a capacity of 9,040m³/day, specifically:

- Controlling the quality of wastewater output is one of the important objectives in the environmental policy developed and implemented by VinFast since its establishment. VinFast continuously focuses on wastewater treatment at the source to find the most optimal solutions.
- In 2019, VinFast invested VND11.93 billion to install an automatic wastewater monitoring system with 14 parameters including: Flow, Temperature, pH, Chemical oxygen demand, Biochemical oxygen demand, Mercury, Total suspended particles, Amoni, Total phosphorus, Cadmium, Arsenic, Lead, Iron, Chrome and Chrome hexavalent to further improve the control of its quality before being discharged to the water body. A standardized wastewater quality monitoring system was installed, ensuring the wastewater output meets the requirements of the law (National technical regulation on industrial wastewater QCVN 40:2011/ BTNMT, column A, Kq=1.0; Kf=1.0). In 2023, VinFast collected and treated 100% of wastewater from operations and daily activities, and no un-treated wastewater discharged to the water body.
- With the centralized and modern wastewater treatment system invested in billions of VND, VinFast has amassed a wastewater treatment process that meets all requirements by Vietnamese law (standard Column A – QCVN 40:2011/BTNMT, Kq=1.0; Kf=1.0).
- Wastewater monitoring data is recorded and transmitted to the central station in accordance with current legal documents. The data transmission system is located at the wastewater monitoring station, where the data input into the transmitter is taken before being entered into the monitoring system at the Plant to ensure the original data. The data is transmitted to the Hai Phong DONRE with a frequency of 5 minutes/time.

Since 2021, the Company has adopted an initiative on reusing the wastewater discharged (after disposed by WWTP) for the purpose of watering landscape and trees inside boundary of the project. The initiative has been approved by the Vietnamese government agencies, the MONRE and the MARD. The reuse of wastewater discharge after disposal will help reduce the annual reduction of freshwater consumption for watering landscape and trees as well as cost saving.

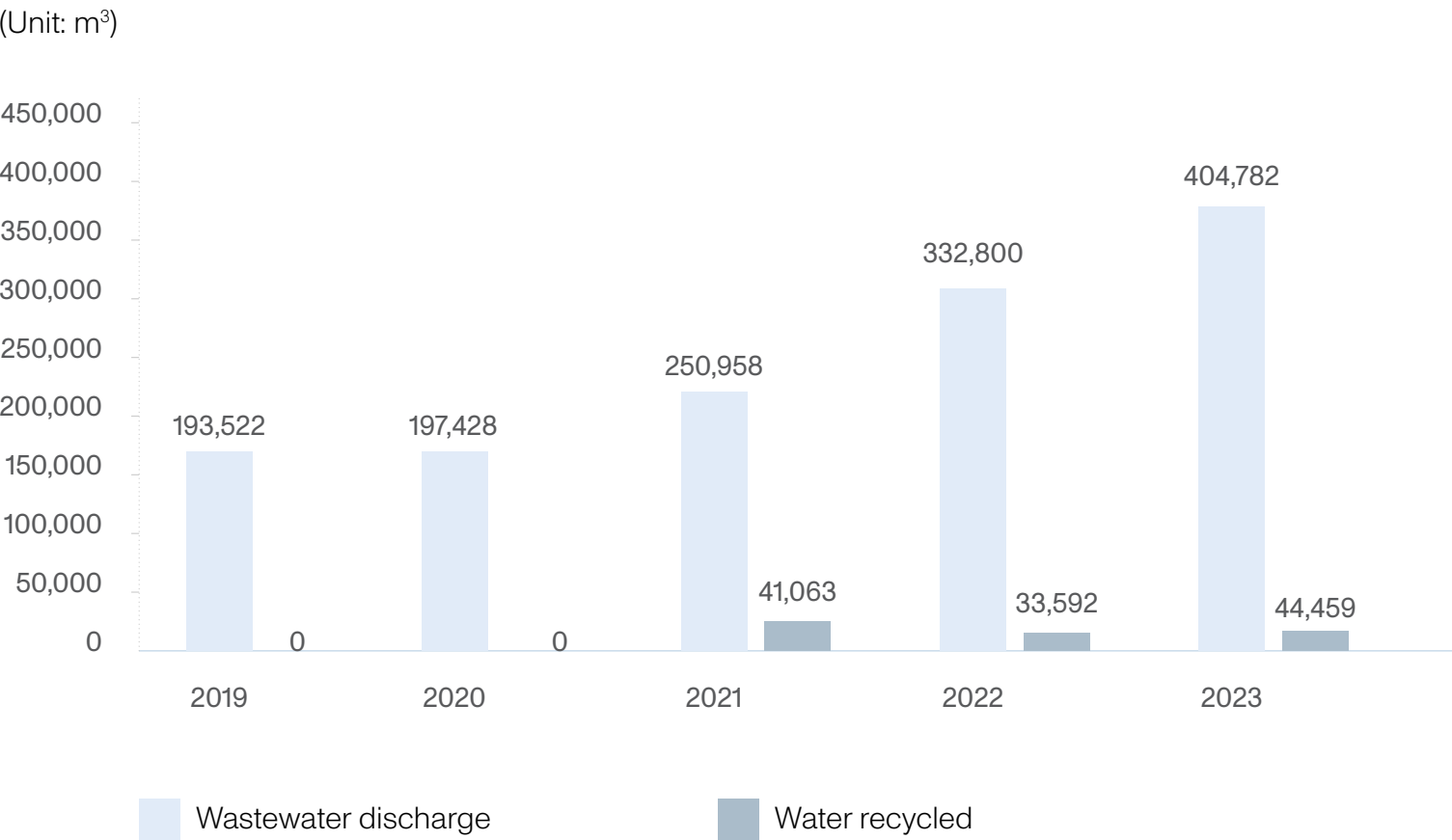
Table 20: Wastewater discharge at our manufacturing Plant and trading activity in Vietnam market.

Wastewater discharge	2019	2020	2021	2022	2023
Manufacturing activity					
Wastewater discharge (m³)	193,522	197,428	250,958	332,800	404,782
Water recycled (m³)	n/a	n/a	41,063	33,592	44,459
Variation (%)	n/a	n/a	16.4	10.2	10.98
Saving (VND/m³ fresh water)	n/a	n/a	776,090,700	634,888,800	840,275,100
Trading activity					
Water recycled (m³)	n/a	n/a	85	99	34
Saving (VND/m³ fresh water)	n/a	n/a	1,606,500	1,871,000	408,000

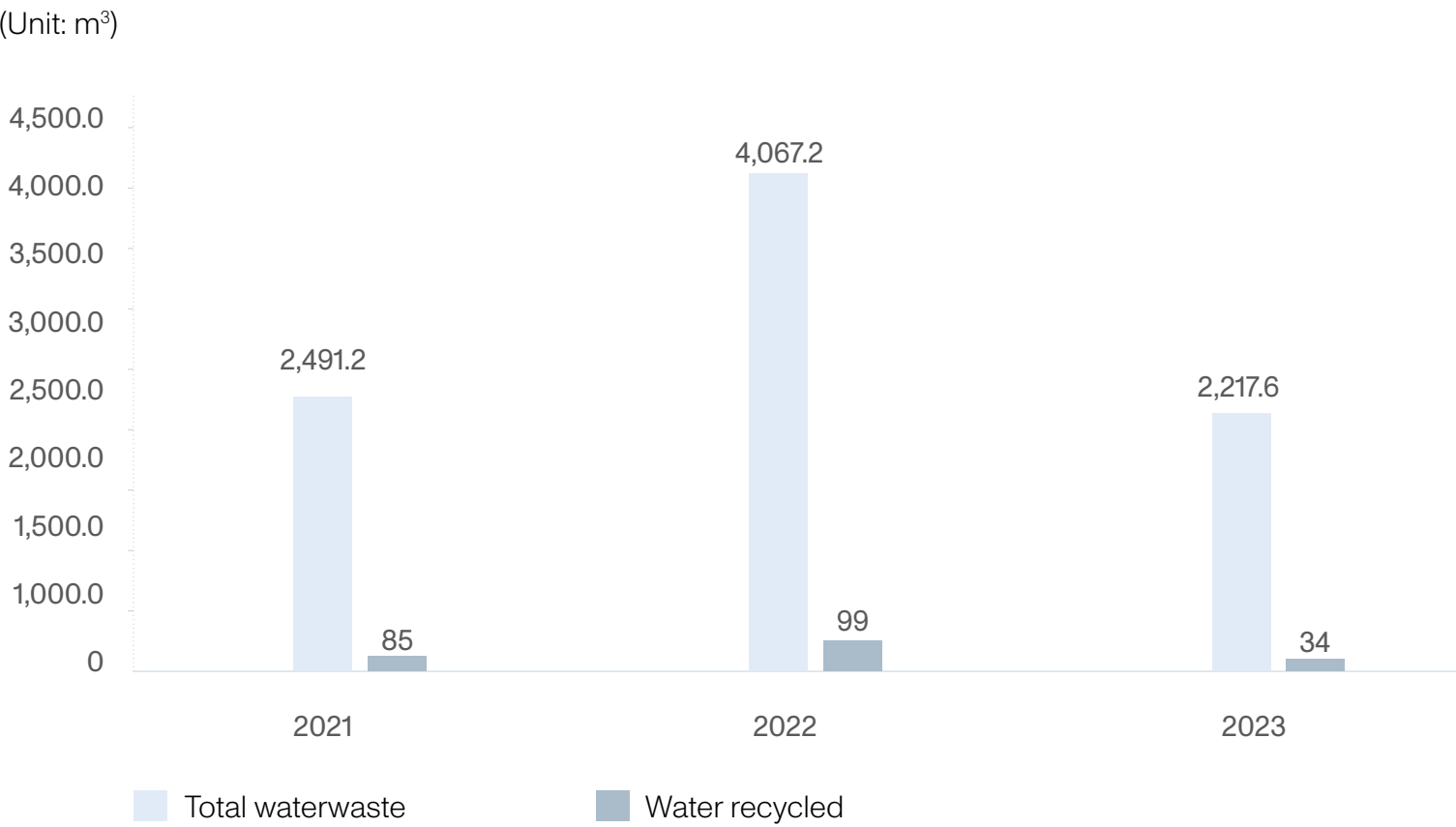
Wastewater and waste management

A. WASTEWATER MANAGEMENT

Wastewater discharge in manufacturing activity



Wastewater discharge in trading activity



In our Plant, we reused wastewater discharge after treatment for watering the landscape and trees in the Plant, this initiative saved about VND 840 million in 2023. The optimization of the rate of reusing wastewater discharge after treatment is expected to increase in the next coming years.



Wastewater and waste management

B. WASTE MANAGEMENT

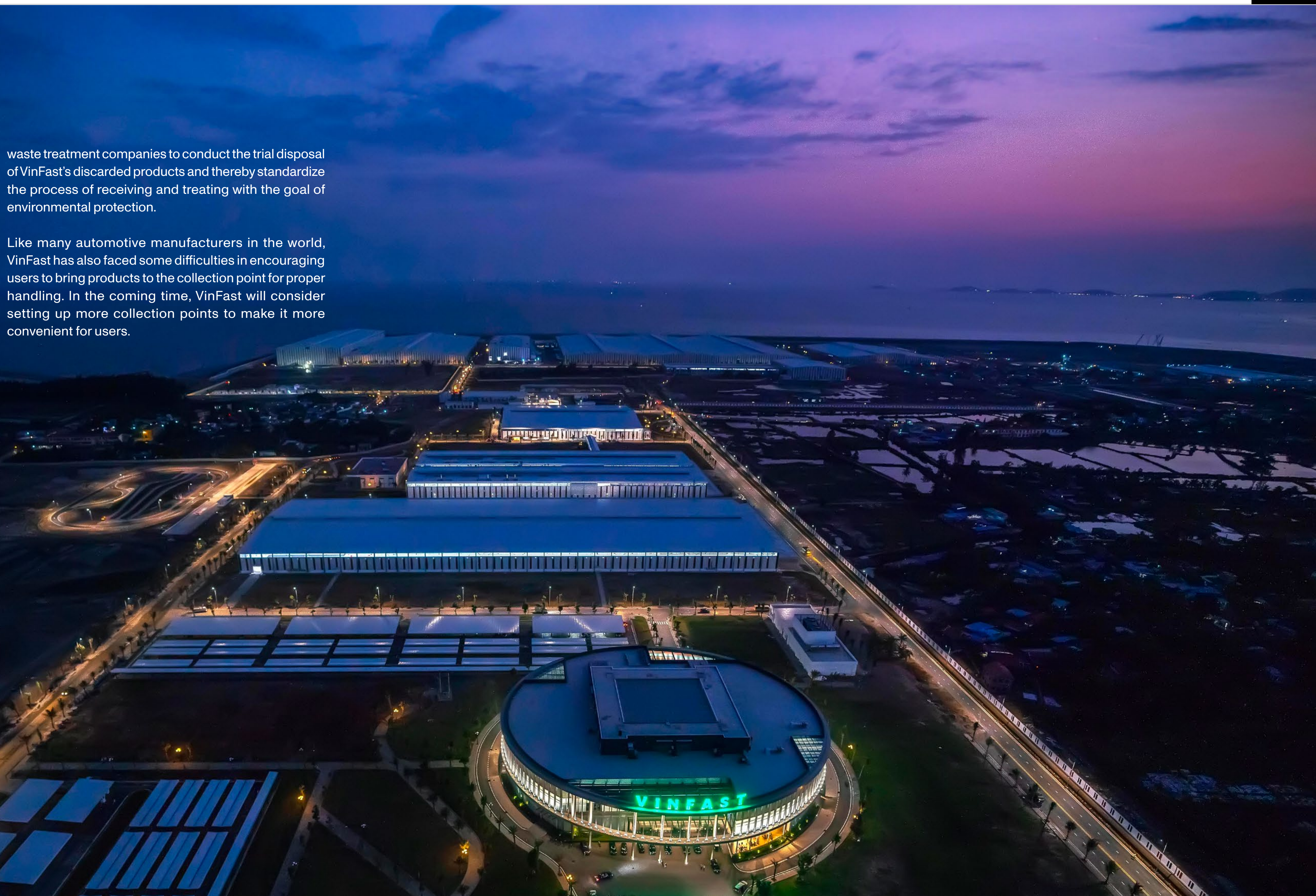
In Vietnamese market, products such as automobiles and some auto components of our Plant also need to be controlled according to the Prime Minister's Decision No. 16/2015/QĐTTg dated May 22, 2015 (the "Decision"), on collecting and treating discarded products. The Decision requires manufacturers and importers to establish a collection point for products sold after their expiry date.

At VinFast, used products such as cars, batteries, air-conditioners, gas, tires, electronic equipment, etc., can cause environmental pollution if not appropriately handled. Therefore, the collection and treatment of discarded products are the manufacturer's responsibility in particular and the Company's responsibility in general. VinFast has established a collection point at the VinFast Hai Phong Manufacturing Complex in Dinh Vu, Cat Hai District, Hai Phong Province and provides free disposal for used product and accessories labeled VinFast. VinFast also signed agreements with licensed waste disposal companies to dispose of discarded products according to Vietnamese rules and regulations.

Since 2019, VinFast has set up a collection point, signed a contract for the transportation and treatment of discarded products, published information to the public on VinFast's website and newspapers, and prepared annual discarded products report to MONRE/DONRE. Moreover, to standardize the process of discarded products and the treatment, VinFast developed and issued the Procedure of Discarded Product and coordinated with hazardous

waste treatment companies to conduct the trial disposal of VinFast's discarded products and thereby standardize the process of receiving and treating with the goal of environmental protection.

Like many automotive manufacturers in the world, VinFast has also faced some difficulties in encouraging users to bring products to the collection point for proper handling. In the coming time, VinFast will consider setting up more collection points to make it more convenient for users.



Wastewater and waste management

B. WASTE MANAGEMENT

Waste and Solid waste treatment

To prevent environmental pollution from waste and solid waste at VinFast’s Plant, we have been implementing waste reduction with the following priority: Waste reduction at source – Reuse – Waste recycling. Solid waste includes domestic solid waste, normal industrial solid waste, and hazardous solid waste. Waste will be classified at source and stored in different designated areas to wait for treatment with standard process.

The Company arranges a system of waste bins and waste storage areas to encourage employees to sort waste at source, promote ideas and activities to reduce waste at

source. Especially for hazardous waste, VinFast not only complies with Vietnamese law but also works toward the goal of “Zero landfill” which aims to strengthen the protection of soil, water and the ecosystem in general. Currently, VinFast has signed contracts with professional and licensed waste treatment companies to ensure that its waste to be collected, recycled and treated according to regulation.

Table 21: Waste at our Plant

(Unit: kg)

Waste	2019	2020	2021	2022	2023
Manufacturing activity					
Hazardous waste		829,299	908,794	1,427,627	2,236,803
Industrial waste		10,715,550	19,088,109	20,563,362	33,947,931
Domestic waste		982,230	1,486,539	3,268,530	1,539,861
Total		12,527,079	21,483,442	25,259,519	37,724,959

Total of wastes at our Plant

(Unit: ton)



Wastewater and waste management

B. WASTE MANAGEMENT

Waste and Solid waste treatment

Table 22: Waste directed to disposal by recovery operation at our Plant

(Unit: kg)

Waste	2019	2020	2021	2022	2023
Manufacturing activity					
Hazardous waste		829,299	908,794	1,427,627	2,236,803
Recycling		170,668	273,660	383,995	463,650
Non-hazardous waste		11,697,780	20,574,648	23,831,892	35,487,792
Recycling		10,715,550	19,088,109	20,563,362	33,947,931



Table 23: Waste directed to disposal-by-disposal operation at our Plant

(Unit: kg)

Waste	2019	2020	2021	2022	2023
Manufacturing activity					
Hazardous waste		829,299	908,794	1,427,627	2,236,803
Incinerator		658,631	635,134	806,774	930,125
Landfilling		0	0	0	0
Total		658,631	635,134	806,774	930,125
Non-hazardous waste		11,697,780	20,574,648	23,831,892	35,487,792
Incinerator		736,540	1,281,370	1,247,790	1,539,861
Landfilling		245,690	205,160	2,020,740	1,526,022
Total		982,230	1,486,539	3,268,530	3,065,833

Regarding waste from products sold, especially batteries, our affiliate – VinES Energy Solutions Joint Stock Company is responsible for battery-related control measures of VinFast. The batteries from VinFast's EVs are classified as damaged or used batteries. Regarding the control measures for damaged batteries, VinFast will collect and transfer them to our partner VinES to recycle.

Materials



VinFast is always looking for different sources of materials, especially in the context of raw material shortages or disruptions due to natural disasters, politics, or pandemics. In particular, we prioritize domestic sourcing of raw materials for our vehicles. This not only supports the local economy but also reduces transportation costs and carbon emissions associated with long-distance material transportation. With production and business locations spread across Vietnam and several countries, using local sourcing is of great significance in contributing to economic

development and minimizing the carbon footprint of the product. We have set up an auxiliary Plant right in our production complex to optimize the production process.

VinFast has a battery rental and battery exchange policy, which brings many benefits to customers while maintaining control over the battery life cycle and disposal. Discarded batteries will be recycled, saving raw materials and minimizing electronic waste.

To eliminate hazardous substances from input materials, components, and accessories for production, the Company has been applying controls on prohibited chemicals from the project phase, specifically as follows:

- Control prohibited chemicals within direct materials, components, and accessories through the International Material Data System.
- Established and issued the Procedure of Chemical and Hazardous Materials Management in 2020 and it has been implementing across the manufacturing operation.

Environmental Compliance

We have set a goal to associate economic development with environmental protection and social contributions. Consequently, the Company commits to fulfill its compliance obligations in terms

of health, safety, and environment for the Company's products, production endeavors, as well as business and service activities according to the Health, Safety, and Environment Policy.

Actual results gained from conforming to environmental obligations without any violation

The actual results show that from 2019 to 2023, VinFast did not incur any violations or penalties (fines or non-monetary penalties) related to environmental issues. This is a clear demonstration of our commitment and compliance with environmental protection obligations:

Environmental compliance

VinFast prepared and granted Environmental License based on the updated our Environmental Impaction Report from the Vietnamese Ministry of Natural Resources and Environment in Decision No.224/GPMT-BTNMT dated 23/9/2022. In 2023, we continued to implement and comply with the regulations on environmental protection in this license.

Environmental protection works

Emission sources such as wastewater, domestic solid waste, daily-life solid waste, hazardous waste, exhaust gas, and dust are handled by VinFast properly and according to regulations.



Orientation and goals for sustainable development of the environment in the short term

VinFast will continue to maintain the same sustainable development orientation of the environmental pillar as in 2023 to create a green and sustainable future.

Table 24: Orientation and goals for sustainable development of the environment pillar in the short-term

Item	Orientation	Objectives	Actions to take
Climate Resilience	Mitigating greenhouse gas emissions, increasing the use of renewable energy, using energy efficiently and effectively, creating a sustainable future.	Achieving Net Zero by 2040.	<ul style="list-style-type: none">Using energy economically and efficiently.Installing solar power.Gradually converting hydrofluorocarbons/hydrochlorofluorocarbon refrigerants to environmentally friendly hydrofluoroolefin.
Water stewardship	Using water efficiently and effectively, raising awareness of employees in conserving water resources.	Saving the amount of water used.	<ul style="list-style-type: none">Optimizing, using water economically.Training to raise awareness of water conservation for employees.
Wastewater management	<ul style="list-style-type: none">Ensure wastewater treatment meets standards, increase recycling and reuse.Participate in and promote circular economy, increase recycling, reuse, and gradually eliminate single-use plastic products.	<ul style="list-style-type: none">Increase the reuse of treated wastewater.Sort waste at source, increase the rate of recycled waste. Gradually stop and completely eliminate single-use plastic in production and business activities by 2030 according to regulations.	<ul style="list-style-type: none">Treat wastewater to meet standards before discharging.Reuse part of the treated wastewater for watering trees, lawns and cleaning internal roads.Waste classification at source.Training and guidance on waste classification at source for employees.Strengthening cooperation and finding waste recycling units to increase the lifespan and reduce pressure on the environment.Using recycled, reusable, green and environmentally friendly raw materials, limiting the use of disposable plastic products.



08 Social

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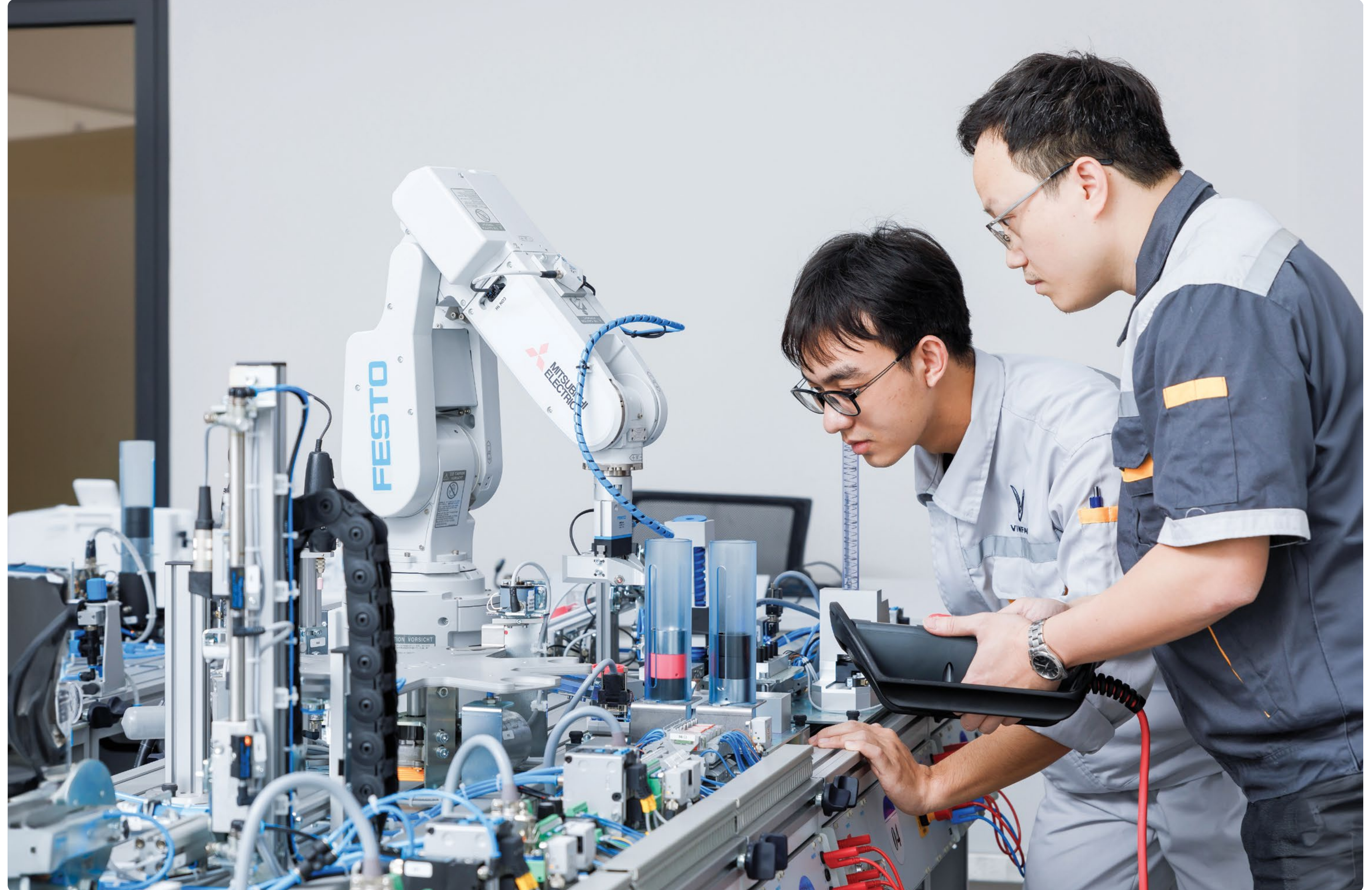
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Orientation and goals for sustainable development
of the social pillar in the short term

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The mission of VinFast is “to create a more sustainable future for everyone.” The Company’s brand philosophy is “customer-centric.”

We constantly strive to innovate, research and develop high quality products with exceptional service.



Management Approach

VinFast believes that Corporate Social Responsibility is fundamental to the continued success of the Company. We invest in people by building a leadership team with strategic vision, orienting VinFast towards sustainable development. We aim to build a safe and healthy work environment and to pay fair wages. We also believe that diversity, equity and inclusion contribute positively to the development of the Company.

VinFast also promotes the philosophy of social responsibility to the community. The Company has committed to making a positive contribution to the welfare of local people and to pursuing sustainable development of host communities surrounding its factories.

VinFast believes that Corporate Social Responsibility is fundamental to the continued success of the Company.



Sustainable Development of the Social Pillar in 2023

In 2023, VinFast developed the social pillar sustainably with the following strategies:

- Focus on developing sustainable human resources through training courses that improve the skills of all employees.
- Comprehensive care to improve the welfare, health and safety of all employees.
- Creating a safe, sustainable, diverse, fair and inclusive work environment for all employees.
- Creating opportunities for everyone to own the best cars in each segment, with a unique, customer-first sales and support policy. We emphasize both the in-car experience and outstanding after-sales service.
- Our employees – old and new – are provided with training and skills development courses in accordance with company needs and work regulations.
- We will maintain a diverse, equitable and inclusive work environment.
- We are committed to developing products for the benefit of the community, contributing to the transformation of the green economy and digital economy.



2023 Highlights – Key Performance

ISO 45001	0 violations or penalties	100%	1,500 employees	12,000 contractor employees	Once a year
Successfully re-certificate of ISO 45001 at our factory	(fine or non-monetary penalties) related to firefighting issues by the regulatory at the factory	Community grievances regarding our Plant have been recorded, olved timely and kept records sufficiently	Of VinFast received awareness raising on the prevention of HIV/ AIDS and sexually transmitted diseases at the factory	Were trained in occupational safety before performing work at the factory	Employees receive a medical examination once a year. Employees working in arduous, toxic, and dangerous environments undergo medical examinations at least once every 6 months

Material Topics of the Social Pillar in 2023

Human

Benefits of employees and the working environment

At VinFast, we comply with the requirements of the regulations on human rights and workers rights, including but not limited to: Vietnam Labor Code 2019 No. 45/2019/QH14, IFC, requirements in the Safeguards Policy Statement of the ADB and the ILO.

We believe that quality work resources are the foundation for the sustainability of our business and that employees should have the same opportunities to advance in any position from entry level to management positions, and eventually to progress to the Company's leadership. Employees with achievements and contributions in the performance of their department or division should be recognized and rewarded.

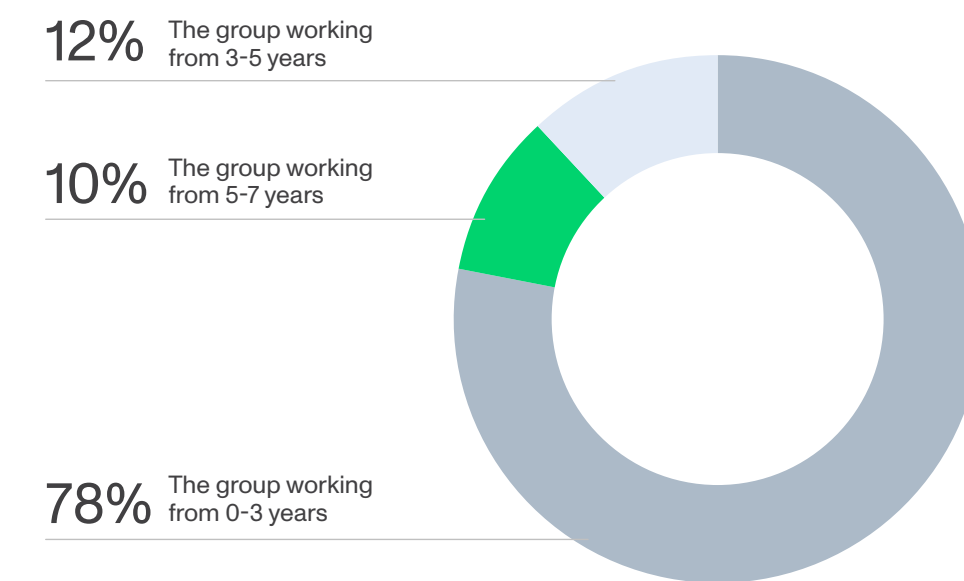
VinFast is proud to have a compensation plan for employees that complies with the law and is competitive in the labor market. This salary and bonus system has achieved strong support throughout the Company and is built for each specific level of personnel and positions. There is no difference in remuneration between male and female employees who work at the same level. In addition to competitive salaries and performance-based bonuses, VinFast also offers daily shuttle buses to the workplace, free meals, vocational leave, medical surveillance, team-building events, and other benefits. Social, health, and unemployment insurance are provided in accordance with applicable laws.

Social insurance, health insurance, and unemployment insurance are provided according to current law. We will continue to improve the work environment for employees to raise employee satisfaction levels, and to attract and retain talented people from many different sources.

Our factory was built in 2017. After 7 years of operation,

78% of our factory workers have less than three years of experience, 12% have between three and five years of experience, and ten percent have between five and seven years of experience.

Seniority working ratio of our Plant's employees in 2023



There is no difference
in remuneration
between male and
female employees who
work at the same level.



Diversity, equity and inclusion

We believe that diversity, equity and inclusion in the workplace are the foundation for sustainable development of the enterprise. We aim to create an environment with equal opportunities for all employees, while achieving gender and cultural balance in the Company's leadership team.

We are committed to not using child labor (including the labor of minors) and forced labour, ensuring equality, regardless of nationality, age, and gender.

The Company is responsible for childcare, and we create a fair and inclusive work environment. Supporting employees during pregnancy and childcare is a testament to our concern for the health and well-being of our employees.

At the same time, VinFast supports gender equality and women's empowerment as core principles of sustainable development. This is consistent with the Company's culture and business orientation.

Training on diversity, equality and inclusion is part of our training program for new employees to understand the Company's vision, mission, core values, culture, and policies.

In addition, we also include non-discrimination in the Code of Conduct, in which all forms of discrimination in the workplace are strictly prohibited, and every individual has an equal right and voice to make a difference.

We believe that diversity, equity and inclusion in the workplace are the foundation for sustainable development of the enterprise.



Occupational Health and Safety

VinFast believes in safety and health as fundamental values that are mutually advantageous to our business. At VinFast, we recognize that safety and occupational health management practices are in the best interests of our Company, employees, shareholders, and the communities in which we operate. VinFast is committed to conducting our business in accordance with the IFC Performance Standards and the IFC General EHS Guidelines, the Asian Development Bank Safeguard Policy Statement requirements, the ILO, and recognized industry and country best practices by meeting or exceeding all applicable safety and occupational health laws and regulations.

Achieving this goal is the responsibility of management and all employees.

Our factory has established an Occupational Health and Safety management system according to ISO 45001:2018 since 2020, which is evidence that the Company has paid attention to, invested in equipment, and ensured the best working conditions to minimize occupational accidents, as well as hazards affecting the health of workers. Our Plant continuously maintained and improved upon this system, and were re-certified in June, 2023.

VinFast conforms to the laws and regulations of occupational health and safety to maintain a healthy and safe work environment for its employees. This effort includes: (i) OHS and workplace condition monitoring; (ii) Medical Surveillance (health status review) and Occupational Disease Identification; (iii) OHS and Labour Incident Monitoring and Reporting; (iv) Fire Prevention and Safety; (v) OHS mandatory training; and (vi) Workplace Risk Assessment.

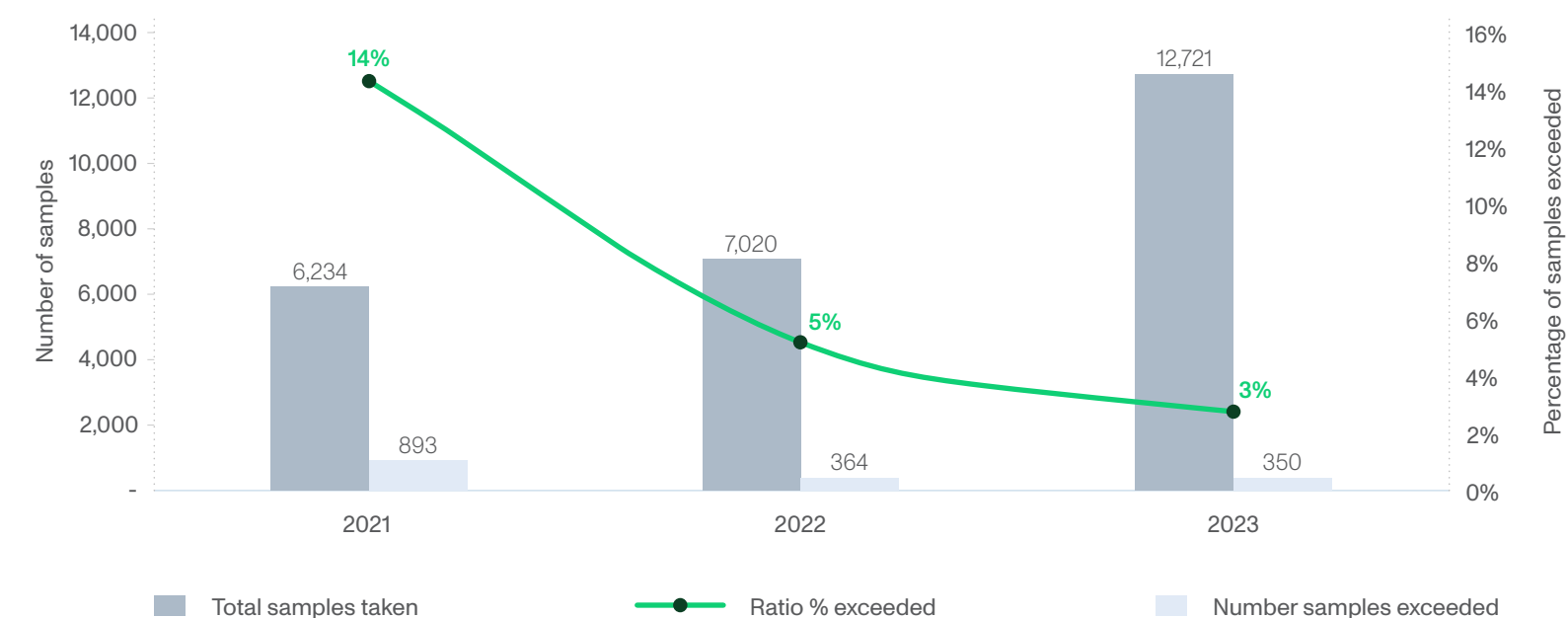
OHS monitoring

Our factory established an OHS Committee on December 12, 2020, complying with legal requirements for a Company with more than 1,000 employees. According to the newest Decision No. 230327/QĐ/ATLĐ&PCCC dated March 27, 2023, on OHS Committee Establishment Decision, the OHS Committee is led by plant Director and includes 25 members who are representatives of the safety department, trade union, medical staff, and shop directors. The OHS Committee has maintained regular activities, scheduled

meetings, OHS internal inspections, and supporting relevant departments to implement corrective actions and maintain the Plant's OHS performance.

Our factory conducted workplace environment monitoring covering in October 2023. Of the 12,721 samples taken, 350 samples exceeded the limits for workplace conditions (i.e., temperature, noise). The monitoring results are shown in the following chart:

Chart of comparison working place results



In 2023, our factory expanded and upgraded its buildings to meet our development plan, so employees can work under safe and secure environmental conditions. The factory implemented many improvements: installing ceiling fans in workshops and improving airflow in work areas for cooling, adding light bulbs, isolating machinery and equipment that create high noise levels, providing earplugs for workers, and providing masks suitable for each working area. Our factory cooperates with the Institute of Health Occupations and Environment, to conduct

sampling and evaluate environmental factors at our factory. A total of 12,721 samples were taken for analysis, an increase of nearly 80% compared to 2022 and an increase of 104% compared to 2021. The number of samples exceeding the standard has decreased sharply from 14% in 2021 to 5% in 2022 and only 3% in 2023. The number of samples exceeding the standard has decreased significantly, showing that applicable solutions were applied in improving working conditions for employees, resulting in continuous improvements by our factory.



Our factory conducted studies to reduce environmental factors that exceeded allowable standards by:

- Rearranging working positions and hours to minimize the impact of potential harmful factors.
- Improving factory equipment to minimize sources of harmful effects.
- Equipping workers with personal protection in positions with influences that may exceed allowed standards.
- Carrying out periodic monitoring of the working environment at the factory.
- Continuous monitoring locations with factors exceeding allowable standards.
- Training workers on how to prevent harmful occupational influences.

Medical Surveillance (health status review) and Occupational Disease Identification

In our factory, healthcare staff is available for 24-hour support, consisting of one doctor on duty from 6 a.m. to 10 p.m, one nurse, one driver on duty 24-hour and one hygienist. The clinic at our factory has equipment and facilities to offer daily healthcare services to our employees as well as responses to emergency cases.

In 2023, our factory continued to provide pre-employment health screening and routine health checkups, which are conducted in parallel with occupational health examinations twice a year. The 7,243 employees received periodic health check-ups (including 1,852 women), reaching 100% of the target for the factory.

Employees receiving regular health check-ups at our Plant in 2023



During 2023, our factory maintained an Emergency Response team with a total of 224 members (including 53 women). All members were trained by experts from Vinmec Hai Phong Hospital. The team is responsible for providing first aid where needed.

In 2023, according to statistical data from the factory, 39 work-related accidents were recorded, with a LTIFR of 1.54. This represents an increase over 2022 due to an increase in the number of employees.

Table 25: The number of employees who visited the clinic in our Plant

	2020	2021	2022	2023
The number of employees who visited the Clinic	1,073	972	2,505	2,234

Table 26: The number of employees for first aid training and emergency response team at our Plant

	2019		2020		2021		2022		2023	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Emergency Response team	77	13	85	15	99	19	166	42	171	53
First Aid training	77	13	2,362	293	3,782	731	10,875	2,811	7,948	2,948
Total	154	26	2,447	308	3,881	750	11,074	2,853	8,119	3,001

Table 27: The number of occupational accidents in a year in our Plant

	2021	2022	2023
Number of occupational accidents in a year	13	26	39
LTIFR	2.18	1.35	1.54

Activities on Fire Prevention and Safety in out Plant

The factory has a Safety and Fire Protection department, including one Occupational Safety Team with five members and one Fire Protection and Rescue Team with 12 members.

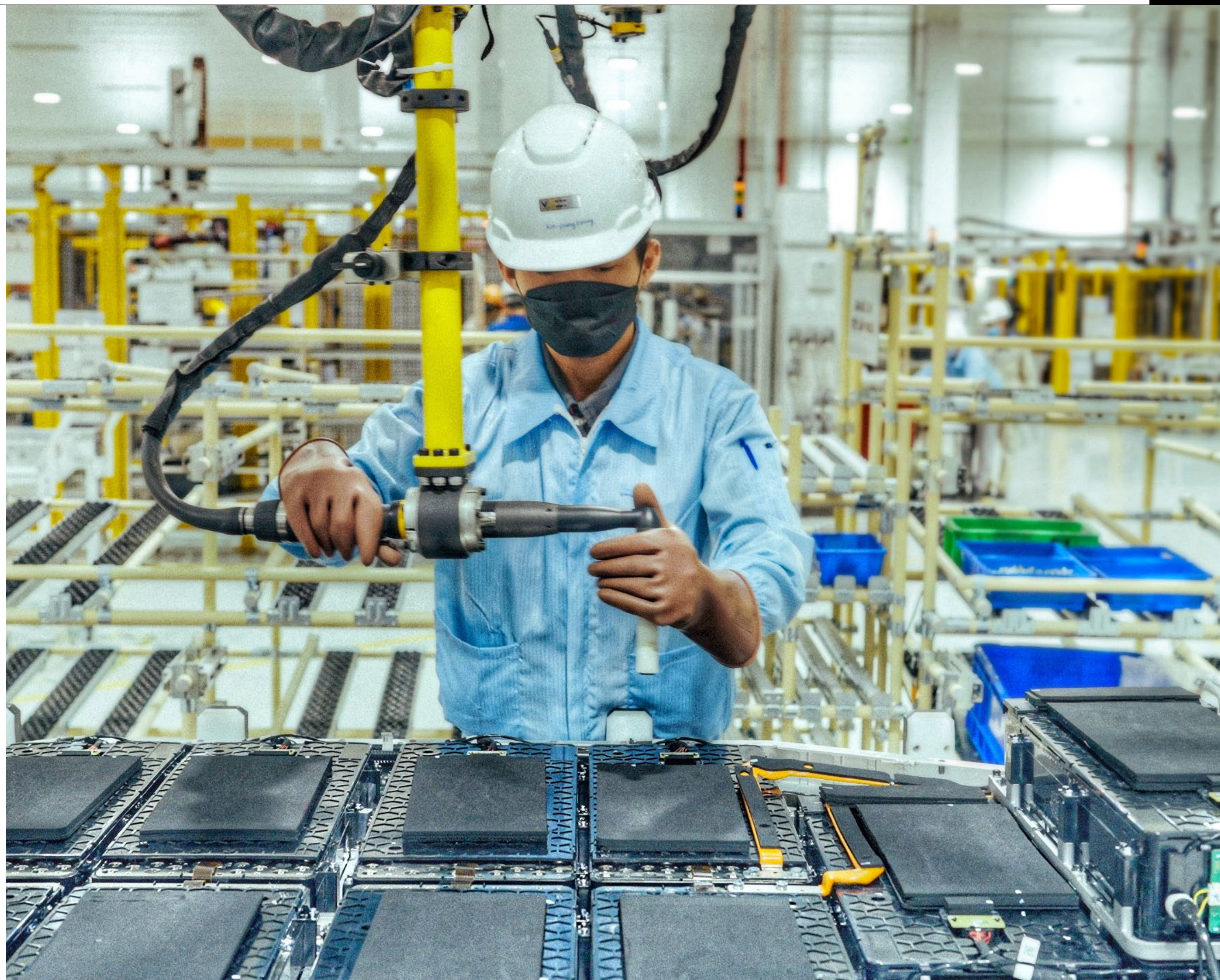
The Emergency Response Command Board was established on April 18, 2023, with the participation of heads of functional departments and manufacturing workshops. It replaces the Natural Disaster Management Committee. The Command Board is responsible for developing and implementing accident prevention and response programs.

Auxiliary emergency team members were trained by the Hai Phong Fire Fighting Police Department.

During 2023, VinFast conducted 16 emergency response and rescue drills with no violations or penalties (fines or non-monetary penalties) related to firefighting issues by the regulatory agency in our factory.

Our factory continued to exceed management standards:

- Maintained emergency preparedness and responses in accordance with approved plans;
- Maintained the readiness of emergency response facilities (e.g. first aid, medical center, firefighting center, firefighting trucks and equipment); and
- Ensured the readiness of the teams (first aide, medical team, fire prevention and firefighting teams), with regular training and drills.



OHS mandatory training

In 2023, the factory conducted programs to raise awareness of building a safety culture, specifically:

- Conducted training courses on safety for 10,896 employees (including 2,948 women) at an expense of VND 0.7 billion.
- 1,012 units of equipment for occupational safety and health were accredited.
- Safety training sessions were conducted for 12,000 employees of contractors.
- Praised 242 individuals and 17 teams have safety initiatives with high achievements and launched the implementation of 5S at workplace.

IN-HOUSE TRAINING

We conducted in-house EHS training for employees. Key information on the in-house training programs conducted during the reporting period is presented in below table:

Table 28: The number of in-house safety training programs during 2023

No	Training Program	Targeted participants	No. of targeted participants	No. of actual participants	Participation rate (actual/planned)
1	Safety Orientation training	All new employees	3,567	3,567	100%
2	Electric safety training	Shop/Department EHS PIC	15	15	100%
3	Hazardous Chemical and Dangerous Goods procedure training	Shop/Department EHS PIC	14	14	100%
4	Risk and impact assessment procedure training	Team lead, management	28	28	100%
5	<ul style="list-style-type: none">• Safety Traffic• Procedure training	Shop/Department EHS PIC	15	15	100%
6	Contractor Safety Management training	Shop/Department EHS PIC	18	18	100%
7	Safety Observation Tour procedure training	Team lead, management	12	12	100%
8	Hazardous Energy Control Procedure training (LOTO)	Production personnel	15	15	100%
9	Fire Protection & rescue	All new employees	3,567	3,567	100%
10	Fire protection & rescue equipment use practice	Shop/Department EHS PIC	11	11	100%
11	Work permit procedure training	Shop/Department EHS PIC	18	18	100%
12	Environmental Management System, Environment Impact Assessment and Waste classification	New comer	3,567	3,567	100%
13	Environmental aspect evaluation and management	Shop/Department EHS PIC	18	18	100%
14	Context analysis and risk assessment	Team lead, management	18	18	100%
15	E&S monitoring plan	<ul style="list-style-type: none">• ESG & EHS• Staff	4	4	100%

EXTERNAL TRAINING

EHS personnel and employees are trained on mandatory OHS by licensed third party training providers in compliance with legal requirements issued by the Vietnamese Government. The table below provides details of VinFast’s external training during the reporting period:

Table 29: The number of safety external training programs in 2023 in Hai Phong plant

No	Training Program	Targeted participants	No. of targeted participants	No. of actual participants	Participation rate (actual/planned)
1	Group 1 OHS training (as per Decree No. 44/2016/NDCP)	<ul style="list-style-type: none">Management members and DepartmentDirectors/ Managers	189	189	100%
2	Group 2 OHS training (as per Decree No. 44/2016/NDCP)	OHS Manager and Specialists	46	46	100%
3	Group 3 OHS training (as per Decree No. 44/2016/NDCP)	Employees performing work with strict requirements on OHS	4,289	4,289	100%
4	Group 4 OHS training (as per Decree No. 44/2016/NDCP)	Employees who do not belong to the specified groups	5,549	5,549	100%
5	Group 5 OHS training (as per Decree No. 44/2016/NDCP)	Employees who perform occupational health care works	2	2	100%
6	Group 6 OHS training (as per Decree No. 44/2016/NDCP)	OHS focal points/network members	247	247	100%
7	First aid training	First aid team member	224	224	100%
8	High voltage safety training	High voltage personnel	24	24	100%

Workplace Risk Assessment

At VinFast, we assess the risk of our-activities, and workers are trained and instructed regarding safety before performing work.



Human Capital Development

We want employees to develop new skills while dedicating themselves to their work at VinFast. We provide training courses to enhance staff expertise and skills.

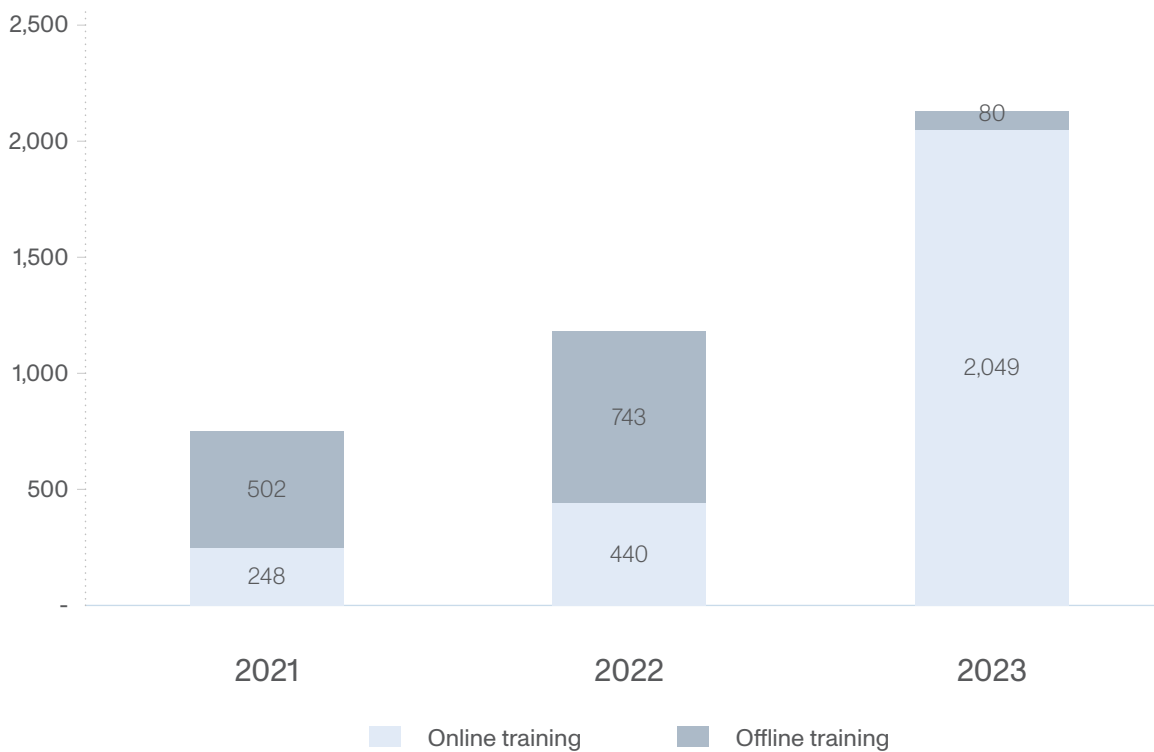
VinFast prioritizes thorough our training system to improve the qualifications of employees in the automotive sector.

Specifically, in the Vietnamese market, we organized 2,129 training courses, including 2,049 in-person training courses and 80 online training courses (including manufacturing activity and trading activity). We conduct training for new employees to improve skills for employees working at the factory. We also conduct training to improve product quality and the customer service experience for all employees at the showrooms. Some of the courses include:

- Brand History and Culture
- Training on standards to apply in production
- Training in operating skills in production equipment systems
- Leadership skills
- Product and quality training
- Non-technical training

The number of staff participating in training was 142,495 employees (at the staff level, 9,827 people, and at the management level, 194 persons), with an average of 19.2 training hours per employee. The total expenditure on training activities in 2023 was more than VND 19 billion.

Number of training courses at Vietnamese market
(Unit: courses)

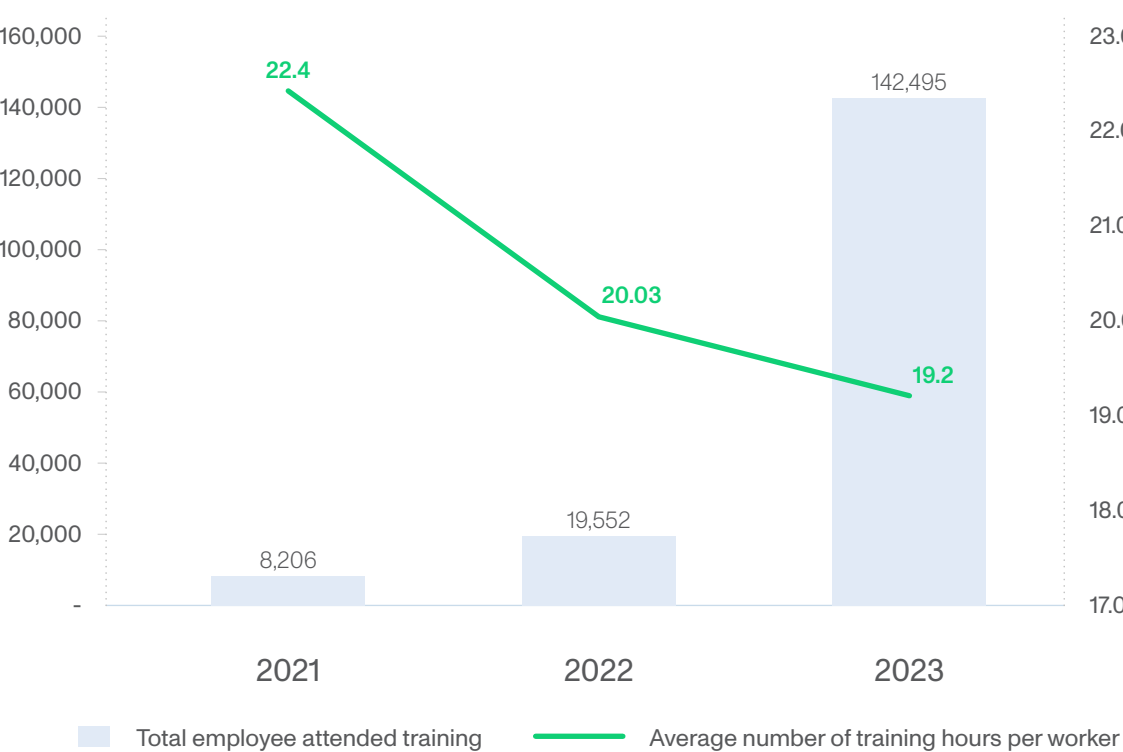


The total number of training courses in 2023 increased compared to 2022 by 946 courses, and the average number of training hours per person decreased from 20 hours per person to 19.2 hours per person. In 2023, VinFast increased the number of training programs to improve professional skills, corporate culture awareness, skills training, and training to improve product quality and the service experience for customers.

VinFast also organized a professional sales consultant training program for all sales consultants at 22 locations nationwide, and organized a business expertise and innovation contest to standardize sales consulting capabilities, identify issues with the quality of sales consultants, and create opportunities for employees to be recognized and honored for initiatives to improve sales quality.

VinFast collaborates with five universities to implement training for mechanics and automotive engineers in Vietnam. Through this dual training program, students can earn a practical engineering degree from the school and a technician certificate from VinFast, with the Company supporting training costs and ensuring employment after graduation. Parallel training cooperation is a popular model in developed countries around the world. The advantage of this approach is to ensure the quality of human resources output, meeting the market demand and achieving business requirements. The cooperation between VinFast and colleges is one of the first dual training programs developed in Vietnam.

Total employee attended training
(Unit: employees)



Security Practices

The Security team has fulfilled its role in protecting the Company's assets, employee safety and health, maintaining plant security, contributing to the development of the business, and strengthening integrity and transparency. Security employees have received formal training in the organization's human rights policies and their application to security.

In 2023, VinFast researched, developed, and completed an AI technology system. It implemented plans to enhance security and safety at the factory.

VinFast implemented plans for security and traffic safety (speed of vehicles, control of drivers, drug tests for employees). The BAC control is part of our ongoing drive to ensure that workers are fit for work. The blanket BAC test continues to protect work safety at our operational sites. Workers are routinely and randomly tested during shift changes as well as being tested during shift work. In 2023, no employees tested above the permitted alcohol concentration level.



Social opportunities

VinFast is committed to make a positive contribution for better quality of life of local people and the sustainable development of communities in around our factories. VinFast has established and implemented other social programs including community development, and health development.

LIVELIHOOD RESTORATION PROGRAMS



Vocational Training Program

This program provides affected households with the necessary skills to change their livelihood and make a transition from landbased to wage-based livelihoods, to take advantage of the development of industrial zones. In 2022, this program had four people enrolled who graduated from the forklift operator training course. In 2023, VinFast conducted a needs assessment for affected households to choose suitable support methods or change the subject of training to attract more people to participate. Through consultation activities that have been conducted in 2023 with affected households in four communes, 14 people registered for the forklift training course.



English Communication Training Course

According to interviews with Vietnamese authorities, households, and representatives of schools in Cat Hai, it is difficult to access English communication training since there is no English center on the island. English skills are important for people to work in industrial zones and tourist areas. In 2023, 17 students at Cat Hai high school and 14 local people registered for this program. Learners will be provided with training materials, tuition fees and a certificate after completion of the course.



Education for students from displaced households

This program is for children of households affected by land acquisition: students in elementary school, secondary school, high school, and university with good performance in the academic year from 2022 to 2023. The children of households affected by land acquisition belong to vulnerable groups (poor, near-poor, under social security benefits). At the end of December 2023, VinFast collaborated with Vietnamese authorities and finalized a list of 182 beneficiaries of this program.



Specific LPR programs for vulnerable households

To support vulnerable households, our factory worked with Vietnamese authorities in 2023 to update the status of vulnerable households. We have three programs to support this group, including: Literacy support for affected households; Support for poor and near-poor households, Livelihood support for vulnerable households, elderly people over 60 years old without pensions or social welfare.

COMMUNITY DEVELOPMENT

Considering the influx of migrant workers, our factory organized a campaign to prevent infectious diseases. To implement this program, we prepared materials to raise awareness for of HIV/AIDS prevention and sexually transmitted diseases. These documents can be distributed to employees annually. The campaign was implemented from June to December 2023 with the participation of about 1,500 shift employees.

We installed two water supply points for the local communities in 2019 to improve access to clean water (the local people pay directly to the water supply vendor at a price which is much lower than the cost of buying water). This program was maintained during the years 2022 and 2023.



Tet holiday gifts to vulnerable people in Cat Hai District

In order to support local people and implement social management plans, in December 2023 VinFast worked with the Vingroup Kind-Heart Fund to develop and implement Tet holiday gifts program to vulnerable people in Cat Hai district. This program reached 400 people, and each person received cash support of VND600,000. The beneficiaries of this program are the elderly, people with serious diseases, people with disabilities, orphans, and single-parent families with difficult circumstances.



Clean water for Van Phong, Nghia Lo, Dong Bai and Hoang Chau kindergartens

Cat Hai Island did not have access to clean water before VinFast commenced operations. Local people used rainwater or purchased clean water from private companies. To support local people and enhance community health, since 2019, VinFast has provided clean water to Van Phong kindergartens at no cost. Since 2023, based on the result of survey and a needs assessment, VinFast decided to provide clean water for all kindergartens in Cat Hai Island including Van Phong, Dong Bai, Nghia Lo and Hoang Chau kindergarten. The support cost was calculated based on the number of students and monthly water consumption of each school. This program was implemented in 2023 with a cost of approximately VND54 million.



Drowning prevention campaign

The purpose of this program is to teach practical swimming according to the plan of Cat Hai District People's Committee. To implement this program, VinFast has sponsored VND10 million to pay for 240m³ of water provided for the Van Phong school's swimming pool. The program has helped 127 students of Van Phong, Hoang Chau, Nghia Lo primary and secondary schools improve their skills in preventing drowning accidents.



Conduct environmental campaign

VinFast collaborated with the local authority by conducting frequent garbage collection in the community drainage ditch and surrounding areas. At important environmental events such as World's Environment Day, Clean Up the World Campaign, Green Sunday, World's Water Day and Earth Hour, VinFast is a reliable collaborator with functional agencies and local authorities to raise awareness of responsibilities to care for the environment. In support of waste management activities, VinFast cooperates with the Environment Division of Cat Hai District People's Committee to conduct waste collection inside and outside of our Plant.



Environmental Protection Project Tour

Within the framework of information disclosure and transparency, and to improve environmental protection, our factory carried out tours of environmental protection projects with local authorities.

Provide sunshade for Nghia Lo School

VinFast has sponsored Nghia Lo Primary and Secondary Schools with a sunshade in 2023. The total cost for this program is

LOCAL COMMUNITY CONSULTATION

Where manufacturing operations take place, we conduct stakeholder engagement programs to address significant changes to our manufacturing processes. In 2023, we conducted 78 consultations with local authorities and affected households around the factory on VinFast's LRP programs, community health programs,

disclosure of environmental monitoring results disclosure and livelihood restoration programs. All consultation activities were implemented, completed and recorded in 2023.



LOCAL COMMUNITY GRIEVANCE PROCESSES

The community grievance management process has been established to address any concerns from affected people at our Plant. VinFast is committed to the resolution of any complaints or concerns from affected communities, particularly those relating to environmental and social issues. In 2023, we received four complaints from communities

surrounding the plant for issues related to flooding, compensation and resettlement. All complaints have been resolved by Plant, and we are actively working with local government to implement measures related to compensation and resettlement.

Customer

With the “Customer – centric” brand philosophy, VinFast innovates to create high-quality products and exceptional experiences for everyone. Consistent with that goal, in addition to creating high-class product lines of high-quality, VinFast aims to provide the best after-sales services, accompanying ecosystem, and the best after-sales policy for each market.



VIETNAMESE MARKETS

The Company has established a subsidiary with the controlling share and voting rights to specialize in customer care and sales. The subsidiary in the Vietnamese market, VinFast Commercial and Services Trading Limited Liability Company, issued a set of customer service policies, standardizing customer care and after-sales process.

Customer satisfaction rate in the Vietnamese market in 2023 was 99%. From 2019 to 2022, VinFast used call center 1-900-232-389, satisfaction rate of customer service as below:

Table 30: The satisfaction rate of the customer service call in Vietnam market

	2019	2020	2021	2022	2023
Satisfaction rate of the customer service call	98%	98%	99%	98.2%	99%

VinFast auto service workshop system

VinFast has made significant investments in establishing a comprehensive network of showrooms and service workshops to meet the diverse needs of customers, ensuring superior experience for current and potential VinFast customers.

All 3S showrooms are meticulously designed to present the VinFast corporate identity, which is separated into 3 areas: showroom area, workshop area, and spare parts area to serve customers in VinFast showroom.

In order to bring the best experience to customers, VinFast constantly improves service quality and invests in a comprehensive service system. VinFast service workshops are fully equipped with modern equipment according to international standards. This includes high-tech equipment such as electrical system fault diagnosis machines, exhaust gas analyzers, headlight angle measuring machines, electronic color measuring machines, etc. In particular, body and chassis straightening equipment

In 2023, in the Vietnamese market, VinFast received 20,856 customer complaints. Complaints were related to issues of pre- and post-sales service quality, products, and battery service issues. The average time to process a complaint is 22 days.

with electronic measuring devices, 3D technology vehicle angle adjustment ensures high accuracy and shortens inspection and repair time.

VinFast service workshops operate according to a professional process. At VinFast service workshops, customers will experience high-class services with:

- Modern, synchronous and advanced facilities
- Professional and standard service processes
- High qualifications and well-trained staff
- Dedicated service to achieve the highest customer satisfaction
- Reasonable maintenance costs.

VinFast's charging system

In order to encourage people to use electric vehicles, VinFast has developed a system of charging stations spread across Vietnam. With a nationwide charging system, customers can easily use VinFast electric car charging services anywhere.

VinFast electric car and motorbike charging stations can be installed in existing parking areas without changing any function. The charging equipment is manufactured by VinFast with a modern appearance and simple operation and complies with European standards on electrical safety. In addition, VinFast also provides portable chargers to meet customers' needs in the most convenient way. Customers can install their own charging station at home to charge at 7.4kWh/11kWh speed or equip a mobile charger to charge the car at any location. We recommend customers use genuine chargers to limit the risk of fire and explosions.

VinFast's after-sales service for each product line

In addition to quality products, VinFast's after-sales service is one of the key factors that make the Vietnamese car brand stand out in the market. The policies for each product line not only protect the best interests of customers but also provide customers with a sense of security when using the vehicle.



VinFast after-sales service for EVs:

VinFast electric cars have an outstanding warranty policy. Specifically, car owners have the following warranty policies:

- 10-year or 200,000 km warranty, whichever comes first, for electric cars VF e34, VF 8 and VF 9. VF 5 Plus applies a 7-year or 160,000 km warranty, whichever comes first.
- 10 years unlimited mileage warranty for standard use of high voltage batteries of VF e34, VF 7, VF 8, VF 9, and 8 years unlimited mileage for those of VF 5, VF 6.
- In addition, customers who choose VinFast electric car battery rental packages are not required to pay upfront and will always have access to high-quality batteries. Rental batteries are eligible for replacement, repair, and maintenance.
- In order to provide customer satisfaction and convenience while using electric vehicles, VinFast has introduced a series of support programs, including:
 - » Free 24/7 rescue service
 - » Mobile charging



VinFast after-sales service for electric motorbikes:

- Customers who purchase VinFast electric motorbikes will receive a warranty based on three or five years with unlimited mileage. The high voltage battery is insured for the safety of the user by VinFast for 5 years
- Warranty coverage is available throughout Vietnam, at showrooms and authorized dealers of VinFast.

GLOBAL MARKETS

VinFast identifies customer care as a top priority for success in Vietnam and international markets. Our global call center was established in 2023, with a primary focus on operations and coordination. Therefore, the implementation of customer

satisfaction surveys was not a primary focus. In 2023, we received 236 customer complaints. Complaints related to issues of pre- and post-sales service quality, products, and charging issues. The average time to process a complaint is 31 days.

World-Class Warranty

We are committed to enhancing the EV ownership experience with a comprehensive warranty package, including coverage for battery degradation. VinFast proudly offers an outstanding warranty policy:

- 10-year or 200,000 km warranty for VF e34, VF 7, VF 8, VF 9.
- 7-year or 160,000 km warranty for VF 3, VF 5, VF 6.
- 10-year, unlimited-miles battery warranty usage for model VF e34, VF 7, VF 8, VF 9 under standard use.
- 8-year unlimited-miles battery warranty for model VF 3, VF 5, VF 6 under standard use.

This transferable warranty coverage, coupled with 24/7 roadside assistance, offers a sense of security for drivers regardless of where their journeys may take them.

Warranty coverage is based on time or mileage, whichever occurs first. A comprehensive list of full warranty coverage can be found in the VinFast New Vehicle Warranty Policy.

VinFast identifies customer care as a top priority for success in Vietnam and international markets.

VinFast auto service workshop system

Besides the VinFast authorized service workshop network where equipment and operation processes designed and controlled by VinFast Standard, VinFast also collaborates with many repair service partners to maximize convenience and minimize complexity, the VinFast warranty prioritizes your needs, making EV ownership a truly premium and enjoyable experience. In North America, VinFast certified collision repair centers benefit not only your vehicle but also enhance your overall experience, by ensuring that each VCCRC is equipped with the proper tools, trained staff, access to VinFast repair procedures and repairs with genuine parts. In Europe, VinFast offers customers access to Fixico body repair shops and the Mobivia complete aftersales service network.

VinFast is building a network of service centers to support VinFast owners. We provide EV mobility that enables customers to book service appointments from anywhere. All customers are able to easily schedule appointments via the VinFast App or by calling the VinFast Service Support Team.

All-in-One VinFast App

The VinFast App serves as a comprehensive hub for all maintenance and charging needs. From 24/7 flexible maintenance and support to trip planning tools, remote charging management, and in-app payment, it's a one-stop solution designed to enhance convenience and accessibility for every driver.



Orientation and Goals for Sustainable Development of the Social Pillar in the Short Term

The Group will continue to maintain the sustainable development direction of the social pillar similar to 2023.

Table 31: Orientation and goals for sustainable development of the social pillar in the short term

Item	Orientation	Objectives	Actions to take
Employment	Develop employee engagement index to develop talent attraction and retention, alignment between employee competencies and Company needs.	Conduct 2 survey (ensure employees are participating in survey on employee engagement index).	<ul style="list-style-type: none">Develop employee engagement index.Conduct surveys.
Purchasing	Responsible Purchasing for Tier 1 suppliers.	<ul style="list-style-type: none">Tier-1 supplier to comply.Aligned to OECD principles.Responsilbe Minerals Conduct.	<ul style="list-style-type: none">VinFast issued Policies with Supplier.Develop Portal to request Tier-1 supplier to comply with VF's responsible/conflict mineral policy.Conduct internal e-RMI training and certification to Purchase staff.Conduct conflic minerals due diligence.Conflic minerals reporting to SEC.
Human Capital Development	Develop employee code of conduct and have all employees trained on anti-corruption and bribery.	Employees and newcomer to be trained.	VinFast published: <ul style="list-style-type: none">Code of Conduct.Bribery and Anti-corruption.Anti-Money laundering regulation.Conflict of interest policy.
Diversity, equity and inclusion	<ul style="list-style-type: none">Applying human resources policies and fair career development opportunities for employees at all levels.Creating a united, strong, diverse, fair and inclusive working environment for all employees.	<ul style="list-style-type: none">Pay employees fairly, based on actual contributions.Maintain a diverse, equitable and inclusive working environment.	<ul style="list-style-type: none">Comply with legal requirements on human rights and workers' rights.Diversity, equality and inclusion training for new employees.Develop employee engagement index to attract and retain talent, harmonizing the Company's needs and employees' capabilities.
Products for the community	Develop good quality products, for the community, environmentally friendly, increase customer satisfaction using products and services.	Committed to developing products for the benefit of the community, contributing to the transformation of the green economy and digital economy.	<ul style="list-style-type: none">Continue to invest and research highquality, environmentally friendly products and services.Diversify products and services in each vertical industry, aiming to always bring the most attractive and quality products to consumers.Maintain and develop outstanding aftersales service to meet customer satisfaction.

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