



VINFAST

FROM VIETNAM TO THE WORLD
Our Sustainable Journey

Table of Contents

01

SETTING OUR COMPASS

Foundations for a Global Sustainable Journey

07 Message from the Chairwoman

10 About This Report

12 General Information

17 VinFast 2024: Driving the future sustainably at a glance

02

DRIVING VALUE

Our Strategy for Sustainable Growth

24 VinFast's Approach to Sustainable Value Creation

30 Sustainability Governance & Oversight

33 ESG Materiality: Focusing on What Matters

37 Engaging Our Stakeholders for Shared Values

03

CHARTING A NET-ZERO PATH

Climate Strategy & Resilience

40 Climate Strategy

48 Climate Governance

51 Climate Risk Management

52 Tracking Our Net-Zero Strategy Execution

04

ACCELERATING GREEN OPERATIONS

Energy, Water & Circularity

59 Energy Stewardship

70 Water Stewardship: Managing a Vital Resource Responsibly

75 Resource Circularity

05

EMPOWERING PEOPLE

Human Capital, Safety & Community

84 A Workplace to Drive a Sustainable Future

93 Occupational Health & Safety ("OHS")

97 Community engagement & Socioeconomic contribution

06

LEADING RESPONSIBLY

Governance, Risk & Ethical Supply Chains

109 Corporate Governance Excellence

112 Ethical Governance & Responsible Advocacy

115 Enterprise Risk Management: Safeguarding Sustainable Growth

118 Data Governance, Cybersecurity & Privacy: Protecting Our Connected Ecosystem

120 Governance of a Sustainable & Resilient Supply Chain

07

TRUST IN MOTION

Product Excellence & Customer Experience

127 Product Governance and Innovation

136 Customer Relationship Management: A "Customer-Centric" Journey

08

PERFORMANCE & TRANSPARENCY

ESG Data and Reporting Indexes

144 External Assurance

149 GRI Content Index

154 SASB Content Index

155 TCFD / IFRS S2 Content Index

156 Glossary

List of Abbreviations

Abbreviations	Meaning	Abbreviations	Meaning	Abbreviations	Meaning
4WD	Four-Wheel Drive	DCEO	Deputy Chief Executive Officer	IFRS S1	General Requirements for Disclosure of Sustainability-related Financial Information
ADB	The Asian Development Bank	DEI	Diversity, Equity, and Inclusion	IFRS S2	Climate-related Disclosures
ANCAP	Australasian New Car Assessment Program	DONRE	Department of Natural Resources and Environment	IIRC	International Integrated Reporting Council
ASEAN	Southeast Asian Countries	DPC	District People's Committee	ILO	International Labor Organization
BAC	Breath Alcohol Concentrate	EHS	Environment, Health and Safety	IPPU	Industrial Processes and Product Use
BESS	Battery Energy Storage System	EIA	Energy Information Administration	IRO	Impact – Risk – Opportunity
BOD	Board of Directors	EMS	Environmental Management System	ISO	International Organization for Standardization
BSI	The British Standards Institution	EPA	Environmental Protection Agency (U.S)	ISSB	International Sustainability Standards Board
CDP	The Carbon Disclosure Project	ESA	Engineering System Assessment	IT	Information Technology
CEO	Chief Executive Officer	ESG	Environmental, Social and Governance	KPI(s)	Key Performance Indicator(s)
CES	Customer Effort Score	ESIA	Environmental and Social Impact Assessment	kWh	Kilowatt-hour
CFO	Chief Financial Officer	EV(s)	Electric vehicle(s)	LCA	Life Cycle Assessment
CIT	Corporate Income Tax	FPFF	Fire Prevention and Firefighting	LFDC	Land Fund Development Centre
CO2	Carbon Dioxide	GHG	Greenhouse gases	LFP	Lithium Iron Phosphate
COC	Code of Conduct	GRI	Global Reporting Initiative	LOTO	Hazardous Energy Control Procedure training
COD	Chemical Oxygen Demand	HR	Human Resources	LPG	Liquefied petroleum gas
COP	United Nations Climate Change Conference	hwy	Highway	LTIFR	A lost Time Injury Frequency Rate
CPC	Commune People's Committee	ICE	Internal Combustion Engine	MONRE	Ministry of Natural Resources and Environment
CSR	Corporate Social Responsibility	IFC	The International Finance Corporation	MOU	Memorandum of Understanding

List of Abbreviations

Abbreviations	Meaning	Abbreviations	Meaning	Abbreviations	Meaning
MPGe	Miles Per Gallon	QE	Quality Engineering	TSS	Total Suspended Solids
MWh	Megawatt per hour	QMS	Quality Management System	U.S.	United States
MWp	Megawatt-peak	R&D	Research and Development	UNGC	United Nations Global Compact
NCAP	New Car Assessment Program	RMI	The Responsible Minerals Initiative	VAT	Value-added Taxes
NDC	Nationally Determined Contribution	SASB	Sustainability Accounting Standards Board	VCCRC	VinFast Certified Collision Repair Centers
NEDC	New European Driving Cycle	SBTi	Science Based Targets initiative	VIG	Vietnam Investment Group Joint Stock Company
NH4	Ammonium	SDGs	The United Nations Sustainable Development Goals	YoY	Year-over-year growth rate
NHTSA	National Highway Traffic Safety Administration	SEC	U.S. Securities Exchange Commission	ZEV	Zero Emission Vehicle
NPS	Net Promoter Score	SPS	The Safeguard Policy Statement		
OECD	The Organization for Economic Cooperation and Development	SQ	Supplier Quality		
OEMs	Original Equipment Manufacturer	SRRO	Sustainability-Related Risks and Opportunities		
OHS	Occupational Health and Safety	STEM	Science, Technology, Engineering, and Mathematics		
PDCA	Plan-Do-Check-Action	SUV	Sport Utility Vehicle		
PIC	Person in charge	TCFD	Task Force on Climate-related Financial Disclosure		
Plant	Our manufacturing facility in Hai Phong, Vietnam	tCO2e	Tonne of Carbon Dioxide Equivalent		
PFMEA	Process Failure Mode and Effects Analysis	TCP	The Climate Pledge		

SETTING OUR COMPASS

Foundations for a Global Sustainable Journey

Message from the Chairwoman	07
About This Report	10
General Information	12
VinFast 2024: Driving the future sustainably at a glance	17

01



From Vietnam to the World: Our Sustainable Journey



Message from the Chairwoman

To our valued stakeholders,

"From our very first electric vehicle that rolled off the line in Hai Phong to the new footprints we are setting across continents, 2024 marks a year where many of our aspirations met action. Each milestone in this report is not just a testament to our ambition but a reminder of the responsibility we carry—as a company with a bold dream, rooted in Vietnam yet driven to contribute to a greener, smarter world.

At VinFast, sustainability is not an added promise; it is the path we choose every day—shaped by VinFast's values of Vietnam — Style — Safety — Innovation — Pioneer. These values keep us grounded even as we move swiftly forward and are brought to life through our **3E Mission**: creating a comprehensive ecosystem of Electrification, Energy Saving, and Energy Greening. This mission is our strategic compass, guiding our growth and reminding us that our greatest strength is our people and partners who share this holistic vision.

Turning Strategy into Action

2024 was a foundational year. We laid the groundwork for growth that is both rapid and responsible. We expanded our Electric Vehicles portfolio—from two-wheeled e-scooters to commercial e-buses—making clean mobility accessible to more people.

This progress is powered by strategic investments in our global manufacturing capacity. Our new factories in India and Indonesia are expected to bring our clean mobility solutions closer to our customers. To ensure this global growth is built on a foundation of trust, we launched our first formal Supplier ESG Due Diligence framework and renewed our commitment to our Code of Conduct across our entire value chain. Most importantly, we continued to invest in our people, especially our team in Vietnam by expanding vocational training programs to nurture the next generation of talent for the EV industry.

Beyond operations, 2024 was also a year in which VinFast strengthened its position on the global stage. Through key partnerships and active engagement in international dialogues, we elevated Vietnam's role in the global climate conversation, emerging not only as a fast-growing EV company but as a symbol of the nation's leadership in the energy transition.

Looking Ahead with a Clear Mandate

The road ahead is demanding, requiring us to navigate diverse markets, complex supply chains, and evolving regulations. Yet, our purpose is clearer than ever, reinforced by powerful policy tailwinds. In Vietnam, landmark regulations — such as Ho Chi Minh City's mandate for electric ride-hailing vehicles and Hanoi's plan to phase out fossil-fuel motorcycles — are accelerating the energy transition at an unprecedented pace. This requires VinFast to move even faster, scaling our comprehensive operations to meet the surging demand of the market.

Looking forward, we will deepen our commitment to sustainability and climate strategy. Our **Net Zero 2040** roadmap is now underway, with concrete measures to decarbonize our value chain, improve traceability of critical raw materials, and strengthen our culture of safety and inclusion worldwide. At the same time, we recognize that sustainability is inseparable from innovation and collaboration. In 2025 and beyond, we will advance strategic partnerships, invest in breakthrough technologies, and contribute to shaping global standards for sustainable mobility. By aligning our growth with these priorities, we aim not only to meet regulatory and market expectations but also to lead the transformation of our industry and create lasting value for society.

This journey is a collective one: to our employees, whose passion and talent are the engine of our progress; to our customers, who inspire us with their trust; to our partners, who share our vision; and to our investors, who believe in our long-term mission — I extend my deepest gratitude.

Together, let us continue to build: Our Sustainable Journey - From Vietnam to the World, shaping a cleaner, smarter future for generations to come."

Sincerely,

Le Thi Thu Thuy

Chairwoman of the Board of Directors
VinFast Auto Ltd.



Forward Looking Statements

Forward-looking statements, which are not historical facts, contained in this report, inclusive of charts, graphs and discussion, and all other information presented, 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) We are a growth stage company in the EV industry and face challenges associated with the marketing and sale of products in different markets ; (ii) The unavailability, reduction or elimination of government and economic incentives or government policies which are favorable for EV manufacturers

and buyers; (iii) Significant changes or developments in U.S. laws or policies, including changes in U.S. trade policies and tariffs and the reaction of other countries thereto; (iv) We have experienced in the past and in the future may experience delays and cost overruns when implementing our business plans and growth strategy; (v) Our brand, reputation, and consumer confidence in our business could be harmed by negative publicity; (vi) The automotive market is highly competitive, which presents challenges in maintaining our market leadership in Vietnam and establishing our position in the global automotive industry; (vii) We obtain component parts and raw materials from third-party suppliers who may fail to deliver components and raw materials according to our schedule and at prices, quality and volumes acceptable to us; (viii) We might face challenges if our customers are resistant to adopting EVs or do not have adequate access to Electric Vehicle Supply Equipment , which includes charging stations, and related infrastructure; (ix) We are a growth stage company with a history of losses, negative cash flows from operating activities and negative working capital. We require additional funding to support our ongoing operations; (x) We have identified material weaknesses in our internal control over financial reporting that could, if not remediated, impair our ability to produce timely and accurate financial statements; (xi) We have restated our financial statements for the fiscal year ended December 31, 2024, which could expose us to additional risks; (xii) We have received financial support from Mr. Pham and our Vingroup affiliates, and we maintain business relationships with our Vingroup affiliates. We may be affected by adverse business conditions, developments or matters affecting our Vingroup affiliates; (xiii) A considerable portion of our EV deliveries to date has been to certain affiliates;

(xiv) Our corporate actions that require shareholders' approval will be substantially controlled by our controlling shareholders, which may prevent you and other shareholders from influencing significant decisions; and (xv) other risks discussed in our reports filed or furnished to the U.S. Securities and Exchange Commission (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 forward-looking 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. Our approach to the disclosures included in this report differs from our approach to disclosures in our mandatory regulatory reports, including our filings with the SEC. This report is intended to provide information from a different perspective and, in certain cases, in more detail than that required in our filings with the SEC.

Furthermore, ESG data provided by external data providers and referenced for the present purpose is produced based on the data providers' proprietary methodologies, and we do not intend to independently verify such third-party data. 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.

It is important to acknowledge that climate-related science, data, and methodologies are continually advancing, and there is currently no universally accepted legal or regulatory framework, nor consistent market consensus, on what qualifies as a 'sustainable', 'responsible', 'traditional', or similar 'ESG' investment, product,

or service. While some jurisdictions have begun to define these concepts through regulatory initiatives, the overall legal and policy landscape is still evolving. As a result, our climate-related analysis and strategy remain subject to evolution over time.

This document is for informational purposes only. This document may not be (i) copied, photocopied, duplicated, or otherwise reproduced in any form or by any means; or (ii) redistributed, passed on or otherwise disseminated, to any person without the prior written consent of the Company. No representation, warranty, guarantee or undertaking (express or implied) is made as to, and no reliance should be placed on, the accuracy, completeness or correctness of any information, including any estimates, targets, and opinions, contained herein, and accordingly, none of the Company, its subsidiaries, or any of their directors, officers, employees, affiliates, representatives or advisors assumes any responsibility or liability for, the accuracy or completeness of, or any errors or omissions in, any information or opinions contained herein. The Company, its subsidiaries or any of their directors, officers, employees, affiliates, representatives, or advisors, nor any other person accepts any liability (in negligence, or otherwise) whatsoever for any loss arising, from any use of this document or its contents or otherwise arising in connection therewith.

The statements contained in this document speak only as of the date as of which they were made or the date stated in a specific phrase, and the Company expressly disclaims any obligation or undertaking to supplement, amend or disseminate any updates or revisions to any statements contained herein to reflect any change in events, conditions, or circumstances on which any such statements are based. None of the Company, its subsidiaries, or any of their directors, officers, employees, affiliates, representatives, or advisors undertakes any obligation to provide the recipient with access to any additional information or to update this document or any additional information or to correct any inaccuracies in any such information which may become apparent.

This document does not constitute or form part of and should not be construed as an offer to sell or issue or a recommendation or solicitation of an offer to buy or acquire securities of the Company or its subsidiaries or affiliates in any jurisdiction or as an inducement to enter investment activity. This document in no way contains investment, financial, legal, tax or other product advice.

About This Report

VinFast plans on reporting 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 subsidiaries.

This report has been prepared in compliance with SEC and Nasdaq regulations and in alignment with Vietnam’s Circular 96/2020/TT-BTC. It has also been developed with reference to leading international sustainability frameworks, including the UN Sustainable Development Goals (SDGs), GRI Standards, SASB Standards, ISSB - IFRS S1 and S2, and TCFD recommendations. Through this report, VinFast affirms our commitment to environmental protection, social responsibility, and strong governance practices, aiming transparency and accountability across our global operations.



Environmental

This section details our environmental strategy, which focuses on decarbonizing our operations and products. We discuss our management of key environmental impacts across the value chain, including our approach to climate resilience, greenhouse gas emissions, energy and water efficiency, and the promotion of a circular economy through innovative waste management.



Social

This section outlines our strategy for empowering people and fostering shared value. It details our commitment to our employees through human capital development, diversity and inclusion, and upholding human rights. We also discuss our social responsibility in our supply chain, our engagement with local communities, and our dedication to customer welfare and safety.



Governance

This section describes the governance framework that serves as the foundation for our sustainable growth and long-term value creation. We detail our approach to ensuring oversight from our Board of Directors, upholding ethical business conduct through our anti-bribery and anti-corruption policies, promoting a sustainable supply chain, and building trust by safeguarding data privacy and ensuring cybersecurity.



Scope and Boundaries

The VinFast Sustainability Report for the period from January 1st, 2024, to December 31st, 2024 (the "Sustainability Report") focuses on manufacturing, trading, and marketing activities in the areas where VinFast operates, subject to limitations arising from data availability across our newly established global operations.

Reporting Principles

This report was prepared based on the principles of GRI 1: Foundation 2021, including:

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Timeliness
- Verifiability

Information Resources

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

Contact Information

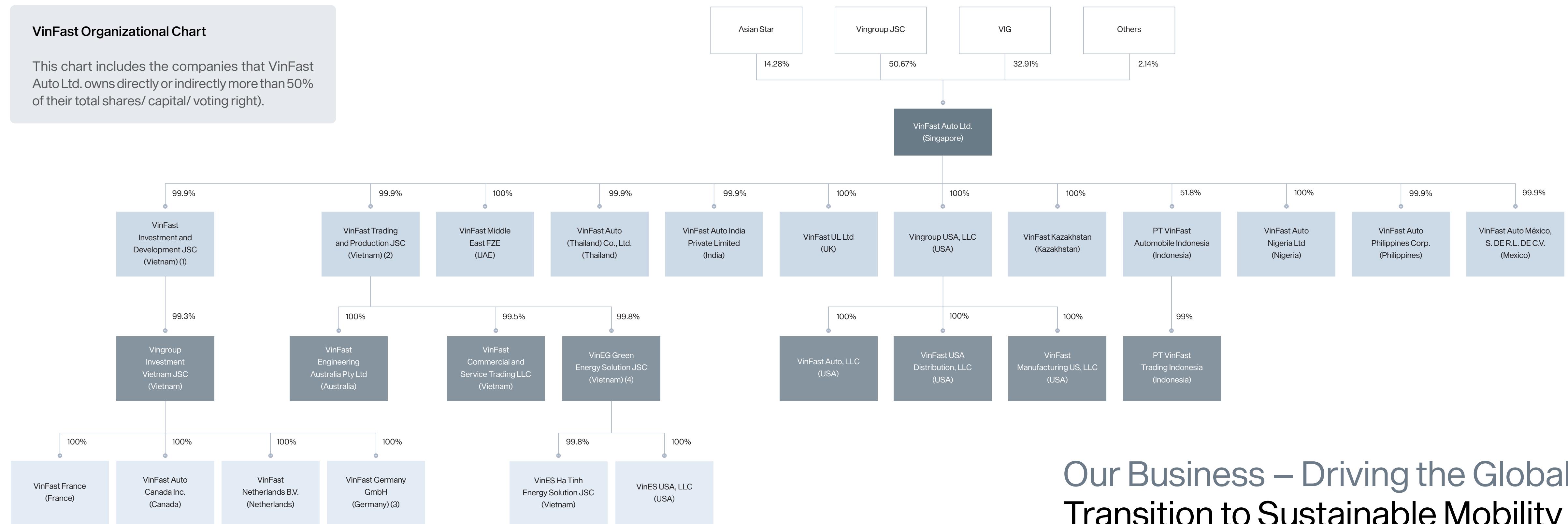
VinFast Auto Ltd.
61 Robinson Road #06-01 (Suite 608), 61 Robinson,
Singapore 068893.
Website: <https://ir.VinFastauto.us>
Email: ir@VinFastauto.com



General Information

VinFast Organizational Chart

This chart includes the companies that VinFast Auto Ltd. owns directly or indirectly more than 50% of their total shares/ capital/ voting right).



Our Business – Driving the Global Transition to Sustainable Mobility

Notes:

(1) Based on proportion of voting power held. The registrant owns 48.84% of this subsidiary's total outstanding share capital, including non-voting preferred shares.

(2) Based on proportion of voting power held. The registrant owns 33.59% of this subsidiary's total outstanding share capital, including non-voting preferred shares.

(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) VinEG Green Energy Solutions JSC (Vietnam) (“VinEG”) was split from VinES Energy Solutions JSC (Vietnam) (“VinES”). Pursuant to the split plan, the shares/capital owned by VinES in the VinES Ha Tinh Energy Solution JSC (Vietnam) and VinES USA, LLC (USA) shall be transferred from VinES to VinEG. VinES is no longer a subsidiary of VinHaTinh Trading and Production JSC (Vietnam), and we’re carrying out the process in VinES USA, LLC (USA) to reflect the change.

Business Overview



VinFast is advancing the global shift toward electric mobility by designing and manufacturing a comprehensive portfolio of EVs, including SUVs, e-scooters, e-buses, and forthcoming electric commercial vehicles such as vans and trucks. This transformation is underpinned by strong investments in research and development, reflecting our commitment to delivering innovative, high-performance, and sustainable transport solutions.

To ensure quality, innovation, and sustainability across our value chain, VinFast has built a deeply integrated manufacturing model. Through our own operations and our subsidiaries, we have significant in-house capabilities, including:

CORE EV TECHNOLOGY Dedicated battery research, development, and production; and in-house manufacturing of critical components like electric motors and electronic devices.

VEHICLE COMPONENTS Manufacturing of key parts, including aluminum castings, plastic injection molded products, and interior components.

E-MOBILITY INFRASTRUCTURE Manufacturing of our own charging stations and charging equipment.

In 2022, VinFast made a bold and strategic decision to discontinue ICE vehicle production, marking a full pivot to a zero-emission future. This commitment is yielding tangible results: in 2024, we delivered 97,399 EVs globally—a 192% year-over-year increase—signaling rising consumer demand and trust in our brand. In our domestic market, VinFast became the #1 best-selling vehicle brand in Vietnam, reinforcing our leadership in the local automotive industry.

Beyond vehicle manufacturing, our vision is to build a fully integrated e-mobility ecosystem that places customers, communities, and connectivity at its core. This includes a rapidly expanding global network. As of December 31st, 2024, VinFast had 269 showrooms and dealerships globally, along with digital platforms and charging infrastructure to provide seamless, customer-centric experiences and support the widespread adoption of sustainable mobility.



Business Overview

Global Footprint and Sustainable Growth

Total revenue
1.809 Billion US\$
58%  Year-over-year increase

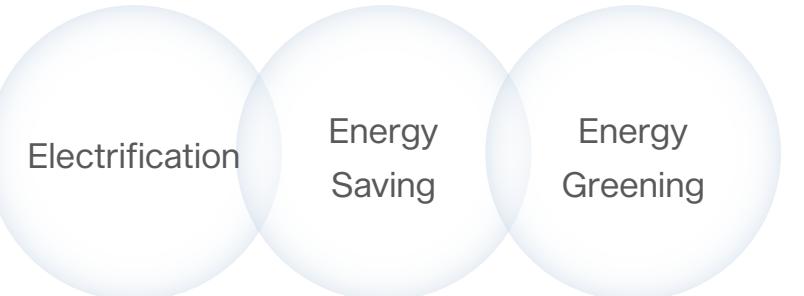
Our strong 2024 performance, with total revenue reaching US\$1.809 billion (up 58% year-over-year), reflects increasing market acceptance of our sustainable offerings. By having Vingroup as its controlling shareholder, VinFast benefits from cross-sector synergies that accelerate innovation and amplify our sustainability ambitions.

Since our founding in 2017, we have grown from a domestic pioneer to a global player with strategic footprints across Asia, North America and Europe. Our world-class manufacturing hubs in Hai Phong and Ha Tinh, Vietnam, serve as benchmarks for operational excellence and sustainability. We are now extending this model internationally, with new production facilities under development in India, Indonesia, and the U.S., each designed to integrate energy efficiency, local economic development, and ESG-aligned supply chain practices.

ESG Integration and Strategic Purpose

Sustainability is not a parallel objective—it is at the heart of VinFast's corporate identity and strategic direction. We are committed to embedding ESG principles across all business operations and partnerships. Our goals include not only driving internal sustainability improvements but also positively influencing our supply chain and the communities we serve.

Mission 3E



Anchored by our climate pledge to achieve Net Zero by 2040 and guided by our strategic framework Mission 3E (Electrification, Energy Saving and Energy Greening), VinFast seeks to accelerate the transition to clean mobility while supporting a more inclusive, resilient, and environmentally responsible future for generations to come.

For detailed financial information, including breakdowns of revenue, taxation, and financial performance, please refer to our latest Annual Report on Form 20-F and other reports filed with the SEC.





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 enables everyone to own the best cars in each segment, following a unique approach to sales and support policies.

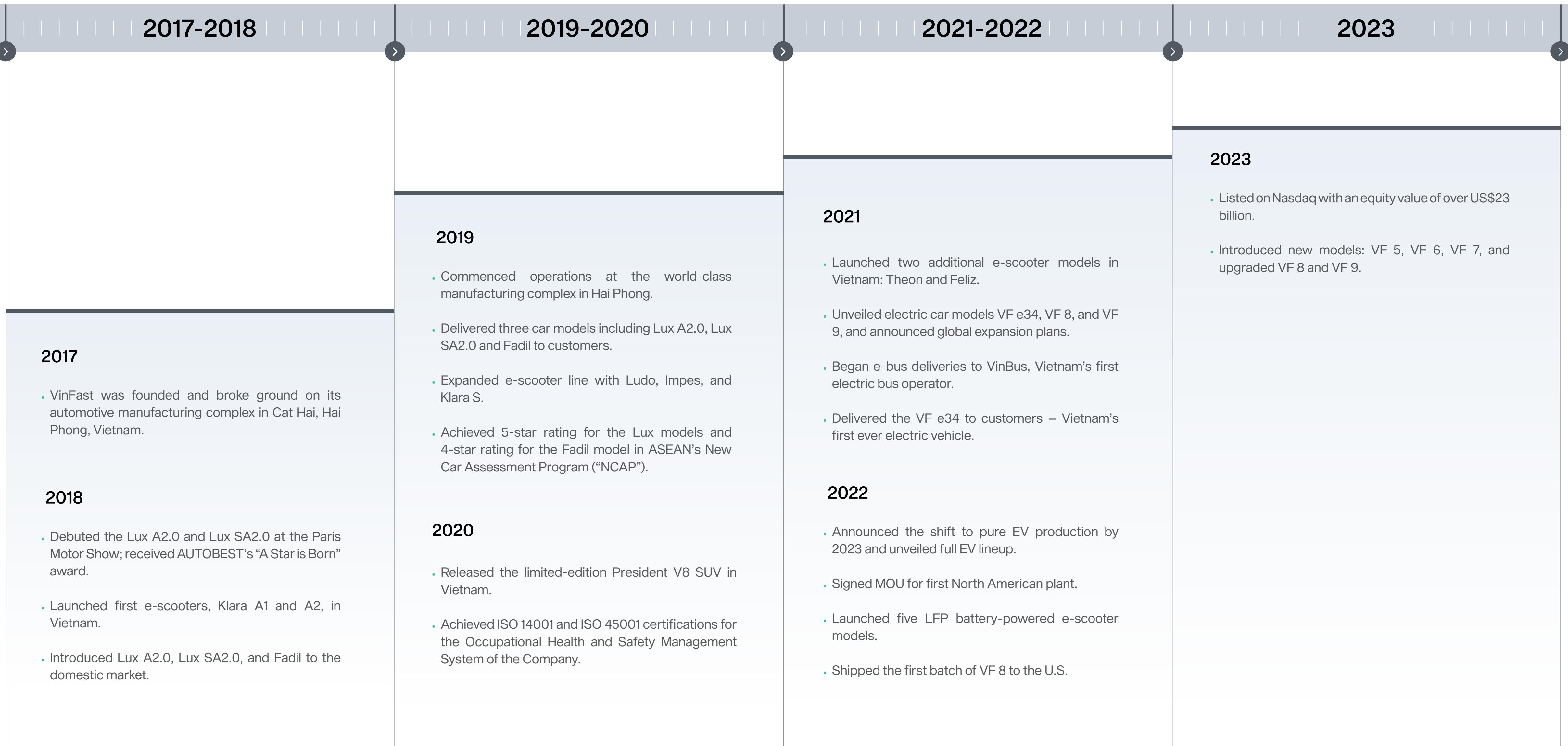
Outstanding after-sales service

In addition to the in-car experience, VinFast also offers outstanding after-sales services and an ecosystem to provide the best after-sales service for each market.



History

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



VinFast 2024: Driving The Future Sustainably At A Glance

Outstanding sustainable achievements and recognitions in 2024

GEOGRAPHIC EXPANSION

Became the Number 1 best-selling vehicle brand in Vietnam

- Broke ground on its electric vehicle factory in India
- Held the Groundbreaking Ceremony for Electric Vehicle Assembly Plant Project in Subang, West Java, Indonesia
- Expanded into Indonesia, the Philippines, Thailand, and the Middle East, while signing cooperation agreements with dealers in the U.S., Canada, and Europe



Outstanding sustainable achievements and recognitions in 2024

MAJOR AWARDS AND ACHIEVEMENTS

VinFast received

27,649

Pre-Orders for the VF 3
in Vietnam after 66 Hours
of Accepting Deposits

VinFast successfully delivered

97,399

EV units globally

Compared to 2023

Second consecutive year
recognized in the
TIME 100
Most Influential Company

Human Act Prize 2024
honored VinFast as
**The Best Project For
the Community**

VinFast VF6 won the
“Pioneer Green Energy”
in Car Choice Award 2024

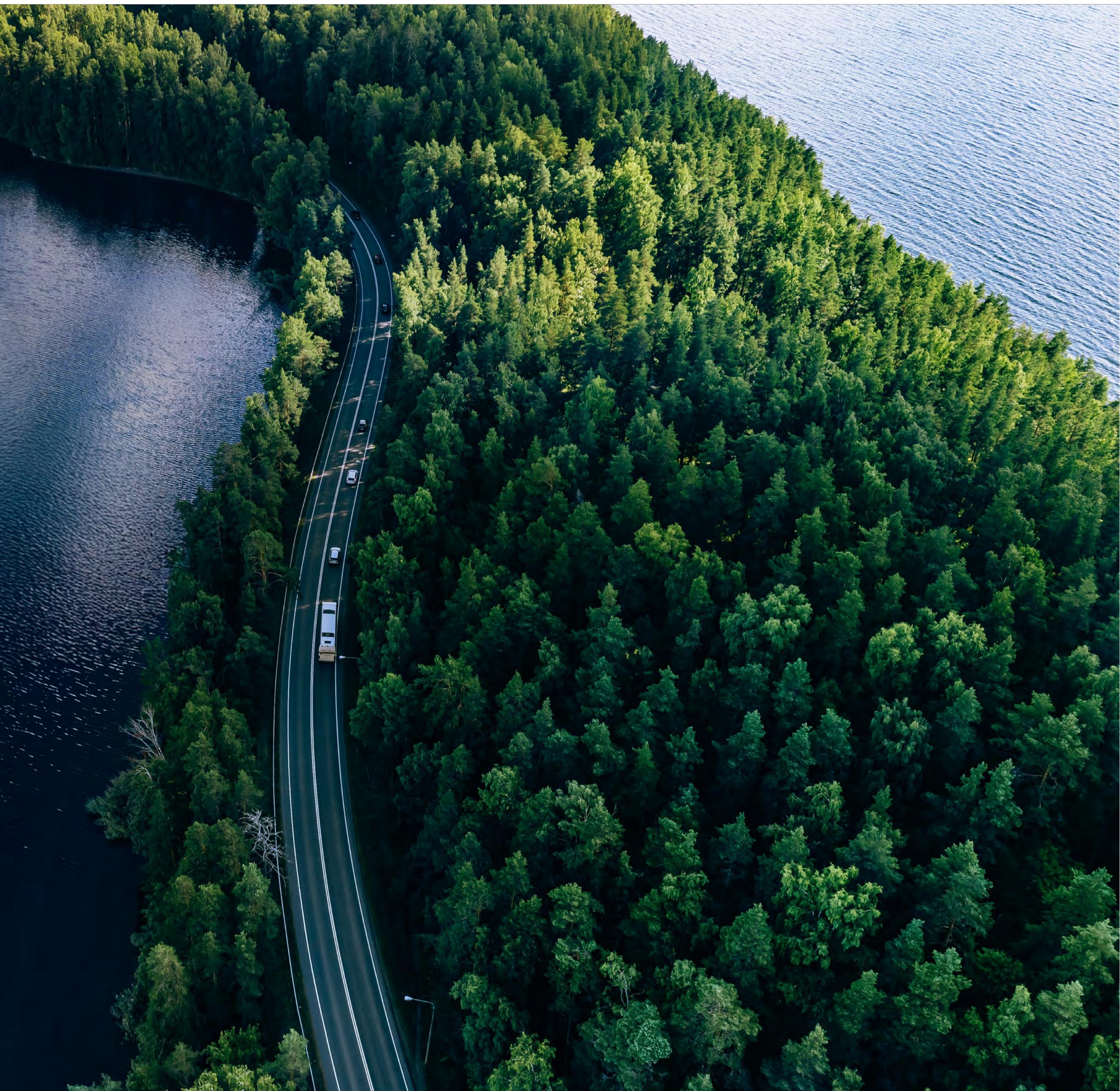
VinFast VF 8 won five
ASEAN NCAP Awards
in its latest
New Car Assessment

VinFast Mirrorsense
honored with
Innovation Award
Honoree at CES 2024

(the world's first AI-driven automatic
mirror adjustment technology)

VinFast received
the award for
TOP 10
Excellent Enterprises

in ESG implementation in 2024
at Vietnam ESG Forum.



ESG Highlights in 2024

Governance

50% | of the Board
members are female

1.2 USD
million | total tax amount
VinFast paid

33.3% | of our Board is composed
by Independent Directors

Company's management, as of the date of this report,
was not aware of any violations, fines, breaches of
business ethics/code of conduct



ESG Highlights in 2024

Environment

2,703,704

kWh

Saved of electricity at the Hai Phong Plant (~1,782.28 tCO₂)

Waste diversion rate

89.2%

recycled vs. total waste
at the Hai Phong Plant

VinFast initiated its

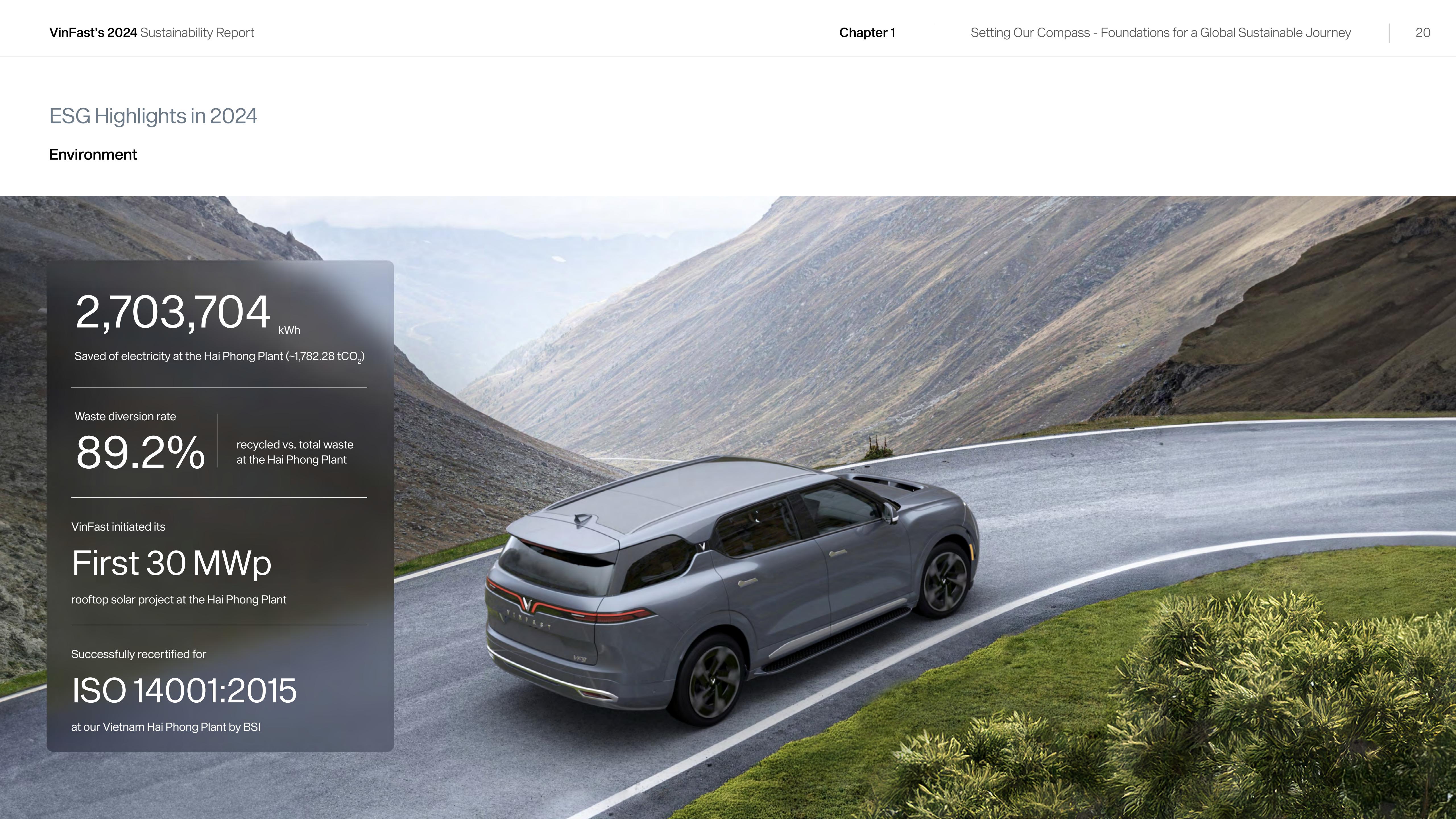
First 30 MWp

rooftop solar project at the Hai Phong Plant

Successfully recertified for

ISO 14001:2015

at our Vietnam Hai Phong Plant by BSI



ESG Highlights in 2024

Social

Successfully recertified for

ISO 45001:2018

at the Vietnam Hai Phong Plant by BSI

24.4

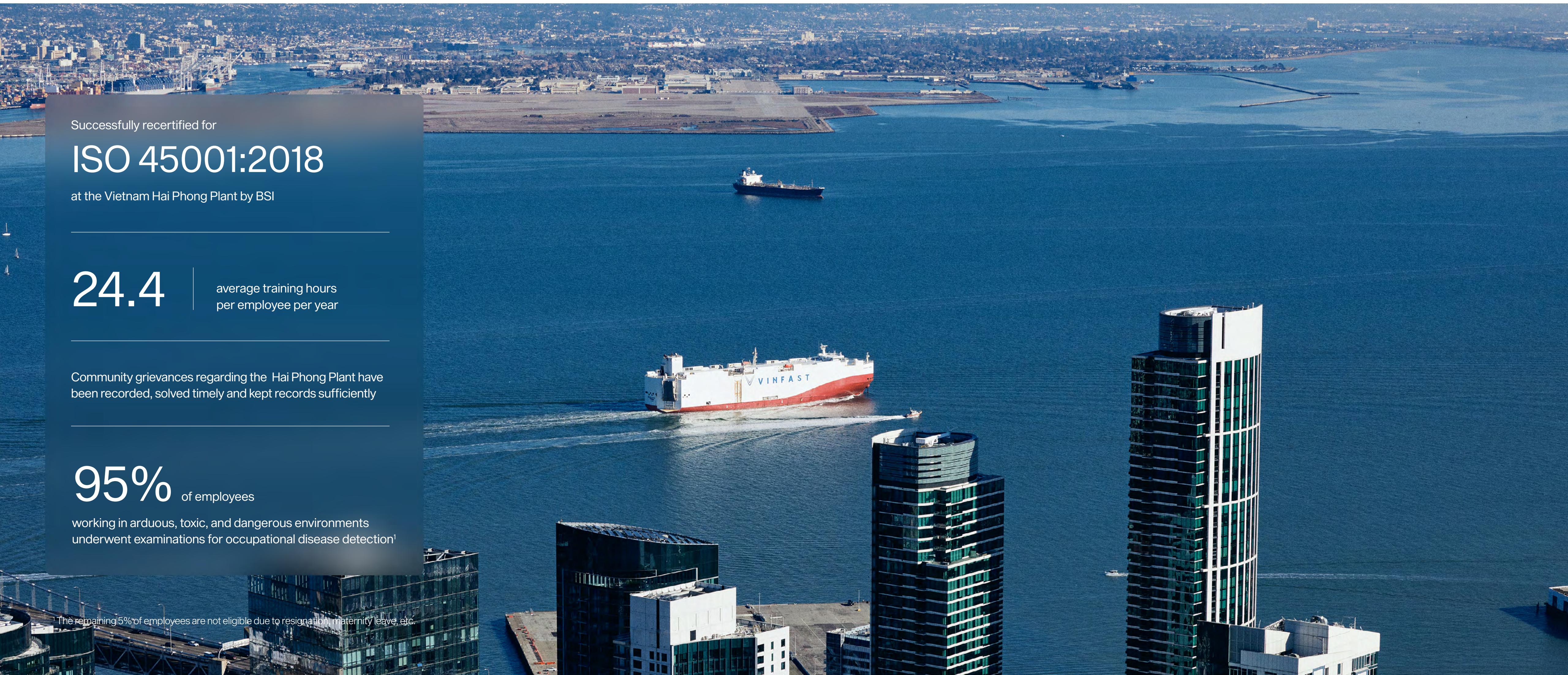
average training hours
per employee per year

Community grievances regarding the Hai Phong Plant have
been recorded, solved timely and kept records sufficiently

95% of employees

working in arduous, toxic, and dangerous environments
underwent examinations for occupational disease detection¹

¹ The remaining 5% of employees are not eligible due to resignation, maternity leave, etc.



DRIVING VALUE

Our Strategy for Sustainable Growth

VinFast's Approach to Sustainable Value Creation	24
Sustainability Governance & Oversight	30
ESG Materiality: Focusing on What Matters	33
Engaging Our Stakeholders for Shared Value	37



VinFast's Commitment to Long-Term Sustainable Value Creation

At VinFast, we believe true, long-term value is created when growth, innovation, and sustainability are approached as an integrated whole. As a pioneering Vietnamese smart EV manufacturer with a global vision, we are committed to reshaping mobility for a safer, cleaner, and more inclusive future, guided by our core values of **Credibility, Integrity, Creativity, Speed, Quality, and Compassion**.

As VinFast expands internationally, we are currently reviewing the four strategic pillars that translate our values into action. These pillars serve as the foundation for our Net Zero 2040 Roadmap and **Mission 3E** strategy, while we continue to review and refine them to ensure alignment with our evolving global operations:

Leading the Charge to Zero-Emission Mobility

Driving the decarbonization of transport by delivering an expanding portfolio of electric vehicles and committing to an ambitious Net Zero by 2040 target.

Delivering Smarter, Safer, and More Sustainable Mobility

Pioneering innovations in connected vehicle technologies, battery performance, and energy efficiency to create a superior and more responsible ownership experience.

Building a Foundation of Global Trust

Enhancing our corporate governance, ensuring unwavering ethical conduct, and cultivating a responsible and resilient supply chain as our global footprint grows.

Investing in the People Who Power Our Journey

Fostering an inclusive and dynamic culture, developing world-class talent, and creating lasting positive impact in the communities that are home to our operations.

In 2024, we solidified our position as Vietnam's best-selling vehicle brand

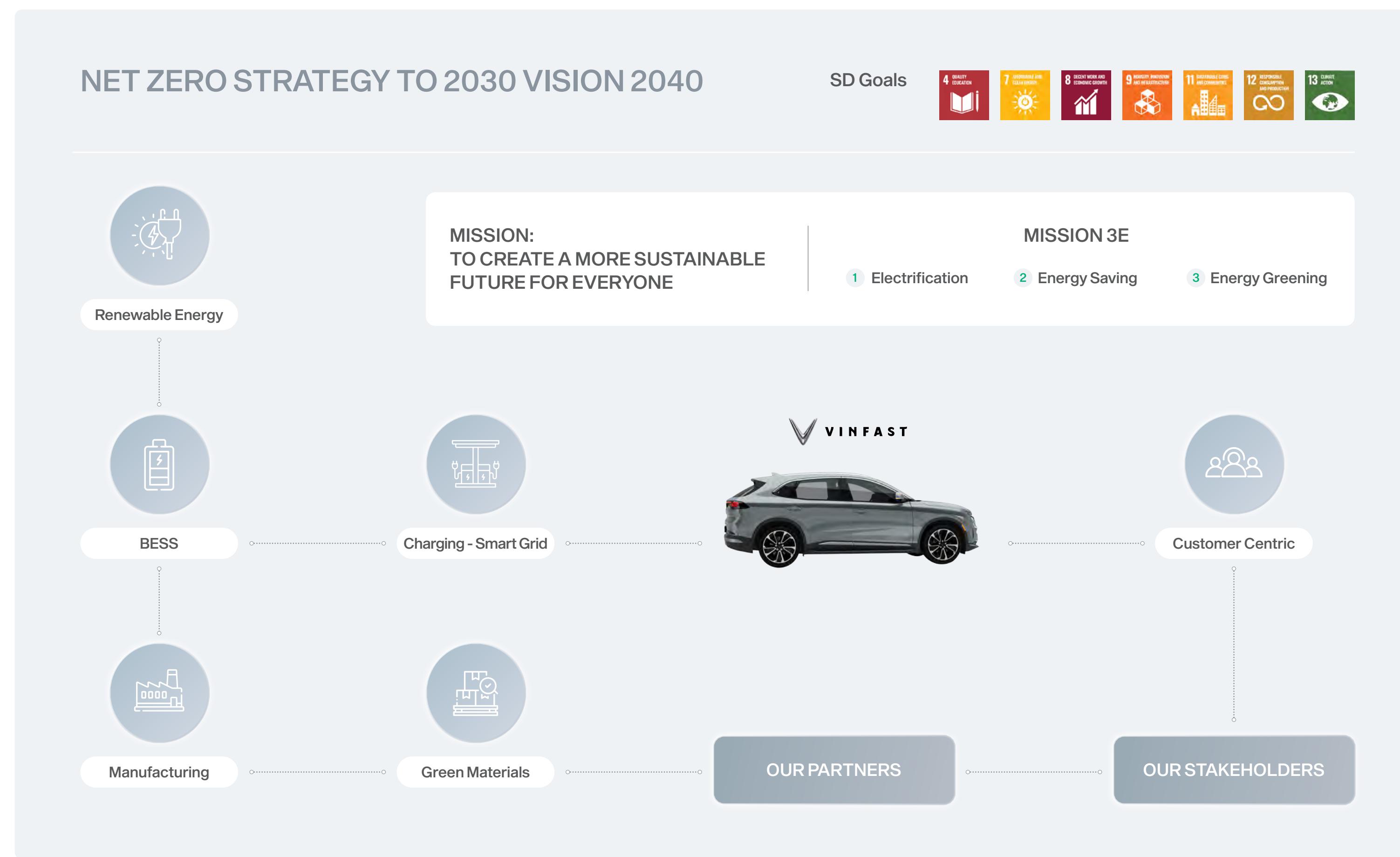
Our 2024 theme, **“From Vietnam to the World: Our Sustainable Journey,”** captures a pivotal moment for VinFast. As we expand our global footprint, this is a foundational year focused on strengthening our core capabilities and ensuring that our growth is both rapid and responsible. **In 2024, we solidified our position as Vietnam's best-selling vehicle brand with 168,376 EVs and E-scooters delivered.** Simultaneously, we forged strategic partnerships across the UAE, Mexico, Indonesia, and India to expand our EV presence and infrastructure, underscoring our ability to turn bold sustainability goals into measurable action.

To support this global scale-up, we are building the frameworks for long-term success. This includes breaking ground on new manufacturing plants in key markets like India and Indonesia, formalizing our first sustainable supply chain management policies, and investing in capital-efficient local dealership networks to ensure speed to market. Delivering on these ambitions requires discipline, transparency, and robust internal systems to make sustainability not just aspirational, but operational.

This section of the report outlines the governance structures, strategic priorities, and risk management frameworks that underpin our sustainability strategy. These mechanisms enable VinFast to stay agile, accountable, and resilient as we scale globally, ensuring that our growth is both inclusive and future-ready.

VinFast's Approach to Sustainable Value Creation

Our Sustainability Strategy: Driving Value Creation in a Changing World



Our mission — **“To create a more sustainable future for everyone”** — serves as the cornerstone of our business model and guides every decision we make. To translate this ambition into measurable outcomes, we have built our sustainability strategy around **Mission 3E: Electrification – Energy Saving – Energy Greening**. These three pillars direct our innovation, operations, and investments toward solutions that accelerate decarbonization and resource efficiency across the mobility value chain.

Our approach is closely aligned with global sustainability frameworks, including the United Nations Sustainable Development Goals — particularly SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation, and Infrastructure), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action). Together, our mission and the 3E pillars form a unified strategy for delivering long-term, shared value to all stakeholders — from shareholders and customers to employees, suppliers, communities, and the planet.

MISSION 1E Electrification

Promoting VinFast's core business segments: manufacturing and trading EVs, developing charging station infrastructure, and promoting the Battery Energy Storage system business.

MISSION 2E Energy saving

Forming and developing a corporate culture of saving - continuous improvement, applying knowledge - technology to optimize all activities, focusing on energy and carbon.

MISSION 3E Energy greening

Developing the missing piece in the business model: Renewable energy. Promoting comprehensive cooperation with all interested parties with a customer-centric philosophy, creating shared value for the whole society.

Our Long-Term Sustainability Targets

Guided by our **Mission 3E** strategy and our commitment to creating long-term, shared value, we have established a series of ambitious, long-term targets. These targets represent our core commitments and serve as the ultimate benchmark for our performance across our ESG priorities.

- 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 carbon neutrality by 2040.
- 5 Green Renewable Energy: Use 100% local, renewable electricity in all manufacturing by 2040.

ENVIRONMENTAL



- 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.

SOCIAL



- 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.

GOVERNANCE



From Strategy to Impact: Our 2024 Progress and 2025 Commitments

Sustainability is at the core of VinFast's corporate strategy and business model, serving as a key driver of innovation, operational excellence, and long-term value creation. Rather than treating ESG priorities as stand-alone initiatives, we embed them across every core function—spanning product design, supply chain management, manufacturing, customer engagement, and global market expansion. Guided by our **Mission 3E**, our business decisions align with our Net Zero 2040 commitment and advance progress on the UN SDGs (goals 7, 9, 12, and 13). This holistic integration not only positions VinFast at the forefront of the electric mobility transition but also ensures we generate shared value for customers, communities, employees, and the planet.

Leading the Charge to Zero Emission Mobility

VinFast became the first pure-EV brand to lead the Vietnamese auto market, delivering **97,399 electric vehicles globally in 2024**—a 192% increase compared to 2023 deliveries. Of these, **87,000** were sold domestically, underscoring the success of our “For a Green Future” campaign.

Alongside strengthening our leadership position in Vietnam, we are accelerating international expansion. In 2024, we commenced the establishment of manufacturing facilities in India and Indonesia and expanded our network of showrooms and service workshops across selected countries in North America (the U.S. and Canada); Asia (India and key Southeast Asian markets such as Indonesia and the Philippines); and the EMEA region (Europe, the Middle East, and Africa). This approach strengthens our home market position while advancing VinFast's presence as a competitive global EV manufacturer.

VinFast's rapid growth in EV deliveries is expected to continue in 2025 and we target to at least double the deliveries in 2024.

97,399

Electric vehicles globally
in 2024

192% 

Increase compared
to 2023 deliveries

87,000

Vehicles sold domestically

2024 marked a pivotal year in VinFast's sustainability journey,

underscoring our deep commitment to embedding ESG principles across our business strategy, operations, and culture. Through concrete actions and measurable progress, VinFast continues to create long-term value for our business, communities, and the planet.

Equally important, 2024 was a year of **accountability and transparency**. We enhanced the depth and quality of our disclosures, strengthened alignment with international frameworks such as CDP, TCFD, and the SDGs, and engaged more systematically with global stakeholders. This strategic shift reflects our belief that transparency is inseparable from trust. By holding ourselves accountable not only for growth but also for measurable impact on climate, communities, and governance, we are reinforcing VinFast's credibility as both a global EV manufacturer and a responsible corporate citizen.

Delivering Smarter, Safer & More Sustainable Mobility

In 2024, VinFast advanced its commitment to smarter, safer, and more sustainable mobility through notable product, technology, and partnership milestones.

- We rolled out our next-generation battery platform, **boosting charging efficiency by 20% and extending real-world range by up to 15%** for VF 6 and VF 7 models.
- Over-the-air software upgrades enhanced diagnostics, predictive maintenance, and in-car energy management, while **the VF 8 earned five ASEAN NCAP Grand Prix Awards, including Best Safety Assist and Best SUV**.
- Strategic collaborations with Schneider Electric, Marubeni, ON Energy, and others accelerated green energy storage solutions and brought **Vietnam's first domestically developed Battery Energy Storage System (BESS)** into commercial use.

We also became the first automaker globally to launch RIDEVU, an in-car entertainment application, underscoring our focus on elevating the EV experience.

From Strategy to Impact: Our 2024 Progress and 2025 Commitments

Building a Foundation of Global Trust

We deepened our governance and supply chain integrity by rolling out the initiatives in 2024:

SUPPLY CHAIN

- A formal supplier ESG due diligence framework, now adopted by 80% of Tier 1 suppliers.
- A refreshed Code of Conduct, acknowledged by 100% of our global workforce and key partners.
- Ethics & compliance: Trained 100% of employees on anticorruption and human rights.
- Data stewardship: In 2024, we initiated the transformation of our governance, risk, and compliance tool into a more effective, scalable platform to strengthen supplier transparency and ESG risk management.
- Signed a cooperation agreement with Bosch, one of the world's leading automotive technology and service providers, through which VinFast car owners can use Bosch's network of 700,000 charging ports in 30 European countries.

STAKEHOLDER ENGAGEMENT

- In 2024, VinFast deepened stakeholder engagement through strategic collaborations. We hosted leaders from eight Vietnamese localities at our Hai Phong Plant to exchange insights on green mobility, in a program organized by ADB with support from the Australian Embassy.
- We also signed an agreement with seven major insurance partners to streamline plan approvals, enhancing customer after-sales experience in line with our 'Customer-centric' philosophy."

Investing in the People Who Power Our Journey

We strengthened our talent pipeline and community engagement by the below initiatives in 2024:

- We expanded vocational partnerships to train over 2,000 new EV technicians across Vietnam, India, and Indonesia, while launching the **Green Future Scholars** program to award scholarships in STEM fields. We achieved 50% female representation on our global leadership team, reflecting our core value of Compassion.
- To strengthen service quality, we delivered a nationwide training program for distributor staff in Vietnam, combining in-depth technical seminars with soft skills development, fostering peer learning and operational excellence across all regions.
- We also signed an MOU with **Emirates Driving Company** to cooperate in EV deployment, driver training, and industry investment—enhancing road safety and EV adoption in both Vietnam and Abu Dhabi.
- In parallel, our MOU with **Hanoi University of Science and Technology** and **VinRobotics** aims to accelerate scientific research, strengthen students' practical skills, and cultivate high-quality talent for Vietnam's growing high-tech and electric mobility sectors.

Together, these initiatives integrate global partnerships, advanced training, and local capacity-building into a single, people-centered growth strategy.



From Strategy to Impact: Our 2024 Progress and 2025 Commitments

VinFast's 2025 plans and commitments

Avoid
~10,000 tCO₂e
through solar energy generation
and energy-efficiency projects.

ENVIRONMENTAL

- We aim to reuse treated wastewater at the Hai Phong Plant.
- We aim for 10% treated wastewater at the Hai Phong Plant.
- Complete solar installation (Phases 1 & 2) and ensure grid commissioning at the Hai Phong Plant:
 - > Phase 1: Total capacity 16,135 MWh peak.
 - > Phase 2: Total capacity 14,574 MW peak.
- We aim to use recycled and reused materials at the Hai Phong Plant:
 - > 10% recycling for plastic parts of the EVs and 10% for E-scooters.
 - > Plastic bags: Return rate >30%.
- Aiming to replace R410A and R22 AC units with R32 units, which offer higher energy efficiency and lower GWP.
- We are aiming to conduct LCA for 2025 inventory data.

SOCIAL

- We are working toward having 100% New hires to complete ESG awareness training.
- Tier 1 suppliers sign their commitment to comply with VinFast Supplier COC and Sustainable Sourcing Policy.
- Continue to maintain the ISO 45001:2018 system at the Hai Phong Plant.
- Conflict minerals report: Continue data collection and risk mapping, draft report.
- We aim for 100% New hires complete Diversity and Inclusion training in 2025.

GOVERNANCE

- We aim to have 100% ESG policy & reports implemented and communicated.
- We aim to train our employees in Anti-bribery and COC-related matters.
- We are aiming to establish a CHESS committee (Community, Health, Environment, Safety and Sustainability Committee) at VFVN.
- Achieve ESG-related ISO certifications at Hai Phong Plant.



Sustainability-Related Risks and Opportunities (SRROs) – Strategic driving factors

VinFast's management discusses strategic and operational risks and opportunities at regular meetings and review sessions, through which we have identified key sustainability-related risks as follows:

- **Physical climate risk** (floods, typhoons) threatens our Hai Phong Plant, logistics hubs, and supplier operations.
- **Battery safety hazards**, with potential thermal runaway incidents leading to recalls and reputational harm.
- **EV adoption barriers**, including charging infrastructure gaps, range anxiety, and macroeconomic headwinds.
- **Transition policy risk**, as governmental incentives in Vietnam, India, and Indonesia may be altered or phased out.
- **Supply chain dependency risk**, especially for semiconductors and critical minerals subject to geopolitical volatility.
- **Governance and reputational risk**, arising from related party ties to Vingroup and evolving expectations for board independence.
- **Talent and succession risk**, given global competition for EV engineers and manufacturing experts.
- **Cybersecurity and data privacy risk**, as connected vehicles and digital platforms expand our attack surface.
- **Human rights in the upstream supply chain**: The reputational and legal risks associated with ethical sourcing in the mining of raw materials for batteries.
- **Raw material price volatility**: The financial risk posed by significant price fluctuations in key commodities like lithium and nickel.

Besides, VinFast also recognizes sustainability-related opportunities:

- **Expanding EV charging infrastructure** via partnerships (e.g., V-Green, ChargePoint) to accelerate market adoption.
- **Favorable policy incentives**, from Vietnam's 0% EV corporate tax to Indonesia's reduced VAT, underpin our global rollout economics.
- **Global manufacturing expansion**, creating thousands of direct and indirect jobs in Vietnam, India, Indonesia, and planned U.S. facilities.
- **Circular economy initiatives**, such as battery-to-battery recycling pilots and eco-design of next-generation platforms.
- **Strengthening brand reputation through community partnerships**, such as EV driver training in the UAE and Mexico, environmental education programs, and support for green urban mobility, building trust in both mature and emerging markets.
- **Boosting employee commitment and retention** through inclusive leadership development programs (e.g., Women in EV Leadership), localized talent pipelines, and clear career mobility pathways across regions.
- **Accelerating R&D and product innovation** by incorporating feedback from key markets and stakeholders and supporting region-specific features.
- **Creating jobs and developing the skills of local communities**, vocational training programs, prioritizing local recruitment, supporting livelihoods, and health care. These initiatives help reduce unemployment, improve labor capacity, and community well-being.

Sustainability Governance & Oversight

Embedding Responsibility from the Top Down

Our ESG governance framework reflects the belief that responsible growth, climate leadership, and stakeholder accountability are fundamental to delivering long-term value. Oversight is exercised at the highest levels of our corporate structure and operationalized across cross-functional teams globally.

We have structured our sustainability governance in accordance with international good practices and aligned it with the principles of GRI and TCFD standards. Our governance mechanisms are aimed to ensure that our ambition to reach net-zero by 2040 is underpinned by real accountability and transparent reporting. This section outlines the specific structures and processes dedicated to guiding and overseeing VinFast's sustainability strategy and performance. Our broader corporate governance framework—detailing ethics, compliance, and risk management—is further elaborated in Part 6.



Management's Role in Operationalizing Sustainability

Day-to-day execution of our sustainability commitments is driven by the CEO, supported by a dedicated ESG function:

Dedicated ESG and EHS Functions

To operationalize our strategy, we have established dedicated functions with clear roles and responsibilities, led by our **ESG Director**, Mr. David Edgardo Falcon Adasme. The ESG Director is expected to establish a direct line of communication and accountability to the highest levels of governance. This structure is designed to bridge high-level strategy with practical implementation: a direct line of communication and accountability to the highest levels of governance. This structure is designed to bridge high-level strategy with practical implementation.



ESG (ENVIRONMENT, SUSTAINABILITY, GOVERNANCE)

The ESG function holds the primary strategic responsibility for all of the company's environmental, social, and governance initiatives. Their key duties include:

Strategy and Policy

Support the development of the long-term ESG strategy, goals, and policies in collaboration with the Board of Directors, integrating global standards and frameworks.

Implementation and Monitoring

Gathering data, overseeing implementation across all divisions, monitoring performance against goals, and ensuring compliance.

Reporting and Communication

Managing all public ESG reporting and disclosures, acting as the company's subject matter expert, and communicating with internal and external stakeholders like investors, the board, and employees.

Auditing and Finance

Conducting audits, re-evaluating the strategy against market trends, and assessing criteria for financial opportunities like green bonds.

EHS (ENVIRONMENT, HEALTH, SOCIETY)

The EHS function is focused on the operational and practical implementation of environmental, health, and safety standards within the company. Their main responsibilities are:

Operational Programs

Initiating and guiding EHS control programs, particularly in operational areas like manufacturing shops.

Training

Preparing and conducting EHS training for all employees and contractors.

Compliance and Documentation

Preparing the necessary reports and documents to ensure the company complies with all EHS regulations.

Audits and Assessments

Working directly with stakeholders like lenders and investors during audits and due diligence.

Management's Role in Operationalizing Sustainability

Integration through Management Review

Annual Management Review Reports serve as a critical mechanism for this integration, ensuring that ESG performance and evolving factors directly inform our operational and strategic direction.

During these reviews, the Management team, including the Deputy CEO (DCEO) of Manufacturing, the Director of ESG, and the Director of Global Manufacturing Quality, as relevant, meticulously assesses changes in both external and internal contexts that pertain to ESG. This includes evaluating our performance against annual ESG targets and objectives embedded within our core management systems: the Environmental Management System (EMS), the Occupational Health and Safety (OHS) Management System, and the Quality Management System (QMS).

Report	Content
<p>EMS Management Review Report</p> <ul style="list-style-type: none"> Conducted annually Reviewed by the DCEO of Manufacturing and the Director of ESG 	<p>Review the environmental and social factors such as compliance with EIA and EMS by ISO 14001:2015; as well as the adequacy of resources (HR, financial and facility).</p> <p>In 2024, some issues were identified: the delay in legal procedures for the installation of rooftop solar power, as well as the delay in replacing more environmental-friendly refrigerants. These projects are expected to be completed in 2025.</p>
<p>OHS Management Review Report</p> <ul style="list-style-type: none"> Conducted annually Reviewed by the DCEO of Manufacturing 	<p>VinFast continued to manage OHS rules and regulations by reviewing compliance in accordance with ISO 45001:2018 and relevant OHS aspects of ISO 14001:2015.</p> <p>In 2024, the Company updated procedures to adhere to new changes in regulations concerning fire prevention and fighting, chemical safety, and the handling of dangerous goods.</p> <p>Additionally, based on workplace environment monitoring, the Company improved working conditions through better ventilation, additional cooling fans, noise-canceling protection, and increased inspections in high-risk areas. Opportunities for improvement include further integrating OHS and environmental management systems by utilizing shared tools and procedures and reinforcing a safety culture as part of VinFast's sustainability strategy.</p>
<p>Quality Management Systems Review Report</p> <ul style="list-style-type: none"> Conducted biannually Reviewed by the DCEO of Manufacturing and the Director of Global Manufacturing Quality 	<p>In 2024, VinFast focused on establishing, managing, maintaining, and continually improving its QMS in accordance with ISO 9001 standards across the entire company.</p> <p>A significant development was the establishment of a global manufacturing quality unit to oversee quality at its plants in Vietnam, Indonesia, India, and Ha Tinh. The Company also streamlined and restructured its documentation system to align with regulatory changes and enhance efficiency. A key aspect of the review involved assessing customer satisfaction and stakeholder feedback. During the year, VinFast received and resolved nine complaints from the local community concerning relocation, natural disasters, environmental issues, and construction, with active monitoring by both VinFast and local authorities.</p> <p>Furthermore, the Company's management reviewed departmental quarterly quality reports, vehicle conformity assessments, and risk and opportunity assessments related to quality. Key outputs from this management review include restructuring the Quality team to support global operations, reallocating Quality Engineering (QE) resources to focus more intensely on warranty issues and improvements, enhancing competency for quality personnel, and driving improvements in supplier performance.</p>

Through this systematic review process, ESG targets, performance data, identified risks and opportunities, and stakeholder feedback are not treated as ancillary considerations but are actively integrated into the core of our operational management and strategic planning. This ensures that VinFast's growth, particularly our global expansion, is pursued in a manner that is responsible, resilient, and aligned with our long-term sustainable value creation objectives.

ESG Materiality: Focusing on What Matters

At VinFast, focusing on the issues that matter most is a cornerstone of our sustainability strategy. We conduct a dynamic and structured materiality assessment that serves as a strategic bridge, connecting our business objectives with the evolving landscape of Sustainability-Related Risks and Opportunities (SRROs) and the valuable perspectives of our stakeholders.

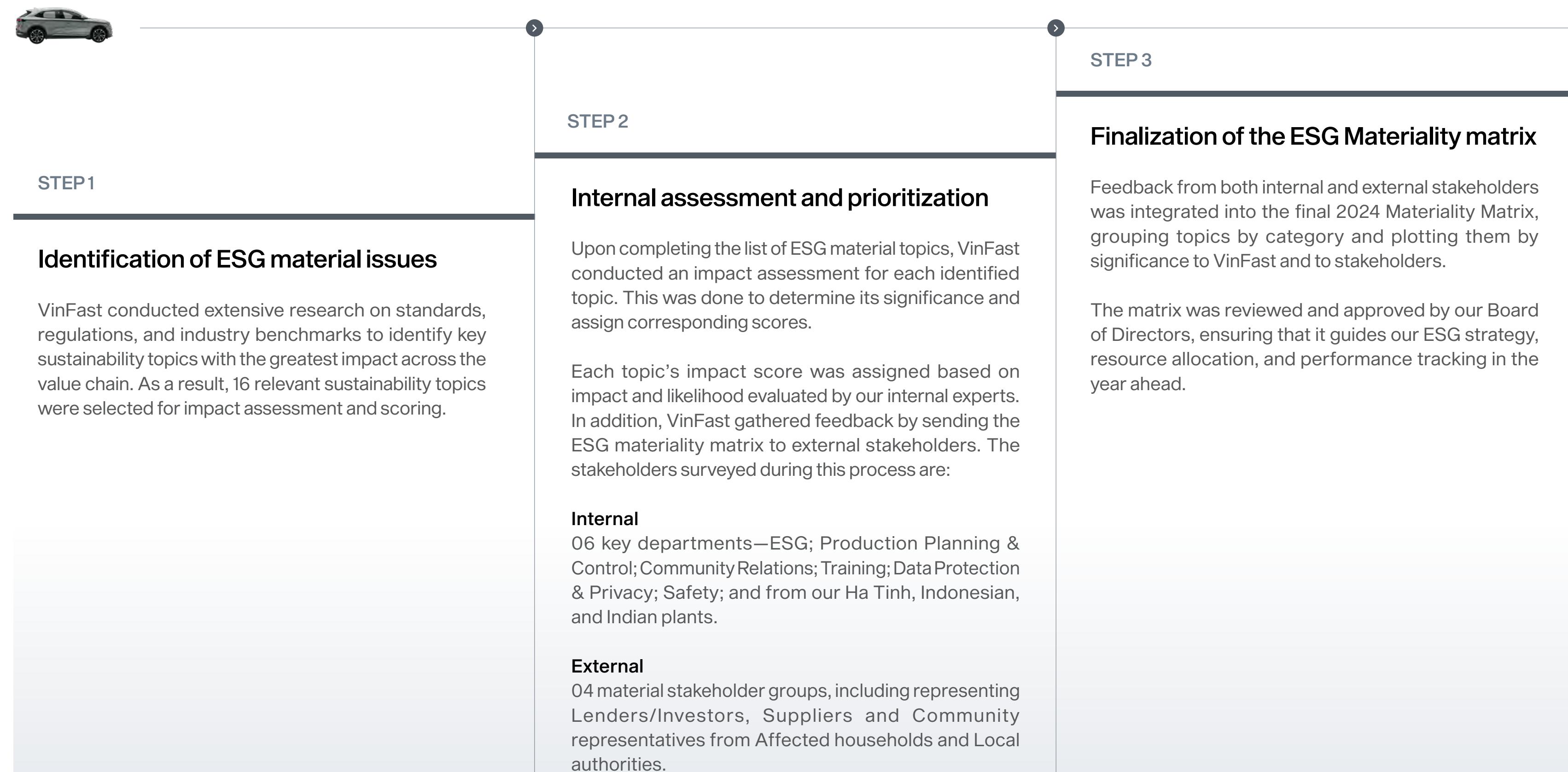
By systematically identifying and prioritizing our most significant environmental, social, and governance (ESG) impacts, we aim for our efforts to be focused, impactful, and aligned with stakeholder expectations. This process is designed to guide our strategic pillars and targets, helping us to effectively allocate resources, manage risks, and capture opportunities. The following sections detail the rigorous methodology we use to determine what is truly material to VinFast's long-term, sustainable value creation.



Our ESG Materiality Assessment Process: A Rigorous and Inclusive Approach

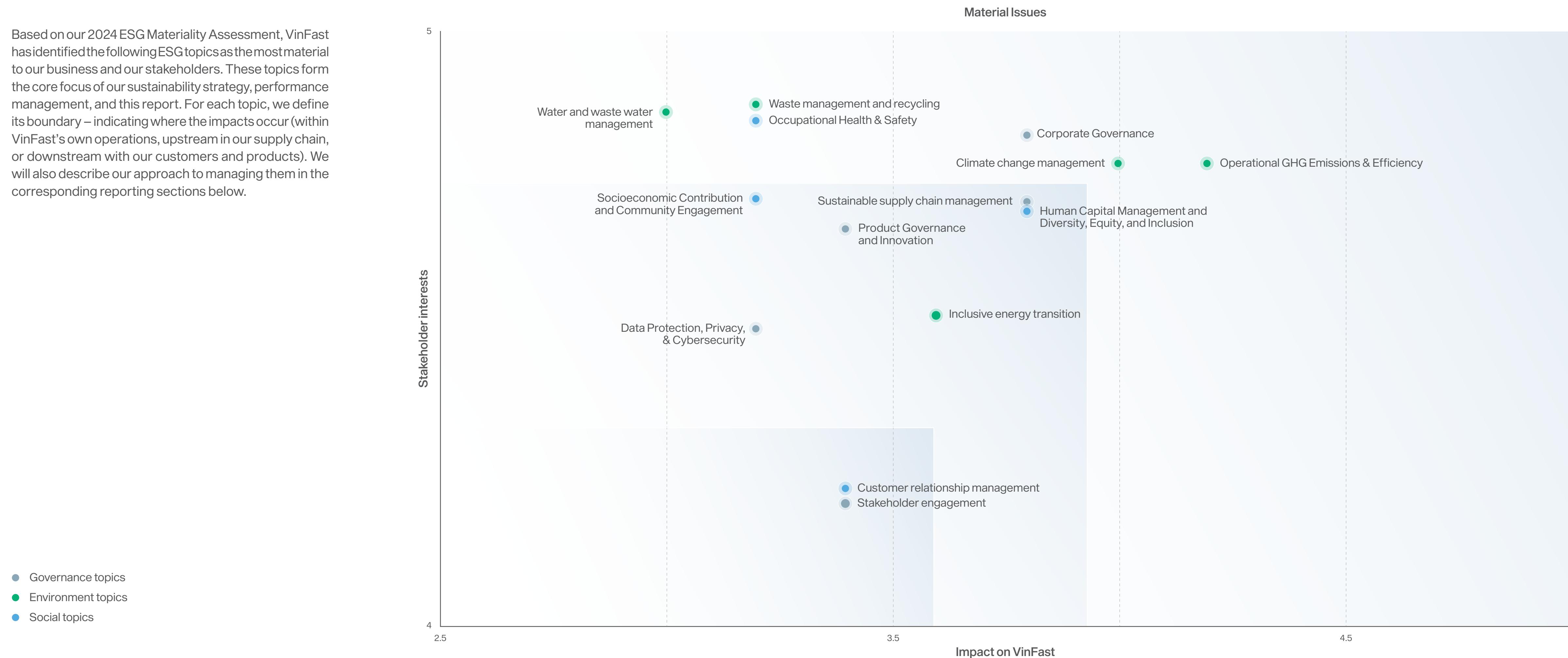
VinFast conducts a comprehensive Materiality Assessment to identify and evaluate the ESG topics that have the most significant actual or potential impacts on our business and our stakeholders. To ensure our process is robust and considers globally recognized priorities, our assessment is informed by the principles and topics outlined in leading sustainability frameworks. These include guidance from the GRI on impact materiality, the TCFD on climate-related risks, the UN SDGs on global priorities, and themes from CDP disclosures.

This process enables VinFast to prioritize the most relevant sustainability issues, better understand stakeholder expectations, and enhance long-term business value. Material ESG topics are reviewed and updated annually to reflect changes in our business context and stakeholder priorities. The 2024 assessment followed a structured methodology comprising the following key steps:



Our ESG Material Topics for 2024 and Their Boundaries

Based on our 2024 ESG Materiality Assessment, VinFast has identified the following ESG topics as the most material to our business and our stakeholders. These topics form the core focus of our sustainability strategy, performance management, and this report. For each topic, we define its boundary – indicating where the impacts occur (within VinFast's own operations, upstream in our supply chain, or downstream with our customers and products). We will also describe our approach to managing them in the corresponding reporting sections below.



Graph 1: VinFast's 2024 Materiality matrix

Our ESG Material Topics for 2024 and Their Boundaries

Table 1: VinFast's 2024 Material issues and alignment with UN SDGs

Environment		Social			Governance		
Material issue	Description and alignment	Material issue	Description and alignment	Material issue	Description and alignment	Material issue	Description and alignment
Operational GHG Emissions & Efficiency	It focuses on managing and reducing greenhouse gas emissions from VinFast's direct operations (Scope 1) and purchased energy (Scope 2). This entails our dual strategy of enhancing energy efficiency and increasing the use of renewable energy sources.	Human Capital Management and Diversity, Equity, and Inclusion	This topic covers attracting, developing, and retaining a skilled workforce while fostering a fair, equitable, and inclusive workplace. This includes talent management, training, compensation, employee well-being, promoting diversity, ensuring equal opportunities, and cultivating an inclusive culture.	Product Governance and Innovation	This topic focuses on the governance structures ensuring the safety, quality, regulatory compliance, and ethical considerations of VinFast's products and services, while simultaneously driving innovation in electric mobility.		
Climate change management	This topic covers how VinFast identifies, assesses, and manages climate-related risks and opportunities to ensure business resilience. It also focuses on reducing greenhouse gas emissions across the product lifecycle, from the supply chain and production to use and end-of-life.	Occupational Health & Safety	This topic addresses our commitments to building a safe working environment through robust OHS systems, risk controls, safety training, and incident prevention, particularly in manufacturing.	Corporate Governance	This topic covers VinFast's internal operational and control frameworks, encompassing the mechanisms, policies, and practices that govern management and direct the company. This includes how corporate governance and business ethics practices impact investors and involves assessments across key governance issues.		
Waste management and recycling	This topic outlines VinFast's approach to material efficiency, responsible waste management, and circularity. It includes minimizing scrap, opting for more responsible waste treatment, safe waste handling, and promoting recycling and reuse—especially for EV batteries—to reduce landfill and resource depletion.	Socioeconomic Contribution and Community Engagement	This topic covers VinFast's positive impacts on the economies and communities where we operate. This includes job creation, tax contributions, community investments, managing operational impacts, and engaging in dialogue with local stakeholders.	Stakeholder engagement	This topic covers how VinFast identifies, engages with, and manages the impacts on key stakeholders across our value chain.		
Inclusive energy transition	This topic reflects VinFast's role in facilitating a broader societal shift towards sustainable transportation by making electric mobility accessible, practical, and equitable, including the deployment of charging infrastructure and stakeholder engagement to promote EV adoption.	Customer relationship management	This topic focuses on building and maintaining strong, trust-based relationships with customers throughout their journey, ensuring satisfaction through effective communication, feedback mechanisms, complaint resolution, and service excellence.	Data Protection, Privacy, & Cybersecurity	This topic addresses the protection of sensitive customers, employees, and corporate data, and the security of digital systems and connected vehicles. This includes privacy policy implementation, compliance with regulations, cybersecurity measures, and incident management.		
Water and wastewater management	This topic focuses on the responsible use of water resources in operations, particularly in manufacturing. This includes monitoring water withdrawal and consumption, implementing water efficiency and recycling initiatives, and ensuring wastewater treatment meets or exceeds regulatory standards before discharge.			Sustainable supply chain management	This topic describes how VinFast manages supplier ESG risks and promotes responsible sourcing. It focuses on human rights, ethical procurement of high-risk materials (e.g., battery minerals), and the integration of ESG into supply chain governance.		

Engaging Our Stakeholders for Shared Value

VinFast recognizes that our long-term success depends on active, two-way engagement with those we impact on and who impact us. Our stakeholder engagement approach is designed to build trust, identify emerging risks and opportunities, and co-create solutions that deliver shared value.

We categorize our stakeholders into six primary groups, each with distinct concerns and engagement channels - **Table 2: Stakeholder engagement of VinFast**

Material issue	Stakeholder concerns	Our approach	Main activities
Shareholders and investors	<ul style="list-style-type: none"> Business performance. Dividend payment. Corporate governance. Transparency and regulatory compliance. Environmental and biodiversity impact. Supply chain management. Human resource management. Community engagement. 	<ul style="list-style-type: none"> Conduct annual general meetings of shareholders to address legally required matters. Issue press releases related to relevant topics. Disclosure quarterly key financial results. 	<ul style="list-style-type: none"> Disclose strategy, business operations, financial results and sustainable developments. Publish Sustainability reports and disclosures referencing to GRI/ISSB/SASB/TCFD standards. Conducted corporate presentation for investors. Strengthen communication on strategic matters, including ESG.
Customers	<ul style="list-style-type: none"> Commitment to product and service quality. Easy access to product and service information through channels. Support with accurate information and quality advice to make decisions on products and services. Ensuring health and safety. Good customer care, quick and convenient complaint and warranty resolution, clear terms. 	<p>Direct interaction with customers through:</p> <ul style="list-style-type: none"> Customer service in Vietnam (24/7): 1900 23 23 89 / support.vn@VinFastauto.com Speak-up hotline in Vietnam: (+84)24 4458 2193/ v.speakup@VinFast.vn Customer service hotline in Global: 1833 503 0600/ info.us@VinFastauto.com 	<ul style="list-style-type: none"> Provide transparent product and safety information through accessible digital channels. Operate 24/7 customer care centers with multilingual support and a trained rescue team. Conduct regular customer satisfaction surveys and Net Promoter Score (NPS) evaluations. Use customer feedback to co-develop features and inform product R&D, especially on EV usability and eco-design.
Local communities	<ul style="list-style-type: none"> Environmental, climate, wastewater, and waste energy issues. Community engagement, volunteering. 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. 	<ul style="list-style-type: none"> Conduct regular community dialogues and needs assessments in Vietnam and other key markets. Implement and monitor CSR programs targeting education, healthcare, environment, and livelihoods.
State management agencies	<ul style="list-style-type: none"> Compliance with environmental, climate, waste and energy laws. Employment and labor. Taxes. Compliance with anti-corruption laws. Contribution to the development of public policies. 	<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. 	<ul style="list-style-type: none"> Comply and lead the implementation of new regulations related to ESG and EV. Proactively contribute to drafting and reviewing legislation related to ESG and mobility. Submit relevant sustainability compliance reports. Raise awareness and understanding of the law in the business community to promote the implementation of sustainable development goals. Exchange information and respond promptly to the sustainability issues in both VinFast and locally.
Employees	<ul style="list-style-type: none"> Competitive salaries and benefits. Diverse and comprehensive employment opportunities. Opportunities to learn and grow. 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 in Vietnam. Issue regulations and guidelines on the working environment. Build a desirable working environment. 	<ul style="list-style-type: none"> Provide competitive pay, performance incentives, and comprehensive benefits. Conduct regular learning and development programs (technical and soft skills) in Vietnam. Operate platforms for internal communication, recognition, and grievance mechanisms. Roll out DEI and wellness programs in Vietnam and gather employee feedback to inform HR policies.
Suppliers and Partners	<ul style="list-style-type: none"> Environmental impacts. Human rights. Raw materials. Supplier diversity. Supply chain management. Transparency and disclosure. 	<ul style="list-style-type: none"> Establish a comprehensive, responsible supply chain management framework, including the Supplier Code of Conduct. Hotline in Vietnam: (+84) 98 842 8787. Meetings, conferences (including online and offline). Periodic evaluation. 	<ul style="list-style-type: none"> Collaborate with suppliers to enforce global responsible business practices and Supplier Code of Conduct. Exchange of knowledge and information relating to sustainability and process improvements to strategic suppliers. Promote fair business practices and encourage adoption of sustainability standards.

CHARTING A NET-ZERO PATH

Climate Strategy & Resilience

Climate Strategy	40
Climate Governance	48
Climate Risk Management	51
Tracking Our Net-Zero Strategy Execution	52



VinFast's Commitment to Climate Action

VinFast recognizes that climate change is one of the most urgent and complex challenges of our time, bringing both risks and opportunities for our business, stakeholders, and the global community. Guided by our mission of **“Creating a more sustainable future for everyone”**, we view VinFast not merely as a business endeavor but as a long-term commitment to environmental protection and people's health.

We are committed to taking a leadership role in the transition to a low-carbon economy, with the goal of achieving carbon neutrality across our entire value chain, including our vehicles, operations, and supply chain, by 2040, a full decade ahead of the timeline set by the Paris Agreement.

Creating a more sustainable future for everyone



VinFast first joined **The Climate Pledge in August 2022**, signaling our intent to move decisively on climate. Through 2023 and 2024, we focused on building the foundations for a robust strategy—establishing baselines, enhancing emissions measurement, and embedding climate considerations across our operations and

supply chain. This groundwork culminated in the formal launch of our **Climate Strategy in early 2025**, anchored in the Mission 3E and aligned with global standards (TCFD, IFRS S2, and GRI). Against the 2022 baseline, our commitments are to:

Reduce at least 85% of GHG emissions	Neutralize the remaining 15% of emissions through credible and socially beneficial carbon offset mechanisms.	Cover Scopes 1, 2, and 3 emissions through a transparent and measurable transition roadmap.
Equivalent to 17 million tons of CO ₂ e by 2040		

To achieve these goals, VinFast is taking decisive actions, including:

- Investing in renewable energy, energy efficiency, material reduction, and other strategies to directly eliminate carbon emissions.
- Utilizing high-quality carbon offsets that are measurable, verifiable, durable, and deliver positive social impact to neutralize any remaining emissions by 2040; and
- Consistently measuring and transparently reporting our GHG emissions.

This strategy positions climate action as a core component of VinFast's business and sustainability agenda. It reflects not only our NetZero2040 ambition but also our commitment to supporting Vietnam's **Nationally Determined Contribution (NDC)**, which calls for 100% of road transport vehicles to transition to electricity or green energy by 2050. Through our comprehensive EV portfolio and nationwide charging infrastructure, we are contributing the

products and systems essential to achieving this national and global vision.

With these efforts, VinFast is confident in its ability to deliver on its role as a catalyst for the global smart EV revolution, while creating lasting value for customers, communities, and the planet.

Climate Strategy



VinFast's Net Zero strategy, rooted in the Mission 3E, is embedded across our business model, value chain, and long-term plans - aiming to proactively manage climate risks while capturing opportunities in the low-carbon economy.

Science-Based Targets Initiatives (SBTi) Alignment

Approach and methodology

The GHG emissions inventory and reporting are conducted in accordance with the 'The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard – Revised Edition' (the "GHG Protocol"), the complementary 'Corporate Value Chain (Scope 3) Accounting' and apply the available information from country of manufacturing (Vietnam).

The Science Based Targets initiative ("SBTi") provides a framework for companies to set ambitious, yet achievable GHG emissions reduction targets, aligned with climate science of reaching the 1.5°C target. The SBTi approach covers the target-setting process, which involves establishing both short-term and long-term goals that encompass operational (Scope 1 & 2) and value chain (Scope 3) emissions.

Science-Based Targets Initiatives (SBTi) Alignment

VinFast's Science-Based Pathway to a Net-Zero Future

VinFast follows a science-based approach to climate action, aligned with the Science-Based Targets initiative (SBTi), to reduce emissions across operations and its value chain.

Near-Term Targets (by 2030)

Using 2022 as the baseline, VinFast aims to:

- Reduce Scope 1 and 2 emissions by 42%
- Reduce Scope 3 emissions by 29%

These reductions will be driven by energy efficiency, renewable energy adoption, supplier engagement, and increased use of low-carbon materials.

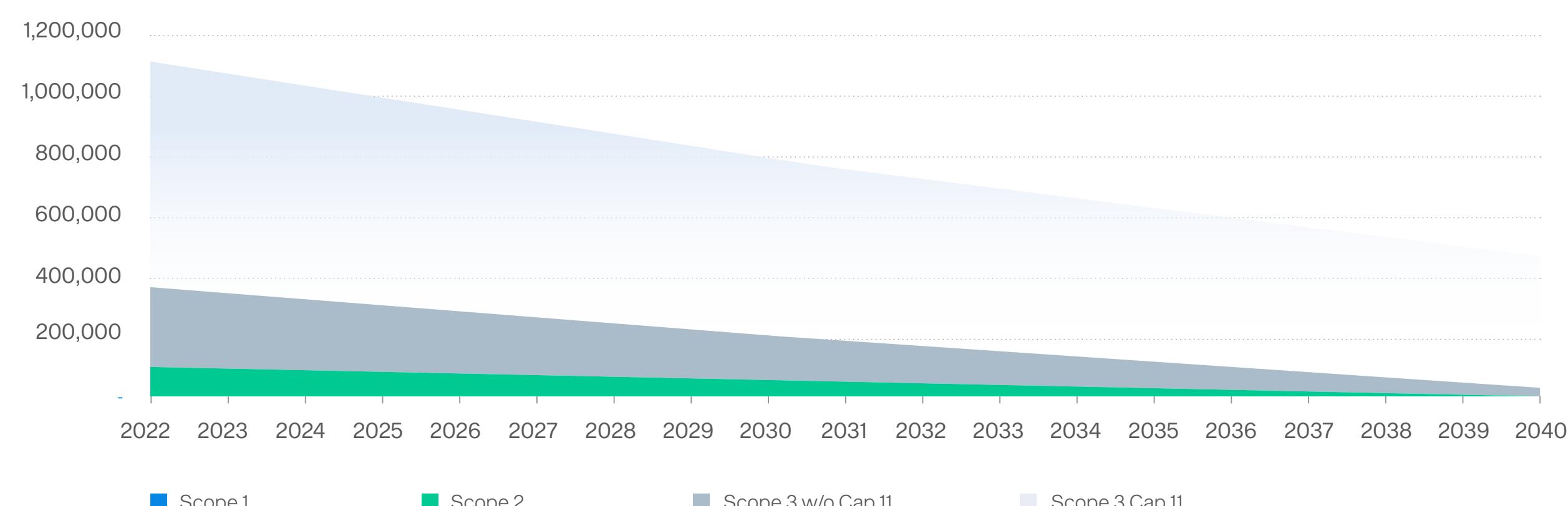
Long-Term Target (Net Zero by 2040)

VinFast is committed to achieving Net-Zero emissions across Scopes 1, 2, and 3 by 2040 through expanded renewable energy use, low-carbon technologies, and value-chain collaboration. Residual emissions will be addressed through credible carbon-removal solutions.

Table 3. Mitigation potentials compare to the SBTi's near-term and long-term (Net-Zero) target

	Near-term 2030			Long-term (Net-Zero by 2040)		
	Near-term target	VinFast - Planned	VinFast Additional measures	Long-term (Net-Zero) target	VinFast - Planned	VinFast Additional measures
Scope 1	42%	2%	11%	100%	2%	11%
Scope 2	42%	82%	0%	100%	82%	0%
Scope 3	29%	0%	85%	100%	0%	85%

Graph 2: Minimum SBTi-aligned targets for emission scopes 1, 2 and 3



Science-Based Targets Initiatives (SBTi) Alignment

The Scale of Our Challenge: Balancing Growth and Decarbonization

As a company in a phase of rapid global expansion, our primary challenge is to decouple our business growth from emissions. Projections based on our planned business scale-up—reaching a maximum production capacity of 500,000 cars, 3,000 buses, and 1,000,000 motorbikes—indicate that without significant intervention, our emissions could peak at 20.1 million tCO₂e, a 20-fold increase from our 2022 baseline.

While external factors like the decarbonization of Vietnam's national grid (as per Power Development Plan VIII) offer significant potential to reduce our future emissions, a substantial gap remains between our growth trajectory and our science-based targets. This gap defines the scale of our climate action imperative.

Our current maximum production capacity

500,000 cars

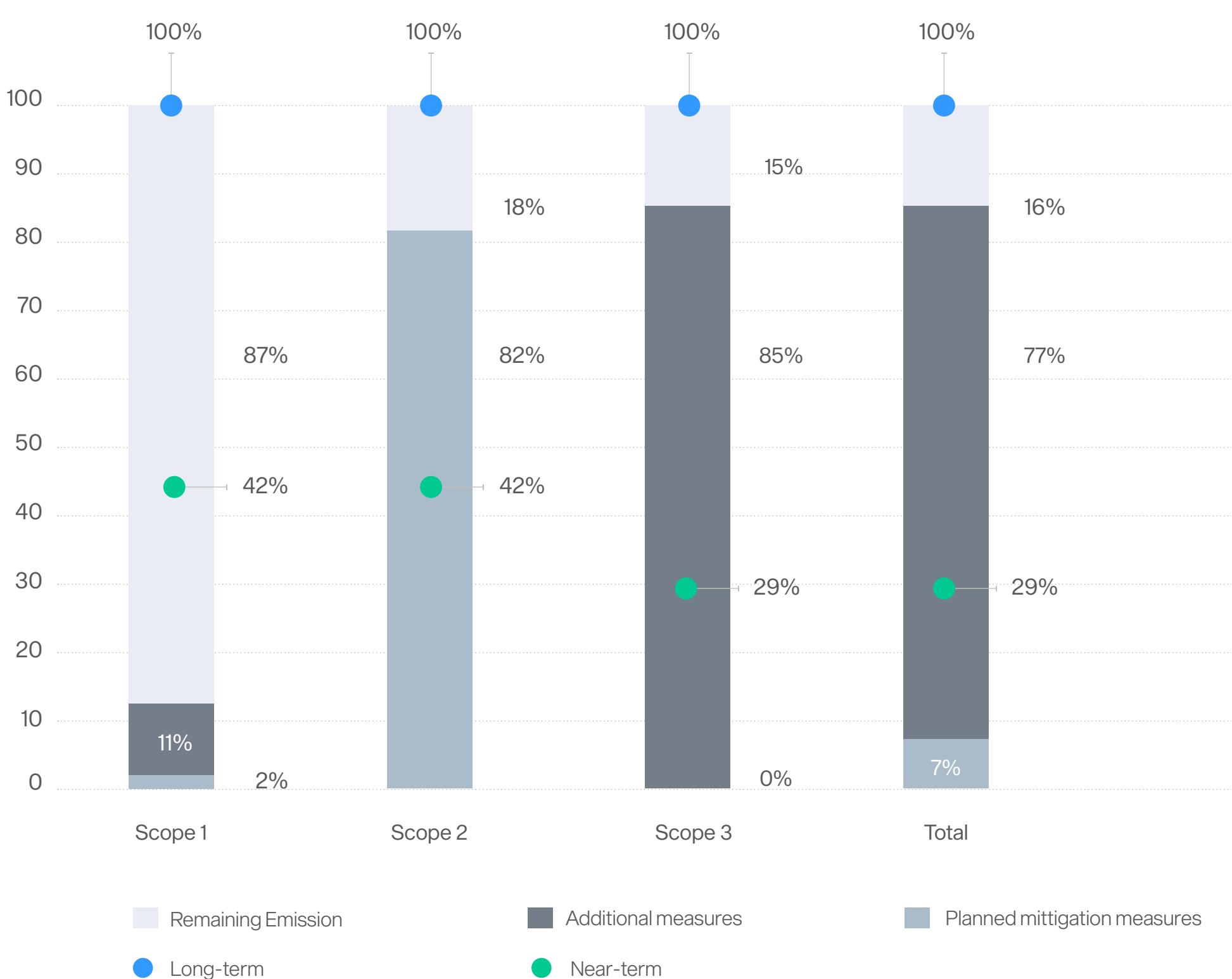
3,000 buses

1,000,000 motorbikes

Our Mitigation Strategy and SBTi-aligned approach

To bridge this gap and meet our targets, we have developed a clear mitigation strategy that prioritizes direct emissions reductions while acknowledging the need to neutralize residual emissions. For a detailed comparison of mitigation potentials against SBTi's near-term and long-term net-zero targets, as well as an overview of our planned measures, please refer to Appendix 2.

Graph 3: Mitigation potentials of VinFast's measures



Scope 1 (Direct Emissions)

With a total identified reduction potential of only 13% from current and additional measures, a significant gap remains to our targets. Closing this will require future technological innovation and, to fulfill our Net Zero commitment, the neutralization of these hard-to-abate residual emissions through high-quality carbon removal projects (offsets).

Scope 2 (Indirect Emissions from Electricity)

We have a clear pathway to meet our near-term target, with planned renewable energy initiatives capable of reducing emissions by 82%. Achieving our long-term Net Zero goal will require scaling these solutions to address the final 18% of residual emissions.

Scope 3 (Other Indirect Emissions)

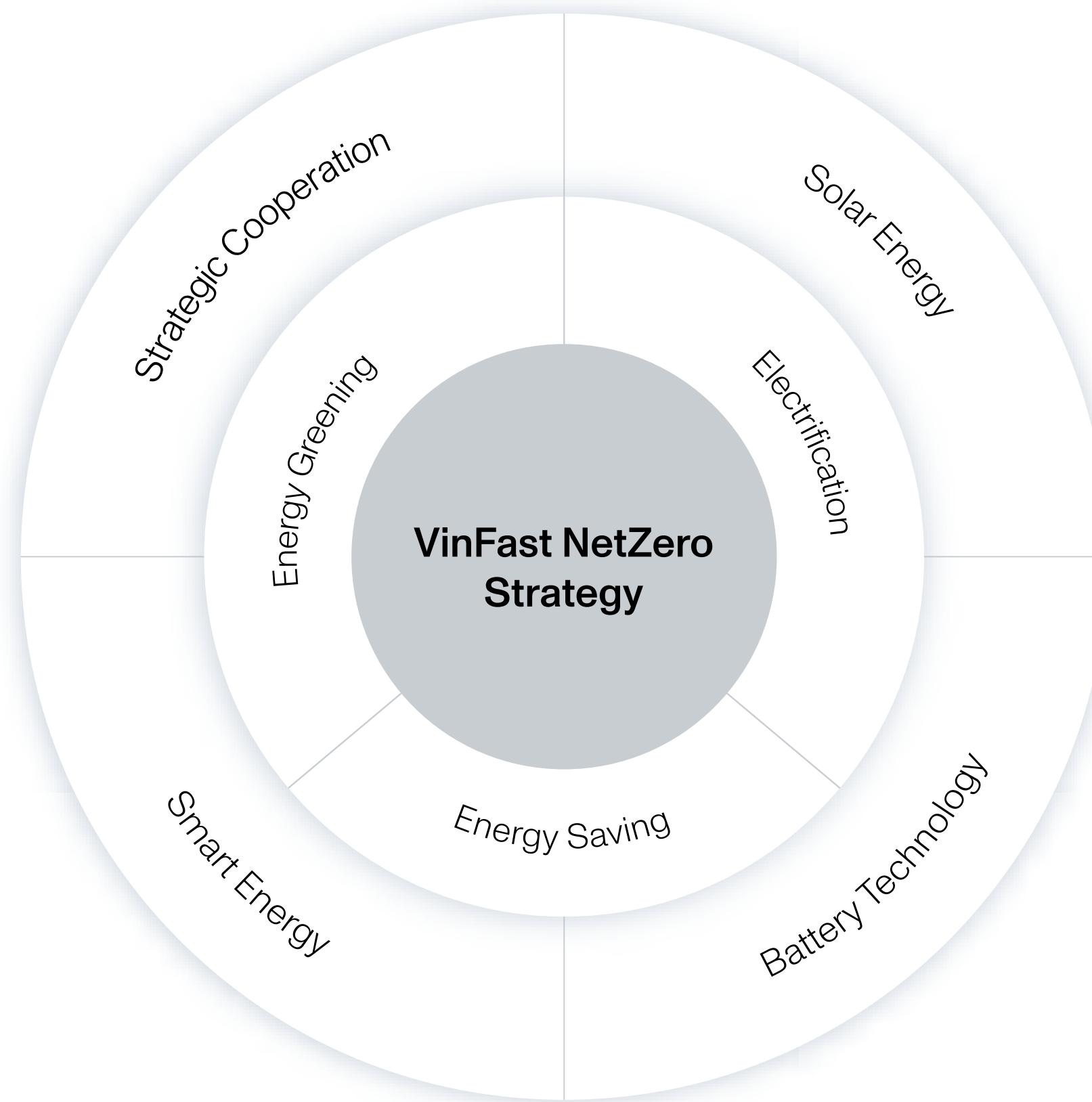
While this is a new area of focus, our initial analysis shows a potential to reduce emissions by 85% through value chain engagement. This meets our near-term target, and our long-term strategy will focus on closing the remaining 15% gap.

Our overarching strategy is to prioritize direct emissions abatement. In 2026, we will continue with the next GHG inventory cycle and evaluate the effectiveness of implemented emission reduction measures. We commit to neutralizing any final, technologically infeasible residual emissions across all scopes through certified, high-integrity carbon removal projects to achieve a Net Zero by 2040.

Net-Zero Strategy

VinFast's ambitious goal to achieve Net-Zero emissions by 2040 is underpinned by a clear and actionable strategy: the 3E Mission – Electrification, Energy Saving, and Energy Greening. This mission addresses our entire value chain and aligns our

business objectives with global sustainability imperatives. The success of our 3E Mission is propelled by key Drivers: Solar Energy, Battery Technology, Smart Energy, and Strategic Cooperation.



MISSION 1E Electrification

Electrification is central to VinFast's business and climate strategy, supporting cleaner cities (SDG11), climate action (SDG13), and sustainable economic growth (SDG8). Key actions:

- Promote EV adoption among urban citizens and employees.
- Transition all machinery, logistics, and operations (except aviation) to electric by 2030.
- Expand charging infrastructure at key transit and urban locations.
- Continue research, develop and deliver quality, advanced, and safe BESS solutions.



MISSION 2E Energy saving

Energy saving aligns with Vingroup's governance principles and supports environmental protection (SDG13), innovation (SDG9), and knowledge development (SDG4). Key actions:

- Embed energy efficiency into company culture and employee KPIs (from 2025).
- Invest in energy-optimizing solutions for electricity and LPG.
- Install smart systems to monitor and manage energy consumption by 2028.
- Promote localization to reduce emissions and improve supply chain resilience.
- Implement carbon governance: product carbon footprinting, internal carbon pricing, and carbon credit trading.



MISSION 3E Energy greening

Energy greening is core to VinFast's sustainable future vision and values, supporting SDG7, SDG12, SDG13, and SDG8. Key actions:

- Prioritize renewable energy procurement for all facilities.
- Encourage suppliers to use recyclable, low-emission materials.
- Invest in rooftop solar for factories and charging stations.
- Raise awareness on the benefits of EVs, BESS, and renewable energy in contributing to reducing carbon emissions.
- Scale BESS to support renewable integration and optimize energy use.

Net-Zero Strategy

In order to ensure the success of our strategy, the solutions proposed under the “Mission 3E” in VinFast’s Comprehensive Net Zero Strategy are categorized into (i) technical solutions and (ii) administrative solutions.

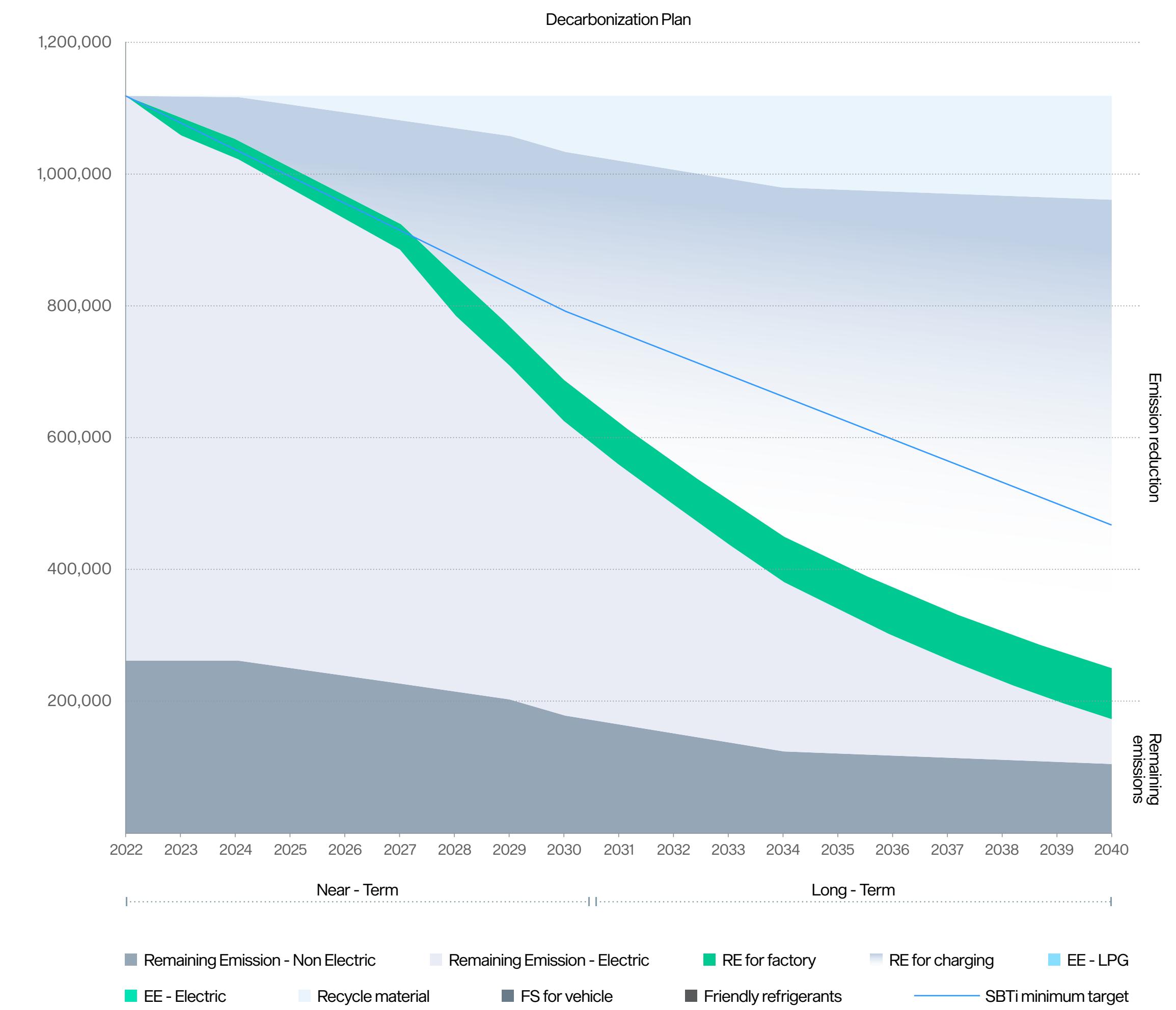
Technical solutions involve the adoption of advanced technologies, optimization of operational processes, and innovation in product development to directly reduce greenhouse gas emissions. These solutions are informed by VinFast’s technical expertise and experience, aligned with national measures outlined in Vietnam’s NDC, international practices from industry peers, and results from VinFast’s GHG inventory and Decarbonization plan.

Scope	Technical Mitigation potential
Scope 1	Energy efficiency - LPG
	Fuel switch for vehicle in manufacturing
	Friendly refrigerants
Scope 2	Renewable energy for factory
	Energy efficiency - Electric
Scope 3	Low carbon material
	Renewable energy for charging
	GHG Inventory and carbon footprint quantification
Other	Set up internal carbon price
	Participate in the carbon credit market

Administrative solutions focus on implementing supportive policies, organizational adjustments, and effective management practices to enable and sustain long-term emission reduction efforts.

Actions include but are not limited to:

- Set KPI for all departments and employees on energy saving.
- Promote localization.
- Enhance capability on energy saving, energy greening (internally and externally).
- Promote the elimination of fossil-fueled vehicles for logistics and transportations.
- Implement management standards such as ISO 50001 (Energy Management system) or LCA (Life Cycle Assessment).
- Promote and support suppliers in setting up the GHG emission reduction KPIs.
- Set up monitoring and reporting as well as establishing internal KPI mechanisms related to energy saving and carbon reduction.

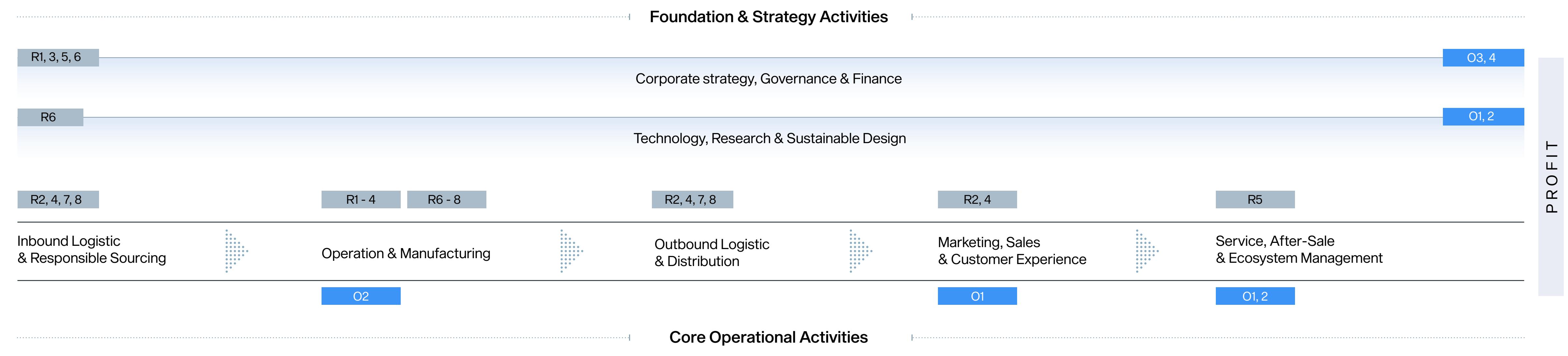


Graph 4: Illustration of VinFast's decarbonization roadmap based on technical solutions

Climate Risk and Opportunity

VinFast assesses the impacts of climate change on our business and integrates climate considerations into both the Net Zero strategy and the risk management processes.

Graph 5: VinFast's Value Chain with Climate Risks & Opportunities



To navigate the complexities of climate change, we have identified, assessed, and managed our climate-related risks and opportunities. Our approach is referenced to the globally recognized frameworks of IFRS S2 (Climate-related Disclosures) and the TCFD.

We analyze these factors across three critical time horizons to inform both our immediate actions and long-term strategy:

Short-term (0–3 years)

Medium-term (3–10 years)

Long-term (>10 years)

Our analysis categorizes these factors into three distinct types to ensure a comprehensive response:

- Transition Risks:** Arising from the global shift toward a low-carbon economy, including evolving regulations, technological shifts, and changing market expectations.
- Physical Risks:** Arising from the acute and chronic impacts of climate change on our infrastructure,

supply chains, and operations.

Climate-related Opportunities: Associated with innovation and the low-carbon transition, which can strengthen our market leadership, enhance profitability, and build long-term resilience.

While our top priorities are continuously monitored, a detailed analysis of our principal climate-related risks and opportunities for the reporting period—along with our corresponding response actions and realized opportunities—is provided in **Appendix 3**.

Climate Risk and Opportunity

Table 4: List of Climate-Related Risks and Opportunities prioritized by VinFast

	IROs name	Description
TRANSITION RISKS		
R1	Reputational and brand risks due to non-adaptation to Net Zero expectations	Risk of being perceived as slow to change, lacking substantive action (greenwashing), or failing to meet expectations from investors, customers, and the community. This negatively impacts brand, market value, and the ability to attract sustainable capital.
R2	Risk of increased operating costs due to volatile fossil fuel prices	VinFast faces financial risks from fossil fuel volatility, both directly through higher energy costs (e.g., electricity, LPG) and indirectly via increased prices of energy-intensive raw materials like plastics and metals. These pressures can raise operating expenses, affect profitability, and challenge our emission reduction goals.
R3	Financial risks from incurring emission costs, carbon credits, or failing to meet targets	Emission obligations, purchasing carbon credits, or failing to meet committed emission reduction targets can generate significant costs, affecting profitability and access to sustainable financing or tax incentives.
R4	Risk of Skills Shortage and Workforce Transition	The global shift from mechanical engineering to advanced electrical, software, and battery-centric engineering creates a severe talent shortage. There is fierce competition for specialists in battery chemistry, high-voltage systems, autonomous driving, and vehicle software. Failure to attract new talent and effectively upskill/reskill our existing workforce poses a direct threat to our innovation pipeline, product quality, manufacturing efficiency, and speed to market, potentially ceding competitive advantage.
R5	Supply chain disruption risks due to climate change and geopolitical factors	Dependence on strategic raw materials for battery production (e.g., lithium, cobalt, nickel) and international suppliers makes VinFast vulnerable to political fluctuations, energy crises, or natural disasters disrupting the supply chain.
R6	Risk of insufficient charging and energy infrastructure for electric vehicles	The deployment of charging infrastructure, energy stations, and smart grids not keeping pace with product development speed can reduce customers' incentives. With our strategic shift to an outright battery ownership model, ensuring customers have seamless access to a robust and reliable charging network becomes even more critical. The absence of a battery swapping alternative means our customers will rely entirely on public, home, and workplace charging, making the quantity, speed, and interoperability of this infrastructure a direct determinant of customer satisfaction and our market success.
PHYSICAL RISKS		
R6	Chronic physical risks	Long-term climate changes such as rising average temperatures, water scarcity, sea-level rise, and changing rainfall patterns can severely impact production infrastructure, logistics, and the supply base.
R7	Acute physical risks	Increased frequency and severity of extreme weather events (floods, storms, heatwaves, etc.) cause disruptions across our supply chain and inputs, potentially leading to operational and financial damages.

Climate Risk and Opportunity

Table 4: List of Climate-Related Risks and Opportunities prioritized by VinFast

	IROs name	Description
CLIMATE-RELATED OPPORTUNITIES		
O1	Product opportunity – expanding EV lineup and sustainable mobility services	The accelerating global transition away from internal combustion engines presents a generational opportunity for an all-electric manufacturer like VinFast. By developing and expanding a diverse portfolio of EVs—from passenger cars and motorcycles to commercial trucks and buses—we can capture significant market share and drive revenue growth.
O2	Technology & Circularity Opportunity – Driving Efficiency and Decarbonization	The convergence of advanced climate technologies at lower costs creates a transformative opportunity. High-density batteries are making EVs more accessible, while battery reuse and recycling support a secure, circular mineral supply. Combined with lightweight, recycled materials and factory energy optimization, these advances cut lifecycle carbon emissions, reduce long-term costs, and lessen exposure to market volatility.
O3	Green & Climate Finance Opportunity	The global financial landscape is rapidly reorienting to support the climate transition, unlocking significant opportunities for capital access. The market for green bonds and sustainability-linked loans has grown exponentially, with organizations like the Climate Bonds Initiative reporting record issuance year-over-year. These instruments often carry preferential terms for companies with credible decarbonization strategies.
O4	Climate Governance & Resilience Opportunity	As climate impacts intensify, strong climate governance is now essential for long-term resilience and value. With rising expectations from investors, regulators, and insurers, VinFast is leveraging accessible tools like energy monitoring and climate risk modeling to proactively manage risks. This agility enhances trust and may improve insurance terms and reduce valuation risk premiums.

Climate Governance

VinFast has established a tiered management structure to ensure the effective implementation of our Net Zero strategy and the management of climate-related risks and opportunities.



Responsibilities and Mandates

Responsibilities for climate-related risks and opportunities are reflected across multiple levels of governance:

Top leadership

The Company's top management is actively engaged in steering VinFast's climate agenda. The Company's **CEO holds ultimate responsibility** for approving the Net Zero Strategy, while

ESG Department

The ESG Department acts as the central coordinating body for all ESG-related initiatives, including climate strategy. It supports the Board in setting climate targets, integrates climate risks and scenario analysis into strategic planning using global frameworks (e.g., CDP, TCFD), oversees data collection and ESG

Operational Departments

Operational units are responsible for driving **technical climate solutions**. The **Plant Management Team** leads energy management initiatives, while the **Product Development Team**, supported by Procurement and Finance, leads efforts such as adopting low-carbon materials and transitioning to renewable energy sources. These teams work in

senior leadership receives **regular progress updates** on the achievement of Net Zero targets and climate-related performance.

disclosures, monitors progress, and audits alignment with evolving market expectations and regulatory standards. The ESG team also leads the administrative climate solutions, working in close collaboration with departments and employees across the organization to ensure effective execution and cross-functional ownership.

coordination with the ESG Department and other relevant functions—including Research Institutes and EHS—to implement practical measures aligned with VinFast's **Mission 3E** (Electrification – Energy Saving – Energy Greening), ensuring an integrated approach to climate risk management and emissions reduction.

Climate Governance

Skills and competencies

VinFast continues to promote the development of the necessary skills and competencies to oversee and manage climate-related strategies through the following mechanisms:

- The ESG Department conducts training and information sessions on climate-related issues, frameworks, and good practices for relevant departments. ESG training activities contribute to strengthening the competencies of operational teams and support functions, ensuring effective implementation of climate-related actions across the organization.
- The ESG Department is also responsible for maintaining up-to-date knowledge of evolving climate-related disclosure standards and risk management practices (including ISSB, TCFD, CDP and GRI requirements), and ensuring this knowledge is disseminated internally.
- In addition, we have engaged external consultants to provide technical support for greenhouse gas inventory and calculation, assess carbon credit potential for electric vehicle product lines, and advise on the development of the Net Zero strategy.
- Management and the ESG Department facilitate knowledge transfer to senior leadership, thereby ensuring informed governance and decision-making on climate-related issues.



Consideration of climate factors in strategy and decision making

At VinFast, climate change management – particularly emissions reduction – are a core focus of the Company's Net Zero strategy and are systematically considered by governing bodies when overseeing corporate strategy, major transactions, and risk management processes.

The Company's management aims to take the following structured approaches:

Cost-Benefit Evaluation

Systematic cost-benefit analyses are conducted to assess and prioritize emissions reduction solutions, ensuring that investments in decarbonization align with both environmental goals and economic efficiency.

Internal Carbon Pricing

An internal carbon price will be embedded into financial evaluations of investment activities. This mechanism will ensure that the financial impacts of climate-related risks and opportunities are explicitly integrated into major investment decisions and strategic planning.

Resource Allocation Principle

Resource allocation across projects is guided by a risk-based and opportunity-driven approach, with clear consideration of climate-related impacts and financial trade-offs:

- Priority Projects: High-impact projects, such as deploying renewable energy for manufacturing and charging infrastructure – which can deliver potential annual emissions reductions exceeding 70% – are prioritized for capital allocation.
- > Cost-Effective Solutions: Initiatives with negative or low abatement costs (e.g. renewable energy deployment, energy efficiency measures) are prioritized, recognizing both their financial return and climate benefit.
- > Phased Implementation: Programs requiring higher upfront investment but with significant long-term impact (e.g. adoption of low-carbon or recycled materials) are phased into medium- and long-term business plans, balancing financial considerations with strategic climate objectives.

Climate Governance



Control mechanism

VinFast also targets to implement a multi-layered monitoring and control system that is fully integrated into our corporate governance framework to support the management and oversight of climate-related risks and opportunities:

Performance Measurement

Quantitative and qualitative indicators are established to measure the effectiveness of NetZero strategy implementation (detailed in section 3.1 - Climate Strategy and 3.4 - Climate Metrics).

Internal and External Reviews

Periodic reporting, internal assessments, and both internal and external audits are conducted to ensure the accuracy and integrity of climate-related data and progress tracking.

Continuous Improvement

Management annually reviews and refines decarbonization strategies and actions based on review outcomes, stakeholder feedback, and emerging industry trends.

Integration with Internal Functions

These processes and controls are embedded within VinFast's enterprise risk management and operational management systems, ensuring that climate-related considerations are systematically incorporated into day-to-day decision-making and activities across relevant departments.

Reporting mechanism

We will establish a structured and multi-channel information flow to ensure that governing bodies and responsible individuals remain regularly informed about climate-related risks and opportunities:

Regular Reporting

Periodic reports on KPIs related to the Net Zero strategy implementation are provided to department heads and senior leadership

Communication Channels

Information is disseminated through various internal channels including email updates, training sessions, internal websites, social media, workshops, and dedicated industry events.

Two-Way Communication

Feedback mechanisms – both internal and external – are actively maintained to enable continuous two-way communication between management, operational teams, and stakeholders (detailed in section 2.4 Engaging Our Stakeholders for Shared Value).

Climate Risk Management

VinFast integrates climate-related risks into our Enterprise Risk Management (“ERM”) system to ensure a consistent, structured, and proactive approach to identifying, assessing, prioritizing, and monitoring both transition and physical risks arising from climate change.

Governance Oversight	Climate-related risks are subject to oversight by the Board of Directors and dedicated Board Committees responsible for ESG issues. These governance bodies are charged with providing strategic direction and ensure that material climate-related risks are managed in line with VinFast's risk appetite and sustainability objectives.	Plan-Do-Check-Act Approach	VinFast applies a PDCA cycle in our climate risk management processes to enable continuous monitoring, strategic planning, execution, and refinement of risk mitigation and adaptation strategies.
Integration with ERM	Climate-related risks and opportunities are assessed and prioritized within the same governance structures, risk appetite statements, and reporting mechanisms as other enterprise risks. This integration ensures that climate-related risks are evaluated consistently alongside strategic, operational, financial, and compliance risks, with outputs informing enterprise-wide decision-making (detailed in section 6.3 Enterprise Risk Management).	Annual Review Cycle and Ad Hoc Updates	Climate-related risks and opportunities are systematically reviewed as part of VinFast's annual enterprise risk assessment cycle. In addition, VinFast uses a dedicated tool to monitor and update new legal documents on a weekly basis. As a result, any ESG-related policy updates are promptly captured and fully reported.
		Compliance Monitoring	Dedicated monitoring mechanisms ensure compliance with environmental regulations and climate disclosure requirements, including GHG emissions reporting.

Graph 5: Enterprise risk management process integrating climate risk management



We plan to further integrate climate-related risks and opportunities to support informed decision-making, resilience building, and long-term value creation across VinFast's value chain.

Tracking Our Net-Zero Strategy Execution

We commit to tracking and disclosing key climate-related metrics to evaluate progress against our decarbonization commitments and to ensure accountability across operations, products, and investments. The following indicators are key KPIs VinFast intends to monitor and report as part of the integrated climate management framework:

Table 5: List of key climate KPIs

Mission	KPI/ Metrics	Unit
E1	Percentage of electrification of machinery/ vehicles/ equipment	%
E2	Number of energy and carbon solutions implemented	Number
E2	Energy consumption per unit of production	kWh/vehicle
E3	Percentage of renewable energy used in manufacturing operations	%
E3	Percentage of renewable energy for charging stations	%
E3	Solar energy generated	kWh/vehicle
E2	Carbon footprint of products	tCO2e/vehicle
E2	Localization rate	%
E3	Amount invested in energy greening projects	\$ Million

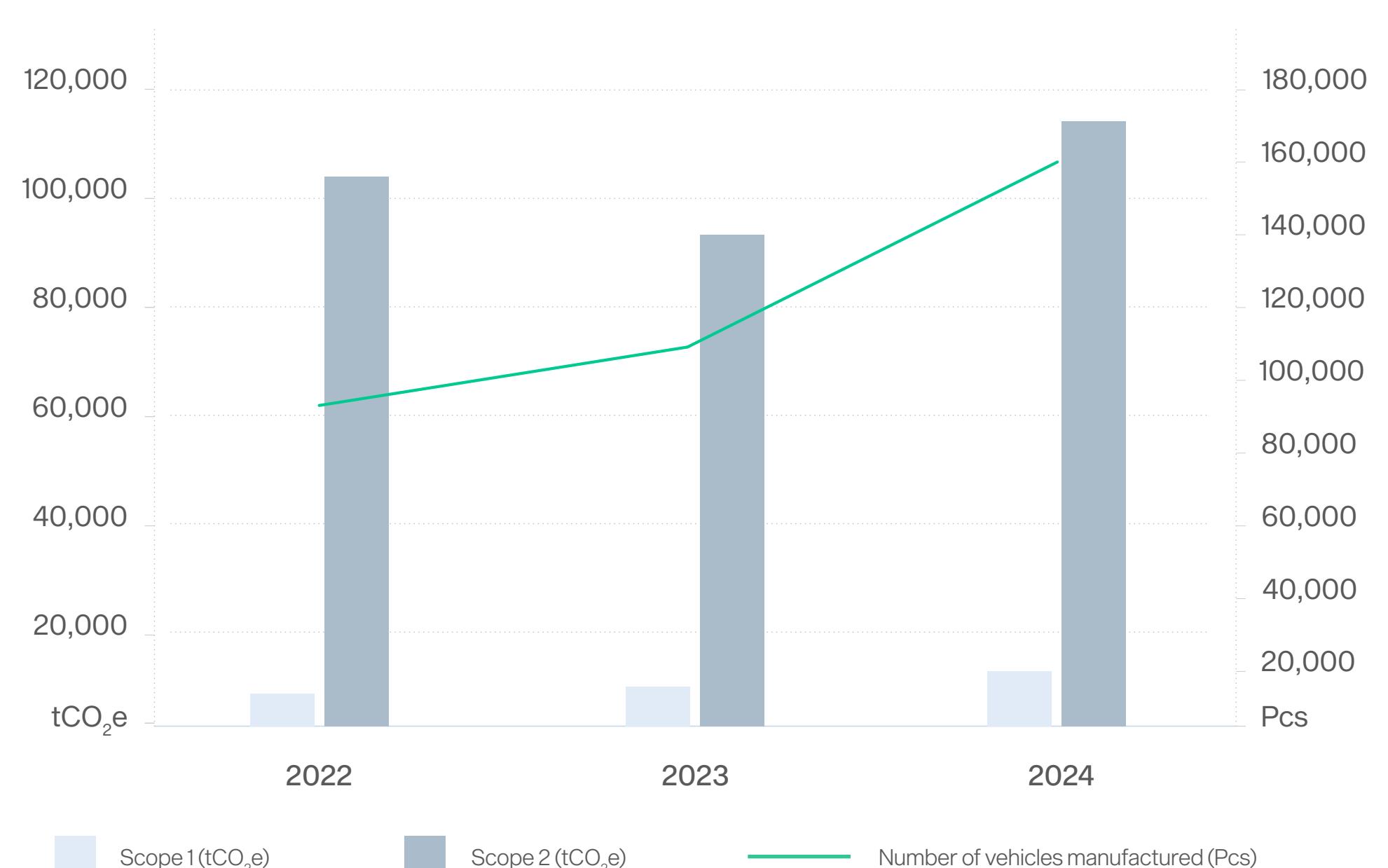
Tracking Our Net-Zero Strategy Execution

GHG Emissions

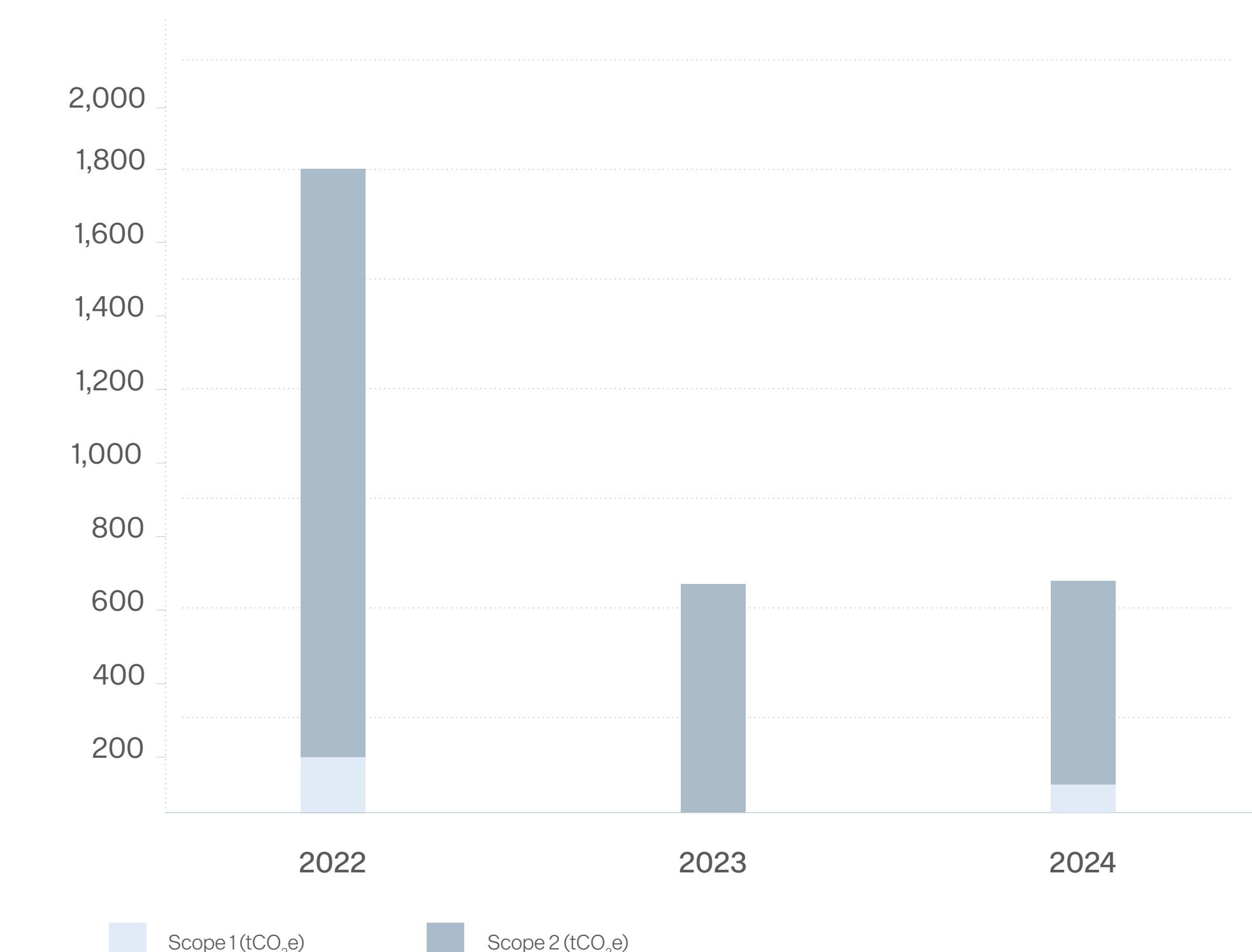
VinFast quantifies Scope 1, 2 and 3 (categories 1, 2, 4, 5, 6, 7, 8, 11) GHG emissions across our manufacturing facilities and trading operations in accordance with the Greenhouse Gas Protocol. Emissions data is audited annually, with performance assessed relative to VinFast's carbon reduction targets. GHG accounting methodologies prioritize company-reported data,

supplemented by operational energy consumption and emissions factors where needed. We have not used carbon credits to offset Portfolio Emissions in 2024, focusing instead on reducing traditional energy use. Achieving our Net Zero target will ultimately depend on our decarbonization progress.

Graph 6: GHG Emissions in Manufacturing Activity (2022-2024)



Graph 7: GHG Emissions in Trading Activity (2022-2024)



GHG Emissions

Table 6: GHG emission by scope in ton of CO2e

Metric	Description	2022	2023	2024
GHG emissions - Manufacturing activity^[1]				
Scope 1	Stationary energy			10,109.39
	Transportation energy			127.77
	Refrigeration and air conditioning system	6,248	7,747	667.87
	IPPU			0.71
	Wastewater disposal			67.78
Scope 1 Total		6,248	7,747	10,973.53
Scope 2	Electricity consumption	103,942	93,293	114,105.25
Scope 3	Category 1: Purchased goods & services	Not calculated	Not calculated	463,003.62
	Category 2: Capital goods	Not calculated	Not calculated	76,196.77
	Category 4: Upstream Transportation & Distribution	Not calculated	Not calculated	33,306.57
	Category 5: Waste generated in Operation	Not calculated	Not calculated	16,648.75
	Category 6: Business Travel	Not calculated	Not calculated	2,245.83
	Category 7: Employee Commuting	Not calculated	Not calculated	5,552.13
	Category 8: Upstream leased assets	Not calculated	Not calculated	2,283.83
	Category 11: Use of Sold Products	Not calculated	Not calculated	1,338,907.27
Total tCO₂e	Scope 3 Total	Not calculated	Not calculated	1,938,144.77
Total tCO₂e	All sources	110,190	101,040	2,063,223.297

Metric	Description	2022	2023	2024
GHG emissions - Trading activity				
Scope 1 (tCO₂e)	Stationary energy			
Scope 1 (tCO₂e)	Transportation energy	110.00	N/A	56.92
Scope 1 (tCO₂e)	Refrigeration and air conditioning system			
Scope 2 (tCO₂e)	Electricity consumption	1,688.00	651	597.24
Total tCO₂e	All sources	1,798.00	651	654.15

[1] GHG emissions associated with electric vehicle and automobile manufacturing at the VinFast factory in Hai Phong, Vietnam, were collected for the period from 1 January to 31 December 2024. The base year for comparison is 2022.

- Scope 1 and Scope 2 emissions were calculated using facility-level activity data and default emission factors as prescribed in Decision No. 2626/QD-BTNMT (dated 10 October 2022) and Official Document No. 327/BDKH-PTCBT (dated 19 March 2024), which provides the national grid emission factor in 2022.
- In FY 2024, the Company assessed its indirect value chain emissions (Scope 3) in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Based on data availability and material screening, eight Scope 3 categories were questioned for this reporting cycle. These categories represent the upstream and downstream activities most relevant to the Company's operations and value chain.
- Scope 3 category 11 was calculated using the average electricity consumption and travel distance over the vehicles lifetime and the Emission factor from and Official Document 327/BDKH-PTCBT dated 19th March 2024 on Publishing the result of Viet Nam Electricity grid Emission factor in 2022.

Product Carbon Footprint

VinFast produced 67,382 electric motorcycles, 25,480 electric cars, and 188 electric buses in 2022. Based on operational data and energy allocation at the plant in the base year 2022, the carbon footprint per vehicle type is:

Product	Unit	Emissions intensity (cradle to gate + use phase-lifetime)
E-scooter	tCO ₂ e/product	1.28
E-car	tCO ₂ e/product	35.59
E-bus	tCO ₂ e/product	376.99

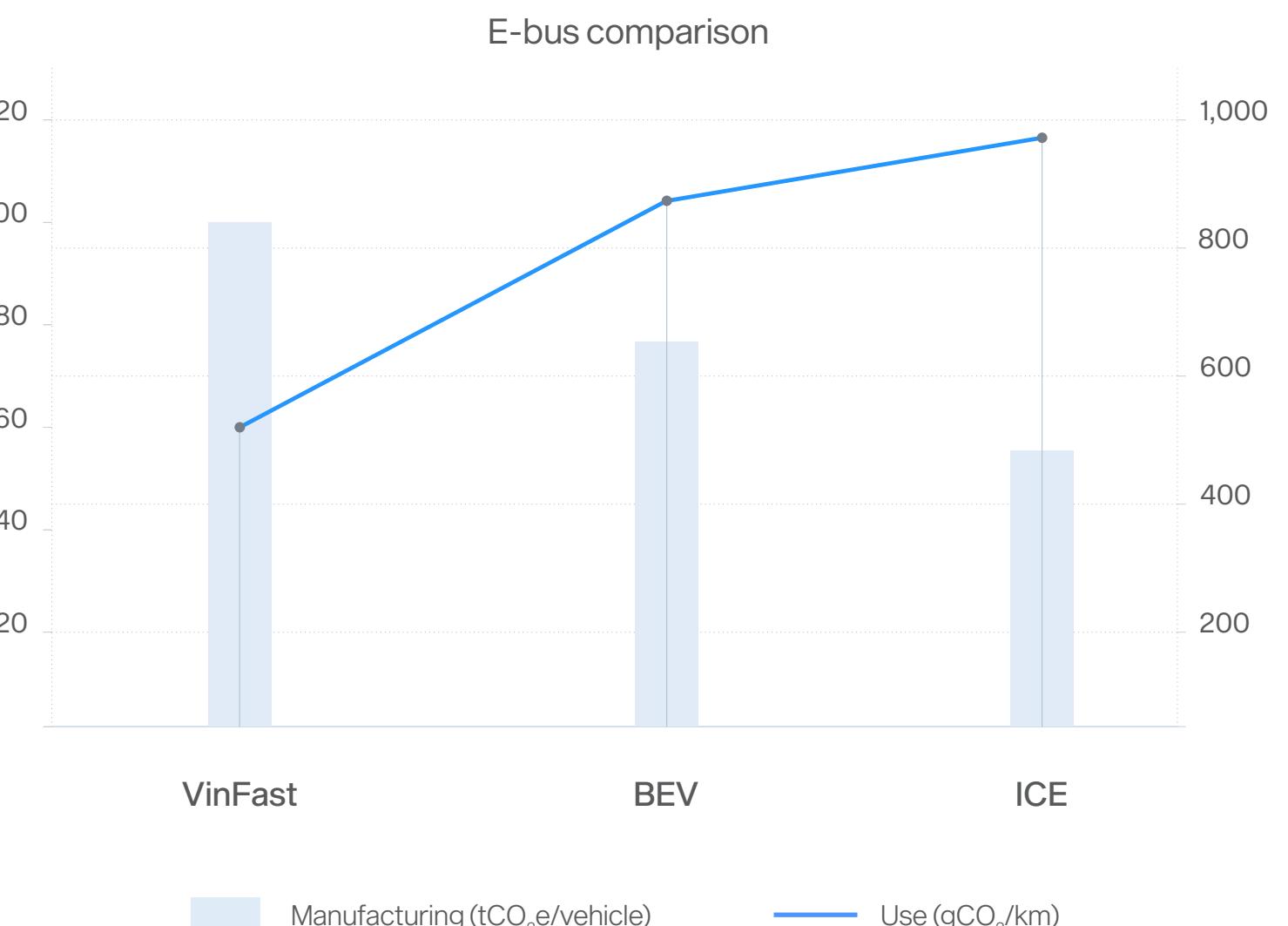
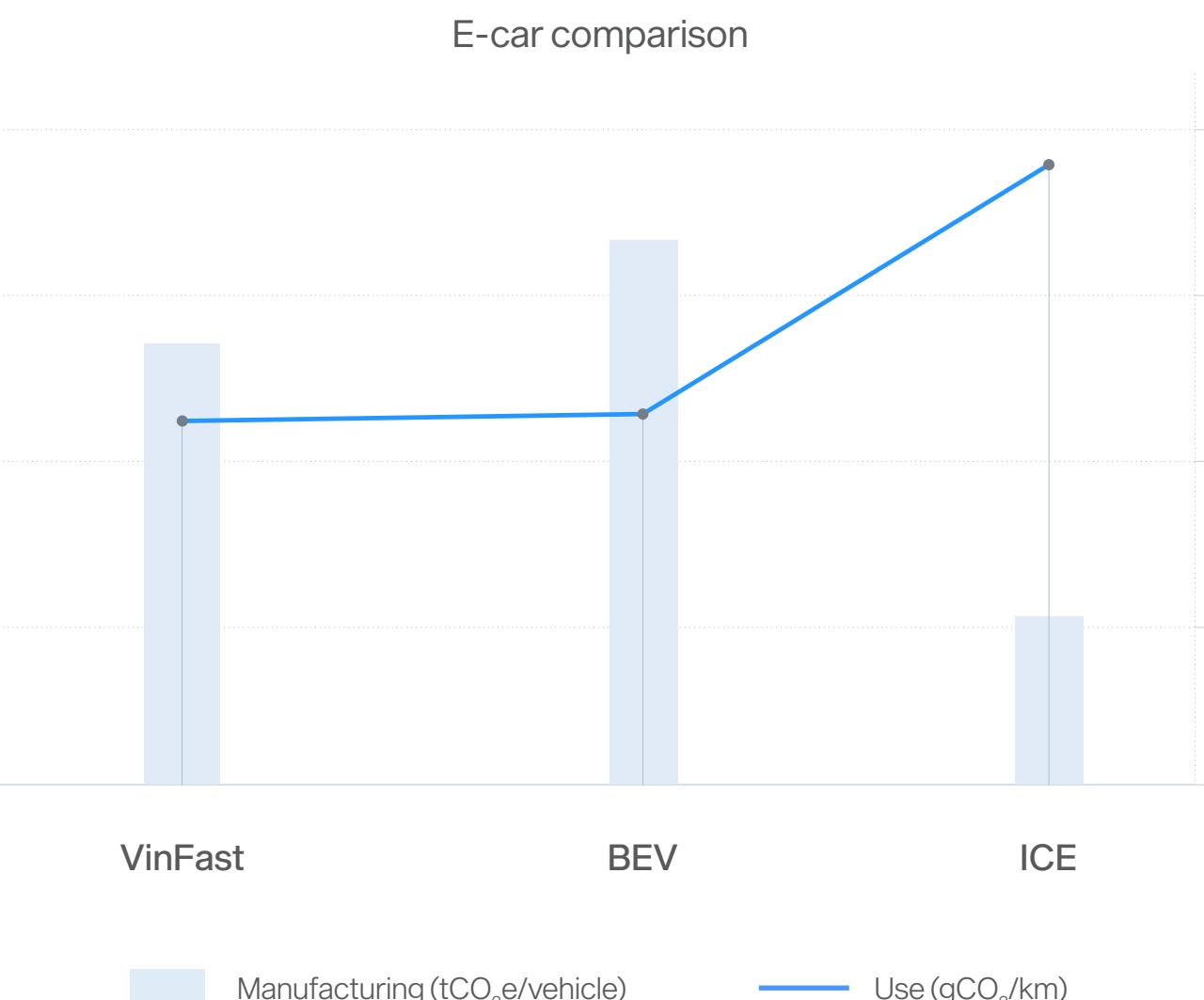
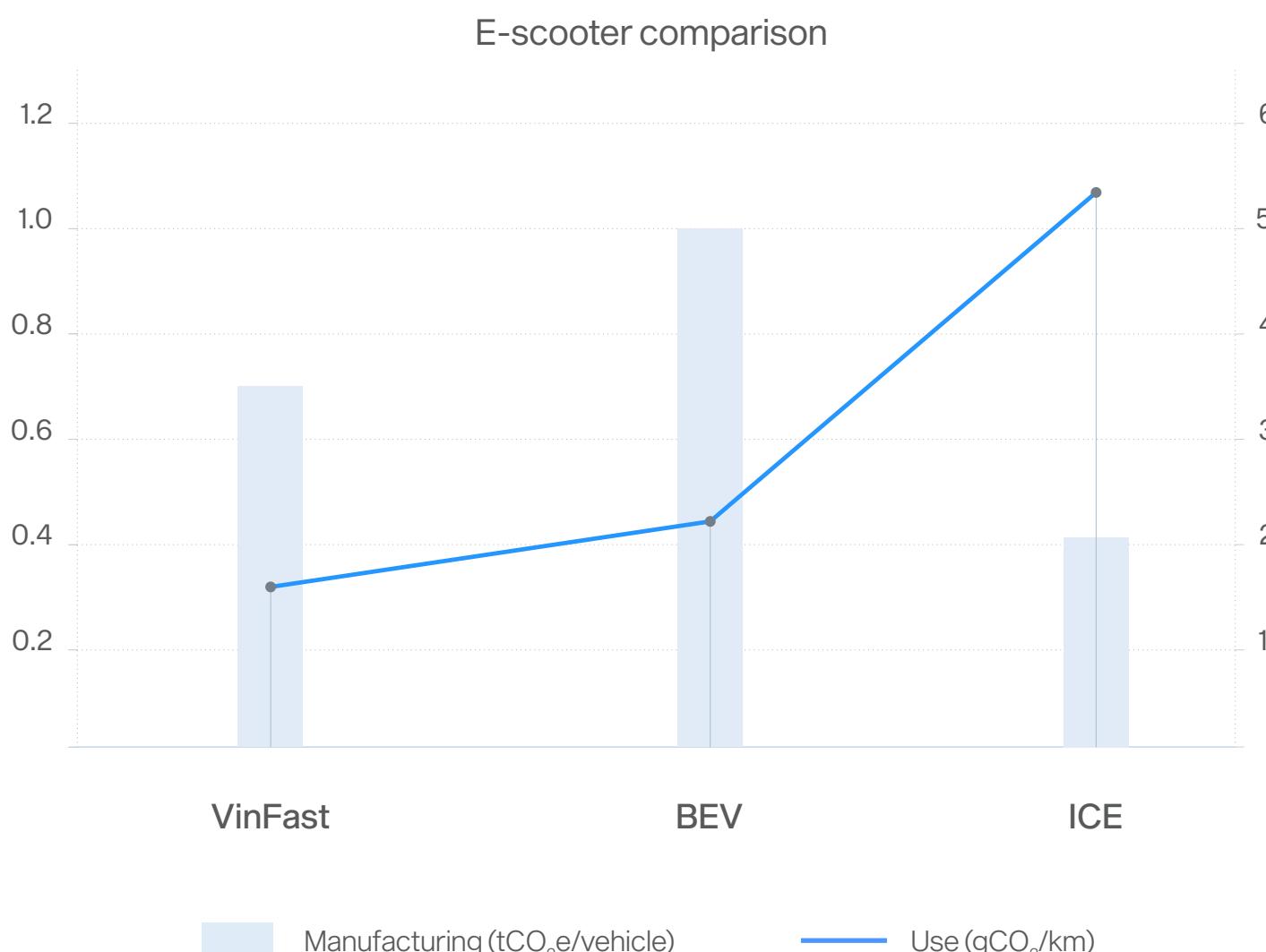
Compared to an International Transport Forum (“ITF”) case study in India dated 2023, VinFast’s EVs demonstrate a favorable carbon footprint in both production and use phases relative to other Battery Electric Vehicles (“BEVs”). While VinFast’s EV production emissions are higher than ICE vehicles due to battery manufacturing, operational emissions from VinFast EVs are significantly lower than those from ICE vehicles.



Product Carbon Footprint



Graph 8, 9, 10: Comparison of VinFast scooter to other BEV and ICE scooters



Note: Comparison of VinFast scooters to other BEV and ICE scooters (Compiled based on International Transport Forum in 2023).

Note: Comparison of VinFast cars to other BEV and ICE cars (Compiled based on International Transport Forum in 2023)

Note: Comparison of VinFast bus to other BEV and ICE buses (Compiled based on International Transport Forum in 2023)

ACCELERATING GREEN OPERATIONS

Energy, Water
& Circularity

Energy Stewardship	59
Water Stewardship: Managing a Vital Resource Responsibly	70
Resource Circularity	75



2024 Environment Highlights

Saved
2,703,704 kWh

in electricity at the Hai Phong Plant
(~1,782.28 tCO₂).

Saved
~227,880 USD²

through energy optimization.

Reached
2.48 pcs/m³

reduced water consumption
directly per automotive.

Reached
89.2%

of waste diversion rate at
the Hai Phong Plant.

Recycled
26,404 m³

of treated wastewater at the Hai
Phong Plant.

Hai Phong Plant is certified for
ISO 14001:2015



Energy Stewardship

Energy Transition Landscape And Strategic Drivers

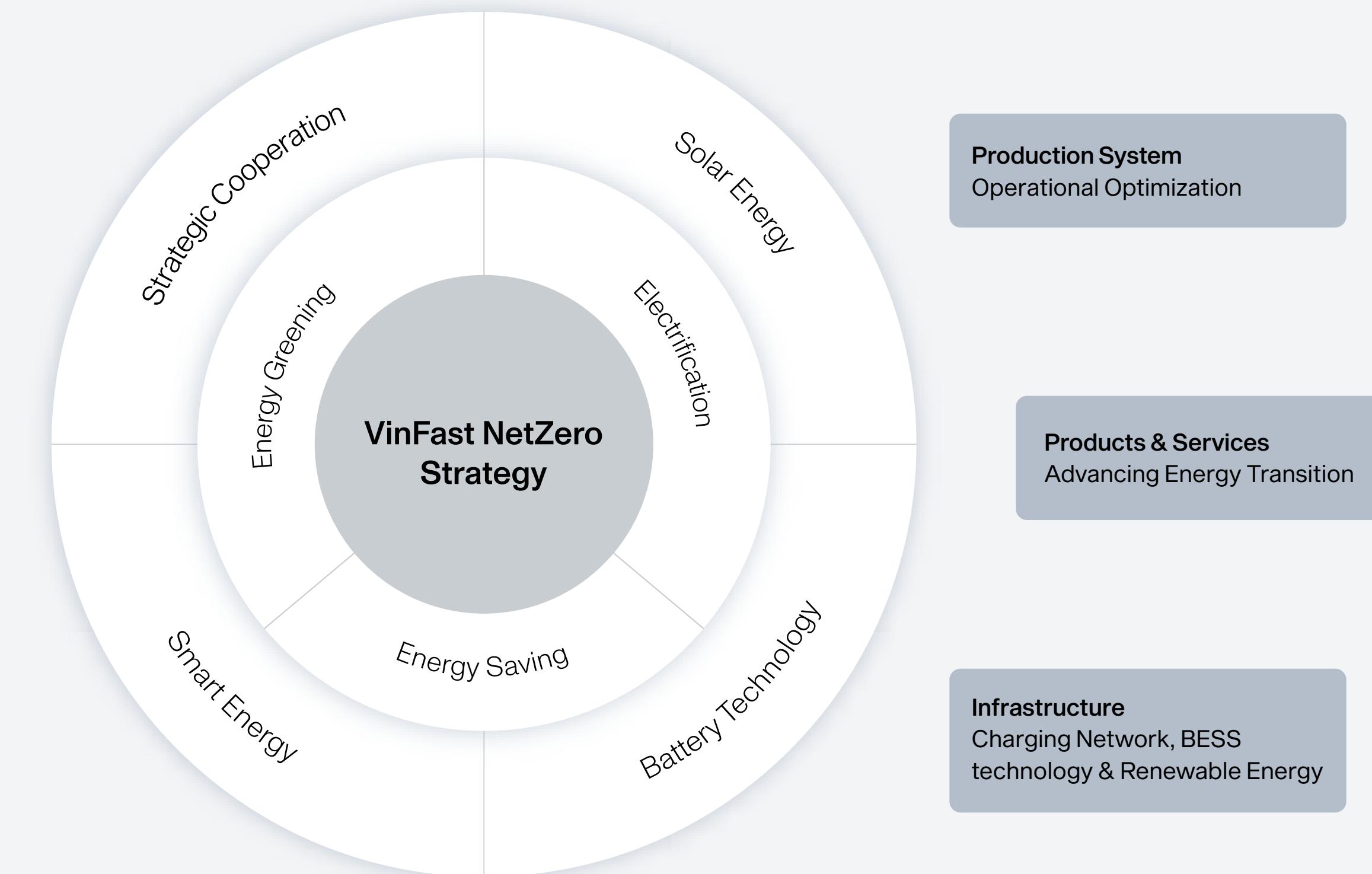
2024 marked a pivotal year in the energy landscape, shaped by tightening policy requirements and intensifying market dynamics. Rising electricity prices, stricter emission regulations across supply chains, and national commitments under Vietnam's Power Development Plan VIII and reaffirmed Vietnam's NDC target at COP 29 continue to drive the demand for energy transition.

Global trends are rapidly electrifying operations and transportation, placing pressure on business not only to decarbonize internally but also to enable a broader energy transition ecosystem.

In this context, **VinFast's commitment to achieve Net-Zero emissions by 2040** is a key internal driver, accelerating the integration of sustainable practices across the entire value chain—from manufacturing to customer engagement. To align with the strategic energy objectives, VinFast has focused on:

- **Optimizing internal energy systems** to reduce direct emissions and control costs.
- **Driving an inclusive energy transition** by enabling consumers and partners to participate in and benefit from the green shift.

Graph 11: 03 implemented initiative groups are linked to 03 energy strategic action plans



Energy Optimization In Production System



In alignment with VinFast's long-term Net Zero commitment, our Hai Phong manufacturing plant has taken proactive and systematic steps to optimize energy consumption across operations.

We have developed a **five-year strategy (2025–2029)** focused on three core areas. First, we will integrate smart technologies, including the deployment of AI-powered control systems to optimize energy-intensive equipment such as chillers, HVAC systems, and air compressors across key production workshops. Second, we aim to significantly increase our renewable energy self-generation capacity, with a major rooftop solar project targeting 30 MWp. These initiatives will be underpinned by a strong commitment to continuous improvement, including the installation of advanced energy monitoring systems and the implementation of regular comprehensive energy audits to identify new efficiency opportunities.

To institutionalize these efforts, we established a framework for operational optimization that is implemented across VinFast's global operation:

- The **Functional Energy Committee** in VinFast Trading and Production JSC ("VFVN"), established in 2020, tasked with guiding and coordinating all internal initiatives related to energy efficiency. This committee plays a pivotal role in identifying opportunities for improvement and ensuring alignment with both Vietnam's national regulations and stakeholder expectations.
- To further formalize our approach, on June 10, 2024, we issued the official "Procedure on Economical and Efficient Use of Energy", applicable to all departments within the Hai Phong Plant. This procedure provides a unified framework for monitoring, controlling, and reducing energy use, while ensuring full compliance with the Law on Efficient Energy Use.
- To measure progress, we implemented internal KPIs to help benchmark performance against peers, industry standards and drive continuous improvement.
- Energy-saving solutions have been implemented through production process optimization and machinery upgrades, based on action plans registered with the ESG Department at the end of the previous year—all of which were fully executed in 2024. In parallel, regular energy audits were conducted to identify non-compliance issues and new efficiency opportunities. All corrective actions were consolidated into a master action list, monitored on a monthly basis to ensure accountability and track implementation. Results of these initiatives are summarized in Table 6 below.

Energy Optimization In Production System

Progress

Energy Consumption at our Hai Phong Plant and trading activity in the Vietnamese market:

Parameter	Unit	2022	2023	2024
Energy Consumption				
Manufacturing Activity ⁴				
Electricity consumption (Manufacturing Activity)				
Electricity consumption (Manufacturing Activity)	million kWh	143.9	129.2	173.1
Trading Activity⁵				
Electricity consumption (Trading Activity)	million kWh	2.3	0.8	0.9
Energy Consumption Intensity				
E-Car	kWh/ product	2,288	2,474	1,298
E-Scooter	kWh/ product	96	204	274

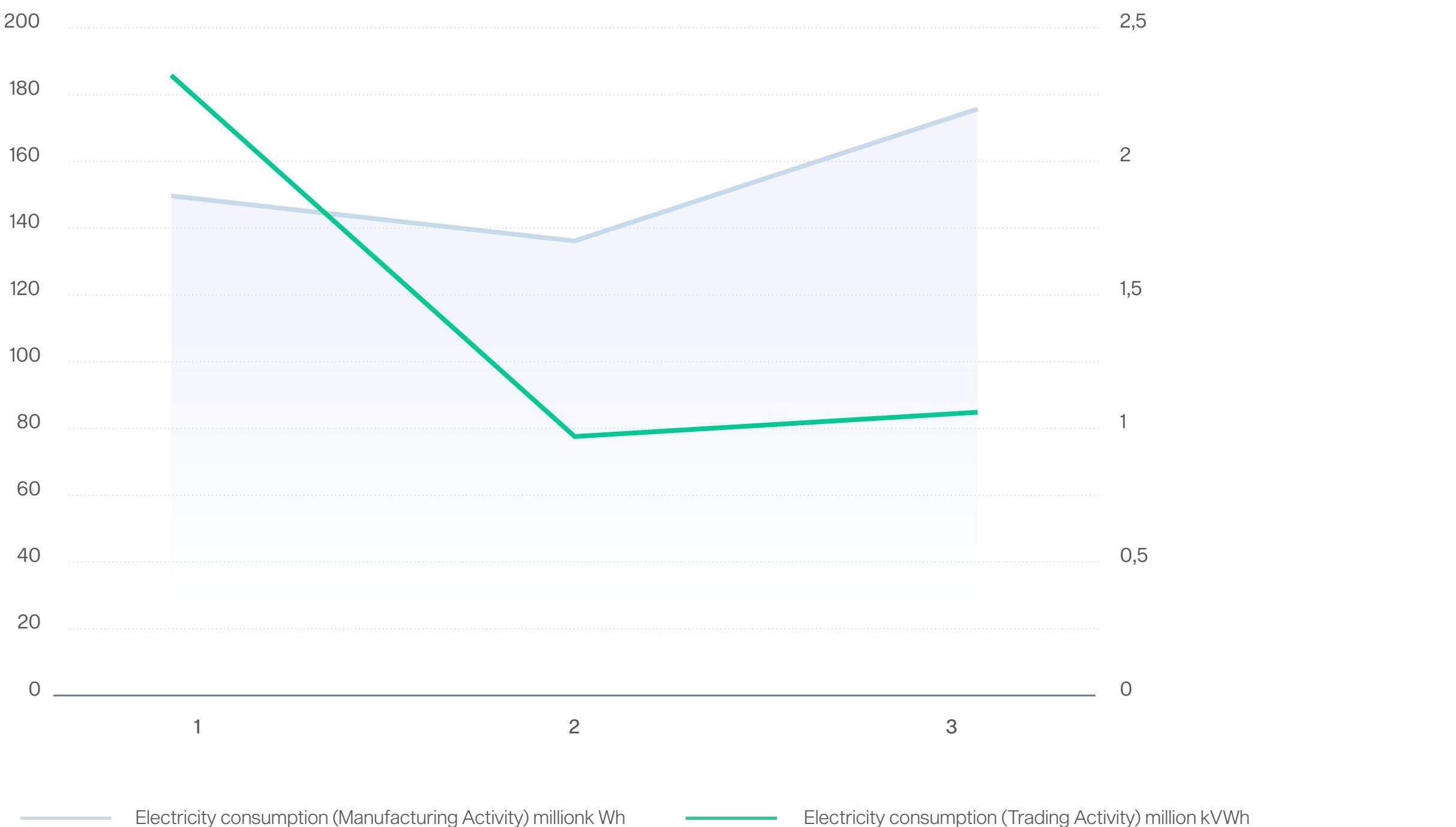


Table 6 & Graph 12: Energy consumption statistics in Vietnam (2022-2024)

⁴Electricity consumption associated with the production of electric vehicles and automobiles at VinFast's Hai Phong manufacturing facility (Vietnam) was recorded for the reporting period January 1 to December 31, 2024. Data was compiled based on electricity purchase invoices from the national power grid.

⁵Electricity consumption associated with showrooms managed by VinFast in provinces and cities in Vietnam, were collected for the period from 1 January to 31 December 2024.. Data was compiled based on electricity purchase invoices from the national power grid.

Energy Optimization In Production System

In 2024, VinFast has implemented a series of energy-saving initiatives at our Hai Phong manufacturing plant, achieving a total reduction of **over 2.7 million kWh** of electricity consumption, equivalent to **approximately 1,783 tCO₂ of emissions avoided**, and cost savings **exceeding 5.7 billion VND**. These actions not only lowered operational costs but also contributed significantly to VinFast's energy efficiency and sustainability goals.

Achieving Total reduction

2.7 million kWh

of electricity consumption

Equivalent to approximately

1,783 tCO₂ of emissions avoided

of emissions avoided

Cost savings exceeding

5.7 billion VND

Table 7: Energy saving solutions and progress in 2024

Applied energy-saving solution	Solution description		Energy saving (kWh)	Cost saving (mil VND/year)
Optimize lighting for production workshops.	Turn off some lights in hallways and areas above production lines where local lighting is already sufficient.		1,037,021	2,447
Optimize Chiller and DHU operation in the GEN5 workshop.	1. Adjust chiller temperature from 5°C to 7°C. 2. Reduce DHU drying temperature from 180°C to 130°C.	3. Turn off unnecessary DHUs.	573,333	1,118
Optimize boiler operation in the Paint workshop.	1. Adjust the drying oven maintenance temperature from 80°C to 120°C when the oven is off.	2. Improve to stop the paint tank pump immediately after the last vehicle passes.	504,102	983
Optimize ventilation fans in the Gas workshop.	Reduce ventilation fan frequency from 50Hz to 40Hz.		201,538	393
Optimize Chiller operation in the Electric Motor workshop.	1. Reduce 1 water pump compared to previous operation.	2. Shut down chiller 30 minutes earlier than break time.	137,456	268
Cooling system in the VAPA1 workshop.	Shift production to VAPA2 and turn off the cooling system in VAPA1.		133,846	261
Optimize ventilation fans in the Interior workshop.	1. Reduce ventilation fan frequency from 50Hz to 40Hz.	2. Turn off some air conditioners in canteen area.	52,820	103
Optimize Chiller operation in the VFE workshop.	Reduce frequency of cooling water and chilled water pumps to 40Hz at night or when not in production.		38,461	75
Optimize press machine operation in Press workshop.	Set timer function for oil pump on/off.		14,358	28
Optimize ventilation fans in DC warehouse.	Reduce ventilation fan frequency from 50Hz to 40Hz.		10,769	21
Total electricity savings from optimized production at Hai Phong Plant in 2024			2,703,704	5,697

Note:

¹ Converted at Vietnam's 2023 grid emission factor (0.6592 tCO₂/MWh, MONRE Official Letter No. 1726/BDKH-PTCBT, dated 03/12/2024).

² Converted at the average exchange rate in 2024 is 25,000 VND/USD

~1,782.28 tCO₂¹

~227,880 USD²

Energy Optimization In Production System

Impact

These efforts have helped strengthen the foundation of an effective energy management strategy within VinFast's manufacturing ecosystem. We've built a stronger foundation for energy governance, enhanced legal compliance, and improved transparency in how we use power in production.

More importantly, this initiative sets the stage for scaling our energy-saving efforts in the coming years, especially as we prepare for increased production volumes and a more complex product portfolio.



Energy Transition Acceleration Across Products & Services

VinFast is accelerating the global shift to clean transportation by delivering a **comprehensive electric mobility portfolio**—from e-scooters and e-bikes to electric cars, buses, and upcoming commercial vehicles (vans and trucks)—for our markets. All vehicles are manufactured at VinFast's state-of-the-art complex in Hai Phong, Vietnam.

We also provide **financial support programs** that lower barriers to switching from gasoline to electric cars and cooperate with partners within Vingroup to expand **the service ecosystem** (VinBus, GSM, etc.) to normalize zero-emission mobility in urban and rural regions around the world.

Progress

Electric vehicle sales

VinFast sold 97,399 electric cars globally, with around 10,000 units (10%) exported to major markets such as North America, the Middle East, India, and Southeast Asia. The VF3, optimized for urban driving, is projected to become VinFast's best-selling export model, launched in the Philippines in September 2024. Additionally, VinFast delivered 70,977 e-scooters and e-bikes, a steady year-on-year growth.

VinFast sold

97,399

electric cars globally

VinFast delivered

70,977

e-scooters and e-bikes

Consumer incentives

VinFast introduced campaigns to accelerate EV adoption in 2024, including incentives for customers switching from gasoline cars to VinFast EVs and the **“Greening Vietnam”** program to transition gasoline motorbike users to electric two-wheelers. VinFast also launched the **“Vietnam Strong Spirit - For Green Future”** program in 2024, offering free charging services for our EV users until 2027.

Fleet electrification in Mexico

VinFast signed a strategic MoU with the Durango Drivers' Union (“CTM”) in November 2024 to replace Durango City's gasoline-powered fleet with up to 3,000 VF5 electric cars and 300 electric buses. Once finalized, this would represent one of VinFast's largest international fleet deals, significantly expanding our Latin American presence. VinFast and V-Green will work with CTM to study, install, and operate charging infrastructure to support the deployment.

Urban green mobility ecosystem

- Through partnerships with VinBus and GSM, VinFast provided transportation products to partners for the expansion of a zero-emission mobility ecosystem across Vietnam. VinBus operates electric bus fleets in five major cities and provinces—Hanoi, Ho Chi Minh City, Phu Quoc, Hai Phong, and Nha Trang—strengthening the sustainability of Vietnam's public transit systems.

- GSM offers electric taxis and motorbike rentals through the GSM car booking platform. As of December 31, 2024, VinFast delivered approximately 46,500 EVs and 41,650 e-scooters to GSM. In 2024, GSM continued to build a system of fast charging stations at strategic locations, ensuring continuous operation. Not stopping at the Vietnamese market, GSM has entered the foreign market, deploying electric taxi services in Laos, with plans to provide about 1,000 VF5 Plus vehicles in the capital Vientiane, major cities and further global expansion plans.

VinFast delivered approximately

46,500 EVs

to GSM

41,650 e-scooters

GSM plans to provide

1,000 VF5 Plus vehicles

in the capital Vientiane

Energy transition acceleration across products & services

Impact

VinFast's expansion of our EV portfolio, targeted financial incentives, and development of urban green mobility ecosystems through strategic partnerships are accelerating the shift toward clean transportation in Vietnam and global markets. These initiatives:

1

- Support Vietnam's action program for transition to green energy (Decision 876/QĐ-TTg, 2022), advancing the goal of 100% road electric and green energy vehicle by 2050 across all segments, from two-wheelers to buses and fleets.

2

- Strengthen sustainable public and private transport networks by deploying electric buses, taxis, and shared mobility services, reducing fossil fuel reliance in urban centers.

3

- Lower barriers to EV adoption through consumer incentives and collaborations, fostering behavioral change among both individual and commercial users.

These efforts are reshaping mobility ecosystems and supporting national and urban climate objectives, while also creating scalable business opportunities for VinFast in our markets.

Table 8: Fuel Economy of Passenger Vehicle Fleet

Metric	Unit	2024
Total number of vehicles manufactured	Number	160,642
Total number of vehicles sold⁶	Number	168,376
Zero-emission vehicles	Number	168,376
Hybrid vehicles	Number	-
Plug-in hybrid vehicles	Number	-
Sales-weighted average passenger fleet fuel economy in VN market⁷		
EV	kWh/100km	11.52
E-Bus	kWh/100km	1.73
E-Scooter	kWh/100km	108.08
Sales-weighted average passenger fleet fuel economy in US market⁶		
EV	kWh/100km	17.43
E-Scooter	kWh/100km	0.57
Sales-weighted average passenger fleet fuel economy in Indo market⁶		
EV	kWh/100km	13.12
Sales-weighted average passenger fleet fuel economy in Canada market⁶		
EV	kWh/100km	17.46

⁶ VinFast only sells zero-emission vehicles (incl. EV, E-Bus and E-Scooter). The scope of disclosure includes all vehicles sold globally⁵

⁷ In 2024, VinFast discloses the representative average fuel economy data for our 04 largest markets: Vietnam, the United States, Indonesia, and Canada. The figures cover 03 product categories—EV, E-Bus, and E-Scooter — and reflect average energy consumption by market.

Note: The reported data is derived from vehicle and battery design specifications. It does not account for external operating conditions (e.g., urban or highway driving). For EVs, the Eco and Plus trims are reported using average figures representative for each model line.

Energy transition acceleration across products & services

Energy Consumption Disclosure

VinFast discloses energy consumption performance across all vehicle categories to provide transparency for customers, investors, and regulators. (Refer to Appendix 4 for detailed tables by model)

Vietnam Market

In the absence of national regulatory standards for EV energy consumption, VinFast reports the average fuel economy (kWh/100 km) for each model based on manufacturer's technical specifications. Results cover the full portfolio of passenger EVs, E-buses, and E-scooters. For example, compact models such as the VF 3 achieve around 8.65 kWh/100 km, while larger SUVs such as the VF 9 Plus average about 20.43 kWh/100 km. E-buses consume approximately 108.08 kWh/100 km, while E-scooter models range from 0.57–2.55 kWh/100 km depending on size and performance.

International Market

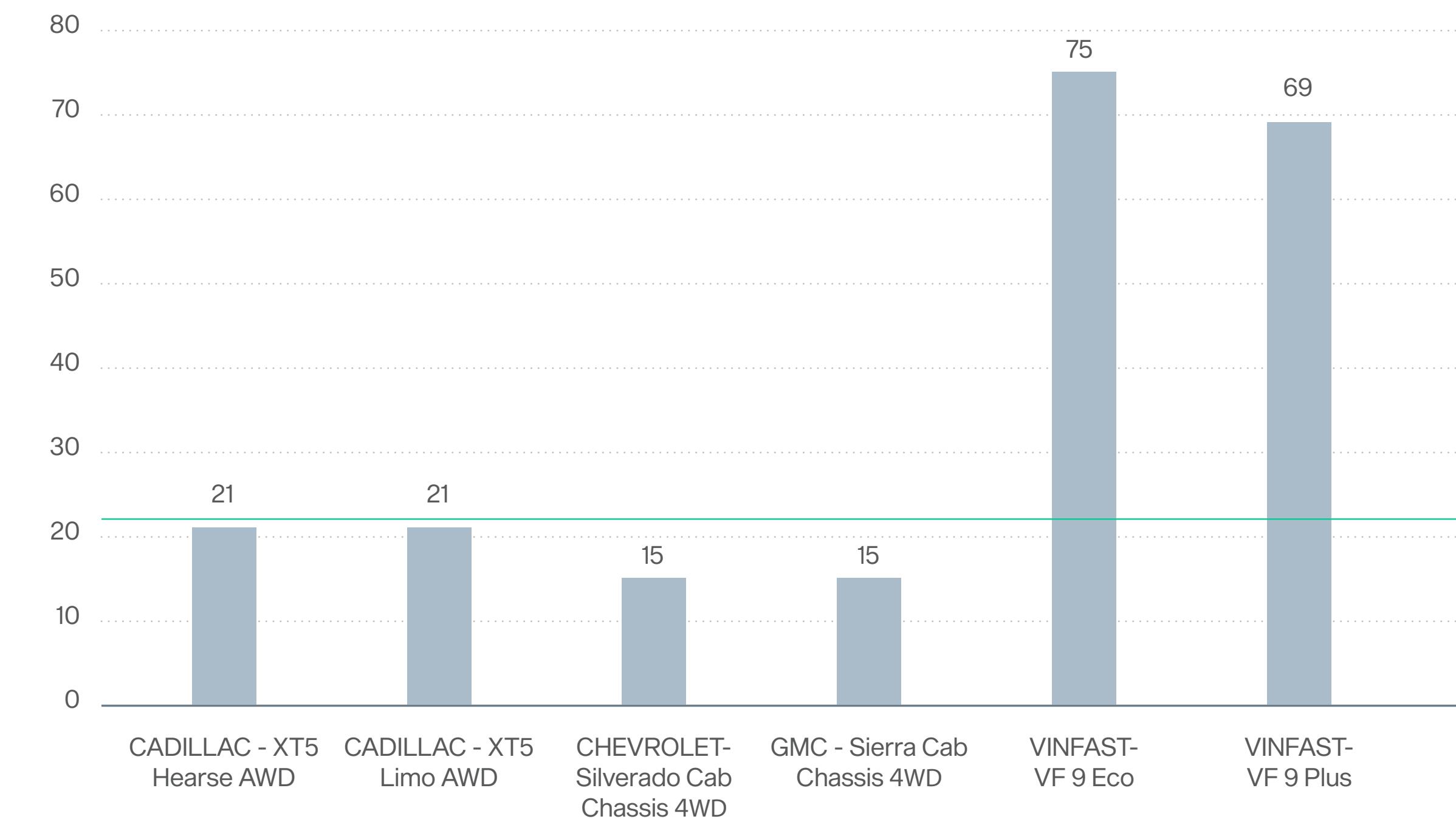
For international markets, VinFast reports in accordance with the U.S. Environmental Protection Agency (EPA) methodology, which combines city (55%) and highway (45%) driving cycles. In 2024, the VF 9 Eco and VF 9 Plus were tested as "All-Electric Vehicles – Special Purpose 4WD." EPA-estimated performance results were:

- **VF 9 Eco:** 75 MPGe combined (45 kWh/100 mi), with a 330-mile range.
- **VF 9 Plus:** 69 MPGe combined (49 kWh/100 mi), with a 291-mile range.

Both models received a maximum GHG rating of 10/10 and annual fuel costs of approximately USD 1,000–1,100.

Fuel efficiency advantage over comparable models

These disclosures also provide stakeholders with a clear view of VinFast's progress on energy efficiency, both in the domestic market and internationally, and support comparability with global peers. The VF 9 Eco and Plus offer better fuel efficiency than comparable 4WD special-purpose vehicles from Cadillac, Chevrolet, and GMC:



Graph 13: Fuel efficiency comparison between VF 9 and other brands

Clean infrastructure for energy and mobility

VinFast is accelerating the clean mobility transition by developing a future-ready green energy and charging infrastructure. In Vietnam, this involves developing a **nationwide EV charging network**, investing in **rooftop solar power projects**, and researching **cutting-edge battery energy storage systems**.

The system will produce

34.6 million kWh

annually

Cutting

24,986 tCO₂e per year

Nationwide charging network

Aligned with our Electrification Mission, a charging network has been deployed across all 63 provinces and cities in Vietnam, featuring European-standard chargers (i.e. CCS2, Type 2, ISO 15118-1:2019, IEC 61851-1:2017) with water and fire resistance, leakage protection, and automatic shut-off systems. Through our “Zero Capital Investment – Revenue Sharing” site model, VinFast accelerates station deployment at gas stations, shopping malls, basement parking, and highway stops without altering existing infrastructure.

Rooftop Solar Power project in Hai Phong Plant

As part of our Energy Greening Mission – “Invest in rooftop solar for factories and charging stations,” VinFast initiated our first 30 MW^h rooftop solar project at the Hai Phong assembly complex. Despite a one-year delay caused by legal procedure issues, VinFast is actively working to overcome challenges and ensure timely completion of the project as per our revised timeline. This project serves as the foundation for expanding rooftop solar investment beyond factories – to VinFast’s charging stations, offices, and facilities in Vietnam and globally. Once completed, the system will produce 34.6 million kWh annually, cutting 24,986 tCO₂e per year, equivalent to 24% of the site’s operational emissions.

Smart Energy Storage Technology

Through VinFast Energy, the Company is advancing grid-stabilizing, renewable-integrated BESS solutions using high-density lithium-ion batteries with liquid cooling. These systems will support to store electricity during off-peak hours, release it during peak demand, and integrate seamlessly with solar and wind power, ensuring energy reliability and cost optimization for factories, showrooms, and urban infrastructure, while supporting the EV charging network’s expansion.



Clean infrastructure for energy and mobility

Progress

Charging network

- Installed 150,000+ charging ports across all 63 provinces of Vietnam, covering key urban areas and major transportation corridors.
- A full range of charging solutions—from mobile (2.2kW, 3.5kW) and home chargers (7.4kW, 11kW) to fast DC (30kW, 60kW) and ultra-fast (150kW, 300kW).
- Rolled out 300kW ultra-fast chargers, reducing charging time to 18–30 minutes and enhancing the efficiency for both personal and commercial EVs.

- Enhanced customer convenience via the VinFast App for real-time station access and payments.
- In May 2024, VinFast signed a cooperation agreement with Bosch, one of the leading global suppliers of automotive technology and services, giving VinFast customers in Europe access to Bosch's extensive network of 700,000 charging points in 30 European countries.

BESS cooperation and development

- On May 6, 2024, VinFast signed a distribution agreement with ON Energy (KTG Group) to deliver UL- and IEC-certified lithium-ion BESS for rooftop solar applications in households, offices, and industrial zones.
- On October 31, 2024, VinFast partnered with Schneider Electric and ESEC to integrate advanced BESS with microgrid controls, meeting the growing demand for flexible, resilient energy infrastructure across EV charging networks and factories.

Rooftop solar project (at Hai Phong Plant)

- Phase 1 (15 MW_{hp}) became operational in January 2025, producing 17.3 million kWh annually and reducing 12,493 tCO₂e per year.
- Phase 2 (15 MW_{hp}) will be deployed later, targeting a total capacity of 30 MW_{hp} and reducing 24,986 tCO₂e per year, equivalent to 24% of the facility's operational emissions.

Installed

150,000+

charging ports

across all 63 provinces of Vietnam

Giving access

700,000

charging points

in 30 European countries



Clean infrastructure for energy and mobility



Impact

VinFast's integrated energy and charging infrastructure directly supports Vietnam's Power Development Plan VIII (PDP8), which targets 50% of households and offices using rooftop solar by 2030, and contributes to the national energy transition by:

- Accelerating EV adoption by alleviating “range anxiety” through widespread, fast-charging coverage domestically and internationally.
- Scaling renewable energy use by pairing rooftop solar with energy storage, reducing dependence on fossil-based grid power, and building a carbon-free production and mobility ecosystem.
- Strengthening grid resilience and lowering energy costs through BESS, while enabling decentralized electricity generation and preparing VinFast's network for future integration of large-scale solar and wind resources.
- Positioning VinFast as a leader in sustainable infrastructure development, laying the foundation for its Net Zero 2040 ambitions and providing a scalable model for clean mobility ecosystems in emerging and developed markets.

Water Stewardship: Managing a Vital Resource Responsibly

At VinFast, we recognize water as a vital shared resource, essential to our manufacturing operations and the well-being of the communities we serve. Our approach to water stewardship is grounded in the principles of efficiency, circularity, and rigorous compliance, managed through our ISO 14001:2015 certified Environmental Management System. We are committed to minimizing our water footprint and protecting local water ecosystems at every stage of our value chain.

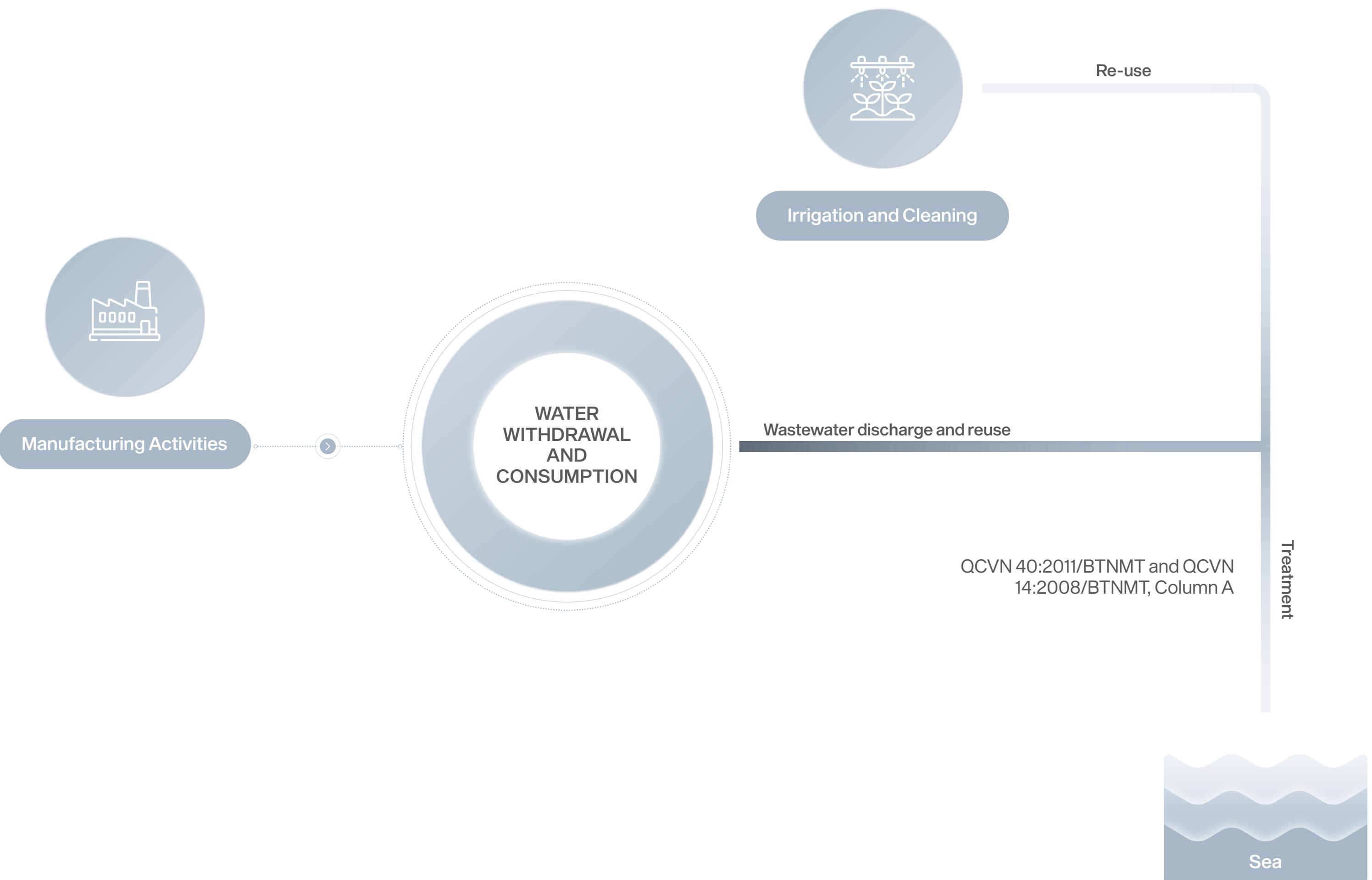
Water Use and Management Strategy

Water consumption: Our primary water consumption occurs at the Hai Phong manufacturing complex, where we source water from municipal and industrial supply systems. This water is essential for our operations and is consumed across these main areas:

- **Manufacturing activities:** At our Hai Phong manufacturing complex, water is essential for a wide range of functions, including core production processes such as painting and cooling; facility operations like fire suppression systems and landscape irrigation; and the domestic needs of our on-site personnel.
- **Trading activities:** Across our national network of showrooms and service centers, water consumption is driven by customer and employee amenities, facility sanitation, and vehicle servicing activities such as car washing.

Wastewater treatment and reuse: All wastewater generated from these activities is meticulously collected and channeled into a centralized, on-site treatment facility. Equipped with advanced Sequencing Batch Reactor (SBR) technology, this plant ensures our effluent consistently meets Vietnam's discharge standards (QCVN 40:2011/ BTNMT and QCVN 14:2008/ BTNMT, Column A – Appendix 6). We also benchmark our performance against international good practices, including the IFC Environmental, Health, and Safety (EHS) Guidelines. The primary discharge destination for this highly treated water is the sea. Critically, we have also integrated a circularity loop: a portion of the treated effluent is repurposed for non-production needs like irrigation and cleaning, directly reducing our demand for fresh water.

Graph 14: Overview of VinFast's water management process

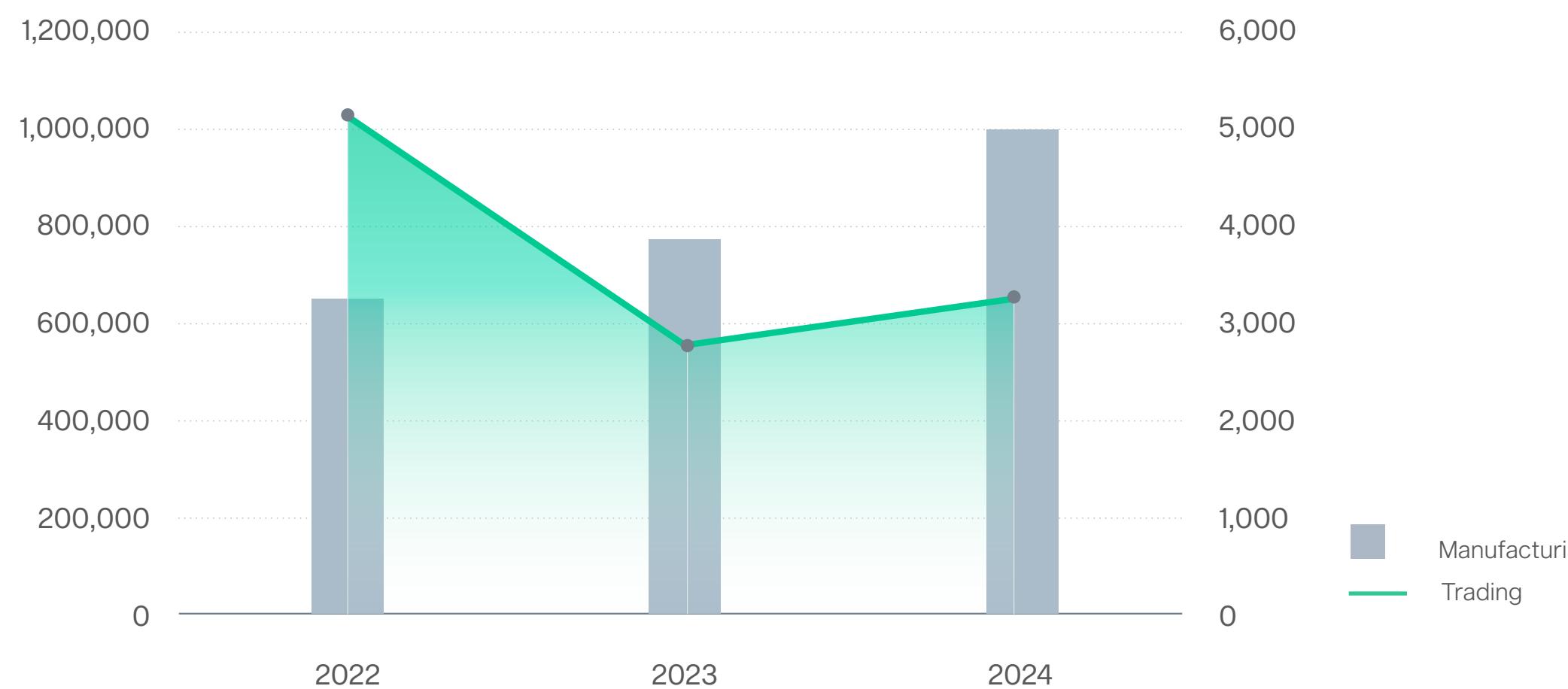


Water Use and Management Strategy

Water consumption

We systematically monitor both water consumption to track performance and inform resource efficiency strategies. All wastewater generated from these activities is meticulously collected and channeled into a centralized, on-site treatment facility.

Graph 15: Total water consumption in Manufacturing and Trading activity (m³)



Graph 16: Water consumption per unit (pcs/m³)



At Hai Phong Plant, we do not exploit water. Our water consumption is supplied by Hai Phong Water Supply Joint Stock Company. This calculation is performed on a monthly basis to provide a clear understanding of our operational water footprint.

An analysis of our performance from 2022 to 2024 shows a clear upward trend in total water consumption, driven primarily by the significant scaling of our operations:

- For manufacturing activities: the increase from 449,636 m³ in 2020 to 1,002,811 m³ in 2024 is attributed to factors such as increased production volume of electric vehicles, expansion of the Hai Phong factory complex.

- For trading activities: which include the network of showrooms, water consumption has fluctuated, reflecting the dynamic pace of market expansion. These changes were influenced by the rapid expansion of the showroom and service center network.

Despite an overall increase in absolute consumption, VinFast remained focused on improving water efficiency in 2024. Key measures included targeting the most water-intensive production steps, eliminating unnecessary processes, conducting regular checks of plumbing systems and shut-off valves, reusing water wherever possible, and promoting awareness through 5S training programs and water-saving competitions. These efforts

delivered tangible results: direct water consumption per car reached **2.48 m³/unit**.

Meanwhile, direct water consumption per scooter was **3.23 m³/unit**, up from previous years because our plant expanded production of new electric scooter models that consume more water in production, leading to an increase in average water demand.

Wastewater Treatment and Circularity



VinFast operates a comprehensive wastewater management system at the Hai Phong complex to treat and recycle effluent:

Internal facilities

Seven pre-treatment and recycling stations with a combined capacity of 53,096 m³/day. These units provide essential preliminary treatment and enable water to be recycled directly within our production processes.

Central Wastewater Treatment Plant (WWTP)

Equipped with Sequencing Batch Reactor (SBR) technology, total treatment capacity: 3,200m³/day.

Mitigation safeguards

Includes a 500 m³ monitoring tank for a final quality assessment before discharge, and a 35,500 m³ emergency pond to contain any effluent that does not meet standards, allowing it to be securely held and re-treated, thereby preventing any non-compliant discharge to the sea.

Robust monitoring and compliance

The first layer

Automatic monitoring system continuously operates 24/7 and transmits data directly to the Hai Phong Department of Natural Resources and Environment (“DONRE”). This system tracks 14 key parameters in real-time, including flow, pH, temperature, COD, TSS, NH₄⁺, total phosphorus, and various heavy metals (e.g., As, Cd, Hg, Pb, Cr).

The second layer

Periodic in-depth laboratory analysis is conducted monthly by a licensed party; these analyses cover over 30 parameters, including biological indicators (E.coli, coliforms), organic compounds, nutrients, and a comprehensive suite of heavy metals. All effluent monitoring adheres strictly to Vietnam's national regulations and the IFC guidelines.

Beyond monitoring

The effluent ourselves, we proactively assess our impact on the receiving ecosystem. This involves quarterly monitoring of the surface water in the project premises and marine water quality in the vicinity of our discharge point. The results are assessed against Vietnam's national standards for surface water and coastal seawater.

Wastewater Treatment and Circularity

The following tables provide detailed performance data related to our water discharge volumes, quality, and recycling efforts:

Wastewater discharge and recycling

Total wastewater
578,139 m³

was discharge from
manufacturing activities

Recycled
26,404 m³

of treated wastewater

In 2024, our total wastewater discharge from manufacturing activities was 578,139 m³, representing an increase compared to 2023. This change was primarily driven by our expanded production scale.

Furthermore, we recycled 26,404 m³ of treated wastewater, achieving a recycling rate of 6% through reusing treated effluent for purposes such as landscape irrigation and facility cleaning.

For the 2024 reporting period, the sole destination for treated wastewater from

our Hai Phong Plant was discharge to the sea, a process conducted in strict compliance with the conditions of our environmental permit. Based on its Total Dissolved Solids (TDS) concentration, the effluent is classified as TDS ≤ 500 mg/L – a quality that is fully compatible with the receiving marine environment.

As part of our stewardship, we maintain a quarterly seawater quality monitoring program in the surrounding area to ensure our operations do not cause adverse impacts on the local ecosystem.

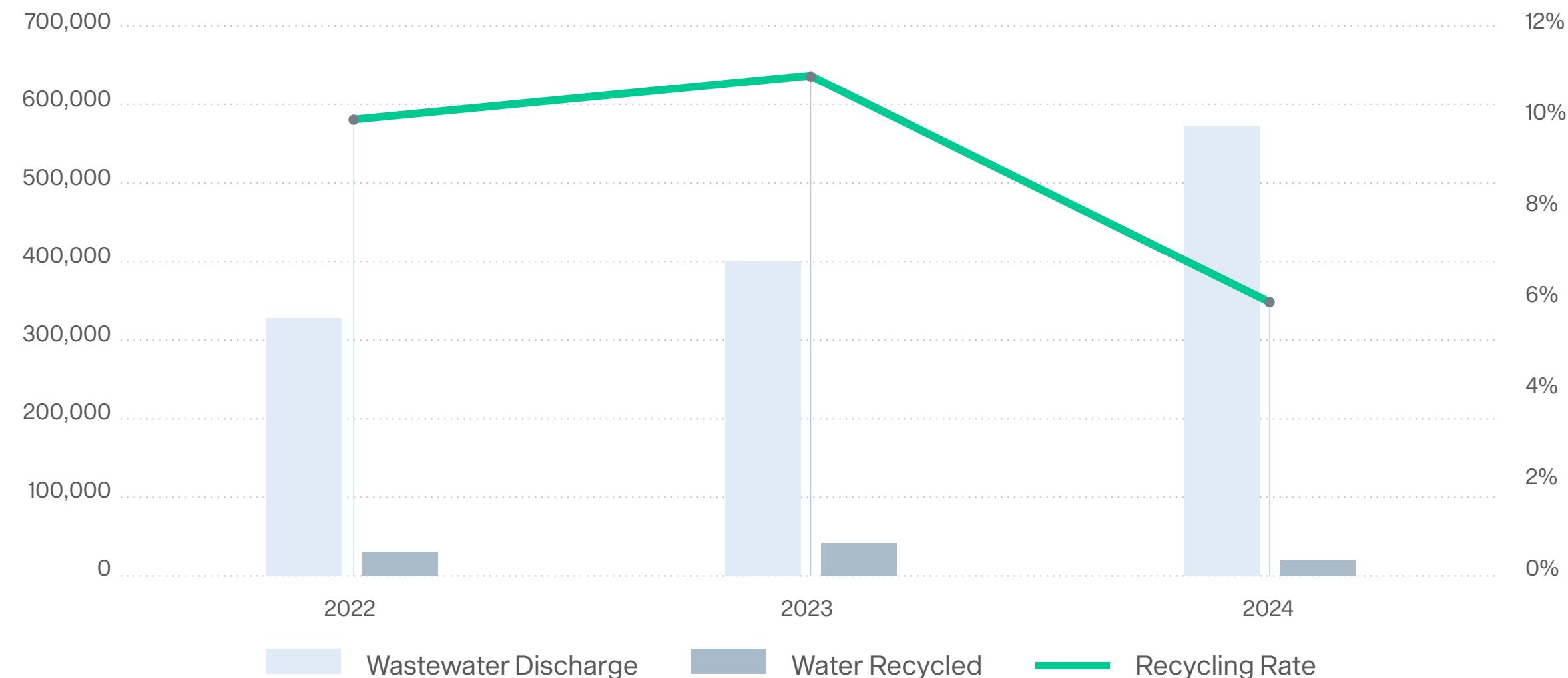
Concentration of priority substances of concern (PSCs)

The average concentrations of all Priority Substances of Concern (PSCs) at the point of discharge were significantly below the stringent limits set by QCVN 40:2011/BTNMT (Column A) and QCVN 14:2008/BTNMT (Column A) for PSCs with this mark * which is not regulated in QCVN 40:2011.

Specifically, the average Chemical Oxygen Demand (COD) concentration for the year was 15.7 mg/L, representing

only 20.9 % of the 75 mg/L regulatory limit. Similarly, concentrations of all heavy metals such as Lead (Pb), Chromium VI (Cr VI), Copper (Cu), etc. remained at very low levels, demonstrating the effectiveness of our advanced treatment technology and rigorous quality control protocols. We are committed to maintaining this high standard of treatment performance to protect the marine environment.

Graph 17: Wastewater discharge and recycling at Hai Phong Plant



Managing Water-Related Impacts and Setting Targets

Our most direct water-related impact is the discharge of treated effluent into the marine environment. We manage and mitigate this impact through a systematic framework of assessment, continuous monitoring, and target-setting to drive performance.

Systematic Impact Assessment and Risk Management

- The identification and assessment of water-related impacts are conducted systematically, in accordance with Vietnamese environmental regulations and the international standards we have adopted. From the initial project development stage, VFVN conducted a comprehensive Environmental Impact Assessment ("EIA") to analyze and forecast potential impacts on water resources throughout the full lifecycle of the Hai Phong manufacturing complex.
- During ongoing operations, our ISO 14001:2015 certified Environmental Management System provides the core methodology for continuously identifying, assessing, and managing significant environmental aspects, including water use and discharge. The scope of this assessment covers all production, utility, and support activities at the facility, ensuring we control risks and maintain regulatory compliance.

Target Setting, Performance, and Continuous Improvement

- VinFast has implemented a structured process for setting ambitious water-related goals, combining technical feasibility analysis, regulatory requirements, and local environmental context. These goals are reviewed annually as part of our formal environmental management review, to evaluate performance and set objectives for the following year.

Continuous Monitoring and Compliance

- To ensure the protection of the receiving marine ecosystem, we employ a multi-layered monitoring strategy. Wastewater quality is monitored continuously through an automated 24/7 system that transmits data directly to regulatory authorities. This is supplemented by periodic sampling and laboratory analysis, performed at the frequency stipulated by our discharge permit quarterly, and regular internal audits. This rigorous monitoring ensures our treated effluent remains safely within all permitted parameters.

Throughout 2024, a total of 26,404 m³ of treated wastewater was successfully reused for approved purposes. This represented a 6% reuse rate for the period. While this demonstrates our operational capacity for reuse, we did not meet our 20% target. A formal root cause analysis, which is part of our documented continuous improvement process, identified the primary shortfall drivers as operational challenges, including periods of exceptionally heavy rainfall which diluted demand for irrigation, and temporary excursions in treated water quality that rendered it unsuitable for reuse. Corrective action plans are now in place to improve the stability and quality of our treated water supply to better achieve our reuse targets in the coming year.



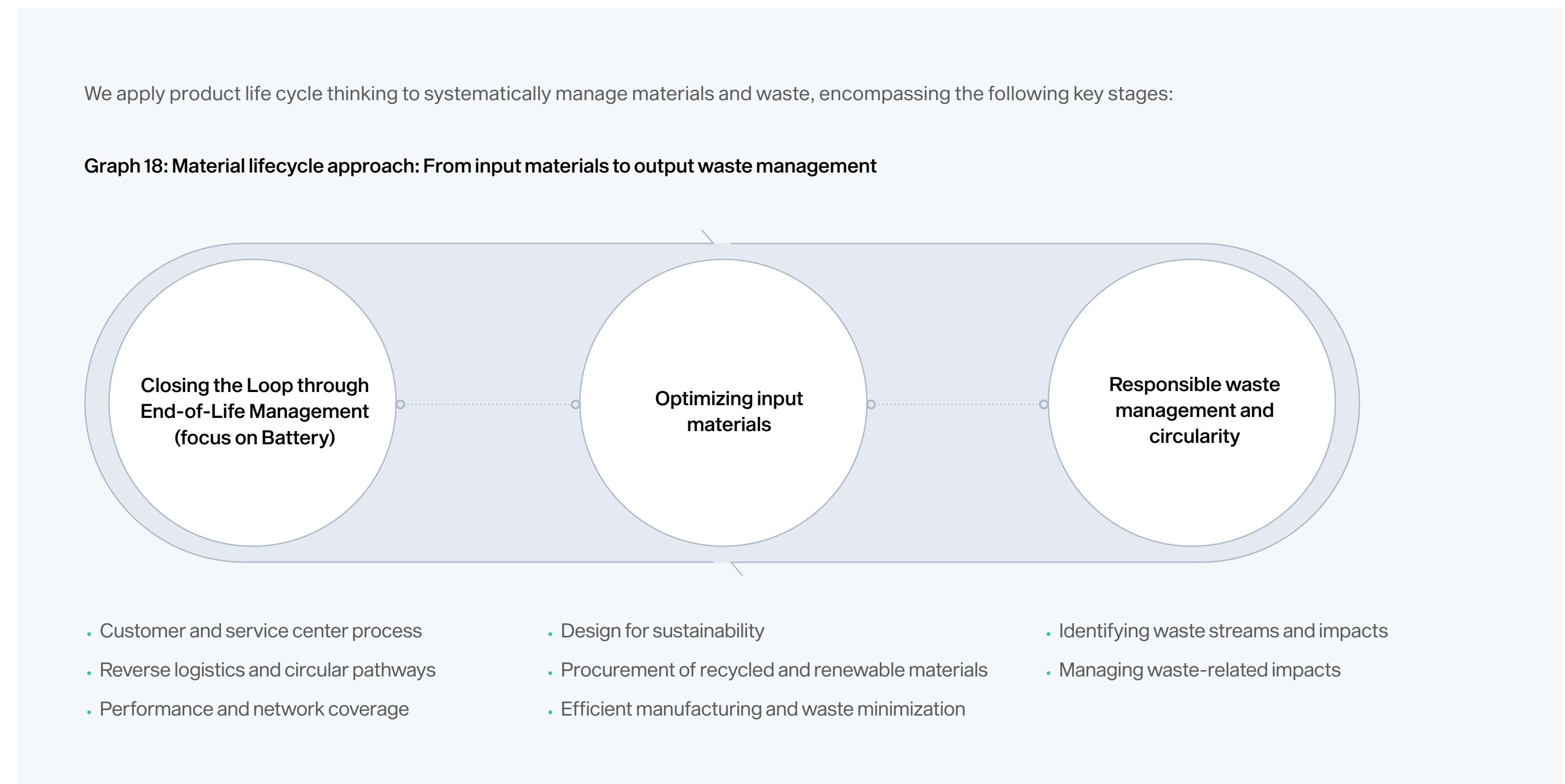
Resource Circularity

Circular economy strategy

At VinFast, we recognize that our mission

To drive the global electric vehicle revolution must go hand-in-hand with our responsibility to protect the planet.

Therefore, we are aiming to transition from a traditional linear economic model to a circular economy model. Our approach extends beyond 'end-of-pipe' waste treatment, focusing instead on optimizing the entire material life cycle, starting from the 'source'—from design and material selection, through production, to end-of-life product management.



Our vision is to build a green mobility ecosystem where all materials are used at their highest value for as long as possible, contributing to a sustainable future for everyone:

Minimizing environmental impact

By reducing the extraction of virgin resources, limiting waste generation, and lowering associated greenhouse gas emissions.

Enhancing supply chain resilience

By reducing dependence on scarce and price-volatile natural resources, while creating a more closed-loop and sustainable value chain.

Sustainable materials in EV products

Our strategy for “optimizing input materials” is built on 03 fundamental pillars. This holistic approach ensures we minimize our environmental impact from the very beginning of the product life cycle.



PILLAR1 Design for Sustainability

We integrate sustainable design principles to optimize vehicle structures, reducing weight to enhance energy efficiency and lessen the demand for raw materials. Prioritizing lightweight yet high-strength

materials, such as advanced aluminum alloys, not only improves vehicle performance but also minimizes our resource burden.



PILLAR2 Procurement of Recycled & Renewable Materials

We are actively working with our suppliers to increase the use of recycled materials in our manufacturing processes. Our strategy focuses on key inputs like low-

carbon aluminum (produced using renewable energy) and increasing the proportion of recycled content in steel and plastics.



PILLAR3 Efficient Manufacturing and Waste Minimization

Efficient manufacturing and waste minimization: At our manufacturing facility in Hai Phong, we implement Lean Manufacturing processes and a high degree of automation to optimize material usage and minimize scrap at the source.

Continuous improvement initiatives are deployed to enhance efficiency and reduce waste at every stage, from stamping, welding, and painting to final assembly.

Key Focus Areas:

- Steel and aluminum:** As our highest-volume materials, we focus on reducing their embodied carbon. We partner with suppliers to source low-carbon aluminum made with renewable energy and aim to increase recycled content in our steel inputs—key steps in cutting our vehicles’ carbon footprint from the outset.

- Plastics:** To reduce plastic pollution and reliance on virgin fossil fuels, we are integrating more high-quality recycled plastics into non-structural vehicle components.

- Battery materials:** Our EV battery strategy emphasizes a full-lifecycle approach. Through end-of-life recycling partnerships, we recover critical minerals and reintroduce them into the supply chain, reducing dependence on new resource extraction.



Waste management in production operations

Our management approach to waste is guided by the principles of the circular economy and the waste management hierarchy. We understand that our operations generate waste, and we are committed to managing the associated impacts by prioritizing the most sustainable solutions.

Identifying waste streams and impacts

We identify and manage two main groups of waste arising from our activities: waste from production operations and end-of-life products:

- **Waste from production operations:** At our Hai Phong Plant, we have classified waste into 03 main categories: domestic waste, normal industrial waste, and hazardous waste.
- **End-of-life products:** We have recognized that products such as automobiles, batteries, air-conditioners, tires, and electronic equipment can cause environmental pollution if not handled appropriately. Therefore, collecting and treating them properly have become one of our core responsibilities during the process of operation.



Managing waste-related impacts

For manufacturing waste

All wastes were rigorously segregated at the source and stored in designated areas. We have signed a contract with licensed and professional waste management companies to ensure all kinds of waste were collected, recycled, and treated in compliance with regulations. For hazardous waste, in particular, we have been working toward the goal of **“Zero landfill”** to strengthen the protection of soil, water, and the ecosystem.

- For **hazardous waste**, our management protocol has begun with rigorous at-source segregation and secure storage. Key hazardous waste streams from our production processes included hard metal waste packings, waste chemicals, solvents, oil-contaminated rags, paint dust and residue, and sludge from our wastewater treatment system. All hazardous materials were then transferred to licensed contractors for proper treatment. In line with our goal of **“Zero landfill”** for this stream, we prioritized treatment methods that enable circularity, such as re-refining for solvents or decontamination for recycling over final disposal.
- For **non-hazardous waste**, our main streams consisted of both normal industrial solid waste and domestic waste, including materials such as domestic waste, scrap metal, plastics, paper, cardboard, and wood pallets. We have implemented strict segregation programs at the point of generation to maximize the volume of materials diverted to our recycling companies. This meticulous process was critical for transforming waste into a resource and advancing our circular economy objectives.

Procedures and reporting

Since 2019, VinFast has published information on our collection point, developed an internal “Procedure of Discarded Product” and prepared annual reports for the Ministry/ Department of Natural Resources and Environment (MONRE/DONRE).

Waste management in production operations

Progress in 2024

Total waste generation in 2024

71,797 tonnes

In 2024, our total waste generation increased to 71,797 tonnes. This rise corresponds with the significant expansion of our production activities at the Hai Phong manufacturing complex, where the total number of vehicles manufactured increased substantially, as illustrated in Graph 19.



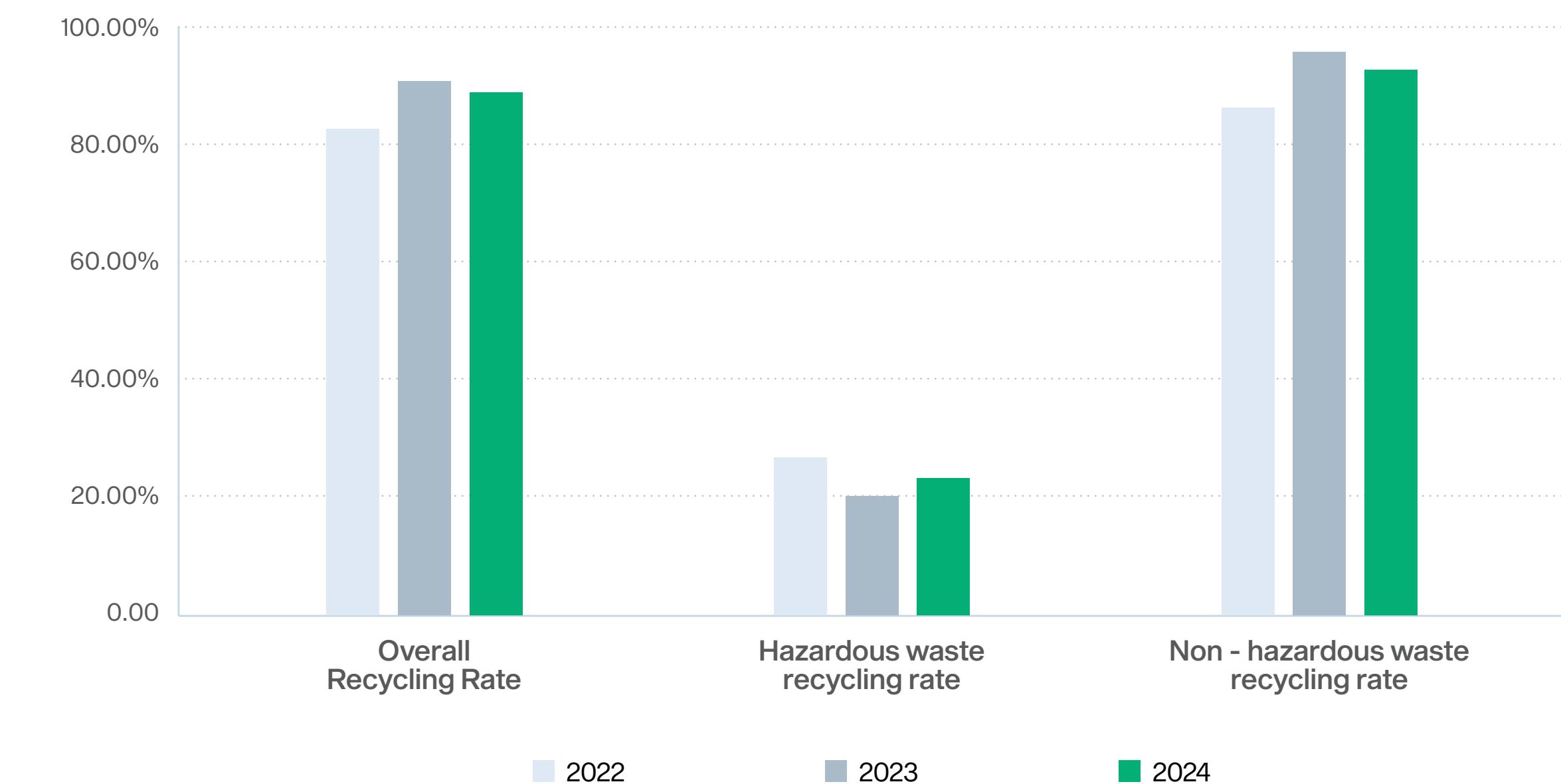
Graph 19: Total hazardous and non-hazardous waste (tonnes of kilograms) (2022-2024)

Overall waste diversion rate of

89.2%

In this context, we achieved **an overall waste diversion rate of 89.2%** and maintained a high recycling rate for **non-hazardous waste**, which stood at **92.5% in 2024**. This reflects our ongoing processes for segregating and recycling common industrial materials like scrap metal and packaging.

The overall diversion rate changed from 91.2% in 2023 to 89.2% in 2024, a shift that is primarily related to the recycling rate for **hazardous waste**. This can reflect the challenges of scaling up new production lines, which may introduce more complex or difficult-to-recycle hazardous materials, such as specific solvents, paint sludges, or certain battery-related waste streams.



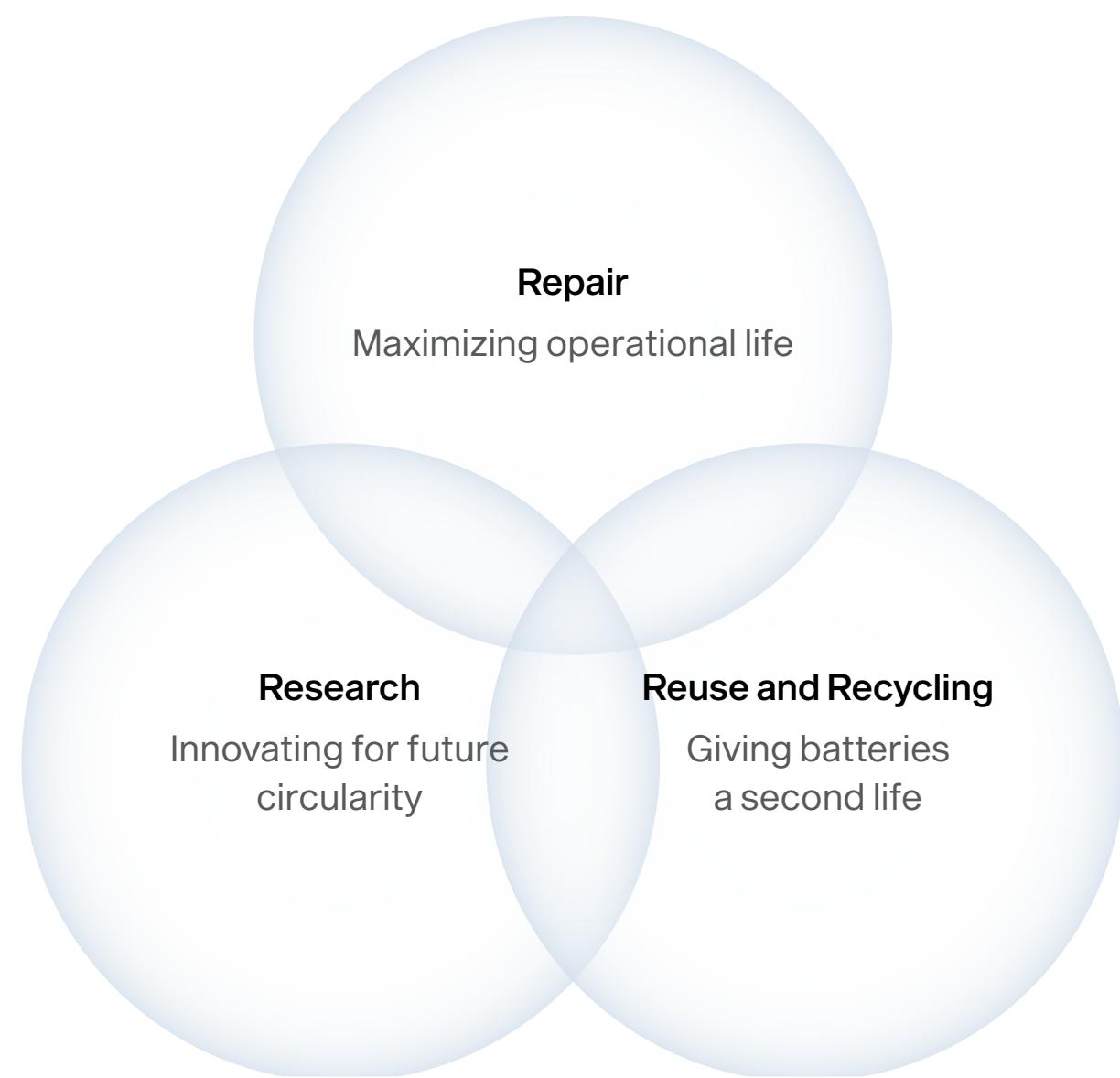
Graph 20: Waste recycling rate at Hai Phong Plant (%) (2022-2024)

End-of-Life management for EV batteries

EV batteries are at the heart of the green mobility revolution and are a focal point of our circular economy strategy. VinFast is committed to responsibly managing the entire battery lifecycle through a multi-faceted, global strategy focused on maximizing value and minimizing environmental impact:

Repair: Maximizing operational life

Our priority is always to extend the battery's operational life. VinFast service workshops are equipped with advanced diagnostic tools and robust protocols for battery maintenance and restoration. This allows our technicians to precisely assess battery health and perform modular repairs. This approach not only ensures the best possible customer experience but also significantly minimizes waste and conserves resources.



End-of-Life management for EV batteries



Reuse and Recycling

Giving batteries a second life

1 BATTERY REUSE

Extending Life through Second-Life Applications

- Battery Subscription & Take-Back:** Under our battery subscription model, once a battery's capacity falls below the contractual threshold (typically 70%), it is automatically collected and replaced. This system ensures a reliable stream of used batteries for second-life applications.

- Repurposing into BESS:** In partnership with Marubeni Corporation in Japan, VinFast is developing Battery Energy Storage Systems using decommissioned EV batteries without disassembly or repacking. This innovative, cost-efficient approach enables large-scale reuse while minimizing environmental impact.

2 COLLECTION AND REVERSE LOGISTICS

Enabling Circularity Across Markets

- Official Collection Infrastructure:** We operate an official collection point at the VinFast Hai Phong Manufacturing Complex, offering free disposal for used VinFast-labeled products and accessories. Customers can bring directly to Hai Phong Plant or bring to any service centers in Vietnam, and we will transfer to the Plant for classification and processing in accordance with the law.

- Customer Drop-off & Service Protocols:** Customers can return used or end-of-life batteries by contacting their nearest VinFast showroom or authorized service center. Our trained technicians at these locations then follow a strict Standard Operating Procedure ("SOP") which includes initial safety inspection, secure disconnection from the vehicle, diagnostic testing, and specialized packaging for safe storage and transport.

- Battery Management by VinES:** All used or damaged batteries collected by VinFast are transferred to our affiliate, VinES, which leads the battery recycling process. VinES ensures proper treatment, recovery, or reuse depending on the condition of the battery.

End-of-Life management for EV batteries

Reuse and Recycling

Giving batteries a second life

3 CIRCULAR PATHWAYS

Repair, Repurpose, Recycle

Collected batteries are evaluated and directed to one of three circular pathways:

Repair & Refurbishment

Batteries suitable for further use are repaired and returned to circulation in vehicles.

Second-Life Repurposing

Batteries that can no longer be used in vehicles but retain usable capacity are repurposed, such as in BESS applications through our Marubeni partnership.

Recycling & Material Recovery

End-of-life batteries are sent to certified recycling partners—including Li-Cycle and VinES—for recovery of critical materials like lithium, nickel, and cobalt.

4 Global Recycling Network and 2024 Performance

Strategic partnership with Li-Cycle

Since November 2022, VinES (a VinFast subsidiary) and VinFast have entered a global partnership with Li-Cycle, a world leader in lithium-ion battery recycling. We are implementing their advanced “Spoke & Hub” model, which allows for the recovery of valuable metals such as lithium, nickel, and cobalt to produce new batteries, creating a true closed-loop cycle. This agreement was strengthened in 2023, making Li-Cycle a strategic partner for VinES in Vietnam, with a plan to build a “Spoke” facility near our plant, with investment planned for 2025. Through our strategic partnerships with Li-Cycle and Marubeni, we are building a comprehensive circular ecosystem. The recovery of critical materials from recycled batteries allows them to become recycled input materials for the supply chain, reducing our dependence on virgin resource extraction and effectively closing the material loop.

Research: Innovating for future circularity

We continuously invest in R&D to develop new battery technologies that are not only higher in performance but also more durable and easier to process at their end-of-life. Our key R&D focus areas for enhancing battery circularity include:

- Developing more durable and sustainable battery materials to extend lifespan.
- Innovating ‘Design for Disassembly’ principles to make batteries easier and safer to deconstruct for repair or recycling.

EMPOWERING PEOPLE

Human Capital, Safety & Community

A workplace to drive a Sustainable Future	84
Occupational Health & Safety (“OHS”)	93
Community engagement & Socioeconomic contribution	97



2024 Social Highlights

At VinFast, our people are the driving force behind our innovation, performance, and long-term success. We are committed to cultivating a safe, inclusive, and empowering work environment where every employee can thrive. Through strategic investments in talent development, diversity and inclusion, occupational health and safety, and employee engagement, we aim to build a resilient and future-ready workforce aligned with our mission of sustainable mobility.

929,761,669 VND

Invested in our community
(52% growth compared to 2023)

50%

Board members are women

6,940 Courses conducted

Reaching 480,965.34 hours
and engaging 482,087 attendees

85%

employees in Vietnam's satisfied
with "Inclusive culture"

ISO 45001:2018

Hai Phong Plant is certified





A workplace to drive a Sustainable Future

At VinFast, we believe our people are the driving force behind our innovation and impact. As we work to pioneer a sustainable mobility future, we are equally committed to creating a workplace where every employee feels valued, supported, and empowered to thrive professionally and personally.



Thinking highly of fairness, transparency and having utter respect for discipline.



Being courteous, respectful, and cooperative.



A place for capable, passionate and devoted leaders.



Offering competitive compensation and benefits together with satisfying working conditions.



Offering knowledge acquisition, self-development and promotion opportunities.

Talent Attraction

In the upcoming period, VinFast aims to strengthen its position as an employer of choice by advancing a forward-looking, inclusive, and impact-driven talent strategy. Our approach focuses on three core pillars: future-ready capabilities, diversity and inclusion, and purpose-driven culture.

To meet the growing demand for green mobility and digital transformation, we are prioritizing the recruitment of high-potential talent in key areas such as, Electric Vehicles Development and Production, battery technology, AI, and sustainability. VinFast is expanding its partnerships with top universities in Vietnam and

globally through internship programs, joint research projects, and career fairs. We also plan to launch a program to attract young professionals passionate about climate innovation and sustainable development.

In Vietnam, our employer branding efforts will highlight career progression, innovation, and our mission of creating a sustainable future. In other markets, we will continue to offer competitive relocation packages, hybrid work models, and project-based roles to effectively tap into the global EV talent pool.

Talent Attraction in 2024

2024 was a year of significant talent acquisition to fuel our growth. Globally, there were 7,520 employees who joined VinFast, with 97% of these new hires were in Vietnam to continue strengthening our core operations. This included 222 senior leaders (Grade T4 and above), who are crucial for scaling Research and Development, Manufacturing and Business operations and driving our strategic priorities.

This surge in hiring was strategically aligned with our expansion roadmap. A significant portion of

7,520 employees
joined VinFast in 2024

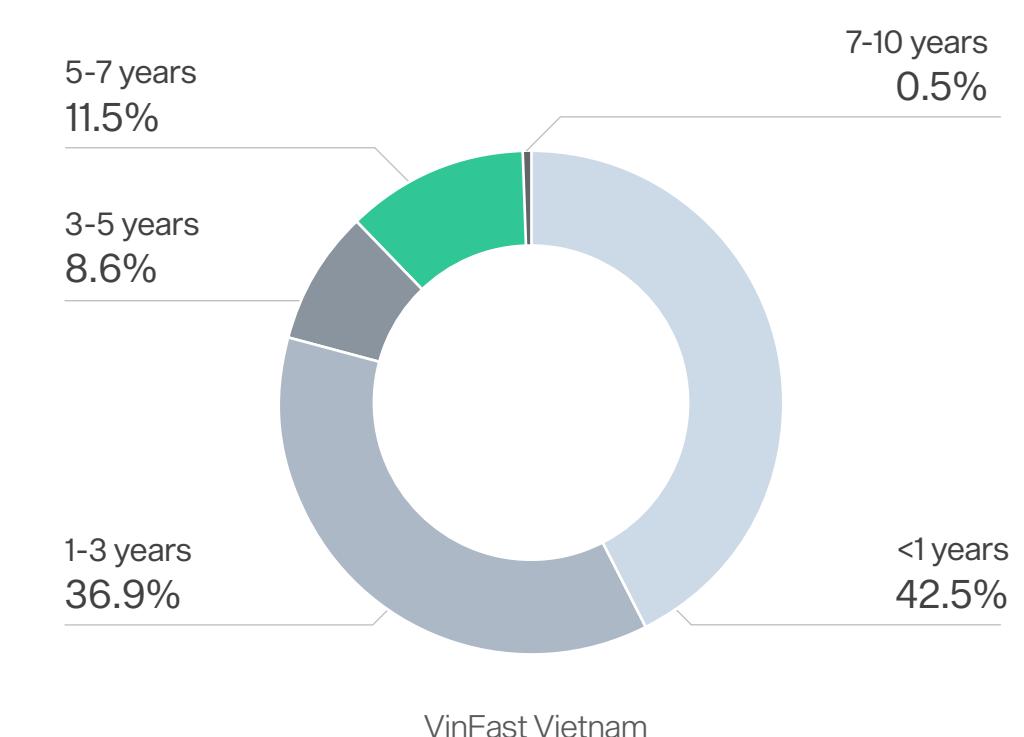
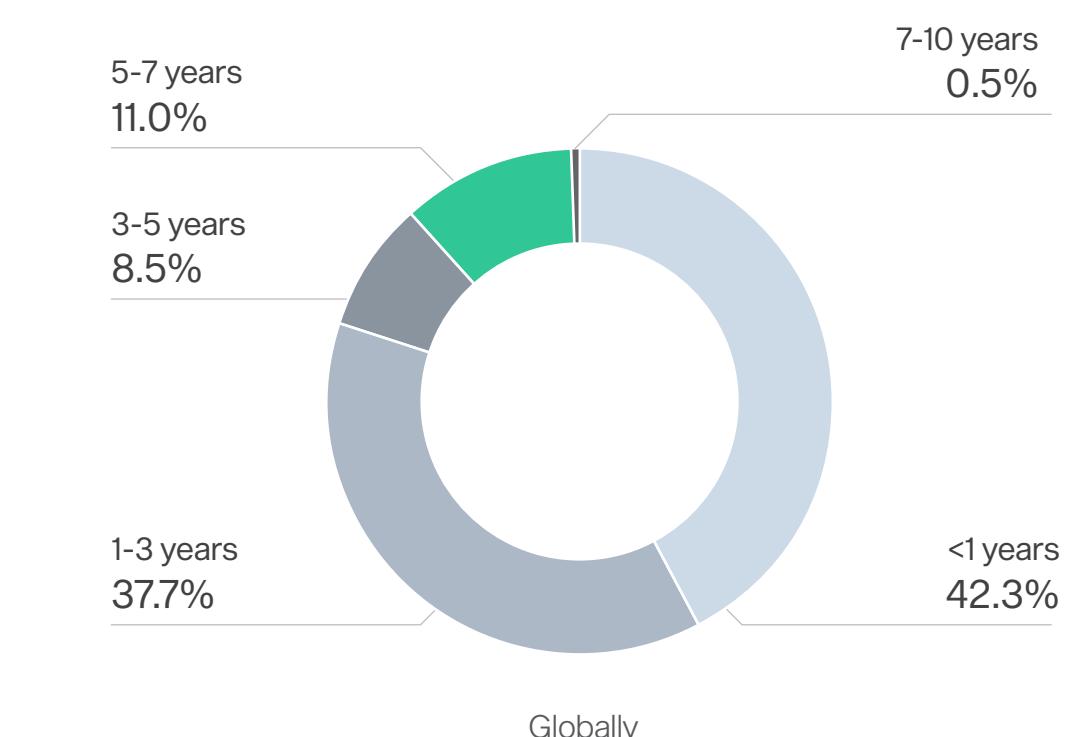
new hires was concentrated at our Hai Phong Plant to support production ramp-up for new EV models, while the growth in expatriate talent was closely tied to the establishment of new factories in India and Indonesia and the build-out of global sales and marketing teams. In markets such as the Philippines and the Middle East, 100% of the current workforce was recruited within the year, demonstrating our rapid market-entry capabilities.

Employee tenure and retention

VinFast focuses on retaining a high-quality workforce and recruiting new talent to meet business and production plans.

As of December 31, 2024, VinFast's workforce expanded a 40% increase to the same period in 2023. The workforce growth figures over the years, together with employee tenure data, reflect trends commensurate with our rapid growth.

Graph 21: Work tenure at VinFast's Vietnam and globally



To enhance retention and employee engagement, in 2024 we launched several key initiatives, including enhanced onboarding programs, clear career pathing frameworks, and competitive benefits reviews.

Employee Development and Career Growth

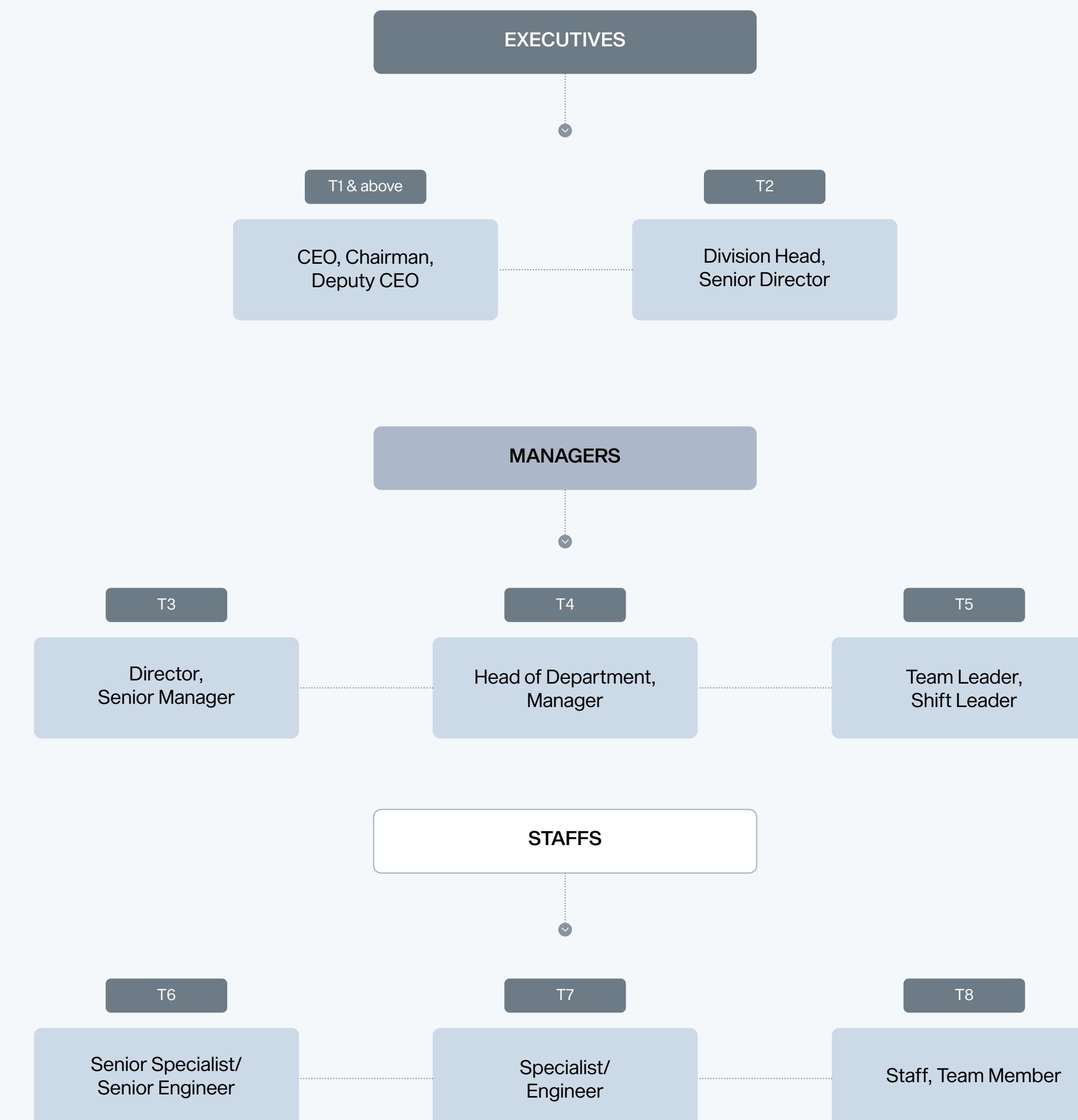
Investing in our people's continuous development is vital to cultivating a skilled, agile, and engaged workforce equipped to meet strategic and operational goals in a fast-evolving industry.

Learning and Capability Building

VinFast's organizational structure is delineated into eight employment tiers, from T8 to T1. Specifically, Tiers T8–T6 represent staff-level roles, Tiers T5–T3 encompass middle management positions and Tiers T2–T1 include executives and Board of Directors.



Graph 22: Categorization of tiers from staff level to Board level



Employee Development and Career Growth



Learning and Capability Building

VINFAST'S TRAINING AND DEVELOPMENT

Foundational Training

VinFast's training system is built on **three key pillars**:

Programs such as "VinFast – The Origins of Excellence" introduce employees to our culture, internal regulations, and service standards.

Skills Upgrading

Includes orientation, cultural integration, ten standardized soft-skill modules, role-specific specialization courses, and advanced professional development.

Leadership Development

Competency-based programs designed to nurture current leaders and prepare future ones.

To foster continuous growth, VinFast has invested in digital learning platforms, including the **SabaCloud training hub**, providing employees with constant access to leadership, technical, and professional upskilling. In Vietnam, employees are also encouraged to share new ideas via v.creative@VinFast.vn, reinforcing a culture of innovation.

In 2024, VinFast executed an extensive training agenda, delivering **6,940 courses** that amounted to **480,965 training hours** and engaged 482,087 participants. On average, each employee received **24.4 training hours**, with staff-level employees (T5 and below) averaging 24.9 hours and management-level employees (T4 and above) averaging 14.3 hours.

A key focus in 2024 was on **ESG training**, which was delivered through two complementary approaches:

ESG-specific training: Tailored courses for employees working directly on sustainability, covering Climate Change Management – Carbon Neutrality, Quantifying the Carbon Footprint of Products, GRI Standards, and Environmental Management, among others.

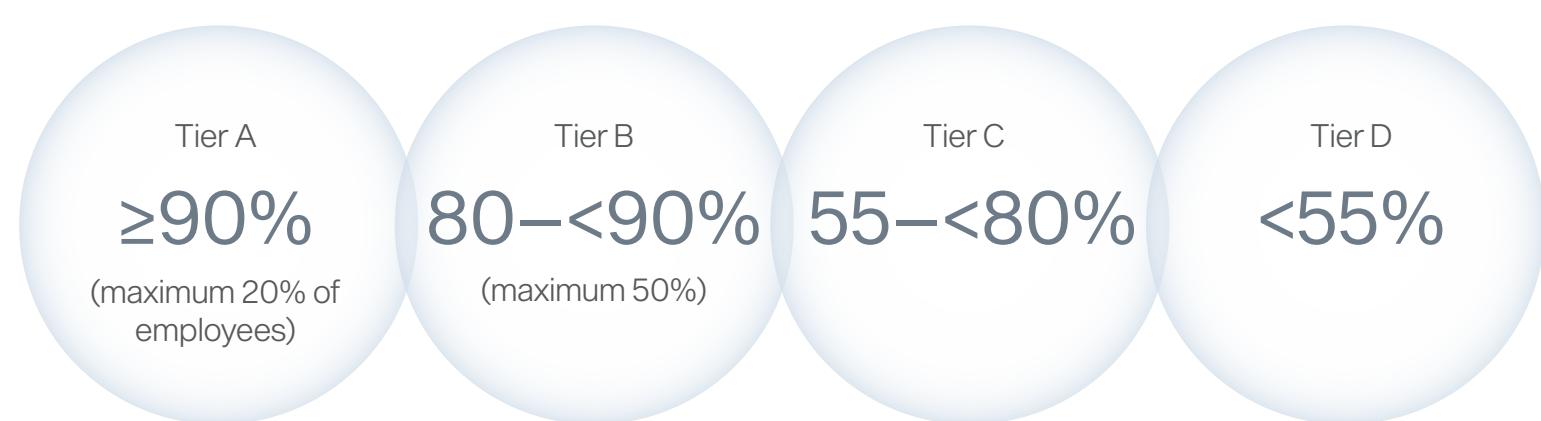
ESG-integrated training: ESG principles were embedded into broader programs, including onboarding for new hires and periodic refresher training on ESG policies, ensuring that all employees remain aligned with VinFast's sustainability commitments.

Employee Development and Career Growth

Performance, Career Development, and Succession Planning

VinFast applies to a structured KPI-based performance management system. In Vietnam, employees with at least three months of service usually undergo semi-annual evaluations. In contrast, operational roles are subject to monthly or quarterly reviews to ensure goal alignment.

In Vietnam, employees are classified into four performance tiers based on evaluation results:



Performance outcomes serve as direct inputs for decisions related to promotions, salary adjustments, and reward eligibility.

To support career advancement, in some regions, VinFast offers several development tools:

- **Role-specific certification exams** to validate skills required for specialized positions.
- **Internal trainer programs** to grow peer learning and leadership.
- **Annual competency assessments**, which emphasize hands-on application (80%) alongside theoretical knowledge (20%).



The Company prioritizes ensuring business continuity and leadership resilience across critical management positions. The Company identified key roles—such as R&D Directors, Plant Directors, Department Heads, Senior Technical Experts as priorities for succession planning. Succession reviews were conducted twice a year to evaluate bench strength and readiness levels.

High-potential employees were identified using performance ratings, leadership competencies, manager nominations, and were incorporated into tailored development plans. These included [insert: development methods, e.g., leadership training, mentorship, cross-functional assignments, or international exposure], designed to prepare successors for future responsibilities. In 2024, 100% of key roles had at least one identified successor.

There are initiatives complimented by a strong focus on internal mobility, with 53% of management vacancies filled through internal promotion. The HR Department monitored progress and reviewed succession metrics regularly. These initiatives reflect VinFast's commitment to long-term workforce sustainability by cultivating leadership talent from within and reducing reliance on external hiring for strategic roles.

Ultimately, process ensures that employees not only receive regular performance feedback but also have a clear pathway to grow and thrive within VinFast's ecosystem.



Compensation, Welfare, and Benefits

Compensation & Recognition

VinFast complies with Vietnamese labor laws, providing at least 85% of full salary during probation period.

Employee salaries are reviewed on a regular annual basis, based on performance evaluations, or an ad-hoc basis when deemed necessary. The key critical considered for salary adjustment include: i) Exceptional performance: provide timely recognition and motivation for individuals who deliver outstanding achievement and work results, bringing significant value to the Company; ii) Change in scope and responsibilities: when there is a significant change in volume, scope or responsibilities of a role, resulting in

increased pressure and a higher expectation for the employee. iii) Competency framework and Career path: to ensure compensation level is commensurate with the role, position, and employee's development potential within the established competency framework and career trajectory.

Employees who demonstrate exceptional contributions are rewarded with bonuses and recognition incentives. In Vietnam, employees are also entitled to a 13th Month Bonus and participate in a Recruitment Referral program, along with Rewards for campaign, project achievements.

Health, Safety & Security

Our employees are enrolled in locally mandatory social, health, and unemployment insurance programs.

Employees must undergo a health examination once a year, those who perform heavy, dangerous and hazardous works or those who are disabled or have reached certain age must undergo for medical examination twice a year.

Beyond that, VinFast's tiered healthcare packages offer enhanced coverage. In moments of illness, accident, or unexpected life events, VinFast provides support, where possible, for employees and their families.

Future-Focused Benefits & Flexibility

We are evolving our support systems to meet changing employee needs, exploring flexible work arrangements, expanded paid leave policies, and future offerings in retirement planning and education support.

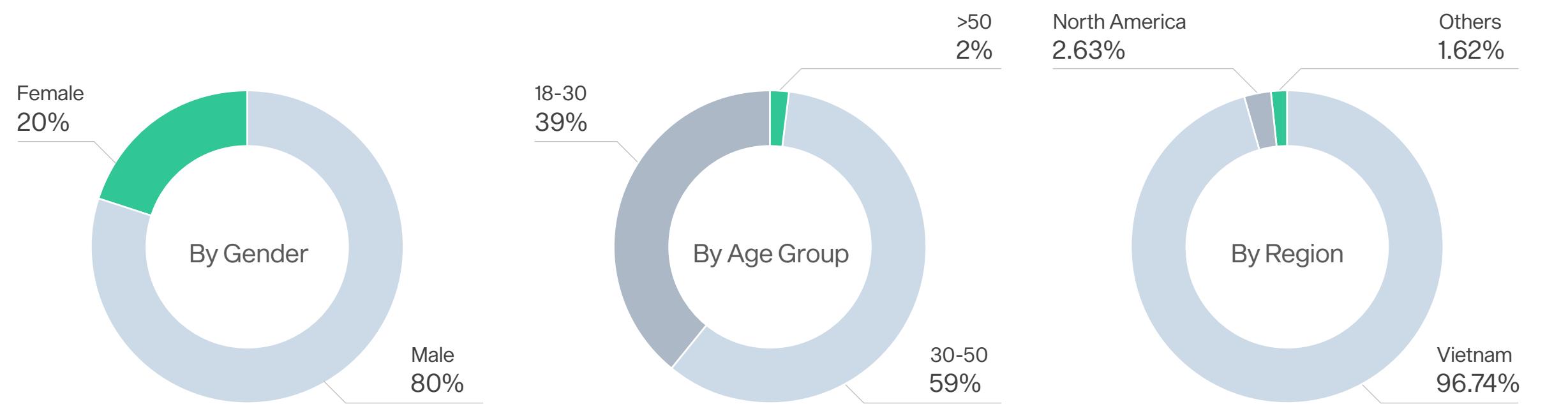
We believe that we maintain a positive working relationship with our employees, and we have not experienced any significant labor disputes or work stoppages.

Diversity, Equity, and Inclusion (DEI)

At VinFast, a diverse, equitable, and inclusive workforce is central to our identity and strategy for sustainable success. We believe that embracing differences fuels innovation and enables us to lead in smart mobility.

Graph 23: Diversity, Equity and Inclusion statistics at VinFast in 2024

Global Workforce Breakdown



Equal Opportunity Commitment

VinFast's Equal Opportunity Policy ensures that all employment decisions-recruitment, advancement, compensation, and benefits-are free from discrimination and based solely on personal achievements and merits.

• Fair Recruitment & Advancement

Hiring, training, and promotions are merit-based, regardless of race, gender, age, sexual orientation, disability, or other protected statuses.

• 2024 Workforce Diversity Metrics

Our commitment to diversity is reflected in our workforce composition. As of year-end 2024, our global team shows a dynamic mix of age groups, with a strong foundation of experienced professionals and a significant cohort of emerging talent.



Diversity, Equity, and Inclusion (DEI)

Inclusive & Respectful Culture

Our Code of Conduct reinforces respectful behavior and inclusion. Employees are expected to treat others with dignity and professionalism and avoid inappropriate or offensive remarks.

In line with GRI 405 and SDG 5, 50% of the Board are women, including our Chairwoman. In 2024, VinFast established an internal Global DEI Council to advise on fair recruitment, inclusive workplace culture, and succession planning.

Zero Tolerance for Harassment

VinFast prohibits all forms of harassment, including based on gender, race, religion, or other protected traits. This includes sexual harassment and unwelcome advances. Our workplace must remain safe, respectful, and inclusive for all.



Diversity, Equity, and Inclusion (DEI)

VinFast has established a grievance mechanism to support employee accountability and protection.



Grievance and speak-up system

CHANNELS

- Email: v.speakup@VinFast.vn
- In person: by speaking with the person's manager or a member of the HR, IA, or Legal teams.
- Grievance boxes.
- Written complaints to the Audit Committee.

COMPLAINT HANDLING PROCESS

VinFast follows a transparent and structured approach to handling complaints:

- **Intake and Acknowledgment:** The Internal Audit (“IA”) department receives the report, logs the case, and acknowledges receipt.
- **Preliminary Review:** A preliminary assessment is conducted to determine the nature, validity, and scope of the concern.
- **Case Assignment:** For valid cases, an investigation team—known as the Speak Up Panel—is formed. This panel includes representatives from directly relevant departments to ensure impartiality.
- **Confidential Investigation:** The panel conducts a thorough and confidential investigation, protecting the identity of the reporting person wherever possible.
- **Resolution and Communication:** Upon concluding the investigation, the panel documents findings, determines appropriate actions, and communicates the resolution to the relevant parties. Feedback to the complainant is provided where applicable.
- **Follow-Up:** If applicable, corrective actions are implemented and tracked to ensure closure of the issue.

OVERSIGHT AND GOVERNANCE

The system is governed by a multi-layered oversight structure to ensure effectiveness and protection of all involved:

- **Whistleblower Protection Officer (“WPO”):** Safeguards against retaliation and ensures fair treatment of complainants.
- **Speak Up Administrators:** Manage case intake, routing, and process tracking.
- **IA Team:** Maintains oversight of investigations and ensures compliance with internal policies.
- **Speak Up Panel:** A cross-functional team responsible for conducting fair, timely, and thorough investigations.
- **Audit Committee:** Provides oversight of the entire Speak Up program, including periodic reviews of policy effectiveness and response integrity.

VinFast continuously evaluates its accountability mechanisms to ensure they remain effective, accessible, and aligned with international good practices.

An independent employee survey in Vietnam in late 2024 showed 85% of employees in Vietnam's satisfied with “inclusive culture”, up from 78% in 2023, affirming our belief that an open culture drives loyalty, productivity, and innovation.

Occupational Health & Safety (“OHS”)

13,220 Environmental samples

87% ▲ Increase from 2022

At VinFast, the health, safety, and well-being of our employees are paramount; especially when over 40% of our employees are considered to work under an inherent harsh and toxic environment. Our comprehensive OHS management system, established in accordance with ISO 45001:2018 in 2020 and re-certified in June 2023, covers **100% of our workforce** across operational sites in 2024. We embed safety into every aspect of our operations through a structured governance system with defined responsibilities, including a safety organization chart that ensures accountability at every level.

The Plant’s OHS Committee (“OHS Committee”), chaired by the Plant Director and comprising 25 representatives from the safety department, trade union, medical team, and shop leadership, oversees implementation. In 2024, the OHS Committee held **12** formal meetings,

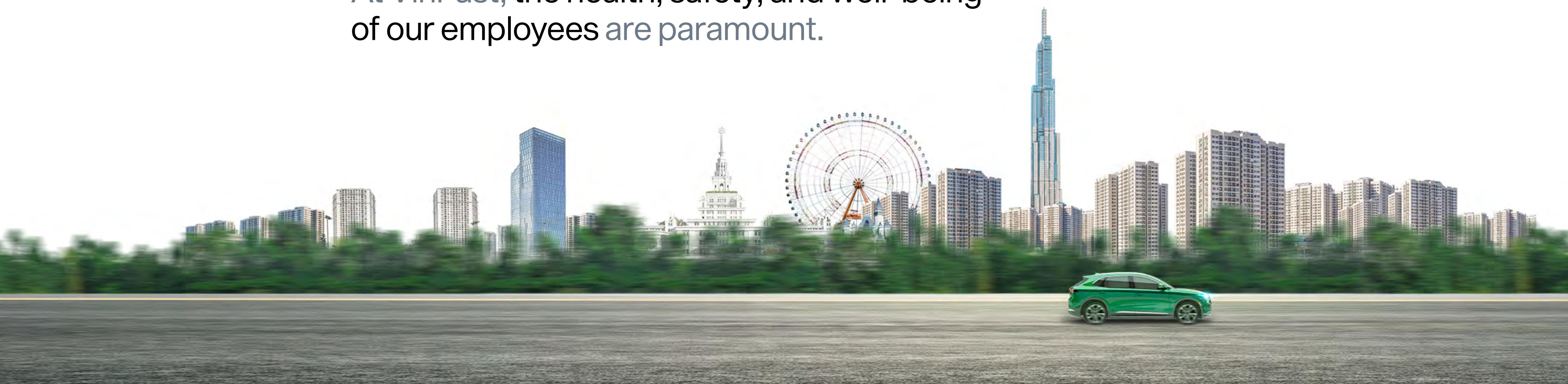
coordinated routine inspections, and guided interdepartmental action plans to ensure ongoing compliance and continuous safety improvement.

Environmental condition monitoring remained a cornerstone of risk control at VinFast, supported by an investment of **1,319.27 million VND** in 2024. In collaboration with the National Institute for Occupational Safety and Hygiene in Vietnam, the Plant conducted a total of **13,220 environmental samples** to assess temperature, noise, and air quality—representing a **4% increase from 2023** and **87% from 2022**. While **347 samples exceeded regulatory thresholds**, the proportion of non-compliant results dropped to **2.6% in 2024**, continuing the positive trend from **5% in 2022** and **3% in 2023**, despite expanded sampling. These results reflect measurable improvements in environmental control and workplace safety. Key interventions included the installation of additional

ceiling fans to reduce heat, improved airflow and lighting, noise isolation for high-decibel equipment, and the distribution of environment-specific PPE such as earplugs and masks. Together, these upgrades contributed to safer, more comfortable working conditions and demonstrated VinFast’s commitment to proactive and data-driven occupational health management.

We aim to integrate our OHS management system (ISO 45001:2018) with our Environmental Management System (ISO 14001:2015). This integration is facilitated through the use of common assessment tools and unified procedures related to OHS, fire prevention, and environmental protection, creating a more holistic approach to managing our operational impacts.

At VinFast, the health, safety, and well-being of our employees are paramount.



Occupational Health & Safety (“OHS”)

System & Risk Management

Our OHS framework proactively identifies, assesses, and mitigates workplace hazards. In 2024, we conducted **2,532** site-specific risk assessments across all production zones. These assessments led to the implementation of **9,497** targeted corrective actions and maintained rigorous incident reporting and investigation protocols. These efforts contributed to a **20.9%** reduction in repeat incidents year-over-year.

Risk prevention measures remained comprehensive. The Plant continued rearranging work positions and schedules to minimize exposure to harmful factors, upgraded equipment, provided area-specific protective gear, and implemented routine environment monitoring—especially in high-risk areas. Workers were trained in prevention and personal protection measures to address exposure risks effectively.

In 2024 we conducted

2,532 site-specific risk assessments

Led to the implementation of

9,497 targeted corrective actions

VinFast recorded a total of **21** occupational accidents in 2024—a notable improvement compared to 39 cases in 2023. As a result, our **Lost-Time Injury Frequency Rate (“LTIFR”)** dropped to **0.7**, down from **1.54** the previous year (including Manufacturing site only). Additionally, we recorded zero occupational disease cases or fatalities in 2024. The company allocated **48.34 million VND** to compensation related to occupational incidents, underscoring our commitment to transparent reporting and remediation.



Occupational Health & Safety (“OHS”)

Worker Participation & Training

We cultivate a safety-first culture where every employee plays a vital role. In 2024, we delivered comprehensive training programs to our workforce, supported by a total budget of 1,832.57 million VND for OHS and first aid training initiatives.

- **Occupational Safety Training:** 100% of employees received training.
- **First Aid Training:** 100% of employees received training.
- **Emergency Response Team Training:** 100% of the members of our emergency response team, received specialized training.
- **OHS training for contractor employees:** 100% of our employees received training.

OHS mandatory training

- **In-House Training:** We conducted in-house OHS training for employees. Key information on the in-house training programs conducted during the reporting period is presented in below table
- **External Training:** in Vietnam, 100% of the OHS personnel and employees are trained on mandatory OHS by licensed third party training providers in compliance with Decree No. 44/2016/ND-CP.

Table 9: In-house safety training programs during 2024

No.	Training Program	Targeted participants	Participation rate
1	Safety Orientation training	All new employees	100%
2	Electric safety training	Shop/Dept EHS PIC	100%
3	Hazardous Chemical and Dangerous Goods procedure training	Shop/Dept EHS PIC	100%
4	Risk and impact assessment procedure training	Team lead, management	100%
5	Safety Traffic Procedure training	Shop/Dept EHS PIC	100%
6	Contractor Safety Management training	Shop/Dept EHS PIC	100%
7	Safety Observation Tour procedure training	Team lead, management	100%
8	Hazardous Energy Control Procedure training (LOTO)	Production personnel	100%
9	Fire Protection & rescue	All new employees	100%
10	Fire protection & rescue equipment use practice	Shop/Dept EHS PIC	100%
11	Work permit procedure training	Shop/Dept EHS PIC	100%
12	Environmental Management System, Environment Impact Assessment and Waste classification	Newcomer	100%
13	Environmental aspect evaluation and management	Shop/Dept EHS PIC	100%
14	Context analysis and risk assessment	Team lead, management	100%
15	E&S monitoring plan	ESG & EHS Staff	100%

Health, Emergency & Supply Chain Safety Initiatives

Caring for employees' health

VinFast goes beyond compliance by promoting holistic employee well-being. Our OHS management system remained operational across all production and support all of our global facilities. 100% of our workforce, including contractors, was covered by this system.

OUR ONSITE CLINIC

Operating 24/7 with doctors, nurses, and hygiene staff—conducted 2,722 consultations in 2024.

Table 10: The number of employees who visited the clinic in Hai Phong Plant (2022-2024)

	2021	2022	2023	2024
The number of employees who visited the Clinic	972	2,505	2,234	2,722

CHECK-UPS

VinFast is committed to safeguarding the health and well-being of our workforce. In accordance with Vietnamese regulations, we conduct comprehensive health programs tailored to different work-related exposures.

- In 2024, **5,908 employees** participated in periodic health check-ups, with results indicating a strong overall state of health: 74% were classified in the top two health categories (I and II), enabling our medical team to provide targeted preventative care where needed.

- For employees in roles with specific occupational risks, we conducted dedicated screenings. A total of **6,129 employees** underwent examinations for the detection of occupational diseases, fully complying with legal requirements for at-risk positions.

- We invested a total of **11,918.63 million VND** in these vital health programs this year, including 7,721.5 million VND for periodic check-ups and 4,197.13 million VND for occupational disease screenings. We are pleased to report that no new cases requiring compensation for occupational diseases were recorded in 2024.

EMERGENCY RESPONSE

During 2024, our Plant maintained an Emergency Response team with a total of 241 members (including 14 women). All members were trained by experts from Vinmec Hai Phong Hospital. The team is responsible for providing first aid where needed.

Table 10: The number of employees who visited the clinic in Hai Phong Plant (2022-2024)

	2022			2023		
	Men	Women	Men	Women	Men	Women
Emergency Response team	166	42	171	53	227	14

Activities on Fire Prevention and Safety in out Plant

The Plant has a Safety and Fire Protection department, including one Occupational Safety Team with five members, 11 Safety Specialists at each Shops and one Fire Protection and Rescue Team with 12 members. The Emergency Response Command Board, established in 2023, 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.

- In 2024, a total of 23 emergency drills were conducted across the facility. The drill schedule was comprehensive, covering a wide range of workshops from E-motor and Battery (battery cell, battery pack) to Paint and Assembly shops, reflecting a risk-based approach. The primary focus was on fire and explosion scenarios but also included a dedicated drill for a hazardous chemical spill.
- Crucially, our drills emphasized collaboration with external professional bodies. Several exercises, including those for the Electrical bike warehouse and with key partners like Lear and Antolin, were conducted with the direct participation of the Hai Phong City Fire Police and Rescue Department. This ensures our internal procedures are robust and aligned with professional emergency services. Furthermore, the chemical spill drill at the Central Chemical Warehouse was formally witnessed by the Hai Phong Department of Industry and Trade, demonstrating our commitment to transparency and regulatory oversight.

Community engagement & Socioeconomic contribution

VinFast is steadfast in its commitment to fostering positive and sustainable development within the communities where we operate, particularly in the Cat Hai Island district. In 2024, we continued and expanded several key programs centered on community health, access to essential resources, livelihood support, and educational advancement. These programs were implemented in close collaboration with local authorities and residents, ensuring that local voices are reflected in both design and delivery.

Table 12 and 13: 2024 Community Investment Highlights

Total Direct Community Investment:

2022	2023	2024	YOY growth %
604,102,000	612,405,000	929,761,669	52%

Primary Beneficiaries

Households, students, and community members in the Cat Hai Island district.

2022	2023	2024	YOY growth %
587	1,027	1,316	28%



Community engagement & Socioeconomic contribution

Key Focus Areas: Based on the results of the needs assessment and consultation with affected households and local authorities, VinFast has developed and implemented social programs including the Livelihood Restoration Plan, Community Health Development Plan, Community Development Plan and Supplemental Resettlement Action Plan. These activities are crucial for achieving our SDGs by addressing the environmental and social impacts of the project:

Livelihood Restoration Plan (LRP)



LRPs aim to restore or improve livelihoods, ensuring affected individuals and communities can maintain or improve their income levels and reduce poverty.



By providing training, skills development, and access to resources, LRPss contribute to creating sustainable livelihoods and economic opportunities.



LRPss specifically target vulnerable groups, ensuring they receive tailored support to restore or improve their livelihoods and reduce inequalities.

Community Health Development Plan (CHDP); Community Development Plan (CDP)



CHDP focuses on improving health outcomes by addressing health-related needs, promoting access to healthcare services, and improving sanitation and hygiene.



CHDP often includes interventions to improve access to clean water and sanitation facilities, directly contributing to this SDG.

Supplemental Resettlement Action Plans (SRAP)



SRAPs can provide additional support to ensure that vulnerable households are not left behind during resettlement, helping them to achieve a level of livelihood similar to their pre-displacement status.



SRAPs can focus on addressing the specific needs of vulnerable groups, including women, the elderly, and people with disabilities, to reduce inequalities within the affected communities.

Enhancing Access to Clean Water and Sanitation (CHDP, CDP)

Recognizing the fundamental importance of clean water for health and well-being, VinFast made significant investments in improving access for the Cat Hai Island community.

1 Clean Water for Kindergartens

BACKGROUND

- Cat Hai Island had not been supplied with clean water before VinFast was established there. Local people were used to relying on rainwater or buying clean water from private companies at an exorbitant cost. To support local people and enhance community health, since 2019, VinFast has provided support on clean water for Van Phong kindergartens at no cost.
- Since 2023, based on the result of a survey and needs assessment, VinFast decided to provide clean water to all kindergartens in Cat Hai Island including Van Phong, Dong Bai, Nghia Lo, Hoang Chau kindergartens.
- VinFast sponsored for kindergartens by cash, then they bought clean water from the private water company (this company carried water from central points which are connected from VinFast and delivered to households by truck).

IMPACT OBSERVATIONS

- Health & Hygiene:** Parents feel more secure when sending their children to school, no longer worrying about the lack of clean water, especially in the dry season.
- School Feedback:** Teachers report that children enjoy drinking more water and that having access to clean water has reduced the administrative burden on school staff.
- Local Voices:** School administrators have noted that the clean water program has improved trust between the community and private sector actors like VinFast.

OBJECTIVE

- Sponsoring clean water costs for kindergartens, including Van Phong, Sao Mai, Dong Bai and Hoang Chau, aims to support children of households with access to free clean water. This program will help reduce education costs for households, improve hygiene and safety in food consumption, and help prevent diseases caused by using unsanitary water sources.

IMPACT MEASUREMENT

- Annual Site Visit:** Conducted by VinFast's ESG team members to confirm quality, volume, and satisfaction.
- Beneficiary Survey:** Baseline survey conducted in 2020; follow-up planned in 2025 to assess long-term behavioral and health outcomes.

2024 HIGHLIGHT

Beneficiaries
467 children

72,240,000 VND
2024 Disbursement (since February 2024)

139,440,000 VND
Cumulative Investment (2022–2024)



Enhancing Access to Clean Water and Sanitation (CHDP, CDP)



2 Drowning prevention program (CHDP, CDP)

BACKGROUND

To support raise awareness on drowning prevention in Cat Hai District, VinFast partnered with Cat Hai District Education Office to extend water access support to three local schools that conduct drowning prevention program in summer 2024.

OBJECTIVES

The core objective of the clean water support program for the swimming practice training plan is to help students at Van Phong, Hoang Chau, and Nghia Lo primary and secondary schools in areas affected by the project to enhance drowning prevention skills during summer 2024, as planned by the People's Committee of Cat Hai District.

IMPACT OBSERVATIONS

- Health & Safety:** Since the swimming program's implementation, supported schools have reported improved water safety skills and increased confidence.
- School Feedback:** Teachers note improved student confidence in water and fewer absences during physical education classes due to fear or inability to swim.
- Local Voices:** Parents and community leaders report greater peace of mind knowing children are equipped with life-saving swimming skills, enhancing community perception of VinFast's social impact.

2024 HIGHLIGHT

Beneficiaries

105 students in primary and secondary school

10,000,000_{VND}
Total investement (June 2024)

20,000,000_{VND}
Cumulative Investment (2023-2024)

Enhancing Access to Clean Water and Sanitation (CHDP, CDP)

2024 HIGHLIGHT

Beneficiaries

~300 households in Phong Nien village

Materials Delivered

Pipes, valves, filtration connectors and other water supply materials

307,481,669 VND

Total Investment (December 2024)



3 Water Infrastructure for Phong Nien Village (CHDP, CDP)

BACKGROUND

Similar to the “Clean water project for kindergartens”, VinFast conducted a survey combined with a needs assessment; and local consultation with Van Phong Commune People’s Committee before deciding to support the installation of new water pipelines for Phong Nien village.

MEASUREMENT

- Annual Site Visit:** Carried out by VinFast's ESG team to inspect infrastructure conditions, usage, and cost.
- Beneficiary Survey:** Socio-economic baseline survey in early of 2025.

IMPACT OBSERVATIONS

- Health & Hygiene:** Residents report improved access to clean water, reducing reliance on unfiltered sources and lowering waterborne illness rates, especially during the dry season.
- Community Feedback:** Villagers express relief at reduced time spent collecting water, especially women and the elderly. Local officials highlight improved living standards and reduced pressure on healthcare services. Reduce waiting time for water purchase from trucks, significantly reduce costs when purchasing water at government-regulated prices.

Promoting Community Health and Disease Prevention

Impact Observations

- Health & Hygiene:** Local health stations report decreased mosquito populations and lower dengue fever incidence during the peak season. Improved chemical coverage has contributed to safer living environments in high-risk zones.
- Community Feedback:** Health workers note increased operational readiness and reach. Residents appreciate proactive support, particularly in vulnerable and flood-prone areas.

2024 Highlight

Beneficiaries

4 health stations across Van Phong, Dong Bai, Nghia Lo, and Hoang Chau

Materials Delivered

Mosquito sprayers and chemical vials



Photo blurred for privacy reasons.

45,600,000_{VND}

Total investment (November 2024)

110,390,000_{VND}

Cumulative Investment (2022-2024)

Local Partner

Commune Health Stations & Local Authorities

Supporting Livelihoods and the Local Economy (LRP)



2024 Highlight

Beneficiaries

Local fishermen in Hoang Chau Commune

30,000,000^{VND}

Total investment (December 2024)

Local Partner

Hoang Chau fishermen, Border Guards

Impact Observations

- Economic Resilience:** Fishermen report early signs of crab population recovery, supporting future income stability and reducing overfishing pressure.
- Community Feedback:** Local fishing households have expressed optimism about long-term resource regeneration. The initiative also fostered stronger collaboration between community members and enforcement units.
- Local Voices:** Border guards and commune officials praised the program for combining environmental restoration with sustainable economic development, reinforcing VinFast's commitment to local livelihoods.

Activities

Release of 10,000 juvenile crabs into coastal waters

60,000,000^{VND}

Cumulative Investment (2023-2024)

Measurement

- Annual Site Visit:** Conducted by VinFast's ESG team and local authorities to assess release sites and ecological conditions.
- Follow-up Survey:** Survey to update local people feedback & their change in livelihood in early 2025.

Vocational training: English communication and forklift operation training courses



2024 Highlight

Beneficiaries

Members of project-affected households, students in Cat Hai Island, local people.

Activities

English communication and forklift operation training.

Local Partner

Local authorities, third parties, training centers.

Total investment

133,800,000^{VND}

Cumulative Investment (2022-2024)

365,800,000^{VND}

Impact Observations

- Economic Resilience:** Participants gain skills that are directly applicable to industry and tourism, increasing job opportunities.
- Community Feedback:** Local workers express gratitude for practical training that aligns with job market needs.
- Local Voices:** Local people advocate for broader access and diversity in course offerings.

Measurement

- Annual Site Visit:** Conducted by VinFast's ESG team, participants and local people to plan and implement in the upcoming years.
- Follow-up Survey:** To collect data from participants post-training and local people to assess long-term impacts.

Support Vulnerable Households

2024 Highlight

Beneficiaries

3 vulnerable households with the disabled and the elderly

Activities

Donation to help eradicate poverty for households experiencing difficult circumstances.

Local Partner

Local authorities

77,000,000_{VND}

Total investment

87,500,000_{VND}

Cumulative Investment (2023-2024)

Impact Observations

- Economic Resilience:** Provision of cost and essentials helps stabilize households facing economic hardship.
- Community Feedback:** Beneficiaries express appreciation for timely support.
- Local Voices:** Local people advocate for broader outreach and participatory planning.

Measurement

- Annual Site Visit:** Conducted by VinFast's ESG team, participants and local people to plan and implement in the upcoming years.
- Follow-up Survey:** Survey recipients for feedback and impacts from the funding, as well as their needs post-donation.



Photo blurred for privacy reasons.



Investing in Education and Future Generations

2024 Highlight

Beneficiaries

160 students from Van Phong, Dong Bai, Nghia Lo, and Hoang Chau

168,500,000^{VND}

Total investment (December 2024)

Support Delivered

Academic scholarships

Impact Observations

- Educational Outcomes:** Teachers report improved school attendance and motivation among recipients, particularly those from economically disadvantaged households.
- Community Feedback:** Parents have expressed gratitude for reduced financial pressure, while local schools noted stronger student engagement and peer inspiration.
- Local Voices:** Commune leaders highlighted the program's role in bridging educational gaps and fostering youth development, reinforcing long-term community resilience.

Program Goal

Support excellent and vulnerable students to improve academic performance and social development

557,000,000^{VND}

Cumulative Investment (2022-2024)

Measurement

- Annual Site Visit:** Conducted by VinFast's ESG team to verify scholarship distribution and gather school-level feedback.
- Academic Monitoring:** Partner schools track recipient performance and participation through internal reporting.
- Follow-up Survey:** Survey to update local people feedback & their change in livelihood in early 2025.

LEADING RESPONSIBLY

Governance, Risk & Ethical Supply Chains

Corporate Governance Excellence	109
Ethical Governance & Responsible Advocacy	112
Enterprise Risk Management: Safeguarding Sustainable Growth	115
Data Governance, Cybersecurity & Privacy: Protecting Our Connected Ecosystem	118
Governance of a Sustainable & Resilient Supply Chain	120





2024 Governance Highlights

80%

Tier 1 suppliers are aligned with our new Supplier Code of Conduct.

33.3%

of the Company's Directors are considered independent under the U.S. Exchange Act and Nasdaq rules.

\$ 1.2 million

total tax amount paid by VinFast.

New Global Speak-up policy and procedures were launched to enhance transparency and accountability.

Independent Security Testing:
All identified vulnerabilities have been remediated.

Company's management, as of the date of this report, was not aware of any violations, fines, breaches of business ethics/code of conduct.



Corporate Governance Excellence

VinFast is committed to maintaining the strong standards of corporate governance, consistent with international good practices and the regulatory requirements of the jurisdictions in which we operate, including Singapore (as our corporate jurisdiction), the USA (as a Nasdaq-listed company), and Vietnam (as our headquarters and primary manufacturing hub). Our governance framework is designed to promote effective decision-making, accountability, transparency, and the protection of shareholder rights, serving as the bedrock for long-term sustainable growth.

VinFast is committed to maintaining the strong standards of corporate governance.

Board of Directors: Structure, Independence, and Effectiveness

At VinFast, sound corporate governance provides the backbone for our sustainable growth and responsible leadership. As of 31 December 2024, our Board of Directors comprises six members, including two independent directors who meet the independence criteria under Rule 10A-3(b) of the U.S. Exchange Act and Nasdaq listing standards.

As a foreign private issuer, VinFast applies Singapore's home country governance standards in certain areas that differ from Nasdaq's requirements, which are disclosed transparently and implemented responsibly to protect shareholders' trust.

The Board brings diverse expertise across the automotive industry, international markets, finance, manufacturing, risk management, and corporate law. This breadth of knowledge supports effective decision-making and strengthens oversight of VinFast's expanding global operations.

Beyond its dedicated sustainability oversight role, the Board's core responsibilities include approving major investments and transactions, monitoring financial reporting, and ensuring compliance with all legal and regulatory obligations.

Our Board meets on a regular basis, typically at least four times per year, with additional sessions held as needed to address material developments. The Board also decides Company's matters via written consent. In 2024, the Board convened 06 (six) meetings with most directors attending the meetings, reflecting the commitment of each director to the Company's governance and strategic direction.



Mr. Pham Nhat Vuong

- Managing Director and CEO
- Member of the Nominating and Corporate Governance Committee



Ms. Le Thi Thu Thuy

- Chairwoman and Director
- Chair of the Disclosure Committee
- Chair of the Nominating and Corporate Governance Committee



Ms. Nguyen Thi Lan Anh

- Director and Chief Financial Officer ("CFO")
- Member of the Disclosure Committee



Mr. Tham Chee Soon

- Independent Director
- Member of the Audit Committee
- Member of the Compensation Committee



Ms. Nguyen Thi Van Trinh

- Director
- Member of the Nominating and Corporate Governance Committee
- Member of the Disclosure Committee



Mr. Ling Chung Yee, Roy

- Independent Director
- Chair of the Audit Committee
- Chair of the Compensation Committee

Committees Supporting Good Governance

To uphold strong and accountable corporate governance, VinFast's Board is supported by dedicated committees that ensure deep oversight across our financial, strategic, and sustainability commitments.

Audit Committee

Mr. Ling Chung Yee Roy (Chair), oversees the integrity of VinFast's financial and non-financial disclosures. This includes our sustainability reporting, internal controls, and our enterprise risk management system. Both Mr. Roy and Mr. Tham Chee Soon, a fellow member, are independent directors and designated financial experts.

Nominating and Corporate Governance Committee

Chaired by Ms. Le Thi Thu Thuy, the Nominating and Corporate Governance Committee ("NCGC") plays a role in shaping the effectiveness and continuity of the Board itself. The NCGC reviews the Board composition, nomination processes, and succession planning to ensure diversity of expertise and alignment with our strategic direction. It also supports ongoing improvements to governance practices, ethics programs, and compliance with applicable laws and standards – reflecting VinFast's commitment to credible and responsible leadership.

Shareholder Rights and Home Country Provisions

Our constitution provides that any general meetings of shareholders require a quorum of two members present in person or by proxy, differing from the Nasdaq rule that typically requires at least one-third of outstanding shares to form a quorum.

We believe that following home country's practices, where appropriate, allows us to remain agile and consistent with local

Compensation Committee

Led by Mr. Ling, our Compensation Committee's role is to ensure that executive remuneration structures are aligned with VinFast's strategic priorities and long-term sustainable growth. It oversees policies that link performance with fair, competitive rewards, encouraging responsible leadership, innovation, and retention of top talent.

Disclosure Committee

Chaired by Ms. Le Thi Thu Thuy, the Disclosure Committee is responsible for ensuring the accuracy, transparency, and timeliness of VinFast's public financial and non-financial disclosures, including ESG-related reporting disclosures. The Committee oversees the integrity of our sustainability disclosures, ensuring that they are consistent, reliable, and in compliance with regulatory requirements.

regulatory frameworks while meeting the expectations of our global investor community. As disclosed in our filings, we may in the future apply additional exemptions under the "foreign private issuer" status, always with clear communication to shareholders.



Ethical Governance & Responsible Advocacy

At VinFast, ethical governance is not simply a policy — it is our commitment to act with credibility, integrity, and compassion. We believe that doing business responsibly, fighting corruption in all its forms, and engaging constructively with public policy are fundamental to building trust and driving our mission: create a sustainable future for everyone.

Embedding Integrity in How We Operate

VinFast's Code of Conduct is our global compass for fair and transparent behavior. It applies to every director, executive, and employee, setting out clear expectations for avoiding conflicts of interest, protecting confidential information, fair dealing, and full compliance with all applicable laws. Every year, our people are expected to reaffirm their commitment to this Code of Conduct through mandatory acknowledgment and dedicated training modules designed to bring ethical principles to life in our daily work.

Our Bribery and Anti-Corruption Policy aligns with global good practices, from the U.S. Foreign Corrupt Practices Act to local

laws across Vietnam, Singapore, and our other markets. Through based due diligence, clear rules on gifts and hospitality, robust controls, and regular employee training, we equip our people to uphold the strong ethical standards wherever we do business.

In 2024, all new employees joining VinFast are expected to be trained in our Anti-Bribery and Anti-Corruption Policy. Not only that, but we also organize periodic retraining for all employees.



Empowering People to Speak Up

At VinFast, we believe that a culture of integrity and accountability is built on trust. We nurture an open and transparent culture where all employees and external stakeholders feel safe and empowered to raise concerns about potential breaches of our Code of Conduct, policies, or the law. We believe that providing accessible and secure channels is fundamental to upholding our values and identifying and mitigating risks early. As such, in 2024, we incorporated policies and procedures for complaints regarding accounting, internal accounting controls, fraud or auditing matters for a more comprehensive Speaking-up policies and procedures.



A Foundation of Trust: Our Non-Retaliation Commitment

Our Speak-up Program is built on an unconditional promise: **we have zero tolerance for retaliation**. We unequivocally protect any individual who reports a concern in good faith from any adverse consequences. This protection explicitly prohibits any form of victimization, harassment, demotion, negative impact on compensation, or any other penalty. Any employee found to have engaged in retaliatory behavior will be subject to strict disciplinary action, up to and including immediate termination of employment.

A Fair, Impartial, and Professional Process

Once a report is made, a professional and structured process ensures it is handled appropriately. Investigations are conducted fairly, impartially, and promptly by trained personnel. All information related to a report and any subsequent investigation is kept confidential to the fullest extent possible, consistent with the need to be thorough and to comply with legal obligations. All records are maintained securely in accordance with our corporate retention policies.

At VinFast, we believe that a culture of integrity and accountability is built on trust.

Accessible and Confidential Reporting Channels

To ensure all concerns can be heard, we have established multiple, accessible reporting channels:

Independent Third-Party Ethics Hotline

To guarantee impartiality and offer anonymity, VinFast partners with an independent third-party provider to manage our global ethics hotline. This service is accessible 24/7 via phone and a secure web portal.

Confidential Company Channels

For sensitive issues, we provide secure channels, including a dedicated email v.speakup@VinFast.com and physical grievance boxes at our manufacturing and office locations.

Direct Internal Dialogue

We encourage open communication, and individuals may report concerns directly to their manager, or to key oversight functions such as the Human Resources, Legal, or Internal Audit Departments.

Direct Reporting to the Audit Committee

Any person can report to the Audit Committee openly, confidentially, or anonymously, ensuring independent oversight at the highest level. Allegations can be made orally or in writing to the Audit Committee and should be marked as Confidential and mailed to the following address: Attention: Audit Committee – Speak up Channel VINFAST AUTO LTD. - Address: 61 Robinson Road #06-01 (Suite 608), 61 Robinson, Singapore 068893.

Empowering People to Speak Up



Governance, Oversight, and Continuous Improvement

Our Speak-up Program is a dynamic part of our governance framework, not a static policy.

1

Oversight and Monitoring

A designated management panel is responsible for overseeing the process, analyzing trends, and identifying emerging risks from the data gathered through our speak-up channels. These insights are used to proactively update our corporate risk portfolio.

2

Board-Level Reporting

The number and nature of complaints, along with the performance of the Speak-up Program, are reported and reviewed at regular meetings of the Audit Committee, ensuring robust oversight.

3

Communication and Training

We are committed to ensuring our program is visible and understood. The Speak-up Policy is communicated annually to all new and existing employees through targeted training and communication campaigns.

4

Policy Review

The policy itself is subject to periodic review by the Audit Committee, which recommends any necessary updates to the Board of Directors for approval, ensuring our program remains effective and aligned with good practices.

Enterprise Risk Management: Safeguarding Sustainable Growth

A Culture of Foresight and Accountability

As a global pioneer in a rapidly transforming industry, our ability to anticipate, understand, and manage risk is fundamental to our success and our promise of a sustainable future. At VinFast, we cultivate a culture where risk management is not a separate function but an embedded and shared responsibility. This mindset of foresight and accountability, championed by our leadership and embraced by our teams, ensures that we navigate the complexities of our global operations with both agility and discipline.



Governance: Clear Oversight from the Top

To ensure robust governance and clear accountability, our ERM framework is structured around the internationally recognized Three Lines Model:

First Line - Risk Ownership

Our business units and functional leaders are on the front lines. As risk owners, they are responsible for identifying and managing risks within their day-to-day operations and decision-making, embedding risk management directly into the fabric of the business.

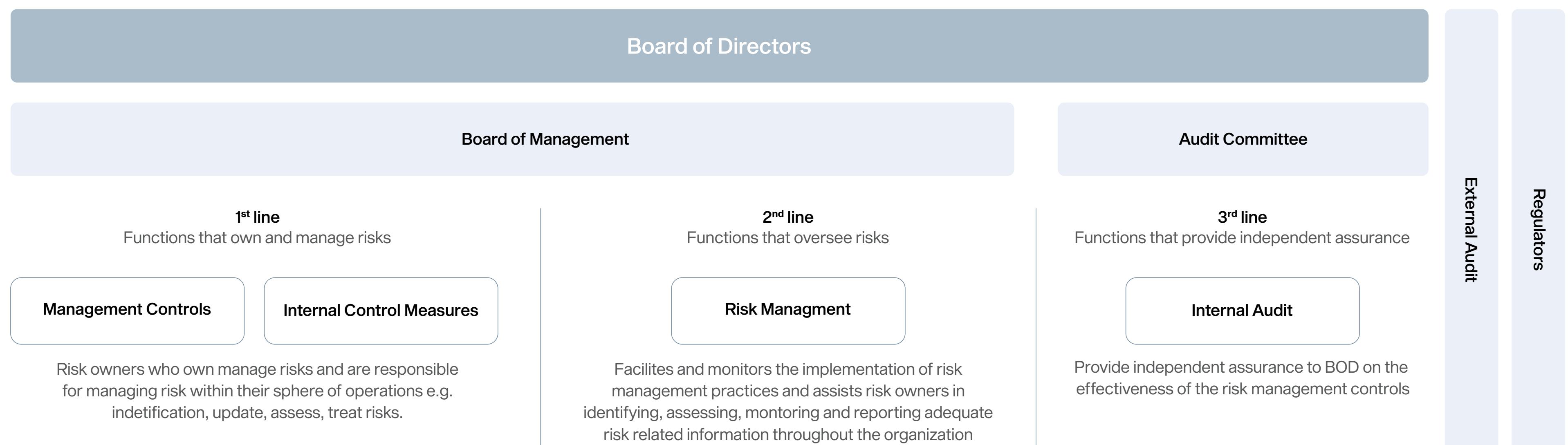
Second Line - Oversight & Enablement

Management, supported by key functions like Internal Control, provides the framework, tools, and expertise to support the first line. This includes facilitating risk assessments and ensuring that risk information is properly communicated throughout the organization.

Third Line - Independent Assurance

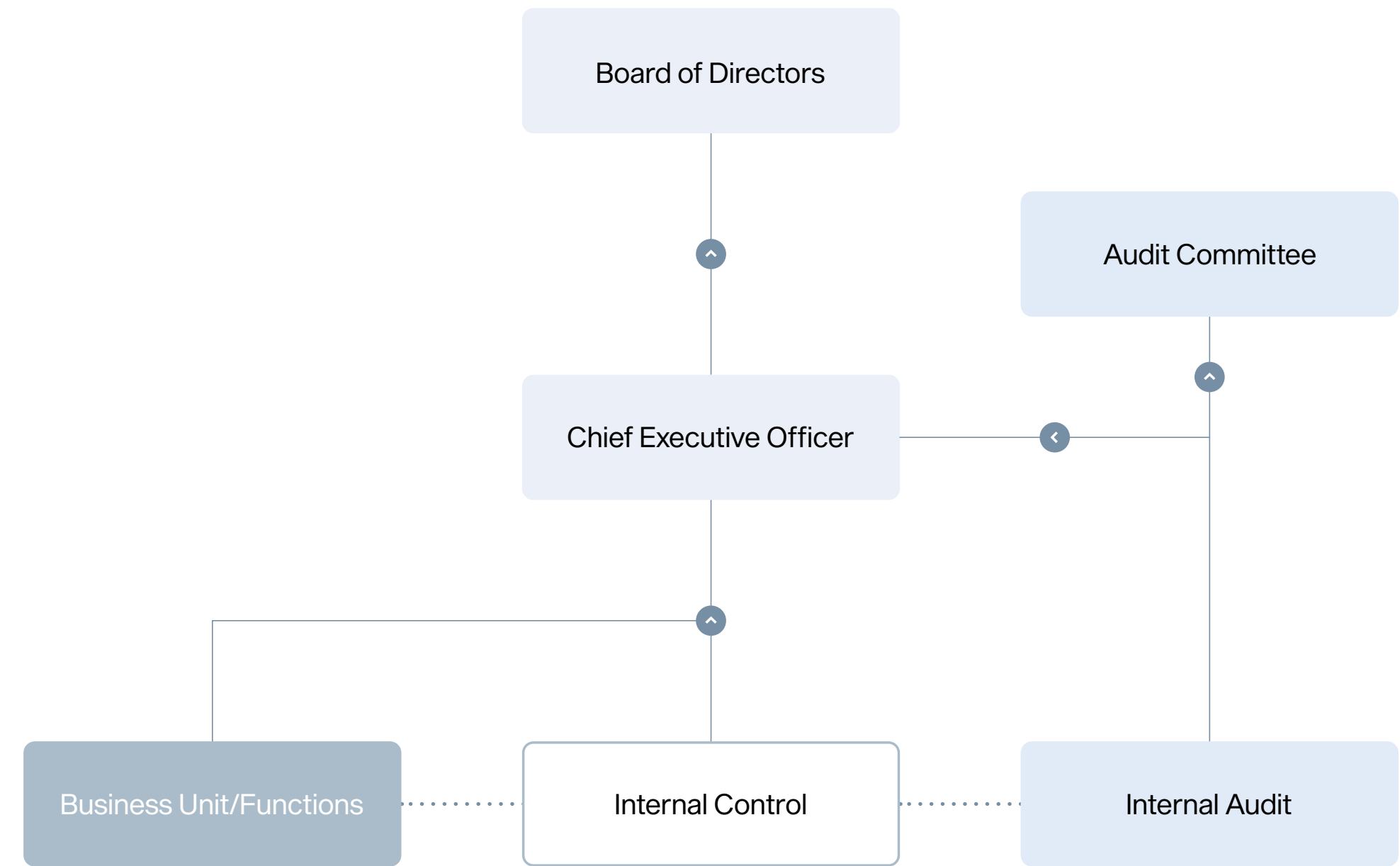
Our Internal Audit function operates independently to provide objective assurance to the Board and Audit Committee on the effectiveness of our risk management and internal control processes, validating the integrity of the entire framework.

Graph 24: Illustration of the organizational structure for VinFast's Three lines of defense



Governance: Clear Oversight from the Top

Graph 25: Illustration of the organizational structure for VinFast's Three lines of defense



Legends

- First line
- Second line
- Third line
- Direct reporting
- Interaction, consultation

Our commitment to robust risk management is anchored at the highest level of our company.

The Board of Directors holds the ultimate responsibility for overseeing our Enterprise Risk Management (ERM) framework. **The Audit Committee** supports the Board by providing oversight of management's implementation of risk management policies and processes, such as financial integrity, cybersecurity threats, and supply chain resilience.

Senior Management, led by our CEO, is tasked with translating this strategic oversight into effective, day-to-day risk management practices across all business units and functions, ensuring our operational reality aligns with our governance framework.

Integrating ESG and Climate into Our Risk DNA

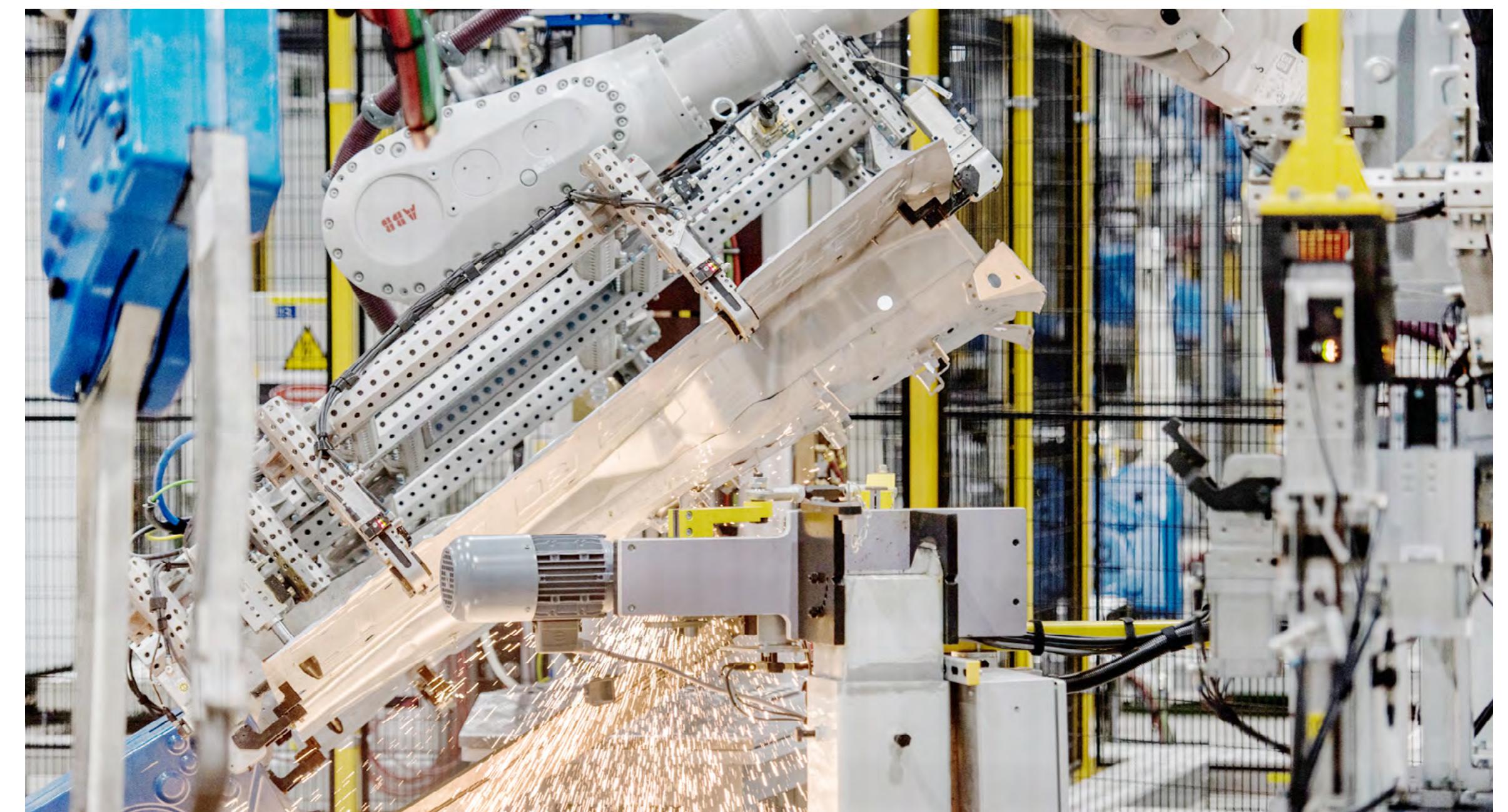
We do not view ESG factors as a separate category of risk; they are fundamental drivers of value and risk across our entire enterprise. From the physical impacts of climate change on our manufacturing facilities to the transition risks associated

with evolving regulations and consumer expectations, ESG considerations are woven into our core risk identification and assessment processes. Please refer to Part 3 for further information.

From Resilience to Opportunity

Effective risk management does more than just protect value; it creates the conditions for sustainable growth. Our robust risk framework gives us the confidence to innovate boldly, enter new and dynamic markets, and invest in the next-generation technologies

that will define the future of mobility. By managing uncertainty with discipline and foresight, we build the resilience necessary to seize strategic opportunities, ensuring VinFast is built not just to last, but to lead.



Data Governance, Cybersecurity & Privacy: Protecting Our Connected Ecosystem

As a smart mobility company, protecting confidentiality, integrity, and availability of our critical information and systems is fundamental to our operations, our product safety, and the trust of our stakeholders. We have developed and are in the process of implementing a comprehensive cybersecurity risk management program designed to meet these modern challenges.

Governance and Strategy: Oversight from the Board Down

Our approach to cybersecurity is integrated into our highest levels of corporate governance. Cybersecurity risk is an important consideration in the Board of Directors' management of operational risk. The Board's oversight is directly supported by the Audit Committee, which is responsible for overseeing management's implementation of our cybersecurity program. Our management team has established processes to update the Audit Committee on any material cybersecurity incidents, and

This governance is executed by a clear structure of management responsibility:

- The overall management team, led by our Deputy CEO in charge of IT, is responsible for our cybersecurity program and supervises our internal personnel and external consultants.
- For the specific needs of automotive security, our Electric & Electronic ("EE") department, including the Deputy CEO in charge of EE, is responsible for ensuring the safety and protection of our vehicles.
- Quarterly report is submitted to Audit Committee, including risks, incidents and major preventative activities.

the committee, in turn, is expected to report on these activities to the full Board.

Our strategy is guided by the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF), which we use to help us identify, assess, and manage the cybersecurity risks relevant to our business.

Our Cybersecurity Program in Action

Our management team supervises a multi-faceted program to prevent, detect, and remediate cybersecurity risks. As disclosed in our 2024 Form 20-F, our current risk management practices include:

Systematic Risk Assessments

We conduct assessments designed to identify material cybersecurity risks to our critical systems, information, products, and our broader IT environment.

Dedicated Security Team

We have a dedicated security team with diverse experience across IT, operational technology (OT), and security infrastructure. This team is principally responsible for managing our risk assessment processes, security controls, and incident response.

Incident Response and Recovery

We have established a formal cybersecurity incident response plan and maintain backup and recovery procedures for our critical systems and data.

Independent Verification

Where appropriate, we engage external service providers to assess, test, or otherwise assist with aspects of our security controls. In 2024, we commissioned Viettel and VinCSS – independent cybersecurity service providers – to conduct penetration testing and external threat hunting on some critical applications; all identified vulnerabilities were remediated.

Building a Human Firewall

We conduct cybersecurity awareness training for our employees, incident response personnel, and senior management. In 2024, we implemented SANS standard cybersecurity awareness training with various engagement materials such as emails, posters, screensavers, etc. New employees must enroll in offline

training, while online training is provided quarterly for all employees, with 99.3% of end-users learning and passing the exam. We also conducted phishing simulations every month with 19% leaked usernames and passwords being detected.

To date, we have not identified risks from known cybersecurity threats, including as a result of any prior cybersecurity incidents, that have materially affected our company's operations, business strategy, or financial condition.

Upholding Privacy and Looking Ahead

While our cybersecurity program provides a strong foundation for protecting all data, we recognize the specific importance of personal data privacy.



Our Commitment to Privacy

At VinFast, protecting personal data and privacy is not only a legal responsibility but also a commitment to core values: trust, integrity and respect. In the context of constantly changing privacy regulations, VinFast strives to always proactively update and strictly comply with data protection laws across the countries in which we operate.



Governance and Framework

Privacy governance is anchored at the highest level of our organization. Oversight is provided through our Data Protection Officer (DPO) and cross-functional privacy ambassadors. We align our practices with leading global frameworks, including the EU General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA), the Personal Information Protection and Electronic Documents Act (PIPEDA) of Canada, and the newly adopted Vietnam Personal Data Protection Decree (PDPD). All employees commit to undergo privacy and cybersecurity training on an annual or quarterly basis, depending on their roles.



Managing Third-Party Risk

We recognize that privacy responsibilities extend beyond our direct operations. All third-party vendors, including cloud providers and charging network partners, are subject to strict due diligence and contractual safeguards. In 2024, we conducted privacy assessments on 95% of our key technology partners.

Looking ahead, our 2025–2026 roadmap prioritizes stronger integration of privacy with our sustainability strategy.

This includes adopting Privacy by Design principles in our expanding features such as advanced driver assistance systems, connected services, and AI-driven personalization. Furthermore, we continue enhancing customer-facing transparency dashboards and aligning with new international and cross-border regulations such as regulations or framework on AI, data governance and cybersecurity.



Governance of a Sustainable & Resilient Supply Chain



Our Philosophy: Partnership Built on Shared Principles

Our mission, “Create a sustainable future for everyone”, extends deep into our global value chain. We view our network of more than 1,300 suppliers globally—of which over 700 are direct suppliers—not as vendors, but as essential partners in our journey. From our integrated supplier park in Hai Phong to our global network providing critical components like battery cells and semiconductors, we are building a supply ecosystem founded on mutual trust, transparency, and a shared commitment to responsible business practices.

This partnership is governed by our Supplier Code of Conduct Policy. These are the non-negotiable frameworks that set the minimum standards for doing business with VinFast, and we expect every partner to uphold these principles as a prerequisite for collaboration.



Our Philosophy: Partnership Built on Shared Principles

Our Supplier Code of Conduct is the foundation for how we build trusted, responsible partnerships. All suppliers must comply fully with applicable laws, but we expect partners to share our commitment to people, the planet, and ethical business.

Respect for People and Human Rights

Suppliers are responsible for cultivating a safe, respectful, and fair workplace. This includes ensuring all employment is voluntary, with a zero-tolerance policy for forced or child labor, providing a workplace free from discrimination and harassment, offering fair compensation that meets or exceeds legal standards, and respecting employees' rights to freedom of association where permitted by law.

Environmental Stewardship

Suppliers are responsible for pursuing continual improvement in their operations, with a focus on reducing emissions, increasing energy efficiency, and responsibly managing hazardous materials. We also encourage the use of recycled and renewable materials and strictly prohibit the use of conflict minerals from specified regions.

Unyielding Business Integrity & Information Security

We have a zero-tolerance policy for bribery and corruption. For any partner handling VinFast data, robust cybersecurity must be in place.

Governance in Action: Our Foundational Due Diligence Process

In 2024, we moved from policy to practice by embedding a formal ESG due diligence process into our procurement activities. This ensures our principles are integrated at the most critical stage: supplier selection.

Commitment as a Prerequisite

Our process begins with a clear commitment. A potential supplier can only become an official VinFast partner after signing our Declaration Form, formally acknowledging their commitment to comply with our Responsible Sourcing Policy and Supplier Code of Conduct. In 2024, this foundational step yielded a significant outcome: 80% of our Tier 1 suppliers have signed this commitment (excluding certain exemptions as specified in our internal procedures)

80%

of our Tier 1 suppliers have signed
this commitment



Risk-Based ESG Screening

During the procurement process, our Purchasing and Logistics teams conduct an initial ESG risk screening. Potential suppliers are assessed against three specific risk triggers:

GEOGRAPHIC AND SECTOR RISK

Sourcing from regions covered by conflict minerals legislation or known for high climate-conflict vulnerability, or from sectors identified with a high risk of child or forced labor.

Any supplier flagged under these criteria is referred to our dedicated ESG Department for a more detailed assessment before they can be onboarded.

STAKEHOLDER CONCERNS

The existence of any concerns, complaints, or lawsuits raised by interested parties (such as customers or lending institutions) regarding a supplier's ESG performance.

HIGH-IMPACT ESG SERVICES

Contractors providing services with a direct and significant ESG footprint, such as waste management or other environmental and social services.

Building Our Framework for Future Impact

Having established our foundational policies and initial screening process, our focus in 2025 and 2026 will shift to a critical next step: designing the detailed operational procedures and governance to bring these policies to life across our entire supply base. We are now in the process of developing a comprehensive operational framework to guide our Purchasing, ESG teams and relevant departments in implementing a more mature program, which will be rolled out in phases to different supplier groups.



Building Our Framework for Future Impact

Developing Our Monitoring and Verification Program

1 VinFast is developing a formal supplier ESG assessment procedure to strengthen oversight and ensure consistent application of our sustainability standards across the supply chain. The assessment will combine risk-based screening, on-site or remote evaluations, and standardized scoring to identify gaps in human rights, environmental performance, conflict minerals reporting, and business integrity. A pilot assessment program targeting suppliers with potential risk is scheduled to launch in 2025, with a broader rollout planned for 2026.

2 Conflict Minerals Reporting (CMR) Project

As part of our commitment to responsible sourcing, VinFast launched a **Conflict Minerals Reporting (CMR) project in 2025** to strengthen due diligence on critical minerals and align with global best practices. This project reflects our recognition that minerals such as **tin, tungsten, tantalum, and gold** are essential to electric vehicle production but carry significant environmental and social risks when sourced from conflict-affected and high-risk areas (CAHRAs). Through the CMR project, we are:

- Mapping supply chains for critical minerals.
- Requiring suppliers to submit Conflict Minerals Reporting Templates (CMRTs) in line with the Responsible Minerals Initiative (RMI) framework.
- Enhancing traceability and transparency through supplier engagement and disclosure.
- Building capacity within our supplier base to transition toward responsible sourcing aligned with OECD Due Diligence Guidance.

Establishing a Formal Remediation and Engagement Process

To ensure suppliers meet our expectations on conflict minerals and ESG performance, we are developing a tiered remediation framework. Where non-conformances are identified, suppliers will be required to implement a Corrective Action Plan (CAP) within defined timelines. For conflict minerals in particular, corrective actions may include improving traceability, enhancing CMRT disclosures, or transitioning to RMI-certified smelters.

To support continuous improvement, we are embedding capacity-building measures, including training and joint workshops, such as those initiated in 2025 with conflict mineral relevant suppliers to strengthen mineral traceability systems.

Advancing Traceability and Decarbonization

Based on our 2024 analysis, our next step is to launch a traceability pilot for key battery materials in 2025. Following the finalization of our Scope 3 emissions baseline, we plan to initiate direct communications with strategic suppliers regarding our decarbonization expectations in early 2026.

Starting in 2025, we will launch two critical initiatives: the development of our **Scope 3 emissions baseline** and the creation of a comprehensive **Decarbonization Plan**. The plan will outline projects such as factory solar rooftop installations, logistics optimization, supplier engagement programs, and renewable-powered EV charging infrastructure. These initiatives will form the backbone of our emission reduction strategy and will be phased in beginning in late 2025.

When suppliers fail to address critical issues or refuse to engage, VinFast will apply a tiered escalation process, ranging from temporary suspension of new business to responsible disengagement, always conducted in line with our Sustainable Sourcing Policy. Progress under remediation will be tracked through follow-up assessments and integration into our supplier ESG scorecards and annual sustainability reporting.

In 2024, VinFast focused on building the groundwork for future action on supply chain traceability and decarbonization. This preparatory work included defining methodologies, assessing data requirements, and identifying priority areas where action would have the greatest impact.

TRUST IN MOTION

Product Excellence & Customer Experience

Product Governance and Innovation

127

Customer Relationship Management:
A "Customer-Centric" Journey

136



Our innovation and product development are guided by the concept of Smart Mobility, a holistic philosophy built on three core pillars: delivering a Premium Quality Product, ensuring an Inclusive Price, and providing a Peace-of-Mind Ownership Experience.

This framework ensures that every VinFast vehicle embodies our core values and commitment to our customers.



Graph 26: Illustration of key factors for product excellence

Product Governance and Innovation

We have established a robust product governance framework to ensure that safety, quality, and integrity are guided by internationally recognized standards and systematically embedded across our product lifecycle. Our product governance framework ensures that innovation in electric mobility is both responsible and responsive to evolving customer needs, market expectations, and regulatory landscapes.

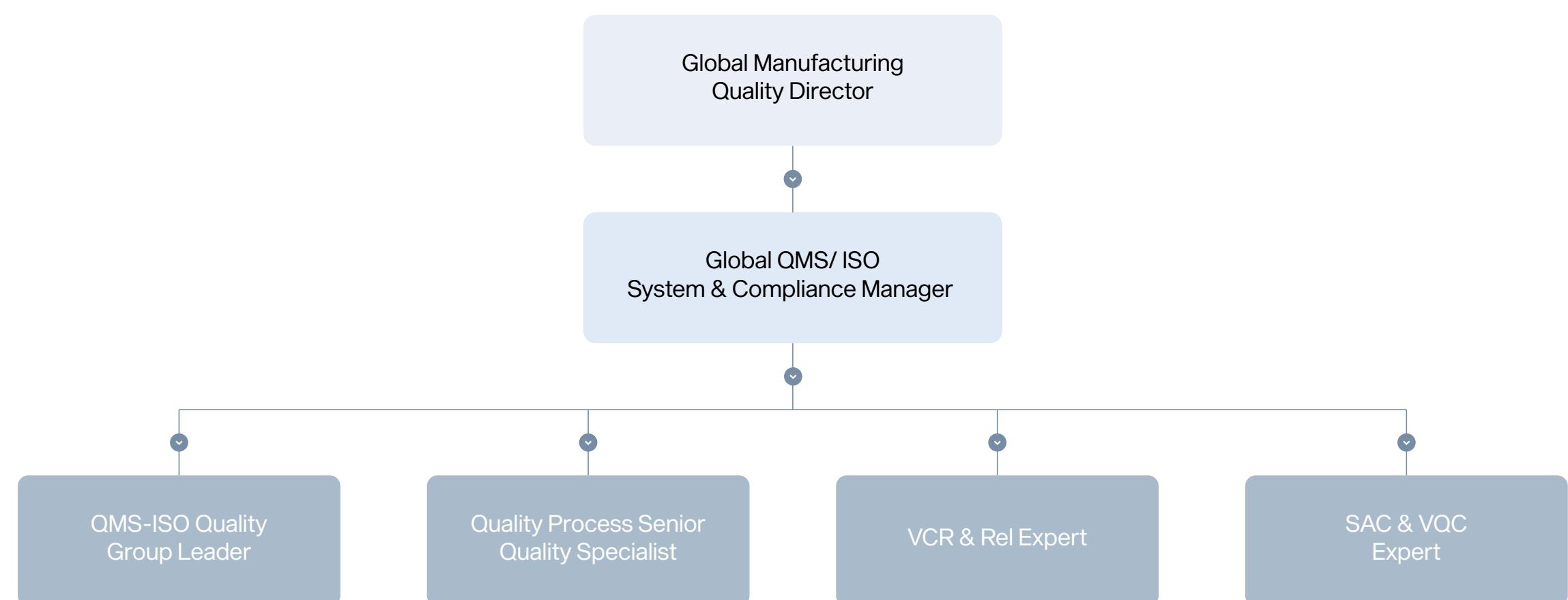


Management Structure & Accountability

Product Safety & Quality Management Structure

Accountability for product quality and safety begins at the highest levels of our organization and is embedded throughout our operational fabric. Our multi-layered governance structure ensures oversight, risk management, and determination of responsibility, cascading from the Board of

Directors to our cross-functional teams on the factory floor. The implementation, performance, and continuous improvement of our comprehensive Quality Management System are under the direct responsibility of the Deputy CEO of Manufacturing through frequent revision of the QMS system.



THE CROSS-FUNCTIONAL TEAM (“CFT”) MODEL

VinFast's quality assurance is anchored in a **CFT** model, which serves as the core governance mechanism at the process level. Each CFT is responsible for developing and continuously improving the **PFD-PFMEA-PCP** set (Process Flow Diagram, Failure Modes & Effects Analysis, and Process Control Plan) for their assigned production process.

This collaborative model ensures controls are well-designed, formally validated, and integrated into the plant's management system. By involving experts from key functions, it enables a holistic, data-driven approach to risk and quality management:

- Manufacturing Engineer** Takes the lead in developing proactive defect prevention strategies and establishing robust process control methods.
- Quality Engineer** Is responsible for validating the effectiveness of all control methods, ensuring they maintain both process stability and final product integrity.
- Maintenance Group Leader** Investigates and addresses the root causes of equipment and tool-related failures that could impact quality.
- Production Group Leader/ Shift Manager** Confirms the real-world feasibility of control methods and oversees their direct implementation at production stations.
- Design Engineer** Provides critical technical assessment on how potential process failures could impact the product's design specifications, performance and safety.
- Other Key Roles** The team is further strengthened by QA/QC Engineers and Material Flow Leaders, who ensure comprehensive risk management.

Management Structure & Accountability

Policy Framework & Management Systems

Our commitment to product quality and safety is formalized through a comprehensive framework of policies, procedures, and internationally recognized management systems. This ensures that our management structure is supported by standardized processes that drive continuous improvement and accountability across the organization.

QUALITY MANAGEMENT SYSTEM ("QMS")

VinFast has established a comprehensive Quality Management System (QMS) that serves as the overarching framework for all quality-related activities—from product design and development to manufacturing and after-sales service. Our QMS is certified to the ISO 9001:2015 standard, and we are actively working toward applying IATF 16949:2016, the Automotive Quality Management System, through the deployment of six core quality tools: Advanced Product Quality Planning, Failure Mode and Effects Analysis, Measurement System Analysis, Statistical Process Control, Production Part Approval Process, and Control Plan. This advancement will provide external assurance of our commitment to consistent quality and customer satisfaction, while serving as the foundation for all detailed policies and procedures across the company.

The current ISO 9001:2015 certification scope at VinFast covers:

- **Design and manufacture** of passenger electric cars, electric buses, electric two-wheel motorcycles, and electric mopeds.
- **Manufacture of components and spare parts** for these vehicles, including aluminum casting products, electric motors, plastic injection molding products, mechanical parts, and interior components.
- **Production of charging infrastructure**, including charging stations and equipment.
- **Manufacture and assembly** of electronic spare parts, components, and devices for electric vehicles and smart homes.
- **Design, manufacture, and assembly** of molds and dies.

Looking ahead, we plan to expand ISO 9001 certification to new factories, including **VinFast Ha Tinh (2025)**, **VinFast India**, and **VinFast Indonesia (2026)**.

Our most recent re-certification audit, conducted by **Bureau Veritas Certification**, identified one minor non-conformity, which has since been fully corrected in line with international requirements. To strengthen proactive risk management, we have developed and implemented a comprehensive internal audit program, comprising nearly **60 audit plans** covering more than **40 divisions and departments** by 2024. This program ensures early detection of non-conformities and continuous improvement across all operations.

CORE QUALITY & SAFETY POLICIES

Our QMS is guided by a hierarchy of corporate policies that set clear expectations for all employees and operations.

Our global quality policy: "Quality is Everyone's responsibility". This policy provides a shape for setting quality objectives, including a commitment to conform to applicable requirements and continually improving the quality management system. The policy is communicated and understood throughout the organization. We emphasize requirement for quality in each step, each product, and clearly demonstrate the role of all VinFast employees in delivering a quality product.

RELEVANT PROCEDURES & REGULATIONS

To build towards a global model, ensuring leanness and synchronization, in 2024, VinFast developed an integrated document system of the quality management system for 03 companies: VinFast Trading and Production Joint Stock Company, VinEG Green Energy Solutions Joint Stock Company and VinES Ha Tinh Energy Solution Joint Stock Company.

- **Quality Manual:** This manual provides a comprehensive description of our QMS, detailing the scope, key processes, and interactions required to meet our quality objectives.
- **PFD-PFMEA-PCP Procedure:** A cornerstone of our proactive quality assurance in manufacturing, this internal regulation standardizes the process for identifying potential failures (Process Failure Mode and Effects Analysis - PFMEA), mapping process flows (Process Flow Diagram - PFD), and implementing robust controls (Process Control Plan - PCP). This procedure ensures a systematic and data-driven approach to risk mitigation directly on the shop floor.
- **Supplier Compliance in 2024:** All critical Tier-1 suppliers successfully complied with PPAP submission requirements. Each part was evaluated, and Part Submission Warrants were approved by the responsible Supplier Quality Engineers.
- **Supplier Quality Management Procedure:** Defines the requirements for all suppliers, covering initial quality audits, ongoing performance monitoring, and mandatory submission of Production Part Approval Process (PPAP) documentation for every new component.
- **Post-Market Surveillance & Recall Procedures:** Designed to ensure systematic monitoring of product performance, customer feedback, and satisfaction. By collecting and analyzing field data—including warranty claims, service reports, and customer complaints—the process enables early detection of potential safety, reliability, or quality concerns. Root cause analyses lead to corrective and preventive actions that are integrated into design and manufacturing, closing the feedback loop to drive continuous improvement and enhance customer satisfaction.

Product Quality: Engineering Excellence from Design to Delivery

Our commitment to product quality and customer safety is operationalized through a holistic quality management framework that governs every stage of our value chain, from the first sketch to the final vehicle inspection and beyond.



A Foundation in Design and Engineering

Our pursuit of high-quality products begins with a meticulous approach to design, engineering, and component selection:

Comprehensive Automation and Smart Control

VinFast also automates key production lines (press, body, paint, assembly, and powertrain) using Siemens' Totally Integrated Automation ("TIA") platform; whilst the SIMATIC controllers and SINUMERIK CNC systems ensure precision, consistency, and compliance with global quality standards. This modular automation allows for flexibility and rapid scale-up.

Premium Parts & Global Suppliers

Critical vehicle systems are sourced from globally recognized Tier 1 suppliers like **ZF** (wheel axles) and **Continental** (airbag control units). This strategy ensures that core components meet the highest benchmarks for quality, reliability, and safety.

Engineered to Meet and Exceed Global Safety Standards

Our commitment to safety is validated by designing our vehicles to meet the highest and most rigorous standards in the global automotive industry. Key models, including the VF 6, VF 7, VF 8, and VF 9, are engineered with the goal of achieving top safety ratings, such as 5-star EURO NCAP and 5-star NHTSA.

World-Class Design Philosophy

We collaborate with renowned design studios such as **Pininfarina** and **Torino Design** to create vehicles that are not only aesthetically striking but also aerodynamically efficient, forming the basis of a premium and sustainable product.

Integrated Digital Manufacturing

Our end-to-end digital value chain is connected through a PLM-driven digital thread, enabling real-time synchronization across design, manufacturing, and service. With Siemens Opcenter, our advanced Manufacturing Execution System ("MES"), we close the loop between design and production by feeding actual shop-floor data back into the digital twin—enhancing our ability to continuously improve.

Rigorous Virtual and Physical Testing

Before any component is sourced or a production line is configured, our vehicles undergo extensive testing on our proving grounds under diverse and demanding conditions.

The Digital Twin: Driving Quality and Speed

VinFast leverages a full digital enterprise approach using Siemens' Xcelerator suite - NX™ software for Computer-Aided Design ("CAD"), Computer-Aided Manufacturing ("CAM"), and Computer-Aided Engineering ("CAE"), and Teamcenter® for Product Lifecycle Management ("PLM") to create "digital twins" of products and processes. This enables virtual design, simulation, and optimization before production.

Product Quality: Engineering Excellence from Design to Delivery

Smart Technology & Safety Innovation

Quality and safety at VinFast are defined by both physical integrity and intelligent technology.



1 SMART IN-CAR EXPERIENCE

With VinFast's **ViVi AI Virtual Assistant**, users can control features like air conditioning, fans, and Wi-Fi by voice. This minimizes manual adjustments, allowing drivers to remain focused on the road and enhancing overall safety.

2 LEADERSHIP IN ADAS TECHNOLOGY

VinFast is a pioneer in bringing advanced safety technology to the Vietnamese market and beyond. Uniquely, our system is enhanced with a **surround-analytics LiDAR sensor**, a technology typically found on much higher-end vehicles, to provide a more robust and reliable perception of the vehicle's environment.

3 AI TECHNOLOGY

In 2024, VinFast also collaborated with AI specialist subsidiary VinAI to develop the world's first AI-driven automatic mirror adjustment technology, which detect a driver's head position and eye gaze direction with **up to 10 mm accuracy**, and automatically adjusts all mirrors accordingly.

4 THE VINFAST APP: YOUR VEHICLE IN YOUR PALM

Remote Control

Lock/unlock, climate pre-conditioning.

Navigation

Plan EV-optimized routes with integrated charging stops.

The integrated VinFast App extends our smart vehicle experience, serving as a comprehensive digital hub for the entire ownership journey. Key functionalities include:

Charging Management

Monitor charge, find stations, manage sessions, and process payments.

Service & Support

Schedule maintenance, request 24/7 roadside assistance, and receive vehicle health alerts.

Safety & Security

Geofencing, vehicle locator, and remote status monitoring.

Powered by the Vingroup Technology Ecosystem

Our smart vehicle capabilities are a unique competitive advantage, powered by the deep technological expertise within the Vingroup ecosystem. We leverage dedicated technology arms like VinBrain, VinAI, VinBigData, and VinITIS for advancements in artificial intelligence and big data. This allows our software, including the ViVi Virtual Assistant, to be

continuously updated over-the-air ("OTA"), increasing safety and entertainment features throughout the vehicle's life. This unique feature ensures VinFast electric cars never become outdated; the more they operate, the smarter they become, demonstrating our mastery of technology in the Industry 4.0 revolution.

Product Quality: Engineering Excellence from Design to Delivery

VinFast EV Battery Technology – The Heart of the Green Journey

As a pure electric vehicle manufacturer, VinFast considers the battery the core component determining performance, safety, and user experience. We are actively building a smart energy platform through our subsidiary, **VinFast Energy**, to lead in advanced battery technology and storage ecosystems.

- ➊ VinFast leverages two primary battery chemistries to optimize performance for different vehicle segments, with cells locally manufactured at the VinES factory in Ha Tinh and assembled into packs in Hai Phong. This is done in collaboration with global technology leaders such as **CATL, Samsung SDI, Gotion, and LG Chem**.
 - **LFP (Lithium Iron Phosphate):** Chosen for its exceptional safety, long lifespan (up to 12 years), and environmental friendliness. It is ideal for our e-scooters and small to mid-size EVs like the VF 5, VF 6, and VF 7.
 - **NMC (Nickel Manganese Cobalt):** Selected for its high performance, large capacity, and ultra-fast charging capabilities (24–35 minutes), making it perfect for our premium SUVs like the VF 8 and VF 9, which can achieve a range of up to 680 km.
- ➋ **Battery Safety by Design**

Our battery packs are engineered with multi-layered safety features:

 - A rugged battery casing with **IP67–IP68 water and dust resistance** protects against environmental factors.
 - A smart **Battery Management System (BMS)** continuously monitors temperature, voltage, and current to prevent short circuits, overcharging, or over-discharging.
- ➌ **Eco-Friendly Lifecycle**

We are committed to a sustainable battery lifecycle. LFP chemistry is inherently easier to recycle, and our strategic partnerships with global leaders like Li-Cycle and raw material providers like **Red Dirt Metals** are establishing pathways for recycling and using clean, responsibly sourced raw materials.
- ➍ **Industry-Leading Warranty**

We back our battery quality with an industry-leading warranty of **up to 10 years with unlimited mileage for EV batteries** and a **full lifetime warranty** for customers who choose our battery rental option.

Product Quality: Engineering Excellence from Design to Delivery

Manufacturing with Precision & Managing a High-Quality Global Supply Chain

Our factories are built around the principle of embedding quality at every step, supported by a world-class supply chain.

1 Proactive Risk Management & In-line Quality Gates

We systematically apply PFMEA to prevent defects before they occur.

2 Supplier Screening & Performance Monitoring

All new suppliers undergo rigorous onboarding processes aligned with VinFast's supplier quality manual. In 2024:

- **227 new suppliers** were screened for quality and safety compliance, and only those meeting requirements were added to the VinFast supplier base.
- **320 existing suppliers** were evaluated for continued compliance.
- **2% of suppliers** were involved in significant quality defects and were placed under New Business Hold. These suppliers were required to implement corrective actions while the Purchasing Department developed resourcing plans to mitigate risks.

3 Assessment Process

The PSA begins with the Buyer issuing a bidder list and providing initial project information to the supplier. Suppliers complete a self-assessment to demonstrate alignment with VinFast's general and project requirements. A VinFast SQ Engineer then schedules an onsite assessment, with participation from relevant internal stakeholders. In exceptional cases, the audit may be conducted remotely at the discretion of the SQ Engineer.

Once the assessment is complete, results are reviewed and approved by the SQ Manager and Director, then shared with Purchasing. Suppliers can access their results through the VinFast SQ portal.

4 End-to-End Traceability and Real-Time Monitoring

With **Industrial Identification systems**, we track and trace every component throughout the material flow, ensuring product authenticity and enabling targeted quality interventions. Operators monitor processes using **SIMATIC HMI (Human-Machine Interface)** systems for real-time machine status and performance control.

5 Supplier Potential Assessment (PSA) & Engineering System Assessment (ESA)

Before a supplier can join the VinFast network, a PSA is conducted to evaluate the supplier's Quality System capabilities. Results from PSA directly inform supplier selection decisions.

For Full-Service Suppliers, an additional ESA is carried out, focusing on product design, development, and integration capabilities.

Product Quality: Engineering Excellence from Design to Delivery

The VinFast Ecosystem: A Comprehensive Ownership Experience

Our definition of quality extends beyond the vehicle itself to encompass the entire ownership experience. Customers benefit from the unique strengths of the integrated Vingroup ecosystem, which provides unparalleled support, convenience, and value.

“In 2024, to express gratitude for the companionship and support of customers, VinFast has decided to give all customers who owns VinFast cars before December 31, 2024, a special Tet gift set personally selected by Vingroup Chairman Pham Nhat Vuong. The program applies to all owners of gasoline and electric vehicles.”

1 Extensive & Reliable Charging Network

We have addressed one of the biggest barriers to EV adoption with a commitment to build a widely covered charging station system. These are strategically located, especially in residential areas, urban centers, and high-end Vinhomes apartments, and are managed to ensure a civilized and reliable experience. To accelerate this growth, we have established V-Green, a dedicated investment arm focused on developing and expanding our charging infrastructure globally.



2 Lifecycle Support & Accessibility

Through our For Green Future (FGF) entity, we are actively working to make EV ownership more accessible and sustainable. FGF's initiatives include programs to balance market prices of used EVs, EV repurchase commitments, and EV rental services, providing customers with flexibility and confidence in the long-term value of their vehicle.

3 Integrated Rewards & Benefits

Owning a VinFast vehicle provides access to a world of benefits. VinClub, our loyalty program, allows users to accumulate and redeem benefits across Vingroup's diverse products and services. Customers enjoy exclusive privileges, such as vouchers for 5-star services at Vinpearl resorts or seamless travel on VinBus electric buses within cities, creating a unique value proposition that no other automaker can offer.

Product Quality: Engineering Excellence from Design to Delivery

A Commitment to Continuous Improvement & Future Innovation

Our quality journey does not end when a vehicle leaves the factory.

Closed-Loop Feedback System

We operate a closed-loop feedback system analyzing data from in-factory metrics, warranty claims, and direct customer feedback. This data is fed directly back to our engineering and manufacturing teams to drive continuous improvement in current and future products.

Looking Ahead

While we are proud of our current capabilities, we are actively researching and developing next-generation technologies. We acknowledge current limitations, such as the weight of LFP batteries and the early-stage nature of solid-state and ultra-fast charging technologies, and we are investing in R&D to overcome these challenges and maintain our position at the forefront of the EV industry.



Customer Relationship Management: A “Customer-Centric” Journey

VinFast places the customer at the center of our strategy. Our “Customer-Centric” philosophy is about delivering a seamless, end-to-end experience built on trust, transparency, and convenience—from the first point of contact throughout the entire ownership lifecycle.

Notable support programs in 2024

Incentive Policy for Switching from Gasoline Cars to VinFast Electric Vehicles

1 Eligible Participants

Owners of gasoline cars for ≥ 3 months (individuals, family members, or companies with controlling stakes) switching to purchase VF 7/8/9 models.

2 Special Conditions

- Applicable alongside other sales programs (VinClub, B2B2C, etc.).
- Gasoline cars can be sold via partner showrooms or independently (with valid documentation).
- Customers who placed deposits before November 1, 2024, and have not yet received their vehicles are still eligible (based on the current price, not the deposit date).

3 Additional Benefits

- 100% registration fee exemption (per Decree 51/2025/NĐ-CP).
- Free charging until June 30, 2027.
- Exclusive regional offers: “For a Greener Hanoi” and “For a Greener Ho Chi Minh City” until January 2026.

4 Financial Incentives

(based on vehicle model and battery ownership option)

Table 14: VinFast's incentive policy by the end of 2024

Model	VinFast Old Car (Lux/Fadil/President)	Other Gasoline Car Brands
VF 7 (battery rental)	VND 30 million	VND 15 million
VF 8 (battery rental)	VND 50 million	VND 25 million
VF 9 (battery rental)	VND 30 million	VND 15 million
VF 7 (battery purchase)	VND 80 million	VND 50 million
VF 8 (battery purchase)	VND 120 million	VND 80 million
VF 9 (battery purchase)	VND 70 million	VND 40 million

Notable support programs in 2024

“Greening Vietnam” Program for switching from gasoline motorbikes to electric ones

① Duration

September 20 – December 31, 2024

Objective

Support the public in replacing gasoline motorcycles with electric ones.

② Support Amount

- Battery rental: VND 3 million discount (converted via VinClub points or direct price deduction).
- Battery purchase: Direct discount of VND 12 million.

③ Customer Benefits

- Up to 35% operating cost savings over 3 years vs. gasoline motorcycles.
- 5-year warranty – the longest on the market.
- IP67 water resistance – submersible up to 0.5m for 30 minutes.

④ Environmental Impact

- Each kilometer on an electric motorcycle reduces CO₂ by 0.048 kg.
- Each customer switching to electric is equivalent to planting 36 trees per year.

⑤ Post-discount Pricing (with battery)



Evo200 Lite
25,900,000 VND



Feliz S
34,900,000 VND



Klara S2
42,900,000 VND



Vento S
57,900,000 VND



Theon S
70,900,000 VND

Notable support programs in 2024

“Vietnam Strong Spirit - for Green Future” Program

- The free charging program was launched in 2024 and will continue until June 30, 2027, or until December 31, 2027 if our customer purchased EVs with battery before March 01, 2025.
- Under the program, our CEO is responsible for paying the battery charging costs for all eligible sales until December 31, 2024. Subsequent to December 31, 2024, the Company will be responsible for the payment.
- The Company acts as an agent in facilitating free charging service for its customers.



The VinFast Global Community Program

At the heart of our loyalty strategy is the VinFast Global Community, a structured program designed to recognize and reward customers at different stages of their ownership journey. The program is built on a tiered system to offer progressively exclusive benefits.

The Global VinFast Community is the official forum established by VinFast with the aim of creating an engaging and interactive platform for VinFast enthusiasts. It serves as a place for users to connect, exchange experiences, and engage directly with VinFast. In 2024, the forum welcomed 4,735 newly registered member accounts, with over 117,000 interactions recorded.

To further enhance customer benefits and experiences, VinFast's customers in the Vietnamese market have joined VinClub – an exclusive loyalty program designed for customers of Vingroup and its strategic partners. Through VinClub, VinFast customers enjoy additional financial and non-financial benefits when using services from participating companies within the Vingroup ecosystem.

VinClub membership is divided into three tiers – Gold, Platinum, and Diamond – determined by a customer's cumulative spending across member companies. A distinctive feature of VinClub is its unified tier privilege: achieving a certain tier with one member company automatically grants customers the same tier across all other participating companies. By joining VinClub, VinFast reinforces its customer-centric philosophy—continuously enhancing value, strengthening customer engagement, and cultivating lasting loyalty.

**We are not just selling electric vehicles,
we are building a global community.**

In addition, VinFast places a strong emphasis on organizing gatherings and networking activities for members of the Global VinFast Community and VinClub. These initiatives aim to strengthen connections, recognize active members, and build a civilized owner community that contributes collectively to social and community causes.

In just the first six months of the year, more than 50 online and offline activities were held, attracting over 7,200 registrations. A notable highlight in January 2024 was the “Tet Gift Giving 2024” campaign. Running for two weeks, the program mobilized over 24 teams with 700 members of the Global VinFast Community to deliver 50,000 gifts directly to families in difficult circumstances.

The Global VinFast Community also organized two “VinFast Club Awards 2023” nights to honor individuals and groups with vibrant and active contributions throughout the year. The events welcomed nearly 300 guests and became one of the most talked-about topics on the community forum for many days.

By creating this vibrant and rewarding ecosystem, we are not just selling electric vehicles; we are building a global community of advocates who are integral to our brand's growth and our shared journey towards a more sustainable future.



Building Trust Through Responsible Marketing

As outlined in our Code of Conduct, we are dedicated to promoting our products and services truthfully and competing ethically in every market.



Ethical Marketing Principles

Our marketing communications are designed to be clear and accurate, providing customers with the information they need to make informed decisions. Our employees are trained to avoid discussions or agreements with competitors that could undermine competition or violate antitrust laws.



Value Chain Accountability

To maintain these standards, we extend our principles to our partners. We screen marketing suppliers for ESG and ethical compliance, embed our brand's advertising code of conduct into contracts, and evaluate agencies for potential reputational risks.

Engaging and Understanding Our Customers

We believe that building lasting relationships requires open communication and a deep understanding of customer needs.



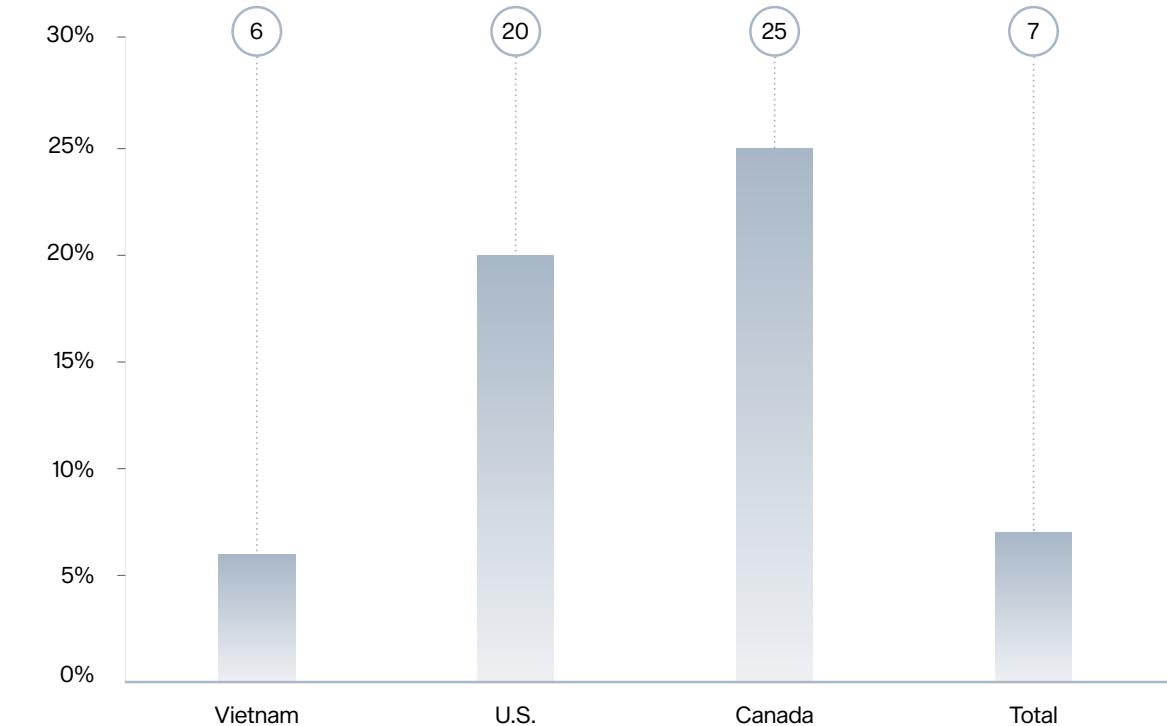
Global Contact Centers & Feedback Channels

Our global contact centers serve as a primary touchpoint for timely and effective support. We actively collect customer feedback through multiple channels, including post-service surveys, social media monitoring, and direct interactions. This feedback is crucial for our continuous improvement process.

Notably, VinFast's customer service hotline operates 24/7 in key markets - a significant advantage over many other automakers. This commitment ensures customers receive support at any time, delivering a service experience that surpasses competitors. In 2024, the average complaint rate across markets stood at 7%, with variations between newer and more established markets. These figures highlight VinFast's continuous efforts to refine both products and services, striving to achieve ever-higher levels of customer satisfaction. (Refer to Appendix 8 for further details)

We actively implement customer satisfaction measurement and evaluation activities across all markets, aiming to deliver service excellence. In Vietnam, the customer satisfaction score for hotline support reached an impressive 99%. Meanwhile, in the North American market, the score stood at 80%.

Graph 28: Complaint rate in Vietnam, the U.S., Canada and globally (%)



Delivering a World-Class After-Sales and Service Experience

Our commitment to quality extends far beyond the sales, reinforced by an industry-leading service ecosystem and warranty.

INDUSTRY-LEADING WARRANTY COMMITMENT*

Electric vehicles

Our EVs come with comprehensive warranties, including up to **10 years or 200,000 km** for the vehicle and up to **10-year unlimited mileage** for the battery. Customers using our battery rental option benefit from a full lifetime warranty.

* Warranty coverage is available throughout Vietnam, at showrooms and authorized dealers of VinFast.

Electric motorbikes

We offer a **3- to 5-year unlimited mileage warranty**, with a 5-year battery safety warranty.

Ebus warranty time

New Vehicle 4 Years/ Unlimited mileage 4 Years/ Unlimited mileage, High-voltage Battery (First time purchase with vehicle) 8 Years/ Unlimited mileage.

A HYBRID AND ACCESSIBLE SERVICE ECOSYSTEM

We ensure customer convenience through a multi-channel service model

VinFast auto service workshop system

We operate a comprehensive network of 3S (Sales, Service, Spare Parts) showrooms and workshops, all meticulously designed to present the VinFast corporate identity. By the end of 2024, VinFast maintained a total of 153 operational 1S+, 2S, and 3S dealerships worldwide.

Global call center

We have developed a diverse range of customer contact channels to cater to the habits and preferences of different customer segments (e.g., hotline, email, mobile app, live chat, social media, etc.). In each market, we provide localized contact information and deploy dedicated teams using the local language to better serve customers and enhance satisfaction. As of the end of 2024, the Global Customer Service Center employed 104 staff members, responsible for three key markets: Vietnam, the U.S., and Canada. In other markets, we outsource operations but maintain well-structured coordination processes and strict oversight from the Global Customer Service Center to ensure a consistent service experience across all markets.

Value-Added Support

We offer **free 24/7 roadside rescue and mobile charging** support to provide peace of mind, including **97,511 RSA** rescue cases.

Digital Integration

The **VinFast App** is a centralized platform for scheduling service appointments, requesting support, monitoring vehicle health, and managing all aspects of charging.

Global Service Network

Besides the VinFast authorized service workshop network where equipment and operation processes are designed and controlled by VinFast Standard, we also operate proprietary VinFast service workshops and partner with certified networks like **VinFast Certified Collision Repair Centers ("VCCRCs")** in North America and **Fixico and Mobivia** centers in Europe to offer expert care with genuine parts and OEM repair procedures.

Global Technical Support Center (GTSC)

VinFast has established a Global Technical Support Center comprising highly experienced engineers and specialists to support service centers in repairing vehicles remotely or directly addressing complex, newly emerging issues in various markets. The GTSC conducts in-depth technical analyses to develop improvement actions and implement product quality upgrades, with the goal of delivering higher customer satisfaction.

Ensuring Product Integrity and Safety Post-Sale

Maintaining the highest standards of product integrity is a continuous responsibility.



2024 Recall Strategy and Performance

Our strategy in 2024 focused on quickly completing recall campaigns with the highest possible completion rate. We closely monitored and motivated our service workshops to proactively engage with customers, encouraging them to bring their vehicles in for necessary checks or component replacements.



Results of Recall Campaigns Initiated in 2024

We diligently managed recall campaigns to address potential issues and ensure customer safety and satisfaction. Key campaigns initiated in 2024 include (insert table).



2025 Recall Strategy

Looking ahead to 2025, we have established an even more challenging target: to attain a 90% completion rate within three months of initiating any new recall campaign. We will continue our proactive engagement with customers and service workshops to achieve this goal.



PERFORMANCE & TRANSPARENCY

ESG Data and Reporting
Indexes

External Assurance	144
GRI Content Index	149
SASB Content Index	154
TCFD / IFRS S2 Content Index	155
Glossary	156



External Assurance

Independent assurance opinion statement

2024 - VINFAST AUTO LTD. - Sustainability Report Ver.4

The British Standards Institution is independent to VINFAST AUTO LTD. (hereafter referred to as VINFAST AUTO LTD. in this statement) and has no financial interest in the operation of VINFAST AUTO LTD. other than for the assessment and verification of the sustainability statements contained in this report.

This Independent assurance opinion statement has been prepared for the stakeholders of VINFAST AUTO LTD. only for the purpose of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this Independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the Independent assurance opinion statement may be read.

This Independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by VINFAST AUTO LTD.. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this Independent assurance opinion statement or matters relating to it should be addressed to VINFAST AUTO LTD. only.

SCOPE

The scope of engagement agreed upon with VINFAST AUTO LTD. includes the following:

1 The boundary of ESG report verification:

The Company Name: VINFAST AUTO LTD.

Consolidated subsidiaries (1 registration address and 12 subsidiaries):

Company Name: VINFAST AUTO LTD.

Registration Address: 61 Robinson Road #06-01 (Suite 608), 61 Robinson, Singapore 068893.

VinFast Trading and Production Joint Stock Company (VFT&P JSC)

Operation and Primary Manufacturing Hub: Dinh Vu - Cat Hai Economic Zone, Cat Hai Island, Cat Hai Town, Cat Hai District, Hai Phong City, Vietnam

The manufacturing entity and the defined operational boundary of Scope 1 and Scope 2 for the total GHG emission inventory.

VinFast Investment and Development JSC (VFID JSC)

Address: Dinh Vu - Cat Hai Economic Zone, Cat Hai Island, Cat Hai Town, Cat Hai District, Hai Phong City, Vietnam

VinFast Middle East FZE

Address: Office No. FZJOB1608 Jebel Ali Free Zone, United Arab Emirates

VinFast Auto (Thailand) Co., Ltd.

Address: 425/1 Enco Terminal Building, Building B, 4th Floor, Kamphaeng Phet Road 6, Don Mueang Subdistrict, Don Mueang District, Bangkok 10210.

VinFast Auto India Private Limited

Address: Level 06, Wing B, Two Horizon Centre, Golf Course Road, Sector 43, Phase 5, Gurgaon, DLF QE, DLF Qe, Gurgaon, 122002, Haryana, India.

VinFast UK Ltd

Address: 21 Holborn Viaduct, London, EC1A 2DY, United Kingdom.



Vingroup USA, LLC

Address: 850 New Burton Road, Suite 201, Dover, Delaware 19904, Kent County.

VinFast Kazakhstan

Address: Казахстан, город Алматы, Медеуский район, улица Елебекова, дом 10, почтовый индекс 050051

PT VinFast Automobile Indonesia

Address: AXA TOWER, 45TH FLOOR, JL. PROF. DR. SATRIO KAV.18, Desa/Kelurahan Karet Kuningan, Kec. Setiabudi, Kota Adm. Jakarta Selatan, Provinsi DKI Jakarta, Kode Pos: 12940

VinFast Auto Nigeria Ltd

Address: Nigeria

VinFast Auto Philippines Corp.

Address: Philippines

VinFast Auto México, S. DE R.L. DE C.V.

Address: BOSQUE DE CIRUELOS NÚMERO 180, INTERIOR PP 101, COLONIA BOSQUES DE LAS LOMAS, ALCALDÍA MIGUEL HIDALGO, CÓDIGO POSTAL 11700, CIUDAD DE MÉXICO

External Assurance

Independent assurance opinion statement

2 The assurance covers the whole VINFAST AUTO LTD.'s Sustainability Report Ver.4 and focuses on systems and activities during the 2024 calendar year at VINFAST AUTO LTD. with the following GRI disclosures:

- GRI 2-5 External assurance
- GRI 2-13 Delegation of responsibility for managing impacts
- GRI 2-9 Governance structure and composition
- GRI 2-10 Nomination and selection of the highest governance body
- GRI 2-11 Chair of the highest governance body
- GRI 2-12 Role of the highest governance body in overseeing the management of impacts
- GRI 205-1;2 Anti-corruption
- GRI 305-1;2;4;5 Emissions
- GRI 306-1;2;3;4;5 Effluents and Waste.
- GRI 404-1;2;3 Training and Education
- GRI 413-1;2 Local Communities

3 The evaluation of the nature and extent of the VINFAST AUTO LTD.'s adherence to all four AA1000 AccountAbility Principles and the reliability of specified sustainability performance information in this report as conducted in accordance with Level 2 - Type 1/ Moderate Assurance of AA1000AS v3 sustainability assurance engagement.

OPINION STATEMENT

We conclude that the review of VINFAST AUTO LTD.'s Sustainability Report Ver.4 provides a fair view of VINFAST AUTO LTD.'s Sustainability programs and performances during 2024. We believe that the VINFAST AUTO LTD. economic, social and environmental performance indicators are accurate and are supported by robust internal verification processes.

METHODOLOGY

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant to VINFAST AUTO LTD.'s policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on VINFAST AUTO LTD.'s approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.

CONCLUSIONS

A detailed review at Level 2 - Type 1/ Moderate Assurance against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out below:

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that VINFAST AUTO LTD.'s description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.

- review of key organizational developments and the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).

External Assurance

Independent assurance opinion statement

INCLUSIVITY

This report has reflected a fact that VINFAST AUTO LTD. is seeking the engagement of its stakeholders. The participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to sustainability. The reporting systems are being developed to deliver the required information. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers VINFAST AUTO LTD.'s inclusivity issues, however, the future report should be further enhanced by the following areas:

- The training ratio between female and male employees should be calculated in more detail to reflect gender balance and effectiveness and adding about the training demand of Training strategy.

MATERIALITY

VINFAST AUTO LTD. publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the VINFAST AUTO LTD.'s material issues, however, the future report should be further enhanced by the following areas:

The number and percentage of operations assessed for corruption-related risks require more justification and explanation in the significant assessment results

IMPACT

VINFAST AUTO LTD. has demonstrated a process on identify impacts that encompass a range of environmental, social and governance topics, and fairly represented the impacts in the report. In our professional opinion the report covers the VINFAST AUTO LTD.'s impacts.

GRI-REPORTING

VINFAST AUTO LTD. provided us with their self-declaration of compliance within GRI Standards (Core or Comprehensive). Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GRI Index are reported, partially reported or omitted. In our professional opinion the self-declaration covers the VINFAST AUTO LTD.'s social responsibility and sustainability issues.

RESPONSIVENESS

VINFAST AUTO LTD. has implemented practices to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for VINFAST AUTO LTD. has been developed and provides an opportunity to further enhance VINFAST AUTO LTD.'s responsiveness to stakeholder concerns. In our professional opinion, the report covers VINFAST AUTO LTD.'s responsiveness issues; however, future reports should further enhance the maturity of ESG and include a higher assurance level statement from independent assurance, however, the future report should be further enhanced by the following areas:

- The timeline for the Net-Zero program should be clarified further, especially regarding improvement of roadmaps such as the LPG transition planned for 2024.
- The GHG and energy improvement team, if operated as a systematic process or system, will enhance efficiency in reducing and optimizing greenhouse gas emissions and energy consumption, made possible and feasible in credibility and accuracy of data

ASSURANCE LEVEL

The moderate level assurance provided - Level 2 - Type 1/ Moderate Assurance – is in accordance with AA1000 Assurance Standard v3 in our review, as defined by the scope and methodology described in this statement.

RESPONSIBILITY

This VINFAST AUTO LTD.'s Sustainability Report Ver.4 issued on 07 Oct 2025 is the responsibility of the VINFAST AUTO LTD.'s CEO as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

COMPETENCY AND INDEPENDENCE

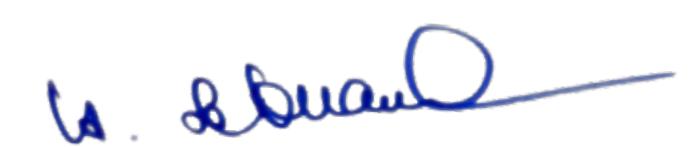
The assurance team was composed of Lead Auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, ISO14001, ISO45001, ISO14064, ISO 9001... BSI is a leading global standards and assessment body founded in 1901.

For and on behalf of BSI:



Truong Vinh Khang (Mr.),
Lead Assurer

BSI representative:



Dr. Le Duyen Anh,
Managing Director BSI Vietnam

BSI Vietnam Level 15, AP Tower, 518B Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam

Statement No: SRA 834987

Issue Date: November 13th, 2025

External Assurance

Independent assurance opinion statement



To the Chairwoman of the Directors Board of VinFast Auto Ltd.,

HOLDS STATEMENT NO.: SRA 834988

The British Standards Institution (**BSI**) has conducted a limited assurance engagement on the sustainability information (described in the "Scope") in the VINFAST AUTO LTD.'s Sustainability Report Ver.4 issued on 07 Oct 2025 (VINFAST AUTO LTD.)

SCOPE

The scope of engagement agreed upon with VINFAST AUTO LTD. includes the following:

The assurance covers the information of the Greenhouse Gas subject matters in The Greenhouse Gas Inventory boundary confirmed as operation activites of VINFAST TRADING AND PRODUCTION JOINT STOCK COMPANY – allocated in Dinh Vu – Cat Hai Economic Area, Cat Hai Island, Cat Hai Town, Cat Hai District, Hai Phong City, Vietnam of VINFAST AUTO LTD, within GHG emissions inventory in activities including Manufacturing of vehicles (up to 7 seat), e-scooters and electric buses; the components and spare parts to produce electric motorcycles and vehicles: Aluminum Casting Products, Electric Motors, Plastic Molding Products, Mechanical Products, Mold & Die Products, Interior Parts, Electronic Devices Products.

1 GHG Scope 1

- Stationary energy
- Transportation energy
- Refrigeration and air conditioning system
- IPPU
- Wastewater disposal

2 GHG Scope 2

- Purchased Electricity

OPINION STATEMENT

We have conducted a limited assurance engagement on the sustainability information described in the "Scope" above (Sustainability Information).

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, in accordance with ISAE 3000 (Revised) and ISO 14064-3:2019.

METHODOLOGY

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) and ISO 14064-3:2019 for GHG satetement. Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top level review of issues raised by external parties that could be relevant to VINFAST AUTO LTD.'s policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on VINFAST AUTO LTD.'s approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- document review of relevant systems, policies, and procedures where available
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- visit of the Operation site on VINFAST TRADING AND PRODUCTION JOINT STOCK COMPANY – allocated in Dinh Vu – Cat Hai Economic Area, Cat Hai Island, Cat Hai Town, Cat Hai District, Hai Phong City, Vietnam of VINFAST AUTO LTD. to confirm the data collection processes, record management practices, and check GHG emission sources physically.

RESPONSIBILITY

VINFAST AUTO LTD. is responsible for the preparation and fair presentation of the sustainability information and report in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

External Assurance

Independent assurance opinion statement

INDEPENDENCE, QUALITY CONTROL AND COMPETENCE

BSI is independent to VINFAST AUTO LTD. and has no financial interest in the operation of VINFAST AUTO LTD. other than for the assurance of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of VINFAST AUTO LTD. only for the purposes of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by VINFAST AUTO LTD. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by VINFAST AUTO LTD. is true,

accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), and management systems and processes.

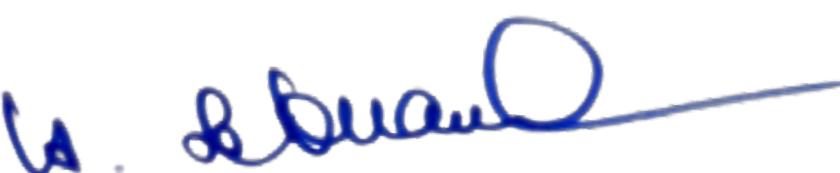
Appendix A: Summary of Greenhouse Gas Subject Matters Data for FY2024 - VINFAST TRADING AND PRODUCTION JOINT STOCK COMPANY – allocated in Dinh Vu – Cat Hai Economic Area, Cat Hai Island, Cat Hai Town, Cat Hai District, Hai Phong City, Vietnam of VINFAST AUTO LTD

Subject Matters - Manufacturing	FY2024	Units
GHG Scope 1		
Stationary energy	10,973.53	tCO ₂ e
Transportation energy	10,109.39	tCO ₂ e
Refrigeration and air conditioning system	127.77	tCO ₂ e
IPPU	667.87	tCO ₂ e
Wastewater disposal	0.71	tCO ₂ e
	67.78	tCO ₂ e
GHG Scope 2		
Purchased Electricity	114,105.25	tCO ₂ e
Total	125,078.78	tCO ₂ e

BSI Vietnam Level 15, AP Tower, 518B Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam

Issue Date: November 13th, 2025

For and on behalf of BSI:

Truong Vinh Khang (Mr.), Lead Assurer

Dr. Le Duyen Anh, Managing Director BSI Vietnam

GRI Content Index

Statement of use
VinFast has reported the information cited in this GRI content index for the period from January 01 to December 31, 2024, with reference to the GRI Standards.
GRI 1 used
GRI 1: Foundation 2021

GRI standard	Disclosure	Chapter/ Content reference
GRI 2 General Disclosures 2021	2-1 Organizational details	1.5 General Information
	2-2 Entities included in the organization's sustainability reporting	1.2 About This Report
	2-3 Reporting period, frequency and contact point	1.2 About This Report
	2-4 Restatements of information	1.2 About This Report
	2-5 External assurance	Part 8: Performance & Transparency – ESG Data and Reporting Indexes
	2-6 Activities, value chain and other business relationships	1.3 General Information
	2-7 Employees	5.1 A workplace to drive a Sustainable Future
	2-9 Governance structure and composition	6.1 Corporate Governance Excellence
	2-10 Nomination and selection of the highest governance body	6.1.2 Committees Supporting Good Governance
	2-11 Chair of the highest governance body	6.1.1 Board Composition, Independence, and Effectiveness
	2-12 Role of the highest governance body in overseeing the management of impacts	2.3.1 Board of Directors: Strategic Leadership and Oversight in ESG
	2-13 Delegation of responsibility for managing impacts	2.3.2 Management's Role in Operationalizing Sustainability
	2-14 Role of the highest governance body in sustainability reporting	2.3.1 Board of Directors: Strategic Leadership and Oversight in ESG
	2-21 Annual total compensation ratio	Please refer to Section B. Compensation (Page 117) - SEC Form 20-F for the fiscal year ended December 31, 2024; Section 5.3. Community engagement & Socioeconomic contribution in this report
	2-22 Statement on sustainable development strategy	Part 2: Driving Value – Our Strategy for Sustainable Growth
	2-25 Processes to remediate negative impacts	5.1.4.2. Grievance and speak-up system
	2-27 Compliance with laws and regulations	Part 6: Leading Responsibly – Governance, Risk & Ethical Supply Chains
	2-29 Approach to stakeholder engagement	2.4: Engaging Our Stakeholders for Shared Value
	2-30 Collective bargaining agreements	5.1.3. Compensation, Welfare, and Benefits

GRI Content Index

GRI standard	Disclosure	Chapter/ Content reference
GRI 3 Material Topics 2021	3-1 Process to determine material topics	2.3.1. Our Materiality Assessment Process
	3-2 List of material topics	2.3.2. Our Material Topics for 2024 and Their Boundaries
	3-3 Management of material topics	2.3.1. Our Materiality Assessment Process
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	Please refer to the Consolidated Statement of Operations - SEC Form 20-F for the fiscal year ended December 31, 2024; Section 5.3. Community engagement & Socioeconomic contribution in this report
	201-2 Financial implications and other risks and opportunities due to climate change	3.1.3. Climate Risk and Opportunity
	201-4 Financial assistance received from government	Please refer to Item 3 - SEC Form 20-F for the fiscal year ended December 31, 2024
GRI 202 Market Presence 2016	202-2 Proportion of senior management hired from the local community	5.1.1. Workforce
GRI 203 Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	4.1.4. Clean infrastructure for energy and mobility
	203-2 Significant indirect economic impacts	5.3. Community engagement & Socioeconomic contribution
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Part 6: Leading Responsibly – Governance, Risk & Ethical Supply Chains
	205-2 Communication and training about anti-corruption policies and procedures	
GRI 207 Tax 2019	207-1 Approach to tax	Please refer to Item 5 (Page 91) - SEC Form 20-F for the fiscal year ended December 31, 2024
	207-2 Tax governance, control, and risk management	Please refer to Item 6 (Page 120); Item 15 (Page 148); Item 3.D (Page 7) - SEC Form 20-F for the fiscal year ended December 31, 2024
	207-4 Country-by-country reporting	Please refer to Note 19 (Corporate Income Tax); Note 24 (Segment reporting) - SEC Form 20-F for the fiscal year ended December 31, 2024
GRI 302 Energy 2016	302-1 Energy consumption within the organization	4.1.2. Energy optimization in production system
	302-2 Energy consumption outside of the organization	4.1.3. Energy transition acceleration across products & services
	302-3 Energy intensity	4.1.2. Energy optimization in production system
	302-4 Reduction of energy consumption	4.1.2. Energy optimization in production system

GRI Content Index

GRI standard	Disclosure	Chapter/ Content reference
GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	4.2.1. Water Use and Management Strategy
	303-2 Management of water discharge-related impacts	4.2.2. Wastewater Treatment and Circularity
	303-3 Water withdrawal	4.2.1. Water Use and Management Strategy
	303-4 Water discharge	4.2.2. Wastewater Treatment and Circularity
	303-5 Water consumption	4.2.1. Water Use and Management Strategy
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3.4.1. GHG Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	3.4.1. GHG Emissions
	305-3 Other indirect (Scope 3) GHG emissions	3.4.1. GHG Emissions
	305-4 GHG emissions intensity	3.4.1. GHG Emissions
	305-5 Reduction of GHG emissions	3.4.1. GHG Emissions
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	4.3.3. Waste management in production operations
	306-2 Management of significant waste-related impacts	4.3.3. Waste management in production operations
	306-3 Waste generated	4.3.3. Waste management in production operations
	306-4 Waste diverted from disposal	4.3.3. Waste management in production operations
	306-5 Waste directed to disposal	4.3.3. Waste management in production operations
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	6.5.3 Governance in Action: Our Foundational Due Diligence Process
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	5.1.1. Workforce
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.1.3. Compensation, Welfare, and Benefits

GRI Content Index

GRI standard	Disclosure	Chapter/ Content reference
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5.2.2. System & Risk Management
	403-2 Hazard identification, risk assessment, and incident investigation	5.2.2. System & Risk Management
	403-3 Occupational health services	5.2. Occupational Health & Safety ("OHS")
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.2.3. Worker Participation & Training
	403-5 Worker training on occupational health and safety	5.2.3. Worker Participation & Training
	403-6 Promotion of worker health	5.2. Occupational Health & Safety ("OHS")
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.2. Occupational Health & Safety ("OHS")
	403-8 Workers covered by an occupational health and safety management system	5.2. Occupational Health & Safety ("OHS")
	403-9 Work-related injuries	5.2. Occupational Health & Safety ("OHS")
	403-10 Work-related ill health	5.2. Occupational Health & Safety ("OHS")
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	5.1.2. Employee Development and Career Growth
	404-2 Programs for upgrading employee skills and transition assistance programs	5.1.2. Employee Development and Career Growth
	404-3 Percentage of employees receiving regular performance and career development reviews	5.1.2. Employee Development and Career Growth
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.1.1. Workforce
GRI 410 Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	2.1.3. From Strategy to Impact: Our 2024 Progress and 2025 Commitments
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	5.3. Community engagement & Socioeconomic contribution
	413-2 Operations with significant actual and potential negative impacts on local communities	5.3. Community engagement & Socioeconomic contribution

GRI Content Index

GRI standard	Disclosure	Chapter/ Content reference
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	6.5.3 Governance in Action: Our Foundational Due Diligence Process
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	7.1.2. Product Quality: Engineering Excellence from Design to Delivery
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Part 6: Leading Responsibly – Governance, Risk & Ethical Supply Chains
GRI 417 Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	7.2. Customer Relationship Management: A “Customer-Centric” Journey
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Part 6: Leading Responsibly – Governance, Risk & Ethical Supply Chains

SASB Content Index

Topic	Sustainability Disclosure Metric	Category	Unit of measure	Code	Chapter/ Content reference
Fuel Economy & Use-phase Emissions	Sales-weighted average passenger fleet fuel economy, by region	Quantitative	Mpg, L/km, gCO ₂ /km, km/L	TR-AU-410a.1	Please refer to section 4.1.3. Energy transition acceleration across products & services
	Number of (1) zero emission vehicles (ZEV), (2) hybrid vehicles and (3) plug-in hybrid vehicles sold	Quantitative	Number	TR-AU-410a.2	Please refer to section 4.1.3. Energy transition acceleration across products & services
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	TR-AU-440a.1	Please refer to sections: 4.3.1. Circular economy strategy, and 4.3.2. Sustainable materials in EV products
Materials Efficiency & Recycling	(1) Total amount of waste from manufacturing, (2) percentage recycled	Quantitative	Metric tonnes (t), Percentage (%)	TR-AU-440b.1	Please refer to section 4.3.3. Waste management in production operations
	(1) Weight of end-of-life material recovered, (2) percentage recycled	Quantitative	Metric tonnes (t), Percentage (%)	TR-AU-440b.2	Please refer to sections: 4.3.2. Sustainable materials in EV products > Table 11: Overview of input materials and Table 12: Detailed breakdown by recycled material type 4.3.4. End-of-Life management for EV batteries > Table 15: Battery take-back performance
Product Quality & Safety	Discussion of new model safety testing (e.g., NCAP performance)	Discussion and Analysis	N/A	TR-AU-250b.1	Please refer to section 7.1.2. Product Quality: Engineering Excellence from Design to Delivery
Data Privacy & Cybersecurity	Discussion of data privacy and security for connected vehicles	Discussion and Analysis	N/A	TR-AU-230a.1	Please refer to section 6.4 Data Governance, Cybersecurity & Privacy: Protecting Our Connected Ecosystem
Occupational Health & Safety	Fatality rate	Quantitative	Rate	TR-AU-320a.1	Please refer to section 5.2 Occupational Health & Safety ("OHS")
Sustainable Supply Chain & Materials	Discussion of strategy to manage materials sourcing risks (incl. battery minerals)	Discussion and Analysis	N/A	TR-AU-410b.1	Please refer to section 6.5 Governance of a Sustainable & Resilient Supply Chain
	Policy on child labor & forced labor in the supply chain	Discussion and Analysis	N/A	TC-ES-310a.1	Please refer to VinFast's Code of Conduct
Circular Economy & Battery Management	Discussion of EV battery end-of-life management program	Discussion and Analysis	N/A	TR-AU-410c.1	Please refer to 4.3.4. End-of-Life management for EV batteries

Activity metric	Category	Unit of measure	Code	Chapter/ Content reference
Number of vehicles manufactured	Quantitative	Number	TR-AU-000.A	See references at 3.4.2. Fuel Economy of Passenger Vehicle Fleet
Number of vehicles sold	Quantitative	Number	TR-AU-000.B	See references at 3.4.2. Fuel Economy of Passenger Vehicle Fleet

TCFD / IFRS S2 Content Index

Core element	TCFD Recommendation	Chapter/ Content reference
Governance	a. Describe the board's oversight of climate-related risks and opportunities b. Describe management's role in assessing and managing climate-related risks and opportunities	3.2 Climate Governance VinFast has established a tiered management structure to ensure the effective implementation of our Net Zero strategy and the management of climate-related risks and opportunities
Strategy	a. Describe climate risks and opportunities identified by the organization over short, medium, and long term b. Describe the impact of climate on the organization's businesses, strategy, and financial planning c. Describe the resilience of the strategy, taking into consideration different Climate related-scenarios, including a 2°C or lower scenario	3.1 Climate Strategy VinFast's Net Zero strategy, rooted in Mission 3E, is embedded across our business model, value chain, and long-term plans—aiming to proactively manage climate risks while capturing opportunities in the low-carbon economy
Risk Management	a. Describe the organization's processes for identifying and assessing climate related risks b. Describe the organizations processes for managing climate-related risks c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	3.3 Climate Risk Management VinFast integrates climate-related risks into our Enterprise Risk Management (ERM) system to ensure a consistent, structured, and proactive approach to identifying, assessing, prioritizing, and monitoring both transition and physical risks arising from climate change
Metrics and Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process b. Disclose Scope 1, 2 and 3 (if appropriate) greenhouse gas (GHG) emissions, and the related risks c. Describe the targets used by the organization to manage climate-related risks opportunities and performance against targets.	3.4 Tracking Our Net-Zero Strategy Execution VinFast tracks and discloses key metrics to evaluate progress against our decarbonization commitments and to ensure accountability across operations, products, and investments. These indicators are monitored and reported from 2024 as part of VinFast's integrated climate management framework

Glossary

Appendix 1: SBTi Targets

GHG emissions reduction target disclosure

Target ID	
Target type	Absolute (long-term target)
Date the target was set: 07/2024	Date the target was last revised: 07/2024

Target information

Scope(s) covered	Scope 1 & 2 + Scope 3 (cat 1, 9 &11)
Percentage of in-scope emissions covered by the target	100%
Base year	2022
Base year emissions	1,117,952 tCO ₂ e
Target year	2040
Targeted reduction from base year (%)	100%
Target methodology	SBTi
Target verified by independent third party	Not yet

Disclaimer : Scope 1,2 &3 in 2022 was exclusively calculated for the estimation of SBTi near term and long-term targets



Glossary

Appendix 2: GHG emission by scope (2024)

Metric	Description	2022	2023	2024
GHG emissions - Manufacturing activity¹¹				
Scope 1	Stationary energy			10,109.39
	Transportation energy			127.77
	Refrigeration and air conditioning system	6,248	7,747	667.87
	IPPU			0.71
	Wastewater disposal			67.78
	Total Scope 1	6,248	7,747	10,973.53
Scope 2	Electricity consumption	103,942	93,293	114,105.25
Scope 3	Category 1: Purchased goods & services	Not calculated	Not calculated	463,003.62
	Category 2: Capital goods	Not calculated	Not calculated	76,196.77
	Category 4: Upstream Transportation & Distribution	Not calculated	Not calculated	33,306.57
	Category 5: Waste generated in Operation	Not calculated	Not calculated	16,648.75
	Category 6: Business Travel	Not calculated	Not calculated	2,245.83
	Category 7: Employee Commuting	Not calculated	Not calculated	5,552.13
	Category 8: Upstream leased assets	Not calculated	Not calculated	2,283.83
	Category 11: Use of Sold Products	Not calculated	Not calculated	1,338,907.27
	Total tCO₂e	Scope 3 Total	Not calculated	1,938,144.77
	Total tCO₂e	All sources	110,190.00	101,040.00
				2,063,223.297

Metric	Description	2022	2023	2024
GHG emissions - Trading activity				
Scope 1 (tCO ₂ e)	Stationary energy			
Scope 1 (tCO ₂ e)	Transportation energy	110.00	NA	56.92
Scope 1 (tCO ₂ e)	Refrigeration and air conditioning system			
Scope 2 (tCO ₂ e)	Electricity consumption	1,688.00	651	597.24
Total tCO ₂ e	All sources	1,798.00	651	654.15

¹¹ GHG emissions associated with electric vehicle and automobile manufacturing at the VinFast factory in Hai Phong, Vietnam, were collected for the period from 1 January to 31 December 2024. The base year for comparison is 2022.

- Scope 1 and Scope 2 emissions were calculated using facility-level activity data and default emission factors as prescribed in Decision No. 2626/QD-BTNMT (dated 10 October 2022) and Official Document No. 327/BDKH
- In FY 2024, the Company assessed its indirect value chain emissions (Scope 3) in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Based on data availability and material screening, eight Scope 3 categories were questioned for this reporting cycle. These categories represent the upstream and downstream activities most relevant to the Company's operations and value chain.
- Scope 3 category 11 was calculated using the average electricity consumption and travel distance over the vehicles lifetime and the Emission factor from and Official Document 327/BDKH-PTCBT dated 19th March 2024 on Publishing the result of Viet Nam Electricity grid Emission factor in 2022.

Glossary

Appendix 2: GHG emission by scope (2024)

Table 4. Mitigation potentials compare to the SBTi's near-term and long-term (Net-Zero) target

Near-term 2030		
Near-term target	VinFast - Planned	VinFast Additional measures
Scope 1	42%	2%
Scope 2	42%	82%
Scope 3	29%	0%
Long-term (Net-Zero by 2040)		
Long-term (Net-Zero) target	VinFast - Planned	VinFast Additional measures
Scope 1	100%	2%
Scope 2	100%	82%
Scope 3	100%	0%

Glossary

Appendix 3: Climate-Related Risks and Opportunities analysis

#	Short name	Description	Response Action/ Realize Opportunity
TRANSITION RISKS			
R1	Reputational and brand risks due to non-adaptation to Net Zero expectations	<p>Risk of being perceived as slow to change, lacking substantive action (greenwashing), or failing to meet expectations from investors, customers, and the community. This negatively impacts brand, market value, and the ability to attract sustainable capital.</p> <ul style="list-style-type: none"> • Time Horizon: Medium-term (3-10 years) • Magnitude of Impact: High • Potential Financial Impact: Decreased sales and revenue due to loss of customer trust and investor confidence; increased OPEX for crisis management and brand repair • Likelihood: Likely (50%-95%) 	<p>To build an authentic green brand and meet stakeholder expectations, our actions must be tangible and transparent. We are committed to our goal of responsible sourcing, particularly for critical battery minerals, which addresses potential ethical and environmental concerns deep within our value chain. We innovate by promoting the use of low-carbon and recycled materials and are developing in the progress of developing a circular business model. We foster a company-wide culture of energy efficiency with clear KPIs and invest in renewable energy for our operations. Finally, we ensure these credible actions are not silent, using transparent communication and disclosure to share our progress, challenges, and commitment to our stakeholders.</p>
R2	Risk of increased operating costs due to volatile fossil fuel prices	<p>VinFast faces financial risks from fossil fuel volatility, both directly through higher energy costs (e.g., electricity, LPG) and indirectly via increased prices of energy-intensive raw materials like plastics and metals. These pressures can raise operating expenses, affect profitability, and challenge our emission reduction goals.</p> <ul style="list-style-type: none"> • Time Horizon: Short – to – medium (0-10 years) • Magnitude of Impact: Medium • Potential Financial Impact: Increased OPEX due to higher utility and input material costs, especially in production and supply chain operations • Likelihood: Likely (50%-95%) 	<p>Through Mission 3E, VinFast is actively reducing reliance on fossil fuels to enhance long-term cost resilience, particularly amid market volatility. We are electrifying machinery and logistics vehicles, fostering a company-wide culture of energy efficiency with clear KPIs and incentives, and investing in optimization solutions for electricity and LPG use. We also secure renewable energy through long-term contracts and deploy on-site solar with battery energy storage systems (BESS) to strengthen energy autonomy.</p> <p>To further mitigate cost volatility, we localize supply chains to reduce fuel-intensive transportation and invest in battery recycling and the use of recycled materials—providing a strategic hedge against fluctuating prices of fossil fuels and virgin raw materials.</p>
R3	Financial risks from incurring emission costs, carbon credits, or failing to meet targets	<p>Emission obligations, purchasing carbon credits, or failing to meet committed emission reduction targets can generate significant costs, affecting profitability and access to sustainable financing or tax incentives.</p> <ul style="list-style-type: none"> • Time Horizon: Medium-term (3-10 years) • Magnitude of Impact: Medium to High • Potential Financial Impact: Increased OPEX and CAPEX from purchasing carbon credits, investing in emission reduction technologies, and potential fines or penalties • Likelihood: About as Likely as Not (10%-50%) to Likely (50%-95%), depends on policy enforcement and VinFast's ability to meet targets. 	<p>VinFast proactively monitors carbon market regulations in Vietnam and other operating regions to stay ahead of policy changes and minimize financial risk. Since 2022, we have measured our corporate (scope 1, 2 and part of scope 3) and product-level emissions—covering e-scooters, electric cars, and e-buses—using the cradle-to-gate method. To strengthen data accuracy, we continue to engage external experts.</p> <p>To manage carbon-related financial risks, we apply a multi-tiered strategy: reducing emissions through asset electrification and renewable energy sourcing and managing residual liabilities via internal carbon pricing and strategic participation in carbon markets. Additionally, our investments in battery circularity and recycled materials help lower Scope 3 emissions, mitigating exposure to future lifecycle-based carbon costs and supporting long-term financial stability.</p>

Glossary

Appendix 3: Climate-Related Risks and Opportunities analysis

#	Short name	Description	Response Action/ Realize Opportunity
R4	Risk of Skills Shortage and Workforce Transition	<p>The global shift from mechanical engineering to advanced electrical, software, and battery-centric engineering creates a severe talent shortage. There is fierce competition for specialists in battery chemistry, high-voltage systems, autonomous driving, and vehicle software. Failure to attract new talent and effectively upskill/reskill our existing workforce poses a direct threat to our innovation pipeline, product quality, manufacturing efficiency, and speed to market, potentially ceding competitive advantage.</p> <ul style="list-style-type: none"> • Time Horizon: Medium-term (3–10 years) • Magnitude of Impact: High • Potential Financial Impact: Increased OPEX due to higher recruitment and training costs; potential revenue loss from delayed product launches and reduced innovation • Likelihood: Likely (50%–95%) 	<p>Our strategy focuses on developing a world-class, future-ready workforce through:</p> <ul style="list-style-type: none"> • Attracting Top Global Talent: We execute a multi-faceted talent attraction strategy, offer competitive compensation and foster an innovative culture to attract specialists who will shape the future of transportation and form the core of our global quality control team, ensuring uniform excellence across all operating areas. • Developing Our Internal Workforce: We are committed to a “just transition” for our employees. Through dedicated training programs and clear career pathways • EV Futures Internship Program: A talent pipeline initiative conducted in collaboration with Vietnamese technical universities, offering university students hands-on training in green automotive systems, battery tech, and embedded software. • Women in Engineering Initiative: Launched to promote gender diversity in technical roles, supported by mentorship programs and partnerships with national institutions and the Ministry of Labor. <p>By combining global talent acquisition with a strong internal development agenda, VinFast aims to mitigate workforce transition risks while supporting Vietnam's national Green Growth and Human Capital Development strategies.</p>
R5	Supply chain disruption risks due to climate change and geopolitical factors	<p>Dependence on strategic raw materials for battery production (e.g., lithium, cobalt, nickel) and international suppliers makes VinFast vulnerable to political fluctuations, energy crises, or natural disasters disrupting the supply chain.</p> <ul style="list-style-type: none"> • Time Horizon: Medium-term (3–10Y) • Magnitude of Impact: Very High • Potential Financial Impact: Increased CAPEX and OPEX due to raw material price volatility, logistics delays, and production downtime. Decreased revenue from unmet demand in global markets. • Likelihood: Likely (50%–95%) 	<p>We recognize that supply chain resilience requires a multi-layered defense. Our primary strategy is promoting deep localization to shorten supply chains and insulate against geopolitical shocks. This is complemented by a formal program of supplier diversification for critical components. We go further by integrating physical climate risk assessments into our supply chain management, identifying and working with suppliers in less vulnerable regions or those with strong business continuity plans.</p>
R6	Risk of insufficient charging and energy infrastructure for electric vehicles	<p>The deployment of charging infrastructure, energy stations, and smart grids not keeping pace with product development speed can reduce customers' incentives.</p> <p>With our strategic shift to an outright battery ownership model, ensuring customers have seamless access to a robust and reliable charging network becomes even more critical. The absence of a battery swapping alternative means our customers will rely entirely on public, home, and workplace charging, making the quantity, speed, and interoperability of this infrastructure a direct determinant of customer satisfaction and our market success.</p> <ul style="list-style-type: none"> • Time Horizon: Short to Medium-term (0–10Y) • Magnitude of Impact: High • Potential Financial Impact: Decreased sales due to reduced customer adoption and satisfaction; Increased CAPEX to accelerate charging infrastructure investments • Likelihood: Likely (50%–95%) 	<p>Recognizing the risk of insufficient charging and energy infrastructure, our response is focused on ecosystem collaboration and technological empowerment:</p> <ul style="list-style-type: none"> • Accelerating Network Access & Interoperability: we are actively forming deep partnerships with major public charging network operators in all our key markets. • Investing in High-Impact Locations: we will continue to strategically co-invest in or develop high-speed DC fast-charging hubs in critical locations. • Empowering Home Charging with V-Green: We are enhancing our support for home charging solutions, offering customers streamlined access to high-quality, certified Level 2 chargers and professional installation services. • Ensuring Grid Resilience with BESS: We will continue to promote the co-location of BESS and renewable energy (like solar) at key charging hubs to ensure energy security.

Glossary

Appendix 3: Climate-Related Risks and Opportunities analysis

#	Short name	Description	Response Action/ Realize Opportunity
PHYSICAL RISKS			
R7	Chronic physical risks	<p>Long-term climate changes such as rising average temperatures, water scarcity, sea-level rise, and changing rainfall patterns can severely impact production infrastructure, logistics, and the supply base.</p> <p>Time Horizon: Long-term (+10Y)</p> <ul style="list-style-type: none"> Magnitude of Impact: High Potential Financial Impact: Increased OPEX/CAPEX due to infrastructure adaptation, water scarcity mitigation, and supply chain disruptions Likelihood: Likely (50%–95%) 	<p>We build operational resilience against physical climate risks through targeted infrastructure and process enhancements. On the energy front, our development of BESS solutions and on-site solar ensures energy security against grid disruptions. In parallel, we address climate-driven water scarcity by implementing advanced water circularity and efficiency programs to reduce our dependency on local water sources. We also assess and fortify our physical assets against acute weather events and ensure our Occupational Health & Safety protocols include procedures for responding to climate-related emergencies affecting our workforce.</p>
R8	Acute physical risks	<p>Increased frequency and severity of extreme weather events (floods, storms, heatwaves, etc.) cause disruptions across our supply chain and inputs, potentially leading to operational and financial damages.</p> <ul style="list-style-type: none"> Time Horizon: Short- to Medium-term (0–10Y) Magnitude of Impact: High Potential Financial Impact: Increased OPEX due to damage recovery, supply delays, and downtime; Increased insurance costs Likelihood: Likely (50%–95%) 	
CLIMATE-RELATED OPPORTUNITIES			
O1	Product opportunity – expanding EV lineup and sustainable mobility services	<p>The accelerating global transition away from internal combustion engines presents a generational opportunity for an all-electric manufacturer like VinFast. By developing and expanding a diverse portfolio of EVs—from passenger cars and motorcycles to commercial trucks and buses—we can capture significant market share and drive revenue growth.</p> <ul style="list-style-type: none"> Time Horizon: Short- to Medium-term (0–10Y) Magnitude of Impact: Very High Potential Financial Impact: Increased revenue through broader EV market penetration and growth in sustainable mobility services Likelihood: Virtually Certain (>95%) 	<p>We are leveraging the global shift toward low-carbon mobility by expanding our EV portfolio and building a climate-aligned ecosystem. Through the Electrification strategy, the Company promotes EV adoption in urban areas, develops new platforms such as electric delivery vans and trucks, and expands public charging infrastructure through strategic partnerships.</p> <p>To enhance supply chain resilience and reduce emissions, we also emphasize the localization of key component suppliers. In parallel, the company encourages climate-conscious practices among partners—such as installing rooftop solar, adopting low-emission and recyclable materials, and jointly promoting sustainable mobility solutions.</p> <p>These integrated efforts support VinFast's leadership in zero-emission transport, while strengthening our climate resilience, accelerating the energy transition, and positioning the brand as a catalyst in the global net-zero movement.</p>

Glossary

Appendix 3: Climate-Related Risks and Opportunities analysis

#	Short name	Description	Response Action/ Realize Opportunity
O2	Technology & Circularity Opportunity – Driving Efficiency and Decarbonization	<p>The convergence of advanced climate technologies at lower costs creates a transformative opportunity. High-density batteries are making EVs more accessible, while battery reuse and recycling support a secure, circular mineral supply. Combined with lightweight, recycled materials and factory energy optimization, these advances cut lifecycle carbon emissions, reduce long-term costs, and lessen exposure to market volatility.</p> <ul style="list-style-type: none"> • Time Horizon: Short- to Medium-term (0–10Y) • Magnitude of Impact: Medium • Potential Financial Impact: Decreased cost of capital and increased access to funding for climate-aligned projects • Likelihood: Likely (50%–95%) 	<p>To realize this integrated opportunity, VinFast implements a comprehensive strategy across our 3E pillars. Our Electrification (1E) mission is central, where we continuously research, develop, and supply high-quality, advanced battery solutions, including Battery Energy Storage Systems, to enhance capacity and extend product lifecycles. Under Energy Greening (3E), we actively promote supplier transitions to environmentally friendly, low-emission materials and directly support the development of high-recycled-content materials to enable circular models. Concurrently, our Energy Saving (2E) measures, including fostering an energy-saving culture and investing in optimization solutions for electricity and LPG, directly improve our profit margins by reducing long-term energy costs.</p>
O4	Green & Climate Finance Opportunity	<p>The global financial landscape is rapidly reorienting to support the climate transition, unlocking significant opportunities for capital access. The market for green bonds and sustainability-linked loans has grown exponentially, with organizations like the Climate Bonds Initiative reporting record issuance year-over-year. These instruments often carry preferential terms for companies with credible decarbonization strategies.</p> <ul style="list-style-type: none"> • Time Horizon: Short- to Medium-term (0–10Y) • Magnitude of Impact: Medium • Potential Financial Impact: Decreased cost of capital and increased access to funding for climate-aligned projects • Likelihood: Likely (50%–95%) 	<p>VinFast proactively seeks to align our strategic investments with green and climate finance opportunities. We have been working with external experts to strengthen our sustainability and climate governance models, along with discussing potential packages with financial institutions.</p>
O5	Climate Governance & Resilience Opportunity	<p>As climate impacts intensify, strong climate governance is now essential for long-term resilience and value. With rising expectations from investors, regulators, and insurers, VinFast is leveraging accessible tools like energy monitoring and climate risk modeling to proactively manage risks. This agility enhances trust and may improve insurance terms and reduce valuation risk premiums.</p> <ul style="list-style-type: none"> • Time Horizon: Short- to Medium-term (0–10Y) • Magnitude of Impact: Medium • Potential Financial Impact: Reduced insurance premiums, lower risk-adjusted capital costs, and enhanced investor confidence and valuation stability • Likelihood: Likely (50%–95%) 	<p>VinFast is building climate resilience through a comprehensive governance strategy. A dedicated ESG Department supports the Board with climate data and guidance, ensuring oversight is informed and strategic. Climate risks are integrated into our Enterprise Risk Management system, treated alongside other core business risks. This is backed by GHG data across Scopes 1, 2, and 3, anchoring our Net Zero strategy in measurable action. We also invest in resilience-building technologies like Battery Energy Storage Systems, which enhance energy autonomy and reduce disruption risk. This integrated approach strengthens agility, future-readiness, and investor confidence.</p>

Glossary

Appendix 4: Fuel efficiency statistics

Energy Consumption Disclosure for VinFast Electric Vehicles

[For Vietnam market] During the absence of national regulatory standards on energy consumption for electric vehicles in Vietnam, VinFast discloses average energy use per vehicle model, in kWh per 100 kilometers, in accordance with the technical specifications provided by the manufacturer:

VF's vehicle	Available battery capacity (kWh)	Travel distance per charge (Km)	Fuel economy (kWh/100km)
I. EV			
VF 3	18.6	215	8.65
VF 5	37.2	326.4	11.4
VF 6 Eco	59.6	480	12.42
VF 6 Plus	59.6	460	12.96
VF 7 Eco	59.6	498	11.97
VF 7 Plus	75.6	496	15.24
VF 8 Eco	87.7	562	15.6
VF 8 PLUS	87.7	457	19.19
VF 9 Eco	123	626	19.65
VF 9 PLUS	123	602	20.43
VF e34	41.9	318.6	13.15
NERIO GREEN	41.9	318.6	13.15
HERIO GREEN	37.2	326.4	11.4
LIMO GREEN	60.1	450	13.36
LIMO	60.1	450	13.36
II. E-bus			
EBus	281	260	108.08

VF's vehicle	Available battery capacity (kWh)	Travel distance per charge (Km)	Fuel economy (kWh/100km)
III. E-scooter			
Evo	3.5	205	1.71
Feliz	2	114	1.75
Feliz S	3.5	198	1.77
Klara S	2	194	1.03
Klara S2	3.5	194	1.8
Theon S	3.5	150	2.33
Theon	2.58	101	2.55
Vento	2.58	110	2.35
Vento S	3.5	160	2.19
Ebike US	0.63	110	0.57
Ebike VN	0.63	110	0.57
Impes	1.1	70	1.57
Klara A1	1.3	80	1.63
Klara A2	1.2	90	1.33
Klara A2-1	1.5	90	1.67
Ludo	1.1	75	1.47
Tempest	1.26	80	1.58

Glossary

Appendix 4: Fuel efficiency statistics

Energy Consumption Disclosure for VinFast Electric Vehicles

[For international markets] VinFast also released estimated fuel economy and efficiency rating for select electric vehicles based on data published by U.S. Department of Energy and U.S. Environmental Protection Agency, to enable comparison with commercial vehicles in the U.S. market for 2024.

VEHICLE CLASSIFICATION AND TESTING PROTOCOL

- VinFast VF 9 Eco and VinFast VF 9 Plus are classified under the “All-Electric Vehicles” and “Special Purpose Vehicles – 4WD” segment.
- Energy consumption estimates and efficiency metrics are based on laboratory testing under controlled conditions, following a combined driving (“comb”) cycle composed of 55% city driving (“city”) and 45% highway driving (“hwy”), in alignment with the U.S. Environmental Protection Agency (EPA) methodology.
- All figures referenced are derived from EPA-estimated test data. For fuel cost estimates and further information, users are encouraged to visit <http://www.fueleconomy.gov>.

Energy consumption and efficiency data for VinFast Model

Model	Motor	Battery Type	Fuel Economy (comb/city/hwy)		Driving Range (miles)	Charge Time (hrs @ 240 V) ¹³	Annual Fuel Cost (USD) ¹⁴	GHG Rating (10/10) ¹⁵
			MPGe	kWh/100 mi				
VF 9 Eco	300 kW ACPM 3-Phase	Li-Ion	75/79/71	45/43/47	330	15	\$1,000	10
VF 9 Plus	260 kW ACPM 3-Phase	Li-Ion	69/71/66	49/47/51	291	15	\$1,100	10

¹³ Estimated charging time using a 240V charger

¹⁴ Annual fuel costs assume that you travel 15,000 miles each year, drive 55% in the city and 45% on the highway, and that fuel costs \$0.15/kWh for electricity

¹⁵ Both models receive a Greenhouse Gas Rating of 10 out of 10, indicating zero tailpipe emissions under standard test conditions. However, this rating does not account for upstream emissions (e.g., from electricity generation), which are addressed separately through Scope 2 assessments.



Glossary

Appendix 5: Water consumption (2022-2024)

Table: Water consumption performance by activity, 2022-2024

Water Consumption	Unit	2022	2023	2024
Manufacturing activity¹⁶				
Total water consumption	m ³	651,782	772,947	1,002,811
Total water consumption per automotive	pcs/m ³	11.33	11.56	5.58
Water consumption direct per automotive	pcs/m ³	6.91	4.70	2.48
Total water consumption per e-scooter	pcs/m ³	1.48	4.65	7.64
Water consumption direct per e-scooter	pcs/m ³	0.82	2.24	3.23
Trading activity¹⁷				
Total water consumption	m ³	5,084	2,772	3,240

¹⁶ Water consumption associated with the production of electric vehicles and automobiles at VinFast's Hai Phong manufacturing facility (Vietnam) was recorded for the reporting period January 1 to December 31, 2024. Data collected from the local water utility bills.

¹⁷ Water consumption associated with showrooms managed by VinFast in provinces and cities in Vietnam, were collected for the period from 1 January to 31 December 2024.

Glossary

Appendix 6: Effluent Quality – Priority Substances of Concern (2024)

Priority Substance of Concern (PSC)	Unit	Average Effluent Concentration	QCVN 40:2011/ BTNMT (Column A) limit	Measurement Method
pH	-	7.1	6-9	TCVN 6429:2011
Temperature	oC	28.5	40	SMEWW 2550B:2017
Color	Pt/Co	17.4	50	TCVN 6185:2015
Chemical Oxygen Demand (COD)	mg/L	15.7	75	SMEWW 5220C:2017
Biochemical Oxygen Demand (BOD5 -20oC)	mg/L	8.6	30	TCVN 6001-1:2008
Total Suspended Solids (TSS)	mg/L	14	50	TCVN 6625:2000
Total Dissolved Solids (TDS)	mg/L	406.9	500*	IESH/SOP/HT/ĐN.03
Ammonia (as N)	mg/L	3.077	5	TCVN 6179-1:1996
Total Phosphorus (as P)	mg/L	0.6195	4	TCVN 6202:2008
Total nitrogen (as N)	mg/L	5.93	20	TCVN 6638:2000
Mercury (Hg)	mg/L	<0.0017	0.005	US EPA Method 200.7
Lead (Pb)	mg/L	<0.0095	0.1	
Chromium VI (Cr VI)	mg/L	<0.03	0.05	SMEWW 3500-Cr.B:2017
Chromium III (Cr III)	mg/L	<0.006	0.2	
Copper (Cu)	mg/L	<0.0078	2	US EPA Method 200.7
Arsenic (As)	mg/L	<0.0075	0.05	
Iron (Fe)	mg/L	0.1565	1	

Priority Substance of Concern (PSC)	Unit	Average Effluent Concentration	QCVN 40:2011/ BTNMT (Column A) limit	Measurement Method
Cadmium (Cd)	mg/L	<0.0039	0.05	US EPA Method 200.7
Manganese (Mn)	mg/L	0.0692	0.5	
Nickel (Ni)	mg/L	0.0252	0.2	
Floride (F-)	mg/L	0.6391	5	SMEWW 4500-F-.B&D:2017
Zinc (Zn)	mg/L	0.025	3	US EPA Method 200.7
Sulfide (S2-)	mg/L	<0.12	0.2	SMEWW 4500-S2-.B&C&D:2017
Excess Chloride (excess Cl-)	mg/L	<0.094	1	SMEWW 4500-Cl.G:2017
Total Cyanide (CN)	mg/L	<0.006	0.07	SMEWW 4500-CN-.C&E:2017
Phenol	mg/L	<0.015	0.1	TCVN 6216:1996
Mineral oil	mg/L	<0.3	5	SMEWW 5520B&F:2017
Total oil	mg/L	<0.3	10*	
Gross α activity	Bq/l	<0.0165	0.1	TCVN 8879:2011
Gross β activity	Bq/l	<0.1618	1	
Total Surfactants	mg/L	0.32	5*	TCVN 662-1:2009
Total PCB	mg/L	<0.000018	0.003	US EPA Method 3510C + 3620C + 8270D
Coliform	MPN/100ml	461.8	3000	SMEWW 9221B:2017

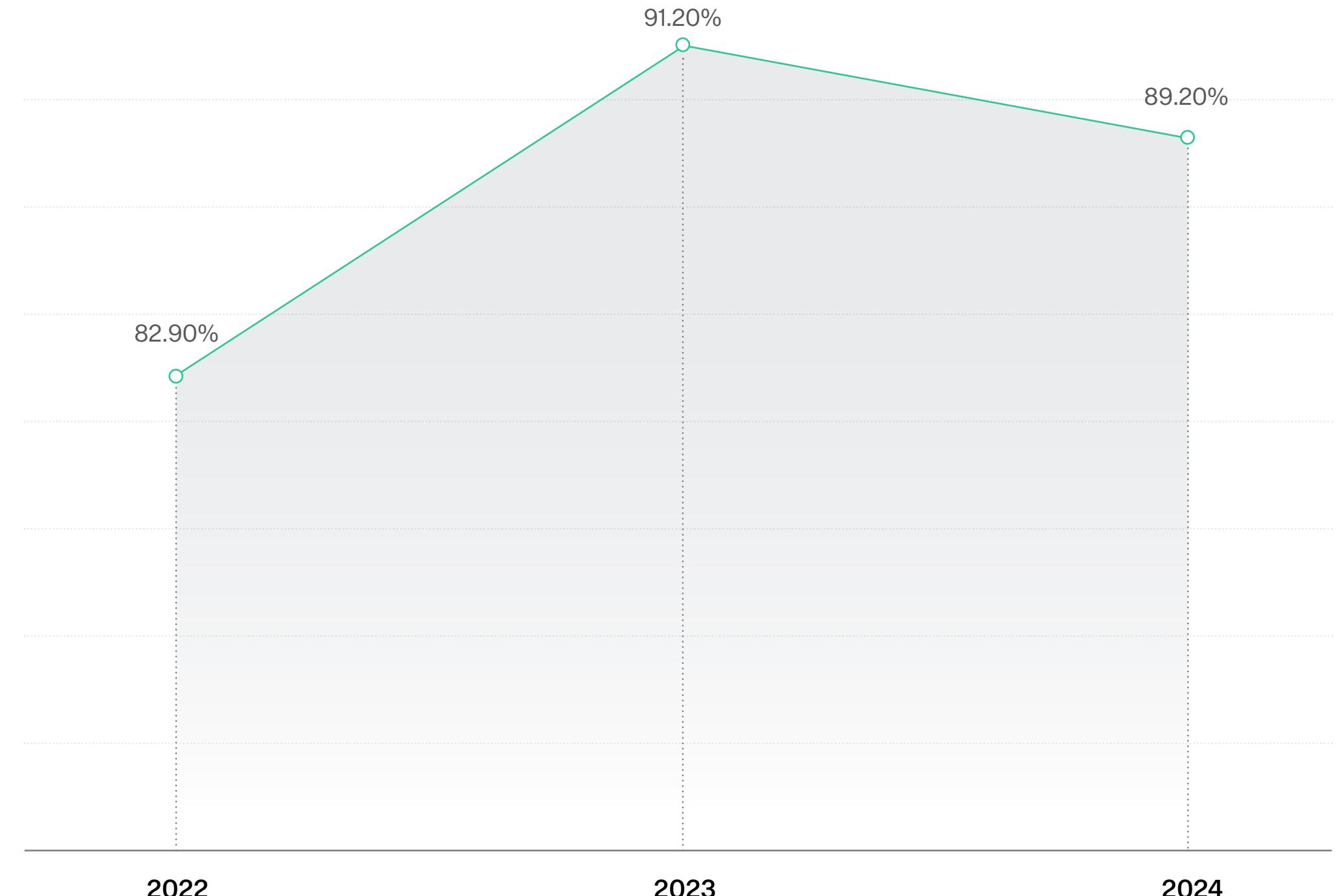
Glossary

Appendix 7: Waste management (2022-2024)

Table: Overview of waste management at Hai Phong Plant

Waste Management Category	Unit	2022	2023	2024
TOTAL WASTE GENERATED				
Hazardous waste	tonnes	1,427.60	2,236.80	3,986.80
Non-hazardous waste:	tonnes	23,832.10	35,487.80	67,810.60
· Industrial waste	tonnes	20,563.40	33,947.90	63,090.50
· Domestic waste	tonnes	3,268.70	1,539.90	4,720.00
Total waste generated	tonnes	25,259.70	37,724.60	71,797.30
TOTAL WASTE TREATMENT				
Recycling (diverted)	tonnes	20,947.4	34,411.6	64,034.80
Hazardous waste	tonnes	384	463.7	944.30
Non-hazardous waste	tonnes	20,563.40	33,947.90	63,090.50
Incineration (to disposal)	tonnes	2,054.6	2,470	3,013.60
Hazardous waste	tonnes	806.80	930.10	901.50
Non-hazardous waste	tonnes	1,247.80	1,539.90	2,112.10
Landfilling (to disposal)	tonnes	2,020.7	1,526	2,607.90
Hazardous waste	tonnes	-	-	-
Non-hazardous waste	tonnes	2,020.7	1,526	2,607.90
Total waste treatment	tonnes	25,022.7	38,407.6	69,656.30

Waste Recycling Rate



Glossary

Appendix 8: Complaint statistics in key regions in 2024

	US	CA	VN	Total
Complaint	5,338	5,098	31,239	41,675
Aftersales	1,561	5,093	21,777	28,431
Presales	3,777	5	9,462	13,244
Inquiry	21,498	15,184	486,039	522,721
Total	26,836	20,282	517,278	564,396
Complaint rate	20%	25%	6%	7%

