



ENVIRONMENT SAFETY AND OCCUPATIONAL HEALTH & SOCIAL RESPONSIBILITY POLICY

Applicable to : *VinFast Auto Ltd. and its subsidiaries (collectively, “VinFast” or the “Company”), as well as stakeholders when performing work for VinFast*

At VinFast, sustainability guides our journey as a global smart electric vehicle manufacturer. We are driven by our vision of **“driving the movement of the global smart electric vehicle revolution”** our mission **“to create a more sustainable future for mankind”** and our brand philosophy of **“customer centric”**, VinFast relentlessly innovates to create high-quality products and exceptional experiences for mankind. This commitment is reinforced by VinFast’s core values of **“quality, excellence in service, and accessibility and inclusivity”** and embodied in our slogan **“Boundless Together”** reflecting our dedication to creating long-term value for customers, communities, and stakeholders.

We are committed to minimizing the impacts and enhancing the benefits of our operations, reaching Net Zero by 2040, upholding strong governance and ethical standards, and promoting the application of information technology advances in our activities and through our value chain.

1. Environment Policy

Environmental protection and conservation are important targets of our Company. We are socially responsible and committed to ensuring that our business activities and final products have minimal or no impact on the environment through continuous improvement, pollution prevention, and responsible resource management.

In general, we aim to:

- Ensure that the Company’s production and operations impose minimal harm to the environment while complying with applicable environmental laws, regulations, and international standards such as the International Finance Corporation (IFC) Performance Standards, the Asian Development Bank (ADB) Safeguard Policy Statement requirements, and other related regulations where required, and apply them consistently across the VinFast organization and activities;
- Reduce greenhouse gas emissions and waste; conserve water and energy; implement methods to improve recycling and energy reduction, and the sustainable use of natural resources to improve our carbon footprint;
- Assess and mitigate residual climate change risks and impacts across our operations;
- Set stretched business targets that drive rapid and continuous improvement of the Environmental Management System (EMS) to enhance and monitor environmental performance in accordance with international standards, and certifications, while ensuring that our activities are managed in a proactive and environmentally responsible manner.

More specifically, we are committed to:

- Ensuring senior management is aware of environmental performance and takes necessary actions to rectify actual or potential non-compliance;
- Reporting regularly on environmental issues and consulting with stakeholders on environmental matters;
- Acting as an environmentally responsible neighbor in the surrounding communities of VinFast projects, and promptly and responsibly addressing incidents or conditions that endanger the environment and community health;

- Notifying and informing relevant authorities and affected parties of any adverse impacts in a timely manner;
- Embedding the EMS into daily operations, ongoing management, reporting, and control;
- Encouraging our suppliers and contractors to develop their own EMS to improve our overall environmental performance across our value chain;
- Ensuring our employees are trained in the VinFast Environmental Policy to foster a culture of environmental responsibility;
- Developing, monitoring, and implementing biodiversity programs, and biodiversity action plans to conserve critical habitats and ecosystems;
- Conducting rigorous audits and self-assessments, implementing procedures and manuals to ensure that appropriate procedures and manuals are in place, and reviewed regularly to support and implement this policy.

2. Occupational Health and Safety Policy

VinFast believes in keeping Occupational Health & Safety as a fundamental value that is mutually advantageous to our business. At VinFast, we recognize that dependable safety and occupational health management practices are in the best interests of our business, employees, contractors, shareholders, and the communities in which we operate. VinFast is committed to conducting our business in accordance with the IFC Performance Standards, the IFC General EHS Guidelines, the ADB Safeguard Policy Statement requirements, and the recognized best industry practices by attaining or exceeding all applicable safety and occupational health laws and regulations.

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

At VinFast, we believe:

- The occupational health and safety of our people is our top priority;
- That excellence in health and safety is the foundation for creating a successful and sustainable business;
- In our commitment to operate our business in a manner that protects our employees, contractors, visitors, and the surrounding communities from risks of harm, injury and occupational diseases;
- We continuously strive to have zero workplace injuries by ensuring every person is responsible and accountable for their occupational health and safety;
- We implement high-performance standards and management plans to ensure continuous occupational health and safety protection in our business activities;

We are committed to:

- Facilitating a structured approach to identify and mitigate occupational health and safety hazards at all of our controlled facilities;
- Proactively managing health and safety risks by providing adequate resources such as personal protective equipment, safe work areas, instruction, education, and field leadership;
- Maintaining or exceeding current occupational health and safety requirements in the countries where we operate, and following the equivalent standards applied by VinFast in other markets where such laws or regulations are absent or insufficient;
- Holding management responsible and accountable for occupational health and safety in the workplace;
- Investigating all incidents that have caused work-related injuries or illnesses and taking actions to prevent recurrence.
- Upholding a high degree of emergency preparedness at all times;

- Promoting a healthy work environment that supports cognitive fitness and is free from illegal and harmful substances.

3. Social responsibility Policy

At VinFast, we recognize that Corporate Social Responsibility (CSR) is vital to our long-term success and building trust with governments, customers, clients, employees, partners, and communities neighboring our projects. CSR is not only a responsibility but also a foundation for sustainable growth. VinFast is committed to complying with applicable laws, the ADB Safeguard Policy Statement requirements, the IFC Performance Standards, International Labour Organization standards, and recognized international best industry practices. Through this commitment, we aim to:

- Provide a healthy and safe workplace, including equal opportunities for employees, both men and women, improve employee satisfaction, provide training and develop their skills, prohibit workplace sexual harassment, and provide a grievance reporting mechanism;
- Implement a stakeholder engagement, health and safety, cultural heritage management, environmental management plan, and a stakeholder grievance and communication mechanism with local authorities;
- Embed health and safety factors in activities and management processes, whenever applicable;
- Protect and preserve cultural heritage from potential adverse impacts of VinFast's project activities;
- Promote charitable activities in the community in Vietnam through the Kind Heart Foundation and provide work experience programs to create employment opportunities in Vietnam;
- Protect the environment by maximizing recycling opportunities and minimizing the risk of pollution, waste, implementing physical climate risk assessment and mitigation measures, and reducing nuisance to neighbors through best-practice management;
- Develop efficiently and sustainably designed infrastructure, select energy sources through renewable energy progression mechanisms, and appropriate transportation to meet long-term social, environmental, and economic needs;
- Respond to customers and suppliers by providing a quality assurance service that incorporates legal regulations, treats suppliers fairly, and drives CSR enhancement through our supplier code of conduct and guidelines of practice in the supply chain;
- Avoid, or where that is not possible, minimize the displacement of people for land acquisition, provide economic compensation, and restore their livelihoods;
- Encourage high standards of professionalism in the Company by promoting the best ethical practices.