



HUMAN RIGHTS POLICY

Applicable to

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

VinFast is a strong advocate of human rights and is committed to ensuring that the right policies, processes, procedures, and systems are in place to identify, mitigate, and prevent potential adverse human rights impacts on our employees and related communities. The Company understands its role in respecting and promoting human rights and aims, at a minimum, to act in accordance with internationally recognized standards, including the International Bill of Human Rights, the International Labour Organization’s Declaration on the Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

At VinFast, we demonstrate respect for human rights by aiming to:

- Ensure that People (Nhân) is one of our core Company Values.
- Comply with the applicable laws of the jurisdiction in which the Company operates while upholding the above-mentioned international standards. In case national laws fall short of international requirements, we will comply with national laws first while seeking ways to respect the principles of internationally recognized human rights, unless this is forbidden by law.
- Maintain an ethical, diverse, and inclusive organizational culture where employees are afforded a safe and productive work environment free from intimidation, harassment, discrimination, and other forms of inappropriate behavior.
- Ensure fair working conditions for employees in line with applicable labour law including fair wages and reasonable working hours.
- Protect the health, safety, and well-being of employees, and provide them with accessible safe avenues to raise concerns while respecting their personal dignity and privacy.
- Not engage in or condone forced, compulsory, or child labour, and actively work to prevent all forms of modern slavery within our areas of influence.
- Prohibit child labor in all operations and supply chains, with no individual under the age of 15 or the local legal working age, whichever is higher, being employed. The employment of workers under 18 (if any) shall only be permitted within the limits allowed by law, not involving hazardous or heavy work, and must be strictly monitored at all times.
- Respect and support the rights of employees and contractors to freedom of association and collective bargaining.
- Engage constructively with local communities, authorities, affected households, other stakeholders, and provide appropriate mechanisms for concerns, grievances, and complaints to be raised.
- Ensure that ongoing processes are in place to identify, mitigate, and minimize the risk of potential adverse human rights impacts. Provide proportionate remediation where VinFast has caused or contributed to such impacts.

- Promote respect for and protection of vulnerable groups, including, but not limited to, women, youth, older persons, ethnic minorities, and displaced persons.
- Conduct human rights awareness training for employees.
- Disseminate this Policy to relevant stakeholders, including employees and partners.
- Implement this Policy through well-defined management systems, workplace accountabilities, human rights performance monitoring, reporting and remediation, and drawing on external human rights expertise as needed.