



# ESG REPORT

## FPT Deutschland GmbH

### 2024

Issued Date: July 20th, 2025



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**In alignment and support of the United Nations' Sustainable Development Goals**  
FPT Software's ESG ambitions continue to power our efforts to create values for our stakeholders. Throughout the report, you will find our ESG progress mapped to the United Nations (UN) Sustainable Development Goals (SDGs).

ESG REPORT 2024  
Commitment to supporting the UN SDGs



# Introduction

## About the Report

## About the report

This Environmental, Social and Governance report, together with our other related publications, shares FPT Software's track record and ongoing efforts to make the world better for individuals, enterprises, and communities through our stories, experiences, operations, and philanthropy.

### ABOUT THIS REPORT



This ESG report is created to present the results of sustainable development initiatives as well as short-term and long-term commitments of FPT Software.

The report is made annually. This report's duration is from 1/1/2024 to 31/12/2024. The disclosures in this report are in accordance with the GRI Standard 2021 and SASB standards.

### REPORTING SCOPE



The scope of FPT Software's reporting activities includes branches and affiliated units, including: **FPT Deutschland GmbH**

### APPROACH TO MATERIALITY



The universe of our material topics on ESG is complex and multi-layered, one that is deeply intertwined with the value we seek to create through our business for our stakeholders.

The ESG report was built on the principles of inclusiveness, clarity, relevance in current affairs, and reliability.

The ESG report was carried out by the Sustainable Development Management Department of FPT Software.

For any inquiries or feedback related to FPT Deutschland GmbH's sustainable development activities and the ESG report, please contact:

- Mr. Tran Van Dung – CEO of FPT Deutschland GmbH, FPT Corporation
- Address: Am Thyssenhaus 1-3 (Haus 3), 45128 Essen Federal Republic of Germany
- Email: [DungTV2@fpt.com](mailto:DungTV2@fpt.com)



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# Introduction

## Company Overview

# Global leading IT services company

## Global Presence

### Europe

Germany | Netherlands

Slovakia | Czech Republic | Romania

Denmark | Sweden



# 07

Countries  
& Territories

# 07

Offices

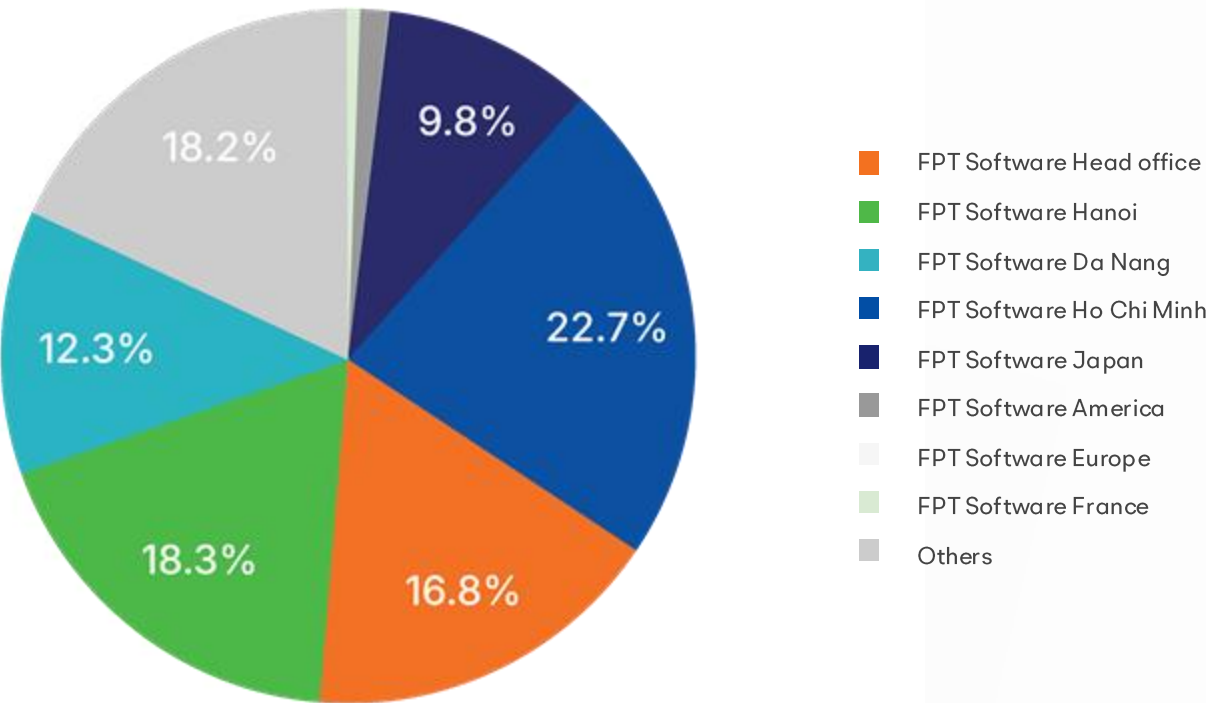
● Onshore

● Nearshore



Scan QR for details

# EcoVadis coverage by FPT Software sites (based on HR ratio)



In 2024, FPT Software's operational sites in Vietnam (Ho Chi Minh City, Da Nang, Hanoi), Japan, France, and Germany proudly attained prestigious EcoVadis Medals, covering 80.4% of FPT Software's global operations. This achievement underscores the company's unwavering commitment to sustainable and responsible business practices.

These accolades represent FPT Software's dedication to delivering world-class sustainability performance while continuously driving innovation and responsibility across its global footprint.

## Highlights of the 2024 EcoVadis achievements include:



**FPT France:**  
Platinum Medal (Top 1%), recognizing industry-leading sustainability excellence.



**FPT Germany:**  
Gold Medal (Top 5%), affirming outstanding sustainability initiatives.



**FPT Japan:**  
Silver Medal (Top 15%), reflecting notable progress in environmental and social responsibility.



**FPT Software Vietnam:**  
Bronze Medal (Top 35%), a testament to the company's dedication to advancing sustainable practices across its key operations.

# FPT Software offerings

## Industries

**Manufacturing**



**Banking, Finance,  
Securities,  
& Insurance (BFSI)**



**Utilities  
& Energy**



**Automotive**



**Healthcare**



**Logistics &  
Transportation**



**Media &  
Entertainment**



**Aviation  
& Aerospace**



**Retail**



# FPT Software offerings

## Services & solution

### DIGITAL TECHNOLOGIES

- Cloud
- Data & Analytics
- AI
- RPA
- Low-code
- Blockchain
- Metaverse
- Cyber Security
- IoT
- Digital Commerce & Experience

### IT SERVICES

- Enterprise platforms (SAP, ServiceNow, Salesforce, etc.)
- Applications development & modernization
- Testing

### MANAGED SERVICES

- Infrastructure Managed Services
- Application Managed Services
- Cloud Managed Services
- Cybersecurity Managed Services

### PRODUCT ENGINEERING

- Automotive Digital Solutions
  - *IVI (In-Vehicle Infotainment)*
  - *ECU/MBD Services*
  - *AUTOSAR Services*
  - *Automated Driving / EV*
  - *MaaS / Connected Car*
  - *Car Security / FuSa / A-SPIICE*
- Hardware Design (PCB/FPGA)
- Mechanical Design/Analyzing (CAD/CAE)
- Product & Application Lifecycle Management
- Other Embedded Systems

### CONSULTANCY

- Business Transformation
- People Transformation
- Technology Transformation
- Consulting & System Integration (CSI)
  - *Advisory Services*
  - *System Integration Services*
  - *Application Portfolio Optimization*
- Reporting & Analytics
  - *Reporting & Dashboards*
  - *BI / Analytics*
  - *Data Quality*

**END-TO-END COMPLETE SOLUTION**



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# Introduction

## Executive Commitment



## “A compassionate, human-centric approach”

The year 2024 stands as a significant milestone for FPT Software, as we celebrated our first billion dollar in revenue. As a global entity, we made substantial strides in our ESG initiatives, earning recognition as the **Great Place to Work in multiple markets** and securing multiple **EcoVadis Ratings** for our commitment to sustainability.

Our commitment to be a **pioneer in digital transformation** stands stronger than ever, as we leverage technology advancement and a **compassionate, human-centric** approach in doing business. FPT Software looks forward to making a societal impact, solving complex global issues, and upholding the **United Nation’s 17 Sustainable Development Goals**.

Our People continue to be at the heart of all that we do, and as the company’s Chairperson, I personally endorse all initiatives that foster sustainable training, development, and promote diversity and unity within our team.



*FPT Software Chairwoman,  
FPT Corporation*

**CHU THI THANH HA**

## “Accompany the future of innovation & expansion”

At FPT Software, sustainability is built in all that we do. We foster a **culture of innovation** to enhance our own business resilience. We employ a digital-first mindset around all areas of business to reduce waste production, develop environmentally-friendly habits, as well as establishing a **more inclusive and equitable working environment**.

We take shared responsibilities to create a happier future for people, success for organizations and prosperity for nations. I am also strongly inspired by FPT Software playing our parts to create **millions of jobs** for young IT talents globally.

To our 1,100+ global clients, we take pride in empowering them to attain sustainable success by driving innovation, enhancing agility and resilience, optimizing operational efficiency, and implementing responsible business practices.



*FPT Corporation Executive Vice President  
FPT Software CEO, FPT Corporation*

**PHAM MINH TUAN**

## “Drive sustainable growth in a world of volatility”

FPT Software is a world-class technology solutions provider for **complex business opportunities and challenges**; and we take pride in assisting our clients to navigate the complexities of a volatile world and fast-changing business environment. Our dedication to our **clients’ sustainable growth** is evident in critical times like Japan's Fukushima disaster in 2011 and COVID-19 pandemic, when thousands of FPT people volunteered to stay abroad with our clients and ensure the successful completion of their projects.

Our approach in Digital Transformation also reflects our commitment to sustainability, as we set **People and Culture Transformation** as crucial as business and technology transformation. When working with clients, FPT Software’s experts set out to engage, enable and empower all stakeholders to build the digital culture together, through communications and training.



*FPT Software Senior Executive Vice President  
and COO cum CFO, FPT Corporation*

**NGUYEN KHAI HOAN**

## “People are the core of our strategy, culture, and growth”

Our people are our greatest strength. We are building a globally ready workforce by developing talent from within, empowering leadership at every level, and accelerating growth across all career stages.

Through our **Global Talent Transformation** program, we equip individuals with the skills and mindset to lead in an AI-driven world. We also foster an inclusive, diverse workplace where people from all backgrounds and cultures can thrive in their careers.

We also strengthen this commitment through our **Happy Employee** initiative, which focuses on bringing joy not just to our people but to their families as well, ensuring our employees have the support needed to grow and succeed.



*FPT Software Executive Vice President  
and CHRO, FPT Corporation*

**VU TIEN DAT**

## “Building a Greener Digital Future for Europe”

At FPT Deutschland GmbH, sustainability is more than a goal — it's a guiding principle that shapes how we innovate, grow, and contribute to society. In 2025, we proudly reaffirm our commitment to responsible business, maintaining our **EcoVadis Gold Rating** as a mark of ESG excellence.

As European regulations evolve, we are proactively aligning with the **Corporate Sustainability Reporting Directive (CSRD)** and the **EU Corporate Sustainability Due Diligence Directive (CSDDD)** — not as a compliance exercise, but as part of our deeper commitment to transparency, ethical value chains, and long-term impact.

We embed ESG across all aspects of our operations — from governance and people development to the digital solutions we deliver. By combining innovation with accountability, we help drive sustainable progress for industries across Europe. Today, we are a trusted partner to hundreds of clients on their digital transformation journeys — helping them modernize operations while advancing their sustainability and compliance goals.

In 2025 and beyond, we remain focused on creating lasting value — for our customers, our employees, and the communities we serve. Together, we are building a smarter, greener, and more resilient digital future for Europe.



*FPT Software Senior Vice President and  
Europe Chief Executive Officer, FPT Corporation*

**TRAN VAN DUNG**



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# Introduction

## ESG Priorities



## Participation in international initiatives

FPT Software is globally committed to sustainable development by promoting safety, security, equity, and efficiency, fostering a more sustainable world where everyone has the opportunity to reach their full potential. From 2023, we joined the United Nations Global Compact (UNGC), aligning our business activities with its Ten Principles across human rights, labor, environment, and anti-corruption. We actively participate in initiatives to support SDGs and advance a sustainable society.

\*FPT Deutschland GmbH's participation is highlighted in orange

### United Nations Global Compact (UNGC)

- FPT Software became a signatory from 2023 onwards
- FPT Deutschland GmbH became a signatory from 2024 onwards



### Carbon Disclosure Project (CDP)

- FPT Software declared CDP from 2023 (C+)
- FPT Software declared CDP in 2024 (C)



### Global Reporting Initiative (GRI)

- FPT Software applied GRI to report from 2022 - 2024



### EcoVadis

- FPT Software received EcoVadis Silver in 2023 and Bronze in 2024
- FPT Deutschland GmbH received EcoVadis Gold in 2024



### ISO 27001

- FPT Software received certificate from 2000 - 2025



### ISO 14001:2015

- FPT Software received certificate from 2022-2024
- FPT Software will renew certificate from 2025-2027
- FPT Deutschland GmbH will get certificate from 2025 - 2027

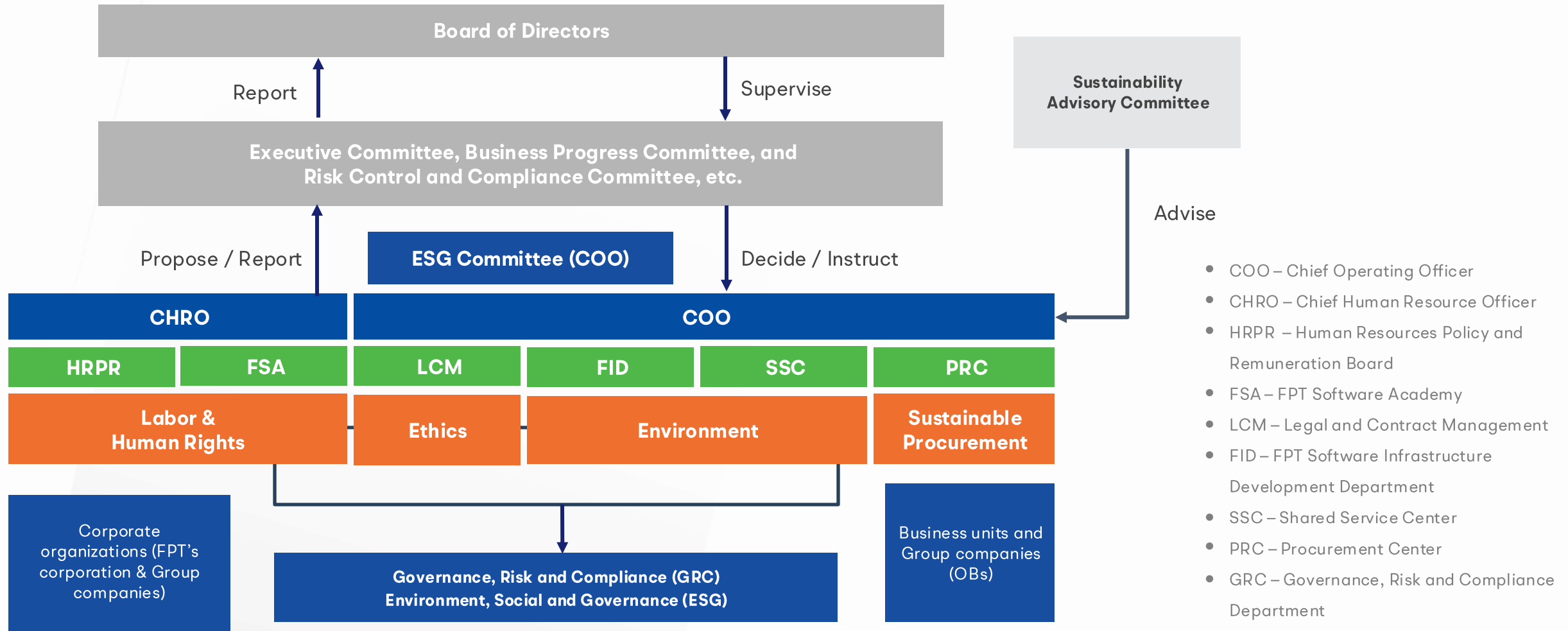


### ISO 45001

- FPT Software received certificate from 2024-2026
- FPT Deutschland GmbH received from 2024- 2026



## Management implementation framework for sustainability



# ESG priorities

- Reinforce non-financial measurement methodologies to underpin sustainable growth of company and society
- Continuously incorporate ESG indexes as indicators of risk minimization and value maximization initiatives

| Key theme (Materiality) |                                                                                                                                                        | Main initiatives                                                                                                                                                                                                                                                    | FY 2024-2030 KPI                                                                                                                                                                                                                                                |
|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| E                       | <ul style="list-style-type: none"><li>• <b>Climate change (De-carbonization)</b></li></ul>                                                             | <ol style="list-style-type: none"><li>1. Acceleration of environmental management towards achievement of Carbon Neutrality by 2040.</li><li>2. Contribution to CO2 reduction through Agencies/ Suppliers.</li></ol>                                                 | <ol style="list-style-type: none"><li>1. Decrease rate CO2 <b>65%</b> vs BAU plan (Compared to FY2023)</li></ol>                                                                                                                                                |
| S                       | <ul style="list-style-type: none"><li>• <b>Labor &amp; human rights</b></li><li>• <b>Diverse human resources</b></li></ul>                             | <ol style="list-style-type: none"><li>1. Diverse human resources with an increased international labor force in FPT Software.</li><li>2. Achieve gender parity among senior executives, those in managerial positions, and all employee levels by FY2030.</li></ol> | <ol style="list-style-type: none"><li>1. Maintain the ratio of international labor to <b>40%</b></li><li>2. Increase the ratio of female employees at <b>40%</b> (Compared to FY2023)</li></ol>                                                                 |
| G                       | <ul style="list-style-type: none"><li>• <b>Corporate governance</b></li><li>• <b>Supply chain sustainability</b></li><li>• <b>Compliance</b></li></ul> | <ol style="list-style-type: none"><li>1. Strengthening of collaboration with suppliers from a human rights/ environmental perspective.</li><li>2. Eradication of serious compliance incidents.</li></ol>                                                            | <ol style="list-style-type: none"><li>1. Establish the Supplier Code of Conduct and increase the percentage of suppliers agreeing to the Code to <b>95%</b> (15% increase compared to compared to 2023)</li><li>2. No. of serious incidents: <b>0</b></li></ol> |

FPT Deutschland GmbH looks forward to receiving input from stakeholders, to help prioritize topics in the implementation of the Industry Sustainable Development Framework, a comprehensive approach to sustainability.

We understand that all topics covered in this survey are important, but we would like to hear stakeholders' opinions on the importance/less importance of topics to guide our actions and priorities. The survey results will be input for setting future sustainability goals and strategies and sustainability reporting.

Continuing the continuous efforts on the journey of Sustainable Development, FPT Deutschland GmbH conducts a survey to engage stakeholders on the key aspects of Sustainable development together with the project.

# Determination of key area

## Steps of implementation

| Steps                                                                                   | Output                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Recognizing issues related to sustainable development in the country and in the world   | List of areas and aspects of impact                                                                                                                                                                                               |
| Communicate and interview with a group of internal experts                              | Topics and aspects directly related to the company                                                                                                                                                                                |
| Establish a list of key stakeholders                                                    | The list of stakeholders includes: Customers, Investors, NGOs, Partners, Community, Employees                                                                                                                                     |
| Stakeholder online survey of materiality                                                | The results of ranking the most important sustainability criteria (1) for them and (2) for FPT Software to focus on in the coming years and (3) evaluating FPT Software's current performance on sustainability criteria steadily |
| Hold a confirmation meeting with stakeholders who contributed to the process to discuss | List of key areas                                                                                                                                                                                                                 |
| Implement and deploy according to PDCA (Plan-Do-Check-Action) principles                |                                                                                                                                                                                                                                   |

# ESG priorities

## List of important aspects

### Environment

- Climate change
- Water
- Waste

### Social

- Health & safety
- Working conditions
- Career management
- Child & forced Labor
- Diversity, equity & inclusion
- Local communities
- Development & training

### Governance

- Corporate governance
- Compliance & risk management
- Business continuity
- Supply chain management
- Sustainable procurement
- Information management
- Data privacy



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# Environment



# Environment policies

## Implementation principles:

Our environmental policy and operations adhere to the following principles:

- Everyone has the right to live and work in a **safe and healthy environment**.
- Everyone needs to be **aware of our impacts** on the environment through our daily lives.
- Everyone needs to take responsibility for **minimizing negative impacts** and doing what's best for the environment.
- It is necessary to emphasize the environmental impact by **inspiring and mobilizing people to change**.

## Specific actions:

- Reduction of energy consumption
- Reduced use of harmful chemicals
- Waste limitation - Waste treatment
- Enhancing recycling
- Raising awareness of environmental issues
- Actions that support the safety and health of customers and partners
- Orientation on controlling and reducing greenhouse gas emissions
- Maintenance and Improvement ISO 14001 quality standard



# Environment policies

To effectively manage greenhouse gas emissions, the fundamental foundation is understanding and accurately inventorying data. Measuring and inventorying greenhouse gas emissions helps us find opportunities to reduce emissions, but it also affirms our responsibility and orientation toward continuous improvement and the most transparent, accurate, and objective information.

## Results:

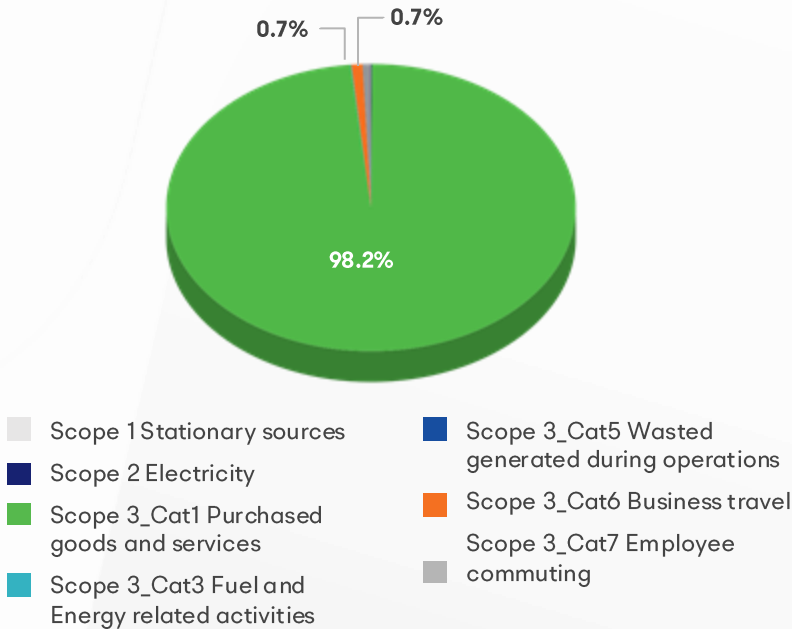
| ESSEN              | 2023     | 2024     |
|--------------------|----------|----------|
| Scope 1            | 0.39     | 0.09     |
| Scope 2            | 4.92     | 6.81     |
| Scope 3            | 1,916.66 | 1,790.08 |
| Scope 3 Upstream   | 1,916.66 | 1,790.08 |
| Scope 3 Downstream | 0        | 0        |
| Total CO2 emission | 1,921.97 | 1,796.98 |



# Climate change

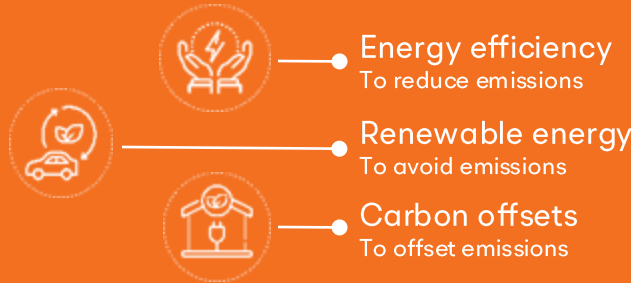
In our 2024 GHG inventory, Scope 3 emissions were recalculated using **Exiobase 2019 emission factors**, replacing the **Japan 2023 factors** used in our first ESG. This update reflects FPT Software’s prioritization of geographically relevant emission factors, starting with the host country, followed by regional, international, and other sources. Exiobase 2019 offers more accurate data for Germany and aligns with our adoption of the **FIS VertZero tool**. As a result, Scope 3 figures of 2023 in this report may differ from those previously published.

GHG emissions 2024 (tCO2e) in Scopes



| GHG emissions in Scopes                        | 2023     | 2024     |
|------------------------------------------------|----------|----------|
| Scope1 Stationary sources                      | 0.39     | 0.09     |
| Scope2 Electricity                             | 4.92     | 6.81     |
| Scope3_Cat1 Purchased goods and services       | 1,876.29 | 1,764.83 |
| Scope3_Cat3 Fuel and Energy related activities | 1.06     | 1.04     |
| Scope3_Cat5 Wasted generated during operations | 0.01     | 0.06     |
| Scope3_Cat6 Business travel                    | 24.11    | 12.30    |
| Scope3_Cat7 Employee commuting                 | 15.30    | 11.84    |
| Total                                          | 1,921.97 | 1,796.98 |

## Approach to carbon neutrality



## Carbon neutrality

in 2040 - align with FPT Corporation climate change's commitment, earlier than Germany's 5 years



## FPT Deutschland GmbH's climate commitment

- (1) Scope 1&2 - Medium-term target by 2030: reduce carbon emissions by 35% with enterprise-owned resources (compared to 2023), as part of Germany's carbon emission reduction target.
- (2) Scope 1&2&3 - The long-term goal by 2045: climate neutrality as committed by the German government at COP 26.

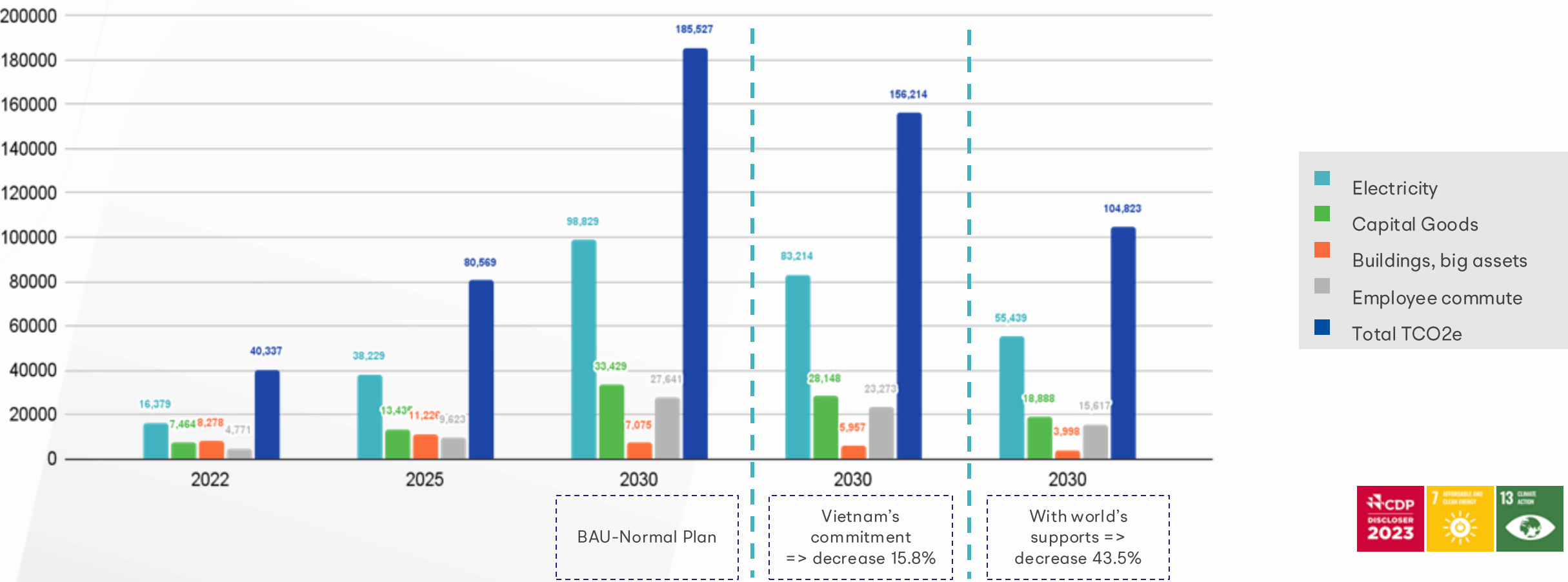
## The new implementation plan for Germany's COP26 commitments

Germany's COP26 commitments are framed by the Federal Climate Change Act (Klimaschutzgesetz), which establishes a legal framework for achieving climate goals. The Act mandates climate neutrality by 2045 and a 65% reduction in emissions by 2030 (compared to 1990). It also outlines measures to increase climate finance for developing nations and invest in green technologies, reinforcing Germany's commitment to a low-carbon transition and international climate action.



# Carbon neutrality plan 2023-2030

FPT Software, including FPT Deutschland GmbH, strives to achieve the goal of Carbon Neutrality in 2040, earlier than targets as committed by the Government at COP26 (2050 for Vietnam, 2045 for Germany). We aim to promote our sustainable development roadmap according to successful models of international software companies: applying science and technology to activities in a sustainable way; increasing renewable energy and planting trees to neutralize greenhouse gases.



# Emission reduction strategies

Our strategy for carbon neutrality is to reduce our Scope 1, 2, and 3 emissions and offset the remaining emissions.

| Scope   | Actions                                                                                                                                                                                                                                                                                                                                                                    |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Scope 1 | <ul style="list-style-type: none"><li>• Participate in Green activities</li></ul>                                                                                                                                                                                                                                                                                          |
| Scope 2 | <ul style="list-style-type: none"><li>• Use 100% green electricity</li><li>• Promote using energy-saving communication devices</li><li>• Apply automatic air-conditioning and lighting shutdown mode in the office</li><li>• Prioritize using renewable energy when leasing new offices</li><li>• Encourage converting to renewable energy at existing buildings</li></ul> |
| Scope 3 | <ul style="list-style-type: none"><li>• Introduce a hybrid working model</li><li>• Promote public transport, and low to zero-emission modes of commute among employees</li><li>• Optimize business travel</li><li>• Focus on leased offices that are efficient</li><li>• Adopt a life cycle approach for capital good</li></ul>                                            |

We will periodically assess climate risks and opportunities every year to revise FPT Deutschland GmbH’s sustainability indicators and activities. We also implement appropriate risk management measures including adaptation measures.



# Emission reduction – Scope 1+2

## An eco-friendly work environment

In 2024, FPT Deutschland GmbH performed a mandatory energy audit. However, we have performed a voluntary energy inventory and aim to put electricity consumption norms in buildings as the basis to reduce and control energy consumption and the company is dedicated to advancing the use of renewable and green energy sources. We also committed to creating a suitable working environment, while respecting energy saving and environmental protection.

### Choosing high renewable electricity source

The origin of electricity in Essen office:

|                                            | 2022   | 2023   | 2024   |
|--------------------------------------------|--------|--------|--------|
| Total energy consumption (kWh)             | 15,956 | 15,652 | 15,481 |
| Total renewable energy consumption (kWh)   | 9,191  | 9,219  | 8,019  |
| Percentage of renewable energy consumption | 57.6   | 58.9   | 51.8   |
| CO2 Emission (g per kWh)                   | 307    | 337    | 411    |
| Electricity consumption per employee       | 355    | 340    | 231    |

Understanding the significance of clean energy, we **prioritize choosing the reputable electricity suppliers and packages with high renewable electricity source**. This not only affirms FPT’s commitment to environmental protection but also reduces electricity costs, ensuring suitable temperature for working in different weather conditions all year round.

### Monitoring and regulating the indoor air quality in the workplace



FPT Deutschland GmbH prioritizes employee health by managing indoor air quality to mitigate risks from hazardous airborne compounds such as CO, SO2, NO2, PM2.5, PM10, and Ozone. This enhances productivity, fosters talent, and complies with health and safety regulations. **Air purifiers are installed in the office to improve air quality.**



# Emission reduction – Scope 1+2

## Energy efficiency

At FPT Deutschland GmbH, we are committed to using green electricity and using energy-efficient and energy-saving equipment. The buildings we rent meet the requirements for energy efficiency.



Using LED bulbs, all lights bulbs are replaced with LED bulbs.



Using central air conditioning, keeping temperature at >22°C in the summer.



Using on-off sensors in corridors and stairs.



Training of employees on energy conservation and climate action. >90 % of employees have been trained.

## Energy efficiency and retrofit

The efficient design of new buildings, deep green retrofits in existing buildings, green data centers, our super-saver heat pumps, and operational excellence through smart automation were crucial in achieving energy efficiency.



## Paperless office



Embracing **digital transformation to enhance operational efficiency**, the tech-focused FPT Corporation and its subsidiary FPT Software streamline operations and boosts efficiency through internal digitalization.

Our proprietary document management system expedited document processing, improving accuracy and reducing time. Notably, all non-confidential internal documents were digitally disseminated via our own software.



**The majority of administrative and operational tasks at FPT Software have been digitized** toward a paperless business model such as online job assignments, electronic invoicing, online purchasing management, and online payment processing. Additionally, work outcomes and other internal requests are evaluated online.

In the daily life, FPT Deutschland GmbH encourages the use of single-sided printing paper for internal use.

# 100%

of the internal documents were digitally disseminated



## Emission reduction – Scope 3



### 1. Public transportation

1. Encourage employees to use public transport by support monthly passes (30%).



### 2. Reduce travelling

- 2.1. Reduce travel rate. If travel is necessary, book direct flights and limit layovers.
- 2.2. Increase online meetings.
- 2.3. Increase the use of electric taxis instead of ICE taxis.



### 3. Work from home

- 3.1. In 2020-2021, due to COVID-19 outbreak, FPT Software has applied Work-from-home model about more than 70% to ensure business continuity.
- 3.2. From 2022-2024, after COVID-19 outbreak, FPT Deutschland GmbH still maintains the 60:40 hybrid working model to reduce Scope 3.

## Open-space workplace

Open space working space with many Collab and Pause areas to increase connection between colleagues. Special quiet rooms are also available for the necessity of focus and privacy.

### Six principles of workplace design

- |                        |                   |
|------------------------|-------------------|
| 1. Productivity        | 4. Sustainability |
| 2. Health and wellness | 5. Tech-enabled   |
| 3. Social connect      | 6. Inclusivity    |

### Collab zones

- Vibrancy and comfort for ideation.
- Spaces for hybrid collaboration.
- Linear desks for teamwork.



### Personal work area

- Each individual has a fixed desk and monitor to support efficient work.
- Natural light and windows with views to enhance productivity.
- Special quiet rooms offer focus and privacy.



### Pause area

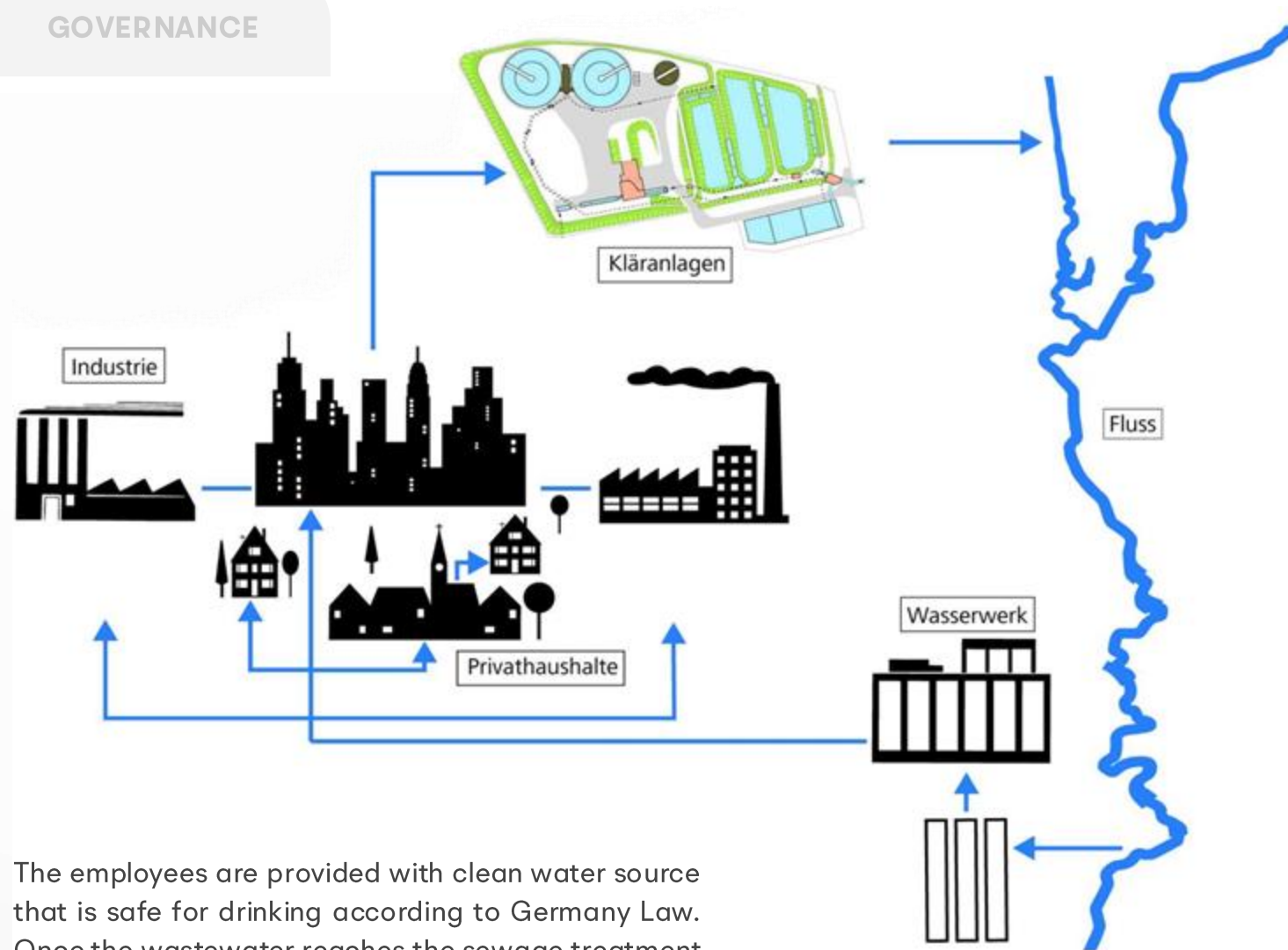
- Space for relaxation and exchange between colleagues.
- Always have water, coffee, tea for employees.

# Water

## Towards a positive water footprint



Water is a scarce and valuable natural resource, and FPT Deutschland GmbH is committed to conserving water through our **3R (Reduce, Reuse, Recycle)** approach. We comply with the German government's requirements to Enterprises for wastewater treatment and recycling, and we are expanding our efforts to the community.



The employees are provided with clean water source that is safe for drinking according to Germany Law. Once the wastewater reaches the sewage treatment plant, it undergoes intensive mechanical and biological treatment. This involves the mechanical separation of solid content and the biological removal of dissolved solids. Once cleaned, the water is delivered back into a river.



# Waste

At FPT Deutschland GmbH, we focus on reducing, reusing and recycling to reduce waste, including e-waste. Our waste management approach is based on the Reduce, Reuse and Recycle philosophy.

## Our waste management approach

FPT Deutschland GmbH strives to promote environmental issues and integrate them into our efficient management operations. We are committed to not only complying with environmental regulations, but also making efforts to reduce waste, increase the use of environmentally friendly materials, optimize operations, and reduce the use of non-renewable resources. Additionally, we focus on garbage segregation and awareness training activities.



100%

of waste is sorted at source  
The average amount of garbage is 2 kg/person



100%

of hazardous waste is classified and managed according to regulations



50%

of the materials used are environmentally friendly (transitioning gradually)



100%

qualified waste treatment vendors



100%

of IT infrastructure, office supplies are repaired and considered for repurposing



# Waste

## Using environmentally friendly materials

FPT Deutschland GmbH promotes the use of environmentally friendly materials, along with the reuse and recycling of waste. Our campaigns, supported by employees, contribute to building a green environment, reducing waste, and minimizing environmental impact



Use reusable cups instead of disposable cups



Only use reusable plastic bottles



100% of garbage bags are made of biodegradable materials



Waste



Waste management in company

Garbage within the company is sorted at source by type: paper, plastic, glass, food, etc.  
The average amount of garbage is 2 kg/ person.

Waste management in building

After sorting, garbage is collected in the building's designated area and then transported to the city's waste treatment centers.



## Waste



### Transfer office supplies

FPT Deutschland GmbH has programs to recover and transfer office supplies between employees following the asset management process, ensuring minimal waste and quality maintenance. Laptops and phones are typically re-assigned during personnel changes, and chargers are retained when devices are no longer functional.



### Reuse office supplies

When the quality of a computer declines and it can no longer be used regularly for work, it is still kept for short-term activities such as presentations at events or business salons.



### Special disposal for hazardous waste

The company will implement a responsible system for collecting hazardous office waste, including computers, batteries, and light bulbs. These items will be gathered at designated collection points within the office and transported to a nearby facility, where they will be disposed of in specialized waste bins.

Waste



100% of staff are trained on environmental policy and climate change, waste reduction and sorting

100% of garbage bags made of biodegradable materials

Consider using electric vehicles as an alternative to ICE vehicles

Use reusable cups instead of disposable cups

Achievements

| Indicator                                                        | 2022  | 2023  | 2024  |
|------------------------------------------------------------------|-------|-------|-------|
| Training of employees on waste reduction and sorting             | 100%  | 100%  | 100%  |
| Training of employees on environmental policy and climate change | 100%  | 100%  | 100%  |
| Environmental pollution incidents                                | 0     | 0     | 0     |
| Legal incidents                                                  | 0     | 0     | 0     |
| Complaints from the community about the environment              | 0     | 0     | 0     |
| Total amount of hazardous waste*                                 | 1 kg  | 2 kg  | 2 kg  |
| Total non-hazardous waste*                                       | 90 kg | 92 kg | 92 kg |
| Total waste recovered*                                           | 68 kg | 70 kg | 72 kg |

\*estimation

Using environmentally friendly materials

FPT Deutschland GmbH strongly endorses the use of environmentally friendly materials, along with the reuse and recycling of waste. We have implemented campaigns that are positively received by employees and contribute to building a green environment and reducing waste impact





3

# Social



## Our values

We are a team of innovation, agility, commitment and respect. We are committed to providing the best solutions.



### One team

We believe that by working closely together we can deliver digital excellence



### Innovation

We explore creative solutions to address any business challenge



### Agility

We remain agile to stay ahead of the competition



### Commitment

We make a positive impact on our clients and communities



### Respect

We respect the ideas and beliefs of each stakeholder



### Diversity

Diversity will be the power to create Europe's next era



### Challenge

We grow by learning greedily, challenging and overcoming difficulties

# Why employees choose FPT Software

## Respect

There is a strong emphasis on status, achieved through seniority and education. Leaders make decisions while employees execute action plans, maintaining the utmost respect for seniors.

## Innovation

Our employees show interest and pay attention to details in their work. Talents are intelligent and adaptable. They're keen to learn new programming languages and venture into new sectors.

## Competitive package

As part of taking their work seriously, FPT Software people are responsible and dependable. Punctuality is expected and adhered to. They are also resourceful and stick to the task until it is complete.



**Learn & Grow**



**Global Success**



**Challenging &  
Purposeful Missions**



**Fun & Friendly  
Working Environment**

# Health & safety

Occupational health and safety is a prerequisite for a good work environment. FPT Deutschland GmbH strives to build and constantly improve the working environment, including facilities and cultural environment to create good conditions for employees to maximize their capacity at work.

## Indicators of occupational safety and health

| Indicator                                                                                                                   | 2022 | 2023 | 2024 |
|-----------------------------------------------------------------------------------------------------------------------------|------|------|------|
| Percentage of employees trained in occupational safety and health (All employees take this course upon joining the company) | 80%  | 81%  | 81%  |
| Number of safety and health committee meetings in a year (Held every month)                                                 | 12   | 12   | 12   |
| Percentage of employees covered by a formal joint labor-management safety and health committee                              | 100█ | 100█ | 100█ |
| Percentage of workplaces where employee health and safety and health risk assessments have been conducted                   | 7    | 8    | 8    |
| Number of work-related ill health                                                                                           | 0    | 0    | 0    |
| Occupational accidents in the year (*All occurrences were commuting accidents)                                              | 0    | 0    | 0    |
| Employment insurance participation rate (Only those who are required by law to take out the insurance)                      | 100% | 100% | 100% |
| Annual Health checkup participation rate                                                                                    | 100% | 100% | 100% |
| Annual Stress check submission rate                                                                                         | 75%  | 80%  | 80%  |
| Rate of personnel of the sites in the occupational safety & health committee                                                | 6.5% | 6.7% | 6.0% |

### Highlight activities



Occupational safety training



Employee health check



Medical clinics and health insurance for employees



Safe and productive working environment

## Leveraging technology to foster a joyful workplace

As one of the leading technology corporations in Vietnam, FPT Corporation and FPT Software consider integrating technology into the workplace a vital strategy to **enhance employee experience and create a joyful work environment**.

We implement employee evaluations using our own systems. Monthly performance is assessed via the Integrated Performance Management System (iPMS), while quarterly objectives and key results (OKRs) are evaluated using FPT's OKRs system.

FPT is also one of the **pioneering enterprises in Vietnam to deploy an employee engagement platform** called myFPT. This proprietary app enables employees to easily access personal information, mark attendance, receive instant rewards from managers or colleagues, and even engage in games and puzzles.

In 2023, we introduced “Celebration of Merit” and “Commendation” to foster interaction and timely recognition. Through the myFPT app's gold reward system, leaders can quickly reward employees' achievements. This initiative ensures all efforts are acknowledged and rewarded. The feature, particularly the “Celebration of Merit”, has been praised for its immediacy, with bonuses credited within 30 seconds of recognition.

In addition, we also attached great importance to business automation solutions to optimize labor productivity. As a result, applications to help reduce paperwork and increase productivity were enhanced, contributing to the completion of the Made-by-FPT ecosystem. They included Uservice - the digital signing system; FPT HR campaign – the online tool for HR expenses declaration, etc. In the coming time, we will launch more apps to enhance work performance and employee experience throughout the Corporation, and FPT Software specifically.



## Our CSR highlights

Ahead to Sustainable Development Goals, as annually, we, FPT Deutschland GmbH implement various activities not only in Germany but also in Vietnam.



### Physical and Mental well-being care

FPT Deutschland GmbH is one of the few Vietnamese enterprises with unique corporate cultural values, which create a distinctive advantage. Throughout the year 2024, we hosted various significant cultural events to enhance both physical and mental well-being, contributing to an improved quality of life.



### Leveraging technology to foster a joyful workplace

FPT is one of the pioneering enterprises in Vietnam to deploy an employee engagement platform call “My FPT”. The “Made-by-FPT” app allows employees to access personal information easily, receive rewards from their managers/ leaders/ colleagues instantly, and even play puzzles and game.



### Becoming a great place to work in Europe

With 88% positive employee feedback, FPT Deutschland GmbH received certification from the global workplace culture authority Great Place to Work in July 2024. The certification was conducted entirely objectively based on anonymous evaluations by FPT Deutschland GmbH’s employees themselves, demonstrating the company's continuous efforts to create a positive working environment for its employees.

## Our CSR highlights

There are many initiatives aimed at creating a fun and positive working environment where people can participate in light physical activities to improve health and well-being, not only for the employees but also their family members. Those include: Happy Giga Run, EON Company run, Golf, table tennis, football break tour, yoga, gymnastics, ice skating, skiing, biking, wondering, hiking, dart game, archery... and happen all year around. Those activities show that FPTers love all kind of sports and keep themselves and their family members stay healthy, sporty and active.

100% FPT employees and family members doing at least one kind of sport on a weekly basic.



## SPORT ACTIVITIES



## Our CSR highlights

FPT Deutschland GmbH Breakfast, led by Dong Thi Thuong Hien, Pham Van Tien, and Tran Thi Bich Ha. This initiative encourages employees to actively attend the office during the same timeframe, fostering attachment, connection, and information exchange with colleagues and leaders. The proposal boasts an 80% budget savings, alleviating stress for employees and enhancing labor productivity. Numerous connection and engagement activities contribute to increased participation among FPT Deutschland GmbH's employees, onsiteers, and customers.

# HAPPY BREAKFAST



## Working conditions

- Employees are provided with appropriate work schedules, working hours, and rest periods based on the law and employment contract.
- Employees are entitled to various leave policies, and have a full-fledged leave system for employees to take care of themselves and their families, including paid leave, maternity leave, childcare leave, etc.
- The company provides salary increases and bonuses based on a fair personnel evaluation system.
- We pay our employees a salary that is above the minimum wage stipulated by law.
- The company provides a wide range of financial support, including defined contribution pensions, pension scheme, relocation budget, etc.
- When hiring, the company respects the fundamental human rights of applicants and select based on criteria based on aptitude and ability.
- The company strives to create an environment and policies in which employees can thrive regardless of gender differences, disabilities, gender identity, etc.



# Working conditions

Employees are FPT Deutschland GmbH's most valuable asset and the foundation for the company's sustainable development. To continue to retain talent and continuously improve, we must create value for employees and build a working environment that meets their expectations.

FPT Deutschland GmbH complies with the provisions of Vietnamese and German labor law and aims to meet the needs of employees and their families.

FPT Deutschland GmbH is committed to bringing good benefits to employees and ensuring that employees' material and mental health wellness is taken care of employees' material and mental health wellness.

## Reporting indicators

| Criteria                                                 | Results in 2022 | Results in 2023 | Results in 2024 |
|----------------------------------------------------------|-----------------|-----------------|-----------------|
| Number of employees                                      | 45              | 46              | 67              |
| Number of new hires                                      | 26              | 19              | 37              |
| Number of employees resigned                             | 13              | 18              | 11              |
| Percentage of employees participating in salary training | 100%            | 100%            | 100%            |
| Number of hours worked                                   | 87,992          | 101,266         | 130,920         |



## Working conditions

### Target

We value people and ensure all employees of FPT Deutschland GmbH have a livable wage:

# 100%

of employees are evaluated, compared with a livable wage

# 100%

of employees who have signed a labor contract have a salary higher than the living wage in the area

# 100%

of employees' salaries are reviewed and evaluated annually

### Salary structure

Employee earnings will include:

- Monthly income
- 13th month salary bonus
- Performance bonus
- Special bonuses applied to some positions or some units according to the Company's annual decision
- Benefits according to the Company's annual policy, which may or may not be in cash



# Working conditions

## Salary comparison assessment in 2022-2024



## Plan for 2025

- Continue to maintain the assessment of the company's salary against the living wage in the area and the target of 100% above the liveable wage.
- Reduce the wage gap between men and women.



# Career management

## Evaluation of work efficiency

With the goal of evaluating employees in a comprehensive, effective, fair and transparent manner, in 2024 FPT Software continued to maintain the employee evaluation system including many aspects: Monthly evaluation of employees’ work performance, and annual evaluation of Job Objectives and Competencies of the Management.

Employees who do not meet KPIs (categories C and D) will receive further training to improve their performances.

### Indicators of KPI evaluation

| Indicator                                | 2022          | 2023          | 2024          |
|------------------------------------------|---------------|---------------|---------------|
| No. of employees with OKR assessment     | 46<br>(100%)  | 41<br>(98%)   | 45<br>(100%)  |
| Number of employees reaching OKR         | 44<br>(95.6%) | 39<br>(95.1%) | 41<br>(91.1%) |
| Number of employees who did not meet OKR | 2<br>(4.4%)   | 2<br>(4.9%)   | 4<br>(8.9%)   |



# Child & forced labor

Children and adolescents must have a happy, comfortable life, and access to education. To support this, FPT Deutschland GmbH refrains from using child labor and juvenile labor through age screening in recruitment, and engages in charitable projects such as donating computers to local schools and helping disadvantaged children.

Everyone has the right to freedom and equality, and FPT Software strongly opposes forced labor, as we believe that a good working environment creates good results. All employees at FPT Deutschland GmbH work on a voluntary basis. Employees are allowed to sign a contract and are explained the terms of the contract, when overtime is agreed by the employee. Employees at FPT Software are not forced to work, and are able to enjoy an engaging, happy and comfortable work environment.

## Reporting indicators

| Indicator                                                                            | 2022 | 2023 | 2024 |
|--------------------------------------------------------------------------------------|------|------|------|
| Age of youngest employee                                                             | 18   | 18   | 22   |
| No. of complaints or denunciations about child or forced labor                       | 0    | 0    | 0    |
| Number of detected cases of violation of regulations on child labor and forced labor | 0    | 0    | 0    |
| Maximum overtime hours/month                                                         | 40H  | 40H  | 40H  |



# Diversity, equity & inclusion

## Indications of FPT Deutschland GmbH being a fair, inclusive and diverse work environment

FPT Deutschland GmbH carries out diversity and inclusion activities with the aim of creating a workplace environment where all employees can work comfortably and actively participate, regardless of gender, age, race, nationality, disability, sexual orientation, religion/beliefs, values, etc.

We offer diversity, equity and inclusion awareness training as an annual training program for all managers and employees.

We prevent discrimination in career development and promotion processes. All stages of performance evaluation, advancement, and advancement opportunities are fair for everyone.

We always strive to create a safe, happy, sociable, equal and fair working environment for all of our employees.

Every year, we organize programs and benefits specifically for women, such as celebrating International Women's Day and Vietnam Women's Day. We also have a breastfeeding room exclusively for female employees.

In addition, we are working to create environments that are comfortable for people with disabilities to work at each of our business locations. We make the hallways and elevators in our office accessible to people in wheelchairs, actively accept interns from special needs schools, and improve the environment by incorporating opinions from people with disabilities and faculty and staff.

|                                                                                                         |                                             |
|---------------------------------------------------------------------------------------------------------|---------------------------------------------|
| Percentage of women in management positions                                                             | 2022: 15.1%<br>2023: 16.67%<br>2024: 17.91% |
| Percentage of female employees in the whole organization                                                | 2022: 30%<br>2023: 38.1%<br>2024: 32.84%    |
| Percentage of employees participating in fairness & inclusion training over 2022-2024                   | 100%                                        |
| Number of allegations of harassment and violations of fairness in the workplace over 2022-2024          | None                                        |
| Percentage of employees from minority and/or vulnerable groups in the whole organization over 2022-2024 | None                                        |

## Fair evaluation, training, and optimization of staffing



With the goal of evaluating employees in a comprehensive, effective, fair and transparent manner, in 2024 FPT Deutschland GmbH continued to maintain the employee evaluation system including many aspects. Employee performance evaluations are mandatory once a year, while for smaller teams, they may be conducted weekly, monthly, or quarterly.

For employees who have not achieved the KPIs, the training department provides various training programs to improve their performance. The content includes programs that are common to all employees, such as GDPR and Legal Training, as well as programs that are optimized for each specialized field, such as delivery, sales, consulting, and support.

We also have a specialized department that reassigns the right people to the right jobs in line with employee wishes and department requests, and we use carefully designed processes to make the most of our valuable human resources.

## Development & training

| Objectives                                                                                               | Activities to achieve the objectives                                                                                                                                                                                                                        | Result                                                                                              |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| <b>CSR Training</b>                                                                                      | Training to raise employee awareness of environment, diversity and inclusion, equality, fairness, and sustainability; and surveys related to these issues.                                                                                                  | 100% Trained all employees                                                                          |
| <b>GDPR Training</b>                                                                                     | <ul style="list-style-type: none"> <li>• 100% mandatory attendance for new employees.</li> <li>• All employees are required to take the course online every year and undergo a comprehension test.</li> </ul>                                               | 100% Trained all employees                                                                          |
| <b>All recruited employees have the youngest age of 18 years old, with no cases of using child labor</b> | <ul style="list-style-type: none"> <li>• Setting up recruitment process, reviewing current and newly recruited personnel's records.</li> <li>• Reviewing personnel records during the recruitment process.</li> </ul>                                       | 100%                                                                                                |
| <b>Ensuring Occupational Safety</b>                                                                      | <ul style="list-style-type: none"> <li>• Employee training on occupational safety.</li> <li>• Provide, maintain and periodically operate fire protection and occupational safety systems.</li> <li>• Fire protection training for all employees.</li> </ul> | 80% of employees participate in fire drills in the building once a year                             |
| <b>Career or skill improvement training</b>                                                              | We offer career or skill improvement training programs specialized for all job types working at FPT Deutschland GmbH (Selling Training, Internal Audit Training, Awareness ISO 45001:2018 Training, etc.) based on annual plans.                            | 1,904 total training hours (For all employees)<br>55 trained employees<br>Average hours 34.62 hours |
| <b>Social insurance is paid in full according to the provisions of the Law</b>                           | Employees are paid full monthly insurance according to the provisions of the Law on Social Insurance in Germany.                                                                                                                                            | 100% Employees fully insured                                                                        |
| <b>Employee dialogue: Open talk event between our board of directors and employees</b>                   | Organized dialogue between the Company's Board of Directors and all employees.                                                                                                                                                                              | Conducted in January                                                                                |

# Personal development & training

FPT Deutschland GmbH always strives to create opportunities for each individual in the company to develop their career, develop themselves and constantly improve their values in the society.

FPT Deutschland GmbH values training as the core to create a creative environment for employees to constantly learn.

In addition to the required training courses according to the laws of Germany. FPT Deutschland GmbH organizes career and skill training courses for officials and employees. Every employee when working at FPT Deutschland GmbH is granted an account to participate in training on the Udemy platform, which is accessible to all staff.

| Criteria                                                          | Results in 2022 | Results in 2023 | Results in 2024 |
|-------------------------------------------------------------------|-----------------|-----------------|-----------------|
| Average hours of professional training                            | 11.15H          | 12.45H          | 34.62H          |
| Total content of professional training                            | 130             | 153             | 109             |
| Number of students participating in professional training courses | 42              | 57              | 55              |





Software

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# Governance



## Code of business conduct



FPT Deutschland GmbH promotes sustainable development and strives to bring happiness and great values to each employee, customer, partner and community. By applying advanced technologies, putting human development values at the heart of all that we do, we can make an impactful difference to society and contribute to solving world's challenges.

FPT Software in general and FPT Deutschland GmbH in particular have established and applied a code of conduct in business, including rules for preventing corruption, bribery, money laundering, fraud, unfair competition, conflicts of interest, and confidentiality of information.

As an information technology and software development company, FPT Deutschland GmbH takes information security seriously. Using ISO 27001 standards and requirements, we develop policies and processes that are externally assessed by prestigious auditors such as TÜV.



## Code of business conduct

We believe that adhering to the highest standards of business ethics helps us operate our business responsibly. Our Code of Business Conduct helps us maintain the highest ethical standards for our employees.

It complies with the legal requirements of current laws and regulations, including anti-bribery and anti-corruption, and addresses ethical handling of conflicts of interest. It also highlights the expectations from our employees. The Code of Business Conduct is approved by the Chairwoman of FPT Software and is overseen by the Compliance Council. Our business partners acknowledge and adhere to the Code of Conduct for Suppliers and Third Parties based on the principles of the UNGC.

### Statement of purpose

Our values are the principles we use to run the Company daily and are the foundation of our Code of Business Conduct. Our values underpin everything we do and are encapsulated in the acronym F-S-O-F-T (Foresee issue; Search solution; Observe regulation; Follow consultancy; Take action).



## Reinforcing a culture of compliance

### Code of business conduct (Digital version)

We also have a digital version of the Code of Business Conduct. It provides user-friendly access and can be accessed on mobile devices. The digital version of the Code aims to help every employee understand the behavior we expect and the principles and values we uphold. We strive to continue building a culture of compliance where everyone feels they can do the right thing and prioritize legal and ethical choices. The digital version of the Code is available [here](#).

### Code of business conduct training

Our new employees are trained on the Code of Business Conduct when they first join the Company. We also maintain annual refresher training through our online ESG training program, which includes mandatory training modules for employees to complete each year to acknowledge and review their commitment to the Code of Business Conduct.

We also have a detailed communication plan that uses multiple communication channels such as email, video, blogs, gamified assessments, and storytelling to spread awareness of various policies.



## Anti-corruption and anti-bribery

(Achieved consistently for 3 consecutive years 2022-2024)

# 100%

employees are trained in business ethics

# None

Number of reports related to whistleblower procedures regarding bribery or corruption involving the company or its employees

# None

Number of confirmed corruption incidents or bribery cases related to the company or its employees

# 100%

Company locations are evaluated annually for ethical issues

We are committed to maintaining the highest ethical standards in our business activities. The Company does not accept any form of fraud, bribery or corruption of any individual in the Company.

The Company does not engage in and does not tolerate any form of corrupt activity and is committed to complying with applicable anti-corruption laws.

We carry out corruption risk assessments at all high-risk departments of the company. High-risk departments include purchasing, sales and human resources.

In order to well implement the established rules and objectives, we have put in place measures to prevent corruption risks:

- Anti-corruption awareness training for all employees.
- Transparent purchasing, sales and recruitment processes.
- Issue a complaint and denunciation process and assign the legal department to handle complaints and denunciations related to corruption.
- Inspect and evaluate departments with a high risk of corruption every year.
- Sensitive transactions must be approved according to a regulatory delegation of authority.

## Prevention of unfair competition

Respect, Fairness and Transparency are the business principles of FPT Deutschland GmbH, and they are conveyed to all employees.

# 100%

Required employees are trained in unfair competition over 2022 - 2024.

# 100%

Required departments are assessed for unfair competition risks over 2022 - 2024..

# 100%

Required staff understand and comply with regulations on dealing with customers and communicating with competitors over 2022-2024.



## Prevention of unfair competition

FPT Deutschland GmbH always provides available channels to receive opinions and complaints of stakeholders on unfair competition issues.



Over the period of 2022-2024, there were:

**NO** Complaints

about unfair competition involving the company.

**100%** Required Departments

are periodically assessed for taking actions to ensure fair competition is maintained.

## Information management

We are proud to be the leading technology company in Vietnam. We have taken measures to ensure information security within the company, individual employees, customers, partners, third and other interested parties.

All of our departments are assessed for information security risks.

We also design instructions for employees to secure information on personal computers, company computers, company data systems such as measures for updating passwords, firewalls, controlling access, using copyrighted software and assessing vulnerabilities in the system.

We have instructions to ensure that we are always ready to respond to information leakage and information theft incidents at FPT Deutschland GmbH.

We sign information security commitments with related parties and customers during transactions and information sharing.

### *Results of implementing information security system*

Number of confirmed information security incidents in 2022-2024:

**0** cases

(No. of serious incidents: 0)

Percentage of locations subject to risk assessment and periodic information security assessment

**100%**

## Sustainable procurement

From 2023, FPT Deutschland GmbH has taken measures to incorporate social and environmental requirements into the supplier selection and procurement process at the company. FPT Deutschland GmbH is committed to creating and participating in the sustainable supply chains in Germany and Europe.

Along with the evaluation criteria of price, quality, social, human rights, ethical, and environmental criteria are included in our supplier selection and monitoring evaluation criteria. All of our purchasing staff are trained in evaluating supplier sustainability criteria.

We accompany suppliers to improve capacity and jointly implement activities to protect the environment, people and embody ethical social criteria. We attach sustainability requirements to our contracts with our suppliers.



# Supply chain management



# Supply chain management

The decline in the Supplier and Buyer index reflects a shift from using the Head Office’s central procurement team to a locally managed Admin team, following internal restructuring at FPT Deutschland GmbH during the current reporting year.



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