

ESG REPORT

FPT Japan Holdings

2024

Issued Date: Aug 22nd, 2025



**Commitment to
supporting the UN
Sustainable
Development Goals**



Inside this report



1. Introduction

- ① About the report
- ② About FPT Software
- ③ About FPT Japan
- ④ Our commitments
- ⑤ ESG priorities



2. Environment

- ① Environmental policies
- ② Climate actions - strategies
- ③ GHG inventory results in 2024
- ④ Renewable energy transition
- ⑤ Carbon offset efforts
- ⑥ Waste management approach
- ⑦ Training CSR for all employees
- ⑧ Maintain and continuously improve ISO14001 environmental management system



3. Social

- ① Our values
- ② Health & safety
- ③ Working conditions
- ④ Personal development & training
- ⑤ Respect for Human rights
- ⑥ Social dialog
- ⑦ Child & forced labor
- ⑧ Diversity, equity & inclusion
- ⑨ Our CSR highlights



4. Governance

- ① Code of Business Conduct
- ② Anti-Corruption and anti-bribery
- ③ Prevention of unfair competition
- ④ Information management
- ⑤ Supply chain management
- ⑥ Sustainable procurement



1 Introduction

- ① About the report
- ② About FPT Software
- ③ About FPT Japan
- ④ Our commitments
- ⑤ ESG priorities

1 About the report

This Environmental, Social, and Governance (ESG) report reflects FPT Japan’s strong commitment to sustainability through our achievements and continuous efforts to build a better future for individuals, businesses, and communities.

ABOUT THIS REPORT

This ESG report highlights the outcomes of FPT Japan’s sustainable development initiatives, along with our short-term and long-term commitments to environment, social and governance (ESG) priorities.

Published annually, this edition covers the period from 1st January 2024 to 31st December 2024. The report adheres to GRI 2021 and SASB standards, showcasing transparency and alignment with global practices.

REPORTING SCOPE

The scope of FPT Japan’s ESG reporting for 2024 encompasses the company’s operations at 7 affiliated units (as below) with 17 locations in Japan.

- FPT Japan Holdings (FHD)
- FPT Software Japan (FSJ)
- FPT Consulting Japan (FCJ)
- FPT Techno Japan (FTJ)
- FPT Nearshore Japan (FNS)
- FPT Japan Academy (FJA)
- NAC

APPROACH TO MATERIALITY

The material topics underlying FPT Japan’s ESG strategy are multi-faceted involved in our operations.

These topics are deeply aligned with the value FPT Japan seeks to create through our business and its long-term sustainability commitments.

ASSURANCE STATEMENT

Our ESG disclosures were developed from 2022, mirroring FPT Software’s disclosures which is verified by an independent advisory firm. From 2023 onward, data updates and report integrity are maintained internally, adhered to ESG standards and reliability in our disclosures. This ESG report is submitted to GCNJ and published on our company website.

The figures cover all areas and facilities, including Data on:

- Environment
- Labor and Human rights
- Business ethics
- Sustainable procurement

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 Japan Holdings.
For any inquiries or feedback related to FPT Japan’s sustainable development activities and the ESG report, please contact:

- Ms. Pham Thi Thanh Hoa, COO of FPT Japan Holdings, FPT Corporation
- Address: 108-0073 Tokyo, Minato District, Mita 3 – 5 -19 Sumitomo Fudosan Tokyo Mita Garden Tower 33F
- Email: HoaPTT@fpt.com

2

About FPT Software

Parent company of FPT Japan

Founded	1999
Revenue	USD 1.22 Billion (2024)
No. of employees	33,000+
Global Presence	30 countries and territories worldwide
Clients	1,100+ clients with 130+ Fortune 500 (average customer satisfaction score of 94.94/100)



Global leading IT services company



Scan QR for details

Global Presence

Americas

USA | Canada | Colombia | Costa Rica | Mexico

Europe & Middle East

Germany | France | Czech Republic
Romania | Slovakia
United Kingdom | Denmark
United Arab Emirates | Saudi Arabia | Sweden

Asia

Japan | South Korea | China | Taiwan
Australia | Hong Kong | India
Vietnam (HO) | Singapore | Malaysia
Indonesia | Philippines | Thailand | Myanmar



30

Countries
& Territories

88

Offices



Onshore



Nearshore



Offshore

Our commitments towards a more sustainable future

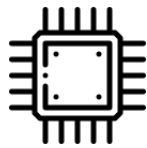
FPT Software is committed to advancing sustainable development and creating long-term economic, social, and environmental impact.

Our actions align with FPT Corporation's strategic directions, including Artificial Intelligence, Semiconductors, Automotive, Digital Transformation, and Green Transformation.



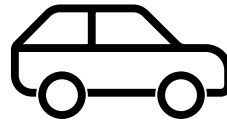
ARTIFICIAL INTELLIGENCE

- Leverage AI to enhance productivity, drive economic growth, and boost digital economy.
- Train 7,000 high-quality AI engineers by 2030 - a step forward ambition of 1 million AI talents in Vietnam.
- Promote Ethical AI globally, with initiatives like the recently launched AI Ethics Committee.



SEMICONDUCTOR

- Deepen participation in the value chain by leveraging Vietnam's stability, young robust workforce, and strategic location to access 70% of the global market.
- Develop 30,000–50,000 semiconductor engineers by 2030.



AUTOMOTIVE

- Serve as a hub for automotive technology talents, focusing on EVs and sustainable manufacturing.
- Drive the Vietnam's 2030–2045 automotive strategy through high-quality workforce, global partnerships, and tech transfer.



DIGITAL TRANSFORMATION

- Remove barriers and transform regulatory frameworks to support innovation.
- Modernize infrastructure to support scientific and technological advancements.
- Attract, develop, and retain skilled professionals in science and technology.
- Enhance governance structures to support Vietnam's resolution objectives.



GREEN TRANSFORMATION

- Green Growth Strategy for 2021-2030, aligning Vietnam with global green standards and CO2 reduction.
- Establish a carbon market with policies to support businesses in meeting emission reduction requirements.

3 About FPT Japan Group

Founded	November 2005
No. of employees	3,306+ (FY12/2024)
Affiliated units	7 affiliated units with 17 locations in Japan

7 affiliated units

- FPT Japan Holdings (FHD)
- FPT Software Japan (FSJ)
- FPT Consulting Japan (FCJ)
- FPT Techno Japan (FTJ)
- FPT Nearshore Japan (FNS)
- FPT Japan Academy (FJA)
- NAC

17 locations

- Tokyo Head Office**
108-0073 Tokyo Minato-ku Mita 3-5-19 Tokyo Mita Garden Tower 33F
- Tokyo Intelligent Operations Center**
105-0011 Tokyo Minato-ku Shiba kouen 1-7-6 KDX Hamamatsucho Place 6F
- FPT Japan Training Center**
105-0011 Tokyo Minato-ku Shibadaimon 1-12-16 Shibadaimon Bldg. 2 – 7F
- FPT Japanese language school**
116-0014 Tokyo Arakawa-ku Higashi Nippori 4-3-5

- Tokyo Innovation Center**
105-0011 Tokyo Minato-ku Shiba kouen 1-7-6 Landmark Plaza 7F
- NAC Co., Ltd.**
105-0011 Tokyo Minato-ku Shiba kouen 1-7-6 Landmark Plaza 2F
- FPT Gunma Mobility DX Hub**
373-0851 Gunma Ota-shi Iida-cho 1183-1 SS Ota Bldg 3F
- Sapporo Nearshore Development Center**
060-0003 Sapporo Chuo-ku Kita 3 jonishi 4-1 D-LIFEPLACE Sapporo 10F
- Nagoya office**
451-0046 Aichi Nagoya Nishi-ku Ushijimacho 6-1 Nagoya Lucent Tower 11F
- Osaka office**
530-0003 Osaka Osaka-shi Kita-ku Dojima 2-4-27 JRWD Dojima Tower 16F
- Fukuoka office**
812-0011 Fukuoka Fukuoka-shi Hakata-ku Hakata Ekimae 2-20-1 Daihakata Bldg 2F
- Fukuoka Development Center**
812-0007 Fukuoka Fukuoka-shi Hakata-ku Higashihie Business Center 7F
- Hiroshima Office**
730-0041 Hiroshima Hiroshima-shi Naka-ku Komachi 3-25 Sankyo Bldg 7F
- Development Center No.1 (Head office)**
900-0033 Okinawa Naha-shi Kume 2-2-10 Chusho Kigyo Promotion Hall 6F
- Development Center No.2**
900-0033 Okinawa Naha-shi Kume 2-3-15 JR Kyushu Naha Bldg 2F
- FPT Tochigi Innovation Hub**
321-0953 Tochigi Utsunomiya Higashishukugo 2-2-1 Big B Square 5F
- FPT Shizuoka Mobility Hub**
Shizuoka Hamamatsu-shi Naka-ku Itayamachi 111-2 Hamamatsu Act Tower 11F

4 Our commitments

“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

4 Our commitments

“Technology for a sustainable future!”

Our company is celebrating its 20th anniversary this year. To further develop the relationship between Vietnam and Japan, which is said to hold "infinite potential," we are reflecting on the past 20 years while also looking ahead to the uncertain decade to come. We aim to realize an environmentally friendly, fair, and transparent society through the power of technology, placing ESG (Environmental, Social, and Governance) perspectives at the core of our business to create a sustainable future.

Our group, with the keywords GADAS (GX, AI, DX, Automotive, Semiconductor), goes beyond traditional software development. We create services that integrate IT (Information Technology) and OT (Operational Technology) through cutting-edge AI technologies to build a sustainable future.

Diversity is our strength. Our officers and employees unite as one to generate innovative ideas through co-creation with our customers. We foster a vibrant workplace where each individual's uniqueness shines, mutual respect is upheld, and energy thrives.



FPT Japan Chairman, FPT Corporation

TORU TANIHARA

5 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
- FPT Japan’s ESG efforts mirror FPT Software’s global priorities and actions

	Key theme (Materiality)	Main initiatives	FY 2025
E	<ul style="list-style-type: none">• Climate change (De-carbonization)	<ol style="list-style-type: none">1. Acceleration of environmental management towards achievement of Carbon Neutrality by 20402. Contribution to CO2 reduction through Agencies/ Suppliers	<ol style="list-style-type: none">1. Decrease Scope 1 and Scope 2 emissions by 20%2. Decrease Scope 3 emission by 5% (Compared to FY2021)
S	<ul style="list-style-type: none">• Labor & human rights• Diverse human resources	<ol style="list-style-type: none">1. Diverse human resources with an increased international labor force in FPT Software2. Achieve gender parity among senior executives, those in managerial positions, and all employee levels by FY2030	<ol style="list-style-type: none">1. Increase the ratio of international labor to 30%2. Maintain the ratio of female employees at 40% (Compared to FY2021)
G	<ul style="list-style-type: none">• Corporate governance• Supply chain sustainability• Compliance	<ol style="list-style-type: none">1. Strengthening of collaboration with suppliers from a human rights/ environmental perspective2. Eradication of serious compliance incidents	<ol style="list-style-type: none">1. Increase rate of Agencies/ Suppliers agreeing to procurement policy to 50% (Compared to FY2021)2. No. of serious incidents: 0

Participation in international initiatives

FPT Japan 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.

Global Compact Network Japan (GCNJ)

FPT Japan became a signatory from 2023 onwards



Global Reporting Initiative (GRI)

FPT Japan applied GRI to report from 2022 onwards



EcoVadis

FPT Japan joined from 2019 onwards
Received Silver Medal in 2024, 2025



Diversity & Inclusion (D&I) Award

FPT Japan received D&I Award in 2024



Japan Business Federation (Keidanren)

FPT Corporation joined from 2020



Participation in international initiatives

FPT Japan 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.

Privacy Mark

FPT Holdings Japan received certificates from 2019
FPT Software Japan received certificates from 2021
FPT Nearshore Japan received certificates from 2023
FPT Consulting Japan received certificates from 2025



ISO 27001:2022

FPT Holdings Japan received certificates from 2019
FPT Software Japan received certificates from 2020
FPT Nearshore Japan received certificates from 2021
FPT Consulting Japan received certificates from 2025



ISO 45001:2018

FPT Holdings Japan received certificates from 2025
FPT Software Japan received certificates from 2025



ISO 14001:2015

FPT Holdings Japan received certificates from 2023
FPT Software Japan received certificates from 2024

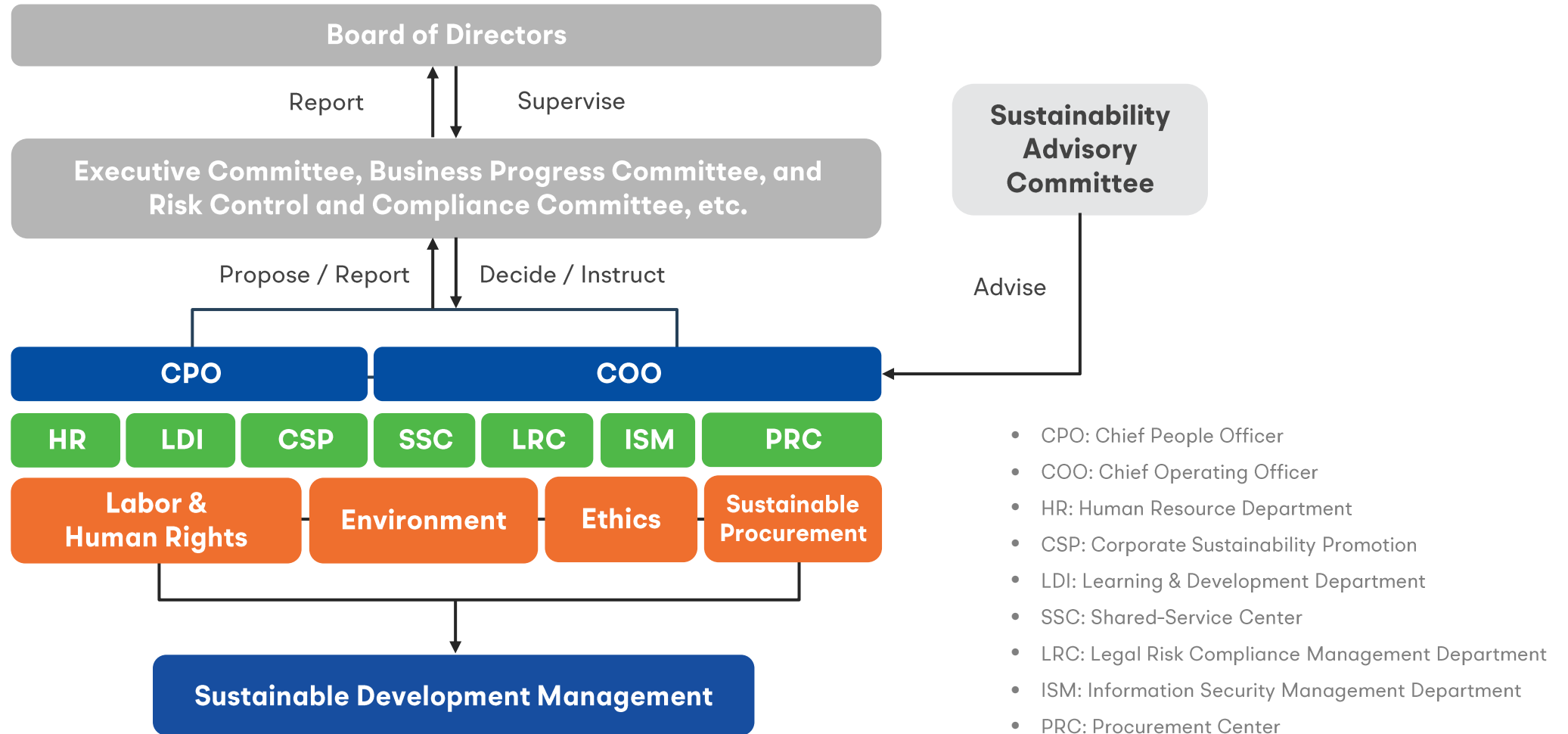


ISO22301:2019

FPT Holdings Japan received certificates from 2024
FPT Software Japan received certificates from 2024



FPT Japan management implementation framework for sustainability



FPT Japan look 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, and also we would like to refer our stakeholders' opinions for setting future sustainability goals and strategies and sustainability reporting.

With the continuous efforts on the journey of Sustainable Development, FPT Japan conducts a survey to engage stakeholders on the key aspects of Sustainable Development together with the project.

Determination of key areas

Steps of implementation

Steps	Outputs
Recognize 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 Japan to focus on in the coming years and (3) evaluating FPT Japan'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

List of important aspects - ESG priorities

Environment

- ① Environmental policies
- ② Climate actions - strategies
- ③ GHG inventory results in 2024
- ④ Renewable energy transition
- ⑤ Carbon offset efforts
- ⑥ Waste management approach
- ⑦ Training CSR for all employees
- ⑧ Maintain and continuously improve ISO14001 environmental management system

Social

- ① Our values
- ② Health & safety
- ③ Working conditions
- ④ Personal development & training
- ⑤ Respect for Human rights
- ⑥ Social dialog
- ⑦ Child & forced labor
- ⑧ Diversity, equity & inclusion
- ⑨ Our CSR highlights

Governance

- ① Code of Business Conduct
- ② Anti-Corruption and anti-bribery
- ③ Prevention of unfair competition
- ④ Information management
- ⑤ Supply chain management
- ⑥ Sustainable procurement

2 Environment

- ① Environmental policies
- ② Climate actions - strategies
- ③ GHG inventory results in 2024
- ④ Renewable energy transition
- ⑤ Carbon offset efforts
- ⑥ Waste management approach
- ⑦ Training CSR for all FPT Japan employees
- ⑧ Maintain and continuously improve ISO14001 environmental management system





1 Environmental policies



Our commitments:

- Complying with local environmental protection laws and other commitments made by our company and striving to minimize any adverse impact on the environment;
- Promoting the business activities in consideration with environmental impacts;
- Continuously improving the environmental management system.

Specific actions:

- Promote using electricity from renewable energy
- Reduce waste by reusing, recycling office supplies
- Promote using eco-supplies
- Raising awareness of environmental issues via clean-up activities, etc.
- Maintain afforestation activities yearly
- Standardize and control greenhouse gas emissions in company
- Maintain and improve ISO14001 environmental management system

2 Climate actions - Strategies

Our strategy for carbon neutrality is to reduce emission from Scope 1, 2, 3 and offset the remaining emission as below:

Scope 1

Actions

- Transit company-owned vehicle fleet to EV/HV vehicles
- Limit travel by personal vehicles

Scope 2

Actions

- Transit to using renewable electricity
- Apply automatic air conditioning shutdown mode in the office
- Train employees on saving electricity

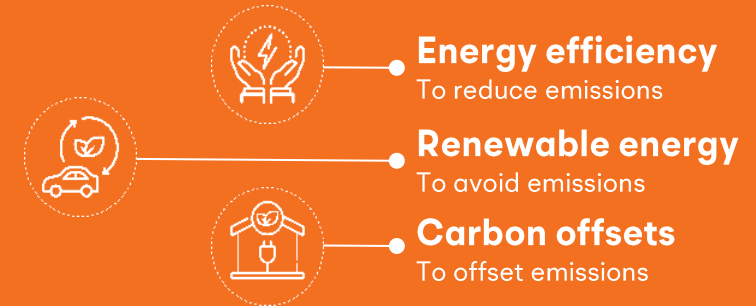
Scope 3

Actions

- Promote hybrid working model to reduce commuting to work
- Prioritize public transportation
- Optimize business travel
- Prioritize using environmental-friendly materials
- Reduce e-waste by having office electric appliances re-used

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

Approach to carbon neutrality



Carbon neutrality

in 2040 - align with FPT Software climate change's commitment, early than Vietnam 10 years



FPT Japan's climate commitment

(1) Medium-term target to 2025 is to reduce carbon emissions in Scope 1 and 2 by 20%, Scope 3 by 5% compared to 2021.

(2) The long-term goal to 2040 is Net zero as committed by FPT Japan, as well as FPT Software's global effort.

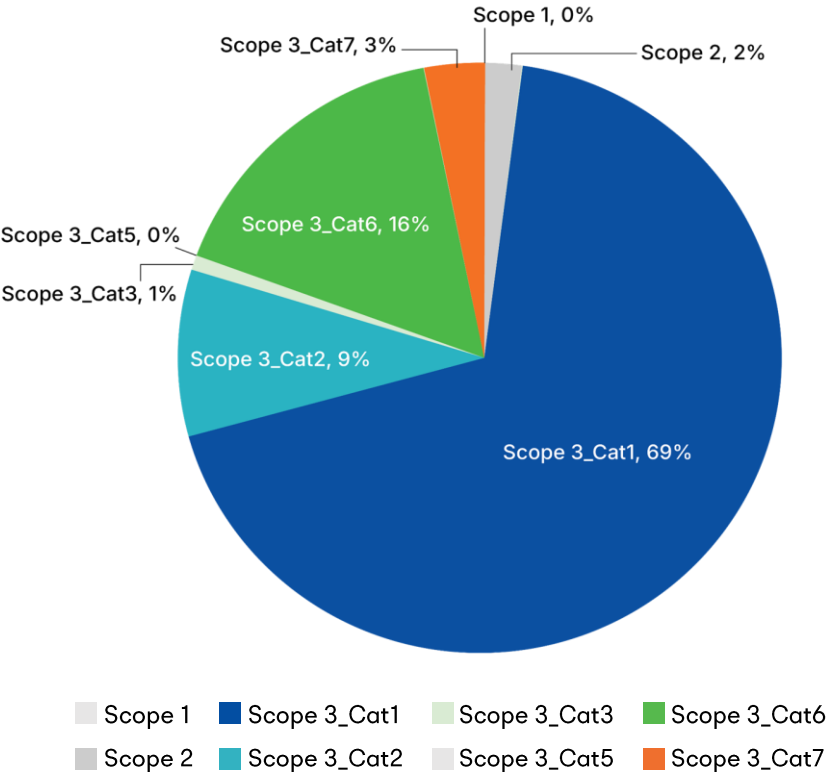
3

GHG inventory results in 2024

Inventory scope:

applied for all affiliated units and locations of FPT Japan Group (include 7 affiliated units with 17 locations in Japan as below)

No.	Affiliated units
1	FPT Japan Holdings
2	FPT Software Japan
3	FPT Nearshore Japan
4	FPT Consulting Japan
5	FPT Techno Japan
6	FPT Japan Academy
7	NAC



Emission factor / Justification

The data presented above is calculated in compliance with ISO 14064-1 and SBTi. Emission factors are obtained from the Japanese Ministry of the Environment website. This data was disclosed on our company website. For details, refer [HERE](#).

Source of Emission factor: [排出原単位データベース | グリーン・バリューチェーンプラットフォーム | 環境省](#)

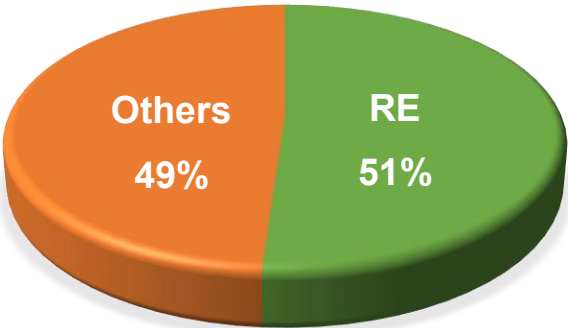
GHG emissions from 2022 to 2024 (t-CO2e)

Scope and categories	2022	2023	2024
Scope 1 Gasoline	16	27	29
Scope 2 Electricity	459	250	308
Total Scope 1 & 2	475	277	337
Scope 3_Cat1 Capital Goods	11,139	17,879	12,070
Scope 3_Cat2 Construction cost (big purchase)	264	802	1,605
Scope 3_Cat3 Distribution and transmission of electricity	39	51	88
Scope 3_Cat5 Waste emissions	0	1	5
Scope 3_Cat6 Business travel expenses	595	1,589	2,868
Scope 3_Cat7 Employee commute	633	1,202	544
Total Scope 3	12,670	21,524	17,181
Total scope 1 & 2 & 3	13,145	21,801	17,518

4 Renewable Energy (R.E) transition

With the effort to reduce Scope 2 GHG emissions from electricity consumption by 20%, we have strengthened our transition toward the use of electricity from renewable energy sources. In FPT Japan, there are 5 offices (out of 17 offices) using RE electricity which raised the RE usage ratio up to 51% out of total electricity usage amount of FPT Japan and helped reduce **275 tCO2e** in 2024.

R.E USAGE RATIO IN 2024



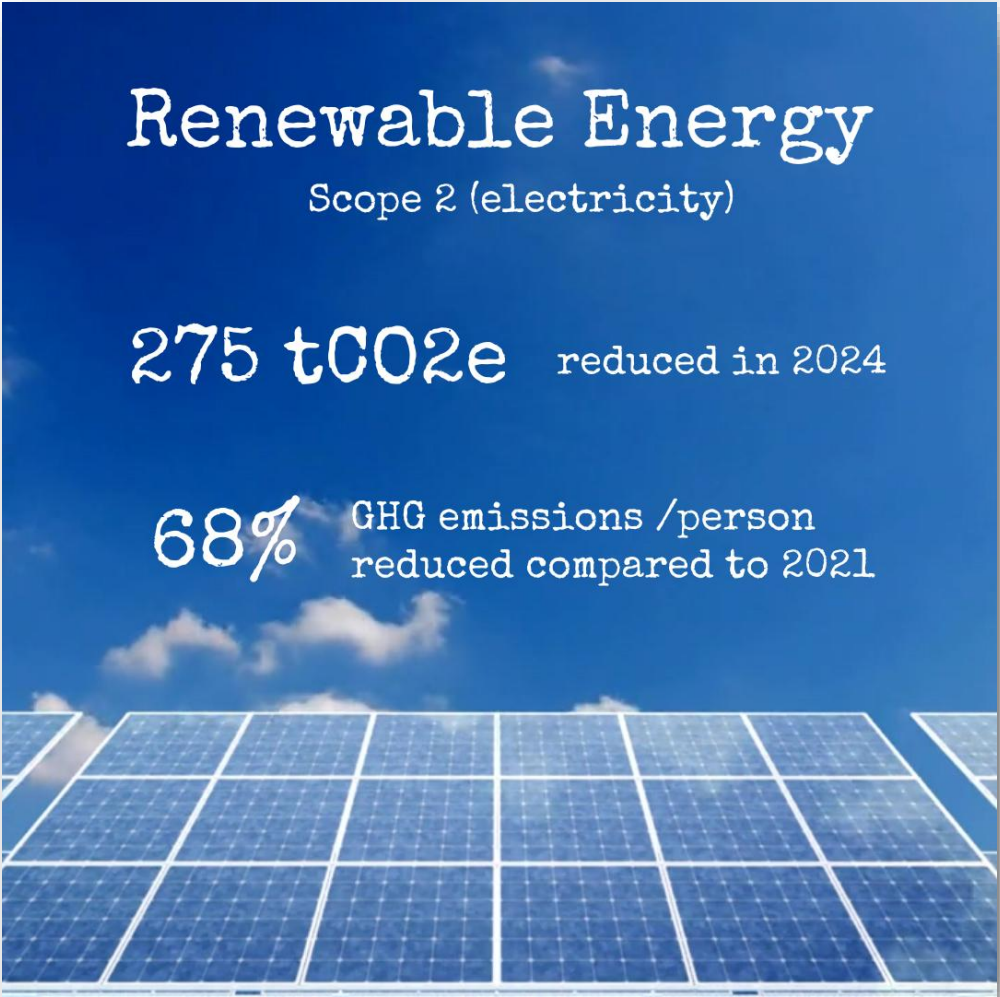
Renewable electricity usage status of 5 offices in FPT Japan					
No.	Affiliated unit/location	Registered year	Usage amount (kwh) by year		
			2022	2023	2024
1	Osaka office Osaka-fu Osaka-shi Kita-ku Dojima 2-4-27 JRWD Dojima Tower 16F	From Apr 2021	21,659	24,129	58,073
2	Tokyo Intelligent Operations Center Tokyo Minato-ku Shibakouen 1-7-6 KDX Hamamatsucho Place 6F	From Apr 2022	184,135	296,404	283,534
3	Nagoya office Aichi-ken Nagoya Nishi-ku Ushijimacho 6-1 Nagoya Lucent Tower 11F	From Apr 2022	28,241	57,856	66,248
4	FPT Japanese Academy (FPT Nippori Bldg) Tokyo Arakawa-ku Higashi Nippori 4-3-5	From Dec 2023	-	4,189	55,516
5	Tokyo Head office Tokyo-to Minato-ku Mita 3-5-19 Tokyo Mita Garden Tower 33F	From Sep 2024	-	-	197,892
Total RE usage amount (No.1~5)			234,035	382,578	661,263
Total electricity consumption in FPT Japan (17 offices) – Total scope 2			570,943	806,203	1,293,562

4 Renewable Energy (R.E) transition

Total energy consumption per capita over the years – Scope 2

The chart below shows the changes in CO₂ emissions of Scope 2 (electricity) from 2021 to 2024, indicating the increase in total CO₂ emissions due to the company’s significant expansion. However, CO₂ emissions per capita have decreased 0.2 tCO₂ (equal to 68%) compared to 2021 (base year), significantly surpassing the 20% reduction target set for 2025.

Year	2021	2022	2023	2024	2024 vs 2021
GHG consumption (tCO2)	206.6	459	249.7	308.4	49%
No. of employee (pax)	713	1879	2595	3306	364%
GHG emissions /person (tCO2)	0.29	0.24	0.10	0.09	-68%



Reference:
Renewable electricity
usage certificate

Osaka office

Picture:
Non-fossil certificate transaction
result certificate with tracking

トラッキング付非化石証書取引結果証明書

不動産信託受託者三井住友信託銀行株式会社 様

2024 年 12 月 10 日
関西電力株式会社

平素は弊社事業に格別のご理解とご協力に対し厚く御礼申し上げます。
2023年度の実績非化石証書量等につきまして、下記のとおりお知らせいたします。

記

1. 提供先

契 約 名 義	不動産信託受託者三井住友信託銀行株式会社
需 要 場 所	大阪市北区堂島 2 丁目 4 - 2 7 J R E 堂島タワー
供 給 地 点 特 定 番 号	06-1011-2000-0006-7301-0000
お 客 さま 番 号	01-12-0000-006730
環 境 価 値 メ ニ ュー	再エネ E C O プラン・トラッキング付書（特別高圧・高圧）

※2024年3月分ご請求時点のご契約内容を表示しております。

2. 環境価値メニューご使用実績・実績非化石証書量 (注1)

月 分	ご使用期間	環境価値メニュー ご使用実績 (受電端・kWh)	実績非化石証書量 (注2) (送電端・kWh)
2023 年 4 月 分	4月1日～4月30日	449,756	463,188
2023 年 5 月 分	5月1日～5月31日	477,352	491,609
2023 年 6 月 分	6月1日～6月30日	524,097	539,750
2023 年 7 月 分	7月1日～7月31日	598,363	616,234
2023 年 8 月 分	8月1日～8月31日	628,663	647,439
2023 年 9 月 分	9月1日～9月30日	581,704	599,077
2023 年 10 月 分	10月1日～10月31日	477,299	491,554
2023 年 11 月 分	11月1日～11月30日	468,451	482,442
2023 年 12 月 分	12月1日～12月31日	524,874	540,550
2024 年 1 月 分	1月1日～1月31日	530,658	546,507
2024 年 2 月 分	2月1日～2月29日	478,157	492,438
2024 年 3 月 分	3月1日～3月31日	510,721	525,974
年度計		6,250,095	6,436,762

(注1) ご使用実績が存在しない月は「-」で表示しております。

(注2) 送電端とは、お客さまが使用された電力（受電端）に送配電損失量を加えた値であり、非化石証書の取引の単位を示します。

3. 属性情報詳細
別紙のとおり。

以 上

Reference:
Renewable electricity
usage certificate

Tokyo Intelligent
Operations Center



発行日 : 2025年3月17日
発行者 : 一般社団法人日本卸電力取引所
証書番号 : A017032

東京電力エナジーパートナー株式会社 殿

非化石証書

当非化石価値は2024年4月から2025年3月までに使用した電力に対して活用が可能です。

証書種別	FIT
非化石価値	477,715 kWh

電力メニュー

小売電気事業者 名称	東京電力エナジーパートナー株式会社
小売電気事業者 登録番号	A0269
メニュー名	/ グリーンベーシックプラン (Aコース)
備考	お客さま番号:001-0010102295000 (社用コード:2403-001749) KDX不動産投資法人 KDX浜松町プレイス

内訳

発電設備区分	非化石価値	(内、運用後15年未満)
太陽光	477,715 kWh	477,715 kWh



二次元コードを読み取ることで、保有している非化石価値の設備に関する詳細をご確認いただけます。

Picture 1: Non-fossil fuel certificate

KDX不動産投資法人 御中

東京電力エナジーパートナー株式会社

2024年度第3四半期 実績非化石証書量のお知らせ

毎度ご利用ありがとうございます。2024年度第3四半期の実績非化石証書量等についてお知らせいたします。

記

◆ご契約内容

ご契約名義	KDX不動産投資法人 KDX浜松町プレイス
ご使用場所	東京都港区芝公園一丁目7番6号
お客さま番号	001-0010102295000
契約種別(メニュー名)	グリーンベーシックプラン(Aコース)
提供期間	2024年04月 ~ 2024年12月
契約非化石証書量	2,100,670kWh
実績算定方法	比率 100%

◆実績非化石証書量

2024年度					単位:kWh
	4月	5月	6月	第1四半期計	
使用電力量	156,221	160,802	169,910	486,933	
実績非化石証書量	156,221	160,802	169,910	486,933	
	7月	8月	9月	第2四半期計	
使用電力量	221,834	218,297	194,102	634,233	
実績非化石証書量	221,834	218,297	194,102	634,233	
	10月	11月	12月	第3四半期計	
使用電力量	168,338	148,003	161,374	477,715	
実績非化石証書量	168,338	148,003	161,374	477,715	
	1月	2月	3月	第4四半期計	
使用電力量	-	-	-	-	
実績非化石証書量	-	-	-	-	
年度累計					
	使用電力量			1,598,881	
	実績非化石証書量			1,598,881	
提供期間合計	使用電力量			1,598,881	
	実績非化石証書量			1,598,881	

以上

Picture 2: Notice of the Actual certified non-fossil fuel amount

Reference:
Renewable electricity
usage certificate


Nagoya office

Non-fossil certificate transaction
result certificate with tracking

CO₂フリー電気 購入実績証明書

企 業 名	名古屋ルーセントタワーオフィス部会
需 要 場 所	名古屋ルーセントタワー
所 在 地	名古屋市西区牛島町 6 番 1 号
購 入 期 間	2024年4月～2025年3月
購 入 電 力 量	20,489,616kWh

本書は中部電力ミライズ株式会社の販売する「CO₂フリー電気※」の購入実績を証明するものです。
「CO₂フリー電気」をご購入いただくことにより、お客さまのCO₂排出量削減とともに再生可能エネルギー普及・拡大に貢献いたします。



2025年4月10日
中部電力ミライズ株式会社
名古屋営業本部法人営業第3部長 平澤 正史
中部電力ミライズ

※「CO₂フリー電気」とは、環境省および経済産業省によって毎年公表される「電気事業者ごとの基礎排出係数及び調整後排出係数の算出及び公表について（改正された場合は、改正に使う。）」に基いて再生可能エネルギー排出係数を算出したとき、当該排出係数がゼロとなるものであり、中部電力ミライズが調達した化石電源を主とする電気に、非化石電源の電力量を付加することで、実質的にCO₂ゼロエミッションを実現しています。

FPT Japanese Academy
(FPT Nippori Bldg)

RE100 electric power
certificate

RE100電力証明書

FPT日暮里ビル 様



Green Power
eneserve

再生可能エネルギー指定のトラッキング付非化石証書の使用により
再生可能エネルギー100%電気の供給を行うことを証明します。

発 行 日 : 2024年9月5日
利 用 期 間 : 2024年12月2日 ~ 2025年12月1日



エネサーブ株式会社
〒520-2152
滋賀県大津市月輪2丁目19番6号
小売電気事業者登録番号 A0014



Reference:
Renewable electricity
usage certificate

Tokyo Head Office

Picture:
Notice of the Actual certified non-fossil
fuel usage amount (Detail)
From Sep 2024 to Mar 2025

住友不動産東京三田ガーデンタワー

グリーンベシックプラン実績非化石証書量のお知らせ（内訳）
2024年9月分～2025年3月分

◆ご契約内容

テナント名	FPTジャパンホールディングス株式会社
契約年間非化石証書量(kWh)	296,404
証書種別	FIT

◆実績非化石証書量および属性情報

年月	実績非化石証書量 kWh	発電設備区分	発電年	発電所所在地
2024年9月	38,982	太陽光	2024年	和歌山県
2024年10月	29,560	太陽光	2024年	鹿児島県
2024年11月	28,761	太陽光	2024年	鹿児島県
2024年12月	31,112	太陽光	2024年	鹿児島県
2025年1月	26,225	太陽光	2024年	高知県
2025年2月	29,614	太陽光	2024年	高知県
2025年3月	25,933	太陽光	2024年	高知県
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
期間合計	210,187			

※発電開始15年以内の発電設備由来の非化石証書となります。以上
東京電力エナジーパートナー株式会社

5 Carbon offset efforts

Afforestation activity

FPT Japan set a target of planting 5000 trees by 2025 and strive to maintain this activity yearly.

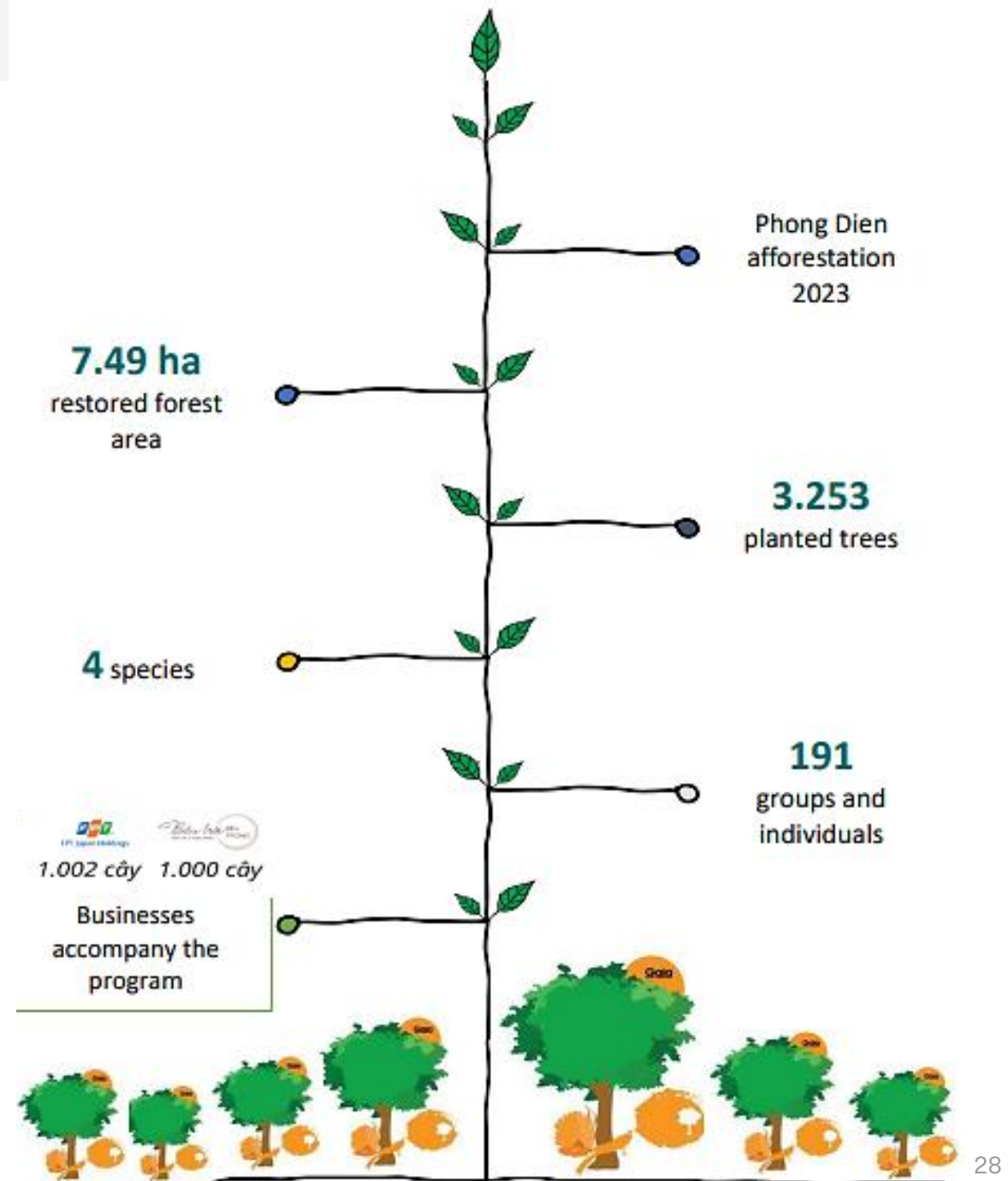
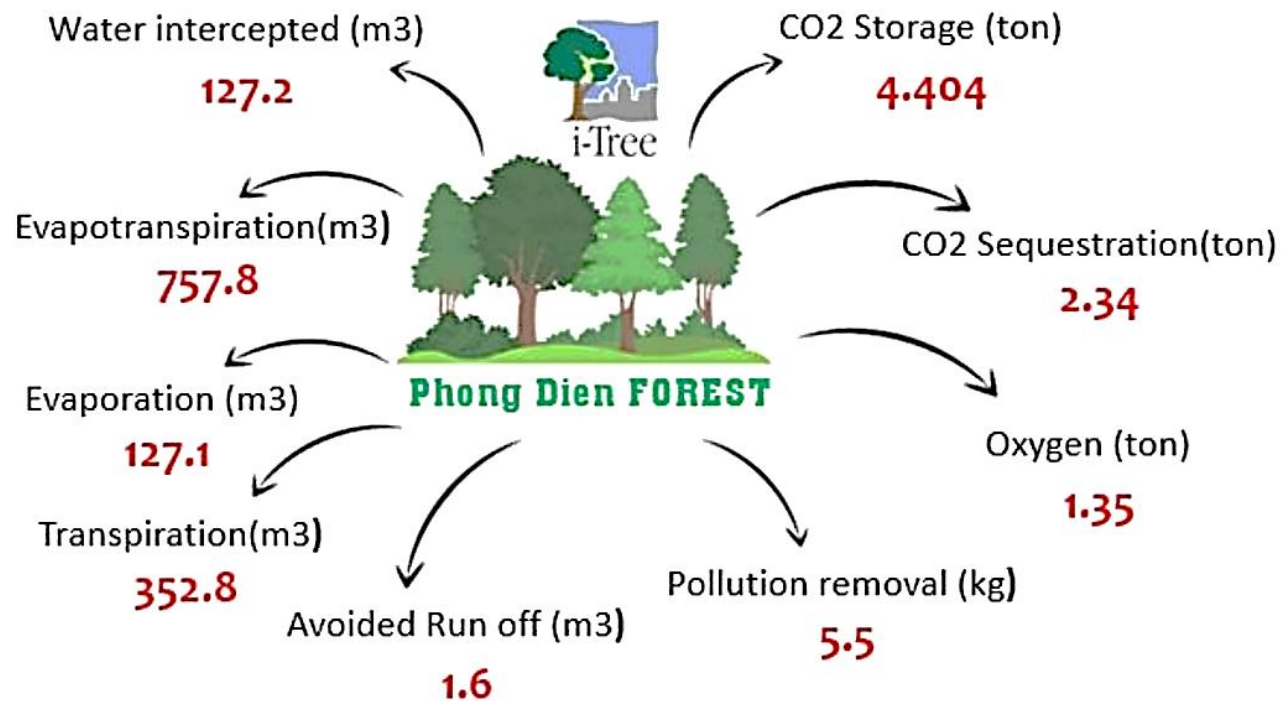
In December 2023, FPT Japan sponsored for **1,002 trees planted at Phong Dien Forest** in Da Nang Vietnam. This helped bringing the total number of trees planted to 3,500 by the end of 2024. Kindly refer [HERE](#) for more information.



Afforestation activity

With 1002 trees planted – we helped reduce

1,357 tCO₂e in the 1st year 2024





6 Waste management approach

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

FPT Japan operates in the IT sector, so most of our waste are IT equipment waste such as laptop, monitor, etc. We strive to address environmental issues, find out measures and bring them into daily work. We are committed to not only comply with environmental regulations but also make efforts to reduce waste (especially e-waste), switch over to the use of eco-friendly materials, optimize operations, as well as garbage segregation and awareness training activities.



92%

laptop reused in 2024
(399.6 kg / 435.6kg)



100% 楽楽精算

paperless movement by shifting to online accounting system which saved 9000 man-hour per year



50%

of the office appliances are eco friendly (transitioning gradually)



Annual

Environment clean-up activities in various locations such as riverbank, parks, beaches, etc. in Tokyo, Nagoya, Fukuoka, etc.

6 Waste management approach

E-waste reduction - Laptop reuse promotion

As part of our commitment to environmental sustainability and circular economy practices, FPT Japan launched a program to resell liquidated office appliances (including laptops, monitors, and other electronic devices) to employees with the target of achieving laptop reuse ratio above 95% by 2025.

This initiative not only extended the life cycle of IT assets but also significantly reduced the volume of e-waste generated by the company. In 2024, total amount of liquidated laptop amount is **435.6 kg** (in which 32.4 kg disposed and 399.6 kg reused)



Laptop reuse performance of FPT Japan by year:

Year	Liquidated amount		Disposed amount		Reused amount		Reused ratio
	pcs	kg	pcs	kg	pcs	kg	
2022	320	384	40	48	280	336	87.5 %
2023	522	626.4	22	26.4	496	595.2	95.0 %
2024	363	435.6	27	32.4	333	399.6	92.0 %

6 Waste management approach

Waste reduction - Paperless promotion

As a key Digital Transformation project, from 2022 FPT Japan applied **online accounting system - Rakuraku seisan** and switch over to paperless accounting activities, promote Green Office and saving cost & efforts in printing and document arrangement. Specifically, the OCR function reduces the payment effort of all employees of FJP, linking data with IC cards, credit cards to support partial data entry, estimated to **save 9,000 man-hour per year**.

The cost of envelopes and postage stamps for sending the original documents to AF will be saved by an estimated **110000 yen** per year.

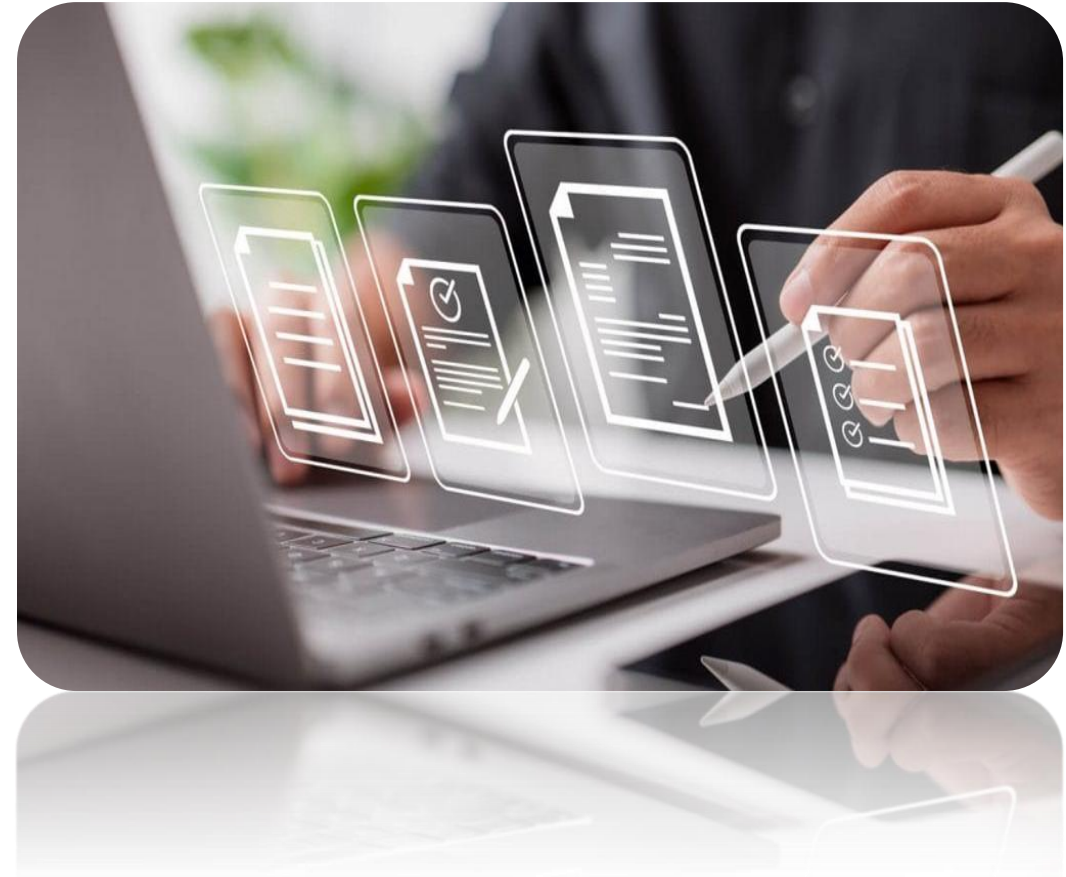


6 Waste management approach

Waste reduction - Paperless promotion

Build up company digital pamphlet delivery system on websites.

Promote digitalization of questionnaire collection for visitors to exhibitions, etc.



6 Waste management approach

Eco friendly appliances promotion

163,640 pcs business card from FSC certified paper



~230,000 pcs of Printing paper from recycled paper



~6144 Drinking bottles without plastic label





6 Waste management approach

Clean-up activities

Every year, FPT Japan implement garbage picking-up activities at various locations such as riverbank, parks, beaches, etc. in Tokyo, Nagoya, Fukuoka, etc. which not only help clean up the environment but also to raise awareness of employees in environmental protection activities.

Picture: Picking up garbage at Arakawa riverbank on 31st Mar 2024 with 40 members. The total amount of collected waste included 16 bags of burnable waste (45 liters each), 2 bags of plastic bottles (25 liters), 2 bags of cans (25 liters), and 7 large waste items.





7 Training CSR for all FPT Japan employees

FPT Japan conduct CSR training yearly to all employees (include 7 affiliated units with 17 locations) to raise their awareness about environmental protection and also social responsibility activities and Sustainable Development Goals.

In 2024, the participation rate reached **99.7%**, exceeding the initial target of **95%**.

The banner features the FPT Japan Holdings logo, Sustainable Development Goals logo, Ecovadis Silver | Top 15% Sustainability Rating MAR 2024, and ISO 14001:2015 certification. The main text reads 'CSR TRAINING' with the dates '2024.08.08 ~ 2024.08.29'. On the right, a hand holds a glowing lightbulb with the text 'Corporate Social Responsibility' and 'CSR' overlaid. The bottom of the banner says 'Corporate Sustainability Promotion'.

8 Maintain ISO14001:2015 environmental management system

From 2023, FPT Japan has applied the ISO 14001:2015 Environmental Management System for two companies (out of six) as part of our commitment to sustainable and responsible business practices.

The system was yearly audited and certified by BSI Japan, a globally recognized auditing organization.

Certified company:

- FPT Japan Holdings Co., Ltd.
- FPT Software Japan Co., Ltd.



ISO14001:2015
Environmental
Management System

3

Social

- 1 Our values
- 2 Health & safety
- 3 Working conditions
- 4 Personal development & training
- 5 Respect for Human rights
- 6 Social dialog
- 7 Child & forced labor
- 8 Diversity, equity & inclusion
- 9 Our CSR highlights



1 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

2


Health & safety

Occupational health and safety is a prerequisite for a good work environment. FPT Software 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	2021	2022	2023	2024
Percentage of employees trained in occupational safety and health (All employees take this course upon joining the company)	100%	100%	100%	100%
Number of safety and health committee meetings in a year (Hold every month)	12	12	12	12
Percentage of employees covered by a formal joint labor-management safety and health committee	100%	100%	100%	100%
Percentage of workplaces where employee health and safety and health risk assessments have been conducted	25%	25%	25%	25%
Occupational accidents in the year (All occurrences were commuting accidents)	1	1	7	1
Employment insurance participation rate (Only those who are required by law to take out the insurance)	100%	100%	100%	100%
Annual health checkup participation rate	76%	81%	84%	87%
Annual stress check submission rate	71%	70%	69%	78%


Highlight activities




Occupational safety training



Employee health check



Medical clinics and health insurance for employees



Safe and productive working environment

3 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 they also have a full-fledged leave system for employees to take care of themselves and their families, including maternity leave, childcare leave, and family care leave.
- 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, retirement benefits, company housing, and assistance with health checkups and vaccinations for dependents
- 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.

3

Working conditions

Employees are FPT Software'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 Japan complies with the provisions of Japanese labor law and aims to meet the needs of employees and their families.

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



Reporting indicators

Criteria	2021	2022	2023	2024
Number of employees	1,504	1,879	2,495	3,306
Number of new hires	291	689	929	1,544
Number of retirees	234	262	275	366
Average monthly overtime hours per employee	11 hours	13 hours	13 hours	10.81 hours
Paid leave acquisition rate	72.6%	66.3%	71.1%	65%
Number of people taking childcare leave	Male : 32 Female : 59	Male : 50 Female : 71	Male : 79 Female : 39	Male : 116 Female : 55
Childcare leave acquisition rate	-	Male : 68% Female : 100%	Male : 66% Female : 100%	Male : 74% Female : 100%
Childcare leave return rate	-	Male : 100% Female : 98%	Male : 100% Female : 100%	Male : 100% Female : 100%
Number of people taking nursing care leave	Male : 0 Female : 0	Male : 0 Female : 0	Male : 0 Female : 1	Male : 0 Female : 1

Fair evaluation, training, and optimization of staffing

With the goal of evaluating employees in a comprehensive, effective, fair and transparent manner, in 2024, FPT Japan continued to maintain the employee evaluation system, including many aspects; bi-annual evaluation of employees' work performance, evaluation of Job Objectives and Competencies of the Management every year.

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 CSR, health and safety, and information security, 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.



4 Employee training activities

Notes: all courses below are conducted at FPT Japan include 7 affiliated units with 17 locations in Japan in 2024.

No.	Objectives	Activities to achieve the objectives	Result
1	Day One training	Implementing twice per month for new employees. Company Introduction, Lectures to help them adapt to the company smoothly, Explanation of company regulations such as work rules, ISMS Training	100% trained new employees (1,108 / 1,108)
2	ISMS refresh training	Training on information security knowledge, rules, case studies, etc. with comprehensive test.	100% employees trained (2,973 / 2,973)
3	ISO & Pmark training	Training on Information Security Management Systems and Personal Information Management Systems, focusing on secure information protection practices with comprehensive test	100% employees trained (2,630 / 2,630)
4	CSR training	Training to raise employee awareness of environment, diversity and inclusion, equality, fairness, and sustainability, as well as surveys related to these issues.	99.7% employees trained (2,894 / 2,904)
5	Fair recruitment	Implementing measures for hiring managers to prevent discrimination at the recruitment stage. Designation of a “Fair Recruitment and Selection Human Rights Awareness Promotion Officer” in accordance with legal requirements.	100% trained recruitment staff (21/21) Selected by all 5 domestic group companies (exclude NAC and FPT Japanese language school)
6	Ensuring occupational safety	Employee training on occupational safety. Provide, maintain and periodically operate fire protection and occupational safety systems, Fire protection training for all employees.	100% trained staff 100% of employees are trained in fire prevention and fighting
7	Career or skill improvement	We offer career or skill improvement training programs specialized for all job types working at FPT Japan (account managers, project managers, delivery, consultants, back office) based on annual plans.	365,891 total training hours (For all employees); 3,755 trained employees; Average hours 97.4 hours; Average hours of career or skill improvement training 56 hours
8	Employee dialogue	Open talk event between our board of directors and employees Organized dialogue between the Company's Board of Directors and all employees.	Conducted in Mar, Aug and Oct

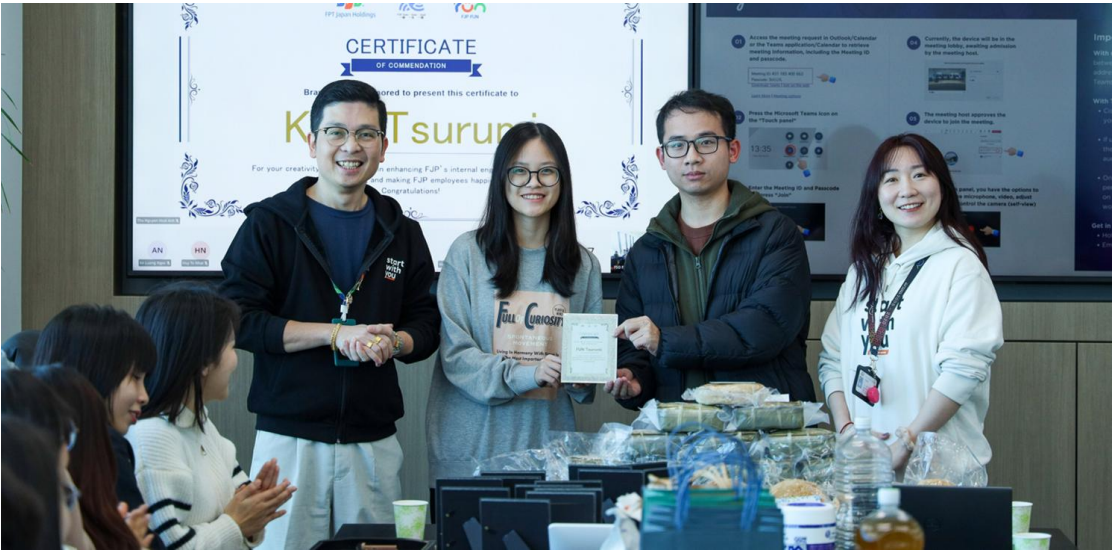
4

Personal development & training

FPT Japan 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 Japan 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 Japan, FPT Japan organizes career and skill training courses for officials and employees. Every employee when working at FPT Japan is granted an account to participate in training on the “ENRICH SKILLS” platform, which is accessible to all staff.



Criteria	Results in 2024
Average hours of career or skill improvement training	56
Total number of job-specific training courses	325
Number of students participating in professional training courses	3,713 (98.9%)

5 Respect for human rights

FPT Japan human rights policy

For FPT Japan to achieve sustainable success, it is essential that we have an environment where the human rights of others are respected. Employees will adhere to the following principles and build relationships of mutual respect with other employees, business partners, and other parties outside the company.

Our company has established principles in the FPT Japan Business Code of Conduct for all employees and clearly states the actions that employees should take.



Prohibition of discrimination

We prohibit acts that harm the dignity of individuals, such as discrimination, attack, and harassment based on nationality, age, gender, religion, creed, disability, or any other reason completely unrelated to the performance of work.

Respect for diversity

We respect the culture, customs, history, values, individuality, and diversity of countries and regions, and act with consideration for related parties.

Prevention of harassment

We strive to build a system to prevent human rights violations, including harassment, and in the event that they occur, we will promptly take corrective action and provide relief through appropriate internal and external procedures.

6 Social dialogue

We respect the freedom and equality of employees. All employees have the right to freedom of association and to express their opinions and voices.

Representatives of FPT Japan's employees are elected every 2 years through candidacy and fair elections, employees' voices are heard by the Safety and Health Committee, etc., and the company respects them to the utmost.

The collective labor agreement of FPT Japan is approved by the authorities and the regulations related to the rights of employees are agreed.

Every year, our company holds an online dialogue event called “Open Talk” where employees express their opinions. The dialogue holds in the form of an online live stream on our internal website, with the participation of our chairman, directors, deputy general managers, general managers, general managers/ department heads, and all employees. We also effectively operate a guideline and complaint/accusation process to resolve employee complaints and accusations.

In order to measure FPT Japan's response to employees from the perspective of working conditions and welfare benefits, we conduct an employee engagement survey every year, analyze the results, take measures in each department, and give them feedback.



Reporting indicators

Criteria	2021	2022	2023	2024
Percentage of total workforce in all locations covered by formal collective agreements regarding working conditions	100%	100%	100%	100%
Percentage of total employees across all locations covered by worker representatives	100%	100%	100%	100%
Percentage of employees participating in the employee engagement survey	78%	80%	80%	81.1%
Percentage of employees who receive regular performance and career development reviews	100%	100%	100%	100%
Number of social dialogue meetings in a year (Open talk with BOD and employees)	1	2	3	3
Number of allegations of harassment and violations of fairness in the workplace	None	None	None	4

7

Child & forced labor

Children and adolescents must have a comfortable life, be able to go to school and be happy, and for that goal, FPT Japan does not use child labor and juvenile labor by screening age when recruiting.

Everyone has the right to freedom and equality, and FPT Japan strongly opposes forced labor, as we believe that a good working environment creates good results. All employees at FPT Japan 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 Japan are not forced to work, and are able to enjoy an engaging, happy and comfortable work environment.

Reporting indicators

Criteria	2021	2022	2023	2024
Age of youngest employee	22	21	18	20
No. of complaints or denunciations about child or forced labor	0	0	0	0
Number of detected cases of violation of regulations on child labor and forced labor	0	0	0	0



8 Diversity, equity & inclusion

FPT Japan 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 are promoting it.

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.

As part of our ongoing efforts to support gender equity, we host annual initiatives celebrating International Women's Day and Vietnam Women's Day, and provide dedicated facilities such as a breastfeeding room to support the needs of female employees.

We also prioritize accessibility and inclusion for people with disabilities across all our business locations. Our offices are designed to be wheelchair-accessible, and we actively collaborate with schools serving students with special needs to offer internship opportunities. We continuously enhance our workplace by incorporating feedback from individuals with disabilities, as well as educators and support staff, ensuring that our spaces are welcoming and empowering for all.

In 2024, we began supporting the Silver Ribbon Movement, which advocates for greater awareness and understanding of neurological and mental health conditions. As a supporting partner, we sponsored the World Mental Health Day 2024 awareness event held at Tokyo Tower, reinforcing our commitment to mental health advocacy and inclusive community engagement.



8

Diversity, equity & inclusion

Indications of FPT Japan being a fair, inclusive and diverse work environment

Criteria	2021	2022	2023	2024
Number of nationalities of employees working at FPT Japan	14	19	22	29
Percentage of women in employees	31%	32%	32%	33%
Percentage of women in executive positions	17%	17%	23%	16%
Percentage of women in managerial positions	24%	29%	28%	23%
Average wage gap by gender, unadjusted	90%	84%	75%	89%
Percentage of employed seniors aged 60 and over	0.5%	0.6%	1.1%	2.0%
Percentage of people with disabilities employed	0.5%	0.6%	1.1%	1.6%



9 Our CSR highlights - in Japan

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



Green Sunday

Clean up the environment in various locations (Tokyo, Fukuoka, Kanagawa, etc.).



Blood donation

Donating blood to help saving lives and make a meaningful impact on the community in various locations (Tokyo, Nagoya, Fukuoka).
At Tokyo in 2024, there is 12.5liters of blood donated from 32 employees.



Monetary donation

Donating 3,000,000 Yen to Ishikawa prefecture to help reconstruction the city after the earthquake.

9 Our CSR highlights - in Vietnam

Ahead to Sustainable Development Goals, as annually, FPT Japan implements various activities not only in Japan but also in Vietnam.



Fundraising for recovering activities after disaster

FPT supported over 500 million VND for compatriots in Vietnam to recover damage after Yagi Typhoon in September 2024.



Japanese language training

Since 2024, we opened Japanese voluntary teaching class for children in HOPE school (who lost homes and parents due to Covid-19 pandemic).



Sponsoring school reform/ construction

We cooperated with HOPE Foundation in Vietnam to sponsor a series of construction and repair programs at schools for children in remote areas.

4 Governance

- ① Code of Business Conduct
- ② Anti-Corruption and anti-bribery
- ③ Prevention of unfair competition
- ④ Information management
- ⑤ Supply chain management
- ⑥ Sustainable procurement



1 Code of Business Conduct

FPT Japan 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 Japan has 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 Japan takes information security seriously, and always strengthens the information security system as our utmost business priority.



2 Anti-corruption and anti-bribery

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.

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.
- Issuing a complaint and denunciation process and assign the legal department to handle complaints and denunciations related to corruption.
- Inspect and evaluate departments with high risk of corruption every year.
- Sensitive transactions must be approved according to regulatory delegation of authority.

None

No allegations of corruption or bribery related to the company or its employees

100%

Employees are trained in business ethics

None

No corruption or bribery cases related to FPT Japan

100%

Company locations are evaluated annually for ethical issues

3 Prevention of unfair competition

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

100%

FPT Japan employees are trained on fair trade practices and competition regulations.

100%

sales staff understand and comply with regulations on dealing with customers and communicating with competitors.

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

NO

Complaints

about unfair competition involving the company.

100%

Company Locations

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

4 Information management

We, FPT Japan, believe that our mission is to contribute to our society, and to meet expectations of the stakeholders, including our customers, employees, and their families, through management of the information security system for the provision of software development, integration, operation and maintenance services, application support services, information system consulting services and staffing services.

In our business activities, we utilize many information assets, including information from our customers, partners, and employees. Therefore, we understand that to protect these information assets from threats, as well as to meet the expectations of customers and all stakeholders, our utmost business priority is to strengthen the information security system.

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

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

Results of implementing information security system

3 cases of information security incidents in 2024
(No. of serious incidents: 0)

100% Percentage of employees trained on information security

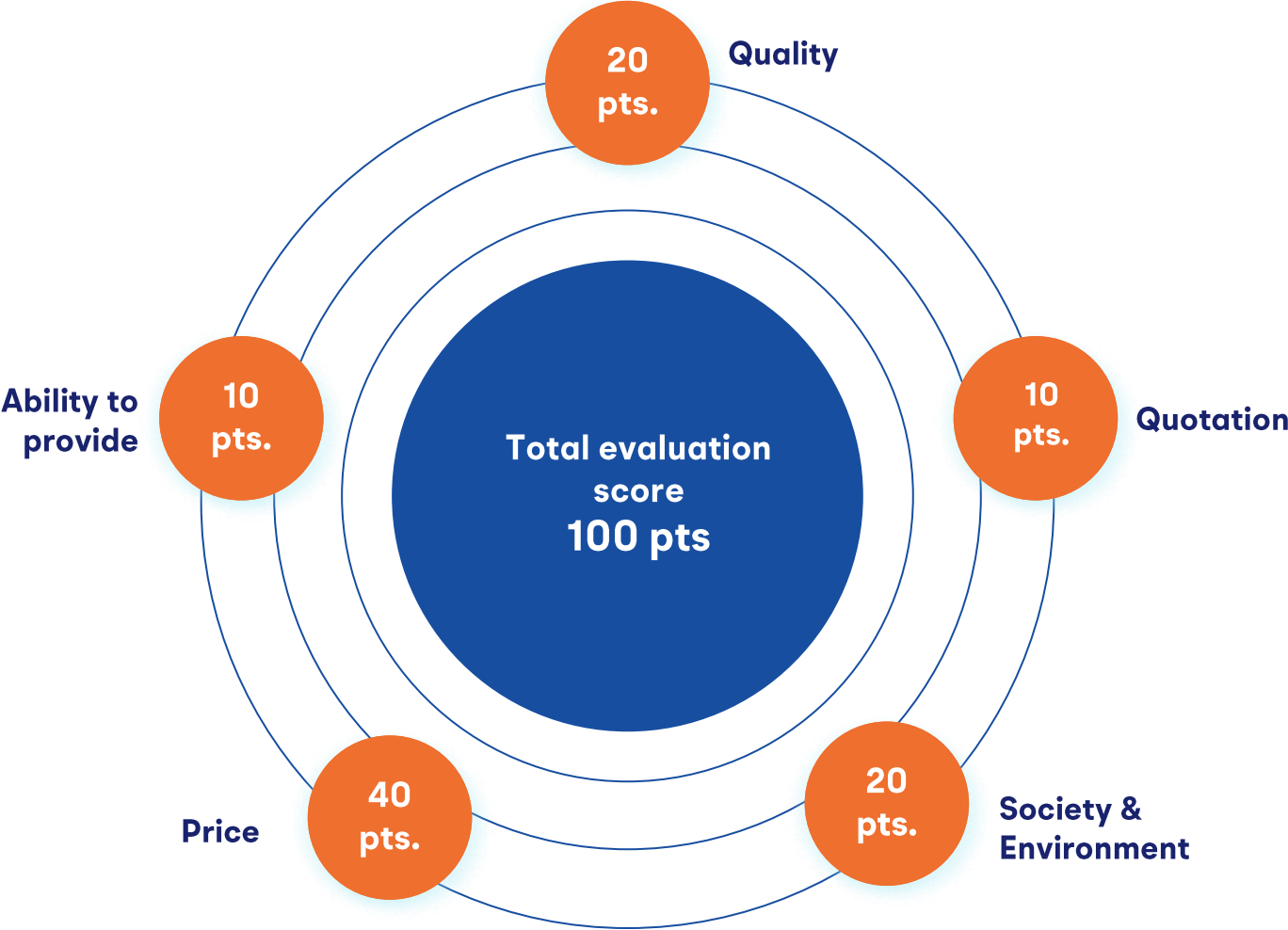
3 out of 6 Affiliated units have been certified with ISO27001:2022 (exclude FPT Japanese Academy)

100% Affiliated units subject to risk assessment and periodic information security assessment

5 Supply chain management



6 Sustainable procurement



Since 2022, FPT Japan has been taking measures to incorporate social and environmental requirements into the supplier selection and procurement process at the company. FPT Software is committed to creating and participating in the sustainable supply chains in Vietnam and globally

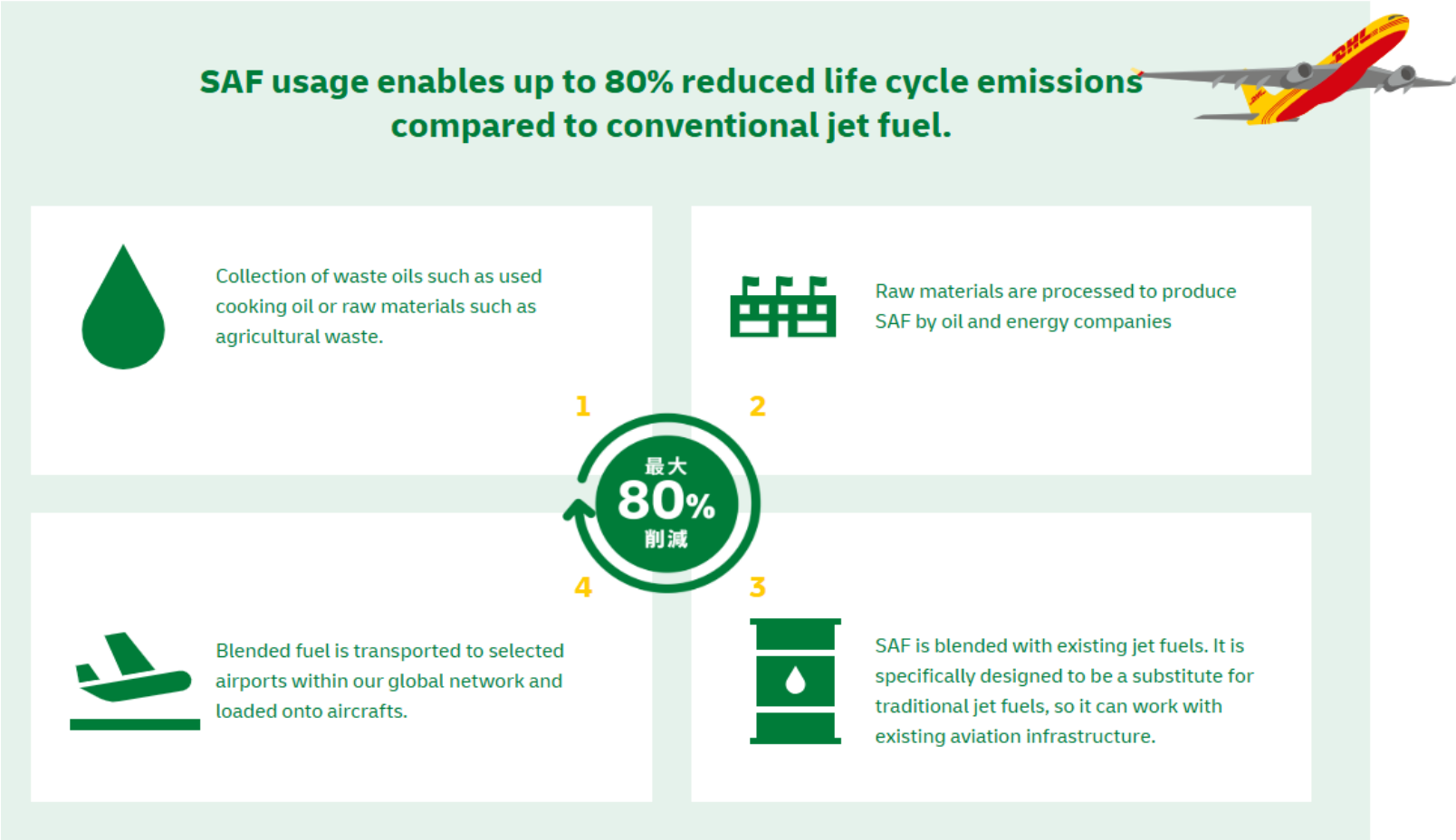
Along with the evaluation criteria of price, quality, social, human rights, ethical, and environmental criteria are also included in our supplier selection and monitoring evaluation criteria. All of our purchasing staffs are trained in evaluating supplier sustainability criteria.

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. We have annual incentives for suppliers who perform well in terms of reducing greenhouse gas emissions and reducing environmental pollution.

6 Sustainable procurement

As a part of the efforts to reduce carbon emissions directly within the logistics sector and supply chain, FPT Japan has contracted to apply Go Green Plus of DHL service supplier from 2025.

DHL Express’s GoGreen Plus is a service that reduces CO2 emissions from air transport by an amount equivalent to 30% through the use of Sustainable Aviation Fuel (SAF).



GRI contents

Disclosure	Content	Page
G2-1	Organizational details	5-8
G2-2	Entities included in the organization’s sustainability reporting	4,8
G2-3	Reporting period, frequency and contact point	4
G2-6	Activities, value chain and other business relationships	7
G2-7	Employees	41
G2-9	Governance structure and composition	14
G2-11	Chair of the highest governance body	9,10
G2-22	Statement on sustainable development strategy	9-10
G2-23	Policy commitments	11
G2-24	Embedding policy commitments	15
G2-27	Compliance with laws and regulations	53-55

Disclosure	Content	Page
G2-28	Membership associations	12-13
G2-29	Approach to stakeholder engagement	12-14
G3-1	Process to determine material topics	15
G3-2	List of material topics	11
G3-3	Management of material topics	15
201-3	Defined benefit plan obligations and other retirement plans	40
205-1	Operations assessed for risks related to corruption	54-55
205-2	Communication and training about anti-corruption policies and procedures	54-55
205-3	Confirmed incidents of corruption and actions taken	54
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	53-55

GRI contents

Disclosure	Content	Page
302-1	Energy consumption within the organization	20-26
302-3	Energy intensity	21,22
302-4	Reduction of energy consumption	20-26
305-1	Direct (Scope 1) GHG emissions	20
305-2	Energy indirect (Scope 2) GHG emissions	20,21
305-3	Other indirect (Scope 3) GHG emissions	20
305-5	Reduction of GHG emissions	21-26
306-1	Waste generation and significant waste-related impacts	29-32
306-2	Management of significant waste-related impacts	29-32
306-3	Waste generated	29
306-4	Waste diverted from disposal	30

Disclosure	Content	Page
306-5	Waste directed to disposal	30
308-1	New suppliers that were screened using environmental criteria	59
308-2	Negative environmental impacts in the supply chain and actions taken	59
401-1	New employee hires and employee turnover	41
403-1	Occupational health and safety management system	13,39
403-2	Hazard identification, risk assessment, and incident investigation	39
403-3	Occupational health services	39,40
403-5	Worker training on occupational health and safety	39
403-6	Promotion of worker health	39,40
403-8	Workers covered by an occupational health and safety management system	13,39
403-9	Work-related injuries	39

GRI contents

Disclosure	Content	Page
404-1	Average hours of training per year per employee	44
404-2	Programs for upgrading employee skills and transition assistance programs	44
404-3	Percentage of employees receiving regular performance and career development reviews	46
405-1	Diversity of governance bodies and employees	48,49
405-2	Ratio of basic salary and remuneration of women to men	49
406-1	Incidents of discrimination and corrective actions taken	46
414-1	New suppliers that were screened using social criteria	58
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	56

**FPT Japan Holdings Ltd., Co.**

Address: 108-0073 Tokyo, Minato District, Mita 3 chome 5-19 Sumitomo Fudosan Tokyo Mita Garden Tower 33F

Tel: 03-6634-6868

Fax: 03-6634-6869

<https://fptsoftware.jp/about-us/fpt-japan>

For queries related to sustainability disclosure:

Pham Thi Thanh Hoa (Chief Operating Officer of FPT Japan Holdings, FPT Corporation)

Email: hoaptt@fpt.com

2024 FPT Japan Holdings Ltd., Co.. All Rights Reserved. FPT Japan believes the information in this document is accurate as of its publication date, such information is subject to change without notice. FPT Japan acknowledges the proprietary right of other companies to the trademarks, product names and such other intellectual property rights mentioned in this document. Except as expressly permitted, neither this documentation nor any part of it may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, printing, photocopying, recording or otherwise, without the prior permission of FPT Japan and/or any named intellectual property rights holders under this document.