



### 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

### Target

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

#### ALL

of employees are evaluated, compared with a livable wage.

#### ALL

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

#### ALL

of employees' salaries are reviewed and evaluated annually.

### Activities

- Continuing the implementation of welfare policies aimed at safeguarding the physical and mental well-being of employees, including health check-ups for 100% of employees and FPTCare medical insurance coverage for 100% of employees;
- Organizing a series of programs focused on promoting Happiness, Health, Connectivity, and Camaraderie among employees;
- Sustaining investments in the creation of modern workspaces equipped with various amenities;
- Continuing to enhance and optimize the effectiveness of the pay-for-performance package program; emphasizing transparency, increased productivity, and early payment with a goal is to elevate employee income levels;
- Developing non-salary welfare policies such as the "Settle Down Comfortably" Policy (which supports employees in acquiring homes and vehicles) for 5,000 employees by 2026...

# Salary Review 2023

## Average wage of FPT University's Staff and Faculty 2023 (Unit: VND)

Year	Average wage of FPT University's Staff and Faculty	Vietnames living wage	Comparison between (1) & (2)
	(1)	(2)	(3)
2023	28,587,544	7,000,000	4

Staff and faculty at FPT University were paid 4 times more than the average wages of Vietnamese labor (stated on the Press release on labor and employment situation in the second quarter of 2023 published on the website of the General Statistics Office - Ministry of Planning and Investment Vietnam)

References [General Statistics Office Vietnam](#)

