VINUNIVERSITY

VINUNIVERSITY SUSTAINABILITY REPORT 2024

Growing Our Future, Together

VINUNIVERSITY

This report features clickable navigation. Click on the section titles to navigate directly to specific sections, or use the "Content" button on the top left of the following pages to return here.

CONTENTS

VISION

VinUniversity is committed to becoming a sustainability leader locally and globally through integrated excellence in education, research, governance, operations, and community engagement while developing environmentally conscious future leaders.

OVERVIEW

Universities are at the forefront of developing solutions for the United Nations Sustainable Development Goals (SDGs), serving as catalysts for research and innovation to address global challenges.

VinUniversity (VinUni) holds a unique position in Vietnam and Asia as a young, private, not-for-profit institution established by Vingroup, the largest private conglomerate in Vietnam. Since our founding in 2019, VinUni has rapidly gained recognition for academic excellence, innovation, and commitment to social responsibility.

This first Sustainability Report reflects our integrated approach to sustainable development across governance, environmental operations, education, research, social responsibility, community engagement, and health and wellbeing. Our efforts align closely with Vietnam's National Green Growth Strategy and contribute to all 17 SDGs.

Aimed at diverse local, national, and international audiences across public, private, NGO, policy, and education sectors, we hope this publication ignites new ideas, actions, and cross-sector collaborations to foster a more sustainable future for Vietnam and the world.

ABOUT THIS REPORT

Recognizing the importance of sustainability in higher education, VinUniversity established a sustainability task force of 11 members drawn from students, faculty, and staff with diverse backgrounds to develop strategies and embed green practices into university culture while assessing current practices and identifying improvement opportunities in 2024.

This report covers our progress through December 2024, using timeframes for Academic Year (AY - July to June of the following year) and Calendar Year (CY - January to December). Beginning in 2025, we will publish annual Sustainability Reports to communicate our environmental, social, and governance initiatives and progress. All data sources are from VinUniversity unless noted otherwise.

PRESIDENT'S MESSAGE

At VinUniversity, we envision universities as catalysts for positive and enduring change in society. Since our founding, we have been driven by a mission to nurture talents for the future and make breakthroughs in higher education quality. Sustainability is not a peripheral commitment but a fundamental value that guides our direction and decisions.

As a new-generation institution, we have the rare opportunity to embed sustainability from the ground up, from educational philosophy and research priorities to governance models and community partnerships. Our holistic approach has earned recognition through the Vietnam ESG Awards 2024 as a Pioneer in Green Transformation, the 2023 Excellence in Sustainability Award by the International Sustainable Campus Network (ISCN), and VinUni's appointment as Vietnam's first UNESCO Chair focusing on Environmental Leadership, Cultural Heritage, and Biodiversity.

These milestones affirm our commitment to shaping a generation of changemakers who think critically, act ethically, and collaborate across disciplines to solve the world's most significant challenges, such as climate change, inequality, health, and innovation.

This inaugural Sustainability Report captures our first steps on this journey. More importantly, it is a call to action for every member of the VinUni community to take part in shaping a more sustainable future.

Together, let us build a more sustainable and impactful future – starting here at VinUni.

Sincerely,

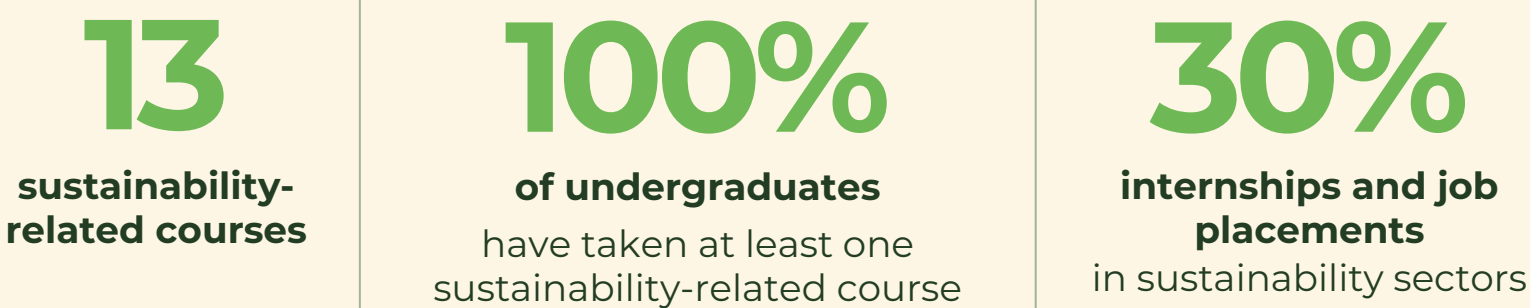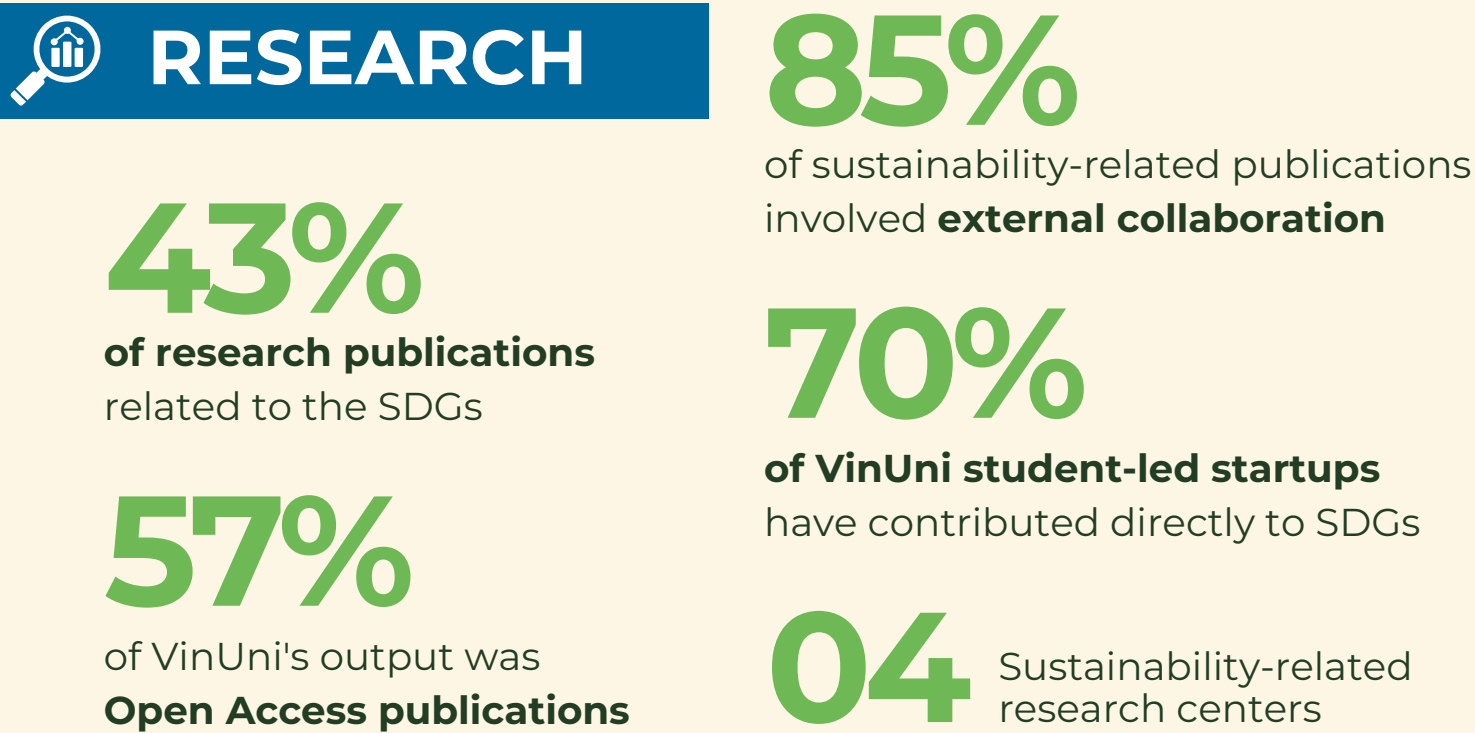**Dr. Lê Mai Lan**
President, VinUniversity

KEY FACTS

NUMBERS
Data as of December 2024, unless stated otherwise
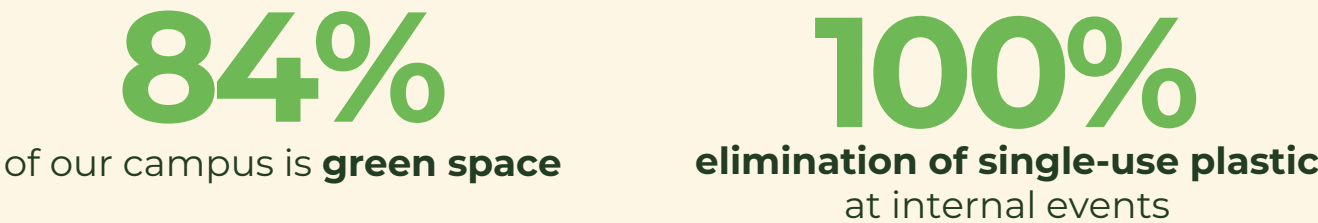
🎓 EDUCATION

13
sustainability-related courses

100%
of undergraduates
have taken at least one sustainability-related course

30%
internships and job placements
in sustainability sectors

🔍 RESEARCH

85%
of sustainability-related publications involved **external collaboration**

43%
of research publications related to the SDGs

70%
of VinUni student-led startups have contributed directly to SDGs

57%
of VinUni's output was **Open Access publications**

04
Sustainability-related research centers

⚙ OPERATIONS

▶ *Environmental Operations*

84%
of our campus is **green space**

100%
elimination of single-use plastic
at internal events

▶ *Health and Wellbeing (CY2024)*

97%
of employees feel fairly treated without discrimination

100%
faculty and staff received annual health checkups

8.2/10
Satisfaction with wellbeing support

🤝 SOCIAL IMPACT
CY2024

100%
students received subsidy, merit-based scholarships, financial aid

26.3 million USD
of scholarships and financial aid was awarded to VinUni students (AY24-25)

48
volunteer work hours per student

35+
student-led clubs and activities were funded

$18,513
funds for community investment & charity work

VINUNIVERSITY

KEY FACTS
RANKING & RATINGS & CERTIFICATION

VinUniversity is the first university in Vietnam to join the International Sustainable Campus Network (ISCN) and the Association for the Advancement of Sustainability in Higher Education (AASHE).

VinUniversity won the **2023 Honorary Member Award** of the International Sustainable Campus Network (ISCN).

FIRST VIETNAM ESG AWARDS

VinUniversity was awarded the **first Vietnam ESG Awards 2024** for pioneering the green transformation and strengthening of ESG practices.

2024 QS REIMAGINE EDUCATION AWARDS

VinUni achieved a Gold Award in the Nurturing Employability category with the AI Career Development Guide project.

In 2024, VinUniversity was officially designated by UNESCO as the **first UNESCO Chair in Vietnam**, with a focus on Environmental Leadership, Cultural Heritage, and Biodiversity. We proudly claimed the Human Act Prize 2024 in the Promising Project category.

QS 5-STAR

VinUni has become the youngest and fastest university in the world to earn QS 5-stars

GREAT PLACE TO WORK

VinUni is honored to be recognized as one of the ideal workplaces in Vietnam in 2024, having received certification from Great Place to Work a global organization that evaluates workplace culture based on fairness, safety, inclusion, and personal development.

EDUCATION

We are taking foundational steps to integrate sustainability into our academic programs through courses, international exchanges, competitions, student job placements, and strategic industry partnerships. These efforts aim to cultivate socially responsible graduates who can apply their knowledge and leadership to address pressing global challenges.

Sustainability-related Courses

In 2024, all VinUniversity undergraduates participated in at least one sustainability-related course through our mandatory Community Service Learning (CSL) course in the VinCore program, alongside electives and college-specific courses. The CSL course enables students to critically analyze social issues and the SDGs, plan and implement community service projects, and learn from local communities.

Inbound Exchange Programs: Discover a Sustainable Vietnam

In 2024, VinUni welcomed 170 students from 5 short-term exchange programs with top universities including New York University (NYU), Nanyang Technological University (NTU), Hong Kong University of Science and Technology (HKUST), National University of Singapore (NUS), and University College London (UCL). Through visits to leading companies such as VinFast, Vinamilk, Nutifood, and Nestlé, students explored how Vietnamese businesses integrate sustainability into operations and community impact.

AY23-24

13 sustainability-related courses

100% **of undergraduates** have taken at least one sustainability-related course

Competitions & Challenges

VinUniversity actively encourages student participation in sustainability competitions, where students have won numerous awards at events including the 7th National Vietnam Medical Education Conference, Eco-ID Hackathon, U Penn Radiology Global Health Imaging Case Competition, HSBC Business Case Competition, and Asia-Pacific Tech4Good. These student-impactful projects span health, renewable energy, smart technologies, waste reduction, and environmental conservation.

EDUCATION

CY2024

366 **students** participated in Work-study program in 2024

$137,255 was disbursed for the work-study program in 2024

Job Placements for Students

VinUniversity creates extensive job placement opportunities for students to develop professional skills, gain practical experience, and support their financial needs while studying. These positions include Research Assistant roles at our research centers, Teaching Assistant positions, internships across departments, and work-study placements.

VinUniversity's Work-Study Program enables students from the first year to gain professional experience across diverse university departments while earning approximately $196 (5,000,000 VND) monthly for 15 hours weekly. Students can work as Research Assistants in the President's Office, interns in Student Affairs Management, Marketing Department, Library, or Sustainability roles and develop field-specific knowledge and essential career skills. This innovative program represents VinUniversity's strategic investment in student development, providing financial support for students while addressing our staffing needs.

Green Jobs and Green Skills

VinUniversity prioritizes educational collaboration to equip students with future-ready green skills and career opportunities. Through partnerships with over 100 businesses, including Techcombank, VinFast, Shopee, and McKinsey, thousands of job opportunities across diverse sectors are shared with students regularly. Career workshops, mentoring programs, and employer engagement efforts reach thousands of VinUniversity and external students each year.

These collaborative efforts are translating into positive outcomes, with many VinUniversity students and alumni pursuing careers in sustainability-focused organizations and green industries.

AY23-24

30% *(of 294)*
3rd and 4th-year students (currently alumni of the 1st cohort) had internships or job placements in sustainability sectors before graduation

19% *(of 149)*
3rd-year students were placed in sustainability roles (public service, CSR, NGOs, etc.)

17% *(of 145)*
alumni of the 1st cohort found jobs in sustainability-related industries

20
corporate partners in green sector engaged in Career Week

EDUCATION

Green Industrial AI Challenge 2024

VinUniversity co-hosted the Green Industrial AI Challenge with Microsoft, Asia Asian Development Bank (ADB), Hanoi University of Science and Technology (HUST), and Open Innovation & Technopreneur Institute (OITI) to identify AI-integrated technology solutions for sustainable challenges across agro green solutions, smart industry innovations, and green urban living. The competition attracted over 100 participants nationwide, driving AI solutions for green manufacturing. As the sponsor and co-chair, VinUniversity played a pivotal role in promoting industry-academia collaboration for sustainable industrial transformation.

Techcombank Partnership for Financial Literacy

Since 2024, VinUniversity has established a strategic partnership with Techcombank, one of Vietnam's largest commercial banks, to enhance financial literacy among the young generation through innovative educational programs. This collaboration demonstrates our commitment to advancing practical education and fostering entrepreneurial spirit. Finful – a student-founded startup incubated by VinUni's E-lab entrepreneurship center, is the primary platform provider for the groundbreaking financial education initiative. The partnership represents a significant step in cultivating financially savvy future leaders while providing VinUni students with real-world experience in delivering impactful community programs through academic-industry collaboration.

2,000
students were trained in personal finance sessions and joined Financial Innovation Challenge

4.8 /5.0
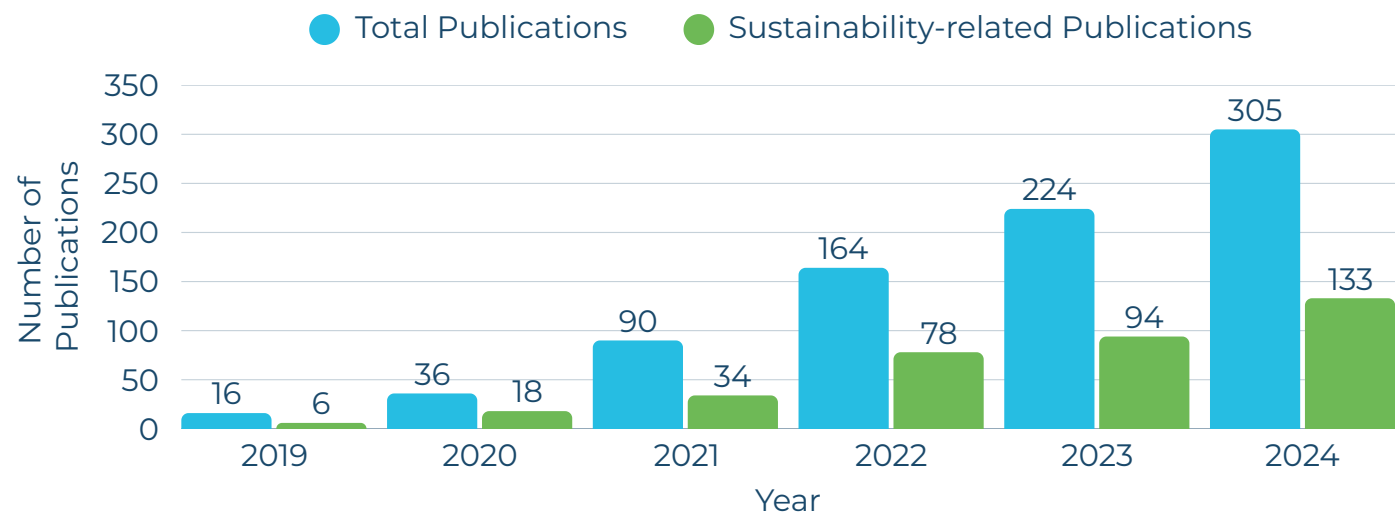is the average post-program scoring by the students

RESEARCH

Research and Innovation in Sustainability

At VinUniversity, research is driven by purpose - to address real-world challenges through innovative solutions that benefit both Vietnam and the global community. In 2024, VinUni's research agenda focused on interdisciplinary breakthroughs in three core themes, including Climate Change Adaptation and Sustainability; Personalized Healthcare, Precision Medicine, Therapeutics and Health Systems; and Green Transformation and Green Growth.

Our commitment to addressing global sustainability challenges is rooted in interdisciplinary research and collaborative innovation. Recognizing that complex environmental and social issues require diverse expertise, VinUniversity has established specialized research centers that serve as catalysts for cross-sector partnerships, involving researchers and stakeholders from various academic disciplines, industry, and community.

43% (or 363)
of research publications related to the SDGs

85%
of sustainability-related publications involved **external collaboration**

▶ *Among our 650+ partners*

400+ academic institutions

120+ research institutes & centers

110+ hospitals & medical centers

25 companies & industry associations

15 government agencies

07 international organizations

57% (or 206)
of VinUni's output was **Open Access publications**

4,242 citations
from sustainability-related publications

11.69
citations per publication

10% students
co-authored with VinUni Professors

- ● Total Publications
- ● Sustainability-related Publications

Year	Total Publications	Sustainability-related Publications
2019	16	6
2020	36	18
2021	90	34
2022	164	78
2023	224	94
2024	305	133

VinUni Research Output and Sustainability Focus (CY 2019–2024)

Since our founding in 2019, VinUniversity has published 363 sustainability-related research papers spanning partnerships across 124 countries, with 85% of research involving external collaboration. Through specialized research centers, flagship projects, and international partnerships, these strategic collaborations accelerate the translation of scientific discoveries into real-world solutions for local and global communities.

RESEARCH

Our sustainability-related research centers

This mission is advanced through CEI's Partnership and Affiliate Program, which fosters collaboration between academia and industry with leading institutions, including the University of California, Berkeley, the University of Illinois, Carnegie Mellon University, ETH Zurich, and Vietnam National University. Key initiatives focus on optimizing energy use, biodiversity mapping, and smart city solutions.

1 Center for Environmental Intelligence (CEI)

VinUniversity is driving sustainability through innovative research led by the Center for Environmental Intelligence (CEI) by integrating technology, social sciences, digital materials, and sustainable energy. Through interdisciplinary research integrating three main themes, including Environmental Monitoring, Living Lab - Smart Cities, and Materials Science, CEI serves as a global technology hub connecting researchers worldwide to develop transformative solutions.

KEY ACHIEVEMENTS IN 2024

$1.6M USD **of funding** from Vingroup and external sources

19 projects

$981K from Vingroup

$662K From Électricité de France (EDF), VinIF Grant, NAFOSTED Projects, Khanh Hoa Green Transformation, & International Collaborative Funds

AWARDS & RECOGNITION

1. Green Industrial AI Challenge
- First Prize - Green Eyes - $168K
- Third Prize - SOLARIS - $165K
- Top 5 Finalist - VOLTERRA - incubation support

2. Open Innovation Conference
- Best Papers and 5 presentations and proceeding papers

3. International Awards
- High Tech University Challenge Winner - Greenie
- ÉCOJEUNES 2024 First Prize - Smart Charging
- Global EntrePrep Incubator 2024 Winner - ReZinC

RESEARCH

Our sustainability-related research centers

Additionally, one of the key missions of the VinUni-Illinois Smart Health Center is to train the next-generation workforce, help build the VinUni-Illinois collaboration, and advance the field of Smart Health. With a funding of $13.5 million by Vingroup over ten years, the Center aims to train 50 Masters students, 50 Ph.D. students, and 10 Postdoctoral Scholars from Vietnam to study and conduct research at both VinUni and Illinois.

2 VinUni-Illinois Smart Health Center (VISHC)

The VinUni-Illinois Smart Health Center (VISHC) is an initiative of VinUniversity and the Grainger College of Engineering at the University of Illinois at Urbana-Champaign. The Center was established in 2021 to conduct high-impact research on biomedical sensing, informatics, and their applications in smart healthcare. It aims at developing state-of-the-art digital technologies to provide widely accessible health monitoring, screening, and diagnostics for people worldwide.

KEY ACHIEVEMENTS TILL JUNE 2024

07 **new smart healthcare** projects were provided with research funding based on 04 criteria:

(1) intellectual content
(2) potential impact on global health
(3) talent development
(4) long-term partnership and collaboration in AY23-24

51+ papers in reputable journals and conference

04 national and international awards

Hosted **30+** scientific workshops and lectures

30+ VinUni undergraduate students were provided with research opportunities

3 technology patent applications were filed

RESEARCH

Our sustainability-related research centers

3 — **Agile Innovation Center (AIC)**

Established in 2022 and sponsored by VinUniversity's Innovation Fund, the Agile Innovation Center (AIC) carries the mission of delivering impactful research and consultancy projects that focus on innovation and green transformation. These projects are implemented through AIC's close collaborations with government agencies, leading universities, reputable research organizations, and renowned professors worldwide. Key initiatives that demonstrate this commitment include the Vietnam Industry Innovation Research, which evaluates innovation capacity across key industries in Vietnam, and the Green Transformation and Green Growth Consultancy Project - our key project in 2024, through which AIC accompanies provinces and cities on their green transformation journey toward a sustainable future.

CY2024

USD 2.5M **of funding** from Vingroup

USD 30K **of funding** from The Asia Foundation

13 research and consultancy projects

10 international conferences and scientific workshops

3 national and international awards

▶ *Green Transformation and Green Growth Project*

2 completed Green Transformation Master Plans at the city and provincial level

1.2M+ citizens — improved life quality, increased green job opportunities, and enhanced sustainability awareness

11K+ businesses — expanded investment opportunities, reduced costs, and strengthened green brand reputation

100+ green transformation projects were proposed

100+ provincial & city leaders — enhanced governance capabilities toward green transformation

RESEARCH

Our sustainability-related research centers

4 **Entrepreneurship Lab (E-Lab)**

The Entrepreneurship Lab (E-Lab) serves as a crucial part of VinUni's entrepreneurship ecosystem. Officially opened in 2022, E-Lab has become a vibrant hub where students and faculty develop entrepreneurial mindsets and skills through networking, co-working spaces, and social events on campus.

E-Lab bridges the gap between academic learning and real-world markets through structured incubation programs that help student founders refine business models, test growth strategies, and access high-quality mentorship, seed funding, and a strong startup ecosystem, while supporting technology commercialization within the VinUni network. To further nurture entrepreneurial spirit, E-Lab organizes large-scale startup competitions in collaboration with in-country and global partners, along with workshops and hackathons throughout the year, empowering students from their first year to achieve early success and contribute to Vietnam's growing innovation landscape.

▶ *Dynapath*

Dynapath is a startup mentored by E-Lab, claimed the Most Sustainable Impact Award and the Investor's Nest Award at the Global Final of the Sustainable Hospitality Challenge 2024, out of 75+ universities worldwide. The startup focuses on innovative energy-generating and plastic-recycling technologies, developing kinetic tiles made from recycled plastic that can produce electricity from human footsteps. Dynapath has also successfully raised $50,980 (1.3 billion VND) in funding from VFS Global for their renewable energy solutions.

KEY ACHIEVEMENTS *(Data till December 2024)*

77
startup projects were supported by E-Lab

70%
of student-led startups were supported by E-Lab contributing directly to SDGs

30
student startups have been incubated

231
students have been supported to create solutions for impacts

150+
companies, organizations, founders, and investors as our partners from Vietnam, Singapore, Korea, and the USA

RESEARCH
International Partnerships and Conferences

Inbound Exchange Programs: Discover a Sustainable Vietnam

Held at VinUniversity on October 16, 2024, Franconomics 2024 brought together over 200 leaders, experts, and innovators to drive momentum for Vietnam's green energy transition. French Ambassador Olivier Brochet highlighted France's €500 million commitment to Vietnam's carbon neutrality goals through initiatives like JETP and GEMMES. VinUniversity showcased its pioneering role with projects such as Digital Twin and Smart Charging, addressing environmental challenges and advancing sustainable transportation. The event also inspired future innovators, with VinUni's Team MotionCharge winning the Éco Jeunes 2024 competition for their project "From Waste to Watt. Franconomics 2024 underscored collaboration, innovation, and youth empowerment in achieving a sustainable future.

Accelerating Green Transformation: VinUni as the Lead Founder of the 1st International Conference on Open Innovation 2024

The 1st International Conference on Open Innovation, founded by VinUniversity in collaboration with the Ministry of Science and Technology of Vietnam, Oxford University, Cornell University, and Duke University, was successfully held on December 6-7, 2024. With the theme Innovation for a Green Future, the conference focused on accelerating global green transformation, advancing solutions to mitigate climate change, and promoting sustainable growth models. Organized by the Agile Innovation Center (AIC) and the Center for Environmental Intelligence (CEI) at VinUniversity, and chaired by distinguished leaders including Prof. Soumitra Dutta from Oxford University, Prof. Edmund Malesky from Duke University, Dr. Le Mai Lan, and Prof. Laurent El Ghaoui from VinUniversity, the event attracted nearly 100 submissions and brought together over 300 international experts from 12 countries to explore cutting-edge green technologies, policies, and business practices aimed at fostering a sustainable future.

OPERATIONS
ENVIRONMENTAL OPERATIONS

VinUniversity is committed to minimizing our environmental footprint through comprehensive campus operations that prioritize sustainability. Our initiatives span green infrastructure, renewable energy, waste reduction, water conservation, sustainable transportation, and responsible procurement practices, which help create a healthier campus environment for our community.
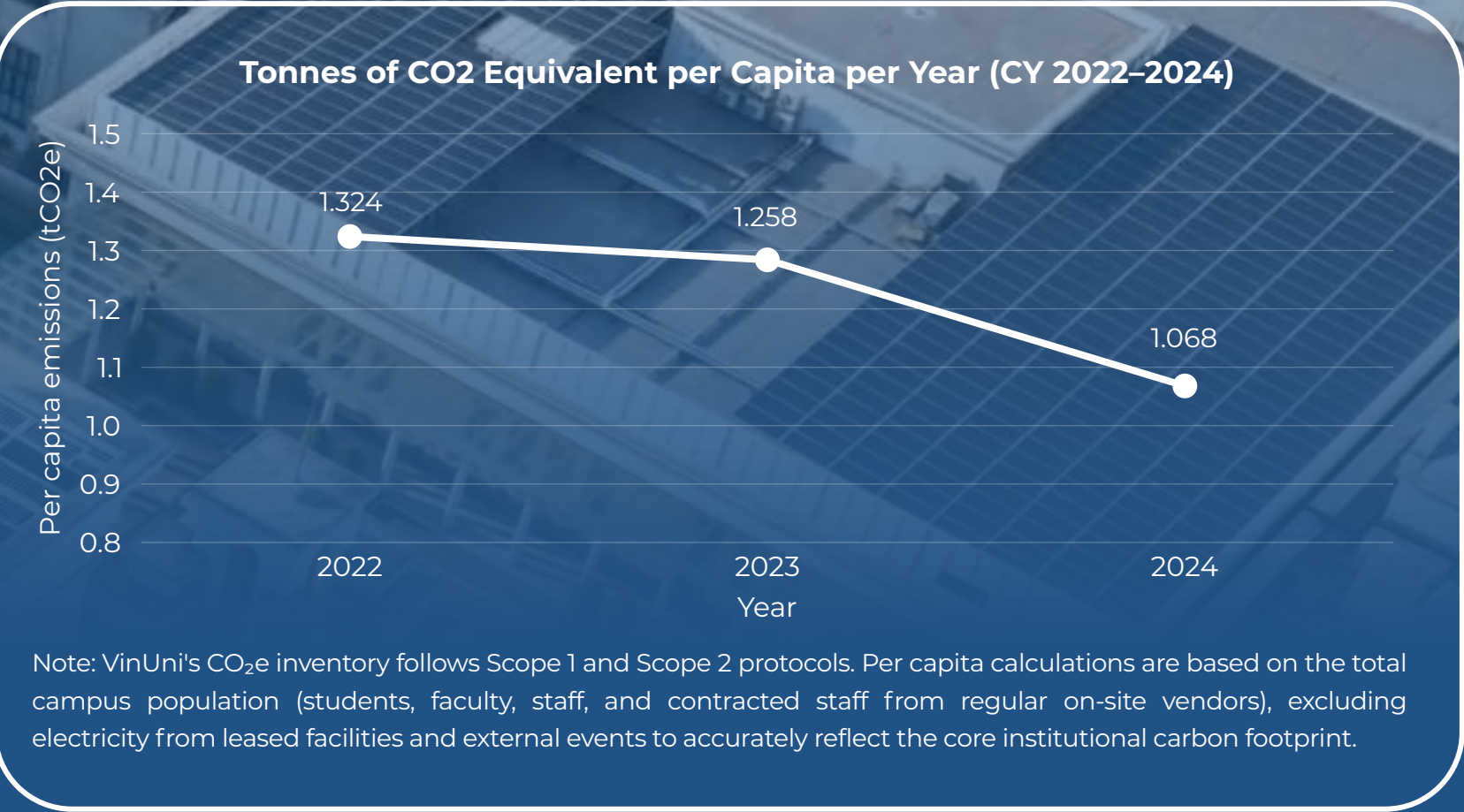
Building Design for Sustainability

Green Campus
VinUniversity allocates 84% of its campus to landscaping and greenery, featuring over 2,000 ancient and shade trees. The low-building density design with special learning spaces creates a Green University where students learn in harmonious natural surroundings anytime and anywhere.

Internal and Rooftop Gardens
VinUni features over 3,000m² of internal and rooftop gardens across the library, lecture halls, dormitories, and administration tower, plus a magnificent 10,000m² rose garden with over fifty varieties beautifying the campus.

Solar Panel on The Roof
The solar energy system at VinUniversity is installed over an area of approximately 1,000m² on the rooftop, providing an average of 600 kWh per day. With a total output of 150,000 kWh in AY23-24, this solar panel system helps VinUniversity reduce reliance on the grid, limit greenhouse gas emissions, and save about $12,941 (330 million VND) in annual electricity costs.

Tonnes of CO2 Equivalent per Capita per Year (CY 2022–2024)

Per capita emissions (tCO2e)

- 2022: 1.324
- 2023: 1.258
- 2024: 1.068

Year

Note: VinUni's CO_2e inventory follows Scope 1 and Scope 2 protocols. Per capita calculations are based on the total campus population (students, faculty, staff, and contracted staff from regular on-site vendors), excluding electricity from leased facilities and external events to accurately reflect the core institutional carbon footprint.

Building Management System
VinUniversity has installed an automated Building Management System to control air conditioning and lighting, allowing remote programming of operation times. The system monitors temperature in real-time and automatically turns off equipment when not in use, optimizing energy use, reducing electricity waste, saving labor costs, and improving management efficiency.

The Water Treatment Plan for The Entire Vinhomes Ocean Park, Including The VinUni Campus
VinUniversity's three-stage wastewater treatment system pre-treats all campus wastewater before transferring it to Vinhomes' centralized system. With a monthly capacity of 2,566 m³, it treated nearly 31,000 m³ in AY23-24. This ensures compliance with environmental standards and minimizes ecological impact.

OPERATIONS
ENVIRONMENTAL OPERATIONS

Sustainability Consumption

Switching to Electric Vehicles

Transportation is a major contributor to carbon emissions in Vietnam. As the country aims to achieve net zero greenhouse gas emissions by 2050, VinUniversity is committed to reducing transportation-related emissions by encouraging our community to adopt electric vehicles. We provide faculty and staff with exclusive discounts on electric vehicle purchases, free access to on-campus and off-campus charging stations, and prioritized parking spaces for electric vehicles.

OPERATIONS
ENVIRONMENTAL OPERATIONS

Sustainability Consumption

Green Wednesday
Our weekly Green Wednesday campaign encourages students, faculty, and staff to adopt eco-friendly habits, such as reducing plastic use, conserving energy, and greening personal spaces. These efforts are part of our broader sustainability strategy, aiming to reduce carbon emissions, support eco-friendly choices, and create a healthier environment for all.

Sustainable Food Practices and Campus Dining
VinUniversity has implemented an innovative catering strategy to foster sustainable food practices across campus. Current initiatives include eliminating single-use plastics, supporting local suppliers to reduce transportation carbon footprint, and providing alternative food products that are economically and environmentally friendly while remaining nutritious, affordable, and appealing to all community members from different backgrounds.

Water Fountains Throughout Campus to Reduce The Plastic Bottles
Since January 2020, VinUni has installed and put into operation Elkay water fountain filters to encourage the use of personal water bottles and reduce single-use plastic bottles. As a result, over **1.5 million plastic bottles** were prevented from being used, making a meaningful contribution to sustainable development goals and reducing plastic waste on campus.

Campus-Wide Plastic Reduction Initiative
VinUni eliminated plastic waste through targeted campus measures, achieving 100% removal of plastic cups, plates, and straws from all internal events. The initiative cut waste disposal costs and encouraged sustainable habits across the university community.

Sustainable Procurement - Building Sustainability Into Every Purchase

VinUniversity has developed and implemented a comprehensive responsible procurement policy that prioritizes eco-friendly materials such as recycled paper and biodegradable pens while requiring all departments to select suppliers with sustainability certifications and social responsibility credentials. By choosing certified green suppliers, this policy reduces waste, conserves resources, and fosters a sustainable supply chain that aligns with environmental criteria and social responsibility standards throughout the university's procurement processes.

OPERATIONS
HEALTH AND WELLBEING

VinUni prioritizes the well-being of all community members through a comprehensive framework inspired by Cornell University, encompassing seven dimensions of wellness, including mental, relational, physical, cultural, environmental, occupational, and financial. Our holistic approach includes fair workplace practices, mental health support services, emergency preparedness, accessibility initiatives, and diversity programs that ensure everyone feels valued and supported.

Remuneration and Benefits for Faculty and Staff

VinUni offers competitive compensation for all full-time and part-time faculty and staff members higher than the minimum wage. VinUni continuously adjusts salary levels for all employees to ensure fairness. VinUni also offer special **GREEN benefits** to all faculty and staff members, include discounts on electric cars with financial support, free or preferred EV parking spots, free on-site charging stations, reduced GSM electric taxi fares, and green commuting incentives with gifts and reward points, and VinClub membership benefits.

OPERATIONS
HEALTH AND WELLBEING

CY2024

A Safe and Fair Workplace

VinUniversity earned Great Place to Work certification in 2024, recognizing its commitment to fostering a workplace culture rooted in fairness, safety, and inclusion. The university prioritizes creating an environment where empathy and respect are fundamental values, ensuring all faculty and staff feel equally supported by colleagues and leadership. In VinUni's multicultural setting, the organization emphasizes personal growth through creative opportunities, skills development programs, and innovative working environments, while providing competitive benefits that appropriately recognize employee contributions and build a strong and united team.

Annual Health Check-up Program for Faculty and Staff

As part of VinUniversity's Total Reward Policies, the university provides comprehensive annual health check-ups for all full-time faculty and staff who have signed official labor contracts and are working on the Hanoi campus. The Annual Health Check Plan ensures early detection of health issues and promotes preventive healthcare among employees, contributing to a healthier workforce and reducing long-term healthcare costs. This initiative demonstrates VinUni's commitment to employee well-being and reflects the university's holistic approach to creating a supportive work environment that prioritizes both physical and mental health.

50:50
Female and Male students ratio
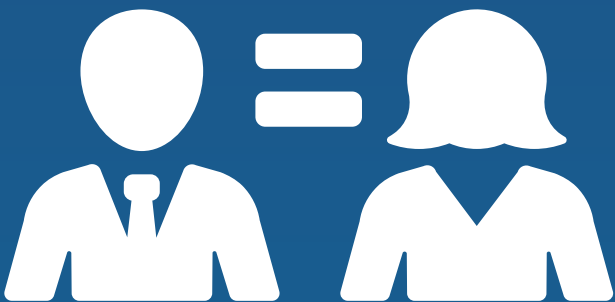
32:68
Female and Male faculty and staff ratio

43%
of managers at VinUni are female

97%
of international and local employees feel fairly treated without discrimination

96%
feel physically safe at work

96%
feel proud to share their work experience at VinUni

OPERATIONS
HEALTH AND WELLBEING

Comprehensive Mental Health and Well-Being Services

VinUniversity provides free, confidential mental health counseling services, accessible through online booking, walk-in appointments, a 24/7 hotline, and dedicated email support. Beyond professional counseling, VinUni has operated a trained Peer Support Group since 2021, offering near-peer guidance from fellow students supervised by the university counselor. The university also actively promotes mental wellness through annual Mental Health Week events featuring workshops and interactive activities, providing "Exam Care" packages during stressful periods, and creating a supportive environment that has earned VinUniversity a 5-Star QS rating for student inclusiveness and support services.

VinUni's First Aid Program

VinUni's First Aid Program equips VinUni first-year students, faculty, staff, and employees from schools, hospitals, and companies with essential life-saving skills. This program is free for VinUni students, faculty, and staff. The HeartSaver First Aid course covers First Aid Basics, Medical Emergencies, Injury Emergencies, Environmental Emergencies, and Injury Prevention.

Until December 2024, the Simulation Center delivered 130 training sessions to 8,283 participants, 93% of whom were VinUni students, faculty, and staff, fostering campus safety awareness and emergency preparedness across the educational community.

CY2024

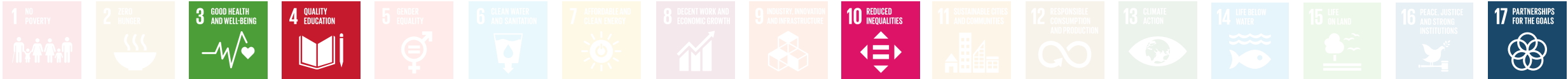**At least 01**
wellbeing workshop was held per month

8.2/10
Satisfaction score with wellbeing support

130
first-aid training sessions were delivered til Dec 2024

8,283
participants in the first-aid training sessions

100%
VinUni students participated the first-aid training session with no cost

OPERATIONS
HEALTH AND WELLBEING

Sports and Physical Activities

VinUniversity offers diverse physical education options to promote student wellbeing and healthy lifestyles. Students can choose from activities including badminton, basketball, swimming, running, gym, zumba, urban dance, football, table tennis, tennis, pickleball, volleyball, Vovinam (Vietnamese martial art), and yoga. These programs support physical fitness, stress management, discipline, and teamwork skills while encouraging lifelong healthy habits among the university community.

Art and Music Appreciation Courses

These mandatory courses enroll 100-120 students annually. They provide students with space to reflect, recharge, and express themselves through artistic and cultural experiences. These courses support emotional wellbeing and creative engagement through activities like visual analysis, guided reflection, and collaborative projects. Students can also participate in field trips to exhibitions and performances, and engage with guest artists and musicians. Beyond aesthetic appreciation, these experiences foster empathy, self-awareness, and stress relief, helping enriching student life.

Support for Students with Disabilities

VinUniversity is committed to ensuring equal access to educational opportunities for all students, including those with disabilities. Our buildings feature wheelchair-accessible ramps and restrooms, while most room signs include Braille text for visually impaired students. Additionally, 5% of auditorium seating is designated for left-handed students.

Policies and Programs for Inclusivity

VinUniversity is committed to cultivating an inclusive environment where everyone feels supported regardless of background, earning a QS 5-Star rating in Inclusiveness and Social Responsibility through various initiatives:

1 The university actively promotes inclusion through Gender and Sexual Health Education workshops and groundbreaking research partnerships with the University of East Anglia on LGBTQ+ experiences in Vietnamese higher education.

2 With students from 16 countries and globally diverse faculty, VinUni's International Students Association (VISA) serves as a platform for cultural exchange, providing opportunities for students from diverse backgrounds to connect, learn, and celebrate their differences.
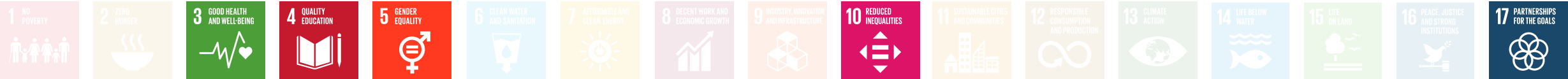
SOCIAL IMPACT

We believe community engagement is the cornerstone of sustainability. Through empowering stakeholders, fostering collaboration, and promoting education, we have built collective momentum toward a sustainable future. We actively engage with diverse stakeholders, including internal community members (faculty, staff, students, and alumni) and external partners (government agencies, private sector, academic institutions, and local communities). These partnerships enable us to amplify our environmental and social impact across teaching, research, and operations.

Scholarships for Underprivileged Students

VinUniversity is dedicated to helping students facing financial difficulties continue their education. The Financial Aid Office supports tuition, living expenses, emergency healthcare, and unexpected family situations, ensuring financial barriers do not hinder student academic progress. In addition, we offer students with personalized financial planning guidance and promote financial literacy through workshops and advising one-on-one sessions. On average, since 2023, VinUni has awarded $30.5 million USD in scholarships and financial aid to its students annually, with approximately 80% being scholarships and 20% being financial aid, enabling them to focus on their studies and personal growth.

AY24-25

26.3 million USD
(~684 billion VND)

of scholarships and financial aid was awarded to VinUni students from Vietnam and more than 20 countries worldwide to continue their studies.

100%

students received Vingroup subsidy, merit - based scholarships, financial aid

Scholarship and Financial Aid:
- Merit-based Scholarships: 50% to 100% and Full scholarship
- Financial aid: 40% - 100%
- Subsidy from Vingroup: 35% for all admitted students
- Other Scholarships: Vinschool – VinUni, Woman in Tech
- Special Academic, Special Gifted and Talented, etc.

SOCIAL IMPACT

Humanitarian Response to Typhoon Yagi

VinUniversity actively participated in VinGroup's humanitarian response to Typhoon Yagi, one of the most devastating natural disasters to impact northern Vietnam. Following the corporate group's call for solidarity, VinUni staff members raised $7,843 (200 million VND) to support affected communities in Nu Village, Lao Cai province through direct financial assistance to families, infrastructure rebuilding including homes and schools, emergency supply distribution, and comprehensive support packages covering essential needs, healthcare, and educational materials during times of crisis.

Green Sports Day

Since 2021, Green Sports Day has become VinUni's most significant annual event, promoting active participation in sports while advocating for healthy, sustainable lifestyles and fostering community engagement among students, faculty, staff, and partner institutions including RMIT University, Swinburne Vietnam, and Vinschool. The student-led event features traditional sports alongside innovative activities like water polo, Zumba, electronic sports, and relay competitions, with club members managing all aspects, from rules to officiating. Winners receive medals and plant personalized trees on campus, while participants can exchange books for trees, contributing to the university's environmental sustainability goals and creating a greener campus ecosystem.

EZMeal

The EZMeal from Student Support Series program is designed to support Vietnamese and international students experiencing financial hardship. The program provides lunch vouchers redeemable at the university canteen and sometimes offers laptop lending support. Each semester, the Student Affairs and Management (SAM) Office sends out two registration forms: one for faculty, staff, and university leaders, inviting them to donate to the fund, and another for all students via email to apply for support. Based on the total amount of donations collected from these internal donors, SAM distributes the appropriate number of lunch vouchers to eligible students.

In Spring 2024 (AY23-24), 14 students received assistance through the program, including the loan of 1 laptop and the distribution of 22 combo lunch vouchers, with a total estimated value of 490.2 USD (12,500,000 VND).

SOCIAL IMPACT
STUDENT-LED SUSTAINABILITY INITIATIVES

VinUniversity actively promotes sustainability by supporting student-led initiatives and encouraging environmental stewardship among students and staff. The university collaborates with external organizations to amplify its sustainability impact, reflecting VinUni's commitment to a greener and more sustainable future.

1 Student Council & Youth Union

VinUni's Student Council serves as the voice of the students and spearheads major campus activities. In parallel, the VinUni chapter of the Ho Chi Minh Communist Youth Union (HCYU) engages over 30 student-led clubs and youth in social and patriotic initiatives. Together, they organize important events and represent VinUni in national youth programs.

2 VinUnity – Sustainable Community Engagement

A student-run club focused on sustainable community service, leading eco-conscious initiatives such as building recycled playgrounds and organizing waste-reduction projects through book donation drives.

3 Ecoquity

Established in AY24-25, Ecoquity is a student-led sustainability club that nurtures environmental mindset and practices across VinUniversity and beyond. The club maintains dedicated learning spaces for sustainability topics, conducts research and policy advocacy to address campus sustainability needs, and engages the broader Hanoi university community through educational activities and media outreach.

4 Sustainability Hackathons

Annual sustainability-focused hackathons with 100% first-year participation (2021-2023), offering $15,000 in prizes to top 5 teams developing innovative environmental solutions.

AY23-24

48
volunteer work hours per student

35+
student-led clubs and activities were funded

$18,513
funds for student-led activities, community investment and charity work (CY2024)
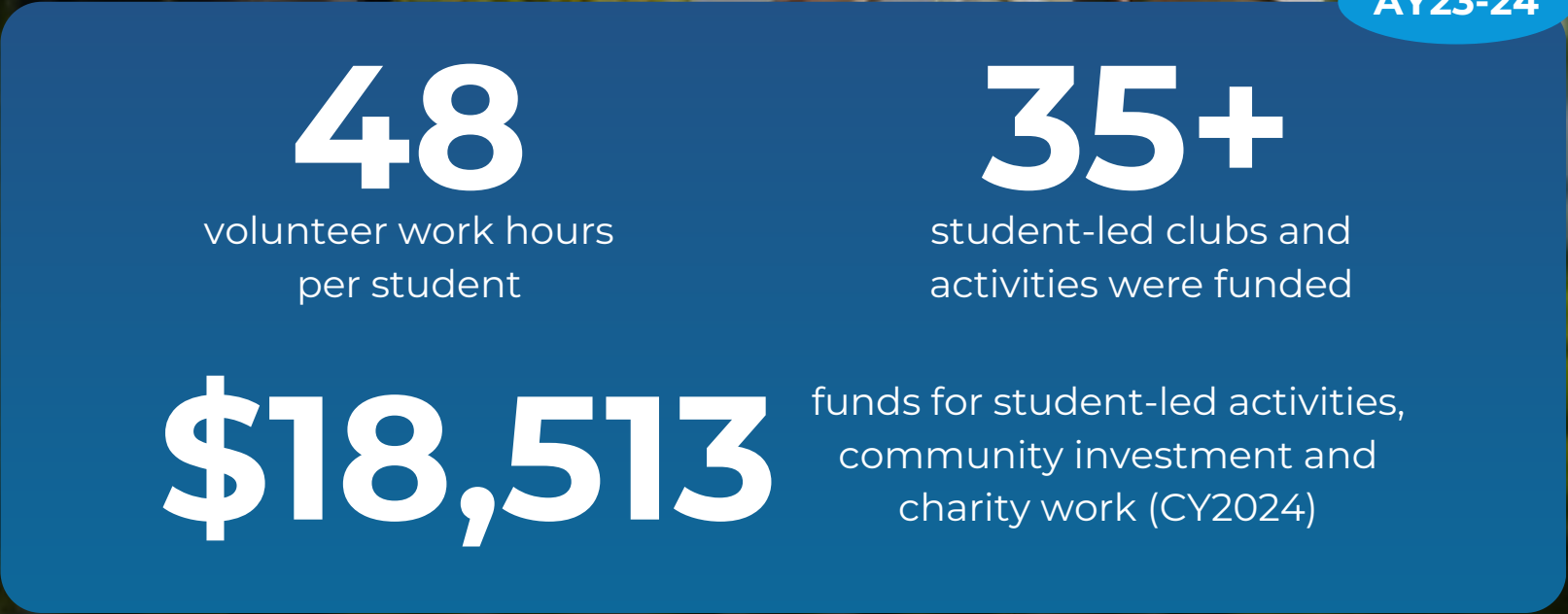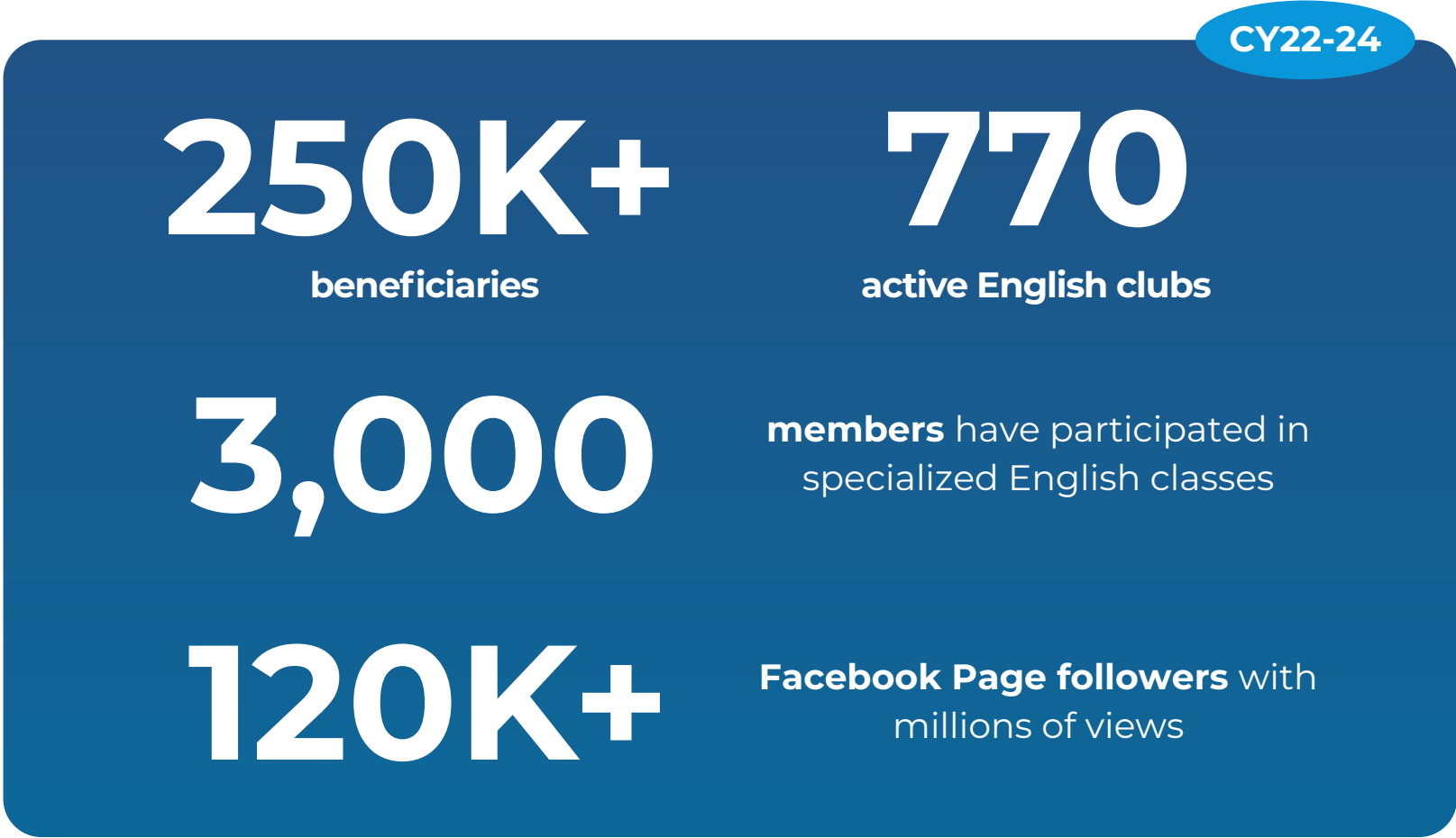
SOCIAL IMPACT

People of Khanh Hoa Speak English

VinUniversity's English Proficiency Program in Khanh Hoa, with a USD 2 million investment, has enhanced English communication skills across 6 districts, engaging over 30,000 participants through 222 English clubs and digital platforms like the EZ English app with 8,000 users. The initiative also organized events that attracted 140,000 participants, fostering community enthusiasm for English learning.

Through specialized courses for police officers, taxi drivers, and hospitality staff, this project aims to position Khanh Hoa as a globally connected tourist destination. By improving English skills and raising awareness of its importance, VinUni has created a sustainable development ecosystem connecting individuals, businesses, and government authorities, significantly contributing to the province's economic development and international integration while earning widespread community support.

CY22-24

250K+
beneficiaries

770
active English clubs

3,000
members have participated in specialized English classes

120K+
Facebook Page followers with millions of views

GOALS TOWARD 2030

As a young institution committed to making a meaningful impact, VinUni has established ambitious sustainability targets across four key areas to guide our journey toward 2030. These targets, based on a 2024 baseline, serve as a roadmap for institutional action and continuous improvement.

Education

- 100% of students graduate with fundamental sustainability literacy
- Increased internships in sustainability-related careers by 20% annually
- Increased job placements for students at VinUni by 30% annually

Research

- 150% increase in sustainability research publications by 2027
- Increased the number of students actively involve in sustainability-related research projects by 20% annually

Operations

- Reduced per capita carbon footprint by 5% per year
- 100% of on-campus buildings are certified with LEED certificates by 2028
- 100% of newly-built buildings meet universal accessibility standards
- Achieving Net Zero by 2040

Social Impact

- Increased number of beneficiaries from social responsibility activities by 30% per year
- Increased sustainable development partnerships with stakeholders (academia, government, private sector, NGOs, etc.) by 50% per year
- 100 young sustainability ambassadors are trained by VinUni
- 50 students receive training in Environmental Leadership under UNESCO Chair

ACKNOWLEDGEMENTS

GET IN TOUCH

📍 Building I, VinUniversity, Vinhomes Ocean Park, Hanoi, Vietnam

f VinUni Sustainability (Page) | VinUni Sustainability (Group)

🌐 sustainability.vinuni.edu.vn

✉ sustainability@vinuni.edu.vn