2026 Environmental, Social and Governance Report



FROM IDEA TO IMPACT

About This Report

KMS Technology publishes annual ESG reports to communicate our sustainability approach and performance to stakeholders. This report highlights our progress and strategic focus across key Environmental, Social, and Governance (ESG) areas, reflecting the collective efforts of our teams. As an AI-native technology company, we remain committed to managing ESG priorities effectively, providing transparent disclosures, and upholding our responsibilities to all stakeholders.

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Atlanta Headquarters
1776 Peachtree Rd NW #200N,
Atlanta, GA 30309

Vietnam Offices
2 Tan Vien Street, Tan Son Hoa Ward,
Ho Chi Minh City
346 2/9 Street, Hoa Cuong Ward,
Da Nang City

Mexico Office
Avenida Américas 1254, Piso 17B,
Country Club, Guadalajara, Jalisco

Poland Office
Krucza 50, 00-025, Warsaw

*** The reporting period for this report is KMS 2026 fiscal year: July 1, 2025 to June 30, 2026*



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About KMS Technology

KMS Technology is a strategic engineering company helping businesses turn bold ideas into high-impact solutions—faster. Founded in 2009 as a U.S.-based services company, we've grown into a global organization with locations in the US, Vietnam, Mexico and Poland.

KMS is trusted globally for the quality of our engineering and consulting services. We bring deep expertise in product development and quality assurance, Data & AI-native engineering, and delivery excellence to every engagement. Our mission is to help customers build what's next—accelerating innovation, crafting brilliant solutions, and creating real-world impact. At KMS, we believe sustainable growth is built on the success of our clients and employees, and in making a lasting contribution to our communities.



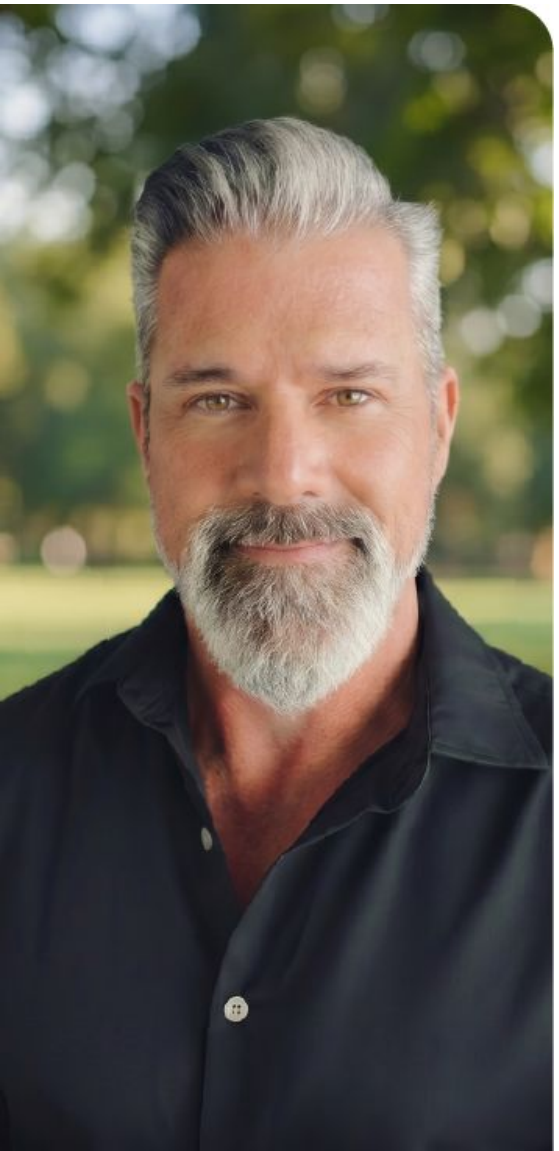
5 OFFICES
in the US, Vietnam, Mexico and Poland



1200+ PEOPLE
Across The Globe



17 YEARS
Of Experience



At KMS Technology, we believe how we build our business matters just as much as what we build.

As technology continues to evolve, we remain focused on operating responsibly, investing in our people, supporting our communities, and maintaining the highest standards of integrity. These aren't separate initiatives. They're part of how we run the company every day.

Over the past year, our team contributed more than **8,500** volunteer hours, supported over **17,000** people through community programs, completed more than **23,000** hours of learning and development, removed more than **1,200** pounds of plastic from our oceans, and reduced our operational carbon emissions by **58 percent** from our FY20 baseline. Those accomplishments aren't just metrics. They reflect the character of our people and the culture we're building together.

This report highlights the progress we've made and reinforces our commitment to continue building a company that delivers for our clients while creating lasting value for our employees, our communities, and our stakeholders.

Thank you to our employees, clients, and partners for everything you've done to make this possible.

Jason Wojahn
CEO
KMS Technology





Give strengths & Build Givers









FY26 ESG Highlights

At KMS Technology, sustainable business practices and responsible innovation go hand in hand.
In FY2026, we made strong progress across our three ESG pillars with meaningful actions taken. As an AI-native company, we are committed to harnessing technology not just to deliver exceptional solutions for our clients, but to create lasting positive impact for the communities we are part of.



ENVIRONMENTAL

- Advanced our commitment to reduce the impact of business operations on Greenhouse Gas emissions through targeted strategies.
- Ongoing adoption of green office practices and employee-led initiatives to minimise environmental impact.



SOCIAL

- Continued to fulfil our community commitments across three sectors — education, healthcare, and community welfare.
- Maintained a great place to work, delivering excellent services, and fostering a diverse, equitable, and inclusive environment for all.



GOVERNANCE

- Strengthened governance through risk management, data security, and workplace safety.
- Reinforced ethics and accountability via mandatory training and clear conduct policies.

381

Metric tons of CO2 reduced vs. FY20 baseline

58% reduction

8,543

Total Employee Giving-Back Hours

17,300

Individuals and Communities Supported

23,295

Total Employee Learning Hours

IT Moves for IT

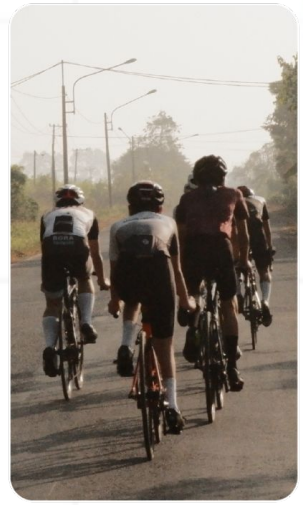
MoveIT is KMS Technology's annual virtual sports challenge, bringing together the IT community under the motto "IT moves for IT". In 2026, we celebrated our fifth year with **639 participants** across Vietnam, the United States, Poland, and Mexico — every step, pedal, and stroke counting toward a greener future for IT students.

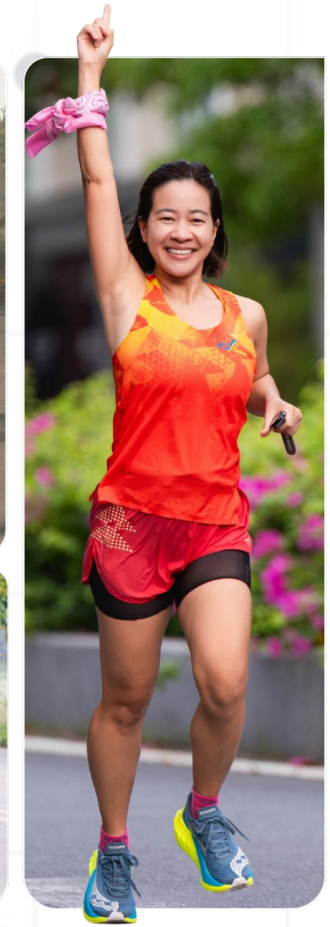
Together, our global team logged **5,704 hours** and **35,934 kilometers** of movement, translating into a **60,000,000 VND (~2,280 USD),** funded directly to recycling stations and green activities at UIT in Ho Chi Minh City — benefiting over 15,000 students and staff.



639
PARTICIPANTS

60M
VND FUNDED







3
SPORTS

4
COUNTRIES

5,704
HOURS



35,934
KILOMETERS

Empowering Future Talents

Cultivating Talent from the Ground Up

At KMS Technology, investing in the next generation of tech talent extends beyond our offices. Our US team served as judges at the SkillsUSA Georgia State Leadership & Skills Conference — one of the largest student competitions in the region, bringing together 10,000+ students from 10 high schools competing across 150+ categories, from Cybersecurity to Public Speaking.

Supporting initiatives like this goes beyond a single event — it is how KMS stays connected to local communities, playing an active part in the ecosystems that will define the future of tech.





A Bright Future Begins Here

Since 2022, KMS Technology has partnered with VietHope to provide underprivileged students with scholarships, mentorship, and upskilling programs.

S. is one of hundreds of students supported through this partnership. An IT student at Hue University of Sciences, he lives with congenital nephrotic syndrome and has navigated a difficult path — marked by illness and personal loss, including the passing of his father. Yet his determination remains unshaken. With the joint hands of KMS Technology and VietHope, he is one step closer to his dream of becoming an IT engineer, opening up a bright future ahead.





Strengthening Our Commitment to a Sustainable Future

Small Green Acts, Long-lasting Impact

Through our green initiatives in FY2026, KMS Technology planted 600 trees across Ho Chi Minh City and Da Nang — restoring biodiversity, providing shade for local communities, and absorbing an estimated 115 tons of CO_2e over their lifetime. We also brought environmental education to a local orphanage through a hands-on recycled bottle workshop, sparking green awareness in the next generation. Every tree planted and every child reached is a long-term investment in the cities where our people live and work — and a step toward the sustainable future we are committed to building.







Making Waves for a Cleaner Planet

Covering 71% of our planet, producing over half its oxygen, and supporting billions of livelihoods — our ocean is one of Earth's most vital and vulnerable ecosystems. On World Ocean Day, KMS Technology took action to protect it by donating to 4Ocean — a global organization dedicated to the active removal of plastic pollution from the world's oceans, rivers, and coastlines — on behalf of our entire global team. Over 1,200 pounds of plastic has been removed — a simple but meaningful act that counts toward a cleaner, healthier planet.





Uplifting Those Who Need It Most

In the rocky highlands of Yên Minh, Hà Giang, a young mother went into labor at just 30 weeks. Her baby arrived weak, struggling to breathe — and fought for her life twice in her first 24 hours. Thanks to neonatal equipment donated by KMS Technology, the medical team had what they needed to save her.

Baby H. is one of **1,303 babies** treated at Yên Minh — and one of **9,213 children** who have benefited from the **54 pieces of neonatal equipment** funded by KMS Technology as part of the Survive to Thrive program.

Survive to Thrive is one of several meaningful initiatives under our long-term partnership with VinaCapital Foundation — a shared commitment to empowering and uplifting disadvantaged women and children across Vietnam. Together, we have also supported children facing cancer through treatment, psychosocial care and festive celebrations; equipped hospitals in rural areas; and opened doors for ethnic minority girls to better future.

Behind every piece of equipment we donate, every child we uplift, and every girl we empower — there is a life being shaped for the better.







Supporting the United Nations Sustainable Development Goals

KMS Technology's sustainability initiatives are closely aligned with the United Nations Sustainable Development Goals (SDGs). In FY2026, we advanced our impact across six key areas: No Poverty, Good Health & Well-being, Quality Education, Gender Equality, Clean Water & Sanitation, and Climate Action — through employee-led programs, community partnerships, and responsible business practices that create long-term value for all stakeholders.



NO POVERTY
Empowering underserved communities through access to digital skills training, tech education, and high-quality tech jobs globally, offering long-term careers in a fast-evolving industry.

GOOD HEALTH & WELL-BEING
Leveraging technology expertise to support quality healthcare access and well-being initiatives for both the community and our employees.

QUALITY EDUCATION
Driving digital learning through partnerships, mentorship, and upskilling programs—advancing lifelong learning for employees and students in the tech ecosystem.

GENDER EQUALITY
Fostering an inclusive, respectful workplace and supporting equal opportunities for people of all gender, both within KMS and in the community.

CLEAN WATER & SANITATION
Promoting clean water access and sustainable water use through community efforts and workplace practices.

CLIMATE ACTION
Reducing our environmental footprint, adopting sustainable workplace practices, and engaging employees in green initiatives.

Environmental

INNOVATING WITH CARE FOR A SUSTAINABLE FUTURE

KMS Technology is committed to environmental responsibility by actively reducing greenhouse gas emissions and integrating sustainability into our daily operations. Our approach combines employee-led initiatives with green office practices to cultivate environmentally conscious workplaces. This not only reduces our environmental footprint but also fosters greater awareness and accountability among employees. In doing so, we generate long-term value for our business while contributing positively to the communities we serve.

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Greenhouse Gas Emissions

This report presents our annual greenhouse gas emissions, measured in metric tons of CO2 across Scope 1, Scope 2 and Scope 3 categories. Scope 1 covers direct emissions from sources owned or controlled by the company (e.g., fuel combustion in generators), while Scope 2 includes indirect emissions from the generation of purchased electricity consumed by the company and Scope 3 covers emissions from business travel.

KMS Technology has disclosed our climate-related data through the Carbon Disclosure Project (CDP) since 2023, achieving a C score in FY2026 — in line with the average for the IT & software development sector. This reflects our continued progress in climate transparency, and establishes a foundation for strengthening our emissions management practices in the years ahead.

We remain committed to setting science-based emissions reduction targets through the Science-Based Targets initiative (SBTi) as part of our long-term climate action roadmap.

GREENHOUSE GAS EMISSIONS

SCOPE 1

0.2 metric tons CO2

SCOPE 2

281 metric tons CO2

SCOPE 3

145 metric tons CO2

ALIGNING WITH GLOBAL CLIMATE ACTION FRAMEWORKS

CDP

Carbon Disclosure Project (CDP)

SCIENCE BASED RGETS

Science Based Targets initiative (SBTi)

Green Office Operations

Between FY20 and FY26, KMS Technology reduced Scope 1 and 2 CO2 emissions by 381 metric tons — a 58% decrease that reflects our sustained commitment to reducing the environmental impact of our operations.

This progress was primarily driven by the adoption of a hybrid working model, which reduced office space usage and energy consumption, particularly from electricity.

To further enhance resource efficiency, targeted upgrades were implemented — including a full transition to LED lighting, the installation of motion sensors in shared areas, and the gradual switch to push-button handwashing faucets to conserve water and reduce waste.

Our 'Go Paperless' initiatives — encompassing e-signatures and the digitalization of internal processes — continue to reduce our environmental footprint and drive more sustainable operations across the business.

100% Internal process digitalised

345 Kg of paper saved vs. FY20 baseline



Employee Green Actions

KMS Technology employees actively participated in a variety of sustainability-focused activities, fostering eco-conscious behaviors and strengthening our green workplace culture.

Through our Run Green initiative, 600 trees were planted across Ho Chi Minh City and Da Nang, contributing to urban reforestation for local communities.

Our global fitness challenge MoveIT 2026 raised a 60M VND environmental fund, channeled toward installing 2 recycling stations at UIT in Ho Chi Minh City.

In celebration of Ocean Day, we donated to 4Ocean on behalf of our employees across global offices, removing 1,200 pounds of plastic from oceans, rivers, and coastlines worldwide.

Closer to home, employees also organised in-office collection drives for used items and recycling workshops for children at local orphanages — turning sustainability into a shared learning experience for the next generation.

600
trees planted

1,200+
pounds of plastic removed

327 kg
items collected & recycled





Social

UPLIFTING PEOPLE, STRENGTHENING COMMUNITIES

At KMS Technology, our social commitments center on fostering an inclusive, empowering environment where every individual is valued, respected, and supported to grow. Beyond the workplace, we actively give back to our communities through meaningful engagement and long-term partnerships. These efforts reflect our belief that business success and social responsibility are interwoven—strengthening our culture, our people, and the communities we serve.

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Diversity, Equity & Inclusion (DEI)

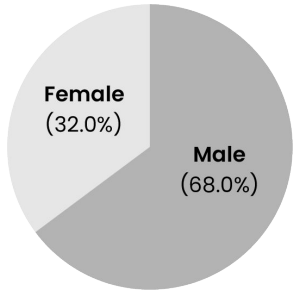
Panel Pledge
I stand for gender diversity at every forum

DEI remains a cornerstone of building strong, sustainable, and innovative organizations globally. At KMS Technology, DEI is deeply embedded in our culture — reflected in our internal policies, inclusive communication practices, and an unwavering commitment to fairness, belonging, and empowerment for all. As an active signatory of the Panel Pledge, we continue to champion equal representation and inclusive leadership across our organization.

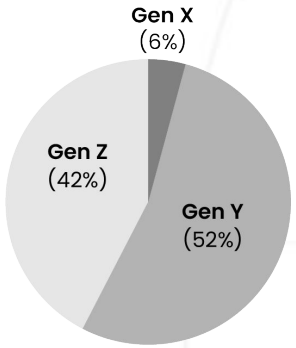




DIVERSITY



By gender



By generations

8 Nationalities

7 Ethnic Groups

EQUITY
All employees have fair access to opportunities, benefits, and growth, as detailed in the KMS Employee Handbook.

INCLUSION
Inclusivity has been one of the five core values at KMS, fostering collaboration and respect among all employees.

Learning & Development

Our employees are empowered with diverse learning opportunities that support both professional growth and personal development. From onboarding to upskilling, technical certifications, soft skills, English proficiency, and leadership development — our Learning & Development (L&D) initiatives span internal and external training across a curated mix of learning methods, building a future-ready, AI-capable workforce and nurturing talent at every level.

46
courses

23,295
learning hours





Award-Winning Workplace

At KMS Technology, building a great workplace is a standard we are striving to hold ourselves to every day. These recognitions affirm that our organizational culture is strongly aligned with KMS's core values — empowering our people to grow, lead, and take pride in every success we achieve together.

glassdoor

4.0 ★

75% would recommend to a friend

Fortune 100 Best Companies to Work For in Southeast Asia 2025

ATLANTA'S BEST AND BRIGHTEST COMPANIES TO WORK FOR WINNER 2026

Atlanta's Best and Brightest Companies to Work For® 2026









Community Giving-Back

At KMS Technology, we believe business success and meaningful social contribution go hand in hand. Guided by the philosophy **"The more successful, the more we give back,"** we embed social responsibility at the core of our operations — giving back to the communities where our people live and work.

This commitment spans all KMS offices globally, focusing on three key areas: education, healthcare, and community welfare. From planting trees and donating blood, to supporting children facing cancer, equipping rural hospitals, providing relief to flood-affected communities in Central Vietnam, and opening doors for the next generation of tech talent — we deepened long-standing partnerships and created new impact. All initiatives are carried out in close collaboration with trusted NGOs to ensure outcomes that are lasting and meaningful.



Beyond financial contributions, KMS employees take an active role in community engagement — fostering a spirit of giving that extends into their personal lives. Because the real measure of impact isn't a number on a page. It's the hours our people chose to give, and the lives those hours touched.



26	Community Projects
8,543	Volunteer Hours
17,300	Beneficiaries Supported
54	Medical Equipment Donated

SAIGON TIMES GREEN STAR AWARD

KMS Technology was honored with the 2025 Saigon Times Green Star Award, recognizing our practical contributions to green transition and sustainable development in Vietnam.

Governance

LEADING WITH INTEGRITY, DELIVERING WITH ACCOUNTABILITY

At KMS Technology, we are committed to ethical, transparent, and accountable practices across all areas of our business. A strong governance framework guides our decision-making, ensures compliance, and fosters stakeholder trust. We continuously strengthen our internal controls, risk management, and corporate policies to support responsible, sustainable growth.

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GOVERNANCE FRAMEWORK

Ethics, Conduct & Accountability

Core Policies, Made Accessible

We uphold the highest standards of integrity through a well-defined governance framework. Core policies - including the Code of Conduct and the Anti-Bribery and Corruption Policy - are made available to all employees via the company intranet, reinforcing transparency and accountability across the organization.

Mandatory Training & Awareness

To ensure compliance and ongoing awareness, we deliver mandatory training programs to all employees. These cover key topics such as Business Ethics, the Code of Conduct, and Anti-Bribery and Corruption principles, fostering a culture of responsible and ethical behavior at every level of the company.



RISK MANAGEMENT & COMPLIANCE

Information Security

Risk management is a critical pillar of our commitment to operational excellence and sustainable growth. We operate a formal, robust Risk Management Framework built on a Risk-Based Approach (RBA), aligned with ISO/IEC 27001:2022. This ensures information security risks are systematically identified, assessed, and treated.

KEY ACTIVITIES

- Annual internal audits and external audits conducted by international audit firms (BSI Group, Ernst & Young) against compliance standards (ISO/IEC 27001:2022, SOC 2 Type II, and HIPAA).
- Ongoing gap analyses and control mapping to strengthen policy coverage and operational controls.
- Annual risk assessment and treatment under the Risk Management Process (RBA methodology).
- AI-Native Org. transformation by adopting ISO 42001:2023 practices

STANDARDS & REGULATIONS WE COMPLY WITH

- ISO/IEC 27001:2022
- SOC 2 Type II
- HIPAA
- ISO/IEC 42001:2023 (Best practices)
- Vietnam PDPL No. 91/2025/QH15

PDPL No. 91/2025/QH15 took effect 1 Jan 2026, replacing Decree 13/2023/ND-CP.

DATA SECURITY & PROTECTION MEASURES

Safeguarding Client & Personal Data

KMS safeguards client and personal data through strong policies and technical controls. We govern data collection via our internal Personal Data Protection Policy and align with our public-facing Privacy Policy. We do not apply monitoring, blocking, content filtering, or censorship to the end-user content of any of our products or services.

To ensure data confidentiality, integrity, and availability, we implement:

Encryption

At rest and in transit (AES-256, TLS 1.2/1.3).

Access Control

Role-Based Access Control (RBAC) and least-privilege.

Multi-Factor Auth

MFA across internal and client-facing systems.

Network Segmentation

Isolation and traffic control for computing networks.

Endpoint & DLP

Endpoint protection and Data Loss Prevention tool implemented.

Secure SDLC

Secure development lifecycle with mandatory code reviews and security scans.

Vendor Risk

Third-party vendor risk assessments before engagement.

Threat Monitoring

Threat intelligence, data-leak monitoring & breach detection.

RISK MANAGEMENT & COMPLIANCE

Occupational Health & Safety (OHS)

KMS Technology integrates occupational health and safety into our governance framework through structured training, annual assessments, and proactive workplace monitoring. Our social and ethical practices are independently verified against the SMETA (Sedex) audit standard.

Annual Risk Assessment

Covers operational, environmental, and ethical risks.

SEC-102 Occupational Health and Safety-WCMS Framework

Mandatory for new hires: CSR principles, SMETA standards, KMS OHS policy, Anti-bribery, Code of Conduct, local OHS laws, and preventive safety measures.

SEC-402 Occupational Health and Safety Refresher Training

Refresher annual training for all staff on workplace hazards, compliance requirements, and emergency preparedness.

Professional OHS Certification

Delivered to WCMS taskforce and key operational staff by government-authorized providers.

Safety & Hygiene Committee

Dedicated team monitoring workplace conditions, reporting risks, and recommending improvements.

Internal Audits & Fire Drills

Conducted regularly under our Workplace Conditions Management System (WCMS).

Our ESG journey would not be possible without those who share this commitment — our employees, partners, clients, and communities whose collective efforts have translated into measurable impact. Thank you for joining hands in shaping a more sustainable and responsible future together.

#GIVESFORGOOD #SUSTAINABLEGROWTH #GIVINGBACK

KMS TECHNOLOGY

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