



November 13, 2025

FPT Japan Holdings Co., Ltd.

Yamato Transport Co., Ltd.

FPT Japan and Yamato Transport Sign Basic Agreement on Recruiting Vietnamese Drivers Under Japan's Specified Skilled Worker System

Greater transportation capacity for the entire logistics industry
through a platform for recruiting and training non-Japanese drivers

FPT Japan Holdings Co., Ltd. (Head Office: Minato-ku, Tokyo; Representative Director and President: Do Van Khac), subsidiary of FPT Corporation (Headquarters: Socialist Republic of Vietnam; Founder and Chairman of the Board: Truong Gia Binh), and Yamato Transport Co., Ltd. (Headquarters: Chuo-ku, Tokyo; Representative Director and President: Seiichi Awa), subsidiary of Yamato Holdings Co., Ltd. (Head Office: Chuo-ku, Tokyo; Representative Director and President: Yutaka Nagao), have concluded a basic agreement as of Wednesday, November 12, 2025 to collaborate on hiring and training Vietnamese heavy-duty truck drivers utilizing Japan's specified skilled worker system to realize sustainable logistics in Japan.

The average age of heavy-duty truck drivers in Japan is 50.9 years old, 6.8 years older than the average of all industries*, making future-oriented truck driver cultivation an urgent issue in order to strengthen transportation capacity. At the same time, the number of people in Vietnam who wish to work abroad is increasing year by year, and the international mobility of talented young people is increasing.

By combining the human resource development expertise that the FPT Group has cultivated over many years in Vietnam with Yamato Transport's safety education, the two entities will build a foundation for training, establishing, and supporting the growth of non-Japanese

drivers. We will continue to create new value through cross-border collaboration to realize a sustainable future.



The signing ceremony of the basic agreement (from left: Truong Gia Binh, Founder and Chairman of the Board of FPT; Phan Thi Thanh Hoa, Director, Executive Officer and Chief Operating Officer of FPT Japan; Tamaki Abe, Managing Executive Officer and General Manager of Transportation Business of Yamato Transport; and Yutaka Nagao, Representative Director and President of Yamato Holdings)

■ Overview of the Recruitment and Training Platform for Heavy-duty Truck Drivers at Yamato Transport

Special classes will be offered at educational institutions in Vietnam operated by the FPT Group to provide comprehensive support for the recruitment and training of heavy-duty truck drivers who will handle middle-mile transportation between locations for Yamato Transport in Japan. After joining Yamato Transport, the company will provide an environment in which non-Japanese specified skilled workers can live and work in Japan with peace of mind, as well as support their growth as heavy-duty truck drivers. The targeted new headcount is 100 per year.

1. Soliciting Applicants for Enrollment in Vietnam

- Establishing new special classes at FPT Group's educational institution
- Accepting applications for prospective students from December 2025

2. Training in Vietnam (Six Months)

- Launching special classes in 2026
- Participants study Japanese language (N4 level), Japanese culture (basic), and Yamato Transport-supervised safety (basic)
- Participants take the motor vehicle transportation specified skills evaluation test); test may be taken after studying in Japan

3. Training in Japan (One Year)

- Participants enroll in FPT Japan's Japanese language school as an overseas exchange student in 2026
- Participants study Japanese language (N3 level), Japanese culture (applied), and Yamato Transport-supervised safety (applied)
- Participants take the test to convert a foreign driver's license to a Japanese driver's license
- Participants obtain a large motor vehicle Class I driver's license

4. Start of Work in Japan as a Non-Japanese Specified Skilled Worker (Five Years)

- Participants join Yamato Transport as employees in 2027
- After obtaining Yamato Transport's in-house driver's license, employees work as heavy-duty truck drivers responsible for middle-mile transportation
- Yamato Transport provides a safe working environment by supporting employees' daily life and improving their driving skills, etc.

■ Company Comments

Truong Gia Binh, Founder and Chairman of the Board, FPT Corporation

After 10 years of cooperation with Yamato Transport, we are very pleased to now begin the new challenge of human resource development. Logistics is the lifeblood of an economy, and the latest technologies and specialized human resources are essential for sustainable development. By combining the FPT Group's technical capabilities and training system with Yamato Transport's strengths in the logistics field, we will establish a comprehensive system that includes Japanese language education, support for license acquisition, and career development. We will create an environment where young Vietnamese people can work in Japan with peace of mind and feel glad that they took on this challenge, contributing to the realization of a Japanese society that coexists with those from other countries and to the building of sustainable logistics. Furthermore, we will actively cooperate in logistics services

that support the semiconductor industry and the expansion of Yamato Transport's network in the Vietnamese market.

Yutaka Nagao, Representative Director and President, Yamato Holdings Co., Ltd.

During my visit to Vietnam, I was deeply impressed by the enthusiasm of the local youth for learning and growth. Together with the FPT Group, we are embarking on a new challenge to provide learning opportunities for motivated young people in Vietnam to thrive as heavy-duty truck drivers in Japan. In order to become a preferred employer for non-Japanese workers, it is essential to create an environment that is as comfortable to work in as it is for Japanese nationals, and to build an environment where they can truly feel glad to work in Japan. Through collaboration between our two companies, we will establish a system to provide Japanese language education, support for license acquisition, skill development and career paths, and sustainable employment design that includes lifestyle aspects as well. We will contribute to building a sustainable logistics system by creating an environment of harmonious coexistence between Japanese and non-Japanese workers, in which a diverse range of people can thrive in their jobs.

Ministry of Health, Labour and Welfare, “Drivers’ Work from Statistics”

URL : <https://driver-roudou-jikan.mhlw.go.jp/truck/work>

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Reference

About FPT Japan Holdings Co., Ltd.

FPT Japan Holdings is the Japanese subsidiary of FPT Software, a leading ICT company in Vietnam and a member of the FPT Group, which specializes in the international IT business.

It was established in 2005 to serve as a bridge for cultural, economic, and knowledge

exchange between Vietnam and Japan, and to deliver maximum value to Japanese customers through services and solutions utilizing advanced technology. Today, FPT Japan helps its clients achieve digital transformation (DX) through end-to-end deployment of diverse services such as robotic process automation (RPA), blockchain, AI, cloud computing, enterprise resource planning (ERP), and big data analytics.

FPT Japan began collaborating with the Yamato Group in 2014 to study the creation of new businesses in the Vietnamese market and to strengthen digital technologies through a stable supply of IT personnel.

URL: <https://fptsoftware.jp/>

About FPT Corporation

FPT Corporation is a world-class technology and IT services provider headquartered in Vietnam, with three main business lines: technology, telecommunications, and education. In the more than 30 years since its establishment, FPT has established Vietnam as a presence in global technology by providing practical and effective products to people, businesses, and non-profit organizations worldwide. FPT offers world-class solutions that leverage AI and focus on three key transformations: digital transformation (DX), intelligent transformation (IX), and green transformation (GX). In 2024, FPT reached total revenue of US\$2.47 billion and a headcount of 54,000 employees.

URL: <https://fpt.com/en>

Related Press Release

FPT Corporation Signs Memorandum of Understanding with Yamato Holdings Co., Ltd. to Explore New Business and Enhance Digital Technology (December 26, 2023)

URL: <https://fptsoftware.jp/newsroom/news-and-press-release/press-release/20231226>