



VIETNAM CONTROL AND INSTRUMENTATION SERVICE JSC.,
HN: 9th floor, Cotana Group Building, Linh Dam Peninsula, Hoang Liet, Ha Noi
HCM: A15.22, Fuji Tower, Phuoc Long Ward, Ho Chi Minh City
Central: No 11 Tran Cong Thuong Street, Hoanh Son Ward, Ha Tinh Province.
Tel: 84 24 35402685 Fax: 84 24 36617191
Website: <http://www.VIETCIS.com.vn>

VIETCIS ANTI-CORRUPTION POLICY

1. Purpose

VIETCIS is committed to preventing all forms of bribery and corruption.

2. Scope

Applies to all employees, managers, and third parties acting on behalf of VIETCIS.

3. Anti-Corruption

Commitment:

VIETCIS strictly prohibits:

- Offering, promising, giving, accepting or soliciting any improper advantage
- Any action that is illegal, unethical, or a breach of trust

Rules:

Employees must:

- Conduct business transparently
- Avoid improper gifts or benefits
- Report suspicious behavior

Targets:

- 100% employees comply with anti-corruption principles
- 100% employees are informed of this policy
- Zero corruption incidents

Implementation:

- Policy communicated to all employees
- Management monitors compliance
- Violations result in disciplinary actions

4. Commitment

Approved by VIETCIS Management.

Date: 01 January 2026

Review Date: January 2027

Authorized by: Director – Duong Hoai Nam



GIÁM ĐỐC
Dương Hoài Nam