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## **VIETCIS CONFLICT OF INTEREST POLICY**

### **1. Purpose**

To ensure decisions are made in the best interest of VietCIS.

### **2. Scope**

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

### **3. Conflict of interest**

Commitment:

Employees must avoid situations where personal interests conflict with company interests.

Rules:

- Disclose any potential conflict of interest
- Avoid personal gain from company decisions
- Ensure transparency in decision-making

Targets:

- 100% employees aware of the policy
- All conflicts disclosed and managed

Implementation:

- Employees required to declare conflicts
- Management reviews and controls conflicts

### **4. Commitment**

Approved by VIETCIS Management.

**Date: 01 January 2026**

**Review Date: January 2027**

**Authorized by: Director – Dương Hoài Nam**



**GIÁM ĐỐC**

*Dương Hoài Nam*