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VIETCIS CODE OF CONDUCT

1. Purpose

This Code of Conduct defines expected behavior for all employees.

2. Compliance with Laws

Employees must comply with all applicable laws and regulations.

3. Ethical Behavior

- Act with honesty and integrity
- Avoid unethical practices

4. Anti-Corruption

- No bribery or improper payments
- Report violations

5. Conflict of Interest

- Avoid personal gain from company decisions
- Declare conflicts

6. Confidentiality

- Protect company and customer data

7. Workplace Conduct

- Respect colleagues
- No discrimination

8. Reporting Violations

Employees are encouraged to report violations.

9. Commitment

Approved by VIETCIS Management.

Date: 01 January 2026

Review Date: January 2027

Authorized by: Director – Duong Hoai Nam



GIÁM ĐỐC
Dương Hoài Nam