

No: *AT*/2026/BC-VISC

Hanoi, ngày *28* tháng *01* năm 2026

REPORT ON CORPORATE GOVERNANCE OF LISTED COMPANY
(For 2025)

To: - The State Securities Commission;
- Hanoi Stock Exchange.

- Name of listed company: Vietnam Financial Investment Securities Corporation
- Address of head office: 1st Floor & 8th Floor, Block B, Song Da Building, Tu Liem Ward , Hanoi City, Vietnam.
- Tel: +(024) 243514 9999 - Fax: (024) 35148766 - Email: info@visc.com.vn
- Charter capital: 451,333,000,000 dong (In words: Four hundred fifty-one billion three hundred thirty-three million dong)
- Stock Code: VIG
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and CEO
- Internal audit: Implemented

I. Activities of the General Meeting of Shareholders

Documents concerning meetings, resolutions, and decisions made during the General Meeting of Shareholders (including those resolutions ratified in written form):

Stt	Resolution/Decision No	Date	Content
1	01/2025/NQ/DHDCCD-VISC	10/04/2025	<ul style="list-style-type: none">- Approval of the Income Statement in 2024 and the Business Plan in 2025;- Approval of the Board of Directors' Performance Report in 2024 and the Business Plan in 2025;- Approval of the Board of Supervisors' Report on the assessment of the Business Performance in 2024, the Board of Directors' and the Board of Management's performance;- Approval of the continued registration of additional securities underwriting services;

			<ul style="list-style-type: none"> - Approval of the Debt Sales Extension Report and the Responsibilities of the Old Executive Board; - Approval of the remuneration of the Board of Management and the Board of Supervisors in 2024 and the Remuneration Plan in 2025; - Approval of the Audited Financial Statements in 2024; - Approval of the Selection of an Auditor for the Financial Statements in 2025; - Statement for distribution of after-tax profits in 2024 and profit distribution plan in 2025; - Statement for approval of the private offering plan.
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II. Board of Directors:

1. Information about the members of the Board of Directors (BOD):

No	The members of the BOD	Position	The date becoming/ceasing to be the member of the BOD	
			Date of appointment	Date of dismissal
1	Mr Nguyen Phuc Long	Chairman (Executive Board Member)	23/3/2023	
2	Mr Duong Quang Trung	Vice Chairman (Executive Board Member)	23/3/2023	
3	Ms Dao Thi Thanh	Member (Non-executive Board Member)	23/3/2023	
4	Mr Nguyen Viet Viet	Member (Independent Member)	23/3/2023	
5	Mr Nguyen Xuan Bieu	Member (Non-executive Board Member)	23/3/2023	

2. Meetings of the BOD

No	The members of the BOD	Position	Number of meetings of the BOD attended	Attendance rat	Reasons for absence
1	Mr Nguyen Phuc Long	Chairman	17/17	100%	
2	Mr Duong Quang Trung	Vice Chairman	17/17	100%	
3	Ms Dao Thi Thanh	Member	17/17	100%	
4	Mr Nguyen Xuan Bieu	Member	17/17	100%	
5	Mr Nguyen Viet Viet	Member	17/17	100%	

3. Supervisory activities of the BOD over the Board of Management:

Pursuant to the guidelines, policies, plans, and resolutions approved by the General Meeting of Shareholders, as well as the company's regulations and applicable laws, the Board of Directors has undertaken oversight and monitoring of the Board of Management's performance in managing production and business operations, , as detailed below:

- To organize and implement the business plans and investment plans as approved by the General Meeting of Shareholders and the Board of Directors.
- Directing and supervising the General Director to comply with the company's Charter, internal governance regulations, other corporate rules, and applicable laws.
- To establish an Internal Audit Department in full compliance with applicable laws and regulations, and to continue strengthening internal control and risk management activities within the Company.
- To select an independent auditing firm to conduct the audit of the 2025 Financial Statements and the review of the 2025 semi-annual Financial Statements.
- To implement the registration for the addition of securities underwriting operations and to expand services for clients borrowing funds for securities trading, including margin trading and advances against securities sales proceeds.
- To direct the review of existing operational processes across the Company and, based thereon, to update and revise such processes in order to ensure consistency and effective coordination among departments.
- In shareholder relations, the Board of Directors has consistently provided timely updates about the company's activities and events to shareholders via the press, the company's website, and other information dissemination channels.

4. Activities of the Committees under the Board of Directors:

The Company's Board of Directors has completed the organizational structure, personnel arrangements, and operating regulations of the subcommittees under the Board of Directors. In particular:

- The Board Secretariat assists the Board of Directors by ensuring that the organization of meetings and the issuance of resolutions of the Board of Directors are carried out in strict compliance with the resolutions of the General Meeting of Shareholders, the Company's Charter, internal processes and regulations, as well as applicable laws and regulations.
- The Risk Management & Internal Control Department conducts inspections, reviews, and assessments of the adequacy, effectiveness, and efficiency of the risk management system; reviews the compliance of business operations with the Company's internal policies and procedures as well as relevant laws and regulations, under the supervision of the Executive Management, with a view to further improving the system.
- The Internal Audit Department was established pursuant to Resolution No. 25/2025/NQ/HĐQT-VISC dated April 8, 2025, and is responsible for advising on the establishment of internal audit policies and procedures to ensure that the Company's business operations are conducted in compliance with applicable laws and regulations.

5. Resolutions/Decisions of the Board of Directors in 2025:

No	Resolution/Decision No	Date	Content	Approval Rate
1.	01/2025/NQ/HDQT-VISC	20/01/2025	Approval of the continued implementation of the Company's Risk Policy and Risk Limit	100%
2.	02/2025/NQ/HDQT-VISC	19/02/2025	Approval of the plan to organize the Annual General Meeting of Shareholders in 2025	100%
3.	2002/2025/NQ/HDQT-VISC	20/02/2025	Approval of the plan to continue investing in holding bonds coded TDECH2325001 issued by Thu Do Invest And Trade Import And Export Joint Stock Company	100%
4.	21/2025/NQ/HDQT-VISC	20/02/2025	Approval of the plan to continue investing in holding bonds coded HDECH2325001 issued by	100%

			HDE Distribution Joint Stock Company	
5.	24/2025/NQ/HDQT-VISC	21/02/2025	Approval of the plan to continue investing in holding bonds coded HTMCH2325001 issued by Ha Thanh Trade Manufacturing And Invest Joint Stock Company	100%
6.	03/2025/NQ/HDQT-VISC	20/03/2025	Approval of the extension of the deadline for submitting dossiers and documents related to the debt under the Debt Purchase Agreement with Kim Lân Financial Investment Joint Stock Company	100%
7.	25/2025/NQ/HDQT-VISC	08/04/2025	Approval of the establishment of an Internal Audit Department, appointment of an Internal Audit Manager and issuance of internal audit regulations and internal audit procedures	100%
8.	26/2025/NQ/HDQT-VISC	17/06/2025	Approval of the continued implementation of the Company's underwriting business	100%
9.	27/2025/NQ/HDQT -VISC	07/07/2025	Approval of the selection of an auditing firm to audit and review the Company's 2025 Financial Statements.	100%
10.	28/2025/NQ/HDQT-VISC	01/08/2025	Approval of the appointment to the position of Deputy General Director of the Company.	100%
11.	31/2025/NQ/HDQT-VISC	20/10/2025	Approval of the dismissal from the positions of Deputy General Director and Head of Corporate Governance.	100%
12.	32/2025/NQ/HDQT -VISC	20/10/2025	Approval of the appointment to the position of Head of Corporate Governance.	100%

13.	34/2025/NQ/HDQT -VISC	28/11/2025	Approval of the policy to register the intention to purchase the Commercial Floor and to enter into a margin agreement to secure the execution of the Commercial Floor Sale and Purchase Agreement	100%
14.	35/2025/NQ/HDQT -VISC	24/12/2025	Approval of the closure of the Ha Thanh Branch	100%
15.	36/2025/NQ/HDQT-VISC	25/12/2025	Approval of the dismissal from the position of Chief Accountant of the Company.	100%
16.	37/2025/NQ/HDQT-VISC	25/12/2025	Approval of the appointment to the position of Head of Accounting of the Company	100%
17.	38/2025/NQ/HDQT-VISC	26/12/2025	Approval of the transfer of the Company's shares in Capital Import-Export Investment and Trading Joint Stock Company	100%

III. Supervisory Board:

1. Information about the members of the Supervisory Board

No	The members of the Supervisory Board	Position	Date of appointment/ dismissal	Professional Qualifications
1	Ms Pham Tu Anh	Head of the Supervisory Board	23/3/2023	Bachelor of Finance and Banking
2	Ms Nguyen Thi Kim Oanh	Member of the Supervisory Board	23/3/2023	Bachelor of Accounting
3	Ms Vu Thi Thanh Hai	Member of the Supervisory Board	23/3/2023	Bachelor of Accounting

2. Meeting of the Supervisory Board

No	The members of the	Position	Number of meetings of the BOD attended	Attendance rat	Voting ratio	Reasons for absence
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	Supervisory Board					
1	Ms Pham Tu Anh	Head of the Supervisory Board	2/2	100%	100%	
2	Ms Nguyen Thi Kim Oanh	Member of the Supervisory Board	2/2	100%	100%	
3	Ms Vu Thi Thanh Hai	Member of the Supervisory Board	2/2	100%	100%	

3. Supervisory activities over the Board of Directors, Board of Management, and shareholders:

- The Supervisory Board performs the function of overseeing the management and administration activities of the Board of Directors, the Executive Board, and the Company's business operations by attending and providing input at Board meetings, monitoring the collection of written resolutions from Board members, and reviewing the Company's quarterly and annual financial reports.
- Participated in the successful organization of the 2025 Annual General Meeting of Shareholders and oversaw the implementation of the 2025 AGM resolutions by the Board of Directors and the Executive Board.
- Reviewed periodic reports (quarterly) from the BOD and Executive Management.

4. The coordination between the Supervisory Board and the Board of Directors, Board of Management, and other management personnel:

- The Supervisory Board proactively communicated and reached consensus with the Board of Directors on the scope and schedule of inspections and supervision, and coordinated with the Executive Board during the implementation of inspection and oversight activities.
- The Supervisory Board noted no irregularities in the activities of the BOD, Executive Management, and other management personnel.
- The Board of Directors closely supervised the activities of the Executive Board in implementing the resolutions of the General Meeting of Shareholders that were set out at the beginning of the year during the Annual General Meeting.
- The BOD promptly issued resolutions after its meetings or through written approval of proposals and after the voting results were obtained through written consent from Board members on the proposals submitted.
- The Board of Directors, the Supervisory Board, the Executive Board, and the Company's management personnel have maintained close coordination in the administration and management of business operations.

5. Other Activities of the Supervisory Board (If any): No

IV. The Board of Management

No	Member of the Board of Management	Date of Birth	Professional Qualifications	The date becoming to be the member of the Board of Management	The date ceasing to be the member of the Board of Management
1	Mr Duong Quang Trung	01/9/1975	Bachelor's in Economics (Accounting), MBA	18/08/2023	
2	Ms Pham Thi Hong Nhung	01/03/1985	Bachelor's in Economics	01/08/2025	

V. Chief Accountant/Head of Accounting

Name	Date of Birth	Qualifications	Date of Appointment/Resignation
Ms Cao Mai Chi	10/05/1981	Bachelor's in Economics	25/12/2025

VI. Corporate Governance Training:

In 2025, the Company facilitated the participation of the Board of Directors and Executive Board members in management programs and training courses.

VII. List of Affiliated person of the Public company (2025) and Transactions of Affiliated person of the company with The company

1. List of Affiliated person of the Public company: According to the attached list (Appendix I)
2. Transactions between the Company and related parties; or between the Company and major shareholders, insiders, or parties related to insiders:

No.	Name of organization/ individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction
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1	Sakura Real Estate Joint Stock Company	Related parties of insiders	0104178615, issued for the 17th time on August 26, 2025, by the Ha Noi Department of Finance	No. 108 Nguyen Trai Street, Thanh Xuan Ward, Ha Noi City	28/11/2025-31/12/2025	34/2025/NQ/HDQT-VISC	Margin Agreement: 60.000.000.000 VND
2	Thang Long Phu Tho investment Joint Stock Company	Related parties of insiders	2600840484, issued for the first time on July 28, 2011, and amended for the 10th time on September 11, 2024 by Department of Finance of Phu Tho	King's Garden, Tu Vu Commune, Phu Tho Province.	In the 2025		Providing services: 189.218.853 VND

3. Transactions between internal persons, affiliated persons of internal persons with subsidiaries, companies controlled by the company: None

4. Transactions between the company and other parties: None

VIII. Transactions between internal persons, affiliated persons of internal persons with subsidiaries, companies controlled by the company (năm 2025):

1. List of internal persons and affiliated persons of internal persons: According to the attached list (Appendix I)

2. Transactions of internal persons and affiliated persons in the company's stock: None

IX. Other notable issues: None

ON HALF OF THE COMPANY



Chairman

Nguyen Phuc Long

APPENDIX I. LIST OF INSIDER AND RELATED PERSONS

No	Full name	Securities trading account (if any)	Position in the company (if any)	Type of NSH Paper, NSH Date of issue, NSH issue place	Head office address/ Contact address	Date become related person	Date become non related person.	Reason for changing
1	Nguyen Phuc Long		Chairman of BOD			23/03/2023		
2	Duong Quang Trung		Vice Chairman cum General Director			23/03/2023		
3	Nguyen Viet Viet		Member of BOD			23/03/2023		
4	Nguyen Xuan Bieu		Member of BOD			23/03/2023		
5	Dao Thi Thanh		Member of BOD			23/03/2023		
6	Pham Thi Hong Nhung		Deputy General Director/ Corporate governance officer/ Information Disclosure Officer			01/09/2025		
7	Pham Thi Tu Anh		Head of the Supervisory Board			23/03/2023		
8	Vu Thi Thanh Hai		Member of the Supervisory Board			23/03/2023		
9	Nguyen Thi Kim Oanh		Member of the Supervisory Board			23/03/2023		
10	Nguyen Thanh Van		Internal Audit Officer			08/04/2025		
11	Cao Mai Chi		Head of Accounting			25/12/2025		

APPENDIX II. LIST OF INSIDER AND RELATED PERSONS (INDIVIDUALS, ORGANIZATIONS) OF INSIDER

No	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	Type of NSH Paper, Date of issue, issue place	Head office address/ Contact address	Number of shares owned at the end of the period	Rate of shares owned at the end of the period	Note
1	Nguyen Phuc Long		Chairman				-	0	
1.1	Ho Thanh Huong			Spouse			-	0	
1.2	Nguyen Ho Huong Ly			Child			-	0	
1.3	Nguyen Ho Phuc Lan			Child			-	0	Underage
1.4	Nguyen Ho Kim Phung			Child			-	0	Underage
1.5	Nguyen Ho Phuc Anh			Child			-	0	Underage

1.6	Nguyen Ho Bao tran			Child					-	0	Underage
1.7	Nguyen Van Thuong			Parent					-	0	
1.8	Nguyen Thi Minh Chau			Parent					-	0	
1.9	Ho Van Son			Parent in law					-	0	
1.10	Nguyen Thi Hanh Lien			Sibling					-	0	
1.11	Nguyen Xuan Bieu			Sibling-in- law					-	0	
1.12	Nguyen Thi Hanh Loan			Sibling					-	0	
1.13	Tran Duc Dung			Sibling-in- law					-	0	
1.14	Thang Long investment group JSC			Chairman of BOD	0101164614, issued for the 32st time on June 06, 2025, by Department of Finance of Hanoi City	8th Floor, Tower B, Song Da Building, Pham Hung Street, Tu Liem Ward, Ha Noi City			-	0	

1.15	Thang Long Phu Tho investment JSC			Member of BOD	2600840484, issued for the first time on July 28, 2011, and amended for the 10th time on September 11, 2025 by Department of Finance of Phu Tho	King's Garden, Tu Vu Commune, Phu Tho Province.	-	0	
1.16	Sakura Real Estate JSC			Vice Chairman of BOD	0104178615, issued for the 17th time on August 26, 2025, by Department of Finance of Hanoi City	No. 108 Nguyen Trai Street, Thanh Xuan Ward, Ha Noi City	-	0	
2	Duong Quang Trung		Vice Chairman/G eneral Director				-	0	
2.1	Vu Thi Thanh			Parent			-	0	
2.2	Duong Anh Tuan			Sibling			-	0	
2.3	Le Thi Minh Hang			Sibling-in- law			-	0	
2.4	Duong Thi Tu Anh			Sibling			-	0	
2.5	Than Van Toan			Parent-in- law			-	0	

2.6	Ta Thi Kien				Parent-in-law				-	0
2.7	Duong Hai Nam				Child				-	0
2.9	Thang Long investment group JSC				Member of BOD		0101164614, issued for the 32st time on June 06, 2025, by Department of Finance of Hanoi City	8th Floor, Tower B, Song Da Building, Pham Hung Street, Tu Liem Ward, Ha Noi City	-	0

3	Nguyen Viet Viet			Member of BOD					-	0
3.1	Nguyen Bac Huong				Parent				-	0
3.2	Vu Thi Bich				Parent				-	0
3.3	Nguyen Phi Long				Sibling				-	0
3.4	Nguyen Viet Hung				Sibling				-	0
3.5	Le Thi Van Hong				Sibling-in-law				-	0

3.6	Hoang Hong Nhung				Sibling-in-law				-	0	
3.7	Nguyen Ngoc Gia Khanh				Child				-	0	Underage
3.8	Nguyen Khoi Nguyen				Child				-	0	Underage
3.9	Nguyen Ngoc Gia An				Child				-	0	Underage
3.10	Thang Long investment group JSC				Member of BOD	0101164614, issued for the 32st time on June 06, 2025, by Department of Finance of Hanoi City	8th Floor, Tower B, Song Da Building, Pham Hung Street, Tu Liem Ward, Ha Noi City		-	0	
4	Dao Thi Thanh			Member of BOD					-	0	
4.1	Cao Thi Khieu				Parent				-	0	
4.2	Dao Thi Thang				Sibling				-	0	
4.3	Dao Thi Nhung				Sibling				-	0	

4.4	Dao Thi Loi			Sibling			-	0	
4.5	Tran Ngoc Quang			Sibling-in-law			-	0	
4.6	Nguyen Hong Hai			Sibling-in-law			-	0	
4.7	Nguyen The Nam			Sibling-in-law			-	0	
4.8	Thang Long investment group JSC			Member of BOD / Deputy General Director	0101164614, issued for the 32st time on June 6, 2025, by the Hanoi Department of Finance	8th Floor, Tower B, Song Da Building, Pham Hung Street, Tu Liem Ward, Ha Noi City	-	0	
5	Nguyen Xuan Bieu		Member of BOD				-	0	
5.1	Duong Thi Hieu			Parent			-	0	
5.2	Nguyen Thi Trieu			Sibling			-	0	
5.3	Nguyen Thi Dien			Sibling			-	0	

5.4	Nguyen Thi Khien				Sibling			-	0	
5.5	Nguyen Thi Hien				Sibling			-	0	
5.6	Nguyen Xuan Hoa				Sibling			-	0	
5.7	Nguyen Van Thuong				Parent-in-law			-	0	
5.8	Nguyen Thi Minh Chau				Parent-in-law			-	0	
5.9	Nguyen Thi Hanh Lien				Spouse			-	0	
5.10	Nguyen Thi Hanh Uyen				Child			-	0	
5.11	Nguyen Thi Hanh Nguyen				Child			-	0	
5.12	Nguyen Thi Thanh Ngan				Child			-	0	
5.13	Nguyen Xuan Nhan				Child			-	0	

			Supervisory Board								
8.1	Tran Thi Thu Hang				Parent			-	0		
8.2	Ta Manh Cuong				Spouse			-	0		
8.3	Ta Minh Thanh				Child			-	0		Underage
8.4	Ta Minh Khoi				Child			-	0		Underage
8.5	Ta Hong Tu				Parent-in-law			-	0		
8.6	Nguyen Thi Phan				Parent-in-law			-	0		
8.7	Nguyen Thi Le Hang				Sibling			-	0		
8.8	Nguyen Van Boi				Sibling-in-law			-	0		
8.9	Nguyen Thi Hai Yen				Sibling			-	0		

8.10	Vu Ngoc Toan				Sibling-in-law			-	0	
9	Pham Thi Hong Nhung		Deputy General Director/ Corporate governance officer/ Information Disclosure Officer					-	0	
9.1	Pham Ngoc Dan				Parent			-	0	
9.2	Pham Thi Lan				Parent			-	0	
9.3	Pham Tien Dung				Sibling			-	0	
9.4	Tran Thi Nhung				Sibling-in-law			-	0	
9.5	Pham Thi Thu Phuong				Sibling			-	0	
9.6	Thai Duc Trung				Sibling-in-law			-	0	
9.7	Nguyen Tien Thanh				Spouse			-	0	
9.8	Nguyen Van Khanh				Father-in-law			-	0	

9.9	Pham Thi Yen								-	0	
9.10	Nguyen Linh Dan				Child				-	0	Underage
9.11	Nguyen Thanh An				Child				-	0	Underage
10	Cao Mai Chi			Accounting Officer					-	0	
10.1	Nguyen Thi Mai Hoa				Parent				-	0	
10.2	Cao Huu Dung				Sibling				-	0	
10.3	Nguyen Dieu Linh				Sibling – in-law				-	0	
10.4	Nguyen Van Duc Phat				Child				-	0	
10.5	Nguyen Van Duc Phuoc				Child				-	0	
11.	Nguyen Thanh Van			Internal Auditor					-	0	

11.1	Nguyen Dinh Tuan			Father		-	0
11.2	Duong Thi Ngu			Mother		-	0
11.3	Nguyen Hoang Duy			Sibling		-	0
11.4	Le Huyen Trang			Sibling-in-law		-	0
11.5	Le Hoang Anh			Spouse		-	0
11.6	Le Minh Khoi			Child		-	0
11.7	Le Minh khue			Child		-	0
11.8	Le Van Thanh			Parent-in-law		-	0
11.9	Hoang Thi Hoa			Parent-in-law		-	0



