



EMBRACING CHALLENGES

SSI SECURITIES CORPORATION
2022 SUSTAINABLE DEVELOPMENT REPORT



EMBRACING 2022 SUSTAINABLE
DEVELOPMENT REPORT
CHALLENGES

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MESSAGE FROM THE CHAIRMAN

SSI

“We strive to better the communities in which we work”

“2023 will be full of difficulties, but SSI is always ready to embrace new challenges and sharpen its capabilities daily to carry out the mission of **“Connecting capital to opportunities”**.”

Dear Valued Shareholders,

The Vietnamese stock market in 2022 experienced significant ups and downs when the VN-Index saw the steepest decline since the 2008 global financial crisis. Great external pressure was imposed on the macro-economy, including the Russia – Ukraine conflict, the Chinese Government’s Zero-Covid policy; global central banks’ conservative monetary policies to curb inflation, and the risk of recession in the United States and the European Union (EU). Vietnam’s stock market liquidity observed a significant meltdown because of risks from corporate bonds; sanctions imposed for violations on the stock market; exchange rate and inflation pressure leading to tightened liquidity and interest rate hike, and slow disbursement of public investment. This made Vietnam’s stock market one of the most negative globally.

SSI was not impervious to such adverse impacts on business. However, with business acumen, quick adaptability, and steadfast adherence to its core principles, the Company’s business performance was much more encouraging compared to its peers despite not reaching earnings guidance. Net revenue in 2022 reached nearly VND 6,517 billion and consolidated profit before tax reached VND 2,110 billion, a respective year-over-year decline of 16% and 37%. With principles that uphold strict and transparent risk management across all operations, SSI always maintained abundant liquidity for core business activities, excellently supporting the investment needs of customers without incurring any bad debts throughout 2022.

This result was attributed to the valuable contribution from all business segments, including Securities Services, Principal Investment, Treasury, Investment Banking, and Asset Management. 2022 set a premise for SSI’s transformation to foster its aspiration for value creation to investors through a total asset-based approach. SSI Wealth Management was established to offer a diverse chain of financial services based on analyzing risk appetite and investment needs, advising and optimizing assets tailored to each specific segment and target customer.

Facing unpredictable and unexpected changes in the economy helped us better recognize the importance of sustainable development goals in the business strategy of each enterprise. In 2022, SSI continued to implement a sustainable development strategy that balances the socio-economic and environmental objectives. The Company continued to be among the “Top 1000 Enterprises with largest tax contribution in Vietnam” with a tax payment of VND 1,586 billion. In addition, SSI has always maintained a stable cash dividend payout ratio of 10% to ensure a recurrent and steady source of income for shareholders, alongside two successful share issuances in 2022. This not only helped SSI raise its capital to serve business operations but also improve engagement and bring financial value to shareholders, especially amid the challenges and difficulties faced by the global economy.

Today’s success is attributed to the sustained efforts, creativity, innovation, and discipline of over 1,600 SSI employees. That is the most valuable asset that SSI has, and will always foster, to become a capable and reliable companion to our customers and the stock market.

For the past 22 years, to create a prosperous and strong Vietnam with our commitment to **“We strive to better the communities in which we work”**, SSI has spent over VND132 billion on community activities to initiate and accompany meaningful charity programs that focus on sustainable activities with long-term impact on the development of localities across Vietnam. We have always been ready to join hands in times of need. With that strategy, SSI continued to contribute more than VND 8.42 billion for community activities in 2022. More than 80% of these funds are for the development & investment in education for the young, and the remaining 20% goes to social services, particularly for disadvantaged children.

Although the financial sector does not have a direct impact on the environment, SSI is highly aware of its role in contributing to a sustainable future through strict compliance with regulations on environmental protection; implementation of internal activities to raise awareness of the reasonable use of energy and natural resources; and application of monitoring measures in energy consumption and discharge, contributing to minimizing negative impacts on the environment.

2023 started with the bankruptcy of many banks globally, and investors’ trust in the market was further damaged by the continued negative consequences of several bond cases. **This year will be full of difficulties, but SSI is always ready to embrace new challenges and sharpen its capabilities daily to carry out the mission of “Connecting capital to opportunities”**. SSI will continue to pursue sustainable development goals simultaneously with our top priorities of profit optimization, risk management, and business discipline.

On behalf of the Company, we would like to extend our sincere thanks to all valued customers and business partners for accompanying SSI, to our shareholders for trusting in us, and to the members of the Board of Directors for jointly developing business development strategies. Special thanks are also given to all officers and employees for sharing our joys and sorrows, creating deep imprints, and firmly stepping into the future to bring SSI to a new height. With your cooperation, we will continue to achieve greatness in 2023.

We wish you all good health and success.

Ho Chi Minh City, 15 April 2023

Chairman of the Board of Directors



NGUYEN DUY HUNG



GENERAL INFORMATION

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GRI 101

REPORT OVERVIEW

The Sustainable Development Report (SDR) is an overall picture of announcements, reviews and assessments of sustainable development goals and activities of SSI Securities Corporation with a strategic orientation toward sustainable development issues.

For many years, SSI has produced separate SDR in reference to standards of the latest version **GRI Sustainability Reporting Standards with Core option**, by the Global Reporting Initiative (GRI). This version outlines the highest international standards for an SDR, which were upgraded and restructured from the G4 version, to help the reporting be more convenient and efficient. SSI proactively discusses with stakeholders to identify topics of interest. These issues will continue to be evaluated in the overall context of sustainable development with the Company's current business operation and sustainable development strategy, from which critical matters are to be reviewed, improved as well as highlighted in the report. The Company seeks to demonstrate its clarity and transparency in the disclosure of contents related to sustainable development, increase values to shareholders, develop the trust of stakeholders, as well as enhance its prestige and brand identity.



Reporting Scope & Limits

The Sustainable Development Report 2022 was prepared for the fiscal year ending on 31 December 2022. All data in the report is collected from SSI's actual activities at the Head Office and Branches/Transaction Offices nationwide, from 01 January 2022 to 31 December 2022. Financial data in the report is referenced from the audited Consolidated Financial Report for the year 2022 and previous years.

The report is prepared by the Sustainable Reporting Team, including members from several departments responsible for data provided in the Report such as Investor Relations, Corporate Communications, Finance – Accounting, and Company Secretary.

Report content determination method & principles

The report was compiled in reference to the GRI Global Sustainability Reporting Standards set by the Global Reporting Initiative. The structure includes 4 main contents:

- 01 **GRI 100 – GENERAL INFORMATION**
- 02 **GRI 200 – ECONOMIC STANDARDS**
- 03 **GRI 300 – ENVIRONMENTAL STANDARDS**
- 04 **GRI 400 – SOCIAL STANDARDS**

The report was prepared according to the following principles:

Principles for Determining Report Contents	Principles for Determining Report Quality
Stakeholder inclusiveness	Accuracy
Sustainability context	Balance
Materiality	Clarity
Completeness	Comparability
	Reliability
	Timeliness

Contact

For all feedback as well as related inquiries, kindly contact:

SSI Investor Relations

Email: investorrelation@ssi.com.vn
Telephone: (+84-24) 3936 6321
Address: 1C Ngo Quyen Street, Ly Thai To Ward, Hoan Kiem District, Hanoi

GRI 102

GENERAL DISCLOSURES

SSI GENERAL INFORMATION

SSI Securities Corporation (SSI – HOSE) was founded in December 1999. With 22 years of experience in the Vietnam financial market, the Company has become a leading financial institution, which has the fastest growth rate, with its charter capital increasing more than 2,400 times. With strong financial capability, high standard corporate governance, and professional human resources, SSI provides clients with a comprehensive range of financial products and services, maximizing shareholders' value. Currently, The Company has a wide network of Branches/ Transaction Offices, covering major cities throughout Vietnam, such as Hanoi, Ho Chi Minh City, Hai Phong.



Company name:	Date of incorporation:
SSI SECURITIES CORPORATION	30/12/1999
Legal Representative:	Ticker:
MR. NGUYEN DUY HUNG – CHAIRMAN OF THE BOARD	SSI
Head Office:	
72 Nguyen Hue, Ben Nghe Ward, District 1, Ho Chi Minh City	www.ssi.com.vn
+84 28 38242897	+84 28 38242997

CHARTER CAPITAL (AS OF 31 DECEMBER 2022):

VND 14,911,301,370,000

OWNER'S EQUITY (AS OF 31 DECEMBER 2022):

VND 22,383,881,964,660

THE NUMBER OF EMPLOYEES (AS OF 31 DECEMBER 2022):

1,603 EMPLOYEES including 506 EMPLOYEES who are fully certified for securities license



VISION

THE BUSINESS OF SUCCESS

SSI Securities Corporation (SSI) operates based on the vision of “The Business of Success”.

We put all our resources and ideas behind bringing success to our clients, our people, our shareholders and the communities we operate in. We uncover new investment opportunities in the financial markets and turn them into profits.

MISSION

CONNECTING CAPITAL TO OPPORTUNITIES

This mission unifies all the businesses under the SSI brand and will guide any future opportunities, which the brand may take on.



CORE VALUES

SOLUTIONS-LED

We are focused on the outcome of making our customers successful, and we prioritize their individual needs over existing products or processes.

SKILLED

We are experts in our industry and our markets and will continually enhance our professional skills to provide the highest standards of service to our customers.

INVENTIVE

We empower and encourage our people to find creative new ways to bring success to SSI and its customers.



DEVELOPMENT HISTORY

30/12/1999: SSI was founded with its head office located in Ho Chi Minh City, operated in two major segments: Brokerage Services & Investment Advisory. Initial charter capital was VND 6 billion;

07/2001: Charter capital was raised to VND 20 billion. The company expanded core business functions to 4 areas including Investment Advisory, Brokerage Services, Principal Investment & Securities Depository;

07/2002: SSI established its first branch in Hanoi, expanding its operations to Northern areas.

1999-2002

2003-2005

06/2005: SSI raised charter capital to VND 52 billion with 6 main business lines including Investment Advisory, Brokerage Services, Principal Investment, Securities Depository and Investment Portfolio Management, Underwriting Service.

11/2006: Successfully implement the first convertible bond issuance on the Vietnam Stock Exchange for SSI itself, pioneering a new form of issuance for public and listed companies, in addition to ordinary share issuance;

12/2006: SSI stock was officially listed on the Hanoi Securities Trading Center (now known as Hanoi Stock Exchange);

08/2007: SSI Asset Management (SSIAM), SSI's Limited Company was established;

10/2007: SSI switched its stock listing to Ho Chi Minh City Trading Center (now known as Ho Chi Minh Stock Exchange);

04/2008: Charter capital was raised to VND 1,366 billion;

06/2008: Daiwa became the Strategic Shareholder of SSI.

2006-2008

2009-2011

07/2009: SSIAM became the first company in the Vietnam securities market to obtain a license to invest overseas;

05/2010: Charter capital was raised to VND 3,511 billion.

03/2013: Charter capital was raised to VND 3,537.9 billion.

2012-2014

2015-2017

04/2015: SSI successfully issued two private placements of non-convertible and unsecured corporate bonds: phase 1 in January 2015 with a total value of 500 billion VND and phase 2 in April 2015 with a total value of 300 billion VND;

09/2015: SSI became the first company that completed all required procedures to officially lift its limit of foreign ownership up to 100%;

01/2017: Charter capital was raised to VND 4,900.6 billion;

04/2017: In January and April 2017, SSI carried out successfully two private placements of corporate bonds worth VND 300 billion for each issuance;

05/2017: SSI was granted with securities trading license by the State Securities Commission for trading derivatives and providing clearing services and settlement of derivatives trading;

Hanoi Stock Exchange issued the Decision to accept SSI as a member of the Derivatives trading market.

02/2018: SSI successfully issued its 3-year fixed rate convertible bonds with a total value of VND 1,150 billion at a coupon rate of 4 percent annually;

12/2018: SSI celebrated its 18th anniversary and officially changed its name to SSI Securities Corporation, matching the abbreviation of the company's name and ticker symbol;

06/2019: SSI was officially granted a certificate of offering Covered Warrants;

02/2020: Charter capital was raised to VND 6,029.5 billion;

06/2020: SSI is the first and only Securities Company holding the Annual General Meeting of Shareholders in 2020 using online platforms, demonstrating its efforts to increase shareholder benefits;

12/2020: SSI is the only company in the securities industry conferred the noble Title "Hero of Labor" by the Communist Party and the Socialist Republic of Vietnam.

2018-2020

2021-2022

05/2021: SSI became the first securities company with a market capitalization of over 1 billion USD;

11/2021: SSI successfully issued 218.29 million bonus shares with a ratio of 6:2 (September 2021) and 109.1 million shares offered to existing shareholders with a ratio of 6:1 at the price of 10,000 VND /share (October 2021). After those insurances, charter capital was raised to VND 9,847.5 billion;

09/2022: SSI has successfully issued more than 496 million shares to shareholders at the price of VND 15,000 per share. Thereby, SSI's charter capital was increased to VND 14,911.3 billion, maintaining its position as the securities company with the largest capital scale in the market.



BUSINESS UNITS



SECURITIES SERVICES, DIGITAL SERVICES AND WEALTH MANAGEMENT



TREASURY



SECURITIES SERVICES, DIGITAL SERVICES AND WEALTH MANAGEMENT

Providing securities products and services to individual and institutional customers, including:

- ▶ Products and Services for enabling investing in listed stocks and mutual funds including opening of trading accounts, brokerage, order placing, advisory, cash transactions, securities depository; consultancy and support for OTC transactions, distribution of open-ended fund certificates, ETFs, certificates of deposit and corporate bond; Initial Public Offering (IPO) and Coverage Warrants auction house; Covered Warrants trading;
- ▶ Products and Services for the derivatives market including account opening, brokerage, advisory, order placing, cash transactions;
- ▶ Financial services: margin lending, and cooperation with banks to support securities trading;
- ▶ E-trading services: Web Trading, Pro Trading, Mobile Trading, iBoard, Contact Center and SMS;
- ▶ Research and Investment Advisory: macro reports, investment advisory reports, daily call reports, industry research reports, company reports, stock valuation reports, money market reports, fund flow reports, technical analysis reports;
- ▶ Wealth Management Services for individual clients: Advising on financial planning and wealth allocation; Providing rich investment solution packages to meet clients' needs from basic to advanced, including deposit products, structured products, bonds, fund certificates, stocks; Providing a privileged service system focusing on creating and adding value on the investment knowledge base for customers and the next generations;
- ▶ Corporate Access: company visits to listed/unlisted companies, seminars to introduce investment opportunities to Vietnam and international investors.



TREASURY

- ▶ Treasury business activities including currency transaction and investment through term-deposits contracts, loan contracts, entrustment, bond repos, fixed income instruments and other structured product transactions;
- ▶ Bond services including brokerage, auctions and underwriting services;
- ▶ Providing flexible structured products for different companies and clients' needs.



PRINCIPAL INVESTMENT



INVESTMENT BANKING



SSI ASSET MANAGEMENT (SSIAM)



PRINCIPAL INVESTMENT

- ▶ Investing in equity, bond, fund certificate, derivative;
- ▶ Market making;
- ▶ Covered warrants issuance.



INVESTMENT BANKING

- ▶ Corporate financing advisory: business evaluation, corporate financing restructuring, listing and IPO advisory;
- ▶ Mergers and Acquisitions (M&A) advisory;
- ▶ Advisory for capital raising in domestic and international capital markets: stock, bond and derivatives issuance and underwriting via public offering or private placement.



SSI ASSET MANAGEMENT (SSIAM)

- ▶ Fund Management: capital mobilization and management for onshore and offshore funds;
- ▶ Portfolio Management: discretionary and non-discretionary portfolio management for domestic/international institutions as well as individual customers, corporate clients and Private Wealth management;
- ▶ Investment Advisory: for institutional and individual, domestic and foreign customers; strategy and asset allocation advisory.

BUSINESS LOCATION

SSI provides services through a network of branches and transaction offices in the territory of Vietnam and through electronic transaction channels, serving customers around the world.



BRANCH NETWORK

The South

Head Office

72 Nguyen Hue, Ben Nghe Ward,
District 1, Ho Chi Minh City
Tel: (+84) 28 3824 2897
Fax: (+84) 28 3824 2997

Nguyen Cong Tru Branch

7th Floor, TNR Building, 180-192
Nguyen Cong Tru, Nguyen Thai Binh
Ward, District 1, Ho Chi Minh City
Tel: (+84) 28 3821 8567
Fax: (+84) 28 3821 3867

Le Loi Transaction Office

Unit 03, 18th Floor,
Saigon Centre Building, 67 Le Loi Street,
Ben Nghe Ward, District 1, Ho Chi Minh City
Tel: (028) 3636 3688
Fax: (028) 3636 3668

Nguyen Thi Minh Khai
Transaction Office

1st Floor, Golden Tower Building,
6 Nguyen Thi Minh Khai Street,
Da Kao Ward, District 1,
Ho Chi Minh City
Tel: (+84) 28 3622 2666
Fax: (+84) 28 3622 2333

Nguyen Van Cu
Transaction Office

8th floor, Royal Centre Building, 235
Nguyen Van Cu Street, Cu Trinh Ward,
District 1, Ho Chi Minh City
Tel: (+84) 28 3622 0123
Fax: (+84) 28 3622 6667

Nguyen Huu Canh
Transaction Office

Ground and 1st Floor of P2-SH.06,
Ground and 1st Floor of P2-SH.07,
Park 2, Vinhomes Central Park, 206
Nguyen Huu Canh, Binh Thanh Ward,
Ho Chi Minh City
Tel: (028) 3622 2233
Fax: (028) 3622 2277

Cach Mang Thang Tam
Transaction Office

6th Floor, Lim II Tower,
62A Cach Mang Thang Tam Street,
Ward 6, District 3, Ho Chi Minh City
Tel: (028) 3622 7788
Fax: (028) 3622 5666

The North

Hanoi Branch

1C Ngo Quyen, Ly Thai To Ward,
Hoan Kiem District, Hanoi
Tel: (024) 3936 6321
Fax: (024) 3936 6311

My Dinh Branch

C014 and C015, G Floor,
The Manor Building, My Dinh,
Me Tri Ward, Tu Liem District, Hanoi
Tel: (024) 3794 6699
Fax: (024) 3794 6677

Hai Phong Branch

22 Ly Tu Trong,
Hong Bang District,
Hai Phong City
Tel: (0225) 356 9123
Fax: (0225) 356 9130

Van Phuc
Transaction Office

1st Floor and Unit 3A of 3rd Floor,
The Imperial Suites Building, 01-N1,
Lane 40, Van Bao Street,
Lieu Giai Ward, Ba Dinh District, Hanoi
Tel: (024) 3773 4999
Fax: (024) 3771 4999

Times City
Transaction Office

1st, 2nd and 3rd floors, and Unit 07 of
10th Floor, Century Tower,
458 Minh Khai, Vinh Tuy Ward,
Hai Ba Trung District, Hanoi
Tel: (024) 3941 3383
Fax: (024) 3941 3385

Le Van Luong
Transaction Office

1st Floor, Star City Tower,
23 Le Van Luong, Nhan Chinh Ward,
Thanh Xuan District, Hanoi
Tel: (024) 3209 1256
Fax: (024) 3568 0738



SSI Asset Management Ltd

1C Ngo Quyen, Ly Thai To Ward, Hoan Kiem District, Hanoi
Tel: (024) 3936 6321 – Fax: (024) 3936 6337

MAJOR AWARDS

OVER THE PAST 22 YEARS OF OPERATION, SSI HAS BEEN HONORED BY MANY PRESTIGIOUS DOMESTIC AND FOREIGN ORGANIZATIONS SUCH AS **ASIAMONEY BROKERS POLL FOR 10 CONSECUTIVE YEARS.**



IN 2022, SSI ACHIEVED 28 OUT OF 29 AWARD CATEGORIES. ESPECIALLY, SSI CONTINUES TO TAKE THE LEAD IN THE CATEGORY OF **“BEST RETAIL BROKER IN VIETNAM”**.

Hundreds of awards have affirmed SSI’s pioneering position and recognized SSI’s unremitting efforts to bring the best quality services to customers. It also establishes SSI’s outstanding reputation in the market, proving the Company’s strong potential in terms of human resources, financial capabilities, and extensive network.



AWARD CATEGORIES FOR SALES SERVICES

- 1 BEST DOMESTIC BROKERAGES (VIETNAM)
- 2 BEST BROKERAGES FOR RESEARCH (VIETNAM)
- 3 BEST BROKERAGE FOR SALES (VIETNAM)
- 4 BEST BROKERAGES FOR CORPORATE ACCESS (VIETNAM)
- 5 BEST BROKERAGES FOR EXECUTION (VIETNAM)
- 6 BEST RETAIL BROKERAGES (VIETNAM)



INDIVIDUAL AWARDS FOR SSI’S BROKERS AND ANALYSTS IN THE FIELDS OF MARKET RESEARCH AND ANALYSIS

- 1 BEST STRATEGIST (VIETNAM)
- 2 BEST ECONOMIST (VIETNAM)
- 3 BEST ANALYST FOR SMALL/ MID-CAPS (VIETNAM)
- 4 BEST ANALYST FOR AGRICULTURE (VIETNAM)
- 5 BEST ANALYST FOR BANKS (VIETNAM)
- 6 BEST ANALYST FOR CONSTRUCTION & ENGINEERING (VIETNAM)
- 7 BEST ANALYST FOR CONSUMER DISCRETIONARY (VIETNAM)
- 8 BEST ANALYST FOR CONSUMER STAPLES (VIETNAM)
- 9 BEST ANALYST FOR ENERGY (VIETNAM)
- 10 BEST ANALYST FOR FINANCIALS (NON-BANKING) (VIETNAM)
- 11 BEST ANALYST FOR INDUSTRIALS (VIETNAM)
- 12 BEST ANALYST FOR IT SERVICES (VIETNAM)
- 13 BEST ANALYST FOR MATERIALS (VIETNAM)
- 14 BEST ANALYST FOR REAL ESTATE (VIETNAM)
- 15 BEST ANALYST FOR TELECOMMUNICATION SERVICES (VIETNAM)
- 16 BEST ANALYST FOR TRANSPORTATION & LOGISTICS (VIETNAM)
- 17 BEST ANALYST FOR UTILITIES (VIETNAM)
- 18 BEST SALESPERSON (VIETNAM)
- 19 BEST SALES TRADER (VIETNAM)
- 20 BEST ANALYST FOR AUTOMOBILES & COMPONENTS
- 21 BEST ANALYST FOR HEALTHCARE
- 22 BEST FOR CORPORATE ACCESS (VIETNAM)

**Awards from
Euromoney**

- ▶ **Euromoney Market Leaders 2022**

**Awards from
The Asset**

- ▶ **Best Equity Adviser** in 2017 | 2020 | 2021 | 2022
- ▶ **Domestic Corporate and Institutional Adviser** in 2018 | 2019 | 2020 | 2022
- ▶ **Asset Management Company of the Year** in 2012 | 2014 | 2021 | 2022

**Awards from
FinanceAsia**

- ▶ **Best ECM House in Vietnam** in 2014 | 2015 | 2018 | 2019 | 2022

**Awards from
Alpha Southeast Asia**

- ▶ **Best Retail Broker in Vietnam** in 2017 | 2018 | 2019 | 2020 | 2022
- ▶ **Best Equity House in Vietnam** in 2021 | 2022
- ▶ **Best Overall Asset & Fund Manager** in 2020 | 2021 | 2022

**Awards from
Asian Investor**

- ▶ **Best Business Development – SSIAM** in 2022

**Awards from
Asia Asset Management**

- ▶ **CEO of the Year – SSIAM**
in 2012 | 2013 | 2014 | 2015 | 2016 | 2020 | 2022

**Awards from
Forbes Magazine**

- ▶ **Top 50 Best Listed Companies in Vietnam**
for 9 consecutive years in 2014 – 2022
- ▶ **Top 20 Professional Female Managers – SSIAM** in 2022

**Awards from
Anphabe**

- ▶ **Ranked 1st in the Financial Services Industry – Vietnam 100 Best Places to Work** in 2022
- ▶ **Top 100 Vietnam Best Places to Work** in 2021 | 2022
- ▶ **Top 50 Vietnamese Employer of Choice** in 2017 | 2018 | 2021 | 2022

**Awards from
Asia Business Review**

- ▶ **Asian Technology Excellence Awards – Fintech Brokerage**
in 2022 for iBoard

**Award from
Nhịp Cầu Đầu Tư
Magazine**

- ▶ **Top 50 Best Performing Companies in Vietnam**
in 2014 | 2016 | 2020 | 2021 | 2022

**Awards from
Ho Chi Minh Stock
Exchange (HOSE), Hanoi
Stock Exchange (HNX),
Vietnam Investment
Review (VIR)
and Dragon Capital**

- ▶ **Top 10 Large-cap Listed Companies with Outstanding Annual Reports Awards**
in 2009 | 2010 | 2011 | 2012 | 2013 | 2016 | 2018 | 2020 | 2021 | 2022

**Awards from
Vietstock and VAFE
(Vietnam Association of
Financial Executive)**

- ▶ **Listed companies that fully and promptly meet the obligation to disclose information on the stock market** for 3 consecutive years (2020 – 2022)
- ▶ **Top 500 Largest Private Enterprises (VNR500)**
for 15 consecutive years (2008 – 2022)
- ▶ **Top 500 Fastest Growing Enterprises in Vietnam (FAST500)**
for 7 consecutive years (2016 – 2022)
- ▶ **Top 500 Most Profitable Enterprises in Vietnam (PROFIT500)**
for 5 consecutive years (2018 – 2022)
- ▶ **Top 50 Prestigious & Effective Public Companies (VIX50)** in 2021 – 2022
- ▶ **Top 50 Vietnam the Best Growth** in 2021 | 2022

**Awards from
Viet Research & Vietnam
Investment Review (VIR)**

- ▶ **Top 500 Best Employers in Vietnam** in 2022

**Awards from
VnEconomy**

- ▶ **Top 10 Banks, Financial Services – Vietnam Excellence Brand Awards**
in 2022



FinanceAsia

ASIAMONEY

Bloomberg

Asia Asset Management

AsianInvestor

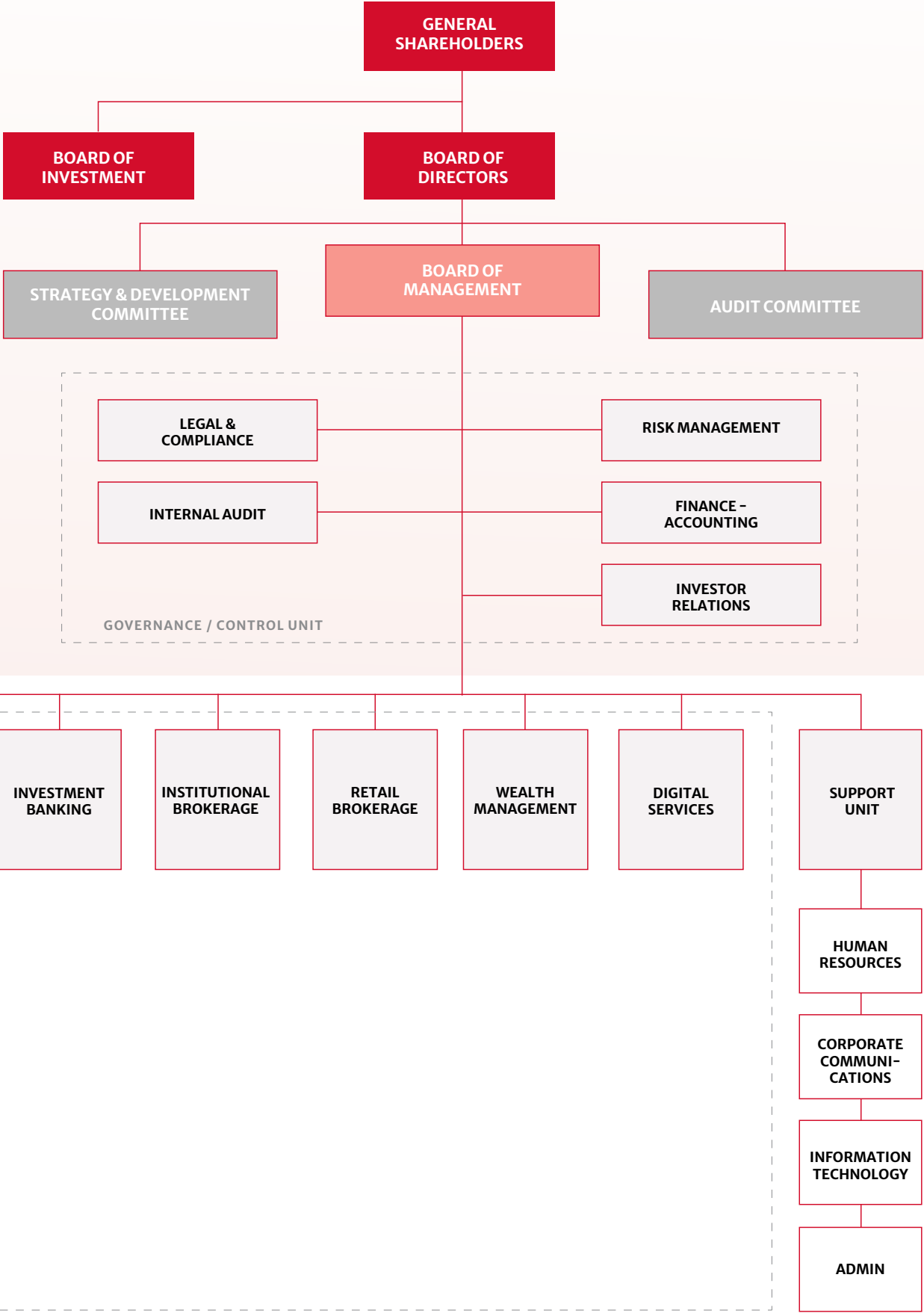
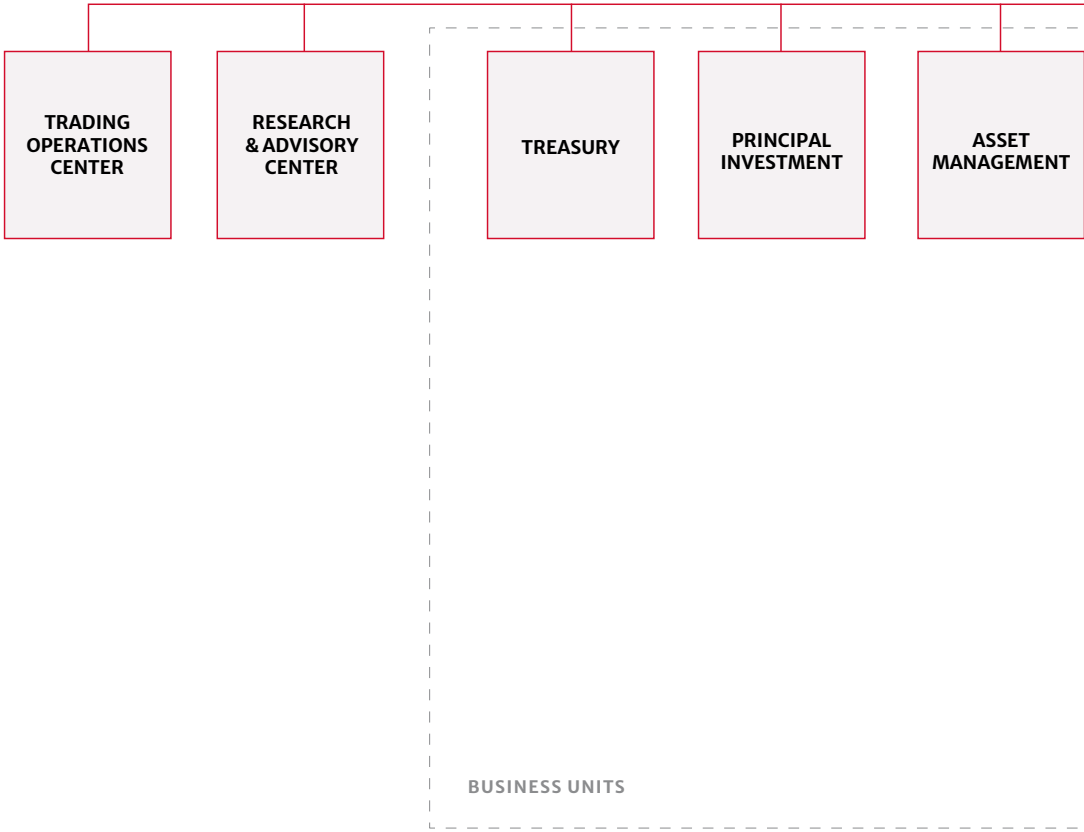
Forbes

NHỊP CẦU ĐẦU TƯ

anphabe

ORGANIZATIONAL STRUCTURE
& KEY PERSONNEL

ORGANIZATIONAL STRUCTURE



KEY PERSONNEL



Mr. Nguyen Duy Hung

Chairman

Mr. Hung is the founder of SSI Securities Corporation. He is also the Founder and Chairman of the PAN Group Joint Stock Company (PAN – HOSE) – a leading player in the field of agriculture and high-quality packaged food.



Mr. Nguyen Hong Nam

*Board Member cum
Chief Executive Officer*

Mr. Nam is a successful leader in many business areas. He graduated from University of Lugansk (Ukraine) with a Master's degree in Science.



Mr. Nguyen Duy Khanh

Board Member

Mr. Khanh holds a B.A in Finance from The University of George Washington, United States.

He had worked with SSI during the implementation phase of the Conversion project consulted by McKinsey in 2010. He supported the establishment of SSI International Corp and made a valuable contribution to the success of this company. Mr. Khanh is also a board member of the PAN Group Joint Stock Company (PAN – HOSE).



Mr. Hironori Oka

Board Member

Mr. Hironori Oka has more than 20 years of experience in the field of finance and securities, working in many positions in various countries such as Japan, Hong Kong, the USA, Singapore and Taiwan. He has held senior positions at Daiwa Group and has been responsible for major duties in leadership roles since 1994. Currently, Mr. Oka is the Managing Director and Head of Asia & Oceania cum President and CEO of Daiwa Capital Markets Hong Kong Limited.



Mr. Pham Viet Muon

*Board Member
Head of Audit Committee*

Mr. Muon is also a Member of the Board of Directors, PAN Group Joint Stock Company (PAN – HOSE). Previously, he was the former Vice Chairman of the Government Office, Standing Deputy Chairman of the Steering Committee for Innovation and Development of Enterprises. He has intensive knowledge and experience of over 15 years in restructuring and equitizing state-owned enterprises.

Mr. Muon holds a Ph.D. in Economics.



Mr. Nguyen Quoc Cuong

*Board Member
Audit Committee Member*

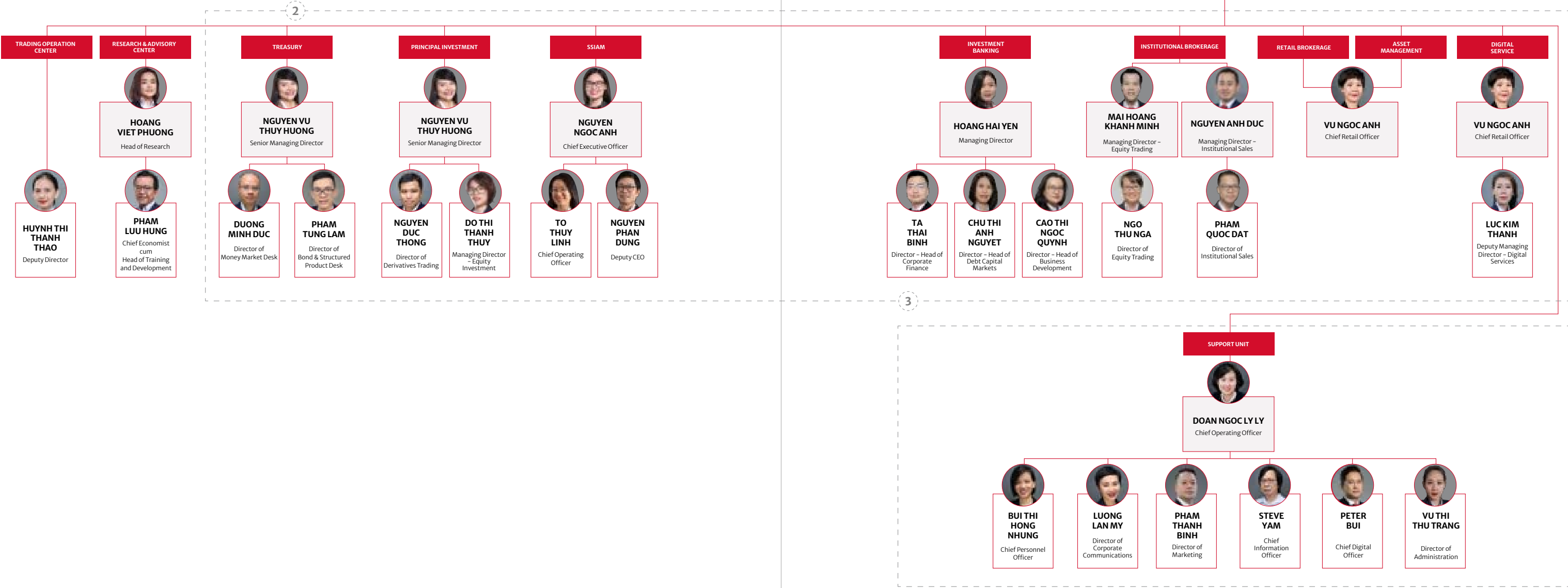
Mr. Cuong is a famous politician and a veteran diplomat of Vietnam. He was the former Deputy Minister of Foreign Affairs of the Socialist Republic of Vietnam, Chairman of the State Committee on Overseas Vietnamese, Vietnamese Ambassador to the United States, and Vietnamese Ambassador to Japan. He is serving as Senior Advisor at Diplomatic Academy of Vietnam and Consultant Expert.

Mr. Cuong holds a Master's degree in International Relations in the United States.

ORGANIZATIONAL STRUCTURE
& KEY PERSONNEL [CONT.]

KEY PERSONS

- 1 GOVERNANCE/CONTROL UNIT
- 2 BUSINESS UNITS
- 3 SUPPORT UNIT





KEY FINANCIAL HIGHLIGHTS

Items	2018	2019	2020	2021	2022
Net revenue (VND billion)	3,939	3,301	4,576	7,786	6,517
Net profit from operating activities (VND billion)	1,567	1,099	1,552	3,252	2,100
Other profits (VND billion)	56	7	5	113	10
Total profit before tax (VND billion)	1,623	1,106	1,558	3,365	2,110
Profit after tax (VND billion)	1,303	907	1,256	2,695	1,698
Profit after tax of the parent company (VND billion)	1,305	909	1,257	2,696	1,699
Balance sheet	2018	2019	2020	2021	2022
Total assets (VND billion)	23,826	27,044	35,770	50,793	52,226
Charter capital (VND billion)	5,101	5,101	6,029	9,848	14,911
Total number of weighted average shares	499,834,406	591,654,887	600,489,827	880,992,801	1,187,083,380
Owner's equity (VND billion)	9,156	9,401	9,873	14,220	22,384
Asset structure	2018	2019	2020	2021	2022
Current assets/Total assets	93.5%	82.4%	81.2%	91.6%	93.3%
Long-term assets/Total assets	6.5%	17.6%	18.8%	8.4%	6.7%

Capital structure	2018	2019	2020	2021	2022
Liabilities/Total assets	61.6%	65.2%	72.4%	72.0%	57.1%
Equity/Total assets	38.4%	34.8%	27.6%	28.0%	42.9%
Rate of returns	2018	2019	2020	2021	2022
Profit after tax/Total assets (ROA)	5.5%	3.4%	3.5%	5.3%	3.25%
Profit after tax/Equity (ROE)	14.3%	9.7%	12.8%	19.0%	7.6%
Profit after tax/Charter capital	25.5%	17.8%	20.8%	27.4%	11.39%
Profit after tax/Net revenue	33.1%	27.5%	27.4%	34.6%	26.05%
EPS (VND)	2,428	1,430	1,955	2,852	1,432
Solvency ratios	2018	2019	2020	2021	2022
Current ratio (Current assets/Current liabilities)	1.65	1.36	1.12	1.28	1.64
Quick ratio ([Cash + Short-term financial investments]/Current liabilities)	1.65	1.35	1.11	1.23	1.57

2022 HIGHLIGHTS

Despite various challenges of the Socio-economic and the Stock market in 2022, SSI has grasped every move of the market, proactively anticipated and turned challenges into opportunities to create sustainable values for not only the Company but also all stakeholders along the journey of preserving and increasing the prosperity

A COMPREHENSIVE REMUNERATION SYSTEM

WITH OVER **VND1,058** paid for employees

OVER **VND 132** BILLION was contributed by SSI to community activities over the past 22 years

SUCCESSFULLY ISSUED TO EXISTING SHAREHOLDERS

496,380,115 SHARES

10 consecutive years ranked among **Top 1000 enterprises with largest tax contribution in Vietnam** with two years in a row contributing more than VND 1,000 billion to the State Budget

VND 1,375 BILLION in 2021 **VND 1,586** BILLION in 2022

ESTABLISHED

WEALTH MANAGEMENT

A trusted companion on the journey of preserving and increasing customer assets

DIGITAL SERVICES

Improving customer experience and expanding customer base

COMPREHENSIVE INVESTMENT PRODUCTS

Stocks

STOCKS DERIVATIVES COVERED WARRANTS

S-Products

S-BOND S-NOTES S-SAVINGS

Fund Products

ETFs OPEN-ENDED FUNDS VOLUNTARY PENSION FUNDS

TOTAL ASSETS

VND **52,226** BILLION

1

maintaining the leading position in the securities sector in terms of total assets

UNIT: VND

14,911 BILLION CHARTER CAPITAL

6,517 BILLION NET REVENUE

2,110 BILLION PROFIT BEFORE TAX

5

series of investment advisory programs and **hundreds of live broadcasts** with millions of views

Bí mật Đông tiền

Chứng Café

làm giàu tuổi 20

Tiền Đi Đâu Về Đâu?

CHỌN DANH MỤC



Simulation investment online games providing in-depth investment knowledge



GRI 103

MANAGEMENT METHODS

SUSTAINABLE DEVELOPMENT STRATEGY

SSI GENERAL DEVELOPMENT STRATEGY

Since its establishment, with the mission of **“Connecting capital to opportunities”**, SSI has made relentless efforts in capital mobilization through the stock markets, contributing to forming a channel to direct and distribute capital to the economy in the long term under the market mechanism, mobilize great resources of the country and promote economic development. SSI’s objective as a leading financial institution in the Vietnam market has been realized, making a strong momentum to conquer the international market. This is based on our customer-centric approach, which not only helps bring profit to the Company but also protects customers from losses.

SSI’s persistent target yet flexible approach in addition to business acumen not only helps SSI remain resilient against ups and downs in the Vietnamese securities market, but also justifies its position as the No. 1 securities company. Every five-year development strategy is accompanied by a three-year action plan which has helped SSI gain its impressive milestones. A sustainable development strategy is drawn upon three successful factors, including product and service quality, human resources qualification and technology system development.

SSI is among the few securities companies on the market with diverse income structures, not to mention its leading position in these business areas. This enables SSI to gain encouraging business results and maintain sustainable growth despite the ups and downs of the market. In the coming year, resources will continue to be allocated appropriately to promote development of those fields.

KEY RISKS IDENTIFICATION AND MANAGEMENT

In 2022, major events in the world such as the Russia–Ukraine war, rising inflation and interest rates, and a series of domestic events have had a strong impact on Vietnam’s stock market from systemic fluctuations in the whole market (VN-Index fell from the peak of 1,536.45 points to 873.78 points, equivalent to a decrease of about 43%) to individual fluctuations in some specific businesses (some stocks price has dropped up to 70% – 80% and lose liquidity in many trading sessions). However, with professional staff and a clear strategy from the BOD to seize opportunities and promptly respond to unexpected difficulties, 2022 witnessed continuous growth in the number of new investors. Risks continued to be minimized, always below the risk limit approved by the BOD and especially no bad debt arising from margin lending activities.

Specifically, some groups of action to respond to risks caused by the Covid-19 pandemic were applied as follows:

- ▶ In the first months of 2022 when margin loans increased sharply and at a high level and interest rates increased, the BOM discussed and proactively adjusted margin lending activities more cautiously, thereby minimizing credit risks when the market has strong fluctuations as well as maintaining the stability of product policies;
- ▶ In November 2022, during a period of strong market crisis due to large-scale forced selling despite the quality of stocks, along with the illiquidity of many stocks, the BOM continuously discussed and assessed the situation to have flexible handling solutions within the framework of both ensuring safety for SSI as well as being able to accompany customers at the best possible level.

In 2022, the risk management policies and procedures upheld to be completed and updated, in line with the Company’s business practices. In addition, training courses on risk awareness and risk prevention have been conducted firmwide for all employees, aiming to improve the effectiveness of risk management.



During its operation, SSI identifies several risks related to business and operations to monitor, prevent, control and handle as follows:



1. Market Risk

Risk identification: SSI's core business activities exposed to market risks are investments in bonds and shares, deposit investment, margin lending, covered warrant offerings and derivative products.

Revenue from these activities is affected by fluctuations in interest rates, stock prices, possibly due to market conditions, changes in monetary policy, macro policies of the Government of Vietnam or other countries concerned, geopolitical turmoil such as instability in the East Sea, epidemics, natural disasters, wars as well as other legal provisions. Unexpected variations in interest rates and stock prices may lead to a decrease in the Company's revenue and profit.

Risk Management:

- ▶ Conducting assessments of macroeconomic conditions, market systematic risk, changes in legal regulations and Government's policies related to specific sectors, geopolitical issues, global commercial and economic issues, natural disasters, epidemics, and wars that may impact the overall market or a specific sector either periodically or unexpectedly upon occurrences of events for appropriate adjustments in margin lending activities;
- ▶ Making good use of market opportunities to divest investments achieving expected returns, while investing in companies of essential business which have the potential for constant growth. SSI also appointed representatives to take positions in the BOD and/or the BOS and/or the BOM at the enterprises where SSI holds a sufficiently large percentage of ownership. As a result, SSI could support the investees in all aspects of operations for better management of its portfolio;
- ▶ Limiting the risk from the high volatility of the derivatives index by carefully determining the initial margin ratio, with the appropriate warning level;
- ▶ Coordinating market-making with hedging, to ensure that investors can easily buy and sell warrants issued by SSI. The Company was also able to manage the market risks resulting from fluctuations of underlying securities. In addition, SSI rested on analysis and evaluation to reduce hedging expenses for each specific underlying stock.

2. Credit Risk

Risk identification: arising mainly from margin lending activities, non-payment by derivatives trading customers when the position loss exceeds the margin value due to strong market volatility and the inability to close the position, invest money through bank deposits, certificates of deposit and investment in bonds. The risks arise when a partner fails to pay wholly or partly its debt obligations to SSI by the due date.

Risk Management:

- ▶ SSI always exercises prudence before conducting transactions with financial institutions based on the evaluation of their credit rating results, together with periodic reassessment. Depending on different credit levels, different financial institutions may apply different transaction limits, along with certain conditions to increase capital preservation. At the same time, SSI established an overdraft limit mechanism with multiple banks for simultaneous operation with bank deposits. This allows the Company to maintain liquidity capabilities while ensuring flexible capital uses and avoiding credit risks exposure as bank deposit contracts always have provisions of flexible withdrawal for overdraft.
- ▶ Margin lending arises when SSI is unable to recover enough debts after disposing all collateral assets of clients, or unable to handle collateral assets as stocks lack liquidity, shares price falls deeply or stocks are forced to delist, besides, the customer refuses to supplement the collaterals. To minimize this risk, SSI implements a range of coordinated measures as follows:
 - » Establishing a prudent lending portfolio;
 - » The stock portfolio used as collateral assets is revalued monthly to mark the fluctuation of stocks;
 - » Developing a cross-cut limit system to control the concentration of outstanding lending balance and define alert levels for timely recovery of debts;
 - » Monitoring the outstanding balance, concentration of outstanding balance by clients, by stocks and daily risk exposure for timely risk detection;
 - » Rating and evaluating clients using margin trading must comply with SSI's criteria and regulations. Increase Brokers' responsibilities to take care of customers in a warning and loan recovery;
 - » Refraining from competing for market share and outstanding lending balance through over-extending margin lending services.
- ▶ Investments in Bonds: only invested in bonds issued by reputable corporates with sufficient collateral assets.

3. Liquidity risk

Risk identification: arising when SSI loses its ability to fulfil its obligations to pay part or all of the due debts, fails to meet the demand for payment of securities purchased by investors using margin lending, and delays or does not satisfy the requirements of payment activities of investors on accounts they maintain at SSI.

The number of SSI clients has been growing over the years, amounting to over 456 thousand trading accounts on the underlying market, over 70 thousand derivatives accounts. The extra-large number of clients associated with hundreds of payment requests SSI to ensure the quickest, safest, and most cost-effective way to conduct payment operations for investors. In order to maintain flexibility in serving clients, SSI has connected with dozens of banks to manage an average investor deposit balance of over VND 5,300 billion in absolute safety.

In 2022, due to the bad situation of the stock market and high interest rates, the outstanding loan balance for margin trading decreased sharply (about over 50%), capital investment activities have been promoted, requiring extreme flexibility in balancing daily cash flows between timely cash disbursement (in margin lending) and efficient use of cash inflows when the Investor repays margin loans. SSI also holds the largest securities investment portfolio in the market, thus the management of strategic investments with low liquidity also requires a sound balance of owners' equity so as not to affect the reinvestment of capital when capturing effective investment opportunities.

Risk management: SSI applied a stringent cash flow management process which was established based on the priority given to liquidity risk management and the close collaboration fostered between SSI's units. All business units have access to a regular and detailed reporting system for timely information updates.



4. System risk and information securities

Risk identification: arising when the Company fails to ensure the stability of the information technology (IT) system, the transaction system; Risks related to cyber-attacks, internal threats affecting the safety of business information and Company/Customer information.

Risk management:

- ▶ Developing strict policies, processes and procedures for the management and operation of internal technology and the use of the Company's infrastructure.
- ▶ The Company has improved in monitoring to detect and prevent, with the primary goal of monitoring activity at the terminal and scanning for anomalies in the operation of IT systems; to have early warnings as well as proactive prevention actions, and take the following key actions:
 - » Adjusting information security policies to extend coverage to almost all aspects;
 - » Continuously adjusting the Data Loss Prevention (DLP) policy;
 - » Completing basic classification of documents at SSI;
 - » Performing more frequent and larger-scale periodic vulnerability assessments for the entire IT system;
 - » Early warnings and reviews of all information security software before official installation and put into operation at SSI;
 - » Updating DDoS (Distributed Denial of Service) protection system to prevent Transmission Control Protocol (TCP) attacks and rate limit attacks;
 - » Updating in the use of cloud computing services, ensured flexible redundancy and scalability, and service navigation to reduce the impact of services against cyber-attacks;
 - » Developing in both technology and human resources to enhance the capacity of the Information Security Operations Center (SOC).
- ▶ In addition to good protection from cyber-attacks, SSI still implemented programs to reduce the impact of insider threats by training to raise awareness of staff and build systems to assist in data loss prevention.



5. Compliance risk

Risk identification: referring to the risk that the Company must face if the Company or its employee violates or does not comply with the provisions of law, the Company's charter, internal and professional procedures, regulations and professional code of ethics.

Risk management:

- ▶ Reviewing and finalizing internal processes with the participation of relevant departments and legal opinions of the Law Department, to ensure its applicability in practice but still comply with the provisions of the law;
- ▶ Increasing compliance training, and developing online compliance training software to ensure that all employees can participate in and quickly access legal provisions as well as internal policies of the Company;
- ▶ Applying many internal communication channels about internal laws and regulations such as the Intranet system, fanpage, email with various types of internal newsletters, notices and safety warnings for employees to easily access, understand more about their responsibilities as well as comply proactively;
- ▶ Receiving, answering questions and providing solutions to arising problems related to the application of regulations according to operating procedures and practices are also paid special attention by the Company;
- ▶ Sustaining and developing the three-defensive level system which ensures that control activities are carried out from the input stage and functional departments with the evaluation and analysis of the risk management department in order to classify compliance risks, and then following the supervisors of Internal Control and Internal Audit Department;
- ▶ Developing technology systems and software to automate compliance control, warning functions and providing reports for management;
- ▶ Strengthening the legal framework in the management, supervision, and operation in all areas of the Company;
- ▶ Strengthening the connection, cooperation and mutual support between all departments of the Company to ensure productivity, efficiency, prevention and reduction of risks in the operation process.

6. Legal risk

Risk identification: exposing to the Company in the course of legal compliance due to regulatory changes, failure to comply with regulations or in the arising of disputes and litigations, etc., from stakeholders during the process of the Company's daily operation.

Risk management:

- ▶ Disseminating and updating new laws and regulations to the BOD, the BOM, executives and relevant departments;
- ▶ The review, identification and prevention of potential risks are given special importance in all stages, including but not limited to when checking legal documents and documents before signing contracts, commitments, negotiations with any partners/customers, check the signing as well as the progress of implementing the next steps of these projects;
- ▶ Developing internal regulations and procedures to meet operational requirements, complying with and updated legal regulations, particularizing legal tasks into specific professional processes and instructions, preparing contracts and sample documents for frequently provided services; preparing sample terms in contracts and agreements to meet the Company's standards; ensuring that the Company's internal regulations, processes, products, commitments, contracts, etc are reviewed and commented by the Law Department before being issued or implemented;
- ▶ SSI attaches great importance to building specialized legal systems and departments. In order to limit the risks arising from legal changes or compliance, the Legal Department at SSI consists of certified lawyers and uses of services of professional legal consulting organizations in case of necessity;
- ▶ In the context of new legal regulations being issued to meet the requirements of the market, these new regulations need to be promptly updated, properly understood and quickly implemented as soon as they take effect.

7. Reputational risk

Risk identification: referring to the loss or damage of value those results from changing Clients' perception of the Company, creating major impacts on their demands for the Company's products and services, as well as all general business activities.

Risk management:

- ▶ SSI has chosen transparency to be our only guiding communication principle to minimize reputation risk. When inaccurate information about SSI is published, the Company applies the same principle of transparency in handling: always willing to initiate direct dialogue with the public, providing factual and credible information to work towards a resolution;
- ▶ SSI has also worked with leading consulting firms to be able to listen to the most detailed discussion of investors, clients, not only on the SSI brand, but also on the stock market. This information helps SSI both take initiative in responding to misleading information, and access a valuable source of information to observe market orientation, so that SSI can continue to pioneer on the path toward market transparency;
- ▶ SSI has been working to establish a systematic and professional communication process and plan. Especially, SSI has in place a clear procedure for correcting false information on public media, asking all of the staff to be responsible for alerting the Company about the existence of false information. The Company also prepared a full guideline for crisis management, emphasizing a willingness to collaborate, share and communicate with the media and the public.

8. Human resource management risk

Risk identification: arising from recruitment activities, salary – benefit package, work safety, personnel management, personnel shortages, and risks associated with former employees.

Risk management:

- ▶ Developing and enforcing strict procedures for issuing compensation and benefit decisions. Organizing approval authority for payments at different levels to reduce potential risks related to the accuracy of data, personnel information, approval decentralization and policies prescribed by Law.
- ▶ The recruitment process is strictly screened, expanding the forms of recruitment;
- ▶ Training is also taken seriously to ensure the quality of human resources, as well as to inspire and motivate employees.
- ▶ Benefits policy and performance measurement program always serve as a parallel duo to ensure employee satisfaction, internal fairness and market competitiveness, creating a professional work environment for staff development;
- ▶ Applying system administration and processes on HR management to ensure strict compliance, sustainable development and personnel redundancy in the entire system, in order to minimize risk occurred by personnel fluctuation. Thanks to the supports from technology, HR activities have minimized risks and operational efficiency has been improved;
- ▶ SSI continues to maintain internal communication channels to share vision, strategy and strengthen corporate culture and nurture SSI's spirit within the organization.



ASSESSMENT OF SSI’S IMPACTS RELATED TO SUSTAINABLE DEVELOPMENT

The assessment of the impacts of SSI’s operations on three factors, including economy, environment and society shall help the Company identify the required roles, responsibilities and actions in the process of developing the Company’s sustainable development strategy.

Impact on the Economy



- ▶ SSI ensures effective business performance through targets such as revenues, profits, thus, completes its obligations of contribution to the State budget; improves income and economic interest for employees; maintains stable dividend ratios for Shareholders;
- ▶ With its position as the leading securities company, SSI attempted to form a developed and transparent financial market by connecting capital to investment opportunities, helping the stock market serve as a medium – long term capital mobilization channel, contributing initiatives in the development of legal normative documents on the stock market, improving the feasibility and quality of legal documents of the state agencies as well as actively joining in the development of new products for release to the market;
- ▶ Supporting businesses through advisory services on financial strategies and solutions; directly assisting businesses in improving corporate governance based on best practices.

Impacts on the Society



- ▶ Creating jobs for more than 1,600 employees nationwide. Paying attention to developing high quality human resources for training, developing the team, searching for & nurturing talents;
- ▶ Taking a customer-centric approach in every activity, managing safely accounts of over 500 thousand domestic and international customers;
- ▶ In keeping with the mission of **“Connecting Capital to Opportunities”**, one of SSI’s key strategies is to bring securities closer to the people. With recent strong growth in liquidity, quality, and the number of investors, the Vietnam stock market has demonstrated the strength of a profitable investment channel as well as an effective capital mobilization channel for the economy. How to make investors feel secure enough to keep their money in securities accounts to generate long-term profits without perceiving this as a short-term speculation channel is a significant challenge for the regulators as well as market makers;
- ▶ Actively taking part in community activities with the commitment of **“We strive to better the communities in which we work”**.

Impacts on the Environment



As an enterprise in the financial – securities sectors without direct production. Thus, SSI’s environmental impacts are insignificant. The Company focuses on minimizing the impacts of energy consumption and emissions in employees’ daily activities, coupled with internal communication activities for spreading awareness of environmental protection.

STRATEGIC DIRECTION FOR SUSTAINABLE DEVELOPMENT

17 Sustainable Development Goals of the United Nations

The United Nations Sustainable Development Summit in September 2015, in New York, U.S., adopted the 2030 Agenda focusing on Sustainable Development goals for the stage of 2015 – 2030. The 2030 Agenda covers universally, broadly, comprehensively policies, for the interests of all people in the world, for today’s as well as future generations.



Based on 17 general goals and 169 specific targets of the 2030 Agenda, under Vietnam’s practical conditions, capabilities and development priorities in each period, inheriting the main current development strategies, policies, programs and plans, the Ministry of Planning and Investment in cooperation with Ministries, Sectors, agencies and localities identify the suitable targets and duties for Vietnam, especially developing the National Action Plan for the implementation of the 2030 Agenda. Accordingly, the overall goals for 2030 include:

- ▶ Maintaining sustainable economic growth along with the realization of progress;
- ▶ Social justice and protection of the ecological environment;
- ▶ Effectively managing and using natural resources;
- ▶ Taking urgent action to combat climate change;
- ▶ Ensuring all people have opportunities to develop their potential, participate in and equally enjoy the results of peaceful, prosperous, universal, democratic, fair, civilized and sustainable social development and construction.

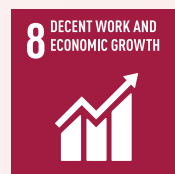
SSI develops its action strategy and plan for sustainable development based on assessment and analysis of the Company’s general development strategy, the major impacts on the Economy – Environment – Society, as well as the selection and combination of the United Nations’ SDGs and Vietnam’s specific goals above.

Strategic direction for sustainable development

With the vision **“The Business of Success”**, SSI’s success is equivalent to maximizing effectiveness and value for Customers, Employees, Partners, Shareholders and the Community. SSI is fully aware that a business cannot operate while focusing only on stand-alone and short-term development goals without paying attention to long-term growth in relation to the economy, environment and society. Especially, in the context of a challenging business environment from macroeconomy fluctuation, the stock market is forecasted to remain volatile and increasing competition from local and foreign securities companies, more than ever, SSI needs to integrate sustainable development goals into overall development strategy, maintaining its position as the leading financial institution in Vietnam and reaching out to international market. Therefore, the Company’s long-term strategic direction is to ensure the business’s sustainable development in line with the sustainable development of the Vietnamese Financial Market, and to contribute most effectively and practically to society, in addition, it is impossible to neglect the role of every person in environmental protection.

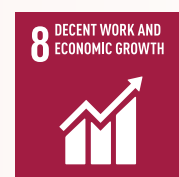
SUSTAINABLE DEVELOPMENT OF SSI

- ▶ Maintaining good business performance; implementing digital transformation to enhance operational efficiency and competition capacity;
- ▶ Creating best value for employees;
- ▶ Maintaining stable dividend ratios for Shareholders;
- ▶ Implementing corporate governance based on international high-standard practices.



DEVELOPING FINANCIAL MARKET

- ▶ Connecting capital to investment opportunities, serving as an effective capital mobilization channel for the economy;
- ▶ Proactively and actively taking part in developing the stock market;
- ▶ Providing the consultancy service to improve the enterprises' operational performance;
- ▶ Pioneering in the development of new products, creating more investment choices for customers, managing the customers' assets safely and transparently.



POSITIVE IMPACTS ON THE SOCIETY

- ▶ Adopting responsible investment strategy, accompanying with investors;
- ▶ Developing high quality human resources with a reasonable structure for training, investing in training, detecting and nurturing talents;
- ▶ Engaging in community sharing.



ENVIRONMENTAL PROTECTION

- ▶ Implementing the programs to enhance the employees' awareness of environmental protection;
- ▶ Controlling and minimizing the impacts on the environment from the Company's daily activities.



SUSTAINABLE DEVELOPMENT MANAGEMENT

MANAGEMENT MODEL FOR SUSTAINABLE DEVELOPMENT

The Board of Directors (BOD) holds the highest responsibility regarding SSI's sustainable development strategy. The Chief Executive Officer (CEO) and the Board of Management (BOM) are responsible for building and implementing goals and plans, as well as sharing and ensuring that all sustainable development initiatives are understood and adopted throughout the Company, from business units and departments to every employee.



ETHICS AND INTEGRITY

VALUES, PRINCIPLES AND STANDARDS OF BEHAVIOURS

The SSI Code of Ethics (the Code) was prepared and issued in 2012, applied to all activities of officers and employees in daily activities, clearly regulates the principles, contents and instructions for the professional ethics standards to reach the highest standards of qualification and ethics and meet the increasingly high requirements of the society in general and the customers in particular. The Code specifies the conduct standards of the employees with the Customers, Company, Shareholders, Partners, Competitors and Community. The Code is considered as the basis to handle the violations of conduct standards by Employees and Managers at SSI.

Besides, SSI also issued anti-corruption programs and procedures. The provisions on anti-corruption are also the compulsory provisions in all goods and service procurement contracts and service supply contracts between the Company with the Suppliers.

TRAINING AND COMMUNICATION ON VALUES, PRINCIPLES AND CODE OF CONDUCT

Since joining the Company, all employees are popularized and committed to comply with the Code of Conduct as well as SSI's other internal rules and regulations. The Company also focuses on raising awareness of every employee via regular training; E-Learning training software was built for all employees to quickly approach, understand and comply with the Code. All members of the BOD, BOM, Managers and Employees shall strictly follow, and the compliance supervision is regularly carried out through periodic inspection by Internal Control.

SSI Brokers are required to thoroughly understand and sign commitments to comply with the laws and internal regulations when performing consulting services, offering products to customers, including but not limited to the provisions extracted from the laws, the Company Rules, the Code of Ethics such as avoidance of conflicts of interest, honesty with customers, no corruption, protection of reputation and property of the Company etc.

The Code of Ethics and Anti-corruption programs are also published on the Company's website for the Shareholders, Investors, Customers and other Stakeholders to look up and capture information.

CONSULTING MECHANISM AND REPORT ON CONCERNS ABOUT ETHICS

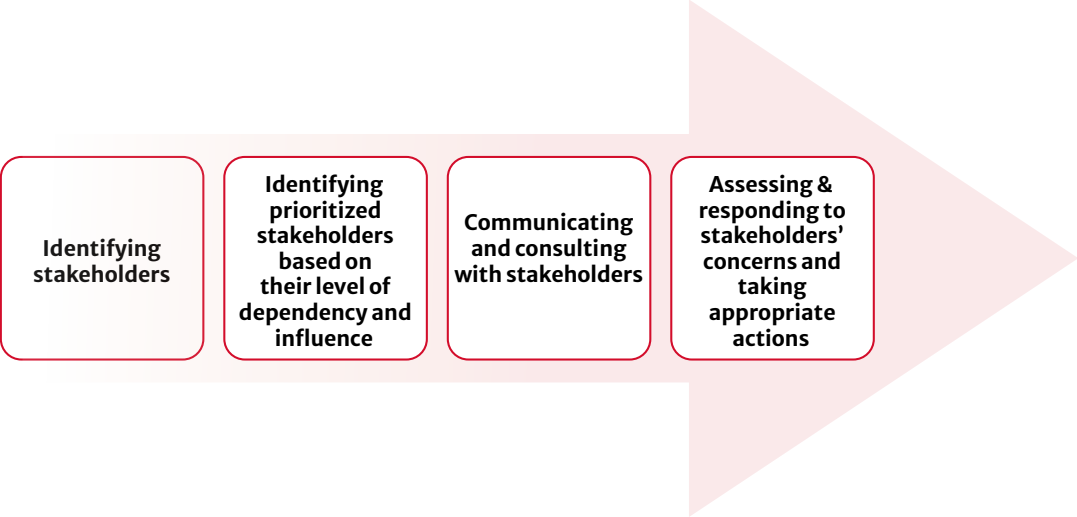
SSI's Directors of Legal and Internal Control shall take responsibility for proposing, preparing, updating and editing the internal regulations on the mechanism for receiving information, handling, reporting violations and act as the focal point to receive and handle violation information 24/7. Regarding the handling process, after receiving information, the Directors of Legal and Internal Control shall request the Internal Control to investigate the incident, then submit the report and solution to the Board of Management and Managing Director of the department where the incident occurs, Chief Personnel Officer and Director of Risk Management.

In 2022, SSI had no report on concerns about ethics.

CONNECTING DIFFERENT STAKEHOLDERS FOR SUSTAINABLE DEVELOPMENT GOALS

With the Vision “The Business of Success”, SSI has continued to build and develop sustainable relationships with stakeholders in the business, in the process of decision-making, as well as the Company’s long-term strategic planning. The involvement of stakeholders plays an important process to help the Company identify issues relevant to the currently concerned and anticipated sustainable development, from which, key elements are identified for planning and implementing necessary actions to meet such expectations.

The procedure for consulting with stakeholders is as follows:



The stakeholders of SSI are identified as follows:



The mechanism for communicating and consulting with stakeholders

Over the years, SSI has used different communication methods suitable to each related party, encouraging them to share fully and honestly all matters that they are concerned with and expect. Especially since the outbreak of the Covid-19 pandemic, online communication methods were promoted by the Company, helping to maintain continuous connections, and listening to opinions from stakeholders. It also helps SSI timely adjust programs and policies to bring the best value to all parties.

Stakeholders	Communication/Meeting channel	Frequency of conversation
Employees	Internal communication	Continuously
	Regular company events	Quarterly/annually, continuously via online mode especially in 2020
	Internal meetings	Continuously
	Other contact channels (website, internal forum, social networks)	Continuously
Clients	Branch/Transaction Offices	Daily
	Contact Center	Daily
	Website/ Social Media	Continuously
	Information on mass media	Continuously
	Client Satisfaction survey	Periodic
Shareholders/ Investors	Annual General Meeting of Shareholders	Once/year
	Conference/meeting with investors	Several times/ year
	Meetings at the company	Several times/ year
	Trading floors and journal publications	Continuously
	Other contact channels (website, email, telephone)	Continuously
Government/ Regulatory authorities/ Local authorities	Meetings	Several times/year
	Annual report/Sustainable development report	Once/year
	Monthly/quarterly report as per regulations	Several times/year
	Other contact channels (website, email, telephone)	Continuously
Suppliers/ Investee Company	Regular meetings	Continuously
	Other contact channels (email, telephone)	Continuously
Media agencies	Press conference	Depending on each event
	Interview	Continuously
	Other contact channels (website, telephone, email)	Continuously
Community	Website	Continuously
	Company publications	Continuously
	Information on the media	Continuously

After several discussions with stakeholders, SSI has identified topics of interest as well as solutions and actions suitable for the building and developing of sustainable relationships that are based on trust and transparency in information exchange and mutual interests.

Stakeholders	Matters of Interest	SSI's actions
Employees	<ul style="list-style-type: none"> ▶ Job stability, opportunities for growth, working environment ▶ Compensations, benefits, employee health care policies ▶ Training & development ▶ Recruitment process 	<p>SSI believes that human resources are the most valuable asset. Therefore, in any situation, the Company always strives to ensure that each of more than 1,600 employees feels secure, satisfied with their work, and is rewarded by competitive – fair – comprehensive remuneration policies, maintaining their contribution and motivation for further development of SSI and their own:</p> <ul style="list-style-type: none"> ▶ SSI builds a dynamic, modern and equitable working environment for all employees. The evaluation system is built effectively in detail, correctly evaluating the contributions of employees to the Company's growth; ▶ Along with a recruitment process that strictly complies with and ensures transparency and equality while selecting the most suitable people; SSI always encourages and supports all employees to develop fully in both technical expertise and soft skills for their jobs via training programs designed specifically for each staff level; ▶ Especially in the first half of 2022, in the context of the Covid-19 pandemic, the employee's health was always considered the top priority. When Vietnam discovered the first patient infected with Covid-19, the Company immediately implemented options for 50%, even at times, 100% of its employees working from home to ensure the safety of employees, complied with the regulations of social distancing and still maintained business activities at the same time; ▶ The Company had been working with Insurance Consulting companies to review the benefits of employees and their relatives under the supplemental health and accident insurance program in case of unfortunate situations. Employees infected with Covid-19 in 2022, if required, will be provided with free tele-medicine consultation services. SSI also strengthened communication with the purpose that employees can easily access information, be responsible for implementing measures to self-monitor and evaluate signs of virus infection and notify the HR department of abnormal signs of their health or family members, in order to take appropriate measures and advice from professional medical companies; ▶ SSI provided antibacterial hand sanitizer and medical masks to employees and customers from the very beginning. Offices were sprayed weekly with disinfection to minimize the risk of infection. The air purifier was equipped as an additional support measure to keep employees healthy.

Stakeholders	Matters of Interest	SSI's actions
Clients	<ul style="list-style-type: none"> ▶ Product/service quality, the capacity to meet specific demands ▶ Introducing new products to the market, creating more investment options for customers ▶ System stability and information securities ▶ Equal treat to clients ▶ Expertise and professionalism of the client servicing team 	<ul style="list-style-type: none"> ▶ SSI always strives to provide products and services of the highest quality, meeting specific needs of each group of clients. In addition, the Company continues to be a pioneer to participate in developing and introducing new products to the market (covered warrant and corporate bond), creating more investment options, helping customers limit risks when the market is volatile; ▶ Since 2021, when a large number of F0 investors entered the stock market, the Company continuously cooperated with the media and the press to organize a series of investment advisory programs to bring securities closer to the populace, proactively providing investment knowledge methodically, intensively and systematically to individual investors; ▶ SSI invests a lot of resources to ensure information security as well as the safety of the system and customer information; ▶ SSI ensures regular interaction with clients in order to receive feedback via different communication channels, such as phone calls, emails, and direct meetings.
Shareholders/ Investors	<ul style="list-style-type: none"> ▶ Operational efficiency of the Company ▶ Transparency, integrity and truthfulness in all the company's activities ▶ Shareholders' rights 	<ul style="list-style-type: none"> ▶ Maintaining a regular dividend payment schedule; ▶ The Company's reports and announcements are presented and published transparently, publicly and honestly. The Company guarantees that shareholders can easily access and interact with information sources on business and other activities; ▶ Ensuring equality in all activities among domestic and foreign shareholders, individual and institutional shareholders; ▶ Promoting and diversifying channels to connect with potential investors, expanding forms of connection through online tools in the context of limited travel restrictions to maintain interactions with shareholders and potential investors.
Government/ Regulatory authorities	<ul style="list-style-type: none"> ▶ Strictly complying with Regulations, Rules and Guidelines issued by functional authorities ▶ Calculating and paying taxes fully and accurately ▶ Corporate governance and risk control ▶ Providing feedback to contribute to market development 	<ul style="list-style-type: none"> ▶ SSI strictly complies with all Rules and Regulations of the State and Line agencies in all of the Company's activities; ▶ Fulfilling full tax obligations; ▶ Carrying out information publishing duty fully and in due time as per regulations; ▶ The Company actively joins Industry associations, providing feedback for market growth and new product development;
Media agencies	<ul style="list-style-type: none"> ▶ Providing information on the company's activities, business results and financial figures ▶ Sharing information on the market, opinions of managers/experts on market situation 	<ul style="list-style-type: none"> ▶ SSI actively provides information regularly to media agencies; ▶ Supporting and answering questions from the press in a timely manner; ▶ Sending experts to participate in in-depth interviews.

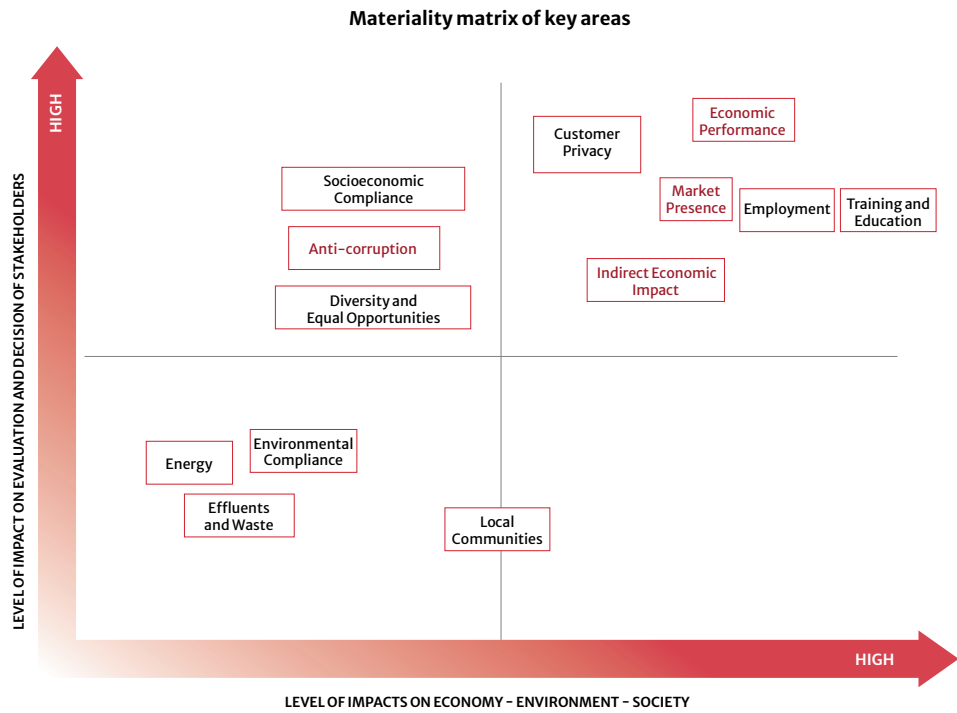
Stakeholders	Matters of Interest	SSI's actions
Suppliers	<ul style="list-style-type: none"> ▶ Supplier selection process, payment process with suppliers ▶ Information transparency, fairness among suppliers. 	<ul style="list-style-type: none"> ▶ The Company has developed processes to standardize the process of selection, cooperation and behavior with suppliers, as well as the payment process; They are all widely announced to partners as well as posted on the Company's website; ▶ Regularly re-evaluating the supplier's ability in cooperating, providing products/ services, and capabilities to meet the needs of the Company
Investee Companies	<ul style="list-style-type: none"> ▶ The participation of SSI in the activities of the Investee Company 	<ul style="list-style-type: none"> ▶ Regard to post-disbursement, SSI continues to work closely with investee companies and is fully aware of our responsibility in promoting ESG (Environmental, Social and Governance) in their activities. SSI sends its representatives to sit in their BOD, or BOS, to assist them to improve corporate governance and encourage transparency in the decision-making process. Besides, SSI also introduces independent BOD members to them to enhance transparency and reduce conflict of interest.
Community	<ul style="list-style-type: none"> ▶ Investment policy in key sectors of the economy and areas of sustainable development ▶ Charitable activities which aim to enhance the quality of life for the community 	<ul style="list-style-type: none"> ▶ Regularly carrying out charitable, volunteering and community programs; ▶ Investment strategy with ESG factors.

MATERIALITY IDENTIFICATION

The process of evaluating key areas in order to determine the report's contents includes the following steps:



Following the consultation process with the Company's management and other prioritized stakeholders, the key areas have been identified as follows:



Protecting the environment and improving awareness of environmental issues are getting more and more attention, which should be added to daily operation and requires the action of everyone within the organization. Therefore, SSI added environmental topics, including energy, effluents and waste, environmental compliance, into the sustainable development report for 2022.

Each topic is presented together with the management approach in the next sections of this report.



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GRI 201

ECONOMIC PERFORMANCE

MANAGEMENT APPROACH

SSI understands that a long-term sustainable development strategy can be only achieved based on a solid financial foundation and stable economic growth. Hence, the Company always strives to improve operational efficiency, achieve business targets approved by the General Meeting of Shareholders, monitor and evaluate the performance indicators, such as total assets, revenue, profit, market share, etc. For many years SSI recorded a stable growth rate, outperformed the business plan, maintained the biggest brokerage market share, thereby contributing stably to the State budget, remaining regular dividend payments, and improving employee's income.

REPORTING SCOPE

GRI 201-1: Direct economic value generated and distributed

SOLID BUSINESS PERFORMANCE IN THE CHALLENGING SOCIO-ECONOMIC ENVIRONMENT

With a sharp decline of 32.78% in the VN-Index, 2022 was full of fluctuations and difficulties for Vietnam's stock market. This was the steepest decline since the 2008 global financial crisis. After a period of abundance with "cheap money" injected by the government during the height of the COVID-19 pandemic (2020 – 2021), liquidity reduced sharply in the past year. In general, liquidity gradually experienced a downward trend throughout 2022, in which the liquidity in the 4th quarter of 2022 was only one-third of that recorded in the same quarter of the previous year.

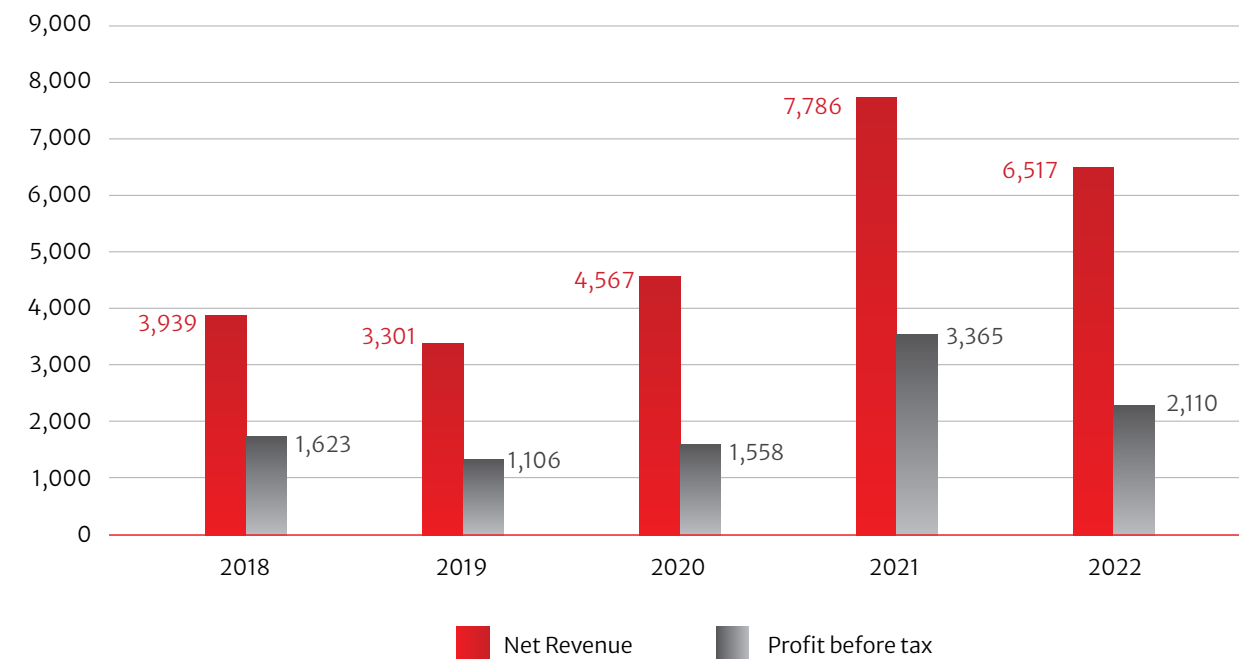
In this gloomy picture of the stock market, there were still bright colors. Firstly, the number of new investors entering the market continued to grow well, with the number of new accounts opened in 2022 increasing by more than 60% compared to that in 2021, contributing to the market liquidity. Secondly, foreign investors returned to a net buying position with a net purchase of VND 29,262 billion in 2022, ending the continuous net selling chain during the 2020 – 2021 period.

Securities companies were greatly affected by the decline of the market and liquidity. With the acumen of a market leader who entered and has accompanied the Vietnamese Financial Market since its beginning, SSI timely recognized the situation and considered this an important stage in the economic development cycle. Facing these challenges, the Board of Management closely monitored and captured every market move to turn difficulties into opportunities. By the end of 2022, the Company's net revenue reached nearly VND 6,517 billion, realizing 63.2% of the plan, and consolidated profit before tax was approximately VND 2,110 billion, corresponding to 48.3% of the plan. Despite being below the targets set out by the General Meeting of Shareholders, these figures were still encouraging amidst the sharp decline of the stock market. Business operations still maintained stability and efficiency thanks to the contributions of all business segments, including Securities Services, Treasury, Investment Banking, and Asset Management, as well as the wise direction of the Board of Directors along with the synergy and solidarity of all employees.

In 2022, there was no change in the Board of Management. At the same time, all business segments actively improved and optimized their structure and operational processes to bring about the highest efficiency amidst the volatile market conditions.

SSI business performance in the 2018 – 2022 period

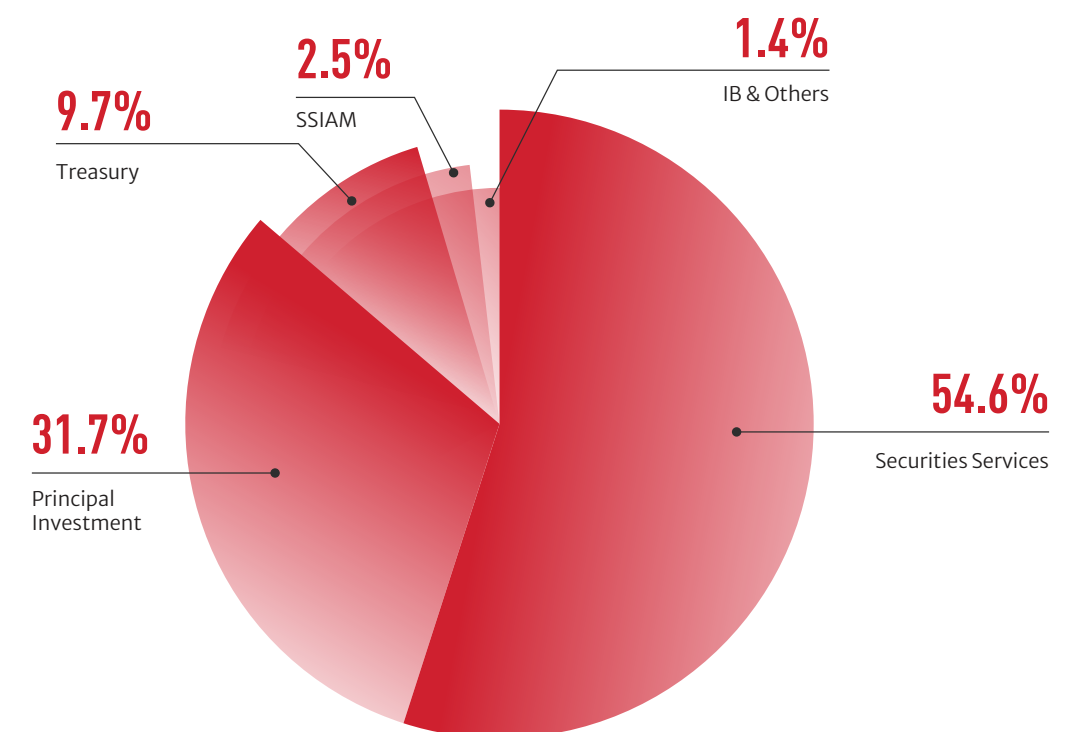
Unit: VND billion



Source:SSI Audited Consolidated Financial Statements

In which, revenue still came from the core business areas including Securities Services, Principal Investment and Treasury.

2022 revenue structure



Source:SSI Audited Consolidated Financial Statements



In particular, in 2022, the revenue of SSI Securities Services reached more than VND 3,564 billion, contributing 54.6% to the total revenue. In which, revenue from brokerage, custody, investment advisory achieved approximately VND 1,774 billion, accounting for 27% of the total revenue. Revenue from margin lending and receivables was about VND 1,800 billion, accounting for 27.6% of the total revenue. SSI also recognized efforts in improving the quality of brokerage and investment advisory services, effectively connecting transactions, developing new products and features on the trading platform, increasing the mass customer base, expanding the network of branches and brokers, and meeting the unique demands of each customer segment. Notably, in 2022, SSI managed to provide Wealth Management services, aiming to make SSI a comprehensive financial solution hub, providing a diversified chain of financial services based on a wealth analysis, advisory and optimization platform for customers.

Principal Investment was the second largest contributor to the Company's revenue with VND 2,069 billion, accounting for 31.7% of the total revenue. The regular trading portfolio continued to focus on industry leaders with reasonable valuation, large liquidity, growth prospects and transparency to limit risks amidst the highly volatile market. In addition, the Company also traded derivative products such as VN30-Index future contracts to mitigate risks for the portfolio and short-term investments.

Treasury, with a revenue of approximately VND 635 billion, was the Company's third-largest revenue contributor, accounting for 9.7% of the total revenue. Treasury continued to affirm its important role in effectively managing the Company's and customers' funds, constantly ensuring liquidity, and fully meeting the liquidity needs for business continuity and ensuring appropriate fund allocation to safe and highly effective investment channels.

Investment Banking and other areas also saw a successful year of operation, achieving a revenue of VND 94 billion in 2022 with many large deals implemented, ensuring high advisory quality and considerable support to businesses. At the same time, SSI also carried out both product and human resource restructuring to adapt to the new market situation, maintaining the leading position of a reputable financial advisor and flexibly responding to market volatility in a challenging context.

Asset Management contributed nearly VND 165 billion (2.5%) to the total revenue, with active acquisition of new investors, diversification of product distribution channels, development of new products such as Voluntary Pension Fund with the aim of diversifying products for customers.

- 1** **Ranked 1st in the Financial Services Industry - Vietnam 100 Best Places to Work in 2022**

50 **Top 50 Best Listed Companies in Vietnam** for 9 consecutive years (2014 – 2022)

50 **Top 50 Best Performing Companies in Vietnam** in 2014 | 2016 | 2020 | 2021 | 2022

50 **Top 50 Vietnamese Employers of Choice** in 2017 | 2018 | 2021 | 2022

50 **Top 50 Prestigious & Effective Public Companies (VIX50)** in 2021 | 2022
- 50** **TOP 50 Vietnam The Best Growth** in 2021 | 2022

100 **Top 100 Vietnam Best Places to Work** in 2021 | 2022

500 **Top 500 Largest Private Enterprises (VNR500)** for 15 consecutive years (2008 – 2022)

500 **Top 500 Fastest Growing Enterprises in Vietnam (FAST500)** for 7 consecutive years (2016 – 2022)

500 **Top 500 Most Profitable Enterprises in Vietnam (PROFIT500)** for 5 consecutive years (2018 – 2022)

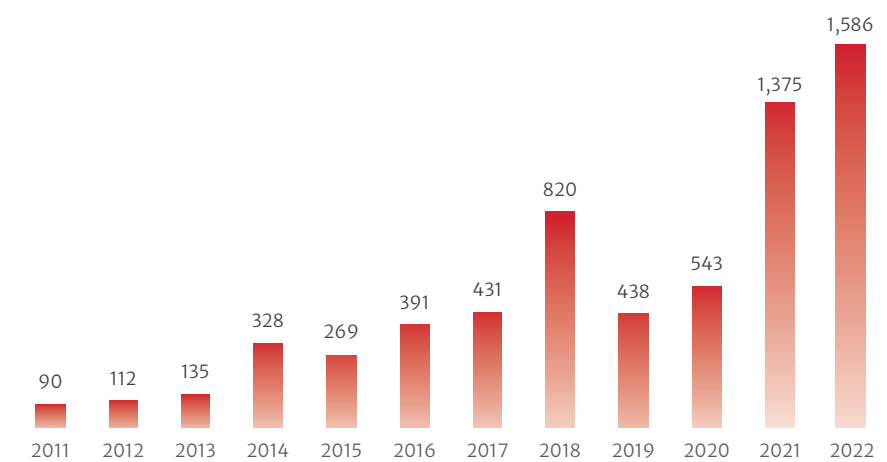


Contribution to the State Budget

Since its establishment, SSI has always fulfilled the obligation to pay taxes and other payables to the State budget, contributing substantially increasing amounts year on year. In the past years, the Company was on the list of enterprises with the largest tax contribution and the best securities firm in Vietnam.

Taxes and other payables to the State budget

Currency: VND billion



Source: SSI Consolidated Financial Statements



ENTERPRISES WITH THE LARGEST TAX CONTRIBUTION IN VIETNAM

FOR 10 CONSECUTIVE YEARS (2010 – 2021)

Ensuring shareholder's interest by a stable dividend payment policy

SSI maintains a policy of stable dividend payment which aims to balance Shareholders' desire to gain profit and the Company's retained earnings for long-term development.

In recent years, SSI has always maintained a regular dividend payout ratio of 10% to ensure a recurrent and stable source of income for shareholders. Especially in 2022, in addition to cash dividends, SSI also successfully offered nearly 496.4 million shares to existing shareholders at a ratio of 2:1 and 10 million shares under ESOP. These successful issuances not only helped SSI raise its capital to serve the business activities but also improve engagement and bring financial value to shareholders, especially amid the challenges and difficulties faced by the global economy.

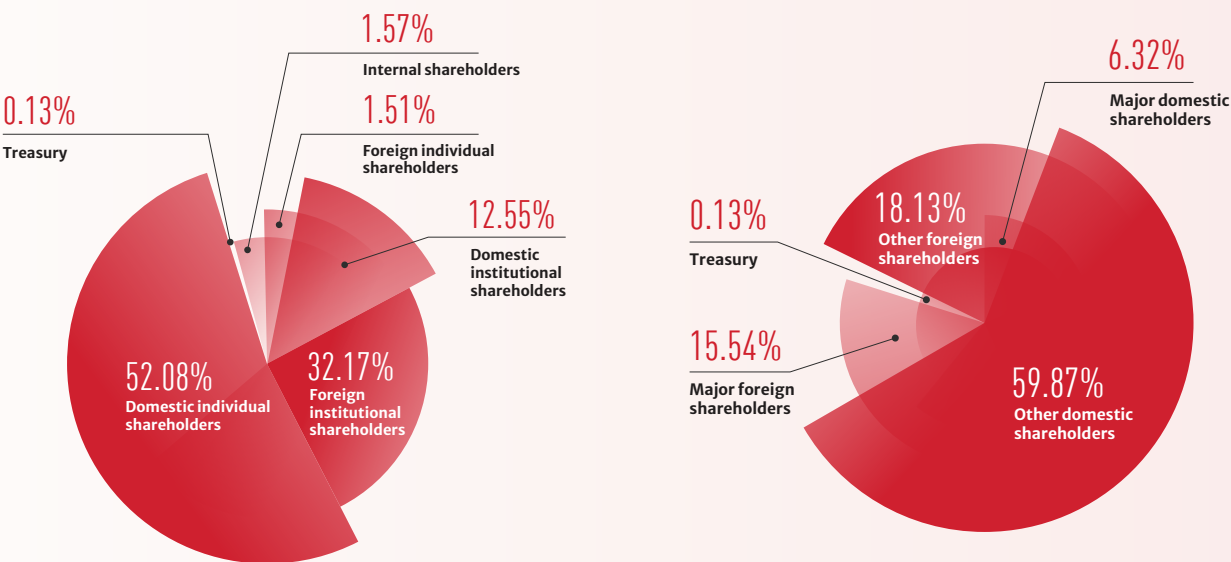
SSI stock price and trading volume in 2019 – 2022



Source: Bloomberg

In addition, with a diversified shareholder structure and the number of shareholders has increased to nearly 91,000, the implementation of policies to protect shareholders' interests as well as ensure equality among shareholders is always the top focus of SSI.

Shareholder Structure



Data as of 09 August 2022
Source: Securities Depository Center

At SSI, top priority has always been given to the protection of shareholders' interests and equality. To provide shareholders with complete, accurate, and timely information critical to investment decisions, in recent years, SSI has made efforts to diversify information disclosure channels such as websites, email, mass media, conferences, annual reports, etc. The information is published in both Vietnamese and English on the portal of the Stock Exchange and the State Securities Commission, and on SSI's website, ensuring equal access to corporate information among domestic and foreign shareholders.

Other rights of shareholders such as the right to participate and vote at the AGM, elect and dismiss members of the BOD, or absentee ballot policies are guaranteed. The Corporate Governance Regulations contain clear provisions on non-discrimination among shareholders with no preferential treatment towards any shareholder, the voting right corresponds to the number of shares held.

SSI has over the years strived to diversify its information channels to include corporate website, email, mass media, shareholders' meetings, annual reports, etc. This serves to facilitate shareholders' complete, accurate and timely access to important information and to insulate them from adverse impacts on their investment decisions. Especially in 2020, 2021 and 2022, SSI has successfully held the online Annual General Meetings of Shareholders. It has demonstrated the company's effort in digital transformation to bring convenience to shareholders and investors. The online meeting system was developed by SSI itself instead of outsourcing from external vendors to ensure the confidentiality of shareholders' information and the system's safety. Regarding the voting section, shareholders were provided with many similar options such as direct meetings such as online voting, pre-voting or authorization. The features are fully developed in accordance with the process and transparency.

Improving employees' living standards through a comprehensive remuneration system

With over 22 years of foundation and development, SSI thoroughly understands the value of human resources in building a sustainable development organization. The Company has been consistently creating material as well as spiritual values, aiming at improving our employees' living standards.

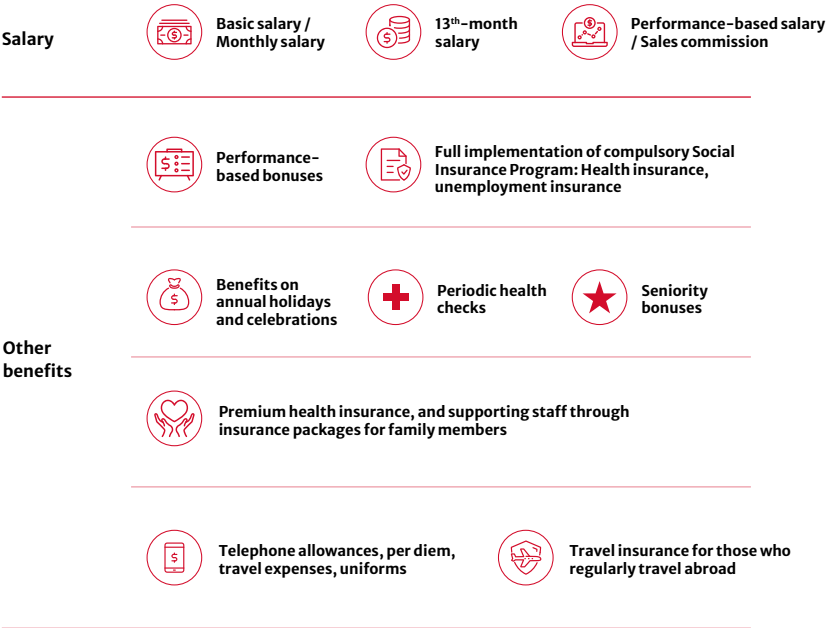
Taking efficiency as a principle in business and administration, SSI operates a system of policies around the overall effectiveness of the organization. The remuneration – welfare policies of individuals, promotion opportunities are associated with their own capacity, achievements and contributions to the overall effective relationship of the Department and the Company, ensuring equal opportunities for all employees, regardless of gender or region.

With the principle of always considering human resources as the most valuable asset, the Company does not change or reduce the income of employees during the pandemic. The employee's income policy has always been maintained and kept the same in the past time when 100% of employees are guaranteed the same level as when the epidemic has not occurred. This is the commitment that the BOD has made and implemented during the difficult period of the economy and the stock market.

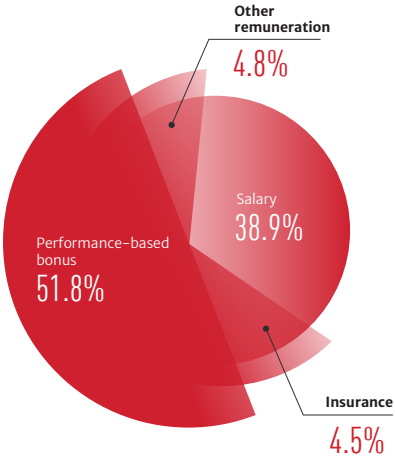
By the end of 2022, SSI has paid approximately VND 1,058.1 billion for employees, in which bonus and benefit items accounted for 56,6% of the total remuneration paid.

365 DAYS OF WELFARE

SSI maintains a comprehensive and attractive system of payment and benefits



SSI's Remuneration Structure



Source: SSI

GRI 202

MARKET PRESENCE

MANAGEMENT APPROACH

The greatest treasure of SSI is human resources. Accordingly, SSI endeavors to maintain the income policy associated with dedication and work performance, with internal justice, at a competitive level and nurturing motivation for employees. A fair and reasonable salary ensures the employees' economic security, directly affects each employee and his/her family in particular and the economics development in general. SSI's entry-level salary is much higher than the regional minimum wage.

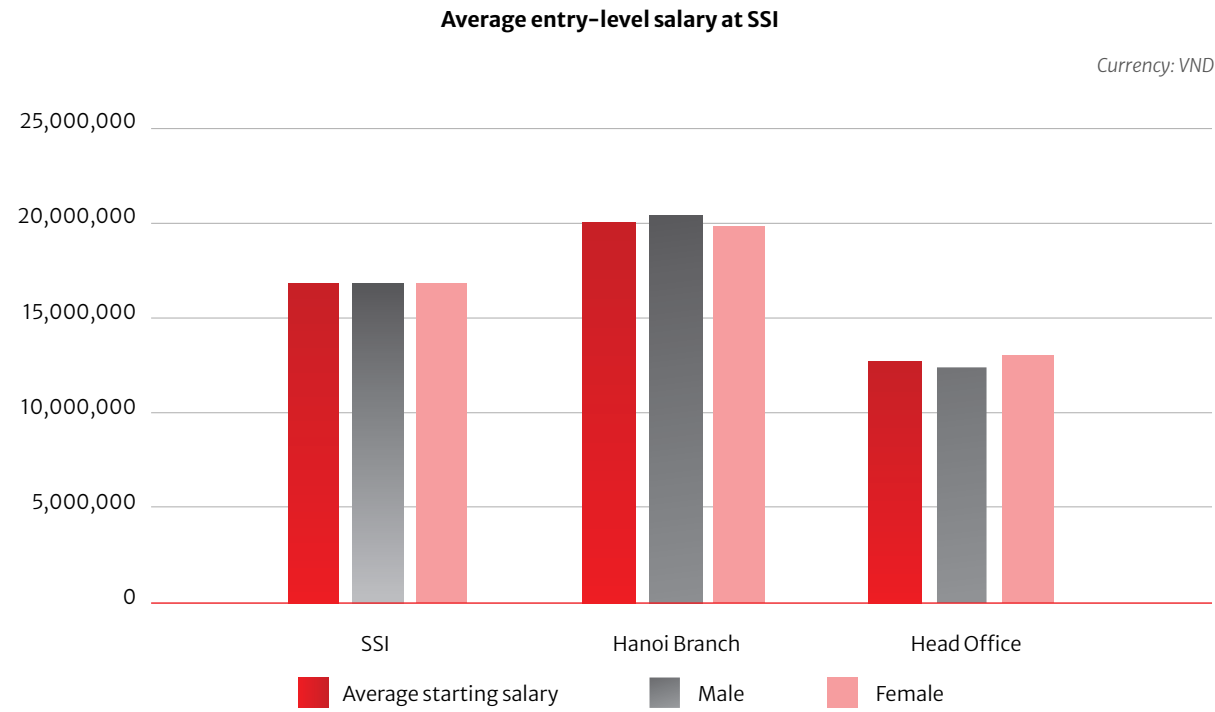
REPORTING SCOPE

GRI 201-1: Ratios of standard entry-level wage by gender compared to local minimum wage



Since 2010, SSI continuously joined the most reputable salary survey in Vietnam by Mercer, cooperated and regularly exchanged with reputable consultants to give proposals and policies for efficiency optimization of personnel costs. In 2022, SSI has paid approximately VND 1,058.1 billion for employees, in which the performance bonuses had relatively a high rate, clearly showing the remuneration trends based on work performance at the Company.

In Hanoi and Ho Chi Minh City – two key operational regions, the average entry-level salary of SSI's personnel in 2022 was approximately VND 16.7 million, which has been relatively equal by gender and much higher than the region-based minimum salary of VND 4.68 million (effective from 01 July 2022).



Source:SSI

GRI 203

INDIRECT ECONOMIC IMPACTS

MANAGEMENT APPROACH

As the leading securities company accompanying with the development of the Vietnam stock market, SSI understands that the contribution to overall sustainable development was not only direct economic generation and distribution, but also indirect activities to promote economic development in general, and the stock market in particular. For more than 21 years of operation with the mission “Connect capital to opportunities”, SSI has actively participated in contributing stock market to be a channel to direct and distribute capital to the economy in the medium – long term, unfreezing resources and promoting economic development. The Company also focuses on improving the transparency of the market, minimizing asset loss for investors. Along with that, customer accounts are managed safely, transparently and effectively, diversifying investment activities with many new products and services.

REPORTING SCOPE

GRI 203 – 2: Significant indirect economic impacts

ACTIVE PARTICIPATION IN MARKET DEVELOPMENT

As the leading securities company that develops in parallel with the Vietnam stock market, during the past years, SSI has not only strictly and fully complied with the State’s regulations on business activities and relevant regulations, but also stayed active in contributing initiatives to the development of legal documents on the stock market, improving the feasibility and quality of legal documents of state agencies. Additionally, SSI also actively participates in the development of new products in the market.

In 2022, the Company continued to provide comments on the laws, decrees, and circulars guiding the Law on Securities 2019, the Law on Enterprises 2020, and many other draft legal documents to complete the legal framework for the stock market, specifically: Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities; Law on Anti-Money Laundering; The Decree details a number of articles of the Law on Anti-Money Laundering; The Decree amending and supplementing Decree No. 153/2020/ND-CP dated 31 December 2020, on private placement of corporate bonds and trading of privately placed corporate bonds in the domestic market and offering of corporate bonds to the international market; The Decree amending, supplementing and suspending the effect of a number of articles in the Decrees for private placement of corporate bonds and trading of privately placed corporate bonds in the domestic market and offering of corporate bonds to the international market; The Circular replacing Circular No. 12/2014/TT-NHNN dated 31 March 2014 on conditions for foreign loans of businesses not guaranteed by the Government; Regulations on clearing and settlement of securities transactions at VSD; Regulations on depository members.

In addition, both SSI and SSIAM have been active members of the Association of Securities Business, with its representatives in the Executive Board of the Association, and being core members at affiliated clubs such as Legal Club, Investment Advisory Club, and Training Club. The Company is also an active member of the Capital Market Working Committee, Vietnam Business Forum, Vietnam Fund Management Club, Bond Business Association, and Vietnam Chamber of Commerce and Industry.

By providing inputs on Law documents, Decrees and Circulars guiding the Laws and engaging in these organizations and associations, SSI can actively contribute and offer solutions to strengthen operations, resolve challenges, and promote sustainable market growth. These solutions involve enhancing the understanding of individual investors about Vietnam’s stock market, guiding investors towards a long-term investment mindset by investing in open-ended fund certificates or other asset accumulation investment channels; collaborating with regulators in shaping new products and diversifying distribution channels.

SUCCESS IN CONNECTING CAPITAL TO OPPORTUNITIES

With the mission of “**Connecting Capital to Opportunities**”, SSI has made relentless efforts in capital mobilization through the stock markets, contributing to forming a channel to direct and distribute capital to the economy in the long term under the market mechanism, mobilize great resources of the country and promote economic development.

Entering 2022, Vietnam’s financial market faced many difficulties and challenges, although the economy in general was expected to recover and develop after the two pandemic years. Post-Covid-19, Vietnamese businesses saw a sharp increase in capital mobilization to keep pace with the outstanding growth in production, consumption, and import-export demand along with the opening of the economy. Meetings and dialogues with international investors and customers also resumed immediately after countries eased their quarantine measures. However, global risks such as geopolitical conflicts, the central bank’s interest rate hikes along with Vietnamese government’s resolute measures to handle violations in the financial market made a great impact on the financial market in general and fundraising of enterprises in particular. In that context, SSI continuously support customers, thoroughly analyzed the market, advised on suitable products for businesses, as well as restructured products and personnel structure to align with the new situation, maintaining the leading position of a reputable financial advisor and flexibly responding to market challenges.

Equity Capital Market (ECM): SSI made its best endeavors to complete some notable capital arrangement deals, including:

- ▶ USD 26.7 million IPO advisory for Ton Dong A Joint Stock Company;
- ▶ IPO advisory for Nova Consumer Group (NCG): SSI was the only advisor in this successful IPO which was worth nearly USD 21 million, acquiring more than 200 investors who later became shareholders of NCG. Despite the obstacles caused by the 5-month lockdown period due to COVID-19 in Vietnam, SSI managed to negotiate and complete the deal within 8 months only.
- ▶ USM Healthcare Medical Devices Factory JSC: USD 26 million M&A deal in the Healthcare sector, attracting proposals from 7 investment funds;
- ▶ Advising on the issuance of preferred stocks to DEG of Gia Lai Electricity Joint Stock Company – The largest renewable energy enterprise on the stock exchange. DEG is a financial institution under Germany Reconstruction Credit Institute (Kreditanstalt für Wiederaufbau – KfW), specializing in development assistance for businesses to follow ESG standards, with a special focus on renewable energy. In Vietnam, DEG has invested about USD 350 million over the past 25 years, focusing on large enterprises in Agriculture, Banking and Financial Services, Consumer and Industrial sectors.

Debt Capital Market (DCM): Sustaining the strong growth momentum since 2021, the debt capital market also witnessed a significant increase in both quantity and value of deals as businesses adjusted their capital raising strategies to debt instruments in the complex situation of the stock market. In 2022, SSI’s Investment Banking acted as a brokerage agency for seven deals totaling more than USD 400 million, including:

- ▶ NoVa Land Investment Group Corporation: Brokerage agency for issuance of USD 245.7 million convertible bonds and bonds with warrants for Warburg Pincus;
- ▶ Home Credit Vietnam Finance Company Limited: Offering USD 47.8 million bonds to financial investors;
- ▶ Cotecons Construction Joint Stock Company: Publicly offering USD 20.8 million bonds with a bidding volume of up to USD 100 million, fivefold the offering volume.



ACCOMPANYING INVESTORS TO OVERCOME THE MARKET CHALLENGES

The year 2022 can be seen as a volatile year for Vietnam’s stock market when the general indexes saw a massive decline and market developments made a significant impact on the investors’ behavior. As a leading securities company in the market, SSI understands that the Company’s top objectives are investor education and raising awareness on the stock investment – a medium and long-term capital mobilization channel of the economy – and how to make secured investments, generating long-term and sustainable profits for investors.

With a methodical and oriented approach, in 2022, SSI cooperated with reputable media and influential press agencies to organize a series of investment advisory programs and workshops. Each program was aimed at a specific target audience, serving a variety of audience preferences as well as the investment requirements of various investor groups, providing investors with useful information on macroeconomics, market observation, or expert perspectives.

For the mass customers, SSI cooperated with VTV Digital to launch a talk show named “Money Talk” throughout 2022 with 53 episodes, attracting more than 7 million views on Facebook and YouTube. The program garnered approximately 200,000 views per episode, with more than 1,500 articles, directly answering thousands of questions and discussions from the audience of the program. For professional investors, SSI cooperated with the Securities Investment Review to deploy the “Chọn Danh mục” (Portfolio Selection) program to provide industry insights. The five episodes involved SSI attracted approximately 80,000 views on Facebook alone and prompted nearly 90 articles on Finance – Securities channels. For young investors, SSI collaborated with CafeF and Kênh14 to organize the program “Làm giàu tuổi 20” (Getting rich in your 20s) – an investment experience sharing contest that attracted 70 entries. Particularly, a series of online articles promoting the contest with the message “SSI – the securities company accompanying young people on the successful investment journey” also generated nearly 20 articles with nearly 100,000 views, among many other activities. For specialized content, SSI collaborated with Vietnam Financial Times, a newspaper under the Ministry of Finance, to deploy the column “Tiền đi đâu về đâu” (Where the money goes) specializing in the stock market cash flow. This column is highly appreciated by the Editorial Board as well as the readers and has continuously been amongst the most-read columns of the Financial Times.

With their diversity and usefulness, it can be said that SSI’s programs always attract significant attention from the investor community.

In addition to the programs that collaborated with mass media channels, in 2022, SSI also actively implemented several advisory programs, fostering knowledge and investment skills for customers, committed to accompanying customers through market fluctuations. The “Café Chứng” program broadcasted on the SSI Securities Facebook Page every morning is well-liked and garners the active participation of investors, which is one of the pieces of evidence indicating that the more challenging the situation, the more quality recommendations the investors need. In 2022, the program provided investors with 78 recommendations, of which there were 55 profitable recommendations, accounting for 71% of the total recommendations, and the average profit on a recommendation is +3.9%. This return is much more than that of VN-Index (a decrease of 20%) since the program was launched in May 2022.

In 2022, the Corporate Communications Department also implemented nearly 80 communication plans with the message “SSI accompanies investors on the journey of securities investment, helping investors overcome stock market fluctuations”. The Department also coordinated with the Business Units and increased SSI brand awareness to the public. As a result, in 2022, there were nearly 24,000 articles written about the SSI brand, including 11,000 articles about business operation, product and service introduction, and nearly 12,000 articles citing contents from SSI Research and Advisory Center’s investment advisory reports. SSI’s press releases and information disclosures were widely published and used by various prestigious domestic and international newspapers.

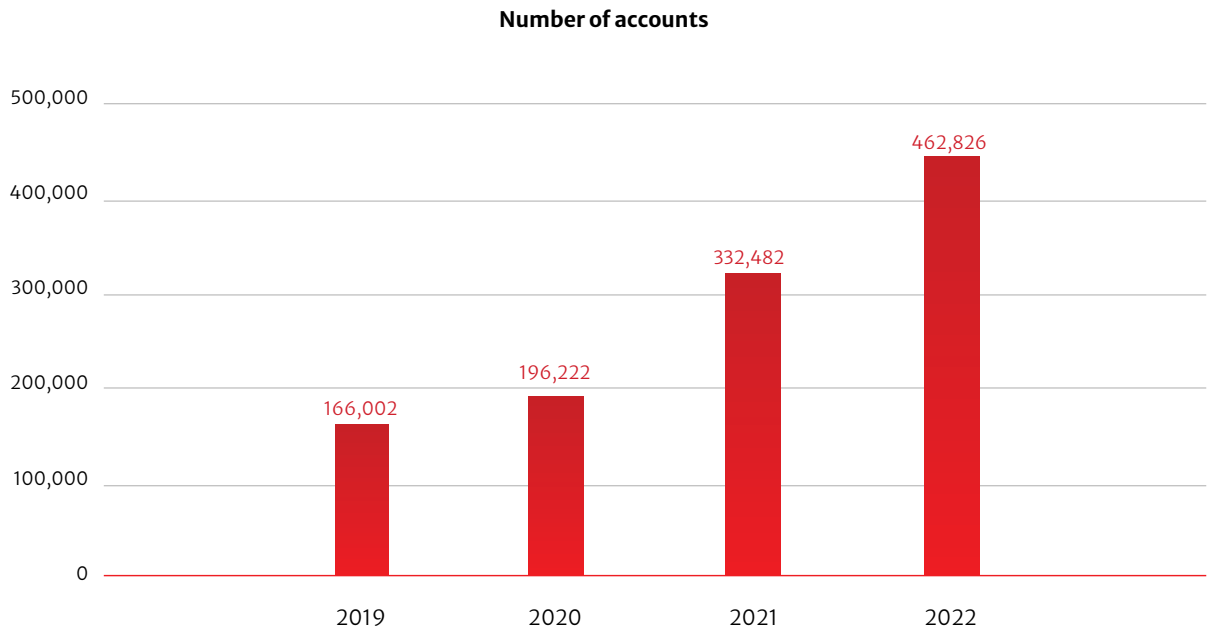
All communication activities of SSI Securities Corporation are aimed at a common goal, which is to enhance investors’ understanding, contribute to building a safe and transparent stock market, and become an effective investment channel.



SAFE AND TRANSPARENT MANAGEMENT OF INVESTORS’ ASSETS

In the context of strong volatility in the stock market and intense competition between securities companies over time, SSI has always been consistent in its principle of treating customers with the utmost respect, not only focusing on profitable businesses but also protecting our investors from any losses of assets while promoting a transparent stock market. During the past 22 years going together with the development of the market, SSI is effectively managing more than 460,000 onshore and offshore accounts as of today with total asset value reaching over VND hundreds trillion, contributing to maintain investor’s trust in Vietnam Stock Market and develop a stable economy. Customer accounts are managed in line with strict regulations; the risk management and internal control processes are systematically and professionally delivered, not only complying with the provisions of the law but also minimizing conflicts of interest and protecting investors’ rights and interests.

In asset management, SSIAM has been making continuous efforts in mobilizing assets from new customers as well as effective asset management of existing customers. By the end of 2022, assets under SSIAM’s management were over VND 13,600 billion, marking an increase of 4.85% compared to 2021. This was a remarkable achievement in the context of the extremely challenging market. Even in the 2019 – 2022 period which was heavily affected by the Covid-19 pandemic, the total assets managed by SSIAM still grew by 191%.



Source:SSI

As of 31 December 2022, loan balance, including receivables from margin activities and cash advances to investors, was VND 11,057 billion, accounting for 22.7% of current assets, observing a sharp decline of 53.3% compared to the end of 2021. This decrease was attributed to stock market fluctuations, limited transactions of investors, and low market liquidity. However, there is always abundant room for margin lending when SSI has available funds to increase the margin lending balance to the maximum permissible level within the risk appetite. The Company always keeps abreast of volatile trends as well as market demands and ensures available resources to serve investors when the market recovers.

When it comes to margin lending activities, SSI keeps adhering to its strict risk management policy. The margin limit is decided based on various evaluation factors, including the enterprise fundamentals, assessment and prediction of market movements, etc., the data included in the securities scoring is considered historical data for the price movement and securities liquidity assessment. For the granting of limits for some specific securities groups with high fluctuations in 2022, SSI has exercised control by grouping loan rates ranging from 10% to 50% and through a system of crossed limits, daily monitoring for prompt plans to handle and ensure treasury safety for the Company as well as the investors. Although its outstanding loans are always at the market’s highest level, the Company has not incurred any bad debts due to various strong market fluctuations in recent years.

THE CUSTOMER-CENTRIC APPROACH

Throughout a year full of fluctuations, SSI always maintained its commitment to accompany investors, continuously upgraded products and services, implemented promotion programs, and offered advisory initiatives to provide in-depth investment knowledge to customers:

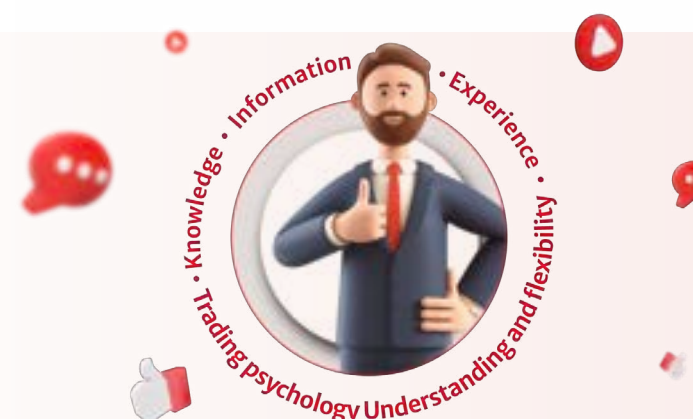
- ▶ **January 2022:** For the first time, SSI launched the game “Soi mã thần tài” (Look for the fortune code) during the New Year. This game was embedded on the iBoard, which attracted many customers to join this interesting new playground and promoted transactions. The promotion program “Giao dịch ngay – Lộc về đây tay” (Transaction to get fortune) throughout 2022 with a special prize of 01 Vinfast Lux SA Premium car and many gifts valued up to VND 3 billion;
- ▶ **February 2022:** As part of the implementation roadmap launched in 2021 in collaboration with banks, in order to enable easy transfer of money from customers’ bank accounts into their securities trading accounts on SSI’s online trading systems, SSI’s BankAccount Link function officially went live with BIDV, and Techcombank, Vietcombank, etc.
- ▶ **March 2022:** Improving account management, P&L history, investment efficiency on iBoard, enabled customers to track and manage their portfolio easily and conveniently;
- ▶ **April 2022:** Officially launched “iBoard Web 2022 new version” with a modern interface and many outstanding features such as Profit/loss management, Optimal portfolio management, Online order confirmation, Warrant IPO, etc.
- ▶ **June 2022:** Upgrading the eKYC version for web-based account opening; Simplifying the online account opening process with high accuracy. Launched new financial services on iBoard web to help investors optimize their capital. These new services received a lot of attention and interest from customers;
- ▶ **July 2022:** Launching the new game “SSI Town – Cú già phố Win” (SSI Town – Owl of Win Street) with many attractive contents on the iBoard, providing valuable insights and investment advice about the stock market. The games were continuously updated monthly to diversify customer experience at SSI;
- ▶ **November 2022:** Launching the new feature – Assets and Investment Performance – on the iBoard web, upgraded and supplemented features to guide effective derivative transactions such as closing positions, reversing positions, etc.
- ▶ **December 2022:** Adding a screen to monitor Market cash flow movements, which was one more step to complete the overall market picture, enabling informed decision-making for customers.



With the development trend of the financial market as well as the popularity of technology and social networks, the average age range of securities investors is gradually lowered. Capturing this trend, SSI continued to promote online services in 2022 to target young and online customers. By segmenting and studying potential customers based on demographics, financial investment needs and total assets, SSI designed highly flexible products and services of small and medium value which are suitable for the investment conditions and risk appetite of each customer group. In addition, SSI also changed the investment experience and enriched investment knowledge for customers through simulation games such as “Look for the fortune code” or “SSI Town – Owl of Win Street” on the iBoard trading app – where customers can practice investment easily, comfortably, and receive lots of gifts and incentives from SSI. As a result, SSI online services have become an effective channel for acquiring and expanding the customer base. In 2022, the number of new accounts opened via online channels accounted for 82.6% of the total new accounts opened at SSI. SSI’s young customers, aged 18–35 years old, recorded a growth of 33% YoY. Stock trading value through online channels also accounted for 71.6% of total trading value.



In 2022, recognizing that the number of investors with different tastes is increasing day by day, SSI developed an exclusive policy and service fee for the group of customers who actively trade and the group of customers who are advised by brokers. This classification will assist the Company in better understanding the demands of each group in order to tailor appropriate products and services. Accordingly, the Company continues to build a team of securities advisors, providing increasingly professional support with in-depth expertise, skills, and a positive attitude – SSI’s previous strength. At the same time, the Company continues to invest in improving its technology in order to make the trading process for active investors more convenient, faster, and simpler. In 2022, SSI invested heavily in technology to improve online transaction quality and upgraded systems to increase processing capacity and speed, ensuring quick and accurate online transactions. SSI’s iBoard was continuously improved to help investors manage risks, optimize profits, and easily locate and use preeminent financial investment products offered by SSI.



For Institutional Customers and especially foreign Customers, SSI always assessed domestic and international market trends, maximized the Company’s resources to promptly provide high-quality products and services to institutional customers to help them effectively preserve their portfolio, increase added values as well as timely capture investment opportunities. SSI is among the pioneers and market leaders in Vietnam providing securities brokerage and transaction management services to institutional customers globally. At the same time, SSI also focuses on deepening relationships with customers as well as the qualifications and skills of its people, thereby enhancing customer satisfaction and helping to improve the Company’s trading market share.

SSI’s institutional customer segment remained a good market share compared to 2021. The overall market share of SSI in the market still increased thanks to the increase in the proportion of transactions made by foreign institutional customers with a great value of put-through transactions, along with a high customer satisfaction level. The number of new institutional accounts of SSI constituted 77.6% of the total number of new institutional accounts in the entire Vietnamese market. This was attributed to SSI’s strategy of targeting both new market entrants and existing players who had not opened an account at SSI. Among these, there were quite a lot of major accounts and the number of active accounts (having transactions) always remained high. This demonstrated SSI’s enhanced competitiveness and reputation over the years.

GRI 205

ANTI-CORRUPTION

MANAGEMENT APPROACH

The corruption in particular and non-compliance in general affect seriously the Company in terms of finance, business operations and reputation while having negative impacts on the economy and society such as mis-allocating resources and weakening the jurisdiction. The strict and transparent application of internal rules, regulations and policies in all activities contribute to eliminating compliance risks, preventing corruption in the Company, enhance every employee's awareness. SSI also issued anti-corruption programs and procedures for corruption prevention. The Company also incorporates various governance methods to enhance compliance risk control, promote communication to all employees and managers on anti-corruption programs and regulations and the Company's other internal rules and policies.

REPORTING SCOPE

GRI 205 – 2: Communication and training about anti-corruption policies and procedures

GRI 205 – 3: Confirmed incidents of corruption and actions taken



ANTI-CORRUPTION AT SSI

At SSI, raising awareness of anti-corruption through the Code of Ethics, good corporate governance and business practices have brought positive results for corruption prevention and compliance risks, enhancing the Company's position with the Stakeholders.

Anti-corruption policies and practices have been issued and implemented since 2019 for all Company's employees, management and executive level. It specifies the application of principles and methods for corruption prevention at SSI and its Subsidiary (SSI Asset Management Ltd – SSIAM), and compliance with regulations of the Law on Anti-corruption. Along with the Code of Ethics, the Anti-corruption policy and practices are published on the Company's website for the Shareholders, Investors, Customers and other Stakeholders to look up and capture information.

For prevention and elimination of compliance risks, including anti-corruption, SSI has been implementing the following solutions:

- ▶ Designing process and operating apparatus with cross-checking among individuals and departments to strengthen internal inspection and supervision, limit abuse of power and early detect possible violations;
- ▶ Developing processes and regularly review in accordance with the Law and practical operations;
- ▶ Raising employees' compliance awareness through advanced compliance training, developing compliance training software so that all employees could take part in and quickly approach the legal regulations and the Company's internal policies;
- ▶ Closely maintaining and building the three defensive level model, in which the control is guaranteed to implement from the input stage and functional departments, with the assessment and analysis by Risk Management to zone and classify the compliance risks and post-control of Internal Control and Internal Audit;
- ▶ Developing the technology and software systems to automate the compliance control, warning function and provide reports for governance;
- ▶ Applying stringent discipline to any violations of the Company's regulations.

In 2022, the independent inspection has been carried out periodically across various departments for compliance checking of internal procedures and regulations and relevant laws to give reasonable assurance on compliance at all departments at the Company; simultaneously, advised departments to edit the working process to prevent and timely detect the potential risks.

The Company had no recorded corruption cases during the year.





Being an enterprise operated in the finance – securities sector, SSI has no direct impact and significant influence on the environment. However, the Company always focuses on raising the employees' awareness in effectively using energy and natural resources, and supervises the usage, contributing to making positive impacts on the environment.



ENVIRONMENTAL STANDARDS

GRI 302 ENERGY	72
GRI 306 EFFLUENTS AND WASTE	74
GRI 307 ENVIRONMENTAL COMPLIANCE	75

GRI 302

ENERGY

MANAGEMENT APPROACH

SSI believes that a reasonable level of direct or indirect energy consumption can help to minimize the environmental impacts, avoid waste and save the Company's operating costs. Therefore, the enhancement of employees' awareness of environmental protection (through energy-saving) plays an important role in SSI's internal communication.

REPORTING SCOPE

GRI 302 – 1: Energy consumption within the organization

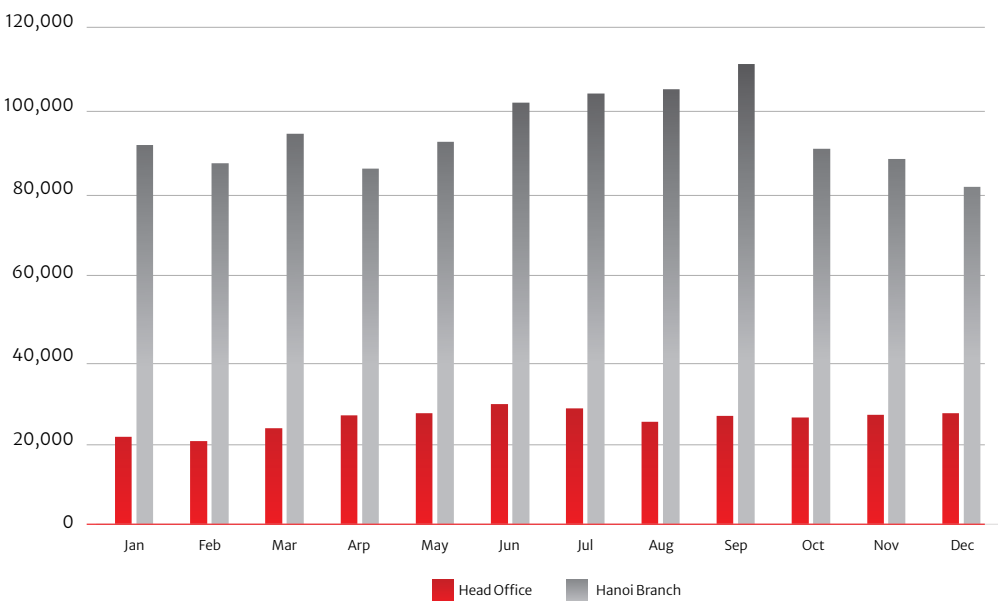
ELECTRICITY AND FUEL CONSUMPTION STATISTICS AT SSI

SSI conducted the electricity and fuel usage follow-up monthly. The statistics were limited to two key business locations with the highest rate of personnel, namely at Head Office at 72 Nguyen Hue, District 1, Ho Chi Minh City and Hanoi Branch at 1C Ngo Quyen, Hoan Kiem District, Hanoi.

In 2022, total electricity consumption at these two locations was kWh 1,409,986 (decreased slightly compared to kWh 1,452,715 in 2021). Details by month are as follows:

Electricity consumption in 2022 at SSI Head Office and Hanoi Branch

Currency: kWh

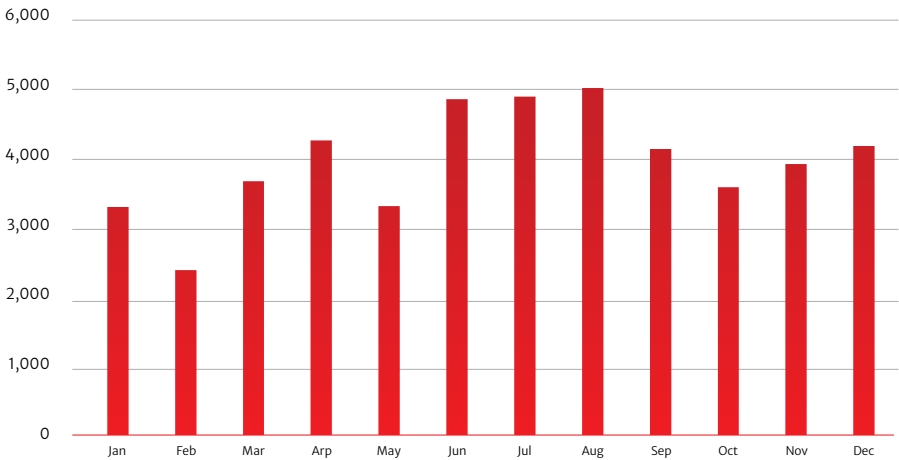


Source:SSI

In addition, in 2022, the Company only consumed 47,525 liters of gasoline in Hanoi and Ho Chi Minh City (increasing by 26% compared to 2021), mainly serving officers for business purposes or meeting customers in the inner city and neighboring cities. The amount of gasoline consumed increase in 2022 due to the recovery of travel demand and face-to-face meetings with partners after the Covid-19 pandemic has been under control.

Petroleum consumption in 2022 at SSI

Currency: Liter



Source:SSI

SOLUTIONS FOR ELECTRICITY AND PETROLEUM SAVING

SSI implemented some methods to control and save electricity consumption at the Head Office, Branches and Transaction Offices as follows:

- ▶ Monitoring and making maintenance plans for machinery, equipment and air-conditioning system, requesting the suppliers to periodically clean the equipment to enhance service life and save electricity consumption;
- ▶ Supervising to reasonably use the electrical devices and air-conditioners on demand. Issuing the regulation and conducting a daily inspection on switching off all electrical devices after work (the whole air-conditioning systems shall be switched off after 18:00 everyday);
- ▶ Raising the employees' awareness of energy saving in terms of electricity and petroleum through internal newsletters and internal communication activities.

The Company also has invested in the online conference meeting system with modern equipment at all Branches, Transaction offices to facilitate internal meetings and meetings with domestic and international partners; reduce the frequency of travel by motorcycles, cars or airplanes for decreasing gasoline costs for the Company and reducing emissions to the environment. Especially since 2020, the air travel of SSI's staff was very limited due to the impact of the Covid-19 pandemic, many face-to-face activities were quickly transferred online. The pre-existing information technology infrastructure of SSI was brought into full play as soon as the epidemic occurred, such as opening bandwidth, VPN, telephone systems, video calls, document sharing among members, etc., to ensure all activities are conducted smoothly, securely and safely on the online platform. All employees were supported in terms of technology infrastructure to not interrupt work. The epidemic that has lasted for the past two years has contributed significantly to changing the working habits of the Company's personnel in the direction of restricting travel, optimizing online working tools, and achieving efficiency in working time as well as contributing to reducing fuel consumption and electricity.

Through SSI's internal communication channels, many creative activities such as minigames and infographics to share important information to use energy efficiently in the office have been continuously implemented to achieve a common goal of raising awareness of all SSI employees, creating changes in the Company related to energy saving.

In parallel with propagating, disseminating and raising awareness with SSI members about efficient energy saving, the Company also focuses on supporting and sharing information about energy-saving products that can be used for energy-saving purposes at home. From there, both businesses and employees raise awareness and form energy-saving habits. The Earth Hour campaign is also spread regularly and has many annual activities, becoming an annual event that is shared and responded internally.

GRI 306

EFFLUENTS AND WASTE

MANAGEMENT APPROACH

SSI minimizes the impacts on the environment through communication to raise employees' awareness of reducing emissions at workplaces.



As a financial service institution, SSI determines that the effluents and waste are mainly generated by employees' daily activities. The Company has not conducted detailed monitoring of sewage sources by quality and location.

Some solutions to reduce waste:

- ▶ For ordinary solid waste, such as printing paper, stationery, plastic bottles, etc.
 - » Propagating to reduce printing, using software to effectively archive documents, saving printing papers as well as hard-copy archive space;
 - » Reusing all kinds of plastic stationery;
 - » Reducing the use of plastic bottles by encouraging employees to use their own cups, gifting cups to employees, installing shared water supply bottles at offices and meeting rooms instead of bottled water;
 - » Collecting, classifying and disposing waste at the end of the working day by sanitary workers.
- ▶ For gas waste, SSI reduces the waste generated from vehicles through promoting online meetings, work exchanges based on information technology platforms to decrease traveling and gas emissions to the environment.

GRI 307

ENVIRONMENTAL COMPLIANCE

MANAGEMENT APPROACH

In general, SSI has no significant impact on the environment and environmental compliance risk. However, as a pioneer in all activities, SSI recognizes that every enterprise shall assume responsibility for the environment, comply with environmental regulations, protect the environment and save resources.

REPORTING SCOPE

GRI 307 – 1: Compliance with the environmental laws and regulations



In 2022, SSI had no recorded case related to violation of environmental laws and regulations.

Within the framework of the digital transformation strategy at the Company, the “SSI E-Office” project was initially launched to support the effective use of resources and cost-saving, significantly contributing to the Company’s sustainable development strategy. These activities, with careful preparation, have also promoted the efficiency of the Company’s activities in the process of dealing with the pandemic.

In addition, SSI’s internal communication activities also focused on environment protection activities, such as useful “tips” every month related to the reuse of objects, use of personal cups, effective methods of online meetings or optimization of technology resources in the Company. These activities were always conducted synchronously during the year in parallel with operating activities implemented by the Support units for environmental protection which is an integral part of the sustainable development campaign pursued by SSI during the past years.

As a business with a large number of customers, in recent years, SSI’s gifts for customers also encourage and spread awareness of environmental protection, meeting the 3R criteria of a green product (Reduce – Reuse – Recycle). Gifts are packed with reusable and recyclable packaging such as non-plasticized paper boxes, recyclable plastic boxes, eco-friendly glass, etc. In particular, SSI minimizes the use of plastic bags and replaces them with products using recycled bamboo and paperboard; canvas bags and non-woven fabrics, etc. – materials that are friendly and safe for humans and the natural environment.



**GRI
400**

SOCIAL STANDARDS

GRI 401 EMPLOYMENT	78
GRI 404 TRAINING AND EDUCATION	82
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY	84
GRI 413 LOCAL COMMUNITY	86
GRI 418 CUSTOMER PRIVACY	90
GRI 419 SOCIOECONOMIC COMPLIANCE	92

GRI 401

EMPLOYMENT

MANAGEMENT APPROACH

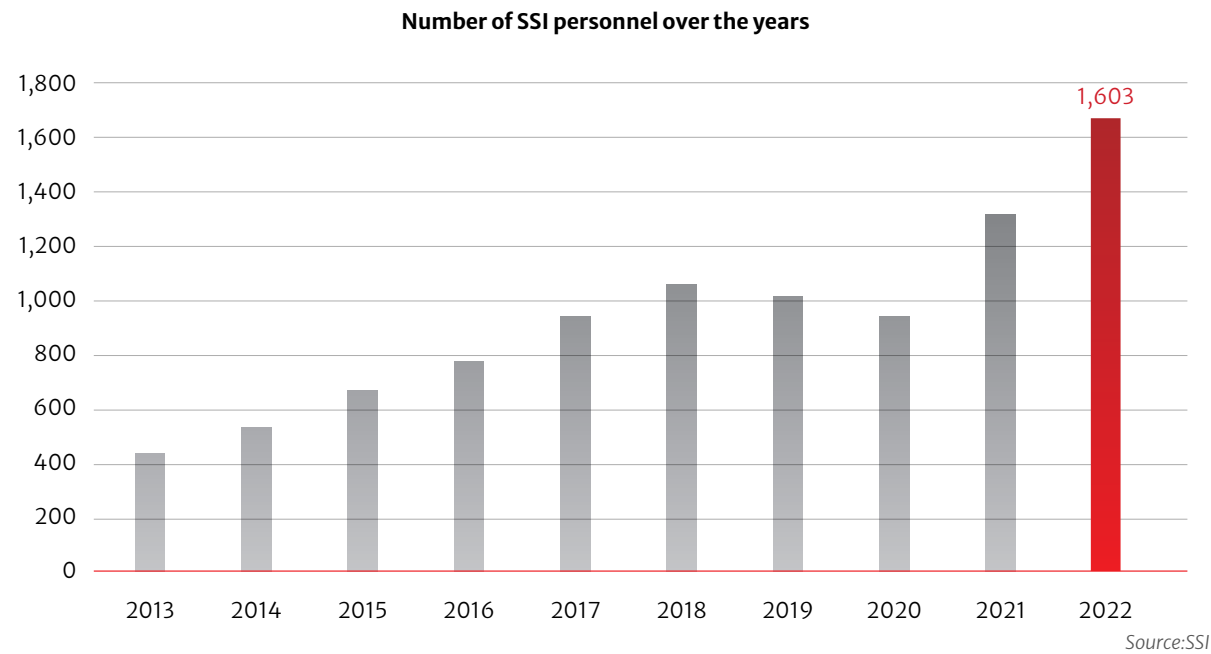
SSI believes that human capital is the most valuable asset of the Company. SSI can enhance customer satisfaction, thereby bring the best values to Shareholders, Partners, and Community via improving the working motivation of each employee. The Company not only applies modern human resources management principles and practices but also implements methods so that all employees are always satisfied with their work and reach a work-life balance. Through this management approach, SSI has built a strong team with evenly and stable quality, improved the cohesion between every single one with the Company, towards to long-term development of SSI.

REPORTING SCOPE

- GRI 401-1:** New employee hires and employee turnover
GRI 401-2: Benefits offered to full-time employees by location

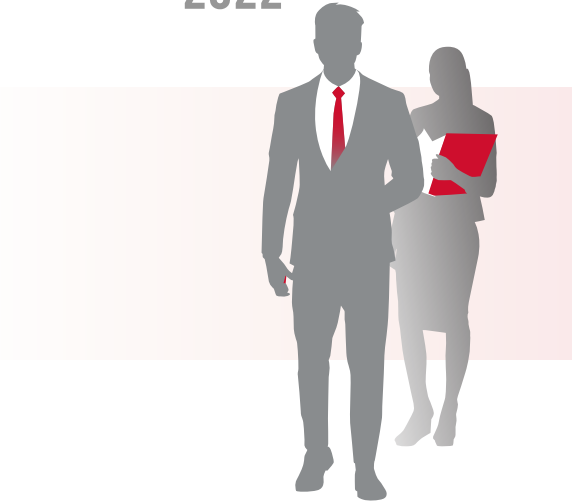
PERSONNEL STRUCTURE

By the end of December 2022, the number of SSI employees reached 1,603 people, increasing by 22.2% compared to 2021.



In which, employees from Business Units accounted for 73.4% of all SSI resources. In terms of qualification, the proportion of personnel having undergraduate and graduate degrees was significantly high at 98.8%. In terms of age, SSI's workforce belonged to young workers with 84.97% of employees under 40.

PERSONNEL STRUCTURE IN 2022



BY FUNCTION		BY GENDER	
GOVERNANCE UNIT	4.1%	MALE	45.2%
SUPPORT UNIT	25.5%	FEMALE	54.8%
BUSINESS UNIT	73.4%		
BY AGE		BY EDUCATIONAL LEVEL	
UNDER 30	39.1%	MASTER'S DEGREE	6.7%
FROM 30 TO 40	45.9%	UNIVERSITY DEGREE	92.1%
FROM 40 TO 50	13.7%	COLLEGE DEGREE	0.5%
OVER 50	1.3%	OTHERS	0.7%

Source:SSI

TALENT SELECTION

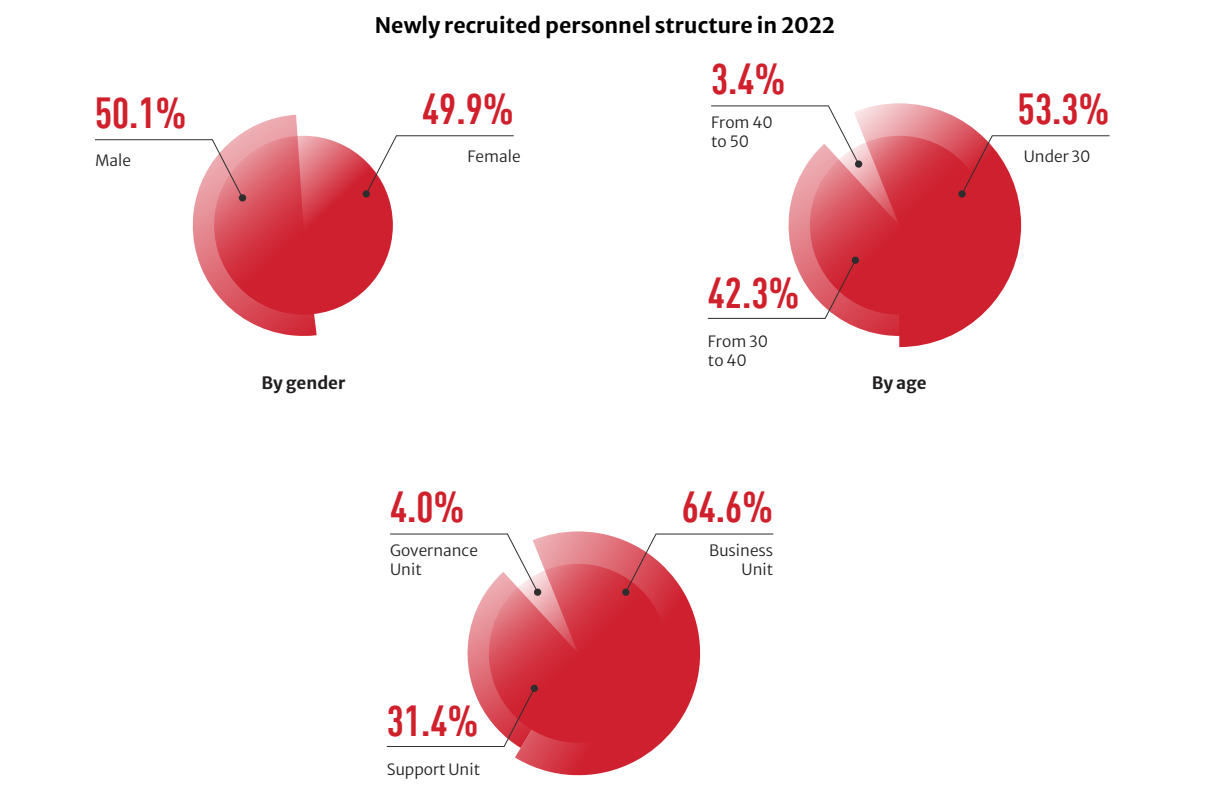
The Company believes that an increase in the number of new employees with experiences in prestigious domestic and foreign organizations, combined with SSI's experienced senior employees, will create an outstanding power to execute and realize the Company's development strategies during each period.

The Vietnam stock market in particular and the financial market in general in recent years have always witnessed fierce competition not only in providing products and services to customers but also in the labor market through many attractive policies and programs to attract experienced personnel in the industry. In addition, the need to develop new business segments, product development, digital transformation, etc. also causes SSI to face competition not only in the Banking and Finance industry, but also in the field of technology, startups, etc. This requires that the Company's talent attraction activities not only stop at finding candidates to meet current needs, but also need to build human resources to supplement the team in the future.

SSI has developed and completed many online job posting and application channels; connected with recruitment communities; effectively cooperated with partners in the field of recruitment to approach potential candidates. Recruitment opportunities at the Company are always guaranteed to be fair to all people. The criteria set for recruitment is built and applied to ensure transparency and fairness, providing equal opportunities for candidates, as well as continuing to affirm new members' trust and pride for joining SSI. In addition, the Company also continued to coordinate with many major universities across the country and international student organizations in order to deploy a series of multi-dimensional and annual cooperation programs in the field of economics, finance, technology in Vietnam, etc., in the direction of building a strong recruitment brand, attracting young, dynamic and creative human resources. For many years, SSI has participated in sponsoring several securities investment competitions and student career seminars; developing products to familiarize themselves with the stock market, organizing business tour programs, interns, etc. These activities not only serve the purpose of recruiting personnel, but also contribute to building the investor community with a focus on the young generation, bringing securities closer to the people, towards a sustainable development of the stock market.

In 2021, SSI welcomed 531 new members, a strong growth compared to the number and demand of previous years. The significant increase in the proportion of new staff helped strengthen the workforce and replace personnel to meet the Company's development strategy. Talent attraction activities have performed well in the role of ensuring resources for the job as well as building a solid foundation for new stages of development, meeting the personnel needs of SSI's departments.

In terms of structure, 64.6% of the new recruits are for the Business Units. The members' main age group is mostly under 40 accounting for 96.23% in total with the appropriate distribution between the candidate's gender.



Source:SSI

In 2022, SSI was honored to participate in the **“Top 50 attractive employer brands”** within the framework of the annual survey on the best places to work in Vietnam conducted by Anphabe Company.



IMPROVING EMPLOYEES' LIVING STANDARDS THROUGH A COMPREHENSIVE REMUNERATION SYSTEM

In 2022 SSI continued to successfully issue 9.56 million ESOP shares and nearly 139 billion VND in benefits for full-time employees. This benefit includes compulsory insurance; Holiday and New Year bonuses; 13th month salary; seniority bonus; Aoncare health insurance; phone cards, training costs; etc.

Benefits offered to full-time employees by location		
Location	Benefits by cash (unit: VND)	ESOP shares
The South	61,396,190,165	2,588,000
The North	77,356,997,930	6,972,000
Total	138,753,188,095	9,560,000

Besides financial benefits, SSI focuses on companionship, sharing and supporting for each employee in all aspects of life. The health of SSI staff is always given the highest priority, which is even more evident in the face of the Covid-19 pandemic. A series of action programs to protect the safety and health of employees have been implemented. Since the very beginning of the pandemic in 2020, the Company has been working with Insurance Consulting companies to review the benefits of employees and their relatives under the supplemental health and accident insurance program in case of unfortunate situations. Taking employees' health as the highest priority during the peak period of Covid-19 pandemic prevention, SSI quickly issued a policy of paying full salaries for employees who are unable to perform their jobs due to getting infected with the Covid-19 virus or being required isolation. In addition, 100% of the Company's employees are arranged to receive timely vaccinations according to the programs deployed for the employees of the essential business types, or injection programs by area of operation.

SSI also strengthened communication with the purpose that employees can easily access information, be responsible for implementing measures to self-monitor and evaluate signs of virus infection and notify the HR department of abnormal signs of their health or family members, in order to take appropriate measures and advice from professional medical companies.

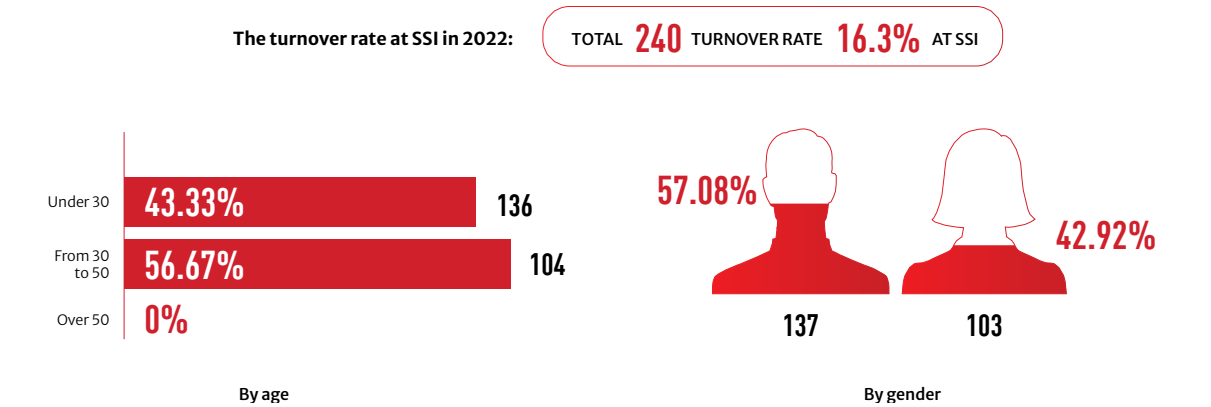
Passing through the Covid-19 pandemic, SSI has succeeded in maintaining business continuity as well as achieving impressive growth in business results while maintaining a comprehensive welfare policy for employees, ensuring health safety for staff, and supporting living sustainability for each member and their family.

LABOR TURNOVER

In 2022, Vietnam Stock Market continued to witness fierce competition between securities companies, especially foreign ones with advantages of low-cost capital or the ones with capital from banks, etc. The competition was not only on products/services offered to clients, but also on the labor market through attractive commission policies and easier existing conditions for brokers to attract human resources from the leading companies.

In addition, the need to develop new business activities and apply high technology to business and operations, makes the competition in recruiting IT personnel more intense than ever. SSI not only competes with competitors in the financial, securities and banking industries, but also expands to technology companies and startups. In order to face with risks and challenges in stabilizing and maintaining the team, SSI has implemented many solutions to minimize the number of employees quitting during the year such as reviewing the payment policy, especially for business units; organizing personnel engagement activities in the context of the epidemic to increase the cohesion of each individual with the organization; focusing on taking care of the work-life balance of the employees, as well as working with consulting companies to review human resource policies to suit the new context.

During the year, SSI had a total employee turnover of 240, accounting for 16.3%.



GRI 404

TRAINING AND EDUCATION

MANAGEMENT APPROACH

Human resource is a competitive advantage of SSI. Aiming at maintaining the 1st position in the Vietnam stock market and reaching out to the international market, SSI focuses on developing “talented, pioneering and enthusiastic” teams, with the ability to adapt, lead the changes in order to create breakthroughs in all activities, meet the increasingly stringent requirements of the market, thereby expanding value to clients and shareholders.

SSI always encourages and creates the best conditions for all employees to develop comprehensively in terms of professional qualifications and soft skills, which are suitable to each position and level through training courses under the Training Program of the Company.

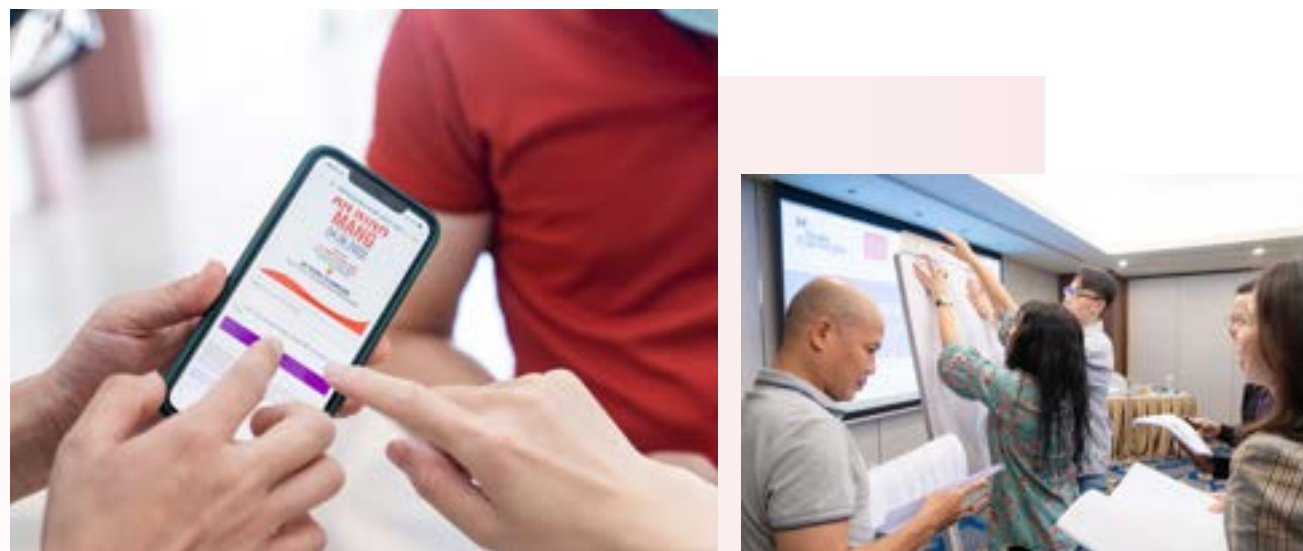
In 2022, SSI spent VND 4.3 billion on training programs, a sharp increase compared to the costs in 2020 and 2021 when the Covid-19 epidemic has been well controlled, numerous face-to-face training courses have been completed, especially securities training programs.

REPORTING SCOPE

GRI 404-1: Average hours of training per year per employee

GRI 404-2: Programs for upgrading employee skills and transition assistance programs

GRI 404-3: Percentage of employees receiving regular performance and career development reviews



TRAINING & DEVELOPMENT – NON-STOP ACTIVITIES IN ANY CIRCUMSTANCE

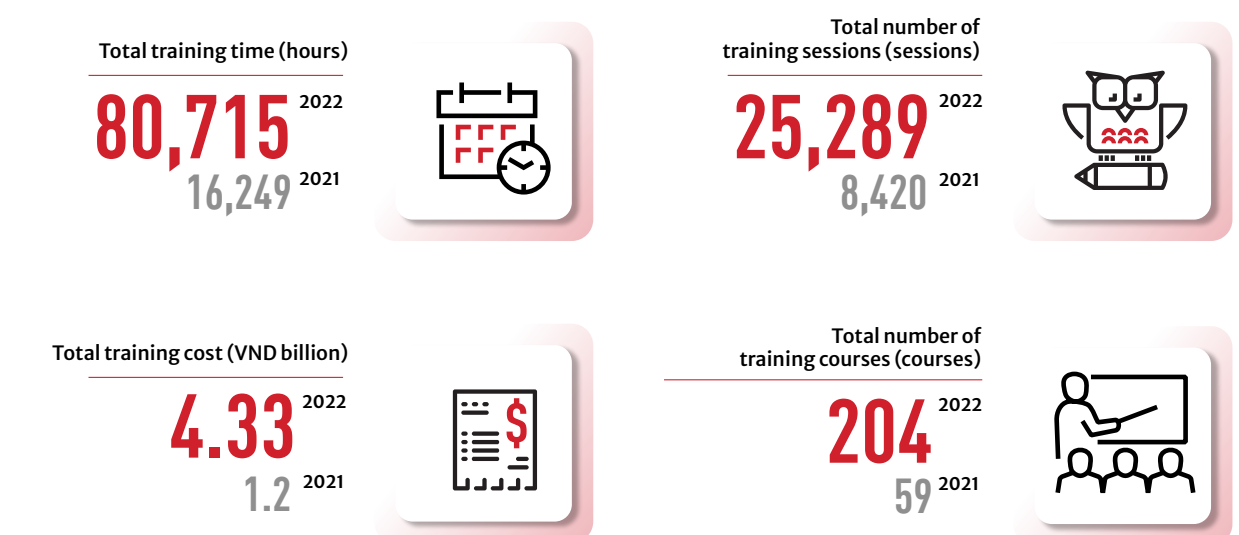
Having clearly identified that human resources are one of the key competitive factors, the Company focuses on developing a highly qualified team to adapt to the increasingly difficult demands of the market. In addition to the careful selection from the beginning stage, SSI always encourages and creates the best conditions for personal development in both soft skills and professional qualifications, which are suitable for each position and level of work through training courses under the Company's Training Program, including compulsory training courses required by the State Securities Commission, training courses on specialized skills, training programs to develop highly applicable management skills (customer management, team management and organization management). These courses allow employees to have stable expertise, understand and apply well management skills, develop a long-term vision to make professional progress and achievements, while maintaining a long-term commitment to the organization.

SSI spent over 4.3 billion VND budget for training activities in 2022, a sharp increase compared to the cost in 2020 and 2021 when the Covid-19 epidemic has been well controlled, many face-to-face training courses have been implemented, especially securities training programs.

Internal training has been promoted through new recruit training programs that are generally applied to employees as well as tailored for each Unit/Department. Professional seminars and training have created favorable conditions for employees to quickly catch up with work, develop professional expertise, share experience, provide spiritual connection, and together create a “transparent, honest, effective, creative” working environment.

The online training system SSI E-Learning has demonstrated its effectiveness at the highest level as a convenient anytime/anywhere learning tool for employees, setting up an environment that enhances each individual's “self-study, self-research”, creates a more flexible learning method in terms of time, place and interaction in the learning process and update faster requests from the organization. In 2022, the Company added more than 20 new training courses on the SSI E-Learning system including orientation training, general knowledge training, skills training, etc. with thousands of participants. SSI E-learning has become a convenient and fast channel for sharing and exchanging expertise and skills amongst participants and trainers.

Internal – external, online – offline training activities are designed based on the needs of employees, in order to ensure organizational efficiency and cost optimization. Therefore, the total number of training hours in 2022 increased very strongly compared to 2021 (more than 4 times), reaching over 80,000 learning hours. On average, each employee participated in 50 training hours in 2022.



Source:SSI

In addition, 100% of SSI's employees have received an annual performance review. More information is presented in the next section of this report.

GRI 405

DIVERSITY & EQUAL OPPORTUNITY

MANAGEMENT APPROACH

Comprehensive and equal compensation & benefit policies play a crucial part in team cohesion, helping to attract talents, provide fair treatment to employee's contribution and increase their satisfaction over works. In addition, SSI respects the diversity of human resources, paying attention to the equal treatment of all employees, regardless of gender, region, creating equal opportunities in education and training, development and promotion. In 2022, SSI continued to maintain a reasonable rate among managers and employees and built an equal environment to encourage female employees to hold management positions.

REPORTING SCOPE

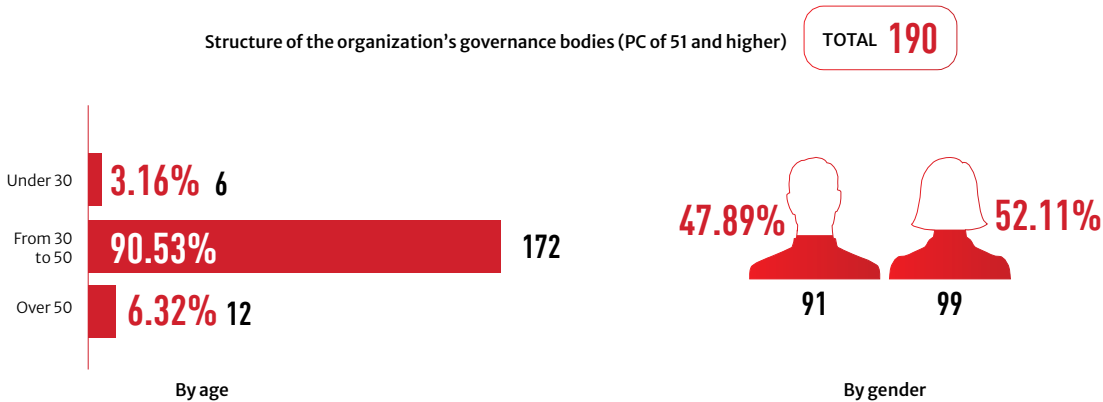
GRI 405-1: Diversity of governance bodies and employees
GRI 405-2: Ratio of basic salary and remuneration of female and male

LABOR STRUCTURE OF GOVERNANCE BODIES AND EMPLOYEES

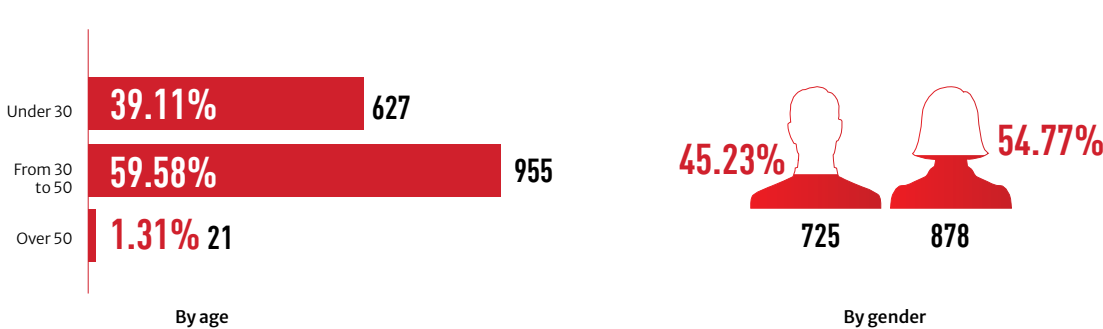
In 2022, the total number of governance officers (PC from 51 and upper) was 190 (equivalent to an increase of 11% compared to 2021) that accounting for approximately 12% of total employees, in which the 30 – 50-year-old group is taking a major part (90.53%). Female management accounted for 52.11%.

Information on the diversity of governance bodies and employees:

Structure of the organization's governance bodies (PC of 51 and higher)



Structure of all employees within the organization **TOTAL 1,603**

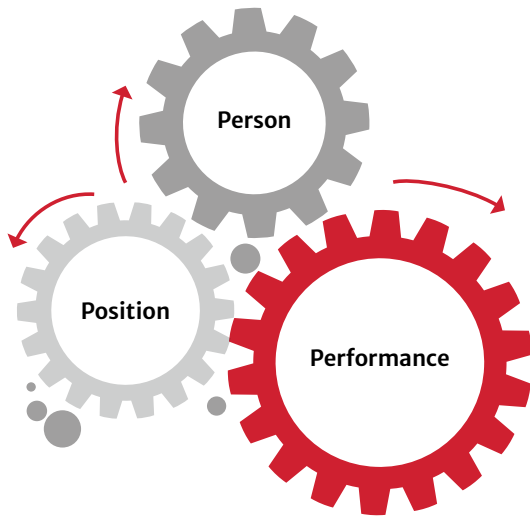


ENSURING INCOME AND ECONOMIC BENEFITS OF PERSONNEL BASED ON PERFORMANCE

Taking efficiency as the principle in business and governance, SSI operates a system of policies around the overall effectiveness of the organization. Individual remuneration policies such as welfare, promotion opportunities are related to their capacity, achievements, contribution to the overall effectiveness of the department and the Company, ensuring equal opportunities to all personnel, regardless of gender or region.

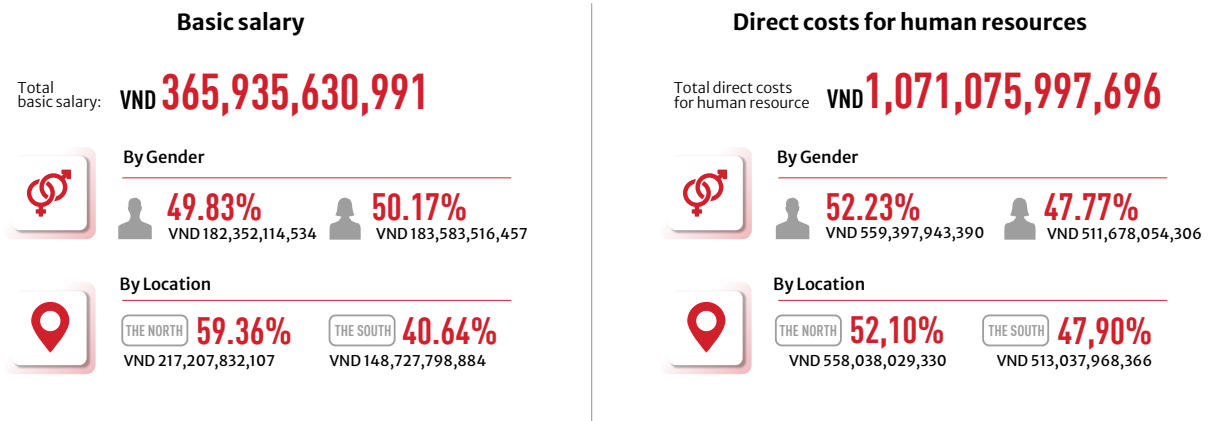
SSI focuses on building and implementing a salary payment policy under the 3P model (Position; Person; Performance). The 3P salary payment method overcomes the disadvantages of the traditional salary method such as overemphasizing the importance of academic degree or seniority, being unable to distinguish the ability to perform the task and the individual's contribution to realize business goals. With this method, SSI can:

- ▶ Pay salary in accordance with the contribution of each position to the business, creating market competitiveness of the same set of functions;
- ▶ Attract and retain great employees by motivating and enforcing fairness through a competency-based salary;
- ▶ Encourage the improvement of work efficiency by paying salaries corresponding to the employee's contribution to the overall performance of the business.



The Performance Management System (PMS) is applied to ensure fairness and accessibility for employees in all positions. The system was built to improve the accuracy of the staff rating based on their actual work performed during the year, while associating the assessment results with the individual reward regime; and more importantly, orienting, improving, and developing professional expertise and skills for each employee through setting goals for the next assessment period. The online performance assessment process is an interactive two-way exchange of assessors and assesses, that allows employees to understand the expectations of managers, as well as enabling managers to recognize arising issues in the execution process of employees.

Basic salary and direct cost for employee's structure by gender and by operation locations are as follows:



Recent policies and activities in 2022 further reinforced the features of corporate culture, and built confidence for employees, thereby increased the solidarity, professionalism, and enthusiasm at work of each SSI's individual, while created the harmony, unity and team spirit imbued with SSI's identity.

GRI 413

LOCAL COMMUNITY

MANAGEMENT APPROACH

“We strive to better the communities in which we work” is one of nine principles of SSI, the Company’s development during the past years was coupled and balanced with its contribution to the community. SSI has always developed intellectual and physical education programs for young generations and joined local communities in activities of natural disaster prevention, hunger eradication and poverty reduction, medical sponsorship in building a better society. Social responsibility becomes a condition for SSI to take sustainable development steps.

REPORTING SCOPE

GRI 413 – 1: Operations with local community engagement, impact assessments, and development programs.

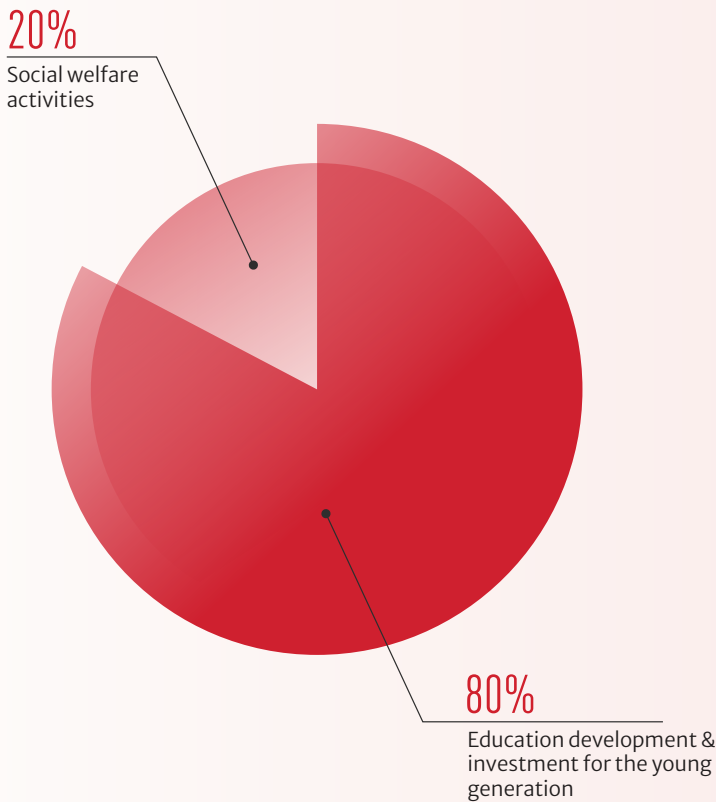


As a market leader, SSI understands that corporate responsibilities not only involve business development, but also goals to direct and contribute to the long-term growth of the economy, environment and society.

Aiming at building a prosperous and strong Vietnam, over the past 22 years, SSI has spent more than VND 132 billion for community activities to initiate and accompany meaningful charity programs, focusing on sustainable activities which make a long-term impact on the development of localities across Vietnam. SSI is always ready to join hands whenever the country is in need.

Aligning with this strategy, SSI continued to allocate more than VND 8.42 billion for community activities. In which, 80% of its funding budget to educational development and investment for the young generation in 2022, and 20% remainder going toward social welfare activities.

Budget allocation for community activities of SSI in 2022



Source:SSI



The leader in nurturing future generations

SSI believes that investing in people is the best way to foster Vietnam's capable human capital for the next generations, contributing to the future of the nation. Thus, education always remains SSI's top priority in its Activity for Community principle. Since 2006, SSI has spent more than 35% of its budget funding educational development activities, specifically school building, supporting underprivileged students, and granting scholarships to those with good achievements, encouraging activities of Vietnamese international students around the world, etc.

With a focus on fostering the country's next generation, especially well-trained and high-quality young human resources, in 2022, SSI made sponsor through the following noteworthy activities:

- ▶ Since 2019, about VND 1.3 billion has been provided to 6 major universities in Hanoi as part of SSI and NDH Scholarship Fund's joint program to provide scholarships to disadvantaged students achieving exceptional academic accomplishments;
- ▶ Sponsoring student talent contests nationwide to seek for and give students in all fields the opportunities to shine;
- ▶ Organizing securities investment competitions on iWin stock market simulator to lead the way for a new generation of investors in the market, sharing knowledge to help young investors become financially independent and master their future;
- ▶ Accompanying the U.S Vietnamese Youth and Students Association with career orientation and to supporting the development of creative business ideas, giving opportunities for Vietnamese talents to shine and succeed;
- ▶ Sponsoring an educational project named "STEAM for Vietnam" to help Vietnamese children develop math, science, technology, engineering, and art skills with the desire to deliver the best and most comprehensive educational environment;
- ▶ A series of activities to accompany and advise students on career opportunities at SSI with different universities in the field of Finance – Economics across the country as a solid foundation, enabling students to go further in the future;
- ▶ Sponsoring VND 1.5 billion for the "Scholarship program to support underprivileged and ethnic minority students" of the Labor Newspaper in order to improve the quality of education in disadvantaged areas as well as encourage further education among students living in poverty and their families.

In addition to educational investment activities, in 2022, SSI also paid special attention to disadvantaged children:

- ▶ SSI annually cooperates with Binh An Development Center under the Friends for Street Children Association (FFSC) to provide gifts and organize a Mid-Autumn Festival for underprivileged children in Ho Chi Minh City;
- ▶ Contributing to the National Fund for Vietnamese Children in Ly Thai To ward, Hoan Kiem district, Hanoi;
- ▶ Presenting 2,000 Mid-Autumn festival gifts to disadvantaged children in Ben Tre province.

From those seemingly small steps, SSI will continue to be a guide to inspire and lead the young generation to a bright and successful future, unlocking a brilliant era for the country.



Promotion and support for sustainable development and poverty reduction

Persistent with the motto of creating sustainable values for society, SSI has always been at the forefront of implementing disaster prevention activities in many localities across the country, paying attention to community support to provide the public with more knowledge and improve productivity. With the philosophy "Teach a man to fish and you feed him for a lifetime", the projects selected by SSI are always practical and long-term projects, bringing the localities and people more resources for economic development.

- ▶ The community flood-proof house at Ha Tinh Provincial People's Committee funded by SSI has become a "lifesaver" for the residents. Not only serving as an evacuation place for property and livestock, this is also a shelter for the elderly and children, ensuring absolute safety during floods;
- ▶ Building and investing more than VND 5.3 billion in the "Program to concretize traffic lanes and alleys" in the area of two communes, including My Hanh Nam and Duc Hoa Dong, Duc Hoa district, Long An province, contributing to trade connection, flooding prevention, improving the landscape as well as waste collection and transportation capacity, avoiding environmental pollution;
- ▶ Donating thousands of sows, cows, and chicken breeds to improve the livelihood of poor and near-poor households in the districts in Quang Tri province & nine border districts in Cao Bang province. Up to now, these livestock breeds have been multiplied and increased many times, bringing great and sustainable economic value to people;
- ▶ Planting forests with green trees that, after many years of growth, can be used to enhance the daily lives as well as training activities of soldiers and locals on Truong Sa island, covering the island in the green of hundreds of plant species, contributing to environmental protection and the island sovereignty;
- ▶ Building bridges for the locals to help connect areas divided by rivers and streams in Ca Mau, inspiring the residents to keep overcoming difficulties to increase their earnings and contribute to the overall growth of the nation.

After 22 years of persistent efforts to develop a more beautiful and prosperous Vietnam, SSI has been and will always be a guide to accompany and share difficulties, demonstrating responsibility to the community and society under the principle of "We strive to better the communities in which we work".



GRI 418

CUSTOMER INFORMATION SECURITY

MANAGEMENT APPROACH

As an enterprise in the financial – securities sectors, SSI always recognizes the importance of the stability of the trading system, keeping safe, secure and avoiding customer information disclosure. It is considered as the key condition for the Company's stable operation, making an important contribution to business performance and maintaining the Customer's benefits. Thus, SSI always spends a significant investment in terms of finance and human resources for this mission. The Company issued an Information Security policy applied to all employees and management; the implementation and compliance are reviewed twice per year by Internal Control. SSI had not recorded any damages to customer privacy and losses of customer data.

REPORTING SCOPE

GRI 418 – 1: Substantiated complaints concerning breaches of customer privacy and losses of customer data



SYSTEM SAFETY & CUSTOMER INFORMATION SECURITY

In 2022, SSI had not recorded any damages to system security and any incidents related to the loss of customer data. In 2022, the investment value in information security over the past few years has brought great success. SSI's information technology system has withstood many cyber-attacks. Especially the heavy Distributed Denial of Service (DDoS) attack in 12 days without any material impact on the trading environment.

Cyber-attacks

The Company has improved on prevention & detection with key focuses on anomaly detection, end-point monitoring, and advance notification for risk of cyber-attacks. These include the following areas:

- ▶ Continually adjusted the information security policy;
- ▶ Actively threat hunting on SSI information system;
- ▶ Updated DDoS protection system to prevent Transmission Control Protocol (TCP) attacks and rate limit attacks;
- ▶ Released internal Red Team hunting, focusing on penetration testing of systems with different levels of software security to detect, prevent and remove security vulnerabilities. The system was not compromised under a third-party cyber security simulated-attack project for 4 weeks;
- ▶ Early detection and mitigation covering 99% know issues or unfriendly software.

Insider Threat

This is a malicious threat stemming from individuals within the organization, such as employees, former staff, contractors, or business associates, who have information regarding security practices, the organization's data and computer systems information. Therefore, in addition to good protection from cyber-attacks, SSI still implemented programs to reduce the impact of insider threats by training to raise awareness of staff and building systems to assist in data loss prevention.

- ▶ Continuously adjusted the Data Loss Prevention (DLP) policy;
- ▶ Created policies for monitoring abnormal behaviour of users;
- ▶ Completed basic classification of documents at SSI;
- ▶ Security awareness: Updated training courses, raised awareness on Information Security, developed information security handbook, instructed staff when working remotely, used computer screensavers (PC Screensavers) and other internal communication activities were carried out continuously during the year.

Facilities Risk

To protect against any risks of SSI's systems, the Company had full redundancy for all business solutions and data networks. N+2 (duplicated redundancy) was applied to all critical platforms. The Company had implemented the procedure to alert on 50% loading for an extension to ensure having a sufficient spare capacity for any unexpected situation. Cloud computing was activated by auto-upscaling features for capacity.

Looking forward to 2023: SSI continues to maintain its focus on both external and internal protection.

- ▶ **Cyber-attack:** Continuing to concentrate on improving cyber-attacks detection and prevention capabilities, especially improving anomaly detection and visibility on network and endpoint monitoring. Rehearsing offensive and defensive drills to find vulnerabilities and make plans for remediation.
- ▶ **Insider threat:** Continuing to find methods for improving security awareness of the Company's employees. Fine-tuning and optimizing the DLP system. Further improving the monitoring of user abnormal behaviours.
- ▶ **Technology risk and awareness risk:** Researching and implementing the latest technology for high availability and redundancy, particularly on instant recovery. Refreshing and fine-tuning the solution architecture taking advantage of the latest technology.



GRI 419

SOCIO-ECONOMIC COMPLIANCE

MANAGEMENT APPROACH

Compliance with the laws and regulations related to the field of securities – finance is a criterion in the professional code of ethics of the Company committed by the Board of Directors, Board of Management and employees. SSI acknowledges that non-compliance with the laws and regulations in the economic – social sectors shall not ensure sustainable development for the Company, directly influence SSI’s business operations, financial benefits and reputation. The Board of Directors and the Board of Management pay special attention to this matter, thus, any legal risks due to intentional violation of legal regulations are unacceptable.

REPORTING SCOPE

GRI 419 – 1: Non-compliance with the laws and regulations in the social and economic area

During the year 2022, all SSI’s employees strictly complied with the laws and regulations related to its operations, SSI had no record of any minutes or notices associated with violation of the laws and regulations in the economic and social areas.



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EMBRACING

2022 SUSTAINABLE
DEVELOPMENT REPORT

CHALLENGES



SCAN QR CODE FOR
ONLINE VERSION



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